

THE EFFECTS OF FORMAL EDUCATION AND COMPETENCE TRAINING ON JOB PERFORMANCE OF NURSES WORKING AT THE HOSPITAL

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ABSTRACT

Background: Nursing is a critical factor in determining the quality of care in hospitals and the nature of patient outcomes. Nursing services as well as nurse work performance are central to the provision of quality hospital care. This study aimed to determine the effects of formal education and competence training on job performance of nurses working at the hospital.

Subjects and Method: This was a cross sectional study conducted at Prof. W. Z. Yohanes Hospital, Kupang, East Nusa Tenggara. A sample of 183 nurses was selected for this study. The dependent variable was job performance. The independent variables were education and competence training. The data were collected by questionnaire and analyzed by a multiple linear regression.

Results: Job performance of nurses was positively associated with higher formal education ($b= 0.141$; $p= 0.035$) and competence training ($b= 0.51$; $p= 0.006$).

Conclusion: Higher formal education and competence training are associated with an improved job performance of nurses working at the hospital.

Keywords: job performance, formal education, training, competence, nurses, hospital.

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