



Research Article

# Correlation of Professional Nursing Practice Model on Motivation and Organizational Culture for Students at Blambangan Hospital

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## ABSTRACT

The system of MPKP is a framework that explains four elements: standards, process of nursing, education of nursing, and the system of MPKP. Hospital organizations aim to provide good quality service to the patients. Patient satisfaction is directly influenced by the quality of services provided, especially matters related to the facilities and process of resource services in the hospital. This study aimed to determine the relationship between the Professional Nursing Practice Model (MPKP) and motivation and culture for nursing education students at Blambangan Hospital Banyuwangi. The type of research used was quantitative with a cross-sectional design. Hypothesis test was carried out using product moment correlation and multiple correlation analysis tests. This study's results stated a significant correlation between the types of Professional Nursing Practice Model (MPKP) with a value of  $0.842 \geq 0.334$ . In addition, there was a significant correlation between motivations on the motivation of nursing education students with a value of  $0.842 \geq 0.334$ , and there was a significant correlation between the Professional Nursing Practice Model (MPKP) on organizational culture for nursing education students with a value of  $0.862 \geq 0.334$ . The results showed that there is a significant correlation between the type of Professional Nursing Practice Model (MPKP) on motivation and organizational culture for nursing education students at Blambangan Hospital.

**Keywords:** Professional Nursing Practice Model (MPKP), motivation, organizational culture

## INTRODUCTION

According to the World Health Organization (WHO), based on Lawnumber 44 of 2009, a hospital is a health service institution that provides comprehensive and complete health services for individuals by providing inpatient, outpatient and emergency services. Patient satisfaction with hospital services can be interpreted as a comparison of the perspective between health services and the patient's expectations before receiving services from the hospital (Kotler et al., 2010).

Hospital service management can be a supporting factor in the quality of hospital services, so there needs to be good organization so that the components of a hospital can work collectively and be integrated (Syahrir, 2022). Nurses have critical roles and responsibilities in providing



health services. So, nurses must form and have professionalism so that hospitals can provide good quality services (Anfal, 2020).

Professional Nursing Practice Model (MPKP) (Widiawati et al., 2021) as a system includes structure, process and professional values that emphasize the quality of the performance of nursing staff that focuses on nursing professionalism through the determination and function of each level of nursing staff, a decision-making system, an assignment system and an adequate reward system. Based on the research results, the application of the Professional Nursing Practice Model can be influenced by the quality of human resources, namely nurses with undergraduate nursing qualifications and evaluation of all stages (Sureskiarti, 2022), So motivation and good organizational management are needed so that the Professional Nursing Model can support the quality of service in a hospital and provide service satisfaction for patients. This study investigates the relationship between the Professional Nursing Practice Model (MPKP), motivation, and organizational culture among nursing students at Blambangan Hospital. MPKP is a model that aims to provide quality nursing care is patient-centered and is supported by a holistic approach, decision-making based on evidence, teamwork, and effective communication. As an internal drive, motivation is an important factor in determining nursing students' enthusiasm and desire to learn and become professionals. Meanwhile, organizational culture refers to the values, beliefs and norms influencing nursing practice at Blambangan Regional Hospital.

The background to this research is driven by the need for further understanding of the role of MPKP in improving the quality of nursing care, the lack of research that explores the relationship between MPKP, motivation and organizational culture, as well as the existence of problems related to motivation and organizational culture in nursing students at Blambangan Regional Hospital. This research is necessary to provide valuable information about relationship between MPKP and quality of nursing care and help improve motivation and organizational culture among nursing students.

Problems identified include low learning motivation among some students, lack of organizational culture support for implementing MPKP, and lack of communication and teamwork between nurses and nursing students. It is hoped that this research can provide solutions to overcome these problems by better understanding the factors that influence them.

References used in this research include sources such as official documents from the Ministry of Health of the Republic of Indonesia regarding MPKP, as well as articles from Indonesian Wikipedia which explain the concepts of motivation and organizational culture. This information provides a solid foundation for this research and presents a comprehensive view of the topic under study.

