

## ABSTRAK

### PENGARUH MOTIVASI DAN LINGKUNGAN KERJA TERHADAP KINERJA PERAWAT DI RS PKU MUHAMMADIYAH YOGYAKARTA

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**Latar Belakang:** Pelayanan keperawatan sebagai salah satu bentuk pelayanan profesional, merupakan bagian integral yang tidak dapat dipisahkan dari upaya pelayanan kesehatan secara keseluruhan. Dengan adanya motivasi perawat disertai lingkungan kerja yang sehat, secara tidak langsung akan mempertahankan atau bahkan meningkatkan kinerja perawat.

**Tujuan penelitian:** Untuk menganalisis pengaruh motivasi, dan lingkungan kerja perawat terhadap kinerja perawat di RS PKU Muhammadiyah Yogyakarta. Motivasi disini meliputi motivasi intrinsik dan motivasi ekstrinsik, sedangkan lingkungan kerja meliputi lingkungan non fisik dan lingkungan fisik.

**Metode Penelitian:** Jenis penelitian ini adalah deskriptif analitik dengan rancangan penelitian menggunakan pendekatan secara *cross sectional study* (studi potong lintang). Penelitian dilakukan selama bulan *Juni 2012 – Oktober 2011* di RS PKU Muhammadiyah Yogyakarta. Populasi adalah seluruh perawat pada bangsal rawat inap RS PKU Muhammadiyah Yogyakarta. Besar sampel yang didapat sebanyak 121 orang. Teknik pengambilan sampel menggunakan *Purposive Sampling*. Analisis data menggunakan analisis regresi linier berganda.

**Hasil:** Hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan signifikan motivasi intrinsik terhadap kinerja perawat (koefisien regresi=0,291,  $p=0,000$ ), terdapat pengaruh positif dan signifikan motivasi ekstrinsik terhadap kinerja perawat (koefisien regresi=0,253,  $p=0,003$ ), terdapat pengaruh positif dan signifikan lingkungan non fisik terhadap kinerja perawat (koefisien regresi=0,191,  $p=0,025$ ), terdapat pengaruh positif dan signifikan lingkungan fisik terhadap kinerja perawat (koefisien regresi=0,183,  $p=0,020$ ). Motivasi instrinsik, motivasi ekstrinsik, lingkungan non fisik, dan lingkungan fisik secara bersama-sama berpengaruh secara signifikan terhadap kinerja perawat di RS PKU Muhammadiyah Yogyakarta yang ditunjukkan dengan uji F ( $p=0,000$ ). Motivasi intrinsik memiliki sumbangan efektif terbesar terhadap kinerja perawat (17,8%), diikuti oleh motivasi ekstrinsik (15,3%), lingkungan non fisik (11,2%) dan lingkungan fisik (9,9%).

**Kesimpulan:** Semakin tinggi motivasi instrinsik, motivasi ekstrinsik, lingkungan non fisik, dan lingkungan fisik maka akan meningkatkan kinerja perawat RS PKU Muhammadiyah Yogyakarta

**Kata Kunci:** *Motivasi, Lingkungan Kerja, Kinerja Perawat*

## ABSTRACT

### THE INFLUENCE OF MOTIVATION AND WORK ENVIRONMENTAL ON NURSES PERFORMANCE IN PKU MUHAMMADIYAH HOSPITAL YOGYAKARTA

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**Background:** The nursing care as are professional services that are integral and inseparable from overall health care effort. The existence of motivation accompanied nurses healthy work environment, will indirectly improve the performance of nurses.

**Objective:** To determine the influence of motivation and work environment on nurse's performance in PKU Muhammadiyah Hospital of Yogyakarta. The motivation includes intrinsic motivation and extrinsic motivation, while the work environment includes non-physical environment and physical environment.

**Methods:** This type of research is a descriptive analytical approach to the study design is cross sectional study. The study was conducted during June 2011 - October 2011 in PKU Muhammadiyah Hospital of Yogyakarta. The population was all nurses in PKU Muhammadiyah Hospital of Yogyakarta. The sample size is obtained as many as 121 people. The sampling technique is using Purposive Sampling. Analysis of data is using multiple linear regression analysis.

**Results:** The finding of this research shown that there are positive and significant influence of intrinsic motivation on the performance of nurses (regression coefficient = 0.291,  $p = 0.000$ ), there is a positive and significant effect of extrinsic motivation on the performance of nurses (regression coefficient = 0.253,  $p = 0.003$ ), there is the influence positive and significant non-physical environment of nurses performance (regression coefficient = 0.191,  $p = 0.025$ ), there is a positive and significant influence of physical environment on the performance of nurses (regression coefficient = 0.183,  $p = 0.020$ ). Intrinsic motivation, extrinsic motivation, non physical environment, and the physical environment together significantly influence the performance of nurses in PKU Muhammadiyah Hospital of Yogyakarta is indicated by the F test ( $p = 0.000$ ). Intrinsic motivation has the largest effective contribution to the performance of nurses (17.8%), followed by extrinsic motivation (15.3%), non-physical environment (11.2%) and the physical environment (9.9%).

**Conclusions:** The higher the intrinsic motivation, extrinsic motivation, non physical environment, and the physical environment it will improve the performance of nurses PKU Muhammadiyah Hospital of Yogyakarta

**Keywords:** *Motivation, Work Environment, Nurse Performance*