

THE RELATIONSHIP BETWEEN NURSE CHARACTERISTICS AND PERFORMANCE IN NURSING IMPLEMENTATION AT LUBUK BASUNG HOSPITAL

Rosya Ernalinda

Lecturer at Bachelor of Professional Nursing Programs STIKes Perintis Padang

Email: ernalindarosya@yahoo.co.id

Abstract

Performance of nurse is a good activity that taken functionally and structurally but the optimal performance had not seen that is given by nurses., such as services in the infusion nursing where nurses often do not provide an explanation of benefits and usefulness of the infusion. Researcher has obtained preliminary data from a new nurse's performance at Lubuk Basung Hospital done around 60%. This study aims to determine the relationship between nurse characteristics and performance in nursing implementation at Lubuk Basung Hospital. This study design used correlation studies conducted between 11 and 23 February 2014 at Lubuk Basung Hospital. The population of this study were nurses with samples are 33 respondents with using accidental sampling technique using C instruments and questionnaires. This study showed that there is more than half of nurses poor performance (57.6%). Most of the nurses showed the young adult category (75.8%). More than half of college-educated nurses (54.5%). And more than half the working lives of nurses showed 5 years. This study incated that there is relationship between age and nurse performance ($p=0.047$), relationship between education and nurse performance ($p=0.043$) and relationship between time working and nurse performance ($p=0.02$). The point of this study, there is relation between nurse characteristics and performance in nursing implementation at Lubuk Basung Hospital. Therefore, expected Lubuk Basung Hospitals can set the Standart Operational Procedures (SOP) of nursing implementation and can apply it, Lubuk Basung Hospital given reward and punishment to every nurses who apply it or not.

Keywords: Characteristics, Nurse Performance, Nursing Implementation

Reading List: 19 (2000-2010)

BACKGROUND

Indonesia health development goals is among the increasing implementation of health services quality and evenly. Efforts to achieve this goal, then set out to improve the quality of hospital services as part of a health program objectives. Quality of service demonstrated at the level of health care excellence in meeting the needs and demands of each patient (Suryo Utomo, 2003).

The implementation of nursing required for the supervision of the head nurse in order to improve the quality of performance of nurses in providing nursing

care is given nurses (Carpenito, 2000). Lewis (2000) in Friedman (2003), the evidence from the research states that some humans also have a characteristic feature which can be seen from the characteristics of a person. Providers also have characteristics that are found in a wide range of individuals both socially, education and age as well as his work

Survey the activities of nursing actions at Lubuk Basung hospitals are influenced by several factors such as age, education, length of work, and also how the performance given by a nurse in the room,

from the data obtained 72 nurses in Lubuk Basung hospitals consisting of a variety of educational backgrounds and with different levels ranging from nurses managers and also to the nurses

Nurses in the room to provide nursing care as many as 57 people consisting of 31 diploma, 20 professional nurse and 6 a nurse's aide, they have a different working time

Optimal performance yet seen fully rendered by nurses. Preliminary observations the researchers did in 10 nurses in providing care nursing actions to the patient, there are some actions of nurses have not been in accordance with the Standard Operating Procedures (SOP), which has been in charge of the hospital such as the current infusion, nurses often do not provide an explanation of use for what and whether there are side effects.

Based on the data the authors obtained from Lubuk Basung Hospital nursing action according to SOP only about 60% of the standards set by the Ministry of Health that is more than 80%.

The purpose of this study is to determine the relationship between age, education and time working with the performance of nurses implementation at Lubuk Basung hospitals

METHODS

This study design used correlation studies conducted between 11 and 23 February 2014 at Lubuk Basung Hospital. The population of this study were nurses with samples are 33 respondents with using accidental sampling technique using C instruments. Questionnaire carried out for 1-2 minutes, during filling the questionnaire respondents, accompanied by investigators to give an explanation to the respondents about that are less understood by the respondent.

Researchers conducted observations in nurses perform filling out the questionnaire. Observations conducted over 13 days, 11 to 23 February in all patient wards at Lubuk Basung hospitals.

RESULTS

This study showed that there is more than half of nurses poor performance (57.6%). Most of the nurses showed the young adult category (75.8%). More than half of college-educated nurses (54.5%). And more than half the working lives of nurses showed 5 years. This study incated that there is relationship between age and nurse performance ($p=0.047$), relationship between education and nurse performance ($p=0.043$) and relationship between time working and nurse performance ($p=0.02$). The point of this study, there is relation between nurse characteristics and performance in nursing implementation at Lubuk Basung Hospital.

