

## Determinants of the Contextual Performance of Nursing Home Care Staff in the Yogyakarta Special Region

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**Abstract.** Contextual performance plays a vital role in organizational effectiveness, contributing significantly to individual outcomes and overall workplace functioning. This study examines the influence of work engagement, job satisfaction, and organizational culture on the contextual performance of nursing home care staff in the Special Region of Yogyakarta. Utilizing a quantitative approach and correlational analysis, the study included 110 staff members selected through purposive sampling based on predetermined criteria. Four instruments were employed: a modified version of the Utrecht Work Engagement Scale (UWES), the Job Satisfaction Scale, the Organizational Culture Scale, and the Contextual Performance Scale. The findings, at a significance level of  $p = 0.000$  ( $p < 0.01$ ), reveal that work engagement, job satisfaction, and organizational culture significantly affect contextual performance ( $R = 0.658$ ,  $R^2 = 0.433$ ,  $F = 26.984$ ). These results suggest a significant positive relationship between the examined variables and the contextual performance of nursing home staff in this region.

**Keywords:** contextual performance; job satisfaction; organizational culture; work engagement

Employment in a nursing home can be particularly demanding. The core responsibilities of nursing home staff are often complex and strenuous, which can take a toll on their physical and mental well-being. A survey conducted in Washington, D.C. by the Center for the Analysis of Elderly People through the Informal Caregiver Supplement (ICS) reported that more than 22% of elderly caregivers experience exhaustion, resulting in physical strain and deteriorating health (Center on Aging Society, 2005). In Indonesia, a 2022 study by Jumiarti et al. (2023) found that elderly caregivers at Sasana Tresna Wredha RIA Jakarta faced high workloads and fatigue. This fatigue, in turn, affected their ability to provide adequate care for older adults.

The earlier case illustrates that nursing home care staff require both physical strength and mental endurance. The amount of physical and mental effort at work affects how well a person performs. This situation is referred to as a heavy workload, which can affect an individual's contextual performance. Consistent with this belief, a heavy workload can impact the enhancement of contextual performance. The study found a significant correlation between the number of activities nurses engage in at work

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and their workload, affecting their performance (Rashed et al., 2022). Borman et al. (2001) define it as helping others and supporting the organization by volunteering for extra work beyond one's assigned duties. In addition, Werner (2000) explains that contextual performance involves an individual's willingness to complete tasks outside of their primary duties. According to Borman et al. (2001), there are five dimensions of contextual performance: enthusiasm, volunteerism, cooperation, adherence to rules, and the support and maintenance of organizational goals.

Borman and Motowidlo (1997) found that individuals with strong contextual performance contribute to higher productivity and improved overall company performance. This behavior involves a person's willingness to assist and work with others on extra tasks while following rules. On the other hand, someone with low contextual performance may have a dull attitude, show little initiative, and struggle to adapt to their environment (Witt et al., 2002).

Examining a closer look at contextual performance shows that organizational culture plays a significant role in influencing it. Bhardwaj and Kalia (2021) found that a strong organizational culture positively impacts contextual performance as perceived by its members. Zhang (2016) agrees with the study's results. He says that employees who follow their company's values are more likely to be excited and work hard to help and work with their coworkers.

According to Witte and van Muijen (1999), organizational culture is a set of shared values and beliefs that develop from interactions between people and organizational processes and can only be influenced indirectly. Schein (2017) defines organizational culture as the values, conventions, and beliefs that have evolved within an organization. Furthermore, Robbins and Judge (2013) describe organizational culture as a system understood or perceived by people within an organization, distinguishing one organization from another. Robbins and Judge (2013) identify seven factors that characterize organizational culture: aggression, attention to detail, results orientation, individual orientation, team orientation, creativity and risk-taking, and stability. An organization's culture is crucial in fostering employee collaboration and motivating individuals to exert greater effort. Job satisfaction is another factor believed to influence contextual performance alongside organizational culture. For employees working in nursing homes, job satisfaction is particularly vital. When highly satisfied with their work, employees are more likely to take on additional responsibilities beyond their core duties. This assertion aligns with the statement by Edwards et al. (2008), which states that people who are content in their jobs are inspired to support their colleagues.

According to Luthans (2011), employees' job satisfaction is greatly influenced by their assessment of their work performance by the company. The five key factors determining this level of job satisfaction include the nature of the job, salary, promotion opportunities, supervision, and relationships with coworkers. Spector (1997) define job satisfaction as an employee's subjective evaluation of how much they enjoy or dislike specific aspects of their job. Additionally, Thomas et al. (2009) found a positive connection between contextual performance and job satisfaction. Employees who feel positive about their job satisfaction will be more motivated to enhance their performance beyond their standard duties. This type of extra effort is known as contextual performance.

