



## INTISARI

Kebijakan penetapan jabatan fungsional bagi tenaga perawatan dimaksudkan untuk meningkatkan kinerja dan profesional tenaga perawatan, sehingga bagi mereka yang telah menduduki jabatan fungsional kinerjanya dapat dilihat dengan angka kredit yang dicapai, makin banyak mengerjakan butir-butir kegiatan asuhan keperawatan, memungkinkan dapat cepat naik satu tingkat dari pangkat/jabatannya. Tujuan dari penelitian ini untuk (1) mengetahui hubungan antara faktor-faktor yang mempengaruhi penetapan angka kredit tenaga perawatan dengan pencapaian angka kreditnya, (2) mengidentifikasi hambatan dalam kenaikan pangkat tenaga perawatan yang harus ditempuh dalam waktu 4 tahun atau lebih.

Pendekatan penelitian dilakukan secara kuantitatif dan kualitatif. Jumlah populasi sebesar 467 tenaga perawatan dengan sampel sebesar 211 perawat. Uji analisis yang digunakan adalah uji univariat, bivariat dan multivariat serta uji regresi.

Hasil penelitian menunjukkan tidak ada hubungan antara karakteristik perawat dengan pencapaian angka kredit ( $p > 0,05$ ). Sementara itu pengetahuan perawat, motivasi perawat, bimbingan dan supervisi, kepemimpinan dan pedoman kegiatan mempunyai korelasi secara signifikan dengan pencapaian angka kredit ( $p < 0,05$ ). Alasan yang menyebabkan tidak bisa digunakan angka kredit untuk kenaikan pangkat kurang dari 4 tahun diantaranya motivasi perawat, prosedur penyusunan angka kredit, kesibukan perawat, supervisi pimpinan, kebijakan tim penilai.

Kata kunci : Perawat, Jabatan fungsional, angka kredit, faktor internal, faktor eksternal.





### ABSTRACT

The purpose of the nurse functional job promotion policy is to improve their performance and professionalism. For nurses, one step higher of their functional job promotion was based on the number of the achieved score of their credit point. The greater score of their achieved credit point, the faster of their job promotion. The main objectives of this study were (1) to know the relationship among influencing factors of the credit point achievement (2) to identify any obstacles in the nurses functional job promotion why they had a promotion in four years or even more.

This study was based on quantitative and qualitative approach. The number of sample was 211 persons from the total number of 467 nurses in the In-patient Installation. Data was analyzed using a univariate, bivariate, multivariate and regression test.

The result of the study showed that there was no relationship between nurses characteristics with their achieved score of their functional credit point ( $p > 0.05$ ). Meanwhile, nurses' knowledge, motivation, guiding and supervision, leadership, and line of action had a significant correlation with their achieved score ( $p < 0.05$ ). The main reasons that their achieved score could not be used to accelerate their job promotion i.e., less than four year promotion were nurses' motivation, complicated procedure for compiling the credit point up, heavy work load, limited supervision and the assessment team policy.

Key words : nurses, functional job promotion, credit point, internal factor and external factor.

