



THE RELATIONSHIP BETWEEN EMPLOYEE COMPENSATION AND WORK-RELATED STRESS AND NURSES PERFORMANCE

Malik Ramdhani Sofyan*, Johan Budhiana, Waqid Sanjaya

Bachelor of Nursing Program, Sekolah Tinggi Ilmu Kesehatan Sukabumi, Jl. Karamat, Gunung Puyuh, Gunung Puyuh
No. 36, Sukabumi, West Java 43122, Indonesia

*malikramdhani243@gmail.com

ABSTRACT

The importance of the quality of nursing care in improving the quality of hospital services. Nurses' performance is a key indicator of the success of healthcare services, influenced by various factors, including remuneration and work-related stress. An imbalance between these two factors has the potential to reduce nurses' performance and the quality of care provided. This study aims to analyse the relationship between work compensation and work-related stress with nurses' performance at Bhayangkara Level II Hospital, Setukpa Lemdikpol, Sukabumi City. This study employs a correlational design with a cross-sectional approach. The study sample comprised 63 respondents using total sampling. Data were collected using the Pay Satisfaction Questionnaire (PSQ) and the Depression Anxiety Stress Scale (DASS-42). The results of the validity test for the work compensation variable were found to be valid ($p\text{-value} < 0.05$) with a reliability coefficient of 0.936, whilst the work stress variable was found to be valid ($p\text{-value} < 0.05$) with a reliability coefficient of 0.939. Data analysis was conducted using univariate and bivariate methods via simple linear regression, as well as multivariate analysis via multiple linear regression. The results of the study indicate that work compensation is significantly associated with nurses' performance ($p\text{-value} < 0.001$) and that work-related stress is also significantly associated with nurses' performance ($p\text{-value} < 0.001$). Simultaneously, work compensation and work-related stress were significantly associated with nurses' performance ($p\text{-value} < 0.05$), contributing 15.6% ($R^2 = 0.156$). The conclusions of this study indicate that there is a relationship between work compensation and nurses' performance. The results indicate that there is a relationship between work-related stress and nurses' performance. The results indicate that there is a simultaneous relationship between work compensation and work-related stress and nurses' performance.

Keywords: nurses; nurses performance; work compensation; work-related stress

How to cite (in APA style)

Sofyan, M. R., Budhiana, J., & Sanjaya, W. (2026). The Relationship between Employee Compensation and Work-Related Stress and Nurses Performance". Indonesian Journal of Global Health Research, 8(5), 481–498. <https://doi.org/10.37287/ijghr.v8i5.1894>.

INTRODUCTION

The World Health Organisation states that hospitals are an integral part of a social and healthcare organisation, serving to provide and deliver services for the treatment of sick patients and the prevention of disease within the community. Healthcare services in hospitals also play a key role in the field of nursing when it comes to delivering healthcare. It is said that the quality of service provided by hospitals to patients, whether good or bad, will influence the patients' own level of satisfaction. Therefore, the quality of service can be measured in terms of facilities, physical appearance, technology, as well as the behaviour and performance of healthcare providers such as doctors, nurses and midwives (Lilmbong & Tarilgan, 2024).

Nurses are healthcare professionals who play a vital role in healthcare provision. Nurses are responsible for providing nursing care to patients, from the prevention stage through to recovery. Good nursing performance has a positive impact on the quality of healthcare provision. Nursing performance can be defined as the outcome of a nurse's work in carrying out their duties. Nursing performance can be measured using various indicators, such as the quality of nursing care, the quantity of nursing care, the timeliness of care delivery, and

patient satisfaction. Performance can be achieved if the hospital has effectively instilled in nurses a clear understanding of their responsibilities and ensures they are carried out optimally (Amir & Ningsih, 2021).

