

# Analisis kinerja perawat pelaksana pascapenerapan manajemen SDM berbasis kompetensi di ruangan rawat inap RS Jantung dan Pembuluh Darah Harapan Kita Jakarta = The analyses of factors related to the nurse clinical performance post Implementation of Competency based Human Resources Management program at Cardiac center hospital, Harapan Kita Jakarta

Roswita Hasan, author

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## Abstrak

Penelitian ini bertujuan untuk mendapat gambaran pelaksanaan Manajemen Sumber Daya Manusia berbasis kompetensi (MSDM berbasis kompetensi) dan hubungannya dengan kinerja perawat pelaksana. Metode penelitian adalah deskriptif korelasional dengan desain cross sectional. Tempat penelitian adalah di ruangan Rawat Inap dengan responden 178 perawat pelaksana melalui diambil secara acak dengan teknik quota sampling (jumlah populasi 271 orang). Pengumpulan data dilakukan tanggal 11 - 18 Mei 2005. Hasil analisis diperoleh bahwa responden yang paling banyak adalah kelompok umur < 30 tahun (52.2%), lama kerja < 6 tahun (51.2%), Pendidikan DIII Keperawatan (82.1%), jenis kelamin perempuan (76.8%), dan peringkat IV (63.7%), dan motivasi kurang baik (55.4%). Persepsi perawat pelaksana terhadap komponen MSDM berbasis kompetensi yang menyatakan baik: komponen rekrutmen dan seleksi 44%, pengembangan 42.9 %, penilaian kinerja 44%, imbalan 36.3%.

Hasil analisis bivariat didapatkan bahwa MSDM berbasis kompetensi yang berhubungan dengan kinerja adalah rekrutmen dan seleksi ( $p=0.001$ ), penilaian kinerja ( $p=0.008$ ), dan imbalan ( $p=0.010$ ). Untuk karakteristik individu yang berhubungan adalah umur ( $p = 0,001$ ), lama kerja ( $p = 0,009$ ), motivasi ( $p = 0,000$ ), peringkat ( $p = 0,000$ ). Persentase perawat dengan kinerja baik dan tidak (baik berimbang (50%). Komponen MSDM, dan karakteristik individu yang paling dominan berhubungan dengan kinerja adalah motivasi dengan  $OR=9.966$  dan  $p=0.000$ , serta peringkat dengan  $OR = 3.445$  dan  $p=0.002$ . Untuk itu Pimpinan rumah sakit sangat perlu untuk memelihara dan meningkatkan motivasi perawat pelaksana, dan mengevaluasi pelaksanaan MSDM berbasis kompetensi agar dapat memperbaiki mutu SDM dan pada akhirnya akan meningkatkan kinerja.

<hr><i>Human Resources Management Program (HRM) is a system that allows clinical nurses to have a functional career ladder which lead to the consequences of increasing reward and compensation based on their clinical performance. The goal of this study was to identify factors related to the nurse clinical performance post implementation of Competency based Human Resources Management program. The number of subject participated in the study was 178 nurses who were selected by a quota sampling. The design was a cross sectional. The findings showed that the subjects were < 30 years old (52.2%), had working experience < 6 years (51.2%), have graduated from nursing diploma (82.1%), female (76.8%), and on the 4th grade of HRM (63.7%), and less motivation (55.4%) Some of the nurses' perception on the HRM component gave positive response on the recruitment and selection component (44%), promotion (42.9%) clinical performance assessment (44%) and the reward (36.3%).

Further analyzes on the HRM program (bivariate), showed that the factors of HRM program that have relationship to the nurse clinical performance were recruitment and selection ( $p = 0.001$ ), clinical performance assessment ( $p = 0.008$ ) and reward ( $p = 0.010$ ). The individual characteristics that have correlation to the nurse who perform good and less clinical performance were equal (50%). The Competency Based HRM and characteristics of individual component which dominantly related to the clinical performance was the motivation with the result of OR = 9.966 ( $p=0.000$ ), and the level of competency with result of OR = 3.445 ( $p=0.002$ ) A recommendation to the nursing management officer is offered to always maintain and improve motivation of the nurses, evaluate the implementation of the competency based HRM program on the clinical performance and its logical consequences for nurses' welfare in order to improve the quality of human resources which could to professional nursing care provided to the patients.</i>