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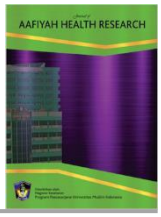

Original Article

Analysis of Activator and Consequences with Safe Behaviors

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Abstract

Backgrounds: Unsafe behavior of workers in hospitals when working without using personal protective equipment according to standards can result in work accidents and cause work-related diseases. The recorded work accidents are in 2019 nurses who were exposed to B3 fluids and in 2020 there were also Nurses with needle sticks who have a higher number of work accidents if safe behavior is not carried out in hospitals. This study aims to analyze the activator and consequences with Safe Behavior on Workers at the Lamaddukkelleng Sengkang Regional General Hospital, Wajo Regency.
Methods: The type of research used in this study is Analytical Observational which is a Cross-Sectional Study. The population in this study is patients who make repeated visits as many as 722 patients with the number of samples in this study, namely 88 patients drawn by purposive sampling method. This research was processed using the SPSS computerized program. The data analysis used is univariate, bivariate, and multivariate analysis.
Results: There is an effect of knowledge with a significance value of 0.006, there is an influence of supervision with a significance value of 0.007, there is an effect of training with a significance value of 0.015, there is an effect of awareness with a value of p = 0.000, there is an effect of personal protective equipment with a significance value of 0.001, there is an effect of reward with a value of 0.037 significance for safe behavior, there is no effect between punishment with a significance value of 0.065 on safe behavior.
Conclusions: There is an influence between knowledge, supervision, training, awareness, personal protective equipment, rewards and there is no effect between punishment on workers' safe behavior. Researchers suggest always paying attention to factors related to safe behavior.

INTRODUCTION

The hospital is a workplace that has a high potential for work accidents. The presence of flammable materials, medical gases, ionizing radiation and chemicals requires serious attention to the safety of patients, staff and the public (Zimri, 2020). Work accidents are one of the urgent problems in the hospital environment. This is because the hospital is a health service unit that provides services in all fields and types of disease. Therefore, hospitals are required to be able to provide and implement an effort so that all human resources in the hospital can be protected, both from illness and work-related accidents (Nazirah, 2017).

World Health Organization(WHO) determined that 2 million workers in hospitals were exposed to hepatitis B virus, 0.9 million workers to hepatitis C virus and 8-12% of workers are sensitive to latex (a material often used for gloves). Other cases in the USA are recorded every year, there are 5,000 health workers identified as hepatitis B. A total of 600,000-1,000,000 needle-stick injuries are reported annually, while estimates for unreported cases are around 60% (Alayyannur, 2018). The Social

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Security Administering Agency (BPJS) for Employment noted that the number of work accidents in Indonesia tends to continue to increase. In 2015 there were 110,285 work accidents, while in 2016 there were 105,182 cases. A total of 123,000 cases of work accidents were recorded throughout 2017, according to statistics, there was an increase in work accidents of around 20 percent compared to 2016 nationally. The total number of work accidents in 2017 was 123 thousand cases with a claim value of Rp. 971 billion more. This figure increased from 2016 with a claim value of only Rp. 792 billion more (Sudiar, 2020).

In Indonesia, as many as 65.4% of cleaning workers in hospitals experience chronic irritant contact dermatitis on the hands, the prevalence of mental emotional disorders of 17.7% in nurses has a significant relationship with work stressors (Alayyannur, 2018). Tools, materials and work processes in hospitals threaten the health and safety of hospital workers. The number of various occupational diseases (PAK) such as low back pain, hypertension, varicose veins, digestive disorders, stress and the number of work accidents is quite high. Problems that arise are due to the weak implementation of hospital OSH management and the low level of awareness of hospital workers on safe behavior (Alayyannur, 2018).

Unsafe behavior of workers in hospitals when working without using personal protective equipment according to standards can result in work accidents and cause occupational diseases. Needle stick injuries in nurses are a significant problem in today's health care institutions. Considering the magnitude of the loss caused by work accidents, many efforts have been made to reduce and minimize these accidents. One of the hospital's efforts to prevent occupational diseases and work accidents is to provide personal protective equipment (PPE) in accordance with government standards.

