Analysis of Nurse Job Satisfaction in the Inpatient Room of Banyuasin Hospital, Banyuasin Regency, in 2023

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ARTICLE INFO	ABSTRACT
Keywords: *Analysis,* *Nurse Job Satisfaction,* *Inpatient Room*	The World Health Organisation (WHO) report from 2021 states that Universal Health Coverage (UHC) guarantees that everyone gets high-quality medical care when and when they need it, without creating any obstacles. Out of the anticipated population of 1 billion, only around 270 million individuals are expected to get health care between 2000 and 2023. The purpose of this research is to evaluate the job satisfaction of nurses working in the hospital's inpatient wards in 2023 in Banyuasin Regency. It will take place in May 2023. The 34 nurses who work in the inpatient rooms at Banyuasin Hospital make up the sample population for this quantitative, cross-sectional research. sample up to 34 respondents, and use complete sampling for sample collection. using a questionnaire for data collection and retrieval. The Chi-Square statistical test and multiple logistic regression were used in the statistical test analysis, and the findings revealed a significant relationship (p-value 0.05) between incentive variables (p=0.037), working environment conditions (p=0.001), training (p=0.000), legal protection rights (p=0.002), and rewards (p=0.016). Age (p=0.447), gender (p=0.591), education (p=0.660), work duration (p=0.448), leadership (p=1.000), chance of promotion (p=0.662), supervision (p=1.000), and punishment (p=0.731) do not correlate with one another. According to the findings of multivariate statistical analyses, the training variable was the most important factor in determining how satisfied nurses were with their jobs (p = 0.003; OR = 63.254). It is intended that nursing management at Banyuasin Hospital would be able to protect nurses legally, teach nurses to become competent nurses, pay attention to the quantity of incentives, establish a pleasant work environment, and use rewards and penalties to inspire nurses.
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1. INTRODUCTION

The World Health Organisation (WHO) estimates that in 2021, Universal Health Coverage (UHC) will guarantee that everyone has access to high-quality healthcare when and when they need it, without creating any obstacles [1][2]. SDG 3.8, Sustainable Development Goal Number 8, calls for a billion additional people to get UHC by 2023. Out of a goal of 1 billion people, only roughly 270 million are expected to be serviced by health services between 2000 and 2023. Because it demonstrates improved public knowledge and offers more equitably dispersed healthcare facilities, the high use of health services may be beneficial. But it may also be an indication of severe discomfort [3]. In 2019–2021, a lower proportion of people reported having health issues in the previous month [4].

Generally, when self-medication has not shown any improvement, people choose to seek treatment for their health issues at medical institutions [5]. The indicator may also be used to monitor how often medical services are utilised. Improved health status in Indonesia is correlated with greater access to healthcare services [6]. Health care facilities have an impact on a nation's level of public health, according to Republic of Indonesia's Ministry of Health in 2021. A health service facility is a device and setting used to carry out health service activities, including promotional, preventative, curative, and rehabilitative ones carried out by the national government, local governments, and/or the community, according to Law Number 36 of 2009 concerning Health.

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A hospital is a health care facility that offers comprehensive individual health services, as well as inpatient, outpatient, and emergency services, according to Government Regulation of the Republic of Indonesia Number 47 of 2021 about the Implementation of the Hospital Sector. Hospitals are categorised or categorised into Class A, Class B, Class C, and Class D based on service capabilities, health facilities, supporting facilities, and human resources. According to the highest class, there are 1,593 hospitals in Indonesia, accounting for 52.4% of the total number of hospitals (RS). Class D and D Pratama (905 hospitals) account for 29.8%, Class B (437 hospitals) for 14.4%, and Class A (60 RS) for 2.0% [7].

In South Sumatra Province, there will be 87 hospitals in 2021, including 68 regular hospitals (78.16%) and 19 special hospitals (21.84%). 43 hospitals (49.43%) are owned by the private sector, according to ownership/management (Profile of the South Sumatra Provincial Health Office, 2021). The six hospitals in Banyuasin Regency are located in the following districts: Banyuasin III District, Talang Kelapa District, Banyuasin I District, Rambutan District, and Makarti Jaya District [8].