This research analyses the relationship between the Professional Nursing Practice Model (MPKP) and learning motivation and organizational culture at Blambangan Hospital. Against the background of the lack of research exploring the interaction between MPKP, motivation, and organizational culture in the context of nursing practice students, as well as the problems related to learning motivation and organizational culture that have been identified, this research sets three main objectives. First, the research aims to evaluate the relationship between MPKP and the learning motivation of nursing internship (practical) students at the Blambangan Regional Hospital. Second, the research will examine the relationship between MPKP and organizational culture at Blambangan Regional Hospital. Third, this research will analyse the influence of MPKP on the learning motivation of nursing students at Blambangan Hospital, with organizational culture as an intervening variable. The results of this research can provide deeper insight into the

dynamics between MPKP, learning motivation, and organizational culture in the context of nursing students. Apart from that, it is hoped that this research can also contribute to increasing motivation and organizational culture among nursing students, and potentially improving the quality of nursing care at Blambangan Hospital.

## **MATERIAL AND METHODS**

This research was conducted for 25 days from February 2<sup>nd</sup> – 27<sup>th</sup>, 2023. Ethical clearance was required for this research. The researcher has obtained an ethical permit with the number 445/243/429.401/2023. This research uses an ex post facto research design with a correlation study. The variables in this research are Professional Nursing Practice (MPKP) and motivation as the independent variable (X) and student performance as the dependent variable (Y). The independent Variable is the Professional Nursing Practice Model (MPKP). MPKP is a model designed to assist nurses in providing professional, quality, patient-centered nursing care. This model consists of several vital elements, namely: patient focus, holistic approach, evidence-based decision-making, teamwork, and effective communication. The dependent Variables are Motivation and Organizational culture. Motivation is the internal drive that drives a person to act, measured based on intrinsic motivation (internal interest and satisfaction) and extrinsic motivation (external factors such as rewards, salary, or job opportunities). Organizational culture: A set of values, beliefs, and norms espoused by an organization, measured based on the organization's vision and mission, organizational values, and organizational structure and processes.

The sampling technique used in this research was total sampling, so the research sample consisted of 35 nursing education students at Blambangan Hospital. In this research, the use of a sample of 35 respondents was relatively small. However, it is important to remember that in the context of research involving a limited population, this research used a population of practicing students at Blambangan Hospital; a smaller sample size may be sufficient to produce relevant and meaningful results. The strength of the sample we used in this study was considered based on several factors. First, we considered the limited population size and homogeneous characteristics of the population, namely practical students at Blambangan Hospital. In this case, a small sample size was sufficient to reflect the variation that exists in the population. Then, we paid attention to the accuracy and precision desired in this research. Although the sample size of 35 may be limited, we ensured that selecting respondents was random and representative, and we used appropriate statistical analysis tools to optimize sample power. However, it is important to remember that every study has limitations. In this case, with a relatively small sample size, there is the possibility of limited generalization of the results of this study to a broader population. However, we have attempted to compensate for this by ensuring the quality of research methodology and careful interpretation of the results obtained. Thus, while the small sample size may be a limitation, we were confident that the sample power we used took into account the research context and produced relevant and meaningful results for the population we studied.

The questionnaire was calculated using a Likert scale to collect information about the Model of Professional Nursing Practice (MPKP) style and motivation. The criteria and indicators of the research instruments were used to collect data regarding the Professional Nursing Practice (MPKP) variables.

The test used in this study was a construct validity test related to theoretical validity, which is used to assess the instrument's suitability based on the leading theory. From 35 school management instruments (X1), 32 valid statements were obtained, and from 35 motivational

instruments (X2), 32 valid statements were obtained. The reliability test in this research used Cronbach alpha, which gave high-reliability results for the two research instruments. After the device is considered valid, data collection is carried out in the field. Then, the information obtained is analysed using descriptive and inferential statistical analysis. Before further analysis, a classic hypothesis test was carried out to determine whether the data deserved further analysis using the normality test of data distribution, linearity test, and multicollinearity test. If all the hypothesis tests are met, the researcher proceeds to analyse the hypothesis tests using parametric product moment statistics and multiple correlations.

**RESULTS AND DISCUSSION**

Based on data collected by distributing questionnaires to students and recording documents, bivariate statistical test results were obtained by describing the information so that it is easy to perceive.

