

## **CHAPTURE III**

### **RESEARCH METHOD**

#### **3.1 Research Design**

The design of research is the final result of the decision stage taken by the researcher regarding the application of research (Nursalam, 2020). This study uses correlational quantitative research which aims to identify correlative relationships between variables with a minimum number of two variables. Correlative relationships refer to the tendency where one variable is followed by another (Nursalam, 2020).

This study uses a cross sectional approach. According to (Nursalam, 2020), research with a cross sectional approach is a design of research that focuses on measuring or observing data on independent and dependent variables at one time. A research design used to convey information about the prevalence, distribution, and relationship between variables in a population. This study aims to analyze the factors associated with the quality of nursing work life among nurses in the intensive care unit of RSUD Haji, East Java Province, Surabaya.

#### **3.2 Time and Place of the Research**

This research was conducted in the intensive care unit of RSUD Haji, East Java Province, Surabaya. The implementation time of the research study was on May 16-30, 2025.

### **3.3 Research Population, Sample, and Sampling**

#### **3.3.1 Research Population**

Population is a generalization area consisting of subjects or objects with certain characteristics set by researchers for analysis and conclusions (Nur Falah Setyawati et al., 2021). The population in this research study were all in the intensive care unit of RSUD Haji, East Java Province, Surabaya , totaling 64 people.

#### **3.3.2 Research Sample**

The sample is a component part of the population selected to be the subject of research using the total sampling technique (Nursalam, 2020). The sample in this research study were all nurses in the intensive care unit of RSUD Haji, East Java Province, Surabaya , totaling 64 people

#### **3.3.3 Research Sampling**

Sampling that represents a population is determined through a selection procedure called sampling. Sampling technique is a process of selecting from a population to obtain a sample that is suitable for research (Nursalam, 2020). In this research, the sampling technique used was a non-probability sampling technique with total sampling. Total sampling is a sample selection technique in which all members of the population are used as samples to be studied in research.

### **3.4 How to Collect Data**

#### **3.4.1 Primary Data**

Primary data is a source of information that researchers collect directly during research. This data is obtained from the original source, namely respondents or informants related to the variables under study. Primary data can be obtained using various methods, such as observation, interviews, or questionnaires. Primary data has various characteristics that are very important in research. First, primary data is raw data that has not undergone processing, providing an opportunity for researchers to interpret information more accurately and precisely in accordance with research objectives. Second, primary data provides information obtained directly from the first source, thus reducing the possibility of misinterpretation or distortion of information (Sulung & Muspawi, 2024). Primary data in this study was obtained through filling out a google form-based questionnaire.

#### **3.4.2 Secondary Data**

Secondary data is a source of research information obtained indirectly through intermediary media. This data is not obtained directly by researchers, but is taken from pre-existing sources, such as documents, literature, or information that has been collected by other parties. Secondary data sources can come from various sources, such as official documents, government publications, industry analysis from the media, as well as websites and the

internet (Sulung & Muspawi, 2024). To obtain the secondary data needed, researchers often use the book reference method, and previous journals.

### **3.5 Data Collection Methods**

The data collection method is the process of approaching the subject and collecting data information on the characteristics of the subject needed for research (Nursalam, 2020). Researchers focus on providing subjects, paying attention to the principles of validity and reliability, and overcoming problems so that data can be collected in accordance with the research plan.

The data in this research were only collected with a questionnaire based on google form. According to (Nursalam, 2020), questionnaires are a formal data collection method, where subjects are asked to answer questions in writing to obtain information related to research. The questionnaire used in this study is divided into three. The first is an individual factor data questionnaire that contains demographic data on respondents (age, education, marital status, number of children, length of employment, income). Second, the questionnaire used to measure social and the conceptual environment factors. Third, the questionnaire used to measure operational factors. Fourth, the questionnaire used to measure administrative factors. Fifth, a questionnaire to identify the quality nursing work life of nurses in the intensive care unit of RSUD Haji, East Java Province, Surabaya.

### 3.5.1 Research Instrument

A research instrument is a measuring tool used by researchers in collecting data so that it can be processed properly (Sugiyono, 2020). The instruments used in this study are

1. The informed consent sheet contains an agreement sheet whether or not to become a research subject.
2. Questionnaire sheet of individual nurse factors related to quality nursing work life. This questionnaire uses an individual factor questionnaire with 6 statement items containing age, education, marital status, number of children, length of work, and income.

