

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

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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