



LITERATURE REVIEW: POSITIVE IMPACT OF TRAINING IN IMPROVING NURSING CARE QUALITY COMPETENCIES

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ABSTRACT

Quality nursing care is highly dependent on the competence of nurses in providing care in accordance with professional standards. Many nurses still face challenges in improving their skills and knowledge along with the development of science and technology in the health sector. Training is one of the effective methods to improve competence and quality of nursing care. Objective: This study aims to analyze the positive impact of training in improving nurses' competence in providing quality nursing care. Methods: This study used a review of national and international literature published between 2020-2024 and freely available. A systematic search using Google Scholar, PubMed, and SciSpace databases, using the keywords: Competency, Quality of nursing care, Training, with the PCC approach. The article selection process used PRISMA which was then subjected to critical appraisal. The process of searching and screening journal articles began by identifying 5,940 articles from the three main databases. After duplication elimination, 5,040 articles remained. Screening was conducted, removing 845 articles that did not meet the criteria, leaving 55 articles. Next, selection based on inclusion and exclusion criteria eliminated 44 articles, leaving only 11 articles eligible for further review and review. Results: The results showed that there was a significant improvement in the aspects of knowledge, skills, and attitudes of nurses after attending the training. Conclusion: training has a significant positive impact in improving nurses' competence and the quality of nursing care.

Keywords: competency; quality of nursing care; training

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INTRODUCTION

Nursing care is an integral part of the health care system that plays a role in improving the quality of life of patients. Quality nursing care is one of the main indicators in improving public health (Mu'afiro et al., 2023). To ensure optimal nursing care, nurses must have adequate competence. Various challenges in nursing practice, such as technological developments, changes in patient needs, and demands for hospital accreditation standards, require nursing personnel to continue to improve their competence. One effective strategy in improving nurse competence is through continuous training (AlRatrout et al., 2025; Egerod et al., 2021). Training in nursing can be in the form of competency-based training, clinical training, and ongoing training involving simulation or technology-based learning (Yazid, 2023). The effectiveness of training is strongly influenced by factors such as institutional support, individual motivation, and the sustainability of the training program. Training that is only conducted briefly without ongoing evaluation tends to have a limited impact on improving nurse competence (Archer et al., 2025; Amir Heriyana & Ningsih Rahayu Suci, 2021). Well-designed training not only improves nurses' technical skills, but also improves cognitive and affective aspects that support clinical decision-making (Suwitri et al., 2020). However, there are still differences in the effectiveness of training, especially related to

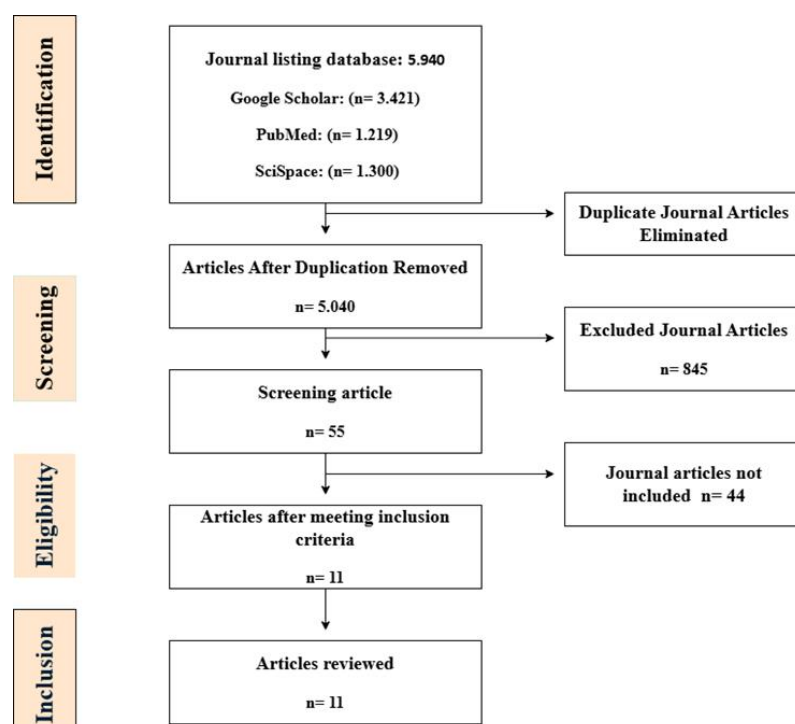
learning methods, duration, and relevance of the material to clinical needs. Therefore, it is important to evaluate the positive impact of training on improving competence and quality of nursing care (Moch. Gandung Satriya et al., 2024). The purpose of this literature review is to analyze the positive impact of training in improving nurses' competencies as well as understand the key factors of training that contribute to professional development and quality of patient care.

