

Analisis instrumen penilaian kinerja tenaga keperawatan di Rumah Sakit Ibu dan Anak Assalam Cibinong tahun 2019 = Analysis of performance appraisal instruments for nursing staff in Mother and Child Hospital Assalam Cibinong in 2019

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Abstrak

Tenaga keperawatan dituntut untuk dapat menjalankan kerjanya dengan baik sesuai dengan standar yang telah ditetapkan oleh rumah sakit. Rumah sakit yang memiliki sistem penilaian kinerja tenaga keperawatan tentunya membutuhkan instrumen yang dapat mengukur kinerja. Rumah sakit ibu dan anak Assalam telah memiliki instrumen penilaian kinerja yang didalamnya terdapat indikator dan ukuran kinerja tenaga keperawatan, penelitian ini bertujuan menilai instrumen tersebut. Metode penelitian menggunakan desain potong lintang, dengan pendekatan kuantitatif, data primer didapatkan dengan menyebarkan kuesioner kepada seluruh tenaga keperawatan di RSIA Assalam. Total sampel 56 sama dengan populasi, dengan analisis multivariat menggunakan regresi logistik. Hasil analisis bivariat variabel terukur, relevan, hasil kerja berhubungan secara signifikan ($p < 0,05$) dengan penilaian kinerja. Perilaku paling dominan terhadap penilaian kinerja dengan hasil analisis multivariat ukuran kinerja perilaku ($p = 0,0001$) dan indikator jelas ($p = 0,039$). Kesimpulan dari penelitian ini indikator kinerja yang digunakan sudah jelas tapi kurang terukur, kurang relevan dan kurang terikat waktu. Instrumen yang digunakan dapat mengukur perilaku dengan baik, tapi belum dapat mengukur hasil kerja dan kompetensi dengan baik. Perbaikan indikator kinerja dan ukuran kinerja pada instrumen penilaian kinerja perlu dilakukan demi meningkatkan kinerja tenaga keparawatan.

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Nursing staff are required to be able to carry out their performance well in accordance with the standards set by the hospital. Hospitals that have a performance appraisal system for nursing staff certainly need an instrument that can measure performance. Assalam's mother and child hospital has a performance appraisal instrument in which there are indicators and measures of nursing staff performance, this study aims to assess the instrument. The research method used a cross-sectional design, with a quantitative approach, the primary data was obtained by distributing questionnaires to all nursing staff at RSIA Assalam. The total sample of 56 is the same as the population, with multivariate analysis using logistic regression. The results of the bivariate analysis of measurable, relevant variables, work results were significantly associated ($p < 0.05$) with performance appraisal. The most dominant behavior towards performance appraisal with the results of multivariate analysis of behavior performance measures ($p = 0.0001$) and clear indicators ($p = 0.039$). The conclusion of this study is that the performance indicators used are clear but less measurable, less relevant and less time-bound. The instrument used can measure behavior well, but has not been able to measure work results and competencies properly. Improvements in performance indicators and performance measures on performance appraisal instruments need to be done to improve staff performance.