

ORGANIZATIONAL BEHAVIOR AS A FRAMEWORK FOR BIBLIOMETRIC RESEARCH ON THE LINKS BETWEEN WORKLOAD, CULTURE, AND DISCIPLINE IN THE WORKPLACE AND EFFICIENCY

Beny Haryawan¹, Sopiah²
Universitas Negeri Malang, Indonesia
beny.haryawan.2304138@students.um.ac.id

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ABSTRACT

Workload, organizational culture, work discipline, and job performance are some of the topics that this bibliometric review hopes to go into. The study finds trends, patterns, and gaps in the existing literature by using bibliometric analytic approaches. It utilizes co-citation and keyword analysis to uncover patterns of research collaboration and creates a publishing map according to year, author, journal, institution, and country. Researchers, practitioners, and policymakers can benefit from the analysis by better understanding the most recent breakthroughs and trends in organizational behavior, specifically related to employee performance. Furthermore, it addresses voids in the existing literature and pinpoints topics that require additional research. The results can help improve organizational policy initiatives and direct future research in the fields of human resource management and organizational behaviour. Job interview phrases and corporate culture were the subjects of an online poll that ran from 2019 through 2024. Beyond highlighting three ways these approaches could be enhanced to increase data quality, the research tries to demonstrate the benefits of online testing beyond its convenience. These recommendations for enhancing the quality of data can be applied to online organizational surveys and experiments.

Keywords: **Organizational Culture, Employee Performance, Organizational Behavior**

PROEM

Although the remaining resources are already available, the allocation will not work to the maximum without guidance from HR sources, which is why HR plays a role in determining hierarchy management. Therefore, SDM must be managed as well as possible so that employees have a high level of motivation at work. To support good performance, human resources must also perform well. To function properly, the staff of a company must be able to perform and complete the tasks within the prescribed time. You can improve the organization's performance by controlling that capacity. It's not just

the skills that professionals have increased organizational performance can also be achieved through the development of interpersonal skills and the leadership of employees. Thus, the company can achieve its business goals effectively and efficiently.

According to the Indonesian Dictionary, responsibility is understood as having the ability, the readiness, or the ability to solve a problem. At that point, the worker could ideally or roughly perform his duty at work. Given the stack, responsibility is associated with stress (Nurfauzan, et al., 2021). Therefore, a leader needs to give clear directions and support to the team so that responsibilities can be implemented properly. Thus, the inter-official relationships will be well tied up, and the productivity of the company can be increased so that the organization's goals can be achieved more effectively. The work culture is one of the few factors that contribute to influencing and strengthening the workforce. According to (Dewanti and Darmawan, 2022), a company's work culture has the greatest influence on the execution of representation; this characteristic is also related to increased employee production. According to (Sativa, et al., 2022), given the best social achievements to date and supported by additional factors, the achievement of representative work will encourage discipline in performing officials' basic duties, which is also linked to better performance.

Disciplined entrepreneurs will achieve their goals with competent staff. Different from discipline issues that may be difficult or take longer to achieve business goals. Employees who regularly follow schedules, finish work with their best skills, and arrive and leave on time. Employees who have a high degree of discipline tend to be more productive and efficient in completing their tasks. It can help companies achieve their business goals faster and more effectively. The important role of job analysis in institutional management, governance, and the use of human resources can help in the creation of strategies to prepare human resources to face environmental and technological changes (Gunawan & Muadz, 2017). Workplace evaluation is essential for this system. Given that the board's human resources can describe the important tasks and talents of each employee as his effort, job analysis is a crucial stage in creating a role. Execution by workers, especially results that have or have not been implemented, Employee performance refers to the contribution of the workforce to the business in terms of time commitment, quality and quantity of results, presence at work, and cooperation. (Wahyudi & Tupti, 2019).

Employee performance improves employee skills in carrying out all their duties. Talent and motivation are just two examples of the many factors that can affect employee performance. In the world of work, skills include information and possible competencies (levels of intelligence). Employees who have the appropriate education and an above-average IQ will find it easy to carry out what the organization expects. Therefore, workers must be given jobs or placed in places that suit their talents. (Sutoro, et al., 2020) Work discipline is how employees follow a set of rules in an organization. Discipline is not only seen as obedience, but responsibility is obtained from the organization. That is, employees can at least enforce the rules that have been set. As it is, most workers adhere to the different guidelines that have been laid out so that discipline can be applied to them.

