

The Influence of Locus of Control , Knowledge Sharing And A Professional Ethics To Nurse Professionalism Throught Individual Learning In Mother And Child Hospital At South Sulawesi Province

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ABSTRACT: *This study aims to verify and analyze the influence of locus of control , knowledge sharing and professional ethics to nursing professionalism through individual learning in the mother and child hospital in the province of South Sulawesi.Total population in the study are all nurses who exist on mother and child hospital managed by the provincial government of South Sulawesi as many as 396 people scattered in the hospital three pieces , namely : Regional Special Hospital mother and Child Siti Fatimah as many as 139 people house ill mother and child Pertiwi 138 people , a mother and child hospital Khadidjah many as 119 people. The sampling technique performed by using proportional random sampling method (proportional sampling technique) with reference to the formula proposed by Slovin , so respondents were used as a sample of 199 nurses. Hypothesis test were analyzed using AMOS 20.0 software made for each exogenous and endogenous variables. The results showed that out of 7 (seven) hypothesis proposed are five (5) hypothesis is accepted and 2 (two) hypothesis is rejected. 5 (five) is the accepted hypothesis 1. Hypothesis 1: Locus of control significantly influence the learning individual nurse on the mother and child hospital run by the government of South Sulawesi province. 2. Hypothesis 2: Knowledge sharing significant effect on learning individual nurses. 3. Hypothesis 3: Professional ethics significant effect on learning individual nurses. 4. Hypothesis 6: The Ethics of the profession significantly influence the professionalism of nurses. 5. Hypothesis 7: Individual learning significantly influence the Nurse professionalism at the hospital the mother and child are administered by the government of South Sulawesi province. The two (2) hypotheses are rejected are: 1. Hypothesis 4: Locus of control not significant effect on the professionalism of nurses and 2. Hypothesis 5: Knowledge sharing is not significant influence on the Nurse professionalism at the hospital the mother and child are administered by the government of Sulawesi south.*

Keywords: *locus of control ,knowledge sharing, professional ethics,individual learning, nursing professionalism.*

I. INTRODUCTION

Global development and free trade can not be separated with the direction of national health development, which makes every country should work more effectively and efficiently to improve the competitiveness of the competitive value. Work demands it also occurs in human resources education services both public and private institutions. Along with the expectations of the nation in the future as a healthy Indonesian society. Efforts are needed to realize the people's expectations, then assigned the mission of health development, namely to maintain and improve health care quality, equitable and involve the community and the environment.

The mission of the health development will be carried out effectively and efficiently, one of the strategies being developed include the reform of the health sector. namely improving the quality of health workers one of which is to increase productivity and conduct for nurses. The behavior of nurses as the spearhead of the health care provider is a very important issue to be studied in order to maintain and improve the quality of health services. Good performance of health workers are a bridge in answering guarantee quality health care that is given to patients either sick or healthy. A key element in improving the quality of health care is the health workers who have high professional work.

South Sulawesi Provincial Government has duties and obligations in the field of maternal and child health to provide optimal service to the people according to the standard operating procedures of service that cling to the professionalism of nurses cultivated. Facts on the ground still to come gaps in nursing services, among others :

1. Nurse in duties waiting for orders from his immediate supervisor, creativity and innovation does not appear to act in accordance with the sharing of knowledge gained from peers,
2. Nurses have not been up technical guidance nursing continuing to provide appropriate health care professional ethical responsibilities of nurses, both team work (group) and individual learning,

3. Some nurses do not understand fully about the benefits and the basic purpose of the locus control over the job given to him, not maximal restraint and work environment that can support the professionalism of nurses,
4. Not optimal maternal and child care, whereas with the entry into force BPJS, the public is entitled to obtain excellent service. and
5. Entering the Millennium Development Goals (MDGs) demanded a more professional nurses and qualified in providing nursing care, although still found the mother and child mortality rates are still high in Indonesia.

Under these conditions, it is to be examined and analyzed in depth about the influence of locus of control, knowledge sharing, professional ethics to nursing professionalism through individual learning in the mother and child hospital managed by the government in South Sulawesi.

