Freshgraduate Motivation of Stikes Yarsi Mataram as Careworkers To Japan Through The Kaigho Fukushi-Shi Peer Support System

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ARTICLE INFO

ABSTRACT

The increasing number of nursing graduates with limited employment opportunities is a problem in almost all regions in Indonesia. Many work as voluntary nurses with salaries far below the regional minimum wage. Meanwhile, in Japan, the need for nurses as Kaigo Fukushi-shi (Caregiver) is very high. Through the Indonesia-Japan Economic Partnership Agreement (IJ-EPA) an agreement is made to send 1,000 careworkers every year. However, it only succeeded in sending 826 people in a span of 3 years through the G to G program. This study aims to measure the level of differences in the motivation of new graduates of STIKES YARSI Mataram before and after receiving assistance through the Kaigho Fukushi-shi Peer Support System from Alumni. The method used in this research is the Quasy Experiment without a control group with a total sample of 25 people. Obtained a p-value of 0.000 with a motivation value at the positive mean rank of all participants. It can be concluded that there is an influence from the Kaigho Fukushi-shi Peer Support System of the Alumni on the motivation of new graduates to work in Japan. Through this research, it contributes to the institution to be ready to use its graduates to gain experience working in Japan.

I.   Introduction

In Indonesia, the BPPSDMK recapitulation as of December 2016 the total number of nurses was 296,876. from the membership report recorded in the nurse professional organization information system (PPNI), it was found that the number of nurses in Indonesia registered for membership in April 2017 was 359,339 nurses. As many as 0.18% (652 people) who reported working abroad, 62% of the nurses were male and 38% were female nurses. There were 22% honorary nurses(Pusat Data dan Informasi Kementerian Kesehatan, 2017).

Condition of voluntary nurses with wages between Rp. 100,000-Rp300,000 per month. Conditions in West Nusa Tenggara, voluntary nursing staff remain an important problem to be resolved. Nursing personnel are needed but existing regulations are not justified in making them honorary or contract workers (Kabarsumbawa, 2018). On the one hand, the population growth of Japan reached 127,320,000 people in 2013. As much as 25% of the total population of Japan are those aged over 65 years. It is estimated that by 2030, the number of elderly people in Japan will reach approximately 36.67% (*the ministry of health* in Mutiawanti, 2017). Meanwhile, the need for nurses in 2014 reached 1.55 million people.

Japan will really needpersonnel *Careworker* both from within and outside the country. Demand for the number of *Careworkers* from Indonesia is far more than Nurse's request. Because indeed, the number of elderly care needs in Japan is very high. Through the Indonesia-Japan Economic Partnership Agreement (IJ-EPA), currently there is a delivery

ofnurses and *careworkers* Indonesianto Japan. The MoU states that the quota for sending Indonesian nurses is 1000 health workers in 2 years. Until 2016 there had been 9 deliveries with a total of 1,513 nurses (BNP2TKI, 2016). This number has not reached the expected number. Data on the placement of Indonesian migrant workers through the Japanese G to G program in 2016-2019 obtained a total *careworkers* of 826. This is not sufficient for the number ofexpected, namely 1,000 *personnelcareworkers* per year.

STIKES Yarsi Mataram as a health university has tried to become a forum for the utilization of the number of Alumni who will work abroad, one of which is Japan. The number of YARSI Mataram STIKES graduates from 2005-2018 was 5686 spread across all health facilities in West Nusa Tenggara and several islands in Indonesia. STIKES Yarsi started its work in empowering Alumni to be able to work abroad through the Great Indonesia Woman (WIH) program in collaboration with the Ministry of Women's Empowerment and Child Protection in 2015. In fact, YARSI's STIKES Alumni prefer to be volunteer nurses rather than having to work abroad because various reasons. Through Alumni who have previously spread in various countries such as Riyadh, Saudi Arabia, Taiwan and especially in Japan, it is hoped that they can motivate Alumni to want to work in Japan.

