The Effect of Work Stress on Nurse Performance in the Wijaya Kusuma Inpatient Room at Kediri Baptist Hospital

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ARTICLE INFO	ABSTRACT
Keywords: Job Stress; Performance; Nurse.	Nurses are medical personnel and important pioneers in public health services in hospitals. To achieve the ideals and goals of the hospital, it is very important for the hospital to be able to maximize the performance of every employee, including nurses. Performance is the process and result of an activity carried out by employees with their capabilities to meet the standards or indicators set in an effort to support the company in achieving its goals. There are many variables that can influence performance, one of which is work stress. Nurses who experience emotional, mental and physical disorders caused by the work environment, workload and demands from superiors can be said to be experiencing symptoms of work stress. Nurses who have symptoms of work stress and do not have good stress coping mechanisms will tend to decrease their performance. The aim of this research is to find out how work stress influences the performance of nurses in the Wijaya Kusuma Inpatient Room at Baptist Kediri Hospital. This research uses quantitative research methods. The sampling method in this research used probability simple random sampling and used a sample of 33 people. The instrument and data collection in this research used a scale of perceptions of work stress (Robbbins & Judge, 2017) and performance (Koopsmans, 2014). In testing this hypothesis, the results obtained were $R^2 = 0.220$ (p<0.05). These findings indicate that nurses in the Wijaya Kusuma Room at Baptist Hospital Kediri have a significant level of work stress which has an influence on performance.

INTRODUCTION

Hospitals as service institutions in the health sector have an important role in realizing public health. For this reason, it is necessary to strive for the implementation of quality services in all fields, including nursing services. Meanwhile, (Nopa et al., 2020) stated that one of the efforts to realize quality service in hospitals is to maintain nurse performance because nurses as an integral part of the hospital service system have a unique role because they interact more often with patients, stay longer with patients and even have to be available for 24 hours with patients. In line with this, (Amarat et al., 2019) states that nurses play an important role in providing effective, efficient and sustainable health services in realizing patient safety and satisfaction. This situation also applies to nurses who work and serve patients at Kediri Baptist Hospital. Therefore, every nurse must show quality performance in serving each patient. This statement is in line with Rama and Khusnul (2020) explaining that if the nurse's performance in serving patients is not good, it can affect the image of hospital services in the eyes of the public and even public trust in hospitals.

On November 4-5, 2022, this study conducted interviews with 10 nurses serving in the inpatient room of Kediri Baptist Hospital. Of the 10 nurses, there are 3 people who say they are confident that they have provided the best service to patients because they have good abilities in serving patients. Next, 4 people expressed uncertainty that they could provide the best service for several reasons, including a large workload, less cooperative patients and disrupted teamwork when there were nurses who did not play a maximum role in work. Meanwhile, there are 3 people who say they have not been able to provide the best service to patients because of

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their status as new nurses who still have a lot to learn. Based on the phenomenon mentioned above, it can be suspected that there are problems related to the performance of nurses at the Inpatient Installation of Kediri Baptist Hospital. In line with this opinion, Novia Ruth Silaen et al., (2021) in their findings explained that periodic performance appraisals must be carried out in order to maintain and improve employee performance to support organizational performance.

Based on the above findings, research on nurse performance is very important for health institutions because nurse performance plays an important role directly in realizing service quality. The important role of nurse performance for the implementation of quality services has been stated by many parties. On one occasion, Hartati et al., (2020) stated that nurses' performance is a reflection of hospital performance in general because hospitals as organizations in achieving their goals cannot be separated from nurses' performance. In this case, the nurse is not solely an object but also a subject in realizing the goals of the organization. Then (Nopa et al., 2020) states that the performance of nurses can be reflected from the activities carried out by them. This is done in an effort to improve health in the form of disease prevention, healing, recovery and health maintenance carried out based on authority, responsibility and code of ethics. Furthermore, Amarat et al., (2019) stated that good performance of nurses will affect customer satisfaction which will directly increase public trust in hospitals.

