

English Version

Measurement Instruments the Implementation of 5R (Compact, Neat, Clean, Care, Diligent)

5R	NO	Assessment materials	Grades (1 – 4)			
			1	2	3	4
Concise	1	Nurses separate useful medical tools from useless ones				
	2	Nurses store Health equipment correctly and systematically				
Tidy	1	Nurses put medical equipment where it should be				
	2	Using work attributes/nametags				
Clean	1	Cleaning the work environment and medical equipment after use				
	2	Dispose of garbage in its place				
Nurse	1	Check medical devices according to the existing format				
	2	Carry out maintenance of medical devices according to schedule				
Diligent	1	Clocking in and out of work on time				
	2	Use work time efficiently				

Scale	Information
0 - 25 %	Less
26 - 50%	enough
51 – 75 %	Tall
76 – 100 %	Very high

Measurement Instruments Nurse Competency

Competence	It	Assessment materials	Grades (1-4)			
			1	2	3	4
Assessment and Care Management	1	Conduct holistic and comprehensive patient assessments				
	2	Conduct risk assessments as part of patient assessments such as risk of nasocomial infections, risk of falls, pain assessments				
	3	Prioritizing nursing plans and being able to justify priority decisions				
	4	Time appropriately				
	5	Revise the nursing plan based on changes in the patient's health status				
	6	Conducting nursing documentation appropriately and accurately				
Technical capabilities	1	Use of appropriate equipment and procedures				
	2	Good preparation does not waste time picking up incomplete equipment at the time of starting the procedure of action				
	3	Knowing how to properly care for equipment and what should be done if it is damaged				
	4	Able to perform technical nursing actions such as infusion installation safely and efficiently				
Professional and Ethical	1	Work according to the standards and rules that apply in the hospital				
	2	Providing professional services to patients regardless of their status and class of care				
	3	Maintaining patient privacy and confidentiality				
	4	Demonstrate a professional approach to practices such as arriving on time, good attire, and good manners				
	5	Recognized and practicing in accordance with the level of knowledge and competence possessed				

Competence	It	Assessment materials	Grades (1-4)			
			1	2	3	4
Communication skills	1	Communicate effectively with patients and their families				
	2	Introduce yourself to patients and their families				
	3	Explain procedures and information clearly to patients				
	4	Communicate effectively with the rest of the Health team				
	5	Accurate and clear nursing documentation				
Patient safety practices	1	Able to explain the risk of cross-infection and ensure infection control standards are in place at all times				
	2	Hand washing procedures are carried out appropriately and according to the time				
	3	Know and properly apply the principles and procedures of Aseptic Engineering				
	4	Know what drugs are given to each patient, the mechanism of drug effects in the body, and the risk of side effects				
	5	Maintaining a clean and safe work environment				

Scale	Information
0 - 25 %	Less
26 - 50%	enough
51 – 75 %	Tall
76 – 100 %	Very high

Measurement Instruments Nurse Productivity

Productivity assessment (BARS)	It	Assessment Materials	Grades (1 – 4)			
			1	2	3	4
Personality and behavior	1	Comply with SOPs				
	2	Timely attendance				
	3	Responsible				
	4	Able to communicate therapeutically to patients				
	5	Enthusiasm at work				
Achievements and work results	1	Knowledge and technical ability to provide nursing care to patients				
	2	Skills in applying the concept of nursing care and being able to use and maintain equipment				
	3	Ability to plan and analyze work				
	4	Ability to cooperate with other professions in work				
	5	Ability to coordinate tasks at work				
	6	Ability to perform special tasks and when critical				
Working Process	1	Proper work time management				
	2	Logging, storage, and reporting				
	3	Creativity at work				
	4	Management of tools and work environment				
	5	Work carefully, conscientiously and make no mistakes				

Scale	Information
0 - 25 %	Less
26 - 50%	enough
51 – 75 %	Tall
76 – 100 %	Very high

