

Nurses Spirituality and Performance: Comparison between General Hospital and Islamic Based Hospital

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Abstract. Nurses' spirituality is believed to affect their performance. However, how to describe the spirituality of nurses and their performance in general hospitals and Islamic-based hospitals requires further research. The study aimed to compare the spiritual and performance of nurses between general hospitals and Islamic based Hospital. This was a quantitative research with descriptive comparative design. This research was conducted at Puri Cinere General Hospital Jakarta with 104 respondents and Hajj Hospital Jakarta as Islamic based hospital with 112 respondents. Simple random sampling technique was used. The results showed significant differences in the spirituality of nurses between Islamic based hospitals and general hospitals with p value of 0.005. There was no significant difference in nurse performance between hospitals based on Islam and public hospitals with p value of 0.678. Recommendation for nurses to improve their knowledge about spirituality so that the quality of performance nurses will be increased as well.

Keyword: Nurse, Performance, spirituality

1 Introduction

In Indonesia, the issue of meeting the patient's spiritual needs is starting to emerge and the one of an interesting area to investigate further. Some previous studies indicate that the fulfillment of spiritual needs of patients are still low in Indonesia [1]–[4]. On the other hand, most of the preoperative patient's spiritual needs were met [5].

One of the factors that influence the patient's spiritual needs is the spirituality of nurses [6]. Nurses who have good spirituality will easily provide spiritual needs and show best performance. In other words, the spirituality of nurses can indirectly improve the quality of nursing services. Spiritual has a relationship with job performance [7]–[11]. As found by Bakar et.al (2017), nurse spirituality has a significant relationship with caring behavior. Nurse's spirituality could affect caring behavior in positive ways and potentially improve nursing practice [12].

Spirituality is often referred to as spiritual well-being, spiritual intelligence. Spirituality is the belief that there is a great power that affects person's life. Spirituality is defined as a general mind that refers to the human tendency to seek meaning and purpose in life, acceptance and inner peace, forgiveness and harmony, hope, beauty and love [13], [14]. Spiritual describes that as generally feeling connected to the highest power or consciousness and seeking answers

to questions about the meaning of life, sickness and other suffering, death or the purpose of life itself [15]. This research, spirituality based on Islamic religion.

From the research and theory above, it can be seen that the spirituality of nurses is very influential on the performance of nurses in meeting the spiritual needs of patients. Furthermore, nurses need awareness of their own spirituality in order to provide relevant and appropriate spiritual services so that patients can be treated as it should be. Based on the research above, it can be seen that there are spiritual differences between nurses in Islamic hospitals and public hospitals, but no one has yet compared the spirituality of nurses' performance between Islamic hospitals and public hospitals, so the goal of this research was examining the comparison of spirituality, nurse performance between public hospitals and Islamic hospitals.

2 Method

This research was conducted at general hospital and Islamic-based hospital. This type of research is a comparative descriptive quantitative study with a cross sectional approach.

The population in this study were Muslim nurses who worked in inpatient rooms. Obtained samples in public hospitals as many as 102 respondents and Islamic-based hospitals as many as 107 respondents. The sampling technique in this study was Simple Random Sampling.

The instrument used in this study used a spirituality questionnaire and the performance of nurses who had tested the validity and reliability previously by giving a questionnaire to the head of the room and then collected it to the researcher after all the questionnaires were filled.

There are 3 types of questionnaires in this study, there are demographic questionnaire, the nurse spirituality questionnaire with 27 item and the nurse performance questionnaire with 38 item. The nurse's spirituality questionnaire was compiled by the researcher based on the components of Islamic teaching principles. With the validity test results is 0.389-0.805 and the reliability test results is 0.928 so that the questionnaire is reliable and valid. While the nurse performance questionnaire developed by Wahyudi (2010) includes work performance, responsibility, obedience, honesty and cooperation. With the results of the validity test is 0.441 - 0.823 and the reliability test is 0.980, the questionnaire is reliable and valid.[16]

Basically there are two sources of data, primary and secondary. The secondary data, which are generally obtained from journal health education and collected from the head of Nursing Department from both hospitals. If we look at primary source, the data can be collected through surveys and questionnaires.