Through the *peer support system, it is* hoped that Alumni contributions to Alumni in providing motivation related to information, emotions and instruments in preparing to work in Japan as a *careworker (Kaigo Fukushi-shi).* It is hoped that through this approach *peer support system* , newly graduated Alumni are motivated to access information and gain *sharing* experience with their peers who have been *Kaigo Fukushi-shi* while in Japan and are currently in Mataram. This research purposed is to knowing the grade of motivation fresh graduate to be Kaigo Fukushi-shi in Japan after got the peer support system.

II.   Methods

This research is aresearch Quasy Experiment using a design experimental research pre-with approach post test only without control group design. This study uses this design to determine motivation through the approach Peer Group System to recruitment careworker for new graduates of Ners, D.3 Nursing and D3 Midwifery in 2020. The research will be carried out at STIKES Yarsi Mataram in June-August 2020. The subjects of this research are new graduates who have completed both academically from the Nurse Profession study program, D.3 Nursing and Midwifery. The data collection process was carried out using measuring instruments in the form of a questionnaire sheet and an observation sheet.

The research was conducted once, starting with an intensive mentoring process for 1 month with meetings 2-3 times a week. The population in this study were all recent graduates who completed academics. The sample in this study were 25 new graduates who had completed the academic stages of the 2019/2020 academic year. Sampling technique using purposive sampling. Based on Shapiro Wilk test showed that p-value in pre test was 0,01 and post test 0,47, that assumed distribution of data un-normal. The data analysis used in this research is Univariate Analysis and Bivariate Analysis with Non Parametric test (Wilcoxon Test). Data analysis was conducted to determine the effectiveness of the peer group system approach to recruitment careworker with a significance value of 0.01%.

III.   Results and Discussion

Data collection in this study was carried out from July 13-25, 2020. The number of samples obtained by the researcher was 25 respondents. The results of univariate statistical analysis in this study describe the characteristics of the respondents including age, gender, study program and other data presented in this univariate statistical analysis which also includes a description of Alumni motivation. The distribution of respondents based on age,

gender Study program and Alumni motivation can be seen in the table below:

Table 1 Distribution of Respondents by age, gender, study program (n = 25)

Variabel	N	Persentase	Mean
Age			
1. 19 years	1	4	
2. 20 years	4	16	
3. 21 years	2	8	
4. 22 years	4	16	22,56
5. 23 years	5	20	
6. 24 years	5	20	
7. 25 years	4	16	
Gender			
1. Male	3	12	
2. Female	22	88	
Study Programme			
1. D3 Keperawatan	4	16	
2. D3 Kebidanan	0	0	
3. Ners	21	84	

Based on table 1 above, it is found that the average age of the respondents is 22.56 (23) years with more female gender, namely 22 people (88%) compared to 3 people (12%). Distribution of respondents based on study program, D3 Nursing as many as 4 people (16%) and nurses as many as 21 people (84%). The description of STIKES Yarsi Mataram Alumni Motivation as a *careworker* to Japan through the *Kaigofukushishi peer support system* can be seen in table 2 below.

Table 2 Description of the Motivation of STIKES Yarsi Mataram Alumni as a *careworker* to Japan through the *Kaigofukushishi Peer Support System* (n = 25)

Variabel	n	Min	Max	Mean	SD
1. Pre intervensi Motivation	25	60	88	79,24	5,847
2. Post intervensi Motivation	25	87	114	98,96	7,530

Based on the results of the measurement of motivation in table 2 above, the minimum

value for pre-intervention motivation is 60, the maximum value is 88 with an average of 79.24. Meanwhile, for the post intervention the minimum score was 87, the maximum value was 114 with an average of 98.96.

Analysis of the influence of motivation of STIKES Yarsi Mataram Alumni as *careworkers* to Japan through the *kaigo fukushi-shi peer support system* begins with bivariate analysis by conducting data normality tests. Bivariate analysis was used to determine the effect of Japanese language assistance and training through the *kaigo fukushi-shi peer support system* on the motivation of the Yarsi Mataram STIKES Alumni as *careworkers* to Japan using thetest *Wilcoxon* with a 95% confidence level. The results of the study are said to be significant if the *p* value <0.05, which means there is an effect of Japanese language assistance and training through the *kaigofukushishi peer support system* on the motivation of the STIKES Yarsi Mataram Alumni as a *careworker* to Japan can be seen in Table 3 .

