

FACTORS RELATED TO THE IMPLEMENTATION OF THE SAFETY MANAGEMENT SYSTEM AND OCCUPATIONAL HEALTH IN THE INPATIENT ROOM SULTAN ABDUL REGIONAL GENERAL HOSPITAL AZIZ SHAH EAST ACEH REGENCY IN 2022

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ABSTRACT

The Occupational Safety and Health Management System (SMK3) is a factor that plays an important role in hospital services. The purpose of this study was to determine the factors related to the implementation of SMK3 in the Inpatient Room of Sultan Abdul Aziz Syah Hospital, East Aceh Regency. The variables of this study are independent and dependent variables, where independent variables consist of knowledge, work environment, K3RS commitment, and K3RS supervision as well as dependent variables, namely the implementation of SMK3. The study was quantitative and cross-sectional with a population of 139 nurses and a large sample of 58 nurses taken by stratified random sampling technique. The data processed is in the form of primary data using questionnaires that are shared with nurses. To find out the relationship between independent variables and dependent variables, statistical tests were carried out using *chi-square*. The results of statistical tests with a significance level of 5% ($\alpha = 0.05$) showed that there was a meaningful relationship between the variables of knowledge, work environment, the commitment of K3RS, and K3RS supervision with the variables of SMK3 implementation with a p-value obtained from each variable < 0.05 . The implementation of SMK3 at the Sultan Abdul Aziz Shah Regional Hospital, East Aceh Regency, was included in the bad category of 27.6%. This shows that the implementation of SMK3 in the hospital has not been carried out properly. From the questions asked to nurses through questionnaires, there are several questions where the average nurse gives the lowest score on the questions for implementing SMK3, including in the use of PPE, attending seminars/training in the field of K3, attending K3 training, health checks, checking work environment conditions and supervising work environment conditions.

Keywords: *knowledge, work environment, K3RS commitment, K3RS supervision, and implementation of SMK3*

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INTRODUCTION

Health is a state of health both physically, spiritually and socially that allows everyone to live a socially and economically productive life. The optimal health degree is the highest degree of health in accordance with the environment that needs to be achieved so that people or communities can work more productively and live according to dignity, including their own health, family health, and environmental health (States et al., 2009). Occupational health and safety is an increasingly important health issue. According to ILO data every year there are 1.1 million deaths caused by work-related diseases or accidents. ILO data in 1999 stated that the cause of death in the workforce was occupational cancer, which was 34%. Other health problems are hearing, musculoskeletal, reproductive, and mental disorders (Afnina & Ramadhani, 2021).

A National Safety Council (NSC) report shows that the occurrence of accidents at RS is 41% greater than that of workers in other industries. Cases that often occur include needle stick injury (NSI), sprains, lumbago, scratches/cuts, burns, infectious diseases, and others (Psikologi

et al., 2020). Cases of occupational accidents (KAK) in health workers in the United States in 2011 were recorded as many as 58,860 cases and occupational diseases (PAK) also caused health workers to be out of work (Naipitu, 2017). Each year, in the United States there are an estimated 600,000-1,000,000 cases of needle stab wounds, but more than 60% go unreported. In addition, it is known that as many as 5,000 health workers are infected with Hepatitis B Virus (HBV) and 47 positives for Human Immunodeficiency Virus (HIV) (Fabiana Meijon Fadul, 2019).

Based on the Annual Report of BPJS Employment for the last 3 years, data on the number of work accidents continues to increase, including occupational diseases (PAK). In 2020 the number of work accidents amounted to 221,740 cases, then in 2021, the number of work accidents increased to 234,370, while most recently in 2022 (until November) the number of work accidents was recorded at 265,334 (Santia, 2023).

