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Original Article

Analysis of the Effect of Psychosocial Factors on the Performance of Inpatient Nurses at Lasinrang Regional General Hospital, Pinrang Regency, Indonesia

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Abstract

Background: In the last decade, occupational psychosocial factors have become a major concern in occupational health. Changes that have occurred in the labor market, increased globalization, competition, flexibility, service sector development and new forms of work organization. The increasing prevalence of occupational psychosocial factors exposure to the working population.
Method: This research is an analytic observational study with a cross sectional study approach. The research sample was 147 nurses who were determined by the total sampling method. Data were collected using a questionnaire and then analyzed by logistic regression test at a confidence level of 95% (x = 0.05).
Results: The results of this study obtained that there is a significant effect between workload on performance (p value = 0.815) work stress on performance, (p value 0.094) interpersonal relationship on performance, (p value 0.058), responsibility for performance (p 0.001) . The multivariate result that has the most influence on performance is responsibility, because it has the largest p value, which is 0.001.
Conclusion: Responsibility is a variable that greatly affects performance. The author suggests to the hospital to pay attention to the psychosocial factors of nurses at work.

INTRODUCTION

Activities in hospitals have risks originating from several factors, physical, chemical, biological, ergonomic and psychosocial, variations, sizes, types and hospital equipment determine the level of OSH risk. One of the jobs that require attention in the workload is nursing. The people involved in the nursing system are known as nurses. A nurse is more fully defined as someone who has passed higher education in nursing, both at home and abroad, which is recognized by the government in accordance with the provisions of the legislation.(Ministry of Health, 2016).

Resources in the hospital are closely related to activities in the hospital where risks come from physical, chemical, biological, ergonomic and psychosocial factors, with variations, sizes, types and completeness of hospitals determining the level of OSH risk. Occupational health is an element of health related to the work environment and work, which can directly or indirectly affect work efficiency and productivity. Meanwhile, work safety is a main means to prevent work accidents that can cause losses in the form of injuries or injuries, disability or death, property losses, equipment or machinery damage and environmental damage widely.(Ministry of Health, 2016).

Performance (performance) is an achievement of organizational goals that can be viewed as 'things done'. Performance is a world issue today because of the consequences of public demands for the need for excellent service or high quality services that are inseparable from standards, because performance is measured

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based on standards. Health workers as human resources in carrying out health services in hospitals are important resources and are needed to achieve optimal performance (Sabarulin 2013).

Psychosocial factors are one of the factors that can affect labor activities, caused by interpersonal relationships at work, roles and responsibilities towards work (Permenaker 2018). Psychosocial factors can also occur due to work overload and stress that will cause bornout and fatigue (Sitorus 2020).

According to (Houdmont, Kerr & Addley 2012) as many as 27,037 civil servants, work stress increased between 2005 and 2010 as well as occupational exposure to psychosocial factors such as high workload, low job control, low peer support, poor relationships, role ambiguity and conflict, and a lack of consultation and information on changes.

In the last decade, occupational psychosocial factors have become a major concern in occupational health. Changes that have occurred in the labor market, increased globalization, competition, flexibility, service sector development and new forms of work organization. The increasing prevalence of exposure to psychosocial occupational factors in the working population (Malard, Chastang & Niedhamme 2015).

According to Berwick (2001) in Pohan (2007), the foremost link that needs to be considered in improving the quality and performance of health services is the experience of patients and the community with the services they receive. Meanwhile, according to WHO (2002), the development of Performance Management is a process improvement approach in micro systems that supports and improves the clinical competence of nurses and midwives to work professionally by paying attention to ethics, values, and legal aspects in health services. It aims to improve the clinical performance of nurses and midwives through clear definitions of the roles and functions of nurses or midwives, professional development, and shared learning.

Performance data (Ministry of Health 2009) states that performance in health services is not adequate. This is caused by the number of health workers with a population that is still low. The number of nursing staff graduates every year is around 40,000 new nurses with a ratio to population of 1:2850.

