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**THE PROCEEDING OF
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“NURSES AT THE FOREFRONT IN TRANSFORMING CARE, SCIENCE, AND
RESEARCH”**



**FACULTY OF NURSING
UNIVERSITAS AIRLANGGA
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CONTENT

Different Of Asthma Control Level In Suburban And Urban Areas.....	17
The Influence Of Age And Coping Mechanism On The Resilience Of Cancer Patients Undergo Chemotherapy	28
Effectiveness Of Mirror Therapy Against Upper Limb Muscle Strength In Ischemic Stroke Patients With Hemiparesis: Systematic Review	37
Nurse Performance Analysis Based On Gibson Performance Theory On Voluntary Nurse In Sampang Regency Community Health Center	41
Model Of Reward System Development Based On Performance Of Nurse Working Satisfaction	47
Nursing Discharge Planning For Patient With Diabetes Mellitus.....	50
Effect Of Diaphragm Breathing Exercise And Electric Fan To Dyspnea, And Pulmonary Function In Clients Copd; A Systematic Review	54
Factors That Affect The Cognitive Function In Elderly	59
At Jetak Public Health Center Of Tuban Regency	59
Patient Between Satisfaction Related With Patient Loyalty	65
Effect Of Health Education Methods Against Sorogan Intention In The Theory Of Planned Behavior In Santri Nurul Jadid	69
Description Of Adherence Of Diabetes Mellitus Type 2 Patient At Universitas Airlangga Hospital ...	71
Foot Massage To Treat Pain In Patients Post Laparatomy Surgery	75
A Systematic Review Of The Predictors Of Perceived Autonomy By Patient With Chronic Kidney Disease	80
Emotional Freedom Technique (Eft) For Physiological Symptoms, Pain, Anxiety Disorders And Depression: A Systematic Review	83
Effect Of Pursed Lips Breathing For Peak Expiratory Flow Rate, Oxygen Saturation, Dynamic Hyperinflation : Systematic Review	88
Description Of Coping On Tuberculosis Patient In Community Health Center (Puskesmas) In Jember	92
Effect Of Pursed Lips Breathing And Distract Auditory Stimuli Against Dyspnea.....	97
Evaluation Of Discharge Planning Implementation In Pamekasan Hospital	100
Systematic Review Knowledge, Attitude And Smoking Practice On Adolescent	104
Effects Of Electrical Stimulation On Swallowing Function In Stroke Patients With Dysphagia: A Systematic Review	109
The Effectiveness Of Deep Breathing Relaxation Technique And Guided Imagery To Decrease Pain Intensity On Postoperative Fracture Patients In Bougenvile Ward Of Dr Soegiri Hospital Lamongan	115
Telenursing Using Mobile Phone Features For Medication Adherence Tuberculosis Patients: A Systematic Review	122
The Effect Of Resistance Exercise On Blood Glucose And Hba1c Of Patient With Type 2 Diabetes Mellitus: Systematic Review	127
Management Of Adjunctive Therapy On Diabetic Foot Ulcers: A Systematic Review	133
Efectivity Clinical Supervision In Integrated Patient Development Records Of Compliance And Nursing Performance: Systematic Review	143

