

Strategi pemberdayaan meningkatkan iklim organisasi perawat pelaksana di rumah sakit

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Abstrak

Iklim organisasi dipengaruhi oleh pemberdayaan. Tujuan penelitian cross sectional ini untuk mengetahui hubungan struktur pemberdayaan dengan iklim organisasi perawat pelaksana di suatu rumah sakit di Depok, Jawa Barat. Hasil penelitian pada 101 perawat pelaksana (total sampling) menggunakan dua instrumen (CWEQ-II dan OCQ) menunjukkan mayoritas perawat mempersepsikan struktur pemberdayaan cenderung rendah sedangkan iklim organisasi cenderung baik.

Uji Chi Square membuktikan struktur pemberdayaan (kesempatan, informasi, dukungan, sumber daya, kekuatan formal, kekuatan informal) berhubungan dengan iklim organisasi ($p=0,000?0,031; = 0,05$). Faktor yang paling berpengaruh pada iklim organisasi dalam penelitian ini adalah dimensi kekuatan informal, sehingga perlu ditingkatkan di rumah sakit tersebut. Perawat manajer perlu memiliki keterampilan kepemimpinan dalam pemberdayaan perawat pelaksana untuk meningkatkan iklim organisasi dan pelayanan keperawatan.

.....Empowerment Strategy Improving Organizational Climate of Staff Nurse at the Hospital. Organizational climate is affected by empowerment. This cross sectional research aimed to investigate the relationship between structural empowerment and organizational climate of nurses at a hospital in Depok, West Java. The results from 101 nurses using two instruments (CWEQ-II and OCQ) showed that majority of the nurses perceived that the structural empowerment tended to be low while the organizational climate was already in a good condition.

Statistical tests using Chi Square showed a relationship between structural empowerment (opportunity, information, support, resource, formal power, informal power) and organizational climate ($p=0.000?0.03; = 0.05$). Moreover, the most influential factor on the organizational climate was the dimension of the informal power, therefore this factor should be strengthened in the hospital. It is suggested that the nurse manager is expected to have empowerment leadership skill to enhance the organizational climate and nursing services.