

## Rencana pengembangan pendidikan dan pelatihan keperawatan berbasis kompetensi di RSIA Hermina Bekasi

Rakhmi, Meidy maulia

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### Abstrak

<p>Keberhasilan penyelenggaraan Diklat berbasis kompetensi ditunjukkan dengan adanya keselarasan tujuan program dengan kebutuhan dan strategi organisasi, dukungan manajemen dan teknis pelaksanaan program. RSIA Hermina Bekasi termasuk salah satu rumah sakit yang memiliki keseriusan dalam penyelenggaraan program Diklat Keperawatan berbasis kompetensi.&nbsp;Penelitian ini bertujuan untuk mengetahui gambaran penyelenggaraan serta rencana pengembangan program Diklat Keperawatan berbasis kompetensi di RSIA Hermina Bekasi dengan mengacu pada Teori Dubois (1996) tentang Model Sistem Strategik Diklat Berbasis Kompetensi. Metode penelitian menggunakan metode kualitatif dengan wawancara mendalam semi terstruktur serta telaah data sekunder.&nbsp;Dari hasil penelitian diketahui bahwa penyelenggaraan Diklat Keperawatan berbasis kompetensi di RSIA Hermina Bekasi sudah cukup baik dilaksanakan dari segi teknisnya. Perlu adanya perbaikan terutama pada tahap analisa kebutuhan pelatihan, tahap pengembangan model kompetensi dan pada tahap pengembangan intervensi pembelajaran. Rencana pengembangan program Diklat Keperawatan berbasis kompetensi di RSIA Hermina Bekasi meliputi perlunya dilakukan pengkajian kembali budaya organisasi, meningkatkan profesionalisme SDM pengelola Diklat, mengadakan penelusuran potensi dan kompetensi guna pembuatan matriks kompetensi, penilaian kompetensi metode 360&ordm;, membuat model kompetensi kelompok unit kerja, standarisasi penilaian kompetensi dasar, mengembangkan metode pembelajaran mandiri dan diskusi kelompok, membudayakan pembelajaran masal sistem on-line, dan membuat penilaian kompetensi instruktur.Diharapkan saran pada penelitian ini dapat menjadi masukan dan perbaikan bagi pelaksanaan Diklat Keperawatan berbasis kompetensi di RSIA Hermina Bekasi pada masa mendatang.</p><hr /><p>&nbsp;<em>The success of the organizing a competency-based training was demonstrated by the synchronized program goals with the needs and organization strategy, management support and the organizing program techniques. RSIA Hermina Bekasi is an exemplary hospital that showed seriousness in implementation of nursing competence-based training.&nbsp;</em>&nbsp;<em>This research aims to find out the organizing as well as competency-based Nursing development training program in the RSIA Hermina Bekasi. The method referenced to the theory of Dubois (1996) on the Strategic System Competency-based Training Model. Research methods using qualitative methods with semi structured in depth interviews and deep examination of secondary data.</em>&nbsp;<em>The results of the study noted that organizing of the Nursing competence-based training program in the RSIA Hermina Bekasi already fairly well implemented in terms of technical assistance. Improvements are necessary especially on training needs analysis phase, the development model of competence and on the stage of development of the learning intervention. Nursing development plan-based competency training program in the RSIA Hermina Bekasi needs to be evaluated. Particularly the study of organization culture to enrich the values, increase the professionalism of HRD, conducting soft competency assessment in order to assemble competency matrix, assessment by the method of 360&ordm;, models for competency based work team development,

standardization of basic competencies assessment, develop self study method and forum group discussion, cultivate learning mass on-line system and create assessment of the competence of trainers. 

The recommendation on the study is expected can be used as inputs to improve the implementation of the nursing competence-based training in the RSIA Hermina Bekasi in the future.