

# Efektifitas model supervisi klinik siklus edukatif suportif dan administratif (ESA C) dalam meningkatkan kinerja perawat pelaksana di rumah sakit tipe B Jawa Barat = The effectiveness of the educative supportive administrative cycle (ESA C) clinical supervision model in improving the performance of nurses in general hospitals / Asep Setiawan

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## Abstrak

[Supervisi konsisten mempengaruhi kinerja perawat tetapi pelaksanaannya pada pelayanan keperawatan di Indonesia cenderung bersifat pengawasan dan kurang memberikan upaya-upaya untuk mendidik, memotivasi, melatih, dan memberi arahan. Model supervisi klinik educative, supportive and Administrative Cycle (ESA-C) dibuat untuk meningkatkan nilai positif dari supervisi. Model ini disintesa dari model supervisi Kadushin, Proctor dan mengintegrasikannya dengan teori interpersonal relationships Peplau serta nilai caratif Watson. Penelitian bertujuan menguji efektifitas model supervisi klinik ESA-C dalam meningkatkan kinerja perawat, menggunakan desain kuasi eksperimen pre-post test pada dua kelompok. Dua rumah sakit dirandom dari 5 rumah sakit umum, sampel diambil secara random sebanyak 90 perawat dan 270 pasien secara purposif. Hasil penelitian menunjukkan model supervisi klinik ESA-C mampu meningkatkan kinerja perawat secara signifikan ( $p$  Value < 0.05) pada dimensi task performance: keterampilan teknis sebesar 2%, pemberian edukasi 9%, pemberian dukungan emosional kepada pasien 14%, dan contextual performance: pemberian bantuan bagi pasien dan keluarga 21%. Model ini disarankan digunakan pada pelayanan keperawatan terutama di rumah sakit dalam upaya meningkatkan kinerja perawat dalam memberikan asuhan keperawatan kepada pasien.; Supervision is a consistent variable that affect to job performance. Unfortunately, the supervision that had done only just controlled rather than an effort to educating, coaching, directing, and nurse potential reinforcement. ESA-C clinical supervision model that developed is to eliminate negative side of supervision these times. Educative, supportive, and administrative cycle of clinical supervision model was a result from synthesize of Kadushin's, Proctor's, Heron's, Faugier's, and Experimental's models. The ESA-C model was synthesizing with interpersonal relationship from Peplau's and carative value from Watson's. ESA-C clinical supervision model use a group approach in an educative supervision and individual approach for supportive and administrative supervision. The purpose of this research is to determine the effect of ESA-C clinical supervision model to increasing nurses' job performance. This research used quasi experiment design with intervention and control group. The sample of this research use a random method to 90 nurses (each group has 45 nurses) and 270 patients (each group has 135 patients). The result of this research revealed that ESA-C clinical

supervision model can increase nurses' job performance including task performance dimension (clinical skill, patient education, emotional support) and contextual job performance (assisting patient and the family). This research recommended the using of ESA-C model in hospital to increasing nurses' job performance in giving of nursing care to the patient.;Supervision is a consistent variable that affect to job performance. Unfortunately, the supervision that had done only just controlled rather than an effort to educating, coaching, directing, and nurse potential reinforcement. ESA-C clinical supervision model that developed is to eliminate negative side of supervision these times. Educative, supportive, and administrative cycle of clinical supervision model was a result from synthesize of Kadushin's, Proctor's, Heron's, Faugier's, and Experimental's models. The ESA-C model was synthesizing with interpersonal relationship from Peplau's and carative value from Watson's. ESA-C clinical supervision model use a group approach in an educative supervision and individual approach for supportive and administrative supervision. The purpose of this research is to determine the effect of ESA-C clinical supervision model to increasing nurses' job performance. This research used quasi experiment design with intervention and control group. The sample of this research use a random method to 90 nurses (each group has 45 nurses) and 270 patients (each group has 135 patients). The result of this research revealed that ESA-C clinical supervision model can increase nurses' job performance including task performance dimension (clinical skill, patient education, emotional support) and contextual job performance (assisting patient and the family). This research recommended the using of ESA-C model in hospital to increasing nurses' job performance in giving of nursing care to the patient., Supervision is a consistent variable that affect to job performance. Unfortunately, the supervision that had done only just controlled rather than an effort to educating, coaching, directing, and nurse potential reinforcement. ESA-C clinical supervision model that developed is to eliminate negative side of supervision these times. Educative, supportive, and administrative cycle of clinical supervision model was a result from synthesize of Kadushin's, Proctor's, Heron's, Faugier's, and Experimental's models. The ESA-C model was synthesizing with interpersonal relationship from Peplau's and carative value from Watson's. ESA-C clinical supervision model use a group approach in an educative supervision and individual approach for supportive and administrative supervision. The purpose of this research is to determine the effect of ESA-C clinical supervision model to increasing nurses' job performance. This research used quasi experiment design with intervention and control group. The sample of this research use a random method to 90 nurses (each group has 45 nurses) and 270 patients (each group has 135 patients). The result of this research revealed that ESA-C clinical supervision model can increase nurses' job performance including task performance dimension (clinical skill, patient education, emotional support) and contextual job performance (assisting patient and the family). This research recommended the using of ESA-C model in hospital to increasing nurses' job performance in giving of nursing care to the patient.]