


Relationship between team method implementation and nurse performance

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Article Info	ABSTRACT
<p>Keywords: Relationship, Team Method Implementation, Nurse Performance</p>	<p>Introduction: Nurse performance is an activity taken by a nurse in a company in accordance with their authority and responsibilities, and high performance can bring satisfaction to service users while also improving the quality of nursing services. To improve and achieve the standard of nursing services, hospitals must adopt a nursing care system process in the ward based on the Nursing Professional Practice Model (MPKP). The team approach is a nursing care delivery strategy in which an experienced nurse leads a group of nursing personnel to provide nursing treatment to a group of customers through collaborative and collaborative efforts. Method: This is a quantitative study conducted utilizing a design for descriptive correlational research with a sample size of 97 nurses. In this study, data is collected utilizing a questionnaire. Result: Frequency Distribution Based on the application of the team method, it was discovered that the majority of the nurses were in the application of the team method below the optimal level as many as 54 people (55.7%), and the frequency distribution based on nurse performance revealed that the majority of the nurses were in lacking nurse performance as many as 65 people (67%). The Chi-squared statistical analysis resulted in a value of $p = 0.001$. This signifies that the p value is lower than α ($p = 0.001 < \alpha = 0.05$). Conclusion: There is a link between using the team technique and how well nurses perform at Dr. Moewardi Regional General Hospital.</p>
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INTRODUCTION

A nurse's performance is an action carried out in an organization, based on their distinctive characteristics powers and responsibilities.. Good performance can bring satisfaction to service users as well as increase the quality of nursing services. Performance is a global concern nowadays. This occurs as a result of the community's strong demands for good and high-quality health-care services. Nurses are required to be able to demonstrate a professional and tangible contribution to increasing the quality of nurses who have an impact on health services in general at a workplace agency.

One approach to measuring nurse performance is to use A professional care for nurses Method team in order to enhance the quality of nurse performance (Afandi, Pratiwi,

Wijaya, & Umayanah, 2022). Nursing services will, of course, be of greater quality with the use of a professional nursing care model, because patient recovery is governed by optimal nursing services (Hidayah, 2014). A professional care for nurses Method (MAKP) team is a method provide nursing services to a group of patients through cooperative and teamwork. of providing nursing care Provide nursing services to a group of patients through cooperative and collaborative efforts. (Fitriana & Fadila, 2023). A method of assigning nursing care, where the head of the room divides the implementing nurses into several groups or teams, which are chaired by an implementing nurse consisting of various educational backgrounds and abilities.

The team method is founded on a philosophy that seeks group members' abilities to create the team method. It is also founded on the concept that every patient is entitled to quality care. Each employee is entitled to support in carrying out the responsibility of giving the finest nursing care within their ability. Nursing services can be provided to a group of patients by a team of nurses made up of professional nurses, non-professionals, and nurse aids (Syukur, Pelealu, & Tamani, 2023).

Nurse satisfaction and performance are two of the most important factors to consider when selecting an accredited nursing care model. Nurse motivation and performance have played an important part in the successful implementation of a model. The chosen model must be capable of improving nurse performance while minimizing workload and dissatisfaction during deployment. Professional nursing services are given through a variety of assignment techniques that exist today and will be established in the future to meet nursing service trends. The team method is one approach to providing nursing care (Mogopa, Pondaag, & Hamel, 2017).

Based on studies done by (Mogopa, Pondaag, & Hamel, 2017) conducted on the correlation between the use of the team method and the performance of nurses in Majene Regency Hospital's inpatient room, there is a substantial relationship between the use of the team method and nurse performance. The researchers conducted an initial survey on October 25, 2016 using observation and interview approaches with the head of the room and the nurse at Prof. Dr. R. D. Kandou Hospital Manado Irina C room, and discovered that the nursing care model utilized at the time is the team method. Irina C's nursing staff consists of Ns 13 (21.6%), S1 Nursing 2 (3.3%), and DIII Nursing 41 (68.3%). S1 Nursing: 2 people (3.3%); DIII Nursing: 41 people (68.3%). The number of nurses in Irina's C1 room was 16, C2 was 16, C3 was 16, and C4 was 12. Rooms C1, C2, C3, and C4 are divided into two teams, with one team containing 6-7 nurses and each team accountable for up to 15 patients.

