

**FAKTOR YANG BERHUBUNGAN DENGAN KINERJA PERAWAT
DALAM IMPLEMENTASI SASARAN KESELAMATAN PASIEN
DI RAWAT INAP RUMAH SAKIT STELLA MARIS
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*Factors Related Nurses' Performance in the Implementation of Patient Safety Targets at
Stella Maris Makassar Hospital's Ward in 2016*

Anna Jumriani¹, Noer Bahry Noor², Fridawaty Rivai³

¹Bagian Manajemen Rumah Sakit Fakultas Kesehatan Masyarakat Universitas Hasanuddin
(annajumriani@gmail.com, noor_fkm@mail.com,
fridarivai@yahoo.com, 085298254894)

ABSTRAK

Penelitian ini dilatarbelakangi karena adanya insiden keselamatan pasien selama tiga tahun terakhir seperti 24 kasus KTD, 91 kasus KNC dan enam kasus KPC. Insiden keselamatan pasien bisa disebabkan oleh kinerja perawat yang kurang baik. Penelitian ini bertujuan untuk mengetahui hubungan sumber daya, kepemimpinan, imbalan, struktur organisasi dan desain pekerjaan dengan kinerja perawat dalam implementasi sasaran keselamatan pasien di rawat inap RS Stella Maris Makassar. Jenis penelitian ini adalah survei analitik dengan pendekatan *cross sectional study*. Populasi penelitian ini adalah seluruh perawat rawat inap sebanyak 105 perawat. Pengambilan sampel menggunakan teknik *exhaustive sampling*. Analisis yang dilakukan adalah analisis univariat dan bivariat dengan uji *chi square*. Hasil penelitian ini menunjukkan bahwa sumber daya ($p=0,003$), kepemimpinan ($p=0,000$), imbalan ($p=0,002$), struktur organisasi ($p=0,003$) dan desain pekerjaan ($p=0,000$) berhubungan dengan kinerja perawat dalam implementasi sasaran keselamatan pasien. Kesimpulan terdapat hubungan antara sumber daya, kepemimpinan, imbalan, struktur organisasi dan desain pekerjaan dalam implementasi sasaran keselamatan pasien di rawat inap RS Stella Maris Makassar.

Kata kunci : sumber daya, kepemimpinan, imbalan, struktur organisasi, desain pekerjaan, kinerja

ABSTRACT

This research is conducted because of there are patient safety incidents during the last three years such as 24 cases of adverse events, 91 cases of near miss events, and six cases of potential injury events. Patient safety incidence can be occurred by nurses' poor performance. This research aims to determine the relationship of resources, leadership, compensation, organizational structure and work design with nurses' performance in the implementation of patient safety targets at Stella Maris hospital's ward in Makassar. The type of the research is analytic survey with cross sectional study approach. The research population was all ward's nurses as much as 105 nurses. Exhaustive sampling technique is used in this research. The analysis was conducted by using univariate and bivariate analysis with chi square test. The results of the research showed that the resources ($p=0.003$), leadership ($p=0.000$), compensation ($p=0.002$), organizational structure ($p=0.003$), and work design ($p=0.000$) are related to the nurses' performance in the implementation of patient safety targets. In other words, there is a relationship between resources, leadership, compensation, organizational structure, and work design in the implementation of patient safety targets at Stella Maris hospital's ward in Makassar.

Keywords : resources, leadership, compensation, organizational structure, work design, performance