



The Influence of Professionalism and Organizational Commitment on The Performance of Nurses at The Kertosono Regional Hospital

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<p>Track Record Article</p> <p>Accepted: 21 October 2023 Revised: 12 February 2024 Published: 16 March 2024</p> <p>How to cite : Katoda, Novotna, S., Muchlis, N., & Yuliati, Y. (2024). The Influence of Professionalism and Organizational Commitment on The Performance of Nurses at The Kertosono Regional Hospital. <i>Contagion: Scientific Periodical Journal of Public Health and Coastal Health</i>, 6(1), 285–299.</p>	<p style="text-align: center;">Abstract</p> <p><i>Because nurse performance has a major impact on the healthcare industry and the standard of hospital services, it is a strategic issue. Maintaining and enhancing nurses' work performance is essential. The purpose of this study is to determine the variables that either directly or indirectly influence nurse performance at Kertosono Regional Hospital, including professionalism, organizational commitment, and job satisfaction. Using Likert scale questionnaires and secondary data gathered from nurse performance assessments, the study used cross-sectional methodologies. This research was conducted at Kertosono Regional Hospital start from May to July 2023. Sample sizes were determined using the Slovin formula, resulting in 140 samples out of 195 total populations. Data were analyzed with smartPLS 3.3, conducting hypothesis testing in two stages: outer model testing for indicator validity and reliability, and inner model testing to confirm hypotheses. The results showed that: professionalism (path coefficient = 0.356, p = 0.000), organizational commitment (path coefficient = 0.330, p = 0.001), and job satisfaction (path coefficient = 0.304, p = 0.002) directly positively impact nurse performance. Additionally, professionalism (path coefficient = 0.261, p = 0.040) and organizational commitment (path coefficient = 0.218, p = 0.047) directly influence nurse performance, mediated by job satisfaction. Indirect effects were observed for professionalism (path coefficient = 0.108, p = 0.015) and organizational commitment (path coefficient = 0.100, p = 0.033) on the effectiveness of nurses through job satisfaction. The study's findings demonstrate that organizational commitment and professionalism have a favorable, considerable impact on nurses' job satisfaction and performance at Kertosono Regional Hospital. Furthermore, job satisfaction has a direct impact on nurses' performance, whereas job satisfaction indirectly influences professionalism and organizational commitment in nurses.</i></p> <p>Keywords: <i>Job Satisfaction, Nurse Performance, Organizational Commitment, Professionalism</i></p>
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INTRODUCTION

Since employee performance has a significant impact on services like health services, it's an interesting topic right now. Hospital administrators have a crucial role to play in reducing imbalances and increasing services while also showing staff members that the hospital can run itself successfully and efficiently (Kroukamp & Cloete, 2018). Workers in the health services industry should approach their work with a professional demeanor in order to be competent and to foster successful work and activities within the workplace. For the organization's advantage, each employee will have to operate in a professional manner and give their all when offering services to the community (Ananda, 2020).

In order to boost employee performance and promote organizational success, work happiness among employees must also be taken into account. Work satisfaction is the emotional state in which employees view their jobs (Difayoga, Rama, 2015). Employees who are happy with their work will perform better than those who are not.

As medical professionals and the leaders of hospital illness, nurses require extra consideration in the performance of their duties. The way in which nurses execute their roles, responsibilities, and authority is reflected in their performance. Job satisfaction influences one of them. (Isnainy & Nugraha, 2019).

Hospital nurses' performance is influenced by a number of elements, including their organizational dedication and professionalism. Kertosono Regional General Hospital (RSUD) is one of the health institutions that plays a role in providing health services to the community. However, in facing the ever-growing challenges in the health sector, It's critical to comprehend how organizational dedication and professionalism affect nurses' performance at Kertosono Regional Hospital (Sapitri, 2019).

Based on research by Kaban et al., (2023), The findings demonstrate that organizational dedication and professionalism have a major influence on nurse performance. For example, research conducted by Narendra, (2018) at Al-Islam HM Mawardi Sidoarjo Hospital found that increasing the level of professionalism among nurses was directly related to improving service quality and patient satisfaction. These results confirm that internal factors such as nurse competency and dedication directly influence work outcomes and their impact on patient experience. Research on the impact of organizational dedication and professionalism on the performance of nurses at Kertosono Regional Hospital is highly pertinent and crucial in this regard. By understanding the relationship between these aspects, hospitals can identify areas that need to be improved in human resource management and increase the efficiency and quality of services provided to patients.

