The Relationship between the Implementation of Nursing Supervision with the Performance of Nursing in Patient Room at Dumai City General Hospital

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ABSTRACT

An assurance for the patients' health care is a nurse's quality care. In order to maintain the standard of care provided in a unit, one of the managerial responsibilities of a nurse manager is to oversee the nurses. The goal of this study was to ascertain how well nurses performed in the inpatient unit of Dumai City General Hospital in relation to the use of nursing supervision. With samples of 118 nurses, the research design described cross-sectional correlation. The research tool was a questionnaire with a 57.1% supervision and a 43.9% performance ratio. Purposive sampling was used to take the sample. The findings of the chi square analysis revealed a relationship between the performance of the nurses in the inpatient room at Dumai City General Hospital and the supervision provided by the nurse management (p=0,000=0,05). The administration of Dumai City General Hospital is hoped to strengthen nursing supervision activities in order to enhance the performance of the nurses in providing patient care.

I. Introduction

Studying the performance of nurses, who lead the delivery of healthcare, is crucial to preserving and enhancing the standard of care. A bridge to guaranteeing the quality of healthcare services supplied to both ill and healthy people is good nurse performance (Woran, Tucunan, & Maramis, 2018).

The manager in charge of the room must be able to ensure that the implementing nurse prioritizes patients' comfort and safety when providing services (Supriyanto, 2012). The head of the room's administrative duties include supervising (supervision) nurses to enhance their performance and the caliber of their nursing services. The primary criterion for offering high-quality nursing services is the supervisory role in the management process (Sugiharto, Keliat, & Sri, 2012). Instead than looking for problems, the primary goal of supervision is to help subordinates perform even better (Hastuti, 2014).

According to Gillies (2012), supervisory tasks can be carried out by watching the implementing nurses in action while they offer care to one or more patients. All patients receive the attention they need and deserve thanks to nursing oversight. This starts by giving the implementing nurses a report on each patient (Ginting & Manurung, 2017).

According to Syarifudin and Yanto's (2018) research at Roemani Muhammadiyah Hospital Semarang, there was a strong correlation between the performance of nursing care for nurses and the supervision of the head of the room (p = 0.000 = 0.05). The installation of ward supervision has a substantial impact on nurse performance, according to research by Pebriani, Noer'aini, and Supriyadi (2017) done in the inpatient ward of Tugurejo Hospital Semarang. This effect is significant and has a p value of 0.005 (0.05).

One of the government-owned type B regional public hospitals, Dumai City Hospital is situated in the Dumai region of Riau. This hospital offers healthcare services backed by the

services of specialized doctors and is supported by suitable medical infrastructure. In addition, Dumai Hospital serves as a referral facility for residents of Dumai and the neighborhood. There are 168 nurses working in the inpatient rooms at the Dumai City Hospital, with 10 VVIP nurses, 15 VIP nurses, 31 IRNA female nurses, 22 IRNA male nurses, 20 IRNA B nurses, 17 IRNA C nurses, 15 IRNA D nurses, 12 IRNA soul nurses, 5 perinatal nurses, and 21 ICU nurses working in each inpatient room.

The researchers are interested in investigating "the relationship between the execution of the supervision of the head of room and the performance of the implementing nurse in the inpatient room at the Dumai Hospital" in light of the background information provided above.

II. Methods

Purposive sampling was used in this study's correlation design, cross sectional methodology, and sample of 118 nurses working in the Dumai City Hospital's inpatient ward.

Two pieces of a questionnaire were used to gather the data for this investigation. The first section includes a questionnaire for supervisory room heads that was adapted from Siboro's (2015) research, and the second section includes a performance questionnaire created using the idea of supervision practice standards (PPNI, 2010).

The findings of the 27-item supervision questionnaire test showed that every statement was determined to be true, with an estimated r value ranging between 0.503 and 0.707 above the r table value of 0.468. The reliability value, however, which is more than 0.6, is 0.944. to allow for the usage of all statements in this questionnaire.

