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The Moderating Role of Compensation on the Influence of Job Stress and Coworkers on Performance in Medan Adventist Hospital

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ABSTRACT
This research aims to analyze and prove the influence of Job Stress and Coworkers on the performance of nurses at Adent Hospital Medan. This research will also prove the moderating effect of compensation on the relationship between Job Stress and coworkers' performance. The population in this study were 150 permanent nurses who worked at the Medan Adventist Hospital. The sampling technique was simple random sampling, which obtained a sample of 109 respondents. Data analysis techniques use multiple regression with t-test (partial test), F test (simultaneous test) and coefficient of determination test (R2), as well as moderating analysis using residual analysis. The results of this study prove that Job Stress and coworker variables simultaneously influence nurse performance. Partial testing proves that the Job Stress variable influences nurse performance, and the individual Coworkers variable influences nurse performance. Moderation testing using the residual test proves that compensation can moderate the relationship between Job Stress and coworkers on nurse performance. The implications of the results of this research prove that the importance of job stress management and coworkers in improving nurse performance is strengthened by compensation.

Keywords: Job Stress, coworkers, Compensation and Performance

INTRODUCTION

Specifically, this research is an issue of interest in the literature, as the behaviour of others in the workplace is studied to better understand individual employee behaviour (Spreitzer, Cameron, & Garrett, 2017). Researchers developed the idea that job stress and coworkers can provide various forms of support that are important for each employee's ability to achieve their performance (Collins, Hislop, & Cartwright, 2016). The first variable that can influence nurse performance is the stress conditions of nurses' work. Stress-related to job descriptions is still a growing problem in various organizations, which not only affects the health and welfare of employees but can also affect company performance. Work-related stress arises when job demands of various types and combinations exceed a person's capacity and ability to cope. Work-related stress is the second most common compensable illness/injury in Australia, after musculoskeletal disorders.

The second variable that is related to nurse performance is co-working between colleagues. The impact of Coworkers (coworkers) on performance remains a significant highlight in previous studies because their focus is limited to individual workers or the organization as a whole (Chen, Takeuchi, & Shum, 2013; Arain, Hameed, Khan, Strologo, & Dhir, 2022), omitting interactions between individuals and the environment their social life in the context of their work (Verloo, 2023). Studies of organizational behaviour highlight that increasing interdependence and task complexity require analysis of how

Coworkers influence behaviour and performance (Vayre & Pignault, 2014). Windeler, Chudoba, & Sundrup (2017) views suggest that maintaining a certain level of social interaction is essential for employees' functioning while they work. Researchers expand the argument to conclude that work and coworker stress impact not only the performance of the employees involved in it, but also the assessment of compensation. Disentangling the moderating influence of compensation on job and coworker stress is relevant because it provides management with a more complete assessment of the potential problems created by employees (Ahmad, Kura, Bibi, Khalid, & Jaaffar, 2019).

Simply put, a nurse's performance results from a nurse carrying out nursing activities, being able to handle her work duties according to the SOPs in the hospital. A nurse's performance can be measured by the quality of work, quantity of work and efficiency of work results. A nurse's performance must be able to show a work process that is accurate, neat, pays attention to detail, is consistent, thorough, has a high standard, and follows procedures (Sharma & Dhar, 2016). Factors from Job Stress and coworkers still often occur in influencing nurse performance. This condition can occur due to the differentiation of individual work with performance targets which are a function of declarative knowledge, procedural knowledge and skills, and work motivation (Klehe & Anderson, 2007). This factor represents an understanding of the requirements of the task being performed. Researchers have conducted pre-research that Medan Adventist Hospital nurses in carrying out their duties are still hampered by low performance due to the increasing number of errors, lack of attention to detail, inconsistent quality, not being thorough, work is often incomplete, reduced standards of work produced, not following procedure.

