



NURSING EXPERIENCE OF CAREER PROCESS AND IMPLEMENTATION AT HOSPITALS BANDUNG DISTRICT

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ABSTRACT

The application of clinical nurse career paths is still varied and is not based on competency testing. The number of nurses who do not know the policies, regulations at the institution and the impact and benefits of applying career paths is one of the causes of the nurses' career path implementation at two Hospitals, in Bandung District. Nurses have not carried out their duties in accordance with their clinical authority and have not felt appreciation for the achievement of his career level. The purpose of this study is to explore the Nursing Experience Of Career Process And Implementation.

The study design used a qualitative method through a phenomenological approach, an approach that illustrates the participants' life experiences using in-depth interview techniques. Participants in this study were 5 clinical nurses in each hospital taken by purposive sampling. Analysis of data using the Colaizzi method.

The result of research identified five themes 1) the determination of career paths is not in accordance with procedures, 2) the application of clinical authority has not been based on career paths 3) nurses' expectations in career development, 4) obstacles in developing career paths, and 5) benefits of career paths. Suggestions The hospital reiterates the rules regarding nurses' career divisions in accordance with established regulations.

Keywords: career path, clinical nurse, implementation, process

INTRODUCTION

Burket (2010), said "the nurse career pathway system provides recognition and appreciation for nurses' contributions in providing quality nursing services and is based on evidence based practice, so that it has a positive impact on patient outcomes." Career development is one of the HR management activities. must be carried out as a formal activity carried out in an integrated manner with other HR activities (Masram, 2017).

The application of clinical nurse career paths in reality still varies. According to Kornela, Hariyanto and Pusparahaju (2014) stated "Determination of the career level of nurses in hospitals has not been done based on competency tests but are still based on needs", Azwir, Ayuningtyas and Riastuti (2010) said "the application of career paths in hospitals is still focused on career paths. structural".

Based on several studies provide evidence that the career path of nurses in Indonesia has not been implemented properly. To find out nurses' reactions and responses about the process of implementing career paths, more information about matters related to the application of career paths nurse at the RSUD. X Bandung Regency and Y Hospital need to be researched.

METHODS

The research method with a qualitative phenomenological approach, which was investigated was the experience of nurses in the process and implementation of career development in RSUD X and RSU Y Bandung Regency. Participants in this study were 5 people, with participant inclusion criteria namely; clinical nurses with career paths of clinical nursing 2 and 3. Data were obtained by in-depth interview. Data analysis with Colaizzi method.

RESULT

Characteristics of Participants in RSUD X, age between 28 years and 41 years, work period between 18 years and 19 years, education of 3 nurses and 3 nursing graduates. The characteristics of the participants of RSU Y consisted of ages varying from 28 years to 41 years, tenure between 9 years and 19 years, 2-year old S1 nursing education and three-year nursing D3.

The result of research identified five themes:

1. The determination of the career path of clinical nursing is not in accordance with procedures.

"... *hemm is now in clinical nursing III, because yesterday when I wanted accreditation*

I was appointed according to my skills." (RS X.P1, P2)

"... the career path that I experienced may be from my work period yes sir, because in theory yesterday I should have increased clinical nursing I clinical nursing II increased, only clinical nursing III and yesterday only clinical nursing III test and get a certificate." (P3, P4, P5)

"... I personally did not go through the stages but was immediately appointed clinical nursing II, perhaps because of work experience and other assessments." (RSY.P2)

"... for me personally did not experience the test sir, but based on the work period directly set in clinical nursing II" (RSY, P1, P3, P4, P5)

2. Application of clinical authority is not based on career path

"... there may be limitations for clinical level clinical nursing authority, the task of clinical authority should be different, in fact clinical authority is not appropriate between clinical nursing I, II, and III." (RSX.P1, P4, P5)

"... clinical authority should be different, but in reality clinical authority is the same, not in accordance between clinical nursing I, II and III." (RSY.P1, P3, P5)

