THE RELATIONSHIP OF WORK MOTIVATION WITH NURSE PERFORMANCE

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ABSTRACT

Background: Performance is the result of work achieved by a person or group of people in an organization according to their authority and responsibilities. Good performance can be achieved by increasing work motivation. The higher a person's work motivation, the higher the performance produced.

Objective : To analyze the relationship between Work Motivation and Performance in Inpatient Room Melati and Seruni Hospital Dr. M. Yunus Bengkulu.

Method: This study uses survey analytic with cross sectional design. Population in this study were all nurses at Inpatient ward of Melati and Seruni, Dr. M. Yunus Bengkulu Hospital, with the amount of 43 nurses. Data analysis techniques were performed by univariate and bivariate analysis with the Spearmen Rank Test.

Result: this study are based on the Spearmen Rank Test obtained significance value (sig) of 0.220 with p-value = 0.156.

Conclusion: Because the value of p> 0.05, it can be concluded that there is no significant relationship between Work Motivation with Nurses Performance at Inpatient ward of Melati and Seruni, Dr. M. Yunus Bengkulu Hospital.

INTRODUCTION

Health services are the rights of everyone guaranteed in the Constitution of the Republic of Indonesia in 1945 which must be realized with efforts to improve the highest public health status. A hospital is a health service institution that provides complete individual health services that provide inpatient, outpatient and emergency services (UU RI, 2009).

Hospitals as health service institutions must respond and be productive in meeting service needs. Health services provided should refer to the appearance *(performance)* of good health services. Complex services need to be managed professionally for their human resources. In general, it is stated that the more perfect the appearance of a health service, the more perfect its performance. This can be realized from the quality of health human resources as health service providers.

Health human resources are all people whose main activities are aimed at improving health. One of the health human resources is a nurse (Kurniati & Efendi, 2012). A nurse is someone who has passed higher education in Nursing, both inside and outside the country who is recognized by the Government in accordance with the provisions of the laws and regulations (UU RI, 2014).

Nursing services at the hospital provide a contribution in determining the quality of service quality and the image of the hospital in the eyes of the community, so that every effort to improve the quality of hospital services must also be accompanied by efforts to improve the quality of nursing services, one of which is by increasing the performance of nurses (Asda et al., 2020). According to thenumber of nurses worldwide World Health Organization (WHO), theis 19.3, while in Indonesia there are 147.264. Nationally, the ratio of nurses is 87.65 per 100,000 population, still far from the 2019 target of 180 per 100,000 population.

This shows that the nursing workforce is still very limited and this limitation can cause the workload of nurses to be high (Rizky et al., 2018). By seeing the importance of the role of nurses in carrying out their duties, nurses are required to further improve their abilities and performance and to increase this performance, work motivation is needed.

According to Sutrisno (2016) performance is a person's success in carrying out a task, the work results that can be achieved by a person or group of people in an organization according to their respective authority and responsibility or about how someone is expected to function and behave in accordance with the assigned task. to him and the quantity, quality and time used in carrying out his duties (Sutrisno, 2016). Nurse performance is the activity of nurses shown in providing nursing care to patients, which is described through the implementation of prescribed plans and actions with the intention of maximizing the patient's needs (Melissa et al., 2020).

Motivation is something that has the effect of generating, directing, and maintaining behavior related to the work environment that encourages someone to behave in achieving a goal, creates someone's enthusiasm for work, so that they are willing to work together, work effectively and are integrated with all their efforts to achieve satisfaction (Saam & Wahyuni, 2014).

Attention to improving the performance of nurses in providing nursing services in hospitals which is based on the ability and high work motivation is a very basic demand, because these factors can shape the performance of nurses in the hospital so that it supports the implementation of their duties and responsibilities in providing nursing services (Nursalam, 2012).

Dr. M. Yunus Bengkulu Hospital is the highest main referral hospital in Bengkulu Province which has a role in improving the health of the Bengkulu people, in order to help cure disease sufferers who go to the hospital. These efforts include promotive, curative and rehabilitative. Dr. M. Yunus Hospital consists of several treatment rooms, including the inpatient for Jasmine And Seruni room.

