



**ANALYSIS OF EFFECTIVE PROFESSIONALISM
RELATIONSHIPS WITH INTERPROFESSIONAL
ATTITUDES THROUGH OUTBOUND ACTIVITIES:
LITERATURE REVIEW**

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ABSTRACT

Introduction: Professional medical personnel must have elements of professionalism, basic principles of medicine and professional ethics in carrying out their profession. Integrity is one of the professional values mentioned in the Professional Medical Personnel Association's Code of Ethics. This is defined as a commitment to her five core values of integrity, trust, equality, respect, and accountability. **Method:** This article is a systematic review of the literature. References are examined to see whether they fulfill the following criteria: Ten-year source limitation, publication in English and Indonesian, and open access to abstracts and papers. Writing this article uses 10 literature studies and searches databases from Scencedirect, Pubmed, Google Scholar and other related journals from 2018 to 2023 with keyword syntax for each database. **Result:** Of the ten literatures used in the literature review, it shows that a medical worker must have elements of professionalism, teamwork, and professional ethics in carrying out his work. **Conclusion:** Characteristics that a professional should have, especially in the field of medical personnel are teamwork, honesty, professionalism, and integrity.

KEYWORDS

Medical personnel, Team-work, Professionalism, Integrity, Honestly

INTRODUCTION

Teams have become the strategy of choice when organizations are confronted with complex and difficult tasks. Teams are social entities composed of members with high task interdependence and shared and valued common goals (Lasmi et al., 2022; Arsyah et al., 2023; Fitri et al., 2022). Teamwork is defined as the interdependent performance components required to be effective coordinating the performance of several individuals. Team performance is conceptualized as a multilevel processes (and not products) that arise as team members are involved in managing their indi. Professionalism is a key concept in the sociology of work, work, professions and organization. But professionalism is changing and is being transformed. Consider the consequences of changes in the work and employment context conditions for aspects of professionalism both as work and as value ideology in a globalized world.

MATERIALS AND METHODS

This article is a systematic review of the literature. The analysis methods and inclusion criteria for this study were established. References are examined to see whether they fulfill the following criteria: Ten-year source limitation, publication in English and Indonesian, and open access to



abstracts and papers. These inclusion criteria enable the study to assess only variables related to teamwork in hospitals that affect the improvement of the professional performance of medical personnel. The search approach was independently carried out by scanning internet databases such as Google Scholar, PubMed, and ScienceDirect.

RESULTS

Of the 10 domestic and foreign journals used for literature review, the ten journals have a mutual relationship between integrity, cooperation, and professionalism. Health workers which include doctors, midwives, nurses, and others are required to work professionally. These three things greatly affect the running of an organization such as hospitals, clinics, and other health facilities.

Author (year), country	Design	Purpose	Result
Ali Asghar Jesmi et al. (2021). Iran	Qualitative content analysis by a purposive sampling approach.	To investigate factors affecting professional integrity in Iranian nurses because this is very important but no study has been conducted in this field to reveal these factors.	This study shows that many factors are effective for internalization of professional integrity in nurses. Based on the result of this study, many factors including religious beliefs, inner call, philanthropic sense, empathetic care, divine rewards, were effective to internalizing professional integrity in nurses in Iran. This study is carried out in Iran. However, professional integrity has no boundary and it may be different in other countries and other cultures, thus, it can be investigated in all nurses and other allied health care professions in the world.
Jessica L. Stadick (2020). USA	Mixed method design. (collect both the quantitative and qualitative data).	To examine the relationship between interprofessional education and health care professional's attitudes towards teamwork and interprofessional collaborative competencies.	The results show a strong positive correlation between healthcare professionals's self- reported attitudes towards working in health care teams and self-reported interprofessional collaborative competencies was found. A strong positive correlation between the two variables was found ($r = 0.508$, $N = 72$, $p = 0.000$); increases in attitudes towards working in health care teams is correlated



			with increases in collaborative competencies.
Sarah R. Jordan et al. (2022). USA.	Qualitative descriptive study.	To explore the perceptions of teamwork from non-physician frontline healthcare team members during the initial COVID-19 surge.	Interprofessional healthcare teams were fragmented during COVID- 19; while team members working remotely lost their status on frontline teams and struggled to provide pre-pandemic quality of care, those that stayed at the bedside strengthened mutual support and broke down interprofessional siloes. To successfully tackle future crises, HCW experiences suggest that healthcare systems must create and implement structured communication processes to reliably share HCW expertise with organizational leadership, and provide consistent leadership support for those on the frontlines.
Rezaei et al. (2021). Iran	Cross-sectional study.	The purpose of this study was to examine the emergency nurses' attitudes toward IPC and teamwork and their affecting factors.	The findings of the present study demonstrated that the attitude of emergency nurses toward IPC was at an optimal level. Nurses also have a positive attitude toward teamwork. Nurses' belief in IPC and especially belief in nurse-physician collaboration plays an important role in providing quality care and keeping patient safety in EDs. Joint in-service workshops on the philosophy and principles of IPC and teamwork for nurses and physicians working in EDs can further strengthen the IPC. Furthermore, contents in these areas should be strengthened in nursing and medicine curricula.
Ansa et al.	Cross-sectional	The objective of this study was to explore	Our evaluation of the attitudes of healthcare professionals from



