

BUILDING A SPIRITUAL WORK CULTURE BY READING THE QUR'AN BEFORE PATI ISLAMIC HOSPITAL HANDOVER AT THE NURSE STATION

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Abstract

This study discusses the application of recitation therapy as an effective mental health healing method to reduce stress and anxiety and strengthen spiritual connection with Allah SWT. However, at the Pati Islamic Hospital, recitation is not recommended. This Qur'an has not yet become a routine habit, so there needs to be systematic implementation so that this therapy can improve the emotional well-being of health workers. Building an Islamic work culture by starting activities by remembering Allah SWT, instilling a sense of discipline and sincerity, and regularly reciting holy verses to create a harmonious work atmosphere and also improve work ethic. Qualitative action research approach with the following stages: problem identification, implementation observation, and impact evaluation through interviews and reflection with health workers. Tilawah therapy has a positive impact on the emotional and spiritual well-being of health workers, creates a calm working atmosphere, strengthens Islamic work culture (sincerity, responsibility, empathy), reduces stress, increases focus, strengthens relationships between staff, and supports humanistic and quality health services. The implementation of tilawah therapy at the RSI Pati Nurse Station effectively improves emotional balance, mental calm, work ethic, and the quality of healthcare services. This therapy also fosters a harmonious, religious, and spiritual Islamic work culture, creating a humanistic and meaningful work environment.

Keywords: Tilawah therapy, reading the Qur'an, patient operant, spiritual work culture, nurse station.

INTRODUCTION

In Islamic teachings, reciting the Quran is a form of worship with a profound spiritual dimension. This holy book not only serves as a source of teachings and guidance for Muslims, but is also believed to bring peace of mind, strengthen faith, and serve as a means of spiritual communication between humans and the Creator. The act of reciting the Quran is also known as a practice that can positively influence a person's psychological and emotional well-being, especially for those facing stress in their daily work.

Initial observations conducted in the inpatient ward at RSI Pati indicate that the habit of reading the Quran among healthcare workers has not yet become part of their work routine, particularly prior to patient handovers. This finding indicates that the integration of spiritual values into daily work activities is still minimal and not optimally facilitated by the institution.

In fact, reading the Quran has various benefits that can support the performance of healthcare workers' duties. These include increased inner peace, the development of a more patient and empathetic character, and strengthened motivation to provide sincere and professional service. This activity also has the potential to create a more conducive and harmonious work environment, while strengthening social ties among employees through a collective religious approach.

Several factors are known to influence consistency in Quran reading in the workplace. Time constraints due to busy schedules, a lack of individual awareness of the importance of spiritual development, and the absence of internal policies supporting spiritual activities are key obstacles to cultivating this practice. Therefore, a structured and systematic strategy is needed to encourage the habit of Quran reading amidst busy professional lives.

The most relevant time to conduct Quran reading activities in the hospital setting is before patient handovers. This moment is considered appropriate because it marks the beginning of daily activities and can be used as a time to mentally and spiritually prepare healthcare workers before interacting with patients.

By introducing a routine of reciting the Quran before beginning services in the inpatient ward, it is hoped that a work culture will be created that focuses not only on technical competence but also emphasizes strengthening spiritual aspects. This aligns with the Islamic values that serve as the primary foundation for healthcare delivery at RSI Pati.

LITERATURE REVIEW

Previous programs involving regular Quran reading have been shown to positively impact an individual's mental and spiritual health. For example, a study by Talibo et al. (2019) found that nurses' implementation of Islamic behaviors, such as greeting, maintaining good intentions, being sincere, being friendly, and reciting prayers before and after procedures, significantly impacted their ability to provide nursing care based on Islamic values. This behavior, in turn, fostered more humanistic and spiritual interactions between nurses and patients in inpatient wards.

Nurasih et al. (2023) found that implementing Quranic values, particularly through the habit of reciting the Quran before carrying out activities, such as patient handovers, created a harmonious work environment and improved the quality of service at the Purwokerto Islamic Hospital (RSI). This spiritual practice helped healthcare workers, particularly nurses, become more patient, empathetic, and sincere, and reduced levels of work stress.

