THE RELATIONSHIP BETWEEN EDUCATION , LENGTH OF WORK AND MOTIVATION NURSE WITH DOCUMENTATION OF NURSING CARE AT Dr. M. ZEIN HOSPITAL, PAINAN, WEST SUMATERA

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Abstract

Documentation is an important record for nursing care in hospitals. It is evidence of nursing implementation that uses method of nursing process approach, and record about patient response to medical intervention, nursing intervention or reactions of patients to disease. Type of this research was correlational study analytic with cross sectional design. The population was all of nurses in inpatient unit in RSUD M. Zein Painan with a sample of 56 nurses. Sampling design was proportional sampling with simple random sampling technique. This research was conducted in 18 - 31 of May, 2015. Data were collected by observation sheet and questionnaire as research *instrument*.The result showed 55,4% of nurses had poor nursing documentation, 80,4% of nurses was vocational nurse, 58,5% of nurses had worked for a long time and 57,1% of nurses had low motivation. *Chi-square* test showed that there was significant correlation between education with documentation,and motivation with documentation. But there was no significant correlation between length of work with documentation of nursing. It's suggested to nurses to be more fully aware that the documentation is a thing that can't be separated in the implementation of nursing care and nurses need a training about documentation of nursing care to improve the quality of nursing care especially in field of nursing documentation.

Keywords : Education Level, Length Of Work, Motivation, Documentation Of NursinG

BACKGROUND

Documentation is an authentic account in the application of professional nursing care management. Professional nurses are expected to deal with the demands responsibility and accountability for all actions taken. Public awareness of the law has increased so clear and complete documentation is needed. In addition, the documentation has significant benefits as a means of proof is valid if there is a lawsuit from any party against the implementation of the service or nursing care and as a means of communication or resources among health workers (Dinarti, 2009).

Malpractice events that occur on the client, such as in Ward Heart dr. Saboe Gorontalo, 40-year-old patient died allegedly due to negligence of a nurse, because the nurse did not carry out the direction of physicians to incorporate heart medications, but in documentation of nursing care shows that nurses have to implement standards of nursing I (assessment) to the standard V (evaluation). Meaning that a given action is not in accordance with written documentation (Astaman, 2013).

According to Ilyas (2002) in Rugaya (2006) suggested that the documentation process is influenced by several variables: individual variables such as education level, years of service, age, employment status, marital status, and gender and psychological variables namely motivation and attitude. At the individual variables, according to Gilles (1996) higher education nurse who has high working ability, while according to Ilyas (2002) in Rugaya (2006) study is the description of the capabilities and skills of individuals and are the main factors that affect the performance of nurses. Through education one can improve his intellectual maturity so that they can make a decision to act. Highly educated people have a purpose, hope and insight to improve performance through optimal performance. Formal education level

gets higher, resulting in an increase in the expectations of career and job and income gains.

Documentation is not only influenced by the level of education, but the documentation is also influenced by the length of work. Working time is the length of time a person in determining the choice of a suitable work and time is 5 years (Dessler, 1997). Meanwhile, according to Robbins (2003) in Rugaya (2006) that the period of employment and the satisfaction of interrelated positive, the longer a person works, the more skilled and experienced in carrying out its work.

On the psychological variables, motivation is a human psychological characteristics that contribute to a person's level of commitment. This includes factors that cause, distribute, and maintain human behavior in a certain direction determination (Nursalam, 2011). Meanwhile, according to Ngalim Purwanto Motivation (2005) is anything that drives someone to do something. Motivation is the feelings or thoughts that encourage someone to do the work or the exercise of power, especially in the act. Research conducted Winarsih (2008) on "Relationship Education Level And Old Work With Process Documentation in RSU Pandan Arang Boyolali in get that there is a relationship between the level of education of nurses for nurses performance in the documentation of the General Hospital in Pandan Arang Boyolali. Hospital M. Zein become a major destination South Coast residents to obtain health services. Hospital M. Zein Painan has several treatment rooms, consisting of: Surgery Room, Interne Space, Space VIP Room, Perinatology, Klass Mande Rubiah Space, and Space Nerve. Nurses who work in patient wards of hospitals M. Zein still varies, there S1 D3 nursing and nursing.

The interview with Deputy Karu Interna Space on March 3, 2015 says that the nurse was in the room rarely fill the document with full nursing care, this is because the nurse would rather do the work that generally delegated such invasive action. From the initial survey researcher at the Space Interne, researchers observed 10 patients randomized book status. Seven of 10 patients get the book status data are incomplete and there is no change in the data of entry to home. No change in diagnosis, intervention, implementation and evaluation of appropriate conditions for hospitalized patients. Researchers also observed at room Surgery, 6 of 10 patients obtained the status of the book incomplete data. Data only contains actions that are routine just like vital signs and medication.

