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The Influence of Peer Motivation and Supporting Facilities on Nurse Performance

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ABSTRACT: The performance of nurses at the Bandung City Regional General Hospital faces obstacles stemming from weak cooperation between colleagues and limited medical facilities that are not proportional to the burden of services. This condition has the potential to reduce the effectiveness of nurses' performance. This study aims to analyze the influence of the motivation of colleagues and supporting facilities on the performance of nurses. The study used a quantitative approach with a survey method of 38 nurses working in the Anggrek B and Nusa Indah inpatient rooms. The data analysis technique used is multiple linear regression to test the partial or simultaneous influence between variables. The results of the study showed that the motivation of colleagues and supporting facilities had a positive and significant effect on nurse performance by 68.3% so that the improvement of nurse performance could be achieved through increasing the motivation of colleagues and supporting facilities at the Bandung City Regional General Hospital.

KEYWORDS: Supporting Facilities; Nurse Performance; Co-worker motivation

I. INTRODUCTION

Management is an important element in every organization because it plays a role in directing resources so that organizational goals can be achieved effectively and efficiently. In the context of hospitals, management not only includes aspects of medical services, but also regulates the process of planning, organizing, mobilizing, and supervising all resources in order to be able to provide quality health services (Robbins & Coulter, 2018). The quality of hospital services is highly dependent on structured human resource management, considering that health services are labor-intensive services whose success is determined by the cooperation of various health workers.

Human resources (HR) in hospitals play a strategic role in ensuring the success of services. According to Armstrong & Taylor (2020), HR management aims to ensure the workforce has adequate competence, motivation, and support to provide the best performance. Well-managed human resources will contribute to the quality of service, patient satisfaction, and competitiveness of hospitals. One form of implementation of HR management in hospitals is through efforts to improve the performance of health workers, including nurses, by paying attention to work environment factors and organizational support.

Nurse performance plays a crucial role in quality health services (Retnaningsih & Dwiantoro, 2020). As healthcare workers who interact directly with patients, nurses are not only responsible for medical measures, but also emotional support and monitoring of the patient's condition. Optimal performance contributes to improved patient safety as well as their satisfaction with hospital services (Terry & Peck, 2020). Patients who feel well served tend to be more satisfied and have higher trust in health facilities. In addition, good nurse performance also contributes to patient safety, by ensuring nursing actions are carried out in a timely, accurate, and accordance with standard operating procedures (Bertrand et al., 2021). The prevalence of nurse performance in Indonesia shows significant variation, depending on various factors such as workplace conditions, facility support, and work motivation. Previous research has shown that about 70-80% of nurses in primary referral hospitals report good performance, especially in terms of patient satisfaction and achievement of care standards (Gomez-Urquiza et al., 2017). Similar findings were also seen in several hospitals in Bandung, where about 40% of nurses revealed that work motivation and relationships between colleagues affected their performance, and about 35% reported problems related to unsupportive facilities, which hindered the provision of optimal care (Anggraeni et al., 2021).

Bandung City Regional General Hospital Bandung City is a hospital managed by the Bandung City Government. This hospital is located at Jl. Hospital No.22, Pakemitan, Cinambo District, Bandung City. The Bandung City Regional General Hospital as one of the main referral health facilities in the Bandung area, faces significant challenges in improving the performance of nurses. At

the Bandung City Hospital, especially in the Anggrek B Room and the Nusa Indah Room, there are several conditions that have the potential to reduce nurses' performance. Both units have the characteristics of dense and complex service loads. The Nusa Indah Room is a surgical room, so the nursing procedures given to patients generally require more time, precision, and coordination. Meanwhile, Orchid Room B serves surgical and non-surgical patients, so that the types of cases and treatment needs are more diverse. Based on the results of initial observations, in these two spaces there are also limitations of supporting facilities and challenges in the motivation of colleagues, so they are seen as representing relevant conditions to be analyzed in this study.