According to an initial investigation conducted by researchers on August 21, 2023, 1 nurse practitioner had problems implementing the team technique because the allocation of tasks was not balanced, whereas 4 of them carried out the team method well and facilitated nurse performance, and the team's task division is optimal. Based on the characteristics of Dr. Regional General Hospital. Moewardi Surakarta is a Category medical facility that offers high-quality nursing care. Regional General Hospital Dr. Moewardi employs 747 nurses. The team technique is crucial since it is linked to nurse performance.

As a result, research is necessary, and the author intends to investigate it in the research project "The Relationship among the Deployment of Team Approaches and Nurse Productivity in the Hospital Room at Dr. Moewardi Provincial General Hospital, Surakarta".

METHOD

This quantitative research employs a descriptive correlational research design, with the goal of determining the link between the independent variable (implementation of the team method) and the dependent variable (nurse performance). This study employs a cross-sectional design in which variables from the risk and effect components are observed concurrently. The sample size for this study was 97 nurses from Dr. Moewardi Regional General Hospital. This study's sampling technique was non-proportional random sampling. In this study, data is collected utilizing a questionnaire. The validity and reliability tests revealed that the study tools were both valid and reliable. The study employed both univariate and bivariate analyses. Univariate analysis yields a percentage for each variable, including the use of the team method to assess nurse performance. Bivariate analysis was done to examine the association between using the team technique and nurse performance. This study included computerization SPSS (Statistic Product And Service Solution).

RESULT AND DISCUSSIONS

Table 1. Characteristics Participant Data

Characteristics	Total (n)	Percentage (%)
Age		
21-30 years	83	85,6
31-40 years	14	14,4
Gender		
Male	75	77,3
Female	22	22,7
Education		
D3 Nursing	63	64,9
S1 Nursing	6	6,2
Ners	28	28,9
Length of service		
1-5 years	35	36,1
6-10 years	40	41,2
11-15 years	22	22,7

Table 1 indicates that the majority of responders are around the ages of 21 and 30. (85.6%). The majority of responders were male (77.3%). According to education level, the majority of respondents (64%) are in D3 Nursing. The majority of responders had between 6 and 10 years of service.

Table 2. Frequency Distribution Based on Application of Team Method

Application of Team Method	Total (n)	Percentage (%)
Less than Optimal Implementation of Team Method	54	55,7
Application of the Optimal Team Method	43	44,3

Table 2 shows the distribution of frequency based on the use of the team approach, which revealed that 54 nurses (55.7%) were using the team method in a less-than-optimal manner. The results of this investigation are consistent with earlier research. (Astuti & Norhalimah, 2019). on the use of the team approach, which found that the majority of nurses (65.5%) found the team method to be undesirable

Table 3. Frequency Distribution Based on Nurse Performance

Nurse Performance	Total (n)	Percentage (%)
Bad	65	67
Good	32	33

Table 3 shows the frequency distribution depending on nurse performance, and it was shown that the majority of nurses, up to 65 persons (67%), performed poorly. In general, performance can be defined as a measure of an organization's success in meeting its goals. However, an organization's performance cannot be isolated from the impact of good organizational structure, as well as a clear division of authority and responsibility among the actors or variables involved.

Table 4. Cross tabulation of the relationship between team method implementation and nurse performance

		Nurse Performance				Total	
		Good		Bad		n	
		n	%	n	%		
Application of Team Method	Application of the Optimal Team Method	21	21,6	22	22,7	54	55,7
	Less than optimal implementation of the Team Method	44	45,4	10	10,3	43	44,3
Total		65	67	32	33	97	100

Significance (p) : 0,001

The chi-square test for statistical significance resulted in $p = 0.001$. The p value is lower than α ($p = 0.001 < \alpha = 0.05$), consequently H_0 is rejected while H_a is granted acceptance. This suggests a link between the team technique and performance as a nurse at Dr. Moewardi Regional General Hospital.

