

## The Effect of the Work Environment on the Work Productivity of Nurses at Dr Tengku Mansyur Hospital, Tanjung Balai City

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### Abstract

Work productivity is the ratio of workers' production (output) to the capital employed (input). A worker is productive if he is able to create things or services as promised (number, quality, and completion time), yet in a short or exact amount of time and at an economical cost. The purpose of the research was to investigate the impact of the work environment on the productivity of nurses in the city of RSUD Dr. Tengku Mansyur Tanjung Balai. The study design included an analytical survey research technique (analytical research) with a cross-sectional strategy. The 156 participants in this research were all registered nurses at RSUD Dr. Tengku Mansyur Tanjung Balai City. 99 nurses were selected using a cluster random sampling method. The analysis of data included univariate, bivariate, and multivariate methods. The findings of logistic regression indicated that experience  $p = 0.001$ , career path  $p = 0.002$ , and leadership  $p = 0.023$  were the most influential factors on the job productivity of nurses at RSUD Dr. Tengku Mangku Mangku Tanjung Balai City. This research concludes that knowledge, experience, career path, motivation, leadership, and teamwork have an effect on the job productivity of nurses at RSUD Dr. Tengku Mansyur Tanjung Balai City, with experience being the most influential variable. Suggestion made to RSUD Dr. Tengku Mansyur Tanjung Balai City to boost the job productivity of implementing nurses by improving their creativity via internal training linked to nursing care in order to achieve optimal performance.

**Keywords:** Knowledge, Experience, Career Path, Motivation, Leadership, Teamwork, Work Productivity

Received: April 17, 2022

Received in Revised: Mayr 25, 2022

Accepted: June 22, 2022

### Introduction

The hospital is a site where health efforts are organized via activities that maintain and promote health and strive to reach optimum community health status. Maintenance, health enhancement (promotive), illness prevention (preventive), disease healing (curative), and recovery (rehabilitative) are pursued in a unified, sustainable, and integrated way. As a provider of health services, hospitals provide health services to all levels of society without discrimination because health is a human right and every community has the right to receive health services in a fair, equitable, and high-quality manner that reaches all Indonesians (Masram & Mu'ah, 2015). Improving the quality of services may be accomplished in a number of ways, including enhancing health facilities, enhancing the professionalism of human resources (HR), and enhancing the quality of hospital administration (Masram & Mu'ah, 2015). Human resources is one of the most significant components that cannot be separated from an institution or company. HR is the primary predictor of organizational and corporate growth since, in essence,

HR is tied to the driving force to accomplish organizational objectives (Ansory & Indrasari, 2018), and in a hospital, HR may interact directly with patients, including a nurse.

Based on the DHHS (U.S. Department of Health and Human Services) statistics analysis, it is expected that there will be a 36 percent shortage of nurses in the United States in 2020. Despite increases in average hospital vacancy enrollment rates of 8.5% - 14% in the United States, 49% of hospitals questioned said that it was more difficult to attract nurses (Letvak & Buck, 2008). According to the 2017 Ministry of Health report, Indonesia has 359,339 registered nurses as of April 2017, with 103,013 male (29 percent) and 256,326 female (71 percent) nurses. In North Sumatra, the number of registered nurses was 14,824. (Kemenkes RI, 2018). Nurses are an integral part of the health care system, particularly in the provision of nursing care to patients. The significant importance of nurses in hospitals is tied to their 24-hour service to patients, and the number of nurses in hospitals predominates among other health professionals (Sani, 2019). On the one hand, the ratio of the number of nurses providing nursing care to the number of patients who visit has a negative impact on the productivity of nurses and the quality of service they provide to patients.

Work productivity is the ratio of workers' production (output) to the capital employed (input). A worker is productive if he is able to create things or services as promised (number, quality, and completion time), yet in a short or exact amount of time and at an economical cost. Work productivity is not simply about speed and precision, nor is it based only on effectiveness; efficiency is also of equal importance. Effectiveness and efficiency relate to the assessment of service quality outcomes obtained and the size of the amount of resources required to provide the desired level of service (Tannady, 2017).