Work discipline is a vehicle for changing the way of behaving and, as an inner endeavor, adds to the individual's attention and ability to agree to all standards of company practice or acceptance. Assessment of work discipline in determining work discipline. (Anwar, et al., 2022) Specifically: (1) the mental and social attitude of the worker toward his readiness or attention when completing his obligations or authoritative standards, including participation related to the presence of representatives at work, equipped in the utilization of hardware; (2) norms are guidelines on what employees can and cannot do, as well as internal standards for acting by the rules; and (3) competence in carrying out duties or complying with organizational regulations is a component of responsibility. The results of work tasks according to the predetermined time are the responsibility of the workers. (Dewanti and Darmawan, 2022)

A leader's level of discipline is a measure of their effectiveness. Not only that, but discipline is also defined as the obedience and consistency of workers, showing how a very large group works. Labor discipline also includes compliance with written and unwritten organizational rules and accepting their consequences. To have a positive impact on maintaining work discipline, efforts to maximize productivity at work require an awareness of discipline (Romadhan, et al., 2022). For a company to provide services to individuals who use these services, it must enforce work discipline (Bolton, 2020). Representatives are expected to adhere to such guidelines to achieve hierarchical goals. Employee disobedience can have an impact on work, make it difficult to achieve optimal performance, fail to meet organizational targets, and make it difficult to achieve organizational goals (Robbins & Judge, 2017). If work culture, authority, and capacity

impact work discipline, then companies need to pay attention to these factors to improve employee work discipline and achieve organizational goals effectively (Nurfauzan, et al., 2021).

Very little labor discipline affects the execution of representatives. Each unit or division in an association can unify and improve the accessibility of human resources. The HR source administration connects with workers who are meant to have the option to realize all organizational goals. Because they have a strategic role in the business, employees are a very important asset. (Ginanjar, et al., 2023).

Employees acting as parties can plan, oversee, and control organizational activities. To determine the achievement of organizational goals, organizations need human resources, truly competent human beings as leaders or employees at the task level, and supervision. The association needs human resources to handle the framework for it to function, so in overseeing it, it needs to focus on capacity, discipline, the foundation of instruction, preparation, and entertainment so that workers can do their best to recognize hierarchical goals. Good human resource performance can affect employee performance. The organization can be creative and survive amid serious competition if it gets the support of workers who have the capacity according to their respective fields. (Noverina, et al., 2020). The overall success of the organization depends on the effectiveness of its human resource management (Noe, et al., 2017). Therefore, organizations must invest in training and development programs to enhance the skills and capabilities of their employees. By prioritizing human resource management, organizations can ensure that their workforce is equipped to drive success and achieve organizational goals (Sawaneh & Kamara, 2019).

Effective human resource practices, such as employee training, performance management, and talent development, have been shown to positively influence organizational outcomes, including productivity, employee satisfaction, and organizational commitment. Additionally, fostering a positive organizational culture and promoting employee engagement can lead to improved organizational citizenship behavior, which contribute to the overall success and competitive advantage of the organization (Sativa, et al., 2022). Researchers must ensure that their literature surveys and bibliographic analyses of organizational processes are legitimate and reliable to make valid and reliable choices. Researchers can fill in the gaps in our knowledge of

organizational dynamics and spot trends and patterns in the literature by performing a full bibliographic analysis. This method also results in a more thorough theoretical foundation and useful practical advice. Organizations may build productive and positive work environments through informed decisions, strategies, and interventions based on good methodology and objective data analysis. (Van, et al., 2022).

THEORETIC

The complex dynamics of organizational behavior include a variety of factors that have a substantial impact on the performance of employees throughout the business. The purpose of this literature review is to provide an analysis and evaluation of current studies that have focused on tasks, organizational culture, and work discipline, as well as the cumulative impact these factors have on employee performance. An exhaustive bibliometric study, which offers a full investigation into the topics, served as the basis for the selection of papers that were deemed worthy of consideration.

Employee performance and organizational behavior

Employee performance plays a crucial role in maintaining organizational order and efficiency, but it often goes unnoticed. (Trials, 2023), presents an article that examines a multi-level mental health promotion intervention in the workplace. The article demonstrates that planned and disciplined approaches to employee well-being can improve overall job discipline and performance. Based on this research, it appears that establishing clear guidelines and consistently enforcing regulations are essential components of achieving high levels of organizational discipline and performance.

Research such as (Clack, et al., 2019) in Antimicrobial Resistance & Infection Control examines the effects of organizational culture on employee performance. The authors examine how culture affects adherence to safety protocols and overall team performance in a surgical unit-based safety program. In a similar vein, (Hashish & Ebtsam Aly Abou, 2019) in Nursing Ethics examines organizational justice and its relationship to workplace deviance, reflecting on how culture can reduce negative behavior and increase productivity.