Ideally, the risk of KAK and PAK that can be experienced by health workers in hospitals can be minimized by implementing hospital occupational safety and health (K3RS). This is in accordance with the Regulation of the Minister of Health of the Republic of Indonesia Number 66 of 2016 concerning K3RS to ensure the safety and health of hospital human resources and other people who visit the hospital (Sandra et al., 2016). K3 problems occur due to various reasons including poor data and information management of every KAK and PAK incident, most hospital staff have never attended K3 counseling, training, or seminars so they do not know how to overcome the K3 problem.

From these various potential dangers, efforts are needed to control, minimize and if possible eliminate them, therefore K3RS needs to be managed properly. The Occupational Health and Safety Management System (SMK3) is something new and is the target of hospital accreditation assessment. In addition, SMK3 is a factor that is indirectly related to patients but plays an important role in hospital services. Hospital services cannot be said to be of high quality if they do not pay attention to the security and safety of patients and employees (Cruz-Milán, 2021).

But in reality, occupational health and safety in the hospital until now has not been an important priority for the hospital. Hospitals are still more concerned with business continuity, profits, meeting logistics needs, human resources, and developing new types of services (Cruz-Milán, 2021).

Sultan Abdul Aziz Shah Regional General Hospital is part of the health service system in East Aceh Regency, which in addition to carrying out curative and rehabilitative health services also plays a role in carrying out promotional and preventive activities in the health sector. As a curative and rehabilitative health service facility, of course, Sultan Abdul Aziz Shah Hospital is one of the places that has a risk of health hazards, not only for hospital visitors but also for health workers in hospitals. Therefore, a good occupational health and safety management system is needed to minimize potential hazards in hospitals in order to improve the health status of visitors and health workers in hospitals.

The initial data obtained by researchers during the initial survey at the Sultan Abdul Aziz Shah Regional Hospital already has an Occupational Safety and Health Advisory Committee (P2K3). Guidelines for Occupational Safety and Health Management Systems (SMK3) also exist. RSUD Sultan Abdul Aziz Shah is guided by several laws and regulations such as the Decree of the Minister of Health of the Republic of Indonesia Number 432 / MENKES / SK /

IV / 2007 concerning Guidelines for Occupational Health and Safety Management (K3) in Hospitals, Regulation of the Minister of Health of the Republic of Indonesia No. 66 of 2016 concerning Occupational Safety and Health in Hospitals, and several other regulations.

Rsud Sultan Abdul Aziz Syah also has programs or activities related to K3, but these programs are not carried out properly, because they are less coordinated and not organized as a K3RS management. The hospital's P2K3 teamwork mechanism works in a team and works functionally or works in multiple positions. The hospital's P2K3 team works concurrently in the office in the sense that the P2K3 team is not focused on handling K3, so the work of the P2K3 Team in carrying out its work is almost invisible.

Based on data from the K3 unit of Sultan Abdul Aziz Syah Hospital, there were 165 types of work accidents, namely 32 people were pierced by needles (19.39%), contaminated with chemicals/drugs/drugs/poisons as many as 15 people (9.09%), 13 people (9.09%), eye contact with chemicals/drugs/poisons there were 13 people (7.88%), inhaled chemicals/drugs/toxins there were 10 people (6.06%), skin contact with chemicals/drugs/toxins there were 9 people (5.45%), pinched there were 7 (4.24%), slashed sharp objects there were 29 people (17.58%), exposed to destructive materials/radiation there were 5 people (3.03%), stepped on sharp objects there were 3 people (1.82%), blunt object hit there were 17 people (10.30%), fatigue there were 21 people (12.73%), exposed to hot objects there were 4 people (2.42%). In addition, based on interviews conducted with the P2K3 Team, the work accident occurred due to several factors including the lack of knowledge of nurses related to Standard Operating Procedures (SPO) in carrying out duties as nurses, the lack of coordinators between the head of the room and the K3 party in building commitments to the implementation of K3, an uncomfortable work environment for nurses due to the lack of supporting facilities and infrastructure, lack of supervision or monitoring carried out by superiors and the relevant K3RS Team.

