

Relationship Between Work Experience and Nurses' Ability to Perform Nursing Actions

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ABSTRACT

The healthcare sector is a dynamic and complex field, which necessitates that medical personnel, particularly nurses, possess continually evolving skills and knowledge. The objective is to examine the relationship between work experience and the competence of nurses in nursing actions, as well as other factors that may contribute to the development of such skills. The study employs a cross-sectional design, which is a research approach that collects data at a given time point with the objective of evaluating the relationship between the work experience of nurses and their ability to perform nursing actions. The majority of respondents (55.1%) have been in their current role for between one and seven years, while 39% have been in their role for between eight and 14 years, and 5% have been in their role for between 15 and 21 years. The majority of respondents (70.3%) have high work experience, while 29.7% have moderate work experience. The majority of nurses (60.2%) are considered to possess the requisite skills, while the remainder (39.8%) are deemed to have sufficient abilities. The results indicate that 60% of nurses with moderate work experience have adequate skills, while 40% have good skills. It is crucial to invest in the professional development of nurses with extensive work experience, as they tend to possess higher levels of competence. It is therefore incumbent upon health organisations to provide sustainable professional development support and opportunities to enhance the skills and competencies of their nursing staff

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INTRODUCTION

The healthcare sector is a dynamic and complex field, which necessitates that medical personnel, particularly nurses, possess continually evolving skills and knowledge. Nurses represent the front line of healthcare services, playing a pivotal role in enhancing the quality of life for patients. The capacity of nurses to undertake nursing procedures has a significant impact on the standard of care provided and the ultimate outcomes for patients.

One of the key factors influencing a nurse's capacity to perform nursing procedures is their work experience. The acquisition of experience enables nurses to gain not only theoretical knowledge but also practical skills and an in-depth understanding of patient dynamics and health systems.



Furthermore, experience in the field enables nurses to demonstrate greater sensitivity and responsiveness to patient needs, as well as enhanced proficiency in managing complex and emergency scenarios.

The opportunity to gain experience in the field provides nurses with the chance to develop the requisite knowledge and skills for clinical practice. Through interaction with patients and medical teams, nurses develop the capacity to cope with a variety of situations that may not be taught in the classroom. This encompasses the capacity to make expedient and precise decisions in emergency scenarios, in addition to the capability to communicate efficaciously with patients and their families. (Sitoningrum, 2023).

A study conducted by Nur Setiati (2023) showed that there was a significant relationship between work experience and nurses' ability to perform nursing actions. The study found that nurses with a high level of work experience had a better ability to perform nursing actions, with a p-value of 0.000, suggesting that work experience has a positive effect on the quality of nursing services (Nur Setiati et al., 2023). Extensive experience enables nurses to develop better clinical judgement, effective communication skills and the ability to work more effectively in multidisciplinary teams. However, some studies also show that work experience does not always correlate positively with improved skills, as other factors such as sustained training and the work environment also play an important role.

Nurses with sufficient work experience are often more confident in carrying out their duties. They are able to put theoretical knowledge into practice, which ultimately improves the quality of patient care. In addition, work experience enables nurses to act as mentors to new nurses, helping them to adapt to the work environment and improving their clinical competence. (Erita, 2018).

On the other hand, nurses at the beginning of their career may face challenges in applying the skills they have learned. They often need guidance and support from more experienced nurses to function effectively in the nursing team. Therefore, it is important for health care institutions to provide orientation and mentoring programmes for new nurses so that they can develop the skills and confidence needed to carry out their duties. (Nur Setiati et al, 2023).

Therefore, it is important to understand the extent to which work experience affects nurses' ability to perform nursing actions. The study aims to explore the relationship between work experience and nurses' competence in nursing actions, as well as other factors that may play a role. It is therefore important to gain an understanding of the extent to which work experience affects the ability of nurses to perform nursing actions. The objective of this study is to investigate the relationship between work experience and the competence of nurses in performing nursing actions, as well as other factors that may contribute to the development of such skills. It is anticipated that the findings of this study will inform the development of educational and training programmes for nurses, with the ultimate goal of enhancing the overall quality of healthcare.

METHODS

The study employs a cross-sectional design, which is a research approach that collects data at a specific point in time with the objective of evaluating the relationship between the work experience of nurses and their ability to perform nursing actions. The design was selected on the basis of its capacity to enable researchers to measure both independent variables (work experience)

and dependent variables in a simultaneous manner, thus facilitating the analysis of relationships between variables.