Various factors can influence nurses' performance, including both external and internal factors. External factors include the working environment, leadership, organizational culture and remuneration, whilst internal factors include motivation, discipline and psychological conditions such as work-related stress (Pakpahan & Syahreza, 2025). Compensation is a form of reward provided by an organization to employees for their contributions, whether in financial or non-financial form. Fair and appropriate compensation can encourage increased motivation and work productivity (Wahyudi et al., 2025). Compensation is all income in the form of money, goods, or benefits—whether direct or indirect—received by employees in return for services rendered to the company (Kulnita & Herdiana, 2024).

In addition to remuneration, work-related stress is also a key factor influencing nurses' performance. Work-related stress is a state of tension arising from job demands that exceed an individual's ability to cope with them (Pultranto & Wiljaya, 2024). The nursing profession carries a high risk of work-related stress due to heavy workloads, responsibility for patient safety, and complex emotional demands (Chulstianengseh, 2020). Work-related stress that is not managed properly can reduce motivation, increase work errors, and have a negative impact on performance (Adelita et al., 2024).

Interviews conducted with the hospital's nursing committee indicate that there is still a need to optimize nurses' performance; this is because, according to the performance evaluations carried out by the hospital, there are still nurses who have been disciplined as their performance has not met existing standards, such as suboptimal documentation and negligence in their duties. Performance issues at Bhayangkara Setukpa Lendikpol Hospital in Sukabumi are consistently linked to working conditions and work-related stress. The aim of this study is to determine whether there is an effect of remuneration and work-related stress on the performance of nurses at Bhayangkara Setukpa Lendikpol Hospital in Sukabumi.

METHOD

The type of research employed in this study is correlational, using a cross-sectional approach. The research was conducted between February and July 2026. The variables used were work compensation, work stress and nurses' performance. The population in this study comprised all 63 nurses in the inpatient ward of Bhayangkara Setukpa Lendikpol Hospital in Sukabumi City, and total sampling was used to produce a sample of 63 respondents. In this study, a questionnaire was used as the data collection tool. The results of the validity and reliability tests for the work compensation variable were based on the Pay Satisfaction Questionnaire (PSQ), and for the work stress variable on the Depression Anxiety Stress Scale 42 (DASS 42), thus building upon previous research. The results of the validity test for the work compensation variable were found to be valid ($p\text{-value} < 0.05$) with a reliability coefficient of 0.936, whilst the work stress variable was found to be valid ($p\text{-value} < 0.05$) with a reliability coefficient of 0.939. Data analysis utilized univariate analysis, including mean, standard deviation, minimum value, and maximum value. Bivariate analysis employed simple linear regression, whilst multivariate analysis utilized multiple linear regression. The research ethics approval was issued by the Ethics Committee of the Sukabumi City College of Health Sciences, reference number: 001286/KEP STILKES SULKABUMI/2026

RESULT

Table 1.
Frequency Distribution of Respondent Characteristics (n= 63)

Respondent characteristics	f	%
Age		
20-29 years	27	42.9
30-39 years	33	52.4
> 40 years	3	4.7
Gender		
Male	25	39.7
Female	38	60.3
Marital Status		
Marriled	43	68.3
ULnmarriled	30	31.7
Highest Level of Education		
Nulrsilng Diploma	32	50.8
Bachelor of Nulrsilng	18	28.6
NERS	11	17.5
Master of Nulrsilng	2	3.2
Length of Service		
< 1 years	6	9.5
1-5 years	24	38.1
> 5 years	33	52.4
Employment Status		
Cilvill Servant	9	14.3
Non-Cilvill Servant	54	85.7
Salary		
< 3 milllilon	47	74.6
≥ 3 milllilon	16	25.4

Table 1 shows that the majority of respondents were aged between 30 and 39 years, totalling 33 people (52.4%); were female, totalling 38 people (60.3%); married, totalling 43 people (68.3%); held a Diploma in Nursing as their highest qualification, totalling 32 people (50.8%); with over 5 years' work experience (33 respondents, 52.4%), non-civil servant status (54 respondents, 85.7%), and a monthly salary of less than 3 million rupiah (47 respondents, 74.6%).

