# The Relationship Between Knowledge And Motivation Of Implementing Nurses In The Application Of Patient Safety In The Nursing Wards

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## ABSTRACT

The implementation of patient safety aims to prevent injuries caused by medical errors or negligence. RSUD K.H. Hayyung, Selayar Islands Regency, has introduced various service innovations, including an online registration system; however, data still show the occurrence of patient safety incidents, including Adverse Events (KTD), Potential Injury Events (KPC), and Near Miss Events (KNC). Nurses' knowledge and motivation are suspected to have a significant influence on the success of patient safety implementation. Nevertheless, no specific study has yet examined the level of nurses' knowledge in implementing patient safety in this hospital. There is also no empirical evaluation available regarding the knowledge level of implementing nurses about patient safety. At RSUD K.H. Hayyung, Selayar Islands Regency, there were 39 reported patient safety cases. This study aims to determine the relationship between knowledge and motivation of implementing nurses in the application of patient safety at RSUD K.H. Hayyung, Selayar Islands Regency. The research design used was a cross-sectional approach, meaning that data concerning independent and dependent variables were collected simultaneously. The study population consisted of 77 nurses, with a sample of 49 respondents. The sampling technique used was Probability Sampling with Simple Random Sampling. Data were analyzed using univariate and bivariate analysis with the Chi-Square test. The results showed a significant relationship between knowledge and motivation of implementing nurses in the application of patient safety in the wards of RSUD K.H. Hayyung, Selayar Islands Regency, with p-values of 0.043 and 0.001. This study concludes that there is a significant relationship between knowledge and motivation of implementing nurses in the application of patient safety in the hospital wards. It is recommended that nurses improve their knowledge of patient safety by seeking literature on the subject so that both knowledge and practice of patient safety can be equally enhanced.

Keywords: Knowledge; Motivation; Implementing Nurses Patient; Safety Implementation

# INTRODUCTION

Patient safety is a system designed to ensure that the services provided to patients run safely, including risk assessment, risk identification and management, incident

reporting and analysis, learning from these incidents, and implementing solutions to minimize the risk of injury. This effort reflects the moral and professional responsibility of healthcare workers in improving the quality of services (Ningsih & Endang Marlina, 2020).

Important issues related to safety in hospitals include: patient safety, occupational safety for healthcare workers, safety of hospital buildings and equipment, environmental safety, and hospital business safety. Safety in hospitals is not only limited to patients but also includes healthcare workers, infrastructure, equipment, the environment, and management systems. The Indonesian Ministry of Health, through Regulation No. 11 of 2017, states that every healthcare facility must implement a patient safety program by applying safety standards and goals, as well as the implementation of the seven steps of patient safety (Amalia et al., 2021).

The Joint Commission International (JCI) has established several patient safety goals, including accurate patient identification, safe use of high-alert medications, correct-site and correct-patient procedures, effective communication, infection prevention, and fall risk management. The implementation of these goals aims to prevent errors in healthcare services that may endanger patients. Safe, effective, and quality healthcare services are the basic rights of every patient. Therefore, the Ministry of Health (2018) emphasized the importance of balancing the number of nurses with workload in hospitals to reduce patient safety incidents. Patient safety is an important indicator of service quality and must be the responsibility of all parties involved in healthcare services.

Patient safety incidents remain a global issue, both worldwide, regionally in Asia, nationally in Indonesia, and even locally, with high rates often caused by human error. Data collected in Indonesia show that 85% of patient safety incidents were due to healthcare staff, and 15% were due to equipment used during or after procedures. Globally, patient safety incidents remain a major challenge. WHO stated that approximately 83.5% of patients in Europe are at risk of infection, and between 50% to 72.3% of adverse events are caused by medical errors. In Indonesia, although national data are limited, several hospitals have reported Adverse Events (KTD), Near Miss Events (KNC), and Potential Injury Events (KPC), with the largest contribution coming from nursing actions (Wardani et al., 2023).

RSUD K.H. Hayyung, Selayar Islands Regency, as a district government-owned general hospital, has several nursing wards where this research was conducted. Based on 2020 data, the Jeruk Ward had 18 nurses with 9 KTD and 1 KTC cases, the Surgical Ward had 19 nurses with 4 KNC cases, the Melinjo Ward had 22 nurses with 3 KTC and 2 KTD cases, and the Pediatric Ward had 18 nurses with 2 KPC cases. Although RSUD K.H. Hayyung has implemented innovations such as an online registration system, human resource evaluations indicate that medical staff still need better preparedness to support digital transformation and patient safety. No empirical study has specifically examined the knowledge and motivation of nurses in this hospital in implementing patient safety.

If patient safety is not implemented properly, the consequences can be serious for patients, healthcare staff, and healthcare facilities. For patients, this includes injuries, complications, nosocomial infections, and increased morbidity and mortality. For healthcare staff, the consequences include legal action, sanctions, psychological burdens such as stress and guilt, and decreased confidence. For healthcare facilities, the consequences include financial losses, reputational decline, and even revocation of accreditation (Morika et al., 2021).

## MATERIAL AND METHODS

This study is a quantitative research with a cross-sectional design aiming to determine the relationship between knowledge and motivation of implementing nurses in the application of patient safety at RSUD K.H. Hayyung, Selayar Islands Regency. The research was conducted in the Nursing Wards of RSUD K.H. Hayyung, Selayar Islands Regency, in 2025.Kabupaten Kepulauan Selayar Tahun 2025.

