

The Effect Of Competence, Career Path Improvement And Job Satisfaction On Nurse Performance At Premier Bintaro Hospital

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Article Info	ABSTRACT
<p>Keywords: Competence Career Path Improvement, Job Satisfaction, Nurse Performance</p>	<p>The objectives of this study: 1) To find out and analyze the influence of competence on the performance of Premier Bintaro Hospital nurses. 2) To find out and analyze the Effect of Professional Career Path Improvement on the Performance of Premier Bintaro Hospital Nurses 3) To find out and analyze the Effect of Job Satisfaction on the Performance of Premier Bintaro Hospital Nurses. 3 To find out and analyze the influence of Competence, Professional Career Path Improvement and Job Satisfaction together on the Performance of Premier Bintaro Hospital Nurses. This research is a quantitative research, descriptive and associative. The population in this study is 249 nurses at Premier Bintaro Hospital. The sampling technique used was a sample using the Slovin formula, a sample of 71 nurses at Premier Bintaro Hospital was taken as respondents in this study. The results in this study: 1) Based on the <i>coefficients</i> table, the tcal value for the Competency variable (X1) is 3,237 while the t-value of the table for n = 71 is 1,993. So 3,237 > 1,993, then H0 is rejected and Ha is accepted, it can be stated that Competence (X1) affects the Performance of Nurses (Y) at Premier Bintaro Hospital. 2) Based on the <i>coefficients</i> table, the tcal value for the Career Path Improvement variable (X2) is 4,759, while the t-value of the table for n = 71 is 1,993, so 4,759 > 1,993, then H0 is rejected and Ha accepted, it can be stated that Career Path Improvement (X2) affects Nurse Performance (Y) at Premier Bintaro Hospital. 3) Based on the <i>coefficients</i> table, the tcal value for the Job Satisfaction variable (X3) is 4.943, while the t-value of the table for n = 71 is 1.993, so 4.943 > 1.993, then H0 is rejected and Ha is accepted, it can be stated that Job Satisfaction (X3) affects the Performance of Nurses (Y) at Premier Bintaro Hospital. 4) Based on the results of the analysis in the table namely the ANOVA test obtained an Fcal value of 45.357 while the Ftable (α 0.05) for n = 71 was 2.50. So Fcalculate > from the Ftable (α 0.05) or 45,357 > 2.50, with a significant level of 0.000 because 0.000 < 0.05, then it can be said that Competence (X1), Career Path Improvement (X2) and Job Satisfaction (X3) together affect Nurse Performance (Y).</p>

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INTRODUCTION

Hospitals as business entities in the health sector have an important role in realizing the

optimal degree of public health. A hospital is a Health Service Facility that provides individual health services in a complete manner through promotive, preventive, curative, rehabilitative, and/or palliative health services by providing inpatient, outpatient, and emergency services. (Amran, 2023)

Hospitals are required to be able to manage their activities by prioritizing the responsibilities of professionals in the health sector, especially medical personnel, nursing personnel and other health workers as medical support. The heterogeneity of nurses includes various competency backgrounds, including specialties, which need to be supported by continuous training and education. Additional training will greatly help nurses in carrying out their duties and is also linear by improving the quality of care services provided and has a direct impact on the credibility of the health service provider organization.

The success of providing nursing services in the stages of nursing care that has been determined, requires the accuracy of the professionalism of nurses. The professionalism of nurses can be seen through the level of profession (professional career path) where it will be obtained through the competency and credential assessment stages. The career path system is able to develop nursing standards and practices, encourage evidence-based nurse practice, think critically, develop knowledge, and produce quality practices, and will create nurse job satisfaction which will form real behavior that is displayed as nurse work achievement called nurse performance.

At Premier Bintaro Hospital, not all nurses in the special unit have participated in the special training that has been determined, the management of career paths has not been optimal when compared to the length of work, the job satisfaction of nurses has not been maximized so that the performance of nurses in providing nursing services has not been maximized according to the expected results.

METHODS

This research was carried out by Premier Bintaro Hospital, to nurses with a research time that has been set by the academic team, namely from January 2024 to March 2024. The type of research used uses a quantitative approach with correlation regression analysis. Influence research is research that can build a theory that can function to explain, predict, and control a phenomenon. The data processing uses a linear regression test (Jaya, Laut Mertha, 2020).

Quantitative research methods according to Solimun, Armanu, & Fernandes in (Santoso & Madiistriyatno, 2021) are science and art related to the methods of data collection, data analysis, and interpretation of analysis results to be able to obtain information for drawing conclusions and making decisions. In the quantitative approach, there is an assumption/philosophy that researchers measure something (object) that is relatively stable or always the same in a world that makes sense, can be measured, understood and generalized. The Scientific Method, the quantitative method has fulfilled the rules of scientific principles, namely empirical, or concrete, objective, measurable, rational and systematic.

The population in this study is all nurses working at Premier Bintaro Hospital with a population of 249 nurses and a sample of 71 nurses. In this study, the author uses primary data where the researcher gets data directly from the first source, namely nurses through a

questionnaire filled out by the nurse concerned. The questionnaire was filled out using a likert scale of 5 = Strongly Agree (SS), 4 = Agree (S), 3 = Neutral (N), 2 = Disagree (TS), 1 = Strongly Disagree (STS), and the data was processed using SPSS 24 for windows. The independent variables were competency (X1), career path improvement (X2), job satisfaction (X3) and the bound variable was nurse performance (Y). The statistical analysis used for hypothesis testing is the t-test, the F-test, and the multiple linear regression test.