Research Problems

Referring to the report in court, it can be formulated some fundamental problems in this study, namely:

1. What is the locus of control significantly influence the individual learning nurses at the hospital of mothers and children in South Sulawesi?
2. Is knowledge sharing a significant effect on individual learning nurses at the hospital of mothers and children in South Sulawesi?
3. Is the professional ethics significant effect on individual learning nurses at the hospital of mothers and children in South Sulawesi?
4. What is the locus of control significantly influence the Nurse professionalism at the hospital of mothers and children in South Sulawesi?
5. Is knowledge sharing a significant effect on the Nurse professionalism at the hospital of mothers and children in South Sulawesi?
6. Is professional ethics significant effect on the Nurse professionalism at the hospital of mothers and children in South Sulawesi?
7. Do individual learning significantly influence the Nurse professionalism at the hospital of mothers and children in South Sulawesi?

II. LITERATURE REVIEW

Human resource management, abbreviated as HRM is a science or a way how to organize the relationship and the role of resources (manpower) which is owned by individuals are efficient and effective and can be used optimally in order to reach the goal (goal) with the company, employees and the community to a maximum , HRM is based on the concept that each employee is a human, not a machine and not simply be a business resource. HRM study combines multiple disciplines such as psychology, sociology, etc. (Dessler, 2005)..

In an effort to achieve company goals, the problems faced by the management not only found only in raw materials, work tools, production machines, money and work environment, but also about the employees (human resources), which manages other production factors such. However, keep in mind that man's own human resources as a factor of production, as well as other factors of production, is the input (input) is processed by the company and produce output (output). New employees who do not yet have the skills and expertise of trained, so that a skilled and skilled employees. If further trained and given the experience and motivation, it will become a mature employee.

Framework of the basic concept of nursing management is participative management that is based on the paradigm of nursing consisting of human, nurse, health, and environment. Man in participatory management is the individual, family / community nursing services provided through the implementation of the tasks of nursing organized, directed, coordinated and integrated within the specified control range. Nurses are good nursing personnel managerial levels peak, middle, and bottom, and the executor of nursing that are within communication range to work together to provide nursing care in accordance with the standards of nursing practice. The health aspect is the range of results-oriented nursing several dimensions of service to individuals, families and communities through efforts to prevent, maintain, improve and restore. Environmental aspect is an area of authority and responsibility of good nursing for patients were in care institutions as well as the preparation for the home.

The concept of Locus of Control (locus of control) was first proposed by Rotter (in (Wilopo, 2006), an expert on social learning theory (Social Learning Theory). Locus of control is one of the personality variables defined as an individual's belief against capable least control fate (destiny) itself. Kreitner & Kinichi (2001: 203) says that the results achieved internal locus of control is considered derived from the activity itself. While in individuals with external locus of control assumes that the success achieved by the circumstances surrounding controlled.

Locus of control is also called the control center. Locus of control is one aspect of personality characteristics. Locus of control concept first proposed by Rotter is based on social learning theory. According to Rotter, that is basically the concept of locus of control showed the confidence or expectations of individuals regarding the root cause of the events that happened in his life, the events that happened to him is controlled by forces from within itself or from outside himself.

According to Astuti (2007) locus of control is a person's perspective on an event if he can or can not control (control) the events that happened to him. Lefcourt (2004) states that an internal locus of control is indicated by the view that a good or bad event that happened due to the actions of a person. Therefore, the occurrence of an event under the control of a person. While external locus of control is indicated by the view that a good or bad events that happen are not related to a person's behavior in a given situation, called outside one's control. Everyone has a certain locus of control that are in between the two extremes.

Knowledge sharing as voluntary activities (processes) to spread their knowledge from one person to another or other groups within an organization (Hansen, Nohria, & Tierney, 1999). Another basic difference regarding knowledge sharing and knowledge transfer that knowledge sharing is referring to the sharing of knowledge by individuals and organizations, whereas only limited knowledge sharing knowledge sharing about something that is known, for example the discussion between friends. Knowledge transfer refers more to the transfer of knowledge, someone who gives such knowledge has particular expertise in the field he had already mastered (expert).

