



The Relationship between Physical Work Environment, Non-Physical Work Environment, and Organizational Commitment on the Performance of Nurses in the Inpatient Ward of Kendari City Hospital

Siti Nuraena^{1*}, Nani Yuniar², Fikki Prasetya³

Faculty of Public Health, University of Halu Oleo, Indonesia¹

Faculty of Public Health, University of Halu Oleo, Indonesia²

Faculty of Public Health, University of Halu Oleo, Indonesia³

Corresponding Email: snuraena773@gmail.com*

Received: 28-02-2024

Reviewed: 03-03-2024

Accepted: 30-03-2024

Abstract

Nurse performance is the effort of nurses in carrying out their duties and responsibilities to the best of their abilities, in order to achieve the main goals of the profession and organizational objectives. The purpose of this study is to examine the physical work environment's impact on the performance of nurses in the Inpatient Ward of Kendari City Hospital, the non-physical work environment's impact on the performance of nurses in the Inpatient Ward of Kendari City Hospital, and organizational commitment's impact on the performance of nurses in the Inpatient Ward of Kendari City Hospital. Data analysis was conducted using SPSS statistical tests including univariate, bivariate, and multivariate analyses. The sample size for this study was 95 individuals, and the sampling technique used was the census method. The results of this study indicate that the physical work environment significantly influences the performance of nurses in the Inpatient Ward of Kendari City Hospital with a p-value of $0.028 < 0.05$. The non-physical work environment also significantly influences the performance of nurses in the Inpatient Ward of Kendari City Hospital with a p-value of $0.009 < 0.05$. Organizational commitment significantly influences the performance of nurses in the Inpatient Ward of Kendari City Hospital with a p-value of $0.017 < 0.05$. Recommendations from this study include the need for management to improve the physical work environment, particularly in terms of ventilation and cleanliness, to enable nurses to perform well.

Keywords: Work Environment, Organizational Commitment, Performance

Introduction

Hospitals as one of the health service facilities have a very strategic role in an effort to accelerate the improvement of public health status. Human resources play an important role in realizing an ideal organization and require attention. Performance is defined as work performance. Good nurse or employee performance is the forerunner of good organizational performance as well (Pritami et al., 2021). Nurse performance is the nurse's activity in implementing as well as possible an authority, duty and responsibility in order to achieve the objectives of the main duties of the profession and the realization of the goals and objectives of the organizational unit (Pangestuti et al., 2023). A healthy and safe environment is needed, because a healthy and safe work environment will allow someone to work calmly, and the work results are expected to meet predetermined standards Pearl

The work environment is divided into two types, namely the physical environment and the non-physical environment (Afandi & Ardiana, 2021). The physical environment consists of facilities and infrastructure in the hospital, namely ventilation, workspace, room color, lighting, security, cleanliness and noise. While the non-physical work environment consists of working relationships between colleagues, superiors, or relationships with subordinates (Sayyid, 2023). Kailola 2019. In his study, he found that the work environment has a positive and significant effect on the performance of medical personnel. This means that the work environment is said to be good or appropriate if humans can carry out activities optimally, healthy, safe and comfortable. Other studies from (Sarıköse & Göktepe, 2022) Finding the work environment against nurses' performance was found to be insignificant. Finding the work environment is not important or influential on performance so that work environment factors are not a factor that can improve one's performance.

Organizational commitment is one of the keys that determine the success or failure of an organization to achieve its goals. Someone who has a commitment to the organization usually they show a caring work attitude towards their duties, they have a very responsibility to carry out tasks and are very loyal to the organization (Marlina et al., 2020). Someone who has a high commitment to the organization with a strong belief and acceptance of the goals and values of the organization, a strong willingness to work for the organization and a strong desire to remain a good worker for the organization. Organizational commitment can have a significant effect on performance (Wiratama et al., 2022).