Nevertheless, no study has explicitly examined how professionalism and organizational commitment affect nurse performance in the context of Kertosono Regional Hospital dynamics. Therefore, it is imperative that this research be carried out in order to provide a more comprehensive understanding of the factors influencing the performance of nurses at Kertosono Regional Hospital. The findings of this study should be able to assist hospital management in developing initiatives and policies that would improve the caliber of nursing care provided to patients.

Employee performance issues are an important concern in various hospitals, not only at Kertosono Regional Hospital. In the healthcare sector, where quality of care directly impacts

patient care, hospital leaders are working to improve organizational efficiency and effectiveness while addressing unemployment. All employees agree that professionalism, organizational dedication, and job happiness play a significant role in determining how well they perform, particularly frontline workers like nurses.. Research underscores the importance of these factors in fostering employee dedication and improving service delivery. Although the recent infrastructure improvements undertaken by Kertosono Regional Hospital reflect a proactive approach in addressing performance issues, similar challenges still occur at other health facilities. Thus, examining how organizational dedication and professionalism affect the performance of nurses at Kertosono Regional Hospital.

METHODS

The fit model used in this study is a cross-sectional design, employing a quantitative approach. The study utilized a Likert scale questionnaire to gather data on professionalism, organizational commitment, and job satisfaction from nurses at Kertosono Regional Hospital. Additionally, a secondary assessment of nurse performance was conducted. The Likert scale questionnaire comprised indicators to measure professionalism, organizational commitment, and job satisfaction. These indicators may include statements such as "I demonstrate professionalism in my daily work activities," "I am committed to the goals and values of the organization," and "I feel satisfied with my job." The secondary assessment of nurse performance likely involved objective measures such as patient outcomes, adherence to protocols, and feedback from supervisors or peers. The cross-sectional design was chosen for its ease of implementation, cost-effectiveness, and ability to provide quick results. Conducted primarily at the Kertosono Regional Hospital in the Persawahan Area of Kertosono District, Nganjuk Regency, East Java, this study was done. The study will run in 2023 from May through July. Gathering primary and secondary data is how data collection techniques are implemented. This study's main technique for gathering data was a questionnaire or questionnaires. Up to 195 nurses, including contract and permanent employees of Kertosono Regional Hospital, made up the study's population. The number of samples was determined using the Slovin formula and obtained 140 samples from 195 total population. The route analysis approach will be employed as the analysis method. Data will be collected using smartPLS 3.3 research equipment, which will be given to nurses who will serve as research subjects. The hypothesis will be tested twice, utilizing inner and outer model tests. While inner model testing is used to evaluate the established hypothesis, outside model testing evaluates the validity and reliability of each variable's indicators.

RESULTS

Descriptive Statistics

Rather than attempting to extrapolate computation results to the study population, descriptive statistical tests seek to ascertain the state and distribution of research data. The lowest value, maximum value, average value, standard deviation, and variance are among the descriptive statistics that are employed. In this study, organizational commitment is denoted by Xa, professionalism by Xb, job satisfaction by Y, and nurse performance by Z.

Table 1. Descriptive Data

	N	Min	Max	Mean	Std. Deviation
Commitment (Xa)	140	21	80	57.17	14.51
Professionalism (Xb)	140	24	75	59.43	12.84
Job satisfaction (Y)	140	26	80	58.06	14.51
Nurse performance (Z)	140	707	835	802.61	31.64

The results in Table 1 show the score obtained using the organizational commitment questionnaire instrument which was tested on 140 research respondents. Based on the calculation results presented above, the organizational commitment score of the 140 samples used as research respondents, the lowest value = 21, the highest value = 80, the average value = 57.7, and the standard deviation = 14.5. The professionalism score of the 140 samples used as research respondents, the lowest value = 24, the highest value = 75, the average value = 59.43, and the standard deviation = 12.84. The job satisfaction score of the 140 samples used as research respondents, the lowest value = 26, the highest value = 80, the average value = 58.06, and the standard deviation = 14.51. The performance score of the 140 samples used as research respondents, the lowest value = 707, the highest value = 835, the average value = 802.61, and the standard deviation = 31.64.

