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Lampiran 1. Kuesioner Penelitian

KUESIONER PENELITIAN

**ANALISIS PENGARUH EMPLOYEE ENGAGEMENT,
JOB SATISFACTION DAN INTERPROFESSIONAL COLLABORATION
TERHADAP PATIENT SAFETY CULTURE PADA PROFESIONAL PEMBERI
ASUHAN DI RSUD SAYANG RAKYAT PROVINSI SULAWESI SELATAN
TAHUN 2023**

**ANALYSIS OF THE EFFECTS OF EMPLOYEE ENGAGEMENT,
JOB SATISFACTION AND INTERPROFESSIONAL COLLABORATION
ON PATIENT SAFETY CULTURE IN PROFESSIONAL CARE PROVIDERS
AT SAYANG RAKYAT REGIONAL HOSPITAL
OF SOUTH SULAWESI PROVINCE IN 2023**

LUCKY NOSIH



**PROGRAM STUDI MAGISTER ADMINISTRASI RUMAH SAKIT
FAKULTAS KESEHATAN MASYARAKAT
UNIVERSITAS HASANUDDIN
MAKASSAR
2023**

PERMOHONAN MENJADI RESPONDEN

Kepada Yth.
Bapak/Ibu.....
Di
Tempat

Dengan Hormat,

Saya yang bertanda tangan dibawah ini adalah Mahasiswa dari Program Studi Magister Adminstrasi Rumah Sakit, Fakultas Kesehatan Masyarakat Universitas Hasanuddin Makassar, akan mengadakan penelitian dengan judul **“ANALISIS PENGARUH EMPLOYEE ENGAGEMENT, JOB SATISFACTION DAN INTERPROFESSIONAL COLLABORATION TERHADAP PATIENT SAFETY CULTURE PADA PROFESIONAL PEMBERI ASUHAN DI RSUD SAYANG RAKYAT PROVINSI SULAWESI SELATAN TAHUN 2023”**.

Penelitian ini tidak akan menimbulkan kerugian bagu Bapak/Ibu sebagai responden. Kerahasiaan semua informasi yang diberikan akan dijaga dan hanya digunakan untuk kepentingan penelitian. Apabila Bapak/Ibu menyetujui, mohon untuk kesediannya menandatangani lembar persetujuan dan menjawab pertanyaan yang saya lampirkan pada surat ini.

Atas perhatiannya dan kesediaan Bapak/Ibu sebagai responden saya ucapkan terima kasih..

Makassar, Desember 2023

Peneliti

dr. Lucky Nosih

(No. Hp: 081243421664)

FORMULIR PERSETUJUAN

Saya yang bertanda tangan dibawah ini:

Nama :

Usia :

Alamat :

Setelah mendengar/membaca penjelasan yang diberikan, maka saya bersedia menjadi responden pada penelitian yang dilakukan oleh Lucky Nosih. Saya mengerti bahwa pada penelitian ini akan ada beberapa pernyataan yang harus saya jawab. Sebagai seorang responden, saya akan menjawab pernyataan yang diajukan dengan jujur.

Saya menjadi responden bukan karena adanya paksaan dari pihak lain, namun karena keinginan saya sendiri, dan tidak ada biaya yang akan ditanggungkan kepada saya sesuai dengan penjelasan yang sudah dijelaskan oleh peneliti.

Hasil yang diperoleh dari saya sebagai responden dapat dipublikasikan sebagai hasil dari penelitian dan akan diseminarkan pada ujian hasil dengan tidak mencantumkan nama kecuali nomor responden.

Nama

Tanda Tangan

Tgl/Bln/Thn

Responden :

Penanggung Jawab Penelitian:

Nama : dr. Lucky Nosih

Telpon : 081243421664

Email : luckynosih@gmail.com

PENTUNJUK PENGISIAN:

- a. Jawablah pertanyaan di bawah ini dengan menuliskan jawaban singkat pada tempat yang disediakan atau dengan memberi tanda (\surd) pada salah satu jawaban menurut saudara benar.
- b. Jawaban anda akan kami jaga dan jamin kerahasiaannya dan tidak mempengaruhi pengkat/karir dan penilaian kerja anda.

A. Identitas Responden	
No. Responden	: (Diisi oleh peneliti)
Nama Responden	:
Umur	: Tahun
Jenis Kelamin	: <input type="checkbox"/> Laki-Laki <input type="checkbox"/> Perempuan
Unit Kerja	:
Profesi	: <input type="checkbox"/> Dokter <input type="checkbox"/> Dokter Spesialis <input type="checkbox"/> Dokter gigi <input type="checkbox"/> Dokter Spesialis Gigi <input type="checkbox"/> Perawat <input type="checkbox"/> Fisioterapi <input type="checkbox"/> Bidan <input type="checkbox"/> Terapis Gigi <input type="checkbox"/> Apoteker <input type="checkbox"/> Penata Anestesi <input type="checkbox"/> Dietisien
Lama Kerja di Rumah Sakit saat ini	: Tahun
Lama Kerja di Unit saat ini	: Tahun
Jumlah Jam Kerja	: <input type="checkbox"/> < 20 Jam Seminggu <input type="checkbox"/> 20-39 Jam Seminggu <input type="checkbox"/> ≥ 40 Jam Seminggu
Tingkat Pendidikan Terakhir	: <input type="checkbox"/> SLTA/Sederajat <input type="checkbox"/> D3/Sederajat <input type="checkbox"/> D4/S1/Sederajat <input type="checkbox"/> S2 <input type="checkbox"/> S3
Status Kepegawaian	: <input type="checkbox"/> PNS <input type="checkbox"/> Non ASN <input type="checkbox"/> Paruh Waktu

PETUNJUK PENGISIAN:

Jawablah pernyataan-pernyataan berikut ini dengan memberi tanda *checklist* (√) pada pilihan yang telah disediakan sesuai dengan penilaian Bapak/Ibu.

Pengertian PPA : Profesional Pemberi Asuhan

Profesional Pemberi Asuhan adalah yang bertanggungjawab memberikan asuhan pasien secara langsung yaitu dokter, perawat, bidan, nutrisionis, apoteker, fisioterapis, teknisi transfusi darah, penata anestesi, dan lainnya (Kepmenkes RI, 2022).

