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RESEARCH

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The Work Environment is Related to The Comfort Level of Nurses According to Kolcaba Theory in Central Surgical Installations

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Abstract

The work environment in a company plays a crucial role in employee performance. A positive work environment can enhance employee performance, while a poor work environment can negatively impact it. Kolcaba's Comfort Theory emphasizes that comfort is a primary focus in improving workplace conditions. This study aimed to analyze the relationship between the work environment and the comfort level of nurses working in operating rooms. The research method used a quantitative study employed a cross-sectional approach to identify the relationship between independent and dependent variables simultaneously. A quantitative approach was used to study objective phenomena, while the cross-sectional design examined the connection between variables through a single round of data collection. Spearman's rho statistical test was used to analyze the data. The results study with the Spearman's rho test indicated a correlation coefficient of 0.683 with a significance level of 0.00, demonstrating a very strong and significant relationship between the work environment and the comfort level of nurses. The analysis showed that a better work environment was associated with higher comfort levels experienced by nurses. The study concluded that there is a significant and positive relationship between the work environment and the comfort level of nurses in operating rooms. Improving the work environment leads to increased comfort levels, enabling nurses to work more effectively.

Keywords: Environment Work , Comfort, Operating Room Nurse.

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1. INTRODUCTION

Work is a means to channel the potential, creativity, innovation and passion of each individual (Winata, 2022). The work environment has a great influence on the performance of its employees. A good work environment can improve employee performance and vice versa. The condition of the work environment is said to be good if employees can carry out their activities optimally, healthy, safe and comfortable (Rahmawati, Sa'adah, & Chabib, 2020).

According to Warseno, (2021), the work environment is everything that is around employees at work, whether in physical or non-physical form. The physical environment is everything around that can be seen and felt and then has side effects both negative and positive on performance, while the non-physical environment is all conditions that occur related to work relationships, both relationships with superiors, and with fellow colleagues (Thahir, 2020). Good working environment conditions will make employees feel comfortable at work (Sari, 2023).

Previous research by Akinwale & George, (2020) said that work environment problems in Nigeria include manager support, responsibility, and salary which has a value of 0.698 which means there are 69.8%. Research at SM Banyumas General Hospital, Central Java Province, said that Based on staffing data at SM Banyumas General Hospital 2018, information was obtained that in 2016, 2017 and 2018 reported hospital employee turnover rates for various reasons of environmental problems were 25.9%, 22% and 13% (Anggara et al., 2020). Data obtained from RSUD dr. Soedono Madiun is the existence of work environment problems which include lighting, where the microscope lighting is too bright so that it makes it uncomfortable for the eyes.

The thing that must be considered is how to increase employee comfort in the work environment so that it can improve employee performance and support the success of achieving goals (Firjatullah et al., 2023). The comfort theory approach developed by Kolcaba emphasizes that comfort is the main focus of the treatment process. Kolcaba believes that holistic comfort, including physical, psychospiritual, environmental, and psychosocial aspects, is very important in providing quality care (Pomalango, 2023). Comfort levels are divided into three concepts, namely "relief", in which the patient has a specific need for a particular comfort; "ease", which refers to a state of freedom from discomfort or increased comfort; and "transcendence", which indicates the ability to tolerate or adapt to discomfort (Wirastri et al., 2021).

There is a mismatch between employees which causes bad relations between employees so that it can interfere with socialization and performance (Nurjaya, 2021). Leadership and leadership style also affect the comfort of their employees, how leaders establish relationships with employees, how leaders appreciate employees who have achievements, and how leaders develop and empower their employees, greatly affect the performance of employees who are subordinates (Karina, Gadzali, & Budiarti, 2020). In addition, the thermal environment can also affect the comfort of employees, one of which is room temperature (Muhaimin, 2023). Especially in operating rooms that maintain low temperatures to minimize bacterial growth.

From previous research in Hungary, most respondents (45.8%) considered the temperature in the work environment to have an effect on comfort (Borsos et al., 2021). Research in Denmark says that operating room nurses will feel at home working when psychosocial factors are met such as social support from superiors and colleagues, this is reinforced by the results of research in Sweden which says some operating room nurses have uncomfortable feelings, therefore concluded a warm and friendly work environment with opportunities for professional development even after years of work operating room nurses will feel at home to work (Arakelian et al., 2019).

Research in Indonesia obtained a p-value of 0.011 (< 0.05), where it can be concluded that there is a Relationship between the Head of Room's Leadership Style and the Desire to Change Nurses during the COVID-19 Pandemic at Sekarwangi Hospital, Sukabumi Regency (Basri & Abdillah, 2022). Data obtained from RSUD dr. Soedono, researchers found several phenomena, namely the presence of nurses who experience fatigue with working hours of 7-15

hours and overtime hours of 30 hours / month, nurses also experience anxiety when performing surgery.

