

Relationship Between Nurse Credentials and Nurse Performance at Mitra Sejati Hospital 2022

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ARTICLE INFO

Article history:

Received Oct 19, 2022

Revised Oct 26, 2022

Accepted Nov 16, 2022

Keywords:

Nurse Credentials,
Nurse performance,
accountability

ABSTRACT

The purpose of this study was to determine the relationship between the Implementation of Nurse Credentials and Nurse Performance at Mitra Sejati General Hospital. This research is descriptive correlation with cross sectional approach. The population of this study were all nurses working at Mitra Sejati General Hospital with a total of 160 people. The sampling technique used is a non-probability sampling method with purposive sampling. Data collection was carried out using a questionnaire. The statistical tests used were univariate and bivariate, namely the frequency distribution and the Spearman Rank (Rho) test with a significant level of 5%. The research results showed that the results of the study showed that the majority of respondents had good Nurse Credentials, 22 respondents (55.0%), most of the Nurses' Performance was good, 21 respondents (52.5%). Based on bivariate data analysis of Nurse Credential Implementation and Nurse Performance using the Spearman Rank test (Rho) with a significance level of 5%, it was found that the p value $< \alpha 0.000 \leq 0.05$ means that there is a significant relationship between Nurse Credential Implementation and Nurse Performance with degree strength a strong relationship of 0.745. From the results of this study it is suggested to the Director that it is necessary to maintain and always provide direction to members of the medical committee regarding the management of credentials carried out by the medical committee.

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INTRODUCTION

Nurses are professional service providers for patients, families and communities. Where nurses who provide health services are nurses who have graduated from Nursing Higher Education (Law No. 38 of 2014). A professional nurse will work based on competence and authority in accordance with the standard scope of practice (American Nurse Association, 2015).

Based on the agency for the development and empowerment of Human Resources for Health (BPPSDMK, 2016), the number of nursing staff in Indonesia is 296,876, North Sumatra is around

16,404 people and the city of Medan is 50.98 people (North Sumatra Provincial Health Office, 20180). While the number of nurses according to education SPK 15,347. Nurse competence in patient care as a whole and holistically is defined as the concept of nursing practice which includes knowledge, skills, performance, attitudes and values that are claimed to be in accordance with the holistic concept and can be accepted by society and can be developed into a competency standard. ("Nursing and competencies – a natural fit: the politics of skill/competency EBSCO host," n.d.; Scott Tilley, 2008; Yanhua & watson, 2011). Efforts to ensure that nurses are truly competent in providing nursing care require an effort to guarantee and prevent unexpected events that can threaten patient safety. These efforts are called credentials.

The clinical assignment reflects the competence of a nurse and is in accordance with the capacity of the nurse working in the hospital. ("Credentialling – 870.pdf," n.d) A nurse who has gone through the credentialing process and has a clinical assignment will reflect a competent behavior, carry out tasks according to procedures in the appropriate area of care and procedures in the appropriate nursing area and have high credibility towards his work (Goudreau et al., 2015; Swansburg & Swansburg, 1995). Credentialing is an evaluation process for nursing staff to determine the feasibility of granting clinical authority. ("Nursing Committee," 2013). Credentials are the main requirement before the nurse touches or even manages patients in the Inpatient Room. This is in accordance with the results of research which states that credentialing is carried out to prepare for treatment in order to have good competence, be professional, and be able to withstand stressors that arise when working (Bekemeier, 2009). Nurse credentials in the hospital play a role in capturing and preventing nurse competency qualifications in carrying out all nursing actions based on their clinical authority. After the nurse carries out the credentialing process and graduates, they will receive a clinical assignment in accordance with their clinical authority.

Based on research conducted by Yuhanti et al (2013) at St.Vincentius a Poulo Catholic Hospital in Surabaya, entitled "Simulation of Establishing Effective Clinical Authority as a Tool for Socializing the Credential System for Nursing Professions". This study aims to test the effectiveness of the clinical authority determination workshop using the simulation method as a form of socialization of the credential system in the field of nursing in increasing participants' knowledge. The method used is the pre test and post test analyzed by paired t-test. This finding found that there was a significant difference between pre-test and post-test knowledge, from the pretest score of 18.64 with a standard deviation of 2.43 and the posttest assessment obtained an average score of 22.29 with a standard deviation of 2.61. It appears that there is a difference in the average pre-test and post-test scores, namely 3.65 with a standard deviation of 3.416. This means that the clinical authority determination workshop using the simulation method effectively socialized the credential system. The simulation method can be used to complement the method previously carried out in the socialization of the credential system.

RESEARCH METHOD

The research design used is a descriptive correlation design, namely research that aims to reveal correlational relationships between variables. The correlation relationship refers to the tendency that variations in one variable are followed by variations in other variables. Thus, in a correlational research design, researchers involve at least two variables (Nursalam, 2016). And this study aims to examine the relationship between the implementation of Nurse Credentials and Nurse Performance at Mitra Sejati General Hospital. While the approach used in this study is a cross sectional approach (Notoatmojo, 2012). The population is a generalized area consisting of subjects/objects that have certain qualities and characteristics set by the owner to be studied and then conclusions drawn (Sugiyono, 2010). The population in this study were all nurses working at Mitra Medikan General Hospital, a total of 160 people.

