

ARTICLE INFORMATION

Received: July, 23, 2024

Revised: August, 08, 2024

Available online: August, 09, 2024

at : <https://ejournal.malahayati.ac.id/index.php/minh>

Motivation, work environment, job satisfaction, and job performance among nurses: An inferential analysis

Lutfi Mukhofi¹, Yuly Peristiwati¹, Joko Prasetyo¹, Priyo Sasmito^{2*}, Fika Indah Prasetya³

¹Program Studi S2 Keperawatan Institut Ilmu Kesehatan Strada Indonesia

²Program Studi S1 Keperawatan Universitas Ichsan Satya

³Program Studi S1 Keperawatan STIKes Bhakti Al-Qodiri

Corresponding author: *E-mail: priothegreat2@gmail.com

Abstract

Background: Many researchers have studied performance, but lack has combined the influence of work motivation, work environment, and job satisfaction on nurse performance simultaneously.

Purpose: To analyze the influence of Motivation, work environment, job satisfaction, and job performance among nurses

Method: An observational study with a cross sectional approach involving nurses in 15 units at a hospital in Jember, Indonesia. The data taken were demographic, work motivation, work environment, job satisfaction, and nurse performance using various validated questionnaire. Data were analyzed descriptively and inferential analysis using the Partial Least Square (PLS) method using the smart PLS version 3.0 program.

Results: A total of 111 respondents were involved in this research. The majority of respondents were female (67/60.4%), aged 21-30 years (67/60.4%), had a bachelor's degree in nursing (50/45.0%), married (67/60.4%) and have worked for ≤ 5 years (70/63.1%). work motivation (3.6-3.8), perception of the work environment (3.5-4.0), job satisfaction (3.3-3.7), and nurse performance (3.7-3.9) were obtained in the high/good score range category. all variables produced a loading factor of more than 0.5 and an Average Variance Extracted (AVE) of more than 0.4. Cronbach's Alpha was greater than 0.6 for all variables and had a composite reliability value of more than 0.7. The Q^2 value was 0.180 (>0) and R^2 0.242. Partially, the work motivation and job satisfaction variables have a p value of 0.007 and $0.000 < \alpha 0.05$ on nurse performance. Meanwhile, the work environment has a p value of $0.451 > \alpha 0.05$. Simultaneously, work motivation, work environment, and job satisfaction have F statistics value of 11.39 with a p value of $0.000 < \alpha 0.05$ on nurse performance.

Conclusion: This study has valid and reliable indicators. Independently, work motivation and job satisfaction have a significant correlation with nurse performance, while work environment does not have a significant relationship. However, simultaneously work motivation, work environment and job satisfaction have a positive and significant influence on the performance of nurses in hospitals by 24.2%. In order to improve the performance of nurses in the hospital, it is expected to increase work motivation and job satisfaction.

Keywords: Job Satisfaction; Motivation; Nurses; Performance; Work Environment.

INTRODUCTION

Human Resources in Hospitals are important resources and are needed to achieve optimal performance. The quality of human resources

determines the quality of the work process carried out and ultimately produces optimal and quality work results. High quality hospital output can be realized if

the human resources in the hospital, one of which is nurses, are able to work well and have high performance (Essi, 2017).

Work motivation partially has a significant effect on job satisfaction in hospital nurses. The better the work motivation provided by the company, the more job satisfaction will increase (Dona, & Suryalena, 2022; Pratiwi, Hamzah, Sulaeman, & Multazam, 2023).

Concluded that there was a relationship between intrinsic and extrinsic motivation and job satisfaction of nurses in hospitals. Even though there are many studies that explain and reveal the relationship between work motivation and job satisfaction, job satisfaction is unique and specific. Work motivation is dynamic and will develop and adapt according to the environment in which one works (Mulyadi, Mapeaty, & Rifa'i, 2021). The work environment is everything around employees that can have an influence, both positive and negative. So that to be able to complete a job well, the work environment where employees work must be able to have a positive impact on employees.

Many researchers have studied performance, but lack has combined the influence of work motivation, work environment, and job satisfaction on nurse performance simultaneously. This gap makes researchers interested in analyzing the influence of motivation, work environment, and job satisfaction on nurse performance among nurses in hospitals. In this study, researchers tried to analyze the influence of each factor partially and simultaneously on the performance of nurses in hospitals. The results of this research can be used by hospitals to develop strategies to increase the productivity and quality of work of nurses in hospitals.

RESEARCH METHOD

An observational study with a cross-sectional approach. The research was conducted at the Plantation Hospital in Jember, East Java, Indonesia in January-February 2024. The population in this study was all 153 nurses on duty in 15 units and wards. The sample was calculated using the Slovin formula and the sample size was 111 respondent.

