

DIRECTING FUNCTION OF NURSE MANAGER AND ASSOCIATE NURSE'S COMPLIANCE IN PRACTICING HAND HYGIENE

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ABSTRACT

Hand hygiene is a general term that applies to wash hands with antiseptic and handrub antiseptic. The implementation of operational standards of handwashing compliance procedures requires directing function from the Nurse Manager. The purpose of this study was to determine the relationship between directing function of Nurse manager and associate nurse compliance in performing hand hygiene. The method used in this study was descriptive correlation with cross sectional approach. The population was all implementing nurses at Inpatient Room of Ungaran General Hospital as many as 82 nurses. All samples were taken by total sampling. The collecting data tool used a questionnaire of nurse's perception on directing function of nurse manager and observation sheet on hand hygiene. The research results showed that most of nurse manager performed good directing function as many as 76 people (92.7%), most of the nurses were compliance in practicing patient safety: five moment hand hygiene as many as 78 people (95,1%). The result of statistical test using Fisher's Exact Test obtained p value of 0,001 ($\alpha = 0,05$). There is a correlation between nurse's perception on directing function of nurse manager with associate nurse compliance in practicing hand hygiene in inpatient room of Ungaran General Hospital. Nurses need to increase patient safety awareness and compliance hand hygiene to minimize the incidence of nosocomial infections.

Keywords: Directing Function, Nurse Manager, Nurse Associate Compliance, Hand Hygiene

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INTRODUCTION

Patient safety is an effort by health workers to provide safe health services for patients. World Health Organization (WHO) has campaigned for a patient safety program, one of which is reducing the risk of nosocomial infections with hand hygiene with hand hygiene (Bayram et al., 2023).

Hand hygiene is term generally applicable Good For wash hands, wash hand with antiseptic, or *hand rub* antiseptic. A research by Larson et al on 40 homes Sick members of The National Nosocomial Infections Surveillance (NNIS) report obedience power health does wash hand before and after contact with patient varies between 24% to 89%, with an average of 56.6% (Mongi, 2021). According to 2018 Basic Health Research (RISKESDAS) data , the prevalence national behave Correct in wash hand is 23.2% (Labrague, 2023).

Disobedient nurse carry out *five moments hand hygiene* will influence quality service nursing that

has an impact on quality Hospital services, where patient No safe or risky experience infection nosocomial. Infection nosocomial This No in a way direct impact with worsen disease patient. However, infection nosocomial This require patient stay stay at home longer Sick so that enlarge necessary costs issued. Although so , no close possibility , infection nosocomial This cause death (Mongi, 2021).

Based on data from Ungaran Regional Hospital PPI team, percentage obedience nurse to *patient safety: five moments hand hygiene* at Ungaran Regional Hospital specifically room take care hospitalizations in April 2023 rate obedience wash hand reached 60% while in May 2023 it decreased to 45%. This data show that level obedience nurse to *patient safety: five moments hand hygiene* in the room take care stay Still Not yet consistent. For achieve the target of 100% compliance nurse executor to *patient safety: five moments hand hygiene* needed role and function briefing from head room.

Based on results interview with 5 Nurse Manager and 10 associate nurses, obtained data that Nurse managers said Still find the staff did n't obedient to *patient safety: five moments hand hygiene*. Interview result from associate nurse found 2 nurses state Not yet motivated in operate *patient safety: five moments hand hygiene* though Already given direction by the head the space.

Based on phenomena that occur, can concluded that is obedience nurse in operate patient safety: five moments hand hygiene will also improve along with more optimally implementation function direction carried out by the head room in give motivation, building communication, doing supervision, providing delegation and management conflict. Based on results observation, function instructions already done head space in space take care Ungaran Hospital inpatient is build communications, chief room appealed to nurse executor for operate patient safety: five moments hand hygiene.

Previous reseacr from Anugrahwati, 2020 shown that there is a relationship between age, gender, length of work, knowledge, availability of facilities, rules and the social environment of the hospital with nurses' compliance with hand handling hygiene five moments at Rs. Hermina Jatinegara. Reseach from Risma 2020 shown that implementation of five moments of hand washing is still low, especially in the first moment (before contact with the patient), second (before performing an aseptic procedure), and fifth (after touching equipment around the environment). So that based on background behind the researcher interested stage study about "Is there any relationship between hand higiene compliance of associate nurse to directing function of Nurse managers in the Inpatient Room at Ungaran Hospital ?".

