

## **The Influence Of Discipline On Professionalism Of Health Personnel At Aura Shifa Hospital Kediri**

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### **ABSTRACT**

Professionalism of health workers is an important concept in achieving status as a profession, however professionalism is only taught as a theory and concept so it looks abstract and difficult to apply to clinical practice. Success in developing a professional identity as a continuous transition process from education to becoming a professional health worker is influenced by many factors, one of which is discipline. The aim of this research is to analyze the influence of discipline on the professionalism of health workers at Aura Shifa Hospital Kediri. The design of this research is quantitative observational research with a cross sectional approach carried out at Aura Shifa Hospital Kediri. The total population was 197 respondents and the sample was 132 respondents taken using the Stratified Random Sampling technique. The findings showed that the majority of respondents had sufficient discipline, 74 respondents (56.1%). Almost all respondents had sufficient professionalism category, 101 respondents (76.5%). Based on the results of the Linear Regression analysis, it shows that the p-value is  $0.000 < 0.05$ , so H1 is accepted so it is concluded which means that partially there is an influence of discipline on the professionalism of health workers at Aura Shifa Hospital Kediri with an influence size of 54.3%. Therefore, instilling an attitude of discipline and professionalism at Aura Syifa Hospital can continue to be a trusted place for health services and make a positive contribution to patients.

**Keywords :** Discipline, Health Workers, Professionalism

### **INTRODUCTION**

Professionalism of health workers is an important concept in achieving status as a profession, however professionalism is only taught as a theory and concept so it looks abstract and difficult to apply to clinical practice (Browne et al., 2018). Formation of professional identity is very important in the concept of developing professional identity by strengthening perception abilities, skills, knowledge, ways of being and behaving in health practice (A. M. Fitzgerald, 2016).

Success in developing a professional identity as a continuous transition process from education to becoming a professional health worker is influenced by many factors (Neishabouri et al., 2017). The results of a recent review show that professional identity is influenced by multidimensional factors such as personal, family, institutional, social, disciplinary (Mao, Lu, Lin, & He, 2020), professional role and practice context (Rasmussen, Henderson, Andrew, & Conroy, 2018 ).

One factor that influences professionalism is discipline. This is in accordance with the statement by Mallick et al. (2017); Castelli et al. (2019); Abeysekera et al. (2015), which shows that high discipline is positively related to high professionalism. Health workers who have a good level of discipline tend to demonstrate strong professional attitudes, such as respecting



professional ethics, maintaining patient privacy, and communicating well with patients and co-workers.

Based on the conditions above, the author is interested in researching the influence of discipline on the professionalism of health workers at Aura Shifa Hospital Kediri.

## METHODS

The research uses a quantitative analytical design with a cross sectional approach. The population was all health workers (nurses, midwives and doctors) at Aura Shifa Hospital Kediri with a total of 197 respondents. The research sample was 132 respondents taken using the Stratified Random Sampling technique. The independent variable is discipline while the dependent variable is professionalism. Data were collected using a questionnaire instrument and analyzed using Linear Regression with SPSS.

## RESULT

### Respondent Characteristics

#### 1. Characteristics of Respondents Based on Gender

Tabel 1. Coeficients Determinasi

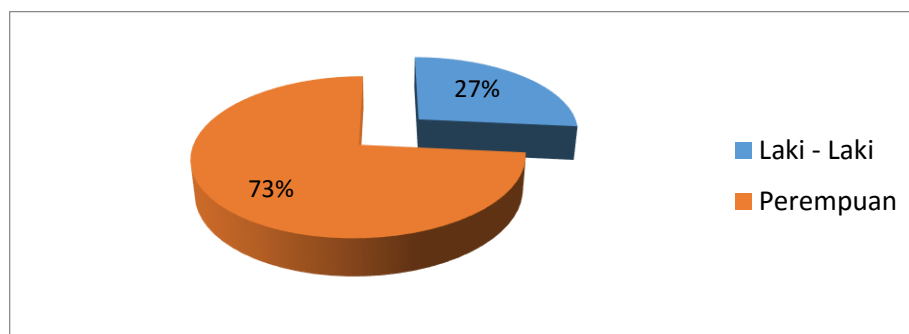


Figure 1 Characteristics of respondents based on gender at Aura Shifa Hospital Kediri Based on Figure 1 above, it is known that the majority of respondents are female, 97 respondents (73%).

