

Hubungan motivasi kerja dan supervisi dengan penerapan konferensi, ronde keperawatan dan presentasi kasus pada perawat pelaksana di RSUD A. Yani Metro Lampung = The correlation between work motivation and supervision and the implementation of conference, nursing round and case presentation of nurses in A. Yani District General Hospital Metro Lampung / Apriyanti

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Abstrak

ABSTRAK

Pelayanan keperawatan Profesional dan bermutu memerlukan koordinasi tim dan dapat dilakukan melalui kegiatan konferensi, ronde keperawatan dan presentasi kasus. Penelitian ini bertujuan untuk menguji hubungan antara motivasi kerja dan supervisi dengan penerapan konferensi, ronde keperawatan dan presentasi kasus setelah dipengaruhi oleh faktor confounding pada perawat pelaksana di RSUD, A. Yani Metro Lampung. Desain penelitian dengan desain deskriptif korelasional dengan rancangan potong lintang. Populasi penelitian adalah 103 perawat pelaksana yang bekerja di Unit Rawat Inap yang merupakan total sampling. Untuk menguji hubungan antara motivasi kerja dan supervisi terhadap penerapan konferensi, ronde keperawatan dan presentasi kasus digunakan Koefisien Korelasi Partial. Hasil penelitian menunjukkan Penerapan konferensi, ronde keperawatan dan presentasi kasus yang dilakukan oleh perawat pelaksana masih kurang optimal. Rata-rata faktor motivasi kerja yang dilakukan masih kurang baik dan supervisi yang persepsi oleh perawat pelaksana juga masih kurang baik. Hasil analisa korelasi dengan $r = 0,05$ diperoleh p value : 0,0001 menunjukkan terdapat hubungan yang signifikan antara motivasi kerja dengan tiga subvariabel (motif, harapan dan insentif) dan supervisi dengan penerapan konferensi, ronde keperawatan dan presentasi kasus, dengan hubungan yang sedang dan berpola positif artinya semakin tinggi motivasi kerja dan supervisi maka penerapan konferensi, ronde keperawatan dan presentasi kasus semakin baik. Penelitian ini menyimpulkan bahwa harapan dan supervisi merupakan faktor dominan yang berhubungan dengan penerapan konferensi, ronde keperawatan dan presentasi kasus, tetapi hanya 34,3 % dijelaskan oleh faktor tersebut sisanya dijelaskan oleh faktor lain. Hal ini dapat terjadi karena belum optimalnya motivasi kerja dan supervisi . Untuk itu pelayanan keperawatan khususnya rumah sakit perlu mengembangkan metode tim secara efektif, penataan sistem jenjang karir, pemberian insentif secara adil dan pemberian supervisi profesional kepada perawat pelaksana sehingga penerapan konferensi, ronde keperawatan dan presentasi kasus dapat lebih optimal

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ABSTRACT

A professional and qualified nursing service required a team coordination by means of the implementation of conferences, nursing rounds and case presentation. This study aimed to examine the correlation between work motivation and supervision and the implementation of conferences, nursing rounds and case presentation after having been influenced by factors confounding of nurses in A. Yani District General Hospital Metro Lampung. The correlational descriptive design using a cross sectional method was applied to this study. One hundred and three nurses considered as a total sample, worked in several inpatient wards participated in this study. Partial correlation coefficient was used to evaluate the correlation between variables. The result showed that the implementation of conferences, nursing rounds and case presentation had not been optimally implemented among nurses. Furthermore, the result of this study suggested that in average, the work motivation among nurses was considered low, while the supervision was not perceived good by nurses. Analysis of correlation ($r = 0,05$, p value : 0,0001) revealed a statistically significant correlation between work motivation and the three sub variable (motive, expectation, and incentive), and there was a positive correlation between supervision and the implementation of conferences, nursing rounds and case presentation meaning that the higher the motivation and better supervision corresponded to the better implementation of conferences, nursing rounds and case presentation. This study concluded the expectation and supervision were regarded as a dominant factor (34.3%) which related to the implementation of conferences, nursing rounds and case presentation, while the rest was explained by other factor. Finally, this study suggested that nursing service in the hospital in particular should develop an effective team method, structure professional career development, afford incentive fairly and provide a professional supervision to nurses so that conferences, nursing rounds and case presentation can be optimally implemented.