

ABSTRACT

COGNITIVE EMPOWERMENT MODEL DEVELOPMENT IN IMPROVING THE PERFORMANCE OF NURSES AT RSUD IBNU SINA GRESIK

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Introduction: Cognitive empowerment model of Thomas and Velthouse shows the importance of encouraging nurses to motivate yourself. The main objective of this study was to develop a model of cognitive empowerment in improving the performance of nurses in hospitals Ibnu Sina. **Methods:** This study used two stages, the first stage of the survey research design using a descriptive explanation then tested the model using Partial Least Square. The second stage was the empowerment of the cognitive test module, the research design was quasi-experimental (quasy experiment) were then tested Wilcoxon signed rank test and Mann Whitney. **Result:** Test Partial Least Square showed that psychological factors with path coefficients 0399 and the T-statistic 2,072 affect the empowerment of cognitive, individual factors with the path coefficient 0.335 and T-statistic 2,249, factors interpretative style with path coefficients 0,307 and the T-statistic 2,463 affect the empowerment of cognitive, while the leadership does not affect the environment event 0.035 dan path coefficients T-statistics 0.505. Cognitive empowerment with path coefficients 0697 and the T-statistic 6.093 affect the performance. Wilcoxon statistical test showed there was effect on the performance of cognitive empowerment. **Discuss and conclusion:** Psychological factors, individual characteristics and interpretative style is a factor that affects cognitive empowerment, which in turn can improve the performance of nurses. Further research can continue this research by applying the empowerment module elsewhere, so the module has been made more applicable (can be used).

Keywords: model development, empowerment of cognitive performance