(Purnamasari et al., 2019) found that the spiritual health of nurses in the inpatient ward of Tangerang Regency General Hospital was influenced by several important factors, such as the habit of consistently reading the Qur'an which was proven to provide inner peace and reduce stress, while social support from colleagues and family played a very important role in helping nurses carry out their spiritual practices despite having a high workload.

(Juniar & Putri, 2023) found that the habit of reading the Quran has a significant impact on an individual's mental health. Respondents who habitually read the Quran often reported feeling calmer, more patient, and more able to control their emotions when facing difficult situations. Furthermore, the spiritual interaction fostered through reading these holy verses can provide a deeper meaning to life and increase a sense of optimism.

Furthermore, according to Oktarina (2020), reciting the Quran while correctly applying the rules of tajweed is a highly valued form of worship and offers profound spiritual benefits. This activity falls under the category of dhikr (remembrance of Allah), which can soothe the heart, foster inner peace, and strengthen a Muslim's relationship with Allah SWT. Furthermore, the habit of regularly reciting the Quran can shape a religious personality, refine morals, and strengthen faith, thus positively impacting daily life, both individually and socially.

(Mujahidin et al., 2020) also emphasized that learning to read the Quran for adults needs to be implemented in stages with an applicative approach, particularly in the application of the principles of tajwid. Various methods such as Tilawati, Iqra', Qira'ati, and Baghdadiyah are considered relevant for use in non-formal contexts, such as community religious studies or independent tahsin groups. The main focus lies on the accuracy of the pronunciation of the hijaiyah letters based on makhraj and the application of appropriate reading rules, so that in addition to improving fluency, participants also gain a deeper religious understanding. The success of this learning is also influenced by the support of a conducive environment and the participants' high spiritual motivation.

As a continuation of this approach, understanding the letters in the Qur'an, especially the muqatta'ah letters such as **الم** (Alif Lām Mīm), **حم** (Hā Mīm), and **طسم** (Tā Sīn Mīm), becomes an important aspect that is not only related to pronunciation, but also to the meaning and appreciation of the contents of the revelation. And according to (Ilyas, 2019) these letters are part of the rhetorical structure of the Qur'an that shows the specialness of its arrangement, even though it consists of ordinary Arabic letters that were widely known by Arab society at that time. However, the main function of these letters is believed to be a form of linguistic challenge, as well as a symbol of miracles.

Al-Qur'an, because no human being can match it, both in terms of structure, beauty and depth of meaning. Therefore, in the process of learning the Qur'an, recognition of the characteristics of letters, both in terms of makhraj, nature and position in verses, needs to be emphasized not only technically, but also in order to foster a spiritual appreciation of the greatness of the Qur'an as kalamullah.

In line with the importance of a deep understanding of the characteristics of letters in the Qur'an, attention to the punctuation system is also a crucial element in maintaining the authenticity of the reading. And according to (Madzkur, 2015), punctuation in the Qur'an also includes several main elements, namely the **فَتْحَة** (fathah), **كَسْرَة** (kasrah), **ضَمَّة** (dammah), **سُكُون** (sukun), **تَنْوِين** (tanwīn), and **شَدَّة** (syaddah). The vowels **فَتْحَة** (fathah), **كَسْرَة** (kasrah), and **ضَمَّة** (dammah) serve to mark the vocalization of letters. Meanwhile, **سُكُون** (sukun) indicates that a letter is not given a vowel (pronounced dead). Also, **تَنْوِين** (tanwīn) is used to mark the end of a sound with a nasal hum. Meanwhile, **شَدَّة** (syaddah) indicates doubling or emphasis on a letter. These four elements have a very vital function in maintaining the accuracy of pronunciation.

Al-Qur'an.

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Thus, by referring to the positive impacts of a spiritual work culture, the habit of regularly reading the Quran not only provides inner peace and reduces stress but can also strengthen the individual's mental and spiritual health, especially for healthcare workers such as nurses at the Pati Islamic Hospital (RSI). Thus, through the recitation of these holy verses, nurses can find peace in the face of the extremely high work pressure and emotional challenges in the hospital environment.