The population under investigation in this study is the entire cohort of nurses employed at X hospital by 2024. The samples were selected using purposive sampling techniques, which entail the identification of nurses who meet specific criteria.

- a. Nurse who has a practice permit and works as a permanent nurse.
- b. Nurse with at least 1 year of work experience.
- c. Nurse willing to participate in this study.

The number of samples is calculated using the Slovin formula, with a 5% margin of error, and is subsequently adjusted based on the availability and readiness of respondents.

The data were collected using a questionnaire comprising two principal sections:

- a. Demographics and Occupational Experience: This section is designed to elicit information pertaining to the respondents' characteristics, including age, gender, previous educational background, and the number of years' experience as a nurse.
- b. The Nursing Action Ability is defined as follows: This section assesses the capacity of nurses to undertake nursing actions, with a rating scale of 1 to 5 on the Likert scale. The scale encompasses a range of clinical skills, including patient assessment, the implementation of nursing interventions, and the evaluation of nursing outcomes.

The questionnaires have been subjected to rigorous testing for validity and reliability prior to their utilisation in research. The data obtained is subjected to descriptive statistical analysis in order to describe the demographic characteristics and work experience of nurses. Moreover, Pearson's correlation analysis is employed to assess the correlation between work experience (independent variable) and nursing action ability (dependent variable). A simple linear regression analysis is also conducted to ascertain the extent to which work experience exerts an influence on nursing action ability.

This research is conducted in accordance with the ethical principles governing research, including the obtaining of written consent from the research subject following the provision of a comprehensive explanation of the research purposes and procedures. The confidentiality and anonymity of the participants' data are strictly maintained.

RESULTS

1. Univariate Analysis

a. Length of Service

Table 1. Frequency Distribution of Respondents Based on Length of Work

Category	Frequency	Percentage
1 – 7	65	55,1
8 – 14	46	39
15 – 21	7	5
Total	118	100



b. Work Experience

Table 2. Frequency Distribution of Respondents Based on Work Experience

Work Experience	Frequency	Percentage
Medium	35	29
High	83	70,3
Total	118	100

c. Nurse Capability

Table 3. Frequency Distribution of Respondents Based on Nurse Ability

Nurse Ability	Frequency	Percentage
Good	71	60,2
Fair	47	39,8
Total	118	100

2. Analysis of Bivariat

a. Relationship of Work Experience with Nursing Capacity

Table 4. Relationships of Work experience with nursing capabilities

Working experience	Nurse skills				Total	
	Enough		Good			
	f	%	f	%	f	%
Medium	21	60	14	40	35	100
High	25	30,1	57	68,7	83	100
Total	46	39,0	71	60,2	118	100

DISCUSSION

1. Long work

Table 1 illustrates that the majority of respondents have been employed for a period of between one and seven years (55.1%), while 39% have been in their roles for between eight and 14 years, and 5% have been in their roles for between 15 and 21 years. The majority of the nurses participating in this study can be considered to be either relatively new to the profession or to have acquired a substantial amount of work experience.

The data indicates a correlation between work experience and the ability of the nurse. The correlation between work experience and the ability of nurses is evidenced by the higher percentage of well-skilled nurses in the group with high work experience compared to a group with moderate work experience. The results demonstrate that work experience is a significant determinant of nurses' competence, both in terms of their self-perception and their interactions with others, thereby fostering positive work relationships.

2. Working experience

Table 2 illustrates that the majority of respondents had a considerable level of work experience (70.3%), while 29.7% had a moderate level of experience. This indicates that the majority of nurses included in this study have acquired a substantial amount of experience in the field of nursing, which may potentially influence their performance and abilities.

The theory of adult learning, frequently associated with the principles developed by Malcolm Knowles, places significant emphasis on the role of experience in the learning process. In accordance with this theory, adult learners are most effective when they can associate their learning experiences with their own life and work experiences. In the context of nursing, a high level of work experience enables nurses to learn from the practical situations they encounter, thereby developing the requisite knowledge, skills, and attitudes for their role.

The model was developed by Patricia Benner to explain the development of competence in the nursing profession. Benner's model posits that nurses progress from the novice to the expert level through stages determined by clinical experience and sustainable practice. In the context of this research, nurses with high work experience are likely to have progressed further along this spectrum, reaching a higher level of competence characterised by mature clinical skills and an intuitive understanding of the patient's situation.

