

ABSTRACT

THE RELATIONSHIP OF WORK MOTIVATION WITH NURSE PERFORMANCE IN THE INPATIENT ROOM OF HOSPITAL X SURABAYA

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Good nurse performance is a determining factor in the hospital's image in the eyes of the public and supports the achievement of organizational goals. One of the factors that influences individual performance is motivation. Motivation determines a person's success in completing their work, decreased nurse motivation will reduce the quality of performance in providing services to patients, such as arriving late, carrying out nursing care that is postponed. The aim of this research is to analyze the relationship between work motivation and the performance of nurses in the inpatient room at Hospital X Surabaya. The research design used was correlational analytic with a sample size of 33 nurses in the inpatient room at RS Swasta Surabaya who met the inclusion criteria and were taken using a simple random sampling technique. The independent variable in this research is work motivation, while the dependent variable is performance. The research instrument used a questionnaire sheet and statistical tests used the Spearman rank test with $\alpha < 0.05$. The results of the work motivation research showed that 49% had poor work motivation, 27% had good work motivation and 24% had sufficient work motivation, while performance was found to be 36% sufficient performance, 33% good performance and 30% poor performance. Data analysis using the Spearman rank test obtained $p = 0.000$ and $r = +0.867$, meaning there is a relationship between work motivation and nurse performance with the strength of the relationship being very strong. Surabaya Hospital X management should increase nurses' work motivation by providing training for the development of nurses' careers in a scheduled, planned and tiered manner, both internally and externally.

Keywords: *motivation, performance, nurses.*

ABSTRAK

HUBUNGAN MOTIVASI KERJA DENGAN KINERJA PERAWAT DI RUANG RAWAT INAP RS SWASTA SURABAYA

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Kinerja perawat yang baik menjadi faktor penentu citra rumah sakit di mata masyarakat dan pendukung tercapainya tujuan organisasi, salah satu faktor yang mempengaruhi kinerja individu yaitu motivasi. Motivasi menentukan keberhasilan seseorang dalam menyelesaikan pekerjaannya, motivasi perawat yang menurun akan menurunkan kualitas kinerja dalam memberikan pelayanan kepada pasien, seperti datang terlambat, melakukan asuhan keperawatan yang ditunda-tunda. Tujuan dari penelitian ini adalah menganalisa hubungan motivasi kerja dengan kinerja perawat di ruang rawat inap RS Swasta Surabaya. Desain penelitian yang digunakan adalah analitik korelasional dengan jumlah sampel sebanyak 33 perawat di ruang rawat inap RS Swasta Surabaya yang memenuhi kriteria inklusi dan diambil menggunakan teknik *Simple random sampling*. Variabel independen dalam penelitian ini adalah motivasi kerja, sedangkan variabel dependennya adalah kinerja. Instrumen penelitian menggunakan lembar kuesioner dan uji statistik menggunakan uji rank spearman dengan $\alpha < 0,05$. Hasil penelitian motivasi kerja didapatkan 49% motivasi kerja kurang, 27% motivasi kerja baik dan 24% motivasi kerja cukup, sedangkan kinerja didapatkan 36% kinerja cukup, 33% kinerja baik dan 30% kinerja kurang. Analisis data dengan uji *rank spearman* didapatkan $p = 0,000$ dan $r = + 0,867$ artinya ada hubungan antara motivasi kerja dengan kinerja perawat dengan kekuatan hubungan sangat kuat. Saran untuk RS Swasta Surabaya bagian manajemen perlu meningkatkan motivasi kerja dan kinerja perawat dengan cara memberikan pelatihan untuk pengembangan karir perawat secara terjadwal, terencana dan berjenjang baik internal maupun eksternal.

Kata Kunci: motivasi, kinerja, perawat.