

# Efektivitas Model Safety Leadership terhadap Kompetensi dan Efikasi Diri Kepala Ruang = The Effectiveness of Safety Leadership Model on Competence and Self-Efficacy of Head Nurse

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## Abstrak

Pengembangan kompetensi dan efikasi diri kepala ruang merupakan elemen krusial dalam peningkatan keselamatan pasien di rumah sakit. Kepemimpinan yang tidak aman dapat mengakibatkan capaian tujuan keselamatan terganggu namun hanya sedikit yang diketahui tentang model safety leadership yang dapat meningkatkan kompetensi dan efikasi diri kepala ruang. Tujuan dari penelitian ini adalah mengembangkan model safety leadership yang menggunakan kerangka kerja teori human caring dan social cognitive, dan menguji efektivitasnya terhadap peningkatan kompetensi dan efikasi diri kepala ruang. Penelitian ini terdiri dari 3 tahap: tahap pertama: identifikasi masalah melalui wawancara mendalam (penelitian kualitatif), tahap kedua: pengembangan model (integrasi hasil tahap 1, studi literatur dan konsultasi pakar) dan tahap ketiga uji efektivitas model (penelitian kuantitatif dengan non-equivalent control group pretest-posttest design). Pada penelitian kualitatif melibatkan 17 partisipan dan bertujuan mengembangkan model safety leadership berdasarkan human caring theory dan teori social cognitive. Model dikembangkan berdasarkan sintesis studi literatur, temuan studi kualitatif dan konsultasi pakar. Teridentifikasi enam tema yaitu kesadaran tentang keselamatan pasien, caring relationship, pemberdayaan staf, perencanaan keselamatan pasien bersama pasien, kepemimpinan diri dan dukungan rumah sakit. Penelitian kuantitatif bertujuan menguji efektivitas model safety leadership terhadap kompetensi dan efikasi diri kepala ruang dengan desain quasi eksperimen pre dan post terhadap 32 responden pada kelompok kontrol dan 32 responden kelompok intervensi. Hasil penelitian berdasarkan analisis general linear model repeated measured menunjukkan bahwa terdapat pengaruh model safety leadership terhadap peningkatan sikap safety leadership dalam kurun waktu 8 minggu intervensi dan tidak ada pengaruh model safety leadership terhadap peningkatan pengetahuan, perilaku dan efikasi diri kepala ruang.

.....Improving patient safety in hospitals is crucial. Ineffective leadership can prevent safety goals from being met, thereby highlighting the need for strong safety leadership models. However, there is a lack of a comprehensive understanding of leadership models that can enhance the competencies and self-efficacy of head nurses. The main objective of this research was to develop a new safety leadership model that embraces human care and social cognitive theories, with the ultimate goal of strengthening the competencies and self-efficacy of head nurses. The study consisted of three main stages: qualitative interviews, the development of the model through insights from the interviews and a literature review, and an empirical examination of the model's effectiveness using a quantitative approach. During the qualitative phase, 17 participants developed a safety leadership model based on human care and social cognitive theory. This model incorporated insights from literature reviews, interviews, and expert evaluations. Six crucial dimensions of the model emerged: patient safety awareness, caring relationships, staff empowerment, collaborative patient safety planning, self-leadership, and organizational support. The quantitative phase aimed to measure the effectiveness of the safety leadership model in improving head nurses' competencies and self-efficacy. This phase involved 32 respondents from both the control and intervention groups. The

findings from the analysis revealed that the safety leadership model had a positive impact on improving safety leadership attitudes within an 8-week intervention period. However, there were no significant improvements in knowledge acquisition, behavior, or self-efficacy among head nurses. This study highlights the potential of a safety leadership model based on human care and social cognitive theories to enhance safety attitudes. However, further exploration and refinement are needed to comprehensively address different aspects of leadership effectiveness and patient safety improvement.