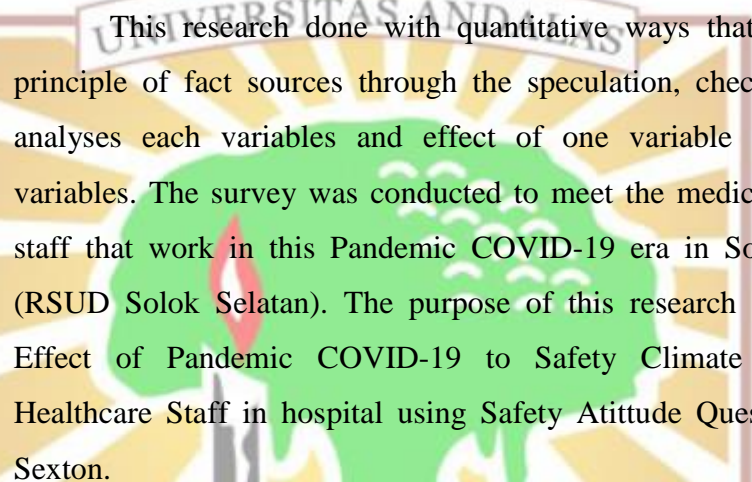


CHAPTER V

CONCLUSION

This chapter will impart the conclusion from the findings and discussion of the research that has been proven in the previous chapter that follow evaluation of the attainable drawback this research and the implication for the variable future directions for the research.

5.1 Research Conclusion



This research done with quantitative ways that involve the principle of fact sources through the speculation, checking out the analyses each variables and effect of one variable to the other variables. The survey was conducted to meet the medical healthcare staff that work in this Pandemic COVID-19 era in Solok Hospital (RSUD Solok Selatan). The purpose of this research to know the Effect of Pandemic COVID-19 to Safety Climate of Medical Healthcare Staff in hospital using Safety Attitude Questionnaire by Sexton.

After conducting all the data and testing with SmartPLS 3.0 software and SPSS 2.0 software, checking through; Descriptive statistic, measurement outer mannequin (convergent validity, discriminant validity, and reliability test) and internal mannequin measurement (R-Square and T-Test) hypothesis that can be concluded:

1. From the result of the research, the Pandemic COVID-19 have affected to the Patient Safety Priority of medical healthcare staffs. Emotional exhaustion or internal condition of medical healthcare staff that need to serve the patients directly will bring the changes mood of them. This Pandemic brings the burnout condition that little bit risky for their work. Safety climates that they keep in the hospital need to increase more in hope that they can help the patient without getting infected.

2. In this research the medical healthcare staffs and the employers also government in Solok Selatan have taken quick steps to handle the increasing the patients that get infected. The executives of the hospital quickly find some ways to handle the problem lacking of Personal Protection Equipment (APD) for the medical healthcare staffs. They find the idea to make their own hazmet protection that can use by the doctors and nurses on their shift and after that that hazmet will take in special laundry of the hospital and get sterilizations. So, because of that the medical healthcare staffs on Solok Hospital did not really get the high pressure for their job.

3. The work environment in Solok Hospital have positive vibe, it make the healthcare staff can control their stress recognition and emotional exhaustion so, the hospital staffs take care of their patients and protect their safety. The Pandemic that happen in South Solok is not really fast and high increasing like in the central city. The quicksteps that the medical healthcare staffs take in the hospital such as re-arranging position of employees so they get more people that can healp and than put the the importance area or certaint polyclinic far from the pubic area to protect their patients.

4. Medical healthcare staff emotional exhaustion did not bring big impact for the patient safety culture in te hospital. Because the positive vibe between employees. But, the Stress Recognition especially the second question, the most medical healthcare staff agree that they be less efective with their job when they got tired because of their work. So, in order to minimilize the effect of human error from the workers, the employers need to take more seriouse about the work time of employees, and make their be more responsible with their job without push them to work under their ability.

5.2 Implication

This research have some implications that can be used to enhanced the understanding in the Effect of Emotional Exhaustion as the Mediation between Safety Attitudes and Safety Culture of Medical Healthcare Staff in hospital during this pandemic COVID-19 era. Which can be output in several implications:

1. Safety Attitudes Questioners (SAQ) can use by the hospital to measure the standard of the quality of medical healthcare staff. This attributes have big impact to Safety Climate of patient priority by medical healthcare staff in Solok Hospital. When the manager read this research the manager will found that Safety Attributes have biggest impact for Safety Climate, especially from Job Satisfaction that have a big value to affect the patient safety priority by medical healthcare staff.
2. Based on Safety Attitude Questioners (SAQ) in this research the factors that have impact to Patient Safety in Solok Hospital are Job Satisfaction, Teamwork Climate, and Working Condition. It is mean the hospital need to keep their employees satisfaction and keep build the positive teamwork in job environment. But still lack in Perception of Management and Stress Recognition. The hospital has been success to make the three variables work well, but in the future the hospital still need to increasing and build the employees or medical healthcare staffs believes to the performance of management, to avoided the trust issues that may happen in the future.
3. Based on Safety Attitude Questioners (SAQ) the results of this research suggest the medical healthcare staffs to more responsibility to their job and leave the things that does not include in the job far from

the hospital in order to reduce the effect the Stress Recognition of medical healthcare staffs.