Inclusion criteria include nurses who work in the unit where the research was conducted, have a

minimum education of a Diploma in Nursing, and have worked for at least 1 year. Nurses who were still interns, on permits or study assignments, and unable to attend the research were excluded from the study. Samples were taken using a cluster random sampling technique by dividing the total sample size proportionally based on the number of nurses at the 15 research location points. A proportional number of respondents were obtained at each point of the research location.

The data taken is demographic data to determine the characteristics of respondents which include age, gender, education, marital status and length of work. The questionnaire is in the form of open questions which are filled in by respondents. The independent variables measured are work motivation, work environment, and job satisfaction. Meanwhile, the output measured is nurse performance.

Work motivation was measured using the Nursing Motivation Questionnaire (Negarandeh, Dehghan-Nayeri, & Ghasemi, 2015). This questionnaire is based on 14 questions whose validity and reliability have been tested and has a correlation coefficient r of 0.638-0.888 (> 0.361) and Cronbach Alpha 0.889 (> 0.600). The work environment was measured using a work environment instrument that had been modified and developed by researchers based on the BELIMAGE instrument (work environment and workforce problems) questionnaire (Millisen et al., 2006). This questionnaire was prepared based on 22 questions and had been tested for validity and reliability and obtained a correlation coefficient of 0.424-0.605 (> 0.361) and Cronbach Alpha 0.959 (> 0.600). Job satisfaction was measured using an instrument developed and modified by the researcher himself, adapted from the job satisfaction questionnaire (Nursalam, 2020). The job satisfaction instrument used in this research uses a questionnaire with 29 questions which has been tested for validity and reliability by researchers with a correlation coefficient of 0.494-0.874 (> 0.361) and Cronbach Alpha 0.976 (> 0.600). Nurse performance was measured using an instrument developed and modified by the researchers themselves which was adapted from the nurse performance questionnaire (Metris, Meyana, Mardika, Srem, Annisa, Pandiangan, & Arman,

Lutfi Mukhofi¹, Yuly Peristiwati¹, Joko Prasetyo¹, Priyo Sasmito^{2*}, Fika Indah Prasetya³

¹Program Studi S2 Keperawatan Institut Ilmu Kesehatan Strada Indonesia

²Program Studi S1 Keperawatan Universitas Ichsan Satya

³Program Studi S1 Keperawatan STIKes Bhakti Al-Qodiri

Corresponding author: *E-mail: priothegreat2@gmail.com

2024). This instrument uses 12 questions and has been tested for validity and reliability by researchers with a correlation coefficient of 0.461-0.831 and Cronbach Alpha 0.930 (> 0.600).

Data were analyzed descriptively and inferential analysis using the Partial Least Square (PLS) method using the smart PLS version 3.0 program. The inferential analysis carried out by the researchers included measuring the outer model, inner model, and hypothesis testing. PLS uses the principle component analysis method in the measurement model, which is a variance extraction

block to see the relationship between indicators and latent variables.

This research was conducted after obtaining permission and review from the independent Ethics Committee. All respondents were given an explanation of the research being conducted and the aims of the research, and signed an informed consent form before data collection.

This study has received approval from the Health Research Ethics Committee (KEPK) of Dr. Moewardi Hospital with registration number 1.581/VIII/HREC2023.

RESEARCH RESULTS

Table 1. Characteristics of Respondents (N=111)

Variables	Results
Age (Mean ±SD) (Range)(Year)	(31.28±4.883)(21-50)
Age (n/%) (year)	
21-30	67/60.4
31-40	32/28.8
41-50	12/10.8
Gender (n/%)	
Male	44/39.6
Female	67/60.4
Education (n/%)	
Diploma	41/36.9
Bachelor	70/63.1
Marital Status (n/%)	
Unmarried	41/36.9
Divorce/Separate	3/2.7
Married	67/60.4
Working Duration (n/%) (Year)	
≤5	70/63.1
>5	41/36.9
Work Motivation (Mean ± SD)(Range)	
Career development	(3.9 ± 0.4)(3.0-5.0)
Job characteristics	(3.6 ± 0.4)(2.7-5.0)
Job authority	(3.8 ± 0.3)(2.7-5.0)
Acknowledgment	(3.9 ± 0.4)(2.5-5.0)

Lutfi Mukhofi¹, Yuly Peristiwati¹, Joko Prasetyo¹, Priyo Sasmito^{2*}, Fika Indah Prasetya³

