

# Workplace Anxiety as a Bridge Between Job Insecurity and Work-Life Conflict: Insights from Healthcare Employees

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**ABSTRACT:** Job insecurity can increase workplace anxiety, which in turn contributes to work-life conflict for employees in the healthcare sector. This study explores the role of job anxiety as a link between job insecurity and work-life balance, providing insights for stress management in healthcare settings. This research intends to examine the effect of role stress and job insecurity on job burnout and nurses' performance in hospitals. Apart from this, this research also explores the mediating role of workplace anxiety in the context of the bond between job insecurity and work-life conflict. Using a quantitative approach with a cross-sectional design, information was gathered by means of a survey of 160 nurses at One of the private hospitals in Surakarta. The analysis was conducted using the SEM-PLS method. The results showed that role stress had a positive effect on job burnout, while job burnout had a negative impact on nurses' performance. In addition, role stress also had a significant direct negative effect on nurses' performance. Job insecurity was found to have a positive contribution to job burnout and a negative effect on nurses' performance. Workplace anxiety was shown to be a significant mediator in the the correlation between employment insecurity and work-life conflict. These findings confirm that job stress and job uncertainty are the main factors that negatively impact nurses' well-being and performance. Therefore, an effective managerial strategy is needed to reduce work pressure, increase job security, and provide psychological support for health workers in order to improve the quality of health services.

## INTRODUCTION

The performance of nurses in Indonesia faces several significant challenges. One of the main issues is the shortage of nurses, especially in remote areas. This condition causes excessive workload for existing nurses, which in turn can affect the caliber of healthcare services (Alhafiz, 2024). Furthermore, the welfare of nurses is also a serious concern. Many nurses, especially those with honorary or contract status, receive salaries and benefits that are not commensurate with their responsibilities. This can exert a detrimental influence on the motivation and professional performance of nurses in providing health services (Hana & Handiyani, 2023). In the digital age, characterized by rapid advancements in health technology, nurses must continuously enhance their skills. However, opportunities to get training are often uneven, especially in certain areas (Gunawan,

2022). A stressful work environment also contributes to stress and mental fatigue, which can ultimately affect the standard of medical treatment. The lack of appreciation for the role of nurses further exacerbates this situation, as many feel underappreciated for their dedication (Mulyani, 2024).

Inadequate training strategies have been linked to declining nurse performance in hospitals (Dalal et al., 2022). While self-efficacy positively influences nurse performance and employee engagement, career development shows no significant impact (Pronajaya et al., 2021). Workplace incivility and coworker deviant behavior negatively affect nurse performance and increase turnover intentions, emphasizing the urgent action is required to resolve these concerns (Faheem et al., 2023). During the COVID-19 pandemic, altruism and interpersonal communication were found to positively influence nurse performance, whereas self-efficacy showed no significant effect (Rokim et al., 2022). Research has demonstrated that role stress is linked to a decline in personal achievement, emotional exhaustion, and depersonalization among social workers (Tang & Li, 2021) and nurses (Liu et al., 2021).

Workers report less job satisfaction and more burnout when they experience role stress, which includes ambiguity and conflict in their roles (Zhang & He, 2022). Job insecurity negatively affects organizational commitment, while employment stability can alleviate a result of occupational stress on burnout (Üngüren et al., 2024). Ethical leadership can buffer the negative effects of job insecurity on job stress (Kim & Kim, 2020). Job insecurity and its impact on performance is complex, with various conceptualizations and dimensions of job insecurity being studied (Muñoz Medina et al., 2023). Preventing job uncertainty and encouraging employees to take initiative at work are two things that businesses should do, and promote ethical leadership to mitigate the negative consequences on employee performance (Kim & Kim, 2020).

