

Flourishing on Male Nurses with Covid-19 Patients

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ABSTRACT

The global Covid-19 outbreak has affected not only the general public but also medical professionals who treat Covid-19 positive patients on a daily basis. A nurse is one of the medical professionals who works with Covid-19 patients the most. The formation of psychological issues including stress, anxiety, depression, and sleeplessness, which in turn hinder work efficiency and production, is influenced by both male and female nurses. It is possible to adapt to a pandemic and still be able to prosper, despite the coronavirus pandemic still being a threat to lives and altering daily life. Flourishing can be understood as a condition in which all aspects of life in a person function very well and are able to achieve optimal development so that they can function fully. The method used in this study is a qualitative research method with a phenomenological approach. For data collection will be carried out by interviews and observations, data will be analyzed using triangulation, rich descriptions, thick descriptions and external audits. The findings of this study indicate that the five subjects have flourished, as evidenced by the subjects' ability to function at their best in daily life, positive emotions, level of involvement in their jobs, and relationships with those around them. The subjects also have goals and a sense of purpose in life, as well as accomplishments that they have already made or wish to make in order to add positive value to their lives.

Keywords: covid-19, flourishing, male, nurse

Introduction

Health workers on the front line against COVID-19 are particularly vulnerable to psychosocial pressure. The medical workforce consists of doctors, nurses, medical residents, and assistants, each with a function, perspective, and sharing of responsibilities and exposure to the virus (Huremovic, 2019; López-Atanes et al., 2021). During an infectious disease outbreak, nurses sacrifice their needs to participate in anti-epidemic work actively and work selflessly as a form of moral and professional responsibility. Thus, nurses are under physical and mental stress because they feel isolated, so they feel helpless in facing health threats and from work with high work intensity (Sukiman et al., 2020). These factors can increase psychological problems in health workers, such as fear, stress, anxiety, depression, and insomnia, affecting work efficiency and productivity (Hanggoro et al., 2020). Recent research on depression, anxiety, and stress confirms the level of mental health studies showing high levels of depression in individuals by 33.7% (based on 14 studies), anxiety in individuals by 31.9% (17 studies), and stress in individuals by 29.6% (five studies) (Salari et al., 2020).

From the point of view of the health system, gender is understood as social stratification that critically influences the position of women and men in the healthcare structure and their experience dealing with patients directly (Regenold et al., 2021; Morgan et al., 2016). Previous studies have found that women are more susceptible to mental health disorders than men (Del

Río-Lozano et al., 2022). An institution in Europe explained that the pandemic harmed women, wherein in the medical world, from the early study, we can see that women had higher levels of stress, anxiety, and depression than men (Moore et al., 2021; Garcia-Fernandez et al., 2021; Austin et al., 2021; Özdin et al., 2020; Lopéz-Atanes et al., 2021). However, as if disproving the research results mentioned above, several other studies have shown that male nurses are more vulnerable to mental health, especially during a pandemic, due to increased work intensity, decreased income, and decreased emotional well-being (Del Río-Lozano et al., 2022; Zhang et al., 2022). Given that the Covid-19 pandemic is a serious threat to individual well-being and has caused many people to experience mental health problems worldwide (Arslan et al., 2020; Qiu et al., 2020; Xiong et al., 2020; Yildirim & Arslan, 2020; Wasowicz et al., 2021). Therefore, factors that affect mental health and well-being during the Covid-19 pandemic must be identified to support individuals and mental health service providers in overcoming the psychological problems of living in stressful times such as the current pandemic (Tanhan et al., 2020; Wasowicz et al., 2021).

The coronavirus pandemic continues to threaten lives and causes changes in daily life. Someone can adapt and still *flourish*; individuals have life goals, accept their circumstances and potential, contribute to society and have a life that can function adequately (Elemo et al., 2021). *Flourishing* is an individual condition that can achieve optimal development and full function (Seligman, 2002). While in simple terms, the main of *Flourishing* is realizing one's potential (spiritually, developmentally, economically, etc.), succeeding, achieving, or contributing significantly to society.

Based on some of the definitions above, we can see that *Flourishing* is the highest level of welfare in individuals who can fully function and develop their potential and feel satisfied with their achievements and happiness in life, where life experiences can go well. Nurses who can continue to *thrive* in the surrounding conditions will have positive emotions, involvement with work and the environment, meaning in life, achievements, and positive relationships with other individuals, so they can carry out their duties properly and work efficiently.