Table 3. 1 Blue Print Data Demographic Characteristics Individual Factors

Variable	Indicator	Number of Statements	Number of Questions
<b>Independen: Faktor Individu</b>			
Age	21-25 years	1	1
	26-35 years		
	36-45 years		
	46-55 years		
	> 55 years		
Education	D3	1	2
	Ners		
	Masters Specialist		
	Doctor		
Marital Status	Married	1	3
	Unmarried		
	Divorced/ Widowed		
Number of Children	No Children	1	4
	≤ 2 Children		
	≥ 2 Children		
Length of Work	1-5 years	1	5
	6-10 years		
	> 10 years		
Income	< UMR	1	6
	> UMR		

3. Questionnaire sheet identifying social and contextual environment factors in nurses. This questionnaire uses a questionnaire of social and contextual environment factors containing 5 statement items consisting of 5 indicators, namely communication, leadership, relationships between nurses, relationships between professions, relationships between departments. The assessment category uses a linkert scale from each statement item, namely 1 = strongly disagree, 2 = disagree, 3 = undecided, 4 = agree, 5 = strongly agree

Table 3. 2 Blue Print Questionnaire Social and Contextual Environment Factors

Variable	Indicator	Number of Statements	Number of Questions
<b>Independent: Social and Contextual Environment Factors</b>	Communication	Statement 1	1
	Kepemimpinan	Statement 1	2
	Hubungan Antar Perawat	Statement 1	3
	Hubungan Antar Profesi	Statement 1	4
	Hubungan Antar Departemen	Statement 1	5

4. Questionnaire sheet identifying operational factors in nurses. This questionnaire uses from various questionnaires to examine operational factors consisting of four indicators namely staffing, schedule, competition, and supervisor supervision. The assessment category uses a linkert scale from each statement item, namely 1 = strongly disagree, 2 = disagree, 3 = undecided, 4 = agree, 5 = strongly agree

Table 3. 3 Blue Print Questionnaire Operational Factors

Variable	Indicator	Number of Statements	Number of Questions
<b>Independent: Operational Factors</b>	Staffing	Statement 1	6
	Schedule	Statement 1	7
	Competition	Statement 1	8
	Monitoring Supervisor	Statement 1	9

5. Questionnaire sheet identifying administrative factors in nurses. This questionnaire uses from various questionnaires to analyze administrative factors consisting of two indicators, namely career development and salary. The assessment category uses a linkert scale of each statement item, namely 1 = strongly disagree, 2 = disagree, 3 = undecided, 4 = agree, 5 = strongly agree.

Table 3. 4 Blue Print Questionnaire Administrative Factors

Variable	Indicator	Number of Statements	Number of Questions
<b>Independent: Administrative Factors</b>	Career Development	Statement 1	10
	Salary	Statement 1	11

6. Questionnaire sheet identifying quality nursing work life in nurses. This questionnaire uses the QNWL questionnaire from which contains 42 statement items consisting of four indicators, namely work life-home life, work design, work context, and work world. The assessment category uses a linkert scale from each statement item, namely 1 = strongly disagree, 2 = disagree, 3 = undecided, 4 = agree, 5 = strongly agree.

Table 3. 5 Blue Print Questionnaire Quality Nursing Work Life

Variable	Indicator	Number of Statements	Number of Questions
<b>Dependent: Quality Nursing Work Life</b>	<i>Work life-home life</i>	Statement 7	1,2,3,4,5,6,7
	<i>Work Design</i>	Statement 10	8,9,10,11,12,1,14,15,16,17
	<i>Work Context</i>	Statement 20	18,19,20,21,22,23,24,25,26,27,28,29,30,31,32,33,34,35,36,37
	<i>Work World</i>	Statement 5	38,39,40,41,42

### **3.5.2 Data Collection Techniques**

#### **1. Administrative Stage**

The steps involved in collecting data in this study are as follows::

