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ABSTRACT PROCEEDING

The 1st INTERNATIONAL NURSING CONFERENCE

*Improving Quality of Services Through
Advanced clinical teaching and practice :
Preparing Global Health Challenges*

GRAND CEMPAKA HOTEL, JAKARTA April 11-12th 2017

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Faculty of Nursing, Muhammadiyah University of Jakarta



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ANALYSIS OF DIRECTION MANAGEMENT FUNCTION ROOM WITH A PERFORMANCE HEAD NURSE

Zulkarnain¹, Nursalam M.Nurs², Syamsul Anwar³

ABSTRACT

Background and Objective: Quality health care can only be realized with the provision of health care professionals, as well as nursing care should be carried out with professional nursing practice (Mark, Salyer & Wan, 2003). In addition, the implementation of nursing management functions in the room that did not run well cause the performance of nurses is not optimal. As happened in Bima Hospital, where nursing management functions such as direction have not gone well so as to improve the quality cannot be achieved. The nurse as clinical practitioners affected by several factors that impact performance This study aimed to analyze the effect of the implementation of the guidance function of the performance of the team in the room FGM apply Inpatient Hospital Bima. **Method:** This research is a quantitative study with a descriptive design with cross sectional approach, where the variables in this study were divided into three variables are independent variable, dependent and confounding. Sampling technique using proportional random sampling. Analysis of data using univariate, bivariate and multivariate analyzes. The instrument used was a questionnaire consisting of three parts namely the questionnaire part A; respondent characteristics (gender, marital status, education level and length of employment), the questionnaire part B; the direction of head room function (personal communication, motivation, supervision, delegation and conflict management) as well as the questionnaire section C; This measures the performance of nurses in performing FGM teams based on the perception of nurses related to assessment, planning, implementation and evaluation. The questionnaire used is a questionnaire that has been developed by researchers from some previous research results and based on existing theory. **Result:** The effect of implementation of the guidance function of the performance of nurses in performing FGM Team at Bima Hospital inpatient ward.

Keywords: *direction fungsi, performance, confounding*

ANALYSIS OF THE EFFECT OF SALARY, JOB SATISFACTIONS, ORGANIZATIONAL COMMITMENT TOWARD NURSE TURNOVER INTENTION IN JAKARTA ISLAMIC HOSPITAL, CEMPAKA PUTIH 2017

Burhanuddin Basri¹, Nursalam², Syamsul³

ABSTRACT

Background and Objective: Turnover intention can be interpreted as the movement of labor getting out of the organization. The high level of turnover intention has become a serious problem for many companies, even some companies experience frustration when they learned that the recruitment process has managed to capture qualified staff in the end of turned out to be a failure because of staff already chosen a job at another company. The high turnover rate labor can be predicted by how much the desire of to move the staff an organization or company. The studies and the literature suggest that the desire of someone to move is closely related to pay, job satisfaction and organizational commitment. The purpose of this study is to analyze the effect of pay satisfaction, pay and job satisfaction and organizational commitment to turnover intention of nurses in Jakarta Islamic Hospital Cempaka Putih. This research is conducted at the Jakarta Islamic Hospital Cempaka Putih. There are 91 nurses as samples. Data collection is conducted through interviews, surveys and questionnaires. **Method:** The data analysis technique used is *path* analysis. **Expected result:** of this study is find out the influence of pay, job satisfaction and organizational commitment to turnover intention of nurses at the Islamic Hospital in Jakarta.

Keywords: *pay, job satisfaction, organizational commitment, turnover intention*