Conceptually knowledge sharing and knowledge transfer actually have the same goal, namely to provide benefits to individuals and organizations. Sharing knowledge is regarded as important in the process of knowledge management. However, the sharing of knowledge is often considered to be unfair to the parties involved in it, among the contributors of knowledge and consumer knowledge. Contributors knowledge can be inhibited to share their knowledge for the emergence of the perception of fear of loss of power, lack of time, incentives, and other constraints. Seekers of knowledge may find it difficult to seek advice from others and the desire to find their own solutions. Therefore, it is important to understand and motivate each other contributors knowledge to participate in sharing knowledge. Economic factors, behavioral, social and should be considered when assessing the problem of how to motivate individuals to contribute valuable knowledge, even though most personal knowledge that will be held for others they might not know.

Knowledge sharing can occur between individuals, within and between teams, between organizational units, and between organizations (King, WR 2006). That definition, expanded again with the statement that knowledge sharing is the process by which individuals collectively and interactively repair a thoughts, ideas, or suggestions in accordance with the instructions of the individual experience.

Several other studies interpret knowledge sharing as an idea that initially can be modified progressively or declined continuously until it appears a joint perspective. Lindsey, KL (2006) defines it as the process of developing, transfer, integrate and use knowledge effectively and efficiently. Madge, OL (2011) provide an understanding of knowledge sharing as a process where individuals mutually exchange their knowledge (both tacit and explicit knowledge), and finally in an integrated manner to create new knowledge. It was concluded that knowledge sharing is a process of knowledge sharing, both among individuals and to the organization, to create common goals for organizations that want to use their knowledge assets to achieve competitive advantage. Knowledge-sharing can be tacit and explicit knowledge. Tacit knowledge is still hidden, which is still not distributed to others, obtained from sensemaking, experience and so on, whereas explicit knowledge is knowledge that has been shared, communicated, and known by others.

Ethics term is derived from ancient Greek. The singular form of the word 'ethics' is the ethos while the plural form is ta etha. Ethos has many meanings, namely: ordinary dwellings, pastures, stables, customs / customs, morals, character, feelings, attitudes, ways of thinking. While the meaning of ta etha namely customs. According to Brooks (2007), ethics is a branch of philosophy that investigates normative judgments about whether this behavior is right or what should be done. The need for ethics arises from a desire to avoid problems - problems in the real world. The word 'ethics' in the Big Indonesian Dictionary (Ministry of Education and Culture, 2008), has the meaning: (1) Studies on what is good and what is bad, the right and moral obligation (moral); (2) The set of principles or values with respect to morals; and (3) The value of right and wrong that adopted a group or community. Ethics covers the analysis and application of concepts such as right, wrong, good, bad, and responsibility. Professional ethics by Keiser in (Joseph, 2012) is an attitude of life in the form of justice to provide professional services to the community with a full order and expertise as a service in order to carry out duties in the form of obligation to the community. Ethics of the nursing profession is a philosophy that teaches moral responsibility underlying the implementation of nursing practice. Ethics of the nursing profession is owned and implemented by all members of the nursing profession, the nurse. Member of the nursing profession is demanded by all nurses, other professionals and the public as a recipient of nursing care to obey and display the code of conduct that have been agreed. Specifically practice professional ethics gives links to members of the profession in carrying out the practice of the profession in accordance with the moral standards

that are believed. Professionals are people who have a profession or a full time job and live off the job by relying on a high expertise. A professional is someone who lives by practicing a particular skill or engage in a particular activity, which requires expertise, while others do the same thing as just a hobby, for fun, or for leisure. Professionalism is an attitude of the members of the profession truly master, earnestly to profession.

A professional person is a person who has personal integrity or the moral high ground. Because he has a personal commitment to keep the nobility of his profession, his good name and interests of others and the community. Actually, this principle is the professional demands on himself that in carrying out his profession he is not going to damage the good name and image and dignity of the profession. So, he himself would demand itself to be responsible for the profession and not harassing values upheld and championed his profession. Therefore, it will not be easy to defeat and give in to temptation or inducement whatever to flee or commit acts that violate the nilaiyang upheld profession.

