

# Effect of Individual Competence and Management of Creativity against the Nursing Education Performance in Banten

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**Abstract.** The problem's theme that has been previously stated indicates that there are certain factors that contribute to the development of quality performance of nursing education, especially in Banten Province. The factors mentioned are the competency of individuals and creativity management. The objective of this the study of the relationship and influence of individual competence and creativity management factors as independent variables, against a profile of leadership against the Nursing Education Performance in Banten Province. This study used a survey method with quantitative approaches, was conducted to two Nursing Education Institutions in Banten (86 populataions, total sampling). The data results were analyzed statistically with SPSS software. The result of study: the results of this study indicate that individual competence and creativity management factors have a direct effect positive and significant on Performance Job at Nursing Study Program in Banten Province. Profile of individual competence and creativity management have a direct effect that was positive and significant on the sustainability of Performance Job in nursing education. As recommendation is the research and service activities are an integral part of the Tri Dharma of the University where coaching and empowerment are still required and need to be taken seriously by the leaders of nursing education institutions.

**Keywords:** Individual Competence, Management of Creativity, Education Performance, Quantitive reasearch

## 1 Introduction

Nursing education has a very strategic position in developing professionalism of human resources in nursing. High-quality nursing education will produce excellent nurses who are highly competitive and able to penetrate the global market, even able to meet the requirements specified by the MDGS.

The role of nursing education is not only important in building a new generation who are ready to face the challenges of globalization and the demands of the future, but also in contributing to the efforts to sustain the degree of development in the nation's health sector. Therefore, all levels of Nursing Education institutions are expected to meet the quality assurance in education. We realize that nursing education institution has an important role in developing human resources. Education also serves as the agent of change that needs to consider their resources, including human resources, especially the leaders as managers and coordinators who are responsible for the performance of the institutions. The leaders of

nursing education must understand the quality of education conceptually and contextually, to then initiate changes in education that lead to the best quality of management and leadership. There is an issue that the quality and performance of education will be largely determined by the quality of the managers who have high creativity, critical and innovative thinking and futuristic-looking, and who are also visionary, and highly committed to create a conducive and synergistic work environment. Those competencies are the pillars of the performance of a leader that must be owned by the head of nursing education.

It is also realized that the nursing graduates who excel greatly are influenced by the quality performance of the teachers. The quality of faculty performance in this case is the productivity and quality of *The Tri Dharma* of the University, namely education, research and community service. It is also important that the productivity, and quality performance of the faculty; and quality management of education are strongly influenced by individual competence, creativity management and environment.

Nursing education is considered attractive to be a locus and a focus of research. If nursing education is relevant to the required performance standards, there is a gap found between teacher competencies, creativity management, and environmental factors to the performance of nursing education in the province of West Java and Banten.

We also recall that the product (the quality of graduates) is the focal point of the goals and achievement of the educational organizations. The quality of education is determined by the quality of planning and processing. The planning and the process need to be supported by the creativity of professional management, a healthy environment of organizational culture, and an excellent quality management. These three domains need to be put on high priority because the quality of health education could not be separated from these factors.

The general objective of this research is to get a picture of the profile or characteristics of leadership as a manager and person in charge who are responsible for the performance of nursing education in Banten, through the study of the relationship and influence of individual competence and creativity management factors against a profile of leadership.

The scientific research is expected to be useful for the enrichment of knowledge and to add to the repertoire of empirical research in the areas of leadership and management of education, especially in the management of leaders development in accordance with the empirical needs, and in particular, this research is expected to be useful: (1) as a guide for faculty development, especially in individual competence in an effort to increase and develop nursing education performance job.

## **2 Methods**

This study used a survey method with quantitative approaches. The research was conducted in three of nursing education institutions in Banten. The strategic for processing and data analysis in this research use statistical data analysis in order to: (1) examine the quality of the research instrument with validity and reliability of the questionnaire; (2) test the normality of data research; (3) examine the influence between variables through correlation analysis and regression analysis to get the result of research.