Based on initial observations about the work environment, it is known that the nurse's relationship with the physical environment, there are still problems such as when patients see the service part cleaning the patient's room starting from outside to inside the patient's room, even though this activity, should start from inside the patient's room out of the room, when from outside to inside the room it is feared that disease can enter the patient's room (Azhar, 2023). In aspects of the non-physical environment or the relationship between colleagues and other colleagues sometimes deteriorates due to miscommunication in the transfer of guard hours where this is also caused by the head of the room who does not provide clear information, so that miscommunication, who is on duty night and day becomes a problem for fellow nurses.

The Relationship between Physical Work Environment, Non-Physical Work Environment, and Organizational Commitment on the Performance of Nurses in the Inpatient Ward of Kendari City Hospital

Kendari City Hospital patient visits in 2018 were 10,006 patients, in 2019 there were 8,505 patients, in 2020 there were 14,563 patients, in 2021 there were 8,868 patients and in 2022 there were 10,203 patients while the number of nurses was only 49 people. According to Permenkes RI Number 340 article 11 of 2010 that nurses serve patients 1: 1, is a significant problem. High or heavy workload ratios cause many nurses to serve 3-4 patients per *shift*. This causes nurses to feel overwhelmed (no longer able to do their duties), besides that pressure from the patient's family also adds to the workload felt by nurses (Setiyawan, 2020). The number of patient visits at Kendari City Hospital for hospitalization in 2018 was 10,006 people, in 2019 there were 8,505 people, in 2020 there were 14,563, in 2021 there were 8,868 and in 2022 there were 10,203. The purpose of this study is to examine the Work Environment Relationship and Organizational Commitment to the Performance of Kendari City Hospital Inpatient Nurses.

Literature Review

Work Environment

Environment is one of the factors that affect employees The function of the environment for employees is very large in living life, survival, society or in work as well as the work environment (Asike, 2023). The work environment of an organization is very important for management to pay attention to because the work environment has a direct influence on employees in completing work. A good work environment can determine the level of employee performance, and vice versa a bad work environment will reduce employee performance. A working environment condition is said to be good if employees can carry out activities optimally, healthy, safe, and comfortable. At this time the work environment can be designed in such a way as to create a working relationship that binds workers in their environment.

Physical work environment refers to conditions and factors that are physical in the workplace, such as building infrastructure, lighting, temperature, noise, air ventilation, and room cleanliness (Rahmi et al., 2019). It includes all aspects that can be seen, touched, and have a direct impact on the physical condition of workers, such as tables, chairs, spatial arrangements, and other physical facilities. Meanwhile, non-physical work environment refers to aspects that are indirect and non-physical in the workplace, such as organizational culture, interpersonal relationships between colleagues, management support, fairness, division of responsibility, communication, and opportunities for career development. Non-physical work environments include factors that affect employees' psychological and emotional well-being as well as social interactions in the workplace.

Organizational Commitment

Organizational commitment is a state in which an employee takes sides with a particular organization and the goals and desires to maintain membership in that organization. So high job involvement means taking sides with an individual's particular job (Ridwan & Sudrajat, 2020). Organizational commitment is an attitude that reflects the extent to which an individual

recognizes and is attached to his organization. A highly committed individual will likely see himself or herself as a true member of the organization. Organizational commitment are: (1) Affective commitment is an emotional attachment to the organization and a belief in the organization's values. (2) High sustained commitment will persist in the organization, not for emotional reasons, but because of the awareness in the individual of the losses that will be experienced if leaving the organization. (3) Normative commitment, is a must to remain a member of the organization for moral or ethical reasons.

Performance

Performance is the result obtained by an organization, both the organization is profit oriented and non-profit oriented generated during a period. Performance is a translation from English "performance" which means work results or work performance (FoEh et al., 2021). Performance is the result of work that has a strong relationship with the company's strategic objectives, customer satisfaction, and contributes to the economy. Thus, performance relates to how employees perform work and the results achieved from that work.

