THE RELATIONSHIP BETWEEN NURSE'S KNOWLEDGE REGARDING HEALTH LAWS AND THE PERFORMANCE OF NURSES AT INTAN HUSADA HOSPITAL GARUT

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Abstract

The Health Law is one of the legal foundations governing the competence of the nursing profession. Nurses need to increase their understanding and awareness of the law to be able to make the right decisions in real-life situations. Increased legal understanding must also be accompanied by changes in nurse behavior to increase efficiency to support the quality of service to clients. This study aims to analyze the relationship between nurses' knowledge about the Health Law to the performance of nurses at Intan Husada Garut Hospital. The study was conducted using a cross-sectional research method with random proportional sampling. The research instrument used was a questionnaire of nurses' knowledge regarding the Nurse Health and Performance Law. The number of participants in this study was 100 people. Most respondents are knowledgeable about health law (80.0%) and highly productive (70.0%). The results of bivariate statistics obtained that the relationship between knowledge of Health Law and Nurse Performance r (Rho) = 0.491 with a significance value (p-value) of 0.000<0.05 which states that there is a moderate and positive patterned relationship, meaning that the more nurse knowledge about Health Law, the higher the Nurse Performance. The questionnaire successfully identified a link between knowledge of Health Law and nurse performance, which is valuable to policymakers and researchers. Time constraints because respondents fill out questionnaires while working. More research and in-depth interviews are needed to explore other factors that affect nurse performance.

Keywords: health law; nurse performance.

Abstrak

Undang-Undang (UU) Kesehatan merupakan salah satu landasan hukum yang mengatur mengenai kompetensi profesi keperawatan. Perawat perlu meningkatkan pemahaman dan kesadaran mereka tentang hukum untuk dapat membuat keputusan yang tepat dalam situasi kehidupan nyata. Peningkatan pemahaman hukum juga harus disertai dengan perubahan perilaku perawat untuk meningkatkan efisiensi guna mendukung kualitas pelayanan kepada klien. Penelitian ini bertujuan untuk menganalisis hubungan antara pengetahuan perawat tentang UU Kesehatan dengan kinerja perawat di RS Intan Husada Garut. Penelitian dilakukan dengan menggunakan metode penelitian *cross sectional* dengan *random proportional sampling*. Instrumen penelitian yang digunakan adalah kuesioner pengetahuan perawat mengenai UU Kesehatan dan Kinerja Perawat. Jumlah partisipan dalam penelitian ini sebanyak 100 orang. Sebagian besar responden memiliki pengetahuan tentang hukum kesehatan (80,0%) dan sangat produktif (70,0%). Hasil statistik bivariat diperoleh bahwa hubungan antara pengetahuan UU Kesehatan dan Kinerja Perawat r (Rho) = 0.491 dengan nilai signifikansi *(p-value)* sebesar 0,000<0,05 yang menyatakan bahwa terdapat hubungan yang berpola moderat dan positif, artinya semakin banyak pengetahuan perawat tentang UU Kesehatan maka semakin tinggi Kinerja Perawat. Kuesioner berhasil mengidentifikasi hubungan antara pengetahuan tentang UU Kesehatan dan kinerja perawat, yang beranfaat bagi pembuat kebijakan dan peneliti. Keterbatasan waktu karena responden mengisi kuesioner saat bekerja. Penelitian lebih lanjut dan wawancara mendalam diperlukan untuk mengeksplorasi faktor-faktor lain yang mempengaruhi kinerja perawat.

Kata kunci: Undang-Undang Kesehatan, Kinerja Perawat.

INTRODUCTION

Hospitals must be able to provide comprehensive personal health services through promotive, preventive, curative, rehabilitative, and/or palliative services by providing inpatient, outpatient, and emergency services. In line with the national legislation program, on August 8, 2023, in Jakarta, the President of the Republic of Indonesia Joko Widodo passed the Health Omnibus Law which combines 11 health-related laws to improve access to health services. Improve the quality of healthcare and reduce healthcare costs in Indonesia, creating a new regulatory framework for the healthcare sector, including the establishment of a national insurance agency [1].

Nursing is a form of professional service that is an integral part of health services based on nursing knowledge and tips, in the form of comprehensive bio-psycho-social-spiritual services, addressed to individuals, families, and communities both sick and healthy that cover the entire human life cycle [2]. Health is a state of well-being of a person, both physically, mentally, and socially, and not just free from disease to be able to live a productive life [3].

