

Nurses' Interest Factors in Independent Practice (Qualitative Research)

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ABSTRACT

The issuance of the The issuance of the Undang-undang Keperawatan No. 38 of 2014 which was strengthened by Peraturan Menteri Kesehatan No. 26 of 2019 has provided legal certainty that nurses are allowed to establish independent nursing practice places, both individually and in groups. Although regulations on independent nursing practice have long been developing, and there are more than 3147 nurses in Mataram City, in Mataram City there is only one independent nursing practice. This study was to describe the factors that influence nurses' interest in carrying out independent nursing practice in the working area of DPD PPNI Mataram City in 2021. The research used was descriptive qualitative research and the selection of informants in this study used purposive sampling, technical The data collection used was by conducting indepth interviews, observation and documentation, while the informants in this study were key informants and source informants. Indicates that the main factors that influence nurses' interest in implementing independent nursing practice are the lack of understanding of the regulations governing independent nursing practice, financial sources, motivational factors and the last factor of work environment.

Keywords: independent practice, interest factors, nurse's

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INTRODUCTION

Nurses are one of the health workers and an integral part of health services. Nurses have a special body of knowledge and in carrying out their professional practice have responsibilities and accountability, and are bound by the legal rules governing the practice of health workers. Nursing practice is a service organized by nurses in the form of nursing care. Nurses can provide nursing care both in independent practice and in health service facilities such as hospitals, health centers or health clinics. Currently, there are still a few nurses who provide nursing services in independent practice.

The need for nursing services in independent practice continues to increase. In the United States, there was a 5.6% increase in independent nursing practice services in 2012 in California. This is expected to increase by 30% by 2020 (Weinberg, 2012). In a study conducted (Brown, 2017) on the consumer perspective of nurses who provide independent practice services, it was found that 82% of respondents already knew about independent nursing practice and 58% of respondents preferred to practice nurses before going to the doctor.

This shows that independent nursing practice is acceptable in society. Two The data is managed by the Agency for the Development and Empowerment of Health Human Resources (BPPSDMK)

annually using the approach to the tasks and functions of Health Human Resources (SDMK). The number of HRK in Indonesia in 2018 was 1,182,808 people consisting of 886,488 health workers (74.95%) and 296,320 health support personnel (25.05%). Data on independent nursing practice service facilities in Indonesia recorded that there were 51 people who had been legally registered (PPNI, 2019).

This figure is actually smaller than the fact that many nurses have provided health services independently, but there are many factors that cause nurses to be reluctant to legally register their service facilities with the local government. Limited places/facilities, ignorance of the procedures for obtaining a practice permit, and doubts about the form of service to be provided.

In the DKI Jakarta Province, based on the membership information system in September 2019, nurses registered as members of PPNI \pm 43,356. From this data, only 9 nurses (0.02%) have legally opened independent practice. While in the West Jakarta Region, there are \pm 7,610 nurses, and none of them have legally opened independent practice. The number of nurses who have been registered as PPNI members is \pm 11,000 in the NTB area and \pm 3147 in the Mataram City area (NTB, 2019). Three Based on data from the Mataram City Health Office, only 1 nurse has been registered or registered to legally open independent practice in Mataram City.

Independent nursing practice is actually an opportunity and opportunity for nurses. Nurses can provide nursing care both in independent practice and in health service facilities such as hospitals, health centers or health clinics. Currently, there are still a few nurses who provide nursing services in independent practice. Whereas through independent practice, nurses have more opportunities to be able to show the side of professionalism in society. The issuance of the Nursing Law number 38 of 2014 which is strengthened by the Minister of Health Regulation number 26 of 2019 has provided legal certainty that nurses are allowed to establish independent nursing practice both individually and in groups.