Government Regulation (PP) No. 30 of 2019 concerning Performance Appraisal of Civil Servants. The explanation of the indicator is as follows:

1. The quantity aspect is any form of unit of measure related to the amount of work and expressed in numerical measures or that can be matched with numbers.
2. Quality aspect, is any form of unit of measure related to the quality or quality of work and expressed in numerical measures or that can be matched with numbers.
3. Time aspect, punctuality is related to the time of completion of tasks (work) in accordance with the given time. Every job done by employees has a predetermined time standard.
4. Cost aspect, cost here is about the degree to which the use of the organization's financial resources in which financial use is maximized to obtain the highest yield or reduction of losses from each unit.
5. Service orientation is the attitude and work behavior of civil servants in providing the best service to those served, including the community, superiors, colleagues, related work units.
6. Initiative is the willingness and ability to give birth to new ideas, new ways to improve work, willingness to help colleagues who need help, see problems as opportunities not threats, willingness to work better every day, and full of passion and enthusiasm
7. Cooperation is defined as the willingness and ability of civil servants to cooperate with colleagues, superiors, subordinates in their work units and other agencies in completing a specified task and responsibility.

Leadership is defined as the ability and willingness of civil servants to motivate and influence subordinates or others related to their field of duty in order to achieve organizational goals.

The Relationship between Physical Work Environment, Non-Physical Work Environment, and Organizational Commitment on the Performance of Nurses in the Inpatient Ward of Kendari City Hospital

Research Method

The type of research used in this study is quantitative research. Quantitative research methods are one type of research whose specifications are systematic, planned and clearly structured from the beginning to the making of the research design. This study was conducted with a *cross-sectional* approach. *Cross-sectional* research is a study to study the dynamics of correlation between risk factors and effects, by approach, observational, or data collection (Kusnadi & Yundari, 2020). The location of this research was carried out in the Inpatient Room of Kendari City Hospital. The time of this study was carried out from January 2024 to February 2024. Data analysis was performed with SPSS statistical tests using univariate, bivariate and multivariate analysis. The sample in this study was 95 people, the sampling technique is the census method

Result

Bivariate Analysis

Bivariate analysis is performed to determine the relationship between independent variables and dependent variables through crosstabs or cross-tabulations. The statistical test conducted on this bivariate analysis used Chi-square with a confidence degree of 96% ($\alpha=0.05$). It is said that there is a statistical relationship if the value of $p < 0.05$ is obtained. The variable relationship of physical work environment, work environment *Non* The physical and organizational commitment to nurse performance using the SPSS program can be seen in table 5.9 below.

The relationship of the physical work environment to the performance of the nurse

The physical work environment on the performance of Nurse Nurses in the Inpatient Room of Kendari City Hospital can be seen in Table 5.9

Table 1. Physical work environment on the performance of Nurse Nurses in the Inpatient Room of Kendari City Hospital

Physical work environment	Nurse performance				Total		P value
	Less		Enough				
	N	%	N	%	N	%	
Enough	53	55.8%	2	2.1%	55	57.9%	0,000
Less	27	28.4%	13	13.7%	40	42.1%	
Total	80	84.2%	15	15.8%	95	100.0%	

Source: Data Analysis, (2024)

From the cross-tabulation table above, it is known that out of 55 respondents perceived the physical environment as adequate, 53 respondents or (55.8%) sufficient and nurse performance 2 (2.1%) perceived less, while from 40 respondents perceived the physical

environment as lacking, as many as 27 respondents (28.4%) were sufficient and nurse performance was less as much as 13 (13.7%).

As for the results of processing with Chi-square testing, a p value of 0.000 was obtained, this result when juxtaposed with a confidence level of 96% ($\alpha=0.05$) can be interpreted that the p value of $0.000 < \text{or less than } 0.05$, so it can be interpreted that there is a relationship between the physical work environment and the performance of the Kendari City Hospital Inpatient Nurse.