Literatur Riview

1. Job Stress

Job Stress is an employee's physical and emotional response which can cause losses when someone considers their duties are not in accordance with their abilities and job needs. Job Stress on an employee can affect the worker's health and behavior (Taris et al., 2011). Workplace stress is a dangerous physical and emotional response that can occur when there is a conflict between the job demands on an employee and the amount of control the employee has to meet those demands (J. M. Robbins, Ford, & Tetrick, 2012). Some of the many causes of work-related stress include long working hours, heavy workloads, job insecurity, and conflicts with coworkers or superiors (Muschalla & Linden, 2013). Carbonnier (2015) explains that Job Stress is important for two reasons, one economic reason and another humanitarian reason. Direct and indirect organizational costs result from mismanaged job stress. In addition, job stress that is not managed properly causes physical and emotional suffering in the workplace. When stress exceeds the worker's capabilities, the stress is no longer useful and begins to cause damage to the mind and body as well as job satisfaction. Causes of workplace stress related to work include a poor physical environment, excessive work tasks, insufficient time to complete tasks, physical dangers, etc (Altaf & Awan, 2011). An individual's role in an organization is another cause of stress in the workplace (Sopiah, 2008). According to Handoko (2008) job Stress can be measured from:

a. Excessive workload
   Excessive work load can cause Job Stress because there are a number of tasks that must be carried out by workers within a certain time, the implementation of which requires more abilities than the individual possesses.
b. There is pressure on working hours
   The study results show that working in a stressful field with high working hours will increase the risk of depression.
c. Poor quality of supervisior
   Supervision in the workplace greatly influences workers' stress levels. An ineffective supervisor is a leader who is not proactive in dealing with problems that arise in a way that suits his wishes without considering the conditions of the existing work environment.
d. Unsupportive coworkers
   Colleagues who do not support can cause a non-conducive work environment which can cause Job Stress.
   Feedback is inadequate
e. Feedback at work is a form of response, response, or response to messages sent by leaders to subordinates. Ineffective feedback can cause excessive Job Stress
f. Responsibilities of work authority
   The right and power of office holders to choose, take certain attitudes or actions in carrying out their duties, and have a role as a balance to their responsibilities, in order to support the successful implementation of their duties.
g. Disappointment (Frustration)
   Frustration is severe disappointment due to failure, discouragement due to failure and a feeling of severe disappointment due to not achieving goals. Frustration reactions are movements that arise due to the influence of stimulation or failure due to not achieving goals.
h. Differences in values
   Values are everything that is considered good and bad in the work environment and are influenced by work ethics and culture.
i. Fundamental changes
   Fundamental work changes are a normal and natural process so that everything in the world of work will always change. Changes will include a system in the form of organization that exists in the work environment.

2. Co Workers

Co Workers can be interpreted as someone who works with other workers, in particular. as a partner or person who helps (Maulita, 2015). According to Liyanto (2018), colleagues can share their knowledge and expertise when other people are faced with new problems or situations. This will be very useful when alternative solutions cannot be easily accessed. According to Rese, Kopplin, & Nielebock (2020), co-working is an attitude of teamwork support as perceived motivation. Coworker support is generally understood as encouraging coworkers to use new learning at work. Wibowo & Tholok (2019) explain that Co Workerss can also have an impact on workplace dynamics,

individual stress levels and relationships. Positive relationships between coworkers can be seen as supportive and beneficial in dealing with everyday problems and tensions that arise as a result of work. Colleagues which means colleagues or people whose work intersects with their work. Generally, coworkers engage in similar work and occupy similar roles within an organization (Mongdong, 2021). This research uses coworker relationship indicators adopted by Yuwono & Khajar (2015), namely:

a. Healthy competition
   In fact, healthy work competition will provide many benefits for the company, where employees are indirectly encouraged to increase their performance and productivity.
b. Respectful employees
   An attitude of respect in the workplace is an important part of building a healthy work environment. Mutual respect in the workplace lets all employees know that they are valued for their achievements, abilities and qualities.
c. Good cooperation
   Mutual respect, respect and forgiveness are not only important in social life, but also in our personal lives. This attitude can help us become better humans and understand each other more.
d. Kinship
   Creating a sense of family in the workplace is very important in maintaining a work climate. This is important to do to create a sense of self-confidence in coworkers.