Nurses can legally carry out independent practice based on policies and regulations issued by professional organizations and the Government. In fact, there are many nurses who practice health services independently, but not according to standards. Nursing services in various independent practice places have not reflected the practice of professional services (Ruswadi, I. & Kusnanto, 2010). In its development, independent nursing practice is still difficult to develop even though there is a clear legal umbrella (Taukhit., Margawati, A., & Ardani, 2015).

Many factors cause the low interest of nurses to open independent nursing practice. The identification carried out by (Nursalam, 2014) states that experience in practicing nursing, leadership, confidence and determination, understanding of the regulations governing independent nursing practice, educational qualifications, financial resources, motivation in developing the type and nature of professional nursing practice is the cause of the low level of nursing practice. nurse's interest in opening independent practice.

According to Haditono in Subekti (Subekti, 2007) Interest is influenced by two factors, namely factors that come from within the individual itself (intrinsic factors) and factors that come from outside the individual itself (extrinsic factors). directly to the admin of the PPNI NTB DPW until now in 2021, for the implementation of self-care practice in the Mataram City Region only 1 person has been registered.

Based on this, the researcher is interested in knowing "The description of the factors causing the lack of interest of nurses in carrying out independent nursing practice in the Mataram City area".

METHODS

This type of research uses a qualitative design with a case study approach in the working area of the DPD PPNI Mataram City. The research was conducted in August – September 2021. The data sources in this study were nurses who were registered in the DPD PPNI Mataram City. The technique of determining the sample in this study used a purposive sampling technique. The target is a maximum

of 10 informants consisting of key informants and source informants with the following criteria: 1) The key informant is the Chairperson of the DPD PPNI Mataram City. While the Source Informants have criteria, namely nurses who are registered in the DPD PPNI Mataram City and are willing to be respondents and are not on leave or official permits. Data collection is done by in-depth interviews, observations and documents. In this study, data checking will be carried out by means of triangulation of sources, checking data obtained from several sources such as interviews and observations. Data analysis was carried out by compiling data from interviews and results from documentation studies that had been carried out in the form of narration and coding on language points in the data that had been obtained to facilitate researchers in analyzing. Then after everything is systematically arranged the researcher will draw conclusions from the results of the data analysis that has been done.

RESULTS

Characteristics of informants can be seen in table 1 below

Table 1. Characteristics of informants

informants code	Initial	Sex	Age (year)	Graduate	Job	Length of Working (year)	Workplace
IK	Tn „H.Z“	L	51	S2	PNS	.> 5	RS kota
IS 1	Ny „S“	P	26	D-III	Kontrak	> 2	RSI
IS 2	Ny „S“	P	36	D-III	Tetap	> 5	RSI
IS 3	Ny „R“	P	33	D-III	Kontrak	> 5	RSI
IS 4	Ny „E“	P	23	D-III	Kontrak	< 2	RSDC
IS 5	Tn „N“	L	25	D-III	Kontrak	> 2	RSUP

Data Source: Primery Data

The results of in-depth interviews that have been conducted with all informants are as follows:

The factors that influence the nurse's interest in practicing independent nursing. Factors Understanding of regulations governing independent nursing practice is:

Tabel 2. Factors Understanding of regulations governing independent nursing practice

