

## Readiness Of New Graduates Of Nursing To Work In Health Care Facilities In The Emergency Period Of Covid 19 Pandemic

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### ABSTRACT

The Corona Virus Disease -19 pandemic over the world has raised public concern and fear. The high rate of transmission and the risk of death causes threats world. Many health workers (nurses) have become victims and died from contracting this disease. This condition causes anxiety and unpreparedness of health workers to work. The purpose of this study was to identify factors related to the level of readiness of new Diploma III Nursing graduates in East Java to work in the Covid 19 Pandemic Situation. The research method is cross sectional. The research data were taken using a questionnaire to 110 new graduates of Diploma III level nurses from 20 universities in East Java. The research variables include independent variables: achievement, competence, physical condition, interest and mental readiness. The dependent variable: Readiness to work. Data analysis was performed using Pearson's correlation test with  $\alpha = 0.05$ . The results showed that achievement, physical condition, interest and mental readiness were related to the readiness of graduates to work in health services. Based on the research results, it is suggested to universities to strengthen the quality of learning experiences, especially the implementation of clinical and laboratory practices to strengthen the readiness of graduates.

**Keywords:** Work Readiness, Nurses, Associated Factors, Covid 19

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**BACKGROUND**

Corona virus disease - 19 (Covid-19) is an infectious disease that is currently of concern to the world (Ma et al., 2020). This disease was first discovered in Wuhan, Hubei Province, China in December 2019 (WHO, 2020). This disease spreads very quickly and is contagious to various countries and parts of the world and eventually becomes the attention of the international community. This disease was discovered in Indonesia in March 2020. On March 11, 2020, the World Health Organization (WHO) declared the Covid 19 case a Pandemic (WHO, 2020) (Giacalone, Rocco, & Ruberti, 2020). This disease potentially cause respiratory, digestive, musculoskeletal, and neurological disorders, and has an impact on death (Nanshan et al., 2020, )(Kemenkes RI, 2020) However, not all people who develop this disease experience symptoms and hence the risk of transmission. from asymptomatic people to healthy people becomes very large (Clark et al., 2020) (Gao et al., 2020)

Referring to a report from the National Covid Cluster, the infected population until November 25, 2020 reached 511,836 people with a total of 16,225 people who died. (Komite Penanganan Covid-19 dan Pemulihan Ekonomi Nasional, 2020). Meanwhile, data on Covid 19 victims / cases worldwide is estimated to reach 60.6 million, and 1.45 million people have died (WHO, 2020). Covid 19 victims do not only come from within the community, but also health workers. health workers have a high risk of infection (Santoso, Sari, & Laely, 2020). Contact of health workers with infected patients creates a very big risk for health workers to become infected, especially when they are not equipped with good personal protective equipment or in an unfit condition which causes their immune system to decrease. Data from the Indonesian Doctors Association shows that up to October, 282 doctors and nurses had been reported who had died as victims of the Covid 19 disease. It was reported that 159 doctors and 9 dentists and 114 nurses died from Covid 19 (Nugraheny, 2020). The high mortality rate for health personnel will certainly cause its own problems, including a decrease in the capacity and quality of health services and or even cause the health service system to collapse. The existence of nurses as one of the health workers who are at the forefront of providing nursing care to patients, and of course their role is highly expected during this pandemic so that they can provide optimal service (Santoso et al., 2020).