Multivariate Analysis

a. Model Design

The nature of the indicators of each construct in both job satisfaction and performance variables, in the outer model is a reflective model. As a result, the measurement model's arrow points from the construct's direction to the indication. The outer model design used in this study was compiled using SmartPLS software as follows:

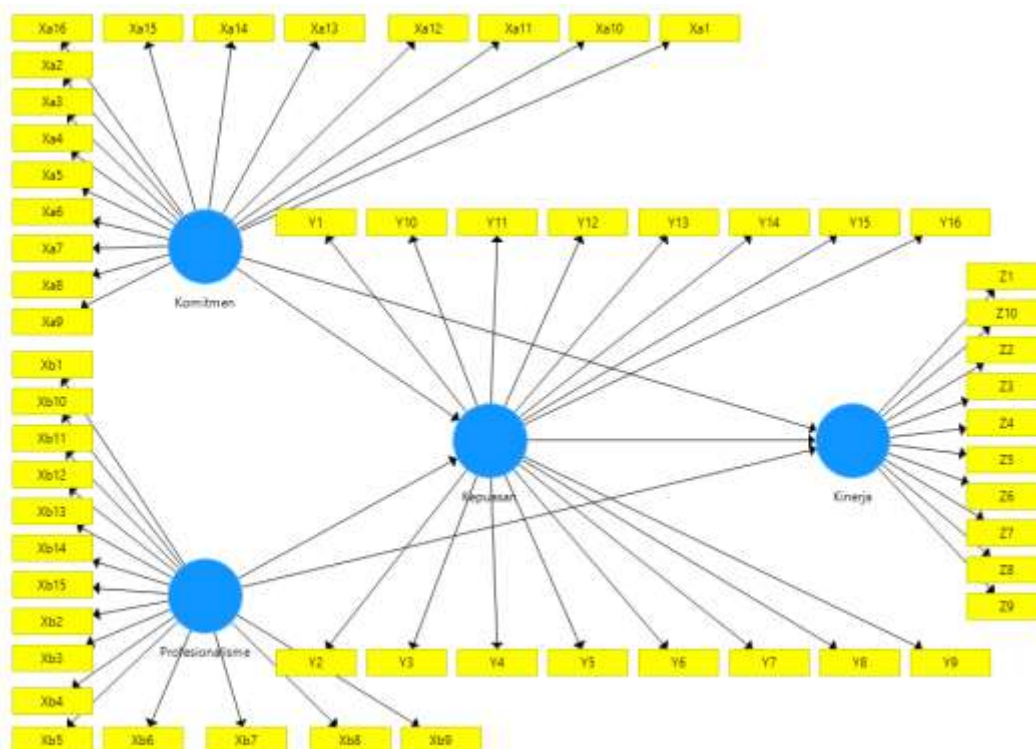


Figure 1. Outer Model Design

Based on the outer model presented above, it can be seen that of the 4 research variables used in this study, 16 indicators build organizational commitment variables, 15 indicators used to build professionalism variables, 16 indicators that build satisfaction variables, and 10 indicators used to build nurse performance variables.

b. Outer Model Evaluation

The reflective measurement paradigm evaluates internal consistency using composite reliability, individual indicator reliability, and convergent validity using average variance extraction (AVE). Convergent validity is the extent to which a formatively assessed construct has a positive association with other measurements of the same construct. AVE stands for the aggregate mean value of the squared indicator loadings associated with a construct. An acceptable minimum AVE is 0.50. When the AVE value is 0.50 or more, it means that the construct accounts for at least 50% of the variation observed in the indicators that comprise the construct. (Joseph, 2020).

Table 2. Average Variance Extracted (AVE) Value

	Average Variance Extracted (AVE)	Evaluasi Model
Satisfaction	0.734	Valid
Performance	0.733	Valid
Commitment	0.695	Valid
Professionalism	0.767	Valid

The table above shows that each construct has an AVE value > 0.50, therefore it can be concluded that all constructs in the estimated model are valid and meet the criteria for convergent validity.

a. Inner Model Evaluation

Evaluating structural models is associated with testing hypotheses about the relationship between study variables. There are multiple steps involved in the structural model evaluation check: determining the coefficient of determination, evaluating the significance and applicability of the relationship between the variables in the structural model, and determining whether multicollinearity exists between the variables.

