THE RELATIONSHIP OF *SELF EFFICACY* AND NURSE'S WORK STRESS IN THE ICU

Renny Triwijayanti[a], Sandika[b], Romiko[c], Feby Puryanti[d]
[a] Diploma III of Nursing Institute of Health Sciences and Technology [b] Nursing Science Study Program at the Muhammadiyah Palembang Institute of Health Sciences and Technology Diploma III Nursing Students, [d]Muhammadiyah Palembang Institute of Health Sciences and Technology

Abstrak

The highest prevalence of work stress in health workers is experienced by nurses. So that stress can be eliminated properly, this is called *self-efficacy* . This study aims to determine the relationship between *self* -efficacy and work stress of nurses in the Inpatient Room. **This** type of research is a *quantitative research with an analytical descriptive* research design and uses a *cross sectional approach* . Samples were taken with a total sampling technique of 48 nurses. Analysis using *chi square* . The results showed that of the 29 nurses who had high *self-efficacy* there were 21 respondents (72.4%) who did not experience work stress and 8 respondents who had high *self-efficacy* experienced work stress. Meanwhile, from 19 nurses who had low *self-efficacy* , there were 12 respondents (63.2%) who experienced work stress and 7 respondents who had low *self-efficacy* did not have work stress. There is a relationship between *self-efficacy* and work stress of nurses. Obtained *p Value* = 0.032 (*p Value* < 0.05). it is expected for hospitals to increase *self-efficacy* by conducting training on positive thinking and forming guidance groups with modeling techniques. And to prevent work stress through exercise, personal refreshing, relaxation techniques and *outbound* . As well as an evaluation by the hospital management in every nursing action given by the patient.

Keywords: Self efficacy, Job Stress, Nurses

I. PRELIMINARY

Hospitals are health service facilities whose components include organized, structured and quality human resources and professional personnel, including doctors, nurses, midwives and other health workers, all of which have the task of providing patient health services (WHO (World Health Organization). , 2013) . Law number 44 of 2009 concerning hospitals, states that the hospital is a health service institution for the community with its own characteristics that are influenced by the development of health science, technological advances, and the socio-economic life of the community which must continue to be able to improve services that are more qualified and affordable by the public. community in order to realize the highest level of health (Depkes., 2008)

Nurses are the main component in the health care system, especially in hospitals. This is because nurses are the largest working group that provides health services in the system, and the nature of the services provided is 24 hours a day and 7 days a week (Huber, 2006) .

Nursing care is a process or series of direct nursing practice activities to clients in various health service settings whose implementation is based on the rules of the nursing profession and is the core of nursing practice (Alidosti, M, 2016) . The application of the nursing process in nursing care for clients is a manifestation of the responsibility and accountability of nurses to clients. In the end, the application of this nursing process will improve the quality of nursing services to clients (Asmadi., 2008) .

Preliminary study conducted, after conducting interviews with the head of the room, information was obtained that the nurse on duty consisted of three shifts, namely the morning, afternoon and evening shifts consisting of 2-3 nurses in each shift with a total of 20 beds with a BOR value for the last month of 48.55 %. Researchers also conducted interviews with nurses with the results of interviews with five nurses in the

inpatient room saying that the thing that made them stressed was a lot of work pressure. In addition, the way nurses control stress, namely five out of three nurses revealed that when under stress conditions nurses only focused on themselves and were less confident about their ability to care for and provide nursing care to patients properly, while two nurses revealed that when stress increased the thing they did was: with diversion and tend to try to carry out the task until it is finished well. Interviews were conducted on five clients who were undergoing hospitalization complaining that nurses were less responsive to patient complaints and nurses were slow in serving patients.

II. THEORETICAL BASIS
Stress Concept

Prolonged work stress is a condition that cannot be avoided by nurses in carrying out their duties to provide nursing care to patients in hospitals (Muchlas, 2008) . The onset of stress begins with the presence of various stressors. Incoming stressors are perceived through mental processes in assessing stressors or sources of stress and the ability to assess themselves to deal with stress (Huber, 2006) . In Thailand, research conducted by Aoki M (2011), showed that around 26.2% of nurses were categorized as high risk for work stress, in Malaysia it was found that around 66 nurses (98.96%) experienced work stress (Lexshmi RG, 2007), and in Indonesia shows that around 61.5% of nurses reported experiencing work stress (Hamim, 2015)

Self Effiay Concept

Stress is a common problem experienced by nurses in carrying out their work. To deal with stress, one of the important aspects for nurses to do is how an individual performs a cognitive process to assess his or her ability to do a job. So that stress can be eliminated properly, this is called *self-efficacy* (Pajares and Urdan, 2013). Bandura states that *self-efficacy* is an individual's belief that they have the ability to exercise control over their workers, over their own environmental events (Feist, J. & Feist, 2008) . Individuals may state themselves to be highly competent in one job and less competent in another (Lenz, ER &

Baggett, 2002) . how much effort will be invested in these activities, how long will they last in the midst of the storm of failure, how much they are willing to return in the face of obstacles or unpleasant experiences (F. Pajares, 2002) .