3. Compensation

Typically, compensation refers to monetary payments given to someone in exchange for their services. In the workplace, compensation is what employees earn. This includes salary or wages in addition to commissions and incentives or any facilities that accompany the employee's position (Hasibuan, 2008). According to Li (2017)compensation is money paid to someone because they were injured, or because something was lost or damaged: If you can prove that someone else was at fault for your accident, you are entitled to compensation. Fajar and Steppuhn & Baldwin (2007) explain that in fact, compensation comes from the Latin word compensat-, which means "to be weighed". If you receive fair compensation for your work, the money is commensurate with your time and effort. In other words, the scales are balanced. Definition of compensation, an act of compensation for service, loss, or injury, synonym reward. Compensation can be measured by three aspects, namely Nawawi (2008):

a. Precision
   The appropriateness of providing compensation must be assessed from the time, amount and suitability.
b. Eligibility
   This eligibility is based on the company's ability to satisfy all employee needs. This feasibility can be assessed from the aspect of the amount of compensation paid either directly or indirectly.

c. Balanced financing
Funding for operational activities in the company must also be balanced with the compensation paid to ensure conducive work.

4. Performance

Employee performance is defined as how well someone carries out their job duties and responsibilities. Many companies assess employee performance on an annual or quarterly basis to determine specific areas that need improvement and to encourage further success in areas that meet or exceed expectations. Gunasekaran, Patel, & McGaughey (2004), states that performance is basically assessing the ratio of real work results to quality and quantity standards produced by each employee. Mangkunegara (2009) states that the performance or achievement of work, actions, achievements, etc. a particular action, deed, or process. An unusual or spectacular action or process. Nurse performance indicators can be measured through (Mangkunegara, 2009):

a. Quality of work results
Work quality is a work result that can be measured by the effectiveness and efficiency of work carried out by human resources or other resources in achieving company goals or objectives well.
b. Quantity of work output
This quantity is seen from the amount of work produced during a work period or a certain time period. A higher quantity of work indicates higher performance results.
c. Reliability
Employees who can be relied on in each job are a prerequisite for evaluating their performance regarding the fulfillment of the tasks carried out.
d. Cooperative in work
Obedience to every work rule and procedure is very important to foster a good level of performance in the organization. This cooperative attitude is demonstrated through obedience that is carried out and implemented.

5. Conceptual Framework and Hypothesis

Jobs Stres and coworker in influencing nurse performance can be seen through the following research paradigm:

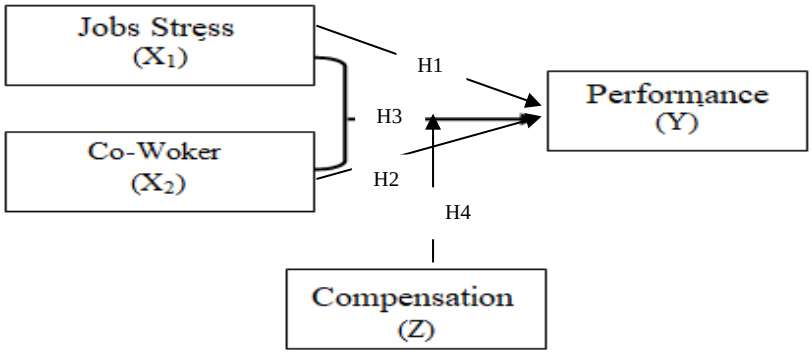

Figure.1. Conceptual Ramework

This research derives a hypothesis which can be described as follows:

a. Job Stress affects the performance of nurses at Medan Adventist Hospital.
b. Coworkers influence the performance of nurses at Medan Adventist Hospital
c. Job Stress and coworkers simultaneously influence the performance of nurses at Medan Adventist Hospital
d. Compensation moderates the relationship between Job Stress and coworkers on nurse performance at Medan Adventist Hospital

