

Analysis of Factors Affecting the Performance of Nursing Nurses Staying in dr. GL Tobing Hospital Tanjung Morawa Medan

Novi Fitriani¹, Juliandi Harahap², Nuraini³

^{1,3}Faculty of Public Health, Helvetia Institute of Health, Medan, Indonesia

²Faculty of Medicine, University of North Sumatra, Medan, Indonesia

ARTICLE INFO

Keywords:

Nurse,
Performance,
Ability,
Compensation,
Work Environment

ABSTRACT

Nurses are one of the quality improvement factors in hospitals and are the professions that interact the most with patients in explaining and supporting patient problems, explaining nursing diagnoses, explaining interventions to be carried out and providing protection for patient rights. To analyze the factors that influence the performance of inpatient nurses at RSU dr. G.L Tobing in Tanjung Morawa in 2021. The research design used was Cross Sectional with quantitative research with an Explanatory Research approach. The sample of this research is 74 inpatient nurses using total random sampling technique. Analysis of the data used is univariate, bivariate and multivariate analysis with logistic regression test. Based on the results of the logistic test, the value of the cross tabulation between the ability and the performance of nurses with good ability was 27 people and poor ability 47 people and P value = 0.001, the cross tabulation value between compensation and nurse performance, compensation according to 24 people and compensation not appropriate 50 people P = 0.001 while the tabulation value of the work environment with nurse performance, good environment = 47 people and not good 27 people with P = 0.001. There is an effect of ability, work environment and compensation on the performance of inpatient nurses at the General Hospital dr. GL Tobing. It is hoped that the management can maintain the performance of nurses by promoting related trainings and for nurses it is hoped that they will take the initiative in increasing competence by finding sources of information related to the world of nursing.

E-mail:

novifitriani1979@gmail.com

Copyright © 2022 Science Midwifery.

1. Introduction

Every organization has a vision and mission as a guideline to achieve the targets or goals to be achieved. For the sake of its achievement, every organization must have human resources which are the key in achieving the goals of the organization. Organizations are influenced by factors in the development to achieve success. One of the influencing factors is the existence of a good organizational climate.

Organizational climate has an important role in determining performance as a trigger to bring up environmental patterns in influencing motivation and focusing on perceptions that make sense and have an impact on the effect of employee work [1]. Wibowo (2016) explains that organizational behavior is closely related to employee motivation to improve work which is influenced by the environment [2].

Health services in the current era of globalization are required to be able to carry out services optimally and comprehensively, as explained in Law no. 44 of 2009 concerning Hospitals, that hospitals are health service institutions that provide complete individual health services that provide

inpatient, outpatient, and emergency services whose services are promotive, preventive, curative and rehabilitative which are influenced by the development of health science. , technological advances, and the socio-economic life of the community that must continue to be able to improve services that are more qualified and affordable by the community in order to realize the highest degree of health [3].

Hospitals absolutely need special personnel in their implementation in order to achieve and realize the degree of public health. As is known, the hospital is a complex organization in which there is not only one profession, but various professions. As explained in Law no. 36 of 2014 concerning Health Workers, that health workers in hospitals are grouped into medical personnel, clinical psychology staff, nursing personnel, midwifery workers, pharmaceutical workers, public health workers, environmental health workers, nutrition workers, physical therapy personnel, medical technicians, biomedical engineering personnel, traditional health workers, other health workers [4].

One of the most integral professions in hospitals is the nursing profession. Nurses are one of the quality improvement factors in hospitals and are the professions that interact the most with patients in explaining and supporting patient problems, explaining nursing diagnoses, explaining interventions to be carried out and providing protection for patient rights [5].