In addition to job satisfaction and organizational culture, work engagement is another factor

that significantly influences contextual performance. It is believed that work engagement contributes to contextual performance. When employees are engaged in their work, they are more likely to go above and beyond their standard duties to support and help achieve organizational goals (Christian et al., 2011). This statement is consistent with the research of Xanthopoulou et al. (2009); employees with work engagement typically show optimism, enthusiasm, and high levels of involvement. As a result, work engagement is considered crucial, as it can positively affect the contextual performance of care staff.

Work engagement, as defined by Schaufeli et al. (2002), is a positive mental state associated with work, characterized by passion, dedication, and engagement. Bakker and L. (2010) describe work engagement as the high energy levels and strong identification employees experience in the workplace. Conversely, Shuck and Wollard (2010) define work engagement as employees' mental, emotional, and behavioral conditions toward achieving the organization's goals.

According to a study by Nofrianda et al. (2020) and Christian et al. (2011), when employees comprehend their organization's values and goals, their superiors value their opinions. Employees feel psychologically connected to the company and are more likely to increase their work output willingly. This study analyzes the heavy workload of nursing home staff in the Special Region of Yogyakarta. It examines how work engagement, job satisfaction, and organizational culture affect the contextual performance of these staff members. The findings of this study can serve as a reference for enhancing contextual performance in the field. Given that no prior research has simultaneously examined the relationships among organizational culture, job satisfaction, and work engagement concerning contextual performance, these three variables were chosen for this study. Additionally, this type of research has not previously been conducted with nursing home care staff as the focus of the study. It is anticipated that the results of this research will contribute to the advancement of psychology, particularly in industrial and organizational psychology. Furthermore, this study has the potential to broaden nursing home staff's understanding of contextual performance concerning organizational culture, job satisfaction, and work engagement.

## Methods

This study employs a correlational and quantitative approach. The research included six populations of nursing home workers in the Special Region of Yogyakarta. The sampling technique utilized was purposive sampling, with specific criteria: care staff who work directly with older people in nursing homes and are willing to participate as research samples. Based on the established characteristics of the sample, five nursing homes agreed to participate in the study, including PSTW Budi Dharma, BPSTW Abiyoso, BPSTW Budi Luhur, Wredha Perandan Padudan Nursing Home, and LKS LU Santa Monika. A sample of 110 care staff members was obtained from these five facilities.

### *Instruments*

Four measuring tools were used to collect data in this study: the Job Satisfaction Scale, the Organizational Culture Scale, the Contextual Performance Scale, and a modified version of the Indonesian adaptation of the Utrecht Work Engagement Scale (UWES) developed by previous researchers. Three measurement tools—the Job Satisfaction Scale, the Organizational Culture Scale, and the Contextual Performance Scale—were adapted specifically for this study. The researchers also modified the Indonesian version of the UWES and adjusted specific terms to enhance its relevance in nursing homes. Following the adjustments, the next step involves assessing the validity and reliability of the instruments employed. The validity of the measurement instrument is evaluated through content validity analysis involving expert judgment, with the ratings subsequently analyzed using Aiken's  $V$  coefficient. Reliability was evaluated through internal consistency, applying the Cronbach's Alpha formula.

The contextual performance scale was originally based on the dimensions outlined by Borman et al. (2001) and was later adapted by Aulia et al. (2022), and this study uses the adaptation to measure contextual performance variables. These dimensions include enthusiasm, volunteerism, cooperation, adherence to rules, support, and the promotion of organizational goals. The adaptation involved changing the term "company" to "agency". The contextual performance measurement tool consists of 10 items, each dimension represented by two items. Since the elements identified by Aulia et al. (2022) are specific to a particular type of work and not universally applicable, adjustments are necessary. The acquisition of the contextual performance validity coefficient for the questionnaire item increased from  $V = 0.90$  to  $V = 0.95$ . Meanwhile,  $V = 0.935$  represents the validity coefficient of the contextual performance measurement tool. The analysis of the reliability coefficient for the contextual performance scale in this study yielded a value of  $\alpha = 0.814$ . The contextual performance scale employs a Likert scale, with response options ranging from 0 (Never) to 4 (Always). The contextual performance scale includes the following examples of items: "Enthusiasm in completing work" and "Willingness to perform additional tasks outside the scope of the assigned work."

