

FACTORS ASSOCIATED WITH NURSE PERFORMANCE AT THE INPATIENT INSTALLATION OF THE SOUTH TANGERANG CITY GENERAL HOSPITAL IN 2023

¹Sahira Ristania Jahra, ²Noor Latifah, ³Fini Fajrini, ⁴Hardiman SG

^{1,2,3,4}Public Health Study Program, Faculty of Public Health, Universitas Muhammadiyah Jakarta
KH. Ahmad Dahlan St., Cirendeui, Ciputat, South Tangerang City, Banten, 15419
Email: ristania@gmail.com

ABSTRAK

Fokus utama pelayanan kesehatan adalah kinerja perawat karena untuk menjaga dan meningkatkan mutu pelayanan kesehatan diperlukan penilaian. Kinerja yang baik merupakan jembatan untuk menjamin mutu pelayanan yang diberikan kepada pasien. Fakta bahwa statistik kinerja tidak meningkat hingga 50% antara tahun 2013 dan 2015—kriteria kinerja yang ditargetkan adalah 70–80%—menunjukkan bahwa tingkat kinerja perawat Indonesia masih sangat buruk dan belum meningkat secara signifikan. Data kinerja perawat di RSUD Kota Tangerang Selatan tahun 2019 (82%), 2020 (85,4%), 2021 (74,3%), dan 2022 (75,8%). Diketahui bahwa pada tahun 2021–2022, kinerja perawat belum memenuhi target 80%. Penelitian ini bertujuan untuk menemukan variabel-variabel yang berhubungan dengan kinerja perawat di instalasi rawat inap Rumah Sakit Umum Kota Tangerang Selatan tahun 2023. Metodologi penelitian ini menggabungkan desain penelitian cross-sectional dengan pendekatan kuantitatif. Dengan total 59 responden, pengambilan sampel lengkap merupakan strategi pengambilan sampel yang digunakan dalam penelitian ini. Data dianalisis menggunakan uji chi-square dan perangkat lunak SPSS. Usia, jenis kelamin, pendidikan, dan masa kerja tidak berkorelasi dengan kinerja perawat, menurut analisis bivariat (nilai-p 0,503; 0,481; 0,219; 0,814 > 0,05). Namun, terdapat korelasi antara kinerja perawat dengan lingkungan kerja (nilai-p 0,000 < 0,05) dan disiplin kerja (nilai-p 0,008 < 0,05).

Kata Kunci: Kinerja Perawat, rumah sakit, dan pelayanan kesehatan

ABSTRACT

The primary focus of health services is nurse performance since maintaining and enhancing the quality of health services requires assessment. A bridge to guaranteeing the caliber of services rendered to patients is good performance. The fact that performance statistics did not rise by 50% between 2013 and 2015—the target performance criterion is 70–80%—indicates that performance levels among Indonesian nurses are still very poor and have not significantly improved. Data on nurse performance at RSUD Kota Tangerang Selatan for the years 2019 (82%), 2020 (85.4%), 2021 (74.3%), and 2022 (75.8%). It is well known that in 2021–2022, nurses' performance did not meet the 80% target. Finding the variables associated with nurses' performance at the South Tangerang City Public Hospital's inpatient installation in 2023 was the aim of this study. This study's methodology combined a cross-sectional study design with a quantitative approach. With 59 respondents overall, complete sampling was the sample strategy employed in this investigation. The data was analyzed using the chi-square test and SPSS software. Age, gender, education, and years of service did not correlate with nursing performance, according to the bivariate analysis (p-value 0.503; 0.481; 0.219; 0.814 > 0.05). However, there was a correlation between nurse performance and the work environment (p-value 0.000 < 0.05) and work discipline (p-value 0.008 < 0.05).

Keyword: Performance of nurses, Hospital, and Health Services

INTRODUCTION

One of the problems the world is currently confronting is performance. The amount that employees give to the business through their labor or services is measured by their performance.

Performance influences a company's quality, which influences how well all operations are conducted in accordance with the company's or organization's standard operating procedures (Farisi et al., 2020).

