



The significance of the influence of job satisfaction on the performance of nurses in psychiatric hospital

Saimi Saimi¹, Lalu Abdul Khalik², Menap³, Fitria Hidayati⁴

^{1,2,3}Postgraduate Health Administration Study Program, Qamarul Huda Badaruddin University, Central Lombok, West Nusa Tenggara, Indonesia

ARTICLE INFO

Article history:

Received Jan 2, 2024
Revised Jan 3, 2024
Accepted Jan 10, 2024

Keywords:

Nurse Performance;
Psychiatric Hospital;
Satisfaction Work.

ABSTRACT

This article investigate influence satisfaction Work to performance nurse at Mutiara Sukma Mental Hospital. Satisfaction Work nurse considered as response psychological and emotional to environment work, employment, and interpersonal relationships. Internal factors, such as evaluation to work and satisfaction to achievement personal, as well factor external, incl condition work and support organizational, yes influence satisfaction Work. Satisfaction Work nurses are also reflected in involvement in taking decisions and a sense of being valued by the organization. Study This aim for investigate connection between satisfaction work and performance home nurse Sick the. Study This involving 110 respondents who were nurse at Mutiara Sukma Mental Hospital. Data collection was carried out through assessment questionnaire level satisfaction work and performance nurse. Data analysis used the independent T test and simple linear regression. Research result show exists difference significant in performance between group satisfaction Work high and low. Analysis regression disclose connection significant positive _ between satisfaction work and performance nurse. In other words, more and more tall level satisfaction work, increasingly good performance too nurse. Findings This own implications practical in management source Power man at home Sick health soul. Management can use results study This as base for develop improving management policies and programs satisfaction Work nurse, with objective increase quality service mental health. With understand and improve satisfaction Work nurse , home Sick can reach service health optimal soul.

This is an open access article under the [CC BY-NC](https://creativecommons.org/licenses/by-nc/4.0/) license.



Corresponding Author:

Saimi Saimi,
Postgraduate Health Administration Study Program,
Qamarul Huda Badaruddin University,
Central Lombok, West Nusa Tenggara, 83562, Indonesia
Email: saimi.imi@gmail.com

1. Introduction

Satisfaction Work nurse is condition psychological and emotional issues that emerge as response to environment work , work , as well interpersonal relationships experienced by nurses during operate task his profession (Kohnen et al., 2023) ; (Stewart et al., 2023) . As complex aspect, satisfaction _ Work nurse can influenced by various factors, incl related internal and external factors with work and organization place they Work. Internal factors that can influence satisfaction Work nurse covers aspects like evaluation to work , satisfaction to achievement personal , and level satisfaction to abilities possessed _ (Wei et al., 2023) ; (Jandaghian-Bidgoli et al., 2023) . For example, nurses who feel succeed

in give maintenance health to patient or who can develop Skills professional tend feel satisfaction more work _ tall.

Temporary that , factor external that can influence satisfaction Work nurse involve condition work , support organizational , and interpersonal relationships in the environment Work (Lee et al., 2023) . Environment positive work , support _ from superiors , and good relationships with colleague Work can give contribution significant to satisfaction Work (Chung & Han, 2023) . Rather, factors like burden overwork, interpersonal conflict, or _ lack of confession on contribution nurse can impact negative to satisfaction Work the.

Satisfaction Work Nurses can too be measured through to what extent is the nurse feel involved in taking decision related work them , the extent of the work they recognized , and to what extent they are feel appreciated by the organization place they Work (YH Kim et al., 2023) . Sense of justice in matter recognition, compensation, and opportunities development is also possible role important in forming satisfaction Work nurse. Importance understand and improve satisfaction Work nurse No only related with well-being individual nurses , but also impacts quality _ service health provided _ to patient (Ma et al., 2023) . Satisfied nurse _ with his job tend more motivated , productive , and capable give quality care _ to patient (Alabed Hasan, 2023) ; (Fereidouni et al., 2023). Therefore _ that's, effort for increase satisfaction Work nurse own implications broad positive _ in context service health.

