



How does resilience affect the performance of nurses in psychiatric hospital?

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ABSTRACT

The complex challenges in these environments demand extraordinary skill and resilience from nurses. This research aims to explore the influence of resilience on the performance of nurses at Mutiara Sukma Psychiatric hospital. The research method used a quantitative approach with a sample size of 110 nurses. Sampling was carried out using the Slovin formula and quota sampling technique. Data on nurses' resilience and performance were collected through questionnaires whose validity and reliability were tested. Data analysis involves inferential statistical techniques, such as independent t tests and simple linear regression. The independent t test was used to compare the average performance between low and high resilience groups, while simple linear regression was used to assess the linear relationship between resilience (independent variable) and performance (dependent variable). Data was processed using the SPSS program. The results of data analysis show that nurses with a high level of resilience tend to have better performance. Independent t tests revealed significant differences in performance between the low and high resilience groups. In addition, simple linear regression shows that resilience has a positive effect on nurse performance. The practical implications of this research provide a basis for developing training and support programs to increase nurse resilience, with the aim of improving service quality. This research provides an in-depth understanding of individual psychological relationships with a direct impact on mental health services. Despite these limitations, these findings have significant relevance for human resource management in hospitals and can serve as a basis for future research.

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1. Introduction

In context service health, role nurse own role important in give quality care _ to patient with disturbance soul. Challenges faced by nurses in environment This is very complex , requires extraordinary skill and toughness normal (T. Chang et al., 2023) . Resilience nurse is aspect important in operate duties and responsibilities answer they are in the Mutiara Sukma Mental Hospital. Resilience Alone refers to ability somebody For recover from pressure , crisis , or challenges , as well capable develop and grow through experiences the (Xu et al., 2022) ; (Anzola et al., 2022) . In context

maintenance health soul , where is the nurse often faced with a fraught situation stress , complexity , and emotional , resilience become factor main influence _ quality services provided (Bekelepi & Martin, 2022) .

Resilience , which can interpreted as ability For recover and adapt after experience pressure or challenge , be factor key that can forming Power mentally and emotionally resilient nurse (He et al., 2021). Nurses at Mutiara Sukma Mental Hospital often face demanding situations _ level sensitivity emotional and mental high. Patient with disturbance soul Possible need maintenance extra and deep understanding. Resilience nurse become decider main in guard balance their emotions and mentality moment interact with possible patients _ experience crisis psychological (Konttila et al., 2020) ; (S. Chang et al., 2019) .

Environment health soul often involve handling cases complex that requires expertise and understanding special (Alabed Hasan, 2023) ; (Yektiningsih et al., 2021) ; (X. Huang et al., 2021) . Resilience nurse become key in face challenge professional like uncertainty of diagnosis, change behavior patients , and interactions with families who may also experience it pressure emotional (Bernburg et al., 2019) . Nurse resilience is not only influenced by individual factors, but also by the support provided by the team and management (Prosser et al., 2017) . Importance environment supportive work , open communication (Kato et al., 2021); (Grandfield et al., 2023) ; (Al Yahyaei et al., 2022) ; (Juanamasta et al., 2023) , and support psychosocial become reinforcing factors resilience nurse in face challenge daily (Lee et al., 2015) ; (Cha & Baek, 2023) .

Efforts to increase resilience nurse can involves training and personal development programs. Training This No only focus on aspects clinical , but also on coping strategies, management stress , and interpersonal skills that can increase Power stand they in face situation difficult (W. Huang et al., 2023) . Resilience nurse No only give benefit individual , but also impactful positive on service patient (Abualruz & Hayajneh, 2023) . Nurse who has level high resilience tend give more service, more empathetic , and capable guard connection powerful therapeutic with patient (S. Chang et al., 2019) ; (W. Huang et al., 2023) .

In context this , understanding to How resilience contribute to performance nurses in the ward health soul can give valuable insight _ For increase system maintenance health soul in a way whole (White et al., 2023) ; (Wei et al., 2023) ; (Stewart et al., 2023) ; (Van Bogaert et al., 2013) ; (Kohnen et al., 2023) . Study This aim for dig more in about influence resilience to performance nurse at Mutiara Sukma Mental Hospital. Through study This is expected can found possible findings _ support development of training and support programs for nurse at Mutiara Sukma Mental Hospital. With Thus, improvement resilience nurse can become strong foundation for increase performance they, optimize service health soul, and give impact positive on recovery patient.

