

Analysis of the Assessment of Functional Office Credit Number of Nurses in Hospitals

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Abstract:-The functional position of nurses is an important element for nurses in carrying out the duties, responsibilities, and authority because it happens so as not to overlap in the discharge of his duty, however the current promotion post of nurse functional has not been optimal. This research aims to analyze the assessment of functional Office credit numbers of nurses in a hospital in Palembang. Type of this research is a survey of analytical approach to the study of documentation. This research uses the file 58 nurse functional with technical total sampling. Functional characteristics of nurses in hospitals of Palembang mostly female gender (96.55%), Education Diploma III (53.42%), education and compliance against the rank (82.76%). The results of this study according to the type of position most of the skilled nurses (94.8%), according to the level of the post of nurse (Advanced 67.24%), and according to the rank requirement of skilled young stylist level I (49.09%). Nursing of functional age the majority of young adults (72.41 percent) and 10-15 year working period (63.6%). The perception of functional barriers against nurses rise in position in a hospital in Palembang of which permit the lectures of BKD, published after completing his degree, nurses lack socialization policy of BKD about filing grooves along with the task of studying, lack of motivation, and the support from nurse managers. The study recommends the need for dissemination of good policy from BKD about filing grooves with the task of learning as well as support from the Manager of the hospital.

Keywords:- Nurse, Credit Number, Assessment of functional.

I. INTRODUCTION

The functional position of nurses is an important element for nurses in carrying out the duties, responsibilities, and authority. The current settings of the promotion in health services is still not optimal. This causes the majority of nurses are at positions its current status in a long time. Length of promotion: nurses in addition to the impact for the individual will also have an impact on the organization. The impact on the individual can be the impact of social, economic, and professional. Social impact such as feel inadequate in their work and feel shame on other nurses that are still new, but he is already high. While the economic impact in the form of no increase in allowances to delay payment of the allowances. Professional impact that often occurs is the limited clinical authority so that in a long time will cause saturation work (burnout) and work stress.

In an effort to simplify the collection of numbers increase credits for promotion the Government issued a Ministerial Regulation number 25 year 2014. According to the regulation of the Minister of State for Administrative Reform and reform of the Bureaucracy (PERMENPAN-RB) number 25 year 2014 the number of credit is the unit value of each activity and the grain or the accumulated value of the details of the activities that must be achieved by the nurse in the order coaching career. Through this regulation, the Government encourages all nursing personnel having the Office increase its current status and accelerate from 2 years to 4 years with two categories of skilled nurses and nurse expert.

Every hospital has a nursing Committee. According to the regulation of the Minister of health of the Republic of Indonesia (RI PERMENKES) number 49 Year 2013 Hospital Nursing Committee in charge of conducting the feasibility assessment process credential mechanisms against nursing personnel for given tasks, responsibilities, clinical and authority, as well as conducting assessments of the credit number. The functions and powers of the Committee was to improve nursing professionalism, ethics and the construction of the discipline of nursing personnel, as well as guaranteeing the quality of health care and protect the safety of patients. Based on the statement above, it can be concluded that the Committee in charge of helping the head of nursing/Hospital Director in conducting the coaching credentials, discipline and ethics of the profession of nursing as well as ongoing professional development including give input to the development of standards and standards of nursing care.

Nurses can propose the increase in functional position functional if you have work achievement in terms of duty, responsibility, and authority as a nurse and have satisfied the number of figures of credit that have been prescribed by the regulations and the legislation. According to the PERMENKES RI 49 Years 2013 Number Of Nursing Committee of Hospital nursing manpower growth in hospital not optimal, because of a lack of commitment to the growth of the profession, lack of desire, constantly learning and development self is not yet a major concern for individual nursing and hospital personnel.

Preliminary results of a study conducted in a hospital in Palembang showed that most of the nurses in the hospital Kilkenny has a functional Office with skilled nurses category if in terms of line and a category, just some of the nurses who are in managerial positions that have functional position as nurse expert. This is due to the functional nurse

in a hospital in Palembang is still much behind education DIII of nursing and have yet to understand the credit number system created by PERMENPAN RB RI number 25 Year 2014.

II. METHOD

➤ *Research Design*

Type of this research is a survey of analytical approach to the study of documentation. This research was conducted on nurses who are not promoted within the time set by the hospital.

➤ *Sample Research*

The sample of this research is 58 people by using the technique of total samples. Data collecting tools in this study using a sheet of ceklist and interviews.

➤ *Research Ethics*

Prior to data collection, researchers conducting the exam Ethics Commission and approved by the Sriwijaya University Faculty of Medicine Ethics.