The service conditions in the two rooms require good coordination and cooperation between nurses so that services continue to run optimally. The ratio of one nurse caring for around ten patients with diverse care needs makes division of duties, clear communication, and mutual support between colleagues very important. In a situation like this, motivation sourced from colleagues in the form of enthusiasm, technical assistance, and emotional support plays a big role in maintaining the smooth running of the service. If coordination between nurses does not go well, for example due to lack of team support or ineffective communication, the risk of errors and decreased performance of nurses will increase.

In addition to the motivation factor of colleagues, the conditions in these two rooms also show that there are limitations in supporting facilities that have the potential to affect the smooth running of nursing services. Some essential equipment, such as pulse oximeters, nebulizers, defibrillators, and syringe pumps, are only available in one to two units, so they are often used interchangeably between patients. This condition shows that the supporting facilities in the two rooms are not optimal and have the potential to hinder the smooth running of nursing services at the Bandung City Hospital.

Based on the results of initial interviews with nurses at the Bandung City Hospital, the motivation of colleagues is generally formed through moral support and appreciation between fellow nurses, although there are still obstacles in the form of lack of cooperation that causes tension in certain situations. In terms of supporting facilities, nurses consider that the work environment is not fully adequate, both in terms of comfort, cleanliness, work equipment, and public facilities. The limited availability of medical equipment is also often an obstacle in dealing with the high number of patients. This condition has the potential to reduce work morale, so it is necessary to increase the motivation of colleagues and improve supporting facilities to optimize nurse performance.

Thus, the conditions that occur at the Bandung City Regional General Hospital show that nurses' performance is not only influenced by individual abilities, but also by work environment factors which include the motivation of colleagues and the availability of supporting facilities. The imbalance between a high workload and limited support has the potential to reduce the effectiveness of nursing services. Therefore, it is important to empirically examine the extent to which the motivation of colleagues and supporting facilities affects nurse performance, so that the results of this study are expected to provide a more objective basis for hospital management in formulating strategies to improve nurse performance in a sustainable manner.

II. FORMULATION OF THE PROBLEM

1. How strong is the influence of co-worker motivation on the performance of nurses at the Bandung City Regional General Hospital?
2. How strong is the influence of supporting facilities on the performance of nurses at the Bandung City Regional General Hospital?
3. How strong is the influence of the motivation of colleagues and support facilities simultaneously on the performance of nurses at the Bandung City Regional General Hospital?

III. RESEARCH METHODS

A. Research Design

This study uses a quantitative method with a verifiable descriptive approach and cross sectional design. The descriptive approach is used to describe the phenomenon that occurs, while the verifiable approach aims to test the relationship between the variables studied, namely the motivation of colleagues, supporting facilities, and the performance of nurses at the Bandung City Hospital. The cross sectional design was carried out through a once-in-a-time observation, where independent and dependent variables were measured simultaneously to identify correlative relationships between variables (Abdullah et al., 2022).

B. Population and Sample

The population in this study is all nurses at the Bandung City Hospital which totals 310 people, consisting of 185 inpatient nurses and 135 outpatient nurses. However, this study focused on nurses who served in the Orchid B Room and the Nusa Indah Room, considering that the two units have dense and complex service characteristics. The Nusa Indah Room is a surgical room that requires more precision and time in nursing procedures, while the Anggrek B Room handles surgical and non-surgical patients with a more diverse variety of cases. In addition, the results of the initial observations show that there are limitations in supporting facilities and challenges in the motivation of colleagues in the two units, so it is relevant to be analyzed in this study.

The number of nurses in the two rooms is 38 people, so the entire population is sampled using the total sampling technique, considering that the population is less than 100 people (Sugiyono, 2022). In this study, the respondents included were implementing

nurses who were actively serving in the Anggrek B and Nusa Indah Rooms, were willing to participate in the research, and were not on leave or sick leave at the time of data collection. Meanwhile, nurses who were not willing to be respondents or were not present at the time of the study were not included in the sample.

C. Technical Data Collection

The type of data used in this study consists of primary data and secondary data. Primary data is the main data obtained directly from respondents, namely nurses in the Anggrek B Room and Nusa Indah of the Bandung City Hospital. This data was collected through the dissemination of questionnaires compiled based on indicators of research variables, including peer motivation, support facilities, and nurse performance, using the Likert measurement scale.

