ATTITUDE AND BEHAVIOR OF NURSE IN THE NURSE ASOCIATION

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ABSTRACT

Purpose of the study: The purpose of this study was to determine the relationship between the attitude and the Behavior of Nurses In The Nurse Asociation

Methodology: This research is a correlation analytic and a cross-sectional design. The independent variable is the attitude of nurses and the dependent variable is the behavior of the nurses. Populations were 120 nurses. The sampling technique used is simple random sampling. The instrument used was a questionnaire. Data processing by means of editing, coding, scoring, tabulating. Analysis of data using Spearman rank test.

Main Findings: The results showed the majority of respondents have a negatif attitude, and almost half of the respondents behavior is sufficient, which means there is a relationship within the attitude of nurses in organizational behavior.

Applications of this study: To improve nurse behavior can be done by improving the attitudes

Novelty/Originality of this study: Nurse ascociation must be more often to socialization of work program for nurses in hospital

KEYWORDS: Attitudes, Behavior, Nurse, Nurse Ascociation.

INTRODUCTION

The existence of a professional organization is an absolute requirement for recognition from the public about professionalism, so it is natural that the retreat of professional ascociation is a reflection of the progress of the profession, as well as professional nurse ascociation namely PPNI (Indonesian National Nurses Association). As the only one organization for nurses in Indonesia, PPNI's work in fighting for the independence of the nurse profession still stumbles over some problems. One problem that occurs is the behavior of nurses in PPNI ascociation that are still low (Bina Diknakes, 2010).

There are still many nurses who are not yet members of PPNI and who are already members of PPNI do not yet support PPNI ascociation, because they assume that the nurses ascociation still has not done much for members. In fact, PPNI is often the target of poor welfare conditions (PPNI Bontang, 2011). This condition impacts PPNI will be difficult to fight for the independence of the nurse profession. Because the struggle to improve the quality and welfare of nurses will not be possible only by individuals, and without the establishment of cooperative relationships with other health care professional ascociation (AD / ART PPNI, 2018). According to the PPSDM Ministry of Health of the Republic of Indonesia in 2014, nurses in Indonesia totaled 288,405 nurses, while in the East Java region there were 32,833 nurses. While officially in 2014, PPNI released the numberof nurses registered as PPNI members amounting to 46,271 members (only 16% of the total number of nurses) whereas in East Java, PPNI released its membership of 2,642

members (only 8% of the number of nurses in East Java . At Gatoel Hospital, out of 120 nurses (at June 2018), 78 nurses (65%) were registered as PPNI members and the rest were not yet registered as PPNI members.

A person's behavior is much influenced by his attitude. A positive attitude often bring up positive behaviors that approach, like and expect certain objects. Conversely, a negative attitude towards objects, will display behavior away from, hate and avoid it. (Wawan and Dewi, 2010).

Efforts to make nurses' attitudes positive should always be carried out for the sake of good behavior. It is necessary to approach and socialize regularly by PPNI management at the Commissariat Level and at the Regional Level with nurses in health care institutions to foster a positive attitude so as to improve the quality of nurses' behavior in PPNI ascoiation.

LITERATUR REVIEW:

Attitude is a closed response or tendency to do or not do something as a reaction to a stimulus or object. Attitude is the degree of a positive effect or negative effect on a psychological object (Azwar, 2012). Attitude is a form of evaluation or feeling reaction. A person's attitude towards an object is a feeling of supporting or impartial (favorable) or a feeling of not supporting or impartial (unfavorable) on the object (Azwar, 2012). Attitudes are views or feelings accompanied by a tendency to act according to the attitude of the object earlier (Wawan and Dewi, 2010)

Attitudes can reflect evaluations of any aspect of the world. Attitudes help us understand people's responses to new stimuli. Attitudes toward new topics can be shaped by long-term values, including religious beliefs. Attitudes can be explicit—conscious and easy to report—or implicit—which implies they are uncontrollable and potentially not consciously accessible. The Implicit Association Test is often used to assess whether the associations people have between a group or object are positive or negative. Attitudes toward a group, issue, or object do not always directly predict behavior. Rather, there are situational constraints and norms that affect our willingness to express our true attitudes. Concerns about what others,especially those with whom we identify, may think of us can limit the extent to which our attitudes and behavior are consistent. (Baron and Branscombe 2012)

Attitudes can be positive and can also be negative:

1. A positive attitude towards action is to approach, like, expect the objects.

2. Negative attitudes there is a tendency to stay away from, avoid, hate, dislike the objects (Wawan and Dewi, 2011)

Behavior is an individual's response to a stimulus or an action that can be observed and has a specific frequency, duration and purpose whether realized or not. Behavior in biological terms means the activities or activities of the organism concerned, which can be observed, both directly and indirectly. Human behavior is a human activity itself (Wawan and Dewi, 2011)

Factors Affecting Behavior

Lewrence Green explains that the behavior is motivated or influenced by three main factors namely: predisposing factors, enabling factors and reinforcing factors:

1. Predisposing Factor (Predisposing Factor)

Embodied in knowledge, attitudes, beliefs, beliefs, values. According to Wawan and Dewi (2011), behavior is much influenced by a person's age. Age is the age of an individual that is calculated from birth to birthday. The more age, the level of maturity and strength of a person will be more mature in thinking and working. In terms of public trust a person who is more mature is trusted from someone who is not yet of high maturity. This will be as from the experience and maturity of the soul (Wawan and Dewi, 2011)

