

Faktor yang Memengaruhi Implementasi Jenjang Karir Perawat Klinik di RSUD X = Factors That Influence the Implementation of Nurse Career Path in RSUD X

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Abstrak

Pendahuluan: Penerapan jenjang karir di sebuah rumah sakit akan memberikan dampak baik untuk semua tenaga kesehatan yang ada termasuk perawat. Namun penerapan ini harus bersinergi antara antusiasme perawat dan komite keperawatan serta dukungan penuh dari pimpinan rumah sakit dan pengetahuan perawat itu sendiri.

Metode: Desain penelitian ini menggunakan korelasi dengan rancangan penelitian cross-sectional. Sampel diambil dengan teknik simple random sampling terhadap 156 perawat pelaksana. Pengumpulan menggunakan kuesioner dalam bentuk google form. Analisa data univariate skala numerik dan analisa data bivariate menggunakan uji parametrik.

Hasil: Gambaran implementasi di rumah sakit didapatkan 93,27 % di rumah sakit. Hasil penelitian ini juga menunjukkan ada hubungan yang signifikan antara umur, lama kerja, tingkat pendidikan, pengetahuan, dukungan organisasi dan dukungan atasan dengan $p=0,001$. Variabel factor independent mempengaruhi factor dependet dengan 52,1 %. **Simpulan:** Hasil penelitian ini dapat disimpulkan bahwa menunjukkan ada factor yang mempengaruhi yang signifikan karakteristik perawat (umur, lama kerja dan tingkat pendidikan), pengetahuan tentang jenjang karir, dukungan organisasi, dan dukungan atasan.

.....**Introduction:** The application of career paths in a hospital will have a good impact on all existing health workers, including nurses. However, this application must synergize between the enthusiasm of the nurses and the nursing committee and the full support of the hospital leadership and the knowledge of the nurses themselves.

Method: The design of this study uses correlation with a cross-sectional research design. Samples were taken by simple random sampling technique from 156 practicing nurses. Collection using a questionnaire in the form of google form. Numerical scale univariate data analysis and bivariate data analysis using parametric test.

Results: The description of implementation in the hospital was found to be 93.27% in the hospital. The results of this study also showed that there was a significant relationship between age, length of work, level of education, knowledge, organizational support and superior support with $p=0.001$. The independent factor variables affect the dependent factor by 52.1%.

Conclusion: The results of this study can be concluded that there are factors that significantly influence the characteristics of nurses (age, length of work and level of education), knowledge about career paths, organizational support, and superior support