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Analisis Kemampuan Kepemimpinan Klinis Perawat Pelaksana Berdasarkan Pendekatan *Clinical Leadership Competency Framework* dan Faktor-Faktor Determinannya di Ruang Rawat Inap RSUD Padangsidimpuan

xiv + 107 hal + 9 tabel + 2 skema + 11 Lampiran

ABSTRAK

Kemampuan kepemimpinan klinis merupakan kemampuan perawat pelaksana meningkatkan kualitas pelayanan, keselamatan pasien secara inovasi dan kreatif. Kemampuan kepemimpinan klinis yang belum optimal menjadi masalah manajemen rumah sakit dan berpengaruh terhadap rendahnya kualitas pelayanan. Karena, sebagian besar keputusan mempengaruhi perawatan klinis. Faktor-faktor determinan dari kemampuan kepemimpinan klinis yaitu ketersediaan sumber daya perawat, kompetensi, dukungan manajemen dan dukungan lingkungan kerja. Tujuan penelitian ini adalah menganalisis kemampuan kepemimpinan klinis perawat pelaksana berdasarkan pendekatan *clinical leadership competency framework* dan faktor-faktor determinannya di ruang rawat inap RSUD Padangsidimpuan. Penelitian ini telah dilaksanakan dari tanggal 12 Mei sampai 02 Juni 2016, dengan desain deskriptif analitik korelasi. Sampel berjumlah 151 perawat pelaksana di ruang rawat inap RSUD Padangsidimpuan. Data dikumpulkan dengan kuesioner lalu dianalisis bivariat dengan uji *chi-square* dan multivariat dengan uji regresi logistik. Hasil penelitian menunjukkan ada hubungan bermakna antara ketersediaan sumber daya perawat, dukungan manajemen dan dukungan lingkungan kerja dengan kemampuan kepemimpinan klinis, dengan nilai *p* untuk masing-masing variabel yaitu ketersediaan sumber daya perawat ($p = 0,043$), dukungan manajemen ($p = 0,000$) dan dukungan lingkungan kerja ($p = 0,005$). Sedangkan kompetensi tidak ada hubungan bermakna dengan kemampuan kepemimpinan klinis perawat pelaksana di ruang rawat inap RSUD Padangsidimpuan ($p = 0,084$). Analisis multivariat menunjukkan dukungan manajemen merupakan variabel yang paling dominan berhubungan dengan kemampuan kepemimpinan klinis dengan nilai *Odds Ratio (OR)* 4,476 dan bermakna secara statistik ($p < 0,000$). Berdasarkan hasil penelitian ini, diharapkan pihak manajerial RSUD Padangsidimpuan dapat meningkatkan dukungan manajemen dengan memberikan kesempatan kepada perawat pelaksana mengikuti seminar-seminar atau pelatihan-pelatihan khususnya terkait kemampuan kepemimpinan klinis untuk mendapatkan pelayanan keperawatan yang berkualitas.

Kata Kunci: Kemampuan kepemimpinan klinis, faktor-faktor determinan dan karakteristik responden

Daftar Pustaka: 137 (2002 – 2016)

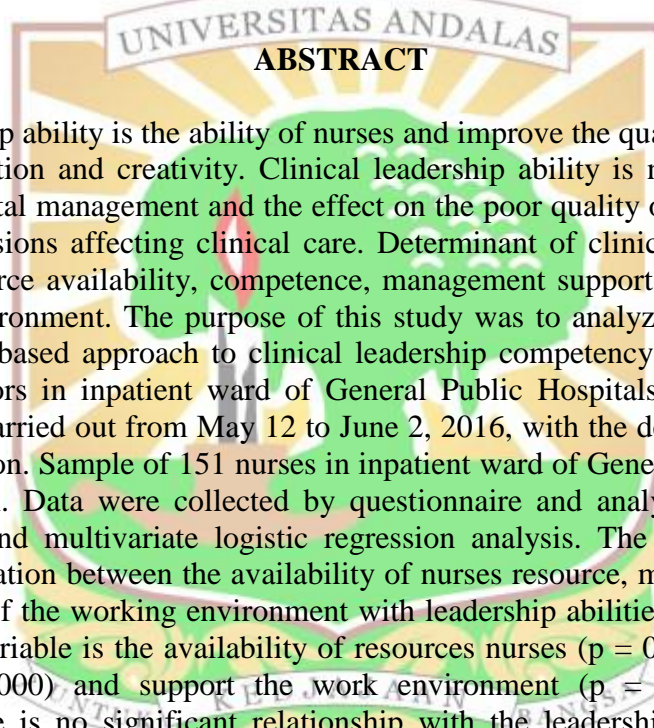
**POST GRADUATE PROGRAM OF NURSING
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Analysis of Clinical Nurse Executive Leadership Capability Approach Based on The Clinical Leadership Competency Framework and its determinant factors in patient wards of General Public Hospital Padangsidimpuan

xiv + 107 pages + 9 table + 2 schema + 11 Attachment



Clinical leadership ability is the ability of nurses and improve the quality of care, patient safety by innovation and creativity. Clinical leadership ability is not optimal to be a problem of hospital management and the effect on the poor quality of service. Because, most of the decisions affecting clinical care. Determinant of clinical leadership skills that nurses resource availability, competence, management support and the support of the working environment. The purpose of this study was to analyze the clinical nurse leadership skills based approach to clinical leadership competency framework and its determinant factors in inpatient ward of General Public Hospitals Padangsidimpuan. This study was carried out from May 12 to June 2, 2016, with the design of deskriptive analytic correlation. Sample of 151 nurses in inpatient ward of General Public Hospitals Padangsidimpuan. Data were collected by questionnaire and analyzed bivariate with chi-square test and multivariate logistic regression analysis. The results showed no significant correlation between the availability of nurses resource, management support and the support of the working environment with leadership abilities clinical, with a p-value for each variable is the availability of resources nurses ($p = 0.043$), management support ($p = 0.000$) and support the work environment ($p = 0.005$). While the competence there is no significant relationship with the leadership skills of clinical nurses in inpatient hospitals Padangsidimpuan ($p = 0.084$). Multivariate analysis showed management support is the most dominant variable related to clinical leadership abilities with a value Odds Ratio (OR) 4,476 and statistically significant ($p < 0,000$). Based on these results, it is expected managerial Padangsidimpuan hospitals can improve management support by providing opportunities for nurses to attend seminars or trainings particularly related clinical leadership ability to get a quality nursing service.

Keywords: Clinical leadership ability , determinant factors and the characteristics of the respondent

Reference: 137 (2002 – 2016)