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Socio-Demographic Relationship of Nurses with Workplace Violence Incidents in Banda Aceh

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Abstract

Background: Workplace violence often occurs in hospitals and the nursing profession, which can become an obstacle and affect the quality of nursing care to patients. A study showed that 59% of workers in hospitals in Aceh experienced WPV incidents. However, there has not been much research on WPV in Aceh, especially regarding the socio-demographic factors of nurses with the incidence of WPV in Banda Aceh City. This research aims to determine the relationship between nurses' socio-demographics, namely gender, age, marital status, and employment status, and WPV incidence in Banda Aceh City.

Methods: This type of quantitative research uses a cross-sectional study design. Data collection used a simple

random sampling method on a sample of 278 nurses at Meuraxa Hospital, Banda Aceh. A modified questionnaire from the NIOSH concept was used for data collection, which has been tested for validity and reliability.

Results: There were no significant results between gender (p-value = 0.952), age (p-value = 0.471), marital status (p-value = 0.725), and employment status (p-value = 0.075) with the incidence of WPV in nurses in Banda Aceh.

Recommendations: It is hoped that the results of this research can be a source of information for the government and hospitals in Banda Aceh City to implement risk management for WPV incidents and reduce WPV incidents in the future.

Keywords: Workplace Violence, Socio Demographics, Nurses, Hospitals

1. Introduction

Workplace violence (WPV) is an incident that often occurs in various workplace sectors, including the health sector. This incident is an increasing problem and must always be studied so that the immediate and long-term effects on workers' health in the workplace can be known ^[1, 2]. Nurses are health workers with the highest risk of experiencing WPV events with a frequency three times higher than other types of work ^[3, 4]. This can result in work pressure felt by nurses and affect the quality of nursing care services provided to patients, nurse work productivity, nurse performance, patient safety, and nurse commitment to the organization or agency ^[5].

Globally, China (81.9%) is the country with the highest percentage of WPV incidents of physical violence, followed by Iran (78.4%) and Jordan (52.8%). The countries of Southern Ethiopia (89.58%), Australia (82%), and South Korea (76.9%) are the countries with the highest incidence of WPV for this type of psychological violence. Sexual violence, which is also a type of WPV incident, is experienced most often in America (25%), Slovenia (17.9%), and Australia (17%) ^[3]. Indonesia has a WPV prevalence of 10% for incidents of physical violence and 54.6% for incidents of non-physical violence ^[6]. This can happen because Indonesia accepts violent behavior, which can be seen in several Indonesian cultures full of violence, such as the amok ritual ^[7].

Aceh Province cannot be separated from this incident in the nursing profession. A study revealed that 10% of participants from an organization experienced WPV incidents of physical violence ^[8]. Another study stated that 59.8% of nurses working in Aceh hospitals reported experiencing WPV ^[9].

Nurses may be at risk of experiencing WPV events. This is due to the nature of their work, their work environment, inadequate staffing, dysfunctional team dynamics, ineffective leadership, and poor interpersonal relationships between nurses and doctors ^[10, 11]. Differences in socio-demographic conditions between people will influence their social situation ^[12]. Therefore, researchers are interested in finding out the relationship between socio-demographic factors of nurses and the incidence of WPV in hospitals.

2. Methods

This research is a descriptive quantitative study using a cross-sectional study design. The data collection technique was carried out through distributing questionnaires using a modified instrument based on the NIOSH concept. Data collection was carried out on June 1-15, 2023. The population in this study were nurses who worked at Meuraxa Regional Hospital, Banda Aceh City, totaling 915 nurses. The research sample consisted of 278 participants using a simple random sampling technique. Data collection was carried out after obtaining an ethical pass letter from the Research Ethics Committee of the Faculty of Nursing, Syiah Kuala University, and data analysis in this research was univariate analysis and bivariate analysis.

