

ABSTRACT

The decrease in the performance of nurses at the Jampangkulon Hospital in Sukabumi Regency is a result of failing to meet predefined performance objectives. The performance of nurses at Jampangkulon Hospital, Sukabumi Regency, is thought to be negatively impacted by Work Environment, Work Stress, and Job Satisfaction. This study discusses the characteristics of the studied object, as well as descriptive responses and the effect of verifying the variables studied, namely the work environment, work stress as an independent variable, job satisfaction as an intervening variable, and the performance of nurses at Jampangkulon Hospital, Sukabumi Regency as a dependent variable. With a total sample size of 118 respondents, the research approach employs descriptive and verification analysis. Observation and the distribution of questionnaires were employed to collect data. Path analysis is used to determine the direct and indirect relationship between the independent variables and the dependent variable. Correlation coefficient analysis is used to determine the level of relationship between variables. The findings of this research indicate that the work environment, job stress, and job satisfaction have a negative affect, and that this influence is significant both concurrently and partly. The analysis of the data indicates that the effect of the work environment and work stress on job satisfaction is 53.1%, with the influence of the work environment being bigger than that of work stress. Approximately 67.4% of nurse performance is influenced by work satisfaction.

Keywords: Work Environment, Job Satisfaction, Job Stress, and Employee Performance