To thrive, to be able to develop optimally and function fully, an individual must have abilities such as Positive Emotion, Engagement, Positive Relationship, Meaning of Life, and Achievement. or commonly known as PERMA (Seligman, 2012; Choi et al., 2019; Elemo et al., 2021). The first aspect is Positive Emotion. Positive emotions are the first aspect of the theory of well-being and happiness, namely, a pleasant life. Positive emotions are what we feel, such as pleasure, joy, warmth, comfort, and the like (Seligman, 2012). Positive emotions are pleasure, joy, happiness, and everything related to positive emotions (Effendy, 2016). Positive emotions are pleasant subjective feelings and can include physiological changes and require an assessment of several stimuli or an assessment of their meaning. According to Frederickson, positive emotions include pleasure, happiness, interest, passion/enthusiasm, contentment, calm, joy, satisfaction, security, curiosity, exploration, and emotion (Frederickson, 2002). Individuals who express positive emotions tend to have smoother social interactions. For example, research conducted by Heerdink, et al. (2013) found that members of the majority group who express happiness in a cooperative context tend to make members of different groups feel comfortable and reduce pressure to make it easy to adjust. The second aspect is Engagement.

Engagement in life and work means being absorbed, interested, and involved (Butler & Kern, 2016; Wasowicz et al., 2021). Engagement *involves* oneself ultimately in the relationship, either with a person or moment, such as focusing on a job so that we are dissolved in it (Seligman, 2012). Choi et al. (2019) define Engagement as an experience that involves strength and dedication to doing something. Engagement is a relational concept that correlates with behavior, interaction, and participation to achieve or obtain individual, organizational or social results (Johnston, 2018). The third aspect is a positive relationship. Positive relationships are about other people, like our relationship with humans. Positive relationships can also be obtained from social support in the

form of close social relationships with parents, siblings, teachers, peers, the community or from the presence of individuals who make individuals feel cared for, valued and, loved, and motivated to continue to maintain these positive relationships (Butler & Kern, 2016; Rif'ati et al., 2018; Wasowicz et al., 2021). we can build a positive relationship by providing support, giving positive sentences, giving an award for achievement, and providing physical and psychological assistance (Parama & Pande, 2018). Rif'ati et al. (2018) said that individuals who receive social support form positive relationships, and they could minimize human psychological problems by establishing interpersonal relationships. A positive and good relationship with fellow human beings can increase welfare because everyone needs each other.

The fourth aspect is the Meaning of Life. The meaning of life is considered essential and valuable, giving individuals direction to carry out an activity (Izzah & Ariana, 2019). Meaning in life refers to an individual's ability to understand his life situation while engaging in appropriate values and behavior directed at life's goals (Septiawantari & Mustikasari, 2021). Having meaning in life is very important because it dramatically influences individual well-being and feels that life is valuable and worth living (Yu & Chang, 202; Seligman, 2012; Butler & Kern, 2016; Wasowicz et al., 2021). Someone will achieve prosperity in his life if he combines positive emotions, good relationships, involvement, and the desired achievement; from this combination, a meaningful life will be created (Seligman, 2012).

The last aspect, namely Achievement. Achievement is aimed so that humans will make various efforts ranging from small to large businesses to achieve their expectations. According to Seligman, when someone has tried and succeeded in achieving the achievement, the goal has been achieved. However, on the contrary, if a person's goal has not been achieved, it is not a problem because the individual has gone through a learning process and problem-solving (Seligman, 2012). The achievement dimension refers to human motivation to achieve and master new skills and feelings of being able to achieve goals, complete tasks, and fulfill daily responsibilities (Butler & Kern, 2016; Wasowicz et al., 2021). According to Jakovljevic et al. (2021), health workers who have successfully gone through *burnout* tend to have higher achievements. So, the lower burnout, the higher the achievement that was successfully obtained.

