

ABSTRAK

Sarjono

Analisis Pengaruh Faktor-Faktor Budaya Organisasi terhadap Kepatuhan Perawat dalam Pendokumentasian Asuhan Keperawatan di Ruang Rawat Inap RSUD Raden Mattaher Jambi

160 halaman + 29 tabel + 6 gambar + 7 lampiran

Ketidakpatuhan perawat dalam pendokumentasian asuhan keperawatan dapat dipengaruhi oleh faktor budaya organisasi yang kurang baik meliputi aspek artifak, nilai, keyakinan, asumsi, dan perilaku yang akan berdampak pada mutu layanan asuhan keperawatan, merupakan masalah penting yang harus ditangani pihak manajemen RSUD Raden Mattaher Jambi. Tujuan penelitian adalah diperolehnya gambaran faktor-faktor budaya organisasi yang mempengaruhi kepatuhan perawat dalam pendokumentasian asuhan keperawatan di Ruang Rawat Inap RSUD Raden Mattaher Jambi.

Penelitian ini merupakan penelitian observasional, dengan pendekatan waktu *cross sectional*. Populasi penelitian adalah perawat pelaksana di ruang rawat inap di RSUD Raden Mattaher Jambi dengan jumlah sampel 127 responden. Analisis statistik yang digunakan analisis bivariat dengan uji chi square dan analisis multivariat dengan uji regresi logistik metode enter.

Hasil penelitian menunjukkan bahwa faktor budaya organisasi terkait dengan kepatuhan perawat dalam pendokumentasian asuhan keperawatan pada aspek artifak kurang baik 48,8%, aspek nilai kurang baik 50,4%, aspek keyakinan kurang baik 50,4%, aspek asumsi kurang baik 48,8 % dan aspek perilaku kurang baik 48,8%. Hasil analisis bivariat menunjukkan bahwa ada hubungan yang signifikan antara artifak ($p=0,021$), nilai ($p=0,0001$), keyakinan ($p=0,021$), asumsi ($p=0,001$) dan perilaku ($p=0,001$) terhadap kepatuhan perawat dalam pendokumentasian asuhan keperawatan di ruang rawat inap RSUD Raden Mattaher Jambi. Hasil analisis multivariat menunjukkan adanya pengaruh bersama-sama antara nilai ($p=0,003$, Exp B= 3,495), asumsi ($p=0,035$, ExpB= 2,317) terhadap kepatuhan perawat dalam pendokumentasian asuhan keperawatan di ruang rawat inap RSUD Raden Mattaher Jambi.

Saran dalam penelitian ini adalah komitmen dan keteladanan dari pimpinan rumah sakit secara nyata dan konsisten terhadap nilai-nilai budaya organisasi yang di implikasikan sebagai budaya kerja bersama di rumah sakit dalam melaksanakan tugas sehari-hari. Menciptakan kondisi kerja yang aman dan nyaman serta ketersediaan sarana dan prasarana yang memadai. Pentingnya pengawasan serta meningkatkan kepuasan kerja bagi perawat yang mendorong pada meningkatnya kepatuhan perawat terhadap pendokumentasian asuhan keperawatan sesuai standar dengan memberikan pujian dan penghargaan pada perawat yang patuh.

Kata kunci : Budaya Organisasi, Dokumentasi Asuhan Keperawatan, Kepatuhan Perawat

Kepustakaan : 80 (1980 – 2009)

ABSTRACT

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Analysis on the Influence of Organizational Culture Factors towards Nurses Compliance in Documenting the Nursing Care in the Inpatient Unit of RSUD Raden Mattaher Jambi
160 pages + 29 tables + 6 figures + 7 enclosures

Nurse disobedience in documenting nursing care could be influenced by poor organizational culture factors such as artifact aspect, value, confidence, assumption and behavior which impact nursing care service quality. Those were significant problems to be solved by the management team of Raden Mattaher District General Hospital (RSUD) Jambi. The purpose of this study was to gain insight of organizational culture factors that influenced the compliance of nurses in documenting the nursing care at inpatient unit of RSUD Raden Mattaher, Jambi.

This study was an observational research with cross sectional time approach. The study population was nurses who worked in the inpatient unit of RSUD Mattaher Jambi. The number of samples used in this study was 127 respondents. Bivariate analysis, chi square test and multivariate analysis with logistic regression using enter method were implemented for statistical analysis.

Results of this study indicated that organizational culture factors related to nurse compliance in documenting the nursing care were poor artifacts (48.8%), poor value aspect (50.4%), poor confidence (50.4%), poor assumption aspect (48.8%) and poor behavior aspect (48.8%). Bivariate analysis showed significant associations between artifact ($p: 0.021$), value ($p: 0.0001$), confidence ($p: 0.021$), assumption ($p: 0.001$) and behavior ($p: 0.001$) and nurse compliance in documenting the nursing care in the inpatient unit of RSUD Raden Mattaher Jambi. Multivariate analysis indicated the join influence of value ($p: 0.003$, Exp B: 3.495) and assumption ($p: 0.035$, Exp B: 2.317) towards nurse compliance in documenting the nursing care in inpatient unit of RSUD Raden Mattaher Jambi.

The hospital management board is suggested to have commitment and become role model as well as consistently implementing the value of organizational culture as the working culture in the hospital and in performing daily tasks. Comfortable working atmosphere and sufficient facilities should be created. It is important to do supervision and to increase nurses working satisfaction to encourage nurses compliance towards documentation of the nursing care according to the standard by giving rewards and acknowledgement to obedient nurses.

Key words : Organizational culture, Nursing care documentation,
Nurse compliance.

Bibliography : 80 (1980-2009)