

The Relationship Between Job Satisfaction and Organizational Commitment Nurses in The Inpatient Ward of Rst Wijayakusuma Purwokerto

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Abstract. Nurses must work professionally in accordance with the standards of the organization where the nurse works, so that nurses have a commitment to work which is influenced by various factors, one of which is job satisfaction from nurses in their organization. Nurses who are satisfied with their jobs will increase employee commitment to their organization. This study aims to determine the relationship between job satisfaction and the commitment of nurse organizations in the inpatient room of Wijayakusuma Purwokerto Hospital. The research method used is a quantitative method with a type of research in the form of correlation using a cross-sectional approach. The sampling technique in this study was carried out with a total sampling method of 79 nurses. This research was carried out at Wijayakusuma Purwokerto Hospital on May 28-June 5, 2024. The instruments used in this study used a job satisfaction survey questionnaire and an organizational commitment questionnaire. The data analysis in this study uses Spearman Rank analysis. The results of the research obtained were mostly female as many as 54 nurses (68.4%), aged ≥ 30 years as many as 45 nurses (57%), diploma education as many as 58 nurses (73.4%) and 51 nurses with a working period of 5-10 years (64.5%). The results of the Spearman Rank test found that there was a relationship between job satisfaction and the commitment of nurse organizations in the inpatient room of Wijayakusuma Purwokerto Hospital, p value 0.014 $\alpha=0.05$, (CC=0.276). The conclusion of the study is that there is a low relationship between job satisfaction and the commitment of nurse organizations in the inpatient room of Wijayakusuma Purwokerto Hospital.

1 Introduction

Nurses as health workers who have completed nursing education programs are authorized and obliged in the country concerned to provide health services, health improvement, disease prevention and services to patients. In the previous study, it was explained that

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nurses as health workers function to help both healthy and sick individuals, from the time of birth or death, to carry out daily activities independently with the will, strength, or knowledge possessed by the nurse (25).

The role of nurses as health workers is required to work professionally in accordance with the standards that have been implemented by the organization where the nurse works. Nurses who work professionally must have a commitment to the organization in which the nurse works. Employee commitment to the organization is a form of embodiment of elements that guarantee staff commitment, which in this case is the commitment of nursing staff who ensure the quality of service and nursing, including when the condition of nurses is in a high-stress situation and the context of work with HR (human resources) and the organization. Thus, organizational commitment is one of the crucial elements in supporting the professionalism of every nurse (19).

Based on data from the Indonesian Ministry of Health, it is known that nurses in Indonesia are classified into several provinces. In the statistical profile for the number of nurses in Central Java province is 50,680 nurses, while in the Banyumas district area there are 3,155 nurses. One of the hospitals in Banyumas district is Wijayakusuma Purwokerto Hospital with a total of 79 inpatient nurses (19).

The commitment of a person who works in an organization is influenced by the job satisfaction of the employee, which if the job satisfaction is realized in an organization, there will be a sense of trust in the organization because the employee feels cared for by the organization where he works. In an organization, it is explained that job satisfaction is closely related to organizational commitment so that job satisfaction created in the organization will increase trust in the organization (27).

Nurses who feel job satisfaction are an assessment and a manifestation of work feelings in their work. Job satisfaction will be manifested in the attitude of nurses in the work environment. Factors that assess job satisfaction are personal factors that affect their daily needs such as individual needs and desires as well as group and organizational factors such as relationships with colleagues and supervisors as well as conditions, work policies and compensation. Nurses with great job satisfaction have positive feelings about their jobs, while nurses with low job satisfaction have negative feelings about their jobs (12).

An organization is a place where individuals who need each other work together to achieve certain targets in a work system. Organizations that have good resource management will easily achieve organizational goals, so that they can increase workers' commitment to their organization. For this reason, organizations must know how to manage human resources as much as possible, so that employees will give their loyalty and commitment to the organization where they work (20).

