RELATIONSHIP BETWEEN NURSE MOTIVATION AND PREVENTION ACTIONS (HAIs) IN ICU AND HCU ROOMS

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ABSTRACT

Nosocomial infections are a real problem worldwide and are increasing. The consequences are very detrimental to the patient, in addition to the number of days spent in the hospital, and the cost of treatment increases to the point of causing death. Nurses play an important role in the prevention of healthcare-associated infections (HAIs) because nurses are a healthcare team that deals directly with patients and infectious materials. Motivation for nurses is increasingly important because managers distribute work to be done well and integrated into the desired goals. This study aims to determine the relationship between nurse motivation and preventive action (HAIs) in the ICU, and HCU. Method: research that is quantitative analytic using a cross-sectional approach. The population in this study was 24 nurses in the ICU and HCU. Samples were taken using the total sampling technique. Results: the study showed that the motivation of the nurses was mostly in the good category by 19 people (79.2%), the preventive actions (HAIs) were mostly in the good category by 18 people (75%) and there was a significant relationship between the motivation of the nurses and the prevention of healthcare-associated infections (HAIs) in the ICU Room, HCU Pandega Hospital in 2022 because the value α > ρ value (0.05 > 0.001) and the chi-square value (χ2) count > chi-square (χ2) table (10.189 > 3.841). Conclusion: there is a significant relationship between nurse motivation and action (HAIs).

Keywords : Motivation ; Healthcare Associated Infections Precautions ; Nurses

1. INTRODUCTION

Patient safety is an effort by health workers to provide safe health services for patients and is a global and national issue for hospitals, this is an important component of the quality of health services, the basic principles of patient care, and a critical component of management. quality of health services (Rahman et al., 2021). According to the Hospital Accreditation Commission (KARS), every hospital is required to strive to fulfill the Patient Safety Goals (SKP). One of the patient safety goals listed in the 1st edition of the National Hospital Accreditation Standards (SNARS) which was enacted in January 2018 is to reduce the risk of infection related to health services (KARS – Komisi Akreditasi Rumah Sakit, n.d., p. 2017).

Infection Prevention and Control (PPI) is a challenge in the healthcare facility environment. The increase in infection rates related to health services is a concern for patients and health workers. Generally

(KARS – Komisi Akreditasi Rumah Sakit, n.d., p. 2017), Healthcare-related infections occur in all health care units, including urinary tract infections caused by catheters, blood vessel/blood vessel infections related to infusions both peripheral and central, and lung infections related to the use of ventilators (Rahman, 2022).

There are not much data regarding the incidence of HAIs in Indonesia involving many factors, one of which is that the number of HAIs in Indonesia is still something that is considered sensitive, and even if there is reporting, this data cannot be trusted because the reliability of surveillance is inadequate (Mokhamad Nurhadi, 2018) At present, the incidence of hospital infections has been used as one of the benchmarks for the quality of hospital services. Based on Kepmenkes no. 129 of 2008, the standard incidence of hospital infections is $\leq 1.5\%$. The operating license of a hospital can be revoked due to the high incidence of hospital infections. Even the insurers do not want to pay the costs incurred by this infection (Tumiwa, 2019).

The incidence of hospital infections at Pandega General Hospital from 2020 has increased by 23 people in 2021.

The occurrence of HAIs has a broad impact, both on patients, the community, and health infrastructure. For patients, HAIs cause discomfort because of the symptoms of infection that affect organ function disorders (multi-organ disorders). Patients require additional examinations and treatment with drugs such as antibiotics which are not needed, causing patients to be treated longer in the hospital and the consequence of increasing treatment costs. For hospitals, the occurrence of HAIs will reduce patient trust and satisfaction and cause an increase in germ resistance to hospitals (Rahman, 2022; Rahman et al., 2021).

Transmission can occur due to the use of tools through the hands of nurses and doctors directly. Transmission can occur due to not using a sterile technique. Tools that are ready to use if contaminated with the environment and used by nurses and doctors cause infection in patient care procedures. A nurse in carrying out treatment must begin by paying attention to sterile techniques both in the use of tools and with the action techniques used (Rahman et al., 2022). Hand washing will reduce 50% of infections and equipment that is less sterile as a result of the water used for washing tools contaminated with germs will result in infection in patients (Mu'tamar & Zulkarnain, 2019).

HAIs can be prevented through the application of general precautions. The application of general precautions is a part of infection control that cannot be separated from the role of each party involved, namely leaders, administrative staff, service providers, and service users including patients and visitors. Of course, health service providers, especially nurses, play an important role in the prevention of HAIs because nurses are members of the health team who deal directly with patients and infectious materials in the ward. In assessing the performance of nurses, one way is to evaluate the activities of nurses in providing nursing care. accordance with standard operating procedures and standards of nursing care (Putri et al., 2020).