General Hospital dr. Gerhard Lumban Tobing or abbreviated as RS GL Tobing (and familiarly as RSU dr.G.L Tobing) is a health facility owned by PT. Tobacco Deli Medica, a subsidiary of PTP Nusantara II which was founded in 1882 during the Dutch colonial era by the plantation company Snembah Maatschappij under the name Hospital De Tanjong Morawa. Various processes have been passed to become an independent business entity for PTPN II hospitals. On June 2, 2017 PT Tobacco Deli Medica was formed as a subsidiary of PTP Nusantara II based on the Deed of Establishment of a Limited Liability Company No. 06 which has 3 business units in the hospital sector. (Bangkat Hospital, Tanjung Selamat Hospital and dr.G.L Tobing Hospital) and FKTP-FKTP scattered throughout PTPN II plantations.

This hospital has 7 inpatient rooms with a bed capacity of 101 units. To provide inpatient care services, this hospital has 74 inpatient nurses. In this inpatient unit, nursing services are divided into 3 shifts of working time by each unit head according to the needs of the number of nurses at each nurse station at the dr.G.L Tobing General Hospital. This activity is useful for minimizing the work risk of nurses so that they are able to carry out care service activities perfectly for patients.

From the initial survey, it was found that out of 74 nurses, the majority of 50 nurses had a DIII nursing education and as many as 24 nurses had a Bachelor of Nursing education. Law No. 38 of 2014 concerning Nursing explains that higher nursing education consists of vocational education, academic education and professional education. Vocational education is the lowest education, namely Diploma Three in Nursing [6].

The results of the observation and review of 30 medical records in the special attachment for inpatient nursing care in January 2019. It was found that 27 (90%) nursing care was still not filled out properly and there were vacancies in the available forms. This indicates a decrease in the performance of nurses in the hospital. According to the Decree of the Minister of Health of the Republic of Indonesia Number 836 of 2005 concerning guidelines for developing performance management for nurses and midwives, it is stated that nurse performance indicators that focus on the results of nursing care to patients and the service process are called clinical indicators. This clinical indicator is a measure of quality as a guideline for measuring and evaluating the quality of patient care that has an impact on the services provided [7].

Nursing documentation standards include assessment, diagnosis, planning, implementation and evaluation. The purpose of nursing standards is to promote the quality of nursing care, minimize the cost of nursing services, and protect nursing officers from negligence in carrying out their duties and protect patients from non-therapeutic actions. Measuring the quality of nursing services to clients is used standard nursing practice which is a guide for nurses in carrying out nursing care.

The American Nurses Association (ANA) states that standards for documenting nursing care include; Assessment as the collection of data and information related to the health or condition of the patient, Diagnosis, analyzing assessment data in determining a diagnosis based on the actual problem, Planning, outlining plans to establish strategies in achieving the desired results, Implementation, implementing actions from the results of the plans that have been identified , Evaluation, as the final action in monitoring to achieve goals and results [8].

The importance of nursing care documentation for patients is as an element of all nurse responsibilities for patient care. Clinical register as evidence of the implementation of care provided and carried out to patients. In addition, the importance of documentation of nursing care for continuous improvement of care, coordinating treatment and evaluating the patient's disease state [5].

In Indonesia, nursing care refers to the Indonesian Nursing Diagnosis Standards (IDHS) which is very important for nurses in carrying out their practice in all areas of nursing services, because nursing diagnoses are part of providing nursing care which includes the nursing process (Assessment, Diagnosis, Intervention, Implementation, and Evaluation). So that with the original diagnostic standard made by Indonesian nurses, it is expected to improve standardized nursing services [9].

The results of interviews with 10 nurses at RSU dr. G.L Tobing Nurse revealed that there was a gap between employees. Senior nurses feel they have more authority to give orders to junior nurses and feel superior in carrying out nursing care than junior nurses on the grounds that they have worked more than 5 years. -each unit applies a democratic leadership style. However, from the results of interviews, 5 head of the room only gave decisions when there were only problems and also the head of the room rarely gave directions and input, so there were implementing nurses who had permanent employee status and their performance was not good. This will also affect nurses. Another thing that nurses reveal is that there is a lack of appreciation given by the hospital, such as the absence of awards given to nurses who perform better than other nurses. The promotion process is very slow, there are still senior nurses who should not have occupied the positions given by the hospital.

