

## Hubungan motivasi dan supervisi dengan kualitas dokumentasi proses keperawatan di Instalasi Rawat Inap Rumah Sakit Marinir Cilandak = Correlation between motivation and supervision with the quality of nursing process documentation in Marinir Hospital Cilandak Jakarta

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### Abstrak

Penelitian ini merupakan penelitian kuantitatif dan kualitatif yang dilaksanakan di RSMC Jakarta. Desain penelitian kuantitatif adalah cross sectional bertujuan untuk mendapatkan gambaran hubungan antara motivasi dan supervisi dengan kualitas dokumentasi proses keperawatan di Rumah Sakit Marinir Cilandak Jakarta. Responden penelitian berjumlah 115 perawat pelaksana sesuai dengan kriteria inklusi. Penelitian kualitatif dilaksanakan pada enam kepala ruangan dengan in depth interview. Analisis multivariat mendapatkan hasil bahwa ada hubungan yang signifikan antara motivasi kebutuhan berprestasi dengan kualitas dokumentasi ( $p \text{ Value} < 0,05$ ) dan tidak ada hubungan yang signifikan antara motivasi kebutuhan afiliasi dan kekuasaan dengan kualitas dokumentasi proses keperawatan ( $p \text{ Value} > 0,05$ ) serta variabel yang dominan berhubungan dengan kualitas dokumentasi proses keperawatan adalah supervisi setelah dikontrol oleh motivasi kebutuhan afiliasi, motivasi kebutuhan berprestasi, motivasi kebutuhan kekuasaan, supervisi, pendidikan, pengetahuan, pelatihan dan masa kerja. Hasil penelitian kualitatif didapatkan beberapa tema yaitu kompetensi kepala ruangan dan staf perawat kurang mengenai dokumentasi proses keperawatan, beban kerja tinggi, waktu dan jadwal supervisi yang belum jelas, motivasi menulis yang rendah, tenaga perawat yang kurang serta sistem penghargaan yang tidak adekuat. Usulan peneliti pada institusi pelayanan agar berupaya meningkatkan program supervisi kepala ruangan melalui penataan ulang program supervisi, meningkatkan kualitas sumber daya manusia melalui pendidikan dan pelatihan berkelanjutan, meningkatkan motivasi perawat dengan modifikasi sistem reward, pemberian reinforcement, peningkatan jenjang karir, pembinaan dan pendampingan bagi perawat yang tidak kompeten, mengadakan format check list, meninjau ulang kebutuhan tenaga perawat, kejelasan uraian tugas dan pengadaan standar operasional prosedur asuhan keperawatan. Bagi penelitian disarankan untuk melakukan penelitian faktor lain yang mempengaruhi kualitas dokumentasi baik dari aspek individu, kelompok atau organisasi, efektifitas sistem dokumentasi melalui model check list, dan evaluasi kebutuhan tenaga perawat.

.....This research was conducted out at Marinir Hospital Cilandak and constituted qualitative and quantitative research with descriptive corelation design and had cross sectional nature. The purpose of the study was to identify if there was any relationships between the motivation and supervision with the quality of nursing process documentation The quantitative research was run by distributing quisioner to 115 respondents were selected using inclusion criteria. Meanwhile the qualitative one was conducted through in depth interview by presenting five open questions to 6 respondents. The multivariate analysis suggested that the need of power and the need of affiliation did not significantly relate to the quality of nursing process documentation ( $p \text{ value} > 0,05$ ) but the need of achievement significantly related to the quality of nursing process documentation ( $p \text{ Value} < 0,05$ ). The supervision significantly related to the quality of nursing process documentation ( $p \text{ Value} < 0,05$ ). And then, it was comprehended that the independen variable most related to the dependen variable was supervision that the other variables were in constant situation. In the

same time, the qualitative research that gained through in depth interview concluded that the supervisor felt that the competency of nursing staff and the supervisors had not been optimal. It still needed extended knowledge either through formal education or non formal one. Besides, the supervisor had heavy workload and limited time for giving supervision, the frequencies and the schedule had not fixed, low staff motivation in nursing documentation and the system reward was not faired. The researcher recommended that the hospital manager should optimize the understanding on the nursing process documentation into learning formal or informal education, compose some policies in line with rewarding system to documentation and supervisory activities and clearly job description. Further result good, research continuing with another factors which related to the quality of nursing process documentation, the effectivity of check list model documentation or work load of nursing staff.