¹Program Studi S2 Keperawatan Institut Ilmu Kesehatan Strada Indonesia

²Program Studi S1 Keperawatan Universitas Ichsan Satya

³Program Studi S1 Keperawatan STIKes Bhakti Al-Qodiri

Corresponding author: *E-mail: priothegreat2@gmail.com

Work environment (Mean ± SD)(Range)	
Ethics in the team	(3.7 ± 0.5)(2.8-5.0)
Independence	(3.5 ± 0.4)(2.5-4.8)
Team building	(3.7 ± 0.5)(3.0-5.0)
Autonomy	(3.7 ± 0.4)(3.0-4.6)
Leadership	(4.0 ± 0.4)(3.0-5.0)
Job Satisfaction (Mean ± SD)(Range)	
Incentive	(3.3 ± 0.3)(2.5-4.0)
Autonomy	(3.3 ± 0.3)(2.3-4.0)
Task demands	(3.7 ± 0.4)(2.0-4.4)
Organizational policies	(3.3 ± 0.4)(2.0-4.4)
Interaction	(3.6 ± 0.5)(2.0-5.0)
Professional status	(3.3 ± 0.3)(2.4-4.1)
Nurse performance (Mean ± SD)(Range)	
Work quality	(3.9 ± 0.8)(2.0-5.0)
Knowledge of work	(3.8 ± 0.9)(2.0-5.0)
Opinions or statements expressed	(3.9 ± 0.9)(1.5-5.0)
Decision taken	(3.7 ± 0.7)(1.7-5.0)
Work planning	(3.7 ± 0.7)(2.0-5.0)

Based on the data in table 1, it is known that the majority of respondents were female (67/60.4%), aged 21-30 years (67/60.4%), had a bachelor's degree in nursing (50/45.0%), were married (67/60.4%) and have worked for ≤ 5 years (70/63.1%).

The researcher classified the values for the independent and dependent variables based on the results of the respondents' responses into five classes, as follows: 1) a value of 1-1.80 is very low; 2) a value of 1.81-2.60 is low; 3) a value of 2.61-3.40 is sufficient; 4) high value 3.41-4.20; 5) a value of 4.21-5.00 is very high. Based on the data in table 1, it is known that work motivation (3.6-3.8), perception of the work environment (3.5-4.0), job satisfaction (3.3-3.7), and nurse performance (3.7-3.9) were obtained in the high/good score range category. This means that the majority of respondents have high work motivation, good perception of the work

environment, high job satisfaction, and good nursing performance.

To analyze the association between work motivation, work environment and job satisfaction, researchers conducted inferential analysis using the Partial Least Square (PLS) analysis technique. This method is carried out in two stages (Two Step Approach), the first stage is measuring the construct variables in forming a latent variable using the Confirmatory Factor Analysis (CFA) technique to obtain suitable combined exogenous and endogenous indicators. The CFA model can be accepted if the model has good validity and reliability criteria (Wijanto, 2008). Validity testing is carried out by conducting convergent and discriminant validity tests. The results of the convergent validity, discriminant validit, and reliability tests are presented in tables 2, 3, and 4 below.

Lutfi Mukhofi¹, Yuly Peristiwati¹, Joko Prasetyo¹, Priyo Sasmito^{2*}, Fika Indah Prasetya³

¹Program Studi S2 Keperawatan Institut Ilmu Kesehatan Strada Indonesia

²Program Studi S1 Keperawatan Universitas Ichsan Satya

³Program Studi S1 Keperawatan STIKes Bhakti Al-Qodiri

Corresponding author: *E-mail: priothegreat2@gmail.com

Table 2. Convergent Validity Test Results

Variable	Indicator	Loading Factor	AVE
Work Motivation (X1)	Career development (X1.1)	0.811	0.453*
	Job characteristics (X1.2)	0.543	
	Job authority (X1.3)	0.692	
	Acknowledgment (X1.4)	0.617	
Work Environment (X2)	Ethics in the team (X2.1)	0.549	0.401*
	Independence (X2.2)	0.659	
	Team building (X2.3)	0.563	
	Autonomy (X2.4)	0.751	
	Leadership (X2.5)	0.624	
Job Satisfaction (X3)	Incentive (X3.1)	0.506	0.453*
	Autonomy (X3.2)	0.548	
	Task demands (X3.3)	0.770	
	Organizational policies (X3.4)	0.725	
	Interaction (X3.5)	0.731	
	Professional status (X3.6)	0.715	
Nurse Performance (Y)	Work quality (Y1)	0.911	0.796*
	Knowledge of work (Y2)	0.927	
	Opinions or statements expressed (Y3)	0.928	
	Decision taken (Y4)	0.873	
	Work planning (Y5)	0.817	

Note:* valid (Loading factor > 0.5; AVE > 0.4)

Abbreviation: AVE, Average Variance Extracted

Based on the data in table 2, it was found that all variables produced a loading factor of more than 0.5 and an Average Variance Extracted (AVE) of more than 0.4. This means that based on convergent validity all indicators are declared valid in measuring the variables.