To boost job productivity, it is not necessary to work harder, but rather to work smarter. The needs of the globalization age include the ability to generate more work while sparingly using human resources, money, time, and other resources (Widodo, 2015). To quantify job productivity, nurses may use patient health outcomes by raising Bed of Rate (BOR) and Length of Stay (LOS). Measuring the productivity of nurses contributes to the standard of nursing care. The availability of input, process, and measurement outcomes provides feedback that enables management to boost nurse productivity and deliver the best possible care to patients (Parisma, 2018).

Because it has a direct link with employee psychology, the work environment is one of the elements influencing job productivity. The work environment is one that affects employee job satisfaction in carrying out their work so that maximum work results are obtained, wherein the work environment there are work facilities that assist employees in completing the tasks assigned to employees in order to enhance work employees in a company.

Regional General Hospital (RSUD) Dr. Tengku Mansyur, Tanjung Balai City, is a Type C General Hospital with an operating permission from the Health Service and a permit HK.07.06/III/1240/80 with an expiration date of 15 March 2008. Located in Jl. Mayjen Sutoyo No. 39 Tanjung Balai, Asahan, North Sumatra. RSUD Dr. Tengku Mansyur has 148 registered nurses and 115 beds with the following characteristics:

Table 1. Number of Nurses

Room	2016	2017	2018	2019	2020
ER	24	22	20	26	23

Surgery	22	18	19	20	18
VIP	20	18	20	20	20
Children's Room	20	18	20	24	20
Perinatology	24	22	20	20	18
Internal Medicine	22	20	18	20	18
Obgyn	20	22	15	20	22
Isolation					9

In 2019, 65 percent of the services at Dr. Tengku Mansur Hospital are BOR. This figure indicates that the BOR for class III at Dr. Tengku Mansur Hospital is 72.17 percent and 2.61 percent for ICU. This amount is not in conformity with Minister of Health Regulation (PMK) No. 30 of 2019, which says that 8 percent of all government-owned beds must be designated as incentive treatment beds. In contrast, class III treatment beds must comply with the PMK. The findings of the staffing agency's observation of the assessment of service care indicate that the range of assessment of service care to patients is between 65 and 76, indicating that nurses are deemed less capable of providing care services to patients. From the findings of the nurse's performance evaluation based on service care, it was determined that the patient's medical record lacked nursing diagnoses, nursing plans, and nursing implementations.

This is evident from the patient's state, who nevertheless often complains that the nurse is in a rush to complete her duties, so affecting patient happiness in the room. In the three years before 2018, 25 percent of nurses were often tardy to work, while 12.5 percent of nurses were missing. In 2019, 28 percent of nurses were often late for work, and 14 percent of nurses were missing, but in 2020, 28.5 percent of nurses were frequently late for work, and 14 percent of nurses were absent. Based on patient satisfaction statistics, it was determined that from 2018 to 2020, patient satisfaction would be 80 percent, 85 percent, and 66 percent, respectively. This shows that the degree of work productivity of nurses has declined, as measured by the discipline required of nurses to come to work each year, and the services offered are not in conformity with the standards of nursing care, hence affecting patient satisfaction ratings. Based on the findings and issues stated above, it is evident that an unpleasant work environment is responsible for the fall in nurse productivity. For this reason, from the description of the problem above, the researcher is interested in researching "The Effect of the Work Environment on the Work Productivity of Nurses at Dr Tengku Mansur Hospital, Tanjung Balai City".

## Methods

This research is a quantitative study that is designed in the form of an analytical survey and utilizes a cross-sectional methodology. The existence of research utilizing analytical surveys, the research will investigate how and why the phenomenon occurs by simultaneously determining the exposure (exposure) and outcome (disease outcome) on each research subject. This will allow the researchers to investigate how the phenomenon occurs.

## Population and Sample

A research population is any group of humans, things, or events that might be subjected to measurement as part of an investigation in order to provide findings from the investigation. The participants in this research were all nurses working at Dr. Tengku Mansur Hospital in Tanjung Balai City. There were a total of 156 nurses included in this study.

In order to verify the findings of the research, the sample, which is the subject of the investigation, must be regarded to be representative of the overall research population. This is accomplished by using a variety of sampling approaches. The researcher took into account a number of factors before selecting the sample. Following the completion of the aforementioned computations, the number of samples that needed to be investigated was determined to be 99 nurses.

