



Analysis of Employment Relationship with Nurse Performance at Special Eye Hospital, North Sumatra Province

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Abstract

In the Special Eye Hospital of North Sumatra, it is known that there are several problems that occur which reflect the high number of nurses who experience work stress. This study aims to analyze whether there is a relationship between work stress and the performance of nurses in the Environment Eye Hospital Province Of North Sumatra This research was a quantitative research with a cross sectional research design. The study was conducted at the Environment Eye Hospital Province Of North Sumatra from July to August 2022. The number of samples was 43 nurses who were obtained by total sampling. The data in this study include primary data, secondary data and tertiary data. Data analysis was performed using univariate analysis test, bivariate analysis using Chi-square test and multivariate using logistic regression test. The results showed that in the univariate analysis of 43 respondents, most of the respondents aged > 35 years, as many as 24 (55.4%) respondents, female, as many as 40 (93.2%) respondents with D3 Nursing education as many as 34 (79,1%). In the bivariate analysis, it is known that there is a relationship between task demands (p value = 0.024), role demands (p value = 0.001), organizational structure (p value = 0.033), organizational leadership (p value = 0.024) with the performance of nurses in the Special Hospital Environment. Eyes of North Sumatra Province. The results of the multivariate analysis showed that the most dominantly related variable was the role demands variable (p value = 0.001).

Introduction

Every organization is required to optimize and manage human resources. The management of human resources cannot be separated from the factor of nurses who are expected to be able to perform as well as possible and can make an optimal contribution to the achievement of organizational goals. Likewise, efforts to improve the quality of human resources in the health sector need to be considered, especially to support the implementation of regional autonomy in creating health workers who have quality and have high dedication in devoting themselves as health agents that are needed by the community (Dessler, 2018). One of the organizations in the health sector is a hospital which is responsible for health development. The hospital is an agency engaged in public health services, where the success of the implementation of duties and responsibilities in the agency depends on the performance of the nurses in the agency.

Nurses in hospitals are the main assets in hospitals and have a strategic role in the organization, namely as thinkers, planners, and controllers of organizational activities in hospitals. As the main asset in the organization, every nurse is expected to produce performance that can support the achievement of organizational goals. The importance of the performance of nurses in

hospitals greatly influences the implementation of the agency's goals, namely to improve services to the community, especially in the process of monitoring and coaching the needs of information and health services. Nurse performance appraisal (performance appraisal) is basically a key factor to develop an organization effectively and efficiently, for better policies or programs (Anwar, 2019).

Nurse performance appraisal is a periodic assessment of the implementation of a nurse's work. The purpose of performance appraisal is to determine the success or failure of a nurse, and to find out the strengths and weaknesses of the nurse concerned in carrying out their duties. The results of the performance assessment are used as material for consideration in the development of nurses, including appointments, promotions, appointments in positions, education and training, as well as awarding. Nurse performance appraisal is carried out based on Government Regulation Number 30 of 2019 concerning Assessment of the Implementation of Civilian Nurses' Work. There are many factors that can affect the performance of nurses, such as work stress which has an impact on the performance of nurses themselves. One way that must be taken to improve the performance of nurses is by analyzing the work stress in the agency. Work stress analysis is very important to do in order to create a pleasant office atmosphere which is marked by nurses getting the right position according to their performance abilities (Mangkunegara & Anwar 2018).

Work stress is a physical and emotional disorder as a result of a mismatch between the capacities, resources or needs of workers originating from the work environment. These conditions can trigger stress due to inappropriate workloads, poor social environment, conflicts that occur, and a dangerous work environment. The uncomfortable working conditions play an important role in causing work stress. Whereas work stress can directly affect the safety and health of workers. This is because work stress can trigger health problems and even work accidents (International Labour Organization, 2019). According to data from the World Health Organization (WHO) in 2018, in various countries there are 80% of diseases caused by work. 35% of work-related stress is fatal and it is estimated that 43% of lost workdays are lost. The health statistical survey stated that male workers lost about 50.8% of working days and female workers lost about 58.5% of working days as a result of work stress.

