



Self-Care and Compassion Satisfaction Among Nurses in Indonesia

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ARTICLE INFO

Article history:

Received 15 July 2021
Accepted 29 October 2022
Published 10 November 2022

Keyword:

Self-care
compassion satisfaction
nurses
COVID-19

ABSTRACT

Compassion satisfaction is a positive emotion experienced as a result of helping others and is connected to nurses' self-care. Self-care is the daily activities that an individual engages in to meet basic physiological and emotional needs, including establishing daily routines, relationships with family, and the environment. A preliminary study discovered that seventeen nurses engaged in self-care activities before or following the COVID-19 pandemic, with 76.5 percent of nurses expressing satisfaction with their jobs. This study aimed to determine the relationship between self-care practices and nurses' compassion satisfaction in Indonesia. This quantitative correlation study collected 397 samples through accidental sampling using an online survey. The instruments used were the Indonesian version of the compassion satisfaction scale derived from the Professional Quality of Life Scale (Cronbach alpha 0,795) and the Clinical Version of the Mindful Self-Care Scale (Cronbach alpha 0,966). Ethical clearance was obtained from the institutional review board. The rank spearman correlation was used to analyze the data, indicating a positive correlation between self-care practices and compassion satisfaction ($p = 0.0001$; $r = 0.634$). Nurses' compassion satisfaction is increased through self-care. Assessment of workload and practicing self-care are encouraged to help increase nurses' compassion satisfaction, specifically during pandemic COVID-19.

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Kata kunci:

Perawatan diri
kepuasan kasih sayang
perawat
COVID-19

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DOI: 10.30604/jika.v7iS2.1405

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ABSTRAK

Kepuasan belas kasih adalah emosi positif yang dialami sebagai hasil dari membantu orang lain dan terhubung dengan perawatan diri perawat. Perawatan diri adalah kegiatan sehari-hari yang dilakukan individu untuk memenuhi kebutuhan fisiologis dan emosional dasar, termasuk membangun rutinitas sehari-hari, hubungan dengan keluarga, dan lingkungan. Sebuah studi pendahuluan menemukan bahwa tujuh belas perawat terlibat dalam kegiatan perawatan diri sebelum atau setelah pandemi COVID-19, dengan 76,5 persen perawat menyatakan kepuasan dengan pekerjaan mereka. Penelitian ini bertujuan untuk mengetahui hubungan antara praktik perawatan diri dengan kepuasan kasih sayang perawat di Indonesia. Studi korelasi kuantitatif ini mengumpulkan 397 sampel melalui accidental sampling menggunakan survei online. Instrumen yang digunakan adalah skala kepuasan welas asih versi Indonesia yang diturunkan dari Skala Kualitas Hidup Profesional (Cronbach alpha 0,795) dan Skala Perawatan Diri Sadar Versi Klinis (Cronbach alpha 0,966). Izin etis diperoleh dari dewan peninjau institusional. Korelasi rank spearman digunakan untuk menganalisis data, menunjukkan korelasi positif antara praktik perawatan diri dan kepuasan belas kasih ($p = 0,0001$; $r = 0,634$). Kepuasan kasih sayang perawat meningkat melalui perawatan diri.

Penilaian beban kerja dan praktik perawatan diri didorong untuk membantu meningkatkan kepuasan belas kasih perawat, khususnya selama pandemi COVID-19.



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INTRODUCTION

The COVID-19 virus has become a global health emergency and has had a significant impact on the healthcare workers in Indonesia (PPNI, 2020). As a consequence of this situation, nurses experience a significant increase in both their psychological burden and their level of stress. It is possible that it will affect the level of satisfaction that caregivers experience while providing care (Ruiz-Fernández et al., 2020). As a direct result, there is an urgent requirement for psychological support or intervention in order to help nurses deal with the circumstances as they currently exist (Alkema, Linton, & Davies, 2008). Self-care can be an effective solution because it lessens the likelihood that nurses will become fatigued, as well as improves their overall health and ability to bounce back from adversity (Ruiz-Fernández et al., 2020).

