

ABSTRAK

Latar Belakang: Perawat dipelayanan risiko tinggi seperti ICU dan IGD bekerja dilingkungan yang kompleks dan penuh tekanan, yang berpotensi menurunkan kesehatan fisik dan mental yang pada akhirnya dapat menyebabkan penurunan kinerja keselamatan. Kinerja keselamatan menjadi indikator utama dalam memprediksi kecelakaan kerja dan mengevaluasi efektivitas program K3. Manajemen dan pendekatan organisasi yang terstruktur berperan penting dalam mengatasi tantangan tersebut

Tujuan: Mengetahui gambaran faktor-faktor organisasi yang mempengaruhi *safety performance* pada perawat ICU, dan IGD.

Metode: Penelitian ini merupakan penelitian kualitatif deskriptif. Penelitian dilakukan di RSUD Anuntaloko Parigi. Subjek penelitian yaitu perawat pelaksana di instalasi ICU dan IGD RSUD Anuntaloko Parigi yang berjumlah 6 orang. Pemilihan responden menggunakan teknik saturasi data. Data dikumpulkan dengan metode *Depth interview*, dan Observasi. Data dianalisis menggunakan triangulasi.

Hasil: Kinerja keselamatan perawat di Pelayanan risiko tinggi dijalankan melalui kepatuhan terhadap prosedur keselamatan dasar dan upaya pencegahan risiko bahaya. Hambatan yang meliputi keterbatasan APD, kondisi lingkungan kerja yang tidak ergonomis, serta rendahnya motivasi menyebabkan adanya kesenjangan antara pemahaman dan praktik yang konsisten. Faktor organisasi berkontribusi dalam peningkatan kinerja keselamatan, melalui pelatihan keselamatan berkelanjutan, komunikasi efektif disertai umpan balik yang membangun, serta pemberian insentif dan promosi keselamatan. Peran Manajemen rumah sakit penting dalam mendukung kinerja keselamatan melalui evaluasi berkala, mekanisme pelaporan insiden, serta program khusus K3 di tiap unit pelayanan.

Kesimpulan: Faktor organisasi berkontribusi dalam meningkatkan kinerja keselamatan perawat di Pelayanan risiko tinggi, melalui pelatihan keselamatan berkelanjutan, komunikasi efektif disertai umpan balik yang membangun, serta pemberian penghargaan dan promosi keselamatan.

Kata kunci: *Safety Performance*, Pelatihan Keselamatan, Komunikasi Keselamatan, Promosi Keselamatan

ABSTRACT

Background: Nurses working in high-risk services such as the Intensive Care Unit (ICU) and the Emergency Department (ED) operate in complex and high-pressure environments, which can adversely affect their physical and mental health, ultimately leading to decreased safety performance. Safety performance serves as a key indicator for predicting workplace accidents and evaluating the effectiveness of occupational health and safety (OHS) programs. Structured management and organizational approaches play a crucial role in addressing these challenges.

Objective: To describe organizational factors influencing safety performance among ICU and Emergency Department nurses.

Methods: A qualitative descriptivel approach was employed in this study, conducted at Anuntaloko General Hospital, Parigi. The participants consisted of six staff nurses assigned to the ICU and the Emergency Department (ED), selected using data saturation techniques. Data were gathered using in-depth interviews, and direct observation. Data analysis was conducted using triangulation to ensure validity and reliability.

Result: Safety performance among nurses in high-risk services was demonstrated through adherence to basic safety procedures and proactive risk prevention efforts. Barriers such as limited availability of personal protective equipment (PPE), non-ergonomic work environments, and low motivation contributed to gaps between knowledge and consistent practice. Organizational factors contributed to improving safety performance through continuous safety training, effective communication with constructive feedback, as well as incentives and safety promotion programs. Hospital management played a critical role in supporting safety performance through regular evaluation, incident reporting mechanisms, and dedicated OHS programs in each unit.

Conclusion: Organizational factors contribute to enhancing the safety performance of nurses in high-risk services through continuous safety training, effective communication accompanied by constructive feedback, and the provision of rewards and safety promotion initiatives.

Keywords: Safety Performance, Occupational Safety Training, Occupational Safety Communication, and Occupational Safety Promotion