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## ANALYSIS OF FACTORS ASSOCIATED WITH NURSE WORK MOTIVATION IN INPATIENT UNIT OF TOBELO HOSPITAL OF NORTH HALMAHERA REGENCY

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### ABSTRACT

The hospital is a health care institution that conducts health services individuals in plenary (Includes promotif, preventive, curative, and rehabilitative) and provide inpatient, outpatient, and emergency. Nursing services is part of the health service which lasts for 24 hours and continuous improvement. Therefore, the purpose of this research is how the relationship between recognition, salaries/wages, environmental conditions of work, interpersonal relationships and supervise with the motivation of nurses work in the inpatient unit of Tobelo General Hospital.

This research is an analytical research with cross sectional approach conducted in November - June 2017 at the inpatient unit of Tobelo General Hospital. The sample in this study is nurses who are involved in nursing care which amounted to 74 respondents. The analysis used chi-square test and started from univariate, bivariate and multivariate.

The results showed that the value of pvalue recognition (0,038), salary / wage (0,002), work environment condition (0,010), interpersonal relationship (0,002), and supervise (0,004) with work motivation of nurse at inpatient unit of Regional General Hospital Tobelo.

The conclusion shows that there is correlation between recognition, salary / wages, working environment condition, interpersonal relationship, and supervise with work motivation of nurse in inpatient unit of Tobelo Public Hospital, while the variable most related to work motivation of nurse

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hospitalization unit Hospital General Tobelo Region is salary / wages.

## INTRODUCTION

Health development as mentioned in Law no. 36 of 2009 on health, aims to increase awareness, willingness and ability to live healthy for every person in order to realize the optimal health status of society.

Hospitals are health service institutions that provide full range of personal health services (including promotive, preventive, curative and rehabilitative) by providing inpatient, outpatient and emergency care services. Supporting the realization of these objectives requires comprehensive, integrated, equitable, acceptable and affordable health efforts with a focus on service to the wider community, without neglecting the quality of individual services (Anonymous, 2009).

Law No. 36 of 2014 on health personnel explains that health workers have an important role to improve the quality of health services to the public maximum so that people are able to raise awareness, willingness, and ability to live healthy, so that will be realized as the highest degree of health as Investments for socially and economically productive Community Resources development and various elements of general welfare as mentioned in the preamble of the 1945 Constitution of the State of the Republic of Indonesia and efforts to fulfill the human health needs of human resources according to conditions of type, quality and distribution (Anonymous, 2014).

In accordance with Minister of Health Regulation No. 1796 / Menkes / SK / VIII / 2011 Regarding Registration of Health Personnel, Nurse Competence is proven by Registration Certificate (STR) issued by National Nurses Association of Indonesia to protect the community by ensuring professional competence level to guarantee awareness of rights -hard patient / client (Anonymous, 2011).

Nursing service is part of health services that last for 24 hours and continuously. This is one feature that distinguishes nursing service with other health services. Nursing services conducted by nursing staff consist of various types and quality of service and relatively more activities are done in providing nursing care for 24 hours compared with other health workers, so that nursing services greatly affect the quality of services in hospitals, health centers and in the community.

Lack of nurse motivation will ultimately have an impact on the implementation of poor nursing care documentation. Motivation is very important in health

care institutions. Because, as in other organizations, people are needed to function effectively if they want to provide proper patient care. This suggests that health care institutions should motivate qualified personnel to apply for jobs within the institution and then motivate them to keep working (Cherie, 2013). One of the main factors affecting employee performance is their motivation in working. How strong the motivation of the individual will be much to determine the quality of behavior that he displays, both in the context of learning, work and other life. Motivation is a process whereby needs encourage a person to perform a series of activities that lead to the achievement of a particular goal (Mangkunegara, 2009).

The research conducted by Etlidawati (2012) found that there is a meaningful correlation of head room supervision strategy with motivation of nurse executor in documenting nursing care, that is seen from structure, skill, support and sustainability. Similarly, the results of Lutfi's (2013) study, revealed that the performance of nurses is influenced by intrinsic and extrinsic motivation. The intrinsic motivation that affects the performance of the nurse is the responsibility, the recognition of the other person (the award), the achievement, the work itself, and the development. Extrinsic motivations that affect performance are salary, policy and administration, co-workers, security, working conditions / environment, supervision.

