NURSES' RESILIENCE IN HOSPITALS: ROLE OF RELIGIOSITY AND CHARACTER STRENGHTS

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Abstract: Work-related stress can occur in a hospital for a variety of reasons, including the characteristics of the bureaucracy, the demands of the organisation, differences in interpretations of applying the hospital's values standards and the hospital's moral values, the types and demands of patients, work overload and job burnout. A high level of resilience is needed. This study aimed to determine the effect of religiosity and character strenghts on the resilience of nurses in hospitals. A total of 150 nurses who work in several hospitals in Jakarta were selected using total sampling. Resilience was measured using an RQ measuring instrument. Religiosity was measured using CRS. Character strenghts was measured using VIA-IS. Multiple regression was used to analyse the data. Results : That the role of religiosity and character strenghts on the resilience of nurses in the hospitals are 44% with p-value = .000. And There is a strong correlation between nurse religiosity and character strengths (R = .661). Religiosity (p-value = .21; beta value = 17.9) and character strenghts (p-value = .000 and beta value = 53.9) had an effect on resilience. Thus, it was concluded that there are role of religiosity and character strenghts to resilience of nurses in hospitals.

INTRODUCTION

Several studies have reported that potentials nurses' stressors in hospitals is affected by a variety of factors, such as: (a) health service bureaucracies that are slow to respond to rapidly changing needs (Chesak, Bhagra, & Schroeder, 2015), (b) hospital value standards, work stress and fatigue (Evangelos et al., 2018); The level of fatigue work that

exceed normal (high patient to nurse ratios, to rescue rates, and nurses) are more likely to experience burn out and job dissatisfaction (Barratt, 2018), (c) demands for services by patients who tend to have a number of conditions that can complicate care and recovery (Barratt, 2018), and (d) excess workloads on nurses, complex patient needs, criticism of patient services, interpersonal relations problems with doctors and other colleagues and bureaucratic barriers (Guo, Lui, Lam, Cross, Plummer, & Zhang, 2017). Not much different from previous research, in a preliminary study of several nurses in Jakarta found that they have little time to rest because of the demands of service; need patience for give an information about the certain rules that make them lighter in paying for hospital services ; nurses' were sad because of the patient's family complaints arrogantly and accused him of not working; and many other complaints that need to be examined how their resilience is in the hospital.

All these factors negatively affect the health and well-being of nurses, and they can affect patient safety. And the impact of unhealthy conditions for nurses include psychosomatic disorders, poor mental health, alcoholism, workplace injury, musculoskeletal disorders, decreased service capability and concentration, attention, and memory disorders. Moreover, nurse absence and delays or changes related to providing care can increase the level of stress for nurses thereby putting patients at risk (Evangelos et al., 2018). Nurses who experienced severe symptoms of fatigue can be showed a moderate level of resilience (Huber, 2008). High-quality resilience is needed by nurses in hospitals (Barratt, 2018; (Multahada, 2016); Yilmaz, 2017) for events that harm nurses. Resilience is considered to be a protective agent for a nurse's physical and mental health, and a spiritual practice can increase resilience (Yilmaz, 2017). Religiosity can promote healing and facilitate health recovery (Multahada, 2016). Spiritual-religiosity interventions can significantly increase the resilience of a patient's family members (Multahada, 2016) and religiosity has a strong influence on individual experiences and behavior (Huber & Huber, 2012). In addition to religiosity, character strenghts, such as wisdom, courage, humanity, justice, temperance and transcendence, which is reflected in a person's thoughts, feelings and behaviours, are closely related to life satisfaction as are gratitude, love and curiosity (Reivich & Shatte, 2002). Character strenghts includes such things as personal characteristics, beliefs and

abilities, which lead people to become resilient and have no psychiatric symptoms (Seligman, 2004) so they can monitor and regulate their own emotions and monitor the emotional state of others (Ren, Zhou, Wang, Luo, Huang, & Yingchunzeng, 2018).

