Nurse's welfare in terms of compensation, job stress, and Job Sat isfaction against Nurse Performance in Indonesia

Rendi Ariyanto Sinanto[1]

ABSTRACT

Nurses are at the forefront of health development in Indonesia. Currently, the nursing profession still needs to be prosperous and has problems related to compensation, job stress, and job satisfaction. This study aims to determine how payment, job stress, and job satisfaction on nurse performance. The method used in this research is a literature study by taking the data source through garuda.ristekbrin.go.id, published in the 2015-2020 period and downloaded on 12-16 March 2021. After selecting and identifying according to the inclusion criteria, ten articles were reviewed. The results showed that the welfare of nurses is paramount, and appropriate compensation has a significant effect on motivation and enthusiasm to improve nurse performance. Nurse performance is related to work stress experienced by nurses. The welfare of nurses influences work stress, and the workload is not appropriate. Then low work stress on nurses can increase the productivity of nurse performance. Productive nurse performance can provide nurse job satisfaction so that the quality of nursing services becomes optimal. Suggestions for the government to pay attention to nurses' welfare to achieve an optimal health degree from prosperous and dignified nurses.

[1] *Faculty of Public Health Universitas Ahmad Dahlan e-mail: rendisinanto@gmail.com*
Orcid Number: https://orcid.org/0000-0003-4598-080X

INTRODUCTION

Nurses are one of the frontline elements in health development, Law Number 38 of 2014 concerning Nursing states that nurses are an integral part of health services based on nursing knowledge and tips. Nursing services prioritize holistic aspects, including biological, psychological, sociological, and spiritual elements, comprehensively provided to individuals, families, or groups, both healthy and sick, to achieve optimal health (UU No 38 tahun 2014; Salbiah, 2006).

Nurses are the most significant number of health workers in Indonesia. According to data from the Ministry of Health, as of December 2019, 376,136 nurses are employed in health service facilities throughout Indonesia (Kemenkes, 2019). Even though they are in the first rank of the most significant number of health workers, not all nurses get decent welfare. In 2014 the Indonesian National Nurses Association obtained data that 11,300 nurses worked as honorary and voluntary workers in government-owned institutions (Kemenkes, 2017).

Currently, the nursing profession still needs to prosper. The compensation received by nurses needs to be commensurate with the workload done. Research by Husin, Huda, and Ranisa (2017), found that management must evaluate the wage system that is not appropriate. According to the results of this study, it is concluded that the nurses' payroll system or wages still needs to be feasible, so there is a need for a better change in the nurses' payroll system (Husin et al., 2017).

Also, many honorary and voluntary nurses still need the government's attention in Indonesia. According to a report from DPR.go.id Wednesday, February 26, 2020, it was found that members of Commission IX of the House of Representatives of the Republic of Indonesia requested that honorary nurses receive priority attention. The government is considering appointing honorary nurses as state civil servants (DPR RI, 2020). Based on this report, it is evident that honorary nurses have yet to receive good government attention, especially regarding compensation at work.

The nursing profession currently has various serious problems, especially related to an increase in the number of nurses increasing every year, and need to be matched by the available employment opportunities. This is in line with the Ministry of Health data that the national need for nurses per year is 24,825 people, and the excess production of nurses is 11,067 to 22,060 nurses per year (Kemenkes, 2011). Also, this is influenced by the increasing number of nursing colleges in Indonesia. As evidenced by Santy's (2012) research, it was found that an increase in nursing colleges increased nurse graduates. Also, according to Ristekdikti (2016), nursing colleges have increased significantly in Indonesia. For diploma education, there are 416, and for professions are 257 institutions (Ristekdikti, 2016).

In addition to welfare issues related to compensation or salaries, then the problem of escalating the nurse workforce, which continues to increase every year, there are also problems related to nurses' job satisfaction. The results of Yulinast's research (2016) found that the level of job satisfaction among implementing nurses is still low (60.7%). This proves that current nurse satisfaction is low, and there is a need for efforts to increase the job satisfaction of nurses. There are also research results from Pangulimang, Pandelaki, and Porotu'o (2019), which state a relationship between salary and job satisfaction. This is an indicator that a fair wage will provide satisfaction to nurses.

