



Analysis of Factors Affecting the Islamic Performance of Nurses in Central Surgery Installation of Sultan Agung Islamic Hospital

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ABSTRACT

Islamic performance of nurses in the Central Surgical Installation (CSI) Sultan Agung Islamic Hospital (SAIH) is one of the important aspects in assessing performance as a sharia hospital. This study aims to determine the relationship between leadership, job design, supervision, motivation, personal values of religiosity, personal values of spirituality and job satisfaction on the Islamic performance of CSI SAIH nurses. The research method used is observational with a cross sectional design. The sample used is a nurse implementing CSI SAIH with saturated sampling. The research analyzed by bivariate test with chi square and multivariate with logistic regression test. The results of this study showed that there was a significant relationship between leadership (OR 4.898 p=0.026), job design (OR 2.494 p=0.231) supervision (OR 18.909 p=0.002), motivation (OR 2.571 p = 0.234), personal religiosity (OR 4.333 p = 0.041), personal spirituality value (OR 5.455 p = 0.023), job satisfaction (OR 7.292 p = 0.022) on the Islamic performance of nurses. Multivariate analysis obtained supervision variable (OR 26,351 p=0,009) and personal spiritual value (OR 7,519 p=0,019). The variables of leadership, supervision, personal values of religiosity, personal values of spirituality and job satisfaction have an effect on Islamic performance. Supervision variable is the most influential variable on Islamic performance.

Kata kunci:

Kinerja islami
Rumah sakit syariah
Perawat

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ABSTRAK

Kinerja islami perawat Instalasi Bedah Sentral (IBS) Rumah Sakit Islam Sultan Agung (RSISA) merupakan salah satu aspek penting dalam penilaian kinerja sebagai rumah sakit syariah. Penelitian ini bertujuan untuk mengetahui hubungan antara kepemimpinan, desain pekerjaan, supervisi, motivasi, nilai pribadi religiusitas, nilai pribadi spiritualitas dan kepuasan kerja terhadap kinerja islami perawat IBS RSISA. Metode penelitian yang digunakan adalah observasional dengan desain cross sectional. Sampel yang digunakan adalah perawat pelaksana IBS RSISA dengan pengambilan sampel jenuh. Instrumen penelitian yang digunakan adalah dengan kuesioner yang akan diolah dan dianalisis dengan uji bivariat dengan chi square dan multivariat dengan uji regresi logistik. Hasil penelitian ini didapatkan ada hubungan yang bermakna antara kepemimpinan (OR 4,898, p=0,026), desain pekerjaan (OR 2,494, p=0,231) supervisi (OR 18,909, p=0,002), motivasi (OR 2,571, p = 0,234), nilai pribadi religiusitas (OR 4,333, p=0,041), nilai pribadi spiritualitas (OR 5,455, p=0,023), kepuasan kerja (OR 7,292, p=0,022) terhadap kinerja islami perawat. Analisis multivariat didapatkan variabel supervisi (OR 26,351, p=0,009) dan nilai pribadi spiritual (OR 7,519, p=0,019). Variabel kepemimpinan, supervisi, nilai pribadi religiusitas, nilai pribadi spiritualitas serta kepuasan kerja berpengaruh terhadap kinerja islami. Variabel supervisi merupakan variabel yang paling berpengaruh terhadap kinerja islami.

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INTRODUCTION

Indonesia, with the world's largest Muslim population made demand for products and services with sharia principles is high, including the health care system (Aisyah Ismail et al., 2018). All-Indonesian Islamic Health Efforts Council (MUKISI) and the MUI National Sharia Council (DSN-MUI) in 2015 issued Sharia Hospital Certification Standards. To obtain sharia certification, hospitals must pass the National Hospital Accreditation Standard (SNARS) and the assessment of 173 assessment elements and 13 standardization points supervised by the DSN-MUI (MUKISI, 2017). Sharia Hospital Services not only ensure that the hospital meets hospital health service standards but is enhanced with Islamic values to meet the psychological and spiritual aspects of patients (Hayati & Sulistiadi, 2018).