**Table 1. Correlation of X1 to Y and X2 to Y**

		x1	x2	Y
<b>x1</b>	Pearson Correlation	1	907	0,842
	Sig. (2-tailed)		0,000	0,000
	N	35	35	35
<b>x2</b>	Pearson Correlation	0,907	1	0,842
	Sig. (2-tailed)	0,000		0,000
	N	35	35	35

In testing the first hypothesis, namely the Pearson correlation coefficient, the value was  $0.842 > 0.334$ , so this indicates that the type of Professional Nursing Practice Model (MPKP) on the performance of nursing students states that H0 which has no significant correlation with the type of Professional Nursing Practice Model (MPKP) on students nursing was rejected and Ha who stated that there was a significant correlation with the type of Professional Nursing Practice Model (MPKP) for nursing students was accepted. In testing the second hypothesis, namely the Pearson correlation coefficient, it obtained a value of  $0.842 > 0.334$ , so this indicates that motivation towards nursing students states that H0, which has no significant correlation, is the type of Professional Nursing Practice Model (MPKP) for nursing students is rejected and Ha which states there was a significant correlation between motivation towards nursing students received. Furthermore, to find the third hypothesis, the multiple correlation formula is used, assisted by IBM SPSS Statistics 22.0, which is presented in the following tabular form.

**Table 2. Correlation X1, X2 to Y**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
<b>1</b>	0,862a	0,743	0,727	2,82093

In testing the third hypothesis, it was found that the multiple correlation of the type of Professional Nursing Practice Model (MPKP) and motivation for nursing students was  $0.862 > 0.334$ ; this indicates that the type of Professional Nursing Practice Model (MPKP) and motivation for nursing students states that H0 which does not there is a significant correlation between the type of Professional Nursing Practice Model (MPKP) and the motivation of nursing students being rejected and Ha which states that there is a significant correlation between the type of Professional Nursing Practice Model (MPKP) and the motivation of accepted nursing students. The results of calculating the correlation between the types of Professional Nursing Practice Models (MPKP) towards nursing students show a significant correlation between the types of Professional Nursing

Practice Models (MPKP) towards nursing students,, which can be accepted or proven. Judging from the correlation value of 0.842 which is in the range of 0.8 - 1, it shows a very high correlation between the variables of the Professional Nursing Practice Model (MPKP), the correlation of the type of Professional Nursing Practice Model (MPKP) and the motivation for nursing students at Blambangan Hospital towards nursing students. The results of this study align with the opinion of (Ningsih, 2016b) that the role of the Professional Nursing Practice Model (MPKP) as a leader is the key to the development of Blambangan Hospital to improve the performance of nursing students.

The results of the calculation of the correlation of motivation for nursing students stated that there was a significant correlation between motivations for nursing students. This is proven by the correlation value of 0.842, which is in the range 0.8–1.0, indicating a very high correlation between motivation variables for nursing students. It can be explained that motivation will determine a person's comfort at work. (Ningsih, 2016a) states that the better the motivation, the higher the achievement of organizational performance.

The calculation results state a significant correlation between the type of Professional Nursing Practice Model (MPKP) and the motivation of nursing students, evidenced by the correlation value of 0.862, which is in the range of 0.8 – 1.0. In accordance with the opinion of (Priyono et al., 2018) that students have good spirits and always act calm and firm. This has a big influence on nursing students apart from the Professional Nursing Practice Model (MPKP). Appropriate cultural conditions support another thing that can optimize nursing students because of the comfort of the workplace both physically and non-physically.

**Table 3. SPSS Result**

<b>Model</b>	<b>Item</b>	<b>Scale Mean if Item Deleted</b>	<b>Scale Variance if Item Deleted</b>	<b>Corrected Item-Total Correlation</b>	<b>Cronbach's Alpha if Item Deleted</b>
Intrinsic Motivation	1	10.20	14.667	0.623	0.710
	20	10.11	14.524	0.589	0.725
	21	10.14	14.493	0.617	0.714
Extrinsic Motivation	6	11.43	16.286	0.491	0.687
	15	11.40	16.217	0.532	0.671
	26	11.46	16.341	0.507	0.683
	27	11.43	16.286	0.525	0.674

All question items have positive and significant item-total correlation values. The Cronbach's Alpha value also does not change significantly if the question item is deleted. This shows that all question items are reliable and contribute to the overall reliability of the instrument.

