

Analisis Faktor yang Mempengaruhi Sikap Keselamatan oleh Perawat di Rumah Sakit = The Analysis of Influencing Factor Nurses' Safety Attitude in The Hospital

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Abstrak

ABSTRAK

Sosialisasi keselamatan pasien telah dilakukan secara rutin oleh rumah sakit, namun pengetahuan perawat tentang keselamatan pasien yang pada akhirnya akan mempengaruhi sikap keselamatan perawat masih belum optimal.

Tujuan: Untuk mengidentifikasi dan menganalisis faktor-faktor yang mempengaruhi sikap keselamatan yang dimiliki oleh perawat.

Metode: Penelitian kuantitatif dengan rancangan analitic-corelational dan pendekatan cross-sectional ini dilakukan pada 376 perawat yang diambil dengan menggunakan metode purposive sampling. Instrumen penelitian terdiri dari kepuasan kerja, beban kerja, stress kerja, fungsi manajemen kepala ruangan, kondisi kerja, dan sikap keselamatan perawat. Hasil uji validitas dan reliabilitas instrumen kepuasan kerja adalah 0,356-0,575 (Cronbach alpha's 0,724), beban kerja adalah 0,338-0,613 (Cronbach alpha's 0,736), stres kerja adalah 0,542-0,719 (Cronbach alpha's 0,756), fungsi manajemen kepala ruangan adalah 0,401-0,822 (Cronbach alpha's 0,760), kondisi kerja adalah 0,488-0,670 (Cronbach alpha's 0,767) dan sikap keselamatan adalah 0,300-0,827 (Cronbach's alpha 0,771) sehingga dikatakan valid dan reliabel.

Hasil: Rata-rata perawat berusia 37 tahun, berjenis kelamin perempuan, masa kerja 12 tahun, jenjang karir PK II, berpendidikan DIII Keperawatan, bekerja di Unit Perawatan Intensif, bekerja 40 jam per minggu, kepuasan kerja sebesar 75,14%, pernah mengikuti pelatihan keselamatan pasien sebanyak 59,0%, memiliki beban kerja sebesar 69,41%, stres kerja sebesar 57,30%, kondisi kerja sebesar 76,00%, sikap keselamatan sebesar 80,46%, ada hubungan antara umur ($p=0,001$), pengalaman kerja ($p=0,001$), kepuasan kerja ($p=0,001$), jenis kelamin ($p=0,025$), jenjang karir perawat klinik ($p=0,001$), pelatihan keselamatan pasien ($p=0,032$), beban kerja ($p=0,001$), stres kerja ($p=0,009$), fungsi manajemen kepala ruangan ($p=0,001$), dan kondisi kerja ($p=0,001$) dengan sikap keselamatan perawat. Faktor yang paling mempengaruhi sikap keselamatan adalah beban kerja (Original Sample=-0,776), yang berarti setiap peningkatan beban kerja akan menurunkan 0,776 sikap keselamatan perawat.

Kesimpulan: Ada hubungan antara usia, jenis kelamin, pengalaman kerja, jenjang karir, kepuasan kerja, pelatihan keselamatan pasien, beban kerja, stres kerja, fungsi manajemen kepala ruangan, kondisi kerja dengan sikap keselamatan, dan faktor yang paling memengaruhi sikap keselamatan adalah beban kerja. Rekomendasi yang diberikan adalah rumah sakit harus memperhatikan kepuasan kerja, beban kerja, stres kerja, kondisi kerja perawat, dan mengoptimalkan peran dan fungsi kepala ruang untuk meningkatkan sikap keselamatan yang dimiliki perawat.

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ABSTRACT

Patient safety socialization has been carried out routinely by the hospital, but the knowledge of nurses about patient safety which in turn will affect the safety attitude of nurses is still not optimal.

Objective: To identify and analyze the factors that influence the safety attitudes of nurses.

Methods: This quantitative research with an analytic-coreational design and cross-sectional approach was conducted on 376 nurses who were taken using purposive sampling method. The research instrument consisted of job satisfaction, workload, work stress, head nurses management function, working conditions, and nurses safety attitude. The results of the validity and reliability test of the job satisfaction instrument were 0.356-0.575 (Cronbach's alpha's 0.724), workload was 0.338-0.613 (Cronbach's alpha's 0.736), job stress was 0.542-0.719 (Cronbach's alpha's 0.756), head nurse's management function was 0.401-0.822 (Cronbach's alpha 0.760), working conditions are 0.488-0.670 (Cronbach's alpha's 0.767) and nurse' safety attitude is 0.300-0.827 (Cronbach's alpha 0.771), so it was valid and reliable.

Results: The average nurse is 37 years old, female, work period 12 years, career path PK II, Diploma in nursing, works in the Intensive Care Unit, works 40 hours per week, job satisfaction is 75.14%, has attended safety training patients is 59,0%, have a workload of 69.41%, work stress is 57.30%, work conditions are 76.00%, safety attitudes are 80.46%, relationships among age ($p=0,001$), work experience ($p=0,001$), job satisfaction ($p=0,001$), gender ($p=0,025$), clinical nuses career path ($p=0,001$), patient safety training ($p=0,032$), workload ($p=0,001$), work stress ($p=0,009$), head nurse's management function ($p=0,001$), and working conditions ($p=0,001$) with nurses' safety attitude. The factor that most influenced nurses' safety attitude was workload (Original Sample=-0,776), results showed that an increase in workload, 0.776 times will reduce the nurses' safety attitude.

Conclusion: There was a relationship between age, gender, work experience, clinical nuses career path, job satisfaction, patient safety training, workload, work stress, head nurse's management function, and working conditions with nurses' safety attitude. The hospital need to pay attention for nurses' job satisfaction, work load, work stress, working conditions, and had to optimizing the head nurse's management function to improve nurses' safety attitudes.