

THE CORRELATION LEADERSHIP STYLE OF THE HEAD ROOM WITH THE COMPLETENESS OF NURSING CARE DOCUMENTATION IN HOSPITAL

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ABSTRACT

Leadership style is very influential on the quality of nursing care documentation so that it can benefit nursing care, education and research. Documentation of nursing care can be used as a reference for learning for students and practitioners of nursing, because in it contains all forms of nursing activities for clients. The contents of the nursing care documentation are useful for member general description of the nurse's duty in providing nursing care to the client. This study aims to determine the relationship between the relationship of leadership style space head with the completeness of nursing care documentation.

This type of research is descriptive quantitative analytic with cross sectional research design. The population in this study amounted to 90 respondents. The method of sampling in this study was Quota Sampling technique with 73 respondents. Data collection was obtained through questionnaires in the form of questionnaires. Analysis of the data used is univariate and bivariate (Cramer).

The results of the leadership style research at PMI Hospital have a democratic leadership style of (49.3%) and the completeness of nursing care documentation in class III hospitalization rooms (72.6%) documentation of nursing care is incomplete. Cramer's results were obtained $P = 0.000$ which is smaller than 0.05 of 73 respondents who chose the democratic leadership style with the completeness of nursing care documentation as many as 36 respondents (49.3%).

H_0 is accepted, which means that the statistical test shows that there is a relationship between the leadership style of the head of the room and the completeness of nursing care documentation in class III inpatient rooms at PMI Bogor City Hospital in 2019. It can be used as a reference in completing nursing care documentation so that it can provide information and input for institutions researched land specifically at the PMI Hospital of Bogor City.

Keywords : Leadership style, documentation, nursing care

PRELIMINARY

Documentation of nursing care is a record of the responses / responses of clients to the activities of the implementation of nursing as a whole, systematic and structured as accountability for actions taken by nurses against clients in carrying out nursing care using the nursing process approach.¹

Documentation of nursing care is a statement about an event or activity that is authentic by taking written notes. Documentation of nursing care contains the results of nursing activities undertaken by nurses to clients ranging from assessment to evaluation.

Documentation of nursing care is a means of communication from one profession to another related to client status. As a communication tool, the writing in the nursing care documentation must be clearly readable and may not use unusual terms or abbreviations, also contain clear, explicit and systematic descriptions.²

Documentation of nursing care can also be used as evidence at any time in court if a lawsuit is made by the client or family. Therefore the nursing care documentary records must be clear, complete, objective, the time must be clearly written (day, date, month, year, hour) signed by the health care provider through therapeutic interaction with the client.²

Documentation of nursing care can be used as a reference for learning for students and practitioners of nursing, because in it contains all forms of nursing activities for clients. The contents of the nursing care documentation is useful for member general description of the nurse's duty in providing nursing care to the client.² The impact of nursing care documentation if done incomplete will be able to reduce the level of nursing services because it will not be able to identify the extent of the success of nursing care that has been given. In the legal aspect the nurse does not have written evidence if one day the client demands dissatisfaction with nursing services

Leadership style is very influential on the quality of nursing care documentation so that it can benefit nursing services, education, and research.⁴

Leadership style, basically contains the understanding as an embodiment of the behavior of a leader, which involves his ability to lead. This embodiment usually forms a certain pattern or form. A leader has a strategic role that is as a manager, should have competence in accordance with the demands of development and excellent service in the present and future so that they can better understand the duties and functions as a leader. One of them is the ability of a leader in fostering and nurturing and influencing the motivation of subordinates to participate in achieving organizational goals.⁴

Leadership style is a way used by a leader in influencing the behavior of others. A leader has certain characteristics, understanding the characteristics of one's leadership must be understood that leadership has three components, namely leader, follower, and the situation of someone who is said to be a good leader in one situation and with certain followers as well as that in other situations and followers.⁴

Leadership style is a set of characteristics that are used by leaders to influence subordinates so that organizational goals are achieved or it can also be said that the

leadership style is a pattern of behavior and strategies that are preferred and often applied by a leader.

The results of this study are comparable to the research conducted Revina Sinaga, 2016 examines "The Relationship Between Leadership Style of Head of Room with Completeness of Nursing Care Study Documentation in Inpatient Room at Mardi Lestari Public Hospital Sragen" with the results of 51 respondents who chose an authoritarian leadership style of 35.29% and documentation of nursing care documentation incomplete at 92, 15%. The results of the study using the Lambda test obtained p value of $0.019 > 0.05$ so that there is a relationship between the leadership style of the head of the room with the completeness of the documentation of nursing care assessment.

Based on the results of a preliminary study conducted on Monday, August 19, 2019 there were 10 nurses implementing respondents in the class III inpatient room of PMI Bogor City Hospital. Obtained a leadership style using a democratic leadership style and from 10 respondents obtained the observation of nursing care documentation 8 respondents did complete documentation and 2 respondents were incomplete in the assessment section in carrying out nursing care documentation.

