

OPTIMIZATION OF NURSE MANAGER PLANNING FUNCTION IN NURSE FORMAL EDUCATION DEVELOPMENT: *PILOT STUDY*

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ABSTRACT

The development of formal education is one type of continuing professional development in Nursing. A Nurse Manager should have an educational development plan as an effort to align the achievement of quality health services. Nurse Manager in the one of the National General Hospital in Jakarta has a nurse formal education development planning that has been made by the Nurse Manager, but not become an optimal yet. The method used pilot study to optimize the function of Nurse Manager planning in developing nurse formal education with situation analysis using fish bone diagram, making Plan of Action (POA), implementation, and evaluation. The results of the assessment indicate the main problem that occurs is not optimal the function of Nurse Manager planning in the development of nurse formal education. The problem was solved using the Kurt Lewin planned change and Plan-Do-Check-Act (PDCA) approach. Implementation is the draft of guidelines for planning in the nurse formal education development and socialization of draft of guidelines with brainstorming. Implementation made resulted in guidelines for planning in nurse formal education development and interests and positive responses from participants who attended. The recommendations are the proposed draft of guidelines for planning in nurse formal education development that has been compiled should be coordinated with the Medic and Nursing Directorate, Human Resources and Education Directorate, and Financial Directorate, should be approved by the President Director of the hospital, should be socialized, monitoring and evaluation of planning in nurse formal education development, a budget plan should be developed for the development of formal education, and it is expected that the hospital no longer receives a Nurse Diploma.

KEYWORDS: *Development of Formal Education, Nurse, Nurse Manager, Optimization, Planning Function*