METHOD

This project uses action research with a qualitative approach. This method was chosen based on the project's goal of creating tangible changes in nursing practice. The project focused on building a spiritual work culture through Quranic recitation before patient handover. The project was conducted at the inpatient nurse station at RSI Pati.

The implementation stages of the activities refer to the basic cycle of the action research method, which includes: needs identification, action planning, intervention implementation, observation, and evaluation. In the initial stage, focus group discussions and outreach with nurses were conducted to identify potential and obstacles in building a spiritual work culture. Additionally, observations were made of patient handover processes that occurred without spiritual content.

The activity was designed with simplicity, time efficiency, and the active participation of all nurses in mind. The activity was implemented at the nurse station in the RSI Pati inpatient ward, with a 10-minute Quran recitation before the shift change. Each shift began with one or two nurses taking turns reciting a short surah from Juz Amma, then gradually moving on to the next juz. The recitation was carried out in a tartil and solemn manner, and was listened to by other nurses as a form of respect and strengthening shared spiritual values.

Evaluations were conducted after the activities were completed through direct observation, reflective discussions, and routine documentation. Indicators of success included changes in spiritual attitudes, nurse participation, and a more positive and calm work environment. Each activity was recorded in a daily document containing the following information: day, date, time, nurse's name, the name of the chapter (sura), and initials as proof of involvement.

The subjects in this project were 22 nurses working in four inpatient wards at RSI Pati, divided into two work shifts. Subjects were selected through purposive sampling, with the following criteria:

- a. Active nurses are on duty in the inpatient ward.
- b. Willing to take part in the entire series of activities.
- c. Have openness to changes in work culture.
- d. Demonstrates discipline and active involvement in patient handover.

The location of RSI Pati was chosen because it has the characteristics of an Islamic institution that supports the integration of religious values in health services, as well as the readiness of space management to adopt a spiritual approach in work routines.

Data collection was conducted through participatory observation during the activity, informal interviews with nurses after each activity cycle, and written documentation related to the implementation of the Al-Qur'an reading. The process of implementing spiritual activities was carried out systematically and structured before the patient handover, with the following stages: all nurses gathered in the handover room, the activity was opened by the Person in Charge (PJ) of the shift with an opening greeting, then continued with the reading of a short surah from Juz 30 by two nurses in turns.

If the surah being recited consists of more than 10 verses, the reading is divided among two or more nurses. The recitation is performed with rhythm and reverence, following proper etiquette for reciting the Quran. After the recitation is complete, the patient handover is continued according to procedure. Documentation of the activity is recorded using a prepared report format, including the time of the reading, the name of the nurse who read, the surah read, and general notes on the activity.

Data were analyzed descriptively. The main instrument in this project was the spiritual comfort instrument at work, which was used to evaluate several aspects, namely: a sense of calm before starting a task, work enthusiasm after reading the Quran, interpersonal relationships between nurses, and perceptions of the general work atmosphere.

Data collected through observation and interviews were analyzed qualitatively by highlighting emerging themes, such as increased spiritual awareness, the creation of a more peaceful work environment, and the enthusiasm of nurses in completing the reading of the Al-Quran until they had completed it.

The results of the analysis are used as a basis for assessing the effectiveness of the program to improve spiritual comfort at work, planning the next cycle of actions, and as a recommendation for program replication in other work units within the hospital environment.

No.	Hari	Tanggal /Bulan/Tahun	Jam	Nama Perawat	Nama Surat /Ayat ke -	Paraf

RESULTS AND DISCUSSION

This chapter presents the results of the implementation of a spiritual work culture innovation based on Quranic recitation before patient handover at the nurse station in the inpatient ward of Pati Islamic Hospital. The results are discussed in the context of their effectiveness and impact on the quality of nursing care. The discussion also draws on relevant theories and findings from related literature.

1. Results of the Implementation of Spiritual Work Culture at the Nurse Station

The implementation of a spiritual work culture at the RSI Pati inpatient nurse station is carried out through reading the Quran before patient handover. This activity is designed as part of the nurses' initial routine before starting their duties, with the aim of strengthening mental and spiritual readiness, fostering a sense of sincerity, and internalizing religious values in nursing practice.