Based on observations of researchers is found that nursing care documentation system using the POR (problem oriented record) and documentation of nursing care is still lacking. Many patients status is not filled completely, especially in the intervention to the evaluation. Status or client records are generally dominated by notes or medical documentation. Nursing documentation generally only in the form of data or actions are common and routine, such as documentation of vital signs, medication and fluids. Rarely found nursing notes were based on the nursing process ranging from nursing assessment, nursing diagnosis, nursing plan, implementation and evaluation of nursing actions.

Such conditions led to the role of the nurse as a member of the team involved in the care of the client is not running properly. Other team members will lose some important information from the nurses as a team member most involved with clients and know the progress expected over the client's health condition. As a result, the quality of nursing care is given to less than optimal and can reduce the quality of service.

METHOD

In this study the authors use this type of correlational research study with cross sectional study design. The population in this study are all nurses offices in patient wards totaling 117 people. Samples in this study were nurses working in patient wards totaling 56 people. The sampling technique in this research is proportional sampling. By sampling Simple Random Sampling.

	years		
	Jumlah	**56**	**100**

Based on the above table it can be seen that as many as 34 people (60.7%) nurses with long working lives.

C. Motivation

No	Motivation	f	%
1.	Higher	24	42,9
2.	Lower	32	57,1
	Jumlah	**56**	**100**

Based on the above table it can be seen that as many as 32 people (57.1%) of nurses with low motivation.

D. Bivariat Analysies
E.

Level of Education	Nursing Documentation		Total	P Value
	Not Good f(%)	**Good** f(%)		
Vokasional	29 64,4	16 35,6	45	
Profesional	2 18,2	9 81,8	11	0,008
Jumlah	**31 55,4**	**25 44,6**	**56**	

1. Table Relations with Education Level Documentation

From the table above it can be seen that of the 45 nurses (80.4%), which is in the category of vocational education level have a good nursing documentation as much as 35.6% and has an unfavorable nursing documentation as much as 64.4%.

RESULT
A. Overview of Respondents
Based on the research results it can be seen that as many as 29 people (51.7%) nurses are at the beginning of the adult category, 54 people (96.4%) of nurses are women, as many as 40 people (71.4%) of nurses had been married and as many as 30 people (53.6%) Non-civil servant status of nurses.

A. Analisa Univariat
1.   Nursing Documentation

No	Nursing Documentation	F	%
1	Not Good	31	55,4%
2	Good	25	44,6%
	Jumlah	**56**	**100**

Based on the above table it can be seen that as many as 31 people (54.4%) nurses do nursing care documentation unfavorable.

2.   Level of Education

No	Level of Education	f	%
1.	Vokasi	45	80,4
2.	Profesi	11	19,6
	Jumlah	**56**	**100**

Based on the above table it can be seen that as many as 45 people (80.4%) of nurses is in the category with the level of vocational education.

B. Length of Work

No	Length of Work	f	%
1.	Less than 5 years	22	39,3
2.	More than 5	34	60,7

Statistical test results obtained value of p = 0.008 (p value <0.05), it can be concluded that there is a significant relationship between the level of education of nurses with nursing care documentation.

2.Motivation relationship with Documentation

Motivation	Nursing Documentation		Total	P Value
	Not Good	Good		
	f(%)	f(%)		
Lower	22 68,8	10 31,2	32	
Higher	9 37,5	15 62,5	24	0,040
Jumlah	**31 55,3**	**25 44,7**	**56**	

From the table above it can be seen that of the 34 nurses (60.7%) who are in the category of long working life with good nursing documentation by 14 (41.2%) and have a poor nursing documentation by 20 (58.8%) ,

Statistical test results obtained value of p = 0.709 (p value> 0.05), it can be concluded that there is no significant relationship between long working nurses with nursing documentation in patient wards of hospitals M.Zein Painan 2015.

1. Relationship between Lenght of work with Documentation

Length of Work	Documenntation		Total	P Value
	Not Good	Good		
	f(%)	f(%)		
Less than 5 years	11 50,0	11 50,0	22	0,709
More than 5 Years	20 58,8	14 41,2	34	
Jumlah	**31 55,3**	**25 44,7**	**56**	

From the table above it can be seen that out of 32 (57.1%) of nurses whose motivation is low, as many as 10 (31.2%) do nursing care documentation well. Whereas 22 (68.8%) did less good nursing care documentation. Statistical test results obtained by value p = 0,040 (p value> 0.05), it can be concluded that there is a significant relationship between motivation nurses with nursing documentation in patient wards of hospitals M.Zein Painan 2015

Discussion

1.Documentation of Nursing

Based on the results, as many as 55.4% of nurses do nursing care documentation incomplete. This shows that more than half of the nurses in nursing care documentation unfavorable.