Tobelo General Hospital is a local government-owned hospital in North Halmahera Regency of North Maluku Province and is a referral hospital of all puskesmas in North Halmahera District. Tobelo General Hospital has 417 human resources. Currently, the capacity of inpatient bed beds is as much as 120 TT with service for all types of diseases. The number of nurses assigned to the inpatient unit is 147 persons with the details in the unit of Disease 22 with the number of TT 28, the 17-person Inpatient Ward, 24 Surgical Surgery, 14 ICU and 19 VIP inpatients, 16 person infant inpatient wards, 11 people in isolation room, 24 person midwifery room (Anonymous, 2014).

From several hospital performance indicators, it is known that BOR (Bed Occupancy Rat) of Tobelo General Hospital in 2014 is 84%, in 2015 is 75% and in 2016 is 70.36%. When compared to BOR in 2014 until 2016 there was a slight decrease. This indicates the low rate of bed usage at Tobelo Hospital. Other indicators such as GDR (Gross Death Rate) in 2014 are 27/1000, 2015 by 22/1000 and by 2016 by 25/1000. Where the ideal value of a hospital's GDR should be <45/1000. The

NDR (Netto Death Rate) indicator of Tobelo General Hospital by 2015 is 12/1000, while the hospital's ideal NDR score should be <25/1000. Each year an assessment of the work performance of the nurse but not yet known the motivation of high or low nurse work. From the evaluation data on the attendance of nurses at Tobelo Hospital by 2016, the attendance of nurses in duties ranged from 90% to 95%.

Associated with these problems, documenting nursing care is strongly influenced by the motivation of work owned by each individual energy. The quality of documenting the care of keperawata will be created well if there is good work motivation also where the factors of management support through the implementation of supervise and conducive working environment, especially interpersonal relationships and awards given will motivate the nurse to be able to carry out the nursing care documentation, so what becomes His wish was achieved.

In this study, the authors chose Tobelo Hospital as a place of study, because Tobelo Hospital is a reference center in North Halmahera district and got accreditation with good results. To be a good quality hospital, one of the most important aspects that must be studied continuously by RSUD Tobelo is to motivate workers, especially nurses effectively and efficiently to work more seriously and responsibly in achieving organizational goals. In relation to that, the researcher attempts to examine the factors that influence the motivation of nurse's work, because each factor will greatly influence to the emergence of work motivation. Motivation is an important part that must be considered, nurtured and directed by the hospital. Therefore, the researchers took the case of hospital organization in North Halmahera, Tobelo public hospital, in this case in the room that carries nursing care.

From the initial survey at the Tobelo Public Hospital, it is known that, in carrying out daily tasks at the inpatient unit of Tobelo Public Hospital, nurses often complain about the inadequate working atmosphere and work facilities where the tools that assist them in performing their work are perceived Still lacking, on the other hand the nurses assigned to the inpatient unit also suggested the need for additional incentives for those in the evening service.

Based on the above background then the purpose of this study is how the relationship between recognition, salary / wages, working environment conditions, interpersonal relationships, and supervise with the motivation of nurses work in inpatient unit Tobelo Hospital.

## METHODS

This study is a *cross sectional* analytic approach conducted November - June 2017 at the inpatient unit Tobelo Regional General Hospital. The sample in this study is nurses who are involved in nursing care which amounted to 74 respondents. The analysis used chi-square test and started from univariate, bivariate and multivariate.

## RESULTS

### 1. Relationship Between Recognition With Work Motivation Nurse In Inpatient Unit Tobelo Hospital.

**Table1.** Relationship Between Recognition With Work Motivation Nurse In Inpatient Unit Tobelo Hospital

Recognition	Working Motivation Nurse						The <i>p</i> -value
	Good		Not good		Total		
	N	%	N	%	N	%	
Good	31	41.9	22	29.7	53	71.6	0.038
Not good	6	8.1	15	20.3	21	28.4	
Total	37	50.0	37	50.0	74	100.0	

The correlation between recognition with motivation of nurse work at Inpatient Unit of Tobelo Hospital showed that cross tabulation between recognition with work motivation of nurse at Inpatient Unit of Tobelo Hospital, obtained data that the number of respondents who are good acknowledgment as much as 53 respondents (71,6%) with Answer motivation Both as many as 31 respondents (41.9%) and less well as 22 respondents (29.7%); While the number of respondents who admitted less well as 21 respondents (28.4%) by answering motivation Both as many as 6 respondents (8.11%) and less good as many as 15 respondents (20.3%); Based on the analysis *chi-square* test results obtained with  $p = 0.038 < \alpha = 0.05$ , which shows there is a significant relationship between the recognition of the work motivation of nurses in Tobelo Hospital Inpatient Unit.

