

ANALYSIS OF FACTORS RELATED TO NURSES RESILIENCE IN THE INPATIENT ROOM ST. CAROLUS HOSPITAL, JAKARTA

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ABSTRAK

Background: Nurses are one of the professions that have high levels of stress. Many situations put nurses are exposed to a variety of severe occupational stressors such as a high workload, time pressure, working conditions, shift work, and low social support at work. Therefore nursing staff need to have adequate resilience. Resilience is an ability possessed by individuals and with this ability individuals are able to survive and develop healthily and live life positively in unfavorable and positively in unfavorable and stressful situations pressure. Spirituality, self-efficacy, and optimism can affect the resilience of nurses. Resilience possessed by nurses will help nurses deal with difficulties or failures that can lead to anxiety and depression. Objective: To determine the relationship between spirituality, self-efficacy, and optimism with nurse resilience in the inpatient ward. Methods: Quantitative descriptive correlation cross sectional design, conducted from January - May 2023 at St. Carolus Hospital Jakarta. The sample totaled 90 nurses in the inpatient ward using purposive sampling technique. Bivariate data was analyzed using Kendall's Tau C and multivariate data was analyzed using Logistic Regression. Results: there is a significant relationship between resilience and spirituality (p value = 0.005). There is a significant relationship between resilience and optimism (p value = 0.001). There is no significant relationship between resilience and self-efficacy (p value = 0.077). Regression test results show that there is no factor that is most related to resilience. Conclusion: There is a significant relationship between resilience with spirituality and optimism. However, there is no relationship between resilience and self-efficacy. It is concluded that there is no factor that is most related to the resilience of nurses in the inpatient ward of St. Carolus Hospital Jakarta in 2023.

Keywords: Nurse; Resilience; Spirituality; Optimism; Self-Efficac

1. INTRODUCTION

The nursing profession is one of the professions that has a high level of stress so that every nurse needs to have adequate resilience in carrying out their responsibility. Profession as a nurse is always dealing with stressful responsibility with various tasks that can cause stress (Kusumawati, 2015). The stressors commonly experienced by nurses in the workplace include working shifts that requires adaptation, additional administrative tasks that need to be

completed, staffing issues, heavy workloads, unfavorable working conditions, and increasingly high demands from patients and their families on the care provided by nurses (Kusumawati, 2015). Stress that continues to be experienced by nurses for a long period of time can cause job stress (Zhang, 2020). Stressful conditions experienced by nurses in excess can have adverse effects in interacting with the environment which can have an impact on their performance and have an influence in

workplace (Harnida, 2015). Spirituality is one of the characteristics of resilient individuals. Individuals with high spirituality, self-efficacy, and optimism can improve coping, optimism, hope, reduce anxiety, and support feelings of comfort and calm (Utami, 2017). Spirituality, optimism, and self-efficacy are internal factors that influence nurse resilience (Christian, 2022).

Nurses who experience stress due to work show signs such as lack of concentration, experiencing headaches, becoming less empathetic, anxiety, irritability, and decreased motivation (Sholikhah, 2021). Harnida (2015) in her research stated that work-related stress experienced by individuals can affect on job productivity which has a significant impact on the quality of service in workplace which will ultimately be felt by patients. Nurses with high job demands and needs, and excessive responsibility requires a good spirituality and adequate resilience (Kusumawati, 2015).

Individuals with adequate resilience will make easier for individuals to adapt to work environments with high levels of activity such as in the nursing profession (Kusumawati, 2015). Research conducted by Nahri (2021) explains that resilience describes resilience in facing situations that are felt to be unfair, life's difficulties and pressures, suffering, and trauma. According to Yusuf (2016) stated that high resilience in individuals will enable them to overcome the trauma they have experienced. Individuals will learn from the failures they experience and find lessons that can be useful for their next life. Resilience which is the ability to endure pressure will enable nurses to remain optimistic and have a positive attitude in facing difficult situations at work (Utami, 2017).

