

**Fakultas Kesehatan  
Program Studi S1 Keperawatan  
Skripsi, Februari 2022  
Wilujeng Handayani  
010118A150**

**HUBUNGAN MOTIVASI KERJA TERHADAP KINERJA PERAWAT DI  
MASA PANDEMI COVID-19  
DI RSUD KOTA SALATIGA**

**ABSTRAK**

**Latar belakang:** Kinerja perawat profesional sebagai salah satu ujung tombak pelayanan kesehatan harus dipertahankan dan dikembangkan melalui manajemen sumber daya manusia untuk meningkatkan kualitas pelayanan kesehatan di rumah sakit. Jika kinerja perawat menurun maka dapat mengakibatkan kualitas pelayanan kesehatan juga ikut menurun. Salah satu faktor yang dapat mempengaruhi kinerja perawat adalah motivasi kerja.

**Tujuan:** Penelitian ini bertujuan untuk mengetahui hubungan motivasi kerja terhadap kinerja perawat dimasa pandemi covid-19 di RSUD Kota Salatiga.

**Metode:** Jenis penelitian ini adalah kuantitatif dengan pendekatan *cross sectional*. Populasi pada penelitian ini adalah semua perawat yang bekerja di ruang rawat inap di RSUD Kota Salatiga yaitu sejumlah 132 perawat. Teknik sampling penelitian ini adalah *Purposive Sampling* dengan jumlah sampel 99 perawat. Analisa data pada penelitian ini menggunakan uji *Chi Square*.

**Hasil:** Sebagian besar perawat di RSUD Kota Salatiga mempunyai motivasi kerja yang tinggi yaitu sebanyak 73 responden (73,3%). Sebagian besar perawat di RSUD Kota Salatiga mempunyai kinerja baik yaitu sebanyak 86 responden (86,9%).

**Kesimpulan:** Terdapat hubungan motivasi kerja terhadap kinerja perawat di masa pandemi covid-19 di RSUD Kota Salatiga.

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Kata kunci: motivasi kerja, kinerja, pandemi Covid-19

**Ngudi Waluyo University**  
**Faculty of Health**  
**S1 Nursing Study Program**  
**Final Project, February 2022**  
**Wilujeng Handayani**  
**010118A150**

**RELATIONSHIP OF EMPLOYMENT MOTIVATION TO NURSE  
PERFORMANCE DURING THE COVID-19 PANDEMIC IN SALATIGA  
CITY HOSPITAL**

**ABSTRACT**

**Background:** The performance of professional nurses as one of the spearheads of health services must be maintained and developed through human resource management to improve the quality of health services in hospitals. If the performance of nurses decreases, the quality of health services also decreases. One of the factors that can affect the performance of nurses is work motivation.

**Objective:** This study aims to determine the relationship between work motivation and the performance of nurses during the COVID-19 pandemic at the Salatiga City Hospital.

**Methods:** This type of research is quantitative with a *cross sectional* approach. The population in this study were all nurses who worked in the inpatient room at the Salatiga City Hospital, namely a number of 132 nurses. The sampling technique of this research is *purposive sampling* with a total sample of 99 nurses. Analysis of the data in this study using the *Chi Square test*.

**Results:** Most of the nurses in the Salatiga City Hospital had high work motivation as many as 73 respondents (73.3%). Most of the nurses in Salatiga City Hospital have good performance, namely as many as 86 respondents (86.9%)

**Conclusion:** There is a relationship between work motivation and the performance of nurses during the COVID-19 pandemic at the Salatiga City Hospital.

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Keywords: work motivation, performance, Covid-19 pandemic