



PATIENT SAFETY CULTURE IN NURSES CLINICAL PRACTICE : A LITERATURE REVIEW

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ABSTRACT

Patient safety culture is an important aspect of maintenance clinical practice, encompassing the values, beliefs, attitudes, and behaviors that contribute to patient safety and quality of care. This literature review aims to evaluate the implementation of patient safety culture and identify the key factors influencing its execution within nurses' clinical practice. A literature search was conducted using Google Scholar, ResearchGate, ScienceDirect, and Springer for articles published between 2019 and 2024. The keywords included patient safety culture, nurses, and clinical practice. After rigorous screening against predefined inclusion criteria, eight peer-reviewed articles were selected and analyzed. The synthesized findings demonstrate that patient safety culture in nursing practice is multi-dimensional and influenced by transformational leadership, teamwork collaboration, open communication, and supportive work environments. High nurse competency and non-punitive approaches to error reporting are critical drivers for establishing a sustainable safety climate. Fostering a robust patient safety culture requires an integrated organizational framework focusing on supportive leadership, effective communication, continuous education, and a just culture. Addressing these factors enables healthcare institutions to build safer clinical environments.

Keywords: *Patient Safety Culture, Nurses, Clinical Practice.*

INTRODUCTION

Currently, healthcare organizations need to improve patient safety culture. Safety culture influences the quality of health services. So that health workers consistently improve the quality of their services (Zabin et al., 2023). Safety culture is a combination of beliefs, attitudes, competencies and behavioral patterns of individuals and groups who are committed to attitudes and competencies in improving patient safety (Reis CT, Paiva SG, 2018). According to the Agency for Healthcare Research and Quality (AHRQ), an organization's safety culture reflects the degree to which its institutional norms prioritize and enhance patient safety. Within nursing clinical practice, PSC is a multifaceted construct involving values and behaviors that prioritize patient well-being while encouraging open error reporting (Ramos, 2024). Nurses play an important role in maintaining the health and safety of patients. Nurses' perceptions and interventions in practice have a significant influence on patient safety culture (Shahrokhi, 2024).

Article History:

Received: September 29,, 2026; Revised October 23, 2026; Accepted: October 29, 2026



Despite the recognized importance of safety culture, existing literature remains fragmented regarding how patient safety culture is operational and sustained specifically within daily nursing clinical practice. While general organizational safety frameworks exist, there is a distinct lack of comprehensive synthesis evaluating both the real-world implementation mechanisms of PSC among bedside nurses and the complex interplay of factors ranging from individual competencies to systemic organizational barriers that influence its adoption. Without addressing this critical evidence gap, strategies to bolster patient safety risk being overly generic and disconnected from front line nursing realities. Therefore, this literature review aims to bridge this gap by systematically synthesizing current evidence on the implementation of patient safety culture in nursing clinical practice and critically evaluating the core factors that influence its execution.

METHOD

The literature used in this research is based on electronic databases such as Google Scholar, Research Gate, Science Direct, Springer, Elsevier and Open Access Journals published from 2019 to 2024 related to Patient Safety Culture were screened and evaluated using the following keywords "patient safety culture" AND "nurses" AND "clinical practice". Included articles met the following criteria: (1) an abstract was available, (2) full-text article was offered online, (3) published in peer-review journals, (4) published between 2019 to 2024, (5) journal articles and research were relevant to Patient Safety Culture in nurses practice, and (6) articles were all in the English language. Exclusion criteria included editorial notes, review papers, book chapters, and studies not focusing on the nursing profession. Based on screening and eligibility assessment, eight primary articles were selected for critical analysis and synthesis. The following 8 papers were used for this observation" (see Table 1).

RESULTS AND DISCUSSION

Patient safety culture is influenced by various factors, including leadership, team collaboration, communication, and work environment. Additionally, competent nurses are critical to fostering a positive patient safety culture, as their skills and knowledge have a direct impact on preventing errors and side effects.

