

THE INFLUENCE OF KNOWLEDGE AND MOTIVATION ON NURSE BEHAVIOR IN THE IMPLEMENTATION OF PATIENT SAFETY AT BHAYANGKARA BRIMOB HOSPITAL DEPOK

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ABSTRACT

Patient Safety is a key indicator of hospital service quality, requiring the implementation of operational standards and a safety culture. At Bhayangkara Brimob Hospital, Depok, high rates of Patient Safety incidents, nurses' lack of understanding of safety procedures, and low work motivation are still found, which impact compliance with the Patient Safety program. To analyze the influence of knowledge and motivation on nurses' behavior in implementing Patient Safety at Bhayangkara Brimob Hospital, Depok. This research used a quantitative method with a cross-sectional design. This study was conducted on 78 nurses at Bhayangkara Brimob Hospital, Depok. Univariate, bivariate, and multivariate analysis were used. The results of the bivariate analysis using the chi-square test showed that nurses' demographic characteristics (age, gender, education level, and years of service) did not have a significant effect on nurses' behavior in implementing Patient Safety ($p > 0.05$). Meanwhile, knowledge ($p = 0.000$; $OR = 7.677$) and motivation ($p = 0.000$; $OR = 7.770$) had a significant effect on nurses' behavior in implementing Patient Safety. Stress management also showed a significant association ($p = 0.000$; $OR = 5.762$); however, in the multivariate analysis it was positioned as a control variable. The results of logistic regression analysis indicated that knowledge and motivation remained significantly associated with nurses' behavior in implementing Patient Safety after being controlled by stress management. The Nagelkerke R^2 value of 0.495 indicates that approximately 49.5% of the variation in nurses' Patient Safety behavior can be explained by knowledge and motivation after considering the controlling factor. Bhayangkara Brimob Hospital Depok needs to improve nurses' competence and motivation through regular training, case-based workshops, as well as continuous supervision and mentoring. In addition, strengthening organizational support, including stress management programs and reward systems, can be implemented as supporting strategies to enhance compliance with Patient Safety principles.

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INTRODUCTION

Patient Safety is one of the main indicators in assessing the quality of health services in hospitals. Patient Safety systems are designed to ensure that any medical procedures administered to patients take place safely through risk assessment, identification, and control, as well as incident reporting and handling. The main purpose of this system is to prevent injuries caused by misactions or negligence in health services. This shows that Patient Safety is not only a technical aspect, but also an integral part of a service system oriented towards patient protection (Amalia et al., 2021).

In line with this, the Regulation of the Minister of Health of the Republic of Indonesia Number 11 of 2017 emphasizes that Patient Safety is a system used by hospitals to make services safer. The system includes risk assessment, patient risk identification and management, incident reporting and analysis, incident learning capabilities, and implementation of solutions to minimize risk. Thus, the implementation of a Patient Safety system is a must that cannot be ignored by every health care facility (RI, 2017)

Furthermore, based on the Decree of the Minister of Health of the Republic of Indonesia Number HK.01.07/Menkes/1596/2024 concerning Hospital Accreditation Standards, Patient Safety is a fundamental element in the National Hospital Accreditation Standards (SNARS). In the standard, six Patient Safety Goals are set, namely the accuracy of patient identification, the improvement of effective communication, the safety of drugs that need to be watched out, the certainty of procedures and the correct patient, infection prevention, and the reduction of the risk of falls. The implementation of these six goals is an important indicator in assessing the success of hospitals in implementing a Patient Safety culture (KARS, 2024).

However, the urgency of implementing Patient Safety is getting higher considering that there are still many unexpected events in health services. The World Health Organization reports that millions of adverse events occur each year in developing countries, most of which are actually preventable. Approximately 134 million adverse events occur each year and cause more than 2.6 million preventable deaths. This condition shows that there is still a gap between the policies that have been established and practices in the field, so more systematic efforts are needed to improve Patient Safety (Organization, 2021)

The impact of the non-optimal implementation of Patient Safety is not only felt by patients, but also by health workers and hospital institutions. Patients are at risk of injury, nosocomial infections, and even death. Meanwhile, health workers can experience psychological stress, decreased confidence, and burnout. For institutions, these incidents can reduce the image of hospitals, public trust, and have an impact on accreditation assessments and increase operational costs. Therefore, the implementation of Patient Safety is a strategic and urgent need (Cesilia & Kosasih, 2024).

