

**ANALYSIS OF FACTORS AFFECTING THE COORDINATION FUNCTION IN THE
IMPLEMENTATION OF INFECTION PREVENTION AND CONTROL (IPC)
PROGRAMS BY INFECTION PREVENTION CONTROL LINK
NURSES (IPCLN) AT HOSPITAL
X JAKARTA**

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ABSTRACT

Based on report data from the Infection Prevention and Control Committee of X Hospital, the incidence of Health Care Associated Infection, namely Surgical Area Infection (SSI), increased in 2022 - 2024. The purpose of this study is to analyse the factors that influence the coordination function of the implementation of the IOP programme at IPCLN in Hospital Jakarta in 2024. This study used an analytical survey research design using a cross sectional approach, the population in this study were all IPCLNs at Hospital X Jakarta in 2024 amounting to 57 people and the sample used a total population which means that all IPCLNs at Hospital X Jakarta in 2024 amounting to 57 people were taken as research subjects. Univariate data analysis was carried out using the three box method, partial bivariate analysis using simple linear regression and simultaneous multivariate analysis using multiple linear regression using the help of the SPSS programme. The results of partial bivariate analysis obtained there is an influence of competence (p value = 0.000 < 0.05), there is an influence of supervision (p value = 0.000 < 0.05), there is an influence of the reward system (p value = 0.000 < 0.05) and there is an influence of awareness on the coordination function of the implementation of the PPI programme at IPCLN (p value = 0.000 < 0.05). The results of multivariate analysis simultaneously obtained there is an effect of competence, supervision, reward system and awareness simultaneously on the coordination function of the implementation of the IPI programme at IPCLN (p value = 0.000 < 0.05) and the most dominant supervision variable affects the coordination function (p value = 0.000 < 0.05). It is expected that IPCLN implementing nurses: improve skills in implementing PPI, take corrective action if the target results of PPI implementation are not in accordance with predetermined targets, give awards to nurses in each unit who excel in implementing PPI based on performance monitoring, openly accept other people's criticism in carrying out IPCLN functions in the field of PPI and try to comply with all applicable rules in carrying out implementation as IPCLN in the field of PPI.

Keywords: Competence, Supervision, Reward, Awareness, Coordination Function

INTRODUCTION

The World Health Assembly Resolution 72.6 (WHA72.6) mandates the development of a global patient safety action plan with the vision that "no one should be harmed in health care anywhere in the world, and every patient should receive safe and dignified care, at all times and in all places." The objective of this action plan is to provide a framework for countries to develop national action plans on patient safety, as well as to align existing strategic instruments to enhance patient safety across all clinical and health programs. (World Health Organization, 2021).

The patient safety indicator is the reduction of infection risks related to healthcare services. The impact of not properly preventing infections can lead to the occurrence of Health Care Associated Infections (HAIs). HAIs are infections that occur in patients during their care in hospitals and other healthcare facilities, where there was no infection upon admission and the patient was not in the incubation period. This includes infections acquired in the hospital that appear after the patient has been discharged, as well as infections contracted by hospital staff and healthcare workers related to the healthcare services provided in these facilities. (Kemenkes RI, 2017).

To prevent the occurrence of Health Care Associated Infections, the management of Hospital X has implemented prevention and control measures for infections in healthcare facilities, including hospitals, in accordance with the regulations set forth in the Minister of Health Regulation No. 27 of 2017. The steps taken involve forming an Infection Prevention and Control Committee (IPC) as an effort to prevent and minimize the

occurrence of infections among patients, staff, visitors, and the surrounding community of healthcare facilities. However, during the period from 2022 to 2024, Health Care Associated Infections (HAIs) continued to occur. Based on the report data from the Infection Prevention Committee of Hospital X, the following data on HAIs was obtained: According to the PPI data from Hospital X, there was an increase in Surgical Site Infections (SSI), which was 1.63% in 2022. This figure rose to 2.84% in 2023 and further increased to 4.39% in 2024, exceeding the established target of 2%. Bloodstream Infections (BSI) fluctuated, with a rate of 0.98‰ in 2022, increasing to 1.26‰ in 2023, and then decreasing to 0.59‰ in 2024.