	Sig. (2-tailed)	.041	.456	.003	.126	.124		.433	.002	.016	.413	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X1.7	Pearson Correlation	.468**	.436**	.166	.127	.361*	.113	1	.401*	.453**	.585**	.668**
	Sig. (2-tailed)	.001	.002	.250	.381	.010	.433		.004	.001	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X1.8	Pearson Correlation	.217	.282*	.206	.428**	.340*	.424**	.401*	1	.569**	.414**	.690**
	Sig. (2-tailed)	.131	.047	.151	.002	.016	.002	.004		.000	.003	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X1.9	Pearson Correlation	.474**	.260	.184	.342*	.488**	.339*	.453*	.569*	1	.433**	.725**
	Sig. (2-tailed)	.001	.069	.200	.015	.000	.016	.001	.000		.002	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X1.10	Pearson Correlation	.343*	.342*	.251	.072	.339*	.118	.585*	.414*	.433**	1	.623**
	Sig. (2-tailed)	.015	.015	.079	.620	.016	.413	.000	.003	.002		.000
	N	50	50	50	50	50	50	50	50	50	50	50
Total_X1	Pearson Correlation	.699**	.581**	.530**	.489**	.662**	.526**	.668*	.690*	.725**	.623**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	50	50	50	50	50	50	50	50	50	50	50

*. Correlation is significant at the 0.05 level (2-tailed).

** . Correlation is significant at the 0.01 level (2-tailed).

**Reliability of the Implementation of 5R (Compact, Neat, Clean, Care, Diligent)
Scale: ALL VARIABLES**

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excludeda	0	.0
	Total	50	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.821	10

X2.21	Pears on Correlation	0,141	0,284	.392	.460	0,207	-0,068	0,201	-0,081	.325	0,161	.382	0,105	0,146	.339	-0,089	.338	0,214	0,180	0,286	.299	1	.365	0,159	0,160	.291	.451
	Sig. (2-tailed)	0,329	0,094	0,005	0,001	0,148	0,637	0,161	0,574	0,021	0,264	0,008	0,468	0,313	0,016	0,633	0,016	0,135	0,210	0,062	0,035		0,011	0,269	0,268	0,040	0,001
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X2.22	Pears on Correlation	.583	.482	.486	.636	0,160	.491	.474	0,090	0,209	0,233	.354	0,189	0,159	.360	.436	0,241	0,242	.327	0,223	0,154	.355	1	0,149	0,131	.367	.624
	Sig. (2-tailed)	0,000	0,000	0,000	0,000	0,268	0,000	0,001	0,533	0,146	0,103	0,012	0,190	0,271	0,010	0,002	0,092	0,091	0,021	0,120	0,284	0,011		0,302	0,365	0,009	0,000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X2.23	Pears on Correlation	0,181	.291	0,232	0,161	0,215	-0,017	.289	0,032	.308	0,244	0,114	0,167	-0,034	-0,167	0,202	0,237	-0,070	0,196	0,142	0,087	0,159	0,149	1	0,249	0,034	.320
	Sig. (2-tailed)	0,208	0,040	0,105	0,264	0,134	0,909	0,042	0,825	0,029	0,088	0,431	0,246	0,817	0,246	0,159	0,097	0,628	0,172	0,327	0,548	0,269	0,302		0,081	0,815	0,023
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X2.24	Pears on Correlation	0,104	.283	.323	0,174	0,248	0,161	.480	0,244	0,281	.515	0,259	.586	.341	-0,067	0,239	.526	0,143	.460	.642	.586	0,160	0,131	0,249	1	0,119	.594
	Sig. (2-tailed)	0,474	0,047	0,022	0,227	0,083	0,263	0,000	0,087	0,067	0,000	0,069	0,000	0,015	0,645	0,095	0,000	0,321	0,001	0,000	0,000	0,268	0,365	0,081		0,412	0,000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X2.25	Pears on Correlation	.302	.527	0,230	.430	0,215	.284	.347	.396	.492	0,195	.286	.366	0,162	0,166	.457	0,115	-0,010	.486	0,265	.294	.291	.387	0,034	0,119	1	.574
	Sig. (2-tailed)	0,033	0,000	0,108	0,002	0,134	0,046	0,013	0,004	0,000	0,174	0,044	0,006	0,262	0,250	0,001	0,427	0,944	0,000	0,063	0,038	0,040	0,009	0,815	0,412		0,000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Total_X2	Pears on Correlation	.452	.646	.645	.588	.547	.476	.677	.506	.517	.526	.587	.706	.406	.339	.570	.552	.408	.651	.688	.636	.451	.624	.320	.594	.574	1
	Sig. (2-tailed)	0,001	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,003	0,016	0,000	0,000	0,003	0,000	0,000	0,000	0,001	0,000	0,023	0,000	0,000	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Reliability NURSE COMPETENCIES