The level of stress in the nursing workforce is also a problem. Nurses' workload is very high, which is not proportional to the compensation obtained so it can cause stress on nurses. This is in line with the results of research by Martyastuti, Isrofah, and Janah (2019) which state that there is a relationship between workload and stress levels in nurses. Nurse stress and satisfaction will undoubtedly affect the performance of nursing care provided to the community. This is in line with the research of Sirait, Pertiwiwati, and Herawati (2017) that a sound wage system will give satisfaction to nurses, which impacts good employees. Based on the research results, it can be concluded that the compensation factors received by nurses influence stress and satisfaction. If the compensation is appropriate, then the service will be good.

Nurses can provide professional services to patients if the welfare of nurses is fulfilled. Research results say that voluntary nurse workers expect attention from agencies and the government to be prosperous (Siregar & Antoni, 2017). This study confirms that the nursing staff has not received good attention, which can cause the risk of decreasing the quality of nursing care because the nursing profession is not yet prosperous.

Based on the description above, the formulation of the problem in this study is how are compensation, job stress, and job satisfaction on the performance of nurses. This study aims to determine how pay, job stress, and job satisfaction impact nurse performance. This research will benefit the government in prioritizing the nursing profession without policy discrimination. In addition, it will also help the nursing profession to be prosperous and dignified to realize professional nursing care from successful nurses to an optimal health degree.

MATERIALS AND METHODS

This research was conducted using the literature review method from March 12, 2021, to March 16, 2021, with narrative reporting. The study was conducted on articles on http://garuda.ristekdikti.go.id published from 2015 to 2021.

The sequence of processes carried out in this study: 1) Identification of research questions, 2) Developing research protocols, 3) Determining the location of the database which is used as a search area, 4) Selection of relevant research results, 5) Selecting quality research results, 6) Extraction of data from individual studies, 7) Synthesis of results, 8) Presentation of results. (Perry & Hammond, 2002 in Siswanto, 2012) (Siswanto, 2012).
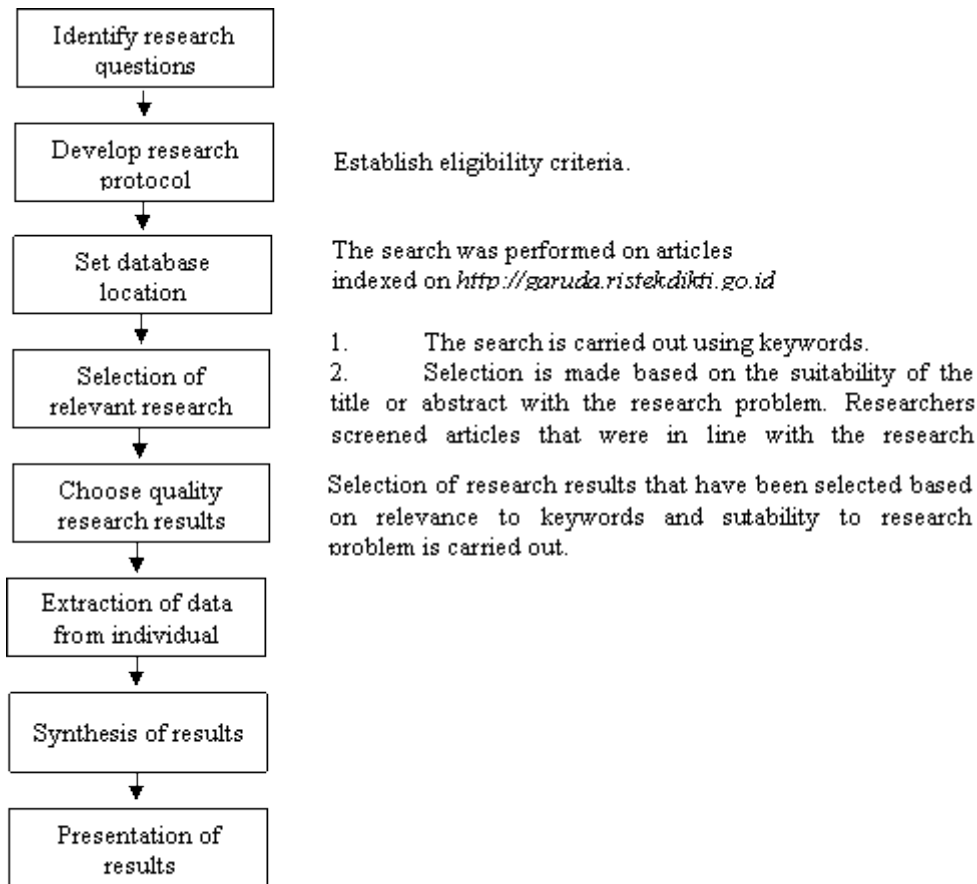
Establish eligibility criteria.