Ventilator Associated Pneumonia (VAP) also fluctuated, with a rate of 2.46‰ in 2022, rising to 2.81‰ in 2023, and then decreasing to 2.34‰ in 2024. Urinary Tract Infection Incidence (UTI) fluctuated as well, with a rate of 0.64‰ in 2022, increasing to 0.66‰ in 2023, and then decreasing to 0.52‰ in 2024. To prevent Health Care Associated Infections at Harapan Kita Hospital, the role of the Infection Prevention and Control Nurse (IPCLN) is crucial for coordinating efforts to prevent infectious diseases while providing services. In management, coordination is a concept applied within a group, not towards individual efforts but rather among a number of individuals working together in a group to achieve a common goal. According to Terry (2020), coordination is a synchronized and orderly effort to provide the right amount and timing, and to direct the execution to produce a uniform and harmonious action towards predetermined

objectives..

Based on the description in the background of the problem above, the researcher is interested in conducting a study to take a closer look and perform a more in-depth analysis with the title "Analysis of the factors influencing the coordination function of the implementation of the Infection Prevention and Control (IPC) program by Infection Prevention and Control Nurses (IPCLN) at Hospital X Jakarta in 2024."

LITERATURE REVIEW

Infection Prevention and Control (PPI) is an effort to prevent and minimize the occurrence of infections in patients, staff, visitors, and communities surrounding health service facilities. The purpose of organizing PPI is to identify and reduce risk of infection being acquired and transmitted to patients, staff, personnel health professionals, contract workers, volunteers, students and visitors. In making this policy, hospitals need to first understand several principles related to PPIRS, including vigilance isolation consisting of standard precautions and transmission precautions.

Standard Precautions apply to all patients, regardless of the type of infection. Standard Precautions are designed to reduce risk. infected with infectious diseases in health workers either from the source of infection known or unknown. The standard precautions consist of:

- a. Hand hygiene/Handhygiene.
- b. Personal Protective Equipment (PPE): gloves, mask, goggles
- c. protector), face shield (face protector), gown.
- d. Patient care equipment.
- e. Environmental control.

- f. Processing patient equipment and linen management.
- g. Employee health or Health worker protection.
- h. Patient placement.
- i. Respiratory hygiene/cough etiquette.
- j. Precautions based on transmission

It is needed to break the chain of transmission of microbes that cause infection designed to be applied to patients who are known or suspected to be infected or colonized by pathogens that can be transmitted through air, droplets, contact with contaminated skin or surfaces. Types of alert based transmission:

- a. Through contact.
- b. Through droplets.
- c. By air (Airborne).
- d. Through common vehicles (food, water, medicine, tools, equipment).

RESEARCH METHODOLOGY

The research location is at Hospital X, Jl. Letjen S. Parman, West Jakarta. The research will be conducted in July 2024. The population in this study consists of all IPCLN at Hospital X in 2024, totaling 57 individuals. The sample in this research uses the total population, meaning all 57 IPCLN at Hospital X Jakarta in 2024 are taken as research subjects. Data was collected through a validated questionnaire. The data collection tool for the coordination function in this study is a questionnaire containing 10 statements with answer alternatives using a Likert scale.

Each question item has 4 answer alternatives: strongly disagree score 1, disagree score 2, agree score 3, strongly agree score 4. The data collection tools for competence, supervision, reward

system, and awareness in this study are questionnaires, each containing 10 statements (a total of 40) with answer alternatives using a Likert scale. Each question item has 4 answer alternatives: strongly

disagree score 1, disagree score 2, agree score 3, strongly agree score 4. Data analysis is conducted using the three-box method, both partially and simultaneously.

RESEARCH RESULTS

Table 1. Partial Analysis

Variabel	Koefisien B	Std. Error	t	P value
Constant	0,057			
Competition	0,213	0,141	2,507	0,038
Supervision	0,797	0,076	10,513	0,000
Reward system	0,260	0,109	2,386	0,021
Awareness	0,170	0,132	2,482	0,025

Based on the table above, the regression line equation is obtained using the formula $Y = a + B X_1 + B X_2 + B X_3 + B X_4$, resulting in $Y = 0.057 + 0.213 X_1 + 0.797 X_2 + 0.260 X_3 + 0.170 X_4$. This means that if competence, supervision, reward system, and awareness are considered to be zero, the coordination function of the PPI program implementation is 0.057 units. Furthermore, if competence, supervision, reward system, and awareness are increased by 1 unit, the coordination function of the PPI program implementation will increase by 1.497 units.

