

## Pengembangan Karier Tenaga Fungsional Keperawatan Melalui Peningkatan Keterampilan Profesi di RSUD Sumedang

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### Abstrak

Saat ini tenaga perawat yang bekerja di rumah sakit mengalami kesulitan untuk mengembangkan kariernya, baik melalui pendidikan formal maupun tidak formal, disebabkan ketidakjelasan pola yang ada. Pola standar yang ada sekarang adalah pengembangan karier secara struktural, sedang dalam struktur organisasi jabatan untuk tenaga fungsional keperawatan terbatas hanya ada 15 - 20 jabatan, untuk seluruh ( 200 - 300) tenaga keperawatan yang bekerja di rumah sakit. Oleh karena itu pengembangan karier tenaga fungsional keperawatan penting dilaksanakan di rumah sakit, khususnya pengembangan karier melalui peningkatan keterampilan profesi.

Penelitian ini adalah untuk mengembangkan pola, sebagai metoda untuk pengembangan karier tenaga keperawatan di rumah sakit Sumedang, Jawa Barat. Penelitian bersifat studi kasus, juga bersifat kualitatif karena meneliti suatu proses dari pola yang telah ada. Fokus penelitian adalah manajemen sumber daya manusia khususnya tentang pola pengembangan karier tenaga keperawatan di rumah sakit.

Untuk mengembangkan pola pengembangan karier tenaga keperawatan, dibentuk berdasarkan tinjauan pustaka serta pengamatan langsung di rumah sakit "X" Jakarta yang telah melaksanakan pola seperti di atas. Hasil analisa kajian pustaka dan pelaksanaan pola pengembangan karier rumah sakit "X" di Jakarta, dibentuk pola untuk pengembangan karier tenaga keperawatan di rumah sakit Sumedang.

Hasil penelitian ini menunjukkan bahwa peran pimpinan rumah sakit sangat penting dalam implementasinya, dan pola ini banyak keuntungannya untuk pengembangan karier tenaga keperawatan di rumah sakit Sumedang.

Daftar bacaan : 40 ( 1967 - 1995 )

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Nursing Professional Skill Improvement as a Method to Improve Functional Career Development of Nurses in Sumedang General Hospital, West Java Almost all nurses working in hospital nowadays have difficulties in their career development both through formal and non formal education, because the standard patterns for nursing career development has not available yet. The standard model for career development is structural career development, while the available organizational structures in nursing profession are limited to 15 - 20 positions from the total of 200 - 300 nurses in hospital. Therefore, functional career development is badly needed in hospital, specifically career development which overlapped with improving the nursing professional skills.

The study objective is to develop a model of nursing professional skill as a method to develop nursing career

development in Sumedang General Hospital, West Java. The study used a case study method to describe the current process, and heavily using qualitative research techniques in its process. The study focus on human resource development management, specifically on nursing career development model in hospital.

To develop the nursing professional career development model this study looked at theoretical model from the literature review, and conducted a comparative study at "X" General Hospital in Jakarta where the nursing professional skill improvement model was developed. The synthesis of the theoretical and "X" General Hospital was a model for nursing career development through improving their professional skills. This model then, was applied to Sumedang General Hospital to improve nursing career development in Sumedang Hospital.

Result of the study shown that hospital managers plays an important roles in the implementation of this model, and the model was found very beneficial for nursing career development in Sumedang General Hospital.

References : 40 (1967 - 1995)