The Relationship of *Non-Physical Work Environment* to Nurse Performance

The non-physical *work environment* on the performance of Nurse Nurses in the Inpatient Room of Kendari City Hospital can be seen in Table 5.10

Table 2. Non-physical work environment on the performance of Nurse Nurses in the Inpatient Room of Kendari City Hospital

Non-physical work environment	Nurse performance				Total		P value
	Less		Enough				
	N	%	N	%	N	%	
Enough	58	61.1%	1	1.1%	59	62.1%	0,000
Less	22	23.2%	14	14.7%	36	37.9%	
Total	80	84.2%	15	15.8%	95	100.0%	

Source: Data Analysis, (2024)

From the cross-tabulation table above, it is known that out of 59 respondents perceived *the non-physical* environment as sufficient, 58 respondents or (61.1%) as sufficient and the performance of nurses 1 (1.1%) perceived less, while from 36 respondents perceived the *non-physical environment* as lacking, as many as 22 respondents (23.2%) were sufficient and nurse performance was less as much as 14 (14.7%).

As for the results of processing with Chi-square testing, a p value of 0.000 was obtained, this result when juxtaposed with a confidence level of 96% ($\alpha=0.05$) can be interpreted that the p value of $0.000 < \text{or smaller than } 0.05$, so it can be interpreted that there is a relationship between *the non-physical* environment and the performance of the Kendari City Hospital Inpatient Nurse.

The relationship of organizational commitment to nurse performance

The Organization's commitment to the performance of Nurse Nurses in the Inpatient Room of Kendari City Hospital can be seen in Table 5.11

The Relationship between Physical Work Environment, Non-Physical Work Environment, and Organizational Commitment on the Performance of Nurses in the Inpatient Ward of Kendari City Hospital

Table 3. Organizational Commitment to the performance of Nurse Nurses in the Inpatient Room of Kendari City Hospital

Organizational Commitment	Nurse performance				Total		P value
	Less		Enough				
	N	%	N	%	N	%	
Enough	79	83.2%	9	9.5%	88	92.6%	0,000
Less	1	5.9	6	1.1	7	7.0	
Total	80	84.2%	15	15.8%	95	100.0%	

Source: Data Analysis, (2024)

From the cross-tabulation table above, it is known that out of 88 respondents perceived organizational commitment as sufficient, 79 respondents or (83.2%) sufficient and nurse performance 9 (9.5%) perceived less, while from 7 respondents perceived organizational commitment as lacking, as many as 80 respondents (84.2%) sufficient and nurse performance less as much as 15 (15.8%).

As for the results of processing with Chi-square testing, a p value of 0.000 was obtained, this result when juxtaposed with a confidence level of 96% ($\alpha=0.05$) can be interpreted that the p value of $0.000 < \text{or less than } 0.05$, so it can be interpreted that there is a relationship between organizational commitment and the performance of Kendari City Hospital Inpatient Nurses.

Multivariate Analysis

Multivariate analysis was carried out to see the influence together on the dependent variable, and find out which of the independent variables was the most influential using a logistic regression analysis test at the level of significance of p value < 0.05 . The test results can be displayed as follows:

Table 4. Variables in the Equation

<i>Variable</i>	<i>Wald</i>	<i>Sig</i>	<i>Exp (B)</i>
Physical work environment	4.858	.028	11.800
Non-physical work environment	6.811	.009	20.564
Organizational commitment	5.663	.017	88.159

Source: Data Analysis, (2024)

Based on multivariate analysis whose analysis results can be seen in the table *variables in the equation*, it is known that the physical work environment has a simultaneous influence with a significant value of $0.028 < 0.05$ with a wald value 4.858, followed by the work environment *Non Physical*, where in this finding is known to have a significant effect with a value of $0.009 > 0.05$ with a wald value 6.811. For organizational commitment, significant results were obtained with a value of $0.017 \text{ or } < 0.05$ with a wald value 5.663.

It is also known from the model that is built, organizational commitment is the variable with the highest OR value, namely 88.159 or the most dominant variable affecting nurse performance. This means that the more sufficient the physical work environment in the hospital, the better the nurse's performance will be 10,185 times, compared to nurses who have a less physical work environment.

