

The Influence Of Monitoring, Evaluation, Supervision And Teamwork Effectiveness On The Implementation Of The 7 Principles Correct Of Drug Administration In Non-Covid-19 Inpatient Installations In Hospitals

Pratama Zendrato¹, Rafael Ginting^{2*}, Santy Deasy Siregar³

^{1,2,3} Master of Public Health Study Program, Faculty of Medicine, Dentistry and Health Sciences, Prima University of Indonesia, Medan, Indonesia

* Corresponding Author:

Email: rafaelginting@unprimdn.ac.id

Abstract.

The purpose of this study was to analyze the influence of monitoring, evaluation, supervision and teamwork effectiveness on the implementation of the seven Correct principles of drug administration at the Hospital in Pematang Siantar and compare the theory. The author studied by collecting data using various literature studies, questionnaires which were arranged as instruments to obtain quantitative data with a Likert scale system which were distributed to 103 respondents. This research is quantitative analytic with cross sectional approach. The research was conducted at Hospital in Pematang Siantar. The research population was 103 people and all of them were used as samples (total sampling). Data analysis was univariate, bivariate with chi-square test, and multivariate with multiple logistic regression at 95% confidence level ($\alpha=0.05$). The results showed that the implementation of the 7 principle was correct in administering drugs in the non-Covid-19 Inpatient Installation of Hospital Pematang Siantar was influenced by monitoring variables ($p=0.000$), evaluation ($p=0.036$), teamwork effectiveness ($p=0.042$). While the variable that has no effect is supervision ($p = 0.405$). The monitoring variable has a greater influence on the implementation of the 7 principles correctly administering drugs with a value of $OR = 10,643$ meaning that nurses who state that monitoring is good have the opportunity to implement the 7 principals correct of giving drugs properly by 10.6 times higher than nurses who state that monitoring is not good. The conclusion of the study is that monitoring, evaluation and effectiveness of teamwork affect the implementation of the 7 principles correct of drug administration. It is recommended that the hospital can carry out continuous monitoring and evaluation related to the procedures that have been set as a benchmark for achieving SOPs that are applied in implementing the 7 principles correct of drug administration. Nurses need to improve the effectiveness of teamwork (teamwork) so as to minimize the adverse impact on the patients served.

Keywords: *Monitoring, Evaluation, Supervision, Teamwork Effectiveness and The 7 Principal correct Medication.*

I. INTRODUCTION

Quality health services will increase the effectiveness and efficiency of the services provided by hospitals to customers. The hospital as one of the embodiments of the organization must also make continuous improvements. Patient safety as a discipline within the healthcare profession that applies safety science methods for the purpose of achieving a trustworthy healthcare delivery system. Patient safety is an issue that is considered in hospital administration. The World Health Organization formed the World Alliance for Patient Safety in 2004 as a form of effort to improve patient safety on an international scale. In Indonesia, the Indonesian Hospital Association (PERSI) specifically formed the Hospital Patient Safety Committee (KKPRS). KKPRS has the main task of encouraging and fostering the patient safety movement in all health service facilities in Indonesia the main professional goal of nurses is to provide and improve patient health by implementing patient safety [1]. The Ministry of Health of the Republic of Indonesia emphasizes the importance of patient safety and is recognized as a global issue [2]. This supports the International Patient Safety Goals which identify six patient safety goals, namely: Accurate patient identification, improved effective communication, Increased safety of drugs to watch out for, Certainty of the Correct Location & Correct procedure and Correct operation, Reduction of the risk of infection related to

health services, Reduction of patient risk fall down [3]. Medication errors are one of the most common health-threatening errors that affect patient care and conflict with one of the goals of patient safety [4]. These errors are considered a global problem that increases morbidity and mortality, length of stay in hospital, and costs during hospitalization [5]. This research was conducted at the Hospital in Pematang Siantar. Based on the data obtained from the hospital, the number of patient safety incidents at the Hospital in Pematang Siantar has fluctuated over the last 5 years.

