

HUBUNGAN *LEADER-MEMBER EXCHANGE*, PENGETAHUAN DAN SIKAP KESELAMATAN TENAGA KESEHATAN TERHADAP PELAPORAN INSIDEN KESELAMATAN PASIEN DI RSUD MUHAMMADIYAH DELANGGU

INTISARI

Latar belakang: Keselamatan pasien merupakan prioritas utama dalam pelayanan kesehatan sehingga rumah sakit perlu mengembangkan budaya keselamatan. Sistem pelaporan insiden merupakan salah satu cara yang direkomendasikan dan cukup berhasil dalam upaya mengatasi masalah dan meningkatkan keselamatan pasien. Meskipun telah disusun sistem pelaporan insiden keselamatan pasien (IKP) oleh pemerintah, budaya pelaporan di rumah sakit masih tergolong buruk

Tujuan: Mengidentifikasi faktor yang berhubungan dengan pelaporan IKP dalam upaya meningkatkan pelaporan IKP di RSUD Muhammadiyah Delanggu

Metode: Jenis penelitian kuantitatif dengan pendekatan *Cross Sectional*. Populasi adalah tenaga kesehatan di unit rawat inap dan non rawat inap di RSUD Muhammadiyah Delanggu dengan besar sampel 167 tenaga kesehatan yang diambil berdasarkan *Cluster Random Sampling*. Variabel dependen adalah pelaporan IKP. Variabel independen adalah *Leader-Member Exchange*, pengetahuan dan sikap keselamatan. Unit kerja, profesi dan masa kerja sebagai variabel luar terkait karakteristik individu. Instrumen penelitian menggunakan kuesioner. Analisis data bivariat menggunakan uji *Chi-square* dan *Fisher's Exact*. Analisis multivariat menggunakan uji regresi logistik berganda.

Hasil : Dari 167 responden dalam penelitian ini, mayoritas responden tidak patuh dalam pelaporan IKP (70.7%), memiliki sikap keselamatan negatif (91.6%) dan memiliki pengetahuan yang kurang (76.6%). Dari hasil analisis bivariat terdapat hubungan antara sikap keselamatan ($p < 0.001$, OR 11.096), unit kerja ($p < 0.001$, OR 9.357) dan profesi ($p = 0.023$, OR 2.347) dengan pelaporan IKP. Tidak ada hubungan antara *Leader-Member Exchange* ($p = 0.670$), pengetahuan ($p = 0.532$) dan masa kerja (0.102) dengan pelaporan IKP.

Kesimpulan : Pelaporan IKP di RSUD Muhammadiyah Delanggu masih tergolong rendah sehingga perlu dilakukan pendidikan dan pelatihan lebih intens terkait keselamatan pasien karena dapat memberikan dampak positif terhadap pengetahuan dan sikap keselamatan tenaga kesehatan.

Kata kunci : *Leader-Member Exchange* (LMX), Pengetahuan, Sikap Keselamatan, Pelaporan Insiden Keselamatan Pasien

RELATIONSHIP OF LEADER-MEMBER EXCHANGE, KNOWLEDGE AND SAFETY ATTITUDES OF HEALTH WORKERS TOWARDS PATIENT SAFETY INCIDENT REPORTING IN RSU PKU MUHAMMADIYAH DELANGGU

ABSTRACT

Background : Patient safety is the main priority in health services, therefore hospitals need to create a safety culture. The incident reporting system is one of the recommended and quite successful ways to overcome problems and improve patient safety. Even though the government has developed a reporting system for Patient Safety Incident (PSI), the reporting culture in hospitals is still relatively poor

Objective : Identifying factors related to the reporting of PSI to increase PSI reporting at RSU PKU Muhammadiyah Delanggu

Method : This is a quantitative study through a cross-sectional approach. The population is health workers at the inpatient and outpatient units at RSU PKU Muhammadiyah Delanggu with a sample size of 167 health workers taken based on Cluster Random Sampling. The dependent variable is PSI reporting. The independent variables are Leader-Member Exchange, knowledge, and safety attitudes. The unit, profession and length of service are other variables related to individual characteristics. The instrument used in this study was a questionnaire. Bivariate analysis used the Chi-square and Fisher's Exact test, multivariate analysis used multiple logistic regression tests.

Results : Of the 167 respondents in this study, the majority of respondents were non-compliant in reporting PSI (70.7%), had negative safety attitudes (91.6%) and had insufficient knowledge (76.6%). From the results of the bivariate analysis, there was a relationship between safety attitudes ($p < 0.001$, OR 11.096), unit ($p < 0.001$, OR 9.357) and profession ($p = 0.023$, OR 2.347) in reporting PSI. There is no relationship between Leader-Member Exchange ($p = 0.670$), Knowledge ($p = 0.532$), and length of service (0.102) with reporting patient safety incidents.

Conclusion : Reporting of PSI at RSU PKU Muhammadiyah Delanggu is still relatively low, so it is necessary to carry out more intense education and training regarding patient safety because it can have a positive impact on health workers' safety knowledge and attitudes.

Keywords : Leader-Member Exchange (LMX), Knowledge, Safety Attitudes, Patient Safety Incident Reporting