Self-care practice is the physical, mental, emotional, and spiritual capacity of an individual to improve health, prevent disease, maintain health, and overcome illness and disability with or without the assistance of health professionals (World Health Organization (WHO), 2018). In addition, mindful self-care addresses issues pertaining to self-care and incorporates the aspect of mindful awareness. Self-care practices that are mindful are increasingly recognized as essential to achieving and maintaining mental, as well as physical and emotional health (Cook-Cottone & Guyker, 2018). There are a variety of possible self-care practices. According to Cook-Cottone (2018), self-care practices can be categorized into the types of mindful relationships, physical care, supportive relationships, a supportive structure, self-compassion and purpose, and mindful awareness. These activities allow nurses to have a high level of compassion satisfaction and less compassion fatigue at work. This is because self-care allows nurses to focus on their own selves (Alkema, Linton, & Davies, 2008). Self-care practices, whether performed independently at home or in the workplace, are considered to increase nurses' physical, intellectual, and social resources, as well as to be beneficial for their health, patient welfare, and the success of their nursing practice (Mills, Wand, & Fraser, 2018). Yoga, adequate hydration, a healthy diet, sufficient rest, regular exercise, mental relaxation, and maintaining positive relationships with the environment and family are some self-care practices nurses can engage in (Cook-Cottone, 2018). In addition, a supportive work environment, nurses' motivation to practice self-care, a history of illness, a leader who serves as a positive role model, and the initiation of self-care practices while still a nursing student are all factors that contribute to the increased practice of self-care by nurses (Mills et al., 2018; Stoewen, 2014).

The Covid-19 pandemic has increased the need for self-care practices such as sleep, healthy food, exercise, and social relationships to maintain physical and mental health (Morrow-Howell, Galucia, & Swinford, 2020). Recognizing the significance of self-care practices, health care professionals also revealed the need for self-care strategies such as emotional support, rest periods, and proper mealtimes in order to maintain health (Halcomb et al., 2020).

According to the findings of a number of studies, there is a positive correlation between self-care practices and compassionate satisfaction (Hotchkiss, 2018a; Kravits et al., 2010). A study conducted in Spain in 2020 on 506 health workers employed in health centers during the Covid-19 pandemic revealed that nurses had higher compassion satisfaction scores than other health workers due to self-care practices that enhance compassion satisfaction and prevent burnout and compassion fatigue (Ruiz-Fernández et al., 2020).

Compassion satisfaction is one of the positive aspects of professional quality of life that is measured in terms of positive emotions obtained from assisting others or contributing to the advancement of society (Stamm, 2012). Another definition of compassion satisfaction is the contentment that professional nurses experience as a result of the nursing care they provide to patients. It is one of the moral qualities that nurses are required to possess because it enables them to enjoy their work and, consequently, improves the quality of nursing care they provide to patients (Ruiz-Fernández et al., 2020; Stoewen, 2014). In some countries, such as Spain, Jordan, and Canada, holistic self-care practices are considered to be the most important factor in ensuring that nurses continue to experience compassion satisfaction in their work (Jarrad & Hammad, 2020; Kravits, McAllister-Black, Grant, & Kirk, 2010; Sansó et al., 2015). Several variables, such as the impact of the work environment, effective stress management, and nurses' capacity for self-care, can increase compassion satisfaction (Alkema et al., 2008; Stoewen, 2014). The purpose of this research was to investigate the relationship between self-care practices and the level of compassion satisfaction experienced by nurses working in Indonesia.

METHODS

Study design and participants

This quantitative correlational study was conducted online in Indonesia during the first quarter of 2021, using a cross-sectional design.

Criteria and methods of sampling

Using an online survey, this study recruited 397 registered nurses working in the hospitals during the COVID-19 pandemic. The inclusion criterion was nurses currently employed as professionals in care services involving direct patient contact on Java Island, Indonesia. Professionals employed in management or positions that did not involve direct patient contact were excluded. The total number of participants who accessed the survey was 403, but six of them were disqualified because the inclusive criterion was not met. Approximately 63.4 percent of respondents, or 252 people, were not directly involved in the care of COVID-19 patients.

Instruments

This study utilized the Indonesian version of the Mindful Self-Care Scale (MSCS) and the compassion satisfaction questionnaire derived from the Professional Quality of Life (ProQoL) questionnaire. The MSCS is a 33-item scale that measures self-reported self-care behavior frequency. These scales result from exploratory factor analysis conducted on a large sample of the community (Hotchkiss, 2018). The MSCS questionnaire was originally in English and was translated into Indonesia with permission from the original author. The questionnaire was translated and back-translated by an English-fluent Indonesian before being distributed for validity and reliability test (Cronbach alpha = 0.966). The questionnaire consists of 36 statements, that is scored between 1 to 5 (1 = never, 2 = rarely, 3 = sometimes, 4 = often, 5 = regularly). The negative statements had their scores reversed. The total score is divided into three categories: high (score ≥ 128), moderate (score 94-127), and low (score ≤ 94).