Daftar Pertanyaan Berdasarkan Variabel Penelitian						
KODE	A. <i>Employee Engagement</i>	Tidak Pernah	Jarang	Kadang-Kadang	Sering	Selalu
BAGIAN 1 : VIGOR (SEMANGAT)						
VI 1	Saya senang dengan pekerjaan yang saya jalankan selama ini.					
VI 2	Saya kuat dan bertenaga dalam melaksanakan pekerjaan.					
VI 3	Saya selalu senang saat memulai pekerjaan.					
BAGIAN 2 : DEDICATION (DEDIKASI)						
DE 1	Saya menyelesaikan pekerjaan saya dengan tepat waktu.					
DE 2	Saya berusaha untuk melakukan pekerjaan sesuai minat yang saya miliki.					
DE 3	Saya menunjukkan kemampuan saya kepada orang lain.					
BAGIAN 3 : ABSROPTION (PENYERAPAN)						
AB 1	Saya senang melakukan pekerjaan saya dengan maksimal.					
AB 2	Saya semakin hari semakin senang dengan pekerjaan saya.					
AB 3	Saya sangat mendalami peran profesi saya ketika sedang bekerja.					

Daftar Pertanyaan Berdasarkan Variabel Penelitian						
KO DE	B. <i>Interprofessional Collaboration</i>	Tidak Pernah	Jarang	Kadang- Kadang	Sering	Selalu
BAGIAN I : KEMITRAAN (PARTNERSHIP)						
PS 1	Melibatkan pasien dalam menetapkan kebutuhan kesehatan pasien, seperti tindakan, lama rawat dan biaya.					
PS 2	Mendengarkan keinginan pasien saat menentukan proses perawatan yang dipilih oleh Profesional Pemberi Asuhan.					
PS 3	Saling sharing informasi perawatan pasien yang tertuang pada form CPPT					
PS 4	Mengkoordinasikan kebutuhan asuhan pasien terkait ekomomi dalam pemberian pelayanan kesehatan.					
PS 5	Mendiskusikan perawatan pasien melalui metode komunikasi efektif secara konsisten.					
PS 6	Semua PPA terlibat dalam penetapan tujuan perawatan pasien.					
PS 7	PPA memberi edukasi terkait pemberian pengetahuan dan keterampilan untuk berperan dalam asuhan pasien.					
PS 8	PPA bersama pasien dan keluarga mendiskusikan keberlanjutan rencana asuhan pasien.					
BAGIAN II : KERJASAMA (COOPERATION)						
CP 1	PPA menjalankan pelayanan klinis sesuai kewenangan klinis yang diberikan kepadanya.					
CP 2	Pasien dan keluarga terbuka memberi informasi penyakit					
CP 3	Antar PPA, pasien dan keluarga pasien saling terjalin sharing informasi terkait kondisi pasien.					
CP 4	PPA melakukan evaluasi bersama terkait hasil kerja dan rencana tindak lanjut.					
CP 5	Antar PPA saling berusaha mencapai solusi dari perbedaan opini.					
CP 6	PPA memahami tanggung jawab sesuai uraian tugas.					
CP 7	Semua PPA telah dikredensial					
CP 8	Terjalin keterbukaan dalam sharing informasi antar PPA di satu unit.					
BAGIAN III : KOORDINASI (COORDINATION)						
CN 1	Melibatkan pasien dan keluarga bersama PPA dalam pelayanan Rumah Sakit.					
CN 2	Pembagian tugas sesuai dengan uraian tugasnya					
CN 3	Pasien dan keluarga hadir dalam pertemuan tim PPA					
CN 4	Rumah Sakit menerapkan regulasi manajemen konflik antar profesi.					
CN 5	Mendukung ketua tim (DPJP) dalam memberikan					

	pelayanan sesuai kebutuhan pasien					
CN 6	PPA berdiskusi dalam pemilihan ketua tim (DPJP) sebagai penanggung jawab pasien					
CN 7	PPA terbuka dalam keterikatan pasien pada setiap diskusi perawatan pasien.					

Daftar Pertanyaan Berdasarkan Variabel Penelitian						
KODE	C. Job Satisfaction	Sangat Tidak Setuju	Tidak Setuju	Kurang Setuju	Setuju	Sangat Setuju
BAGIAN 1 : TEAMWORK						
TW 1	Semua PPA di unit ini bertanggung jawab untuk melakukan pekerjaan sesuai dengan regulasi yang digunakan.					
TW 2	Saya mudah berteman dengan rekan kerja saya.					
TW 3	Saya dilibatkan dalam pekerjaan tim di dalam unit ini sesuai kompetensi saya.					
TW 4	Saya merasakan semangat bekerjasama di dalam organisasi ini.					
TW 5	Saya mendapat bantuan dari rekan kerja saya jika saya membutuhkan.					
BAGIAN 2 : LEADERSHIP						
LD 1	Atasan saya bertanggung jawab dalam mendukung peningkatan kinerja layanan di Rumah Sakit.					
LD 2	Saya memahami harapan atasan terhadap tanggung jawab pekerjaan saya.					
LD 3	Atasan saya dapat memberikan solusi atas masalah pekerjaan saya					
LD 4	Atasan saya mempunyai keterampilan dalam pengelolaan manajemen yang baik, diantaranya merencanakan dan melaporkan kebutuhan staf dan sumber daya, menyusun program kerja, dan melakukan koordinasi dalam unit dan antar unit layanan					
BAGIAN 3 : REWARD AND RECOGNITION						
RR 1	Gaji yang saya terima sudah sesuai dengan regulasi Rumah Sakit.					
RR 2	Saya rasa kenaikan gaji saya sesuai dengan kenaikan volume kerja.					
RR 3	Promosi di tempat kerja saya berorientasi pada keberhasilan hasil kerja staf.					
RR 4	Saya mendapatkan pujian atau penghargaan dari keberhasilan kerja saya.					
BAGIAN 4 : EMPOWERMENT AND PARTICIPATION						
EP 1	Saya memahami peran profesi saya untuk mencapai visi Rumah Sakit.					
EP 2	Saya memahami bahwa tugas dan tanggung					

