

**IMPLEMENTASI *NURSING STAFF* *by* *LAW* OLEH KOMITE
KEPERAWATAN DALAM PENINGKATAN TATA KELOLA KLINIS
DI RUMAH SAKIT**

(Tesis)

**Oleh
Alvian Debi Vonseka
2322011003**



**PROGRAM STUDI MAGISTER ILMU HUKUM
FAKULTAS HUKUM
UNIVERSITAS LAMPUNG
BANDAR LAMPUNG
TAHUN 2025**

ABSTRAK
IMPLEMENTASI *NURSING STAFF by LAW* OLEH KOMITE
KEPERAWATAN DALAM PENINGKATAN TATA KELOLA KLINIS
DI RUMAH SAKIT

Oleh:
Alvian Debi Vonseka

Pelayanan kesehatan yang bermutu merupakan hak fundamental masyarakat yang diatur dalam berbagai regulasi kesehatan di Indonesia. Rumah sakit sebagai institusi pelayanan kesehatan dituntut untuk menjalankan tata kelola klinis yang baik guna menjamin keamanan dan kualitas layanan bagi pasien. Peraturan internal rumah sakit keperawatan atau *nursing staff by law* menjadi instrumen penting dalam mengatur tata kelola tersebut. Komite Keperawatan memiliki peran strategis dalam memastikan pelaksanaan peraturan internal guna meningkatkan kualitas pelayanan kesehatan. Penelitian ini berfokus pada dua permasalahan utama, yaitu, bagaimana implementasi peraturan internal rumah sakit oleh Komite Keperawatan dalam peningkatan tata kelola klinis di Rumah Sakit Umum Az-Zahra Kalirejo Lampung Tengah dan RS Gladish Medical Center (GMC) Pesawaran; dan faktor apa saja yang mendukung dan menghambat pelaksanaan peraturan internal oleh Komite Keperawatan dalam tata kelola klinis.

Penelitian ini menggunakan metode penelitian normatif empiris dengan pendekatan deskriptif kualitatif. Teknik pengumpulan data dilakukan melalui wawancara mendalam dengan anggota Komite Keperawatan, manajer rumah sakit, serta staf keperawatan. Selain itu, dilakukan observasi langsung terhadap pelaksanaan peraturan internal di lapangan. Data dianalisis secara tematik untuk mengidentifikasi pola, tantangan, dan efektivitas penerapan peraturan internal dalam meningkatkan tata kelola klinis.

Hasil penelitian dari Implementasi peraturan internal di RSU Az-Zahra dan RS GMC mencakup penetapan standar operasional yang jelas, pelatihan berkelanjutan, serta pengawasan terhadap pelaksanaan peraturan oleh Komite Keperawatan. Salah satu keberhasilan penerapan adalah peningkatan kepatuhan staf keperawatan terhadap prosedur operasional, yang berdampak positif pada keselamatan dan kenyamanan pasien. Urgensi penelitian ini difokuskan di Rumah Sakit Az-Zahra dan RS Gladish Medical Center (GMC) karena rumah sakit tersebut merupakan institusi layanan kesehatan belum aktif menerapkan peraturan internal melalui Komite Keperawatan, sehingga relevan untuk dianalisis dalam konteks peningkatan tata kelola klinis. Hambatan yang dihadapi dalam implementasi peraturan internal mencakup keterbatasan sumber daya manusia dan fasilitas, serta resistensi dari sebagian tenaga medis. Namun, dukungan dari manajemen rumah sakit dan komitmen Komite Keperawatan dalam menegakkan standar profesionalisme menjadi faktor utama dalam mengatasi kendala tersebut.

Kata Kunci: Komite Keperawatan, Peraturan Internal Rumah Sakit, Tata Kelola Klinis.

ABSTRACT

IMPLEMENTATION OF NURSING STAFF by LAW by THE NURSING COMMITTEES IN IMPROVING CLINICAL GOVERNANCE IN HOSPITALS

By:

Alvian Debi Vonseka

Quality health care is a fundamental right of the community that is regulated in various health regulations in Indonesia. Hospitals as health care institutions are required to carry out good clinical governance to ensure the safety and quality of services for patients. Internal hospital nursing regulations or nursing staff by law are important instruments in regulating such governance. The Nursing Committee has a strategic role in ensuring the implementation of internal regulations to improve the quality of health services. This research focuses on two main issues, namely, how the implementation of hospital internal regulations by the Nursing Committee in improving clinical governance at Az-Zahra General Hospital Kalirejo Central Lampung and Gladish Medical Center (GMC) Pesawaran Hospital; and what factors support and hinder the implementation of internal regulations by the Nursing Committee in clinical governance.

This research uses empirical normative research methods with a qualitative descriptive approach. Data collection techniques were conducted through in-depth interviews with Nursing Committee members, hospital managers, and nursing staff. In addition, direct observation of the implementation of internal regulations in the field was conducted. Data were thematically analyzed to identify patterns, challenges, and effectiveness of the implementation of internal regulations in improving clinical governance.

The research results from the implementation of internal regulations at Az-Zahra General Hospital and GMC Hospital include the establishment of clear operational standards, ongoing training, and supervision of the implementation of regulations by the Nursing Committee. One of the successes of implementation is the increased compliance of nursing staff with operational procedures, which has a positive impact on patient safety and comfort. The urgency of this study is focused on Az-Zahra Hospital and Gladish Medical Center (GMC) Hospital because these hospitals are health care institutions that have not actively implemented internal regulations through the Nursing Committee, making it relevant to analyze in the context of improving clinical governance. Barriers faced in implementing internal regulations include limited human resources and facilities, as well as resistance from some medical personnel. However, support from hospital management and the commitment of the Nursing Committee in upholding professionalism standards were the main factors in overcoming these obstacles.

Keywords: *Clinical Governance, Internal Hospital Regulations, Nursing Committee.*