(2020). USA	study.	<p>the perspectives of healthcare professionals towards IPC in a large public academic medical center. The specific aims were to evaluate the attitudes of healthcare providers toward IPC regarding patient care and the healthcare team, and to examine the behavior and experience of healthcare professionals regarding IPC, based on their experience in the work environment.</p>	<p>several disciplines toward IPC regarding patient care and the healthcare team, and their behavior and experience of IPC revealed that healthcare professionals believe that communication among team members, understanding of role limitations, and trust and respect among team members of different disciplines are necessary for IPC to be successful. Effective collaboration provides an environment for teamwork that promotes safe and improved patient-centered care. It is encouraging to observe from the results of this study, the strong support for IPC among healthcare professionals. This may present more opportunities for collaborative initiatives and the optimization of patient care in the academic medical center under investigation. Hospital administrators should regularly assess and foster the four IPEC competencies with the goal of building and maintaining collaborative environments where health professionals can provide high quality integrated patient care. Further research is needed to evaluate the components of IPC such as communication and coordination in the academic medical center under the current investigation, and to assess the perspectives of hospital administrators regarding IPC and IPE.</p>
<p>Jansen et al. (2020). Germany</p>	<p>Blended learning concept.</p>	<p>This work describes the first results of a blended learning concept for the qualification of rescue service and</p>	<p>Blended learning methods based on a corresponding curriculum are suitable in the short term to further qualify medically trained personnel for practical work in critical hospital areas. With a</p>



		<p>medical staff in intensive care measures at the time of the COVID-19 pandemic.</p>	<p>corresponding To improve and standardize the processes, such a concept could also be implemented across hospitals and become part of future crisis or pandemic plans. Even rescue workers can be qualified beyond the existing recommendations of the professional societies for support in clinics in the context of a pandemic. The clinic paramedics can not replace nursing staff, but relieve them. In crisis situations, this can make it possible to increase the number of intensive care and emergency capacities, whereby the regular rescue service or the other primary health sectors must always be guaranteed.</p>
<p>Puspitasari, A., Fauzuddin, Y. (n.d) Indonesia</p>	<p>This study uses a descriptive type of research with a quantitative approach</p>	<p>To analyze the effect of Interprofessional Education (X1), Interprofessional Collaboration (X2), Interprofessional Team Work (X3), on Employee (paramedic) Performance (Y) at Muji Rahayu's Hospital As many as 90 employees</p>	<p>Based on the results of data analysis using the t test, it is known that partially Interprofessional Education (X1), Interprofessional Collaboration (X2), Interprofessional Team Work (X3), has a significant effect on Employee (of health) Performance (Y). Then through the F test it can be seen that simultaneously the Interprofessional Education (X1), Interprofessional Collaboration (X2), Interprofessional Team Work (X3), has a significant effect on Employee (of health) Performance (Y).</p>
<p>Gosal, V et al. (2022) Indonesia.</p>	<p>This was a qualitative study using case study method.</p>	<p>To analyze the medical personnel towards ethical responsibility and therapeutic transactions in doing their clinical</p>	<p>The results showed that the behavior of doctors was in accordance with the element of professionalism, but not all of them applied the professional behavior ethics according to hospital standard operating procedure (SOP). Based on the implementation of therapeutic</p>



privilege.

transactions, not all of them have carried out the doctor's obligation to explain the patient's diagnosis completely and in detail simply to be understood. The results of implementation of the credential were suitable to the procedure, but for evaluation, it was not optimal due to the re-credential was not carried out. In conclusion, not all medical personnel applied the professional behavior ethics according to the hospital (SOP). Monitoring and evaluation through recredentialing of medical personnel had not been performed at Manado Medical Center.

Tysiąc-Miśta, M., Dziedzic, A (2020) Poland

A comprehensive, cross-sectional survey was conducted between April 6 and 16, 2020 among 875 Polish dental practitioners.

To assess dentists' attitudes and professional approaches resulting from the COVID-19 pandemic.

Due to the unpreparedness of the dental sector, both in national health and private settings, most of the Polish dentists decided to voluntarily suspend their clinical practice in order to mitigate the spread of the disease. The COVID-19 outbreak has revealed numerous shortcomings in the dental care system, especially regarding the insufficient coordination of health services related to the pandemic globally and lack of advanced PPE. This has led to an overwhelming feeling of fear, confusion and anxiety among dental professionals in Poland and a sudden decrease in the number of dental procedures performed. Hopefully enriched with the recent experience and due to the implementation of proper strategic and long-term measures, dental practitioners will be better prepared and adapted to global health care disruptions in the future.