METHOD

This research was carried out at the Medan Adventist Hospital, which is located in Jl. Gatot Subroto No. 29 Medan. The implementation of this research began from March 2023 to May 2023. The target population in this study, namely nurses assigned to the Medan Adventist Hospital, was 150 people. Samples taken through the Slovin formulation. This formulation is used to determine the sample target at a known population unit size (Umar, 2002).

$$n = \frac{N}{1 + N(e)^2}$$

Explanation :

n = Sample Unit
N = Population Unit
e = Error term (5%)

The target unit of the population is known to be 150 nurses and the error term set (e) is 5%, so that the sample units are:

$$n = \frac{150}{1 + 150(0{,}05)^2} = 109$$

This sample was taken using the Simple Random Sampling technique, namely that the sample was taken randomly from all nurses who had permanent employee status at Adventist Hospital. This research data analysis uses Multiple Regression Analysis and Moderating Regression Analysis. Testing begins by carrying out validity tests, reliability tests, normality tests, heteroscedasticity tests and multicollinearity tests. Hypothesis testing uses the t test and F test and moderation analysis testing is carried out using the residual test. This research uses the SPSS version 26 software program to test the data. In this research, the operational definition is:

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Table 1. Variable and Indicator

Variable	Defenition	Indicator	Scale
Job Stress (X_1)	Job stress is a dangerous physical and emotional response that can occur when there is a conflict between the job demands on an employee and the amount of control the employee has to meet those demands. (L. M. Robbins, 1952; S. P. Robbins & Judge, 2013)	1. Excessive workload 2. Working time pressure 3. Poor quality of supervision 4. Unsupportive coworkers 5. Inadequate feedback 6. Authority in carrying out responsibilities 7. Multiple roles 8. Disappointment (Frustration) 9. Conflict of interest 10. Difference in values 11. Fundamental changes	Interval
Co Workers (X_2)	Co Workers can be interpreted as someone who works with other workers, esp. as a partner or helper (Maulita, 2015)	1. Healthy competition 2. Respectful employees 3. Good cooperation 4. Kinship	Interval
Compensation (M)	Compensation refers to monetary payments given to someone in exchange for their services. In the workplace, compensation is what employees earn. This includes salary or wages in addition to commissions and any incentives or perks that come with the employee's position (Hasibuan, 2008)	1. Precision 2. Eligibility 3. Balanced financing	Interval
Performance (Y)	Performance of execution or achievement of work, action, achievement, etc. a particular action, deed, or process. an unusual or spectacular action or process (Mangkunegara, 2009)	1. Quality of work 2. Quantity of work 3. Reliable 4. Cooperative in work	Skala Interval

RESULT AND DISCUSSION

1. Validity Test

The validity test is carried out using a single measurement method, where measuring using this method is only done once with the decision making criteria being that if the value of rcount > rtable, then the item is declared valid. The rtable value for a two-sided test at a significance level of 5% (p = 0.05) with a total of N = 79 is 0.207. Below are displayed the results of testing the validity of questionnaire data for each research variable.

Table 2. Validity of Job Stress (X_1)

No	Corrected Item-Total Correlation	r table	Status
1.	.561	0,231	Valid
2.	.364	0,231	Valid
3.	.460	0,231	Valid
4.	.384	0,231	Valid
5.	.291	0,231	Valid
6	.518	0,231	Valid
7	.344	0,231	Valid
8	.501	0,231	Valid
9	.261	0,231	Valid
10	.275	0,231	Valid
11	.332	0,231	Valid

Source: Data is processed, 2023

The results of the validity test on all statement items regarding Job Stress can be concluded that all items are said to be valid because the correlation value is greater than the r table value.

Table 3. Validity of Co Workers (X_2)

No	Corrected Item-Total Correlation	r table	Status
1.	.240	0,231	Valid
2.	.510	0,231	Valid
3.	.521	0,231	Valid
4.	.296	0,231	Valid
5.	.567	0,231	Valid
6	.553	0,231	Valid
7	.524	0,231	Valid
8	.442	0,231	Valid

Source: Data is processed, 2023

The results of the validity test on all statement items regarding Co Workerss can be concluded that all items are said to be valid because the correlation value is greater than the r table value.

