

Factors Related To the Motivation of the Work of the Implementing Nurse in the Hospital

Soep^a, Palulungan KK^b, Tajmiati A^c, Limbong T^d, Nurjaya^e, Bahruddin^e and Agussalim^{*e}

^aSchool of Nursing, Medan Health Polytechnic, Jalan Bunga Ncole no 95, Kemenangan Tani, Medan Tuntungan, Medan City, Province of North Sumatera, Indonesia

^bSchool of Environmental Health, Jayapura Health Polytechnic, Jalan Padang Bulan 2, Hedam, Jayapura City, Province of Papua

^cSchool of Midwifery, Tasikmalaya Health Polytechnic, Jalan Cilolohan no 35, Tasikmalaya, Province of West Java, Indonesia

^dMidwifery school, Makassar Health Polytechnic, Jalan Bendungan Bilibili, Makassar City, Province of South Sulawesi, Indonesia

^eParepare School of Nursing, Makassar Health Polytechnic, Jalan laupe, Bukit Harapan, Parepare City, Province of South Sulawesi, Indonesia

Article Info

Article History:

Received: 07 March, 2021

Accepted: 12 March, 2021

Published: 16 March, 2021

***Corresponding author:** Agussalim, Parepare School of Nursing, Makassar Health Polytechnic, Jalan laupe, Bukit Harapan, Parepare City, Province of South Sulawesi, Indonesia; E-mail: salim170878@gmail.com

Abstract

Based on *World Health Organization* (WHO) data, the number of nurses worldwide in 2011 was 19.3 million nurses. In Indonesia is included in the 5 countries with the lowest motivation of health workers, in addition to Vietnam, Argentina, Nigeria, and India, this is due to the lack of labor seen from the level of welfare fulfillment. This study aims to find out the factors related to the motivation of the work of the implementing nurse in the hospital inpatient room BLUD RSUD Kota Bau-Bau. This type of research is using quantitative type with descriptive analytical research design through *cross sectional* approach. Sampling techniques in this study were conducted by random sampling method, as many as 33 respondents and their research instruments using questionnaires. The results of the study were analyzed using the *Chi-Square* test obtained $p, 0.05 (p < \alpha)$. This shows that there is a relationship of salary satisfaction factors, environmental conditions and interpersonal relationships with the motivation of the work of implementing nurses in the Hospital.

Keywords: Salary; Satisfaction; Environmental; Hospital; Nurse; Conditions and interpersonal relationships with nurse's work motivation

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Background

Motivation is the motivation from within a person that causes the person to act or do work consciously. A person who works is certainly based on motivation, of course the degree of motivation varies. One's performance in addition to being determined by his abilities is also very determined by the motivation of his work. People who do work with low motivation will not be able to do their job to the fullest extent of their ability and ability; on the contrary with high motivation one can do his job to the fullest extent of his ability. As well as factors related to work motivation including recognition, achievement, salary, work itself, responsibility, development of self-potential, working conditions and interpersonal relationships. The motivation of high maintenance work will improve the performance of the treatment so that each task will be carried out properly [1]. Motivation can be seen as a feature that exists in the workforce. During work, labor motivation undergoes changes as a result of interaction between the workforce and the work environment, so it can also be seen as the output of the workforce. The workforce starts working with a certain degree of work motivation. Depends on what is experienced during his work, and depends how he perceives the rewards given to him for his work he will

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experience an increase or decrease in his work motivation. One of the impacts of work motivation is work discipline, such as delays in employees coming to work, lack of responsibility for work, and so on. This is also the case with health workers in both government and private agencies. Work motivation determines the behavior and performance of nurses when providing high quality nursing practices [2] In fact, hospital nurses comprise the largest working group in the health workforce; a group where the quality of health services provided is highly dependent. In the World Health Organization (WHO) European Region (consisting of 53 countries), there are an estimated 6 million nurses, most of whom provide direct patient care in hospitals (WHO European Region, 2014). Registered Nurses (RN) are prepared and assigned to utilize their knowledge, assessment and skills in the provision and evaluation of care, advocate for patient rights, supervise and lead other health care workers, teach, research, as well as manage and develop health policies in nursing practice. Each function and task is expected to be provided with a high level of commitment, efficiency and quality, and also responsive to changes in health needs and developments in knowledge and technology (ICN, 2013). Because the working motivation of nurses (along with their preferences and many work-related factors such as working conditions and incentive systems) affects their behavior and

