



## THE INFLUENCE OF JOB INSECURITY ON NURSES PERFORMANCE IN THE INPATIENT ROOM OF RSUD H. PADJONGA DAENG NGALLE TAKALAR DISTRICT

A. Ulfiana Fitri<sup>1\*</sup>, Meliana Handayani<sup>1</sup>, Sudirman<sup>2</sup>, Yadi Jayadilaga<sup>3</sup>

<sup>1</sup>Department of Health Administration, Faculty of Sports and Health Science, Makassar University, Makassar, Indonesia, 90222

<sup>2</sup>Department of Public Health, Indonesia Jaya Institute of Health Science, Palu, Indonesia, 94000

<sup>3</sup>Department of Sports Science, Faculty of Sports and Health Science, Makassar University, Makassar, Indonesia, 90222

\*e-mail: [ulfiana.fitri@unm.ac.id](mailto:ulfiana.fitri@unm.ac.id)

### Abstract

Job insecurity is a condition experienced by workers where they feel threatened and helpless about the continuity of their work in the future, causing psychological impacts in the form of anxiety, worry and even leading to stress levels. Based on data from RSUD H. Padjonga Daeeng Ngalle Takalar, the number of nurses with non-civil servant status is more dominant than the number of nurses with civil servant status. This study aims to determine the effect of job insecurity on nurse performance in the inpatient room of RSUD H. Padjonga Daeng Ngalle Takalar Regency. This type of research is quantitative analytic with observational method with cross sectional study design. The population in this study were all nurses in the inpatient room totaling 284 nurses with a research sample of 167 nurses, the sampling technique used simple random sampling. Data analysis techniques using simple linear regression analysis. The results of this study indicate that there is a positive influence between job insecurity and nurse performance in the inpatient room of RSUD H. Padjonga Daeng Ngalle Takalar Regency with a significance level value  $<0.05$  ( $0.01 < 0.05$ ). Based on the results of this study it is concluded that the higher the job insecurity, the higher the performance of nurses. It is expected for the management of Nursing Care to be able to maintain or increase self efficacy nurses so that nurses feel safe.

**Keyword:** Job insecurity, Nurse, Performance, Self efficacy

### INTRODUCTION

In the era of globalization, an organization is required to produce effective and efficient human resource (HR) services. Human resources are crucial in achieving organizational goals. The survival of an organization depends on how well it can leverage opportunities and mitigate external threats using its available resources (Novita & Dewi 2021).

Similarly, hospitals in this era face rapid technological advancements, including in health technology, and complex diseases. Hospitals are expected to provide high-quality, effective, and efficient health services, supported by the quality and quantity of their workforce (Sandra et al. 2021).

As organizational productivity is the aggregate of individual performance, a negative relationship may undermine any gain from organization change, while a positive relationship could facilitate change (De et al, 2020). Employee performance reflects deep satisfaction with the work performed, which leads to faster completion and better results. However, various factors, including psychological factors, can affect employee performance. One such psychological factor is job insecurity (Antari 2021).

Job insecurity can impact nurse performance in hospitals. Currently, changes in the health profession, such as intense competition among hospitals, changing work relationships, and increased workloads, along



with economic developments, aging populations, increasing chronic disease burdens, and unsafe practice environments, have led to increased psychological pressure and feelings of job insecurity among nurses (Liu & Zou 2021).

Found that job insecurity could create a less positive and unsafe work environment, negatively affecting contextual performance and increasing counter productive work behaviors (Sverke et al, 2019). This contradiction occurs when an individual works while experiencing psychological disturbances. Job insecurity is a real issue for nurses and the global health system (Prado et al. 2021). Long-term job insecurity can impact nurses' mental health.

The result of pre-observations revealed that non-civil servant (non-PNS) nurses outnumber civil servant (PNS) nurses, with 219 non-PNS nurses compared to 65 PNS nurses. Non-PNS nurses are only paid based on the services they provide, meaning their welfare is not guaranteed due to the lack of binding contracts. Interviews with the head of the nursing department indicated that some nurses feel uncomfortable and unsafe during the mutation process. Moreover, nurses who violate rules receive warnings, and they may be dismissed when no improvement achieved.

Nurses are a significant part of hospital health services due to their substantial number and their constant 24-hour care for patients. Therefore, nursing services contribute to determining the quality and image of hospital services. Efforts to improve the quality of nursing services, such as enhancing nurse performance, are essential (Mulyono 2013 in Henniwati & Eliza 2020). This study aims to determine the influence of job insecurity on nurse performance in the inpatient ward of H. Padjonga Daeng Ngalle Regional Hospital, Takalar Regency.

## RESEARCH METHODS

This research uses a quantitative analytical approach with observational methods and a cross-sectional study design. The study was conducted in the inpatient ward of H. Padjonga Daeng Ngalle Regional Hospital, Takalar Regency, from August to September 2023. The population includes all nurses in the inpatient ward, totaling 284 nurses, with a sample size of 167 nurses selected through simple random sampling. Data were collected using questionnaires and analyzed using univariate and bivariate analyses with simple

linear regression to assess the impact of job insecurity on nurse performance.

## RESULT AND DISCUSSION

The analysis of the impact of job insecurity on nurse performance is presented in a table showing statistical test results. The table provides a comprehensive picture of how job insecurity affects nurses' performance in the inpatient ward of H. Padjonga Daeng Ngalle Regional Hospital, Takalar Regency.

