

# **FAKTOR-FAKTOR YANG MEMPENGARUHI PROSES PENGEMBANGAN JENJANG KARIR PERAWAT DI RUANG RAWAT INAP RSUD PASAR MINGGU JAKARTA SELATAN**

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## **Abstrak**

Sistem pengembangan karier karyawan sangat krusial bagi masing-masing individu karyawan, karena banyak hal yang mempengaruhi pengembangan karier karyawan diantaranya: Prestasi Kerja, Eksposur, Jaringan kerja, Pembimbing dan Sponsor, Peluang untuk Tumbuh, Hubungan pegawai dan organisasi, *Politicking* dalam Organisasi, Sistem Penghargaan, Kultur Organisasi. Tujuan penelitian ini, penulis hendak mencari tahu gambaran pengembangan karier perawat, hubungan dari faktor pengembangan karier dengan pengembangan karier perawat dan faktor dominan yang mempengaruhi pengembangan jenjang karier perawat di ruang rawat inap RSUD Pasar Minggu Jakarta Selatan. Penelitian ini menggunakan desain dengan pendekatan *cross sectional*. Penelitian dilakukan dari bulan April-Juni 2019, dengan sampel berjumlah 116 perawat, dengan teknik pengambilan *purposive sampling*. Analisa data menggunakan Uji Korelasi Spearman, Uji Mann Whitney dan regresi linier berganda. Hasil penelitian didapatkan faktor paling dominan terhadap pengembangan karier ruang rawat inap RSUD Pasar Minggu adalah *Politicking* dalam Organisasi dengan nilai beta 0,453 dan *p value* 0,000. Kesimpulan dari penelitian ini adalah ada pengaruh yang signifikan dari faktor-faktor pengembangan karier dengan proses pengembangan jenjang karier perawat di ruang rawat inap RSUD Pasar Minggu (*p value* 0,000 dan CI 95%). Saran untuk RSUD Pasar Minggu agar dapat membuat kebijakan yang fleksibel untuk memfasilitasi perawat mengembangkan jenjang karier.

**Kata Kunci:** Jenjang Karir, Pengembangan Karir, Perawat

# **FACTORS THAT INFLUENCE THE NURSING DEVELOPMENT PROCESS OF NURSE CAREER IN THE INPATIENT ROOM AT RSUD PASAR MINGGU JAKARTA SELATAN**

**Elfrida Zefa Atmasari**

## **Abstract**

Employee career development system is very crucial for each individual employee, because many things that affect employee career development include: Work Achievement, Exposure, Network work, Advisors and Sponsors, Opportunities for Growth, Employee and organizational relations, Politicking in Organizations, Award Systems , Organizational Culture. The purpose of this study, the authors want to find out the description of nurse career development, the relationship of career development factors with career development of nurses and the dominant factors that influence the development of career paths of nurses in the inpatient care unit at Pasar Minggu RSUD South Jakarta. This study uses a design with a cross sectional approach. The study was conducted from April to June 2019, with a sample of 116 nurses, with a purposive sampling technique. Data analysis using Spearman Correlation Test, Mann Whitney Test and multiple linear regression. The results showed that the most dominant factor in the development of inpatient careers at Pasar Minggu Public Hospital was Politicking in Organizations with beta values of 0.453 and p value of 0.000. The conclusion of this study is that there is a significant effect of career development factors on the process of developing nurses' career paths in the inpatient room at Pasar Minggu Hospital (p value 0,000 and CI 95%). Suggestions for Pasar Minggu Hospital in order to make flexible policies to facilitate nurses to develop career paths.

**Keywords:** Career Development, Career Paths, Nurses