

# Relation Between the Discipline and Supervision Quality to Nurse Compliance in Implementing Nursing Care Study: Inpatient Wards Settings

*by Institut Ilmu Kesehatan Strada Indonesia*

---

**Submission date:** 30-Aug-2021 09:15AM (UTC-0500)

**Submission ID:** 1638264395

**File name:** ion\_quality\_to\_nurse\_compliance\_in\_implementing\_nursing\_care.pdf (293.65K)

**Word count:** 4165

**Character count:** 22917

## Relation Between the Discipline and Supervision Quality to Nurse Compliance in Implementing Nursing Care Study: Inpatient Wards Settings

Sutrisno<sup>a1,\*</sup>, Atik Setiawan<sup>a2</sup>, Yeni Perawati<sup>a3</sup>

<sup>a</sup> *Sriker Sargo Mitra Husada Kediri*

<sup>1</sup> [sutrisno250214@gmail.com](mailto:sutrisno250214@gmail.com); <sup>2</sup> [atiksetiawan9@gmail.com](mailto:atiksetiawan9@gmail.com); <sup>3</sup> [yeniperawati@yahoo.com](mailto:yeniperawati@yahoo.com)

\* Corresponding author

**Keywords:**  
Disciplinary  
Supervision quality  
Nurse compliance

### ABSTRACT

Background of this research is found many case of the associate nurses that's not comply to the nursing care standard. They are not implementing and documenting the nursing care process (assessment, diagnose, plan care, implementation, and nursing care records) correctly and completely. The aim of the study is to analyse the relation between the discipline and supervision quality to nurse compliance in implementing nursing care in inpatient wards of RSUD Gambiran Kediri.

This research was kuantitatif observational design with cross sectional approach. Population in this study are whole nurses in inpatient wards (200 nurse) and the sample are 79 associate nurses by stratified random sampling method. Sample was randomly and proportionally selected by gender of 11 inpatient wards, and based on research criteria. The instrument was questioner and check list.

The results from this study show that discipline of associate nurse was good (69.60%), supervision quality of head nurse was sufficient (62.00 %), and associate nurse compliance was sufficient (97.50%). There was moderate and significant level findings from the relation between disciplinary and nurse compliance ( $r_s = 0.41$ ,  $p$  value 0.00). The relation with poor and significant level was find between supervision quality and nurse compliance ( $r_s = 0.24$ ,  $p$  value 0.04). The results from the analyse of multiple linear regression test. R square value =  $0.239 = 23.9\%$  means 23.9% of compliance could be explained by discipline and supervision quality. The value of discipline and supervision quality with nurse compliance in implementing nursing care was 23.9%, the rest was affected by other variable that not observed in this study.

The compliance of associate nurse will grows better by applying adequate disciplinary and good supervision quality from the head nurse. Programmed evaluation should apply to know the progress of nurse works, head nurse should be trained about how to give proper supervision, and programmed socialization of Nursing Care Plan would improves the compliance of nurse.

Copyright © 2018 Joint International Conference  
All rights reserved

### 1. INTRODUCTION

Compliance is human behavior that is obedient to rules, orders, procedures, and discipline [1]. Compliance of nurses is the behavior of nurses as someone who is professional towards a recommendation, procedure or regulation that must be obeyed. A nurse must be able to demonstrate performance behavior in compliance with all recommendations, procedures, and even hospital regulations including compliance with the standards of nursing care.

Article 24 paragraph (1) of the Republic of Indonesia Law No. 36 of 2009 concerning Health stating that "Health workers as referred to in Article 23 must fulfill the provisions of the code of ethics, professional standards, the right of health service users, service standards, and operational procedure standards"[2] Nurses working to provide nursing care must be in accordance with existing standards. The standard is in the form of instrument A in Nursing Care Standards by the Ministry of

Health of Republic of Indonesia 2005. Instrument A is a study instrument for documenting the application of nursing care standards in hospitals. The instrument assesses 6 aspects ranging from assessment, diagnosis, intervention, implementation, evaluation, and documentation [3].