Based on the foregoing, it can be formulated what the Factors Related to the Implementation of the Occupational Safety and Health Management System in the Inpatient Room of the Sultan Abdul Aziz Shah Regional General Hospital, East Aceh Regency.

The research objectives to be achieved are as follows:

- a. To find out the relationship between nurse knowledge and the implementation of SMK3 at Sultan Abdul Aziz SyahPeureulak Hospital, East Aceh Regency.
- b. To find out the relationship between K3 Management Commitment and the implementation of SMK3 at Sultan Abdul Aziz SyahPeureulak Hospital, East Aceh Regency.
- c. To find out the relationship between the Nurse's Work Environment and the implementation of SMK3 at the Sultan Abdul Aziz SyahPeureulak Hospital, East Aceh Regency.
- d. To find out the relationship between K3 supervision and the implementation of SMK3 at the Sultan Abdul Aziz SyahPeureulak Hospital, East Aceh Regency.

Work safety is a condition that is free from the risk of accidents or damage or conditions with relatively very little risk, below a certain level (Sholihah et al., 2013). Health is a science whose application is carried out to improve the quality of life of the workforce through

improving health, and prevention of occupational diseases which is realized through health examinations, treatment, and nutritious food intake (Widayana, 2014).

The main objectives of Occupational Safety and Health (Kuswana, 2016):

1. Securing a system of activities/jobs from input, process to output. The activities in question can be production activities within the industry as well as outside the industry such as in the public sector and others.
2. The implementation of occupational safety programs is also expected to improve well-being.

Hospital Occupational Health and Safety Management System (SMK3)

According to the Regulation of the Minister of Health Number 66 of 2016, the Hospital Occupational Safety and Health Management System is part of the overall hospital management in the context of controlling risks related to working process activities in hospitals in order to create a healthy, safe, safe, and comfortable work environment for hospital resources, patients, patient companions, visitors, and the hospital environment.

The purpose of the K3RS Management System is the creation a way of working, a healthy, safe, comfortable work environment, and in order to improve the health degree of hospital employees. Meanwhile, the benefits of the Hospital Occupational Safety and Health Management System (SMK3) (Kmk4322007.Pdf, n.d.).

- a. For hospitals
 1. Improving the quality of service.
 2. Maintaining the operational continuity of the RS.
 3. Improves RS imagery.
- b. For hospital employees
 1. Preventing the occurrence of Accidental Work (KAK).
 2. Protect employees from Occupational Diseases (PAK).
- c. For patients and visitors
 1. Good quality of service.
 2. Satisfaction of patients and visitors.

The objectives of the Hospital Occupational Safety and Health Management System (Sandra et al., 2016) are a. Hospital leadership and management; b. hospital human resources; c. Patients; d. Visitor/delivery patient.

Factors Related to the Implementation of SMK3

The success rate of implementing SMK3 in a company or hospital is influenced by various factors, one of which is the factor of worker behavior about K3. Human behavior is all human activities or activities, both those that can be observed directly and those that can be observed only by outsiders (Pangkey et al., 2012). According to Green theory, behavior is influenced by 3 (three) main factors, namely Predisposing Factor, Enabling Factor, and *Reinforcing Factor* (Magister & Masyarakat, 2020).

a. Predisposing Factor

1. Knowledge

Knowledge is a response of a person's sensing to an object, knowledge itself is strongly influenced by the intensity of attention and perception of the object. Knowledge can also be obtained from one's own experience as well as the experience of others (Notoatmodjo, 2014).

b. Enabling Factor

1. Work Environment

The Work Environment is "the psychological, and physical social life in the company that affects workers in carrying out their duties. The working environment conditions are said to be good or appropriate if humans can carry out activities optimally, healthy, safe, and comfortable. The suitability of the work environment can be seen as a result of a long period of time, furthermore, poor work environments can demand more manpower and time" and do not support the acquisition of an efficient work system design (Dhita Widya Lupita et al., 2019).

c. Reinforcing Factor

1. K3 Commitment

In Government Regulation Number 50 of 2012 article 6 paragraph 1, it is explained that the application of SMK3 based on national policies on SMK3, one of which includes the determination of K3 commitments implemented by entrepreneurs. K3 commitments must reflect the vision, objectives and commitments of the company to implement policies, K3 commitments are endorsed and signed by the company's leadership in order to have strong legal force. K3's commitment is well documented and maintained so that SMK3 is successfully implemented and developed.

