

**HUBUNGAN PENERAPAN JENJANG KARIR PERAWAT DENGAN
KINERJAPERAWAT PELAKSANA DI RUANG RAWAT INAP
RSUD PALEMBANG BARI**

TESIS



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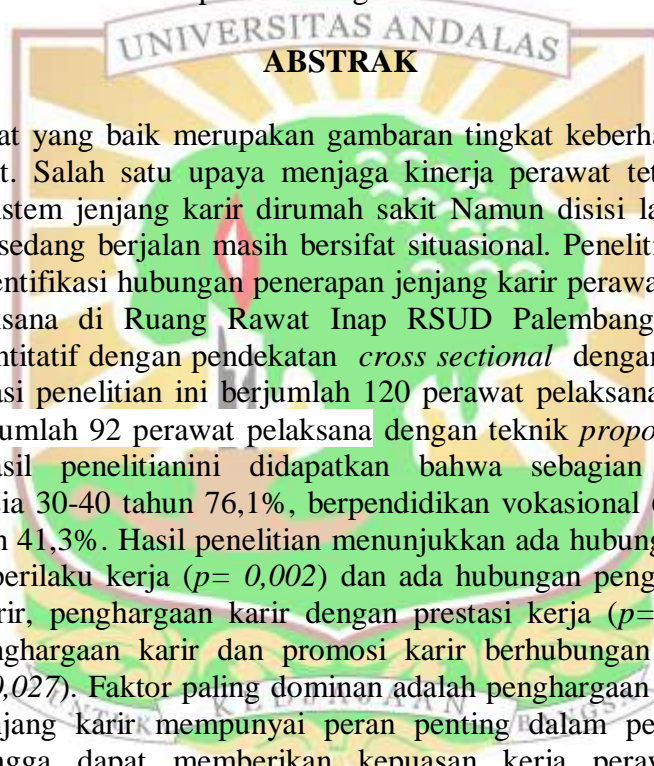
**PROGRAM STUDI S2 KEPERAWATAN
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FAKULTAS KEPERAWATAN – UNIVERSITAS ANDALAS
PADANG 2018**

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xiv+92 hal+ 14 tabel + 15 lampiran + 2 bagan



Kinerja perawat yang baik merupakan gambaran tingkat keberhasilan pelayanan di rumah sakit. Salah satu upaya menjaga kinerja perawat tetap baik dengan menerapkan sistem jenjang karir di rumah sakit. Namun disisi lain jenjang karir perawat yang sedang berjalan masih bersifat situasional. Penelitian ini bertujuan untuk mengidentifikasi hubungan penerapan jenjang karir perawat dengan kinerja perawat pelaksana di Ruang Rawat Inap RSUD Palembang BARI. Desain penelitian kuantitatif dengan pendekatan *cross sectional* dengan uji statistik chi square. Populasi penelitian ini berjumlah 120 perawat pelaksana. Sampel dalam penelitian berjumlah 92 perawat pelaksana dengan teknik *proportionate random sampling*. Hasil penelitian ini didapatkan bahwa sebagian besar perawat mempunyai usia 30-40 tahun 76,1%, berpendidikan vokasional 67,4% dan masa kerja 2-9 tahun 41,3%. Hasil penelitian menunjukkan ada hubungan penghargaan karir dengan perilaku kerja ($p= 0,002$) dan ada hubungan pengembangan karir, pengakuan karir, penghargaan karir dengan prestasi kerja ($p=0,026$, $p=0,007$, $p=0,035$), penghargaan karir dan promosi karir berhubungan dengan kinerja ($p=0,000$, $p=0,027$). Faktor paling dominan adalah penghargaan karir ($p=0,004$). Penerapan jenjang karir mempunyai peran penting dalam penghargaan karir perawat sehingga dapat memberikan kepuasan kerja perawat yang akan berdampak positif dalam peningkatan kinerja perawat. Diharapkan rumah sakit lebih memperhatikan sistem jenjang karir perawat klinik dengan mengoptimalkan penerapan jenjang karir klinik berdasarkan kompetensi.

Kata kunci : Kinerja Perawat, Jenjang Karir Perawat

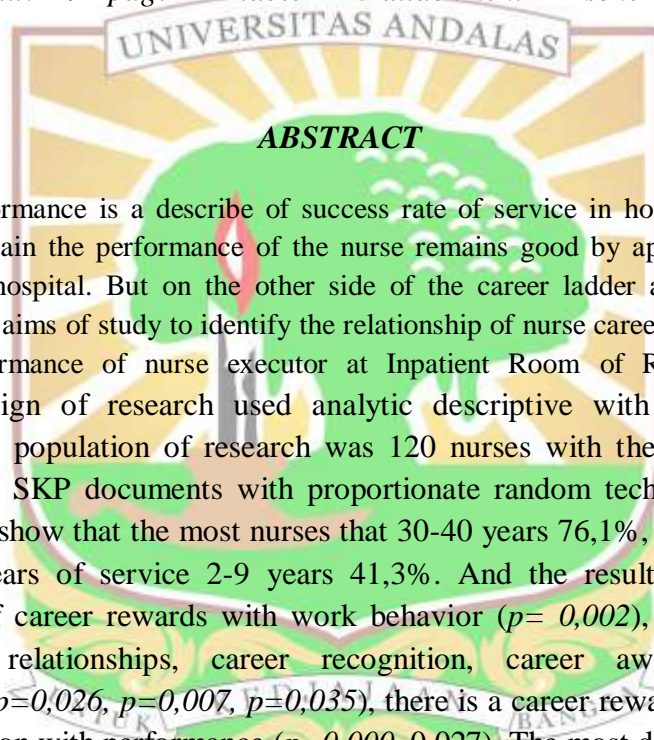
Daftar pustaka : 59 (2002-2018)

**NURSING POST GRADUATE PROGRAM
SPECIFICITY IN NURSING LEADERSHIP AND MANAGEMENT
ANDALAS UNIVERSITY**

*Thesis, July 2018
Fera Susanty*

The Relationship of application of career path nursing with perform nursing performance in Inpatient Nursing at the Palembang BARIHospital 2018.

xiv +92 page+ 14 table + 15 attachment + 2 scheme



The good performance is a describe of success rate of service in hospital. One of the efforts to maintain the performance of the nurse remains good by apply a career path system in the hospital. But on the other side of the career ladder at hospital is still situational. The aims of study to identify the relationship of nurse career application level with the performance of nurse executor at Inpatient Room of RSUD Palembang BARI. The design of research used analytic descriptive with cross sectional approach. The population of research was 120 nurses with the sample was 92 nurses and 92 SKP documents with proportionate random technique sampling. The results to show that the most nurses that 30-40 years 76,1%, vocational study 67,4% and years of service 2-9 years 41,3%. And the result that there is a relationship of career rewards with work behavior ($p= 0,002$), there are career development relationships, career recognition, career awards with job performance ($p=0,026$, $p=0,007$, $p=0,035$), there is a career rewards relationship, career promotion with performance ($p=0,000$, $0,027$). The most dominant factor is career awards ($p=0,004$). The application of career ladder has an important role in nurse career awards so as to provide job satisfaction nurses that will have a positive impact in improving the performance of nurses. The hospital is expected to pay more attention to careers nurse clinical career system by optimizing the implementation of clinical career based on competency.

Keywords : *nursing performance, career path nursing*

Reference : *59 (2002-2018)*