



Does the work environment influence the performance of nurses at Mutiara Sukma psychiatric hospital?

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ABSTRACT

Study This investigate the vital role of nurses at Mutiara Sukma Mental Hospital in context service health soul. Nurse No only as provider service medical, but also plays a role important in create environment supportive work recovery patient. Nurses at RSJ have not quite enough answer to aspect physical and psychosocial, building connection therapeutic with patient, and role as bridge between patient and team interdisciplinary. Environment working at RSJ is element crucial that can be influence performance nurses and outcomes whole in maintenance soul. This study use approach quantitative with involving 110 nurses as sample. Analysis results statistics show that environment Work influential significant to performance nurse, with coefficient determination amounting to 51.5%. Discussion results study This highlighting importance environment conducive work _ in increase performance nurse. Findings This consistent with study earlier that showed connection positive between environment work and performance employee. Implications study This imply that the management of RSJ Mutiara Sukma can increase quality service health soul with focus on improvement environment work, incl facility physical, management burden work, and culture supporting organizations. In conclusion, the study This confirm that environment supportive work own impact significant positive impact on performance nurse at RSJ Mutiara Sukma. Recommendation including evaluation and improvement sustainable to factors environment Work For increase well-being nurse, confirm more service Good for patient, and supportive whole system service health soul.

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1. Introduction

Mutiara Sukma Mental Hospital became witness mute vital role of nurses in give service health quality soul. _ As the front line , nurses No only become provider service medical , but also plays a role important in create environment supportive work _ (van Oort et al., 2024) ; (Zelko et al., 2024) ; (Ilorah et al., 2024) . Environment optimal work can be done influence performance nurse in a way significant , to be sure more service _ Good to patient (Bruyneel et al., 2024) ; (Daus et al., 2024) ; (Chaladthanyagid et al., 2023) ; (Aydogdu, 2024) .

The role of nurses in Mental Hospitals (RSJ) has very specific and central dimensions in provision service health soul. In context Here , nurse No only is executor task medical , but also becoming guard sustainability and success intervention in recovery patient with problem health soul (Gehri, Bachnick, et al., 2023) ; (Zraychikova et al., 2023) ; (Abu Khait et al., 2023) ; (Gehri, Ausserhofer, et al., 2023) . Nurses at RSJ have not quite enough answer No only to aspect physical , but also profound to realm psychosocial , creating supportive climate _ healing and rehabilitation (Xu et al., 2022) ; (Alyousef & Alhamidi, 2022) ; (Huang et al., 2021) .

As partner front in maintenance patient with condition diverse souls, nurses at RSJ are involved in the process of observation, monitoring and implementation plan Very individualistic care. They play a role in give support emotional, managing conflict, and building connection deep therapeutic _ with patients , who often require attention specialization and understanding extra (Kato et al., 2021) ; (Fischer et al., 2020) ; (Zhou et al., 2019). Nurses also become bridge important between patient and team interdisciplinary involved _ in the treatment process soul (Kagwe et al., 2019). Communication effective nurse No only required in give information about condition patient to team care , but also deep give information available _ understood to patients and their families (Mahoney et al., 2016) . With role This time , the nurses at the RSJ helped build environment collaborative and supportive work _ for all member team maintenance (Lantta et al., 2016) .

In context study this , understanding role the nurse at the RSJ became crucial , because interaction they with environment Work can influence No only aspect clinical but also dimensions psychosocial and welfare patient (Farmakas et al., 2014) . Therefore _ that , research about influence environment Work to performance the nurse at the RSJ isn't it only reflect dynamics management source Power humans , but also pay close attention impact to experience patients and outcomes whole in maintenance soul (Van Bogaert, Wouters, et al., 2013) .

Environment Work has become element central in dynamics organization and life daily every individual. along with evolution of the world of work and change in paradigm management , attention to environment Work the more increase as factor key influences _ well-being employees and performance organization (Van Bogaert, Clarke, et al., 2013) . In an era where productivity , creativity and sustainability become yardstick measuring success , understanding deep to environment Work become essential for companies and individuals For reach objective they (St-Pierre, 2012) .

Environment Work covers a number element , start from aspect physique like design office until factor psychosocial like culture organization and interpersonal relationships (Jiao et al., 2023) . Dynamics This No only influence level productivity but it also impacts mental and physical well-being employee (Kim et al., 2023) . Therefore _ that's a role environment Work No can ignored; ignored; on the contrary, necessary become focus attention and development of strategies for organization that wants to optimizing potency employees and create supportive climate _ growth together.