Employee performance has an impact on the company and itself. This view is supported by the findings (Budiyanto & Wikan, 2020) Which states the positive impact of employee performance on the company, among others, the company will develop rapidly, achieve planned targets, the company's reputation in the eyes of the public becomes good and respected by its competitors. Meanwhile, (Hidayat & Rusli, 2021) states that there is an influence of employee performance on the quality of service to customers. Next, (Virgiawansyah et al., 2013) found that good employee performance positively affects customer satisfaction. However, the opposite can happen, namely when employees show low performance, then company goals will be difficult to achieve (Çankır & Şahin, 2018). The impact of this performance not only affects the company but also to employees because by completing the job well it will be a source of satisfaction and pride. Conversely, when employee performance is low, the person concerned will feel dissatisfied and can even be considered a personal failure (Muchhal, 2014). From the discussion above, it can be concluded that employee performance can have a positive or negative impact on the company and employees themselves.

Employee performance is influenced by various factors. This is in line with Novia at al., (2021) which explains that employee performance is influenced by organizational factors, individual factors and psychological factors. Then, (Elizar & Lubis, n.d.) found that employee performance is influenced by aspects of work stress, workload and job satisfaction. (Misiu & Wijono, 2022) found a correlation between work ethic factors and employee performance. (Hariana, 2021) found that employee satisfaction affects their performance. (Santoso & Rijanti, 2022) states that employee performance is affected by workload, work environment and work stress. Rismayanti &; Mayasari (2021) found that the work environment and work stress significantly affect nurse performance. On another occasion, Mazelda et al., (2022) mentioned that the work stress factor is one of the factors that affect performance. This is in line with the findings (Ngalo et al., 2023) that one of the factors that affect employee performance is work stress. Putri &; Sary (2020) Concluded that work stress is one of the factors that affect employee performance. The effect of work stress on performance is followed by an explanation that the higher the stress experienced by a person, the more adversely affect performance. This happens because work stress experienced by employees can cause a person to experience emotional, mental and physical disorders. Furthermore (Acosta ramos et al., 2021) found that work stress can also result in burnout which then affects employee performance. For that (Ravalier et al., 2020) Recommending that maintaining employee work stress is essential to maintaining employee and company performance. Even (KIM, 2021) stated that efforts to develop employee performance through handling work stress must be an important issue in human resource management in the company. Based on the exposure mentioned above, it can be concluded that employee performance is influenced by several factors, one of which is work stress.

The alleged effect of stress on employee performance was confirmed in interviews conducted with 10 nurses in the inpatient room, this study conducted interviews with the management of Kediri Baptist Hospital which is responsible for the management of nurse services. An interview with the Head of Nursing on Saturday, January 7, 2023, obtained some important information related to the alleged effect of work stress on nurses' performance. From the interview, information was obtained that work stress is believed to affect nurse performance. This is based on service experience in the field, where employees whose performance is not good when assessed are generally caused by various problems experienced which include problems at work that cause work stress. More or less the same thing was also expressed by the Chairman of the Nursing Committee who stated

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that supervision activities for nurses who have problems in terms of professionalism and quality of service, the majority are influenced by stress. The level of work stress of nurses is believed to increase in the era of BPJS services because in addition to having to serve patients, they also still have to complete many administrative tasks. This situation also cannot be separated from the energy optimization policy implemented at Kediri Baptist Hospital, which is actually a private hospital. This resulted in some rooms, the ratio of nurses to the number of patients was high which directly made the workload also increase. From the description above, it can be suspected that work stress affects performance among nurses at Kediri Baptist Hospital.

Research on the effect of work stress on employee performance at Kediri Baptist Hospital has never been conducted. However, various studies elsewhere have been conducted to assess the effect of work stress on employee performance. Research conducted (Rismayanti &; Mayasari, 2021) about finding Sig values of 0.013 < 0.05 so that work stress negatively and significantly affects nurse performance. Buulolo et al., (2021) in their research on employees of the Aramo sub-district office, South Nias regency, found that work stress has a negative influence on employee performance, with a calculated t value (2,055) > t table (1,699) and a significance level of $0.049 < \alpha$ (0.05). Next, Teni, Nurlaela, and Shella (2019) in their research on employees at PT Tunas Mobilindo Parama, South Jakarta, the results found the calculation of the correlation coefficient of 0.000 < 0.05 so that it can be concluded that there is an effect of work stress on the performance of strong employees with a value of 0.855. (Siswoyo & Sulistyani, 2020) In his research found that work stress has a negative and significant effect on employee performance. Next (Ilham & Prasetio, 2022) found data that work stress has a positive and significant effect on employee performance with a coefficient of determination of R square value of 53.2%. Some of the studies mentioned above corroborate the opinion that work stress affects employee performance.

