

Relationship of Individual, Psychological and Organizational Factors with Practical Performance Professional Continuity Nurse in Non-Inpatient Room Intensive Regional General Hospital Aceh Government Area 2022

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Abstract

This study aims to determine the relationship between the performance of the continuous professional practice of nurses with individual, psychological and organizational factors in the Non-Intensive Intensive Care Unit at the Regional General Hospital Aceh government year 2022. This research uses descriptive analytic method with cross sectional approach. Sampling through random sampling approach. The research subjects were 224 implementing nurses who served in the non-intensive inpatient room installation. Regional general hospital Aceh government. Measured variable age, gender, education, years of service, employment status and income, psychological factors consist of sub variables motivation and perception, while the organizational factors that are measured are the sub-variables of leadership and supervision. The instrument uses a Likert scale. Analysis of the data used is associative test using Chi-Square and multivariate test using Binner Logistic Regression to find the most dominant factor influencing relationship with individual, psychological and organizational factors with continuous evaluation of the performance of the nurse's professional practice, with the help of a computer program. The results of the study with the Chi-Square correlation test showed that a and the relationship between the level of education, leadership and supervision with evaluation continuous performance of the nurse's professional practice, and there is no relationship between age, gender, employment status, years of service, income, perception and motivation with evaluation the performance of the continuous professional practice of nurses, while the multivariate test showed that nurses with a Nurse, Masters in Nursing and Nurse Sp 1 Nursing education have an evaluation value continuous performance of the nurse's professional practice better than nurses with a Diploma III nursing education level, which is 0.5 times and based on the analysis, it was found that there was a significant relationship between education level and evaluation continuous performance of the nurse's professional practice and leadership

Keywords

Individual; psychological; organizational and factor sevaluation; professional practice; performance continuous nurse



I. Introduction

Health as an element of general welfare must be realized through various health efforts in a comprehensive and integrated series of development supported by the national health system, because health is the right of everyone guaranteed by law. Health degrees are realized through public health service institutions in Indonesia, for example, hospitals, polyclinics, private clinics and public health centers (Putri & Murdi, 2019).

According to RI Law No. 44 of 2009, regarding the hospital, it is stated that the hospital is a health service institution for the community with its own characteristics that are influenced by the development of health science, technological advances, and the socio-economic life of the community which must continue to be able to improve services that are more qualified and affordable by the community so that achieve the highest level of health.

The increasing public demand for medical services causes people to be more selective in choosing services from a hospital. These changes are in line with the increasing level of education and socio-economic conditions of the community, so that the level of awareness of the importance of health is increasing and demands better and quality hospital services. This resulted in the needs and demands of the community for quality health services are also getting higher. Therefore, the presence of high-quality health service organizations is highly expected by the community (Handayani, 2016).

One of the quality improvement efforts carried out by hospitals in the process element is the achievement that is more focused on the quality of health services. In this context, the quality of health services is identified with the quality of services provided by doctors, nurses and other health workers. This is because the function of the hospital is to provide medical treatment and recovery services in accordance with hospital service standards. However, the focus of this research is on the performance of nurses, because the quality of nursing services is a reflection of the quality of hospital services in general and this is a fundamental problem in hospital organizations today. (Handayani, 2016). Organization must have a goal to be achieved by the organizational members (Niati et al., 2021). The success of leadership is partly determined by the ability of leaders to develop their organizational culture. (Arif, 2019).

Professional health workers are the best resources of the organization so that their performance evaluation becomes one of the important variables for organizational effectiveness. In this case, professionals represent knowledge workers, usually critical of innovation and organizational productivity. They are important information catchers, designers for new products and systems, controllers of organizational productivity and profitability (Ilyas, 2012).

Nursing services are provided in the form of nurse performance and must be based on high abilities so that performance supports the implementation of tasks in nursing services. Performance is the result of a person's work carried out in accordance with the tasks in an organization (Kumajas, Warouw, & Bawotong, 2014). Nurse performance is the application of skills or learning that has been received during the completion of the nursing education program to provide services and be responsible for improving health, and preventing disease and providing services to patients (Mulati, 2006).

Quality nurses (professional nurses) can be realized if their nursing professionalism is built on three foundations, namely: First, Evidence Based, Second, Quality of Practice and thirdly Patient Safety, the community served by nurses will get a high level of security because of the quality of safe nursing practice. for patients (Lestari, 2016)

The nurse's performance is related to the individual characteristics of the nurse herself. Everyone has their own characteristics so that there are fundamental differences between one person and another. Robbins (2015), states that individual characteristics such as age, tenure, and marital status can affect individual performance.