#### 2. Characteristics of Respondents Based on Age

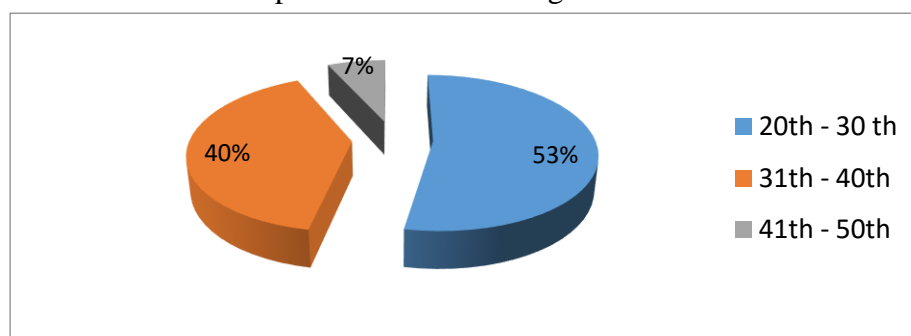


Figure 2 Characteristics of respondents based on age of respondents at Aura Shifa Hospital Kediri Based on Figure 2 above, it is known that the majority of respondents were aged 20-30 years, 70 respondents (53%).

### 3. Characteristics of Respondents Based on Occupation

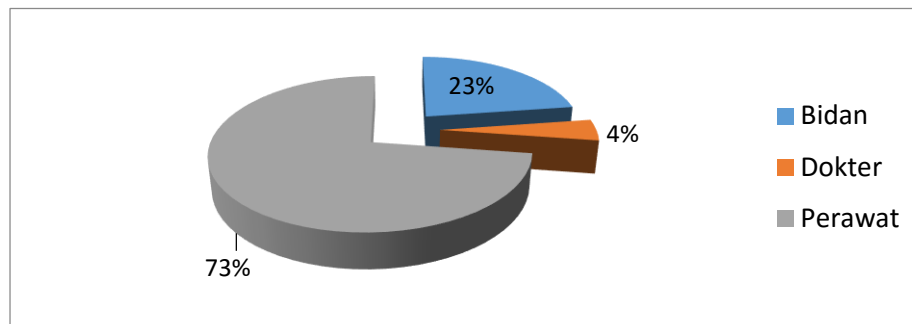


Figure 3. Characteristics of respondents based on respondents' work at Aura Shifa Hospital Kediri

Based on Figure 3 above, it is known that the majority of respondents work as nurses, 96 respondents (73%).

#### Variable Characteristics

##### 1. Characteristics of Discipline

Table 1 Frequency distribution of respondents based on the discipline of health workers at Aura Shifa Hospital Kediri

Criteria	Frekuensi	Persen (%)
Good	58	43.9
Enough	74	56.1
Total	132	100.0

Based on table 1 above, it is known that the majority of respondents have sufficient discipline, namely 74 respondents (56.1%).

##### 2. Characteristics of Professionalism

Table 2 Frequency distribution of respondents based on the professionalism of health workers at Aura Shifa Hospital Kediri

Criteria	Frekuensi	Persen (%)
Good	9	6.8
Enough	101	76.5
Not enough	22	16.7
Total	132	100.0

Based on table 2 above, it is known that almost all respondents had sufficient professionalism, 101 respondents (76.5%).

### 3. Cross Tabulation Between Variables

Table 3 Cross tabulation of discipline and professionalism of health workers at Aura Shifa Hospital Kediri

Discipline	Profesionalisme			Total
	Good	Enough	Not Enough	
Good	9 6.8%	49 37.1%	0 0.0%	58 43.9%
Enough	0 0.0%	52 39.4%	22 16.7%	74 56.1%
Total	9 6.8%	101 76.5%	22 16.7%	132 100.0%
P-value	0.000			
R	0.543			

Based on table 3 above, it is known that almost half of the respondents who had sufficient discipline were found to have sufficient professionalism, as were 52 respondents (39.4%). The results of the Linear Regression analysis show that the p-value is  $0.000 < 0.05$ , so H1 is accepted so it is concluded that there is a partial influence of discipline on the professionalism of health workers at Aura Shifa Hospital Kediri with an influence size of 54.3%.

## DISCUSSION

### Discipline of Health Workers at Aura Shifa Hospital Kediri

Based on the research results, it was found that the majority of respondents had sufficient discipline, 74 respondents (56.1%). A total of 58 respondents (43.9%) had good category discipline.

