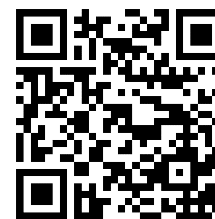# The Role of Workplace Spirituality and Organizational Climate Towards Resilience at Work on Nurses

Fajrin Aldina Fezih[1], Tri Na'imah[2], Ugung Dwi Ario Wibowo[3], Dzikria Afifah Primala Wijaya[4]

[1,2,3,4] Universitas Muhammadiyah Purwokerto, Indonesia

ABSTRACT: The issue of work resilience among nurses, manifested as physical and emotional exhaustion due to high job demands in healthcare environments. This study aims to examine the influence of workplace spirituality and organizational climate on resilience at work among nurses in the inpatient unit of RSUD Margono Soekarjo Purwokerto. A quantitative correlational approach was employed using a simple random sampling technique. The sample in this study comprised 165 nurses from the inpatient unit of RSUD Margono Soekarjo Purwokerto. The research instruments utilized were the Resilience At Work Scale (RAW Scale), Workplace Spirituality Scale (WSS), and Litwin and Stringer's Organizational Climate Questionnaire (LSOCQ). The data analysis technique employed was multiple linear regression analysis. The findings indicate that both workplace spirituality and organizational climate can influence resilience at work. These two variables collectively account for 57.8% of the variance in resilience at work. Future researchers may delve more comprehensively into factors affecting nurses' work resilience and provide a stronger foundation for the development of policies and practices aimed at enhancing resilience.

KEYWORDS: Workplace Spirituality, Organizational Climate, Resilience at Work, Nurses

INTRODUCTION

The nursing profession involves continuous interaction with patients over extended periods (Zaman et al., 2022). One crucial aspect of achieving optimal healthcare services is the availability of nursing staff who are responsive and caring to patients' needs (Winarso et al., 2020). Patient care in the inpatient unit, as the primary medical service in a hospital, requires nurses with specific understanding and skills to carry out the patient care process (Hastuti et al., 2021). Nurses working in the inpatient unit are required to provide services to patients in need of inpatient beds for observation, diagnosis, or therapy purposes, organize healthcare services, and always be ready to provide understanding to patients and strive to provide solutions within their authority (Aulia et al., 2023).

The demands and idealism of the nursing profession will lead to pressure and stressful conditions due to high workloads, serving patients, interacting with doctors, fellow nurses, and hospital regulations (Pratiwi et al., 2023). Nuari (2017) revealed a significant relationship between resilience and fatigue levels among nurses. Resilience is a driving factor in fostering positive thinking and guiding individuals to become resilient individuals. The presence of resilience in the workplace, or what is referred to as resilience at work among nurses, will assist them in adapting to all changes and uncertainties.

Resilience is the ability of individuals to overcome, bounce back, and recover from challenges, stress, or difficulties encountered in life. It involves one's capacity to adapt to changes, overcome obstacles, and remain steady in the face of pressure or disruptive situations. In this context, resilience is not merely about the ability to endure, but also about the ability to thrive and grow stronger after experiencing hardships (Luthans et al., 2006). Mardianti and Indryawati (2023) explain that resilience at work is an individual's potential to adapt to setbacks and prepare themselves to face pressures in the workplace, thereby consistently delivering good performance.

Resilience at work considers personality factors as its internal component and organizational factors as its external component. Previous research has shown that resilience at work is influenced by several variables such as self-efficacy (Nabila and Ashshiddiqi, 2023), social support (Putri et al., 2021), religiosity (Umam, 2021), workplace spirituality (Putra, 2021), and organizational climate (Tumanggor and Dariyo, 2015). Previous studies have made significant contributions to understanding the factors influencing work resilience. However, despite providing an initial understanding, there is still a knowledge gap that needs further clarification. The identified research gap is how the interaction between internal and organizational factors collectively influences work resilience.

The spiritual variable plays a crucial role in research as it encompasses the profound dimensions of individuals' lives, which can influence various aspects of well-being and behavior, including in the workplace. The concept of spirituality, as articulated by Zohar and Marshall (2000) as self-transcendence, highlights individuals' ability to transcend themselves in a broader context of meaning.

The Role of Workplace Spirituality and Organizational Climate Towards Resilience at Work on Nurses

In the context of workplace spirituality, spirituality encompasses beliefs, personal values, and inner strengths that become an integral part of individuals' commitment to their work. Research by Na'imah et al. (2021) emphasizes that workplace spirituality is not only related to religious aspects but also involves how individuals integrate their values and beliefs in the work environment.