Organizational commitment is the action in the individual to try (take the initiative) to the maximum to survive, work hard, and have confidence in the organization's goals so that there will be no desire to leave the organization. Employee commitment is very important because with this commitment, employees will be more responsible for their work, but in reality organizations often neglect to focus on employee commitment, to the organization where they work (20). Nurses' declining commitment to the organization where they work will lead to high workplace accidents, wound infections, increased mortality and turnover rate. Event turnover It is interpreted as the emergence of a desire in individuals to leave the organization where they work and look for another better organization. The amount of turnover that occurs in an organization reflects that the organization needs to improve its working conditions. It is important to pay attention to the commitment to the organization, especially the nurses who work in the hospital so that with a good commitment to the organization, nursing services will also be more optimal (5).

Low commitment to the organization where they work will have consequences for the employee. According to the previous theory, it was explained that low employee commitment to their organization will have an impact in the form of turnover, low work quality, low loyalty to the place where they work, work tardiness, high attendance, low employee desire to stay (17). All employees who work expect job satisfaction from the organization they work for (20).

Based on previous research at Prikasih Hospital, it was explained that some respondents who had high job satisfaction with their organization were 36 respondents (69.2%) with a test chi-square. It was found that there was a significant relationship between job satisfaction and organizational commitment to nurses at Prikasih Hospital. High job satisfaction from nurses to their place of work had 1,875 times the chance to have high commitment when working at Prikasih Hospital compared to nurses who had low job satisfaction (27).

Another study stated that non-ASN nurses have a commitment to the organization where they work in the emergency department by 84.15%, and indirectly have an influence of 6.04%. The conclusion of this study states that in an organization for the commitment of non-ASN nurses in the emergency department, the most influential is the job satisfaction variable (5).

A pre-survey conducted by researchers on Wednesday, April 17, 2024, found that the number of nurses in the Inpatient Room of Wijayakusuma Purwokerto Hospital amounted to 79 honorary nurses who worked in the inpatient rooms of Abimanyu 15, ICU 10, Antasena 11, Srikandi 9, Arimbi 15, Parikesit 9, Kresna 10. Based on the background description above, the author is interested in conducting research on "The Relationship between Job Satisfaction and Commitment of Nurse Organizations in the Inpatient Room of Wijayakusuma Purwokerto Hospital".

The purpose of this study is to determine the relationship between job satisfaction and the commitment of nurse organizations in the inpatient room of Wijayakusuma Purwokerto Hospital, as well as to find out the characteristics of the respondents, such as gender, age, education level, and working period. identify the job satisfaction of nurses in the inpatient room of Wijayakusuma Purwokerto Hospital, identify the commitment of nurse organizations in the inpatient room of Wijayakusuma Purwokerto Hospital, and analyze the relationship between job satisfaction and the commitment of nurse organizations in the inpatient room of Wijayakusuma Purwokerto Hospital.

2 Materials and Methode

2.1. Study Design

The type of research used in this study is descriptive design. This research is a cross-sectional study conducted at Wijayakusuma Purwokerto Hospital from May 28, 2024 to June 5, 2024. The purpose of this study is to determine the relationship between job satisfaction and the commitment of nurse organizations in the inpatient room of Wijayakusuma Purwokerto Hospital. This research has gone through an ethical review from the Health Research Ethics Committee of Harapan Bangsa University with Number B.LPPM-UHB/384/05/2024. The use of ethics is carried out to increase awareness about ethical signs, reduce the possibility of ethical violations, and educate researchers to regulate themselves to comply with ethics in research.

2.2. Participants and Data Collection

The sample was calculated using the total sampling technique. The total population is 79 honorary nurses in the inpatient room of Wijayakusuma Purwokerto Hospital which is divided into 7 inpatient rooms that meet the inclusion and exclusion criteria. The inclusion criteria are honorary nurses, while the exclusion criteria are civil servant nurses. Respondents who meet these criteria are selected by the researcher to be respondents in this study. So a total of 79 nurses were obtained from the population, the technique used was total sampling, namely all 79 honorary nurses from 7 rooms were used as research samples.