Based on the results of the partial regression test, a significant level was obtained with a p value < 0.05, where the competency p value = 0.038, the supervision p value = 0.000, the reward system p value = 0.021, and the awareness p value = 0.025. It can be concluded that H_0 is rejected and H_a is accepted, indicating that there is a partial influence of competence, supervision, reward system, and awareness on the coordination function of the implementation of the PPI program at IPCLN in Hospital X in 2024.

Table 2. Simultaneous Analysis

Model	df	F	Sig.
Regression	4	255.090	.000 ^a
Residual	52		
Total	56		

Based on the table above, the results of the regression test show a significance level of p value = 0.000 < 0.05, which allows us to conclude that H_0 is rejected and H_a is

accepted. There is a simultaneous effect of competence, supervision, reward system, and awareness on the coordination function of the PPI program implementation at IPCLN in

Hospital X in 2024. According to the multiple linear regression test, the most dominant variable affecting

the coordination function is supervision (p value = 0.000).

Table 3. Analyze The Coefficient Of Determination.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,975 a	,952	,948	1,406

Based on the table above, the simultaneous coefficient of determination is $0.952 \times 100\%$, meaning that all variables together contribute to the coordination

function of the PPI program by 95.2%, while the remaining 4.8% is influenced by other factors not examined by the researcher.

DISCUSSION

The Effect Of Competence On The Coordination Function Of PPI Program Implementation.

Based on the results of partial regression testing, the significance level p value for competence is $0.038 < 0.05$. It can be concluded that H_0 is rejected and H_a is accepted, indicating that there is a partial influence of competence on the coordination function of the PPI program implementation at IPCLN in Hospital X in 2024.

This result is supported by the theory proposed by Smith, J., & Johnson, M. (2019), which states that competence is a characteristic underlying an individual related to the effectiveness of their performance in their job, or the fundamental characteristics of an individual that have a causal relationship or cause-and-effect with the criteria used as a reference for being effective or performing excellently or superiorly in the workplace or in specific situations. Competence is a capability possessed by an individual that has market value and is applied from the results of creativity and innovation. Competence is the ability to carry out or perform a job or task based on

skills and knowledge, supported by the work attitude required by that job. (Garcia, R., & Patel, S, 2019).

According to researchers, there is an influence of competence on the coordination function of the implementation of the Infection Prevention and Control Program (PPI) at IPCLN in Hospital X in 2024. This is due to the fact that nurses implementing the IPCLN who possess competence in executing the PPI program can utilize their knowledge and skills to coordinate horizontally with nurses from other units and vertically with nurses in their respective units. This leads to alignment and integration in their work to achieve goals efficiently and effectively in the implementation of the PPI program.

The Effect of supervision on the coordination function of PPI program implementation.

Based on the results of the partial regression test, the significance level obtained is p value for supervision = $0.000 < 0.05$. It can be concluded that H_0 is rejected and H_a is accepted, indicating that there is a partial influence of supervision on the coordination function of the

implementation of the PPI program at IPCLN in Hospital X in 2024. This result is supported by Hsieh, C. C., and Wang, D. S. (2015), who state that etymologically "supervision" comes from the words "super" and "vision," which mean above and sight, respectively.

Thus, etymologically, supervision means sight from above; this figurative meaning describes a position that observes from a higher standpoint than that which is being observed. Supervision is adopted from the English word "supervision," which means oversight or monitoring. In the Great Dictionary of the Indonesian Language, the term supervision is defined as primary oversight or the highest level of control, and a person who performs supervision is called a supervisor. Supervision is all activities aimed at ensuring and guaranteeing that tasks/work have been carried out according to the established plan and in accordance with the guidelines outlined or the commands (rules) given.