Professional nurses have to face the responsibility of ethics and conflicts that may meraka experiencing as a result of their relationship in professional practice. Advances in the field of medicine, client rights, legal and social change has been instrumental in increasing attention to ethics. Standard behavior of nurses set out in the code of conduct drawn up by international nursing associations, national, and provincial and district / city. Nurses should be able to apply ethical principles in decision-making and include the values and beliefs of clients, profession, nurses, and all involved parties. Nurses have a responsibility to protect the rights of clients by acting as a client advocate.

Hamzah (2008) defines learning (learning) is an activity that seeks individual membelajarkan integrated manner by taking into account environmental factors studied, individual characteristics, the characteristics of the material, as well as a good variety of learning strategies delivery, management, and organization of learning. Individual learning is a teaching strategy, this is explained by Rowntree in Sanjaya (2008: 128) divides the learning strategy into delivery strategy-discovery or exposition-discovery leraning strategy and learning strategy group and individual learning strategies or groups-individual learning strategy.

According Sudjana (2009: 116) individual teaching is an attempt to provide an opportunity for students to learn in accordance with the needs, abilities, pace and in its own way. According Sudjana, individual differences can be seen from: (1) intellectual development, (2) ability, (3) Background experience, (4) learning style, (5) talent and interest, and (6) Personality. Individually oriented individual learning and self-development. This approach focuses on the process by which individuals develop and organize themselves in reality is unique (Hamzah, 2008: 16). According to Muhammad Ali (2000: 94) individual teaching and learning strategies in addition to allowing every student can learn according to their potential capabilities, also allows each student to master the entire teaching material in full. "Mastery learning" or learning complete.

According to Hamza (2008: 18), there is some learning model that includes the approach of individual learning, including learning model of instruction does not direct (non-directive teaching), learning model training awareness (awareness training), sinektik, conceptual systems, and learning models meetings class (Classroom meeting). There are several models of learning that others, such as: (1) Distance learning (distance learning), (2) Resource-based learning (learning directly from the source), (3) Computer-based training (computer based training), and (4) Directed private study (study privately directly).

Conceptual Framework And Research Hypotheses

This research is the development and expansion of the study focuses on aspects of nursing professionalism in providing health services regarding variable locus of control, knowledge sharing, professional ethics, individual learning and professionalism of nurses at the hospital of mothers and children in South Sulawesi province. Based on the theoretical foundation and the foundation of empirical research model developed as outlined in the conceptual framework of the following research :

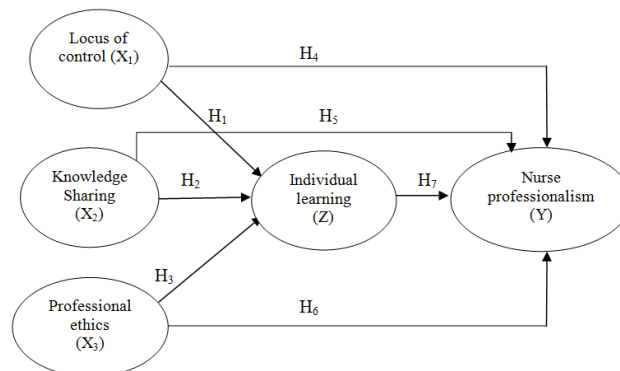


Figure 1. Conceptual Framework Research

Based on the conceptual framework is built and an indication of the phenomena that occur in the field and also corroborated the results of theoretical and empirical studies conducted earlier, the research hypothesis proposed are as follows :

- H₁ : Locus of control significantly influence the individual learning nurses at the hospital of mothers and children in South Sulawesi province.
- H₂ : Knowledge sharing significant effect on individual learning nurses at the hospital of mothers and children in South Sulawesi province.
- H₃ : Professional ethics significant effect on individual learning nurses at the hospital of mothers and children in South Sulawesi province.
- H₄ : Locus of control significantly influence the Nurse professionalism at the hospital the mother and child in the province of South Sulawesi.
- H₅ : Knowledge sharing significant effect on the Nurse professionalism at the hospital of mothers and children in South Sulawesi province.
- H₆ : Professional ethics significant effect on the Nurse professionalism at the hospital of mothers and children in South Sulawesi province.
- H₇ : Individual learning significant effect on the Nurse professionalism at the hospital of mothers and children in South Sulawesi.

