

**ANALISIS MOTIVASI PERAWAT DALAM PENDOKUMENTASIAN ASUHAN
KEPERAWATAN (ASKEP) DI PUSKESMAS RAWAT INAP KABUPATEN
CIAMIS TAHUN 2009**



TESIS

Untuk memenuhi persyaratan
mencapai derajat Sarjana S2

**Program Studi
Magister Ilmu Kesehatan Masyarakat
Konsentrasi
Administrasi dan Kebijakan Kesehatan**

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2009

ABSTRAK

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Analisis Motivasi Perawat dalam Pendokumentasian Asuhan Keperawatan (Askep) di Puskesmas Rawat Inap Kabupaten Ciamis Tahun 2009

150 halaman + 42 tabel + 2 gambar + 9 lampiran

Pendokumentasian Askep di Kabupaten Ciamis khususnya di puskesmas rawat inap belum memberikan hasil yang maksimal. Berdasarkan hasil pencapaian rata-rata pelaksanaan Askep di Kabupaten Ciamis pada tahun 2007 mencapai 67,85 % sedangkan untuk tahun 2008 mencapai 67,18%, bahkan ada dua puskesmas yang masih rendah pencapaiannya yaitu Puskesmas yang jauh dari perkotaan 59,9 % sedangkan yang dekat dengan perkotaan 54,3 % serta kurangnya motivasi baik dari perawat maupun dari kepala puskesmas sehingga pencapaian Askep belum berjalan optimal.

Jenis penelitian ini merupakan penelitian kualitatif yang bersifat deskriptif eksploratif. Pengumpulan data dilakukan dengan teknik wawancara mendalam terhadap 8 perawat, 4 Kepala Puskesmas dan 1 Kepala Seksi Yankes.

Perawat yang dipilih berdasarkan kriteria yaitu mewakili puskesmas yang jauh dan dekat dengan perkotaan, mewakili puskesmas yang pencapaian pendokumentasian rendah dan tinggi serta perawat senior yang bekerja ≥ 3 tahun.

Hasil Penelitian menunjukkan bahwa Pendokumentasian belum berjalan maksimal disebabkan banyak faktor yang menghambat, diantaranya perawat belum menyadari tupoksi, serta masih beranggapan bahwa Pendokumentasian tidak berpengaruh pada kenaikan pangkat maupun mutasi. Perawat kurang terlibat dalam Pendokumentasian askep disebabkan oleh keterbatasan tenaga dan tidak adanya pelimpahan tugas dari kepala puskesmas. Penyebab lain banyak tugas rangkap serta tidak adanya dukungan atau dorongan dari kepala puskesmas maupun dari rekan kerja, sehingga perawat tidak termotivasi untuk melakukan Pendokumentasian Askep. Supervisi dari kepala puskesmas maupun dari dinas belum dilakukan secara terstruktur sehingga pelaksanaan Pendokumentasian Askep di puskesmas belum berjalan sesuai yang diharapkan.

Disarankan kepada Dinas Kesehatan Kabupaten Ciamis adanya reward bagi Puskesmas yang telah melakukan pendokumentasian dengan baik dan benar sesuai standar yang telah ditetapkan. Sedangkan bagi puskesmas perlu membuat kebijakan tentang insentif kepada perawat yang melaksanakan pendokumentasian askep.

Kata Kunci : motivasi, pendokumentasian askep, puskesmas
Kepustakaan : 55 (1990 – 2009)

ABSTRACT

Eni Radiani

Analysis of Nurse Motivation in Documenting Nursing Care at Primary Healthcare Centers with Inpatient Unit in Ciamis District, 2009

150 pages + 42 tables + 2 pictures + 9 enclosures

Documentation of nursing care in Ciamis specifically in primary healthcare center with inpatient unit was insufficient. Based on the average coverage of nursing care performance in 2007 was 67.85% and in 2008 was 67.18%. There were two primary healthcare centers with low average coverage of nursing care performance, primary healthcare center which were far from district center was 59.9% and primary healthcare center which were close to district center was 54.3%. Lack of motivation of both nurses and head of primary healthcare center contributed to askep performance coverage insufficiency.

This was a qualitative study with descriptive explorative approach. Data were collected by in depth interview to 8 nurses, 4 head of primary healthcare centers and 1 head of health service unit.

Nurses were selected based on the following criteria: representative of proximity (further and closer distance) from primary healthcare center to district center, representative of primary healthcare center with low and high documentation coverage, senior nurses who had worked ≥ 3 years.

Results of study showed that documentation process had not been optimal. Many factors hampered the process: nurses were not aware of their main duty and functions and thought that documentation did not influenced their rank promotion and working relocation. Lack of involvement of nurses in documentation process was caused by human resource limitation and no job delegation from the head of primary healthcare center. Additionally, there were many multiple duties and no support or motivation from head of primary healthcare center or colleagues and those would make nurses unmotivated to do askep documentation process. Supervision from the head of primary healthcare center and from district health office had not been done systematically and it caused the documentation implementation process was not run as expected.

It was suggested to Ciamis district health office to provide rewards to primary healthcare center which had done well and right documentation according to the predetermined standard. Primary healthcare center was suggested to make policy regarding incentive to nurses who had done nursing care documentation.

Key words : motivation, nursing care documentation, primary healthcare center

Bibliography : 55 (1990 – 2009)

Sumber : www.mikm.undip.ac.id