Obedience of nurses in carrying out the nursing process is very important to be carried out and adhered to in accordance with existing procedures and standards. Nurses who carry out the assessment as the initial process of nursing care according to standards, the nurse will not be wrong in formulating nursing problems. This makes it easier to implement the patient so that it can be maximized. However, if the nurse still does not comply with the existing standards, the most worrying is the decline in the quality of nursing services. Patients and/or families feel dissatisfied with the service so that eventually there can be a decrease in public trust in hospital health services. The number of visits can decrease, and complaints will increase.

There are several theories that explain the factors related to adherence to the performance of nurses in carrying out nursing care. Theory that explains factors related to the compliance of nurses' performance which first includes individual, psychological, and organizational factors. Individual factors include ability, mental and physical skills, family background, social level and experience, and demographic (age, origin). Psychological factors include perception, attitude, personality, motivation, and learning. Organizational factors include resources, leadership, training, rewards, job design structures, and supervision [4].

The second theory explains the factors that influence nurse performance compliance including self discipline, stretch the goal, simplify, involve every one, quality is my job, creativity innovation is my soul, reward the winner [19,20]. Nurse discipline is an awareness and willingness nurses adhere to hospital rules and prevailing social norms [5]. These rules include timely and responsible work, and work in accordance with existing procedures [6]. Discipline of nurses in hospitals, one of which can be observed from their adherence to standards nursing care. This is done in accordance with the standard procedures for nursing care (SAK) used by hospitals.

Another factor that can influence the compliance of an individual or nurse is supervision from the boss or head of the room. Supervision is part of the direction management function. Supervision plays a role in maintaining that all programmed activities can be carried out properly and smoothly. Supervision directly allows the head of the room to find various obstacles or problems in the implementation of nursing care in the room. Together with the implementing nurse, then in the supervision process it tries to find a solution. Supervision in nursing is not just controlling, but includes determining personal or material conditions or conditions. This is needed in order to achieve the goals of nursing care effectively and efficiently [7]. The head of the room as the spearhead of achieving the goals of nursing services at the hospital must have the ability to supervise to manage nursing care. Supervision is carried out by the head of the room to maintain all scheduled activities that can be carried out according to standards.

One of the keys to the success of a hospital lies in the nurse's compliance as one of the health professionals who actively provide nursing services to clients. All management will not be effective without supervision function [8]. Discipline encourages working with focus and enthusiasm, can be demonstrated by several attitudes, including consistent waking up early to work, saying not when tempted to leave assignments, always paying attention to rules, checking jobs consistently every day [9].

This research aims to analyzing the relationship between discipline and the quality of supervision with the compliance of nurses in implementing health insurance in the inpatient room.

## II. METHOD

This type of research is an observational quantitative study with cross sectional approach. This study emphasizes the measurement time between disciplinary variables and the quality of supervision with nurses' compliance in carrying out the assessments simultaneously assessed at a time [18]. Independent Variables: discipline and quality of supervision while Dependent Variables: nurse compliance. The number of study population or the number of all nurses in the inpatient ward of Gambiran Kediri Hospital is 200 nurses. The number of nurse nurses is from 11 inpatient rooms in Gambiran Kediri Hospital. The research sample was determined through stratified random sampling. Inclusion criteria: Willing to be a respondent, minimum education in DIII nursing, working for at least



1 year, serving in an inpatient room, as an executive nurse. Whereas exclusion criteria: Nurses who are assigned to study, nurses who are on leave, nurses who are in structural position.

During the research process there were 79 samples of implementing nurses. The analysis was carried out to prove the research hypothesis with the Spearman Rank's Correlation test approach. This study uses multivariate analysis using multiple linear regression to determine together the relationships in each variable and find which independent variables are most related to the dependent variable.