Meanwhile, secondary data was obtained from various relevant supporting sources, such as internal documentation of the Bandung City Hospital related to the number of nurses and service conditions, as well as scientific literature in the form of journals, books, and previous research results. This secondary data is used to strengthen the theoretical foundation, provide research context, and support the interpretation of the results of primary data analysis.

D. Validity and Reliability Tests

Validity and reliability tests are carried out to ensure that the research instrument is suitable for use in data collection. The validity test was performed using Pearson Product Moment correlation. The r-value is obtained from the SPSS output on the results of the correlation test between the item score and the total score. Furthermore, the value is compared with the r of the table determined based on the number of samples (n) and the significance level of 0.05. In this study, the r-value of the table is 0.312, so the statement item is declared valid if the r-value is calculated to be greater than the r-value of the table.

Meanwhile, the reliability test was carried out using Cronbach's Alpha method which was also obtained from the SPSS output. This test aims to measure the internal consistency of the research instrument. The instrument is declared reliable if Cronbach's Alpha value is more than 0.60, indicating that the items in the questionnaire have an acceptable level of consistency.

E. Data Analysis Techniques

Data analysis in this study was carried out using IBM SPSS Statistics software version 29, through several stages which included testing research instruments, data transformation using the Successive Interval (MSI) method, classical assumption testing, and multiple linear regression analysis to measure the influence of peer motivation and supporting facilities on nurse performance.

1. **Classic Assumption Test**
   - **a)** **The Normality Test** is carried out to ensure that the residual in the regression model is normally distributed, with testing through graph analysis and statistical tests;
   - **b)** **The Autocorrelation test** aims to identify the presence or absence of autocorrelation in the model, which is measured using Durbin-Watson values;
   - **c)** **The Heteroscedasticity test** was used to detect the difference in residual variance between observations, with examination through scatter plots and Glejser tests;
   - **d)** **The Multicollinearity test** was carried out to assess the presence of symptoms of multicollinearity in the regression model, using tolerance value indicators and Variance Inflation Factor (VIF).
2. **Model Estimation**

   This study applied multiple linear regression analysis to test the influence of free variables on bound variables. In this study, the independent variable consisted of co-worker motivation (X_1) and support facilities (X_2), while the bound variable was nurse performance (Y). The analysis was carried out based on the results of regression that had been standardized to determine the contribution of each independent variable to job satisfaction. The regression equations used in this study are as follows.

   $$Y = a + bX_1 + bX_2 + \varepsilon$$

   Description:

   Y = Nurse Performance
   X1 = Co-worker Motivation
   X2 = Supporting Facilities
   a = Constant
   b = Regression Coefficient
   ε = Error
3. **Hypothesis Test**
   - **a)** **F Test (Simultaneous)**

     The F test is used to test the significance of the influence of independent variables simultaneously on dependent variables. The test was carried out by comparing the calculated F value on the ANOVA output with the F value of the table at a significance level of 0.05. In this study, the F value of the table was set at 3.267. If F is calculated to be greater than

the F table, then H_0 is rejected and H_a is accepted, which shows that the motivation of colleagues and supporting facilities together has a significant effect on the performance of nurses at Bandung City Hospital.

b) T test (Partial)

The t-test is used to test the influence of each independent variable partially on the dependent variable. The test was carried out by comparing the calculated t-value of the output coefficients with the t-value of the table at a significance level of 0.05. In this study, the t-value of the table was set at 1.689. If t is calculated greater than t table, then H_0 is rejected and H_a is accepted, which means that each independent variable, both co-worker motivation and supporting facilities, has a significant influence on the performance of nurses at the Bandung City Hospital.

IV. RESULT AND DISCUSSIONS

A. Validity and Reliability Tests

Table 1. Validity Test Results

Research Variables	Number of Items	Number of Valid Items	Table r	Description
Co-worker Motivation (X1)	18	18	0,312	All items are valid
Supporting Facilities (X2)	5	5	0,312	All items are valid
Nurse Performance (Y)	12	12	0,312	All items are valid

Source: Primary data processed, 2025

Referring to Table 1, the results of the validity test showed that all statement items on the variables of co-worker motivation, support facilities, and nurse performance had a calculated r value that exceeded the r of the table of 0.312. This condition indicates that each instrument item is able to measure the variable in question, so that all items are declared valid and can be used at the next stage of analysis.

