COLLABORATION ENHANCEMENT BETWEEN HOSPITAL AND EDUCATIONAL INSTITUTIONS IN THE ACHIEVEMENT OF NURSES COMPETENCE

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INTRODUCTION

Comparison between Hospital and Academic Institution
The results of study from 80 nursing institutions for bachelors and Ners in Indonesia at the end of April 2011 data showed that:

a) Management of hospitals not capable to guarantee the conducive process of clinical teaching such as the availability of clinical instructors and the ratio between CI and student still below the average which is:30-40 (87%). The standard ratio is 1:4

b) Expensive practical cost which is around 100,000 to 500,000 / student / month

c) The Ratio of Hospital and Health institution was 1:8

d) Health institutions conducting the clinical practice in hospital was not allowed to use disposable devices belong to hospital, thus student needs to prepare by themselves such as gloves, IV Cath, Syringe, gauze, etc.

e) As much as 80% student were had not effective clinical supervision from clinical instructor or academic instructor.

f) As much as 95% stated that management function (planning, organizing, directing, controlling dan acting) had’t optimally implemented in clinical teaching.

1) Objective of the nursing education is not achieved;
2) Graduates can not be absorbed by stakeholders or users, because the skills and competencies that are inadequate and if doing practical activities can endanger the patient’s life;
3) Health department can not issue a license as a health worker called Nurse License.
PRACTICE RIDES

• Present Condition:
  Student difficult to cultivate professional ability due to many factors: lack of role models, collaborative relationships between hospital and institution, facilities, teaching methods clinics, etc.
RESEARCH PROBLEM

• Collaboration between nursing education institutions and hospital services is still a serious issue and needs to be studied in depth. This is because both institutions have different focus and goals but need each other.

• Educational institutions need a venue of practice to transform knowledge and hone the skills of learners during their education. While health services, especially hospitals need educational institutions for the development of science is important in order to innovate and improve the quality of service.

• Critical problem that is found is management of transformation process when learners learn in practice venue that still not managed with good management so that has not reached optimal learning goal as expected.
AIM

• The acquisition of collaborative models between nursing education institutions and hospitals to achieve appropriate and validated competence of learners.
• Collaboration is a complex concept with varies attributes that shared inputs on planning, decision making, problem solving, set goals, assumptions, sense of responsibility, collaboration, and open communication (Bagg & Schmit, 1998; dikutip dari K.Reddemma & Bivin JB, 2011)

• Other term of collaboration is cooperation, practice together or collegiality. in Latin, Collaboration means cooperation or interaction between two or more that contains communication, information sharing, coordination, cooperation, problem solving and negotiation, or other term is integration and teamwork.
TYPES OF COLLABORATION

• Interdisciplinary
• Multidiscipline
• Trans-discipline
• Inter-professional collaboration
CHARACTER OF COLLABORATION
(HUDSON ET AL. 1998)

• Nonhierarchical relationship
• Sharing of expertise
• Willingness to work together towards an agreed purpose
• Trust and respect in collaborators
• Partnership
• Inter-dependency
• Highly connected network
• Low expectation of reciprocation
Collaboration between Nursing Education and Services

- Collaborative relationships between education and services of nursing to improve the quality of nursing care and education as well as beneficial to the development of nursing science through various aspects (WHO, 2001) that is: Improve the quality of nursing services, clinical instructor may affect the increase standard of services / nursing care, increase of learning environment for learners, the development of nursing research, clinical instructor should serve as role models to encourage in identifying of research problems, directing the research and use the results research.

- Development of education and training according to the WHO (2001), needs other elements: 1) coordination between the education with services, 2) the system acceptance of new students, 3) Competency-based education, 4) Study of various sources of knowledge 5) Culture learning lifelong, 6) continuing education system.
MODELS REDUCE THE GAP BETWEEN EDUCATION AND HOSPITALS

Change efforts are done to reduce the gap between educational institutions with institutions hospital services such as ; management and leadership, educational and clinical settings situations (Affara FA, 2007).

Management and leadership, among others;

• a) appropriate policies
• b) Bringing hope both patients, learners, owners both government and private
• c) Accept the need for lifelong learning
• d) The quality of leadership
• e) Quality of communication in decision-making
• f) The balance of the role of government (the standard setting, accreditation)
• g) Correspondence between education and service
• h) Support the adequate between educational institutions and services
EDUCATIONAL INSTITUTION

• The curriculum adequately
• The balance between theory and practice set out in the draft of curriculum.
• Method of education in clinical laboratory
• The amount of financial support of education to the mechanism of the transition from education to services.
• Opportunity to internship
CLINICAL SETTINGS

- Clinical settings include:
  - a) Availability of resources and tools for nursing services and learning needs,
  - b) Quality of clinic premises in the latest service model, and new environment.
  - c) Duration of clinic placement,
  - d) Quality of preceptor.
Research Framework; Model of Collaboration between educational institution and Hospital to gain student competency

Availability of clinical resources for study:
1. Varies of case
2. Facility
3. Learning guide
4. Curriculum

Faculty Employee:
1. Expertise
2. Commitment
3. Motivation

Wisdom:
1. Collegial partnership
2. Collegial ownership

Clinical Nurse:
1. Infrastructure support
2. Management dan leadership
3. Working atmosphere
4. Career Opportunity
5. The clarity of job description
6. Role model

The Management of Collaboration:
1. Planning
2. Organizing
3. Staffing
4. Controlling
5. Directing

Student Competency:
1. Knowledge
2. Skill
3. Attitude
Research Hypothesis

The availability of facility (variety of cases, facility, study guide, curriculum), faculty employee (expertise of faculty staff, commitment, motivation), support of policies (collegial partnership, Collegial Ownership), clinical nurse (management, leadership, work condition, career opportunity, the quality of job description and role model), due to the management of collaboration between nursing institution and hospital.
RESEARCH METHOD

Identification Variabel

Collecting Data

Analyses Regression Linier logistic ganda

Define role model

Expert Discussion

Define the Model
THE LAST MODEL

Regression Logistic Ganda Analysiscollaboration model between hospital and nursing institutional
to gain student competency (Model 12)

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Variables: Suitability and expertise of staff, Collegial Partnership, Variety of cases, Job description, Role Model, Educational level fit to built the collaboration model between hospital and nursing institution to achieve student competency.

-1.431+0.733* Suitability and expertise of staff +1.215* Collegial Partnership+1.086* Variety of cases+0.802* Job description+0.824* Role Model-0.594* Educational level1 (Ners and Magister or spesialis)- 1.113* Educational level 2 (S3).
CONCLUSION

• Collaboration elements that relate to the achievement of competence of learners among others: Role Model, Clarity Job description, suitability and expertise of staff faculty, values of collegial Partnership, availability Variation of cases and Education.

• The most dominant factor for the formation of collaborative model for achievement competence of learners is variable collegial Partnership.
THANKS......
Wassalamu`alaikum wr wb