

THE RELATIONSHIP BETWEEN WORKLOAD AND WORK DISCIPLINE
OF EMERGENCY ROOM NURSES AT UNIVERSITAS SEBELAS MARET
HOSPITAL OF SURAKARTA

**Andrea Pramudyatama¹, Dewi Suryandari², Dian Nur
Wulanningrum³**

^{1),2),3)} Kusuma Husada University, Surakarta

anderpram04@gmail.com

ABSTRACT

Nurses, as healthcare providers, spend more time with patients and are required to provide high-quality care quickly, accurately, and carefully under any circumstances. However, nurses often experience work-related stress due to excessive workload, fatigue, and lack of rest. One of the key factors influencing a nurse's workload is the number of incoming patients. A high patient to nurse ratio can lead to decreased job performance, and as the workload increases, employee performance including nurses' work discipline tends to decline. On the other hand, when the work environment is comfortable and adequate, and the workload does not exceed manageable limits, nurses do not perceive it as a burden. In such conditions, they are more likely to build stronger relationships with their superiors, colleagues, and subordinates, which significantly helps improve their performance. This study used a quantitative approach with a correlational analytic method and a cross-sectional design, where data collection and measurement of both independent and dependent variables were conducted simultaneously. Data was collected using questionnaires on workload and work discipline. The analysis was conducted using the Pearson Correlation Test. The results indicated a significant relationship between workload and the work discipline of emergency room nurses at Universitas Sebelas Maret Hospital, Surakarta, with a Pearson correlation value of 0.486 and a p-value of 0.000.

Keywords : Workload, Work discipline, Emergency installation