



## Correlation between Nurse Motivation and the Quality of Nursing Care Documentation

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### ABSTRACT

**Introduction:** Nursing documentation is evidence of nurses' recording and reporting in providing accurate and complete written health services. Documenting nursing care is quite important. However, there are still many incomplete nursing care documentations written by nurses. The factor that encourages nurses to carry out nursing documentation is the nurse's motivation and supported by rewards from the hospital as appreciation for the nurse's performance.

**Objective:** The purpose of this study was determine the Correlation between Nurse Motivation and the Quality of Nursing Care Documentation.

**Method:** This research is a quantitative study with a correlation study and a cross sectional design. The sampling technique used was random sampling with 66 respondents at RSUD Dr. R. Soedjati Somodiarjo Purwodadi. The data were analyzed by using the chi-square statistical test (X<sup>2</sup>) and a correlation strength test was carried out using Spearman's (r).

**Results:** Based on the chi-square statistical test (X<sup>2</sup>), the p value is 0.000. As the results show <0.05, it means that H<sub>a</sub> is accepted and H<sub>o</sub> is rejected. Then a correlation strength test carried out by using Spearman's (r) reveals a correlation coefficient or r = 0.086, indicating that there is a strong positive correlation between nurses' motivation and the quality of nursing care process documentation at RSUD Dr. R. Soedjati Somodiarjo Purwodadi.

**Conclusion:** The results of the study indicate that there is a positive correlation between nurses' motivation and the quality of the nursing care process documentation at RSUD Dr. R. Soedjati Somodiarjo Purwodadi.

**Keywords:** correlation, nurses motivation, nursing care, nursing documentation

## **Introduction**

Nursing is a profession dedicated to providing healthcare services to patients, with documentation of care being a crucial aspect of performance (Nursalam in Hendayani, 2019). Nursing documentation involves assessing, diagnosing, planning interventions, implementing care, and evaluating to modify or conclude treatment (Asmirajanti et al., 2019). Incomplete health education documentation, as noted by Gettelet et al. (2019), can lead to inadequate communication of health education information to patients and their families, resulting in anxiety and concerns regarding the patient's health condition. Accurate nursing documentation serves as a robust self-defense mechanism, both legally and otherwise (Nurhafni, 2013).

However, nurses sometimes dislike documentation due to the time and precision it demands. Incomplete and inaccurate documentation can compromise the quality of nursing care, as it hinders the identification of the extent of care provided to the patient. From a legal perspective, inadequate documentation leaves nurses without written evidence in case of patient dissatisfaction claims regarding the care provided (Nursalam, 2012).

According to Indrajati, as cited in Hendayani (2019), Indonesia faces challenges in implementing nursing care, with many nurses failing to document care appropriately. Recent statistics indicate a significant gap in nursing documentation, where only 25% of assessment documentation, 50% of nursing diagnosis documentation, 37.5% of planning documentation, 35.5% of implementation documentation, and 25% of evaluation documentation are completed out of 10 nursing care documentations.

## **Objective**

The purpose of this study was determine the Correlation between Nurse Motivation and the Quality of Nursing Care Documentation.

## **Method**

This study adopts a quantitative research method employing a correlation study design with a cross-sectional approach. The researcher utilized a random sampling strategy involving 66 respondents. Inclusion criteria for this study encompass inpatient nurses at RSUD Dr. R. Soedjati Purwodadi who willingly agreed to participate, engaged in nursing care documentation, and had a minimum of 2 days of responsibility for inpatient client medical records under the shift coordinator's supervision. The research instruments consisted of a motivation questionnaire and a nursing care documentation observation sheet. Univariate and bivariate analyses were conducted using the chi-square statistical test with Spearman's correlation ( $r$ ).