The Effectiveness Of Telemonitoring In Treatment Adherence Cardiovascular Disease: A Systematic Review	148
Yoga As An Alternative And Complementary Approach For Controlling Type 2 Diabetes Mellitus : A Systematic Review	158
Factors Related To Decubitus In Patient With Bed Rest And Physical Immobilization : A Systematic Review	166
Job Satisfaction In Nurses Perspective, Its Antecedent And Its Outcome A Systematic Review	171
Information Technology Helps Self-Management Among Chronic Kidney Disease (Ckd) Patients..	174
The Effectiveness Of Diabetes Self-Management Education: A Systematic Review	178
Effect Of Isoflavones On Hot Flushes Women Menopause: A Systematic Review	186
The Use Of Negative Pressure Wound Therapy For Treatment Surgical Wound Arthroplasty A Systematic Review	194
Comparative Effectiveness Of Internet Cognitive Behavioral Therapy For Insomnia (Icvt-I) With And Without Therapist Support: Systematic Review	201
The Effect Of Music Therapy For Elderly With Dementia: A Systematic Review Music Therapy For Elderly With Dementia.....	206
Analysis Of Patient Dependence Level Based On Triage Classification	214
Evaluation Intervention In Improving Breastfeeding Self Efficacy: A Systematic Review	217
The Effect Of Prenatal Yoga On Mental Health In Pregnant Women: A Systematic Review	221
Regulation Of Blood Sugar Through Psychological Control To Type-2 Dm: A Systematic Review ...	227
Pressure Ulcer Prevention With Application Of Silicone Foam Dressing In Intensive Care Unit: A Systematic Review	232
Relaxation Techniques For Patients With Chronic Obstructive Pulmonary Disease (COPD): A Systematic Review	237
The Multivariants Of Physical Activity For Cognitive Impairment Among Elderly: A Systematic Review	243
The Effectiveness Of Cognitive Behavioral Therapy (CBT) For Chronic Schizophrenia Patients: A Systematic Review	250
The Efficacy Of Stabilization Exercises For Chronic Low Back Pain: A Systematic Review	256
Correlation Of Coping Mechanisms Towards Fulfillment Capabilities Daily Activities Of Elderly ..	260
Neglect Elderly In Family: A Systematic Review	264
Patient Satisfaction Using Health Insurance To Nurse Communication.....	268
Efficacy Of The Ginger On Chemotherapy-Induced Nausea And Vomiting (CINV): A Systematic Review	272
The Effect Of Psychoeducation On Family Functions In Treating Schizophrenia Patients In Home: Systematic Review	284
Job Satisfaction On Nursing Staff At Hospital: A Systematic Review	289
Shenmen, Neiguan And Yongquan Acupoints To Improving Sleep Quality Of Hemodialysis Patients: Systematic Review	292
Application Of Cognitive Therapy And Thought Stopping Therapy In Clients With Depression: Systematic Review	298
Effectiveness Of Therapeutic Non-Operative Management Of Wound Healing In Diabetic Foot Ulcer: A Systematic Review	305

Effect Of Progressive Muscle Relaxation Techniques To Blood Glucose Levels On Patients With Type 2 Diabetes Melitus ; Systematic Review	311
Description Of Factors Affecting Anxiety On End Stage Renal Disease Patients Which The Hemodialysis At Lavalette Hospital In Malang	319
The Use Aromatherapy For Symptom Management In Hemodialysis: A Systematic Review	323
The Correlation Between Nursing Therapeutic Communication With Patient Satisfaction.....	335
Cervical Cancer Screening Barriers Among Women In Developing Countries: A Systematic Review	339
Preceptorship Program To The Achievement Of New Nursing Competency: Systematic Review	346
Parenting The Teen : A Review Of Parents' Role In Preventing Problematic Behavior Of Adolescent	351
The Development Of The Uks Holistic Program In Preventing Aggressive Behavior And Low Self Esteem In Elementary School	356
Preparatory Intervention To Reduce Anxiety In Patient Who Will Undergo Endoscopy: A Systematic Review	362
Differences In The Level Of Knowledge After Health Education On The Handling Of Dysmenorrhoea In Teenager Women In Smp Muhammadiyah 4 Surabaya	366
The Effectiveness Of Slow Deep Breathing To Decrease Blood Pressure In Hypertension: A Systematic Review	370
Effectiveness Social Skills Training With Peers Programs For Individuals Autism Spectrum Disorder: A Systematic Review	374
Caregiver Experiences Of Schizophrenia Patients With Self Care Deficit: A Systematic Review	381
English For Nursing Strategies To Encourage Students Achievement In Speaking Skill.....	387
Self-Management Education Program For Reduce Blood Glucose Type 2 Diabetes Mellitus: A Systematic Review	390
Effect Of Oral Hygiene In Improving The Health Of Elderly People : A Systematic Review	399
A Systematic Review Of Outcomes Of Self Management Education On Self Efficacy And Behavior In Cronic Disease	403
The Effect Of Psychoeducation On Family Functions In Treating Schizophrenia Patients In Home: Systematic Review	407
Faster Learning Organization (Flo) Model In Developing Health Professional Skill In The Hospital	412
The Comparison Of Elderly Life Quality Index Of Urban And Coastal Societies In Surabaya.....	423
Zea Mays L To The Decreasing Blood Glucose Levels In Animal Trial (Rat) With Diabetes Mellitus: Systematic Review	428
Psychoeducation Family Patients Mental Disorders (A Systematic Review)	432
Influence Of Nursing Information Management System Applications Based On Information Technology Toward Nursery Knowledge About Child Nursing Management In Lavalette Hospital Room Malang.....	443
Prevalence of Burnout Syndrome in Nursing: A Systematic Review	450
The Mook-Up Metode for Disaster Education on the of People Improvement and Attitude in Landslide Preparedness	455
Effectivity Of Pursed-Lips Breathing To Decrease Respiration Rate (RR) in Patient with COPD: A Systematic Review	461