The results of research conducted by Herfina (2017) which examines the relationship of the organizational work environment to the performance of nurses in carrying out nursing care. The results show that there is a significant relationship between the work environment and the performance of nurses [11]. This is supported by the statement put forward by Mangkunegara (2005) that one of the factors influencing performance is the work environment of the organization. Factors that influence performance are individual factors consisting of abilities, backgrounds and demographics.

The results of research conducted by Sasongko (2017) which examines the Influence of Leadership on the Performance of Implementing Nurses at PKU Muhammadiyah Hospital Gombong: The Trait Approach [12]. The results show that leadership has a positive effect on nurse performance. This is also in accordance with Bass (2008), which states that leadership is a person's ability to influence, motivate and enable subordinates to contribute towards achievement and success in the organization. In line with research conducted by Ariyani (2016) which examined the Influence of Leadership Style and Employee Loyalty on Employee Performance at Hidayatullah Islamic Hospital Yogyakarta. The results show that leadership style has a significant effect on employee performance [13].

To encourage service aspects and improve quality, especially for nursing services, the RSU dr. G.L Tobing provides compensation every month to nurses in the amount of Rp. 3,200,000, - and this compensation is greater for nurses than the suitability of the Decree of the Governor of North Sumatra Number 188.44/575/KPTS/2017 The Minimum Wage of North Sumatra Province explains that the minimum commission for North Sumatra Province is Rp. 2,749,000 while the Minimum Wage for Deli Serdang district is Rp. 2.938,524.03- However, with this large compensation, the performance of nurses is still far from the expectations and standards that have been set and some nurses say that the compensation received is uneven because basically the workload is the same.

Research conducted by Kalalo (2013) regarding the relationship between compensation and job satisfaction with nurse performance through motivation in the Inpatient Room of Bethesda General Hospital Tomohon. The results show that compensation is significantly related to the performance of nurses and assumes that the greater the compensation received, the better the performance performed by nurses.

Based on several problems encountered at RSU dr.G.L Tobing Tanjung Morawa, the researchers were encouraged to study "Analysis of Factors Affecting the Performance of Inpatient Nurses at RSU dr.G.L Tobing Tanjung Morawa Medan".

2. Method

This type of research is a quantitative research with an Explanatory Research approach with a cross sectional design. This study aims to determine and analyze the factors that influence (Ability, Work Environment, Compensation) performance of inpatient nurses at G.L. Tobing in Tanjung Morawa.

This research was conducted at RSU dr.G.L. Tobing Tanjung Morawa, which is located on Jalan Raya Medan Tj. Morawa Km 16.5 Deli Serdang Regency, North Sumatra, RSU dr. G. L Tobing has an ER, ICU, Laboratory, Radiology and five inpatient rooms (Orchid Room, Mawar Room, Melati Room, Aster Room and Ashoka Room). The time of this research starts from September 2019 until the end. The population in this study were nurses who worked at RSUdr. G.L. Tobing Tanjung Morawa the total population is the subject in this study as many as 74 nurses.

The sampling technique in this study used the Total Random Sampling technique. Where this sampling technique provides equal opportunities for each member of the population to be selected as a member of the sample and the selection of this sampling technique is because the researcher already has data for the entire population. So the samples in this study were all nurses in the inpatient room (Orchid Room, Mawar Room, Melati Room, Aster Room and Ashoka Room) G.L. Tobing in Tanjung Morawa.

The data obtained from the research results were analyzed using univariate analysis by describing each research variable in the frequency distribution. Next, a bivariate test was conducted to analyze the relationship between each independent variable and the dependent variable. Multivariate analysis to determine the effect of independent variables on the dependent variable using logistic regression test.