In the context of health services, nurses have a very important role in supporting the implementation of patient safety. Nurses are health workers who interact directly with patients for 24 hours, so they have a strategic position in detecting and preventing potential risks. Nurse responsibilities include patient identification, proper medication administration, monitoring of the patient's condition, and effective communication with other health teams. Thus, the quality of nursing services greatly affects the success of the implementation of Patient Safety (Sholikhah et al., 2022)

However, the optimization of the role of nurses is greatly influenced by internal factors, especially knowledge and motivation. Adequate knowledge of Patient Safety principles is the basis for nurses to carry out safe and standard practices. Without sufficient knowledge, the risk of medical errors will increase. Therefore, increasing knowledge through education and continuous training is very important in supporting the implementation of Patient Safety (Manik & Utari, 2020).

In addition to knowledge, work motivation is also an equally important factor. High motivation will encourage nurses to work disciplined, thorough, and responsible in implementing Patient Safety procedures. On the other hand, low motivation can lead to apathy towards applicable policies, thereby increasing the risk of errors in service. Thus, motivation plays a key driver in shaping Patient Safety behavior in the work environment (Amalia et al., 2021).

The urgency of this research is further strengthened by the empirical conditions that occurred at the

Bhayangkara Brimob Hospital in Depok. Based on the results of initial observations, various obstacles were still found in the implementation of patient safety, especially related to nurse knowledge. Some nurses have not optimally understood the Standard Operating Procedures (SOP), lack of periodic training, and limited access to information related to patient safety. This has an impact on inconsistencies in service practices, including in the implementation of fall risk assessments that are not up to standards (Aminayanti et al., 2021).

In addition, there are serious Patient Safety incidents, namely the administration of expired IV fluids to patients in 2025. This incident shows weaknesses in the surveillance system as well as compliance with applicable procedures. This condition is an indicator that the culture of Patient Safety has not been fully embedded in daily service practices, so it requires special attention from various parties (Aritonang, 2025).

In terms of motivation, the high number of nurses at Bhayangkara Brimob Hospital Depok shows that there are problems in job satisfaction and motivation. High workload, lack of rewards, and pressure on the work environment are factors that can reduce nurses' motivation. This condition has the potential to affect nurses' commitment to implementing optimal Patient Safety procedures, thereby strengthening the urgency to examine factors that affect the implementation of Patient Safety (RS Bhayangkara, 2024).

Based on this description, it can be concluded that nurses' knowledge and motivation are important factors that affect the implementation of Patient Safety in hospitals. Therefore, this study aims to analyze the influence of nurses' knowledge and motivation on the implementation of Patient Safety at Bhayangkara Brimob Hospital Depok, so that it is expected to provide strategic recommendations in improving the quality of service and Patient Safety culture in hospitals.

METHOD

The research method used to conduct this research is quantitative research. According to (Bougie & Sekaran, 2020). While the research design uses a cross sectional design, which is a type of observational research in which data is collected only once at a specific point in time (not repeated) (Sugiyono, 2020). The population in this study is health workers, especially nurses at Bhayangkara Brimob Hospital Depok which totals 147 nurses. The sampling technique used non-probability sampling with purposive sampling and used a two-proportion formula, so that as many as 78 nurses at Bhayangkara Brimob Hospital Depok were obtained. Data analysis was conducted using univariate, bivariate analysis with chisquare analysis and multivariate with logistic regression analysis.

RESULT AND DISCUSSION

The results of this study consisted of 3 results, namely univariate, bivariate and multivariate analysis.

