

## Strategy to Optimize Nurse Credentials in Hospitals

Asiana Oktavia Purwaningsih<sup>1\*</sup>, Ahsan<sup>2</sup>, Tita Hariyanti<sup>3</sup>

<sup>1,2,3</sup> Master of Nursing, Faculty Health Sciences, Universitas Brawijaya, Indonesia

\*Corresponding author: [oktaviaasiana@student.ub.ac.id](mailto:oktaviaasiana@student.ub.ac.id)

### ABSTRACT

**Background:** Profession nursing keep going improve and try creating governance good clinical to be able to face various type change as well as demands society. One of the efforts made profession nursing is with improvement level career through credentials at home sick. Activities evaluation competence nursing is very important for give maintenance competent patient based on evidence and hold on stick to the code ethics profession.

**Purpose:** The purpose of credentials is increase accountability nurse, improve satisfaction, and create stability in a organization.

**Methods:** Protocol this developed in line with the Joanna Briggs Institute (JBI) methodology for inspection scoping and reporting in accordance with Reporting Items Choice for Review Systematic and Meta-analysis Protocol (PRISMA-P). The literature conducted analysis consists of from ProQuest, Ebsco, Science direct, Elsevier from 2015 to 2023.

**Results:** manager nurse have role big in increase implementation level career use increase quality service.

**Conclusion:** The career level program, supported by impactful mentoring and strong nurse manager involvement, enhances nurses' career development and job satisfaction. Through effective credentialing, nursing competence is ensured, reducing clinical errors and minimizing risks to patient safety.

**Keywords:** career path, committee nursing, nurse

Received February 10, 2025; Revised March 12, 2025; Accepted April 3, 2025

**DOI:** <https://doi.org/10.30994/jnp.v8i3.533>



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**BACKGROUND**

Nurse is give professional services for patients, families and communities, Commitment professional nurse very much important For increase giving service health (Hsu et al., 2015). A a professional nurse will do work based on his/ her competence and appropriate authority with standard practice nursing (Abdolrahmi et al., 2017). Standard competence is agreed size / guidelines For know ability someone who can observed covers knowledge, skills and attitudes in finish a work or task with standard performance set (Wirentanus, 2019; Yusuf, 2018). Standard competence Indonesian nurses need set For ensure service / care safe and quality nursing care. Standards competence can measure ability power nurse and based on results measurement nurse given certificate as confession to improvement knowledge, skills and behavior ( competence ) of a person nurse (Kahya & Oral, 2018).

Credentials nursing is series of evaluation processes to power home nursing Sick For determine giving eligibility authority clinical (Barnett, 2015; Cowan et al., 2008). Activities evaluation competence nurse the mean to For increase professionalism and continue develop profession power nursing, so that patients get care and service nursing by competent nurses hold on firm to ethics profession nurse, so that For make it happen required a organized procedures and management with neat by a receptacle profession nurse based on a provisions, ethics and norms profession, container profession nurse the is committee nursing (Sugito et al., 2023).

