

LAMPIRAN-LAMPIRAN

Lampiran 1

SK Pembimbing



UNIVERSITAS GALUH
FAKULTAS ILMU KESEHATAN
S1 KEPERAWATAN – S1 KEBIDANAN – PROFESI NERS – PROFESI BIDAN
Kampus : Jalan. R.E. Martadinata No. 150 Ciamis 46274 Nomor Kontak: 0821-1790-9060
website: fikes.unigal.ac.id / e-mail: fikes@unigal.ac.id

- SURAT KEPUTUSAN**
DEKAN FAKULTAS ILMU KESEHATAN UNIVERSITAS GALUH
NOMOR : 66 /401/SK/AK/D/XI/2025
TENTANG
PENGANGKATAN PEMBIMBING KARYA ILMIAH AKHIR NERS (KIAN)
PROGRAM STUDI PENDIDIKAN PROFESI NERS TAHUN AKADEMIK 2025/2026
FAKULTAS ILMU KESEHATAN UNIVERSITAS GALUH
- DEKAN FAKULTAS ILMU KESEHATAN UNIVERSITAS GALUH**
- MENIMBANG** : 1. Bahwa untuk kelancaran kegiatan Bimbingan Karya Ilmiah Akhir Ners (KIAN) perlu diangkat pembimbing Karya Ilmiah Akhir Ners (KIAN).
2. Bahwa untuk legalitas pembimbing dalam melakukan kegiatan bimbingan Karya Ilmiah Akhir Ners perlu di terbitkan Surat Keputusan Dekan.
- MENGINGAT** : 1. Undang-undang Nomor 12 Tahun 2012 tentang Pendidikan Tinggi;
1. Peraturan Pemerintah Nomor 4 Tahun 2014 tentang Penyelenggaraan Pendidikan Tinggi dan Pengelolaan Pendidikan Tinggi;
2. Permendikbud nomor 3 Tahun 2020 tentang Standar Nasional Perguruan Tinggi;
3. Keputusan Menteri Pendidikan Nasional Nomor 184/U/2001 tentang Pedoman Pengawasan, Pengendalian dan Pembinaan Program Diploma, Sarjana dan Pascasarjana di Perguruan Tinggi;
4. Surat Keputusan Yayasan Pendidikan Galuh Ciamis Nomor 1 Tahun 2025 tentang Statuta Universitas Galuh;
5. Peraturan Rektor Universitas Galuh Nomor 1 Tahun 2025 tentang Pedoman Akademik Universitas Galuh Tahun 2025;
6. Surat Keputusan Rektor Universitas Galuh Nomor : 262/4123/SK/G/VIII/2023 Tanggal 26 Agustus 2023 tentang Pemberhentian dan Pengangkatan Dekan Fakultas Ilmu Kesehatan Universitas Galuh Masa Jabatan 2023-2027;
- MEMPERHATIKAN** : Surat Ajuan dari Ketua Program Studi Ilmu Keperawatan Fakultas Ilmu Kesehatan Universitas Galuh Nomor 86/1490/SP/AK/Ka.Prodi_Kep/XI/2025 perihal Permohonan SK Pembimbing KIAN.
- MEMUTUSKAN**
- MENETAPKAN** :
PERTAMA : Nama : **SUCI RAHMA OKTAVIA**
Nomor Pokok : **1490125043**
Program Studi : Pendidikan Profesi Ners
- KEDUA** : Mengangkat Pembimbing KIAN mahasiswa seperti yang tertulis pada diktum pertama sebagai berikut:
Pembimbing I : **Dr. Tita Rohita, S.Kep., Ners., M.M., M.Kep.**
Pembimbing II : **Dedeng Nurkholik Sidik Permana, S.K.M., S.Kep., Ners., M.M., M.Kep.**
- KETIGA** : Tugas dan wewenang pembimbing KIAN:
a. Pembimbing KIAN ditugaskan untuk membimbing dan mengarahkan, dan memberikan masukan kepada mahasiswa dalam proses penulisan KIAN hingga selesai.
b. Dosen Pembimbing wajib memastikan bahwa KIAN yang disusun sesuai dengan standar akademik yang berlaku di Program Studi Profesi Ners Fakultas Ilmu Kesehatan Universitas Galuh
c. Pembimbingan KIAN dilaksanakan secara berkala sesuai dengan ketentuan yang berlaku.
- KEEMPAT** : Surat Keputusan ini berlaku sejak tanggal ditetapkan hingga mahasiswa menyelesaikan KIAN dan dinyatakan lulus sidang KIAN, dan apabila di kemudian hari ternyata terdapat kekeliruan dalam Surat Keputusan ini, akan dilakukan perbaikan sebagaimana mestinya.

Ditetapkan : Ciamis
Pada Tanggal : 6 November 2025
Dekan


Dr. Tita Rohita, S.Kep., Ners., M.M., M.Kep.
NID. 11.3112770275

Lampiran 2

Lembar Konsultasi Pembimbing I



PROGRAM STUDI PENDIDIKAN PROFESI NERS
FAKULTAS ILMU KESEHATAN
UNIVERSITAS GALUH CIAMIS

LEMBAR KONSULTASI

Nama Mahasiswa : Suci Rahma Oktavia
Pembimbing I : Dr.Tita Rohita, S.Kep.,Ners.,MM.M.Kep
Judul : Literature Review Pengaruh Supervisi Kepala Ruangan Terhadap Kinerja Perawat Dalam Pendokumentasian Asuhan Keperawatan

No.	Hari/Tanggal	Saran	Paraf
1.	Minggu, 19 April 2026	Bab 1 Latar belakang paragraf ke 3 di beri referensi, setelah kronologi jangan ada skala lagi, solusi apakah pernah ada yang melakukan review tentang topik yang sama Bab 2 Pastikan semua ada referensinya Bab 3 Tambahkan jurnal nya jangan hanya 10	
2.	Selasa, 21 April 2026	Hasi narasinya sesuaikan dengan distribusi presentasi, tambahkan hasil yang menunjukan hubungan dan pengaruhnya, pembahasan pakai kaidah FTO	
3.	Senin, 27 April 2026	ACC ujian KIAN	

Lampiran 3

Lembar Pembimbing II



PROGRAM STUDI PENDIDIKAN PROFESI NERS
FAKULTAS ILMU KESEHATAN
UNIVERSITAS GALUH CIAMIS

LEMBAR KONSULTASI

Nama Mahasiswa : Suci Rahma Oktavia
Pembimbing I : Dedeng Nurkholik Sidik Permana, S.KM., S.Kep., Ners., MM., M.Kep
Judul : Literature Review Pengaruh Supervisi Kepala Ruangan Terhadap Kinerja Perawat Dalam Pendokumentasian Asuhan Keperawatan

No.	Hari/Tanggal	Saran	Paraf
1.	Kamis, 16 April 2026	1. Tambahkan data terbaru 3 tahun terakhir dari variabel penelitian yang diteliti supaya terlihat trend nya 2. Penulisan latar belakang menggunakan MSKS,,, masalah, skala, kronologi, solusi,,, di bagian kronologi gunakan pendekatan fenomena--> data-->gapnya 3. Tujuan khusus lihat lagi krn kan litrev ya,,,misal Mengidentifikasi variasi bentuk dan pendekatan supervisi kepala ruangan yang efektif dalam meningkatkan kinerja pendokumentasian asuhan keperawatan berdasarkan studi yang direview 4. Cek angka lagi di prisma jurnal dari awal sampai 10 nya 5. Di pembahasan tambahkan kelebihan dan kekurangan arrikelnya,, apa ke khasannya,,, bisa juga dengan menggunakan pola FTO,, fakta teori opini,,, hasil nya seperti apa, bandingkan dengan teori,, opini peneliti nya bagaimana	
2.	Sabtu, 18 April 2026	Kesimpulannya disesuaikan dengan point point tujuan khusus	
3.	Senin, 27 April 2026	ACC ujian KIAN	

Lampiran 4

JBI Critical Appraisal

JBI Critical Appraisal untuk Quasi-Experimental

Reviewer : Suci Rahma Oktavia **Tanggal :** 11/04/2026

Author : (Marwanah & Marianna, 2021) **Tahun publikasi :** 2021

Judul : Peningkatan Kinerja Perawat dalam Pendokumentasian Asuhan Keperawatan Melalui Supervisi Kepala Ruang