Table 1. Number of inpatient nurses at Wijayakusuma Purwokerto Hospital

It	Room	Nurse		Sum
		P	L	
1	Abhimanyu	9	6	15
2	ICU	6	4	10
3	Antasena	9	2	11
4	Srikandi	6	3	9
5	Arimbi	9	6	15
6	Parikesit	7	2	9
7	Krishna	8	2	10
	Total	54	25	79

The data collection method in this study is by using the Organizational Commitment Quissonnaire (OCQ) questionnaire through three dimensions of organizational commitment, namely affective commitment, normative commitment, and continuity (8). The Organizational Commitment Questionnaire (OCQ) conducted by the researcher was adopted from previous research (12). The questionnaire contains 24 questions with all valid statements that have been tested for validity and reliability by previous researchers with a validity result of 0.8 and a reliability result of 0.86. The instrument was calculated using a likert scale of 1 to 5, where 1 (strongly disagree), 2 (disagree), 3 (neutral), 4 (agree), 5 (strongly agree).

The Job Satisfaction Survey (JSS) questionnaire is a job satisfaction questionnaire to measure the level of job satisfaction of nurses, the Job Satisfaction Survey (JSS) managed by the researcher is adapted from previous research (3). The job satisfaction questionnaire contains 36 questions that have been tested for validity and reliability by previous researchers with the results of the validity of the r calculation in the range of 0.451-0.923 higher than the r table which means the item is valid and feasible for research. The reliability test related to job satisfaction of the Job Satisfaction Survey (JSS) was previously conducted by the first researcher on October 4, 2019 on 28 valid items, with a result of r Alpha 0.939 which means Reliable for these 28 items. The reliability test was retested on October 8, 2019 against 8 improvement items, obtaining an alpha of 0.907 which means higher than the Alpha standard. A total of 36 job satisfaction assessment items were declared reliable. The data collection technique in this study is primary data, data is given directly to respondents using two questionnaires, namely Job Satisfaction Survey (JSS) and Organizational Commitment Questionnaire (OCQ).

2.3. Development of Questionnaire

The questionnaire in this study consists of 2 parts, namely about Job satisfaction and organizational commitment in nurses.

2.3.1. Measures

- **Dependent Variables**
The dependent variable of organizational commitment.
- **Independent Variables**
The independent variable of this study is Job satisfaction.

2.4. Statistical Analysis

Descriptive analysis was performed on sample characteristics and Spearman Rank test was used to test the relationship between the dependent variable (organizational commitment) and the independent variable (job satisfaction). Data analysis using univariate analysis to describe the characteristics of respondents and bivariate analysis using theSpearman Rank (Rho) statistical test was used to measure the level or close relationship between two variables. Data processing uses computer assistance with SPSS 25 and Microsoft Excel applications.

3 Results And Discussion

Table 2. Characteristics of Gender of Nurses in the Inpatient Room ofWijayakusumaPurwokerto Hospital in 2024

No	Gender	Frequency (f)	Percentage (%)
1	Man	25	31,6%
2	Woman	54	68,4%
	Total	79	100%

Based on table 2, the nurses in the inpatient unit of Wijayakusuma Purwokerto Hospital are mostly female, as many as 54 nurses (68.4%). Based on the results of the research conducted by analyzing the characteristics of respondents based on gender from 79 respondents, it was obtained that most of the respondents were female, namely 54 respondents (68.4%) and male respondents, namely 25 respondents (31.6%).

The level of job satisfaction was mostly female with 6 respondents (7%) out of a total of 54 respondents (68%). Meanwhile, 4 respondents (5%) out of a total of 25 respondents (31%) were male. The most job stress satisfaction category is the adequate category with a total of 49 respondents (62%) women.

The level of organizational commitment of most respondents is female with a good category of 4 respondents (4%) out of a total of 54 respondents (68%). Meanwhile, the male gender was 4 respondents (4%) out of a total of

25 respondents (31%). The category of the highest level of organizational commitment is sufficient with a total of 50 respondents (63%) women.