Discussion

The Relationship of Physical Work Environment to the Performance of Kendari City Hospital Inpatient Nurses

The physical work environment in a hospital refers to all physical aspects or spaces that exist in the hospital and affect the interaction between patients, medical staff, and other elements in the delivery of health services. This environment includes everything from the structure of the building to the internal spatial arrangement, medical equipment, and the overall design of the facility

The physical work environment in this study is all physical conditions around the workplace that can affect nurses either directly or indirectly in the Kendari City Hospital Inpatient Room. This physical work environment is designed with the operational needs of the hospital in mind, including patient comfort, safety, and efficiency of healthcare provision. Ergonomics and hygiene factors are also a major concern in designing and maintaining a physical work environment in hospitals.

The results of this study are in accordance with the findings of (Sadewo et al., 2021) in their research found that the physical work environment has a significant effect on performance, this finding shows that the work environment has a significant effect on employee performance. That is, the work environment represented by indicators of facilities, cleanliness, working atmosphere, safety, trust, and interaction directly affects employee performance. Facilities and workplace cleanliness are the most significant indicators to represent work environment variables that affect employee performance.

So that (Kurniawanto et al., 2022) in their research found a significant work environment in performance, where a work environment that provides comfort will improve performance, this is also evidenced by the results of research which concludes that the work environment has a positive and significant effect on performance. A work environment that provides comfort will improve performance, this is also evidenced by the results of research that concludes that the work environment has a positive and significant effect on performance. According to respondents, the working environment conditions are better than the working conditions outside, the air conditioner is always cold so it does not feel hot and humid air. The lighting is also very good with good ventilation. Colleagues also support each other and work closely together.

The Relationship between Physical Work Environment, Non-Physical Work Environment, and Organizational Commitment on the Performance of Nurses in the Inpatient Ward of Kendari City Hospital

The Relationship of *Non-Physical* Work Environment to the Performance of Kendari City Hospital Inpatient Nurses

Non-physical work environment, especially in the context of Kendari City Hospital, can be interpreted as all conditions or conditions that occur in the hospital inpatient room that are not related to physical or material elements, but focus on relationships between colleagues and relationships with subordinates. It covers aspects such as work culture, interpersonal communication, team dynamics, and social interaction among staff working in such living spaces.

The importance of the *non-physical* work environment in this hospital lies in its influence on the mental well-being, job satisfaction, and productivity of the staff. For example, elements such as effective communication, team support, and good leadership can create a positive work environment, increase collaboration, and optimize health care provided to patients. Therefore, a good understanding and management of the *non-physical* aspects of the work environment is very important to create a conducive atmosphere for the success of health care tasks in hospitals (Andriani et al., 2020).

Work environment is significant to performance (Sutaguna et al., 2023), where this factor can affect employee performance because a human will be able to carry out his activities well, so that optimal results are achieved if supported by appropriate environmental conditions. Environmental conditions are said to be good or appropriate if humans can carry out their activities optimally, healthy and safe. Unfavorable environmental conditions can also demand more energy and time and do not support the creation of an efficient work system design. The availability of a good work environment can provide comfort for employees, because of the role of employees as a workforce. For this reason, in carrying out their activities, employees must be able to feel comfortable at work, so that they can fully concentrate on carrying out their duties according to their duties and SOPs.

The Relationship of Organizational Commitment to the Performance of Kendari City Hospital Inpatient Nurses

Organizational commitment is a state in which an employee takes sides with a particular organization and the goals and desires to maintain membership in that organization. So high job involvement means siding with a particular job of an individual (Soelton et al., 2021). Organizational commitment is a feeling of psychological and physical attachment or attachment of an employee to the organization in which he works or the organization of which he is a member. Psychological relatedness means that employees feel happy and proud to work for or be members of the organization. This linkage or attachment has three forms of obeying the norms, values and regulations of the organization, identifying itself with the organization and internalizing the norms, values and regulations of the organization. In other words, it is an attitude that reflects employee loyalty to the organization and the ongoing process by which members of the organization express concern for the organization and its success and continuous progress.