The search was performed on articles indexed on *http://garuda.ristekdikti.go.id*

1.   The search is carried out using keywords.
2.   Selection is made based on the suitability of the title or abstract with the research problem. Researchers screened articles that were in line with the research

Selection of research results that have been selected based on relevance to keywords and suitability to research problem is carried out.

Figure 1. Research Process Sequence

Eligibility Criteria

Inclusion criteria

- The research was conducted in Indonesia in the 2015-2020 period.
- The article is published on http://garuda.ristekdikti.go.id
- The article discusses the number of nurses, the welfare of the nursing profession, the nurse's wage system, the job satisfaction of nurses, and work stress on nurses.

Exclusion criteria

- Articles that cannot be downloaded
- Abstract articles are not clear.

Selection of articles obtained

The selection stage is carried out through the following process:

- Keyword assignment

Search for articles that investigate problems according to the research topic using the following keywords: nurse welfare, nurse condition, nurse salary, nurse satisfaction, nurse stress, and nurse compensation.

- Exploring the title, the abstract was carried out based on the eligibility criteria
- I was exploring the contents of articles on eligible articles.
- I scanned the bibliography to explore the article's relevance with the research being carried out.

Data collection process

Data was collected manually using a form consisting of author, article title, name of journal or conference, and year of publication.

Types of data

The types of data taken are:
- Research titles.
- Researchers.
- Names of journals or conferences and universities.
- Research results relevant to the research problem.

The exploration of the search keywords is summarized in table 1:

No	Keywords	Articles found	Selected articles	Published articles
1	Nurse welfare	7	1	6
2	Nurse's condition	12	0	12
3	Nurse salary	3	1	2
4	Nurse satisfaction	320	4	316
5	Stress nurse	192	2	190
6	Compensation for nurses	28	2	26
	Total	562	10	552

RESULTS

According to a search on the database, it was found that 562 articles were relevant to keywords, and all articles were written in Indonesian. The research was conducted in the 2015-2021 period. Based on the number of articles found, 552 articles were excluded because they were included in the exclusion criteria, and ten articles were included in the inclusion criteria. The following are the results of the research found summarized in table 2.

Table 2. Research Results

Author/Title	Result
(Sabrina et al., 2015) / "The Effects of Compensation, Organizational Communication, and Work Environment Against the Job Satisfaction of Nurses at PKU Muhammadiyah Gombong Hospital"	The results of this study indicate that compensation has a positive and significant effect on job satisfaction. Organizational communication has a positive and significant impact on job satisfaction, and the work environment has a positive and significant impact on job satisfaction.
(Akhmadi et al., 2016) / "The Effect of Compensation and Job Satisfaction on the Organizational Commitment of Nurses and Contract Midwives at Bhayangkara Hasta Brata Hospital Batu Malang"	The results showed that compensation had a significant effect, either directly or indirectly, through job satisfaction on nurses' and midwives' organizational commitment.
(Ferawaty et al., 2016) / "The Effect of Rewards and Motivation on Job Satisfaction of Public Service Agency Nurses (BLU) at Bhayangkara Hospital Makassar"	The results showed that rewards affected nurses' job satisfaction, motivation affected nurses' job satisfaction, and tips and inspiration had a simultaneous effect on the job performance of nurses.
(Hardani, 2016) / "Job Stress, Job Satisfaction With Quality of Life of ICU Nurses in Type B Hospital"	Job stress will affect the quality of life of nurses.
(Fitria & Sawitri, 2017) / "The effect of rewards, incentives, division of tasks and career development on job satisfaction of nurses in Prof. orthopedic hospital. Dr. R. Soeharso Surakarta"	The results showed that reward has a positive and significant effect on the job satisfaction of nurses, incentives have a positive and significant impact on the job satisfaction of nurses, division of tasks has a positive and significant impact on the job satisfaction of nurses, and career development has a positive.

