

Nursing Team Model: Boosting Nurse Performance and Satisfaction

Rasmun, Edi Sukamto, Rivan Firdaus

Corresponding Author: Rasmun

MINISTRY OF HEALTH OF THE REPUBLIC OF INDONESIA

HEALTH POLYTECHNIC OF THE MINISTRY OF HEALTH OF EAST KALIMANTAN

ABSTRACT: *The aim of this research is to obtain information about the influence of implementing nursing team assignment management model on the improvement of nurse performance and job satisfaction in the inpatient ward of Harapan Insan Sendawar Regional General Hospital, West Kutai District, and Kudungga Sangatta Regional General Hospital. The population in this study is all staff nurses in the inpatient ward of Harapan Insan Sendawar Regional General Hospital, West Kutai District, and Kudungga Sangatta Regional General Hospital. The sample consists of 97 staff nurses from the inpatient ward of Harapan Insan Sendawar Regional General Hospital, West Kutai District, and Kudungga Sangatta Regional General Hospital. The author used Structural Equation Model (SEM) analysis using the SmartPLS Program. The findings revealed that in improving the performance and job satisfaction of nurses in the inpatient ward of Harapan Insan Sendawar Regional General Hospital, West Kutai District, and Kudungga Sangatta Regional General Hospital, one alternative is through nursing care, starting from planning, organizing, directing, and supervising. Therefore, hospital management may consider adopting this approach. The results of the t-test on the performance and job satisfaction of staff nurses (Control) compared to the performance and job satisfaction of staff nurses (Intervention) showed that there was no difference in the performance and job satisfaction of staff nurses (Control) compared to the performance and job satisfaction of staff nurses (Intervention).*

KEY WORD: *The model consists of team assignment, nurse performance, and job satisfaction.*

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I. INTRODUCTION

The research focuses on the management of nursing team assignment models in Regional General Hospitals (RSUD) as a foundation for achieving quality healthcare goals. In RSUD Harapan Insan Sendawar, efforts are directed towards appropriate staff placement and routine performance evaluations to meet unique patient needs and ensure care standards compliance. The hospital faces specific challenges related to patient demographics, resource availability, and healthcare infrastructure in the Kutai Barat region. Therefore, nursing team assignment management must understand and adapt to these contextual factors for effective staff placement strategies. Performance evaluations involve ongoing assessments of policy implementation, service quality, and patient interaction to identify areas for improvement.

Regarding job satisfaction, creating a supportive work environment, providing adequate management support, and offering career development opportunities are crucial at RSUD Harapan Insan Sendawar. Strengthening training programs can enhance nursing skills and knowledge, positively impacting job satisfaction. Similarly, RSUD Kudungga Sangatta requires a tailored approach considering its unique challenges and needs. Technology adoption and innovation can improve service efficiency amidst evolving healthcare technology. In enhancing job satisfaction, involving nursing teams in decision-making processes fosters ownership and responsibility in healthcare delivery. Regular satisfaction surveys and feedback forums help identify and address barriers to job satisfaction.

The study's goal is to understand the impact of nursing team assignment management on nurse performance and job satisfaction in RSUD Harapan Insan Sendawar and RSUD Kudungga Sangatta. Empirical data will be collected from nurses in these hospitals' inpatient wards to evaluate if the model implementation positively affects nurse performance, productivity, patient service, and time management. Additionally, the study will examine its impact on nurse job satisfaction, which influences motivation and retention in these hospitals.

This study aims to analyze the influence of implementing the nursing team assignment management model on improving the performance and job satisfaction of nurses in the Inpatient Wards of RSUD Harapan Insan Sendawar in Kutai Barat District and RSUD Kudungga Sangatta. With a focus on analyzing the implementation of the model, nurse performance, and job satisfaction, this research is expected to provide a

comprehensive understanding of how nursing team management strategies can affect healthcare service quality and healthcare personnel satisfaction in both hospitals.

II. LITERATURE REVIEW

The method of nursing team assignment

The method of nursing team assignment is a strategic approach in healthcare management that focuses on placing nursing team members according to their expertise and responsibilities to enhance collaboration, service effectiveness, and job satisfaction by optimizing each team member's contribution. The goal of this method is to achieve healthcare service optimization through the placement and management of nursing team members, with objectives including improving service quality and safety, fostering team collaboration, strategically placing human resources, and enhancing nursing team job satisfaction. These aspects serve as the implementation foundation for predefined goals, including skill-based assignment and task allocation, improved communication and collaboration, ongoing skill development through training, and routine performance evaluation. Indicators used to measure nursing team effectiveness, satisfaction, and performance include job satisfaction level, service effectiveness, team productivity, and collaboration level.

The implementation concept of the nursing team assignment method

The implementation concept of the nursing team assignment method in the context of nursing is a management approach aimed at placing and managing nursing team members to provide optimal healthcare services. This concept includes various aspects such as effective placement, task assignment based on expertise, team collaboration, and skill development. Implementing the nursing team assignment method is a strategic step to improve operational efficiency, patient outcomes, and nursing team job satisfaction. Aspects of implementing the nursing team assignment method include effective placement, task assignment based on expertise, team collaboration, and skill development. Effective placement ensures that each team member is placed according to their skills and abilities, maximizing individual potential and contributing effectively to common goals. Task assignment based on expertise involves adjusting tasks and responsibilities according to the competency and specialization of team members, maximizing their positive contributions. Team collaboration fosters close collaboration and effective communication among nursing team members to ensure coordinated and holistic healthcare services. Skill development involves providing continuous training to enhance the skills and knowledge of nursing team members, ensuring they have the necessary skills to perform their tasks effectively. These aspects collectively contribute to improving the quality of healthcare services and job satisfaction among nursing team members.

Performance

Performance in nursing refers to the outcomes achieved by employees in their work according to specific criteria applicable to a job. The success or failure of an organization in performing its tasks is closely related to employee performance, as organizational achievements are a factor to be considered in achieving set goals. Employee performance can be equated with the quality and quantity of work accomplished by employees in carrying out their responsibilities. Nursing performance entails the standard work activities performed by individual or groups of nurses based on their roles and responsibilities in providing nursing care in a ward. Factors influencing nursing performance include leadership models implemented by nurse managers, individual nurse factors, work environment such as existing reward systems, clarity of roles within the ward's organizational structure, established work standards, and interpersonal relationships among coworkers. Nursing performance is measured by how nurses carry out nursing care tasks comprehensively according to nursing care standards, which include both direct and indirect nursing actions for a number of patients under their responsibility, impacting patient care quality and satisfaction. Nurse performance is assessed based on nursing work standards, as outlined by the Indonesian National Nurses Association (PPNI) in 2018, referring to the stages of the nursing process: 1) Data assessment, 2) Nursing diagnosis, 3) Planning, 4) Implementation of nursing care, and 5) Evaluation. Nurse performance is a measure of how effectively and efficiently nurses carry out their tasks and responsibilities in providing nursing care to patients. Nurse performance plays a crucial role in influencing patient care quality, patient satisfaction, and hospital operational efficiency. Several aspects influencing nurse performance include clinical expertise, communication skills, time management, decision-making abilities, and compliance with ethical and legal standards.

Satisfaction

Job satisfaction is a psychological phenomenon reflecting an individual's feelings about their work and the work environment. It encompasses evaluations of various aspects of their job, such as tasks performed, relationships with colleagues, management, compensation, career development opportunities, working conditions, and many other factors. Job satisfaction is not only about salary or benefits but also about how

recognized, appreciated, and accomplished employees feel in their work. Job satisfaction can fluctuate from individual to individual and may change over time. Factors influencing job satisfaction include individual expectations about the job, quality of workplace relationships, level of autonomy, opportunities for growth and development, organizational justice, recognition of achievements, and many other factors. Job satisfaction has significant impacts on individuals and organizations. For individuals, job satisfaction can positively impact their psychological and physical well-being. Satisfied employees are more likely to feel happy, healthy, and have lower levels of stress. They are also more motivated to perform well in their jobs. Additionally, job satisfaction is related to employee retention. Satisfied employees are more likely to stay with the same organization and are less likely to seek new employment. From an organizational perspective, employee job satisfaction levels also have a significant impact. Satisfied employees tend to be more productive, dedicated, and have lower absenteeism. They are also more likely to contribute to achieving organizational goals and provide better service to customers or clients. Job satisfaction is a key aspect of human resource management, and a deep understanding of this phenomenon has the potential to improve productivity, employee satisfaction, and overall organizational performance. Further studies in this field will continue to enrich our understanding of how to ensure employees feel satisfied and dedicated in their jobs.