1. The researcher prepared the research proposal and consulted it with the academic supervisor.
2. The researcher conducted a proposal seminar on February 3, 2025, followed by revisions and approval from the head examiner, examiner 1, and examiner 2.
3. The researcher submitted a request for a preliminary study permit to the Department of Nursing, Poltekkes Kemenkes Malang, which was issued on May 8, 2025, with letter number PP.06.02/F.XXI.15/141/2025 and addressed to RSUD Haji, East Java Province, Surabaya.
4. The researcher submitted a request letter for Ethical Approval from the Department of Nursing, Poltekkes Kemenkes Malang, to be addressed to RSUD Haji, East Java Province, Surabaya. The letter was issued on May 8, 2025, with letter number PP. 06.02/F.XXI.15/742/2025.
5. RSUD Haji, East Java Province, Surabaya issued the Ethical Approval on May 16, 2025, with letter number 445/79/KOM.ETIK/2025.
6. On June 13, 2025, the researcher submitted a request for a research permit letter to obtain a data collection authorization from the Department of Nursing, Poltekkes Kemenkes Malang.
7. RSUD Haji, East Java Province, Surabaya issued the data collection permit letter on May 16, 2025, with letter number 445/79/KOM.ETIK/2025.

## 2. Implementation Stage

1. The researcher conducted the research by distributing questionnaires via Google Forms through the heads of the ICU, ICCU, and NICU units at RSUD Haji, East Java Province, Surabaya, from May 16 to May 30, 2025.
2. After sufficient data was collected, the researcher performed data coding and tabulation, followed by data analysis using the SPSS application. The results were then presented in the results and discussion section.

## 3. Termination Stage

1. The researcher submitted a request for a certificate of research completion to RSUD Haji, East Java Province, Surabaya.
2. RSUD Haji, East Java Province, Surabaya issued the certificate of research completion on June 10, 2025, with letter number 407.2.3/171/102.10/8.2/2025.

## **3.6 Research Variables**

### **3.6.1 Independent Variables**

The independent variable is the influencing and determining factor, which is typically observed and measured to determine its relationship with other variables (Nursalam, 2020). The independent variables in this research include individual factors such as age, education, marital status, number of children, length of work, income, social and contextual environmental factors, operational factors, and administrative factors.

### 3.6.2 Dependent Variable

The dependent variable is the factor that is determined and influenced by other variables. It is examined and evaluated to identify whether there is a relationship with the independent variable (Nursalam, 2020). The dependent variable in this study is Quality of Nursing Work Life.

### 3.7 Definition of Operational

Table 3. 6 Operational Definition

Variable	Operational Definition	Measurement Tool	Data Scale	Score
<b>Independen : Faktor Individu</b>				
Age	The length of time since an individual was born until the time of the research.	Questionnaire: Demographics (Depkes, 2017)	Ordinal	Categories: 1 = 21-25 years 2 = 26-35 years 3 = 36-45 years 4 = 46-55 years 5 = >55 years
Education	The level of knowledge and personality development achieved through formal education based on the latest degree obtained.	Questionnaire: Demographics	Ordinal	Categories: 1 = Diploma 2 = Ners 3 = Master Degree 4 = Specialist 5 = Doctor
Marital Status	The respondent's marital condition, categorized as married, single, divorced/widowed.	Questionnaire: BPS	Nominal	Categories: 1 = Married 2 = Unmarried 3 = Divorced/ Widowed
Number of Children	The total number of children within the respondent's family.	Questionnaire: BKKBN	Nominal	Categories: 1 = No children 2 = $\leq 2$ children 3 = $\geq 2$ children
Length of Work	The length of time the nurse has been working from the	Questionnaire: Demographics	Ordinal	Categories: 1 = 1-5 years

Variable	Operational Definition	Measurement Tool	Data Scale	Score
	start of employment until the present.			2 = 6–10 years 3 = >10 years
Income	The amount of money received from work activities carried out.	Questionnaire: BPS Surabaya City	Ordinal	Kategori: Categories: 1 = ≤ UMR (Minimum Wage) 2 = ≥ UMR (Minimum Wage)
<b>Independent: Social and Contextual Environmental Factors</b>	Social and contextual environmental refers to pressure interpersonal interactions, work team dynamics, and professional relationships among health workers in the work environment of intensive care nurses. 1. Communication 2. Leadership 3. Relationships between nurses 4. Interprofessional relationship 5. Interprofessional relationship departement	Questionnaire: NQCPQ (Vuković et al., 2010)	Ordinal	Categories: 1 = Strongly Disagree 2 = Disagree 3 = Neutral 4 = Agree 5 = Strongly Agree  Score: a. 5–10 = Low b. 11–15 = Medium c. 16–25 = High
<b>Independent : Operational Factors</b>	Operational includes staffing, work schedules, control, supervision, supporting technology, and training for intensive care nurses. 1. Staffing 2. Schedule 3. Competition 4. Monitoring Supervisor	Questionnaire: PES-NWI (Lake, 2002)	Ordinal	Categories: 1 = Strongly Disagree 2 = Disagree 3 = Neutral 4 = Agree 5 = Strongly Agree  Scor: a. 4-9 = Low b. 10-15 = Medium

