The Effect Of Nursing Supervision, Competence, And Work Motivation On Nurse Performance At EMC Sentul Hospital

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Article Info	ABSTRACT
Keywords: Nursing Supervision, Competency, Motivation, Nursing Performance.	The author's aim in this research is to find out how much influence nursing supervision, competence and work motivation have on the performance of nurses at EMC Sentul Hospital. This type of research uses a quantitative approach with correlation regression analysis, so that an overview of the variables is obtained which then tests the hypothesis regarding this influence. The sampling technique used in this research uses the Slovin formula and the analysis technique used is linear regression using the SPSS 25.0 application. The results obtained were that nurse competency had the most influence on nurse performance, while nursing supervision and motivation had a smaller influence on performance. From this research, the competency of nurses themselves needs to be maintained, but it is the supervision and motivation of nurses that must be improved so that performance increases will be more optimal. The implementation of nursing supervision, supervision of nurse competency, and synergistic increase in nurse work motivation must be improved to increase nurse work motivation.
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INTRODUCTION

In achieving organizational goals, a series of activities are carried out starting from planning, organizing, decision-making and control, which are oriented to organizational resources (such as manpower, financial, physical and information) so that organizational goals can be achieved effectively and efficiently. The resources owned must have competencies that are in accordance with the needs and goals of the organization. In its implementation, the implementation of competency improvement can be carried out by implementing supervision activities.

Health services, in this case nursing care services provided 24 hours a day, strategies to achieve integrated and patient-focused nursing care can be carried out through activities that are both internal and external. The external evaluation in question can be carried out by directly hearing feedback or responses from customers or clients to the perceived service. Based on the data, it was found that there were still patient complaints about the performance of nurses, among others related to the ability of nurses (competence), from this input an investigation was carried out to find the root of the problem.

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Internal evaluation can be carried out through supervision, which is a directing function by providing guidance, motivation, and communication so that staff understand the scope of nursing practice and can carry out work according to expectations supervision can also be done to ensure this. The implementation of supervision that has been carried out in the nursing department of EMC Sentul Hospital has been running, but its implementation is still not optimal.

Motivation is a psychological process in a person and is greatly influenced by factors from within (intrinsic) and from outside (extrinsic). This motivation will affect performance and productivity so this must be considered. It is necessary to match the competence of the nurse with the services provided. Skills or abilities required by a nurse demonstrated by the ability to consistently provide an adequate level of performance in carrying out his or her job. This study aims to determine the effectiveness of nursing supervision activities in relation to improving the competence of nurses and increasing the work motivation of nurses on the performance of nurses, especially at EMC Sentul Hospital.

METHODS

This study is aimed at obtaining a further overview of the research variables, namely supervision, competency improvement, work motivation and performance of nurses which then tests hypotheses regarding the influence of supervision, competence, motivation and performance.

Quantitative research methods, correlational research. The most commonly used data collection instrument is a questionnaire. This instrument allows researchers to investigate the relationship between variables in a group. Population and Sample; In this study, the author uses the Slovin formula in determining the number of samples, where the total population is 115 people, so the number of samples is 53. The analysis technique used in this study is a quantitative analysis technique using statistics. 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 nursing supervision (X1), competence (X2), work motivation (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 Liner Regression Analysis

		Coefficients[a]				
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	16.285	4.329		3.762	.000
	Nursing Supervision (x1)	.317	.177	.435	2.789	.080

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Coefficients[a]					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
Competence (X2)	.380	.090	.424	4.203	.000
Work Motivation (X3)	.059	.172	.078	2.342	.734
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:

$$Y = 16{,}285 + 0.317\,X1 + 0.380\,X2, + 0.059\,X3 \text{ artinya,}$$

a. The value of Constant a = 16.285 can be interpreted that if Nursing Supervision, Competence and Work Motivation are worth zero, then the Nurse Performance is worth 16.285.
b. The regression coefficient of Nursing Supervision b1 = 0.317 can be interpreted that if the value of Nursing Supervision increases by one, the value of Nurse Performance will also increase by 0.317.
c. The coefficient of the Competency regression b1 = 0.380 can be interpreted that if the Competency value increases by one, the Nurse Performance value will also increase by 0.380.
d. The coefficient of the regression of Work Motivation b1 = 0.059 can be interpreted that if the Work Motivation value increases by one, the Nurse Performance value will also increase by 0.059.