3. Result and Discussion

3.1 Results

Univariate Analysis

TABLE 1
FREQUENCY DISTRIBUTION OF RESPONDENTS' CHARACTERISTICS BASED ON DEMOGRAPHIC DATA

No.	Characteristics	f	%
1	Gender		
	Woman	45	60,8
	Man	29	50,0
2	Age group		
	20-24 Years	3	4,1
	25-29 Years	27	36,5
	30-34 Years	29	39,2
	35-39 Years	11	14,9
	40-44 Years	4	5,4
3	Education		
	DIII	50	67,6
	S1 Profession	24	32,4
4	Marital status		
	Marry	45	60,8
	Not married yet	29	39,2
5	Length of work		
	5 Years	45	60,8
	5 Years	29	39,2
6	Dependent		
	There is	36	46,6
	Not	38	48,6
7	Information Line		
	Friend	26	35,1
	Family	36	48,6
	Etc	12	16,2
8	Job Position		
	Implementing Nurse	67	90,5
	Head of Room	7	9,5

Contents lists available at IOCSscience

Science Midwifery

journal homepage: www.midwifery.iocspublisher.org

TOTAL	74	100
-------	----	-----

Table 1 regarding the distribution of respondents can be seen that of the 74 respondents observed, the number of respondents who were female were 45 people (60.8%), with an age range of 30-34 years, namely 29 people (39.2%), The last education level was DIII, namely 50 people (67.6%), married status, namely 45 people (60.8%), with working years > 5 years there were 29 people (39.2%), did not have There are 38 dependents (48.6%), the information on their work comes from the family, namely 36 people (48.6%) and the job position as an implementing nurse is 67 people (90.5%).

TABLE 2
DISTRIBUTION OF CATEGORIES BASED ON ABILITY, COMPENSATION WORK ENVIRONMENT, PERFORMANCE IN NURSES

Category	F	%
Ability		
Well	27	36,5
Not good	47	63,5
Work environment		
Well	47	63,5
Not good	27	36,5
Compensation		
In accordance	24	32,4
It is not in accordance with	50	67,6
Performance		
Well	48	64,9
Not good	26	35,1
Total	74	100

Table 2 shows that most of the nurses' abilities were categorized as not good as many as 47 people (63.5%); the work environment is categorized as good as many as 47 people (63.5%), the compensation given in the inappropriate category is 50 people (67.6%); and the performance of nurses in the good category as many as 48 people (64.9%).

Bivariate Analysis

TABLE 3
CROSS TABULATION BETWEEN ABILITY AND NURSE PERFORMANCE

Category	Performance				Total		P Value
	Good		Not good		f	%	
	f	%	f	%	f	%	
Ability							
Well	25	92,6	2	7,4	27	100,0	0,001
Not good	23	48,9	24	51,1	47	100,0	
Compensation							
In accordance	23	95,8	1	4,2	24	100,0	0,001
It is not in accordance with	25	50,0	25	50,0	50	100,0	
Work environment							
Well	40	85,1	7	14,9	47	100,0	0,001
Not good	8	29,6	19	70,4	27	100,0	
Total	48	64,9	26	35,1	74	100,0	

Table 3 can be seen cross tabulation between ability and performance of nurses. That of the 74 people observed, there are 47 respondents who are considered not to have good abilities, where as many as 24 people (51.1%) have poor performance, while 23 other people (48.9%) have good performance. . Then, from 27 people who have good abilities, the majority of respondents have good performance as many as 25 people (92.6%), while the remaining 2 people (7.4%) have poor performance. In the results of the chi-square analysis, it can be seen that the training variable has a

p value of 0.001 ($p < 0.05$), it can be concluded that the independent variable ability is significantly related to the performance of nurses.

Cross tabulation between compensation and nurse performance. That of the 74 people observed, there were 50 people who judged that compensation was not appropriate, of which 25 people (50.0%) had poor performance and 25 people (50.0%) had good performance. Then, of the 24 people who judged that the compensation was appropriate, the majority had good performance, as many as 23 people (95.8%), while 1 person (4.2%) had poor performance. In the results of the chi-square analysis, it can be seen that the compensation variable has a p value of 0.001 ($p < 0.05$), it can be concluded that the compensation independent variable is significantly related to the nurse's performance.

