



The Effect of Professionalism and Structural Empowerment on Job Satisfaction of Inpatient Nurses in Type C Hospitals

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ABSTRACT

Nurses are one of the health workers who provide primary health services. Apart from being a large number in hospitals, its presence and role are strongly associated with patient safety and quality of care. Nurse job satisfaction has become one of the benchmarks for the quality of patient care. Research on the effects of professionalism and structural empowerment simultaneously on job satisfaction has never been done before. This study examines the impact of professionalism and structural empowerment on job satisfaction among inpatient nurses. This study is in the form of a cross-sectional survey. As many as 129 nurses from Bengkayang Regional Hospital and Landak Regional Hospital participated in this study. To collect data, Hall Professionalism Scale, Conditions for Work Effectiveness Questionnaire II, and Job Satisfaction Survey were delivered to respondents. Data were then analyzed using multiple linear regression. According to analysis, there is a significant effect of professionalism and structural empowerment on the job satisfaction of inpatient nurses

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ABSTRAK

Perawat adalah salah satu tenaga kesehatan yang menyediakan pelayanan kesehatan pertama. Selain dari jumlahnya yang besar di rumah sakit, keberadaan dan perannya juga sangat berkaitan dengan keamanan pasien dan kualitas pelayanan. Kepuasan kerja perawat telah menjadi salah satu tolak ukur dari kualitas pelayanan. Penelitian terhadap pengaruh profesionalisme dan pemberdayaan struktural terhadap kepuasan kerja belum pernah dilakukan sebelumnya. Penelitian ini berupaya untuk menjelaskan pengaruh profesionalisme dan pemberdayaan struktural terhadap kepuasan kerja perawat rawat inap. Penelitian ini berbentuk survey cross-sectional. Sebanyak 129 perawat dari Rumah Sakit Daerah Kabupaten Bengkayang dan Rumah Sakit Daerah Kabupaten Landak berpartisipasi di dalam penelitian. Untuk mengumpulkan data, kuisioner Hall Professionalism Scale, Conditions for Work Effectiveness Questionnaire II, and Job Satisfaction Survey diberikan kepada responden. Data kemudian dianalisis menggunakan regresi linier berganda. Berdasarkan hasil analisis tersebut, terdapat pengaruh signifikan profesionalisme dan pemberdayaan struktural secara simultan terhadap kepuasan kerja perawat rawat inap.

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INTRODUCTION

Nurses are one of the health workers who provide primary health services (Bergey et al., 2019; Stimpfel et al., 2019) Apart from being a large number in hospitals, its presence and role are strongly associated with patient safety and quality of care (Lake et al., 2019; Stimpfel et al., 2019)

Nurse job satisfaction has become one of the benchmarks for the quality of patient care (Al-Haroon & Al-Qahtani, 2020; Al-Faouri et al., 2020). Job satisfaction is very important because, job satisfaction helps nurses in improving nursing skills (Clark et al., 2022; Sons et al., 2021), and productivity (Akinwale & George, 2020)

Many studies seek to describe models of interaction of various variables to nurse satisfaction. Among the variables that are widely researched and sought for their relationship and influence with job satisfaction are professionalism, structural empowerment. Research that has been carried out includes reviews conducted by Niskala et al. (2020) and Fragkos et al. (2020) which shows the relationship of empowerment to job satisfaction. The relationship between empowerment and job satisfaction was also confirmed by Choi & Kim (2019) and Orgambidez & Almeida (2020) through their mixed method study. On the other hand Labrague et al. (2019) has successfully identified autonomy as one of professionalism dimensions to be predictor of job satisfaction. Barac et al. (2018) also confirmed that professionalism could predict the level of job satisfaction.

Based on the research described above, it can be seen that studies on job satisfaction have been carried out a lot, however, research on the effects of professionalism and structural empowerment simultaneously has never been done before. This gap needs to be explored and examined. This study aims to examine the effect of professionalism and structural empowerment on job satisfaction among inpatient nurse

METHODS

This research is in the form of a cross sectional survey conducted at two Type C Hospital in West Kalimantan. The inclusion criteria consist of inpatient nurses, having worked for at least one year, retirement is still two years ahead and more, and not being sick.

Sampling procedures

Sample selection technique was quota sampling. Randomly, two type C hospitals were chosen from 30 type C hospitals in West Kalimantan. The hospitals were Bengkayang Regional Hospital and Landak Regional Hospital. Then from the hospital, 190 nurses met the inclusion criteria and 129 nurses were willing to be respondents each amounting to 60 inpatient nurses from Bengkayang Regional Hospital and a total of 69 inpatient nurses from Landak Regional Hospital.

