

ABSTRACT

DEVELOPMENT OF PERFORMANCE APPRAISAL INSTRUMENT FOR NURSES BASED ON *WEB* IN PATIENT UNIT

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Performance appraisal instruments would, problematic when it does not representative describing the competency, using the less obvious indicators and incompatibility along with the task of nursing performance standards. The purpose of this study was to develop nurses multisource feedback performance appraisal instrument based on web in patient unit at Samarinda Medika Citra Hospital. This study was done in two phase. First phase was survey explanatory overview of the performance appraisal system using questionnaires completed by 53 respondents of nurses were selected by purposive sampling. The data were analyzed descriptively. Development of instruments based on focus group discussion (FGD) with six participants of decision makers in hospital. Validity test of the instrument's content used Pearson Product Moment Correlation and reliability tests used Cronbach alpha. The second phase was the socialization and test instruments for assessing the quality of the instrument using a questionnaire by a total of 47 respondents and made recommendations by eight participants FGD. Samples were selected using purposive sampling technique. The data of instrument's quality were analyzed descriptively. Performance assessment system rated category fairly by 58.49% of the samples. All questions to measure the performance of nurses proven valid and reliable. Quality of nurse performance appraisal instruments based on web in good categories for all indicators functionality: 81.60; reliability: 78.16; efficiency: 80.85; usability: 81.70 and portability: 81.70. The findings in the study was a web-based assessment format, scoring more clearly with Likert scale, resource assessment by direct supervisor with input from multisource evaluator, the development of performance graph and confidentiality of data on the database server. Recommendations for hospital is to formulate policies based on the final value of the performance appraisal by direct supervisor with input from multisource feedback and there needs a global writing on a form of performance appraisal results.

Keywords: appraisal instruments, nurse performance, web