According to data from reports on the implementation of occupational health in 26 provinces in Indonesia in 2019, the number of cases of common diseases in workers was 2,999,766 cases and the number of cases of work-related diseases was 428,844 cases. Nationally, the prevalence of people experiencing mental emotional disorders is 6%. As many as 64% of workers in Indonesia experience increased stress. Work-related health problems result in economic losses of 4-6%. Thus, it must be recognized that work-related stress is an important occupational health problem, which will cause a significant decrease in work productivity. The factors that are suspected to be the cause of work stress are: first, the workload is difficult and excessive. Second, the pressure and attitude of the leadership are unfair and unreasonable. Third, less time and work equipment. Fourth, the conflict between the individual and the leader or work group. Fifth, the remuneration is too low. Sixth, family problems such as children, wife, in-laws, and others (Agung, 2018).

Methods

This research is a quantitative research and the research design used in this research is an analytic survey with a cross sectional study design which aims to analyze the relationship between work stress and the performance of nurses in the Special Eye Hospital, North Sumatra Province (Notoatmodjo, 2019). The population in this study were all nurses with civil servant status in the Special Eye Hospital of North Sumatra Province, namely 43 nurses, excluding officials and honorary nurses. The sample in this study were all nurses in the Special Eye Hospital, North Sumatra Province, as many as 43 people and the sample size was determined

using a sampling technique, namely the total population on the grounds that the sample was less than 100 (Martono, 2010).

Results and Discussion

Univariate Data Analysis

Univariate data analysis in this study was conducted to determine the distribution of work stress with the performance of nurses in the Special Eye Hospital of North Sumatra Province. The frequency distribution in this study includes: age, gender, education, task demands, role demands, organizational structure, organizational leadership, and performance.

Distribution of Age, Gender, and Education in the Special Eye Hospital of North Sumatra Province

The distribution of the frequency of age, gender, and education can be seen in the table below:

Table 1. Distribution of Age, Gender, and Education in the Environment of the Special Eye Hospital of North Sumatra Province

Age	n	%
< 26 Years Old	1	2,3
26-35 Years	18	41,9
> 35 Years	24	55,8
Gender	n	%
Man	3	6,8 pm
Woman	40	93,2
Education	n	%
Nursing Diploma	34	79,1
Ners	9	8,9 pm
Total	43	100

Based on table 1 above, it is known that of the 43 respondents studied, it is known that most of the respondents were >35 years old, namely 24 (55.4%) respondents, while other respondents aged <26 years were 1 (2.3%) respondents, and aged 26-35 years as many as 18 (41.9%) respondents. Of the 43 respondents studied, it is known that most of the respondents were female, namely 40 (93.2%) respondents and the other respondents were male, namely 3 (6.8%). Of the 43 respondents studied, it is known that most of the respondents had a D3 Nursing education, namely 34 (79.1%) respondents and 9 (20.9%) nurses educated respondents.

Distribution of Task Forces in the Special Eye Hospital of North Sumatra Province

The distribution of task demands within the Special Eye Hospital of North Sumatra Province can be seen in the table below:

Table 2. Distribution of Task Demands in the Environment of the Special Eye Hospital of North Sumatra Province

Task Demands	n	%
Not good enough	23	53,5
Good	20	46,5
Total	43	100

Based on table 2 above, it is known that out of 43 respondents, most respondents stated that the demands for the task were not good 23 (53.5%) respondents, while the other respondents stated that the demands for the task were good, namely 20 (46.5%).

Distribution of Role Demands in the Environment of the Special Eye Hospital of North Sumatra Province

The distribution of role demands in the environment of the Special Eye Hospital of North Sumatra Province can be seen in the table figure below:

Table 3. Distribution of Role Demands in the Environment of the Special Eye Hospital of North Sumatra Province

Role Demands	n	%
Not good enough	25	58,1
Good	18	41,9
Total	43	100

Based on table 3 above, it is known that out of 43 respondents, most of the respondents stated that the role demands were not good, namely as many as 25 (58.1%) respondents, while other respondents stated that the demands for good roles were 18 (41.9%) respondents. .

