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RESEARCH ARTICLE

THE INFLUENCE OF ORGANIZATIONAL STRUCTURE AND SUPERVISION OF INFECTION PREVENTIVE CONTROL NURSE (IPCN) ON THE PERFORMANCE OF INFECTION PREVENTIVE CONTROL LINK NURSE (IPCLN) IN PREVENTING AND HANDLING INFECTION AT THE GENERAL HOSPITALS, MEDAN

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ABSTRACT

Background: Preventing and handling infection are one of the indicators of the International Patients Safety Goals which is required to be practiced by a hospital in order to increase service quality. Structured and scheduled supervision is an IPCN's routineness in which her responsibility, function, and task are intended to increase performance. Management system has to be able to facilitate prevention and handling program which is relevant to the expected result. **Objects:** To identify the Influence of Organizational Structure and Supervision of Infection Preventive Control Nurse (IPCN) on the Performance of Infection Preventive Control Link Nurse (IPCLN) in Preventing and Handling Infection at the General Hospitals. **Methods:** The research used quantitative design. The population was 70 IPCNs and IPCLNs, and all of them were used as the samples. The research instrument was NCAT (Nursing Culture Assessment Tools), while the variables of supervision and performance were adopted from Law No. 27/2017 on the Guidance for Preventing and Handling Infection. Bivariate analysis used Spearman Rho. **Results:** the result showed that there was significant influence of organizational culture on IPCLN's performance in preventing and handling infection ($r=-0.244$, $p=0.020$), IPCN supervised IPCLN's performance in preventing and handling infection ($r=-0.358$, $p=0.001$). **Conclusion:** Supervision through formative approach should be done IPCLN's performance would be better if IPCN monitored regularly. Organizational culture in the hospitals was good and reflected comfortable work atmosphere.

INTRODUCTION

According to the National Patient Safety Goals Hospital based on the Joint Commission International (2015) that achieving patient safety is reducing the risk of HAIs. One tool to manage the risk of HAIs infection in hospitals is using ICRA (Infection Control Risk Assessment). According to the Joint Commission on Accreditation of Health Care Organizations, making ICRA is one of the Infection Prevention and Control (IPC) programs of hospital accreditation standards. Compile an assessment of the risk of infection control in a hospital at an important value as an effort to prevent the potential for unexpected infections. In 2011, the Joint Commission International (JCI) implemented the International Patient Safety Goals (IPSG) program to help accredit hospitals in specific areas of concern in patient safety. The purpose of IPSG is to promote specific improvements in patient safety, pay attention to health problems, and find solutions to solve problems based on evidence and experts.

This IPSG consists of 6 targets, namely 1) correctly identifying patients, 2) increasing effective communication 3) increasing the safety of medicines to watch out for 4) ensuring correct location of operations, correct procedures, correct patients 5) reducing the risk of infection due to health care services 6) reduce the risk of injury to patients due to falls. In general, this study aims to the Influence of Organizational Structure and Supervision of Infection Preventive Control Nurse (IPCN) on the Performance of Infection Preventive Control Link Nurse (IPCLN) in Preventing and Handling Infection at the General Hospitals.

METHODS

The study used quantitative with design correlation which research was carried out at the same time aimed at finding relationships between variables (Polit& Back, 2012). The location of this research was carried out in Medan City General Hospital including H. Adam Malik Central and Dr. Pirngadi.

One hundred and one respondents were selected by total sampling with criteria, namely 60 IPCLNs and 10 IPCNs. The instrument used in this study has passed the reliability test, each variable showed the value of Cronbach's alpha as follows, the organizational culture variable adopts the NCAT questionnaire with the value of each sub variable as follows expectations 0.86, behavior 0.76, teamwork 0.92, communication 0.85, satisfaction 0.85, professional commitment 0.94. Performance variable with Cronbach's alpha value of 0.759. As for the supervision variable with a Cronbach's alpha value of 0.71 - 0.75. The analysis data were used the Spearman Rho test to see significant strengths and values (r). Interpreting the significant value (p), if the value of p was less than or equal to the value of α (0.05).

RESULTS

Based on table 1, majority age is productive as many as 70 nurses (100%), majority gender is female as many as 64 nurses (97%), and majority job position is IPCLNs as many as 60 (90.9%). Table 2. show that the results of organizational culture in the H. Adam Malik General Hospital majority is good as many as 33 nurses (89.2%), while organizational

culture in the Dr. Pirngadi General Hospital is good as many as 33 nurses (100%). Table 3. show that the results of IPCN supervise in the H. Adam Malik General Hospital majority is done as many as 15 nurses (50%), while IPCN supervise the Dr. Pirngadi General Hospital is not done as many as 19 nurses (63.3%). Table 4. show that the majority of IPCN performance in the H. Adam Malik General Hospital is good as many as 20 nurses (66.7%), while IPCN performance in the Dr. Pirngadi General Hospital is good as many as 25 nurses (83.3%). Based on table 5. the Spearman Rho correlation statistical test results show that the strength of influence between organizational culture and IPCLN performance in the prevention and control of infection category "low" with $r = -0.244$ and $p = 0.020$. As for the effect of supervision and performance of IPCLN in the prevention and control of infection category "low" with a value of $r = -0.358$ and $p = 0.001$. There was a significant influence between the two variables, the direction of the positive influence if the organizational culture was getting better the nurse's performance was also getting better. Likewise, if IPCN carries out regular and constructive supervision, IPCLN's performance in carrying out its duties and responsibilities will improve.

