

Job demands-resources model affects the performance of associate nurses in hospital

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Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20512460&lokasi=lokal>

Abstrak

Low nurses' performance is related with increased job demands and unprofessional job resources. This cross-sectional study aimed to analyze the effects of the job demands–resources model on the performance of associate nurses. The study population was composed of 126 nurses randomly selected. Data were analyzed using the multiple linear regression test. The results showed that job demands and job resources significantly affected the performance of associate nurses. A moderate or heavy level of job demands supported with good job resources will have a positive effect on nurse motivation; thus, nurse's performance remains good. Job demands must be balanced with job resources, which is important in formulating an organizational policy model that contributes to improving nurse performance.