

The Relationship of The Level of Knowledge, Motivation and Compliance of Nurses to the Implementation of Occupational Health and Safety Mega Buana Palopo Hospital

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Abstract Implementation is a process of putting something into practice which is influenced by internal and external factors. Implementation of occupational health and safety in hospitals concerns the nursing workforce, work methods/methods, work tools, work processes and the work environment which includes improvement, prevention, treatment and recovery. The aim of this research is to determine the relationship between knowledge, motivation and compliance of nursing staff with the implementation of occupational safety and health at Mega Buana Palopo Hospital in 2023. The method uses a quantitative type of research using analytical observational methods, using a cross sectional approach. The sample in this study amounted to 76 respondents. The sampling technique uses random sampling with research instruments, questionnaires and observations. Data analysis used the Fisher exact test and chi-square test. Factors related to the implementation of occupational health and safety for nurses were a good level of knowledge, namely 68 respondents (89.5%), 74 respondents (97%) were motivated and complied with implementation of occupational health and safety, namely 42 respondents (55.3%). The results of the study showed that there was a relationship between knowledge ($p=0.012$), motivation ($p=0.034$), and compliance of nursing staff ($p=0.016$) with the implementation of hospital occupational health and safety. The level of knowledge, motivation and compliance of nursing staff is related to the implementation of occupational health and safety in hospitals

Keywords: level of knowledge, motivation, compliance, K3RS implementation

1. INTRODUCTION

The implementation of Occupational Safety and Health in Indonesia is regulated by Law of the Republic of Indonesia Number 13 of 2003 concerning Manpower, while the Hospital Occupational Safety and Health Standards (K3RS) are regulated by KEPMENKES RI Number 1087/MENKES/SK/VIII/2010. Occupational safety and health generally aims to protect the safety and health of workers in realizing optimal work productivity. The aim of implementing Hospital Occupational Safety and Health (K3RS) is to create a way of working, a work environment that is healthy, safe, comfortable, and in order to improve the health status of nurses in hospitals (Lantu J 2018).

Hospitals are service facilities that operate in the field of health services which have a variety of complex labor problems with various risks of occupational diseases and even work-related accidents according to the type of work, so they are obliged to implement efforts to develop Hospital Occupational Health and Safety (K3RS). This effort is carried out to avoid the risk of work accidents (Sentya, 2018). Potential danger in House Sick can be caused by various intermediate factors other factors chemistry, physique, biological, ergonomic And psychosocial (Maleke et al., 2019). As service industry, home Sick confronted on

a number big problem employment Which complicated, Which depending on the type of work, it is associated with various risks of occupational diseases and even work accidents (Ramadhani, 2022).

Based on data from the World Health Organization (WHO): Of the 35 million health workers, 3 million are exposed to blood pathogens (2 million are exposed to the HBV virus, 0.9 million are exposed to the HBC virus and 170,000 are exposed to the HIV/AIDS virus). Can occur: 15,000 HBC, 70,000 HBB & 1000 HIV cases. More than 90% occur in developing countries. 8–12% of hospital workers are sensitive to latex. The probability of HIV transmission after a needle stick wound contaminated with HIV 4: 1000. The risk of HBV transmission after a needle stick wound contaminated with HBV 27– 37: 100. The risk of HCV transmission after a needle stick wound containing HCV 3 - 10: 100 (Hana et al, 2018).

In Indonesia, data on occupational accidents and occupational diseases recorded is that 65.4% of hospital cleaners suffer from chronic hand irritant contact dermatitis, among surgical installation nurses the average weight borne by workers is more than 20 kg, so complaints are low. back pain occurs in 83.3% of workers and sufferers most that is on age 30-49 (63.3%), prevalence disturbance mentally emotional 17.7% on nurse in a hospital in Jakarta, this is certainly related to work stressors. Hospital workers are at 1.5 times greater risk of developing CAC and PAK than other groups of workers in all categories (types gender, race, age and employment status) (Risanova et al, 2021).

The problem of work accidents is one of the urgent problems in the hospital environment. This is because the hospital is a health service unit that provides services in all fields and types of disease (pangabean, 2020). Therefore, hospitals are required to be able to provide and implement efforts so that all human resources in the hospital can be protected, both from disease and work-related accidents. (Pangabean, 2020).

The factor that is key to the success of a hospital, namely in providing medical services, is largely determined by the ability, quality of work, or the medical team that treats patients and their own performance. While wrong One factor that can influence performance is work safety culture. Work Safety Culture is an attitude in organizations and individuals that emphasizes the meaning and importance of safety. Safety culture requires that all obligations related to safety must be carried out correctly, carefully and with a sense of responsibility (Yusri, 2011) .