No	Pertanyaan	Ya	Tidak	Tidak Jelas
1	Apakah dalam studi dijelaskan dengan jelas hubungan sebab-akibat antara supervisi kepala ruangan dan kinerja perawat dalam pendokumentasian?	✓		
2	Apakah karakteristik responden (perawat) pada kelompok yang dibandingkan serupa?	✓		
3	Apakah kelompok yang dibandingkan mendapatkan perlakuan yang sama selain intervensi supervisi?	✓		
4	Apakah studi memiliki kelompok kontrol (pembanding)?		✓	
5	Apakah dilakukan pengukuran sebelum dan sesudah intervensi supervisi (pre-test dan post-test)?	✓		
6	Apakah follow-up dilakukan secara lengkap dan dijelaskan dengan baik?	✓		
7	Apakah pengukuran hasil dilakukan dengan cara yang sama pada semua kelompok?	✓		
8	Apakah alat ukur valid dan reliabel?	✓		
9	Apakah analisis statistik sesuai?	✓		
Overall Appraisal		8		
Presentase		89%		

JBI Critical Appraisal untuk Cross Sectional

Reviwer : Suci Rahma Oktavia **Tanggal :** 11/04/2026

Author : (Talibo & Yahya, 2025) **Tahun publikasi :** 2025

Judul : Hubungan Supervisi Kepala Ruangan dengan Kinerja Perawat dalam Pendokumentasian Asuhan Keperawatan di Ruangan IGD RSUD Kota Kotamobagu

No	Pertanyaan	Jawaban (Ya/Tidak/Tidak Jelas)		
		Ya	Tidak	Tidak Jelas
1	Apakah kriteria inklusi dalam sampel dijelaskan dengan jelas?			✓
2	Apakah subjek dan setting penelitian dijelaskan secara rinci?	✓		
3	Apakah paparan diukur dengan cara yang valid dan reliabel?	✓		
4	Apakah kriteria standar yang objektif digunakan untuk mengukur kondisi?	✓		
5	Apakah faktor perancu diidentifikasi?	✓		
6	Apakah strategi untuk mengatasi faktor perancu dinyatakan?		✓	
7	Apakah hasil diukur dengan cara yang valid dan reliabel?	✓		
8	Apakah analisis statistik yang digunakan sesuai?	✓		
	Overall Appraisal	6		
	Presentase	75 %		

JBI Critical Appraisal untuk Cross Sectional

Reviwer : Suci Rahma Oktavia **Tanggal :** 11/04/2026

Author : (Andualem & Asmamaw, 2019) **Tahun publikasi :** 2019

Judul : *Knowledge, Attitude, Practice and Associated Factors Towards Nursing Care Documentation*

No	Pertanyaan	Jawaban (Ya/Tidak/Tidak Jelas)		
		Ya	Tidak	Tidak Jelas
1	Apakah kriteria inklusi dalam sampel dijelaskan dengan jelas?	✓		
2	Apakah subjek dan setting penelitian dijelaskan secara rinci?	✓		
3	Apakah paparan diukur dengan cara yang valid dan reliabel?	✓		
4	Apakah kriteria standar yang objektif digunakan untuk mengukur kondisi?	✓		
5	Apakah faktor perancu diidentifikasi?	✓		
6	Apakah strategi untuk mengatasi faktor perancu dinyatakan?	✓		
7	Apakah hasil diukur dengan cara yang valid dan reliabel?	✓		
8	Apakah analisis statistik yang digunakan sesuai?	✓		
	Overall Appraisal	8		
	Presentase	100%		

JBI Critical Appraisal untuk Cross Sectional

Reviwer : Suci Rahma Oktavia **Tanggal :** 11/04/2026

Author : Hastoro et al **Tahun publikasi :** 2019

Judul : Hubungan Pola Supervisi dengan Kelengkapan Pendokumentasian Asuhan Keperawatan

No	Pertanyaan	Jawaban (Ya/Tidak/Tidak Jelas)		
		Ya	Tidak	Tidak Jelas
1	Apakah kriteria inklusi dalam sampel dijelaskan dengan jelas?	✓		
2	Apakah subjek dan setting penelitian dijelaskan secara rinci?	✓		
3	Apakah paparan diukur dengan cara yang valid dan reliabel?	✓		
4	Apakah kriteria standar yang objektif digunakan untuk mengukur kondisi?	✓		
5	Apakah faktor perancu diidentifikasi?		✓	
6	Apakah strategi untuk mengatasi faktor perancu dinyatakan?		✓	
7	Apakah hasil diukur dengan cara yang valid dan reliabel?	✓		
8	Apakah analisis statistik yang digunakan sesuai?	✓		
	Overall Appraisal	6		
	Presentase	75%		

JBI Critical Appraisal untuk Cross Sectional

Reviwer : Suci Rahma Oktavia **Tanggal :** 11/04/2026

Author : (Desalegn et al., 2022) **Tahun publikasi :** 2022

Judul : *Physicians and Nurses Documentation Practice at University of Gondar Teaching Hospital*

No	Pertanyaan	Jawaban (Ya/Tidak/Tidak Jelas)		
		Ya	Tidak	Tidak Jelas
1	Apakah kriteria inklusi dalam sampel dijelaskan dengan jelas?	✓		
2	Apakah subjek dan setting penelitian dijelaskan secara rinci?	✓		
3	Apakah paparan diukur dengan cara yang valid dan reliabel?	✓		
4	Apakah kriteria standar yang objektif digunakan untuk mengukur kondisi?	✓		
5	Apakah faktor perancu diidentifikasi?	✓		
6	Apakah strategi untuk mengatasi faktor perancu dinyatakan?			✓
7	Apakah hasil diukur dengan cara yang valid dan reliabel?	✓		
8	Apakah analisis statistik yang digunakan sesuai?	✓		
	Overall Appraisal	7		
	Presentase	87.5%		

JBI Critical Appraisal untuk Cross Sectional

Reviewer : Suci Rahma Oktavia **Tanggal :** 11/04/2026

Author : (Gde et al., 2026) **Tahun publikasi :** 2026

Judul : *Nursing Supervision and Electronic Medical Record Documentation Quality among Practicing Nurses: A Cross-Sectional Study*

No	Pertanyaan	Jawaban (Ya/Tidak/Tidak Jelas)		
		Ya	Tidak	Tidak Jelas
1	Apakah kriteria inklusi dalam sampel dijelaskan dengan jelas?	✓		
2	Apakah subjek dan setting penelitian dijelaskan secara rinci?	✓		
3	Apakah paparan diukur dengan cara yang valid dan reliabel?	✓		
4	Apakah kriteria standar yang objektif digunakan untuk mengukur kondisi?	✓		
5	Apakah faktor perancu diidentifikasi?	✓		
6	Apakah strategi untuk mengatasi faktor perancu dinyatakan?	✓		
7	Apakah hasil diukur dengan cara yang valid dan reliabel?	✓		
8	Apakah analisis statistik yang digunakan sesuai?	✓		
	Overall Appraisal	8		
	Presentase	100%		

JBI Critical Appraisal untuk Cross Sectional

Reviewer : Suci Rahma Oktavia **Tanggal :** 11/04/2026

Author : (Bolado et al., 2023) **Tahun publikasi :** 2023

Judul : *Documentation Practice and Associated Factors among Nurses Working in Public Hospitals*

No	Pertanyaan	Jawaban (Ya/Tidak/Tidak Jelas)		
		Ya	Tidak	Tidak Jelas
1	Apakah kriteria inklusi dalam sampel dijelaskan dengan jelas?	✓		
2	Apakah subjek dan setting penelitian dijelaskan secara rinci?	✓		
3	Apakah paparan diukur dengan cara yang valid dan reliabel?	✓		
4	Apakah kriteria standar yang objektif digunakan untuk mengukur kondisi?	✓		
5	Apakah faktor perancu diidentifikasi?	✓		
6	Apakah strategi untuk mengatasi faktor perancu dinyatakan?	✓		
7	Apakah hasil diukur dengan cara yang valid dan reliabel?	✓		
8	Apakah analisis statistik yang digunakan sesuai?	✓		
	Overall Appraisal	8		
	Presentase	100%		