Lutfi Mukhofi¹, Yuly Peristiowati¹, Joko Prasetyo¹, Priyo Sasmito^{2*}, Fika Indah Prasetya³

¹Program Studi S2 Keperawatan Institut Ilmu Kesehatan Strada Indonesia

²Program Studi S1 Keperawatan Universitas Ichsan Satya

³Program Studi S1 Keperawatan STIKes Bhakti Al-Qodiri

Corresponding author: *E-mail: priothegreat2@gmail.com

DOI: <https://doi.org/10.33024/minh.v7i5.543>

Table 3. Discriminant Validity Test Result (Cross Loading)

Indicator	Work Motivation (X1)	Work environment (X2)	Job satisfaction (X3)	Nurse Performance (Y)
Career development (X1.1)	0.811*	0.428	0.274	0.333
Job characteristics (X1.2)	0.543*	0.214	0.140	0.161
Job authority (X1.3)	0.692*	0.457	0.298	0.189
Acknowledgment (X1.4)	0.617*	0.342	0.229	0.272
Ethics in the team (X2.1)	0.457	0.549*	0.307	0.067
Independence (X2.2)	0.372	0.659*	0.375	0.134
Team building (X2.3)	0.345	0.563*	0.306	0.030
Autonomy (X2.4)	0.412	0.751*	0.349	0.172
Leadership (X2.5)	0.266	0.624*	0.223	0.196
Incentive (X3.1)	0.044	0.262	0.506*	0.259
Autonomy (X3.2)	0.260	0.399	0.548*	0.012
Task demands (X3.3)	0.220	0.284	0.770*	0.378
Organizational policies (X3.4)	0.417	0.383	0.725*	0.255
Interaction (X3.5)	0.264	0.322	0.731*	0.301
Professional status (X3.6)	0.302	0.395	0.715*	0.240
Work quality (Y1)	0.287	0.152	0.353	0.911*
Knowledge of work (Y2)	0.346	0.173	0.344	0.927*
Opinions or statements expressed (Y3)	0.337	0.159	0.350	0.928*
Decision taken (Y4)	0.346	0.239	0.396	0.873*
Work planning (Y5)	0.350	0.297	0.423	0.817*

The results of discriminant validity testing using cross loading in table 3 show that overall the indicators for all variables produce loading values that are greater than the loading values for the other variables (star sign). Thus, it can be stated that from the results of the discriminant validity test, each indicator is able to measure the corresponding latent variable.

Table 4. Reliability test result

Variable	Cronbach's Alpha	Composite Reliability
Work motivation (X1)	0.606*	0.764*
Work environment (X2)	0.697*	0.768*
Job satisfaction (X3)	0.769*	0.830*
Nurse performance (Y1)	0.935*	0.951*

Note: *) reliable (Cronbach's alpha > 0.6; Composite reliability > 0.7)

Lutfi Mukhofi¹, Yuly Peristiowati¹, Joko Prasetyo¹, Priyo Sasmito^{2*}, Fika Indah Prasetya³

¹Program Studi S2 Keperawatan Institut Ilmu Kesehatan Strada Indonesia

²Program Studi S1 Keperawatan Universitas Ichsan Satya

³Program Studi S1 Keperawatan STIKes Bhakti Al-Qodiri

Corresponding author: *E-mail: priothegreat2@gmail.com

DOI: <https://doi.org/10.33024/minh.v7i5.543>

Meanwhile, in the reliability test in table 4 above, Cronbach's Alpha was greater than 0.6 for all variables and had a composite reliability value of more than 0.7. So it can be said that all indicators are declared reliable in measuring the variables.

The second stage is to test the structural model or inner model for analysis and estimation. A model is said to be good or fit if it meets the overall model suitability criteria and meets the evaluation criteria for the structural model so that an acceptable full model is obtained. Evaluation of the inner model in this research was carried out by calculating predictive relevance (Q^2) and coefficient of

determination (R^2). The Q^2 value was 0.180 (>0) and R^2 0.242. The Q^2 value obtained shows that the model can be said to be good. Meanwhile, R^2 shows that 24.2% of nurse performance can be explained by the variables of work motivation, work environment and job satisfaction. As much as 75.8% is the contribution of other variables not discussed in this research.

The last step is hypothesis testing. The researchers tested the hypothesis partially and simultaneously. The results of partial hypothesis testing are presented in table 5 below.

Table 5. Relationship between work motivation, work environment, and job satisfaction with nurse performance (partial)

Variable	Nurse performance		
	Coefficient	T Statistics	p-values
Work motivation	0.303	2.693	0.007*
Work environment	-0.101	0.754	0.451
Job satisfaction	0.361	4.152	0.000*

Note: *) significant (p value $< \alpha$ 0.05)

Based on the calculation results in table 5, it is known that the work motivation and job satisfaction variables have a p value $< \alpha$ 0.05. This means that partially, work motivation and job satisfaction have a significant influence on nurse performance. Meanwhile, the work environment does not have a significant effect on nurse performance.

The three independent variables were then tested simultaneously to determine the magnitude of the influence on nurse performance. The F statistics

value was 11.39 with a p-value of 0.000. The test results show that the F Statistics value is > 2.69 , and the p-value is < 0.05 . This means that there is a significant influence of work motivation, work environment and job satisfaction simultaneously on nurse performance.

Overall, the magnitude of the influence of work motivation, work environment and job satisfaction on nurse performance is depicted in Figure 1.