The nurses who in a low level of resilience, they cannot effectively overcome job challenges and recover from difficulties (Shoshani & Slone, 2016). Internal and external factors have an impact on nurses' resilience because nurses are burdened with the responsibility to increase their resilience, so they can better overcome the challenges they experience (Chesak, Bhagra, & Schroeder, 2015). It is very important to examine the external and environmental factors that can affect its resilience. Based on several previous research studies, it is important to test the resilience of nurses by investigating the effect of internal factors, such as religiosity and character strenghts. Doing so will enable researchers to determine the extent to which religiosity and character strenghts impact nurses' resilience and to identify the aspects of religiosity and character strenghts that exert the greatest influence on the resilience of nurses in hospitals. The present study aimed to provide valuable information about nurses so they will be able to maximise religiosity and their character strenghts to improve their level of resilience. This study's findings can also help hospitals provide nurses with religious interventions, like appliying religion into the practice of daily activities in the hospital and improve the personal characteristics of nurses.

METHODS
The study's participants consisted of 150 nurses in several hospital in Jakarta who were selected using total sampling techniques. The level of resilience was determined using the RQ test. Religiosity was measured using the CRS test (Huber & Klein, 2016). Character strenghts was measured using the VIA-IS test. Multiple regression was used to analyse the data.

RESULTS

Nurses' Resilience
In general, the nurses' resilience factors are described as shown in Table 1. Table 1 shows the levels of resilience factors in the nurses are: the first

gratest resilience factor is reaching out (M = 0.373, SD = 4.571). the second greatest resilience factor is impulse control (M = 0.339, SD = 4.147), followed by emotion regulation (M = 0.330, SD = 4.040), then empathy (M = 0.313, SD = 3.829), optimisme (M = 0.307, SD = 3.757), self-efficacy (M = 0.291, SD = 3.568), and finally, causal analysis (M = 0.225, SD = 2.761). And for the category of nurse resilience can be seen in the table 2.

Table 1: General Description of The Nurses' Resilience Factors Levels

Dimension of Resilience	Mean Std. Error	Std. Deviation Statistic	Level of Resilience	That means
Resilience	1.583	19.386	-	-
Emotion Regulation	.330	4.040	Average 3	Low
Impulse Control	.339	4.147	Average 4	High
Optimisme	.307	3.757	Average 3	Moderate
Causal Analysis	.225	2.761	Average 3	Moderate
Empathy	.313	3.829	Average 3	Moderate
Self Efficacy	.291	3.568	Average 4	Low
Reaching Out	.373	4.571	Average 4	Moderate

Table 2: Category of Nurse Resilience

Category	Frequency	Percent
Low	36	24%
Middle	81	54%
High	33	22%

Table 2, shows the categories of nurse resilience in the low levels is 24% nurses, in the middle level is 54% nurses and in the high level is 22% nurses.

Nurses' Religiosity
The religious level description of nurses in this study are as follows:

Table 3: Level Of The Nurses' Religiosity

Answer Questionner	As Many As	Levels Of Religiosity	Percentage
1	1 Nurse	Non religios	1%
2	-		
3	35 Nurses	Religios	23%

4	89 Nurses	Higly Religios	76%
5	25 Nurses		

Table 3, shows that there are 1% of nurses who do not apply religiosity in their daily lives, then as many as 23% of religious nurses, and 76% are highly religious nurses. The description of the dimensions of religiosity in nurses are as follows:

Table 4: Description Of Dimensions' Nurses Religiosity

Dimension of Religios	Mean		Std. Deviation
	Statistic	Std. Error	Statistic
Intellectual	11.14	.188	2.297
Ideology	11.67	.160	1.965
Public_Practice	11.61	.179	2.195
Private_Practice	23.49	.329	4.033
Experience	19.01	.288	3.524

Table 4, shows that the highest dimension in nurse religiosity is private practices (M= 23.49, SD= 4.033). The lower below is experience (M = 19.01, SD = 3.524). Then intellectual (M = 11.14, SD = 2.297), public practice (M= 11.61, with SD = 2.195), and the lowest ideology (M = 11.67, SD = 1.965).