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	.0
	Total	50	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.901	25

Validity
NURSE PRODUCTIVITY

		Correlations																Total_Y	
		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	Y.13	Y.14	Y.15	Y.16		
Y.1	Pearson Correlation	1	.365**	0,272	0,095	0,141	0,143	.307*	0,110	0,226	0,150	0,092	0,131	0,171	0,113	0,034	0,160	.446**	
	Sig. (2-tailed)		0,009	0,056	0,512	0,330	0,321	0,030	0,446	0,114	0,297	0,524	0,365	0,236	0,433	0,816	0,267	0,001	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Y.2	Pearson Correlation	.365**	1	.389**	0,082	0,208	0,219	0,219	0,041	0,174	0,256	0,105	0,116	0,215	0,012	.311*	.344*	.510**	
	Sig. (2-tailed)	0,009		0,005	0,574	0,146	0,126	0,126	0,778	0,227	0,072	0,468	0,421	0,134	0,936	0,028	0,014	0,000	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Y.3	Pearson Correlation	0,272	.389**	1	0,181	.457**	.426**	.312*	.333	0,169	.311*	0,246	0,184	.489**	.358**	.525**	.494**	.755**	
	Sig. (2-tailed)	0,056	0,005		0,207	0,001	0,002	0,027	0,018	0,242	0,028	0,085	0,201	0,000	0,011	0,000	0,000	0,000	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Y.4	Pearson Correlation	0,095	0,082	0,181	1	0,189	0,210	0,193	-0,044	0,141	0,165	.327*	0,008	.295*	0,133	0,134	0,261	.393**	
	Sig. (2-tailed)	0,512	0,574	0,207		0,188	0,143	0,179	0,759	0,329	0,251	0,020	0,959	0,038	0,357	0,354	0,067	0,005	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Y.5	Pearson Correlation	0,141	0,208	.457**	0,189	1	.432**	0,195	0,013	0,104	0,262	0,101	0,154	0,274	0,148	0,265	.414**	.525**	
	Sig. (2-tailed)	0,330	0,146	0,001	0,188		0,002	0,176	0,926	0,472	0,066	0,485	0,285	0,054	0,305	0,063	0,003	0,000	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Y.6	Pearson Correlation	0,143	0,219	.426**	0,210	.432**	1	0,211	-0,018	0,167	0,174	0,239	0,076	0,221	0,190	.369**	.324*	.540**	
	Sig. (2-tailed)	0,321	0,126	0,002	0,143	0,002		0,140	0,904	0,245	0,227	0,095	0,598	0,122	0,187	0,008	0,022	0,000	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Y.7	Pearson Correlation	.307*	0,219	.312*	0,193	0,195	0,211	1	0,095	0,084	.283*	0,092	.339*	0,263	.468**	.339*	.567**	.600**	
	Sig. (2-tailed)	0,030	0,126	0,027	0,179	0,176	0,140		0,514	0,563	0,046	0,524	0,016	0,065	0,001	0,016	0,000	0,000	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Y.8	Pearson Correlation	0,110	0,041	.333*	-0,044	0,013	-0,018	0,095	1	0,088	-0,171	0,145	-0,023	.313*	0,277	.307*	0,063	.303*	
	Sig. (2-tailed)	0,446	0,778	0,018	0,759	0,926	0,904	0,514		0,544	0,235	0,316	0,875	0,027	0,052	0,030	0,665	0,033	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Y.9	Pearson Correlation	0,226	0,174	0,169	0,141	0,104	0,167	0,084	0,088	1	0,117	-0,020	0,224	0,245	0,068	0,236	0,162	.389**	