## **Discussion**

Nurses are the most important human resources in providing nursing care maintaining continuous and harmonious relationships in the inpatient room. . For this reason, leadership needs

to maintain and improve existing working conditions. Hospital leaders also need to maintain relationships with nurses through effective communication, because through communication, various matters relating to work/tasks can be completed well and working conditions will be better. This research found a positive relationship between the Professional Nursing Practice Model (MPKP) and nursing students' learning motivation and organizational culture at Blambangan Hospital. This is in line with previous research findings and offers important insight into the factors that influence motivation and culture in the nursing field.

MPKP emphasizes the use of the latest scientific evidence in nursing practice. This motivates students to learn and understand the scientific basis of nursing interventions, increasing their sense of competence and self-confidence (Nelson, R., & Gastorf, K., 2011).

MPKP is patient-centered, encouraging students to understand the needs and perspectives of the individuals they care. This can trigger intrinsic motivation, namely the desire to learn to provide quality, patient-centered care (Wong, C. A., & Ciliska, D., 2021).

MPKP views patients holistically, considering physical, social, psychological and spiritual aspects. It broadens the scope of learning and challenges students to develop comprehensive knowledge and skills, increasing their motivation for lifelong learning (Stanhope, M., & Lancaster, J., 2022).

MPKP emphasizes the importance of teamwork between nurses and other health professionals. This encourages creating a collaborative, supportive and respectful work environment between staff, which is the hallmark of a positive organizational culture (Laschinger, H. K., & Laschinger, S. S., 2016).

MPKP focuses on clear and open communication between nurses, patients and families. This creates a transparent and accountable environment, increasing staff trust and satisfaction, contributing to a positive organizational culture (Kutcher, M., & Yoder-Wise, P., 2019).

This research found that MPKP influences nursing students' learning motivation indirectly through organizational culture. This shows that the organizational culture formed by the implementation of MPKP effectively plays a role in motivating students. A positive culture can encourage students to learn and develop, create a conducive environment for asking questions and discussions, and provide opportunities for direct practice with the guidance of competent nurses.

This research supports the finding that MPKP positively impacts nursing students' learning motivation and organizational culture. MPKP not only increases student competency and knowledge but also fosters a collaborative and supportive work environment, ultimately improving the quality of nursing care. This research emphasizes the importance of implementing MPKP effectively and consistently in educational institutions and health services to increase student learning motivation and create a positive organizational culture in nursing.

The results of this research align with research (Indra, 2018) at the Vita Insani Pematang Siantar Hospital, which found that working conditions interact with the urge to develop feelings of responsibility for work results produce positive feelings that work is meaningful.

Implementing the Professional Nursing Practice Model (MPKP) can significantly impact nurse motivation and performance. Research has shown that MPKP can increase positive feelings and strengthen nurses' motivation and performance, and here are several reasons that support this. First, MPKP strengthens the autonomy and responsibility of nurses in making clinical decisions. Thus, this can increase nurses' self-confidence, competence and professionalism, increasing their motivation to provide the best service. Laschinger and Laschinger (2016) emphasized that

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implementing MPKP can increase nurses' self-confidence and give them decision-making freedom.

Second, MPKP emphasizes the importance of collaboration and teamwork between nurses and other health professionals. This creates a cooperative work environment, improving communication, coordination and mutual support among staff, ultimately improving team performance and the quality of nursing care. Kutcher and Yoder-Wise (2019) emphasized that enhanced collaboration can improve the quality of nursing services and create a positive work environment. Apart from that, implementing MPKP also contributes to increasing nurse job satisfaction by creating a conducive, supportive and professional work environment. This can trigger higher motivation and increase nurse retention, benefiting hospitals and patients. Nelson and Gastorf (2011) show that increased job satisfaction can create a harmonious work atmosphere and improve individual performance.

Finally, a well-implemented MPKP focuses on providing patient-centered nursing care based on scientific evidence and is patient-centered. This improves the quality of nursing care, patient safety, and overall patient health outcomes. Stanhope and Lancaster (2022) assert that a patient-centred and evidence-based approach can produce better patient outcomes. The positive impact of MPKP is not only limited to nurse motivation and performance but also impacts work performance, patient satisfaction, hospital reputation, cost efficiency, and patient health outcomes. With effective implementation of MPKP, nurses can become more productive, provide higher quality nursing care, increase patient satisfaction, improve hospital reputation, increase cost efficiency, and improve overall patient health outcomes.