Organizational culture and employee performance

Organizational culture plays a pivotal role in shaping workplace dynamics and employee behavior. A systematic review in (Weaver & Murphy, 2024). presents an

assessment tool that examines teamwork, communication, and workload, illustrating how a supportive organizational culture enhances patient safety and staff performance in hospital procedural units. The nurturing aspect of organizational culture, as outlined in these studies, significantly bolsters employee morale and productivity. By fostering a sense of belonging and teamwork among staff members. This positive culture can lead to improved patient outcomes and overall organizational success. Leaders must prioritize creating and maintaining a supportive culture within their workplace to ensure the well-being of both employees and patients.

This can be achieved through open communication, recognition of achievements, and providing resources for professional development. Additionally, promoting a culture of safety and accountability can further enhance patient safety and staff performance in hospital procedural units. New research, like that published in the Journal of General Internal Medicine by (Dillon, et al., 2019), sheds light on the issue of physician burnout from the front lines, showing how workload affects both health and performance (Doleman, et al., 2023). Published an additional study in BMC Health Services Research that delves into healthcare system implementation and psychometric performance evaluation. The study demonstrates a direct correlation between workload management, service delivery outcomes, and staff satisfaction.

Work discipline and workload

(Nwachukwu, et al., 2023). The study discovered that employees are facing significant challenges in terms of harm reduction, overdose, and misuse of resources (SUD) because of increased workload, turmoil in work environments, and higher service demands. This issue has grown more difficult for employees to deal with. Additionally, "workload and job demands" were identified as a significant component that contributes to burnout in employees when the study was conducted. The study also discovered that the degree of control that employees have over their working environment and the amount of task-shifting that they are subjected to can have an impact on how well they accomplish their duties during the epidemic. Since this is the case, workload and work discipline are essential issues that ought to be taken into consideration concerning the culture of the organization and the performance of the employees during the pandemic.

(Weaver & Murphy, 2024). A complicated framework that affects employee performance is created because of the interaction between the workload, the culture of

the firm, and the work discipline. As an illustration, the American College of Radiology (2023) study on overcoming burnout and improving health in radiation oncology offers a thorough assessment of how these components interact with one another. It underscores the fact that minimizing the amount of work that employees must do, improving organizational culture through supportive leadership, and emphasizing the importance of maintaining a healthy work-life balance can jointly improve employee performance and prevent burnout.

Every single one of the studies that were looked at emphasized how important it is to strike a balance between these components to cultivate an atmosphere that encourages and improves the level of satisfaction and productivity of workers. Therefore, it is necessary for companies that have the objective of enhancing their performance to incorporate tactics that address these fundamental features of organizational behavior).

METHOD

The writing of this research utilizes a literature review. Analyzing the theory and relationship of each variable, researchers do it by utilizing books, journals, or information from Mendeley, Google Scholar, and Wataseuake.com. In qualitative research, literature reviews require researchers to use consistent and supported hypotheses. (Ginanjari, et al., 2023) This exploration plan is a written survey exploring several exploration results from 2019–2024. Information miscellaneous strategies include searching for research results using distribution applications or searching the web with keywords for job exams starting in 2020–2024. Data analysis method using bibliometric analysis.

The convenience of online testing has led to the widespread application of numerous ideas from organizational behavior and organizational psychology in recent years. Therefore, as a first step, our article provides case studies of more comprehensive organizational domain online surveys and experimental study methodologies. Secondly, we highlight three specific ways in which these methods could be improved to deal with the possible downsides of data quality. Online organizational surveys and experiments can benefit from each of these suggestions for improving data quality. (Van, et al., 2022).

RESULT

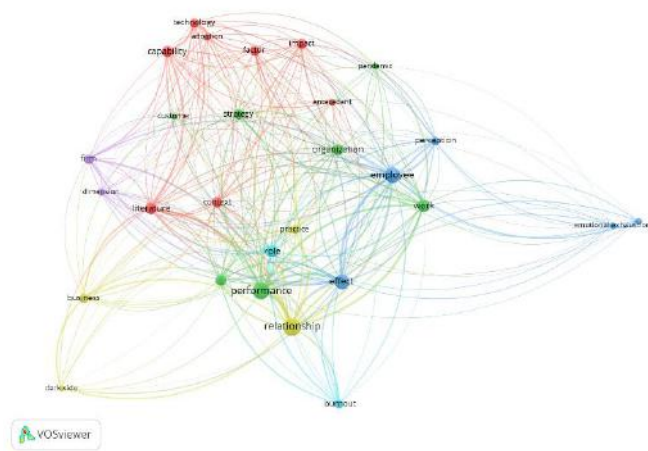
Data Analysis

Table 1. Article Initial Search Results

Screening	Number of Articles
Irrelevant	26
Unidentified	67
Not a Journal	7
Journal Topics of Job Analysis	100
Total	200