Health efforts can also be carried out in an integrated and sustainable manner to maintain and improve the degree of public health [4]. Health workers must have a professional attitude, knowledge, and skills through higher education to gain authority as a profession, including doctors, dentists, nurses, pharmacists, midwives, nutritionists, and all other health workers in all health services such as hospitals [1].

Professional nursing services allow nurses to apply their expertise and skills as capital to increase patient satisfaction [5]. However, in reality, the skills and expertise of each nurse can vary. This may be due to differences in learning ability, education level, gender, and other factors. Nursing skills are based on standards of expertise to patient needs and desires so that patient satisfaction can be achieved which in turn can increase trust in the hospital and create a competitive advantage through service quality, efficiency, innovation, and responsiveness to customers [6].

Intan Husada Hospital (RSIH) Garut is a class C private hospital located in Garut Regency, established in 2014 and has passed Accreditation through the Hospital Quality and Patient Safety Accreditation Institute (LAM-KPRS) 2023 with plenary predicate [7]. RSIH plays an important role in the implementation of health services as evidenced by the service activities provided such as outpatient facilities, inpatient facilities, action rooms, diagnostic support facilities, and other facilities in the health sector.

In addition, over time, people began to become aware of legal understanding. Of course, this must be followed by the nurse's understanding of the legal consequences of all nursing actions. Nurses need to be aware of the changes taking place in today's society regarding the perception of their rights. Better legal understanding must also be accompanied by changes in nurse behavior through improving

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work performance to be able to support the quality of service to clients. Based on the background above, the author wants to examine the relationship between nurses' knowledge of the Health Law on the performance of nurses at Intan Husada Garut Hospital.

METHODS

This study used a correlational descriptive type of research with a cross-sectional research approach, which measured the variables of Health Law knowledge research and nurse performance in the same period (only one questionnaire was given to respondents). The data was then analyzed to find the relationship between knowledge about the Health Law and the performance of nurses at Intan Husada Hospital Garut. This study involved all 134 nurses. The sample used in this study amounted to 100 respondents. The sampling technique used in this study was proportional random sampling [8].

RESULTS

Analysis Univariate

(1) Level of knowledge of nurses regarding Health Law

Table 1. Distribution of the frequency of nurses' level of knowledge about Health Law at Intan Husada Garut Hospital

No	Variable		f	P (%)
1	Nurse knowledge of Health Law	Tall	80	80.0
		Enough	20	20.0
		Sum	100	100.0

Table 1 shows that nurses' level of knowledge regarding the Health Law at Intan Husada Garut Hospital in 2023, almost all (80.0%) knowledge is high.

(2) Nurse Performance

Table 2. Distribution of nurse performance frequency at Intan Husada Garut Hospital

No	Variable		f	P (%)
1	Nurse Performance	Tall	70	70.0
		Enough	30	30.0
		Sum	100	100.0

Table 2 shows the performance of nurses at Intan Husada Garut Hospital in 2023, most (70.0%) high performance.

(3) Individual characteristics of nurses

Table 3. Frequency distribution of individual characteristics of nurses at

Intan Husada Garut Hospital

No	Variable		f	P (%)
1	Gender	Man	21	21.0
		Woman	79	79.0
		Total	100	100.0
2	Age (years)	20-30	10	10.0
		31-40	53	53.0
		41-45	37	37.0
		Total	100	100.0
3	Education	Nursing diploma	22	22.0
		Nursing profession	57	57.0
		Bachelor of Nursing	20	20.0
		Master of Nursing	1	1.0
		Total	100	100.0
4	Length of Service (years)	≤ 5	15	15.0
		6-10	23	23.0
		> 10	62	62.0
		Sum	100	100.0
5	Employment Status	Permanent Employees	61	61.0
		Contract Employees	39	39.0
		Total	100	100.0
6	Clinical Assignment Level	Clinical nurse 1	19	19.0
		Clinical nurse 2	30	30.0
		Clinical nurse 3	46	46.0
		Clinical nurse 4	5	4.0
		Total	100	100.0

Table 3 shows the individual characteristics of nurses at Intan Husada Garut Hospital in 2023, gender, almost all female nurses (79.0%), age, most (53.0%) nurses aged 31-40 years, education, most (57.0%) professional educated nurse, tenure, most (62.0%) nurses with > 10 years of

service, employment status, most (61.0%) nurses with permanent employment status, clinical assignment level, a small percentage (46.0%) of nurses with clinical nurse 3 clinical assignment level.

