

## COMPLETION REPORT

The factors affect Indonesian nurses pass the profession certification examination  
(Kangoshi and Kaigofukushishi)

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The demography change that has been occurring since 2006 leads to the decreasing number population in Japan. It is caused by the decreasing numbers of birth, which increases the number of elderly people. The negative impact of this demography change causes lack of productive health care employee in Japan, especially those who are dealing with elderly, such as hospital nurse (kangoshi) and caretakers (kaigofukushishi). The selected Indonesian nurses who were sent to Japan had passed selection process. This research is aimed at investigating the influencing factors of the graduation rates of Indonesian nurses in National Certification Examination in Japan. It uses qualitative approach and involved six participants by investigating Indonesian nurses' experiences in attending the exams.

The findings of Indonesian nurses experiences in attending profession certification test (kaigofukuhsishi dan kangoshi) in Japan. Based on the profound interview result and observation using field notes, the researchers analyzed the data using content analysis proposed. There are three main themes found, as follows: (a) Motivation to work as kangoshi and kaigofukushishi in Japan, In this research, it is found out that the motivation of Indonesian nurses to work in Japan highly influences the performance achievement, psychology at work and the attitude at work. Motivation has become the main factors that influences the graduation rate of Indonesian nurses in national test (kangoshi and kaigofukushishi). (b) The nursing education level (Diploma 3 and Bachelor) The competence of nurse is regulated based on their education level, where the competence of nurse graduated from Diploma 3 and Bachelor program is different. It is in line with Indonesia Curriculum 2013 about Diploma 3 Nursing Program is vocational nurses. In meaning that the graduates of Nursing Diploma 3 Program have role as Skillful Nurse who can solve nursing problems independently and in group. (c) Japanese language and culture competence and Japan health system mastery. The ability to master Japanese language, writing Hiragana, Katakana and Kanji in Japanese language highly influenced the graduation rates. The Indonesian nurses learned Japanese language to fulfil the needs of professional communication. Japanese language is a tool to express idea, feeling, opinion and feeling, both oral and written ways. Learning Japanese language is intended to fulfil the needs of professional communication needs. Japanese language has different forms with other languages. It can be seen from its pronunciation, vocabulary, grammar, act of expressing, and language style. The discussion of cultural competence in Japanese language learning is very important. If the nurses come from different cultural background, they have to master verbal and nonverbal communication. In Japan, the term Kokuho, Kokumin Kenko Hoken is used to implement health insurance for self-employed employees, retired and their family. The Kokumin Kenko Hoken organizer is regional government, while the health insurance for active employee is managed by Insurance Law. Based on the research findings, it can be concluded that there are three main and supporting influencing factors of the graduation rates of Indonesian nurse in passing the national profession certification in Japan.

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