

# Relationship of Education and Long-term Nursing work with the Performance of Nurses in RSU

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## ABSTRACT

*One of the cornerstones of vital health services in the community or medical facility is nursing care. It centers on the delivery of high-quality nursing care, which can be handled by competent, driven professional nurses. Such talents can be influenced by elements that come from the nurses themselves as well as external factors like length of service and education level. Nurse performance is one of the important aspects of quality health care. Good performance from nurses can improve the quality of patient care, efficiency of health services, and patient and family satisfaction. This study employed a cross-sectional research methodology to examine the association between nurses' performance and their duration of service and educational attainment. Because this design enables the researcher to measure these variables at a single moment in time, it was selected. This study focused on every nurse employed by the RSU hospital. The results of the chi-square test calculation for the variable level of education and nurse performance show a chi-square value of 17,469 with a p value of 0.002. Since the p value is <0.05, it can be concluded that there is a significant relationship between education level and nurse performance. Education Improvement: Use scholarship programmes, tuition support, or flexible study times to encourage nurses to continue their education. Continuous Training: Ongoing training and professional development programmes ensure that nurses have the knowledge and skills relevant to nursing trends. Reward for Experience: Recognise and reward nurses' work experience by providing greater opportunities and responsibilities for professional advancement.*

**Keywords:** Education Level, Length of Service, Nurse Performance



## INTRODUCTION

Nursing services are one of the ends of the spire of health care that is very important in society/puskesmas. The service focuses on the implementation of quality nursing, where it can be achieved when provided by highly motivated and highly performing professional nurses. This ability can be influenced by various factors that can come from the nurse himself or other external factors, such as the level of education and the length of work. The performance of nurses is one of the most important aspects of quality health care. The quality of care, the efficiency of health care, and the satisfaction of patients and families can be improved. However, the performance of nurses is influenced by a variety of factors, including the level of education and the length of work.

Nurses' level of education affects the critical thinking of nurses demonstrated by caring behavior. Nurses with a higher level of education have a broader knowledge and insight, so their performance will be better (Murtianingarum, 2011). (Bernattede, 2017). The level of education of nurses refers to the knowledge, skills, and competences they possess in carrying out nursing duties. Nurses with higher education tend to have a deeper understanding of nursing theory and practice, thus being able to provide better and professional-standard services. Previous research has shown that nurses with a higher level of education, such as graduates of a bachelor's or postgraduate program, have better performance than nurses who only have a diploma or equivalent education. In addition to the level of education, the length of work is also a significant factor in determining the performance of nurses.

The length of work reflects the practical experience that nurses have in various clinical situations. Nurses who have worked for a long period of time tend to have better practical skills, the ability to deal with problems efficiently, and a broader knowledge of a variety of patient conditions. Long-term work experience can also improve the ability of nurses to adapt to changes and developments in nursing. The length of the nursing career also affects the performance of nurses. (Maryam, 2019). However, other studies show that there is no significant relationship between length of work and the knowledge of nurses (Kurniasari & Pratiwi, 2023).

The combination of a high level of education and a long workload is expected to produce well-performing nurses. However, there is also research that shows that too long work without continuous education improvement can lead to fatigue and decreased performance. Therefore, it is important to understand how these two factors, both individually and together, affect the performance of nurses.

The study aims to analyze the relationship between the level of education and the length of nurses' work with the performance of the nurse. Understanding this relationship is expected to provide better recommendations in the development of education and training policies for nurses, thereby improving the overall quality of health care.



## METHODS

The study uses cross-sectional research designs to analyze the relationship between the level of education and the length of nurses' work with nursing performance. The design was chosen because it allowed researchers to measure these variables at a given time point. The population in this study is the whole of the nurses working in RSU hospitals. The sampling technique used is purposive sampling, with the inclusion criteria being: 1) Nurses who work at RSU for at least one year, 2) Nurses who are willing to be respondents and provide the information needed in the research. The sample taken in this study was 100 nurses who met the inclusion criteria.

The instrument used in this study is a questionnaire that consists of three main parts: 1) Education level: Using an ordinal scale with the categories Diploma, Bachelor, and Postgraduate. 2) Working length: Use an interval scale divided into categories of less than 5 years, 5-10 years, and more than 10 years. 3) Nursing performance: Measured using the Likert scale, with 5 answers options that reflect assessments of performance from aspects such as knowledge, skills, attitudes, and behavior in providing services.

Data is collected in a way that: 1) distributes a questionnaire to a nurse selected as a sample. 2) provides an explanation of the purpose of the research and how to fill in the questionnaire. 3) Recollects the questionnaires that have been completed by the respondents. The data obtained was analyzed using a chi-square test to see the relationship between: 1) the level of education and the performance of nurses. If the p value is  $< 0.05$ , then it can be concluded that there is a significant relationship between these variables.