The instrument to collect data in this study will be used instruments consisting of: Discipline Questionnaire consisting of five indicators namely acceptance, will power, hard work, productivity, and persistence, Quality Supervision Questionnaire to leader according to nurses' perception and Check list to assess Compliance Nurses in carrying out nursing care to clients at one time when the nurse enters the shift on that day guided by instrument A documentation of the application of SAK. Test the validity of this research questionnaire by testing expert practitioners and academics.

### 11 III. RESULTS AND DISCUSSION

In this study, the data of most respondents were female 56 (70%) respondents, the education level of the majority of D3 nursing was 65 (82.3%) respondents, and most respondents were married 61 (77.2%) respondents. In this study the average age of the respondents was obtained ( $29.5 \pm 3.41$ ) years, the work period of the respondents obtained an average value of ( $6.62 \pm 3.41$ ) years, while the average distance of the respondent's house with the hospital amounting to ( $6.96 \pm 4.04$ ) km.

**The table of Discipline, Nurse Quality Supervision, and Compliance in Implementing Nursing Care in Gambiran Kediri Hospital**

Variable	Amount	%
Discipline		
Good	55	69,60
Enough	24	30,40
Less	0	0
Quality of supervision		
Good	30	38,00
Enough	49	62,00
Less	0	0
Nurse compliance in carrying out nursing care		
Good	2	2,50
Enough	77	97,50
Less	0	0

In the table above it is known that the discipline of respondents is mostly in the good category, namely 55 (69.6%) respondents, the quality of supervision is almost half of the respondents in the sufficient category, which is 49 (62%) respondents. While the compliance of respondents was obtained mostly in the sufficient category, as many as 77 (97.5%) respondents.

There is a relationship with the strength of the relationship or the closeness of the medium and meaningful level between discipline and nurses' compliance in carrying out education ( $r_s = 0.41$ ,  $p$  value 0.00). There is a relationship with the strength of the relationship or the closeness of the weak and meaningful level between the quality of supervision with the adherence of nurses in implementing health insurance ( $r_s = 0.24$ ,  $p$  value 0.04). The results of multiple linear regression analysis analysis, the value of  $R$  square =  $0.239 = 23.9\%$  means that 23.9% of compliance can be explained by discipline and quality of supervision. This means that the influence of discipline and quality of supervision with nurses' compliance in carrying out education is 23.9%, the rest is influenced by other variables not examined in this study.

### **Nurse's Executing Discipline According to the Perception of Fellow Nurses Implementing One Room in Hospitalization**

The results of the study, obtained data that the discipline of 79 nurses in the inpatient ward of Gambiran Kediri Public Hospital was mostly good, namely 69.60% (55 samples). The discipline of an employee including nurses has 5 values or aspects, namely: acceptance, will power, hard work, productivity, and persistence. Acceptance is the willingness of employees to take work risks in carrying out basic tasks in accordance with the applicable commitments. Will Power (enthusiasm) is the employee's willingness to carry out optimal duties to customers [9].

Hard Work (hard work) is the persistence of employee work in carrying out the main tasks of providing services to customers. Productivity (productivity) is the performance of employees in providing quality service that satisfies customer expectations. Persistence, namely the craft of employees in carrying out the task of providing services to customers with consistent care [9].

The results of the research and the existing theory, found that most of the samples have good discipline, which is 69.60%. This shows that the implementing nurse in the inpatient room of Gambiran Kediri Hospital has carried out the function and role as a nurse well. When entering the service the nurses have implemented the procedures or rules that have been established by the hospital so that their discipline can be good. This proves that the discipline of nurses in Gambiran Hospital is in accordance with the existing theory.

Nurse productivity can be demonstrated by implementing DET (diagnostic, education, and treatment). The diagnostic was shown by the nurse by observing the patient's TTV, GCS, pain, and observing the patient so as not to risk falling. The nurse also carries out a health education program, both to the patient and to the patient's family. The treatment is carried out by nurses by providing nursing care to patients. Starting from actions that are dependent, independent, or interdependent. However, for nursing actions provided by nurses the majority have not been implemented according to the SPO.

