Effect of Professional Nursing Practice Model Application to Nurses Work Performance at Inpatient Unit of Jeneponto Hospital, Indonesia

Noer Bahry Noor[*]

Faculty of Public Health, Hasanuddin University, Makassar, Indonesia
Email: noor_mars@yahoo.com

Abstract

Professional Nursing Practice Model (PNPM) is a design of nursing practice which is system (structure, process and professional values) allows the nurses to manage nursing care professionally. The research aimed at analysing the impact of the application of the Professional Nursing Practice Model (PNPM) on the nurses' performance in the Regional General Hospital of Lanto Dg Pasewang, Jeneponto Regency in April 2013. This was a cross sectional study design research. Data were collected by the questionnaire and interview to 128 nurses who worked in Inpatient Installation of the Regional General Hospital of Lanto Dg Pasewang, Jeneponto Regency. The research result indicates that there is no impact of PNPM application to the nurses' working capability (p=0.463) and opportunity (p=0.376). There is positive impact of PNPM application to the nurses' working motivation (p=0.046). There is positive influence between the working capability, motivation, and opportunity on the nurses' performance. PNPM application has positive effect on the nurses' performance (p=0,033) in Inpatient Installation of the Regional General Hospital of Lanto Dg Pasewang, Jeneponto Regency.

Keywords: Professional Nursing Practice Model (PNPM); capability; motivation; opportunities; Performance.

----

* Corresponding author. *noor_mars@yahoo.com*

1. Introduction

The quality of service provided is one form of good or bad performance of nurses who provide nursing services [1]. Nurses play a very important in improving satisfaction of the patient as a customer through improving the quality of nursing care.

One effort to improve the quality of nursing care in hospitals LDP is by the application of Professional Nursing Practice Model in all units at the Inpatient [2]. PNPM is a design of nursing practice in accordance with the rules of modern management science where the rules adopted in the management of nursing services at PNPM is an approach that starts with the planning. With the development of PNPM, expected professional values can be applied in real time, thus improving the quality of nursing service [3].

Achievement of Nursing Care Quality Indicators of Inpatient Hospital Lanto Dg Pasewang Kab.Jeneponto June 2012 shows the quality of different services in each patient room. Quality of service is considered good only on the surgical ward and VIP wards, whereas in other wards considered bad because it has not reached the target minimum service standards in accordance Kepmenkes 129 of 2008 on Minimum Service Standards RS. So it seems the application of PNPM not give equally good effect in each patient room. So the impact on the performance of nurses in inpatient matter can not be expressed clearly. After running two years after the implementation of PNPM at this hospital looks achievement of quality indicators of nursing care are not the same in each unit, improvement nursing care quality indicator achievement of significant only in certain units.

Performance indicators in nurses on inpatient hospital LDP is the quality or the quality of nursing services and the level of discipline. Reference [1] stated that the quality or the quality of service is one indicator of performance. Furthermore, indicators of the quality of nursing care clinics have been set by the Directorate of Nursing Services, Directorate General of Medical Services Ministry of Health in 2009 which is the Patient Safety (Patient Safety) is the safety of patients from nosocomial infections, pressure sores, medication errors and the risk of falling; Self Care (Self Care) which is the fulfillment of the patient's eating, bathing, dressing and toileting (elimination); Patient satisfaction, the level of patient satisfaction withnursing is achieved when the expectations of patients and families to nursing services met; the comfort of the patient, ie, if the patient is free to pain free (pain control); anxiety, namely the provision of health education to patients that can help lower anxiety; knowledge of the manufacture of discharge planning in each patient.

Quality of service provided is one form of good or bad performance of nurses who provide nursing services. After running two years after the implementation of PNPM at this hospital looks achievement of quality indicators of nursing care are not the same in each unit, improvement of nursing care quality indicator achievement of significant only in certain care units. Other performance indicators according to [1] is the level of employee discipline. This is in line with the stated Robbins that defaulters will influence the effectiveness and performance of employees. It appears that rates of dropout or absence nurse maximum limit stated in the well is 15%. So it looks that good attendance rates yangdinyatakan only in surgical care units and VIP treatment unit. Sedangkankan another care unit very far from the expected figure.

