

Faktor-faktor yang memotivasi perawat dalam penerapan proses keperawatan di ruang rawat inap Rumah Sakit: suatu studi kasus di RSUD Dr. Zainoel Abidin Banda Aceh tahun 2001 = Factors that motivate nurses in implementing standard nursing process in the hospital inpatient care unit, a case study in Dr. Zainoel Abidin General Hospital Banda Aceh in 2001

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Abstrak

Penelitian ini bertujuan untuk mendapatkan gambaran tentang hubungan karakteristik individu (umur, jenis kelamin, status perkawinan, tingkat pendidikan), karakteristik pekerjaan (tanggung jawab, variasi tugas, beban kerja), dan karakteristik & suasana kerja (supervisi, insentif pelatihan, kesempatan memperoleh pendidikan lanjutan, fasilitas kerja, hubungan antar karyawan) dengan motivasi perawat dalam penerapan proses keperawatan di ruang rawat inap RSUD Dr. Zainoel Abidin Banda Aceh. Desain penelitian ini adalah non experimental dengan pengumpulan data dilakukan secara cross sectional. Sampel dalam penelitian ini adalah perawat pelaksana yang bekerja di ruang rawat inap RSUD Dr. Zainoel Abidin Banda Aceh, dihitung dengan pendugaan proporsi populasi yang berjumlah 79 orang.

Hasil penelitian pada analisis univariat menunjukkan bahwa motivasi perawat dalam penerapan proses keperawatan di ruang rawat inap RSUD Dr. Zainoel Abidin Banda Aceh berada pada kategori rendah (54,4%). Dari hasil analisis bivariat diketahui bahwa karakteristik individu hanya variabel tingkat pendidikan yang berhubungan secara signifikan dengan motivasi perawat dalam penerapan proses keperawatan ($P.value=0,044$). Karakteristik pekerjaan yang berhubungan secara signifikan dengan motivasi perawat dalam penerapan proses keperawatan adalah tanggung jawab ($P.value=0,006$) dan beban kerja ($P.value=0,001$). Sedangkan karakteristik suasana kerja yang berhubungan secara signifikan dengan motivasi perawat dalam penerapan proses keperawatan adalah supervisi ($P.value=0,001$), insentif ($P.value=0,000$), pelatihan ($P.value=0,000$), dan fasilitas kerja ($P.value=0,011$). Hasil analisis multivariat regresi logistik menunjukkan bahwa variabel insentif merupakan variabel yang secara statistik paling signifikan berhubungan dengan motivasi perawat dalam penerapan proses keperawatan di ruang rawat inap RSUD Dr. Zainoel Abidin Banda Aceh ($P.value=0,001$).

Berdasarkan hasil penelitian ini, untuk meningkatkan motivasi perawat dalam penerapan proses keperawatan maka peak manajemen RSUD Dr. Zainoel Abidin Banda Aceh khususnya bidang keperawatan perlu memperhatikan serta memperbaiki suasana kerja dan karakteristik pekerjaan, menetapkan secara jelas pemberian insentif, meningkatkan pengembangan sumber daya manusia khususnya tenaga keperawatan, meninjau kembali keseimbangan antara beban kerja perawat dengan jumlah pasien, meningkatkan tanggung jawab perawat dengan cara merubah metode penugasan keperawatan dari metode fungsional ke metode tim, melakukan supervisi secara berkala, merencanakan dan melaksanakan pelatihan proses keperawatan secara bertahap, dan penambahan fasilitas kerja di ruang rawat inap.

Untuk penelitian lanjutan disarankan agar dilakukan dengan membandingkan faktor-faktor yang memotivasi perawat dalam penerapan proses keperawatan pada beberapa rumah sakit yang berbeda, metode pengumpulan data untuk variabel motivasi perawat dalam penerapan proses keperawatan dilakukan dengan cara observasi langsung sehingga mendapatkan data yang lebih objektif, serta melakukan penelitian lebih lanjut tentang hubungan pemberian insentif dengan motivasi perawat dalam penerapan proses keperawatan.

The objectives of this research are to describe relation between individual characteristics (age, sex, marriage status, length of work, and level of education), job characteristics (responsibility, job variation, and workload), and working situation characteristics (supervision, incentives, training, the opportunity for continuing of study, work facility, and human relations) with nurse's motivation in implementation standard nursing process in the inpatient care unit of Dr. Zainoel Abidin General Hospital Banda Aceh. Design of the research is non-experimental with data collected by using cross-sectional approach. The sample of this research was 79 nurses at inpatient care unit of Dr. Zainoel Abidin General Hospital Banda Aceh and was appointed takes proportionally from the population in the hospital.

The results of univariate analysis concluded that nurse's motivation in the implementation of nursing process at the inpatient care unit of Dr. Zainoel Abidin General Hospital Banda Aceh was at low category (54,4%). The results of bivariate analysis showed that: individual characteristics only level of education was significantly related to nurse's motivation in the implementation of nursing process (P.value O, 004). Job characteristics that was significantly related to the nurse's motivation in the implementation of nursing process is sense of responsibility (P.value M), 006), and workload (P.value O, 001). Whereas, working situation characteristics was significantly related to the nurse's motivation in the implementation of nursing process include: supervision experienced (P.valueM3, 001), incentives (P.value~, 000), trainings participated (P.value~, 000), and working facilities (P.value, 01 1). The result of multivariate analysis using logistic regression indicated that the incentives (P.value 0,001) constituted the most significant related to the nurse's motivation in implementation of nursing process at the Inpatient Care Unit of this hospital.

Based on the results, this research can conclude that in order to increase nurse's motivation in the implementation of nursing process (at the inpatient care unit of Dr. Zainoel Abidin General Hospital Banda Aceh) especially in nursing care unit, attention must be paid to the improvement of work situation and job characteristics. Incentives must be clearly determined, to improve nursing performance in nursing process. Review of the balance between nurse workload with amount of patient is also important. To raise the nurse's responsibility changes must be made in nursing methods from functional to team approach. Supervision must be come out regularly. Training is also important aside from improvement of working facilities at the Inpatient Care Unit.

Recommendation to further research is away other to compare nurse's motivating factors in two or more different hospitals, or using different data collection method, and in the difference ways of doing observation to bring about more objective of data, other research is about incentives related to the nurse's motivation in the implementation of nursing process.