According to researchers, there is an influence of supervision on the coordination function of the implementation of the Infection Prevention and Control Program (PPI) at IPCLN in Hospital X in 2024. This is due to the fact that nurses implementing the IPCLN who carry out supervision effectively can coordinate in an efficient and effective manner. The results of the supervision can serve as a basis for monitoring and evaluation to ensure that the implementation of PPI by nurses in each unit is carried out according to the established plan and in accordance with the outlined policies or directives given. If the supervision results indicate that there are nurses in each unit making mistakes in the implementation of PPI, the nurses implementing the IPCLN can quickly coordinate to

rectify the implementation of PPI in line with the established prevention program.

The effect of the reward system on the coordination function of the implementation of the PPI program.

Based on the results of the partial regression test, the significance level obtained for the reward system is $p \text{ value} = 0.021 < 0.05$. It can be concluded that H_0 is rejected and H_a is accepted, indicating that the reward system has a partial effect on the coordination function of the PPI program implementation at IPCLN in Hospital X Jakarta in 2024.

This result is supported by Gibson's theory (2019), which states that the reward system encompasses everything that is valued and desired by human resources that are capable and willing to be provided by the company in exchange for the contributions made by those human resources. In other words, the reward system is the compensation given by the company to the workforce, as the workforce has contributed their effort and thoughts for the advancement of the company in order to achieve the established goals. A reward system is a policy framework established by an organization to provide recognition to employees for their efforts, skills, competencies, and responsibilities towards the organization.

A good reward system is one that can ensure employee satisfaction, which in turn allows the company to attract, retain, and employ a diverse group of individuals with various positive attitudes and behaviors, working productively for the benefit of the company (Dale, K., 2017). According to researchers, there is an influence of the reward system on the coordination function of the implementation of the PPI

program at IPCLN in Hospital X in 2024. This is because if the reward system is applied effectively, the nurses implementing the IPCLN will feel that their work is valued, which will enhance job satisfaction and increase work productivity. This encourages the nurses implementing the IPCLN to improve their performance by executing the coordination function as effectively as possible with nurses from other units in order to achieve the goals set in the PPI program.

The Effect of awareness on the coordination function of the PPI program implementation.

Based on the results of the partial regression test, the significance level obtained is $p \text{ value awareness} = 0.025 < 0.05$. It can be concluded that H_0 is rejected and H_a is accepted, indicating that awareness has a partial effect on the coordination function of the implementation of the PPI program at IPCLN in Hospital X in 2024.

This result is supported by Brigham's theory (2020), which states that self-awareness is a state in humans when they direct their attention to focus on their own content or the degree of attention directed inward to concentrate on aspects of self-attention. According to Goleman (2019), self-awareness is the ability of a person to understand, accept, and manage all the potential within themselves. The potential one possesses is used for the development of life in the future. Based on the opinions of these experts, it can be concluded that self-awareness is an individual's ability to introspect, to understand and accept all potentials for future life development. Furthermore, Singh emphasizes that self-awareness connects a person with their feelings, thoughts, and personal actions, thereby helping

them gain a clearer perception of what they want to achieve in life and, consequently, allowing them to work at their level of competence. According to researchers, there is an influence of awareness on the coordination function of the implementation of the PPI program at IPCLN in Hospital X in 2024.

This is because if the implementing nurses of IPCLN have good awareness, they will be able to understand, accept, and manage all the potential within themselves, which can enhance coordination functions both horizontally with implementing nurses from other units and vertically with the implementing nurses in their respective units. Furthermore, good awareness will enable the implementing nurses of IPCLN to connect their feelings, thoughts, and actions effectively in carrying out coordination functions, as they can work at their level of competence.

The simultaneous Analyze Effect of Competence, Supervision, Reward System, And Awareness On The Coordination Function Of PPI Program Implementation.

Based on the results of the simultaneous regression test, a significance level of $p \text{ value} = 0.000 < 0.05$ indicates that H_0 is rejected and H_a is accepted. This means there is an influence of competence, supervision, reward system, and awareness simultaneously on the coordination function of the PPI program implementation at IPCLN in Hospital X in 2024. According to the multiple linear regression test, the most dominant variable affecting the coordination function is supervision ($p \text{ value} = 0.000$).