Unlike the results of the study above, there are several studies that show different results. Mazelda et al (2022) in a review of six journals that examined the effect of work stress levels on performance found that two of the six studies concluded that the effect of stress on performance was not significant because it turned out that there were factors other than work stress that had a more dominant influence. Research by (Laksana & Mayasari, 2021) about the effect of competence and work stress on nurse performance in mental hospitals Bali Province found the results of multiple linear regression testing Pyx 2 = - 0.533 with p-value = 0.000 < alpha (α) = 0.05, and found that work stress was partially significant and negative on nurse performance. Putri and Vicky (2022) in a study on the effect of work stress, work environment and job satisfaction on employee performance at PT Aneka Gas Industri Lampung concluded that although there is an effect of work stress on employee performance, the influence is less relevant. Then (Elizar et al., 2020) who conducted a study on the effect of work stress, workload, job satisfaction on nurses at Datu Beru Hospital found that work stress had a less significant effect because workload was the most influential variable on nurse performance. Next in (Amrianah, 2019) in a study on the effect of work stress on employee performance at the Bank Sulselbar Barru branch office found that work stress only partially affects employee performance at the Bank Sulselbar Barru Branch Office, which is related to the division of roles, workload and absence of career prospects. Nanda & Sugiarto (2020) in a similar study found that work stress indirectly affects performance because there are other variables that have a greater effect, namely work motivation. Putri &; Sary (2020) in a study on the effect of work stress on employee performance at PT Lestari Buana Anggun Mahkota found that the effect of work stress on employee performance was only 33.8%, while the remaining 66.2% was influenced by variables that were not studied in this study. From the exposure to the results of the research above, it can be concluded that work stress has a varied effect on employee performance.

Based on this description, this study aims to explore the impact of work stress on nurse performance in the Wijaya Kusuma Inpatient Room, Kediri Baptist Hospital. The proposed title is "The Impact of Work Stress on Nurse Performance: A Case Study in Wijaya Kusuma Inpatient Room, Kediri Baptist Hospital." This study aims to test the hypothesis regarding the correlation between work stress (variable X) and nurse performance (variable Y). In addition, this study also has important relevance in providing recommendations to hospital management to help nurses manage stress and improve their performance, with the aim of improving the overall quality of hospital services.

The formulation of the problem in this study looks for whether there is an effect of work stress on performance in nurses in the Wijaya Kusuma Inpatient Room of Kediri Baptist Hospital. The purpose of this study was to determine the effect of work stress on the performance of nurses in the Inpatient Room of Wijaya Kusuma Kediri Baptist Hospital. The benefits of this research are expected to contribute to the development of psychological science, especially in the field of industrial and organizational psychology related to the subject of work stress and employee performance.

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METHOD

This research method uses a quantitative descriptive approach. Regression research models were used to determine how much influence work stress had on nurses' performance. The population of this study was the implementing nurses in the Wijaya Kusuma Inpatient Room of Kediri Baptist Hospital which amounted to 30 people. The author uses probability simple random sampling technique in sampling. Simple random sampling techniques are considered capable of providing more precise answers to the population. To obtain the number of samples, the authors performed calculations using the Slovin formula.

$$n = \frac{N}{1 + Ne^2} \frac{N}{1 + Ne^2}$$

n = 35/(1+35X5%^{2})

n = 35/1+35X0,0025

n = 35/1+0,087

n = 30/1,087

n = 32,9 (33)

Thus, the number of samples determined in this study was 33 implementing nurses at the Wijaya Kusuma Inpatient Hospital, Kediri Baptist Hospital.

Data collection in this study used questionnaires or questionnaires given directly to respondents. There are 4 answer choice options in the questionnaire, namely:

1. Appropriate. This answer means that the statements contained in the questionnaire are very in accordance with the feelings, conditions and situations experienced by respondents. Score 4.
2. Quite appropriate. This answer means that the statements contained in the questionnaire are quite in accordance with the feelings, conditions and situations experienced by respondents. Score 3.
3. Less appropriate. This answer means that the statements contained in the questionnaire are not in accordance with the feelings, conditions and situations experienced by respondents. Score 2.
4. Not appropriate. This answer means that the statements contained in the questionnaire are not in accordance with the feelings, conditions and situations experienced by respondents. Score 1.