Table 2. Reliability Test Results

Research Variables	Cronbach's Alpha	Alpha Coefficient	Description
Co-worker Motivation (X1)	0,863	0,60	Reliable
Supporting Facilities (X2)	0,805	0,60	Reliable
Nurse Performance (Y)	0,793	0,60	Reliable

Source: Primary data processed, 2025

Meanwhile, based on Table 2, the results of the reliability test showed that all study variables had a Cronbach's Alpha value above the minimum limit of 0.60, namely 0.863 in the co-worker motivation variable, 0.805 in supporting facilities, and 0.793 in nurse performance. This value indicates that the instrument has a good level of consistency, making it suitable for use in the further analysis process.

B. Classic Assumption Test

1) Residual Normality Test

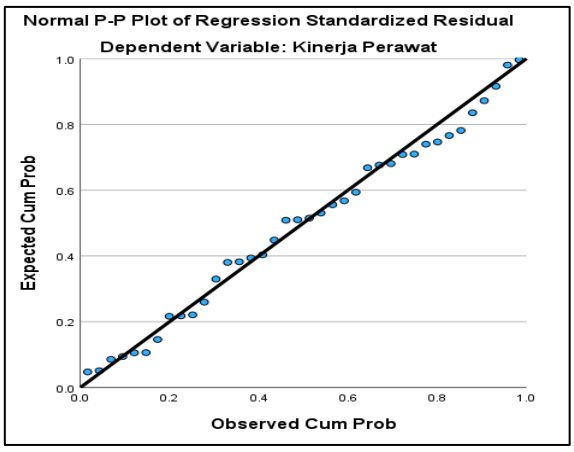


Figure 1. Residual Normality Test Results P-P Plot

Based on Figure 1, the distribution of data points appears to follow the direction of the diagonal line. The pattern indicates that the residuals in the regression model tend to be distributed close to normal. The proximity of the position of the points to the diagonal line further strengthens the fulfillment of the assumption of normality. Thus, it can be concluded that the dependent variables of nurse performance have met the normality criteria, so that the regression model used can be continued to the next stage of analysis.

2) Heteroscedasticity Test

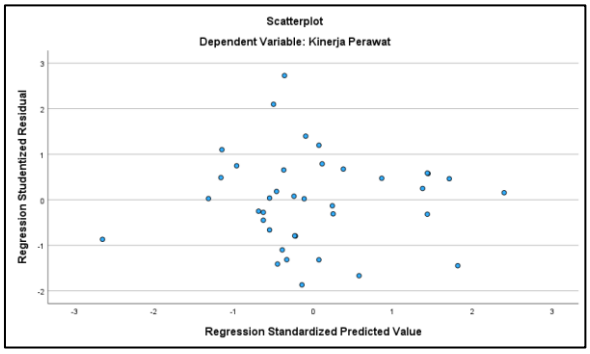


Figure 2. Heteroscedasticity Test Results

Based on the scatterplot in Figure 2, it can be seen that the residual points are randomly scattered around the horizontal line (zero axis) without forming a clear pattern. This unpatterned distribution shows the absence of heteroscedasticity problems. Therefore, the regression model meets the assumption of homogeneity and is considered feasible for use in the next stage of analysis.