Results of this research together with research conducted by Riski (2013), in the department Dr. M.Djamil Padang about the picture quality of the records and work experience of nurses in the implementation of effective documentation, which showed more than half (62.2%) nurses do nursing care documentation incomplete.

Documentation of the nursing process includes statements and reports, especially with regard to the implementation of nursing care implemented at each stage in the nursing process from assessment (data collection and analysis of data), nursing diagnosis, plan of nursing, implement nursing actions and conduct evaluation of the results of nursing (Dinarti, et al, 2009).

According to the assumptions of researchers, incomplete documentation of nursing care performed by nurses is because many patients are treated without being followed by the number of nurses that service.

By konsisi will make nurses load becomes heavier, so the nurses will be more focused on action than by charging nursing nursing care. Besides the many delegating tasks to be done by nurses make time nurses often consumed in nursing actions that most of the nurses in documenting tidaksecara comprehensive nursing care according to the standard of nursing care that exist ranging from assessment to evaluation.

Documentation which was not done in a comprehensive manner this can be proved from the results of research done by direct observation of the nurses showed that 52% of nurses documented by incomplete implementation of 55.3% and documenting the results of the evaluation with less complete. Although the nurses know about the importance of a complete documentation of nursing care and the impact if it is not documented by the nurse is not yet fully complete but to improve the quality of nursing services in the implementation of nursing documentation. This happens because of the transition the use of standard documentation of Doengoes to NANDA NIC NOC so needed refreshment periodically.

The nursing process is said to be effective when the quality of nursing records is accurate and complete documentation of the implementation. Recording every implementation documentation is evidence that nurses can be responsible and professional. For example, a proper diagnosis will be determined by us in assessing the accuracy as well as the implementation of appropriate interventions and the evaluation process must be in accordance with the client's condition so that nursing services will be maximized.

2. Level of Education

Based on the research results it can be seen that as many as 45 people (80.4%) of nurses is in the category with the level of vocational education. This shows that the majority of nurses in hospitals M. Zein Painan background in vocational nurse. Results of this study is similar to research done by Rugaya (2006), in hospitals DR. H.

Chasan Boesoirie, the determinants of the performance of nurses in nursing care documentation, which showed more than half (52.90%) nurses are at the vocational category. With 70.4% doing less good documentation.

Based on the research results, obtained more than half of the vocational nurses documenting nursing poorly. researchers assume this is caused by several factors, one of which is the age factor. According to the researchers strongly influence the life of action. It can be seen from the results of the research showed that the majority of nurses categorized early adult age. Vocational nurses with documented early adult age categories of nursing care to the poor by 61%. This suggests the majority of vocational nurse who has documented the early adult age categories with less good nursing care

Adult nurse early age they generally lack a sense of responsibility, lack of discipline, has not been able to demonstrate the maturity of life and have not been able to think rationally. Getting quite a person's age, level of maturity and ability to be more mature in thinking and working. This means that the age of a person, the higher the level of willingness to accept the fact, the more positive attitude towards work and increasingly have job satisfaction (Badeni, 2013). So seen from the age of nurses in early adult category still need guidance and direction to be disciplined and instilled a sense of responsibility so that utilization can be maximally productive age.

Bivariate analysis results shows that out of 45 (80.4%) vocational nurses who perform poorly nursing documentation as much as 64.4%. These results are consistent with the theory advanced by Gilles, (1996) which says that nurses are educated high has the ability to work high, while according to Ilyas, (2002) in Rugaya (2006) that education is an overview of the capabilities and skills of the individual as well as a major factor affect the performance of nurses. Through education one can improve his intellectual maturity so that they can make decisions in the act, and it is assumed that highly educated people have a

purpose, hope and insight to improve performance through optimal performance.

Education is an effort to develop human resources. Especially to develop intellectual abilities and personality (Notoadmodjo, 2005). Researchers found formal education of nurses in the hospital organization is a process development capabilities towards professional nurses and can be viewed in a form of investment in the future.

Researchers assume based on direct observation that vocational nurses average more proficient and have a good skill in nursing action than do nursing care documentation. This is because it is focused on vocational nurse nursing actions from college to work in the hospital so it is more exposed to the nursing action although it is also the fact that vocational nurse must be able to document the nursing process in full accordance nursing care standards used in the hospital.

When you see the importance of nursing care documentation that is the communication mechanism members of health care team and the client, the basic responsibility and accountability, determine the focus of nursing care and, more important is the evidence of lawsuits then it should be all the elements nurses to support and implement documentation of nursing care both nurses vocational or nursing profession with the perception or join the training documentation of nursing care is good and right according to the standard of PPNI.