1. Univariate Analysis

Univariate analysis with descriptive analysis in this study aims to find out how the characteristics of nurses such as age, gender, education level, working period, as well as stress management, knowledge, motivation and implementation of Patient Safety at Bhayangkara Brimob Hospital Depok. Univariate analysis yielded a frequency (f) and a percentage (%) on the categories in each of the research variables. Demographics of Nurses by Age, Gender, Education Level, Working Period at Bhayangkara Brimob Hospital in 2026 n=78.

Table 1. Nurse Demographics

Demographics	Frequency (f)	Percentage (%)
Age		
25 - 44 Year	72	92.3
45 - 60 Year	6	7.7
Gender		
Male	13	16.7
Women	65	83.3

Education Level		
Diploma	48	61.5
Bachelor	30	38.5
Tenure		
< 5 Year	52	66.7
> 5 Year	26	33.3
Stress Management		
Less	36	46.2
Good	42	53.8

The results showed that the age group was dominated by the range of 25-44 years, which was as many as 72 people (92.3%). Meanwhile, only a small percentage are in the age range of 45-60 years, namely 6 people (7.7%). Judging from gender, the composition of the majority of respondents is women with a total of 65 people (83.3%), while men amount to 13 people (16.7%). From the last aspect of education, most of the respondents have a diploma education background, namely 48 people (61.5%). The respondents with undergraduate education were recorded as many as 30 people (38.5%).

Based on the length of service, the majority of respondents had less than five years of work experience, namely 52 people (66.7%), while those who had worked for more than five years amounted to 26 people (33.3%). In terms of stress management, the results showed that 42 people (53.8%) had good stress management skills, while 36 people (46.2%) were classified as having poor stress management. Thus, it can be concluded that most of the nurses in this study have good stress management skills. The frequency distribution of 78 nurses at Bhayangkara Brimob Hospital Depok based on knowledge, obtained the following results.

Table 2. Overview of Nurses' Knowledge and Motivation related to Patient Safety at Bhayangkara Brimob Hospital in 2026 n=78

Variable	Frequency (f)	Percentage (%)
Knowledge		
Low	29	37.2
Height	49	62.8
Motivation		
Low	31	39.7
Height	47	60.3

The results of the study on the description of nurses' knowledge and motivation related to Patient Safety at Bhayangkara Brimob Hospital in 2026, it is known that out of a total of 78 respondents, most nurses have a high level of knowledge about patient safety. A total of 49 people (62.8%) are included in the high knowledge category, while 29 people (37.2%) are still in the low knowledge category. The distribution of nurse frequencies at Bhayangkara Brimob Hospital Depok based on Patient Safety behavior, obtained the following results:

Table 3. Overview of Patient Safety Behavior of Bhayangkara Hospital Nurses Brimob year 2026 n=78

Category	Frequency (f)	Percentage (%)
Less	31	39.7
Good	47	60.3

The results of the study on the distribution of Patient Safety behavior of nurses at Bhayangkara Brimob Hospital in 2026 show that out of a total of 78 respondents, most nurses are in the good category, namely 47 people (60.3%), while 31 people (39.7%) are still in the poor category.

2. Bivariate Analysis

Bivariate analysis is a method used to analyze two variables that are suspected to have a relationship or correlation. Bivariate analysis is carried out using chi-square analysis. Bivariate analysis in this study aims to determine demographic influences such as age, gender, education level, and employment period. Knowledge, motivation and behavior of nurses in the implementation of Patient Safety at Bhayangkara Brimob Hospital Depok.

Table 4. Frequency Distribution of the Influence of Nurse Demographics with Behavior in the Implementation of Patient Safety at Bhayangkara Brimob Hospital in 2026 n=78

Demographics	Behavior Patient Safety						p-value	OR CI 95%
	Less		Good		Total			
	f	%	f	%	f	%		
Age								
25-44 Year	28	38.9	44	61.1	72	100.0	0.677	0.636 (0.120-3.377)
45-60 Year	3	50.0	3	50.0	6	100.0		
Gender								
Male	4	30.8	9	69.2	13	100.0	0.548	0.626 (0.174-2.243)
Women	27	41.5	38	58.5	65	100.0		
Education								
Diploma	21	43.8	27	56.3	48	100.0	0.476	1.556 (0.602-4.020)
Bachelor	10	33.3	20	66.7	30	100.0		
Tenure								
< 5 Year	19	36.5	33	63.5	52	100.0	0.467	0.672 (0.258-1.747)
> 5 Year	12	46.2	14	53.8	26	100.0		

