

ABSTRAK

Keselamatan pasien masih menjadi tantangan utama dalam pelayanan rumah sakit, khususnya pada proses penggunaan obat. *In-House Training* (IHT) merupakan strategi internal untuk memperkuat kapasitas tenaga kesehatan dalam pelaporan Insiden Keselamatan Pasien (IKP) dan pencegahan *medication error*. Penelitian ini bertujuan mengevaluasi efektivitas IHT di RSD K.R.M.T. Wongsonegoro Semarang.

Penelitian ini merupakan penelitian kuasi-eksperimental dengan desain *one-group pre-test and post-test*. Subjek penelitian berjumlah 165 tenaga kesehatan. Pengukuran dilakukan sebelum intervensi (pre-test) dan setelah pelatihan melalui tiga tahap post-test untuk menilai perubahan pengetahuan, sikap, dan tindakan terkait pelaporan IKP dan pencegahan *medication error*.

Hasil menunjukkan bahwa sebelum pelatihan, tingkat pengetahuan, sikap, dan tindakan tenaga kesehatan masih bervariasi. Setelah pelaksanaan IHT, terjadi peningkatan konsisten pada seluruh indikator. Pemahaman IKP meningkat dari 47,27% pada pre-test menjadi 100% pada post-test tahap akhir (uji Wilcoxon, $p < 0,001$). Pemahaman *medication error* dan alur pelaporan SIMRS meningkat dari 35,15% menjadi 100% ($p < 0,001$). Budaya pelaporan IKP meningkat dari 78,79% menjadi 100% ($p < 0,001$), menunjukkan terbentuknya *no blame culture*. Tindakan pencegahan *medication error* meningkat dari kisaran 27,27–48,48% pada pre-test menjadi 70,91–100% pada post-test tahap akhir pada seluruh fase penggunaan obat ($p < 0,001$).

Disimpulkan bahwa *In-House Training* efektif meningkatkan pengetahuan, membentuk sikap positif terhadap pelaporan IKP, serta memperkuat tindakan pencegahan *medication error*, sehingga menurunkan risiko kejadian tidak diharapkan di rumah sakit..

Kata kunci: *In House Training*, Keselamatan Pasien, Insiden Keselamatan Pasien, *Medication Error*.

ABSTRACT

Patient safety remains a major challenge in hospital services, particularly in the medication use process. In-House Training (IHT) is an internal strategy to strengthen healthcare workers' capacity in reporting Patient Safety Incidents (PSIs) and preventing medication errors. This study aimed to evaluate the effectiveness of IHT at RSD K.R.M.T. Wongsonegoro Hospital, Semarang.

This study employed a quasi-experimental design using a one-group pre-test and post-test approach. The research subjects consisted of 165 healthcare workers. Measurements were conducted before the intervention (pre-test) and after the training through three stages of post-tests to assess changes in knowledge, attitudes, and practices related to PSI reporting and medication error prevention.

The results showed that before the training, healthcare workers' levels of knowledge, attitudes, and practices were varied. After the implementation of IHT, consistent improvements were observed across all indicators. Understanding of PSIs increased from 47.27% in the pre-test to 100% in the final post-test (Wilcoxon test, $p < 0.001$). Understanding of medication errors and the SIMRS reporting flow increased from 35.15% to 100% ($p < 0.001$). The culture of PSI reporting improved from 78.79% to 100% ($p < 0.001$), indicating the establishment of a no blame culture. Practices in medication error prevention increased from 27.27–48.48% in the pre-test to 70.91–100% in the final post-test across all phases of the medication use process ($p < 0.001$).

In conclusion, In-House Training is effective in improving knowledge, fostering positive attitudes toward PSI reporting, and strengthening medication error prevention practices, thereby reducing the risk of adverse events in hospitals.

Keywords: *in-house training, patient safety, Patient Safety Incident, Medication Error.*