



The Link between Workplace Safety Climate and Job Performance among Nursing Staff: A Correlational Study

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ABSTRACT

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Background: Workplace safety climate and job performance are closely related. A positive safety climate is associated with better job performance, particularly in health care settings.

Objectives: The study aims to investigate the relationship of workplace safety climate and job performance among nursing staff.

Methodology: Correlation study design research used in the present study among 250 nurses choosing from Imam Hussein Hospital in Karbala Governorate which is located south of Iraq, about 105 km² away from the capital, Baghdad. The study has been carried out during the period 17th September 2023 to 16th January 2024. Using questionnaire prepared and modified by the researcher.

Results: The majority of nursing staff are females between the ages of 20 and 29, married, with diploma qualification and their monthly income is barely enough to cover their expenses. They reside in urban areas. Professionally, the majority of them had experience ranging from 1 to 5 years, and most of them work in surgical departments for 6-8 hours a day and do not work overtime. Health-wise, most of nurse's sleep for 5-7 hours daily and do not suffer from any chronic diseases. There is significant relationship between workplace safety climate and job performance among nursing staff.

Conclusion: The significant relationship between the two factors and emphasizing the importance of improving safety climates for enhanced job performance and better health outcomes in healthcare settings.

Keywords: Workplace Safety Climate, job performance, and nursing staff.

INTRODUCTION

Nurses are indispensable members of healthcare teams, and their safety and well-being at work are paramount. They engage with people and families in the most direct ways, which has a significant impact on institutional quality, public health, and health outcomes. (Sarıköse & Göktepe, 2022) During their duties, they encounter various occupational health challenges that can impact not only their personal health but also the reputation of

their profession. Furthermore, the demanding work environment and extended work hours expose them to numerous occupational hazards (National Center for Mental Health Promotion and Youth Violence Prevention, 2012). A healthy lifestyle and a good workplace safety climate would also enhance the quality of nursing practice (Almutairi et al., 2022).

Workplace safety climate and job performance are closely related. There is a positive relationship

within the context of safety climate and safety behaviors, indicating that a good safety climate can lead to better job performance in terms of safety indicators (DURSUN & ŞENGÜL, 2023). When nurses talk about the decision-making, leadership, and work-related norms at their healthcare institution, they are talking about the Work place Safety climate (Sein Myint et al., 2021).

Workplace safety hazards claim the lives of over 2.78 million people a year, or 7,500 people per day. Of this total, 6,500 fatalities are attributable to work-related illnesses, and 1,000 are the consequence of workplace injuries. Furthermore, around 374 million people suffer from non-fatal workplace injuries annually. Health care organizations must address workplace safety issues since these occurrences not only have a significant financial impact but also human costs (Karamanos et al., 2022).

Positive nursing workplace safety climate and nurse performance are the factors that contribute to the achievement of the desired patient outcomes. The enlivened nursing workplace safety climate can be the reason for the decrease of failure to rescue and patient mortality (Rutledge et al., 2018).

A nurse's job performance can be described as the degree to which she or he performs all of the responsibilities that associated with providing direct and indirect care to patients, including both those directly related to patients and those that do not. (Shadika Islam et al. 2019) A nurse's performance on the job is the end result of all the hard work they put in while performing their duties, which is in turn influenced by their level of training, experience, honesty, and the amount of time they have available (Hastuti & Aini, 2023).

Patient related job performances are performing technical procedure (oral suctioning, tracheotomy and catheter care, dressing change), give emotional support to dying patient and family, managing emergency and critically ill patients, teaching patients and family members (Shadika Islam

et al., 2019). The performance in a health care institution can be referred to as the success or failure of the institutions in achieving their set goals (Susiarty et al., 2019).

Research highlights the significance of a favorable safety environment in the practice of nursing. According to (Sarıköse & Göktepe, 2022) , supportive management, staffing/resources, nursing foundations, and workplace safety atmosphere all have a major influence on nurses' performance. In a similar vein, (Edem et al., 2017) found that healthcare professionals' job satisfaction and staff production are improved by a good workplace safety atmosphere that includes sufficient facilities, supervision, and incentives. Encouraging the work environment of health personnel is essential to maximizing their contributions and the caliber of treatment they deliver.

