

# Nurse conditions psychological well-being in inpatient room hospital x

Rudy Dwi Laksono<sup>1</sup>, Mulya Virgonita<sup>2</sup>

<sup>1,2</sup>Magister of Psychology, Semarang University, Semarang, Indonesia

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## ABSTRACT

The purpose of this study was to determine the psychological well-being of nurses in the inpatient room of Hospital X. Because nurses often face high pressure, stress, and heavy workload. With improved nurse well-being, they can provide better healthcare to patients, closely correlate workforce retention, and impact productivity, job satisfaction, and overall performance. The population in this study was nurses in the inpatient room of Hospital X. This study used 6 dimensions of psychological well-being. This study used qualitative methods with a phenomenological approach of nurses in the inpatient room of Hospital X as participants who participated in this study. Data collection used in-depth interviews conducted directly with these participants. The results showed that all participants had psychological well-being influenced by each dimension. But in particular, it is known that there are two dimensions that most affect the psychological well-being of the nurses there, namely the dimension of positive relationships with others and the dimension of environmental mastery.

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### Corresponding Author:

Rudy Dwi Laksono,

Magister of Psychology,

Semarang University,

Jl. Soekarno Hatta, RT.7/RW.7, Tlogosari Kulon, Kec. Pedurungan, Kota Semarang, 59160, Indonesia,

Email: [rudydwilaksono@gmail.com](mailto:rudydwilaksono@gmail.com)

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## INTRODUCTION

Mental health problems can affect anyone in the workplace (Espiner, 2018). Stress, depression, and anxiety have major consequences for individuals and society. According to *the Health and Safety Executive* (HSE), the most common cause is workload, followed by lack of support from fellow workers, and bullying (Sage et al., 2018). Stress can be defined as an adaptive response mediated by individual differences and/or psychological processes resulting from any activity, situation, or event that imposes excessive psychological and/or physical demands on a person (Gibson et al., 2012). According Stress at work as a negative reaction experienced by workers due to excessive pressure or demands at work. HSE describes six main sources of job stress: demands on whether workers can cope with the demands of their jobs, control about the extent to which workers have control over their work, support on whether there is adequate support in the organization they work for, relationships as a portrayal of whether workers have negative relational relationships, roles about the extent to which workers understand their responsibilities, change, as well as

developments that can show whether workers feel involved in their work and able to accept various changes in their environment (Dunn et al., 2015).

A person's performance is an individual thing because each employee has a different level of ability, especially in mental health problems so there are many studies on mental health problems (Arianty et al., 2016). Current mental health issues have also penetrated into the realm of management. Workers in the office sector often experience this problem (Gayed et al., 2018). For example, two-thirds of workers surveyed said they had and were experiencing mental health problems or even had suicidal thoughts and feelings (Bolton et al., 2015). Another, 9 out of 10 people say that their mental health is affected by their own health or by problems related to co-workers, colleagues, and family (Meis et al., 2013). According to (Petrie et al., 2018) they are increasingly aware of the magnitude of this problem and the importance of this in the world of work. Only a quarter of workers say they have seen positive changes in the efforts made in their workplace over the past two years to show that mental health is very important for everyone (Harvey et al., 2018).

It is known that workers affected by mental health problems are not only office workers from the formal sector, but also nurses (Hurley, 2009). Nurses also often experience job insecurity and working conditions that are not in line with expectations. This is often the reason nurses are particularly vulnerable to mental health issues (Horgan et al., 2021). In the era of globalization like today, technological developments are growing rapidly, including technology in the health sector. The diseases faced are becoming increasingly complex, and hospitals are required to provide good and maximum service. Hospitals with medical personnel who are expected to be able to serve the community professionally and with quality (Dikmen et al., 2016). Nurses are one of the medical personnel in hospitals who provide services to provide care to patients and support patient health. Nurses can also be defined as those who have the ability and authority to perform nursing actions based on the knowledge possessed and obtained through nursing education and workers who are always present in every hospital responsible for patient health (Hagerty & Patusky, 2003). According to (Nursalam, 2015) Nurses are required to know nursing science where nursing is the provision of a professional service model to meet the basic needs of individuals both healthy and sick who experience psychological, social, physical disorders in order to achieve an optimal degree of health. In maintaining the mental health of a nurse, several actions are proposed, such as regulating diet and nutrition, adequate rest and sleep, and regulating exercise schedules (Rahmawati et al., 2021). In dealing with work stress, nurses also use adaptive coping mechanisms (e.g., acceptance, humor) and there are also those who use maladaptive coping (e.g., mental disorders, and substance abuse) (Asih et al., 2018). Nurses in hospitals have duties in inpatient, outpatient or polyclinic services and emergency services (Siswadi et al., 2021). Health services provided by hospitals must be of quality, effective and efficient supported by the quality and quantity of personnel (Isaac et al., 2010). Nurses are required to maintain their quality and professionalism in providing services to patients. Always improve performance and productivity and show hospitality to each patient and patient's family (Siswadi et al., 2021).