Quality hospital services, one of which requires good employee performance. According to Gibson, there are three variables that affect performance, there are individual variables (ability and skills, background and demographics), psychological variables (perceptions, attitudes, personality, learning and motivation) and organizational variables (leadership, work design, supervision, compensation, and organizational structure) (Ilyas, 2012). Sultan Agung Islamic Hospital (SAIH) is a type B teaching hospital with Plenary accreditation from KARS and Mumtaz from DSN-MUI and MUKISI. In SAIH, individual employee performance is measured based on two assessments, specific performance and general and Islamic performance. Islamic performance consists of religious activities for employees.

Islamic performance assessment at the Central Surgical Installation (CSI) has not met Islamic performance standards for nurses in hospitals. Individual Islamic performance assessments with the average Key Performance Indicators of general and Islamic performance on CSI nurses in 2018 – 2020 are 58%, 60% and 71%, respectively. This figure does not meet the Hospital's Key Performance Indicator standard, the average general and Islamic performance is 90%.

Based on these problems, it is necessary to analyze the factors that affect the performance of CSI SAIH nurses. The reason for the importance of knowing the factors that affect the Islamic performance of SAIH, first is related to hospital quality assurance and brand differentiation of sharia hospitals, where the implications must be reflected in an Islamic quality culture. The second reason in strategic management, approach based on Islamic quality culture with good credibility, can be a competitive advantage compared to other hospitals. This research is expected to contribute in opening insight and development opportunities for Islamic hospital managers in Indonesia.

METHOD

Participant characteristics and research design

This research is a quantitative study with a cross-sectional study design, the time of data collection is carried out in one period of time. The population of this study were all CSI employees of Sultan Agung Islamic Hospital.

Sampling procedures and sample size

The research sample was taken using saturated sampling, with the inclusion criteria are CSI RSI Sultan Agung nurses who were active and willing to fill out the questionnaire. The

head of the nursing room and CSI RSI SA nurses who were off work because education, pregnant, giving birth or sick were excluded from the study sample. Of the 50 total nurses on duty CSI RSI Sultan Agung, only 46 nurses could be included in the research sample.

Data collection

Data collection was carried out from the research location with a questionnaire research instrument in the form of google forms with a 4-level Likert scale and was supported by reports from the Sultan Agung Hospital and supporting literature obtained from research studies.

Data processing

Data processing was carried out using the SPSS computer program. First, the validity and reliability test of the questionnaire was conducted using 30 different samples. Test the validity of the questionnaire with a Likert scale using the product moment correlation coefficient (r) correlation formula if $r_{count} > r_{table}$ then the item in question is declared valid. The measurement of the reliability of the question items is carried out with one measurement, a variable is said to be reliable if the Cronbach alpha value is > 0.70 .

The data obtained from the research sample was tested for normality of data using Shapiro Wilk and was declared normal if the p value ≥ 0.05 was obtained. Univariate test was performed on all independent and dependent variables to determine the distribution and frequency of answers to the completed questionnaire. The bivariate test was carried out using the chi square test to determine the relationship between two variables and the multivariate test using logistic regression analysis to analyze more than two variables that had one or more relationships.

RESULTS

Respondents consist of 46 people with a total number of men 28 people (60.9%), more than total number of women respondents, 18 (39.1%). Most respondents were in the age group < 35 years, as many as 33 people (71.7%) and another 28.3% were in the age group 35 years. Respondents who have the last education level D3 are 37 people (80.4%) and 19.6% have the last education level S1.

Bivariate Analysis Results

1. *The Relationship between Leadership and Islamic Performance of Nurses On Duty at the Central Surgical Installation of Sultan Agung Islamic Hospital, Semarang*

Table 1 shows that 19 respondents perceive the leadership of the head of the room is lacking, as many as 63.2% have less Islamic performance and 36.8% have good Islamic performance. While 27 respondents perceive that the leadership of the head of the room is good, as many as 74.1% have good Islamic performance and 25.9% have less Islamic performance. The results of the significance test obtained a p value of 0.026 ($p < 0.05$) indicating that the leadership of the head of the room was significantly related to the Islamic performance of the nurse on duty at the central surgical installation of Sultan Agung Islamic Hospital.

