

Connection Motivation Work Nurse With Accuracy Charging Documentation Care Nursing at Sundari Hospital Medan

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Article Info

Article history:

Received November 04, 2022

Revised November 15, 2022

Accepted November 22, 2022

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ABSTRACT

Accuracy in filling out nursing care documentation is important in nursing services, because it will provide legal protection for both the giver and the recipient. Nursing care will reflect the quality of nursing care. The accuracy of filling nursing care documentation is influenced by motivation. From the results of the study the standards of nursing care applied were taken from 30 patient statuses. Can be taken the result of 61.5%. Who performs the standard nursing care that is applied. This study aims to determine the relationship between the work motivation of nurses and the accuracy of documentation of nursing care in the living health care installation at the Sundari Hospital in Medan. This type of research is quantitative descriptive with a cross sectional approach. Samples for the motivation of nurses were taken from 4 living medical care units with a total sample of 30 respondents, and for the accuracy of filling out nursing care documentation, quota sampling was taken. Data was taken using a questionnaire, for the accuracy of filling out nursing care documentation using the ASAK instrument from the Ministry of Health 1997. To determine the relationship between two variables, the Product Moment Correlation Test was carried out with the results of $r_{xy} = 0.474$ and $p = 0.008$, which means that there is a significant relationship between nurses' work motivation. with the accuracy of filling out nursing care documentation in the inpatient room at Sundari Hospital Medan.

Keywords:

Nurse motivational, accuracy of fill , nursing documentation

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1. INTRODUCTION

Progress knowledge and technology in field health demand profession health including profession nursing for capable give service that quality and comprehensive in accordance with standard and regulation which apply. based on by profession nursing, that society mem have right for get nursing care services professional. Principle base this which poured in standard practice nursing as well as implementation need supported and maintained with legislation and enforcement law for practice nursing nor health. Certainty law can protect them from various risks arising from the application of science nursing nor health. As commitment government publish Constitution RI No 23 year 1992 about health and Regulation Government RI No 1996 about power health.

Nurse need use steps on process nursing when dealing with patients which need service health. steps the in the form of collection data, identification problem or needs, determination destination, identification results, and election intervention nursing to achieve the results and goals After intervention conducted, nurse evaluate effectiveness nursing plan in achieving hash and destination which expected with determine success solution problem. Thing this is practicenursing in care which given nurse to patient which healthy nor sick.

Shift in service nursing to happen moment this in Indonesia is change in gift care which was more emphasize on procedure action, toward care which use method solving problem by scientific a number of process nursing which based on by knowledge nursing.[2]

If documentation care nursing no conducted with appropriate, complete and accurate could lower quality service nursing because no could identify so far where level success care nursing which has given. In aspect legal, nurses do not have written evidence if the patient demands dissatisfaction with service nursing .[3]

House Sick Sundari Medan is a General Hospital. Hospital in general this give service by take care stay, take care Street and take care emergency. Data amount bed, amount of energy and level education in nursing Sundari Hospital Medan are listed in table 1 following under this :

Table 1. Room Facilities

No	Room Name/Treat stay	Bed _According to Class Care					Quantity ST per room	Quantity Power room nurse	Level EducationNurse		
		Uta ma	I	II	IIIA	Main			SPK	DIII	SI
1	Ulin	7	0	0	0	0	7	13	6	7	-
2	Teak	0	7	9	12	0	28	14	6	8	-
3	Sandalwood	0	9	3	7	8	27	14	5	9	-
4	Pine	0	4	10	6	0	20	13	6		-
5	Ramin	0	4	6	8	2	20	11	9	2	-
6	fir	0	4	0	0	0	4	7	3	4	-
7	Perinatology	0	2	3	4	5	14	9	5	4	-
8	emergency room	0	0	0	0	0	3	17	3	14	-
	Total	7	23	49	43	0	125	98	43	55	-

House Sick doing care nursing which refers to the standard of nursing care from Department of health RI 1997. Evaluation standard care nursing final held in 2002, with the results of 71.51 % and score the category enough. Three year the last evaluation can not be done due to lack of nursing staff inimplementation evaluation and lack of fund in implementation evaluation. Thing which expected from results achievement score standard care nursing in Sundari Hospital Medan that is existence enhancementdocumentation care nursing towardwhich positive result studies preliminary which conducted researcher on date 14 September 2021 to accuracy nursing care documentation at Sundari Hospital Medan in the inpatient room taken from six hand, amount sample 30 status patient where patient which concerned has go home is like which listed on table 2 following :