As is known, the nursing profession is dominated by women and only a small

percentage of men choose the nursing profession. This is because the nursing profession is synonymous with motherhood, the role of women today has the freedom and desire to develop roles that have an impact on the psychological aspect because female nurses get satisfaction in work faster than men (1).

The results of this study are in accordance with the research (18). showed that the characteristics of respondents working at dr. Hasri Ainun Habibie Hospital were 35 nurses. Based on the gender, the respondents who were at dr. Hasri Ainun Habibie Hospital had the highest female gender of 27 people (77.1%). Women can have an impact on patients, individuals, groups and communities because women have a high sense of society.

Table 3. Characteristics of the Age of Nurses in the Inpatient Room ofWijayakusumaPurwokerto Hospital in 2024

No	Age	Frequency (f)	Percentage (%)
1	<30 years	34	43,0%
2	≥30 years	45	57,0%
	Total	79	100%

Based on table 3 characteristics of respondents based on age in the inpatient room of Wijayakusuma Purwokerto Hospital, most of them are ≥30 years old, namely 45 nurses with a percentage (57.0%). Based on the results of research that has been conducted from the age data of 79 respondents, it shows that most of the respondents are ≥30 years old, as many as 45 respondents (57%). Repondents aged <30 years as many as 34 respondents (43%).

Job satisfaction in the satisfied category with the age of ≥30 was 7 respondents (8%) out of a total of 45 respondents. Meanwhile, the job satisfaction category was satisfied with the age of <30 years as many as 3 respondents (3%) out of a total of 34 respondents. The category of the least job satisfaction level is <30 years old with a category of less than 1 respondent (1%). The category of the highest level of job satisfaction is sufficient with a total of 38 respondents (48%) aged ≥30. The level of organizational commitment with a sufficient category of respondents aged <30 years was 14 respondents (17%), respondents aged

≥30 years were 56 respondents (70%). With a good category level, some respondents aged <30 years were 6 respondents (7%), respondents aged ≥30 years were 3 respondents (3%). The category of the most organizational commitment is sufficient with the age of ≥30 years as many as 56 respondents (70%).

It can be assumed that the majority of nurses working in the inpatient room of Wijayakusuma Purwokerto Hospital are in the age range of more than

30 years, which shows that nurses are in the age range of young adults, where young adults are curious and adaptable. Age affects the ability to catch and the mindset of individuals where the older they get, the more developed their catches and mindsets so that the knowledge they acquire is considered to be better, even though employees who are older often have a less flexible attitude and find it difficult to accept changes (1).

The results of this study are in line with the research (21). In the Inpatient Room of the Wangaya Regional General Hospital, it was found that the majority of respondents were ≥32 years old, which was 107 (57.2%) respondents compared to nurses who were <32 years old, which was as many as 80 (42.8%), this included productive age. Productive age is also said to be the stage that determines individual success in increasing productivity, one of which is performance.

Table 4. Characteristics of Nurse Education in the Inpatient Room of Wijayakusuma Purwokerto Hospital in 2024

No	Education	Frequency (f)	Percentage (%)
1	Diploma	58	73,4%
2	Nurses	21	26,6%
	Total	79	100%

Based on table 4 characteristics of respondents based on education in nurses in the inpatient room of Wijayakusuma Purwokerto Hospital, most of them are diplomas, namely 58 nurses with a percentage (73.4%). Based on the results of the research that has been conducted, it shows that the education of most respondents is diploma, as many as 58 respondents (73.4%), respondents who have a nurse education level as many as 21 respondents (26.6%).

Job satisfaction in the satisfied category with diploma education was 5 respondents (6%) out of a total of 58 respondents. Meanwhile, the job satisfaction category was satisfied with nurse education as many as 5 respondents (6%) out of a total of 21 respondents. The category of the least job satisfaction level is diploma education with a category of less than 1 respondent (1%). The category with the highest level of job satisfaction is sufficient with a total of 52 respondents (73%) of diploma education.