The compassion satisfaction questionnaire was derived from the Professional Quality of Life (ProQoL) questionnaire and has been translated into Indonesian (Cronbach alpha = 0.70) (Eka & Tahulending, 2018). The instrument was chosen because the concept was evaluated using a

dependable, validated instrument applicable to helping professionals. The compassion satisfaction questionnaire consists of 10 statements, with score ranging from 1-5; 1 = never, 2 = rarely, 3 = occasionally, 4 = often, and 5 = very often. The total score is broken down into three categories: high (total score ≥ 38), moderate (26-38), and low (≤ 26).

Data collection procedures

Ethical clearance was obtained from the institutional board review no 101/RCTC-EC/R/1/2021. Due to the restrictions during the pandemic, data was gathered using an online survey distributed via social media. Several questions were included at the beginning of the questionnaire to determine whether or not the respondents met the inclusion criteria. Participants were informed of the study's purpose, benefits, and risks before agreeing to participate. There was a collection of demographic data, and descriptive statistics were used to measure the characteristics of the respondents.

Data analysis

The study employed descriptive, analytic, and inferential techniques to examine the relationship between self-care practices and compassion satisfaction. The MSCS total and subscales and the compassion satisfaction total and subscales were scored according to the coding procedures specified in their respective manuals. The hypothesis was nurses who engaged in multiple and frequent self-care strategies would experience higher compassion satisfaction. Spearman rank test was performed to describe the correlation between self-care practices and compassion satisfaction.

RESULTS

Table 1 showed that 311 (77,9%) participants were female, with the majority of 156 (39,1%) participants being nurses aged 26-30. In addition, the majority of nurses on Java island, 288 (72,2%) participants have an educational

background of Bachelor of Nursing, with 221 (72,2%) participants working in private hospitals and 157 (39,3%) working in a medical ward. Most participants, 211 (52,9%), were nurses with less than five years of work experience.

Table 1. The Characteristics of the Respondent (n=397)

Category	Frequency (n)	Percentage (%)
Age		
<25	131	32,8
26-30	156	39,1
31-35	67	16,8
36-40	30	7,5
>41	15	3,8
Gender		
Male	89	22,4
Female	308	77,6
Marital Status		
Single/Unmarried	200	50,4
Married	197	49,6
Educational Background		
Diploma	79	19,9
Undergraduate	309	77,8
Master degree	9	2,3
Work Place		
Public hospital	103	25,9
Private hospital	221	55,7
Community health center	12	3,02
Covid-19 referral hospital	55	13,9
Others	6	1,5
Work Unit		
ER/ICU/ICCU/HD/OT	142	35,8
Pediatric Ward	38	9,6
General Ward	155	39
Out-Patient Dept	41	10,3
Others	20	5,03
Work Experience		
<5 years	209	52,6
>20 years	10	2,5
11-15 years	38	9,6
16-20 years	14	3,5
6-10 years	126	31,7
Province		
Banten	58	14,6
DI Yogyakarta	30	7,5
DKI Jakarta	65	16,4
West Java	156	39,2
Central Java	47	11,8
East Java	41	10,3

Self-Care Practice

This study showed that most of the nurses on Java Island had a reasonable level of self-care practice (mean score 123.39; SD: 19.21), which means that most nurses practice self-care approximately 3-4 days per week (see Table 2). Among the self-care categories, the practices that were categorized as Mindful Awareness/MR (4.05 days/week) and Supportive structure /SS (4.01 days/week) were the most frequently practiced. Mindful awareness is the practice of self-awareness and mindfulness, which includes formal or intentional and informal methods that have full awareness of daily activities, such as awareness of thoughts, feelings, bodies, and actions (Cook-Cottone & Guyker, 2018). Consequently, they could regulate their thoughts and feelings when delivering patient care. In addition, Supportive Relationship/SR and Self Compassion and Purpose (3.98

days/week) and Supportive Relationship (3.97 days/week) were practiced nearly equal frequency. On the other hand,

Physical care (3.30 days/week) and Mindful Relaxation (3.51 days/week) were the two lowest practiced.