The level of spirituality in individuals can influence their ability to be resilient when facing difficulties and obstacles. Characteristics of individuals with a high level of spirituality include having good coping skills, being optimistic, calm, to feel less anxious, and not give up easily. Individuals who have good spirituality can interpret the meaning of life, accept themselves in various conditions, and always respond positively in facing any changes that occur (Dirdjo, 2017). Pustakasari (2014) proved in their research that there is a significant correlation between spirituality and resilience.

Optimism and self-efficacy are internal factors other than spirituality that influence resilience. The definition of optimism according to Blackwell (2012) is a realistic way of thinking when viewing an event that makes individuals confident and believe in their abilities to make things better. Optimism will make individuals able to survive difficulties, be more persistent in facing challenges, be able to think logically, and think positively in facing problems, thus enabling them to avoid depression (Noviza, 2022). Meanwhile, self-efficacy according to Harnida (2015) is an individuals' belief in their ability to be able to successfully carry out or overcome a situation, obstacle or difficulty. Research conducted by Auralita (2023) concluded that there is a significant relationship between self-efficacy and resilience. Likewise, there is a significant relationship between optimism and self-efficacy (Auralita, 2023). Optimistic individuals have a positive perspective when encountering challenges and problems. Feelings of optimism and a positive attitude will help nurses adapt to face pressure when carrying out their duties in providing nursing care.

Nurses need to continuously strive to improve resilience by strengthening aspects of spirituality, optimism and self-efficacy. The spirituality aspect can be built by practicing the habit of reflection, participating in social and religious activities. In addition, it can be done by accepting and opening up to changes in life. Some ways to be optimistic that we can apply include thinking positively, taking the good things from every event, stopping blaming yourself, focusing on the present and future, and hanging out with positive-minded people (Noviza, 2022). Meanwhile, the way to build aspects of self-efficacy can be done by learning from failure, managing thoughts and emotions, having targets in life, and seeking positive feedback (Harnida, 2015). Based on the above background, this study aims to analyze the factors associated with nurse resilience in the inpatient ward.

2. RESEARCH METHODS

The research is quantitative descriptive correlation method using a cross-sectional approach to determine the relationship of resilience with spirituality, optimism, and self-efficacy of nurses in the inpatient ward. The sample in this study used purposive sampling. This research was conducted from January-May 2023 at St. Carolus Hospital Jakarta with a total of 91 respondents. The inclusion criteria are nurses who work in the inpatient ward. In this study the dependent variable is nurse resilience and the independent variables are

spiritual status, self-efficacy, and optimism. Data collection instruments used demographic data, a resilience questionnaire, a Daily Spiritual Experience Scale (DSES) questionnaire (Lynn G. Underwood dalam Dirdjo, 2017), a self-efficacy questionnaire (Harnida, 2015), and an optimism questionnaire (Noviza, 2022). The data analysis techniques used in this study include univariate, bivariate, and multivariate analyses. Univariate analysis was used to describe the data for each variable obtained from the research results. This analysis was used to present data on respondent characteristics, description of spirituality, self-efficacy, optimism, and nurse resilience. While bivariate analysis is used to determine the relationship between two variables in the study. Bivariate analysis was used to determine the relationship between resilience and spirituality, the relationship between resilience and optimism and the relationship between resilience and self-efficacy. Bivariate data analysis using Kendall's Tau C test, a value of $< 0,05$ suggests that there is a moderate positive relationship between the two variables. Multivariate analysis is used to determine the relationship of more than one independent variable with one dependent variable with a significance value of $p < 0.05$. Multivariate data was analyzed using logistic regression test to determine the factors most associated with resilience (Jasmin, 2021).