Recent studies indicate a negative correlation between burnout and productivity. There were statistically significant inverse relationships between burnout dimensions (exhaustion, depersonalization, and inefficacy) and job performance, with occupation type moderating this relationship (Corbeanu et al., 2023). Burnout has been shown to impair cognitive functioning, particularly working memory and inhibition capacity, which in turn mediates the negative impact on task performance (Lemonaki et al., 2021). Interestingly, some studies suggest that job performance can influence burnout levels, with higher-performing academics experiencing lower burnout (Lei et al., 2025). Although therapy for mental health issues may moderate burnout levels, it does not directly affect job performance (Lei et al., 2024). These results emphasize the intricate relationship between burnout and performance, emphasizing the importance of competency-based recruitment and proactive strategies to prevent burnout and maintain optimal job performance (Lei et al., 2025 ; Lei et al., 2024).

In within the domains of management theory and human resource management, work-life conflict (WLC) is a major concern. Many elements, including those onto each person, interpersonal, layers of organizations and cultures, it has been discovered that contribute to WLC, according to the research. (Hosseini et al., 2024). The consequences of WLC can be severe, leading to decreased wellbeing at work and in life problems (Hosseini et al., 2024). Workload and work flexibility have been found to influence WLC, with workload increasing and flexibility potentially reducing burnout symptoms (Buruck et al., 2020). How the dynamics between enacted and preferred work-nonwork boundaries also impacts WLC, with integration generally associated with higher conflict than segmentation (Mellner et al., 2021).

Research suggests a complex link between uncertainty in employment, workplace anxiety, and work-family conflict. Job insecurity has been found to positively relate to work-family conflict, with mental weariness and disengagement from employment mediating this relationship (Nauman et al., 2020). Qualitative job insecurity can lead to work-to-family conflict through psychological contract violation and job dissatisfaction (Li et al., 2023). Interestingly, work-family conflict can also affect

job insecurity, with core self-evaluation mediating this relationship (Dong et al., 2020). Proactive behavior, while generally considered positive, can increase work-family conflict through workplace anxiety (Cui & Li, 2021). Moderating the association between job insecurity and work-family conflict can involve organizational variables like perceived organizational justice (Nauman et al., 2020). Despite extensive research on nurse performance, existing studies have not fully examined how workplace stressors, job insecurity, and work-life conflict interact to shape burnout and performance outcomes in the Indonesian healthcare sector. This study aims to address this gap by investigating the influence of these factors on nurse performance and exploring potential interventions to mitigate their negative impact.

### Study Aim and Hypothesis

More precisely, this paper seeks to examine the related effects of role stress and job insecurity on on-the-job burnout and productivity among hospital nurses. The research also discusses workplace anxiety as a mediator of the relationship between job instability and work-life conflict. By looking at these links, the study seeks to highlight the challenges faced by nurses and provide relevant solutions to improve their health and productivity at work.