Data analysis in this study used univariate analysis with frequency distribution tables and bivariate analysis with Mann Whitney U and Spearman Rank Test because the data were not normally distributed. This research has obtained ethical approved.

3 Result

Respondent Characteristics

The characteristics of respondents in Islamic-based hospitals and general hospitals in this study were that the majority of respondents were female, respectively 84.1% and 95.1%.

Educational background of respondents in Islamic-based hospitals was dominated by D3 Nursing (Vocational Nursing Degree) amounting to 54.2%, but in general hospitals the most recent education was NERS Profession at 51%.

Table 1. Frequency Distribution Based on Category of Respondents in Islamic Based Hospitals and Hospitals.

| Characteristics Respondent | General Hospital | | Islamic Based Hospital | |
|----------------------------|------------------|------|------------------------|------|
| | n | % | n | % |
| Age | | | | |
| 18 – 40 years old | 87 | 85.3 | 84 | 78.5 |
| 41 – 60 years old | 15 | 14.7 | 23 | 21.5 |
| Gender | | | | |
| Female | 5 | 4.9 | 17 | 15.9 |
| Male | 97 | 95.1 | 90 | 84.1 |
| Last Education | | | | |
| D3 | 44 | 43.1 | 58 | 54.2 |
| S1/D4 | 6 | 5.9 | 2 | 1.9 |
| NERS | 52 | 51 | 47 | 43.9 |
| Length of Work | | | | |
| < 1 years | 15 | 14.7 | 7 | 6.5 |
| 1- 5 years | 31 | 30.4 | 16 | 15 |
| > 5 years | 56 | 54.9 | 84 | 78.5 |

Nurse's Spirituality

Table 2. Comparative Analysis of the Spirituality of Nurses in Islamic-Based Hospitals and General Hospitals.

| Spirituality of Nurses | N | Mean | Std. Dev | Min- Maks | Nilai P |
|-------------------------------|-----|--------|----------|-----------|---------|
| Islamic Based Hospital | 107 | 101.81 | 5.918 | 85 - 108 | 0.005 |
| General Hospital | 102 | 100.26 | 5.522 | | |

The average value of spirituality in Islamic-based hospitals was 101.81 for 107 respondents and the average spirituality value in general hospitals was 100.26 for 102 respondents. Based on the results of the Mann Whitney U statistical test, with a value of $p = 0.005 < (\alpha = 0.05)$ which means that there is a significant difference in the spirituality of nurses between Islamic-based hospitals and general hospitals.

Performance Of Nurses

Table 3 shows that in the Mean column, the average nurse performance score in Islamic-based hospitals is 134.85 for 107 respondents and the average nurse performance score in General Hospitals is 135.61 for 102 respondents.

Table 3. Comparative Analysis of Nurse Performance in Islamic-Based Hospitals and General Hospitals

| Performance of Nurses | N | Mean | Std. Deviasi | Min - Maks | P Value |
|------------------------|-----|--------|--------------|------------|---------|
| Islamic Based Hospital | 107 | 134.85 | 9.869 | 107– 150 | 0.678 |
| General Hospital | 102 | 135.61 | 9.002 | 110-149 | |

Furthermore, based on the results of the Mann Whitney U statistical test, it was obtained that the U value obtained was 5276 with a value of $p = 0.678 > (\alpha = 0.05)$ then H2 was rejected, which means there was no significant difference in nurse performance between Islamic-based hospitals and general hospitals.

