



The Relationship between Nurse Workload and Attitudes in Fulfilling Spiritual Needs in Hospital Inpatient Rooms Bhakti Husada Cikarang

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Abstract Nurses are professional health workers who, in carrying out their duties and responsibilities, are required to be able to fulfill their spiritual needs while working. This is because health services are a basic human need that is provided through health services not only in the form of physical aspects, but also psychological aspects. High spirituality will have an impact on intrapersonal, interpersonal and transpersonal relationships in overcoming various life problems. This research aims to determine the relationship between nurse workload and attitudes towards fulfilling spiritual needs in hospital inpatient rooms. Bhakti Husada Cikarang. The research design used *cross sectiona* . The population is inpatient nurses who work in health services, namely at the Bhakti Husada Cikarang Hospital. The total population in this study was 84 nurses. The sampling technique used was *accidental sampling* , totaling 47 respondents. The statistical test used is the *Chi Square test*. The research results showed that the majority of respondents had a moderate workload, 27 people (57.4%) and 33 people (70.2%) had their spiritual needs met. The statistical test results obtained a p value of 0.89, meaning there is no relationship between nurses' workload and the fulfillment of spiritual needs. It is hoped that nurses will always improve their professionalism in carrying out nursing care.

Key words : workload, nurses, spiritual

1. BACKGROUND

Human basic needs are perfectly in accordance with the nature of His creation to have a sense of fulfilling their physical and psychological needs. Humans continuously need God at all times (Sidabutar, 2016). In this m elaya patients, health workers as health workers must meet spiritual needs. Health workers are required to be able to fulfill their spiritual needs while working (Bawono, 2011). Thus, there is a connection between the needs and beliefs of health service workers where the basic human needs provided through health services are not only physical aspects, but also psychological aspects (Abel et al, 2018).

Religion emphasizes balance in living life. Humans are human beings who believe in God, therefore humans have an element of spirituality that other living creatures do not have (Husna, 2020). These spiritual values should become a life guide that is lived and practiced based on one's overall religious beliefs so that one can gain strength and calm in carrying out one's life obligations (Appleby et al, 2018).

Spiritual is an activity that arises from the psychic, so that motivation arises from a person to be more active in carrying out activities both physical and psychological, enthusiastic to fulfill beliefs, hopes of completing their duties and responsibilities as a human being (Wibawa,

2020). High spirituality will have an impact on intrapersonal, interpersonal and transpersonal relationships in overcoming various life problems (Ausar et al, 2021).

Excessive workload is a disruption of activities to fulfill spiritual needs to the point of stopping one of the activities in patient care, that's where a person will look for other strengths outside themselves, namely spiritual strength because humans strive to become perfect creatures according to the nature of their creation. As Allah says:

لَقَدْ خَلَقْنَا الْإِنْسَانَ فِي أَحْسَنِ تَقْوِيمٍ ﴿٤﴾

Meaning: Indeed, We have created humans in the best form. QS. At Tiin Verse: 4. Creation of humans in the best physical and psychological form, in the best sense in their function as servants of Allah SWT and caliphs on earth. Other creatures also do their best according to their respective functions.

Nurses are health workers who have an important role in treating and recovering from an illness. Being a nurse requires skills because you have to be agile, patient, painstaking and care about patients. We often encounter nurses in several health institutions such as community health centers, midwife practices, clinics and hospitals. The nursing profession is open to anyone as long as they have successfully completed higher education in nursing in accordance with the provisions of the Republic of Indonesia Law Number 38 of 2014 concerning nursing. Based on the Big Indonesian Dictionary, a nurse means a professional health worker whose job is to provide care to clients or patients in the form of biological, psychological, social and spiritual aspects using the nursing process. The main task of nurses is to provide care to individuals, families and groups in sickness and health so that they can achieve, maintain or restore optimal health and quality of life from birth to death (Fitroti, 2018).

Work is an individual culture throughout history from the children and grandchildren of the Prophet Adam until now, an activity carried out to fulfill life's needs from the results of effort, expressing various activities and various processes in life. Work is basic for all people who live according to their times, even though it varies in form as human resources, both traditional and using advanced technology according to their respective times. Currently, work requires special skills, special tools, special equipment, and of course special human resources or some are multi-talented. Specifically, work as a nurse in a hospital requires special norms. So the needs of workers in hospitals must be prepared according to regulatory norms so that work is carried out professionally (Irwandy, 2007).