Model Supervision Fair, Feedback, Follow Up Against Nurses Compliance in the Application of Prevention of Infection Control as Efforts to Reduce Flebitis Occurrence	466
Nurse Performance in Infection Prevention and Control in Hospital Pamekasan	472
Is It True that CPR Fraction mostly Caused by Physical Fatigue?	475
The Effect of Massage Therapy and Reflexology against Level of Anxiety on Preoperative Patient	477
Effectiveness Of Standard Oral Hygiene Standard Using Brush and Chlorhexidine 0.12% To Decrease Associated Pneumonia In Intensive Care Unit : A Systematic Review	485
Relationship of Working Stress with the Performance of ICU Nurse in Hospital Tk. II dr. Soepraoen Malang	489
Sensory Stimulation (Audio, Visual, and Affective) to Enhance The Level of Consciousness Among Brain Injury Patients	497
Chlorhexidine-Alcohol is Better Than Chlorhexidine and Povidone Iodine for Reducing Surgical Site Infection	502
The Effectiveness of Slow Deep Breathing to Decrease Blood Pressure in Hypertension: a Systematic Review	505
Effectiveness of Hyperbaric Oxygenation Therapy in the Management of Chronic Diabetic Foot Ulcers : a Systematic Review	509
How is the Effect of Peer Support on Type 2 Diabetes Mellitus Patients?	511
Aromatherapy for The Management and Control Effect of Chemotherapy	521
Self-Care Adherence Experience in Patient with Diabetes Mellitus Type 2: A Systematic Review	530
The effectiveness of yoga on blood glucose and anxiety reduction in T2DM clients: A Systematic Review	547
Methods of Preventing Sexually Transmitted Disease (STD): a Systematic Review	556
Effect of School-Based Interventions in the Prevention of Child and Adolescent Obesity to Behavioral Health, Physical Activity, and Body Mass	569
Evaluation The Effect of Child Health Care Center on Physical Activity of Children	575
The Effect of Mixing Oralit and Honey to Defecate Frequency in Children with Gastroenteritis in Balung	579
Fall Risk Prevention in Elderly with Physical Exercise : A Systematic Review	582
Spiritual Relaxation Improve Anxiety and Sleep Quality in Elderly	585
The Hypertension Correlation with Ankle Brachial Index, and Anxiety Level in Elderly With Hypertension	590
Aromatherapy as The Intervention of Anxiety: Systematic Review	595
Chronic Sorrow in the Elderly with the Loss of a Spouse	603
An Overview of Loneliness, Anxiety and Depression Level of Elderly Suspected Relocation Stress Syndrome	609
The effect of physical activity to decreased of dementia (mild, moderate and severe) in elderly: A Systematic Review	613
Systematic Review Depression and Relationships to the Quality of Life of Menopause Women	618
The Psychological Burden of Caregiver with a Family Members of Schizophrenia: A Systematic Review	627
The Effectiveness of CBT in Reducing Depression: a Systematic Review	630
Effect of Play Therapy With Puzzle On The Level Concentrations of Mental Retardation Children In SLB C Ruhu Rahayu Samarinda	634

