

Pengaruh pelatihan supervisi klinik kepala ruangan terhadap kepuasan kerja dan kinerja perawat pelaksana di Ruang Rawat Inap Rumah Sakit Woodward Palu = The effect of headroom clinical supervision training on job satisfaction and the performance of implementing nurses in the Inpatient Room of Woodward Hospital in Palu

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Abstrak

Sistem supervisi klinik kepala ruangan yang dijalankan dengan tepat dapat meningkatkan kepuasan kerja dan kinerja perawat pelaksana. Fenomena yang ditemukan di RS Woodward Palu, supervisi kepala ruangan, kepuasan kerja, dan kinerja perawat pelaksana belum optimal.

Penelitian ini bertujuan untuk mengetahui pengaruh pelatihan supervisi klinik kepala ruangan terhadap kepuasan kerja dan kinerja perawat pelaksana di ruang rawat inap RS Woodward Palu.

Penelitian ini menggunakan metode quasi experiment dengan pre-post test design with control group. Sampel untuk supervisi kepala ruangan dan kepuasan kerja masing-masing kelompok 32 perawat dan sampel untuk kinerja perawat pelaksana masing-masing kelompok 56 dokumen. Intervensi yang dilakukan adalah pelatihan dan bimbingan supervisi klinik kepala ruangan model akademik.

Hasil penelitian menunjukkan terjadi peningkatan yang signifikan ($p \text{ value} = 0,000$) pada supervisi klinik kepala ruangan setelah mendapat pelatihan dan bimbingan supervisi. Supervisi klinik yang dilaksanakan secara tepat telah berdampak pada kepuasan kerja dan kinerja perawat pelaksana secara signifikan ($p \text{ value} = 0,000$). Analisis lebih lanjut menunjukkan ada perbedaan kepuasan kerja dan kinerja perawat pelaksana yang signifikan ($p \text{ value} = 0,000$) antara kelompok intervensi dan kelompok kontrol.

Penelitian ini membawa pada simpulan ada pengaruh pelatihan supervisi klinik kepala ruangan terhadap kepuasan kerja dan kinerja perawat pelaksana di ruang rawat inap rumah sakit Woodward Palu.

Rekomendasi penelitian ini adalah terus mempertahankan penerapan supervisi klinik kepala ruangan dengan cara pembinaan, monitoring, dan evaluasi secara berkelanjutan agar kepuasan kerja dan kinerja perawat pelaksana terus dapat ditingkatkan.

.....Clinical supervision by head nurse can increase working satisfaction and clinical performance by nursing staff in the ward. However, in Woodward hospital clinical supervision by head nurse, working satisfaction and clinical performance by nursing staff has not been improved.

The purpose of this study was to identify the influence of clinical supervision training by the head nurse on the working satisfaction and clinical performance of nursing staff in the in-patient ward of Woodward hospital in Palu.

This study used quasi experiment method with pre and post-test design with control group. The sample in clinical supervision and working satisfaction into groups, where each group consisted of 32 nurses, where for measuring clinical performance of staff nurses each group consisted of 56 nurses. Intervention that was given to the sample (intervention group) was training and supervision toward head nurse on clinical supervision with academic model.

The result showed that the clinical supervision by head nurse was significantly increased ($p \text{ value} = 0,000$) after training and supervision. Clinical supervision that accurately implemented gave influence significantly

(p value = 0,000) into working satisfaction and clinical performance of staff nurses. Further analysis showed the significantly difference on working satisfaction and clinical performance of staff nurses between intervention and control groups (p value = 0,000).

Conclusion of this study showed that there was a significantly influence on head nurse clinical supervision training working satisfaction and clinical performance of staff nurses in Woodward hospital in Palu. The recommendation of this study suggested that maintaining implementation of clinical supervision by head nurse should be improved by supervision, monitoring, and evaluation, in order to maintain the working satisfaction and clinical performance of staff nurses within the ward.