Table 2.
Univariate Analysis

Variable	Mean	SD	Min	Max
Work Compensation	51.67	8.779	34	80
Work-related Stress	17.79	4.820	7	35
Nursing Performance	113.56	17.219	91	182

Table 2 shows that the mean value for the work compensation variable is 51.67, with a standard deviation of 8.779, a minimum value of 34.00, and a maximum value of 80.00. The mean value for the work stress variable is 17.79 with a standard deviation of 4.820, a minimum value of 7.00, and a maximum value of 35.00. The mean value for the variable 'nurses' performance behaviour' was 113.56 with a standard deviation of 17.219, a minimum value of 91.0 and a maximum value of 182.00.

Table 3.
The Relationship Between Work Compensation and Work Stress with Nurses' Performance

Model	B	t	P-Value	R-Square
(Constant)	136.571	11.002	< 0.001	0.071
Work Compensatilon	0.513	2.156	0.035	
(Constant)	95.401	15.203	< 0.001	0.087
Nulrsilng Performance	0.823	2.417	0.019	

From the results of the simple linear regression analysis in Table 3, it can be concluded that there is a relationship between work compensation and work-related stress and nurses' performance. This is indicated by the p-value in the regression coefficient test, which is <0.001—a value below 0.05—meaning that H0 is rejected; in other words, there is a relationship between work compensation and

work-related stress and nurses' performance. The magnitude of the contribution of each variable, in turn, is 7.1% and 8.7% to nurses' performance.

Table 4.
Simultaneous Relationship Between Work Compensation and Work Stress with Nurses' Performance

Model	B	t	P-Value	R-Square
(Constant)	121.663	9.089	< 0.001	0.156
Work Compensation	0.513	2.203	0.031	
Work-related Stress	0.811	2.456	0.017	

Based on the results of the multiple linear regression analysis in Table 4, it can be concluded that of all the variables—namely, work compensation and work-related stress—these are significantly associated with nurses' performance in hospitals, as their respective p-values are less than 0.05. The multivariate contribution of these two variables to nurses' performance in hospitals is 15.6%.

DISCUSSION

The Relationship Between Work Compensation And Nurses' Performance

The results of the bivariate analysis conducted in this study indicate that there is a relationship between work compensation and nurses' performance, with a p-value of <0.001. This study is consistent with Nurrisa & Sanusi (2023), who found that work compensation, via work motivation, has a positive effect on nurses' performance, with a p-value of <0.050. This is reinforced by Abram et al. (2025), who found that data analysis using a t-test with $\alpha = 0.05$ showed a significant relationship between compensation and nurses' performance, with a significance level of 0.034.

Nurses' performance can be enhanced by providing satisfactory compensation commensurate with their performance. Work compensation encompasses all forms of rewards or benefits provided by an organization to employees in return for their work and contributions. These rewards may be financial or non-financial, aimed at motivating employees, boosting their productivity, and fostering loyalty to the organization. Work compensation encompasses not only salary or wages but also various other benefits, such as allowances, awards, and opportunities for career development. In this context, compensation is of paramount importance as it can influence various aspects, ranging from job satisfaction levels to employees' long-term commitment to the company (Wibisono et al., 2024).

Compensation is a vital component for a company, and providing it can help employees improve their performance. Compensation is one of the factors influencing employees' motivation to work and their work performance. Therefore, companies must consider establishing fair and reasonable compensation policies for their employees (Latte, 2023). Fair compensation is directly linked to employee satisfaction levels. Employees who receive fair compensation are likely to be more satisfied with their work and experience positive effects. Furthermore, when a company is recognized for providing fair compensation, it gains a positive public image. This can attract skilled professionals to collaborate within the company or business. Another benefit companies experience when treating employees fairly is that staff productivity increases, and they feel encouraged or motivated to perform better (Rofil et al., 2024).

