

## Determinan Minat Menjadi Perawat Intensif = Determinant of Interest Becoming Intensive Care Nurse

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### Abstrak

Kurangnya minat menjadi perawat intensif akan berdampak terhadap tidak terpenuhinya kebutuhan tenaga perawat di unit intensif. Penelitian ini bertujuan untuk mengidentifikasi faktor-faktor yang mempengaruhi minat menjadi perawat intensif. Desain penelitian yang menggunakan pendekatan cross sectional ini melibatkan 188 perawat di satu rumah sakit umum daerah di Kota Banjarbaru, Kalimantan Selatan. Sampel dipilih dengan teknik proportional sampling. Hasil penelitian didapatkan efikasi diri, penghargaan, unit kerja, usia, dukungan keluarga dan dukungan atasan ( $p < 0,001$ ), masa kerja ( $p = 0,005$ ), jenis kelamin ( $p = 0,002$ ), level jenjang karir ( $p = 0,004$ ) dan pengalaman pelatihan ( $p = 0,003$ ) berhubungan dengan minat menjadi perawat intensif, sedangkan pengetahuan dan tingkat pendidikan tidak berhubungan. Hasil analisis regresi linear berganda mendapatkan bahwa faktor yang paling mempengaruhi minat menjadi perawat intensif adalah efikasi diri diikuti penghargaan, unit kerja dan jenis kelamin, keempat faktor tersebut berkontribusi sebesar 57,4% dalam mempengaruhi minat menjadi perawat intensif. Hasil penelitian ini juga mendapatkan, dalam rentang 0-100, efikasi diri dan minat menjadi perawat intensif masih kurang dengan nilai berturut-turut 69 dan 61. Perawat juga menilai penghargaan yang didapatkan memiliki nilai 70. Rekomendasi penelitian ini yaitu pihak manajemen keperawatan RS perlu membuat program untuk meningkatkan kemampuan dan keterampilan perawat yang dapat meningkatkan efikasi diri agar berminat menjadi perawat intensif, juga pemberian reward serta pengembangan kompetensi dan softskill perawat terutama terkait perawatan intensif.

.....Lack of interest becoming intensive nurse will have an impact to not fulfilled of the requirements nurses in intensive care unit. The study aims to identify factors that influence interest becoming intensive nurse. The study design, which uses a cross sectional approach, involved 188 nurses at an area public hospital in Banjarbaru City, South Kalimantan. The sample is selected by proportional sampling technique. The results of the study found self-efficacy, rewards, work units, age, family support and supervisor support ( $p < 0,001$ ), working period ( $p = 0,005$ ), gender ( $p = 0,002$ ), career level ( $p = 0,004$ ) and training experience ( $p = 0,003$ ) related to interest becoming intensive nurse, while knowledge and education levels were unrelated. The results of multiple linear regression analysis found the most determinant factor of interest becoming intensive nurse were self-efficacy followed by rewards, work units and gender, these four factors contributed 57.4% in influencing interest in being an intensive nurse. The results of this study also found that, in the range 0-100, self-efficacy and interest becoming intensive nurse still less with skor only 69 and 61, respectively. Nurses also rated the award they received was worth 70. The recommendation of this study is that the hospital nursing management needs to make a program to improve the abilities and skills of nurses that can increase self-efficacy so that they are interested in becoming intensive nurses, as well as providing rewards and developing competence and soft skills for nurses, especially those related to intensive care.