Aulia et al.'s organizational culture scale (Aulia et al., 2022) adjusted the scale using the organizational culture characteristics found by Robbins and Judge (2013). The traits include innovation and risk-taking, attention to detail, result orientation, individual and team orientation, aggressiveness, and stability. Adapting involves changing words to fit the new context. For instance, the word "employee" is changed to "personnel," the word "company" is changed to "agency," the word "with" is changed to "and," the word "productivity" is changed to "performance," and the word "business" is changed to "service." The word "market needs" is changed to "necessary facilities." Finally, the words "system" and "party" should be added at the beginning of the sentence in a specific item. The organizational culture measurement tool consists of 21 items, with three corresponding to each characteristic. The validity coefficient for the organizational culture measurement items ranges from  $V = 0.80$  to  $V = 0.95$ . Specifically,  $V = 0.907$  represents the validity coefficient of the organizational culture gauge. Additionally,  $\alpha = 0.904$  indicates the reliability coefficient of the organizational culture scale used in this study based on the analysis findings. The organizational culture scale employs a Likert

scale, with response options ranging from 0 (Highly Unsuitable) to 4 (Highly Suitable). Examples of items from the organizational culture scale include "The management team is focused on enhancing the agency's performance" and "The organization fosters an atmosphere of continuous innovation among its employees."

The job satisfaction scale was adapted from Aulia and Dania (2023) using the job satisfaction categories established by Luthans (2011). The categories include the job, salary, promotion, supervision, and colleagues. The adaptation involved changing the term "institution" to "agency." The job satisfaction scale comprises 15 items, each containing three dimensions. For each item, the contextual performance validity coefficient ranges from  $V = 0.85$  to  $V = 0.95$ . The overall validity coefficient for the job satisfaction scale is  $V = 0.933$ . This study's reliability analysis score for the job satisfaction measure was  $\alpha = 0.891$ . The scale employs a Likert format, with responses ranging from 0 (Not Very Appropriate) to 4 (Very Appropriate). Examples of items from the job satisfaction scale include "I feel fortunate to have a boss who cares so much" and "My work team is capable of making challenging tasks feel easier."

The Utrecht Work Engagement Scale (UWES), developed by Schaufeli et al. (2002), is designed to assess the characteristics of work engagement. Aulia et al. (2019) refined this scale based on the dimensions of work engagement, enthusiasm, dedication, and absorption. Originally consisting of 17 items, the UWES was expanded to 18 items by Aulia et al. (2019) by adding one item related to the service component. Consequently, the updated Utrecht Work Engagement Scale (UWES) comprises 18 items, with 6 questions in each dimension. The validity coefficients for the items on the UWES, as revised by Aulia et al. (2019), range from  $V = 0.611$  to  $V = 0.889$ , based on validity tests conducted using Aiken's  $V$  formula. The overall validity value of the updated UWES is  $V = 0.76$ . Additionally, a strong reliability coefficient ( $\alpha = 0.882$ ) was obtained in the reliability test of the UWES using the Cronbach Alpha formula. The work engagement scale employs a Likert scale, with response options ranging from 0 (Never) to 4 (Always). Examples of items from the work engagement scale include, "Time feels like it passes quickly when I work" and "I enjoy this job."

The four measuring instruments utilized in this study demonstrated strong validity and reliability, consistent with the findings of previous research's validity and reliability. Therefore, these tools are appropriate for use as instruments for collecting research data. The Statistical Product and Service Solutions (SPSS) application, version 16.0 for Windows, was subsequently employed to analyze the data using multiple linear regression analysis methods.

## Results

The demographic data in this study provides several descriptive statistics, including gender, workplace, type of institution, duration of employment, and highest level of education attained. The demographic data is presented in Table 1.

**Table 1***Research Demographic Data*

Criterion	Sum	Percentage (%)
Gender	110	100
Man	64	58.2
Woman	46	41.8
Where to work	110	100
PSTW Budhi Dharma	30	27.3
BPSTW Abiyoso	30	27.3
BPSTW Budi Luhur	30	27.3
A Tribute to the Role of Padudan	10	9.1
LKS LU Santa Monica	10	9.1
Type of Institution	110	100
Country	90	81.8
Private	20	18.2
Working Period	110	100
< 1 year	1	0.9
1–10 years	71	64.6
11–20 years	31	28.2
21–30 years	4	3.6
31–40 years	3	2.7
Final Education	110	100
Elementary	2	1.8
Junior High	7	6.4
Senior High	62	56.4
Diploma	23	20.9
Bachelor	14	12.7
Master	2	1.8

Note. Total respondents = 110.