III. RESULT

Element	(n=58)					
	The achievement				Total	
	Implement		Yet To Implement		f	%
f	%	f	%			
The Main Elements of the Education						
School education	22	37,93	36	62,07	58	100
Training	0	0	58	100	58	100
Nursing Services						
Nursing Care	58	100	0	0	58	100
Management of Nursing	58	100	0	0	58	100
Community service society	4	6,90	54	93,10	58	100
Professional Development						
Professional development activities	1	1,72	57	98,28	58	100
Ancillary Items						
Activities supporting the implementation of the duties of a nurse	58	100	0	0	58	100

Table 1. Frequency Distribution of Credit Numbers Achievement Elements a nurse in a hospital in Palembang

Table 1 shows the proportions of the elements adopted most credit achievement has not yet been achieved, namely training activities/training (100%), activities of professional development (98.28%), community service (93.10%), and school education (62.07%).

IV. DISCUSSION

When viewed from the achievement assessment of nurses credit numbers elements functional hospital Kilkenny shows the proportions of the elements adopted most credit achievement has not yet been achieved, namely training activities/training (100%), development activities profession (98.28%), community service (93.10%), and school education (62.07%). The nurses in the hospital staffing data based on reports of Palembang period of last three years mostly nothing following the training, this is due to the lack of individual awareness and motivation to renew the new science. In addition to education and training, community service is largely yet to implement, particularly in hospitals and in the community generally outside hospital. It is in a hospital in Palembang because less to facilities and finance to follow training at hospital as well as the difficulty of

dividing time shif work. It is also in existence yet because special teams to guide nurses to conduct professional development and community service.

A policy that made every hospital is different. According to Hospital policy Palembang year 2002 time required by a nurse within the filing number of the credit up to three years. In the application field in the hospital Kilkenny still there are some barriers to the filing of a number of credit, education/training (training) is an employee job requirements to improve the mastery of a wide range of skills, expertise and knowledge based on actual detailed work activities and routine in order to be able to run and finish the work given to him (Sasra et al., 2015; Soeprihanto, 2009; Gorda, 2004).

Under Law Number 38 years, RI 2014, nursing education consists of students in education (Diploma), academic (Bachelor of nursing, master of Nursing, Nursing and doctor) and profession (Profession of nursing and specialist Nursing). Elements of the professional development activities are assessed according to PERMENPAN number 25 Year 2014, include: the making

of paper/papers in the field of nursing, research services in the field of nursing services, translation books and materials others in the field of nursing services, making the manual/technical implementation provisions/provisions in the field of nursing services, and development of appropriate technology in the field of nursing services.

Education/training (training) surely isn't the same, even though many of the equation that is both closely related to the granting of aid to the nurse so that nurses can be developed to the level of intelligence, knowledge and ability are more high (Hasibuan, 2011). According to Mursidi (2009), the purpose of the implementation of education and training is to improve the effectiveness and efficiency of the work of nurses in carrying out and achieving the targets of the programme of work has been established. The importance of the training and education program on the stated also by the phallus (2011), which stated that education and training can improve the performance of a nurse in the company. In addition to improving performance, education can also affect career development.

The research results of Chandra & Ardana (2016), PT. PLN (PERSERO) Bali suggest that education and training is a positive and significant effect against the development of a meaningful career in the higher education and training thus career development the employee will be increased and vice versa, the lower the education and career development training then it will decrease. Research results research Sari (2016), in the Office of the head of Loan Janan Kutai Regency in 1922, also reported that there is a significant relationship between the education and training with career development officer with a value of $r_s = 0.447$ with coefficient positive correlation mean that there is a positive relationship between education and training with career development. In addition to the education and training, professional development to be one of the elements of the assessment of the credit number for the filing of a promotion.

Promotion may affect performance. According to Ulfatin (2013), professional development aims to improve the performance and sustainability of the Organization in the long run. In the Organization of work, professional development is a process to improve the quality of employees in order to master the knowledge, skills, expertise, and insights that are in accordance with the development of science and technology. With the development of the profession, every employee is able to handle any type of job that the responsibility assigned to him in a situation that is constantly changing. Any change in the Organization caused by the demands of society, bring consequences that employees also have to be changed, and the changes that are identified with the development of the profession. With the development of this profession, it will strengthen the competitiveness of the Organization and be able to adapt to an environment that is constantly evolving and increasingly complex.

Professional development must be planned by the organization. According to Nurul (2012), professional development employees who applied in the Organization of

work refers to the theory of adult development, IE more leads to improved quality, the consummation or maximizing functions, rather than the addition of a number of physically. Each work organization has an obligation to improve the quality of employees continuously and sustainably. This is because in the discharge of his duties, employees are required to actualize its capability in accordance with the demands of advances in science and technology. The purpose of the Organization will be achieved if its officers may carry out the duties and responsibilities effectively and efficiently in accordance with the demands of advances in science and technology. Thus, it can be said that the purpose of professional development is to improve the effectiveness of the work of the employees, that will eventually culminate in increased productivity organizations in accordance with the demands of the progress of science and technology.

