

## **BAB VI**

### **KESIMPULAN DAN SARAN**

Penelitian “Pengaruh Supervisi Klinis Proctor Terhadap Kepuasan Kerja Dan Kinerja Perawat Pelaksana Di RS X Bekasi”, yang dilaksanakan sejak tanggal 28 April – 16 Juni 2020 menghasilkan simpulan sebagai berikut:

#### **6.1 Simpulan**

Berikut adalah simpulan dari hasil penelitian analisis pengaruh pelaksanaan supervisi klinis Proctor kepala ruang dan asisten terhadap kepuasan kerja dan kinerja perawat pelaksana di rumah sakit X:

- 6.1.1 Karakteristik perawat pelaksana didominasi oleh perawat perempuan dan rata – rata berumur kurang dari 30 tahun, memiliki pengalaman kerja antara 1 sampai 4 tahun dan sebanyak 57,1% telah memiliki gelar Ners.
- 6.1.2 Persepsi perawat pelaksana terhadap supervisi klinis kepala ruang dan asisten memiliki peningkatan secara signifikan setelah mendapat pelatihan dan bimbingan supervisi. Perbedaan terjadi secara signifikan antara kelompok intervensi dan kontrol sesudah mendapat pelatihan dan bimbingan supervisi klinis (selisih 2,5 poin).
- 6.1.3 Kepuasan kerja perawat pelaksana sebelum mendapat supervisi dari kepala ruang dan asisten yang dilatih dan dibimbing supervisi klinis belum optimal. Terjadi peningkatan secara signifikan setelah mendapat supervisi dari kepala ruang dan asisten yang dilatih dan dibimbing supervisi klinis.
- 6.1.4 Kinerja perawat pelaksana meningkat secara signifikan sesudah mendapat supervisi dari kepala ruang dan asisten yang dilatih dan dibimbing supervisi klinis.
- 6.1.5 Kepuasan kerja perawat pelaksana berbeda secara signifikan antara kelompok intervensi dan control.
- 6.1.6 Kinerja perawat pelaksana berbeda secara signifikan antara kelompok intervensi dan control.

- 6.1.7 Tidak terdapat hubungan yang signifikan antara karakteristik responden umur, pendidikan, dan pengalaman kerja dengan kepuasan perawat pelaksana.
- 6.1.8 Tidak terdapat hubungan yang signifikan antara karakteristik responden umur, pendidikan dan pengalaman kerja dengan kinerja perawat pelaksana, kecuali pengalaman kerja ada hubungan yang signifikan dengan kinerja perawat pelaksana.

## **6.2 Saran**

Berdasarkan hasil penelitian ini dan beberapa kendala yang ditemukan selama penelitian, maka peneliti mencoba memberikan beberapa saran antara lain;

### **6.2.1 Untuk divisi keperawatan**

- 6.2.1.1 Menetapkan kebijakan tentang penerapan supervisi klinis model Proctor sebagai bentuk supervisi klinis yang diterapkan di rumah sakit X.
- 6.2.1.2 Meningkatkan kemampuan dalam melaksanakan fungsi supervisi klinis dengan terus meningkatkan pengetahuan dan kompetensi sebagai supervisor melalui pelatihan internal ataupun pembelajaran mandiri.
- 6.2.1.3 Menyediakan kerangka kerja untuk pelatihan supervisi klinis dan merencanakan pendidikan dan pelatihan yang memadai.
- 6.2.1.4 Menyelenggarakan pertemuan rutin bagi kepala ruang dan asisten dilingkungan RS X untuk melakukann sharing pengalaman pelaksanaan supervisi klinis Proctor

### **6.2.2 Untuk kepala ruang dan asisten**

- 6.2.2.1 Menyusun jadwal supervisi secara rutin agar memberi mereka kesempatan untuk tantangan dan promosi atau kemajuan dan mendorong kolaborasi kerja
- 6.2.2.2 Memantau dan membimbing proses serah terima agar konsisten di unitnya masing- masing.
- 6.2.2.3 Melaksanakan supervisi klinis Proctor yang terdiri dari elemen normatif, formatif dan restoratif secara terjadwal.

### 6.2.3 Untuk penelitian lebih lanjut

6.2.3.1 Penelitian lanjutan tentang pengaruh penerapan supervisi klinis model Proctor dengan waktu yang lebih lama, sehingga dapat terlihat apakah perubahan perilaku yang terjadi telah terinternalisasi dalam perilaku kepala ruang dan asisten serta perawat pelaksana

6.2.3.2 Disarankan untuk melakukan penelitian tentang faktor-faktor yang dapat mempengaruhi kualitas dan efektivitas supervisi klinis dari kepala ruang dan asisten.

6.2.3.3 Disarankan memperluas penelitian dengan meneliti faktor-faktor yang dapat mempengaruhi kinerja dan kepuasan kerja perawat pelaksana selain dari faktor yang telah diteliti.

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