

# Hubungan komitmen organisasi pada kinerja perawat terhadap kejadian tidak diharapkan (KTD) di rumah sakit: Literature review = Relationship organizational commitment on nurse performance to adverse events (AES) in hospitals: Literature review.

Ahmad Yasin Alfaridh, author

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## Abstrak

Berdasarkan data IKP Komite Nasional Keselamatan Pasien yang diterbitkan oleh Kementerian Kesehatan RI pada tahun 2019, KTD memiliki persentasi 31% dari total IKP nasional. Keberhasilan dalam menekan angka KTD dalam program keselamatan pasien tidak terlepas dari sumber daya manusia nya itu sendiri, khususnya perawat. Komitmen yang baik akan mengoptimalkan kinerja perawat sehingga dapat menekan angka kejadian tidak diharapkan. Kinerja perawat menjadi tolak ukur komitmen organisasi pada penelitian ini dan karakteristik demografi perawat sebagai faktor personal dan faktor organisasi yang berpengaruh terhadap kinerja perawat. Tujuan dari penelitian ini adalah mengetahui secara spesifik hubungan antara komitmen organisasi pada kinerja perawat terhadap kejadian tidak diharapkan di rumah sakit. Pertanyaan penelitian dijawab dengan studi literature review dan sintesis data dilakukan secara naratif. Pencarian studi pustaka menggunakan basis data daring Scopus, Pubmed, ProQuest, dan Google Scholar antara 2010 hingga 2020 kemudian dilakukan review. Hasil penelitian menunjukkan ada hubungan antara komitmen organisasi dengan kejadian tidak diharapkan di rumah sakit.

.....Based on data on the National Committee for Patient Safety published by the Indonesian Ministry of Health in 2019, AEs has a percentage of 31% of the total national IKP. The success in reducing the number of adverse events in patient safety programs cannot be separated from the human resources themselves, especially nurses. Good commitment will optimize the performance of nurses so that it can reduce the number of adverse events. Nurse performance is a measure of organizational commitment in this study and demographic characteristics of nurses as personal factors and organizational factors that affect nurse performance. The purpose of this study was to determine specifically the relationship between organizational commitment to nurse performance and adverse events in the hospital. The research questions were answered with a literature review study and data synthesis was carried out in a narrative manner. A literature study search using the online database Scopus, Pubmed, ProQuest, and Google Scholar between 2010 and 2020 was then reviewed. The results showed that there was a relationship between organizational commitment to adverse events in the hospital.