



**The Influence Of Leadership And Co-Worker Support On The Culture Of Reporting
Work Accidents In Nurses At Dr. Fauziah Bireuen In 2022**

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Article details:

Published: 31th December 2023



Abstract

Reporting is one of the management functions in the form of presenting the progress and results of activities or providing information regarding all matters related to the task. In Indonesia, data regarding Occupational Accidents (CAC) and Occupational Diseases (PAK) in public health facilities has generally not been well recorded. It is known that the risk of harm experienced by workers in hospitals is HIV infection (0.3%), the risk of

exposure to mucous membranes (1%), the risk of skin exposure (<1%) and the rest being pricked by needles, injuries due to sharp tooth fragments and metal drills when cleaning teeth, low back pain due to lifting excessive weights, respiratory problems, dermatitis and hepatitis. The aim of this research is to analyze related factors with low reporting work accidents among nurses at RSUD Dr. Fauziah Bireuen Year 2022. The design of this research is Cross Sectional with a total sample of 403 respondents. Data processing was carried out using univariate, bivariate analysis with the chisquare test and multivariate analysis with linear regression tests. Of the two significant variables, namely leadership (0.001) and coworker support (0.006). Based on multivariate analysis, leadership and coworker support variables are influencing safety culture and work accident reporting. It is hoped that there is a need to take an organizational rather than individual approach to improve management, especially K3RS.

Keywords: Culture, Reporting, Work Accidents, Nurses

To cite this article

Aries Munandar, Gerry Silaban, Z. (2023). The Influence Of Leadership And Co-Worker Support On The Culture Of Reporting Work Accidents In Nurses At Dr. *International Journal of Health, Education and Social (IJHES)*, 6(12), 39–51.



Introduction

The International Labor Organization (ILO, 2018) reports that every year 380,000 workers or 13.7% of 2.78 million workers die as a result of workplace accidents or work-related diseases, and more than 374 million people suffer injuries, injuries and fall ill as a result accidents that occur to workers.

Massachusetts Brand of General Wellbeing (MDPH) reported that in 98 hospitals studied from January to December 2010, 2,947 health workers experienced sharp object incidents including needle sticks, these incidents occurred in 1,060 nurses, 1,078 doctors, 511 phlebotomy technicians and the remaining 1,119 people support service personnel. Data regarding Occupational Accidents (CAC) and Occupational Diseases (PAK) in Indonesia, especially in public health facilities, have not been properly recorded. It is known that the risk of danger experienced by workers in hospitals is HIV infection (0.3%), risk of membrane exposure. mucosa (1%), risk of skin exposure (<1%) and the rest being pricked by needles, injuries due to sharp tooth fragments and metal drills when cleaning teeth, *low back paint* due to lifting excessive weights, respiratory problems, dermatitis and hepatitis (Putri, 2018).

The National Safety Council (NSC) also reports that the occurrence of work accidents in hospitals is 41% higher than workers in various other companies. Cases that always occur are needle sticks, *hyper extensions* (excessive pressure on the knee), scratched or cut fingers, back pain and unbearable wound infections (Ministry of Health of the Republic of Indonesia, 2007). *The Center for Disease Control and Prevention* reports that every year there are 385 cases of work accidents such as injuries caused by sharp objects contaminated with blood among health workers in the United States (CDC, 2019).

Based on data from the Social Security Administering Agency (BPJS) for Employment, work accidents in 2019 reached 114,000 cases, in 2020 work accidents continued to increase reaching 221,740 cases, and in 2021 work accidents in Indonesia reached 234,270 cases and in 2022 work accidents increased quite significantly. large, namely 298,137 cases (Indonesian Ministry of Manpower, 2021).



Law of the Republic of Indonesia no. 1 of 1970 concerning Work Safety states that every worker has the right to receive protection for their safety in carrying out work for the welfare of life and increasing national productivity. Article 3 of the law states that it is the government's or employers' commitment to know about Occupational Safety and Health which is directed at reducing and preventing work accidents.

Legislation in Indonesia requires every company or workplace manager to implement Occupational Safety and Health (K3). The technical arrangements for Hospital Occupational Safety and Health (K3RS) have been regulated in the Republic of Indonesia Minister of Health Regulation Number 66 of 2016, the implementation of K3RS is also an obligation for hospital managers (Permenkes RI, 2016).