The researcher considers the preservation of respondents' rights in this study. The ethical principles of this research based on as follows the five human right: 1) Respect for Autonomy, 2) Privacy or dignity, 3) Anonymity and Confidentiality, 4) Justice Beneficence and Nonmaleficence [9].

The research data were collected through research instruments that were constructed in the Likert scale, form of questionnaires with the answers of Strongly Agree (score 4), Agree (score 3), Disagree (score 2), and Strongly Disagree (score 1). The research instrument was tested for validity and reliability, The validity and reliability results is  $r > 0.33$ ,  $r \text{ Alpha} > 0.666$ , Cronbach's Alpha as follows at the tabel 1:

**Tabel 1.** Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.885	.886	21

Research hypotesis is individual competency and creativity management factors have a direct, positive and significant effect on nursing education performance.

### 3. Result

The results of the study the variable of individual competence and creativity management factors againts performance job, as follow:

**Tabel 2.** Effect of Individual competencies and Managemen of Creativity againts Performance Job of Nursing Study Program Banten 2019 ( N= 86)

	Performance Job				<i>p</i>	
	Low		High			
	n	%	n	%		
<b>Individual Competence</b>	<b>Low</b>	13	15.11	11	18.96	0.543
	<b>High</b>	73	84.88	47	81.03	
<b>Total</b>		<b>86</b>		<b>58</b>		
<b>Creativity Management</b>	<b>Low</b>	11	12.79	13	22.41	0.567
	<b>High</b>	75	87.20	45	77.58	
<b>Total</b>		<b>86</b>		<b>58</b>		

Referring to these data, the results of this study indicate that individual competence and creativity management factors have a direct effect positive and significant on Performance Job at Nursing Study Program in Banten (*p value* = 0.543 and 0.567). Profile of individual competence and creativity management have a direct effect that was positive and significant on the sustainability of Performance Job in nursing education with a significance level of  $0.501 > 0.05$  which means statistically significant

### 4. Discussion

Based on result of study that individual competence and creativity management factor has a direct effect positive and significant on Performance Job at Nursing Study Program in Banten (*p value* = 0.543). This result of study relevant with paradigm's [1] that the performance job of nursing education needed the profile of leadership, academic

achievement, and management creativity. Related this paradigm, [5] suggested that the organizer or coach and the institution need to make a move to encourage the leaders at all levels of management to develop themselves as professional leaders, and to develop their managerial ability.

The result of study shown that individual competence factor has a direct effect positive and significant on Performance Job at Nursing Study Program in Banten (*p value* = 0.567). This result relevant with explanation's [3] that individual competency in learning is influenced by education, expertise, insight, knowledge, attitudes, and values obtained through the individual experience of the lecturer. [4] suggest that a lecturer has the role very important to the organizational culture developing, integrity and academic environment, also are responsible for facilitating the achievement of educational job performance.

This fact provides an overview and basic for the organizer and promoter of private universities in formulating strategic policies in improving the quality of leadership resources to develop professionalism in the position of leader and by focusing on aspects of the alignment of assessment levels and educational backgrounds, experience and managerial ability in selecting candidates and promoting educational leadership [7].

Regarding individual competence, [3] argue that the granting autonomy to lecturer to implement curriculum holistically and comprehensively has an impact on good performance, and subsequently an impact on good job performance also on educational institutions. The learning component in order to improve quality requires collaboration between Lecturers and Students, Lecturers and Teams, Lecturers and Leaders [6]. Quality improvement must begin with reforming the organization of learning and management creativity in schools to support the best job performance [8].

## 5. Conclusion and Recommendation

Based on of the results of study concluded that individual competence factor has a direct effect positive and significant on Performance Job at Nursing Study Program in Banten (*p value* = 0.543). Individual competence factor has a direct effect positive and significant on Performance Job at Nursing Study Program in Banten (*p value* = 0.567)

Improving the quality of individual competence and creativity of nursing education management should be done through the professionalization of leadership positions. This means that every person who has a leadership position in nursing education should strive to have a certain individual competence and creativity in accordance with the job requirements. Research and service activities are an integral part of the *Tri Dharma* of the University where coaching and empowerment are still required and need to be taken seriously by the leaders of nursing education institutions.

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