JBI Critical Appraisal untuk Cross Sectional

Reviewer : Suci Rahma Oktavia **Tanggal :** 11/04/2026

Author : (Nopriyanto et al., 2020) **Tahun publikasi :** 2020

Judul : *The Role of Head Nurse, Critical Thinking Nurse and Documentation of Integrated Patient Progress Note: Cross Sectional*

No	Pertanyaan	Jawaban (Ya/Tidak/Tidak Jelas)		
		Ya	Tidak	Tidak Jelas
1	Apakah kriteria inklusi dalam sampel dijelaskan dengan jelas?			✓
2	Apakah subjek dan setting penelitian dijelaskan secara rinci?	✓		
3	Apakah paparan diukur dengan cara yang valid dan reliabel?	✓		
4	Apakah kriteria standar yang objektif digunakan untuk mengukur kondisi?	✓		
5	Apakah faktor perancu diidentifikasi?	✓		
6	Apakah strategi untuk mengatasi faktor perancu dinyatakan?	✓		
7	Apakah hasil diukur dengan cara yang valid dan reliabel?	✓		
8	Apakah analisis statistik yang digunakan sesuai?	✓		
	Overall Appraisal	7		
	Presentase	87.5%		

JBIC Critical Appraisal untuk Quasy Experimental

Reviewer : Suci Rahma Oktavia **Tanggal :** 11/04/2026

Author : (Moldskred et al., 2021) **Tahun publikasi :** 2021

Judul : *Improving the quality of nursing documentation at a residential care home: a clinical audit*

No	Pertanyaan	Ya	Tidak	Tidak Jelas
1	Apakah dalam studi dijelaskan dengan jelas hubungan sebab-akibat antara supervisi kepala ruangan dan kinerja perawat dalam pendokumentasian?	✓		
2	Apakah karakteristik responden (perawat) pada kelompok yang dibandingkan serupa?	✓		
3	Apakah kelompok yang dibandingkan mendapatkan perlakuan yang sama selain intervensi supervisi?	✓		
4	Apakah studi memiliki kelompok kontrol (pembanding)?		✓	
5	Apakah dilakukan pengukuran sebelum dan sesudah intervensi supervisi (pre-test dan post-test)?	✓		
6	Apakah follow-up dilakukan secara lengkap dan dijelaskan dengan baik?	✓		
7	Apakah pengukuran hasil dilakukan dengan cara yang sama pada semua kelompok?	✓		
8	Apakah alat ukur valid dan reliabel?	✓		
9	Apakah analisis statistik sesuai?	✓		
Overall Appraisal		8		
Presentase		89%		

JBI Critical Appraisal untuk Cross Sectional

Reviewer : Suci Rahma Oktavia **Tanggal :** 11/04/2026

Author : (Jus, 2020) **Tahun publikasi :** 2020

Judul : *Organizational Commitment Matters More than Supervision in Nursing Documentation Compliance*

No	Pertanyaan	Jawaban (Ya/Tidak/Tidak Jelas)		
		Ya	Tidak	Tidak Jelas
1	Apakah kriteria inklusi dalam sampel dijelaskan dengan jelas?	✓		
2	Apakah subjek dan setting penelitian dijelaskan secara rinci?	✓		
3	Apakah paparan diukur dengan cara yang valid dan reliabel?	✓		
4	Apakah kriteria standar yang objektif digunakan untuk mengukur kondisi?	✓		
5	Apakah faktor perancu diidentifikasi?	✓		
6	Apakah strategi untuk mengatasi faktor perancu dinyatakan?	✓		
7	Apakah hasil diukur dengan cara yang valid dan reliabel?	✓		
8	Apakah analisis statistik yang digunakan sesuai?	✓		
	Overall Appraisal	8		
	Presentase	100%		

JBI Critical Appraisal untuk Cross Sectional

Reviwer : Suci Rahma Oktavia **Tanggal :** 11/04/2026

Author : (Choi et al., 2018) **Tahun publikasi :** 2018

Judul : *Effects of the Educational Leadership of Nursing Unit Managers on Team*

No	Pertanyaan	Jawaban (Ya/Tidak/Tidak Jelas)		
		Ya	Tidak	Tidak Jelas
1	Apakah kriteria inklusi dalam sampel dijelaskan dengan jelas?	✓		
2	Apakah subjek dan setting penelitian dijelaskan secara rinci?	✓		
3	Apakah paparan diukur dengan cara yang valid dan reliabel?	✓		
4	Apakah kriteria standar yang objektif digunakan untuk mengukur kondisi?	✓		
5	Apakah faktor perancu diidentifikasi?			✓
6	Apakah strategi untuk mengatasi faktor perancu dinyatakan?		✓	
7	Apakah hasil diukur dengan cara yang valid dan reliabel?	✓		
8	Apakah analisis statistik yang digunakan sesuai?	✓		
	Overall Appraisal	6		
	Presentase	75%		

Effectiveness

JBI Critical Appraisal untuk Cross Sectional

Reviewer : Suci Rahma Oktavia **Tanggal :** 11/04/2026

Author : (Sen & Yildirim, 2023) **Tahun publikasi :** 2023

Judul : *The relationship between nurses' perceived organisational, supervisor and co-worker support, psychological well-being and job performance*

No	Pertanyaan	Jawaban (Ya/Tidak/Tidak Jelas)		
		Ya	Tidak	Tidak Jelas
1	Apakah kriteria inklusi dalam sampel dijelaskan dengan jelas?	✓		
2	Apakah subjek dan setting penelitian dijelaskan secara rinci?	✓		
3	Apakah paparan diukur dengan cara yang valid dan reliabel?	✓		
4	Apakah kriteria standar yang objektif digunakan untuk mengukur kondisi?	✓		
5	Apakah faktor perancu diidentifikasi?			✓
6	Apakah strategi untuk mengatasi faktor perancu dinyatakan?	✓		
7	Apakah hasil diukur dengan cara yang valid dan reliabel?	✓		
8	Apakah analisis statistik yang digunakan sesuai?	✓		
	Overall Appraisal	7		
	Presentase	87,5 %		

JBI Critical Appraisal untuk Cross Sectional

Reviewer : Suci Rahma Oktavia **Tanggal :** 11/04/2026

Author : (Tamir, 2021) **Tahun publikasi :** 2021

Judul : *Documentation Practice and Associated Factors Among Nurses in Harari Regional State and Dire Dawa Administration Governmental Hospitals*

No	Pertanyaan	Jawaban (Ya/Tidak/Tidak Jelas)		
		Ya	Tidak	Tidak Jelas
1	Apakah kriteria inklusi dalam sampel dijelaskan dengan jelas?	✓		
2	Apakah subjek dan setting penelitian dijelaskan secara rinci?	✓		
3	Apakah paparan diukur dengan cara yang valid dan reliabel?	✓		
4	Apakah kriteria standar yang objektif digunakan untuk mengukur kondisi?	✓		
5	Apakah faktor perancu diidentifikasi?	✓		
6	Apakah strategi untuk mengatasi faktor perancu dinyatakan?	✓		
7	Apakah hasil diukur dengan cara yang valid dan reliabel?	✓		
8	Apakah analisis statistik yang digunakan sesuai?	✓		
	Overall Appraisal	8		
	Presentase	100%		

JBI Critical Appraisal untuk Cross Sectional

Reviewer : Suci Rahma Oktavia **Tanggal :** 11/04/2026

Author : (Gong et al., 2025) **Tahun publikasi :** 2025

Judul : *Relationship Between Perceived Psychological Empowerment, Clinical Leadership, and Quality of Work Life Among Chinese Nurses: A Correlational Study*

No	Pertanyaan	Jawaban (Ya/Tidak/Tidak Jelas)		
		Ya	Tidak	Tidak Jelas
1	Apakah kriteria inklusi dalam sampel dijelaskan dengan jelas?	✓		
2	Apakah subjek dan setting penelitian dijelaskan secara rinci?	✓		
3	Apakah paparan diukur dengan cara yang valid dan reliabel?	✓		
4	Apakah kriteria standar yang objektif digunakan untuk mengukur kondisi?	✓		
5	Apakah faktor perancu diidentifikasi?	✓		
6	Apakah strategi untuk mengatasi faktor perancu dinyatakan?	✓		
7	Apakah hasil diukur dengan cara yang valid dan reliabel?	✓		
8	Apakah analisis statistik yang digunakan sesuai?	✓		
	Overall Appraisal	8		
	Presentase	100%		