Variable	Operational Definition	Measurement Tool	Data Scale	Score
				c. 16-20 = High
<b>Independent : Administrative Factors</b>	Administrative includes organizational policies on safety and health, promotion and career development, salary and remuneration and benefits received by intensive care nurses. 1. Career Development 2. Salary	Questionnaire: <i>Career Development Scale</i> (Noe et al., 1990)	Ordinal	Categories: 1 = Strongly Disagree 2 = Disagree 3 = Neutral 4 = Agree 5 = Strongly Agree  Scor: a. 2-4 = Low b. 5-7 = Medium c. 8-10 = High
<b>Dependent : Quality Nursing Work Life</b>	Keseimbangan antara kehidupan perawat <i>intensive care</i> dan lingkungan kerja 1. <i>Work life-home life</i> 2. <i>Work Design</i> 3. <i>Work Context</i> 4. <i>Work World</i>	Questionnaire: QNWL (Brook & Anderson, 2004)	Ordinal	Categories: 1 = Strongly Disagree 2 = Disagree 3 = Neutral 4 = Agree 5 = Strongly Agree  Scor: a. 42-84 = Low b. 85-168 = Medium c. 169-252 = High

### 3.8 Operational Framework

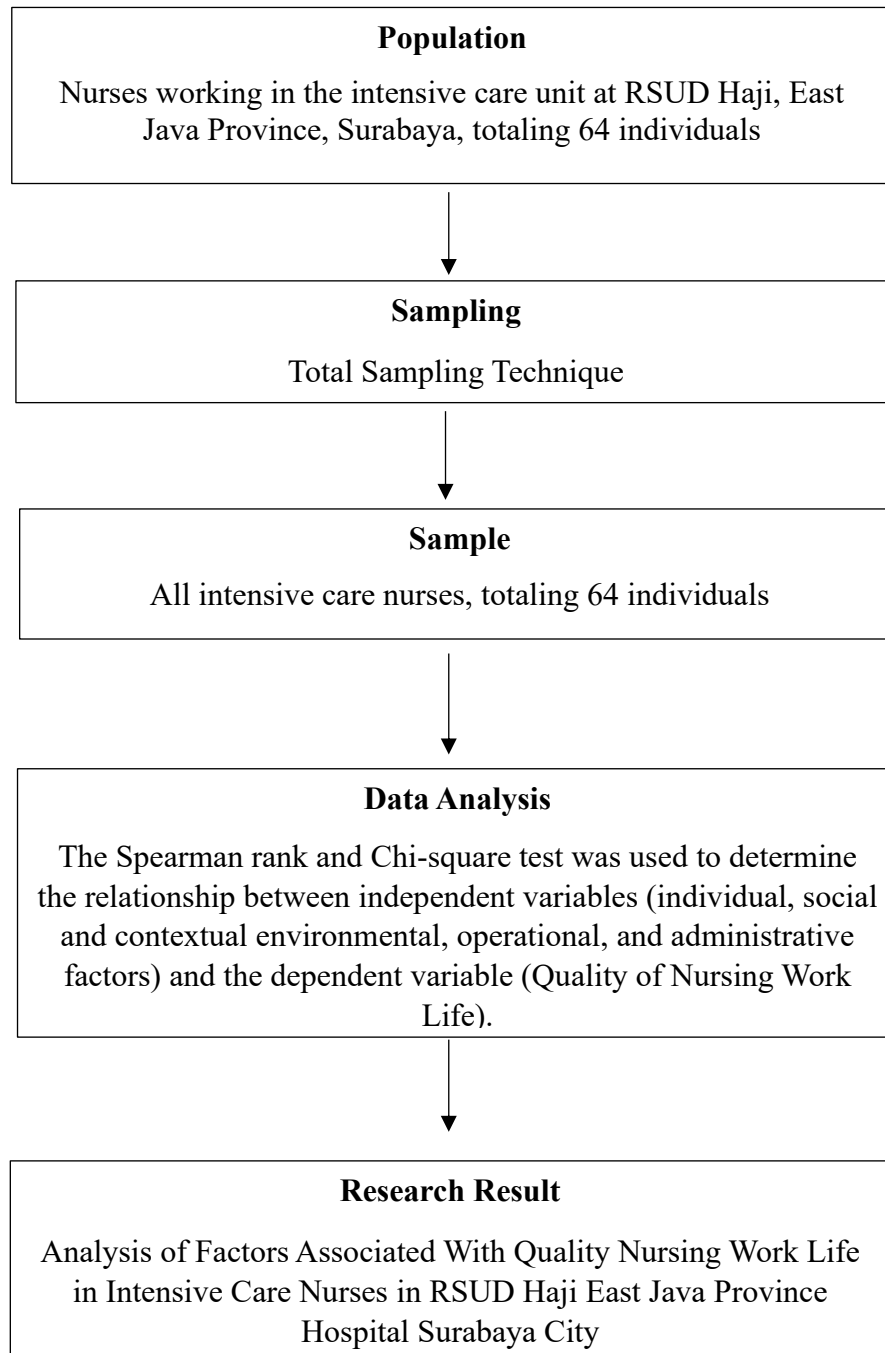


Figure 3. 1 Operational Framework Analysis of Factors Associated With Quality Nursing Work Life in Intensive Care Nurses in RSUD Haji East Java Province Hospital Surabaya City

### 3.9 Data Processing Techniques

After data collection, the data were analyzed with the objective of converting it into meaningful information that can be used for decision-making, particularly in hypothesis testing. The stages of data processing in this study are as follows:

#### 1. Editing

The editing stage involves checking the clarity and completeness of the data collection instruments completed by the respondents. At this stage, the researcher may correct and complete any missing data while ensuring the accuracy of the questionnaire results.

#### 2. Coding

The coding stage refers to the process of identifying and classifying each item in the research instrument according to the variables to be analyzed. This process involves transforming textual or categorical data into numerical codes. The codes used for the variables in this study are as follows:

##### a. Individual Factors

Age:

If the answer 21-25 years old is given code “1”

If the answer 26-35 years old is given code ‘2’

If the answer 36-45 years old is given code “3”

If the answer 46- 55 years old is given code “4”

If the answer >55 years old is given code “5”