## Results and Discussion

### Characteristics of Respondents

According to the findings of a research that was carried out under the title The Effect of the Work Environment on the Work Productivity of Nurses at Rsud Dr Tengku Mansyur Tanjung Balai City, the following table summarizes the characteristics of those who participated in the survey:

#### Age

Table 1. Age Frequency Distribution of Respondents at Dr. Tengku Mansyur Hospital, Tanjung Balai City in 2022

No.	Age	f	%
1	20-25 Years	21	21,2
2	26-30 Years	47	47,5
3	31-35 Years	26	26,3
4	> 35 Years	5	5,1
	<b>Sum</b>	<b>99</b>	<b>100</b>

Based on Table 1, it shows that of the 99 respondents at Dr Tengku Mansyur Hospital in Tanjung Balai City, 20-25 years old as many as 21 people (21.2%), aged 26-30 years as many as 47 people (47.5%), aged 31-35 years as many as 26 people (26.3%) and aged > 35 years as many as 5 people (5.1%).

#### Gender

Table 2. Gender Frequency Distribution of Respondents at Rsud Dr Tengku Mansyur Tanjung Balai City in 2022

No.	Gender	f	%
1	Man	42	42,4
2	Woman	57	57,6
	<b>Sum</b>	<b>99</b>	<b>100</b>

Based on Table 2, it shows that of the 99 respondents at Dr Tengku Mansyur Hospital, Tanjung Balai City, 42 people (42.4%) and 57 women (57.6%).

#### Education

Table 3. Distribution of Respondent Education Frequency at Dr. Tengku Mansyur Hospital, Tanjung Balai City in 2022

No.	Education	f	%
1	D3 Nursing	30	30,3
2	S1 Nursing	48	48,5
3	S1 Nursing +Ners	21	21,2
	<b>Sum</b>	<b>99</b>	<b>100</b>

Based on Table 3, it shows that of the 99 respondents at Dr. Tengku Mansyur Hospital, Tanjung Balai City, 30 people were educated in D3 Nursing (30.3%), 48 people in S1 Nursing (48.5%) and S1 Nursing + Ners as many as 21 people (21.2%).

### **Length of Work**

Table 4. Frequency Distribution of Respondents' Length of Work at Rsud Dr Tengku Mansyur Tanjung Balai City in 2022

No.	Length of Work	f	%
1	5-Year <	56	56,6
2	> 5 Years	43	43,4
	<b>Sum</b>	<b>99</b>	<b>100</b>

Based on Table 4, it shows that of the 99 respondents at Dr. Tengku Mansyur Hospital, Tanjung Balai City, with a < of 5 years of work as many as 56 people (56.6%) and a > of 5 years as many as 43 people (43.4%).

### **Univariate Analysis**

#### **Knowledge**

Table 5. Distribution of Respondents' Knowledge Frequency at Dr. Tengku Mansyur Hospital, Tanjung Balai City in 2022

No.	Knowledge	f	%
1	Good	36	36,4
2	Less	63	63,6
	<b>Sum</b>	<b>99</b>	<b>100</b>

Based on Table 5, it shows that of the 99 respondents at Dr. Tengku Mansyur Hospital, Tanjung Balai City with good knowledge as many as 36 people (36.4%) and good knowledge as many as 63 people (63.6%).

#### **Experience**

Table 6. Frequency Distribution of Respondents' Experiences at Dr. Tengku Mansyur Hospital, Tanjung Balai City in 2022

No.	Experience	f	%
1	Good	20	20,2
2	Less	79	79,8
	<b>Sum</b>	<b>99</b>	<b>100</b>

Based on Table 6, it shows that of the 99 respondents at Dr. Tengku Mansyur Hospital, Tanjung Balai City with good experience as many as 20 people (20.2%) and less experience as many as 79 people (79.8%).

#### **Career Path**

Table 7. Frequency Distribution of Respondents' Career Paths at Rsud Dr Tengku Mansyur Tanjung Balai City in 2022

No.	Career Path	f	%
1	There's a Chance	24	24,2
2	No Chance	75	75,8
	<b>Sum</b>	<b>99</b>	<b>100</b>

Based on Table 7, it shows that of the 99 respondents at Dr. Tengku Mansyur Hospital, Tanjung Balai City, there were 24 people (24.2%) and no chance as many as 75 people (75.8%).