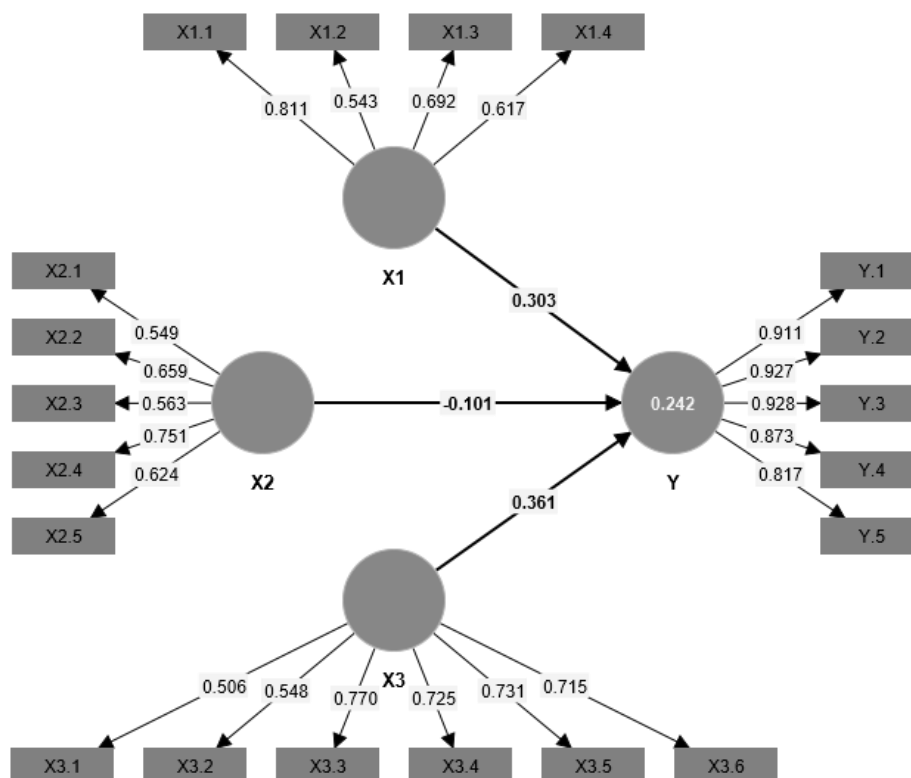
Lutfi Mukhofi¹, Yuly Peristiowati¹, Joko Prasetyo¹, Priyo Sasmito^{2*}, Fika Indah Prasetya³

¹Program Studi S2 Keperawatan Institut Ilmu Kesehatan Strada Indonesia

²Program Studi S1 Keperawatan Universitas Ichsan Satya

³Program Studi S1 Keperawatan STIKes Bhakti Al-Qodiri

Corresponding author: *E-mail: priothegreat2@gmail.com



Note: X1, work motivation; X2, work environment; X3 job satisfaction; Y, nurse performance.

Figure 1. Model of the relationship between work motivation, work environment, and job satisfaction on nurses performance

DISCUSSION

Motivation is a desire within a person that causes that person to take action. A person often takes action to achieve a goal (Karmadi, 2019). Motivation is an important factor in determining a person's performance. The existence of motivation in a person can build his desire to work hard and be enthusiastic to achieve high performance. Everyone has motivation in their life which can later be used as a driving reason to produce maximum output. For this reason, motivation is a very influential factor and has an important role in improving employee performance (Waruwu, Asriwati, & Daryanto, 2020). Based on the results of the analysis in this study, it is known that there is a positive and significant influence of motivation on nurse performance. This is in accordance with several previous studies which reported that motivation has a significant relationship

with the performance of nurses in hospitals (Mangkunegara, 2015; Rahmawati, & Nadjib, 2023; Chiou-Fen, et al., 2020; Karmadi, 2019).

The work environment is an important factor in supporting performance (Robbins, & Judge, 2022). The work environment is attached to employees and cannot be separated from efforts to develop employee performance. A pleasant work environment will provide a feeling of comfort to employees so that it can influence increased employee performance (AlBrakat, Al-Hawary, & Muflih, 2023).

The results of previous studies also stated that the work environment has a positive and significant effect on the performance of nurses in hospitals. However, this study found that the work environment

Lutfi Mukhofi¹, Yuly Peristiwati¹, Joko Prasetyo¹, Priyo Sasmito^{2*}, Fika Indah Prasetya³

¹Program Studi S2 Keperawatan Institut Ilmu Kesehatan Strada Indonesia

²Program Studi S1 Keperawatan Universitas Ichsan Satya

³Program Studi S1 Keperawatan STIKes Bhakti Al-Qodiri

Corresponding author: *E-mail: priothegreat2@gmail.com

did not have a significant effect on the performance of nurses (Amalia, Sumijatun, & Azis, 2023).