Covid-19 is an infectious disease with a relatively fast transmission rate and has an impact on a rather high mortality rate (Harapan, Itoh, Yufika, Winardi, & Keam, 2020). quite a lot of cases of transmission that occur in health workers, including nurses. With the case of nurses who died due to being infected with Covid-19, it caused considerable fear and anxiety for nurses, especially those who had to take direct care of Covid-19 patients (Santoso et al., 2020). In addition, concerns also arise as a result of the risk of infection and the risk of spreading the infection among colleagues and family members (Huang, Xu, & Liu, 2020). Previous research has shown that nurses who work in health services experience various psychological problems in relation to the care of Covid 19 patients, these problems include anxiety, fear, depression, insomnia, mental disorders, somatization, irritability, and irritability. obsessive-convulsive, decreased appetite, feeling uncomfortable, feeling helpless, crying, and some even thought of committing suicide (Santoso et al., 2020). Other studies have also shown how levels of psychological stress are experienced by nursing students. Research shows that nursing students also experience anxiety, fear, sadness and anger. Research shows that psychological disorders in nurses are greater than among nursing students; however, when students enter the infectious care unit, they also experience psychological stress (Huang et al., 2020). Conditions of anxiety and fear of the risk of being infected with Covid 19 and a sense of uncertainty can certainly affect the readiness of graduates to work as nurses in health services.

The purpose of this study was to determine the factors related to the level of readiness of new graduates of 3 Year diploma of Nursing in East Java to work in the Covid 19 Pandemic Situation.

## METHODS

This study used a quantitative method with an observational research design: cross sectional. The study was conducted in October 2020. The population in this study were graduates of 3 year- diploma of nursing education in the East Java Region who participated in the East Java AIPViKI competency test try-out, and received a questionnaire about nurses' work readiness, totaling 153 people from 20 universities; By taking into account the sample size using the Isaac and Michael approach, the number of samples was determined at a significance level of 5% of 110 people. The sampling technique was carried out randomly (simple random sampling).

The variables in this study include independent variables: performance appraisal, competency assessment, physical condition assessment, and self-interest assessment to work. The independent variable in this study is readiness to work. Measurement of variables is carried out using a questionnaire using a semantic differential scale with a score of 1-10. Data processing includes the recapitulation of the questionnaire results, clearing and sorting of incomplete data. Data were presented descriptively and data analysis was performed using the Pearson Correlation test with  $\alpha = 0.05$ .

## RESULTS

### 1. Respondents' Perception of Academic Achievement

The results showed that from a scale of 1-10, it was found that the respondent's (new graduates) perception of their own academic achievements were:

Minimum value	= 1
Largest value	= 9
Average value	= 7.27
Standard deviation	= 1.64

This result shows that from a scale of 1-10, an average score of 7.27 was obtained, which means that in general the graduates rated positively on their academic achievement abilities, although generally it was in a good degree.

### 2. Respondents' Perception of Self-competence

The results showed that from a scale of 1-10, it was found that the respondent's assessment (new graduates) of his own achievement was:

Minimum value	= 1
Largest value	= 9
Average value	= 7.23
Standard deviation	= 2.22

This result shows that from a scale of 1-10, an average score of 7.23 is obtained, which means that in general the graduates give a positive rating for the competence they have for work, at a good level.

### 3. Respondents' Perception of Physical Conditions

The results showed that from a scale of 1-10 the respondents (new graduates) rated their physical condition as follows:

Minimum value	= 1
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Largest value = 9  
Average value = 6.21  
Standard deviation = 3.31

This result shows that from a scale of 1-10, an average score of 6.21 is obtained, which means that in general the graduates perceive their physical condition to a moderate degree.

#### 4. Respondents' Perception of Interest to Work

The results showed that from a scale of 1-10, it was found that the respondent's (new graduates) perception of their own interest to work were:

Minimum value = 1  
Largest value = 9  
Average value = 5.45  
Standard deviation = 3.55

This result shows that from a scale of 1-10, an average value of 5.45 is obtained which means that in general the graduates have sufficient interest in working in health services.

#### 5. Respondents' Perception of mental readiness to work

The results showed that from a scale of 1-10, the respondents (new graduates) rated mental readiness to work as follows:

Minimum value = 1  
Largest value = 9  
Average value = 5.72  
Standard deviation = 3.36

This result shows that from a scale of 1-10, an average value of 5.20 is obtained, which means that generally graduates have mental readiness on a moderate scale.