### Motivation

Table 8. Frequency Distribution of Respondents' Motivation at Dr. Tengku Mansyur Hospital, Tanjung Balai City in 2022

No.	Motivation	f	%
1	Tall	36	36,4
2	Low	63	63,6
	<b>Sum</b>	<b>99</b>	<b>100</b>

Based on Table 8, it shows that of the 99 respondents at Dr. Tengku Mansyur Hospital, Tanjung Balai City, with high motivation as many as 36 people (36.4%) and low motivation as many as 63 people (63.6%).

### Leadership

Table 9. Distribution of Respondent Leadership Frequency at Dr. Tengku Mansyur Hospital, Tanjung Balai City in 2022

No.	Leadership	f	%
1	Good	30	30,3
2	Less	69	69,7
	<b>Sum</b>	<b>99</b>	<b>100</b>

Based on Table 9, it shows that of the 99 respondents at Dr Tengku Mansyur Hospital, Tanjung Balai City with good leadership as many as 30 people (30.3%) and less leadership as many as 69 people (69.7%).

### Work Team

Table 10. Frequency Distribution of Respondent Work Team at Rsud Dr Tengku Mansyur Tanjung Balai City in 2022

No.	Work Team	f	%
1	Good	27	27,3
2	Less	72	72,7
	<b>Sum</b>	<b>99</b>	<b>100</b>

Based on Table 10, it shows that of the 99 respondents at Dr Tengku Mansyur Hospital, Tanjung Balai City with a good work team of 27 people (27.2%) and a work team of less than 72 people (72.7%).

### Work Productivity

Table 11. Frequency Distribution of Respondents' Work Productivity at Rsud Dr Tengku Mansyur Tanjung Balai City in 2022

No.	Work Productivity	f	%
1	Tall	34	34,3
2	Low	65	65,7
	<b>Sum</b>	<b>99</b>	<b>100</b>

Based on Table 11, it shows that of the 99 respondents at Dr Tengku Mansyur Hospital, Tanjung Balai City with a good work team of 27 people (27.2%) and a work team of less than 72 people (72.7%).

### Bivariate Analysis

The results of bivariate analysis through the *Chi-Square* test of each variable can be seen in the explanation as follows:

### The Relationship of Knowledge to Nurse Work Productivity at Rsud Dr Tengku Mansyur Tanjung Balai City

Table 12. Cross-tabulation of the Relationship of Knowledge to Nurse Work Productivity at Rsud Dr Tengku Mansyur Tanjung Balai City

No.	Knowledge	Nurse Work Productivity				Sum		P
		Tall		Low		f	%	
		f	f	f	%			
1	Good	19	19,2	13	13,1	32	32,2	<b>0.000</b>
2	Less	15	15,2	52	52,5	67	67,7	
<b>Total</b>		<b>34</b>	<b>34,3</b>	<b>65</b>	<b>65,7</b>	<b>99</b>	<b>100</b>	

According to table 12, the results of the cross tabulation between good knowledge and high nurse work productivity are 19 people (19.2 percent), 13 people are low (13.1 percent), and the results of the cross tabulation between a lack of knowledge and high nurse work productivity are 15 people (15.2%), as many as 52 people are low (52.5 percent ). According to the findings of a chi-square statistical test study that produced a value of  $p = 0.000$   $0.05$ , it is possible to draw the conclusion that there is a connection between knowledge and the job productivity of nurses working at Dr. Tengku Mansyur Hospital in Tanjung Balai City.

