

# Analisis hubungan antara karakteristik individu dan organisasi dengan kinerja perawat primer di unit interna-bedah pelayanan kesehatan Sint Carolus Jakarta = Analysis of relationship between individual and organizational characteristics and performance of primary nurses in the medical surgical unit in Sint Carolus Hospital Jakarta

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## Abstrak

Kinerja adalah hasil yang dicapai oleh seseorang menurut ukuran yang berlaku untuk pekerjaan yang bersangkutan (Asaad,2000). Di Institusi pelayanan kesehatan yang telah menerapkan metode keperawatan primer, peran perawat primer menjadi sangat penting untuk keterlaksanaan pemberian asuhan keperawatan yang berkualitas. Dengan demikian gambaran kinerja perawat primer penting untuk diketahui. Menurut Gibson(1996), kinerja individu dipengaruhi oleh variabel individu, variabel psikologik dan variabel organisasi.

Dalam penelitian ini ingin diketahui, bagaimana hubungan antara karakteristik individu dan organisasi dengan kinerja perawat primer di unit interna-bedah P.K. Sint Carolus.

Penelitian ini merupakan penelitian dengan disain deskriptif korelasional yang dilakukan secara cross sectional untuk menganalisis hubungan antara karakteristik individu dan organisasi dengan kinerja perawat primer di Pelayanan Kesehatan Sint Carolus. Sebagai populasi dari penelitian ini adalah 177 perawat primer yang berada pada berbagai jenjang fungsional dan yang memiliki latar belakang pendidikan D3 Keperawatan dan S1 Keperawatan. Sedangkan penentuan sampel berdasarkan proportionate stratified random sampling dan besar sampel dihitung berdasarkan estimasi proporsi. Besar sampel dalam penelitian ini adalah 130 perawat primer. Pengumpulan data primer dilakukan melalui kuesioner yang berbentuk rating scale (1-5). Untuk menentukan validitas dan reliabilitas instrumen telah dilakukan uji coba instrumen terhadap 30 perawat di rumah sakit Sumber Waras Jakarta.

Pengolahan dan analisis data dikerjakan menggunakan bantuan komputer berupa analisis univariat, bivariat dan multivariat. Analisis univariat dilakukan melalui distribusi frekuensi untuk mengetahui gambaran tentang variabel dependen dan independen. Analisis bivariat untuk mengidentifikasi hubungan antara variabel dari karakteristik individu dengan kinerja perawat primer dilakukan dengan uji t, uji ANOVA dan uji Mann Whitney. Sedangkan untuk mengetahui hubungan antara karakteristik organisasi dengan kinerja perawat primer dilakukan uji korelasi Pearson Product Moment dan uji regresi linier sederhana. Selanjutnya dilakukan analisis multivariat untuk menentukan variabel independen yang berpengaruh terhadap ;variasi kinerja dengan menggunakan uji regresi linier ganda.

Hasil penelitian menunjukkan bahwa kinerja perawat primer berada dalam katagori baik dengan tingkat pencapaian 83.2 %. Berdasarkan analisis uji korelasi variabel-variabel karakteristik individu dengan kinerja tidak ada satupun variabel yang berhubungan secara bermakna dengan kinerja perawat primer pada a M

0.05. Sedangkan pada variabel-variabel karakteristik organisasi, secara keseluruhan berhubungan signifikan dengan kinerja perawat primer pada  $\alpha = 0.05$ . Pada uji regresi linier ganda diperoleh hasil bahwa 58.5% variasi kinerja dipengaruhi secara positif maupun negatif oleh tujuh variabel dari karakteristik organisasi. Variabel yang mempunyai pengaruh positif paling besar adalah variabel hubungan interpersonal dengan koefisien Beta 0.316.

Sebagai kesimpulan penelitian ini adalah bahwa tingkat kinerja perawat primer di P.K.Sint Carolus tidak dipengaruhi oleh karakteristik individunya tetapi dipengaruhi secara bermakna oleh 7 (tujuh) variabel karakteristik organisasi khususnya yang dominan adalah variabel hubungan interpersonal. Dengan demikian masih ada faktor lain sebanyak 41.5% yang turut mempengaruhi kinerja perawat primer antara lain oleh faktor psikologik. Upaya memelihara dan meningkatkan aspek hubungan interpersonal dan memperhatikan aspek karakteristik organisasi lain yang ditemukan berpengaruh pada unit kerja pelayanan keperawatan akan berdampak tingkat kinerja perawat menjadi lebih baik.

Daftar Pustaka 55 (1981-2000 ).

*"Analysis of Relationship between Individual and Organizational Characteristics and Performance of Primary Nurses in the Medical Surgical Unit in Sint Carolus Hospital Jakarta"*

Individual performance is a result obtained by someone based on measures which are prevailed to ones job (Asaad, 2000). In the hospital institution where primary nursing method have been applied, the roles of primary nurses become so important in administering quality of nursing care. For this reason performance of primary nurses is necessary to be measured periodically. According to Gibson (1996), the individual performance is influenced by individual characteristics, psychological and organizational variables. This research is brought about to examine relationship between individual and organizational characteristics and performance of primary nurses in the medical-surgical unit in Sint Carolus Hospital.

This research was a correlational descriptive study with cross-sectional design which was carried out to analyze the relationship between individual and organizational characteristics and performance of primary nurses in Sint Carolus Hospital. The population for this research were 177 primary nurses from various functional level who were graduated from D-III of Nursing and S-1 of Nursing. While the samples were determined based on proportionate stratified random sampling technique, the quantity of samples count was based on proportional estimation. Quantity of samples within this research were 130 primary nurses. Collection of primary data was accomplished by having rating scale (1-5) questionnaire instrument. To detennine validity and reliability of instrument, on-site tests were carried out among 30 nurses in Sumber Waras Hospital Jakarta.

Data processing and analysis were worked out with the support of computerized programmes for univariat, bivariat, and multivariat analysis. Univariat analysis was carried out through frequency ( similar to respondent) distribution to identify illustration with regards to the dependent and independent variables. Bivariat analysis to identify the relationship between the variables of individual characteristics and performance of primary nurses was carried out by t-test, ANOVA-test, and Mann Whilney-test. Whereas to identify the relationship between the organizational characteristics and the performance of primary nurses

then a Pearson

Product Moment correlation-test and simple Tinier regression analysis was carried out. Then multivariat analysis was done to determine dependent variables which were influencing performance variants by using multiple linear regression analysis.

The result of this research showed that performance of primary nurses could be categorized as fairly good with the achievement level 83.2 %. Based on analysis of correlation tests on variables of individual characteristics and performance, no meaningful variable that was the experience of primary nurses correlated with the performance of primary nurses at  $\alpha = 0.05$ . While from the variables of organizational characteristics, in a whole correlated significantly with the performance of primary nurses at  $\alpha = 0.05$ . From the multiple linear regression analysis there was a result obtained that 58.5% of performance variance were related either positively or negatively to seven variables of organizational related. The variable that had most positive influence was the variable of interpersonal relationship with the coefficient of Beta 0.316.

This research concluded that performance level of primary nurses in Sint Carolus Health Service Institution was not influenced by its individual characteristics but was related meaningfully to seven variables of organizational characteristics especially the most dominant variable was interpersonal relationship. As such, there were many other factors around 41.5% that were influencing also to the performance of primary nurses for instance the psychological factor. The efforts to maintain and to improve the aspect of interpersonal relationship and to take care of another organizational characteristic aspects which were found to be much influencing in the working unit of nursing services will somehow turn out in better ,zmpact to the performance of nurses.

Bibliography, 55 (1981 -2000)</i>