This is thought to be because the indicators used in the work environment questionnaire are focused on solving problems in the work environment and employment, not on the physical and non-physical work environment. The results of this study are in line with the results of previous studies which concluded that the work environment does not have a significant effect on performance (Dameria, & Ekawati, 2022).

The work environment in an agency or company is very important for management to pay attention to (Robbins, & Judge, 2022). A good work environment can improve performance. Conversely, an inadequate work environment can reduce performance. A work environment condition is said to be good or appropriate if humans can carry out activities optimally, healthily, safely, and comfortably. The results of the suitability of the work environment can be seen in the long term. Furthermore, a poor work environment can require more labor and time and does not support the achievement of an efficient work system design. The ability of nurses and a conducive living environment, especially the availability of a pleasant workplace or work atmosphere, clearer rules that protect nurses will further improve performance.

Job satisfaction is an important indicator that can show a person's view of their profession and how they carry out their professional duties, factors within the nurse include knowledge and skills, competencies that are appropriate to the job, work motivation, and job satisfaction (Nursalam, 2020; Paudel, Karki, & Bastola, 2022).

Based on the results of this research, it is known that the majority of respondents considered that they had high satisfaction with their work. The indicators that were best assessed by respondents were Task Demands and the lowest were Incentives. This shows that respondents are most satisfied with the work in caring for patients and the time and opportunity to discuss patient care with other nursing staff. However, many nurses still feel dissatisfied with the wages or salaries they receive. Based on the results of the analysis in this study, it is known that there is a positive and significant influence between

job satisfaction and nurse performance. This means that if job satisfaction is increased, nurse performance will increase significantly.

The results of this study are in accordance with the theory that states that psychological factors, namely job satisfaction, affect work performance (Gibson, 2022). One way to improve and develop employee performance is to create job satisfaction (Irawan, Marsharina, & Evasari, 2020). Although job satisfaction is interesting and important, the most fundamental is the influence of job satisfaction on the organization which will affect performance (Hasibuan, 2020). The level of job satisfaction felt by nurses will affect the nurse's performance commitment. Nurses who are satisfied can increase productivity while nurses who are dissatisfied will decrease their performance. The results of this study are in line with previous studies which concluded that job satisfaction has a positive and significant effect on nurse performance (Tami, Sumarni, & Sarwadhama, 2021). Job satisfaction based on wages, job promotions, supervision and relationships with coworkers on nurse performance (Damanik, & Sitompul, 2022).

Performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Mangkunegara, 2015). Performance is the result of work that is done according to the employee's abilities and is felt to be beneficial for the organization, society and the worker himself. Of course, achieving good performance is not easy, apart from employees having to be responsible for their work, of course the organization must also be able to support performance. employees to get good work results (Apika, 2020). According to Kasmir (2016) there are several factors that influence performance, including motivation, work environment, and job satisfaction.

Based on the results of descriptive analysis, it is known that the majority of respondents consider that they have high performance. The best indicator assessed by respondents is the quality of work and the lowest is the decisions taken. This shows that respondents feel they are the best at doing their work because the work they do is calculated, careful and thorough, and in accordance with their abilities.

Lutfi Mukhofi¹, Yuly Peristiowati¹, Joko Prasetyo¹, Priyo Sasmito^{2*}, Fika Indah Prasetya³

¹Program Studi S2 Keperawatan Institut Ilmu Kesehatan Strada Indonesia

²Program Studi S1 Keperawatan Universitas Ichsan Satya

³Program Studi S1 Keperawatan STIKes Bhakti Al-Qodiri

Corresponding author: *E-mail: priothegreat2@gmail.com

However, respondents still feel less brave and less confident in making decisions according to risk and feel less initiative to carry out new tasks or work. The results of this study indicate that the variables of motivation, work environment, and job satisfaction simultaneously have been proven to have a significant effect on nurse performance.

Every activity that someone wants to do must be driven by a force from within themselves and this driving force is called work motivation (Asmawiyah, & Nurjaya, 2020). Work motivation will have a good impact on employees, so that it can provide positive energy for all employees. In addition, a conducive work environment can motivate employees to give their best in their work, improve work morale, and help achieve organizational goals effectively. Job satisfaction felt by employees can improve their work performance and loyalty to the company. The results of this study are equivalent to there being a significant influence between the work environment, work motivation and job satisfaction on employee performance (Purbosari, & Suharti, 2024).

The results of this study indicate that the most dominant variable influencing the performance of nurses in hospitals is job satisfaction. This result is equivalent to the results of the study) which states that job satisfaction has a dominant influence on employee performance (Siregar, Hetami, & Bharata, 2021).

When employees feel satisfied with their work, they tend to be more motivated, committed, and dedicated in carrying out their duties. Employees are more productive, more creative, and produce quality output. However, the results of the analysis of this study indicate that between work motivation and work environment, job satisfaction is the independent variable that received the lowest rating by respondents. This is a note for hospital management to improve nurse job satisfaction. Good job satisfaction can improve performance. Job satisfaction can have an impact on the effectiveness of employee behavior at work (Agustini, & Dewi, 2019).