### The Relationship of Experience to Nurse Work Productivity at Rsud Dr Tengku Mansyur Tanjung Balai City

Table 13. Tabulation Silang Relationship of Experience to Nurse Work Productivity at Rsud Dr Tengku Mansyur Tanjung Balai City

No.	Experience	Nurse Work Productivity				Sum		P
		Tall		Low		f	%	
		f	f	f	%			
1	Good	18	18,1	2	2,1	20	20,2	<b>0.000</b>
2	Less	16	16,2	63	63,6	79	79,8	
<b>Total</b>		<b>34</b>	<b>34,3</b>	<b>65</b>	<b>65,7</b>	<b>99</b>	<b>100</b>	

Table 13 displays the cross-tabulation findings between excellent experience and high nurse work productivity: 18 individuals (18.1%), 2 individuals (2.1%), and 16 individuals (16.2%) with less experience and high nurse work productivity, 63 individuals (low) (63.6 percent ).

Based on the findings of the chi-square statistical test analysis,  $p = 0.015$   $0.05$ , it can be inferred that there is a link between experience and the job productivity of nurses at Dr Tengku Mansyur Hospital in Tanjung Balai City.

### The Relationship between Career Path and Nurse Work Productivity at Rsud Dr Tengku Mansyur Tanjung Balai City

Table 14. Tabulation of Silang the Relationship of Career Path to Nurse Work Productivity at RSUD Dr Tengku Mansyur Tanjung Balai City

No.	Career Path	Nurse Work Productivity				Sum		P
		Tall		Low		f	%	
		f	f	f	%			
1	There's a Chance	20	20,2	4	4,1	24	24,2	<b>0.000</b>
2	No Chance	14	14,1	61	61,6	75	75,8	
<b>Total</b>		<b>34</b>	<b>34,3</b>	<b>65</b>	<b>65,7</b>	<b>99</b>	<b>100</b>	

According to table 14, the results of a cross-tabulation between career paths that have opportunities with high nurse work productivity as many as 20 people (20.2%), low as many as 4 people (4.1%) and career paths that have no opportunities with high nurse work productivity as many as 14 people (14.1%), low as many as 61 people, show that career paths that have opportunities with high nurse work productivity as few as 4 people (4.1%) and as many as 20 people (20.2%) are as follows: career paths that have opportunities with high nurse (61.6 percent ). According to the findings of the chi-square statistical test study, which received a p value of 0.000 0.05, it is possible to draw the conclusion that there is a connection between career trajectories and the job productivity of nurses working at Dr. Tengku Mansyur Hospital in Tanjung Balai City.

### The Relationship between Motivation and Nurse Work Productivity at Dr. Tengku Mansyur Hospital, Tanjung Balai City

Table 15. Tabulation Silang Relationship of Motivation to Nurse Work Productivity at Rsud Dr Tengku Mansyur Tanjung Balai City

No.	Motivation	Nurse Work Productivity				Sum		P
		Tall		Low		f	%	
		f	f	f	%			
1	Tall	18	18,2	18	18,2	36	36,4	<b>0.013</b>
2	Low	16	16,1	47	47,5	63	63,6	
<b>Total</b>		<b>34</b>	<b>34,3</b>	<b>65</b>	<b>65,7</b>	<b>99</b>	<b>100</b>	

According to table 15, the cross-tabulation between high motivation and high nurse work productivity revealed 18 individuals (18.2 percent), 18 individuals with low motivation (18.2 percent), 16 individuals with low motivation and high nurse work productivity (16.1%), and as many as 47 individuals with low motivation and low nurse work productivity (47.5 percent ). According to the results of the chi-square statistical test analysis, which yielded a value of p = 0.013 0.05 for the effect of motivation on the work productivity of nurses at Dr Tengku Mansyur Hospital Tanjung Balai City, there is a relationship between motivation and work productivity of nurses at Dr Tengku Mansyur Hospital Tanjung Balai City.

### The Relationship of Leadership to The Work Productivity of Nurses at Dr. Tengku Mansyur Hospital, Tanjung Balai City

Table 16. Tabulation Silang Relationship of Leadership to Nurse Work Productivity at RSUD Dr Tengku Mansyur Tanjung Balai City

No.	Leadership	Nurse Work Productivity		Sum	P
		Tall	Low		

		f	f	f	%	f	%	
1	Good	5	5,0	25	25,3	30	30,3	<b>0.015</b>
2	Less	29	29,3	40	40,4	69	69,7	
<b>Total</b>		<b>34</b>	<b>34,3</b>	<b>65</b>	<b>65,7</b>	<b>99</b>	<b>100</b>	

According to table 16, the results of the cross-tabulation between good leadership and high nurse work productivity are 5 people (5.0 percent), 25 people (25.3 percent), and 29 people (29.3 percent) with poor leadership and high nurse work productivity, and as many as 40 people with low leadership and low nurse work productivity (40.4 percent ). The influence of leadership on the work productivity of nurses at Dr Tengku Mansyur Hospital Tanjung Balai City based on the results of the chi-square statistical test analysis obtained a p value = 0.015 0.05, there is a relationship between leadership and the work productivity of nurses at Dr Tengku Mansyur Hospital Tanjung Balai City.