Putri and Suhana (2022) elucidate the influence of workplace spirituality on the burnout experienced in handling Covid-19 patients. Workplace spirituality plays a role in reducing burnout among nurses due to high workloads and job demands. Nurses embed beliefs in the meaning of their work in providing quality healthcare services to patients, considering it as a form of life struggle. In addition to being influenced by internal variables, resilience at work can also be affected by external variables, namely organizational climate (Tumanggor and Dariyo, 2015). The concept of organizational climate encompasses all the environments encountered by individuals in carrying out their organizational tasks to become resilient individuals. Na'imah and Nur (2021) explain that a good organizational climate will reduce stress conditions, increase work productivity, and maintain professionalism in the workplace. The organizational climate can evoke various feelings among its nurses. When the organizational climate is supportive, nurses feel valued and empowered, thus ensuring their well-being (Delya et al., 2023).

In preliminary studies, it was found that nurses experience problems including physical and emotional fatigue due to the tasks they perform. Azzam et al. (2023) also found that nursing is a profession vulnerable to fatigue, thus requiring awareness and job comfort. Research on resilience in the workplace becomes crucial as it helps identify specific challenges faced by nurses in their work, both personal and environmental challenges.

Studies on resilience at work among healthcare professionals have been conducted by several researchers before. Rahayu et al. (2021), Priningsih (2022), and Pujiyanto et al. (2022) have researched nurses caring for Covid-19 patients. This study differs as it involves nurses working in inpatient units. Inpatient units often have high numbers of patients with diverse medical conditions. This can lead nurses to work in very busy conditions and require good multitasking skills. Nurses frequently interact with patients and their families in stressful and emotional situations, especially when patients are in serious or critical conditions. This can lead to high levels of stress and emotional fatigue.

Based on the explanations above, a study on resilience at work among nurses is important because its impact is not only related to the nurses themselves but also affects the healthcare institution, namely the hospital. A nurse experiencing pressure in their work will result in fatigue or stress. This condition impacts the decline in nurse performance, and, at its worst, can have negative consequences on the healthcare services provided to patients (Paendong et al., 2022). The performance of a hospital, whether good or bad, can be measured by the performance of healthcare workers in delivering healthcare services to patients (Wulandari et al., 2014). Hospitals, in establishing a good image of healthcare services in the eyes of the public, require quality and professional healthcare workers, including nurses (Nono, 2022). This research aims to determine the influence of workplace spirituality and organizational climate on resilience at work among nurses in the inpatient unit of RSUD Margono Soekarjo Purwokerto.

LITERATURE REVIEW
Workplace Spirituality
Milliman et al. (2003) argue that workplace spirituality is a form of self-expression aimed at finding meaning and purpose in life, as well as a process that enables individuals to embody their values through their work. Workplace spirituality shapes individuals as spiritual beings who need to enrich their souls through the world of work (Jatmika and Utomo, 2019). Nursing has become a profession that needs to embody and apply spirituality in the activities they perform. The presence of workplace spirituality shapes nurses who work not only to fulfill tasks but also to take initiative in developing their abilities to achieve optimal performance. Workplace spirituality guides nurses' personalities to face high-pressure situations by viewing work tasks as necessary and as a form of worship to God (spirituality) (Christian and Suryadi, 2022). Individual workplace spirituality is based on their humanity, not necessarily on adhering to a specific religion. The application of workplace spirituality encompasses three aspects: meaningful work, a sense of community, and alignment with organizational values (Milliman et al., 2003).

Meaningful work is an individual's ability to perceive deep meaning and purpose in their job. This dimension reflects how someone interacts with their daily work at an individual level. Spirituality in this context considers work not only as something enjoyable or challenging but also as a means to seek deeper meaning and purpose in life. In the context of research, a sense of community is the feeling of togetherness, connection, and support among nurses in their work environment, creating an atmosphere where they feel part of a supportive community working together to achieve common goals in providing quality care to patients. Alignment with organizational values for nurses refers to the consistency or congruence between the personal values of nurses and the values embraced by the organization where they work.

Organizational Climate
Litwin and Stringer (1968) explain that organizational climate refers to a set of aspects that shape the work environment perceived by its employees. These aspects include structure, which is the clarity of job tasks, responsibility, which is accountability for the work, warmth, which is the feeling of being accepted in the work environment, support, which is the attitude of supervisors and coworkers in assisting employees, and reward, which is appreciation for the work done. Furthermore, there are aspects of

conflict, where employees can express differing opinions but still be heard, standards, which are performance standards applied, identity, which is the form of employee loyalty to the organization, and risk, which is employees' perception of job challenges. Essentially, the manifestation of organizational climate can either support or hinder changes in the quality of the organization's internal environment (Hartanto and Kurniawan, 2015). Organizational climate influences employee behavior; to achieve employees with good performance and high loyalty, the organization must be able to create a comfortable organizational climate for its employees (Alfa et al., 2023). In the nursing profession, organizational climate is closely related to the process of shaping the hospital work environment conducive to reducing pressure on nurses and enhancing resilience at work (Ibrahim and Widawati, 2022).