Effectiveness Psychoeducation Parenting Support for Stress Mother of Children with Autism Spectrum Disorder: A Systematic Review	639
The Effectiveness of Community Mental Health Nursing (Cmhn) to Improve Mental Health in Community : A Systematic Review	644
Systematic Review On The Effectiveness of Music Therapy on Anxiety and Vital Signs of Patients with Mechanical Ventilation	648
Family And Counsellor Experience For Schizophrenic A Research Based On Community Health Mental Policy	652
Effectiveness of Family Psychoeducational to Improve Quality of Life Patients with Bipolar Disorder: A Systematic Review	657
Diabetes Self Management Education (Dsme) Through Calendar Media Increase of Foot Care Adherence of Type 2 Diabetes Mellitus (Dm) Clients	662
Correlations Between Age, Gender and Medical History to Colonization of Candida Albicans in Cerebrovaskular Accident Patients in Jombang	666
Mindfulness-based on Eating Improving Dietetic Measure Outcomes: Systematic Review	670
Role of Family Members in the Treatment of Tuberculosis Patients: A Systematic Review.....	680

PRECEPTORSHIP PROGRAM TO THE ACHIEVEMENT OF NEW NURSING COMPETENCY: SYSTEMATIC REVIEW

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Keywords: Preceptorship, new nurse competence

Abstract: Introduction: This paper presented a preceptorship program for the achievement of new nurse competencies. The nurse is one of the professions in the world of health. As a service profession must be professional, so nurses must have competencies that meet the standards of nursing practice. New nurses face difficulties / problems when entering the workforce. The problem is related to the main tasks and functions that must be done. Main duties and functions include lack of confidence in giving nursing care, inability to make decisions in critical moments, minimal clinical knowledge, dependence on senior nurses in performing tasks, relationships with colleagues, stress with work environment and communication problems with the doctor. Methods: The literature searches were conducted in several major databases such as proquest, sciencedirect, doaj, sagepub, medline, and google scholar with time limits used from January 2008 to December 2018. Results: A total of fifteen studies raised in this study, the same is how to implement preceptorship in improving the competence of new nurses in each population. From the fifteen researchers chose respondents at random. Conclusion: Preceptorship guidance methods can guide new nurses when entering new work environments, develop confidence and help solve problems encountered during orientation.

1 BACKGROUND

Nurses are one of the professions in the world of health. As a profession, of course, the services must be professional, so nurses must have competencies that meet the standards of nursing practice. In performing the actions nurses will collaborate between professions to provide services to patients, as well as attention to ethical codes and moral professions so that people receive quality nursing services and care (Dermawan, 2012)

New graduates face difficulties / problems when entering the workforce (Douglas, 1992). The problem is related to the main tasks and functions (tupoksi) that must be done so that affect the performance (Proulx&Boucier, 2008). The results of Proulx&Boucier (2008) study in Maftukhah (2017) addressed the problems of new nurses during work during the trainees related to tupoksi such as lack of confidence in providing nursing care, inability to make critical decisions, lack of clinical knowledge, senior nurses in performing tasks, relationships with colleagues, stressors with work environment and communication problems with doctors.

Having a new nurse featuring professional performance is highly expected by every hospital. The new nurse is a nurse who is entering a new experience that was not previously experienced. The first few months are a challenging and stressful time for new nurses (Saragih, 2011). The new nurse needs a process of adaptation and a guidance program from the hospital. This program is very helpful for new nurses to master the functions and responsibilities of their work so they feel satisfied to his profession, as quoted by Steward (2006) that satisfaction will prevent new nurses from leaving the organization.

Several studies of the relevance of new nurses' abilities relate to different hospital orientation programs. The result of Harianja 2014 study of orientation program has an effect on the improvement of new nurse competence and influence to the improvement of performance. Steward 2000 says that through an orientation program bring new prawat get new experience. The new nurse will obtain information, guidance, and skill mastery. This guidance program will help new nurses master their job functions and

responsibilities.