One medical facility that is crucial to Indonesia's attempts to enhance public health is the hospital (Munir, 2013). Improving nurses' performance is one method to leverage human resources to raise the standard of care provided in hospitals (Mangkunegara, 2010). Since it is now crucial to evaluate efforts to maintain and improve the quality of health services, nurse performance is at the forefront of the business. A bridge to guaranteeing the caliber of services rendered to patients is good performance (Langingi, 2015).

With a primary health nurse rate of 54.2%, secondary nurses of 53.5%, and an overall nurse performance percentage of 53.7% in 20145, Eastern Saudi Arabia had strong nursing performance results (AlMakhaita & Sabra, 2014). A third of Euthopia's nurses, particularly those in the Jimma Oromia region, had subpar performance in 2015. However, in 2015, 67.8% of local nurses performed well (Tesfaye & Abera, 2015). The performance figures have not improved from 2013 to 2015, which is 50%, despite the desired attainment criterion of 70–80%. This implies that the performance of Indonesian nurses has not much improved and is still at a very low level (Departemen Kesehatan RI, 2016).

The management of every company, including hospitals, will eventually have to deal with issues connected to performance. Therefore, in order to implement policies that would enhance the performance of hospital staff, especially nurses, management must take a closer look at the elements that influence performance (Wisuda & Putri, 2020). Elements One's strength and productivity at work can be influenced by a variety of personal traits. Individual traits like age, education, years of service, marital status, and gender might have an impact on an individual's performance, according to Notoatmodjo (2007) and Robbins (2008) (Notoatmodjo, 2012; Robbins, 2008). Age, gender, education, and years of service had a significant influence on nurses' performance in the inpatient room at Datoe Bikanngang General Hospital, according research findings by Fisella, Herman, and Jeavery (2014) (Fisella et al., 2014).

One element that could influence how effectively workers perform is the workplace. Employees can feel more at ease and secure performing their jobs in a supportive environment. In the end, this might improve the performance. In an unappealing workplace, employees will feel uneasy and be less productive overall. Twelve Studies by Yulizar (2019), Supriyadi (2017), and Suwondo and Sutanto (2015) revealed a strong correlation between nurses' performance and their work environment. As a result, nurses' performance is greatly impacted by their workplace (Supriyadi, 2017; Suwondo & Sutanto, 2015; Yulizar, 2019).

In addition to the environment, work discipline is another factor that could affect how well employees perform. The first stage to success for organizations or enterprises such as hospitals is discipline (Yulizar, 2019). The results of studies by Yulizar (2019), Hulwani (2022), and Arifuddin and

Napirah (2015) show that work discipline significantly affects nurses' performance and that there is a considerable association between the two (Notoatmodjo, 2012; Supriyadi, 2017; Suwondo & Sutanto, 2015).

Apart from the work environment, another element that may have an impact on employees' performance is work discipline. Discipline is the first step toward success for businesses or organizations like hospitals (Yulizar, 2019). The findings of research by Yulizar (2019), Hulwani (2022), and Arifuddin and Napirah (2015) demonstrate that nurses' performance is greatly impacted by work discipline and that there is a strong correlation between the two (Notoatmodjo, 2012; Supriyadi, 2017; Suwondo & Sutanto, 2015).

The percentage of nurses at South Tangerang City Hospital who performed well increased from 82% in 2019 to 85.4% in 2020, placing the hospital in the good category. The proportion did not, however, increase significantly; it dropped to 74.3% in 2021 and reached 75.8% in 2022. According to data collected from 2019 to 2022, nurses in the good category have failed to meet their performance goals. This is because, over the past two years, nurses' performance percentage has not surpassed 80%, necessitating an assessment of their job performance.

In light of the previously mentioned exposure and data on the performance of nurses who have not met the target standard, researchers are looking into "Factors Associated with Nurse Performance at the Inpatient Installation of the South Tangerang City General Hospital in 2023."