3. Clinical authority has not yet met the requirements,

"... in reality the treatment to patients is not yet in accordance with their level, because of the unequal clinical nursing ." (RSX.P1, P4)

"... each PK level should be different, sir, because the patient's situation and condition are the same." (RSY.P2, P3, P5)

4. Nurse's expectations in career development

"... I think it should be optimized even more, in theory, from management itself, from the middle and top levels, it must be given input because of this theory, the field turns out to be different too." (RSX.P3, P5)

"... according to the level, for career development, if it is III, the position will not return to PK I, PK II, it should continue to increase and not go down again to the executive nurse, ... after research there have been improvements in career development, so the incentives are differentiated." (RSX.P1, P4)

"... the determination of the PK is in accordance with the competency and in accordance with the remuneration ... the expertise of the khan is assessed to do a competency test" (RSY.P3, P5)

"... I just found out that the levels of the post-accreditation level should be used to appreciate their knowledge." (RSY.P2, P4)

5. Career development constraints

Permission Difficulties:

"..First in terms of education, sir, going to college in terms of time is just difficult. There is a head of the room who is hard to give permission, if there is another person training again, his advice is consistent about granting permits" ... (RSX.P2, P4).

"... with the current level has no effect on remuneration, it's the same, the current remuneration is based on services." (RSX.P1, P2, P3)

"... if the PK is going well, but now the PK is not appropriate, and it's not evenly distributed, so it's the same in the field." (RSY.P2, P3))

"... remuneration ... right, based on PK level ... according to what was done ... because there is no remuneration yet, so it hasn't felt remuneration yet." (RSY.P5)

6. Benefits of career development.

Benefits for nurses.

"... for me, in dealing with patients, adding insight in dealing with patients, so more confident." (RSX.P1)

"... really feel the benefits with the clinical nursing I, II then we work more professionally, for applications especially with remuneration," (RSX.P2, P3, P4, P5)

"For patients more satisfied because the service is given accordingly nurse competence. (RSX.P1, P2, P3, P4.P5.)"

"... with the development of a nurse's career, according to the hospital's demands for accreditation." (RSX.P1, P2, P3, P4.P5.)"

"... if for me maybe after there are more levels become more confident." (RSY.P2)

"... If I become more aware, this turns out to be my domain, and this is my domain," (RSY.P3)

"... for me, judging by clinical authority, it must be versatile." (RSY.P4)

"... For patients, we can trust us more, according to the level of increasing trust." (RSY.P2)

"... the patient may not practice mall ... because it is adjusted to the clinical authority." (RSY.P3)

"Patients? ... the service to patients is better if the clinical authority is appropriate." (RSY.P4)

"... being treated with a competent safe, cared for by a competent nurse so care is given accordingly." (RSY.P5)

" .. benefit for the Los Hospital a little, patients go home quickly, hospital income increases." (RSY.P1)

"... with a career path for hospitals reducing complaints from patients." (RSY.P2)

"... with the development of a nurse's career, for hospitals to improve quality, with good service quality many patients will come." (RSY.P5)

DISCUSSION

The researcher identified five themes, namely: Determination of career paths not according to procedures, The application of clinical authority was not based on career paths, nurse expectations in career development, career development constraints and career development benefits.

1. The determination of the career path of clinical nursing is not in accordance with procedures

The process of determining career paths at RSUD X and RSU Y is based on years of work and experience. Susmayanti (2014), Hospital management should improve and make improvements both in terms of services and human resources. Nurses feel no effect on career development because career development is not done in accordance with the level of specificity of their expertise so that it is considered to hamper career development, especially for new nurses. Nurse career development is a planning and implementation of a career plan that can be used for the placement of nurses at the level appropriate to their expertise, as well as providing better opportunities in accordance with the abilities and potential of nurses (Marquis & Huston, 2010).

Career development in RSUD X and Y Hospital in Bandung Regency is not yet fully in accordance with established rules, the determination of career path is still based on experience and years of service.