Analysis Bivariate

(1) The Relationship of Nurses' Knowledge of Health Law to the performance of nurses at Intan Husada Garut Hospital

Table 4. Spearman Rank Test Results.

No	Relationship		R	p-value
1	Knowledge of Health Law with nurse performance		0.491	0.000
		N		100

Table 4 above shows that the relationship between knowledge of health law and nurse performance obtained a value of r (Rho) = 0.491 with a p-value of 0.000<0.05 then the decision is H0 rejected, so it is concluded that there is a strong enough relationship between knowledge of health law and the performance of nurses at Intan Husada Garut Hospital, this means that the higher the knowledge of regulations, the better the performance of nurses.

DISCUSSION

(1) Level of knowledge of nurses regarding Health Law

Laws are rules made by the government and approved by parliament. Later, this rule was signed by the head of state and had the force of law. Another definition is a regulation made by a person or body in power [9].

Law number 17 of 2023 concerning Health, which was passed on August 8, 2023, aims to promote public welfare and effective, efficient, and quality health development.

Some of the things that affect a person's knowledge are education, age, and experience [10]. These things can affect the information received and also the knowledge of a nurse [11]. In terms of education, how our knowledge develops and how much knowledge we have will affect the nurse's ability to think critically when performing care [12].

Knowledge of the Health Act can affect a nurse's ability to make decisions. This law aims to regulate the nursing profession, including the relationship between nurses and patients, as well as nurses with other health workers. In addition, the Health Law also regulates how nursing is carried out, the rights and obligations of nurses, nursing education, registration, practice, and authority of nurses both in community health service centers and in certain situations [13]. With rules governing the number of nurses who can work, it is expected that nurses' expertise will get better [14].

The results of the analysis of the knowledge of nurses at Intan Husada Hospital showed that out of 100 nurses surveyed, 80 of them had high knowledge of the Nursing Law. From these findings, it is known that most nurses have high knowledge and no one has low knowledge.

When it comes to demographic characteristics, nurses have high knowledge across all age ranges. While based on gender, women have a higher number than men. This is because basically, more nurse respondents are female. Based on the level of education, all nurses who have a nursing profession education level have a high level of knowledge of Health Law.

If we examined the similarity between nurse characteristics such as age, education, gender, and work experience, there were no meaningful differences in the results of this study. A person's knowledge is influenced by several different things. Several things can affect a person's knowledge, such as age, education level, source of information, experience, economic conditions, environment, and socio-cultural factors [15].

Knowledge can continue to grow as the times progress, nurses experience new things, and they try to read a lot of reading material. If the nurse's knowledge is very good, it will affect the nurse's ability to make decisions[16].

(2)   Nurse Performance

Performance is the result of an evaluation of the work that has been done compared to criteria that have been set together [17]. The nurses perform the main task of providing care to patients which is often called Nursing Care [18]. Patient care includes several steps, namely: 1) collecting information about the patient's condition, 2) analyzing the data and determining the nursing diagnosis, 3) planning the action to be performed, 4) performing the action, and 5) evaluating the effectiveness of the action. Performance is influenced by several things that are based on research, namely nurse knowledge, motivation, and work discipline [19].

Overall, based on the research conducted, it can be concluded that 30% of nurses at Intan Husada Garut Hospital have sufficient performance and 70% of nurses have high performance. Age, gender, length of service, and education level did not significantly affect nurse performance.

Some of the things that affect the way a nurse works are how their leadership, rewards, abilities, and attitudes are [20]. Good leadership behavior has a positive influence on nurses' high performance [21]. In this situation, managers and superiors are very influential in providing encouragement and support to nurses in performing nursing duties [22]. Researchers believe that good leaders have a strong influence on improving nurses' performance. Intan Husada Hospital is a private hospital that applies a family-like system in its daily operations and uses democratic, participatory, and delegated leadership styles.

In a democratic leadership style, the leader generally asks his subordinates for their opinions [23]. Participatory leadership styles often involve one or more subordinates in making

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important decisions and discussing how to implement them [24]. In this leadership style, leaders usually still prefer to make decisions based on mutual agreement [25].

The delegation leadership style is when the leader gives responsibility to subordinates in making important decisions [26]. However, the leader still has to be responsible for the final decisions taken by those under him [27].

