# **BUKTI KORESPONDENSI**

# ARTIKEL JURNAL INTERNASIONAL TERINDEKS SCOPUS Q3

Judul Artikel: The ethical principles and caring behavior of Indonesian nursesJurnal: Healthcare in Low-Resource SettingsPenulis: Ilkafah Ilkafah, Anestasia Pangestu Mei Tyas, Rini Rachmawaty

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#### Nursing ethics principles and caring behavior in Indonesia

Ilkafah Ilkafah<sup>1</sup>, Anestesia Pangestu MT<sup>1</sup>, Rini Rachmawaty<sup>2</sup>

<sup>1</sup>Nursing Program, Faculty of Vocational Studies, Universitas Airlangga, Surabaya, Indonesia <sup>2</sup>Faculty of Nursing, Universitas Hasanuddin, Makassar, Indonesia Email: ilkafah@vokasi.unair.ac.id

#### Abstract

Background: Nurses' caring behaviors affect their working performance and the health care quality. It is well-known that ethical principles that were performed by nurses can increase caring behavior. However, none of previous studies were conducted to examine how nurses' caring behaviors adhered to nursing ethical principles. Aim: The aim of this study was to investigate the adherence of nurses' caring behavior to the nursing ethics behavior in Indonesian hospital. Methods: A cross-sectional descriptive-analytical study was conducted by including 389 nurses working in Indonesian hospital. Data were collected using questionnaires included demographic characteristics, ethical, and caring behavior. Data then were analyzed using descriptive statistics (M, SD) and inferential statistics (Pearson's correlation, one-way ANOVA, independent *t-test*, and multiple linear regression) with  $\alpha$ = 0.05. **Results:** There were autonomy (P = 0.027), non-maleficence (P = 0.048), beneficence (P = 0.000), and fidelity (P = 0.001) had a significant relationship with nurses' caring behaviour. **Conclusion**: Good ethical behavior by nurses reflects caring behavior. If the nurse applies the correct ethical principles to the patient, it means that the nurse has also carried out a caring attitude because the principle of ethical behavior is caring and respecting the patient.

Keyword: caring behaviour, nurses, Nursing Ethics, quality of care

#### Introduction

A caring attitude is very important and must be owned by nurses. A caring attitude will make nurses become professional nurses who always put the interests of patients and families first.<sup>1,2</sup> The main benefits felt by clients from a caring nurse are that it helps in implementing a treatment or therapy plan, helps patients/clients who are adapting to health problems, independently fulfill their needs, basic needs, prevent disease, improve health, and improve the function of the body.<sup>3</sup> The caring attitude of nurses is not only beneficial for the patient but will also increase the nurse's inner satisfaction and quality of care.<sup>13</sup> A caring attitude must be learned since becoming a nursing student, some nurses have had a caring spirit since childhood but caring attitudes can be learned and created.<sup>12,14</sup> Caring is a nurse's caring attitude towards clients in providing nursing care by caring for clients with sincerity, sincerity, full of affection, either through communication, providing support, or direct action. Research that looks at the relationship between ethical behavior and caring behavior does not yet exist in Indonesia, most studies only see at caring factors from communication, personality, emotional intelligence, and organizational factors.<sup>4,5</sup> Research on caring for nurses in Indonesia is also still mostly focused on qualitative research based on patient perceptions.<sup>6</sup> and a few studies at overseas based on nurses' perceptions.<sup>7,8</sup> In addition to caring behavior, professional nurses must be able to apply ethical principles to all patients to become professional nurses. <sup>9</sup> Ethical behavior such as beneficence or doing what is best for patients, respecting patient autonomy if done properly, the nurse will automatically behave in caring.<sup>10</sup> Other studies have found that the ethical behavior of nurses in implementing nursing care is influenced by the caring behavior of nurses.<sup>11</sup> In Watson's caring, there are 10 carative factors<sup>12</sup> and the researcher learns that the core of the 10 characteristics is almost identical to 7 ethical principles. From this speculation, the researcher wanted to see the relationship between the ethical behavior and the caring behavior of nurses.