Likewise, research (Juliani, 2019) states that motivation can also be created by arranging healthy working conditions. According to (Robbins, 2020), the relationship between superiors and subordinates and relationships between employees, is one of the most important elements in an organization. Relationships involve communication, vertical, horizontal and diagonal. Understanding this relationship depends on several individual aspects that can work together and influence performance in achieving the goals that have been set effectively and efficiently for the organization.

Motivation in research on the Professional Nursing Practice Model (MPKP) is an internal drive that encourages nursing students to understand and apply the MPKP in their practice. Factors that influence this motivation include internal factors such as interest and talent in the nursing field, values and beliefs that align with MPKP principles, the desire to provide quality nursing care, and the desire to develop oneself professionally. In addition, external factors such as support from lecturers and supervisors, a supportive educational curriculum, a positive learning environment, and supportive organizational policies also play a role in strengthening students' motivation to study and apply MPKP.

Previous research has shown that MPKP positively impacts on nursing student motivation. The research show that MPKP can increase nursing students' intrinsic and extrinsic motivation, and improve their overall performance. Thus, the conclusion that can be drawn is that motivation plays a vital role in the success of implementing MPKP. Internal and external factors can influence nursing students' motivation level in learning and implementing MPKP. In this context, creating a conducive and supportive learning and working environment needs to be a focus to increase the motivation of students and nurses to implement MPKP effectively.

As a suggestion, educational institutions and health services are advised to create a conducive and supportive environment to increase the motivation of students and nurses to

implement MPKP. In addition, further research needs to be carried out to identify more specific factors that influence the motivation of students and nurses to implement MPKP, as well as the implications of these findings in improving professional and quality nursing practice.

MAKP is a system that includes structures, processes and professional values that enable professional nurses to organize the provision of nursing care and regulate the environment to support nursing care (Fitriana & Fadila, 2023). A similar thing was stated by (Blacius, 2020), who stated that the Professional Nursing Care (MAKP) method has advantages, including enabling comprehensive nursing services, supporting the implementation of the nursing process and enabling communication between teams so that conflicts are easily resolved and provide satisfaction to nurses. Based on the advantages of the Professional Nursing Care Method (MAKP), it is hoped that it can improve the nurses' performance.

## **CONCLUSION AND SUGGESTION**

The research results show that there is a significant correlation between the types of Professional Nursing Practice Models (MPKP) with a value of  $0.842 \geq 0.334$ , there is a significant correlation between motivation and the motivation of nursing education students with a value of  $0.842 \geq 0.334$ , and there is a significant correlation between the Professional Nursing Practice Models (MPKP) on organizational culture for nursing education students with a value of  $0.862 \geq 0.334$ . Based on the research results conducted, the type of Professional Nursing Practice Model (MPKP) and the motivation of nursing students have a very strong relationship; this can be seen from the maximization of the Professional Nursing Practice Model (MPKP) on the work culture in nursing at Blambangan Hospital.

## **RESEARCH LIMITATION**

The strengths of this research are:

1. Focus on a specific population: This research focuses on practical students at Blambangan Hospital to provide in-depth insight into the influence of the Professional Nursing Practice Model (MPKP) on motivation and organizational culture among this population.
2. Careful methodology: This research uses appropriate survey methods and statistical analysis and ensures random and representative sample selections so that the results are reliable.
3. Practical implications: The results of this research can provide an important contribution to the development of nursing education programs at Blambangan Hospital and other similar institutions, and provide guidance for organizational policies and practices.

The weaknesses of this research are:

1. Limited sample size: The use of a relatively small sample (35 respondents) may limit the generalization of the results of this study to a broader population.
2. General limitations of survey research: Survey research may be susceptible to respondent bias and difficulty verifying the reported data's validity.
3. Contextual factors not considered: This research may need to be able to take into account all contextual factors that can influence motivation and organizational culture at Blambangan Hospital, such as changes in the work environment or the dynamics of interpersonal relationships between staff.

However, by realizing these strengths and weaknesses, this research still provides a valuable contribution to understanding the relationship between MPKP, motivation, and organizational culture among practicing students at Blambangan Hospital.



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