Distribution of Organizational Structure in the Special Eye Hospital of North Sumatra Province

The distribution of the organizational structure within the Special Eye Hospital of North Sumatra Province can be seen in the table below:

Table 4. Distribution of Organizational Structure in the Environment of the Special Eye Hospital of North Sumatra Province

Organizational Structure	n	%
Not good enough	22	51,2
Good	21	48,8
Total	43	100

Based on table 4.4 above, it is known that from 43 respondents, most of the respondents stated that the organizational structure was not good, namely as many as 22 (51.2%) respondents, while other respondents stated that the organizational structure was good, namely 21 (48.8%) respondents. .

Distribution of Organizational Leadership in the Eye Hospital of North Sumatra Province

The distribution of organizational leadership within the Special Eye Hospital of North Sumatra Province can be seen in the table below:

Table 5. Distribution of Organizational Leadership in the Environment of the Special Eye Hospital of North Sumatra Province

Organizational Leadership	n	%
Not good enough	23	53,5
Good	20	46,5
Total	43	100

Based on table 5 above, it is known that from 43 respondents, most of the respondents stated that organizational leadership was not good, namely 23 (53.5%) respondents, while other respondents stated that organizational leadership was good, namely 20 (46.5%) respondents. .

Distribution of Performance in the Special Eye Hospital, North Sumatra Province

The distribution of performance in the Special Eye Hospital of North Sumatra Province can be seen in the table below:

Table 6. Performance Distribution in the Environment of the Special Eye Hospital of North Sumatra Province

Performance	n	%
Less	24	55,8
Good	19	44,2
Total	43	100

Based on table 6 above, it is known that out of 43 respondents, most of the respondents had poor performance, namely as many as 24 (55.8%) respondents, while respondents had good performance, namely 19 (44.2%) respondents.

Bivariate Data Analysis

The Relationship between Job Requirements and Nurse Performance in the Special Eye Hospital, North Sumatra Province

To find out the relationship between task demands and the performance of nurses in the Special Eye Hospital of North Sumatra Province, it can be seen in the table below:

Table 7. Relationship of Task Demands with Nurse Performance in the Environment of the Special Eye Hospital of North Sumatra Province

Task Demands	Performance						P value
	Less		Good		Total		
	n	%	n	%	n	%	
Not Good Enough	17	39,5	6	14,0	23	53,5	0,024
Good	7	16,2	13	30,1	20	46,5	
Total	24	55,7	43	44,3	43	100	

Based on table 7, it is known that of the 43 respondents studied, most of the respondents stated that the demands of the task were not good, as many as 23 (53.5%) respondents. There were as many as 17 (39.5%) respondents stated that the task demands were not good and had poor performance, as many as 6 (14.0%) respondents stated that the task demands were not good and had good performance. Based on the results of the above calculations, it is known that the statistical test results obtained a p-significancy value of 0.024 <0.05. So it can be concluded that there is a relationship between task demands and the performance of nurses in the Special Eye Hospital, North Sumatra Province.

The Relationship between Role Demands and Nurse Performance in the Special Eye Hospital, North Sumatra Province

To find out the relationship between role demands and the performance of nurses in the Special Eye Hospital of North Sumatra Province, it can be seen in the table below:

Table 8. Relationship of Role Demands with Nurse Performance in the Environment of the Special Eye Hospital of North Sumatra Province

Role Demands	Performance						p value
	Less		Good		Total		
	n	%	n	%	n	%	
Not Good Enough	20	46,5	5	11,6	25	58,1	0,001
Good	4	9,3	14	32,6	18	41,9	
Total	24	55,8	43	43,2	43	100	

Based on table 8, it is known that of the 43 respondents studied, most of the respondents stated that the demands of the role were not good, namely as many as 25 (58.1%) respondents. There were as many as 20 (46.5%) respondents stated that the role demands were not good and had

poor performance, as many as 5 (11.6%) respondents stated that the role demands were not good and had good performance.

Based on the results of the above calculations, it is known that the statistical test results obtained a p-significancy value of $0.001 < 0.05$. So it can be concluded that there is a relationship between role demands and the performance of nurses in the Special Eye Hospital, North Sumatra Province.

