

Gambaran Adaptasi Alumni D3 Keperawatan di Lingkungan Kerja Yang
Baru

Karya Tulis Ilmiah



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PROGRAM DIPLOMA III KEPERAWATAN
FAKULTAS VOKASI
UNIVERSITAS MUHAMMADIYAH MALANG
TAHUN 2024

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Diajukan Kepada Universitas Muhammadiyah Malang Untuk Memenuhi Salah Satu
Persyaratan Dalam Menyelesaikan Program Ahli Madya Keperawatan



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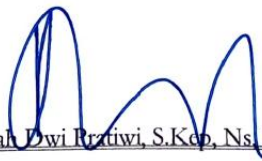
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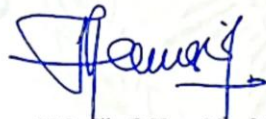
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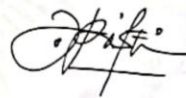
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Menyatakan dengan sebenarnya bahwa Tugas Akhir yang saya tulis ini benar-benar hasil karya saya sendiri, bukan merupakan pengambilalihan tulisan atau pikiran orang lain yang saya akui sebagai tulisan atau pikiran saya sendiri. Apabila dikemudian hari dapat dibuktikan bahwa Tugas Akhir ini adalah hasil jiplakan, maka saya bersedia menerima sanksi atas perbuatan tersebut.

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ABSTRAK

Gambaran Adaptasi Alumni D3 Keperawatan di Lingkungan Kerja Yang Baru

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Latar Belakang: Perawat baru menghadapi tantangan transisi yang menyebabkan stres dan maladaptasi. Dukungan sosial, program pendampingan, dan keterampilan komunikasi efektif membantu mereka beradaptasi. Penelitian ini menggambarkan adaptasi alumni D3 Keperawat, menyoroti pentingnya dukungan emosional, orientasi, dan pengembangan keterampilan untuk transisi yang sukses. Tujuan: Untuk mengetahui gambaran adaptasi alumni D3 Keperawatan di lingkungan kerja yang baru. Metode: Penelitian ini menggunakan metode kualitatif dan pendekatan studi kasus. Subjek penelitian terdiri dari 3 orang perawat baru yaitu, Nn. F, Nn. U, dan Nn. R yang divalidasi dengan triangulasi sumber yaitu wawancara semi-terstruktur langsung secara tatap muka. Teknik pengumpulan data yang digunakan adalah wawancara, observasi, dan dokumentasi. Hasil: Analisa data didapatkan oleh peneliti dari hasil wawancara merumuskan 9 tema yaitu : 1) Tantangan dalam beradaptasi sebagai perawat melalui kemampuan komunikasi terapeutik, 2) Upaya dalam mengelola stress secara adaptif, 3) Program orientasi klinis di tempat kerja baru, 4) Perubahan emosional ke arah adaptif dalam beradaptasi di lingkungan kerja baru, 5) Perlunya kompetensi skill klinis, pengetahuan klinis, dan kesiapan mental, 6) Persepsi kecukupan kebutuhan kompetensi sebagai perawat di tempat kerja baru, 7) Program magang dan kuliah tamu oleh praktisi sebagai bentuk pengenalan mahasiswa dengan lingkungan kerja baru, 8) Eksplorasi Peran Dan Identitas Diri Menjadi Perawat Baru Di Lingkungan Kerja, 9) Sumber Dukungan Bagi Perawat Baru Dalam Masa Adaptasi Di Dunia Kerja. Kesimpulan: Penelitian ini menunjukkan bahwa perawat baru menghadapi tantangan adaptasi dalam komunikasi, tanggung jawab, dan kesenjangan teori-praktik. Strategi adaptasi meliputi pengelolaan stres, dukungan senior, program orientasi, serta pengembangan profesional melalui kompetensi, magang, dan kuliah tamu yang meningkatkan kesiapan dan percaya diri.

Kata Kunci: *adaptasi, dukungan emosional, perawat baru, program orientasi, kesiapan kompetensi, strategi coping*

ABSTRACT

Adaptation of Diploma 3 Nursing Graduates in a New Work Environment

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Background: New nurses face transition challenges that lead to stress and maladaptation. Social support, mentoring programs, and effective communication skills help them adapt. This study describes the adaptation of Diploma 3 nursing graduates, emphasizing the importance of emotional support, orientation, and skill development for a successful transition. Objective: To understand the adaptation process of Diploma 3 nursing graduates in a new work environment. Method: This qualitative research used a case study approach. The subjects were three new nurses, Nn. F, Nn. U, and Nn. R, validated through source triangulation via semi-structured face-to-face interviews. Data collection techniques included interviews, observations, and documentation. Results: Data analysis revealed nine themes based on interview findings: 1) Challenges in adapting as nurses through therapeutic communication skills, 2) Efforts to manage stress adaptively, 3) Clinical orientation programs at the new workplace, 4) Emotional changes toward adaptation in the new work environment, 5) The need for clinical skills, clinical knowledge, and mental readiness, 6) Perceptions of adequate competency needs as nurses at the new workplace, &) Internship programs and guest lectures by practitioners as an introduction to the new work environment, 8) Exploration of role and identity as new nurse in the workplace, 9) Sources of support for new nurses during the adaptation process in the workplace. Conclusion: This study reveals that new nurses face adaptation challenges in communication, responsibilities, and the gap between theory and practice. Adaptation strategies include stress management, support from seniors, orientation programs, and professional development through competencies, internships, and guest lectures, which enhance readiness and confidence as professionals.

