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**Supervision of The Head of The Room Related To Compliance
Nurse In Preventing Pressure Instructions At Fatmawati RSUP In
South Jakarta**

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Abstract

Background: Supervision is part of directive function of a manager. Supervision is carried out to ensure nurses work according to standard. Actually, the quality service in hospital can be improved with supervision. Objective: to determine the relationship between the supervision of the head of the room in the compliance of nurses in preventing pressure injuries. Design: this study was a quantitative study with a cross-sectional design approach to determine the relationship between the independent variable and the dependent variable. Data obtained through the google form application. The instrument used was made by the researchers themselves with modifications from sources based on the theoretical basis of Nursalam's supervision. Questionnaire A demographic data, questionnaire B implementation of supervision, questionnaire C compliance of nurses. The analysis in this study included univariate and bivariate analysis. This study used the Spearman Rank, Mann-Whitney, Kruskal-Wallis test. Results: Nurses aged 24-53 years, Working period 1-32 years. Female gender 87,7 %, D3 Nursing education 59,2 %, Competency level PK II 36,2 %, Never attended 54,6 %, Married 80% and employment status as ASN 53,1%. Conclusion: There were three dimensions of supervision that affect compliance, namely supervision techniques, supervision principles and supervision models. There was correlation between supervision and nurse compliance which was quite strong, significant and unidirectional, expect that the dimension of supervision routine activities had a very weak correlation. All characteristic variables had no correlation with adherence except for age, which had a very weak relationship. There was a weak, significant and unidirectional correlation between composite supervision and the implementation of nurse compliance. The results of the analysis of nurse compliance in preventing pressure injuries were 80%. Recommendation: It is necessary to know other factors besides supervision that affect compliance. Suggestion for further researchers is research with a qualitative approach.

Keyword: Pressure Injury, Nurse Compliance, Supervision of The Head of The Room.

Introduction

The nursing profession is a reference for assessing the quality and quality of health services in hospitals Indonesia. One of the quality standards of nursing services is the prevention of complications in patients during hospitalization (the hospital acquired infection). Nursing care quality will provide a sense of satisfaction to the patient so that it can improve the image health services in general (Ulumiyah, 2018). In accordance with research that conducted by (Mirwanti, 2015) that one way to improve the quality of care nursing is through supervision activities carried out by the head of the room.

Supervision is part of the directing function or the directive function of a manager aims to improve the performance of nurses and not to bring up errors. Supervision the head of the room is an effective way to improve the quality of nursing care so that the hospital's goals can be achieved (Zakiyah, 2012). With supervision and direction by the head of the room, it will facilitate the completion of the tasks performed by the staff every day. The person who supervises is called a supervisor, in the inpatient room as a supervisor is the head of the room (Sari, 2017). Supervision activities are the planned activities of a room head, directing, guiding, motivating activities and evaluating staff work to see if they are working according to schedule and plans (Etlidawati, 2012). The benefits of supervising the head of the room are: first, to improve nurse performance. Second, to improve work efficiency where it reduces mistakes made by subordinates (Sugiyarto, 2016). The better of implementation in the supervision carried out by the head of the room, the better the nurse's performance. Supervision and coaching of the head of the room will increase the staff's

understanding of something; they have not done or they have done but only limited just routine and not based on existing SOPs. Nurses' confidence will be higher if the supervision of the head of the room goes well. A room head in carrying out its management function is to change the behavior of nurses so that comply with applicable standard nursing care procedures.

Compliance is an individual's positive attitude in carrying out tasks according to standards (Fahrudi, 2020). Understanding of Standard operating procedures is closely related to the knowledge possessed by nurses, the higher of the nurse's knowledge about SPO it can increase compliance (Purba, 2019). In this study, the different thing is from the aspect of the management function to see the impact of the supervision of the head of the room on nurse compliance in preventing pressure injuries. Purpose: to find out the relationship supervision of the head of the room in the compliance of nurses in preventing pressure injuries.

Method

This study uses a cross-sectional design to see the description of the relationship between variables independent and dependent and to see the relationship between the characteristics of nurses with compliance.

This research was conducted in *Fatmawati* General Central Hospital in South Jakarta. The researchers choose the hospital as the location for taking data because the hospital the largest in the south Jakarta area and as a type A education referral hospital that is received many cases of serious illness. The hospital is accredited and connected with a network of hospitals and other health care facilities.

