The Effect Of Motivation And Job Satisfaction On Nurse Performance At The Pamulang Baby Mother And Child Hospital (RSIA)

Hanafi[1*], Harries Madiistriyatno[2], Eddy H.H. Panjaitan[3]

[1,2,3] Universitas Mitra Bangsa, Jl. Raya Tanjung Barat No.11 Pasar Minggu, Jakarta Selatan DKI Jakarta, Indonesia

Article Info	ABSTRACT
Keywords: Work Motivation, Job Satisfaction, Performance	The author's aim in this research is to find out how much influence motivation and job satisfaction have on improving nurse performance both partially and simultaneously at the Buah Hati Pamulang Mother and Child Hospital (RSIA) . The method used in this research is a quantitative research method with descriptive and verification methods. The sampling technique used in this research was the Slovin formula, and the data analysis technique used was a linear regression analysis technique using the SPSS version 25.0 application. Based on the analysis carried out, it can be concluded that motivation and job satisfaction can significantly influence Performance of Nurses at the Pamulang Mother and Child Hospital (RSIA). Based on respondents' perceptions, work motivation and job satisfaction are in the good category. Likewise, the performance variable is included in the good category . Partially, there are strong and significant implications of work motivation in improving performance, as well as providing job satisfaction large and significant influence on performance. Taken together, there is a large and significant influence of motivation and job satisfaction on the performance of nurses at the Buah Hati Pamulang Mother and Child Hospital (RSIA).
	Corresponding Author: Hanafi Fakultas Manajemen dan Bisnis Universitas Mitra Bangsa Jl. Raya Tanjung Barat No.11 Pasar Minggu, Jakarta Selatan DKI Jakarta, Indonesia hanaficie@gmail.com

INTRODUCTION

Hospitals as one of the health service facilities have a very strategic role in efforts to accelerate the improvement of the health status of the Indonesian people. One of the professions that has an important role in hospitals is nursing. This good service is inseparable from the satisfaction with the work done by its employees. Job satisfaction can be influenced by several factors such as salary, the job itself, job promotion, supervision/supervisor and colleague relationships. In addition to job satisfaction, there are also motivational factors that must be possessed by employees that encourage them to do their jobs well. Job satisfaction and motivation are what can affect employee performance which refers to the level of success in carrying out tasks and the ability to achieve the goals they want, Motivation is related to basic human needs consisting of existence needs or the need for existence, relatedness needs or

The Effect Of Motivation And Job Satisfaction On Nurse Performance At The Pamulang Baby Mother And Child Hospital (RSIA)—Hanafi et.al

316 | P a g e

related needs and growth needs or the need to develop. In increasing one's work motivation, the three basic human needs are met as much as possible.

In various studies, the findings of the study results regarding variables that affect nurse performance are very numerous. The results of a study conducted by Febriana et al., (2022) motivation has a positive and significant effect on nurse performance. Horhoruw, (2017) shows that job satisfaction affects the performance of nurses. Based on the results of research on performance, there are still few who make a hospital nurse as the object of research.

This research is based on the phenomenon of declining performance that occurs in nurses in hospitals so that this problem must be immediately overcome by the leadership of the hospital, considering that this is a privately owned hospital so that the performance of the nurses must be really optimal. Based on several things complained by nurses in hospitals such as providing motivation, job satisfaction is a thing or factor that indicates the performance problems of nurses in the hospital.

Performance is the result of a process that refers to and is measured over a certain period of time based on predetermined provisions or agreements. According to Mangkunegara (2017:67) "Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him". The performance produced by nurses will affect the hospital performance system and the success and service of a hospital is highly determined by the performance of nurses.

Employee contributions are very important for the institution in today's era, Motivation is one of the important factors in improving the quality of human resources owned by the company or other factors are the motivation given by the leadership in the institution. The motivations carried out by the organization are also suspected to be able to affect the performance of human resources. With the motivation given to employees, employees will be more enthusiastic about work. According to Sunyoto (2015:4), "work motivation is a state that encourages the desire of individuals to carry out certain activities to achieve their desires". Motivation can also be interpreted as a driving force that is able to cause someone to do something or who is afraid to do something. (Sedarmayanti, 2001:66). In addition, Doyle and Wong (1998) stated that, between motivation and job satisfaction, it is stated that the success of a business is inseparable from the magnitude of motivation that appears in the employee's personality. Thus, the high and low job satisfaction is influenced by the high and low motivation that employees have.