Cross tabulation between work environment and nurse performance. That of the 74 people who were observed, there were 4-7 people who considered the work environment to be good where 40 people (85.1%) of them had good performance, while 7 people (14.9%) had poor performance. Then, from 27 people who considered the work environment to be not good, 19 people (70.4%) had poor performance and only 8 respondents (29.6%) had good performance. Based on the results of the chi-square analysis, it can be seen that the work environment variable has a p value of 0.0001 ($p < 0.05$), it can be concluded that the independent variable of the work environment is significantly related to nurse performance.

TABLE 4
MULTIVARIATE FINAL MODEL THE EFFECT OF ABILITY, WORK ENVIRONMENT, AND COMPENSATION ON NURSE PERFORMANCE

Variable	B	S.E	Wald	Df	p value	OR
Ability	2,744	1,002	2,054	1	0,015	4,845
Work environment	1,876	0,668	13,498	1	0,008	3,970
Compensation	1,777	1,245	3,009	1	0,001	3,656

Table 4. can be seen the final model of the effect of the variables ability, work environment and compensation on nurse performance. The results show that all variables have a p value < 0.05 . This means that all independent variables have a significant effect on the nurse's performance variable.

Predictions of whether or not nurse performance is influenced by ability, work environment and compensation can be explained as follows: on the ability of nurses the regression coefficient value (β) or OR is positive, meaning that the better the ability obtained by nurses, the opportunity to increase nurse performance is 4.845 times compared to with nurses who have poor abilities. In the work environment variable, the regression coefficient (β) or OR is positive, meaning that the better the nurse's work environment, the more likely it is to increase the nurse's performance as much as 3.970 times better than the bad nurse's work environment. Furthermore, in the compensation variable the regression coefficient value (β) or OR is positive, meaning that the more appropriate the compensation received by the nurse, the opportunity to improve the nurse's performance is 3.656 times better than the compensation that is considered inappropriate.

From the probability value it can be predicted that if the nurse's performance from the dimensions of ability, work environment, compensation is good, then the opportunity for nurse performance outside the respondent will give a good performance of 84, 60%.

3.2 Discussion

Performance of Inpatient Nurses at GL Tobing Hospital in Tanjung Morawa

Based on the results of the study, it is known that most of the respondents' performance has a good category performance as many as 48 people (64, 9%), the rest in the bad category as many as 26 people (35, 1%). This shows that the performance of inpatient nurses at GL Tobing Tanjung Morawa Hospital excels in analyzing and identifying problems for each patient.

Based on the results of the review of nursing care documentation, it was found that there were still some deficiencies in the documentation of nursing care, including the assessment and implementation of nursing care, where the assessment was the beginning of carrying out nursing care and implementation was documentation related to the actions taken by nurses, which is an important element in nursing care. legal interests.

According to Edison (2016), basically, performance is the result of a process that can be measured and referred to within a certain time based on pre-determined requirements or agreements. Performance management can be defined as a form of process that is carried out systematically in improving organizational performance by developing individuals and co-workers [15].

According to Nursalam (2012) documentation is the responsibility and duty of nurses after carrying out nursing interventions. But recently the nurse's responsibility for documentation has changed. Because of these changes, nurses need to compile an efficient and more meaningful documentation in its recording and storage [5].

Gillies (2002), explains the role of the nurse's function in documenting nursing care through the stages of assessment, formulating diagnoses, planning, implementing and evaluating nursing care actions.

The Effect of Ability on the Performance of Inpatient Nurses at GL Tobing Hospital in Tanjung Morawa

From the results of the study, it was found that of the 74 people who were observed, there were 47 respondents who were considered not to have good abilities, where as many as 24 people (51.1%) had poor performance, while 23 people (48.9%) others. have good performance. Then, from 27 people who have good abilities, the majority of respondents have good performance as many as 25 people (92.6%), while the remaining 2 people (7.4%) have poor performance. The results of multivariate analysis found that the ability variable affected the performance of inpatient nurses at GL Tobing Hospital in Tanjung Morawa, this indicated that nurses needed training to support their ability to improve their performance.

