

Efektifitas Model Pencegahan Risiko Cedera Terhadap Tingkat Kelelahan, Kepuasan Kerja, Dan Kualitas Hidup Perawat Di Rumah Sakit = The Effectiveness of the Risk Injury Prevention Model in Fatigue Levels, Job Satisfaction and Quality of Life for Nurses in Hospitals

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Abstrak

Latar Belakang: Tingginya tingkat kelelahan, belum optimalnya kepuasan kerja dan kualitas hidup berhubungan dengan sejumlah cedera dan risiko cedera perawat di rumah sakit. Tujuan: Untuk menguji efektifitas model Pencegahan Risiko Cedera Perawat terhadap tingkat kelelahan, kepuasan kerja dan kualitas hidup perawat di rumah sakit. Metode: Desain uji efektifitas menggunakan quasi eksperiment pre-post test design with control group terhadap 125 perawat dengan analisis t-test. Keseluruhan tahap penelitian menggunakan desain Multiphase Mixed Methods Research mencakup tahap eksplorasi untuk pengembangan model terhadap 21 partisipan (kualitatif) dan 176 partisipan (kuantitatif); tahap pengembangan dengan konsultasi pakar, analisis komponen model dengan Confirmatory Factor Analysis terhadap 324 partisipan dan uji keterbacaan; serta tahap uji efektifitas. Hasil: Model Pencegahan Risiko Cedera Perawat terdiri dari sumber dukungan, upaya pencegahan dan proteksi diri perawat. Hasil penelitian menunjukkan Model Pencegahan Risiko Cedera Perawat efektif menurunkan tingkat kelelahan dan meningkatkan kepuasan kerja perawat, sedangkan terhadap kualitas hidup tidak ditemukan pengaruh yang signifikan. Tingkat kelelahan perawat dan kepuasan perawat secara bersama – sama berpengaruh terhadap kualitas hidup perawat. Kesimpulan: Pengambil kebijakan perlu menjadikan Model Pencegahan Risiko Cedera sebagai standar strategi intervensi terkait K3 perawat dan rumah sakit perlu melakukan program berkelanjutan untuk mitigasi risiko cedera perawat mengacu pada model yang telah diuji efektifitasnya.

.....Background: High fatigue levels, suboptimal job satisfaction, and quality of life are associated with a number of injuries and the risk of injury to nurses in hospitals. Aim: This study aims to examine the effectiveness of the Risk Injury Prevention Model in the levels of fatigue, job satisfaction, and quality of life for nurses in hospitals. Methods: The design of the effectiveness test used a quasi-experimental pre-post test design with a control group on 125 nurses using a t-test analysis. All stages of the research used a Multiphase Mixed Methods Research design including an exploratory stage for developing a model for 21 participants (qualitative) and 176 participants (quantitative); development stage with expert consultation, analysis of model components with Confirmatory Factor Analysis of 324 participants and readability test; as well as the effectiveness test stage. Result: The Risk Injury Prevention Model consisted of the sources of support, prevention efforts, and self-protection among the nurses. The results showed that the Risk Injury Prevention Model was effective in reducing the fatigue levels and improving the nurses' job satisfaction while it had no significant effects on the quality of life. The levels of fatigue and job satisfaction simultaneously affected the nurses' quality of life. Conclusion: Policy makers are recommended to make the Risk Injury Prevention Model as a standard intervention strategy related to the occupational safety and health (OSH) of nurses, and hospitals need to carry out a sustainable program to mitigate the risk of injury among nurses by referring to the model that has been tested for its effectiveness.