ORIGINAL RESEARCH PAPER

Nursing

HYGIENE FACTORS WITH NURSE PERFORMANCE IN THE HOSPITAL OF THE ISLAMIC HOSPITAL OF YARSI BUKITTINGGI

KEY WORDS: Nurse Performance, Supervision, Two Factor Theory

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ABSTRACT

The implementation of the nursing process in the hospital will not work well if the nurses who carry out the nursing process are not in accordance with the standards of nursing practice and all the provisions that exist in the hospital environment and have an impact on the performance of nurses and absenteeism of employees. This study aims to find out the description of Hygiene factors with the performance of the nurses in the inpatient rooms of the Yarsi Bukittinggi Islamic Hospital. Research design used with cross sectional approach. The sample in this study were 135 nurses taken by simple random sampling. Data collection was conducted from June 2017 to March 2018 and the results were analyzed by univariate finding of hygiene factors, namely. This study recommends the achievement of good nurse performance so hygiene factors must be controlled to avoid employee turnover.

INTRODUCTION

Human resources are the most important resource owned by an organization, one of the most important efforts in the field of human resources carried out by an organization is one of them is the development of human resources. The implementation of the nursing process in the hospital will not run well if the nurse who carries out the nursing process is not in accordance with the standards of nursing practice and all the provisions that exist in the hospital environment as an organization. The phenomenon that is developing at this time, not a few nurses who carry out their work are not in accordance with the standards of existing nursing care. One of the factors related to poor performance of nurses in providing nursing care is the factor of job satisfaction. Job satisfaction for the nursing profession as a nursing service provider is needed to improve its performance which will have an impact on job satisfaction, because one part of job satisfaction is the performance of nurses, especially in providing nursing care and influencing indicators of service quality assessment in a hospital.

Significance of the study:

The provision of nursing care provided by nurses at this time has not been optimally seen from nurses carrying out their duties with habit factors so that it will have an impact on the quality of nursing services and the risk of malpractice.

AIMS OF THE STUDY:

1. To find out the relationship between hygiene factors and the performance of nurses in the inpatient rooms of the Yarsi Bukittinggi Islamic Hospital.
2. The most influential variable between hygiene factors and the performance of the nursing nurse in the inpatient room of Yarsi Bukittinggi Islamic Hospital.

Research Hypotheses:

The results of this study follow from the hypothesis that there is a significant relationship between hygiene factors and the performance of the nurse

SUBJECT AND METHODS

Research Design:

The study design is a cross sectional study that assesses the independent and dependent variables simultaneously with the type of quantitative research

SETTINGS:

The study was conducted in the inpatient room of the Yarsi Bukittinggi Islamic Hospital.

SUBJECT:

The sampling technique in the study used simple random sampling. The number of samples was 135 samples. Data analysis uses statistical analysis. Inclusion criteria in this assessment

included nurses in the inpatient room at the Islamic Hospital Yarsi Bukittinggi, willing to become respondents, had worked or served at least 3 months during the study.

Tools of data collection:
Tools 1:

Before conducting the research, researchers prepared a questionnaire that was used and adopted from the Minnesota Satisfaction Quesionnare (MSQ). The questionnaire design consists of questionnaire part A consisting of nurse demographic characteristics consisting of initials of name, age, gender, last education, years of service. Part B questionnaire consists of 22 statement items on Hygiene Theory (5 factors). The section C questionnaire consists of 15 statement items about performance. Each statement item uses a scale that refers to MSQ

The alternative answer option is SP (Very Satisfied) given a value of 4, P (Satisfied) given a value of 3, KP (Less Satisfied) given a value of 2 and TP (No P) given a value of 1, while the statement for performance used an alternative answer option SS (Corresponding The standard was given a value of 1, TSS (not according to standards) was given a value of 0. Total score for items of hygiene theory 22 - 88, and for performance items 10-40.

Tools II:

The research was carried out after being approved by the educational institution, and obtained permission to collect data obtained from Yarsi Bukittinggi Hospital, the researcher explained the purpose and objectives of the study attached to the approval sheet to become a respondent. Respondents are willing to be examined and the respondent first signs the approval sheet before being interviewed. Researchers continue to respect the rights of respondents. To maintain the confidentiality of respondents, the researcher does not include the name of the respondent but the initials of the respondent on the data collection sheet that has been filled in by the respondent.

VALIDITY AND REABILITY:

Validity test is used to see the accuracy of the questionnaire as a measuring tool that is carried out by means of a corrected-item total correlation test. All statements are valid with r count more than 0.361. Reliability testing is used to see the consistency of the measurement results carried out by doing the Crombach Alpha test and obtained a reliable variable with a value of more than 0.6.