Table 2. Results Studies Documentation Application Standard Care Nursing On Patient Month September 2021 in Room Treat stay Sundari Hospital Medan

No	Criteria		Information
1	Assessment	55	<ul style="list-style-type: none"> - Not classifying Bio-Psycho-social-data Spiritual. - Not studying data patient come in until go home - Problem no formulated based on gap Among status health with norm and pattern function life.
2	Diagnosis	65.5	<ul style="list-style-type: none"> - Not diagnose nursing based on problem yang has formulated - Nursing diagnoses do not reflect PE/PES. - The formulation of the nursing diagnosis is not old, potential
	Planning	56.7	<ul style="list-style-type: none"> - Not take notes planning based on diagnosis nursing - Planning no arranged according to order priority. - Formulation of goals no contain component patient/subject, change, behavior, condition patient and criteria. - Plan action no refers to on destination and sentence order, in detail, and clear and or involve family patient.
4	Action	66	<ul style="list-style-type: none"> - Action does not refer to planning nursing. - Not observe response patient to action nursing. - Not all action held and noted with concise and clear. - Every To do action nursing , nurse no include name and initials with clear as well as date and o'clock conducted action.
5	Evaluation	50	<ul style="list-style-type: none"> - Evaluation no refers to on destination. -Results no evaluation noted.
6	Parenting Notes Nursing	78.5	<ul style="list-style-type: none"> - Recording no written with clear, concise, term which raw and fluent. - Every action nurse no include name with clear, as well as date and o'clock conducted
	Average	61.9	

From 30 status patient, application standard care nursing got results average is 61.9 % with category score enough. Results Interview with part nursing and nurse in room take care stay say that motivation which owned by

nurses in carrying out care documentation nursing is something obligation and as tool protection law for they. Reason why not do accuracy in charging documentation is lack of appreciation which got from results recording documentation care nursing, not enough understand to standard care nursing, lack of time for To do recording documentation. Motivation could changed and develop according to the level of consciousness somebody will destination which will achieved. Makin strong motivation no means somebody certain approach goal, will but could also on the contrary, that is somebody which the more strong stay away goals in the sense of increasing the goals first and try to pursue the goal that other. So from that, knowing destination absolutely necessary in order to generate and strengthen motivation. If para worker feel satisfied with his job, satisfaction is based on factors intrinsic in nature such as success reach something, confession which obtained, nature profession which is conducted, sense of responsibility, advancement in career and professional and intellectual growth which experienced by somebody. On the contrary if para worker feel no peas with his job, dissatisfaction that generally linked with factors which nature extrinsic that is policy organization, implementation wisdom which has conducted, supervision which conducted by para manager, interpersonal relationships, and condition work.[4]

2. METHOD

A. Type Study

Type study Descriptive quantitative with approach *Cross sectional* where variable free and bound collected by almost together. [5]

B. Subject study

1. Population Study

Population study is region generalization which consist on ob yek or know sub yes yes ng mem u his i kua nt i bag da n kara kt er is t i kt er t sure yes ng set by researcher for studied and then the conclusion is drawn. ⁶ Research population for variable motivation work nurse is nurse which work in room take care stay Medan Sundari Hospital. While the population for the variable documentation care nursing is notes record medical nursing which contained in document record medical patients in the inpatient ward of the Sundari Hospital in Medan.

2. Sample

Sample determined with technique Quota sampling that is technique sampling which conducted no base self on level or area, but base self on amount which already determined.[5] Researchers take samples for variable as much 30 person nurse with criteria :

- a. Gender : male or woman.
- b. Nurse executor which provide service nursing to patients in inpatient installation and has work minimum one year.
- c. Level education nurse minimum SPK
- d. Not currently school, paid leave nor sick.
- e. Ready Becomes respondents. As for the accuracy of filling out nursing care documentation, sample selection was carried out in a random way , namely by taking the status of patients who had been treated in the inpatient ward in August-September 2021 and had entered the medical record section of the Medan Sundari Hospital.

