

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

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Abstrak

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

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

Instrumen penelitian menggunakan kuisioner. Kuisioner untuk mengukur pelaksanaan supervisi kepala ruangan dikembangkan dari konsep Kron dan Gray (1987) dan Tappen (1998). Kuisioner untuk mengukur kinerja perawat pelaksana dikembangkan dari Gillies (1989), Swansburg dan Swansburg (1999) dan Dep Kes RI (1999). Uji validitas dan reliabilitas menggunakan Alpha Cronbach memperoleh hasil Alpha masing-masing 0,81 dan 0,84. Sampel penelitian adalah perawat pelaksana di 4 unit rawat inap yang berjumlah 136 orang. Analisis data menggunakan Pearson Product Moment dan t-test. Hasil analisis bivariat menunjukkan bahwa secara statistik ada hubungan yang signifikan antara supervisi kepala ruangan dengan kinerja perawat pelaksana ($p = 0,001$), hubungan kuat ($r = 0,515$) dan memiliki hubungan linier positif. Analisis multivariat memperoleh hasil bahwa sub variabel pengarahan dan observasi kepala ruangan berhubungan dengan kinerja perawat pelaksana. Adapun yang paling dominan hubungannya dengan kinerja perawat pelaksana adalah pengarahan-kepala-ruangan- $(p = 0,0005)$.

Saran dalam penelitian ini adalah perlunya dilakukan penambahan pengetahuan melalui pendidikan formal dan pelatihan. Selanjutnya perlu dilakukan penelitian lanjutan dengan menggunakan desain dan variabel yang lebih kompleks.

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The improvement of nursing service quality is carried out through empowerment of hospital attendant. Head of unit through its function is in charge of managing human resources of nursing personnel by organizing training, maintaining, and self-developing of executing nurses. One of the functions of the head of unit is to control or to supervise that is well known as supervisory function. The process of supervisory involved some activities such as educating, directing, observing and evaluating by the manager as the head of unit (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 questionnaire. The questionnaire to measure the head of unit's supervisory implementation was developed from Kron and Gray's concept (1999) as well as Tappen's (1998). Questionnaire 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 Cronbach's Alpha 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-test.

The results of bivariate 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 outputs 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.