Evaluation after 2 years implementation of PNPM runs conducted with results that are not the same on each

unit. On some units showed a pretty good improvement, but on the contrary in some units did not show significant improvement, so that some parties considered the application of this PNPM not succeeded in increasing the performance of nurses in the Inpatient Hospital LDP.

Based on this phenomenon, the researchers want to develop a study to see if there is the effect of applying PNPM with the performance of nurses on inpatient hospital this LDP. This research is relevant to the research conducted by [4] indicates that there is a positive and significant relationship between motivation nurse with the performance of nurses in Hospital Dr. Wahidin Sudirohusodo.

This research will be developed based on the opinion [5,6] which states that PNPM as a design work will affect the motivation and development of employees and then will affect the performance. And in the opinion of [5] which says that the performance is affected by factors that opportunity, the motivation factor and both are influenced by variables including work organization design (design work). The purpose of the research to analyze the effect of adoption of the Professional Nursing Practice Model (PNPM) on the performance of nurses in hospitals Lanto Dg Pasewang.

2. Materials and Methods

2.1 Location and Design Research

This type of research is survey analytic with cross sectional study design. This study was to determine the effect on the ability of PNPM, motivation, opportunity and performance of employees at the General Hospital of Lanto Dg Pasewang Jeneponto.

2.2 Population and Sample

The population in this study was the total number of nurses working in hospitals Lanto Dg. Pasewang Jeneponto which amounts to 188 people.

The sample in this study was nurses on duty at the Inpatient Hospital Lanto Dg. Pasewang Jeneponto as many as 128 people.

2.3 Method of collecting data

The primary data obtained through interviews with respondents using a list of questions that have been available. Secondary data recapitulation nursing staff presence on Inpatient obtained from the recording and reporting of hospitals Lanto Dg. Pasewang Jeneponto.

2.4 Data Analysis

Data processing is performed by using SPSS for Windows and using univariate, bivariate, and multivariate. Data presented in the form of a frequency distribution table and cross tabulation accompanied by a narrative to explain the research results obtained and discussion.

3. Results

3.1 Univariate analysis

Indicator with the lowest level of implementation lies in the orientation indicator with the client that is only 53.1%, with the most well performed indicator is an indicator of documentation that is equal to 78.1%. Respondents who have good ability more than nurses who have a poor ability. Respondents who have a good motivation greater than respondents who have poor motivation. Most of the respondents have the opportunity to work and develop themselves as well as the ability of a group of 65 people (50.8%) while the less good chance that states as many as 60 people (49.2%). Yet in general it can be concluded that the opportunities (opportunities) work and the opportunity to develop themselves and the ability of the nurse in Inpatient Hospital LDP is not good.

Results from the application of nursing care for each process started from standard to standard evaluation assessment also showed varying results. But in general, nurses who carry out still more than in the less carry on almost all dimensions of the performance of nurses.

3.2 Analisisi Bivariat

Table 1 shows that respondents who do not have the ability to apply good PNPM that as many as 38 people (62.3%) while the less well only 23 people (37.7%). Respondents who have the ability to apply good PNPM that as many as 46 people (68.7%) while having a poor ability as many as 21 people (31.3%).

Table 1: The effect of MPKP implementation by the ability of the nurses in RSUD Lanto Dg Pasewang Jeneponto regency Year 2013

MPKP Implementation	Nurse Ability						P value Cramer's V
	Good		Bad		Total		
	n	%	n	%	n	%	
Implemented	46	68.7	21	31.3	67	100	0.463
Not Implemented	38	62.3	23	37.7	61	100	0.067
Total	84	65.6	44	34.4	128	100	

Based on the analysis of test results obtained value of P = 0.463 (p>0,05) there is no statistically significant effect between PNPM application with the ability to nurse. While the test results Cramers V of 0.067 indicates a very weak relationship. Table 2 shows that respondents are implementing PNPM tend to have good motivation

that as many as 40 people (59.7%) while the less well only 27 people (40.3%).