Motivation is something that causes, distributes, and supports human behavior so that they want to work hard and enthusiastically to achieve optimal results. Motivation for nurses is increasingly important because managers distribute work to their subordinates to do well and be integrated towards the desired goals. The problem is, the leadership that encourages a

nurse to work varies greatly and differs in capabilities from one system to another. This can be seen in one nursing unit, some nurses are diligent and diligent at work, very productive, and have a high ability to complete their duties and responsibilities in providing nursing care. On the other hand, some nurses are lazy and lack enthusiasm and enthusiasm for work, so work productivity is low (Hulwani et al., 2021)

2 factors influence motivation, namely external and internal factors. External factors are working conditions, environmental status, salary,supervision/supervision, dministrative suitability, and interpersonal relationships. While the internal factors include: recognition and appreciation, achievements and accomplishments, the work itself, responsibility and progress, and development (Tinggi et al., 2018) .

Based on the results of a preliminary study of 10 nurses, it was found that 6 nurses did not wash their hands before acting, did not use personal protective equipment when acting, did not maintain sterile principles when acting, and did not manage medical waste according to its type and 4 nurses always washed their hands before acting, using personal protective equipment when carrying out an action, maintaining sterile principles when carrying out an action and managing medical waste according to its type. The results of interviews with nurses who were lacking in taking precautions for healthcare-associated infections (HAIs) said they felt a lack of enthusiasm in carrying out routine activities as nurses.

The nursing profession in the hospital is one of the health workers who is positioned as the front guard in providing nursing care services to patients who are in direct contact with patients at any time so that there is the potential for nosocomial infections to occur

(suprapto, 2016). Thus, if it is not equipped with personal protective facilities and the adherence of nurses use Personal Protective Equipment, it is very feared that there will be a risk of nosocomial infection and it is highly expected that the role of the Hospital is to continue to carry out supervision inherent in nurses in using Personal Protective Equipment every time they carry out nursing actions. The RSUD is also trying to improve ways to avoid cross-infection by conducting education and training for nurses and other health workers in using Personal Protective Equipment.

The purpose of this study was to find out "The relationship between nurse motivation and preventive actions for healthcare-associated infections (HAIs) in the ICU Room, HCU".

2. RESEARCH METHOD

This type of research is a type of quantitative analytic research using a cross-sectional approach. In this study, data collection for the independent variable and the dependent variable was carried out simultaneously based on the status of the situation at the time (data collection), namely the relationship between the motivation of nurses and the prevention of healthcare-associated infections (HAIs) in the ICU room. The measurement results are presented in the form of a frequency distribution table and a cross table (Sugiyono;, 2013).

The population in this study was 24 nurses in the ICU, and HCU. Sampling in this study used a total sampling technique.

The data used in this study used primary data, namely data obtained directly from the research object which was carried out directly to the respondents, but previously the respondents were asked for their willingness to participate in the research by

signing an informed consent (a statement of willingness to become a respondent).

Collecting data in this study is a questionnaire sheet. The motivational questionnaire consists of 11 question items and statement items in the form of positive questions and negative questions. The measurement uses a Likert scale with four criteria, namely positive statements: 4 = always, 3 = often, 2 = sometimes, 1 = never As for negative statements: 4 = never, 3 = sometimes, 2 = often, 1 = always. Meanwhile, the prevention of healthcare-associated infections (HAIs) uses a check sheet. The check sheet is used to observe the performance of implementing nurses in preventing healthcare-associated infections (HAIs), which consists of 6 items prevent healthcare-associated infections (HAIs), including washing hands before taking action, using personal protective equipment when carrying out procedures, maintaining sterile principles when carrying out procedures. , decontaminate medical devices after completing the action, manage medical waste according to its type, and wash hands after acting. Observations were made 1 (one) time.