The Relationship between Organizational Structure and Nurse Performance in the Special Eye Hospital, North Sumatra Province

To find out the relationship between organizational structure and the performance of nurses in the Special Eye Hospital of North Sumatra Province, it can be seen in the table below:

Table 9. Relationship of Organizational Structure with Nurse Performance in the Environment of the Special Eye Hospital of North Sumatra Province

Organizational Structure	Performance						P value
	Less		Good		Total		
	n	%	n	%	n	%	
Not Good Enough	16	37,2	6	14,0	22	51,2	0,033
Good	8	18,6	13	30,2	21	48,8	
Total	24	55,8	43	44,2	43	100	

Based on table 9, it is known that of the 43 respondents studied, most of the respondents stated that the organizational structure was not good, namely as many as 22 (51.2%) respondents. There were as many as 16 (37.2%) respondents stated that the organizational structure was not good and had poor performance, as many as 6 (14.0%) respondents stated that the organizational structure was not good and had good performance.

Based on the results of the above calculations, it is known that the statistical test results obtained a p-significancy value of $0.033 < 0.05$. So it can be concluded that there is a relationship between organizational structure and the performance of nurses in the Special Eye Hospital of North Sumatra Province.

The Relationship between Organizational Leadership and Nurse Performance in the Special Eye Hospital, North Sumatra Province

To find out the relationship of organizational leadership with the performance of nurses in the Special Eye Hospital of North Sumatra Province, it can be seen in the table below:

Table 10. Relationship of Organizational Leadership with Nurse Performance in the Environment of the Special Eye Hospital of North Sumatra Province

Organizational Leadership	Performance						P value
	Less		Good		Total		
	n	%	n	%	n	%	
Not Good Enough	17	39,5	6	14,0	23	53,5	0,024
Good	7	16,3	13	30,2	20	46,5	
Total	56	55,8	43	44,2	43	100	

Based on table 10, it is known that of the 43 respondents studied, most of the respondents stated that the organizational leadership was not good, as many as 23 (53.5%) respondents. There were as many as 17 (39.5%) respondents stated that organizational leadership was not good and had poor performance, as many as 6 (14.0%) respondents stated that organizational leadership was not good and had good performance.

Based on the results of the above calculations, it is known that the statistical test results obtained a p-significance value of $0.024 < 0.05$. So it can be concluded that there is a relationship between organizational leadership and the performance of nurses in the Special Eye Hospital, North Sumatra Province.

Multivariate Analysis

The multivariate test aims to determine which variables are most related to the performance of nurses in the Special Eye Hospital, North Sumatra Province. The requirement to select a candidate in the logistic regression test is $p \text{ value} < 0.25$.

Table 11. Selection of Variable yang Candidates for Models in Multiple Logistic Regression Tests Based on Bivariate Analysis

Variable	p value	Information
Demands of the task	0,024	Candidate
Role demands	0,001	Candidate
Organizational structure	0,033	Candidate
Organizational leadership	0,024	Candidate

Based on the 11 above, it can be seen that all variables, namely four variables, are model candidates in the logistic regression test where the $p \text{ value} < 0.25$. The results of the logistic regression analysis can be seen in the following table:

Table 12. Results of the First Stage of Logistic Regression Analysis

Variable	B	p value	Exp(B) OR	95% CI ForExp (B)
Demands of the task	0,870	0,390	2,387	0,329-17,333
Role demands	21,245	0,040	16,793	0,230-19,000
Organizational structure	0,013	0,998	0,133	0,000-5,220
Organizational leadership	2,097	0,047	8,141	1,029-64,377

Table 13. Results of the Second Stage of Logistic Regression Analysis

Variable	B	p value	Exp(B) OR	95% CI For Exp (B)
Demands of the task	1,563	0,059	4,774	0,940-24,247
Role demands	2,345	0,005	10,4333	2,028-53,670
Organizational leadership	1,239	0,132	3,452	0,689-17,288

Table 14. Results of the Third Stage of Logistic Regression Analysis

Variable	B	p value	Exp(B) OR	95% CI For Exp (B)
Demands of the task	1,566	0,051	4,789	0,996-23,031
Role demands	2,576	0,001	13,149	2,699-64,065

Based on table 14 above, it can be seen that the last stage of the logistic regression analysis resulted in the most dominant variable related to the performance of nurses in the Special Eye Hospital, North Sumatra Province, namely the role demands variable with $p \text{ value} 0.001$, $OR = 13.149$ ($95\% \text{ CI} = 2.699 - 64,065$) means that respondents who state that the demands of the role are not good have a 13,149 times chance of having less performance compared to respondents who state that the demands of a good role with a B coefficient value of 2.576 are positive, the more nurses who state that the demands of the role are not good, the more nurses who have poor performance in the Special Eye Hospital Environment of North Sumatra Province.