The results of his research show that there is an influence of commitment to the performance of nurses at Bahteramas Hospital and studies from Razzaka 2020 his research shows the positive influence of organizational commitment (affective, normative, and continuity) on performance, at the same time, this study also presents detailed answers regarding factors that affect employee performance, one of which is organizational commitment. Organizational commitment has a significant effect on performance (Yandi & Havidz, 2022), these findings confirm that individuals with a high level of organizational commitment will show positive behavior towards the organization, sacrifice as well as possible, and have a strong sense of loyalty to the organization, as well as the desire to stay in the organization and work hard.

Relationship between Physical, *Non-Physical Work* Environment and Organizational Commitment Against the Performance of Kendari City Hospital Inpatient Nurses

It is known that physical work environment variables are significant to nurse performance. The physical work environment consists of several important elements that can contribute significantly to the nurse's performance. First, adequate lighting in an office environment is very important because it can affect the level of comfort and efficiency in carrying out the duties of nurses. Adequate lighting helps nurses clearly see important details, such as patients' vital signs, medical records, and medical procedures, allowing them to provide care more accurately and quickly.

Furthermore, air conditioning in the room is also an important factor to support the work of nurses. A comfortable and controlled temperature helps maintain the well-being and comfort of nurses during long hours of working indoors. When nurses are physically comfortable, they tend to be more focused and efficient in carrying out their duties, thus improving the quality of care provided to patients. In addition, a clean and orderly office environment is very important to support nurse performance. A clean working environment helps create safe and hygienic conditions, thereby reducing the risk of contamination and disease spread among patients and medical staff. It also creates a positive and pleasant working atmosphere for nurses, which can improve their motivation and overall performance.

A neat and comfortable layout is also an important factor in a physical work environment that supports nurse performance. A good and efficient layout of the room helps make it easier for nurses to navigate and access medical equipment and patients. With an organized layout, nurses can work more quickly and efficiently, increasing the productivity and quality of care they provide. Finally, security in the room is crucial to support the nurse's performance. Good security in the work environment includes physical security, such as protection against fire or other disasters, as well as information security, such as protection of patient medical data. When nurses feel safe and secure in the work environment, they can work more calmly and focused, thus improving the quality of care they provide. Overall, all these elements in a physical work environment, namely adequate lighting, comfortable air conditioning, cleanliness, neat and comfortable room layout, and safety, have a significant influence on nurse performance.

The Relationship between Physical Work Environment, Non-Physical Work Environment, and Organizational Commitment on the Performance of Nurses in the Inpatient Ward of Kendari City Hospital

By creating a good and supportive work environment, hospitals and health institutions can improve the efficiency, productivity, and quality of care provided by nurses to patients. Work environment significant to performance (Karo et al., 2022), the work environment plays an important role in improving performance. Non-physical work environments are significant to nurses' performance. Non-physical work environments, or non-physical aspects of the work environment, also have a significant impact on nurses' performance. First of all, the establishment of harmonious relationships between colleagues is an important element in a non-physical work environment. When nurses are able to work in an environment where relationships among medical staff are harmonious and supportive, it creates a positive and pleasant working atmosphere. Good relationships between colleagues can improve collaboration, mutual help, and team support, which in turn can improve the efficiency and quality of care provided.

The establishment of good communication between leaders and subordinates is also very important in a *non-physical* work environment that supports nurse performance. Effective communication between leaders and subordinates allows nurses to clearly understand the expectations, goals, and direction of management. This creates clarity in duties and responsibilities, as well as giving nurses a sense of support and recognition for their contributions. Good communication also allows nurses to provide feedback and convey any needs or concerns they face, thus enabling timely solutions and continuous improvement in the quality of care. So overall, a *non-physical* work environment consisting of harmonious relationships between colleagues, without conflict, and good communication between leaders and subordinates has a significant impact on nurse performance. By creating a work environment that supports these non-physical aspects, hospitals and health institutions can improve collaboration, efficiency, quality of care, and nurse job satisfaction, which in turn will improve the health services provided to patients.