The past 5 years there have been 113 cases of patient safety incidents at the Hospital Pematang Siantar. The number of cases of drug administration errors was 23 (20.4%), and the number fluctuated every year. The highest number occurred in 2017 with 7 cases (25.9%), and the lowest in 2018 with 3 cases (15.0%). The hospital is trying to reduce the number of patient safety incidents according to the target, namely 0 events. The Data above shows that of the 23 types of drug administration error incidents over the past 5 years, the most frequent were unexpected events with 10 cases, 8 cases of non-injury and 5 cases of near misses. Furthermore, based on the scene of the incident where the drug administration error occurred at the Hospital Pematang Siantar. According to the place of occurrence, the most incidents of drug administration errors occurred in the Cempaka Room and the Mawar Room with 4 cases each, while the least occurred in the Perinatal and Covid Isolation rooms with 1 case each. The Hospital in Pematang Siantar has Standard Operating Procedures for the 7 principle of drug administration issued by the Director of Hospital in Pematang Siantar. When the letter was first issued, each head of the room gave an explanation to the implementing nurse in the inpatient room about 7 principle of drug administration, but lately it has only been explained to the nurse just now or usually after an error in drug administration. The preliminary survey that the researchers conducted at the Hospital in Pematang Siantar obtained data from the administration that the total number of nurses at the Hospital in Pematang Siantar al were 139 people consisting of 125 nurses in inpatient installations and There are 14 nurses in outpatient installations.

The number of nurses in the inpatient installation was divided into 103 nurses in the non-Covid-19 room, and 22 nurses in the Covid-19 room. The focus of this research is on nurses in the Non-Covid-19 room as many as 103 people. During the Covid-19 pandemic, the Hospital in Pematang Siantar was also a referral hospital for patients experiencing Covid-19 both from the puskesmas and those who came alone. Nurses at the Hospital in Pematang Siantar are divided into 2 groups, namely nurses who care for Covid-19 patients who are isolated and nurses who care for inpatients who are not affected by Covid-19. With regard to drug administration procedures, nurses at Hospital in Pematang Siantar try to always apply the 7 principle correct of drug administration in accordance with standard operating procedures, but some nurses are still found to be imperfect in their implementation. Writing doctor's prescriptions manually is often difficult for nurses to read, and is the most common factor that causes medication errors. Another medication error that is sometimes made by nurses is that the nurse does not first check whether the medication is correct or not. Nurses also sometimes do not provide information to inpatients or the patient's family regarding the drugs given to patients. The results of interviews with 15 nurses why medication errors still occur in implementing the 7 principle correct of drug administration, obtained various answers. Some nurses said that these errors could occur due to the nurse's own human error as well as the lack of monitoring, evaluation, and supervision of the head of the room. In addition, it can also occur because the cooperation of the nurse team at the Hospital in Pematang Siantar is less effective.

II. METHODS

The type of research used in this study is quantitative research, namely research conducted to obtain explanations that will be examined. This quantitative analytic research aims to analyze the effect of monitoring, evaluation, supervision and effectiveness of teamwork on the implementation of the 7 principle correct of drug administration in non-Covid-19 inpatient installations (Study at Hospital in Pematang Siantar). The research design used was cross sectional, that is, the research variables were examined directly at the time of the study. This research will be carried out at the Hospital in Pematang Siantar. This research was conducted from April 2021 to February 2022. Data collection in November 2021. The population of this study were all practicing nurses who were in the non-Covid-19 inpatient room at the Hospital in Pematang

Siantar as many as 103 people. The sample is a portion taken from the entire object under study and is considered to represent the entire population [6]. The sample in this study was the entire population, namely the implementing nurses in non-Covid-19 inpatient rooms at the Salak Regional General Hospital, totaling 103 people (total sampling). The data used in this data collection are primary data and secondary data. Primary data was obtained directly from the respondents and primary data was obtained from the Hospital Pematang Siantar relating to the number of nurses, and other data related to this study.

Prior to data collection, the questionnaires in this study were tested by testing the validity and reliability of the research instrument (questionnaire). Validity and reliability tests were carried out at the Royal Prima Medan Hospital as many as 30 people. Due to the current Covid-19 pandemic, collecting data to test the validity and reliability of questionnaires online (online / in-network) using the Google form. The validity test is used to measure the validity of an instrument used, meaning that it is able to express what is being measured. The validity test was carried out, namely determining the correlation between the question items and the total score of the construct or variable. A construct is declared valid if there is a positive and significant correlation. The correlation value must be greater than 0.361 or the Corrected Indicator-Total Correlation value at the SPSS output using the Pearson Product Moment test [7]. The results of the validity test show that all items are declared valid because they have a value of > 0.361 , which can be seen in full in the following table.