A total of 83 nurses (85.6%) are between the ages of 21 and 30. Age has a strong correlation with maturity level. A more mature person tends to have skills and abilities and work achievements than the age below. A person's increasing age is frequently exactly proportionate to their experience and improvement in individual performance. (Mansur, Fitriani, & Rifai, 2017).

Most of the nurses are male as many as 75 people (77.3%). One of the factors affecting performance is individual characteristics where the nursing profession is 90% held by women who are more able to influence patients, individuals, groups and communities due to women having a high social sense. basically nursing science is mother instinct or the world of nursing is identical to women or mothers (Nurjaman, Setiawan, & Setiawati, 2023).

Most of the nurses have a D3 nursing education, namely 63 people (65.8%). Research results (Madonni, Erwin, & Woferst, 2015) additionally in alignment with the findings of the study, that the majority of inpatient nurses have a D3 nursing education. Nurses with different education have different levels of ability and knowledge. A person's educational background will affect his knowledge, perspective and attitude at work. Nurses with different levels of education have the opportunity to have different job satisfaction because the higher the level of education, the cognitive abilities and skills will increase according to their competence so that opportunities and opportunities to get better positions and promotions will also increase.

The average tenure of nurses is 6-10 years, namely 40 people (41.2%). The longer the nurse has been engaged, the more competent she is at giving nursing services that complies with appropriate guidelines or established processes. (Paomey, Mulyadi, & Hamel, 2016). According to the researcher's assumption, the length of work > 5 years owned by more than half of all nurses can be a basic capital for hospitals to improve the quality of nursing services.

Based on univariate analysis, it shows that nurses who have good performance are 32 nurses (33%) and as many as 65 nurses (67%) with poor performance categories. Poor performance can be caused by elements from within and outside the nursing staff that affect psychologically so that it reduces morale in order to fulfill nursing services in the hospital. Elements within this individual include knowledge, trust and comfort. While elements outside the individual include interpersonal relationships with colleagues, internal organizational conflicts and lack of support from the hospital for nurses to carry out their duties and responsibilities properly. The elements within the individual coupled with the results of the application of effective skills and judgment in providing nursing services can improve nurse competence so that it can affect nurse performance (Azis, Tasidjawa, Toalu, & Akmal, 2023).

In this study, it was found that the application of the team method was less than optimal, namely 54 nurses (55.7%) and the application of the optimal team method was 43 nurses (44.3%). Effective team conditions can be achieved if team members share common goals, can develop effective and quality relationships to attain those goals, and can foster a cooperative environment by sharing knowledge and skills. Specific objectives, decision-making authority, responsibility and accountability, successful leadership, learning and growth, planning for resources, assistance from the organization, and incentives for team success are the eight most critical aspects of developing effective work teams. Performance is the success in completing tasks or meeting set targets, the standard and quantity of labor

accomplished by a nurse while completing his tasks in line with the obligations given to him (Sarif, Mappamiring, & Malik, 2020).

The findings of this study are congruent with previous research (Yusmahendra & Yusnilawati, 2019) on the association between the usage of the team methodology and nursing accomplishment, as well as the repercussions of that correlation. The implementation of the Team Nursing Method can have an impact on the work ethic of the nurses involved, as this team technique has an organizational structure that begins with the Head of the Room, the Team Leader, and the Managing Nurse, who are assigned assignments based on their roles. When an individual is given responsibility, they will strive to enhance their abilities in accordance with the standards and obligations set for them.

Concerning the correlation between the use of the team method and nursing performance, as well as the consequences of that correlation. The application of the Team Nursing Method can affect the performance of the implemented nurses, where this team procedure itself has an organizational structure that begins with the Head of the room, the Team Leader, and Managing Nurse have been given duties according to what they do. With the responsibility given to an individual, that person will try and be motivated to improve their performance in accordance with the standards and responsibilities. (Heriansyah, Pertiwiwati, & Rizany, 2019).

CONCLUSION

Based on the results of RSUD researchers, Dr. Moewardi is able to determine that the Team Method's implementation is suboptimal, and nurse performance is low. The use of the team technique correlates with the efficacy of nurses at RSUD Dr. Moewardi.

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