This program is implemented using an action project approach, encompassing planning, implementation, observation, and reflection in three cycles. Quran recitation is conducted at each shift change (morning, afternoon, and evening) in congregation, lasting between 10 and 15 minutes. The program is led in turns by designated nurses and concludes with a communal prayer before the patient handover process begins.

Based on observations and documentation during the implementation process, positive changes were noted in the work atmosphere, which became calmer, more harmonious, and more religious. This is in line with the questionnaire results, in which the majority of nurses stated that reciting the Quran helped them feel more focused, calm, and ready to carry out their duties. Ninety-one percent of respondents reported feeling calmer and more focused after reciting the Quran, and 86% stated that this activity improved the quality of patient care.

In-depth interviews also revealed that these activities had a positive impact on the nurses' psychological and spiritual well-being, increasing their work enthusiasm, sense of responsibility, and awareness of religious values in their profession. Furthermore, nurses reported increased team solidarity and more open communication in the workplace.

Overall, patient and family evaluations indicated improved perceptions of empathy, comfort, and professionalism among nursing staff. This confirms that integrating spiritual values into work routines not only provides individual benefits for nurses but also contributes to improving the overall quality of nursing services at RSI Pati.

2. User Satisfaction Evaluation

Evaluation of the implementation of the Quran recitation activity before patient handover was conducted through the distribution of questionnaires to 22 healthcare workers at the RSI Pati nurse station. The questionnaire covered several assessment aspects, namely: involvement in the activity, duration of recitation, impact on calmness and focus, influence on service quality, influence on nurse-patient relationships, and suggestions and hopes for future programs.

Based on the results of the questionnaire and open responses, the following data were obtained:

Table 4.2 Evaluation of Al-Quran Reading Activities Before Patient Handover

No	Rated aspect	Evaluation Results
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1	Involvement in Activities	82% of respondents stated that they had been involved, while 18% did it regularly.
2	Duration of Reading the Qur'an	55% of respondents read for 5 - 10 minutes, while 27% read for < 5 minutes and 18% read for 10 - 15 minutes
3	Impact on Calmness and Focus	91% felt calmer and more focused after reading the Quran
4	Impact on Service Quality	86% said service improved after reading the Qur'an
5	Impact on Stress and Anxiety	82% found it helpful in managing stress and anxiety
6	Influence on Nurse-Patient Relationship	Some respondents stated that the relationship was closer and more empathetic.
7	Increased Spiritual Awareness	The majority of respondents stated that their spiritual awareness had increased.
8	Desire to Continue the Program	64% suggested that the activity be carried out routinely, while 36% wanted to add verse discussions.
9	Hope for the Future	Respondents hope that activities will continue and be developed.

Based on the evaluation of the distributed questionnaires, it can be concluded that the Quran recitation program before patient handovers received a positive response from the majority of healthcare workers at the RSI Pati nurse station. Although its implementation has not been fully consistent across all units or shifts, most respondents reported that this activity had a significant impact on improving their inner peace, work readiness, and the quality of patient care.

Respondents' input, such as suggestions for a more structured implementation and the addition of a reflection session on the verses read, demonstrates concern and a hope for the continued development of this activity. Based on these findings, Quran recitation before patient handovers is worthy of integration as part of a spiritual work culture that supports improved healthcare worker well-being and more comprehensive patient care.

The implementation of a spiritual work culture through the habit of reciting the Quran before patient handover has been shown to positively impact inner peace, work focus, and the quality of nursing care. This activity is routinely performed by nurses at the nurses' station before the start of their work shift. Besides being a form of worship, this activity also serves as a means of self-reflection and mental preparation before beginning tasks, thus creating a calmer and more harmonious work environment.

Quran recitation is performed before morning, afternoon, and evening shift changes. Based on a questionnaire survey of 22 nurses in the inpatient ward, the majority of respondents stated that this activity helps improve focus (91%), the quality of patient care (86%), and the ability to manage stress and anxiety (82%). This suggests that Quran recitation can be a form of spiritual intervention that directly impacts the quality of nurses' work.

Carrying out activities collectively also strengthens a sense of togetherness among nursing team members. Furthermore, these activities are considered to increase emotional and spiritual closeness between nurses and patients, resulting in more empathetic and meaningful communication during care.

