

TESIS

PENGARUH PENGEMBANGAN SIMCAR LASTRI TERHADAP MOTIVASI PERAWAT, KOMUNIKASI TIM DAN DUKUNGAN MANAJEMEN DALAM MENERAPKAN JENJANG KARIR DI RSUD TANJUNGPINANG

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**Pengaruh Pengembangan SIM CAR LASTRI Terhadap Motivasi Perawat,
Komunikasi Tim Dan Dukungan Manajemen Dalam Menerapkan
Jenjang Karir Di RSUD Tanjungpinang**

xviii + 169 Halaman + 23 Gambar + 32 Tabel+ 15 Lampiran

ABSTRAK

Sistem jenjang karir sangat efektif mendukung pengembangan profesional perawat. Pelaksanaannya belum optimal disebabkan motivasi perawat rendah, kurangnya komunikasi tim dan dukungan manajemen, sehingga diperlukan strategi pengembangan sistem informasi manajemen *career ladder* terintegrasi elektronik (SIM CAR LASTRI) untuk meningkatkan penerapan jenjang karir di rumah sakit. Tujuan penelitian adalah untuk menganalisis pengaruh pengembangan SIM CAR LASTRI terhadap motivasi perawat, komunikasi tim dan dukungan manajemen dalam menerapkan jenjang karir. Desain Penelitian adalah analitik kuantitatif, tahap 1: deskriptif analitik dengan pendekatan survey, tahap 2 : metode pengembangan RAD (*Rapid Application Development*), Tahap 3: *quasy experiment* dengan *pre and post without control design*. Subjek penelitian perawat pelaksana (n=76), dengan teknis total sampling. Instrumen penelitian menggunakan kuesioner. Data dianalisis menggunakan *wilcoxon signed rank test*. Hasil penelitian menunjukkan terdapat perbedaan rerata motivasi perawat, komunikasi tim dan dukungan manajemen sebelum dan sesudah penerapan SIM CAR LASTRI (*p value* 0,000 < 0,05). Aplikasi SIM CAR LASTRI mempengaruhi motivasi perawat, komunikasi tim dan dukungan manajemen. Rumah sakit dapat menggunakan Aplikasi SIM CAR LASTRI dalam menerapkan sistem jenjang karir agar lebih efektif dan efisien. Meningkatnya jenjang karir perawat menjadi lebih berkompeten dan bekerja sesuai dengan kewenangan klinisnya sehingga kualitas pelayanan keperawatan dapat ditingkatkan.

Kata Kunci: Dukungan Manajemen, Komunikasi Tim, Motivasi Perawat, Sistem Jenjang Karir

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**The Effect Of SIMCAR LASTRI Development On Nurse Motivation, Team
Communication And Management Support In Implementing Career Ladder
At Tanjungpinang Hospital**

xviii + 169 pages+ 23 figures + 34 tables + 15 appendixes

ABSTRACT

The career ladder system is very effective in supporting the development of nurse professionals. The implementation is not optimal due to low nurse motivation, lack of team communication and management support. Therefore, a strategy for developing an electronic integrated career ladder management information system (SIMCAR LASTRI) is needed to improve the implementation of career ladder in hospitals. The purpose of the study is to analyze the influence of the development of SIMCAR LASTRI on nurse motivation, team communication and management support in implementing career ladder. Research Design is a quantitative analytics, Phase 1 Descriptive Analytics with Survey, stage 2 RAD (Rapid Application Development) development method, Phase 3: quasy experiment with pre and post without control design. The research subject was the implementing nurse (n=76), with total sampling techniques. The instrument uses a questionnaire. The data was analyzed using the wilcoxon signed rank test. The results showed that there was a difference in the average motivation of nurses, team communication and management support before and after the implementation of SIMCAR LASTRI (p value of $0.000 < 0.05$). The SIM CAR LASTRI application affects nurse motivation, team communication and management support. Hospitals can use the SIM CAR LASTRI application in implementing the career ladder system to be more effective and efficient. The increase in the career ladder of nurses to become more competent and work in accordance with their clinical authority so that the quality of nursing services can be improved.

Keywords: Development, System career ladder, Nurse Motivation, Team Communication, Management Support.

Reference : 81 (1993-2024)