The 36-statement performance questionnaire test results show that, with a calculated r value range between 0.469 and 0.802 above the r table value of 0.468, all 36 statements are valid. The reliability value, which was achieved, is 0.957, which is higher than 0.6. to allow for the usage of all statements in this questionnaire.

Both univariate and bivariate data analysis are used in this study. The Kolmogorov test was utilized in this study's bivariate analysis.

III. Result and Discussion

Figure 1: Frequency and Percentage Distribution Based on Nursing Supervision in the Inpatient Room at the Dumai City Hospital

No	Supervision	f	%
1	Good	89	75,4
2	Enaugh	29	24,5
Total		**118**	**100**

As indicated in Table 1 above, 89 respondents (75.4%) thought the supervision was effective.

Figure 2: Frequency and Percentage Distribution Based on Nursing Supervision in the Inpatient Room at the Dumai City Hospital

No	Super vision	Performance						Tot	*p-value*
		Good		Enaogh		Not Enaugh			
		f	%	f	%	f	%		
1	**Good**	75	84,3	14	15,7	0	0	89	0,000
2	**Not Enaugh**	9	31	20	69	0	0	29	
Total		84	71,2	34	28,8	0	0	118	

Based on Table 2, it was discovered that 75 (84.3%) of the 48 respondents with good supervision gave good performances. 14 respondents (15.7%) in all with appropriate supervision exhibit adequate performance. However, up to 20 (69%) respondents with adequate supervision had satisfactory performance, whereas up to 9 (31%) respondents with insufficient supervision had good performance.

Additionally, statistical analysis reveals that the table does not pass muster with the Chi Square test because there are 2 cells with a value of 0, or 33.3% of all the cells. As a result, the Kolmogorov Smirnov test, an alternate test, is used. According to the results of the statistical test, where the p value was obtained as 0.000 0.05, H0 is not accepted, indicating that there is a connection between nursing supervision and the performance of nurses in the inpatient unit at Dumai City Hospital.

Overview of the Dumai City Hospital's nursing supervision in the inpatient ward

According to the findings of the univariate analysis, the majority of respondents—75.4%—thought the supervision was effective.The findings of Anggeria and Maria's (2018) study, which stated that respondents who performed adequate supervision with up to 31 people (77.5%), carried out supervision with up to 7 people (17.5%), and performed supervision with fewer than 2 people (5%), are consistent with the findings of other studies. Ginting and Manurung's research from 2017 on the relationship between the head of the room's supervision and the implementing nurse's performance in the inpatient room of the DR. Djasamen Saragih Pematangsiantar showed that the majority of respondents thought the head of the room's supervision was good, with a figure of 59.6%.

The findings of Saragih's (2018) study also indicate that a majority (62.8%) of supervision implementations are successful. According to Siboro's (2015) research findings, 62.8% of supervisors perform their duties satisfactorily.

In order to discover issues and help solve them while providing nursing care, supervision is done to ensure that nurses are following procedures (Muninjaya, 2012). The sustainability of an organization is significantly influenced by supervision. A competent leader can make their followers feel at ease and motivate them to perform their jobs to the best of their abilities. It is impossible to separate the influence of leaders on subordinates' ability to be motivated to perform their tasks well from the motivation of employees. In order to accept and organize their impressions while analyzing the leadership style used by their leaders, staff uses cognitive processes (Tondok, Sampe and Andarika, 2014).

According to the researcher's presumption, the Head of the Room performs supervisory duties quite competently. Nurses who are under supervision appear to be highly motivated to provide quality nursing care. The performance of nurses is monitored through supervision activities. An efficient coaching system for institutions is directed and long-term supervision actions.

The observations made by the supervising researchers in the inpatient area of the Dumai City Hospital yielded outcomes in the form of direction and guidance. The leader of the room is responsible for inpatient room supervision. the room manager's observations, like the patient's nurse notes. The review is done by the head of the room, but it has begun to work well.

