



The Factors Affecting Performance of Nurse at Paniai General Hospital

Elias Tatogo^{a*}, A. L. Rantetampang^b, Agus Zainuri^c

^aPostgraduate Master Program, Faculty of Public Health, Cenderawasih University, Papua

^{b,c}Postgraduate Program, Faculty of Public Health, Cenderawasih University, Papua

^aEmail: amoye1975@gmail.com

Abstract

General hospital of Paniai regency health service institution under Local Government Paniai Regency with amount of nurse resource counted 69 one who have duty to remain to can improve more certifiable service and reached by society, so to be form degree of health which at the farthest, so that nurse performance of vital importance in giving of health service. The goal of research: To knowing of factors affecting performance of nurse at Paniai general hospital. Method: Type research is causal associative by using quantitative approach. Sample is all of nurse as much 69 nurse with date implemented in October 2016. Data obtained used questioner and analyzed by chi square test. Result of research is obtained that factor's affecting of nurse performance in Paniai General Hospital is motivation (p-value = 0,001; RP = 3,000; CI95%= 1,607 - 5,601), [job/activity] discipline (p-value = 0,043; RP = 2,068; CI95%= 1,150 - 3,719), reward (p- value = 0,001; RP = 5,008; CI95%= 1,656 - 15,142), punishment (p- value = 0,000 ; RP= 16,839; CI95%= (4,310 - 65,784) and style leadership [of] director (p- value = 0,000; RP = 3,333; CI95%= 1,742 - 6,380). The factor's not related of nurse performance at Paniai general hospital is age (p- value = 1,000 ; RP = 0,908; CI95%= 0,456 - 1,806), long working (p- value = 1,000; RP = 0,908; CI95%= 0,456 - 1,806) and job rotation (p- value = 0,843; RP = 1,190; CI95%= 0,603 – 2,348).

Keyword: Performance; nurse.

* Corresponding author.

1. Introduction

Regional General Hospital Paniai is health care institutions under the auspices of the Local Government Paniai by the number of nurses resource as many as 69 people who have the duty to remain able to improve services are higher quality and more affordable for the people to manifest the degree of health as high, although with many limitations. The Vision Regional General Hospital Paniai is the "Hospital of the Professional, Friendly and Fun" and has the mission include: Providing health care professional and excellent according to the standard procedures and the development of science and medical technology, increasing the scope and coverage of health services and improve administrative services and management Hospital [1,2].

Most employees in hospitals Paniai show discipline low working visits of absenteeism, employee arriving late, from observation and information obtained from the head of the personnel department still found her passion for running activity is still low, and it indicates that the performance of some employees of the hospital organization , In this case the researchers wanted explores eight factors, namely age, length working, job rotation, work discipline, reward, punishment and leadership style of the room. The selection was based on the fact that all eight of these factors appear most frequently in discussing the theory of the factors that affect the performance of employees.

The obedient of labor discipline is a form of behavior to comply with the provisions or the specific rules related to work, and applied in an organization. Similarly influential directors in the leadership of an organization so used to say that leadership is a decisive factor in the success or failure of an organization to achieve organizational goals as expected. By giving awards and rewards can help nurses in creating the nurses' performance. Therefore, in these researches researchers interested in conducting research with the title "Factors - Factors Affecting Hospital Nurses Performance Paniai".

2. Materials and Methods

2.1 Types of research

This research is associative causal using a quantitative approach. Associative causal research is research that aims to determine the effect of two or more variables [3,4]. This study describes the relationship affects and is affected of the variables to be studied. Using a quantitative approach because the data will be used to analyze the relationship between variables expressed as a number or a numerical scale. This study analyzes the influence of leadership style, work discipline and training on employee performance.

2.2 Time and Location Research

The research was conducted at the General Hospital of Paniai in October 2016.

2.3 Population

The population in this study are all nurses in hospitals Paniai as many as 69 people.

2.4 Samples

A sample is a generalization of the population studied. If the population is less than 100, then the sample size is the total population. The sampling technique using sampling techniques saturated. Thus large as 69 people [4,5].