The Relationship between Job Requirements and Nurse Performance in the Special Eye Hospital, North Sumatra Province

Demands for duties are conditions related to the work of a nurse who works in the Special Eye Hospital of North Sumatra Province, except for officials. Based on table 4.7, it is known that of the 43 respondents studied, most of the respondents stated that the demands of the task were not good, as many as 23 (53.5%) respondents. There were as many as 17 (39.5%) respondents stated that the task demands were not good and had poor performance, as many as 6 (14.0%) respondents stated that the task demands were not good and had good performance.

Based on the results of the above calculations, it is known that the statistical test results obtained a p-significance value of $0.024 < 0.05$. So it can be concluded that there is a relationship between task demands and the performance of nurses in the Special Eye Hospital of North Sumatra Province.

Based on the results of research in the Special Eye Hospital of North Sumatra Province, it is known that the demands of the task are related to the duties of the nurse itself. The duties assigned to nurses exceed the work capacity of nurses so that the work is considered heavy and has an impact on nurses' work stress. A number of jobs tend to cause different reactions for nurses. The severity of the demands of the task that must be done or charged to each nurse can put pressure on the nurse if it is felt that the demands of the task have too much burden so that it makes nurses easy to experience fatigue and makes nurses lazy to work. It is very clear that the demands of various tasks that are not in accordance with the competencies and skills possessed by the nurse will have an impact on work stress for the nurse concerned.

Task demands can be a reference for hospitals to increase organizational commitment so as to create nurses who are loyal to hospitals, because if nurses enjoy their jobs where they work, then nurses will feel at home at work to carry out work activities so that work time will be used effectively. and the nurse's work performance is optimistic that it will be high. Task demands are often reflected in the work behavior of nurses, hospitals that have a good work environment will have an effect on nurses' high organizational commitment to their organizations as well as if the work environment is lacking it will affect nurses' low organizational commitment to their organizations, organizations that are loyal to their organizations. workers will provide jobs that do not burden nurses.

This research is in line with the research conducted by Hendianti (2018) with the title "Overview of the Workload of Health Workers Implementing the Emergency Installation Unit at Muhammadiyah Hospital Bandung." ,44% less than 80% of the optimum working time of health workers for 24 hours. In order for health care workers' services to patients to be effective and efficient, periodic supervision can be carried out, re-explanation of the main duties of health workers, and recalculation of the needs of health workers (Hendianti, 2012).

Researchers assume that task demands are related to nurse performance, because with the demands of a fairly heavy task, nurses will feel less comfortable to work in the hospital and make the quality of their performance will decrease.

The Relationship between Role Demands and Nurse Performance in the Special Eye Hospital, North Sumatra Province

Role demands relate to the pressure placed on a person as a function of the particular role he plays in the organization. Role demands often create role conflict in a nurse. Based on table 4.8, it is known that of the 43 respondents studied, most of the respondents stated that the demands of the role were not good, namely as many as 25 (58.1%) respondents. There were as many as 20 (46.5%) respondents stated that the role demands were not good and had poor performance, as many as 5 (11.6%) respondents stated that the role demands were not good and had good performance.

Based on the results of the above calculations, it is known that the statistical test results obtained a p-significance value of $0.001 < 0.05$. So it can be concluded that there is a relationship between role demands and the performance of nurses in the Special Eye Hospital, North Sumatra Province.

From the results of the study, it is known that the demands of the nurse's role in the Special Eye Hospital of North Sumatra Province are quite heavy, causing work stress that has an impact on their performance, as stated by Robbins that performance will decrease if work stress occurs caused by pressure given to someone.

There are many factors in the Special Eye Hospital Environment of North Sumatra Province that can cause nurses' performance to decrease. Pressure to avoid mistakes or complete tasks in tight time, excessive workloads, bosses who are always demanding and insensitive, and unpleasant coworkers are some of them. It can classify these factors into task, role, and interpersonal demands.

