

ABSTRACT

Patient safety culture is very important in implementing patient safety as a form of effort to improve hospital quality. Based on the results of a patient safety culture survey in 2022, it was found that there were several indicators that had not reached the hospital target (<75%). Among them are indicators of reporting frequency (36.57%) and manager support (65.82%). This study aims to determine the effect of learning organization, which consists of personal mastery, shared vision, team learning, system thinking, and mental models as a form of employee discipline, on patient safety culture. The sample in this study were employees of Grati Hospital, Pasuruan Regency, totaling 73 respondents, and the data was taken using simple random sampling techniques and measured using the Likert scale model. Then the data were analyzed using a simple linear regression test. The results of the study found that the learning organization at Grati Hospital, Pasuruan Regency, was good. However, the culture of patient safety at Grati Hospital, Pasuruan Regency, tends to be low. And the results of statistical tests stated that there was a positive and significant influence between learning organizations on patient safety culture at Grati Hospital, Pasuruan Regency.

Keyword : Learning Organization, Patient Safety Culture, Hospital

ABSTRAK

Budaya keselamatan pasien sangat penting dalam penerapan keselamatan pasien sebagai bentuk upaya peningkatan mutu rumah sakit. Berdasarkan hasil survei budaya keselamatan pasien pada tahun 2022 ditemukan adanya beberapa indikator yang belum mencapai target rumah sakit (<75%). Diantaranya adalah indikator frekuensi pelaporan (36,57%) dan dukungan atasan (65,82%). Penelitian ini bertujuan untuk mengetahui pengaruh *learning organization* yang terdiri dari *personal mastery*, *shared vision*, *team learning*, *system thinking*, dan *mental models* sebagai bentuk kedisiplinan pegawai terhadap budaya keselamatan pasien. Sampel dalam penelitian ini adalah pegawai RSUD Grati Kabupaten Pasuruan yang berjumlah 73 responden dan data diambil menggunakan teknik *simple random sampling* serta diukur menggunakan model Skala Likert. Lalu data dianalisis menggunakan uji regresi linear sederhana. Hasil penelitian menemukan bahwa *learning organization* di RSUD Grati Kabupaten Pasuruan sudah baik. Namun, budaya keselamatan pasien di RSUD Grati Kabupaten Pasuruan cenderung rendah. Dan hasil uji statistik menyatakan adanya pengaruh positif dan signifikan antara *learning organization* terhadap budaya keselamatan pasien di RSUD Grati Kabupaten Pasuruan.

Kata kunci : *Learning Organization*, Budaya Keselamatan Pasien, Rumah Sakit