Table 1. Variable Questionnaire Validity Test Results

| No | Variable | R-Count | R-Table | Information |
|----|------------------------|---------|---------|-------------|
| 1 | Monitoring-1 | 0,745 | 0,361 | Valid |
| 2 | Monitoring-2 | 0,693 | 0,361 | Valid |
| 3 | Monitoring-3 | 0,618 | 0,361 | Valid |
| 4 | Monitoring-4 | 0,487 | 0,361 | Valid |
| 5 | Monitoring-5 | 0,567 | 0,361 | Valid |
| 6 | Monitoring-6 | 0,612 | 0,361 | Valid |
| 7 | Monitoring-7 | 0,697 | 0,361 | Valid |
| 8 | Monitoring-8 | 0,693 | 0,361 | Valid |
| 9 | Monitoring-9 | 0,689 | 0,361 | Valid |
| 10 | Monitoring-1 | 0,531 | 0,361 | Valid |
| 11 | Evaluation-1 | 0,667 | 0,361 | Valid |
| 12 | Evaluation-2 | 0,596 | 0,361 | Valid |
| 13 | Evaluation-3 | 0,364 | 0,361 | Valid |
| 14 | Evaluation-4 | 0,763 | 0,361 | Valid |
| 15 | Evaluation-5 | 0,737 | 0,361 | Valid |
| 16 | Evaluation-6 | 0,460 | 0,361 | Valid |
| 17 | Evaluation-7 | 0,593 | 0,361 | Valid |
| 18 | Evaluation-8 | 0,500 | 0,361 | Valid |
| 19 | Evaluation-9 | 0,717 | 0,361 | Valid |
| 20 | Evaluation-10 | 0,652 | 0,361 | Valid |
| 21 | Supervision-1 | 0,644 | 0,361 | Valid |
| 22 | Supervision-2 | 0,709 | 0,361 | Valid |
| 23 | Supervision-3 | 0,700 | 0,361 | Valid |
| 24 | Supervision-4 | 0,611 | 0,361 | Valid |
| 25 | Supervision-5 | 0,580 | 0,361 | Valid |
| 26 | Supervision-6 | 0,646 | 0,361 | Valid |
| 27 | Supervision-7 | 0,599 | 0,361 | Valid |
| 28 | Supervision-8 | 0,566 | 0,361 | Valid |
| 29 | Supervision-9 | 0,763 | 0,361 | Valid |
| 30 | Supervision-10 | 0,776 | 0,361 | Valid |
| 31 | Cooperation Teamwork-1 | 0,762 | 0,361 | Valid |
| 32 | Cooperation Teamwork-2 | 0,829 | 0,361 | Valid |
| 33 | Cooperation Teamwork-3 | 0,669 | 0,361 | Valid |
| 34 | Cooperation Teamwork-4 | 0,619 | 0,361 | Valid |
| 35 | Cooperation Teamwork-5 | 0,770 | 0,361 | Valid |
| 36 | Cooperation Teamwork-6 | 0,620 | 0,361 | Valid |
| 37 | Cooperation Teamwork-7 | 0,558 | 0,361 | Valid |

| No | Variable | R-Count | R-Table | Information |
|----|--|---------|---------|-------------|
| 38 | Cooperation Teamwork-8 | 0,699 | 0,361 | Valid |
| 39 | Cooperation Teamwork-9 | 0,812 | 0,361 | Valid |
| 40 | Cooperation Teamwork-10 | 0,786 | 0,361 | Valid |
| 41 | Implementation of the 7 Principle Correct-1 | 0,755 | 0,361 | Valid |
| 42 | Implementation of the 7 Principle Correct-2 | 0,750 | 0,361 | Valid |
| 43 | Implementation of the 7 Principle Correct-3 | 0,701 | 0,361 | Valid |
| 44 | Implementation of the 7 Principle Correct-4 | 0,777 | 0,361 | Valid |
| 45 | Implementation of the 7 Principle Correct-5 | 0,679 | 0,361 | Valid |
| 46 | Implementation of the 7 Principle Correct-6 | 0,833 | 0,361 | Valid |
| 47 | Implementation of the 7 Principle Correct-7 | 0,720 | 0,361 | Valid |
| 48 | Implementation of the 7 Principle Correct-8 | 0,800 | 0,361 | Valid |
| 49 | Implementation of the 7 Principle Correct-9 | 0,729 | 0,361 | Valid |
| 50 | Implementation of the 7 Principle Correct-10 | 0,744 | 0,361 | Valid |