Disciplined health workers tend to be more reliable in terms of punctuality, responsibility, and maintaining ethics in interactions with patients and co-workers. This creates an environment that supports quality of service, as well as creates trust between fellow health workers and patients (DeConinck et al. 2018). In addition, discipline in hospitals has a significant impact on service quality, patient safety and operational efficiency (Stichler, 2019).

According to researchers, discipline has a significant impact on improving service quality, patient safety and professional ethics in the hospital environment. The importance of discipline in following strict clinical procedures and maintaining the integrity and professional ethics of health workers creates an environment that supports high quality medical services. Implementing good discipline has the potential to reduce the risk of medical errors, increase patient trust in health workers, and build a professional and collaborative work culture at Aura Shifa Hospital Kediri or any hospital.

### Professionalism of Health Workers at Aura Shifa Hospital Kediri

Based on the research results, it was found that the majority of respondents had sufficient professionalism, 101 respondents (76.5%). Apart from that, 22 respondents (16.7%) had less professionalism. Meanwhile, 9 respondents (6.8%) had good professionalism.

The professionalism of health workers is at the heart of quality medical services and creating a safe and ethical environment for patients. Research by Cruess et al. (2019) emphasize that professionalism involves various aspects, including commitment to ethical standards, leadership in patient care, and the ability to adapt to changes in medical science and evolving health service demands. Strong professionalism creates a relationship of mutual trust between patients and health workers, and increases patient satisfaction with the services provided.

In addition, research by Tsiga and Panagopoulou (2018) shows that professionalism also plays a role in improving teamwork and collaboration among health team members. Health care workers who demonstrate high levels of professionalism tend to work effectively with colleagues, respond well to change, and contribute to holistic patient care. This is important in the hospital context where solid teamwork and good coordination between various health disciplines are required to provide the best service to patients. ality human resources, good SMK3 implementation can also be produced.

According to researchers, professionalism is the main foundation in the health environment, especially in hospitals such as Aura Shifa Hospital Kediri. Professionalism is not only limited to clinical knowledge, but also includes attitude, ethics and commitment to patients. Instilling ethical values and developing good communication skills is an important part in building strong professionalism among health workers. This not only increases patient satisfaction, but also creates a positive work environment, supports effective teamwork, and contributes to high-quality healthcare.

### **The Influence of Discipline on the Professionalism of Health Workers at Aura Shifa Hospital Kediri**

Based on the results of the Linear Regression analysis, it shows that the p-value is  $0.000 < 0.05$ , so H1 is accepted so it can be concluded that there is a partial influence of discipline on the professionalism of health workers at Aura Shifa Hospital Kediri with an influence size of 54.3%.

Discipline is a critical factor in ensuring the professionalism of health workers in hospitals. Research by Shaukat et al. (2019) shows that good discipline influences the performance and more professional work attitudes of health workers. Discipline includes a commitment to following clinical procedures, maintaining order, and respecting the rules and regulations that apply in the hospital. Health workers who are disciplined tend to be more qualified in providing services, maintaining professional ethics, and working with integrity. This contributes to the positive image of the hospital and patient confidence in medical services.

Professionalism is one of the main pillars in health worker practice. Research by Iqbal et al. (2017) emphasized that professionalism involves ethics, commitment to patients, teamwork, and high clinical knowledge and skills. Good discipline is an important component of this professionalism. Disciplined health workers maintain quality of service, respect patients, and work in accordance with medical ethical standards. In hospitals, the professionalism of health workers creates a positive work environment, increases patient trust, and improves the hospital's reputation.

According to researchers, discipline plays an important role in creating high professionalism among health workers in various contexts, including in hospitals. Discipline includes a commitment to following applicable procedures and regulations, maintaining professional ethics, and adapting to changes that occur. Good discipline in health workers has a positive impact on the quality of service, patient safety, and the trust given by patients to medical services. Therefore, hospitals need to encourage and maintain discipline at all levels, from health workers to administrative staff, to create a professional and trustworthy environment.

## **CONCLUSION**

There is an influence of discipline on the professionalism of health workers at Aura Shifa Hospital Kediri. It is hoped that Aura Syifa Hospital can organize training and Capacity Building to increase the discipline and professionalism of health workers so that Aura Syifa Hospital remains a trusted place of service.

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