Resilience At Work
Resilience is defined as an individual's capacity that can be developed to bounce back and recover from ongoing difficulties (Luthans et al., 2006). No one individual works perfectly. This condition develops the role of resilience at work as a means for individuals to recognize the difficulties they face, construct strategies to stay motivated and bounce back, and maintain enthusiasm and eagerness in problem-solving. This implies that resilience at work is an individual's capacity to endure and thrive even under pressure by viewing difficulties as challenges in work; thus, such individuals can be considered resilient employees (McEwen, 2020). Winwood et al. (2013) revealed characteristics of resilience at work in individuals, including living authentically, which means living by personal values that they always hold dear, finding their calling, which involves instinctively feeling ownership and connection to their workplace, maintaining perspective, which involves retaining a perspective to rebound from setbacks, managing stress, which involves managing stressful conditions, interacting cooperatively, which involves cooperative interaction in the workplace, and staying healthy, which involves managing a healthy lifestyle. Nurses with resilience at work are not affected by variations in obstacles or difficulties encountered in their work. They will work professionally and demonstrate high levels of achievement (Gelaw et al., 2023).

Hypothesis
1. The influence of workplace spirituality on resilience at work
Resilience at work arises when individuals can interpret the difficulties, they face in a way that will make them better. Workplace spirituality is part of the maintaining perspective aspect that can affect resilience at work. The existence of workplace spirituality helps nurses maintain perspective in managing negativity by providing a deeper understanding that they are spiritual beings. As spiritual beings who have an inner life, their souls need to be nurtured by upholding personal values, meaningful experiences, meaningful work, feeling connected to one another, and feeling part of the work (Rahdiana and Wahyudi, 2021).
H1: There is an influence of workplace spirituality on resilience at work in inpatient unit nurses at Margono Soekarjo Purwokerto Hospital.

2. The influence of organizational climate on resilience in the workplace
Resilience at work is interpreted as an individual's ability to overcome as well as adjust to events or events that are heavy in carrying out their work. The environment plays a role in encouraging the growth and formation of resilience at work in individuals. This relates to environmental situations and conditions including organizational factors related to organizational climate. Working in an uncomfortable and unpleasant organizational climate brings negative emotions to nurses. These conditions indicate the absence of good emotional management which is contrary to the aspects of managing stress in the resilience at work variable. This indicates that organizational climate affects resilience at work in individuals (Abdillah et al., 2017).
H2: There is an effect of organizational climate on resilience at work in inpatient unit nurses at Margono Soekarjo Purwokerto Hospital.

3. The role of workplace spirituality and organizational climate on resilience at work
Workplace spirituality and organizational climate are both positioned as variables that can affect resilience at work in nurses. This is related to the opinion expressed by Mardianti and Indryawati (2023) that the factors that characterize the formation of resilience at work in individuals are internal factors and external factors. Resilience at work can be described as the ability to recover and get up and be able to adapt and survive stressful conditions in the work they do. Thus, workplace spirituality here serves as an internal factor that arises from within the individual when a nurse must interpret life through his work. Meanwhile, organizational climate serves as an external factor that arises from outside the individual when the conditions of an organization, namely the hospital, need to be considered regarding its influence in generating fatigue and pressure on nurses. Workplace spirituality provides space for the fulfillment of individual psychological needs, such as a sense of meaning, purpose, and emotional connection to their work. A positive organizational climate also creates a work environment that supports personal and professional growth. With psychological needs met, individuals tend to have higher levels of resilience in the face of workplace challenges and stresses.
H3: There is an influence of workplace spirituality and organizational climate on resilience at work in inpatient unit nurses at Margono Soekarjo Purwokerto Hospital.

The Role of Workplace Spirituality and Organizational Climate Towards Resilience at Work on Nurses

METHOD

A quantitative correlational approach was used in this study. The sample in this study were inpatient unit nurses at Margono Soekarjo Purwokerto Hospital totalling 165 nurses. The sampling technique in this study was simple random sampling, which is done randomly, each member of the population has the same opportunity to be sampled (Arieska and Herdiani, 2018).

Data were collected with a psychological scale containing items that represent each dimension of each variable. In this study, the measuring instrument is in the form of a Likert Scale. The Likert scale is used because the data measured are in the form of psychological variables that can be revealed indirectly through the aspects of their formation and translated into items (Azwar, 1994). Alternative answer choices are available for this scale, namely Strongly Agree (SS), Agree (S), Neutral (N), Disagree (TS), and Strongly Disagree (STS). This research instrument uses three types of scales, namely the Resilience at Work scale, the Workplace spirituality scale, and the Organizational Climate scale.

The resilience at work scale was modified from the Resilience at Work Scale (RAW Scale) from Winwood et al (2013). Items are arranged based on six aspects, namely living authentically, finding your calling, maintaining perspective, managing stress, interacting cooperatively, and staying healthy. The total items of the resilience at work scale are 18 favorable items, which means that all items in this scale show positive statements about resilience in the workplace and have a reliability of $\alpha = 0.923$.

