

Peningkatan kepuasan dan kinerja perawat melalui supervisi kepala ruangan / Estelle Lilian Mua, Rr. Tutik Sri Hariyati, Efy Afifah

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Abstrak

Fenomena di sebuah Rumah Sakit di Palu, supervisi, kepuasan kerja, dan kinerja perawat belum optimal. Penelitian ini bertujuan mengetahui pengaruh pelatihan supervisi klinik terhadap kepuasan kerja dan kinerja perawat di RS tersebut. Penelitian menggunakan quasi experiment pre-post test design with control group. Sampel tiap kelompok 32 perawat dan 56 dokumen. Intervensi yang dilakukan adalah pelatihan supervisi klinik. Hasil penelitian menunjukkan adanya peningkatan yang bermakna ($p=0,000$; $\alpha=0,05$) pada supervisi klinik. Supervisi klinik berdampak pada kepuasan kerja dan kinerja perawat ($p=0,000$; $\alpha=0,05$). Analisis lanjut menunjukkan ada perbedaan kepuasan kerja dan kinerja perawat ($p=0,000$; $\alpha=0,05$) antara kelompok intervensi dan kontrol. Penelitian menyimpulkan ada pengaruh pelatihan supervisi klinik terhadap kepuasan kerja dan kinerja perawat. Rekomendasi hasil penelitian ini adalah untuk terus mempertahankan penerapan supervisi klinik kepala ruangan dengan cara pembinaan, monitoring, dan evaluasi secara berkelanjutan..

The phenomenon in a Palu's hospital about supervision, working satisfaction, and clinical performance by nursing staff has not been improved. The purpose of this study was to identify the influence of clinical supervision training on the working satisfaction and clinical performance of nursing in the hospital in Palu. This study used quasi experiment with pre and posttest design with control group. The sample into groups of 32 nurses and 56 document. Intervention that was given to the sample (intervention group) was training supervision.. The result showed that the clinical supervision by head nurse was significantly increased ($p=0,000$; $\alpha=0,05$) after training and supervision. Clinical supervision that accurately implemented gave influence significantly ($p=0,000$; $\alpha=0,05$). Further analysis showed the significantly difference on working satisfaction and clinical performance of staff nurses between intervention and control groups ($p=0,000$; $\alpha=0,05$). Conclusion of this

study showed that there influence clinical supervision training working satisfaction and clinical performance of nurses. The recommendation of suggested that maintaining implementation of clinical supervision by head nurse should be improved by supervision, monitoring, and evaluation.