



## The Effect of Quality of Work-Life on The Desire to Settle with Organizational Commitment as an Intervening Variable at The Kudus Aisyiyah Hospital

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### ABSTRACT

This is an explanatory study that examines the impact of work-life quality on the desire to settle using organizational commitment as an intervening variable in Aisyiyah Kudus Research Hospital. The major data source consists of providing direct questionnaires to 145 respondents who work with RS'Aisyiyah Kudus. Path Analysis is a method for analyzing data. According to the findings of this study's analysis, (1) there is a positive and significant influence of organizational commitment on the quality of work-life in the 'Aisyiyah Kudus Hospital'; (2) there is a positive and significant influence of organizational commitment on the desire to settle in the 'Aisyiyah Kudus Hospital'; (3) there is a positive and significant influence on organizational commitment on the desire to settle in the 'Aisyiyah Kudus Hospital'; and (4) there is a positive and significant influence on the desire to settle in the 'Aisyiyah Kudus Hospital' on the quality of work-life (5) The mediation of organizational commitments at the 'Aisyiyah Kudus Hospital' has a favourable and significant impact on the quality of work-life and the desire to settle down.

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### INTRODUCTION

Human resources can be owned at a high level of quality, allowing management or an organization to create a work-life environment that promotes the attainment of a higher aim. This is a key issue that requires organizational attention to improve the quality of work life. This refers to the notion that an organization's Quality of Working Life (QWL) would be judged on its capacity to improve the role members or nurses play in it (Kaunang, Pio and Roring, 2018)

Work-life balance is a crucial issue that requires the organization's attention. This refers to the notion that improving the quality of one's working life can improve the involvement and motivation of members or nurses in the organization (Kadir *et al.*, 2017). Previous research has found that the quality of one's working life has a favorable and significant impact on the performance of an organization.

Nurses' motivation to stay in an organization is also influenced by the quality of their working environment. There is also a link between the quality of work-life practice and nurse performance, according to research (Krismonika and Dwiatmadja, 2020)

A job has both a positive and negative impact on one's quality of life. If employees' quality of work life has deteriorated, research have shown that firms that place a low priority on Quality of Work Life (QWL) will struggle to acquire and retain good and skilled staff. Purnomo's research (Mousa, Puhakka and Abdelgaffar, 2019) with organizational needs concluded that a reduction in nurses' living standards could result in a reduction in nurse productivity.

Organizational comernmen is an attitude that displays the level to which an individual knows and is attached to his organization, according to (Aini, 2019) Customer service in hospitals. A person who is deeply dedicated is likely to

perceive himself or herself as a loyal member of the organization. The Holy City's Aisyiyah Kudus Hospital is a hospital. The Aisyiyah Kudus Hospital was founded in 1972 and was formerly known as BP / BKIA Aisyiyah Kudus. The Holy Regent's Decree was used to inaugurate and launch the operation of Siti Khadijah Kudus Maternity House in 1976.

The Holy Regent Ir. HM. Tamsil laid the first stone of the rsia Siti Khadijah Kudus building on October 9, 2004, and the inauguration of Siti Khadijah Kudus took place on September 22, 2005, according to the license of the Governor of Central Java. The RSIA Siti Khadijah Kudus General Hospital was renamed Aisyiyah Kudus General Hospital on April 24, 2019. Aisyiyah Kudus Hospital, like other type D hospitals, is self-correcting with equipment fittings, dependable medical and non-medical people, and an ever-improving service system. To maximize these services, hospital management provides general practitioners and specialists owned by as many as 30 practicing and visiting doctors. Because a person's ability is determined by his education, experience, personal qualities, and other things outside himself, the nurse's achievement or performance is greatly influenced by his ability and the encouragement that comes from the work environment, because a person's ability is determined by his education, experience, personal qualities, and other things outside himself.

