

ABSTRAK

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HUBUNGAN BUDAYA ORGANISASI DENGAN PERILAKU PERAWAT DALAM MELAKSANAKAN KESELAMATAN PASIEN DI SATU RUMAH SAKIT SWASTA DI INDONESIA BARAT

(xiv + 50 Halaman; 3 Bagan; 10 Tabel; 9 Lampiran)

Latar Belakang: Keselamatan pasien adalah suatu tolak ukur dari mutu layanan kesehatan. Hasil wawancara didapatkan setidaknya terjadi satu sampai dua insiden keselamatan pasien dalam sebulan seperti pasien jatuh dan kesalahan dalam memberikan obat. Perilaku perawat dalam melaksanakan keselamatan pasien dipengaruhi oleh budaya organisasi, visi, misi, tujuan, dan gaya kepemimpinan. Budaya organisasi yang melekat pada seorang perawat memengaruhi kualitas pelayanan rumah sakit dan perawat dapat mencerminkan dirinya sebagai perawat profesional dengan melakukan budaya organisasi tersebut **Tujuan penelitian:** Mengetahui hubungan antara budaya organisasi dengan perilaku perawat dalam melaksanakan keselamatan pasien. **Metode penelitian:** Menggunakan metode penelitian korelasional kuantitatif dengan metode *cross-sectional*. Sampel berjumlah 55 perawat diambil menggunakan *total sampling*. Instrumen berupa kuesioner budaya organisasi dan perilaku perawat dalam melaksanakan keselamatan pasien yang disebarakan secara *online* melalui *google form* dan kuesioner langsung kepada perawat. Kuesioner telah dilakukan uji validitas dan reliabilitas kepada 31 orang perawat. Hasil uji coba kuesioner budaya organisasi dengan r hitung 0,475-0,811 dan nilai Cronbach alpha 0,962 sedangkan kuesioner perilaku perawat dengan r hitung 0,444-0,911 dan nilai Cronbach alpha 0,982. Analisa data menggunakan uji *Spearman*. Penelitian dimulai dari 29 Maret-Juni 2020. **Hasil penelitian:** 58,2% perawat mempersepsikan budaya organisasi yang kurang, dan 54,5% perawat memiliki perilaku kurang baik dalam melaksanakan keselamatan pasien. Hasil uji *Spearman* menunjukkan adanya hubungan ($p=0,002$) budaya organisasi dengan perilaku perawat dalam melaksanakan keselamatan pasien. **Saran:** Pihak rumah sakit dapat melakukan pembinaan oleh kepala ruangan atau ketua tim dalam bentuk sosialisasi, pelatihan, mentoring dan supervisi.

Kata kunci : budaya organisasi, perilaku perawat, keselamatan pasien

Referensi : 44 (2010-2019)

ABSTRACT

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RELATIONSHIP OF ORGANIZATIONAL CULTURE WITH NURSE BEHAVIOR IN IMPLEMENTING PATIENT SAFETY IN ONE PRIVATE HOSPITAL IN WEST INDONESIA

(xiv + 50 Page; 3 Charts; 10 Table; 9 Attachments)

Background: Patient safety is a measure that is important from the quality of health services. The interview result obtained at least one until two patient safety incidents in a month as patient falls and giving the drug to the wrong patient. The behavior of the nurse in carrying out patient safety is influenced by the organizational culture, vision, mission, goals, and leadership style. The culture of the organization that are inherent in nurses affect the quality of hospital services and nurses can reflect itself as a professional nurse with the perform culture of the organization

Objective: To determine the relationship between organizational culture with the behavior of the nurse in carrying out patient safety. **Method:** Using research methods correlational quantitative methods cross-sectional. The sample amounted to 55 nurses were taken using total sampling. Instruments in the form of questionnaires of organizational culture and the behavior of the nurse in carrying out patient safety that is propagated online through google forms and questionnaires directly to nurses. The questionnaire has been conducted to test the validity and reliability of the 31 nurses. The test results of the questionnaire of organizational culture with the count r 0,475-0,811 and the value of Cronbach alpha 0,962 while the questionnaire of nurse behavior with the count r 0,444-0,911 and value Cronbach alpha 0,982. Analysis of data using the test of Spearman. The research started at 29 March-June 2020. **Results:** 58.2% the nurse perceives the organizational culture that is less, and 54,5% of nurses have poor behavior in implementing patient safety. The results of the test of Spearman showed an association ($p=0.002$) the culture of the organization with the behavior of the nurse in carrying out patient safety. **Recommendation:** The hospital can do coaching by the head nurse or team leader in the form of socialization, training, mentoring, and supervision.

Keywords : organizational culture, nurse behavior, patient safety

References : 44 (2010-2019)