

## ABSTRACT

Nurse stress was caused by several factors including workload. The nurse workload at the hospital covered both physical and mental workload. Personal character that could affect nurse stress was hardiness. The hardiness has considered a lot as a mental behavior that could decrease stress effects both physically and mentally on the individual. The aim of this research was to analyze a relationship between hardiness personality and work stress on nurses of surgery room at Lavalette Hospital Malang.

The research design was cross sectional which used simple random sampling technique with the total samples of 25 nurses. Further, this research was conducted in January 2023.

The research result referred that the hardiness variable in this research was categorized into a positive behavior with the value of 76%, while the work stress variable, especially light work stress with the value of 92%.

Based on the calculation of Rank Spearman statistical test, this research showed the value of  $\alpha = 0,003$  and correlation coefficient of 0,570. Thus, it has indicated a relationship between hardiness personality and work stress level on nurses or shortly H1 was approved.

This result was in line with some factors that could affect work stress such as environmental factor, organizational factor, and personal factor. On personal factor, it was related to personal life of the workers like family issue, personal economic problem, and individual personality characteristic, so within the delivery of nursing intervention could be performed professionally and comprehensively.

**Keywords:** Hardiness, Work Stress, Nurse