Source: Data processing 2024

In the context of organizational behavior, bibliometric data analysis is a useful approach to understanding developments and trends in a field of research. A total of 200 articles have been identified and filtered related to organizational behavior topics. There are 26 articles identified as duplicates, 67 articles not relevant to research topics, and 7 articles not journals or books. After this process of filtering, 100 quality articles were obtained and contained substantive investigations related to organizational behavior.



Picture 1: Network Visualization

Source: Vos Viewer 2024

The calculation of the Pop application generates 131 keywords by reducing the same two keywords to 29 keyword items after removing various common phrases such as introduction, research, and so on. The following is an outline of 29 motto items divided into 8 groups and their levels of events. All article query items are refined using Google Researcher's and Scopus Elsevier keyword work checks, which are limited to articles with a maximum number of 200 from 2019 to 2024. The number of citations that existed before the filtering procedure was 1375, and the number remains after refinement. Bibliometric

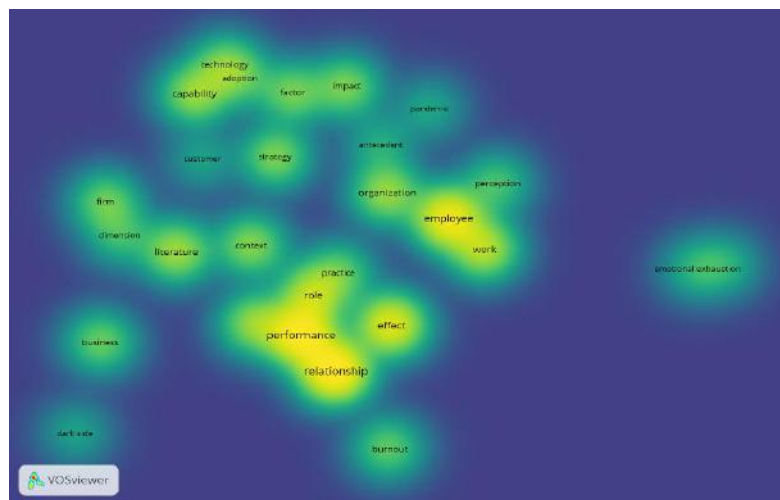
maps can be displayed using the network, overlay, and density visualization modes in the Vos viewer program. The attached picture should show the results of the examination. (Nabawi, 2019)

The text presents a network analysis of terms related to organizational behavior, specifically "Bibliometric Analysis of the Relationship Between Workload, Organizational Culture, Work Discipline, and Employee Performance in the Context of Organizational Behavior." The image shows a network of interconnected terms, with the most prominent nodes being "performance," "employee," "organization," "work," and "practice." These terms are closely linked to other terms such as "relationship," "effect," "role," "context," and "strategy," indicating their relevance to the topic of organizational behavior. Workload is closely connected to the central nodes, suggesting a potential link between workload and employee performance or organizational practices. Organizational culture plays a significant role in shaping employee behavior, performance, and organizational practices. Work discipline, while not explicitly present, can be interpreted as representing work practices or behaviors, which may encompass aspects of work discipline and its influence on employee performance and organizational outcomes.

The analysis could highlight emerging themes, research gaps, or areas requiring further exploration based on the term co-occurrence patterns and network structure observed in the image. The central role of employee performance and its connections to various individual, organizational, and contextual factors, including workload, organizational culture, and work practices and discipline, are discussed in the results and discussion section. Within the framework of organizational behavior, this bibliometric study examines the connections between workload, company culture, work discipline, and performance on the job. Workloads, which comprised labor pressures and job expectations, were among the primary subjects examined. The study of organizational norms and values also pertains to organizational culture. Discipline in the workplace, including rules and regulations, compliance, and ethical behavior on the job, is a key aspect to consider.