Informant Code	In-Depth Interview result
IS 1	<p>“Saya tidak tahu, kurang tahu lebih nya tidak banyak tahu sih saya tentang praktik Mandiri keperawatan.”</p> <p>“Praktik Mandiri keperawatan melakukan atau memberi pelayanan keperawatan secara mandiri atau memberikan terapi pada pasien dengan Mandiri tanpa adanya dokter”</p> <p>“Kurang tahu Saya hanya mengetahui setidaknya kita kuliah sampai situ aja sih yang saya ketahui tentang syarat-syaratnya”</p> <p>“saya juga masih kurang memahami bentuk praktikkeperawatan Mandiri itu seperti apa”</p>
IS 2	<p>“Nah sya lupa bu, kalau undang-undang terkait praktik Mandiri pernah baca tapi saya lupa lupaingat”</p> <p>“Praktik mandiri itu kita praktik mandiri seperti biasa di rumah homecare juga iya paling tidak kita ada persetujuan dengan keluarga pasien membuka praktek sendiri di rumah pemberian obat injeksi perawatan seperti biasa perawatan luka di rumah”</p> <p>“Untuk syaratnya saya hanya sekedar pernah dengar dari beberapa teman yang memang praktek mandiri keperawatan semua diuruskan di ... lupa sya mba ema”</p> <p>“Dulu pernah dikasih tahu sama teman-teman saya lupa, banyak memang temen-temen yg buka praktikmandiri”</p> <p>“Pernah dengar tapi saya ga tau”</p>
IS 3	<p>“Praktek mandiri bisa di rumah, ndak saya tau apa-apa Hehehe, yg jelas sya tahu syaratnya harus punya tempat sendiri kemudian harus ada tempat tidur yang tidak tembus air, harus ada alat steril sendiri dan sudah disahkan oleh dpw daerah gitu”</p> <p>“Untuk bentuk pelayanan yang boleh dilakukan itu saya tidak tau”</p>
IS 4	<p>“eee.. mmungkin kalau itu belum saya buka-buka lagi ya untuk undang-undang mengenai praktik mandiri”</p> <p>“Untuk praktik mandiri, eee.. yang saya tau sih harus ada izin praktik perawatnya, minimal jugasudah punya pengalaman kerja di pelayanan kesehatan”</p>
IS 5	<p>“Nah kalau masalah undang-undang belum terlalumemahami hanya dasar-dasar saja”</p> <p>“Peraturan harus ada sipp praktik mandiri</p> <p>“Syarat mengetahui kompetensi dasar dan harus ada izin praktik, masih sebatas itu saja sih yg syaketahui”</p>

Conclusion:

From the results of the interviews with the five informants above, it is related to the understanding of the regulations governing independent nursing practice, the informants do not fully understand the regulations governing independent nursing practice, so there are still many who choose not to practice independent nursing.

The factors that influence the nurse's interest in practicing independent nursing. Financial resource factor is :

Tabel 3 : Financial resource factor

Informants Code	Depth Interview Result
IS 1	<p>“Biaya yang cukup fantastis menurut saya, biaya yang cukup banyak sampai kita harus menempuh praktek secara mandiri itu tidak gampang membutuhkan biaya yang sangat banyak yang belum bisa di capai”</p> <p>“Tentunya” (ada kesulitan dalam mendapatkan modal atau untuk melaksanakan praktik Mandiri) “Untuk memulainya itu harus membutuhkan modal yang cukup besar”</p> <p>“Saya mendapatkan penghasilan dari bekerja di Rs ini saja”</p>
IS 2	<p>“Tidak ada” (pekerjaan sampingan) “Saya bekerja di rumah sakit ini saja”</p>
IS 3	<p>“Emang ada biaya ya? Mungkin kalo biaya untuk modal awal sih iya ada kendala karna belum ada lokasi dan tempat”</p>
IS 4	<p>“Biaya untuk membuka praktik itu sendiri ga sedikit ya, mahal banget dan kita juga harus memiliki tempat yang besar yang harus di setujui”</p> <p>“Tidak ada” (pekerjaan sampingan) “Cuma bekerja di rumah sakit ini saja”</p>
IS 5	<p>“Kalau faktor biaya sih mungkin cuma terkendala modal awal saja untuk obat-batan dll”</p> <p>Tidak ada” (pekerjaan sampingan) “di rumah sakit ini saja”</p>

Conclusion:

From the results of interviews with the five informants above related to financial resources, on average they do not have side jobs, only work in one place and have difficulties in initial capital to start independent nursing practice because they have to prepare a place, equipment and other requirements. So there are still many who choose not to practice independent nursing.