Nursing is one hospital function that is crucial and goal-oriented and focuses on providing nursing care. In contrast to medical services and other health services that only need a relatively short amount of time to give health services to their customers, nurses are professionals with the most prolonged interaction with patients, making it difficult for them to improve the quality of nursing services [9]. According to information from the South Sumatra Provincial Health Office, nurses are one of the health professionals that are directly engaged in delivering services to patients in hospitals. Among all other health professionals, the number of nurses is the most prevalent. In 2021, South Sumatra's hospitals employed 18,111 medical personnel. Nurses make up the largest percentage of healthcare professionals, at 47.2%, while specialised dentists make up the smallest percentage, at 0.18%.

The first consideration while delivering services in hospitals is service quality. The standard of care provided by the hospital will please both patients and medical professionals, such as nurses. Nearly around-the-clock nursing care is provided to patients by nurses. Nurses play a key role in delivering safe care. Therefore, nurses must like their work in order for it to be pleasant and safe on every task [10].

Low levels of work satisfaction are a typical problem. Job performance is influenced by job satisfaction. People will work harder and more effectively to finish tasks when they are happy with their job, which will eventually lead to improved performance and success for the business or organisation [11]. The Relationship between Workload and Job Satisfaction with Job Stress among Nurses in the Inpatient Room at Bitung Regional General Hospital was the subject of research by Tisa. With a p-value of 0.000, there is a relationship between workload and work stress among nurses working in Bitung Regional General Hospital's inpatient unit; with a p-value of 0.011, there is a relationship between job satisfaction and work stress among nurses working in that unit [12]. [12]

In numerous hospitals in South Kalimantan, Rizany conducted a study titled Factors Affecting Nurse Job Satisfaction During the Covid-19 Pandemic. Age (p = 0.0001; r = -0.318), duration of work (p = 0.0001; r = -0.319), employment status (p = 0.020), and career route (p = 0.013) were significantly correlated with nurse job satisfaction [10]. The Relationship between Nurse Service Scheduling and Nurse Job Satisfaction in the Inpatient Installation of Idaman Banjarbaru Hospital was the subject of research by Rahmaniah. The findings revealed a connection between Idaman Banjarbaru Hospital nurses' work satisfaction and the scheduling of nursing services (p-value = 0.008; r = 0.274) [13].

One of the 94 nurses employed by the Banyuasin Regional General Hospital's various hospital service units, which offer inpatient, outpatient, and emergency services, is expected to deliver high-quality medical care in accordance with the law [14]. In light of the aforementioned context, the author is planning to study nurse work satisfaction in the inpatient area of Banyuasin Hospital in the Banyuasin Regency in 2023.

2. METHOD

In this study, independent and dependent variables are measured concurrently and during a single measurement using analytical methodologies and a cross-sectional research design methodology [15]. This study's methodology is In this study, cross-sectional methodology and a quantitative research design were used. A total of 34 nurses from the RSUD Banyuasin inpatient room made up the study's

population. A total of 34 respondents made up the sample for this investigation. Bivariate and univariate analyses were performed on the data. In this work, several logistic regression statistical tests were used in the multivariate analysis.

3. RESULTS AND DISCUSSION
Univariate analysis
Nurse Job Satisfaction
The distribution of respondents based on the variable of nurse job satisfaction in the Inpatient Room of RSUD Banyuasin can be seen in the table as follows:

Table 1. Distribution of Respondent Frequency Based on Nurse Job Satisfaction in the Inpatient Room of Banyuasin Hospital in 2023

No	Nurse Job Satisfaction	Sum	Percentage (%)
1	Satisfied	16	47,1
2	Not Satisfied	18	52,9
	Total	**34**	**100**

Age
The distribution of respondents based on age variables in nurses in the Inpatient Room of Banyuasin Hospital can be seen in the table as follows:

Table 2. Distribution of Respondent Frequency Based on Age in Nurses in the Inpatient Room of Banyuasin Hospital in 2023

No	Age	Sum	Percentage (%)
1	Your	20	58,8
2	Young	14	41,2
	Total	**34**	**100**

Gender
The distribution of respondents based on gender variables in nurses in the Inpatient Room of Banyuasin Hospital can be seen in the table as follows:

Table 3. Distribution of Respondents' Frequency Based on Gender in Nurses in the Inpatient Room of Banyuasin Hospital in 2023

