

Persepsi perawat tentang kenaikan jenjang karir di Rumah Sakit Krakatau Medika Cilegon = The nurses perception of career ladder promotion in Krakatau Medika Cilegon Hospital

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Abstrak

Sistem jenjang karir perawat yang diterapkan di Rumah Sakit dapat meningkatkan kinerja, kepuasan, dan profesionalisme perawat, sehingga mutu pelayanan kesehatan menjadi meningkat. Penelitian ini bertujuan untuk mengetahui gambaran persepsi perawat tentang peningkatan jenjang karir dan untuk mengidentifikasi hubungan karakteristik perawat dengan persepsi tentang jenjang karir juga dengan sub variabel jenjang karir (pengembangan karir, penghargaan, pengakuan, promosi dan tantangan). Desain penelitian ini adalah deskriptif dengan pendekatan potong lintang (cross-sectional) menggunakan sampel perawat klinik di Rumah Sakit Krakatau Medika Cilegon sebanyak 133 responden yang dipilih dengan teknik Proposional sampling. Penelitian dianalisis dengan cara chi square.

Hasil penelitian menemukan terdapat hubungan bermakna antara usia dengan persepsi perawat tentang pengakuan ($p = 0.034$), terdapat hubungan bermakna antara lama kerja dengan persepsi tentang pengakuan ($p = 0.031$: $OR = 0.423$). Hasil penelitian ini merekomendasikan program jenjang karir yang dapat diterapkan untuk menciptakan profesi keperawatan yang Profesional. Mengimplementasikan sistem jenjang karir institusi pelayanan harus menyiapkan perangkat sistem jenjang karir yang akan digunakan, merencanakan kapan target untuk mulai dilaksanakan dan panduan untuk kedepan agar sistem jenjang karir dapat berlaku untuk saat ini dan masa yang akan datang.

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Nursing career ladder system which is implemented at the hospital can improve the nurses' performance, satisfaction and professionalism, so that the quality of health services can be improved. This study aimed to describe the nurses' perception of career ladder promotion and to identify the correlation between the nurses' characteristics and their perceptions of career ladder and its sub variables (career development, reward, recognition, promotion and challenge). This research was a descriptive study with cross sectional design. The sample was 133 clinical nurses at the Krakatau Medika Cilegon Hospital who was selected by proportional sampling technique. The study was analyzed using Chi Square.

The study found that there was a significant correlation between the nurses' age and their perception of career recognition ($p = 0.034$), there was a significant correlation between the length of employment and the perception of career recognition ($p = 0.031$: $OR = 0.423$). The results of this study recommended a career ladder program that can be applied to create a professional nursing profession. The implementation of career ladder program in health services institutions needs a preparation of a career ladder system that will be used, a plan of time when the system has to be implemented and a guide for a future so that the career ladder system can be applied now and in the future.