The population in this study consisted of all implementing nurses working in four wards of RSUD K.H. Hayyung, with a total of 77 nurses. The sample size was 49 nurses, determined using correlation formula calculation for cross-sectional studies. Bivariate analysis was conducted using the Chi-Square statistical test. The results showed p-value = 0.043 for knowledge and p-value = 0.001 for motivation.

## RESULTS

The characteristics of respondents showed that the majority were aged 26–35 years, with 35 respondents (71.4%). Most respondents were female (37 respondents, 75.5%). The most common educational background was bachelor in nursing (Ners), with 24 respondents (49%). The majority had a work duration of 1–5 years,

totaling 31 respondents (63.3%).

Tabel 1. Distribution of Respondent Characteristics Based on Age, Gender, Education
Level, Length of Work, and Receipt of Patient Safety Socialization

| Characteristics | Frekuensi (f) | Persentase % |
|---|---|---|
| Age | | |
| Teenager (17 – 25 Tahun) | 3 | 6.1 |
| Early Adulthood (26 – 35 Tahun) | | |
| Late Adulthood (36 – 45Tahun) | 35 | 71.4 |
| | 11 | 22.4 |
| Gender | | |
| Man | 12 | 24.5 |
| Woman | 37 | 75.5 |
| Education | | |
| D3 Nursing | 16 | 32.7 |
| S1Nursing | 9 | 18.4 |
| Ners | 24 | 49 |
| Years of service | | |
| < 1 old | 2 | 4.1 |
| 1 – 5 old | 31 | 63.3 |
| 5 – 10 old | 11 | 22.4 |
| 11 – 15 old | 3 | 6.1 |
| > 15 old | 2 | 4.1 |
| Score | 49 | 100 |

Univariate analysis results showed that among respondents with good knowledge, 32 (88.9%) demonstrated good patient safety practices, while 4 (11.1%) showed poor practices. Among those with poor knowledge, 8 respondents (61.5%) still applied good practices, while 5 (38.5%) had poor practices.

Tabel 2. Analysis of the Relationship between Implementing Nurses' Knowledge and the
Implementation of Patient Safety

| Variabel | Implementation of patient safety | | | | | | P Value |
|---|---|---|---|---|---|---|---|
| | Good | | Not good | | Total | | |
| | (n) | (%) | (n) | (%) | (n) | (%) | |
| Knowledge | | | | | | | 0.043 |
| Good | 32 | 88.9 | 4 | 11.1 | 36 | 100 | |
| Not Good | 8 | 61.5 | 5 | 38.5 | 13 | 100 | |
| Total | 40 | 81.6 | 9 | 18.4 | 49 | 100 | |

For motivation, respondents with high motivation and good patient safety implementation totaled 36 (92.3%), while 3 (7.7%) had poor implementation. Among those with low motivation, 4 respondents (40%) implemented good practices, while 6 (60%) had poor practices.

Chi-Square test results showed p = 0.043 < 0.05 for knowledge and p = 0.001 < 0.05 for motivation, indicating a significant relationship between both knowledge and motivation with patient safety implementation.

Tabel 3. Analysis of the Relationship between Implementing Nurses' Motivation and the Implementation of Patient Safety

| Variabel | Implementation of patient safety | | | | | | P Value |
|---|---|---|---|---|---|---|---|
| | Good | | Not good | | Total | | |
| | (n) | (%) | (n) | (%) | (n) | (%) | |
| Motivation | | | | | | | 0.001 |
| Tall | 36 | 92.3 | 3 | 7.7 | 39 | 100 | |
| Low | 4 | 40 | 6 | 60 | 10 | 100 | |
| Total | 40 | 81.6 | 9 | 18.4 | 49 | 100 | |

## DISCUSSION

The findings revealed that most implementing nurses had good knowledge regarding patient safety at RSUD K.H. Hayyung. This is consistent with studies by Nining et al. (2020), Endra et al. (2021), and Dewi (2021), which also reported that nurses generally had good knowledge of patient safety. Knowledge plays an important role as it forms the basis for decision-making and influences actions in patient care. However, this study also found that some nurses still lacked knowledge in areas such as medication safety and fall risk monitoring.

The majority of respondents also had high motivation in implementing patient safety. This aligns with studies by Verily (2020), Merri (2021), and Olgrid (2024), which showed that most nurses had high motivation toward patient safety practices. Motivation provides inspiration, encouragement, and energy to perform tasks and responsibilities. Despite the high level of motivation, a few nurses still reported poor practices due to factors such as family complaints regarding medication safety or resistance to rational use of equipment.

Implementation of patient safety at RSUD K.H. Hayyung was found to be generally good. This was supported by findings from Endra (2021) and Nining (2020), who emphasized that well-implemented patient safety ensures optimal protection and improves service quality. Nevertheless, this study found discrepancies, such as nurses failing to consistently explain medications, side effects, or verifying drug concentrations.

Statistical results confirmed that both knowledge and motivation are significantly related to patient safety practices. Nurses with good knowledge tended to implement patient safety correctly, while those with poor knowledge showed weaker practices.

Similarly, highly motivated nurses were more likely to apply patient safety principles effectively.

## CONCLUSION

The bivariate analysis concluded that there is a significant relationship between knowledge and motivation of implementing nurses and the application of patient safety in the nursing wards of RSUD K.H. Hayyung, Selayar Islands Regency.

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