The research time started from preparing the proposal in October 2020

until March 2021, After the seminar, the proposal would continue to revise in March 2021. Management of research ethics studies and processing of research permitted in May 2021. Researchers had been conducted validity and reliability tests in May 2021 in a room that level and different from the room where this research was conducted. Data collection and processing data in May 2021. Compilation of research reported in June 2021. The results of the seminar and conducted a thesis trial and continued to revise in July 2021.

A sample of 130 respondents is taken using the calculation of Isaac & Michael (1981;92) the number of the population is 159 nurses spread over 6 adult inpatient rooms, namely ICU, ICCU, surgical HCU, medical HCU and IGD HCU on the 1st and 2nd floors.

The data collection tool that researchers used is a google form application that facilitates respondents in providing immediate responses anywhere online using a laptop or mobile phone that is connected to the internet. Supervision instrument in this research is made by the researchers by referring to the theoretical basis of supervision according to. (Nursalam, 2014)

This research is accompanied by attaching a letter of ethical review from the Research Ethics Committee and a certificate of permission to conduct research from *Fatmawati* Hospital Jakarta. All researches involving humans as subjects must apply basic ethical principles research (Nauri, 2015). This study applies research ethics Autonomy, confidentiality, justice, beneficence.

Results

Nurse characteristics

Age and years of service are included in the numerical data category; it is found that the data the distribution is not normal (Kolmogorov Smirnov < 0.001), so it is

analyzed using the mean to get the standard deviation value and the maximum minimum value and CI 95%. The age range of nurses is 24 - 53 years with a mean of 34.63 and up to 7.373. It can conclude that 95% CI believed the average age of the respondents is between 33.75 – 36.56 years. The age variable shows a p value < 0.05 with a positive r value of 0.175 which is included in range 0.00-0.25

Years of service or The range of years of service is 1 - 32 years with a mean of 10.82, df of 7.929. Based on CI it can be concluded that 95% of respondents have a working period of 9.44 to 12.19 years. The variable period of service shows the value of $p = 0.057$ and r (0.121) is greater than the value of significance (0.05)

Gender, education level, competency level, training, marital status, and status staffing are analyzed with frequency and percentage according to the type of data. The relationship between nurse characteristics and nurse compliance: D3 nursing education level 59.2%. Nurse 33.8%. PK II competency level: 36.2%, never attended training 54.6 %. Married status is 80.0% married. PNS/ASN employment status 53.1%, Type female gender 87.7%. Variables gender ($p=0.823$), training ($p=0.759$), and status marriage ($p = 0.130$), in this study; it is tested using the Mann-Whitney test. Level variable education ($p=0.610$), competency level ($p=0.083$), and employment status ($p=0.156$) are tested using the Kruskal-Wallis test. The selection of this test is done because the data variable is in the form of categorical and numerical, and has an abnormal distribution (Kolmogorov Smirnov < 0.001). All variables show a p value greater than the significance value of (0.05).

Supervision of the head of the room

Supervision carried out by the head of the room at the *Fatmawati* General

Central Hospital in South Jakarta based on supervision techniques, supervision principles, routine supervision activities and supervision model with a percentage of the maximum value between 52% -

71% is classified as still low. Implementation An overview of the implementation of the supervision of the head of the room can be seen in the table below

Overview of the implementation of supervision based on supervision techniques, supervision principles, activities supervision routine, and supervision model in numerical data (n=130)

Implementation Supervision	Mean	SD	Median	Min-Max	CI 95%	Percentage of maximum value
Supervision technique	24,27	3,62	1,00	16-32	23,64-24,90	53,1
Supervision principle	16,29	2,37	1,00	9-20	15,88-16,70	71,5
Routine activities supervision	20,27	3,15	1,00	14-28	19,72-20,82	52,3
Supervision model	14,48	2,52	1,00	8-20	14,05-14,92	53,1

Supervision implementation variables are entered into numerical and categorical data, not normally distributed (Kolmogorov Smirnov < 0.001), so they are analyzed using the mean to get the standard deviation value, the maximum minimum value and the percentage of maximum value. Variables of supervision technique, principle of supervision, and model of supervision show a p value < 0.001 with a positive r value in the range 0.26-0.5