Mutiara Sukma Mental Hospital has very important role in give service mental health to public. As institution service health that focuses on aspects psychology, role home nurse _ Sick This to be very vital in supports the healing and recovery process patient. One of possible factors _ influence performance nurse is level satisfaction Work they (Vera & Lorente, 2023). Satisfaction Work become something things that don't can ignored , because can influential direct to motivation , productivity , and quality services provided by nurses (Cho & Moon, 2023); (Soesanto et al., 2022) . Therefore that, research about influence satisfaction Work to performance nurse at Mutiara Sukma Mental Hospital became relevant and important For done.

Success A House Sick soul in give service quality mental health No only determined by means physical and technological medical , but also highly dependent on sources Power the humans , especially nurse (Lim et al., 2022) . Therefore _ that, explore connection between satisfaction work and performance nurses at Mutiara Sukma Mental Hospital can give valuable insight _ For manager House sick and practitioners health soul. Study This expected can give contribution theoretical and practical in field management source Power man at home Sick health soul. Implications practical from findings study This can become base for development management policies and programs that can increase satisfaction Work nurse, so in a way effective increase performance and quality services at Mutiara Sukma Mental Hospital. With Thus, research This own relevance and significant impact _ in context management source Power man at home Sick health soul.

These findings have several significant implications that can help human resource management and improve the quality of mental health services. First of all, strategies to improve nurse performance can be developed with a focus on increasing job satisfaction. Management can use these insights to design human resource management policies and programs aimed at increasing nurses' job satisfaction. The finding that involvement in decision making and feeling valued by the organization contributes to job satisfaction suggests the importance of providing participation opportunities for nursing staff in the decision-making process and providing recognition of their contributions. Furthermore, this research provides a basis for the development of training and development programs that can enhance nurses' skills, provide opportunities for personal and professional growth, and address factors that contribute to job satisfaction. By focusing on working conditions, interpersonal relationships, and organizational support, hospitals can create a more positive and supportive work environment, which can increase nurses' job satisfaction. This research brings a number of expected benefits, especially in the context of research in the fields of mental health and human resource management. In practical terms, these benefits can be reflected in improving the quality of mental health services provided to patients. Improved nurse job satisfaction can lead to more caring, responsive, and effective care. By

strengthening the positive relationship between job satisfaction and nursing performance, healthcare facilities can provide a more positive and supportive environment for nursing staff, which, in turn, can create a better patient experience.

The contribution of this research provides a valuable foundation for further research in several important aspects. First, the finding that nurses' job satisfaction has a significant positive correlation with their performance provides impetus for further research that could explore more detailed mechanisms behind this relationship. Further studies could detail how specific factors, such as the type of organizational support or the type of decisions involving nurses, may mediate or moderate the relationship. This can provide deeper insight and provide concrete guidance for human resource management in increasing job satisfaction and nurse performance. Additionally, research could investigate differences in the relationship between job satisfaction and performance among different groups of nurses, including differences based on length of experience, specialty, or level of education. Investigating these factors may provide further insight into the variability in these relationships and assist in detailing human resource management strategies that are more tailored to the specific needs of different groups of nurses. The main contribution of this study can provide a strong foundation and valuable insights for further research in understanding the complexity of the relationship between nurses' job satisfaction and their performance in the context of mental health services. These findings can guide the design of further research, provide a more holistic understanding, and provide practical guidance for human resource management in mental health facilities.

2. Methods

Research method you want see difference performance between samples that have satisfaction Work high and low, as well analyze how much big influence satisfaction Work to performance can done with use design research involving independent T tests and analysis regression. Independent T test is for identify is there is difference significant in performance between nurse who has satisfaction Work high and low. Variable independent in this research is satisfaction work, which is categorized as high and low. Variable The dependent in this research is performance nurse. _ For independent T test, use tool statistics like SPSS software for compare performance averages between group satisfaction Work high and low. Independent T test results will give information is there is difference significant in performance between second group.