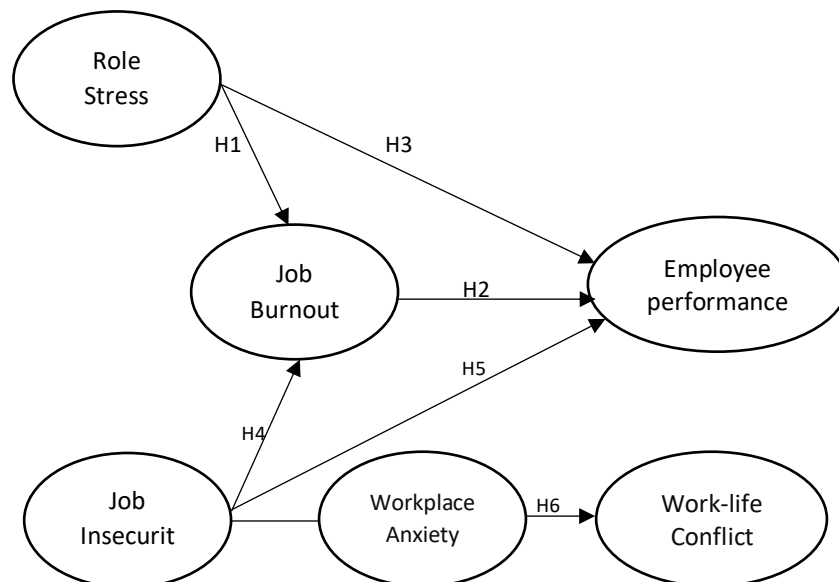


Figure 1. Conceptual Framework

## METHODS

### Design

The analysis is done in relation to role stress, job insecurity, job burnout, employee performance, as well as workplace anxiety and work-life conflict among nurses in hospitals using a quantitative research design with a causal-explanatory approach. Hospital nurses will fill out the structured questionnaire using a survey approach to collect data regarding this matter. In terms of design, the study is explanatory with the cross-sectional design as responses are collected at a particular point in time to analyse the influence of role stress and job insecurity on job burnout and employee performance. It also investigates the mediating effect of workplace anxiety on the relationship between job insecurity and work-life conflict.

### Participants and Procedure

The sample in this study was 160 nurses who worked in one of the private hospitals in Surakarta. Sample size determination is in accordance with (Hair et al., 2016). According to Hair et al. (2016), the sample size should be a minimum of five times the number of indicators used in this

study. Receiving data from 160 individuals is the lowest number of respondents, as this study entails 32 indicators, which calculates to  $32 \times 5 = 160$  respondents. Purposive sampling technique was used, where nurses were selected based on specific criteria that catered to the objectives of the study. These respondents are people with direct patient care responsibilities, working in this hospital for a specified period of time.

### Instruments

The measurement of the role of stress uses a reference (Langan-Fox, 1996) with 4 category items, namely sources of stress, individual characteristics, coping strategies, and individual impacts. An example of one item is the statement "I am unable to keep up with my workload." The scale demonstrated good reliability in this study (Cronbach's Alpha = 0,951) and validity (AVE = 0,871, Factor Loadings > 0.7).

Job insecurity in the post-pandemic context is assessed utilizing a four-item "Job Insecurity Scale," which was originally conceptualized by (Mauno et al., 2001) and has been subsequently adopted in contemporary research (Yang & Long, 2024). This scale was specifically constructed to capture the perceptions and sentiments of employees regarding their employment status. For instance, one item states, "Your job is likely to change in the future." The scale demonstrated good reliability in this study (Cronbach's Alpha = 0,948) and validity (AVE = 0,865, Factor Loadings > 0.7).

This study adopts the job burnout measurement tool from research (Lourel & Gueguen, 2007) which was developed from the original version which consisted of 22 items based on the eight most predictive questions with this study, namely 3 categories of indicators of emotional exhaustion, depersonalization, personal dissatisfaction at work which only used 8 research items, as one example of the item "employee feelings of emptiness, who suffer emotionally due to work." The scale demonstrated good reliability in this study (Cronbach's Alpha = 0,969) and validity (AVE = 0,822, Factor Loadings > 0.7).

Part of the "Workplace Well-being Scale," which measures anxiety in the workplace, has three items first created (Warr, 1990), and subsequently utilized in recent studies by (Welsh et al., 2022). Here is what the respondents were told: "Thinking of the past few weeks, how much of the time has your job made you feel each of the following?". Tension, unease, and concern permeate the goods. The scale demonstrated good reliability in this study (Cronbach's Alpha = 0,963) and validity (AVE = 0,931, Factor Loadings > 0.7).

This study adopts an employee performance measurement tool by research (Sandall & Mourão, 2023) using 8 research statement items, as an example of the item "I gave suggestions to improve the service to the organization." The scale demonstrated good reliability in this study (Cronbach's Alpha = 0,969) and validity (AVE = 0,820, Factor Loadings > 0.7).

We use the five-item "Work-Family Conflict Scale" (Netemeyer et al., 1996) to measure work-life conflict. However, this scale may not fully capture the work-life conflict experienced by people without a family structure involving a spouse or children (Shields & Chen, 2024). To address this, recent research by (Zhou et al., 2023), (Bernuzzi et al., 2024) has made small adjustments to the original items. The scale demonstrated good reliability in this study (Cronbach's Alpha = 0,954) and validity (AVE = 0,844, Factor Loadings > 0.7).