Compensation is what nurses receive in return for their services to the hospital; every nurse within an organization has a desire to receive compensation that meets their expectations. If these expectations are met, the nurse will remain enthusiastic in their work. If the compensation provided matches what the nurse receives, the nurse will be more satisfied and more motivated to work. Compensation is the sum of an individual's positive feelings towards the pay they receive, where the pay received aligns with the individual's expectations (Sanjaya & Filtri, 2022).

The Relationship Between Work-Related Stress And Nurses' Performance

The results of the bivariate analysis conducted in this study indicate that there is a relationship between work-related stress and nurses' performance, with a p-value of <0.001 . This is consistent with the findings of Mulhajir et al. (2025). The statistical test yielded a p-value of 0.000, meaning that the p-value is <0.05 and therefore the alternative hypothesis (H_a) is accepted. It can be concluded that there is a relationship between work-related stress and nurses' performance in providing nursing care at the Emergency Department (ED) of Leuwiliang District General Hospital, Bogor Regency. This study is also consistent with Asril et al. (2023), which indicates that work-related stress influences the performance of inpatient nurses at Hajjah Andil Depul Polewalil District General Hospital, with a significance level (sig) of 0.000.

In addition to work compensation, another factor influencing nurses' performance is work-related stress. Work-related stress is a state of tension that creates a physical and psychological imbalance affecting an employee's emotions, thought processes, and overall condition. Excessive stress can threaten an individual's ability to cope with their environment. Work-related stress in the nursing context can arise from prolonged work pressures, high demands, and a lack of control over the work situation (Yunilar et al., 2025). Stress is a condition where an individual feels unable to cope with or protect themselves from existing threats; it can affect mental, physical, emotional, and spiritual aspects, and may have adverse effects on physical health. Meanwhile, work-related stress is defined as an individual's physical or mental response to environmental changes perceived as disruptive, leading to pressure. Stress is categorized into three levels—mild, moderate, and severe—providing further insight into the varying degrees of severity one may experience when under pressure at work (Alpilan et al., 2024).

A manageable level of stress can help employees work more effectively, as it enhances focus, alertness, and creativity in completing tasks. However, if stress becomes excessive, their performance may actually decline. High levels of stress, whether physical or behavioral, are short-term effects of work-related stress that can lead to a decline in nurses' performance (Pultril et al., 2026). The nursing profession carries a high risk of stress as nurses shoulder more duties and responsibilities than other healthcare staff. This is due to their crucial role in ensuring patient safety. Increased work-related stress requires nurses to perform optimally when providing care to patients. Some symptoms arising from stress include lethargy, loss of appetite, and frequent headaches, which can impact a nurse's performance (Maranden et al., 2023).

The duties assigned to nurses by their institutions can cause work-related stress. If such tasks exceed their capacity, nurses will feel under pressure, which can trigger work-related stress. Work-related stress encompasses everything experienced by nurses where there is an imbalance between their physical and psychological states, which can affect their processes and condition, causing those experiencing work-related stress to become anxious. Therefore, the management of work-related stress must be carried out effectively and consistently, and management must respond promptly to such issues, as they will impact the company's performance. Healthcare professionals such as nurses tend to face challenging work environments as they deal with a diverse range of people and their unique characteristics on a daily basis (Rasak et al., 2025).

Simultaneous Relationship Between Job Compensation and Work-Related Stress with Nurses' Performance

The results of the multivariate analysis conducted in this study indicate that there is a simultaneous association between work compensation and work-related stress and nurses' performance, with a p-value of <0.001 . Nurses' performance is the ability and skills related to a nurse's job description based on nursing care standards, which consist of five components: assessment, nursing diagnosis, planning, implementation and evaluation (Nadilla et al., 2025). Nurses' performance is influenced by several factors, including workload, work-related stress, remuneration, and length of service (Asriladil et al., 2024).