Measurement Method

The data collection method is a way for researchers to collect data in research that uses measurement tools to strengthen research results (Hidayat, 2011). The data collection procedure in this study began after the researcher submitted an application for a research permit at the educational institution and then submitted a research application letter at the Mitra Sejati General Hospital, after obtaining research permission from the Mitra Sejati General Hospital, the researchers carried out the research. Furthermore, researchers carried out data collection, data collection in this study was a questionnaire distributed to respondents.

After the researcher got the prospective respondents the researcher explained the purpose and benefits of the research as well as the process of filling out the questionnaire. Then the researcher submitted an informed consent or consent sheet to obtain consent from the respondents. After this the researcher used a questionnaire and the respondents were given 10 minutes to fill out the questionnaire. During filling out the questionnaire, the researcher continued to accompany the respondent and the respondent was given the opportunity to ask questions if something was not understood in connection with the statements in the questionnaire. And after all the specified respondents have completed filling out the questionnaire, the data is collected and analyzed.

RESULTS AND DISCUSSIONS

Table 1. Frequency Distribution Based on Respondent Characteristics at Mitra Sejati General Hospital in Medan

Age	Frequency	%
20-30	28	70,0
31-40	12	30,0
Total	40	100

From the table above it can be seen that the majority of respondents are in the age range of 20-30 years with 28 respondents (70.0%), and a small proportion are in the age of 31-40 years with 12 respondents (30.0%).

Table 2. Frequency Distribution Based on the Implementation of Nurse Credentials at Mitra Sejati General Hospital

Nurse Credential	Frequency	%
Good	22	55,0
Enough	11	27,5
Not enough	7	17,5
Total	40	100

From the table above it can be seen that most of the Implementation Nurses' credentials were good as many as 22 respondents (55.0%) and a small number less as much as 7 respondents (17.5%).

Table 3. Frequency Based on Nurse Performance at Mitra Sejati General Hospital

Nurse Performance	Frequency	%
Good	21	52,5
Enough	13	32,5
Not enough	6	15,0
Total	40	100

From the table above it can be seen that most of the nurse's performance is good as many as 21 respondents (52.5%) and a small number less as many as 6 respondents (15.0%). From the results of research on the implementation of nurse credentials at Mitra Medika General Hospital, it can be seen that most of the implementation of Nurse Credentials is good, as many as 22 respondents

(55.0%) and a small proportion are less than 507 respondents (17.5%). This can happen due to controlled regulations between the medical hospital nursing committee and implementing nurses in increasing the ability and granting clinical authority to nurses in accordance with applicable regulations which are contained in the regulation of the Minister of Health of the Republic of Indonesia number 40 of 2017 concerning the development of professional career paths. clinical nurse.

Mitra Sejati Hospital in this case has succeeded in improving the quality of patient care in its environment, this is indicated by increased performance in carrying out tasks and functions better, marked by nurses who are clear enough in the division of tasks and the granting of authority according to their competence. This shows that the credentialing system has been implemented properly. Mitra Sejati General Hospital has built a nursing credential system with restrictions on clinical authority based on professionalism. In this system, clinical authority is broken down, that is, they are detailed one by one. A health worker can only provide nursing care in accordance with the clinical authority they have (The Joint Commission on Accreditation of Healthcare Organization, 2003; Herkutanto & Susilo, 2009). According to the concept of nursing, clinical nursing authority is broken down based on nursing care aimed at meeting basic human needs (George, 2001; McKenna, 2007).

From the results of the study it was also found that most of the respondents' ages were in the age range of 20-30 years as many as 28 respondents. one year and 2 years, and there are several nurses who have just finished their education and immediately apply at Mitra Medika Hospital. From the above, the researcher assumes that one of the factors causing the acquisition of credential results is mostly good at Mitra Sejati Hospital, one of which is the age level of the nurses at the hospital, this is in accordance with the theory which states that at the hospital, the age factor is one of the considerations in the process recruitment of prospective employees, with the hope that they will have an energetic and high-spirited soul and like new challenges while still holding on to their basic principles and values. Likewise, educational factors are taken into consideration in placing new nurse work areas (Any, Idris, Mukammala, & Matindas, 2012).

This research is in accordance with (PMK NO 49, 2013), namely Credentials are a process for determining and maintaining nursing competence. The credentialing process is one way the nursing profession maintains standards of practice and accountability for the educational preparation of its members. Credentials are an evaluation process for nursing staff to determine the feasibility of granting Clinical Authority. Recredentialing is a process of re-evaluating nursing staff who already have Clinical Authority to determine the feasibility of granting the Clinical Authority. (PMK NO 49, 2013).

This research is in line with the results of the Credentials at the Kedentials Sub Committee, the Nursing Committee for Clinical Nurses (PK) levels I-IV. In Outpatient Care, the credential activities of all nurses in Outpatient care have carried out a competency test according to their clinical authority and all are declared competent. This can be seen when implementing the performance of both skills and attitudes of patients who feel satisfied being served by nurses in outpatient care.

CONCLUSION

From the results of the research conducted, it can be identified that the implementation of Nurse Credentials at Mitra Sejati General Hospital is mostly good Nurse Credentials. From the results of the research conducted, it can be identified that the performance of nurses at Mitra Sejati General Hospital is mostly good. Based on the results of research conducted by researchers at Mitra Sejati General Hospital using the Spearman Rho (Rank) statistical test, it was found the results show that there is a significant relationship between the Implementation of Nurse Credentials and Nurse Performance at Mitra Sejati General Hospital

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