Based on the demographic data presented in Table 1, the sample consisted predominantly of men, with 64 male care staff (56.4%), while the female sample comprised 46 care staff (43.6%). The participants were employed at PSTW Budhi Dharma and BPSTW Abiyoso, with BPSTW Budi Luhur having an equal number of 30 care staff (27.27%) in each nursing home. The samples from Perandan Padudan Nursing Home and LKS LU Santa Monika were identical, each comprising 10 care staff (9.09%). The majority of the sample in this study were from public facilities, totaling 90 care staff (81.8%). Those with 1–10 years of experience predominantly represented the working period, accounting for 71 maintenance staff (64.55%). Furthermore, most of the sample possess a high school educational qualification, totaling 62 care staff (56.36%).

**Table 2***Categorization of Contextual Performance, Organizational Culture, Job Satisfaction, and Work Engagement*

Variable	Frequency	Percentage (%)	Categorization
Contextual performance	99	90	High
	11	10	Medium
	0	0	Low
Organizational culture	7	93.6	Strong
	103	6.4	Medium
	0	0	Weak
Job satisfaction	77	70.0	High
	32	29.1	Medium
	1	0.9	Low
Work engagement	74	67.3	High
	35	31.8	Medium
	1	0.9	Low

Based on the results presented in Table 2, the sample with a high categorization in each variable predominates. As illustrated in Table 2, the findings regarding contextual performance indicate that 99 (90.0%) of the research samples exhibit high contextual performance, while 11 (10.0%) demonstrate medium contextual performance. Similarly, the categorization of organizational culture in Table 2 reveals that 103 (93.6%) of the research samples have a strong organizational culture, whereas 7 (6.4%) are categorized as having a medium organizational culture. Furthermore, the categorization results presented in Table 2 regarding job satisfaction indicate that 32 samples (29.1%) were in the medium category, and 77 samples (70.0%) were in the high category. Additionally, the categorization results in Table 2 for work engagement reveal 35 samples (31.8%) in the medium category and 74 samples (67.3%) in the high category. Based on the data collected, none of the samples exhibited a low contextual and organizational culture performance level. Furthermore, only 1 sample (0.9%) was classified within the low job satisfaction and work engagement category.

Researchers evaluate several assumptions before conducting hypothesis tests, including normality, linearity, and multicollinearity. With a significance level ( $p$ ) of 0.791 ( $p > 0.05$ ), the normality test utilizing non-standardized residual data yielded a normality index (KS-Z) of 0.651. This finding indicates that the sample accurately represents the population, as the regression model in this study usually demonstrates distributed residual values, suggesting no significant variation in the data distribution between the sample and the population. Furthermore, the analysis of the linearity test between contextual performance variables and organizational culture revealed a deviation from a linearity ( $p$ ) value of 0.418 ( $p > 0.05$ ) and a linearity  $p$ -value of 0.000 ( $< 0.05$ ). It can be concluded that there exists a perfect and linear relationship between contextual performance and organizational cultural characteristics. Furthermore, the  $p$ -value for the linearity of the variables related to job satisfaction and contextual performance was 0.000 ( $< 0.05$ ), while the deviation from linearity was



0.609 ( $p > 0.05$ ). These results indicate that the relationship between job satisfaction and contextual performance is also linear and optimal. Additionally, the p-value for the linearity between contextual performance and work engagement was 0.000 ( $<0.05$ ), whereas the deviation from linearity was 0.821 ( $p > 0.05$ ). These findings suggest a linear and favorable relationship between the factors of contextual performance and work engagement.

The variables of work engagement, job satisfaction, and organizational culture exhibited a Variance Inflation Factor (VIF) value of 1.107 ( $<10$ ) and a tolerance value of 0.903 ( $>0.1$ ), as indicated by the results of the multicollinearity test. These findings suggest that the three independent variables do not overlap or exhibit multicollinearity.

