

BAB V

KESIMPULAN DAN SARAN

Pada bab ini menyampaikan kesimpulan dan saran akhir penelitian tentang Studi fenomenologi: hubungan gaya kepemimpinan kepala ruang dan program retensi dengan intensi *turnover* perawat baru di rumah sakit swasta X Jakarta Selatan.

5.1 Kesimpulan

Teridentifikasi dan tereksplorasi pengalaman perawat baru terhadap model kepemimpinan kepala ruang, program retensi dan intensi *turnover* di Rumah Sakit Swasta X Jakarta Selatan. Hasil penelitian ditemukan: model kepemimpinan transformasional, program jenjang karir, program orientasi dan program pengembangan profesional memiliki pengaruh mencegah intensi *turnover* perawat baru.

5.2 Saran

5.2.1 Manajemen Rumah Sakit

Pemberian apresiasi kepada kepala ruang karena penerapan model kepemimpinan transformasional mencegah intensi perawat baru. Diperlukan program *preceptorship one to one* sesuai dengan regulasi PMK No 40 Tahun 2017 agar program orientasi, program pengembangan profesional dan pada akhirnya perawat baru mendapatkan arahan dan evaluasi kompetensi sesuai jenjang kompetensinya. Oleh karena itu, diperlukan penambahan jumlah *clinical instructor* melihat luasnya area rentang kendali *clinical instructor* yang ada saat ini, yaitu: enam orang *clinical instructor* untuk 21 area unit kerja. Bila secara budget belum memungkinkan, dapat dibuat link *clinical instructor* di setiap unit kerja, yaitu dengan memberikan penugasan kepada satu orang Ketua Tim yang cukup mumpuni dalam hal membimbing untuk ditugaskan menjadi link dari *clinical instructor* sesuai areanya.

5.2.2 Kepala ruang

Tetap komitmen untuk penerapan model kepemimpinan transformasional karena akan membantu menciptakan iklim kerja yang kondusif dan mencegah intensi *turnover pada* perawat baru.

5.2.3 Peneliti selanjutnya

Perlu adanya penelitian lebih lanjut terkait pengalaman perawat baru terhadap model kepemimpinan, program retensi dan intensi turnover dengan desain penelitian kuantitatif dan ditambahkan untuk mengeksplor pengalaman perawat baru terkait teknologi mengingat saat ini sudah memasuki era milenial dan digitalisasi.

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