Keywords: *adaptation, emotional support, new nurses, orientation programs, competency readiness, coping strategies*

Kata Pengantar

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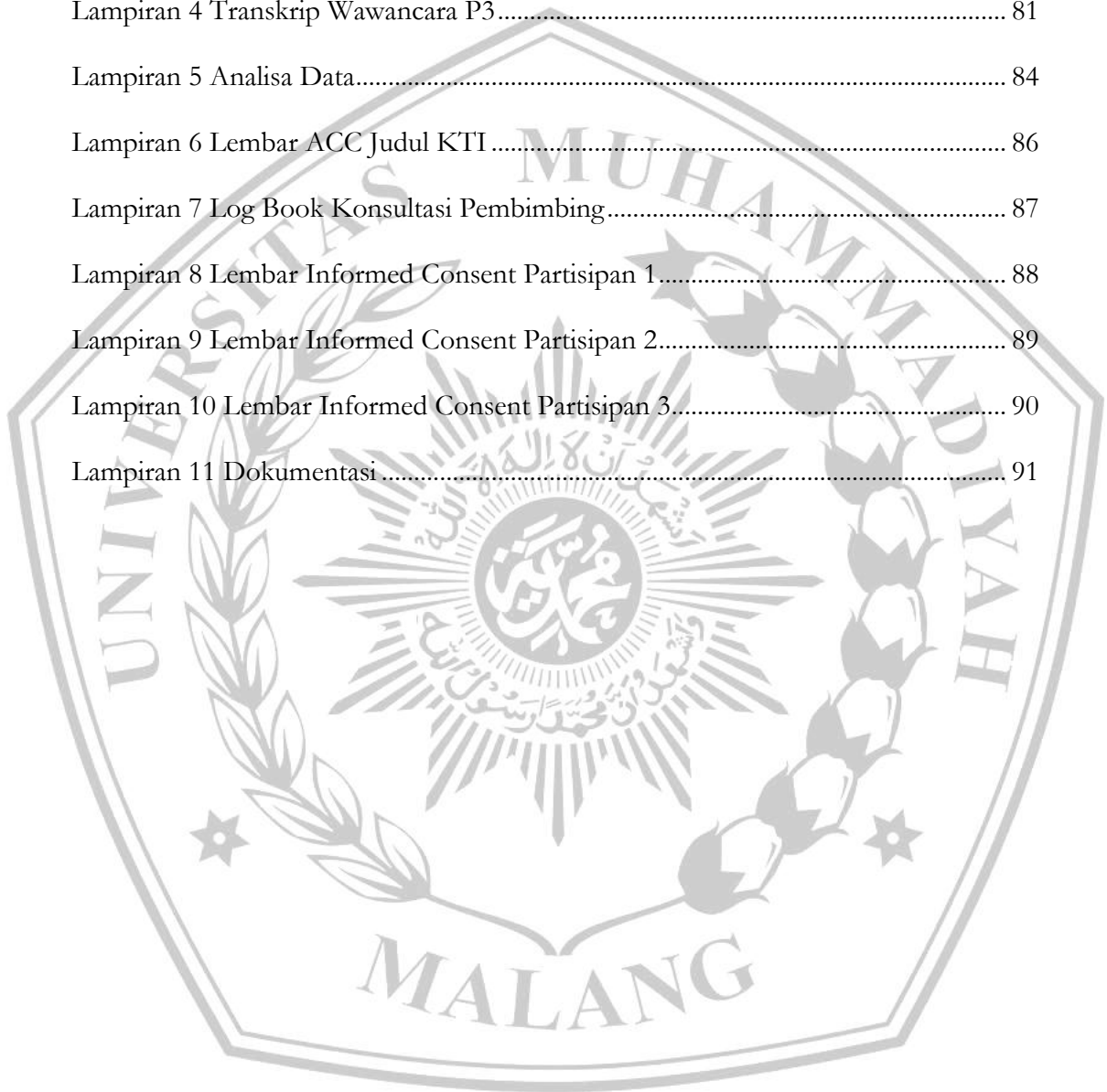
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SURAT KETERANGAN HASIL DETEKSI PLAGIASI

Berdasarkan hasil tes deteksi plagiasi yang telah dilakukan oleh Biro KTI Prodi D-3 Keperawatan Direktorat Pendidikan Vokasi Universitas Muhammadiyah Malang yang telah dilaksanakan pada hari 30 Desember 2024, pada karya tulis ilmia mahasiswa di bawah ini :

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