Iraq's present legal framework makes it difficult to get reliable statistics on occupational accidents and injuries. The Iraqi Ministry of Health must enhance safety protocols in order to lower accident rates and enhance occupational health care. Employees in the health industry account for a significant portion of workplace accidents. (Dhahir, 2021). So, it is essential to do research on the link between nursing staff job performance and the workplace safety climate in order to improve nurse's performance, guarantee nurse well-being, maximize patient care, and encourage regulatory compliance in healthcare settings. Hence, this study came to investigate the relationship of workplace safety climate and job performance among nursing staff.

AIMS OF THE STUDY

The study aims to investigate the relationship of workplace safety climate and job performance among nursing staff.

METHODOLOGY:

Design of Study

Correlation study design used in present study.

Ethical Considerations and administrative arrangement

Ethical Committee ID (UOK.CON.23.008).

The administrative agreements and ethical considerations involve official permissions are obtained from the Ethics Committee formed within the College of Nursing, an agreement was obtained from Ministry of Health / karbala health directorate to accept the study problem and questionnaire, and additional consent is attained from Imam Hussain medical Hospital. Nurses were informed that their participation was voluntary in the study. The purpose and the benefits of the study were explained by the researcher. After they agreed to participate in the study, Anonymous questionnaire was handed to them to maintain a complete confidentiality for the participants. The study protocol appraised and approved by nursing collage domestic committee, and by the Iraqi Ministry of Health committee.

Study Setting

The present study was carried out at Imam Hussain Hospital in Karbala, which is located south of Iraq, about 105 km² away from the capital, Baghdad.

Study Sample

Non-probability "convenience" sample technique that utilized in selected (250) nurses were included in the present study, who works in the hospital and met the inclusion criteria. 25 nurse chosen for pilot study and exclude from original sample.

Study Instrument:

In order to carry out this study and reach all its objectives, special questionnaire was prepared and modified by the researcher after comprehensive review of related literature. This questionnaire includes three parts:

Part I: Demographic Characteristics:

- **Personnel Information:** The first part consists of (6) items that include: (Age, Gender, Marital status, Educational achievement, Monthly income and Residency).

- **Professional Information:** Consist of (6) items that include: (number of years of service in the hospital, Place of work, Number of working hours, Number of additional working hours per day, Daily hours of sleep, any previous diseases they have before work as a nurse).

Part II: workplace safety climate: Which Includes (9) items.

Part III: Job Performance: Which includes (26) items.

Pilot study

A pilot study was conducted among (25) nurse. The pilot study was conducted during the period (12th December, 2023, to 17th December, 2023). The sample of the pilot study was excluded from the original sample of the study. The Results of the Pilot Study Showed the Following: The time required for each questionnaire nurse need to (20-25) minutes. The results of the questionnaire were clear and understandable.

Validity and Reliability

The Content Validity of the questionnaire indicated that the tools were capable of measuring the variables to be measured. The questionnaire was submitted to ten experts to test its validity. Most experts agreed that the questionnaire was appropriate and clear. The necessary amendments have been applied on the basis of expert suggestions and recommendations. The internal consistency type of reliability was determined in current study, so the Cronbach's alpha shows good evaluation for climate safety (0.75) and shows good for job performance scale (0.78) these mean that the questionnaires had adequate level of internal consistency and equivalence measurability.

Data collection

The data were collected and by means of self-report with each nurse who were included in the present study. The researcher met the nurses at Imam Hussain Hospital in Karbala Governorate to get their agreement to participate in the study and to clarify the study city. The data collection process

started from (24th December, 2023 to, 24th March, 2024) in order to achieve the objectives of the study.

Rating and Scoring:

Workplace climate safety: A 3-Likert scale was used for workplace climate safety scale and scored as follows: disagree (1), neutral (2), and agree (3). Except the item 6 that is reversed score. The overall score of workplace climate safety was estimated by calculating the range score for mean of total score after calculating the range from minimum score and maximum score; the range score rated into three levels and scored as follows: Low= 9 – 15, Moderate= 16 – 21, and High= 22 – 27.

