

Analisis kinerja perawat di Instalasi Rawat Inap RSUD Wonogiri di Kabupaten Wonogiri tahun 2004

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Abstrak

Tenaga keperawatan merupakan salah satu elemen tenaga kesehatan yang terpenting dalam pelayanan kesehatan karena kinerjanya dirasakan langsung oleh konsumen sehingga pengguna akan bereaksi dengan segera terhadap jasa yang mereka beli. Seiring dengan tuntutan masyarakat yang makin kritis pada layanan kesehatan khususnya bidang keperawatan maka dibutuhkan perhatian khusus terhadap peningkatan kinerja kesehatan. Tingkat kinerja perawat yang masih rendah dijumpai di RSUD Wonogiri, hal ini bisa dilihat dari kedisiplinan perawat yang tidak mematuhi waktu kehadiran, jam pulang kerja serta pelayanan yang belum sepenuhnya sesuai dengan SOP.

Penelitian ini dilakukan untuk mengetahui gambaran kinerja di instalasi rawap inap RSUD Wonogiri serta faktor determinan yang berhubungan dengannya. Penelitian bersifat kuantitatif dengan pendekatan cross sectional. Populasi yang diteliti berjumlah 90 responden, sedang uji yang digunakan adalah Anova test dengan Significant level 0,05%.

Dari hasil penelitian ini disimpulkan bahwa tingkat kinerja di RSUD Wonogiri dengan kategori baik hanya sebesar 52,2%. Untuk faktor internal didapatkan hasil bahwa tidak ada hubungan antara variabel umur dan jumlah anak dengan kinerja. Sedangkan untuk variabel masa kerja, tingkat pendidikan dan motivasi berhubungan secara signifikan. Ada hubungan faktor eksternal (fasilitas kerja, kepemimpinan, imbalan, area praktek, supervisi) dengan kinerja sedangkan untuk variabel beban kerja tidak berhubungan secara signifikan. Faktor determinan paling dominan yang berhubungan dengan kinerja perawat di RSUD Wonogiri adalah fasilitas dan area praktek.

Saran dari penelitian ini adalah peningkatan mutu asuhan keperawatan, pelaksanaan pelatihan agar memotivasi kepuasan kerja perawat sehingga mendorong kinerja perawat lebih produktif, saran lain adalah menggalakkan kegiatan penelitian keperawatan untuk pengembangan ilmu keperawatan dan penyelesaian masalah keperawatan.

Daftar Bacaan: 32 (1987 - 2003)

<hr><i>Performance Analysis in Nursing of Impatient Departement in RSUD Wonogiri 2004 The Paramedics has always been played a major role in the health services, because it can be experienced directly to the patient or customer, and they will react to it. Facing the needs and wants from the public for health services offered by the paramedics, in the needs of the good service performances has to be taken seriously. One example of performance in nursing, has deliberately by the author in RSUD Wonogiri, Central Java Province. The consideration of performance appraisal of this public hospital run by the Wonogiri regency based on presence or absenteeism, working hours and the quality of its individual

employees to the customer with the standard operating procedure shows that performance in nursing is low.

The goal of the research is to evaluate the performance appraisal in nursing of inpatient department in RSUD Wonogiri, and its determinant factor in which can be influenced. This research is based on quantitative analysis with cross sectional method/approach. The number of population is 90 respondents, using Anova test with significant level of 0.05%.

The research concludes that the performance appraisal in nursing shows 52.2%, categorized as good. From the internal factors: there is no relation between age and number of children with the performances. On the other hand, the length of working, educational level and motivation significantly related. Furthermore, there is a relation of external factors (eg: working facilities, leaderships, rewards, practical areas, and supervision) with the performance where as the load of works with the performance appraisal has not shown the significant relations. The determinant factors which dominated the relation between performances in nursing of RSUD Wonogiri are the working facilities and practical areas.

Having analyzed the performance with all factors from the paramedics, the author recommend that to improve the performance from its paramedics, need to increase nursing quality assurance, the training programs to motivate the satisfaction of the paramedics in gaining the productiveness. It also has to be done by improving the educational and training for the paramedics as well as find solutions for paramedics problems.

Bibliography list:32 (1987 - 2003)