Based on the description above, the researcher is interested in finding out whether there is a relationship between the leadership style of the head of the room and the completeness of the nursing care class documentation for inpatient class III in 2019 PMI Bogor City Hospital.

RESEARCH METHODS

This type of research is a type of quantitative research or traditional methods, because this method has been used long enough so that it has been transmitted as a method for research.⁶

The design of this research is analytic descriptive research which is a study to find out whether or not there is a relationship between variables. The time approach used in this study is cross-sectional.⁶

Cross sectional is a study to study the dynamics of the correlation between the approach, observation, and data collection at one time.⁶ This design is to determine the relationship of leadership style with the Creamer V statistical test to analyze the relationship between the frequency of the leadership style of the headroom and the completeness of nursing care documentation in class III inpatient rooms at the PMI Hospital in Bogor.

This research was conducted on 11,12,13,14,15 September in class III inpatient rooms at the Bogor City PMI Hospital in 2019. The population in this study was nurses in class III inpatients in the City of Bogor PMI Hospital with 90 nurses from 3 class III inpatient rooms.⁶ In this study using Quota Sampling, there is a limitation on the sampling quota that the selected sample must be a certain number (quotum) of each predetermined subgroup of a population.

The variables of this study consisted of the frequency of leadership style of the

headroom with the completeness of nursing care documentation. Data processing and data analysis using computerized data.

In this study, the location determined to conduct research is in the Bogor City PMI Hospital. Retrieval of data in this study using Quota Sampling with 73 respondents nurses implementing in class III inpatient rooms. Data was collected on 11,12,13,14,15 September 2018. Data was collected by the researcher.

RESEARCH RESULT

Based on frequency distribution of the characteristics of respondents by sex, of the 73 respondents mostly female, that is 45 (61.6%) respondents. Based on table 2 about the frequency distribution of respondents' characteristics based on age, of the 73 respondents mostly aged 23-33 years as many as 44 (60.3%) respondents. Based on frequency distribution of respondents' characteristics based on education, of the 73 respondents most of the last Diploma education nurses were 64 (87.7%) respondents. Based on frequency distribution of the leadership style of the head of the room with the completeness of nursing care documentation in class III inpatient rooms at the PMI Hospital in Bogor City. There are 36 respondents (49.3%) democratic leadership style. Based on frequency distribution of the characteristics of respondents based on length of work, of the 73 respondents most of the 5-10 years old of documentation in class III hospitalization in Bogor City PMI Hospital. There were 53 respondents (72.6%) completeness of nursing care documentation was incomplete.

Based on the results of the bivariate test the relationship of leadership style of the head of the room with the completeness of nursing care documentation in class III inpatient in Bogor PMI Hospital in 2019 of 73 respondents (100%) with authoritarian leadership style can be known as incomplete nursing care documentation 23 respondents (31.5%). Based on the results of the Cramer statistical test the bivariate analysis table is obtained P Value = 0.000 where a <0.05 , so H_a is accepted which means the statistical test shows there is a relationship between the leadership style of the head of the room with the completeness of nursing care documentation in the class III inpatient hospital at PMI of Bogor City.

DISCUSSION

1. Characteristics of Research Subjects by Gender

The results obtained from 73 respondents found respondents with a percentage of 45 (61.6%) female sex and 28 respondents with a percentage (38.4%) male sex.

2. Characteristics of Research Subjects Based on Age

From the results of the current age characteristics of nurses from 73 respondents obtained the results of 44 respondents with a percentage (60.3%) aged 22-33 years, 21 respondents with a percentage of 28.8% aged 34-44 years and 8 respondents with a percentage value (11, 0%) 45-50

3. Characteristics of Research Subjects Based on Education

From the results of the current characteristics of nurse education from 73 respondents it was found that 64 respondents with a percentage (87.7%) of nurses mostly had the latest educational status Diploma while the Bachelor only 9 respondents with a percentage of 12.3%) of 73 respondents. Educational status influences leadership style.

4. Characteristics of Research Subjects Based on Length of Wor

From the results of the characteristics of the current work duration of nurses from 73 respondents found 40 respondents with a percentage (54.8%) 5-10 years, 20 respondents with a percentage (27.4%) 11-15 years and 13 respondents with percentage (17.8 %) 16-25 years which is very influential on the completeness of nursing care documentation.

1. Univariate Results

a. Leadership style of the head of the room in class III inpatient at PMI Hospital of Bogor City

Based on table 4.5 about the distribution of leadership style of head room in class III inpatient at Bogor PMI Hospital in 2019 out of 73 respondents showed that respondents chose leadership style as 36 respondents (49.3%).

The results of this study are comparable to the research conducted by Muhammad Shiqibul Iza Zulfikhar, 2016 contributions on "Leadership Style of the Head of Space with Work Motivation of Implementing Nurses in Surakarta Islamic Hospital" by obtaining the results of the p-value (0.024). This can be seen by 56 respondents choosing the leadership style to change as many as 49 (87.5%) respondents.