The definition of intention is the desire or intention of an individual to do something. The inclination or intention of employees to continue working willingly according to their own decisions is known as intention to stay (Agus and Selvaraj, 2020). Employees' worth to an organization's survival is a condition in which employees tend to desire to stay with the organization until they are forced to leave or leave the organization for certain reasons (Rahmawati, Nursalam and Kurniawati, 2016)). The foregoing background constituted the impetus for writing a thesis titled Influence of Workplace Quality on the Desire to Settle with Organizational Commitment as an Intervening Variable in rs 'Aisyiyah Kudus.

## METHOD OF STUDY

### Respondent Characteristics and Research Design

Explanatory research is the name for this type of study. The study's participants were nurses who worked at Aisyiyah Kudus Hospital. Direct questionnaires to respondents are used in primary data sources. Path analysis is used to analyze the data in this study (Hidayati, 2019). The sample strategy employed was nonprobability sampling with saturated sampling as the technique (census).

### Sample size, power, and precision are all important factors to consider.

The sample size of 145 nurses was determined using saturated sampling techniques, which uses all members of the population as samples. Because of the limited population, the authors used saturated sampling techniques to choose the sample.

### Steps in Data Collection

The sources used in the study obtained the following data:

#### 1. Primary Information

Data gathered directly, which is observed and done for the first time, either individual or individual, such as interview or questionnaire answers, is referred to as primary data.

#### 2. Secondary Information

Secondary data is primary data that has been processed further and presented by the primary data collection party or by others.

It is necessary to obtain complete data.

The following are the methodologies employed in this study:

#### 1. Conduct an interview

An interview entails asking well-targeted and effective questions to respondents.

#### 2. Questionnaire number two

A questionnaire is a type of data gathering tool that consists of a series of written questions designed to elicit information from respondents regarding the subject under investigation.

## Method of Measuring Scale

Closed questionnaire statements are made on a scale of 1-5 to obtain data that is intervals, and the following scores or values are assigned to groups of statements with strongly disagreed answers until they strongly agree with:

## Analyze the data

Quantitative analysis is a type of research measurement that can be calculated with a certain number of units or expressed numerically. Path Analysis was utilized to analyze the data in this study, and it was done using the SPSS (Statistical Application for Social Science) version 23 program.

## RESULTS AND DISCUSSION

Mediation in the Hospital 'Aisyiyah Kudus uses intervening analysis to investigate the impact of work-life quality on the desire to settle with organizational commitment. The organizational commitment variable acts as a mediator between the desire to settle down and the quality of one's work life. The study was based on the standardized coefficients of regression between work-life quality and organizational commitment, as well as work-life quality and organizational commitment and the desire to settle. Quality of Work-Life and Organizational Commitment: A Regression Analysis

The following regression can be formed using the regression results:  $Y_1 = 0.638 X_1$ . The coefficient of regression of work-life quality (b1) is a positive value of 0.638, according to the regression equation. This demonstrates that the quality of one's work-life has a considerable and favorable impact on organizational commitment. The enhancement of work-life balance will boost organizational commitment.

### Regression Analysis of Quality of work-life and Organizational Commitment to The Desire to Settle

It is possible to perform a double regression using the regression findings obtained:  $Y_2 = 0.561 Y_1 + 0.227 X_1$ . The following is the meaning of the regression equation:

1. The work-life quality regression coefficient (b1) is 0.227, which is favorable. This suggests that work-life variability has a favorable and considerable impact on the desire to settle. The desire to settle will grow as the quality of job life improves.
2. The organizational commitment (b2) regression coefficient is 0.561, which is good. This suggests that organizational commitment has a positive and significant impact on the desire to settle, implying that a higher level of organizational commitment will boost the desire to settle.

**Model Experiment**

Model tests such as F, Test t, and coefficient determination are used to determine if regression models are fit or not.