The most common approach taken by health organizations in assisting new nurses is the preceptorship program. Program preceptorship is used as a tool of socialization and orientation. Model preceptorship as one of the methods of staff recruitment. Access to organizational knowledge and clinical practice can be predicted by new nurses, so discussions between preceptor and preceptee are needed to provide current practice in clinical settings in the hope that the preceptee will have the same capability as the preceptor (Nursalam, 2008). Preceptor is a nurse who teaches, provides guidance, can inspire colleagues, role models, and support the growth and development of individuals (trainees) for a period of time with the objective of socializing trainees in their new roles (Nursalam, 2008).

The results of a study of preceptee perceptions that the preceptorship program is highly valued by the preceptee (85%). Preceptor plays a positive role in terms of reducing stress, preceptorship has a positive impact on deep preceptee dalam hal pengembangan keterampilan komunikasi, keterampilan klinik, peran, pengembangan pribadi dan profesional (Marks-Maran et al., 2013). Preceptorship sangat membantu dalam proses transisi atau kesempatan untuk meningkatkan kompetensi keterampilan perawat baru dalam mempersiapkan mereka memasuki dunia kerja dengan aman (Gould-johnson, 2015). Preceptorship dapat meningkatkan kompetensi, menambah pengalaman belajar, memberikan tantangan bagi individu, dan meningkatkan tekhnikal dan teori (Kantar, 2012).

Anik Maftukhah (2017) melakukan penelitian dengan judul program orientasi perawat baru berbasis kompetensi mengacu pada akreditasi rumah sakit versi 2012. Hasil dari penelitian ini yaitu kompetensi interpersonal 3,58;3,80;3,89 artinya kompeten. Kompetensi teknik 2,74;2,92;2,89 dan kompetensi berpikir kritis 2,89;2,83;3,19 artinya kompeten membutuhkan supervisi.

(Saragih, 2011) melakukan penelitian dengan judul hubungan program *preceptorship* dan karakteristik perawat dengan proses adaptasi perawat baru di PKSC, RSB, dan RSPI. Hasil dari penelitian ini yaitu variabel berhubungan dengan proses adaptasi dimana nilai $p < 0,05$ adalah *self efficacy*, lama kerja dan konflik.

Pelatihan *preceptorship* untuk meningkatkan adaptasi perawat baru di RS. Hasil dari penelitian ini yaitu secara statistik menunjukkan kemampuan adaptasi perawat baru pada kelompok intervensi

lebih meningkat secara bermakna dibandingkan kelompok kontrol.

Beberapa penelitian diatas menunjukkan bahwa program *preceptorship* sangat membantu dalam proses transisi atau kesempatan untuk meningkatkan kompetensi keterampilan perawat baru dalam mempersiapkan mereka memasuki dunia kerja dengan aman. Berdasarkan penelitian di *the University of Newcastle* pada perawat baru mengaku stres dalam beradaptasi yaitu komunikasi yang kurang dengan tim kesehatan dalam pekerjaan barunya.

2 METHOD

Design

The research design used in this research is quasy experiment. The design of this study was divided into treatment groups and control groups. stematic review is used to review published journals about the preceptorship program on achieving new nurse competencies.

The population in this study were all new nurses. The sample in this study that met the inclusion criteria was a new nurse who worked <one year.

Study Type

This systematic review uses inclusion criteria which use quantitative methods to evaluate outcomes from the implementation of the *preceptorship* program.

Intervention Type

Methods of implementation of pre-existing *preceptorship* programs include: Performed by preceptor / CE to guide the new nurse.

Covers quasi-experimental methods, observations, checklists, in-depth interviews and directed discussions, implementation of preceptorship programs with *pre test* and *post test*.

Search Literature Strategy

The strategy in searching the literature used is to search in proquest, sciencedirect, doaj, sagedub, medline, and google scholar with the time limit used is January 2008 to December 2018. By using keywords preceptorship, new nurse competence.