JBI Critical Appraisal untuk Cross Sectional

Reviewer : Suci Rahma Oktavia **Tanggal :** 11/04/2026

Author : (Molla & Temesgen, 2024) **Tahun publikasi :** 2024

Judul : *Nurses' Documentation Practice and Associated Factors in Eight Public Hospitals, Amhara Region, Ethiopia: A Cross-Sectional Study*

No	Pertanyaan	Jawaban (Ya/Tidak/Tidak Jelas)		
		Ya	Tidak	Tidak Jelas
1	Apakah kriteria inklusi dalam sampel dijelaskan dengan jelas?	✓		
2	Apakah subjek dan setting penelitian dijelaskan secara rinci?	✓		
3	Apakah paparan diukur dengan cara yang valid dan reliabel?	✓		
4	Apakah kriteria standar yang objektif digunakan untuk mengukur kondisi?	✓		
5	Apakah faktor perancu diidentifikasi?	✓		
6	Apakah strategi untuk mengatasi faktor perancu dinyatakan?	✓		
7	Apakah hasil diukur dengan cara yang valid dan reliabel?	✓		
8	Apakah analisis statistik yang digunakan sesuai?	✓		
	Overall Appraisal	8		
	Presentase	100%		

Lampiran 5

Jurnal Jurnal Penelitian

Jurnal Kesehatan Saemakers PERDANA
P-ISSN 2615-6571 E-ISSN 2615-6563
DOI: 10.32524/jksp.v4i2.274

Peningkatan Kinerja Perawat dalam Pendokumentasian Asuhan Keperawatan Melalui Supervisi Kepala Ruang di Instalasi Rawat Inap Rumah Sakit Royal Progress Jakarta

Improving Nurse's Performance in Documenting Nursing Care Through Supervision of the Head of the Room at the Inpatient Installation of the Royal Progress Hospital Jakarta

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Abstrak

Supervisi dalam pendokumentasian asuhan keperawatan menjadi salah satu faktor yang mempengaruhi kinerja seorang perawat dalam pendokumentasian asuhan keperawatan. Tujuan penelitian untuk mengetahui pengaruh supervisi kepala ruang terhadap kinerja perawat dalam pendokumentasian asuhan keperawatan di instalasi rawat inap Rumah Sakit Royal Progress Jakarta. Penelitian ini menggunakan metode pre experimental design dengan bentuk pre-post test design without control group. Populasi penelitian adalah seluruh perawat pelaksana yang mendokumentasikan asuhan keperawatan di ruang rawat inap rumah sakit Royal Progress dengan jumlah 55 perawat. Sampel penelitian berjumlah 55 responden yang diambil menggunakan teknik total sampling. Pengumpulan data menggunakan data primer melalui kuesioner, kemudian dianalisis univariat dan bivariat. Hasil penelitian diperoleh perawat di Instalasi Rawat Inap Rumah Sakit Royal Progress Jakarta yang berkinerja baik sebelum dilakukan supervisi sebanyak 45 (81,8%) responden, sedangkan perawat yang berkinerja baik sesudah dilakukan supervisi sebanyak 49 (89,1%) responden. Hasil analisis bivariat diperoleh p-value sebesar 0,002, artinya ada pengaruh supervisi kepala ruang terhadap kinerja perawat dalam pendokumentasian asuhan keperawatan di Instalasi Rawat Inap Rumah Sakit Royal Progress Jakarta tahun 2020. Saran dari penelitian ini diharapkan perawat konsisten dalam memberikan pelayanan yang prima bagi pasien tanpa harus adanya supervisi sesuai dengan prosedur yang ada sehingga tercipta hasil kerja yang baik dan dapat menjadi standar untuk kemajuan kinerja yang lebih baik dalam pendokumentasian asuhan keperawatannya.

Kata kunci: Asuhan Keperawatan, Kinerja Perawat, Pendokumentasian, Supervisi

Abstract

Supervision in documenting nursing care is one of the factors affecting the performance of a nurse in documenting nursing care. The research objective was to determine the effect of headroom supervision on the performance of nurses in documenting nursing care in the inpatient installation of the Royal Progress Jakarta Hospital. This study used a pre-experimental design method in the form of a pre-post test design without control group. The study population was all nurses who documented nursing care in the inpatient room of the Royal Progress hospital with a total of 55 nurses. The research sample consisted of 55 respondents who were taken using total sampling technique. Data collection using primary data through questionnaires, then analyzed univariate and bivariate. The results obtained by nurses in the Inpatient Installation of Royal Progress Jakarta Hospital who performed well before supervision were carried out as many as 45 (81.8%) respondents, while nurses who performed well after supervision were 49 (89.1%) respondents. The results of the bivariate analysis obtained a p-value of 0.002, which means that there is an effect of headroom supervision on the performance of nurses in documenting nursing care at the Inpatient Installation of the Royal Progress Jakarta Hospital in 2020. Suggestions from this study are that nurses are expected to be consistent in providing excellent service to patients there must be supervision in accordance with existing procedures so that good work results are created and can become a standard for better performance progress in documenting nursing care.

Keywords: Nursing Care, Nurse's Performance, Documentation, Supervision

Pendahuluan

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Hubungan Supervisi Kepala Ruangan dengan Kinerja Perawat dalam Pendokumentasian Asuhan Keperawatan di Ruang IGD RSUD Kota Kotamobagu

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Abstract The head of the ward has a crucial role in supervising health services, especially in supervising nurses regarding documentation of nursing care. This supervision functions to improve nurse performance. This study aims to determine the relationship between the supervision of the head of the room and the performance of nurses in documenting nursing care in the emergency room at Kotamobagu City Hospital. The method used is correlational analytics with a sample of 33 respondents taken by total sampling. Data collection was carried out through questionnaires and observation sheets, and analyzed using the Chi-Square Test with a significance level of 0.05. The research results showed that most of the supervision of room heads was in the good category (72.7%), but most of the documentation of nursing care was still incomplete (69.7%). The Chi-Square test produced a value of $p = 0.020$, which is smaller than 0.05, indicating a significant relationship between the supervision of the head of the room and the performance of nurses in documentation. In conclusion, there is a positive relationship between the supervision of the head of the room and the documentation performance of nurses. It is hoped that the quality of documentation can be improved through seminars or workshops, as well as supervision and leadership training, so that room heads can become role models for nurses in carrying out their duties.

Keywords: Head of Room Supervision, Nurse Performance, Documentation of Nursing Care

Abstrak. Kepala ruang memiliki peran krusial dalam pengawasan pelayanan kesehatan, terutama dalam mengawasi perawat terkait pendokumentasian asuhan keperawatan. Pengawasan ini berfungsi untuk meningkatkan kinerja perawat. Penelitian ini bertujuan untuk mengetahui hubungan antara supervisi kepala ruangan dan kinerja perawat dalam pendokumentasian asuhan keperawatan di IGD RSUD Kota Kotamobagu. Metode yang digunakan adalah analitik korelasional dengan sampel 33 responden yang diambil secara total sampling. Pengumpulan data dilakukan melalui kuesioner dan lembar observasi, dan dianalisis menggunakan Uji Chi-Square dengan tingkat signifikansi 0,05. Hasil penelitian menunjukkan bahwa sebagian besar supervisi kepala ruangan berada pada kategori baik (72,7%), namun sebagian besar pendokumentasian asuhan keperawatan masih tidak lengkap (69,7%). Uji Chi-Square menghasilkan nilai $p=0,020$, yang lebih kecil dari 0,05, menandakan adanya hubungan signifikan antara supervisi kepala ruangan dan kinerja perawat dalam pendokumentasian. Kesimpulannya, ada hubungan positif antara supervisi kepala ruangan dan kinerja pendokumentasian perawat. Diharapkan agar kualitas pendokumentasian dapat ditingkatkan melalui seminar atau workshop, serta pelatihan supervisi dan kepemimpinan, sehingga kepala ruang dapat menjadi teladan bagi perawat dalam menjalankan tugas mereka.

