

# Perawat Pelaksana Ruang Perawatan Intensif Di Rumah Sakit, Indonesia (Work performance Instrument of intensive care nurses Direct Assessment/WIDA) = The establishment of Work Performance Instrument of Intensive Care Nurses Direct Assessment (WIDA) for Hospital in Indonesia

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## Abstrak

Pengukuran kinerja perawat dalam sistem layanan kesehatan merupakan hal yang tidak terpisahkan dalam upaya meningkatkan kualitas dan citra keperawatan. Ruang perawatan intensif sebagai bagian dari layanan kesehatan yang memiliki karakteristik ruang perawatan berbeda dengan unit lainnya, hingga saat ini belum memiliki instrumen untuk mengukur kinerja perawat pelaksana. Tujuan penelitian terwujudnya instrumen pengukuran kinerja perawat pelaksana ruang perawatan intensif rumah sakit di Indonesia. Penelitian menggunakan desain research and development, dengan jumlah responden sebanyak 722 perawat pelaksana yang ditentukan dengan teknik total sampling. Penilaian kinerja perawat pelaksana diperoleh melalui penilaian diri sendiri, atasan, dan sejawat. Hasil penelitian berdasarkan uji pakar didapatkan nilai Content Validity Index 0.78 untuk keterwakilan, dan 0.70 untuk kejelasan. Nilai validitas dan reliabilitas instrumen berdasarkan uji Alpha-Cronbach untuk penilaian diri sendiri antara 0.25-0.56, dengan reliabilitas 0.86, untuk penilaian pimpinan diperoleh nilai antara 0.73-0.93, dengan reliabilitas 0.95, dan penilaian sejawat nilainya antara 0.52-0.83 dengan reliabilitas 0.97. Hasil uji Goodness of Fit menyatakan model fit dengan data, ditunjukkan dengan nilai RMSEA (005) untuk evaluasi diri 0.045, atasan 0.05, dan sejawat 0.075. Selanjutnya, hasil penghitungan koefisien loading factor untuk penilaian diri sendiri diperoleh 14 butir pernyataan valid ( $> 0.5$ ), sedangkan atasan dan sejawat hanya 7 butir pernyataan yang valid. Hasil tersebut menunjukkan semua butir valid mengukur satu hal yang sama, yaitu kinerja perawat pelaksana. Simpulan penelitian bahwa instrumen yang telah dikembangkan dan diberi nama Instrumen WIDA (Work performance Instrument of intensive care nurses Direct Assessment) ini dapat digunakan untuk mengukur kinerja perawat pelaksana di ruang perawatan intensif rumah sakit. Rekomendasi ditujukan kepada Direktorat Keperawatan Kementerian Kesehatan, instrumen WIDA dapat digunakan sebagai alat pengukur kinerja perawat di ruang intensif berbagai rumah sakit di Indonesia.

.....The assessment of nursing work performance in health care system may influence the improvement of quality and image of nursing working performance. Intensive care unit has specific service that differs from general and other unit in the hospital, and yet has not had a nursing work performance tool to measure their staff within the unit. The purpose of this study was to establish a Nursing Work Performance assessment tool in Intensive Care in Indonesia. This study used a research and development design, and 722 staff nurses were recruited as respondents using a total sampling method. The tool was developed for three types of assessment head nurse, peer & self evaluation. Based on an expert review, it was found that. Content Validity Index score is 0.78 for representation, and 0.70 for clarity. The validity score Alpha- Cronbach) for self assessment between 0.25-0.56, and reliability of 0.86. The head nurse assessment had scores between 0.73-0.93, and the reliability of 0.95, whereas the peer assessment score between 0.52-0.83, and the reliability 0.97. The result of Goodness of Fit showed that RMSEA (0.05) for self assessment is 0.045, the head nurse

assessment is 0.05, and the peer assessment is 0.075. Further, the result of loading factor for self assessment found 14 statement items are valid ( $> 0.5$ ), whereas the head nurse and the peer assessment are only 7 statement items valid. Those valid items measure the same variable which is nursing work performance. Conclusion: this study had succeeded to establish a valid instrument to measure nursing work performance in intensive care which named as WIDA (Work performance Instrument of intensive care nurses Direct Assessment). A recommendation is directed to Directorate of Nursing at Ministry of Health Republic of Indonesia to utilize the instrument of WIDA as a tool to measure Nursing work performance in variety hospital in Indonesia.