Nurse job satisfaction is a subjective condition in which nurses feel satisfied and fulfilled with their work in the healthcare environment. Job satisfaction plays a crucial role in nursing performance, influences patient care quality, and affects nurse retention in their profession. Several factors that can affect nurse job satisfaction include the work environment, empowerment, and participation in decision-making, workload and nurse-patient ratio, career development opportunities, interpersonal relationships, and recognition and rewards. A conducive work environment, opportunities for career development, manageable workload, involvement in decision-making, supportive interpersonal relationships, and acknowledgment of achievements are essential for promoting nurse job satisfaction.

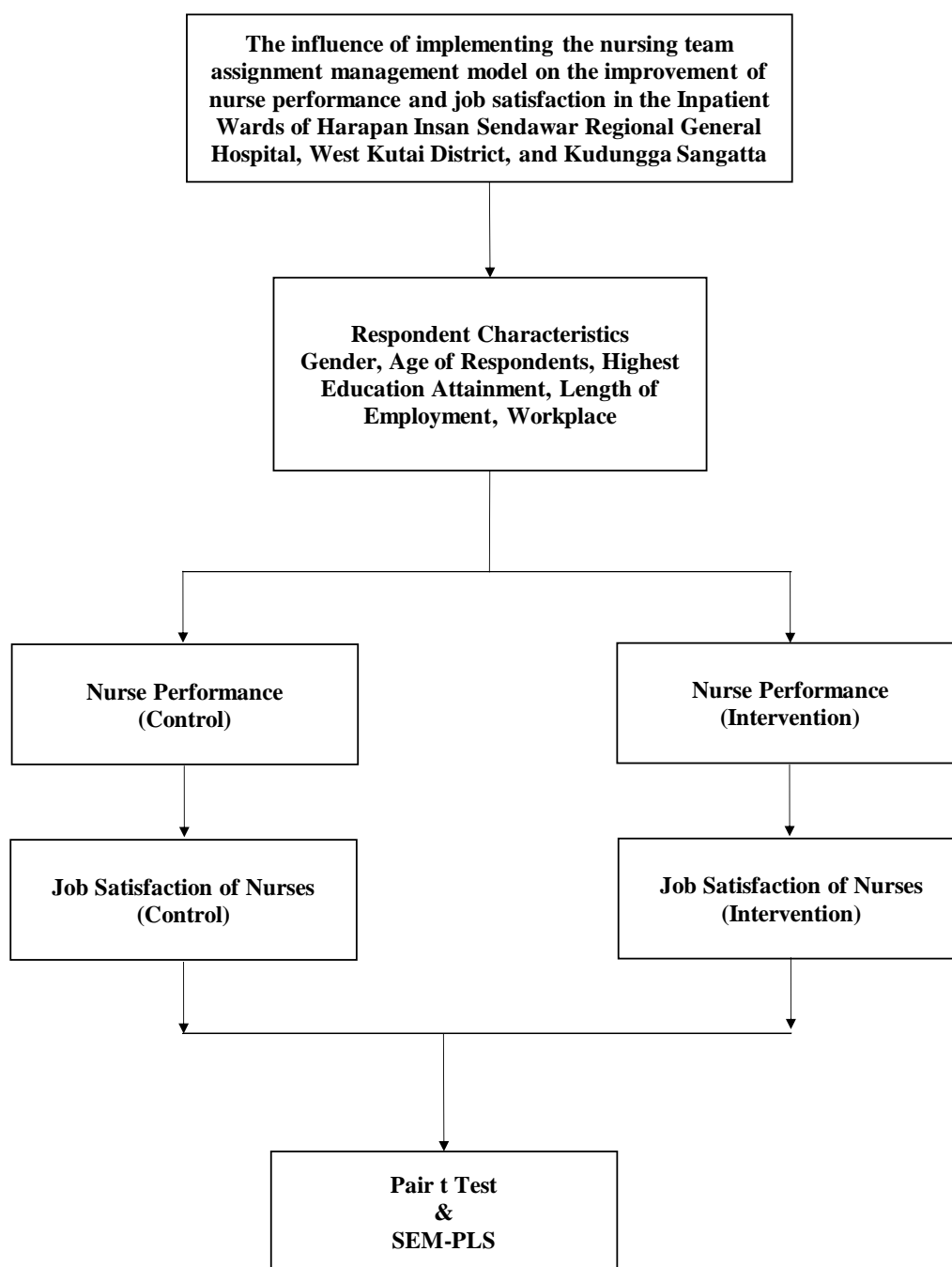
The implementation of the team nursing management model is a multifaceted process that involves the strategic deployment of various methodologies to optimize task allocation, cultivate effective teamwork dynamics, ensure efficient time management practices, and foster seamless communication among nursing team members. This model is meticulously crafted to not only streamline operational workflows but also to elevate the overall efficiency and effectiveness of healthcare services within clinical settings. As evidenced by prior research, extensively elaborated upon in Spector's seminal work (2019), the significance of proficient management practices in enhancing employee performance and job satisfaction cannot be overstated. Moreover, the team assignment paradigm, particularly within the healthcare milieu, has emerged as a focal point of scholarly inquiry and practical application owing to its profound implications for patient care delivery and nurse satisfaction levels.

The anticipated outcome of implementing the team nursing management model is a marked enhancement in nurse performance metrics, encompassing facets such as heightened productivity levels, enhanced accuracy in executing tasks, improved service quality standards, and unwavering adherence to established care protocols. Drawing from the tenets of job performance theories, as articulated in the scholarly research conducted by Judge et al. (2001), it becomes evident that bolstering employee satisfaction and motivation invariably translates into heightened performance outcomes. Therefore, the effective implementation of the team assignment model is poised to yield tangible and discernible improvements in nurse performance across various operational domains.

Similarly, the adoption of the team nursing management model is anticipated to exert a positive influence on nurse job satisfaction levels. Job satisfaction, a multifaceted construct encapsulating nurses' subjective perceptions of their work roles, their immediate work environments, and the quality of interpersonal relationships within the workplace, emerges as a pivotal determinant of employee retention rates, overall productivity levels, and the caliber of services rendered to patients. This correlation is underscored in Spector's comprehensive research compendium (2019), which emphasizes the intrinsic link between job satisfaction and organizational performance outcomes.

Against this backdrop, the theoretical framework of this study is meticulously structured around the central premise of examining the impact of implementing the team nursing management model on augmenting both nurse performance metrics and job satisfaction levels within the Inpatient Wards of Harapan Insan Sendawar Regional General Hospital, situated in West Kutai District, and Kudungga Sangatta Regional General Hospital, located in East Kutai District. This conceptual framework serves as a comprehensive roadmap for delineating the multifaceted dynamics and intricate interplay between management strategies, employee performance outcomes, and job satisfaction levels within the specified healthcare contexts.

Figure 1: Conceptual Framework



Source: Result of author's analysis, 2024

III. RESEARCH METHODOLOGY

The population in this study is all staff nurses in the inpatient ward of Harapan Insan Sendawar Regional General Hospital, West Kutai District, and Kudungga Sangatta Regional General Hospital. The sample consists of 97 staff nurses from the inpatient ward of Harapan Insan Sendawar Regional General Hospital, West Kutai District, and Kudungga Sangatta Regional General Hospital. The author used Structural Equation Model (SEM) analysis using the SmartPLS Program. This study uses Structural Equation Modeling (SEM) analysis tools with the help of the Partial Least Square (PLS) program, in general, SEM and PLS as analytical methods that are quite important in social and management research, because they are able to test relationships between variables simultaneously and take into account latent variables that are not directly observed.