### **Quality Supervision of Head Nurse According to Nurse Implementing Perceptions in the Inpatient Room**

The results of the study, obtained data that the quality of supervision of the head of the 11 inpatient rooms at Gambiran Hospital is sufficient (62%). Supervision is making direct and periodic observations by superiors of work carried out by subordinates. Through supervision, if a problem is found, the boss immediately gives direct instructions or assistance to overcome it [21].

Executors or those responsible for carrying out supervision are superiors, those who have advantages in the organization. The role of the supervisor (head of the room or supervision team) is the behavior of a supervisor who is expected by the nurse in implementing supervision [17]. The role of a supervisor is as a planner, director, trainer, and appraiser [16].

Supervision must be carried out at regular intervals. The amount of supervision depends on the degree of difficulty of the work performed and the nature of the adjustments to be made. The degree of difficulty is higher and the nature of adjustment is fundamental, so supervision must often be carried out. The head of space as a supervisor has routine job descriptions. Head of space in a day at least 1 time carry out supervision of subordinate staff (implementing nurse). The duration of the head of the room carries out supervision for 15-30 minutes [17].

The results of the research and the existing theory, found that the quality of the supervision of the head of the 11 inpatient rooms at Gambiran Hospital was sufficient (62%). This shows that the supervision of the head of the inpatient room has been carried out but has not run optimally. Implementing nurses as targets who receive supervision activities feel the essence of the activity. Therefore, through the perception of their assessment, the quality of the headroom supervision quality is still sufficient.

The results of the validation of researchers with the head of space, obtained data that in fact they have carried out supervision activities. However, the implementation has not been in accordance with the theory or not included in the agenda of planning the activities of the head of space. The majority of supervision goes as far as possible. This is because in addition to remembering that it has already been patterned in the activities of routine in the inpatient room, also the high workload of nurses makes supervision activities not yet optimal. Lack of understanding about how proper



supervision activities are also the cause of the lack of optimal running of supervision activities in Gambiran Hospital.

### **Nurse Compliance in Implementing Nursing Care in the Inpatient Room**

The results of the study, obtained data that the compliance of the nurses in the inpatient ward of Gambiran Kediri Hospital in implementing nursing care was almost sufficient (97.50%, 77 samples). Compliance is obedience to receiving instructions, providing, correcting, and protecting the leader.<sup>8)</sup> Nurses must comply with nursing care for patients. Compliant according to regulations, guidelines, or standards that apply in the hospital where the nurse works. The standard of nursing care (SAK) is used as an indicator or parameter of nurses so that they are always obedient in carrying out nursing care to patients.

The standard of nursing care serves as a measuring tool for knowing, monitoring, and concluding whether nursing care held by hospitals has followed and fulfilled the requirements set forth in these standards. Instruments for assessing nurses' compliance in carrying out nursing care can use instrument A.<sup>9)</sup> Documentation instruments for the application of hospital nursing care standards in instrument A containing nursing care. Nursing care starts from assessment, nursing diagnosis, planning, action, evaluation, and records of nursing care.<sup>11)</sup>

The results of the research and the existing theories, found that the nurse's compliance in implementing nursing care was almost sufficient. According to observations, nurses were not complete when filling out nursing care documentation in the patient status book. Starting from the aspect of assessment, the filling is incomplete. Bio-psycho-socio-spiritual data is lacking attention, so it is incomplete and inaccurate in filling. Many assessment items are not reviewed and not documented.

Many nursing diagnoses are also incomplete. Incompatibility between the problems formulated with data from the results of the assessment. The writing aspect is also incomplete, PE / PES is not written but only write the problem. Planning documentation is also incomplete. Not all documentation is arranged in order of priority. The formulation of the objectives is not clear and the action plan does not refer to the objectives. Action plans do not all describe patient / family involvement and collaboration with other health teams.