### Methods

The research method uses correlational research, using a cross-sectional descriptive-analytical research design. Sampling with stratified random sampling is representative of all rooms in the hospital with the criteria for a sample of nurses who work in hospitals for at least 2 years and become respondents. The research instrument used a demographic questionnaire of respondents, a caring questionnaire which was developed based on Watson's 10 carrative factors. While the ethical questionnaire uses guidelines from the New Zealand Nurses Organization, Guidelines of Code Ethics 2019<sup>15</sup> and ethical guidelines by professional organizations in Indonesia with a reliability validity test with Cronbach alpha values on tests 1 and 2 0.89 and 0.91 so that the questionnaire is valid and reliable. <sup>16,17</sup> To see the relationship between respondent characteristics and caring behavior, independent t-test and ANOVA were used, while to determine the relationship between ethical behavior and caring behavior, Pearson and multiple linear regression were used. This study have obtain a recommendation for ethical approval No. 2063-KEPK by Ethics Committee of Faculty of Nursing, Universitas Airlangga, Surabaya, Indonesia.

#### **Result** and discussion

Table 1 menunjukkan bahwa

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**Commented [A3]:** Results and discussion in one section Please re-arrange the paragraphs in this section Add more argumentative statements in discussion Berdasarkan analisis regresi logistik ganda pada tabel 2 dapat disimpulkan bahwa variabel yang mempengaruhi perilaku caring adalah jenis kelamin (p=0.030), perilaku etik veracity (p=0.025), perilaku etik non-maleficence (p=0.007), perilaku etik beneficence (p=0.000), dan perilaku etik fidelity (p=0.000). Variabel yang paling berpengaruh terhadap perilaku etik adalah perilaku etik fidelity dengan nilai Exp(B) = 3.446 artinya perawat yang memiliki perilaku etik fidelity baik akan berperilaku caring sebesar 3 kali lebih tinggi dibandingkan dengan perawat kurang memiliki perilaku etik fidelity.

Caring behavior was not affected by the demographics of nurses. That caring behavior is very individual. Many factors can influence caring behavior, including personality, emotional and organizational factors in the nurse's workplace.<sup>4,18</sup> This study shows that caring may be something that is acquired from birth or can be learned during school. Length of work and general do not affect nurse caring, this indicates that studying caring is very important before nurses go to work because the length of work as a nurse does not increase the nurse's sense of caring for her patients. Caring for students is discussed a lot because caring education from an early age is very useful in creating nurses who are ready to work in the field and have good caring behavior.<sup>19,20</sup>

In addition, the thing that makes the respondent's characteristics not affect caring behavior is that there are still nurses whose knowledge of caring is still not good so that it is possible for nurses to still not understand how to behave in caring. Therefore, caring education and training are needed from an early age. Nurses began to apply caring behavior since they were students. <sup>21</sup> With education and training from an early age, both when students and when they are new to work, it is possible to increase the caring behavior of nurses.<sup>19</sup> Educational institutions as a place for the formation of caring, skills, social involvement, and emotional intelligence.<sup>22</sup>

### **Relationship Nursing Ethics And Caring Behaviour**

Caring behavior in nurses is influenced by ethical behavior, especially from research results influenced by 4 ethical dimensions, namely autonomy, non-maleficence, beneficence, and fidelity.

Autonomy is the patient's right in determining his treatment, in this case, the nurse's job is to provide education regarding the care offered to patients and help make decisions and provide freedom for patient decisions.<sup>23</sup> Nurses try to respect whatever the patient's decision and respect the patient for his decision into caring behavior in carrative two is about the installation of faithhope and carrative 6 is the systematic use of the scientific, problem-solving method of decision-making.<sup>12</sup>

#### Non-maleficence

The principle of nonmaleficence is carried out to prevent physical and psychological harm/injury to patients. The principle of nonmaleficence means that nurses in providing nursing service efforts must always be with the intention to help patients overcome their health problems. Nurses who always do not want to harm patients will become nurses who always care about patients. Does not harm the patient physically, psychologically, or socially, including caring behavior, especially the first carrative factor, namely humanistic altruistic-value and

carrative 8 provision for a supportive and protective environment.<sup>12</sup> Indirectly upholding the principle of non-maleficence will increase nurses' caring behavior.