This research is expected to provide a number of significant benefits, especially in the context of research in the health sector. The results of this research can provide a deeper understanding of the role of resilience in influencing the performance of nurses in the Mutiara Sukma mental hospital environment. By identifying a positive relationship between levels of resilience and nurse performance, this research can provide a basis for the development of more effective policies and intervention programs in the mental health sector. Expected benefits include a better understanding of the psychological factors that influence mental health services. By showing that nurses with high levels of resilience tend to have better performance, this research provides a basis for improving service quality through strengthening the psychological aspects of health workers. The practical implications of this research include the development of training and support programs that can increase the level of resilience of nurses, thus directly contributing to improving the quality of mental health services at Mutiara Sukma Psychiatric Hospital.

More broadly, the results of this research can also contribute to scientific knowledge in the field of human resource management in hospitals. The finding that resilience has a positive impact on nurses' performance could pave the way for further in-depth research into psychological factors in the healthcare context. Thus, this research not only provides practical benefits for improving the quality of mental health services but also makes a valuable contribution to the development of science in related

fields. It is hoped that these findings will stimulate further research interest and enrich our understanding of the complex dynamics behind nurse performance in challenging environments.

2. Methods

Population In this study there were 153 nurses. Sampling used the Slovin formula, namely a sample size of 110 nurses. The sampling technique is carried out using techniques q uota sampling. Quota sampling was first introduced by (Moser & Stuart, 1953) in experimental research. Quota sampling is a non-probability sampling method that relies on the non-random selection of a predetermined number or proportion of units. According to (Sugiyono, 2020) Quota sampling means a technique for determining a sample from a population that has certain characteristics up to the desired number (quota), namely technique For determine sample from population by selecting samples randomly until the sample quota is met.

To test inferential statistical analysis using the independent t test and regression test. The independent t test is used to compare the means of two independent groups, while the simple linear regression test is used to assess the linear relationship between one independent variable and one dependent variable. The Simple Linear Regression Test is used to assess the linear relationship between one independent variable and one dependent variable. In the context of nurses, we want to see whether nurse resilience (X) has an effect on performance (Y).

3. Results and Discussion

3.1. Result

From the results of data analysis using the SPSS program, the following results were obtained:

Tabel 1. Descriptive statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Resiliensi	110	35.00	50.00	45.1818	3.30743
Valid N (listwise)	110				

With the descriptive data provided, we can observe the main characteristics of a sample of 110 nurses. The following is an interpretation of these descriptive statistics: a) N (Number of Samples): The number of nurses in the sample is 110 people, b) Minimum: The smallest value of the observed variable (for example, resilience or performance score) is 35, c) Maximum: The largest value of the observed variable is 50, d) Mean (Average): The average resilience or performance score of nurses in this sample is around 45.18, e) Std. Deviation (Standard Deviation): The standard deviation shows how spread out the nurses' scores are from the average. The higher the standard deviation value, the greater the variation in scores in the sample. In this case, the standard deviation is about 3.31, indicating a relatively small variation from the mean.

Tabel 2. Independent samples test

		Levene's Test for Equality of Variances		t-test for Equality of Means				
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Kinerja (Resiliensi)	Equal variances assumed	4.132	.045	3.578	108	.001	9.69444	2.70951
	Equal variances not assumed			26.412	107.000	.000	9.69444	.36705

From the results of the independent t test that you provided, there is a significant difference in performance (which is assumed to be related to resilience) between groups with low resilience and high resilience. The levene (F) statistical value is 4.132. The results of the Levene test show that there are significant differences in variance between groups with low resilience and high resilience. At a

significance value of 0.045, we can reject the null hypothesis which states that the variances of the two groups are the same.

Assuming equal variance between groups, the t test results show that there is a significant difference in performance between the low and high resilience groups ($p = 0.001$). In addition, the Mean Difference value of 9.69444 indicates that the average performance of the high resilience group is higher than the low resilience group. When the assumption of equal variances was not met, the results of the t test which did not assume equal variances also showed a very high significant difference ($p = 0.000$).

Based on these results, it can be concluded that there are significant differences in performance between groups of nurses with low and high resilience. Nurses with high levels of resilience tend to perform better than their colleagues who have low resilience.

Tabel 3. Model summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.317 ^a	.101	.092	3.80841

a. Predictors: (Constant), Resiliensi

The table above explains the magnitude of the correlation/relationship value (R), which is 0.317. From this output, a coefficient of determination (R Squer) of 0.101 is obtained, which means that the influence of the independent variable (resilience) on the dependent variable (performance) is 10.1%.

Tabel 4. Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	29.045	4.469		6.499	.000
	Resiliensi	.361	.104	.317	3.474	.001

a. Dependent Variable: kinerja

It is known that the constant value (a) is 29.045 while the value (b/regression coefficient) is 0.361, so the regression equation is:

$$Y = a + bX$$

$$Y = 29.045 + 0.361X$$

Decision making in regression testing. Based on the significance value: from the coefficients table, a significant value of $0.000 < 0.05$ is obtained, so it can be concluded that the resilience variable (X) has an effect on the performance variable (Y). This means that H_0 is rejected and H_1 is accepted.