Teble 2: The effect of MPKP implementation by the motivation of nurses in RSUD Lanto Dg Pasewang
Jeneponto regency 2013

MPKP Implementation	Nurse Motivation				Total		P value Cramer's V
	Good		Lack				
	n	%	n	%	n	%	
Implemented	49	59.7	27	40.3	67	100	0.049
Not Implemented	25	41.0	36	59.0	61	100	0.452
Total	65	50.0	63	49.2	128	100	

Respondents who did not apply PNPM poorly motivated that as many as 36 people (59.0%), while having a good motivation as many as 25 people (41.0%). Based on the analysis of test results obtained value of P = 0.049 (p < 0.05) there is a statistically significant effect between PNPM application with motivation nurse. While the test results Cramers 0,452 V showed a moderate.

Table 3 shows that respondents are implementing PNPM has a good chance to work and develop themselves that as many as 37 people (55.2%) while the less good as many as 30 people (44.8%). Respondents who did not apply PNPM have poor kesempaan that as many as 33 people (54.1%), while having a good chance many as 28 people (45.9%). Based on the analysis of test results obtained value of P = 0376 (p>0,05) there is no statistically significant effect of the application of the PNPM with nurses the opportunity to work and develop themselves. While the test results Cramers V of 0.093 indicates a very weak relationship.

Respondents who have good abilities tend to have performance well anyway that as many as 58 people (69.0%), while poor performers as many as 26 people (31.0%). Respondents who have a poor ability tend to have less performance is also good that as many as 34 people (77.3%), while having a good performance as many as 10 people (22.7%). Based on the analysis of test results obtained value of P = 0.001 (p <0, 05) are statistically significant between the ability to influence the performance of nurses While test results Cramers of 0.441 V shows the influence of the medium.

Respondents who have a good motivation tend to have good performance that as many as 49 people (75.4%), while poor performers as many as 16 people (24.6%).

Respondents who have had a poor motivation tend to have poor performance that as many as 44 people (69.8%), while having a good performance as many as 19 people (30.2%). Based on the analysis of test results obtained value of P = 0.001 (p <0,05) means that statistically there is influence between motivation and performance of nurses While test results Cramers of 0.453 V shows the influence of the medium.

Table 3: The effect of MPKP Implementation by the nurses opportunity in RSUD Lanto Dg Pasewang Jenepnto regency 2013

MPKP Implementation	Nurse Motivation				Total		P value Cramer's V
	Good		Bad				
	n	%	n	%	n	%	
Implemented	37	55.2	30	44.8	67	100	0.376
Not Implemented	28	45.9	33	54.1	61	100	0.093
Total	65	50.8	63	49.2	128	100	

Respondents who have a good chance Influence tend to have good performance that as many as 51 people (78.5%), while poor performers as many as 14 people (21.5%). Respondents who had a less good kesempaan have tended to have a good performance anyway that as many as 46 people (73.0%), while having a good performance as many as 17 people (27.0%). Based on the analysis of test results obtained value of P = 0.000 (p <0,05) there is a statistically significant effect between nurses the opportunity to work and develop themselves with the performance of nurses While test results Cramers of 0.516 V shows the influence of the medium.

Table 4 shows that respondents are implementing PNPM has a good performance that as many as 42 people (62.7%), while poor performers as many as 25 people (37.3%). Respondents who did not apply PNPM have poor performance that as many as 35 people (57.4%), while having a good performance as many as 26 people (42.6%).

Based on the analysis of test results obtained value of P = 0.033 (p <0,05) there is a statistically significant effect of the application of the PNPM with the performance of nurses While test results Cramers V of 0,201 showed a weak effect.

In Table 5; it can be explained that the implementation of PNPM with significance 0.076 (sig>0.05) which means that the implementation of PNPM does not affect the performance of nurses. The ability of nurses with a significance level of 0.001 (sig <0.05) which means that the ability to affect the performance of nurses. Motivation by 0246 significance (sig>0.05) which means that motivation does not affect the performance of nurses.

