Relationship Between Work Motivation and Nurse Performance At the Rejoso Health Center, Nganjuk Regency

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ABSTRACT

Performance is the result of work achieved by a person or group of people in an organization according to their authority and responsibility. Good performance can be achieved by increasing work motivation. The higher one's work motivation, the higher the resulting performance. This study aims to determine the relationship between work motivation and the performance of nurses at the Rejoso Health Center, Nganjuk Regency. This research design is quantitative with a case study approach. Data collection uses a technique by distributing questionnaires to respondents . This research was conducted at the Rejoso Health Center, Nganjuk Regency, in March 2022 . This study took the total population of nurses at the Rejoso Health Center, Nganjuk Regency . The samples obtained were 29 nurses who met the inclusion and exclusion criteria. The research instrument is a questionnaire to measure work motivation and a questionnaire to measure nurse performance. Analysis using data analysis techniques Spearman rank correlation can also be calculated through the SPSS application 16.0 for windows. The results of this study indicate that N or the amount of research data is 29, then the sig. (2-tailed) is 0.002, as the basic decision maker above, it can be concluded that there is a significant relationship between work motivation and performance. Furthermore, from the output above, it is known that the correlation coefficient is 0.544, so this value indicates a high relationship between work motivation and performance at the Rejoso Health Center, Nganjuk Regency, which is expected to continue to maintain and improve performance in an organizational environment and pay more attention to existing nurses so that Nurses are more motivated to show better performance.

INTRODUCTION

Performance is the result of work achieved by a person or group of people in an organization according to their authority and responsibility. Good performance can be achieved by increasing work motivation. The higher one's work motivation, the higher the resulting performance. The Rejoso Health Center is in Nganjuk Regency in addition to providing outpatient services, 24-hour emergency room, general disease inpatient care, it also provides inpatient services.

Mental disorders so that it will affect nurses who carry out their duties at the Rejoso Health Center. This service also affects the performance of nurses, which in turn affects the quality of the health services provided. This study aims to determine the relationship between work motivation and the performance of nurses at the Rejoso Health Center, Nganjuk Regency.

METHODS

This research design is quantitative with a case study approach. Data collection uses a technique by distributing questionnaires to respondents . This research was conducted at the Rejoso Health Center, Nganjuk Regency, in March 2022 . This study took the total population of nurses at the Rejoso Health Center, Nganjuk Regency . The samples obtained were 29 nurses who met the inclusion and exclusion criteria. The research instrument is a questionnaire to measure work motivation and a questionnaire to measure nurse performance. Analysis using data analysis techniques Spearman rank correlation can also be calculated through the SPSS application 16.0 for windows.

RESULTS

A. Description of Nurse Work Motivation

Table 1. Description of Respondents Variable Work Motivation (X)

No	Criteria	Number of Respondents	Percentage
1	Good	4	14%
2	Enough	22	76%
3	Not enough	3	10%
	Amount	29	100%

Based on table 1 it can be seen that the results of the questionnaire with good criteria amounted to 4 respondents (4%), sufficient criteria with 22 respondents (76%) and less criteria with 3 respondents (10%).

B. Description of Respondents' Performance

Table 2 Description of Respondents Performance Variable (X)

No	Criteria	Number of Respondents	Percentage
1	Good	4	14%
2	Enough	25	86%
3	Not enough	0	0%
	Amount	29	100%

Based on the table 2 it can be seen that the results of the questionnaire with good criteria amounted to 4 respondents (14%), sufficient criteria amounted to 25 respondents (86%) and less criteria with 0 respondents (0%).

C. Rank Spearman
Table 3 Spearman's rank test

Spearman's Rho		Nurse Motivation	Nurse Performance
nurse motivation	Correlation Coefficient	1,000	.544 **
	Sig. (2-tailed)	.	002
	N	29	29
nurse performance	Correlation Coefficient	.544 **	1,000
	Sig. (2-tailed)	002	.
	N	29	29

**. Correlation is significant at the 0.01 level (2-tailed).

Based on table 3 it is known that N or the amount of research data is 29, then the sig. (2-tailed) is 0.002, as the basic decision maker above, it can be concluded that there is a significant relationship between work motivation and performance.

Furthermore, from the output above, it is known that the correlation coefficient is 0.544, so this value indicates a high relationship between work motivation and performance.

DISCUSSION

A. Respondent's Work Motivation
Based on the results of the research questionnaire from 29 nurses at the Rejoso Health Center, Nganjuk Regency, it was found that 14% (4 respondents) had good work motivation. the work motivation of good nurses at the Rejoso Health Center, Nganjuk Regency, is influenced by sufficient income for ASN status

Nurses who have sufficient work motivation, namely a number of 78% (22 respondents). Nurses' work motivation can be quite influenced by factors of income and status recognition,

Nurses who have less work motivation, namely a number of 10% (3 respondents). The lack of work motivation of nurses can be influenced by factors of income and employment status.

B. Respondent Performance
From the results of measuring the performance of 29 nurses, it was found that 14% (4 respondents) had good performance. The good performance of nurses is influenced by the staffing background, all of them have civil servant status and have served for a long time at the Rejoso Health Center.

Nurses who have adequate performance are as many as 86% (25 respondents). The nurse's performance level is sufficient because the work of nursing care is a daily routine, causing feelings of boredom and boredom in the nurse.

C. Relationship between work motivation and performance
From the results of the Apaearman Rank analysis shows that the working hypothesis (Ha) is accepted. This proves that there is a relationship between work motivation and nurse performance. This is understandable because work motivation is an important factor for nurses to carry out tasks that are the responsibility of nurses, without work motivation, work will not work properly. If the nurse's work motivation is high, then the nurse can work optimally so as to produce good performance as well.

CONCLUSION

1.	The work motivation of nurses at the Rejoso Health Center in Nganjuk Regency is included in the good criteria, namely 14% (4 respondents)

2.	The performance of nurses at the Rejoso Health Center in Nganjuk Regency is included in the good criteria, namely 14% (4 respondents).

3.	There is a significant relationship between work motivation and the performance motivation of nurses at the Rejoso Health Center, Nganjuk Regency, namely a positive relationship

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