2. Surveillance (K3)

Supervision is the process of observation rather than the implementation of all activities to ensure that all work carried out proceeds according to a predetermined plan. The supervisory function in the K3 management system is a function to find out the extent to which workers comply with policies/regulations that have been set by the leadership to improve the performance of workers, especially those related to occupational health and are used as the basis for assessment for certification (Afnina & Ramadhani, 2021).

METHOD

Research is cross sectional that is research carried out at the same time at a predetermined period of time. The population in this study was all nurses in the inpatient room. Sultan Abdul Aziz Shah Hospital, East Aceh Regency, which has 139 people. The size of the sample in this study was taken using a formula which was then obtained by 58 respondents.

RESULTS AND DISCUSSION

The results of the research conducted on 58 nurses in the Inpatient Room of the Sultan Abdul Aziz Shah Regional General Hospital, as follows:

1. The relationship between SMK3 knowledge and the implementation of SMK3 in the inpatient room of Sultan Abdul Aziz Syah Hospital, East Aceh Regency in 2022

The statistical results of the relationship between SMK3 knowledge and the implementation of SMK3 in the inpatient room of Sultan Abdul Aziz Syah Hospital, East Aceh Regency in 2022 can be seen in the following table:

The relationship between the knowledge of SMK3 nurses and the implementation of SMK3 in the inpatient room of Sultan Abdul Aziz Syah Hospital, East Aceh Regency in 2022

No	SMK3 Knowledge	Implementation of SMK3				Total		<i>p-value</i>
		Good		Bad		F	%	
		f	%	f	%			
1	Good	36	62,1	0	0,0	36	62,1	0,000
2	Enough	6	10,3	13	22,4	19	32,7	
3	Bad	0	0,0	3	5,2	3	5,2	
Total		42	72,4	16	27,6	58	100,0	

Based on the table, the relationship between the knowledge of SMK3 nurses in the implementation of SMK3 in the inpatient room of Sultan Abdul Aziz Shah Hospital, East Aceh Regency, was obtained from 58 nurses who had good SMK3 knowledge with good SMK3 implementation as many as 36 nurses (62.1%), while those who had poor SMK3 knowledge were 3 nurses (5.2%).

The statistical test results obtained a p (sig) value = $0.000 < 0.05$, which means that there is a relationship between the knowledge of SMK3 nurses in the implementation of SMK3 in the inpatient room of Sultan Abdul Aziz Shah Hospital, East Aceh Regency in 2022.

2. The relationship between the nurse's work environment and the implementation of SMK3 in the inpatient room of Sultan Abdul Aziz Shah Hospital, East Aceh Regency in 2022

The statistical results of the relationship between the nurse's work environment and the implementation of SMK3 in the inpatient room of Sultan Abdul Aziz Syah Hospital, East Aceh Regency in 2022 can be seen in the following table:

The relationship between the nurse's work environment and the implementation of SMK3 in the inpatient room of Sultan Abdul Aziz Shah Hospital, East Aceh Regency in 2022

No	Work Environment	Implementation of SMK3				Total		<i>p-value</i>
		Good		Bad		F	%	
		F	%	F	%			
1	Good	38	65,5	11	19,0	49	84,5	0,041
2	Bad	4	6,7	5	8,6	9	15,5	
Total		42	72,4	16	27,6	58	100,0	

Based on the table, the relationship between the work environment of nurses in the implementation of SMK3 in the inpatient room of Sultan Abdul Aziz Syah Hospital, East Aceh Regency, was obtained from 58 nurses who had a good nursing work environment with the implementation of good SMK3 as many as 38 nurses (65.5%), while those who had a bad nurse work environment were 5 nurses (8.6%).