### **Beneficence**

Beneficence is the nurse's obligation to defend the rights of others, prevent harm that may be experienced by the patient,<sup>24</sup> and provide nursing care that benefits the patient. Good beneficence behavior will not only do the best but also protect the patient against anything that threatens the patient. A nurse who applies the principle of beneficence will have good caring behavior.

## **Fidelity**

Fidelity means the obligation to remain faithful to one's commitments to others, particularly promises and when information is given in confidence. Fidelity also trust is promoted by honoring commitments and providing a rationale for decisions,<sup>15</sup> nurses and other health providers who fulfill promises to patients must respect and are committed to others.<sup>25</sup> Respect and care with others as a caring behavior.<sup>1,12</sup>

Caring is also related to moral sensitivity and emotional intelligence, the higher the moral sensitivity of the nurse, the higher the caring behavior of the nurse.<sup>18</sup> Thus, nurses who apply moral and ethical principles will automatically behave in caring. Applying ethical principles and caring behavior in all matters, especially in providing nursing care to patients is very important so that it will improve the quality of nursing services.<sup>13,24,26</sup>

#### Conclusion

Caring behavior is the essence of nurses. The caring behavior is inherent in nurses and influenced by the behavior of nurses who uphold ethical principles properly and correctly. In general, caring behavior and ethical behavior cannot be separated and will always be in line to improve the quality of nursing and health services

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Table 1. The characteristic of respondens in three hospital in Indonesia	
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No	Variabel	Perilaku Caring			Total		p-value		
		Kurang (n=192)		Baik (n=197)		(n=389)			
		n	%	n	%	n	%		
1	Jenis kelamin								
•	Laki – laki	27	40.3	40	59.7	67	100	0.135 <sup>a</sup> *	
	Perempuan	165	51.2	157	48.8	322	100	0.155	
2	Status pernikahan	100	0112	107	.0.0	022	100		
2	Belum menikah	60	45.8	71	54.2	131	100	0.372 <sup>a</sup>	
	Menikah	132	51.2	126	48.8	258	100	0.572	
3	Tingkat pendidikan	152	51.2	120	40.0	250	100		
5	D3	76	49.7	77	50.3	153	100	0.053 <sup>b</sup> *	
	S1-Ners	116	50.4	114	49.6	230	100	0.055	
	S1-rrens S2	0	0	6	100	6	100		
4	Jabatan	0	0	0	100	0	100		-
Ŧ	PA	160	48.5	170	51.5	330	100	0.501 <sup>a</sup>	
	PP	32	48.3 54.2	27	45.8	550 59	100	0.501	
5	Jenjang karir	52	57.2	21	-5.0	57	100		
5	Pra klinik	9	37.5	15	62.5	24	100	0.636 <sup>b</sup>	
	PK I	107	49.1	111	50.9	24	100	0.050	
	PK II	63	52.1	58	47.9	121	100		
	PK III	12	48	13	52	25	100		
	PK IV	12	100	0	0	1	100		
6	Perilaku etik autonomy	1	100	0	0	1	100		
0	Kurang	116	68.6	53	31.4	169	100	0.000 <sup>a</sup> *	
	Baik	76	34.5	144	65.5	220	100	0.000	
7	Perilaku etik non-maleficence	70	54.5	144	05.5	220	100		
/									
	Kurang Baik	132	68.4	61	31.6	193	100	0.000 <sup>a</sup> *	
	Balk	60	30.6	136	69.4	195	100	0.000	
8	Perilaku etik beneficence	00	30.0	150	09.4	190	100		
0	Kurang								
	Baik	126	72.4	48	27.6	174	100	0.000 <sup>a</sup> *	
	Balk	66	30.7	149	69.3	215	100	0.000	
9	Perilaku etik justice	00	50.7	147	09.3	215	100	0.000 a*	-
7	Kurang	115	75.2	38	24.8	153	100	0.000	
	Kurang Baik	115 77	75.2 32.6	38 159	24.8 67.4	236	100		
10	Perilaku etik veracity	//	32.0	139	07.4	230	100		
10	Kurang								
	Kurang Baik	117	76.5	26	23.5	153	100	0.000 a*	
	Daik	75	76.5 31.8	36	23.5 68.2	236	100	0.000	
11	Perilaku etik fidelity	15	31.8	161	08.2	230	100		_
11	•								
	Kurang	125	77.6	26	22.4	161	100	0.000 a*	
	Baik	125		36		161	100	0.000 a*	
10		67	29.4	161	70.6	228	100	0.240.6*	_
12	Usia (Mean ± SD)	51.57	± 5.74	31.17	± 5./1	389	100	0.240 °*	
13	Masa Kerja (Mean ± SD)	7 25	± 5.71	6.79 ±	5 3 3	389	100	0.252 °	_
13	wasa Keija (weall $\pm$ SD)	1.55 :	± 3./1	0.79 ±	5.55	209	100	0.232	

