

***THE RELATIONSHIP BETWEEN WORK MOTIVATION OF
PERIOPERATIVE NURSES BASED ON Mc-CLELLAND'S
THEORY AND THE IMPLEMENTATION OF 6 PATIENT
SAFETY GOALS AT KARSA HUSADA REGIONAL HOSPITAL
BATU***

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ABSTRACT

Nurses' motivation in working is for achievement, power, and affiliation, in addition to financial needs. The current phenomenon, nurses' motivation for patient safety is still inconsistent, as seen in surgical safety, where patients still use personal items that can pose a risk of infection. Therefore, nurses' motivation needs to be evaluated for consistency and this requires a high effort. This study aims to analyze the relationship between perioperative nurses' work motivation based on McClelland's theory and the implementation of 6 patient safety goals at Karsa Husada Batu Regional Hospital. This study used a correlational design with a cross-sectional approach. The study sample was all 37 perioperative nurses (Operating Room and Edelweiss Room A) at Karsa Husada Batu Regional Hospital. Data analysis used the Spearman Rank correlation test. The results of the statistical test showed a significant relationship between perioperative nurses' work motivation and the implementation of 6 patient safety goals ($p\text{-value} = 0.001$; $r = 0.541$). This relationship is classified as moderate and positive, which means that the higher the nurses' work motivation, the better the implementation of the 6 patient safety goals. Hospitals are advised to manage and improve the motivation of perioperative nurses by referring to McClelland's theory, this can be done by implementing a psychological approach and improving practices through continuous training to ensure that nurses' compliance with patient safety standards continues to increase from the moderate category to the high category.

Keywords: Work Motivation, McClelland's Motivation Theory, Perioperative Nurses, Six Patient Safety Goals.