The Factors Affecting of Nurse Performance in Health Care at the Regional Hospital in Wamena Sub Province Jayawijaya

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Abstract:

Background: Performance of Nurse in service of vital importance in improving the quality of service pass treatment service professionally and can give satisfaction to society. Regional hospital of Sub-Province Jayawijaya health service in installation take health care, performance in treatment service still less optimal.

Target of research: To knowing the factor's Influencing the performance of health care nurse in Regional hospital Wamena.

Method Research: Correlation with control case study design. Population is all internal room nurse in a regional hospital Wamena health care as much 154 samples and people counted 121 people with purposive sampling. Data approach using a questionnaire and Analyzed by chi square and regression binary logistics test.

Result of research: Result approach the factor Correlation performance of nurse in health care Regional hospital Wamena is training (p value = 0.000; RP = 2,400; CI95% = (1.548 to 3.720), motivation (p value = 0.024; RP = 1,630; CI95% = (1.107 to 2.401), attitude (p value = 0.000; RP = 3.450; CI95% = (2.147 to 5.544), the environmental of work (p value = 0.009; RP = 1.786; CI95% = (1.172 to 2.724) , supervisor (p value = 0.000; RP = 11.375; CI95% = (4.872 to 26.559), while factor roommates not Correlation to the performance of nurse in health care in the regional hospital Wamena, is age (p-value = 1.000; RP = 1.029 ; CI95% = (0.683 to 1.551), gender (.473; RP = 1,200; CI95% = (0.808 to 1.782), education (p value = 0.296; RP = 0.771; CI95% = (0.504 to 1.180), long working (p value = 0.891; RP = 0.930; CI95% = (0.604 to 1.443) and facility (p value = 0.554; RP = 1,170; CI95% = (0.786 to 1.740). Dominant factor roommates performance of nurse in health care is a supervisor.

Keywords: Performance, Nurse, Public Hospital Wamena

I.   INTRODUCTION

Health care in Indonesia, in particular health care in hospitals currently receive attention from the public. Various complaints from the public regarding the quality of care in hospitals must have the concern of the manager and organizer of hospital services. Constraints management and implementation need to immediately above or minimized.

Performance(*performance*)becomes the issue of the world today. This happens as a consequence of people's demand for excellent service or the need for high-quality service that is inseparable from the standards, because performance is measured by the standard. Nurses are expected to demonstrate their professional real contribution in improving the quality of nursing, which have an impact on health services in general to the organization where he works, and the impact of the end boils down to the quality of life and welfare of the community (Muninjaya, 2011). One method of assessing the performance of the nurse is to see the standard of nursing care. The standard of nursing care is a statement that describes the desired quality associated with nursing services to clients. Gibson states that the individual performance of nurses is influenced by individual variables, organizational and psychological (Gibson, 2003).

Individual variables, consisting of abilities, skills, knowledge, demographic and family background. Psychological variables consist of perceptions, attitudes, motivation, personality and learning. Variable organization composed of resources, compensation, workload, structure, supervision and leadership. Clinical performance of nurses is influenced by internal factors and external factors, internal factors are the skills and motivation of nurses, while external factors are supervision, leadership and monitoring.

Wamena District General Hospital as a referral hospital for the patient is required to improve service quality in public service professionally and able to provide the public satisfaction service. As a regional hospital owned Jayawijaya health care inpatient in hospital Wamena involve specialist doctors, general practitioners, nurses and other health personnel.

Research conducted Mandagi (2015) General Hospital in Bethesda GMIM Tomohon revealed that there is significant influence between motivation, supervision and nurse's performance. research conducted Murdiono (2015) in Hospital Muhammadiyah Palembang 2015 expressed that age and tenure affect the performance while gender and education do not affect the performance. Further research conducted by Ma'wah 2015 reveal that the

age, gender, education and working life as well as motivation does not affect the performance of nurses.