One factor influencing performance is work compensation. Compensation is the sum of an individual's positive feelings towards the pay they receive, where the pay received aligns with the individual's expectations. From the hospital's perspective, the provision of compensation or remuneration constitutes a cost that the hospital must incur for its nurses; therefore, the hospital must conduct a thorough assessment of the work performance produced by each nurse. The organization seeks to maximize the work performance derived from the compensation costs it incurs. Compensation is what nurses receive in return for their services to the hospital. Every nurse within an organization wishes to receive compensation that meets their expectations. If these expectations are met, the nurse will remain motivated in their work (Zakila et al., 2021).

Another factor influencing performance is work-related stress. Work-related stress is a non-specific bodily response to the demands or pressures placed by superiors. Stress can arise when an individual faces heavy burdens or tasks that they are unable to manage; the body responds by being unable to cope with these tasks, leading the individual to experience stress (Syaputra & Martha, 2024). Although work-related stress can trigger a decline in performance, mild stress or stress that is well-managed can actually create space for optimal performance, depending on other contributing factors such as motivation, skills, and job satisfaction. Therefore, it is important for hospital management to identify sources of stress and provide adequate support so that work-related stress does not develop into an obstacle in the performance of nursing duties (Bandera et al., 2025).

Work compensation and work-related stress are both associated with nurses' performance. Generally, nurses' performance can be improved by providing appropriate compensation based on their performance and by not overburdening individual nurses with excessive workloads. This can lead to stress if the workload assigned is too onerous for the nurses. Both factors can enhance nurses' performance in hospitals.

CONCLUSION

The results of the study indicate that there is a relationship between work compensation and nurses' performance. The results of the study indicate that there is a relationship between work-related stress and nurses' performance. The results of the study indicate that there is a simultaneous relationship between work compensation and work-related stress and nurses' performance.

REFERENCES

- Abram, D., Mawulntul, P., & Aotama, R. (2025). Pengaruh Kompensasi Terhadap Kinerja Perawat Di RSUD Anugerah Tomohon. *Jurnal Ilmu Ekonomi Dan Humaniora*.
- Adelila, T., Hamid Halil, & Emilida. (2024). Pengaruh Stress Kerja, Beban Kerja, Dan Lingkungan Kerja Terhadap Kinerja Perawat Pada Rs Ak Gani Palembang. *Jemsil (Jurnal Ekonomi, Manajemen, Dan Akuntansi)*, 10(2).
<https://doi.org/10.35870/Jemsil.V10i2.2307>