III. RESEARCH METHODS

The population was all nurses who work in hospitals mother and child are administered by the provincial government of South Sulawesi as many as 396 people scattered in the three pieces of the hospital. Sampling was done by using Slovin formula, and obtained a sample of 199 respondents, with details presented in Table 1 below :

Table 1: Population and Sample Research

No	Mother and Child Hospital	Total Population	Total Sample (slovin formula)
1	RSKDIA Siti Fatimah Sulawesi Selatan	139	70
2	RSIA Pertiwi Sulawesi Selatan	138	69
3	RSIA Siti Khadidjah Sulawesi Selatan	119	60
	Total	396	199

Analysis Of Results

The initial step in this research is done testing the validity and reliability of the questionnaire, the testing of the items that make up each variable declaration research. Validity test is done to determine the extent of any statement items can measure variables studied. To measure the validity of the questionnaire used Pearson product moment correlation. Reliability test is used to determine the reliability (consistency) of instruments (gauges) in the form of a questionnaire. Reliability testing is done by using Cronbach's alpha, to which it is stated reliably if the questionnaire had a Cronbach's alpha values ≥ 0.60 (Malhotra in Solimun, 2005).

Results of calculation of the indices of goodness of fit produced structural models which have been modified are presented in Figure 2 below :

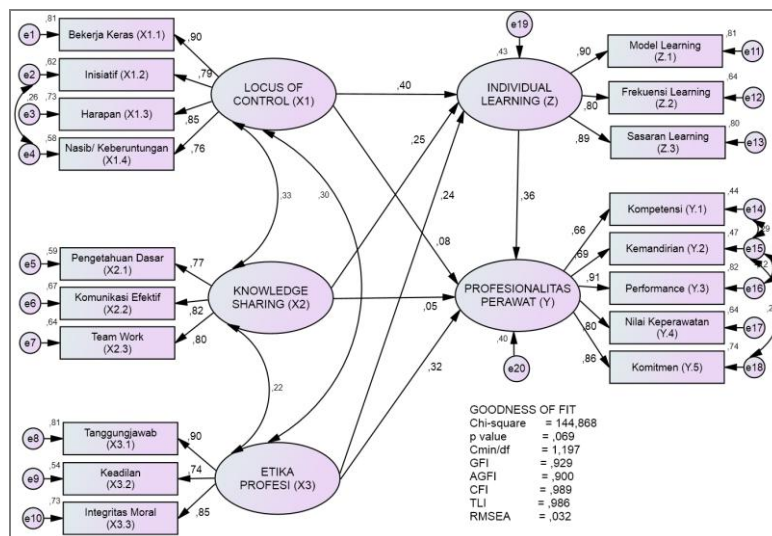


Figure 1. Modification Model

Results of calculation of the indices of goodness of fit resulting modified model presented in Table 3 below :

Table 3 : Goodness of Fit Value and Cut off Value Modification Model

Criteria	Model Test Results	Critical Value	Description
Probability Chi-Square	≥ 0,05	0,069	Fit
CMIN/DF	≤ 2,0	1,197	Fit
GFI	≥ 0,90	0,929	Fit
AGFI	≥ 0,90	0,900	Fit
CFI	≥ 0,90	0,989	Fit
TLI	≥ 0,90	0,986	Fit
RMSEA	≤ 0,08	0,032	Fit

Modification of the model results indicate suitability criteria model (goodness of fit) as a whole has a good index (fit) and shows the value of goodness of fit better than the previous model.

Hypothesis Development

Once known the value of the coefficient of each variable next stage is to test the hypothesis by using CR value and probability. To determine whether there is any effect of exogenous variables on endogenous variables and endogenous variables on endogenous variables, used the following conditions: 1. Comparing CR count > 1.96 or -CR count < 1.96 then there is the influence of exogenous variables on endogenous variables or variable endogenous to so did sbaliknya endogenous variables. 2. Judging from the significant level of $\alpha = 0.05$. If the value of the 0.05 then there Effect of exogenous variables on endogenous variables and otherwise.

