Efforts to Prevent Musculoskeletal Disorders (MSDs) Among Staff at RSU Wahyu Medan Tembung District

Arifah Mutiara Irham 1, Reni Agustina Harahap 2
Universitas Islam Negeri Sumatera Utara

ABSTRACT
MSDs are the second largest contribution to disability in the world as the main cause that limits worker mobility and dexterity. Where they feel pain from the neck to the shoulders, then experience stiffness in the hand muscles until they lose control of their hands or find it difficult to move them. Complaints of Musculoskeletal Disorders (MSDs) are also felt as workloads for long periods of time at frequent intervals, repetitive work movements such as bending over while working, hunched sitting postures which make the staff particularly uncomfortable at work. To identify efforts to prevent MSDs in Wahyu RSU staff, Medan Tembung District. This research method uses qualitative methods using case studies. Samples were taken using the purposive method. The number of samples used in this research was 7 Wahyu RSU staff. The results of this research show that prevention efforts carried out by hospitals and each individual are still not effective in preventing the emergence of symptoms of MSDs in hospital staff. There needs to be more effort to prevent this by doing ergonomic exercises and stretching which must be done regularly. Routine.

INTRODUCTION
Complaints about Musculoskeletal Disorders are complaints about parts of the skeletal muscles that are felt by a person, ranging from mild complaints to very painful complaints (Tarwaka and Sudiardjeng, 2019). The International Labor Organization (ILO) reports that musculoskeletal disorders are currently experiencing an increase in cases in many countries. For example, in the Republic of Korea, musculoskeletal disorders have increased by around 4,000 cases. The prevention of Occupational Diseases represented by MSDs is around 59% of all disease records found in Europe (WHO, 2019). MSDs are the second largest contribution to disability in the world as the main cause that limits worker mobility and dexterity. Data obtained from the ILO shows that risk factors for MSDs in the workplace that affect workers' posture can cause serious illness (ILO, 2019).

Most musculoskeletal disorders develop over time. This disorder can be acute or chronic and can also be caused by injuries suffered as a result of work accidents. In addition, this disorder can develop from mild to severe. MSDs are rarely life threatening, but can impair the quality of life of most adults. Musculoskeletal disorders are associated with work patterns with fixed or restricted body positions, continuous repetition of movements, concentrated strength in small parts of the body such as the hands or wrists, work that does not allow adequate recovery. Apart from that, psychosocial factors in the workplace such as organizational culture,
health and work climate and human factors can create musculoskeletal disorders (Health and Safety Executive, 2019). Static work and work attitudes have the potential to accelerate the onset of fatigue and pain in the muscles involved. If conditions like this persist every day and for a long time (chronic) it can cause permanent pain and damage to muscles, joints, tendons, ligaments and other tissues. Apart from that, working with pain can reduce productivity and work efficiency and if working with pain is continued it will result in disability which ultimately eliminates the worker's job. There are more than a third of all lost work time (lost time injuries) (Melissa, 2019).

Musculoskeletal complaints are complaints in the skeletal muscles that a person feels ranging from very mild to severe complaints. If in this case the muscles receive static loads repeatedly and for a long time, it can cause damage to the muscles, nerves, tendons, joints, cartilage and intervertebral discs. (Tawraka, 2019) Usually MSDs affect the parts of the body that are involved in carrying out a job. MSDs complaints that often arise in workers are back pain, neck pain, pain in the wrists, elbows and feet. The upper body, especially the back and arms, are the parts most susceptible to the risk of developing MSDs. Wahyu General Hospital is a general hospital that was established in November 2009 and then inaugurated on February 21 2010. This hospital is an outgrowth of a medical center or clinic. This hospital is in the Medan area, precisely Jl. Padang No.25, Bantan, Kec. Medan Tembung, Medan City, North Sumatra.