The workplace spirituality scale was modified from Milliman et al's Workplace Spirituality Scale (WSS) (2018) which was developed based on three dimensions namely meaningful work, a sense of community, and alignment with organizational values. The total number of scale items is 21 favourable items which means all items in this scale show positive statements about spirituality in the workplace ($\alpha = 0.945$).

The organizational climate scale was modified based on Litwin and Stringer's Organizational Climate Questionnaire (LSOCQ) (1975), with nine aspects namely structure, responsibility, risk, rewards, warmth, support, standards, conflict, and identity. The total items of the organizational climate scale are 42 items consisting of 22 favorable items and 20 unfavorable items, which are items that show negative statements about the organizational climate ($\alpha = 0.907$).

Data analysis using multiple linear regression techniques is a statistical method used to understand the relationship between one dependent variable (the variable to be predicted) and two or more independent variables (variables used to predict the dependent variable). For this reason, multiple linear regression modeling will be conducted first.

RESULT

Demographic data of research respondents can be seen in Table 1:

Table 1. Demographic Data

Criteria	N	Percentage
Gender Male	67	40,6%
Female	98	59,4%
	165	
Age		
20 - 30 years old	51	30,9%
31 - 40 years old	56	33,9%
> 40 years old	58	35,2%
	165	
Working experience <11 years	81	49,1%
11 - 20 years	44	26,7%
21 - 30 years	34	20,6%
>30 years	6	3,6%
	165	

Table 1 shows that the study respondents were dominated by inpatient unit nurses who were female, namely 98 people (59.4%) with an age category between 20 to 30 years, namely 58 people (35.2%), and less than 10 years of service, namely 81 people (49.1%).

The partial test results are presented in Table 2.

The Role of Workplace Spirituality and Organizational Climate Towards Resilience at Work on Nurses

Table 2: Partial Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t		R Square
	B	Std. Error	Beta		Sig.	
(Constant)	10.761	4.879		2,206	.029	
Workplace spirituality > Resilience at work	.554	.053	.644	10.423	.000	0,83
Organizational climate > Resilience at work	.093	.032	.180	2,911	.004	0,17

Partial test results show that the workplace spirituality variable has a significant influence on resilience at work, with a t value = 10.423 and a significance (sig.) of 0.000, which is lower than the set alpha value (0.05). In addition, the coefficient of determination (R Square) value of 0.83 indicates that the workplace spirituality variable can explain 83% of the variation in resilience at work. On the other hand, the partial test results for the organizational climate variable also show a significant influence on resilience at work, with a t value = 2.911 and a significance (sig.) of 0.004, which is also smaller than the set value (0.05).

This indicates that there is a significant relationship between organizational climate and resilience at work. Furthermore, the R Square value for organizational climate is 0.17, which indicates that this variable can explain as much as 17% of the variation in resilience at work.

Simultaneous testing of the model is done with the F test (joint regression test) to determine whether there is an influence of the independent variables together with the dependent variable. The results of the F test can be seen in Table 3:

Table 3. Simultaneous Test Results

Model		Sum of Squares	df	Mean Square	F	Sig.	R Square
Workplace spirituality, Organizational climate > Resilience at work	Regression	5720.651	2	2860.325	106.888	.000[b]	0,578
	Residual	4335.143	162	26.760			
	Total	10055.794	164				

The F value measures the overall significance of the regression model. In this study, the F value is 106.888. This value is calculated by dividing the Mean Square for regression by the Mean Square for residuals. If the F-statistic value is significant, then the independent variable has a significant influence on the dependent variable.

The coefficient of determination (R Square) indicates how well the regression model explains the variation in the dependent variable. R Square values range from 0 to 1, and the closer to 1, the better the model is at explaining variations in the data. In this study, the R Square value is 0.578, which means that about 57.8% of the variation in resilience at work can be explained by the workplace spirituality and organizational climate variables. This shows that the regression model as a whole is good enough to explain the variation in the dependent variable.

The simultaneous test aims to prove the simultaneous or simultaneous influence of workplace spirituality and organizational climate variables on resilience at work. The test criteria are if the significance value of the simultaneous test <0.05 means that the independent variables simultaneously influence the dependent variable.

DISCUSSION

The results of data analysis show that there is a significant influence between workplace spirituality on resilience at work. Raihan and Mubarak (2024) argue that resilience at work is an individual's capacity to manage stressful conditions, difficulties, and challenging situations to be willing to bounce back to become a more resilient individual. Nurses with workplace spirituality can organize strength, resilience, and spirit that can recover from the difficulties faced. The spirituality in question relates to how the experience of the meaning of work goes beyond what is perceived as task fulfillment. Workplace spirituality owned by nurses is based on their humanity, namely providing services to patients (Sani et al., 2016). In line with the concept of resilience at work, workplace spirituality can be defined as an individual's awakening to achieve the meaning of life through work (Mardianto, 2018). Rahdiana and Wahyudi's research (2021) states that workplace spirituality has a significant effect on work stress in nurses. Resilient individuals can manage stressful conditions experienced due to positive perceptions of their strengths. The nursing profession is prone to burnout due to excessive workload and a work environment that does not provide the right context for nurses to express their inner and spiritual lives (Ayu, 2018).

