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by Alfian Fawzia , Agusta Dian Ellinaa Aprin Rusmawati, Mohamad As'ad
Efendy

Submission date: 28-Jan-2021 03:28PM (UTC+0700)

Submission ID: 1496128548

File name: Clinic_Carrer_Pattern_in_Aisiyah_Ponorogo_General_Hospital.pdf (331.06K)

Word count: 2426

Character count: 13495

Nurses Perception on the Development of Careers Nurse Clinic Career Pattern in Aisiyah Ponorogo General Hospital

Alfian Iqbal^{a,1,*}, Agusta Dian Ellina^{a,2}, Aprin Rusmawati^{a,3}, Mohamad As'ad Efendy^{a,4}

^a STIKes Surya Mitra Husada Kediri, Jl. Manila no 37 sumberece, Kota Kediri 64133, Indonesia

¹ alfiansensei727@gmail.com; ² agusta_lina@yahoo.com; ³ akbaraprin@gmail.com; ⁴ nsmasade@gmail.com

* Corresponding author

Keywords:
Career development system
Nurse clinic

2 BSTRACT

The nurse as a majority health worker in the health care sector including the hospital has a significant role in the health care. The value of nursing care that is continuous, constant, coordinative, and advocative so the preparation, usage, distribution, and retention of the nurse, has an important implication to obtain the objectives of health care and its continuity. The purpose of this study was to determine the perception of nurses on the pattern of career development of clinical nurses at Aisiyah Ponorogo General Hospital. The method used is qualitative method. Data collection was done by in – depth interview and FGD. Sample used is nurse clinical in public hospital Aisiyah Ponorogo PK 1,2,3 with sample size of each group discussion is 6 person nurse. The result of research that the system of career nurse care ladder in Aisiyah general hospital has been done but not yet maximal. From the result of the interviews, the informants said that there has been no awards in the improvement of careers nurse clinic level. Faktors that affect the implementation of careers nurse career level at Aisiyah Ponorogo General Hospital is not yet compiled regulation in accordance with the guidelines issued by DEPKES RI in 2013. Lack of understanding of nurses about the levels and benefits of career nurse clinic level, along with the absence of reward system in the form of remuneration from Aisiyah Ponorogo General Hospital. To improve the implementation of nursing career development system, Public Hospital Aisiyah Ponorogo must make rules on remuneration and optimize the functions of nurses committees in the preparation guidance, SPO, socialization guide, and implementation in accordance with the regulation of career development system of nursing staff of Aisiyah Ponorogo General Hospital.

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I. INTRODUCTION

3 Nurses as health workers in hospitals have an important role in achieving health development goals, the presence of nurses on duty for 24 hours serving patients, the number of nurses who dominate health workers in the hospital, which 4 nges from 40-60% and 80% of health services in hospitals are provided by nurses, The success of health services depends on the participation of nurses in providing quality care for patients, with conditions that demand quality services to patients so that nurses are required to have standardized abilities through the developm6 t of nurse career paths [1,2].

Nurse career development is a planning and implementation of a career plan that can be used for the placement of nurses at levels that are in accordance with their expertise, and providing better opportunities according to the capabilities and potential of nurses. In general, the benefits of implementing a career level system are to develop employee performance, prevent employees from moving jobs, increasing employee loyalty, motivating employees to develop their talents and abilities.[1,3,4]

Perception of some nurses at Aisyiyah Ponorogo General Hospital during interviews with clinic nurses from different workplaces, conducted in February 2017 is nurse A said that career paths are CN I (clinical nurse I), CN II (clinical nurse II), CN III (clinical nurse III). Nurse B said the nurse's career level was a functional nurse and structural nurse. If asked about the benefits of Career Path, the two nurses looked confused to answer, and when asked when it's time to increase each level they answer if there is a notification from the nursing committee, Aisyiyah Ponorogo General Hospital has compiled guidelines regarding nurses' career paths in 2014, namely in the Clinical Authority Guide and has conducted socialization to all nurses. Furthermore, Aisyiyah Ponorogo General Hospital conducted a mapping of career paths and the implementation of credence to all clinic nurses. In October 2016 the Aisyiyah Ponorogo General Hospital conducted a career improvement process for 34 clinic nurses through the Nursing Committee.