Based on interviews conducted at Wahyu General Hospital, it was concluded that 7 of the total staff had symptoms of MSDs, among these staff were those who worked in the laundry section, then those who worked in the waste transportation and admin sections. Where they feel pain from the neck to the shoulders, then experience stiffness in the hand muscles until they lose control of their hands or find it difficult to move them. Complaints of Musculoskeletal Disorders (MSDs) are also felt as workloads for long periods of time at frequent intervals, repetitive work movements such as bending over while working, hunched sitting postures which make laundry staff, waste transporters and admins uncomfortable. So far the efforts or actions that have been taken by the hospital are to carry out routine activities once a week by doing morning exercises, this is done as an initial form of preventing stiffness and pain in workers' muscles. Based on the explanation above, researchers are interested in conducting research on efforts to prevent MSDs among staff at Wahyu RSU so that more effective efforts need to be made in preventing the occurrence of MSDs symptoms in hospital staff.

**RESEARCH METHOD**

This research uses a qualitative method with a case study design. Qualitative research is a research method that aims to gain an understanding of reality through an inductive thinking process. Meanwhile, case study design is an activity that explores a problem with detailed limitations, has in-depth data collection. This research uses research informants who were taken using a purposive method. This research also uses research instruments such as recording devices, interview guides and field notes. The data collection procedure for this method uses interviews, observation and documentation. There were 7 informants for this research. This research was conducted at Wahyu General Hospital, Medan Tembung District.

**RESULT AND DISCUSSION**

Based on the results of interviews that have been conducted, the age and gender of the main informants provide an illustration that the majority of informants are women with ages ranging from 31-45 years. Meanwhile, the key informant is a 65 year old woman, who is the main director at Wahyu General Hospital. The tenure of the main informants shows that they have 3-6 years of experience at the hospital, while the key informants have worked for 7 years. This indicates the level of experience and exposure to occupational risks that may contribute to complaints of muscle pain and MSDs.

The discussion includes risk factors that contribute to MSDs such as length of service, age, workload, unergonomic work postures, and unhealthy eating patterns. Analysis of complaints of muscle pain experienced by key informants, along with statements from key informants regarding complaints heard from hospital staff, provides important insight into the overall number and impact of MSDs in the workplace. This also shows the need for greater attention to the welfare and health of workers. The experience of muscle pain expressed by the main informant covers various areas of the body such as the hands, feet, back, neck and hands. This indicates that MSDs problems can occur in various parts of the body due to repetitive work activities. Some informants expressed frequent experiences of muscle pain, while others stated that the experience of pain was not very frequent. This illustrates the level of severity and frequency of complaints that vary between informants.

Individual prevention efforts undertaken by key informants included the use of medicines, balms, or taking vitamins. Although this effort is personal, it can reflect an individual's awareness of their health. Apart from that, the hospital also makes prevention efforts by providing regular morning exercise programs. This
shows the institution’s commitment to reducing the risk of MSDs for its staff. Prevention that can be done after conducting this research can focus on ergonomics and stretching exercises as effective prevention methods. This is supported by an explanation of the benefits and how to carry it out, as well as examples of movements that can be done. Analysis of ergonomics and stretching exercises as an effort to prevent MSDs provides important insight into interventions that can be carried out in the workplace to reduce the risk of complaints of muscle pain.

The application of ergonomics can, among other things, be done in working positions, the position in question is a sitting position where the legs are not burdened with body weight and the position is stable during work. Work processes, work equipment in accordance with the position when working and in accordance with anthropometric measurements. Layout of the workplace, how to lift loads, namely with the head, shoulders, hands, back. Loads that are too heavy can cause injury to the spine, muscle tissue and joints due to excessive movement and stretching can be done by initially holding each movement for 10-15 seconds, then for those who are used to practicing each movement can be repeated by holding it for 15-30 seconds. The best exercise can be done with a frequency of 3-5x/week. This reflects the importance of ergonomic and physiotherapy approaches in maintaining worker health.

CONCLUSION

The conclusions that can be obtained from the results of this research regarding efforts to prevent MSDs in Wahyu Hospital staff are:

1. There needs to be preventive measures that must be carried out by Wahyu Hospital apart from carrying out gymnastics once a week.
2. Musculoskeletal Disorders is one of the Occupational Diseases (PAK) in the form of disorders that occur in the means of movement such as muscles.
3. The efforts made by each worker are still not effective in preventing symptoms of Musculoskeletal Disorders (MSDs). 4. Efforts that can be made apart from preventing the occurrence of MSDs are by doing Ergonomic Exercises, Stretching regularly.

REFERENCES