Wamena District General Hospital with the number of nurses who have as many as 172 people with various levels of nursing education SPK to S1. The data shows that nurses in hospitals Wamena has not shown the maximum performance. This is evident from the application of nursing care in the room inpatient hospital Wamena from December 2015, ie from 3934 Files Status of Patients, only 702 files of the completed, while 3232 other files are not charged full, it indicates that the charging of the formats in full by 17, 8%, whereas incomplete was 82.2%. Charging format is an indicator of the implementation of nursing care to patients. Some things also encountered are many implementation of nursing who do not maximal. Low nursing service will have an impact on patients experienced healing of chronic or longer.

II.　METHODS

A.　Type and Design research,

This in accordance with the purpose and benefits are the type of research explanations(*explanatory research)*with observation or observational, non-experimental, as it explains the causal influence between several variables through hypothesis testing without treatment (Sugiyono, 2013).

The study design will be used using a quantitative approach to the correlation methods, the research took samples from a population and using questionnaires as the Alai primary data collection. Population is the whole object of research as a source of data that have certain characteristics in the study, and the sample is the subset of the population of real objects. Based on research time, this study is *cross-sectional.* This is because the timing of data collection and information research conducted at one particular time.

B.　Time and Location Research

The research was conducted in Wamena General Hospital carried out in October 2017.

C.　Population and sample

1. Population

Population in this study were all nurses in inpatient hospital room Wamena with 154 people.

2. Sample The

sample is part of a generalization of the population studied (Sugiyono, 2013). The sample in this study amounted to 121 people with a *purposive* sampling, the samples were in the inpatient unit in the nursing service and not on leave or take part in education.

III.　Results

Independent and Dependent Variables

Table 1.Distribution of Independent and Dependent Variables in hospitals Wamena Year 2017

No	Variable	Frequency (n)	Percentage (%)
1	Age		
	<30	44	36,4
	years> 30 years	77	63,6
2	Gender		
	Male - Male	55	45,5
	Female	66	54,5
3	Education		
	Low	50	41,3
	High	71	58,7
4	Tenure		
	<5	40	33,1
	years>5 years of	81	66,9
5	training		
	never	55	45,5
	never	66	54,5
6	Motivation		
	Low	46	38
	High	75	62
7	attitude		
	Negative	52	43
	Positive	69	57
8	Availability Means		
	Less	58	47,9
	Good	63	52,1
9	Comfort at Work		
	Not Comfortable		48.8
	Comfortable	59	51.2
	Supervision	62	
10	Less		46.3
	Good	56	53.7
	performance	65	
11	Poor		44.6
	Good	54	55.4
		67	
	Total	121	100

Based on Table 1, indicate that the majority of nurses aged less than 30 years as many as 44 people (36.4%), female 66 people (54.5%), nurse education largely the same as the D-III were 71 people (58.7%) and length of> 5 years as many as 81 people (66.9%) And never training as many as 55 people (45.5%). The majority of caregivers have high motivation to work as many as 75 people (62%), attitude positive many 69 people (57%). Feedback nurse about the availability of facilities and infrastructure largely expressed either as many as 63 people (52.1%), the state of a comfortable working environment as many as 62 people (51.2%), less supervision as many as 56 people (46.3%). As for the

performance of nurses in most of the good as much as 67 people (55.4%).