Based on the initial survey conducted by the researcher, the focus of the research problem is the psychosocial factor of work on the performance of inpatient nurses at Lasinrang Pinrang Hospital. The psychosocial aspect of the nurse's performance involves workload factors, interpersonal relationships at work, work stress, and roles and responsibilities towards work. Based on nurse performance data on the Minimum Service Standards (SPM) report at the Lasinrang Pinrang Regional General Hospital in 2020, customer satisfaction in inpatient care was 92%, there were 8% who said they were not satisfied with the services provided, the incidence of postoperative infection was 0, 18%, there are 2-3 patients who experience postoperative infections, the incidence of nosocomial infections is 0.74%, patient deaths >48 hours are 1.15%, the incidence of forced discharge is 2%,

Based on the results of interviews with several Heads of Rooms at Lasinrang Hospital, that the performance of nurses is influenced by several factors, including the lack of awards given by the hospital, such as the absence of awards given to nurses who perform better than other nurses. psychosocial factors consisting of workload, and interpersonal relationships, very slow promotion process, and compensation that has not been given by the hospital,

Based on the description of the problem above, the author is also interested in analyzing the "Effect of Psychosocial Factors at Work on the Performance of Inpatient Nurses at Lasinrang Regional General Hospital, Pinrang Regency".

METHOD

Type of Research, Population and Sample

This study used a cross-sectional approach. The research design used a survey method to see the influence of psychosocial factors on the performance of inpatient nurses at Lasinrang Pinrang Hospital. The location of the research was carried out at Lasinrang Pinrang Hospital which is located at Macan Street, Maccorawalie Village, Watang Sawitto District, Pinrang Regency which is a Level I Health Service Facility. The time of the study was carried out in November-December 2021.

The population in this study were all Inpatient Room nurses (PNS and non-PNS) who worked at Lasinrang Pinrang Hospital as many as147person. The sample in this study were all inpatient room nurses (PNS and Non-PNS) who worked at Lasinrang HospitalPinrang as many as 147 people (total sampling).

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Data collection

The information collected from respondents using research instruments in the form of questionnaires with the object of nurses in the inpatient room of Lasinrang Pinrang Hospital.

Data analysis

The analysis used univariate, bivariate and logistic regression tests to see the strongest effect among several independent variables. The research design used a survey method to see the influence of psychosocial factors on the performance of inpatient nurses at Lasinrang Pinrang Hospital.

RESULTS

Table 1. Characteristics of Respondents and Distribution of Respondents Based on Research Variables in Inpatient Room Nurses at Lasinrang Pinrang Hospital in 2021

Variable		Inpatient Room Nurse Lasinrang Hospital	
		n	%
Age	> 39 Years	22	15.0
	30-39 Years	83	56.5
	20-29Years	42	28.5
Gender	Man	2	1.4
	Woman	145	98.6
Education	nurse	7	4.8
	Bachelor	68	46.2
	Diploma III	72	49.0
Length of working	>5 years	84	57.2
	1-5 years	58	39.4
	<1 year	5	3.4
Job status	ASN	52	35.4
	NON-ASN	95	64.6
Workload	Tall	78	53.1
	Low	69	46.9
Work stress	Heavy	70	47.6
	Light	77	52.4
Interpersonal Relations	Well	95	64.6
	Not good	52	35.4
Responsibility	Well	118	80.3
	Not good	29	19.7
Performance	Well	110	74.8
	Not good	37	25.2

Table 2 shows the distribution of respondents by age to Inpatient Room nurses at Lasinrang Pinrang Hospital in 2021, it is known that of the 147 Inpatient Nurses at Lasinrang Hospital aged 20-29 years as many as 42 nurses (28.5%), aged 30-39 years as many as 83 nurses (56.5%) and age >39 years as many as 22 nurses (15.0%).