(Lukito et al., 2017) / "The Relationship Between Work Stress and Work Productivity In Inpatient Nurses Tk III Hospital 07.08.01 R.W. Mongisidi Telling Manado"	There is a relationship between work stress and work productivity.
(Putri et al., 2018) / "Factors Related to Job Satisfaction of Inpatient Nurses at the Tugurejo Regional General Hospital Semarang"	The results showed a relationship between recognition, potential development, promotion opportunities, income, working conditions, hospital policy and administration, individual interaction, and supervision with nurses' job satisfaction.
(Mukti, 2018) / "Analysis of the Effect of Job Stress, Work Support and Salary Satisfaction on Turnover Intention of Nurses (Study at Nirmala Hospital, Purbalingga)"	The results of this study indicate that job stress has a positive and significant effect on nurse turnover intention. Then work support hurts turnover intention, and the consequences of salary satisfaction hurt turnover intention.
(Sulidah & Retnowati, 2019) / "Analysis of the Relationship of Welfare Levels on Motivation and Job Satisfaction of Nurses and Midwives in Border Area Community Health Centers"	There is a relationship between the level of welfare, motivation, and job satisfaction of nurses and midwives.
(Hikmat & Melinda, 2019) / "The Relationship between Workload and Job Satisfaction of Nurses"	There is a relationship between workload and the job satisfaction of nurses.

DISCUSSION

The results of the review of the selected articles show that compensation has a significant effect on job satisfaction. According to Ardana (2012), compensation is everything employees receive as a service from their contribution to the company. In this case, nurses' compensation is a form of wages earned for their contribution to healthcare facilities. Research by Ferawaty et al. (2016) found that rewards affect the job satisfaction of nurses. The same results were found in the study of Putri et al. (2018), that there is a relationship between income and job satisfaction of nurses. Job satisfaction is an attitude that is fun and loves the job being done (Hasibuan, 2007). Then there are also research results that state that compensation has a significant effect directly or indirectly through job satisfaction on nurses' organizational commitment. According to this description, it can be concluded that the appropriate compensation can increase the job satisfaction of nurses.

Research from Sabrina et al. (2015) shows that compensation positively and significantly affects job satisfaction. This result is in line with Mukti's (2018) research that salary satisfaction hurts turnover intention, meaning that fair wages can provide satisfaction to nurses. Hence, the nurse's desire to resign is low. According to Rino's research (2017), it is known that the job satisfaction of civil servant nurses (43.6%) is in the unsatisfied category. Job satisfaction of noncivil servant nurses (56.4%) is in the dissatisfied category. According to the results of this study, it is concluded that when Many nurses feel aggrieved, they need to be adequately rewarded to increase their job satisfaction (Rino, 2017).

According to Putri et al. (2018), hospital policy and administration can be a factor in job satisfaction for nurses. This can be in the form of incentives the hospital provides to nurses. Incentives are wages other than fixed salaries that aim to increase employee productivity. This is in line with Fitria and Sawitri's research (2017) that incentives have a positive and significant effect on the job satisfaction of nurses. The division of tasks and career development also affect the job satisfaction of nurses. There are research results that are in line with Manuho, Warouw, and Hamel (2015). It is known that there is a relationship between workload and nurses' performance in providing nursing care. Based on these results, it can be concluded that employees who get attention such as division of tasks, and career development from the workplace will feel comfortable and satisfied at work, increasing work productivity. Based on a study, it was found that recognition, potential development, and promotion opportunities were factors in achieving job satisfaction for nurses.

Nurses who get decent awards will undoubtedly have the motivation to carry out professional nursing services. According to Hamzah (2011), motivation encourages someone to behave to achieve specific goals. This theory is in line with Vanchapo and Lewar's (2020) research that wages affect employee motivation. According to a study by Novitasari (2019), satisfaction significantly correlates with nurse performance. The same results were found in Ferawaty et al.'s (2016) research that motivation influences nurses' job satisfaction and rewards, and motivation simultaneously affects nurses' work performance. According to the results of this study, appropriate compensation will increase the work motivation of nurses to create good performance in nursing services.

Also, Fitria and Sawitri's research (2017) found that reward significantly affects nurses' job satisfaction.

According to Hasibuan (2010), a reward is a reward for workers' services to encourage enthusiasm for work. According to this description, it can be concluded that the nurse who gets the award will be prosperous, so he is satisfied at work. Prosperity is a human condition in a thriving, healthy, and peaceful state (Widyastuti, 2012). According to this theory, nurses with a good level of welfare will provide good nursing services. This is supported by the research results from Sulidah adn Retnowati (2019), that there is a relationship between the level of welfare and motivation and job satisfaction of nurses and midwives.

Then organizational communication and work environment positively and significantly affect job satisfaction. This is in line with Oldemar's (2015) research which states that the climate affects job satisfaction. The same results found that working conditions have a relationship with the job satisfaction of nurses. Organization and leadership affect the job satisfaction of a nurse. Research says that work support hurts nurse turnover intention, meaning that the higher the work support from the organization or leader, the lower the nurse's desire to leave their job.