### Data Analysis

For the purpose of research, SEM-PLS Version 3 was used to analyze the data. Tests for reliability and validity, such as composite reliability, discriminant validity, and convergent validity, are conducted first to guarantee that the measurement model is accurate. The next step in evaluating the structural model is to study the correlations between variables by looking at the R-squared ( $R^2$ ) values, path coefficients, and effect sizes ( $f^2$ ). The hypotheses are then tested using the bootstrapping approach, which helps to identify the direct and indirect impacts of factors

Pratama, R. A., Purwati, P., Novita Sari, I., Puspita Rachma, U., & Khoirun Nikmah, F. (2025). Workplace Anxiety as a... including role stress, job insecurity, burnout, workplace anxiety, performance, and work-life conflict. The findings shed light on how nurses' job performance is affected by stress in the workplace.

## RESULTS AND DISCUSSION

### Results

#### *Measurement Model Test Results (Outer Model)*

Table 1. Measurement of Outer Model

Outer Loadings	Employee Performance	Job Burnout	Job Insecurity	Role Stress	Work-life Conflict	Workplace Anxiety
EP1	0,915					
EP2	0,912					
EP3	0,915					
EP4	0,892					
EP5	0,916					
EP6	0,906					
EP7	0,907					
EP8	0,883					
JB1		0,945				
JB2		0,888				
JB3		0,908				
JB4		0,883				
JB5		0,939				
JB6		0,862				
JB7		0,922				
JB8		0,904				
JI1			0,930			
JI2			0,943			
JI3			0,940			
JI4			0,908			
RS1				0,923		
RS2				0,939		
RS3				0,953		
RS4				0,919		
WA1						0,971
WA2						0,962
WA3						0,962
WLC1					0,939	
WLC2					0,889	
WLC3					0,918	
WLC4					0,942	
WLC5					0,905	

EP (Employee Performance); JB (Job Burnout); JI (Job Insecurity); RS (Role Stress); WA (Workplace Anxiety); WLC (Work-life Conflict).

The results of the measurement model analysis (Table 1) show that all indicators have outer loading values above 0.70. This shows that each indicator has a strong contribution to its respective construct, so it can be said that the validity of the indicators in this study has been met. Using Cronbach's Alpha and Composite dependability, we assessed the construct dependability (Table 2). Every single construct in this study had very high levels of internal consistency, with Cronbach's Alpha and Composite Reliability values over 0.90. In addition, the model's convergent validity was confirmed because the Average Variance Extracted (AVE) for all constructs was greater than 0.50.

Table 2. Construct Reliability and Validity

Variable	Cronbach's Alpha	Composite Reliability	Average Variance Extracted (AVE)
Employee performance	0,969	0,973	0,820
Job Burnout	0,969	0,974	0,822
Job Insecurity	0,948	0,963	0,865
Role stress	0,951	0,964	0,871
Work-life Conflict	0,954	0,964	0,844
Workplace Anxiety	0,963	0,976	0,931

Table 3. Discriminant Validity Fornell-Larcker Criterion

Variable	Employee Performance	Job Burnout	Job Insecurity	Role stress	Work-life Conflict	Workplace Anxiety
Employee performance	0,906					
Job Burnout	-0,738	0,907				
Job Insecurity	-0,717	0,859	0,930			
Role stress	-0,816	0,750	0,712	0,934		
Work-life Conflict	-0,623	0,667	0,634	0,624	0,919	
Workplace Anxiety	-0,499	0,676	0,632	0,572	0,573	0,965

Table 4. Heterotrait-Monotrait Ratio (HTMT)

Variable	Employee Performance	Job Burnout	Job Insecurity	Role stress	Work-life Conflict	Workplace Anxiety
Employee performance						
Job Burnout	0,760					
Job Insecurity	0,747	0,896				
Role stress	0,849	0,779	0,749			
Work-life Conflict	0,647	0,693	0,666	0,654		
Workplace Anxiety	0,515	0,699	0,660	0,595	0,596	