Nurses' Character Strenght And Virtues
The description of the correlation of virtues and character strength with resilience as follows at table 5.

TABLE 5. Description of Virtues's Nurses

Nurses' virtues	Mean		Std. Deviation
	Statistic	Std. Error	Statistic
Wisdom Knowledge	20.29	.259	3.174
Courage	25.45	.297	3.632
Humanity	17.97	.234	2.866
Justice	14.14	.183	2.247
Temperance	17.58	.227	2.781
Transendence	25.92	.294	3.604

Table 5, shows that the highest virtues is courage (M= 25.45, SD = 3.632), then followed by transcendence (M= 25.92, SD=3.604), then followed by wisdom knowledge (M= 20.29, SD = 3.174), then followed by humanity (M = 17.97, SD = 2,866) and then temperance (M= 17.58,

SD = 2.781). Finally the lowest is justice (M = 14.14, SD = 2.247). Table 6 shows the strength of the character of the nurse.

TABEL 6. Deskripsi Character Strenght

Character Strenght	N	Mean	Std. Deviation
Creativity	150	7.27	1.349
Openmindedness	150	3.22	1.061
Love of learning	150	3.19	1.052
Perspective	150	6.61	1.496
Bravery	150	6.41	1.529
Persistence	150	3.61	.873
Integrity	150	7.55	1.645
Vitality	150	7.87	1.577
Love	150	7.64	1.560
Kindness	150	7.30	1.509
Social Intelligence	150	3.03	1.052
Fairness	150	7.26	1.426
Leadership	150	6.88	1.295
Forgiveness and mercy	150	7.45	1.436
Humility and Modesty	150	6.61	1.460
Self-Regulation	150	3.51	1.054
Appreciation beauty and Excellen	150	6.46	1.156
Gratitude	150	8.17	1.710
Hope	150	3.73	1.111
Humor	150	3.81	.841
Spirituality	150	3.75	.941
Valid N (listwise)	150		

Table 6 shows the level of strength of nurse character from the highest to the lowest. The highest level is gratitude (M = 8.17, SD = 1,710), followed by integrity (M = 7.55, SD = 1,645), followed by vitality (M = 7.87, SD = 1.5770), then love (M = 0.174, SD = 1.560), kindness (M = 0.730, SD 1059), bravery (M = 6.41, SD = 1529), perspective (M = 6.61, SD = 1,496), humility and modesty (M = 6.61, SD = 1,460), forgiveness (Mean = 0. & 4, SD = 1,436), fairness (M = 0.276, SD = 1,426), creativity (M = 7.27, M = 1,349), leadership (M = 6.88, SD = 1,295), Appreciation for beauty and excellence (M = 4.46, SD = 1.156), hope (M = 3.73, SD = 1.111), open mindedness (M = 3.22, SD = 1,061), self-regulation (M = 3.51, SD = 1,054), love of learning (M = 3.19, SD = 1,052), social intelligence (M = 3.03, SD = 1,050), spiritual (M = 3.75, SD 0.941), and the last lowest is humor (M = 3.75, SD = 0.941).

Correlation Between Religiosity and Character Strengths with Nurse Resilience

Table 7 shows the correlation of religiosity with resilience and correlation of character strength with resilience.