In this case, the type of work done by employees certainly also has a clear criterion, because each type of work certainly has different standards about achieving results and goals. Therefore, this study was conducted in order to further research the factors that can affect employee performance. Because, with good work motivation, it will directly produce maximum performance for the organization. In addition, work motivation must also be accompanied by ability so that it will produce maximum job satisfaction, and be able to improve human resource performance.

The Effect Of Motivation And Job Satisfaction On Nurse Performance At The Pamulang
Baby Mother And Child Hospital (RSIA)—Hanafi et.al
317 | P a g e

METHODS

The location of this research activity was carried out at the Pamulang Mother and Baby Hospital located on Jalan Siliwangi No.189, Benda Baru, Pamulang District, South Tangerang City, Banten. The research will be carried out from February 2024 to May 2024. The population in this study is 42 nurses at RSIA Bab Pamulang. The sample is part of the population taken for research, meaning that all populations are sampled In the research conducted by the author, the respondents used by the author were 42 respondents, namely Nurses at the Pamulang Pediatric Nursing Hospital (RSIA).

The data analysis technique used is a quantitative technique, namely a data analysis technique by using statistical formulas through the SPSS 25 statistical program, namely:
a. Instrument Validity Test
b. Instrument Reliability Test

The classical assumption test is used to test whether the regression model actually shows a significant relationship. The statistical test that can be used to test the residual normality is the Kolgomorov-Smirnov (K-S) nonparametic statistical test with a significance level (α) of 0.05.

RESULTS AND DISCUSSION

Based on hypothesis testing, each item in each variable has r calculation > r table which means that each questionnaire item made is able to show the accuracy and accuracy for the variable gauge in this study. Based on the table above, it is known that the Alpha coefficient for the variables of Work Motivation (X1) is 0.890 > (0.60), Job Satisfaction (X2) is 0.822 > (0.60), and Nurse Performance (Y) is 0.805 > (0.60). So it can be concluded that all of these research instruments are reliable because the Cronbach Alpha value is greater than the Alpha coefficient value of 0.60. This means that the variables used are consistent and trustworthy.

Based on the table above, it can be seen that the results of the normality test with the one-sample kolmogrov-smirnov test method with a significance of 0.063 (Asymp. Sig. (2-tailed) which is greater than 0.05, it can be concluded that the residual values are distributed normally.

Table 1. Multiple Linear Regression Table

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.841	3.184		1.520	.136
	Motivation (X1)	.163	.080	.184	2.038	.048
	Job Satisfaction (x2)	.749	.088	.770	8.526	.000

a. Dependent Variable: Performance

Based on the table above, the results of the process using SPSS software as a calculation, the results are as follows:

$Y = \alpha + \beta_1 x_1 + \beta_2 x_2 + e$ $Y = 4{,}841 + 0{,}163\ X1 + 0{,}749\ X2$

The Effect Of Motivation And Job Satisfaction On Nurse Performance At The Pamulang Baby Mother And Child Hospital (RSIA)—Hanafi et.al

318 | P a g e

The interpretation of the regression equation above is:

a. The constant (α) has a regression of 4.841. this means that if the variables Motivation (X1) and Job Satisfaction (X2) are considered zero, then there is an increase in Nurse Performance (Y) of 4.841.

b. Motivation (X1) has a regression coefficient of 0.163, meaning that for every increase in the Motivation variable (X1) by 1%, there will be an increase in Nurse Performance by 16.3%.

c. Excellent Service (X2) has a regression coefficient of 0.749, meaning that for every increase in the Job Satisfaction variable (X2) by 1%, there will be an increase in Nurse Performance by 74.9%.

Hypothesis Results

a. Effect of Work Motivation (X1) on Nurse Performance (Y)

If you pay attention to the results of table 5.25 *coefficients* using the SPSS analysis calculation Version 25.00, it can be explained that there is a positive influence between the Motivation variable (X1) on Nurse Performance (Y) with a positive coefficient value of 0.184 and a significant value of 0.000 where this value is below 0.05 so that H0 is rejected and Ha is accepted. So the hypothesis that states that the Motivation factor (X1) has a positive effect on the performance of Nurses at the Pamulang Infant Maternal and Child Hospital (RSIA).

b. Effect of Job Satisfaction (X2) on Nurse Performance Satisfaction (Y)

If you pay attention to the results of table 5.26 *coefficients* using SPSS Version 25.00 analysis calculations. It can be explained that there is no positive influence between the Job Satisfaction (X2) variable on Nurse Performance (Y) with a positive coefficient value of 8.526 and a significant value of 0.000 where this value is greater than 0.05 so that H0 is rejected and Ha is accepted. So the hypothesis that states that the Job Satisfaction factor (X2) has a positive influence on the performance of nurses at the Pamulang Infant and Maternal and Child Hospital (RSIA).

