HOW CRUCIAL IS THE WORKING ENVIRONMENT IN SUPPORTING THE PERFORMANCE OF HEALTH WORKERS?

Seberapa Penting Lingkungan Kerja Dalam Mendukung Kinerja Pekerja Kesehatan?

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In the last semester of the second year of the COVID-19 pandemic, our journal emphasizes its current issue on the life of health workers as humans. We choose to underline the working environment condition as one of the super significant predictors of health workers' performance, leading to a stronger health system in the future.

We always believe that patient safety is always number one in healthcare. However, the article written by Nurdin and Wibowo (2021) explains that environmental factors are still a barrier to patient safety. Their narrative review found that the low competencies of health workers in understanding patient safety combined with a working environment that shares shaming and blaming culture cause weak reporting of patient safety incidents.

In the other article, our authors also exacerbate the fact that the working environment is not equipped with a solid relationship between health workers, especially with different professional backgrounds. Our author Wahyuni et al. (2021) reported that the working environment in the studied hospital is full of individualism that ruins the collaboration between the health profession. This paper suggests how the utilization of integrated working instruments of the team with different professions and supportive work design will help boost interprofessional communication as the basis of the collaboration itself. Taking pharmacists as the study object, Antari et al. (2021) also report how the organizational culture significantly affects health workers' performance. A conducive organizational culture works within the health worker's motivation to perform their work as best as possible.

Variations of health conditions make the type of treatment could be varied between patients. Inspanningsverbintenis, health services performance is not valued based on its result but its process. Hence, procedures standardization is highly needed. Karnadipa (2021) reported that the absence of these standardized procedures among physiotherapists risked their low self-confidence in their professionalism. Another article was written by Putra et al. (2021) also highlights that the adequacy of nurses in number and working equipment is related to missed nursing care. Both of these articles show us that a supportive working environment is only about the ambience of the day-to-day surrounding working space, working infrastructures that guide and protect the health workers are still needed.

Regarding our main editorial on the working environment, our editors have also chosen to publish articles that help the health management choose the proper method to support their daily working process.

After a long time, we never received any work on inventory planning of the health industry. A paper written by Yudianti et al. (2021) reflects which inventory planning method is robust. The article claimed that the combination of EOQ and ROP methods in a hospital had increased efficiency in managing disposable medical materials. Dahlui et al. (2021) emphasize how important the
How Crucial Is... economic evaluation studies help the health system understand how effective the health intervention was.

However, in the second year of the COVID-19 pandemic, we still received many studies related to the urgency of policies regarding the pandemic. Wirawan et al. (2021) highlighted how this pandemic seems to be a cycle of grief that weakens population performance in exercising preventive behaviour. The more population fell to a more profound economic crisis, and the more population tends to neglect the COVID-19 control measures. These findings are supported by the study of Jayawickrama et al. (2021). They present a narrative review on how derivation of mitigation policies is crucial to ensure that the health system is working effectively during the pandemic. The direction of policymakers in mitigation is a valid indicator to predict the health system’s future. Hence, there is urgent work to read how mitigation policy in each country has worked well. When it is weak or unclear enough to ensure that it supports pandemic mitigation, it must indicate that it is an unstable health system. This paper raises an essential issue in measuring that a health system is on its right track to achieve a more effective and responsive health system.

All in all, these current journal issues show us the importance of the working environment in the health system. As the motor of the health system, health workers need to be supported by a conducive working environment. Preparing the working infrastructure is as crucial as preparing the positive working condition. Then, putting an excellent basis to make the working process more efficient is fruitful for the organization and the health workers themselves.

Reference


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