

Hubungan Fungsi Manajemen Kepala Ruangan dengan Kinerja perawat Pelaksana dalam pengelolaan mutu keperawatan di ruang rawat inap = The Relationship between of Head Nurse Management Function and the Performance of Nurses in managing the quality of nursing in Inpatient Rooms

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Abstrak

Kinerja perawat pelaksana dalam pengelolaan mutu keperawatan belum optimal. Kinerja perawat pelaksana sebagai acuan keberhasilan dalam meningkatkan pelayanan keperawatan. Pelaksanaan mutu keperawatan di ruang rawat inap belum dipahami oleh perawat pelaksana. Kepala ruangan sebagai manajer keperawatan di ruangnya, menjalankan fungsi manajemen keperawatan. Pelaksanaan fungsi manajemen keperawatan di ruang rawat inap oleh kepala ruangan akan mempengaruhi kinerja perawat pelaksana dalam pengelolaan mutu keperawatan di ruang rawat inap. Tujuan dari penelitian ini untuk mengetahui hubungan fungsi manajemen kepala ruangan dengan kinerja perawat pelaksana dalam pengelolaan mutu keperawatan di ruang rawat inap. Penelitian ini cross sectional pada 167 perawat pelaksana di dua rumah sakit. Hasilnya menunjukkan bahwa ada hubungan antara fungsi manajemen kepala ruangan terutama fungsi ketenagaan dan fungsi pengarahan dengan kinerja perawat pelaksana dalam pengelolaan mutu keperawatan ($p < 0,001$). Variabel yang dominan mempengaruhi kinerja perawat pelaksana yaitu fungsi ketenagaan dan fungsi pengarahan. Kepala ruangan perlu diberikan dukungan dan kesempatan untuk meningkatkan kemampuan manajerial serta jenjang pendidikan guna meningkatkan mutu keperawatan di rumah sakit.

.....The performance nurse in nursing quality management has not been optimal. The performance nurse as a reference for success in improving nursing services. The implementation of nursing quality in the inpatient room has not been understood by the implementing nurse. The head nurse as a nursing manager in room, carries out the nursing management function. The nursing management function in the inpatient room by the head nurse will affect the performance of the implementing nurse in managing the quality of nursing in the inpatient room. The purpose of this study was to determine the relationship between the management function of the head nurse and the performance nurses in managing the quality of nursing in inpatients. This study was cross sectional on 167 nurses in two hospitals. The results showed that there was a relationship between the management function of the head nurse, especially the function of personnel and the function of direction, with the performance of nurse in managing the quality of nursing ($p < 0.001$). The dominant variables affecting the performance of nurse are the staffing function and the directive function. The head nurse needs to be given support and opportunities to improve managerial skills and education levels in order to improve the quality of nursing in hospitals.