The Role of Workplace Spirituality and Organizational Climate Towards Resilience at Work on Nurses

Workplace spirituality is important to maintain in nurses concerning the sense of community aspect, which creates a sense of belonging to the work environment. This sense of belonging construct means that although threatened with pressure at work, nurses increasingly understand the meaning of their profession in helping others because of the growing emotional bond of pride and high commitment to themselves (Dwiyanti and Abdilla, 2018). The spiritual side of work that nurses have helps them associate every event that occurs with something transcendent in line with the meaningful work aspect. This helps nurses to live their values by making meaning of every event and experience of their lives despite the stress, in line with the aspect of alignment with organizational values.

This study shows that there is a significant influence between organizational climate on resilience at work. Organizational climate is a description of the internal state of the work environment that is felt by individuals who are in it during their activities to achieve organizational goals. Organizational climate can support or even inhibit changes in the quality of the internal environment of the organization. This is related to the concept of resilience at work, which means the success of individuals in adapting to a change or everything that cannot be predicted (Fitri et al., 2016). This means that resilient individuals will be able to thrive by viewing change as a challenge and commitment. Providing motivation is realized through appreciation for good work (Nababan et al., 2023). The role of organizational climate in hospitals that encourages nurses' welfare and comfort helps them frame the difficulties they face and build support for each other in their work environment, in line with aspects of warmth, support, and reward. Findings from the research of Silaen et al (2023) mentioned that organizational climate can increase an employee's dedication to his workplace.

Hospitals are engaged in creating a good organizational climate by supporting employees to display innovative behavior to face various challenges in the future, in line with the aspects of structure, conflict, and risk. Structuring a conducive organizational climate will create nurses who work effectively and efficiently (Devriady et al., 2022). This will lead to meaningful feelings and feelings in nurses, which in turn can increase loyalty, willingness to accept organizational values, and willingness to give their full effort so that organizational goals are achieved, in line with the aspects of standards and identity. A positive organizational climate will influence how nurses can adapt to all changes and are always committed to realizing quality health services, in line with the aspect of responsibility.

The results of this study indicate that workplace spirituality and organizational climate affect resilience at work. The relationship between workplace spirituality and organizational climate can create a sense of calm both emotionally and psychologically to carry out their work tasks optimally and be actively involved in them (Fitria and Suryani, 2023). Workplace spirituality is one factor that causes an individual's heart and mind attachment to work. In line with the research findings of Yansens et al (2021) the higher the spirituality in the workplace, the higher the individual's attachment. The attachment felt by the individual directs the individual in linking work with personal values and beliefs so that a sense of belonging to the work environment emerges. Thus, nurses will contribute more take full responsibility and realise good quality service to patients. Organizational climate is considered more important than work tasks. This is because organizational climate is positively correlated with work enthusiasm and has an impact on reducing work stress experienced by employees (Tsui, 2021).

In line with the research findings of Hossny et al (2023), nurses are more willing to stay in a workplace where they feel supported and valued. Nurses will consider the work environment as part of them, so nurses are willing to give their best in carrying out their work (Wibowo et al., 2014). Working in a comfortable and pleasant organizational climate brings positive emotions to nurses. Nurses who grow up in a good organizational climate will make everything they get as a guideline for undergoing work and becoming resilient people. Based on testing the coefficient of determination simultaneously, it shows that workplace spirituality and organizational climate successfully contributed 57.8%, in influencing resilience at work.

CONCLUSION

Workplace spirituality and organizational climate variables are proven to affect resilience at work in inpatient unit nurses at Margono Soekarjo Purwokerto Hospital both partially (individually) and together (simultaneously). The limitation of the study lies in the use of a population that only takes nurses from one hospital. The results of the study will be difficult to generalize to populations of nurses in other hospitals or even in different health settings. Resilience at work is influenced by other factors that are not included in this study. Additional variables such as individual personality, social support, or other work environment factors may also influence resilience at work and need to be considered in future research.

REFERENCES

1) Abdillah, M. R., Anita, R., & Anugerah, R. (2017). Dampak Iklim Organisasi terhadap Stres Kerja dan Kinerja Karyawan. Jurnal Manajemen, 20(1), 121. https://doi.org/10.24912/jm.v20i1.69.
2) Alfa, T. Y., Iramadhani, D., & Djafar, A. (2023). Iklim Organisasi dan Komitmen Kerja Karyawan Puskesmas. Jurnal Psikologi Terapan (JPT), 3(2), 64. https://doi.org/10.29103/jpt.v3i2.8881.
3) Arieska, P. K., & Herdiani, N. (2018). Pemilihan Teknik Sampling Berdasarkan Perhitungan Efisiensi Relatif. Jurnal Statistika, 6(2), 166–171. https://jurnal.unimus.ac.id/index.php/statistik/article/view/4322/4001.