CONCLUSION

Work motivation and satisfaction partially have a significant effect on the performance of nurses in

hospitals. The work environment alone does not have a significant effect on nurse performance. However, simultaneously work motivation, work environment and job satisfaction have a positive and significant influence on the performance of nurses in hospitals. Job satisfaction is the most dominant variable in influencing nurse performance. Hospitals are expected to be able to increase employee motivation, especially in the job characteristics aspect, and increase job satisfaction, especially in the incentive aspect. Work motivation, work environment, and job satisfaction only contribute around twenty-five percent to the performance of nurses in hospitals. This is a very broad opportunity for other researchers to further explore other factors that influence the performance of nurses in hospitals.

REFERENCES

- Agustini, N. K. I., & Dewi, A. S. K. (2019). Pengaruh Kompensasi, Disiplin Kerja Dan Motivasi Terhadap Produktivitas Karyawan. *E-Jurnal Manajemen*, 8(1), 231-258.
- AlBrakat, N., Al-Hawary, S., & Muflih, S. (2023). Green supply chain practices and their effects on operational performance: an experimental study in Jordanian private hospitals. *Uncertain Supply Chain Management*, 11(2), 523-532.
- Amalia, K. P., Sumijatun, S., & Azis, H. (2023). Pengaruh Lingkungan Kerja dan Motivasi Terhadap Kinerja Perawat di Rawat Inap RS YARSI Jakarta 2023. *Jurnal Manajemen dan Administrasi Rumah Sakit Indonesia (MARS)*, 7(2), 144-152.
- Apika, D. (2020). *Pengaruh lingkungan kerja, stres kerja dan disiplin kerja terhadap kinerja pegawai puskesmas berkilau pangkalan kerinci II* (Doctoral dissertation, Universitas Islam Negeri Sultan Syarif Kasim Riau).
- Asmawiyah, M. A., & Nurjaya.(2020). *Pengaruh Motivasi Kerja dan Kepuasan Kerja terhadap Kinerja Karyawan*, 5(2).

Lutfi Mukhofi¹, Yuly Peristiowati¹, Joko Prasetyo¹, Priyo Sasmito^{2*}, Fika Indah Prasetya³

¹Program Studi S2 Keperawatan Institut Ilmu Kesehatan Strada Indonesia

²Program Studi S1 Keperawatan Universitas Ichsan Satya

³Program Studi S1 Keperawatan STIKes Bhakti Al-Qodiri

Corresponding author: *E-mail: priothegreat2@gmail.com

- Chiou-Fen, L. I. N., Fu-Chih, L. A. I., Huang, W. R., Huang, C. I., & Hsieh, C. J. (2020). Satisfaction with the quality nursing work environment among psychiatric nurses working in acute care general hospitals. *Journal of Nursing Research, 28*(2), e76.
- Damanik, D. S., & Sitompul, P. (2022, October). Pengaruh Motivasi Kerja Dan Kompensasi Kerja Terhadap Kinerja Karyawan Pada Perusahaan Daerah Pasar Horas Jaya. In *Seminar Nasional Manajemen Dan Akuntansi* (Vol. 1, pp. 44-55).
- Dameria, L., & Ekawati, S. (2022). Pengaruh Budaya Organisasi dan Lingkungan Kerja terhadap Kepuasan Kerja Karyawan PT. MMU Jakarta. *Jurnal Manajerial Dan Kewirausahaan, 4*(2), 417-426.
- Dona, S. R., & Suryalena, S. (2022). Pengaruh Motivasi Kerja Dan Lingkungan Kerja Terhadap Kepuasan Kerja Pada Perawat RS Jiwa Tampan Pekanbaru. *JOM FISIP, Vol. 9*(2), 1-13
- Essi, G. (2017). Hubungan Disiplin, Motivasi Kerja Dan Pembagian Insentif Dana Kapitasi Program Jaminan Kesehatan Nasional Terhadap Kinerja Pegawai Puskesmas Alai Kota Padang. Fakultas Kesehatan Masyarakat Universitas Andalas.
- Gibson, C. B. (2022). Investing in communities: Forging new ground in corporate community codevelopment through relational and psychological pathways. *Academy of Management Journal, 65*(3), 930-957.
- Hasibuan, D. (2020). Pengaruh Komunikasi, Efektivitas Kepemimpinan Dan Kondisi Kerja Terhadap Kepuasan Kerja Pegawai Pada Kantor Kementerian Agama Kabupaten Labuhanbatu. *Ekonomi Bisnis Manajemen Dan Akuntansi (EBMA), 1*(2), 131-136.
- Irawan, D. A., Marsharina, H., & Evasari, J. (2020). Employee Performance: The Effect of Work Motivation, Work Discipline, and Job Satisfaction at one of music companies in Indonesia. *Journal of Research in Business, Economics, and Education, 2*(4), 710-719.
- Karmadi, K. (2019). Pengaruh Motivasi Kerja Perawat Terhadap Kinerja Perawat Di Rumah Sakit Panti Waluyo Surakarta. *Avicenna: Journal of Health Research, 2*(2), 63-74.
- Kasmir, K. (2016). Manajemen Sumber Daya Manusia (Teori dan Praktik). *Jakarta: Rajawali Pers, 72*.
- Mangkunegara, A.P. (2015). *Sumber Daya Manusia Perusahaan*. Bandung: PT. Remaja Rosdakarya
- Metris, D., Meyana, Y. E., Mardika, N. H., Srem, A. I. A., Annisa, N. N., Pandiangan, H., & Arman, Z. (2024). *Manajemen sumber daya manusia*. Yayasan Tri Edukasi Ilmiah.
- Mulyadi, R., Mapeaty, M., & Rifa'i, A. (2021). Faktor-faktor yang berhubungan dengan kepuasan kerja perawat di Puskesmas Mompang Kecamatan Panyabungan Utara Kabupaten Mandailing Natal 2020. *Jurnal Ilmu Keperawatan Indonesia (JIKPI), 2*(1), 30-39.
- Negarandeh, R., Dehghan-Nayeri, N., & Ghasemi, E. (2015). Motivating factors among Iranian nurses. *Iranian Journal of Nursing and Midwifery Research, 20*(4), pp. 436-441. doi: 10.4103/1735-9066.161011.
- Nursalam, S. (2020). *Metodelogi Penelitian Ilmu Keperawatan*. Salemba Medika: Jakarta
- Paudel, K., Karki, S., & Bastola, B. (2022). Factors affecting job satisfaction among nurses working at Western Regional Hospital, Pokhara. *Medical Journal of Pokhara Academy of Health*
- Pratiwi, Y. I., Hamzah, W., Sulaeman, U., & Multazam, A. (2023). Hubungan Motivasi Dengan Kepuasan Kerja Perawat RSUD Mamuju Tengah. *Window of Public Health Journal, 4*(1), 137-145.