IV. RESULT AND DISCUSSION

Data Analysis

Characteristics of Respondents

The characteristics of respondents in this study describe the identity of respondents based on gender, age, last education, length of service, place of work of the implementing nurse in the Inpatient Room of RSUD Harapan Insan Sendawar, West Kutai Regency and RSUD Kudungga Sangatta. From 97 respondents, the characteristics of respondents were described as follows:

Table 1:
Characteristics of Research Respondents

Characteristics of Respondents	Sum	Percentage
Gender		
1) Man	14	14%
2) Woman	83	86%
Usia Respond		
1) < 20 years old	0	0%
2) 21-40 years	53	55%
3) 41-60 years	44	45%
Recent Education		
1) D-3 Nursing	70	72%
2) D-4 Nursing	21	22%
3) S-1 Kep Ners	6	6%
Length of Work		
1) < 1 Year	24	25%
2) 1-5 Years	19	20%
3) 6-10 Years	39	40%
4) 11-20 Years	10	10%
5) > 20 Years	5	5%
Place of Work		
1) RSUD Harapan Insan Sendawar	13	13,4%
a. Speakers	13	13,4%
b. Control		
2) Rusuth kudunga sangatta		
a. Speakers	35	36%
b. Control	36	37%
Sum	97	100%

Source: Primary Data, Processed by the Author 2024.

This study involved 97 respondents who had diverse characteristics. In terms of gender, the majority of respondents were women at 86%, while men were at 14%. In terms of age, the majority of respondents were in the age range of 21-40 years as much as 55%, followed by the age group of 41-60 years as much as 45%, while respondents under the age of 20 years were not included in this study. In terms of the last education, most respondents have an educational background of D-3 Nursing as much as 72%, followed by D-4 Nursing as much as 22%, and S-1 Kep Ners as much as 6%. Regarding the length of work, as many as 25% of respondents have less than 1 year of experience, 20% with 1-5 years of experience, 40% with 6-10 years of experience, 10% with 11-20 years of experience, and 5% with more than 20 years of experience. Regarding workplaces, a number of hospitals were identified, with RSUD Harapan Insan Sendawar having 13 respondents in both intervention and control groups, while RSUD Kudungga Sangatta having 35 respondents in the intervention group and 36 respondents in the control group. Overall, respondents spanned a wide range of demographic profiles and experiences, creating diversity in the data analyzed.

Research Analysis

Validity and Reliability

Validity indicates the extent to which this tool is able to measure what will be measured. Validity testing as a measuring tool is intended to find out whether the questionnaire question is representative enough or sufficient as a sampling test. Validity testing steps: Operationally define the concept to be measured. Conducted gauge scale trials on a number of respondents. Prepare an answer tabulation table. Calculates the correlation between each question and the total score. A variable is said to be valid if: 1) the r value of the result is > 0.3 then the variable is valid. 2) the r value of the result is < 0.3 then the variable is invalid

Reliability is an index that indicates the extent to which a measuring device is trustworthy or reliable. Reliability shows the consistency of a measuring instrument in measuring a situation. The technique used to conduct reliability tests is to use *Alpha Cronbach* (alpha scale) which is to group items into two or more hemispheres. The closer *Cronbach's alpha* is to 1, the higher the internal consistent reliability. If reliability less than 0.60 is considered poor, reliability in the range of 0.70 is acceptable, and more than 0.80 is good. The following are the results of the instrument validity and reliability test as follows:

Table 2:
Validity and Reliability Test Results

Variable	Item	Correted item Total Correlation	Result	Cronbach's Alpha
Performance	X1	.801**	Valid	0.931 (reliable)
	X2	.847**	Valid	
	X3	.855**	Valid	
	X4	.817**	Valid	
	X5	.840**	Valid	
	X6	.768**	Valid	
	X7	.699**	Valid	
	X8	.855**	Valid	
	X9	.774**	Valid	
Satisfaction	Y1	.814**	Valid	0.916 (reliable)
	Y2	.657**	Valid	
	Y3	.836**	Valid	
	Y4	.822**	Valid	
	Y5	.522**	Valid	
	Y6	.796**	Valid	
	Y7	.874**	Valid	
	Y8	.870**	Valid	
	Y9	.865**	Valid	
	Y10	.828**	Valid	

Source: Primary Data Processed by the Author, 2024.

The results of the instrument validity and reliability test show that the measuring instruments used in this study have a high level of validity and reliability. Validity measures the extent to which the instrument can measure the desired concept. In this case, all question items on the performance variable (X1 to X9) and satisfaction variable (Y1 to Y10) showed a significant correlation with the total score, with the result r value greater than 0.3, so that it can be concluded that all variables are valid.

Reliability, which indicates the extent to which the measuring device is reliable, is measured using Alpha Cronbach. The results showed that the internal consistent reliability for the performance variable (X1 to X9) was 0.931, while the reliability for the satisfaction variable (Y1 to Y10) was 0.916. Both values are very high and close to 1, indicating a good level of consistency in measuring performance and satisfaction. Therefore, this instrument can be relied upon for use in this study. Thus, it can be concluded that the measuring devices used in this study have an adequate level of validity and reliability to measure performance and satisfaction variables.

Test Results Independent Sample t-test with SPSS

The results of the Independent Sample t-test with SPSS on performance and satisfaction variables are to determine the difference between performance data and satisfaction of the implementing nurse (Control) with the performance and satisfaction of the implementing nurse (Intervention). The independent sample t test is used to determine whether there is an average difference between two unpaired samples. If the sig value (2-tailed) < 0.05 then there is a significant difference between the performance results and satisfaction of the implementing nurse (Control) with the performance and satisfaction of the implementing nurse (Intervention). If the sig value (2-tailed) > 0.05 then there is no significant difference between the performance results and satisfaction of the implementing nurse (Control) with the performance and satisfaction of the implementing nurse (Intervention). The results of the Independent Sample t-test with SPSS on the variables of performance and job satisfaction of the implementing nurse (Control) with the performance of the implementing nurse (Intervention) are as follows:

Table 3:
Results of the Independent Sample t-test Performance of the Implementing Nurse in the Inpatient Room of RSUD Harapan Insan Sendawar, West Kutai Regency and RSUD Kudungga Sangatta

		Levene's Test for Equality of Variances		t-test for Equality of Means		
		F	Sig.	t	df	Sig. (2-tailed)
Nurse Performance	Equal variances assumed	0,458	0,500	-1,487	94	0,140
	Equal variances not assumed			-1,487	92,968	0,140

Source: Primary Data Processed by the Author, 2024.

The sig value (2-tailed) of 0.140 > 0.05 then there is no significant difference between the performance results of the implementing nurse (Control) and the performance of the implementing nurse (Intervention). There are two conditions, namely the same variance assumption and the different variance assumption. In both conditions, the value of Sig. (2-tailed) is 0.140 (> 0.05). This means that there is no significant difference between the performance results of the implementing nurse (Control) and the performance of the implementing nurse (Intervention) in the two hospitals. Thus, based on the results of this test, we can conclude that there is no significant difference in the performance of the implementing nurse between RSUD Harapan Insan Sendawar West Kutai Regency and RSUD Kudungga Sangatta.

Table 4:
Test Results of Independent Sample t-test Satisfaction of Implementing Nurses in the Inpatient Room of RSUD Harapan Insan Sendawar, West Kutai Regency and RSUD Kudungga Sangatta

		Levene's Test for Equality of Variances		t-test for Equality of Means		
		F	Sig.	t	df	Sig. (2-tailed)
Nurse Satisfaction	Equal variances assumed	0,275	0,601	-1,440	94	0,153
	Equal variances not assumed			-1,440	93,583	0,153

Source: Primary Data Processed by the Author, 2024.

The sig value (2-tailed) of 0.153 > 0.05 then there is no significant difference between the results of the job satisfaction of the implementing nurse (Control) and the job satisfaction of the implementing nurse (Intervention). There are two conditions, namely the same variance assumption and the different variance assumption. In both conditions, the value of Sig. (2-tailed) is 0.153 (> 0.05). This means that there is no significant difference between the level of job satisfaction of the implementing nurse (Control) and the level of job satisfaction of the implementing nurse (Intervention) in the two hospitals. Thus, based on the results of this test, we can conclude that there is no significant difference in the level of job satisfaction of implementing nurses between RSUD Harapan Insan Sendawar West Kutai Regency and RSUD Kudungga Sangatta.