4) Aulia, T., Sitohang, J. M., Sihaloho, L. B., Christine, A., & Endah, R. (2023). Peran Perawat dalam Pemberian Asuhan Keperawatan yang Bermutu untuk Meningkatkan Kepuasan Pasien. JURMIK (Jurnal Rekam Medis Dan Manajemen Informasi Kesehatan), 3(1), 18–28.

5) Ayu, G., Meitasari, S., Gede Wirama, D., Made, I., & Suardikha, S. (2018). Workplace Spirituality as Moderating The Influence of Role Stress on Auditor Work Satisfaction. International Journal of Sciences: Basic and Applied Research (IJSBAR) International Journal of Sciences: Basic and Applied Research, 42(2), 147–151. http://gssrr.org/index.php?journal=JournalOfBasicAndApplied.

6) Azwar Saifuddin. (1994). Analysis Item. Buletin Psikologi, 2(11), 26–33.

7) Azzam, H. M., Na'imah, T., Wulandari, D. A., & Herdian, H. (2023). Mindfulness dan Workplace Well-being untuk Mengurangi Burnout pada Perawat. Psychocentrum Review, 5(2), 97–107. https://doi.org/10.26539/pcr.521206

8) Christian, A., & Suryadi, D. (2022). Hubungan Spiritualitas dengan Resiliensi pada Dewasa Awal Penyintas Covid-19 di Jakarta. Jurnal Muara Ilmu Sosial, Humaniora, Dan Seni, 6(2), 378–385.

9) Delya, A. K., Naimah, T., Wibowo, U. D. A., & Wahidah, F. R. N. (2023). Islamic Religiosity as A Moderator of The Effect of Organizational Climate on Happiness at Work in Islamic School Teachers. Al-Tanzim: Jurnal Manajemen Pendidikan Islam, 7(3), 793–805. https://doi.org/10.33650/al-tanzim.v7i3.3999.

10) Devriady A., Syauzul Wisda P., Tri P., & Chotamul F. (2022). An Analysis of The Effect of Organizational Climate, Compensation, and Leadership Style on Employee Performance at Pelni Hospital Jakarta. International Journal of Education, Information Technology and Others, 5(2), 25–34.

11) Dwiyanti, R., & Abdilla, S. K. (2018). The Effect of Job Insecurity on Organizational Commitment in Impermanent Temporary Employees of An Indonesian Company. Expert Journal of Business and Management, 6(1), 40–48. http://Business.ExpertJournals.com.

12) Fitri, N., Astika, L., & Saptoto, R. (2016). Peran Resiliensi dan Iklim Organisasi terhadap Work Engagement. Journal Of Psychology, 2(1), 38–47.

13) Fitria, N., & Suryani, T. (2023). Influence of Spirituality and Organizational Climate on Employee Engagement and Its Impact on Employee Welfare in Private Companies in East Java. Management Studies and Entrepreneurship Journal, 4(3), 2483–2497. http://journal.yrpipku.com/index.php/msej.

14) Gelaw, Y. M., Hanoch, K., & Adini, B. (2023). Burnout and Resilience at Work among Health Professionals Serving in Tertiary Hospitals, in Ethiopia. Frontiers in Public Health, 11(6). https://doi.org/10.3389/fpubh.2023.1118450.

15) Hartanto, E. W., & Kurniawan, J. E. (2015). Hubungan antara Iklim Organisasi dengan Subjective Well-Being pada Karyawan di Perusahaan X. Jurnal Psikologi Teori Dan Terapan, 5(2), 70. https://doi.org/10.26740/jptt.v5n2.p70-80.

16) Hastuti, N. T., Dwi, U., & Wibowo, A. (2021). Effects of Quality of Work Life (QWL) and Organizational Commitment (OC) on Organizational Citizenship Behavior of Permanent Nurses. Psimphoni, 2(1), 21-26.

17) Hossny, E. K., Alotaibi, H. S., Mahmoud, A. M., Elcokany, N. M., Seweid, M. M., Aldhafeeri, N. A., Abdelkader, A. M., & Abd Elhamed, S. M. (2023). Influence of Nurses' Perception of Organizational Climate and Toxic Leadership Behaviors on Intent to Stay: A Descriptive Comparative Study. International Journal of Nursing Studies Advances, 5(12), 1-12. https://doi.org/10.1016/j.ijnsa.2023.100147.

18) Ibrahim Maulana Ikhsan, & Widawati Lisa. (2022). Pengaruh Iklim Organisasi terhadap Komitmen Organisasi pada Karyawan di PT. X Bandung. Bandung Conference Series: Psychology Science, 2(1), 432–438. https://doi.org/10.29313/bcsps.v2i1.1218.