The results of the analysis of the relationship between age and Patient Safety behavior showed that of the 72 nurses in the age range of 25–44 years, as many as 28 people (38.9%) had poor Patient Safety behavior, while 44 people (61.1%) showed good Patient Safety behavior. The results of the statistical test obtained a p-value of 0.677 ($p > 0.05$), so it can be concluded that there is no significant influence between age and nurse behavior in the implementation of Patient Safety at Bhayangkara Brimob Hospital Depok. Furthermore, in the gender variable, out of 65 female nurses, 27 people (41.5%) had poor Patient Safety behavior, while 38 people (58.5%) showed good behavior. The results of the statistical test showed a p-value of 0.548 ($p > 0.05$), which means that there was no significant relationship between gender and nurse behavior in implementing Patient Safety.

Judging from the level of education, nurses with a diploma education background totaled 48 people, of which 21 people (43.8%) had poor Patient Safety behavior and 27 people (56.3%) had good behavior. The results of statistical analysis showed a p-value of 0.476 ($p > 0.05$), so it can be stated that the level of education does not have a significant effect on the nurse's Patient Safety behavior. As for the working period, of the 52 nurses with less than five years of work experience, 19 people (36.5%) had poor Patient Safety behavior and 33 people (63.5%) showed good behavior. The p-value obtained was 0.467 ($p > 0.05$), which indicates that there is no significant influence between the working period and the behavior of nurses in the implementation of Patient Safety at Bhayangkara Brimob Hospital Depok. The following are the results of cross-tabulation and test of the influence between knowledge and nurse behavior in the implementation of Patient Safety at Bhayangkara Brimob Hospital Depok, the following results were obtained:

Table 5. Distribution of the Influence of Nurse Knowledge on Patient Safety Behavior at Bhayangkara Brimob Hospital in 2026 n=78

Nurse Knowledge	Behavior Patient Safety			p-value	OR CI 95%
	Less	Good	Total		

	n	%	n	%	n	%		
Low	20	69.0	9	31.0	29	100.0	0.000	7.677
Height	11	22.4	38	77.6	49	100.0		(2.730-21.590)

Source: Hasil Pengolahan Data, 2026

The results of the analysis showed that there was a meaningful relationship between the level of knowledge and the Patient Safety behavior of nurses. Of the 49 nurses who had a high level of knowledge, as many as 38 people (77.6%) showed good Patient Safety behavior, while 11 people (22.4%) still had suboptimal behavior. Based on the results of the statistical test, a p-value of 0.000 ($p < 0.05$) was obtained, which indicates that there is a significant influence between nurses' knowledge and behavior in the implementation of Patient Safety at Bhayangkara Brimob Hospital Depok. Thus, the level of knowledge has been proven to contribute to the quality of Patient Safety behaviors applied by nurses.

In addition, the results of the Odds Ratio (OR) analysis showed a value of 7.677 with a Confidence Interval (CI) of 95% of 2.730–21.590. These findings mean that nurses with a high level of knowledge have about 7.5 times greater chance of demonstrating good Patient Safety behavior compared to nurses with a low level of knowledge. Overall, these results confirm that increased knowledge is an important factor that can strengthen the implementation of Patient Safety in nursing practice. The following are the results of cross-tabulation and test of the influence of motivation with nurse behavior in the implementation of Patient Safety at Bhayangkara Brimob Hospital Depok, obtained the following results:

Table 1. Distribution of the Influence of Nurse Motivation on Patient Safety Behavior at Bhayangkara Brimob Hospital in 2026 n=78

Nurse Motivation	Behavior Patient Safety						p-value	OR CI 95%
	Less		Good		Total			
	n	%	n	%	n	%		
Low	21	67.7	10	32.3	31	100.0	0.000	7.770 (2.782-21.702)
Height	10	21.3	37	78.7	47	100.0		

The results of the study showed a significant relationship between motivation and Patient Safety behavior in nurses. Of the 47 nurses who had a high level of motivation, as many as 37 people (78.7%) had implemented Patient Safety behavior well, while 10 people (21.3%) still showed less than optimal behavior.

