Analysis of the Effectiveness of Organization-Based Learning on Nursing Performance at Regional General Hospital

Daniel Bagus Setyawan*, Haris Supratno, Erny Roesminingsih
State University of Surabaya, Surabaya, Indonesia

Sections Info

ABSTRACT

Objective: Improving services in hospitals is related to the effectiveness of the performance of health workers, especially nurses. Nurses are also the health workers who most often and longest interact with patients. Hospitals have well received the concept of organization-based learning as a health institution. Organizational-based learning is necessary for the development of employees and the institution itself. This study analyzes the effectiveness of implementing organization-based learning on nurses' performance at Regional General Hospital Dr. WahidinSudiroHusodoMojokerto City. **Method:** This qualitative research uses primary and secondary data. Data collection techniques are through observation and interviews. The selection of informants in this study was carried out using the total sampling method. **Results:** The results showed that organization-based learning improves nurses' performance in inpatient service. **Novelty:** Organizational-based learning can be applied in hospitals to improve nursing performance in providing services. The head of the room must also be a good manager when implementing this program.

INTRODUCTION

Nursing performance is the activity of nurses in implementing the best of their authority, duties, and responsibilities to achieve the objectives of the main task of the profession and the realization of organizational goals and objectives(Subedi et al., 2022). In its implementation, factors must support achieving maximum performance (Sapeni et al., 2024). Nurses can only carry out their duties and roles individually without involving others(Lyman et al., 2019). Therefore, a system is needed to help nurses improve their performance in the hospital (Suwarto et al., 2019). Learning is an idea that results from an officer's thinking that is incorporated into organizational thinking to achieve a goal (Husfaudin et al., 2019). Hospitals as health institutions have received the concept of organization-based learning in many countries worldwide, including Asian countries such as Singapore, India, and Thailand (Yang et al., 2022). Such hospitals not only focus on personnel, equipment, and healthcarefacilities but also on knowledge as one of the essential resources (Tabibi et al., 2020). Even though data released by Webometrics, the best hospitals in Indonesia are far behind hospitals in other countries, which are only ranked 3,858, this is far behind Singapore's hospitals, which are already in the top 1000 in the world (Bingjie et al., 2022; Pansuwan & Klankhajhon, 2021).

Organization-based learning is an organization skilled at creating, acquiring, transferring knowledge, and modifying behavior to reflect new

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