

The Relationship Between Work Shifts And Work Stress Among Nurses In The Maternity Ward At Permata Bunda Hospital

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ABSTRACT

Background & Objective: Stress is a symptom of the biggest disease of the modern century that is often experienced by nurses in hospitals. Stress in the workplace is where employees encounter conditions of overwork, low levels of job satisfaction. One of the causes of work stress is work shift arrangements. The data obtained is that nurses complain of work stress due to the continuing shift schedule or nurses replacing their colleagues' work shifts due to the lack of manpower in the room. The purpose of this study was to determine the relationship between work shifts and nurses' work stress in the maternity ward of Permata Bunda Hospital Purwodadi. **Method:** This is quantitative research with a cross sectional research method, with a correlation approach, the sampling technique used total sampling, which amounted to 26 respondents. **Result:** The test results using spearman rank between work shifts and nurses' work stress, obtained p value $(0.000) < \alpha (0.05)$ which means H_0 is rejected and H_a is accepted. With a correlation result of 0.723, it's concluded that there is a significant relationship between work shifts and work stress. **Conclusion:** There is a relationship between work shifts and nurses' work stress, meaning that there is a positive correlation between work shifts and work stress. This means that the more inappropriate the work shift, the heavier the nurse's work stress.

Introduction

The total number of health human resources in health facilities in Indonesia In 2023, there will be 2,077,473 people, consisting of 183,694 medical personnel (8.8%), 1,317,589 health workers (63.4%), and 576,190 health support workers (27.7%). (63.4%), and 576,190 health support workers (27.7%) (Kementrian Kesehatan, 2024) .

Occupational stress for health workers is detrimental to themselves and their organizations, because it can cause them to experience fatigue, be rude, anxious, increase blood pressure, reduce self-confidence, increase their dissatisfaction with work and reduce their productivity. Occupational stress experienced by health workers can have a significant impact on their quality of life and performance in all aspects, including patient care and patient safety (Hasanaton. L , 2024)

The causes of job stress are categorized into three characteristics, namely organizational, individual and environmental characteristics. Organizational characteristics include lack of autonomy, career progression, workload, interaction, tenure and also individual characteristics which include family support, burnout, conflict with colleagues, age, gender and marital status. Environmental characteristics include noise and pollution (Khaldun, 2022)

Work shifts in hospitals in Indonesia generally consist of three shifts, namely: morning shift works for 7 hours from 7.00-14.00; afternoon shift works 7 hours from 14.00-21.00; and night shift works 10 hours from 21.00-7.00. This situation shows that the night shift has the longest working time (Seguh et al., 2019)

Based on data obtained from the inpatient ward section of Permata Bunda Purwodadi Hospital, the number of nurses working in the maternity ward is 26 female nurses. nurses are required to work optimally and improve the quality of hospital services so that nurses often experience indicators of work stress.

Then from the results of interviews with several nurses in the maternity ward, nurses complained of work stress because the shifts that continued to run were not enough with the amount of work that had to be done by nurses. With the events experienced by nurses, it can be concluded that nurses experience work stress. The purpose of this study was to analyze the relationship between work shifts and work stress in nurses in the maternity ward of the Permata Bunda Hospital.

Objective

The purpose of this study was to determine the relationship between work shifts and nurses' work stress in the maternity ward of Permata Bunda Hospital Purwodadi.

Method

This type of research is a correlation with a *cross sectional* approach. The population used in this study were nurses in the maternity ward of the Permata bunda hospital totaling 26 people. The number of samples in this study were 26 nurses who were taken with the *total sampling* technique. inclusion criteria in this research sample are nurses who are assigned to the maternity ward of the pernata bunda hospital, the exclusion criteria in this study are nurses who are sick, nurses who are on leave.

This research instrument used a work *shift* questionnaire score sheet and a *depression anxiety stress scale* (DASS) questionnaire score sheet for the work stress questionnaire. The research was conducted in August-September in the maternity ward of Permata Bunda Hospital.

Results

TABLE 1. Frequency Distribution Based on Gender of Respondents

Gender	Frequency (n)	Percentage (%)
Female	26	100 %
Total	26	100 %

The distribution based on gender, all respondents were female, namely a total of 26 (100 %).

TABLE 2. Frequency Distribution Based on Age of Respondents

Age category	Frequency (n)	Percentage (%)
30-45	9	34.6 %
46-56	17	65.4 %
total	26	100 %

The distribution of respondents based on age is most at the age of 40 – 56, namely total of 17 (65,4 %)

TABLE 3 Frequency Distribution Based on Respondents' Education

Education	Frequency (n)	Percentage (%)
DII/DIPLOMA	7	26.9 %
NERS	19	73.1 %
Total	26	100 %

The distribution of respondents based on education is most at ners, namely total of 19 (73, 1 %)

TABLE 4 Frequency Distribution Based on Respondents' Work Shift

Work shifts	Frequency (n)	Percentage (%)
Morning	7	26.5 %
Afternoon	9	34.6 %
Night	10	38.5 %
Total	26	100 %

The distribution of respondents based on work shifts is night shift, namely of 10 (38.5 %)

TABLE 5 Relationship between shift work and job stress among maternity nurses

Shift	Kategori Stress			Total	P
	Light	Medium	Heavy		
Sesuai	3	11	0	14	0,000
Tidak sesuai	0	4	8	12	
Total	3 (11.5%)	15 (57.7%)	8 (30.8%)	26 (100.0%)	

The distribution of respondents based on unsuitable work shifts and experiencing severe stress was 8 respondents.