METHOD

This research used a literature study approach by reviewing national and international articles published in the period 2020-2024. The articles selected were those available in full-text format and could be accessed for free. Literature sources were obtained from Google Scholar, PubMed, and SciSpace databases. The search strategy was carried out using keywords: Training, Competence, and Quality of Nursing Care, and applying the Population, Concept, Context (PCC) approach to limit the scope of the study. The search results produced an initial 5,940 articles, which were then screened using the PRISMA (Preferred Reporting Items for Systematic Reviews and Meta-Analyses) method. The selection process was conducted in stages through identification, screening, eligibility, and inclusion. After in-depth analysis, 11 articles met the inclusion criteria and were analyzed in this study. The inclusion criteria in this study included articles that had relevance to the research topic and were fully and freely accessible. Meanwhile, the exclusion criteria included publications in the form of books, proceedings, or documents other than scientific articles, articles that were not freely available (paid or locked), and articles published before 2020.

Table 1
Research keywords in PCC

<i>PCC</i>	<i>Keyword</i>
<i>P</i>	Training
<i>C</i>	Competency
<i>C</i>	Quality of nursing care



RESULT

The process of searching and screening journal articles for the literature review began by identifying a total of 5,940 articles from three main databases, namely Google Scholar (3,421 articles), PubMed (1,219 articles), and SciSpace (1,300 articles). At the initial stage, articles that were detected as duplicates were eliminated, so the number of articles remaining after this screening was 5,040. Next, a screening process was carried out on the available articles. From this stage, 845 articles were excluded because they did not meet the predetermined criteria, so only 55 articles entered the next stage. At the eligibility stage, further selection was carried out by considering the inclusion and exclusion criteria. Of the 55 articles screened, 44 did not meet the criteria and were excluded from the selection process. In the end, only 11 articles met all the requirements and entered into the further review stage. These articles were then analyzed and reviewed in depth for the purpose of literature review. From the initial large number, this selection process ensured that only the most relevant and qualified articles were used in the study.

Title	Author (Year)	Research Objective	Research Type	Population/ Sample	Research Results
Effectiveness of Competency-Based Educational Program on Quality of Care among Post-Graduate Nurses	(Abdul-Hussein et al., 2024)	To determine the effectiveness of competency-based education programs on the quality of care.	Quasi-experimental research design	80 respondents	The results of the current study showed a significant difference in the pre- and post-test periods regarding quality of care with the final mean overall quality of care for the study group at post-test (mean = 2.56) compared to (mean = 1.54) at pre-test for the same group.
The Effect of Training Program on Nurses Competencies regarding Prevention / Control of Neonatal Sepsis in Selected Governmental Hospitals, North Kurdufan State - Sudan, 2023	(Salim Ali et al., 2023)	study aims to evaluate the effectiveness of educational program on nurses' knowledge regarding prevention and control of neonatal sepsis, to determine the practice of nurses regarding neonatal sepsis in pre and post the training program as well as to correlate the outcomes of the educational program with selected demographic variables.	quasi-experimental interventional study	- 90 respondents	overall average results of nurses' knowledge and practice improved considerably after the education program compared to before the education, and the regression reached its highest peak (R-Square 1.000).
Improving The Professional Ability of Nurses In Nursing Interventions In Hospitals Through Evidence-Based	(Mu'afiro et al., 2023)	The purpose of this community service activity is to improve the professional ability of nurses at Dr. Sososodoro	workshop with a one-group pretest-posttest design	30 respondents	The results of activities through workshops showed an increase in the capacity of nurses about EBNP who previously had very poor knowledge as many as