METHOD

This research employs a cross-sectional study design and a quantitative methodology. Between February and June of 2023, this study was carried out at the South Tangerang City General Hospital. The study's data comes from two sources: primary data collected through questionnaire completion and secondary data collected from RSUD Kota Tangerang Selatan's administration. The sample strategy used in this study, complete sampling, comprises selecting 59 respondents from the entire population. Both univariate and bivariate analysis were used to examine the data in this study. This research has received permission from the Faculty of Public Health Universitas Muhammadiyah Jakarta's ethics committee with No.10.167.B/KEPK-FKMUM/VI/2023.

RESULTS AND DISCUSSION

Of the responders, 44 (74.6%) perform well, whereas 15 (25.4%) perform poorly, indicating that there are more nurses who do well than those who perform poorly (Table 1). According to the analysis, there were more women (47 respondents, 79.7%) in the gender variable, more nurses with D3 education (49 respondents, 83.1%) in the education variable, more nurses with years of service ≥ 4 years (33 respondents, 55.9%) in the length of service variable, and as many as 31 respondents (52.5%) in the majority variable (those aged ≥ 31 years). A total of 46 respondents, or 46%, said they had great work discipline, while 33 respondents, or 55.9%, said their workplace was good.

Table 1. Frequency distribution of nurse performance-related factors at RSU South Tangerang City’s inpatient installation in 2023

| Variable | n | % |
|--------------------------|----|------|
| Nurse Performance | | |
| Good | 44 | 74.6 |
| Not Good | 15 | 25.4 |
| Age | | |
| < 31 years | 28 | 47.5 |
| ≥ 31 years | 31 | 52.5 |
| Gender | | |
| Man | 12 | 20.3 |
| Woman | 47 | 79.7 |
| Qualification | | |
| D3 | 49 | 83.1 |
| S1 | 10 | 16.9 |
| Length of Working | | |
| <4 years | 26 | 44.1 |
| ≥ years | 33 | 55.9 |
| Work Environment | | |
| Good | 33 | 55.9 |
| Not Good | 26 | 44.1 |
| Work Discipline | | |
| Good | 46 | 78.0 |
| Not Good | 13 | 22.0 |

Age, gender, education, and years of service have no bearing on nursing performance, per the statistical analysis results based on Table 2 ($p = 0.503; 0.481; 0.219; 0.814; p > 0.05$). Nurse performance is significantly correlated with work environment and discipline characteristics ($p = 0.000; 0.008; p < 0.05$).

Table 2. Bivariate findings of te elements linked to nurse performance at RSU South Tangerang City’s inpatient installation in 2023

| Variable | <i>p-value</i> | OR | CI (95%) |
|--------------------------|----------------|--------|----------------|
| Age | | | |
| < 31 years | 0.503 | 1.500 | 0.456-4.931 |
| ≥ 31 years | | | |
| Gender | | | |
| Man | 0.481 | 0.611 | 0.154-2.422 |
| Woman | | | |
| Qualification | | | |
| D3 | 0.219 | 0.278 | 0.032-2.401 |
| S1 | | | |
| Length of Working | | | |
| <4 years | 0.814 | 0.869 | 0.268-2.818 |
| ≥ 4 years | | | |
| Work Environment | | | |
| Good | 0.000 | 15.500 | 3.057 - 78.595 |
| Not Good | | | |
| Work Discipline | | | |
| Good | 0.008 | 5.542 | 1.464 - 20.964 |
| Not Good | | | |

The Connection Between Nurse Performance and Age

Robbins (2008) asserts that one element influencing performance is age. According to an analysis of the relationship between age and nursing performance, 22 nurses (78.6%) in the inpatient installation at South Tangerang City Public Hospital are under thirty-one, while 22 nurses (71%) are over thirty-one. Age and nurse performance at RSUD Kota Tangerang Selatan's inpatient installation may not be significantly correlated, according to the chi-square test findings, which showed a p -value of $0.503 > 0.05$.

