

ABSTRAK

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**HUBUNGAN KENAIKAN JENJANG KARIR PERAWAT DENGAN
KINERJA PERAWAT DI UNIT RAWAT INAP DI RSKB COLUMBIA
ASIA SEMARANG**

xv + 90 Hal + 17 Tabel + 4 Gambar

Latar Belakang: Jenjang karir perawat merupakan sistem pengembangan profesionalisme yang mendukung peningkatan kualitas pelayanan dan kinerja perawat. Kinerja perawat yang baik sangat berpengaruh terhadap mutu pelayanan kesehatan. Namun, di beberapa rumah sakit, masih ditemukan adanya ketimpangan antara jenjang karir dan kinerja perawat. Oleh karena itu, penelitian ini bertujuan untuk mengetahui hubungan antara kenaikan jenjang karir perawat dengan kinerja perawat di unit rawat inap RSKB Columbia Asia Semarang

Metode: Penelitian ini menggunakan metode kuantitatif dengan desain cross sectional. Populasi adalah seluruh perawat di unit rawat inap RSKB Columbia Asia Semarang dengan sampel 52 responden melalui teknik total sampling. Instrumen penelitian berupa kuesioner jenjang karir (20 item) dan kuesioner kinerja perawat (30 item) yang telah diuji validitas dan reliabilitas dengan hasil reliabel (Cronbach's Alpha > 0,7). Penelitian ini telah mendapatkan persetujuan etik dari Komite Etik Penelitian Kesehatan Universitas Widya Husada Semarang dengan Nomor Uji Etik: 146-EC-LPPMUWHSVII2025, serta menjunjung tinggi prinsip informed consent, anonimitas, dan kerahasiaan data. Analisis data dilakukan menggunakan uji Rank Spearman.

Hasil: Hasil uji statistik menunjukkan bahwa terdapat hubungan yang signifikan antara kenaikan jenjang karir perawat dengan kinerja perawat di unit rawat inap RSKB Columbia Asia Semarang dengan nilai signifikansi ($p = 0,021 \leq \alpha = 0,05$). Perawat dengan jenjang karir yang lebih tinggi cenderung menunjukkan kinerja yang lebih baik.

Kesimpulan: Terdapat hubungan yang signifikan antara kenaikan jenjang karir perawat dengan kinerja perawat. Oleh karena itu, pihak rumah sakit diharapkan dapat mengoptimalkan sistem jenjang karir sebagai bagian dari strategi peningkatan mutu layanan dan pengembangan sumber daya manusia keperawatan.

Kata Kunci: jenjang karir perawat, kinerja perawat, rumah sakit

Daftar Pustaka: 43 (2014–2024)

ABSTRACT

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**RELATIONSHIP BETWEEN NURSES' CAREER LEVEL PROGRESSION
AND NURSES' PERFORMANCE IN THE INPATIENT CARE UNIT AT
COLUMBIA ASIA SEMARANG HOSPITAL**

xv + 90 Pages + 17 Tables + 4 Figures

Background: Nurses' career levels are a professional development system that supports improving the quality of service and nurse performance. Good nurse performance greatly influences the quality of health services. However, in several hospitals, there is still an imbalance between career levels and nurse performance. Therefore, this study aims to determine the relationship between nurses' career level promotion and nurse performance in the inpatient unit of Columbia Asia Semarang Hospital.

Method: This study used a quantitative method with a cross-sectional design. The population was all nurses in the inpatient unit of RSKB Columbia Asia Semarang, with a sample of 52 respondents using a total sampling technique. The research instruments were a career ladder questionnaire (20 items) and a nurse performance questionnaire (30 items), which had been tested for validity and reliability with reliable results (Cronbach's Alpha > 0.7). This study has received ethical approval from the Health Research Ethics Committee of Widya Husada University Semarang with Ethics Test Number: 146-EC-LPPMUWHSVII2025, and upholds the principles of informed consent, anonymity, and data confidentiality. Data analysis was performed using the Spearman Rank test.

Results: The results of the statistical test showed that there was a significant relationship between career ladder advancement of nurses and nurse performance in the inpatient unit of RSKB Columbia Asia Semarang with a significance value ($p = 0.021 \leq \alpha = 0.05$). Nurses with higher career ladders tend to show better performance.

Conclusion: There is a significant relationship between career ladder advancement of nurses and nurse performance. Therefore, the hospital is expected to optimize the career ladder system as part of a strategy to improve service quality and develop nursing human resources.

Keywords: nurse career ladder, nurse performance, hospital

Bibliography: 43 (2014–2024)