ANALISIS PENGARUH KOMPETENSI TERHADAP KINERJA PERAWAT PUSKESMAS DI KABUPATEN DHARMASRAYA TAHUN 2019

TESIS

OLEH:

RIKE GUSSANTI HANDAYANI N
1721312013

PEMBIMBING I

DR. RAHMI FAHMY, SE., MBA

PEMBIMBING II

EMIL HURIANI, S.Kp., MN

PROGRAM STUDI S2 KEPERAWATAN
KEKHUSUSAN MANAJEMEN KEPERAWATAN
FAKULTAS KEPERAWATAN - UNIVERSITAS ANDALAS
PADANG 2019

PROGRAM STUDI S2 KEPERAWATAN
KEKHUSUSAN KEPEMIMPINAN DAN MANAJEMEN KEPERAWATAN
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Rike Gussanti Handayani N

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xxii +128 halaman + 24 tabel + 11 lampiran + 3 Skema

ABSTRAK

Kinerja perawat puskesmas dalam memberikan asuhan keperawatan belum terlaksana dengan baik. Perawat puskesmas masih banyak melakukan pekerjaan tidak sesuai dengan peran dan fungsinya seperti lebih banyak melakukan tugas administratif. Penelitian ini bertujuan menganalisis dan mengidentifikasi pengaruh kompetensi terhadap kinerja perawat puskesmas. Jenis penelitian ini adalah deskriptif korelasi dengan pendekatan *cross sectional*. Populasi penelitian ini adalah seluruh perawat puskesmas di Kabupaten Dharmasraya, dengan sampel 165 perawat puskesmas yang menggunakan *proportional random sampling*. Metode analisis data yang digunakan adalah SEM dengan bantuan *Smart-PLS*. Berdasarkan hasil pengujian hipotesis diperoleh tiga variabel yang mempunyai pengaruh positif signifikan dengan kinerja perawat puskesmas yaitu kompetensi peran membantu, intervensi terapeutik dan peran kerja terhadap kinerja perawat puskesmas. Untuk variabel mengajar-melatih tidak terdapat pengaruh positif tetapi signifikan terhadap kinerja perawat puskesmas. Pada kompetensi fungsi diagnostik, mengelola situasi dan memastikan kualitas tidak terdapat pengaruh positif signifikan terhadap kinerja perawat puskesmas. Diharapkan organisasi dapat mempertahankan tiga kompetensi yang berpengaruh terhadap kinerja perawat puskesmas dan meningkatkan kompetensi yang masih kurang melalui pelatihan, seminar serta supervisi.

Kata Kunci : kompetensi, kinerja,perawat puskesmas.

Daftar Pustaka : 51 (1984 - 2018)

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Rike Gussanti Handayani N

Analysis of The Effect Competence on The Performance of Nurses at The Community Health Center in Dharmasraya.District in 2019

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ABSTRACT

The nurse's performance in community health center has not been implemented well. Community health center nurses still do a lot of work not in accordance with their roles and functions such as doing more administrative tasks. This study aims to analyze and identify the influence of competency on the performance of nurses in the community health center. This type of research is descriptive correlation with cross sectional approach. The population of this study was all nurses at the health center in Dharmasraya District, with a sample of 165 nurses, using proportional random sampling. The data analysis method used was SEM with Smart-PLS. Based on the results of testing the hypotheses obtained three variables that have a significant positive influence on the performance of the community health center nurses, namely helping role competency, therapeutic interventions and work roles with the performance of the community health center nurses. For the teaching-coaching variable there is no positive but significant influence on the performance of the community health center nurses. In the diagnostic function competency, managing situation and ensuring quality does not have a significant positive effect on the performance of the community health center nurses. It is expected that the organization can maintain three competencies that affect the performance of nurses and improve competencies that are still lacking through training, seminars and supervision.

Keywords: competence, performance, community health center nurses

Reference : 51 (1984 - 2018)