3. RESULTS

Univariate analysis

Table 1. Description of Nurse Motivation in the ICU, HCU

No	Nurse Motivation	F	%
1.	Good category	19	79,2
2.	Less Good Category	5	20,8
	Amount	**24**	**100**

Table 2. Description of Healthcare Associated Infections (HAIs) Prevention Measures

No	HAI Precautions	F	%
1.	Good Category	18	75
2.	Less Good Category	6	25
	Amount	**24**	**100**

Bivariate Analysis

Table 3. Frequency Distribution of the Relationship between Nurse Motivation and Prevention of Healthcare-Associated Infections (HAIs) in the ICU, HCU

Nurse Motivation	Preventive measure HAIs						ρ value	χ²hitung
	Good Category		Less Good Category		Total			
	F	%	F	%	F	%		
Good Category	17	89,5	2	10,5	19	79,2		
Less Good Category	1	20	4	80	5	20,8	0,001	10,189
Amount	18	75	6	25	24	100		

4. DISCUSSION

1. Univariate analysis

   a. Description of Nurse Motivation:

The results of the study showed that the motivation of nurses in the ICU, and HCU was mostly in the good category as many as 19 people (79.2%). Thus it can be concluded that most nurses have good motivation in preventing nosocomial infections. The motivation of nurses regarding the prevention of nosocomial infections in the good category is illustrated in the observations and results of questionnaires conducted by researchers, including that nurses are enthusiastic about working and receive support from the leadership while working in the hospital by providing personal protective equipment to prevent infection transmission. This is in line with (Julianto et al., 2022) said that within the scope of the organization, the need for appreciation can be fulfilled by giving recognition and praise for the good contributions of employees. Upoyo Research and (Rahayu et al., 2018) said that

encouragement from within oneself (intrinsic factors) and the environment (extrinsic factors) are very influential on motivation.

The motivation of nurses in preventing nosocomial infections was in the bad category for 5 people (20.8%) due to the large workload that made nurses sometimes forget to prevent nosocomial infections, for example washing hands before and after carrying out standard nursing actions. Motivation is influenced by an individual's attitude in looking at his work. A person who views his work as a burden and is a compulsion to earn money will have low effort. Conversely, someone who views work as a need, dedication, challenge, and achievement will produce a high effort (Siahaan et al., 2018).

Motivation is formed from the attitude of an employee in dealing with work situations. Motivation is an encouragement of needs within employees that need to be fulfilled so that employees can adapt to their environment, while motivation is a condition

that drives employees who are directed to achieve organizational goals. (Budi Widianto, 2013)

b. Overview of Healthcare-Associated Infections (HAIs) Prevention Measures:

The results of the study showed that the majority of healthcare-associated infections (HAIs) in the ICU, HCU 2022 were in a good category as many as 18 people (75%). According to Wibowo (2018) Prevention efforts are a process of how work takes place to achieve work results. When connected with Wibowo's definition (2018), the achievement of the efforts of implementing nurses at RSUD in preventing nosocomial infections is slightly better. The difference in categorization between good and poor efforts is very thin, in fact, this has been illustrated from the background of the research conducted by the researcher.

The efforts made by the implementing nurse at the RSUD in taking nosocomial infection prevention measures can be increased through enthusiasm, discipline, responsibility, and taking action according to the standard operating procedures set by the hospital. In addition, the motivation and desire to always do the best that is displayed through efforts that lead to clear and directed organizational goals help individuals achieve the expected prevention efforts. (Wahyudi, 2018) said that the maximum results of performance efforts can be achieved if individuals can utilize knowledge, attitudes, and skills. Whereas (Febriyanti & Faslah, 2013) actual performance or achievement achieved by a person in carrying out tasks by the responsibilities assigned to him. Job performance according to (Maloni et al., 2017) is behavior that is relevant to organizational goals and can be measured at a professional level and can be seen from its

behavior. Because it takes perseverance, patience, and high motivation in carrying out these actions.

Based on the results of observations on the implementation of hand washing before taking action, the efforts of implementing nurses at hospitals are very high. From the data above, washing hands before taking action has a value among 6 (six) other infection prevention action items, even though washing hands before taking action. Hand washing is part of universal precautions which is very important to do for all health workers, especially nurses.

(Rahmatilah et al., 2020) Nurses play an important role in controlling nosocomial infections, especially in reducing the incidence of nosocomial infections in hospitals. From this study, it is clear that nurses play a very important role in reducing the incidence of nosocomial infections but vice versa, nurses can play a role in increasing the incidence of nosocomial infections in hospitals.

The Ministry of Health (2019) said that in general personal protective equipment has been used for years to protect patients from microorganisms present in health workers. However, with the emergence of AIDS and Hepatitis C, as well as increasing rates of tuberculosis in many countries, the use of personal protective equipment for health workers in health services has increased. With the emergence of new infections such as avian flu, SARS, and other infectious diseases, the use of appropriate and safe personal protective equipment is important.

Observations made in all inpatient rooms at the RSUD found that there were still nurses who did not maintain sterile technique when carrying out procedures because the nurse's workload was high and there were still nurses in the room who had never

participated in nosocomial infection prevention training. Even though the training is a form of short-term investment to help improve the ability of employees to carry out their duties (Siahaan et al., 2018). Training is a systematic process of changing the behavior of employees in a direction to improve organizational goals.