Distribution of respondents by gender in Inpatient Room nurses at Lasinrang Pinrang Hospital in 2021, it is known that from 147 Inpatient Room nurses at Lasinrang Hospital, 2 nurses (1.4%) were male and 145 female nurses (98.6%).

Distribution of respondents according to the education of Inpatient Nurses at Lasinrang Pinrang Hospital in 2021, it is known that of the 147 Inpatient Nurses at Lasinrang Hospital with Diploma III education, 72 nurses (49.0%), Bachelor education were 68 nurses (46.2%) and education of nurses as many as 7 nurses (4.8%).

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Distribution of respondents according to length of service of Inpatient Room nurses at Lasinrang Pinrang Hospital in 2021, it is known that from 147 Inpatient Room nurses at Lasinrang Hospital who worked >5 years, 84 nurses (57.2), 1-5 years, 58 nurses (39.4) and duration < 1 year as many as 5 nurses (3.4%).

Distribution of respondents according to the work status of Inpatient Nurses at Lasinrang Pinrang Hospital in 2021, it is known that of the 147 Inpatient Nurses at Lasinrang Hospital who are ASN are 52 nurses (35.4%) and NON-ASN are 95 nurses (64.6%).).

Distribution of respondents according to the workload of Inpatient Room nurses at Lasinrang Pinrang Hospital in 2021, it is known that out of 147 Inpatient Nurses at Lasinrang Hospital, 78 nurses (53.1%) have high workloads and 69 nurses (46.9%) have low workloads.). Distribution of respondents according to work stress on Inpatient Room nurses at Lasinrang Pinrang Hospital in 2021, it is known that of the 147 Inpatient Nurses at Lasinrang Hospital with severe work stress, 70 nurses (47.6%) and light work stress were 77 nurses (52, 4%).

Distribution of respondents according to interpersonal relationships in Inpatient Room nurses at Lasinrang Pinrang Hospital in 2021, it is known that from 147 Inpatient Room nurses at Lasinrang Hospital, 95 nurses (64.6%) have good interpersonal relationships and 52 have poor interpersonal relationships. nurses (35.4%).

Distribution of respondents according to the responsibilities of Inpatient Room nurses at Lasinrang Pinrang Hospital in 2021, it is known that of the 147 Inpatient Nurses at Lasinrang Hospital with good responsibilities as many as 118 nurses (80.3%) and 29 nurses with poor responsibilities (19 ,7%).

Distribution of respondents according to the performance of Inpatient Room nurses at Lasinrang Pinrang Hospital in 2021, it is known that from 147 Inpatient Nurses at Lasinrang Hospital, 110 nurses (74.8%) had good performance and 37 nurses (25.2%) did not perform well.).

Table 2. Relationship between Workload, Work Stress, Personal Relationships, and Responsibilities with the Performance of Inpatient Nurses at Lasinrang Pinrang Hospital in 2021

Variable		Performance				Total		*p value*
		Well		Not enough Well				
		n	%	n	%	n	%	
Workload	Tall	73	93.6	5	6.4	78	100	0.815
	Low	37	53.6	32	46.6	69	100	
	Total	110	25.2	37	25.2	147	100	
Work stress	Heavy stress	65	92.9	5	7.1	70	100	0.094
	Mild stress	45	58.4	32	41.6	77	100	
	Total	110	74.8	37	25.2	147	100	
Personal Relationship	Well	89	93.7	21	40.4	52	100	0.058
	Not good	21	40.4	89	93.7	95	100	
	Total	110	74.8	37	25.2	147	100	
Responsibility	Well	104	88.1	6	20.7	29	100	**0.001**
	Not good	6	20.7	104	88.1	118	100	
	Total	37	25.2	110	74.8	147	100	

