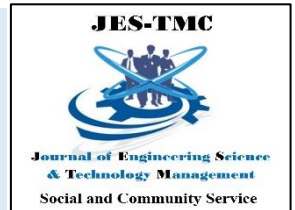


JES-TMC
Journal of Engineering Science and Technology Management
Social and Community Service

| ISSN (Online) 2828 - 7886 |



Article

Nurse Integrity Through Professional Organization Development in Tulungagung Regency

Devangga Darma Karingga^{1✉}, Fendy Prasetyawan², Purnomo³, Evi Tunjung Fitriani⁴

Program Studi Keperawatan, Universitas Kadiri, Indonesia⁽¹⁾

Program Studi Pendidikan Profesi Apoteker, Universitas Kadiri, Indonesia⁽²⁾

Program Studi Keperawatan, STIKes Utama Abdi Husada, Indonesia^(3,4)

DOI: 10.31004/jestmc.v3i3.195

✉ Corresponding author:

[\[devanggadk@unik-kediri.ac.id\]](mailto:devanggadk@unik-kediri.ac.id)

Article Info	Abstract
Volume 3 Issue 3 Received: 17 September 2024 Accepted: 26 November 2024 Publish Online: 28 November 2024 Online: at https://JESTM.org/ <i>Keywords:</i> <i>Nurse Integrity;</i> <i>Nursing Ethics;</i> <i>Training;</i> <i>Education;</i> <i>PPNI</i>	Integrity in the nursing profession includes honesty, fairness, responsibility, and commitment to professional ethics. This research aims to improve the integrity of nurses through a community service program that involves collaboration with the Indonesian National Nurses Association (PPNI). This program consists of ethics training and education, drafting and updating a code of ethics, and developing policies that support integrity in nursing practice. The methods used include initial surveys, focus group discussions (FGD), Training of Trainers (ToT) programs, as well as mentoring and counseling. Results showed significant improvements in nurses' understanding and skills regarding integrity, as well as increased institutional support. Post- training evaluations and follow-up surveys showed that most participants reported improvements in implementing integrity principles in daily practice. However, challenges such as high workloads remain and require further attention. This program proves that with the right approach and commitment from all parties involved, improving nurse integrity can be achieved, which will ultimately provide great benefits for patients and the health system.

1. INTRODUCTION

Integrity in the nursing profession includes honesty, fairness, responsibility and commitment to professional ethics. A nurse with integrity will always try to provide the best service to patients, respect patient rights, and work in accordance with applicable ethical standards and regulations. Without integrity, the quality of health services will decline, which in turn can harm patients and damage the reputation of

health institutions and nursing professional organizations. According to McDermott et al. [1], integrity is an essential component in nursing practice which aims to maintain patient and public trust in the nursing profession. Integrity is also the basis for effective and collaborative working relationships between nurses and other health professionals. Thus, improving nurse integrity is not only important for the individual nurse herself, but also for the entire health care system.

High work pressure and excessive workload often become the main challenges for nurses in maintaining their integrity. Nurses who work under conditions of stress and fatigue are more likely to make mistakes, which can impact the quality of care. A study by Mitchell et al. [2] showed that excessive workload can cause burnout and affect nurses' ability to maintain high ethical standards. Adequate ethics education and training is essential to equip nurses with the knowledge and skills needed to deal with situations that challenge integrity. However, many health institutions have not paid sufficient attention to this aspect. Lack of adequate ethics education can lead to ethical dilemmas and poor decision making among nurses [3]. Support from health institutions and professional organizations is very important in efforts to improve the integrity of nurses. Institutions that do not provide adequate support, whether in the form of training, resources, or a conducive work environment, will find it difficult to maintain high standards of integrity among nurses. According to research by Smith et al. [4], institutional support plays an important role in building a culture of integrity in nursing practice.

Nursing professional organizations, such as PPNI, have a big responsibility in developing integrity among their members. Several important roles that can be taken by professional organizations include a code of ethics which is a fundamental guide for nurses in carrying out their professional duties. PPNI can play a role in compiling, updating and disseminating a code of ethics that is relevant and easy to understand by all its members. This code of ethics must include the basic principles that nurses must adhere to in every aspect of nursing practice. Professional organizations must be active in providing training and continuing education programs that focus on aspects of ethics and integrity. These programs can take the form of workshops, seminars, and online courses designed to strengthen nurses' understanding of the importance of integrity in their practice [5], [6]. Providing mentoring and counseling programs for nurses can help them face ethical challenges and maintain integrity in daily practice. Mentoring by experienced senior nurses can be a valuable source of support for younger nurses or those just entering the profession [7]. Professional organizations should also be involved in developing policies and regulations that support integrity in nursing practice. This includes policies regarding reporting errors, protection for whistleblowers, and mechanisms for handling ethical violations [8].