No	Gender	Sum	Percentage (%)
1	Man	3	8,8
2	Woman	31	91,2
	Total	**34**	**100**

Education
The distribution of respondents based on educational variables in nurses in the Inpatient Room of RSUD Banyuasin can be seen in the table as follows:

Table 4. Distribution of Respondent Frequency Based on Education for Nurses in the Inpatient Room of Banyuasin Hospital in 2023

No	Education	Sum	Percentage (%)
1	Ners	6	17,6
2	DIII Nursing	28	82,4
	Total	**34**	**100**

Working Mass

The distribution of respondents based on the variable of working mass in nurses in the Inpatient Room of the Banyuasin Regional General Hospital (RSUD) can be seen in the table as follows:

Table 5. Distribution of Respondents' Frequency Based on Length of Service for Nurses in the Inpatient Room of Banyuasin Hospital in 2023

No	Working Mass	Sum	Percentage (%)
1	Old	25	73,5
2	New	9	26,5
	Total	**34**	**100**

Leadership

The distribution of respondents based on leadership variables in the Inpatient Room of RSUD Banyuasin can be seen in the table as follows:

Table 6. Frequency Distribution of Respondents Based on Leadership in Nurses in the Inpatient Room of Banyuasin Hospital in 2023

No	Leadership	Sum	Percentage (%)
1	Good	15	44,1
2	Bad	19	55,9
	Total	**34**	**100**

Incentive

The distribution of respondents based on incentive variables in the Inpatient Room of RSUD Banyuasin can be seen in the table as follows:

Table 7. Distribution of Respondent Frequency Based on Incentives for Nurses in the Inpatient Room of Banyuasin Hospital in 2023

No	Incentive	Sum	Percentage (%)
1	Good	18	52,9
2	Bad	16	47,1
	Total	**34**	**100**

Working Environment Conditions

The distribution of respondents based on the variable working environment conditions of nurses in the Inpatient Room of Banyuasin Hospital can be seen in the table as follows:

Table 8. Distribution of Respondent Frequency Based on Work Environment Conditions for Nurses in the Inpatient Room of Banyuasin Hospital in 2023

No	Working Environment Conditions	Sum	Percentage (%)
1	Good	18	52,9
2	Bad	16	47,1
	Total	**34**	**100**

Promotion Opportunities

The distribution of respondents based on the variable opportunity of promotion of nurses in the Inpatient Room of RSUD Banyuasin can be seen in the table as follows:

Table 9. Distribution of Respondent Frequency Based on Promotion Opportunities for Nurses in the Inpatient Room of Banyuasin Hospital in 2023

No	Promotion Opportunities	Sum	Percentage (%)
1	Good	13	38,2

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2	Bad	21	61,8
	Total	**34**	**100**

Supervision

The distribution of respondents based on nurse supervision variables in the Inpatient Room of RSUD Banyuasin can be seen in the table as follows:

Table 10. Distribution of Respondent Frequency Based on Supervision of Nurses in the Inpatient Room of Banyuasin Hospital in 2023

No	Supervision	Sum	Percentage (%)
1	Good	15	44,1
2	Bad	19	55,9
	Total	**34**	**100**

Training

The distribution of respondents based on nurse training variables in the Inpatient Room of RSUD Banyuasin can be seen in the table as follows:

Table 11. Frequency Distribution of Respondents Based on Training for Nurses in the Inpatient Room of Banyuasin Hospital in 2023

No	Training	Sum	Percentage (%)
1	Good	16	47,1
2	Bad	18	52,9
	Total	**34**	**100**

Legal Protection Rights

The distribution of respondents based on the variables of legal protection rights of nurses in the Inpatient Room of RSUD Banyuasin can be seen in the table as follows:

Table 12. Frequency Distribution of Respondents Based on Legal Protection Rights to Nurses in the Inpatient Room of Banyuasin Hospital in 2023

No	Legal Protection Rights	Sum	Percentage (%)
1	Good	15	44,1
2	Bad	19	55,9
	Total	**34**	**100**

Reward

The distribution of respondents based on the variable *Reward* nurses in the Inpatient Room of RSUD Banyuasin can be seen in the table as follows:

Table 13. Distribution of Respondent Frequency Based on *Rewards* for Nurses in the Inpatient Room of Banyuasin Hospital in 2023