The level of organizational commitment with the category of moderately partially educated diploma was 55 respondents (69%), and 19 respondents (24%) were educated as nurses. with a good category level, some of them are diploma-educated, as many as 3 respondents (3%), and 2 respondents (2%) are Ners-educated. The category of the highest level of organizational commitment is enough to have a diploma education as many as 55 respondents (69%).

So, the majority of nurses in the inpatient room of Wijayakusuma Purwokerto Hospital have a D3 Nursing education or commonly called a Diploma. This is because DIII Nursing education as an implementing nurse will be more focused on patient services so that it requires a considerable number of people while S1 Nursing Nurses education is more in its advocacy and managerial roles.

Health workers, especially nurses, have an important factor in the health services provided by health institutions and the improvement of the health status of the surrounding community. Therefore, competent and dedicated nurses are needed in good numbers and distribution in order to carry out their roles and functions optimally (15).

Based on the results of the research that has been conducted, it shows that most of the respondents' education level, namely DIII Nursing, which is a total of 31 (86.1%) respondents. The large percentage is due to the fact that the majority of nurses at Priscilla Medical Center Hospital have a DIII Nursing education level. This is in accordance with the policy of the Director of Priscilla Medical Center Hospital which makes the composition of the number of nursing D3 nurses larger, because nursing D3 nurses play the role of vocational nurses while S1 Nursing nurses are more needed by the hospital as managerial nurses who manage good service issues in each room in Priscilla Medical Center Hospital (13).

Table 5. Characteristics of Nurses' Working Period in the Inpatient Room of WijayakusumaPurwokerto Hospital in 2024

No	Working Period	Frequency (f)	Percentage (%)
1	<5 years	12	15,2%
2	5-10 years	51	64,5%
3	>10 years	16	20,3%
	Total	79	100%

Based on table 5 characteristics of respondents based on the working period of nurses in the inpatient room of Wijayakusuma Purwokerto Hospital, most of them are 5-10 years, namely 51 nurses with a percentage (64.5%). Based on the research that has been conducted, it has been shown that the working period of most respondents is 5-10 years as many as 51 respondents (64.5%), respondents with a working period of >10 years as many as 16 respondents (20.3%), respondents with a working period of <5 years as many as 13 respondents (15.2%).

Job satisfaction in the category was satisfied with a working period of >10 years, as many as 3 respondents (3%), the category was satisfied with a working period of <5 years, as many as 2 respondents (2%) out of a total of 12 respondents. The category of the least job satisfaction level is 5-10 years of service with a category of less than 1 respondent (1%). The category of the highest level of job satisfaction is sufficient with a total of 44 respondents (55%) working for 5-10 years.

The level of organizational commitment with a fairly partial category with a working period of <5 years as many as 10 respondents (12%), a working period of 5-10 as many as 47 respondents (59%), a working period of

>10 as many as 13 respondents (16%). with a good category level with a working period of <5 years as many as 2 respondents (2%). 5-10 working period as many as 5 respondents (6%), working period >10 as many as 2 respondents (2%). The category of the highest level of organizational commitment is 5-10 working period as many as 47 respondents (59%).

Based on data obtained in the field, most respondents have a working period of 5-10 years, which means that respondents after graduating from education immediately work there, then follow government programs related to nurse personnel selection. The working period is the length of time a nurse works in a hospital from the beginning of work to the end of a nurse who stops working. The longer a person's working life is, the more knowledge and experience he has, this can improve the skills of a nurse. A person who has a long working period will automatically form adequate work experience and create an effective work pattern and be able to solve various problems based on his experience, skills and knowledge (5).

This happens because of the existing work experience factor, some of them have had >5 years of work experience, which of course in terms of knowledge and experience they have a lot. In addition, a long working period will tend to make an employee more at home in an organization, this is due to being adapted to his environment for a long time so that an employee will feel comfortable with his job and become better at work (17).