**Table 3**

*Major Hypothesis Test Results*

Variable	<i>R</i>	<i>R</i> <sup>2</sup>	<i>F</i>	Sig.	Remark
Organizational Culture, Job Satisfaction, and Work Engagement toward contextual performance	0.658	0.433	26.984	0.000	Positive and highly significant

The coefficient of determination (*R*) is 0.658, the R-squared value is 0.433, and the F-statistic is 26.984, with a significance level of 0.000 ( $p < 0.01$ ), as indicated by the findings of the multiple linear regression analysis presented in Table 3. These findings support the main hypothesis. The factors influencing the contextual performance of workers in nursing homes in the Special Region of Yogyakarta include organizational culture, job satisfaction, and work engagement. According to Table 3, the psychological characteristics of work engagement, job satisfaction, and organizational culture collectively account for 43.3% of the variance in contextual performance. Additionally, Table 4 outlines three minor hypotheses in this study. The first minor hypothesis is supported by the results of the relationship test between organizational culture and contextual performance, which yielded  $\beta = 0.402$ ,  $t = 5.130$ , and a significance level ( $p$ ) of 0.000 ( $p < 0.01$ ). This finding indicates that the contextual performance of nursing home staff in the Special Region of Yogyakarta is significantly influenced by organizational culture. The stronger the organizational culture the care staff perceives, the higher their contextual performance, and vice versa. Furthermore, compared to the other two psychological attributes—job satisfaction and work engagement—the beta and  $t$  value coefficients for organizational culture were greater than those for the different qualities. This result suggests that organizational culture plays a more significant role in this study than job satisfaction and work engagement.

In addition, the results indicate that  $\beta = 0.357$ ,  $t = 4.531$ , with a significance level ( $p$ ) of 0.000 ( $p < 0.01$ ), was obtained in the second minor hypothesis test, which examines the relationship between job satisfaction against contextual performance. This result suggests that the second minor hypothesis is supported. The findings demonstrate that the contextual performance of workers in nursing homes in the Special Region of Yogyakarta is significantly influenced by their levels of job satisfaction. Employees who experience greater job satisfaction tend to perform better in their roles,



and conversely, those who perform well are likely to have higher job satisfaction. Furthermore, the third minor hypothesis is also supported, as the test measuring work involvement concerning contextual performance yielded results of  $\beta = 0.265$ ,  $t = 3.597$ , with a significance level ( $p$ ) of 0.000 ( $p < 0.01$ ). This finding indicates that the contextual performance of workers in nursing homes in the Special Region of Yogyakarta is significantly affected by their level of work involvement. Employees who are more engaged in their work perform better in contextual performance and vice versa.

**Table 4**

*Minor Hypothesis Test Results*

Variable	$\beta$	$t$	Sig	Remark
Organizational culture toward contextual performance	0.402	5.130	0.000	Highly significant
Job satisfaction with contextual performance	0.357	4.531	0.000	Highly significant
Work engagement to contextual performance	0.265	3.597	0.000	Highly significant

## Discussion

The results of the multiple regression analysis indicated that the contextual performance of the care staff at the Yogyakarta Special Region Nursing Home was significantly influenced by organizational culture, job satisfaction, and work engagement. This study demonstrates that, besides enhancing the overall organizational culture, employees at the Yogyakarta Special Region nursing homes can improve the contextual performance of their work. Conversely, a strong organizational culture, supported by high job satisfaction and engagement levels, can contribute to improved performance outcomes. Demonstrating the minor hypothesis, which outlines the partial involvement of each psychological feature, enhances the credibility of the findings from the primary hypothesis test in this study. The psychological characteristics of work engagement, job satisfaction, and organizational culture contributed 43.3% to contextual performance. This result indicates that factors not included in this study accounted for the remaining 56.7% of the practical contribution to contextual performance. Based on the hypothesis test results, the first minor hypothesis is accepted. This result illustrates how organizational culture influences the performance of staff members at the Yogyakarta Special Region Nursing Home. Specifically, the stronger the organizational culture as perceived by the care staff, the higher their contextual performance.

The results of this study indicate that the contextual performance of nursing home care staff in the Special Region of Yogyakarta is significantly influenced by organizational culture. Care staff are more motivated to be proactive and engaged when they utilize cultural values as guidelines in their work, ultimately benefiting the organization. These findings align with the research conducted by Goodman and Svyantek (1999) on the impact of organizational culture on the contextual performance of employees within an organization. Organizational culture fosters a positive perception between individuals and the organization, encouraging employees to assist their colleagues and assume additional responsibilities. Furthermore, studies by Zhang (2016) and Bhardwaj and Kalia (2021) reveal a significant positive correlation between contextual performance and organizational culture.

Employee initiative, which encompasses risk-taking, seizing opportunities, and developing creative solutions to challenges, positively correlates with an organization's culture. Collectively, these attributes contribute to enhanced contextual performance.