	jawab saya penting untuk mendukung misi dan tujuan Rumah Sakit					
EP 3	Saya telah berkontribusi pada rencana dan misi Rumah Sakit					
EP 4	Keterampilan dan kemampuan saya mendukung tanggung jawab pelaksanaan uraian tugas saya.					
EP 5	Saya dilibatkan atau diinformasikan terkait tupoksi yang akan saya kerjakan.					
BAGIAN 5 : TRAINING AND DEVELOPMENT						
TD 1	Saya mendapatkan pelatihan dari Rumah Sakit minimal 20 jam/ tahun.					
TD 2	Pihak Rumah Sakit telah memberikan pelatihan sesuai kebutuhan profesi saya (sertifikat update 3 tahun).					
TD 3	Pelatihan yang diberikan oleh Rumah Sakit membantu efektifitas pekerjaan saya.					
TD 4	Rumah Sakit menyediakan program pendidikan berkelanjutan secara bertahap bagi pegawai.					
TD 5	Rumah Sakit memberikan kesempatan yang sama bagi staf untuk mengikuti pendidikan dan pelatihan.					
BAGIAN 6 : FLEXIBILITY OF WORKING HOURS						
WH 1	Saya bekerja di Rumah Sakit ini maksimal 40 jam/minggu.					
WH 2	Saya dilibatkan oleh atasan langsung dalam penetapan jadwal shift kerja setiap bulan.					
WH 3	Saya hanya melakukan pekerjaan saya di jam kerja.					
KODE	C. Job Satisfaction	Sangat Tidak Setuju	Tidak Setuju	Kurang Setuju	Setuju	Sangat Setuju
BAGIAN 7 : COMMUNICATION						
CN 1	Rumah Sakit telah memberikan informasi terkait resiko pekerjaan saya (pada saat awal orientasi masuk bekerja di Rumah Sakit)					
CN 2	Manajemen telah memberikan latar belakang lahirnya regulasi di unit kerja saya.					
CN 3	Saya memahami kemana harus berkonsultasi jika mengalami kendala dalam pekerjaan saya.					
CN 4	Atasan saya memberikan informasi terkait tuntutan harapan dari hasil pekerjaan saya di unit kerja saat ini.					
BAGIAN 8 : WORKING CONDITION						
WC 1	Kondisi fisik ruang kerja saya (pencahayaan, ventilasi, air, listrik, ergonomis) telah mendukung pekerjaan saya.					
WC 2	Rumah Sakit memberikan sumber daya (peralatan dan SDM) yang membantu pekerjaan saya.					
WC 3	Jumlah pekerjaan yang saya lakukan sesuai tupoksi yang tertulis.					

Daftar Pertanyaan Berdasarkan Variabel Penelitian						
KODE	<i>D. Patient Safety Culture</i>	Sangat Tidak Setuju	Tidak Setuju	Netral	Setuju	Sangat Setuju
BAGIAN 1 : KERJASAMA						
A1	Staf di unit ini bekerjasama sebagai tim yang efektif					
A8	Pada saat sibuk, staf di unit ini saling membantu satu sama lain					
A9	Terdapat masalah perilaku yang tidak sopan pada staf di unit ini					
BAGIAN 2 : KEPEGAWAIAN DAN KECEPATAN KERJA						
A2	Staf di Unit ini cukup untuk menangani beban kerja					
A3	Staf di Unit ini bekerja lebih lama daripada yang seharusnya (Standar Pelayanan)					
A5	Unit ini sangat bergantung pada tenaga honorer					
A11	Kecepatan kerja di unit ini sangat terburu-buru sehingga berdampak negatif pada keselamatan pasien					
BAGIAN 3 : PEMBELAJARAN ORGANISASI—PENINGKATAN BERKELANJUTAN						
A4	Unit ini secara rutin meninjau kembali proses untuk menentukan diperlukannya perubahan untuk meningkatkan keselamatan pasien					
A12	Pada unit ini, perubahan untuk meningkatkan keselamatan pasien dievaluasi untuk melihat seberapa baik kinerjanya					
A14	Unit ini membiarkan masalah keselamatan pasien yang sama terus terjadi					
BAGIAN 4 : TANGGAPAN TERHADAP KESALAHAN						
A6	Staf di unit ini merasa kesalahan yang mereka lakukan digunakan untuk menyalahkan mereka					
A7	Saat sebuah insiden dilaporkan di unit ini, terasa seperti lebih dititikberatkan pada "siapa pelakunya" daripada "apa masalahnya"					
A10	Ketika staf membuat kesalahan, unit ini berfokus pada pembelajaran daripada menyalahkan individu tersebut					
A13	Di unit ini, kurangnya dukungan kepada staf yang terlibat dalam kesalahan keselamatan pasien					
BAGIAN 5 : SUPERVISOR, MANAJER, ATAU PEMIMPIN PENDUKUNG KLINIS UNTUK KESELAMATAN PASIEN						
B1	Atasan saya mempertimbangkan saran staf untuk meningkatkan keselamatan pasien					
B2	Atasan saya ingin kita bekerja lebih cepat disaat sibuk meskipun itu berarti mengambil jalan pintas					
B3	Atasan saya mengambil tindakan untuk mengatasi masalah keselamatan pasien yang menjadi perhatian mereka					

KODE	D. Patient Safety Culture	Tidak Pernah	Jarang	Kadang-Kadang	Sering	Selalu
BAGIAN 6 : KOMUNIKASI TENTANG KESALAHAN						
C1	Kami diberitahu tentang kesalahan yang terjadi diunit ini					
C2	Ketika terjadi kesalahan di unit ini, kami membahas cara untuk mencegahnya tidak terjadi lagi.					
C3	Di unit ini, kami diinformasikan tentang perubahan yang dilakukan berdasarkan laporan insiden					
BAGIAN 7 : KETERBUKAAN KOMUNIKASI						
C4	Staf di unit ini angkat bicara jika mereka melihat sesuatu yang dapat berdampak negatif terhadap pelayanan pasien					
C5	Staf di unit ini angkat bicara jika melihat seseorang dengan otoritas lebih tinggi melakukan sesuatu yang tidak aman bagi pasien					
C6	Ketika staf di unit ini angkat bicara, mereka dengan otoritas yang lebih tinggi terbuka terhadap masalah keselamatan pasien mereka.					
C7	Staf di unit ini takut untuk bertanya jika ada yang tidak beres					
BAGIAN 8 : PELAPORAN KEJADIAN KESELAMATAN PASIEN						
D1	Ketika kesalahan diketahui dan diperbaiki sebelum sampai ke pasien, seberapa sering hal ini dilaporkan?					
D2	Ketika kesalahan sampai pada pasien dan dapat membahayakan pasien, tetapi tidak terjadi, seberapa sering hal ini dilaporkan?					

Lampiran 2. Hasil Uji Validitas Kuesioner Employee Engagement, Job Satisfaction, Interprofessional Collaboration dan Patient Safety Culture

Hasil Uji Validitas Kuesioner Employee Engagement

Pernyataan	Nilai t	P-Value	Keterangan
VI 1	0,681	0,002	Valid
VI 2	0,537	0,000	Valid
VI 3	0,779	0,000	Valid
DE 1	0,490	0,006	Valid
DE 2	0,647	0,000	Valid
DE 3	0,504	0,005	Valid
AB 1	0,567	0,001	Valid
AB 2	0,518	0,003	Valid
AB 3	0,754	0,000	Valid

