Relationship Between Nurse Management Functions And Work Functions Of Implementing Nurses In Non-Surgery Inpatient Efarina Etaham Hospital

Awaluddin Ziad[1], Chrismis Novalinda Ginting[1], Masryna Siagian[1]
[1]Faculty of Medicine, Dentistry And Health Sciences, Universitas Prima Indonesia Medan

Email corespondence : awaluddin.ziad@gmail.com

Abstract

Nurses play an important role in the administration of nursing services because nurses are the main key to the organization. However, there are still many roles and functions of nurses that have not been going well. The aim of this research is to determine the relationship between the management function of nurses and the work function of executive nurses in non-surgical inpatient care at Efarina Etaham Hospital. Type of quantitative research with a cross sectional approach. The study sample was 66 executive nurses in a non-surgical inpatient hospital at Efarina Etaham Hospital. The data was analyzed using the Spearmen's Rank test. The results of the study showed that there was a significant relationship between the management function of nurses and the work function of executive nurses in non-surgical inpatient care at Efarina Etaham Hospital, p value = 0.000. The level of strength of the relationship between the variables Nurse Management Function and Executive Nurse Work Function is 0.716 or strong. The results of this research can be used as a source of information and analytical reports that can be useful for hospital management in terms of improving nurses' work functions. The results of this research are used as input and consideration for Efarina Etaham Hospital in making decisions, especially in addressing management function issues so that Efarina Etaham Hospital continues to develop and can carry out management functions well. Future research should direct research with a larger survey scope with more in-depth interviews or experiments and with a larger sample, so that the causal factors can be identified.

Keyword: Function management, Nurse work

INTRODUCTION

Nurses play an important role in the administration of nursing services because nurses are the main key to the organization. Based on research results, the application of the five management functions in the management of nursing services in hospitals has not been implemented optimally (Afandi, 2013). To achieve more appreciation, nurse managers must demonstrate their education and competence (Afidah & Sulisno, 2013).

Implementation of management functions requires the competence and performance of the head of the room as a line manager, as well as a performance decider. Competency is the ability to carry out or carry out a job or task based on skills and knowledge supported by the work attitudes required by the job (Arham et al., 2021). The role of a nurse is all the authority that a nurse has to carry out their duties and functions according to their competence. The role as a provider of nursing care is the most important role for a nurse, in this role the nurse is expected to be able to provide nursing services to individuals according to the diagnosis of the problem that occurs (Dewi et al., 2021).

Based on the research results of Distinarista (2021), nurses play their role in encouraging patients and families to achieve health, educating patients and families about things to do and what not to do while undergoing treatment. In health services, nursing has duties that must be carried out in providing quality nursing care (Mahayanti & Ismoyo, 2021). Therefore, it is important to show the involvement of nurses in efforts to improve patient safety in the inpatient room (Astuti & Yamin, 2013).

Inpatient services are a group of health services available in hospitals which are a combination of several service functions (Mito, 2016). The work function of implementing nurses in carrying out inpatient management functions is as a provider of nursing care, as a patient advocate, as an educator, as a coordinator, as a collaborator, as a consultant, and as a reformer (Lestari et al., 2020). The management function is one of the interpersonal factors that influences satisfaction, namely the ability or skills of the head of the room, leadership, support, organizing nurses, and increasing nursing resources, as well as cooperative relationships between nurses and doctors such as collaborative relationships (Yusuf, 2017). Extrapersonal factors such as pleasant working conditions for nurses must be created by the hospital. In general, nurses are satisfied with their profession, but there are still complaints in several workplaces regarding their work and working conditions (Mita & Maulana, 2020).

Based on the results of research conducted by Boamah (2018) leaders in carrying out management must be able to encourage subordinates, supervise and evaluate each job, so that through these actions they can prevent bad incidents and improve service quality. According to research by Udod (2020) nurse managers play a major role in the implementation of nursing care by promoting and maintaining strategies to reduce ineffectiveness, improving coordination with subordinates in order to improve patient safety (Iksan et al., 2023). A professional nurse can create a better image of an ideal nurse in the eyes of society, namely that it requires adequate competence, great will, and seriousness from within the nurse herself to build a better image of nursing (Syahputri, 2019). Nurses who are skilled, intelligent, kind, communicative and can carry out their roles and functions well in accordance with the code of ethics, seem to be the ideal nurse figure in the eyes of society (Pertiwiwati & Alfianur, 2018).

This research will be carried out in non-surgical inpatient settings because there are complaints from patients and families about delays in the services they receive (Julianto, 2016). Apart from that, nurses have not carried out their functions and roles well, where nurses are less communicative and less skilled in carrying out their roles and functions in providing nursing care. Based on the initial survey conducted, the roles and functions of nurses have not been implemented properly because the workload of nurses is excessive due to the large

number of patients not being proportional to the number of nursing staff. The maximum workload should be for one nurse to handle four patients but what happens is that every one person nurses treat six to seven patients. In terms of management functions, it has also not been implemented properly due to a lack of planning in making regulations, guidelines and standards in nursing services, as well as a lack of supervision and supervision from nursing managers.