Table 6. Job Satisfaction Level of Nurses in the Inpatient Room of RSTWijayakusumaPurwokerto in 2024

No.	Category	Frequency (f)	Percentage (%)
1.	Satisfied	10	12,7%
2.	Enough	68	86,0%
3.	Less	1	1,3%
	Total	79	100%

Based on table 6, it can be seen that the Job Satisfaction Level of Nurses in the inpatient room of WijayakusumaPurwokerto Hospital shows that most of the 68 nurses (86.0%) are included in the sufficient category, the satisfied category of 10 nurses with a percentage (12.7%), the category of less than 1 nurse with a percentage (1.3%).

Based on the research that has been conducted, it shows that job satisfaction in nurses at the WijayakusumaPurwokerto Hospital inpatient fee results from data processing analysis from the JSS (Job Satisfaction Survey) questionnaire show that out of a total of 79 reboilers, 68 nurses are in the adequate category (86.0%), as many as 10 nurses (12.7%) are in the satisfied category, and as many as 1 (1.3%) nurse are in the less category. The results of the questionnaire analysis obtained that the most factors in the nature of work indicator with an average score of 4.8 most nurses feel at home because the workplace environment is comfortable so that nurses feel more satisfied while working.

The nature of a person's job has a certain impact on their job satisfaction. Various studies have proven that if in their work, a person has the autonomy to act, makes an important contribution to the success of the organization and gets feedback on the results of the work he does, then the person concerned will feel satisfied (14).

In the aspect of job satisfaction, it involves an individual's optimistic view of the environment in which they work, especially in the context of work that is in line with the personal judgment of each individual. Nature of workGood means providing a suitable work environment, clear tasks, and adequate career development opportunities. It is important for companies to pay attention to and design their work well, according to the needs and desires of employees, in order to create a productive and satisfying work environment. Nature of work or the nature of the job is defined as the extent to which a job provides opportunities for employees to develop skills (26).

Factors that affect job satisfaction are the main factors in work, including wages, supervision, work security, working conditions, and opportunities to advance. In addition, respect for skills, social relationships at work, accuracy in resolving conflicts between people, equality are treated fairly both in terms of personal and duty. Promotion opportunities for achievements, length of service, and education that have been achieved by employees are a form of appreciation that every employee looks forward to (2).

Table 7. Level of Commitment of Nurse Organizations in the Inpatient Room of RSTWijayakusumaPurwokerto in 2024

No.	Category	Frequency (f)	Percentage (%)
1.	Good	9	11,4%
2.	Enough	70	88,6%
3.	Less	0	0%
	Total	79	100%

From the table 7 above, it can be seen that the Level of Commitment of Nurse Organizations in the inpatient room of Wijayakusuma Purwokerto Hospital is 70 nurses

(88.6%) in the sufficient category. Based on the research that has been carried out, it shows that nurses in the inpatient room of Wijayakusuma Purwokerto Hospital, the results of data processing analysis from the organizational commitment questionnaire show that out of a total of 79 respondents, 9 nurses (11.4%) got results including the good category, as many as 70 nurses (88.4%) in the adequate category, and as many as 0 nurses (0%) in the poor category.

The results of the questionnaire analysis obtained the most scores on the affective commitment indicator with an average score of 3.873. Affective commitment is an emotional feeling attached to the organization and belief in the organization's values. The affective commitment that a person has will provide emotional bonds and confidence in his company so that employees can be directly involved with those in the company. The existence of this involvement will have an impact on the performance produced. Employees who have good emotional bonds and are involved in the organization, of course, will provide better performance (16).

Based on the results of the research that has been carried out in line with the results of the research from (19), shows that the indicators contained in organizational commitment, nurses who have the best category are in affective commitment. The affective commitment indicator is the indicator that has the best frequency and percentage among other indicators. The researcher analyzed that the affective commitment of nurses in the inpatient room of Baladhika Husada Jember Level III Hospital was 49 people (60.5%).

Organizational commitment does not just happen, but there are several factors that affect it, namely: personal factors or personal factors, organizational factors and non-organizational factors. Individuals who have personal values will be the choice of individuals in behavior, which if individual values are in harmony with the values of the organization, then the individual will have a sense of comfort and motivation so that they will work optimally (19).