Supervision technique: the lowest value range is 16 and the highest is 32 with a mean of 24.27, Median 1.00, SD 3.62. If they are converted to the percentage of the implementation of supervision techniques reached 53.1%. The results of the CI can be concluded that 95% is believed to be the average value supervision technique of the head of the room is 23.64% - 24.90%. The supervision principle of the lowest range values 9 and the highest 20 with a mean of 16.29, a median of 1.00 and an SD of 2.37. If they are converted to percentage value implementation of supervision principle is 71.5%. CI results can be

concluded that 95% it is believed that the average value of supervision principle is 15.88 – 16.70. The lowest value of supervision model 8 and the highest 20 with a mean of 14.48, Median 1.00 and Sd 2.52, if they are converted to the value of the percentage of implementation of the supervision model is 53.1%. Result: CI can be concluded that 95% believed that the average value of routine supervision activities are 14.05 – 14.92. The lowest value of routine supervision activities is 14 and the highest is 28 with a mean of 20.27, a median of 1.00 and an SD of 3.15. If they are converted to a percentage value is 52.3%. CI results can be concluded that 95% it is believed that the average value of routine supervision activities is 19.72 – 20.82. Other results in variable routine supervision activities show a p value < 0.05 with a positive r value in the range 0-0.25

Nurse compliance in preventing pressure injuries

The nurse's compliance in carrying out the SOP for the prevention of pressure injuries can be seen in the table below this:

Description of nurse compliance in the prevention of pressure injuries (n=130)

Variable	Mean	SD	Min-Max	CI 95%	Percentage of maximum value
Nurse compliance in preventing pressure injuries	121,8	13,196	78-148	119,51-124,09	80

The nurse compliance variable is included in the numerical data category; it is found that the data are not normally distributed (Kolmogorov Smirnov < 0.001), so it is analyzed using the mean to get the standard deviation value and the maximum minimum value. The lowest compliance value is 78; the highest is 148 with a mean of 121.8 with an SD of 13,196. If they are converted to the value of the percentage of nurses' compliance in carrying out pressure injury prevention is 80%. The CI results can be concluded that 95% are believed to be the average value of routine supervision activities is 119.51 – 124.09. Analysis of nurse compliance in injury prevention press still need to be increased to 100%. With the supervision of the head of the room; they can improve nurse compliance in preventing pressure injuries. Nurse compliance Implementing pressure injury prevention SOP is absolutely necessary so that patients avoid pressure injury.

Analysis of the relationship between age and tenure with nurse compliance

The analysis uses the Spearman Rank test. The selection of this test is done because the data variable numerical form and has an abnormal distribution (Kolmogorov Smirnov < 0.001). The Age shows a p value < 0.05 with a positive r value in the range 0.00-0.25 indicating there is a very weak, significant, and unidirectional correlation between age and implementation nurse compliance, so the higher of the age, the higher of the implementation nurse compliance. Other results in the variable period of service show the value of $p = 0.057$ is greater than the significance value (0.05) that

indicates there is no significant relationship between years of service variables with nurse compliance.

Analysis of the relationship between sex, education level, competency level, training, status marital status and employment status with nurse compliance

In this study uses the Mann-Whitney test for variables gender, training, and marital status. While the variables of education level, competency level, and status staffing use the Kruskal-Wallis test. These tests are chosen because the variable categorical and numerical data, and have an abnormal distribution (Kolmogorov Smirnov < 0.001). All variables show p -values (Gender $p=0.823$ -Tk education $p=0.610$ -competency level $p=0.083$ -training $p=0.759$ -marital status $p=0.130$ -employment status $p=0.156$) is greater than the significance value (0.05) indicating there is no significant relationship with nurse compliance.

Analysis of the relationship between supervision and nurse compliance

Tested by using Spearman Rank, the selection of this test is done because the data variable numerical form and have an abnormal distribution (Kolmogorov Smirnov < 0.001). The variables of supervision technique, supervision principle, and supervision model show the p . Value < 0.001 with a positive r value in the range 0.26-0.5 that indicates that there is a significant correlation strong, significant and unidirectional so that the higher of supervision technique, the supervision principle, or supervision model, the higher of the implementation

of nurse compliance. Other results in the supervision routine activity variable show a p value < 0.05 with a positive r value in the range of 0.00-0.25 that indicates that there is a very weak, significant and correlation unidirectional.