The low performance of nurses caused by the work stress experienced by a person is influenced by stress-causing factors both from within and outside the work. The factors that cause work stress discussed in this study are only organizational factors, namely factors originating from within the work that include role demands.

This research is in line with research conducted by Yanti, et al (2019) with the title "The Effect of Job Stress and Job Satisfaction on Nurse Performance at Ud. Garuda Agung Kencana". (1) The results showed that job stress and job satisfaction had a significant effect on nurse performance, (2) job stress had a negative and significant effect on nurse performance, (3) job stress had a positive and significant effect on job satisfaction, (4) job satisfaction had a positive and significant effect on nurse performance (Potu, 2013).

Pramudia found that role demands simultaneously had a significant effect on nurse performance, role demands became a workload partially had a significant negative effect on nurse performance, work conflict partially had a significant negative effect on nurse performance (Pramudia et al., 2019).

The researcher assumes that the demands of the role felt by nurses in the Special Eye Hospital environment of North Sumatra Province need to be reviewed. The role of nurses must be in accordance with the competence of nurses, so that in carrying out their work, nurses can work well and perform well.

The Relationship between Organizational Structure and Nurse Performance in the Special Eye Hospital, North Sumatra Province

The organizational structure is an important part in improving the performance of nurses, because the organization in nursing is in control in determining the quality of health services. To maintain and improve services, an organizing work structure is very much needed, because it is a process of preparing an organizational structure that is in accordance with the goals of the organization, its resources and the environment that surrounds it.

An organizational structure that is in accordance with the organization's goals will make it easier for nurses to carry out their roles, especially in the division of tasks "who should do what, who reports to whom and who deals with whom and in what way". With the clarity of the organizational structure, every nurse in the organization will know with certainty the main duties and functions of each, besides that it will also facilitate management in carrying out direction and supervision, so that the performance of nurses in providing nursing care will be better and can improve and maintain expected performance in accordance with organizational goals.

Based on table 4.9, it is known that of the 43 respondents studied, most of the respondents

stated that the organizational structure was not good, namely as many as 22 (51.2%) respondents. There were as many as 16 (37.2%) respondents stated that the organizational structure was not good and had poor performance, as many as 6 (14.0%) respondents stated that the organizational structure was not good and had good performance.

Based on the results of the above calculations, it is known that the statistical test results obtained a p-significancy value of $0.033 < 0.05$. So it can be concluded that there is a relationship between organizational structure and the performance of nurses in the Special Eye Hospital of North Sumatra Province.

The results of the research at the Special Eye Hospital of North Sumatra Province showed that there was an organizational structure but nurses were still charged with work outside of written assignments, so that it affected work stress on nurses. As stated by Robbins, there is a need to coordinate the interaction patterns of members of the organization formally so that members can maximize themselves in completing their work. If the form or structure of the organization is unclear and there is no change or renewal in a period of time, then this creates a source of stress and has an impact on its performance.

This research is in line with research conducted by Widjaja and Brunner (2018) "Development of Organizational Structure based on Organizational Structural Dimensions with a Diagnostic Approach Case Study FTSP ITENAS" The results obtained through elements of Formalization in FTSP, that bureaucracy and formalization are useful and able to improve work efficiency, the level of formalization caused by the development of the organization becomes larger. The increasing number of students who need to be served resulted in a significant increase in jobs and nurses. Changes in organizational structure that have a longer career path in the vertical direction and reduce the horizontal direction are a solution to improve nurse performance (Widjaja & Brunner, 2018).

Sutanto's research (2018) entitled *The Influence of Perceptions of Organizational Design Dimensions and Personality Types on Nurses' Stress Levels* is also in line with this study where nurses' perceptions of organizational design dimensions and personality types significantly and positively affect nurses' work stress levels. In this case, some of these dimensions are formalization-authority, specialization, environment, workload, type of work, centralization, number of workers. Meanwhile, personality type is a minor factor (Sutanto & Djohan, 2006).

