

## Rancangan pola pengembangan karir perawat pelaksana di RS MH Thamrin Salemba tahun 2011

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### Abstrak

Sistem pengembangan karir perawat melalui jenjang karir struktural maupun fungsional berperan penting dalam meningkatkan kualitas tenaga keperawatan yang akan mempengaruhi kualitas pelayanan Rumah Sakit secara keseluruhan. Saat ini pengembangan karir untuk perawat pelaksana yang sudah dijalankan di RS MH Thamrin Salemba baru berdasarkan jenjang karir struktural. Diharapkan dari penelitian ini dapat menghasilkan rancangan pola pengembangan karir perawat pelaksana yang sesuai dengan kondisi dan kebutuhan RS MH Thamrin Salemba. Penelitian dilaksanakan di RS MH Thamrin Salemba bulan Oktober- November 2011 dengan pendekatan analisis kualitatif Data primer diperoleh melalui wawancara mendalam dengan beberapa informan berdasarkan prinsip kesesuaian dan kecukupan. Data sekunder diperoleh melalui telaah dokumen Rumah Sakit, kajian literatur maupun hasil penelitian terdahulu dengan topik serupa di Rumah Sakit lain. Untuk menjaga validitas data dilakukan triangulasi sumber dan metode. Jumlah tenaga perawat di RS MH Thamrin Salemba sebanyak 189 orang dengan karakteristik sebagian besar di antaranya: tingkat pendidikan D3 Keperawatan (63,1%), sudah ada pengalaman sebelum masuk ke unit kerja saat ini (51,9%) dan memiliki masa kerja 1 sampai 3 tahun (24,3%). Rumah Sakit belum memiliki pola pengembangan karir perawat pelaksana yang terstruktur dan sistematis berdasarkan sistem kompetensi. Oleh karena itu dibuatlah suatu rancangan pola pengembangan karir bagi perawat pelaksana di RS MH Thamrin Salemba yang terdiri dari 6 level karir (NO sampai dengan N6) berdasarkan persyaratan tingkat pendidikan, pengalaman dan masa kerja, waktu berlaku suatu level karir, dan kompetensi yang harus dimiliki perawat pada setiap level karir tersebut. Persyaratan minimal pendidikan tenaga perawat yang baru masuk adalah D3 Keperawatan. Sedangkan bagi perawat lama lulusan SPK, selama masa peralihan akan dilakukan penyesuaian berdasarkan pengalaman dan masa kerja.

The nurse's career development system through structural and functional level of career has very important role in increasing the quality of nursing staff which will also affect the quality of hospital service. At this time, MH Thamrin Salemba Hospital has only implementing the structural level of career for nursing staff and the functional level of career has not implemented yet. Therefore, the purpose of this research is to design the clinical nurse's career development pattern at MH Thamrin Salemba Hospital according to the hospital's condition and needs. The research is implemented at MH Thamrin Salemba Hospital in October-November 2011 using qualitative analysis approach. The primary data is obtained from the selected informants based on appropriate and adequacy principles using in-depth interview method. The secondary data are obtained from hospital's document review, literature review and also the results of previous similar studies at other hospitals. The source and method triangulation are done as well to maintain data's validation. MH Thamrin Salemba Hospital has 189 total number of its nursing staff which majority of them have the characteristics: Nursing Diploma education level (63,1%), already have the experience before entering current unit of work (51,9%) and period of employment between 1 to 3 years (24,3%). Hospital does not have the structured and systematic clinical nurse's career development pattern. Therefore the

researcher formulated the design of clinical nurse's career development pattern at MH Thamrin Salemba Hospital which consists of 6 level of careers (NO to N6) based on education level, work experience, period of employment, term of level and nursing competency requirements for each level. The minimal qualification for new nursing staffs education level is Nursing Diploma. But there is special provision for the longtime nursing staff with level of education SPK, during the transition time, they still can be accommodated in the career development pattern based on their work experience and period of employment.</p>