performance, it has been widely recognized as one of the prerequisites for high-quality nursing practices. Therefore it needs to be given more attention than has been paid to date, and also better managed [3]. *The World Health Organization* (WHO) stated that the number of nurses worldwide in 2011 was 19.3 million nurses. Health workers greatly affect up to 80% in achieving a good level of health. Indonesia is a country that faces a lack of achievement, either in terms of the number of nurses or in its education [4]. According to a 2012 U.S. National Center for Health Workforce Analysis report, there are approximately 2.9 million active nurses in the United States. Demand in the nursing profession is expected to reach around three million by 2025. The shortage of nurses in Saudi Arabia is increasing worldwide and is expected to reach about 48 thousand nurses by 2020. As a result, the shortage of nursing staff is considered one of the biggest challenges for any health system in the world [5]. In 2014, nurses' work motivation increased compared to nurses across Turkey with a prevalence of 60.9% reporting leaving the workplace today, due to a lack of motivation for the work of the majority of nurses themselves. Then according to the Ethiopian public health ministry is also proven because the birth control performance of nurses is negatively influenced by the low level of nurse work motivation and job satisfaction, while in Ghana reported nurses with a level of motivation and job satisfaction tend to have the intention to leave their current health facilities [6]. The ratio of nurses to 100,000 people in Indonesia in 2014 amounted to 94.07 nurses per 100,000 inhabitants, in 2015 decreased to 87.65 nurses per 100,000 inhabitants. Both are still far from the target nurse ratio set in 2014 of 158 nurses per 100,000 inhabitants, even far from the ministry's strategic plan for 205-2019 of 180 nurses per 100,000 workers. Based on data from the Health Human Resources Development and Empowerment Agency (BPPSDMK), the percentage of nurses is the largest among other health workers, namely 29.66% of all recapitulation of health workers in Indonesia as of December 2016 (Ministry of Health, 2017). According to *the World Health Organisation* (WHO) that Indonesia is included in the 5 countries with the lowest motivation of health workers, in addition to Vietnam, Argentina, Nigeria and India. This is due to the welfare aspect [7]. The motivation of nursing work is still one of the problems of nursing services in hospitals. According to the results of the Kristi Shop study (2015), nurses seem to be more than motivated enough to work. Their work motivation varies based on level and orientation, and hospital nurses in general have strong intrinsic and/or extrinsic reasons at work. The majority of hospital nurses are motivated to work because they enjoy most of the work activities they do, and their work conforms to higher order needs, values and individual goals. These nurses also have better experience of their own work and achieve the best results in terms of patient safety and lower satisfaction. Their motivation is increased in some workplace characteristics and working conditions that support nurse autonomy, engagement and empowerment, and enable them to gain self-actualization,

individual achievements and better work outcomes. Research said Bodur and Selma Infal [8], among the sources of motivation for nurses, internal self-concept-based motivation has the highest ratio (to total), and intrinsic processes have the lowest motivation. The motivation of intrinsic processes can be improved with greater task variation, more autonomy, and more feedback. It could be because those who live in metropolises have higher incomes and levels of education and have administrative experience, and positions of responsibility increase, low scores on motivational sources lead to high expectations. For this reason identify and consider the expectations of management staff can help. The reasons that provide a harsher working atmosphere of nurses in the current time can be researched and the reasons for offensive motivation can be improved. Total quality management also considers the participation of people in management can increase motivation. Evaluating wages, teamwork, custodian systems, and stress resources in the environment periodically by management can contribute to employee satisfaction. In addition, intrinsic, instrumental and external motivational processes Self-concept-based motivation sources can be improved to increase the total motivation of nurses. Mulyono, Hamzah and Abdullah's research [9] reported the motivation of nurse work in Ambon Level III Hospital which is low category by 64.29%. The same research conducted by Budiawan (2015) also showed low nurse work motivation of 60.1% at Bali Mental Hospital. The results of different studies reported Putri and Rosa (2015) hospital inpatient room PKU Muhammadiyah Yogyakarta Unit II where the motivation of low nurse work proportion is only 13.80%. The above research means that the motivation of nurse work in each hospital varies depending on the factors that affect it. Health workers with a number spread in Southeast Sulawesi, namely nurses as many as 4,455 people. This number increased from the number in 2015 which reached 4,089. The highest nurse ratio is in Kendari City which is 266 nurses and North Buton is 244 nurses, while the lowest in Muna Barat is only 55 nurses in South Buton milk as many as 57 per year. The ratio of nurses to residents of Southeast Sulawesi is 174 nurses, meaning that every 100,000 people in Southeast Sulawesi are served by 173-174 nurses. The results of research from Sri Asmuliatin et al in 2018 that there is a link between intensive work motivation, working conditions, work promotion, and work responsibility with Nurse Performance in the inpatient room of Kendari City Regional Hospital [10]. Bau-bau City General Hospital is a type C hospital owned by the Bau-bau City Government with a capacity of 163 beds with services for all types of diseases. Bua-bau City General Hospital has a total of 504 human resources consisting of nurses, namely 304 civil servants and 200 no civil servants or Non PNS. The number of nurses who served in the inpatient room as many as 167 people with details, namely nurses in the ICU room consisting of 11 civil servants and 4 NonPNS, in the treatment room Interna 17 civil servants and 18 NonPNS, in the surgical treatment room 18 civil servants and NonPNS 14, in the child care room 11 PNSdan 4 NonPNS, in the obsterti and Gynecology