Kata Kunci: Supervisi Kepala Ruangan, Kinerja Perawat, Pendokumentasian Asuhan Keperawatan

1. LATAR BELAKANG

WHO menyatakan bahwa rumah sakit adalah bagian penting dari struktur sosial dan



Research Article

Knowledge, attitude, practice and associated factors towards nursing care documentation among nurses in West Gojjam Zone public hospitals, Amhara Ethiopia, 2018

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Keywords: Knowledge; Attitude; Practice; Documentation; Nursing care; Nurse



Abstract

Background: In health care systems nursing care documentation is a vital and powerful tool that ensures continuity of care and communication between health personnel for better patient outcomes. Knowledge, attitude and practice of nurses' towards nursing care documentation affect the quality and coordination of patients' care. Hence, this study aimed to assess knowledge, attitude, practice and associated factors towards nursing care documentation among nurses in West Gojjam Zone public hospitals, Amhara Ethiopia.

Method: Institutional based cross sectional study was conducted among 246 nurses in West Gojjam Zone public hospitals from February to March 8, 2018. The study participants were selected by simple random sampling technique. Data were collected by using pre-tested and validated self-administered structured questionnaire with internal reliability of Cronbach's Alpha values 0.912, 0.784 and 0.713 for knowledge, attitude and practice questions respectively. Epi data version 3.1 and SPSS version 20 was used for data entry and analysis respectively. Descriptive statistics and binary logistic regression model were used.

Result: The overall response rate was 97.56%. Among 240 respondents 54.6% of them had good knowledge, 50% of study participants had favorable attitude and 47.5% of study participants had good nursing care documentation practice. Sex and monthly salary were found to be statistically significant with knowledge of nurses. Work setting, work experiences and knowledge of nurses had significant association with nurses' attitude towards nursing care documentation. Availability of operational standards, knowledge and attitude of nurses had significant association with nursing care documentation practice.

Conclusions and Recommendation: Results of this study showed that knowledge, attitude and practice of West Gojjam zone public hospital nurses on nursing care documentation were poor. Therefore, in order to solve this problem each hospital should recruit nurses until hospitals are saturated enough. It is recommended to avail nursing care documentation standards/guidelines in each hospital and to give training about it and also it is recommended to conduct multisite studies especially qualitative type to increase its quality.

HUBUNGAN POLA SUPERVISI DENGAN TINGKAT KELENGKAPAN PENDOKUMENTASIAN ASUHAN KEPERAWATAN OLEH PERAWAT DI RUANG RAWAT INAP RSI PATI

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Abstrak

Latar Belakang : Pendokumentasian asuhan keperawatan merupakan salah satu bentuk kegiatan yang menggambarkan mutu asuhan keperawatan, perawat wajib membuat pendokumentasian asuhan keperawatan sebagai aspek legal yang memberikan jaminan pemberian asuhan bagi pasien. Dalam peningkatan mutu pelayanan di Rumah Sakit yang salah satunya adalah pemberian asuhan keperawatan maka perlu adanya kegiatan supervise yang dilakukan oleh supervisor. Tujuan : Mengetahui hubungan pola supervisi dengan tingkat kelengkapan pendokumentasian asuhan keperawatan oleh perawat. Metode: Jenis penelitian ini adalah korelasional dengan pendekatan *cross sectional*. Teknik sampling yang digunakan adalah purposive sampling dengan jumlah sampel 52. Uji analisis yang digunakan adalah dengan uji korelasi *Spearman*. Hasil : dari analisis statistik yang dilakukan didapatkan bahwa nilai *p value* adalah 0,000 dan nilai *r* adalah 0,469. Kesimpulan : Ada hubungan pola supervisi dengan tingkat kelengkapan pendokumentasian asuhan keperawatan oleh perawat di ruang rawat inap RSI Pati, dengan kekuatan hubungan sedang dan arah hubungan positif artinya semakin baik pola supervisi maka tingkat pendokumentasian asuhan keperawatan oleh perawat akan semakin baik.

Abstract

*Background: Documenting nursing care is one form of activity that illustrates the quality of nursing care, nurses must make documentation of nursing care as a legal aspect that guarantees the provision of care for patients. In improving the quality of service at the Hospital, one of which is the provision of nursing care, it is necessary to have supervision activities carried out by supervisors. Objective: To determine the relationship between supervision patterns and the level of completeness in documenting nursing care by nurses. Method: This type of research is collaborative with a cross sectional approach. The sampling technique used was purposive sampling with a sample size of 52. The analysis test used was spearman correlation test. Results: From the statistical analysis, it was found that the value of *p value* was 0,000 and the value of *r* was 0,469. Conclusion: There is a relationship between supervision patterns and the level of completeness of documentation of nursing care by nurses in the inpatient rooms of RSI Pati, with the strength of a moderate relationship and the direction of a positive relationship meaning the better the supervision pattern, the level of documentation of nursing care by nurses will be better.*

I. PENDAHULUAN

Kegiatan pendokumentasian asuhan keperawatan sangat diperlukan dalam meningkatkan kualitas pelayanan. Menurut Dinarti, dkk (2009) pendokumentasian adalah pekerjaan mencatat peristiwa dan objek maupun aktifitas pemberian jasa (pelayanan) yang dianggap berharga dan penting. Dokumentasi adalah sesuatu yang tertulis tentang keadaan pasien secara komprehensif, pelayanan keperawatan yang diberikan, serta sebagai catatan tentang bukti bagi individu yang berwenang (Potter & Perry, 2009). Pendokumentasian adalah pekerjaan mencatat tentang keadaan pasien

secara komprehensif dan dapat dijadikan sebagai bukti

Berdasarkan peraturan Menteri Kesehatan RI Nomor 749a tahun 1989 tenaga keperawatan wajib membuat dokumentasi keperawatan terhadap semua tindakan keperawatan yang sudah diberikan kepada pasien disemua sarana pelayanan kesehatan. Kepatuhan perawat dalam penerapan standar pelayanan keperawatan dan standar prosedur operasional sebagai salah satu ukuran keberhasilan pelayanan keperawatan dan merupakan sasaran penting dalam manajemen sumber daya manusia. Penerapan Standar Prosedur Operasional pelayanan keperawatan padaprinsipnya adalah bagian dari kinerja dan perilaku individu dalam



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Physicians and nurses documentation practice at the University of Gondar Teaching Hospital, Northwest Ethiopia

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ABSTRACT

Introduction: quality medical documentation helps to explain the services provided to a particular person and enhance the exchange of information between health care providers. The objective of this study was to assess the documentation practice of physicians and nurses in a teaching hospital, University of Gondar, Ethiopia.

Methods: A descriptive cross-sectional study was carried out with a total of 284 respondents who were selected with a stratified simple random sampling from January 8 to January 23, 2020. Data were collected using self-administered questionnaire. Data were entered using epi info version 7 and analyzed using SPSS version 20. Descriptive statistics was performed and then presented using tables. Respondent characteristics were summarized using frequency and percentages. A Chi-square test was used to investigate associations between the independent and outcome variables.

Result: Less than half of the respondents (46.8%, n = 133) had a good medical documentation practice. Chi-squared test of association revealed no significant association on documentation practice with gender ($\chi^2 = 1.48$, df = 2 and p = 0.477) and respondent's profession ($\chi^2 = 3.50$, df = 1 and p = 0.065). Attitude ($\chi^2 = 6.12$, df = 1 and p = 0.013) and knowledge ($\chi^2 = 57.6$, df = 1 and p = 0.000) had association with documentation practice.

Conclusion and recommendation: As a conclusion, documentation practice of the respondents was inadequate. The working setting, supervision and feedback, standardized documentation sheets, in-service training, educational status, attitude, and knowledge of respondents to medical documentation had an association. It is advisable to perform trainings regarding standardized documentation sheets to enhance better documentation practice by health professions.

1. Introduction

Documentation is a formal way of keeping shreds of evidence of what happened and when it happened by an individual who is knowledgeable on the event or the person under investigation [1]. Medical documentation is the process of recording medical or health-related information about a single/particular patient either manually (using paper form) or electronically (using computerized tools) to explain the service provided to that particular person [2–4]. The medical documentation is made up of several forms, which includes: identification and summary sheet, Consent for treatment, legal documents, Discharge summary, Admission

notes, Progress notes and Operation notes, etc. [5]. This activity is conducted in both the outpatient and inpatient department of the hospitals. Medical documentation has been endorsed by many care providers (including physicians and nurses) and is included in their standards of practice, helping clinicians to fulfill their professional obligations [6,7].