To measure these 2 variables, the author uses a scale of measurement of work stress and performance compiled by itself with reference to the indicators of each variable. All statements for the stress scale use a positive form (favorable) while the performance scale uses a negative statement (unfavorable).

Table 1. Blueprint Rock Stress Ker

Aspects	Item	Total
Environmental Stress	1,4,7,10,	4
Organizational Stress	2,5,8,11,	4
Individuals	3,6,9,12,	4
Total	**15**	**12**

Table 2. Performance Scale Blueprint

Aspects	Item	Sum
Task Performance	1,2,3,4,	4
Contextual Performance	5,6,7,8,	4
Counterproductive Performance	9,10, 11, 12,	4
Total	**15**	**12**

1. **Test validity**

The validity test is used to determine whether or not the questionnaire is valid as a research measurement tool. Valid measuring instruments are needed to obtain accurate research results. To assess the

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validity of measuring instruments in this study, a product moment validity test was carried out with SPSS version 26 Item analysis. Item analysis for differentiation power test using corrected item-total correlation. The assumption is that all items with a correlation coefficient of 0.25 are considered to have high differentiation power as a selection criterion. Conversely, if the value of the correlation coefficient is less than 0.25, it is considered to have a low differentiating power. The tests were conducted using different power test facilities in the SPSS program.

2. **Reliability test**

Reliability tests are carried out to determine the level of stability of a measuring instrument. The concept of reliability of measuring instruments is related to the problem of measurement error occurs when re-measurement of the same group of objects. The way to calculate the level of reliability of a data is to use the Cronbach Alpha formula. The questionnaire is said to be reliability if the Cronbach Alpha r value > 0.6.

3. **Normality Test**

The normality test aims to find out whether the data used in the study is normally distributed or not. The norm used in Kolmogorov Smirnov's normality test is If the significance value (Sig.) is greater than 0.05 then the research data are normally distributed. Conversely, if the significance value (Sig.) is smaller than 0.05, then the research data is not normally distributed.

4. **Linearity Test**

According to Sugiyono and Susanto (2015: 323), linearity tests can generally be used to determine whether variables bound to independent variables have a linear relationship or not. The linearity test can be done through the test of linearity with the SPSS program tool version 26. The applicable criterion is that if the significance value in linearity ≤ 0.05, it can be interpreted that between the independent variable and the dependent variable there is a linear relationship.

5. **Heteroscedasticity Test**

The heteroscedasticity test is used entirely to determine if there are inconsistent fluctuations in different regression models. Homoscedasticity occurs when the residual variance between two observations remains unchanged. Meanwhile, heterokedasticity occurs when the residual variants are different.

6. **Test Hypoplant**

Hypothesis testing is carried out to establish a basis in the form of reliable data to determine the decision whether a hypothesis is acceptable or otherwise should be rejected. In this study, a hypothesis test was used to see whether work stress affected the performance of nurses at the Wijaya Kusuma Inpatient Home at Kediri Baptist Hospital. The hypothesis test was performed using Simple Linear Regression Test and T Test techniques with the Windows SPSS Statistics 26.0 for windows program tool. In addition to the above tests, multiple linear regression tests were also carried out to see the difference in the magnitude of the influence of work stress sub-variables which include environmental work stress, organizational work stress and individual work stress. Then an independent sample T Test was conducted to see the difference in performance between male and female respondents.

RESULTS AND DISCUSSION

A. Research Instrument Validity Test

The validity test is used to determine whether or not the questionnaire is valid as a research measurement tool. Valid measuring instruments are needed to obtain accurate research results. The validity test used is product moment SPSS version 26. While the norm used is to compare the calculated r value with the table r. If the calculated r value is greater than the table r then a statement is considered valid. Based on the guidelines for calculating r table, namely DF = N-2, for a two-way test with a probability of 0.05 for respondents totaling 33 people, the table r value used is the table r value at position 31, which is 0.344.

1. **Item Validity Test Results Variable X**

Through the validity test, it is known that the r value of all items carried out by the item test is greater than the r value of the table 0.344 so that all 12 items for this study are declared valid.