Table 2. Sub-variables of self-care practice in Java, Indonesia (n=397)

Sub Variable	Range	Mean Score	SD
MSCS	1-5	4.88	1.85
Mindful Relaxation	1-5	3.51	0.3
Physical care	1-5	3.30	0.64
Self Compassion and Purpose	1-5	3.98	0.71
Supportive Relationships	1-5	3.97	0.72
Supportive Structure	1-5	4.01	0.73
Mindful Awareness	1-5	4.05	0.71

Compassion Satisfaction

The majority of nurses had a high level of compassion satisfaction with a mean score of 42.07 (SD: 6.23), which means that they like their job and satisfy with what they do as nurses, as shown in Tabel 4.

Table 2. Compassion satisfaction of nurses in Java Island, Indonesia (n=397)

Compassion Satisfaction	Frequency (n)	Percentage (%)
High	320	80.6
Moderate	44	11.08
Low	8	2.01

Table 5 shows the correlation matrix between these variables using a Spearman rank correlation. Data analysis revealed a strong positive correlation between self-care practice and compassion satisfaction ($p = 0.0001$ and $r = 0.634$) which means that the higher the self-care practice, the higher level of compassion satisfaction for nurses. Thus, the hypothesis of this study is accepted that there is a relationship between self-care practice and compassion satisfaction for nurses in Java, Indonesia.

Table 3. Self-care practices and compassion satisfaction of nurses in Java Island, Indonesia (n=397)

<i>Spearman's rho</i>	<i>Compassion satisfaction</i> <i>Self-care</i>	<i>Coefficient correlation</i>	<i>P-Value</i>
		0.579	<0.001

DISCUSSION

Self-care practice is an individual's daily activities to meet basic physiological and the practice of self-care is an individual's daily activities to meet basic physiological and emotional needs, including the formation of daily routines, relationships with family, and the environment (Cook-Cottone, 2018). Most nurses practice self-care approximately 3-4 days per week (Cook-Cottone & Guyker, 2018). This study found that nurses on Java island moderately practice self-care and at the same time, the mindful awareness is the practice nurses most often do (Mean = 4.05; SD = 0.71) with a frequency of 4-5 days per week. Mindful awareness is the practice of self-awareness and mindfulness, which includes formal or intentional and informal practices that have full awareness of daily activities, such as being aware of thoughts, feelings, bodies, and actions (Cook-Cottone & M. Guyker, 2018). Similarly, Hotchkiss (2018) surveyed 324 nurses in America, which showed that nurses also often do mindful awareness, with 3.90 days/week. In addition, the study stated that the hospital provides continuing education, supervision, and regular opportunities to practice mindful awareness, which has been proven to be a mediator of increasing compassion satisfaction in nurses while working (Hotchkiss, 2018). Another study by Sanso et al. (2015) also showed that mindful awareness is a self-care practice that nurses often carry out (Mean 4.61; SD 0.72). A high level of mindful awareness improves nurses' satisfaction. In

addition, mindful awareness can be an effective coping for nurses when working in difficult situations and in the face of death (Sansó et al., 2015). This activity is essential now, considering the global pandemic that has caused fear and anxiety. Moreover, the daily increasing death rate causes physical symptoms and illnesses and significantly impacts mental health (Ilpaj & Nurwati, 2020).

However, self-care in the physical care domain has become a self-care practice that nurses rarely carry out with a frequency of 2-3 days per week (Mean=3.30; SD=0.64). Physical care includes essential nutrition, hydration, exercise, and activities such as exercising 30 to 60 minutes a day, doing mind and body exercises such as yoga, drinking enough water, eating healthy and nutritious food, and choosing snacks (Cook-Cottone & Guyker, 2018). These results are related to the research conducted by Feng et al. (2019), which showed that as many as 69.1% of nurses did not do mind and body exercises (yoga and tai chi) in the past week (Mean 23.2; SD 5.0) (Feng et al., 2019). Nurses rarely practice physical care because these activities require more time and discipline, while nurses spend more time caring for hospital patients (Hotchkiss, 2018). In fact, during the current Covid-19 pandemic, physical care practices such as adequate rest time, vitamins, nutritious food, conducting PCR Swap tests before and after duty, and exercise/ doing the physical activity are things that need to be improved for the welfare of nurses (Onikananda, 2021).