### **The Relationship Between Discipline and Supervision Quality with Nurse Compliance in Implementing Nursing Care in the Inpatient Room.**

The results of the study, obtained data that the influence of discipline and the quality of supervision with nurses' compliance in carrying out education was 23.9%, the rest was influenced by other variables not examined in this study. In accordance with the results of the analysis of multiple linear regression test, the value of  $R\text{-square} = 0.239 = 23.9\%$  means that 23.9% of compliance can be explained by discipline and quality of supervision.

The results of this analysis prove that the nurse's compliance will increase in carrying out nursing care, if accompanied by self-discipline and the quality of good supervision from the head of the room. Nurse's performance behavior will be better if the influence comes from within the individual himself first. Although external factors (supervision) take place, but if from the individual there is no intention then the change in behavior will be minimal.

The factors of discipline and quality of supervision have a significant relationship with nurse compliance (23.9%), the remaining 76.1% of compliance factors are influenced by other factors not examined in this study. Other factors in the characteristics of the sample that have a positive relationship with adherence are gender, marital status, length of service, and distance from the house to the hospital.

The theory in the literature of Robbin Stephen states that women are more willing to obey authority. Men are more aggressive and more likely than women to have expectations / expectations for success [13]. This is consistent with the results of the study that out of 79 samples, there were 2 samples of women who had a good level of compliance. Women are easier to adjust so they are more willing to obey the authority/rules/procedures.

Marital status theory is found in the Sopiah literature. Employees who are married to employees who have not or are not married will be different in terms of the job. Married employees rate work as very important because they already have a number of responsibilities in the family. Marital status is one of the factors that influence nurses' performance. Marriage makes an individual have a responsibility, steady in the work becomes more valuable and important [15]. This is consistent with the results of the study that out of 79 samples, there were 2 samples that were married had a good level of compliance.

Working period theory is explained in Sarwono literature, stating that the working period expressed as work experience will be a good basis for employee productivity in carrying out work. The working period is usually expressed as work experience and there is a positive relationship between seniority and job productivity [14]. This is consistent with the results of the study that out of 79 samples, the sample that has a longer working period has a sufficient level of compliance that is less than the sample with a period less work.

Distance theory is found in Sopiah literature, the theory states that if the employee travels with his workplace closer, the employee is better prepared to carry out activities in his work. The closer the distance will be, the fewer constraints on the journey except other problems beyond that [15]. that samples that have a closer distance to the hospital still have a greater level of adherence than those that travel farther away. Perhaps due to other factors can affect the sample, such as personal character, family problems, or other factors.

#### IV. CONCLUSION

1. Discipline 79 nursing nurses in the inpatient unit of Gambiran Kediri General Hospital are mostly good at 69.60% (55 respondents).
2. The quality of the headroom supervision from 11 inpatient rooms at Gambiran Hospital is sufficient (62%).
3. Compliance of the implementing nurses in the inpatient unit of Gambiran Kediri Regional Hospital in implementing nursing care is almost a total of 97.50% (77 respondents).
4. There is a meaningful relationship between discipline and nurses' compliance in implementing health insurance in the inpatient room of Gambiran Kediri Regional Hospital. In accordance with the results of the Spearman Rank 'Correlation test analysis, there is a p value of 0.000 with  $\alpha$  5% and  $r = 0.405$ .
5. There is a weakly significant relationship between the quality of supervision and the compliance of nurses in carrying out health insurance in the inpatient unit of Gambiran Kediri Regional Hospital. In accordance with the results of the Spearman Rank's Correlation test analysis, there is a p value of 0.034 with  $\alpha$  of 5% and  $r = 0.239$ .
6. The influence of discipline and the quality of supervision with nurses' compliance in carrying out social security is 23.9%; the rest is influenced by other variables not examined in this study. In accordance with the results of the analysis of multiple linear regression test, the value of R square =  $0.239 = 23.9\%$  means that 23.9% of compliance can be explained by discipline and quality of supervision.

