

ABSTRACT

Today nursing care as an integral part of medical service is a subject of close scrutiny proven not only by the intensity of complaints of unsatisfactory service but also by the lack of considerable attention for the completeness of nursing care documentation. In fact, this problem is a medical prove or responsibility in administering justice.

This research was intended to study the application of nursing care documentation at the inpatient wards of Dr.Wahidin Sudiro Husodo Mojokerto General Hospital based on organization characteristics and job characteristics. This research was done with cross sectional study with qualitative approach done from May to June 2007. The respondents were 70 nurses at the inpatient wards. The data was collected by using questionnaires and the result was analyzed descriptively by using crosstab test to find between variables.

The study from organization characteristics showed that 5 wards (71,4%) the nurses at least once ever had a training and development program for filling the nursing care documentation, (85,7%) 6 wards the nurses said that the result of performance appraisal had been told and they felt the advantages, 4 wards (57,1%) said that role of the head of inpatient wards was good, (71,4%) 5 wards said there were a guidance to fill the nursing care documentation, 4 wards (57,1%) said reward for filling the nursing care documentation were sufficient, all wards (100%) said punishment system never been applied. For the job characteristics showed that 4 wards (57,1%) the nurses said that time to fill nursing care documentation were too few, 4 wards (57,1%) said the job design were good, (85,7%) or 6 wards said that the work schedules were in good category, 4 wards (57,1%) said the job description were good. Yielded a significant correlation between guide to fill the nursing care documentation ($p=0,429$), time to fill nursing care documentation ($p=0,486$), and work schedules ($p=0,429$) to completeness nursing care documentation.

The conclusion there was a significant correlation between availability of guidance to fill the nursing care documentation, availability of time to fill the nursing care documentation, and work schedules with incompleteness of nursing care documentation. Therefore to the General Hospital were suggested immediately to change the form of nursing care documentation, try to change the work schedules became flexible work hours, and guidance to fill nursing care documentation suggested usage.

Key words : nursing care documentation, organization characteristics,
job caharacteristics

ABSTRAK

Masalah keperawatan akhir – akhir ini banyak mendapat sorotan, tidak saja atas keluhan masyarakat yang merasa kecewa dengan mutu pelayanan keperawatan yang diberikan tetapi karena kurangnya perhatian perawat terhadap kelengkapan Dokumen Askep. Padahal masalah ini merupakan bukti tanggung jawab dan tanggung gugat perawat dalam masalah hukum.

Tujuan penelitian ini adalah mempelajari pelaksanaan Dokumentasi Askep di ruang rawat inap Bapelkes RSUD Dr. Wahidin Sudiro Husodo Kota Mojokerto berdasarkan karakteristik organisasi dan karakteristik pekerjaan. Penelitian dilaksanakan dengan rancangan *cross sectional* dengan pendekatan kualitatif dilaksanakan pada bulan Mei sampai dengan Juni 2007. Jumlah responden penelitian adalah 70 orang perawat yang ada di ruang rawat inap. Analisis hasil kuesioner dilakukan dengan menggunakan tabel silang (*crosstab*) untuk mencari hubungan antar variabel.

Hasil penelitian dari karakteristik organisasi didapatkan bahwa 5 ruangan (71,4%) para perawatnya setidaknya pernah mendapat pelatihan dan pengembangan, (85,7%) atau enam ruangan perawatnya menyatakan bahwa hasil penilaian kinerja telah diberitahukan dan mereka merasakan manfaatnya, empat ruangan (57,1%) menyatakan kepala ruangnya berperan baik, (71,4%) atau lima ruangan menyatakan tersedia pedoman pengisian Dokumen Askep, empat ruangan (57,1%) menyatakan bahwa *reward* pengisian Dokumen Askep sudah mencukupi, , seluruh ruangan (100%) menyatakan tidak pernah diterapkan sistem *punishment* untuk perawat. Untuk karakteristik pekerjaan didapatkan bahwa empat ruangan (57,1%) para perawatnya menyatakan waktu untuk mengisi Dokumen Askep dirasakan kurang, empat ruangan (57,1%) menyatakan desain pekerjaan yang ada di ruangan sudah baik, (85,7%) atau enam ruangan menyatakan jadwal pekerjaan berada pada kategori baik, empat ruangan (57,1%) menyatakan *job description* sudah tertata dengan baik. Berdasarkan hasil analisis statistik terdapat hubungan yang signifikan antara pedoman pengisian Dokumen Askep ($p=0,429$), ketersediaan waktu untuk mengisi Dokumen Askep ($p=0,486$), dan jadwal pekerjaan ($p=0,429$) terhadap kelengkapan Dokumen Askep pada tiap ruangan.

Kesimpulan yang dapat ditarik adalah terdapat hubungan yang bermakna antara ketersediaan pedoman pengisian Dokumen Askep, ketersediaan waktu untuk mengisi Dokumen Askep dan jadwal pekerjaan terhadap rendahnya angka kelengkapan Dokumen Askep. Oleh karena itu, disarankan kepada pihak rumah sakit untuk segera merubah format isian Dokumen Askep, perlunya mencoba pengaturan jadwal kerja menjadi jam kerja fleksibel, dan sosialisasi penggunaan pedoman.

Kata kunci : Dokumen Askep, karakteristik organisasi, karakteristik pekerjaan