Model Development of Organizational Commitment To Nurser Performance During The Covid-19 Pandemic

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ABSTRACT: *The factors that influence commitment in the organization are individual characteristics, organizational characteristics, and experiences during organization (Allen & Meyer, 1997), and according to Steer (1997) organizational commitment is not only influenced by personal characteristics but also influenced by work characteristics and work experience (Steers, 1977). The purpose of this study was to develop a model of organizational commitment to the performance of nurses during the COVID-19 pandemic at Medika Citra Hospital Samarinda. The study used survey techniques by distributing questionnaires and the data or information obtained was processed by statistical methods using the WarpPLS software. The data analysis method used PLS (Partial Least Square). Organizational commitment has a positive effect on performance with a value of 0.150 and it has a significant effect on performance with a P-Value (0.035 <0.05), therefore, the results were in line with the hypothesis that organizational commitment has a positive effect and significant to performance. To optimize the performance of nurses, hospital management must pay attention to professionalism because of the low competence of nurses who were unstable, and worthy attitude cannot be displayed continuously in front of service users to improve performance. In addition to professionalism, organizational commitment also greatly affects nurses in their work. Therefore, the hospital must pay attention to finances so that these nurses remain in the organization.*
KEY WORD: Commitment, Organizational, Performance

I.   INTRODUCTION

The performance of hospital nurses in Samarinda is still standard because the raw input of nurses is also standard competence. Some of the nurses who have worked since the hospital was founded have shown good performance. Meanwhile, nurses whose work period is less than 2 years have the basic competency standard performance. 60-70% of nurses with a service life of fewer than 2 years. So that training is still needed to improve performance standards. One of the impacts of the low performance of nurses is the high costs incurred by the hospital, which account for more than 5% of the annual operating costs in Mexican hospitals (Yang, Liu, Liu, & Zhang, 2015).

The low commitment can also increase the incidence of accidents in the workplace, wound infections, increased mortality, and turnover rate (Bauman & Skitka (2012). Based on the magnitude of the losses that can be caused, this should be a common concern and a concrete solution is found in increasing the commitment of the nurse organization itself.

Furthermore, does organizational commitment have a significant effect on the performance of nurses during the COVID-19 pandemic at Medika Citra Hospital Samarinda?

The purpose of this study is to develop a model of organizational commitment to the performance of nurses during the COVID-19 pandemic at Medika Citra Hospital Samarinda.

1.2 Research Methodology and Data Analysis

The study used survey techniques by distributing questionnaires, then the data or information obtained was processed by statistical methods using the WarpPLS software. The data analysis method used PLS (Partial Least Square). Thus, it was explanatory research that tested a theory or hypothesis to strengthen or reject the existing research theories or hypotheses.

The study was a correlational analytic study that was conducted out in two stages. The first stage used an explanatory design. Explanation design to develop a belief-based model of organizational commitment to nurse performance. The approach was cross-sectional, where all variables were at the same time (Kuntoro, 2010).

The population was all nurses who worked at Medika Citra Hospital Samarinda. The total number of nurses at Medika Citra Hospital Samarinda is 205 nurses. The sampling technique used was the Cluster Random Sampling technique.

Likewise, first, the researchers took clusters in each room in the hospital, then from all the selected clusters, a sample of nurses was taken randomly with the quota of each room so that 135 nurses were obtained as respondents.

The analysis was a structural equation model (Structural Equation Modeling - SEM). The method was Partial Least Square (PLS) because it has the advantage to apply all data scales, does not require many assumptions, and the sample size is not excessively large using to confirm theory (Gozhali, 2008). PLS modeling was used to connect the independent variables, namely: Organizational commitment to the dependent variable, namely Nurse Performance. The path analysis model in the PLS above might be described in three models, namely: Outer model, Inner model, and Weight relation.

1.3 Findings and Interpretation
1) Research Model with
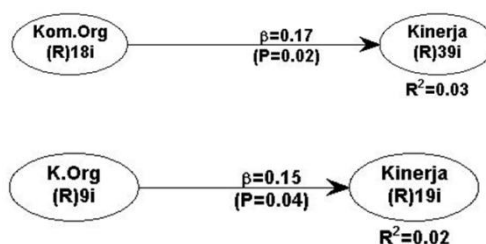   Using Partial Least
   Square (PLS)

In the initial study model, it can be seen that there was a construct on the loading factor variable, there was a value below 0.5 with the following results:
Figure 1.1:
Research Model before Elimination

Figure 1.2:
Research Model after Elimination

Based on the picture above, it appeared that all loading factors were 0.50 so that the study could be continued to analyze the measurement model or the outer model and the structural or inner model.

2) Measurement or Outer Model
   Model
a) Convergent Validity
   Validity is assessed by looking at the convergent validity (the size of the original sample estimate/loading factor for each construct). A loading factor above 0.70 was highly recommended, however, a loading factor of 0.50 - 0.60 can be tolerated as long as the model was still in the development stage. From the results of the study model output, it was found that the loading factor was above 0.50 and the T-statistic was significant (> 1.96 or p-value <0.05). It can be seen from the table of results for outer loading where the original sample estimation was > 0.50 and t-Statistic> 1.96 so that the study instrument was said to meet covergant validity.