Analysis of the work environment in the operating room, which later researchers provide outputs or results of the relationship between the work environment and the comfort level of operating room nurses, therefore efforts can be made so that nurses are comfortable to do their work and can control various negative impacts arising from these problems, so as to create a comfortable work environment (Alfandianto et al., 2019).

Productivity is directly related to human resources, so this is very important to be considered by company leaders. If productivity increases, the company's goal is to get achievements (Wahyuningsih, 2018). Increasing productivity is closely related to the performance of employees who are human resources in the company, so that human resources are very important assets in the company (Mahawati et al., 2021). The work results achieved by a person in completing their responsibilities are the definition of performance. The level of success of a person in carrying out overall tasks in a certain period is also called performance. The completion of tasks and responsibilities by a group of people in an organization can also be called performance (Silaen et al., 2021).

In the operating room, there are several working environment factors that affect the comfort of nurses, such as air circulation (room temperature), humidity, lighting and others. All of these factors can cause disruption to the working atmosphere and affect the health and safety of nurses (Handayani et al., 2022). The high and low productivity of nurses is influenced by enthusiasm and work comfort factors which are also influenced by work environment factors (Abraham & Ariffin, 2020). Discomfort while working is a condition that is not very good for nurses in their activities, because nurses will carry out their activities that are less than optimal and will cause a work environment that is not excited and boring, otherwise if work comfort is created when nurses carry out their activities, nurses will carry out their activities optimally, due to excellent and supportive work environment conditions (Inayah, 2011). This study aimed to analyze the relationship between the work environment and the comfort level of nurses working in operating rooms.

2. RESEARCH METHOD

This research method uses quantitative research with a correlational method with an ethical number of 400.14.5.4/590/102.9/2024. The population in this study was all nurses at the Central Surgical Installation of RSUD dr. Soedono, East Java Province, as many as 31 nurses. Using the Total Sampling technique. The number of samples was 31 nurses at RSUD dr. Soedono, East Java Province. Research instruments in the form of work environment questionnaires and comfort questionnaires according to Kolcaba have been tested for validity to measure the work environment and comfort level. This validity test has a large r table of work environment and comfort (0.361) which is said to be valid while the method used to conduct reliability tests is Alpha Cronbach measured based on Alpha Cronbach 0 to 1 (Ulum, 2016). with Cornbach's Alpha results at 0.787 work environment and at 0.858 comfort so that it can be concluded that the question items on these variables are reliable or reliable. The analysis in this study used the Spearman Rank test.

3. RESULTS AND DISCUSSION

Table 1. Respondent Characteristics (n=31)

Characteristics	Criterion	F	%
Gender	Male	20	64.52
	Female	11	35.48
	Sum (n)	31	100

Age	Age 25-35	7	22.58
	Age 36-45	11	35.48
	Age 46-55	12	38.71
	Age 56-65	1	2.23
	Sum (n)	31	100
Length of work	<5 years	1	3.23
	>5 years	30	96.77
	Sum (n)	31	100

Based on the table above regarding gender, shows that respondents are mostly dominated by men as many as 20 (64.52%) people. At the age of nurses who work in the operating room on the 7th and 8th floors of RSUD dr. Soedono, East Java Province, almost half of them are 46-55 years old (38.71%) as many as 12 respondents. As for the length of work, almost all of them worked >5 years (96.77%) with a total of 30 respondents.

Table 2. Work environment (n=31)

Work Environment	Frequency	Percentage (%)
Very good	19	61.30
Good	12	38.70
Pretty good	0	0
Not good	0	0
Total	31	100.0

Based on table 2, shows that a total of 19 (61.30%) stated that the working environment in the operating room on the 7th and 8th floors of RSUD dr. Soedono East Java Province is very good.

Table 3. Comfort level (n=31)

Comfort Level	Frequency	Percentage (%)
Very comfortable	29	93.55
Comfort	2	6.45
Less comfortable	0	0
Uncomfortable	0	0
Total	31	100.0

Based on table 3 of frequency in operating room nurses at RSUD dr. Soedono, East Java Province, it shows that the level of nurse work comfort almost entirely states Very Comfortable 29 (93.55%).

Table 4. The relationship between the work environment and the comfort level of nurses in the operating room of RSUD dr. Soedono, East Java Province (n=31)

Variable	Correlation value	p-value
Work environment	0,683	0,000
Comfort	0,683	0,000

In table 4 the relationship between the work environment and the level of comfort in nurses in the operating room of RSUD dr. Soedono East Java Province, based on the level of significance tailed < 0.05 which means that there is a significant relationship between the work environment and the level of comfort in nurses in the operating room of RSUD dr. Soedono East Java Province. In the work environment variable associated with the level of comfort, a correlation test was carried out with Spearman rank because the data was an ordinal-ordinal scale with a p-value result of 0.000. The correlation value between the ability of the work environment and the level of comfort in nurses in the operating room of RSUD dr. Soedono East Java Province is 0.683 which means that the two variables have a strong relationship or

level of closeness correlation. With the value of the positive correlation coefficient, the relationship is unidirectional.

