



Published by: STIKes Karsa Husada Garut
Jurnal Pengabdian Masyarakat DEDIKASI
Homepage: <https://dedikasi.lp4mstikeskhg.org/home>

TRAINING ON THE APPLICATION OF INPRO NURSING SERVICE MANAGEMENT IN THE PUSKESMAS BUILDING FOR PUSKESMAS NURSES GARUT DISTRICT

ARTICLE INFO

Article history:

Received July 15th, 2025

Revised July 23rd, 2025

Accepted July 24th, 2025

Keywords:

Health Center, Nurse,
Nursing Service,

ABSTRACT

Nursing service is a form of professional service that is an integral part of health services based on nursing science and tips aimed at individuals, families, groups, or communities, both healthy and sick. Several problems related to the implementation of the role of nurses were found in primary health care. The main phenomenon found was a mismatch in the implementation of the roles and functions of nurses in services at the Puskesmas. This community service activity aims to improve nursing services by strengthening aspects of autonomy, leadership, collaboration and work environment that are integrated in services in the Puskesmas building professionally. The method used is a *pre and post test* related to the material then continued with the delivery of the material. The results of this community service are an increase in knowledge before and after the activity. It is hoped that from this community service nurses can provide better nursing services.

Keywords: Health Center, Nurse, Nursing Service

This is an open access article under the [CC BY-NC](https://creativecommons.org/licenses/by-nc/4.0/) license.



Corresponding Author*:

Iwan Wahyudi^{1*}, Cencen Hendra Setiawan², Tanti Suryawantie³, Dian Roslan Hidayat⁴, Rudi Alfiasyah⁵, Ishmah Hamidah⁶, Muhammad Ramdan⁷

^{1,2,3}Bachelor of Nursing Study Program, STIKes Karsa Husada, Garut, West Java, Indonesia

⁴Diploma of Nursing Science Study Program, Stikes Karsa Husada, Garut, West Java, Indonesia

^{5,6,7}Profession Ners Study Program, STIKes Karsa Husada, Garut, West Java, Indonesia

Email: iwan24dee@gmail.com

1. INTRODUCTION

Nursing services at the Community Health Center are health services in the form of professional services based on nursing science and tips aimed at individuals, families, groups, or communities, both healthy and sick (Perceka, 2020). The process of providing nursing services independently and collaboratively aimed at individuals, families and communities both in sickness and health in various health care settings (Glerean et al., 2019). Nursing service activities describe the performance of nurses. The performance of Puskesmas nurses in the form of activities to provide nursing care (Harmiyati et al., 2016; Nasution et al., 2019). Santoni & Mardijanto(2018) stated that the performance of health center nurses was around 87% in the deficient category. Hendrian et al(2019), also reported that around 42.5% of puskesmas nurses had poor performance. Nasution et al (2019), Puskesmas activities have only been achieved by 44.1% Intergratif Profesional (INPRO) nursing service is the management of nursing services by integrating aspects of nurse autonomy, leadership, collaboration, work environment in a package of nursing service models at the Puskesmas. This service model is integrated into services in the building through Individual Health Efforts (UKP) organized by the Puskesmas (Suharta & Lungguh Perceka, 2024).

This training activity is expected to produce integrated nursing service governance that ensures the continuity of the role of nurses when providing services at Puskesmas, especially services in the building. Through this training, nurses are also expected to reach the best level in undergoing professional autonomy based on their abilities and competencies so that in the end nursing services become more professional and can increase nurse satisfaction and performance.

Health centers in Garut Regency have a very strategic role in efforts to achieve and improve public health status. Based on data from the Health PPSDM Agency of the Ministry of Health(2020) the number of nurses utilized in the Garut Regency Health Center is 1084 nurses or around 38% of the total existing health workers. Nurses are the most health workers in primary health care under the auspices of the Garut Regency Health Office. Regarding nursing services at Puskesmas Garut (Wahyudi, 2020) on Puskesmas nurses in Garut Regency revealed the results that the management process of the tupoksi of the puskesmas program for nurses requires rearrangement, nurses revealed a mismatch in the implementation of the nurse's tupoksi. This illustrates that nursing services at the Puskesmas are not as expected. The purpose of this activity is to improve nursing services by strengthening aspects of autonomy, leadership, collaboration and work environment in services within the Puskesmas building professionally.

2. METHODS

The training activities are divided into three sessions. Before starting the first session of training, pre-test activities will be carried out first. The first session of training is the provision of material on the governance of nursing services at the Puskesmas. Training session one lasts for ± 100 minutes.

Training session two is the Intergrative Nursing Service Material. Training session two lasted for \pm 100 minutes. Training session three is Professional in Nursing Services. This session lasted \pm 100 minutes.

3. RESULT AND DISCUSSION

This community service activity was carried out in the hall room of the PPNI building in Garut Regency. This activity was attended by 30 Puskesmas nurses. The implementation of community service by conducting this training involved a team of lecturers and undergraduate nursing students of STIKes Karsa Husada Garut.

This community service activity is carried out in several stages, namely:

1. Preparatory stage

The preparation stage starts from the preparation of participants, preparation of materials, media, tools and training facilities.

a. Participant preparation.

The participants referred to in this model are puskesmas nurses. Participants get a training invitation and permission or recommendation from the head of the health center. Participants are asked to fill out a registration form.

b. Preparation of training materials and media

Training materials in the form of training modules are duplicated as needed for trainees and the training team in printed and *soft files*. Media used in the form of power points, provides cases according to the priorities of the health center.

c. Preparation of training tools and facilities.