However, challenges include the lack of inclusion of this activity in hospital standard operating procedures (SOPs) and limited space in the nurses' station area for conducting the activity in a conducive manner. Proposed long-term solutions include establishing this activity as part of the work routine within the SOP, providing a dedicated area for Quran reading, and implementing regular spiritual guidance for all healthcare workers.

In general, the act of reciting the Quran before patient handover can serve as a simple yet effective model for a spiritual work culture innovation. This innovation can be replicated in other wards, particularly in hospitals that prioritize a holistic approach to care. Furthermore, this activity has the potential to be further developed through the

integration of group reflection or brief discussions on the verses read, to enhance spiritual meaning and strengthen the quality of care provided.

CONCLUSION

Based on the results of the project implementation and discussion, it can be concluded that the activity of reading the Qur'an before patient handover at the nurse station inpatient ward of RSI Pati made a real contribution to the achievement of the project objectives. The results of the questionnaire showed that 82% of respondents (18 of 22 nurses) actively participated in this activity, a strong indicator that the spiritual work culture has been well received and provides direct benefits to health workers.

The conclusions that are in accordance with the project objectives are as follows:

1. **The formation of a work culture based on spiritual values in the inpatient unit of RSI Pati.**

The routine Quran reading activity before patient handover has established positive habits that reflect Islamic values in the workplace. This is demonstrated by the nurses' active participation and commitment to implementing activities based on a spirit of worship and spiritual reflection. This process is the first step in building a work culture that is not only professional, but also religious and meaningful.

2. **Increasing the sense of comfort and job satisfaction of nurses in the inpatient unit of RSI Pati.**

The questionnaire results showed that the majority of nurses experienced positive impacts from these activities, including increased calmness (91%), improved quality of care (86%), and improved ability to manage stress and anxiety (82%). With a calmer and more sincere soul, nurses feel more comfortable in carrying out their duties and feel more spiritually satisfied in providing care to patients.

Thus, the Quranic recitation activity before patient handover has proven effective in supporting the achievement of project objectives. This innovation is relevant to maintain and develop sustainably across all RSI Pati units, in line with the Islamic hospital's vision and mission to provide quality Islamic healthcare. Support from RSI Pati management and all RSI Pati employees is crucial for the program's continued success.

SUGGESTION

Based on the findings of the project's benefits, several recommendations are needed to support the sustainability, development, and institutionalization of a spiritual work culture at the Pati Islamic Hospital (RSI). These recommendations are intended to ensure that the instilled spiritual values can positively impact the psychological aspects, work ethic, and professionalism of nurses in a sustainable manner. Furthermore, it is hoped that this activity can serve as a model of good practice for other hospitals in building an Islamic work culture.

The following are some suggestions that are expected to support the development and sustainability of a spiritual work culture at Pati Islamic Hospital:

1. **For Nurses**

Nurses are expected to internalize spiritual values in every aspect of their care, such as working with honesty, responsibility, and empathy toward patients. Furthermore, they are encouraged to continuously improve their competencies through training, workshops, and work reflections to create a more professional and harmonious work environment.

2. **For Patients**

Patients are expected to play an active role in maintaining good relationships with nurses and complying with hospital regulations. With open communication and a cooperative attitude, the care process will run more smoothly and effectively.

3. **For Hospital Management**

Hospital management is advised to provide ongoing support in fostering a positive and spiritually inclusive work culture. This can be achieved through the development of relevant standard operating procedures (SOPs), motivation, adequate work facilities, and regular evaluation of nurses' job satisfaction levels.

4. **For Quality Team/Nursing Committee**

The nursing committee is expected to use this project as a reference in developing nursing quality indicators. Evaluation of job satisfaction, the application of spiritual values, and a comfortable work environment should be part of a continuous quality improvement cycle.

5. **For Patient Families**

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The patient's family is expected to help maintain the peace and comfort of the inpatient environment by complying with the rules, maintaining ethics when visiting, and providing moral support to the patient and the healthcare workers on duty.

By implementing these suggestions, the innovation project to build a spiritual work culture by reading the Qur'an before handing over patients at the RSI Pati nurse station can be more effective in improving the quality of nursing services and the welfare of the nursing team.

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