The results of the statistical test obtained a p (sig) value = 0.041 < 0.05, which means that there is a relationship between the nurse's work environment and the implementation of SMK3 in the inpatient room of Sultan Abdul Aziz Shah Hospital, East Aceh Regency in 2022.

3. The relationship between the commitment of K3 nurses and the implementation of SMK3 in the inpatient room of Sultan Abdul Aziz Syah Hospital, East Aceh Regency

The statistical results of the relationship between the K3 commitment of nurses and the implementation of SMK3 in the inpatient room of Sultan Abdul Aziz Shah Hospital, East Aceh Regency in 2022, can be seen in the following table:

The relationship between the commitment of K3 nurses and the implementation of SMK3 in the inpatient room of Sultan Abdul Aziz Syah Hospital, East Aceh Regency in 2022

No	K3RS Commitment	Implementation of SMK3				Total		<i>p-value</i>
		Good		Bad		F	%	
		F	%	F	%			
1	Good	37	63,8	8	13,8	45	77,6	0,002
2	Bad	5	8,6	8	13,8	13	22,4	
Total		42	72,4	16	27,6	58	100,0	

Based on the table, the relationship between the commitment of K3 nurses in the implementation of SMK3

in the inpatient room of Sultan Abdul Aziz Syah Hospital, East Aceh Regency was obtained from 58 nurses who had a good K3 nurse commitment with a good SMK3 implementation of 37 nurses (63.8%), while those who had a bad K3 nurse commitment were 8 nurses (13.8%).

The statistical test results obtained a p (sig) value = 0.002 < 0.05, which means that there is a relationship between the commitment of K3 nurses and the implementation of SMK3 in the inpatient room of Sultan Abdul Aziz Syah Hospital, East Aceh Regency in 2022.

4. The relationship between K3 nurse supervision and the implementation of SMK3 in the inpatient room of Sultan Abdul Aziz Syah Hospital, East Aceh Regency

The statistical results of the relationship between K3 nurse supervision and the implementation of SMK3 in the inpatient room of Sultan Abdul Aziz Shah Hospital, East Aceh Regency in 2022 can be seen in the following table:

The relationship between the supervision of K3 nurses and the implementation of SMK3 in the inpatient room of Sultan Abdul Aziz Syah Hospital, East Aceh Regency in 2022

No	Supervision K3RS	Implementation of SMK3				Total		<i>p-value</i>
		Good		Bad		F	%	
		F	%	F	%			
1	Good	35	60,3	9	15,5	44	75,9	0,031
2	Bad	7	12,1	7	12,1	14	24,1	
Total		42	72,4	16	27,6	58	100,0	

Based on the table, the relationship between K3 nurse supervision in the implementation of SMK3 in the inpatient room of Sultan Abdul Aziz Syah Hospital, East Aceh Regency, was obtained from 58 nurses who had good K3 nurse supervision with good SMK3 implementation as many as 35 nurses (60.3%), while those who had poor K3 nurse supervision were 7 nurses (12.1%).

The results of the statistical test obtained a p (sig) value = $0.031 < 0.05$, which means that there is a relationship between the supervision of K3 nurses and the implementation of SMK3 in the inpatient room of Sultan Abdul Aziz Shah Hospital, East Aceh Regency in 2022.

Discussion

Factors Related to the Implementation of SMK3 in the Inpatient Room of Sultan Abdul Aziz Shah Hospital, East Aceh Regency

1. The Relationship between Nurses' SMK3 Knowledge and the Implementation of SMK3

Based on the study results, it shows a significant relationship between nurse knowledge and the implementation of SMK3 in the inpatient room of Sultan Abdul Aziz Shah Hospital, East Aceh Regency in 2022, $p = 0.000 < 0.05$. Of the 36 respondents who are well informed about SMK3, the majority of SMK3 implementation is well 62.1%. Of the 6 respondents who were sufficiently knowledgeable about the implementation of SMK3, the majority of SMK3 implementation was not good at 5.2%. The better the respondent's knowledge, the better the implementation of SMK3.