## V. REFERENCES

- [1] Ali M. *Kamus Lengkap Bahasa Indonesia*. Jakarta : Pustaka Utama. 1993
- [2] Undang-Undang Republik Indonesia No 36 Tentang Kesehatan, Bab V (Sumber Daya Dibidang Kesehatan), Pasal 24. 2009
- [3] Dep Kes RI. *Instrumen Evaluasi Penerapan Standar Asuhan Keperawatan di Rumah Sakit*. Jakarta: Departemen Kesehatan R.I. 1997
- [4] Gibson IL, Ivancevich JM, and Donelly JH. *Organization : Behaviour, Structure, Process, Dharma*. A (alih bahasa) Edisi ketujuh. Jakarta : Erlangga. 1994
- [5] Hasibuan M. *Organisasi Dan Motivasi, Dasar Peningkatan Produktivitas*. Jakarta : Bumi Aksara. 2001
- [6] Prijodarminto S. *Disiplin Kiat Menuju Sukses*. Jakarta : Pradnya Paramita. 1994
- [7] Marquis & Huston. *Kepemimpinan dan manajemen keperawatan teori & aplikasi*. Edisi 4. Jakarta: EGC. 2010
- [8] Handoko. *Manajemen*. Edisi Kedua. Jogjakarta, 2000
- [9] Pavlina S. *Cara Membangun Disiplin Diri*. Email This Article. <http://www.stevpavlina.com>. 2005
- [10] Oak. *How to develop obedience character booklet 2. Illinois: institute in basic life principles*. 1992
- [11] Gillies DA. *Manajemen Keperawatan, Suatu Pendekatan Sistem*. Edisi kedua. Philadelphia : W.B Saunders Company. 1996
- [12] Tim Departemen Kesehatan RI. *Instrumen Evaluasi Penerapan Standar Asuhan Keperawatan di Rumah Sakit*. Cetakan kelima. Jakarta : Depkes RI Direktorat Jenderal Pelayanan Medik Direktorat Keperawatan dan Kekeahsan Medik. 2005
- [13] Robbin, Stephen. *Organizational Behaviour*, alih bahasa Tim indeks. *Perilaku Organisasi* Edisi kesembelas. 2007
- [14] Sarwono. *Sosiologi Kesehatan, Beberapa Konsep Dan Aplikasinya*. Yogyakarta : UGM. 1993
- [15] Supiah. *Perilaku Organisasi*. Yogyakarta : Andi. 2009
- [16] Kron T. *The Management Of Patient Care*. Sixth edition. Philadelphia : W.B. Saunders Company. 1987
- [17] Bittel LR. *The Complete Guide to Supervisory Training And Development*. Canada : Addison Wesley Publishing Company, Inc. 1987
- [18] Nursalam. *Konsep dan Penerapan Metodologi Penelitian Ilmu Keperawatan*. Edisi 2. Jakarta : Salemba Medika. 2008
- [19] Sihana. *Analisis Pengaruh Budaya Organisasi Self Discipline Terhadap Kepatuhan Perawat Melaksanakan Manajemen Asuhan Keperawatan Di Unit Rawat Inap Umum RSUD Koelet Jawa Tengah Di Jepara*. Tesis MIKM Undip. 2011
- [20] Widyo K. *Budaya Organisasi The Koelet Way 137 RSUD Koelet*. Jepara. 2006
- [21] Azrul A. *Pengantar Administrasi Kesehatan*. Edisi Ketiga. Ciputat Tangerang : Binurupa Aksara. 2002



# Relation Between the Discipline and Supervision Quality to Nurse Compliance in Implementing Nursing Care Study: Inpatient Wards Settings