The second factor related to the performance of employees or workers is a psychological factor. The results of Gunawan's research (2013) reveal that there is an influence of intrinsic motivation and extrinsic motivation on the performance of doctors at

Haji Hospital Medan. Furthermore, individual performance is also related to organizational factors.

International accreditation standards, namely Joint Commission International, known by JCI, state that in carrying out their duties, nursing staff must be continuously evaluated. The evaluation was then called the Ongoing Professional Practice Evaluation (OPPE) with 6 indicators of nursing competency assessment. The indicators are patient care, Medical/Clinical Knowledge, Practice-based Learning & Improvement, Interpersonal & Communication Skills, Professionalism and Systems Based Practice. The above indicators were then adopted directly by the Hospital Accreditation Commission (KARS) as indicators for the assessment/evaluation of nursing staff. So the author is interested in doing this research and can provide input for the implementation of the OPPE (Holley, 2016).

In measuring the clinical performance of nurses, there are various methods applied, these methods are adapted to the goals and standards of the institution/place of assignment, one of the evaluations of the performance of continuous professional practice of nursing staff is known as Ongoing Professional Practice Evaluation (OPPE) Nursing. This method is the latest measuring instrument that was introduced by the International Accreditation Board, namely JCI (Joint Commission International) in 1996 and continued to grow until it was widely used in 2008 by internationally accredited hospitals.

Measurement of nursing practice performance using OPPE will be more objective than other instruments, this is because OPPE uses measurement variables that are very implementable in the clinical area of professional nursing.

Regional public hospital Aceh Government Area has used OPPE as a basic instrument to evaluate the ongoing clinical practice of nursing staff starting in 2018, but its implementation has not been optimal and many obstacles are faced including the objectivity of the assessment is still very doubtful because the support from various parties in the hospital is still lacking, only limited to meeting the accreditation standards of the hospital. sick. General Hospital Aceh Government Area have not made this OPPE assessment the basis for financial rewards given to nursing staff.

General Hospital Aceh Government Area, is one of the Type "A" hospitals and is also an Educational hospital with a "Main" level with a total of 1234 nursing staff consisting of nursing staff implementing all lines and especially in non-intensive inpatient rooms totaling 581 people, must be concerned with clinical performance both Medical staff and Nursing staff. In evaluating sustainable clinical practice, it is implemented using the OPPE Instrument, according to the results of an interview with the Head of Nursing at the regional general hospital, dr. Aceh Government Area there is still a discrepancy between the OPPE assessment and the results of patient care, the assessment is still subjective, so the authors are interested in researching the "Relationship of Individual, Psychological and Organizational Factors with the performance of continuous professional practice of nurses (OPPE) in Non-Intensive Inpatient Rooms at Regional General Hospitals. Aceh Government Area, year 2022".

II. Review of Literature

2.1 Performance Concept

Performance, or performance is the result of work that can be achieved by a person or group of people in an organization, in accordance with their respective responsibilities and authorities in an effort to achieve organizational goals (Arifin at all, 2015).

Performance has a broader meaning, not only as a result of work but including how the work process takes place. Performance is the result of work that has a strong relationship with the organization's strategic objectives, customer satisfaction and contributes to the economy. Thus, performance is about doing the work and the results achieved from that work. Performance is about what is done and how to do it (Wibowo, 2013).

a. Performance evaluation

To determine the effectiveness and efficiency of a plan, the manager must conduct an evaluation. Performance evaluation is the process of evaluating workers on various dimensions related to work. According to Bacal, quoted by Wibowo in a performance management book, performance evaluation is a process for assessing and evaluating individual performance (Wibowo, 2013).

Kreitner Kinicki (21001) in Wibowo, 2013 mentioned looking at the evaluation targets in terms of approach, which is mentioned as an approach to the nature, behavior, outcomes and contingency. Meanwhile, Robbins (2015) sees performance evaluation in terms of individual work results, behavior, and attitudes of opinion between the two as complementary and can be explained as follows.