The next data analysis is simple linear regression. Analysis objectives regression is for know how much big influence satisfaction Work to performance nurse. Variable dependent in analysis regression is performance nurse, temporary variable independent is level satisfaction Work. Analysis regression done for determine is There is linear relationship between level satisfaction work and performance nurses, as well how much big donation variable satisfaction Work to variability performance.

3. Results and Discussion

3.1. Results

After obtaining the research data, the data was processed using the SPSS program. The output results are as follows.

Tabel 1. Descriptive statistics

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

In the description statistics It is known that from the 110 samples who answered the questionnaire, the minimum score obtained was 35.00. This shows that mark lowest observed _ in the data is 35.00. Maximum value is 50.00. This shows that mark highest observed _ in the data is 50.00. The average is 45.1818. This is mark middle from all data and reflect center data distribution. Standard deviation is 3.30743. It measures how much spread the data from the average. The more tall deviation

standard, increasingly varying data. In the case of this, deviation standard 3.30743 shows that data is relative close to average.

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
Performance (job satisfaction)	4,132	,045	3,578	108	,001	9.69444	2.70951
			26,412	107,000	,000	9.69444	.36705

Levene's test was used for test is variant from two groups sample the comparable. If the sig value. more big of alpha (usually 0.05), we can assume that second group the own comparable variants. In the case of this, the sig value. is 0.045, which is more small from alpha. This shows that variant second group the No comparable (variance No assumed The same).

The F value (4.132) is comparison between variant group high and low. Sig value. (0.045) less from alpha, so We can reject zero hypothesis that variant second group the The same. This indicates that variants that don't the same, and analysis furthermore use result "Equal variances not assumed."

The t value (3.578) reflects how much big difference between the two averages group. The df (degree of freedom) value is 108, and the sig value. (0.001) more small from alpha. Therefore that 's us can conclude that there is difference in average performance between group satisfaction Work high and low. Mean difference is 9.69444, and std. error difference is 2.70951.

Tabel 3. Model summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,717 ^a	,514	,509	2.80007

a. Predictors: (Constant), job_satisfaction

Table above explain big mark correlation / relationship (R) ie of 0.717. From this output obtained coefficient determination (R Squer) of 0.514, which contains understanding that influence variable free (satisfaction work) towards variable bound (performance) is amounting to 51.4%.

Tabel 4. Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	11,640	3,084		3,775	,000
Work environment	,748	,070	,717	10,703	,000

a. Dependent Variable: performance

Is known the constant value (a) is 11.666, meanwhile value (b/ coefficient regression) of 0.747, so equality the regression.

$$Y = a + bX$$

$$Y = 11.666 + 0.747X$$

Taking decision in regression testing. Based on mark significance: of coefficients table is obtained mark significant equal to 0.000 < 0.05, so concluded that variable Job satisfaction (X) has an effect against B el variables performance (Y). This means that H₀ is rejected and H₁ is accepted.

3.2. Discussion

Based on results analysis simple linear regression, can concluded that variable satisfaction work (X) is influential significant to variable performance (Y) of nurses at RSJ Mutiara Sukma. Evaluation This

based on value significance obtained p from table coefficient, which is 0.000, which is more small from level general significance p used (0.05).

Based on the output of results SPSS calculations, known the constant value (a) is 11.666, meanwhile value (b/ coefficient regression) of 0.747, so equality the regression

$$Y = a + bX$$

$$Y = 11.666 + 0.747X$$

Equality the translated: a) Constant of 11.666, which means that mark consistent variable satisfaction Work is amounting to 11,666, b) Coefficient X regression of 0.747 states that every additional 1% value satisfaction work, then performance increase of 0.747. Coefficient regression the worth positive, so can said that direction influence variable X to Y is positive.

