

PENGARUH PROGRAM PELATIHAN KERJA TIM TERHADAP HASIL PENILAIAN KINERJA KERJA TIM IGD DALAM MENANGANI KASUS-KASUS KEGAWATDARURATAN OBSTETRI DI RSUPN DR. CIPTO MANGUNKUSUMO DAN RSUP PERSAHABATAN

Yudianto Budi Saroyo¹, C. Tjahjono Kunjtoro², Andreasta Meliala³

INTISARI

Latar belakang: Sebagai rumah sakit pusat rujukan nasional seringkali pasien yang ditangani merupakan kasus berat yang sudah tidak dapat ditangani oleh rumah sakit atau fasilitas kesehatan perujuk sebelumnya. Dari data yang didapatkan di RSUPN dr. Cipto Mangunkusumo (RSUPN CM) sepanjang tahun 2014 didapatkan angka kematian maternal sebesar 36 kasus dari 1973 persalinan. Diperlukan suatu pelatihan yang berbasis pada kerjasama tim. Penelitian ini pada akhirnya akan menjadi dasar untuk membuat suatu pelatihan yang berisi aspek kerja tim terstandar dalam rangka memberikan keseragaman persepsi, pengetahuan serta keahlian dalam bidang kegawatdaruratan obstetric.

Tujuan: Menilai pengaruh adanya pelatihan kerja tim (*teamwork training*) terhadap kinerja proses kerja tim

Metode: Penelitian ini menggunakan Studi Kombinasi yaitu penelitian kuantitatif *pretest dan posttest design* dan penelitian kualitatif dengan diskusi kelompok terfokus. Subyek penelitian para tenaga medis yaitu bidan dan residen. Aspek yang dinilai meliputi topik yaitu kepemimpinan, kewaspadaan situasi, kerjasama tim dan komunikasi serta aspek keterampilan klinis dengan cara kuesioner, observasi langsung dan data administrasi rutin Instalasi Gawat Darurat RSUPN CM dan RSUP Persahabatan.

Hasil dan pembahasan: Berdasarkan hasil penelitian didapatkan terdapat perbedaan yang bermakna antara hasil penilaian kinerja tim sebelum dan sesudah dilakukan pelatihan kerja tim pada Tim IGD RSCM (Pre 87.89 SD 7.2 Post 110.117 SD 11.65 $P < 0,001$). Hal ini menunjukkan bahwa adanya pelatihan kerja tim memberikan pengaruh terhadap kinerja tim itu sendiri

Kesimpulan dan saran: Pelatihan kerja tim dibutuhkan untuk meningkatkan kinerja kerja tim. Pelatihan dapat dimodifikasi dengan memanfaatkan fasilitator dari staff pengajar dan bidan yang bekerja di Rumah Sakit Pendidikan tersebut. Evaluasi pengaruh pelatihan kerja tim perlu dilakukan secara berkala untuk mengetahui sejauh mana pelatihan mampu memperbaiki kinerja tim

Kata kunci: Pelatihan kerja tim

1. RSUPN Dr.Cipto Mangunkusumo Jakarta
2. Fakultas Kedokteran, Universitas Gadjah Mada

**EFFECT OF TEAM TRAINING ON EMERGENCY TEAM
PERFORMANCE IN ADDRESSING OBSTETRIC EMERGENCY CASES
IN DR. CIPTO MANGUNKUSUMO NATIONAL GENERAL HOSPITAL
AND PERSAHABATAN GENERAL HOSPITAL**

Yudianto Budi Saroyo¹, C. Tjahjono Kunjtoro², Andreasta Meliala³

ABSTRACT

Background: National referral hospitals often receive referrals of severe and complicated cases from lower levels of health system who unable to manage a given clinical condition. Data obtained from dr. Cipto Mangunkusumo National General Hospital throughout 2014 showed that the maternal mortality was 36 cases out of 1973 birth. A teamwork-based training is needed to be held. This research will eventually become the basis for making a training which contains aspects of standardized team approach in order to provide equality of perception, knowledge and expertise in the field of obstetric emergency.

Objective: To assess the effect of teamwork training to the performance of the team itself

Method: This was a mixed-method study using pretest and posttest research design and qualitative study through focus group discussion. Research subjects were medical personnel consist of midwives and resident physicians. Aspects of leadership, situational awareness, teamwork and communication, and clinical skills were assessed through questionnaire, direct observation, and routine administrative data in Emergency Department of dr.Cipto Mangunkusumo National General Hospital and Persahabatan General Hospital.

Result and discussion: Based on the results, there is a significant difference between the results of the assessment team's performance before and after teamwork training at IGD team RSCM (Pre 110 SD 7.2, Post 117 87.89 SD 11.65; $P < 0.001$). This shows that teamwork training give effect to the performance of the team itself. But teamwork training did not affect the clinical performance of the obstetric emergency services.

Conclusion and recommendation: Teamwork training is needed to improve the performance of teamwork. Training can be modified by utilizing a facilitator of the teaching staff and midwives working in the Teaching Hospital. Evaluation of the effect of the teamwork training needs to be done regularly to determine the extent to which training is able to improve the performance of the team

Key words: Teamwork training

-
1. Student of Master of Hospital Management, Faculty of Medicine Gadjah Mada University
 2. Main Supervisor, Department of Health and Policy Management, Gadjah Mada University
 3. Co Supervisor, Department of Health and Policy Management, Gadjah Mada University