In line with research conducted by Amalia (2017) regarding the effect of motivation, ability and organizational commitment to the performance of nurses at the Islamic Hospital (RSI) Aisyiyah Malang. The results showed that the ability to have a simultaneous effect on the performance of nurses, the ability to have a positive and significant effect on the performance of nurses. The ability of nurses in handling and caring for patients is a measure of the actual performance of nurses [16].

Another supportive study was conducted by Jufrizen (2017) regarding the Influence of Ability and Motivation on Nurse Performance: A Study at Medan Madani General Hospital. The results of hypothesis testing proved that ability had a significant effect on the performance of nurses at Medan Madani General Hospital [17]. This significant influence shows that with a change or increase in the work ability of the nurses, the performance of nurses at the Medan Madani Public House will also increase. Through testing the hypothesis, this study has succeeded in explaining the significance of the effect of ability on the performance of nurses in this research location, in accordance with the theory proposed by Handoko (2008). In addition, this study strengthens the results of research which also results in the conclusion that there is an influence of ability on performance (Mustofa, 2008; Wibowo, 2010).

From the results of research conducted by Siahaan (2018) regarding the effect of nursing round training on the performance of nurses in nursing care at the Royal Prima Medan Hospital. The results showed that 40.63% of respondents had poor performance before training, and 68.75% of them had good performance after training. The results of the statistical test showed that there were differences in the performance of nurses in providing nursing care before and after the nursing round of training ($p = 0.00 < 0.05$ and the average difference = 27.56) [18].

The Effect of Compensation on the Performance of Inpatient Nurses at GL Tobing Hospital in Tanjung Morawa From the results of the study, it was found that of the 74 people who were observed, there were as many as 50 people who considered compensation to be inappropriate, of which 25 people (50.0%) had poor performance and 25 people (50.0%) had good performance. Then, of the 24 people who judged that the compensation was appropriate, the majority had good performance, as many as 23 people (95.8%), while the remaining 1 person (4.2%) had poor performance. In the results of the chi-square analysis, it can be seen that the compensation variable has a p value of 0.001 ($p < 0.05$), it can be concluded that the compensation independent variable is significantly related to the nurse's performance. Employee compensation is any form of payment or gift given to employees and arising from their work. There are basically two ways to make financial payments to employees, namely direct payments and indirect payments. Direct payments are payments in the form of wages,

salaries, incentives, commissions and bonuses. Meanwhile, indirect payments are payments in the form of financial benefits such as insurance (Dessler, 2007).

From the results of research conducted by Naibaho (2016) regarding the Effect of Discipline and Compensation on Employee Performance at RSUP Prof. Dr. R.D. Kandou, Manado [19]. The results showed that compensation had a significant positive effect on employee performance at RSUP Prof. Dr. R. D. Kandou Manado. Compensation is also an important thing, which is the main drive or motivation of an employee to work. The salary given by the company to each employee is paid at the beginning of the month (paid monthly and calculated overtime if the employee works overtime). The company also provides compensation in the form of allowances and awards. Allowances are given by the company to its employees, namely on every religious holiday, while for awards given in the form of salaries, wages, incentives and employee rewards, the survival of the company can be maintained and the company's goals can be achieved effectively and efficiently.

Similar research was conducted by Sulianti (2016) regarding the effect of self-perception about compensation on nurse performance mediated by work motivation (study on contract nurses (non civil servants) IRNA 1 room at dr. Saiful Anwar General Hospital (RSU) Malang City (20 Based on the results of the analysis, it was found that there was evidence that compensation had an effect on the work motivation of contract workers (non-PNS) IRNA 1 at the dr. Saiful Anwar General Hospital, Malang City) dr. Saiful Anwar General Hospital has high motivation, where nurses try not to be left behind in achievement and are eager to work together in completing their tasks and work to treat patients more effectively, quickly and on time-day.

The Effect of the Work Environment on the Performance of Inpatient Nurses at GL Tobing Hospital in Tanjung Morawa

From the results of the analysis, it was found that of the 74 people observed, there were 47 people who considered the work environment to be good where 40 people (85.1%) of them had good performance, while 7 people (14.9%) had good performance. which is not good. Then, from 27 people who assessed the work environment was not good, 19 people (70.4%) had poor performance and only 8 respondents (29.6%) had good performance. Based on the results of the chi-square analysis, it can be seen that the work environment variable has a p value of 0.0001 ($p < 0.05$), it can be concluded that the independent variable of the work environment is significantly related to the performance of nurses.