The relationship between workload and performance in Inpatient Nurses at Lainrang Pinrang Hospital in 2021, shows that of the 78 Inpatient Nurses at Lasinrang Pinrang Hospital with high workloads, there are 73 nurses (93.6%) with good performance and 5 nurses (6 ,4%) with poor performance and for nurses with low workload as many as 69 nurses in the Inpatient Room at Lasinrang Pinrang Hospital there were 37 nurses (53.6%) with good performance and 32 nurses (46.4%) with poor performance. . Based on the value of the chi-square statistical test, the value of p = 0.000 ($p<\alpha = 0.05$) was obtained. This means that Ha is accepted and Ho is rejected, it is concluded that there is a significant relationship between workload and performance in Inpatient Nurses at Lainrang Pinrang Hospital in 2021.

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The relationship between work stress and performance in Inpatient Nurses at Lainrang Pinrang Hospital in 2021, shows that of the 70 Inpatient Nurses at Lasinrang Pinrang Hospital with severe stress levels, there are 65 nurses (92.9%) with good performance and 5 nurses (7 ,1%) with poor performance and for nurses with mild stress as many as 77 nurses in the Inpatient Room at Lasinrang Pinrang Hospital there were 45 nurses (58.4%) with good performance and 32 nurses (41.6%) with poor performance. . Based on the value of the chi-square statistical test, the value of p = 0.000 (p<α = 0.05) was obtained. This means that Ha is accepted and Ho is rejected, it is concluded that there is a significant effect between work stress and performance on Inpatient Nurses at Lainrang Pinrang Hospital in 2021.

Interpersonal relationship with performance in Inpatient Nurses at Lainrang Pinrang Hospital in 2021, shows that of the 52 Inpatient Nurses at Lasinrang Pinrang Hospital with good interpersonal relationships there are 89 nurses (93.7%) with good performance and 21 nurses (40.4%) with good performance and for nurses with poor interpersonal relationships as many as 52 nurses in the Inpatient Room at Lasinrang Pinrang Hospital there were 21 nurses (40.4%) with good performance and 31 nurses (59.6%) with good performance. not good. Based on the value of the chi-square statistical test, the value of p = 0.000 (p<α = 0.05) was obtained. This means that Ha is accepted and Ho is rejected, it is concluded that there is a significant influence between interpersonal relationships and the performance of the Inpatient Nurse at the Lainrang Pinrang Hospital in 2021.

The relationship between responsibility and performance in Inpatient Nurses at Lasinrang Pinrang Hospital in 2021, shows that of the 29 Inpatient Nurses at Lasinrang Pinrang Hospital with poor responsibilities, there are 23 nurses (79.3%) with poor performance and 6 nurses. (20.7%) with good performance and for nurses with good responsibility as many as 118 Inpatient Room nurses at Lasinrang Pinrang Hospital there were 14 nurses (11.9%) with poor performance and 104 nurses (88.1%) with poor performance. good. Based on the value of the regression statistical test, the value of p = 0.000 (p <α = 0.05) was obtained. This means that Ha is accepted and Ho is rejected, it is concluded that there is a significant effect between responsibility and performance on Inpatient Nurses at Lasinrang Pinrang Hospital in 2021.

Table 3. Logistic regression analysis of the effect of workload, work stress, the relationship betweenpersonal and responsibility for the performance of Inpatient Room nurses at Lasinrang Pinrang Hospital in 2021

Variable	B value	Exp Value (B)/ Odds Ratio (OR)	Sig (P Value)	Nagelkerke R Square
Workload	-0.223	0.800	0.815	0.529
Work Stress	1,287	3,623	0.094	
Interpersonal Relations	1.539	4,660	0.058	
Responsibility	2,160	8,673	0.001	

From the results of the logistic regression analysis of the variables of workload, stress, interpersonal relationships and responsibility for performance. The workload variable with an OR value of 0.800 means that nurses with high workloads are more at risk of experiencing poor performance by 0.800 times more than nurses with light workloads. The value of B = -0.223 because the value of B is negative, the workload does not have a positive effect on performance. The work stress variable with an OR value of 3.623 means that people with high work stress have a higher risk of experiencing poor performance by 3.623 times compared to nurses with mild work stress. B value = 1,287 because the B value is positive, work stress has a positive influence on performance. Interpersonal relationship variable with an OR value of 4, 660, nurses who have poor interpersonal relationships are at risk of experiencing poor performance by 4.660 times compared to nurses with poor interpersonal relationships. B value = 1,539 because the B value is positive, interpersonal relationships have a positive influence on performance.