Hasil Uji Validitas Kuesioner Job Satisfaction

Pernyataan	Nilai t	P-Value	Keterangan
TW 1	0.461	0,010	Valid
TW 2	0.713	0,000	Valid
TW 3	0.436	0,016	Valid
TW 4	0.683	0,000	Valid
TW 5	0.639	0,000	Valid
LD 1	0,681	0,000	Valid
LD 2	0,717	0,000	Valid
LD 3	0,749	0,000	Valid
LD 4	0,749	0,000	Valid
RR 1	0,626	0,000	Valid
RR 2	0,807	0,000	Valid
RR 3	0,703	0,000	Valid
RR 4	0,635	0,000	Valid
EP 1	0,587	0,001	Valid
EP 2	0,677	0,000	Valid
EP 3	0,495	0,005	Valid
EP 4	0,646	0,000	Valid
EP 5	0,532	0,002	Valid
TD 1	0,661	0,000	Valid
TD 2	0,638	0,000	Valid
TD 3	0,541	0,002	Valid
TD 4	0,639	0,000	Valid
TD 5	0,591	0,001	Valid
WH 1	0,667	0,000	Valid
WH 2	0,629	0,000	Valid
WH 3	0,401	0,028	Valid
CN 1	0,570	0,001	Valid
CN 2	0,731	0,000	Valid
CN 3	0,747	0,000	Valid
CN 4	0,662	0,000	Valid
WC 1	0,665	0,000	Valid
WC 2	0,737	0,000	Valid
WC 3	0,729	0,000	Valid

Hasil Uji Validitas Kuesioner *Interprofessional Collaboration*

Pernyataan	Nilai t	P-Value	Keterangan
PS 1	0,513	0,004	Valid
PS 2	0,390	0,033	Valid
PS 3	0,697	0,000	Valid
PS 4	0,589	0,001	Valid
PS 5	0,688	0,000	Valid
PS 6	0,743	0,000	Valid
PS 7	0,724	0,000	Valid
PS 8	0,447	0,013	Valid
CP 1	0,337	0,069	Tidak Valid
CP 2	0,604	0,000	Valid
CP 3	0,759	0,000	Valid
CP 4	0,488	0,006	Valid
CP 5	0,647	0,000	Valid
CP 6	0,591	0,001	Valid
CP 7	0,225	0,231	Tidak Valid
CP 8	0,819	0,000	Valid
CN 1	0,679	0,000	Valid
CN 2	0,488	0,006	Valid
CN 3	0,492	0,006	Valid
CN 4	0,528	0,003	Valid
CN 5	0,798	0,000	Valid
CN 6	0,641	0,000	Valid
CN 7	0,661	0,000	Valid

Hasil Uji Validitas Kuesioner *Patient Safety Culture*

Pernyataan	Nilai t	P-Value	Keterangan
A 1	0,544	0,002	Valid
A 8	0,544	0,002	Valid
A 9	0,513	0,004	Valid
A 2	0,505	0,004	Valid
A 3	0,392	0,032	Valid
A 5	0,243	0,196	Tidak Valid
A 11	0,374	0,042	Valid
A 4	0,648	0,000	Valid
A 12	0,613	0,000	Valid
A 14	0,372	0,043	Valid
A 6	0,427	0,019	Valid
A 7	0,523	0,003	Valid
A 10	0,133	0,484	Tidak Valid
A 13	0,366	0,047	Valid
B 1	0,490	0,006	Valid
B 2	0,310	0,095	Tidak Valid
B 3	0,396	0,030	Valid
C 1	0,472	0,008	Valid
C 2	0,490	0,006	Valid
C 3	0,470	0,009	Valid

C 4	0,673	0,000	Valid
C 5	0,625	0,000	Valid
C 6	0,622	0,000	Valid
C 7	0,082	0,665	Tidak Valid
D 1	0,436	0,016	Valid
D 2	0,391	0,032	Valid
F 1	0,454	0,012	Valid
F 2	0,451	0,012	Valid
F 3	0,502	0,005	Valid
F 4	0,569	0,001	Valid
F 5	0,399	0,029	Valid
F 6	0,372	0,043	Valid
D 3	0,409	0,025	Valid
E 1	0,450	0,013	Valid

Lampiran 3. Hasil Uji Reabilitas Kuesioner Employee Engagement, Job Satisfaction, Interprofessional Collaboration dan Patient Safety Culture

Hasil Uji Reabilitas Kuesioner *Employee Engagement*

5	3	5	5	5	3	5	5	5	41	
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VAR TOTAL									9.981	
VAR BUTIR	0.202	0.396	0.286	0.3	0.326	1.182	0.217	0.326	0.217	3.455
NILAI ALPHA CRONBACH									0.735	
STANDAR									0.6	
KETERANGAN									RELIABEL	

Hasil Uji Reabilitas Kuesioner *Job Satisfaction*

4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	1	3	4	4	2	4	3	4	4	4	4	4	4	4	124	
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4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	130	
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4	4	5	4	5	4	4	5	5	4	4	4	4	5	4	4	4	4	4	4	5	5	5	5	5	4	4	5	4	4	4	4	4	4	4	4	145	
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5	5	5	5	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	137
5	5	5	5	5	5	5	5	5	5	4	5	5	4	4	4	4	4	4	4	4	5	3	4	4	3	4	4	4	4	4	4	4	4	4	4	4	143
4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	130
5	5	5	5	5	5	4	5	5	5	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	4	4	4	4	4	4	4	4	4	4	144
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5	4	4	4	5	4	4	4	4	4	4	4	3	3	5	5	5	5	5	3	4	4	3	4	3	3	4	5	5	4	4	5	4	4	4	4	136	
VAR TOTAL																																				128.1	
VAR																																					
BUTIR	0.248	0.25	0.24	0.24	0.24	0.24	0.25	0.32	0.32	0.36	0.43	0.32	0.25	0.258	0.25	0.271	0.22	0.25	0.437	0.478	0.281	0.731	0.34	0.53	0.89	0.73	0.25	0.28	0.165	0.23	0.35	0.25	0.21	11.23			
NILAI ALPHA CRONBACH																																				0.9408	
STANDAR																																				0.6	
KETERANGAN																																				RELIABEL	

Lampiran 4. Dokumen Rekomendasi Persetujuan Etik Penelitian



KEMENTERIAN PENDIDIKAN, KEBUDAYAAN
RISET, DAN TEKNOLOGI
UNIVERSITAS HASANUDDIN
FAKULTAS KESEHATAN MASYARAKAT
Jln.Perintis Kemerdekaan Km.10 Makassar 90245, Telp.(0411) 585658,
E-mail : fk.m.unhas@gmail.com, website: <https://k.m.unhas.ac.id/>

REKOMENDASI PERSETUJUAN ETIK

Nomor: 6282/UN4.14.1/TP.01.02/2023

Tanggal: 01 Desember 2023

Dengan ini Menyatakan bahwa Protokol dan Dokumen yang Berhubungan dengan Protokol berikut ini telah mendapatkan Persetujuan Etik:

No. Protokol	231123052263	No. Sponsor Protokol	
Peneliti Utama	Lucky Nosih	Sponsor	Pribadi
Judul Peneliti	Analisis Pengaruh <i>Employee Engagement, Job Satisfaction</i> dan <i>Interprofessional Collaboration</i> terhadap <i>Patient Safety Culture</i> pada Profesional Pemberi Asuhan di RSUD Sayang Rakyat Provinsi Sulawesi Selatan		
No.Versi Protokol	1	Tanggal Versi	23 November 2023
No. Versi PSP	1	Tanggal Versi	23 November 2023
Tempat Penelitian	RSUD Sayang Rakyat Provinsi Sulawesi Selatan		
Judul Review	<input type="checkbox"/> Exempted <input checked="" type="checkbox"/> Expedited <input type="checkbox"/> Fullboard	Masa Berlaku 01 Desember 2023 Sampai 01 Desember 2024	Frekuensi review lanjutan
Ketua Komisi Etik Penelitian	Nama : Prof.dr.Veni Hadju,M.Sc,Ph.D	Tanda tangan	Tanggal 01 Desember 2023
Sekretaris komisi Etik Penelitian	Nama : Dr. Wahiduddin, SKM.,M.Kes	Tanda tangan	Tanggal 01 Desember 2023

Kewajiban Peneliti Utama :

1. Menyerahkan Amandemen Protokol untuk persetujuan sebelum di implementasikan
2. Menyerahkan Laporan SAE ke Komisi Etik dalam 24 Jam dan dilengkapi dalam 7 hari dan Laporan SUSAR dalam 72 Jam setelah Peneliti Utama menerima laporan
3. Menyerahkan Laporan Kemajuan (progress report) setiap 6 bulan untuk penelitian resiko tinggi dan setiap setahun untuk penelitian resiko rendah
4. Menyerahkan laporan akhir setelah Penelitian berakhir
5. Melaporkan penyimpangan dari protocol yang disetujui (protocol deviation/violation)
6. Mematuhi semua peraturan yang ditentukan



Lampiran 5. Surat Izin Penelitian dari Fakultas



KEMENTERIAN PENDIDIKAN KEBUDAYAAN,
RISET DAN TEKNOLOGI
UNIVERSITAS HASANUDDIN
FAKULTAS KESEHATAN MASYARAKAT
Jl. Perintis Kemerdekaan Km.10 Makassar 90245, Telp.(0411) 585658,
e-mail : fkm.unhas@gmail.com, website: https://fkm.unhas.ac.id/

Nomor : 26842/UN4.14.1/PT.01.04/2023
Lampiran : -
Hal : Permohonan Izin Penelitian

8 November 2023

Yth.
Gubernur Provinsi Sulawesi Selatan
Cq. Kepala UPT P2T, BKPM
Provinsi Sulawesi Selatan
Makassar

Dengan hormat kami sampaikan bahwa mahasiswa Program Studi Magister Administrasi Rumah Sakit Fakultas Kesehatan Masyarakat Universitas Hasanuddin yang dibawah ini:

Nama : Lucky Nosih
NIM : K022211011
Program Pendidikan : Magister (S2)
Program Studi : Administrasi Rumah Sakit

Bermaksud melakukan penelitian dalam rangka persiapan penulisan tesis dengan judul
ANALISIS PENGARUH EMPLOYEE ENGAGEMENT, JOB SATISFACTION DAN INTERPROFESSIONAL COLLABORATION TERHADAP PATIENT SAFETY CULTURE PADA PROFESIONAL PEMBERI ASUHAN DI RSUD SAYANG RAKYAT PROVINSI SULAWESI SELATAN TAHUN 2023

Pembimbing : 1. Dr. Syahrir A. Pasinringi, MS
2. Dr. Fridawaty Rival, SKM.,M.Kes

Lokasi Penelitian : RSUD Sayang Rakyat Provinsi Sulawesi Selatan
Waktu Penelitian : November 2023 - Desember 2023

Sehubungan dengan hal tersebut kami mohon kebijaksanaan Bapak/Ibu kiranya berkenan memberi izin kepada yang bersangkutan.

Atas perkenan dan kerjasamanya diucapkan terima kasih

Wakil Dekan Bidang Akademik dan
Kemahasiswaan,



Dr. Wahiduddin, SKM.,M.Kes.
NIP. 197604072005011004

Tembusan Kepada Yth.:

1. Dekan FKM Unhas (Sebagai laporan)
2. Ketua Program Studi Administrasi Rumah Sakit FKM-UNHAS
3. Lucky Nosih
4. Peringatan

Lampiran 6. Surat Izin Penelitian dari DPMPTSP



PEMERINTAH PROVINSI SULAWESI SELATAN
DINAS PENANAMAN MODAL DAN PELAYANAN TERPADU SATU PINTU

Jl. Bougenville No.5 Telp. (0411) 441077 Fax. (0411) 448836
 Website : <http://simap-new.sulselprov.go.id> Email : ptsp@sulselprov.go.id
 Makassar 90231

Nomor	: 29172/S.01/PTSP/2023	Kepada Yth.
Lampiran	: -	Direktur RSUD Sayang Rakyat
Perihal	: <u>Izin penelitian</u>	Makassar

di-
Tempat

Berdasarkan surat Dekan Fak. Kesehatan Masyarakat UNHAS Makassar Nomor : 26841/UN4.14.1/PT.01.04/2023 tanggal 08 November 2023 perihal tersebut diatas, mahasiswa/peneliti dibawah ini:

N a m a	: LUCKY NOSIH	
Nomor Pokok	: K022211011	
Program Studi	: Administrasi Rumah Sakit	
Pekerjaan/Lembaga	: Mahasiswa (S2)	
Alamat	: Jl. P. Kemerdekaan Km., 10 Makassar	

PROVINSI SULAWESI SELATAN

Bermaksud untuk melakukan penelitian di daerah/kantor saudara dalam rangka menyusun Tesis, dengan judul :

" ANALISIS PENGARUH EMPLOYEE ENGAGEMENT, JOB SATISFACTION DAN INTERPROFESSIONAL COLLABORATION TERHADAP PATIENT SAFETY CULTURE PADA PROFESIONAL PEMBERI ASUHAN DI RSUD SAYANG RAKYAT PROVINSI SULAWESI SELATAN TAHUN 2023 "

Yang akan dilaksanakan dari : Tgl. 13 November 2023 s/d 13 Februari 2024

Sehubungan dengan hal tersebut diatas, pada prinsipnya kami *menyetujui* kegiatan dimaksud dengan ketentuan yang tertera di belakang surat izin penelitian.

Demikian Surat Keterangan ini diberikan agar dipergunakan sebagaimana mestinya.