19) Jatmika, D., & Utomo, S. D. (2019). Peran Konflik Peran Ganda terhadap Spiritualitas di Tempat Kerja pada Guru Wanita Sekolah Dasar Negeri (SDN) di Jakarta. Jurnal Psikologi, 15(2), 130. https://doi.org/10.24014/jp.v15i2.7526.

20) Litwin, G. H., & Stringer, R. A. Jr. (1968). Motivation and Organizational Climate. Division of Research, Harvard Business School, Boston.

21) Luthans, F., Vogelgesang, G. R., & Lester, P. B. (2006). Developing The Psychological Capital of Resiliency. Human Resource Development Review, 5(1), 25–44. https://doi.org/10.1177/1534484305285335.

22) Mardianti, & Indryawati, R. (2023). Resiliensi di Tempat Kerja pada Karyawan Milenial: Peran Modal Sosial dan Regulasi Emosi. Jurnal Psikologi, 16(1), 93–106. https://doi.org/10.35760/psi.2023.v16i1.7658.

23) Mardianto, B. (2018). Pengaruh Spiritualitas di Tempat Kerja dan Modal Psikologis terhadap Perilaku Kewargaan Organisasional. Psikoborneo: Jurnal Ilmiah Psikologi, 6(4), 589–595. https://doi.org/10.30872/psikoborneo.v6i4.4683.

24) McEwen, K. (2020). Resilience at Work: A Framework for Coaching and Interventions.

25) Milliman, J., Czaplewski, A. J., & Ferguson, J. (2003). Workplace Spirituality and Employee Work Attitudes: An Exploratory Empirical Assessment. Journal of Organizational Change Management, 16(4), 426–447. https://doi.org/10.1108/09534810310484172.

26) Nababan, D., Manurung, T., Sipahutar, Y., Arjuna prodi, Stik. D., & Author, C. (2023). The Relationship of Organizational Climate and Nurse Handover to Patient Safety Incidents in Porsea General Hospital Items. In International Journal Of Health, Engineering, And Technology, 2(2). https://afdifaljournal.com/journal/index.php/ijhet.

27) Nabila, S., & Ashshiddiqi, A. M. (2023). Hubungan antara Efikasi Diri dan Resiliensi pada Mahasiswa yang Sedang Mengerjakan Skripsi. Proyeksi, 18(1), 23. https://doi.org/10.30659/jp.18.1.23-35.

28) Na'imah, T., & Nur, S. A. (2021). Job Stress on Teachers during The COVID-19 Pandemic: The Role of Workload and Organizational Climate. International Journal of Social Science And Human Research, 4(1), 2763–2768. https://doi.org/10.47191/ijsshr/v4-i10-17.

29) Na'imah, T., Tjahjono, H. K., & Madjid, Abd. (2021). A Sequential Exploratory Approach to Study The Workplace WellBeing of Islamic School Teachers. Journal of Southwest Jiaotong University, 56(2), 123–138. https://doi.org/10.35741/issn.0258-2724.56.2.11.

30) Nono, E. A. (2022). The Correlation between Quality of Nurse Services and Hospital Services towards Satisfaction and Patient. Jurnal Kesehatan, 11(1), 52–57.

31) Nuari, N. A. (2017). Resilience of Efficacy Perawat Berbasis Tingkat Stres dan Kepuasan Kerja. Jurnal Kesehatan, 8(3), 375. https://doi.org/10.26630/jk.v8i3.642.

32) Paendong, M., Buanasari, A., & Mariana, D. (2022). Hubungan Peran Kekuatan Karakter dengan Resiliensi Perawat di Rumah Sakit Gunung Maria Tomohon. Jurnal Keperawatan, 10(1), 70. https://doi.org/10.35790/jkp.v10i1.38060.

33) Pratiwi, L. D., Basit, M., & Tasalim, R. (2023). Hubungan Lingkungan Kerja dan Beban Kerja Perawat terhadap Missed Nursing Care. Jurnal Keperawatan, 16(1), 133–146.

34) Priningsih, F. (2022). Resiliensi Perawat dalam Melakukan Pelayanan Kesehatan di Masa Pandemi Covid-19 di Rumah Sakit. Indonesian Scholar Journal of Nursing and Midwifery Science (ISJNMS), 1(06), 220–226.

35) Putra, A. A. (2021). Spiritualitas dan Hardiness sebagai Prediktor Resiliensi pada Mahasiswa dengan Peran Ganda: Studi pada Mahasiswa Tingkat Akhir yang Memiliki Pekerjaan Sambilan. Acta Psychologia, 3(2), 127. http://journal.uny.ac.id/index.php/acta-psychologia.

36) Putri, N., K., R., & Suhana. (2022). Pengaruh Workplace Spirituality terhadap Burnout pada Perawat Penanganan Pasien Covid-19 RSUD Syamsudin Sukabumi. Bandung Conference Series: Psychology Science, 2(1), 241–248. https://doi.org/10.29313/bcsps.v2i1.970.