treatment room 24 civil servants and 18 NonPNS, in the perinatology treatment room 12 civil servants and 4 NonPNS, in the eye care room, ENT, nerves, and genital skin 8 civil servants and 4 NonPNS. According to the results of the author's interview with 7 nurses blud hospital hospital Bua-bau who had been met on November 19, 2019 until November 20, 2019 when taking the initial data, they said that the motivation of nurses in work is still less optimal which can be seen from the lack of spirit in work so that it is based on the quality of service. This is shown by the nurse datang terlambat, go home prematurely, leave the room during working hours, lack of cooperation with colleagues and documentation of nursing care that is not optimal. In addition, intensive giving is felt less and often inappropriate waktu, as well as less fair because there is no difference in appreciation between the active and inactive, there is no salary allowance beyond the base salary, so nurses are less motivated to work in accordance with established nursing standards. This is supported by interviews with some patients and families who say patient complaints that the nurse's attitude is less good (less friendly, less caring when the patient needs treatment) and less initiative to approach the patient.

Method of Research

This type of research uses a quantitative type with descriptive analytical research design through a *cross sectional* approach that is to cross *tab* that aims to know the factors related to the motivation of the work of implementing nurses in the Hospital Inpatient Room BLUD RSUD Kota Bau-Bau. The location of the study is in the inpatient unit of BLUD Hospital Kota Bau – Bau Which includes interna, Surgery, Pediatric, Obstetrics and Gynecology, ICU, Perinatology, and eye, ENT, nerve, and genital skin care rooms. The target population in this study was Nurses who worked at BLUD R sud Kota Bau-Bau. While the affordable population in this study is all nurses who work in the inpatient room Interna, Surgery, Children, Obstetrics and Gynecology, ICU, Perinatology, and eye care room, ENT, nerves, and genital skin in BLUD Hospital Bau-Bau City Hospital which amounts to 167 people. The number of samples in this study was 33 nurses in the hospital room BLUD Bau-Bau City Hospital. The data collection was conducted directly to respondents who had previously obtained research permission from the Director of Hospitals and the head of the inpatient room, namely interna, Surgery, Children, Obstetrics and Gynecology, ICU, Perinatology, and ENT hospitals in BLUD Hospital, Bau-Bau City Hospital. Furthermore, the researchers approached with respondents and then gave explanations in accordance with the ethics of research. If the respondent is willing then it is welcome to sign the inform consent sheet and be given a questionnaire sheet to be filled out or answered at the same time. To create accurate and valid data, a questionnaire test must be conducted to 4 - 6 respondents (not sample respondents). Data collection in this study using:

- Primary data is a data collection technique that contains questions in writing about matters related to research variables and obtained through respondents who have previously been willing to assist in the research process.
- Secondary data obtained from the hospital agency which is a technique used in collecting data through certain materials is written as needed.

The instruments used in this study are by questionnaire, model statement adaptation of the research conducted and Amalia (2008). Questionnaires are given to respondents in the form of instruments related to variables to be studied and then they are asked to provide answers according to choice. In determining the score of the questionnaire answers used the Likert scale. The Likert scale is a measurement scale to measure the attitudes, opinions and perceptions of a person or group of people about social phenomena. With the Likert scale, the variable to be measured is described as a variable indicator. Then this indicator is used as a starting point to arrange instrument items that can be statements or questions. The answer of each instrument item using the Likert scale has a gradation from very positive to very negative which can be words [11].