Each organization there is always a staffing organization that regulates the system of career of the lowest position level up to the highest. The staffing system that set requirements, duties, authority, rights, and responsibilities for employees who occupy a specific position and level of hierarchy. Employees who have elevated the position of low to higher office this is called career development. Thus, the purpose of career development is so that employees can achieve a certain position occupied or higher within an organization, so that individuals feel more satisfied against devotion to the Organization and the community.

According to the KEMENRISTEK of higher education public service is an activity that aims to help society in some activities without expecting a reward of any kind. In general this program is designed by universities and hospitals that are in Indonesia to contribute real to the people of Indonesia, especially in developing the well-being and progress of the nation of Indonesia public service Goals is to provide solutions based on academic studies over the needs, challenges, or issues facing society, both directly and indirectly. Each implementation of outreach activities the report must be made as evidence that such activity has been implemented.

When viewed from the nurse's perception of functional evaluation against obstructions in the increase of Office in a hospital in Palembang consists of license management late in the lectures of BKD, there has never been a policy of BKD, socialization, lack of motivation nurse, and lack of support managers. Education of nurses in Hospitals of Palembang never apply to BKD to provide socialization about the standard procedures of melanjutan College. Lack of motivation of nurses for promoted in karenakan nurses are busy with their work as well as were satisfied with the position of the Office that owned now. Support the Manager is very important to give motivation to the nurses to continue their education and collect credit numbers for rose. Hospital Kilkenny Manager support is still lacking, it is in karenakan bustle on the responsibilities that have been given a hospital in Palembang to menejer so caring to his very less. Lack of motivation of managers to his subordinates will affect the quality of services and the performance of the nurses.

According to the study Triharyanto (2014), Supervisory Ditjen Marine Resources and fisheries reported that influential work positive motivation and career development significantly to crew supervisor fisheries. Geochemical Mak (2015), which was done in Bank Muamalat Indonesia Branch of Palangka Raya also stated motivation work does have an impact on career development of employees. So, the motivation of work became one of the factors in the development of career employees at the Bank Muamalat Indonesia branch of Palangka Raya.

Work motivation is very important for the individual to achieve a goal that will be achieved. According to XeniaGreekmuslimah (2012), motivation will be mendorong the individual within the company or organisation for the realisation of the concept itself, the motivation of an individual within the company will encourage such individuals to be able to achieve the desired goals for example the increase of Office or career development of individuals in the organization. According to Hasibuan (2011), the motivation of working is the awarding of the impulse that created the excitement of someone's work that they want to work together, work effectively and integrated with all its efforts to achieve customer satisfaction. The importance of the completion of the obstacle in filings credit figures because it can affect the quality of services and the performance of the nurses.

Performance is affected by various factors, Gibson (1987, Ilyas in 2002) revealed three variables that affect the performance of the individual variables, i.e., variables and variable organizational psychology. Individual variable consists of abilities and skills; variables in psychology consists of perceptions, attitudes, personality, learning and motivation, while the organization is composed of variable resources, leadership, structure and design in Exchange for a job.

Ilyas (2002), reaffirm and add the factors that affect performance include, personal characteristics consisting of age, gender, pengalaman, orientation and style komunikasi; motivation; earnings and salary; environment, organization; supervision and career development. Career development succession system enables organizations to have a competent human resources and always improving ourselves in the effort and maintaining the level of achievement of certain careers. The upgrade is done continuously by a nurse is expected to positively impact on performance. Human resources is not slow to develop a competency based career and rose.

Length of promotion: nurses in addition to the impact for the individual will also have an impact on the organization. The impact on the individual can be a social impact, remuneration and professional in the work. Social impact such as feel inadequate in their work and feel shame on other nurses that are still new, but he is already high. While the impact of remuneration in the form of no increase in allowances to delay payment of the allowances. Professional impact that often occurs is the limited clinical authority so that in a long time will cause saturation work (burnout) and work stress. Some of the research work and

stress related Burnout-related clinical authority limited, including Baptist Hospital job Burnout of nurses reported Kediri (84.9%), whereas at home Sick Medical Centre Jakarta saturation work of high stress (36.4%), and high work stress experienced nurses HOSPITALS Porsea Field (37.1%) (Suhartati & Daulima 2013; Empress & Triyoga 2012; Saragih 2008). Based on such research nurse rose the longer the more factors that make work such as saturation stress factors.

V. CONCLUSION

Based on the results of the study it can be concluded that the pencapaian element of the assessment of the credit number in hospital Kilkenny showed the proportion of elements adopted most credit achievement has not yet been achieved, namely training activities/training, activities professional development, community service, and school education. When viewed from the perception of functional barriers against nurses rise in position in a hospital in Palembang consists of license management late in the lectures of BKD, there has never been a policy of BKD, socialization, lack of motivation of nurses, and lack of support managers.

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