a) a\*) b) c) c\*)

Uji Chi-Square Uji Chi-Square dan kandidat MLR (*p*<0,25) Uji Fisher's Exact Test Uji Spearman Uji Spearman dan kandidat MLR (*p*<0,25)

<b>N</b> T	Variabel	D	<b>C</b> *	E-m (D)	95% CI	
No	variabei	В	51g.	Sig. Exp(B)	Lower	Upper
1	Jenis kelamin (1)	-0.732	0.030	0.481	0.248	0.933
2	Perilaku etik non-maleficence (1)	0.726	0.007	2.067	1.225	3.486
3	Perilaku etik beneficence (1)	1.035	0.000	2.816	1.648	4.812
4	Perilaku etik veracity (1)	0.682	0.025	1.978	1.090	3.588
5	Perilaku etik fidelity (1)	1.237	0.000	3.446	1.989	5.969
6	Constant	-1.476	0.000	0.229		

# Table 2. Analysis Multivariate Logistic Regression (n=389)

Tabel 3. Analysis of the Relationship between Respondents' Characteristics (Gender, Education	
Level, Marital Status, Position, and Career Path) with Caring Behavior (n=389)	

Variabel Independent	Mean	SD	SE	P value (sig.)	Ν
Gender					
Male	167,12	20,777	2,557	0.497*	66
Female	162,24	19,852	1,105	0,497*	323
Education					
Non-degree	151,00	-	-		1
Diploma nurses	163,42	19,876	1,591	0,522**	156
Undergraduate	162,72	20,248	1,335	0,322**	230
Post-graduate	182,00	16,971	12,000		2
Marital status					
Married	162,70	19,827	1,230	0,874*	260
Single	163,81	20,605	1,814	0,874*	129
Role in the wards					
Primary nurse	161,20	20,094	2,685	0,991*	56
Associate nurse	163,38	20,077	1,100	0,991	333
Career levels					
Pre clinical nurse	166,04	16,473	3,362		24
Clinical nurse I	162,83	19,793	1,341		218
Clinical nurse II	163,02	21,520	1,940	0,903**	123
Clinical nurse III	163,13	19,177	3,999	0,903***	23
Clinical nurse IV	149,00	-	-		1
Clinical nurse V	0	0	0		0
Independent T-Test					

\*Independent T-Test \*\*one-way ANOVA

### Tabel 4. Relationship between ethical principle (7 variables) with caring caring behaviour (n=389)

Variabel Independent	Koefisien Korelasi	P Value
	0,602	0,000*
Subvariabel		
Otonomy	1,523	0,027**
Non-Maleficence	0,745	0,048**
Beneficence	1,501	0,000**
Justice	0,348	0,722**
Veracity	0,902	0,161**
Fidelity	1,557	0,001**

