

Correlation Between Work Experience and Nurses' Competence in Performing Nursing Interventions

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ABSTRACT

Work experience is a crucial aspect in improving the skills and effectiveness of nurses in carrying out nursing actions. Nurses with longer experience tend to have better competence in clinical decision making and implementing optimal nursing care. However, variations in ability due to work experience still exist, so further research is needed. This study aims to analyze the relationship between work experience and the ability of nurses in carrying out nursing actions at Hospital X. Using a cross-sectional design with a quantitative approach, this study involved 120 inpatient nurses selected through proportional random sampling techniques. Data were collected using a questionnaire that had been tested for validity and reliability, then analyzed univariately and bivariately using the Spearman test. The results showed that 70.8% of nurses had high work experience, 29.2% moderate, and none were low. In terms of ability, 65% of nurses were categorized as good, 31.7% sufficient, and 3.3% lacking. The Spearman test showed a significant and strong relationship ($p = 0.000$; $r = 0.712$) between work experience and nurse ability. This means that the higher the work experience, the better the nurse's ability. It is recommended that hospitals develop ongoing training, supervision, and mentoring programs to improve the competency of nurses with lower work experience. Thus, the quality of nursing services can be continuously improved to support patient safety and satisfaction.

Keywords: Work Experience, Nurse Ability, Nursing Action, Health Services

INTRODUCTION

The ability of nurses to perform nursing actions is an important aspect in the provision of quality health services. Optimal nursing actions contribute to increased patient satisfaction, speeding up recovery, and improving patient safety during hospital treatment. One of the main factors that can affect a nurse's ability to carry out her duties is work experience. Work experience provides nurses with the opportunity to hone their skills, improve accuracy in decision-making, and increase effectiveness in the implementation of nursing care (Tuasikal, 2020).

Good work experience allows nurses to have a deeper understanding of nursing procedures as well as how to deal with various patient conditions. Studies show that nurses with longer work experience tend to have a higher level of competence compared to nurses who have just worked. This is due to the improvement of skills in reviewing patients, developing nursing care plans, and evaluating the interventions that have been given. Conversely, lack of work experience can lead to low quality of nursing services, which is characterized by an increased risk of unwanted events such as pressure ulcers and nosocomial infections (Eriawan & Ardiana, 2017).

At Hospital X, there are still nurses who experience problems in distinguishing between independent nursing and medical procedures. The high workload also causes some nurses to focus more on administrative tasks and routine procedures, as opposed to patient needs-based nursing actions. This situation has the potential to reduce the quality of nursing care and can affect patient satisfaction and safety (Dabney & Kalisch, 2015).

A preliminary study conducted on nurses in the hospital inpatient room showed that most nurses had a sufficient understanding of the relationship between work experience and nursing ability. However, there are still some nurses who do not understand the importance of work experience in improving their clinical skills. This indicates the need to improve training and coaching for nurses to ensure that they can carry out their duties effectively and professionally.

Based on these problems, this study aims to analyze the relationship between work experience and nurses' ability to perform nursing actions. The results of this study are expected to be the basis for decision-making related to the development of nurse resources through continuous training and improvement of clinical experience. Thus, the quality of nursing services can continue to be improved to provide optimal benefits for patients and health service institutions.

METHODS

This study uses a quantitative method with a cross-sectional research design, which aims to determine the relationship between work experience and nurses' ability to perform nursing actions. The cross-sectional approach allows researchers to measure independent and dependent variables simultaneously at one given time, so that it can provide an overview of the relationship between the two variables.

The population and sample in this study are all nurses working in the inpatient room of Hospital X. The sampling technique uses proportional random sampling, with a total of 120 respondents. The inclusion criteria in this study are nurses who are willing to be respondents and



have at least one year of work experience. Meanwhile, the exclusion criteria include nurses who are on leave or not on duty during the data collection period.

Data collection was carried out using a questionnaire consisting of two main parts. The first part measures the level of work experience of nurses based on indicators of length of work, level of knowledge, and skills in carrying out nursing duties. The second part assesses the ability of nurses to perform nursing actions, including skills in carrying out duties and skills in providing reinforcement in nursing services. The validity and reliability of the instrument were tested using the Spearman test to ensure that the questionnaire used had a good level of reliability.

Data analysis was carried out univariate and bivariate. Univariate analysis was used to describe the characteristics of respondents and the frequency distribution of each variable. Meanwhile, bivariate analysis was carried out using the Spearman test to determine the relationship between work experience and the ability of nurses to perform nursing actions. Decision-making is carried out based on the p-value value, with a significance level set at 0.05. If the p value < 0.05, then there is a significant relationship between work experience and nurses' abilities.

In this study, the ethical aspect of the research is also considered by ensuring the principle of informed consent, namely each respondent is given an explanation of the purpose of the research and is asked to give written consent before participating. The confidentiality of respondents' data is maintained by applying the principles of anonymity and confidentiality of information, as well as ensuring that the data obtained is only used for academic purposes.

RESULTS

Data collection involved 120 nurses working in the inpatient room, using the proportional random sampling method. The main purpose of this study is to analyze the relationship between work experience and nurses' ability to perform nursing actions.