This is consistent with the findings. In their 2019 study, Kurniawati, Nabbani, and Wijayanti found no significant correlation between nurses' age and performance, with a p -value of $0.632 > 0.05$ for the relationship test results (Arifuddin & Napirah, 2015). Widaningsih (2016) observed no correlation between age and nursing performance (p -value = $0.054 > 0.05$) (Hulwani et al., 2022). Age and nurses' performance did not correlate, according to a similar study by Hasanah and Maharani (2022) (p -value of $0.328 > 0.05$) (Nitisemito, 2015). One element that originates internally is age. Given that the majority of the nurses in this study were over thirty-one, it is critical to divide the workload among older nurses in a way that minimizes occupational hazards. However, elder nurses are more skilled than younger ones because of their larger experience.

The Connection Between Nurse Performance and Gender

According to a study comparing nurse performance by gender, the majority of nurses working in the inpatient installation at South Tangerang City Public Hospital were female (36, or 76.6%), while the majority of nurses working in the inpatient installation at South Tangerang City General Hospital were male (36, or 66.7%). There was no correlation between the nurses' gender and their performance at RSUD Kota Tangerang Selatan's inpatient installation, according to the chi-square test results, which gave a p -value of $0.481 > 0.05$.

Widaningsih (2016) found no correlation between gender and nursing performance. While Ginting et al. (2022) obtained a p -value of $1.000 > 0.05$ (Kurniawati et al., 2019), suggesting no significant correlation between gender and nursing performance, the test findings for this association showed a p -value of $0.343 > 0.05$ (Hulwani et al., 2022). A similar study by Hertati and Amalia (2022) found no correlation between gender and nurse performance (p -value $0.705 > 0.05$) (Widaningsih, 2016).

According to Robbins (2008), a person's biological identity—that is, whether they identify as male or female—determines their gender. Because of this, men and women have equal rights at work, which means that they have equal opportunity in their respective fields. At RSUD Kota Tangerang Selatan's inpatient unit, women make up the majority of the nursing staff. Even though women are more likely than men to wish to become nurses, males can still pursue this career path, giving both sexes equal opportunity.

The Connection Between Nursing Performance and Education

90% of nurses had S1 education, and the majority (71.4%) had D3 education, according to the study's findings on the relationship between education and nursing performance. There was no correlation between nurse performance and education at the RSU Kota Tangerang Selatan inpatient installation, according to the chi-square test results, which gave a p-value of $0.219 > 0.05$.

This is consistent with a study by Widaningsing (2016) that found no correlation between nurse performance and education (p-value = $1.000 > 0.05$) (Hulwani et al., 2022). According to the findings of a related study by Ginting et al. (2022), there is no significant correlation between nurse performance and education (p-value of $0.397 > 0.05$) (Kurniawati et al., 2019). Rahmawati (2016) showed no correlation between nursing performance and education (p-value = $0.615 > 0.05$) (Hasanah & Maharani, 2022).

Education is a deliberate and organized attempt to establish a learning environment, and the process of learning actively develops each person's potential. Every job has educational requirements that workers must fulfill, thus everyone must raise their educational level to satisfy those standards.¹⁰ Most of the nurses in RSU Kota Tangerang Selatan's inpatient unit are D3 educated. One perspective holds that as one becomes more educated, their spirit will become more creative and logical, and they will also be more receptive to difficulties in order to improve.

The Connection Between Nurse Performance and Tenure

According to the findings of the study on the connection between tenure and nurse performance, 25 nurses (74.6%) had worked for more than four years, whereas 19 nurses (73.1%) had worked for less than four years. The findings of the chi-square test, which produced an Odd Ratio (OR) = 0.814 (95%) CI = 0.869 – 2.818 and a p-value of $0.814 > 0.05$, indicated that there was no significant correlation between years of service and nursing performance at the RSU inpatient installation in South Tangerang City. Nurses with fewer than four years of experience have a one-time chance to perform well, unlike those with more than four years of experience.