Completion of the surveys implied consent. This study has received ethical approval from the Health Research Ethics Commission, Faculty of Health Science, Universitas Brawijaya, Malang with the issuance of the Ethical Approval Letter No. 5312/UN10.F17.10/TU/2022. This letter then became a reference for carrying out research in hospitals with the issuance of research permits in bengayang regional hospitals and Hospital regional hedgehogs with registration numbers 4976/UN10.F17.01/PK.03.02.1/2022

and 892.4/1350/UMPEG respectively. The Ethical Approval Letter, and The Research Permit Letters attached Along with informed consent. was presented to explain the study's purpose, procedures, benefits, safety, confidentiality, and incentives. All of the respondents involved in the study were kept confidential. All data were stored and used for research purposes only.

Sample size, power, and precision

The number of sample involved in this study was calculated through Solvin formula (Tejada & Punzalan, 2012). The calculation of sample size using Solvin formula (1) from 190 perawat yang memenuhi kriteria inclusion dapat dilihat pada (2). The calculation of sample size memperoleh 129 respondents.

$$n = \frac{N}{1+N.e^2} \dots \dots \dots (1)$$

$$n = \frac{190}{1+190 \times (0.05)^2} = 129 \text{ respondents} \dots \dots \dots (2)$$

N = population size; n = sample size; e = 0.05 (alpha value)

Researchers designed a demographic questionnaire to collect demographic data from respondents which included questions about age, gender, marital status, education level, professional experience and employment status. Halls Professionalism Scale adopted from Snizek (2013) used to measure nurses' professionalism. This instrument consist of 25 items which divided into 5 dimensions, namely using the professional organization as a major referent (5 items), belief in public service (5 items), belief in self-regulation (5 items), sense of calling to the field (5 items), and autonomy (5 items). This instrument uses a 5-point likert scale ranging from 1 – 5 which represents a very poorly – very well scale. The questionnaire to measure nurses' empowerment was Conditions for Work Effectiveness Questionnaire II (CWEQ II) adopted from Ta' An et al. (2020). This instruments consist of 12 items which divided into 4 dimensions namely: opportunity (3 items), resources (3 items), information (3 items), and support (3 items). This instrument uses a 5-point likert scale ranging from 1 – 5 which represents a none – a lot scale. The questionnaire to measure job satisfaction was the Job Satisfaction Survey (JSS) adopted from Tsounis & Sarafis (2018). This instrument consists of 36 items which divided into 9 dimensions namely: salary (4 items), promotion (4 items), supervision (4 items), fringe benefits (4 items), contingent rewards (4 items), operating procedures (4 items), coworkers (4 items), nature of work (4 items), and communication (4 items). This instrument uses a 6-point likert scale ranging from 1 – 6 which represents strongly disagree – strongly agree scale.

Measures and covariates

The questionnaires and inform consent are compiled through google form. Furthermore, the link to access this form was distributed via whatsapp group to all inpatient nurses (N=129). All respondents had been expected to complete the questionnaire 2 weeks after the link was distributed.

Data analysis

After the data were collected, a validity test was conducted. Construct validity was examined through

correlation product moment Pearson. All valid items from three questionnaires were then examined for reliability through Cronbach's Alpha test. Frequencies, percentages, mean, U Mann Whitney test and Kruskal Wallis test were performed to describe respondent characteristics. Finally, multiple linear regression was performed to assess the effect of professionalism and structural empowerment on nurses' job satisfaction. The inferential analysis was conducted using an alpha value of 0.05. Semua analisis menggunakan Statistical Package for Social Sciences version 26 (SPSS 26).

RESULTS AND DISCUSSION

This study aims to examine the effect of professionalism and structural empowerment on job satisfaction of inpatient nurse in type C Hospital. The results of respondent socio-demographics are displayed in

Table 1.

Nurse Socio-Demographic Characteristics

Table 1 shows that Most respondents are female 99 respondents (76.74%). The majority of respondents aged 26-35 years were 89 respondents (68.99%). Most of the respondents had D3 education as many as 81 respondents

(62.79%). Most respondents had 6-10 years of work experience of 38 respondents (29.46%). The majority of respondents based on marital status were married as many as 99 respondents (76.74%). Most of the respondents based on their employment status were permanent with 67 respondents (51.94%).