No	*Reward*	Sum	Percentage (%)
1	Good	17	50,0
2	Bad	17	50,0
	Total	**34**	**100**

Punishment

The distribution of respondents based on the variables *of nurse punishment* in the Inpatient Room of Banyuasin Hospital can be seen in the table as follows:

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Table 14. Distribution of Respondent Frequency Based on *Punishment* to Nurses in the Inpatient Room of Banyuasin Hospital in 2023

No	Punishment	Sum	Percentage (%)
1	Good	17	50,0
2	Bad	17	50,0
	Total	**34**	**100**

Bivariate analysis
The Relationship between age and job satisfaction of nurses in the inpatient room of RSUD Banyuasin

Table 15. The Relationship between Age and Job Satisfaction of Nurses in the Inpatient Room of Banyuasin Hospital in 2023

No	Age	Nurse Job Satisfaction				Sum		p Value	OR (CI-95%)
		Satisfied		Not Satisfied					
		n	%	N	%	N	%		
1	Your	11	55,0	9	45,0	20	100		-
2	Young	5	35,7	9	64,3	14	100	0,447	
	Sum	**16**	**47,1**	**18**	**52,9**	**34**	**100**		

Based on Table 15, the results of the statistical test *p Value* = 0.447 were obtained. This means there is no relationship between age and job satisfaction of nurses in the inpatient room of Banyuasin Hospital in 2023.

The Relationship between gender and job satisfaction of nurses in the inpatient room of RSUD Banyuasin

Table 16. The Relationship between Gender and Job Satisfaction of Nurses in the Inpatient Room of Banyuasin Hospital in 2023

No	Gender	Nurse Job Satisfaction				Sum		p Value	OR (CI-95%)
		Satisfied		Not Satisfied					
		n	%	N	%	N	%		
1	Man	2	66,7	1	33,3	3	100		-
2	Woman	14	45,2	17	54,8	31	100	0,591	
	Sum	**16**	**47,1**	**18**	**52,9**	**34**	**100**		

Based on Table 16, the results of the statistical test *p Value* = 0.591 were obtained. This means there is no relationship between gender and job satisfaction of nurses in the inpatient room of Banyuasin Hospital in 2023.

The Relationship between education and nurse job satisfaction in the inpatient room of RSUD Banyuasin

Table 17. The Relationship between Education and Job Satisfaction of Nurses in the Inpatient Room of Banyuasin Hospital in 2023

No	Education	Nurse Job Satisfaction				Sum		p Value	OR (CI-95%)
		Satisfied		Not Satisfied					
		n	%	N	%	n	%		
1	Ners	2	33,3	4	66,7	6	100		-
2	DIII Nursing	14	50,0	14	50,0	28	100	0,660	
	Sum	**16**	**47,1**	**18**	**52,9**	**34**	**100**		

Based on Table 17, the results of the statistical test *p Value* = 0.660 were obtained. This means there is no relationship between education and job satisfaction of nurses in the inpatient room of Banyuasin Hospital in 2023.

The Relationship between work mass and nurse job satisfaction in the inpatient room of RSUD Banyuasin

Table 18. The Relationship Between Working Period and Nurse Job Satisfaction in the Inpatient Room of Banyuasin Hospital in 2023

No	Period of Service	Nurse Job Satisfaction				Sum		p Value	OR (CI-95%)
		Satisfied		Not Satisfied					
		n	%	N	%	N	%		
1	Old	13	52,0	12	48,0	25	100		-
2	New	3	33,3	6	66,7	9	100	0,448	
	Sum	16	47,1	18	52,9	34	100		

Based on Table 18, the results of the statistical test *p Value* = 0.448 were obtained. This means there is no relationship between work mass and nurse job satisfaction in the inpatient room of Banyuasin Hospital in 2023.

The Relationship between leadership and nurse job satisfaction in the inpatient room of RSUD Banyuasin

Table 19. The Relationship between Leadership and Nurse Job Satisfaction in the Inpatient Room of Banyuasin Hospital in 2023

No	Leadership	Nurse Job Satisfaction				Sum		p Value	OR (CI-95%)
		Satisfied		Not Satisfied					
		n	%	n	%	n	%		
1	Good	7	46,7	8	53,3	15	100		-
2	Bad	9	47,4	10	52,6	19	100	1,000	
	Sum	16	47,1	18	52,9	34	100		

Based on Table 19, the results of the statistical test *p Value* = 1,000 were obtained. This means there is no relationship between leadership and nurse job satisfaction in the inpatient room of Banyuasin Hospital in 2023.