Furthermore, this study found that on 397 nurses, 228 (57.1%) nurses had a moderate compassion satisfaction category, which means that individuals may feel optimistic about their relationship with colleagues or their ability to contribute to the work environment (Stamm, 2020). This result is related to other studies that use ProQol as a compassion satisfaction measurement tool. For example, a survey conducted on nurses in Australia found that 63 (73.3%) nurses had moderate levels of compassion satisfaction (mean = 38.3; SD = 5.0). Nurses with average levels of compassion satisfaction rarely experience compassion fatigue in their work. Several variables, including age and gender, affect compassion satisfaction among these nurses. Younger nurses with less experience are more susceptible to stress. In comparison, older and more experienced nurses better adjust to their work environment and experience high compassion satisfaction (Callaghan, Lam, Cant, & Moss, 2019). Another study in Spain also found a moderate level of compassion satisfaction (mean = 37.47; SD = 6.05), as nurses in Spain were involved in self-care practices (Cuartero & Campos-Vidal, 2019). A study of 200 nurses in four Iranian hospitals found that nurses with a high compassion satisfaction level were 94 (51.90%) (mean = 41.39; SD = 5.54). This is influenced by a good work environment and practicing self-care activities for nurses (Fazelnia, Najafi, Moafi, & Talakoub, 2017). In addition, organizations, managers, and individual nurses must support each other to improve compassion satisfaction and prevent compassion satisfaction, burnout, and secondary traumatic stress (Callaghan et al., 2019).

This study found a positive correlation between self-care practice and compassion satisfaction ($p < 0.001$; $r = 0.579$), so that when self-care practice increases, compassion satisfaction in nurses will also increase. This analysis aligns with research conducted by Hotchkiss (2018) in America which showed a strong relationship between self-care practices and compassion satisfaction ($p = 0.01$; $r = 0.497$). Personal self-care activities and self-care practices in the workplace, such as supportive relationships with friends, mentors, and supervision, help nurses have high compassion satisfaction and overcome traumatic stress. Meanwhile, other studies that used different measuring instruments, such as a study conducted by (Cuartero & Campos-Vidal, 2019) in Spain, also found a positive relationship between self-care practices and compassion satisfaction ($p < 0.01$; $r = 0.308$). Moreover, it was stated that self-care increases compassion satisfaction and reduces compassion fatigue. Another study by (Salloum, Kondrat, Johnco, & Olson, 2015) found a strong positive relationship between self-care practices and compassion satisfaction ($p = 0.001$; $r = 0.35$). This positive relationship between self-care practices and compassion satisfaction by practicing self-care is proven by (57.1%) of nurses who have a moderate compassion satisfaction category and 67.9% of nurses with an average level of self-care practice. However, even though the compassion satisfaction level of nurses on the island of Java, Indonesia, is moderate, nurses must continue to look for ways to increase their compassion satisfaction level, considering that pandemic Covid 19 continues to increase. This study collected a good amount of samples, limitations include the convenience sampling method, and the generalizability of this study is limited to nurses on one island in Indonesia. In terms of interpretation of the findings, it can only be done within a specific limitation as this was a cross-sectional design.

NURSING IMPLICATIONS

Nurses are expected to maintain a high level of both physical and mental fitness. The standard of care provided by nurses in hospitals would suffer significantly if they did not maintain excellent health and fitness. As a result, nurses are expected to be able to assess the workload and know how to lighten or reduce it, and the hospital's role is to assist each nurse in maintaining self-care for each member of the nursing staff.

CONCLUSION

Most of the nurses in Java have a moderate self-care practice (67.9%), and most nurses also have an average level of compassion satisfaction (57.1%). It means that there is a positive relationship between the practice of self-care and compassion satisfaction (p -value = 0.000). Nurses must engage in self-care practices to preserve their professional quality of life. A diverse array of variables can influence self-care. The number of work nurses is expected to complete must be evaluated, and nurses must determine how to practice self-care to alleviate some of the work-related stress.

ACKNOWLEDGMENTS

The authors would like to thank the participants who have contributed to this research. Thank you also to the Center for Research and Community Development (LPPM), Universitas Pelita Harapan, for funding the publication of the manuscript.

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