To create a pleasant climate, it is necessary to regulate and Control of the work environment in the setting of workplace lighting, noise, air, workplace cleanliness and workplace safety. If the work environment is pleasant, employees will work with passion and more seriously. A good physical work environment will be directly proportional to job satisfaction or the results of employee performance (Tomislav, 2013).

The results of research conducted by Abdillah (2016) regarding the influence of the work environment and leadership on nurse job satisfaction and its implications on the performance of nurses in the inpatient ward of the Cibabat General Hospital, Cimahi City. The results show that the condition of the work environment at the Cibabat Regional General Hospital, Cimahi City measured by the dimensions of the physical work environment and non-physical work environment, shows an average variable index of 6.22 which means that the work environment at the Cibabat Regional General Hospital, Cimahi City is interpreted as being pretty good category. The work environment has an influence on the job satisfaction of nurses at the Cibabat Regional General Hospital by 3.42 [21].

Another similar study was conducted by Rumoning (2018) regarding the effect of the work environment, work discipline and work stress on organizational commitment in improving the performance of nurses at the Asmat District General Hospital. The results showed that the relationship between the work environment (X1) and Nurse Performance (Y2) was significant, with a significance value of $0.004 < 0.05$ and a t value of $3.034 > 2.003$. Furthermore, 54.7% of the nurse's performance can be explained by the work environment, thus it can be said that the work environment has a direct influence on the nurse's performance. In the absence of a relationship between the work environment variable and the organizational commitment variable with a significance value of $0.104 > 0.05$, the indirect relationship between the work environment and nurse performance through organizational commitment is not significant [22].

4. Conclusion

Based on the discussion of research results regarding the Analysis of Factors Affecting the Performance of Inpatient Nurses at the dr.G.L Tobing General Hospital in Tanjung Morawa, it can be concluded that: The ability of nurses in the inpatient ward of the General Hospital dr. GL Tobing as many as 24 people (51.1%) had poor performance, while 23 people (48.9%) had good performance. The working environment of nurses in the inpatient room of the General Hospital dr. GL Tobing as a whole, the majority of respondents considered it good, as many as 47 people (63.5%). Compensation of nurses in the inpatient ward of the General Hospital dr. GL Tobing 25 people (50.0%) of whom have poor performance and 25 people (50.0%) have good performance. The performance of nurses in the inpatient ward of the General Hospital dr. GL Tobing has a good category performance as many as 48 people (64.9%), the rest in the bad category as many as 26 people (35.1%). The results of multivariate statistics show that all variables of ability, work environment and compensation affect the performance of inpatient nurses at the General Hospital of dr. GL Tobing can be seen from each variable Ability ($p = 0.015$), Work Environment ($p = 0.008$), and Compensation ($p = 0.001$). As for the 3 dimensions of the variable, Ability is a variable that has a big influence on other variables with an OR value of 4.845.