Table 5:
Results of the Independent Sample t-test Performance of the Implementing Nurse in the Inpatient Room of RSUD Harapan Insan Sendawar, West Kutai Regency

		Levene's Test for Equality of Variances		t-test for Equality of Means		
		F	Sig.	t	df	Sig. (2-tailed)
Nurse Performance	Equal variances assumed	3,786	0,063	-1,555	24	0,133
	Equal variances not assumed			-1,555	20,411	0,135

Source: Primary Data Processed by the Author, 2024.

The sig value (2-tailed) of 0.133 > 0.05 then there is no significant difference between the performance results of the implementing nurse (Control) and the performance of the implementing nurse (Intervention). There are two conditions, namely the same variance assumption and the different variance assumption. In both conditions, the value of Sig. (2-tailed) is 0.133 (> 0.05). This means, although there was a significant difference in variance, there was no significant difference in the performance of the implementing nurse (between the Control and Intervention groups) in the inpatient room of RSUD Harapan Insan Sendawar, West Kutai Regency. Thus, the conclusion of the results of this test is that there is no significant difference in the performance of the implementing nurse in the inpatient room of RSUD Harapan Insan Sendawar, West Kutai Regency between the Control and Intervention groups.

Table 6:

Test Results of Independent Sample t-test Satisfaction of Implementing Nurses in the Inpatient Room of RSUD Harapan Insan Sendawar, West Kutai Regency

		Levene's Test for Equality of Variances		t-test for Equality of Means		
		F	Sig.	t	df	Sig. (2-tailed)
Nurse Satisfaction	Equal variances assumed	0,000	1,000	-1,768	24	0,090
	Equal variances not assumed			-1,768	23,351	0,090

Source: Primary Data Processed by the Author, 2024.

The sig (2-tailed) value of 0.090 > 0.05 then there is no significant difference between the job satisfaction of the implementing nurse (Control) and the job satisfaction of the implementing nurse (Intervention). There are two conditions, namely the same variance assumption and the different variance assumption. In both conditions, the value of Sig. (2-tailed) is 0.090 (> 0.05). This means that there is no significant difference in the level of job satisfaction of the implementing nurse (between the Control and Intervention groups) in the inpatient room of RSUD Harapan Insan Sendawar, West Kutai Regency. Thus, the conclusion of the results of this test is that there is no significant difference in the level of job satisfaction of the implementing nurse in the inpatient room of RSUD Harapan Insan Sendawar, West Kutai Regency between the Control and Intervention groups.

Table 7:

Results of the Independent Sample t-test Performance of the Implementing Nurse in the Inpatient Room of Kudungga Sangatta Hospital

		Levene's Test for Equality of Variances		t-test for Equality of Means		
		F	Sig.	t	df	Sig. (2-tailed)
Nurse Performance	Equal variances assumed	0,114	0,736	-0,852	68	0,397
	Equal variances not assumed			-0,852	67,822	0,397

Source: Primary Data Processed by the Author, 2024.

The sig value (2-tailed) of 0.397 > 0.05 then there is no significant difference between the performance results of the implementing nurse (Control) and the performance of the implementing nurse (Intervention). There are two conditions, namely the same variance assumption and the different variance assumption. In both conditions, the value of Sig. (2-tailed) is 0.397 (> 0.05). This means that there is no significant difference in the performance of the implementing nurse (between the Control and Intervention groups) in the inpatient room of RSUD Kudungga Sangatta. Thus, the conclusion of the results of this test is that there is no significant difference in the performance of the implementing nurse in the inpatient room of RSUD Kudungga Sangatta between the Control and Intervention groups.

Table 8:

Test Results of Independent Sample t-test Satisfaction of Implementing Nurses in the Inpatient Room of Kudungga Sangatta Hospital

		Levene's Test for Equality of Variances		t-test for Equality of Means		
		F	Sig.	t	df	Sig. (2-tailed)
Nurse Satisfaction	Equal variances assumed	0,995	0,322	-0,853	68	0,397
	Equal variances not assumed			-0,853	67,596	0,397

Source: Primary Data Processed by the Author, 2024.

The sig value (2-tailed) of 0.140 > 0.05 then there is no significant difference between the job satisfaction of the implementing nurse (Control) and the job satisfaction of the implementing nurse (Intervention). There are two conditions, namely the same variance assumption and the different variance assumption. In both conditions, the value of Sig. (2-tailed) is 0.397 (> 0.05). This means that there is no significant difference in the level of job satisfaction of the implementing nurse (between the Control and Intervention groups) in the inpatient room of Kudungga Sangatta Hospital. Thus, the conclusion of the results of this test is that there is no significant difference in the level of job satisfaction of the implementing nurse in the inpatient room of Kudungga Sangatta Hospital between the Control and Intervention groups.

SEM-PLS Analysis

In the SEM-PLS analysis in this study, it is known that the variable effect of the application of the nursing team assignment model management on performance improvement (X) on nurse job satisfaction (Y) inpatient at RSUD Harapan Insan Sendawar, West Kutai Regency and Kudungga Sangatta Hospital, East Kutai Regency. In this study, it is known the effect of the application of the nursing team assignment management model on improving performance (X) on nurse job satisfaction (Y) in the Intervention group and Control group, with the following analysis:

The effect of the application of the nursing team assignment model management on performance improvement (X) on nurse job satisfaction (Y) inpatient RSUD Harapan Insan Sendawar West Kutai Regency and Kudungga Sangatta Hospital, East Kutai Regency (Intervention Group)

a) Research Model using SEM-PLS (Intervention Group)

In this study, the data obtained were analyzed using a *partial least square* (PLS) analysis tool with the following results:

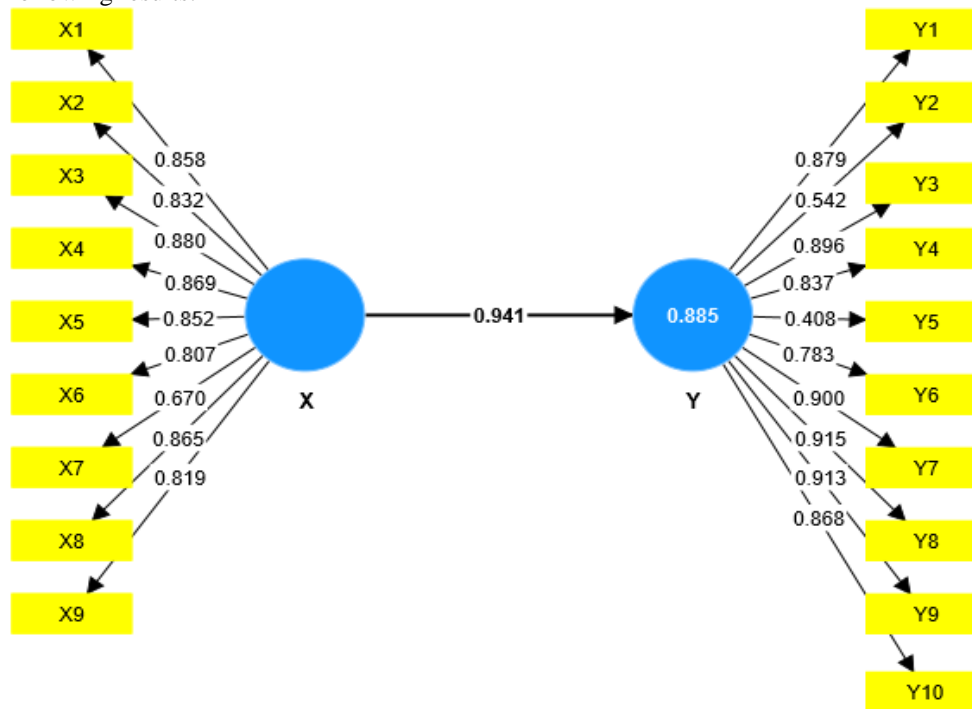


Figure 1:
Research Model Before Elimination

According to Jogiyanto, (2011) In the research model *loading factor* above 0.70 is highly recommended, however, the *loading factor* of 0.50-0.60 can still be tolerated as long as the model is still in the development stage. Based on figure 4.1 it can be seen that the Y5 indicator is a *loading factor* having a value below 0.50 so it must be eliminated. After elimination, a new research model was obtained, namely in figure 4.2 below:

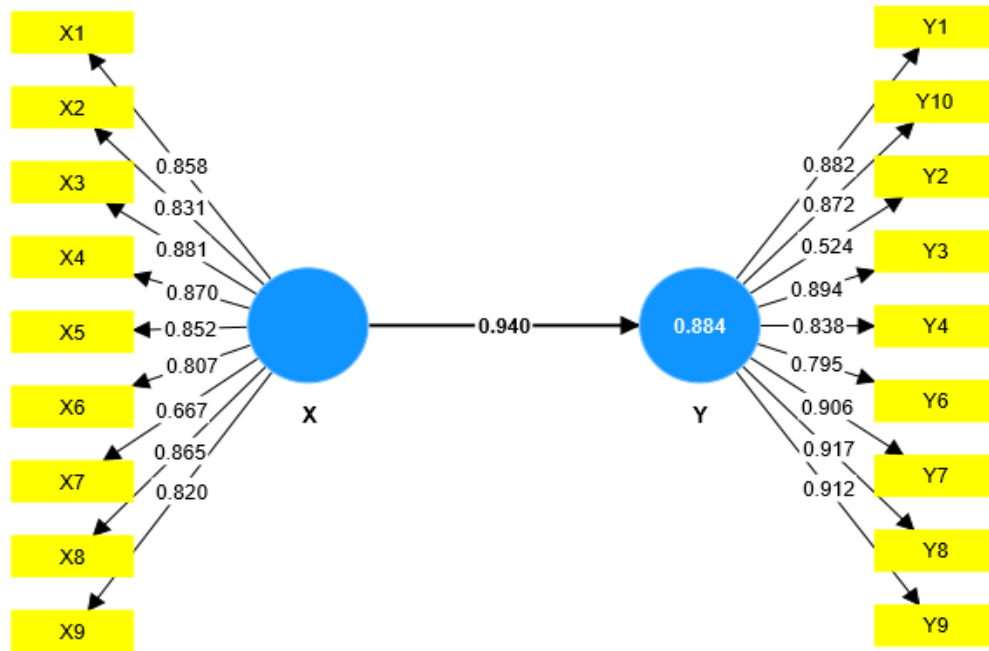


Figure 2:
Research Model After Elimination

Based on figure 2 it can be seen that all *loading factors* have values above 0.50 so by using this research model, to find out the *outer model* and *inner model*.

Table 9:
Evaluation of Measurement Model (Kelompok Intervensi)

Variables	Indicators	Loadings	Composite Reliability	BIRD	Cross Loading	R2
Nurse Performance (X)	X1	0,858	0,952	0,689	Yes	0,884
	X2	0,831				
	X3	0,881				
	X4	0,870				
	X5	0,852				
	X6	0,807				
	X7	0,667				
	X8	0,865				
	X9	0,820				
Nurse Job Satisfaction (AND)	Y1	0,882	0,957	0,715	Yes	
	Y2	0,524				
	Y3	0,894				
	Y4	0,838				
	Y6	0,795				
	Y7	0,906				
	Y8	0,917				
	Y9	0,912				
	Y10	0,872				

Sumber: Output SmartPLS, 2024

Based on the information in table 9 above, it can be seen that all indicators have values above 0.5 so that these indicators have represented the variables. The results showed that nurse performance and nurse job satisfaction had very high reliability, because the composite reliability value was both greater than 0.7. A high composite reliability value indicates that the indicators used to measure both constructs are consistent and accurate. In addition, the results also showed that nurse performance had a very strong influence on nurses' job satisfaction, because the value of the coefficient of determination or R2 reached 0.884. This means that 88.4% of the variance in nurse job satisfaction can be explained by nurse performance. In other words, the better the nurse's performance, the higher the nurse's job satisfaction. The AVE (average variance extracted) value of nurse performance and nurse job satisfaction is also quite high, namely 0.689 and 0.715. A high AVE value indicates that the convergent validity of the two constructs is met, meaning that the indicators used to measure the two constructs have a high correlation with their respective constructs.

b) Influence between variables (intervention group)

In the context of Partial Least Squares (PLS), "t-test using Results for Inner Weights" refers to the use of t-tests to test the statistical significance of weights in PLS models. In PLS analysis, inner weights measure the relationship between latent variables in a structural model. This inner weight describes how strong the relationship between latent variables is and how much it contributes to the predictions of other variables. The smartPLS program is carried out with a t-test on each path. if the T-Statistic > 1.96 and the p-value < 0.05 means that the exogenous variable has a significant influence on the endogenous variable and if the T-Statistic < 1.96 and the p-value > 0.05, then the exogenous variable has an insignificant influence on the endogenous variable.

Table 10:
The Effect of Nurse Performance on Nurse Job Satisfaction
(Intervention Group)

The Value of Influence Between Variables	Original Sample	T Statistics	P Values	Information
Performance to Satisfaction	0,940	57,870	0,000	Significant positives

Sumber: Output SmartPLS, 2024

Path Coefficient: This value indicates the extent to which changes in the independent variable (Performance) affect the dependent variable (Job satisfaction). In this context, a value of 0.940 indicates that there is a strong positive relationship between nurse performance and nurse job satisfaction. **Original Sample:** This refers to the sample size used in the study. The results of this analysis are based on such samples. **T Statistics:** T statistics is a measure of how much influence the independent variable has on the dependent variable compared to random variability. In this case, a value of 57,870 indicates that the effect of performance on nurse satisfaction is statistically significant. **P Values:** The p value is a measure of statistical significance. A value of 0.000 indicates that the relationship between nurse performance and nurse job satisfaction is statistically significant. Usually, if the p-value is less than 0.05, we can consider the relationship significant. In this study, it was mentioned that the relationship between nurse performance and nurse job satisfaction was positive and significant. This means that the higher the nurse's performance, the higher the nurse's job satisfaction in the intervention group.

The effect of the implementation of the nursing team assignment model management on performance improvement (X) on nurse job satisfaction (Y) inpatient RSUD Harapan Insan Sendawar West Kutai Regency and Kudungga Sangatta Hospital, East Kutai Regency (Control Group)

a) Research Model using SEM-PLS (Control Group)

In this study, the data obtained were analyzed using a *partial least square* (PLS) analysis tool with the following results:

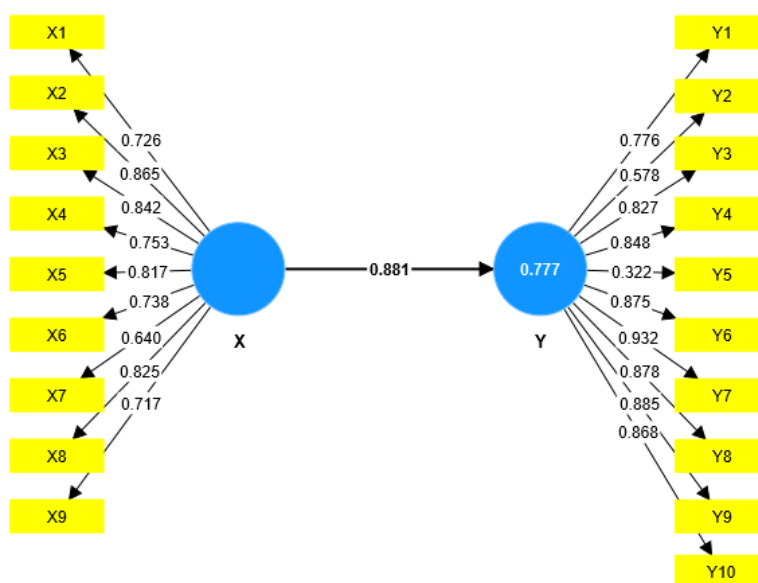


Figure 3:
Research Model Before Elimination

According to Jogiyanto, (2011) In the research model *loading factor* above 0.70 is highly recommended, however, the *loading factor* of 0.50-0.60 can still be tolerated as long as the model is still in the development stage. Based on figure 4.3 it can be seen that the Y5 indicator is a *loading factor* having a value below 0.50 so it must be eliminated. After elimination, a new research model was obtained, namely in figure 4.4 below:

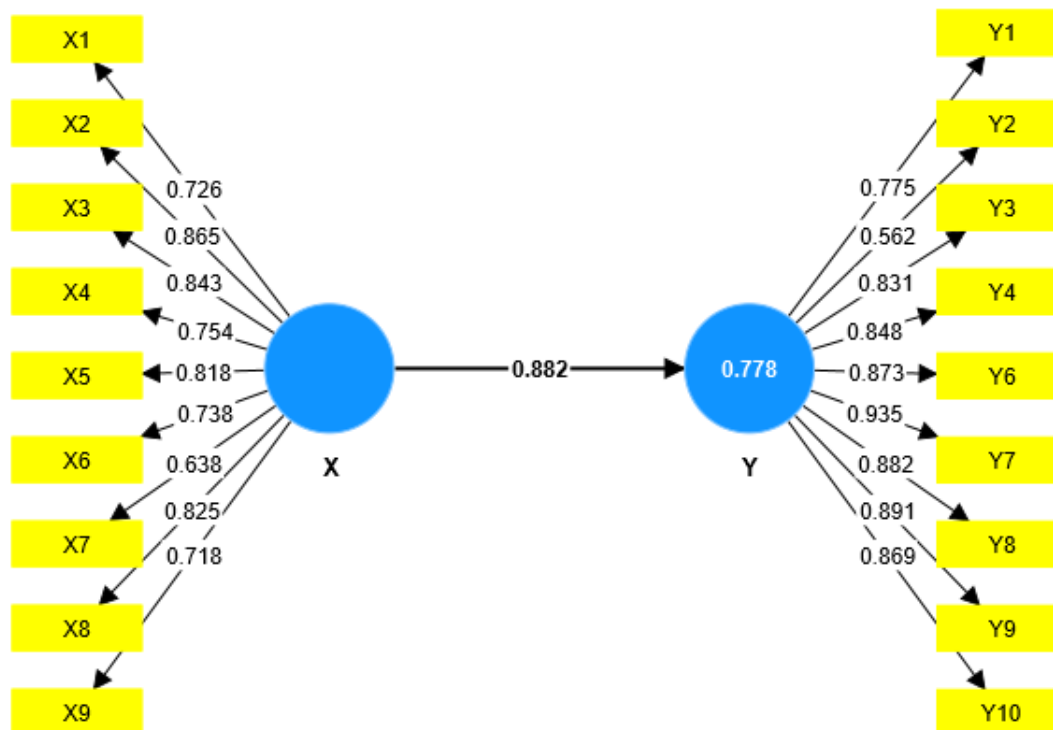


Figure 4:
Research Model After Elimination

Based on figure 4 it can be seen that all *loading factors* have values above 0.50 so by using this research model, to find out the *outer model* and *inner model*.

Table 11:
Evaluation of Measurement Model (Kelompok Kontrol)

Variables	Indicators	Loadings	Composite Reliability	BIRD	Cross Loading	R2
Nurse Performance (X)	X1	0,726	0,930	0,597	Yes	0,778
	X2	0,865				
	X3	0,843				
	X4	0,754				
	X5	0,818				
	X6	0,738				
	X7	0,638				
	X8	0,825				
	X9	0,718				
Nurse Job Satisfaction (AND)	Y1	0,775	0,954	0,699	Yes	
	Y2	0,562				
	Y3	0,831				
	Y4	0,848				
	Y6	0,873				
	Y7	0,935				
	Y8	0,882				
	Y9	0,891				
	Y10	0,869				

Sumber: Output SmartPLS, 2024

Based on the information in table 11 above, it can be seen that all indicators have values above 0.5 so that these indicators have represented the variables. The results showed that nurse performance and nurse job satisfaction had very high reliability, because the composite reliability value was both greater than 0.7. A high

composite reliability value indicates that the indicators used to measure both constructs are consistent and accurate. In addition, the results also showed that nurse performance had a very strong influence on nurses' job satisfaction, because the value of the coefficient of determination or R² reached 0.778. This means that 77.8% of the variance in nurse job satisfaction can be explained by nurse performance. In other words, the better the nurse's performance, the higher the nurse's job satisfaction. The AVE (average variance extracted) value of nurse performance and nurse job satisfaction is also quite high, namely 0.597 and 0.699. A high AVE value indicates that the convergent validity of the two constructs is met, meaning that the indicators used to measure the two constructs have a high correlation with their respective constructs.

b) Influence between variables (control group)

In the context of Partial Least Squares (PLS), "t-test using Results for Inner Weights" refers to the use of t-tests to test the statistical significance of weights in PLS models. In PLS analysis, inner weights measure the relationship between latent variables in a structural model. This inner weight describes how strong the relationship between latent variables is and how much it contributes to the predictions of other variables. The smartPLS program is carried out with a t-test on each path. If the T-Statistic > 1.96 and the p-value < 0.05 means that the exogenous variable has a significant influence on the endogenous variable and if the T-Statistic < 1.96 and the p-value > 0.05, then the exogenous variable has an insignificant influence on the endogenous variable.

Table 12:
The Effect of Nurse Performance on Nurse Job Satisfaction
(Control Group)

The Value of Influence Between Variables	Original Sample	T Statistics	P Values	Information
Performance to Satisfaction	0,882	15,248	0,000	Significant positives

Sumber: Output SmartPLS, 2024

Path Coefficient: This value indicates the extent to which changes in the independent variable (Performance) affect the dependent variable (Job satisfaction). In this context, a value of 0.882 indicates that there is a strong positive relationship between nurse performance and nurse job satisfaction. **Original Sample:** This refers to the sample size used in the study. The results of this analysis are based on such samples. **T Statistics:** T statistics is a measure of how much influence the independent variable has on the dependent variable compared to random variability. In this case, a value of 15,248 indicates that the effect of performance on nurse satisfaction is statistically significant. **P Values:** The p value is a measure of statistical significance. A value of 0.000 indicates that the relationship between nurse performance and nurse job satisfaction is statistically significant. Usually, if the p-value is less than 0.05, we can consider the relationship significant. In this study, it was mentioned that the relationship between nurse performance and nurse job satisfaction was positive and significant. This means that the higher the nurses' performance, the higher the job satisfaction of nurses in the control group.

The effect value of nurse performance was higher in the intervention group (0.940) compared to the control group (0.882). This suggests that in the intervention group, nurse performance had a greater impact on nurses' job satisfaction. The statistical T reflects how much influence the independent variable has on the dependent variable. Higher statistical T showed that the association between performance and job satisfaction was more significant in the intervention group (57,870) compared to the control group (15,248). Low p-values (0.000) in both groups showed that both groups had a significant relationship between nurse performance and nurse job satisfaction. However, since the p-values did not differ between the intervention group and the control group, we cannot use this information to distinguish the two groups. Based on the information provided, it can be concluded that in terms of the effect of nurse performance on nurses' job satisfaction, the intervention group was better than the control group. This was mainly due to higher performance influence values and much greater statistical t in the intervention group.

V. Discussion

This study is a significant attempt to understand the dynamics and characteristics of a group of nurses in two specific hospitals. By involving 97 respondents, this study not only meets the criteria of sample adequacy but also provides a solid basis for generalizing the research results into a broader context. The demographic analysis conducted in this study provides a clear picture of the respondents' profiles. The fact that the majority of respondents are female (86%) indicates a significant gender distribution in the nursing profession. This phenomenon could provide important insights related to gender roles in nurses' job satisfaction, as well as could

motivate follow-up research to investigate certain aspects that might influence work experience by gender. Demographic data also revealed that most respondents were aged 21-40 years (55%), highlighting the significant presence of this age group in the nurse population studied. A focus on this age group can provide an in-depth understanding of the challenges and expectations faced by young people in the nursing profession. This can assist hospitals and other stakeholders in developing policy strategies that suit the needs and preferences of this age group. D-3 Nursing education background dominates respondents as much as 72%, followed by D-4 Nursing (22%), and S-1 Kep Ners (6%). This distribution reflects variations in education levels within the nursing profession, which can play a key role in understanding perceptions and job satisfaction. In addition, data on the length of respondents' work experience provide valuable information, with a large number of respondents having work experience in the range of 6-10 years (40%). This demographic data provides a wealth of in-depth information about the nurses who were the subjects of the study. By involving a wide range of educational backgrounds, ages, and work experiences, this study was able to provide a holistic representation of the nursing population in the two hospitals studied. This reinforces the external validity of the research results and confirms the relevance of the findings to be applied to a wider context within the field of nursing.