2. *The Relationship between Job Design and Islamic Performance of Nurses On Duty at the Central Surgical Installation of Sultan Agung Islamic Hospital, Semarang*

Table 2 shows that 23 respondents perceive job design is lacking, 52.2% have less Islamic performance and 47.8% have good Islamic performance. While 23 respondents who perceive job design as good, 69.6% have good Islamic performance and 30.4% have less Islamic performance. The results of the significance test obtained a p value of 0.231 ($p > 0.05$) indicating that job design was not related to the Islamic performance of the nurse on duty at the central surgical installation of Sultan Agung Islamic Hospital.

3. *The Relationship between the Supervision of the Islamic Service Agency (ISA) and the Islamic Performance of Nurses On Duty at the Central Surgical Installation of Sultan Agung Islamic Hospital, Semarang*

Table 3 shows that 9 respondents perceive ISA supervision is lacking, as many as 88.9% have less Islamic performance and 11.1% have good Islamic performance. Meanwhile, 37 respondents who perceive that ISA's supervision is good, 70.3% have good Islamic performance and 29.7% have poor Islamic performance. The results of the chi square test obtained a p-value of 0.002 ($p < 0.05$) indicating that ISA supervision was significantly related to the Islamic performance of nurses on duty at the central surgical installation of Sultan Agung Islamic Hospital.

4. *The Relationship between Motivation and Islamic Performance of Nurses on duty at the Central Surgical Installation of Sultan Agung Islamic Hospital, Semarang*

From Table 4 shows 16 respondents who have less motivation, as many as 56.3% have less Islamic performance and 43.8% have good Islamic performance. However, 30 respondents who have good motivation, as many as 66.7% of respondents have good Islamic performance and 33.3% have less Islamic performance. The results of the chi square test obtained a p value of 0.234 ($p > 0.05$) indicating that motivation was not related to the Islamic performance of the nurse on duty at the central surgical installation of Sultan Agung Islamic Hospital.

5. *The Relationship between Personal Values of Religiosity and Islamic Performance of Nurse On Duty at the Central Surgical Installation of Sultan Agung Islamic Hospital, Semarang*

Table 5 shows 22 respondents who have poor personal values of religiosity, as many as 59.1% have less Islamic performance and 40.9% have good Islamic performance. Meanwhile, 24 respondents who have good personal values of religiosity, 75.0% have good Islamic performance and 25.0% have less Islamic performance. The results of the chi square test obtained a p value of 0.041 ($p < 0.05$) indicating that the personal value of

religiosity was significantly related with Islamic performance of the nurse that on duty at the central surgical installation of Sultan Agung Islamic Hospital Semarang.

6. *The Relationship between Personal Values of Spirituality and Islamic Performance of Nurse On Duty at the Central Surgical Installation of Sultan Agung Islamic Hospital, Semarang*

Table 6 shows that 26 respondents have poor personal spirituality values, as many as 57.7% have poor Islamic performance and 42.3% have good Islamic performance. Meanwhile, 20 respondents who have good personal spirituality values, 80.0% have good Islamic performance and 20.0% have poor Islamic performance. The results of the chi square test obtained a p-value of 0.023 ($p < 0.05$) indicating that the personal value of spirituality was significantly related to the Islamic performance of the nurse on duty at the central surgical installation of Sultan Agung Islamic Hospital.

7. *The Relationship of Job Satisfaction with Islamic Performance of Nurses On Duty at the Central Surgical Installation of Sultan Agung Islamic Hospital, Semarang*

Table 7 shows that 9 respondents have poor job satisfaction, most of them (77.8%) have poor Islamic performance and 22.2% have good Islamic performance. On the other hand, 37 respondents who had good job satisfaction, most of the responden (67.6%) had good Islamic performance and 32.4% had poor Islamic performance. The results of the chi square test obtained a p-value of 0.022 ($p < 0.05$) indicating that job satisfaction is significantly related to the Islamic performance of the nurse on duty at the central surgical installation of Sultan Agung Islamic Hospital.