In addition to compensation, there is a workload that affects the job satisfaction of nurses. This is by the research of Hikmat and Melinda (2019) that there is a relationship between nurses' workload and job satisfaction. According to Marquis and Huston (2000), the workload is a series of activities carried out by nurses at healthcare facilities (Marquis & Huston, 2000). According to Nursalam (2014), nurse workload is the nurse's entire activity while on duty in the health unit. Nurses with a light workload tend to carry out nursing services well and avoid work stress, which can reduce the quality of service. This is in line with the research of Jundillah, Ahmad, and Saktiansyah (2017), which states that there is a relationship between workload and work burnout on the incidence of work stress in nurses. According to the results of this study, it proves that good nursing services can be achieved if nurses' stress level is low, the workload is light and promising job satisfaction.

Job stress on nurses can affect nursing services. Job stress occurs due to stimulation in work and affects work's smoothness (Christian, 2005). According to

research by Rewo, Puspitasari, and Winarni (2020), it was found that there was a relationship between workload and work stress on nurses. Then work stress will affect the performance of nurses. This is in line with research according to Premana, Arisdiani, and Nurmalia (2015) that there is a relationship between work stress and nurse performance. The same results are found in the research of Mandagi, Joseph, and Rattu (2020), that there is a relationship between job stress and nurse performance, meaning that nurses with high work stress have poor performance. The same study found a relationship between work stress and productivity (Lukito et al., 2017 ; Nurhikmah et al., 2018). According to the results of these studies, it is proven that job stress can affect nursing services.

Based on research from Sulistyawati, Purnawati, and Muliarta (2019), it was found that the work stress level of nurses describes that the majority have moderate stress levels. The same research also states that nurses who experience stress 95.4% (Mulfiyanti et al., 2020). A study says that there is a relationship between job satisfaction and job stress in nurses (Tisa et al., 2018). Then, research says that work stress has a positive and significant effect on nurse turnover intentions, meaning that nurses with higher work stress will have a greater chance of leaving their job. Nurses who have job satisfaction have low-stress levels, and job satisfaction will improve the performance of nurses. This is in line with Mariana and Irfani's (2015) research, which states a significant relationship between job satisfaction and job loyalty of nurses.

Also, research says that job stress can affect the quality of life of nurses. Nurses who experience work stress will affect their performance in nursing services (Surtini & Saputri, 2020; Lumingkewas et al., 2015). Job stress also impacts the physical condition of nurses, such as fatigue. This is supported by research by Mulfiyanti et al. (2020), which states a significant relationship between work stress and fatigue. Fatigue in nurses will provide sub-optimal service quality due to nurses' changing habits, one of which is disturbed sleep patterns. This is in line with Triwijayanti, Romiko, and Dewi's (2020) research on a relationship between sleep problems and nurse performance. According to the results of this study, it can be concluded that work fatigue and stress will influence nurses' performance.

CONCLUSION

Based on the literature review, it can be concluded as follows:

The nurse is one of the health workers who are with the patient 24 hours a day, so the presence of a nurse is very strategic in health services. A health service, in this case, nursing service, will be optimal if it is carried out by economically, socially, mentally and spiritually prosperous nurses. Welfare for nurses is very important, and appropriate compensation significantly

influences motivation and enthusiasm to improve nurse performance. Nurse performance is related to work stress experienced by nurses; work stress is influenced by the welfare and workload of nurses that are not appropriate. Then low work stress on nurses can increase the productivity of nurse performance. Productive nurse performance can provide nurse job satisfaction so that the quality of nursing services becomes optimal.

Ariyanto Sinanto, R. (2023). Nurse's welfare in terms of compensation, job stress, and Job Satisfaction against Nurse Performance in Indonesia. Journal of Internatianal Health Sciences and Management, 9(17):23-30

28

SUGGESTION

Suggestions for the government of the Republic of Indonesia to provide policies that favour the nursing profession by paying attention to the welfare of nurses so that optimal health degrees can be achieved from prosperous and dignified nurses. Then the Indonesian National Nurses Association (PPNI) can guard the government's policies for the nursing profession so that the nursing profession does not experience policy discrimination.

REFERENCES

Akhmadi, P., Alamsyah, A., & Noermijati. (2016). Pengaruh Kompensasi dan Kepuasan Kerja terhadap Komitmen Organisasional Perawat dan Bidan Kontrak di RS Bhayangkara Hasta Brata Batu Malang. Jurnal Aplikasi Manajemen, 14(1), 58–67. https://doi.org/10.18202/jam23026332.14.1.07

Ardana. (2012). Manajemen Sumber Daya Manusia. Graha Ilmu.