Organizational commitment has a significant effect on nurse performance (Febrian et al., 2023), this finding confirms organizational commitment that reflects attitudes that reflect the extent to which an individual knows and is attached to his organization or to the hospital affects their performance in the field. Where this factor is in accordance with this finding where work environment factors are important to pay attention to so that the work environment is a factor that can improve performance. Multivariate analysis uses a logistic regression test using the *enter* method, which is by entering all independent variables into the model simultaneously to determine the most influential independent variable and determine the *value of the odd ratio*, which is one way to measure how strong the relationship between the independent variable and the dependent is.

Based on data analysis, known value *Cox & Snell R Square* 0.368 which shows that the independent variable can affect the dependent variable by 36.8%, meaning that it is still 63.2 percent outside the model that affects nurse performance. This finding shows that if the physical work environment, the work environment *Non Physical* and organizational commitment significantly affected performance variables by 36.8 percent and there were still 63.4 percent outside the model that affected nurse performance variables. This finding also

shows the most dominant physical work environment in this model with a significant value of 0.017 with the highest OR value, namely 88.159 or the most dominant variable affecting nurse performance

Conclusion

Based on the results of research and discussion, the conclusion that can be drawn is that there is a significant relationship between the physical work environment, non-physical work environment, and organizational commitment with the performance of nurses in the Kendari City Hospital Inpatient Room. It was found that physical and non-physical work environments, as well as organizational commitment had a positive influence on nurses' performance. Furthermore, the most dominant variable in influencing nurse performance is organizational commitment. Therefore, it is recommended that the Kendari City Hospital pay more attention to the physical and non-physical working environment conditions, as well as increase the organization's commitment to improve nurses' performance. Nurses are also expected to pay attention to physical and non-physical work environments, and maintain organizational commitment in carrying out their duties. For future research, it is advisable to consider adding variables related to nurse performance to gain a more comprehensive understanding.

References

- Afandi, A. T., & Ardiana, A. (2021). Exploration of the non-physical work environment and burnout syndrome for nurses at the jember regional hospital. *Pakistan Journal of Medical and Health Sciences*, 15(1), 256–259.
- Andriani, R., Ahman, E., & Santoso, B. (2020). *Conditional Process Pada Manajemen SDM: Perspektif Polychronicity, Kepuasan Kerja, Engagement Karyawan, Lingkungan Kerja, dan Turnover Intention*. Gracias Logis Kreatif.
- Asike, A. (2023). Pengaruh Budaya Organisasi dan Lingkungan Kerja terhadap Kinerja Pegawai Pada Badan Pendapatan Daerah. *Jurnal Ilmiah Multidisiplin Amsir*, 1(2), 220–230.
- Azhar, Z. (2023). Making Applications for Midwives' Independent Practice Using the Waterfall Method. *Journal of Health Science and Medical Therapy*, 1(01), 30–37. <https://doi.org/10.59653/jhsmt.v1i01.144>
- Febrian, W. D., Perkasa, D. H., Purnama, Y. H., & Apriani, A. (2023). Impact of Organizational Commitment on Nurse Performance with Organization Citizen Behavior as a Mediation Variable in XYZ Hospital. *KnE Social Sciences*, 307–317.
- FoEh, J. E. H. J., Meutia, K. I., & Basuki, R. (2021). Faktor-Faktor Yang Mempengaruhi Kinerja Karyawan RSUD SK Lerik Kota Kupang. *Jurnal Kajian Ilmiah*, 21(3), 275–292.
- Karoso, S., Riinawati, R., Ilham, R. N., Rais, R. G. P., & Latifa, D. (2022). Analyzing the relationship of work environment and quality of work life on employee performance: The mediating role of organizational commitment. *Journal of Madani Society*, 1(3),

The Relationship between Physical Work Environment, Non-Physical Work Environment, and Organizational Commitment on the Performance of Nurses in the Inpatient Ward of Kendari City Hospital

167–173.