Multivariate Analysis Results

Based on the results of the bivariate test with significant p-values are the variables of leadership, ISA supervision, personal values of religiosity, personal values of spirituality and job satisfaction on the Islamic performance of nurses. Multivariate analysis was carried out by logistic regression test, by including all factors that had been analyzed bivariate and had a p value < 0.25 . Based on table 9 the final results of the multivariate analysis test obtained 2 (two) variables that have a dominant influence on Islamic performance, there are supervision and personal spirituality values ($p < 0.05$)

Supervision variable has a value of $p = 0.009$ with an Exp (B) value of 26.351, indicating that supervision that has less effect on the lack of Islamic performance is 26.351 times higher than good supervision. The variable spirituality personal values has a p value = 0.019 with Exp(B) of 7.519 indicating that the personal values of spirituality which has less effect on the lack of Islamic performance is 7.519 greater than the personal values of good spirituality.

Table 1
The Relationship of Leadership with Islamic Performance of Nurses On Duty at the Central Surgical Installation of Sultan Agung Islamic Hospital Semarang

Leadership	Islamic performance		OR (IK95%)	p
	Poor	Good		
Poor	12 (63,2%)	7 (36,8%)	4,898 (1,377 - 17,419)	0,026
Good	7 (25,9%)	20 (74,1%)		
Total	19 (41,3%)	27 (58,7%)		

Table 2
Relationship between Job Design and Islamic Performance of Nurse On Duty

Job Design	Islamic Performance		OR (Ik95%)	p
	Poor	Good		
Poor	12 (52,2%)	11 (47,8%)	2,494 (0,745-8,342)	0,231
Good	7 (30,4%)	16 (69,6%)		
Total	19 (41,3%)	27 (58,7%)		

Table 3
The Relationship between ISA Supervision and Islamic Performance of Nurses On Duty

ISA Supervision	Islamic Performance		OR (IK95%)	p
	Poor	Good		
Poor	8 (88,9%)	1 (11,1%)	18,909 (2,105 – 169,826)	0,002
Good	11 (29,7%)	26 (70,3%)		
Total	19 (41,3%)	27 (58,7%)		

Table 4
The Relationship between Motivation and Islamic Performance of Nurse On Duty

Motivation	Islamic Performance		OR (IK95%)	p
	Poor	Good		
Poor	9 (56,3%)	7 (43,8%)	2,571 (0,740 – 8,937)	0,234
Good	10 (33,3%)	20 (66,7%)		
Total	19 (41,3%)	27 (58,7%)		

Table 5
Relationship between Personal Values of Religion and Islamic Performance of Nurse On Duty

Personal Values of Religion	Islamic Performance		OR (IK95%)	p
	Poor	Good		
Poor	13 (59,1%)	9 (40,9%)	4,333 (1,235 – 15,206)	0,041
Good	6 (25,0%)	18 (75,0%)		
Total	19 (41,3%)	27 (58,7%)		

Table 6
Relationship between Personal Values of Spirituality and Islamic Performance of Nurse On Duty

Personal Values of Spirituality	Islamic Performance		OR (IK95%)	p
	Poor	Good		
Poor	15 (57,7%)	11 (42,3%)	5,455 (1,423 – 20,910)	0,023
Good	4 (20,0%)	16 (80,0%)		
Total	19 (41,3%)	27 (58,7%)		

Table 7
Relationship of Job Satisfaction with Islamic Performance of Nurses On Duty

Job satisfaction	Islamic Performance		OR (IK95%)	p
	Poor	Good		
Poor	7 (77,8%)	2 (22,2%)	7,292 (1,311 – 40,542)	0,022
Good	12 (32,4%)	25 (67,6%)		
Total	19 (41,3%)	27 (58,7%)		