Result

Based on the results of research that has been conducted in the Hospital Inpatient Room BLUD R sud Kota Bau-Bau for 2 weeks there are 33 samples in this study. After the data is collected, processing is carried out according to the purpose of the research, then discussed in the form of a table accompanied by the following explanations:

Characteristics of Respondents

a. Gender: The distribution of respondents by gender in this study can be seen in (Table 1).

Table 1: Distribution of Respondents by Gender Group in Blud Hospital Inpatient Room of Bau-Bau City Hospital in 2019.

Gender	N	%
Women	31	91.2
Male	2	5.9
Total	33	100

Source: Primary Data for 2019

Based on table 1 above, the majority of respondents or more dominant are female as many as 31 respondents (91.2%).

b. Age: The distribution of respondents by age in this study can be seen in (Table 2).

Table 2: Distribution of Respondents Based on Age Group in Blud Hospital Inpatient Room of Bau-Bau City Hospital in 2019.

Age	N	%
20-30	12	35.3
31-40	16	47.1
40	5	14.7
Total	33	100

Source: Primary Data for 2019

Based on table 2 above, most respondents or more dominant are those aged 31-40 years as much as 16 (47.1%).

c. **Last Education:** The distribution of respondents by last education in this study can be seen in (Table 3).

Table 3: Distribution of Respondents Based on The Last Education Group in Blud Hospital Inpatient Room of Bau-Bau City Hospital in 2019.

Last Education	N	%
D3	23	67.6
S1	8	23.5
S1 NERS	2	5.9
Total	33	100

Source: Primary Data for 2019

Based on table 3 above, the majority of respondents or more dominant background of last education is as many as 23 respondents (67.6%).

d. **Length of Work:** The distribution of respondents according to Lamakerja in this study can be seen in (Table 4).

Table 4: Distribution of Respondents Based on Working Period Group in Hospital Inpatient Room BLUD RSUD Kota Bau-Bau Year 2019.

Length of work	N	%
1-5	16	47.1
6-10	8	23.5
11-15	7	20.6
15	2	5.9
Total	33	100

Source: Primary Data for 2019

Based on table 4 above, most respondents or more dominant have a working duration of 1-5 years as many as 16 respondents (47.1%).

e. **Staffing Status:** The distribution of respondents according to staffing status in this study can be seen in (Table 5).

Table 5: Distribution of Respondents Based on Staffing Status Group in Blud Hospital Inpatient Room of Bau-Bau City Hospital in 2019.

Staffing Status	N	%
Civil Servants	19	55.9
NON CIVIL SERVANTS	14	41.2
Total	33	100

Source: Primary Data for 2019

Based on table 5 above, most of the respondents or more dominant who have civil servants are as many as 19 respondents (55.9%).

Univariate Analysis

Univariate analysis is intended to describe the results of research obtained based on research variables that aim to determine the

spread of the frequency of respondents. The analysis of univariate research results from this study is as follows:

a. **Salary Satisfaction:** Salary Satisfaction received by employees for business or work performed. Salary Satisfaction is an independent variable of research that is the respondent's response to 7 questions asked and then categorized into two that are appropriate and not appropriate (Table 6).

Table 6: Distribution of Respondents Based on Salary Satisfaction Category Group in Blud Hospital Inpatient Room of Bau-Bau City Hospital in 2019.

SatisfactionGaji	N	%
Appropriate	21	61.8
NOT APPROPRIATE	12	35.3
Total	33	100

Source: Primary Data for 2019

Based on table 6 above, most respondents had the Appropriate Salary Satisfaction Category of 21 respondents (61.8%), and the respondents who had an Unsuitable Salary Satisfaction Category of 12 respondents (35.3%).

b. **Working Environment Conditions:** Working environment conditions are the state of the work environment both physical aspects of work, psychological work and work regulations that can affect a person's work motivation. Working Environment Conditions is an independent variable of research that is the respondent's response to 10 questions asked and then categorized into two, namely good and bad (Table 7).

Table 7: Distribution of Respondents Based on Working Environment Conditions in Blud Hospital Inpatient Room of Bau-Bau City Hospital in 2019.