This study uses reliability measurements carried out by means of one shot or one time measurement, that is, the measurement is only once and the results are compared with other questions or measuring the correlation between the answers to questions. The statistical test used is the Cronbach Alpha test. A construct or variable is said to be reliable if the results of the Cronbach Alpha statistical test give a value > 0.600 [20]. The results of the research variable reliability test showed that the five variables tested for reliability had a higher value than the Cronbach's Alpha value limit = 0.600. Details can be seen in the following table.

Table 2. Research Questionnaire Reliability Test Results

| No | Variable | Reliability Value | Cronbach's Alpha limit | Information |
|----|---|-------------------|------------------------|-------------|
| 1 | Monitoring | 0,765 | 0,600 | Reliable |
| 2 | Evaluation | 0,759 | 0,600 | Reliable |
| 3 | Supervision | 0,768 | 0,600 | Reliable |
| 4 | Teamwork Collaboration | 0,775 | 0,600 | Reliable |
| 5 | Implementation of the 7 Principle Correct Medication Administration | 0,779 | 0,600 | Reliable |

Operational Definition

Monitoring is the perception of the implementing nurse regarding the actions taken by the head of the room in monitoring the actions of the nurse in implementing the 7 Principle Correct of drug administration. Evaluation is the nurse's perception of the actions taken by the head of the room in evaluating the nurse's actions in implementing Implementation of the 7 Principle Correct-1 of drug administration. Supervision is the perception of the implementing nurse about the actions taken by the head of the room in supervising nurses in implementing the 7 Principle Correct of drug administration. The effectiveness of teamwork is the nurse's perception of teamwork in implementing the 7 Principle Correct of drug administration. The implementation of the 7 Principle Correct of drug administration is the action taken by the nurse in administering the drug based on the 7 Principle Correct, namely the correct patient, the correct drug, the correct dose, the correct time, the correct method of administration, the correct documentation and the correct information.

The data analysis method used consists of 3 steps as follows [6]. Univariate analysis is the first step in analyzing each variable in a study. While the bivariate analysis aims to determine the relationship between the two variables, namely the independent variable and the dependent variable. The statistical test used is Kai square or χ^2 (Pearson chi square), using a 95% degree of confidence. Multivariate analysis was carried out to determine the most dominant factor influencing the implementation of the 7 Correct principles of drug administration in the non-Covid-19 Inpatient Room, Hospital in Pematang Siantar. This study uses multiple logistic regression analysis with modeling at a significance level of $p < 0.05$ and CI (Confidence Interval) and the variable that is a candidate model has a value of $p < 0.25$. Furthermore, to find out the significant variables using the 95% confidence interval ($\alpha = 0.05$).

Table 3. **Characteristics of Respondents**

| Respondents Chara | Characteristic | F = 103 | % |
|--------------------------|-----------------------|----------------|----------|
| Age | <32 years | 45 | 43,7 |
| | ≥32 years | 58 | 56,3 |
| Gender | Female | 80 | 77,7 |
| | Male | 23 | 22,3 |
| Education | Diploma | 63 | 61,2 |
| | Bachelor | 40 | 38,8 |
| Long Working in Hospital | <5 years | 33 | 32,0 |
| | ≥5 years | 70 | 68,0 |

III. RESULT AND DISCUSSION

The Effect of Monitoring on the Implementation of the 7 Principle Correct Medication

Based on the results of the study, it showed that there was an effect of monitoring on the implementation of the 7 Principle Correct of drug administration at the non-Covid-19 Inpatient Installation at Hospital Pematang Siantar in 2021, $p=0.000<0.05$. The monitoring variable is the most dominant variable affecting the implementation of the 7 Principle Correct of drug administration with a value of OR = 10.643 meaning that nurses who state monitoring are in the good category have the opportunity to implement the 7 Principle Correct of drug administration in the good category by 10.6 times higher than nurses who state monitoring. In the less good category. This research is in line with research at the non-Covid-19 inpatient installation at the Sidoarjo Regency Hospital that there is an influence between monitoring of nurses' implementing the 7 Principle Correct of drug administration [8]. The other research results research examined the performance of implementing nurses in the Inpatient Room of the Regional General Hospital dr. Djasamen Saragih Pematangsiantar showed that the supervision or supervision of the head of the room was significantly related to the performance of nurses at RSUD dr. Djasamen Saragih Pematangsiantar namely organizing, monitoring, guiding, training, supervising, controlling, and evaluating. The variable most strongly related to nurse performance is monitoring [9]. The head of the room is a nurse who is assigned to lead an inpatient room, and is responsible for providing nursing care, who acts as a first line manager in a hospital, who is expected to be able to carry out nursing management functions, one of which is monitoring [10].