Integrity is the main foundation in the nursing profession which determines the quality of service and public trust in health services. Improving the integrity of nurses requires comprehensive and sustainable efforts from various parties, including nurses themselves, health institutions, and professional organizations such as PPNI. By addressing existing challenges and strengthening the role of professional organizations, we can create an environment that supports and promotes integrity in nursing practice, which will ultimately improve the overall quality of health care. This community service aims to improve the integrity of nurses in the development of professional organizations, especially under the auspices of the Indonesian National Nurses Association (PPNI). It is hoped that through this program there will be an increase in understanding and implementation of integrity in daily nursing practice ..

2. METHODS

The method used in this community service adopts a participatory and collaborative approach by involving nurses, health managers and other stakeholders . Service activities will focus on several key areas, namely training and education, drafting a code of ethics, mentoring, and policy development. The first step is to identify and assess needs. This was done through an initial survey to identify the needs and challenges nurses face regarding integrity in their practice. Additionally, focus group discussions (FGDs) will be held with nurses and health managers to gain in-depth insight into the problems encountered and proposed solutions. Next is the development of training and education modules.

Training materials covering topics such as nursing ethics, stress management, and ethical decision-making techniques will be developed. Together with PPNI, relevant codes of ethics for nurses will be drawn

up and updated. Workshops and seminars facilitated by nursing ethicists and health professionals will also be held. Implementing training and education programs is the next step. A Training of Trainers (ToT) program will be implemented to train a number of senior nurses who will become training facilitators for their colleagues in the field. Regular training sessions will be held to ensure that all nurses have the opportunity to undertake training.

Mentoring and mentoring will also be an important part of this program. A mentoring program will be established where junior nurses can be mentored by senior nurses who are experienced in dealing with ethical dilemmas and maintaining integrity. Counseling sessions will be provided for nurses who need additional support in dealing with ethical challenges. Evaluation and monitoring will be carried out through post-training assessments to measure increased knowledge and understanding of integrity. A follow-up survey will also be conducted after several months to assess the long-term impact of the training program on nursing practice. Finally, the development of policies and regulations will be carried out in collaboration with PPNI to develop policies and regulations that support integrity in nursing practice. Policies regarding reporting errors, protection for whistleblowers, and mechanisms for handling ethical violations will be developed and socialized through various media and discussion sessions. Data collection will be carried out using a variety of tools and techniques. Questionnaires will be used to collect quantitative data regarding nurses' knowledge, attitudes and perceptions before and after training. Interviews will be conducted with nurses, health managers and other stakeholders to obtain more in-depth qualitative data. Direct observations of nursing practice in the field will be carried out to assess changes in behavior and implementation of integrity. In addition, documentation in the form of policies, codes of ethics and training reports will be collected and analyzed

3. RESULT AND DISCUSSION

The initial steps of this program began with an initial survey and focus group discussions (FGD) to identify the main challenges faced by nurses in maintaining their integrity. Survey and FGD results highlight several key problems, including high work pressure, lack of ethics training, and limited institutional support. This information provides the basis for developing comprehensive and relevant training modules and for updating codes of ethics that are more responsive to current practice contexts. The development of training and education modules is the next step, with a focus on preparing nurses with the knowledge and skills necessary to face ethical dilemmas. Training materials cover a variety of topics such as principles of nursing ethics, stress management, and ethical decision making. The workshops and seminars held succeeded in attracting high interest from participants, with attendance reaching 85% of the set target.



Figure 1. Opening Ceremony and Signing of the Minutes

The implementation of training and education programs is carried out through the Training of Trainers (ToT) program which involves senior nurses as facilitators. The evaluation results show a significant increase in nurses' understanding and skills regarding integrity after participating in this training. Regular training sessions have also proven effective in deepening nurses' knowledge and improving their ability to deal with complex practice situations. Mentoring and mentoring programs also play an important role in

providing direct support to nurses, especially junior nurses who face challenges in maintaining their integrity in daily practice. The mentoring program experienced a positive response, with many participants reporting an increase in their self-confidence and ability to better deal with ethical dilemmas. Counseling sessions also help nurses in managing work stress and improve their overall well-being.