Table 4. Validity of Performance (Y)

No. Butir	Corrected Item-Total Correlation	r tabel	Status
1.	.420	0,231	Valid
2.	.536	0,231	Valid
3.	.547	0,231	Valid
4.	.443	0,231	Valid
5.	.418	0,231	Valid
6	.394	0,231	Valid
7	.450	0,231	Valid
8	.272	0,231	Valid

Source: Data is processed, 2023

The results of the validity test on all statement items regarding performance can be concluded that all items are said to be valid because the correlation value is greater than the r table value.

Table 5. Validity of Compensation (Z)

No. Butir	Corrected Item-Total Correlation	r tabel	Status
1.	.570	0,231	Valid
2.	.466	0,231	Valid
3.	.587	0,231	Valid
4.	.513	0,231	Valid
5.	.536	0,231	Valid
6	.458	0,231	Valid

Source: Data is processed, 2023

The results of the validity test on all statement items regarding compensation can be concluded that all items are said to be valid because the correlation value is greater than the r table value.

2. Reliability

The results of the reliability test based on data processed by researchers with the help of SPSS 18.0 for Windows can be seen in Table 6 below:

Table 6. Reliability Test

Variabel	Nilai Reliabilitas	Status
Job Stress (X_1)	0,719	Reliabel
Co Workers (X_2)	0,740	Reliabel
Compensation (Z)	0,727	Reliabel
Performance (Y)	0,754	Reliabel

Source: Data is processed, 2023

From the results of the reliability test, it can be seen that the crunbuch alpha value of each variable is proven to be reliable because the value is > 0.60 so it is suitable for further testing..

3. Normality Test

Data normality testing uses graph tests and curve tests which can be seen in the following figure:

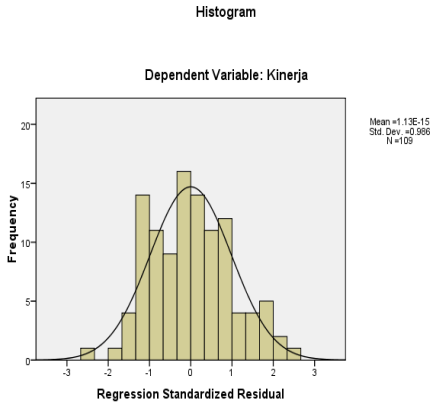

Figure 2. Histogram

The histogram graph test results concluded that the data distribution was normally distributed. This can be seen from the distribution of data that spreads close to the diagonal line.

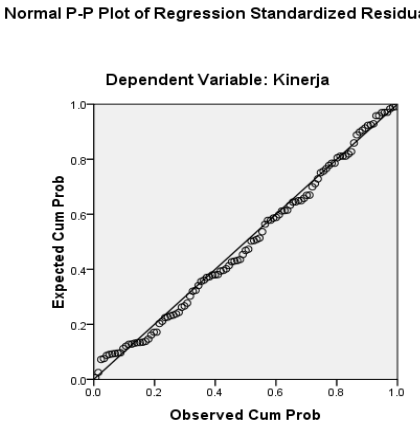

Figure 3. PP-Plots

The test results from the PP Plots curve also show that the data distribution looks like the points are close to the diagonal curve line.

4. Multikolinierity Test

Testing of multicollinearity can be seen from the following test:

Table 7. Multikolinearity Test

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Job Stress	.782	1.278
	Co Workers	.782	1.279
	Compensayion	.771	1.296

Source: Data is processed, 2023

The results of the multicollinearity test above show that the VIF value is < 5 and the tolerance value is > 0.1, meaning that there is no correlation between the independent variables, namely Job Stress, Co Workers and Compensation.

