

ANALISIS HUBUNGAN IKLIM KESELAMATAN PSIKOSOSIAL TERHADAP KEKERASAN DI LINGKUNGAN KERJA RSUD X JAKARTA TIMUR

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Abstrak

Kasus kekerasan di tempat kerja memiliki prevalensi yang tinggi (70,81%). Iklim Keselamatan Psikososial dikenal menjadi salah satu indikator yang dapat mengurangi risiko kekerasan di tempat kerja, termasuk sektor kesehatan. Penelitian ini bertujuan mengetahui hubungan Iklim Keselamatan Psikososial terhadap kejadian kekerasan di RSUD X Jakarta Timur. Penelitian ini menggunakan desain studi *cross-sectional* dengan jumlah sampel 106 responden yang didapatkan melalui *purposive sampling*. Instrumen penelitian ini menggunakan kuesioner *Workplace Violence in Health Sector (WPVHS-Bahasa Version)* dan *Psychosocial Safety Climate-12 (PSC-12)*. Analisis chi-square dan regresi logistik ganda merupakan uji yang digunakan dalam penelitian ini. Hasil analisis menunjukkan 27,4% responden pernah mengalami kekerasan psikologis (nonfisik) dan 15,1% responden pernah mengalami kekerasan fisik. Hasil analisis bivariat, menunjukkan hubungan antara Iklim Keselamatan Psikososial dengan Kekerasan Psikologis (nonfisik) dengan p-value sebesar 0,026. Hasil analisis multivariat menunjukkan nilai POR pada Iklim Keselamatan Psikososial sebesar 8,3 (95% CI = 0,942 – 74,136). Disimpulkan bahwa variabel Iklim Keselamatan Psikososial tidak memiliki hubungan signifikan dengan Kekerasan. Pihak rumah sakit diharapkan dapat membuat prosedur pelaporan, program pencegahan, pelatihan dan edukasi, meningkatkan keamanan, dan menerapkan sanksi yang tegas agar dapat mengurangi kejadian kekerasan.

Kata Kunci: Iklim Keselamatan Psikososial, Kekerasan di tempat kerja, Tenaga Kesehatan

ANALYSIS OF THE RELATIONSHIP BETWEEN PSYCHOSOCIAL SAFETY CLIMATE AND WORKPLACE VIOLENCE AT RSUD X EAST JAKARTA

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Abstract

Workplace violence have high prevalence (70,81%). Psychosocial Safety Climate (PSC) is acknowledged as one of the indicators that can reduce the risk of workplace violence, particularly in the healthcare sector. The purpose of this study was to examine the relationship between Psychosocial Safety Climate and incidents of violence at RSUD X Jakarta Timur. The study used a cross-sectional design with a sample size of 106 respondents selected through purposive sampling. The instruments included the Workplace Violence in Health Sector Questionnaire (WPVHS-Bahasa Version) and the Psychosocial Safety Climate – 12 (PSC-12). Data were analyzed by using chi-square analysis and multiple logistic regression. The result shows that 27,4% of respondents had experienced psychological (non-physical) violence and 15,1% has experienced physical violence. Bivariate analysis indicated a relationship between low Psychosocial Safety Climate and psychological (non-physical) violence, with a p-value of 0,026. Multivariate analysis shows that low Psychosocial Safety Climate (OR = 8,3, 95% CI = 0,942 – 74,136). In conclusion, there is no significant relationship between Psychosocial Safety Climate and Workplace Violence. Hospitals are encouraged to establish reporting procedures, implement prevention programs, make training and education, enhance security, and enforce strict sanction to reduce incidents of violence.

Keywords: Healthcare Worker, Psychosocial Safety Climate, Workplace Violence