\*Pearson correlation \*\*Multiple Regression Linear



### Article

# The ethical principles and caring behavior of Indonesian nurses

Ilkafah Ilkafah,<sup>1</sup> Anestasia Pangestu Mei Tyas,<sup>1</sup> Rini Rachmawaty<sup>2</sup>

<sup>1</sup>Nursing Study Program, Faculty of Vocational Studies, Universitas Airlangga, Surabaya, Indonesia;<sup>2</sup>Faculty of Nursing, Universitas Hasanuddin, Makassar, Indonesia<del>Ente</del>

#### Abstract

*Introduction:* The caring behavior of nurses affects their working performance and the health care quality received by patients. The adherence to ethical principles by nurses is also known to increase this factor. However, no previous studies have been conducted on how ethical principles affect the caring behaviors of nurses. Hence, this study aims to investigate the association between nursing ethics and other demographic characteristics and their caring behavior in Indonesian hospitals.

Design and Methods: A cross-sectional descriptive-analytical study was conducted with 389 nurses working in Indonesian hospitals. Furthermore, data were collected using questionnaires, which included demographic characteristics, ethical principles-based attitudes, and caring behavior. The analysis of the data was performed using descriptive (M, SD) and inferential statistics (*Chi-square, Spearman's rank correlation, Fisher's exact test*, and multiple logistic regression) with  $\alpha$ = 0.05.

*Results:* According to this study, the caring behavior of nurses was associated with gender (p=0.030) and nursing ethical principles, such as veracity (p=0.025), non-maleficence (p=0.007), beneficence (p<0.000), and fidelity (p<0.000). Fidelity was also revealed as the most influential ethical principle on nurses' caring behavior, with a value of Exp(B)= 3.446. This indicates that nurses, who had demonstrated good fidelity, cared three times more than those who lacked this quality.

*Conclusions:* Nurses with good ethical principles deliver suitable caring behavior. Hence, applying the right ethics to a patient would result in a great caring attitude, as the principle of ethical behavior is compassion and respectful conduct towards patients.

#### Introduction

A caring attitude is an essential function that nurses must perform, as this approach aids in their development into more professional individuals, who prioritize patients' interests and their families.<sup>1,2</sup> However, limited studies have been conducted on caring behavior among Indonesian nurses, with some reports showing a lack of this quality.<sup>3-6</sup> A previous study also revealed that having a caring nurse while implementing a treatment or therapy plan was beneficial to patients. This approach helped patients adapt to their health problems, independently fulfilled their basic needs, prevented suffering from diseases, and improved their health, as well as body function.<sup>7</sup>

The caring attitude of nurses also increases their job satisfaction and quality of care.<sup>8</sup> Although several nurses may have a compassionate nature from childhood, this behavior must be learned and developed through education.9 Caring is a nurse's attitude towards patients' needs, which is provided with sincerity and affection, either through communication, support, or direct care. The ethics of this approach is essential and involves caring for both humans and nurses. Furthermore, this quality is related to the ontological basis of humanity, where an individual's identity is defined by a set of relationships with other humans. This is also a universal attribute that is ethically fundamental to people. Therefore, it can be concluded that the application of ethical behavior by every human will result in the possession of a wellcaring attitude.<sup>10</sup> In Indonesia, limited studies have been conducted to examine the correlation between nurses' ethical and caring behavior. The majority of these studies only analyzed caring from a communication, personality, emotional intelligence, and organizational aspect.<sup>3,11</sup> Also, previous studies using qualitative methods were typically focused on patients' perception towards nurses' caring,12 and only a few examined nurses' perceptions of their caring behavior.13,14

In addition to caring behavior, professional nurses must be able to apply ethical principles to all patients.<sup>15</sup> Particularly, nurses who apply beneficence do the best for their patients by showing respect for their autonomy, which automatically confirms that a well-caring behavior has been demonstrated.<sup>16</sup> Other studies discovered the attitude of nurses influences their ethical behavior while implementing care.<sup>17</sup> In Watson's caring theory, there are 10 carative factors,<sup>9</sup> of which are nearly identical to the seven ethical principles. Therefore, this study aimed at examining the association between nurses' ethical and their caring behavior.

