Rekomendasi Sistem Rotasi Kerja Tenaga Keperawatan di RS Delta Surya Sidoarjo

Hubungan antara Service Convenience dengan Perilaku Pasca Pemanfaatan Pelayanan Persalinan

Upaya Peningkatan Kunjungan Pasien Poli Gigi dengan Pendekatan Marketing 3.0

Peningkatan Kinerja melalui Peningkatan Kepuasan Kerja dan Organizational Citizenship Behavior Tenaga Medis

Pengembangan Organizational Citizenship Behavior Untuk Meningkatkan Kinerja Puskesmas

Strategi Peningkatan Kunjungan Antenatal Care

Strategi Pengembangan Soft skills pada Dokter dan Perawat dalam Rangka Peningkatan Kinerja di RSUD Karangasem Bali

Rekomendasi Menurunkan Turnover Rate Karyawan Menggunakan Analisis Faktor Pendorong dan Penarik

Bauran Pemasaran Berdasarkan Strategi Pemasaran dan Matriks Boston Consulting Group

Rekomendasi Membangun Loyalitas Berdasarkan Experiential Marketing Pelanggan Poli Gigi

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Recommendation on Nursing Staff Job Rotation System at Sidoarjo Delta Surya Hospital

Rekomendasi Sistem Rotasi Kerja Tenaga Keperawatan di RS Delta Surya Sidoarjo

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Abstract

This study is conducted based on existing problems at Sidoarjo Delta Surya Hospital, namely the not-so-good performance of nursing staff at Delta Surya Hospital in which 51.8% obtained "Unsatisfactory" and "Fair" in performance assessment for the period of 2010. This study is focused on the system of nursing staff job rotation which has been applied in Sidoarjo Delta Surya Hospital. The objective of this study is to arrange a recommendation on the system of nursing staff job rotation based on the analysis of job rotation system at Sidoarjo Delta Surya Hospital. This study uses a method of evaluation on nursing staff job rotation system at Sidoarjo Delta Surya Hospital from 2007 to June 2011. Data is collected by interviewing the Rotation Team consisting of 2 nursing managers, by using questionnaires of interview guidance completed with in-depth interviews and document observation. Besides, interviews with 11 Chiefs of Wards are done by using questionnaires of interview guidance and checklists of nursing staff job rotation activity from 2007 to June 2011. The result of this study is a recommendation on Nursing Staff Job Rotation System at Sidoarjo Delta Surya Hospital. Among these recommendations are: (1) to formulate the Rotation Team’s duties and authorities; (2) to formulate the objective of Nursing Staff Job Rotation System; (3) to arrange a policy on the job rotation system; and (4) to arrange the Flow and the pattern of Nursing Staff Job Rotation System. The suggestion of this study is that to improve the nursing staff job rotation system. It is compulsory to make an evaluation which contain input, process, output and effect of the job rotation.

Keyword : Job, Rotation, System, Planning, Implementation, Evaluatin, Nursing, Staff,

Daftar Pustaka :