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HUBUNGAN KEPUASAN KERJA DAN MOTIVASI KERJA TERHADAP KINERJA PERAWAT DI RSUD DR.H. JUSUF SK TARAKAN

ABSTRAK

Latar belakang: Kualitas pelayanan rumah sakit sangat bergantung pada kinerja perawat, yang dipengaruhi secara signifikan oleh faktor psikologis seperti kepuasan dan motivasi kerja. Penelitian ini bertujuan untuk menganalisis secara empiris hubungan antara kepuasan kerja dan motivasi kerja dengan kinerja perawat di RSUD dr. H. Jusuf SK Kota Tarakan.
Metode: Desain penelitian yang digunakan adalah kuantitatif dengan pendekatan *cross-sectional*. Populasi sekaligus sampel penelitian adalah 85 perawat yang diambil melalui teknik *stratified randoml sampling*. Data dikumpulkan melalui kuesioner dan dianalisis menggunakan uji korelasi *Spearman Rank.*
Hasil: Hasil deskriptif menunjukkan bahwa mayoritas perawat memiliki kinerja baik (83,5%), kepuasan kerja puas (88,2%), dan motivasi kerja baik (72,9%). Hasil uji statistik menunjukkan: 1) Terdapat hubungan signifikan dan sangat kuat antara Kepuasan Kerja dengan Kinerja Perawat (p=0,0001; r=0,840). Perawat yang puas hampir seluruhnya menunjukkan Kinerja Baik (94,7%). 2) Terdapat hubungan signifikan dan kuat antara Motivasi Kerja dengan Kinerja Perawat (p=0,0001; r=0,720). Perawat dengan motivasi baik hampir seluruhnya menunjukkan Kinerja Baik (98,4%).
Simpulan: Kepuasan Kerja dan Motivasi Kerja memiliki hubungan yang signifikan dan positif terhadap Kinerja Perawat. Semakin tinggi tingkat kepuasan dan motivasi, semakin baik Kinerja perawat. Saran bagi manajemen adalah menjadikan Kepuasan dan Motivasi sebagai Indikator Kinerja Utama (KPI) untuk mempertahankan dan meningkatkan kualitas pelayanan.

Kata Kunci: Kinerja Perawat, Kepuasan Kerja, Motivasi Kerja

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RELATIONSHIP BETWEEN JOB SATISFACTION AND WORK MOTIVATION ON THE PERFORMANCE OF NURSES AT RSUD DR.H. JUSUF SK TARAKAN

ABSTRACT

Backgorund: *The quality of hospital services is contingent upon the performance of nurses, which is influenced by psychological factors such as job satisfaction and motivation. The objective of this study is to utilize an empirical approach to examine the correlation between job satisfaction and motivation on the performance of nurses at Dr. H. Jusuf SK Regional General Hospital in Tarakan City.*
Methods: *The research design employed was quantitative, utilizing a cross-sectional approach. The population and sample of the study consisted of 85 nurses selected using stratified random sampling. The data were collected through the administration of questionnaires and subsequently analyzed using Spearman's rank correlation test.*
Results: *The descriptive results indicate that the majority of nurses exhibit commendable performance (83.5%), substantial job satisfaction (88.2%), and notable work motivation (72.9%). The results of the statistical tests demonstrate the following: 1) A substantial and robust correlation is observed between job satisfaction and nurse performance (p=0.0001; r=0.840). The majority of nurses who were satisfied with their performance exhibited commendable performance ratings (94.7%). 2) A substantial and robust correlation has been identified between work motivation and nurse performance (p=0.0001; r=0.720). The vast majority of nurses who exhibited strong motivation demonstrated commendable performance, with a 98.4% success rate.*
Conclusion: *Job satisfaction and work motivation have been demonstrated to have a significant and positive relationship with nurse performance. It has been demonstrated that an increase in satisfaction and motivation leads to an enhancement in nurse performance. The recommendation for management is to establish satisfaction and motivation as Key Performance Indicators (KPIs) to ensure the maintenance and enhancement of service quality.*

Keywords: *Nurse Performance, Job Satisfaction, Work Motivation*