Composite supervision relationship analysis

The relationship between composite supervision and the implementation of nurse compliance prevention of pressure injuries (n=130)

Independent Variable	Dependent Variable	p	r
Supervision	Compliance prevention of pressure injuries	$p < 0,001^*$	0,367

The results of the analysis of the variables listed in the table numerical data are tested with Pearson Correlation can be seen that the composite supervision variable shows the value of $p = < 0.001$ and a positive r value of 0.367 (in the range 0.20-0.399) mean that there is a weak, significant correlation and direction so that the higher of the composite supervision carried out by the head of the room, the higher of the implementation of nurse compliance to prevent pressure injuries.

Discussion

Characteristics of nurses (age, gender, years of service, education level, competency level, training, marital status and employment status)

The Age; there is a very weak, significant and direct correlation between age and implementation nurse compliance so that the higher of the age, the higher of the implementation nurse compliance. According to Robin (2006) in (Anugrahini, 2010) states that There is a significant relationship between age and nurse compliance in applying the guidelines patient safety and the age of 20 – 40 years is the peak time to implement knowledge and skills possessed. According to Damanik, 2011 in (Pundar,

The relationship between the implementation of composite supervision and the implementation of nurse compliance Implementing pressure injury prevention is illustrated in the table below.

2019). The older of the people, the more experienced they will be in making decisions and able to control emotions, be ethical and have a commitment to compliance carry out standard operating procedures for nursing actions.

The results of this study are different from the research conducted by (Virawan, 2012) which states that the age factor has no significant relationship with adherence in implementation of 6 is correct in reducing cases of unexpected events and incidents almost injured/patient safety.

It is usually, the nursing profession is more in demand by women because it is a profession Nursing is closer to the mother instinct. According to research (Afriani Tuti, Rr.Tutik Sri H, 2017) the expectation of the female gender is higher than the male. The impact of the current era of globalization is also influenced by the need for male nurse started to be considered and taken into account. Research conducted by (Nofiyanto, 2018) that gender has a positive correlation with performance. In providing care nursing patients, female nurse is better than male nurse.

The working period and working experience will affect a person in interacting in the workplace the job. The longer of a person's working periods, the

more of working experience; they will have obtained. The more of working experience, the more of things they know about what should be done and what should not be done. Different research (Anugrahini, 2010) states that there is a correlation between the length of work with nurse compliance in implementing compliance with safety procedures patient Education level in accordance with Law No. 36 of 2014 concerning Health Workers (Ministry of Health of the Republic, 2014). It Shows the qualification level of education has been met the standard set by law. In contrast to research that conducted by (Anugrahini, 2010) and (Virawan, 2012) states that there are the relationships between education level and compliance with standard procedures nursing operations.

Nurse competency level/level with nurse compliance. Different from research (Handayani & Kristina Lisum, 2020) in a private hospital in South Jakarta states that of 29 respondents with a competent clinical nurse level, it is known that 82.8% respondents obediently run the SOP, it can be concluded that the level of competence of nurses has a significant relationship with nurses' compliance with standard procedures operations (SOPs).

In parallel with research conducted by (Mulyatiningsih, 2013) said that training is a factor that does not affect the behavior of nurses in carrying out standard patient safety procedures. Supported by research (Hamdiah, 2014) which stated that there is no significant relationship between training and compliance nurses in carrying out SOPs to prevent patient injuries from falling. According to research conducted by (Iswati, 2017) stated that there is no relationship between training and patient safety measures.

In step with research conducted by (Jati, 2018) which states that there is no a

significant relationship between marital status and nurse compliance in carrying out SPO patient safety. This research is strengthened by (Anugrahini, 2010) which states that there is no significant relationship between marital status and compliance patient safety guidelines. Not in line with research (Kumajas, 2019) that there are a significant relationship between marital status and nurse compliance SOP.

Employment status. In line with the research conducted by (Yulia, 2010) stated that there is no relationship between the staffing status of the implementing nurse and the implementation of safety patient. The researcher's analysis related to this is that there is no relationship between employment statuses with nurse compliance because there are other elements outside the individual such as policy hospital management in supporting changes in the level of nurses' understanding of patient safety. In contrast to research (Hendrajana Riko IG.M, 2017) which states that there is a significant correlation between employment status and the performance of an employee, employee still have better performance than non-permanent employees.