Occupational health efforts include workers in the formal sector (large and medium businesses) and the informal sector (independent/individual businesses, households and micro). In addition, the government provides encouragement and assistance for worker protection through workplace managers through prevention, improvement, treatment and recovery efforts for workers (Indonesian Health Profile, 2020).

Implementing Occupational Safety and Health practices is a gradual, long-term process that can provide positive results. The importance of leadership in effective safety management that leadership behavior influences safety culture and safety performance in the health care industry as well as the dedication of leaders in health care institutions to the success of occupational safety and health programs is very important. Research finds that leadership support, worker training, and a strong safety reporting system can improve safety performance in health services (Prajogo D. et al., 2021).

Research conducted by Sri Oktihastuti (2015) regarding the analysis of factors causing low reporting of patient safety incidents in hospitals, the results of the research stated that there was a significant relationship between the attitude of superiors (room heads) and low reporting of IKP at Panti Rapih Hospital Yogyakarta with a $p\text{-value} = <0.05$. Factors that hinder or influence the reporting of patient safety incidents in hospitals can be grouped into three categories, namely



individual factors, organizational factors, and government factors, in this case the organization referred to is the expectations of superiors or management that supports patient safety. The higher the support provided from superiors, the better the reporting of safety incidents will be and vice versa (Karmila, 2016).

From the results of the initial data survey conducted by researchers at Dr. Fauziah Bireuen which is one of the type B hospitals in Aceh Province. As one of the government hospitals, RSUD dr. Fauziah Bireuen has had a K3RS and KPRS unit since 2012, this unit already has standard procedures but has not been able to run well so that reporting work-related accidents to nurses has not been optimal, this is what researchers got from incomplete and incomplete work accident reporting data. reported with a maximum specified time limit of 2x24 hours.

The results of researchers' interviews with K3RS staff in March 2022 showed that there were 11 incidents of work-related accidents, namely in February there were 5 incidents of IV needle punctures (*abocats*), in March there were no work accident incidents, while in April there were 3 work accident incidents, namely 2 incident of being scratched by a knife (*surgical blade*) and 1 incident of being pricked by a sewing needle (*nald heckting*), from May to December there were 4 incidents of work accidents. From these data findings, there was not a single report from nurses regarding work accidents that should have been accepted by the K3RS committee.

Then, as a result of the researcher's interviews with nurses, information was obtained that the causes of not reporting work accidents were lack of ability to identify work accidents, lack of work experience, lack of support from colleagues and superiors, perception of fear of being blamed, attitude of only reporting mistakes if the mistake was detrimental, motivation lacking and weak leadership regarding occupational safety and health issues.

Based on the findings of the initial data survey, it can be assumed that the awareness or culture of reporting work accidents for nurses is still very low. In connection with this problem, researchers are interested in conducting research "Analysis of Factors that Influence the Culture of Reporting Work Accidents among Nurses at Dr. Regional General Hospital Fauziah Bireuen."



Methods

Types of research

This research study uses a quantitative research method with a Cross Sectional approach *where there are independent and dependent variables that* are studied at the same time.

Research Location and Time

The location of this research is at the Regional General Hospital dr. Fauziah Bireuen Aceh. The research will be carried out from March 2022 until completion.

Research Population and Sample

The population in this study were all nurses which is in charge at General Hospital dr. Fauziah Bireuen Aceh, totaling 403 nurses.

The sample in this research was 200 nurses obtained from the Slovin formula, the sample size was as follows:

$$n = \frac{N}{1 + Ne^2}$$

$$n = \frac{403}{1 + (403 \times 0.05^2)}$$

$$n = \frac{403}{2,0075}$$

$$n = 200$$

Operational definition

Work accident reporting. This is a report of accidents experienced by nurses as data and efforts to prevent work accidents that occur in hospitals. Categorized into 2 indicators:

1. Yes
2. None

Leadership. It is an activity of superiors to protect and prevent nurses from getting into work accidents.

1. Supportive, namely honest and able to recognize the needs of nurses
2. Directive, namely the existence of instructions and directions to meet the needs of nurses



3. Participative, namely involvement and taking part in providing rewards for nurses' work
4. Achievement orientation, namely adjustment or adaptation so as to reduce obstacles to work achievement

Analysis of motivation variables is categorized into five indicators:

1. Very not good
2. Not good
3. Enough
4. Good
5. Very good

Colleague support. Colleagues who provide support to other colleagues, as well as a comfortable working atmosphere can increase employee job satisfaction.