Table 3. Variable Validity Test Results X Work Stress

Statement	r calculate	r table	Information
1	0,812	0,344	Valid
2	0,730	0,344	Valid
3	0,459	0,344	Valid
4	0,795	0,344	Valid

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5	0,472	0,344	Valid
6	0,560	0,344	Valid
7	0,726	0,344	Valid
8	0,460	0,344	Valid
9	0,533	0,344	Valid
10	0,446	0,344	Valid
11	0,706	0,344	Valid
12	0,738	0,344	Valid

2. Item Validity Test Results Variable X

Table 4. Performance Variable Y Validity Test Results

Statement	r calculate	r table	Information
1	0,514	0,344	Valid
2	0,492	0,344	Valid
3	0,578	0,344	Valid
4	0,620	0,344	Valid
5	0,746	0,344	Valid
6	0,702	0,344	Valid
7	0,652	0,344	Valid
8	0,671	0,344	Valid
9	0,637	0,344	Valid
10	0,563	0,344	Valid
11	0,648	0,344	Valid
12	0,580	0,344	Valid

Based on the validity test performed, it is known that the value of r count all statements carried out by the validity test is greater than r table 0.344. Thus, all items totaling 12 for variable Y are valid.

3. Research Instrument Reliability Test

Reliability tests are carried out to determine the level of stability of a measuring instrument. The concept of measuring instrument reliability is related to the problem of measurement error occurs when re-measurement of the same group of objects. The way to calculate the level of reliability of a data is to use the Cronbach Alpha formula. The questionnaire is said to be reliability if the Cronbach Alpha r value > 0.6.

4. Cronbach Alpha Reliability Test Results

Table 5. Cronbach Alpha Reliability Test

Variable	Cronbach's Alpha	Cut off	Information
Work Stress	0,832	0,6	Reliable
Performance	0,869	0,6	Reliable

Based on the table above, it is known that Variable X (Work Stress) with a value of 0.832 and Variable Y (Performance) with a value of 0.869 have a Cronbach Alpha value greater than 0.6. This shows that all variables are reliable.

B. Classical Assumption Test Results

1. Normality Test Results

The normality test aims to find out whether the data used in the study is normally distributed or not. The norm used in Kolmogorov Smirnov's normality test is If the significance value (Sig.) is greater than 0.05 then the research data are normally distributed. Conversely, if the significance value (Sig.) is smaller than 0.05, then the research data is not normally distributed.

Table 6. Normality test results with Kolmogorov Smirnov Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		33
Normal Parametersa,b	Mean	.0000000
	Std. Deviation	4.41150018
	Absolute	.119

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Most Extreme	Positive	.080
Differences	Negative	-.119
Test Statistic		.119
Asymp. Sig. (2-tailed)		.200c,d
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Based on the table above, the value of Asym is known. Sig. (2-tailed) 0.200 > 0.05 then the data can be said to come from a normally distributed population.

2. Linearity Test Results

According to Sugiyono and Susanto (2015: 323), linearity tests can generally be used to determine whether variables bound to independent variables have a linear relationship or not. The linearity test can be done through the test of linearity with the SPSS program tool version 26. The applicable criterion is that if the significance value in linearity ≤ 0.05, it can be interpreted that between the independent variable and the dependent variable there is a linear relationship.

Table 7. Linearity Test Results with Anova Table

ANOVA Table			Sum of Squares	df	Mean Square	F	Say.
Performance * Work Stress	Between Groups	(Combined)	597.992	15	39.866	3.384	.009
		Linearity	175.480	1	175.480	14.897	.001
		Deviation from Linearity	422.513	14	30.179	2.562	.034
	Within Groups		200.250	17	11.779		
	Total		798.242	32			

Based on the results of the linearity test, the value of Sig. Deviation From Linearity is 0.001 ($p < 0.05$). Which means there is a linear relationship between job stress and job satisfaction.

3. Heteroscedasticity Test Results

The heteroscedasticity test is intended to determine whether in the regression model there is an inequality of variables from the residual of one observation to another. The basis for the assessment of the heteroscedasticity test is that if the significance value > 0.05, heteroscedasticity does not occur. Conversely, if the significance value < 0.05, heteroscedasticity occurs.