Previously researchers had conducted preliminary studies and found it essential for nurses to have a sense of well-being in dealing with recent challenges and difficulties such as a pandemic (Al Hamdan & Bani Issa, 2021). Nurses get supported by their families and communities regarding their working conditions are given support and recognized for their performance, which is a source of strength for nurses to continue to carry out their roles to avoid burnout due to intense work (Gauche et al., 2017; El-Gazar & Zoromba, 2021). Nurses also feel a personal achievement with personal value, which is essential in enabling nurses to work well mentally at work; flourishing occurs when nurses carry out their work full of meaning (Ververda & Hauge, 2019; El-Gazar & Zoromba, 2021). In addition, nurses who thrive in the workplace can strengthen other nurses to be more productive (Demerouti et al., 2015). Nurses not only help patients to recover but also increase mutual trust with each other; there is transparency and collaboration between nurses and patients. There is positive cooperation and mutual trust between nurses and patients, and nurses are expected to come to work daily because they feel so attached. This is a culture where everyone works together because they trust each other (Escartin et al., 2011; Abdelkreem et al., 2021). Based on the explanation, nurses have a positive psychological impact while looking after and caring for Covid-19 patients, which is supported by some of the findings in previous studies. And the purpose of this study is to find out how the male nurse who specializes in treating Covid-19 patients is depicted and expected to contribute to science by contributing to novelty in research in the field of positive psychology and health sciences with nurses as the subject.

Method

The research uses a qualitative method with a phenomenological approach. Considering that the phenomenological approach can describe, interpret and understand the intent in depth, the basic assumption of this approach is that knowledgeable humans cannot be separated from their moral views, both in observation and decision-making—data and data analysis to conclude. Research with qualitative methods and a phenomenological approach can assist researchers in understanding and interpreting what is behind an event, what underlies the human mindset, to how humans interpret the events that occur (Poerwandari, 2009).

Subjects in this study were nurses who handled Covid-19 patients and totaling five people. As found in previous research, nurses with younger ages and less work experience showed higher levels of *burnout* than nurses with more work experience and older nurses. The recruitment and assignment of new staff to the wards most in need, namely, the SICU and ICU, is unavoidable. Therefore, any form of professional resilience of nurses should be expected (Parker et al., 2014; Cariani et al., 2020; Bisesti et al., 2021). In addition, the researchers chose respondents based on gender because, based on information obtained from various reliable sources, there were more male health workers handling Covid-19 in South Kalimantan Province, so this was a consideration for researchers to select research respondents based on gender.

Based on the explanation above, the researcher determined the characteristics of the nurses who would be participants in this study as follows nurses who had at least three years of experience, had handled Covid-19 patients for at least the past year, male gender. The *sampling* used is *purposive*. According to Sugiyono (2015), *purposive sampling* is a sampling technique for data sources with specific considerations in which the selected sample functions to obtain maximum information.

The data collection will use interviews, observation, and documentation. The interview used was semi-structured. Interviews, according to Sugiyono (2015), are types of interviews that fall into the *in-depth interview*, where in practice, the researcher has more freedom in conducting interviews when compared to structured interviews. For data analysis in this study, researchers will use data analysis in the field Model Miles and Huberman. According to Sugiyono (2015), data analysis of the Miles and Huberman models is data analysis in qualitative research, which is carried out at the time of data collection in a certain period. At the time the interview took place, the researcher had analyzed the answers interviewed. Miles and Huberman (2014) suggest that activities in qualitative data analysis are carried out interactively and continuously until complete, so the data is saturated. In a sense, if the researcher lacks answers, the researcher will continue the question until the data obtained is considered credible. The steps that will be taken to analyze the data model of Miles and Huberman (2014) include: (1) data reduction; (2) Presentation of data can be done in the form of brief descriptions, charts, relationships between categories, *flowcharts* and the like; (3) Drawing conclusions and verification.

Results

Positive Emotion

Interacting directly with Covid-19 patients caused anxiety and fear in the five subjects. Feelings of anxiety and fear of exposure are felt not only by oneself but also by families such as wives, children, and parents. However, these feelings can be overcome by the five subjects by implementing strict health protocols and also maintaining personal hygiene. In addition, several subjects said that dhikr and prayer made them feel calmer, so they were more enthusiastic and enthusiastic in caring for patients. Because being able to care for patients until they recover is happiness in itself for the five subjects.

"Oh, at first, at first there was fear, just be afraid like that, I felt sorry because so many people died, and so you think it turns out like this if you face the dead directly" – subject TM

"It is felt, what is clear is that first we feel nervous, feel nervous, feel anxious like that. But you get used to it because you know how to handle it so that you are used to it so it is more relaxed than the first three months, maybe we will get used to it after a year" – subject AL

"I was afraid because we didn't know anything about Covid at that time, so we were afraid but we still had to carry out our duties because we were sworn in as nurses" – subject BS

Engagement

The AL subject said that nursing is a versatile profession. Besides courage, it takes sincerity in dealing with Covid patients. AL said that the rewards nurses get very important because they can motivate nurses to continue to work well. Another subject, BA, said that nursing is preventive, promotive, and rehabilitative. Another subject, namely BS, feels happy because it can help people, incredibly sick people. BS said that during a pandemic like this, health workers have a crucial role because, according to BS, apart from health workers, no one wants to deal directly with infectious diseases such as covid. So, according to the subject, TM and RN getting thanks and support from the community are very helpful in increasing the enthusiasm and enthusiasm of nurses in caring for Covid-19 patients.