3. RESULTS

Table 1. Frequency distribution of gender, age, education level, and length of work as nurses

Variable	Frequency	Percentage
Gender		
Male	8	8,8
Female	83	91,2
Age		

20 – 25 years	25	27,5
26 – 45 years	48	52,7
46 – 65 years	18	19,8
Education Level		
D3	31	34,1
S1	60	65,9
Length of work		
< 1 years	27	29,7
2 – 5 years	31	34,1
> 6 years	33	36,3

The results of the study illustrate that the gender of the majority of respondents was female (91.2%), the age of the majority of respondents was 26-45 years (52.7%), the highest level of education of respondents was a Bachelor's Degree in Nursing (65.9%), while the length of work of the respondents the majority had work experience > 6 years (36.3%).

Table 2. Description of Nurses' Resilience, Spirituality, Self-Efficacy and Optimism

Variable	Frequency	Percentage
Resilience		
High	9	9,9
Medium	82	90,1
Low	0	0
Spirituality		
High	72	79,1
Medium	19	20,9
Low	0	0
Optimism		
High	71	78
Medium	20	22
Low	0	0
Self-Efficacy		
Very good	43	47,3
Good	48	52,7
Poorly	0	0

The research results illustrate the resilience of respondents, as many as 9 people or around 9.9% were in the high category and as many as 82 people or around 90.1% were in the medium category. Regarding the spiritual level of respondents, 72 people or around 79.1% were in the high category and 19 people or around 20.9% were in the medium category.

The level of optimism of respondents was 71 people or around 78% in the high category and 20 people or around 22% in the medium category. Meanwhile, in the level of self-efficacy of respondents, 43 people or around 47.3% were in the very good category and 48 people or around 52.7% were in a good category.

Table 3. Relationship between Spirituality and Nurse Resilience

Spirituality	Resilience		P value
	High	Medium	
High	7	65	0,005
Medium	2	17	

The results of the analysis of the relationship between spirituality and resilience using the Kendalls Tau C test showed a p-value of 0.005 which proves that there is a significant relationship between resilience and nurses' spirituality.

Table 4. Relationship between Optimism and Nurse Resilience

Optimism	Resilience		P value
	High	Medium	
High	7	64	0,001
Medium	7	18	

Based on the results of the analysis of the relationship between optimism and resilience using the Kendalls Tau C test, it is known that the p-value is 0.001 which means there is a significant relationship between optimism and nurse resilience.

Table 5. Relationship between Self-Efficacy and Nurse Resilience

Self-Efficacy	Resilience		P value
	High	Medium	
Very good	37	6	0,077
Good	45	3	

It is known from the test results of the analysis of the relationship between self-efficacy and resilience using the Kendalls Tau C test that the p-value is 0.077 which shows that there is no significant relationship between self-efficacy and nurse resilience.

Table 6. Results of Regression Test Analysis

Variable	B	S.E	Wald	df	Sig	Exp(B)
Spirituality	0,093	0,856	0,012	1	0,914	0,912
Optimism	0,029	0,854	0,001	1	0,973	0,971

The results of the logistic regression test with a p-value > 0.05 which means that spirituality and optimism show that there are no factors that are most related to nurse resilience.

4. DISCUSSIONS

Analysis test results to determine factors related to nurse resilience in the inpatient ward at St. Carolus Jakarta, the p-value was < 0.05 which proves that there is a significant relationship between resilience and spirituality and optimism. Meanwhile, the results of the correlation analysis of self-efficacy and resilience are p-value > 0.05 which means there is no significant relationship between these two variables. Several previous studies have proven that there is a significant relationship between resilience variables and spirituality and optimism. Multivariate analysis using the Logistic Regression test to determine the factors that have the most influence on resilience shows that there are no factors that have the most influence on resilience.