## Result

### Univariate analyses

Table 1. Univariate analyses

Variable	N	%
<b>Motivation</b>		
High	66	100.0
Low	0	0.0
<b>Nursing care documentation</b>		
Complete	60	90.9
Incomplete	6	9.1

### Bivariate analyses

Table 2. Bivariate analyses

Variable	Nursing care documentation				Total		p-value	
	Complete		Incomplete					
	N	%	N	%	N	%		
Motivation	High	60	90.9	6	9.1	66	100	0.000
	Low	0	0	0	0	0	0	
Amount		60	90.9	6	9.1	66	100	

## Discussion

The findings of this research indicate that the majority of respondents exhibit high motivation based on the financial compensation questionnaire. On average, nurses express a perceived inadequacy in non-financial compensation, and RSUD Dr. R. Soedjati Somodirjo Purwodadi does not implement a reward system for its employees. It is recommended for RSUD Dr. R. Soedjati Somodirjo Purwodadi to institute a reward system (appreciation) for nurses. Consequently, despite having high motivation, some respondents exhibit incomplete nursing care documentation due to the hospital's lack of recognition and appreciation through rewards for nurses' efforts.

The research results highlight that a nurse's motivation, as assessed through a motivation questionnaire, does not necessarily correlate with the completeness of nursing care documentation, as human errors are inevitable. Missed entries in nursing assessment documentation and the occasional difficulty in comprehending Latin writing contribute to incomplete documentation. These factors indicate that high motivation does not significantly influence the thoroughness of the nursing care documentation process.

This research aligns with Devi Agustin (2018), where, based on the financial compensation questionnaire, nurses on average express a perceived inadequacy. The non-financial compensation provided by Rumah Sakit Umum Sari Mulia Banjarmasin lacks a reward system for employees. It is recommended for Rumah Sakit Umum Sari Mulia Banjarmasin to implement a reward system (appreciation) for nurses. One form of rewarding nurses is by developing a reward system based on their performance. For nurses with exemplary performance, rewards are given in both material and non-material forms. Effective rewards, such as salary increments, hazard protection, improved well-being, and facility provisions, can

foster high motivation among nurses in their work, thereby enhancing their commitment to thorough nursing care documentation.

The data distribution reveals a p-value of 0.00, indicating  $<0.05$ . Hence, the alternative hypothesis ( $H_a$ ) is accepted, signifying a correlation between Nurse Motivation and the Quality of Nursing Care Documentation. The bivariate analysis, utilizing the Spearman rank test, yields a p-value of 0.000 ( $p < 0.05$ ), indicating a significant relationship between motivation and nursing care documentation at RSUD Dr. R. Soedjati Somodirjo Purwodadi. The correlation coefficient ( $r$ ) with a value of  $r = 0.86$  suggests a very strong relationship (0.76-1.00). There is a positive and highly strong correlation between motivation and nursing care documentation in the inpatient ward of RSUD Dr. R. Soedjati Somodirjo Purwodadi ( $p = 0.000 < 0.05$ , and  $r = 0.86$ ).

Consistent with Kumayasari's research (2021), the measurement results obtained from respondents show a p-value of  $0.032 < \alpha$  (0.05). In other words, since  $p\text{-value} < \alpha$ , the null hypothesis ( $H_0$ ) is rejected, and the alternative hypothesis ( $H_a$ ) is accepted, indicating a significant relationship between nurse motivation and the nursing care documentation system, with an odds ratio (OR) of 3.991. This implies that high motivation increases the likelihood by 3.911 times of performing adequate documentation compared to low motivation.

## **Conclusion**

Based on the research conducted with 66 respondents, namely nurses serving in the inpatient ward of RSUD Dr. Soedjati Somodiarjo Purwodadi, the data obtained from the chi-square statistical test yielded a p-value of 0.00, as it is  $<0.05$ . Consequently, the alternative hypothesis ( $H_a$ ) is accepted, and the null hypothesis ( $H_0$ ) is rejected. Therefore, it can be concluded that there is a correlation between nurse motivation and the quality of nursing care documentation.

## ***Conflict of interest***

There is no conflict of interest.

## ***Authors' contribution***

Each author contributed equally in all the parts of the research. All authors have critically reviewed and approved the final draft and are responsible for the content and similarity index of the manuscript.

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