1. Reminding, namely reprimanding and notifying colleagues if there is a work accident incident
2. Correcting, namely correcting and straightening out mistakes made by colleagues
3. Communicating, namely relationships in open information between colleagues
4. Compact, namely unity or cooperation between colleagues
5. Concentration, namely focusing on focusing the nurse's attention not only on herself but also on other nurses

Method of collecting data

Primary data. To obtain primary data used was filling out a questionnaire (Appendix 1), the questionnaire was designed personally by the researcher according to the independent and dependent variables.

Secondary data. Collection Secondary data was obtained from the research location according to the preliminary survey conducted by the researcher.



Method Data analysis

Data analysis in this research is data analysis using *linear regression statistical tests* to determine the influence between variables. Before carrying out statistical tests, *multiple linear regression* can be used if the linear regression requirements are met.

Results

Frequency Distribution of Research Variables (Nursing Work Accident Reporting, Leadership and Colleague Support) at RSUD Dr. Fauziah Bireuen. The results of the research on the frequency distribution of research variables showed that the majority of 141 nurses (70.5%) reported work accidents in the fairly good category and a small number of one nurse (0.5%) reported work accidents in the not good category. The research results show that Most of the 88 nurses (44.0%) reported leadership in the good category and a small number of nurses (0.0%) reported the leadership category was not good. The results showed that the majority of 130 nurses (65.0%) reported good category of co-worker support and a small number of nurses (0.0%) reported poor co-worker support and not good category.

Frequency Distribution of Research Variables (Nurse Work Accident Reporting, Leadership and Colleague Support) at RSUD Dr. Fauziah Bireuen.

Variable	n	%
Work Accident Reporting Culture		
Very good	8	4.0
Good	23	11.5
Pretty good	141	70.5
Not good	27	13.5
Bad	1	0.5
Leadership		
Very good	35	17.5
Good	88	44.0
Pretty good	58	29.0
Not good	19	9.0



Bad	0	0.0
Coworker Support		
Very good	53	26.5
Good	130	65.0
Pretty good	17	8.5
Not good	0	0.0
Bad	0	0.0

The Influence of Leadership on the Culture of Reporting Work Accidents among Nurses at RSUD Dr. Fauziah Bireuen. The research results showed that of the 35 respondents, the majority of leadership in the very good category regarding the culture of reporting work accidents for nurses in the quite good category was 34 nurses (97.1%). Of the 88 respondents, the majority of leadership in the good category regarding the culture of reporting work accidents for nurses in the quite good category was 56 nurses (63.6%). Of the 58 respondents, the majority of leadership in the quite good category regarding the culture of reporting work accidents for nurses in the quite good category was 43 nurses (74.1%). Of the 18 respondents, the majority of leadership in the poor category regarding the culture of reporting work accidents for nurses in the fairly good category were eight nurses (42.1%).

The Influence of Colleague Support on the Culture of Reporting Work Accidents among Nurses at RSUD Dr. Fauziah Bireuen. The results of the study showed that of the 53 respondents, the majority of colleagues' support in the very good category for the culture of reporting work accidents for nurses was in the quite good category, as many as 41 nurses (77.3%). Of the 130 respondents, the majority of colleagues' support in the good category for the culture of reporting work accidents for nurses was in the quite good category, as many as 89 nurses (68.4%). Of the 17 respondents, the majority of colleagues' support in the quite good category for the culture of reporting work accidents for nurses in the quite good category was 11 nurses (64.7%).



Analysis of the Influence of Leadership, Colleague Support, Motivation, Workload and Feedback on Safety Culture and Reporting Work Accidents for Nurses at RSUD Dr. Fauziah Bireuen

Variable	Work accident reporting culture										Total	
	Very good		Good		Pretty good		Not good		Not good			
	n	%	n	%	n	%	n	%	n	%	n	%
Leadership												
Very good	0	0.0	1	2.9	34	97.1	0	0.0	0	0.0	35	100
Good	0	0.0	5	5.7	56	63.6	26	29.5	1	1.1	88	100
Pretty good	3	5.2	11	19.0	43	74.1	1	1.7	0	0.0	58	100
Not good	5	26.3	6	31.6	8	42.1	0	0.0	0	0.0	19	100
Bad	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	100
Coworker Support												
Very good	2	3.8	9	17.0	41	77.3	1	1.9	0	0.0	53	100
Good	5	3.8	9	7.0	89	68.4	26	20.0	1	0.8	130	100
Pretty good	1	5.9	5	29.4	11	64.7	0	0.0	0	0.0	17	100
Not good	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	100
Bad	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	100

Influence between Research Variables.