Tabel 3. Japanese Language Training through *Kaigo Fukushi-Shi Peer Support System* on Motivation of STIKES Yarsi Mataram Alumni as *Careworker* to Japan (N = 25)

		N	Mean Rank	Sum of Rank	P (value)
Post Intervention Motivation– Pre Intervention Motivation	Negative Ranks	0a	0,00	0.00	
	Positif Ranks	25b	13,00	325,00	0,000
	Ties	0c			
	Total	25			

Based on table 3 above, it is found that the mean rank before intervention was 0.00, while after intervention the mean-rank was 13.00. The statistical test results obtained a value of = 0.000, which means that there is an influence of Alumni motivation before being given assistance with after being given assistance and training in Japanese through the *Kaigo Fukushi-shi peer support system.*

The average age of the sample involved in the *peer support system* in the form of group training activities and sharing sessions is around 22.56 years. The average age of new YARSI STIKES graduates who are about to graduate is 22-23 years. Socialization has been conveyed to all batches who graduated in 2020. Of the total respondents targeted from prospective graduates, 24 people and 1 person are Alumni of the 2018 class who have not worked. Leaflets have been distributed in each study program both in the Ners study program, D.3 Midwife and D.3 Nursing. However, those who responded to take part in the training were 21 from professional graduates and 4 from nursing diplomas.

In a study conducted by Fajar Fahlevi, 2014, it was found that the effect of age on worker productivity contributed only 66.69%. This shows that age is not a factor that has a big influence on worker productivity. In thisstudy, *Fukshi-shi khaigo* the age ranges for participating in language training and *sharing sessions were* selected based on the graduation time of the 2019/2020 academic year. Another study conducted by Selvia, 2017 states that age does not have a positive effect on work productivity. Productive age in the range of 20-40 years in the study did not have a significant effect. The ability and

motivation of participants to take part in programs and career planning abroad are almost the same age. However, this does not rule out that productive age has a contribution to this research. Being young is synonymous with strong physicality, high enthusiasm and creativity, the desire to learn new and challenging things so that participants of productive

age are able to attend training and *sharing sessions*.

Motivation measurements carried out by the research team on prospective early graduates before the training obtained an average of 79.24. This value is described as a good value, considering that this value has exceeded 50% of the total highest score of 100.This is because during the academic process, new graduates have been exposed to information related to overseas work opportunities from BP2MI through the representative work program. chairman III and *Yarsi Career Center*. In addition, new graduates during the academic process had Japanese arrivals during the anniversary event. They have seen their seniors speak Japanese on the stage of the annual STIKES YARSI MATARAM activity. In addition, the flow of information presented by the mass media has virtually been accessed by many new graduates. the development of information systems and technology also contributes to studying the culture and the latest trends of a country, especially Japan (Amaliatun, 2013).

Post-training motivation measurement is found at 98.96. This shows an increase in average value after being given Japanese language training interventions and *sharing sessions*. This value exceeds the measurement value of motivation above 80% as a standard of motivation which can be said to be good in terms of planning a career in Japan. The average value of this motivation increases by strengthening stimuli related to working abroad, especially in Japan, introducing themselves in Japanese, speaking directly to Japanese native speakers and with Alumni who have worked in Japan as *Kaigho Fukshi-shi*.

Introducing language and culture has an influence in giving everyone a view to be able to understand something new outside of themselves. By learning the language of another person, it will provide an attachment to the individual so that someone is able to understand the way of thinking of a particular society / nation (Sriwahyu, 2015). By introducing the language and culture of the Japanese people, it will

provide new graduates with new experiences to be able to interact and build closeness with Japanese language and culture. So that this can be the capital of new graduates in preparing for career planning to work in Japan later. Extracting information related to a country's culture can be used as a medium to find similarities and differences between our culture in Indonesia and the culture of the destination country, namely Japan.

With a *p value of 0.000,* which is less than alpha 0.05, which means that the hypothesis (H1) is accepted, which means that there is a difference in motivation before and after giving theintervention *peer support kaigho-fuction* in the form of Japanese language training by Alumni who have worked in Japan and *sharing session* that Alumni give during the intervention process to prospective graduate participants on their motivation for a career in Japan.