The Relationship between incentives and nurses' job satisfaction in the inpatient room of RSUD Banyuasin

Table 20. The Relationship between Incentives and Nurse Job Satisfaction in the Inpatient Room of Banyuasin Hospital in 2023

No	Incentive	Nurse Job Satisfaction				Sum		p Value	OR (CI-95%)
		Satisfied		Not Satisfied					
		n	%	N	%	N	%		
1	Good	12	66,7	6	33,3	18	100		6,000(1,343-
2	Bad	4	25,0	12	75,0	16	100	0,037	26,808)
	Sum	16	47,1	18	52,9	34	100		

Based on Table 20, the results of the statistical test *p Value* = 0.037 were obtained. This means a relationship exists between incentives and nurses' job satisfaction in the inpatient room of Banyuasin Hospital in 2023. From the analysis results, the value of *OR* = 6 was obtained, meaning that nurses with

wrong incentives were at risk of 6 times feeling dissatisfied at work compared to nurses with good incentives.

The Relationship between working environment conditions and nurses' job satisfaction in the inpatient room of RSUD Banyuasin

Table 21. The Relationship between Work Environment Conditions and Nurse Job Satisfaction in the Inpatient Room of Banyuasin Hospital in 2023

No	Working Environment Conditions	Nurse Job Satisfaction				Sum		p Value	OR (CI-95%)
		Satisfied		Not Satisfied					
		n	%	N	%	N	%		
1	Good	14	77,8	4	22,2	18	100		24,500(3,845-
2	Bad	2	12,5	87,5	47,1	16	100	0,001	156,126)
	Sum	16	47,1	18	52,9	34	100		

Based on Table 21, the results of the statistical test *p Value* = 0.001 were obtained. This means there is a relationship between the condition of the work environment and the job satisfaction of nurses in the inpatient room of Banyuasin Hospital in 2023. From the analysis results, the value of *OR* = 24.5 means that nurses with poor working environment conditions are at risk of 24.5 times feeling dissatisfied at work compared to nurses with good working environment conditions.

The Relationship between promotion opportunities and nurses' job satisfaction in the inpatient room of RSUD Banyuasin

Table 22. The Relationship between Promotion Opportunities and Nurse Job Satisfaction in the Inpatient Room of Banyuasin Hospital in 2023

No	Promotion opportunities	Nurse Job Satisfaction				Sum		p Value	OR (CI-95%)
		Satisfied		Not Satisfied					
		n	%	N	%	N	%		
1	Good	5	38,5	8	61,5	13	100		-
2	Bad	11	52,4	10	47,6	21	100	0,662	
	Sum	16	47,1	18	52,9	34	100		

Based on Table 22, the results of the statistical test *p Value* = 0.662 were obtained. This means there is no relationship between promotion opportunities and nurses' job satisfaction in the inpatient room of Banyuasin Hospital in 2023.

The Relationship between supervision and job satisfaction of nurses in the inpatient room of RSUD Banyuasin

Table 23. The Relationship between Supervision and Job Satisfaction of Nurses in the Inpatient Room of Banyuasin Hospital in 2023

No	Supervisi	Kepuasan Kerja Perawat				Jumlah		p Value	OR (CI-95%)
		Puas		Tidak Puas					
		n	%	N	%	N	%		
1	Baik	7	46,7	8	53,3	15	100		-
2	Tidak baik	9	47,4	10	52,6	19	100	1,000	
	Jumlah	16	47,1	18	52,9	34	100		

Based on Table 23, the results of the statistical test p Value = *1,000 were obtained. This means there is no relationship between supervision and job satisfaction* of nurses in the inpatient room of Banyuasin Hospital in 2023.

