

## Analisa hubungan faktor karakteristik perawat dengan prestasi kerja dalam melaksanakan tindakan keperawatan di ruang rawat inap lantai bawah dan VIP RS. Setia Mitra Jakarta Selatan

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### Abstrak

Salah satu faktor yang mempengaruhi keberhasilan pelayanan kesehatan dirumah sakit adalah faktor kualitas pelayanan keperawatan. Upaya untuk menjamin kualitas asuhan keperawatan dengan digunakannya Standar Asuhan Keperawatan.

Dari data angket pelayanan keperawatan di RS. Setia Mitra, yang menyatakan sedang 9% dan yang kurang 4%. Juga keluhan dari Staf Medis mengenai ketidakmampuan beberapa perawat dalam melaksanakan tindakan keperawatan.

Penelitian ini bertujuan mengidentifikasi faktor-faktor karakteristik perawat hubungannya dengan prestasi kerja dalam melaksanakan tindakan keperawatan yang pemasangan infus, balans cairan, pembuatan EKG dan pemasangan kateter.

Jenis penelitian ini adalah merupakan penelitian diskriptif analitik yang dilakukan dengan pendekatan cross sectional secara kuantitatif. Pengambilan data primer dilakukan dengan mengadakan wawancara dan pengamatan langsung terhadap kegiatan tindakan keperawatan, data sekunder didapatkan dari pengumpulan data-data terkait.

Responden dalam penelitian ini sebanyak 25 perawat. Analisa data terdiri dari analisa data univariat serta bivariat dengan tabulasi silang dan Chi Square.

Hasil yang diperoleh adalah karakteristik perawat sebagian besar berpendidikan SPK, belum pernah mengikuti pendidikan tambahan, mempunyai masa kerja singkat, berumur muda dan belum menikah. Perawat dengan pendidikan lebih tinggi dan pernah mendapatkan pendidikan tambahan lebih baik dalam melaksanakan tindakan keperawatan. Dalam uji Chi Square didapatkan hubungan bermakna antara karakteristik lama kerja perawat dengan tindakan pembuatan EKG dan pemasangan kateter ; umur perawat dengan tindakan balans cairan, pembuatan EKG dan pemasangan kateter ; status pernikahan perawat dengan tindakan pemasangan infus dan balans cairan ; tanggung jawab/jabatan dengan tindakan balans cairan, pembuatan EKG dan pemasangan kateter.

Saran untuk R.S. Setia Mitra adalah meningkatkan pengetahuan/ketrampilan perawat, mengikut sertakan dalam pendidikan program khusus D-III keperawatan, melengkapi dan mensosialisasikan Standar Asuhan Keperawatan, mengisi formasi kepala ruangan serta mengupayakan rekrutment yang lebih selektif.

.....Analyzing the Relationship Between the Nurse Characteristic Aspects and Her Work Performance in Carryng Out Caring Activities in the Vip and Lantai Bawah Hospital Ward at the Setia Mitra Hospital in South JakartaOne of the aspects influencing the success of a hospital's health care is its nursing care service' quality. An effort to assure such quality is the introduction of the Nursing Care Training Standard.

In a questionnaire regarding the Setia Mitra Hospital's nursing care, nine percent (9%) of the respondents said it is "acceptable" and four percent (4%) "insufficient". In addition, the Medical Staff complaints about the lack of skill of some nurses in carrying out their duties.

This research has the objective to identify characteristic aspects of the nurse in correlation with her work

performance in carrying out nursing activities such as putting in an infusion, balancing the liquid, making an ECG and inserting a catheter.

This kind of research is both analytical and descriptive, conducted by a quantitatively cross sectional approach. Recording the primary data is conducted by interviews and directly monitoring the nursing activities, the complementary data have been obtained by collecting them.

Twenty five (25) nurses are the respondents in this research. The data analysis includes both uni and bivariat data analysis with cross tabulation as well as Chi Square.

The result attained forms the nurses' aptitude. A great part of them attended the vocational education, they have never had additional education, have short employment, are young of age and unmarried.

Nurses with a higher education and who once had received additional education are better in carrying out their nursing duties. The Chi Square test reveals significant correlations between the characteristic of the time span required by a nurse in order to make an ECG and insert a catheter; her age and balancing the liquid, making an ECG and inserting a catheter; her matrimonial status and putting in an infusion and balancing the liquid, making an ECG and inserting a catheter.

A suggestion to the Setia Mitra Hospital is to improve the nurse' knowledge/ skill, participation in education programs especially the 3 -year Diploma Program for Nursing, completion and socialization of the Nursing Care Training Standard in addition, filling the room supervisor's position as well as being more selective.