

**ABSTRAK**

**TRIYA OKTAVIANI NUR FAUZIAH**

**ANALISIS PELAKSANAAN JENJANG KARIR PERAWAT KLINIS DI  
RUMAH SAKIT JASA KARTINI KOTA TASIKMALAYA TAHUN 2021**

Jenjang karir profesional merupakan sistem untuk meningkatkan kinerja dan profesionalisme, sesuai dengan bidang pekerjaan melalui peningkatan kompetensi. Perawat klinis yang belum melaksanakan kredensial di Rumah Sakit Jasa Kartini bertambah setiap tahunnya. Peneliti mengambil 4 indikator dari teori George. C Edward, yaitu komunikasi, sumber-sumber, disposisi, dan struktur birokrasi, agar dapat mengetahui bagaimana pelaksanaan jenjang karir perawat klinis yang dilakukan oleh Rumah Sakit Jasa Kartini Kota Tasikmalaya. Penelitian ini menggunakan desain kualitatif. Penelitian dilakukan pada bulan September-Oktober 2021. Informan Penelitian sebanyak 16 orang, yang terdiri dari 12 informan utama, 3 informan kunci, 1 informan triangulasi. Penentuan informan dilakukan secara *purposive sampling*. Pengumpulan data dilakukan secara wawancara mendalam dan telaah dokumen. Data diolah melalui tahap reduksi data, penyajian data, dan penarikan kesimpulan. Berdasarkan hasil penelitian menunjukkan bahwa terdapat beberapa masalah yang menyebabkan jumlah perawat yang belum melakukan jenjang karir terus bertambah yaitu belum konsisten dan merata terkait sosialisasi yang dilakukan, jumlah asesor belum sesuai dengan standar, masih ada yang belum sesuai dengan kewenangan klinis, belum ada inisiatif dan kesadaran untuk melakukan pengajuan jenjang karir perawat klinis, dan pemberian insentif masih disesuaikan. Perlu adanya sosialisasi yang konsisten dan merata, perlu adanya insentif bagi perawat dan asesor, dan perlu adanya penambahan 2 asesor.

Kepustakaan : 2012-2020

Kata Kunci : Jenjang Karir, Perawat Klinis, dan Rumah Sakit.

**ABSTRACT**

**TRIYA OKTAVIANI NUR FAUZIAH**

**ANALYSIS IMPLEMENTATION OF CLINICAL NURSE CAREER  
LEVEL AT JASA KARTINI HOSPITAL TASIKMALAYA CITY 2021**

*Professional career path is a system to improve performance and professionalism, in accordance with the field of work through increased competence. Clinical nurses who have not carried out their credentials at the Jasa Kartini Hospital are increasing every year. The researcher took 4 indicators from George's theory. C Edward, namely communication, resources, disposition, and bureaucratic structure, in order to find out how the implementation of the clinical nurse career path is carried out by the Jasa Kartini Hospital, Tasikmalaya City. This study uses a qualitative design. The research was conducted in September-October 2021. Research informants were 16 people, consisting of 12 main informants, 3 key informants, 1 triangulation informant. Determination of informants is done by purposive sampling. Data was collected by means of in-depth interviews and document review. The data is processed through the stages of data reduction, data presentation, and drawing conclusions. Based on the results of the study, it shows that there are several problems that cause the number of nurses who have not carried out a career path to continue to grow, namely not yet consistent and evenly related to socialization carried out, the number of assessors is not up to standard, there are still those who are not in accordance with clinical authority, there is no initiative and awareness. To apply for a clinical nurse career path, the provision of incentives is still being adjusted. There needs to be consistent and equitable socialization, there needs to be incentives for nurses and assessors, and there is a need for the addition of 2 assessors.*

Literature : 2012-2020

Keywords : *Career Path, Clinical Nurse and Hospital.*