1. Bivariate analysis
a. The influence of age on the performance of nurses in nursing services

Table 2.Effect of age of nurses to Performance In Nursing Services at the District General Hospital Wamena

No	Age Nurses	Performance in nursing care in Wamena District General Hospital				Total	
		Less		Good			
		n	%	n	%		n%
1 2	<30 years> 30 years	20 34	45,5 44,2	24 43	54,5 55,8	44 77	100 100
Total		54	54	44,6	67	55,4	121
p-value = 1.000; RP = 1.029; CI95% = (0.683 to 1.551)							

Based on Table 2, shows that of the 44 nurses were aged <30 years as many as 20 people (45.5%) have less performance in nursing services and better as many as 24 people (54.5%). While the 77 nurses age> 30 years, there were 34 (44.2%) have less performance in nursing services and better as many as 43 people (55.8%). The results of test *chi square* values obtained $\rho\text{-}value$ = 1.000> 0.05 and the value of RP = 1.029; CI95% = (0.683 to 1.551). This means that there is no influence of age on the performance of nurses in nursing services.

b. Influence of gender on the performance of the nursing services

Table 2.Influence of gender nurses on Performance In Nursing Services at the District General Hospital Wamena

No	Nurses Gender	Performance in nursing care in Wamena District General Hospital				Total	
		Less		Good			
		n	%	n	%	n	%
1 2	Male - Male Female	27 27	49,1 40,9	28 39	50,9 59,1	55 66	100 100
Total		54	44.6	67	55.4	121	100
p-value = 0.473; RP = 1,200; CI95% = (0.808 to 1.782)							

Based on Table 2, shows that of the 55 nurses with the sexes - men, there were 27 (49.1%) have less performance in nursing services and well as 28 people (50.9%). While the 66 nurses with female sex, there are 27 people (40.9%) have less performance in nursing services and better as many as 39 people (59.1%). The results oftest *chi square* values obtained $\rho\text{-}value$ = 0.473> 0.05. This means that there is no influence of gender on the performance of nurses in nursing services. When viewed from the RP = 1,200; CI95% = (0.808 to 1.782) which is interpreted that the sexes - men a chance on the performance of the nursing care about 1,200 times greater than women.

c. The influence of education on the performance of the nursing services

Table 3.Effect of nurse education to Performance in Service Nursing at the District General Hospital Wamena

No	Education Nurses	Performance in nursing care in the District General Hospital Wamena				Total	
		Less		Good			
			n%		n%		n%
1 2	<D-III Nursing ≥ D-III Nursing	19 35	38 49,3	31 36	62 50,7	50 71	100 100
Total		54	44.6	67	55.4	121	100
p-value = 0.296; RP = 0.771; CI95% = (0.504 to 1.180)							

Based on Table 3, shows that of the 50 nurses with education <D-III Nursing, there are 19 people (38%) had a performance in the nursing care less and better as many as 62 people (50%). While the 71 nurses with education> D-III Nursing, there were 35 (49.3%) have less performance in nursing services and better as many as 36 people (50.7%). The results of test *chi square* values obtained $\rho\text{-}value$ = 0.296> 0.05. This means that there is no effect on the performance of nurse education in nursing services. When viewed from the RP = 0.771; CI95% = (0.504 to 1.180) which interpreted that education does not significant on the performance of the nursing service.

d. Effect of tenure to performance in nursing services

Table 4. Influence of working lives of nurses to Performance In Care Nursing at the District General Hospital Wamena

No	Work Period Nurses	Performance in nursing care in the District General Hospital Wamena				Total	
		Less		Good			
			n%		n%		n%
1 2	≤5 years >5 years	17 37	42,5 45,7	23 44	57,5 54,3	40 81	100 100
Total		54	44.6	67	55.4	121	100
p-value = 0.891; RP = 0.930; CI95% = (0.604 to 1.443)							

Based on Table 4 shows that of the 40 nurses with tenure

<u>5</u> years, there were 17 (42.5%) have less performance in the nursing care and good by 23 people (57.5%). While the 81 nurses with years> 5 years, there were 37 (45.7%) have less performance in nursing services and better as many as 44 people (54.3%). The results of test *chi square* values obtained *ρ-value* = 0.891> 0.05; RP = 0.930; CI95% = (0.604 to 1.443), which means there is no effect between working lives of nurses to performance in nursing services.

e. Effect of training on the performance of the nursing services

Table 5.   Effect of training on the Performance In Nursing Services in Wamena District General Hospital