The Republic of Indonesia Health Department together with related parties in this case Indonesian nursing organizations have issued guidelines on nurse careers. The guidelines set out four career paths that can be taken by nurses including clinic nurses, nurse managers, nurse educators and research nurses [13,14].

Aisyiyah Ponorogo Hospital since 2014 began implementing a career level system with reference to the provisions of the Directorate of Nursing, Ministry of Health of the Republic of Indonesia and Indonesian Nurse Competency Standards from Indonesian nurse organizations. Aisyiyah Ponorogo Hospital has a guide in the implementation of the career path system by regulating the careers of clinic nurses as follows: Pre CN Nurses, CN I, CN II, CN III, and CN IV, CN V. The purpose of this study was to explore the system of clinical nurse careers at the Aisyiyah Ponorogo General Hospital [13,14,15].

II. METHOD

Research method The research method used is a qualitative method. Data collection was carried out by in-depth interviews and focus group discussions (focus group discussion). The sample used is a clinic nurse at Aisyiyah Ponorogo CN 1, 2 General Hospital, with a sample size of each group discussion is 6 nurses [3,4,7,8,9].

III. RESULTS AND DISCUSSION

a. penerapan Pengembangan Pola Jenjang Karir Perawat di RSU Aisyiyah Ponorogo

Various perceptions of the development of a system of clinical careers in aisyiyah ponorogo public hospital, this is evident from the results of interviews conducted with informants, in the interview the informant said that: career paths were an improvement.

All of the FGD 1 to FGD 3 informants had different answers and were not in accordance with the guidelines in the Aisyiyah Ponorogo General Hospital. The informant also said that: Development of a pattern of clinical nurse careers in aisyiyah ponorogo public hospital had been socialized when facing accreditation in 2014.

Accordance with the guidelines of the nurse career level in the 2013 Department of Health, clinic nurses 1 / PK 1 (novice) are: Nurses graduating from D-III who have 2 years of work experience or Ners (graduates of S-1 Nursing plus professional education) with a work experience of 0 years, and has an NC-I certificate. II clinic nurse (advance beginner) is a nursing graduate of Diploma III Nursing with 5 years work experience or nurses (Bachelor degree in Nursing plus professional education) with 3 years work experience, and has an NC-II certificate. Level III clinical nurses (competent) are nurses graduating from Diploma III

Nursing with 9 years of work experience or Ners (Bachelor of Nursing plus professional education graduates) with 6 years of clinical experience or Specialist Ners with 0 years work experience, and NC-III certificate. Diploma III nursing graduates who do not proceed to the nursing bachelor level cannot continue to the PK-IV level, etc. Clinical Nurses IV / PK IV (Proficient) are nurses (graduates of S-1 Nursing plus professional education) with 9 years work experience or specialist nurses with 2 years work experience, and have an NC IV certificate, or Ners Consultant Specialist with 0 years work experience. Clinic Nurse V / NC-V (Expert) is a Specialist Nurse with 4 years work experience or Specialist Consultant with 1 year work experience, and has NC-V certificate [13,14,15].

The results showed that the motivation of nurses was needed in the implementation of career paths in Aisyiyah Ponorogo General Hospital. From the interviews conducted by the researcher, it was found that not all nurses had good motivation for the implementation of the clinic nurse's career level at Aisyiyah Ponorogo General Hospital. This is evident from the results of interviews conducted with informants, in the interview all informants from FGD 1 to FGD 3 were unable to mention when it was time to increase their career path as a clinic nurse. All informants were waiting for information from the nursing committee to implement nurses' career advancement. Regarding the implementation of the Improvement of the clinical nurse career path, all informants gave the same answer that the implementation was initiated by filling out the application form for credentials, filling out the details of the clinical authority form, collect requirements that include: the latest diploma, competency certificate and training, complete registration of nurses (registration certificate and valid work permit). The completed form along with its requirements is collected to the nursing committee at the time of the examination. Furthermore, the nursing committee makes recommendations for new clinical cohesion and is submitted to the director. The Director of the Aisyiyah Ponorogo General Hospital published a Clinical Assignment Letter and Clinical Appropriateness Details.