RESULTS AND DISCUSSION

Table 1. Multiple Linear Regression Analysis

Model	Coefficients ^a				
	Unstandardized Co- efficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	15.286	2.934		5.211	.000
Competencies (x1)	-.019	.080	.328	3.237	.814
Career Advancement (X2)	.344	.072	.372	4.759	.000
Job Satisfaction (x3)	.397	.080	.606	4.943	.000

a. Dependent Variable: Nurse performance (Y)

Based on the results of the SPSS output in the table above, it can be identified that the regression equation is as follows:

$$Y = 15,286 + 0.019 X_1 + 0.344 X_2 + 0,397 X_3$$

Means:

- The value of Constant $a = 15.286$ can be interpreted that if Competence, Career Path Improvement and Job Satisfaction are zero, then the Nurse Performance is worth 15.286.
- The coefficient of the Competency regression $b_1 = 0.019$ can be interpreted that if the Competency value increases by one, the Nurse Performance value will also increase by 0.019.
- The coefficient regression of Career Path Improvement $b_1 = 0.344$ can be interpreted that if the value of Career Path Increase increases by one, the Nurse Performance value will also increase by 0.344.
- The coefficient of Job Satisfaction regression $b_1 = 0.397$ can be interpreted that if the Job Satisfaction value increases by one, the Nurse Performance value will also increase by 0.397.

Table 2. Influence test with the Summary Model

Model	R	R Square	Model Summary ^b	
			Adjusted R Square	Std. Error of the Estimate
1	.819 ^a	.670	.655	2.12057

a. Predictors: (Constant), Job Satisfaction (X3), Career Path Improvement (X2), Competency (X1)

b. Dependent Variable: Nurse Performance (Y)

Based on the calculations in the table above, the influence test was carried out for the three variables, and based on the Model Summary table, an Adjusted R Square (R²) value of 0.655 was produced. This shows that 65.5% of Competencies, Career Path Improvement and Job Satisfaction together affect Nurse Performance (Y), while the remaining 34.5% are influenced by other factors that are not examined in this study.

Test T (partial)

- a. Effect of Competency (X1) on Nurse Performance (Y)
Based on the *coefficients table* above, the *t*cal value for the Competency variable (X1) is 3,237 while the *t*table value for *n* = 71 is 1,993. So 3,237 > 1,993, then H0 is rejected and Ha is accepted, it can be stated that Competency (X1) affects the Performance of Nurses (Y) at Premier Bintaro Hospital.
- b. The Effect of Career Path Improvement (X2) on Nurse Performance (Y)
Based on the *coefficients table* above, the *t*count value for the Career Path Increase variable (X2) is 4,759, while the *t*table value for *n* = 71 is 1,993, so 4,759 > 1,993, then H0 is rejected and Ha is accepted, it can be stated that the increase in Career Path (X2) affects the Nurse Performance (Y) at Premier Bintaro Hospital.
- c. Effect of Job Satisfaction (X3) on Nurse Performance (Y)
Based on the *coefficients table* above, the *t*count value for the Job Satisfaction variable (X3) is 4,943, while the *t*table value for *n* = 71 is 1,993, so 4,943 > 1,993, then H0 is rejected and Ha is accepted, it can be stated that Job Satisfaction (X3) affects the Performance of Nurses (Y) at Premier Bintaro Hospital.

Table 3. Test F (Simultaneous)
ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	611.895	3	203.965	45.357	.000 ^b
Residual	301.288	67	4.497		
Total	913.183	70			

- a. Dependent Variable: Nurse Performance (Y)
- b. Predictors: (Constant), Job Satisfaction (X3), Career Path Improvement (X2), Competency (X1)

Based on the results of the analysis in the table above, namely the ANOVA test, the value of *F*cal was obtained of 45.357 while the *F*table (α 0.05) for *n* = 71 was 2.50. So *F*cal > from *F*table (α 0.05) or 45,357 > 2.50, with a significant level of 0.000 because 0.000 < 0.05, then it can be said that Competence (X1), Career Path Improvement (X2) and Job Satisfaction (X3) together affect Nurse Performance (Y).

CONCLUSION

Based on the *coefficients table* above, the *t*cal value for the Competency variable (X1) is 3,237 while the *t*table value for *n* = 71 is 1,993. So 3,237 > 1,993, then H0 is rejected and Ha is accepted, it can be stated that Competence (X1) affects the Performance of Nurses (Y)

at Premier Bintaro Hospital. Based on the coefficients *table* above, it is obtained that the *tcount* value for the variable Career Path Increase (X2) is 4,759, while the *ttable* value for $n = 71$ is 1,993, so $4,759 > 1,993$, then H_0 is rejected and H_a is accepted, it can be stated that Career Path Increase (X2) has an effect on Nurse Performance (Y) at Premier Bintaro Hospital. Based on the coefficients *table* above, it is obtained that the *tcal* value for the Job Satisfaction variable (X3) is 4,943, while the *ttable* value for $n = 71$ is 1,993, so $4,943 > 1,993$, then H_0 is rejected and H_a is accepted, it can be stated that Job Satisfaction (X3) has an effect on Nurse Performance (Y) at Premier Bintaro Hospital. Based on the results of the analysis in the table above, namely the ANOVA test, the value of F_{cal} was obtained of 45.357 while the F_{table} ($\alpha 0.05$) for $n = 71$ was 2.50. So $F_{cal} > F_{table}$ ($\alpha 0.05$) or $45,357 > 2.50$, with a significant level of 0.000 because $0.000 < 0.05$, then it can be said that Competency (X1), Career Path Improvement (X2) and Job Satisfaction (X3) together affect Nurse Performance (Y).

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