Table 7: Correlation of Religiosity and Character Strength
with Nurse Resilience

Variable	Correlation	Sig. (2-tailed)
Religiosity	.497	.000
Character strenghts	.645	.000

Table 7 shows that there is a correlation of religiosity with nurse resilience of .497 with a significance value of p = .000. And there is a correlation of character strengths with a resilience of .645 with a significance value of p = .000. Then the dimensions of religiosity correlated with resilience factors are the following results:

Table 8. Religious Correlation And Resilience

Item	Intellectual	Ideology	Public Practice	Private Practice	Experience
Emotion Regulation	250**	.187*	.221**		.391**
Impulse Control	.369**	.249**	.433**	.403**	.332**
Optimisme	.303**	.236**	.341**	.289**	.335**
Causal Analysis	.314**	.301**	.350**	.262**	.282**
Empathy	-	-	-	-	.278**
Self-Efficacy	.354**	.417**	.419**	.448**	.411**
Reaching Out	.333**	.282**	.348**	.336**	.467**
Resilience total	.404**	.342**	.435**	.402**	.498**

Table 8 shows that the intellectual of religiosity correlate very significantly with emotion regulation, impulse control, causal analysis, self efficacy and reaching out. Then the ideology of religiosity correlate very significantly with the dimensions of resilience of emotion regulation, impulse control, optimism, causal analysis, self efficacy, and reaching out. Then the public practice of religiosity correlate with dimensions of emotional regulation resistance, impulse control, causal analysis, self efficacy, and reaching out. The private practice of religiosity correlate very significantly with the dimensions of impulse control resistance, optimism, causal analysis, self efficacy, and reaching

out. And finally the experience of religiosity correlates very significantly with the dimensions of emotional regulation resistance, impulse control, optimism, empathy, self efficacy, and reaching out.

Table 9, shows that correlation between virtues with resilience, they are: wisdom knowledge correlates very significantly with emotion regulation, impulse control, optimism, causal analysis, empathy, self efficacy, and reaching out. Courage correlates very significantly with emotion regulation, impulse control, optimism, causal analysis, empathy, self efficacy, and reaching out. Humanity has a very significant correlation with emotional regulation, impulse control, optimism, causal analysis, empathy, self efficacy, and reaching out. Justice correlates significantly with emotion regulation, and correlates very significantly with impulse control, optimism, causal analysis, empathy, self efficacy, and reaching out. Temperance correlates significantly with emotional regulation, and correlates very significantly with impulse control, optimism, causal analysis, self efficacy, and reaching out. And finally transcendence correlates significantly with emotional regulation, and correlates very significantly with impulse control, optimism, causal analysis, empathy, self efficacy and reaching out.

Table 9: Virtues Correlation With Nurse Resilience

Item	Regulasi Emosi	Impulse Control	Optimisme	causal analysis	Empathy	Self_Efficacy	Reaching Out
Wisdom Knowledge	.269**	.381**	.351**	.279**	.260**	.459**	.438**
Courage	.346**	.484**	.396**	.370**	.209*	.507**	.380**
Humanity	.270**	.514**	.418**	.316**	.234**	.564**	.475**
Justice	.201*	.566**	.497**	.282**	.201*	.544**	.443**
Temperance	.190*	.374**	.297**	.254**	-	.434**	.356**
Transendence	.175*	.424**	.310**	.266**	.208*	.440**	.226**

Table 10, shows that creativity has a very significant correlation with emotional regulation, impulse control, optimism, causal analysis, empathy, self efficacy and reaching out. Open Mindedness correlates very significantly with impulse control, self efficacy, and reaching out. The perspective is very significantly correlated with emotional regulation, impulse control, optimism, empathy, self efficacy, and reaching out. Bravery correlates very significantly with emotion regulation. Persistence has a very significant correlation with emotional regulation, impulse control, optimism, causal analysis, empathy, self efficacy, and reaching out. Integrity has a significant correlation with emotion regulation, impulse control, optimism, vitality which has a very significant correlation with emotional regulation, impulse control, optimism, causal analysis, self efficacy, and reaching out. Vitality correlates with emotion regulation, impuls control, optimisme, causal analysis, self-efficacy and reaching out. And love correlates very significantly with impulse control, optimism, causal analysis, causal analysis, empathy, self efficacy, and reaching out. Kindness has a very significant correlation with emotional regulation, impulse control, optimism, causal analysis, self efficacy, reaching out. Social intelligence has a significant correlation with emotion regulation, control impulse, optimism, and very significant correlation with self efficacy, and reaching out. Fairness correlates very significantly with emotion regulation, impulse control, optimism, self efficacy, and reaching out. Leadership correlates very significantly with emsoi regulation, impulse control, optimism, causal analysis, empathy, self efficacy, and reaching out.