Based on the gender and age distribution of respondents, this study reflects the impact of the nursing team assignment model management on the job satisfaction of nurses from various demographic groups. Further analysis can be done to understand whether there are significant differences in perception and satisfaction between age groups and genders. With the majority of respondents having a D-3 Nursing educational background and most having 6-10 years of work experience, this study was able to explore how education level and work experience influence perceptions towards the application of the nursing team assignment model management and, consequently, job satisfaction. The identification of specific hospitals (RSUD Harapan Insan Sendawar and RSUD Kudungga Sangatta) provides a contextual dimension to this study. Measuring the effect of implementing the nursing team assignment management model in two different environments can provide deeper insight into the effectiveness of this model and enable comparisons between the two hospitals. This research clearly leads to the need to understand the impact of implementing the nursing team assignment management model on nurses' performance and job satisfaction. The results of this study can contribute directly to practical understanding at RSUD Harapan Insan Sendawar and RSUD Kudungga Sangatta, and can be applied to other hospital contexts.

Instrument validity is a measure of the extent to which a measuring device can measure a desired concept. In this study, the validity test results showed that all question items on performance variables (X1 to X9) and satisfaction variables (Y1 to Y10) showed a significant correlation with total scores. A significant correlation value with r is greater than 0.3, which indicates that all variables are valid. These results illustrate that measuring devices can well reflect the aspects measured, so that the results of the study can be relied upon to provide an accurate picture of performance and satisfaction. Instrument reliability measures the extent to which a measuring device can reliably measure a concept. In this study, reliability was measured using Cronbach's Alpha. The results showed that the internal consistent reliability for the performance variable (X1 to X9) was 0.931, while the reliability for the satisfaction variable (Y1 to Y10) was 0.916. Both values are very high and close to 1, indicating an excellent level of consistency in measuring performance and satisfaction. Therefore, these measuring devices are reliable and provide consistent results during repeated use. With the results of high validity and reliability, it can be concluded that the measuring devices used in this study have an adequate level of validity and reliability. This indicates that the instrument can be relied upon to measure performance and satisfaction variables with good consistency. Therefore, the results of this study can be considered to have a strong and reliable basis to make a meaningful contribution to the understanding of the relationship between performance variables and satisfaction in the context of the research conducted.

Results showed that there was no significant difference in the performance of the executing nurses between the control and intervention groups in both hospitals. This can be due to certain factors, such as uniformity of management policies at both hospitals or the possible presence of outside variables not measured in the study that could affect these results.

Results showed that no significant difference in job satisfaction levels between the two hospitals could reflect the consistency of factors affecting nurses' job satisfaction within the two environments. This may be due to the implementation of similar management policies and practices in both hospitals.

The results showed that there was no significant difference in the performance and job satisfaction of the implementing nurses between the control and intervention groups at RSUD Harapan Insan Sendawar. This shows that the implementation of the nursing team assignment model does not have a significant impact on these variables in this hospital.

Similar results can be taken for RSUD Kudungga Sangatta, that there is no significant difference in the performance and job satisfaction of the implementing nurses between the control and intervention groups. This suggests that the implementation of the nursing team assignment model may not have a significant impact on these two variables in the hospital.

This insignificant result confirms that the application of the nursing team assignment model does not have a significant effect on the level of job satisfaction of implementing nurses at Kudungga Sangatta Hospital. This could be due to factors other than the team assignment model that have a greater impact on job satisfaction.

These insignificant results, followed by statistical test results showing Sig. values (> 0.05), corroborated previous findings that there was no significant difference in the level of job satisfaction of the implementing nurses between the control and intervention groups. This leads to the consideration that the implementation of the nursing team assignment model does not significantly affect the job satisfaction of the implementing nurse.

Based on the results of the study, several reasons can be explained as follows:

Management Consistency: Management consistency observed within both hospitals is a key factor that may support uniformity in nurses' performance and job satisfaction. This factor reflects the existence of uniform management policies and practices within the organization. In this context, consistent policy implementation can create a stable and predictable work environment for nurses, which in turn can contribute to uniform levels of performance and job satisfaction. The existence of a uniform management policy can create an equal foundation for nurses in both hospitals. This can include policies related to organizational structure, distribution of responsibilities, and performance standards. This uniformity helps eliminate uncertainty in carrying out daily tasks, provides clear guidance, and can create conditions in which nurses can develop uniformly. In addition to policies, uniform management practices can also have an impact on performance consistency and job satisfaction. This can include ways of managing conflict, recognition of achievements, and career development. If these practices are applied similarly in both hospitals, nurses will feel treated fairly and consistently, which can create a sense of fairness and support towards achieving organizational goals. Management consistency has a positive impact on nurse performance because it creates a supportive environment. Nurses who have a clear understanding of work expectations and procedures tend to work more efficiently and effectively. In addition, management consistency can increase nurses' motivation and involvement in their tasks, as they feel recognized and valued for their contributions. In the context of job satisfaction, management consistency can create a stable and predictable work atmosphere. Nurses who feel treated consistently and fairly by management tend to have higher levels of job satisfaction. Certainty about the management process, recognition, and support from management can create a positive work climate. Management consistency can also lead to harmonization of organizational culture in both hospitals. The existence of a uniform organizational culture can improve teamwork, communication, and mutual understanding among nurses, creating a balanced and positive work environment.

Other Unmeasured Variables: Awareness of the possible presence of other factors or variables not measured in the study raises critical questions about the rigor of the analysis and the overall interpretation of the findings. These variables, although not directly observed, have the potential to significantly affect nurses' job performance and satisfaction. Here is a more in-depth explanation of the concept and impact of variables that are not measured in the context of this study. Unmeasured variables refer to certain aspects or dimensions that are not included in measuring instruments or research questions. This could involve factors such as personality characteristics, social support, or differences in individuals' perceptions of organizational policies and practices. Unmeasured factors can affect nurse performance through various pathways. For example, unmeasured personality characteristics, such as levels of motivation or tolerance to stress, can provide a more complete picture of the factors that affect nurses' daily performance. In the context of job satisfaction, unmeasured factors can include elements such as perceptions of organizational fairness, levels of trust in co-workers, or levels of recognition of individual achievements. Without direct measurement of this variable, interpretations of job satisfaction may not include all relevant dimensions. Further, there may be complex interactions between unmeasured variables and measured variables. For example, unmeasured levels of social support may interact with the implementation of nursing team assignment models, providing a richer picture of how interactions between nurses affect job satisfaction. Unmeasured factors can also relate to differences in context and individual perception. Each nurse may bring unique personal experiences and views to her job, and this can influence perceptions of team assignment models and, in turn, job performance and satisfaction. Awareness of unmeasured variables underscores the importance of holistic and inclusive measurement in research. Involving a variety of data collection methods, including in-depth interviews or qualitative surveys, can help identify and better understand these unmeasured factors. It is important to remember that unmeasured variables can have a significant impact on the generalizability of findings. Whether the study's findings can be applied generally to the nursing population or apply only to the sample involved can be influenced by unmeasured variables. Awareness of unmeasured variables should not only be a record, but also a direction for follow-up research. Involving these variables in future research designs can provide a more holistic and in-depth understanding of the factors that influence nurses' performance and job satisfaction.