Implementation of supervision of the head of the room in nurse compliance

The relationship between supervision technique and nurse compliance in carrying out injury prevention SOPs press. The results of this analysis show that the higher of the supervision technique, the higher of as well as compliance implementation. This research is in line with (Hamdiah, 2014) which states that there is a significant relationship between the implementations of the supervision of the head of the room with nurse compliance. Supervision carried out by superiors is to ensure that quality of care provided to patients.

Supported by research conducted by (Sari, 2017) which states that there is a significant relationship between supervision/supervision with the individual performance of nurses in carrying out health care services in the room inpatient. In contrast to the research conducted by (Anggeria & Maria, 2017) which states that there is no relationship between supervision and compliance in carrying out care nursing in the inpatient room.

The relationship between the principle of supervision and the compliance of nurses in carrying out prevention pressure injury.

There is a fairly strong, significant and unidirectional correlation between the principle of supervision and the implementation of nurse compliance. The results of this analysis show that the higher of the supervision principle, the higher of the implementation of nurse compliance. This research is in step with the opinion (Farizkil, 2020) which states that there is a relationship between the function of Controlling the head of the room with the implementation of the SOP for preventing the risk of the patient falling in the room inpatient treatment at *Bhayangkara Hospital in Palembang*.

The relationship between routine supervision activities and nurse compliance pressure injury prevention.

There is a very weak, significant and unidirectional correlation between routine supervision activities with the implementation of pressure injury prevention compliance. The results of this analysis show the higher of the routine supervision activities, the higher of the implementation of nurse compliance to prevent pressure injuries. This research is in line with (Nursalam, 2011) those routine supervision activities are carried out regularly and continuously. Through supervision the head of the room can create quality, safe nursing services that

patient safety oriented. Routine supervision activities carried out by the head of the room every day are to provide direction and guidance to implementing nurses with the aim of increasing understanding of running duties and responsibilities of providing care.

The relationship between the supervision model and the nurse's compliance in carrying out prevention pressure injury.

There is a fairly strong, significant and unidirectional correlation between the supervision model and the implementation of compliance prevents pressure injuries. The results of this analysis show that the higher of the supervision model, the higher of the implementation of nurse compliance to prevent injury press. The supervision model according to (Supratman & Agus Sudaryanto, 2010) consists of: development models, where supervisors act as mentors and counseling towards knowledge and skills of implementing nurses in the implementation of daily activities in complying with applicable standards of care.

The relationship between composite supervision and nurse compliance in carrying out prevention pressure injury

The combined dimensions of supervision or composite supervision is the results of the analysis using the test Pearson Correlation of the overall dimensions of supervision. The results of the analysis show that there are correlations is weak, significant and unidirectional so that the higher of the composite supervision carried out by the head of the room, the higher of the implementation of compliance nurse prevent pressure injuries.

Conclusions And Suggestion

Conclusion

There is a fairly strong significant and unidirectional correlation between supervision techniques, principles supervision and supervision model with the implementation of nurse compliance. While on Supervision routine activities have a very weak, significant and unidirectional correlation. By statistically found that the characteristics of nurses have no relationship with adherence nurse. Except for the age variable, there is a very weak, significant and unidirectional correlation with nurse compliance. The higher ability of the head of the room in supervising using supervision techniques, supervision principles and models supervision, the better of the nurse's compliance. Nurse compliance analysis preventing pressure injuries still needs to be increased to 100%. With Supervision of the head of the room, it can improve nurse compliance in preventing injury press.

Suggestion

The knowledge and skills of the head of the room in supervising still need to be improved, especially in the dimensions of supervision techniques, supervision principles, supervision models, routine supervision activities. The results of the analysis in this study show that the percentage values that are still weak are Supervision Techniques (53.1%), Supervision Principles (71.5%), Supervision Models (53.1%) and Supervision Routine Activities (52.3%). This study becomes a reference for further researchers related to other factors besides supervision that affect nurse compliance in preventing pressure injuries. Further research is needed in the supervision of nurses' compliance in preventing pressure injuries by qualitative approach.

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