According to Kreitner and Kinicki (2001:300), performance evaluation can be used for: (1) payroll administration; (2) performance feedback; (3) identification of individual strengths and weaknesses; (4) documenting employment decisions; (5) rewards for individual performance; (6) identify poor performance; (7) assist in identifying objectives; (8) determine promotion decisions; (9) dismissal of employees; and (10) evaluate the achievement of goals (Wibowo, 2013).

b. Performance Appraisal Method

According to Robbins in Wibowo (2007, p 364) are several methods that can be used to evaluate employee performance. Techniques that can be used in individual evaluation are as follows:

a. Written Essays

This technique provides a job evaluation by describing what is an assessment of the performance of individuals, teams and organizations.

b. Critical Incidents

This technique evaluates the key behaviors in making the difference between performing a job effectively and not effectively.

c. Graphic Rating Scales

This technique is an evaluation method in which the evaluator ranks performance factors on an incremental scale.

d. Behaviorally Anchored Rating Scales

This technique is a scale approach that combines the main elements of critical incidents and branch scale graphics. Raters rank workers on items along a continuum, but the point is an example of actual behavior on a particular job rather than a general description or trait.

e. Group Order Ranking

This technique is an evaluation method that places workers from best to worst.

f. Individual Ranking

This technique is an evaluation method that compiles/rank-orders workers from best to worst.

g. Paired Comparison

This technique is an evaluation method that compares each worker with every other worker and arranges a ranking based on the number of supervisor scores achieved by the worker.

2.2 Nurse

According to the Nursing Law number: 38 of 2014 it is stated that a nurse is someone who has graduated from higher nursing education, both at home and abroad which is recognized by the government in accordance with the provisions of legislation, while in the health law number 23 of 1992 it is stated A nurse is a person who has the ability and authority to carry out nursing actions based on the knowledge he has obtained through nursing education.

a. Role and function

In carrying out nursing care, nurses ideally have 12 roles and functions. These roles include nursing care providers, case finding, as health educators/instructors, coordinators and collaboratively as nursing counselors, and role models. The role of nursing care providers is to provide services in the form of nursing care directly to clients, families and communities in accordance with their authority. The role as a case finder can be done by looking directly into the community (active case finding) and can also be obtained indirectly, namely patient visits to the Puskesmas (Passive Case Finding).

b. Nurse Function Role

Nurse Functions Include:

1. Independent Function

In this function, the nurse's actions do not require a doctor's order. The nurse's actions are independent, based on nursing science. Therefore, the nurse is responsible for the consequences that arise from the actions taken. Examples of nurses' actions in carrying out independent functions are:

- a. Review the entire medical history of the patient / family and physically test to determine health status.
- b. Identify possible nursing actions to maintain or improve health.
- c. Assist patients in performing daily activities.
- d. Encourage to behave naturally.

2. Dependent Function

Nurses assist doctors in providing medical services and special actions that are under the authority of doctors and should be carried out by doctors, such as infusions, administering drugs, and administering injections. Therefore, any failure of medical action is the responsibility of the doctor. Any nurse's actions based on doctor's orders, with respect to the patient's rights are not included in the nurse's responsibility.

3. Interdependent Function

The nurse's actions are based on cooperation with the care team or health team. This function is seen when nurses and other health workers collaborate to seek patient recovery. They are usually joined in a team led by a doctor. As fellow health workers, each health worker has an obligation to provide health services to patients according to their field of knowledge.

III. Research Method

3.1 Types of research

Types of quantitative research with cross sectional study design.

3.2 Research Location and Time

The research location was carried out at the Regional General Hospital Government Aceh. This research has been carried out from 8 to 19 November 2021.

3.3 Population and Sample

The population in this study were nurses at the Aceh Regional General Hospital, totaling 509 people.

The sample is part of the population (part or representative of the population under study). The sampling technique used in this study is a probability sampling method, all elements in a population have the same opportunity to be selected in the sample (Riduwan, 2010). In this research, the determination method is used, namely Cluster Random Sampling. The total population in this study is known, so the formula used is from Taro Yamane with 5% precision as follows: (Riduwan, 2010).

IV. Result and Discussion

4.1 Research result

Research data collection was carried out from 8 to 19 November 2021 at one of the regional general hospitals of the Aceh provincial government for 509 nurses in the inpatient ward according to the sample criteria set by using a measuring instrument in the form of a google form questionnaire. From a total population of 509 nurses, there were 224 nurses who became the research sample. After the online data collection was completed on November 19, 2021, as many as 224 respondents had filled out the online questionnaire. All respondents filled out the questionnaire via google form and met the inclusion criteria in this study.

