

The Influence of Brief Counseling on Work Motivation and Implementation of Patient Safety Culture in Staff at Ramdani Husada Clinic

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ABSTRACT

The application of work motivation and patient safety culture is one facet of work culture, which is an organizational management concept. Additional evidence regarding the use and efficacy of counseling in the workplace can be obtained by understanding how different stakeholders use it. The purpose of this study is to ascertain how brief counseling affects staff members' job motivation and adoption of the Ramdani Husada Clinic's patient safety culture. Quantitative research employing a "nonequivalent control group design" methodology is the methodology employed. A sample of sixty-three individuals was selected using a non-random sampling technique. Three statistical tests are used in the data analysis technique: multivariate analysis of variance (MANOVA), paired sample t-test, and independent sample t-test. The findings of the study demonstrated that.

Keywords: brief counseling, implementation of patient safety culture, work motivation

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BACKGROUND

Work culture is an organizational management concept related to employee attitudes, beliefs, and perceptions relative to the principles and practices espoused by the institution (Mannion & Davies, 2018). Work culture in a care environment determines how nursing staff and other professionals actually work together in pursuit of achieving organizational goals whether they work in clinics, hospitals, health centers, and other healthcare institutions (Doha & Harhash, 2020). Wrong s

Workplace counseling is counseling given in the workplace to assist employees with any mental health issues that arise from, or are exacerbated by, employment. Workplace counseling is an aid to help situationally provoked problems, time-constrained interventions, and focuses on resolving specific situations (Heydari et al., 2022).

Preliminary studies show that the application of brief counseling to staff can have a positive effect on work morale. This gives the initial idea that brief counseling is a program that includes the formation of concepts, attitudes, and skills in the areas of effective communication, self-regulation techniques, problem solving, and emotional support. In particular, brief counseling training programs provide alternative solutions to the difficulties felt by health professionals in their work.

Based on this background, further study is needed on the effect of brief counseling on work motivation and implementation of patient safety culture in staff at Ramdani Husada Clinic

METHODS

Based on previous studies, no one has intervened with the brief counseling method with implications for the scope of the work environment, so based on our knowledge, this study is the first to test the method in the work environment, especially in hospitals. The application of the brief counseling method in the hospital work environment has the potential to have a positive impact on productivity. Brief counseling can help employees manage stress, improve mental health, and improve interpersonal relationships, all of which contribute to increased focus and work efficiency. In a stressful hospital environment, employees who feel emotionally supported tend to have higher motivation and lower absenteeism rates, which ultimately impacts overall performance and productivity.

RESULTS

Simultaneous Test Results

Table 1. Multivariate Test Results

	Effect	Value	F	Sig.
Intercept	Pillai's Trace	.983	1543.045 ^a	0,000
	Wilks' Lambda	.017	1543.045 ^a	0,000
	Hotelling's Trace	58.228	1543.045 ^a	0,000
	Roy's Largest Root	58.228	1543.045 ^a	0,000
kelompok	Pillai's Trace	.463	22.863 ^a	0,000
	Wilks' Lambda	.537	22.863 ^a	0,000
	Hotelling's Trace	.863	22.863 ^a	0,000
	Roy's Largest Root	.863	22.863 ^a	0,000

DISCUSSION

Work Motivation Before and After Brief Counseling to Staff at Ramdani Husada Clinic

The results of this study showed that work motivation in Ramdani Husada Clinic staff before giving brief counseling more than half had moderate motivation (55.4%). This showed no difference between the treatment group and the control group before brief counseling (p-value ≥ 0.05 ; 95%CI: -6.48-4.41).

In line with previous findings, increased work motivation can be achieved with brief counseling. The ideal reason is that in brief counseling, understanding a problem does not always lead to a solution to the problem and the focus is on building solutions, which center on clarifying goals and extending exceptions rather than problems (Takagi & Sakamoto, 2022). Solution Development through counseling improves communication within organizations, empowers organizations, improves efficiency.

Implementasi budaya keselamatan pasien sebelum dan sesudah pemberian *brief counseling* pada staf at Ramdani Husada Clinic

The results of this study showed that the implementation of patient safety culture in staff at Ramdani Husada Clinic before providing brief counseling in the treatment group as much as 75% was at a sufficient level and in the control group as much as 85.7% was at a sufficient level. This shows that the implementation of patient safety culture has no difference between the treatment group and the control group before the provision of brief counseling (p-value ≥ 0.05 ; 95%CI: -364 - 4.92) which is generally strong.

These findings imply that patient safety culture in institutions is beneficial for reducing burnout and improving work-life balance for all staff, regardless of individual and occupational characteristics. Therefore, investing in patient safety is "good business" for medical institutions. These initiatives as work resources can be planned at organizational, team, and individual levels to reduce staff burnout and improve quality of life.

The effect of brief counseling on work motivation and implementation of patient safety culture on staff at Ramdani Husada Clinic

The results showed that there was an influence of brief counseling on work motivation and implementation of patient safety culture on staff at Ramdani Husada Clinic (p-value <0.05). The evidence shows by Partial brief counseling affects work motivation (p-value:0.000; OR:17,02) and towards the implementation of a patient safety culture (p-value:0.000; OR:31.01).

This finding provides a scientific view that by providing brief counseling to staff, work motivation and patient safety culture implementation will increase, therefore it is important for managers in the clinic to continue to provide assistance through brief counseling. Therefore, consultations between staff and the role of managers in mediating staff wishes need to be carried out regularly In addition, priority for improvement in the form of non-punitive responses.

CONCLUSION

1. There are differences in work motivation before and after brief counseling to staff at Ramdani Husada Clinic (p-value ≤ 0.05 ; 95%CI: 6.70-19.37).
2. There are differences in the implementation of patient safety culture before and after brief counseling to staff at Ramdani Husada Clinic (p-value ≤ 0.05 ; 95%CI:9.57-20.35).
3. There is an influence of brief counseling on work motivation and implementation of patient safety culture on staff at Ramdani Husada Clinic (p-value <0.05). Partial brief couns.

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