Even though keeping clients/patients' medical documentation is one of the professional obligations of health care providers, studies identified there is a deficiency in the practice of medical documentation among Healthcare providers [8,9]. Studies conducted across the 17 hospitals in Canada reported that out of 2061 charts reviewed, more

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Original Article

Nursing Supervision and Electronic Medical Record Documentation Quality among Practicing Nurses: A Cross-Sectional Study

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ABSTRACT

Background: Digital transformation in healthcare has promoted the use of Electronic Medical Records (EMR) as the standard for nursing documentation. Supervision is a key managerial strategy influencing its successful implementation among practicing nurses. However, empirical evidence on how supervision components affect the quality of electronic nursing documentation in low- and middle-income countries remains limited. Therefore, this study aims to analyze the strategic role of nursing supervision in strengthening EMR documentation.

Methods: This analytical cross-sectional study examined the relationship between the role of supervision and the strengthening of electronic medical records. The sample included 352 practicing nurses selected through total sampling. Data were collected using a validated and reliable structured questionnaire (Cronbach's alpha > 0.60). Analysis was conducted using Spearman's rank correlation and binary logistic regression to assess the relationship and influence of supervision on documentation quality.

Results: The results showed that the supervision variable (planning, coordination, control, monitoring, and feedback) was significantly related to electronic medical record documentation ($p < 0.001$), with feedback being the most dominant factor ($\text{Exp}(B)=233.049$; 95% CI: 15,606–3480.287).

Conclusion: Nursing supervision plays a strategic role in strengthening the implementation of Electronic Medical Record documentation. From a managerial and policy perspective, these findings confirm that strengthening the supervision system, primarily through standardized and continuous feedback mechanisms, should be a priority for nursing leaders and hospital management.

Keywords: Electronic Medical Records; Nursing Supervision; Nursing Documentation; Patient Safety; Health Services

Implications for Practice:

- Nursing supervision should be strengthened as a key policy strategy to improve the quality and consistency of electronic nursing documentation, with structured supervision integrated into Electronic Medical Record implementation policies, particularly in resource-limited health facilities.
- Constructive supervisory feedback should be incorporated as a mandatory component of electronic nursing documentation standards,

Implications for Practice:

- as it enhances nurses' professional awareness, accountability, and compliance with documentation practices.
- In Low- and Middle-Income Countries, policy efforts should prioritize strengthening nursing supervisors' competencies in clinical leadership, effective communication, and digital literacy to support nurses in adapting to digital documentation systems within existing infrastructure and resource



RESEARCH

Open Access



Documentation practice and associated factors among nurses working in public hospitals in Wolaita Zone, Southern Ethiopia

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Abstract

Background Nursing documentation documents the everyday activities of nursing care that are planned and implemented on individual patients by nurses of different educational statuses. Documentation of nursing activities is the key source of clinical information to meet professional and legal requirements. Although nursing documentation is an important part of nursing practice, it is commonly undone by nurses working with patients for different reasons.

Objective To assess the documentation practice and their associated factors among nurses working in public hospitals in the Wolaita Zone, Southern Ethiopia.

Methods An institutional-based cross-sectional study was conducted among 402 nurses and a simple random sampling technique was used to select participants. Data were collected using a pretested structured self-administered questionnaire adapted from previous studies. Statistical Package for the Social Science version 26 was used for data entry and analysis. Independent variables with p-value < 0.25 from bivariable logistic regression were entered into the multivariable logistic regression method and significant associations were obtained at an adjusted odds ratio with a 95% confidence interval and p-value < 0.05.

Results In this study, the good documentation practice among nurses was 42% (95% confidence interval (CI), 37.2–46.8). There was a statistically significant relationship between documentation practice and age [adjusted odds ratio (AOR): 2.593 (95% CI: 1.4–4.79)], educational status [AOR: 2.248 (95% CI: 1.13–4.48)], hospital level [AOR: 4.185 (95% CI: 2.63–6.72)], work experience (2–5 years and > 5 years) [AOR: 4.066 (95% CI: 1.55–10.64)] and [AOR: 5.395 (95% CI: 1.97–14.81)] respectively and in-service training [AOR: 0.582 (95% CI: 0.366–0.923)].

Conclusion and recommendations This study demonstrated that the good practice of documentation among nurses was found to be low. Age, educational status, working in comprehensive specialized hospitals, work experience, and having in-service training had significant associations with documentation practice. It is very important to plan and intervene with different strategies, such as providing training for young nurses, nurses with low educational status, nurses working in primary hospitals, and nurses with less than two years of work experience on documentation standards, to create positive attitudes and enhance their knowledge.

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The Role of Head Nurse, Critical Thinking Nurse and Documentation of Integrated Patient Progress Note: Cross Sectional

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ABSTRACT

Documentation problems occur due to inadequate supervision when documenting nursing, problems of competence in documentation, lack of confidence and motivation, reasoning skills and the application of professional standards. Documenting patient development in accordance with the rules of writing requires high complexity so critical thinking is needed for a nurse, as well as the role of head nurse as a manager able to have a positive impact on the implementation of documentation carried out by implementing nurses.

The study aimed to identify the relationship between the role of head nurse and critical thinking of nurse to the documentation of integrated patient progress note.

The study used a descriptive correlation design, a cross sectional approach, with a sample of 69 nurses who documented integrated patient progress note, using cluster sampling techniques, through Pearson, Spearman, Mann Whitney and Linear Regression analyzes.

There was a significant relationship between the role of head nurse ($p=0.038$; $\alpha=0.05$) and the nurse's critical thinking ($p=0.003$; $\alpha=0.05$) to the documentation of integrated patient progress note. Critical thinking of nurses is the most influential factor in documenting integrated patient progress note.

Here needs to be a policy, evaluation and monitoring of the nursing manager through self-development in the application the role of head nurse, critical thinking of nurse and the implementation of documentation of integrated patient progress note.

Keywords: Critical thinking of nurse, Patient progress note, Role of head nurse

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RESEARCH ARTICLE

Open Access

Improving the quality of nursing documentation at a residential care home: a clinical audit



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Abstract

Background: Quality in nursing documentation holds promise to increase patient safety and quality of care. While high-quality nursing documentation implies a comprehensive documentation of the nursing process, nursing records do not always adhere to these documentation criteria. The aim of this quality improvement project was to assess the quality of electronic nursing records in a residential care home using a standardized audit tool and, if necessary, implement a tailored strategy to improve documentation practice.

Methods: A criteria-based clinical audit was performed in a residential care home in Norway. Quantitative criteria in the N-Catch II audit instrument was used to give an assessment of electronic nursing records on the following: nursing assessment on admission, nursing diagnoses, aims for nursing care, nursing interventions, and evaluation/progress reports. Each criterion was scored on a 0–3 point scale, with standard (complete documentation) coinciding with the highest score. A retrospective audit was conducted on 38 patient records from January to March 2018, followed by the development and execution of an implementation strategy tailored to local barriers. A re-audit was performed on 38 patient records from March to June 2019.

Results: None of the investigated patient records at audit fulfilled standards for recommended nursing documentation practice. Mean scores at audit varied from 0.4 (95 % confidence interval 0.3–0.6) for “aims for nursing care” to 1.1 (0.9–1.3) for “nursing diagnoses”. After implementation of a tailored multifaceted intervention strategy, an improvement ($p < 0.001$) was noted for all criteria except for “evaluation/progress reports” ($p = 0.6$). The improvement did not lead to standards being met at re-audit, where mean scores varied from 0.9 (0.8–1.1) for “evaluation/progress reports” to 1.9 (1.5–2.2) for “nursing assessment on admission”.

Conclusions: A criteria-based clinical audit with multifaceted tailored interventions that addresses determinants of practice may improve the quality of nursing documentation, but further cycles of the clinical audit process are needed before standards are met and focus can be shifted to sustenance of knowledge use.

