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**HUBUNGAN MOTIVASI KERJA DENGAN KINERJA PERAWAT DI RUMAH SAKIT PARU DR.
ARIO WIRAWAN SALATIGA**

ABSTRAK

Latar Belakang : kinerja merupakan sebuah hasil kerja yang dilakukan seseorang dalam melaksanakan tugas dan tanggung jawabnya. Dalam sebuah pekerjaan diperlukan motivasi dan suatu penggerak agar target dapat tercapai. Motivasi sebagai dorongan berperan penting dalam meningkatkan kinerja seseorang, semakin tinggi motivasi seseorang baik motivasi intrinsik atau ekstrinsik maka semakin besar kemungkinan mereka bekerja dengan lebih baik dan mencapai hasil yang optimal.

Tujuan : Mengetahui Hubungan Motivasi Kerja dengan Kinerja Perawat di Rumah Sakit Paru dr. Ario Wirawan Salatiga.

Metode : penelitian ini menggunakan metode Kuantitatif dengan pendekatan *cross sectional* dan Penentuan sampel menggunakan teknik *Probability Sampling* memakai *Rumus Slovin* dari populasi total 124 perawat didapatkan jumlah 57 responden yang memenuhi kriteria penelitian, alat ukur pada penelitian ini berupa kuesioner yang sudah di uji validitas dengan hasil r tabel kuesioner motivasi (0,522-0,813) dan kuesioner kinerja (0,532-0,853) dan uji reabilitas oleh peneliti di Rumah Sakit Umum Daerah dr. Gondo Suwarno Ungaran dengan nilai Cronbach Alpha 0,904 dan 0,932.

Hasil: Hasil penelitian menunjukkan 47,4% perawat motivasi tinggi dan 52,6% motivasi kerja cukup. hasil kinerja perawat kategori tinggi 80,7% dan 19,3% kinerja kategori cukup. Dari hasil tersebut peneliti melakukan uji chi-square menggunakan SPSS versi 26 untuk mengetahui Hubungan motivasi dengan kinerja perawat dan didapatkan hasil tingkat signifikansi 0,031.

Kesimpulan : berdasarkan uji chi-square dengan SPSS versi 26 hasil tingkat signifikasinya $0,031 < 0,05$ artinya Terdapat Hubungan antara Motivasi Kerja dengan Kinerja Perawat di Rumah Sakit Paru dr. Ario Wirawan Salatiga.

Saran : Dengan memperhatikan faktor motivasi dan kinerja maka diharapkan responden yang memiliki kinerja dengan kategori cukup dapat meningkatkan kinerjanya

Kata kunci : Motivasi, Kinerja, Rumah Sakit, Perawat.

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**THE RELATIONSHIP BETWEEN WORK MOTIVATION AND NURSE
PERFORMANCE AT THE PULMONARY HOSPITAL DR. ARIO WIRAWAN
SALATIGA**

ABSTRACT

Background: Performance is the result of a person's work in carrying out their duties and responsibilities. In a job, motivation and a driving force are needed to achieve targets. Motivation, as a driving factor, plays an important role in improving a person's performance. The higher a person's motivation, whether intrinsic or extrinsic, the greater the likelihood that they will work better and achieve optimal results.

Objective: Understanding the Relationship Between Work Motivation and Nurses' Performance at Dr. Ario Wirawan Lung Hospital, Salatiga.

Methods : This study uses a quantitative method with a cross-sectional approach. The sample was determined using the Probability Sampling technique and calculated with Slovin's formula from a total population of 124 nurses, resulting in 57 respondents who met the research criteria. The measurement instrument in this study was a questionnaire that had been tested for validity, with the motivation questionnaire showing an r-table value of 0.522–0.813 and the performance questionnaire showing an r-table value of 0.532–0.853. Reliability testing was conducted by the researcher at Dr. Gondo Suwarno Regional General Hospital in Ungaran, yielding Cronbach's Alpha values of 0.904 and 0.932.

Results: The research results show that 47.4% of nurses have high motivation, while 52.6% have moderate work motivation. In terms of performance, 80.7% of nurses fall into the high-performance category, while 19.3% fall into the moderate-performance category. Based on these results, the researcher conducted a chi-square test using SPSS version 26 to determine the relationship between motivation and nurses' performance, yielding a significance level of 0.031.

Conclusion: Based on the chi-square test using SPSS version 26, the significance level is $0.031 < 0.05$, meaning there is a relationship between work motivation and nurses' performance at Dr. Ario Wirawan Lung Hospital, Salatiga.

Suggestion: By considering factors of motivation and performance, it is expected that respondents with moderate performance can improve their performance.

Keywords: Motivation, Performance, Hospital, Nurse.