Opportunity nurse with a significance level of 0.000 (sig <0.05) which means that the opportunity to affect the performance of nurses Rated R square of 0.472 which indicates that only 47.2% of variables influence the implementation of PNPM, Ability, Motivation and Opportunity, on the Performance of Nurses. This shows that there are still 52.8% are other factors that affect the performance of nurses in addition to these four factors.

Table 4: The effect of MPKP implementation by the performance of the Nurses in RSUD Lanto Dg Pasewang Jeneponto Regency 2013

MPKP Implementation	Nurse Motivation				Total		P value
	Good		Bad				Cramer's V
	N	%	n	%	n	%	
Implemented	42	62.7	25	37.3	67	100	0.033
Not Implemented	26	42.6	35	57.4	61	100	0.201
Total	68	53.1	60	46.9	128	100	

3.3 Multivariate Analysis

Table 5: The effect of MPKP implementation, ability, motivation and the opportunity towards the performance of the nurses

No	Variables	Value (p)	Df	95% CI
1	MPKP	0.076	1	0.179-1.088
2	Implementation	0.001	1	0.071-0.504
3	Ability	0.246	1	0.199-1.512
4	Motivation	0.000	1	0.060-0.453
5	Constant	0.000	1	

R square = 0.472

4. Discussion

Based on the results of chi square analysis showed that the implementation of PNPM effect on the motivation and performance of nurses, but does not affect the ability and opportunity nurses on inpatient in hospital Lanto Dg Pasewang. It is certainly not in line with the theory Khan that stating the design work in the study in

question is PNPM affect the ability, motivation and opportunity nurse. On the other hand the theory [5], in line with the results obtained by statistical calculation. Both indicate that the ability, motivation and opportunity nurse members' positive influence on the performance of nurses. The better the ability of the better the performance of nurses; the better the motivation of nurses the better the performance; the better job opportunities owned nurse the better the performance.

This indicates that there is another factor that may affect up to this can occur. Based on multivariate analysis that calculates the effect on the performance of the four shows that there are other factors that contribute for 52.8% things that can improve performance. Results of the study are relevant to the research conducted by [7] who found that there is significant influence from PNPM implementation of the documentation of nursing care, nursing care standard implementation (SAK) with $P = 0.000$ ($P < 0.05$), the implementation of values professionals with $P = 0.000$ ($P < 0.05$), work motivation nurse $P = 0.000$ ($P < 0.05$) and the patient's perception $P = 0.000$ ($P < 0.05$).

So it can be indicated that the implementation of effective models of professional nursing practice in improving the performance of nurses on inpatient hospital Lanto Dg Pasewang Jeneponto. However, there needs to be analyzed more deeply about other factors that turned out to give a greater contribution in the amount of 52.5% beyond the variables that have been investigated in this study. Based on the results of the statistical calculation on the previous sheet has no apparent effect on the ability of PNPM implementation of nurses on inpatient hospital Installation Pasewang Lanto Dg. It is certainly not in line with the theory that has been put forward by [5] which states that the Work Design in this case PNPM affect the ability of nurses.

According to [3] stated that PNPM lead nurses to always perform any activity in performing nursing care based planning and operational standards of nursing procedures. So if executed properly then the PNPM will very likely be able to increase the ability of nurses. But the results of this study showed no such thing. This can be caused by many factors among which are the human factor itself which has a limited ability to provide nursing care. Another factor may be the cause of the infrastructure is complete yangtidak a barrier for nurses to provide nursing ashuan good, so that they ultimately provide nursing care in accordance with makeshift facilities and infrastructure available.

About motivation, it was found that PNPM influence of moderate intensity. This is consistent with the theory that has been put forward by [2] that PNPM can increase the motivation of nurses.

With the implementation of PNPM, the nurse will be used to provide nursing care with a clear division of tasks, activities planned and the corresponding standard operating procedures of nursing so that nurses can work in peace, to feel safe and comfortable as well as members a good working climate with fellow nurses as well as with other professions who collaborated in one ward. Furthermore, it was found that PNPM has no effect on employment and the opportunity to develop self-nurses and abilities. It is also not in line Khan Theory which states that the Work Design in this case PNPM can increase the chance of a nurse. With the implementation of PNPM each nurse can determine the division of tasks clear, who spell out what, and in patients where. So that nurses have the same employment opportunities, so that they can devote knowledge and skills you have is collected at the school.