Furthermore, to help change the unsafe behavior of the workforce into safe behavior to prevent work accidents, one of them is by adopting a behavioral approach. ABC (Activator-Behavior-Consequence) model can be applied to analyze human behavior more simply. Behavior is directly influenced by the Activator, which is a condition or stimulus that precedes the occurrence of certain behaviors. Behavior is anything that can be directly measured by the workforce, including speaking, acting and performing physical functions. Consequences are things that can determine the behavior will repeat itself. Consequences can act as a new activator or a second activator that can trigger the emergence of new behaviors or other behaviors.

Based on an initial survey with administrative staff, the rate of work accidents that often occurs is slipping, there are still workers who do not comply with the Standard Operating Procedure (SOP), especially in the equipment and equipment section and OHS posters that are outdated or inappropriate, lack of socialization about K3 policies. . The work accidents recorded were in 2019 nurses who were exposed to B3 fluids and in 2020 there were also nurses who were punctured with needles, workers in the Hospital Facilities and Infrastructure Maintenance Installation (IPSRS) had work accidents, namely falling from the stairs when changing lights in the hospital. one of the rooms so that the worker's hand swells. However, there are still unrecorded work accidents because workers do not report any work accidents to the K3RS. Like workers in the kitchen, when K3 comes down to record accidents. Based on the explanations and descriptions above, the researchers wanted to know how safe behavior was in workers at the Lamaddukkelleng Hospital.

METHOD

Research Type and Location

This type of research is quantitative, with a cross-sectional analytical observational research design. The research was carried out in HOSPITALLamaddukkelleng Sengkang, Wajo Regency, in February-April 2021.

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Population and Sample

The population in the study is all workers who work at the Lamaddukkelleng Sengkang Hospital, Wajo Regency, are 722 people, with the Slovin formula, the number of samples is 88 people, with inclusion criteria; workers who work at the Lamaddukkelleng Sengkang Hospital, Wajo Regency and workers who express no objection to be included in this study. Exclusion criteria; workers who are not willing to be respondents and workers who are not present (sick/leave) at the time of the study.

Data analysis

Univariate, bivariate, and multivariate analysis (Multiple Logistics Regression Test) with p-value = 0.05, using SPSS for Windows version 16.0.

RESULTS AND DISCUSSION

Table 1. Characteristics of Respondents

Variable		n=88	%
Age	18-20 Years	8	9.1
	21-30 Years	59	67.0
	31-40 Years	18	20.5
	41-50 Years	3	3.4
Years of service	5 Years	81	92
	>5 Years	7	8
Knowledge	Well	34	38.6
	Not enough	54	61.4
Supervision	Exist	72	81.8
	There is no	16	18.2
Training	Once	20	22.7
	Never	68	77.3
Awareness	Well	72	81.8
	Not enough	16	18.2
Personal protective equipment	Qualify	85	96.6
	Not eligible	3	3.4
Award	Exist	18	20.5
	There isn't any	70	79.5
Punishment	Once	59	67
	Never	29	33

Source: 2021 primary data

Table 2. Distribution of Respondents on Safe Behavior of Workers at the Lamaddukelleng Sengkang Regional General Hospital, Wajo Regency in 2021

Variable		Safe Behavior (Safe Behavior)				Amount	Sig Value
		Not safe		Safe			
		n	%	n	%	n	
Knowledge	Well	13	38.2	21	61.8	34	0.006
	Not enough	18	33.3	36	66.7	54	
	Total	**31**	**35.2**	**57**	**64.8**	**88**	
Supervision	Exist	26	36.1	46	63.9	72	0.007
	There is no	5	31.2	11	68.8	16	

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	Total	**31**	**35.2**	**57**	**64.8**	**88**	
Training	Never	6	30.0	14	70.0	20	0.015
	Once	43	63.2	25	36.8	68	
	Total	**31**	**35.2**	**57**	**64.8**	**88**	
Awareness	Well	27	37.5	45	62.5	72	0.000
	Not enough	4	25	12	75	16	
	Total	**31**	**35.2**	**57**	**64.8**	**88**	
PPE	Fulfil	29	34.1	56	65.9	85	0.001
	Does not meet the	2	66.7	1	33.3	3	
	Total	**31**	**35.2**	**57**	**64.8**	**88**	
Award	Exist	6	33.3	12	66.7	18	0.037
	There isn't any	25	35.7	45	64.3	70	
	Total	**31**	**35.2**	**57**	**64.8**	**88**	
Punishment	Once	23	39	36	61	59	0.065
	Never	8	27.6	21	72.4	29	
	Total	**31**	**35.2**	**57**	**64.8**	**88**	