### The Relationship of the Work Team to the Work Productivity of Nurses at Dr. Tengku Mansyur Hospital, Tanjung Balai City

Table 17. Tabulation Silang Relationship of Work Team towards Work Productivity of Nurses at RSUD Dr Tengku Mansyur Tanjung Balai City

No.	Work Team	Nurse Work Productivity				Sum		P
		Tall		Low		f	%	
		F	f	F	%			
1	Good	17	17,2	10	10,1	27	27,3	<b>0.000</b>
2	Less	17	17,2	55	55,6	72	72,7	
<b>Total</b>		<b>34</b>	<b>34,3</b>	<b>65</b>	<b>65,7</b>	<b>99</b>	<b>100</b>	

According to table 17, the results of cross-tabulation between good work teams with high nurse work productivity as many as 17 people (17.2%) and as few as 10 people (10.1%) and less work teams with high nurse work productivity as many as 17 people (17.2%) and as few as 55 people (less than 17.2%) are as follows: (55.6 percent ). The influence of the work team on the work productivity of nurses at Dr Tengku Mansyur Hospital Tanjung Balai City was found to have a p value of 0.000 0.05 based on the findings of a chi-square statistical test. There is a correlation between the work team and the productivity of nurses at Dr. Tengku Mansyur Hospital City, it may be established.

### Multivariate Analysis

Multivariate analysis seeks to simultaneously evaluate the importance of the relationship between the independent variable and the dependent variable, as well as the variables that have the greatest impact on nurses' job productivity. Based on the logistic regression test, the Enter technique is used to assess the influence of the independent variable on the dependent variable, especially the variables of knowledge, experience, career path, motivation, leadership, and work team, if the dependent variable has a p value 0.05. The results of the multivariate analysis test using the logistic regression test are shown in the table below.

#### Stage 1 (Enter Method)

Table 18. The Effect of the Work Environment on the Work Productivity of Nurses at Dr. Tengku Mansyur Hospital, Tanjung Balai City

No	Variable	B	S.E.	Wald	Df	Sing	Exp(B)	95%CI
1	Knowledge	0.074	0.794	0.009	1	0.926	1.076	0.227-93.401
2	Experience	4.021	1.286	9.778	1	0.001	55.768	4.485-26.078

3	Career Activities	3.487	1.041	11.21	1	0.002	32.679	4.247-1.381
4	Motivation	0.074	0.794	0.009	1	0.926	1.076	0.227-5.105
5	Leadership	2.007	0.886	5.133	1	0.023	7.444	1.311-42.264
6	Work Team	1.414	0.943	2.250	1	0.134	4.111	.648-51.450

### Stage 2 (*Backward Stepwise (Conditional) Method*)

Based on the logistic regression test, stage 2 (*Backward Stepwise (Conditional)*) method to determine the dominant influence of free variables with bound variables has a value of  $p < 0.05$ , namely knowledge, experience, career activities, motivation, leadership and work teams.

Table 19. The Effect of the Work Environment on the Work Productivity of Nurses at Dr. Tengku Mansyur Hospital, Tanjung Balai City

No.	Variable	B	S.E.	Wald	Df	Sing	Exp(B)	95%CI
1	Experience	4.021	1.286	9.778	1	0.001	55.768	4.485-26.078
2	Career Activities	3.487	1.041	11.21	1	0.002	32.679	4.247-1.381
3	Leadership	2.007	0.886	5.133	1	0.023	7.444	1.311-42.264

Based on the results from table 19. From the results above, the most dominant factor that affects the work productivity of nurses is the experience variable  $p = 0.001 < 0.05$  and  $95\% \text{ CI} = 4.485-26,078$  meaning that experience has an influence on the work productivity of nurses at Dr Tengku Mansyur Hospital, Tanjung Balai City.