The factors that influence the nurse's interest in practicing independent nursing. Motivational and environmental factor is :

Tabel 4 : Motivational and environmental factors

Informant code	Depth interview
IS 1	<p>“Sangat mendukung dan mensupport”</p> <p>“karena salah satunya belum ada di sekitar lingkungan jadinya Saya ingin menjadi orang pertama Seorang perawat yang membuka praktik</p> <p>Mandiri keperawatan di lingkungan ”</p>

IS 2	<p>“Memang karena saat ini saya belum tertarik untukpraktek Mandiri”</p> <p>Di wilayahnya Ibu sudah ada yang melakukanpraktik Mandiri</p> <p>“Ada banyak ada berapa banyak perawat memang disana”</p>
IS 3	<p>“Ndak, ndak di dukung sama orang tua saya soalnya ga bisa istirahat ntar pasti harus standby di bangun-bangunin tengah malem, masih punya baby”</p>
IS 4	<p>“Sebenarnya ada keinginan tapi untuk saat ini sih belum bisa melakukan praktik keperawatan mandiri”</p> <p>Di wilayahnya mba sudah ada yang melakukan praktik Mandiri</p> <p>“eebelum ada”</p> <p>“Orang tua mendukung mendukung sekali “</p>
IS 5	<p>“Untuk rencana (melakukan praktik keperawatan mandiri) kedepan sih ada”</p> <p>Di wilayahnya Ibu sudah ada yang melakukan praktik Mandiri</p> <p>“Kalu yg sudah ada plangnya sih belum ada”</p> <p>“Kalu orang tua sih sangat mendukung”</p>

Conclution:

From the results of interviews with the five informants above related to motivational and environmental factors, it can be concluded that interest in practicing independent nursing is influenced by motivation, (family support and a supportive environment).

The factors that influence the nurse's interest in practicing independent nursing. Time factor and job demands factor is :

Tabel 5 : Time factor and job demands factors

Informant code	In-Depth Interview Result
IS 1	<p>Banyak syarat-syarat yang haris dipenuhi, apalagi sekarang saya masih proses melanjutkan kuliah dan bekerja untuk saat ini mungkin masih belum bisa melakukan praktik keperawatan mandiri.</p>
IS 2	<p>“Mungkin cukup di rumah sakit saja karna memangwaktu juga ya, ga tau sih mungkin kalau sudahpensiun mungkin tapi itupun kalo bisa kalo masih hidup STR dan yang lainnya”</p> <p>“Kalau yang sekarang ini belum tertarik memang karena kesibukan saya kan kerja dari pagi sampe sore sampai rumah nanti sudah magrib, jadi nanti klau praktik mandiri lagi di rumah kayaknya waktu yang saya pikirkan, perlu istirahat juga hehehe..”</p>
IS 3	<p>Belum melakukan praktik keperawatan mandiri “soalnya ga bisa istirahat ntar pasti harus di bangun-bangunin tengah malem, masih punya baby juga sih mungkn saat ini cukup di rumah sakit aja</p>

dulu”

IS 4

“Sebenarnya ada keinginan tapi untuk saat ini sih belum melakukan praktik keperawatan mandiri karena masih nyaman sama pekerjaan yang sekarang”

IS 5

“Untuk rencana (melakukan praktik keperawatan mandiri) kedepan sih ada”

“Faktor belum melakukan praktik keperawatan mandiri
“faktor yang pertama waktu karna di tempat kerja itu kita kerja shift jadi waktu untuk melakukan praktik keperawatan mandiri itu agaksedikit”

DISCUSSION

Based on the results of in-depth interviews that have been conducted with all source informants,