3. Length of Work

Based on the research results it can be seen that as many as 34 people (60.7%) of nurses have a long working life. That is more than half the nurses in the inpatient unit to work more than 5 years.

Results of this research together with research conducted by Rugaya (2006), in hospitals DR. H. Chasan Boesoirie, the determinants of the performance of nurses in nursing care documentation, which showed more than half (66.7%) nurses working period of more than 5 years with 83.8% doing poorly documentation.

Bivariate analysis results in Table 5.7 can be seen from 34 (60.7%) of nurses who are in the category of long working lives with poor nursing documentation as much as 20 (58.8) nurse. This certainly is inversely proportional to the theory proposed by Potter & Perry (2005) which says that the longer working lives of nurses, the skills will be better because it has adapted to the job. The ability of nurses to do the documentation will be increased due to use past experiences and apply the relevant knowledge.

Creither, (2005) in the Syriac (2013) suggested that the working time is the start time to work up to a predetermined limit. The longer working, the more experience one has since been able to adjust to the working environment, so that employees are comfortable with the job. The length of time a person in determining the choice of a suitable job is 5 years (Dessler, 1997).

According to the assumptions of researchers, by looking at existing conditions in the hospital at this time that the working period is too long in an organization will be able to cause symptoms that are less healthy as passivity, arise boredom with routine jobs in a period of time, does not have the initiative in the works especially in the process of nursing care documentation is in dire need of perseverance and the willingness of individuals from nursing itself so that it takes a rotation mutation or other spatial tasks nurses.

Based on the research results, obtained more than half of nurses with documented long tenure with poor nursing care. researchers assume this is caused by several factors, one of which is the length of a patient undergoing treatment at the hospital. According to researchers length of treatment the patient will affect the results of the study because the researchers directly observed the nurses for three times so that if rapid treatment of patients so researchers can not observe nurses in full. In addition to these factors, researchers also assumed that the marital status also affect the nursing care documentation. This is evident from the

results of the study showed that 55.8% of nurses with years old who are married do nursing care documentation poorly. This can happen because of the tendency that nurses who have been married have a more complex problem that can be carried over into his work.

4. Motivation

Based on the research results it can be seen that as many as 32 people (57.1%) of nurses with low motivation. That is more than half of nurses working in inpatient rooms have low motivation.

Results of this research differs from research conducted by Yusmiana (2005), in RSU Ahmad Yani Metro Lampung, which is about the relationship between motivation of nurses with nursing documentation, which showed more than half (75%) of nurses had high motivation.

Bivariate analysis results in table 5.8 of 32 (57.1%) of nurses whose motivation is low, 22 (68.8%) nurses do nursing care documentation poorly. This is in line with the theory put forward by Ngalim Purwanto (2005) which says that motivation is everything that drives someone to do something, especially in terms of behavior. So people whose motivation is low then the work done can not be done optimally. Results of this research together with research conducted by Yulia (2012) about the relationship of motivation with the performance of nurses in Muji Rahayu Hospital with the statistical test p value = 0.001 (p value <0.05), which means there is a relationship between motivation and performance nurse.

Researchers assume that the nurse was in the room on average have low motivation in applying nursing care to clients including the documentation. This could happen because there are several factors one of which is a reward. According to Ilyas (2002) in Rugaya (2006) suggested that in return will affect to increase employee motivation, which in turn will directly improve the performance of individuals.

The reward system is in hospital M. Zein no services other than salary or medical services. However for medical services, according to the latest regulations were implemented in January 2015 that hospitals M. Zein began to wear a remuneration system that payment of medical services based on the load and responsibilities and performance assessment (DP3). With the implementation of this remuneration system of medical nurses make recompense decreased so that the impact on the performance of individual nurses themselves.

Nurses who have a longer service life tend to have low motivation compared to nurses who are new. It is also supported by the findings that 70.5% of nurses who have long working lives have low motivation in nursing care documentation. In the opinion of the researchers, it can happen because the nurses who have long working lives feel that was already a senior so that new nurses are still on average have a greater responsibility in both the act of nursing and nursing care documentation.

By looking at existing conditions in the hospital such that the working period is too long in an organization will be able to cause symptoms that are less healthy as passivity, arise boredom with routine jobs in a period of time, a decline in motivation and do not have the initiative in the works especially in the process of nursing care documentation is in dire need of perseverance and the willingness of individuals from nursing itself so that it takes a rotation mutation or other spatial tasks nurses.

Conclution

It's suggested to nurses to be more fully aware that the documentation is a thing that can't be separated in the implementation of nursing care and nurses need a training about documentation of nursing care to improve the quality of nursing care especially in field of nursing documentation.

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