Enhancement quality service health souls at Mutiara Sukma Mental Hospital are in need understanding deep to influencing factors _ performance nurse. One of factors considered _ crucial is environment Work. Environment conducive work _ can motivating nurse , improve satisfaction work , and in turn , impact positive on service patient (Baek et al., 2023) ; (Lucas et al., 2023) . Therefore _ that, research This aim For disclose in a way systematic influence environment Work to performance nurse at Mutiara Sukma Mental Hospital.

This research is urgent because of the critical role of nurses at Mutiara Sukma Mental Hospital and the potential impact of the work environment on their performance, which in turn affects the overall health and well-being of patients. The primary focus of the research was to investigate and address specific gaps in nurses' ability to provide comprehensive care, considering both physical and psychosocial aspects. Research emphasizes that nurses are not only providers of medical services, but also important contributors in creating a work environment that supports patient recovery. In this context, it was revealed that nurses at RSJ Mutiara Sukma may not have adequate answers to aspects related to patients' physical and psychosocial health, indicating a gap in current care practices that needs to be urgently addressed.

The expected benefits of this research are very diverse, especially in the fields of health and nursing research. First of all, this research aims to provide an in-depth understanding of the critical role of nurses in mental health care settings, especially at Mutiara Sukma Mental Hospital. By exploring the nuances of their responsibilities, this study aims to emphasize the holistic approach required in patient care, encompassing both medical and psychosocial dimensions. This understanding can contribute to improved nursing practice, ensuring that nurses can address the diverse needs of patients undergoing mental health treatment. In addition, this research is expected to provide valuable insight into the challenges faced by nurses in fulfilling their role comprehensively. Identification of gaps in their responses to the physical and psychosocial aspects of patient care emphasizes the need for targeted training and support systems. By addressing these challenges, research has the potential to shape the development of interventions, training programs, or support mechanisms that can empower nurses to provide more effective and empathetic care. Furthermore, this research contributes to existing knowledge by aligning with previous research showing a positive connection between the work environment and employee performance. This consistency reinforces broader understanding of the importance of a supportive work environment in healthcare settings.

2. Methods

Study This use approach quantitative for give objective and able analysis _ be measured related connection between variable environment work and performance nurse. **Research design** This involve quantitative data collection through survey and analysis statistics for identify pattern connection. **Population study** This is all over there are 153 nurses at Mutiara Sukma Mental Hospital. Taking sample done in a way random, with ensure representativeness from various work units and levels position nurse. Using the Slovin formula, the sample size is 110 people. Samples taken _ will give accurate picture _ about condition environment work and performance nurse in a way general . Survey based questionnaire used as instrument primary data collection. Questionnaire designed for measure perception nurse to environment work and take notes indicator performance nurse. Validity and reliability questionnaire will tested before spread in a way wide. The independent variable is the environment work , and v variables performance dependent _ nurse.

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
Work environment	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. Model summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,717 ^a	,515	,510	2.79737

a. Predictors: (Constant), Work_environment

Table above explain big mark correlation / relationship (R) ie of 0.717. From this output obtained coefficient determination (R Squer) of 0.515, which contains understanding that influence variable free (environment work) towards variable bound (performance) is amounting to 51.5%.

Tabel 3. Coefficients ^a

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Beta		
1	(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 11.640, meanwhile value (b/ coefficient regression) of 0.748, so equality the regression

$$Y = a + bX$$

$$Y = 11.640 + 0.748X$$

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 work environment (X) has an influence against B el variables performance (Y). This means that H_0 is rejected and H_1 is accepted.

3.2. Discussion

Testing decisions hypothesis show mark significant equal to $0.000 < 0.05$, so variable environment Work considered influential in a way significant to variable performance. It means that environment Work own significant and positive impact _ to performance nurse at RSJ Mutiara Sukma. Based on the output of results SPSS calculations, known the constant value (a) is 11.640, meanwhile value (b/ coefficient regression) of 0.748, so equality the regression

$$Y = a + bX$$

$$Y = 11.640 + 0.748X$$

Equality the translated: a) Constant of 11,640, which means that mark consistent variable environment Work is amounting to 11,640, b) Coefficient X regression of 0.748 states that every additional 1% value environment work, then performance increase of 0.748. Coefficient regression the worth positive, so can said that direction influence variable X to Y is positive.

