

BAB 5

KESIMPULAN DAN SARAN

Pada bab ini akan memaparkan kesimpulan dan saran dari hasil penelitian yang dilakukan sesuai dengan tujuan serta saran bagi bidang manajemen keperawatan, pendidikan keperawatan, koordinator unit keperawatan, dan penelitian keperawatan.

5.1 Kesimpulan

Kepemimpinan transformasional digambarkan sebagai hubungan yang dilandasi atas dasar kepercayaan yang secara positif berdampak pada pimpinan dan bawahan. Koordinator perawat dapat menggunakan kepemimpinan transformasional untuk mengkoordinir staf yang dipimpinnya sehingga standar pelayanan terhadap pasien (*care of patient*) mampu dipertahankan secara optimal. Kepemimpinan transformasional dijalankan melalui stimulasi intelektual dengan mendorong ide-ide kreatif dari staf, meningkatkan standar *care of patient*, dan menghadapi permasalahan serta membimbing staf terkait permasalahan. Pertimbangan individual dilakukan dengan cara memberi perhatian yang tulus, memberi bimbingan terhadap staf, dan komunikasi. Inspirasional motivasi dengan cara mengkoordinir staf, ada target yang ingin dicapai, serta menumbuhkan semangat kerjasama tim. Pengaruh yang ideal dilakukan dengan cara memberikan contoh yang baik dan memberi pengaruh yang baik terhadap staf. Disamping itu hambatan dalam kepemimpinan transformasional yang dihadapi oleh koordinator dalam menjalankan kepemimpinan transformasional adalah SDM dan perbedaan persepsi.

Teori keperawatan Watson menjelaskan 10 faktor *carative caring* sebagai bentuk kepedulian terhadap sesama manusia dalam proses perawatan dan terdapat nilai moral, pengetahuan, serta spiritual yang berperan dalam interaksi antar manusia. Koordinator perawat dapat mengaplikasikan teori Watson yang diperkuat dengan aplikasi model kepemimpinan transformasional dalam melakukan pendekatan terhadap staf maupun

menghadirkan nilai caring dalam diri staf untuk memberikan pelayanan keperawatan terhadap pasien.

5.2 Saran

5.2.1 Manajemen Rumah Sakit dan Bidang Keperawatan

5.2.1.1 Mengembangkan kepemimpinan Transformasional di unit keperawatan dengan cara koordinator unit dapat mempengaruhi dan memotivasi staf dalam mempertahankan standar *Care Of Patient* sesuai akreditasi JCI di rumah sakit Awal Bros Tangerang.

5.2.1.2 Melakukan pertemuan rutin antara pimpinan, komite mutu, manajer, ketua pokja, koordinator unit, dan champion untuk membahas isu-isu, implementasi, dan evaluasi terkait standar *care of patient* sesuai akreditasi JCI serta mencari solusi apabila ditemukan perbedaan persepsi ataupun kendala di lapangan.

5.2.1.3 Melakukan sistem evaluasi terhadap pelaksanaan kepemimpinan transformasional di lapangan dengan cara menambahkan karakteristik kepemimpinan transformasional dalam item penilaian evaluasi tahunan koordinator unit keperawatan.

5.2.1.4 Melakukan peningkatan dan pengembangan pendidikan baik formal maupun informal terhadap seluruh koordinator unit keperawatan sesuai program bidang keperawatan khususnya pada kompetensi kepemimpinan.

5.2.2 Pendidikan Keperawatan

Hasil penelitian ini diharapkan dapat memberikan informasi ilmiah bagi akademik maupun mahasiswa keperawatan dalam pengembangan proses berpikir terhadap kepemimpinan transformasional dalam peningkatan standar akreditasi JCI di rumah sakit.

5.2.3 Bagi Koordinator Unit Keperawatan

- 5.2.3.1 Meningkatkan koordinasi dan interaksi bersama staf untuk dapat memahami hambatan yang dihadapi staf dalam mengimplementasikan standar *care of patient* sehingga dapat dilakukan program evaluasi.
- 5.2.3.2 Menetapkan hari khusus bersama staf untuk menyampaikan hal-hal terkait standar akreditasi JCI, progres, evaluasi, dan diskusi masalah yang dihadapi dalam implementasi standar, serta mencari solusi dari masalah yang dihadapi oleh unit.
- 5.2.3.3 Mengevaluasi point dari standar akreditasi JCI: *care of patient* di masing-masing unit, dan menetapkan fokus peningkatan standar sesuai kondisi unit.

5.2.4 Bagi Penelitian selanjutnya

- 5.2.4.1 Hasil penelitian ini dapat menjadi bahan dasar untuk melakukan penelitian selanjutnya yang berkaitan dengan kepemimpinan Transformasional dengan memperluas orientasi penelitian pada lingkup organisasi yang lebih besar atau populasi yang lebih luas seperti beberapa jumlah responden dari beberapa rumah sakit grup.
- 5.2.4.2 Menjadi referensi bagi penelitian selanjutnya terkait kepemimpinan transformasional dengan menggunakan perbandingan metode penelitian lainnya seperti kuantitatif atau *mixed methode*.

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