## RESULTS

### 1. Relationship of the level of education with the performance of nurses

The calculation of the Chi-square variable test of nurses' performance and educational level was done with the help of the computer program spss summarized in table 1 below:

**Table 1. Results of the Analysis of the Relationship between Nurse Performance Variables and Educational Level**

Variable	Value	p.value
Level of Education With Nurse Performance	17,469	0,002

### 2. Long-term work relationship with nurse performance

The results of the calculation of the Chi-square long variable test performance and performance of nurses were performed with the help of a computer program spss summarized in table 2 below:



**Table 2. Results of the Analysis of the Relationship between the Long-Term Working Variable and the Nurse Performance**

Variable	Value	p.value
Long Working With Nurse Performance	19,999	0,000

## DISCUSSION

Based on the results of the analysis presented in Table 1 and Table 2, there is a significant relationship between the level of education and length of work with the performance of nurses. Here's a detailed discussion of the results of this study.

### 1. Relationship Of Educational Level With Nursing Performance

The calculation of the chi-square test for the variable level of education and nursing performance shows a chi-square value of 17,469 with a p value of 0.002. Since the p value is  $< 0.05$ , it can be concluded that there is a significant relationship between the level of instruction and the performance of nurses. Nurses with a higher level of education, such as undergraduate or graduate graduates, tend to have better performance than nurses who only have a diploma or equivalent education. Here are some of the reasons that support this statement (Sulistiyowati, 2023) :

- Experience and Knowledge:** Bachelor or Postgraduate graduates have followed a longer and more in-depth education, so they have a broader and deeper knowledge of nursing. They have also developed better skills in problem analysis, decision-making, and team management.
- Competence:** Bachelor's or postgraduate graduates have developed higher competencies in various aspects of nursing, such as nursery foster care, client education, nurser foster management, and research. They have also developed better analytical skills and better decision-making capabilities.
- Professional Skills:** Bachelor or Postgraduate graduates have developed better professional skills, such as effective communication skills, stress management skills, and teamwork skills. They have also developed the ability to develop better professional performance, like problem-solving skills and knowledge upgrading skills.
- Practical experience:** Bachelor or Postgraduate graduates have developed broader and deeper practical experience, so they have a better ability in applying nursing theory to practice (Redaksi Halodoc, 2022).
- Higher education usually provides deeper knowledge and skills, which can enhance the ability of nurses to provide quality services.**
- This finding is consistent with the literature that states that improved nursing education correlates with improved professional competence and performance.**

### 2. Long-term Relationship Working with Nurse Performance

The calculation of the chi-square test results for the long variable of work and nurses performance showed a chi-square value of 19,999 with a p value of 0,000. Because of the p value  $<$



0.05, it can be concluded that there is a significant relationship between the length of working time and the performance of the nurse. Nurses with longer lengths of work tend to have better performance. The practical experience gained over the years of work helps nurses develop practical skills, clinical knowledge, and ability to cope with a variety of clinical situations. Here are some of the reasons that support this statement:

- a. Practical Experience: Longer lengths of work give nurses a broader and deeper practical experience, so they have a better ability in applying nursing theory into practice.
- b. Practical Skills: Practical experience gained over the years of work helps nurses develop better practical skills, such as effective communication skills, stress management skills, and teamwork skills.
- c. Clinical Knowledge: Longer lengths of work give nurses wider and deeper clinical knowledge, so they have better ability to analyze problems, make decisions, and manage teams.
- d. Clinical Situation Ability: The practical experience gained over the years of work helps nurses develop ability to cope with a variety of clinical situations, such as ability to deal with emergencies, ability to manage patients with complex medical conditions, and ability to run diverse teams.
- e. Better performance: Longer lengths of work give nurses better performance, as they have developed better skills, knowledge, and abilities through broader and deeper practical experience.
- f. Thus, nurses with longer lengths of work tend to have better performance because practical experience gained over the years of work helps them develop practical skills, clinical knowledge, and ability to cope with various clinical situations.

## CONCLUSIONS

The results of this study show that both the level of education and the length of work have a significant relationship with the performance of nurses. Therefore, in order to improve nursing performance, it is recommended that hospital management consider the following strategies: (a) Enhancing education: Encouraging nurses to pursue education to higher levels through scholarship programmes, education cost support, or flexible study times. (b) Continuing Training: Provides continuing training and professional development programmes to ensure that nurses continuously update their knowledge and skills in line with the latest developments in the field of nursing. (c) Rewarding Experience: Recognizing and appreciating the work experience of nurses by providing opportunities for career development and greater responsibilities in accordance with the experience they have.

With this comprehensive approach, it is expected that the performance of nurses can be continuously improved, which will ultimately improve the overall quality of healthcare.



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