5. Heteroskedastisity

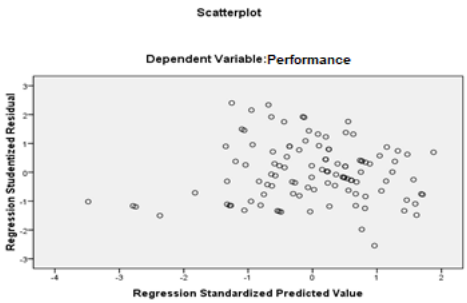

Figure 4. Grafik Scater Plots

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The results of the heteroscedasticity test show that the distribution of the points is random. These results conclude that the regression model does not have heteroscedasticity.

6. Multiple Regression Analysis

The results of multiple linear regression analysis tests are used to determine the regression model of the independent variable on the dependent variable which can be seen in the following regression coefficient table:

Table 8. Coefecient

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	11.435	2.878		3.973	.000
	Jobs Stres	.332	.064	.431	5.214	.000
	Co Workers	.251	.067	.308	3.729	.000

a. Dependent Variable: Performace

Source: Data is processed, 2023

Based on the values in the coefficient table, the regression model can be formulated as follows:

$$Y = 11.432 + 0.332X_1 + 0.251X_2$$

This multiple linear regression equation shows that the constant value is 11,432. The conclusion is that if Job Stress and coworkers are constant values then the performance level is 11,435. The coefficient value of the Job Stress variable is 0.332, which has a linear relationship, meaning that if the Job Stress variable increases once, the nurse's performance will increase by 0.332, assuming that the other variables have a fixed value. The coefficient value of the Co Workers variable is 0.251 and has a linear relationship, meaning that if the Job Stress variable increases once, the nurse's performance will increase by 0.251. It is assumed that the other variables have a fixed value.

7. Parsial Hypotesis

The results of partial hypothesis testing via the t test are used to prove the influence of each independent variable on the dependent variable which can be seen in the following t test table:

Table 9. T Test

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	11.435	2.878		3.973	.000
	Job Stress	.332	.064	.431	5.214	.000
	Co Workers	.251	.067	.308	3.729	.000

a. Dependent Variable: Kinerja

Source: Data is processed, 2023

The results of the t test can be concluded as follows:

a. Job Stress affects nurse performance
   The test results prove that the significance value is 0.000 < 0.05, meaning that the hypothesis is accepted, namely that Job Stress (X1) has an effect on nurse performance (Y).
b. Co Workerss influence nurse performance
   The test results prove that the significance value is 0.000 < 0.05, meaning that the hypothesis is accepted, namely Co Workers (X2) has an effect on nurse performance.

8. Simultaneous Test

Simultaneous hypothesis testing was carried out to prove whether or not there was an influence of the Job Stress variable (X1) and the Co Workers variable (X2) simultaneously on the performance variable. Proving the hypothesis can be seen from the Anova significance value which can be seen in the following table:

Table 10. F Test

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	431.485	2	215.742	32.779	.000[a]
	Residual	697.653	106	6.582		
	Total	1129.138	108			

a. Predictors: (Constant), Co Workers, Job Stress

b. Dependent Variable: Kinerja

Source: Data is processed, 2023

From the results of the ANOVA test (F test) it can be seen that the significance value of 0.000 is smaller than 0.05, meaning that the hypothesis is accepted, which means that Job Stress (and the Co Workers variable simultaneously influence the performance of nurses. Next, the researcher carried out a determination test to determine the size of the contribution the influence of the independent variable on the dependent variable. The coefficient of determination (R^2) shows the number value 0 - 1 to measure the extent to which the regression model predicts the results.

Table 11. R-Square

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.618[a]	.382	.370	2.56547

a. Predictors: (Constant), Co Workers, Job Stress

Source: Data is processed, 2023

The results of testing the coefficient of determination show that the correlation value is 0.618, meaning that the influence of Job Stress (X1) and coworkers (X2) on employee performance has a strong influence because it is in the interval 0.60 – 0.799. The coefficient of determination also shows an R-Square value of 0.382, meaning that Job Stress and coworkers have a contribution of 38.2% in influencing nurse performance. Meanwhile, the remaining 61.8% is influenced by other variables, for example promotion, discipline, service, work ability and so on.