Nurlina, A. et al (2019) Indonesia.	Descriptive method with a cross-sectional approach.	To determine the perception of preceptor on the professional behavior of young doctors in FK Unisba teaching hospitals.	The professional behavior of young doctors in aspects of communication skill, application of professional behavior to patients, the behavior of young doctors toward colleagues, clinical supervising doctors and other health workers in the good category, while in the aspect of competency in clinical skill as a doctor is still in the sufficient category, and regarding the aspects of initiative and commitment to the task and work to provide good and sufficient results. It might be caused by the lack of students in applying learning when running tutorial activities or lab skills.
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DISCUSSION

Professional medical personnel must have elements of professionalism, basic principles of medicine and professional ethics in carrying out their profession (Gosal et al., 2022). Challenges in communication lead to difficulties in collaboration, as this makes it very likely for undelivered messages or misunderstandings to occur. Under these circumstances, a health professional who is expected to complete an important task may mishandle it or fail to complete it. Therefore, clear and effective communication is one of the main characteristics of an effective interprofessional team (Murdiany, 2021). Medical personnel services that directly engage with patients. The implementation of interprofessional collaboration in health care describes the process by which professionals from different disciplines collaborate to provide holistic and integrated health services to achieve patient recovery and safety (Soematri et al., 2019). So, it can be very important to have an interprofessional attitude like integrity, teamwork and being professional (Anwar et al., 2022). In fact, interprofessional attitudes, integrity, teamwork, and professionalism serve a variety of purposes, such as improved job satisfaction, build confidence, trust, and respect, creating identities, bringing people together around commitments, and improving the safety, efficiency and quality of health care (Sulistiyowati, 2019; Aprianti, 2022).

A. Integrity

Integrity is one of the professional values mentioned in the ethical codes of the Professional Nursing Association. It is defined as a commitment to the five fundamental values of integrity, trust, equality, respect, and accountability. This study aims to explore factors affecting professional integrity in nurses. Personal integrity is often seen as a core value for delivering ethical healthcare In healthcare settings (Palmryd et al., 2021). In the workplace, integrity is revealed in the ways in which an individual reacts to his/her professional attitudes and values. Acting with integrity leads to respect in the workplace which can in turn, lead to mutual understanding and agreement. We can define integrity as encompassing honesty, keeping one's word, and consistently adhering to principles of professionalism, even when it is not easy to do so.



B. Teamwork

Successful team working can be invaluable in turning unmanageable situations for one person into a positive experience for a team. During the last decade, teamwork has been addressed under the rationale of interprofessional practice or collaboration, highlighted by the attributes of this practice such as: interdependence of professional actions, focus on user needs, negotiation between professionals, shared decision making, mutual respect and trust among professionals, and acknowledgment of the role and work of the different professional groups. Teamwork and interprofessional collaboration have been pointed out as a strategy for effective organization of health care services as the complexity of healthcare requires integration of knowledge and practices from different professional groups (Anwar & Rosa, 2019; Sollami et al., 2018; Soubra et al., 2018; Guraya & Barr, 2018; Sari & Noviyanti, 2023). This integration has a qualitative dimension that can be identified through the experiences of health professionals and to the meaning they give to teamwork.

C. Professionalism

Professional behavior in medicine is an act of medical personnel who can observe and in accordance with applicable ethical standards. The ethical responsibility of an employee medical staff is not only attitude and knowledge, but also questions how the medical staff must act (Philipus, 2021). In carrying out their profession, doctors have the authority (privilege) specifically for studying the human body. This authority is based on the ethical responsibility profession determined by legal norms originating from law and legislation. Professional ethics as rules that act on community groups that regulate the reciprocal relationship between the two parties, namely between group members or community members who serve and are served. In this study it appears that medical personnel have reflected the elements professionalism in behavior and ethical responsibility with safety in mind (patient safety). Medical personnel have shown altruism (helping without self-interest), accountability or responsibility, has superior values and always carry out the obligation (duty).

CONCLUSIONS

Based on several journals, it is concluded that there are several characteristics that a professional should have, especially in the field of medical personnel. Some of the characteristics are teamwork, honesty, professionalism, and integrity. Every medical personnel has a vital role to play in teamwork. It is important to develop a team that understands and appreciates individuals' skills. Communication among team members, understanding of role limitations, and trust and respect among team members of different disciplines are necessary. To successfully tackle future crises, HCW experiences suggest that healthcare systems must create and implement structured communication processes to reliably share HCW expertise with organizational leadership, and provide consistent leadership support for those on the front.

Acknowledgement

The authors would like to thank the lecturers who have provided direction and opportunity for the authors to carry out this research activity through the literature review method.

Funding Source

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Conflict of Interest

The authors declare that they have no known financial or interpersonal conflicts that might have looked to have influenced the research presented in this study.

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