Table 8. Heteroscedasticity Test Results

Coefficient		Unstandardized Coefficients		Standardized Coefficients	t	Say.
Model		B	Std. Error	Beta		
1	(Constant)	6.464	1.950		3.314	.002
	Work Stress	-.108	.072	-.260	-1.502	.143
a. Dependent Variable: RES2						

Based on these data, the heteroscedasticity test of variable X shows a sig value greater than 0.05, which is 0.145. So it can be concluded that variable X in this study does not experience heteroscedasticity problems.

4. Results of Simple Linear Regression Analysis

Table 9. Results of Simple Linear Regression Analysis

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Model		Unstandardized Coefficients		Standardized Coefficients	t	Say.
		B	Std. Error	Beta		
1	(Constant)	46.954	3.617		12.981	.000
	WORK STRESS	-.395	.134	-.469	-2.956	.006
a. Dependent Variable: KINERJA						

Based on the table of the results of the simple linear regression analysis, a Constant value (a) is obtained which is 46.954 and a work stress value (b) or regression coefficient which is - 0.395.

Form a simple linear regression equation as follows:

$Y = \alpha + b\chi$

$Y = 46,954 + (-) 0,395$

Information:

Y = Performance

α = Constant or price X = 0

χ = stress ker

a. Constant Value

The constant value is 46.954 if there is no increase in the work stress variable, then the value will be consistent at 46.954.

b. Work Stress

The value of the regression coefficient as a slop (slope of the slop line). The value of b of (-) 0.395 is the magnitude of the change in variable Y if variable X changes. It can be seen that the regression coefficient X is negative, so it means that the direction of influence of the work stress variable (X) on performance (Y) is negative.

c. The result of the value of the coefficient of determination (R Square)

Table 10. Regression Test Results R value Summary Simple Linear Regression Test

Model Summaryb

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.469a	.220	.195	4.482
a. Predictors: (Constant), Stres Kerja				
b. Dependent Variable: Performance				

Based on the simple linear regression test table, it is known that the R Square value is 0.220. That means work stress has a 22% effect on job stress.

5. **Multiple Linear Regression Analysis Results**

Multiple Linear Regression Analysis is used to determine the influence of sub-variable X (Work Stress) consisting of environmental stress (X1), organizational stress (X2) and individual stress (X3). This analysis aims to determine the Beta value of each Sub Variable.

Table 11. Multiple Linear Regression Analysis Results

Coefficient

Model		Unstandardized Coefficients		Standardized Coefficients	t	Say.
		B	Std. Error	Beta		
1	(Constant)	47.172	3.624		13.017	.000
	Environmental Stress	-.284	.777	-.127	-.366	.717
	Organizational Stress	.166	.556	.076	.298	.768
	Individuals	-1.189	.754	-.461	-1.577	.126

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a. Dependent Variable: Kinerja

Based on the table of multiple linear regression analysis results above, a Constant (a) value of 47.172 and an environmental work stress regression coefficient (bX1) value of - 0.284, organizational work stress (bX2) of 0.166 and individual work stress of - 1.189.

Form a simple linear regression equation as follows:

Y = α + b1X1 + b2X2 + b3X3

Y = 47,172 - 0,284 + 0,166 – 1,189

Information:

Y = Performance

α = Constant or price X = 0

X1 = Work stress due to the environment

X2 = Work stress due to the environment

X3 = Work stress due to individuals

a. Constant Value

The constant value is 47.172 if there is no increase in the three sub-variables of work stress, then the value will be consistent at 46.954.

b. Environmental Work Stress

The value of the regression coefficient as a slop (slope of the slop line). The value of b1 of (-) 0.284 is the magnitude of the change in variable Y if the subvariable X1 changes. It can be seen that the regression coefficient X1 is negative, so it means that the direction of influence of the variable work stress due to the environment (X1) on performance (Y) is negative.

c. Organizational Work Stress

The value of the regression coefficient as a slop (slope of the slop line). The value of b2 of 0.166 is the magnitude of the change in variable Y if the subvariable X2 changes. It can be seen that the regression coefficient X is positive, so it means that the direction of influence of the organization's work stress variable (X2) on performance (Y) is positive.

d. Individual Work Stress

The value of the regression coefficient as a slop (slope of the slop line). The value of b3 of (−) 1.189 is the magnitude of the change in variable Y if the subvariable X3 changes. It can be seen that the regression coefficient X is negative, so it means that the direction of influence of the organization's work stress variable (X3) on performance (Y) is negative.

