

Turnover perawat menurut persepsi perawat, manajer, direksi-pengurus yayasan di rumah sakit x = Nursing turnover according to the nurse's perception, manager, board of directors-foundation at hospital x

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Abstrak

Turnover perawat mengakibatkan berkurangnya tenaga keperawatan yang kompeten sesuai kebutuhan rumah sakit dan masalah lainnya. Di RS X turnover perawat terjadi setiap tahun. Pada tahun 2015 terjadi 20,47 dan pada tahun 2016 sebanyak 25,87 perawat dari rata-rata perawat pada tahun itu. Tujuan penelitian ini adalah mengeksplorasi persepsi turnover perawat menurut prespektif perawat, manajer, direksi-pengurus yayasan. Desain penelitian yang digunakan adalah penelitian kualitatif dengan pendekatan studi kasus. Pengumpulan data dilakukan pada tiga kelompok partisipan yaitu perawat yang telah keluar dengan indepth interview, manajer dengan Focus Discussion Group FGD, dan direksi dan pengurus yayasan dengan indepth interview. Total partisipan ada 17 orang yang terdiri dari 6 perawat, 6 manajer, dan 5 direksi dan pengurus yayasan. Analisis dilakukan menurut metode Colaizi.

Hasilnya teridentifikasi 10 tema terdiri dari tiga tema dari partisipan perawat, satu tema dari partisipan manajer, tiga tema dari direksi - pengurus yayasan, dua tema dari perawat dan manajer, satu tema dari manajer dan direksi ndash; pengurus yayasan. Kesimpulan penelitian ini yaitu ada persamaan dan perbedaan tema yang berhasil diidentifikasi tentang turnover perawat berdasarkan persepsi perawat, manajer, direksi dan pengurus yayasan. Saran utama atas hasil penelitian ini yaitu perlu menyamakan persepsi untuk bisa mewujudkan kebersamaan dalam kerja.

Nursing turnover results in a reduced competent nursing staff according to hospital needs and other problems. At RS X turnover nurses occur every year. By 2015 there will be 20.47 and in 2016 there are 25,87 of nurses from the average nurse in that year. The purpose of this study is to explore the perceptions of nursing turnover according to the nurse's perspective, managers, board of directors. The research design used is qualitative research with case study approach. The data were collected in three groups of participants nurses who had been out with indepth interviews, managers with Focus Discussion Group FGD, and directors and administrators of the foundation with indepth interview. A total of 17 participants consisted of 6 nurses, 6 managers, and 5 directors and foundation managers. The analysis was performed according to the Colaizi method.

The results identified 10 themes consisting of three themes from nurse participants, one theme from the manager's participants, three themes from the board of directors, two themes from nurses and managers, one theme from managers and board directors. The conclusion of this research is that there are similarities and differences of themes that have been identified about nurse turnover based on the perception of nurses, managers, directors and administrators of the foundation. The main suggestion on the result of this research is that need to equate perception to be able to realize togetherness in work.