3) Autocorrelation Test

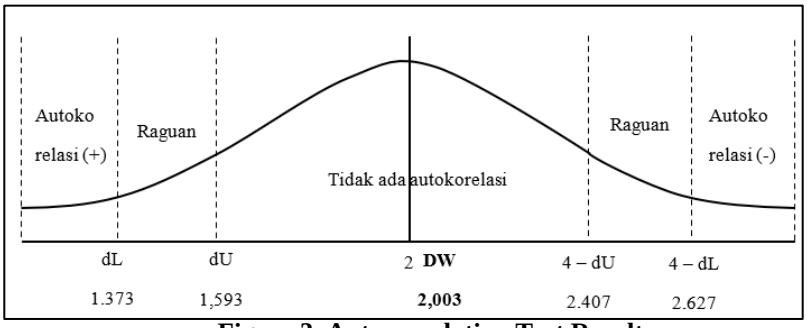


Figure 3. Autocorrelation Test Results

Furthermore, the results of the autocorrelation test in Figure 3 show a Durbin-Watson (DW) value of 2.003. The value is between the upper limit (dU = 1.593) and the value of 4 – dU (2.407). This position indicates that there is no indication of autocorrelation in the regression model. Therefore, the residual independence assumption is met and the model is declared feasible for use in advanced analysis

4) Multicollinearity Test

Table 3. Multicollinearity Test Results

Coefficient			
Models		Collinearity Statistics	
		Tolerance	VIF
1	Co-worker motivation	.972	1.029
	Supporting Facilities	.972	1.029
a. Dependent Variable: Nurse Performance			

Source: Primary data processed, 2025

Based on Table 3, the results of the multicollinearity test showed that the two independent variables, namely the motivation of colleagues and supporting facilities, had a tolerance value of 0.972 and a VIF value of 1.029. Tolerance values that are above 0.10 and VIF that are well below 10 indicate the absence of a strong linear relationship between independent variables. Thus, the regression model is declared free from the problem of multicollinearity.

C. Multiple linear regression analysis results

The regression equation is $Y = 29.329 + 0.173\ (X_1\ ) + 0.668(X_2) + \varepsilon_i$

Furthermore, the results of multiple linear regression analysis showed that the constant value of 29.329 reflected the basic level of nurse performance when the motivation variables of colleagues and supporting facilities were at zero. The regression coefficient for co-worker motivation of 0.173 with a significance level of <0.001 indicates that an increase in co-worker motivation will be followed by an increase in nurse performance of 0.173 units, and this effect is proven to be statistically significant. On the other hand, the supporting facility has a regression coefficient of 0.668 with a significance of < 0.001, which means that every one unit increase in the supporting facility will increase the performance of the nurse by 0.668 units. These results confirm that both independent variables have a positive and significant influence on nurse performance.

Table 4. Simultaneous Determination Coefficient

Model Summary				
Models	R	**R Square**	Adjusted R Square	Std. Error of the Estimate
1	.826a	**.683**	.665	1.75945

a. Predictors: (Constant), Supporting Facilities, Motivation of Colleagues

Source: Primary data processed, 2025

Table 4 states that the R-Square value of 0.683 indicates that 68.3% of the variation in nurse performance can be explained by the motivation of colleagues and support facilities together. Meanwhile, the remaining 31.7% were influenced by other factors that were not included in this research model.

Table 5. Partial Determination Coefficient

Variable	***β*** **(Standardized)**	***r*** **(Zero Order)**	**OR** $(\beta \times r)$	**Contribution (%)**
Co-worker motivation	0,513	0,389	0,200	**20,0%**
Supporting Facilities	0,739	0,654	0,483	**48,3%**
Total			**0,683**	**68,3%**

Source: Primary data processed, 2025

The results of the partial determination coefficient test in Table 5 show that the Motivation of Colleagues variable contributes 20.0% to the improvement of Nurse Performance. Meanwhile, the Supporting Facilities variable made a greater contribution, which was 48.3%. This confirms that supporting facilities are the dominant factor in improving nurse performance compared to the motivation of colleagues at the Bandung City Hospital.

D. Hypothesis Test

1) Simultaneous Hypothesis Test (F Test)

Table 6. F Test Results

NEW ERA						
Models		Sum of Squares	df	Mean Square	**F**	Sig.
1	Regression	233.187	2	116.594	**37.664**	<.001b
	Residual	108.348	35	3.096		
	Total	341.535	37			

a. Dependent Variable: Nurse Performance

b. Predictors: (Constant), Supporting Facilities, Motivation of Colleagues

Source: Primary data processed, 2025

The results of simultaneous hypothesis testing in Table 6 show a calculated F value of 37.664 with a significance level of < 0.001. When compared to the F value of the table of 3.267, then the F count is much larger (37.664 > 3.267) and the significance value is below 0.05. This shows that the two independent variables together have a significant influence on nurse performance.