The responsibility variable with an OR value of 8.673 means that nurses with poor responsibility are more at risk of experiencing poor performance as much as 8.673 times than nurses with good responsibility. The value of B = 2.160 because the value of B is positive, responsibility has a positive influence on performance. This result also shows that of the four independent variables, the most influential on performance is responsibility, because it has the largest beta value, which is 2.160.

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The significance value of the workload variable = 0.815, work stress = 0.094, interpersonal relationships = 0.058 all three have a value greater than 0.05, which indicates that the variables of workload, work stress and interpersonal relationships have no significant effect on performance. The responsibility variable has a significant value of 0.001, has a value less than 0.05 which indicates that the responsibility variable has a significant effect on performance.

The value of Nagelkerke R Square is 0.529, this shows that the contribution of the influence of workload, work stress, interpersonal relationships and responsibility on performance is 52.9% while the remaining 47.1% is a contribution from other variables that are not included. in research.

DISCUSSION

Effect of workload on nurse performance

People who experience excessive workloads can cause a decrease in employee morale and motivation in the work environment. Excessive workload physically or mentally, i.e. having to do too much work. The element that causes quantitative overload is working conditions, where each task is expected to be completed quickly and accurately. Furthermore, time pressure causes many errors or causes a person's health condition to decrease, so this is a reflection of quantitative overload. While qualitative overburden is a work done by humans, the emphasis is increasingly on the work of the brain (Nugraeni 2016).

The workload can be in the form of a physical burden and a mental burden, the physical burden can be in the form of heavy work such as lifting, transporting, caring, and pushing. While the mental workload can be in the form of the extent to which the level of expertise and work performance possessed by individuals with other individuals is Manuaba, 2000 in (Ariawan & Wahyuni 2015)

Based on the results of the study, it showed that nurses with low workload and poor performance were 32 nurses (46.6%) and 37 nurses (53.6%) good performance and for nurses with high workload and poor performance. 5 nurses (6.4%) and good performance as many as 73 nurses (93.6%). It was found that most of the nurses were at high workload with good work. This is because the research was conducted during the COVID-19 pandemic so that some nurses were transferred to the COVID-19 special treatment room, which resulted in a decrease in the number of nurses in the inpatient room so that the workload of nurses also increased.

Based on the value of the logistic regression statistical test, the p value = 0.815 ($p < \alpha = 0.05$). This means that Ha is accepted and Ho is rejected, it is concluded that there is a significant effect between workload and performance on Inpatient Nurses at Lasinrang Pinrang Hospital in 2021. This study is in line with research (Purnama, Satrianegara, dan Mallapiang 2017) shows that of the 36 respondents who experienced a heavy workload there were 30 respondents (54.5%) The results showed that the majority of the workload on health workers at the Kassi-Kassi Health Center, namely the average health worker stated that the workload was due to excessive work demands, physical needs and high performance, namely the desire for success in work and satisfaction from the results of the work carried out, then all activities or activities that require human physical energy will depend on humans who function as sources that can trigger workloads on health workers. Other health workers are also burdened with other additional tasks and often carry out activities that are not their function, such as handling administration, finance and others.