Table 1. Characteristics of Respondents

		n	%
Gender	Male	30	23.26
	Female	99	76.74
Education	Diploma	6	4.65
	Bachelor	89	68.99
Age (years)	17-25	32	24.8
	26-35	2	1.55
	36-45	81	62.79
	46-50	48	37.21
Work experience (years)	1-5	32	24.81
	6-10	38	29.46
	11-15	35	27.13
	16-20	17	13.18
	21-25	7	5.43
Employment status	Temporary	30	23.26
	Permanent	99	76.74
Marrital status	Unmarried	62	48.06
	Married	67	51.94

Table 2. Professionalism, Structural Empowerment, and Job Satisfaction according to Dimensions

Dimensions	Mean	SD	95% Convidence Interval	
			Lower	Upper
Using the professional organization as a major referent	3.64	0.59	3.53	3.74
Belief in public service	3.75	0.76	3.61	3.88
Belief in self-regulation	3.80	0.78	3.66	3.94
Sense of calling to the field	4.00	0.77	3.86	4.13
Otonomy	3.55	0.54	3.45	3.64
Professionalism (total)	3.75	0.50	3.66	3.84
Opportunity	3.49	0.74	3.37	3.62
Information	3.82	0.86	3.67	3.97
Support	3.82	0.88	3.67	3.97
Resources	3.80	0.85	3.65	3.95
Structural empowerment (total)	3.73	0.72	3.61	3.86
Salary	2.99	0.81	2.85	3.13
Promotion	4.00	0.80	3.86	4.14
Fringe benefits	3.96	0.81	3.82	4.10
Contingent reward	3.26	0.64	3.15	3.37
Supervision	3.09	0.73	2.96	3.22
Operation procedure	3.19	0.66	3.07	3.30
Co-worker	4.21	0.71	4.09	4.33
Nature of work	4.01	0.66	3.90	4.13
communication	4.03	0.70	3.91	4.15
Job satisfaction (total)	3.57	0.53	3.48	3.66

(1.00 – 1.80) = poor; (1.81 – 2.60) = fair; (2.61 – 3.40) good; (3.41 – 4.20) = very good; (4.21 – 5.00) = excellent

Nurse professionalism

Nurses are one of the professionals in the field of health who are in direct contact with patients. Thus, the professionalism of nurses is very influential on the recovery of patients (Aiken et al., 2018; Coelho, 2019; Coster et al., 2018; Ingwell-Spolan, 2018). Nurses are the largest number of health workers so maximizing their contribution is very important in providing health services

Based on Table 3, the professionalism of nurses at Type C Hospitals in West Kalimantan is in the high category. Thus, the health services provided by nurses in the hospital can provide a good recovery rate as well. Type C hospitals are the main referrals for health services at the district level in West Kalimantan.

The professionalism studied in this study refers to Hall with five dimensions, namely using the professional organization as a major referent, belief in public service,

belief in self-regulation, sense of calling to the field, and autonomy (Rabie, 2019). Based on the dimensions, in Table 2 all dimensions fall into the very good category, with the sense of calling to the field being the highest dimension on average.

Professionalism as well as nurses are also determined by their demographic conditions (Rabie, 2021). From 6 demographic data, namely gender, education, age, work experience, employment status and marital status, there are differences in professionalism in the demographic variables of education and employment status (Table 3). Sibandze & Scafide (2017) and Rabie (2021) state that the level of professionalism of a nurse is related to the level of Education of the nurse. These findings are also in line with research (Tanaka et al., 2014) which states that the level of professionalism of nurses is determined by the length of education that nurses receive. The educational curriculum also affects the professionalism of nurses (Poochangizi et al., 2019). In addition to the level of Education, the professionalism of nurses is influenced by staffing status. Nurses who have temporary status in type C hospitals have a higher level of professionalism than those with permanent status. This is in line with the research conducted by Kim-Godwin et al. (2010) and Shohani & Zamanzadeh (2017).

Nurse structural empowerment

Based on the results of research in Table 2, the structural empowerment of nurses at Type C Hospitals in West Kalimantan is in the very good category. The Structural Empowerment studied in this study refers to CWEQ-II with four dimensions, namely opportunity, information, support, and resources (Valdez et al., 2019). Based on the dimensions, in Table 2 all dimensions fall into the very good category, with the information and support dimensions being the highest average dimensions.

The structural empowerment of nurses is also influenced by their demographic conditions (Valdez et al., 2019)). From 6 demographic data, namely gender, education, age, work experience, employment status and marital status, education influences nurse structural empowerment (Table 3). Tan & Conde (2021) states that the level of structural empowerment is influenced by the level of education of nurses.