Title	Author (Year)	Research Objective	Research Type	Population/ Sample	Research Results
Nursing Practice Workshop		Djatikoesoemo Bojonegoro Hospital in providing nursing care through Evidence Based Nursing Practice (EBNP) workshops.			19 people (63.3%) and increased to very good knowledge as many as 12 people (40.0%). Nurses who initially had poor knowledge increased to 3 people (10.0%) with good knowledge, but there were still 7 people (23.3%) who had poor knowledge.
Nursing Diagnoses and Impact of Training on the Quality of Nursing Documentation in Nursing Care Clinic	(Nool, 2024)	The aim was to describe the quality of nursing documentation and nursing diagnosis in the nursing care clinic.	This study analyzed nursing records before and after training on diagnosis and NANDA-I nursing documentation. Data were collected by protocol observation, while the D-Catch instrument assessed the quality of documentation. Diagnosis analysis was performed qualitatively, and SPSS 26.0 was used for data evaluation with the Mann Whitney U test to compare differences before and after training.	38 respondents	
Integrating sustainability development education program in nursing to challenge practice among nursing interns in health care	(Moustafa Saleh et al., 2022)	This study aimed to investigate the Integration of Sustainable Development Education Program in Nursing to Challenge Practice among Internship Nurses in Health Services.	Quasi-experimental, cross-sectional, and comparative studies	160 respondents	Statistically significant differences were found between the knowledge, attitudes and behaviors of nursing students during pre-intervention and post-intervention, as well as in the effectiveness of the sustainability development dimension of nursing students after than before program implementation.
The Relationship Between Education and Training With	(Amir Heriyana et al.,	This study aims at the relationship between education	This study used cross sectional method	160 respondents	Based on the results of this research, it is concluded that there is a

Title	Author (Year)	Research Objective	Research Type	Population/ Sample	Research Results
Improving Nurse Performance in the Jasmine Room of the Kotamobagu City Hospital.	2021)	and training with the improvement of nurse performance in the Melati Room of Kotamobagu City Hospital.			relationship between education and training with the improvement of nurses' performance. performance improvement of nurses in the Jasmine Room of Kotamobagu City Hospital.
The Influence of In-House Training Towards The Accuracy of Nursing Care Documentation	(Felisitas A Sri Set al., 2020)	The purpose of this study was to analyze the influence of in-house training on nursing care documentation on the accuracy of nursing care documentation at X Hospital.	This research is a quasi-experimental research with one group post-test design.	254 respondents	The results of this study stated that there was a significant effect of internal training on the accuracy of nursing care documentation, with a p-value = 0.000 <0.05. nursing care documentation, with a p-value = 0.000 <0.05. In conclusion, this finding that continuous training in the nursing care process will improve the quality of nursing care documentation
The Influence of Competency and Training on Performance With Work Motivation as Intervening Variable	(Wijaya et al., 2024)	This study aims to gather evidence of the relationship between competence and training and nursing performance, with work motivation as an intermediate variable.	studi cross-sectional	254 respondents	The study results show that competencies and training have a direct, favorable, and significant impact on motivation and work performance and that work motivation positively mediates the relationship between competencies and training and nurse performance.
Caring Training on Caring Behavior and Nurse Work Culture at RSUP. Dr. M. Djamil Padang	(Fadriyanti et al., 2022)	Purpose of this training to increase caring behavior and work culture of nurses	Quasi-experimental with One Group pretest-posttest design	50 respondents	The results showed that there were significant differences in caring domains such as cognitive ability (p = 0.000), affective ability (p = 0.000), psychomotor ability (p = 0.000), and also work culture (p = 0.000) after being given caring training. This means that Caring training can improve Caring behavior and work culture.
E-Learning Learning Model and Softskill Training for Nursing Personnel on Nursing Service		This study aims to determine the effect of the e-learning learning model and soft skills training for nursing staff on	The method used is pure experimentation and uses a pre-post test control group design.	52 respondents	The results show that there is a significant influence between the e-learning learning model and soft skills training for nursing staff on the