In agreement with our analysis, Widaningsih (2016) found no correlation between tenure and nurse performance (p-value = $0.987 > 0.05$) (Hulwani et al., 2022). Another study by Ginting et al. (2022) found no significant correlation between tenure and nurse performance (p-value = $0.462 > 0.05$) (Kurniawati et al., 2019). Rahmawati (2016) found no significant relationship between nursing performance and tenure in a similar study (p-value = $1.000 > 0.05$) (Hasanah & Maharani, 2022).

The duration of employment at a specific organization or corporation is known as tenure. Another term for a factor that can account for staff turnover is tenure. An employee's likelihood of leaving an organization or group decreases with length of service. Longer tenure will assist a nurse perform even better because she will be more accustomed to the workplace, less likely to quit, more senior, and have more experience in her area.

The Connection Between Nurse Performance and Work Environment

The workplace is the area where an employee carries out his everyday responsibilities. Nurses support the full hospital care process as members of the health workforce (Hulwani et al., 2022). Individuals' psychological health is closely linked to their work environment, which is defined as everything that exists and has the potential to affect how they perform their jobs (Arsita et al., 2020).

The study on the relationship between nurse performance and the workplace found that 13 (50%), out of the nurses who evaluated the work environment, believed it was awful, while 31 (93.9%) thought it was good. A significant correlation between nurses' performance and the work environment at the RSU Kota Tangerang Selatan inpatient installation was indicated by the chi-square test findings, which yielded a p-value of $0.000 < 0.05$.

This is consistent with research by Arsita, Sriatmi, and Kusumastuti (2020) at the RSU Ungaran inpatient unit in Semarang Regency, which found a relationship between environmental work and nurse performance with a p-value of $0.03 < 0.05$ for the relationship test results (Supriyadi, 2017). In a parallel study at Bangkinang Hospital, Yulizar (2019) discovered a strong correlation (p-value $0.000 < 0.05$) between nurse performance and the work environment (Yulizar, 2019). Research was done at RSI PDHI Yogyakarta¹⁴ by Supriyadi (2017), and the relationship test results revealed a p-value of $0.000 < 0.05$. Supriyadi (2017) found a connection between the work environment and nurses' performance at RSI PDHI Yogyakarta. The connection test results revealed a p-value of $0.000 < 0.05$ (Supriyadi, 2017). In contrast, Alessandra Lourdes Sutrisno et al. (2018) found no significant relationship between nurses' performance and the work environment in the inpatient room at Tugurejo General Hospital Semarang (p-value of $0.332 > 0.05$) (Sutrisnoputri et al., 2018).

One element that originates from outside of an individual is the workplace. The RSU Kota Tangerang Selatan inpatient installation's work environment was deemed satisfactory by the nurses who participated in this survey. This is because the facilities, lighting, and cleanliness of the workplace are kept up to date to make it easier for nurses to perform their duties. Friendly relationships between coworkers, bosses, and subordinates, along with other intangible aspects of the workplace, enhance nurses' performance by fostering a sense of safety and comfort.

One factor that may have an impact on performance is the workplace; study findings and the numerous prior research studies that demonstrate a strong correlation between nurses' performance and the work environment clash with findings that contradict this. Therefore, in order to further enhance the performance that nurses provide, it is essential to supervise the work environment to ensure that it is always maintained and made comfortable.

The Connection Between Nurse Performance and Work Discipline

38 nurses (82.6%) exhibited good work discipline, according to a study looking at the connection between work discipline and nursing performance. Conversely, six nurses (46.2%) lacked

discipline in their work. With a p-value of $0.008 < 0.05$, the chi-square test findings demonstrated a significant correlation between nurses' work discipline and performance at the RSU Kota Tangerang Selatan inpatient installation.