Nurse job satisfaction

Based on the results of research in Table 2, the job satisfaction of nurses at type C Hospitals in West Kalimantan is in the very good category. The job satisfaction studied in this study refers to JSS with nine dimensions. The salary dimensions is in fair category and being the lowest among other dimensions. The coworker become the highest score on average. According to Table 3, there is no significant difference in job satisfaction among socio-demographic data.

Table 3. Analysis of Professionalism, Structural Empowerment, and Job Satisfaction according to Socio-Demographic Data of Respondents

		Professionalism			Structural Empowerment			Job Satisfaction		
		Mean	SD	P value	Mean	SD	P value	Mean	SD	P value
Gender	Male	3.76	0.555	0.815*	3.79	0.700	0.631*	3.72	0.519	0.099*
	Female	3.75	0.487		3.72	0.728		3.52	0.523	
Education	Diploma	3.83	0.509	0.014*	3.87	0.678	0.009*	3.61	0.525	0.244*
	Bachelor	3.61	0.555		3.51	0.737		3.50	0.529	
Age (years)	17-25	3.50	0.307	0.046**	3.78	0.524	0.624**	3.53	0.203	0.075**
	26-35	3.83	0.497		3.78	0.721		3.60	0.545	
	36-45	3.60	0.502		3.60	0.764		3.50	0.522	
	46-50	3.36	0.450		3.88	0.412		3.31	0.571	
Work experience (years)	1-5	3.77	0.486	0.34**	3.79	0.753	0.569**	3.65	0.537	0.056**
	6-10	3.95	0.452		3.83	0.625		3.61	0.488	
	11-15	3.55	0.486		3.60	0.729		3.40	0.508	
	16-20	3.60	0.590		3.58	0.640		3.58	0.526	
Employment status	Temporary	3.89	0.474	0.002*	3.84	0.674	0.101*	3.60	0.506	0.5*
	Permanent	3.62	0.495		3.63	0.750		3.54	0.548	
Marital status	Unmarried	3.77	0.509	0.744*	3.70	0.757	0.998*	3.63	0.454	0.325*
	Married	3.74	0.502		3.74	0.711		3.55	0.548	

Notes: alpha value = 0.05; * = U Mann Whitney; ** = Kruskal Wallis; SD = Standard Deviation;

The effect of professionalism and structural empowerment on job satisfaction

Based on the data processing in Table 4, it is known that the p value < 0.05 (0.000 < 0.05). Thus partially and simultaneously professionalism, and structural empowerment have a significant effect on nurses' job satisfaction. **Error! Reference source not found.**

Then partially, professionalism affects job satisfaction and structural empowerment affects job satisfaction with a p value of < 0.05 (0.000 < 0.05). the magnitude of the influence of professionalism and structural empowerment on job satisfaction is 36.8% (R²). The effect of other job satisfaction is determined by predictors outside the independent variables in the regression equation.

Table 4. Multiple Linear Regression Analysis

Independent variable	B	t	F	P value	R ²
	1.234		36.707	0.000	0.368
Profesionalisme	0.393	4.416		0.000	

Pemberdayaan Struktural 0.231 3.722 0.000

LIMITATION OF THE STUDY

This research has such limitations. Small sample size that can reduce the validity of the findings and limit sample representation. A bias that is likely to occur when the respondent selection process is carried out, because nurses with higher professionalism, empowerment, and job satisfaction are more likely to participate in research studies. Another limitation is the possibility of bias, where participants report higher scores than their reality to appear more competent and look more professional, more empowered and more satisfied with their work. A two-way relationship is also possible between the variables of professionalism and job satisfaction and between structural empowerment and job satisfaction. Here the researcher assumes that there is only one-way relationship from professionalism to job satisfaction and structural empowerment to job satisfaction.

CONCLUSIONS AND SUGGESTIONS

There is significance effect of professionalism and structural empowerment on job satisfaction of inpatient nurse in type C Hospitals in West Kalimantan. Professionalism affects nurse job satisfaction, and Structural Empowerment affects nurse job satisfaction partially. Professionalism and structural empowerment affects nurse job satisfaction simultaneously .

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ETHICAL CONSIDERATIONS

This research has received ethical approval from the Health Research Ethics Commission, Faculty of Health Science, Universitas Brawijaya, Malang. (No. 5312/UN10.F17.10/TU/2022)

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Conflict of Interest Statement

The author declares that there is no potential conflict of interest.

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