

ABSTRACT

OPTIMIZATION OF TEAM-BASED PROFESSIONAL NURSING CARE IMPLEMENTATION TO IMPROVE NURSE PERFORMANCES IN THE MUHAMMADIYAH BABAT HOSPITAL WARD

Nursing care with nursing team model is one of the efforts to improve the quality of care services at Muhammadiyah Babat Hospital. **The purpose** of this study is to provide recommendations to optimize the implementation of the nursing care methods with nursing team models in improving the performance of nurses at Muhammadiyah Babat Hospital. The **research method** used observational descriptive, cross-sectional research design with chi-square test. The population in this study were all 26 inpatients nurses, but the samples according to the inclusion criteria are 22 nurses. The **results of research** on organizational factors show leadership has p-value of 0.014, reward system has p-value of 0.024, and training and development have p-value of 0.033. There is a relationship between the implementation of the team model nursing care with p-value less than 0.05. This results show that organizational factors have not been well-organized so that the implementation of the team model nursing care is not optimal yet. Moreover, nurse resources that have a relationship with the implementation of team model nursing care are knowledge with p-value of 0.005 and motivation with p-value of 0.026. Lack of knowledge and motivation of nurses causes inoptimal implementation of the team model nursing care. Job characteristics of the head of the room have p-value of 0,000 and the workload of nurses has p-value of 0.043. These have a relationship to the implementation of team model nursing care. The responsibility of nurses are lacking, and the nurse's high burden causes inoptimal implementation of team model nursing care. **In conclusion**, the implementation of the team model nursing care at Muhammadiyah Babat Hospital has not been optimal. It is necessary to improve it by structuring factorization, increasing nurse knowledge through training and education for the existing nurses.

Keywords: organizational factors, human resource factors, workload, team-based method of professional nursing care.

ABSTRAK

Upaya Optimalisasi Penerapan Metode Asuhan Keperawatan Profesional (MAKP) Model Tim Dalam Meningkatkan Kinerja Perawat di Ruang Rawat Inap Rumah Sakit Muhammadiyah Babat

Asuhan keperawatan keperawatan model tim merupakan salah satu upaya untuk meningkatkan kualitas pelayanan keperawatan di Rumah Sakit Muhammadiyah Babat. **Tujuan** penelitian ini memberikan rekomendasi upaya optimalisasi pelaksanaan metode asuhan keperawatan model tim dalam peningkatan kinerja perawat di Rumah Sakit Muhammadiyah Babat. **Metode** penelitian menggunakan diskriptif observasional, desain penelitian *cros-sectional* dengan uji *chi-square*. Populasi dalam penelitian ini seluruh perawat ruang rawat inap 26 orang sampel dalam penelitian perawat yang memenuhi kriteria inklusi sebanyak 22 orang. **Hasil** penelitian faktor organisasi dari subvariabel kepemimpinan nilai $p = 0,014$, sistem reward nilai $p = 0,024$, dan pelatihan dan pengembangan nilai $p = 0,033$ terdapat hubungan dengan pelaksanaan metode asuhan keperawatan model tim dengan nilai $p < 0,05$. Hal tersebut menunjukkan bahwa faktor organisasi belum tertata dengan baik sehingga pelaksanaan MAKP model tim belum berjalan optimal. Faktor sumber daya perawat yang mempunyai hubungan dengan pelaksanaan asuhan keperawatan model tim adalah subvariabel pengetahuan dengan nilai $p = 0,005$ dan motivasi nilai $p = 0,026$. Kurangnya pengetahuan dan motivasi perawat menyebabkan pelaksanaan Metode Asuhan Keperawatan Profesional model tim tidak dilaksanakan secara optimal. Faktor karakteristik pekerjaan dari peran dan tanggung jawab kepala ruangan nilai $p = 0,000$ dan beban kerja perawat nilai $p = 0,043$ mempunyai hubungan terhadap pelaksanaan asuhan keperawatan profesional model tim. Peran dan tanggung jawab perawat yang kurang dan beban perawat yang tinggi menyebabkan pelaksanaan asuhan keperawatan model tim tidak optimal. **Kesimpulan** pelaksanaan Metode Asuhan Keperawatan Profesional model tim di Rumah Sakit Muhammadiyah Babat belum optimal, maka perlu dilakukan peningkatan melalui penataan faktor organisasi, peningkatan pengetahuan perawat melalui pelatihan dan pengembangan pendidikan berkelanjutan dan pengaturan tenaga perawat yang ada.

Kata Kunci: Faktor organisasi, sumber daya perawat, karakteristik pekerjaan, metode asuhan keperawatan model tim.