“Artinya pengetahuan kita perawat untuk praktik mandiri itu masih kurang”
 “Praktik mandiri itu sudah ada aturannya dan sudah terbit juga buku panduannya dari PPNI itu berlaku juga secara nasional”
 “Untuk perawat itu boleh di dua tempat praktiknya, kemudian untuk persyaratannya harus memiliki tempat dan memasang plang, ukurannya 40x60 plangnya saja. syarat yang paling utama memiliki STR kemudian syarat untuk mendirikan tepat praktik itu harus rekomendasi dari PPNI dan wajib kami fisitasi mba oleh PPNI sebelum keluar rekomendasi itu kami fisitasi dengan segala persyaratan yg ada itu sudah ada di buku panduan praktik mandiri prawat jadi kalau sudah rekomendasi keluar dari ppni itu persyaratannya di bawa ke dinas kesehatan untuk mendaatkan izin praktik”
 „Seminar terkait praktik mandiri keperawatan sudah saya sendiri yang menjadi narasumbernya”
 “Seharusnya kan baca buku mba kan ada buku panduannya ndak mungkin dia ndk tahu kalo sudah baca atau tanyalah ke kantor ppni kan kita punya sekretariat kalau orangnya itu mau, kami sekarang kan ada wa grup kan tinggal tanya bisa, apa salahnya diman, kita sosialisasi buka praktik mandiri sudah, saya di setiap kali sambutan saya selipkan itu”

the results show that understanding regarding the regulations governing independent nursing practice is still lacking, even though it has been socialized by PPNI, meanwhile related to regulations governing based on tabel 1:

Independent nursing practice itself has been explained in the Law. - Nursing Law number 38 of 2014 and this has been explained in detail in the nursing independent practice guidebook. The results of interviews with Key Informants related to understanding of the regulations governing independent nursing practice, namely:

Meanwhile, the results of in-depth interviews with key informants said that our knowledge of nurses for independent practice was still lacking. There are rules for independent practice, the PPNI guidebook has been published, it also applies nationally and has often been socialized.

Informants' understanding of the regulations governing independent nursing practice is still relatively low, so there are still many who choose not to practice independent nursing.

Knowledge is a person's main basic key in growing one's interest, to be able to have a good understanding and interest, one must have an understanding related to a particular object. The less knowledge gained, the lower the interest that will grow in a person. This is in accordance with (Azwar, 2017) which says that the better the knowledge, the better the interest shown in the object, on the other hand, if the knowledge is lacking, low interest will be formed.

This is related to the research conducted by Khairin fikri entitled The Relationship of Nurses Knowledge Levels About Independent Practice with Nurses' Motivation to Implement Independent Nursing Practices in Bontang City 2015 that there is a relationship between nurses' knowledge level about independent practice and nurses' motivation in carrying out independent nursing practice. This research is also supported by the identification conducted by (Nursalam, 2014) which states that the cause of the low interest of nurses in opening independent practice, one of which is an understanding of the regulations governing independent nursing practice.

Based on tabel 2 : the results of in-depth interviews with all source informants, the results showed that on average they did not have a side job, only worked in one place and had difficulties in initial capital to start independent nursing practice because they had to prepare a place, equipment and other requirements.

The results of interviews with Key Informants related to the understanding of the regulations governing independent nursing practice, namely:

“Tidak ada” (Biaya untuk pengajuan praktik mandiri) Berarti nanti biayanya di persiapan alat, tempat dll saja ?
 “iya kan nanti alat apa yang harus ada instrumen kan kemudian regsternya, resep, rekam medis pasiennya dan lainnya.

Meanwhile, the results of in-depth interviews with key informants said that there was no fee for submitting independent practice, only for the preparation of tools, places and others.

Although there is no fee for submitting an independent practice, however, for the preparation of tools, places and others, it can be said that it requires a hefty fee because the price of medical equipment is fairly decent and the preparation of a place that requires a hefty fee also causes many who choose not to practice independent nursing.

Based on the results of interviews with key informants and informants, it shows that one of the factors that influence the interest of nurses to practice independent nursing is the factor of financial resources because to start independent nursing practice it takes a certain amount of capital (money) to meet the needs and requirements of independent nursing practice. This is also supported by the identification carried out by (Nursalam, 2014) which states that the cause of the low interest of nurses in opening independent practice is financial resources.

