

Effect of work motivation with working discipline in nursing performance in special unit PKU Muhammadiyah Bantul yogyakarta

Sri Tungga Dewi¹, Tri Pitara Mahanggoro², Mariska Urmila³
magister of hospital management

ABSTRACK

The research was conducted at PKU Muhammadiyah Bantul hospital which aims to determine the effect of work motivation, work discipline on the performance of nurses in the inpatient room. The data obtained has been analyzed using descriptive analysis and quantitative analysis. Quantitative analysis used multiple regression analysis to determine the effect of independent variables on the dependent variable, but before the test is carry out the validity and reliability has been tasted, sampling was using total sampling technique where the population is equal to the number of samples as many as 47 nurses. The results of the study revealed that work motivation factors had a significant effect on the performance of nurses in PKU Muhammadiyah Bantul hospital, while the discipline factors had a significant effect on the performance of nurses of PKU Muhammadiyah Bantul hospital. The results of the study revealed that motivation factors had a significant effect on performance as (0.049) which means that h_0 was rejected and h_1 was accepted. While the results of work discipline on performance had a significant effect, value of the discipline as (0.047) where the value is smaller than the standard value of error (0.05) which means h_0 was rejected and h_1 was accepted. From the research, it was found that the human resources at PKU Muhammadiyah Bantul hospital were still lacking in terms of motivation and in terms of work discipline on performance. It is recommended to the management of PKU Muhammadiyah Bantul Hospital District to: provide rewards for the nurse who has been performing in nursing care is good and right according to established standards and provide punishment for nurse who has

not been optimal in performance. Providing training for the nurse who has never trained nursing care, especially those directly involved with the implementation of nursing care in hospital.

Keyword : Motivation, Discipline, performance.

Pengaruh Motivasi kerja dan disiplin kerja terhadap kinerja perawat di ruang rawat khusus PKU Muhammadiyah Bantul Yogyakarta

Sri Tungga Dewi¹, Tri Pitara Mahanggoro², Mariska Urmila³
Program Magister Manajemen Rumah Sakit

ABSTRAK

Penelitian ini dilakukan di rumah sakit PKU Muhammadiyah Bantul yang bertujuan untuk mengetahui pengaruh motivasi kerja, disiplin kerja terhadap kinerja perawat di ruang khusus rawat inap. Data yang diperoleh dianalisis menggunakan analisis deskriptif dan analisis kuantitatif. Analisis kuantitatif menggunakan analisis regresi berganda untuk mengetahui pengaruh variabel independen terhadap variabel dependen, tetapi sebelum pengujian dilakukan validitas dan reliabilitas telah diuji, pengambilan sampel menggunakan teknik total sampling dimana populasi sama dengan jumlah sampel sebagai sebanyak 47 perawat. Hasil penelitian menunjukkan bahwa faktor motivasi kerja berpengaruh signifikan terhadap kinerja perawat di rumah sakit PKU Muhammadiyah Bantul, faktor disiplin juga berpengaruh signifikan terhadap kinerja perawat rumah sakit PKU Muhammadiyah Bantul. Hasil penelitian menunjukkan bahwa faktor motivasi memiliki pengaruh yang signifikan terhadap kinerja sebagai (0,049) yang berarti bahwa H_0 ditolak dan H_1 diterima. Sedangkan hasil disiplin kerja terhadap kinerja memiliki pengaruh yang signifikan, nilai disiplin (0,047) dimana nilainya lebih kecil dari nilai standar error (0,05) yang berarti H_0 ditolak dan H_1 diterima. Dari hasil penelitian, ditemukan bahwa sumber daya manusia di rumah sakit PKU Muhammadiyah Bantul masih kurang dalam hal motivasi dan dalam hal disiplin kerja terhadap kinerja. Disarankan kepada manajemen Rumah Sakit Kabupaten Bantul PKU Muhammadiyah untuk: memberikan penghargaan bagi

perawat yang telah melakukan dalam asuhan keperawatan yang baik dan benar sesuai standar yang ditetapkan dan memberikan hukuman bagi perawat yang belum optimal dalam kinerjanya. Memberikan pelatihan untuk perawat yang belum pernah mengikuti pelatihan asuhan keperawatan, terutama mereka yang terlibat langsung dengan pelaksanaan asuhan keperawatan di rumah sakit.

Kata Kunci : Motivasi, Disiplin, Kinerja