

## Pengalaman perawat mengikuti pendidikan formal sambil bekerja = Experiences of nurses joining formal education while actively working

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Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20476168&lokasi=lokal>

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### Abstrak

#### <b>ABSTRAK</b><br>

Dukungan organisasi sangat penting bagi perawat yang mengikuti pendidikan formal sambil bekerja. Masalah yang dapat dialami selama perawat mengikuti pendidikan formal sambil bekerja yaitu masalah bagi keselamatan pasien dan kecelakaan kerja perawat. Peran dan fungsi manajer keperawatan sangat diperlukan dalam mengelola perawat yang mengikuti pendidikan formal sambil bekerja. Penelitian ini bertujuan untuk mengeksplorasi pengalaman perawat mengikuti pendidikan formal sambil bekerja. Metode yang digunakan yaitu penelitian kualitatif dengan pendekatan fenomenologi dengan 15 partisipan yang dipilih menggunakan teknik purposive sampling, dan pengumpulan data melalui wawancara mendalam semi terstruktur. Hasil penelitian didapatkan tujuh tema utama yaitu motivasi perawat manajer, motivasi perawat klinis, kendala perawat, dukungan manajer keperawatan, tanggung jawab manajer keperawatan, pelaksanaan tugas perawat manajer, dan pelaksanaan tugas perawat klinis. Perawat yang mengikuti pendidikan formal sambil bekerja itu memiliki dampak positif dan negatif. Penelitian ini merekomendasikan agar rumah sakit melakukan sosialisasi ulang dan mengevaluasi pelaksanaan pendidikan formal perawat yang sambil bekerja. Penelitian selanjutnya dapat mengeksplorasi topik dan metode penelitian yang berbeda terkait perawat yang mengikuti pendidikan formal sambil bekerja.

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#### <b>ABSTRACT</b><br>

Organizational support is very important for nurses joining formal education while actively working. Problems that can be experienced as long as nurses joining formal education while actively working are problems for patient safety and nurses workplace accidents. The role and function of nursing managers is necessary in managing nurses who joining formal education. This study aims to explore the experiences of nurses joining formal education while actively working. The method used is qualitative research with phenomenology approach with 15 participant selected using purposive sampling technique, and data collection through semi structured in depth interview. The results of the research are seven main themes, namely nurse manager motivation, clinical nurse motivation, nurses barrier, nurse manager support, nurse manager responsibility, nurse manager task execution, and clinical nurse task execution. Nurses joining formal education while actively working have a positive and negative impact. This study recommends that hospital can re socialize and evaluate the implementation of formal education of nurses. Further research may explore research different topics and methods related to experiences of nurses joining formal education while actively working.