# Relationship of Work Motivation with Nursing Care Documentation in the Hospital

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Abstract:     Motivation is an effort that someone does to do his job. Documentation of nursing care is the result of recording events that are considered important and can be used as evidence. This study aims to identify the relationship between nurses' work motivation and documentation of nursing care. This study uses descriptive correlative design. The population in this study were 125 nurses, and 205 documentation. The sample was taken by simple random sampling technique. In this study there were 55 nurses and 67 documentation. The Cronbach Alpha test results developed by researchers were 0.738 for work motivation questionnaires. The results showed intrinsic motivation in the low category (70.9%), while extrinsic motivation in the high category (59.7%) and documentation of nursing care in the category of adequate (52.2%). Based on the Spearman correlation test, motivation has a correlation value ($r = 0.407$). From the results of the study it can be concluded that motivation has a sufficient relationship with documenting nursing care. For this reason it is suggested that motivation needs to be improved to provide quality for documenting nursing care.

## 1 INTRODUCTION

Documentation aspects are very important in all stages of the nursing process. Documentation is the writing and recording of a particular event or activity legally (legal). It is believed that much of the information and client data that nurses must record in official and legal documents from institutions with the aim of documenting the client's health status can be used as an effective communication tool in the health team, basic data for research, sources of information learned for education, for details financing, legal legality and medical history for the benefit of long-term client data (Nursalam, 2007).

The phenomenon that occurs in the field is that nursing documentation is diverse, complicated and takes from 35 to 40 minutes for recording per shift. Although the quantity of nursing documentation has improved steadily over the years, the quality of the documented information is not good. Missing or incomplete documents often cause current problems for McConnel's organization (2003). Hospitals in small towns have used computerized systems for 2 years. The system turned out to be a source of staff stress and dissatisfaction , then the head of the room made an effective and efficient system for documentation also prepared data to monitor the nursing process, results of care and staff performance (Arisanti, 2011).

Based on the results of an initial survey conducted in the inpatient roo, from the observation of 4 different rooms with nursing care at 8 clients, each of the clients was handled by 8 nurses on duty, the results were not all documentation done well, in the study no past medical history was included and the average did not record the intervention as well as the nursing diagnosis was not included in the cause, the number of implementing nurses was 103 people in which nursing graduates were 2 people, nursing academics as many as 38 people and health care schools as many as 63 people. This study aims to identify the work motivation of nurses and documentation of nursing care in the inpatient room.

## 2 METHODS

In this study, researchers used a descriptive correlation research design with cross sectional design that aims to identify and identify the

relationship between one single variable and other variables in a sample group (Burn & Grove, 2001). The population of this study were all nurses a total of 125 people Data collection tools in this study are in the form of questionnaires used to measure motivation, and observation notes to measure documentation of nursing care in the inpatient room in Hospital.

## 3 FINDINGS

The distribution of nurses in wards, nursing care documents in inpatient wards, characteristics of respondents, and nurses' work motivation are shown in the following tables.

Table 1: Distribution of Executing Nurses in Ward (n= 125).

| Unit | Number of nurse population | Number of nurses sample |
|---|---|---|
| Rose Ward (internal woman) | 15 | 5 |
| Jasmine (internal male) Ward | 14 | 5 |
| tulip (child) Ward | 10 | 5 |
| Carnation Ward (surgery) | 12 | 6 |
| Amethyst (pulmonary) chamber | 15 | 5 |
| Flamboyant Ward (class) | 11 | 5 |
| Diamond Ward (old VIP) | 14 | 4 |
| Pearl Ward (VIP children) | 11 | 5 |
| Zamrut Ward (New VIP) | 13 | 5 |

Table 2: Distribution of Number of Nursing Care Documents in Inpatient ward (n=125).

| Inpatient Room Number of Nursing Care | Nursing Population | Sample Nursing |
|---|---|---|
| Rose ward (internal woman) | 25 | 8 |
| Male (internal) ward | 24 | 8 |
| Tulip ward (child) | 17 | 5 |
| Carnation ward (surgical) | 27 | 9 |
| Amethyst (pulmonary) chamber | 30 | 10 |
| Flamboyant ward (class) | 31 | 10 |
| Diamond ward (old VIP) | 20 | 7 |
| Pearl ward (VIP children) | 12 | 4 |
| zamrut ward (New VIP) | 19 | 6 |

Table 3: Frequency Distribution and Percentage of Characteristics of Respondents (n = 55).

