

**Persepsi dan pengalaman perawat pelaksana terhadap pelaksanaan rotasi kerja di Rumah Sakit Umum Daerah Dr. Soedarso Pontianak 2011 =
The perception and experiences of nurse practitioners to the
implementation of job rotation at Dr. Soedarso local public hospital
Pontianak**

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Abstrak

Penelitian ini bertujuan untuk pengalaman perawat pelaksana terhadap pelaksanaan rotasi kerja di Rumah Sakit Umum Daerah Dokter Soedarso Pontianak. Desain penelitian menggunakan fenomenologi deskriptif, proses pengumpulan data dilakukan dengan wawancara mendalam. Partisipan pada penelitian ini diambil secara purposive sampling, analisa data menggunakan metode Colaizzi. Hasil penelitian teridentifikasi tema : persepsi perawat pelaksana tentang pelaksanaan rotasi kerja, pelaksanaan rotasi kerja tidak sesuai prosedur, pengaruh pelaksanaan rotasi kerja, hambatan dan dukungan dalam pelaksanaan rotasi kerja, berbagai kebutuhan dan sarana dalam pelaksanaan rotasi kerja, harapan perawat terhadap pelaksanaan rotasi kerja. Dapat disimpulkan bahwa persepsi perawat pelaksana terhadap pelaksanaan rotasi kerja masih kurang baik oleh karena itu diperlukan dukungan dari pihak manajemen rumah sakit untuk melaksanakan rotasi kerja sesuai prosedur dan standard operational procedure yang ada.

.....The purpose of this research was to identify the perceptions and experiences of nurse practitioners to the implementation of job rotation. This research used descriptive phenomenology design and the data analysis used Colaizzi techniques. As the result of the research was the identification of several themes, which are: perception of nurse practitioners of job rotation, the experience of nurses who experienced job rotation, support and obstacles in the implementation of job rotation, facilities and infrastructure that support job rotation. It can be concluded that the perception of nurse practitioners of the implementation of job rotation is not good enough. Therefore, the support from hospital management is needed to implement job rotation in accordance with existing standard operational procedures.