Preparation of tools provided are stationery, notebooks (seminar kit) for participants. A set of teaching tools: LCD, white screen. Venue facilities that can accommodate at least 30 people.

2. Implementation stage

This is the stage of the training activities. The training materials and subjects are compiled in the training curriculum. The learning method used is active learning in the form of *Case Base Discussion*. Participants are given an overview of the case situation that will be discussed in groups and conduct simulations, demos, direct practice and *role play*.

The training material consists of basic material on Introduction to the nursing profession, management and leadership concepts (Asmi & Husaeni, 2019). Core materials on: (1) Autonomy in nursing services; (2) Coordination; (4) Effective communication in services; (5) Delegation; (6) Individual nursing care in 3 priority cases in the puskesmas building; (7) Recording and reporting. Supporting training materials are related to the Follow-up Plan which includes objectives, concrete steps, implementation time, required resources, continuous monitoring and evaluation.

Implementation of the development of the INPRO nursing service governance model in the Puskesmas Building was carried out in 3 stages of activity. The first stage is training activities for health center nurses. The second stage after training is mentoring activities and the third stage is independent activities accompanied by monitoring and evaluation. The results of the training proved to increase nurses' knowledge and skills related to the implementation of the INPRO nursing service governance model.

Nurses at Puskesmas have a role in health promotion as part of the implementation of health transformation. Through various roles such as educator, advocate, coordinator, and researcher, as well as carrying out the main duties and functions of nurses effectively, nurses can help improve the overall health of the community. Health promotion efforts carried out by nurses in health centers contribute to disease prevention, increased health awareness, and improved quality of life. The strengthening of promotion efforts in health services illustrates the professional identity of health workers is improving (van Heteren et al., 2024)

The following photos document the training activities:



4. CONCLUSION

Community service activities in the form of training on the Inpro nursing service governance model have an impact on the quality of nursing services provided to patients and encourage better collaboration between various professions in the service team, such as doctors, midwives, and other health workers. This will make patient-centered care more coordinated and appropriate.

There is a need for policy support issued by the health department regarding the mechanism of nursing services at the health center and a policy to increase the capacity of nurses through education and training related to service activities based on the Inpro nursing service governance model in the health center building.

5. REFERENCE

- Asmi, A. S., & Husaeni, H. (2019). Nursing Home Care in Families with Problems Hypertension Health. *Jurnal Ilmiah Kesehatan Sandi ...*. <https://akper-sandikarsa.e-journal.id/JIKSH/article/view/99>
- Badan PPSDM Kesehatan Kemenkes RI. (2020). *Sebaran Tenaga Kesehatan di Puskesmas*. Retrived From. http://bppsdk.kemkes.go.id/info_sdmk/info/distribusi_sdmk_pkm_per_kabkota_v2?prov=32
- Glerean, N., Hupli, M., Talman, K., & ... (2019). Perception of nursing profession–focus group interview among applicants to nursing education. *Scandinavian Journal of ...*. <https://doi.org/10.1111/scs.12635>
- Harmiyati, L., Kurdi, F. N., Program, M., Ilmu, P., Masyarakat, K., Teknis, P., & Uptd, D. (2016). Pengaruh Karakteristik dan Kapabilitas Individu Serta Karakteristik Organisasi terhadap Persepsi Kinerja Perawat Perkesmas di Puskesmas Kota Palembang Program perkesmas di kota Palembang ditetapkan sebagai upaya pengembangan di terhadap keluarga rawan kes. *Jurnal Kedokteran Dan Kesehatan*, 3(1), 341–349.
- Hendrian, H. T., Saryomo;, & Setiawan, A. (2019). Hubungan Motivasi Dengan Kinerja Perawat Di Puskesmas Ciawi Kabupaten Tasikmalaya. *Healthcare Nursing Journal*, 1(May), 2–3.
- Nasution, R., Fahmi, R., & Huriani, E. (2019). Analisis Pengaruh Kompetensi terhadap Kinerja Perawat Puskesmas di Kabupaten XYZ Sumatera Barat. *Jurnal Ilmiah Universitas Batanghari Jambi*, 19(3), 584–589. <https://doi.org/10.33087/jiubj.v20i1.808>
- Perceka, A. L. (2020). Hubungan Mutu Pelayanan Keperawatan dengan Kepuasan Pasien di Ruang IGD RSUD Dr. Slamet Garut. *Jurnal Ilmiah Administrasi Publik*. <https://jiap.ub.ac.id/index.php/jiap/article/view/936>
- Santoni, I., & Mardijanto, S. (2018). Hubungan Antara Motivasi Kerja Dengan Kinerja Perawat Di Wilayah Kerja Puskesmas Tegal Ampel Kabupaten Bondowoso. *Jurnal Kesehatan Dr. Soebandi*, 6(1), 493–497.
- Suharta, D., & Lungguh Perceka, A. (2024). *EXPERIENCE OF PUBLIC HEALTH CENTER NURSES IN RECORDING AND REPORTING NURSING SERVICES USING THE E-PUSKESMAS APPLICATION* (Vol. 03). <https://jpic.lp4mstikeskhg.org>
- van Heteren, F., Raaphorst, N. J., & Bussemaker, J. M. (2024). Health promotion roles shaped by professional identity: an ethnographic study in the Netherlands. *Health Promotion International*, 39(1), 1–11. <https://doi.org/10.1093/heapro/daad195>
- Wahyudi, I. (2020). Pengalaman perawat menjalani peran dan fungsi perawat di puskesmas kabupaten garut. *Jurnal Sahabat Keperawatan*, 2(1). <https://doi.org/10.32938/jsk.v2i01.459>