| Characteristics of | f | % |
|---|---|---|
| Age of Respondents | | |
| 21 – 30 years | 7 | 12,7 |
| 31 – 40 years | 14 | 25,5 |
| >40 years | 34 | 61,8 |
| Education of espondents | | |
| SPK | 12 | 21,8 |
| D III | 41 | 74,5 |
| S 1 | 2 | 3,6 |
| Nursing care training | | |
| 0-1 | 4 | 7,3 |
| 2 | 41 | 74,5 |
| 3 | 10 | 18,2 |
| Working | | |
| < 5 years | 13 | 23,6 |
| >5 years | 42 | 76,4 |

Table 4:  Frequency Distribution and Percentage of Work Motivation for Executing Nurses (n = 55).

| Work Motivation | f | % |
|---|---|---|
| Height | 2 | 3,0 |
| Enough | 52 | 77,6 |
| Low | 1 | 1,5 |

Table 5: Distribution of Frequency and Percentage of Documentation of  Nursing Care in the Inpatient Room (n = 67).

| Nursing Care Documentation | f | % |
|---|---|---|
| Complete | 19 | 28,4 |
| Enough | 35 | 52,2 |
| Less | 13 | 19,4 |

Table 6: Correlation Statistics Test Results Extrinsic Motivation of Work with Documentation of  Nursing Care in Inpatient (n=55).

| Independent variable | Dependent variable | $\rho$ | p-value |
|---|---|---|---|
| Work Motivation | Documentation of nursing care | 0,407 | 0,001 |

The results of this study indicate that the majority of documentation of nursing care carried out is sufficient, namely 35 documentation (52.2%), the complete one is only 19 documentation (28.4%) and the lack is 13 documentation (19.4%). The frequency distribution of the level of documenting nursing care can be seen in table 5.

The results of this study indicate that the correlation number is 0.407 with a significant value of 0.001, there is a relationship between work motivation and documentation of nursing care.

## 4   DISCUSSION

According to the assumption of the researcher, when viewed from the age of the respondent, the average age > 40 years is 34 (61.8%) nurses. The level of education in the inpatient ward of showed that most nurses, namely 41 nurses (74.5%) had a D III education level (diploma 3 nursing), SPK numbered 12 nurses (21.8%) and nursing S1 only 2 nurses (3.6%). These results indicate that nurses in the inpatient ward are skilled and professional staff so that they are expected to be able to document nursing care well.

Based on the characteristics of the training, the results of the unvariat analysis showed that most of the nurses in the inpatient ward had 2 times attended the training, namely 41 nurses. This shows that there is an effort to improve the quality of documenting nursing care in hospitals. Each implementing nurse

has the right to take part in the training but with conditions based on policy from the head of the room and by alternating from each room.

Based on the characteristics of the service period, the results of the univariate analysis showed that most nurses in the inpatient room had a service period of> 5 years. This shows that the implementing nurses who work in the inpatient ward are nurses who have long enough experience in documenting nursing care.

The success of an employee can be seen from the achievements he achieved (Kasmi Z, 2011). In order for an employee to succeed in carrying out his work, the head of the room must know the characteristics of his subordinates ( Margaret, 2011) and his work by providing an opportunity (Farren C, 2008) for his subordinates to try to achieve good results. If the subordinates succeed in doing the work, the leader must declare that success (Hasibuan, 2008).

The results of statistical analysis in this study that extrinsic motivation and documentation of nursing care are positively related to a fairly strong relationship ($\rho$ = 0.407). The results of the analysis of the relationship has a significant value of 0.001 so it can be concluded that the research hypothesis is accepted that there is a relationship of work motivation with documenting nursing care (Benjamin, 2012).

## 5 CONCLUSIONS

Based on the results of the study showed that, the majority of respondents aged> 40 years were 34 respondents (61.8%), with the education level of nursing DIII 41 respondents (74.5%), training in documenting nursing care 2 times, namely 41 respondents (74 , 5%) and working time> 5 years is 42 respondents (76.4%), the majority of nurses have sufficient motivation that is 52 respondents (77.6%), a high 2 respondents (3.0%) and a low 1 respondent (1.5%), the documentation of the completeness of nursing care was sufficient, namely 35 (52.2%), while the complete 19 respondents (28.4) and the incomplete 13 (13%), work motivation has a significant relationship with documenting nursing care that is 0.407 with a significant level of 0.001.

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