#### **Design and Methods**

This study used a correlational with a cross-sectional descriptive-analytical design.<sup>18</sup> Also, stratified random sampling was per-

#### Significance for public health

Nurses are required to have caring behavior, which is essential in the interaction with humans and other nurses. This attitude may also assist nurses in becoming more professional while providing patient care. In addition, professional nurses are obligated to apply ethical principles in delivering care to all patients. In Watson's caring theory, there are 10 carative factors, and the core of these characteristics is nearly identical to the seven ethical principles. Therefore, this study describes the association between the ethical behavior and other demographic characteristics of nurses and their caring behavior towards hospitalized patients in Indonesian hospitals.



formed by selecting patients from all inpatient units in the hospital, based on the inclusion criteria to maintain the representativeness of the sample. The respondents included 389 nurses, who had been working for at least 2 years, in the inpatient room, the maximum age is 55 years, not in the period of study assignment or study permit, and is willing to be a respondent and interviewed if something is lacking in filling out the questionnaire. An ethical, demographic, and Watson's 10 carative factors-based questionnaires were used.9,19 The latter instrument was developed based on the 2019 Code of Ethics Guidelines from the New Zealand Nurses Organization<sup>20</sup> and the ethical recommendations from the Indonesian National Nurses Association. In addition, the Cronbach alpha value on tests 1 and 2 were 0.89 and 0.91, and Pearson's correlation coefficient between the first and second surveys was =0.901 and 0.93. hence, the questionnaire was valid and reliable. Univariate analysis was presented in the form of a table containing frequency (n), percentage (%), Mean (M), and Standard Deviation (*SD*). Statistical tests, such as Chi-square, Spearman's Rank Correlation, and Fisher's exact were used to investigate the association between the respondents' characteristics, ethical, and caring behavior. Bivariate analysis was also used as a multivariate test selection with a *p*-value<0.25. Multivariate logistic regression was selected to examine which independent variables (numeric or categorical) had the greater influence on the dependent (categorical).<sup>18</sup> The ethical clearance of this study was obtained from the Ethics Committee of the Faculty of Nursing, Universitas Airlangga, Surabaya, Indonesia (Number 2063-KEPK).

### **Results and Discussions**

Table 1 shows that there is no relationship between gender and caring behavior (p > 0.135). A majority (59.7%) of the male nurses have good caring behavior, while the (51.2%) females were less

#### Table 1. The characteristic of respondents in three hospitals in Indonesia.

No	Variable		Caring behavior			Total	p-value	
		Less ( n	n=192) %	Good (n n	=197) %	(n=38 n	<b>89)</b> %	
1	Gender Male Female	27 165	40.3 51.2	40 157	59.7 48.8	67 322	100 100	0.135ª*
2	Marital status Single Married	60 132	45.8 51.2	71 126	54.2 48.8	131 258	100 100	0.372ª
3	Education Diploma nurses Undergraduate nurses Post-graduate nurses	76 116 0	49.7 50.4 0	77 114 6	50.3 49.6 100	153 230 6	100 100 100	0.053 <sup>b</sup> *
4	Role in the wards Associate nurse Primary nurse	160 32	48.5 54.2	170 27	51.5 45.8	330 59	100 100	0.501ª
5	Career level Pre-clinical nurse Clinical nurse I Clinical nurse II Clinical nurse III Clinical nurse IV	9 107 63 12 1	37.5 49.1 52.1 48 100	15 111 58 13 0	62.5 50.9 47.9 52 0	24 218 121 25 1	100 100 100 100 100	0.63 <sup>6b</sup>
6	Autonomy Less Good	116 76	68.6 34.5	53 144	31.4 65.5	169 220	100 100	0.000ª*
7	Non-maleficence Less Good	132 60	68.4 30.6	61 136	31.6 69.4	193 196	100 100	0.000ª*
8	Beneficence Less Good	126 66	72.4 30.7	48 149	$27.6 \\ 69.3$	174 215	100 100	0.000ª*
9	Justice Less Good	115 77	75.2 32.6	38 159	24.8 67.4	153 236	100 100	0.000ª*
10	Veracity Less Good	117 75	76.5 31.8	36 161	23.5 68.2	153 236	100 100	0.000ª*
11	Fidelity Less Good	125 67	77.6 29.4	36 161	22.4 70.6	161 228	100 100	0.000ª*
12	Age (Mean $\pm$ SD)	$31.57 \pm 5.74$	31.17 ± 5.71	389	100	0.240°*		
13	Length of work (Mean $\pm$ SD)	$7.35 \pm 5.71$	$6.79 \pm 5.33$	389	100	0.252°		

