

ABSTRAK

Tingkat penampilan rumah sakit berdasarkan standar Kemenkes RI menyebutkan nilai *Bed Occupancy Rate* (BOR) yang ideal adalah 75-85%. Data di rumah sakit umum daerah Cut Meutia Lhokseumawe berdasarkan BOR (*Bed Occupancy Rate*) rumah sakit mengalami penurunan dari 74,75% tahun 2009 menjadi 67,00% tahun 2010.

Tujuan penelitian ini adalah untuk menganalisis pengaruh kompetensi dan kerja tim terhadap kinerja perawat pelaksana di rumah sakit umum daerah Cut Meutia Lhokseumawe. Jenis penelitian survei *explanatory*, dilaksanakan pada bulan September 2011 sampai dengan bulan Januari 2012. Populasi dalam penelitian ini adalah seluruh perawat pelaksana yang melakukan asuhan keperawatan berjumlah 139 orang dan yang dijadikan sampel berjumlah 82 orang. Data diperoleh dengan wawancara menggunakan kuesioner, dianalisis dengan uji regresi linier berganda.

Hasil penelitian menunjukkan bahwa kompetensi dan kerja tim berpengaruh terhadap kinerja perawat pelaksana. Variabel yang paling berpengaruh terhadap kinerja perawat pelaksana adalah variabel kompetensi.

Disarankan kepada manajemen Rumah Sakit Umum Daerah Cut Meutia Lhokseumawe untuk meningkatkan kompetensi perawat dengan menyelenggarakan pelatihan keperawatan serta meningkatkan kerja tim antar perawat pelaksana dengan menugaskan kepala ruangan melakukan bimbingan teknis secara rutin.

Kata kunci : Kompetensi, Kerja Tim, Kinerja.

ABSTRACT

The level of a hospital performance, based on the standard made by Ministry of Health Indonesia states that the ideal Bed Occupancy Rate (BOR), is 75-85%. The data found in Cut Meutia General Hospital, Lhokseumawe showed that is's BOR decreased from 74.75% in 2009 to 67.00% in 2010.

The aim of the research was to analyze the influence of competence and teamwork on the nurses on duty's performance in Cut Meutia Regional Hospital, Lhokseumawe. The type of the research was an explanatory survey, was conducted from September 2011 until January 2012. The population were 139 nurses on duty, and 82 of them were used as the samples. The data were obtained through questionnaire-based interviews then were analyzed through multiple linear regression tests.

The result showed that the competence and teamwork had influence on the performance of the nurses on duty. The variable which had the most dominant influence on the performance of the nurses on duty is competence.

The management of Cut Meutia General Hospital, Lhokseumawe is suggested to improve the competency of the nurses with conducting nursing training and to improve inter-nurse team work by assigning the ward leader to provide technical guidance routinely.

Keywords: *Competency, Team work, Performance.*