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The Relationship between training and nurse job satisfaction in the inpatient room of RSUD Banyuasin

Table 24. The Relationship between Training and Job Satisfaction of Nurses in the Inpatient Room of Banyuasin Hospital in 2023

No	Training	Nurse Job Satisfaction				Sum		p Value	OR (CI-95%)
		Satisfied		Not Satisfied					
		n	%	N	%	N	%		
1	Good	14	87,5	2	12,5	16	100		56,000
2	Bad	2	11,1	16	88,9	18	100	0,000	(6,947-
	Sum	**16**	**47,1**	**18**	**52,9**	**34**	**100**		451,439)

Based on Table 24, the results of the statistical test *p Value* = 0.000 were obtained. This means there is a relationship between training and nurse job satisfaction in the inpatient room of Banyuasin Hospital in 2023. From the analysis results, the value *of OR = 56* was obtained, meaning that nurses who did not attend training were at 56 times the risk of feeling dissatisfied at work compared to nurses who attended the training.

The Relationship between legal protection rights and nurses' job satisfaction in the inpatient room of RSUD Banyuasin

Table 25. The Relationship between Legal Protection Rights and Nurses' Job Satisfaction in the Inpatient Room of Banyuasin Hospital in 2023

No	Legal Protection Rights	Nurse Job Satisfaction				Sum		p Value	OR (CI-95%)
		Satisfied		Not Satisfied					
		n	%	N	%	n	%		
1	Good	12	80,0	3	20,0	15	100		15,000
2	Bad	4	21,1	15	78,9	19	100	0,002	(2,800-
	Sum	**16**	**47,1**	**18**	**52,9**	**34**	**100**		80,356)

Based on Table 25, the results of the statistical test *p Value* = 0.002 were obtained. This means a relationship exists between legal protection rights and nurses' job satisfaction in the inpatient room of Banyuasin Hospital in 2023. From the analysis results, the value of *OR* = 15 was obtained, meaning that nurses with insufficient legal protection rights are at risk of being 15 times dissatisfied at work compared to nurses with good legal protection rights.

The Relationship between *reward* and nurse job satisfaction in the inpatient room of RSUD Banyuasin

Table 26. The Relationship between *reward* and Nurse Job Satisfaction in the Inpatient Room of Banyuasin Hospital in 2023

No	Reward	Nurse Job Satisfaction				Sum		p Value	OR (CI-95%)
		Satisfied		Not Satisfied					
		n	%	N	%	N	%		
1	Good	12	70,6	5	29,4	17	100		7,800
2	Bad	4	23,5	13	76,5	17	100	0,016	(1,687-
	Sum	**16**	**47,1**	**18**	**52,9**	**34**	**100**		36,062)

Based on Table 4.26, the results of the statistical test *p Value* = 0.016 were obtained. This means a relationship exists between *reward* and nurse job satisfaction in the inpatient room of Banyuasin

Hospital in 2023. From the analysis results, the value of *OR = 7.8 means that nurses with* bad rewards are at risk of 7.8 times feeling dissatisfied at work compared to nurses with *good* rewards.

The Relationship between *punishment* and nurse job satisfaction in the inpatient room of RSUD Banyuasin

Table 27. The Relationship between *Punishment* and Nurse Job Satisfaction in the Inpatient Room of Banyuasin Hospital in 2023

No	*Punishment*	Nurse Job Satisfaction				Sum		p Value	OR (CI-95%)
		Satisfied		Not Satisfied					
		n	%	N	%	N	%		
1	Good	7	41,2	10	58,8	17	100		-
2	Bad	9	52,9	8	47,1	17	100	0,731	
	Sum	**16**	**47,1**	**18**	**52,9**	**34**	**100**		

Based on Table 27, the results of the statistical test *p Value* = 0.731 were obtained. This means there is no relationship between *punishment* and nurse job satisfaction in the inpatient room of Banyuasin Hospital in 2023.

Multivariate analysis
Model candidate selection
The bivariate selection was performed on each of the independent variables. If the bivariate result produces a *p-value* of < 0.25, the variable immediately enters the multivariate stage. The results of the bivariate analysis can be obtained from the analysis of multivariate model candidates with *p-value < 0.25, namely incentive variables (0.037), working environment conditions (0.001), training (0.000), legal protection rights (0.002), and rewards (*0.016). These variables are further included in a multivariate model.