This research is in line with research conducted by (Wiyarso 2018). Based on the results of statistical analysis, the results obtained sig. = 0.008 (sig. <0.05), which means that there is a relationship between workload and work fatigue on nurses in the Yeheskiel and Hana Inpatient Room at the General Hospital of GMIM Pancaran Kasih Manado. because in the hospital the level of patient density towards nurses and the workload given to nurses exceeds the capacity to work.

This research is also in line with research (Ananta & Dirdjo 2021). Based on the results of the journals collected and the author's analysis, it was found that there was a significant interaction between workload and the performance of hospital nurses. Based on the data that has been obtained has shown that the workload can affect the performance of nurses. This is related to the high needs of the community related to health that can never be separated from the role of nurses. For this reason, it is very important to pay attention to the workload given in accordance with the amount and ability.

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Workers are required to complete tasks that are sometimes not in accordance with the allotted time so that sometimes they have to add time while working. Workers usually have normal abilities in completing the tasks assigned to them. Ability relates to expertise, experience, and time possessed, so that performance is carried out optimally. If under certain conditions, the superiors often give tasks with a limited time. As a result, workers are chased by time to complete tasks on time set by superiors so that it can reduce the quality of worker performance.

The Effect of Job Stress on Nurse Performance

Based on the value of the logistic regression statistical test, the p value = 0.094 ($p < \alpha = 0.05$). This means that Ha is accepted and Ho is rejected, it is concluded that there is a significant influence between work stress and performance in Inpatient Nurses at Lasinrang Pinrang Hospital in 2021. From the observations of researchers that work stress occurs because it is caused by internal and external factors. Such as pressure and demands from patients so that families are given the best service and problems from outside so that nurses can bring them into work which results in decreased performance. In a state of stress the body will activate the response and expend more energy which impacts performance. Work stress is important to note because it can cause work fatigue which has an impact on performance, work productivity,

This research is in line with research conducted by (Fajrillah & Nurfitriani 2016), with the title of the relationship between work stress and the performance of implementing nurses in carrying out nursing services at the Emergency Installation of Anutapura General Hospital Palu. The results showed that most of the respondents experienced work stress in the high category (54.8%) and the nurse's performance was mostly in the poor category (83.3%). Based on the results of the Chi-Square test, it was found that there was a significant relationship between work stress and nurse performance (p-value = 0.031 and OR = 0.117).

Study (Maydinar, Sasmita & Selandio 2020), with the title of research on the relationship of work stress with the performance of nurses in the Melati and Seruni Inpatient Rooms at RSUD DR. M. Yunus Bengkulu. The results of the study: From 43 nurses in the Melati and Seruni Inpatient Rooms, Dr. M. Yunus Bengkulu, 21 nurses (48.8%) experienced mild work stress, 19 people (44.2%) moderate work stress and 3 other people (7%) experienced severe work stress. From 43 nurses in the ward Inpatient Melati and Seruni Hospital Dr. M. Yunus Bengkulu, 20 nurses (46.5%) nurse performance was good, 22 people (51.2%) nurse performance was adequate and 1 person (2.3%) nurse performance was not good and based on Spearman Rank obtained Rho = value 0.377 with p-value = 0.013 <0.05 means significant, thus it can be concluded that there is a relationship between work stress and the performance of nurses in the Jasmine and Seruni inpatient rooms at RSUD Dr. M.

This research is also in line with research (Josephus, J. Wongkar & D. Rembang 2013). Based on the results of the Kendall's tau statistical test, the correlation coefficient value of 0.722 means that there is a strong positive relationship with a probability of 0.000 ($p < 0.05$) which means Ho is rejected and H1 is accepted, it can be concluded that there is a relationship between work fatigue and work stress in the unit nurses. Emergency Department (ER) and Intensive Care Unit (ICU) Datoe Binangkag Regional General Hospital, Bolaang Mongondow Regency. Caused by pressure from the hospital, and work stress in the hospital, the individual's inability to meet the demands of his work so that he feels uncomfortable and unhappy at work.