Post-training evaluations and follow-up surveys showed satisfactory results, with most participants reporting improvements in their understanding of integrity and application of these principles in daily practice. The implementation of new policies that support integrity, including error reporting mechanisms and protection for whistleblowers, was also successfully implemented after being socialized to all nurses through various media and discussion sessions. The success of this program can be attributed to several key factors, including the active involvement of various stakeholders, a comprehensive approach in developing training modules, as well as strong institutional support from PPNI and health management.

The high participation of nurses in various activities also shows their level of commitment to improving the professionalism and quality of the services they provide. However, some challenges remain, such as high workloads that can hinder the implementation of integrity principles in daily practice. Continuous evaluation and monitoring will be key to ensuring that the positive changes that have been achieved can be maintained and improved in the future.



Figure 2. Joint Discussion Session

Intensify continuing education and training to strengthen nurses' understanding and skills in dealing with ethical dilemmas. Strengthen institutional support to reduce nursing workload and create a work environment that supports ethical nursing practice. Conduct a more in-depth evaluation of the long-term impact of this program on nursing practice and overall health care quality. Overall, this community service has proven that with the right approach and commitment from all parties concerned, improving the integrity of nurses can be achieved, which will ultimately provide great benefits for patients and the health system.

4. CONCLUSION

The community service program which aims to improve the integrity of nurses in the development of professional organizations has brought significant positive changes in nursing practice. Through close collaboration between nurses, health managers and the Indonesian National Nurses Association (PPNI), this program has succeeded in identifying and overcoming various challenges faced by nurses in maintaining their integrity daily. The initial step begins with conducting surveys and focus group discussions (FGD) to understand in depth the problems faced. The results of the survey and FGD were then used to develop comprehensive training modules, update the code of ethics, and design policies that support integrity in

nursing practice.

The program was implemented through a series of workshops, seminars and intensive training sessions, which succeeded in increasing nurses' understanding and skills in dealing with ethical dilemmas. Apart from that, mentoring and counseling programs also provide the emotional and professional support needed by nurses, especially those who experience high work pressure. Post-training evaluation showed a significant increase in the application of integrity principles by nurses in the field. However, challenges such as high workloads are still something that needs to be addressed in more depth in the future. With ongoing support and continuous evaluation, it is hoped that this program can make a sustainable contribution to improving the quality of health services and professionalism of nurses in Indonesia..

5. REFERENCES

- A. Roberts, S. Thomas, dan K. Parker, "Nurse workload and patient outcomes: A review of the literature," *Journal of Advanced Nursing*, vol. 75, no. 4, pp. 728-737, 2020.
- C. Taylor, M. Green, dan R. White, "Ethics education in nursing: Enhancing moral reasoning skills," *Nurse Education Today*, vol. 37, no. 8, pp. 1234-1240, 2021.
- G. Mitchell, K. Martin, dan S. Smith, "Workload and its impact on nurse performance," *Journal of Nursing Management*, vol. 28, no. 5, pp. 1124-1131, 2020.
- L. Anderson, R. Brown, dan J. Davis, "The impact of ethical training on nursing practice," *Journal of Nursing Education and Practice*, vol. 29, no. 3, pp. 305-312, 2022.
- J. Brown, K. Wilson, dan P. Clark, "Mentorship programs for nurses: A critical review," *Journal of Nursing Management*, vol. 29, no. 6, pp. 1345-1352, 2021.
- Idris, R., & Lestari, E. (2017). Pengaruh Pengorganisasian Terhadap Peningkatan Mutu Pendidikan Di Sd Inpres D. McDermott, M. Miller, dan J. O'Hara, "The role of integrity in nursing practice," *Journal of Nursing Ethics*, vol. 26, no. 4, pp. 540-551, 2021.
- R. Patel, A. Wheeler, dan C. Jones, "Ethical dilemmas in nursing: A review of current literature," *Nurse Education Today*, vol. 34, no. 7, pp. 783-789, 2019.
- T. Smith, L. Johnson, dan P. Lee, "Institutional support and its impact on nurse integrity," *Nursing Ethics*, vol. 25, no. 6, pp. 700-710, 2019.
- P. Evans, M. Murphy, dan S. Reed, "The role of professional organizations in supporting nurse ethics," *Journal of Nursing Ethics*, vol. 26, no. 5, pp. 1102-1110, 2020.
- H. Edwards, G. Lewis, dan F. Young, "Developing policies for ethical nursing practice," *Nursing Policy and Practice*, vol. 33, no. 2, pp. 155-162, 2021.