Monitoring is an activity aimed at providing information about the causes and effects of a policy that is being implemented. Monitoring is done when a policy is being implemented. Monitoring is necessary so that early errors can be immediately identified and corrective action can be taken, thereby reducing greater risk [11]. According to the researchers, the results of this study have proven that the implementation of the 7 Principle Correct of drug administration at the non-Covid-19 Inpatient Installation at the Hospital in Pematang Siantar is influenced by monitoring variables. The actions of nurses who are continuously monitored will have an impact on the implementation of the 7 Principle Correct of drug administration and this will minimize errors that will impact the services provided to patients seeking treatment at the non-Covid-19 Inpatient Installation Hospital in Pematang Siantar. The implementation of the 7 Principle Correct of giving good medicine is related to monitoring in the implementation of the the 7 Principle Correct of giving medicine by superiors continuously, monitoring becomes feedback for improving nursing care activities, monitoring carried out by superiors provides benefits to patient services, monitoring is carried out by superiors increase the morale of nurses to work and must carry out the implementation of the 7 Principle Correct of drug administration according to SOP. While some nurses felt that their superiors in monitoring the implementation of the 7 Principle Correct of drug administration did not provide enough motivation for the implementing nurses. In addition, some nurses stated that the supervisor's monitoring in implementing the 7 Principle Correct of drug administration was less objective, so that sometimes the nurses made mistakes.

The Effect of Evaluation on the Implementation of the 7 Principal Correct Medication

Based on the results of the study, it showed that there was an effect of evaluating the implementation of the 7 principles correct of drug administration at the non-Covid-19 Inpatient Installation at the Hospital in Pematang Siantar in 2021, $p=0.036<0.05$. The evaluation variable that has a value of $\text{Exp(B)}/\text{OR}= 4.042$ means that nurses who state evaluations are in the good category, have a chance of implementing the 7 principles correct of drug administration in the good category by 4 times higher than nurses who say monitoring is in the bad category. In line with research on non-Covid-19 inpatient installations at the Sidoarjo Regency Hospital that there is an influence between the evaluation of the actions of nurses in implementing the 7 principles correct of drug administration [8]. Likewise in research at the Inpatient Room of the Regional General Hospital dr. Djasamen Saragih Pematang Siantar found that evaluation is related to nurse performance [9]. Evaluation is a measurement or improvement in an activity carried out, such as comparing the results of activities that have been planned. From there the purpose of the evaluation is, so that the plans that have been made can achieve the goals that have been set and can be implemented [12]. It can also be interpreted that the results of the evaluation itself are intended for re-planning and then function as an administration and management function, the last is to combine and collect data with standards that are in accordance with the objectives to be achieved [11].

According to the researchers, the results of this study have proven that evaluation has an effect on the implementation of the 7 principles correct of drug administration at the non-Covid-19 Inpatient Installation at the Hospital in Pematang Siantar. Nurses who said that the evaluation was carried out well then, the implementation of the 7 principles correct of drug administration was also good, conversely nurses who said that the evaluation was carried out poorly then the implementation of the 7 principles correct of drug administration was also not good. A good evaluation action according to the nurse in the Non-Covid-19 Inpatient Installation Hospital in Pematang Siantar is that the supervisor evaluates every action of implementing the 7 principles correct of drug administration by nurses, the superior evaluates each nurse carrying out the 7 principles correct of drug administration whether the desired result has been achieved, superiors conduct evaluations to solve problems that occur if there are errors in implementing the 7 principles correct of drug administration. The things that make the nurses of the non-Covid-19 Inpatient Installation at the Hospital in Pematang Siantar say that the evaluation is not good, that is, superiors sometimes do not discuss with the implementing nurse to overcome problems that arise related to the implementation of the 7 principles correct of drug administration, superiors sometimes do not consider trying new ideas, evaluations made by superiors often do not satisfy nurses. In addition, superiors are less responsive if there are problems related to the implementation of the 7 principles correct of drug administration.