Based on data taken in December 2018 at Dr. M. Yunus Bengkulu Hospital, there are 43 nurses, 22 nurses in the Jasmine inpatient room and 21 nurses in the seruni inpatient room consisting of nurses who graduated from the Nursing profession: 7 people, S1 nursing: 24 people, D3 nursing: 12

people with length work for an average of 5 to 20 years (Profil RSUD Dr.M. Yunus, 2019).

Based on this background, researchers are interested in conducting research with the title "The Relationship between Work Motivation and Performance in Inpatient Room Melati and Seruni Hospital Dr. M. Yunus Bengkulu ".

METHOD

This type of research is an analytic survey using adesign cross sectional and using a total sampling technique on 43 respondents. The population of this study were nurses in the jasmine room and seruni hospital Dr. M. Yunus Bengkulu. The data collection technique is done by using primary data. The data analysis technique was carried out by univariate and bivariate analysis with thecorrelation test Spearman Rank.

RESULTS

Analysis Univariate

Based on table 1, it is known that from 43 nurses (100%) in the inpatient room, Jasmine and Seruni Hospital Dr. M. Yunus Bengkulu, almost half (46.5%) nurses with poor work motivation, and most (53.5%) nurses with good work motivation.

Table 1. Frequency Distribution of Work Motivation in the Inpatient Room of Melati and Seruni Hospital Dr. M. Yunus Bengkulu

Work Motivation	Frequency	*Percentage (%)*
Poor	20	46.5
Good	23	53.5
Total	**43**	**100.0**

Source: Primary Data, 2018

Based on table 2, it is known that from 43 nurses (100%) in the inpatient room jasmine and seruni Dr. M. Yunus Bengkulu, most (60.5%) nurses with good performance nurses, almost half (34.9%) nurses with moderate performance nurses and a small proportion (4.7%) nurses with poor performance.

Table 2. Frequency Distribution of Nurse Performance in Inpatient Room Melati and Seruni Hospital Dr. M. Yunus Bengkulu

Nurse Performance	Frequency	*Percentage (%)*
Good	26	60.5
Medium	15	34.9
Bad	2	4.7
Total	**43**	**100.0**

Source: Primary Data, 2018

Based on table 3 it is known that out of 43 nurses there are 20 nurses with motivation The work was not good and there were 8 nurses with good performance, 10 were moderate and 2 were bad, while from 23 nurses with good work motivation, there were 18 nurses with good performance and 5 moderate nurses.

Table 3. The Relationship between Work Motivation and Performance of Nurses in Inpatient Room, Melati and Seruni Hospital Dr. M. Yunus Bengkulu

Performance Motivation	Nurse Performance			Total
	Good	Medium	Poor	
Poor	8	10	2	20
Good	18	5	0	23
Total	26	15	2	43

Source: Primary Data, 2018

Based on table 4 it is known that the results of the data normality test with the *Shapiro-Wilk test* obtained values : P-*value*= 0.000 <0.05 for nurse motivation data, it means that the data is not normal and P-*value*= 0.000 <0.05 for nurse performance data, it means that the data is not normal.

Table 4. Normality Test of Work Motivation Data with Nurse Performance in Inpatient Room, Melati and Seruni Hospital Dr. M. Yunus Bengkulu

	Kolmogorov-Smirnov[a]			*Shapiro-Wilk*		
	Statistics	**Df**	**Sig.**	**statistics**	**Df**	**Sig.**
Motivation	.283	43	.000	.836	43	.000
Performance	.221	43	.000	.850	43	.000

Source: Primary Data, 2018

Because the two data groups are not normal means that they do not qualify for Pearsoncorrelation analysis *Product Moment*. Furthermore, thecorrelationanalysis will be carried out *Spearman Rank* (rho).

Bivariate Analysis

Based on table 5, it is known that the results of thecorrelation analysis *Spearman Rank* obtained Rho = 0.220 with p-*value*= 0.156> 0.05 which means insignificant, so Ho is accepted and Ha is rejected. So, statistically there is no significant relationship between work motivation and the performance of nurses in the inpatient room of Jasmine and Seruni Hospital Dr. M. Yunus Bengkulu.

Table 5. Correlation Test *Spearman Rank* Work Motivation with Nurse Performance

Variable		Rank Spearman	Sig.
Motivation Performance	Nurse Performance	Rho = -0.220	0.156

Source: Data Primer, 2018

DISCUSSION

Performance is the result of the quality and quantity of work accomplished by an employee in performing their duties in accordance with the responsibilities given to him (Widodo, 2015). Performance or *performance* is a function of the ability *(ability),* motivation *(motivation)* and the opportunity or the working environment *(opportunity)* (Nursalam, 2014).