Christian, M. (2005). Jinakkan Stress (Kiat Hidup Bebas Tekanan). Nexx Media.

DPR RI. (2020). Pemerintah Diminta Perhatikan Jasa Para Perawat Honorer. Dewan Perwakilan Rakyat Republik Indonesia. https://www.dpr.go.id/berita/detail/id/27896/t/Pemerintah+Diminta+Perhatikan+Jasa+Para+Perawat+Honorer

Ferawaty, R., Tamsah, H., & Kadir, I. (2016). Pengaruh Imbalan dan Motivasi terhadap Kepuasan Kerja Perawat Badan Layanan Umum (BLU) Pada Rumah Sakit Bhayangkara Makassar. Jurnal Mirai Manajemen, Volume 1 Normor 2, 1, 14–23.

Fitria, J., & Sawitri, H. S. R. (2017). Pengaruh reward, insentif, pembagian tugas dan pengembangan karier pada kepuasan kerja perawat di rumah sakit ortopedi Prof. Dr. R. Soeharso Surakarta. Benefit: Jurnal Manajemen Dan Bisnis, 2(1), 28. https://doi.org/10.23917/benefit.v2i1.3144

Hamzah, U. (2011). Teori Motivasi dan Pengukurannya. PT. Bumi Aksara.

Hardani. (2016). Stres Kerja, Kepuasan Kerja Dengan Kualitas Hidup Perawat ICU di RS Tipe B. Jurnal Endurance, 1(3), 113–120. https://doi.org/10.22216/jen.v1i3.863

Hasibuan, S. . (2007). Manajemen Sumber Daya Manusia (9th ed.). PT. Bumi Aksara.

Hasibuan, S. . (2010). Manajemen Sumberdaya Manusia (Edisi Revi). Bumi Aksara.

Hikmat, R., & Melinda. (2019). Hubungan Beban Kerja Dengan Kepuasan Kerja Perawat. Jurnal Kesehatan, 10(2), 1370–1376. https://garuda.ristekbrin.go.id/documents/detail/1500660

Husin, Huda, A., & Ranisa, V. (2017). Kepuasan Kerja Perawat. Jurnal Medika Karya Ilmiah Kesehatan, 2(1). http://download.garuda.ristekdikti.go.id/article.php?article=999460&val=13960&title=KEPUASAN KERJA PERAWAT

Jundillah, Z. N., Ahmad, L. O. A. ., & Saktiansyah, L. O. . (2017). Analisis Kejadian Stres Kerja Pada Perawat Di Kabupaten Konawe Kepulauan Tahun 2017. Jurnal Ilmiah Mahasiswa Kesehatan Masyarakat Unsyiah, 2(6), 198301.

Kemenkes. (2011). Rencana Pengembangan Tenaga Kesehatan Tahun 2011-2025. https://www.google.com/url?sa=t&source=web&rct=j&url=http://www.who.int/workforcealliance.

Kemenkes. (2017). Pusat Data dan Informasi Situasi Tenaga Keperawatan. BPPSDM. https://doi.org/10.7326/0003-4819-128-9-199805010-00016

Kemenkes. (2019). Data SDM Kesehatan Yang Didayagunakan Di Fasilitas Pelayanan Kesehatan (Fasyankes) di Indonesia. Badan PPSDM Kesehatan. http://bppsdmk.kemkes.go.id/info_sdmk/info/index?rumpun=9

Lukito, R., Pinontoan, O. R., & Maddusa, S. S. (2017). Hubungan Antara Stress Kerja dengan Produktivitas Kerja Pada Perawat Rawat Inap RS Tk III 07.08.01 R.W. Mongisidi Teling Manado. Jurnal KESMAS, 6(4). https://ejournal.unsrat.ac.id/index.php/kesmas/article/view/23105

Lumingkewas, M., Warouw, H., & Hamel, R. (2015). Hubungan Kondisi Kerja Dengan Stres Kerja Perawat Dirungan Intasalasi Gawat Darurat Medik Rsup Prof. Dr. R. D. Kandou Manado. Jurnal Keperawatan UNSRAT, 3(3), 108676.