Based on the instrument used to measure the dimensions the organizational structure in the Special Eye Hospital, North Sumatra Province, the first instrument is that each nurse gets a clear division of tasks as the person in charge of the shift, carries out the assigned tasks as much as possible with full responsibility, completes nursing tasks in collaboration with team members. Supervisors give the workload evenly to nurses. The tasks assigned to nurses are in accordance with the nurse's expertise. The nurse checks the nursing care documentation made by the executor. The supervisor emphasizes what the nurse's responsibility is as the person in charge of the shift. The supervisor emphasizes what the nurse's responsibility is as the person in charge of the shift. Nurses gain confidence in decision making with clear boundaries according to their abilities. Nurses can delegate tasks to other nurses based on the competencies possessed by nurses in the Special Eye Hospital Environment, North Sumatra Province.

Based on the results of the study, it was found that most of the respondents answered that the organizational structure was lacking. Possibly because the implementation of the organizing process was not successful. The organizational structure is said to be successful if the implementation of the organizing process is successful where the organizing process includes departmentalization or work grouping and division of labor or job assignment breakdown so that an organization can achieve its goals which are reflected in the organizational structure which includes, division of tasks, departmentalization, formal organization chart, chain command and unity of command levels of the management hierarchy communication channels

use of range management committees and informal groups. An unfavorable organizational structure causes the management process in terms of planning, organizing, directing and supervising cannot run properly as expected by the organization.

Planning that is not made systematically and not in accordance with the needs of the organization will cause the goals of the organization to be unclear, implementation and supervision are not standardized, cannot determine the preparation of priorities for both targets and activities, cannot make savings on organizational resources and leaders will have difficulty adapt to changes in the environment.

Organizing in nursing management actually has many important activities, including regulating how nursing care is managed effectively and efficiently for a number of patients in an inpatient room with the number of nursing personnel and facilities available. The purpose of organizing is to facilitate the implementation of tasks by distributing them to nurses and non-nurses and facilitating supervision, but in reality this function has not been supported by the system that runs in the Special Eye Hospital Environment of North Sumatra Province. While organizing nursing itself is the process of grouping activities towards tasks, authorities, responsibilities, and coordinating activities, both vertically and horizontally, carried out by nursing staff to achieve the goals that have been set. This function includes determining which tasks are to be performed, who is to do what, how tasks are grouped, who reports to whom, where and when decisions must be made by a nurse.

If the organization does not go well it will cause overlapping of a job, coordination in the organization will not be harmonious because of the division of tasks. Unequal authority and responsibility. To determine the achievement of services effectively there must be an organizational structure that explains clear duties, authorities, and responsibilities between sections or sections within the organization and interpersonal relationships so as to arouse the desire of individuals and groups to improve service quality.

Organizing in nursing management actually has many important activities, including regulating how nursing care is managed effectively and efficiently for a number of patients in an inpatient room with the number of nursing personnel and facilities available. The purpose of organizing is to facilitate the implementation of tasks by distributing them to nurses and non-nurses and facilitating supervision, but in reality this function has not been supported by the system that runs in the Special Eye Hospital of North Sumatra Province. Nursing organization is the process of grouping activities towards tasks, authorities, responsibilities, and coordinating activities, both vertically and horizontally, carried out by nursing staff to achieve the goals that have been set. This function includes determining what tasks are to be done, who is to do them, what tasks are grouped together, who reports to whom, where and when decisions must be made by a nurse. When it comes to who should do what, the analysis of manpower needs must be precise, both in terms of quality and quantity. No less important is the place and task of each individual in the organization.

The organizational structure describes the framework and arrangement of relationships between functions, sections or positions, also shows the organizational hierarchy and structure as a forum for carrying out authority, responsibility and reporting systems to superiors and ultimately providing stability and continuity as well as coordinating relationships with the environment. The organizational structure can avoid or reduce confusion in the implementation of tasks. The organizational structure clearly describes the separation of work activities from one another and how the relationship between activities and functions is limited. In a good organizational structure, it is necessary to explain the authority relationship of who reports to whom, so there is one responsibility for what will be done division of labor or detailing job duties that are less clear, can cause nurses' performance in provide poor nursing care, although the organizational structure does not have a direct effect on nursing performance but the impact

can be very large.