Intan Husada Hospital is conducting a hospital accreditation process. They want all parts of the hospital to be able to provide the best performance to achieve good accreditation results. Therefore, leadership is very influential. A leader must be able to explain to the people working under him about the purpose of the current hospital organization and what tasks must be done for good results. When viewed from the way the family leads, leaders can use a democratic leadership style, which asks subordinates to always coordinate to achieve organizational goals. The participatory leadership style involves subordinates in doing work and making decisions, whereas the delegation leadership style allows the leader to assign responsibility to his subordinates.

This is supported by previous research which states that people with high performance have several characteristics, namely having high personal responsibility, daring to take risks, having realistic goals, having a comprehensive work plan, striving hard to achieve goals, using concrete feedback in their work, and looking for opportunities to realize the plans that have been set [28]. His last statement relates to the leadership assumptions described earlier. If leaders work well together and team members support each other, they can energize the whole team. So, everyone involved will be affected to have the same goal and will be motivated to work well [29].

(3) The Relationship of Nurses' Knowledge of Health Law to the performance of nurses at Intan Husada Garut Hospital

The results of testing the hypothesis analysis show that there is a relationship between nurses' knowledge of the Health Law and nurses' performance. These results show that there is a significant difference between the two variables with a value (P value) of 0.000<0.05.

One of the factors that affect performance is competence where knowledge and good practice are needed to produce optimal competencies [30]. Other factors that affect performance are personal factors such as ability, expertise, motivation, and individual commitment to the team [31]. As of now, there have been no studies investigating whether a nurse's knowledge of the Health Act has an impact on their performance.

In this study, it was found that as many as 20% of nurses have sufficient knowledge, while 80% have high knowledge. Nurses who have sufficient performance by 30% and who have high performance by 70%. Based on the significance (P value) of less than 0.05, it can be said that there is a relationship between nurses' knowledge of the Health Act and nurses' performance. The results showed that there was a sufficient relationship between knowledge of the Health Act and the performance of nurses with an r (Rho) value of 0.491.

Based on previous research, several things can affect how a person works, including knowledge, skills, satisfaction with work, enthusiasm for work, supervision, leadership, work atmosphere, and the salary received [32]. Job satisfaction is very important and has a big influence on nurse performance [33]. A nurse who feels good shows that she is doing her job well. In addition, there is another factor that can affect how well a person works, namely motivation [34]. Nurses who don't have good spirits tend to have bad work results as well [35]. The study also found that there is a relationship between supervision and leadership on nurse performance.

In this study, there is a relationship between knowledge of Nursing Law. Researchers assume that time plays an important role in the absence of a relationship between the two variables. The Health Law regulating the capacity of the nursing profession was passed on August 8, 2023, and has been recorded in state sheet number 17 and supplementary state sheet number 105 which means that the law has been questioned so that all forms of violations can be dealt with under applicable law [1]. However, in its implementation, the Health Law has not been implemented optimally because the law has only been passed and until the time this research was carried out, the ratification of the law has not been counted for one year. Socialization and preparation of government regulations governing the Law are still in the process of ratification and socialization of the Law has not been evenly distributed throughout Indonesia [36].

Knowledge of Health Law is very important for nurses to have as a guideline for nurses in carrying out nursing practice and as a guideline for nurses so that they can practice nursing professionally and can know the rights, and obligations of nurses and clients as well as the relationship between nurses and other health workers [37].

Nurses are a profession that includes health workers so the rules in Article 1365 of the Civil Code and articles 359, 360, and 361 of the Criminal Code above also apply to nursing personnel. One way to avoid legal entanglement due to negligence in actions and procedures that cause disability or death to clients is that nurses must have good knowledge of the extent to which nurses have the authority, to perform actions and what things are their rights and obligations [38], [39].

CONCLUSION

This study was conducted to determine the relationship of knowledge about Health Law to the performance of nurses at Intan Husada Garut Hospital. The results showed that this questionnaire can be used to determine the relationship between knowledge about Health Law to nurse performance. The findings will be of interest to policymakers and academic researchers. The main obstacle in this study was the limited time because respondents filled out questionnaires while working. Nonetheless, the study suggests that there is a significant relationship between the two variables. However, more research

is needed to explore other factors that influence nurses' performance. Therefore, in-depth research through more detailed interviews is needed. In addition, for future research, there are some suggestions to consider. First, the expansion of variables in the questionnaire can help to get a better picture.

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