TABLE 6 Normality test results

	Shapiro-Wilk		
	Statistic	Df	Sig.
Shift category	.637	26	.000
Stres category	.779	26	.000

Tabel 7 Spearman correlation analysis results

		Kategori shift kerja	Kategori stres kerja
Shift category	<i>Correlation</i>		
	<i>Coefficient</i>	1000	0.723**
	<i>Sig.</i>		0.000
	<i>N</i>	26	26
Stress category	<i>Correlation</i>		
	<i>Coefficient</i>	0.723**	1.000
	<i>Sig.</i>	0.000	
	<i>N</i>	26	26

Before conducting bivariate analysis, researchers conducted a normality test. The results of the normality test using *Shapiro Wilk* obtained a significant value on work shifts and work stress of 0.000. Because the significant value $p > 0.05$, it is concluded that the data distribution is not normal. Furthermore, a correlation test will be carried out using the *Spearman rank* correlation.

Based on Table 7 of the results of the *Spearman* Analysis test, the p-value (0.000) < 0.05 is obtained, so H_0 is rejected and H_a is accepted, so it can be concluded that there is a significant relationship between work shifts and nurses' work stress in the maternity ward of the Permata Bunda Purwodadi Hospital.

Significantly, it is said that there is a relationship between work shifts and nurses' work stress in the maternity ward and a correlation coefficient of 0.723 is obtained, meaning that there is a significant relationship between work shifts and nurses' work stress. The positive correlation shows that the relationship between work shifts and work stress in the maternity ward is unidirectional, meaning that the more

inappropriate the work shift, the heavier the work stress of nurses in the maternity ward of the Permata Bunda Purwodadi Hospital.

Discussion

The Relationship of Work Shift with Job Stress in Nurses

Shift work is a system implemented by the company to increase production/service maximally and continuously by working for 24 hours a day. Shift work has both positive and negative impacts. The positive impact of the shift system is that it can maximize existing resources, while the negative impact is a decrease in performance due to fatigue. Negative impact is the occurrence of decreased performance due to fatigue work, work safety and increased health problems (Rosyad, 2017).

Job stress is a feeling of pressure or a sense of pressure experienced by employees in dealing with their work. experienced by employees in dealing with their work. Work stress causes deviations in the psychological, physical and behavioral functions of behavior of individuals which causes deviation from Normal (Octavia, 2017)

Based on the results of the correlation test using the *spearman* test, the p-value value of $0.000 < 0.05$ H_0 is rejected, and H_a is accepted, so it can be concluded that there is a relationship between work shifts and nurses' work stress in the maternity ward of the Permata Bunda Hospital. Significantly, it is said that there is a relationship between work shifts and work stress and a correlation coefficient of 0.723 is obtained, meaning that there is a very strong correlation with a positive correlation direction. The positive correlation direction shows that the relationship between work shifts and work stress is said to be unidirectional. This means that the more inappropriate the work shifts of the nurses of Permata bunda hospital purwodadi, the heavier the work stress of the nurses of Permata bunda hospital purwodadi.

According to researchers, the relationship between work *shifts* and work stress is caused by irregular or unpredictable *shift* rotation hours, excessive workload and work demands that must be completed by deadline so that nurses must complete it quickly. This research is in line with Pridani said that the effect of the work shift it self can have an impact on sleep, health, appearance and organizational results. Shift work affects sleep and awakening by disrupting cycardian regulations, family and social life. Sleep obtained during the day or at irregular times is of poorer quality than that obtained normally (Pridani, 2023).

Night shift workers are at risk of non-communicable diseases. This is is related to the disruption of the circadian rhythm system as a result of changes in sleep hours. Sleep hours Disruption of the circadian rhythm system has been scientifically proven to play a role in increased risk of non-communicable diseases in workers that social support has a significant effect on performance in nurses. Saturation can affect nurse performance, so it is important for hospital management to pay attention to nurse saturation. When the nurse gets support from the family in helping to solve the problems being experienced by the nurse, the form of support can be in the form of the family being willing to hear all the complaints of the nurse he faces at the hospital so that the nurse can overcome the saturation faced in the work environment. With the appropriate amount of workload supported by the people around, saturation will be low (Damaianty Pasaribu et al., 2021)

This is in line with Robbin's (2016) which states that there is a positive and significant influence between the work environment on employee loyalty. Compensation is a reward to employees for all the work done by these employees. So that the better the compensation received by employees, the higher employee loyalty (Waskito. M & Sari. NK, 2022)

This is also in line with the research of I Wayan et al (2019), the results of this study indicate that the work environment, work stress and compensation have a positive and significant effect on employee loyalty (Anjani & Supartha, 2020). Fair compensation enhances employee loyalty, while excessive job stress has a detrimental effect on loyalty. A supportive work environment also plays a positive role in increasing loyalty levels (Sianturi, MM & Pramukty. R, 2023)

Limitations

The limitation in this study is that there were several respondents who did not fill out the questionnaire in a timely manner because the respondents had a workload on the *shift* being run. So the researcher had to wait to meet the criteria for filling out the questionnaire.

Conclusion

Work stress in nurses in the maternity room of the Permata Bunda Hospital Purwodadi is a moderate level of stress as many as 15 (57.7%). From the results of data analysis with the *Spearman* correlation test with a significance level (α) of 0.05, it was found that the *p value* = 0.000 ($p < 0.05$), which means that H_0 is rejected and H_a is accepted, meaning that there is a relationship between work shifts and work stress of maternity room nurses at the Permata Bunda Purwodadi Hospital.

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