

# Pengaruh penerapan jenjang karir perawat klinik terhadap kinerja dan kepuasan kerja perawat pelaksana di instalasi rawat inap B RSUP Fatmawati = The influence of the clinic nurse career level implementation on the nurses performance and job satisfaction in instalasi rawat inap B RSUP Fatmawati

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## Abstrak

Pelaksanaan Jenjang karir perawat untuk meningkatkan kinerja dan profesionalisme melalui peningkatan kompetensi belum sepenuhnya berjalan optimal. Penelitian ini bertujuan membuktikan pengaruh penerapan jenjang karir perawat klinik terhadap kinerja dan kepuasan kerja perawat pelaksana di IRNA B RSUPF. Desain penelitian menggunakan deskriptif korelasi dengan pendekatan cross sectional. Pengukuran kinerja menggunakan studi dokumentasi penilaian kinerja, kepuasan kerja menggunakan kuesioner kepada 103 perawat secara total sampling.

Hasil penelitian menunjukkan hubungan yang sangat bermakna antara jenjang karir PK dengan kinerja perawat pelaksana, tidak terdapat hubungan antara jenjang karir PK dengan kepuasan kerja perawat pelaksana, menggambarkan pengaruh penerapan jenjang karir perawat klinik yang paling kuat berhubungan dengan kinerja dan kepuasan kerja perawat pelaksana di IRNA B RSUPF  $Y$  (Kinerja) =  $76,2 + 0,21$  lama kerja +  $0,60$  jenjang karir.

Kesimpulan lama kerja dan jenjang karir dapat memprediksi kinerja perawat pelaksana sebesar 57,9% kinerja perawat pelaksana IRNA B RSUPF.

Rekomendasi pimpinan RSUPF mempertahankan, evaluasi berkala penerapan jenjang karir PK sehingga proses jenjang karir dapat menjadi lebih baik.

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Clinic Nurse Career Level Implementation to improve nurses? performance and professionalism has not yet run optimally. The research purpose is to prove the influence of implementing clinic nurse career level on nurses? performance and job satisfaction in IRNA B RSUPF. Descriptive correlative with cross-sectional approach is the method of this research. The measurement of performance uses documentation appraisal performance studies and then the job satisfaction is measured by questionnaires that are done to 103 nurses sampling.

The results showed a highly significant relationship between the career paths of nurses PK with the performance, there was no correlation between PK career paths and job satisfaction of nurses, illustrate the effect of applying clinical nursing careers most strongly related to performance and job satisfaction in IRNA B RSUPF  $Y$  (Performance) =  $76.2 + 0.21$  working period +  $0.60$  career level.

The conclusion: working period and career level predicts the performance of nurses by 57.9% in IRNA B

RSUPF nurses.

The recommendation: RSUPF management have to remain a periodic evaluation of PK career level application in order to maintain the career level process implemented better.