Productivity and efficiency, two measures of employee performance, are the primary variables examined in this context. Also included in this analysis are leadership,

group dynamics, and organizational behavior. Motivation, work satisfaction, and dedication to the company influence staff productivity. In addition to the primary subjects, there is a discussion of training and development, human resource development, and human resource management. Organizational design, efficiency, and structure support the investigation. Whether to conduct this analysis at the individual, group, or organizational level depends on the scope and complexity of the research. Organizational behavior and employee performance are complex topics, and this study aims to shed light on their interplay by analyzing the elements that influence them.



Picture 2: Visual Density Trend Research

Source: Data Processing 2024

Employee performance evaluations are usually carried out once a year. Promotions and mutations are based on performance appraisal findings. In addition, job analysis can help in hiring, selection, promotion, and compensation. The compensation system is closely related to compensation. The formula for determining fixed salaries, performance bonuses, and other benefits is a component of the compensation system. Job analysis and performance evaluation are the initial stages of the compensation system. The findings of the position analysis become guidelines and benchmarks for assessing employee performance. In addition, the purpose of using job analysis is to determine whether a candidate has the necessary skills for a particular position in the company. If it is deemed that it has not fulfilled the skills as shown in the performance exam, it is completed to prepare a will.

Given the research on visual thickness patterns, it tends to be seen that job examination affects adequacy, implementation of workers, progress of work,

implementation of representation, series of responsibilities, etc. According to the discussion, job analysis is very important when designing a new organization because it aims to prepare the main tasks and functions of each position, starting with the preparation of data collection, surveys, and observations and ending with the creation of job descriptions and requirements. The density visualization of organizational behavior reveals several distinct clusters of terms. The central dense cluster, containing terms like "performance," "effect," "relationship," "role," "practice," and "work," indicates a strong co-occurrence and interrelatedness among these terms. This suggests that studies in organizational behavior extensively explore the relationships, effects, roles, and practices associated with employee performance and work dynamics.

The organizational and contextual cluster, containing terms like "organization," "context," "employee," "perception," and "strategy," suggests that organizational factors, contextual elements, employee perceptions, and strategic considerations are closely intertwined and examined concerning organizational behavior. The workload and capability cluster, containing terms like "technology," "capability," "factor," and "impact," suggests the influence of technological factors, capabilities, and various impacts on workload and organizational processes.

The culture and customer cluster, containing terms like "customer" and "literature," suggests the exploration of customer-related factors and the influence of organizational culture from a literature perspective. The density visualization shows how often words appear together and how they are related. This helps researchers find main themes, connections, and possible research directions in the organizational behavior literature that covers the subject. These findings suggest that although there are many publications related to organizational behavior, not all these sources are qualified or relevant to the research questions raised. Therefore, a rigorous filtering process is required to ensure that only quality and substantial articles are included in further analysis (Noe, et al., 2017). This step is important to ensure the validity and reliability of findings from literature surveys or bibliometric analyses in the field of organizational behavior.

This step is important to ensure the validity and reliability of findings from literature surveys or bibliometric analyses in the field of organizational behavior. By carefully examining the relationships between various factors such as workload, organizational culture, work discipline, and employee performance, researchers can gain a more

comprehensive understanding of the dynamics at play within organizations. Conducting rigorous bibliometric analyses allows scholars to identify patterns, trends, and gaps in the existing literature, providing a solid foundation for future research endeavors. Moreover, this approach enables the synthesis of diverse perspectives and empirical evidence, contributing to the development of more robust theoretical frameworks and practical recommendations.

Furthermore, ensuring the validity and reliability of findings is crucial for informing evidence-based decision-making processes within organizations. By relying on sound methodological practices and objective data analysis, organizational leaders can make informed choices regarding policies, strategies, and interventions aimed at fostering a productive and positive work environment. Ultimately, this step not only enhances the credibility of the research but also facilitates the translation of scholarly insights into actionable solutions, benefiting both organizations and their employees. Rigorous bibliometric analyses in the field of organizational behavior have the potential to drive meaningful changes and improvements, ultimately contributing to the overall well-being and success of organizations.

CONCLUSION

This bibliometric analysis of 200 articles examined the relationship between workload, organizational culture, work discipline, and employee performance. Data sources included Google Scholar, Publish or Perish application, and Scopus Elsevier. The analysis identified several research gaps, including the need for an in-depth exploration of organizational practices for managing workload, fostering a supportive culture, and promoting work discipline. Further research is needed to understand the influence of job analysis techniques on employee capabilities and performance outcomes. The analysis also underscored the importance of considering employee needs and perceptions in shaping organizational behavior and performance. Addressing these gaps can lead to effective strategies and interventions to improve organizational performance.

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