

ABSTRACT

Nurse as “The Caring Profession” has a role in producing quality health services and the largest human resources in hospitals. Performance of a nurse needs to be considered in order to provide the best service for patients. Nurse with good performance will help hospital to increase their performance. Sultan Agung Islamic Hospital Semarang prioritizes professionalism and provide the best services to maintain the stability of nurse performance. In addition, positive cases of Covid-19 are still increasing, so nurses as health workers are required to improve their performance.

The purpose of this research is to determine the influence organizational commitment, islamic organizational citizenship behavior, and job satisfaction towards nurse performance. Method used in collecting data is through questionnaire. Population of the research are nurse in Sultan Agung Islamic Hospital Semarang. This research using primary data with 120 samples with purposive sampling technique. Multiple regression analysis and using SPSS Statistics 23 with 1-7 likert scale measurement technique.

The result of the research showed that organizational commitment, islamic organizational citizenship behavior, and job satisfaction has positive and significant relationship with nurse performance and have strong effect seen by the determination coefficient value of 62,7%.

Keywords: Nurses, Health Care, Organizational Commitment, IOCB, Job Satisfaction, Nurse Performance, Semarang Hospital.