Diterbitkan di Makassar
 Pada Tanggal 09 November 2023

KEPALA DINAS PENANAMAN MODAL DAN PELAYANAN TERPADU
 SATU PINTU PROVINSI SULAWESI SELATAN



ASRUL SANI, S.H., M.Si.
 Pangkat : PEMBINA TINGKAT I
 Nip : 19750321 200312 1 008

Tembusan Yth
 1. Dekan Fak. Kesehatan Masyarakat UNHAS Makassar di Makassar,
 2. Peringkat.

Lampiran 7. Dokumentasi Penelitian



Tabel 40. Distribusi Frekuensi Jawaban Responden Variabel *Employee Engagement* di RSUD Sayang Rakyat Provinsi Sulawesi Selatan Tahun 2023

No	Pertanyaan	Tidak Pernah		Jarang		Kadang-Kadang		Sering		Selalu	
		n	%	n	%	n	%	n	%	n	%
Bagian 1 : <i>Vigor</i> (Semangat)											
VI1	Senang dengan pekerjaan	0	0	1	0,75	6	4,48	35	26,12	92	68,66
VI2	Bertenaga dalam bekerja	0	0	0	0	14	10,45	50	37,31	70	52,24
VI3	Senang saat memulai pekerjaan	0	0	0	0	10	7,46	37	27,61	87	64,93
Bagian 2 : <i>Dedication</i> (Dedikasi)											
DE1	Menyelesaikan pekerjaan tepat waktu	0	0	1	0,75	18	13,43	68	50,75	47	35,07
DE2	Bekerja sesuai minat yang dimiliki	0	0	0	0	10	7,46	52	38,81	72	53,73
DE3	Menunjukkan kemampuan kepada orang lain	5	3,73	15	11,19	32	23,88	43	32,09	39	29,10
Bagian 3 : <i>Absorption</i> (Penyerapan)											
AB1	Maksimal dalam bekerja	0	0	0	0	11	8,21	36	26,87	87	64,93
AB2	Semakin senang dengan pekerjaan saya setiap harinya	0	0	2	1,49	15	11,19	41	30,60	76	56,72
AB3	Mendalami peran profesi ketika bekerja	0	0	0	0	11	8,21	32	23,88	91	67,91

Tabel 41. Distribusi Frekuensi Jawaban Responden Setiap Pertanyaan Variabel *Job Satisfaction* di RSUD Sayang Rakyat Provinsi Sulawesi Selatan Tahun 2023

No	Pertanyaan	Sangat Tidak Setuju		Tidak Setuju		Kurang Setuju		Setuju		Sangat Setuju	
		n	%	n	%	n	%	n	%	n	%
Bagian 1 : <i>Teamwork</i>											
TW1	PPA bekerja sesuai regulasi	0	0	0	0	3	2,24	64	47,76	67	50
TW2	Mudah berteman dengan rekan kerja	0	0	0	0	0	0	72	54	62	46
TW3	Keterikatan dalam pekerjaan tim sesuai kompetensi	0	0	0	0	0	0	66	49,25	68	50,75
TW4	Semangat kerjasama	0	0	0	0	3	2,24	61	45,52	70	52,24

No	Pertanyaan	Sangat Tidak Setuju		Tidak Setuju		Kurang Setuju		Setuju		Sangat Setuju	
		n	%	n	%	n	%	n	%	n	%
TW 5	Rekan kerja membantu jika dibutuhkan	0	0	0	0	2	1,49	60	44,78	72	53,73
Bagian 2 : Leadership											
LD 1	Atasan bertanggung jawab terhadap kinerja layanan.	0	0	0	0	7	5,22	63	47,01	64	47,76
LD 2	Mengetahui harapan atasan terhadap tanggung jawab pekerjaan saya.	0	0	0	0	4	2,99	75	55,97	55	41,04
LD 3	Atasan memberikan solusi	0	0	1	0,75	7	5,22	83	61,94	43	32,09
LD 4	Atasan mempunyai keterampilan pengelolaan manajemen	0	0	1	0,75	3	2,24	78	58,21	52	38,81
Bagian 3 : Reward and Recognition											
RR 1	Gaji sudah sesuai dengan regulasi Rumah Sakit.	1	0,75	1	0,75	19	14,18	78	58,21	35	26,12
RR 2	Kenaikan gaji sesuai dengan kenaikan volume kerja.	2	1,49	2	1,49	25	18,66	80	59,70	25	18,66
RR 3	Promosi berorientasi pada keberhasilan hasil kerja	1	0,75	2	1,49	23	17,16	81	60,45	27	20,15
RR 4	Adanya pujian atau penghargaan.	1	0,75	4	2,99	36	26,87	72	53,73	21	15,67
Bagian 4 : Empowerment and Participation											
EP 1	Paham peran profesi untuk mencapai visi Rumah Sakit.	0	0	0	0	0	0	79	58,96	55	41,04
EP 2	Tugas dan tanggung jawab penting untuk mendukung misi dan tujuan Rumah Sakit	0	0	0	0	0	0	82	61,19	52	38,81
EP 3	Kontribusi pada misi Rumah Sakit	0	0	0	0	3	2,24	91	67,91	40	29,85
EP	Keterampilan dan	0	0	0	0	1	0,75	90	67,16	43	32,09

No	Pertanyaan	Sangat Tidak Setuju		Tidak Setuju		Kurang Setuju		Setuju		Sangat Setuju	
		n	%	n	%	n	%	n	%	n	%
4	kemampuan mendukung tanggung jawab pelaksanaan uraian tugas										
EP 5	Mendapat informasi tupoksi	0	0	0	0	5	3,73	91	67,91	38	28,36
Bagian 5 : Training and Development											
TD 1	Pelatihan dari Rumah Sakit minimal 20 jam/ tahun.	10	7,46	11	8,21	32	23,88	69	51,49	12	8,96
TD 2	Pelatihan sesuai kebutuhan profesi	4	2,99	16	11,94	28	20,90	70	52,24	16	11,94
TD 3	Pelatihan membantu efektifitas pekerjaan	4	2,99	11	8,21	18	13,43	77	57,46	24	17,91
TD 4	Terdapat program pendidikan berkelanjutan	8	5,97	21	15,67	28	20,90	56	41,79	21	15,67
TD 5	Kesempatan yang sama bagi staf untuk mengikuti pendidikan dan pelatihan.	3	2,24	9	6,72	29	21,64	71	52,99	22	16,42
Bagian 6 : Flexibility of Working Hours											
WH 1	Jam kerja maksimal 40 jam/minggu.	3	2,24	6	4,48	15	11,19	81	60,45	29	21,64
WH 2	Keterikatan dalam penetapan jadwal shift kerja	1	0,75	13	9,70	29	21,64	64	47,76	27	20,15
WH 3	Saya hanya melakukan pekerjaan saya di jam kerja.	3	2,24	16	11,94	17	12,69	80	59,70	18	13,43
Bagian 7 : Communication											
CN 1	Tersedia informasi terkait resiko pekerjaan	0	0	2	1,49	14	10,45	90	67,16	28	20,90
CN 2	Informasi latar belakang lahirnya regulasi di unit kerja	0	0	3	2,24	15	11,19	91	67,91	25	18,66
CN 3	Mengetahui tempat berkonsultasi	0	0	3	2,24	4	2,99	101	75,37	26	19,40