The magnitude of the effect is indicated by the value of EXP (B). The amount of EXP (B) in this study is as follows; (1) The experience variable has an Exp (B) value of 55,768, so respondents who have good experience have a tendency for a productive nurse's work productivity of 55,768. The B value or natural logarithm of 55,768 is 4,021. Because the value of B is positive, the experience variable has a positive influence on the work productivity of nurses or if the respondent has good experience, the nurse's work productivity tends to be satisfactory at 4,021 times; (2) The career path variable has an Exp (B) value of 32,679, so respondents who have career path opportunities have a tendency for productive nurse work productivity of 32,679. The B value or natural logarithm of 32,679 is 3,487. Because the value of B is positive, then the career path variable has a positive influence on the work productivity of nurses or if the respondent has no career path opportunities, the nurse's work productivity tends to be satisfying at 3,487 times; (3)The most influential variable on the work productivity of nurses is the experience variable with the largest Exp (B) value of 55,768 so it can be said that the experience variable is the most influential compared to the knowledge, career path, motivation, leadership and work team variables.

### The Effect of Knowledge on Nurses' Work Productivity at Dr Tengku Mansyur Hospital, Tanjung Balai City

The findings revealed that out of 99 respondents in RSUD Dr Tengku Mansyur Tanjung Balai City, as many as 36 individuals (36.4 percent) had excellent knowledge, and as many as 63 people had good knowledge (63.6 percent ). The findings of the statistical test indicated that there was a substantial connection between nurses' level of knowledge and their job productivity at Dr. Tengku Mansyur Hospital in Tanjung Balai City, with  $p = 0.000 < 0.05$  indicating the significance of the relationship between the two variables.

The findings of this research are consistent with the findings of a study that was carried out in 2017 by Wayunah about the relationship between nurses' knowledge and the work productivity

of nurses at Indramayu Hospital. In that study, the findings indicated that 50.8% of nurses' knowledge of work productivity was not good. The findings of this study are also consistent with those findings. It was found that there was a significant relationship between the level of knowledge of nurses and the productivity of nurses ( $p = 0.0005$ ), as the results of the analysis of the relationship between the level of knowledge of nurses and the work productivity of nurses found that there was a significant relationship between the level of knowledge of nurses and the productivity of nurses.

### **The Effect of Experience on Nurses' Work Productivity at Dr Tengku Mansyur Hospital, Tanjung Balai City**

According to the findings, out of the total of 99 respondents in RSUD Dr. Tengku Mansyur Tanjung Balai City, 20 of them had excellent experience, which accounts for 20.2 percent of the total, while 79 of them had less experience, which accounts for 79.5 percent (79.8 percent). The findings of the statistical test indicated that there was a significant effect between experience and the work productivity of nurses working at Dr. Tengku Mansyur Hospital in Tanjung Balai City, with  $p = 0.000$  0.05. The results of the test were presented in the form of a significant relationship between the two variables.

Julita Legi's research on the relationship between experience and years of service on the work productivity of nurses at Pancaran Kasih General Hospital, GMIM Manado, found that the results of the statistical test of this study obtained a p-value of 0.000, which indicates that there is a relationship between experience and the work productivity of nurses at Pancaran Kasih General Hospital. The findings of this study are in agreement with the findings of Legi's research.

### **The Effect of Career Path on Nurses' Work Productivity at Dr Tengku Mansyur Hospital, Tanjung Balai City**

According to the findings, out of the 99 participants who participated in the survey in RSUD Dr. Tengku Mansyur Tanjung Balai City, there were 24 people who answered "chance" and 75 who answered "75 percent" (75.8 percent). There was a substantial effect between career routes on the work productivity of nurses at Dr. Tengku Mansyur Hospital, Tanjung Balai City, according to the findings of statistical tests, with a p value of 0.000 0.05. These findings were shown by the results of the tests.

