

# Merumuskan learning organization melalui analisis budaya keselamatan pasien dan budaya organisasi di RS Masmitra = Formulating learning organization through analysis of patient safety culture and organizational culture in Masmitra Hospital

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## Abstrak

Merumuskan Learning Organization Melalui Analisis Budaya Keselamatan Pasien Dan Budaya Organisasi Di RS.Masmitra Langkah awal membangun keselamatan pasien adalah melakukan penilaian terhadap budaya keselamatan pasien yang mana diperlukan pengkajian budaya organisasi sebagai panduan dalam menerapkan keselamatan pasien. Penelitian deskriptif dengan metode kuantitatif potong lintang dilanjutkan metode kualitatif ini bertujuan mengukur budaya keselamatan pasien, mengidentifikasi profil budaya organisasi dan merumuskan learning organization untuk membangun keselamatan pasien di RS.Masmitra. Budaya Hierarchy didapati sebagai budaya organisasi yang dominan saat ini di RS.Masmitra yang membutuhkan manajemen pengetahuan dalam upaya transformasi budaya keselamatan pasien. Hal ini sejalan dengan hasil penelitian budaya keselamatan pasien yang menyatakan dimensi pembelajaran organisasi dan perbaikan berkelanjutan merupakan budaya terlemah di RS.Masmitra. Oleh karena itu, perumusan learning organization sangatlah tepat untuk membangun keselamatan pasien di RS.Masmitra.

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Formulating Learning Organization Through Analysis of Patient Safety Culture and Organizational Culture In Masmitra Hospital The initial step to build patient safety is by conducting assessment to the existing patient safety culture where assessment of organizational culture shall become guidance in patient safety implementation. Descriptive study with cross-sectional quantitative method followed by qualitative method aims to measure patient safety culture, identify organizational culture profile and formulates learning organization to develop patient safety in Masmitra hospital.

Hierarchy culture has been found as the dominant organizational culture exists in Masmitra hospital which requires knowledge management in an effort to transform the culture of patient safety. This is in line with the research result which explains dimensions of organizational learning and continuous improvement is the weakest culture in Masmitra hospital. Therefore, formulation of a learning organization is appropriate to develop patient safety in Masmitra hospital.