No	Pertanyaan	Sangat Tidak Setuju		Tidak Setuju		Kurang Setuju		Setuju		Sangat Setuju	
		n	%	n	%	n	%	n	%	n	%
	apabila terdapat kendala dalam pekerjaan saya.										
CN 4	Adanya informasi terkait tuntutan harapan dari hasil pekerjaan	0	0	2	1,49	10	7,46	99	73,88	23	17,16
Bagian 8 : Working Condition											
WC 1	Kondisi fisik ruang kerja mendukung pekerjaan.	0	0	0	0	12	8,96	82	61,19	40	29,85
WC 2	Terdapat sumber daya (peralatan dan SDM) yang cukup	0	0	2	1,49	19	14,18	85	63,43	28	20,90
WC 3	Pekerjaan sesuai tupoksi yang tertulis.	0	0	1	0,75	8	5,97	101	75,37	24	17,91

Sumber Data: Data Primer, 2023

Tabel 42. Distribusi Frekuensi Jawaban Responden Setiap Pertanyaan Variabel *Interprofessional Collaboration* di RSUD Sayang Rakyat Provinsi Sulawesi Selatan Tahun 2023

No	Pertanyaan	Tidak Pernah		Jarang		Kadang-kadang		Sering		Selalu	
		n	%	n	%	n	%	n	%	n	%
Bagian 1 : Partnership (Kemitraan)											
PS 1	Melibatkan pasien dalam menetapkan kebutuhan kesehatan pasien	0	0	2	1,49	12	8,96	42	31,34	78	58,21
PS 2	Mendengarkan keinginan pasien dalam proses perawatan	0	0	0	0	14	10,45	43	32,09	77	57,46
PS 3	PPA bertukar informasi terkait perawatan pasien (di CPPT)	1	0,75	0	0	17	12,69	38	28,36	78	58,21
PS 4	Mengkoordinasikan kebutuhan asuhan pasien terkait ekomomi dalam pemberian pelayanan kesehatan.	0	0	0	0	17	12,69	56	41,79	61	45,52
PS 5	komunikasi efektif	0	0	0	0	5	3,73	52	38,81	77	57,46

No	Pertanyaan	Tidak Pernah		Jarang		Kadang-kadang		Sering		Selalu	
		n	%	n	%	n	%	n	%	n	%
PS 6	PPA terlibat dalam tujuan perawatan pasien.	0	0	1	0,75	12	8,96	46	34,33	75	55,97
PS 7	PPA memberi edukasi dalam asuhan pasien.	0	0	0	0	12	8,96	35	26,12	87	64,93
PS 8	PPA, pasien dan keluarga mendiskusikan rencana asuhan pasien.	0	0	0	0	24	17,91	34	25,37	76	56,72
Bagian 2 : Cooperation (Kerjasama)											
CP 2	Keterbukaan terhadap informasi penyakit	0	0	0	0	37	27,61	42	31,34	55	41,04
CP 3	Pertukaran informasi terkait kondisi pasien	0	0	0	0	22	16,42	50	37,31	62	46,27
CP 4	Antar PPA mengevaluasi bersama terkait hasil kerja dan rencana tindak lanjut.	0	0	1	0,75	11	8,21	51	38,06	71	52,99
CP 5	Antar PPA berusaha memberikan solusi dari perbedaan opini.	0	0	0	0	17	12,69	45	33,58	72	53,73
CP 6	Memahami tanggung jawab sesuai uraian tugas.	0	0	0	0	8	5,97	41	30,60	85	63,43
CP 8	Keterbukaan informasi antar PPA	0	0	1	0,75	8	5,97	35	26,12	90	67,16
Bagian 3 : Coordination (Koordinasi)											
CN 1	Melibatkan pasien dan keluarga bersama PPA dalam pelayanan	0	0	1	0,75	18	13,43	39	29,10	76	56,72
CN 2	Pembagian tugas sesuai dengan uraian tugasnya	0	0	1	0,75	9	6,72	37	27,61	87	64,93
CN 3	Pasien dan keluarga hadir dalam pertemuan tim PPA	16	11,94	18	13,43	45	33,58	28	20,90	27	20,15
CN 4	Regulasi manajemen konflik antar profesi.	6	4,48	8	5,97	28	20,90	52	38,81	40	29,85
CN 5	Mendukung ketua tim (DPJP) dalam memberikan pelayanan sesuai kebutuhan pasien	0	0	0	0	9	6,72	36	26,87	89	66,42
CN 6	Diskusi pemilihan ketua tim (DPJP) penanggung jawab pasien	12	8,96	9	6,72	18	13,43	49	36,57	46	34,33
CN 7	PPA terbuka dalam keterikatan pasien	1	0,75	6	4,48	23	17,16	36	26,87	68	50,75

Tabel 43. Distribusi Frekuensi Jawaban Responden Setiap Pertanyaan Variabel *Patient Safety Culture* di RSUD Sayang Rakyat Provinsi Sulawesi Selatan Tahun 2023

No	Pertanyaan	Sangat Tidak Setuju		Tidak Setuju		Kurang Setuju		Setuju		Sangat Setuju	
		n	%	n	%	n	%	n	%	n	%
Bagian 1 : <i>Teamwork</i>											
A1	Staf di unit ini bekerjasama sebagai tim yang efektif	0	0	0	0	13	9,70	89	66,42	32	23,88
A8	Pada saat sibuk, staf di unit ini saling membantu satu sama lain	0	0	2	1,49	4	2,99	96	71,64	32	23,88
A9	Terdapat masalah perilaku yang tidak sopan pada staf di unit ini	5	3,73	17	12,69	30	22,39	52	38,81	30	22,39
Bagian 2 : <i>Staffing & Work Pace</i>											
A2	SDM cukup untuk menangani beban kerja	1	0,75	18	13,43	33	24,63	65	48,51	17	12,69
A3	SDM bekerja lebih lama daripada yang seharusnya (Standar Pelayanan)	11	8,21	36	26,87	37	27,61	47	35,07	3	2,24
A11	Kecepatan kerja di unit ini sangat terburu-buru sehingga berdampak negatif pada keselamatan pasien	3	2,24	19	14,18	8	5,97	70	52,24	34	25,37
Bagian 3 : <i>Organizational Learning - Continuous Improvement</i>											
A4	Peninjauan rutin dalam penentuan perubahan untuk peningkatan keselamatan pasien	1	0,75	1	0,75	14	10,45	97	72,39	21	15,67
A12	Evaluasi perubahan	0	0	1	0,75	12	8,96	98	73,13	23	17,16
A14	Membiarkan masalah keselamatan pasien	5	3,73	23	17,16	7	5,22	52	38,81	47	35,07
Bagian 4 : <i>Response To Error</i>											
A6	Kesalahan yang dilakukan akan menyalahkan mereka	2	1,49	11	8,21	22	16,42	66	49,25	33	24,63
A7	Insiden yang terjadi menitikberatkan pada "siapa pelakunya" daripada "apa masalahnya"	2	1,49	24	17,91	24	17,91	64	47,76	20	14,93
A13	Kurangnya dukungan kepada staf yang terlibat dalam kesalahan keselamatan pasien	2	1,49	27	20,15	26	19,40	60	44,78	19	14,18
Bagian 5 : <i>Supervisor, Manajer Or Clinical Leader Support For Patient Safety</i>											
B1	Atasan mempertimbangkan saran	0	0	3	2,24	9	6,72	87	64,93	35	26,12
B3	Atasan mengambil tindakan untuk mengatasi masalah	1	0,75	10	7,46	17	12,69	79	58,96	27	20,15