Job performance: A 3-Likert scale was used for job performance scale and scored as follows: never (1),

sometimes (2), and always (3). The overall score was estimated by calculating the range score for mean of total score after calculating the range from minimum score and maximum score; the range score rated into three levels and scored as follows: Poor= 17 – 28.33, Moderate= 28.34 – 39.66, and Good= 39.67 – 51.

Statistical Analysis:

The data were analyzed and interpreted through use of the application of Statistical Package for Social Sciences (SPSS), version 26.0. In the current study, descriptive statistics such as: Frequency (f), Percentage (%), Mean (M), and Standard Deviation were used. In addition to inferential data analysis: Cronbach Alpha (α), Pearson Correlation r.

RESULTS:

Table (1): Distribution of Nursing Staff according to their Socio-demographic Characteristics

| List | Characteristics | f | % | |
|------|--|-------------------|------------|------------|
| 1 | Age (year) M \pm SD= 27.5 \pm 6 | 20 – 29 | 199 | 79.6 |
| | | 30 – 39 | 39 | 15.6 |
| | | 40 – 49 | 7 | 2.8 |
| | | 50 and more | 5 | 2 |
| | | Total | 250 | 100 |
| 2 | Sex | Male | 94 | 37.6 |
| | | Female | 156 | 62.4 |
| | | Total | 250 | 100 |
| 3 | Marital status | Married | 131 | 52.4 |
| | | Unmarried | 109 | 43.6 |
| | | Divorced | 7 | 2.8 |
| | | Others | 3 | 1.2 |
| | | Total | 250 | 100 |
| 4 | Qualification in nursing | Secondary school | 43 | 17.2 |
| | | Diploma | 107 | 42.8 |
| | | Bachelor | 95 | 38 |
| | | Postgraduate | 5 | 2 |
| | | Total | 250 | 100 |
| 5 | Monthly income | Insufficient | 118 | 47.2 |
| | | Barely sufficient | 132 | 52.8 |
| | | Sufficient | 0 | 0 |
| | | Total | 250 | 100 |
| 6 | Residency | Urban | 169 | 67.6 |
| | | Rural | 81 | 32.4 |
| | | Total | 250 | 100 |

f: Frequency, %: Percentage, M: Mean, SD: Standard deviation.

Table 1 show that more than three quarter of the nursing staff 79.6% are in the age group of 20 – 29 years. 62.4% of them are females. Regarding marital status, more than half of them are married by 52.4%. the qualification in nursing refers that 42.8% of them graduated with diploma degree in nursing. The monthly income refers to barely sufficient among 52.8% of them. The residency refers that 67.6% of nursing staff are resident in urban.

Table (2): Distribution of Nursing Staff according to their Professional Characteristics

| List | Characteristics | f | % | |
|------|---|---------------|------------|------------|
| 1 | Years of experience M±SD= 5.5 ± 6 | 1 – 5 | 170 | 68 |
| | | 6 – 10 | 53 | 21.2 |
| | | 11 – 15 | 12 | 4.8 |
| | | 16 and more | 15 | 6 |
| | | Total | 250 | 100 |
| 2 | Department | Surgical ward | 140 | 56 |
| | | Hemodialysis | 12 | 4.8 |
| | | ICU | 45 | 18 |
| | | Emergency | 29 | 11.6 |
| | | Consultation | 18 | 7.2 |
| | | Medical ward | 6 | 2.4 |
| | | Total | 250 | 100 |
| 3 | Working hours per day M±SD= 7 ± 1 | 6 – 8 | 244 | 97.6 |
| | | 9 – 11 | 3 | 1.2 |
| | | 12 and more | 3 | 1.2 |
| | | Total | 250 | 100 |
| 4 | Extra working hours per day M±SD=.7 ± 2 | None | 199 | 79.6 |
| | | 1 – 3 | 25 | 10 |
| | | 4 – 6 | 18 | 7.2 |
| | | 7 or more | 8 | 3.2 |
| | | Total | 250 | 100 |
| 5 | Sleeping hours per day M±SD= 7 ± 1 | 2 – 4 | 5 | 2 |
| | | 5 – 7 | 128 | 51.2 |
| | | 8 – 10 | 112 | 44.8 |
| | | 11 or more | 5 | 2 |
| | | Total | 250 | 100 |
| 6 | Chronic disease prior working in nursing | No | 230 | 92 |
| | | Yes | 20 | 8 |
| | | Total | 250 | 100 |

f: Frequency, %: Percentage, M: Mean, SD: Standard deviation.