Identify Model Candidate Predictor Factors
Based on the results of the analysis that has been carried out can be seen in the results of statistical analysis, the results of the first step are as follows:

Table 29. Results of Logistic Regression Analysis of Nurse Job Satisfaction Predictor Factors in the Inpatient Room of Banyuasin Hospital in 2023

No	Variable	P value	*OR*	95% CI C.I *for EXP (B)*	
				Lower	*Upper*
1.	Incentive	0,999	0,000	0,000	-
2.	Working environment conditions	0,999	6.117E9	0,000	-
3.	Training	0,018	55.904	2.009	1555.307
4.	Legal protection rights	0,912	1.199	.048	30.202
5.	*Reward*	0,458	2.844	.180	45.014

Based on the results of step-1 analysis, it can be seen that there are five variables whose *p Value* > α 0.05, namely incentive variables, working environment conditions, training, legal protection rights, and *rewards*. In the next model, the variables of legal protection rights are excluded from the model.

Table 30. Results of Logistic Regression Analysis of Nurse Job Satisfaction Predictor Factors in the Inpatient Room of Banyuasin Hospital in 2023

No	Variable	P value	*OR*	95% CI C.I *for EXP (B)*	
				Lower	*Upper*
1.	Incentive	0,999	0,000	0,000	-
2.	Working environment conditions	0,999	6.244E9	0,000	-

| 3. | Training | 0,004 | 61.990 | 3.737 | 1028.359 |
| 4. | *Reward* | 0,457 | 2.856 | .180 | 45.419 |

The next step is to exclude the incentive variables, working environment conditions, and *rewards* from the model because *p Value* > α 0.05, and the result is as follows:

Table 31. Final Results of Logistic Regression Analysis of Predictor Factors for Nurse Job Satisfaction in the Inpatient Room of Banyuasin Hospital in 2023

No	Variable	P value	*OR*	95% CI C.I *for EXP (B)*	
				Lower	*Upper*
1.	Training	0,003	63.254	4.042	989.863

Based on the results of multivariate analysis, it can be concluded that the dominant variable related to nurse job satisfaction is the training variable (p Value 0.003), with *the highest OR* value of 63.254 which means that if the independent variables are tested together, the *training* variable is the most dominant related to respondents' job satisfaction in the Home inpatient room Banyuasin Regional General Hospital in 2023.

4. CONCLUSION

Based on the results of research and discussion that have been presented, conclusions can be drawn, namely 1) The results of the frequency distribution of demographic characteristics of nurses in the inpatient room of RSUD Banyuasin, elderly nurses (>35 years) amounted to 20 nurses (58.8%), female nurses totaled 31 nurses (91.2%), DIII Nursing education nurses totaled 28 nurses (82.4%), old mass nurses totaled 25   nurses   (73.5%), nurses with poor leadership amounted to 19 nurses (55.9%), nurses with good incentives amounted to 18 nurses (52.9%), nurses with good working environment conditions amounted to 18   nurses (52.9%), nurses with poor promotion opportunities totaled 21 nurses (61.8% Nurses with poor supervision numbered 19 nurses (55.9%), nurses with poor training amounted to 18 nurses (52.9%), nurses with insufficient legal protection rights amounted to 19 nurses (55.9%), nurses with good rewards amounted to 17 nurses (50.0%)   and nurses with *good punishment* amounted to 17 nurses (50.0%);

2) The results of the distribution of the frequency of job satisfaction, nurses have job satisfaction of 16 nurses (47.1%) and job dissatisfaction of 18 nurses (52.9%); 3) Age and work satisfaction among nurses did not correlate: 4) There was no connection between nurses' sexual orientation and work satisfaction; 5) there is no connection between educational attainment and job happiness nurse; 6) Working mass and job happiness among nurses are unrelated; 7) There is no connection between leadership and the happiness of nurses in their jobs; 8) There is a connection between incentives and nurses' happiness in their jobs; 9) There is a connection between the circumstances of the workplace and nurses' job happiness; 10) There was no correlation between nurses' work happiness and advancement chances; 11) There was no correlation between nurses' job satisfaction and supervision; 12) There is a correlation between nurses' work happiness and their level of training; 13) There is a correlation between nurses' job satisfaction and their level of legal protection; 14) There is a connection between nurses' compensation and work happiness; 15) Punishment and nurses' work happiness have no association; 16) The training factors are the most significant associated to nurses' work satisfaction in the inpatient room of Banyuasin Hospital in 2023, according to a combined analysis of the independent variables.

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