### Education

If the answer D3 is given code “1”

If the answer Ners is given code “2”

If the answer Magister is given code “3”

If the answer Specialist is given code “4”

If the answer Doctorate is given code “5”

### Marital Status

If the answer Married is given code “1”

If the answer Unmarried is given code “2”

If the answer Divorced/ Widowed is given code “3”

### Number of Children

If the answer No Children is given code “1”

If the answer  $\leq 2$  Children is given code “2”

If the answer  $\geq 2$  Children is given “3”

### Length of Work

If the answer 1-5 years is given code “1”

If the answer 6-10 years is given code ‘2’

If the answer  $> 10$  years is given code “3”

### Income

If the answer  $\leq$  minimum wage is given code “1”

If the answer  $\geq$  minimum wage is given code “2”

b. Social and Contextual Environmental Factors

If the answer strongly disagrees is given code “1”

If the answer disagrees is given code “2”

If the answer is undecided is given code “3”

If the answer agrees is given code “4”

If the answer strongly agrees is given code “5”

c. Operational Factors

If the answer strongly disagrees is given code “1”

If the answer disagrees is given code “2”

If the answer is undecided is given code “3”

If the answer agrees is given code ‘4’

If the answer strongly agrees is given code “5”

d. Administrative

If the answer strongly disagrees is given code “1”

If the answer disagrees is given code “2”

If the answer is undecided is given code “3”

If the answer agrees is given code “4”

If the answer strongly agrees is given code “5”

e. *Quality Nursing Work Life*

If the answer strongly disagrees is given code “1”

If the answer disagrees is given code “2”

If the answer is undecided is given code “3”

If the answer agrees is given code “4”

If the answer strongly agrees is given code “4”

Jika jawaban sangat setuju diberikan kode “5”

### 3. Scoring

The scoring process is carried out once all the research data have been verified and completed. The scoring system used is:

#### a. Social and Contextual Environmental Factors

If the answer strongly disagrees is given scor “1”

If the answer disagrees is given scor “2”

If the answer is undecided is given scor “3”

If the answer agrees is given scor “4”

If the answer strongly agrees is given scor “5”

#### b. Operational Factors

If the answer strongly disagrees is given scor “1”