Based on the results of the univariate analysis, the characteristics of the respondents showed that the majority of nurses were in the age range of 26-35 years, namely 67 respondents (55.8%). Meanwhile, nurses aged 36-45 years totaled 32 people (26.7%), and 21 respondents (17.5%) were under 25 years old. In terms of gender, the results of this study show that most of the respondents are women, namely 95 people (79.2%), while 25 people (20.8%) are men. From the education level, as many as 74 respondents (61.7%) have a Diploma 3 (D3) Nursing educational background, while 46 respondents (38.3%) have completed the Nurse Profession. When viewed from the length of work experience, 57 nurses (47.5%) have 1-5 years of work experience, as many as 41 nurses (34.2%) have 6-10 years of work experience, and 22 nurses (18.3%) have worked for more than 10 years.

Based on the results of the analysis of nurses' work experience, it was found that 85 nurses (70.8%) had work experience in the high category, while 35 nurses (29.2%) had work experience in the medium category. No respondents were found to have work experience in the low category. These results show that most of the nurses in this hospital have had a long work experience, which can have an impact on improving their skills in providing nursing services.

The ability of nurses to perform nursing actions was also measured in this study. Based on the results of the analysis, 78 nurses (65%) had good abilities, while 38 nurses (31.7%) had abilities in the sufficient category, and 4 nurses (3.3%) were in the poor category. These results show that most of the nurses at this hospital have had quite good competence in carrying out nursing actions. However, there are still nurses whose abilities are not optimal, so efforts to improve quality through more intensive training and supervision are needed.

The relationship between work experience and nurses' ability to perform nursing actions was analyzed using the Spearman test. The results of the analysis showed that there was a significant relationship between work experience and nurses' ability, with a p-value of 0.000 ($p < 0.05$). In addition, the correlation coefficient (r) of 0.712 indicates that the relationship between these two variables is relatively strong. This means that the higher the work experience of a nurse, the better her ability to perform nursing actions. These results support the findings of previous research that state that work experience plays an important role in improving nurses' skills and competencies.

DISCUSSION

The results of this study show that there is a significant relationship between work experience and nurses' ability to perform nursing actions. Nurses with longer work experience have better skills in carrying out their duties, including in clinical decision-making and the independent implementation of nursing actions. This is evidenced by the results of the Spearman test which shows a p-value of 0.000 ($p < 0.05$) and a correlation coefficient (r) of 0.712, which indicates a strong relationship between the two variables. These findings are consistent with previous research that states that work experience contributes greatly to improving skills and effectiveness in the implementation of nursing duties.

In terms of work experience, the results of the study showed that 70.8% of nurses had work experience in the high category, while the other 29.2% were in the medium category. None of the respondents had work experience in the low category. This shows that most of the nurses at Hospital X have enough work experience to improve their competence in providing nursing services. With longer experience, nurses have the opportunity to interact more with patients, understand various clinical cases, and develop skills in providing comprehensive nursing care.

The ability of nurses to perform nursing actions also showed quite good results, with 65% of nurses having abilities in the good category, 31.7% in the sufficient category, and 3.3% in the poor category. These results indicate that although the majority of nurses have good competence, there are still a small number who need to improve their skills in performing nursing actions. Some of the factors that can affect the ability of nurses include less than optimal training, high workload, and lack of supervision and guidance from more experienced health workers.

Based on the findings of this study, it is important for health institutions to continue to improve training and skills development programs for nurses, especially for those with lower work experience. Mentoring and supervision programs can be one of the solutions to help junior nurses hone their skills, so that the quality of nursing services can continue to improve. In addition, a more



balanced distribution of workload also needs to be considered so that nurses can work more optimally without experiencing excessive fatigue, which can have an impact on decreasing service quality.

Overall, this study confirms that work experience is an important factor in determining the quality of nursing care provided by nurses. Therefore, hospitals and other health institutions are advised to pay more attention to the management of human resources in the field of nursing, including through training programs, improving the welfare of health workers, and implementing a more effective work system.

CONCLUSIONS

Based on the results of the research that has been conducted, it can be concluded that there is a significant relationship between work experience and the ability of nurses to perform nursing actions. Nurses with longer work experience tend to have better skills in providing nursing care, including in clinical decision-making and the independent implementation of nursing actions. The results of the Spearman test showed a p-value of 0.000 ($p < 0.05$) and a correlation coefficient (r) of 0.712, which showed a strong relationship between work experience and nurses' abilities.

The majority of nurses who were respondents in this study had work experience in the high category (70.8%), while the other 29.2% were in the medium category. None of the respondents had work experience in the low category. This shows that most of the nurses at Hospital X have enough work experience to improve their competence in providing nursing services.

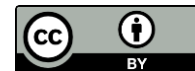
The ability of nurses to perform nursing actions was also classified as good, where 65% of nurses were in the good category, 31.7% in the adequate category, and 3.3% in the poor category. Although most nurses have sufficient skills in carrying out their duties, there are still some nurses who need to improve their competence in order to provide more optimal nursing services.

The results of this study show that work experience is an important factor in improving the ability of nurses to carry out their duties. Therefore, hospitals need to pay attention to the development of nurse competencies through continuous training, supervision, and mentoring programs for nurses with lower work experience. In addition, a more balanced workload sharing system also needs to be considered so that nurses can work more optimally without experiencing excessive fatigue.

With efforts to improve competence and better management of nursing personnel, it is hoped that the quality of nursing services in hospitals can continue to improve. This will ultimately have a positive impact on patient satisfaction, patient safety, and overall health service effectiveness.

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