Working Environment Conditions	N	%
Good	22	64.7
NOT GOOD	11	32.4
Total	33	100

Source: Primary Data for 2019

Based on table 7 above, respondents who work environment conditions with good criteria as many as 22 respondents (64.7%) and respondents whose working environment conditions with bad criteria as many as 11 respondents (32.4%).

a. **Interpersonal Relationships:** Interpersonal Relationships is a group of people who become a team and support in carrying out a task or work. Interpersonal Relationships is an independent variable of research which is the respondent's response to the 9 questions asked then categorized into two that are good and not good (Table 8).

Table 8: Distribution of Respondents Based on Colleagues in Blud Hospital Inpatient Room of Bau-Bau City Hospital in 2019.

Interpersonal Relationships	N	%
Good	21	61.8
NOT GOOD	12	35.3
Total	33	100

Source: Primary Data for 2019

Based on table 8 above, respondents who interpersonal relationships with good criteria as many as 21 respondents (61.8%) and respondents who's Interpersonal Relationships with criteria are not good as many as 12 respondents (35.3%).

b. **Work Motivation:** Work motivation is something that gives rise to encouragement or encouragement to work hard from the nurses. Work motivation is a dependent variable of research which is the respondent's response to 15 questions asked and then categorized into two, namely enough and less (Table 9).

Table 9: Distribution of Respondents Based on The Motivation of Implementing Nurses in Hospital Inpatient Room BLUD RSUD Kota Bau-Bau in 2019.

Work Motivation	N	%
High	20	58.8
Low	13	38.2
Total	33	100

Source: Primary Data for 2019

Based on table 9 above, respondents who are motivated by the work of implementing nurses with high criteria as many as 20 respondents (58.8%) and respondents who are motivated by the work of implementing nurses with low criteria as many as 13 respondents (38.2%).

Bivariate Analysis

Bivariate analysis aims to determine the relationship between free variables and bound variables. Hypothetical testing of this research data using *Chi Square* with a level of meaning $p = 0.05$ obtained the results of the analysis as follows:

a. Salary Satisfaction Relationship with the Motivation of the Work of the Implementing Nurse (Table 10).

Table 10: Salary Satisfaction Relationship With Work Motivation of Implementing Nurses in Blud Hospital Hospital In Bau-Bau City Hospital in 2019.

SatisfactionGaji	Nurse's Work Motivation				Amount	
	High		Low		N	%
	N	%	N	%		
Appropriate	16	76,2	5	23,8	21	61.8
NOT APPROPRIATE	4	33,3	8	66,7	12	35.3
Total	20	60,6	13	39,4	33	100

Source: Primary Data for 2019

Based on the table above shows that respondents with appropriate

Salary Satisfaction and high implementing nurse work motivation as many as 16 respondents (76.2%), respondents with appropriate Salary Satisfaction and low implementing nurse work motivation as many as 5 respondents (23.8%) while respondents with salary satisfaction is not appropriate and the motivation of the work of the implementing nurse is high as many as 4 respondents (33.3%) and respondents with improper salary satisfaction and low working motivation of implementing nurses as many as 8 respondents (66.7%). With the number of respondents with salary satisfaction according to as many as 21 respondents (61.8%), and the number of respondents with salary satisfaction are not appropriate as many as 12 respondents (35.3%) (Table 11).

b. Relationship of Working Environment Conditions with Working Motivation of Implementing Nurses

Table 11: Relationship of Working Environment Condition With Working Motivation of Implementing Nurses in Blud Hospital Hospital In Bau-Bau City Hospital in 2019.

Working Environment Conditions	Nurse's Work Motivation				Amount	
	High		Low		N	%
	N	%	N	%		
Good	17	77,3	5	22,7	22	64.7
NOT GOOD	3	27,3	8	72.7%	11	32.4
Total	20	60,6	13	39,4	33	100

Source: Primary Data for 2019.

From the table above shows that respondents with good working environment conditions and high implementing nurse work motivation as many as 17 respondents (77.3%), respondents with good working environment conditions and low implementing nurse work motivation as many as 5 respondents (22.7%) while respondents with poor working environment conditions and high working motivation of implementing nurses as many as 3 respondents (27.3%) and respondents with poor working environment conditions and low working motivation of implementing nurses as many as 8 respondents (72.7%). With the number of respondents with good working environment conditions as many as 22 respondents (64.7%) and the number of respondents with poor working environment conditions as many as 11 respondents (32.4%) (Table 12).

c. Relationship With interpersonal relationship With Working Motivation of Implementing Nurse

Table 12: Relationship With Interpersonal Relationship With Work Motivation Of Implementing Nurse in Hospital Inpatient Room BLUD RSUD Kota Bau-Bau in 2019.