This is in line with research conducted by Hasanah (2021). There is a meaningful relationship between the level of knowledge and the effort to apply K3 to respondents (Hanifa et al., 2017). There is a relationship between knowledge with perceptions of SMK3 (Tinggi & Kesehatan, n.d.).

According to the researchers' assumptions, based on the results of this study, it shows that the knowledge of nurses in the Inpatient Room of Sultan Abdul Aziz Syah Hospital, East Aceh Regency, is significantly related to the implementation of the Occupational Safety and Health Management System (SMK3). The better the level of knowledge of the inpatient room nurse, the better the level of implementation of SMK3. Good knowledge is possessed by nurses because some nurses are already Ners educated. Higher education will increase nurses' knowledge of nursing issues such as the implementation of the Occupational Safety and Health Management System (SMK3). In this study, nurses with sufficient knowledge were also found, which means that it still needs to be improved so that all nurses in the inpatient room of Sultan Abdul Aziz Syah Hospital, East Aceh Regency, have good knowledge about the implementation of the Occupational Safety and Health Management System.

2. The relationship between the nurse's work environment and the implementation of SMK3

Based on the results of the study, it was pointed out that of the 58 respondents who stated a good nurse work environment as many as 38 respondents (65.5%) and those who stated that it was not good 5 respondents (8.6%). Based on the results of the chi-square test conducted, significant results were obtained for the occurrence of a relationship, namely $p = 0.041$ smaller than the critical point ($p < 0.05$) this shows that there is a meaningful relationship between the work environment and the implementation of SMK3.

This is in line with research conducted by (Sari, 2019). According to the researcher's assumption, in working, nurses must have a good work environment for the implementation of SMK3 (Lucky Afri Senjani et al., 2021). Because by creating a good work environment, all nurses will be comfortable with their work either with their superiors, fellow colleagues, or subordinates (Modelling & Square, n.d.). To achieve a hospital's goal to provide the best service for patients (Novi Berliana, 2021).

3. The relationship between the commitment of K3 nurses and the implementation of SMK3.

Based on bivariate analysis, it showed that out of 58 nurses, respondents were obtained who expressed the commitment of K3 nurses both the implementation of SMK3 both as many as 37 people (63.8%) and to the implementation of SMK3 not good as many as 8 people (13.8%). Based on the results of the chi chi-square conducted, significant results were obtained for the occurrence of a relationship $p = 0.002$ smaller than the critical point ($p < 0.05$) this shows that there is a meaningful relationship between the commitment of K3 nurses and the implementation of SMK3.

This is in line with the research conducted by pointing out that there is a relationship between the commitment of K3 nurses and the implementation of SMK3 at dr. Zubir Mahmud Hospital. These results show that hospitals that already have a K3 nurse commitment will implement SMK3 well so that it is included in the satisfactory category (Afnina & Ramadhani, 2021). There is a committed relationship with the implementation of SMK3 (Benny M.P Simanjuntak, 2020).

According to the researcher's assumption, working nurses must have a good K3 nurse commitment to the implementation of SMK3, because the involvement of leaders and policies that are socialized to all workers/nurses will create a good K3 commitment and will affect the performance of the nurse.

4. The relationship between K3 nurse supervision and the implementation of SMK3

Based on bivariate analysis, it showed that out of 58 nurses, respondents were obtained who stated that there was K3 supervision of nurses both with the implementation of SMK3 both as many as 35 people (60.3%) and against the implementation of SMK3 was not good as many as 7 people (12.1%). Based on the results of the chi-square test conducted, significant results were obtained for the occurrence of a relationship $p = 0.031$ smaller than the critical point ($p < 0.05$) this shows that there is a meaningful relationship between the supervision of K3 nurses and the implementation of SMK3.