Mandagi, N. S. ., Joseph, W. B. ., & Rattu, A. J. . (2020). Hubungan Antara Motivasi Kerja Dengan Kinerja Perawat Di Rumah Sakit Umum GMIM Bethesda Tomohon. Kesmas, 9(1), 1–7. https://ejournal.unsrat.ac.id/index.php/kesmas/article/view/28644

Manuho, E., Warouw, H., & Hamel, R. (2015). Hubungan Beban Kerja Dengan Kinerja Perawat Dalam Pemberian Asuhan Keperawatan Di Instalasi Rawat Inap C1 Rsup Prof. Dr. R. D. Kandou Manado. Jurnal Keperawatan UNSRAT, 3(2), 110719.

Mariana, R., & Irfani, H. (2015). Hubungan Kepuasan Kerja Dengan Loyalitas Kerja Perawat Honor RSUD Kabupaten Padang Pariaman. Jurnal RAP UNP, 6, 193–202.

Marquis, B. ., & Huston, C. . (2000). Leadership and management functions in nursing theory and appclication (3thed ed.). Lippincott.

Martyastuti, N. E., Isrofah, I., & Janah, K. (2019). Hubungan Beban Kerja Dengan Tingkat Stres Perawat Ruang Intensive Care Unit dan Instalasi Gawat Darurat. Jurnal Kepemimpinan Dan Manajemen Keperawatan, 2(1), 9. https://doi.org/10.32584/jkmk.v2i1.266

Mukti, U. W. (2018). Analisis Pengaruh Stres Kerja, Work Support dan Kepuasan Gaji Terhadap Turnover Intention Perawat (Studi Pada RSU Nirmala, Purbalingga). Diponegoro Journal Of Management, 7(2012), 1–14.

Mulfiyanti, D., Muis, M., & Rivai, F. (2020). Hubungan Stres Kerja Dan Beban Kerja Dengan Kelelahan Kerja pada Perawat di RSUDTenriawaru Kelas B Kabupaten Bone Tahun 2018. Jurnal Kesehatan Masyarakat Maritim, 2(1). https://doi.org/10.30597/jkmm.v2i1.9420

Novitasari, N. (2019). Pengaruh Motivasi dan Kepuasan Kerja Terhadap Kinerja Perawat Rumah Sakit Putera Bahagia Cirebon. Jurnal Ilmiah Universitas Batanghari Jambi, 19(1), 179. https://doi.org/10.33087/jiubj.v19i1.588

Nurhikmah, South, L. F., & Akili, R. H. (2018). Hubungan Antara Stres Kerja Dan Motivasi Kerja Dengan Produktivitas Kerja Perawat Di RSUP Ratatotok Buyat. Jurnal KESMAS, 7(5).

Nursalam. (2014). Manajemen Keperawatan: Aplikasi Dalam Praktik Keperawatan Profesional (edisi 4). Salemba Medika.

Oldemar. (2015). Pengaruh Lingkungan Kerja Terhadap Kepuasan Kerja Perawat Rumah Sakit Syafira Pekanbaru. Jom FISIP, 2(2), 1–8.

Pangulimang, I., Pandelaki, K., & Porotu'o, J. (2019). Faktor-Faktor Yang Berhubungan Dengan Kepuasan Kerja Perawat Di Ruang Rawat Inap Rsud Lapangan Sawang. KESMAS - Jurnal Kesehatan Masyarakat, 8(6), 1–12.

Premana, M. R. ., Arisdiani, T., & Nurmalia, D. (2015). Hubungan Antara Stres Kerja Dengan Kinerja Perawat. Jurnal Keperawatan, 7(1), 12–19.

Putri, N. P., Sriatmi, A., & Fatmasari, E. Y. (2018). Faktor-Faktor Yang Berhubungan Dengan Kepuasan Kerja Perawat Rawat Inap Rumah Sakit Umum Daerah Tugurejo Semarang. Jurnal Kesehatan Masyarakat (JKM), 6(4), 62–71. http://ejournal3.undip.ac.id/index.php/jkm

Rewo, K. N., Puspitasari, R., & Winarni, L. M. (2020). Faktor-Faktor Yang Berhubungan Dengan Stres Kerja Pada Perawat Di RS Mayapada Tangerang Tahun 2020. Jurnal Healthsains, 1(3), 2–10. http://jurnal.healthsains.co.id/index.php/jhs/article/view/34

Rino, M. (2017). Studi Komparatif Kepuasan Kerja Perawat PNS Dan Non PNS Di Rsud Raden Mattaher Jambi. Jurnal Akademika Baiturrahim, Vol.6 No.1(1), 40–45.