#### 6. Respondents' Perception of Readiness to Work

The results showed that from a scale of 1-10, it was found that the respondent's (new graduates) perception of their readiness to work were:

Minimum value = 1  
Largest value = 9  
Average value = 6.15  
Standard deviation = 3.33

This result shows that from a scale of 1-10, an average value of 6.85 was obtained which means that in general the graduates rated positively on their academic achievement abilities.

#### 7. Factors related to Readiness to Work

The results of statistical analysis with the Pearson correlation test at  $\alpha = 0.05$  with the help of the SPSS version 16 application obtained the correlation values between the dependent and independent variables as follows:

Table 1. Variable Correlation

Variables Correlated Against Work Readiness	Correlation Coefficient	Significance Level
Academic Achievement	-0,212	0,013

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Competency	0,044	0,614
Physical Condition	0,202	0,019
Interest	0,514	0,000
Mental readiness	0,567	0,000

The results of the research above indicate that achievement has a relationship with readiness to work with a correlation coefficient of -0.212 at significance level of 0.013; this meant the correlation between the two variables is relatively weak. Competence has a correlation with job readiness with a correlation coefficient of 0.044 and a significance of 0.614 or there is no significant correlation between the two variables. Physical condition has a correlation with job readiness with a correlation coefficient of 0.202, meant the correlation between the two variables is weak. Interest has a correlation with readiness to work with a correlation coefficient of 0.514 with a significance of 0.00; meant the relationship between the two variables is quite strong. Mental readiness has a correlation with readiness to work with a correlation coefficient of 0.567 with a significance of 0.00 or it can be interpreted that the both variables have a fairly strong correlation.

## DISCUSSION

### 1. Correlation between academic achievement and work readiness

The results of study showed that there was a correlation between achievement and work readiness. Based on the definition of achievement according to the Big Indonesian Dictionary is the result that has been achieved for what has been done or done. In connection with the learning process, there are terms known as academic achievement and learning achievement. Academic achievement is the result of learning obtained from learning activities at school or college, which is cognitive and is usually determined through measurement and assessment (Badan Pembinaan dan Pengembangan Bahasa, 2019). Academic learning achievement that occurs in students is a reflection of the potential of the students themselves, which is influenced by the quality of the teaching and learning process and the quality of education in general (Puspitarini & Permatasari, 2020). In general, learning achievement is linear with the students' ability to apply theory to the world of work (Febriana, Winanti, & Amelia, 2013). Students with significant quality of learning achievement are expected to have work readiness with linear outcomes. Previous research with the topic of the relationship of factors that can affect job readiness found that learning achievement has an influence on job readiness. Furthermore, the results of this study indicate that learning achievement, organizational activeness, parental education, parents' income and gender also affect job readiness. Krisnamurthi's research also provides an overview of the effect of each of these factors on job readiness. As a result, these five factors contributed significantly (Krisnamurti, 2017).

### 2. Correlation between Competence and work readiness

The results showed that competence was not related to readiness to work. Competence according to the Big Indonesian Dictionary (KBBI) is the authority (power) to determine or decide something (Badan Pembinaan dan Pengembangan Bahasa, 2019). In another sense, based on Law Number 13 of 2009 concerning Manpower, job competence is the work ability of each individual which includes aspects of knowledge, skills and work attitudes in accordance with established standards (Kementrian Tenaga Kerja RI, 2009). Research from Ihsan (2018) shows that job readiness is closely related



to competence (Ihsan, 2018). Research from Mahendra, Putra (2015) also shows that the factors that influence readiness to work for nurses are competence, self-confidence and adaptability (Mahendra, Prabandari, & Handono S, 2015). The results of this study indicate that competence is not related to job readiness. This was possible because during the Pandemic period, students did not feel that they had enough good learning experiences due to the online learning process and the limitations of clinical practice activities that allowed them to interact directly with patients and get real learning experiences. This condition causes them to feel that they are not competent enough; and or even though they feel they have competence, it is not strong enough to support the readiness to work. Research from Mahendra, Putra (2015) states that minimal practice opportunities and clinical guidance that are not running optimally result in graduate nurses having difficulty working because they do not have sufficient competence in entering the world of work (Mahendra et al., 2015).