C. Instrument Study

1. Instrument for measure motivation nurse

Instrument on variable this in the form of questionnaire which containing 27 closed statement for variable motivation use scale interval and which researched is motivation extrinsic. Rating scale in variable this is score score 5 for answer very agree (SS), score 4 for the answer agree (S), score 3 for the answer do not know (TT), score 2 for the answer disagree (TS), score 1 for very no answer agree (STS). Scoring evaluation for variable this in for be 3 category is as following :[11]

a	Well	(94 – 135)
b	Well	(94 – 135)
c	Well	(94 – 135)

Results this has tested validity internal with analysis item. Validity item this searching for with correlate Among score on items with score total. As for technique analysis which used is product correlation moment of rough and pearson numbers . Next calculation used computer SPSS grain analysis program, 2000 on level significance with validity Among 0.3430 until 0.746.6. Test reliability instrument used formula alpha *Cronbach*. For test this shaped description or questionnaire with scale level, then the test is tested with test alpha with coefficient reliability 0.666559 . [11]

2. Instrument for measure accuracy charging documentation care nursing

Instrument for variable this use study documentation application standard care nursing in house pain (instrument A), [10] which consists of of 24 items covering a 4 assessment items, diagnosis 3 items, planning 6 items, execution 5 items, evaluation 2 items, and notes care nursing 4 items. Completeness care nursing processed with method as following:

- a. On every column filled with sign "V" when aspect which rated found and scored 1, sign "0" when aspect which rated no found and scored 0.
- b. Sub total in accordance with sum of answer scores "V" which found on each column.
- c. Total filled with subtotal sum.
- d. Each variable calculated the percentage with method:

$$\text{Percentage} = \frac{\text{TOTAL}}{\text{Amount File} \times \text{Amount Aspect Which Rated}}$$

e. Next made recapitulation score for average achievement with formula :

$$\text{Achievement Flat - Flat} = \frac{\% (1) + \% (2) + \% (3) + \% (4) + \% (5) + \% (6)}{6}$$

After got score average completeness documentation care nursing, next entered in category :

- a. Well (75-100)
- b. Enough (55-74)
- c. Not enough (<55).

D. Processing and Analysis Data

Data analysis was carried out by method compare Among motivation nurse with completeness of nursing care documentation based on standard care nursing who use relationship test . Data grouped in the table later analyzed with model correlation from *pearson* , because second variable which correlated shaped intervals. The analysis technique used is the *product moment* correlation of numbers base from *Pearson* . [6]
Formula the calculation is as following:

$$r = \frac{\sum XY - \sum X \sum Y}{\sqrt{(\sum X^2 - \frac{(\sum X)^2}{N})(\sum Y^2 - \frac{(\sum Y)^2}{N})}}$$

Information :

- : Coefficient correlation product moment
- X : Value of each items
- Y : Score from all items
- N : Quantity items

Counting use help program SPSS version 10 for windows. If obtained score $r_h > r_t$ or $\alpha < 0.01$ _ so drawn conclusion that there is connection which means Among motivation with accuracy of filling documentation care nursing.

3. RESULTS AND DISCUSSION

1. Characteristics Respondent

Respondent in study this are 30 nurses, with educational characteristics, types of sex, long work, status marriage and age.

Table 3. Characteristics Respondent Based on Education, Type Sex, Long Work, Status Marriage And Age Sundari Hospital Medan September - October 2021

No. Characteristics Respondent	f	total
1. Education		
– SPK	9	30
– AKPER	21	70
2. Type Sex		
– Man- Man	3	10
– Woman	27	90
3. Long Work		
– < 5 Year	13	43.3
– 5-10 Year	11	36.7
– > 10 Year	6	20
4. Status Marriage		
– Not yet Marry	7	23.3
– Already Marry	23	76.7
5. Age		
– < 30 Year	19	63.3
– 30 – 40 Year	11	36.7

From table in above 3 , look that characteristics response according to education level mostly DIII that is, there is 21 respondent (70 %), while from SPK 9 respondent (30%). Characteristics of respondents according to type sex, amount the most is woman that is 27 respondent (90 %), whereas type late man 3 respondent (10 %). Characteristics of respondents according to long work there are 13 respondents (43.3 %) with long work not enough from 5 year, 11 respondents (36.7 %) long work 5 - 10 year, and 6 respondent (20.0%) with more than ten year. Characteristics of respondents according to status marriage, part big respondents are married with 22 respondent (76.7 %) and not yet family 7 respondents (23.3 %). While the characteristics according to age, most are aged less than 30 years old with 19 responses (63, 3 %) whereas which aged 30– 45 year, 11 respondent (36.7 %).