a ) Chi-Square test. a\*) Chi-Square test and candidate MLR (p<0,25). b )Fisher's Exact test. c ) Spearman test. c\*) Spearman test and candidate MLR (p<0,25).

compassionate. No relationship was observed with marital status (p > 0.372), with most (54.2%) unmarried nurses depicting this attitude, while their (51.2%) married counterparts were less caring. However, there was no relationship with education (p > 0.053). The majority of (100%) nurses with post-graduate degrees had better caring behavior than those (50.4%) with undergraduate, and (50.3%) diploma degrees. This study also shows that Diploma nurses cared 0.7% better than the undergraduates, due to their lengthier period of stay in the hospital. Several other studies illustrated that length of work experience has a positive impact on nurse's caring behavior and quality of care.<sup>21,22</sup>

There is no relationship between nurses' role in the wards and their caring behavior (p > 0.501). A majority of (51.5%) associate nurses were seen to care more than most of their counterparts in the primary level (p > 0.636). The entire (100%) clinical nurses IV were less compassionate than most (62.5%) of those in the preclinical stage. According to previous studies, managers had lower scores than clinical nurse 1 in "assurance of human presence" and "respectful difference of others". Additionally, they had lower scores on four dimensions of caring behavior than clinical nurses 2 and 3 in "respectful difference of others".<sup>23</sup> The workload of nurses also increased with their career levels, with managers taking on more assignments. This phenomenon was stated as the cause of stress, which affects their interactions with other people. Humanistic behavior has been established to fade over time, affecting the nursing practice. Consequently, patients are faced with poor caring attitudes and behaviors.24

There was also no relationship with age (p > 0.240). However, nurses aged 32 years and above were reported to have less caring behavior while those who were less than 31 years displayed more of this character. No relationship was observed between the length of work and the caring behavior of nurses, where those with an average working experience of 7.4 years cared less while individuals with 6.8 years were more compassionate.

The demographics of nurses had no effect on caring behavior, hence, this variable is unique. Personality, emotional and organizational factors in nurse's workplace can affect this behavior.<sup>11,25</sup> This study shows that a caring nature may be acquired from birth or learned in school. Furthermore, length of work does not affect caring, indicating that the study of this behavior prior to employment is essential. Respect and care for others can be formed in the family.<sup>26,27</sup> Some people are easy to empathize with and care for others because their personalities easily empathize with others.<sup>28</sup> Especially during the study period, students need to educate regarding caring behavior to become nurses who behave caring.<sup>29</sup> Caring for students is also a topic that is discussed frequently because early education is very effective in creating nurses who are ready to work in the field and have good behavior.<sup>30,31</sup>

The respondent's characteristics may not affect caring behavior because nurses with inadequate knowledge on this matter do not understand how to behave in compassionate situations.



Therefore, education and training on caring should begin at an early age, through its implementation in nursing schools and work-places.<sup>30,32</sup> When taking a degree as a nurse, caring for nurses must be given a separate and more specific topic and teachers have to know student personally.<sup>29,33</sup>

These educational institutions may also assist in the development of caring abilities, skills, social involvement, and emotional intelligence.<sup>34</sup>