- Alpilan, N., Zulfikar, I., & Wahyuni, S. (2024). Hubungan Beban Kerja Terhadap Stress Kerja Pada Perawat Ruang IGD Rumah Sakit ULM Daerah Dr Kanuljoso Djatilwilbowo Balikpapan. *Jurnal Keselamatan, Kesehatan Kerja Dan Lingkungan*, 10, 143–149. <https://doi.org/10.36277/ILdentilfikkasil.V10i1.335>
- Amir, H., & Ningsih, S. R. (2021). Keterkaitan Pendidikan Dan Pelatihan Dengan Peningkatan Kinerja Perawat Di Ruang Melati RSUD Kota Kotamobagu. 11(1).
- Asril, A., Hannan, M., & Nulsum, S. W. (2023). Pengaruh Stress Kerja Terhadap Kinerja Perawat Rawat Inap Rumah Sakit Hajjah Andil Depok Polewali Mandar. *Journal Pengukuran: Conference Series*, 5(2), 888. <https://doi.org/10.35329/Jp.V5i2.4516>
- Asriladi, A., Sulpri, A., & Pasande, D. T. (2024). Faktor Yang Mempengaruhi Kinerja Perawat Instalasi Gawat Darurat. *Mega Bulana Journal Of Nursilng*, 3(1), 11–22.
- Bandera, I. A., Sabillul, Y., & Yulnilar, N. (2025). Pengaruh Motivasi Kerja Dan Stress Kerja Terhadap Kinerja Perawat Di Rumah Sakit ULM Daerah Bultong Tengah. *Jurnal Ilmu Kedokteran Dan Kesehatan Indonesia*, 5(2), 554–565. <https://doi.org/10.55606/Jilkkil.V5i2.7359>
- Chulstilanengseh, S. (2020). Pengaruh Beban Kerja Terhadap Kinerja Perawat melalui Stress Kerja Sebagai Variabel Intervensi pada Rumah Sakit ULM Sildorjo [Skripsi]. UINiversitas Islam Majapahit.
- Kulnira, P., & Herdiana, F. (2024). Pengaruh Kompensasi Dan Motivasi Terhadap Kinerja Karyawan Pada CV Arum Sari. *Jurnal Ekonomika*, 12(1).
- Latte, J. (2023). Pengaruh Kompensasi Finansial Terhadap Kinerja Karyawan Koperasi Konsulmen Tirta Kandilo Kabupaten Paser. *Jurnal Inovatif*, 5(2).
- Limbong, M., & Tarigan, E. (2024). Analysis Of Factors Associated With Nurse Performance In Regional General Hospitals: Literature Review. *In Media Publikasi Promosi Kesehatan Indonesia* (Vol. 7, Number 3, Pp. 620–629). Mulhammadiah Palu UINiversitas. <https://doi.org/10.56338/Mppkil.V7i3.4853>
- Maranden, A. A., Iriyanti, A., & Wayangkau, E. C. (2023). Faktor Yang Berhubungan Dengan Stress Kerja Pada Perawat Di Rumah Sakit Jilwa Daerah Abepura Kota Jayapura. *Jurnal Kesehatan Lingkungan Indonesia*, 22(2), 221–228. <https://doi.org/10.14710/Jklil.22.2.221-228>
- Mulhajir, A., Setiyadi, A., Al Rasid, H., Mulyati, T., Retno, Y., Tanila, S., Purba, S., Redjekil, S., & Gilta, I. (2025). Hubungan Stress Kerja Dengan Kinerja Perawat Dalam The Correlation Of Job Stress With Nurses' Performance In Carrying Out Nursilng Services In The Emergency Department (IGD) And Intensive Care Unit (ICU). *Jurnal Kebidanan, Keperawatan Dan Kesehatan (J-Bilkes)*, 5(1), 63–69. <https://doi.org/10.51849/J-Bilkes.V5i1.128>
- Nadilla, Arifin, S., Nulgroho, A., Noor, M. S., & Sulhartono, E. (2025). UMLR, Motivasi, Dan Stress Kerja Sebagai Faktor Penentu Kinerja Perawat Ruang Rawat Inap. *The Journal Of Nursilng Management Issues*, 2(2), 1–9.
- Nurrisla, H., & Sanusi, E. (2023). Kinerja Perawat Rumah Sakit Permata Bekasi Di Pengaruh Oleh Kompensasi Melalui Motivasi Kerja. *Jurnal Ekonomi Dan Industri*, 24.
- Pakpahan, N. D., & Syahreza, D. S. (2025). Pengaruh Motivasi Kerja Dan Lingkungan Kerja Terhadap Kinerja Perawat Rumah Sakit Haji Medan. *Futur Academia : The Journal Of Multidisciplinary Research On Scientific And Advanced*, 3(2), 908–916. <https://doi.org/10.61579/Futur.V3i2.495>
- Pultranto, C. Z., & Wijaya, E. (2024). Pengaruh Beban Kerja, Stress Kerja, Motivasi Kerja Terhadap Kinerja Karyawan Bagian Sales PT. X. *Jurnal Ekonomi, Manajemen Dan Perbankan*, 10, 39–56.
- Pultri, A., Tillawah, K., & Kadang, Y. (2026). Hubungan Stress Kerja Dengan Kinerja Perawat Di Ruang Instalasi Gawat Darurat (IGD), Ruang Intensive Care Unit (ICU) Dan