Based on results analysis used the independent T test on the article this, got it taken a number of conclusion important related connection between satisfaction Work nurses and performance they are at Mutiara Sukma Mental Hospital. First, the Levene test results show that variant from group nurse with satisfaction Work high and low No comparable, signifying exists difference in variation performance in between both of them. Therefore p that, analysis furthermore use method "Equal variances not assumed."

Second, independent T test with assumption variant No The same show difference significant in average performance between group nurse with satisfaction Work high and low. The t values were significant on both counts method analysis confirm that nurse who has satisfaction Work tall tend own more performance p Good compared to with colleagues those who feel satisfaction Work low. This conclusion strengthen argumentation that satisfaction Work nurse own real impact p to performance they are at Mutiara Sukma Mental Hospital. Therefore p that, management House Sick need pay attention and improve factors that can increase satisfaction Work nurse, so can impact positive on quality service health soul given by the institution the.

Satisfaction Work own significant impact p to performance nurse in a mental hospital. First of all , level satisfaction Work can influence level motivation nurse in operate his duties daily (Kohnen et al., 2023). A environment fulfilling work p need psychological and professional nurse tend increase Spirit Work they (Stewart et al., 2023). With feel satisfied to job, nurse tend more dedicated and committed in give service health to patient in a mental hospital. Apart from that , satisfaction you can work too influence deep interpersonal aspects team maintenance (Ibrahim et al., 2023). Nurses who feel satisfied with his job tend own connection more work p Good with colleague Work they (Yektiningsih et al., 2021). Good involvement and cooperation p between nurses can increase efficiency and effectiveness service health in mental hospitals. On the contrary, it is low satisfaction Work can impact negative on dynamics team, got it give rise to conflict , and influence Very important communication in context maintenance mental health (Kantek & Yesilbas, 2020). Next, satisfaction work also matters to retention nurses in mental hospitals (YJ Kim et al., 2020). Satisfied nurse p with his job tend more loyal and committed for still working in institutions the. This matter reduce turnover rate and deliver stability in maintenance service mental health. On the contrary , satisfaction low work p can become factor reason nurse choose For move or go out from profession , which can impact negative on continuity maintenance patient (Nejati et al., 2016).

Satisfaction Work nurses in mental hospitals do not only create environment healthy and productive work, but also contribute to quality p service mental health provided to patient. Efforts to increase satisfaction Work nurse need become focus main in management source Power man at home Sick that, use support well-being nurse and improve quality services provided. p Findings This in line with Lots study previously that had been show that satisfaction Work can become factor critical influence p performance employees , incl nurses in context House Sick or service health (Alreshidi, 2023); (Ma et al., 2023); (Xie et al., 2020) . Results p whole from degree of liking or No like it power Work to various aspect from his job. This matter generated from perception they about work (Van Bogaert et al., 2013); Satisfaction p Work seen as results whole from degree of liking or No like it power Work to p various aspect from his job (Qin et al., 2023).

The influence of job satisfaction on the performance of nurses at Mutiara Sukma Mental

Hospital has significant implications for the management of the institution. First of all, the management of Mutiara Sukma Mental Hospital needs to recognize that nurse job satisfaction is a key element that can influence the quality of mental health services provided. Therefore, it is necessary to carry out regular evaluations of nurses' job satisfaction levels to identify potential problems and needs that must be met (Tong, 2018). Next, management must design policies and programs that aim to increase nurses' job satisfaction. This can include providing comfortable facilities and working environments, training and career development programs, as well as mechanisms for recognizing and appreciating nurses' contributions (Gunawan et al., 2019). By paying attention to these aspects, management can create working conditions that support nurses in providing the best service to patients. In the context of human resource retention, management needs to understand that high job satisfaction can be a determining factor in retaining nurses at Mutiara Sukma Mental Hospital. Therefore, HR management strategies must focus on retention efforts, such as providing appropriate incentives, providing employee welfare programs, and creating clear career paths. By strengthening the relationship between management and nurses, Mutiara Sukma Mental Hospital can achieve workforce stability and minimize the negative impact of high turnover rates (Salanova et al., 2011); (Perreira & Berta, 2016); (Saber et al., 2021).