Interpersonal Relationships	Nurse's Work Motivation				Amount	
	High		Low		N	%
	N	%	N	%		
Good	16	76,2	5	23,8	21	61.8
NOT GOOD	4	33,3	8	66.7	12	35.3
Total	20	60,6	13	39,4	33	100

Source: Primary Data for 2019

Based on the table above shows that respondents with good interpersonal relationships and high implementing nurse work motivation as many as 16 respondents (76.2%), respondents with good interpersonal relationships and low implementing nurse work motivation as many as 5 respondents (23.8%) while respondents with bad interpersonal relationships and motivation of the work of high implementing nurses as many as 4 respondents (33.3%) and respondents with bad interpersonal relationships and low working motivation of implementing nurses as many as 8 respondents (66.7%). With the number of respondents with good interpersonal relationships as many as 21 respondents (61.8%), and with the number of respondents with bad interpersonal relationships as many as 12 respondents (35.3%) [12-30].

Discussion

a. Salary Satisfaction Relationship With The Motivation of The Work of Implementing Nurses In Hospital Inpatient Room BLUD RSUD Kota Bau-Bau Year 2019 Based on the results of the study conducted on 33 respondents, researchers obtained that the perception of Salary Satisfaction in implementing nurses to work motivation in accordance with good as many as 21 respondents (61.8%) and not appropriate as many as 12 respondents (35.3%). Researchers also found that the implementing nurses who had high work motivation as many as 20 respondents (60.6%) and implementing nurses who had low work motivation as many as 13 respondents (39.4%). Based on the results of statistical tests chi square obtained the value $P = 0.15$ which means less than the value of $\alpha = 0.05$. Maka H_0 was rejected and H_a accepted means there is a relationship between salary satisfaction and the motivation of the work of the implementing nurse in the inpatient room of BLUD Hospital Bau-bau City Hospital in 2019 at a confidence level of 95% ($\alpha = 0.05$). In order to see the tightness of the relationship of salary satisfaction / compensation with the motivation of the work of the implementing nurse conducted chi square test and obtained a medium relationship between salary satisfaction and the motivation of the work of the implementing nurse with a value of $V^2 = 0, 27$. This study in line with Dwa 2011, stated there is a positive relationship between the provision of incentives, both in the form of money and in the form of social security with employee job satisfaction will be motivated. The results of this study are in line with Vionita's research (2010) that there is a relationship between salary satisfaction and the motivation of the work of implementing nurses. The increase in income can have a good effect on a nurse's work motivation in improving her performance. This research is in line with Sulistyani and Rosidah (2010) that income is closely related to employee evaluation as compensation that reflects the measure of work value. If compensation is awarded correctly, employees will be motivated and focused on achieving the goal. Hasibuan

(2014) stated that Salary Satisfaction is a reward that is paid periodically to permanent employees and has a definite guarantee. Based on the table 10; showed that respondents with salary satisfaction according to and low implementing nurse work motivation as many as 5 respondents (23.8%), then someone have salary satisfaction is not appropriate and the motivation of the work of high implementing nurses as much as 4 respondents (33.3%), this is based on the respondent's answer to the questionnaire where most responden stated the wages they received were low and not in accordance with their work experience, although they admitted receiving benefits or intensive in addition to salaries. According to Sastrohadiwiry (2010) quoted from Amalia (2016) that the reward system can play a role in improving work motivation to be more effective and important used by workers about their income, namely expectations and perceptions of justice. The expectation that the amount of compensation finansial yang deserves based on the level of education, knowledge possessed, skills, nature of the job, the amount of responsibility, the amount of authority possessed and the hope to obtain economic needs and other needs in a reasonable manner. Perception of justice also plays a role, from the theory of motivation known justice is judged by using three comparison factors namely yourself, the prevailing system and others. Salary satisfaction is one of the important elements that can affect employee performance, because salary satisfaction is a tool to meet various employee needs, so that with salary satisfaction given employees will be motivated to work more vigorously. The results showed that most of the implementing nurses argued that the income in the form of basic salary, incentives and bonuses received by the implementing nurses was quite motivating to work. Salary satisfaction can play a role in increasing employee motivation to work more effectively, improve performance, increase productivity and compensate for the shortcomings and commitment engagement that characterize the workforce today. Based on the results of this study, the researchers assume, this study can be expected to pay attention to the welfare of nurses by providing motivation by paying attention to salary satisfaction / compensation in accordance with the performance or work experience of nurses which is an important factor in creating the spirit of nurse performance in performing their duties in R SUD Baubau City.

