Effect of Competence, Workload, Leadership on Nurse Performance

Memed Sena Setiawan¹, Septirina Rahayu²

¹,²Department of Nursing, RSPAD Gatot Soebroto College of Health Sciences, Jakarta
e-mail: memed.senasetiawan@akperrspadjakarta.ac.id¹, septirina rahayu@akperrspadjakarta.ac.id²

Abstract
The purpose of this study was to obtain an empirical description of the influence of competence, workload, leadership on nurse performance jointly or partially. Sampling using the Probability Sampling technique, which is a technique of giving equal opportunities to all members of the population selected to be the sample. The sample in this study was 50. The research method used in this research is descriptive qualitative method and the data analysis method used is multiple regression. Based on the research results, it can be concluded that competence has a significant effect on nurse performance as indicated by a significance value <0.05, which is equal to = 0.004, workload has a significant effect on nurse performance as indicated by a significance value <0.05, which is equal to 0.008, leadership has an effect significant to the performance of nurses as indicated by a significance value of <0.05, which is equal to = 0.002, and compensation has a significant effect on the performance of nurses as indicated by a significance value of <0.05, which is equal to = 0.002. Competence, workload, leadership, and compensation together have a significant effect on nurse performance as indicated by a significant value <0.05, which is equal to 0.000. The contribution of competence, workload, leadership, and compensation together on the nurse's performance is \( R^2 = 70.7\% \) and 29.3% is influenced by other factors.

Keywords: Competence, Workload, Leadership, Compensation, and Nurse Performance.

Introduction
The National Health System states that one form of health service strata is a hospital. Hospital is a medical referral line, a reference for health efforts and is the highest hierarchy of efforts to heal and recover patients. In the world of health, especially hospitals, organizational personnel consist of doctors and nurses as well as other health professionals as well as administrative employees.

Employees who have good performance will receive serious attention from their superiors, and superiors will also pay attention to all their demands so that these employees can be said to have the ability to meet their life needs both for work and for living in society.

The nurse is one of the health workers in the hospital who provides professional nursing services for 24 hours continuously during the client's care period. The nursing profession has an important role in providing quality health services in hospitals, because the types of services provided are biological, psychological, social, spiritual and carried out in a sustainable manner (Depkes RI, 2006).

One way to ensure the achievement of goal alignment, the hospital can provide
attention by providing compensation to nurses or employees, because compensation is a reciprocal relationship between the hospital and the nurse or employee.

Financial compensation is direct compensation received by nurses or employees consisting of salaries, benefits and incentives. In addition, to achieve organizational goals requires a leader who is able to work effectively. The smarter the leader is in carrying out his role, of course, the faster the company's goals will be achieved.

According to Hasibuan (2016) states that a leader is someone who uses his leadership authority to direct others and is responsible for that person's work in achieving a goal. Efforts to improve the performance of nurses through the application of maximum nursing care, human resources are very influential, especially in the level of competence of nurses, and the workload they carry and the compensation they receive.

Method
This research uses descriptive quantitative method using regression equation analysis, correlation coefficient, determination coefficient, F test and t test. The constellation of the relationship between the independent variable Competence (X1), Workload (X2), Leadership (X3), Compensation (X4), with the dependent variable Implementing Nurse Performance (Y).

Result
The data normality test is carried out to see whether the data is normally distributed or not. The data normality test in this study used the normality test, namely the One-Sample Kolmogorov-Smirnov Test with a 5% significance level test criteria. Guidelines for data decision making are close to or a normal distribution can be seen from:

a. If the significant value > 0.05, the data is normally distributed

b. If the significant value <0.05, the data is not normally distributed

Table of Data Normality Test Results

<table>
<thead>
<tr>
<th></th>
<th>Kolmogorov-Smirnov*</th>
<th>Shapiro-Wilk</th>
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<tbody>
<tr>
<td></td>
<td>Statistic</td>
<td>Df</td>
</tr>
<tr>
<td>Competence</td>
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<tr>
<td>Workload</td>
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<td>50</td>
</tr>
<tr>
<td>Leadership</td>
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<td>50</td>
</tr>
<tr>
<td>Compensation</td>
<td>.130</td>
<td>50</td>
</tr>
<tr>
<td>Performance</td>
<td>.094</td>
<td>50</td>
</tr>
</tbody>
</table>

*a. Lilliefors Significance Correction

b. This is a lower bound of the true significance.

Discussion
Based on the research results it was found that together, the four independent variables have a positive effect. F-count = 27,117 with a significant = 0.000, which means that the higher the three independent variables, the higher the performance of the nurse (Y). However, if a partial analysis is carried out, different supports are found.

Y = -15,579 + 0.320(X1) + 0.445(X2) + 0.532(X3) + 0.370(X4) + 7.260

Competency regression coefficient (X1) of 0.320; it means that if other independent variables have a fixed value and competence has increased by 1%, then performance (Y) will increase by 0.320. The coefficient is positive, meaning that there is a positive relationship between competence and performance. Hypothesis testing is conducted to produce t-count = 3.031 with a significance = 0.004. This means that the increasing competence, the more the performance of the nurse will increase.

Workload regression coefficient (X2) of 0.445; This means that if other independent variables are fixed in value and the Workload has increased by 1%, then Performance (Y) will increase by 0.445. The coefficient is positive, meaning that there is a positive relationship between Workload and Performance. Hypothesis testing is done to produce t-count = 2.800 with a significance = 0.008. This means that the more appropriate the Workload, the Nurse Performance will increase.
Leadership regression coefficient (X3) of 0.532; This means that if other independent variables are fixed in value and leadership has increased by 1%, then performance (Y) will increase by 0.532. The coefficient is positive, meaning that there is a positive relationship between leadership and performance. Hypothesis testing was conducted to produce t-count = 3.244 with a significance = 0.001. This means that the more effective the leadership, the higher the nurse's performance.

Among these differences, it can be seen that the leadership variable has the highest rank and the workload is the lowest. This information signals the need for management to review its workload policy for nurses. Material for review can be seen in the workload instrument items, there may be among the workload points that respondents consider problematic. If the workload is adjusted to the physical and mental conditions of the nurses, it may also affect the need to recruit new nurses. The implication is that it will add to the financial burden for the inpatient room of the Gatot Soebroto Presidential Hospital.

Regarding the competence of nurses, the management of the Inpatient Hospital of the Gatot Soebroto Presidential Hospital is expected to identify the possibility of changing inpatient facilities so that it requires special training which is useful for adjusting the new facilities used and the competencies that nurses must have. The implication is that it is necessary to provide sufficient time and competent tutors about the new facility.

Meanwhile, the compensation and leadership variables do not seem to have problems. The Inpatient Room of the Presidential Hospital of the Gatot Soebroto Army Hospital is the highest pride for prospective nurses in Indonesia, and the Inpatient Room of the Presidential Hospital of the Gatot Soebroto Regional Hospital in addition to adopting a situational leadership style can also adopt a military leadership style

**Conclusion**

Competence, Workload, Leadership, and Compensation collectively have a positive and significant impact on the performance of the inpatient nurses at the Gatot Soebroto Presidential Hospital.

**References**

[10]. Mutiara Pangabean, Manajemen Sumber Daya Manusia (Jakarta Ghalia Indonesia, 2002