**Tabel 1**  
**Test – F Quality of work-life and organizational commitment Against the desire to stay**

| ANOVA <sup>a</sup> |            |                |     |             |        |                   |
|--------------------|------------|----------------|-----|-------------|--------|-------------------|
| Model              |            | Sum of Squares | df  | Mean Square | F      | Sig.              |
| 1                  | Regression | 696.084        | 2   | 348.042     | 79.550 | .000 <sup>b</sup> |
|                    | Residual   | 621.268        | 142 | 4.375       |        |                   |
|                    | Total      | 1317.352       | 144 |             |        |                   |

- a. The desire to settle is a dependent variable.
- b. Predictors: (Continent), Organizational Commitment, and Workplace Quality of Life

F calculates 79,550, and then F tables 3,060 with df1 = 2 and df2 = 145-2-1 = 142. This is a regression model connecting the quality of work-life and the organizational commitment to the desire to settle is deemed fit or good; the value F calculates greater than the F table.

**Test – t**

1. The t-test is used to demonstrate that independent variables have a substantial influence on dependent variables. The table illustrates that the proposed hypothesis is accepted if the value t calculates greater than t.
2. For t tables with sig. = 0.05 and df = n-k-1, which is 145-1-1=143, the two-sided table is 1,977, but for t tables with sig. = 0.05 and df = n-k-1, which is 145-1-1=143, the two-sided table is 1,977. The tablet has a higher t value than the t value. It has a Sig value of 0.000, indicating that H1, which claims that the quality of work-life has an impact on organizational commitment in the 'Aisyiyah Kudus Hospital,' is accepted.
3. The value t evaluates the quality of working life vs the desire to settle at 3.033, but there is a two-sided table of 1,977 for t tables with sig. = 0.05 and df = n-k-1, which is 145-2-1=142. The estimated value of t exceeds the tablet, indicating acceptance of H2, which asserts that organizational commitment has an impact on the desire to settle in the 'Aisyiyah Kudus Hospital.
4. The one-sided table for t tables with sig. = 0.05 and df = n-k-1, which is 145-2-1=142, is 1,977, while the one-sided table for t tables with sig. = 0.05 and df = n-k-1, which is 145-2-1=142, is 1,977. H3, which claims that there is an error, is accepted because the computed value of t is more than the tablet. The parameter t calculates the commitment of the business to settle at 7,495 The one-sided table for t tables with sig. = 0.05 and df = n-k-1, which is 145-2-1=142, is 1,977. The computed value of t is higher than the tablet, indicating acceptance of H3,

**Attempt – F**

The F test is used to look at the impact of independent factors on dependent variables at the same time. The model utilized is fit or good if the value F calculates greater than the table F. The table F value is derived using sig. = 0.05 with df1=k and df 2 = n-k-1, and the estimated F value may be seen in the regression result.

F – Test Results Workplace Happiness and Organizational Commitment to the Desire to Settle  
 Results of the tests – The table 1 shows the F between the quality of work life and organizational commitment to the desire to settle.

which claims that work-life quality has an impact on the desire to settle in the Hospital 'Aisyiyah Kudus.

**Test of Mediation**

Direct and indirect relationships are affected significantly. The desire to settle variable is strongly influenced by the quality of one's working life (X1) (Y2). It can also have an indirect impact on working life quality (X1), organizational commitment (Y1), and the desire to settle variable (Y). As a result, the value of the relationship must be directly and indirectly compared. The direct influence has a magnitude of 0.293, and the quantity of indirect influence may be estimated by multiplying its indirect regression coefficient of 0.638 x 0.561 = 0.358, while the real influence is as follows:

|                               |               |       |
|-------------------------------|---------------|-------|
| Direct X1 to Y                |               | 0,227 |
| Indirect lines X1 to Y1 to Y2 | 0,638 x 0,561 | 0,358 |
| Total Influence               |               | 0,585 |

The coefficient of indirect effect, 0.358, is bigger than the coefficient of direct influence, 0.227, as can be shown from these computations. As a result, the actual influence of work-life quality variables on the desire to settle variable is indirect, notably through mediation. The organizational commitment variable acts as a mediator, suggesting that the effect of mediation has a discernible influence of 0.585 on the desire to settle employees with organizational obligations.

t can be known the value of t calculate or sig, and value t calculate the quality of work life against the desire to settle with organizational commitment mediation of 6,002 using Sobel's calculation. In the case of t tables with sig. The one-sided table is 1,977 if = 0.05 and df = n-k-1, which is 145-2-1=142. The estimated t value is bigger than the table, indicating acceptance of H4, which claims that the desire to settle with the mediation of organizational commitments in the Hospital 'Aisyiyah Kudus is influenced by work-life quality.