In research conducted by Lilly 2017, a theoretical concept was obtained which states that the factors that affect the careers of new graduates are divided into 5 groups of factors, one of which is the bio-social factor where someone gets specific information with careful planning and acceptance and responsibility. from the employer to support one's maturity in future career maturity. Where the age and intelligence of each participant is one of the factors that influence career planning. In the research conducted by Lily also mentioned the importance of mastering the career competences of new graduates in jobs in their professional fields of expertise.

Mastery of this competence itself can be measured by an understanding of one's own abilities, open access to information related to the field of work to be occupied, the ability to make decisions to choose jobs, make plans to achieve goals in a career and the ability to solve problems when doing career planning. (Lily 2017). These matters are very important to be assessed by the institution responsible for helping graduates to design future careers. The importance of gathering information related to career planning maturity needs to be pursued in various ways. One of the ways that can be used is

by having Alumni who already have careers so that they are able to provide *support* or support in the form of a *peer support system* to build the adaptation of new graduates before entering the world of work. This method is considered effective in supporting career institutions in universities.

The effectiveness of peer support has been proven by many studies conducted in educational institutions from secondary to tertiary levels. In research conducted by Yunia 2018, the results showed that *peer group support is* a method that has a significant influence on the adaptive coping abilities of high school students. Coping itself is a process of thinking and behavior that is used to manage internal and external demands from situations that are considered a stress or problem (Saptoto in Yunia 2018). The ability of students to build positive coping in their search for a career in Japan must receive a positive stimulus from within and without. Their desire to participate in the research conducted by the team is a positive signal and a desire for future planning.

Providing external stimuli by providing related information through Alumni who had been Kaigho Fukushi-shi had a positive impact on students. This is evidenced by the measurement of the participant's motivation value which increases to a positive rank, meaning that all participants get motivated after being given the intervention. External stimulus from participants through the *peer support system* by providing Japanese language training by Alumni and sharing sessions through FGDs and online groups providing assistance to new graduates in fostering a sense of empathy and sympathy, solidarity and tolerance towards a new condition, namely from the academic environment to the work environment later .

The peer support system in the group also contributes as a source of strength in students' career decision making. In research conducted by Wahyu 2018, it is stated that peers are a source of career support when the closest people, such as parents, are not helpful in providing career decision direction. With the *peer support system, it* provides an affective function as a supporter of family functions in seeing the future and making decisions. The role of Alumni as Kaigho Fukushi-shi provides additional information in participant decision making so that it can influence daily interests, behavior and attitudes.

According to Santrock, in Wahyu 2018's research, the role of peers in the process of adolescent social development, among others, is as a friend, stimulus, a source of physical and ego support, a function of social comparison and affection. This gives participants the opportunity to interact with Alumni so that they are able to provide social control for the development of skills and interests according to their competencies. Through this media the participants can exchange ideas in determining and planning their future careers.

The peer support system can also increase the psychological response of Indonesian workers abroad. Research conducted by Titin 2016 states that peer and family support has a significant influence in increasing the psychological response of migrant workers. The psychological response in question is the positive response of TKI during the health care process while working abroad. This provides an overview for researchers to obtain information related to matters that affect participants' coping or adaptation while working in Japan.

IV. Conclusion

In this study, it was found that there was a positive increase in motivation from all participants with the Kaigho Fukushi-Shi *peer support system* to work in Japan. This proves the hypothesis that the scientific, emotional and experiential learning process has an influence on the desire of graduates to work in Japan. This contributes to the Indonesian government in preparing nurses to work in Japan and the achievement target of the Indonesia-Japan

cooperation can be achieved. There are limitations to the study that was conducted for approximately 3 weeks of intervention. Especially with the covid-19 pandemic, the implementation of a *peer support system* with personal closeness is limited when face-to-face takes place. The health protocol with the use of masks was one of the factors that made it difficult for the participants and Kaigofukushishi to recognize each other's faces. *Physical distancing* between participants and facilitators is also a limitation. Native speakers who are planned to be able to meet in person must be modified by conducting online meetings via *zoom meetings*. However, this did not reduce the enthusiasm of the participants to take part in learning both directly and via online via WhatsApp group and zoom.

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