Based on the results of research on the work environment in the operating rooms on the 7th and 8th floors of RSUD dr. Soedono East Java Province, it can be concluded that most nurses gave a "Very Good" assessment of the work environment from 31 nurses at the Central Surgical Installation of RSUD dr. Soedono East Java Province. The work environment is a very important component when nurses carry out work activities (Saputra, 2021). Paying attention to a good work environment or creating a work environment that is able to provide motivation to work, it will have an influence on the enthusiasm of nurses at work (Amalia et al., 2023). Understanding the work environment according to (Soelistya, Desembrianita, & Tafrihi, 2021) says that everything around the nurse that can affect individuals in carrying out the tasks performed.

Based on the description above, according to researchers, this positive assessment indicates that most nurses feel the physical and psychological condition of the operating room is considered adequate. The high percentage of positive assessments also shows strong support from the management of RSUD dr. Soedono East Java Province in creating a conducive work environment for nurses, including in terms of safety, training, career development, and nurse welfare.

A work environment that is rated positively by nurses can contribute to the improvement of their performance and productivity, as the feeling of comfort and support from the work environment can motivate them to provide better service to patients. Therefore, the conclusion is that the work environment in the operating room on the 7th and 8th floors of RSUD dr. Soedono East Java Province tends to get a positive assessment from nurses, which has the potential to increase the satisfaction and performance of medical personnel at the hospital.

Based on special data regarding the level of comfort of nurses working in the operating rooms on the 7th and 8th floors of RSUD dr. Soedono East Java Province, it can be concluded that almost all nurses feel "Very Comfortable" with their working conditions. Kolcaba sees comfort as a basic individual need that is holistic, including physical, psychospiritual, sociocultural, and environmental comfort (Yeni, 2017). Physical comfort involves mechanisms of bodily sensation and homeostasis, which can be enhanced through various interventions. Psychospiritual comfort is linked to emotional harmony and inner calm, which can be facilitated through social interaction and family support. Sociocultural comfort needs emphasize the importance of interpersonal relationships, family, and cultural needs. Finally, the need for environmental comfort includes efforts to maintain cleanliness, provide a safe environment.

Based on the description above, according to researchers, the high percentage of nurses who feel very comfortable shows that almost all of them are satisfied with the working conditions in the operating room. This positive assessment reflects the efforts of the management of RSUD dr. Soedono East Java Province in creating a supportive and comfortable work environment for nurses. A sense of comfort at work can increase the motivation, well-being, and job satisfaction of nurses, which in turn can have a positive impact on patient care and overall hospital productivity. Therefore, the conclusion is that the comfort level of nurses working in the operating rooms on the 7th and 8th floors of RSUD dr. Soedono East Java Province tends to be high, which indicates that there are supportive and satisfactory working conditions for the nurses at the hospital.

Based on special data regarding the relationship between the work environment and the comfort level of nurses according to Kolcaba Theory in the operating rooms on the 7th and 8th floors of RSUD dr. Soedono East Java Province, the results of the analysis showed a close relationship between the two variables. In this study, most nurses stated that the working environment in the operating room was very good. On the other hand, almost all nurses feel

very comfortable with their working conditions. The results of Spearman's rho statistical test show a very strong and significant relationship between the work environment and the comfort level of nurses.

Nurse productivity is a comparison between the results obtained by nurses and the inputs used. The high and low productivity of nurses is influenced by enthusiasm and work comfort factors which are also influenced by work environment factors (Thalibana, 2022). Discomfort while working is a condition that is not very good for nurses in their activities, because nurses will carry out their activities that are less than optimal and will cause a work environment that is not excited and boring, otherwise, if work comfort is created when nurses carry out their activities, nurses will carry out their activities optimally, due to excellent and supportive work environment conditions (Wulandari et al., 2021).

In other words, a good working environment tends to contribute to a high level of work comfort for the nurses in the operating room. The longer nurses work in the hospital, the more accustomed to the regulations in the hospital, so the comfort level of nurses in the work environment increases. This is in accordance with Kolcaba's theory which states that a supportive work environment can increase the comfort and job satisfaction of nurses. Therefore, it can be concluded that a good working environment in the operating room on the 7th and 8th floors of RSUD dr. Soedono East Java Province plays an important role in creating a high level of work comfort for nurses.

4. CONCLUSION

Working environment conditions of nurses in Central Surgical Installations with category Most are excellent. This means that the environment in the Central Surgical Installation of RSUD dr. Soedono is adequate in terms of relationships with fellow nurses, relationships with leaders, and adequate facilities to support nurses to do their jobs well. b. Comfort Level of nurses in the Central Surgical Installation with almost all categories of nurses feel very comfortable. This means that nurses who feel very comfortable show satisfaction with the working conditions in the operating room. A sense of comfort at work can increase the motivation, well-being and job satisfaction of nurses, which in turn has a positive impact on patient care and overall hospital productivity.

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