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9. Moderating Testing

Moderation analysis in the social sciences involves the use of multiple linear regression analysis or causal modeling. To measure the influence of moderating variables in multiple regression analysis, which regresses the random variable Y on X, additional terms are added to the model. Hypothesis testing requirements use absolute residual values with a negative relationship direction and significance which can be seen in the following table:

Table 12. Moderating Test

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	9.461	1.504		6.291	.000
	Performance	-.212	.043	-.426	-4.877	.000

a. Dependent Variable: Moderator

Source: Data processed 2023

The results of the moderating test analysis show that the formulation is as follows:

$$|e| = 9.461 - 0.212Kompensasi + e$$

The results of residual testing obtained a calculated t value of 4,877 which is greater than the table value of 1,984 and a significant value of 0.000 which is smaller than 0.05 and has a negative coefficient. From this result it can be concluded that compensation moderates the relationship between Job Stress and coworkers on nurse performance.

Discussion

Research results that prove that Job Stress has an effect on performance show that the pressure experienced by a worker can increase maximum work results. The effects on performance are discussed of various types of stress originating from an imbalance between capacity on the one hand and, on the other hand, task demands, environmental conditions and social situations that burden or overwhelm the individual. General cybernetic principles appear to apply in areas that include not only stress, but also motivation and arousal. Signal Detection Theory explains the positive relationship between job stress and performance in terms of individual differences (Pradeep & Sharma, 2019). Stress is motivational and cannot be explained in terms of stimulus or response operations alone. Studies have looked at verbal and perceptual motor performance, behavioral components, personality correlates affected by stress, qualitative observations of stress performance, and such performance predictors. Explanatory concepts deal with the energizing, directive and emotional aspects of motivation, and the interaction of emotion and motivation related to the type of stress and task components (Yang, Chen, Lee, & Liu, 2021).

The results of research prove that coworkers have an influence on performance, where aspects of performance can be achieved together with coworkers. The literature on work processes and labor lists both positive and negative aspects of work. Some available empirical results support the

existence of negative aspects of colleagues working from home. A higher prevalence of working from home by coworkers results in workers being less satisfied with these coworkers (Golden, 2011). Social disconnection has been shown to develop between work-from-home employees and office workers because working from home allows employees to distance themselves from work relationships in the office (Vayre & Pignault, 2014). This can result in a less cohesive organizational culture.

Research results prove that compensation moderates the relationship between Job Stress and coworkers on performance. Research results Wang, Zhang, Ullah, Ullah, & Ullah (2021) show that in the energy industry, executive compensation has a significant positive impact on company performance, which is in line with agency theory, and social network theory. Additionally, cash incentives are more useful than equity incentives for senior executives. Therefore, we recommend that companies establish a reasonable compensation incentive system to overcome agency problems in this sector.

CONCLUSION

The results of the presentation and discussion of the data above, the conclusion of the research results is that Job Stress affects performance, indicating that the pressure experienced by a worker can increase maximum work results. The effects on performance are discussed from various types of stress stemming from an imbalance between capacity on the one hand and, on the other hand, task demands, environmental conditions and social situations that burden or burden individuals. Coworkers have an effect on performance where aspects of performance can be achieved jointly with coworkers. The literature on work and labor processes lists both positive and negative aspects of work. Some of the available empirical results support the negative aspects of coworkers working from home. The results of simultaneous testing prove that Job Stress and coworker variables simultaneously affect nurse performance The results of research that prove compensation moderates the relationship between Job Stress and coworkers on performance. Wang et al. (2021) show that in the energy industry, executive compensation has a significant positive impact on company performance, which is in line with agency theory, and social network theory. The suggestion from researchers is that company leaders should be able to carry out effective Job Stress management, for example by providing guidance (counseling) to nurses so that nurses' work morale and performance can be maintained. Company leaders should pay more attention to the existing work environment so that nurses can work more enthusiastically. This is proven by the influence of work colleagues on employee morale. Future researchers should add research variables that can influence performance, for example regarding work morale, motivation, promotion and so on.

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