The results of data collection are as follows;

a. Descriptive Research Results

Individual variables in the form of age, gender, employment status, education, years of service and income of respondents in the Aceh provincial government general hospital are described in the table and narrative as follows:

Table 1. Age Group Frequency Distribution, gender, employment status, education, years of service, income, motivation, perception, leadership, supervision and OPPENurse at the Aceh Provincial Government Regional General Hospital (n = 224)

No	Age	Frequency	Percent
1	Age 26 – 35 years	183	81.7
2	Age 36 – 45 years	41	18.3
	Total	224	100
No	Gender	Frequency	Percent
1	Man	38	17.0
2	Woman	186	83.0
	Total	224	100

No	Employment status	Frequency	Percent
1	Contract	165	73.7
2	ASN	59	26.3
	Total	224	100
No	Education	Frequency	Percent
1	Diploma III Nursing	133	59.4
2	Nurses, Masters and Sp 1 Nursing	91	40.6
	Total	224	100
No	Years of service	Frequency	Percent
1	2-6 Years	164	73.2
2	> 6 Years	60	26.8
	Total	224	100
No	Income	Frequency	Percent
1	< 3.150.000,-	104	46.4
2	3.150.000,-	120	53.6
	Total	224	100
No	Motivation	Frequency	Percent
1	Tall	116	51.8
2	Low	108	48.2
	Total	224	100
No	Perception	Frequency	Percent
1	Positive	113	50.4
2	Low	111	49.6
	Total	224	100
No	Leadership	Frequency	Percent
1	Well	134	59.8
2	Not enough	90	40.2
	Total	224	100
No	Supervision	Frequency	Percent
1	Well	125	55.8
2	Not enough	99	44.2
	Total	224	100
No	Nursing Continuing Professional Practice Performance	Frequency	Percent
1	Well	131	58.5
2	Not enough	93	41.5
	Total	224	100

Source: Primary Data (Year = 2021)

Based on table 4.1 above, it was found that the individual data for most of the age of the nurses in the general hospital of Aceh province were the 26-35 year old group, which was 183 (81.7%), according to the gender category, the female category was as much as 186 (83.0%), for the employment status group, most of the 165 (73.7%) were contracts, 133 (59.4%) education level categories were Diploma III nursing, then the majority of the working period groups were 164 (73.2%) with 2-6 years of service. , and the income category is 120 (53.6%) with an income level of 3.150.000,-

Judging from the aspect of the motivational variable, the results showed that most of them were 116 (51.8%) in the high category, the perception aspect was the most positive category, namely 113 (50.4%), for the leadership group the results were 134 (59.8%) good category, then the supervision variable was partially the large category is good, namely 125 (55.8%) and the last variable is evaluation continuous performance of the nurse's professional practice good category that is equal to 131 (58.5%).

b. Associative research results.

Table 2. Age Relationship with Professional Practice Performance Continuous Nurse (OPPE) (n = 224)

Age	Nursing Continuing Professional Practice Performance (OPPE)						□	P-Value
	Well		Not enough		Total			
	f	%	F	%	F	%		
Age 26 – 35 years	113	61.7	70	38.3	183	100		
Age 36 – 45 years	18	43.9	23	56.1	41	100	0.05	0.55
Total	131	58.5	93	41.5	224	100		

Source: Primary Data (Year 2021)

Based on the results of Chi-Square analysis found 2 cells with an expected count value of less than 5 (appendix 11), Then the researchers merged so that it was found that 183 nursing staff in the 26-35 year age group had The performance of the continuous professional practice of nurses (OPPE) in the good category was 113 (61.7%) while 23 (56.1%) of the 41 nurses in the 36-45 year age group showed an evaluation of the performance of the continuous professional practice of nurses (OPPE) in the poor category.

The results of the analysis show the value of $P = 0.55 > 0.05$, with a value of $X^2 = 3.689$ so it can be concluded that there is no relationship between age and evaluation continuous performance of nursing professional practice (OPPE).

Table 3. Sex Relationship with Professional Practice Performance Continuous Nurse (OPPE) (n = 224)

Gender	Nursing Continuing Professional Practice Performance (OPPE)						□	P-value
	Well		Not enough		Total			
	f	%	f	%	f	%		
Man	21	55.3	17	44.7	38	100		
Woman	110	59.1	76	40.9	186	100	0.05	0.79
Total	131	58.5	93	41.5	224	100		

Source: Primary Data (Year 2021)

Based on the results of the analysis, it was found that of 38 nurses with male gender, most or 21 people (55.3%) had an evaluation The performance of continuous professional practice of nurses (OPPE) is in good category, while from 186 nurses as many as 110 (59.1%) with female gender have evaluation performance of continuous professional practice of nurses (OPPE) in good category.