Table 8. Cross-Tabulation Of The Relationship Between Job Satisfaction And Commitment Of Nurse Organizations In The Inpatient Room Of Wijayakusumapurwokerto Hospital In 2024.

Job Satisfaction	Organizational Commitment						Total	%	P value	R value
	Good	%	Enough	%	Less	%				
Satisfied	2	20,0%	8	80,0%	0	0%	10	100%		
Enough	7	10,3	61	89,7%	0	0%	68	100%	0,014	0,276
Less	0	0%	1	100,0 %	0	0%	1	100%		
Total	9	11,4	70	88,6%	0	0%	79	100%		

Based on table 8 above, it shows that respondents who have job satisfaction with the satisfied category with good organizational commitment as much as 20.0%, the job satisfaction category with a good organizational commitment level of 10.3%, the job satisfaction category with a good organizational commitment level of 0%, the job satisfaction category with a sufficient organizational commitment level of 80.0%, the job satisfaction category with a sufficient organizational commitment level as much as 89.7%, the job satisfaction category is less than 100.0%, the job satisfaction category is satisfied with less than 0% organizational commitment, the job satisfaction category is less than 0%.

Based on table 8 above, it shows that there is a relationship between job satisfaction and commitment to organization in the inpatient room of Wijayakusuma Purwokerto Hospital. The results of the analysis using spearman rank obtained the results of the

Spearman Rank statistical test Spearman P value = 0.014 with $\alpha = 0.05$, with a coefficient correlation of 0.276 so that H_a was accepted, which means that there is a low correlation between job satisfaction and the commitment of the nurse organization in the inpatient room of Wijayakusuma Purwokerto Hospital.

The results of this study are in line with the research that has been conducted by (12), showed that there was a relationship between nurses' job satisfaction and nurse organization commitment, with a p value = $0.001 < \alpha$

0.05 so that H_0 failed, which means that there was a significant relationship between nurse job satisfaction and nurse organization commitment at Atma Husada Mahakam Samarinda Hospital, with a correlation value of 0.351. So that to be able to increase nurses' job satisfaction, a good organizational commitment is needed, by giving trust to employees by providing responsibility so that employees are motivated to succeed and advance their work.

Results of Research conducted by (22). It is known that job satisfaction has a positive and significant effect on organizational commitment. This is proven by a significant value of $0.001 < 0.05$ so that H_a is accepted and H_0 is rejected, so that the hypothesis about the influence of job satisfaction on organizational commitment is proven. This means that the more satisfied the employee is with his work, the better the commitment of the employee organization.

Based on the results of previous research conducted (9). In line with job satisfaction which has a positive and significant effect on the variable of organizational commitment. The effect of job satisfaction on organizational commitment resulted in a p-value of < 0.001 . The test results show that the p-value $<$ level of significance ($\alpha = 5\%$). This means that there is a significant influence of job satisfaction on organizational commitment. This means that the third research hypothesis (H_3) is accepted.

The researcher assumes from the results of the study that the conclusion that can be conveyed is that job satisfaction can affect organizational commitment, this shows that the respondent's choice of the job satisfaction instrument leads to an adequate answer and the respondent's choice of the organizational commitment instrument leads to the same answer, which is sufficient. In increasing nurse job satisfaction, organizations need members or a compact team. This can be based on the organization's commitment to its function as a unifier, a commitment to support the creation of balance in directing the work system.

Conclusions

Based on the results and discussion of research that has been carried out at Wijayakusuma Purwokerto Hospital, it can be concluded that most of the respondents have a level of organizational commitment in the sufficient category of 70 respondents (88.6%). There was a relationship between job satisfaction and the commitment of the nurse organization in the inpatient room of Wijayakusuma Purwokerto Hospital with a p value = 0.014 with $\alpha = 0.05$, with a correlation coefficient of 0.276 so that it can be seen that there is a low relationship between job satisfaction and the commitment of the nurse organization in the inpatient room of Wijayakusuma Purwokerto Hospital.

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