

ABSTRAK

Pengembangan Model Jenjang Karir Profesional Perawat di Rumah Sakit Umum Daerah
Kabupaten Sidoarjo

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Penelitian ini bertujuan untuk mengetahui bagaimana implementasi pengembangan jenjang karir profesional perawat di RSUD Kabupaten Sidoarjo dan untuk menemukan model baru pengembangan model jenjang karir profesional perawat di RSUD Kabupaten Sidoarjo. Permasalahan penerapan jenjang karir profesional perawat di RSUD Kabupaten Sidoarjo belum bisa dilaksanakan semua dan perawat IPCN terjadi hambatan dikarenakan dalam butir kegiatan perawat IPCN tidak sesuai dengan butir kegiatan pada perawat klinik (PK). Dampak yang terjadi bila perawat IPCN tidak bekerja sesuai dengan tugasnya yaitu resiko terjadi infeksi nosokomial tinggi, angka kematian tinggi, resiko terjadi kejadian tidak diinginkan (KTD) tinggi, bekerja tidak fokus, motivasi kerja perawat rendah, resiko terjadi manipulasi angka kredit, dan jenjang karir lambat. Teori yang digunakan sebagai dasar untuk menjawab pertanyaan dalam penelitian ini adalah Teori Benner (1984) yaitu Teori *From Novice to Expert*, Teori Swanburg (2000) terdiri dari lima tingkat jenjang karir perawat, dan Pedoman Departemen Kesehatan R I (2006) terdiri dari 4 jenjang karir profesional perawat.

Metode penelitian ini menggunakan metode kualitatif deskriptif (Moleong,2012). Penentuan informan secara *purposive sampling*. Informan penelitian adalah para manajer yang terkait dan perawat sebanyak 18 orang. Pengumpulan data dengan cara observasi, wawancara mendalam dan data sekunder. Analisa data menggunakan tiga alur dari Miller, Huberman dan Saldana.(Kondensasi data, penyajian data, dan penarikan kesimpulan).

Hasil penemuan penelitian ini adalah pertama pengembangan jenjang karir profesional perawat menurut : Teori Benner (1984), Teori Swanburg (2000), dan Pedoman Dep.Kes (2006) belum bisa diterapkan secara optimal di RSUD Kabupaten Sidoarjo serta ada yang tidak bisa diterapkan pada perawat IPCN. Kedua yaitu penemuan pengembangan model jenjang karir profesional perawat baru di RSUD Kabupaten Sidoarjo yaitu penambahan model satu jalur jenjang karir profesional perawat IPCN, semula menjadi satu dengan perawat klinik yang sekarang terpisah menjadi jalur jenjang karir tersendiri. Jenjang karir profesional perawat yang semula ada 4 jalur jenjang karir perawat sekarang menjadi 5 jalur jenjang karir perawat.

Saran yang dikemukakan dalam penelitian ini yaitu diperlukan pengembangan jenjang karir profesional perawat di RSUD Kabupaten Sidoarjo secara terencana dan bertahap serta mengembangkan hasil penemuan baru model jenjang karir profesional perawat untuk perawat IPCN. Jika model ini diterapkan akan meningkatkan motivasi kerja perawat IPCN, ada kepastian jenjang karir perawat IPCN, mengurangi infeksi nosokomial, meningkatkan kepuasan pasien, meningkatkan kualitas pelayanan di rumah sakit, meningkatkan pendapatan rumah sakit di era BPJS ini.

Kata kunci : Jenjang Karir, Perawat Profesional, Pengembangan Model, Rumah Sakit

ABSTRACT

Development of a Nurse Professional Career Path Model at Sidoarjo Regency General Hospital

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This study aims to investigate the implementation of the development of professional career paths for nurses at Sidoarjo Regency General Hospital and to find a new model for the development of professional career paths for nurses at Sidoarjo Regency General Hospital. The problem of applying professional career paths for nurses at Sidoarjo Regency General Hospital has not been resolved completely, and IPCN nurses experienced obstacles because the IPCN nurses' activities did not match the activity items for clinical nurses (PK). If IPCN nurses do not work according to their duties, there will be a high risk of nosocomial infection, a high mortality rate, a high risk of undesirable events (KTD), a lack of focus on work, low nurse motivation, a risk of credit manipulation, and a slow career path. The theories used as the basis for answering the questions in this study are Benner's Theory, namely From Novice to Expert Theory, Swanburg Theory which consists of five levels of nurse careers, and Department of Health Republic of Indonesia Guidelines consisting of 4 professional career levels.

This research used a descriptive qualitative method. The determination of informants was done through purposive sampling. Research informants were the responsible managers and nurses, totaling 18 people. Data collection was carried out by means of observation, in-depth interviews, and secondary data. Data analysis was done through three steps, namely data condensation, data presentation, and conclusion-drawing.

The findings of this research are, firstly, that the development of nurses' professional career paths according to Benner's Theory, Swanburg Theory, and the Ministry of Health's Republic of Indonesia Guidelines could not be applied optimally at Sidoarjo Regency General Hospital, and there are several aspects that cannot be applied to IPCN nurses. The second finding was the discovery of the development of a new professional career path model at RSUD Sidoarjo, namely the addition of a model of the professional career path of IPCN nurse, which was originally in the clinical nurse path, now separated into its own career path. The professional career paths of nurses now become 5 paths compared to the previous 4.

Suggestions proposed in this study are that it is necessary to develop a professional career paths for nurses at Sidoarjo Regency General Hospital in a planned and gradual manner, as well as developing new findings on the nurse professional career model of IPCN nurse. If this model is implemented, the work motivation of IPCN nurses will increase, there is certainty in the careers of IPCN nurses, nosocomial infections in hospitals will decrease, patient satisfaction will increase, the quality of services in hospitals will increase, and hospital revenues in the BPJS era will increase as well.

Keywords: Career Paths, Professional Nurses, Model Development, Hospitals