These findings are also in line with research results (Teixeira et al., 2023) ; (Hakimi et al., 2023) that highlights connection positive and significant between environment work and performance employee at Bappeda Central Sulawesi Province . Research result the in a way Partial indicated that condition environment nice work _ can give impact positive to performance employee. Understanding management _ importance environment Work capable create conditions that support and motivate employees _ (Juanamasta et al., 2023) ; (Gehri, Bachnick, et al., 2023) ; (Allowh et al., 2023) , so can applied to various sector including sector health at Mutiara Sukma Mental Hospital.

View (Hwang & Shin, 2023) ; (İspir Demir et al., 2023) agree relevance environment Work in something organization , where although environment Work No in a way direct involved in the production process , however own impact big to employees who carry it out tasks the . Focus environment work on well-being and comfort employee can become catalyst enhancement performance (Ruffin et al., 2023) . On the contrary , the environment work that doesn't adequate can hinder productivity (Park & Song, 2023) ; (Brooks & Nelson-Brantley, 2023) . Therefore _ that 's important for Mutiara Sukma Mental Hospital for notice aspects the to use increase performance nursing and quality service health soul.

Al Yahyaei et al., (2022) through his research was exploratory influencing factors _ performance nurse , emphasized role significant environment Work . Environment conducive work , incl _ availability place good work , atmosphere enjoyable work , as well clear and protective regulations _ nurse , it is believed can increase performance they (Kritsotakis et al., 2022) ; (Kohnen et al., 2023) ; (Grandfield et

al., 2023). With Thus, the findings This can give guide valuable for the Mutiara Sukma Mental Hospital in designing policy and create environment supportive work, so _ can increase quality maintenance soul given to patient.

4. Conclusion

Based on results testing hypothesis, can concluded with clear that variable environment Work own significant influence to variable performance nurse at Mutiara Sukma Mental Hospital. Significance value of 0.000, which is clear more small from level general significance set (0.05), confirms that connection between environment work and performance nurse nature significant. This result show that nurse tend give more performance _ Good when placed in environment supportive work, good _ from facet physique nor psychosocial at RSJ Mutiara Sukma.

This conclusion own implications big in effort increase quality service health soul at RSJ Mutiara Sukma. Management House Sick can take steps strategic for repair or maintain quality environment work, which in turn expected can increase well-being and productivity nurse. Recommendation including evaluation and improvement continuously to forming factors _ environment work, like repair facility physical, management burden work, and promotion culture supporting organizations. _ With understand that environment Work own significant and positive impact _ to performance nurse, RSJ Mutiara Sukma got it designing policies and practices management focused on creating _ a supportive, giving at atmosphere benefit for nurses, patients, and the whole system service health soul.

The scientific contribution of this research lies in several key aspects that advance the understanding of nursing practice in the mental health environment, especially at the Mutiara Sukma Mental Hospital. Firstly, this study contributes to existing knowledge by highlighting the diverse roles of nurses in mental health care. This research emphasizes that nurses are not only providers of medical services but also important contributors in creating an environment that supports patient recovery. These insights add depth to our understanding of the complexities in mental health nursing, which may influence future research directions and shape educational curricula for health professionals. Furthermore, this research is in line with previous research which shows a positive connection between the work environment and employee performance. This consistency adds robustness to the existing knowledge base, reinforcing the importance of a supportive work environment in healthcare settings. In conclusion, the scientific contribution of this research is significant in increasing our understanding of the role and challenges faced by nurses in mental health care. The resulting empirical evidence and practical insights have the potential to shape future research, influence health policy, and contribute to the evolution of nursing practice in mental health settings.

This study has several limitations that need to be acknowledged. First, the limited sample size involving 110 nurses may not cover all variations in mental health nursing practice at Mutiara Sukma Mental Hospital. Future research could consider using larger and more representative samples to produce stronger generalizations. Second, a focus on the work environment, although significant, can provide a limited picture. Future research could broaden the scope by investigating other factors that might influence nurse performance, such as personal factors, social support, or other organizational factors. Third, the quantitative approach in this study may not be able to capture the nuances and personal experiences of nurses in depth. Qualitative research can be a valuable addition to investigate nurses' subjective views, understand their work context, and gain in-depth insight into their experiences providing mental health care. Fourth, this research emphasizes positive findings regarding the influence of the work environment on nurse performance. Future research could be more comprehensive by identifying and documenting the challenges and barriers that nurses may face in creating a supportive environment. To improve this research, it is recommended to expand the sample size, broaden the scope of factors studied, and incorporate qualitative approaches. In addition, future research could focus more on identifying barriers to creating a supportive work environment, providing a more complete picture of the dynamics of mental health nursing at Mutiara Sukma Mental Hospital. In this way, research will be able to provide a more comprehensive contribution to the development of nursing practice and mental health care in the future.

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