Table 2. ANOVA

	Model	Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1078.583	2	539.291	78.260	.000[b]
	Residual	268.751	39	6.891		
	Total	1347.333	41			

a. Dependent Variable: Performance

b. Predictors: (Constant), Job Satisfaction, Motivation

Based on the table above, the ANOVAa section shows that the p-value sig. 0.000 < 0.05 means that the calculated significance level is 0.00 < the significance level is 5%. Based on the table above, the calculated F value obtained is 78.620 while the table F value is 2.449. So it can be known that the F value is calculated 78,620 > F table is 2,449 with a significant level of 0.000 < 0.05, then H0 is rejected and H3 is accepted, it can be concluded that the

The Effect Of Motivation And Job Satisfaction On Nurse Performance At The Pamulang
Baby Mother And Child Hospital (RSIA)—Hanafi et.al
319 | P a g e

variables of Motivation (X1) and Job Satisfaction (X2) together have a significant effect on the performance (Y) of nurses at the Pamulang Infant and Maternal and Child Hospital (RSIA).

CONCLUSION

The Motivation variable has a partial effect on the performance of nurses at the Pamulang Baby's Maternal and Child Hospital (RSIA) because the value on the t-test (0.048) is smaller than the alpha (α) 0.05, meaning that H1 is accepted. The Job Satisfaction variable partially had a positive and significant effect on the performance of nurses at the Pamulang Infant and Maternal and Child Hospital (RSIA) because the value on the t-test (0.000) was greater than the alpha (α) 0.05, meaning that H1 was accepted. Motivation and job satisfaction simultaneously affect the performance of nurses at the Pamulang Infant Maternal and Child Hospital (RSIA) with a simultaneous test (test f) by looking at the F value calculated as (78,620) > F table (2,449) with a significance value of 0.000 < 0.05, it can be said that the Motivation and Job Satisfaction variables together can have a positive and significant influence on performance.

REFERENCE

Abdullah Sani, Ridwan. 2017. Pembelajaran Saintifik Untuk Implementasi Kurikulum 2013. Jakarta:Bumi Aksara. Cet. Ke-4.

Afandi, P. (2018). Manajemen Sumber Daya Manusia (Teori, Konsep danIndikator). Riau: Zanafa Publishing.

Agus, Dharma. 2015. Manajemen Supervisi. Penerbit : Raja Grafindo Persada,Jakarta.

Abraham.H.Maslow (1943) A Theory of Human Motivation. Originally Published in Psychological Review,50,370-396

Abraham, H. Malow. 1994. Motivasi dan Kepribadian (Teori Motivasi dengan pendekatan hierarki Kebutuhan Manusia) Jakarta: PT PBP.

Amirullah. 2015. Pengantar Manajemen. Jakarta: Mitra Wacana Media.

Anang Firmansyah. 2018. Pengantar Manajemen. Edisi ke-1. Yogyakarta: Deepublish.

Anam, Chairul. (2018). "Pengaruh Motivasi, Kompetensi, Kepemimpinan, Lingkungan Kerja dan Disiplin Kerja terhadap Kinerja Guru di Sekolah Menengah Kejuruan Unggulan NU Mojoagung Kabupaten Jombang". Jurnal Manajemen dan Pendidikan Islam. Vol. 04. No. 01.

Anwar Prabu Mangkunegara.2015. Sumber Daya manusia Perusahaan. Cetakan kedua belas. Remaja Rosdakarya:Bandung

Arikunto, Suharsimi. (2015). Penelitian Tindakan Kelas edisi. Jakarta: Bumi Aksara.

Bangun, Wilson. 2012. Manajemen Sumber Daya Manusia. Jakarta: Erlangga.

Busro, M. (2018). Teori-Teori Manajemen Sumber Daya Manusia. Jakarta: Prenadamedia Group

Castanheira, F.(2014).Job Descriptiv Index. In: Michalos A.C (eds) Encyclopedia of QualityofLife and well-Being Research. Springer, Dordrecht.doi:https://doi.org/10.1007/978-94-007-0753-5_1565.

The Effect Of Motivation And Job Satisfaction On Nurse Performance At The Pamulang Baby Mother And Child Hospital (RSIA)—Hanafi et.al

320 | P a g e

Danang Sunyoto. 2015. Strategi Pemasaran. Yogyakarta : Center for Academi Publishing Service (CAPS).