4. All of the information in this research can be used for future research as reference for students in Andalas University or other academic instantions in order to determine how the Emotional Exhaustion can influence the Patient Safety Priority of medical healthcare staffs with using Safety Attitude Questioner in another hospital with other mediation variable.
5. The result of this research suggest the hospital to treat the junior healthcare staffs because some of them seems like doubly and choose to answer neutral for the questioners. The hospital also needs to take a look the Work Environment in the hospital and keep it in the positive vibe to make the relation between healthcare staffs still in a good term.

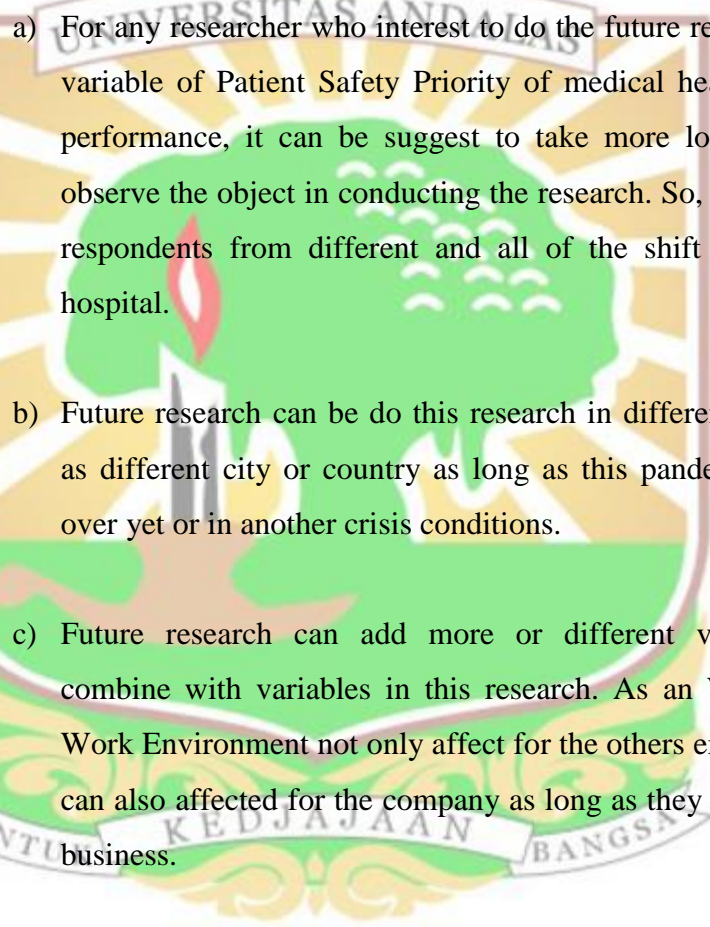
5.3 Limitation

This researh have some limitation, that are;

1. The limitation of this research was the number of the healthcare staff as an respondents. The hospital have around 450 healthcare staff, that half of them work in the Pandemic COVID-19 era, but the healthcare staffs that did not work for the Pandemic can still get impact because the interaction with patients or their partners when they change the work shift. But, the researchers only able to get the respondents from most of the healthcare staffs that work in certain shift.
2. The time constraint on the research also limits the researcher. Because the research and taking the data did not take a long time, the research may lack of some polyclinic.

3. This research take in the Pandemic COVID-19 era, before the injection and when the public health protocol still strict in from the government, so the data from the research can take in certain conditions.

5.4 Recommendation

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- a) For any researcher who interest to do the future research in the variable of Patient Safety Priority of medical healthcare staff performance, it can be suggest to take more longer time to observe the object in conducting the research. So, can get more respondents from different and all of the shift work in the hospital.
 - b) Future research can be do this research in different areas such as different city or country as long as this pandemic still not over yet or in another crisis conditions.
 - c) Future research can add more or different variables and combine with variables in this research. As an Wellbeing in Work Environment not only affect for the others employees but can also affected for the company as long as they running their business.
 - d) Future research may use different indicators to the research. It will get more insight, knowledge and may different answers that did not find in this research.