Table 5. R square

Variable	R Square	R Square Adjusted
Employee performance	0,710	0,704
Job Burnout	0,777	0,774
Work-life Conflict	0,328	0,324
Workplace Anxiety	0,399	0,395

Two methods, the Heterotrait-Monotrait ratio (HTMT) (Table 4) and the Fornell-Larcker criterion (Table 3), were used to assess discriminant validity. A larger square root of AVE for each construct than for other constructions was shown by the Fornell-Larcker study. This indicates that each variable in this study has a clear difference from the others. In addition, the results of the HTMT test showed that all values were below the threshold of 0.90, which further strengthened the discriminant validity of the model.

Based on the information in Table 5, which represents R-Square as one of the structural model evaluations, the predictive capacity is fairly strong. With an  $R^2$  value of 0.710, the Employee Performance construct shows that the values in the model account for 71% of the changes in employee performance. Further, the  $R^2$  value of independent factors in the Job Burnout is 0.777, in this study are able to explain 77.7% of the variance in job exhaustion. Meanwhile, Work-life Conflict and Workplace Anxiety have  $R^2$  values of 0.328 and 0.399, respectively, indicating that there are other factors outside the model that still contribute to the variance of these two variables.

Table 6. F Square

Variable	Employee performance	Job Burnout	Job Insecurity	Role stress	Work-life Conflict	Workplace Anxiety
Employee performance						
Job Burnout	0,021					
Job Insecurity	0,023	0,960				0,664
Role stress	0,477	0,172				
Work-life Conflict						
Workplace Anxiety					0,489	

In addition, the effect size (F-Square) presented in Table 6 shows that job insecurity has a very large influence on job burnout ( $f^2 = 0.960$ ), which means that job uncertainty is a very dominant factor in causing job exhaustion. Furthermore, role stress has a fairly large influence on employee performance ( $f^2 = 0.477$ ), indicating that high role pressure can significantly reduce employee performance. Workplace anxiety was also found to have a moderate influence on work-life conflict ( $f^2 = 0.489$ ), indicating that anxiety in the workplace can increase the conflict between work and employees' personal lives.

### Structural Model Analysis (Inner Model)

This structural model test aims to see the relationship or influence between constructs, significant values, and R Square:

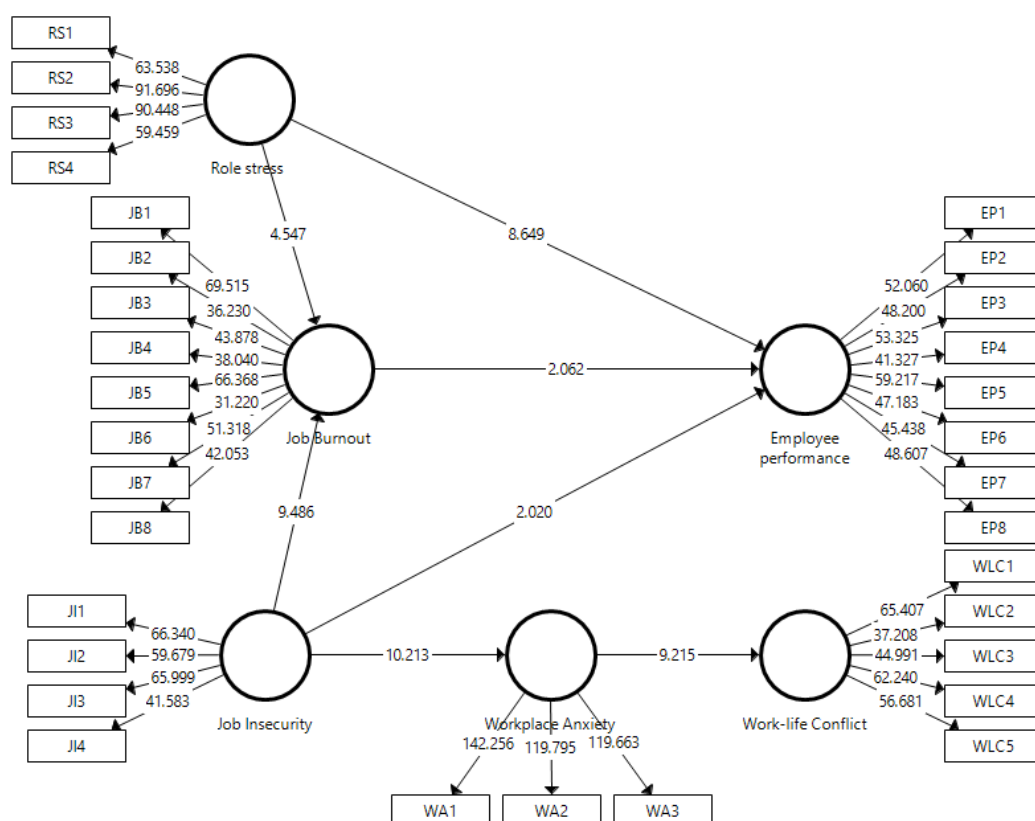


Figure 2. Output Inner Model.

Table 7. Hypothesis Test

	Hypothesis	(O)	(STDEV)	T Statistics	P Values
H1	Role stress -> Job Burnout	0,279	0,061	4,547	0,000
H2	Job Burnout -> Employee performance	-0,167	0,081	2,062	0,040
H3	Role stress -> Employee performance	-0,574	0,066	8,649	0,000
H4	Job Insecurity -> Job Burnout	0,660	0,070	9,486	0,000
H5	Job Insecurity -> Employee performance	-0,164	0,081	2,020	0,044
H6	Job Insecurity -> Workplace Anxiety -> Work-life Conflict	0,362	0,065	5,556	0,000

Original Sample (O); Standard Deviation (STDEV).

The results of the hypothesis testing (Table 7) in this study indicate that role stress has a significant impact on job burnout ( $\beta = 0.279$ ;  $p = 0.000$ ), indicating that the higher the role pressure experienced by employees, the higher the level of work fatigue felt. In addition, job burnout was shown to have a negative effect on employee performance ( $\beta = -0.167$ ;  $p = 0.040$ ), meaning that employees who experience high levels of work fatigue tend to show a decrease in their productivity and work quality. Furthermore, role stress was also found to have a greater negative impact on employee performance ( $\beta = -0.574$ ;  $p = 0.000$ ), indicating that high role pressure can directly reduce employee performance, regardless of the effects of burnout. Meanwhile, job insecurity or job uncertainty has a strong positive effect on job burnout ( $\beta = 0.660$ ;  $p = 0.000$ ), meaning that employees who feel insecure in their jobs tend to experience higher levels of work fatigue. In addition, job insecurity also has a negative impact on employee performance ( $\beta = -0.164$ ;  $p = 0.044$ ), indicating that job uncertainty can weaken employee motivation and productivity in the organization. Further analysis shows that workplace anxiety significantly mediates the relationship between job insecurity and work-life conflict ( $\beta = 0.362$ ;  $p = 0.000$ ). This indicates that job uncertainty can increase employee anxiety at work, which ultimately worsens the conflict between their work and personal life.

## Discussion

This study's findings corroborate that role stress has a positive effect on job burnout. This finding indicates that the higher the role pressure felt by nurses at one of the private hospitals in Surakarta, the greater the level of work fatigue they experience. This agrees with prior research, which states that role ambiguity and high work demands can cause excessive stress and mental fatigue. The research papers collectively support the finding that role stress positively affects job burnout among nurses. Nurses' burnout syndrome is influenced by work pressures, ambiguous tasks, and contradictory roles, according to Akkoç et al. (2020). Xiao et al. (2022) Also showed that nurses experience psychological suffering due to role stress, which manifests itself in burnout. Perceived stress and burnout at work were shown to be significantly associated among nurses, according to Abdollahi et al. (2021). Stress at work is strongly correlated with hospital nurses' experiences of inadequate professional control and personal conflict, according to a meta-analysis Lim et al. (2022). Additional elements that may mitigate the impact of role stress on burnout that have been highlighted in this research include social support (Xiao et al., 2022) and self-compassion (Abdollahi et al., 2021). The results highlight the significance of management strategies that lessen stress in the workplace and in nurses' roles in order to avoid burnout (Akkoç et al., 2020).