Table 2. Influence test with the Summary Model

Model Summary[b]				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.805[a]	.649	.627	2.93659

a. Predictors: (Constant), Work Motivation (X3), Competence (X2), Nursing Supervision (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 0.627 was produced. This shows that 62.7% of Nursing Supervision, Competence and Work Motivation together affect Nurse Performance (Y), while the remaining 37.3% are influenced by other factors that were not examined in this study.

Test T (partial)
a. Effect of Nursing Supervision (X1) on Nurse Performance (Y)

Based on the coefficients table above, the tcal value for the Nursing Supervision variable (X1) is 2,789 while the t_{table} value for n = 53 is 2,005. So 2,789 > 2,005, then H0 was rejected

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and Ha was accepted, it can be stated that Nursing Supervision (X1) affects Nurse Performance (Y) at EMC Sentul Hospital.

b. Effect of Competency (X2) on Nurse Performance (Y)

Based on the coefficients table above, it is obtained that the tcal value for the Competency variable (X2) is 4,203, while the t_{table} value for n = 53 is 2,005, so 4,203 > 2,005, then H0 is rejected and Ha is accepted, it can be stated that Competency (X2) affects the Nurse Performance (Y) at EMC Sentul Hospital.

c. Effect of Work Motivation (X3) on Nurse Performance (Y)

Based on the coefficients table above, it is obtained that the tcount value for the Work Motivation variable (X3) is 2,342, while the t_{table} value for n = 53 is 2,005, so 2,342 > 2,005, then H0 is rejected and Ha is accepted, it can be stated that Work Motivation (X3) affects the Nurse Performance (Y) at EMC Sentul Hospital.

Table 3. Test F (Simultaneous)

Model		Sum of Squares	df	Mean Square	F	Sig.
		ANOVA[a]				
1	Regression	780.425	3	260.142	30.166	.000[b]
	Residual	422.556	49	8.624		
	Total	1202.981	52			

a. Dependent Variable: Nurse Performance (Y)

b. Predictors: (Constant), Work Motivation (X3), Competence (X2), Nursing Supervision (X1)

Based on the results of the analysis in the table above, namely the ANOVA test, the value of Fcal was obtained as 30.166 while the Ftable (α 0.05) for n = 53 was 2.78. So the Fcal > from Ftabel (α0.05) or 30,166 > 2.78, with a significant level of 0.000 because 0.000 < 0.05, then it can be said that Nursing Supervision (X1), Competence (X2) and Work Motivation (X3) together affect Nurse Performance (Y).

CONCLUSION

It can be seen that the t_{cal} value for the Nursing Supervision variable (X1) is 2,789 while the t_{table} value for n = 53 is 2,005. So 2,789 > 2,005, then H0 was rejected and Ha was accepted, it can be stated that Nursing Supervision (X1) affects Nurse Performance (Y) at EMC Sentul Hospital. It can be seen that the t_{count} value for the Competency variable (X2) is 4,203, while the t_{table} value for n = 53 is 2,005, so 4,203 > 2,005, then H0 is rejected and Ha is accepted, it can be stated that Competency (X2) affects Nurse Performance (Y) at EMC Sentul Hospital. It can be seen that the t_{count} value for the Work Motivation variable (X3) is 2,342, while the t_{table} value for n = 53 is 2,005, so 2,342 > 2,005, then H0 is rejected and Ha is accepted, it can be stated that Work Motivation (X3) affects the Performance of Nurses (Y) at EMC Sentul Hospital. Nursing Supervision, Competence and Work Motivation have a joint influence on Nurse Performance at EMC Sentul Hospital. Based on the results of the analysis in the table above, namely the ANOVA test, the value of Fcal was obtained of 30.166 while the F_{table} (α 0.05) for n = 53 was 2.78. So Fcal > from F_{tabel} (α 0.05) or 30,166 > 2.78, with a significant

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level of 0.000 because 0.000 < 0.05, then it can be said that Nursing Supervision (X1), Competence (X2) and Work Motivation (X3) together affect Nurse Performance (Y).

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