Statistical analysis produced a p-value of 0.000 ($p < 0.05$), which means that there is a significant influence between nurses' motivation and behavior in the implementation of Patient Safety at Bhayangkara Brimob Hospital Depok. Thus, work motivation is one of the factors that contribute to the consistency of nurses in carrying out the principles of patient safety.

Furthermore, the results of the calculation of the Odds Ratio (OR) were obtained of 7,770 with a Confidence Interval (CI) of 95% of 2,782–21,702. This figure shows that nurses with high motivation have about 7.7 times greater chance of behaving well in Patient Safety compared to nurses who have low motivation. The following results of cross-tabulation and test of the influence of stress management on nurse behavior in the implementation of Patient Safety, the following results were obtained:

Table 2. Distribution of the Influence of Nurse Stress Management on Patient Safety Behavior at Bhayangkara Brimob Hospital in 2026 n=78

Stress Management	Behavior Patient Safety						p-value	OR CI 95%
	Less		Good		Total			
	n	%	n	%	N	%		
Less	22	61.1	14	38.9	36	100.0	0.000	5.762
Good	9	21.4	33	78.6	42	100.0		(2.128-15.602)

Source: Hasil Pengolahan Data, 2026

The results of the analysis showed that there was a significant relationship between stress management and

nurses' Patient Safety behavior. Of the 42 nurses who had good stress management skills, as many as 33 people (78.6%) showed good Patient Safety behavior, while 9 people (21.4%) still showed suboptimal behavior.

Based on statistical tests, a p-value of 0.000 ($p < 0.05$) was obtained, which indicates that stress management has a significant effect on nurses' behavior in the implementation of Patient Safety at Bhayangkara Brimob Hospital Depok. This indicates that the ability to manage stress is an important factor in supporting nurses' consistency in carrying out the principles of patient safety.

In addition, the results of the Odds Ratio (OR) analysis showed a value of 5.762 with a Confidence Interval (CI) of 95% of 2.128–15.602. These findings mean that nurses with good stress management have about 5.8 times greater chance of behaving well in Patient Safety compared to nurses with poor stress management.

3. Multivariate Analysis

Multivariate analysis is a statistical method that allows to analyze more than one independent variable simultaneously against dependent variables. Multivariate analysis uses logistic regression analysis which aims to determine the influence of knowledge and motivation on nurse behavior in the implementation of Patient Safety at Bhayangkara Brimob Hospital Depok after being controlled by nurse characteristics, such as age, gender, education level, working period, and stress management.

The initial stage is the selection stage by conducting bivariate logistic regression, the independent variables in the analysis must have a significance value of < 0.25 , so that they can be included in the next step, which is a candidate for multivariate analysis. The following are the results of the selection of variables in this study, which are as follows:

Table 8. Bivariate Selection of Independent Variables and Control Variables Against Dependent Variables

Variable	P-value	OR	Remarks
Knowledge	0.000	7.677	Candidate Multivariate
Motivation	0.000	7.770	Candidate Multivariate
Age	0.596	0.636	Non-Candidate
Gender	0.471	0.626	Non-Candidate
Education Level	0.362	1.556	Non-Candidate
Tenure	0.414	0.672	Non-Candidate
Stress Management	0.001	5.762	Candidate Multivariate

Based on the results of bivariate selection, the results were obtained that the variables had a significance value (pvalue) of < 0.25 and were candidates in the multivariate analysis of knowledge ($0.000 < 0.25$), motivation ($0.000 < 0.25$) and stress management ($0.001 < 0.25$). In the first stage, the initial modeling was carried out which became a candidate for multivariate analysis, which obtained the following results:

Table 3. Initial Modeling of Independent Variables and Control Variables

Variable	P-value	OR	CI 95%
Knowledge	0.012	5.028	1.423 – 17.764
Motivation	0.010	5.215	1.489 – 18.262
Stress Management	0.002	7.277	2.091 – 25.317

Based on the results of the initial model, the output of stress management control variables will be carried out with a confounding test, which obtained the following results:

Table 10. Confounding Test Results while maintaining demographic variables

Variable	P-value	OR	Remarks
Knowledge	0.000	7.677	Candidate Multivariate
Motivation	0.000	7.770	Candidate Multivariate
Age	0.596	0.636	Non-Candidate
Gender	0.471	0.626	Non-Candidate
Education Level	0.362	1.556	Non-Candidate

Tenure	0.414	0.672	Non-Candidate
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Based on the results of the bivariate analysis, the multivariate candidate variables included knowledge, motivation, and stress management, while demographic variables (age, gender, education level, employment period) were retained as controls in the model. In this analysis, stress management was excluded to see its effect on the relationship between knowledge and motivation and Patient Safety behavior. After the stress management variable is removed, then calculate the OR change in the main independent variable, which is as follows:

Table 11. OR Calculation Results Exclude Stress Management Variables

Variable	OR Lama	OR Baru	Perubahan OR (%)
Motivation	5.028	4.520	-10.10
Knowledge	5.215	4.674	-10.37

In the motivation variable, the initial OR value (old OR) of 5.028 decreased to 4.520 after the stress management variable was excluded from the model. There was a change of -10.10%. This decrease suggests that stress management has a role in strengthening the relationship between motivation and Patient Safety behavior. In other words, part of the influence of motivation on Patient Safety behavior is influenced by the presence of stress management variables in the model.

The same is seen in the knowledge variable, where the initial OR of 5.215 decreased to 4.674 after stress management was removed, with a change of -10.37%. This decrease of more than 10% indicates that stress management functions as a confounding variable in the relationship between knowledge and Patient Safety behavior. Thus, stress management can be understood as an important factor that strengthens or weakens the relationship between cognitive factors (knowledge) and psychological factors (motivation) on Patient Safety behavior. The demographic variable did not affect the OR significantly, as the p value was > 0.05. Here are the results of the multivariate end model:

Table 12. Final Model of the confounding variable of the influence of knowledge and motivation on nurse behavior in the implementation of Patient Safety at Bhayangkara Brimob Hospital in 2026

Variable	P-value	OR	CI 95%
Knowledge	0.012	5.028	1.423 – 17.764
Motivation	0.010	5.215	1.489 – 18.262
Stress Management	0.002	7.277	2.091 – 25.317

After the confounding test, the p-value of the stress management variable was obtained at 0.002 (0.000 and OR = 7.277) which is a confounding variable on the influence of knowledge and motivation on nurse behavior in the implementation of Patient Safety at Bhayangkara Brimob Hospital Depok. The feasibility of this research model uses the hosmer and lemeshow test and the overall fit model.

Table 13. Hosmer and Lemeshow Test

Hosmer and Lemeshow Test			
Step	Chi-square	df	Sig.
1	12,700	5	0.056

The results of the prerequisite test with hosmer and lemeshow, obtained a significance result (pvalue) of 0.056 (0.056 > 0.05), so that it can be stated that the null hypothesis cannot be rejected and means that the model is able to predict the observation value or it can be said that the model is acceptable, because it matches the observation data.

Table 14. Overall Model Fit

Remarks	Value
-2Log Likelihood (block number = 0)	104.826
-2Log Likelihood (block number = 1)	69.259

The overall results of the fit model in the model, show that there is a decrease in the value between -2 initial and final likelihood logs, a decrease in the value of -2 likelihood logs, this can be interpreted that the addition of independent variables to the model can improve the fit model, as well as show a better regression model or in other words the hypothesized model, fit with the data. The coefficient of determination with nagelkerke rsquare, which is a test conducted to find out how much independent variables explain and affect dependent variables. The value of nagelkerke rsquare varies between 1 (one) to 0 (zero). If the value is closer to 1, the model is considered to be more goodness of fit, while if it is closer to 0, the model is considered not goodness of fit.