This is in accordance with the theory of Ilyas, where one of the factors that influence the performance of nurses is the organizational variable, the organizational variable itself has an indirect effect on the behavior of individual performance which is classified in the sub-variables of resources, leadership, rewards, structure and job design. Sub-variables of reward have an effect on increasing work motivation which in the end will directly improve individual performance. The performance of nurses in providing nursing care is the application of skills or learning that has been received during the completion of the nursing education program to provide health services directly to patients. The nurse's performance is assessed from the satisfaction of patients who are currently or have been treated, which is an expression of relief or pleasure because expectations about something the patient's needs are met.

Researchers assume that the organizational structure that is not clearly related to the performance of nurses. Nurses who have low performance in providing nursing care are due to unclear, ineffective and inefficient organizational structures so that they are not in accordance with organizational needs. Implementation of a successful organizing process which includes the organizing process is departmentalization or grouping of work and division of labor or breakdown of work tasks so that an organization can achieve its goals which is reflected in the organizational structure which includes, division of tasks, departmentalization, formal organizational chart, chain of command and unity of command level -level management hierarchy communication channels use of span management committees and informal groups.

The Relationship between Organizational Leadership and Nurse Performance in the Special Eye Hospital, North Sumatra Province

Based on table 10, it is known that of the 43 respondents studied, most of the respondents stated that the organizational leadership was not good, as many as 23 (53.5%) respondents. There were as many as 17 (39.5%) respondents stated that organizational leadership was not good and had poor performance, as many as 6 (14.0%) respondents stated that organizational leadership was not good and had good performance.

Based on the results of the above calculations, it is known that the statistical test results obtained a p-significance value of $0.024 < 0.05$. So it can be concluded that there is a relationship between organizational leadership and the performance of nurses in the Special Eye Hospital, North Sumatra Province.

Leaders play an important role in improving the performance of nurses, a firm leader will create a clear organizational structure as well. The clarity of the task structure will have an impact on the clarity of the duties and functions of each nurse in the Special Eye Hospital, North Sumatra Province, nurses carry out their respective roles so that they are able to work well. The existence of an explanation from the leadership regarding the duties and functions of nurses is clear in each of their respective fields, besides the leadership attitude and work pressure make the climate in the company relatively unfavorable.

Mintzberg in Hidayati argues that the role of leadership in the organization is as a regulator of vision, motivator, analyst, and mastery of work. Some research and theory in leadership studies can be classified as a trait approach, behavior, and situational (contingency). The trait approach views leadership as a combination of visible innate traits. The behavioral approach identifies certain behaviors that are exhibited by a leader. This theory seeks to focus efforts on the study of behavior and its impact on the achievement and satisfaction of followers. The situational approach suggests that no one leadership style is right for every manager under all conditions. The effectiveness of leadership depends on personality, task, power, attitude, and perception. Fiedler argues that group achievement depends on the interaction between leadership style and the degree to which the situation is favorable or unfavorable. Three important factors in this

approach are the leader's relationship with members, task structure, and authority in a power.

Sugijati improvement of nursing services can be pursued by improving the performance of nurses, namely by increasing knowledge through continuous nursing education and improving nursing skills is absolutely necessary. Conducive work environment arrangements need to be created so that nurses can work effectively and efficiently. Creating a work atmosphere that can encourage nurses to do their best requires a leader. The leader must have the ability to understand that people have different motivations.

In the principles of personnel management, especially regarding the personnel system, every employee who is more senior has a relatively higher professional ability compared to a more junior employee, and will occupy a higher position, so that the level of performance will be higher as well.

Conclusion

Based on the results of research that has been carried out with the title "Analysis of the Relationship of Work Stress with Nurse Performance in the Special Eye Hospital of North Sumatra Province", it can be concluded that there is a relationship between task demands and the performance of nurses in the Special Eye Hospital of North Sumatra Province. There is a relationship between role demands and the performance of nurses in the Special Eye Hospital of North Sumatra Province. There is a relationship between organizational structure and the performance of nurses in the Special Eye Hospital of North Sumatra Province. There is a relationship between organizational leadership and the performance of nurses in the Special Eye Hospital of North Sumatra Province. The variable that is most related to the performance of nurses in the Special Eye Hospital of North Sumatra Province is the role demand variable.

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