Article History:

Received: September 29,, 2026; Revised October 23, 2026; Accepted: October 29, 2026



Table 1. Research Matrix

Author & Published Year	Article Title	Objective	Result	Conclusions
(Panggalih et al., 2023)	Patient Safety Culture among Nurses: Case Study	Assessing patient safety culture among nurses at Gambiran Hospital and identifying strengths, weaknesses, opportunities and threats (SWOT) related to patient safety culture among nurses at Gambiran Hospital.	Assessing patient safety culture among nurses in the Dhaha ward is very important, as it encourages nurses to report incidents and facilitates dissemination of initiatives aimed at improving patient safety culture.	This study emphasizes the importance of prioritizing issues to develop strategies to improve patient safety culture among nurses, ultimately aiming to make nurses more receptive to reporting incidents during their shifts.
(M. Walid Qoronfleh, Musthafa Mohamed Essa, 2023)	A Perspective on Patient Safety Culture among Nurses in Qatar	Investigated different perceptions surrounding patient safety culture among nurses in Qatar and identify factors considered important for developing and maintaining a culture of patient safety among nurses living and working in Qatar.	The highest rated cultural dimensions among nurses in Qatar were organizational learning, continuous improvement, and teamwork within hospital units, with positive responses of 89% and 88% respectively and the lowest ranked dimensions were non-punitive responses to errors and personnel issues, with only 28% and 35% of responses positive, respectively.	Error reporting should be seen as a strategy for learning from mistakes and as a first step in creating a culture of patient safety. Initiatives are needed to improve staffing, handover, transition, and non-punitive responses to medical errors to further develop a culture of patient safety in Qatar.
(TOSUN ÖZTÜRKÇİ & FİLİZ, 2023)	Nurses' Perceptions of Patient Safety Culture and Evaluation of Organizational Commitment Level	Determine nurses' perceptions of patient safety culture and level of organizational commitment and demonstrate the relationship between nurses' perceptions of patient safety culture and their level of organizational commitment.	Nurses' perceptions of patient safety culture are at a level that needs to be improved, with the average percentage of total positive responses being 54%. The highest percentage of positive responses was related to teamwork within the unit, while the lowest percentages were for non-punitive responses to errors, staffing,	Nurses' perceptions of Patient Safety Culture (PSC) were identified as requiring improvement, with an average percentage of total positive responses of 54%. This study found a statistically significant positive relationship between nurses' perceptions of patient safety culture and their level of organizational

Article History:

Received: September 29,, 2026; Revised October 23, 2026; Accepted: October 29, 2026



			and frequency of reported event sub-dimensions. Nurses' levels of organizational commitment were found to be high, with strong ties to their organizations. The level of continuity and affective commitment is high, while normative commitment is lower. The level of affective commitment is higher in nurses who work shifts compared to daily workers.	commitment, indicating that as the level of patient safety culture increases, the level of commitment to their institution also increases.
(Beyene Shashamo et al., 2023)	Patient safety culture and associated factors among nurses working at public hospitals in Gamo Zone, Southern Ethiopia	Assessing patient safety culture among nurses working in public hospitals in Gamo Zone, Southern Ethiopia and identify factors associated with patient safety culture among nurses, including educational status, work environment, response to medical errors, and hours worked per week.	The results of the study stated that as many as 0.8% of participants showed a good patient safety culture. Factors such as having a bachelor's degree or above, working on a surgical ward, not being blamed when medical errors occur, and working 40 to 49 hours per week were significantly associated with a good patient safety culture among nurses working in public hospitals in Gamo Zone, Southern Ethiopia.	This study revealed that only half of the participants demonstrated a good patient safety culture. This indicates the need for improvement regarding patient safety culture in public hospitals in Gamo Zone, southern Ethiopia. Factors such as educational status, working on a surgical ward, error-free environment, and weekly working hours were identified as significantly associated with a good patient safety culture among nurses in this study.
(AC Chang, 2024)	Anesthesia nurses' self-perceived roles, competencies, and attitudes toward patient safety culture	Identifying nurse anesthetists' perceptions of roles, competencies, and attitudes towards patient safety culture and identifying predictive factors for patient safety culture among nurse anesthetists	This study found that self-perceived competency, working in a regional hospital, and working in medical centers were significant predictors of nurse anesthetists' attitudes toward patient safety culture, highlighting the	Nurse managers can utilize the specific predictive factors identified in this study to develop strategies aimed at improving nurse anesthesia competency and ultimately improving patient safety culture.