- Kurniawanto, H., Rahmadi, Z. T., & Wahyudi, M. A. (2022). Effect of work environment and motivation on employee performance with job satisfaction as a mediation. *International Journal of Social and Management Studies*, 3(3), 150–162.
- Kusnadi, E., & Yundari, D. T. (2020). Hubungan Stres Psikologis Dengan Kejadian Gastritis di Wilayah Kerja Puskesmas Cisarupan. *Journal Medika Cendikia*, 7(1), 28–34.
- Marlina, E., Wulandari, N., & Ramashar, W. (2020). Peran Organizational Citizenship Behavior pada Pengaruh Budaya Organisasi dan Komitmen Organisasi Terhadap Kinerja Karyawan SKK Migas. *Muhammadiyah Riau Accounting and Business Journal*, 2(1), 127–137.
- Pangestuti, A., Indawati, R., Indriani, D., & Kirana, G. R. (2023). Studi Systematic Literature Review Hubungan Gaya Kepemimpinan Terhadap Kinerja Perawat Di Rumah Sakit. *Jurnal Ners*, 7(2), 1333–1339.
- Pritami, R. F., Harun, M. F., Kurniawati, F., & Idrus, I. (2021). Analisis Determinan Lingkungan Kerja Terhadap Kinerja Tenaga Perawat Di Rumah Sakit Umum Bahteramas Provinsi Sulawesi Tenggara. *Jurnal Inovasi Sains Dan Teknologi (INSTEK)*, 4(2), 8–21.
- Rahmi, T. E., Wibowo, S., & Mukti, M. A. (2019). The Effect of Physical Work Environment, Work Safety, Occupational Health and Work Discipline on Employee Productivity. *Journal of Research in Management*, 1(4).
- Ridwan, I. H. J., & Sudrajat, M. H. A. S. (2020). *Hukum administrasi Negara dan kebijakan pelayanan publik*. Nuansa Cendekia.
- Sadewo, I. P., Surachman, S., & Rofiaty, R. (2021). The influence of working environment to employee performance mediated by work motivation: A study of Malang, Indonesia retails stores. *International Journal of Research in Business and Social Science* (2147-4478), 10(3), 213–222.
- Sarıköse, S., & Göktepe, N. (2022). Effects of nurses' individual, professional and work environment characteristics on job performance. *Journal of Clinical Nursing*, 31(5–6), 633–641.
- Sayyid, A. (2023). Analysis of Completeness of Filling in Medical Record Files. *Journal of Health Science and Medical Therapy*, 1(01), 1–6. <https://doi.org/10.59653/jhsmt.v1i01.140>
- Setiyawan, A. E. N. (2020). *Gambaran Beban Kerja Perawat Di Ruang Instalasi Gawat Darurat (IGD) RSUD Undata Provinsi Sulawesi Tengah*.
- Soelton, M., Wahyono, T., Arief, H., Saratian, E. T. P., Setiady, K., Syah, T. Y. R., & Erlangga, A. (2021). Exploring Factors That Influence Organizational Performance in Non Profit Institutions at South Sulawesi–Indonesia. *International Journal of Innovative Science and Research Technology*, 6(3), 973–981.
- Sutaguna, I. N. T., Yusuf, M., Ardianto, R., & Wartono, P. (2023). The Effect Of Competence, Work Experience, Work Environment, And Work Discipline On Employee Performance. *Asian Journal of Management, Entrepreneurship and Social Science*,

3(01), 367–381.

- Wiratama, R. A. A., Widyani, A. A. D., & Saraswati, N. P. A. S. (2022). Pengaruh Budaya Organisasi, Stres Kerja dan Komitmen Organisasi terhadap Kinerja Karyawan pada Koperasi Lumbung Sari Sedana Buduk Kabupaten Badung. *EMAS*, 3(8), 190–199.
- Yandi, A., & Havidz, H. B. H. (2022). Employee performance model: Work engagement through job satisfaction and organizational commitment (A study of human resource management literature study). *Dinasti International Journal of Management Science*, 3(3), 547–565.