No.	Training	Performance in Nursing services in Wamena District General Hospital				Total	
		Less		Good			
			n%		n%		n%
1	Never	36	65.5	19	34 , 5	55	100
2	Never	18	27.3	48	72.7	66	100
Total		54	44.6	67	55.4	121	100
p-value = 0.000; RP = 2,400; CI95% = (1.548 to 3.720)							

Based on Table 5, shows that of the 55 nurses who have never attended the training, there were 36 (65.5%) have less performance in the nursing care and good by 19 people (34.5%). While the 66 nurses who had received training, there are 18 people (27.3%) have less performance in nursing services and well as 48 people (72.7%). The results oftest *chi square* values obtained *ρ-value* = 0.000 <0.05. This means that there is the effect of training on the performance of Nursing services in Wamena District General Hospital. hem viewed from the RP = 2,400; CI95% = (1.548 to 3.720) which is interpreted that the nurses who never exercise tend to have less performance 2,400 times higher compared with nurses who never participated in the training.

f. Work motivation influence on the performance of the nursing services

Table 6.The influence of work motivation on Performance In Nursing Services at the District General Hospital Wamena

No	Work Motivation	Performance in Nursing services in Wamena District General Hospital				Total	
		Less		Good			
			n%		n%		n%
1	Low	27	58.7	19	41, 3	46	100
2	High	27	36	48	64	75	100
Total		54	44.6	67	55.4	121	100
p-value = 0.024; RP = 1,630; CI95% = (1.107 to 2.401)							

Based on Table 6, shows that of the 46 nurses with low job motivation, there are 27 people (58.7%) have less performance in nursing services and well as 19 people (41.3%). Meanwhile, 75 nurses with high job motivation, there are 27 people (36%) have less performance in nursing services and well as 48 people (64%). The results of test *chi square* values obtained *ρ-value* = 0.024 <0.05. This means that there is influence of motivation on the performance of nurses in nursing services. When viewed from the RP = 1,630; CI95% = (1.107 to 2.401) which interpretation that nurses with low job motivation is less likely in nursing services 1,630 times greater than nurses with high job motivation.

g. Influence   attitudes   toward   nursing   service performance in

Table 7.Influence attitudes towards Performance In Nursing Services at the District General Hospital Wamena

N o	Attitude	Performance in Nursing services in Wamena District General Hospital				Total	
		Less		Good			
			n%		n%		n%
1	Negativ e	3 9	75 21. 7	1 3	25 78. 3	52 millio n	69.100 1
2	Positive	1 5		5 4			
Total		5 4	44. 6	6 7	55. 4	121	100
p-value = 0.000; RP = 3.450; CI95% = (2.147 to 5.544)							

Based on Table 7, shows that of the 52 nurses with a negative attitude, there are 39 people (75%) had a performance in the nursing care less and better as many as 13 people (25%) , While the 69 nurses with a positive attitude, there are 15 people (21.7%) have less performance in nursing services and the well was 54 (78.3%). The results of test *chi square* values obtained *ρ-value* = 0.000 <0.05. This means that there is influence between the attitudes of nurses towards the performance of the nursing service. When viewed from the RP = 3.450; CI95% = (2.147 to 5.544) which interpretation that nurses with a negative attitude likely to be lacking in nursing services 3,450 times greater than nurses with a positive attitude.

h. Influence on the performance of the availability of nursing services

Table 8.The influence of the availability of the Performance In Nursing Services at the District General Hospital Wamena

No	Availability	Performance in Nursing	Total

	Means	services in Wamena District General Hospital					
		Less		Good			
			n%		n%		n%
1	Less	28	48.3	30	51.7	58	100
2	Good	26	41.3	37	58.7	63	100
	Total	54	44.6	67	55.4	121	100
p-value = 0.554; RP = 1,170; CI95% = (0.786 to 1.740)							