(Kartikasari, 2020) stated that training is important because it is a way used by organizations to maintain, maintain, maintain, and at the same time increase the expertise of employees so that they can then increase their productivity. In training an environment is created where employees can learn attitudes and skills, and specific behaviors related to employees, and are given instructions to develop their skills that can be directly used in order to increase the efforts of employees in the positions they occupy.

Observations made in all inpatient rooms at the RSUD found that there were still implementing nurses who did not manage medical waste according to its type. Medical waste is hazardous waste that can cause a chain of infection transmission if it is not managed properly. Public waste generated from hospitals or other health facilities can cause infection if not managed properly (Kemenkes, 2019)

The hospital has made standard operating procedures for handling hospital waste until it is managed in a shelter. In relation to the efforts of nurses in preventing nosocomial infections, there is no definite reason why almost half of the implementing nurses in the room do not manage medical waste properly. However, when related to motivation, nurses at the hospital have good motivation in preventing nosocomial infections. this is due to the availability of facilities and infrastructure so as to generate good motivation in nurses, in accordance with the intrinsic and extrinsic factors that affect the motivation of nurses.

Observations made in the inpatient room at the Hospital found that there were still nurses who did not wash their hands after carrying out the action. This could be due to the high workload of the nurses so that the nurses neglected to wash their hands after the procedure, and it could also be because the nurses used gloves. This is according (Kemenkes, 2019) that there are a number of things that must be considered by the implementing nurse in washing hands, namely hands need to be cleaned after contact with the patient with running water and soap, but if hands are not clearly dirty or contaminated, hands must still be cleaned using alcohol-based antiseptics.

2. Bivariate Analysis

Based on the results of research on the motivation of nurses with preventive healthcare-associated infections (HAIs) in the ICU Room, HCU RSUD showed that respondents with good motivation, almost all of them had good HAIs prevention measures as many as 17 people (89.5%), and respondents with poor motivation almost all of them had poor HAIs prevention measures as many as 4 people (80%).

The results of data analysis obtained a chi-square ($\chi 2$) value of 28.904 and a ρ value of 0.001. Based on the results of the data analysis above, it can be concluded that there is a significant relationship between the motivation of nurses and the prevention of healthcare-associated infections (HAIs) in the ICU, HCU RSUD because the value $\alpha > \rho$ value (0.05 > 0.001) and the chi-square value ($\chi 2$) count > chi-square ($\chi 2$) table (10.189 > 3.841), i.e. the better the nurse's motivation, the better the HAIs prevention action and conversely the less good the

nurse's motivation, the less good the HAIs prevention action.

This is in line with the research of Wahyuni and (Ardinata et al., 2018) which states that there is an effect of motivation on the performance of nursing care in the implementation and documentation of implementing nurses. This is in accordance with the theory according to (Manizar, 2015) motivation is an encouragement from oneself to achieve the desired goals and the results of motivation can be carried out in behavior. Based on this analysis, it can be seen that the better the motivation of the implementing nurses, the better the behavior of preventing nosocomial infections by nurses. Vice versa, the worse the nurse's motivation, the worse the behavior of nosocomial infection prevention by nurses. And this is corroborated by research (Nazirah et al., 2017) who said that there was a significant relationship between attitudes and behavior of nurses in preventing nosocomial infections.

This fact has a tendency that work motivation includes the dimensions of the need for achievement and plays a role in supporting the creation of professional nurse behavior. Based on this analysis, it can be seen that the better the motivation of the implementing nurses, the better the behavior in preventing nosocomial infections by nurses. Vice versa, the worse the nurse's motivation, the worse the behavior toward nosocomial infection prevention by nurses. Robin (2019) says that motivation is an interaction between the individual and the situation. Each individual has a different motivation for doing something. However, individuals tend to want to do something that is best for their lives.

In the study, it was found that there was a significant relationship between motivation and the performance of implementing nurses in preventing nosocomial infections. If someone is motivated to work, then he will try hard to demonstrate his ability to work.

(Finarti et al., 2017) some motivations are realized by the individual, and many individual behaviors are realized by the perpetrators. Thus, a very strong inner drive often makes the individual concerned to understand his own motivations.

5. CONCLUSION

There is a significant relationship between the motivation of nurses and the prevention of healthcare-associated infections (HAIs) in the ICU, HCU because the value $\alpha > \rho$ value $(0.05 > 0.001)$ and the value of chi-square $(\chi 2)$ count $>$ chi-square $(\chi 2)$ table $(10.189 > 3.841)$.

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