3. Results

Based on this research data, the following results were obtained:

Table 1: Personal Data of Respondents

S. No	Characteristics	f	%
1	Gender		
	Man	84	30,2
	Woman	194	69,8
2	Age		
	Late teens	54	19,4
	Early adulthood	167	60,1
3	Marital status		
	Not married yet	87	31,3
	Marry	178	64
4	Life divorce/death divorce	13	4,7
	Last education		
	Diploma	144	51,8
5	Bachelor	127	45,7
	Masters	7	2,5
	Job-status		
	Civil servants	73	26,3
	Contract	165	59,4
	Honorary/service	40	14,4

Based on Table 1, it can be seen that the majority of respondents were female, 194 (69.8%), in the early adulthood category, 167 (60.1%), with marital status, 178 (64%), with the highest education. A diploma was 144 (51.8%), contract work status was 165 (59.4%), 175 (62.9%) were in the inpatient work area, and 182 (65) had income below the minimum wage. (5%).

Table 2: Frequency Distribution of WPV Events in Nurses in Banda Aceh

S. No	Category	f	%
1	None	153	55
2	Less	120	43,2
3	Average	5	1,8

The research results in Table 2 show that most nurses in Banda Aceh City did not experience WPV incidents, and the remaining (45%) of nurses experienced fewer than average WPV incidents.

Table 3: Relationship between Socio-Demographics of Nurses and the Incident of WPV in Banda Aceh

S. No	Characteristics	P-value
1	Gender	0,952
2	Age	0,471
3	Marital status	0,725
4	Job-status	0,075

The data collection results in Table 3 show that gender, age, marital status, and job status are unrelated to the WPV incidence in Banda Aceh.

4. Discussion

Based on the results of this research, nurses in Banda Aceh City experienced WPV incidents in the low and medium categories. The incidence of WPV in Banda Aceh City is related to the nurse's final education, the area where the nurse works, and the income the nurse earns each month.

The gender variable unrelated to the incidence of WPV in Banda Aceh City could be due to the many educational programs regarding gender justice, including by the Banda Aceh City government. This can make people more aware so that violence does not occur again because of one particular gender^[13]. The age category is also unrelated to the WPV incidence in Banda Aceh City. This can relate to research participants already in the early and late adulthood age categories. According to Janatolmakan *et al.*^[14], older Nurses can have more experience to minimize the risk of experiencing a WPV incident.

Furthermore, the age characteristic shows that the p-value is 0.471, which means there is no relationship between the nurse's age and the incidence of WPV. These findings align with the research of Agbornu *et al.*^[15] and Janatolmakan *et al.*^[14], who also found that age was unrelated to the incidence of WPV. This can be related to 80.6% of participants in the early and late adulthood age categories. Nurses who are older and have more experience are expected to have better communication techniques to minimize the risk of WPV incidents^[14, 16].

The majority of participants were married (68.7%). Married nurses are used to dealing with conflicts that occur in their families at home^[17], thus making nurses able to manage WPV risk events in the workplace better. In addition, nurses' employment status was not related to the incidence of WPV. This study's results align with research by Janatolmakan *et al.*^[14] Incidents of violence against nurses do not look at a person's employment status category. This can be proven in the results of this study, where all nurses' work status can experience WPV incidents.

From the results of this research, it was found that there were still incidents of WPV among nurses who worked at Banda Aceh City Hospital. The government, hospitals, nurses, and legal unit must work together to prevent and manage WPV incidents so that nurses, as health workers who are often directly exposed to the risk of WPV incidents, can be avoided. So, efforts to stabilize the patient's health condition can avoid feelings of depression and can improve the quality of services provided to patients.

5. Conclusion

Nurses still experience WPV incidents in Banda Aceh City in the mild and moderate categories. The government, hospitals, nurses, and legal entities must work together to prevent and manage WPV incidents so that nurses who have an essential role in optimizing patient health status can avoid feelings of depression and can provide the best quality nursing care services for their patients.

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