Based on Table 8, shows that of the 58 nurses to answer the availability of less, there are 28 people (48.3%) have less performance in the nursing care and good by 30 people (51.7%). While the 63 nurses with the availability of good, there are 26 (41.3%) have less performance in nursing services and better as many as 37 people (58.7%). The results of test *chi square* values obtained *ρ-value* = 0.554> 0.05. This means that there is no influence between the availability of the performance of the nursing service. When viewed from the RP = 1,170; CI95% = (0.786 to 1.740) which interpretation that the availability of means less likely to be lacking in nursing services 1,170 times greater than the availability of good, but not significantly due to other factors affecting nurses to performance in nursing services.

i. The influence of the working environment of comfort to performance in nursing services

Table 9.The influence of the working environment of comfort to Performance In Nursing Services at the District General Hospital Wamena

N o	work environment Comfort	Performance in Nursing services in Wamena District General Hospital				Total	
		Less		Good			
		n	%	n	%	n	%
1	Uncomfortable		57,6	2 5	42,4	59	100
2	Comfortable		32,3	4 2	67,7	62	100
	Total	5 4	44.6	6 7	55.4	12 1	10 0
p-value = 0.009; RP = 1.786; CI95% = (1.172 to 2.724)							

Based on Table 9, shows that of the 59 nurses to answer uncomfortable work environment, there are 34 people (57.6%) have less performance in the nursing care and good by 25 people (42.4%). While the 62

nurses to answer a comfortable working environment, there are 20 people (32.3%) have less performance in nursing services and better as many as 42 people (67.7%). The results of test *chi square* values obtained *ρ-value* = 0.009 <0.05. This means that there is influence between the comfort of the working environment on the performance of the nursing service. When viewed grades RP = 1.786; CI95% = (1.172 to 2.724) which is interpreted that the convenience of the working environment is less likely to be lacking in nursing services 1,786 times greater than the nurses who stated comfort good working environment.

j. The influence of supervision on the performance of the nursing services

Table 10.Influence supervision of Performance In Nursing Services at the District General Hospital Wamena

No	Supervision	Performance in Nursing services in Wamena District General Hospital				Total	
		Less		Good			
			n%		n%		n%
1	Less	49	87.5	7	12, 5	56	100
2	Good	5	7.7	60	92.3	65	100
	Total	54	44.6	67	55.4	121	100
p-value = 0.000; RP = 11.375; CI95% = (4.872 to 26.559)							

Based on Table 10, shows that of the 56 nurses with less supervision answers, there are 49 people (87.5%) have less performance in nursing services and the good as much as 7 people (12.5%). Meanwhile, 65 nurses with good supervision answers, there are 5 people (7.7%) had the performance in good nursing care less and were 60 (92.3%). The results of test *chi square* values obtained *ρ-value* = 0.000 <0.05. This means that there is influence between supervision on the performance of the nursing service. When viewed from the RP = 11.375; CI95% = (4.872 to 26.559) interpreted that supervision is less likely to be lacking in nursing services 11.375 times larger than done better supervision.

2. Multivariate analysis

Multivariate analysis is used to obtain answers to the factors which affect the performance of the nursing service, it is necessary to proceed on the bivariate and multivariate analysis. Modeling using a bivariate logistic regression modeling begins with bivariate using method *for mard* in which each - each independent variable on the dependent variable tested.

Table 11. The analysis Bivariate Between Variables Dependent and Independent

No	Variable	*p-value*	OR	95% CI	
				Lower	Upper

1	Age	1,000	1,029	0,683	1,551
2	Gender	0,473	1,200	0,808	1,782
3	Education	0,296	0,771	0,504	1,180
4	Working period of training	0,891	0,930	0,604	1,443
5	Motivation	0,000	2,400	1,548	3,720
6	Attitude	0,024	1,630	1,107	2,401
7	Availability of comfort working environment	0,000	3,450	2,147	5,544
8		0,554	1,170	0,786	1,740
9		0,009	1,786	1,172	2,724
10	Supervision	0,000	11,375	4,872	26,559

Table 11. above the variable training, motivation, attitude, availability of facilities, comfort and supervision of the work environment in the category of *p-value*<0.25, so get into the multivariate model and tested together - together with logistic binary test. Results obtained multivariate analysis *p-value*<0.05 as shown in Table 12 below.

