

ABSTRAK

ANALISIS PENGARUH PENINGKATAN KERJA PERAWAT DALAM PENCEGAHAN DAN PENGENDALIAN INFEKSI DENGAN PENDEKATAN *EMPLOYEE ENGAGEMENT* DI RUMAH SAKIT SWASTA KOTA MEDAN

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Pencegahan dan pengendalian infeksi di fasilitas pelayanan kesehatan sangat penting bila terlebih dahulu petugas dan pengambil kebijakan memahami konsep dasar penyakit infeksi. Beberapa Rumah Sakit dengan Tipe B yang ada di kota Medan yang telah menerapkan program keselamatan pasien adalah rumah sakit Royal Primam Rumah Sakit Bina Kasih, Rumah sakit Imelda dan 13 Rumah sakit lainnya sering mendapatkan complain dari pasien atau keluarga pasien akibat kurangnya kinerja petugas dalam mengendalikan infeksi yang terjadi di rumah sakit. Penelitian ini bertujuan untuk menganalisis peningkatan kerja perawat dalam pencegahan dan pengendalian infeksi dengan pendekatan *employee engagement* di Rumah Sakit Swasta Kota Medan.

Penelitian ini merupakan penelitian kuantitatif dengan rancangan *cross sectional study*. Penelitian ini dilakukan di Rumah Sakit Royal Prima, Rumah Sakit Imelda, Ruma sakit Bina Kasih pada Januari – Februari 2024 terhadap 324 orang perawat. Teknik pengambilan sampel pada penelitian ini dengan menggunakan teknik *consecutive sampling*. Jadi jumlah sampel dalam penelitian ini yaitu sebanyak 179 orang perawat. Analisis data dilakukan secara univariat, bivariat dan multivariate.

Berdasarkan hasil penelitian yang dilakukan diketahui bahwa ada pengaruh pendekatan *employee engagement* pada aspek kapasitas perawat, pada aspek motivasi perawat, pada aspek kebebasan perawat dan pada aspek fokus perawat terhadap peningkatan kualitas kerja perawat dalam pencegahan dan pengendalian infeksi di Rumah Sakit Swasta Kota Medan dengan nilai p signficancy yaitu $0 < 0,05$. Variabel pendekatan *employee engagement* yang paling berpengaruh terhadap peningkatan kualitas kerja perawat dalam pencegahan dan pengendalian infeksi di Rumah Sakit Swasta Kota Medan adalah variabel kebebasan.

Kesimpulan dalam penelitian ini yaitu ada pengaruh pendekatan *employee engagement*, motivasi perawat, kebebasan dan fokus perawat terhadap peningkatan kualitas kerja perawat dalam pencegahan dan pengendalian infeksi di Rumah Sakit Swasta Kota Medan. Diharapkan penelitian ini dapat digunakan sebagai bahan masukan dan bahan bacaan di perpustakaan bagi para mahasiswa/i sehingga dapat menambah pengetahuan dan wawasan bagi pembaca tentang pencegahan dan pengendalian infeksi.

Kata Kunci : Kinerja, Pencegahan Dan Pengendalian Infeksi, Employee Engagement, Perawat

ABSTRACT

**ANALYSIS OF THE EFFECT OF INCREASING NURSES' WORK IN
INFECTION PREVENTION AND CONTROL WITH AN EMPLOYEE
ENGAGEMENT
APPROACH AT PRIVATE HOSPITAL IN MEDAN CITY**

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Infection prevention and control in health care facilities is very important if officers and policy makers first understand the basic concepts of infectious diseases. Some Type B hospitals in Medan city that have implemented patient safety programs are Royal Primam Hospital, Bina Kasih Hospital, Imelda Hospital and 13 other hospitals often get complaints from patients or families of patients due to lack of performance of officers in controlling infections that occur in hospitals. This study aims to analyze the improvement of nurses' work in infection prevention and control with an employee engagement approach in private hospitals in Medan City.

This research is a quantitative research with cross sectional study design. This research was conducted at Royal Prima Hospital, Imelda Hospital, Bina Kasih Hospital in January - February 2024 against 324 nurses. The sampling technique in this study using consecutive sampling technique. So the number of samples in this study was 179 nurses. Data analysis was carried out univariate, bivariate and multivariate.

Based on the results of the research conducted, it is known that there is an influence of the employee engagement approach on the aspect of nurse capacity, on the aspect of nurse motivation, on the aspect of nurse freedom and on the aspect of nurse focus on improving the quality of nurses' work in infection prevention and control in private hospitals in Medan City with a p significance value of $0 < 0.05$. The variable employee engagement approach that has the most influence on improving the quality of work of nurses in the prevention and control of infection in private hospitals in Medan City is the freedom variable.

The conclusion in this study is that there is an influence of employee engagement approach, nurse motivation, freedom and nurse focus on improving the quality of work of nurses in infection prevention and control in private hospitals in Medan City. It is hoped that this research can be used as input and reading material in the library for students so that it can increase knowledge and insight for readers about infection prevention and control.

Key Words : Performance, Infection Prevention and Control, Employee Engagement, Nurses