

## ABSTRACT

### **JOB PERFORMANCE ANALYSIS OF NURSES IN UNIVERSITAS AIRLANGGA HOSPITAL BASED ON GIBSON'S THEORY**

*Analytical Descriptive Study in Universitas Airlangga Hospital*

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**Introduction.** Job performance of nurses in hospital was important for hospital's evaluation to achieving highest healthy care. Application on job performance of nurses was influenced by many factors. The purpose of this study was to analyze the influence of individual, psychological, and organizational factors on job performance of nurses in Universitas Airlangga Hospital. **Method.** The design of the study was analytical descriptive with cross-sectional approach. The population was nurses in Universitas Airlangga Hospital. Sample was 56 respondents, taken by purposive sampling. The independent variables in this study were background (education and length of working), demography (age, married status, and gender), reward, workload, and motivation. The dependent variable was job performance. Data were collected by using questionnaires for independent variables and secondary data for dependent variable. Data were analyzed by using multiple logistic regression with degree of significance  $p < 0.05$ . **Result and Analysis.** Result showed that job performance was influenced by length of working ( $p=0.033$ ), age ( $p=0.034$ ), and reward ( $p=0.011$ ). But education ( $p=0,078$ ), married status ( $p=0,339$ ), gender ( $p=0,436$ ), workload ( $p=0,911$ ), and motivation ( $p=0,291$ ) were not influence for nurse's job performance. **Discussion.** Length of working was the most dominant factors that influence job performance in nurses (Exp value=37.02). It is suggested for nurses to increase their effort for high job performance and health status of people in Indonesia.

**Keyword :** Nurses, job performance, length of working, reward, age