Furthermore, job burnout has been shown to have a negative impact on employee performance. Nurses who experience high levels of work fatigue tend to experience decreased productivity and quality of services provided. This condition can affect the effectiveness of health services and patient satisfaction. Research consistently shows that nurse burnout and fatigue negatively impact patient care, organizational outcomes, and nurses' well-being. Burnout is associated with decreased patient safety, quality of care, and satisfaction (Jun et al., 2021).



Intensified job demands, particularly time pressure and multitasking, contribute to higher exhaustion among healthcare staff, especially nurses in emergency care (Huhtala et al., 2021). Nurse fatigue is linked to mental health problems, reduced nursing performance, and increased sickness absence (Cho & Steege, 2021). Female nurses are particularly susceptible to fatigue due to personal and environmental factors, leading to high injury rates and burnout (Thompson, 2021). The consequences of nurse fatigue extend beyond individual nurses, affecting patient outcomes and organizational effectiveness (Jun et al., 2021 Cho & Steege, 2021). These findings highlight the need for context-specific interventions and further research to address the widespread effects of nurse burnout and fatigue.

In addition, role stress also has a greater negative effect on employee performance. This shows that role pressure not only contributes to work fatigue but also directly reduces nurse performance, both in terms of work effectiveness and professionalism in providing health services. Research consistently shows that role stress and work overload negatively impact nurse performance and well-being. Role stress is associated with increased burnout and decreased performance among social workers (Tang & Li, 2021). Similarly, nurse fatigue is linked to reduced nursing performance and increased sickness absence (Cho & Steege, 2021). Higher perceived stress levels among nurses were correlated with decreased motivation and performance (Ardıç et al., 2022). Role overload was found to negatively affect nurses' job performance (Zhang et al., 2022). However, workplace support can buffer the effects of role stress on burnout (Tang & Li, 2021), and perceived organizational support can mitigate the negative impact of role overload on job performance (Zhang et al., 2022).

Furthermore, job insecurity was found to have a positive effect on job burnout. This means that nurses, people whose careers are unclear, often suffer from elevated levels of job burnout. This factor can be caused by the instability of work contracts, unclear management policies, or fear of losing their jobs. Recent studies have brought attention to the substantial influence of job insecurity and work environment on nurses' burnout and well-being. Job insecurity has been found to negatively correlate with concerns about their bodily health, emotional health, and contentment in their jobs among nurses (Prado-Gascó et al., 2021). Organizational support, according to research, can reduce quiet quitting behavior, while job burnout positively affects it and mediates the relationship between support and quiet quitting (Gün et al., 2024). Psychosocial work environment factors, particularly job demands and burnout, are greatly exacerbated by disputes that occur in the job among nurses (Paskarini et al., 2023). These findings emphasize the importance of creating positive work environments and providing adequate support to mitigate burnout and enhance nurse retention.

Employee performance is also negatively affected by job uncertainty. When nurses aren't confident in their roles, they are less likely to put their best effort into their work, which shows in the care patients get. Employee performance is significantly affected by job instability, according to research. Reduced in-role and extra-role performance is linked to job uncertainty (Roodbol & Stynen, 2023 Stankevičiūtė et al., 2021). Job instability and productivity go hand in one, mediated by factors such as autonomous work motivation (Roodbol & Stynen, 2023) and organizational justice (Sora et al., 2021). The impact varies based on contract type (Sora et al., 2021). Companies are recommended to stop employment insecurity and foster autonomous motivation to mitigate its negative effects (Roodbol & Stynen, 2023).