Ristekdikti. (2016). Uji Kompetensi Ners Serentak di Seluruh Indonesia. https://www.google.co.id/url?sa=t&source=web&rct=j&url=http://belmawa.ristekdikti.go.id/2016/04/04/uji-kompetensi-ner

Sabrina, M. S., Baraba, R., & Utami, E. M. (2015). Pengaruh Kompensasi, Komunikasi Organisasi dan Lingkungan Kerja Terhadap Kepuasan Kerja Perawat Rumah Sakit PKU Muhammadiyah Gombong. Segmen Jurnal Manajemen Dan Bisnis, 11(2C), 1–14. https://doi.org/https://doi.org/10.37729/sjmb.v11i2C.3980

Salbiah. (2006). Konsep Holistik Dalam Keperawatan Melalui Pendekatan Model Adaptasi Sister Callista Roy. Jurnal Keperawatan Rufaidah Sumatera Utara, 2(1), 34–38.

Santy, W. H. (2012). Gambaran Motivasi Mahasiswa STIKES Yarsis Dalam Menghadapi Peluang Kerja Perawat di Kancah International. https://journal2.unusa.ac.id/index.php/JHS/article/download/15/9/17

Sirait, E., Pertiwiwati, E., & Herawati, H. (2017). Faktor-Faktor Yang Mempengaruhi Kepuasan Kerja Perawat Di Ruang Rawat Inap Rsud Haji Boejasin Pelaihari. Dunia Keperawatan, 4(1), 14. https://doi.org/10.20527/dk.v4i1.2536

Siregar, R. H., & Antoni, A. (2017). Motivasi dan Harapan Perawat Menjadi Perawat Tenaga Kerja Sukarela. Jurnnal Kesehatan Ilmiah

Indonesia, 2(3). https://jurnal.stikes-aufa.ac.id/index.php/health/article/view/109

Siswanto, S. (2012). Systematic Review Sebagai Metode Penelitian Untuk Mensintesis Hasil-Hasil Penelitian (Sebuah Pengantar). Buletin Penelitian Sistem Kesehatan, 13(4 Okt). https://doi.org/10.22435/bpsk.v13i4

Sulidah, & Retnowati, Y. (2019). Analisis Hubungan Tingkat Kesejahteraan Terhadap Motivasi Dan Kepuasan Kerja Pada Perawat Dan Bidan Di Puskesmas Wilayah Perbatasan. Journal of Borneo Holistic Health, 2(2), 212–222.

Sulistyawati, N. N. N., Purnawati, S., & Muliarta, I. M. (2019). Gambaran Tingkat Stres Kerja Perawat Dengan Kerja Shift Di Instalasi Gawat Darurat Rsud Karangasem. E-Jurnal Medika Udayana, 8(1), 1. https://doi.org/10.24922/eum.v8i1.45222

Surtini, & Saputri, B. Y. (2020). Hubungan Kondisi Kerja dengan Stres Kerja Perawat di Rumah Sakit. Fundamental and Management Nursing Journal, 3(1), 1–7.

Tisa, V. L., Kawatu, P. A. T., & Sondakh, R. C. (2018). Hubungan Antara Beban Kerja Dan Kepuasan Kerja Dengan Stres Kerja Pada Perawat Di Rumah Sakit Umum Daerah Bitung. Kesmas, 7(3).

Triwijayanti, R., Romiko, & Dewi, S. S. (2020). Hubungan Masalah Tidur Dengan Kinerja Perawat Di Rumah Sakit. Jurnal Ilmu Keperawatan Dan Kebidanan, 11(1), 95–99.

UU No 38 tahun 2014. (n.d.). Undang-Undang Nomor 38 Tahun 2014 Tentang Keperawatan.

Vanchapo, A. ., & Lewar, B. E. S. (2020). Chmk nursing scientific journal volume 4 nomor 1, januari 2020. 4(April), 1–5. http://cyber-chmk.net/ojs/index.php/ners/article/download/756/247/

Widyastuti, A. (2012). Analisis Hubungan Antara Produktivitas Pekerja Dan Tingkat Pendidikan Pekerja Terhadap Kesejahteraan Keluarga Di Jawa Tengah Tahun 2009. Economics Development Analysis Journal, 1(2). https://doi.org/10.15294/edaj.v1i2.472

Yulinast, R. (2016). Tingkat Kepuasan Kerja Perawat Pelaksana Di Ruang Rawat Inap Rumah Sakit Umum Daerah dr. Pirngadi Medan Tahun 2016 [Universitas Sumatera Utara]. http://repositori.usu.ac.id/bitstream/handle/123456789/17976/121101029.pdf?sequence=1&isAllowed=y