ETHICAL CONSIDERATIONS:

Researchers have been through ethical testing at the Faculty of Medicine, Andalas University. The researcher gave a request sheet to become a respondent and approval to be a respondent to the nurse nurse and explained the purpose of the study. The nurse has the right to decide to become a respondent or not, the researcher maintains the confidentiality of the respondent's data by using the initials of the name in the questionnaire sheet.

PILOT STUDY:
Before this questionnaire was disseminated, this questionnaire will be first tested on 30 implementing nurses at Madina Bukittinggi Hospital who have the same characteristics. Respondents tested were not included in the core research respondents.

RESULT
The initial result showed information about respondents' characteristic. The respondents were nursing associates and 71.9% of them were25 years old, more than half were female (72,9%), the educational qualification were Bachelor of Nursing(56.2%),and more than half (52.1%) had worked less than 5 years in the hospital.

TABLE1 The frequency distribution of Nursing Associate Performance in Islamic Hospital Yarsi Bukittinggi year 2017 (n=135)

Performance	F	%
High	111	75
Low	24	25

The result shows that most of the respondentshavehigh performance (75%) and nursing associateswith low performance still exist around 25%.

TABLE 2 Hygiene Factors With Nurse Performance In The Hospital Of The Islamic Hospital Of Yarsi Bukittinggi Year 2017 (n=135)

Variable	Criteria	Performance				Total		p-Value	OR (Ci95%)
		High		Low					
		f	%	F	%	f	%		
Work environment condition	Satisfied	51	53,1	16	16,7	67	100	0,001	1,214 (0,4-3,2)
	Not satisfied	21	21,9	8	8,3	29	100		
Interpersonal relationship	Satisfied	46	47,9	11	11,5	57	100	0,000	2,091 (0,8-5,3)
	Not satisfied	26	27,1	13	13,5	39	100		
Institutional policy and administration	Satisfied	49	51	21	21,9	70	100	0,000	0,304 (0,0-0,8)
	Not satisfied	23	24	3	3,1	26	100		
Feeling of safety and salary	Satisfied	37	38,5	12	12,5	49	100	0,012	1,057 (0,4-2,6)
	Not satisfied	25	36.5	12	12,5	47	100		
Supervision quality	Satisfied	46	47,9	5	5,2	51	100	0,000	1,561 (1,1-2,0)
	Not satisfied	26	27,1	19	19,8	45	100		

Table 2 provides information on the description of five factors that related to performance including the success in work environment condition, interpersonal relationship, institutional policy, feeling of safety and salary, and supervision quality. There was a significant relationship between those factors and nursing associate performance with significant value of work environment condition (p-value= 0,000), interpersonal relationship (p-value= 0,0016), institutional policy (p-value= 0,0016), feeling of safety in work, salary and status (p-value = 0,012), and supervision technique with p-value= 0,000. There was a significant relationship between two-factor theory and nursing associate performance.

DISCUSSION
1. Relationship between Working Environment Conditions and Implementing Nurse Performance

The relationship between the Work Environment Conditions and the performance of the implementing nurses has a significant relationship (P value = 0,000). This research was supported by Yunanda's (2012) study which stated that the implementing nurse wanted the conditions around the nurse to perform well, because the condition led to physical pleasure and pleasure. Illumination is too small can cause physical discomfort, dirty air or a small amount of ventilation can be harmful to the health of the implementing nurse, the environment in which individuals work has an influence on working hours and their attitude towards the implementation nurse itself. A good work environment will affect the sense of security for the nursing nurse at work. Working conditions are all things that exist in the nurse's work environment that can affect him in carrying out tasks, such as temperature, humidity, ventilation, lighting, noise, workplace cleanliness (Cantika, 2005).

If the working conditions are good (a clean and attractive environment), the nurse will be able to easily implement the opposite implementation if the unpleasant working conditions (hot and noisy) will have the opposite effect. If conditions are good, there will be no problem with job satisfaction, but on the contrary if the working conditions are bad, it will also have an impact on the job satisfaction of the nurse.

2. Interpersonal Relationships with Executing Nurse Performance
Interpersonal Relationships with the performance of implementing nurses have a significant relationship (P value = 0.0016). This research is supported by Yunanda's research (2012) which states that the factors that are also less important are relationships with colleagues in achieving maximum results in work supported also by social conditions or atmosphere. According to Nursalam (2012) there are three skills that each boss must possess, namely:

a. Technical Skill
This skill is very important for the lowest level leaders and middle level, this includes the ability to use methods and processes generally related to the ability to use tools.

b. Human Skill
The ability to work in or with groups, so as to build cooperation and coordinate various activities.

c. Conceptual Skill (Conceptual Skills)
The ability to understand the complexity of the organization so that in various actions taken pressure is always in the realization of the overall organizational goals.