Overview of the Dumai City Hospital's Inpatient Room

According to the findings of the univariate analysis, the majority of respondents—71.2%—had good performance in terms of the number of nurses in the inpatient room at the Dumai City Hospital. The findings of this study are consistent with those of Ginting and Manurung's (2017) study, which found that 60.9% of nurses in inpatient facilities perform at a good or excellent level.

The findings of another study conducted by Syarifudin and Yanto (2018), which found that 50% of the sample's total sample of implementing nurses in inpatient wards performed well, confirm the findings of this study. According to Siswana, Erwin, and Wofers' (2013) study, 17.4% of respondents were nurses, which indicates that there are still nurses who perform well.

The researcher assumes that supervision is one of the factors that affect performance based on the description provided above. The quality of the nurse's performance will increase

with more nursing supervision. The hospital administration must plan regular supervision that can regulate the caliber of services rendered by nurses if you desire an excellent nurse's performance. Every three to six months, hospital management can also assess the performance of nurses to determine how much the caliber of their work has improved. As a result, hospital management can implement strategic measures to enhance hospital nurses' performance.

According to the findings of the researchers' observations of how well nurses performed in the inpatient room at the Dumai City Hospital, there was a good division of tasks, they did not overlap, and the implementing nurses appeared at ease performing their duties.

Relationship between Dumai City Hospital Inpatient Room Nursing Performance and Supervision

According to the study's findings, out of 118 respondents, 89 (100%) said that the supervision was good, with 84.3% of respondents reporting good performance and 15.7% reporting sufficient performance. While 29 respondents (100%) said that supervision was adequate, 31% of respondents and 69% of respondents said that performance was adequate. There is a correlation between nursing supervision and the performance of implementing nurses in the inpatient room at the Dumai City Hospital, according to the findings of the chi square statistical test, which revealed a value of p = 0.000 0.05.

The findings of this study are consistent with the research of Syarifuddin and Yanto (2018) relating the supervision of the head of the room with the performance of nursing care, demonstrating that there is a substantial correlation between these two factors for nurses at Roemani Hospital Semarang. According to research by Raodhah, Nildawati, and Rezky (2017), there is a substantial correlation between the performance of nurses and the function of the leader of the room.

Someone desires a nice work atmosphere to make it easier to perform their job, according to Hanggraeni (2011). A person prefers to be in a physically safe and comfortable situation. Environmental factors such as temperature, light, and noise can also affect performance, so nurses will feel more secure carrying out their duties and responsibilities if the current working environment conditions do not make them anxious. This will enable nurses to work effectively and produce high-quality work.

Activities involving supervision are one way that the nursing staff is supported. According to study (Koivu, et al., 2012), proper supervision promotes comfort at work and decreases anxiety so that staff members can complete tasks with assistance and direction.

Through monitoring, good, high-quality, and secure nursing care can be provided to patients. In order to improve the quality of nursing services through an evaluation system, opportunities for learning new things, increase staff retention, efficiency, and effectiveness, hospitals and nurses must comprehend clinical supervision in achieving outcomes (outcomes), claims RCN 2007 in (Sugiharto, Keliat, & Sri, 2012).

According to the data gathered by the researchers during their research, the Dumai City Hospital's inpatient unit provides effective monitoring. The quality of the nurse's performance will increase with more nursing supervision. The hospital management must plan regular supervision that can oversee the caliber of services offered by nurses if you want a nurse's performance to be good. Every three to six months, hospital management can also assess the performance of nurses to determine how much the caliber of their work has improved. As a result, hospital administration can take strategic action to boost hospital nurses' performance.

The knowledge, ethics, and skills of nurses are improving and will directly affect performance and how they handle the stress they experience at work. Hospital management can enhance the skills of nurses.

IV. Conclusion

The majority of nursing supervision in the inpatient room at the Dumai City Hospital is excellent (75.4%). Most of the implementing nurses' performance (71.2%) in the inpatient room at the Dumai City Hospital fell into the good category. Nursing supervision and staff performance in the inpatient area of the Dumai City Hospital are related (p=0,000=0,05).

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