Table 4 The following are Standardized Regression Regression Weight Weight and structural equation models that have been modified are presented :

Table 4: Hypothesis Testing Structural Equation

Causality Relation			Estimate	Critical Ratio	P-Value	Keterangan
Locus of Control (X1)	→	Individual Learning (Z)	0,400	5,503	0,000	Significant
Knowledge Sharing (X2)	→	Individual Learning (Z)	0,249	3,366	0,000	Significant
Etika Profesi (X3)	→	Individual Learning (Z)	0,237	3,433	0,000	Significant
Locus of Control (X1)	→	Profesionalitas Perawat (Y)	0,077	0,948	0,343	Not significant
Knowledge Sharing (X2)	→	Profesionalitas Perawat (Y)	0,050	0,651	0,515	Not significant
Etika Profesi (X3)	→	Profesionalitas Perawat (Y)	0,315	4,031	0,000	Significant
Individual Learning (Z)	→	Profesionalitas Perawat (Y)	0,359	3,766	0,000	Significant

Based on Table 4 shows that :

1. The first hypothesis stating that the locus of control significantly influence the learning of individual nurses on maternal and child hospital run by the government of South Sulawesi acceptable. The results support the theory developed by Rotter and in line with the research Ayudiati (2010), which explains that the locus of control has a great rapport with the behavior, where an individual receives the events as part of the behaviors or characteristics themselves, the employees feel that their work controlled internally (internal control) or external (external control). Nurses that includes a group of internal control, will feel that personally they can contact their performance through the ability, expertise and their efforts, while the nurses who belong to a group of external control, will feel that their performance outside of their business, they feel that many factors outside (external) linking their performance. Kreitner and Kinicki (2005) makes it clear that individuals who have an internal locus of control showed greater motivation, like things that are competitive, hardworking, feel pressed for time and want to always do better than the previous conditions, thus leading to the willingness for higher learning.
2. The second hypothesis which states that knowledge sharing significant effect on learning individual nurse on the mother and child hospital run by the government of South Sulawesi acceptable. The results support the research Husein (1999), which explains that the practice of nursing must be able to work together with other health team, nurses should be aware of its limitations in solving client problems are very complex and important nurses understand the scope of their duties, so that nurses know exactly when he will consultation with health workers, when to be in the referral and when to be solved together.
3. The third hypothesis which states that the professional ethics significant effect on learning individual nurse on the mother and child hospital run by the government of South Sulawesi acceptable. The results support Joel, Lucille A, (2003) that the profession has a code of conduct to guide members of the profession in carrying out their professional activities, as well as protecting the public consumers. Professional nurses have to face the responsibility of ethics and conflicts that may meraka experiencing as a result of their relationship in professional practice. Advances in the field of medicine, client rights, legal and social

change has been instrumental in increasing attention to ethics. Standard behavior of nurses set out in the code of conduct drawn up by international nursing associations, national, and country or province. Nurses should be able to apply ethical principles in decision making through learning are good.

4. The fourth hypothesis which states that the locus of control significantly influence the Nurse professionalism at the hospital the mother and child are managed by the South Sulawesi provincial government can not be accepted. The results of this study do not support Adolfina study (2012) which suggests that the internal locus of control positively affects the performance of nurses. Ayudiati (2010), and Kamasanti (2008) also stated that the locus of control significantly related to employee performance, in contrast to the findings obtained that locus of control is not berpengaruh against profesionalitas nurse.

Qualified nurse should have a professional attitude and can support health services, thus providing a direct impact on the quality of care in hospitals. To realize the quality of service required for nursing staff who are professional and have the technical ability and interpersonal. Nurses in RSIA in South Sulawesi province in carrying out their duties in a professional manner can still work but is not influenced by the locus of control, this was due to the performance standards of nursing care had been applied strictly and clearly by nurses RSIA in South Sulawesi. The findings obtained locus of control in particular the initiative is still low, thus hindering the work, it is known from descriptive analysis that the initiative is an indicator that the lowest rated. Lack of initiative that is in the nurse could be due to rules that impose for conduct that conforms to the requirements that have been determined, so there is a tendency of nurses in carrying out its activities only focuses on the rules and does not have the courage to deviate and developing of activities has been determined. Surely this can be addressed by the management of human resources is good, ranging from recruitment, selection and placement, as well as guidance to ensure the creation of a superior nurse.

