

ABSTRAK

HUBUNGAN PENGEMBANGAN PELATIHAN, KEPEMIMPINAN, SIKAP, KOMPETENSI, MOTIVASI, DESAIN KERJA DENGAN KINERJA PERAWAT DALAM PENDOKUMENTASIAN ASUHAN KEPERAWATAN BERBASIS TEORI KOPELMAN

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Pendahuluan : Perawat memiliki peran penting untuk menentukan kualitas pelayanan kesehatan, namun sebagian perawat masih ditemukan memiliki kinerja kurang optimal dalam dokumentasi asuhan keperawatan akibat faktor internal dan eksternal. Oleh karena itu, diperlukan analisis pengembangan pelatihan, kepemimpinan, sikap, kompetensi, motivasi, desain kerja dengan kinerja perawat dalam pendokumentasian asuhan keperawatan berbasis teori Kopelman. **Metode :** Penelitian ini menggunakan desain *cross-section* dengan sampel responden 1406 perawat RSUD Dr. Soetomo. Penelitian ini dengan teknik purposive sampling yaitu perawat instalasi penyakit menular dengan kriteria berupa perawat pelaksana dan tidak sedang cuti. Pengumpulan data menggunakan kuesioner meliputi variabel independent berupa pengembangan pelatihan, Kepemimpinann, sikap, kompetensi, motivasi, desain kerja, dan variabel dependen berupa kinerja perawat dalam pendokumentasian asuhan keperawatan. Data dianalisis menggunakan regresi logistik dengan nilai $p \leq 0,05$. **Hasil :** Hasil penelitian menunjukkan bahwa pengaruh antara pelatihan dan pengembangan (0,028), Kepemimpinann (0,004), sikap (0,026), kompetensi (0,031), motivasi (0,029), desain pekerjaan (0,009) terhadap kinerja perawat. **Kesimpulan :** Pengembangan pelatihan, sikap, kompetensi, motivasi, serta desian kerja yang baik berdampak pada kinerja perawat tinggi pada pendokumentasian asuhan keperawatan. Kinerja pendokumentasian asuhan keperawatan akan optimal baik dengan kepemimpinan demokratis.

Kata Kunci : Asuhan Keperawatan, Individu, Kinerja Perawat, Pekerjaan, Organisasi

ABSTRACT

THE RELATIONSHIP OF DEVELOPMENT TRAINING, LEADERSHIP, ATTITUDES, COMPETENCE, MOTIVATION, WORK DESIGN WITH NURSE PERFORMANCE IN THE DOCUMENTATION OF NURSING CARE BASED ON KOPELMAN THEORY

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Introduction: Nurses have an important role in determining the quality of health services, however, some nurses are still found to have less than optimal performance in documentation of nursing care due to internal and external factors. Therefore, it is necessary to analyze the development of training, leadership, attitudes, competencies, motivation, work design, and nurse performance in documenting nursing care based on Kopelman's theory. **Method:** This research used a cross-section design with a sample of 1406 nurses at RSUD Dr. Soetomo. This research used a purposive sampling technique, namely infectious disease installation nurses with the criteria of being an executive nurse and not being on leave. Data collection using a questionnaire includes independent variables in the form of training development, leadership, attitudes, competence, motivation, and work design, and the dependent variable in the form of nurses' performance in documenting nursing care. Data were analyzed using logistic regression with a p-value ≤ 0.05 . **Results:** The research results show that there is an influence between training and development (0.028), leadership (0.004), attitude (0.026), competency (0.031), motivation (0.029), and job design (0.009) on nurse performance. **Conclusion:** The development of training, attitudes, competencies, motivation, and good work design has an impact on high nurse performance in documenting nursing care. The performance of nursing care documentation will be optimal with democratic leadership.

Keywords: Individual, Organization, Nurse Performance, Nursing Care, Work