Nurses have a higher priority of experiencing general mental health disorders when compared to those who work in the formal sector (de Jacq et al., 2016). Moreover, the lack of reports on growth in the informal sector of the economy that has an impact on the mental health of a worker will be the focus of attention (Ludermir & Lewis, 2005). According to (Kaur & Pooja, 2016) mental health is certainly very closely related to a person's psychological well-being. Mental health and psychological well-being are interrelated just as good mental health will lead to psychological well-being and psychological well-being will improve mental health (Jackman et al., 2022).

*Psychological well-being* is a positive psychological function that arises in a person and this is directly influenced by several empirical aspects and sociodemographic correlations (Ryff & Singer, 2008). People with *psychological well-being* in old age can be measured by their life

satisfaction (Ardani & Istiqomah, 2020). This well-being is explored through the study of life events and experiences experienced by humans so that it will be known about how their life history and psychologically can be grouped into vulnerable categories or resilient categories. Psychological well-being is *eudaimonic (eudaimonic)*, meaning that more emphasis is placed on well-being that arises from positive psychological functioning. Eudaimonic psychological well-being focuses on the realization of human potential. The psychological well-being of eudaimonics can be illustrated through two lines of approach. The first, through the challenges of life and the second, through the meaning and satisfaction of life. The latter approach is an important essence of eudaimonic psychological well-being (Ryff, 2017). A number of theories explain how the interaction of individuals in direct contact with nature can facilitate psychological well-being. It emphasizes how human beings when surrounded by pleasurable visualizations that include something natural, feeling calm, resisting negative influences and creating more positive emotions, such as feelings of joy (Glackin & Beale, 2018). Based on the results of research presented by (Purnami & Sawitri, 2019) about work stress and the influence of *Psychological well being*, using a perceived *stress scale* with 52 nurse respondents working in the treatment room of the Dustira Cimahi Army Hospital, it was found that there were 31 people (59.6%) with mild stress and 21 people (40.4%) who experienced moderate stress. From the descriptive research, there is *high psychological well being but there are still many who suffer from moderate stress which from the study focuses on nurses in the treatment room, while in this study to determine the effect of psychological well being nurses in the inpatient room.*

So, from this background, this study contributes to a few new findings that have never been revealed before. Some of them are problems related to the relationship between Hospital X nurses. If all this time we as social beings cannot be separated from various relationships that are collectivism, but factually in the field, it is precisely the nature of individualism that is more prominent and revealed as a research fact. In addition, this study also aims to find out how the *psychological well being* condition of nurses in the inpatient room at one of the hospitals whose identity is disguised as "Hospital X".

## RESEARCH METHOD

The type of research used is research with deductive qualitative methods. There are several definitions of qualitative research methods put forward by experts. Qualitative research is defined as a research method that focuses on humans and their interactions in the context of social life practices (Helaluddin & Wijaya, 2019). As is known that qualitative research is also a type of research that has results not obtained based on statistical processes or in the form of other calculated numbers (Sage, Brooks, & Greenberg, 2018b). Qualitative method can be interpreted as a research method that is useful for describing phenomena based on the perspective of participants, revealing various realities and developing a holistic understanding of phenomena in certain contexts (Hilal & Alabri, 2013). This qualitative research uses a phenomenological approach where researchers want to identify and analyze how and what kind of psychological well-being of Hospital X nurses. Therefore, based on experiences and events that have been experienced and felt directly by these nurses, the phenomenological approach is the most suitable approach used in this study. In a phenomenological study, there are characteristics that must be considered, namely: more based on reality, trying to understand and understand the meaning of the phenomenon of events that occur and their attachment to individuals who are in the situation, and usually participants will start with a silent gesture because they try to recall (Helaluddin & Alamsyah, 2019).