Keywords: Nursing, audit, electronic health records, nursing records

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Research Article

Organizational Commitment Matters More than Supervision in Nursing Documentation Compliance

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Abstract: Nursing care documentation is crucial for service quality and patient safety, but incomplete and inconsistent documentation remains a challenge in hospitals. This study focuses on nurses at Medika Lestari Hospital, where documentation compliance is below expectations. The aim is to analyze how organizational commitment and supervision affect nursing care documentation, with work motivation as an intervening variable. A quantitative cross-sectional design with a structural model approach was used, and data were collected via structured questionnaires and analyzed using SEM-PLS. The results show that organizational commitment positively impacts documentation compliance ($\beta = 0.268$; $p = 0.013$), highlighting the importance of nurses' attachment to organizational goals. Supervision, however, has no significant direct effect on documentation ($\beta = 0.220$; $p = 0.109$). Both organizational commitment ($\beta = 0.285$; $p = 0.018$) and supervision ($\beta = 0.382$; $p = 0.000$) significantly influence work motivation, indicating that managerial control and organizational attachment contribute to motivation. However, work motivation does not significantly affect documentation ($\beta = 0.231$; $p = 0.053$) and does not mediate the effects of commitment or supervision on compliance. In conclusion, improvements in documentation are primarily driven by organizational commitment rather than motivational or supervisory factors. Hospital management should focus on enhancing nurses' organizational commitment and aligning supervisory practices with institutional values to improve documentation compliance sustainably.

Keywords: Compliance; Nursing Documentation; Organizational Commitment; Supervision; Work Motivation

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1. Introduction

Nursing care documentation is a fundamental component of healthcare service quality and patient safety, as it ensures continuity of care, clinical communication, and legal accountability (WHO, 2017; Potter et al., 2021). In hospital settings, nurses are the primary contributors to patient records, making their compliance with documentation standards critical for organizational performance and risk management (Kamil et al., 2018). Despite the implementation of standardized documentation systems, incomplete and inconsistent nursing documentation remains a persistent problem in many hospitals, suggesting that documentation compliance is influenced not only by technical systems but also by organizational and behavioral factors (Wang et al., 2019).

Previous studies on nursing documentation have predominantly focused on individual-level and technical approaches, such as nurses' knowledge, workload, and the use of electronic medical records (Ammerwerth & Spötl, 2019; Dehghan et al., 2020). While these approaches have demonstrated strengths in improving documentation efficiency, they often fail to produce sustainable compliance when organizational support and leadership practices are weak (Mutshatski et al., 2018). Other studies have examined supervision and motivational factors, reporting that effective supervision can enhance nurses' motivation and task adherence (Manomenidis et al., 2019). However, empirical findings remain inconsistent regarding whether supervision and motivation directly lead to improved documentation



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Research Article

Effects of the Educational Leadership of Nursing Unit Managers on Team Effectiveness: Mediating Effects of Organizational Communication

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ABSTRACT

Purpose: This study identifies the effects of the educational leadership of nursing unit managers on team effectiveness and the mediating effects of organizational communication satisfaction; it highlights the importance of educational leadership and organizational communication and provides the data needed to enhance the education capacity of managers.

Methods: The participants were 216 nurses working at unit with nursing unit managers of staff nurses at a tertiary hospital located in Cheongju city, South Korea, and nurses who had worked for more than 6 months at the same unit. This study was conducted using questionnaires on educational leadership, team effectiveness, and organizational communication satisfaction. Data analysis was performed with a t test, analysis of variance, Scheffé test, Pearson's correlation coefficient, and simple and multiple regression analyses using SPSS, version 23.0. Mediation analysis was tested using Baron and Kenny's regression analysis and a Sobel test.

Results: The mean score for the educational leadership of nursing unit managers was 3.74 (± 0.68); for organizational communication satisfaction, 3.14 (± 0.51); and for team effectiveness, 3.52 (± 0.49). Educational leadership was significantly positively correlated with team effectiveness and organizational communication satisfaction. Organizational communication satisfaction demonstrated a complete mediating effect on the relationship between educational leadership and team effectiveness ($\beta = .61$, $p < .001$) and was significant (Sobel test: $Z = 7.40$, $p < .001$).

Conclusion: The results indicate that the educational leadership of nursing unit managers increases communication satisfaction among nurses; this supports the idea that educational leadership can contribute to team effectiveness. This suggests that the educational leadership and communication capacity of nursing unit managers must be improved to enhance the performance of nursing organizations.

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Introduction

Modern hospital organizations are promoting specialization, segmentation, modernization, and informatization to provide high-quality health-care services that meet customers' expectations. In addition, hospital organizations are making efforts to improve their

management efficiency. In this rapidly changing medical environment, these organizations are focusing on strengthening their core competencies and improving their relations to increase productivity [1]. In particular, middle managers play the most pivotal role in enhancing their efficiency.

Middle managers in nursing organizations drive the achievement of the goals of each nursing unit and hospital, as well as improvement of performance. In particular, a nursing unit manager is the core manager of a nursing unit and has the responsibility and authority to understand the purpose and structure of the hospital and nursing department and to direct, coordinate, and evaluate nursing resource management and the performance of nursing activities [2]. In addition, nursing unit managers can significantly

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The relationship between nurses' perceived organisational, supervisor and co-worker support, psychological well-being and job performance

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Abstract

Objective: To examine the relationship involving nurses' perception of organisational, supervisor and co-worker support, psychological well-being and job performance.

Methods: The cross-sectional, correlational study was conducted from June 2016 to January 2017 after approval from the ethics review committee of Istanbul Medipol University, Istanbul, Türkiye, and comprised nurses working in public or private sector and being in their current employment for at least one year. Data was obtained using Organisational Support, Co-Worker Support, Supervisor Support, Psychological Well-Being and Job Performance scales. Data was analyzed using SPSS 26.

Results: Of the 1056 nurses, 896(84.8%) were women and 160(15.2%) were men. The overall mean age was 30.69±7.53 years (range: 17-59 years) and mean professional experience was 9.31±7.66 years (range: 1-36 years).

Conclusion: Organisational, supervisor and co-worker support increased psychological wellbeing. Supervisor and co-worker support had a positive effect on job performance, but organisational support did not. Psychological wellbeing also increased job performance. Psychological well-being had a mediating role in the effect of organisational, supervisor and co-worker support on job performance. There was a positive relationship between perceived support, psychological wellbeing and job performance of nurses.

Key Words: Co-worker support, Job performance, Organisational support, Psychological well-being, Supervisor support (JPMA 73: 552: 2023) DOI: 10.47391/JPMA.6594

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Introduction

Improving job performance (JP) in healthcare staff has been studied over the years and is still an issue of interest for managers and researchers.¹ The main goal of healthcare institutions is to provide high-quality care.² Nurses, who constitute the majority of workforce in healthcare institutions, have a great impact on providing high-quality patient care and improving organisational performance.^{3,4} Since they are directly responsible for patient care, job performance of nurses is an important issue that determines the quality of care and the consequent level of patient satisfaction.^{3,4} Therefore, it is of great importance to understand the relevant factors in order to improve nurses' JP.¹

JP is a multidimensional concept influenced by organisational, managerial and team structure characteristics as well as various personal traits.¹ Supportive work environment plays an important role in the provision of high-quality healthcare services. The presence of supportive supervisors, co-workers and

organisations make nurses feel safer and better.⁵ Studies indicated that there was a positive relationship of higher organisational support (OS) with nurse and patient outcomes.^{6,7} It has been shown that supervisor support (SS) and communication with the supervisor positively affect nurses' JP.⁸ However, constant feeling of control and the lack of support by co-workers for creative behaviours decrease employee performance.⁹

Psychological well-being (PWB) is an important fact for working environments of nurses. A high PWB level is essential for nurses' JP, coping with stress,¹⁰ and being more positive towards the organisation and environment.¹¹ Co-workers can serve as a source of social support by providing emotional support to each other.¹² Co-worker support (CWS) plays an important role in dealing with stress and tension of employees.¹³ OS and CWS increase verbal communication, and the support provided in organisations reduces psychological stress.^{10,14} It is emphasised that perception of OS has a positive relationship with psychological satisfaction and plays an important role in the nurses' autonomy, expertise and PWB.¹⁴ It has been reported that employees are affected by their PWB through meeting their social and psychological needs, job satisfaction, feeling valuable, morale, motivation, organisational commitment

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Documentation Practice and Associated Factors Among Nurses in Harari Regional State and Dire Dawa Administration Governmental Hospitals, Eastern Ethiopia

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Background: Nursing documentation is an integral and vital professional nursing practice that refers to the process of recording nursing activities concerned with the care given to individual clients to ensure continual effective, safe, quality, evidence-based, and individualized care.

Objective: To assess documentation practice and identify its associated factors among nurses in six Governmental Hospitals of Harari Regional State and Dire Dawa Administration, Eastern Ethiopia.

