

ANALYSIS OF FACTORS ASSOCIATED WITH THE QUALITY
OF NURSES WORK LIFE IN INTENSIVE CARE NURSES IN
RSUD HAJI EAST JAVA PROVINCE HOSPITAL
SURABAYA CITY

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ABSTRACT

Background: Nurses working in Intensive Care Units (ICUs) are exposed to high workload demands, emotional stress, and complex work environments, which may contribute to a decline in Quality of Nursing Work Life (QNWL). Low QNWL levels are associated with decreased job satisfaction, reduced productivity, and compromised quality of nursing care. Therefore, it is crucial to analyze the factors associated with QWOL among ICU nurses. **Objective:** To analyze the factors associated with the quality of nursing work life among nurses in the Intensive Care Unit of RSUD Haji, East Java Province, Surabaya. **Methods :** This study used a quantitative correlation approach with a cross-sectional design involving 64 ICU nurses selected through total sampling. Data were collected using a structured questionnaire covering individual, social, operational, and administrative factors, as well as QNWL. Statistical analysis was performed using Spearman Rank and Chi-Square tests for bivariate and linear regression for multivariate. **Results:** Bivariate analysis revealed significant associations between QNWL and social-contextual factors ($p=0.000$), operational factors ($p=0.047$), and administrative factors ($p=0.034$). Among individual factors, only income showed a statistically significant correlation with QNWL ($p=0.005$). Multivariate analysis indicated that administrative factors were the most dominant predictors influencing QNWL ($\beta = 0.402$; $p = 0.001$). **Conclusion:** QNWL of nurses in the ICU is influenced by contextual, operational, and administrative social and environmental factors. Of the individual factors, only income is significantly related to QWL. These findings can form the basis for policies to improve the welfare of nurses.

Keywords: Quality Nursing Work Life, Intensive Care Nurses, Individual Factors, Social and Contextual Environmental Factors, Operational Factors, Administrative Factors.