However, from the results of the data analysis questionnaire that has been given to the nurses, showed that turns PNPM does not affect the chance of nurses. From the interviews conducted, it was found that the education and training programs in hospitals Lanto Dg Pasewang is very limited, so there is no means for nurses to obtain additional education and training with funds coming from the hospital. To get the additional skills they need to spend their own. This is one reason why the respondents member responses that show low self-development opportunities that they have acquired within the last 2 years.

Implementation of PNPM on inpatient hospital Pasewang Lanto Dg is still need to be addressed because the scope of its application is still considered not good. He knew the influence of implementation of PNPM with increased capability, motivation, opportunity and performance of nurses should be encouragement for the hospital management to increase efforts towards the improvement of the implementation of the PNPM. Because it is clear that the performance of nurses who will be one of the determinants of organizational performance will increase with improvements in the implementation of PNPM in the hospital. More should be reviewed in any factor that causes a lack of effective implementation of PNPM on inpatient installation that has been initiated for approximately 2 years. Environmental factors and means must get more attention, because the PNPM implementation activities of course highly dependent on the working environment and facilities that support its implementation.

Results of chi square analysis showed that the variables affect the performance capabilities of nurses. This means that the higher capabilities of nurses will increase the performance of nurses to work more professionally. The ability of nurses who of course be seen in terms of both physical and intellectual terms will strongly support the implementation of the tasks mandated to him. The ability of nurses is often used as the main criteria for determining the post of nurse as Cinical Care Manager (CCM), Nurse Primer (PP) and even the head of the room. Hospitals will promote employees who meet the criteria and the required skills needed to go to a higher level. Because competency is a skill and ability of the individual to develop and using the potential itself in responding to changes that occur the organization's environment or the demands of work that illustrates the performance. Chi square analysis results indicate that the effect on the motivation variable the performance of nurses. This means that the higher the motivation of the nurses will further improve the performance of nurses.

According to [8] Application of PNPM can foster a good working climate through clear komukinasi procedures between nurses and nurses, between nurses and other professions and among nurses with patients and their families.

In the PNPM operational procedures for each nursing action has been set so as to assist nurses in implementing nursing actions, securing nurses from the law and give a sense of calm in the works. Nurses can work well without having to worry about his own safety. This has led to the implementation of PNPM can motivate nurses and further motivation to improve performance. Motivation is a very important thing to be owned by each nurse as individuals and as a group of employees who work together in order to achieve a certain goal. Seen from the aspect of management, motivation is seen as a fundamental part of management activities, so that things can be addressed to the direction and power of human potential to the road pose, animate and foster a high level of desire, togetherness in performing tasks individually or in groups of organizations. The strength of the motivation to do some activity is a function of motives, expectations and incentives.

Every human being has the basic reasons why a person is willing to do a particular job, why one person work harder while others work casual. Surely all of this there is the basic reason that drives someone willing to like it, or in other words there must be motivation. This research is relevant to the research conducted by Nurhidayah indicates that there is a positive and significant relationship between motivation nurse with the performance of nurses in Hospital Dr. Wahidin Sudirohusodo.

Logically would justify that the motivation affect the performance. People who work low motivation, of course, performance is also lower. But keep in mind that talking about the motivation will be a lot of variance involved in outline includes individual characteristics (level of needs, attitudes and also interests of employees), job characteristics (nature and duties of employees that includes the amount responsibility, and the kinds of tasks that a person's level of satisfaction gained from the work itself) and the characteristics of the work situation that includes: 1) the closest working environment includes the attitudes and actions of co-workers and supervisors as well as the leadership and the climate they create.

Supervisor and leadership greatly affect the motivation and employee performance through role models and instruction, rewards and praise as well as penalties, salary increases and promotions to the criticism, demotion and dismissal. 2) Organizational measures that include reward systems and organizational culture. The whole wisdom of the methods used to provide fringe benefits to employees and cultures, all incarnated in actions that affect the organization and motivate the employees [9, 10, 11].