- Rulang Rawat ILnap Anak. Mahesa : Malahayatil Health Stuldent Joulrnal, 6(4), 475–485. <https://Doil.Org/10.33024/Mahesa.V6il4.22156>
- Rasak, M., AsfahyadiLn Alilddiln, L., & Manajemen, J. (2025). Pengaruh Work Lilfe Balance Dan Stres Kerja Terhadap Kilnerja Perawat Pada Rulmah Sakilt ULMulm Daerah Kabulpaten Konawe Kepullaulan. Julrnal Homanils: Halul Oleo Manajemen Dan Bilsnls, 2(2), 295–306. <https://Homanils.ULho.Ac.ILd/ILndex.Php/Joulrnal>
- Rofil, IL., Kholils, H. N., & Haryanto, R. (2024). Prilnsilp Keadillan Dalam Pemberilan Kompensasil Pada Karyawan Home Konveksil. Joulrnal Of Economilc And ILslamilc Research, 2.
- Sanjaya, M. D., & Filtril, M. A. (2022). Pengaruh Kompensasil Dan Motilvasil Terhadap Kilnerja Perawat Honorer Pada Rulmah Sakilt ULMulm Daerah Rejang Lebong. Julrnal Entrepreneurl Dan Manajemen Sailns, 3(2). Www.Julrnal.ULmb.Ac.ILd
- Syapultra, A. N., & Martha, L. (2024). Pengaruh Stres Kerja Dan Beban Kerja Terhadap Kilnerja Perawat Bulnda Medilcal Center (Bmc) Padang. Julrnal Rilset Manajemen, 2(1), 379–398. <https://Doil.Org/10.54066/Julrma.V2il1.1672>
- Wahyuldil, D., Onsardil, & ULtama, Y. N. P. (2025). Pengaruh Karakterilstilk ILndilvildul, Karakterilstilk Pekerjaan Dan Kompensasil Terhadap Komiltmen Organilsasil. Julrnal Manajemen Modal ILnsanil Dan Bilsnls90Julrnal Manajemen Modal ILnsanil Dan Bilsnls, 6.
- Wilsanggenil, D. H., Sapultra, D. D., & Prasetilo, T. (2024). Analilsils Kompensasil Kerja Terhadap Penilngkatan Kilnerja Karyawan: Kajilan Lilterasil. Julrnal Pulblilkasil ILlmul Manajemen, 3(4), 116–131. <https://Doil.Org/10.55606/Julpilman.V3il3.4630>
- Yulnilar, N., Nilrmala G, F., Rahmat, L. F., Astultil, A., Febrilanil, D., Faadilhlllah, F., Fernilatil, F., Haslilnda, H., Maharani, K. A., Agulstil, M. D., Syam, N. A., Alilsa, N., ILslamilah, N., Rilvana, P. K., As'ad, R. A. W., & ILbrahilm, S. A. (2025). Hulbulngan Stres Kerja Dengan Kilnerja Perawat Shilft Malam Dil ILnstalasil Rawat ILnap Rulmah Sakilt (Rsuld) Kota Kendaril Tahuln 2025 : (Lilteratulr Revilew). Julrnal Peneliltilan Mulltildilsilpliln Bangsa, 2(2), 430–441. <https://Doil.Org/10.59837/Jpnmb.V2il2.521>
- Zakilb, M., Malik, IL., & Parawul, H. E. (2021). Pengaruh Kompensasil Terhadap Kilnerja Perawat Honorer Dil Rulmah Sakilt ULMulm Majene. 2. <https://Joulrnal.ULnilsmulh.Ac.ILd/ILndex.Php/Kilmap/ILndex>