"Well, in my own opinion, what do you think, like we are the only people who want to get into Covid, you know? So our dedication is extraordinary, you know, for example, yesterday I was the head of the room asking to open dialysis like this. Some of the nurses said "no". It's only us who are willing, the choice is left to do or not, the risk is that we may die later" – subject AL

"Yes, just going back to teamwork, actually if all work is the same as a reward, punishment is appropriate" - subject BA

"We nurse have a duty to help others, whatever the risk, we try to give our best to help others" – subject RN

Relationship (Positive Relationship)

The five subjects have excellent and professional relationships with co-workers. Even if there is a misunderstanding, they can overcome it by discussing and finding a way out so that the problem does not drag on and does not impact patient care. A positive relationship was also established between the five subjects and their families. The five subjects received support from their families and had to live in a dormitory for several months not to endanger their families. In addition, the five subjects also had a positive relationship with the patient, where the nurse provided support to the patient by providing nursing care, meeting the patient's needs to providing moral support such as cheering up and comforting the patient because the patient was prohibited from receiving visits.

"Personally, I'm comfortable there because we support each other, my friends there support each other and care for each other there, so the family is closer, both nurses, doctors, and others like that" – subject TM

"Support it, just ask to be careful, just like that. It's like the protocol, just in case if it's too urgent, if you don't touch it, don't touch it if you can, but because we are a profession, it's already a rule to touch, but with complete PPE" – BA subject

"Eh no problem, maybe just a misunderstanding but no big problem. I think humans should help and care for one another, because one day, we nurse will turn into patients. Of course we need help from other people to take care of us" - subject BS

Meaning of Life

The five subjects conveyed the same thing with the Covid-19 pandemic; lessons were to be learned, such as taking better care of their health and getting closer to God Almighty. Their profession as nurses and being at the frontline dealing with Covid-19 played an essential role in reducing the number of Covid-19. Also, honing their abilities to help more people make the five subjects more optimistic at work, increasing the gratitude of the five subjects because, apart from being able to use them for other people, they still have jobs. At the same time, many other people who have lost their livelihoods also add meaning to their lives. In addition, AL added that he saw his work as a charity field and made his work a form of worship.

"Stay optimistic and feel grateful, stay optimistic because I am still given health, many colleagues, friends who have died, colleagues who have died, but Allah has given me health, I have never been, thank God, thank God" – AL subject

"What we are thankful for during this pandemic is that my friends are still working, right?" – BA subject

"What is certain is that you understand more about the importance of health and because going through a pandemic, more or less increase your faith and get closer to Allah SWT" – subject RN

Accomplishment (Achievement)

The five subjects said the same thing if their achievements so far were being able to treat patients until they recovered and help reduce the number of positive cases of Covid-19. Another achievement for the TM and BA subjects was that they could finally open their businesses, such as TM, which has a clinic, and BA, which opens home care.

"The achievement can help reduce covid cases and thank God the goal is achieved to open an independent practice at home" - subject TM

"As an achievement as possible, it is clear that many Covid patients have been cured, we have saved many patients who have had dialysis. So maybe that's our achievement, our satisfaction is when we see that the patient is already the first one to come out panting but after that the oxygen is already good" – AL subject

"The achievements for health workers are not health workers, but if we are in quarantine it will prevent an increase in cases" – BA subject

"From these lessons, after being on duty in quarantine, maybe you know what gratitude is to know people, you have more friends, and from there we have more relationships with other agencies because of Covid" – subject RN

Discussion

The five subjects found similarities when they were first assigned to treat Covid patients; they felt stress, anxiety, fear, and fatigue. The initial stages felt by these five subjects are by Zhou's research. et al. (2021) stated that in the early stages of the pandemic, nurses felt various negative emotions. One of the fears that the five subjects felt was fear of being exposed to Covid-19, so to overcome this fear, the five subjects paid close attention to the health protocol and implemented it very strictly, considering that being at the forefront had a very high risk of exposure (Arnetz et al., 2020; Talaei et al., 2021). When facing a work environment during an epidemic, nurses will generally experience anxiety, stress, and insomnia so that some may even experience disturbances to psychiatric problems, as described by subject BA where he experienced sleep disturbances (insomnia) when he was initially assigned to handle Covid-19 patients, this is because BA subjects have to be separated for a long time from their 1-year-old child (Wang et al., 2017; Pfefferbaum & North, 2020). Because during the Covid-19 pandemic, both male and female nurses experienced increasing work intensity; the impact felt was different, and this was related to gender differences in coping strategies and norms that apply in society, such as women who also take care of household affairs (Del Río-Lozano et al., 2022).