**Tabel 1.** Respondent Characteristics

<b>Characteristic</b>	<b>n</b>	<b>%</b>
<b>Gender</b>		
Male	8	4,8
Female	159	95,2
<b>Age</b>		
<30 years	43	25,7
30-35 years	73	43,7
36-40 years	41	24,6
41-45 years	9	5,4
>45 years	1	0,6
<b>Employment Status</b>		
Civil Servant (PNS)	13	7,8
Non-Civil Servant (Non-PNS)	154	92,2
<b>Years of Service</b>		
<5 years	43	25,7
5-10 years	72	43,1
11-15 years	38	22,8
16-20 years	10	6,0
>20 years	4	2,4
<b>Education</b>		
D-3	60	35,9
S-1	29	17,4
Nurse	78	46,7
<b>Total</b>	<b>167</b>	<b>100,0</b>

Based on Table 1, most respondents are female (95.2%) and aged 30-35 years (43.7%). The highest employment status is non-civil servants (92.2%), with the most common length of service being 5-10 years (43.1%). The most frequent highest education level is Nurse (46.7%).

**Table 2.** Distribution Based on Job Insecurity and Nurse Performance

Research Variable	n	%
<b>Job insecurity</b>		
High	96	56,9%
Low	72	43,1%
<b>Nurse Performance</b>		
High	110	65,9%
Low	57	34,1%
<b>Total</b>	<b>167</b>	<b>100,0</b>

Based on Table 2, out of 167 respondents, 96 (56.9%) have high job insecurity, while 72 (43.1%) have low job insecurity. Additionally, 110 respondents (65.9%) have high nurse performance, and 57 (34.1%) have low nurse performance.

**Tabel 3.** Distribution Frequency (Regression Analysis)

Variable	B	Std. Error	Beta	T	Sig.
<i>Constanta</i>	86,888	2,421	_	35,884	0,000
<i>Job Insecurity (X)</i>	0,277	0,086	0,244	3.237	0,001

Dependent Variable: Nurse Performance (Y)

The regression analysis results show a significant value of 0.001 for the job insecurity variable (X). This indicates that the significance level is  $<0.05$  ( $0.001 < 0.05$ ), meaning job insecurity positively affects nurse performance. Effective health development requires well-managed human resources capable of optimally contributing to their tasks. Nurses, as essential hospital assets, must perform well and responsibly (Kabakoran et al., 2023).

The study found a significance value of  $0.001 < 0.05$ , indicating that job insecurity positively affects nurse performance. This suggests that even when nurses experience high job insecurity, their performance improves. This finding aligns with Sahara's (2021) research, which showed that job insecurity positively and

significantly affects employee performance. Employees experiencing job insecurity are motivated to work harder to receive positive feedback from their organization.

Job insecurity positively and significantly affects employee performance, with a significance value of  $0.008 < 0.05$  (Azizah et al, 2021). Similarly, Study on job insecurity, work facilities, and individual characteristics influencing employee performance at Bromo Health Center, Medan, found a positive and significant impact of job insecurity on employee performance (Nasution, 2020).

Aritonang & Hermaningsih (2020) also found that job insecurity positively and significantly affects employee performance. Higher job insecurity levels increase employee performance. Furthermore, study found that there is a negative relationship between subjective job insecurity and self-rated job performance (Van et al, 2020).

However, some studies, found a negative relationship between job insecurity and employee performance. Higher job insecurity lowers employee performance, and lower job insecurity increases it (Praptiningtyas et al, 2021). Job insecurity negatively affects employee performance, leading to decreased performance due to perceived job threats. Based on the analysis and previous research aligning with this study, where job insecurity positively affects nurse performance, it is assumed that nurses with high job insecurity and improved performance have high self-efficacy (Saputri & Zakiy, 2020).

These individuals view job insecurity as a challenge, motivating them to improve and secure their position. Self-efficacy is crucial for medical staff, including nurses, to provide confident and quality healthcare services. Self-efficacy encompasses attitudes, skills, and cognitive abilities, impacting employee productivity (Dewi, 2022).

Supporting research by Sesrianty et al. (2023) shows a significant relationship between self-efficacy and nurse performance in IRNA C Ward at RS X Bukittinggi. Nurses with high self-efficacy do not fear failure, continually strive for better performance, and foster good teamwork among peers. Self-efficacy is a belief in one's ability to perform tasks and face challenges

(Bandura 1997, Alwisol 2004 in Safitri 2022). High self-efficacy enhances nurse performance and problem-solving confidence (Febriani, 2021).

Lack of motivation or confidence can lower a nurse's self-efficacy. Personality, including self-efficacy, is crucial for performance. High self-efficacy is vital for good work performance. Individuals with high self-efficacy work diligently to improve their environment. Low self-efficacy in adverse environments leads to feelings of overwhelm and defeat. High self-efficacy individuals enjoy challenging work (Asyifa, 2023).

## CONCLUSION AND SUGGESTION

The study concludes that job insecurity positively affects nurse performance in the inpatient ward of H. Padjonga Daeng Ngalle Regional Hospital, Takalar Regency. Higher job insecurity leads to improved nurse performance. Nursing management should maintain or enhance nurse self-efficacy by providing motivation, rewards, and other incentives to ensure nurses feel secure despite high job insecurity levels. The Takalar Regency Government should address job insecurity issues, including job protection, reward distribution, inter-nurse relationships, competency development, room rotation, and supervision quality.

This study has limitations: the sample is from a single hospital, making generalization difficult; it uses a cross-sectional approach, which does not capture changes over time; and data collection via questionnaires may be biased..

## ACKNOWLEDGMENTS

The researcher would like to thank all respondents who have taken the time to participate in this research activity.

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