The results showed that the employment effect on the performance of nurses. Their employment opportunities are given to all nurses will increase the ability and experience of nurses in dealing with the patient so that it will further improve the overall performance of nurses. Instead, someone who has the ability and excellent skills, yet it has a chance to use the skills and abilities that the job is by itself will not have a good performance. Abilities and skills possessed can be reduced in line with the length of time.

Chances are they are positive opportunities faced by a nurse, which would be used if it can play a major role in improving the performance of nurses. Bivariate test results, it turns out PNPM affect the performance of nurses. Nurses who apply PNPM has a tendency to have a better kinreja anyway. And vice versa. This is consistent with theories and hypotheses made by writing in the previous chapter. PNPM has led nurses to perform nursing activities and provide appropriate nursing ashuan modern methods and professional so as to improve its performance, which in turn will be seen in the improvement of nursing care quality indicator achievement.

5. Conclusions and Suggestions

It can be concluded that the adoption of PNPM no effect on the ability of nurses on inpatient Regional General Hospital Lanto Dg Pasewang, The better implementation of PNPM the better the motivation on the installation care Regional General Hospital inpatient Lanto Dg Pasewang, Implementation PNPM does not affect the chance of nurses on inpatient Regional General Hospital Lanto Dg Pasewang, The better implementation of PNPM the better performance of nurses in inpatient Regional General Hospital Lanto Dg Pasewang, The good chance nurses the better performance of nurses in inpatient Regional General Hospital Lanto Dg Pasewang. The better the ability of the nurse, the better the performance of the nurses on inpatient Regional General Hospital Lanto Dg good Pasewang.Semakin PNPM implementation of the better performance of nurses in inpatient Regional

General Hospital Lanto Dg Pasewang.

Implementation of PNPM advice on Inpatient Hospital LDP not running optimally, especially in the indicator and the indicator centralized client orientation medicine. So it is advisable to conduct supervision and evaluation are more stringent and regularly on the implementation of PNPM, especially in the second indicator tersebut.Lingkungan that support the implementation of such completeness PNPM infrastructure requires greater attention PNPM so that the application can be improved. PNPM implement the newly formed unit of care and optimize the implementation of PNPM on each unit in the Inpatient treatment.

Acknowledgement

References

[1] Bondan, Palestine. (2007). Nursing Quality in Hospitals, Nursing Journal and Research Yogyakarta.

[2] Nursalam, (2002). Nursing management (application in professional nursing practice) I. edition Jakarta: Salemba Medica.

[3] Sitorus, Ratna. (2006). Professional Nursing Practice Model Hospital. Jakarta: ECG.

[4] Nurhidayah. (2008). Relationship between Motivation Nurse Nurse With Performance in Hospital Dr. Wahidin Sudirohusodo. Thesis. Unpublished.

[5] Robbins, Stephens P. (2003). Organizational Behavior Edition Bahsa Indonesia. Jakarta: True PT.Intan Klaten.

[6] Basford, Lynn and Slevin. (2006). Theory and Practice of Nursing (Integral Approach On Patient Care).

[7] Rosanti. (2005). Effect of Implementation of PNPM against Documenting Nursing Care, Nursing Care Standards Application (SAK). Thesis. UNHAS.

[8] Indonesian National Nurses Association (PPNI). (2001). Professional Nursing Practice Standards. Jakarta.

[9] Istijanto. (2006). Human Resources Research: Practical Ways to Measure Stress, Job Satisfaction, Commitment, Loyalty, Work Motivation and Employee Aspects Others. Jakarta: PT Gramedia Pustaka Utama.

[10] Ministry of Health of the Republic of Indonesia. (2009) .Indikator Quality Nursing Care Clinic. Jakarta: Directorate General of Medical Services Ministry of Health.

[11] Rival, Veithzal, et al. (2008). Performance Appraisal: The Right System To Assess Employee Performance and Increase Company Competitiveness. Jakarta: PT RajaGrafindo Persada.