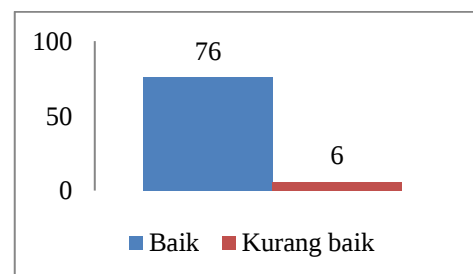
METHOD

The design used in this research was a correlative descriptive design with a quantitative research type that uses a cross-sectional research approach. The population in this study was the entire population associate nurse in inpatient room Ungaran hospital as much 82 people. Sampling in this research used the total sampling technique.

The research was carried out in inpatient room at Ungaran hospital on 2023 . Data collection techniques with questionnaires and checklists . For measure associate nurses' perceptions of directing function nurse manager in the Inpatient room Ungaran hospital using a questionnaire sheet and used SPO hand hygiene checklist sheet to measure compliance associate nurse in performing hand hygiene in the Ungaran hospital. The statistical test used was the Fisher's Exact Test and the p value was obtained of 0.001 ($\alpha = 0.05$), then can concluded that there is connection between associate nurses' compliance and directing function of nurse manager in performing hand hygiene in the inpatient room at Ungaran hospital .

RESULTS AND DISCUSSION

Diagram. 1 Perception associate Nurse to directing Function of Nurse Managers



Based on the diagram above can is known that nurse manager already performing directing function with Good as many as 76 people and less Good as many as 6 people.

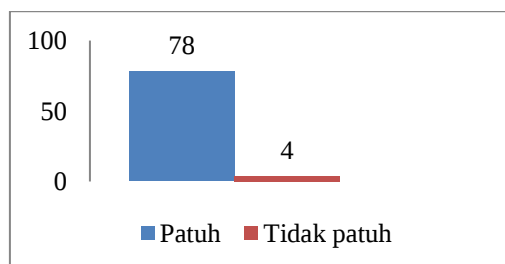
The results of this study indicate that associate nurses more often perceive that nurse manager have carried out management functions well. This is in accordance with the results of research conducted by (Johnson et al., 2023) that the nurse's perception of a good ward head is positive capital for the ward head in leading and mobilizing implementing nurses to always provide nursing care that ensures patient safety.

Apart from the head functional space briefing with OK, there are a number of head still space operate function head room with not enough Good that is as many as 6 people (7.3%). That matter can just influenced by characteristics from head room that alone. According to (Bayram et al., 2023) factors that can influence head room in

operate function management among them age, type gender, level existing education and training. Once obtained (Labrague, 2023) states that the more tall age so somebody will own maturity career. Satisfaction in career and confidence big self in Work compare straight with age somebody. Gender head room majority Woman . This matter in accordance with paradigm in society that nurse is work Woman. Research result shows that head room Woman the amount more Lots compared to man . (Clarke & Leh, 2023) stated that part big nurse Woman tend give more service to client compared to with nurse man .

The results of research conducted by (Bayram et al., 2023) stated that the more tall level education so the more good ability too somebody in solve problem . So it is necessary head room with level good education remember head room responsible answer to service and care nursing .

Diagram 2. Overview of compliance associate Nurse in performing Hand Hygiene



Based on diagram above can conclude compliant associate nurse hand hygiene as many as 78 people and nurses who were not compliant operate hand hygiene of 4 people.

Observation results direct implementation patient safety: five moments hand hygiene treatment obtained that associate nurse not enough Good in implementation wash hand five moments, especially at moment number 1, namely wash hand before contact with patient . Same result in study (Bayram et al., 2023) gets it results that very low compliance in wash five moment hand is before contact with patient that is own mark compliance 0.

Compliant associate nurse in performing patient safety: five moments hand hygiene in study This part big is obedient, however Still there is a moment missed by some nurse executor is do

wash hand before contact with patient . According to (Carson et al., 2023). In terms of general reason lack of awareness operate patient safety: five moments hand hygiene is its height mobility nurse so that in a way practical more easy use sarong hand , p the trigger its height use sarong supported hand negligence For wash hand before and after use it .

Nurse Not yet fully do wash hand because a number of factor , where results interview with nurse obtained causal factors Disobedient in carry out patient safety: five moments hand hygiene is too much activity busy, lots of patients , important patient moreover first, guidance and knowledge patient safety: five moments poor hand hygiene adequate, patient safety: five moments hand hygiene can bother connection Good with patient, have presumption risk low For get infection from patient , forget it For wash hand .