Forgiveness and mercy correlate very significantly with impulse control, optimism, causal analysis, self efficacy, and reaching out. Humility and modesty correlate significantly with emotion regulation, and correlate very significantly with self efficacy. Self regulation correlates very significantly with impulse control, optimism, causal analysis, self efficacy, and reaching out. Gratitude correlates very significantly with impulse control, optimism, causal analysis, self efficacy and reaching out. And it has a significant correlation with empathy. Hope correlates very significantly with control impulses, optimism, and self efficacy.

Table 10: The Correlation of The Character Strength With The Resilience Dimension

Dimension	Emotion Regulation	Impuls control	Optimisme	Causal Analysis	Empathy	Self-efficacy	Reaching out
Creativity	.363**	.357**	.417**	.317**	.293**	.504**	.429**
Open mindednes	-	.302**	.179*	.172*	-	.286**	.315**
Perspektif	.205*	.254**	.251**	-	.215**	.332**	.343**
Bravery	.244**	-	-	-	-	-	-
Persistensi	.276**	.313**	.274**	.270**	.231**	.392**	.357**
Integrity	.216**	.431**	.318**	.360**	-	.488**	.302**
Vitality	.182*	.501**	.307**	.407**	-	.442**	.252**
Love	-	.464**	.331**		.225**	.512**	.309
Kindness	.242**	.376**	.325**	.291**	-	.387**	.309**
Social intelligence	.208*	.172*	.181*	-	-	.222**	.337**
Fairness	.371**	.420**	.380	-	-	.401**	.361**
Leadership	.250**	.520**	.444**	.330**	.297**	.502**	.371**
Forgiveness and mercy	-	.285**	.235**	.162*	-	.318**	.305**
Humility and modesty	.190*	-	-	-	-	-	-
Self Regulation	-	.381**	.260**	.351**	-	.388**	.395**
Gratitude	-	.435**	.306**	.310**	.163*	.523**	.302**
Hope	-	.306**	.272**	-	-	.257**	-
Humor	.298**	-	-	.136	.170*	-	-
Spiritual	.241**	.351**	.290**	.254**	.187*	.417**	.228**

Humor is significantly correlated with emotional regulation, causal analysis, and empathy. Spiritual correlates very significantly with emotional regulation, impulse control, optimism, causal analysis, self efficacy, reaching out. And it has a significant correlation with empathy.

Multiple Regression Result
The role of religiosity and character strengths of nurses can we find out from multiple regression results. As seen in Table 11, the multiple regression analysis results demonstrate that there is a strong correlation (.661) between religiosity and character strenghts with resilience. Thus, there is a strong correlation between these three variables. The role of religiosity and character strenghts to nurses' resilience was 43.7%. Religiosity can increase the resiliensi of 17.9. While the character strenghts can increase the resiliensi of 53.9.

Table 11: Multiple Regression Analysis Results

Variable	B	Std. Error	Beta	t	Sig.
Character Strenght	.796	.113	.539	7.044	.000
Religiosity	.291	.124	.179	2.340	.021

R	R Square	Adjusted R Square	Std. Error of the Estimate
.661ᵃ	.437	.429	14.645

Additional Multiple Regression Results for the Role of Religiosity to the Resilience of Nurses in Hospitals. Here multiple regression analysis was performed on several dimensions of religiosity, virtues and character strengths to determine which have the most influence on the nurses' resilience:

Table 12: Summary of the Dimensions of Religiosity and Character strenghts on the Nurses' Resilience