2. Distribution Motivation Extrinsic

Table 4 Distribution Motivation Extrinsic in Room Treat stay Sundari Hospital Medan Month September

No	Motivation	Frequency	Percentage
1.	Well	14	46.7 %
2.	Enough	10	33.3 %
3.	Not enough	6	20 %
	Total	30	100 %

Based on table 4 in on it can be seen that most of the motivation nurse is good which showed there is 14 nurse (46.7 %). Motivation category currently there is 10 nurses (33.3 %). As for motive-v- breastmilk category not enough there is 6 nurse (20%).

3. Accuracy Charging Documentation Care Nursing

Table 5. Accuracy of Filling in Nursing Care Documentation in the Inpatient Room Sundari Hospital Medan Month September - October 2021

No.	Aspect Which Rated	Score Dilak	Percentage Score	Not	Percentage
1	Assessment Nursing Diagnosis Nursing Planning Nursing Nursing actions Evaluation Nursing Notes Care Nursing Average	77	64.2 %	43	35.8 %
2		66	72.2 %	25	27.8 %
3		108	60 %	72	40 %
4		108	72 %	42	28 %
5		38	63.3 %	22	37.7 %
6		100	83 %	20	17 %
		82.6	68.7 %	37.3	30.8 %

From table 6 on, could seen that score assessment which held there is 77 (64.2 %), nursing diagnoses there is 65 (72.2%), planning nursing there is 108 (60%), action nursing there is 108 (72%), evaluation nursing there is 38 (63.3 %), and Notes Care Nursing there is 100 (83%).

4. Distribution Accuracy Charging Documentation Care Nursing

Table 7. Accuracy Charging Documentation Care Nursing In Inpatient room Sundari Hospital Medan Month September - October 2021

No	Documentation Askep	Frequency	Percentage
1.	Well	9	30%
2.	Enough	16	53.3 %
3.	Not enough	5	16.7 %
Total		30	100 %

Based on table 7 in on, could seen that from 30 status patient frequency category good that is 9 status client (30%), category enough good 16 status patient (53.3%), and category not enough good there is 5 status patient (16.7%).

5. Distribution Subvariable Motivation Extrinsic With Accuracy Documentation Care nursing

Table 8 . Distribution Subvariable Motivation Extrinsic with Accuracy Charging Documentation Care Nursing in Room Treat stay Sundari Hospital Medan September - October 2021

No	Subvariable	R Count	P
1	Wages/ Wages	- 0.006	0.973
2	Condition Environment	0.463	0.010
3	Award	0.576	0.001
4	Connection between personal	-0.146	0.441

Based on the table above, the factor salary consists of 3 items, namely number 1, 2 and 3 correlated with precision charging documentation care nursing as big as -0.006 with alpha coefficient level of 0.01 which means no there is connection with accuracy of filling care documentation nursing. v Factor condition environment consist and 10 items that is number 4 to 13 correlated with precision charging documentation care nursing with level coefficient alpha as big as 0.01 which means there is a relationship with accuracy charging documentation care nursing. Factor appreciation consist from 6 items that is number 14 until 19 correlated with accuracy charging documentation care nursing as big as 0.576 with level coefficient alpha big 0.01 which means there is connection with accuracy charging documentation care nursing. Factor connection Among personal could seen from number 20 until 27 which consist from 8 items dimaria correlated with completeness charging documentation care nursing as big as -0.146 with an alpha coefficient of 0.01 which means there is no relationship with accuracy charging documentation care nursing.