In keeping with a study by Adhar Arifuddin and Muh, Ryman Napirah (2015) found a p-value of $0.004 < 0.05$ for the test of the correlation between work discipline and nursing performance, suggesting that there is a relationship between the two. The study's participants were inpatient nurses at Undata Hospital Palu (Hulwani et al., 2022). According to comparable research conducted at Langsa City Hospital by Tahrina Zatil Hulwani et al. (2022), the test of the correlation between work discipline and nursing performance had a p-value of $0.001 < 0.05$, which may indicate that there was a considerable relationship between the two (Arifuddin & Napirah, 2015). With a p-value of $0.000 < 0.05$ (Sutrisnoputri et al., 2018), Alessandra Lourdes Sutrisno et al. (2018) discovered a significant relationship between nurses' performance in the inpatient ward at Tugurejo Hospital Semarang and their work discipline. This contradicts earlier research conducted at the Asmat District Hospital by Rumoning (2018), which found no significant correlation between work discipline and nurse performance (p-value of $0.419 > 0.05$) (Rumoning, 2018).

In the workplace, discipline is a manifestation of an individual's sense of accountability for all tasks completed. This can boost motivation and drive for work, making sure that the objectives are met. Exemplary leadership has a significant impact on subordinates' work discipline; leaders who exhibit strong work discipline will motivate their followers to follow suit (Azhar et al., 2020).

One element that originates from within an individual is work discipline. According to this survey, RSU Kota Tangerang Selatan's inpatient nurses have an excellent work ethic. This is due to the fact that the majority of nurses like completing all of their assigned jobs.

Work discipline is one factor that can influence performance, according to study results and numerous other studies that show a strong correlation between work discipline and nursing performance in contrast to findings that contradict this. Nurses need constant supervision in all aspects of work execution to enhance performance and provide high-quality services.

CONCLUSION AND DISCUSSION

The following conclusions can be drawn from the findings of the 2023 study on the factors influencing nurse performance at South Tangerang City General Hospital's inpatient installation:

1. Age and nursing performance do not significantly correlate, according to the findings of the bivariate analysis test; the p-value is $0.503 > 0.05$.
2. The p-value for the bivariate analysis test was $0.481 > 0.05$, indicating that there was no significant relationship between gender and nursing performance.
3. The bivariate analysis's test results indicate that there is no significant correlation between nursing performance and education, with a p-value of $0.219 > 0.05$.

4. Education and nursing performance do not significantly correlate, according to the findings of the bivariate test on the relationship between tenure and performance; the p-value is $0.814 > 0.05$.
5. The bivariate analysis of the association between work environment and nurse performance reveals a significant relationship between the two variables, with a p-value of $0.000 < 0.05$.
6. With a p-value of $0.008 < 0.05$, the results of the bivariate analysis test demonstrate a significant relationship between work discipline and nursing performance.

REFERENCES

- AlMakhaita, H., & Sabra, Ah. A. (2014). Job performance among nurses working in two different health care levels, Eastern Saudi Arabia: a comparative study. *Int J Med Sci Public Health*, 3(7), 832. <http://www.scopemed.org/fulltextpdf.php?mno=157554>
- Arifuddin, A., & Napirah, M. (2015). The Relationship between Discipline and Workload with Nurse Performance in the Inpatient Room of the Undata Regional General Hospital (RSUD) Palu. *Heal Tadulako J*, 1(1), 1–10.
- Arsita, A., Sriaatmi, A., & Kusumastuti, W. (2020). Factors Associated with Nurse Performance in the Inpatient Unit of the Ungaran Regional General Hospital, Semarang Regency. *Indonesian Public Health Media*, 19(4), 255–262.
- Azhar, M., Nurdin, D., & Siswadi, Y. (2020). The Effect of Work Discipline and Compensation on Employee Job Satisfaction. *Journal of Social Economics and Law Sciences. Journal of Social Economics and Law Sciences*, 4(1), 46–60. <http://jurnal.abulyatama.ac.id/index.php/humaniora/article/view/422>
- Departemen Kesehatan RI. (2016). *Indonesia Health Profile 2013-2015*.
- Farisi, S., Irnawati, J., & Fahmi, M. (2020). The Effect of Work Motivation and Discipline on Employee Performance. *J Hum J Social Economics and Law. J Hum J Social Economics and Law*, 4(1), 15–33. <http://jurnal.abulyatama.ac.id/index.php/humaniora/article/view/420>
- Fisella, W., Warouw, & Bawotong. (2014). Relationship between individual characteristics and nurse performance in internal medicine inpatient rooms at Datoe Binangkang Hospital, Bolaang Mongondow Regency. *J Nursing*, 2(2).
- Hasanah, R., & Maharani, C. (2022). Factors Associated with Nurse Performance. *Indonesia Journal Public Health Nutrition*, 2(1).
- Hulwani, T., Kataren, O., Sembiring, E., Zulfendri, & Manurung, K. (2022). Performance of Special Service Unit Nurses in Langsa City. *PREPOTIF Journal of Public Health*, 6.
- Kurniawati, Y., Nabbani, & Wijayanti. (2019). *Relationship between Nurse Characteristics and Nurse Performance*.
- Langingi, A. (2015). The Relationship between Internal and External Factors with the Performance of