3. Results

According to the Hospital Profile Paniai, Paniai is one of the new district was formed in 1996 and is the result of the expansion of the district Paniai (Lama). The total area of 6525.25 km² with a population of 158 772 souls. But historically Paniai with its capital, Enarotali, is one of the districts "old" in the Province of Papua, together - together with the Wamena district, Sorong and Jayapura., But in its development, the district is "drowning" as the transfer of the capital district to Nabire in 1966 and only reappeared after officially into administrative districts in 1996 (PP No. 52 of 1996) and the district definitively in 2001 (Law No. 45 of 1999 and Law No. 5 of 2000), and now Paniai has evolved into 3 (three) District, which Paniai, Deiyai Regency and Regency Intan Jaya.

On May 8, 2006, the Regent Paniai issued Decree 10 in 2006 to strengthen the presence of Paniai District Hospital as one of the Local Government Unit Paniai with the type of class D with a bed capacity of 78. The total land area of ± 10 126 m² with a building area of ± 4,391 m².

The boundaries of Paniai beralama Hospital on Jl. Kingdom Madi KM 7, is as follows:

North: Nabire and Waropen Yapen

South: Mimika Regency and Regency Deiyai

West: District Dogiyai and Nabire

East: Intan Jaya district

In order for the realization of this vision, the hospital Paniai implement the three missions as follows:

1. To provide the best health services and professionals according to the standard procedures and the development of science and medical technology.
2. Expanding the scope and coverage of health services.
3. Improving the administrative services and hospital management.

First a hospital to be professional in their duties. Without the high professionalism, the health services provided not only be detrimental to the patient but also can endanger medical personnel hospital, either as a result of exposure to infectious diseases where Paniai district is a region with a prevalence of infectious diseases is very high such as HIV / AIDS, tuberculosis, and so on. Therefore any medical personnel in hospitals Paniai must always uphold the standard of safety procedures and discipline; and to develop itself in the field of their respective work either through continuing education, training, seminars and symposia[6-10].

Medical and non medical services, consisting of:

1. Emergency Room had three beds
2. Outpatient Installation
 - a. Poli Children Poli room Children with Baground room designed specifically for children, with experts Pediatrician having 1 Assistant Nurse
 - b. Poli surgery Poli space Surgery by Expert Doctor Surgeon and Surgical Physician Assistants and their first surgical nurse.
 - c. Poli womb Poli space content with Content Specialist Physician Experts, as well as physician assistants and midwives womb. Facility Equipment: 4D ultrasound machine and 2D ultrasound machine Portable
 - d. Poly disease in Space Expert Poli Disease with No two doctors (one doctor specialist in internal medicine and one general practitioner) and 1 nurse
 - e. Poli VCT
 - f. Poli TB
 - g. Poli Gigi Poli space with facilities Dental dentists and dental techniques sisten Amenities tool: Dental Chair and Other Dental Equipment.
 - h. Poli IMS
3. Inpatient
 - a. Adult Care

4 rooms Ward Class III each - each 7 beds

2 rooms Class I respectively - each 2 beds

1 VIP room

- b. Childcare
 - 2 rooms Ward Class III each - each 8 beds
 - 4 Classrooms I each - each 2 beds
 - 2 Classroom VIP
 - Isolation Room 2 each - each 2 beds
- c. Infection treatment

3 room wards Class III each - each 3 beds

1 room isolation each - each 1 bed

- d. Midwifery

One room each - each 5 beds

Delivery room

- e. HCU One room each - each 2 beds
- f. IBS
- g. CMU
- 4. Laboratory
- 5. Space Pharmacies and Pharmacy Warehouse
- 6. UTDRS
- 7. Installation Nutrition
- 8. Administration

Space Administration, and Finance Program, Public Affairs, Medical Records, Hall, Library, Director and Space Section of Nursing. In the support services provided in hospitals Paniai number as many as 4 196 people structural, functional staff. As for the medical and non-medical personnel as follows:

Table 1: Workforce in hospitals Paniai

No	Staffing	Number (person)
I Medicals staff		
1	Dokter	14
2	Nurse	69
3	Bidan	12
4	Gizi	9
5	Farmasi	9
6	Laboratorium	5
7	Radiologi	2
8	Fisioterapi	1
9	Teknik gigi	1
II Non Medic staff		
10	Rekam Medik	7
11	Keuangan	5
12	General	5
13	Locket	7
14	Environmental health	9
15	Teknician	7
16	Driver	5
17	Laundry	3
18	Satpam	4
Number		196

3.1 Respondent Characteristics

Based on Table 2, shows that the majority of nurses are female as many as 46 people (66.7%), with the highest D-III Nursing education as many as 64 people (92.8%) and staff status fees were 51 people (73.9%).

Table 2: Distribution Characteristics of Nurses in hospitals Paniai 2016

No	Variables	(n)	(%)
1	sex		
	male	23	33,3
	female	46	66,7
2	education		
	D-III nursing	64	92,8
	S1 nursing	5	7,2
3	Staff status		
	ASN	18	26,1
	Honor	51	73,9
Number		69	100

Source : Data Primer, 2016

3.2 Independent and Dependent Variables

Table 3: Distribution of Independent and Dependent Variables Nurses in hospitals Paniai 2016

No	Variables	(n)	(%)
1	Age		
	< 30 year	51	73,9
	≥ 30 year	18	26,1
2	Working period		
	New	51	73,9
	Old	18	26,1
3	Motivation		
	Low	23	33,3
	high	46	66,7
4	discipline		
	low	19	27,5
	good	50	72,5
5	work rotation		
	no	17	24,6
	yes	52	75,4
No	Variables	(n)	(%)
6	Reward	41	59,4
	Low	28	40,6
	Good		
7	Punishment	30	43,5
	Low	39	56,5
	Good		
8	Leaderships style	24	34,8
	Low	45	65,2
	Good		
9	Performance	25	36,2
	Low	44	63,8
	Good		
Number		69	100

Source : Data Primer, 2016

Based on Table 3, shows that the majority of nurses aged <30 years were 51 people (73.9%), most nurses work period with as many as 51 people (73.9%). Most respondents have high motivation as many as 46 people

(66.7%), good working discipline as many as 50 people (72.5%), the rotation of the work done is <5 years as many as 52 people (75.4%), much less reward 41 people (59.4%), good punishment many as 39 people (56.5%), good leadership style director as much as 45 (65.2%) and good performance with 44 (62.8%).

References

- [1] Kemenkes RI, 2012. Pedoman Nasional Pencegahan Penularan Hiv Dari Ibu Ke Anak (PPIA). Kemenkes RI, Jakarta.
- [2] Dinas Kesehatan Kabupaten Paniai, 2015. Profil Kesehatan Kabupaten Paniai.
- [3] Notoatmodjo, S.2010. Metodologi Penelitian Kesehatan. Jakarta: PT. Rineka Cipta
- [4] Sugiyono. 2010. Metode Penelitian Pendidikan, Pendekatan Kuantitatif, Kualitatif dan R & D. Bandung: Alfabeta.
- [5] Gunawan, I. 2013. Metode Penelitian Kualitatif: Teori dan Praktik. Jakarta: Bumi Askara.
- [6] WHO, 2007. Voluntary Conseling Test. Edisi Terjemahan. Kemenkes RI, Jakarta.
- [7] WHO, 2016. HIV/AIDS. <http://www.who.com>. diakses 6 September 2016.
- [8] Kemenkes RI, 2014. SK Menkes RI No. 81 tahun 2004 tentang Pedoman Penyusunan Perencanaan Sumber Daya Manusia Kesehatan di Tingkat Propinsi, Kabupaten/Kota Serta Rumah Sakit. Jakarta.
- [9] Kemenkes RI, 2014. Petunjuk Teknis Bantuan Operasional Kesehatan. <http://www.kemenkes ri.go.id>. diakses 10 Mei 2015.
- [10] Kemenkes RI, 2015. Infodatin HIV/AIDS. Kemenkes RI, Jakarta.