2. Enabling Factors
What is manifested in the physical environment, whether or not health facilities are available. Time and opportunity and support for the physical environment (family, workplace)

3. Reinforcing Factor
Which is manifested in the attitude of the behavior of health workers or other officers, which is a reference group and community behavior (Notoatmodjo, 2010)

METHODS:

This study uses a correlational analytic design using cross sectional considerations. The population were all nurses in the Gatoel hospital Mojokerto, East Java. The authors uses probability sampling a simple random sampling type and obtained 92 respondents. The independent variable is attitude and the dependent variable is the nurse's behavior. Data analysis using the Spearman Rho statistical test. This data analysis uses computer program SPSS 20.0 For Windows. (Software Product and Service Solution) assistance.

DISCUSSION:

General Data
Characteristics of respondents based on gender, age, education level, length of work and employment status

Table 1   Distribution of Frequency of Characteristics of Respondents of nurses at Gatoel Hospital Mojokerto City On July 22 - August 3, 2018

No	Type	F	(%)
	Gender		
	Male	25	27.2
	Female	67	72.8
	Total	**92**	**100**

Age		
< 30 years old	41	44.6
30 – 40 years old	43	46.7
> 40 years old	8	8.7
Total	**92**	**100**
Graduate		
Bachelor of Nursing	41	44.6
Under graduate diploma in nursing	43	46.7
Total	**92**	**100**
Length of work		
< 1 year	20	21.7
1-5Year/ years	53	57.6
> 5 years	19	20.7
Total	**92**	**100**
Employment status		
Regular	47	51.1
Contract	45	48.9
Total	**92**	**100**

Based on Table 1 shows that the majority of respondents gender are female as many as 67 people (72,8%). Characteristics Respondents based on age showed that almost half of respondents aged 30-40 years old as many as 43 respondens (46,7%). Characteristics Respondents based graduate showed that almost half of respondents Under graduate diploma in nursing as many as 43 respondens (46,7 %). Characteristics of respondents based on Length of work indicate that the majority of respondents were 1-5 year/ years of length of work asa many as 53 respondens (57,6%).. Characteristics Respondents based on Employment status showed that the majority of respondents were regular employee as many as 47 people (51.1%).

2. Special Data
   a.   Characteristics of Respondents Based on their attitude and behavior in nurses ascociation

Table 2 Distribution of Frequency of Characteristics of Respondents in nurses ascociation at Gatoel Hospital Mojokerto City On July 22 - August 3, 2018

No	Type	F	(%)
	Attitude		
	Negative	49	53,3
	Positive	43	46,7
	Total	**92**	**100**
	Behavior		
	Less	22	23,9
	Sufficient	44	47,8
	Well	26	28,3
	Total	**92**	**100**

Based on Table 2 shows that the majority of respondents have negative attitude as many as 49 people (53.3%). Characteristics Respondents based on their behavior showed that almost half of respondents have sufficient behavior present in nurses ascociation as many as 44 respondens (47.8%).

b. Cross tabulation based on attitude and behaviour

Table 3 Cross Tabulation Between attitude and behavior in nurses ascociation at Gatoel Hospital Mojokerto City On July 22 - August 3, 2018

		Behavior			Total
		Less	**Sufficient**	**Good**	
Attitude	**Negative**	22	27	0	49
		44.9%	55.1%	0.0%	53.3%
	Positive	0	17	26	43
		0.0%	39.5%	60%	46.7%
Total		22	44	26	92
		23.9%	47.8%	28.3%	100.0%
p : 0.000				α: 0.05	

Based on table 3 above, showed that out of 49 respondents (53.3%) who had negative attitudes, most of them had sufficient behaviour as many as 27 respondents (55.1%), almost half of them had less behaviour as many as 22 respondents (44.9%) and 0 responden had good behaviour.

According to authors, respondents who have negative attitudes tend to have sufficient or even less behavior in nurses ascociation.Negative attitudes have a tendency to stay away from, avoid, hate, dislike objects (Wawan and Dewi, 2011)

Out of 43 respondents (46.7%) who had positive attitudes, most of them had good behaviour as many as 26 respondens(60%), almost half of them had sufficient behaviour and 0 respondens had less behaviour. Conversely, respondents who have a positive attitude tend to have good behaviour. A positive attitude towards to approach, like, expect objects.

From the cross tabulation data among 43 respondents who have a positive attitude, almost half (39.5%) have sufficient behavior. From these data, it is also obtained the fact that not all respondents have a positive attitude, have good behavior.

According to authors, the cause is attitude is only one factor of behavior formation. There are other factors that also play a role in shaping respondents in PPNI organizations.

Attitudes are not automatically manifested in actions (open behavior). To realize the attitude so that it becomes a factor that is needed supporting factors or a enabling factor and reinforcing factors. (Wawan and Dewi, 2011)

CONCLUSION:

Based on the results of the study it can be concluded that to increase the number of nurses who have good behavior in nurse ascociation, can be created if many nurses have a positive attitude.

LIMITATION AND STUDY FORWARD:

This research is limited to only examining attitude that is not the only factor forming behavior. There are many factor can be

examine by subsequent researcher, among others are Predisposing, Enabling and Reinforcing Factor

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