"Factors Associated With Work Motivation at Nurse Mental Hospital (Study on Class III Ward of Dr. Amino Gondohutomo Hospital of Central Java Province) was examined by Cahyani (2016). This study aims to determine the factors associated with work motivation in psychiatric hospital nurses. Number of population 91 people with the calculation of cross sectional sample formula so that the resulting number of samples 47

people and determined using purposive random sampling technique. The results of statistical analysis show there is a relationship between recognition with work motivation. ( $P = 0.0001$ )

Negarandeh, et al (2015) examined "Motivating Factors Among Iranian Nurses". Cross-sectional descriptive study involves the 310 nurses working in 14 hospitals in the University of Tehran University of Medical Sciences were selected in proportion to the *stratified random sampling*. The results showed that motivating factors are among others including recognition ( $15.12 \pm 2.5$ ).

Performance of the individual workforce, influenced by many factors, including: the ability of labor, work motivation, support received (leadership), the existence of the work they do, and their relationship with the organization (Cherie 2013). The role of leadership is very strategic and important in a health service (hospital) as one of the determinants of the success of mission achievement, vision and goals. Thus, the challenge in developing a clear service strategy lies primarily in service on the one hand and depends on leadership (Sunarsih, 2001).

## 2. Relationship Between Salary / Wages With Nurse Work Motivation Tobelo Hospital Inpatient Unit.

**Table 2.** Relationship Between Salary / Wages With Work Motivation Nurse In Inpatient Unit Tobelo Hospital

Salary / Wages	Working Motivation Nurse						The <i>p</i> - value
	Good		Not good		Total		
	N	%	N	%	N	%	
Good	26	35.1	12	16.2	38	51.4	0.002
Not good	11	14.9	25	33.8	36	48.6	
Total	37	50.0	37	50.0	74	100.0	

Relationship between salary / wage with work motivation of nurses at Inpatient Unit of Tobelo Public Hospital showed that cross tabulation between salary / wage with work motivation of nurse in Inpatient Unit of Tobelo Hospital, obtained data that the number of responder who have good salary as much 38 respondent (51.4%) by answering the motivation Both as many as 26 respondents (35.1%) and less good as many as 12 respondents (16.2%); While the number of respondents who salary / wage is not good as much as 36 respondents (48.6%) by answering motivation Both as many as 11 respondents (14.9%) and less well as 25 respondents (33.8%). Based on the analysis *chi-square* test results obtained with  $p = 0.002 < \alpha = 0.05$ , which shows there is

a significant relationship between salaries / wages with motivation of nurses in Tobelo Hospital Inpatient Unit.

Cahyani (2016) examines "Factors Associated With Work Motivation at Nurse Mental Hospital (Study on Ward Class III RSJD Dr. Amino Gondohutomo Central Java Province). This study aims to determine the factors associated with work motivation in psychiatric hospital nurses. Number of population 91 people with the calculation of cross sectional sample formula so that the resulting number of samples 47 people and determined using purposive random sampling technique. The results of statistical analysis show there is a perception of salary relationship with work motivation. ( $P = 0.0001$ )

These results differ from those of Herida (2016) who examine "Extrinsic Factors Associated with Nurse Work Motivation at the Regional Public Service Agency (BLUD) Meuraxa General Hospital Banda Aceh. The population of this study is all nurses implementing 53 respondents. The results stated that there is no relationship between salary with work motivation nurse. ( $P$ -value = 1,000).

Bodur and Infal (2015) examines "Nurses' Working Motivation Sources And Related Factors: A Questionnaire Survey". Two hundred two nurses were randomly selected from each department at the university and in public hospitals, and data were collected using a socio-demographic questionnaire and a Motivation Sources Inventory. The results showed that there was a significant relationship between income level and nurse motivation.

Motivation is defined as attitudes (attitude) that the leadership of the situation in the environment kerja organisasinya. Those who are positive about the situation will manifest high motivation otherwise if they embody a negative attitude then low motivation. Working situations referred to are working relationships, work facilities, leadership policies, employment leadership patterns and working conditions (Irham, 2016)

There are many ways to increase employee creativity, one of which is motivating employees. Motivation is encouragement or drive. Motivation is aimed at directing the power and potential of subordinates or employees, in order to cooperate productively achieve and achieve goals that have been determined.

