

## Hubungan Empowerment dengan kinerja perawat pelaksana di rumah sakit umum Kota Semarang = Relationship between empowerment and performer nurse's action in RSUD Kota Semarang

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### Abstrak

Upaya penghargaan bagi perawat masih berorientasi kepada pemberian finansial dan perawat merasakan kurangnya perhatian terhadap kebutuhan kompetensi yang memadai, pengakuan, kontrol dan penguatan nilai-nilai keyakinan dalam memberikan pelayanan dan asuhan keperawatan yang optimal dan berkualitas bagi klien.

Tujuan penelitian mengidentifikasi hubungan empowerment dengan kinerja pada perawat pelaksana di RSUD Kota Semarang. Desain penelitian deskriptif korelasional dengan pendekatan cross sectional. Total sampel yang memenuhi kriteria inklusi pada penelitian ini berjumlah 91 responden. Instrumen dibuat sendiri oleh peneliti dan diuji validitas dengan  $r$  hitung  $>$   $r$  tabel = 0,444 dan reliabilitas  $>$  0,7612.

Hasil penelitian menunjukkan ada hubungan antara kontrol dengan kinerja pada perawat pelaksana dengan  $p$ -value = 0,029 dan hubungan antara empowerment dengan kinerja dengan  $p$ -value = 0,009 melalui uji Chi Square. Variabel kompetensi, pengakuan dan nilai-nilai keyakinan tidak berhubungan dengan kinerja karena  $p$ -value  $>$  0,05. Uji regresi logistik berganda menunjukkan variabel kontrol paling berhubungan dengan kinerja perawat pelaksana dengan  $p$ -value = 0,031. Kesimpulan penelitian ada hubungan antara empowerment dan kontrol dengan kinerja perawat pelaksana di RSUD Kota Semarang. Rekomendasi berupa pemberian penghargaan non finansial dan penguatan kontrol perawat terhadap tugas dan fungsi dalam pelayanan dan asuhan keperawatan bagi klien.

The effort in rewarding for nurses has being oriented to finance. In addition, nurses notice minimal attention of competence need, acknowledgement, control and reinforcement of conviction value in giving optimal and qualified nursing care and service for client.

The research goal is to identify relationship between empowerment and performer nurse's action in RSUD Kota Semarang. The research design is correlation description with cross sectional approach. Total samples, that are according to inclusion criterion are 91 respondents. The instrument is made by the researcher. Furthermore, this validity test shows account  $>$   $r$  table = 0,444 and the reliability  $>$  0,7612.

The research result shows that there is relationship between control and nurse's action to performer nurses with  $p$ -value = 0,029 and there is relationship between empowerment and nurse's action with  $p$ -value = 0,009 through rising Chi Square test. The competence, acknowledge and convictional value variables not related to nurse's action because  $p$ -value  $>$  0,05. Double logistic regression test shows the control variable is the most related variable to nurse's action with  $p$ -value = 0,031. The research concludes that there is relationship between empowerment and control to performer nurse's action in RSUD Kota Semarang. Increasing non financial reward and nurse controlling empowerment on their care delivery task and function

was needed for appropriate study.</i>