Job satisfaction is a nurse's opinion whether she is happy or not regarding her work, this feeling can be seen from the nurse's good behavior towards work and everything experienced in the work environment (Handoko, 2010).

The factor that influences the workload for nurses in the ward is that there are too many tasks given compared to the available working time. Efforts that can be made to reduce the workload are to balance the number of nurses with the ratio of the number of patients in the room. Strategies to reduce nurses' workload must take good account of I (Arini, 2015). Workload is the body's ability of a nurse to carry out responsibilities in carrying out a job (Nursalam, 2014). Nurse workload can be seen from two points of view, namely subjectively and objectively. Subjective workload is the workload seen from the nurse's perspective or perception, while objective workload is the real situation that exists in the field (Pudjirahardjo, 2013).

From the description above, the factors that will be measured are whether nurses' spiritual needs are met, there are several things that influence both internally, such as not getting used to managing time at work well, not getting used to prioritizing spirituality as the main need in their lives, being complacent with the limited time available for religious activities. . External factors can also influence spiritual needs not being met because the workload is not balanced with the time available, there are too many patients compared to the number of health human resources, namely nurses, duties as an administrator and also the job demands of making virginity care and reports.

2. THEORETICAL STUDY

Nurses are a profession in the health sector whose job is to care for and cure sick people by providing nursing care for patients (UU Republic of Indonesia, 2014). A nurse is a person who has the ability, competence and authority to carry out nursing actions based on the knowledge he has obtained through nursing education. A professional nurse is a nurse who has knowledge, professional nursing skills and has a professional attitude in accordance with the professional code of ethics (Kusnanto, 2014).

Spiritual needs, namely the connection between religious dimensions and health, are very important, because in 1984 the World Health Organization (WHO) added the religious dimension as one of the four pillars of health; namely complete human health including: physical/physical health (biology), mental health (psychiatry/psychology), social health, and spiritual health (spirituality/religion) (Zakaria, 2015).

Humans always need spirituality in their survival which aims to motivate them so that physically and psychologically they can continue to move perfectly. Humans are creatures who have spiritual aspects which have recently received a lot of attention from the wider community which is called spiritual intelligence (SQ) (Hamid, 2000). Nurses must understand that this aspect is part of a comprehensive need because spiritual responses may always appear in themselves or their surroundings, in this case as a nurse in caring for patients (Potter, 2010).

According to Munandar (2011), workload is the tasks given to workers or employees to be completed at a certain time using the skills and potential of the workforce . In general, each worker or employee is given a workload as a target to complete work of a certain size with good results in accordance with the expected quality.

3. RESEARCH METHODS

The design in this research is *cross sectional*. The research was conducted at Bhakti Husada Cikarang Hospital in May 2024. The population was inpatient nurses who worked in health services, namely at Bhakti Husada Cikarang Hospital. The total population in this study was 84 nurses. The sampling technique used was *accidental sampling* , totaling 47 respondents. The statistical test used is the *Chi Square test*.

4. RESULTS AND DISCUSSION

Respondent characteristics

Table 1
Frequency distribution of respondent characteristics

| No | Variable | Frequency | Percentage |
|----|------------------------------|-----------|------------|
| 1 | Gender | | |
| | Woman | 42 | 80.4 |
| | Man | 5 | 10.6 |
| 2 | Age | | |
| | 20 – 35 years | 46 | 97.9 |
| | >35 years | 1 | 2.1 |
| 3 | Education | | |
| | DIII Nursing | 41 | 87.2 |
| | Bachelor's Degree in Nursing | 6 | 12.8 |
| 4 | Workload | | |
| | Heavy | 4 | 8.5 |
| | Currently | 27 | 57.5 |
| | Light | 16 | 34 |
| 5 | Spiritual needs | | |
| | Fulfilled | 33 | 70.2 |

| | | | |
|--|---------------|----|------|
| | Not fulfilled | 14 | 29.8 |
|--|---------------|----|------|