Table 3. Inner Variance Inflation Factor Values

	Satisfaction	Performance	Commitment	Professionalism
Satisfaction				
Performance		1.549		
Commitment	1.343	1.511		
Professionalism	1.343	1.539		

Every relationship between a construct in the table above that displays the collinearity test results has a number less than five. There was no evidence of linked factors or multicollinearity. The next step is to examine the endogenous constructs' coefficient of determination after bootstrapping to obtain the route coefficient. The degree of variation described by endogenous constructs in the structural model is represented by the coefficient of determination, or R-square (R²), which is sometimes referred to as the sample's predictive capacity. (Hair et al., 2021) A decent route analysis model that explains a construct should give an R² value. Target constructs have different levels of significance shown by R² values of 0.25, 0.50, and 0.75, where 0.25 represents weak, 0.50 represents moderate, and 0.75 represents high (Hair et.al, 2019).

Table 4. R-square value

	R-square	R-square adjusted
Satisfaction	0.354	0.345
Performance	0.416	0.403

The output of the R-square value test in Table 4 above displays the endogenous constructs of nurse performance (R² = 0.416) and work satisfaction (R² = 0.354). This value means that the constructs in the job satisfaction model can explain the model by 35.4% and the constructs used to explain nurse performance can explain the model by 41.6%. By examining

the R2 value of each endogenous construct and applying the previously mentioned model requirements, this model falls into the good or moderate group.

Path Analysis Test

The statistical test used is the t-statistic. With a significance level of 5%, the comparison used to assess the importance of the link between variables is called the p-value. When exogenous variables have a substantial impact on endogenous variables, the sig. coefficient or p-value is less than 0.05. Hypothesis testing and significance in the study were carried out by bootstrapping on smartPLS 3.3. The results of the coefficient of resampling bootstrap are divided into two parts, namely the path coefficient which shows the direct and indirect effect as in Table 5.

Tabel 5. Path Coefficient

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
Satisfaction -> Performance	0.304	0.3	0.096	3.164	0.002
Organizational Commitment -> Satisfaction	0.33	0.333	0.098	3.382	0.001
Organizational Commitment -> Performance	0.218	0.221	0.109	1.992	0.047
Professionalism -> Satisfaction	0.356	0.358	0.097	3.676	0
Professionalism -> Performance	0.261	0.263	0.127	2.062	0.04
Professionalism -> Satisfaction -> Performance	0.1	0.101	0.047	2.133	0.033
Organizational commitment -> Satisfaction -> Performance	0.108	0.107	0.045	2.43	0.015

Path analysis analyzes the relationship between exogenous variables towards endogenous variables directly and or indirectly. The route coefficient of the relationship between the factors that have a direct effect is displayed in Table 5. The previously postulated theories were clarified by the results displayed above.

Hypothesis Test

The hypothesis is a temporary conclusion of a problem or relationship between variables. Hypotheses are used to test the truth of a theory, provide new ideas, and expand researchers' knowledge (Nuryadi et al., 2017). Indicators used to test the hypothesis include the path coefficient value to determine the direction of the variable relationship and the p-value to

assess the significance of the relationship between these variables. The degree to which exogenous variables impact endogenous variables is determined by calculating the f-square value. The following outcomes of the hypothesis test are displayed based on the data:

- a. With a path coefficient value of 0.356 and a p-value of 0.00, the first hypothesis—that professionalism directly and significantly improves nurse work satisfaction—is accepted. ($p < 0.05$). This shows that every increase in professionalism will encourage an increase of 0.356 in job satisfaction. At the structural level, professionalism has a moderate influence on increasing job satisfaction (f-square 0.147).
- b. The second hypothesis was accepted, namely the finding of a positive and significant direct effect of professionalism on nurse performance with a path coefficient value of 0.261 and a p-value of 0.040 ($p < 0.05$). This shows that any increase in professionalism will encourage an increase of 0.330 in nurse performance. At the structural level, professionalism has a low influence on improving nurse performance (f-square 0.076).
- c. The third hypothesis is accepted, namely that there is a positive and significant direct effect of organizational commitment on nurse satisfaction with a path coefficient value of 0.330 and a p-value of 0.001 ($p < 0.05$). This shows that any increase in organizational commitment will encourage an increase of 0.330 in job satisfaction. At the structural level, organizational commitment has a moderate effect on increasing nurses' job satisfaction (f-square 0.125).
- d. The fourth hypothesis was accepted, namely the finding of a positive and significant direct effect of organizational commitment on nurse performance with a path coefficient value of 0.218 and a p-value of 0.047 ($p < 0.05$). This shows that any increase in organizational commitment will encourage an increase of 0.218 in nurse performance. At the structural level, professionalism has a low influence on improving nurse performance (f-square 0.052).
- e. The fifth hypothesis was accepted, namely the discovery of a positive and significant direct effect of job satisfaction on nurse performance with a path coefficient value of 0.304 and a p-value of 0.002 ($p < 0.05$). This shows that every increase in organizational commitment will encourage an increase of 0.304 in nurse performance. At the structural level, professionalism has a moderate influence on improving nurse performance (f-square 0.102).
- f. With a path coefficient value of 0.108 and a p-value of 0.015 ($p < 0.05$), the sixth hypothesis—that is, the finding of a positive and substantial indirect influence of

professionalism on nursing performance through job satisfaction—was accepted. This demonstrates how job happiness acts as an indirect mediator between professionalism and nurse performance. Increased job satisfaction will result from greater professionalism, and improved job satisfaction will enhance nursing performance. Job satisfaction becomes a complementary mediating variable because professionalism affects performance directly and indirectly through job satisfaction positively and significantly in the same direction.

- g. With a path coefficient value of 0.100 and a p-value of 0.033 ($p < 0.05$), the seventh hypothesis—that is, the finding of a positive and substantial indirect influence of organizational commitment on nurse performance through work satisfaction—is accepted. This illustrates how organizational commitment and nurse performance are mediated by work satisfaction. Higher job satisfaction will improve nursing performance, and it will rise in direct proportion to organizational commitment. Because job happiness positively and significantly influences performance both directly and indirectly through organizational commitment, job satisfaction is a complementing mediating variable.

Mediation Analysis

Aspects beyond the study's primary variables that influence how the independent and dependent variables are related are referred to as intervening or mediating factors. Mediation occurs when the mediating construct is between two other constructs. The test to determine the type of mediation using the Baron and Kenny mediating scheme (1986) followed by using the scheme by Zhao & Bacao, (2020). Following these figures, the mediation test can be carried out as follows:

1. The direct relationship of professionalism to job satisfaction ($X_b > Y$) is positive and significant, while the indirect relationship of professionalism to performance through job satisfaction ($X_b > Y > Z$) is positive and significant. This indicates the existence of complementary mediation in the relationship between these constructs.
2. The direct relationship of organizational commitment to job satisfaction ($X_a > Y$) is positive and significant, while the indirect relationship of organizational commitment to performance through job satisfaction ($X_a > Y > Z$) is positive and significant. This indicates the existence of complementary mediation in the relationship between these constructs.

DISCUSSION

Professionalism on Job Satisfaction

The data processing and testing results in this study indicate that job satisfaction among nurses is positively and significantly impacted by professionalism. The path coefficient value of 0.356 and the p-value of 0.00 ($p < 0.05$) support this conclusion. This indicates that a rise in

professionalism among the respondents would inevitably lead to a rise in job satisfaction, and a fall in professionalism among the research respondents will inevitably result in a decrease in job satisfaction. Work satisfaction will rise by 0.356 for every increase in professionalism.

Professionalism is someone who works with standards and ethics in his profession. A professional map carries out and completes his work properly by prioritizing responsibility by paying attention to ethics (Andriani, 2020). Bolung et al., (2018) discovered the same thing based on study on North Sulawesi Development Planning Agency workers, which revealed a connection between professionalism and job happiness.