If the answer disagrees is given scor “2”

If the answer is undecided is given scor “3”

If the answer agrees is given scor “4”

If the answer strongly agrees is given scor “5”

#### c. Administrative

If the answer strongly disagrees is given scor “1”

If the answer disagrees is given scor “2”

If the answer is undecided is given scor “3”

If the answer agrees is given scor “4”

If the answer strongly agrees is given scor “5”

d. *Quality Nursing Work Life*

If the answer strongly disagrees is given scor “1”

If the answer disagrees is given scor “2”

If the answer is undecided is given scor “3”

If the answer agrees is given scor “4”

If the answer strongly agrees is given scor “4”

Jika jawaban sangat setuju diberikan scor “5”

Total Scoring:

a. Individual Factors

If the total scor 100% = All

If the total scor 76-99% = Almost all

If the total scor 51-75% = Majority

If the total scor 50% = Half

If the total scor 25-49% = Nearly half

If the total scor 1-24% = Minority

If the total scor 0% = None

b. Social and Environmental Contextual Factors

If the total scor 5-25 = Less

If the total scor 4-20 = Moderate

If the total scor 2-10 = High

c. Operational Factors

If the total scor 4-9 = Less

If the total scor 10-15 = Moderate

If the total scor 16-20 = High

d. Administrative Factors

If the total scor 2-4 = Less

If the total scor 5-7 = Moderate

If the total scor 8-10 = High

e. *Quality Nursing Work Life*

If the total scor 42-84 = Less

If the total scor 85-168 = Moderate

If the total scor 85-168 = Good

4. Tabulating

The tabulating stage involves calculating and organizing the scoring results into a master table. Data analysis in the form of frequency distributions and cross-tabulations was conducted using SPSS version 25.0. The data are presented in tables and described narratively..

### **3.10 Data Analysis**

According to (Nursalam, 2020), data analysis is a systematic process conducted on collected data to identify relationships that can be interpreted.

#### **3.10.1 Univariate Analysis**

Univariate analysis is a statistical technique used to describe the characteristics of each variable individually and to obtain the frequency distribution (Notoatmodjo, 2020). In this study, univariate analysis was used to identify the distribution of individual factors include demographic

characteristics, social and environmental contextual factors, operational factors, administrative factors, and Quality of Nursing Work Life (QNWL). The categorization follows the same score interpretation guidelines described earlier.:

If the total scor 100% = All

If the total scor 76-99% = Almost all

If the total scor 51-75% = Majority

If the total scor 50% = Half

If the total scor 25-49% = Nearly half

If the total scor 1-24% = Minority

If the total scor 0% = None

### **3.10.2 Bivariate Analysis**

Bivariate analysis is a method used to test the relationship between two variables, with the assumption of a significant relationship between the independent and dependent variables (Notoatmodjo, 2020). In this study, bivariate analysis was carried out using Spearman Rank correlation test and Chi-Square test to determine the relationship between the independent variables (individual: age, education, marital status, number of children, length of work, income, social and environmental contextual, operational, and administrative factors) and the dependent variable (QNWL) among ICU nurses at RSUD Haji, East Java Province.

The following are the results of the Sparman rank test analysis on the independent variables of individual factors (education, length of service,

income), social factors and contextual environment, operational factors, administrative factors on quality nursing work life with conditions:

1. In this analysis there are two possible test results, including:
  - a. Significant or meaningful, namely the existence of a relationship with the sample studied at the significance level, namely  $p \text{ value} < \alpha$  with  $\alpha$  being 0.05 so that  $H_1$  is accepted and  $H_0$  is rejected.
  - b. Not significant or not meaningful, namely the absence of a relationship with the sample under study at the significance level, namely  $p \text{ value} > \alpha$  with  $\alpha$  is 0.05 so that  $H_1$  is rejected and  $H_0$  is accepted.
2. The assessment of the Spearman rank correlation number determines the strength and weakness of the relationship in the variables, namely:
  - a. Correlation coefficient value 0.00-0.25: very weak correlation
  - b. Correlation coefficient value 0.26-0.50: weak to moderate correlation
  - c. Correlation coefficient value 0.51-0.75: strong correlation
  - d. Correlation coefficient value 0.76-1.00: very strong correlation
3. Based on the direction of the relationship between variables, the interpretation of the correlation is:
  - a. If the correlation coefficient value is positive, the relationship between the two variables is said to be unidirectional. A unidirectional variable relationship is if the independent variable increases, the dependent variable also increases.