	Sig. (2-tailed)	0,114	0,227	0,242	0,329	0,472	0,245	0,563	0,544		0,419	0,892	0,118	0,087	0,639	0,098	0,261	0,005	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Y.10	Pearson Correlation	0,150	0,256	.311*	0,165	0,262	0,174	.283*	-0,171	0,117	1	0,120	.284*	.393**	.285*	0,202	.312*	.521**	
	Sig. (2-tailed)	0,297	0,072	0,028	0,251	0,066	0,227	0,046	0,235	0,419		0,405	0,046	0,005	0,045	0,159	0,027	0,000	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Y.11	Pearson Correlation	0,092	0,105	0,246	.327*	0,101	0,239	0,092	0,145	-0,020	0,120	1	0,143	.488**	0,238	0,122	-0,009	.415**	
	Sig. (2-tailed)	0,524	0,468	0,085	0,020	0,485	0,095	0,524	0,316	0,892	0,405		0,321	0,000	0,097	0,400	0,951	0,003	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Y.12	Pearson Correlation	0,131	0,116	0,184	0,008	0,154	0,076	.339*	-0,023	0,224	.284*	0,143	1	0,175	0,204	0,000	.285*	.415**	
	Sig. (2-tailed)	0,365	0,421	0,201	0,959	0,285	0,598	0,016	0,875	0,118	0,046	0,321		0,223	0,156	1,000	0,045	0,003	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Y.13	Pearson Correlation	0,171	0,215	.489**	.295*	0,274	0,221	0,263	.313*	0,245	.393**	.488**	0,175	1	0,239	.494**	0,134	.660**	
	Sig. (2-tailed)	0,236	0,134	0,000	0,038	0,054	0,122	0,065	0,027	0,087	0,005	0,000	0,223		0,095	0,000	0,354	0,000	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Y.14	Pearson Correlation	0,113	0,012	.358**	0,133	0,148	0,190	.468**	0,277	0,068	.285*	0,238	0,204	0,239	1	0,231	0,254	.511**	
	Sig. (2-tailed)	0,433	0,936	0,011	0,357	0,305	0,187	0,001	0,052	0,639	0,045	0,097	0,156	0,095		0,107	0,075	0,000	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Y.15	Pearson Correlation	0,034	.311*	.525**	0,134	0,265	.369**	.339*	.307*	0,236	0,202	0,122	0,000	.494**	0,231	1	0,268	.577**	
	Sig. (2-tailed)	0,816	0,028	0,000	0,354	0,063	0,008	0,016	0,030	0,098	0,159	0,400	1,000	0,000	0,107		0,060	0,000	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Y.16	Pearson Correlation	0,160	.344*	.494**	0,261	.414**	.324*	.567**	0,063	0,162	.312*	-0,009	.285*	0,134	0,254	0,268	1	.612**	
	Sig. (2-tailed)	0,267	0,014	0,000	0,067	0,003	0,022	0,000	0,665	0,261	0,027	0,951	0,045	0,354	0,075	0,060		0,000	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Total_Y	Pearson Correlation	.446**	.510**	.755**	.393**	.525**	.540**	.600**	.303*	.389**	.521**	.415**	.415**	.660**	.511**	.577**	.612**	1	
	Sig. (2-tailed)	0,001	0,000	0,000	0,005	0,000	0,000	0,000	0,033	0,005	0,000	0,003	0,003	0,000	0,000	0,000	0,000	0,000	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50

** . Correlation is significant at the 0.01 level (2-tailed).
 * . Correlation is significant at the 0.05 level (2-tailed).

Reliability NURSE PRODUCTIVITY

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	.0
	Total	50	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.810	16