2) Partial Hypothesis Test (t-test)

Table 7. Test Results t

Variable	T Count	t table	Sig.	Category
Co-worker motivation	5.309	1.689	<0.001	Significant
Supporting Facilities	7.655	1.689	<0.001	Significant

Source: Primary data processed, 2025

Furthermore, based on the partial hypothesis test in Table 7, each independent variable was proven to have a positive and significant influence. The motivation of colleagues had a calculated t value of 5.309 which was higher than the t table of 1.689 with a significance of < 0.05. The supporting facility showed a calculated t value of 7.655 which also exceeded the t table of 1.689 with a significance of < 0.05. These findings suggest that both peer motivation and individual support facilities contribute significantly to nurse performance.

E. Discussion

1) The Influence of Peer Motivation on Nurse Performance

The results of data processing showed that motivation from colleagues had a positive and significant relationship with the performance of nurses at the Bandung City Hospital. This is evidenced through the t-test, where the calculated t-value (5.309) exceeds the t-table (1.689) with a significance level below 0.001, which means it is much smaller than the 0.05 limit. The findings indicate that statistically, the motivation of colleagues has a real influence on improving nurse performance. In terms of the magnitude of the influence, a regression coefficient of 0.173 indicates that every increase in one unit of co-worker motivation will be followed by an increase in nurse performance by 0.173 units, assuming other variables remain the same. In addition, a partial determination coefficient (R^2) value of 20.0% indicates that the variable is able to explain some of the variation in nurse performance, although its contribution is still smaller than other factors in the model. Thus, peer motivation can be said to have a considerable role in driving performance improvement, although it is not the most dominant factor.

Based on the average value of questionnaire responses, the motivation of colleagues is generally in the "sufficient" category. If you look further, the extrinsic motivation dimension scored higher (2.51) than intrinsic motivation (2.44). This suggests that nurses are driven more by external factors such as supervision, employment relationships, environmental conditions, and incentives, rather than internal factors such as a sense of responsibility or personal achievement.

This condition has important implications for the results of previous partial tests: although the influence of co-worker motivation on nurse performance is statistically significant, the dominance of extrinsic motivation suggests that nurses' current performance relies more on supportive work situations than personal motivation from within. The findings of this study are in line with previous studies that show that work motivation has a positive and significant effect on nurse performance. Farida and Kasmawati (2022) at Salewangang Maros Hospital found that supervision and incentive aspects were able to increase the efficiency and compliance of nurses with service procedures. The same thing is also shown by Astuti and Susanti (2021) at Sekarwangi Sukabumi Hospital, that work motivation supported by a positive psychological environment, including support and appreciation from colleagues, contributes directly to improving nurse performance. This reinforces that the motivation of colleagues is an important factor in encouraging the optimization of nurse performance.

2) The Influence of Supporting Facilities on Nurse Performance

Based on the results of data processing, supporting facilities have been proven to have a positive and significant role in influencing the performance of nurses at the Bandung City Hospital. This finding is supported by the results of the t-test which showed a calculated t-value of 7.655, which far exceeds the t-table of 1.689, as well as a significance level below 0.001 which is smaller than the limit of 0.05. This condition indicates that statistically, supporting facilities have a real influence on nurse performance. Judging from the magnitude of the influence, the regression coefficient of 0.668 means that every increase in one unit in the supporting facility will be followed by an increase in nurse performance of 0.668 units, assuming other factors remain the same. The results of the calculation of the partial determination coefficient showed a contribution of 48.3%, which indicates that supporting facilities have a fairly dominant influence in explaining the variation in nurse performance. In other words, almost half of the changes in nurse performance can be explained by the condition of the available facilities, so this variable is one of the main factors in driving performance improvement.