2. Application of clinical authority is not based on career path.

Based on PMK No. 40 of 2017 Article 2 paragraph 4 explains: Nurse career development as referred to in paragraph (2) is carried out through the placement of nurses at the appropriate level of competence.

The implementation of nurses' career development has not been accompanied by clinical authority in accordance with the clinical nursing level. Career classification is done only for institutional needs, namely hospital accreditation.

3. Nurse's expectations in career development.

Nurses expect in career development adjusted to competency through examinations. Marquis & Huston (2010). Clinical nurses must go through ongoing professional development and recognition of abilities based on work experience and performance of nursing practice. The most basic career development is a financial planning program that is likely to benefit employees (Neubaeur, 1995 in Marquis & Huston, 2010). The clinical career path system allows for rewards in the form of increased levels and increased income as a result of meeting the expected competencies (Swansburg, dalam Alligood 2014). Hartatik (2014:229) : Employees want a wage system and promotion policy which they perceive to be fair,

not twins, and in line with their expectations. Nurse career development in RSUD X and RSUD Y, has not been optimal because it has not been followed up with remuneration as an additional producer of nurses.

4. Obstacles in career development.

Difficulty in obtaining permits is an obstacle for nurses to develop their careers. Rivai (2014), states that the role of leaders in career development is to provide support, the career development of employees must be supported by top-level leaders and middle-level leaders. The research found that there was a lack of leadership role in efforts to support and foster nurses' motivation in continuing nursing education, uneven placement of clinical nursing levels, in the field of time taking actions that were not in accordance with clinical nursing levels. Kadek Puji Astini (2014), in his research Development of nurses' remuneration based on career paths and nurse competencies at Sanglah Hospital Denpasar found that service distribution was not felt fair because it had not been based on clear performance assessments, career paths and nurse competencies had not been implemented in nurse remuneration.

Obstacles encountered in nurses' career development are difficulties in obtaining study permits, and remuneration has not affected career development, there are no specific incentives for each clinical nursing level, clinical nursing cement is not evenly distributed in each room and each shift.

5. Benefits of career development.

For nurses improve performance professionally, increase self-confidence, increase knowledge and feel satisfied with what they do. Research conducted by Ekayadi (2010). Motivation and career development will increase employee job satisfaction. The same opinion was conveyed by Suroso (2011), Lusiati and Suprpto (2013), the results of the study found that the water level system can increase the job satisfaction of nurses to remain in their work.

Benefit for patients is obtained statement, patients become more satisfied in receiving services because they are served by competent nurses, this was also conveyed by Hariyati (2014) career development goals are; develop nurse achievement competencies, improve the quality of nursing services. Marwansyah (2010) describes career development includes exposure to all

activities aimed at preparing employees to meet the needs of the organization both now and in the future. The benefits are felt not only by nurses but also by patients as recipients of services, and hospitals as institutions, influencing the quality of services provided, and helping in improving the status of the hospital, in this case hospital accreditation.

CONCLUSION.

Based on the results of the study obtained several conclusions as follows:

1. The determination of career paths is not in accordance with procedures, because it is done based on hospital policy, seeing nurses based on work experience, years of service and skills only, not based on competency tests.
2. The application of clinical authority is not based on career paths. This happens because in the field every action is not always by the level of PK that should be. But carried out by the level of clinical nursing that existed at the time.
3. Nurse's expectations in career development. The incentives for each nurse are still based on services and class only. Not based on clinical nursing level.
4. Career development constraints. difficulty obtaining permission, so to continue their education, some nurses did it without management's knowledge. uneven placement of clinical nursing levels.
5. Benefits of career development.

Provide new knowledge, increased sense of responsibility, more confidence in taking action, patients will feel satisfied, provide better quality of service, and improve hospital status.

SUGGESTION

The hospital reiterated the rules regarding nurses' career rankings according to the established regulations.

Next researcher

The results of this study can be used as basic data to develop research related to the implementation of a nurse's career development.

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