Quality Study Assessment Method

Study quality study method used to examine the data of research results using 2 stages of validity (validity), reliability (keajegan) and Applicability (applicable).

How to Data Extraction

To compare between the journals already obtained then the data is extracted by using author and year of publication, design, research objectives,

population, intervention, method of implementation
and outcome to be achieved.

Data Synthesis

The synthesis of data using data from the extraction of journals that have been done then dilakukan inference.

3 RESULTS

Program preceptorship to the achievement of new nurse competence during the current orientation of many factors influenced among others is the new nurse's competence Inpatient room, individual factors nurses and factors from outside ie the organization in this case is the Hospital. The competence of new nurse supervisors during the orientation period must be competent according to the standard of hospital competence. Specifically, a preceptorship program is needed to improve the competence of nurses. From the results of research that has been done to get the result that after the method of guidance in the preceptorship, there will be an increase in quality in implementing competence or in the improvement of nursing skills. In the systematic review of this research, the results obtained are:

a. Characteristics of Respondents

Respondents of the implementation of preceptorship in the four journals are nurses, nursing students who will graduate, Nurse Fresh Graduate, pediatric nurse.

b. Implementation of preceptorship methods

Preceptorship is one of the guiding motions for learning and teaching that uses nurses as role models to assist an individual in self-development, skills improvement and to help develop a nursing care plan that has been made. The implementation of the preceptorship model reviewed in this research journal is carried out at least within 1 month of nurses is guided by preceptorship method by preceptor / CE that has been appointed then will be seen the impact of the implementation of preceptorship method to increase the competence of new nurses during the orientation period to one year.

c. Advantages and Disadvantages of Journal

Research The obtained journal is a search result by limiting the preceptorship on the new nurse. The journal obtained has a population of executing nurses or fresh graduates (Fresh Graduate). Of the 5 journals that are obtained are also less specific for each implementation of preceptorship using various methods. Should the implementation of coaching have a standard or criteria yang ingin achieved and measuring instruments used clearly. Critical

Appraisal Quality The study was conducted by the author himself so that the results obtained still depend on the subjectivity of the author.

4 DISCUSSION

The preceptorship program includes orientation, classroom learning, professional transition sessions, clinical / rotational learning exchanges, individual preceptor evaluation / orientation / clinical guidance (Yonge *et al.*, 2013). The ratio used is a formal one-to-one relationship between a preceptor and a new nurse (preceptee) who is assigned to assist the new nurse in order to adapt and play her new role (CNA, 2004).

This relationship is evaluative and hierarchical, which involves a lot of time and aims to improve professional functions for the more junior and professional quality of service monitoring (Dilworth *et al.*, 2013). Thus the preceptorship can be summed up as a part of the function guidance that serves to improve performance, daily tasks and competencies to improve the quality of nursing services.

Preceptorship has a purpose

1. Macro that involves the development of nurses in berorganisasi. Preceptorship is used as a socialization and orientation so that the discussion between preceptor and preceptee will have the same capability as the preceptor.
2. Micro is helping the transition from learning to the practitioner, reducing the impact as reality shock and facilitating the individual to develop from the new environment encountered.

5 CONCLUSIONS AND RECOMMENDATIONS

Conclusion

Compliance of professional officers (nurses) is the extent to which the behavior of a nurse in accordance with provisions that have been given the leadership of nurses or the hospital (Niven, 2002).

Nurses as one of the health workers in the hospital plays an important role in efforts to achieve goals and objectives of the organizational unit. The performance of the nurse is actually the same as the work achievement in the company. Nurses want to measure their performance based on objective standards that are open and can be communicated. If nurses are noticed and rewarded until the award is superior, they will be more motivated to achieve

achievement at a higher level (Faizin and Winarsih, 2008).

Recommendation

The hospital can develop a preceptorship program that focuses on new nurses so as to evaluate the competence of new nurses during the three-month orientation period, six months to one year by making improvements, the nurse must maintain a quality competence and improve nurse performance in accordance with agreed standards.

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