

Training Needs Analysis (TNA) Perawat di RSUD Ilaga, Kabupaten Puncak, Papua Tengah = Training Needs Analysis (TNA) for Nurses at Ilaga Regional Hospital

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Abstrak

Latar belakang : Sebagai unsur tenaga kesehatan terbesar di RSUD Ilaga, kualitas perawat sangat mempengaruhi kualitas pelayanan di RSUD. Pengetahuan, keterampilan, dan kinerja perawat yang baik akan berbanding lurus dengan kualitas pelayanan di RSUD Ilaga. Pelatihan perawat di RSUD Ilaga bertujuan meningkatkan kualitas perawat, namun pada pelaksanaannya tidak memberikan dampak yang signifikan pada laporan kinerja sebelum dan sesudah pelatihan. Hal ini harus segera diatasi, karena kegagalan pelatihan yang tidak efektif, tidak efisien dan tidak relevan dengan kebutuhan perawat di RSUD Ilaga dapat menghambat upaya peningkatan kualitas pelayanan di RSUD Ilaga.

Tujuan Penelitian : Penelitian ini bertujuan untuk mengidentifikasi kebutuhan pelatihan di RSUD Ilaga.

Metodologi Penelitian : Penelitian ini menggunakan metode kualitatif dan kuantitatif. Metode kuantitatif dilakukan dengan menggunakan data survei dari kusioner Hennesy Hicks pada responden (n=29, purposive sampling), yang terdiri dari 25 pertanyaan (lima kategori). Hasil survey kemudian diolah dengan pedoman Hennesey-Hicks, dengan menggunakan software Microsoft Excell dan SPSS 29, kemudian disajikan dalam bentuk tabel. Metode kualitatif dilakukan dengan menggunakan data hasil wawancara semi terstruktur (n=14) terdiri dari 42 pertanyaan (analisis organisasi, analisis tugas, analisis personal) kemudian diolah dengan analisis tematik.

Hasil Penelitian : Prioritas utama kebutuhan pelatihan responden menurut jenjang pendidikan yaitu administrasi dan keterampilan klinis, tetapi kesenjangan kompetensi lebih kecil pada responden S1 + Profesi. Prioritas kebutuhan pelatihan menurut asal instansi bekerja yaitu administrasi dan keterampilan klinis, dengan kesenjangan paling tinggi di IRNA. Prioritas kebutuhan pelatihan menurut usia tidak berbeda yaitu administrasi dan keterampilan klinis, dengan kesenjangan cenderung menurun dengan penambahan usia. Prioritas kebutuhan pelatihan menurut lama bekerja yaitu administrasi dan keterampilan klinis, namun terdapat variasi kesenjangan pada tiap kategori lama bekerja. Hasil analisis organisasi menunjukkan kebutuhan pelatihan adalah pelatihan RME. Hasil analisis tugas menunjukkan terdapat kebutuhan pelatihan keterampilan klinis (operasional alat medis, dan tindakan emergensi) dan pelatihan SOP. Hasil analisis personal menunjukkan perlunya pelatihan motivasi.

Kesimpulan : Hasil analisis kebutuhan pelatihan ini dapat menjadi dasar pertimbangan dalam perencanaan dan pelaksanaan pelatihan di RSUD Ilaga. Kata Kunci : Gap Competency Analysis, Hennesey-Hicks Questionnaire, Organisational Analysis, Personal Analysis, Training Needs Analysis.

.....Background: As the largest health workforce in Ilaga Regional Hospital, the quality of nurses greatly affects the quality of service at the hospital. Good knowledge, skills, and performance of nurses will be

directly proportional to the quality of service at Ilaga Regional Hospital. Nurse training at Ilaga Regional Hospital aims to improve the quality of nurses, but in its implementation it does not have a significant impact on performance reports before and after training. This must be addressed immediately, because the failure of ineffective, inefficient and irrelevant training to the needs of nurses at Ilaga Regional Hospital can hinder efforts to improve the quality of service at Ilaga Regional Hospital.

Research Objectives: This study aims to identify training needs at Ilaga Regional Hospital. **Research Methodology:** This study uses qualitative and quantitative methods. The quantitative method was carried out using survey data from the Hennesy-Hicks questionnaire on respondents (n = 29, purposive sampling), consisting of 25 questions (five categories). The survey results were then processed with the Hennesey-Hicks guidelines, using Microsoft Excel and SPSS 29 software, then presented in table form. Qualitative methods were conducted using semi-structured interview data (n=14) consisting of 42 questions (organizational analysis, task analysis, personal analysis) then processed with thematic analysis.

Research Results: The main priority of respondents' training needs according to education level is administration and clinical skills, but the competency gap is smaller for S1 + Profession respondents. The priority of training needs according to the institution of origin is administration and clinical skills, with the highest gap in IRNA. The priority of training needs according to age is no different, namely administration and clinical skills, with the gap tending to decrease with age. The priority of training needs according to length of service is administration and clinical skills, but there are variations in the gap in each category of length of service. The results of the organizational analysis show that the training need is RME training. The results of the task analysis show that there is a need for clinical skills training (operation of medical devices, and emergency actions) and SOP training. The results of the personal analysis show the need for motivational training.

Conclusion: The results of this training needs analysis can be the basis for consideration in planning and implementing training at Ilaga Hospital. **Keywords:** Gap Competency Analysis, Hennesy-Hicks Questionnaire, Organizational Analysis, Personal Analysis, Training Needs Analysis.