The table 2 shows that 68% of the nursing staff in the study has 1-5 years of experience. Regarding department, 56% of them are working in surgical wards. The majority of them 97.6% are working for 6-8 hours per day. The more of nurses 79.6% reported that they not working for extra hours. The average hours of sleeping refer that 51.2% are sleeping for 5-7 hours. Regarding chronic disease prior working in nursing, only 8% of participants are reported that they have chronic disease before working as a nurse.

Table (3): Overall Assessment of Workplace Safety Climate among Nursing Staff

| Climate safety | F | % | M | SD | Assessment. |
|----------------|------------|------------|-------|-------|-------------|
| Low | 14 | 5.6 | 22.23 | 3.356 | High |
| Moderate | 76 | 30.4 | | | |
| High | 160 | 64 | | | |
| Total | 250 | 100 | | | |

f: Frequency, %: Percentage, M: Mean for total score, SD: Standard Deviation for total score, Ass: Assessment. Low= 9 – 15, Moderate= 16 – 21, High= 22 – 67.

Table 3 presents the evaluation of the level of workplace safety climate among nursing staff members in the current study. The results indicate that the level of workplace safety climate was generally high ($M \pm SD = 22.23 \pm 3.356$). The majority of nursing staff (64%) perceived their workplace safety climate as safe at a high level. Additionally, 30.6% of them perceived their workplace safety climate as safe at a Moderate level, while only a small percentage (5.6%) perceived their workplace safety climate as safe at a low level. In summary, the findings suggest that most nursing staff members in the study perceived their workplace safety climate as safe.

Table (4): Overall Assessment of Job Performance among Nursing Staff

| Job performance | f | % | M | SD | Assessment. |
|-----------------|------------|------------|-------|-------|-------------|
| Poor | 7 | 2.8 | 45.46 | 5.694 | Good |
| Moderate | 16 | 6.4 | | | |
| Good | 227 | 90.8 | | | |
| Total | 250 | 100 | | | |

f: Frequency, %: Percentage, M: Mean for total score, SD: Standard Deviation for total score, Ass: Assessment, Poor= 17 – 28.33, Moderate= 28.34 – 39.66, Good= 39.67 – 51.

Table 4 presents Overall Assessment of Job Performance among nursing Staff, it show that nursing staff show good job performance as reported among 90.8% of nurses ($M \pm SD = 45.46 \pm 5.694$).

Table (5): The Relationship Between of Workplace Safety Climate and job performance among Nursing Staff (N=250)

| Pearson Correlation | M | SD | r | Sig. |
|--------------------------|------|-------|-------|---------------|
| Climate Workplace Safety | 45.5 | 5.702 | 0.154 | 0.015* |
| Overall job performance | 21.6 | 3.102 | | |

r: Pearson Correlation, M: Mean for total score, SD: Standard Deviation for total score, *: P Value less than 0.05.

Table 5 illustrate that there is a positive correlation between workplace safety climate and overall job performance ($r = 0.154$, $p = 0.015$). As Workplace Safety Climate improves, job performance also tends to improve.