According to the Big Indonesian Dictionary (KBBI), motivation is an impulse that arises in a person consciously or unconsciously to take an action with a specific purpose. This includes the factors that cause, transmit and sustain human behavior in a particular direction of determination. Motivation is also a feeling or thought that encourages someone to do work or exercise power, especially in behavior (Nursalam, 2014).

According to Stoner & Freeman, (1995) in (Nursalam, 2012) motivation consists of intrinsic motivation, extrinsic motivation, and urgent motivation. Intrinsic motivation, namely motivation that comes from within the individual himself, extrinsic motivation, namely motivation that comes from outside the individual, for example someone wants to improve his work after being given motivation from people around him, urged motivation, namely motivation that appears in a pinched condition and emerges simultaneously and stomps. and so fast. Every individual must have the motivation to do their job better and must be willing to accept motivation from the environment and other people (Nursalam, 2012).

Thetest results *Spearman Rankshowed that the* value of Rho = 0.220 with p-*value*= 0.156 because p value> 0.05 means insignificant, so Ho is accepted and Ha is rejected. So statistically there is no significant relationship between work motivation and the performance of nurses in the inpatient room of Jasmine and Seruni Hospital Dr. M. Yunus Bengkulu.

The results of this study are in line with research research (Salawangi et al., 2019) concerning the relationship of work

motivation with the performance of nurses in the inpatient installation of Liun Kendage Tahuna Hospital, Sangihe Regency which shows that there is no relationship between work motivation and nurse performance where p = 0.076 is obtained. so that p is greater than the value of α (0.05).

This research is also in line with research (Prima et al., 2019) regarding the relationship between work motivation of nurses and the performance of nurses in the inpatient room of the Royal Prima Hospital, Medan, which states that there is no relationship between work motivation (interpersonal relationships and self-development) and nurse performance. where the value of p = 0.783 is obtained so that the p value is greater than the value of α (0.05).

However, the results of this study are different from research (Finarti et al., 2017) regarding the relationship between leadership style, motivation, work stress and the performance of nurses in the inpatient room of Zalecha Martapura Hospital, which states that there is a relationship between work motivation and nurse performance where p = 0,000 so that p is smaller than the value of α (0.05).

This research is also different from research (Arifki Zainaro et al., 2017) concerning the effect of work motivation on the performance of nurses in the inpatient room of the Alimuddin Umar Regional General Hospital, West Lampung Regency, which states that there is a relationship between work motivation and nurse performance where the p value is obtained. == 0.000 so that p is less than α (0.05).

The performance of nurses is the activity of nurses in implementing the best possible authority and responsibility in completing professional duties and the realization of the goals of an organization, namely the hospital. Nurses' performance is actually the same as achievement, nurses want to be objectively assessed and given the opportunity to show better work results, if nurses are cared for, work in a comfortable environment, are valued and rewarded well, then nurses will be motivated to improve performance at a higher level. The nurse's performance when providing adequate information, and the prompt response to the needs of patients with technical and professional expertise can reduce the patient's emotional tension, increase the patient's self confidence and emotional. (Adnan, 2020)

Based on the results of the above analysis, it can be concluded that high work motivation of nurses is not related to the performance of nurses. However, it must be remembered that work motivation is only one of the factors that might affect the performance of nurses. There are other factors that may be more dominant than work motivation factors such as: leadership factors, work systems, work environment, work facilities, compensation systems as well as internal and external factors for the nurses themselves.

CONCLUSION

The conclusion of this study is from 43 nurses, most of them (53.5%) have good work motivation and most (60.5%) nurses have good performance. So it is found that there is no significant relationship between work motivation and the performance of nurses in the inpatient room of Jasmine and seruni at Dr. M. Yunus Bengkulu.

RECOMMENDATIONS

Researcher's suggestion to Dr. M. Yunus Bengkul Hospital is expected to continue to maintain and improve performance in an organizational environment and to pay more attention to existing nurses so that nurses are more motivated to show better performance and it is hoped that this research can be an input so that it helps the hospital in formulating a policy. in order to improve and improve the performance of nurses.

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