

# Hubungan Supervisi Kepala Ruangan menurut Persepsi Perawat terhadap Efikasi Diri dan Motivasi Perawat dalam Melaksanakan Program Sasaran Keselamatan Pasien = The Relationship Between the Supervision of The Head Nurse According to the Nurse`S Perception of Self Efficacy and the Motivation of Nurses in Implementing Patient Safety Target Programs

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## Abstrak

Pelaksanaan program sasaran keselamatan pasien yang belum mencapai target, menunjukkan perlunya peningkatan komitmen perawat sebagai profesi jumlah terbanyak dan kontak terlama dengan pasien pada fasilitas layanan kesehatan. Sehingga, dibutuhkan penguatan manajer keperawatan terutama manajer keperawatan tingkat operasional dalam melakukan supervisi. Penelitian ini bertujuan untuk mengetahui hubungan supervisi kepala ruangan menurut persepsi perawat terhadap efikasi diri dan motivasi perawat dalam melaksanakan program sasaran keselamatan pasien. Penelitian cross sectional ini dilaksanakan pada 104 responden yang dipilih secara proportional dan simple random sampling dengan kriteria perawat yang bekerja pada ruangan rawat inap, bersedia menjadi responden serta hadir pada saat penelitian. Hasil analisis menunjukkan bahwa ada hubungan yang bermakna antara supervisi kepala ruangan terhadap efikasi diri (p value : 0.002) dan motivasi (p value:0.003). Hasil analisis juga menunjukkan bahwa terhadap hubungan yang bermakna antara lama kerja dengan motivasi (p value : 0.003), dan didapatkan bahwa terdapat hubungan bermakna yang negatif antara pelatihan keselamatan pasien dengan motivasi dalam melaksanakan program SKP (p value : 0.01). Perawat yang mengikuti pelatihan, memiliki motivasi yang rendah dalam melaksanakan program SKP. Kesimpulan penelitian adalah bahwa ada hubungan pelaksanaan supervisi oleh kepala ruangan menurut persepsi perawat dengan efikasi diri dan motivasi perawat dalam pelaksanaan keselamatan pasien di rumah sakit. Penelitian ini merekomendasikan bahwa manajer rumah sakit perlu melaksanakan supervisi secara teratur dan terorganisir.

.....The implementation of the patient safety target program, which has has not yet reached the target, shows the need to increase the commitment of nurses as the profession with the highest number and longest contact with patients in health care facilities. Thus, it is necessary to strengthen nursing managers, especially operational level nursing managers in conducting supervision. This study aims to determine the relationship between the supervision of the head nurse according to the nurse`s perception of self efficacy and the motivation of nurses in implementing the patient safety target program. This cross- sectional study was carried out on 104 respondents who were selected by proportional and simple random sampling with the criteria of nurses working in inpatient rooms, willing to be respondents and being present at the time of the study. The results of the analysis showed that there was a significant relationship between the supervision of the head nurse on self-efficacy (p value : 0.002) and motivation (p value: 0.003). The results of the analysis also show that there is a significant relationship between length of work and motivation (p value : 0.003). The results of the analysis also found that there was a significant relationship negatively between patient safety training and motivation in implementing the patient safety programs (p value : 0.01). Nurses who took part in the training had low motivation in implementing the patient safety target programs. The

conclusion of the study is that there is a relationship between the implementation of supervision by the head nurse according to the nurse's perception with self-efficacy and motivation of nurses in implementing patient safety in hospitals. This study recommends that hospital managers need to carry out supervision regularly and organized.