In India, it was found that 59% of nurses had high *self-efficacy* . In addition, the results of research in Iran in 3 hospitals in the city of Behbahan found around 60.9% of nurses had high *self-efficacy* (Alidosti, M, 2016) . In addition, research conducted at a government hospital in Semarang showed high *self-efficacy of 55.55* (Natsir, Hartiti, & Sulisno, 2020) If high *self-efficacy* for nurses can decrease emotional fatigue and increase motivation and satisfaction between nurses and clients. Meanwhile, if the nurse *'s self-efficacy* low, it can affect the personality, emotional, and cognitive of nurses and have an impact on the lack of a role in conducting organization in the workplace.

Signs and symptoms of nurses indicate that nurses experience work stress, several studies say that work stress can be controlled with *self-efficacy* . One way that individuals can do in the cognitive process to assess their ability to cope with stress is self-efficacy. (F. & U. Pajares, 2013) (F. & U. Pajares, 2013a)

From various concepts, research results and preliminary studies conducted by researchers that *self-efficacy* is one of the factors that causes high work stress, therefore researchers are interested in conducting research with the title of the relationship between *self* -efficacy and work stress of nurses in the Inpatient Room.

III. RESEARCH METHODOLOGY
Metode penelitian berisi jenis penelitian, pendekatan, populasi, sampel teknik sampling, waktu dan tempat penelitian, instrumen penelitian, teknik pengambilan data dan analisis data.

IV. RESULTS AND DISCUSSION

Chart 3.1 Conceptual Framework

Independent	Dependent
Self Efficacy	Stres Kerja Perawat
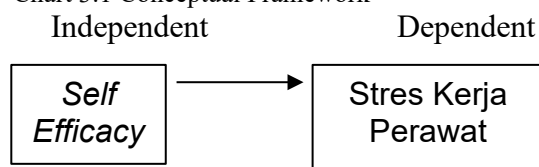
Information :

| | : Variable under study |

⟶ : There is a relationship .

The type of research used in this research is *quantitative research* . With an *analytical descriptive* research design and using a *cross sectional approach* .

The sampling technique used was total sampling, namely all nurses who served in the inpatient room (Suprapto, Jana Nuraga I, Jana Nuraga 2 and Cendana) totaling 48 respondents. Data collection techniques using a questionnaire by distributing questionnaires to respondents.

Table 1. Distribution of Respondents Frequency Based on *Self Efficacy*

Self Efficacy	Frequency	Percentage (%)
Tall	29	60.4
Low	19	39.6
Amount	48	100.0

Based on table 1 shows the proportion of respondents based on nurses' *self-efficacy* , namely from 48 respondents, 29 respondents (60.4%) had high *self-efficacy* and 19 respondents (39.6%) nurses had low *self-efficacy*. This shows that most nurses have high *self efficacy* .

Nurse Work Stress

Table 2. Frequency Distribution of Respondents Based on Work Stress

Nurse Work Stress	Frequency	Percentage (%)
No Stress	28	58.3
Stress	20	41.7
Amount	48	100.0

Based on table 2 shows the proportion of respondents based on nurses' work stress, namely from 48 respondents, 28 respondents (58.3%) nurses did not experience work stress and 20 respondents (41.7%) nurses experienced work stress. This shows that most nurses do not experience work stress.

Bivariate analysis

Relationship of *Self Efficacy* with Nurse's Job Stress

Table 3. Relationship of *Self Efficacy* with Nurse's Job Stress

Self Efficacy	Stres Kerja Pegawai						P Value	OR
	Tidak Stres		Stres		Jumlah			
	n	%	n	%	n	%		
Tinggi	21	72,4	8	27,6	29	100	.032	4,500
Rendah	7	36,8	12	63,2	19	100		
Jumlah	28	58,3	20	41,7	48	100		

Based on table 3 shows the relationship between *self-efficacy* and work stress of nurses in the inpatient room. Of the 29 implementing nurses who have high *self-efficacy* , there are 21 respondents (72.4%) who do not experience work stress and 8 respondents who have high *self-efficacy* experience work stress. Meanwhile, of the 19 nurses who had low *self-efficacy* , there were 12 respondents (63.2%) who experienced work stress and 7 who had low *self-efficacy* did not have work stress. Statistical test results obtained *p value* = 0.032 (*p value* <0.05), so the hypothesis Ho is rejected, which means that there is a significant relationship between *self-efficacy* and nurse work stress.