Professionalism in Nurse Performance

The results of data processing and testing show that professionalism has a favorable and significant impact on nurse performance satisfaction. This conclusion is supported by the path coefficient value of 0.261 and the p-value of 0.040 ($p < 0.05$). This illustrates how the performance of respondents will directly rise with their professionalism and vice versa when the professionalism of research participants falls, nursing performance will directly decline. Every degree of professionalism gained will lead to a 0.261 improvement in nursing performance.

The findings of this investigation are consistent with previous research findings by Arniawan et al., (2023) on non-medical staff at Raden Matahhen Jambi Hospital, demonstrating that professionalism concurrently improved and significantly impacted worker performance. extended time frame. Among other things, organizational commitment and professionalism show up in Arniawan's research to find elements that enhance nurse performance (Dewi, 2018).

Research by Wibowo & Suseno on mental hospital employees in Central Java found professionalism has a positive and significant effect on employee performance. Some policy implications need to be increased to encourage increased professionalism such as increasing training providing opportunities and providing support for those who want to add and or improve their competence.

Organizational Commitment to Job Satisfaction

Organizational commitment directly and significantly improves nurse job satisfaction, according to the data processing and testing results of this study. The path coefficient value of 0.330 and the p-value of 0.001 ($p < 0.05$) support this conclusion. This demonstrates that a rise in respondents' levels of organizational commitment will directly boost their job satisfaction, and a fall in research respondents' levels of organizational commitment will directly lower research respondents' levels of job satisfaction. A 0.330 increase in job satisfaction will result from each increase in organizational commitment. The results of this investigation are

consistent with studies carried by by Zulfikar, (2021) where he discovered that workers' job satisfaction at the North Aceh District Education Office is positively and significantly impacted by organizational commitment. Unlike this investigation, the findings of research by Hutagalung, (2018) XYZ sub-district workers in Bekasi City demonstrate that job satisfaction is not significantly impacted by organizational commitment.

Job satisfaction and organizational commitment are mutually influencing. The organization's objectives are more likely to be believed in and supported by nurses who are dedicated to it. Employee or nurse loyalty will also rise as a result of organizational commitment, preventing them from leaving. In the same way that those who are committed to the organization will be more devoted to it, those who are content with their jobs will also be more loyal to it (Zulfikar, 2021).

Organizational Commitment to Nurse Performance

Data processing and testing results indicate that organizational commitment significantly and favorably influences nurse performance satisfaction. The path coefficient value of 0.218 and the p-value of 0.047 ($p < 0.05$) support this conclusion. This demonstrates that a rise in respondents' organizational commitment will immediately enhance their performance, and a fall in research respondents' organizational commitment will directly lower the performance level of nurses. Nurse performance will rise by 0.218 for every increase in organizational commitment. The findings of this investigation are consistent with those of DJ & DJ, (2020) study conducted at Majene Regional Hospital on nurses revealed that organizational commitment significantly and favorably affects nurses' performance. An additional study by Paramita et al., (2020) discovered that the favorable and significant effects of both work satisfaction and organizational commitment on performance. The factor that affects performance the most, among others like organizational culture, is organizational commitment. Nurse performance at Wates Kulon Progo General Hospital is influenced by organizational commitment, according to study by Ardiyani & Sarwadhmana.

Job Satisfaction on Nurse Performance

The data processing and testing results of this study indicate that job satisfaction has a favorable and significant impact on nursing performance. This conclusion is supported by the path coefficient value of 0.304 and the p-value of 0.002 ($p < 0.05$). It is evident from this that a rise in respondents' job satisfaction would directly enhance their performance, and a fall in respondents' job satisfaction will directly lower the performance level of nurses. The performance of nurses will improve by 0.304 for every rise in job satisfaction. In addition, if you look at the second path coefficient value of each independent variable directly or indirectly,

job satisfaction has the greatest influence or coefficient value on other performance compared to job satisfaction.

The study's findings are consistent with earlier investigations that discovered job happiness affects workers' productivity at the Indonesian Post Office in Manado (Paparang et al., 2021). Research by Syafitri et al., (2020) discovered that executive nurses' job satisfaction is highly correlated with their ability to provide nursing care, with supervisor supervision and/or feedback being the most important predictors of job satisfaction. In contrast to the study's conclusions by Azhari et al., (2021) which concluded that performance is not much impacted by job happiness. There is a slight correlation, according to other studies, between executive nurses' job happiness and their performance. Despite this, the majority of participants indicated high levels of job satisfaction. The part on job happiness still needs work, particularly in the areas of pay and advancement (Budhiana et al., 2022).

