

INTISARI

Pengaruh Kepuasan Tentang Remunerasi Dan Motivasi Kerja Terhadap Kinerja Perawat Di RSJD Dr. RM. Soedjarwadi Provinsi Jawa Tengah

The Effect Of Satisfaction About Remuneration And Work Motivation On Nursing Performance In Soedjarwadi Mental Hospital

Alhaq Nafsi Setyawan

Pascasarjana Manajemen Rumah Sakit Universitas Muhammadiyah Yogyakarta

Latar Belakang : Faktor yang diduga mempengaruhi kinerja karyawan selain remunerasi dan motivasi adalah kepuasan. Salah satu faktor yang mempengaruhi kepuasan adalah kepuasan tentang pendapatan/remunerasi, akan tetapi belum ada penelitian tentang sejauh mana pengaruhnya terhadap kinerja perawat di rumah sakit RSJD Dr.RM. Soedjarwadi Provinsi Jawa Tengah .

Tujuan : mengetahui sejauhmana pengaruh kepuasan tentang remunerasi dan motivasi kerja terhadap kinerja perawat di RSJD Dr. RM. Soedjarwadi Provinsi Jawa Tengah

Metode : Metode penelitian ini menggunakan pendekatan kuantitatif. Populasi penelitian ini adalah seluruh perawat di RSJD Dr. Soedjarwadi Provinsi Jawa Tengah yang berjumlah 200 orang dengan teknik pengambilan sampel random sampling. Instrumen penelitian menggunakan kuesioner dan analisa data menggunakan uji regresi

Hasil Penelitian : Kepuasan tentang sistem remunerasi tidak memiliki pengaruh positif dan signifikan terhadap kinerja perawat. Motivasi kerja memiliki pengaruh positif dan signifikan terhadap kinerja perawat . sedangkan kepuasan tentang remunerasi, motivasi mempunyai pengaruh yang simultan dan signifikan terhadap kinerja perawat.

Kesimpulan : Kepuasan tentang remunerasi dan motivasi kerja berpengaruh positif terhadap kinerja perawat.

Kata Kunci : Kepuasan, Remunerasi, Motivasi, Kinerja, Perawat

ABSTRACT

Background: Factors that have thought to influence employee performance in addition to remuneration and motivation are satisfaction. One of the factors that influence satisfaction is satisfaction about income / remuneration, but there is no research on the extent of its effect on nurse performance in X hospital.

Research Objectives: Therefore the researchers conducted this study aimed to determine the extent of the effect of satisfaction about remuneration and nurse of work motivation performance at X Hospital.

Method: This research method used a quantitative approach. The study population was all nurses in X Hospital, amounting to 200 people with a random sampling technique. Research instruments used questionnaire and analysed data used regression tests

Result: Majority of respondents gave an assessment of the variable satisfaction about the remuneration system with the moderate category of 90 respondents (76.3%). 94 respondents (79.7%) gave an assessment of work motivation in the medium category. nurse performance in the low category by 72 respondents (61%). satisfaction about remuneration system doesn't have a positive and significant effect on nurse performance. Work motivation has a positive and significant effect on nurse performance.

Conclusion: Satisfaction about remuneration and work motivation has a positive effect on nurse performance.