According to the multiple logistic regression (MLR) analysis in Table 2, there is a correlation between gender and caring behavior (p=0.030). Consequently, a majority of male nurses were seen to be more compassionate than females. This was reinforced by another study, where male nurses were more caring in terms of knowledge, skills, and assurance of human presence. Also, the presence of male nurses results in a greater diversity as concerns this behavior.23 In Indonesia, despite experiencing several obstacles, this set of nurses had higher self-efficacy levels and were usually just as caring as their female counterparts or even better.<sup>21,35</sup> An imbalanced number was observed between the male and female respondents, with the females being higher. Due to the high level of studies in an East Java district and the culture of respect for patients and families, men were seen to be just as caring as women. Furthermore, culture is known to greatly influence the nursing practice, not only the customs of the patient but also that of the nurse.36

Based on the MLR test in Table 2, veracity (p=0.025), nonmaleficence (p=0.007), beneficence (p =0.000), and fidelity (p=0.000) were discovered to be significant. Nurses with good non-maleficence and veracity principles were two times more caring compared to the less ethical individuals. Meanwhile, good beneficence was nearly three times more. The most influential principle was fidelity with a value of Exp(B) = 3.446, hence, nurses who have this character were three times more caring than those lacking. Furthermore, fidelity creates an environment for achieving goals of care and services.<sup>37</sup> The principle of fidelity that many nurses do in this study is keeping promises when educating patients, providing information about the patient's condition to other health workers, and involving patients in developing nursing plans. This principle requires nurses to treat all patients with respect, which is not always easy, specifically when patients are disagreeable, uncooperative, or rude.38 The notion of non-maleficence was performed to prevent physical and psychological harm or injury to patients. Therefore, nurses must always provide services with the intent of helping their patients overcome health problems. A caring behavior, specifically humanistic altruisticvalue and providing a supportive and protective environment prevents physical, psychological, or social harm to patients.9

The presence of beneficence and fidelity is more likely to facilitate a caring behavior. The principle of beneficence that many nurses do in this study is to provide nursing interventions that make patients comfortable, assist patients' basic needs, and always

No	Variable	В	Sig.	Exp(B)	95%	CI
					Lower	Upper
1	Gender (1)	-0.732	0.030	0.481	0.248	0.933
2	Non-maleficence (1)	0.726	0.007	2.067	1.225	3.486
3	Beneficence (1)	1.035	0.000	2.816	1.648	4.812
4	Veracity (1)	0.682	0.025	1.978	1.090	3.588
5	Fidelity (1)	1.237	0.000	3.446	1.989	5.969
6	Constant	-1.476	0.000	0.229		

#### Table 2. Analysis multivariate logistic regression (n=389).



re-assessments to identify nursing diagnoses that can arise. Beneficence is nurse's obligation to defend the rights of others, prevent harm that may be experienced by patients,<sup>39</sup> and provide beneficial care. This behavior also protects patients from anything that threatens their health or life. Nurse's job is to provide education concerning the care offered to patients, assist in the decisionmaking process, and provide freedom for patients' decisions.<sup>40</sup> Fidelity is defined as the obligation to remain faithful to one's commitments, particularly when information is given in confidence. Honoring commitments and providing a rationale for decisions also promotes this principle.<sup>20</sup> Moreover, nurses and other health providers who make agreements with patients must respect and be committed to others,<sup>34</sup> as these principles are part of caring behavior.<sup>9</sup> Caring is also directly related to moral sensitivity and emotional intelligence.<sup>25</sup> Hence, nurses who apply moral and ethi-

Correspondence: Ilkafah Ilkafah, Faculty of Vocational Studies, Universitas Airlangga, Jl. Dharmawangsa Dalam Selatan No. 28-30, Surabaya, East Java, Indonesia, Tel.: +62315033869, Fax: +623199005114. E-mail: ilkafah@vokasi.unair.ac.id

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Informed consent: Written informed consent was obtained from a legally authorized representative(s) for anonymized patient information to be published in this article.

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#### Conclusions

The essence of nursing is caring behavior. This is an inherent characteristic seen in nurses, which is influenced by their behavior through upholding ethical principles properly and correctly. Generally, caring and ethical behavior cannot be separated and will always be aligned to improve the quality of nursing and health services.

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t. +39.0382.1549020 f. +39.0382.1727454

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