Nurses who provide occupational health services have professional freedom in carrying out their duties, freely entering the workplace to carry out examinations and obtain the necessary information. In general, nurses have a big responsibility so they need to know and

understand the production process, equipment and materials used in production, 4 systems and ways of working in hospitals, the work environment and several other aspects (Tarwaka, 2016). Notoatmodjo (2010) states that the higher the level of knowledge, the easier it is to obtain information about objects or information related to them.

The results of Nazirah's (2017) research regarding nurses' behavior in implementing occupational health and safety management stated that the majority of implementing nurses had good behavior in implementing occupational health and safety (K3) management both in terms of internal and external factors. Then Ernawati, et al, (2017) in their research concluded that in the implementation of K3 at RSIA Permata Sarana Husada it was proven that from 98 respondents, 68 respondents (69.4%) found that the implementation of K3 was not good. From the poor attitude variable, 90 respondents were obtained (91.8%), from the poor knowledge variable, 91 respondents were obtained (92.9%) and 50 respondents had high motivation (51.0%)

Based on initial interviews with several K3RS nurses at Mega Buana Hospital, Palopo City 4, the implementation of K3RS has not been running optimally so that work-related accidents and work-related illnesses still occur. Data on occupational accidents and occupational diseases during the 2021-2022 period, the risk of blood splashing from 5 patients in the operating room, and 10 people being pricked by syringes and sewing needles in the emergency unit, so the total data is 15 cases of disease due to work and accidents consequence Work (Data primary RS Mega Buana City Palopo, 2023). And part nurse No understand the importance of implementing hospital occupational safety and health (K3RS).

Based on this description, this research aims to determine the relationship between the level of knowledge and motivation and compliance of nursing staff in implementing occupational safety and health at Mega Buana Palopo Hospital in 2023.

2. METHOD

This research is a quantitative observational type with a *cross-sectional approach*. The sample in this study were nurses at Mega Buana Hospital, Palopo City. The total research population was 76 nursing staff at Mega Buana Palopo Hospital and were used as samples in this study. The sampling technique in this research used random sampling. The independent variables in this research are knowledge, motivation and compliance with the implementation of K3 and the dependent variable is the implementation of occupational health and safety. The research instrument used a questionnaire. The questionnaire in this research contains several

questions related to research variables. The dependent variable is the application of K3RS using an Ordinal scale with Objective criteria, Yes: If the total value of the respondent answers the score is $\geq 50\%$ and no: if the total value of the respondent answers the score is $\leq 50\%$. The independent variable is knowledge with objective criteria: good, if the total score is $\geq 50\%$ and Poor: if the total score is $\leq 50\%$. Motivation variable with objective criteria, Yes: if the respondent gets an answer score $\geq 50\%$ and No: if the respondent gets an answer score $\leq 50\%$. Compliance variable with objective criteria: if the respondent's total score is $\geq 50\%$ and Disobedient: if the total score is $\leq 50\%$.

The knowledge variable uses a nominal scale. The variables of motivation, compliance and implementation of K3RS are measured using an ordinal scale. The sampling process is by filling out a questionnaire and direct interviews with worker Which made as sample study For evaluate compliance power nurse in implementing occupational safety and health at Mega Buana Palopo Hospital. The test used is chi-square test to analyze the relationship between variables using SPSS software 20.

Study done after Obtain a research permit from Palopo City's one-stop investment and integrated services with number 508/1P/DPMPSTP/V/2023.

3. RESULTS

Table 1. Characteristics responde n

No	Characteristics Respondent	n	%
1	Young Age	22	28.9
	Old	54	71.1
2	Type Sex		
	Man	21	27,6
	Woman	55	72,4
3	Education Lastly Diploma 3 (D3)	26	34.2
	Strata 1 (S1)	50	65,8
	Total	76	100.0

Table 1 show that majority respondents own prone to age age old that is as much 54 (71.1%) and 55 (72.4%) were female. Based on the latest education, the highest education level is Bachelor's degree, 50 (65.8%).

Table 2. Distribution based on Group Knowledge, Motivation, Compliance and Implementation K3RS in House Mega Buana Hospital, Palopo City, 2023

Variable	n	%
Knowledge		
Good	68	89,5
Not enough Good	8	10,5
Motivation		
Yes	74	97,4
No	2	2,6
Compliance		
Obedient	42	55,3
No Obedient	34	44,7
K3 Implementation Implement K3RS	67	88,2
No Apply K3RS	9	11,8
Total	76	100,0

Table 2 shows that the knowledge of nursing staff at Mega Buana Palopo Hospital has good knowledge as many as 68 respondents (89.5%). The motivation variable shows that the motivation of nursing staff at Mega Buana Palopo Hospital is the highest at 74 respondents (97.4%) and the compliance and compliance variable is 42 people (55,3%). The K3 Implementation Variable shows 67 (88.2%) respondents implemented K3RS.