6. **Uji Hypoplant**

Table 12. Hypothesis Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	46.954	3.617		12.981	.000
	STRES KERJA	-.395	.134	-.469	-2.956	.006
a. Dependent Variable: KINERJA						

Based on the table above, the value of the regression coefficient of variable X is obtained at 0.006 or less than 0.05. From this value, it can be concluded that the hypothesis proposed in this study is accepted, namely the variable work stress (X) affects performance (Y).

7. **Uji Independent Sample T Test**

Table 13. Test Results Independent Sample T Test

	Gender	N	Mean	Std. Deviation	Std. Error Mean
Performance	Man	5	36.00	3.082	1.378
	Woman	28	36.61	5.301	1.002
	Levene's Test for Equality of Variances	t-test for Equality of Means			

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		F	Say.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Performance	Equal variances assumed	.763	.389	-.247	31	.807	-.607	2.461	-5.627	4.413
	Equal variances not assumed			-.356	8.971	.730	-.607	1.704	-4.464	3.249

Based on the table above, the significance value (2-tailed) is obtained at 0.807 or more than 0.05. From these values it can be concluded that there is no significant difference between the performance of men and women.

Discussion

The results of this study show that there is an effect of work stress on nurses' performance. The findings were marked based on the calculation results of a simple linear regression analysis, namely R2 = 0.220 (p < 0.05). This means that work stress has a significant influence on performance. There are several reasons that make the results of this study significantly influential. First, most nurses assume that the work stress experienced while they work at the hospital can affect the performance of nurses in the hospital. This statement is supported by the findings of Siswoyo & Sulistyani (2020) which states that work stress has a significant effect on employee performance. Such are the findings (Kim et al., 2021) which states that work stress affects employee performance. Second, most nurses explain work stress as one of the factors that can have an impact on the performance of nurses in the hospital. This expression is supported by the findings of Amarat et al., (2019), which states that employee performance is influenced by many factors other than work stress such as workload, technology support, employee health, job coverage, equipment, noise levels, employee placement accuracy, organizational structure, leadership, managerial, and rules that ensure work can take place properly.

The results of a simple linear regression test found that the R Square value was 0.220 which means that the effect of work stress on performance is 22%. While 78% were influenced by other factors that were not studied. Although the effect is significant, work stress is not the dominant factor. This finding is in line with previous research conducted by Putri & Sary (2020) which in its research found that work stress had a significant effect on performance by 33.8%, while the rest was influenced by other factors.

The results of multiple linear regression tests conducted to determine the effect of three X sub-variables (Work Stress), namely environmental work stress, organizational work stress and individual work stress on nurse performance, obtained the findings of the regression coefficient value (b) as follows: environmental work stress of (-) 0.284, organizational work stress of 0.166 and individual work of (-) 1.189. Paying attention to these data, it can be seen that individual work stress has the greatest influence on performance. Conversely, organizational work stress has the least influence. This is in line with the findings of Amrianah (2019) which states that the influence of individual work stress is greater than the work stress of organizations and work environments (groups). Similarly, organizational stress has the lowest influence on performance.

Furthermore, the results of the independent sample T Test to determine the difference in influence between male and female respondents found that the significance value of 2 tailed was 0.807 > 0.05 which means there is no significant difference between male and female performance. This finding is in line with research conducted by Nova et al, (2020) which obtained a significance value. It is possible that men and women do not have the ability to improve performance or their performance is equal. 0.498 > 0.05 so that there is no significant difference between the performance level of male and female employees.

CONCLUSION

Based on the presentation and discussion of the results of the study above, the conclusion can be stated as follows: there is a significant effect of work stress on performance in nurses in the WK Hospital X Inpatient Room.

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Suggestions that can be conveyed as a follow-up to this study hopefully nurses can take advantage of the opportunity to be able to manage high work stress to moderate to be able to improve nurse performance. To achieve that it needs to be done through consultation, discussion, or teamwork. The management provides opportunities and facilitates nurses to develop the ability to manage high work stress to moderate in order to improve nurse performance. This can be done through consultation, discussion, or teamwork. Performance in addition to being influenced by work stress is also influenced by other factors. Further research needs to be done with other variables such as transformational leadership, personality type, or gender. Similarly, the population and sample need to be extended to all employees with samples representing all sections and professions. Baik also conducted similar research at other hospitals under the auspices of the same Foundation.

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