6. Cross Tabulation of Nurse's Motivation with Accuracy in Filling in Nursing Care Documentation.

Table 9 . Tabulation Cross Motivation Work Nurse with Accuracy Charging Documentation Care Nursing in Room Treat stay Sundari Hospital Medan Month September - October 2021

Documentation Askep Motivation Nurse	Well	Enough	Not enough Well	Total
Well	6 (20 %)	7 (23.3 %)	1 (3.3 %)	14 (46.7 %)
Enough	3 (10 %)	8 (26.7 %)	1 (3.3 %)	14 (40 %)
Not enough		1 (3.3 %)	3 (10%)	4 (13.3 %)
Total	9(30%)	16(53.5 %)	5(16,7 %)	100%

Based on tabulation cross on table 6 on, could seen that there are 6 good category nurses motivation (20%). Documentation care nursing, whereas on motivation nurse category not enough there are 3 (10%). And data the there is trend Among motivation work nurse which good with accuracycare documentation nursing.

7. Results Test Analysis Connection Motivationwork Nurse With Charging Accuracy Documentation CareNursing

Table 9. Results Test Analysis Connection Motivation work Nurse With Accuracy Charging Documentation Care Nursing in Room stay Sundari Hospital Medan Month September - October 2021

No	Variable		
1	Variable	1,000	0.474**
2	Motivation	0.474**	0.008
3	Documentation Askep	0.008	1,000

** Correlation is significant at the 0.01 _ level (2-tailed)

Based on from table on, in get $r_{xy} = 0.47$ _ and $p = 0.008$ on $\alpha = 0.01$. After converted to table, obtained score $r_{xy} > r_t$, on level trust 99% (rte 0.474, r_t 0.463). factors which affect motivation cover factor intrinsic and extrinsic. Motivation intrinsic is motivation which covered and sourced from needs as well as destination alone. Motivation this often called pure motivation or motivation that actually which arise from self alone, for example : age, type sex, status marriage, experience (time) work), education. Motivation extrinsic is motivation which caused by factor-factor from outside situation, for example : salary/wages, environmental conditions, appreciation, and connection Among private.[4]

From study and processing data raw obtained results factors intrinsic which influence motivation namely: education DIII Nursing 70%, female gender 90%, long work not enough from 5 year 43.3%, status marriage already marry 76.7% and age less than 30 year 63.3%. Factor motivation extrinsic or factor which arise from outside of course show connection which positive which proven with level significance not enough from 0.01 _ except factor wages and connection between personal. For the award has correlation biggest 0.576 and environmental conditions of 0.463.

Documentation of nursing care in room take care stay Sundari Hospital Medan which use the care format nursing .[10] Writing documentation care nursing on format the average assessment is 64.2%. This matter because there is 7 status patient from 30 which the data are not grouped into bio- psychosocial-spiritual. 12 status patient from 30 did not examine the patient since admission until discharge, and 24 patient status from 30 not record the problem statement. Formulas problem is one of the aspects that important in the study because formula problem used for enforce diagnosis nursing .[12]

Whereas aspect other , that is take notes appropriate data with guidelines, grouping data and study client start enter until go home part conducted and noted with complete. Assessment is the initial stage of process nursing and is something systematic process of collecting data as the main basis for providing care nursing in accordance with needs client. By because that assessment which accurate, complete, in accordance reality, truth data very important in formulate problem nursing .[13] Diagnosis nursing is response individual. Documentation diagnosis nursing must be in accordance with formula problem because useful for identification and give intervention nursing. ¹⁴ Writing documentation care nursing on format diagnosis nursing average as big as 72.2 % . Thing this because there is no make diagnosis nursing which based on problem which has formulated, no take notes diagnosis nursing which reflect PE and PES and no formulate diagnosis nursing actual/potential.

Documentation planning Nursing must be in accordance with the diagnosis nursing and priority, because intervention is plan action dependent or interdependent for resolve problem and Fulfill needs client. [13] Writing documentation care nursing on format planning by an average of 60%. This matter because there is 5 from 30 status

patient no record planning based on diagnosis nursing, 22 status no make planning according to priority, 22 status which does not make the purpose of the formulation appropriate problem, 13 no make plan action in accordance destination and 11 no involve family in planning action. Planning care nursing which not enough To do or no document writing plan which is irregular and does not clearly refer to on diagnosis nursing where which has documented. Problem this possible could occur because habitnote take notes or document not yet entrenched, don't know the benefits or because nurse knowledge that alone less capable plan intervention based on diagnosis nursing.

