

## Efektifitas pelatihan supervisi klinis terhadap peningkatan kemampuan kepala ruangan = Effectiveness of clinical supervision training to increase the head nurses competency in a public hospital

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### Abstrak

Supervisi klinis keperawatan pada umumnya telah dilaksanakan oleh kepala ruangan, namun dalam pelaksanaannya belum optimal. Tujuan penelitian : untuk menganalisis keefektifan pelatihan supervisi klinis terhadap kemampuan perawat. Desain penelitian quasi experiment dengan pendekatan pre- post test design with control group dengan jumlah 46 sampel dengan 23 kelompok intervensi dan 23 kelompok kontrol. Pelaksanaan supervisi di RS di Jakarta belum terencana, belum terstruktur, supervisi masih dilakukan secara tidak formal, tidak diberikan umpan balik dengan baik, masih terbatasnya pendokumentasian tentang rencana dan hasil supervisi yang dilakukan kepala ruangan. Supervisi yang dilakukan masih bersifat insidental jika ditemukan masalah dalam pemberian asuhan keperawatan. Hasil Terdapat peningkatan pengetahuan dan ketrampilan yang bermakna pada kel intervensi dibandingkan kelompok kontrol ( $p=0,00; =0,05$ ). Adanya perbedaan yang signifikan kemampuan pengetahuan dan keterampilan kelompok intervensi sebelum dan sesudah pelatihan supervisi klinis ( $p= 0,0001$ ). Penelitian ini menyimpulkan bahwa efektifitas pelatihan supervisi klinis dapat meningkatkan kemampuan kepala ruangan. Rekomendasi : Pelatihan supervisi klinis perlu dilakukan secara berkesinambungan dan dilakukan supervisi yang baik dari atasan agar mutu asuhan keperawatan semakin meningkat.

.....Clinical supervision is the most effective method in improving nursing services aimed at improving the quality of nursing care. Research objective : to analyze the effectiveness of clinical supervision training on nurses ability. The research design was a quasi experiment with pre-post test design approach with a control group with a total of 46 samples with 23 intervention groups 23 control group. The implementation of supervision in hospital in Jakarta has not been planned, has not been structured, supervision is still carried out informally, not given good feedback, there is still limited documentation of the plan and the result of the supervision carried out by the head nurse. The supervision carried out is still incidental if problems are found in the provision of nursing care.

Result : There was a significant increase in knowledge and skills in the intervention group compared to the control group ( $p =0,00$ ; Gabungkan saja saja hasilnya. Terdapat peningkatan pengetahuan dan ketrampilan yang bermakna pada kel intervensi dibandingkan kel control ( $p=0,00; =0,05$ ). Increase in the ability of head nurse after attending clinical supervision training in the intervention group ( $p 0,0001$ ). The study conclude that clinical supervision training was effective in improving the ability of the head nurse. Recommendation : Clinical supervision training needs to be carried out on an ongoing basis and good supervision from superiors is carried out so that the quality of nursing care can increase.