Reference to the implementation using the Clinical Authority Guide and the SPO used is the credentialing SPO. The implementation of the Nursing Committee informs the increase in career paths to the clinic nurse concerned. The nurse / applicant submits an application for clinical authority according to the competency level and the work area to the Nursing Committee is known to the head of the unit by submitting the document, Application for applicant credentials, Submission of details of clinical authority, Requirements which include: Photocopy of recent diploma, valid registration certificate, training certificate, and logbook containing performance achievements. Analysis of the appropriateness of the applicant includes knowledge, skill and attitude by the head of the unit, The recommendation of the head of the unit is submitted to the nursing committee. The Nursing Committee schedules the implementation of verification and evaluation reviews (using competency assessment methods) and then recommends clinical authority. The Director of Aisyiyah General Hospital issued a Clinical Assignment Letter and Details of the new NC clinical severity [13,14,15].

The results of the study showed that an increase in the clinical nurse career level was an RS program that was carried out every year in accordance with the scheduling that had been prepared by the Nursing Committee. The results of this study all participants understand the flow and implementation of improving the clinical nurse career path along with the requirements required.

The Nurse Career Level Implementation that is attached to the credential process certainly does not have a negative impact because if seen in the guidance guide for nurses issued by the Ministry of Health in 2013, the implementation of the career level is also inseparable from the credentialing process [11].

b. Benefits of Developing a Career Career Pathway Pattern at Aisyiyah Ponorogo Hospital

The benefits of implementing a career level have an influence on the perception of nurses on Career Paths at Aisyiyah Ponorogo General Hospital. In this study: Group 1 FGD informants said that: for now the benefits of implementing career paths do not yet exist either in terms of welfare or the exercise of authority in the implementation of nursing care. Unlike the 2nd and 3rd group FGDs, all informants agreed to say that career paths are beneficial for nurses, among others, increasing responsibility, improving work quality, increasing competence, and increasing the authority of nurses. Group 2 and 3 FGD informants also agreed that career paths at Aisyiyah Ponorogo General Hospital had not been supported by the remuneration system.

The results of this study indicate that not all nurses have a good understanding of the career benefits of nurses at the Aisyiyah Ponorogo General Hospital. One of them is influenced by the absence of a reward system from the management of Aisyiyah Ponorogo General Hospital in the form of Remuneration. This will affect the perception of nurses on the development of career paths at Aisyiyah Ponorogo General Hospital, this can be seen from the attitude of nurses to their profession, and the motivation to work according to the career they have chosen.

IV. CONCLUSION

1. Clinic Nurse Career Path System in Aisyiyah Ponorogo General Hospital

Based on the results of in-depth interviews obtained: career path is an increase in the competence of nurses from one PK to PK above or from the nurse executor to be structural, or from the nurse executor to kashift. Whereas in the overall career level of FGD 1 informants to FGD 3 have different answers.

2. Implementation of the Career Nurse Career Path Pattern in Aisyiyah Ponorogo General Hospital

All nurses do not have good motivation for the implementation of the clinical nurse career path at the Aisyiyah Ponorogo General Hospital.

3. Benefit of Implementing a Career Nurse Career Pathway Pattern at Aisyiyah Ponorogo General Hospital.

In this study: Group 1 FGD informants said that: for now the benefits of implementing career paths do not yet exist either in terms of welfare or the exercise of authority in the implementation of nursing care. Unlike the 2nd and 3rd group FGDs, all informants agreed that career paths were beneficial for nurses.

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