Based on the average questionnaire response, the overall supporting facilities were in the "adequate" category with a total mean value of 2.36. All dimensions, from spatial planning (2.37), fixtures/furnishings (2.42), lighting and colour (2.26), to demand and supply (2.39), consistently show the same results. The absence of dimensions that reach the "good" category indicates that nurse support facilities are still not optimal, both in terms of space comfort, equipment completeness, and medical logistics system.

This condition shows a gap between the statistically significant influence of support facilities on nurse performance and the real perception of nurses who assess the facility to be in the "adequate" category. These barriers have the potential to limit work performance, especially in the dimensions with the lowest scores, namely lighting and color (2.26), reflecting a lack of attention to

the comfort and ergonomics aspects of the workspace. The findings of this study are in line with the results of previous studies that affirm the importance of supporting facilities in improving the performance of health workers. Djibran et al. (2022) found that the availability and quality of facilities were significantly related to the work effectiveness of medical personnel at Banggai Laut Hospital. Meanwhile, Sari et al. (2022) also proved that adequate facilities and infrastructure at the Kramatwatu Health Center, Serang Regency have a positive effect on the performance of health workers. This reinforces that supporting facilities are an important factor in encouraging the optimization of nurse performance.

3) The Influence of Peer Motivation and Supporting Facilities on Nurse Performance

The results of multiple linear regression analysis showed that the motivation of colleagues and supporting facilities simultaneously had a positive and significant effect on nurse performance. This is evidenced by the calculated F value of 37.664 which is greater than the F of the table 3.267 and the significance level of < 0.001. The R-Square value of 0.683 indicates that 68.3% of the variation in nurse performance can be explained by both variables, while the remaining 31.7% is influenced by other factors outside the model. These findings suggest that the model has a strong degree of fit and that both independent variables contribute substantially to improved nurse performance.

These results show that the combination of psychosocial factors (co-worker motivation) and structural factors (support of supporting facilities) simultaneously plays an important role in shaping the work performance of nurses at the Bandung City Hospital. These two variables complement each other in encouraging the achievement of optimal performance in the hospital environment.

The results of this study are in line with previous findings that have been carried out by several previous researchers. Among them, research by Puente et al., (2019) showed that support from colleagues has a significant influence on increasing nurses' energy and work motivation. This support, through psychosocial pathways such as reducing role ambiguity and increasing psychological flexibility, has been proven to improve the work performance of health workers. Similar findings were also expressed by Ulrich et al. (2011), who examined the impact of hospital physical facilities on nurses' well-being and productivity. In the study, well-designed supporting facilities including lighting, ventilation, spatial flow, and operational completeness were shown to increase job satisfaction and reduce stress, thereby driving performance improvement.

CONCLUSIONS

1) The Influence of Peer Motivation on Nurse Performance

The motivation of colleagues has a positive and significant influence on the performance of nurses at the Bandung City Hospital. This is shown by the value of the regression coefficient of 0.173 with a significance of < 0.001 and a calculated t value (5.309) which is greater than the t table (1.689). The contribution of co-worker motivation to nurse performance was 20.0%, which shows that despite the significant influence, the power of influence is in the medium category and has not yet become a dominant factor.

2) The Influence of Supporting Facilities on Nurse Performance

Supporting facilities were proven to have a positive and significant influence on nurse performance with a regression coefficient of 0.668 and a significance level of < 0.001. The calculated t-value of 7.655 which is greater than the t table (1.689) reinforces the significance of the influence. The contribution of supporting facilities reached 48.3%, which shows that this variable has a stronger influence and is a dominant factor in improving nurse performance compared to the motivation of colleagues.

3) The Simultaneous Influence of Peer Motivation and Supporting Facilities on Nurse Performance

The motivation of colleagues and supporting facilities simultaneously has a positive and significant effect on nurse performance. This is evidenced by the calculated F value of 37.664 which is greater than the F table (3.267) and the significance of < 0.001. The R-Square value of 0.683 indicates that the two variables together are able to explain 68.3% of the variation in nurse performance, which indicates that the power of influence is relatively high. Thus, the combination of psychosocial factors and work facilities is the main determinant in improving the performance of nurses at the Bandung City Hospital.

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