## ORIGINALITY REPORT

5%

SIMILARITY INDEX

2%

INTERNET SOURCES

4%

PUBLICATIONS

%

STUDENT PAPERS

## PRIMARY SOURCES

- |   |  |                |
|---|--|----------------|
| <div style="background-color: red; color: white; width: 40px; height: 40px; display: flex; align-items: center; justify-content: center; margin: 0 auto;">1</div>     | <p>Fitra Mayenti, Yulastri Arif, Vetty Priscilla. "Analysis of Factors Related to The Documentation of Nursing Care", STRADA Jurnal Ilmiah Kesehatan, 2020</p> <p>Publication</p>  | <p>1 %</p>     |
| <hr/>   |  |                |
| <div style="background-color: magenta; color: white; width: 40px; height: 40px; display: flex; align-items: center; justify-content: center; margin: 0 auto;">2</div> | <p>Takashi Inoguchi, Seiji Fujii. "Chapter 8 The AsiaBarometer: Its Aim, Its Scope and Its Development", Springer Science and Business Media LLC, 2009</p> <p>Publication</p>  | <p>1 %</p>     |
| <hr/>   |  |                |
| <div style="background-color: purple; color: white; width: 40px; height: 40px; display: flex; align-items: center; justify-content: center; margin: 0 auto;">3</div>  | <p>Lujeng Galih Pradana. "Analysis of Factors Related to the Compliance of Nurses in Applying the Standard of Nursing Care Inpatient at the Bakti Mulia Hospital Muncar Banyuwangi", JOURNAL FOR QUALITY IN PUBLIC HEALTH, 2019</p> <p>Publication</p> | <p>&lt;1 %</p> |
| <hr/>   |  |                |
| <div style="background-color: teal; color: white; width: 40px; height: 40px; display: flex; align-items: center; justify-content: center; margin: 0 auto;">4</div>    | <p><a href="http://www.arhiconoradea.ro">www.arhiconoradea.ro</a></p> <p>Internet Source</p>   | <p>&lt;1 %</p> |

5	<a href="https://repository.uph.edu">repository.uph.edu</a> Internet Source	<1 %
6	<a href="https://www.scribd.com">www.scribd.com</a> Internet Source	<1 %
7	<a href="https://zh.scribd.com">zh.scribd.com</a> Internet Source	<1 %
8	Burhanuddin Daeng Pasiga. "Relationship Knowledge Transmission of COVID-19 and Fear of Dental Care During Pandemic in South Sulawesi, Indonesia", Pesquisa Brasileira em Odontopediatria e Clínica Integrada, 2021 Publication	<1 %
9	Deby Zulkarnain Rahadian Syah, Muhamat Nofiyanto. "UPAYA PENINGKATAN KINERJA PERAWAT GAWAT DARURAT MELALUI BERBAGAI GAYA KEPEMIMPINAN DI RSUD DAERAH ISTIMEWA YOGYAKARTA", MEDIA ILMU KESEHATAN, 2019 Publication	<1 %
10	E.Sri Indiyah Supriyanti, Meri Risma Mariana. "Faktor-Faktor Yang Berhubungan Dengan Kepatuhan Transfusi Pada Pasien Talasemi", Jurnal Ilmiah Ilmu Keperawatan Indonesia, 2019 Publication	<1 %
11	<a href="https://citeseerx.ist.psu.edu">citeseerx.ist.psu.edu</a> Internet Source	<1 %

12

[ejournal.akperfatmawati.ac.id](http://ejournal.akperfatmawati.ac.id)

Internet Source

&lt;1 %

13

[media.neliti.com](http://media.neliti.com)

Internet Source

&lt;1 %

14

[eprints.undip.ac.id](http://eprints.undip.ac.id)

Internet Source

&lt;1 %

Exclude quotes On

Exclude matches Off

Exclude bibliography On



# Relation Between the Discipline and Supervision Quality to Nurse Compliance in Implementing Nursing Care Study: Inpatient Wards Settings

GRADEMARK REPORT

FINAL GRADE

/0

GENERAL COMMENTS

Instructor

PAGE 1

PAGE 2

PAGE 3

PAGE 4

PAGE 5

PAGE 6

PAGE 7