Finally, this study shows that Workplace anxiety substantially modulates the correlation between job instability and work-life conflict. This indicates that employment insecurity may escalate nurses' anxiety at work, which ultimately worsens their work-life balance. Recent studies have highlighted the complex correlation between occupational characteristics and the well-being of nurses. Work-family conflict (WFC) is highly correlated with anxiety and job burnout in nurses (Yuan et al., 2023 Zhao et al., 2023). Emotional tiredness moderates the connection between job

demands, supervisor support, and WFC, which in turn predicts WFC (Rhéaume, 2022). Apart from helping WFC and anxiety in nurses to be connected, job satisfaction also mediates (Zhao et al., 2023). Furthermore found to influence job burnout by WFC and anxiety symptoms is work-related stress (Yuan et al., 2023). Concerns about their bodily, emotional, and job satisfaction have been demonstrated to adversely correlate with job instability, a major psychosocial risk for nurses (Prado-Gascó et al., 2021).

Overall, this study confirms that role pressure, job insecurity, and job burnout are the main factors that affect nurse performance at one of the private hospitals in Surakarta. Therefore, an appropriate managerial strategy is needed to reduce work stress, increase the sense of security in work, and support the welfare of nurses in order to improve the caliber of medical care.

### **Implications**

What this study found is that significant implications for the management of One of the private hospitals in Surakarta in an effort to improve nurses' welfare and optimize their performance. The finding that role stress and job insecurity contribute to job burnout emphasizes the need for organizational strategies to reduce work pressure and increase job security. Hospital management can implement clearer policies related to the division of tasks and roles of nurses to reduce role ambiguity that can cause work stress. In addition, the negative impact of job burnout on nurses' performance shows the importance of psychological support and welfare programs for health workers. Management can provide stress management training, counseling sessions, or job rotation systems to reduce fatigue and improve work-life balance.

The finding that workplace anxiety mediates the relationship between job insecurity and work-life conflict also highlights the need for a supportive work environment, where nurses feel more appreciated and have clarity in their job stability. Management can consider more stable work contract policies and transparent communication to reduce uncertainty that can increase anxiety in the workplace. Overall, this study provides insight for hospital managers in designing policies that are more oriented towards the welfare of health workers. By reducing work stress, increasing job security, and supporting work-life balance, it is hoped that nurse performance can improve, leading to beneficial effects on the quality of health services at one of the private hospitals in Surakarta.

### **Limitations and Further Research**

There are a number of caveats to this study that should be thought about. First, this study was only conducted on nurses at one of the private hospitals in Surakarta, so the results may not be generalizable to other hospitals with different work environments. Second, the data collected used a cross-sectional survey method, so it cannot fully capture the dynamics of changes in work stress, job burnout, and nurse performance in the long term. Therefore, further research is recommended to use a longitudinal approach to understand how these variables develop over time. In addition, future research can explore other elements, including social assistance, leadership, or organizational culture, that can moderate the relationship between work stress, job uncertainty, and nurse performance, for the purpose of offering a more thorough comprehension of the well-being of health workers.

### **CONCLUSION**

This study revealed that role stress and job insecurity significantly contribute to job burnout, which ultimately has a negative impact on nurses' performance at one of the private hospitals in Surakarta. In addition, role stress directly decreases nurses' performance, indicating that a demanding work environment can hinder productivity. Other findings indicate that workplace anxiety mediates the relationship between job insecurity and work-life conflict, confirming that unstable working conditions can worsen the harmony among nurses' individual and organizational

lives. Therefore, hospital management needs to implement more effective strategies in reducing work stress, increasing job security, and providing psychological support for health workers to improve their well-being and quality of service.

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## AUTHOR CONTRIBUTIONS STATEMENT

Rohmawan Adi Pratama contributed to the research idea formulation and data collection. Purwati was responsible for the research methodology, data validation, and preparation of the methods and results sections. Indah Novita Sari contributed to the literature review, interpretation of the results, and editing and final revision of the manuscript. Ulfa Puspita Rachma contributed to the analysis of the results. All authors read and approved the final manuscript before publication.

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