In light of these theories, it is evident that a considerable amount of work experience has a notable influence on the competence and performance of nurses. Such experience also facilitates the development of critical interpersonal and decision-making skills, which are essential for the delivery of high-quality care to patients.

Accordingly, the findings of this study indicate that the majority of respondents possess a considerable degree of work experience and demonstrate proficiency in nursing skills, which aligns with the theoretical perspectives that underscores the pivotal role of experience in the advancement of professional competence. The findings highlight the necessity for sustained support for professional development, encompassing training, continued education, and practical opportunities, to ensure that nurses can continuously enhance their skills and knowledge.

3. Nurse skills

Table 3 illustrates that the majority of respondents demonstrated proficiency in nursing skills (60.2%), while the remainder exhibited a satisfactory level of competence (39.8%). This indicates that the majority of nurses possess the requisite competence to perform the duties of their profession. The term "self-efficacy" is used to describe an individual's belief in their ability to successfully perform a specific task. In the context of nursing, high self-efficacy has the potential to enhance nurses' capacity to navigate the complexities and dynamics inherent to their work environments. Nurses with high self-efficacy tend to demonstrate greater confidence in their clinical skills, which enables them to function effectively under stress and provide optimal care. Furthermore, it is associated with a greater propensity to engage in professional development, such as pursuing continuing education or supplementary training, which ultimately enhances their competence.



The result that 60.2% of nurses have proficient skills evinces a considerable degree of competence among the nursing personnel. In light of these theories, the aforementioned abilities can be attributed to a combination of clinical experience, robust self-efficacy, and a dedication to sustainable professional development.

The enhancement of nursing competence through educational, training, and practical experience initiatives is a crucial determinant of the quality of patient care. The demonstration of good skills is not only indicative of technical proficiency but also of the capacity to adapt effectively to complex and dynamic clinical scenarios. It is therefore essential to provide ongoing training and development programmes in order to maintain the highest standards of nursing practice.

4. Relationship of work experience with nursing skills

Table 4 presents data on the correlation between work experience and nursing competencies. The data indicate that among nurses with moderate work experience, 60% demonstrate sufficient skills, while 40% exhibit good skills.

The theory of experiential learning, or learning through experience, as proposed by David Kolb, posits that experience is the primary source of learning. Kolb (1984) posits that individuals learn through four distinct cycles: concrete experience, reflection, abstract concepts, and active experimentation. In the context of nursing, nurses with extensive work experience have undergone numerous cycles of learning, which enables them to integrate and adapt their knowledge and skills. This provides an explanation as to why nurses with high work experience demonstrate superior abilities.

This model delineates the progression of skills from the novice to the expert level through five stages: novice, advanced beginner, competent, proficient, and expert. Nurses with medium work experience may be at the "competent" stage, wherein they have the capacity to complete routine tasks in an adequate manner. However, they may still require guidance in more complex situations. In contrast, nurses with extensive experience are more likely to be at the "proficient" or even "expert" stage, where they are able to interpret clinical situations with greater intuition and responsiveness. This is in accordance with the aforementioned theories, which place a premium on experience as a catalyst for the development of competence and skills. Longer work experience provides a greater number of opportunities to learn and adapt to a variety of clinical situations, as well as enhancing self-efficacy and decision-making skills, which are essential in the nursing profession.

The data presented here allows us to conclude that there is a relationship between work experience and the ability of the nurse. The higher the work experience, the greater the proportion of nurses with the requisite skills, as evidenced by the higher percentage of well-skilled nurses in the high work experience group compared to the group with moderate work experience. This indicates that work experience is a significant contributing factor to the enhancement of nursing competence.

CONCLUSIONS

The results of this study indicate that there is a positive correlation between work experience and the development of nursing skills. It was observed that nurses with longer work experience



demonstrated a higher level of proficiency in their skills. These findings corroborate the significance of work experience in professional development and the quality of healthcare provided by nurses. In conclusion, the results emphasise the significance of investing in and developing nurses with extensive work experience, as they tend to demonstrate higher levels of competence. It is therefore incumbent upon health organisations to provide sustainable professional development support and opportunities for the enhancement of the skills and competencies of their nursing staff.

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