

Universitas Ngudi Waluyo
Program Studi Keperawatan
Fakultas Keperawatan
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Yostina Yohane Astuti
017242002

**GAMBARAN KARAKTERISTIK PERAWAT
YANG BEKERJA DI FASILITAS PELAYANAN KESEHATAN
BERDASARKAN APLIKASI SISDMK
KABUPATEN SEMARANG**

ABSTRAK

Latar belakang: Perawat merupakan jenis tenaga kesehatan yang esensial dalam bidang pelayanan kesehatan. Namun demikian rasio jumlah perawat di Provinsi Jawa Tengah maupun di Kabupaten Semarang masih kurang dari target rasio dari Kementerian Kesehatan yaitu 2,4 per 1.000 penduduk. Tujuan penelitian ini untuk mengetahui gambaran karakteristik perawat yang bekerja di fasilitas pelayanan kesehatan di Kabupaten Semarang berdasarkan aplikasi SISDMK.

Metode penelitian: Penelitian ini menggunakan design deskriptif kuantitatif dengan menggunakan data sekunder. Populasi seluruh data perawat yang terdapat pada aplikasi SISDMK per 29 Juli 2025 sejumlah 1.235 perawat, dan total sampel. Alat pengumpul data menggunakan lembar instrument penelitian yang berisikan karakteristik perawat. Jenis sub variabel: jenis kelamin, usia, pendidikan, status kepegawaian, dan kepemilikan SIP perawat. Analisis data dilakukan dengan analisis univariat.

Hasil penelitian: Jumlah perawat yang bekerja di Fasilitas Pelayanan Kesehatan Kabupaten Semarang sebanyak 1.235 perawat. Karakteristik perawat yang bekerja di Fasilitas Pelayanan Kesehatan Kabupaten Semarang mayoritas Perempuan sebanyak 964 perawat (78,1%) dan berada pada usia produktif serta didominasi perawat dengan rentang usia dewasa awal 506 (41%). Sebagian besar tingkat pendidikan perawat di Kabupaten Semarang yaitu Diploma III Keperawatan sejumlah 1.127 perawat (91,3%) dan status kepegawaian perawat hampir seimbang antara Non ASN dan ASN adalah 622 perawat (50,4%) dan 613 perawat (49,6%). Mayoritas perawat Kabupaten Semarang bekerja di rumah sakit sejumlah 816 perawat (66,1%). Sebagian besar SIP perawat Kabupaten Semarang masih berlaku sejumlah 1.198 perawat (97%) namun terdapat 37 perawat (3%) yang SIP nya sudah tidak berlaku.

Saran: Dalam rangka peningkatan mutu pelayanan keperawatan perlu dilakukan upaya peningkatan kompetensi dan pendidikan bagi perawat Diploma III. Pemerataan perawat berdasar jenis kelamin dan usia disesuaikan dengan kebutuhan unit-unit tempat bekerja. Kepemilikan SIP wajib bagi perawat sehingga perlu dilakukan upaya pembinaan dan pengawasan serta langkah konkrit bagi perawat yang SIP tidak berlaku sebagai konsekuensi yang harus diterima.

Kata kunci: perawat, fasilitas pelayanan kesehatan, sisdmk

Ngudi Waluyo University
Nursing Study Program
Nursing Faculty
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Yostina Yohane Astuti
017242002

**DESCRIPTION OF THE CHARACTERISTICS OF NURSES
WORKING IN HEALTH CARE FACILITIES
BASED ON THE SEMARANG DISTRICT SISDMK APPLICATION**

ABSTRACT

Background: Nurses are an essential type of health worker in the field of health services. However, the ratio of nurses in Central Java Province and Semarang Regency is still below the target ratio set by the Ministry of Health, which is 2.4 per 1,000 population. The purpose of this study is to determine the characteristics of nurses working in health care facilities in Semarang Regency based on the SISDMK application.

Research Method: This study used a quantitative descriptive design with secondary data. The population consists of all nurse data available in the SISDMK application as of July 29, 2025, totaling 1,235 nurses, and the total sample. The data collection tool uses a research instrument sheet containing nurse characteristics. Sub-variable types: gender, age, education, employment status, and nurse SIP ownership. Data analysis was performed using univariate analysis.

Research results: The number of nurses working at the Semarang Regency Health Care Facility is 1,235 nurses. The characteristics of nurses working at the Semarang Regency Health Care Facility are predominantly female, with 964 nurses (78.1%) and are of productive age, with the majority being nurses in the early adult age range of 506 (41%). The majority of nurses in Semarang Regency hold a Diploma III in Nursing, totaling 1,127 nurses (91.3%). The employment status of nurses is nearly balanced between non-civil servants (622 nurses, 50.4%) and civil servants (613 nurses, 49.6%). The majority of nurses in Semarang Regency work in hospitals, totaling 816 nurses (66.1%). Most of the nurses' SIPs in Semarang Regency are still valid, totaling 1,198 nurses (97%), but there are 37 nurses (3%) whose SIPs are no longer valid.

Recommendation: In order to improve the quality of nursing services, efforts must be made to improve the competence and education of Diploma III nurses. The distribution of nurses based on gender and age should be adjusted to the needs of the units where they work. Nurses must have a valid SIP, so efforts must be made to provide guidance and supervision, as well as concrete measures for nurses whose SIP is not valid, as a consequence that must be accepted.

Keywords: nurses, healthcare facilities, sisdmk