One of the internal factors that influences nurse resilience is spirituality. The results of the correlation test between spirituality and resilience show that there is a significant relationship between spirituality and nurse resilience (p-value 0.005). The results of this research are in line with research conducted by Christian (2022) who concluded based on the results of the analysis that spirituality has a positive and meaningful relationship with resilience (p-value 0.000). The results of this research are strengthened by research conducted by Christian (2022) which states that based on the results of the analysis there is a significant relationship between spirituality and resilience (p < 0.001) with a positive correlation direction. The higher the level of spirituality, the higher the level of nurse resilience. On the other hand, the lower the spirituality the lower the nurse's level of resilience.

The results of the research above are in line with those stated by Rasmita, (2021) who stated that spirituality has an influence on mental and physical health in human life, and can increase individual resilience when facing problems or being in situations that cause stress. Spirituality also influences personal coping, providing a feeling of calm and peace, the ability to overcome the anxiety experienced, being able to be optimistic, and not giving up easily. Spirituality has an important role in influencing individual resilience when individuals have many problems and when they experience difficulties or suffering. It can be concluded that spiritual capacity will increase resilience in individuals (Solihin, 2022).

The survey results in the research showed that nurses had a high or good level of spirituality through several statements that they made such as always praying every day, having confidence in God's power, feeling God's presence, and wanting to be close to God in various situations and circumstances, as well as the worship performed gives a feeling of calm and helps provide solutions to the problems faced. According to the researcher's assumption, nurses' spiritual awareness so that they have good spirituality is built through prayer habit in the institution before starting work on each work shift, which helps nurses experience the presence of God who provides steadfastness in facing difficult situations. Another thing that can also influence the high level of spirituality of nurses is the value of faith which continues to be instilled and lived as one of the core values of the institution.

Optimism is another internal factor besides spirituality that influences nurse

resilience. The results of the research state that there is a relationship between resilience and optimism (p-value 0.001) which means there is a significant relationship between resilience and optimism. This is supported by research conducted by Blackwell (2012) who concluded that there is a positive correlation and significant relationship between optimism and resilience.

(Blackwell, 2012) stated that optimism is the ability to think positively and believe in being able to face and overcome an obstacle, also ability to cope with the problems that are being faced and to rise from the difficulties. An optimistic person can see thing from a positive angle, can find opportunities, and see the bright side of life, being able to find the lesson from an event, trying to solve a problem that arises, continuing to have the courage to try again when experiencing failure and being able to control emotions. This things above are crucial to being able to adapt in facing any situations at work (Zaini, 2021).

According to Blackwell (2012) there are three aspects of optimism namely permanent, pervasive, and personalized. The first aspect of optimism is permanent. It is the individual's perspective sees that difficult situations are not conditions that cannot be changed but that things that make them happy are permanent. The second aspect is pervasive. It is the perspective of individuals who believe the impact of unpleasant events can affect one condition but not have an impact on all areas of life. The third aspect of optimism is personalization. It is an individual's point of view seeing that he is not the cause of a bad event happening and on the contrary the good thing that happens is a blessing because of his efforts. Optimism has a positive role for nurses who have great responsibility and high stress when carrying

out their duties. Thus, optimism is needed for a nurse to have confidence in problem solving and self control (Aty, 2022)

The research results show that the majority of nurses have a good level of optimism. Based on the survey results, it is known that the majority of nurses show optimistic individual attitudes and behavior including never giving up, focusing on the work being done, being optimistic in achieving the desired goals, considering failure as the beginning of success, remaining able to be productive even when tired, and believing in your own abilities. According to researchers' assumptions, nurses can become optimistic because of the spiritual aspect as believers who believe that all events come from God which enables individuals to view everything from a positive perspective and face everything with optimism. The spiritual aspect that have an important influence on the optimistic attitude of nurses are built and developed continuously through development program at St. Carolus Hospital Jakarta.

5. CONCLUSION

There is a significant relationship between resilience and spirituality (p-value 0.005) and optimism (p-value 0.001). Meanwhile, the relationship between resilience and self-efficacy showed that it was not significant with a p-value of 0.077. The results of the logistic regression test showed that there were no factors that most influenced resilience.

6. REFERENCES

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