Wages or salaries are closely related to employee creativity, where they will be satisfied if they are paid in accordance with their work, if they are satisfied and they enjoy working in the company, then it

will create their morale. With the spirit of work will create good creativity. (Siagian, 2015)

### 3. Relationship Between Environmental Condition Work With Work Motivation Nurse Unit Inpatient RSUD Tobelo.

**Table 3.** Relationship Between Environmental Condition Work With Motivation Work Nurse In Inpatient Unit Tobelo Hospital

Work Environment Condition	Working Motivation Nurse						The <i>p-value</i>
	Good		Not good		Total		
	N	%	N	%	N	%	
Good	26	35.1	14	18.9	40	54.1	0.010
Not good	11	14.9	23	31.1	34	45.9	
Total	37	50.0	37	50.0	74	100.0	

The correlation between work environment condition with nurse work motivation at Inpatient Unit of Tobelo Hospital showed that cross tabulation conducted between work environment condition with work motivation of nurse at Inpatient Unit of Tobelo Public Hospital, obtained data that the number of respondents that good work environment condition is 40 respondents (54.1%) by answering motivation Both as many as 26 respondents (35.1%) and poor as many as 14 respondents (18.9%); While the number of respondents that the condition of poor work environment as much as 34 respondents (48.6%) with answering motivation Both as many as 11 respondents (14.9%) and less good as many as 23 respondents (31.1%). Based on the analysis *chi-square* test results obtained with  $p = 0.010$   $< \alpha = 0.05$ , which shows there is a significant relationship between working conditions and motivation of nurses in Tobelo Hospital Inpatient Unit.

Cahyani (2016) examines "Factors Associated With Work Motivation at Nurse Mental Hospital (Study on Ward Class III RSJD Dr. Amino Gondohutomo Central Java Province). This study aims to determine the factors associated with work motivation in psychiatric hospital nurses. Number of population 91 people with the calculation of cross sectional sample formula so that the resulting number of samples 47 people and determined using purposive random sampling technique. The result of statistical analysis shows there is correlation between working condition with work motivation. ( $P = 0.002$ ).

This result differs from Herida (2016) examining "Extrinsic Factors Associated with Nurse Work Motivation at the Regional Public Service Agency (BLUD) of Meuraxa General Hospital Banda Aceh" The

population of this study is all nurses who numbered 53 respondents. The result of research indicate that there is no correlation between working condition with work motivation of nurse. ( $P$ -value = 0,561),

Said, *et al* (2013) in their study entitled "Factors Motivating Work As identified by Nurses in Children Hospital at Elmonira and Specialized Pediatric Hospital, Cairo University" found that the work environment is the biggest motivating factor in addition to supervision. Motivation is also a condition of the nurse that can encourage a nurse to behave toward the goal he wants to achieve. Motivation can also make a nurse to predict what behavior will be done. In this case the behavior of the nurse who can encourage a nurse to behave toward the goal he wants to achieve. Motivation can also make a nurse to predict what behavior will be done. In this case the behavior of the nurse will both come from the motivation of the nurse who is good. So if a nurse has good motivation to achieve his goal, then performance will increase. Thus, the increasing motivation of individual nurses will improve the performance of individuals, groups and hospitals.

Gustin and Delita, (2016) examine "Factors Related to Employee Motivation in Puskesmas Kuamang Panti Sub-district Year 2016. This study was conducted with the aim to determine the factors associated with employee motivation. The result of the analysis showed that there was a significant correlation between working condition and work motivation ( $p = 0,006$ ).

The environment also affects employee satisfaction. Employees will feel satisfied or happy if he works in a safe environment away from the commotion. Leader relationships should always be well established, because employees are one of the wealth of the company, if a company without employees will not be anything. Therefore the employee is the center of the company, no matter what the leader if not assisted by the employees will be difficult even can not float. (Siagian, 2014).

### 4. Relationship Between Relationships With Personal Motivation Work Nurse Inpatient Unit Tobelo Hospital.

**Table 4.** Relationship Between Relationships With Personal Motivation Work Nurse In Inpatient Unit Tobelo Hospital

Interpersonal Relationships	Working Motivation Nurse						The <i>p-value</i>
	Good		Not good		Total		
	N	%	N	%	N	%	
Good	34	45.9	22	29.7	56	75.7	

Not good	3	4.1	15	20.3	18	24.3	0.002
Total	37	50.0	37	50.0	74	100.0	

The relationship between interpersonal relationship with work motivation of nurses at Inpatient Unit of Tobelo Public Hospital showed that cross tabulation between interpersonal relationship with work motivation of nurse at Inpatient Unit of Tobelo Public Hospital found that number of respondents with good interpersonal relationship were 56 respondents (75.7%) by answering motivation Both as many as 34 respondents (45.9%) and less well as 22 respondents (29.7%); While the number of respondents who interpersonal relationship is not good as much as 18 respondents (24.3%) by answering motivation Both as many as 3 respondents (4.1%) and less good as many as 15 respondents (20.3%). Based on the analysis *chi-square* test results obtained with  $p = 0.002 < \alpha = 0.05$ , which shows there is a significant relationship between personal relationships with the motivation of nurses in Tobelo Hospital Inpatient Unit.