DISCUSSION

The performance of nurses is a result obtained by a nurse in performing their duties in a job such as infusion, drug administration by injection and direct communication. Notoatmodjo (2009), there are three variables that affect the performance of that individual factors, psychological and organizational. Individual factors consist of education, time working and age

Age is one factor that is quite dominant on the formation of a person's work. Gibson (1996), as subvariable age demographic has an indirect effect on the behavior of individual work. This will affect the ability and skill. Siagian (2002), to the correlation between performance and satisfaction at the age of an employee, means the tendency is often seen is that the more advanced age of the employee, performance and level of work satisfaction was generally higher

Age is related to the level of maturity or maturity nurse. Maturity is the level of technical ability to carry out the task and psychological maturity, the elderly person also increase the technical maturity and demonstrated the maturity of the soul. Age is increasing and has also increased the ability

of a person's wisdom in decision making, rational thinking, the performance will increase and job satisfaction will be achieved. Employee younger guidance of job satisfaction can be created due to a positive perception of anything related to the job (Hasibuan, 1999).

In general, the higher the education, the better level of knowledge. Knowledge itself is a person's ability to remember facts, symbols, procedures, techniques and theories. In conducting performance in nursing highly educated will know more about his role while the patients or relatives of patients with low levels of education will have difficulty in carrying out performance in nursing, and even education can affect a person, including the behavior of one will be the pattern of life, especially in motivating to behave and act as well as in health development (Notoatmojo, 2003)

Human behavior and also the use of almost entire experience of life. Education has several meanings, including the existence of the most basic human desires to the needs of the highest form of self-development. Education is a characteristic of individuals who become an important source of status in the organization of work. Education followed by the ladder is the draw of a high status, the higher the education achieved, the greater the desire to utilize the capabilities and skills in achieving a higher position in the organization (Siagian, 2002)

Therefore, the higher the level of education a person will be too demanding on his work thus affecting work satisfaction. In other words, with a high level of education, will affect the wage ladder and adequate, then it will be easier to meet its needs. Nurses who have a minimum education level of nursing Diploma called professional nurse starter. As the starters they have to have behavioral and professional skills and accountability in carrying out care / nursing practice base in outonomy was also charged must have the ability to improve the quality of nursing care utilizing science and

technology advanced nursing appropriate (Nursalam, 2007).

Time working is the period which an employee where the person who started her work activity leaving school and entering the workforce based on professional standards of work that they do (Sumak.Mur 2001), even the longer a person works the more skilled and experienced, facing problems in his job, length of employment of a nurse working in an institution that is, from start to nurse officially declared as an employee of the hospital (Siagian. 2002).

CONCLUSION

More than half of nurse poor performance, most of the nurses showed the young adult category, more than half of college-educated nurses and more than half the working lives of nurses showed 5 years. The point of this study, there is relation between nurse characteristics and performance in nursing implementation at Lubuk Basung Hospital.

Therefore, expected Lubuk Basung Hospitals can set the Standart Operational Procedures (SOP) of nursing implementation and can apply it, Lubuk Basung Hospital given reward and punishment to every nurses who apply it or not.

REFERENCE

- Alimul, Azis. 2003. *Nursing Research & Technical Writing*. Salemba Medika: Jakarta
- Arikunto, S, (2006), *Research Procedure A Practice Approach*, PT. Reneke Cipta, Jakarta
- Asrul Azwar. 2001 "*Health administration*" EGC Jakarta
- Aisyah. (2009). *Relationship between Motivation and Nurses Performance at Pamekasan Hospital*, Surabaya. Surabaya Univesity
- Depkes Bin Kesmas : 2010 "*Primary Health Care*" DitJen Kesmas Jakarta
- Desiana,D. (2007). *Related Factors With Employee*, Malang, Brawijaya University

- Effendy, Onong Uchjana. 2003. *Theory and Philosophy of Communication*, Bandung : PT. Citra Aditya Bakti.
- Farmakope Indonesia*. 2005. Third Edition Jakarta: Ministry of Health of the Republic of Indonesia
- Gibson, 1997. *Organizations: Behavior, Structure, Processes*, Erlangga, Jakarta.
- Hayutunga. (2004). *Relationship between Characteristics and Nurses Performance at Emergency Installation Dr. Sardjito Hospital*, Yogyakarta.
- Kusnanto. (2003). *Introduction to the Profession and the Professional Nursing Practice..* Jakarta: EGC
- Muhibbinsyah. 2001. *Psychology of Education with New Approach*. Bandung: PT. Remaja Rosdakarya
- Nursalam. (2002). *Nursing Management; Applications in Professional Nursing Practice..* Jakarta Salemba Medika
- Notoatmodjo, Soekidjo. 2010. *Health Behavioral Sciences*. Rineka Cipta : Jakarta
- Potter & Perry. (2005). *Textbook Fundamentals of Nursing; Concepts, Processes & Practices*, Jakarta: EGC
- Putri. (2009). *relationships between Characteristics Nurse and Nurse Performance at Semarang*: Semarang. Dian Nuswantoro University
- Siagian, S. 2002. *Human Resource Management*. Jakarta: PT Bumi Aksara.
- WHO, 2004. *Health Center and Basic Assesment*, Sagub Seto: Jakarta