This phenomenon illustrates the lack of a strong foundation to move the organization so that it has an impact on the work function of implementing nurses in the non-surgical inpatient unit at Etaham Hospital. Based on the background above, researchers are interested in conducting research on "The Relationship between Nurse Management Functions and the Work Functions of Executive Nurses in Non-Surgical Inpatient Care at Efarina Etaham Hospital".

METHODS

This research uses a quantitative type of research with a cross sectional research design. This research was conducted at Efarina Etaham Hospital in May 2023. The population in this study were all non-surgical inpatient nurses on duty at Etaham Berastagi Hospital. The total population in this study was 66 people. The sample in this research were all non-surgical inpatient nurses on duty at Etaham Berastagi Hospital. The sampling technique in this research was total sampling, that is, the entire population was used as the research sample, so the total research sample was 66 people.

The research instrument uses an observation sheet. The Observation Sheet for the work function of the implementing nurse consists of 20 questions with yes and no answer options. A yes answer is given a score of 2 and a no score is given a score of 1. The highest score for this questionnaire is 40 and the lowest score is 20. The assessment results for the competency questionnaire consist of 2 categories, namely good and poor. Good if the respondent gets a total score ≥ 50% and poor if the respondent gets a total score < 50%.

The Observation Sheet for the work function of the implementing nurse consists of 20 questions with yes and no answer options. A yes answer is given a score of 2 and a no score is given a score of 1. The highest score for this questionnaire is 40 and the lowest score is 20. The assessment results for the competency questionnaire consist of 2 categories, namely good and poor. Good if the respondent gets a total score ≥ 50% and poor if the respondent gets a total score < 50% (Mustaqim, 2016; Jatmiko & Fitryasari, 2019).

Before the nurse fills out the questionnaire, the nurse first fills out an informed consent which explains that the respondent is willing to be a subject in the research. In filling out the

informed consent, the nurse also explains that the researcher will maintain the confidentiality of the information obtained by the researcher when the research is carried out (Nursalam, 2016).

The data analysis used is univariate and bivariate. Univariate analysis aims to explain or describe the characteristics of each research variable. The variables studied include the work functions of implementing nurses (assessment, nursing diagnosis, planning, implementation and evaluation), implementation of management functions (planning, organizing, directing, monitoring and evaluating) and demographics (age, gender, level of education and length of work). The presentation is in the form of a frequency distribution for each variable.

Bivariate analysis was carried out on two variables that were suspected or correlated. In this study, bivariate analysis was carried out to determine the relationship between the work function of implementing nurses and the implementation of management functions. The statistical test used is Spearman Rank with $\alpha = 0.05$.

RESULTS

Based on research that was carried out in May 2023, at Efarina Etaham Hospital regarding the Relationship between Nurse Management Functions and Work Functions of Implementing Nurses in Non-Surgical Inpatient Care at Efarina Etaham Hospital, the following research results were obtained

Univariate analysis

1. **Characteristics of respondents**

Description of the characteristics of respondents based on age, gender, length of work and last education is presented in the following table

Table 1. Frequency Distribution of Respondent Characteristics (n=66)

Characteristics	Frequency	Percentage
Age		
20 - 30 years	26	30,4
31 - 40 years	40	60,6
Gender		
Man	17	25,8
Women	49	74,2
Length of work		
1 – 5 years	52	78,8
5 – 10 years	14	21,2
Last education		
Associate degree (D-III) Nursing	17	25,8
Nursing profession	49	74,2

Based on table 1. above, it can be seen that the characteristics of the 66 respondents based on age involved in this research were the majority, 60.6% (40) of respondents aged 30-40 years and 30.4% (26) aged 20-30 years. Characteristics of respondents based on gender, the majority of respondents were 74.2% (49) female and 25.8% (17) male. Furthermore, the characteristics of respondents based on length of work, the majority of respondents, 78.8% (52) have worked 1-5 years and 21.2% (14) have worked 5-10 years. Characteristics of respondents based on their latest education, the majority of respondents, 74.2% (49) had a nursing professional education and 25.8% (17) had a D-III nursing education.

The results of testing the nurse management function can be seen from the following table:

Table 2. Nurse Management Functions

Variable	Frequency	Percentage
Nurse management function		
Good	8	12,1
Not enough	58	87,9
Executive Nurse Work Functions		
Good	8	12,1
Not enough	58	87,9

Based on the results of the research presented in table 2, the results of observations on the work function of the majority of nurses obtained poor results of 87.9% (58) and 12.1% (8) good.