3.2. Discussion

The research results show that nurses with a high level of resilience have better performance compared to those with low resilience. This is consistent with literature that links resilience with the ability to overcome stress and challenges, which in turn can influence nurses' positive performance. These results provide a deeper understanding of this relationship in the specific context of mental health services at Mutiara Sukma Mental Hospital.

Further statistical analysis showed a significant difference in performance between the low and high resilience groups, with a very low p value ($p < 0.001$). This provides strong empirical support for the relationship between resilience and nurse performance in these hospitals. In addition, the results of Levene's Test for Equality of Variances provide an indication that variations in performance also varied significantly between the two groups.

Decision making in regression testing. Based on the significance value: from the coefficients table, a significant value of $0.000 < 0.05$ is obtained, so it can be concluded that the resilience variable (X) has an effect on the performance variable (Y). Based on the output from the SPSS calculation results, it is known that the constant value (a) is 29.045 while the value (b/regression coefficient) is 0.361, so the regression equation

$$Y = a + bX$$

$$Y = 29.045 + 0.361X$$

The equation is translated: a) The constant is 29.045, which means that the consistent value of the resilience variable is 0.361, b) The regression coefficient The regression coefficient is positive, so it can be said that the direction of influence of variable X on Y is positive.

The results of this research are also supported by the results of previous research by (Ernawati, 2022) who stated that There is connection resilience with performance nurse at Engku Haji Daud Tanjung Uban Regional Hospital in 2020. This is also in line with results study (Saraswati et al., 2022) show connection second variable between variable resilience and performance positive It means the more tall resilience so the more tall performance employee.

The practical implications of these findings are highly relevant for human resource management in hospitals. Knowing that resilience contributes to nurse performance can be a basis for developing training and support programs. These programs can be designed to increase nurses' resilience through psychological strategies and coping skills, with the aim of improving their well-being and, in turn, improving the quality of care provided. However, it should be noted that this article has some limitations, such as sample size which may limit the generalizability of the findings. Apart from that, there are other variables that might influence nurse performance and have not been included in the analysis. Therefore, future research can expand the scope of variables to gain a more comprehensive understanding.

4. Conclusion

This research shows that resilience plays a significant role in determining the performance of nurses at Mutiara Sukma Mental Hospital. The results of data analysis and statistical tests show that nurses with a high level of resilience tend to have better performance compared to those with low resilience. These findings provide an in-depth understanding of the relationship between individual psychological aspects, such as resilience, with a direct impact on the quality of services provided by nurses.

This research has significant implications, especially in the context of human resource management in hospitals, especially in the Mutiara Sukma mental hospital environment. The finding that nurses' level of resilience is positively related to their performance has a direct impact on management practices and mental health services. These implications can be outlined as follows: First, this research provides a basis for the development of training and support programs for nurses. Second, these findings provide a basis for developing human resource policies that are more oriented to psychological aspects. Hospitals may consider integrating resilience evaluation as part of the nurse performance management process. Furthermore, these findings can open opportunities for further research in the field of human resource management in mental health hospitals. Future research could explore more deeply the variables that influence nurses' resilience and performance, as well as involve more detailed intervention designs to improve resilience and performance in mental health work environments.

Although this research makes a valuable contribution, there are several limitations that need to be noted. First, the sample size used may have an impact on the generalizability of the results. Although the sampling method was carried out using the Slovin formula and quota sampling technique, further research with a larger sample could provide results that are more representative and can be applied more widely. Second, this study used a quantitative approach, so it may not have fully explored the complexity of the relationship between resilience and nurse performance. Future research could consider using a qualitative approach or mixed research design to gain a deeper understanding of the psychological factors that influence nurse performance. In addition, although the questionnaire used has been tested for validity and reliability, future research could consider using more varied data collection methods, such as interviews or direct observation, to obtain more contextual and in-depth information. Furthermore, research can expand the scope of observed variables, such as work environment factors or team support, which may also contribute to the performance of nurses in psychiatric hospitals. This can provide a more holistic and comprehensive understanding of the factors that influence nurse performance in this context. Lastly, this research provides a solid foundation for the development of training and support programs, but further research could involve evaluating the implementation of these programs to measure their impact directly on nurse performance and quality of care. By considering these limitations, future research can expand our understanding of the

complexity of the relationship between resilience and nurse performance, provide deeper insights, and provide a more solid foundation for the development of interventions in the field of human resource management in mental health hospitals.

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