Table 12. Variable Multiple Logistic Regression Analysis

No	Variable	B	*p-value*	OR	95% CI for Exp (B)	
					Lower	Upper
1	Supervision	4.431	0.000	84	25.096	281.157
	Constant	-6.637	0.000	0.002		

Table 12 shows that supervision has a *p-value*<0.05 and a dominant factor on the performance of the nursing care in Wamena District General Hospital.

IV.   DISCUSSION

1. The influence of age on the performance of nurses in nursing services

Results showed that there was no influence of age on the performance of nurses in nursing care in hospitals Wamena *(ρ-value* = 1.000). The results are consistent with research Prawoto (2007) and Rusmiati (2006) found that age has no significant effect to the performance of nurses.

According Siagian (2012), that the maturity of the individual with age influential closely with the analytical ability to issue or phenomenon found that states that the age has close links with the various facets of the organization, the association of age with a level of psychological maturity showed maturity in the sense that individuals become increasingly discerning in making decisions for the organization.

Slameto (2003) states that the analytical capabilities will be run in accordance with increasing age, an individual is expected to learn to acquire certain knowledge and skills in accordance with the maturity of age.

The absence of influence between age and performance against nursing services resulting from 121 respondents mostly nurses in hospitals Wamena aged <30 years as many as 44 people (36.4%), the respondents with the highest age limit of 42 years and the lowest was 23 years old, so that they productive in their work in providing nursing services. In addition, from the age limits was found that nurses were aged <30 years as many as 20 people (45.5%) have less performance in nursing services and better as many as 24 people (54.5%). While the nurses were aged≥ 30 years, there were 34 (44.2%) have less performance in nursing services and better as many as 43 people (55.8%). This suggests that the age did not show any difference in providing nursing care to both categories.

This is consistent with the theory put forward by Dessler (2006), there is an age limit of productive person in age that allows to survive the work force. There is also currently a decline in ability to generate jobs because of age. Productive age is at the age of 25 years which is the beginning of a career individuals aged 25-30 years and is a determining step for someone to choose a line of work that is appropriate for the individual's career, aged 30-40 years is the consolidation phase of career options to achieve the objective, and the length of time a person determine the choice of suitable employment is 5 years.

2. Influence of gender on the performance of the nursing services

Results showed that there was no influence of gender on the performance of nurses in nursing services*(ρ-value* = 0.473). The results of this study are not consistent with research Panjaitan (2004) on the performance of nurses, the result There is influence significantly between genders male and female with the performance of nurses.

The absence of influence between the sexes in this study of 121 respondents caused the female sex as many

as 66 people (54.5%), the nurse-sex male - male, there are 27 people (49.1%) have less performance in nursing services and both were 28 people (50.9%). While a nurse with the female gender, there were 27 (40.9%) have less performance in nursing services and better as many as 39 people (59.1%). This is consistent with the theory put forward by Robbins (2006), there was no significant difference between the sexes with the employee's performance.

The gender difference in work is strongly influenced by the type of work to be done. In the work of a nature, special such as the physical work of the gender influence on employment and better success done by men, but at the same nursing job almost evenly so that is affected by the skills adequate. But there is another side that is positive in a female character that obedience and compliance in the works, it will affect the performance of the personal (Nursalam, 2015).

This was confirmed from the results of the RP = 1,200; CI95% = (0.808 to 1.782) which is interpreted that the sexes - men a chance on the performance of the nursing care less but not meaningful due to factors other variables that affect nurse performance.