This is in line with research conducted by Afnina & Ramadhani (2021) showing that there is a relationship between the supervision of K3 nurses and the implementation of SMK3 at dr. Zubir Mahmud Hospital. There is a supervisory relationship to the implementation of K3 (Lestari et al., 2022).

According to the researcher's assumption, with the supervision of K3 nurses, nurses will better comply with policies or regulations that have been implemented so that they can monitor nurses' activities to avoid the risk of work accidents.

5. Implementation of SMK3 in the inpatient room of Sultan Abdul Aziz Shah Hospital, East Aceh Regency

Based on research conducted on nurses regarding the implementation of SMK3 in the inpatient room of Sultan Abdul Aziz Shah Hospital, East Aceh Regency, it can be seen in table 5.2 that the implementation of SMK3 hospitals is in the good category, namely 72.4% and the rest nurses state that the implementation of SMK3 is included in the bad category of 27.6%. This shows that the implementation of SMK3 in the hospital has not been carried out properly. From the questions asked to nurses through questionnaires, there are several questions where the average nurse gives the lowest score on the same implementation questions³, including in the use of PPE, attending seminars/training in the field of K3, attending K3 training, health examinations, checking work environment conditions and monitoring work environment conditions.

Nurses give the lowest scores based on the conditions they are experiencing. The average nurse replied that they do not often use PPE at work, even though PPE is fully available and sufficient for nurses, and has been stated in the K3 policies set in hospitals so that nurses use PPE every time they work. On the question about having attended a K3 seminar/training, some nurses also replied that they had never attended a K3 seminar/training, which caused nurses' knowledge and skills in working to be low. In the established K3 policy, it is stated that each nurse at least once a year attends a seminar/training on K3. However, in fact, there are some nurses who do not attend seminars/training in the field of K3 for nurses in hospitals. This is also one of the factors causing many nurses not to use PPE while working, due to lack of knowledge about occupational safety and health at work and the importance of PPE being used while working.

CONCLUSION

Based on the results of research conducted on factors related to the implementation of an occupational safety and health management system in the inpatient room of the Sultan Abdul Aziz Shah Regional General Hospital, East Aceh Regency in 2022, the conclusions that can be drawn are:

1. There is a relationship between nurses' knowledge and the implementation of SMK3 in the inpatient room of Sultan Abdul Aziz Shah Hospital, East Aceh Regency.
2. There is a relationship between the nurse's work environment and the implementation of SMK3 in the inpatient room of Sultan Abdul Aziz Shah Hospital, East Aceh Regency.
3. There is a relationship between the commitment of K3 nurses and the implementation of SMK3 in the inpatient room of Sultan Abdul Aziz Syah Hospital, East Aceh Regency.
4. There is a relationship between the supervision of K3 nurses and the implementation of SMK3 in the inpatient room of Sultan Abdul Aziz Shah Hospital, East Aceh Regency.

Suggestion

Based on the results of the research that has been carried out, the advice that can be given by researchers is:

1. The results of this study can be used as reference materials for the next year's research and research in different locations to multiply references to the Occupational Safety and Health Management System (SMK3) researchers can then add variables about Attitudes, Corporate Funding Sources, K3 Culture, Human Resources, And Compliance With Laws.

2. Sultan Abdul Aziz Shah Regional General Hospital, East Aceh Regency needs to create a good and comfortable work environment for workers, especially in this study are inpatient room nurses, especially so that the nurses themselves feel comfortable and calm at work and feel supported by the facilities in the hospital, which will later have an impact on the performance of the nurses themselves.
3. Sultan Abdul Aziz Shah Regional General Hospital, East Aceh Regency must also increase the commitment of K3 for all inpatient room nurses so that with the involvement of leaders and policies that are socialized to all nurses, it will create a good K3 nurse commitment and will affect the performance of the nurse.

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