The nurses' opinions of their possibilities to acquire job performance and praise, as well as the structures that enable them to attain these successes in their work, are referred to as achievement opportunities. According to Herzberg as cited in Siagian (2019), the level of job satisfaction is typically high among employees who have a positive view of the work tasks they are responsible for, whereas the level of job satisfaction is typically low among employees who have a negative view of the work tasks they are responsible for.

### **The Effect of Motivation on Nurses' Work Productivity at Dr Tengku Mansyur Hospital Tanjung Balai**

The findings indicated that out of a total of 99 respondents in RSUD Dr. Tengku Mansyur Tanjung Balai City, as many as 36 people (36.4 percent) had strong motivation, and as many as 63 people (63 percent) had poor motivation (63.6 percent). The findings of the statistical test indicated that there was a substantial relationship between nurses' levels of motivation and their job productivity at Dr. Tengku Mansyur Hospital in Tanjung Balai City, with a p value of 0.013 or lower and a significance level of 0.05 or higher.

According to the findings of a study that used the bivariate method and had a p value of 0.013, this suggests that there is a connection between motivation and job productivity. According to the findings of Carnadi (2017) and Jaenudin (2018), there is a correlation between nurses' levels of motivation and the amount of work they get done at Awal Bros Hospital in 2018. There is a correlation between motivation and job productivity due to the fact that motivation is the source, the distributor, and the supporter of human behavior, namely the behavior of wanting to work. eager and energetic in order to attain the best possible outcomes (Hasibuan, 2005).

### **The Influence of Leadership on Nurses' Work Productivity at Dr Tengku Mansyur Hospital, Tanjung Balai City**

According to the findings, out of the 99 persons who participated in the survey at RSUD Dr. Tengku Mansyur Tanjung Balai, only 30 of them (30.3%) had effective leadership, while the remaining 69 (69.7%) did not. At Dr. Tengku Mansyur Hospital in Tanjung Balai City, the results of statistical tests demonstrated that there was a substantial effect between leadership and the work productivity of nurses, with  $p = 0.015 < 0.05$  indicating the existence of this relationship.

This finding agrees with the findings of the study conducted by Mulyono, H, et al, who came to the conclusion that there is a connection between leadership style and the level of performance shown by nurses. The findings of this study are consistent with the findings of Sunarcaya's research (2018) on the factors that influence the performance of the employees working at the Alor District Health Office. In that study, it was discovered that there is no significant effect between leadership and employee performance. The findings of this study are also in agreement with the findings of Sunarcaya's research (2018). This is in contrast to the findings of Nugroho's study (2018), which found that the performance of nurses was influenced by factors such as leadership, supervision, and motivation. The impact that leadership has on performance may be deduced from a basic understanding of what leadership entails.

### **The Influence of Work Teams on Nurses' Work Productivity at Dr Tengku Mansyur Hospital, Tanjung Balai City**

The results showed that of the 99 respondents at RSUD Dr Tengku Mansyur Tanjung Balai City with a good work team as many as 27 people (27.2%) and a less working team as many as 72 people (72.7%). The results of statistical tests showed that there was a significant effect between the work team on the work productivity of nurses at Dr Tengku Mansyur Hospital, Tanjung Balai City with  $p \text{ value} = 0.000 < 0.05$ . Teamwork is a group of people who have the ability to complete a job together by directing every achievement they have in order to achieve better results. According to Leonard, teamwork is people who solve problems together to achieve group goals.

### **Conclusion**

It is possible to draw the conclusion, with a p value of 0.001, that there is an influence of experience on the job productivity of nurses working at Dr. Tengku Mansyur Hospital in Tanjung Balai City. The study that was conducted using logistic regression led to these findings. There is a significant relationship between the nurse's career route and their job productivity at RSUD Dr. Tengku Mansyur Tanjung Balai City, with a p value of 0.002 indicating this relationship. A p value of 0.023 indicates that there is a correlation between leadership and the level of job productivity achieved by nurses at RSUD Dr. Tengku Mansyur Tanjung Balai City. Increasing the work productivity of implementing nurses by fostering increased creativity through making internal training relevant to nursing care through the invitation of resource persons to raise the level of nurse motivation through increasing

recognition of professional results, which is also supported by increasing rewards, and providing opportunities for achievement through increased rewards for exceptional nurses.

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