Based on the results of the analysis, the OR *self-efficacy value was also* 4,500. This means that nurses who have good *self-efficacy* have a 4.5 times chance of not experiencing work stress, compared to low *self* -efficacy.

The results showed that there was a significant relationship between *self* -efficacy and work stress of nurses in the Inpatient Room with the results of statistical tests using Chi Square with tables (2x2) with a significance level of <0.05, *p value* = 0.032. The results of the analysis showed that the OR *self-efficacy value* was 4.5, this means that nurses who have high *self-efficacy* have a 4.5 times chance of not experiencing work stress, compared to low *self* -efficacy.

The results of this study are supported by research by Janjhua (2014) that the *self-efficacy variable* is very influential with nurses' work stress that one of the factors causing job stress is the low level of nurse *self-efficacy* . *Self efficacy* is an individual's assessment of his ability or competence to perform a task, achieve a goal and produce something. *Self efficacy* can be said as a personal factor that distinguishes each individual where behavior changes, especially in completing tasks and goals. It can be seen that changes in *self-efficacy* have a large effect (Erez & Judge, 2001).

cell efficacy helps individuals to complete tasks and reduce the workload psychologically and physically (Prestiana, NDI, and Purbandini, D., 2008) .

The theory above is in line with the results of research conducted (Sulistyowati, P., 2007) . shows that some respondents have high self- *efficacy* , the *self-efficacy* of nurses in stressful situations in their work environment shows the amount of individual belief about their ability to do something to control or overcome the situation at hand. Nurses who have high *self-efficacy* will be more active in trying than people who have low *self-efficacy* .

A nurse who has high *self-efficacy* is not easily stressed even though the work routine has a high level of difficulty and long working hours. Nurses also believe that nurses are able to control threats and stressors that come from within themselves and the environment, so nurses have effective coping strategies (Prestiana, NDI, and Purbandini, D., 2008) . The process of cognition to assess his ability to do a job is to have *self efficacy* . *Self efficacy* also plays an important role in reducing work stress levels, nurse work stress is a common problem experienced by nurses, so high *self efficacy* is indeed needed, because work stress can be eliminated properly by *self efficacy* . (F. & U. Pajares, 2013a) . Characteristics based on gender with a total of 34 respondents (70.8%) and male respondents amounted to 14 respondents (29.2%). Regarding performance at work, female employees are more often absent from work than male employees, however female employees have a number of advantages over male employees because female employees tend to be more diligent, disciplined, thorough and patient (Robbins, 2006) . The world of nursing is very synonymous with mothers or women who are better known as the *mother instinct.* In accordance with research (Gunawati, R., 2006) . that in general women experience 30% more stress than men. This is due to the different physiological responses between men and women. Research (Gunawati, R., 2006) . not in line with Mareta's research (2016) that there is no significant relationship between gender and work stress, this is because the response to the stressor given by each individual will be different. This shows that the higher the nurse's self-efficacy, the lower the nurse's burnout. (Purbandini, 2012)

Based on the theoretical concept and research results, it can be concluded that *self-efficacy* is related to nurses' work stress. This is viewed from an important aspect that can help minimize stress, namely self-confidence or *self-efficacy* . The better the nurse's *self-efficacy* , the lower the nurse's work stress, this greatly affects the quality of nursing services provided to clients. The higher the quality and the quality of nursing services, the greater the opportunity for the realization of the hospital's vision and mission.

V. KESIMPULAN

Based on the results of the study of 48 nurse respondents in the inpatient room, the results were obtained.

Based on the results of the *self-efficacy study* of nurses from 48 respondents, more than half (60.4%) showed high *self-efficacy* and the rest (39.6%) showed low *self* -efficacy.

Based on the results of the research on nurses' work stress from 48 respondents, it was found that more than half (58.3%) did not experience work stress, and the rest (41.7%) experienced work stress.

There is a significant relationship between *self* -efficacy and work stress of nurses in the Inpatient Room with the results obtained *p value* = 0.032 (*p value* <0.05).

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