4. Conclusion

Based on analysis regression, can conclude that there is a significant relationship _ between the level of satisfaction of Work nurses and the performance they are at Mutiara Sukma Mental Hospital. Coefficient significant regression _ shows that change in satisfaction Work in a way positively correlated with change in level performance nurse. In other words, more and higher levels of satisfaction among Work nurses, and increasingly good performance too they.

This result gives proof of strong empirical _ about the importance of increasing satisfaction Work nurse for increase performance all at home Sick health soul. Implications practical from findings This can help management House Sick for identify more strategies effective in increasing satisfaction among Work nurses, who in turn can increase the quality service mental health provided by institutions. This conclusion emphasizes importance notice factors psychological and emotional in management source Power humans in the environment health soul to use reach optimal service.

This research brings a number of important implications and contributions in the context of human resource management in mental health facilities. First of all, the finding that nurses' job satisfaction has a significant positive correlation with their performance has great practical impact. The implication is that increasing job satisfaction can be the key to improving the quality of mental health services provided by nurses. Furthermore, the contribution of this research can provide an empirical basis for the development of more effective human resource management policies in psychiatric hospitals and similar mental health facilities. These findings can be used as a basis for developing more targeted and targeted strategies to increase nurses' job satisfaction. The practical implications can also be felt in human resource management in the health sector. Increasing nurse job satisfaction can help increase staff retention, reduce burnout levels, and increase productivity. Management that can create a positive and supportive work environment can have a significant long-term impact on staff stability and the quality of services provided to patients. This research not only contributes to academic understanding of the link between job satisfaction and performance of nurses in mental health settings, but also provides a strong basis for the development of more effective human resource management policies and practices, with a positive impact on the quality of mental health services.

This research, although providing valuable insights, has a number of limitations that need to be acknowledged. First, the relatively small and specific sample size from one particular location, namely Mutiara Sukma Mental Hospital, may limit the generalisability of the findings. Therefore, future research may benefit from a larger and more diverse sample size, involving participants from different mental health facilities or different geographic locations. Second, the methodological approach used is primarily quantitative, involving surveys and statistical analysis. While this method has value, future research could enrich this approach by incorporating qualitative methods, such as interviews or focus group discussions. This research is also limited to several aspects of job satisfaction and performance.

Future research may consider exploring additional variables, such as organizational culture, leadership style, or workload, to gain a more comprehensive understanding of the factors that influence nurse satisfaction and performance. By correcting these limitations, future research is expected to provide a deeper and more comprehensive understanding of the relationship between job satisfaction and nurse performance in mental health settings.