Lutfi Mukhofi¹, Yuly Peristiwati¹, Joko Prasetyo¹, Priyo Sasmito^{2*}, Fika Indah Prasetya³

¹Program Studi S2 Keperawatan Institut Ilmu Kesehatan Strada Indonesia

²Program Studi S1 Keperawatan Universitas Ichsan Satya

³Program Studi S1 Keperawatan STIKes Bhakti Al-Qodiri

Corresponding author: *E-mail: priothegreat2@gmail.com

DOI: <https://doi.org/10.33024/minh.v7i5.543>

- Purbosari, C., & Suharti, L. (2024). Pengaruh Self Efficacy dan Perceived Organizational Support terhadap Organization Citizenship Behavior dengan Employee Engagement sebagai variabel mediasi (Studi pada karyawan PT. BPR BKK Boyolali). *Al-Kharaj: Jurnal Ekonomi, Keuangan & Bisnis Syariah*, 6(6), 5414-5436.
- Rahmawati, L., & Nadjib, M. (2023). The Role of Remuneration In Improving Hospital Performance. *Journal Research of Social Science, Economics, and Management*, 2(9), 1989-1997.
- Robbins, S. P., & Judge, T. A. (2022). Organizational Behavior, Update.
- Siregar, L. P., Hetami, A. A., & Bharata, W. (2021). Pengaruh Kompensasi Dan Fleksibilitas Driver Gojek Terhadap Kinerja Dengan Kepuasan Kerja Sebagai Variabel Intervening Pada Pt Gojek Indonesia Cabang Samarinda. *Jurnal Administrasi Bisnis (JUBIS)*, 1(1), 18-29.
- Tami, Y., Sumarni, S., & Sarwadhmana, R. J. (2021). Implementasi Pendaftaran online Pasien Rawat Jalan terhadap Kepuasan Pasien di Rumah Sakit Nur Hidayah Bantul. *Indonesian Journal of Hospital Administration*, 4(2), 43-51.
- Waruwu, L., Asriwati, A., & Daryanto, E. (2020). The Influence of Motivation and Work Environment on Nurses Performance in Public Hospitals Sundari Medan. *Journal Wetenskap Health*, 1(2), 52-57.

Lutfi Mukhofi¹, Yuly Peristiowati¹, Joko Prasetyo¹, Priyo Sasmito^{2*}, Fika Indah Prasetya³

¹Program Studi S2 Keperawatan Institut Ilmu Kesehatan Strada Indonesia

²Program Studi S1 Keperawatan Universitas Ichsan Satya

³Program Studi S1 Keperawatan STIKes Bhakti Al-Qodiri

Corresponding author: *E-mail: priothegreat2@gmail.com

DOI: <https://doi.org/10.33024/minh.v7i5.543>