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## The Behavior of PPNI Professional Organizations that Fire Their Members Is Seen from the Point of View of Law and Society

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### ABSTRACT

Indonesian National Nurses Association (PPNI) is an organization that houses all nurses in Indonesia. PPNI aims to improve and develop the knowledge, skills of nursing practice, dignity, welfare and ethics of the nursing profession, strengthen unity and empower nurses. This research aims to find out the various community responses regarding PPNI policies in firing its members who are allegedly not in accordance with the Ppni Articles of Association / Household Budget (AD / ART). It happened because the dismissal of PPNI members did not hammer out the correct procedures. This research method uses qualitative methods. Qualitative method is a research method that produces descriptive data in the form of words obtained from the results of surveys addressed to the public to find out various responses about PPNI policies that fire their members by not going through the correct procedures. Based on research, 82.8% of respondents were aware of the policy governing the dismissal of members in AD / ART. While 17.2% were not aware of the policy. 72.4% argued that the PPNI should not dismiss its members disrespectfully, while 27.6% thought the PPNI should dismiss members disrespectfully. 86.2% stated that PPNI has become a good organization while 13.8% do not agree with it. 82.8% did not accept the dismissal of members disrespectfully while 17.2% responded to the statement. 62.1% stated ppni behavior in accordance with AD / ART while 37.9% stated not in accordance with AD / ART. 69% argued that the professional ethics of PPNI organizations are classified as good so far while 31% stated not to be classified as good.

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## 1. INTRODUCTION

PPNI (Indonesian National Nurses Association) was established on March 17, 1974 and is an organization engaged in nursing whose members are dominated by the nursing profession. PPNI is based in the capital of the Republic of Indonesia and can form representatives in the region and abroad. PPNI aims to improve and develop the knowledge, skills of nursing practice, dignity, welfare and ethics of the nursing profession, strengthen unity and empower nurses in order to support health development and strengthen unity between nurses. The role and function of PPNI include, PPNI acts as a nurse container that encourages the birth of policies for the benefit of nursing in Indonesia and PPNI serves as a unifier, builder, developer and supervisor of nursing in Indonesia.

In accordance with the Household Budget of the Indonesian National Nurses Association CHAPTER I in General Provisions Article 1 explained that a nurse is someone who has graduated from nursing higher education, both at home and abroad recognized by the government in accordance with the provisions of the Laws and

Regulations. While nursing is an activity of providing care to individuals, families, groups, or communities, both in good health and sick.

PPNI's organizational structure consists of the Governing Council and the Advisory Board. The Governing Council itself is divided into five, namely, the Central Board of Management abbreviated as DPP, the Provincial Regional Board (DPW Province), the District/City Regional Board (DPD Regency / City), the Board of Trustees of the Commissariat (DPK), and the Board of Foreign Representative Board (DPLN). While the Advisory Board is a body that is authorized to provide directions, instructions, and considerations, advice and advice to ppni administrators in accordance with their level. The Advisory Board level is the Central Advisory Board, the Provincial Advisory Board, and the District /City level Advisory Board.

In PPNI, members are individual nurses who declare willing to become ppni members and already have a member's national registration master number and have a member card. Membership in PPNI is divided into three of them, the ordinary member is an Indonesian nurse who has met the requirements specified by ppni, special members, namely nurses of foreign nationals who work in Indonesia and have met the requirements specified by ppni, and honorary members who are someone who is not a nurse and has contributed to the development of nursing in Indonesia.

On June 20, 2017 the PPNI is alleged to have taken arbitrary action over the dismissal of Iwan Effendi, Artur Lapijan, and Widodo as members of the Indonesian National Nurses Association (PPNI) in contravention of the AD/ART. Therefore, Iwan Effendi, Artur Lapijan and Widodo sued the PPNI DPP to the South Jakarta District Court. In the lawsuit, they asked for the dismissal decree to be suspended first until the lawsuit filed has permanent legal force.

According to Leo Irfan Purba as the plaintiff's lawyer on July 9, 2017, his client demanded immaterial damages of Rp 3 billion because it concerns their good name in the eyes of Indonesian nurses. The South Jakarta District Court has held a fourth hearing with the mediation agenda of both parties. At the hearing, the plaintiffs were present while the defendants did not attend the hearing. It is known, the DPP PPNI who became the defendant is Hanif Fadhilah as Chairman of PPNI, Mustikasari as the General Secretariat of PPNI, Dewi Iriawati, Herawan Aziz, Husain, Sunardi, Armen Patria as the PPNI Advisory Board. Due to the defendant's absence, the next hearing will be held on September 14, 2017 with the agenda of hearing answers from the defendants.

Based on the testimony of the plaintiff's lawyer, his client's dismissal did not go through the correct procedure. They suspect that the ppni chairman is now acting inappropriately with AD / ART because not only the ppni DPP board is problematic but up to the regional level is also problematic.

## 2. METODE PENELITIAN

The method used in this study is a qualitative method. Skinative method is a research method that produces descriptive data in the form of written or oral words from several people. The use of qualitative methods can be done by collecting survey data from various lines of society to find out the public's view on the policy of the Indonesian National Nurses Association (PPNI) to fire its members who are allegedly not in accordance with the PPNI AD / ART.

