

ABSTRAK

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Analisis Pelaksanaan Model Praktik Keperawatan Profesional dari Aspek Kebijakan Manajemen di RSUD Tugurejo Semarang

110 halaman + 14 tabel + 3 gambar + 21 lampiran

Model Praktik Keperawatan Profesional (MPKP) merupakan upaya strategik mengimplementasikan nilai-nilai profesional perawat, hubungan profesional tenaga kesehatan, metode asuhan keperawatan, pendekatan manajemen serta sistem kompensasi dan penghargaan. Kenyataan pelaksanaannya belum sesuai rencana seperti belum dilakukan evaluasi terstruktur pelaksanaan MPKP. Adapun tujuan penelitian adalah menjelaskan pengambil kebijakan dalam pemahaman bersama, pengalokasian dana dan komitmen terkait MPKP di ruang rawat inap RSUD Tugurejo Semarang.

Penelitian ini merupakan penelitian observasional kualitatif dengan pendekatan *cross sectional*. Subyek penelitian adalah 3 orang pengambil kebijakan MPKP dan 5 orang perawat pelaksana. Analisis data dengan *content analysis* yaitu pengumpulan data, reduksi data, menyajikan data dan menarik kesimpulan.

Hasil penelitian menunjukkan belum terjadi pemahaman bersama oleh pengambil kebijakan dalam penetapan input, proses, output dan outcome MPKP. Alokasi dana oleh pengambil kebijakan belum menyentuh semua komponen MPKP terutama nilai profesi, ketenagaan serta sistem reward dan kompensasi. Komitmen pengambil kebijakan belum sesuai rencana terutama bentuk layanan dengan ketersediaan kualifikasi tenaga perawatan, nilai profesi serta sistem reward dan kompensasi.

Rekomendasi penelitian untuk pengambil kebijakan supaya melakukan mapping kompetensi perawat, memberdayakan tenaga perawat sesuai kualifikasi berdasar mapping kompetensi perawat untuk ditempatkan di ruang MPKP, komitmen pengambil kebijakan untuk alokasi anggaran pelaksanaan MPKP dari pos anggaran, termasuk peningkatan sumber daya keperawatan dengan pendidikan keperawatan berkelanjutan, program dan pelaksanaan penjenjangan karier perawat serta audit keperawatan sebagai evaluasi kinerja perawat dan integrasi sistem reward dan kompensasi berbasis kompetensi dan profesionalisme dengan restrukturisasi *blue print* remunerasi jasa pelayanan dan pengembangan kompetensi di RSUD Tugurejo Semarang.

Kata kunci : MPKP, Pengambil Kebijakan, Pelayanan Keperawatan

Kepustakaan : 43 (1984 – 2010)

ABSTRACT

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**Analysis on the Implementation of Professional Nursing Practice Model from Management Policy Aspect at Tugurejo General Hospital, Semarang
110 pages + 14 tables + 3 figures + 21 enclosures**

Professional Nursing Practice Model (MPKP) was a strategic effort to implement nurse professional values, health worker professional relationship, nursing care method, managerial approach, compensation and reward system. In reality, implementation of MPKP did not work as expected or planned such as no structured MPKP implementation. The objective of this study was to explain policy makers on making the same understanding, budget allocation, and commitment related to MPKP in the inpatient room of Tugurejo District General Hospital (RSUD) Semarang.

This was an observational qualitative study with cross sectional approach. Study subjects were 3 policy makers on MPKP and 5 nurses. Content analysis method was applied for data analysis, which included data collection, reduction, data presentation, and drawing conclusion.

Results of the study showed that policy makers had not attained the same understanding on the establishment of MPKP input, process, output, and outcome. Funding allocation by policy maker had not reached all MPKP components specifically on professional values, staffing, rewards and compensation system. Policy maker commitment did not reach what was planned particularly on services with the availability of qualified nurses, on profession values, on rewards and compensation systems.

Recommendation given for policy makers was to conduct mapping of nurse' competency; to empower nurses according to their qualification found from nurse' competency mapping, and to assign them in the MPKP room; to make commitment among policy makers to allocate MPKP implementation budget from budgeting post; to improve nurse resource by continuing nursing education; to do programming and implementation of nurse career stratification and nurse auditing as an evaluation of nurse work performance; to integrate rewards and compensation systems based on competency and professionalism; to restructure blue print of service remuneration, and to develop competence in RSUD Tugurejo Semarang.

Key words : MPKP, policy makers, nurse service

Bibliography : 43 (1984-2010)