References

- Alabed Hasan, RWM (2023). Work environment and job satisfaction among nurses in Jordan: a systematic literature review. *British Journal of Healthcare Management* , 29 (4), 1–7. <https://doi.org/10.12968/bjhc.2021.0128>
- Alreshidi, S. M. (2023). Compassion fatigue prevalence and risk factors among Saudi psychiatric nurses: A cross-sectional study. *Medicine* , 102 (45), e35975. <https://doi.org/10.1097/MD.00000000000035975>
- Cho, E. K., & Moon, H. J. (2023). School Nurses' Perception of Job Performance Difficulties, Job Stress, Job Identity and Job Satisfaction. *Research in Community and Public Health Nursing* , 34 , 43. <https://doi.org/10.12799/rcphn.2023.00010>
- Chung, M., & Han, S. (2023). Effects of Job Crafting, Burnout, and Job Satisfaction on Nurses' Turnover Intention: A Path Analysis. *Journal of the Korean Academy of Fundamentals of Nursing* , 30 (2), 281–291. <https://doi.org/10.7739/jkafn.2022.30.2.281>
- Fereidouni, A., Teymoori, E., Maleki, Z., Ghanavati, M., & Vizeshfir, F. (2023). Relationships Between Job Satisfaction of Operating Room Nurses and Hospital's Compliance With Protective Guidelines During the Covid-19 Pandemic: A Cross-Sectional Study, Iran. *Journal of PeriAnesthesia Nursing* , 38 (1), 51–57. <https://doi.org/10.1016/j.jopan.2022.03.007>
- Gunawan, J., Aungsuruch, Y., & Fisher, ML (2019). Competence-based human resource management in nursing: A literature review. *Nursing Forum* , 54 (1), 91–101. <https://doi.org/10.1111/nuf.12302>
- Ibrahim, MU, Maidin, A., Irwandy, I., Sidin, I., Rivai, F., & Shaleh, K. (2023). The Influence of Job Satisfaction and Organizational Commitment on Nurse Performance with Work Motivation as a Mediating Factor at I Galaligo East Luwu Hospital In 2022. *Pharmacognosy Journal* , 15 (2), 319–324. <https://doi.org/10.5530/pj.2023.15.47>
- Jandaghian-Bidgoli, M., Shaterian, N., Amirian, A., & Abdi, F. (2023). The Impact of Ethical Leadership on the Nursing Profession in Iran: A Systematic Review. *Journal of Nursing and Midwifery Sciences* , 10 (4). <https://doi.org/10.5812/jnms-139352>
- Kantek, F., & Yesilbas, H. (2020). Conflict in nursing studies: A bibliometric analysis of the top 100 cited papers. *Journal of Advanced Nursing* , 76 (10), 2531–2546. <https://doi.org/10.1111/jan.14463>
- Kim, Y. H., Shin, S. Il, Kim, H.-K., Jun, M., & Wreen, M. (2023). Advanced Practice Nurses' Organization Commitment: Impact of Job Environment, Job Satisfaction, and Person-Organization Fit. *Asian Nursing Research* , 17 (2), 91–101. <https://doi.org/10.1016/j.anr.2023.03.002>
- Kim, Y.J., Jang, H., Kwon, J.H., & Hwang, J.J. (2020). The Influence of Importance and Performance of Nursing Activities, and Professional Self-Concept on Ambulatory Care Nurses' Job Satisfaction. *Journal of the Korean Academy of Nursing Administration* , 26 (3), 262. <https://doi.org/10.1111/jkana.2020.26.3.262>
- Kohnen, D., De Witte, H., Schaufeli, W.B., Dello, S., Bruyneel, L., & Sermeus, W. (2023). What makes nurses thrive at work? How the perceived clinical work environment relates to nurse motivation and well-being: A cross-sectional study. *International Journal of Nursing Studies* , 148 , 104567. <https://doi.org/10.1016/j.ijnurstu.2023.104567>
- Lee, D., Halleck, J., & Lee, H. (2023). The Impact of Union Membership on Nursing Turnover and Job Satisfaction. *JONA: The Journal of Nursing Administration* , 53 (6), 353–360. <https://doi.org/10.1097/NNA.0000000000001296>
- Lim, S., Song, Y., Nam, Y., Lee, Y., & Kim, D. (2022). Moderating Effect of Burnout on the Relationship between Self-Efficacy and Job Performance among Psychiatric Nurses for COVID-19 in National Hospitals. *Medicina* , 58 (2), 171. <https://doi.org/10.3390/medicina58020171>
- Ma, X., Wu, D., & Hou, X. (2023). Positive affect and job performance in psychiatric nurses: A moderated mediation analysis. *Nursing Open* , 10 (5), 3064–3074. <https://doi.org/10.1002/nop2.1553>
- Nejati, A., Rodiek, S., & Shepley, M. (2016). The implications of high-quality staff breaks for nurses' health, performance, job satisfaction and retention. *Journal of Nursing Management* , 24 (4), 512–523. <https://doi.org/10.1111/jonm.12351>
- Perreira, T. A., & Berta, W. (2016). The object of your affection: how commitment, leadership and justice influence workplace behavior in health care. *Journal of Nursing Management* , 24 (2), E146–E154. <https://doi.org/10.1111/jonm.12316>
- Qin, X., Huang, Y.-N., Hu, Z., Chen, K., Li, L., Wang, R.S., & Wang, B.-L. (2023). Human resource management research in healthcare: a big data bibliometric study. *Human Resources for Health* , 21 (1), 94.