- b. If the correlation coefficient value is negative, the relationship between the two variables is said to be unidirectional. An unidirectional variable relationship is if the independent variable increases, the dependent variable decreases.

In the results of the chi-square test analysis for the independent variable individual factors (age, marital status and number of children) on quality nursing work life with the following conditions:

- a. Significant or meaningful, namely the existence of a relationship with the sample under study at the significance level, namely  $p \text{ value} < \alpha$  with  $\alpha$  being 0.05 so that  $H_1$  is accepted and  $H_0$  is rejected.
- b. Not significant or not meaningful, namely the absence of a relationship with the sample under study at the significance level, namely  $p \text{ value} > \alpha$  with  $\alpha$  is 0.05 so that  $H_1$  is rejected and  $H_0$  is accepted.

### **3.10.3 Multivariate Analysis**

The multivariate analysis method is a statistical method used to analyze more than one variable simultaneously. With the assumption of the researcher to understand there is a significant dominant relationship between various independent variables, namely conceptual social and environmental factors, operational factors, and administrative factors with the dependent variable quality nursing work life (Notoatmodjo, 2020). In this study, multivariate analysis was carried out with linear regression tests to determine the strongest relationship between individual factors (income), social and contextual environment factors, operational factors,

administrative factors with dimensions of quality nursing work life in intensive care nurses in RSUD Haji East Java Province Hospital Surabaya City. The results of the linear regression test analysis can be seen with the following conditions::

1. In this analysis there are two possible test results, among others:
  - a. Significant or meaningful, that is, there is an influence of the independent variable on the dependent variable at the p-value significance level  $< \alpha$  with  $\alpha$  being 0.05, so that  $H_0$  is rejected and  $H_1$  is accepted.
  - b. Not significant or not meaningful, that is, there is no effect of the independent variable on the dependent variable, because the p-value  $> \alpha$  with  $\alpha$  is 0.05, so  $H_0$  is accepted and  $H_1$  is rejected.
2. Assessment of the strength of the relationship in the linear regression test can be seen from the coefficient of determination ( $R^2$ ) value, namely:
  - a. Coefficient of determination value 0.00-0.25: very weak correlation
  - b. Coefficient of determination 0.26-0.50: weak to moderate correlation
  - c. Coefficient of determination 0.51-0.75: strong correlation
  - d. Coefficient of determination 0.76-1.00: very strong correlation
3. Based on the direction of the relationship between variables, the interpretation of the regression coefficient ( $\beta$ ) is:

- a. If the  $\beta$  coefficient value is positive, the relationship between the variables is unidirectional. When the independent variable increases, the dependent variable also increases.
- b. If the  $\beta$  coefficient value is negative, the relationship between the variables is unidirectional: when the independent variable increases, the dependent variable decreases.

### 3.11 Research Ethics

Nursing science most of the research subjects are human, so researchers need to understand the rules of research ethics. This research received an ethical number as follows No. 445/79/KOM.ETIK/2025. After obtaining consent from the respondent, the questionnaire was given to the respondent by emphasizing ethical issues including:

1. The principle of benefit:

- a. Free from suffering

Researchers do without causing misery and harm to respondents. In this study, the subjects were free from suffering because the research subjects were not given interventions.

- b. Free from exploitation

Researchers conducted research according to procedures by staying away from exploitation..

- c. Risk (benefits ratio)

The researcher ensured that the research study was conducted according to procedure by being aware of the risk of harm to

respondents. In this study, the researcher provided flexibility in filling out the questionnaire because he considered the respondents.

2. Principles of human rights (respect human dignity)

a. The right to participate or not to become a respondent

Researchers provide flexibility to respondents. Respondents have the right to accept or refuse to be involved in research.

b. The right to get guarantees for the treatment provided

Researchers explain clearly and are responsible for everything that happens during research.

c. Informed consent

Researchers ensure that respondents receive a thorough and clear explanation of the purpose of the research, have the right to be willing or not to participate as respondents. The researcher also included an explanation that the respondent's data was used for scientific development.

3. Principles of justice (right justice)

1. Right to get fair treatment

Researchers provide fair treatment and without any discrimination to respondents when participating in research.

2. The right to maintain confidentiality

Researchers guarantee the confidentiality of data that has been provided by respondents. Respondents have the right to request that their personal data be kept confidential.