Table 1.1: *Results for outer Loadings*

No	Indicator	*Loading Factor*	Information
Organizational Commitment			
1	X1	0.618	>0,5
2	X5	0.518	>0,5
3	X7	0.586	>0,5
4	X8	0.554	>0,5
5	X9	0.606	>0,5
6	X12	0.609	>0,5
7	X15	0.594	>0,5
8	X16	0.747	>0,5
9	X17	0.753	>0,5
Performance			
No	Indicator	*Loading Factor*	Information

1	Y4	0.515	>0,5
2	Y5	0.533	>0,5
3	Y6	0.526	>0,5
4	Y14	0.687	>0,5
5	Y16	0.66	>0,5
6	Y17	0.711	>0,5
7	Y18	0.705	>0,5
8	Y20	0.594	>0,5
9	Y21	0.58	>0,5
10	Y22	0.52	>0,5
11	Y23	0.573	>0,5
12	Y24	0.545	>0,5
13	Y25	0.519	>0,5
14	Y28	0.557	>0,5
15	Y29	0.527	>0,5
16	Y30	0.534	>0,5
17	Y31	0.729	>0,5
18	Y32	0.519	>0,5
19	Y36	0.542	>0,5

Source: Output WarpPLS

Based on table 1.1, it can be seen through the original sample estimate indicator that has a dominant influence on each of the exogenous and endogenous variables in the study with the following information:
a) The dominant indicator that influences organizational commitment was the X17 indicator with a Loading Factors value of 0.753.
b) The dominant indicator that influences performance was the Y31 indicator with a Loading Factors value of 0.729.

3) Structural Model or Inner Model

a) Goodness of Fit Model Examination
   Examination of the model can be seen from the R2 (R-square) value. It means that the model can explain the phenomenon of variation in performance can be explained by the variable organizational commitment, amounting to 2.3 percent (0.023 x 100%) while the rest was explained by variations in other variables outside the study model of 97.7 percent (100% - 2.3%.), with an explanation of the table below:

Table 1.2: R – *square*

	R – *square*
Organizational commitment to performance	0.023

Source: Output WarpPLS

a) Testing of t-test
   The WarpPLS program was conducted out by a t-test on each route. The test results can be seen in Table 1.3 below:

Table 1.3: *Results for Inner Weights*

Variable	Path Coefficients	P-Value
Organisational commitment on performance	0,150	0.035

Source: Output WarpPLS

Based on table 1.2, it can be seen that the effect of organizational commitment on performance with the equation: Y = 0.150 X where Y was performance, X was organizational commitment. Organizational commitment has a positive effect on performance with a value of 0.150, it can also be seen that organizational commitment has a significant effect on performance with a P-Value (0.035 <0.05), thus, the results were in line with the hypothesis that organizational commitment has a positive effect and significant to performance.

Organizational commitment has a positive effect on performance with a value of 0.150, it can also be seen that it has a significant effect on performance with a P-Value (0.035 <0.05), however, the results were in line with the hypothesis that organizational commitment has a positive effect and significant to performance.

Positive contributing factors and the significant influence of organizational commitment on nurse performance are due to the high desire to stay organized because the nurse is afraid of losing financial benefits and getting a job in another place which is an explanation of the indicators of continuous commitment, it turns out that in practice it is proven that nurses can increase their performance achievement as added value and offered elsewhere as a human resource (nurse). Another factor is due to the difficulty of nurses moving from one hospital to another, which is the distribution of the commitment indicator, therefore, it has an impact on nurses to find a job or another hospital that provides a better offer. The results accepted the findings of Rofiqi et al. (2019), Al-Haroon & Al-Qahtani (2020), Sepahvand et al. (2020), and Alammar et al. (2017) which state that organizational commitment has a significant effect on nurse performance.

1.4 Conclusion

Organizational commitment has a positive effect on performance, it can also be seen that organizational commitment has a significant effect on performance, thus, the results were in line with the hypothesis which states that organizational commitment has a positive and significant effect on nurse performance.

The dominant indicator that influences organizational commitment is the X17 indicator with a Loading Factors value of 0.753. The dominant indicator that influences performance is the Y31 indicator with a Loading Factors value of 0.729.

Phenomenon or performance variations can be explained by the variable organizational commitment, amounting to 2.3 percent (0.023 x 100%) while the rest is explained by variations in other variables outside the research model of 97.7 percent (100% - 2.3%).

To optimize nurse performance. Hospital leaders must pay attention to professionalism because of the low ability of nurses who were unstable and adult attitudes can't be displayed continuously in front of service users to improve performance. In addition to professionalism, organizational commitment also greatly affects nurses in their work, therefore the hospital must pay attention to finances to remain them in the organization.

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