Table 1. Relationship Nurses' Perceptions of Nurse Manager Direction Function with Nurses' Compliance in Carrying Out Hand Hygiene

Directing Function	Nurse Compliance						p- value
	compliant		Not compliant		Total		
	f	%	f	%	f	%	
Good	75	98.7	1	1.2	76	100	0.001
Not good	3	50.0	3	50.0	6	100	
Amount	78	95.1	4	4.9	82	100	

Based on the table above known that head running space function briefing with Good as many as 76 people (92.7%) where part big nurse executor obedient in operate hand hygiene as many as 75 people (94.3%), more Lots than those who don't obedient that is as much as 1 person (1.2%). Head less space Good in operate function briefing as many as 6 people (7.3%) have nurse obedient implementer in operate hand hygiene as many as 3 people (50.0%) and also not obedient as many as 3 people (50.0%).

Statistical test results with using Fisher's Exact Test because The table used is 2x2 and there are 2 cells that have E value <5. With using Fisher's Exact Test was obtained p value of 0.001 ($\alpha = 0.05$), then can concluded that there is

relationship between perception associate nurse to directing function nurse manager with compliant associate nurse in performing hand hygiene in the Inpatient room at Ungaran hospital .

Analysis results relationship between directing function nurse manager with compliant nurse in performing patient safety: five moments of hand hygiene in the Inpatient room at Ungaran hospital obtained results directing function of nurse manager with Good as many as 76 people (92.7%) where part big nurse executor compliant in operate patient safety: five moments hand hygiene as many as 75 people (94.3%), more Lots than those who don't compliant that is as much as 1 person (1.2%).

This matter in accordance with results study (Ernawati et al., 2021) stated function briefing head room capable increase ability nurse and provide satisfaction Work nurse in give service nursing . Motivation influential to performance staff , yes influence the that motivation is very necessary For reach something satisfaction Work so that impact on performance staff . The results of (Mongi, 2021) research show that delegation authority influence positive in increase effectiveness Work employee . Statistical test results with using Fisher's Exact Test because The table used is 2x2 and there are 2 cells that have E value <5. With using Fisher's Exact Test was obtained pvalue of 0.001 ($\alpha = 0.05$), then can concluded that there is relationship between directing function nurse manager with compliant associate nurse in performing patient safety: five moments hand hygiene in the Inpatient room of Ungaran hospital .

Through function good direction nurse executor will get encouragement positive so that Want to learn and improve ability professional . This matter in line with results (Journal of Advanced Nursing - 2022 - Han - Motivating Nurses Coworker-directed Helping Behaviour during the COVID-19 (1).Pdf, n.d.) shows that the more Good knowledge wash hand will the more good implementation too procedure wash his hand.

Research result is also supported by research conducted (Clarke & Leh, 2023) that the more Good supervision in function briefing head room to nurse the more good performance too nurse , and vice versa the more No Good supervision the more

No Good its performance . Frequency and quality supervision becomes very important in do supervision where is supervision is part from function direction will be increase performance .

Research result This is also supported by theory (Indarjo et al., 2022) who stated that head room can influence strategy and efforts move nurse in scope his authority For together apply culture safety one of the patients in five moments hand hygiene .(Abdo Almolyk et al., 2024)

Expected results in study This is officer health can carry out five moments appropriate hygiene with standard Joint Commission International (JCI) viz obedience reaches 100%. But results final result obtained from study This show that Still there is nurse implementers who do not obedient in operate patient safety: five moments hand hygiene that is as much as 1 person (1.2%).(Salameh et al., 2023)

Research result show that directing function nurse manager relate with compliant wash hand increasing number of nurses, this accordance with research conducted at Mardi Rahayu Kudus Hospital by (Park & Kim, 2023) was obtained conclusion that obedience nurse in care nursing influenced by factors manpower, supervision in function direction, training, motivation, means and punishment .(Donati et al., 2019)

Presence superior For give directions and suggestions are part from function briefing .(Nguyễn et al., 2023) Directions given by superiors expected can increase obedience in documentation care nursing and with proximity between superior with subordinate OK , then the subordinates will more Possible fulfil requests , directions and suggestions from superiors (Chen et al., 2023)

Based on results research also shows that Good nurse manager directing function as many as 6 people (7.3%) have nurse obedient implementer in operate patient safety: five moments hand hygiene as many as 3 people (50.0%) and also not obedient as many as 3 people (50.0%). This matter can influenced by characteristics nurse in the room like age and length of service nurse , old nurse said Already old will more lazy to working , also with the existing term of office quite a long time then will feel more senior so will more lazy to

working , employment status can also be influence performance nurse .

According to the theory put forward (Kelly et al., 2023) that often happen obstacle in performs the directing function because it is being moved is humans , who have desire personal, special attitudes and behavior .

CONCLUSIONS

Based on results research and discussion , with using Fisher's Exact Test was obtained pvalue of 0.001 ($\alpha = 0.05$), then can concluded that there is relationship between perception associate nurse to directing function nurse manager with comliant nurse in performing hand hygiene in the Inpatient room at Ungaran hospital .

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