ABSTRAK

PREDIKTOR KINERJA PERAWAT KLINIK DI RUMAH SAKIT PENDIDIKAN IBNU SINA MAKASSAR

Samsualam, Noer Saudah, Tri Ratnaningsih

Saat ini proporsi tenaga kesehatan terbanyak adalah perawat sebanyak 40,85% dibandingkan tenaga kesehatan lainnya sehingga dapat menjadi penentu dalam peningkatan mutu pelayanan kesehatan baik di puskesmas maupun di rumah sakit. 65% perawat bekerja di rumah sakit, 28% di puskesmas, dan 7% sisanya di fasilitas kesehatan lainnya. Berdasarkan aspek strata pendidikan, terdapat perawat berpendidikan D3, 0,5% perawat berpendidikan D4, 1% perawat berpendidikan S1, 11% perawat bekerja sebagai Ners, 0,4% perawat berpendidikan S2. Kemudian perawat dengan pendidikan Sekolah Keperawatan (SPK) sekitar 7%. Penelitian ini menggunakan jenis penelitian kuantitatif dengan menggunakan rancangan *cross – sectional*. Populasi penelitian ini sebanyak 82 orang perawat ruangan dengan jumlah sampel 78. Pengumpulan data dilakukan dengan cara wawancara menggunakan kuesioner. Data yang terkumpul di analisis dengan menggunakan uji path analysis regresi linear berganda. Hasil penelitian bahwa sebagian responden masa kerja lebih 10 tahun (84.6%), berjenis kelamin perempuan (83,3%), dan memiliki pendidikan profesional (69, 2%). Hasil analisis regresi linear berganda menunjukan bahwa tidak ada pengaruh prediktor terhadap kinerja perawat klinik. Hasil path analysis, dimana variabel independent (predictor) adalah variabel motivasi kerja (x1): jenjang karir (x2), masa kerja (x3), pendidikan(x4) jenis kelamin(x5) Variabel Mediasi : Kepuasan kerja (Y) dengan variabel dependent (respon) : Kinerja askep (z), Dari path Analysis diketahui bahwa jenjang karir(x2) memiliki pengaruh langsung paling besar terhadap Kepuasan kerja perawat di RSP.

Kata kunci : Kinerja, Jenjang Karir, Perawat, *Path Analysis*

ABSTRACT

PREDICTORS OF CLINICAL NURSE PERFORMANCE AT IBNU SINA TEACHING HOSPITAL IN MAKASSAR

Samsualam, Noer Saudah, Tri Ratnaningsih

Introductions:Currently, nurses make up the largest proportion of health personnel at 40.85%, compared to other health workers, thus playing a critical role in enhancing the quality of healthcare services in both community health centers and hospitals. Of these, 65% of nurses work in hospitals, 28% in community health centers, and the remaining 7% in other health facilities. From an educational stratum aspect, there are nurses with D3 education, 0.5% with D4, 1% with Bachelor's degrees, 11% working as Ners, and 0.4% with Master's degrees. Approximately 7% have education from Nursing Schools (SPK). Method:This study employs a quantitative research type using a cross-sectional design. The research population is 82 room nurses with a sample size of 78. Data collection was conducted through interviews using questionnaires. The collected data were analyzed using multiple linear regression path analysis. Results: ultThe study results show that most respondents have been working for over 10 years (84.6%), are female (83.3%), and have professional education (69.2%). The multiple linear regression analysis shows that there is no significant predictor effect on clinical nurse performance. From the path analysis, the independent variables (predictors) are work motivation (x1), career progression (x2), length of service (x3), education (x4), gender (x5), and the mediating variable is job satisfaction (Y) with the dependent variable (response): nursing performance (z). Conclusions:The path analysis reveals that career progression (x2) has the most significant direct influence on nurse job satisfaction at RSP.

Keywords: Performance, Career Ladder, Nurses, *Path Analysis*