Table 2
The relationship between spiritual needs and the workload of nurses at
Bhakti Husada Hospital Cikarang in 2024

| No | Spiritual needs | Workload | | | | | | P value |
|----|-----------------|----------|------|-----------|------|-------|------|---------|
| | | Heavy | | Currently | | Light | | |
| | | N | % | n | % | n | % | |
| 1 | Fulfilled | 1 | 3.0 | 19 | 57.6 | 13 | 39.4 | 0.89 |
| 2 | Not fulfilled | 3 | 21.4 | 8 | 57.1 | 3 | 21.4 | |

Based on the table of characteristics, the majority of respondents in terms of gender were 42 women, 46 in the age range 20-35 and with the highest DIII Nursing education with 41 people out of a total of 26 respondents. The nursing profession is open to anyone as long as they have successfully completed higher education in nursing in accordance with the provisions of the Republic of Indonesia Law Number 38 of 2014 concerning nursing . Nurses are those who have the ability and authority to carry out nursing actions based on the knowledge they have obtained through nursing education. A person is said to be a professional nurse if they have knowledge, professional nursing skills and have a professional attitude in accordance with the professional code of ethics. This proves that a nurse must be equipped with a minimum education of Diploma III in nursing which supports her as a professional health worker.

The research results from 47 respondents, the majority of respondents had a moderate workload, 27 people (57.4%). According to Munandar, (2011), workload is tasks given to workers or employees to be completed at a certain time using the skills and potential of the workforce. Meanwhile, according to (Sunarso and Kusdi, 2010), workload is a group or number of activities that must be completed by an organizational unit or position holder within a certain period of time. Thus, the meaning of workload is the task demands given to employees which must be completed within a certain period of time in a company. The results of the research show that the majority of RSBH nurses' workload is classified as medium workload, meaning that the existing workload can still be done in accordance with the existing main duties and functions and is not burdensome for nurses in carrying out their duties, nurses can complete their work in accordance with the predetermined time, namely through existing shifts. This medium category workload means that the demands of the task and the nurse's ability to carry it out are balanced and can be completed well and professionally.

The results of research on spirituality can be seen that of the 47 respondents, the majority of respondents had their spiritual needs met, 33 people (70.2%) , this shows that the spiritual

needs of nurses while working are still well met, in line with the following theory that spiritual needs are the harmonization of the dimensions of life. These dimensions include finding meaning, purpose, suffering, and death; the need for hope and belief in life, and the need for belief in oneself, and God. There are 5 basic human spiritual needs, namely: meaning and purpose in life, a feeling of mystery, devotion, a sense of trust and hope in times of trouble (Hawari, 2002). Spirituality is something related to a person's beliefs, Kozier & Erb's (2007) state that spirituality generally involves belief in a relationship with some higher power, creative power, the divine or an unlimited energy source.

The results of research on the relationship between workload and spiritual needs show that of the 47 respondents, 19 respondents (57.6%) in the group with met spiritual needs had a moderate workload, while the group with unmet spiritual needs had a moderate workload. 8 people (57.1%). The statistical test result of the p value is 0.89, meaning there is no relationship between nurses' workload and the fulfillment of spiritual needs. The researcher's assumption is that spiritual needs and nurses' workload in this case has meaning and responsibility for each individual, where humans in fulfilling their spiritual needs are an individual's relationship with God. The relationship between human creation essentially really needs God as the creator of the Universe. This embodiment is one of the roles of humans apart from being a caliph, carrying out worship is a manifestation of the relationship between humans and Allah who must be worshiped. In the concept of the Islamic religion, all activities are trials and tests for one's faith, such as a nurse being busy with the demands of her profession, so it can be concluded that hospital nurses. Bhakti Husada Cikarang has good faith so he has responsibility for himself in fulfilling his spiritual needs. Meanwhile, workload is the responsibilities, demands and tasks that must be completed professionally and this workload is related to the profession. So spiritual needs and workload must go hand in hand and be related to each other in fulfilling individual responsibilities towards God and their profession.

5. CONCLUSIONS AND RECOMMENDATIONS

Based on the results of the research conducted, it can be concluded that there is no relationship between nurses' workload and the fulfillment of spiritual needs. The spiritual needs and workload of nurses are the responsibility of each individual. It is hoped that nurses will always improve their professionalism in carrying out nursing care.

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