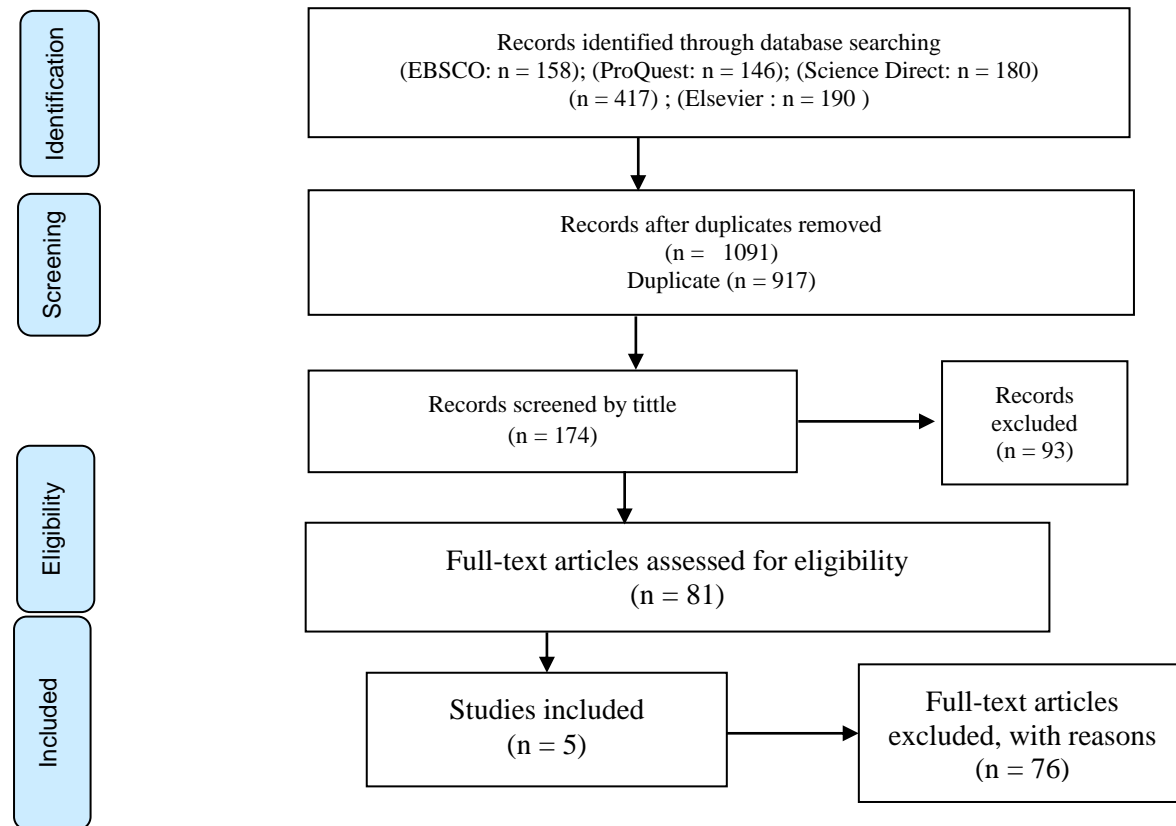
Committee nursing have role central in mechanism nurses credentials, committee nursing given not quite enough answer by home Sick For implement the entire credential process nursing with operate his role (Chan et al., 2023; Chiu et al., 2021). Level career nursing contribute to taking the right decision about maintenance patient, safety patient, satisfaction. System level career has implemented in several countries (Pertiwi & Hariyati, 2019). Development system level professional nursing career in reward system context required by management, as means increase motivation and professional career of nurses as well as increase quality service in a way overall (Albashayreh et al., 2019; Negarandeh et al., 2015). Development level career nurse expected become One unity with system service health. With existence guidelines development system level professional career manpower nurse in context system award, expected can used as reference set policy for power nurse, so that can increase quality service nursing and quality service health.

**METHODS****Search Strategy**

Review literature searching for using online databases: ProQuest, Ebsco, Science direct, Elsevier. Different keyword combinations includes "career", "career ladder", "competency", "competence" and "satisfaction". The selection literature determined based on criteria inclusion as following : (1) focus on the system level career at home sick, (2) date publication between 2016 and 2023, (3) samples study consists of from home nurse illness, and (4) cross-sectional, exploratory articles, based on review studies. The criteria exclusion is article besides nurse as sample research, such as student nursing or doctor.

**Data extraction**

Database search found

Figure 1. PRISMA *flow diagram*

Writer	Results
( Seon et al., 2023)	Perception level career is the most dominant factor influence motivation Work nurse .
(Jang & Chang, 2022)	Improvement level career in nursing increase satisfaction influential nurse to giving service to the patient
(Karami et al., 2017)	competence and commitment organization nurse be at the level moderate . There is none significant correlation between competence professional and committed organization
(Nobahar, 2016)	Competence leading to improvement quality patient care and patient and nurse satisfaction as well as help increase profession nursing , improving education nursing , and nursing clinical .
(Chae et al., 2015)	Perception system level career correlated positive with satisfaction Work nurse

## **RESULTS**

### **Empowerment Nurse**

Level career functioning for develop and create environment collaborative work. Level career shared based on education, skills, and experience (Fardellone & Click, 2013; Pierson et al., 2010). Nurses who are experienced and have skills can share his knowledge with nurse whose skills more little. Nurse empowered and guided for do action advanced training with easy way understood and accepted (Pierson et al., 2010). System level career nursing is system management source Power nursing comprehensive that can increase quality nursing with categorize skill nurse beginner become more experienced (Chae et al., 2015). In lots matter institution health national and international, mentoring programs Study available for all over nurse (Mrayyan & Al-Faouri, 2008).