However, apart from the negative emotions that arise, this study also found positive emotions that arise in nurses who treat Covid-19 patients. Positive emotions arise, such as feeling happy, excited, enthusiastic, proud, and grateful; based on the statements of the five subjects, the emergence of these positive emotions is based on the patient's recovery and *feedback* from the patient to the nurse. This finding is in line with the results of a study by Kandemir et al. (2021), which stated that most of the nurses who handled Covid-19 in China said they felt happy because they could make a positive impact on patient's lives, felt like heroes and felt proud of them. Their profession as nurses. The ability of the five subjects to be resilient and generate positive emotions during a pandemic refutes the results of previous research conducted by Gaugler (2007), which stated that women are more resilient than men and can cope with stress more efficiently. This statement is reinforced by the findings of Wu et al. (2019), which stated that although traumatic events can harm a person's psychological well-being, these events can sometimes bring positive results. Systematic reviews show that more than 50% of individuals experience positive growth after trauma.

The five subjects said their work had religious value and was precious because they could help others and feel proud about it. This statement was in line with research by Youandi et al. (2020), which stated that if you feel proud of your work, individuals will feel valuable. And appreciated. As stated, subject AL said that as a nurse not only does the work of nurses but also helps others work for the convenience of patients. In this case, subject AL gave an example if there is a patient who has dialysis, then the dialysis equipment has problems, AL and his friends would try to work on a malfunctioning device so that it would work so as not to keep the patient waiting too long. AL gives another example; sometimes, some patients vomit blood, so AL acts as a janitor so that the room can be kept clean for the patient's comfort. The statement made by AL is in line with the research of Zhang et al. (2020), which states that nurses are more likely to have voluntary behavior that is useful in their work environment. Liu et al. (2020) also said that nurses who voluntarily and responsibly carry out various tasks could help promote hospital development in the face of Covid-19.

Zhang et al. (2020) also said in their research that if nurses are work-oriented, they will provide energy and enthusiasm to work well. It is their responsibility to treat patients properly. Apart from volunteering, energy, and enthusiasm at work, the facilities provided can also support the performance of nurses, as stated by the five subjects, if they received facilities from the government such as providing hotels, meals, snacks, vitamin intake for AL, BA, RN and BA subjects. As for the TM subject, he gets rooms and WiFi for officers on duty at Wisma Atlet Jakarta. In addition, the five subjects also received *rewards* in the form of additional incentives. Some of the facilities described by the five subjects above will undoubtedly support the performance of nurses, and this was also conveyed by Bakker & Leiter (2017), in which supportive management also plays an essential role because it provides a positive climate at work and job demands that can be maintained for nurses can result in higher levels of job involvement.

There is a fear of being exposed to Covid-19, so keeping a distance from family and closest people will lead to feelings of loneliness and social isolation (Rutten et al., 2021). This was also explained by subject BA, who could not meet his child, who was still one year old, and made BA feel longing for his child. Because he could not meet his son, BA also admitted that he was experiencing sleep disturbances, which prompted him to see a psychologist on duty at his place of work. The actions BA took followed research conducted by Tan et al. (2020), which concluded that special nurses for Covid-19 patients needed to strengthen their psychological interventions. Williamson et al. (2020) also stated that in addition to providing services for psychological intervention, it is also required that it is easy to access so that nursing staff can get assistance or psychological intervention services accurately and quickly.

