

Hubungan supervisi kepala ruangan dengan kinerja perawat pelaksana di unit rawat inap RSUP DR. M. Djamil Padang

Reflita, author

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Abstrak

Peningkatan kualitas pelayanan keperawatan diupayakan melalui pemberdayaan tenaga kepemwatan. Kepala ruangan melalui fungsinya bertanggung jawab mengelola sumber daya tenaga keperawatan dengan cam melakukan pembinaan, pemeliharaan dan pengembangan diri perawat pelaksana Salah satu iimgsi manajemen kepala nmngan adalah melalcukan pengendalian atau pengawasan yang kita kenal dengan istilah supcrvisi_ Proses supervisi meliputi kegiatan membezikan pcngajaran, pengarahan, observasi dan cvaluasi oleh manajer kepada staf (Kron dan Gray, 1987).

Penelitian ini bertujuan untuk mendapatkan informasi tentang hubungan supervisi kepala ruangan dengan kijnelja perawat pelaksana di ruang rawat inap RSUP Dr. M. Djamil Padang. Desain penelitian ini adalah Descriptive Corelational dan cam pengumpulan data secara cross sectional.

Instrumen penelitian meuggunakan lcusioner. Kuisioner untuk mengukur pelaksanaan supervisi kepala zuangan dikembangkan da:-I konsep Kron dan Gray (1987) dan Tappen (1998). Kuisioner untuk mengulcur kincxja perawat pelaksana dikembangkan daxi Gillies (1989), Swansburg dan Swansburg (1999) dan Dep Kes RI (1999). Uji validitas dan reliabilitas menggunakan Alpha Cronbach memperoleh basil Alpha masing-maulng 0,81 dan 0,84. Sampcl penelitian adalah perawat pelaksana di 4 unit rawat inap yang beljumlah 136 orang. Analisis data menggunakan Pearson Product Moment dan t-tes: Hasil analisis bivariat menunjukkan bahwa secara statisuk ada hubungan yang signifukan antara supervisi kepala ruangan dengan kinerja pemwat pelaksana ($p = 0001$), hubungan kuat ($r = 0,515$) dan memiliki hubungan linier positif Analisis multivariat memperoleh hasil bahwa sub vadabel pengarahan dan observasi kepala ruangan berhubungan dengan lcerja pemwat pelaksana. Adapun yang paling dominau hubungannya dengan kinerja Aperawatpelaksanaada1ah.pengarahan-kepala-ruangan-($p=-0,0005$)f-< A ~ - A

Saran dalam penelitjan ini adalah perlunya ciilakukan penambahan pcngctahuan rnelalui pendidikan format dan pelatihan. Selanj utnya perlu dilakukan penelitian lanjutan dengan menggunakan disain dan variabel yang lcbih kompleks.

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The improvement of nursing service quality is carried out through empowerment of hospital attendant. Head of unit through its timction is in charge of managing human resources of nursing personnel by organizing training, maintaining, and self- developing of executing nurses. One ofthe iiinctions ofthe head of unit is to control or to supervise that is well known as supervisory iiinction. The process of supervisory involved some activities such as educating, directing, observing and evaluating by the manager as the head of stais (Kron and Gray, 1987) This research is to gain information on relation between the head of unit?s supervisory and the work of executing nurses at inpatient unit of DK M. Djamil Hospital Padang. The design of this research

was descriptive correlational and the data collecting was cross sectional. The research instrument was questioner_ The questioner to measure the head of unit?s supervisory implementation was developed from Kron and Gray?s concept (1999) as well as Tappen?s (1998). Questioner to measure work of the patient-faced nurses was developed from Gillies? concept (1998), Swansburg?s (1999) and the Health Department of Republic of Indonesia (1999). Test of validity and reliability utilized Agoha Cronbach and got results Alpha 0.81 and 0.84 respectively. The sample of the research was executing nurses at 4 inpatient units involving 136 people. The data analysis used Pearson Product Moment and t-!eSi.

The results of bivariat analysis indicated that there was statistically significant relation between head of unit?s supervisory and the work of executing nurses ($p = 0.001$), strong connection ($r = 0.515$) and had linear~positive relation. The multivariate analysis attained out puts that sub variable of directing and head of unit?s observing were related with executing nurses. And the most dominant connection with the work of the executing nurses was head of unit?s directing ($p = 0.0005$) '

The research conductor recommended that it is urgent to enhance nurse's knowledge and skill through formal education and training. And further research should be carried out with more complex design and more complete variable.