Variabel	Dimension	t	Sig.
Religiosity	Experience	3.282	.001
Virtues	Wisdom Knowledge	3.258	.001
	Creativity	3.853	.000
	Persistence	2.023	.045
Character strenght	Love	2.737	.007
	Humor	-2.284	.024

Table 12 shows the results of experience in religiosity have a very significant effect on nurse' resilience in hospitals. It found virtue that is very influential on nurses' resilience is wisdom knowledge. With the strength of character as a patient patient who is creative, persistent, and loving. Humor has a significant effect on resilience but has a negative effect.

DISCUSSION

This research proves that religiosity and strength of character are very significant for nurses' resilience in hospitals. The role of religiosity and character is very strong both on resilience, which is 43.7% and which is 56.7% is determined by other factors. While the correlation between religiosity, character strength, and resilience is equal to 0.661 which shows a fairly strong correlation. Basically working in a hospital is not a

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problem. In any field of work, there is certainly the potential for a job full of pressure. Resilience of a nurse is very important because his profession is full of pressure (Yilmaz, 2017).

In this study, 24% of nurses had a low level of resilience, 54% of nurses had a moderate level of resilience, and 22% of nurses had a high level of resilience. This data shows that nurse resilience skills are mostly at a moderate level.

Researchers then analyzed the standard deviation of resilience factors to determine the factors of nurse resilience through the distribution of data, ranging from the highest resilience factor data to the lowest resilience factor data, by linking the average ability of nurses in each resilience factor. The analysis obtained from table 10 shows that: (1) Reaching Out; nurses have the ability to improve positive aspects of life after experiencing difficult conditions. (2) Impulse Control. Nurses have the ability to control the drives, desires, likes, and pressures that come from within them. The average nurse has a high impulse control. High impulse control allows nurses to control their emotions, so that they can ultimately control their thoughts and behavior. They show friendly behavior, patience, not impulsive, and do not act aggressively towards patients. It even causes the patient to be comfortable. (3) Emotion Regulation. Nurses have the ability to remain calm even under pressure. It is this ability that causes nurses to be able to use their personal skills to regulate their emotions, attention and behavior. Although in this study the average is at a low level. (4) Empathy. Nurses have the ability to read emotional and psychological signs of patients. The average nurse has empathy at a moderate level. (5) Optimism. Nurses are optimistic in seeing their future. Nurses have hope and confidence that they can control the direction of their lives. Even though the average empathy is at a moderate level. (6) Self-efficacy. Nurses have the confidence that they will be able to solve the problems they are experiencing and are confident that they will be able to reach their success. Although the nurse's self-efficacy on average is at a low level, and (7) Causal Analysis. The nurse has the ability to accurately identify what is the cause of the problem being faced correctly. And the average causal analysis of nurses is at a moderate level.

Overall, the nurse's ability to resilience in this study is due to the role of religiosity and character strengths. Analysis of the results from table 11 shows that the influence of religiosity on nurse resilience was very significant with p = .021. Judging from the value of beta religiosity can increase resilience by 17.9%. The correlation of religiosity with resilience separately is 0.497, which is a moderate level correlation. Religiosity of nurses shows the importance of religion for nurses and how often nurses carry out religious orders and also how deep their diversity is. In this study the nurses' religiosity is as follows: 1) nurses who are not religious that is equal to 1% of the total number of nurses. 2) nurses who are religious but with religious values that are not applied to daily life that is as much as 23% of the total number of nurses. 3) nurses with high religiosity that is equal to 76%. From this data it can be seen that the majority of nurses in hospitals have a high level of religiosity. And the impact can not only be felt for the nurses themselves who are able to resilience, but also for patients who find comfort in the service of the nurses.