Table 8
Results of Bivariate Research Selection

Variable	P value	OR
Leadership	0,026	4,898
ISA Supervision	0,002	18,909
Personal Values of Religion	0,041	4,333
Personal Values of Spirituality	0,023	5,455
Job satisfaction	0,022	7,292

Table 9
Final Result of Logistic Regression Analysis

Variable	S.E	Sig	Exp (B)	95 % C.I	
				Lower	Uper
ISA Supervision	1,246	0,009	26,351	2,293	302,834
Personal Values of Spirituality	0,857	0,019	7,519	1,401	40,346

DISCUSSION

a. The Relationship between Leadership and Islamic Performance of Nurses in the Central Surgical Installation of Sultan Agung Islamic Hospital, Semarang

The results of bivariate analysis using the chi square test obtained a value of $p = 0.026$ ($p < 0.05$) indicating that leadership significantly influences the Islamic performance of nurses in the Central Surgical Installation of Sultan Agung Islamic Hospital Semarang.

The nurse on duty 's perception of the leadership of the head of the room is good, the assessment of the leadership of the head of the room is based on the influence of example and direction on nurses related to Islamic performance, the ability of the head of the room to receive and provide input, the ability to communicate well, reward nurses with good Islamic performance and the ability to create a work environment that supports Islamic performance processes.

Leadership is a person's ability to influence the behavior of people around in a group without coercion. A leader can direct a group to change and goal of individuals, groups and organizations. In Gibson's theory, one of the factors that influence performance is leadership (Gibson, James L; Ivancevich, John M; Donnelly Jr, 1996).

The head of the room is someone who is trusted to lead a group. In a group that has a leader who is trusted by its members, it will be easier to achieve individual, group and organizational goals. The behavior of a leader will have an influence on its members, good leadership will provide good Islamic performance output.

In a study by Germain and Cummings (2010) stated that leadership in nurses plays a key role in encouraging members to better understand the needs and values of patients. Effective nurse leadership must understand what factors are understood by members to influence motivation to provide good performance (Brady Germain & Cummings, 2010).

Integrity leadership can positively affect employee performance (Temu, 2018). In Fry's theory of spiritual leadership, it is revealed that three principal components are needed, there are vision, hope or trust and altruistic love, respectively, as values of attitudes and behavior of leaders. Vision refers to a meaningful future, causing employees to have a sense of intrinsic self-worth and purpose in life. The purpose of spiritual leadership is to touch the fundamental

needs of both leaders and employees for spiritual needs in the organization so that employees can perform well in the workplace (Fry & Cohen, 2009). Leadership has a dynamic relationship, where there is mutual influence and shared goals between leaders and members where both require a higher level of motivation and moral development because they affect reality to achieve the intended change (Patrick et al., 2016). The leadership model in Islam has four dimensions: Consciousness of God, Competence, Consultation and Consideration. This leadership model motivates leader-member relationships that go beyond self-interest and responsible performance to God (Abdallah et al., 2019).

This study is similar with the theory and previous research that leadership has a significant effect on the Islamic performance of CSI nurses at Sultan Agung Islamic Hospital, Semarang.

b. The Relationship between Job Design and Islamic Performance of Nurses in the Central Surgical Installation of Sultan Agung Islamic Hospital, Semarang

The results of bivariate analysis using the chi square test obtained p value = 0.231 ($p > 0.05$) indicating that job design has no significant effect on the performance of Islamic nurses at the Central Surgical Installation of Sultan Agung Islamic Hospital, Semarang.

The assessment of job design in this study got the same value, half of the respondents considered that the job design was in accordance with Islamic performance and the other half was less. Assessed aspects of job design that allow for applying values Islam in work, does not interfere with time in doing a series of tasks, matches the characteristics of the job and adjusts the assessment process for the application of Islamic values at work.

Job design is a series of jobs or activities carried out by employees in helping to achieve organizational goals. In the research conducted by Pujoraharjo, et al (2015) showed that competence and job design have a positive effect on employee performance.