References

- [1] Surtiandi, Arlie Ediwan. 2016. Analisis Pengaruh Perilaku Organisasi Terhadap Kinerja Pegawai Pada Urusan Umum Dan Keuangan RSUD Kabupaten Sumedang.
- [2] Wibowo. 2016. Perilaku Dalam Organisasi, Penerbit PT Raja Grafindo Persada, Jakarta.
- [3] Undang-Undang Republik Indonesia Nomor 44 Tahun 2009 Tentang Rumah Sakit.
- [4] Undang-Undang Republik Indonesia Nomor 36 Tahun 2014 Tentang Tenaga Kesehatan.
- [5] Nursalam. 2015. Manajemen Keperawatan. Edisi 5. Penerapan dalam Praktik Keperawatan Profesional. Jakarta: Salemba Medika.
- [6] Undang-Undang Republik Indonesia Nomor 38 Tahun 2014 Tentang Keperawatan.
- [7] Menteri Kesehatan Republik Indonesia Nomor 836 Tahun 2005 Tentang Pedoman Pengembangan Manajemen Kinerja Perawat Dan Bidan.
- [8] American Nurses Association, 2015. Standards Of Professional Nursing Practice. (3rd Edition). Silver Spring, MD: ANA.
- [9] Persatuan Perawat Nasional Indonesia. 2016. Standar Diagnosa Keperawatan Indonesia (SDKI).
- [10] Aswad, Hajar Nur. 2016. Pengaruh Tingkat Pendidikan, Pelatihan dan Kompensasi Terhadap Kinerja Perawat di Rumah Sakit UIT Makassar. Jurnal Managemet, volume 1 nomor 2.
- [11] Herfina, Dilla, 2017. Hubungan Lingkungan Kerja Organisasi Terhadap Kinerja Perawat Dalam Melaksanakan Asuhan Keperawatan. Jurnal Keperawatan Universitas Riau.
- [12] Sasongko, Andy Nur. 2017. Pengaruh Kepemimpinan Terhadap Kinerja Perawat Pelaksana Di Rs Pku Muhammadiyah Gombong: Pendekatan Sifat Kepemimpinan (*Trait Approach*).
- [13] Ariyani, Rita Ivana. 2016. Pengaruh Gaya Kepemimpinan dan Loyalitas Karyawan Terhadap Kinerja Karyawan di Rumah Sakit Islam Hidayatullah Yogyakarta. Jurnal Keperawatan Universitas Muhammadiyah Yogyakarta.
- [14] Pratama, Muchti Yuda. 2017. Pengaruh Motivasi Intrinsik Terhadap Kinerja Perawat Pelaksana Di Rumah Sakit Tk. Iv Pematang Siantar. Jurnal Keperawatan.
- [15] Edison, Emron., Yohny, Anwar., Imas, Komariyah. 2016. Manajemen Sumber Daya Manusia. Bandung: Alfabeta
- [16] Amalia, Riezky. 2017. Pengaruh Motivasi, Kemampuan Dan Komitmen Organisasional Terhadap Kinerja Perawat Pelaksana Di Rumah Sakit Islam (RSI) Aisyiyah Malang.
- [17] Jufrizen. 2017. Pengaruh kemampuan dan motivasi terhadap kinerja perawat: Studi pada Rumah Sakit Umum Madani Medan. Jurnal Riset Sains Manajemen Volume 1.
- [18] Siahaan .2018. Pengaruh Pelatihan Ronde Keperawatan Terhadap Kinerja Perawat Dalam Asuhan Keperawatan di RS Royal Prima Medan.
- [19] Naibaho, Kawet & Kojo. 2016. Pengaruh Disiplin dan Kompensasi Terhadap Kinerja Karyawan Pada Rsup Prof. Dr. R.D. Kandou, Manado. Jurnal Berkala Ilmiah Efisiensi Volume 16 No. 02.
- [20] Sulianti, Prayoudo & Yandono. 2016. Pengaruh Persepsi Diri Tentang Kompensasi Terhadap Kinerja Perawat Dimediasi Oleh Motivasi Kerja (Studi Pada Perawat Tenaga Kontrak (Non PNS) Ruang IRNA 1 Pada Rumah Sakit Umum (RSU) Dr. Saiful Anwar Kota Malang). Jurnal Ilmiah Ekonomi Vol 17, No 2.

- [21] Abdillah, Hadi. 2016. Pengaruh Lingkungan Kerja dan Kepemimpinan terhadap Kepuasan Kerja Perawat Serta Implikasinya Pada Kinerja Perawat di Ruang Rawat Inap Rumah Sakit Umum Daerah Cibabat Kota Cimahi.
- [22] Rumoning, MH. 2018. Pengaruh Lingkungan Kerja, Disiplin Kerja dan Stres Kerja Terhadap Komitmen Organisasi Dalam Meningkatkan Kinerja Perawat Di RSUD Kabupaten Asmat.