Based on the results of the analysis shows the value of $P = 0.794 > 0.05$ with a value of $X^2 = 0.68$ so it can be concluded that there is no relationship between gender and evaluation continuous performance of nursing professional practice (OPPE).

Table 4. Employment Status Relationship with Practical Performance
Continuing Nursing Professional (OPPE) (n = 224)

Employment status	Nursing Continuing Professional Practice Performance (OPPE)						□	P-value
	Well		Not enough		Total			
	f	%	f	%	f	%		
Contract	99	60	66	40	165	100	0.05	0.54
ASN	32	54.2	27	45.8	59	100		
Total	131	58.5	93	41.5	224	100		

Source: Primary Data (Year 2021)

Based on the results of the analysis, it was found that of the 165 nurses with employment status, most or 99 people (60%) had The performance of the continuous professional practice of nurses (OPPE) is in good category, while out of 59 nurses with ASN employment status, most of them are 32 people (54.2%) have evaluation performance of continuous professional practice of nurses (OPPE) in good category.

Based on the results of the analysis, the value of $P = 0.54 > 0.05$ with a value of $X^2 = 0.381$ so it can be concluded that there is no relationship between employment status and Nursing Continuing Professional Practice Performance (OPPE).

Table 5. Educational Relationship with Professional Practice Performance
Continuous Nurse (OPPE) (n = 224)

Education	Nursing Continuing Professional Practice Performance (OPPE)						□	P-value
	Well		Not enough		Total			
	f	%	f	%	f	%		
Diploma III Nursing	68	51.1	65	48.9	133	100	0.05	0.010
Nurses, Masters in Nursing and Sp 1 Nursing	63	69.2	28	30.8	91	100		
Total	131	58.5	93	41.5	224	100		

Source: Primary Data (Year 2021)

Based on the results of the Chi-Square analysis found 2 cells with an expected count value of less than 5 (attachment 11), then the researchers merged so that it was found that of 133 nurses with a Diploma III Nursing education level, most or 68 people (51.1%) had an evaluation The performance of the continuous professional practice of nurses (OPPE) is in the good category, while out of 91 nurses with an education level Nurses, Masters in Nursing and Sp 1 Nursing most of them 63 (69.2%) had evaluation continuous performance of the nurse's professional practice (OPPE) good category.

Based on the results of the analysis shows the value of $P = 0.010 < 0.05$ with a value of $X^2 = 0.657$ so it can be concluded that there is a relationship between education level and evaluation continuous performance of nursing professional practice (OPPE).

Table 6. Working Relationship with Professional Practice Performance Continuous Nurse (OPPE) (n = 224)

Years of service	Nursing Continuing Professional Practice Performance (OPPE)						□	P-value
	Well		Not enough		Total			
	F	%	f	%	f	%		
2-6 years	99	60.4	65	59.6	164	100		
> 6 years	32	53.3	28	46.7	60	100	0.05	0.43
Total	131	58.5	93	41.5	224	100		

Source: Primary Data (Year 2021)

Based on the results of the analysis obtained from 164 nurses with a working period of 2-6 years, most or 99 people (60.4%) had an evaluationThe performance of continuous professional practice of nurses (OPPE) in the good category is moderate from 60 nurses with a working period of > 6 years, most of them 32 (53.3%) haveevaluationperformance of continuous professional practice of nurses (OPPE) in good category.

Based on the results of the analysis shows the value of $P = 0.43 > 0.05$ with a value of $X^2 = 0.63$ so it can be concluded that there is no relationship between tenure and evaluationcontinuous performance of nursing professional practice (OPPE).

Table 7. Income Relationship withProfessional Practice Performance Continuous Nurse (OPPE) (n = 224)

Income	Nursing Continuing Professional Practice Performance (OPPE)						□	P-value
	Well		Not enough		Total			
	f	%	f	%	f	%		
< 3.150.000,-	60	57.7	44	43.2	104	100		
3.150.000,-	71	59.2	49	40.8	120	100	0.05	0.930
Total	131	58.5	93	41.5	224	100		

Source: Primary Data (Year 2021)

Based on the results of the analysis it was found that out of 104 nurses with income< 3.150.000,- most or 60 people (57.7%) have evaluationThe performance of the continuous professional practice of nurses (OPPE) is in good category, while out of 120 (85.3%) nurses have an income of 3.150.000,-most of them 71 (59.2%) hadevaluationperformance of continuous professional practice of nurses (OPPE) in good category.

