

THE RELATIONSHIP BETWEEN CAREER LEVEL AND INTERACTION BETWEEN COLLEAGUES AND THE LEVEL OF WORK STRESS OF NURSES AT MARDI WALUYO HOSPITAL, BLITAR

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ABSTRACT

Background: Occupational stress is a major problem experienced by nurses due to task demands, heavy workloads, and the pressures of the hospital environment. This condition impacts nurses' psychological well-being, reduces service quality, and has the potential to compromise patient safety. **Objective:** To analyze the relationship between career level, interactions between colleagues, and levels of occupational stress on nurse performance. **Method:** Quantitative correlational design.cross-sectional, involving 168 nurses selected using a random sampling techniquepurposive sampling. Data were collected using a structured questionnaire and analyzed using the Spearman correlation test. **Results:** Nearly half of the respondents were in the clinical nurse category III (42.9%), most respondents had a high level of interaction between colleagues (62.5%), and most respondents were in the moderate work stress category (53.6%). The Spearman Rank correlation test showed a significant and negative relationship between career level and work stress ($p < 0.001$; $r = -0.686$), as well as between interaction between colleagues and work stress ($p < 0.001$; $r = -0.525$). **Conclusion:** These findings confirm that the higher the career level and the better the quality of interaction between colleagues, the less work stress experienced by nurses. Therefore, hospital management needs to pay attention to career level development and building a collaborative work culture to maintain the quality of nursing services and improve patient safety.

Keywords: Job stress; career path; interaction between colleagues; nurses; hospital