

THE EFFECT OF WORKLOAD AND WORK STRESS ON NURSES PERFORMANCE WITH WORK MOTIVATION AS AN INTERVENING VARIABLE AT BHAKTI MEDICARE CICURUG HOSPITAL

Regita Rusmawan¹

¹, Universitas Djuanda , Indonesia ;
¹;

Abstract

Background - This research aims to analyze the effect of workload on nurse performance through work motivation as an intervention variable at Bhakti Medicare Cicurug Hospital. Data were collected from secondary and primary data from 114 nurses and analyzed using the IBM SPSS 25 application with the path analysis method. The results showed that workload has a direct negative effect on work motivation, work stress has a direct negative effect on work motivation, workload has a direct negative effect on nurse performance, work stress has a direct negative effect on nurse performance, and work motivation has a direct positive effect on nurse performance. Workload has a direct negative effect on nurse performance through work motivation as an intervening variable. Work stress has a direct negative effect on nurse performance through work motivation as an intervening variable

Purpose - This research aims to analyze the effect of workload on nurse performance through work motivation as an intervention variable at Bhakti Medicare Cicurug Hospital.

methodology - analyzed using the IBM SPSS 25 application with the path analysis method

Findings - workload has a direct negative effect on work motivation, work stress has a direct negative effect on work motivation, workload has a direct negative effect on nurse performance, work stress has a direct negative effect on nurse performance, and work motivation has a direct positive effect on nurse performance. Workload has a direct negative effect on nurse performance through work motivation as an intervening variable. Work stress has a direct negative effect on nurse performance through work motivation as an intervening variable.

Originality - gatau

Keywords: Workload, Job stress, Nurse performance, Work motivation