Table 1. Respondents demographic data

Variables	H. Adam Malik Central General Hospital (n=37)		Dr. Pirngadi General Hospital (n=33)	
	f	%	f	%
Age				
Productive (18-45 years)	37	100	33	100
Total	37	100	33	100
Genders				
Female	34	91.9	32	97.0
Male	3	8.1	1	3.0
Total	37	100	33	100
Positions				
IPCNs	7	18.9	3	9.1
IPCLNs	30	81.9	30	90.9
Total	37	100	33	100

Table 2. Distribution of frequency in organizational culture of IPCN and IPCLN in Medan City Hospital

Organizational culture	H. Adam Malik Central General Hospital (n=37)		Dr. Pirngadi General Hospital (n=33)	
	f	%	f	%
Good	33	89.2	33	100
Bad	4	10.8	0	0
Total	37	100	33	100

Table 3. Distribution of frequency in the IPCN supervise in Medan City Hospital

Supervise	H. Adam Malik Central General Hospital (n=37)		Dr. Pirngadi General Hospital (n=33)	
	f	%	f	%
Done	15	50%	11	36.7
Not done	15	50%	19	63.3
Total	30	100	30	100

Table 4. Distribution of frequency in the IPCN performance in Medan City Hospital

Performance	H. Adam Malik Central General Hospital (n=37)		Dr. Pirngadi General Hospital (n=33)	
	f	%	f	%
Good	20	66.7	25	83.3
Bad	10	33.3	5	16.7
Total	30	100	30	100

Table 5. The Influence of Organizational Structure and Supervision of Infection Preventive Control Nurse (IPCN) on the Performance of Infection Preventive Control Link Nurse (IPCLN) in Preventing and Handling Infection at the General Hospitals, Medan

Variables	Performance	
	r	p-value
Organizational culture	-0.244	0.020
Supervise	-0.358	0.001

DISCUSSION

The results of the study explained through the bivariate test found that there was an influence between organizational culture and IPCLN performance in the prevention and control of infections in the inpatient room. This study is in line with research conducted by Rukhviyanti, (2011) on the influence of organizational culture on nurse performance, stating a significant result between organizational culture and nurse performance. Organizational culture influences organizational performance (Kotter and Heskett, 1992). The key to good performance is a strong culture. A positive and strong culture can make the quality of individuals do work and achieve brilliant work, while negative and weak habits can reduce work motivation which results in decreased performance appraisal and poor performance. Therefore organizational culture has an active and direct role in performance management (Ehtesham and Muhammed, 2011). The researcher assumes that, if IPCN and IPCLN have a good organizational culture by having a good commitment and cooperation, then in carrying out the task will be independent, work effectively, have timeliness in completing work that has the quality of the work and the quantity that can be measured. The results of the bivariate analysis found that there was an influence between IPCN supervision on IPCLN performance in infection prevention and control. The results of the study are in line with the results of research conducted by Mustariningrum and Koeswo (2015) on the performance of IPCLN in Infection Prevention and Control in Hospitals: the role of training, work motivation and supervision. There is an influence between IPCN supervision on performance improvement in infection prevention and control. This shows that supervision by superiors (IPCN and IPC Committee) is good enough to encourage the effectiveness of IPC program implementation in hospitals. According to Winstanley and White (2013) supervision has the benefit of increasing feelings of motivation and personal well-being, besides that it can increase knowledge and self-awareness in solving problems, increase self-confidence, suppress emotional tension, increase moral values, increase job satisfaction, improve performance, decrease the number of skipping work. Researchers assume that supervision is carried out routinely and increase the knowledge and skills of IPCLN and implementing nurses can improve the performance of IPCLN in preventing and controlling infections in hospitals.

Conclusion

Organizational culture has an influence on IPCLN's performance and infection prevention and control. The culture formed in a hospital already refers to standard operational procedures, therefore there is no operational gap between organizational culture and performance or in other words directly proportional. IPCN supervision has an influence on the performance of IPCLN and does infection prevention and control. This result is influenced by the supervision carried out by IPCN routinely and if the supervise is increased it will also improve the performance of IPCLN itself.

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