The Effect of Supervision on the Implementation of the 7 Principle Correct Medication

Based on the results of the study, it showed that there was no supervision effect on the implementation of the 7 principles correct of drug administration at the non-Covid-19 Inpatient Installation at the Hospital in Pematang Siantar in 2021, $p=0.405>0.05$. The results of this study are different from research conducted at non-Covid-19 inpatient installations at the Sidoarjo District Hospital, which found that there was an influence between supervision of the actions of nurses in implementing the 7 correct principles of drug administration [8]. Likewise, the research conducted at the Inpatient Room of the Regional General Hospital dr. Djasamen Saragih Pematang Siantar shows that there is a relationship between supervision of nurses' actions in implementing the 7 correct principles of drug administration [9]. Supervision is supervising, checking, researching which is seen as a dynamic process by providing encouragement and participation in the development of implementing nurses [11]. Supervision is planning, directing, guiding, teaching, observing, encouraging and improving, ordering, continuously evaluating each nursing staff in a patient, fair and wise manner so that each nursing staff can provide nursing care properly, skillfully, safely, precisely, thoroughly according to the abilities and limitations of their tasks [12].

Furthermore, research at Pavillium RSUP Building. H. Adam Malik Medan found that the Salary and Physical Work Environment simultaneously have a positive and significant effect on the Job Satisfaction of Non-Civil Servant Nurses in Pavillium RSUP Building. H. Adam Malik Medan [15]. According to the

researchers, the results of this study have proven that supervision has no effect on the implementation of the 7 principles correct of drug administration at the Hospital in Pematang Siantar. Supervision had no effect because some nurses said that the head of the room did not always provide guidance when the nurse carried out the 7 principles correct of drug administration, the head of the room did not seek solutions to problems found by nurses in implementing the 7 principles correct of drug administration, and the head of the room did not provide feedback on the results of supervision. This condition causes supervision to have no effect on the implementation of the 7 principles correct of drug administration at the non-Covid-19 Inpatient Installation at the Hospital in Pematang Siantar.

IV. CONCLUSION

Researchers obtained characteristics at the non-Covid-19 Inpatient Installation at Hospital Pematang Siantar, the majority of respondents were >32 years old (56.3%) and respondents aged <32 years (43.7%), the majority of respondents female (77.7%) and male respondents (22.3%), the majority of respondents with the last education D3 (61.2%) and respondents with Bachelor's degree/Ners education (38.8%). There is a monitoring effect on the implementation of the 7 Principle Correct of drug administration at the non-Covid-19 Inpatient Installation at Hospital Pematang Siantar in 2021, $p=0.000<0.05$. There is an evaluation effect on the implementation of the 7 Principle Correct of drug administration at the non-Covid-19 Inpatient Installation at Hospital Pematang Siantar in 2021, $p=0.036<0.05$. There was no supervision effect on the implementation of the 7 Principle Correct of drug administration at the non-Covid-19 Inpatient Installation at Hospital Pematang Siantar in 2021, $p=0.405>0.05$. There is an influence on the effectiveness of teamwork on the implementation of the 7 Principle Correct of drug administration at the non-Covid-19 Inpatient Installation at Hospital Pematang Siantar in 2021, $p=0.042<0.05$.

The monitoring variable has a greater influence on the implementation of the 7 Principle Correct of drug administration at the non-Covid-19 Inpatient Installation at the Hospital Pematang Siantar in 2021 with a value of $\text{Exp(B)/OR} = 10.643$ meaning that the nurse stated monitoring in the good category, the chance of implementing the 7 Principle Correct of drug administration in the good category is 10.6 times higher than nurses who state that monitoring is in the bad category. It is hoped that the hospital can carry out monitoring and evaluation related to procedures that have been established as a benchmark for achieving SOPs that are applied in implementing the 7 Principle Correct of drug administration. Monitoring and evaluation activities are carried out continuously so that problem solving can be carried out as quickly as possible if obstacles are found in implementing the 7 Principle Correct of drug administration. It is expected that nurses will improve teamwork in applying the 7 Principle Correct of drug administration so that they are effective in providing nursing care and minimizing the adverse effects on the patients they serve. Follow-up research can be carried out by subsequent researchers, who are concerned with the performance of nurses using different research methods such as qualitative research.