Based on the results of the analysis shows the value of $P = 0.930 > 0.05$ with a value of $X^2 = 0.008$ so it can be concluded that there is no relationship between income and evaluationcontinuous performance of nursing professional practice (OPPE).

Table 8. Motivational Relationship withProfessional Practice Performance Continuous Nurse (OPPE) (n = 224)

Motivation	Nursing Continuing Professional Practice Performance (OPPE)						□	P-value
	Well		Not enough		Total			
	f	%	f	%	f	%		
Tall	77	62.1	44	48.2	116	100	0.05	0.321

Low	59	54.6	49	45.4	108	100
Total	131	58.5	93	41.5	224	100

Source: Primary Data (Year 2021)

Based on the results of the analysis, it was found that of the 116 nurses with high motivation, most or 77 people (62.1%) had an evaluationThe performance of continuous professional practice of nurses (OPPE) is in good category, while out of 108 (85.3%) nurses with low motivation, most of them are 59 (54.6%) haveevaluationperformance of continuous professional practice of nurses (OPPE) in good category.

Based on the results of the analysis shows the value of $P = 0.321 > 0.05$ with a value of $X^2 = 0.987$ so it can be concluded that there is no relationship between motivation and evaluationcontinuous performance of nursing professional practice (OPPE).

Table 9. Connection Perception with Professional Practice Performance Continuous Nurse (OPPE) (n = 224)

Perception	Nursing Continuing Professional Practice Performance (OPPE)						□	P-value
	Well		Not enough		Total			
	f	%	f	%	f	%		
Positive	65	57.5	48	42.5	113	100	0.05	0.648
Negative	66	59.5	45	40.5	111	100		
Total	131	58.5	93	41.5	224	100		

Source: Primary Data (Year 2021)

Based on the results of the analysis, it was found that out of 113 nurses with positive perceptions, the majority or 65 people (57.5%) had an evaluationThe performance of continuous professional practice of nurses (OPPE) is in good category, while out of 111 (85.3%) nurses with negative perceptions, most of them, namely 66 (59.5%) haveevaluationperformance of continuous professional practice of nurses (OPPE) in good category.

Based on the results of the analysis shows the value of $P = 0.648 > 0.05$ with value $X^2 = 0.208$ so it can be concluded that there is no relationship between perception and evaluationcontinuous performance of nursing professional practice (OPPE).

Table 10. Connection Leadership with Professional Practice Performance Continuous Nurse (OPPE) (n = 224)

Leadership	Nursing Continuing Professional Practice Performance (OPPE)						□	P-value
	Well		Not enough		Total			
	f	%	f	%	f	%		
Well	88	65.7	48	34.3	134	100	0.05	0.007
Not enough	43	47.8	47	52.2	90	100		
Total	131	58.5	93	41.5	224	100		

Source: Primary Data (Year 2021)

Based on the results of the analysis, it was found that out of 134 nurses with good leadership, most or 88 people (65.7%) had an evaluationThe performance of continuous professional practice of nurses (OPPE) is in good category, while out of 90 nurses with less

leadership, most of them are 47 (52.2%) have evaluation performance of continuous professional practice of nurses (OPPE) in the poor category.

Based on the results of the analysis shows the value of $P = 0.007 < 0.05$ with value $X^2 = 0.7200$ so it can be concluded that there is a relationship between leadership and evaluation continuous performance of nursing professional practice (OPPE).

V. Conclusion

From the results of the analysis and discussion, it can be concluded as follows:

1. Based on the results of this study, the characteristics of the variables that dominate include: the gender of the respondent, female is more dominant, the category of employment type is contract/non-ASN employees is more dominant, then the level of education is still dominated by Diploma 3 Nursing, while from the aspect of working period it looks more dominant 2 -6 years, and income is dominated by the category or research subject 3.150.000,-.
2. Based on the associative test, the variables associated with evaluation continuous performance of the nurse's professional practice (OPPE) is education, leadership and supervision
3. The results of testing the parameters of the binary bivariate logistic regression model with the Enter method, the results show that the education and leadership variables have a very dominant relationship with continuous professional practice performance of nurses at the Aceh government regional general hospital.

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