Tabel 15. Koefisien Determinasi

Step	Nagelkerke R Square
1	0,495

The results of the rsquare nagelkerke were obtained at 0.495, which showed that 49.5% of knowledge and motivation abilities after being controlled by stress management on nurse behavior in the implementation of Patient Safety at Bhayangkara Brimob Hospital Depok. While the remaining 50.5% is explained by variables outside this study. The demographic characteristics of nurses including age, gender, education level, and working period did not have a significant influence on nurse behavior in the implementation of Patient Safety at Bhayangkara Brimob Hospital Depok ($p > 0.05$). This shows that the implementation of Patient Safety is more determined by other factors such as knowledge, motivation, organizational culture, and the prevailing work system. Standardization of procedures through SOPs and regulations makes all nurses, regardless of demographic background, have the same responsibility in implementing patient safety.

In contrast, stress management was shown to have a significant influence on Patient Safety behavior ($p < 0.05$; OR = 5,762). Nurses with good stress management skills have a greater chance of implementing Patient Safety optimally.

This shows that the ability to manage work pressure is essential in maintaining concentration, precision, and proper clinical decision-making. Unmanaged stress can increase the risk of errors in service. Knowledge also had a significant influence on Patient Safety behavior ($p < 0.05$; OR = 7.677). Nurses with good knowledge tend to be better able to recognize risks, understand procedures, and apply safety standards consistently. Knowledge becomes an important cognitive foundation in shaping professional behavior and supporting safe clinical decision-making. In addition, nurses' work motivation had a significant effect on Patient Safety behavior ($p < 0.05$; OR = 7,770). Highly motivated nurses show better adherence to safety procedures, have strong professional responsibilities, and are more consistent in providing safe services. Motivation is the main driving factor in shaping attitudes and work behaviors that are oriented towards patient safety.

The results of the multivariate analysis showed that knowledge and motivation still had a significant effect on Patient Safety behavior after being controlled by stress management, with a Nagelkerke R Square value of 49.5%. This means that almost half of the variation in Patient Safety behavior can be explained by both variables, while demographic factors do not play a significant role. This emphasizes that cognitive (knowledge) and affective (motivation) factors are the main determinants in the implementation of patient safety. Overall, this study emphasizes the importance of a holistic approach in improving Patient Safety, namely not only through increased knowledge and motivation, but also by strengthening nurse stress management. Organizational support such as training, supervision, reward systems, and a conducive work environment are important factors in shaping consistent and sustainable Patient Safety behavior.

CONCLUSION

Based on the results of the study on the influence of knowledge and motivation on nurse behavior in the implementation of Patient Safety (Patient Safety) at Bhayangkara Brimob Hospital Depok, it can be concluded that the majority of nurses are at a productive age of 25-44 years (92.3%), female (83.3%), diploma education (61.5%), and have a working period of less than 5 years (66.7%), with most of them having high knowledge (62.8%), high

work motivation (60.3%), as well as good stress management skills (53.8%). The results of the analysis showed that knowledge and motivation had a significant effect on nurses' behavior in the implementation of Patient Safety (p -value < 0.05), where nurses with high knowledge had a 7.5 times chance ($OR=7.677$; $CI\ 2,730-21,590$) and highly motivated nurses had a 7.7 times chance ($OR=7,770$; $CI\ 2.782-21.702$) for good Patient Safety behavior compared to low ones. In addition, the results of the multivariate analysis showed that knowledge and motivation remained influential after being controlled by stress management, with a Nagelkerke R^2 value of 0.495 which means that the two variables were able to explain 49.5% of the variation in Patient Safety behavior, while the remaining 50.5% were influenced by other factors such as organizational culture, leadership, workload, and work environment.

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