5. The fifth hypothesis which states that knowledge sharing significant effect on the Nurse professionalism at the hospital the mother and child are managed by the South Sulawesi provincial government can not be accepted. The results of this study do not support research Husein (1999), which explains that the practice of nursing must be able to work together with other health team, nurses should be aware of its limitations in solving client problems are very complex and important nurses understand the scope of their duties, so that nurses know exactly when he will consult with health professionals, when to be in the referral and when to be solved together. Nurses RSIA in the province of South Sulawesi always implement nursing care properly in accordance with the adjustment of the already acquired from formal and non-formal education such as attending training, but based on the findings turns knowledge sharing does not affect the professionalism of nurses, because the level of education of nurses is very varied, and the skills possessed highly dependent on the training have been followed.
6. The sixth hypothesis which states that the professional ethics significant effect on the Nurse professionalism at the hospital the mother and child are managed by the government of South Sulawesi Province can be accepted. Results of this study is to support Joel, Lucille A, (2003) that the profession has a code of conduct to guide members of the profession in carrying out their professional activities, as well as protecting the public consumers. Roles and functions carried nurse in line with his professional domain, in this case involves three main things that is the focus of research paper, the scope of the claim and the basis of intervention. The third domain is the foundation profession for nurses to provide health services to the community. As is known the nursing profession there because its presence is needed so that people have a mutual relationship between the nurse and the community, a relationship of trust between the two built and nurtured so that through this relationship is growing recognition of the community to the nursing profession and the recognition of embedding status and privelege in the nursing profession. Ethics of the nursing profession to guide the behavior and actions of nursing professionals, professional code of ethics to protect the public from intervention / unethical and ignores moral values and protects the nurse from the demands of society.
7. The seventh hypothesis which states that the individual learning significantly influence the Nurse professionalism at the hospital the mother and child are managed by the government of South Sulawesi Province can be accepted. Results of this study is to support theories proposed by Kreitner and Kinicki (2005), the higher the person's level of education, it will affect the mindset that will have an impact on the level of job satisfaction. Another opinion was also expressed by Wexley and Yukl (2003), that the higher the education level, the demands on aspects of job satisfaction in the workplace will increase. Professional nursing services can basically put an emphasis on quality and accountability of nursing services provided to the public. Professionalism nurse achieved through the application of standards of nursing education for nursing staff; the implementation of standards of nursing practice and awareness to apply the code of ethics of nursing in the care / nursing services. Nursing practice as a nursing action proesional must use solid theoretical knowledge and sturdiness of a variety of basic science and basic nursing science, and community clinics as the foundation for nursing care. Thus it is evident that through individual learning that will either create profesionalme work.

IV. CONCLUSION

Based on the analysis and hypothesis testing that has been done, it can be concluded as follows :

1. Locus of control significantly influence the learning of individual nurses on maternal and child hospital run by the government of South Sulawesi province.
2. Knowledge sharing significant effect on learning individual nurse on the mother and child hospital run by the government of South Sulawesi province.
3. Professional ethics significant effect on learning individual nurse on the mother and child hospital run by the government of South Sulawesi province, which means the better the ethics of the nursing profession.
4. Locus of control not significant effect on the Nurse professionalism at the hospital the mother and child are managed by the government of South Sulawesi Province, which means the locus of control nurses increases, it will not increase the professionalism of nurses significantly, the role of individual learning is still needed to improve the professionalism.
5. Knowledge sharing not significant effect on the Nurse professionalism at the hospital the mother and child are managed by the government of South Sulawesi Province, which means knowledge sharing good nurse, would not significantly increase the professionalism of nurses, is still needed to boost the role of individual learning such professionalism.
6. Professional ethics significant effect on the Nurse professionalism at the hospital the mother and child are managed by the government of South Sulawesi Province, which means the better the ethics of the nursing profession.
7. Individual learning significantly influence the Nurse professionalism at the hospital the mother and child are managed by the government of South Sulawesi Province.

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