## Determination of Coefesien

When the Adjusted R Square value is close to one, the independent variable offers practically all of the information needed to forecast the variation of the dependent variable, and the Coefesien determination is used to see how well independent variables can characterize dependent variables.

**Tabel 2**  
**Koefesien Determination Quality of work-life To Organizational commitment**

| Model Summary <sup>b</sup> |                   |          |                   |                            |
|----------------------------|-------------------|----------|-------------------|----------------------------|
| Model                      | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1                          | .638 <sup>a</sup> | .407     | .403              | 1.460                      |

a. Predictors: (Constant), Quality of Working Life  
 b. Dependent Variable: Organizational Commitment

**Tabel 3**  
**Koefesien Determination Quality of work-life, Organizational commitment to the desire to settle**

| Model Summary <sup>b</sup> |                   |          |                   |                            |
|----------------------------|-------------------|----------|-------------------|----------------------------|
| Model                      | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1                          | .727 <sup>a</sup> | .528     | .522              | 2.092                      |

a. Predictors: (Constant), Organizational Commitment, Quality of Working Life  
 b. Dependent Variable: The desire to settle

With an adjusted R Square value of 0.403 and a distance from 1, the quality of working life has been unable to explain nearly all changes of the organizational commitment variable, indicating that the regression model utilized is not fully appropriate or adequate. According to the value of Adjusted R Square, the quality of work life has a 40.3 percent impact on organizational commitment. Coefesien's determination of work-life quality and organizational commitment to the desire to settle down. The table 3 shows the outcomes of the successful determination between the quality of work life and the organizational commitment to the desire to settle.

With an adjusted R Square value of 0.522 and a proximity to 1, the quality of work-life and organizational commitment can explain the variation in the desired variable, allowing the regression model to fit or be suitable. The quality of work-life and organizational commitment might also affect the desire to settle by 52.2 percent, according to the value of Adjusted R Square.

## Limitation of The Study

The study's constraints are limited to three variables: work-life quality, desire to settle, and organizational commitment. The object was limited to The Holy Asiyah Hospital, and 145 people were surveyed utilizing saturated sample techniques.

## CONCLUSIONS AND SUGGESTIONS

The following conclusions were drawn from the findings of the analysis presented in this study.

1. At the 'Aisyiyah Kudus Hospital, there is a favorable and considerable impact on work-life quality and organizational dedication.
2. Organizational dedication has a beneficial and considerable impact on settling in the 'Aisyiyah Kudus Hospital.

## Coefesien Determination Quality of work-life To Organizational Commitment

Table 2 shows the results of the relationship between work-life quality and organizational commitments.

3. The desire to settle at the 'Aisyiyah Kudus Hospital has a favorable and significant impact on the quality of working life.
4. The mediation of organizational commitments at the 'Aisyiyah Kudus Hospital has a favorable and significant impact on the quality of work life and the desire to settle down.

Because the quality of one's working life has a positive and significant impact on one's organizational commitment, the 'Aisyiyah Kudus Hospital prioritizes quality of working life components such as communication, appreciation, and working environment circumstances. Because the characteristics of the study location are distinct from other research places, specifically, the purpose of this study is carried out in a hospital whose residential activity becomes a hospital complex, this research is predicted to be one of the information for future research. Additional research could include elements not included in this study, such as incentive variables, teamwork, and others, as well as pay attention to the research object's qualities.

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## Conflict of Interest Statement

The author declares that there is no conflict of interest in this study.

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