2. Bivariate analysis

The test criteria state that if the P value <α (0.05), then it is significant or there is a relationship. The strength of the relationship can be assessed as follows:

The results of testing the relationship between the nurse management function and the work function of the implementing nurse can be seen in the following table:

Tabel 3. Relationship between the Nurse Management Function and the Work Function of the Implementing Nurse in Non-Surgical Inpatient Efarina Etaham Hospital

Nurse Management Functions	Executive Nurse Work Functions				Total		p value	r
	Good		Not enough					
	n	%	n	%	N	%		
Good	6	9.1	2	3.0	8	12.1		
Not enough	3	4.5	55	83.3	58	87.9	0,000	0,716
Total	**9**	**13.6**	**57**	**86.3**	**66**	**100%**		

Description: *) Spearmen Rank Test

Based on the test results listed in table 3. above, it was found that the p value was 0.000, this means that the p value is <0.05, thus it can be stated that there is a significant relationship between the Nurse Management Function and the Work Function of the Implementing Nurse in Non-Surgical Inpatient Care Efarina Etaham Hospital. The level of strength of the relationship (correlation) between the variables of the Nursing Management Function and the Implementing Nurse Work Function is 0.716 or strong. The correlation coefficient number in the results above is positive so that the relationship between the two variables is unidirectional (unidirectional relationship type). Thus it can be interpreted that the Management Function is increased, the Work Function of the Implementing Nurse will increase.

DISCUSSION
Relations between the Nurse Management Function and the Work Function of the Implementing Nurse

Based on the test results, it was also found that the p value was 0.000. This means that the value of p <0.05, thus it can be stated that there is a significant relationship between the Nurse Management Function and the Implementing Nurse Work Function. The basic function of management is a set of activities in achieving organizational goals, namely planning, organizing, directing, monitoring and evaluating (Susanto, et al., 2022). The role of the nurse is all the authority possessed by the nurse to carry out her duties and functions according to her competence (Gledis, 2016). Nursing management is cooperation between leaders and nursing staff members in providing quality professional services by carrying out management functions (Bakri, 2017). From the results of research at Efarina Etahan Hospital, especially in non-surgical inpatient rooms, management functions have not been carried out properly due to a lack of planning in making regulations, guidelines and standards in nursing services, as well as a lack of supervision and supervision from nursing managers so that it has an impact on the roles and functions of nurses in carrying out nursing care.

The results of this study are in line with the results of Schwendimann et al.'s study explaining that the work function of nurses is inseparable from leadership and managerial functions (Schwendimann et.al., 2018). In managing nursing services the roles and functions of nurses are very important to achieve organizational goals. The head of the nursing field is responsible for nursing services Management of nursing services must be carried out optimally by all managerial levels of nursing in order to ensure the quality of care and patient safety (Hariyati et al., 2018). The quality of services in hospitals can be improved and services can run well, if professional management is used in carrying out operations. professionally applied

management requires planning, implementation, supervision, and control and can be coordinated throughout all activities in the hospital to achieve the goals of the hospital itself (Sumartyawati, 2018).

Kwak, Yae, Xu, & Eun-jung's research states that management and managerial support have a real influence on the work function of nurses. Nurses feel that the management function has been running even though not everything has gone that way. This is evidenced by the fact that there are still nurses who feel that managers have not planned, organized, especially the function of directing and supervising related to the implementation of nursing practice. This has an effect on nurse job satisfaction which affects work function. nurses (Kwak., et.al, 2018).

Based on the test results, it can be seen that the majority of respondents perceive the nurse management function as poor, 87.19% and 12.1% perceive it as good. From the results of research conducted on the management function in planning the head of the room has not planned the number of nursing staff according to the needs in the treatment room, in organizing the head of the room does not group patients and arrange their placement in the treatment room according to the level of emergency, to facilitate the provision of nursing care. During the briefing, the head of the room did not consider the needs for the duties of the executive nurse. The head of the room also has not carried out supervision by not carrying out follow-up, evaluation and innovation so that problems related to nursing care do not occur again.

Based on the test results, it can be seen from the results of observations of the work functions of nurses that most of the results were poor at 87.9% and 12.1% were good. Judging from the results of observations made in the assessment section, the average nurse has not described the problem based on the equality between health status and norms and patterns of life function, when diagnosing the nurse has not described the actual/potential diagnosis, in making plans the nurse has not made an action plan that refers to on objectives with command sentences, detailed and clear, during implementation the average nurse does not observe the patient's response to the action, and finally when carrying out an evaluation the average nurse does not record the treatment clearly, concisely, in standard terms and correctly carried out. If it is related to the results of the management function, based on research results, the head of the room has not planned the number of nursing staff according to needs in the ward.

CONCLUSIONS

Based on the results of research on the relationship between the function of nurse management and the work function of implementing nurses in non-surgical inpatient care at Efarina Etaham Hospital, the conclusions can be drawn there is a significant relationship

between the function of nurse management and the work function of implementing nurses in non-surgical inpatient care at Efarina Etaham Hospital, p value = 0.000. The strength level of the relationship between the variables of the Nurse Management Function and the Implementing Nurse Work Function is 0.716 or strong. It is recommended to the hospital management to improve the work function of nurses, especially in addressing management function issues so that Efarina Etaham Hospital continues to develop and can carry out management functions well.

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