Source: 2021 primary data

Table 3. Results of Logistics Regression Analysis

Variable	B	SE	Wald	T	Sig.
Knowledge	0.063	0.505	0.016	0.939	0.090
Supervision	0.110	0.675	0.027	1116	0.087
Training	0.340	0.580	0.344	0.712	0.056
Awareness	0.481	0.646	0.554	0.618	0.046
PPE	1136	1279	0.789	3115	0.037
Award	0.201	0.580	0.120	0.818	0.073
Punishment	0.416	0.522	0.635	0.660	0.043
Constant	0.816	3564	0.052	2260	0.082

Source: 2021 primary data

Based on the results of the logistic regression analysis in table 3, it shows that the variable that most influences the safe behavior of workers at the Lamaddukelleng Sengkang Regional General Hospital, Wajo Regency, is the use of personal protective equipment with a significance value of 0.037.

Knowledge and Safe Behavior

Knowledge isall information known by workers regarding the meaning of OHS, information and signs for OHS, the benefits and application of OHS in the workplace and the hazards in hospitals. Knowledge is the result of human sensing or the result of someone knowing about objects through their senses (eyes, nose, ears, skin and so on). There are several factors that are also related to the formation of one's knowledge including intelligence, education, experience, information and age (Kewohon, 2020). Good knowledge possessed by respondents is also related to safe behavior carried out while at work, this can be seen in table 2 showing that of the 34 respondents who have good knowledge, more have safe behavior in doing their work, namely 21 (61,

Bivariate analysis with simple regression analysis showed a significance value = 0.006 <0.05 which indicates that there is an influence between knowledge on safe behavior carried out by workers at the Lamaddukelleng Sengkang Regional General Hospital, Wajo Regency, this is because with the knowledge possessed by workers they are able to make workers behave safely at work. The results of this study are in line with research conducted by Kewohon A (2020) which found that there is a

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relationship between workers' knowledge of perceptions about occupational health and safety, because knowledge will shape one's perception of occupational health and safety.

The knowledge obtained is different from the research conducted by Ade Jaya Saputra (2021) where the knowledge of workers is more influenced by the latest education, but in this study the knowledge of workers is more influenced by the age of the respondent because the higher a person's age, the level of maturity of thinking and working will be higher. high too. The high knowledge of the respondents is also influenced by the active role of occupational health and health promotion workers who always provide counseling to all workers to pay attention to all forms of safe behavior when working, this is different from the research conducted by Yuliani et al (2021) which said that workers get more information from print media or social media via the internet.

Supervision and Safe Behavior

Supervision is a process to determine the standard of what work will be carried out, evaluate it and correct it with the intention that the implementation of the work is in accordance with the original plan and how the supervisory relationship is felt by workers. Supervision and working conditions are part of the quality of work life which strives for the goals set by the organization to be realized effectively and efficiently. Supervision is an activity in monitoring employee performance according to standards to measure performance, ensuring quality in the implementation of performance appraisals and collecting information that can be used as feedback on achieving results which are then communicated to employees (Widyacahya, 2018).

The results of data analysis also found that respondents who stated there was more supervision who behaved safely when working this can be seen in table 5.12 which shows that of the 72 respondents who stated that there was supervision, 46 (63.9%) were more safe than those who 26 (36.1%), safe behavior is carried out by workers due to supervision carried out by the K3 manager to existing workers by taking advantage of the sanctions that will be obtained, the workers will behave safely when working.