No	Pertanyaan	Sangat Tidak Setuju		Tidak Setuju		Kurang Setuju		Setuju		Sangat Setuju	
		n	%	n	%	n	%	n	%	n	%
	keselamatan pasien										
Bagian 6 : Communication About Error											
C1	Informasi kesalahan yang terjadi diunit	1	0,75	5	3,73	20	14,93	80	59,70	28	20,90
C2	Membahas cara mencegah kesalahan tidak terjadi lagi	0	0	2	1,49	7	5,22	76	56,72	49	36,57
C3	Informasi tentang perubahan yang dilakukan berdasarkan laporan insiden	0	0	4	2,99	14	10,45	72	53,73	44	32,84
Bagian 7 : Communication Openness											
C4	Mengomunikasikan sesuatu yang berpotensi berdampak negatif terhadap pelayanan pasien	2	1,49	0	0	11	8,21	76	56,72	45	33,58
C5	Staf angkat bicara jika atasan melakukan hal yang tidak aman bagi pasien	6	4,48	1	0,75	22	16,42	62	46,27	43	32,09
C6	Ketika staf di unit ini angkat bicara, mereka dengan otoritas yang lebih tinggi terbuka terhadap masalah keselamatan pasien	2	1,49	2	1,49	22	16,42	78	58,21	30	22,39
Bagian 8 : Reporting Patient Safety Events											
D1	Seberapa sering KNC dilaporkan?	2	1,49	8	5,97	26	19,40	74	55,22	24	17,91
D2	Seberapa sering KTC dilaporkan?	5	3,73	10	7,46	20	14,93	79	58,96	20	14,93
Bagian 9 : Hospital Management Support For Patient Safety											
F1	Manajemen rumah sakit memprioritaskan keselamatan pasien	1	0,75	0	0	10	7,46	57	42,54	66	49,25
F2	Manajemen rumah sakit menyediakan sumber daya yang memadai	0	0	8	5,97	23	17,16	56	41,79	47	35,07
F3	Manajemen Rumah Sakit memperhatikan keselamatan pasien setelah kejadian buruk terjadi	13	9,70	21	15,67	32	23,88	54	40,30	14	10,45
Bagian 10 : Handsoffs And Information Exchange											
F4	Informasi sering terabaikan saat memindahkan pasien ke unit lain	11	8,21	13	9,70	9	6,72	69	51,49	32	23,88
F5	Informasi sering terabaikan saat pergantian shift	12	8,96	7	5,22	12	8,96	68	50,75	35	26,12
F6	Selama pergantian shift, tersedia waktu yang cukup	0	0	1	0,75	16	11,94	90	67,16	27	20,15

Lampiran 8. Hasil Breakdown Tabel 28 Distribusi Frekuensi Jawaban Responden Patient Safety Culture per Unit Kerja dan per Unit Profesi

Unit Kerja * PSC Crosstabulation					
			PSC		Total
			Rendah	Tinggi	
Unit Kerja	IGD	Count	2	20	22
		% within Unit Kerja	9.1%	90.9%	100.0%
	Instalasi Farmasi	Count	0	8	8
		% within Unit Kerja	0.0%	100.0%	100.0%
	Instalasi Gizi	Count	0	4	4
		% within Unit Kerja	0.0%	100.0%	100.0%
	Instalasi Rawat Jalan	Count	5	35	40
		% within Unit Kerja	12.5%	87.5%	100.0%
	Intensive Care Unit	Count	1	10	11
		% within Unit Kerja	9.1%	90.9%	100.0%
	Mayang Asa	Count	2	5	7
		% within Unit Kerja	28.6%	71.4%	100.0%
	Melati	Count	1	7	8
		% within Unit Kerja	12.5%	87.5%	100.0%
	OK	Count	0	7	7
		% within Unit Kerja	0.0%	100.0%	100.0%
	Ruang Bersalin	Count	3	9	12
		% within Unit Kerja	25.0%	75.0%	100.0%
	Sakura	Count	0	7	7
		% within Unit Kerja	0.0%	100.0%	100.0%
Tulip	Count	0	8	8	
	% within Unit Kerja	0.0%	100.0%	100.0%	
Total	Count	14	120	134	
	% within Unit Kerja	10.4%	89.6%	100.0%	

Profesi * PSC Crosstabulation					
			PSC		Total
			Rendah	Tinggi	
Profesi	Apoteker	Count	0	8	8
		% within Profesi	0.0%	100.0%	100.0%
	Bidan	Count	3	11	14
		% within Profesi	21.4%	78.6%	100.0%
	Dietisen	Count	0	4	4
		% within Profesi	0.0%	100.0%	100.0%
	Dokter	Count	0	10	10
		% within Profesi	0.0%	100.0%	100.0%
	Dokter Gigi	Count	1	2	3
		% within Profesi	33.3%	66.7%	100.0%
	Dokter Gigi Spe	Count	1	0	1
		% within Profesi	100.0%	0.0%	100.0%
	Dokter Spesiali	Count	4	14	18
		% within Profesi	22.2%	77.8%	100.0%
	Fisioterapis	Count	0	2	2
		% within Profesi	0.0%	100.0%	100.0%
	Penata Anestesi	Count	0	1	1
		% within Profesi	0.0%	100.0%	100.0%

		% within Profesi	0.0%	100.0%	100.0%
	Perawat	Count	5	65	70
		% within Profesi	7.1%	92.9%	100.0%
	Terapis Gigi	Count	0	3	3
		% within Profesi	0.0%	100.0%	100.0%
Total	Count		14	120	134
	% within Profesi		10.4%	89.6%	100.0%

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