- Implementing Nurses in the Inpatient C Installation of Prof. Hospital. Dr. Kandou Manado. *Journal Health*, 1(2).
- Mangkunegara, A. (2010). *Health Human Resource Management*. PT. Remaja Rasdakarya.
- Munir, M. (2013). The Influence of Work Motivation, Job Satisfaction, Organizational Culture and Leadership on Employee Performance at the Tugurejo Regional General Hospital Semarang. *Journal of the Faculty of Economics*.
- Nitisemito, A. (2015). *Personnel Management and Human Resource Management*. Ghalia Indonesia.
- Notoatmodjo. (2012). *Health Promotion and Health Behavior*. Rineka Cipta.
- Robbins. (2008). *Organizational Behavior* (12th ed.). Salemba Empat.
- Rumoning, M. (2018). The Effect of Work Environment, Work Discipline, and Work Stress on Organizational Commitment in Improving Nurse Performance at Asmat District Hospital. *J EMBA Journal of Economic Risk Management, Business and Accounting*, 6(2).
- Supriyadi. (2017). Factors Relating to Nurse Performance in PDHI Islamic Hospital Yogyakarta. *Health Science Pharmacist Journal*, 1(1), 30–37. <http://journal.stikessuryaglobal.ac.id>
- Sutrisnoputri, A., Suryawati, C., & Fatmasari, E. (2018). The Relationship between Work Discipline and Work Environment with Nurse Performance in the Inpatient Room of the Tugurejo Regional General Hospital, Semarang. *Public Health Journal*, 6(1), 1–7.
- Suwondo, D., & Sutanto, E. (2015). Work Environment Relations, Work Discipline, And Employee Performance. *J Management and Entrepreneurship*, 17(2), 41–59. <http://puslit2.petra.ac.id/ejournal/index.php/man/article/view/16793>
- Tesfaye, T., & Abera, A. (2015). Assessment of Factors Affecting Performance of Nurses Working at Jimma University Specialized Hospital in Jimma Town, Oromia Region, South-West Ethiopia. *J Nurs Care*, 4(6). <http://www.omicsgroup.org/journals/assessment-of-factors-affecting-performance-of-nurses-working-atjimma-university-specialized-hospital-in-jimma-town-oromia-regions-2167-1168-1000312.php?aid=65245>
- Widaningsih. (2016). The Influence of Characteristics on the Performance of Implementing Nurses in Intensive Care Rooms of Class A and B Hospitals in Indonesia. *Indonesia J Nurs Heal Sci*, 1(1).
- Wisuda, A., & Putri, D. (2020). Performance of Implementing Nurses in Documenting Nursing Care in Inpatient Installations. *J 'Aisyiyah Med*, 4, 230.
- Yulizar, Y. (2019). The Influence of Work Environment and Discipline on Nurse Performance at the Bangkinang Regional General Hospital. *Encyclopedia Sos Rev*, 1(2), 145–149. <http://jurnal.ensiklopediaku.org/ojs-2.4.8-3/index.php/sosial/article/view/245>