The research instrument aims to examine the psychological well-being of Hospital X nurses with the themes of questions that will be asked to participants referring to the definition of theory - guided dimensions of well-being (high scorer) and based on the development of 6 main dimensions of the concept of psychological well-being by Carol D. Ryff. Questions that will be

used as an in-depth interview guide in the study begin with questions about sociodemographics that refer to psychosocial and sociodemographic correlates of PWB. This initial question focused on the correlation between sociodemographics and well-being, with variations based on age and social and economic status of participants. The reason is to underline the dynamics of life's journey as well as know the structure of its opportunities or obstacles (Ryff & Singer, 2008).

## RESULTS AND DISCUSSIONS

Psychological *well-being* has 6 dimensions as the main pillars in it (Klar & Kasser, 2009). Each dimension has regulated psychological well-being *eudaimonically*, which means that more emphasis is placed on the effective physiological functioning of how each individual should behave and behave (Kasser *et al.*, 2014). Based on the results of interviews and data analysis that has been carried out regarding *the psychological well-being* of Hospital X nurses, it can be concluded as follows. Self-acceptance provides a strong basis for all participants to be able to accept their condition well in living their current life so that they can see a hope in the future, even though various kinds of heartbreaking events that occurred in the past remain and leave sadness if still thought of, to have an attachment to the present life. Positive *relations with others* is a reflection of how relationships and interactions are built and established by all participants with others. Although in their family life and personal life, they can build a good relationship, the fact is that many participants are known to have been and even are in conflict with others in their social life.

Personal growth has shown that most participants have an interest and interest in a change in themselves to become a better individual by developing themselves and honing their potential, even though there is one participant who is not interested in developing themselves and honing their potential to become a better individual. Purpose in life has a great role to direct all participants towards the process of achieving the desires and expectations that have been set. Life purpose also helps participants to find meaning in life and helps them to realize where the ultimate goal of human life is in the world.

Environmental mastery supports the ability of all participants to manage, control and adapt themselves to their environment. Although all participants were able to see opportunities and could take advantage of the current environment half of the participants in this study actually showed that they did not have control and control over their environment, and the environment could not be controlled to be what they expected. Various causes have answered why such an uncontrollable environment can occur. Independence or *autonomy* is a picture of how the person of each participant is able to be able to manage all activities and activities carried out alone without any help from others. Although most participants have independence, can determine their future direction, and have self-rules that have been applied, there is one participant who does not meet this dimension because of self-inability in terms of independence.

Self-acceptance is a person's ability to accept themselves as they are. This ability can make a person to be positive about himself and the life he is living. A person who can accept himself well is characterized by being able to acknowledge and accept various aspects that exist in himself and his life, both positively and negatively and can accept his past events and have hope in the future. The theme that most often appears in the perspective of positive human functioning is the presence of a sense of self-acceptance. according to (Jahoda, 2013) self-acceptance is defined as the main characteristic of mental health, Maslow as a characteristic of self-actualization, Rogers emphasizes as the ability to function optimally and Allport explains in the concept of maturity. A person with a good level of *psychological well-being* has a positive attitude towards himself, acknowledging and accepting various aspects of himself including good and bad qualities in himself, as well as positive feelings about past lives and lives that are being lived now. The psychological well-being of Hospital X nurses related to the dimension of self-acceptance is that they are able to accept their own situation well. Although it is known that each participant had various kinds of events that happened in his past, they were able to accept their current state of self and life well.

Positive relations with others is a person's ability to build and maintain relationships that can benefit each other. A person with this aspect has trusting, warm and fulfilling relationships with others. They certainly have a very strong sense of affection and empathy. The ability to love is seen as a major component of mental health. This positive relationship with others is when the individual is able to feel warmth and have confidence in other individuals. In a developmental perspective, this means being able to establish warm relationships with other individuals (*intimacy*), as well as being able to guide and direct younger individuals. A person's *psychological well-being* is good if he can be warm and trusting in relating to others, has strong empathy, affection, and intimacy, understands giving, closeness and acceptance in a relationship. The psychological well-being of Hospital X nurses related to the dimension of *positive relations with others* is that there has been disharmony and bad relationships. This is because it is triggered by various problems and conflicts that occur in their social relationships.

Personal growth or *personal growth* is a person's ability to develop and enrich themselves by honing the knowledge, skills, and potential that exist in him. Someone who has this ability will show special characteristics, namely being a creative individual, having self-openness, always interested in new things, wanting to continue learning, and having the need to actualize himself. Growth refers to the various aspects of change that occur. Personal growth generally refers to the context of the overall personality, while personal development usually refers to more specific aspects. However, both growth and personal development refer to aspects of change that occur. Therefore, personal growth is usually related to changes towards the desired direction for the better. The psychological well-being of Hospital X nurses related to the dimension of personal growth or *personal growth* is considered good because they always grow their personal development in certain useful ways. Realizing their potential, having the desire to always change, and opening themselves to new things are the efforts they make to make themselves even better.