Table 4. The Relationship between Spirituality and Performance of Nurses (n: 209)

| Variable | Mean | Standard Deviation | P-Value | R |
|------------------------|--------|--------------------|---------|-------|
| Spirituality of Nurses | 103.31 | 11054 | <0.0001 | 0.594 |
| Performance of Nurses | 106.67 | 10891 | | |

The results of the correlation data analysis between the two variables were the correlation coefficient of 0.594 and a significance value (p) of 0.000 ($p < 0.05$), which means that there is a relationship between spirituality and nurse performance. In addition, the table above shows that the correlation coefficient value is 0.594, which means that the relationship between nurse spirituality and nurse performance has a moderate level of relationship.

4 Discussion

Spiritual (spirituality) is something that is believed by a person in relation to a higher power (God), which raises a need and love for God, and apologies for any mistakes that have been made [18]. The results of the bivariate analysis in this study showed that there was a comparison of the spirituality of nurses in public hospitals and Islamic-based hospitals. According to the theory put forward by Sianturi (2014) stated that one of the factors that affect spirituality is the lack of knowledge related to spirituality [19]. The result of this study shown that in public hospitals, nurse spirituality is lower than Islamic-based hospitals, this may be because the hospital has not implemented a vision and mission related to Islamic spirituality so that the hospital does not provide studies related to spirituality to nurses. Research conducted by Utami (2009) showed that the results of nurses at BRSUD Sukorharjo have a sufficient level of knowledge about spirituality with percentage 62.24% [20]. Research conducted by Fitriyah (2016) showed that the knowledge, abilities and attitudes of nurses are proven to be influential in providing spiritual nursing care [21].

Low spirituality in public hospitals caused by the lack of adequate facilities and infrastructure for nurses to fulfill their spiritual needs. Organization and management are factors that can affect the spirituality of nurses [18]. Mulyono (2010) reported that organizational facilitation and leadership contribute to the growth of spirituality in the workplace [22]. Spirituality in the workplace encourages employee commitment to productivity and reduces absenteeism and job turnover [23]. Based on the results of research conducted by Mulyono (2010), it shows that high spirituality at work can increase nurse organizational commitment by

4.75 times than if spirituality in the workplace is low, the majority of respondents who feel spirituality in the workplace is strong have a strong organizational commitment (55 %) [22].

Nurse performance is an application of abilities or learning that has been received during the completion of the nursing education program to provide services and responsible for improving health and disease prevention and service to patients [24]. The results of this study indicate that there is no comparison of nurse performance between general hospitals and Islamic-based hospitals. If we review from the results of this study that the latest education of nurses in public hospitals is dominated by NERS Profession as much as 51% compared to Islamic-based hospitals dominated by D3 Vocational Nursing Degree as much as 54.2%.

According to Rivai (2010), the level of education of a person affects the level of his ability, the ability that can be increased by the level of education is intellectual ability [25]. The results of research conducted by Nurhidayah (2018) showed that there is a relationship between communication, reward, training & development, and collaboration with the performance of nurses in the Makassar City Hospital treatment room [26]. From the research results that have been previously described, it is possible that the performance of nurses is not only influenced by one factor but by several factors that determine the level of nurse's performance.

This research found that spirituality of nurses affects their work performance. The research findings are supported by Dehghani, Foroughian Yazdi & Askari (2019); Dupuis (2004); Haryono, Rosady & Shamsuri MdSaad (2018); Karakas (2010); Keramati et.al (2019). These results explain that nurses who have high spirituality will provide the best nursing care or their performance will be very good. High spirituality supports nurses to find the purpose and meaning of work, so that she will carry out her duties sincerely [8].

Nurdaya's research (2018) showed that spirituality has a significant effect on employee performance, in this study it states that when spirituality gets stronger, employee performance will increase by 0.204 [27]. A person's spirituality turns out to be able to provide answers to complex current problems due to major changes in the organization[28].

5 Conclusion

The results of this study indicate that there are differences in spirituality between general hospitals and Islamic-based hospitals. However, there is no significant difference in nurse performance between general hospitals and Islamic-based hospitals. The results of the correlation test indicate that there is a relationship between nurse spirituality and nurse performance.

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