

Analisis hubungan harapan karier perawat pelaksana dengan prestasi kerja di RSUD Swadana Jombang tahun 2002

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Abstrak

Keperawatan merupakan bagian yang tidak terpisahkan dari pelayanan kesehatan di rumah sakit dan merupakan unsur penting dalam mendukung tercapainya peningkatan pelayanan rumah sakit. Sebagai konsekuensinya pelayanan keperawatan harus didukung oleh tenaga keperawatan yang profesional. Salah satu upaya untuk meningkatkan profesionalisme keperawatan adalah melalui pengembangan karier keperawatan, karena karier merupakan harapan dari kehidupan kerja perawat yang erat hubungannya dengan prestasi kerja.

Desain penelitian yang digunakan untuk menganalisis hubungan harapan karier dengan prestasi kerja adalah cross sectional. Sampel dalam penelitian ini adalah semua perawat pelaksana di RSUD Swadana Jombang pada bulan Mei dan Juni 2002, dari 168 perawat pelaksana yang memenuhi syarat sebanyak 128 orang. Pengumpulan data mengenai aspek harapan karier dan prestasi kerja dikumpulkan melalui penyebaran kuesioner dan penilaian langsung oleh kepala ruangan. Pengolahan dan analisis data dilakukan dengan bantuan komputer. Untuk menguji hubungan antara karakteristik, harapan karier dengan prestasi kerja digunakan uji chi-square, serta analisis regresi logistik ganda untuk memprediksi faktor-faktor yang paling berpengaruh terhadap prestasi kerja.

Berdasarkan hasil analisis didapatkan proporsi harapan karier dan prestasi kerja pelaksana pelaksana di RSUD Swadana Jombang tergolong rendah, dari 128 responden 53,9% mempunyai harapan karier rendah dan 55,5% mempunyai prestasi kerja rendah. Hasil analisis korelasional terdapat hubungan yang bermakna anatara harapan karier dengan prestasi kerja, namun ada kecenderungan perawat pelaksana yang mempunyai harapan karier tinggi. mempunyai prestasi kerja rendah. Jenis kelamin dan tingkat pendidikan mempunyai hubungan yang bermakna dengan harapan karier dan prestasi kerja, dimana pria cenderung mempunyai harapan karier tinggi tetapi wanita lebih tinggi prestasi kerjanya. Sedangkan perawat pelaksana D III Keperawatan cenderung mempunyai harapan karier tinggi namun prestasi kerjanya rendah dibandingkan SPK.

Berdasarkan hasil penelitian tersebut maka untuk meningkatkan prestasi kerja perawat pelakana hendaknya manajemen rumah sakit melakukan perencanaan dan pengembangan karier individu dan organisasi, serta mendesain lingkungan kerja keperawatan melalui model praktek keperawatan profesional (MPKP).

Daftar pustaka 56 (1974 - 2001)

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An Analysis on The Correlation between Nurse Career Expectancy and their Job Performance in RSUD Swadana Jombang, 2002 Nursing cannot be separated from the health service of a hospital. It is also an

important part in supporting the improvement of hospital service. In order to improve it, nursing service must be supported by professional nurses. One way to improve nurse professionalism is Nurse career development because career is a wish or hope from nurse work life, moreover career also has close relationship with job performance.

The design used to analyse the correlation between career expectancy and job performance is cross sectional. The samples are all nurses in RSUD Swadana Jombang. The study was done in May and June 2002. We got 128 nurses of 168 nurses in the hospital. The data was collected by using questioner about the aspects of career expectancy and job performance and by using direct supervision of the head room or head nurse. We use computer to process and analyse the. data. The writer also conducted chi-square test to measure the correlation between characteristic, career expectancy, and job performance. We also use multiple logistic regression analysis to predict the most influence factors of job performance.

Based on the analysis, it found that the proportion of career expectancy and job performance in RSUD swadana Jombang is low. It is 53.9 % of 128 nurses have low career expectancy and 55,5 % of 128 nurses have low job performance. From the analysis we also found out that there is significant relationship between career expectancy and job performance. The nurse tends to have high job expectancy and low job performance. While sex and education level also have significant result; male nurse tend to have high career expectancy and female tend to have higher job performance. From education level, nurse who graduated from nursing diploma have career expectancy but their job performance is lower than nurses graduated from SPK. Based on the study the writer recommend that in order to improve job performance, the hospital have to make a plan and organization and career development. The hospital also needs to design nurse work environment by conducting nurse professional practical model.

Bibliography 56 (1974 - 2001)