Title	Author (Year)	Research Objective	Research Type	Population/ Sample	Research Results
Quality		the quality of nursing services at Restu Kasih Hospital.			quality of nursing services at Restu Kasih Hospital.
Analysis of the Effectiveness of Organization-Based Learning on Nursing Performance at Regional General Hospital	(Setyawan et al., 2024)	Objectives Improving services in hospitals is related to the effectiveness of the performance of health workers, especially nurses.	This qualitative research method uses primary and secondary data. Data collection techniques through observation and interviews.	14 respondents	The results showed that organization-based learning improved nurses' performance in inpatient services.

DISCUSSION

Training is one of the important instruments in the world of health, especially in the context of nursing. In practice, training not only serves to improve nurses' knowledge and skills, but also plays a crucial role in improving the quality of nursing care provided to patients (Moch. Gandung Satriya et al., 2024). Good quality nursing care is essential in creating effective and efficient health services, as well as increasing patient satisfaction. Therefore, it is important to understand how training can affect nurses' competencies and the quality of nursing care they provide (Mazumdar et al., 2024). Findings from the literature suggest that training has a positive impact on improving competence and the quality of nursing care (Kartikasari et al., 2020). Effective training can increase nurses' confidence in decision-making, reduce medical errors, and improve patient satisfaction (Warwas et al., 2024; Abdul-Hussein & Mustafa, 2024). In addition, ongoing training also contributes to increased retention of nursing personnel in hospitals, given that a work environment that supports professional development tends to increase workforce loyalty (Amir et al., 2024; Fadriyanti et al., 2022).

The implications of these findings suggest that hospitals and nursing education institutions need to develop training strategies that are oriented to clinical needs and evidence-based. The combination of theoretical and practical training that is directly applied in the work environment can be an optimal strategy in improving nurse competence (Chiampou et al., 2024; Wijaya et al., 2024). However, there are limitations to this review, particularly in relation to the variety of training methods used in the studies. Some studies also did not measure the long-term impact of training on the quality of nursing care. Therefore, further research is needed to explore the long-term effectiveness of various training models and their effect on patient clinical outcomes (Aziz, 2023; Felisitas A Sri S & Sutiyarsih, 2020). Nursing training has various significant positive impacts in improving nurses' competence and professionalism. One of the main benefits is improved knowledge and skills, where training provides new insights and updates nurses' understanding of the latest clinical practices, medical technologies, and health policies (Mazumdar et al., 2024; Salim Ali et al., 2023). With increased competence comes improved quality of care, enabling nurses to provide safer, evidence-based and professionally standardized care, thereby reducing medical errors and improving patient satisfaction (Chiampou et al., 2024; Nool, 2024). In addition, training contributes to nurses' increased confidence and motivation, making them better equipped to make clinical decisions and handle various situations in care practice. Training also encourages interprofessional collaboration by involving various health workers, such as doctors, nutritionists, and pharmacists, thus improving coordination in providing services to patients. In dealing with technological developments, training helps nurses adapt to the use of modern medical devices and digitalization systems in health services. Not only that, training

also strengthens aspects of professionalism and work ethics, ensuring nurses provide services that are empathetic, communicative, and in accordance with professional ethical standards (Inozemtseva, 2023; Moustafa Saleh & Elsabahy, 2022; Setyawan et al., 2024).

CONCLUSION

Training is one of the main strategies in improving nurses' competencies and the quality of nursing care. Various training methods have a positive impact on nurses' technical and non-technical skills. By increasing nurses' knowledge, skills and professionalism, the health services provided will be optimized. The effectiveness of training depends on program sustainability, institutional support, and individual motivation. Therefore, a structured and evidence-based training approach is needed so that the results achieved are more optimal and sustainable in a quality training program, in order to create competent nursing personnel who are ready to face challenges in the health world.

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