The results of the linear regression statistical test show that the leadership variable influences the culture of accident reporting, namely B value = -0.416 with *p-value* = 0.001.

The results of the linear regression statistical test show that the variable support from colleagues has an influence on the culture of reporting accidents, namely B value = 0.353 with *p-value* = 0.001.



Linear Regression Statistical Test

Model	Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
	B	Std. Error	Beta		
Constant	2,231	0.445		5,015	0.001
Leadership	-0.416	0.054	-0.552	-7,678	0.001
Coworker Support	0.353	0.084	0.304	4,195	0.001

Discussion

The Influence of Leadership on the Culture of Reporting Work Accidents among Nurses at RSUD Dr. Fauziah Bireuen. A strong reporting culture requires leadership that includes several components such as being able to define and implement a safety vision well as well as respecting and empowering staff well. Another component is being actively involved in efforts to improve patient safety, being a guide for subordinates who focuses on system problems and not on individual errors, and continuously making improvements to the K3RS system.

The research results show that the leadership variable influences the culture of reporting work accidents with a $p\text{-value} = 0.001$. In this case, leadership is very influential because leadership is the basis for building strong management, therefore the influence of leadership at the Dr. Regional General Hospital. Fauziah Bireuen will really support the performance of nurses in terms of the culture of reporting work accidents so that nurses are not hampered in reporting work accidents.

The results of research by Nivalinda in 2013 stated that the implementation of a culture of reporting work accidents for nurses was influenced by leadership, one of which was the leadership of the head of the room. Effective leadership will influence nurses within the scope of authority to implement a work accident reporting culture well. The results of this research indicate that there is an influence between leadership on the implementation of the culture of reporting work accidents for nurses at RSUD dr. Fauziah Bireuen.



The Influence of Colleague Support on the Culture of Reporting Work Accidents among Nurses at RSUD Dr. Fauziah Bireuen. K3RS management often does not know if a work accident occurs so they cannot know the chronology of the accident, what caused the accident, where the accident occurred, and who was the victim. This will hinder the prevention of work accidents and the reporting of work accidents, which in the end will cause work accidents to occur again. Among nurse colleagues, there are those who do not help each other and only work individually in carrying out a job and if a work accident occurs, the nurse chooses to cover up the work accident and not report it. This will have a negative impact on the performance of nurses, accidents that are not reported will hinder treatment, thereby reducing nurse performance and not being able to provide optimal services. The results of the research show that the variable co-worker support has no effect on reporting work accidents with a $p\text{-value} = 0.006$.

The research results of Lestari, Fitriani, Jamaluddin stated that there was a relationship between team support or support from co-workers on reporting work accidents among nurses and the value ($p\text{-value} = 0.001$). Colleague support is critical to providing safe patient care. Effective co-worker support can be realized through each individual's self-awareness about the importance of cooperation in achieving a goal, open communication, mutual respect, support and reminders between team members, helping each other and replacing each other if teammates are absent or feel physically tired. and mental so that good and effective team collaboration is formed in implementing safety culture and reporting work accidents.

Support from people who are considered important and people in the nursing environment also have an influence on reporting work accidents. However, there is a perception from nurses that the procedures for reporting work accidents are quite difficult and hinder the work being carried out, thus making nurses prefer not to report work accidents.



Conclusion

There is an influence of leadership on the culture of reporting work accidents among nurses at RSUD dr. Fauziah Bireuen. There is an influence of co-worker support on the culture of reporting work accidents among nurses at RSUD dr. Fauziah Bireuen. It is hoped that hospital management should carry out regular monitoring and evaluation of the heads of nursing work units regarding reporting work accidents and developing teamwork in each nurse work unit, so that it is hoped that gaps will not occur between work groups.





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