High religiosity plays a central role in personality (Huber, & Klein, 2016; Lassi & Mugnaini, 2015), mental health and individual resilience (Guo, Lui, Lam, Cross, Plummer, & Zhang, 2017; Peterson & Seligman, 2004). The dimensions of religiosity that affect the high religiosity of nurses are: 1) private practices as the most motivating dimensions of nurses' diversity, 2) experience, 3) intellectuals, 4) public practice, and 5) ideology. Most of the dimensions of religiosity are correlated with nurse resilience factors. The experience of religiosity is one of the most important dimensions of religiosity and influences the nurse's resilience in the hospital. The experience of religiosity is a level of ability for understanding of religion for nurses and is directly related to social contact that affects nurses emotionally. Religiosity that is deeply embedded in a nurse can eventually shape the personality of a nurse, so that each of his activities in working in the hospital as guided by the light of religion and in fact is able to deal with stressors in the hospital.

Besides religiosity, character strengths also play a very significant role in nurse resilience (p = .000), indicated by a beta value of 53.9%. This means that character strenghts can increase resilience by 53.9%. Character strengths correlate significantly with resilience of 0.645. The correlation between character strenghts is quite strong with resilience.

Most dimensions of karkater strength correlate significantly with the dimensions of nurse resilience.

Nurse behavior will be understood by looking at the distribution of virtues data from the highest to the lowest achievement in nurse behavior. It was found that the highest virtues are courage, then the second followed by transcendence, the followed by wisdom knowledge, then followed by humanity, then temperance, finally the lowest is justice. Courage ranks highest in the distribution of data, meaning that nurses have the courage, an emotional power ability, who dares to anticipate internally and externally to achieve success goals. Besides courage, the level below is transcendence. Nurses have the ability to understand and understand connecting the conditions of the vast infinite universe with full meaning. Then the next level below is the nature of wisdom knowledge. Nurses have the main characteristics as a wise and knowledgeable. Wisdom knowledge is an ability of independence in obtaining and applying science. Other good qualities are followed by humanity, namely nurses have the ability to feel tolerant of others, to meet the needs and needs of togetherness in life. Then another good trait is temperance. Nurses have authority, which is an internal ability that is used to anticipate negative conditions that are the impact of the external. And finally is justice, that is justice / wisdom as the ability of solidarity in the truth of justice, based on a healthy and supportive community of life. These virtues if related to the resilience of nurses in the hospital, it is found that wisdom knowledge has the most influence on the resilience of nurses in the hospital. The effect was very significant (p = .001).

Virtues exist in nurses because nurses have strength of character. In this study some of the most influential characters on nurse resilience are:
- creativity. Creativity in nurses is obtained internally from within themselves without coercion. Creative thinking conditions will affect productivity in work in the hospital.
- persistence. Persistence means the nurse's personal ability to realize and complete work plans, so that nurses can be resilient.
- love. Nurses have the personal ability to give wholehearted affection to others or patients.
- not humorous. Humor has a significant influence but its direction is negative.

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Nurses may not see pressure as a joke, but rather address a pressure that is in the hospital with patience, love, creative, have endurance and this is because of the nature of the nurse as a wisdom knowledge.

Various descriptions above, finally we can understand that religiosity and strength of character have a role in shaping the resilience of nurses in hospitals. It is natural that workplaces everywhere have the potential to pressure. On the other hand the nature of a nurse's job is job burnout. But the skills for resilience must be possessed by any nurse or worker. In this study it was found that the high religious level in almost all nurses caused nurses to have the ability to handle all the problems faced well. Evidenced by the category of resilience in the low level. This means they do not see the problem at hand as a big problem. High levels of religion will have an impact on the personality of nurses, will be seen from their behavior. And religious experience is the most influential on nurse resilience in hospitals. Resilience is also found because of the role of virtues and the strong character of the nurse itself. Because of high religiosity, it was found to be correlated with virtues and character strengths of nurses. Wisdom knowledge is found to be the most influential on nurses' resilience ability. And the strength of characters found to be the most influential are creative, persistence, and love. But the nurse is not a humorous person.

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