Table 3. Analysis Connection Level Knowledge, Motivation And Compliance with Implementation K3RS in Mega Buana Palopo Hospital in 2023

Variabel	Penerapan K3RS				Total	nilai p	
	Tidak menerapkan K3RS		Menerapkan K3RS				
	n	%	n	%			
Pengetahuan							
Kurang	4	5,3	8	10,5	12	15,8	0,012
Baik	5	6,6	59	77,6	64	84,2	
Motivasi							
Tidak	4	5,3	52	68,4	56	73,7	0,034
Ya	5	6,6	15	19,7	20	26,3	
Kepatuhan							
Tidak Patuh	1	1,3	36	47,4	37	48,7	0,016
Patuh	8	10,5	31	40,8	39	51,3	
Total	9	11,9	67	88,2	76	100	

Table 3 show that the results of the chi-square test statistic, factors related to the implementation of hospital occupational health and safety are the variables knowledge (p value = 0.012), motivation (p value = 0.034) and compliance with the implementation of hospital occupational health and safety (p value = 0.016).

4. DISCUSSION

Based on the bivariate analysis that has been carried out, there is a relationship between the level of knowledge and application at Mega Buana Palopo Hospital, $p = 0.012$. So, it can be seen that the p -value is < 0.05 . Based on the results of interviews and observations conducted by researchers on nursing staff, the knowledge of nursing staff regarding the implementation of K3RS is still minimal because the hospital does not have an K3 program.

Results study This in line with study Which in do previously by Kumayas, Kawatu and Warouw (2019) there is a knowledge relationship and attitudes regarding the implementation of Occupational Safety and Health (K3) among nurses at Bhayangkara Tk III Manado Hospital. The same research also conducted by Hanifa, Respati and Susanti (2017) shows that there is a significant relationship between the level of knowledge and effort implementation K3 on respondents. The more Good level knowledge so level its implementation it would be good too. Other research also conducted by Mantiri, Pinontoan and Mandey (2020) stated that there is a significant relationship between knowledge and the implementation of K3RS in Pobundayan Regional Hospital Kotamobagu city. Notoatmodjo (2010) state that the more tall level knowledge so the more easy to obtain information about object or information Which related with him. Education health is a network step Which arranged in a way planned For give information to individual, group, or public use increase knowledge, attitude, And skills sake reach objective health (Hasnidar etc al., 2020).

The bivariate analysis that has been carried out shows that there is a relationship between motivation and the implementation of K3 at Mega Buana Palopo Hospital, $p = 0.034$. This research is in line with research conducted on nurses working at RSUD Karawang which also shows that there is a significant relationship between motivation and implementation K3 at the hospital Karawang with results statistical tests were obtained p value = 0,000 (p value < 0.05) (Saleh, 2020). This research is in line with research by Ernawati, et al, (2017) regarding the implementation of K3 at RSIA Permata Sarana Husada. It was proven that from 98 respondents, 68 respondents (69.4%) found that the implementation of K3 was not good. From the poor attitude variable, 90 respondents were obtained (91.8%), from the poor knowledge variable, 91 respondents were obtained (92.9%) and 50 respondents had high motivation (51.0%)

Based on the results of observations made by researchers to the head of nursing at Mega Buana Hospital regarding the implementation of K3RS, it was stated that there were still some

nursing staff who did not comply with the implementation of K3 or SOP, this was proven because every nursing staff who experienced work accidents at the hospital such as being pricked by a needle They do not report injections or sharp objects to the head of the room and the head of nursing, and consider them normal, so that reports related to work accident cases in hospitals are not properly documented. Motivational and perceptual factors can influence nurses' compliance in implementing nursing care in accordance with SOPs. Research conducted by Azhari, et al (2020) shows that there is a relationship between the availability of equipment and nurses' compliance in using it.

5. IMPLICATIONS AND LIMITATIONS

Study This expected to provide increasing knowledge, compliance and motivation of nurses related to the implementation of K3 in hospitals. Thus, this study is expected to provide a deeper understanding related The importance of working in accordance with established Standard Operational Procedures (SOP) to avoid existing work hazards and accidents in a hospital environment. During this research, researchers find a number of Limitation . On moment study ongoing, nurse currently do his job so that researcher must clever arrange time For do study. In side Therefore, this study only used questionnaires as a data collection method, so that the evaluation of the implementation of occupational health and safety in hospitals for nurses was limited to the cognitive dimension.

6. CONCLUSION

This research shows that there is a relationship between the level of knowledge, motivation and compliance regarding the application of K3RS to nursing staff in implementing safety and health work at Mega Buana Palopo Hospital in 2023. It is hoped that the hospital will further develop its resources Humans and also conduct regular checks on hospital staff and make Standard Operating Procedures (SOP) as well as providing training and counseling related to K3RS and for nurses, they are expected to work in accordance with the SOP (Standard Operating Procedure) that has been set, always working wearing Personal Protective Equipment (PPE).

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