

ABSTRAK**PENGEMBANGAN JENJANG KARIR PERAWAT
BERBASIS INFORMASI TEKNOLOGI TERHADAP KINERJA PERAWAT
BAGIAN KRITIS DI RSUD Dr. SOETOMO SURABAYA****KUANTITATIF DESKRIPTIF**

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Pendahuluan: Penataan jenjang karir perawat sangat penting untuk menjaga mutu profesi keperawatan. Keberhasilan sistem kredensial akan semakin sempurna bila disertai dengan penataan/penempatan tenaga keperawatan sesuai dengan level JK dan tingkat kebutuhan penerima layanan keperawatan. Penelitian ini bertujuan untuk mengembangkan dan menerapkan aplikasi jenjang karir perawat berbasis informasi teknologi terhadap kinerja perawat bagian kritis di RSUD Dr. Soetomo Surabaya. **Metode:** Penelitian ini menggunakan desain studi kuantitatif dengan data deskriptif perawat yang disusun untuk membuat instrumen jenjang karier perawat, *focus group discussion* dan konsultasi pakar. **Hasil:** Berdasarkan evaluasi data pegawai dalam satu unit yang terkait jenjang karir perawat maka untuk pelaksanaan penentuan level jenjang karir perawat memerlukan penataan kembali yaitu berdasarkan peraturan permenkes 40 tahun 2017, untuk memperbaiki pengaturan jenjang karir perawat peneliti membuat berbasis sistem informasi teknologi. Dengan berbasis IT maka lebih mudah untuk melakukan monitoring dan evaluasi secara berkala dan para perawat juga mampu mempersiapkan diri untuk memenuhi kompetensi yang dibutuhkan di level yang akan dicapai serta mempersiapkan diri untuk uji kredensial sesuai levelnya. Peneliti juga memverifikasi hasil *entry* data responden untuk menilai hasil akhir jenjang karirnya dan kapan dapat diajukan proses kredensial. **Kesimpulan:** Pelaksanaan pengembangan jenjang karir perawat berbasis informasi teknologi dalam pelaksanaannya masih ditemukan beberapa kendala utamanya tentang CPD/sertifikasi yang selama ini didapatkan baik dari rumah sakit atau seminar dan *workshop*. Sehingga diperlukan koordinasi dengan berbagai pihak agar jenjang karir perawat dapat lebih baik dan mampu memperbaiki kinerja perawat.

Kata Kunci: Jenjang Karir Perawat, kinerja, IT

ABSTRACT**NURSE CAREER DEVELOPMENT BASED ON TECHNOLOGICAL
INFORMATION ON NURSING PERFORMANCE OF CRITICAL PARTS
IN RSUD Dr. SOETOMO SURABAYA****DESCRIPTIVE QUANTITATIVE**

By: Jajuk Retnowati

Introduction: Structuring the career path of nurses is very important to maintain the quality of the nursing profession. The success of the credential system will be more perfect if accompanied by structuring / placement of nursing staff in accordance with the level of JK and the level of need for recipients of nursing services. This study aims to develop and apply the application of career paths based on information technology nurses on the performance of critical section nurses in RSUD Dr. Soetomo Surabaya. **Method:** This study uses a quantitative study design with descriptive nurse data compiled to create a career instrument for nurses, focus group discussions and expert consultation **Results:** Based on employee data evaluation in one unit related to the career career level, the implementation of the level determination Nurse careers require realignment that is based on the regulation of the Minister of Health 40 of 2017, to improve the career path setting of research nurses making information technology based systems. With IT-based, it is easier to conduct regular monitoring and evaluation and nurses are also able to prepare themselves to meet the required competencies at the level to be achieved and prepare for the credential test according to their level. The researcher also verifies the results of the respondent's data entry to assess the final results of his career path and when the credential process can be submitted. **Conclusion:** The implementation of career development based on information technology nurses in their implementation still found several main obstacles regarding CPD / certification that had been obtained from hospitals or seminars and workshops. So that coordination is needed with various parties so that the career path of nurses can be better and able to improve the performance of nurses.

Keywords: Nurse Career Level, performance, IT