Professionalism on Nurse Performance Through Job Satisfaction

Through job satisfaction, professionalism has a good and large indirect impact on nurse performance satisfaction, based on the outcomes of testing and data processing. This conclusion is supported by the path coefficient value of 0.108 and the p-value of 0.015 ($p < 0.05$). This demonstrates how job happiness acts as an indirect mediator between professionalism and nurse performance. Increased job satisfaction will result from greater professionalism, and improved job satisfaction will enhance nursing performance. Because job satisfaction positively and significantly influences performance both directly and indirectly through professionalism, job contentment is a complementing mediating variable.

The results of the previously described study differ from those of previous research, which discovered that professionalism has a favorable and significant impact on job satisfaction and performance. However, professionalism did not positively and significantly affect performance when examined indirectly through job satisfaction (Bolung et al., 2018). Employee performance at Central Java Mental Hospital is positively and significantly impacted by professionalism, according to research on the hospital's staff. However, studies by Wibowo et al. demonstrated that the association between professionalism and performance was not mediated by job satisfaction (Suseno, 2012).

Organizational Commitment to Nurse Performance Through Job Satisfaction

With a path coefficient value of 0.100 and a p-value of 0.033 ($p < 0.05$), the test results and data analysis demonstrated a positive and significant indirect influence of organizational commitment on nurse performance through job satisfaction. This demonstrates how work satisfaction acts as an indirect mediator in the relationship between organizational commitment

and nurse performance. Job satisfaction will rise in direct proportion to organizational commitment, and higher job satisfaction will boost nursing performance. Because job happiness positively and significantly influences performance both directly and indirectly through organizational commitment, job satisfaction is a complementing mediating variable.

The findings of Laras's study, which showed that job satisfaction and organizational commitment had a positive and significant impact on the performance of the Regional Secretary of State Civil Apparatus in Sleman, are consistent with the conclusions of this analysis. Furthermore, Laras found that work satisfaction acts as a mediator in the indirect relationship between organizational commitment and performance (Laras et al., 2021). According to a different study, job satisfaction moderates the link between Bank Mandiri Corporation employees' performance and organizational commitment. Organizational commitment is demonstrated by employee trust, acceptance of the organization's values and goals, and a strong desire to stick with the company (Paramita et al., 2020).

CONCLUSIONS

Based on research on the effects of organizational commitment and professionalism on nurses' performance at Kertosono Regional Hospital, with work satisfaction serving as an intervening variable, the following conclusions may be drawn from this study:

1. Nurses' job happiness is positively and significantly impacted by professionalism.
2. Nurses' job happiness is positively and significantly impacted by organizational commitment.
3. Professionalism has a positive and significant direct effect on nurse performance.
4. Organizational commitment has a positive and significant direct effect on nurse performance
5. Job satisfaction has a positive and significant direct effect on nurse performance
6. Professionalism has a positive and significant indirect effect on nurse performance through job satisfaction
7. Through job satisfaction, organizational commitment has a favorable and considerable indirect effect on nurse performance.

This study examined the effects of professionalism and organizational commitment on nurse performance in the context of Kertosono Regional Hospital. The overarching objective was to glean insights that could be leveraged to improve healthcare service delivery and enhance organizational effectiveness. Through meticulous examination and analysis, the research uncovered significant findings. It was revealed that professionalism plays a pivotal

role in shaping nurses' job satisfaction, which in turn directly impacts their performance. In a similar vein, organizational commitment turned out to be a crucial factor in determining nurses' job happiness and effectiveness. Additionally, the study clarified how job satisfaction functions as a mediator between the indirect impacts of professionalism and organizational commitment on nurse performance. These findings offer valuable insights into the dynamics at play within healthcare organizations, emphasizing the importance of fostering professionalism and organizational commitment among nurses. By nurturing these qualities, healthcare institutions like Kertosono Regional Hospital can not only bolster nurse performance but also elevate the quality of healthcare service delivery and enhance overall organizational effectiveness.

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