3. The influence of education on the performance of the nursing services

Results showed that there was no effect on the performance of nurse education in service *(ρ-value = 0.296)*. The results of this study are not consistent with research Prawoto (2007) which states that education has a significant influence to the performance of nurses.

Education is one of the demographic characteristics that may affect a person both the environment and specific objects (Elias, 2002). One's learning process will affect the level of education so as to provide a response to something that comes from outside. Highly educated people will be more rational and creative and receptive to their various reform efforts, he will also be able to adapt to a variety of renewal.

The absence of meaningfully influence of education on the performance of the nursing care of 121 respondents in which the majority of respondents with education> D-III Nursing 58.7% and 41.3% <D-III Nursing. The analysis result showed that nurses with education <D-III Nursing there are 19 people (38%) have less performance in nursing services and the good of 62 people (50%). While nurses with educational> D-III Nursing, there were 35 (49.3%) have less performance in nursing services and better as many as 36 people (50.7%). This shows that not much different percentage that may, due to nursing services is a standard obtained education of SPK and D-III Nursing, so that respondents with education SPK have the same skills in nursing service.

4. Effect of tenure to performance in nursing services

Results showed that there was no effect among nurses working period on the performance of the nursing care in hospitals Wamena *(ρ-value = 0.891)*. The results are consistent with research Netty (2012) suggested no significant effect between the old nurses work with performance.

The results of this study also incompatible with the theory according to Robbins (2006), there are positive influence between seniority with a person's productivity and negatively with employee turnover. Increasing service life of a person increases performance. When age and years of service are treated separately, it seems that the will is consistently working on performance (Robbins, 2006).

The results were obtained from 121 respondents mostly with tenure> 5 years (66.9%), where nurse with tenure ≤5 years there were 17 (42.5%) have less performance in nursing services and well as 23 people (57 , 5%). While nurses with years> 5 years, there were 37 (45.7%) have less performance in nursing services and better as many as 44 people (54.3%). This shows the percentage is not much different.

V.   CONCLUSIONS

The results of this study can be summarized as follows:

1. There is no effect of age of nurses to performance in nursing service Hospital Wamena *(p-value = 1.000; RP = 1.029; CI95% = (0.683 to 1.551)*.

2. There is no influence of gender of nurses to performance in nursing care in hospitals Wamena (0.473; RP = 1,200; CI95% = (0.808 to 1.782).

3. No effect of nurse education on the performance of the nursing care in hospitals Wamena*(ρ-value = 0.296; RP = 0.771; CI95% = (0.504 – 1,180)*.

4. There is no influence of nurse's working period on performance in nursing service in RSUD Wamena (ρ-value = 0,891; RP = 0,930; CI95% = (0,604 - 1,443).

5. There is influence of nurse training on performance in nursing service (ρ-value = 0,000; RP = 2,400; CI95% = (1,548 - 3,720).

6. There is influence of nurse work motivation to performance in nursing service in RSUD Wamena (ρ-value = 0,024; RP = 1,630; CI95% = (1,107 - 2,401).

7. There is influence of nurse attitude toward kiner ja in nursing service in RSUD Wamena (ρ-value = 0,000; RP = 3,450; CI95% = (2,147 - 5,544).

8. There is no effect of facility availability on performance in nursing service at Wamena Hospital (ρ-value = 0,554; RP = 1,170; CI95% = (0,786 - 1,740).

9. There is influence of work environment comfort to performance in nursing service in RSUD Wamena (ρ-value = 0,009; RP = 1,786; CI95% = (1,172 - 2,724).

10. There is an influence of supervision on the performance in nursing service in RSUD Wamena (ρ-value = 0,000; RP = 11,375; CI95% = (4,872 - 26,559).

11. The dominant factor affecting nursing performance at Wamena Regional Public Hospital is supervision.

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