Implementation care nursing is implementation for Fulfill needs and resolve problem by optimal. In implementation, it must refer to on plan, all action which has conducted hams noted and be included description which clear.¹⁰ Writing documentation care nursing on format action as big as 73.3%. From the action format there are 9 patient statuses out of 30 who his actions no refers to on plan nursing, 6 status patient no observe response patient after action, 11 status patient no revise results action based on results evaluation and 11. patient status does not include initials or name after To do action. Action nursing which not yet refers to on action plan, revision to action and no include name, o'clock and date implementation or only written initials only. hal this possible caused because inability take notes by finished or inability respondent because consider confiscate time or division of labor that still uses combined method team and functional. Writing documentation care nursing on format evaluation as big as 63.3%. From format evaluation there are 7 status patient from 30 which no evaluate actions according to goals and 15 patient status who did not record the evaluation results. This matter possible caused because ignorance in To do evaluation or ignorance of the documentation of results evaluation. Evaluation conducted refers to on process where evaluation conducted soon after action nursing. [12]

Writing documentation care nursing on format Notes care nursing as big as 83%. From format notes care nursing there is 8 status patients out of 30 who did not record with clear and 12 patient status that is not always include initials and name with clear. Notes care nursing used as ingredient information, communication and report. Notes care nursing the writing must clear, include name nurse which doing action, refers to on implementation process nursing, use standard formats and notes saved in accordance with regulation which apply. [10]

Completeness documentation care nursing with category good there are 9 status Mien (30%), there is 16 status client with category enough good (53.3%), and 5 status which accessories with category not enough (16.7%). There is factor which allow no Completed documentation of nursing care such as documentation of care nursing need time which long. Time which required for documentation around 15 until 30 minute for one noodles. Factor other is amount power nurse which not enough, means which not yet support, not yet existence training which special about documentation skills care Nursing Based on results analysis data show that there is connection which positive Among motivation work nurse working nurse with accuracy filling documentation care nursing with the result of $r_{xy} : 0.474$ and $p : 0.008$. Connection it is statistically significant so that could said the more tall motivation a care will influence completeness documentation care nursing.

Thing this in accordance with opinion, Motivation is power booster which result in somebody or member Matt organization and willing to give up ability in form skill, or Skills, power and time for organize various activity which Becomes not quite enough the answer and fulfill his obligations in skeleton achievement destination and various target organization which has determined previously. [4] . [7]. [8]

Motivation is needed for improve care documentation activities Nursing with good supervision rewards and punishments must be done for increase documentation the good one. Connection Among wages with filling accuracy documentation care nursing no have coefficient which means, hash study this no related with theory hope that big company will give gratification for his wish in return then is right work hard. Contrary also with theory Maslow that motivation depends on fulfillment arrangement hierarchy Maslow. Wages is something myth because people with low salary or enough not yet of course accuracy charging the documentation bad, can so balk. Whereas condition environment with accuracy charging documentation care nursing have connection which meaning. Results study this in accordance or there is linkages with study which in do by Rani (2001) that factor- factors that affect motivation such as time, facilities, management, and training of course have influence to documentation care nursing

Award with accuracy charging documentation care nursing have correlation good. state this in accordance with theory Herzberg that reward like performance, not quite enough answer, awareness and work which interesting will awaken commitment by good. Motivation will show performance so that it can refer to work performance. So with appreciation which good, motivation for more complete dlam fill in documentation will more good.

Connection between personal with accuracy charging documentation care nursing no in accordance with theory Adam that is theory equality say that equality will create connection comparable, so that connection good fellow colleague work will produce documentation which good also.

4. CONCLUSION

From results study drawn something conclusion as follows :

1. Level motivation work nurse in treatment room Map of RS Sundari Medan have motivation extrinsic which enough.
2. Accuracy of filling in documentation nursing care in the ward Sundari Hospital Medan based on Nursing Standard enough.
3. Motivation work nurse have connection which has connection with the speed of filling in the documentation of care nursing in range take care Sundari Hospital Medan

ACKNOWLEDGEMENTS

Author thanks to all the teams who participated in the preparation of this article

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