In this study, job design is not related to Islamic performance, possibly because Islamic performance (addition of Islamic values) can be applied to any job design at Sultan Agung Islamic Hospital, Semarang.

c. The Relationship between Islamic Service Agency (ISA) Supervision and Islamic Performance of Nurses in the Central Surgical Installation of Sultan Agung Islamic Hospital, Semarang

The results of bivariate analysis using the chi square test obtained a value of $p = 0.002$ ($p < 0.05$) indicating that ISA supervision has a significant effect on the Islamic performance of nurses in the Central Surgical Installation of Sultan Agung Islamic Hospital.

The Islamic Service Agency (ISA) at the Islamic Hospital of Sultan Agung Semarang is a body that supervises Islamic activities in all units of the Islamic Hospital of Sultan Agung Semarang. The assessment of ISA supervision at the Sultan Agung Islamic Hospital is in the good category. The main purpose of supervision is to ensure the implementation of planned activities correctly and appropriately, effectively and efficiently so that the objectives can be achieved satisfactorily (Arwani & Supriyatno, 2006). Supervision can be carried out with direction, guidance and evaluation of nurses in order to improve Islamic performance.

d. The Relationship between Motivation and Islamic Performance of Nurses in the Central Surgical Installation of Sultan Agung Islamic Hospital, Semarang

The results of the bivariate analysis using the chi square test obtained the value of $p = 0.234$ ($p > 0.05$) indicating that motivation has no significant effect on the Islamic performance of nurses in the Central Surgical Installation of Sultan Agung Islamic Hospital, Semarang.

Motivation is part of the psychological factors that encourage individuals to achieve goals. In research conducted by Hayati and Caniago (2012) stated that the relationship between Islamic work ethic on intrinsic motivation, job satisfaction, organizational commitment and work performance is positive and significant.

In a study conducted at the Medan Madani General Hospital was stated that motivation affects the performance of nurses significantly on the performance of nurses.¹⁴ The results of this study are not in line with the research (Jufrizen, 2017).

This research is in line with the research conducted by the previous research that motivation has no effect on employee performance (Dhermawan, Anak Agung Ngurah Bagus, 2012; Raden Yohanes Luhur, 2014; Syawal, 2018). In this study, it is possible because of the lack of appreciation that can foster intrinsic motivation in employees with good Islamic performance, so that good or bad motivation has no effect on Islamic performance.

e. The Relationship between Personal Values of Religion and Islamic Performance of Nurses in the Central Surgical Installation of Sultan Agung Islamic Hospital, Semarang

The results of the bivariate analysis using the chi square test obtained a value of $p = 0.041$ ($p < 0.05$) indicating that the personal value of religiosity significantly affects the Islamic performance of nurses in the Central Surgical Installation of Sultan Agung Islamic Hospital Semarang.

Most of nurses have good personal values of religiosity. Religiosity during working in this study was assessed by the application of Islamic religious values at work, performing worship as best as possible while working, a efforts in

perfecting religious knowledge and receiving input and reminding colleagues when they were negligent in carrying out Islamic performance. Religiosity is the quality or level of one's religious experience. The religiosity of the Islamic perspective can be measured, while the level of one's religiosity is only known by Allah (Krauss, 2005). The Qur'an explains that what an individual does is the responsibility of the individual and no one should be responsible for the mistakes of others. Employees are expected to have a moral obligation to provide corrections and monitor their own performance and work for self-development (Ali, 2005). In Islam, religiosity is a fundamental commitment to Islam empirically and theoretically with the fulfillment of Allah's rights, protection of the rights of others, following God's commands, avoiding bad deeds and performing worship (Al-Goaib, 2003). Religiosity affects the personal values and commitment of employees, which will affect employee performance. Conducting programs that can increase personal values and organizational commitment is recommended (Hashim, 2011). The results of this study are in line with previous research.

f. The Relationship Between Personal Values of Spirituality and Islamic Performance of Nurses in the Central Surgical Installation of Sultan Agung Islamic Hospital, Semarang

The results of the bivariate analysis using the chi square test obtained a value of $p = 0.023$ ($p < 0.05$) indicating that the personal value of spirituality has a significant effect on the Islamic performance of nurses in the Central Surgical Installation of Sultan Agung Islamic Hospital, Semarang.