Safe behavior carried out by workers can also be related to supervision carried out by K3 managers in the hospital with sanctions that will be given when not behaving safely will make workers feel that safe behavior must be carried out at all times while working, this is also supported by the results of a simple regression analysis test which shows a significance value = 0.007 <0.05 which indicates that there is an influence between supervision on safe behavior carried out by workers at the Lamaddukelleng Sengkang Regional General Hospital, Wajo Regency. The results of this study are in line with research conducted by Widyacahya F (2018) which found that more workers were involved in workers when supervision was carried out, namely 43 (97, 7%) compared to 12 (66.7%). Supervision is one of the efforts made to see safe behavior carried out by workers, this supervision is carried out in the form of direct visits to workers who are working accompanied by an appeal to always pay attention to the discipline of safe behavior when working, which is different from research conducted by Krisanti (2020) which found that the supervision carried out was more persuasive in nature, indirect supervision was carried out only by using reports from co-workers due to the limitations of officers in the field, whereas in order to know the safe behavior that was carried out, one should directly see how the workers worked was the right step.

Training and Safe Behavior

Training is a learning process that emphasizes practice rather than theory and an activity that aims to increase workers' knowledge and skills regarding safe behavior. Regarding the training obtained is adequate or not, having skills according to work, having attended K3 training, K3 training is also related to behavior at work and training has nothing to do with work (Ayu, 2019). The results of this study are in line with research conducted by Ayu (2019) which found that there is a relationship between

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training and work accidents with a p value of 0.006 <0.05, this makes OSH training a determinant of risk factors that will be experienced by workers.

The results of observations made by researchers found that there are advantages if workers participate in training because they can instill safe habits and behaviors at work, these habits will be carried forward so that they can support efforts to prevent accidents in the workplace, while for old workers who change tasks or handle types of work. New jobs can be used to identify unsafe habits and behaviors that they sometimes don't realize, so that these unsafe behaviors can be eliminated and replaced with safe habits and behaviors.

Awareness and Safe Behavior

Workers' awareness or concern for safe behavior is a situation where workers can clearly show or understand how to behave safely when doing their jobs and desire to behave safely without coercion from other parties. Consciousness is a part of the psyche that contains things that he is aware of and knows. The function of consciousness is governed by certain laws called secondary processes, namely logic. Soul consciousness is oriented towards reality and its contents are constantly changing. Awareness for safe behavior is awareness from within a person to apply safe behavior and K3 procedures (Maksum, 2019).

The results of this study are in line with research conducted by Maksum (2019) which found that there was a relationship between workers' awareness of using personal protective equipment at work with a p value of 0.000 <0.05 or proving that OSH awareness had a significant relationship with the habit of using personal protective equipment. PPE in the automotive engineering workshop of SMK Negeri 1 Padang is 23.4% with a sufficient contribution category. The awareness possessed by workers is based on the knowledge they have, in the current COVID-19 pandemic situation, health workers are not only required to comply with health protocols while working because with existing obligations it is hoped that workers' awareness will increase and become a habit of workers in carrying out their work always prioritizing safety. and occupational health, with these habits can reduce the risk of accidents at work in the hospital. The results of research conducted by researchers found that worker awareness is expected to become a habit that is still carried out because the habit of doing safe behavior can reduce risks that can occur in the workplace, especially in hospitals.

Availability of PPE and Safe Behavior

The personal protective equipment referred to in this study is the availability of PPE that must be used when working according to work hazards and risks to maintain the safety of the workers themselves and those around them. Regarding the availability of PPE, it has been regulated in the regulation of the minister of manpower and transmigration no. 8 of 2010 article 2 states that management (entrepreneurs) are required to provide personal protective equipment free of charge where the PPE provided must be in accordance with the Indonesian National Standard (SNI) or applicable standards required for workers under their leadership and provide it for everyone. others who enter the workplace are accompanied by the necessary instructions according to the instructions of supervisory employees or work safety experts (Naiem, 2019).

The results of this study are in line with research conducted by Naiem (2019) which found that there was a significant relationship between the availability of PPE on the behavior of using PPE with p value = 0.000 <0.05, the availability of personal protective equipment is one form of the factors that allow accidents to occur. while working. Based on the results of logistic regression analysis showed that the variable most related to the safe behavior of workers at the Lamaddukelleng Sengkang Regional Hospital, Wajo Regency, was the use of personal protective equipment with the lowest significance value of 0.037.

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Personal protective equipment provided by the hospital is the main thing in implementing safe behavior at work because even though high knowledge and active supervision are always carried out it will be useless when there are no means to support the application of safe behavior at work, this is different from research conducted by Yenni (2020) who says that safe behavior by using personal protective equipment is influenced by knowledge of attitudes and training from workers because of the importance of increasing workers' knowledge in the use of personal protective equipment at work.