Purpose in life is the ability to organize, organize and stimulate goals, manage behavior, and give meaning to one's life. A person with this ability has a purpose in life and a sense of purpose, feels a sense of meaning in present and past lives, has beliefs that give hope to life, and the existence of desires to be achieved. The purpose of life is characterized as a center and how to organize oneself. A goal that is used as a life goal, will produce sustainable goals that are sought to be achieved. Life purpose can facilitate elements of well-being, such as contentment, calmness, and attention. A person who has a purpose in life must embrace values thoroughly and will consistently manifest on a behavioral and cognitive level in everyday life. Life goals are useful for promoting well-being by providing a sense of personal consistency, which can protect oneself from various negative consequences because of perceived change. In general, a person will feel a change when they reflect on their past and compare it to their future. The psychological well-being of Hospital X nurses related to the dimension of purpose in life is to have a purpose *in religious life*. Although they have worldly desires and hopes to be realized, in fact religiosity in themselves has helped all participants to be able to increase their inner satisfaction and happiness in life through efforts to fulfill their spiritual needs. In addition, because all participants are Muslims, Islam itself has answered about what is the purpose of their lives as human beings while living on earth, which is to worship Allah Almighty and all of it is done in *Lillahi Ta'ala* or means "because of Allah Ta'ala".

Environmental mastery is a person's capacity to manage his life with the surrounding world (environment) which is carried out effectively. A person with good environmental mastery could create an environment that suits his physical condition. In other words, he could deal with events beyond his control. So, environmental mastery refers to one's ability to control and manage the environment, as well as one's efficacy in choosing an environment that suits one's goals and needs. Developmental theory describes environmental mastery as the ability to manipulate and control complex environments. Mentally healthy is characterized by the ability of individuals to have or create an environment that is in accordance with their physical condition, able and

competent to regulate the environment, arrange complex control over external activities, effectively use opportunities in the environment, and be able to choose and create contexts that suit the needs and values of the individual himself. The psychological well-being of Hospital X nurses related to the dimension of environmental mastery is *that they* cannot master the environment because they do not have control over various problems that occur in their current environment.

Independence or *autonomy* is an attitude and behavior carried out by a person on his own impulse without any regulation and direction from others. Self-reliance or autonomy means self-regulation. A person with good independence tends to have the ability to determine his own destiny and be independent, can resist social pressure, is able to think and act in certain ways, is able to regulate behavior from within himself, and can evaluate himself using personal standards that have been set. Self-reliance is fully functional when a person does not need to seek approval from others to behave and act but can evaluate himself by his personal standards. Independence is also useful to give a person a sense of freedom from the norms that govern his daily life. The psychological well-being of Hospital X nurses related to the dimension of independence or *autonomy* is that all participants are independent individuals and this ability is useful for them to be able to manage everything that is done alone without help from others.

The nature of individualism triggers various problems and conflicts in society, especially in the X Hospital environment. One of the problems raised and expressed by one of the study participants was related to low commitment from nurses. All statements and narratives of participants in a qualitative study with a phenomenological approach are subjective. That is, everything that is conveyed according to the will and desire of each participant, the researcher cannot exercise control over it. Because the things conveyed are based on experiences and events that have been experienced and felt directly by them, these experiences and events cannot be generalized to a sample of people, objects of study, situations, and other conditions. So, each participant has a different story and story.

## CONCLUSION

Based on the results of this study, it can be concluded that the psychological well-being of nurses in terms of 6 dimensions affects nurses in hospital room X. The 6 dimensions are described as follows: in the dimension of self-acceptance, they can accept their own situation well; on the dimension of positive relations with others, there has been disharmony and bad relationships. This is because it is triggered by various problems and conflicts that occur in their social relationships; In the dimension of personal growth or personal growth, it is considered good because they always develop their person in certain ways that are useful; on the dimension of purpose in life, having a purpose in religious life; on the dimension of environmental mastery, unable to master the environment because it does not have control over various problems that occur in its current environment; And in the dimension of independence or autonomy, all participants are independent individuals and this ability is useful for them to be able to manage everything that is done alone without any help from others. Based on the results of the conclusions above, it is known that the dimension of positive relations with others and the dimension of environmental mastery are the most influential psychological well-being of Hospital X nurses. For future research can be done with quantitative methods to see how strong the relationship between variables.

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