### **Credentials Nursing**

Profession nursing Keep going improve and try creating governance good clinical to be able to face various type change as well as demands society. One of the efforts made profession nursing is with existence credentials nursing At home sick. Credentials is an evaluation process to power nursing For determine eligibility giving authority clinical. Credentialing process give decision and guarantee whether power the nursing concerned worthy given authority clinical (*clinical privilege*) for do care home nursing sick. Purpose of credentials is increase quality profession through education certified with use standard quality performance profession and accredited. Some components that must be equipped for submit application credentials among other things evidence education, license, certification, history jobs and others. Credentials and awards right special used For : Help confession nurse in the environment power health ; Promote accountability ; Enforcing standard profession ; Allows billing on the party third (Remuneration); Communicating scope practice in other team work.

### **Improvement Career path**

Improvement program career level career own great influence to improvement qualification nurse (Chae et al., 2015; Ersah Rahmadania & Herminingsih, 2021). One of the factor affecting satisfaction work : perception about system development career, number of working hours, desires personal For develop, and experience (Jang & Chang, 2022; Seon et al., 2023). Research (Chae et al., 2015) report part big program level evaluation career show that No found dissatisfaction direct with system level career applied at home sick. Increase level career nursing is method For create A climate organization that encourages retention nurse (Freeman S, 2013; Korman & Eliades, 2010).

### **Development skills and knowledge nurse**

Nurse skills affect the quality of service delivery to patients. Skills and knowledge development is needed to improve nurses' competence in improving patient safety. Nurses must develop their skills so that they are expected to be able to handle various complex patient needs, both in chronic or acute conditions (Olusegun & Olusoji James, 2020). This career ladder improvement program can have a positive impact on nurses' contributions to their organizations and improve professional performance skills (Karami et al., 2017; Rezaei et al., 2018). The program at the graduate level career nursing associated with improvement not quite enough responsibility, accountability, knowledge and skills (Borges et al., 2020; Fardellone & Click, 2013; Hinno, 2012).

### **Committee nursing**

Committee nursing is non- structural container House the disease that has function main maintain and improve professionalism power nursing through mechanism credentials, custody quality profession, as well as maintenance ethics and discipline profession. Committee nursing guard profession nurse competent in give service care nursing and care

midwifery to patient in a way correct (scientific) according good standards and codes ethics profession. Tasks main committee nursing : recommendation giving permission do action nursing (*entering into the profession*), maintaining competence and behavior power nursing (*maintaining professionalism*) through nursing audits and development profession continuing *professional* development, recommendations suspension authority clinical certain until with revocation permission do action nursing (*expelling from the profession*).

## DISCUSSION

Level career nurse consists of from implementation guidance, taking decisions, policies / procedures, and service reforms health superior patient (Chae et al., 2015; Fardellone & Click, 2013). For reach success improvement level career, required system Supporter For help nurse understand track career through education, mentoring, and surveys satisfaction and interview (Seon et al., 2023). Degree program career nursing give levels incentive finance, improvement satisfaction work , recruitment assistance , and recognition nurse on more performance Good (Ayalew et al., 2019; Garcia et al., 2017; Karami et al., 2017). Nurse with level clear career, tends to No will go out (Chae et al., 2015; Ho et al., 2009; Sevilla-Zeigen, 2016). From the side financial, degree program career own significant impact to cost incentive House sick, if compared to with cost changeover nurses and recruitment return will need far away costs more big (Nobahar, 2016). Progress career nurse close the relation with scale incentives. Implementation of the level program career give motivation and appreciation to staff (Burket et al., 2010; Chae et al., 2015; Yeon Hee et al., 2017). Awards given to nurse in his participation follow level career will increase satisfaction Work nurse (negarandeh et al., 2015; Trihastuti et al., 2016). A number of the above factors become attention party House sick, especially related with factors that influence satisfaction nurse. Manager nursing play a role important in implement and improve system improvement level career, especially in facilitate improvement ability. The existence of a level program career will increase competence, recognition profession nursing as well as authority in give care nursing (Pertiwi & Hariyati, 2019).

## CONCLUSION

Implementation of the level program career through impactful mentoring to development progress career. Manager nurse own role important in increase implementation of the level program career For increase satisfaction work among nurse. This process called credentialing, functioning ensure power nursing competent in give service to patient in accordance standard profession. Effective credentialing process can lower risk *adverse events* in patients with minimize error action exerted by force nursing care that holds authority clinical in the hospital.

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