Awards and Safe Behavior

Rewards are remuneration provided by the company to employees on the basis of the sacrifice of time, energy, and thoughts. The main goal expected in giving rewards is an effort to foster a feeling of being accepted (recognized) in the work environment, which touches on aspects of compensation and aspects of the relationship between workers with one another. The award is a reward for work given by the hospital to employees who work as a form of reward/service for their achievements related to their safety. The feedback referred to in this study is whether the company gives awards to medical personnel who behave safely, whether it is in the form of praise, promotions and bonuses. Have you ever received an award or not, was given an allowance or not and was given a few days leave (Apriyanti,

The results of this study are in line with research conducted by Apriyanti (2020) which found that there was a relationship between rewards on employee performance with a p value = 0.000 <0.05, this was because the workers who were given the award felt that the work they were doing was correct and in accordance with organizational desires. The results of research conducted by researchers found that awards are one of the important factors that affect individuals working in an organization, workers who are given awards are workers who perform tasks or exceed the target of the tasks given,

The understanding that the importance of giving rewards to workers is still not a serious concern for the hospital management, even though giving rewards can reduce turnover or boredom in workers which results in the application of safe work behavior is not carried out properly so the award is not only a motivation however, as a reliever of boredom, this is different from the research conducted by Putri & Martiana (2018) which says that the rewards given to workers aim to motivate workers to work even more safely.

Punishment and Safe Behavior

A form of negative assessment of employees who make mistakes and violations with the aim of stopping deviant behavior and leading to positive behavior. Punishment is a threat of punishment that aims to maintain applicable regulations and provide lessons to violators. Punishment is defined as the act of presenting unpleasant or unwanted consequences as a result of performing certain behaviors. Punishment minimizes the possibility of a behavior to reappear (Apriyanti, 2020). The results of this study are in line with research conducted by Apriyanti (2020) which found that there was no relationship between the punishment given to employee performance with a p-value of 0.374>0, 05 there is no relationship between punishment on performance because workers are more interested in improving performance with the rewards given. K3 officers as supervisors in the implementation of safety and health while working in hospitals always give punishment to workers who intentionally do not perform safe behavior while working but there are still workers who do not want to do safe behavior even though these activities can reduce the risk of work accidents.

A good punishment is a punishment that can be directly felt by workers so that it can have a deterrent effect and make mistakes not repeated to workers, punishments are also immediate and educational. K3 officers as supervisors in the implementation of safety and health while working in hospitals always give punishment to workers who intentionally do not perform safe behavior while working but there are still workers who do not want to do safe behavior even though these activities

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Research Limitations

This study has limitations by looking at the conditions and time of the research, while the limitations are as follows: 1). This research was conducted during the COVID-19 pandemic, so the research location was only 1 hospital, namely the Lamadukkelleng Sengkang Regional General Hospital, Wajo Regency. 2). Some of the data needed in the study is not yet available so researchers must make their own records based on direct observations and interviews. 3). This research was conducted during the COVID-19 pandemic, so not all respondents were able to fill out questionnaires and conduct direct interviews because some respondents were in self-isolation and the observation process could not be carried out optimally regarding hospital policies and the application of social distancing. 4).

CONCLUSION

There is an influence between knowledge, supervision, training, awareness, availability of PPE, and rewarding with safe behavior, and there is no effect of giving punishment with safe behavior on workers at the Lamadukelleng Regional General Hospital.

SUGGESTION

Some suggestions from this research are; 1). It is recommended to always be active in seeking information and keep learning so that knowledge about safe behavior at work can be realized. 2). It is recommended that supervision is not only carried out by K3 officers but also by colleagues so that they can always be reminded of the importance of safe behavior at work and it is recommended for further researchers to further deepen good supervision techniques carried out in the workplace. 3). It is recommended to actively participate in the implementation of competency-based training and safety-based training at work because by attending training regularly will increase skills and also knowledge about safe behavior at work and it is recommended for further researchers to examine the quality of trainers,

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Declaration of Conflict of Interest

All authors state that there is no potential Conflict of Interest in this research and article.

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