- <https://doi.org/10.1186/s12960-023-00865-x>
- Saber, EAE, Abdalla, SM, Ahmad, MM, Yousef, HR, & Ayasrah, SM (2021). Motivate nurses and reduce the absenteeism rate in Intensive Care Units. *Nursing Care & Research* , 60 .
- Salanova, M., Lorente, L., Chambel, M. J., & Martínez, I. M. (2011). Linking transformational leadership to nurses' extra-role performance: the mediating role of self-efficacy and work engagement. *Journal of Advanced Nursing* , 67 (10), 2256–2266. <https://doi.org/10.1111/j.1365-2648.2011.05652.x>
- Soesanto, E., Yanto, A., Irani, N., Pranata, S., Rejeki, S., & Sasmito, P. (2022). Job satisfaction among primary health care nurses. *International Journal of Public Health Science (IJPHS)* , 11 (4), 1416. <https://doi.org/10.11591/ijphs.v11i4.21529>
- Stewart, C., Berta, W.B., Laporte, A., Deber, R., & Baumann, A. (2023). Nurses' work, work psychology, and the evolution & devolution of care provision in nursing homes: A scoping review. *International Journal of Nursing Studies Advances* , 5 , 100133. <https://doi.org/10.1016/j.ijnsa.2023.100133>
- Tong, L. (2018). Relationship between meaningful work and job performance in nurses. *International Journal of Nursing Practice* , 24 (2). <https://doi.org/10.1111/ijn.12620>
- Van Bogaert, P., Wouters, K., Willems, R., Mondelaers, M., & Clarke, S. (2013). Work engagement supports nurse workforce stability and quality of care: nursing team-level analysis in psychiatric hospitals. *Journal of Psychiatric and Mental Health Nursing* , 20 (8), 679–686. <https://doi.org/10.1111/jpm.12004>
- Vera, M., & Lorente, L. (2023). Nurses' Performance: The Importance of Personal Resources for Coping with Stressors. *Issues in Mental Health Nursing* , 44 (9), 844–853. <https://doi.org/10.1080/01612840.2023.2239908>
- Wei, H., Horsley, L., Cao, Y., Haddad, L.M., Hall, K.C., Robinson, R., Powers, M., & Anderson, D.G. (2023). The associations among nurse work engagement, job satisfaction, quality of care, and intent to leave: A national survey in the United States. *International Journal of Nursing Sciences* , 10 (4), 476–484. <https://doi.org/10.1016/j.ijnss.2023.09.010>
- Xie, W., Wang, J., Okoli, C.T.C., He, H., Feng, F., Zhuang, L., Tang, P., Zeng, L., & Jin, M. (2020). Prevalence and factors of compassion fatigue among Chinese psychiatric nurses. *Medicine* , 99 (29), e21083. <https://doi.org/10.1097/MD.00000000000021083>
- Yektiningsih, E., Astari, AM, & Utami, YW (2021). A Correlation between Working Environment and Job Experience Toward Culture Shock among Indonesian Nurses in Japan. *Nursing Journal* , 16 (1), 17–25. <https://doi.org/10.20473/jn.v16i1.23824>