Team Assignment Model Implementation: Insignificant results may indicate that the nursing team assignment model may not have the expected impact on nurses' performance and job satisfaction in the two hospitals. The implementation of a nursing team assignment model that did not show a significant impact on nurses' performance and job satisfaction at the two hospitals opened the door to an in-depth analysis of various factors that might influence those outcomes. Here is a more detailed explanation of the implications and potential causal factors of such insignificant results

The nursing team assignment model is a framework that details the division of tasks and responsibilities among care teams, with the goal of improving patient coordination, collaboration, and outcomes. In this context, the model might include a coordinated division of responsibilities, team communication, and task management. Potential Implementation Constraints, Insignificant results may reflect constraints in the implementation of the team assignment model. Factors such as nurse resistance, lack of adequate training, or mismatch of the model to the specific needs of the hospital can be obstacles that affect the effectiveness of implementation. The success of a team assignment model often depends on the nurse's level of involvement and support. If nurses don't feel involved or don't understand the benefits, implementation may not achieve the expected results. An evaluation of nurse involvement can provide further insight. Changes in Team Dynamics, Implementation of team assignment models can change the dynamics of daily work. Insignificant results may indicate that these changes may not be significant enough or have not reached sufficient levels of adoption to have a positive impact. Each hospital has a unique organizational context, including work culture, hierarchical structure, and management policies. A successful team assignment model in one hospital may not be as optimal as in another. Further understanding of the organizational context can help interpret the results. It is likely that insignificant results may be associated with performance measurements that may not be comprehensive enough. Evaluations only on certain aspects of nurse performance may not include a complete picture of the impact of the team assignment model. Organizational change implementations, such as team assignment models, may take time to see impact. Insignificant results at the initial stage do not always exclude the possibility of improvement or improvement over time. Unmeasured external factors, such as changes in government policy or changing patient conditions, may affect research results. The integration of external factors in the analysis can provide a more complete picture. Subjective Performance and Job satisfaction can be influenced by nurses' subjective perceptions and evaluations of team assignment models. This factor may not be explicitly measured in research and may provide new insights into the results found. A deep understanding of these factors highlights the importance of iterative evaluation. Collecting feedback on an ongoing basis from nurses and involving them in the process of improving the team assignment model can unlock significant improvement potential.

Internal Consistency: The high reliability in measuring performance and job satisfaction shows that the research instruments used are consistent in measuring these variables. This reliability is measured by methods such as the Cronbach Alpha, which gives an idea of the extent to which questions or items in the instrument have a correlation with each other. A high level of reliability, as achieved in this study, indicates that the instrument is reliable and provides consistent results if repeated. Implications: Data Reliability: High reliability guarantees that the data collected delivers consistent and reliable results. Interpretation of Findings: Research findings can be interpreted with confidence that the variables are measured consistently and reflect the desired concept. Recommendation: Additional Validation: Despite the high level of reliability, additional validation may be required to ensure that the instrument actually measures the desired concept.

Assumption of Variance: Research notes that the same and different assumptions of variance have been tested. The same variance assumption indicates that variation between groups is homogeneous, while the different variance assumption implies significant variation between groups. In this context, the test results show that, no matter whether the assumptions of variance are the same or different, no significant differences can be identified between the groups. Implications: Significant Undifferentiation: The absence of significant differences suggests that variations in nurses' performance and job satisfaction cannot be significantly attributed to group factors (intervention and control). Recommendation: Consideration of External Factors: Although the assumption of variance is not met, it is necessary to consider external factors that might affect the results, and consider the use of more complex analysis methods if necessary. Information Integration: The high reliability proves the reliability of the instrument, which supports the validity of the measurement. The absence of significant differences between groups illustrates that differences between groups cannot be explained by significant variations in nurses' performance and job satisfaction.

The effect value of nurse performance was higher in the intervention group compared to the control group. This suggests that in the intervention group, nurse performance had a greater impact on nurses' job satisfaction. The statistical T reflects how much influence the independent variable has on the dependent variable. Higher statistical t showed that the association between performance and job satisfaction was more significant in the intervention group compared to the control group. Low p-values in both groups showed that both groups had a significant relationship between nurse performance and nurse job satisfaction. However, since the p-values did not differ between the intervention group and the control group, we cannot use this information

to distinguish the two groups. Based on the information provided, it can be concluded that in terms of the effect of nurse performance on nurses' job satisfaction, the intervention group was better than the control group. This was mainly due to higher performance influence values and much greater statistical *t* in the intervention group.

Comparison of Performance Effect Scores, Intervention Group: It is said that nurse performance influence scores are higher in the intervention group. This indicates that adoption of a particular model or intervention has a positive impact on the relationship between nurse performance and nurse job satisfaction in this group. **Control Group:** Conversely, the value of the effect of nurse performance in the control group was lower. This may indicate that factors beyond the intervention applied to the intervention group had a less significant impact on the relationship between nurses' performance and job satisfaction in the control group.

Significance of T Statistics, Intervention Group: Higher statistical *T* in the intervention group signifies that the effect of nurse performance on job satisfaction is more significant in this group. This figure reflects how strong or large the influence of the independent variable (nurse performance) on the dependent variable (nurse job satisfaction) in the group. **Control Group:** With the lower statistical *t* in the control group, we can assume that the association between nurse performance and nurse job satisfaction is not as strong as observed in the intervention group.

Low P Values, Both Groups: Low *p* values in both groups indicate that the relationship between nurse performance and nurse job satisfaction is significant. That is, in both groups, there was a marked effect of nurses' performance on their level of job satisfaction. **Importance of Influence:** Although the *p*-value is significant, we must understand that it does not provide specific information about how big or how strong the influence is. Therefore, it is necessary to look at statistical *t* values to evaluate the strength of relationships.

Given the absence of significant differences between *p*-scores in the two groups, we cannot use this information to distinguish the effect of interventions on the relationship between nurse performance and nurse job satisfaction. Nonetheless, the difference in statistical influence and *t* scores between the two groups showed that the intervention group had more significant nurse performance on nurse job satisfaction compared to the control group.

These results suggest that models or interventions implemented in intervention groups may have a greater impact on nurses' job satisfaction. It can provide practical guidance for identifying and implementing best practices that support nurses' performance and job satisfaction. Thus, although both groups showed a significant relationship between nurse performance and nurse job satisfaction, the intervention group was superior in this regard. Factors outside the model or intervention applied to the intervention group contribute to this advantage.

VI. CONCLUSION, LIMITATION AND FUTURE RESEARCH

The study had several limitations to note: 1) **Limited Sample Size:** The use of a relatively small sample of 97 respondents, may not cover the full diversity in the nursing population at both hospitals. This can affect the generalization of research results. 2) **Unmeasured External Factors:** The study did not specifically measure external factors that might affect nurses' performance and job satisfaction, such as changes in organizational policies or unexpected team dynamics. 3) **Subjective Measurement:** The limitations of performance measurement instruments and job satisfaction can be an obstacle, especially if the instrument does not fully describe the complexity of those aspects. 4) **Limited Monitoring Time:** In this study, there may be limitations in monitoring duration. Changes in nurses' performance and job satisfaction may take longer to fully reflect.

The distribution of gender, age, and educational background of nurses in this study provides a comprehensive picture of the nursing profession in the two hospitals. Awareness of these demographic differences can help design more appropriate and contextual policy strategies. The focus on the 21-40 age group provides particular insight into the challenges and expectations faced by young people in the nursing profession. This information can be used to develop more specific support and training programs for young nurses.

The result of the validity calculation shows that the statement items, all of them are declared valid. For reliable measurement items on each indicator in the variable, namely the performance and satisfaction of the implementing nurse (Control) with the performance and satisfaction of the implementing nurse (Intervention), the study was declared reliable. In improving the performance and satisfaction of nurses in the Inpatient Room of RSUD Harapan Insan Sendawar, West Kutai Regency and RSUD Kudungga Sangatta, one alternative is nursing care, starting from planning, organizing, directing and supervising. For this reason, hospital management can consider this method approach to be applied. The results of the *t* test were different on the variables of performance and satisfaction of the implementing nurse (Control) with the performance and satisfaction of the implementing nurse (Intervention) showed that there was no difference in the performance and satisfaction of the implementing nurse (Control) with the performance and satisfaction of the implementing nurse (Intervention).

The results of this research can contribute directly to policy development at RSUD Harapan Insan Sendawar and RSUD Kudungga Sangatta. The conclusions drawn can help design better strategies to improve

nurses' performance and job satisfaction. Although both hospitals may have consistent management policies, the difference in results suggests that unique organizational contexts may play a role in the influence of performance and job satisfaction.

Suggestions that can be given from the results of this study are as follows: 1) For nurses It is hoped that this research can be a reference in applying team assignment methods in nursing care, starting from planning, organizing, directing and supervising 2) Sample Expansion: To increase the external validity of the study, it is recommended to expand the sample size to include greater variation in nurse characteristics and work contexts. Further Analysis: Conduct further analysis of external factors that might affect nurses' performance and job satisfaction, such as policy changes or organizational factors. Instrument Development: Update or develop more comprehensive measurement instruments to measure nurses' performance and job satisfaction more accurately and representatively. 3) For future researchers The results of this study are expected to be a reference and a reference to be developed in wider research, for example expanding the sample to be studied or others.

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