Leadership Style is a set of characteristics that are used by leaders to influence subordinates so that organizational goals can be used as well as making sure the leadership style is the pattern and strategy needed and implemented by the leader.

From the results of the study it can be concluded between the theory and the results of research that influence leadership style in class III inpatient rooms at the PMI Hospital decision.

b. Completeness of Nursing Care Documentation in class III hospitalization in PMI Hospital of Bogor City

Based on frequency distribution of completeness of nursing care in class III inpatients at the Bogor City PMI Hospital in 2019 out of 73 respondents showed 53 respondents (72.6%). the completeness of the nursing care documentation is incomplete.

The results of this study with research conducted by Suprati, 2016 research on "Documentation of Nursing Care Standards in Mamuju Indonesia Regional General Hospital" of 135 respondents showed 91 (97.8%) respondents. Complete documentation of nursing care is incomplete.

Documentation of nursing care is a display of care or care of nurses in providing

nursing care processes to patients while the patient verifies at the hospital. The quality of nursing care documentation can be seen from the completeness and accuracy of the nursing care process given to the patient, which completes the assessment, diagnoses nursing, action plans and evaluations.

From the results of the study it can be concluded between the theory and the results of research that have an impact on nursing care in inpatient rooms class III in Bogor City PMI Hospital that is obtained the incomplete results of nursing care documentation.

2. Bivariate Results

The relationship between the leadership style of the room chief and the completeness of nursing care documentation in class III hospitalization at PMI Hospital of Bogor City.

Bivariate analysis results obtained from 73 respondents, there were 53 (72.6%), respondents who have an authoritarian leadership style with p value $0,000 \leq 0.05$. Which means that there is a relationship between the leadership style of the head of room and the completeness of nursing care documentation in class III inpatients at PMI Hospital of Bogor City.

The results of this study are comparable to the research conducted by Revina Sinaga, 2016 examining the "Relationship between the Leadership Style of the Head of the Room and the Documentation of Nursing Care Study Documentation in the Inpatient Room of Mardi Lestari Public Hospital Sragen" with the results of 51 respondents who chose an authoritarian leadership style of 35.29% and 92.15% incomplete documentation of nursing care assessment. The results of the study using the Lambda test obtained p value of $0.019 > 0.05$ so that there is a relationship between the leadership style of the chief of space with the completeness of the documentation of nursing care assessment.

Leadership Style is a set of characteristics that are used by leaders to influence subordinates so that organizational goals are achieved or it can also be said that the leadership style is a pattern of behavior and strategies that are preferred and often applied by a leader. A leadership style that shows, directly or indirectly, about a leader's belief in the abilities of his subordinates.

From the results of the study it can be concluded between theory and research results that influence leadership style with the completeness of nursing care documentation in class III inpatient rooms at PMI Hospital of Bogor City that is obtained from the p value = 0,000 of a (<0.05) which means there is a relationship between the independent variable and the dependent variable.

The results obtained from the completeness of nursing care documentation that is educational factors and length of work that affect the completeness of nursing care documentation.

RESEARCH LIMITATIONS

This research has been attempted and carried out in accordance with scientific procedures, however it still has limitations namely: In this study, there are limitations in using a questionnaire that is sometimes the answers given by the sample look at his friend even though it has been explained in advance how to fill it out.

RESEARCH IMPLICATIONS

1. For Science
Can be used as information material and is used to develop knowledge about nursing management that recognizes the leadership style of the head of the room with the complete documentation of nursing care, as well as material and sources of discussion to broaden the results of previous research.
2. For the heads of rooms in PMI Hospital
The head of the room in order to implement a democratic leadership style that can lead to the completeness of nursing care documentation, can be used as an evaluation in providing information to provide input so that it better understands how to apply appropriate leadership styles so that the completeness of the nursing care documentation is complete.

CONCLUSION

1. It is known that the frequency distribution of the leadership style of the head of room in class III inpatient rooms at the PMI Hospital from 73 respondents showed that respondents who chose the democratic leadership style were 36 respondents (49.3%).
2. It is known that the frequency distribution of completeness of nursing care documentation in class III inpatients at the PMI Hospital in Bogor City in 2019 from 73 respondents showed 53 respondents (72.6%). the completeness of the nursing care documentation is incomplete.
3. The Relationship between the Leadership Style of the Head of the Room and the Completeness of Nursing Care Documentation in class III hospitalization in Bogor PMI Hospital in 2019 of 73 respondents who chose the leadership style with the completeness of nursing care documentation as many as 36 respondents (49.3%) ie obtained results from p value = 0,000 of a (<0.05) which means there is a relationship between the independent variable and the dependent variable.

SUGGESTION

1. For Science
Provides a reference in completing nursing care documentation. This research can add insight into nursing management science.
2. For users
It is expected that the results of this study can provide information and input for the researched land institutions especially at PMI Hospital.

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