The positive relationship that nurses have can be in the form of support that can help nurses to get through difficult times so that they can rise and develop from before. Schierberl Scherr et al. (2021) stated that social support was found to moderate the relationship between caring for patients with Covid-19 and depressive symptoms because fear of transmitting the virus made nurses caring for Covid-19 patients socially isolated. Conversely, social support is protective against the damaging effects of stressful working conditions and allows nurses to increase their ability to cope (Chen et al., 2020). The five subjects said that one of the roles that played a role in building a positive relationship was good communication between fellow nurses, health workers, and the patient himself. Collaboration among team members also plays an important role, which is in line with research stated by Rutten et al. (2021); in an unusual situation, a team can build teamwork. This is also encouraged because there is a good motivator who keeps nurses doing well despite facing crises (Begerow & Gaids, 2020). Of course, the findings above are supported by research conducted by Del Río-Lozano et al. (2022), which states that there is no difference in social support received by nurses, both male and female because both receive support both from the environment and also the closest family. However, another study found that social support during a pandemic strongly impacted men's emotional well-being. Similar results were found in a study conducted in Gipuzkoa, northern Spain (Beach et al., 2021).

Meaning in life makes individuals feel that life is meaningful and has clear goals or missions (Chen et al., 2022). This statement is in line with what was conveyed by subjects TM, AL, and BS, where they conveyed that their work as nurses gave more meaning because their work as nurses has a clear goal, which is to help others in need, especially during a Covid-19 pandemic like this. Substantial research has shown that individuals with higher levels of meaning in life are more optimistic and positive (Damasio et al., 2013; Ferguson et al., 2017; Chen et al., 2022). This is consistent; the five subjects said if they remain optimistic in carrying out their obligations as Covid-19 nurses despite the many obstacles and challenges, such as being separated from their families, having to wear hazmat (PPE), and the fear of being exposed to death, in line with what was explained by Chen et al. (2022) if individuals with meaning in life can encourage them to keep going even in tense conditions and situations.

The five subjects said that their work as nurses gave more meaning to their lives, and the relationship between the five subjects and their God also made their lives more meaningful. The meaning of life can also be obtained through relationships with fellow human beings and an individual's spiritual relationship with his God. As conveyed by the five subjects, whereby approaching God will help them to calm down, as well as dhikr to deal with stressful situations. The findings that have been submitted are in line with the results of previous research, which found that an approach to God would make it easier for nurses to deal with traumatic situations such as emergency conditions to face death continuously. For example, a person can experience positive changes in several areas, both spiritual and existential, to changes in relationships with other people and an increase in the meaning of life (Tedeschi & Moore, 2020; Munawar & Choudhry, 2020; Aydin & Bulut, 2021; Daneshmand, 2021). The statements and findings that have been presented are reinforced by research from Hude et al. (2020), which states that every religion tries to guide its adherents to achieve their goals and seek the meaning of life through spiritual activities by making God a source of strength, help, and purpose.

Following what was said by the five subjects, their achievement so far has contributed to the reduction in Covid-19 cases in South Kalimantan. The five subjects' statements follow what was conveyed by Sukamti et al. (2021), who said that it was an inner urge to help resolve the pandemic. Apart from that, the incentives that nurses get also help fulfill daily needs, which is also an achievement for the five subjects. This statement is reinforced by research conducted by Fitriansari et al. (2013), which states that financial rewards can drive nurses to improve their performance. Similar results were also conveyed by Santoso et al. (2021). They stated that one of the external

factors that still encourages nurses to work with entire motivation is rewards in the form of money, bonuses, or incentives. Because according to what was conveyed by the five subjects, if there is a bonus, it can help meet family needs, and the results of research by Sukiman et al. (2021) state that if there is financial well-being, then it helps in family welfare such as other food and donations. The findings above are also reinforced by the results of research from Yanti et al. (2020), which states that if the provision of salary or incentives is appropriate, it will spur nurses to provide optimal service during the Covid-19 pandemic, even though nurses are worried about high transmission. Those nurses can experience.

Conclusion

Based on the results and discussion above, it can be seen that the five subjects have positive emotions, such as joy, enthusiasm, and a sense of pride, that can help them carry out their work as nurses. In addition, the five subjects also had a sense of Engagement in their work. This can be seen in nurses who value their profession not only as a job but also as a noble job because they can help others by caring for them when they are sick. The five subjects also positively connected with co-workers, families, and patients. In this aspect, it can be seen that when the subjects carry out their work, they can behave professionally by prioritizing the interests of patients, getting support from their families in carrying out their work, and patients who believe in their performance. The meaning of five subjects said that their work as nurses was able to give a deeper meaning to their lives, and the relationship between the five subjects and their God also made their lives more meaningful. In the last aspect, namely the achievement, the five subjects said that their achievement was their contribution to helping to reduce the number of Covid-19 cases. In these five aspects, it can be seen that the five subjects can flourish.

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