

Hubungan Persepsi Remunerasi, Fungsi Manajemen Kepala Ruangan, dan Motivasi Terhadap Kinerja Perawat Pelaksana Dalam Melakukan Asuhan Keperawatan = The Relationship between Perceptions of Remuneration, Management Function of First Line Nurse Manager, and Motivation on Performance of Implementing Nurses in Conducting Nursing Care

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Abstrak

Kinerja perawat pelaksana di ruangan sangat menentukan kualitas asuhan keperawatan terhadap pasien. Kemampuan kepala ruangan dalam mengelola manajemen ruangan akan mempengaruhi kinerja perawat pelaksana. Remunerasi merupakan salah satu upaya yang dilakukan pihak manajemen rumah sakit untuk meningkatkan kinerja perawat dalam asuhan keperawatan. Penelitian ini mengidentifikasi hubungan persepsi remunerasi, fungsi manajemen kepala ruangan dan motivasi terhadap kinerja perawat dalam melakukan asuhan keperawatan, menggunakan metode pendekatan kuantitatif dengan desain penelitian analitik dan rancangan cross-sectional terhadap 387 perawat. Dari kuesioner didapatkan hasil hubungan yang signifikan antara persepsi remunerasi p value 0,001 dan motivasi (P 0,000) terhadap kinerja perawat, persepsi remunerasi dan motivasi baik dapat meningkatkan kinerja sebanyak 99 %. Rekomendasi penelitian ini adalah mengoptimalkan sistem pengelolaan remunerasi sesuai peraturan pemerintah, meningkatkan fungsi manajemen kepala ruangan dalam membangun motivasi perawat sehingga dapat meningkatkan kinerja perawat pelaksana dalam melakukan asuhan keperawatan

.....The performance nurses in carrying out nursing care will be influenced by various factors both from within (intrinsic) and from outside (extracurricular) of the nurse itself, what needs will be increase a nurse is motivation to provide quality service and improve safety culture. Patients go through the performance while doing nursing care, remuneration is one of the efforts made by both the government and hospital management to improve the performance of nurses in providing nursing care. This study identifies the relationship between remuneration perspectives, management function of the head of the room and motivation to the performance of nurses in performing nursing care The method uses a quantitative approach with analytical research design and cross-sectional design of 387 nurses using a questionnaire with there is a significant relationship between perceptions of remuneration p value 0.001 and motivation (0.000) on nurse performance, perceptions of good remuneration and motivation can improve performance by as much as 99% government regulations, improve the management function of the head of the room in building nurse motivation so that it can improve the performance of nurses in carrying out nursing care