

Pengalaman Perawat Baru dalam Melaksanakan Asuhan Keperawatan Sebelum Diberi Kewenangan Klinis = New Nurse Experience in Implementing Nursing Care Before Being Given Clinical Authority

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Abstrak

Perasaan, pengalaman dan harapan serta keinginan perawat baru diberi kewenangan klinis dapat memengaruhi kualitas pelayanan keperawatan di rumah sakit. Penelitian kualitatif fenomenologi deskriptif ini bertujuan menggali pengalaman perawat baru sebelum diberi kewenangan klinis. Wawancara mendalam pada 11 partisipan dengan analisis data menggunakan metode Colaizzi, menghasilkan 7 tema yaitu; perawat baru kurang paham tentang kewenangan klinis, perawat baru bangga bila berhasil melakukan tindakan yang bukan kewenangan klinisnya, perawat baru melaksanakan asuhan keperawatan atas perintah senior, perawat baru ingin diakui, dihargai dan diberi kewenangan klinis, perawat baru mengalami kelelahan fisik dan mental, perawat baru ingin melaksanakan tindakan sesuai SOP, dan rumah sakit perlu memfasilitasi proses adaptasi perawat baru. Perawat baru melaksanakan asuhan keperawatan dengan harapan ingin diakui dan memiliki kemahiran dalam bekerja. Mereka merasakan berbagai perasaan kesulitan terhadap transisi yang dijalani di masa orientasi perawat baru membutuhkan dukungan dan pendampingan yang komunikatif dalam menjalankan perannya sebagai pemberi asuhan keperawatan kepada pasien. Manajemen rumah sakit diharapkan dapat memberikan program orientasi yang tepat serta memperkenalkan kewenangan klinis sejak awal pada perawat baru.

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Feelings, experiences, and expectations as well as the wishes of new nurses given clinical authority, can influence the quality of nursing services in hospitals. This qualitative phenomenological descriptive research aims to explore the experiences of new nurses before being given clinical authority. In-depth interviews on 11 participants and data analysis with the Colaizzi Method, resulted in 7 themes namely; new nurses don't understand clinical authority, new nurses are proud if they succeed in taking actions that are not their clinical authority, new nurses carry out nursing care by senior orders, new nurses want to be recognized, valued and given clinical authority, new nurses experience physical and mental fatigue, new nurses want to carry out actions in accordance with the SOP, and the hospital needs to facilitate the process of adaptation of new nurses. The new nurse carries out nursing care in the hope of being recognized and has proficiency in work. They feel a variety of feelings of difficulties towards the transition undertaken in the orientation of the new nurse requires communicative support and assistance in carrying out her role as the nursing care provided to the patient. Hospital management is expected to provide the right orientation program and introduce clinical authority from the start to new nurses.