V. ACKNOWLEDGMENTS

The author would like to thank the Director of Army Hospital-TK IV 01.07.01 Pematang Siantar for supporting this research, The author would like to thank the Prima Indonesia University and the head of the Public Health Masters Study Program, Faculty of Medicine, Dentistry and Health Sciences. We also thank the supervising lecturers for their valuable advice.

REFERENCES

- [1] Komite Keselamatan Pasien Rumah Sakit, (2015). *Pedoman Pelaporan Insiden Keselamatan Pasien (IKP) (Patient Safety Incident Report)*. Jakarta
- [2] Kemenkes RI. (2016). *Peraturan Menteri Kesehatan Nomor 66 Tahun 2016 tentang Keselamatan dan Kesehatan Kerja Rumah Sakit*. Jakarta: Kementerian Kesehatan Republik Indonesia.
- [3] JCI. (2015). *Standar Akreditasi Rumah Sakit: Enam Sasaran Keselamatan Pasien*. Jakarta: Joint Commission International (JCI).
- [4] WHO. (2015). *Regional Strategy for Patient Safety in the WHO South-East Asia*.

- [5] Cheragi, M. A., Manoocheri, H., Mohammadnejad, E., & Ehsani, S. R. (2013). Types And Causes of Medication Errors from Nurse's Viewpoint. *Iranian Journal of Nursing and Midwifery Research*, 18(3), 228–231.
- [6] Notoatmodjo, S. (2017). *Metodologi Penelitian Kesehatan (Cetakan 6)*. Jakarta: Rineka Cipta.
- [7] Ghozali, I. (2015). *Aplikasi Analisis Multivariate dengan Program SPSS (Cetakan 7)*. Semarang: Universitas Diponegoro Press.
- [8] Ba-Lashraf, H. S. A. (2020). Pengaruh Monitoring, Evaluasi, Supervisi Dan Efektifitas Teamwork Terhadap Pelaksanaan Prinsip 7 Benar Pemberian Obat Di Instalasi Rawat Inap Non Covid-19 (Studi Di Rumah Sakit Umum Daerah Kabupaten Sidoarjo). *Thesis*. Surabaya: Universitas Airlangga.
- [9] Ginting, D., & Manurung, M. 2017. Hubungan Supervisi Kepala Ruangan Dengan Kinerja Perawat Pelaksana di Ruang Rawat Inap Rumah Sakit Umum Daerah Dr. Djasamen Saragih Pematangsiantar. *Jurnal Kesehatan Masyarakat Indonesia*, Vol.4, No.1. Pp: 27-34. <https://doi.org/10.20527/jpkmi.v4i1.3431>
- [10] Nursalam. (2016). *Manajemen Keperawatan Aplikasi Dalam Praktik Keperawatan Profesional*. Jakarta: Salemba Medika.
- [11] Sagala, R. (2019). *Manajemen Keperawatan Konsep Praktis bagi Mahasiswa dan Tenaga Keperawatan*. Jakarta: Deepublish.
- [12] Sudarta, I. W. (2019). *Manajemen Keperawatan. Teori & Aplikasi Praktik Keperawatan*. Yogyakarta: *Gosyen Publishing*.
- [13] Rahma, A., & Fuad, M. (2016). Pengaruh Penerapan Konsep Team Work Dan Budaya Organisasi Terhadap Kinerja Perawat (Studi Pada Rumah Sakit Umum Daerah Sunan Kalijaga Kabupaten Demak). *Diponegoro Journal of Management*, 5(4), 1–11.
- [14] Robbins, S. P., & Timothy, A. J. (2014). *Perilaku Organisasi (Organizational Behavior) (Cetakan 8; D. Angelica, R. Cahyani, & A. Rosyid, Eds.)*. Jakarta: Salemba Empat.
- [15] Bambang Suwarno, et. al. (2020) The Effect of Salary and Work Environment on Job Satisfaction on Non-Civil Servant Nurses in the Hospital Medan. *IOSR Journal of Business and Management (IOSR-JBM)*, 22(11), pp. 25-30.