### 3. Correlation between Physical Condition and work readiness

The results of this study indicate that physical conditions are related to job readiness of nurse graduates during the Pandemic. Physical condition is the status of physical health and physical readiness to carry out daily activities or carry out tasks. Physical condition in this case including health status is very influential with readiness to work. Referring to the definition of work readiness which is defined as the extent to which a person feels that they have skills that make them ready for success in the workplace and are recognized as indicative of the potential of new graduates in terms of work performance and career advancement (Caballero & Walker, 2010), then the physical aspect is one of the important aspects to build readiness to work, especially as a nurse. Nurses working in ward that have a greater risk of interacting with patients or sufferers who are suspected of being positive for Covid-19 (Santoso et al., 2020). Research shows that the risk of transmission of Covid 19 is greater in population groups who have comorbid diseases and for those who have been infected with Covid 19, the chronic disease they suffer will get worse and must be handled in an intensive care unit (Liu et al., 2020)(Wang, Yang, Li, & Wen, 2020). Physical condition is one of the important factors that must be considered in working in health facilities with a risk of infections of Covid 19 because those with low immunity, or who have the disease, are at an increased risk of contracting this disease.

### 4. Correlation between Interest and work readiness

The results showed that interest / passion to work in hospitals / health services was also related to readiness to work in health facilities during the COVID-19 pandemic. Interest is a persistent tendency in the subject to feel happy being involved in a particular field / object. Work interest can be interpreted as a tendency that persists in individuals who feel happy and interested in both physical and mental activities with the aim of obtaining satisfaction, status and rewards (Emilyawindri, Rani, Zola, & Adullah, 2018). The results of this study are relevant to previous research conducted on vocational students, where there was a contribution of work interest to student work readiness (Emilyawindri et al., 2018). A person who has an interest in nursing pursues education with the aim of making it a profession and therefore graduates have high hopes of being able to work as a nurse. The Covid 19 pandemic presents new challenges and does not reduce interest in working as a health worker / as a nurse in health services.

The educational process is good through a theoretical approach, playing roles in laboratory activities and clinical practice where students interact with patients and the real environment fosters cognitive and mental readiness, and therefore graduate nurses have sufficient mental readiness to work as nurses. Research shows that there is a relationship between mental readiness and readiness to work in health services in the COVID-19 pandemic situation. Paying attention to the definition of work readiness from work readiness is having skills, knowledge, attitudes, and understanding that make new graduates more productive and contribute to achieving goals. organizations (Mason, Williams, & Cranmer, 2009), so students who have mental readiness will feel ready and called to work and contribute in providing health services to overcome health problems and community suffering in the health sector due to the Covid 19 pandemic. Nurses are required to prepare their abilities as an effort to deal with the health problems of disaster victims. . The readiness of nurses to work in disaster situations is related to the nurses' own perceptions of how prepared they are and the preparatory efforts that have been made (Hammad, Arbon, Gebbie, & Hutton, 2012).

## CONCLUSIONS

The conclusions of this study are:

1. Achievement of graduates during college is related to the readiness of nursing graduates to work in services during the Covid -19 Pandemic
2. Competence during the college period is not related to the readiness of nursing graduates to work in services during the Covid -19 Pandemic
3. Physical conditions relate to the readiness of nursing graduates to work in services during the Covid -19 Pandemic
4. Interests relate to the readiness of nursing graduates to work in services during the Covid -19 Pandemic
5. Mental readiness is related to the readiness of nursing graduates to work in services during the Covid -19 Pandemic

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## CONFLICT OF INTEREST

The researcher state that there is no conflict of interest

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