37) Putri, R. H., Pratiwi, M., & Anggraini, D. (2021). Dukungan Sosial terhadap Resiliensi Karyawan yang Mengalami PHK Dimasa Pandemi Covid-19. Psychology Journal of Mental Health, 3(1), 38–53.

38) Pujiyanto, T. I., Elliya, N. P., & Kusyati, E. (2022). Kecerdasan Emosional terhadap Tingkat Resiliensi pada Perawat. Jurnal Kepemimpinan Dan Manajemen Keperawatan, 5(2), 94–103. https://doi.org/10.32584/jkmk.v5i2.1905.

39) Rahayu, A, T., Pratik, H., & Suhardianto. (2021). Self-Compassion dan Resiliensi pada Perawat Pasien Covid-19. INNER: Journal of Psychological Research, 1(3), 103–111.

40) Rahdiana, Y. H., & Wahyudi, H. (2021). Pengaruh Workplace Spirituality terhadap Work Stress pada Perawat Penanganan Covid Rumah Sakit X Kota Tasikmalaya. Prosiding Psikologi, 7(2), 484–488.

41) Raihan, F. M., & Mubarak, A. (2024). Studi Kontribusi Resilience at Work terhadap Burnout pada Guru SLB di Kota X. Bandung Conference Series: Psychology Science, 4(1), 545–551. https://doi.org/10.29313/bcsps.v4i1.10131.

42) Sani, A., Eko Soetjipto, B., & Maharani, V. (2016). The Effect of Spiritual Leadership on Workplace Spirituality, Job Satisfaction, and Ihsan Behavior (A Study on Nurses of Aisyiah Islamic Hospital in Malang, Indonesia). IJABER, 14(11), 7675–7688.

43) Silaen, J., Kusumapradja, R., & Mutiara, R. (2023). Leadership, Organizational Climate and Maturity Levels of Patient Safety Culture on Nurses' Work Engagement. International Journal of Nursing and Health Services (IJNHS), 6(1), 49-54. https://doi.org/10.35654/ijnhs.v6i1.713.

44) Tsui, P. L. (2021). Would Organizational Climate and Job Stress Affect Wellness? An Empirical Study on The Hospitality Industry in Taiwan during Covid-19. International Journal of Environmental Research and Public Health, 18(19), 1-14. https://doi.org/10.3390/ijerph181910491.

45) Tumanggor, R. O., & Dariyo, A. (2015). Pengaruh Iklim Kelas terhadap Resiliensi Akademik, Mastery Goal Orientation dan Prestasi Belajar. Seminar Psikologi & Kemanusiaan, 8(1), 262–268. https://doi.org/10.31234/osf.io/93khu.

46) Umam, R. N. (2021). Aspek Religiusitas dalam Pengembangan Resiliensi Diri di Masa Pandemi Covid-19. SANGKéP: Jurnal Kajian Sosial Keagamaan, 4(2), 148–164. https://doi.org/10.20414/sangkep.v4i2.3558.

47) Wibowo, Ugung, D. A., Iskandar, Z., & Prathama, A., G. (2014). Organizational Commitment as The Mediator of Antecedents of Organizational Citizenship Behavior in Sharia Organization. International Conference on Economics, Education and Humanities, 10(11), 266–270. https://doi.org/10.15242/icehm.ed1214170.

48) Winarso, F. A., Paselle, E., & Rande, S. (2020). Kualitas Pelayanan Kesehatan pada Unit Rawat Inap Rumah Sakit Tk.Iv Kota Samarinda. Administrasi Negara, 8(1), 8943–8952. https://ejournal.ap.fisip-unmul.ac.id.

49) Winwood, P. C., Colon, R., & McEwen, K. (2013). A Practical Measure of Workplace Resilience: Developing The Resilience at Work Scale. Journal of Occupational and Environmental Medicine, 55(10), 1205–1212. https://doi.org/10.1097/JOM.0b013e3182a2a60a.

50) Wulandari, D., Dwiyanti, R. (2014). Relationship between The Role Conflict with Multiple Work Stress Nurses in Women Is Already Married. Psycho Idea, 12(2), 33–41.

51) Yansens, W., Tecoalu, M., Wahyoedi, S., & Colline, F. (2021). The Effect of Spirituality on Turnover Intention Mediated by Employee Engagement. Proceedings of the Ninth International Conference on Entrepreneurship and Business Management, 7(4), 289-294.

52) Zaman, B., Miniharianti, & Rabial, J. (2022). Relationship Burden and Work Stress of Nurses in Handling Patients with Mental Disorders in The Room Up Tgk. Chik Di Tiro. Jurnal Kesehatan Hesti Wira Sakti, 11(April 2023), 7–11. https://doi.org/10.47794/jkhws.

53) Zohar, D., & Marshall, I. (2000). Spiritual Intelligence: The Ultimate Intelligence. London: Bloomsbury.