Dessler, G. (2015). Manajemen Sumber Daya Manusia. Jakarta: Salemba Empat.

Dra. Umi Farida, MM (2017), Manajemen sumber daya manusia 1, Ponorogo, FE Universitas Muhammadiyah.

Edy Sutrisno, 2016. Manajemen Sumber Daya Manusia. Cetak Ke Enam. Pranada Media Group, Jakarta.

Elmi, Farida. 2018. Telisik Manajemen Sumber Daya Manusia: Edisi 1. Mitra Wacana Media. Jakarta

EddY H.H.Panjaitan. 2023. Strategy Management,Theory and Practice . Cetakan pertama. Jakarta PT Dewangga Energi Internasional.

Fahmi, Irham. 2018. Analisis Laporan Keuangan. Bandung: Alfabeta.

Ghozali, Imam. 2017. "Aplikasi Analisis Multivariate Dengan Program SPSS". Semarang: Badan Penerbit Universitas Diponegoro.

Hani Handoko, 2017. Manajemen. Edisi Kedua. Yogyakarta BPFE, Yogyakarta.

Hasibuan, M. (2016). Organisasi Dan Motivasi. Jakarta: Bumi Aksara.

Herzberg, F. (2017). The Motivation to Work, New York: Routledge.

Imam Santoso,Harries Mediistriyatno.2021, Metedologi Penelitian Kuantitatif. Penerbit Indigo Media. Jakarta.Cet.Ke-1.

Manurung, MT dan Ratnawati. (2016). Analisis Pengaruh Stress Kerja Dan Kepuasan Kerja Terhadap Turnover Intention Karyawan STIKES Widya Husada Semarang. Universitas Diponegoro Semarang.

Madiistriyatno, H., Setiawan, A. (2021). Peningkatan Kinerja Bidang Kesehatan, Motivasi dan Pelayanan Prima. Syintax Idea. 3 (4), 1107.

Madiistriyatno, H. & Tunnufus, Z. (2024). Mengelola Potensi Individu dalam Perusahaan. In Manajemen Sumber Daya Manusia. (ed 1), 1–320. Kota Tangerang: Indigo Media.

McClelland D.C. (1961). The Acheieving Society, Print-ceton,NJ: Van Nostrand

Mobley. 2015. Pergantian Karyawan: Sebab, Akibat dan Pengendaliannya. PT Pustaka Binaman Pressindo: Jakarta

Robbins, S.P. & Coulter, M., 2017. Management 11th ed. S. Yagan, ed., New Jersey: Prentice Hall.

Samsudin, Sadili, 2015, Manajemen Sumber Daya Manusia, Pustaka Jaya, Bandung.

Sarinah., Mardalena. (2017). Pengantar Manajemen.Yogyakarta: CV Budi Utama.

Santoso, S. (2015). SPSS20 Pengolahan Data Statistik di Era Informasi, Jakarta, PT. Alex Media Komputindo, Kelompok Gramedia.

Santoso, I. & Madiistriyatno, H. (2021). Metodologi Penelitian Kuantitatif. (ed 1), 1–426. Kota Tangerang: Indigo Media.

Sedarmayanti. 2015. Manajemen Sumber Daya Manusia. Bandung: Refika Aditama.

Setiaji,B. (2016). Panduan Riset dengan Pendekatan Kuantitatif, Muhammadiyah University Press

Sondang P. Siagian. 2014. Manajemen Sumber Daya Manusia. Jakarta : Bumi Aksara.

Sugiono, 2014. Metode Penelitian Kuantitatif Kualitatif dan R&D. Bandung Alfabeta.

The Effect Of Motivation And Job Satisfaction On Nurse Performance At The Pamulang Baby Mother And Child Hospital (RSIA)—Hanafi et.al

321 | P a g e

Sugiyono. (2017). Metode Penelitian Kuantitatif, Kualitatif, dan R&D. Bandung : Alfabeta, CV
Sunyoto,Danang. (2015). Penelitian Sumber Daya Manusia. Jakarta: Buku Seru
Sofar Silaen. 2018. Metodologi Penelitian Sosial untuk Penulisan Skripsi dan Tesis. Bogor: IN
    MEDIA.

The Effect Of Motivation And Job Satisfaction On Nurse Performance At The Pamulang
Baby Mother And Child Hospital (RSIA)—Hanafi et.al
322 | P a g e