The more the times, the higher the demands of life that a person must have. The demands of life do not only come from oneself, but also from the surrounding environment. If a person is unable to cope with the demands in his life, then it is likely that that person will experience stress which can lead to mental disorders and fatigue at work.

The Influence of Interpersonal Relationships on Nurse Performance

Based on the value of the logistic regression statistical test, the p value = 0.058 ($p < \alpha = 0.05$). This means that Ha is accepted and Ho is rejected, it is concluded that there is a significant influence between interpersonal relationships and the performance of the Inpatient Nurse at the Lainrang Pinrang Hospital in 2021.

This research is in line with research (Vemmylia 2010), the results of the study indicate that the relationship between personal and work environment has a very close relationship seen from the R value of 0.700 or 70%. While the value of Adjusted R^2 is 0.479, which means 47.9% of changes in job satisfaction can be seen from interpersonal relationships and the work environment, while the remaining 52.1% is due to other factors not examined in this study such as challenging work, rewards, fulfillment needs, achievement of values,

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work climate, communication. Based on the results of the t test, it is also known that the relationship between personal and work environment partially has a positive and significant influence on job satisfaction. The work environment is the dominant factor that affects employee job satisfaction seen from the larger coefficient value, which is 4.185.

The better the interpersonal relationships, the higher the performance and conversely, the worse the interpersonal relationships made by members, the lower the performance of members. With good interpersonal relationships, the quality of performance will increase due to the similarity of thoughts, directions and clearer goals so that all misunderstandings, differences of opinion that result in not achieving goals can be minimized.

The Influence of Responsibility on Nurse Performance

The results of this study are in line with research(Sintoso & Heryenzus 2021). Based on the results of statistical tests used to determine the effect of each independent variable on the dependent variable, the results of the t-test indicate that the positive effect of the responsible variable is 2.513 and the significance of 0.018 is smaller than 0.05. So it can be said that the second hypothesis is accepted, which shows that the variable responsibility of PT Yongda Plastics Indonesia in Batam has a significant influence on employee performance. The responsibility coefficient variable has a positive value, which means that the higher the number of responsibilities, the higher the number of employee performance. Impact of Responsibility states positive and significant results in employee performance on Employee Performance of PT Yongda Plastics Indonesia.
The results of this study are also in line with research (Yusuf 2018), the results of responsibility research with a coefficient value of 0.298 means that if responsibility increases it will increase employee performance provided that other variables are constant. The t-count analysis is 4.754 with a significance level of 0.000 (sig <0.05) meaning H1 is accepted which indicates that there is a positive and significant influence between responsibility and employee performance (Y).

CONCLUSION

The results of this study obtained that there is a significant effect between workload on performance (p value = 0.815) work stress on performance, (p value 0.094) interpersonal relationship on performance, (p value 0.058), responsibility on performance (p 0.001) . The multivariate result that has the most influence on performance is responsibility, because it has the largest p value, which is 0.001. Responsibility is a variable that greatly affects performance.

SUGGESTION

Some suggestions from researchers include 1) It is hoped that the management of Lasinrang Pinrang Hospital to pay attention to the workload of each nurse in the Lasinrang Pinrang Hospital inpatient room, in order to optimize every work done. 2) For work stress, management should pay attention to the work stress of each inpatient nurse and provide support to nurses who can reduce work stress. 3)For interpersonal relationships, the management should always perform the function of controlling and trust for each nurse in order to find out how far the interpersonal relationships that exist between fellow nurses. 4)As a management party, it is better to pay attention to the performance of each nurse related to work psychosocial factors. 5) For nurses in inpatient rooms, they must still pay attention to workload, work stress, personal relationships and responsibilities to both fellow nurses and superiors in order to improve nurse performance. It is hoped that further researchers will conduct research on a larger scale so as to produce more accurate and evenly distributed data so that it can be applied.

Declaration of Conflicting Interest

All authors state that there is no potential Conflict of Interest in this research and article.

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