

Hubungan pemahaman dan persepsi tentang jenjang karir perawat klinis dengan motivasi kerja perawat pelaksana pada rumah sakit pemerintah di Banda Aceh = The correlation of understanding and perception of clinical nurse career ladder with the nurse practitioner work motivation at government hospital in Banda Aceh

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Abstrak

ABSTRAK

Pemahaman dan persepsi tentang jenjang karir perawat klinis berperan penting dalam meningkatkan motivasi kerja perawat pelaksana. Motivasi kerja yang baik akan meningkatkan kualitas asuhan keperawatan pada pasien. Tujuan penelitian ini untuk menganalisis hubungan pemahaman dan persepsi tentang jenjang karir perawat klinis dengan motivasi kerja perawat pelaksana. Penelitian ini merupakan penelitian kuantitatif dengan pendekatan cross sectional dimana pengumpulan data dilakukan menggunakan kuesioner. Penelitian dilakukan pada 3 Rumah sakit melibatkan 352 perawat pelaksana di ruang rawat inap dan intensif yang dipilih secara simple random sampling. Data dianalisis menggunakan uji korelasi dan regresi linear multivariat. Hasil menunjukkan ada hubungan yang signifikan antara pemahaman dan persepsi tentang jenjang karir perawat klinis dengan motivasi kerja perawat pelaksana $p=0,0001$, $r=0,05$. Faktor yang paling dominan mempengaruhi motivasi kerja perawat pelaksana adalah persepsi tentang jenjang karir perawat klinis. Rekomendasi yang diberikan yaitu rumah sakit melakukan strategi penguatan motivasi dengan melakukan peningkatan pemahaman dan persepsi melalui sosialisasi tentang jenjang karir dan Peraturan Menteri Kesehatan nomor 40 tahun 2017, pemberian reward, pujian, promosi dan pelaksanaan program pendidikan berkesinambungan bagi perawat pelaksana.

ABSTRACT

Understanding and perception about clinical nurse career ladder has an important role in improving work motivation of practitioner nurse. Good work motivation will improve the quality of nursing care in patients. The purpose of this study was to analyze the relationship of understanding and perception of clinical nurse career ladder with the nurse motivation. This research is a quantitative with data collection with questionnaire using Cross Sectional approach. This study was conducted in 3 hospitals involving 352 nurses in inpatient wards and intensive care unit selected by simple random sampling. Data was analyzed by using correlation test and multivariate linear regression. The results showed a significant correlation between understanding and perception about clinical nurse career ladder with work motivation of nurse practitioner $p=0.0001$, $r=0.05$. The most dominant factor that affecting nurse practitioner work motivation is a perception about the career ladder of clinical nurse. The recommendation is that the hospital conducts a motivational strengthening strategy by improving understanding and perception through the socialization of career ladder based on the latest regulation from Indonesia health ministry number 40, giving reward, good recognition, promotion, and implementation of Continuing Professional Development CPD for nurses practitioner.