b. Relationship of Working Environment Condition With Working Motivation of Implementing Nurses in Hospital Inpatient Room BLUD RSUD Kota Bau-Bau in 2019. Based on the results of the study conducted on 33 respondents, researchers obtained that the working environment conditions of the implementing nurses were good as many as 22 respondents (64.7%) and not good as many as 11 respondents (32.4%). Researchers also found that the implementing nurses who had high work motivation as many as 20 respondents (60.6%) and implementing nurses who had low

work motivation as many as 13 respondents (39.4%). Based on the results of statistical tests chi square obtained the value $P = 0.06$ which means less than the value of $\alpha = 0.05$. Maka H_0 was rejected and H_a accepted means there is a relationship between working environment conditions and the motivation of the implementing nurse in the inpatient room of BLUD Hospital Kota Bau-bau Year 2019 at a confidence level of 95% ($\alpha = 0.05$). To see the tightness of the relationship of working environment conditions with the motivation of the work of the implementing nurse conducted chi square test and obtained a medium relationship between salary satisfaction / compensation with the motivation of the work of the implementing nurse with a value of $V^2 = 0.09$. The results of this study are in line with the opinion of Siagian (2014) which states that a clean work environment and get enough light, free from noise and disturbance, will clearly motivate employees in doing a good job. But a poor working environment, dirty, dark, stuffy, damp and so on will cause rapid fatigue and decrease creativity. The results of this study are in line with research conducted by Dilla Herfina in 2012, with the results of the study showing that there is a relationship of the work environment with work motivation. Because the physical condition of a work environment has a big influence in the level of employee morale. The results of this study are in line with Karstoro 2010 that the work environment concerns working relationships between co-workers or the physical condition of the work environment. A good working environment if able to support the effectiveness of work tasks to improve the morale of employees. The work environment is everything around the workers who can influence themselves in carrying out the tasks carried out to increase the motivation of the employee's work spirit (Nitisemito, 2010). According to Danin (2010) working environment conditions are all environmental factors in which the work takes place. Working environment conditions are one of the factors that can influence employee motivation, with high motivation, the performance of a company can improve even productivity will increase so that the company's goals can be achieved. From table 11; showed that respondents with good working environment conditions and low working motivation of implementing nurses as many as 5 respondents (22.7%), then some respondents who have poor working environment conditions and high working environment conditions as many as 3 respondents (27.3%), this is based on the respondent's answer to the questionnaire where most of the respondents stated that the denominated workspace is not, less satisfied with the working environment conditions, air ventilation in the workplace is not good, lighting in the workspace is less helpful in completing work. This shows that the less good work environment the less the motivation of the implementing nurse's work. It also gives an idea that there are still some nurses who work in a poor environment. Working condition or atmosphere is one of the

important aspects in improving one's work motivation. If the working environment conditions are supportive then one will be easier in completing the job but if the working condition or atmosphere is not supportive then it will hinder one's work. As stated by Nasution (2010) that man will be able to carry out his duties well, so that an optimal result is achieved, when supported by an appropriate working environment. Working environment conditions are said to rise or appropriate if humans can carry out their activities optimally, healthy, safe and comfortable. Based on the results of this study, the researchers assume, this study is expected to pay attention to the welfare of nurses by providing motivation by paying attention to working conditions which are important factors in creating the performance of nurses in Baubau City Hospital. Comfortable working environment conditions can provide motivation for nurse work and employee efficiency in work.