Organizational culture significantly influences how employees engage in contextual performance (Werner, 2000). Specifically, a robust organizational culture enhances an individual's motivation to assist colleagues and undertake additional responsibilities. Conversely, a weak organizational culture diminishes this motivation. Organizations with a strong culture foster an environment where employees are motivated to excel in contextual performance (Govender, 2017). This assertion indicates that the more deeply employees internalize the organization's norms and beliefs, the greater the sense of unity among individuals in their willingness to take on extra tasks.

In addition, the second minor hypothesis is valid, as it has been demonstrated that job satisfaction significantly impacts the contextual performance of employees in the Yogyakarta Special Region nursing homes. This assertion is supported by the finding that 70 percent of the 110 study participants were categorized in the high job satisfaction group, with job satisfaction contributing 16.8% to contextual performance. The contextual performance of employees in nursing homes within the Special Region of Yogyakarta is strongly influenced by their job satisfaction. Employees generally perform better when they are satisfied with their work. Conversely, workers exhibit decreased performance when they become increasingly dissatisfied with their jobs. These findings align with Peng (2014), who demonstrated a significant correlation between contextual performance and job satisfaction. When employees positively perceive their performance, they are more likely to voluntarily assist colleagues beyond their assigned responsibilities. Individuals who are satisfied with their work are motivated to engage in contextual performance. Conversely, when individuals feel dissatisfied with their work, they avoid participating in contextual performance (Edwards et al., 2008; Kappagoda, 2012; Nofrianda et al., 2020; Thomas et al., 2009).

Furthermore, the third minor hypothesis is valid, as it has been demonstrated that work engagement significantly influences the performance of nursing home staff in the Special Region of Yogyakarta. This result is evidenced by the fact that 67.3% of the 110 study participants fell into the high category, with 5.6% effectively contributing to contextual performance through their work engagement. The contextual performance of employees in nursing homes in the Special Region of Yogyakarta is profoundly affected by their level of work engagement. Employees tend to perform better when they are more engaged in their work. Conversely, workers exhibit poorer contextual performance when they are less involved. These results corroborate previous studies by Bakker et al. (2012) and Gorgievski et al. (2010), demonstrating a positive relationship between contextual performance and work engagement. When employees are engaged in their jobs, they consistently exceed expectations. Workers with strong engagement to their roles understand the organization's objectives, feel confident in its mission, and strive to fulfill and surpass their responsibilities as a means of supporting and contributing to the achievement of organizational goals (Bilal et al., 2015; Christian et al., 2011; Demerouti et al., 2015).

The researcher acknowledges that there are still limitations affecting the study's results. One

significant limitation is the inability to include the entire existing population. Of the six nursing homes in the Special Region of Yogyakarta, only five permitted the research to be conducted. Furthermore, restricting the research population to the DIY area limits the generalizability of the findings. Consequently, the results of this study cannot be broadly applied to nursing home personnel working in regions outside the Special Region of Yogyakarta. It is recommended that future researchers expand the sample size to include a more diverse population.

## **Conclusion**

Based on the study results, it can be concluded that the care staff at the Yogyakarta Special Region Nursing Home significantly contribute to the organization's contextual performance through job satisfaction, work engagement, and organizational culture. Work engagement, job satisfaction, and organizational culture collectively account for 43.3% of the contextual performance of nursing home care staff in the Special Region of Yogyakarta. This result is evidenced by the observation that when nursing home staff interpret their work in greater detail, they are more likely to increase their efforts to assist with tasks beyond their assigned responsibilities.

### *Recommendation*

Furthermore, the contextual performance of nursing home care staff in the Special Region of Yogyakarta is influenced by organizational culture, job satisfaction, and work engagement. However, this study indicates that organizational culture affects contextual performance more significantly than work engagement and job satisfaction. It is recommended that future studies exploring factors related to contextual performance broaden their scope to include additional variables that may impact this performance. This research can also serve as a foundation for further investigation into the relationships between work engagement, job satisfaction, and organizational culture regarding contextual performance. Expanding the research population and considering additional characteristics that may influence contextual performance are recommended for future researchers interested in studying this area.

## **Declaration**

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### *Author Contribution*

AA: Determining research ideas, creating a comprehensive research design, adapting measurement tools, editing the publication draft, revising and refining the publication manuscript, addressing feedback from the manuscript review, collaborating as a co-correspondent with the journal, and securing funding for the publication.

AWM: Writing thesis manuscripts based on ideas and topics, testing measurement tools, collecting and analyzing data, drafting publication manuscripts, and revising those manuscripts

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### *Conflict of Interest*

The author states that there is no conflict of interest.

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