Based on tabel 3 : The results of interviews with key informants related to motivation are:

“kalau orangnya itu mau, kami sekarang kan ada wa grup kan tinggal tanya bisa, apa salahnya diman, kita sosialisasi buka praktik mandiri sudah, saya di setiap kali sambutan saya selipkan itu”
 “Kita motivasi juga suda sayakan tipenya tidak suka mempersulit sekarang tinggal maunya perawat itu bagaimana”

The results of in-depth interviews conducted with key informants said that they have often provided motivation and socialization to open independent practices, it's just a matter of what nurses want. Meanwhile, based on the results of in-depth interviews that have been conducted with all source informants, the results show that there are several informants who are interested in practicing independent nursing because there is motivation and a supportive environment, namely the support from the family and the opportunities in the surrounding environment, seen from the absence of who open independent nursing practice and vice versa, the lack of motivation and a supportive environment, the absence of support or support from the family affects the interest in practicing independent nursing.

Motivation is a strong impulse that comes from inside and outside a person. With the motivation of support from family and a supportive environment, it will foster a person's interest in doing something. (Wibowo, 2011) related to the family environment, the role of the family is very important in growing interest. Parents are the first educators and as the foundation in the main love guidance. So

it is parents who give a lot of influence and personality color to a family, then the influence in the family environment on children can affect what children are interested in.

This is also supported by the identification carried out by (Nursalam, 2014) which states that the cause of the low interest of nurses in opening independent practice, one of which is the motivational factor. (Ismani, 2010) one of the factors that influence interest is family. (Rumini, 2015) which states that the factors that influence interest include environmental factors.

Based on tabel 4: the results of in-depth interviews that have been conducted with all source informants, the results show that on average they say they have not chosen to do independent nursing practice because of work factors, are still comfortable and focus on running their current job. Key Informant interview results related to understanding of regulations governing independent nursing practice, namely : Meanwhile, the results of in-depth interviews conducted with key informants said that it is not always necessary to be an employee of a pasyankes but may open an independent practice. because the field of work is not possible to accommodate all considering the equipment alone can be

“Jadi kami, saya disetiap kesempatan saya selalu sosialisasi mba di setiap sambutan saya selaku ketua PPNI tidak melulu dia harus menjadi pegawai sebuah pasyankes tetapi boleh membuka praktikmandiri . jangan hanya melulu bisa bekerja di rumah sakit puskesmas gitu kan, ndak bisa semua, kan sekali aja seribu orang per angkatan lapangan kerja kan ndak mungkin itu”

up to a thousand people.

According to Sumadi, a person's interest can be raised in several ways, one of which is generating a need. The theory of human needs views humans as an integrated, organized whole that encourages the fulfillment of basic human needs. Humans have basic needs that must be met such as eating, drinking, clothing, and so on. To earn money, people are thirsty for work but in reality it is not easy for us to find a job that suits our taste.

If we work in a field that suits our tastes, we will be more loving and happy in carrying out our work, as a result, we can work harder and have a higher sense of responsibility. This is related to this research, where the average informant already has a job and feels comfortable with his current job because of the sense of comfort and responsibility towards his current job, so he has not chosen to do independent nursing practice and chooses to focus on running his current job. This is also in accordance with (Rumini, 2015) which states that the factors that influence interest include work factors.

CONCLUSION

This research was conducted by collecting informants from various health service centers such as hospitals with professional education levels. At the time of the study, it was found that many nurses were practicing independently but had not completed the mandatory requirements that had been set based on regulations issued by the government. Both in terms of minimal education and other administrative completeness. So that through the DPW PPNI NTB management, socialization continues to be carried out in tidying up mandatory administration in establishing independent nursing practice.

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