

**ANALISIS FAKTOR KEDISIPLINAN PERPANJANG SURAT TANDA
REGISTRASI (STR) PERAWAT DAN BIDAN DI RUMAH SAKIT
TINGKAT III BRAWIJAYA SURABAYA**

ABSTRAK

Setiap tenaga kesehatan yang memberikan pelayanan serta menjalankan praktik di Rumah Sakit wajib memiliki Surat Tanda Registrasi (STR). Surat Tanda Registrasi di rumah sakit sering mengalami kendala yaitu keterlambatan dalam perpanjangan serta pengumpulan STR. Tujuan dari peneliti skripsi ini yaitu mengidentifikasi dan menganalisis hubungan faktor kedisiplinan dengan perpanjangan Surat Tanda Registrasi (STR) perawat dan bidan di Rumah Sakit Tingkat III Brawijaya Surabaya. Metode dalam penelitian ini menggunakan kuantitatif analitik 20 perawat dan bidan yang tidak disiplin dalam perpanjangan dan pengumpulan STR karena ada beberapa faktor yang menghambat kedisiplinan pengumpulan STR antara lain kompensasi, teladan pimpinan, aturan yang pasti, keberanian pimpinan, pengawasan pimpinan dan kebiasaan-kebiasaan yang mendukung tegaknya disiplin. Hasil penelitian dalam faktor kompensasi responden menilai bahwa kompensasi di RS Tingkat III Brawijaya masih kurang baik, faktor teladan pimpinan responden menilai teladan pimpinan dengan kategori baik, faktor aturan yang pasti responden menilai kurang baik karena aturan mengenai kedisiplinan perpanjangan STR belum pasti, faktor keberanian pimpinan responden menilai dengan kategori kurang baik, kemudian faktor pengawasan pimpinan responden menilai kurang baik kemudian faktor perhatian pimpinan menilai bahwa perhatian pimpinan sudah baik yang terakhir yaitu kebiasaan-kebiasaan yang mendukung tegaknya disiplin dinilai sudah baik. Kemudian hasil dari spss terdapat hubungan antara faktor kedisiplinan dengan kedisiplinan perpanjangan STR yaitu dari 7 faktor yang terdapat hubungan ada 3 yaitu kompensasi, aturan yang pasti dan kebiasaan-kebiasaan yang mendukung tegaknya disiplin sedangkan faktor yang tidak berhubungan yaitu faktor teladan pimpinan, keberanian pimpinan, pengawasan pimpinan dan perhatian pimpinan. Saran peneliti yaitu pembuatan surat keputusan dan penerapan sistem punishment.

Kata kunci : STR, Faktor kedisiplinan, Perpanjangan

**ANALYSIS OF DISCIPLINE FACTORS EXTENSION OF
REGISTRATION LETTERS (STR) NURSES AND MIDWIVES AT LEVEL
III HOSPITALS, BRAWIJAYA SURABAYA**

ABSTRACT

Hospital is a health service institution run by health workers to provide health services for the community. Every health worker who provides services and practices in a hospital is required to have a Registration Certificate (STR). Registration letters at hospitals often experience problems, namely delays by nurses or midwives in extending and collecting STR. The purpose of this thesis researcher is to analyze the relationship between disciplinary factors and the extension of the Registration Certificate (STR) of nurses and midwives at Brawijaya Level III Hospital, Surabaya. The method in this research uses quantitative analytical. Based on research at the Brawijaya Level III Hospital, there are 20 nurses and midwives who are not disciplined in extending and collecting STR because there are several factors that hinder the discipline of STR collection, including compensation, role models, definite rules, leadership courage, , supervision of leaders and habits that support the upholding of discipline. The results of this study are that there are results that from the questionnaire that the researcher has shared with the respondents, there are different assessments in the respondent's compensation factor assessing that the compensation at the Level III Brawijaya Hospital is still not good, the role model factor of the respondent's leader assesses the role model of the leader in a good category, The definite rule factor, the respondent assesses that it is not good because the rules regarding the discipline of extending STR are uncertain, the courage factor of the respondent's leader is in the bad category, then the supervisory factor of the respondent's leader thinks that it is not good then the leadership's attention factor considers that the leadership's attention is good, the last one is habit- habits that support discipline are considered good. Then the results of SSS have a relationship between disciplinary factors and discipline in extending STR, namely from the 7 factors that have a relationship, there are 3, the first is compensation, the second is definite rules and the third is habits that support the upholding of discipline, the unrelated factor is the role model factor , leadership courage, leadership supervision and leadership attention. Researcher's suggestions are making a decision letter and implementing a punishment system.

Keywords: STR, Discipline factor, Extension