- c. Relationship With Interpersonal Relationship With Motivation of Implementing Nurse's Work in Hospital Inpatient Room BLUD RSUD Kota Bau-Bau Year 2019 Based on the results of the study conducted on 33 respondents, researchers obtained those interpersonal relationships with good criteria as many as 21 respondents (61.8%) and not good as many as 12 respondents (35.3%). Researchers also found that the implementing nurses who had high work motivation as many as 20 respondents (60.6%) and implementing nurses who had low work motivation as many as 13 respondents (39.4%). Based on the results of statistical tests chi square obtained the value $P = 0.15$ which means less than the value of $\alpha = 0.05$. So H_0 was rejected and H_a accepted means there is a relationship between interpersonal relationships with the motivation of the work of implementing nurses in the inpatient room of BLUD Hospital Bau-Bau City Hospital in 2019 at a confidence level of 95% ($\alpha = 0.05$). To see the tightness of the relationship between interpersonal relationships with the motivation of the work of the implementing nurse conducted chi square test and obtained a medium relationship between interpersonal relationships with the motivation of the work of the implementing nurse with a value of $V^2 = 0, 27$. The results of this study are in line with Yana Zahra 2016 which states that there is a relationship between interpersonal relationships between nurse friends and colleagues, superiors, subordinates, and other health teams need to be created, namely by means of regular meetings, such as scientific meetings. So that effective communication can be established to solve the patient's health problems. The results of this study in line with Hawthorn's 2016 stated that emotions and employees are strongly influenced by work environment conditions such as superior leadership style, attention, attitude, and management support. In this case it can also be associated with interdependence between colleagues, harmonious cooperation with criticizing each other and

giving praise and mutual respect. The results of this study are in line with Victor Vroom's 2010 theoretical research stating our tendency to take an action will depend on our expectations of the results received and its attractiveness. A person will be motivated to work hard when they believe that their hard work will result in better performance, when better performance will reward them more, and when the reward they receive will satisfy their needs or desires or help their personal goals. Interpersonal relationships are a group of people who become a team and support in carrying out a task or work. From table 1; showed that respondents with good interpersonal relationships and low working motivation of implementing nurses as many as 5 respondents (23.8%), then some respondents who had an interpersonal relationship of work is not good and the motivation of the work of the executive nurse is high as many as 4 respondents (33.3%), this is based on the respondent's answer to the questionnaire where most of the respondent states that most nurses state that their interpersonal relationship in the hospital is not good. The results also showed that there is a relationship between interpersonal relationships in hospitals and work motivation. A person will work diligently in carrying out his work depending on the reciprocal relationship between what he wants and the needs of the work. How much he believes the hospital will give the gratification wishes in return or the effort he made it. If the expected confidence is large enough to obtain his satisfaction, he will work hard anyway, and vice versa. Interpersonal relationships with people in the work environment will affect a person's performance and directly also affect work motivation. This is in accordance with Mc. Clelland's theory of need for affiliation that is the need for feelings of acceptance by others in the environment he lives and works the need for feelings of respect. This is also in accordance with dessert's opinion (2015) which states that the quality of life of the work environment as well as the organization's adequate work climate mean that employees can meet their important needs through the relationships of fellow employees in the organization. The results of this study are also in accordance with Maslow's theory that humans are social beings who basically cannot live alone and need socialization or affiliation with others. To build good cooperation with fellow workers, honesty is required in every action, because by always being honest can strengthen the relationship of fellow colleagues. If the relationship between colleagues is well established then things will go well. Relationships with colleagues are one of the supporting aspects of improving one's motivation in doing their job well. Based on the results of this study, the researchers assume, this study nature completes the tasks and responsibilities of a person needs help from others, as well as the implementing nurses who are in the hospital room BLUD Hospital Bau-Bau City Hospital. Respondents argued that with good

cooperation between fellow implementing nurses can increase motivation in achieving the expected goals.

Summary

The conclusions that can be drawn from the results of the author's research are as follows, (1) There is a relationship of salary satisfaction factor with the motivation of the work of the implementing nurse in the Hospital Inpatient Room in Kota Bau-Bau, (2) There is a relationship of working environment condition factors with the working motivation of the implementing nurse in the Hospital Inpatient Room BLUD RSUD Kota Bau-Bau, and (3) There is a relationship of interpersonal relationship factors with the motivation of the work of the implementing nurse in the Hospital Inpatient Room BLUD RSUD Kota Bau-Bau.

Recommendations

From the results of research and discussion, the author gives the following suggestions: (1) It is necessary to consider policies related to improving nurse motivation such as equipping facilities and infrastructure that can support the work of nurses in carrying out nursing standards, better position placement for higher educated nurses, providing incentive salaries on time, awarding awards for nurses who are diligent in this case, namely in the implementation of good nursing care, as well as from the head of the room and hospital management to always provide direction to the implementing nurses, (2) It is expected to the researchers next, to conduct further research by adding other variables related to the motivation of the work of the implementer such as recognition, the work itself, responsibilities, potential development, policy and administration of hospitals, achievements, and quality of supervision, so that the research will be more perfect.

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