## 3. HASIL PENELITIAN

Based on the results of our survey, 82.8% of respondents knew that there was a policy governing the dismissal of members in the PPNI AD/ART, while 17.2% were not aware of the policy. 72.4% of respondents said ppni should not dismiss its members with disrespect, while 27.6% said ppni may dismiss its members with disrespect. Regarding PPNI has become a good organization or not, 86.2% of respondents stated that PPNI has become a good organization, while 13.8% stated the opposite. 82.8% of respondents said they did not accept the dismissal of members disrespectfully, another 17.2% said they would not accept the dismissal of members disrespectfully. A total of 37.9% of respondents stated that PPNI's behavior was not in accordance with AD / ART, but another 62.1% stated that PPNI's behavior was in accordance with AD / ART. The latest data is about whether the professional ethics of PPNI organizations are classified as good so far 31% of respondents stated that it is not good, while 69% stated that it is good and in accordance with professional ethics..

## 4. PEMBAHASAN

An organization is a group of people who are in the same container and have the same purpose. In the opinion of James D. Money, an organization is a form of union created by a group of people in order to realize a common goal or some common goal. Meanwhile, according to Max Weber, organization is a structured social relations framework in which it is listed what is the authority, division of duties or cooperation and responsibility to carry out a particular function. As a good organization must have a clear identity, in the sense that it must have a location and permit and a clear organizational name. In addition, it must have a clear vision and mission. Vision and mission are goals to be achieved and how to achieve them. The most important thing that an organization



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must have is to have a directed organizational activity, with the meaning that all decisions taken will definitely go through several stages. Not at that time a decision was made to the members of the organization.

A good organization can be created by fostering consistency, by way of the founder of the organization that has set certain rules must be consistent in setting examples in the enforcement of those rules. Next is socialization, socializing to members of the organization is done so that everyone who joins can adapt and adjust to the organizational environment. Conducting the selection process, doing the selection aims to find superior seeds that have a character that is in accordance with the organization. Conducting regular evaluations related to the performance of members is also very important in the organization, it aims to evaluate the performance of members so that performance in the next work program can be better. Members in the organization can be dismissed for something. The dismissal or dismissal of the member itself constitutes a termination or termination of the employment relationship for some reason resulting in the termination of the member's rights and obligations with the organization. The dismissal of members can be caused by several things such as laws such as WNA members who have expired their license, then the wishes of the organization or the wishes of the members themselves, members who retire, employment contracts expire, health factors, death, and organizations that are no longer active.

In the PPNI organization, the dismissal of its members is based on AD /ART PPNI. Based on AD /ART PPNI CHAPTER IV MEMBERSHIP Of The Sixth Part of Dismissal of Members Article 22, PPNI members stop their membership if the member dies, then his own request in writing after consultation with the Regency / City DPD in charge of ppni organization, then dismissed by the PPNI DPP on the proposal of the Advisory Board and or the Honorary Assembly of local Nursing Ethics after being proven to do things that harm the PPNI organization, and for nurses of foreign nationals who return to their home countries and or have expired their duties in accordance with applicable laws and regulations.

The Indonesian National Nurses Association (PPNI) has a Articles of Association / Household Budget (AD / ART) which is a guideline that contains regulations for PPNI members in carrying out organizational activities. AD /ART contains articles that regulate several agendas, such as organizing events, meetings or routine briefings, and membership rules. The Articles of Association (AD) are the entire general regulations covering the direct arrangement of an organization's life and the organization's relationship with its members. In other words, AD is the foundation that organizes members to cooperate in carrying out organizational activities. While the Household Budget (ART) is a more detailed explanation of the points listed in the articles of association, such as organizational membership, the rights and obligations of each member, the rights and obligations of administrators, administrative affairs, and others..

## 5. KESIMPULAN

Based on the results of the survey conducted to find out the public response to the behavior of ppni professional organizations that fire their members who are allegedly not in accordance with AD / ART and conducted disrespectfully, the following results are obtained: 1. Many people already know that there are policies governing the dismissal of members in the AD/ART 2. Many people who do not want ppni to fire their members with disrespect. 3. Many people think that PPNI has become a good organization. 4. Most of the public does not accept if there is a dishonorable dismissal of members. 5. Many people state that PPNI has behaved in accordance with AD / ART. 6. Most people think the ethics of the PPNI profession are relatively good so far.

## 6. PENGAKUAN

We are a team of journals with the title "THE BEHAVIOR OF PPNI PROFESSIONAL ORGANIZATIONS THAT FIRE THEIR MEMBERS IS SEEN FROM THE POINT OF VIEW OF LAW AND SOCIETY." Thank you to the guidance lecturer who has helped in the creation of this journal. We compiled this journal to fulfill the basic nursing concept assignment assigned to our classes. We also thank the friends who have taken the time to finish this journal. We as the authors of the journal apologize if there are shortcomings and errors in the preparation of this journal, whether intentionally or not. We hope that the journal we arrange can be a reference for readers and be able to provide knowledge and insight. We also ask for criticism as well as suggestions to perfect our journal.

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