Methodology: An institutional-based cross-sectional study was conducted among 430 nurses and 421 medical records. Simple random sampling was employed for the selection of nurses and charts after the total sample size had been allocated proportionally for each hospital. Data were collected by using a self-administered questionnaire and review of records, and entered and analyzed by using EpiData version 3.1 and statistical package for social sciences version 20.0, respectively. Logistic regression was used to identify the associated factors.

Results: In this study, 47.5% of nurses were found to have good nursing documentation practice whereas good nursing documentation practice was found in 38.5% of medical records. Age (AOR, 95% CI 3.54, 1.170–10.8), attitude (AOR, 95% CI 5.66, 3.17–10.11), in-service training (AOR, 95% CI 2.53, 1.477–4.35), nurse to patient ratio (AOR, 95% CI 2.24, 1.24–4.047), motivation (AOR, 95% CI 4.60, 2.721–7.76), and familiarity with standards of nursing documentation (AOR, 95% CI 1.98, 1.137–3.44) were found to have a statistically significant positive association with documentation practice.

Conclusion: Poor documentation practice was due to the identified factors. So, it is better to put further effort toward improving documentation practice through providing training on standards of documentation and enhancing the favorable attitude of nurses toward documentation practice by motivating them regarding documentation activities.

Keywords: documentation, nursing care, practice, nursing standards, associated factors

Introduction

Nursing documentation is the process of recording^{1,2} and keeping evidence to have an account of what happened and when it happened.^{1,3,4} It is an integral, vital, and important part of professional nursing practice⁵ with the primary purpose of communicating patient information to the health care team.⁶

Nursing documentation promotes effective communication, ensures early detection of problems, quality, continuity, individuality as well as complete client care

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Research Article

Relationship Between Perceived Psychological Empowerment, Clinical Leadership, and Quality of Work Life Among Chinese Nurses: A Correlational Study

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Aim: To investigate the current state of work-related quality of life among Chinese nurses and to explore the mediating effect of clinical leadership between psychological empowerment and quality of work life.

Background: The quality of work-life significantly affects nursing team stability and the provision of high-quality care. Psychological empowerment and clinical leadership are considered influential factors in nurses' work-life quality. However, there is a lack of large-scale studies investigating the relationships between these variables.

Methods: This nationwide cross-sectional study utilized a multistage stratified proportional sampling approach to select 2633 registered nurses with more than one year of work experience from 17 tertiary general hospitals in China. The data were analyzed using descriptive analysis, Pearson correlation analysis, and structural equation modeling.

Results: The quality of work-life score for nurses was 3.38 ± 0.67 . Positive correlations were observed between clinical leadership and quality of work life ($r = 0.470$, $p < 0.01$). Psychological empowerment was also positively associated with quality of work life ($r = 0.570$, $p < 0.01$). The structural equation model revealed that psychological empowerment had a positive direct effect on the quality of work life ($\beta = 0.587$, $p < 0.001$), with clinical leadership playing an intermediary role, accounting for 8.42% of the total effect.

Conclusion: Nurses' psychological empowerment was positively associated with the quality of work life and was partially mediated by clinical leadership. These results suggest that psychological empowerment and clinical leadership are key facilitators improving nurses' work-life quality.

Implications for Nursing Management: Hospital managers should further raise awareness of empowerment among nurse managers, implement scientifically sound empowerment and clinical leadership programs for nurses, enhance nurses' clinical leadership skills, and promote the quality of nurses' work-life.

Keywords: clinical leadership; nurse; psychological empowerment; quality of work-life; structural equation model

1. Introduction

Nurses are a significant part of the healthcare system and are essential for protecting the health of patients, achieving universal health coverage, and facilitating the delivery of high-quality services [1]. With the rapid economic and social

development, the evolution of the disease spectrum, and the acceleration of population aging, the shortage of nursing human resources, and high staff turnover rates have become universal reality problem in global public health [2, 3]. The World Health Organization reported that the global demand for nurses is expected to exceed 9 million by 2030 [4].

Nurses' Documentation Practice and Associated Factors in Eight Public Hospitals, Amhara Region, Ethiopia: A Cross-Sectional Study

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Abstract

Background: Nursing care documentation, which is the record of nursing care that is planned for and delivered to individual patients, can enhance patient outcomes while advancing the nursing profession. However, its practice and associated factors among Ethiopian nurses are not well investigated.

Objective: To assess the level of nursing care documentation practice and associated factors among nurses working at public hospitals in Ethiopia.

Methods: An institutional-based cross-sectional study was conducted from May 1 to 30, 2022. A total of 378 nurses and corresponding charts were randomly selected with a multistage sampling technique. Self-administered structured questionnaires and structured checklists were used to collect data about independent variables and nurses' documentation practice, respectively. Epi Data 4.6 was used for data entry and SPSS version 25 for analysis. Descriptive statistics and binary logistic regression analysis have been employed. The STROBE checklist was used to report the study.

Results: In this study, 372 nurses participated, and 30.4% (95% confidence interval [CI]: 26%–35%) of them had good nursing care documentation practice. Adequate knowledge about nursing care documentation (adjusted odds ratio [AOR] = 4.16, 95% CI: [2.36–7.33]), favorable attitude toward nursing care documentation (AOR = 3.43, 95% CI: [1.85–6.36]), adequacy of documenting sheets (AOR = 2.02, 95% CI: [1.14–3.59]), adequacy of time (AOR = 3.85, 95% CI: [2.11–7.05]), nurse-to-patient ratio (AOR = 2.78, 95% CI: [1.13–6.84]), and caring patients who had no stress, anxiety, pain, and distress (AOR = 3.56, 95% CI: [1.69–7.52]) were significantly associated with proper nursing care documentation practices.

Conclusion: Nursing documentation practice was poor in this study compared to the health sector transformation in quality standards due to the identified factors. Improving nurses' knowledge and attitude toward nursing care documentation and increasing access to documentation materials can contribute to improving documentation practice.

Keywords

associated factors, documentation, nurses, nursing records, practice

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Introduction

Nursing documentation, which is defined as the record of nursing care that is planned and delivered to individual patients, is an integral, vital, and important part of professional nursing practice (Hariyati et al., 2016; Osama et al., 2016). Nursing care documentation can be electronic-based or manual and has been accepted as an essential aspect of professional practice for nurses since the Florence Nightingale era (Nightingale, 1992).

Clear, accurate, and accessible documentation is an essential element of safe, quality, and evidence-based nursing

practice (ANA, 2010). Additionally, it should be client-focused, chronologically written, confidential, and timely (Hameed & Allo, 2014). However, available pieces of

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RIWAYAT HIDUP PENULIS



Penulis bernama Suci Rahma Oktavia, lahir di Cilacap pada tanggal 18 Oktober 2004. Merupakan putri sulung dari dua bersaudara, anak dari pasangan Bapak Warsid dan Ibu Widiyaningsih. Sejak kecil, penulis dikenal sebagai pribadi yang tekun dan memiliki semangat belajar tinggi. Pendidikan dasar ditempuh di SDN 02 Sadabumi, dilanjutkan ke SMP Negeri 4 Majenang, kemudian menyelesaikan pendidikan menengah di MAN 2 Cilacap. Tahun 2021, penulis melanjutkan studi ke jenjang pendidikan tinggi di Universitas Galuh, Program Studi Keperawatan Fakultas Ilmu Kesehatan sampai dengan penyusunan KIAN ini.

Selama masa perkuliahan, penulis aktif mengembangkan diri tidak hanya dalam bidang akademik, tetapi juga dalam berbagai kegiatan organisasi kemahasiswaan. Pengalaman organisasi yang pernah diikuti antara lain menjadi bagian dari BEM Fakultas Ilmu Kesehatan Universitas Galuh periode 2022/2023 dan 2023/2024, DPM FIKES Universitas Galuh periode 204/2025, serta aktif di UKM KSR PMI Unit Universitas Galuh, yang menumbuhkan semangat kepedulian sosial dan kedisiplinan.

Penulis memiliki prinsip hidup bahwa perubahan besar dimulai dari tekad yang kuat dan usaha yang konsisten. Berbekal semangat tersebut, penulis terus berupaya mengembangkan potensi diri dan berkontribusi bagi masyarakat melalui ilmu dan pengabdian di bidang keperawatan.

**”Aku membahayakan nyawa ibuku untuk lahir ke dunia, jadi tidak mungkin
aku tidak ada artinya”**