Article History:

Received: September 29,, 2026; Revised October 23, 2026; Accepted: October 29, 2026



			importance of strengthening competency to improve patient safety culture.	
(Brás, Ferreira, et al., 2023)	Patient safety culture in nurses' clinical practice	Assess the psychometric characteristics of the Hospital Survey of Patient Safety Culture (HSOPSC) questionnaire to determine its quality and reliability. Characterize patient safety culture among nurses by measuring multiple dimensions related to values, beliefs, organizational norms, adverse event reporting, communication, leadership, and management.	The Hospital Survey on Patient Safety Culture (HSOPSC) was found to have good psychometric characteristics, making it a reliable tool for consistently assessing patient safety culture. However, there were five dimensions identified as problematic (Non-punitive response to errors, Frequency of reported incidents, Management support for patient safety, Staffing, and Teamwork across units) that require priority interventions to strengthen safety culture.	This study emphasizes the importance of continuously assessing safety culture to identify areas for improvement in order to improve the quality and safety of patient care. Interventions are recommended to increase interhospital collaboration, ensure adequate staffing, improve information feedback, and encourage event reporting to promote safer health care practices for patients and health professionals.
(Biaggini, 2023)	Patient Safety in Nursing Care	Evaluate patient safety based on nurse declarations. Aims to create a culture of safety by improving communication between doctors and nurses or line managers and nurses.	Nearly 40% of respondents said that their superiors rarely and very rarely consider employee suggestions to improve patient safety. More than 40% of respondents stated that their workplaces often and too often try to complete too many tasks too quickly, potentially compromising patient safety.	Creating a culture of safety in healthcare settings is essential, which can be achieved by improving communication between doctors and nurses, as well as between line managers and nurses.
(Brás, de Figueiredo, et al., 2023)	Safety Culture In Obstetric Nurses' Clinical Practice	Identify the dimensions of safety culture that influence the clinical practice of obstetric nurses. Assess the prevalence of strong and problematic dimensions of safety culture in maternity hospitals to plan interventions that reduce errors and improve the safety of obstetric care.	This study found that the "Teamwork within the unit" dimension was the strongest safety culture dimension among obstetric nurses in maternity hospitals, with a score above 75.0%. However, problematic dimensions affecting obstetric nurse practice include a punitive	The study identified "Teamwork within the unit" as a dimension of a strong safety culture in maternity hospitals, while dimensions such as "Non-punitive response to errors", "Frequency of reported incidents", "Management support for patient safety", and "

Article History:

Received: September 29,, 2026; Revised October 23, 2026; Accepted: October 29, 2026



			<p>culture, underreporting of adverse events, insufficient number of obstetric nurses, and little commitment from hospital management, as indicated by scores below 40.0% in dimensions such as "Response non-punishment of errors," "Frequency of reported incidents," "Management support for patient safety," and "Staffing."</p>	<p>Staffing" is considered problematic. The prevalence of a punitive culture, underreporting of adverse events, insufficient numbers of obstetric nurses, and lack of commitment from hospital management were highlighted as problematic dimensions affecting midwifery nurse practice, emphasizing the need for interventions to reduce errors and improve the safety of obstetric care.</p>
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Article History:

Received: September 29,, 2026; Revised October 23, 2026; Accepted: October 29, 2026



Leadership

The role of leadership, especially transformational leadership, is very important in fostering a positive patient safety culture. Studies show a positive relationship between transformational leadership practices and patient safety culture, indicating that leaders who encourage, motivate, and support their staff can significantly improve safety culture. Overall, efforts to foster a strong patient safety culture require a multifaceted approach, including strong leadership, a supportive work environment, a high level of competency, effective communication, and a non-punitive approach to error reporting. By addressing these factors, healthcare organizations can create safer and more reliable environments for patients and healthcare workers, especially nurses.

Work Environment

Assessment of patient safety culture among nurses is essential to encourage nurses to report incidents and facilitate dissemination of initiatives aimed at improving patient safety culture (Panggalih et al., 2023). The cultural dimensions among nurses in Qatar were organizational learning, continuous improvement, and teamwork within hospital units, with positive responses of 89% and 88% respectively (M. Walid Qoronfleh, Musthafa M, 2023). Based on nurses' perceptions of patient safety culture, it shows that an increase in safety culture is in line with an increase in nurses' commitment to the institution where the nurse works. Based on Research hospital in Turkey. There is a correlation between nurses's perceptions of patient safety culture and organizational commitment degree. As the level of patient safety culture of nurses increases their level of commitment to their institutions also increase. Enhancing the safety culture in hospitals will improve their organizational commitment. Factors including educational status, working on a surgical ward, error-free environment, and weekly working hours were identified as significantly associated with a good patient safety culture among nurses. The competency and attitude of nurses play a role in patient safety culture, so it is very important to improve nurse competency which has an impact on improving patient safety culture.

Team Collaboration

The Hospital Survey on Patient Safety Culture (HSOPSC) was found to have good psychometric characteristics, making it a reliable tool for consistently assessing patient safety culture. However, there were five dimensions identified as problematic (Non-punitive response to errors, Frequency of reported incidents, Management support for patient safety, Staffing, and Teamwork across units) that require priority interventions to strengthen safety culture (Brás, Ferreira, et al., 2023). Non Punitive respons important because if a nurses mistake and reports their mistake regarding patient safety, they are not immeadiately punished and held accountable. So we need to look for the course of the error and give a solution so the error doesn't happen again. Because if a nurses reports an error related to patient safety and punished, then if the are other error they will nt be reported and will be covered up so as not to be punished.

Communication

Creating a culture of safety in healthcare settings is essential, which can be achieved by improving communication between doctors and nurses, as well as between line managers and nurses. The prevalence of a punitive culture,

Article History:

Received: September 09, 2019; Revised: September 30, 2019; Accepted: November 18, 2019



underreporting of adverse events, insufficient numbers of obstetric nurses, and lack of commitment from hospital management were highlighted as problematic dimensions affecting midwifery nurses' practice, emphasizing the need for interventions to reduce errors and improve the safety of obstetric care (Brás et al., 2023).

CONCLUSION AND RECOMMENDATIONS

Efforts to foster a strong patient safety culture require a multifaceted approach, including strong leadership, a supportive work environment, high competency levels, effective communication, and a non-punitive approach to error reporting. Implementing a patient safety culture in nursing clinical practice involves a complex interplay among individual competencies, team dynamics, and organizational systems. Although unit-level teamwork is well-established, major challenges persist regarding punitive environments, inadequate staffing, and insufficient management response to reported incidents. Transformational leadership, continuous competency development, and a non-punitive reporting climate are critical drivers for elevating patient safety culture in healthcare organizations. Hospital management must shift incident reporting systems from punitive approaches toward system-based, non-punitive learning systems while regularly evaluating nursing workload ratios.

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Article History:

Received: September 09, 2019; Revised: September 30, 2019; Accepted: November 18, 2019



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Article History:

Received: September 09, 2019; Revised: September 30, 2019; Accepted: November 18, 2019