Each individual cannot work alone but also requires cooperation with other people, whether it is cooperation in completing work or in communication outside of his work, it means that the head of the room or leader is required to have the ability to humanize humans

3.Relation of Institutional Policy with Executing Nurse Performance
The relationship between Institutional Policy and the performance of nurse nurses has a significant relationship (P value = 0.0016). This research is supported by the research of Hafizzurahman (2011) which states that there is an influence between organizational policy and nurse performance. The higher the organizational policy given to the nurse the better the performance of the nursing nurse in the work.

In order to achieve the achievement of high-quality and high-performing servants, professional nursing staff, intellectual, technical and interpersonal abilities, work based on standards of practice, pay attention to ethical and moral principles. Quality nursing services are strongly influenced by reciprocal factors that are fair and decent, capable and professional abilities , the right placement according to his expertise, the lightness of the nurse the implementation or workload of the nurse nurse is the nurse's implementation, the atmosphere and environment of the nurse implementation, the supporting equipment, and the attitude of the leader in providing guidance and coaching (Mathis & Jackson, 2006).

Decree of the Republic of Indonesia Health Minister (Kemenkes) No.836 / 2005 concerning Guidelines for the Development of Performance Management (PMK) Implementing Nurses and Midwives who in 2010 were completed with the issuance of the Minister of Health Regulation No. HK.02.02 / Menkes / 148 / I / 2010 concerning Permits and Organizing Practices Nurses as a guide line for nurses implementing to practice so that maximum work can be produced, guaranteed and protected from legal

issues. The quality of the nurse nurse's service is strongly influenced by the work environment, the rewards obtained, and even given sanctions if something goes wrong. High workload can cause job accuracy and security to decrease, so that their quality and performance also tends to decrease.

The implication that is in the spotlight here is the focus of personnel policy on how to implement it in practice such as the implementation of the wisdom of each supervisor concerned to his subordinates. In this case so that they act as fairly as possible.

4. Relationship between Safe Feelings in Work, Salary and Status with Executing Nurse Performance
The relationship between feeling safe in work, salary and status with the performance of the nurse nurse has a significant relationship (P value = 0.0012). This study is different from Royani's (2012) research where incentives and recognition of status have no relationship with nurse performance. According to Siagian (2003) who explained that perceptions about rewards occur because there are influencing factors including: attitudes, motives, interests, interests, experiences, and expectations. This is also due to the determination of the amount of incentives that vary in each institution and the basis for calculating grading-based incentives that only contribute 25% of the total criteria also causes a lack of representation of the capabilities and professionalism aspects of the nurses' executives which causes the assessment of incentives to be subjective and not related to performance .

5. Relation of Supervision Techniques to Implementing Nurse Performance
The relationship between Supervision Technique and the performance of implementing nurses has a significant relationship (P value = 0,000). This research was supported by Ginting's research (2017) which suggested that the supervision of the head of the room was significantly related to the performance of the nurse implementing the RSUD DR. Djasamen Saragih Pematangsiantar (p = 0.000). In nursing management, managerial skills that must be possessed by the head of the room are planning, organizing, mobilizing and implementing, monitoring and controlling and evaluating. From some managerial functions the head of the room shows that one of the heads of the rooms is how to supervise (supervision) to improve the performance of nurses and the quality of nursing services (Supriyanto, 2012).

The head of the room as a manager must be able to guarantee the services provided by the nurses in providing safe services and prioritizing patient comfort. The head of the room must have management capabilities in order to achieve success in managing nursing services and nursing care provided by nurses in an integrated manner. Gillies (2010) can be done by way of a supervisor looking directly at how the nursing nurse provides care to one or several patients. If at the time of supervision, the supervisor finds actions that are not in accordance with the standards or the nurse needs assistance, then the supervisor can directly assist or ensure that what is done by the nurse nurse is correct and in accordance with the procedure (Gillies, 2012).

Supervision covers all activities that management believes will help achieve administrative goals (Nursalam, 2012). Activities which are part of supervision in nursing include reporting, division of tasks, giving direction, observation, assessment, coaching and education of implementing nurses. Supervision ensures that all patients receive care as they should. This begins with giving a report about each patient to the nursing nurses. For the head of the room how to supervise in terms of technical work which is the responsibility. If the boss has a technical skill that is lower than that required from his position. To overcome this, the heads of the rooms must try to improve themselves by following training and education.

LIMITED OF THE STUDY:
The results of this study were not seen in performance but only obtained from the questionnaire sheet that refers to the respondents' perceptions.

CONCLUSION
The hyegiene factor with the performance of the nurse nurse has a significant relationship in the form of motivation factors (institutional

and administrative policies, interpersonal relationships, work environment conditions, salary and job security and quality of supervision. This is different from the findings when the initial study found institutional policy variables, environment work, and opportunities for advancement that affect the performance of the implementing nurse.

Recommendation:
To achieve good nurse performance, an effective leadership system is needed through the implementation of good supervision activities by the nursing manager.

Conflict of interest disclosure:
Researchers did not find meaningful conflicts during the study.

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