

# Manajemen Kinerja Perawat

**Dr. Ali Zaenal Abidin, S.T., M.M.**

# MANAJEMEN KINERJA PERAWAT

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## Penulis

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## KATA PENGANTAR

Puji syukur kepada Tuhan Yang Maha Esa, dengan rahmat dan karunia-Nya sehingga kami dapat menyelesaikan penyusunan buku yang berjudul “Manajemen Kinerja Perawat”.

Keberhasilan puskesmas dalam memberikan layanan terbaik dapat dilihat dari tingginya kinerja perawat dan kinerja organisasi dalam sistem struktural puskesmas itu sendiri. Keterlibatan perawat dalam suatu organisasi dapat meningkatkan berbagai keterampilan dan talenta yang diperlukan dalam pekerjaannya. Kinerja perawat yang terintegrasi dengan kinerja organisasi puskesmas dapat mengarah pada kinerja yang berkelanjutan suatu organisasi puskesmas.

. Pada buku ini akan kami sajikan pembahasan mengenai Manajemen Kinerja Perawat. Adapun pembahasan isi dalam buku ini diantaranya, **Pertama**, Problematika Manajemen Kinerja Perawat; **Kedua**, Kinerja, Komitmen Organisasi, Kualitas Kehidupan Kerja, Motivasi, Kepuasan Kerja, Penelitian Kualitas Kinerja; **Ketiga**, Demografi Perawat di Provinsi Banten, Analisis Deskriptif, Analisis Model Pengukuran, Model Struktural, Hasil Pengujian

Hipotesis, Pembahasan, Model Kinerja Perawat, Keterbatasan.

Pembuatan buku ini tentunya masih jauh dari kata sempurna, untuk itu kami sangat membutuhkan saran dan kritik demi perbaikan buku ke depan. Terima kasih kami ucapkan kepada seluruh pihak yang telah mendukung dan memberikan kontribusi dalam penyusunan buku ini. Semoga Tuhan membalas dengan kebaikan yang lebih baik.

**Penulis**

## DAFTAR ISI

<b>Kata Pengantar .....</b>	<b>iii</b>
<b>Daftar Isi .....</b>	<b>v</b>
<b>Bagian I</b>	
Problematika Manajemen Kinerja Perawat .....	1
<b>Bagian II</b>	
Tinjauan Pustaka.....	11
A. <i>Grand Theory, Middle Range Theory, dan Applied Theory</i> .....	12
B. Kinerja.....	15
C. Komitmen Organisasi.....	22
D. Kualitas Kehidupan Kerja.....	27
E. Motivasi.....	32
F. Kepuasan Kerja.....	41
G. Hasil Penelitian Terdahulu.....	48
<b>Bagian III</b>	
Kinerja Perawat Puskesmas .....	55
A. Demografi Perawat di Provinsi Banten.....	57
B. Analisis Deskriptif.....	63
C. Analisis Model Pengukuran .....	91
D. Model Struktural .....	132
E. Hasil Pengujian Hipotesis.....	137
F. Pembahasan .....	139

G. Model Kinerja Perawat .....	151
H. Keterbatasan.....	157
<b>Daftar Pustaka .....</b>	<b>160</b>
<b>Tentang Penulis.....</b>	<b>173</b>

## BAGIAN

# 1

## PROBLEMATIKA MANAJEMEN KINERJA PERAWAT

Keberhasilan suatu organisasi dapat dilihat dari tingginya kinerja individu anggotanya dan kinerja organisasi itu sendiri. Keterlibatan individu karyawan dalam suatu organisasi dapat meningkatkan berbagai keterampilan dan talenta yang diperlukan dalam pekerjaannya (Lu, et al., 2014). Kinerja individu yang terintegrasi dengan kinerja organisasi dapat mengarah pada kinerja yang berkelanjutan (*sustainability performance*) suatu organisasi (Searcy, 2012). Yuniarsih dan Suwatno (2016) menyatakan bahwa kinerja karyawan merupakan prestasi nyata yang ditampilkan seseorang setelah yang bersangkutan menjalankan tugas dan perannya dalam organisasi.

Indonesia banyak menghadapi perubahan dan tantangan dalam persaingan dunia pada era globalisasi saat ini. Persaingan dunia yang dihadapi Indonesia sebagai isu globalisasi mengisyaratkan bahwa mekanisme pasar akan didominasi oleh organisasi yang mampu memberikan produk unggulan atau daya saing yang tinggi dalam memanfaatkan peluang pasar (Djojogugito, 2001).

## BAGIAN

# 2

## TINJUAN PUSTAKA

Pada bagian ini diuraikan mengenai berbagai kajian pustaka yang relevan dengan penelitian, yang mencakup *grand theory* mengenai Teori Organisasi (*Organizational Theory*), dan *middle theory* mengenai Perilaku Organisasi (*Organizational Behavior*) dalam konteks kinerja perawat, dilanjutkan dengan teori aplikasi (*applied theory*) yang berkaitan dengan kinerja individu, kualitas kehidupan kerja, motivasi kerja, kepuasan kerja, dan komitmen organisasi, menyajikan beberapa hasil penelitian terdahulu yang relevan dengan variabel yang diteliti, selanjutnya membuat kerangka pemikiran penelitian, dan mengajukan hipotesis penelitian.

### ***A. Grand Theory, Middle Range Theory, dan Applied Theory***

Teori umum (*grand theory*) yang digunakan dalam penelitian ini adalah teori organisasi (*organizational theory*), yang memiliki keterkaitan dengan teori antara (*middle range theory*) berupa perilaku organisasi (*organizational behavior*). Teori antara merupakan induk teori aplikasi (*applied theory*) yang diacu dalam penelitian ini, yaitu kinerja individu,

## **BAGIAN**

# **3**

## **KINERJA PERAWAT PUSKESMAS**

Puskesmas dilahirkan tahun 1968 ketika dilangsungkan Rapat Kerja Kesehatan Nasional (Rakerkesnas) I di Jakarta, di mana dibicarakan upaya pengorganisasian sistem pelayanan kesehatan di tanah air, karena pelayanan kesehatan tingkat pertama pada waktu itu dirasakan kurang menguntungkan dan dari kegiatan-kegiatan seperti pencegahan, pemberantasan, pembasmian penyakit menular dan sebagainya masih berjalan sendiri-sendiri dan tidak saling berhubungan. Melalui Rakerkesnas tersebut timbul gagasan untuk menyatukan semua pelayanan tingkat pertama ke dalam suatu organisasi yang dipercaya dan diberi nama Pusat Kesehatan Masyarakat (Puskesmas). Pembangunan kesehatan mempunyai visi “Indonesia sehat” diantaranya dilaksanakan melalui pelayanan kesehatan oleh Puskesmas. Selama ini pemerintah telah membangun puskesmas di seluruh Indonesia.

Puskesmas adalah unit pelaksana teknis Dinas Kesehatan Kabupaten/Kota yang bertanggung jawab

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## **Sumber lain**

Undang-undang Republik Indonesia, Nomor 36 tahun 2014,  
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## TENTANG PENULIS



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