DISCUSSION:**The Demographic and Professional Data of the Distributed Sample:**

The demographic data of nurses in the current study show that the majority of them are females between the ages of 20 and 29, and more than half are married. Their educational qualification is a diploma in nursing, and their monthly income is barely enough to cover their expenses. They reside in urban areas. Professionally, the majority of nurses had experience ranging from 1 to 5 years, and they work in surgical departments for 6-8 hours a day and do not work overtime. Health-wise, most nurses sleep for 5-7 hours daily and do not suffer from any chronic diseases. These results seem to intersect to show the fact that nurses are mostly fresh graduates from a diploma program in nursing as their experience in the field is less than 5 years and they are in good health. Therefore, they may be attracted to work in operating rooms due to their ability to withstand the workload. Also, the typical working hours for nurses are 6-8 hours per day, and most of them do not work overtime due to laws and regulations governing nurses' working hours. Since hospitals are located in cities, it is natural for nurses to reside close to their workplaces. This result is consistent with a study by Mayumi, Yoshihiko, and Taisuke in Japan which showed that the majority of the participants were female, their age between 20-29 year (SAKITA et al., 2015). But not consistent with the study by Lira et al. in Brazil that showed more than half of the participants were male, between the ages of 31 and 35 year (Lira et al., 2020a).

Workplace Safety Climate

The current study showed that the majority of nursing staff members perceived their workplace safety climate as safe; This result may be due to the fact that the hospital provides a supportive and positive workplace environment that enhances job satisfaction and flexibility among its employees, especially since the nurses in the study expressed that their managers push them to be an organization

that focuses on occupational safety. Also, most nurses do not work overtime and their working hours are 6-8 hours. They sleep for a sufficient period and do not have chronic diseases, which reflect a safe psychological, physical and organizational climate.

This finding is consistent with a study by (Jayalath et al., 2021) in USA which showed that the majority of the nursing officers were "Strict compliant" to the safe workplace practices (Jayalath et al., 2021). Safety climate had a negative association with workplace exposure incidents and a positive association with compliance to safe workplace practices. This finding is consistent also with a study by (Casey, Griffin, Harrison, et al., 2017) in Australia which showed that there is interest from systems theorists in incorporating the concept of safety culture and, to a lesser extent, workplace safety climate into systems-based models of organizational safety (Casey, Griffin, Flatau Harrison, et al., 2017). However, other studies have reported less favorable perceptions of workplace safety climate in healthcare settings (Zarei et al., 2016) (Moda et al., 2021) (Lira et al., 2020b) all found that nurses perceived workplace safety climate to be inadequate or negative.

Job Performance

The assessment of job performance among nursing staff is an important aspect of evaluating the quality of care provided by healthcare organizations. Majority of nursing staff demonstrate good job performance across various tasks and responsibilities. Overall, the findings of this study suggest that the nursing staff in the health care institution demonstrated a high level of job performance, which is a positive indicator of the quality of care provided by the institution. The high level of job performance reported in this study is consistent with previous research on nursing staff performance. Like a study by Cho et al. 2015 they found that higher levels of nurse staffing and education were associated with better patient

outcomes, including lower mortality rates and fewer complications(Cho et al., 2015).

Correlation between Work place Safety Climate and Job Performance among Nursing Staff

A positive correlation between workplace safety climate and overall job performance ($r = 0.154$, $p = 0.015$) was found in this study. This may be because there is a comfortable environment at work, where nurses feel more secure and protected. Less stress and tension means better performance. As a result of fewer mishaps and injuries, there are also fewer work stoppages and higher output, which can improve nurse collaboration and communication. Consequently, their productivity and success at work will increase.

This finding came in the same line with the study of (Bautista-Bernal et al., 2024) that found there are strong of Work place Safety climate on job performance, emphasizing the impact of safety climate on health care institution performance. Also consist with study by that showed the Work place Safety Climate had a significant impact, with nursing foundations, adequate staffing/resources, and supportive management positively affecting performance.

CONCLUSIONS:

The study found that a majority of the nursing staff were young and had relatively little work experience. However, they showed a strong understanding of the importance of a workplace safety climate, and their perceptions of it were high. Interestingly, there were significant relationship between workplace safety climate and job performance.

RECOMMENDATIONS:

Enhancing a workplace safety climate in the hospital by continuing to develop and implement policies and practices that address workplace safety, reduce stress, and enhance the sense of belonging and cooperation. And conduct regular assessments

of the workplace safety climate to identify areas for improvement and ensure the workplace environment remains safe and supportive for nursing staff. It is also important to conduct future research that investigates the factors affecting the work climate and contributes to strengthening it.

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