The majority of nurses have less personal value of spirituality. According to psychologists Kenneth Pargament and Annette Mahoney, spirituality is the process of an individual's journey in studying life, meaning and purpose as well as the overall effect that a person has on other people and the environment including organizations. Spirituality gives individuals meaning in their work, not only functional meaning but also emotional meaning, which will affect performance (King, 2007). The need to build spirituality in the workplace to increase employee participation in organizational programs or activities that are in line with the values, goals, vision and mission of the organization and values expected by customers (King, 2000). Workplace spirituality focuses more on the themes of tolerance, patience, a sense of interconnectivity, purpose and acceptability of mind to organizational norms, integrated together to form personal values (Hassan et al., 2016).

g. The Relationship between Job Satisfaction and Islamic Performance of Nurses in the Central Surgical Installation of Sultan Agung Islamic Hospital, Semarang

The results of bivariate analysis using the chi square test obtained a value of $p = 0.022$ ($p < 0.05$) indicating that job satisfaction has a significant effect on the Islamic performance of nurses in the Central Surgical Installation of Sultan Agung Islamic Hospital, Semarang.

Most nurses are satisfied with their work. Job satisfaction is an employee's attitude or feeling towards the pleasant and unpleasant aspects of the work being done. Job satisfaction can be in the form of rewards given by the hospital to nurses, career development satisfaction, responsibilities given, direction from boss and the atmosphere of the work environment. The previous research shown that higher

employee's job satisfaction can increase employee's performance (Indrawati, 2013). The results of this study are in line with previous research.

h. The Most Influential Variables on the Islamic Performance of Nurses in the Central Surgical Installation of Sultan Agung Islamic Hospital, Semarang

Based on the results of bivariate analysis, the variables that have a significant effect are leadership variables, ISA supervision, personal values of religiosity, personal values of spirituality and job satisfaction. In multivariate analysis with logistic regression, it was found that the most influential variable on Islamic performance was ISA supervision variable with an OR = 26.351 (95% CI = 2.293 - 302.834) compared to the spiritual personal value with an OR = 7.519 (95% CI = 1.401 - 40.346). The lack of supervision influence the less Islamic performance is 26.351 times greater than good supervision.

LIMITATION OF THE STUDY

The limitations of this study are Islamic performance which is assessed in the questionnaire based on the development of modified hospital nursing performance assessment items with additional Islamic performance values based on previous studies and the hospital value is a questionnaire made by the researcher herself, although the validity and reliability test has been carried out, assessment items may not fully describe Islamic performance.

CONCLUSIONS AND SUGGESTIONS

Based on this research, it can be concluded that there is a significant relationship between leadership, supervision, personal values, religiosity and spirituality and job satisfaction on the Islamic performance of nurses in the Central Surgical Installation of Sultan Agung Islamic Hospital, Semarang. There is no significant relationship between job design and motivation on Islamic performance. ISA supervision is the most influential variable on the Islamic performance of nurses in the Central Surgical Installation of Sultan Agung Islamic Hospital, Semarang.

One of the efforts that can be made by hospitals in order to improve Islamic performance is the supervision role of ISA such as providing guidance, direction, observation, motivation and evaluation to nurses, providing an understanding of the importance of Islamic performance both in work and individual aspects, conducting counseling sessions for aligning nurses's perceptions of Islamic performance as well as internalizing the culture, vision, mission and core values of sharia hospitals. To increase the personal value of spirituality in the workplace, leaders can do this by applying spiritual leadership, providing intrinsic motivation to members through daily practice activities as an inspiration, listening and encouraging nurses's creative ideas and showing altruistic affection in the workplace.

Conflict of Interest

There is no conflict of interest in this research.

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