This result is supported by Brown, A. (2020), who states that coordination is a process of a series of activities aimed at harmonizing

each step and activity within different organizations that have interconnected goals, in order to achieve swift movement towards the established objectives. The main objective of coordination is to create "unity of action," which in turn will ensure the integration of implementation and simultaneously enhance the efficiency, effectiveness, and productivity of the cooperation among the involved components. Coordination will work well if employees possess competence, which is the ability or capacity of a person to use knowledge and skills in carrying out various assigned tasks. (Malloy, T., & Penprase, B. 2010). In addition, employee awareness also affects the coordination function because when employees have a clear understanding of their tasks and goals, they will feel more confident, motivated, and enthusiastic in performing their work (Antonius Atosokni Gea). (2019).

Another factor related to coordination according to Jabeen, R., & Rahim, N. (2021) is supervision, which is the process of monitoring, checking, and inspecting aimed at assisting and improving work. Good supervision can align different activities that have interconnected goals, thereby achieving the established objectives of the organization. In addition, the reward factor will also facilitate coordination functions because rewards will make employees feel that their contributions to the company are valued, allowing for the efficient and effective integration of activities in separate units through coordination. (Triana, 2015; Sunarsi, 2018).

According to researchers, the most dominant variable affecting the coordination function of the PPI program implementation at IPCLN in Hospital X in 2024 is supervision. This

is because good supervision can facilitate the coordination function by aligning the different activities of each unit, which, while varied, have interrelated goals. This alignment helps achieve the organization's established objectives, namely the prevention of infectious diseases or Healthcare Associated Infections that most frequently occur at Hospital X, such as Surgical Site Infections (SSI), Urinary Tract Infections (UTI), lower respiratory tract infections, Ventilator Associated Pneumonia (VAP), and Bloodstream Infections. (IAD).

CONCLUSION

1. There is an influence of competence on the coordination function of the PPI program implementation at IPCLN (p value = 0.000 < 0.05).
2. There is an influence of supervision on the coordination function of the PPI program implementation at IPCLN (p value = 0.000 < 0.05).
3. There is an influence of the reward system on the coordination function of the PPI program implementation at IPCLN (p value = 0.000 < 0.05).
4. There is an influence of awareness on the coordination function of the PPI program implementation at IPCLN (p value = 0.000 < 0.05).
5. There is a simultaneous influence of competence, supervision, reward system, and awareness on the coordination function of the PPI program implementation at IPCLN (p value = 0.000 < 0.05), with the supervision variable being the most dominant factor affecting the coordination function (p value = 0.000 < 0.05).

Encouragement

1. For the research site based on the results of the research that has been conducted, the recommendations for the implementing nurses of IPCLN are as follows:
 - a) Management can facilitate the implementing nurses of IPCLN to enhance their competencies in the implementation of the PPI program, which can be obtained from workshops, webinars, training, and regular learning held both internally within the hospital and externally.
 - b) Management can organize regular coordination meetings with cross-sectoral teams and relevant departments to discuss the results of supervision from IPCLN for mutual improvement and enhancement.
 - c) Management can facilitate specialized supervisory training on supervisory and managerial techniques, which includes communication skills to improve supervision from IPCLN so that supervision can make a significant contribution to the coordination function of the PPI program implementation at Hospital X in Jakarta. The benefits of the research can also facilitate the PPI Committee and hospital management in preparing future organizational activity plans related to the improvement of IPCLN performance, and it can serve as feedback in the evaluation of supervisory functions.
 - d) Management can provide rewards for nurses implementing IPCLN in each unit that excel in carrying out the PPI program based on performance monitoring.
 - e) Management can provide adequate resources such as equipment and access to the latest literature to effectively support the role of the IPCLN, with the expectation that it will enhance awareness for improvement efforts if the outcomes of the PPI implementation do not meet the established targets.
 - f) Management can instruct all components of the hospital community, together with the implementing nurses of IPCLN, to strive to comply with all applicable regulations in carrying out their duties as IPCLN in the field of infection prevention and control.
2. For future researchers Based on the limitations of this study, the following suggestions are put forward for the advancement of education:
 - a) It is recommended that future research include unit heads or unit managers, so that a comprehensive analysis of the success level of the PPI program can be conducted.
 - b) It is suggested that future research utilize a mixed-methods design with more variables and a larger number of respondents, allowing for the development of variables and research outcomes.

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