"Factors Associated With Work Motivation In Nurse Mental Hospital (Study on Ward Class III RSJD Dr. Amino Gondohutomo Central Java Province) examined by Cahyani (2016). This study aims to determine the factors associated with work motivation in psychiatric hospital nurses. Total population 91 people with the calculation formula so that the resulting cross sectional sample of sample number 47 and are determined using *purposive random sampling* technique. The result of statistical analysis shows there is relationship between interpersonal relationship with work motivation. ( $P = 0.006$ ).

This result differs from Herida (2016) examining "Extrinsic Factors Associated with Nurse Work Motivation at the Regional Public Service Agency (BLUD) Meuraxa General Hospital Banda Aceh. The result of statistical analysis shows that there is no correlation between interpersonal with work motivation of nurse. ( $P\text{-value} = 0.768$ ).

Performance (performance) becomes the current world issue. This happens as a consequence of the public demand for the need for excellent service or high quality service that is inseparable from the standard, because performance is measured by standard. Nurses are expected to demonstrate their professional contribution significantly in improving the quality of nursing, affecting general health services to the organizations in which they work, and the ultimate impact on the quality of life and welfare of society. (Irham, 2016)

Research conducted by Sengkey, et al (2012) found that there is a significant relationship between motivation and the performance of nurses in IRD Medik BLU RSUP Prof. Dr. RD Kandou Manado.

Gustin and Delita, (2016) examine "Factors Related to Employee Motivation in Puskesmas Kuamang Panti Sub-district Year 2016. This study was conducted with the aim to determine the factors associated with employee motivation. The result of the analysis shows that there is a significant correlation between interpersonal relationship with work motivation ( $p = 0,011$ ).

## 5. Relationship Between Supervision With Work Motivation Nurse Inpatient Unit Tobelo Hospital.

**Table 5.** Relationship Between Supervision With Work Motivation Nurse In Inpatient Unit Tobelo Hospital

Supervision	Working Motivation Nurse						The <i>p</i> -value
	Good		Not good		Total		
	N	%	N	%	N	%	
Good	29	39.2	16	21.6	45	60.8	
Not good	8	10.8	21	28.4	29	39.2	0.004
Total	37	50.0	37	50.0	74	100.0	

The correlation between supervision with nurse work motivation in Inpatient Unit of Tobelo Hospital showed that cross tabulation between supervision with work motivation of nurse at Inpatient Unit of Tobelo Public Hospital showed that the number of respondents who supervised was 45 respondents (60,8%) with Answer motivation Good as many as 29 respondents (39.2%) and less good as much as 16 respondents (21.6%); While the number of respondents who supervised less well as 29 respondents (39.2%) by answering motivation Both as many as 8 respondents (10.8%) and less well as 21 respondents (28.4%). Based on the analysis *chi-square* test results obtained with  $p = 0.004 < \alpha = 0.05$ , which shows there is a significant relationship between supervision and motivation of nurses in Tobelo Hospital Inpatient Unit.

The research conducted by Etliawati (2012) found that there is a meaningful correlation of head room supervision strategy with motivation of nurse executor in documenting nursing care, that is seen from structure, skill, support and sustainability. Similarly, the results of Lutfi's (2013) study, revealed that the performance of nurses is influenced by intrinsic and extrinsic motivation. The intrinsic motivation that affects the nurse's performance is the responsibility, the

recognition of others (the rewards), the achievements, the work itself, and the development. Extrinsic motivations that affect performance are salary, policy and administration, co-workers, security, working conditions / environment, supervision.

Cahyani (2016) examines "Factors Associated With Work Motivation at Nurse Mental Hospital (Study on Ward Class III RSJD Dr. Amino Gondohutomo Central Java Province). This study aims to determine the factors associated with work motivation in psychiatric hospital nurses. Number of population 91 people with the calculation of cross sectional sample formula so that the resulting number of samples 47 people and determined using purposive random sampling technique. The result of statistical analysis shows there is correlation between supervision ( $p = 0,022$ ) with work motivation.

Herida (2016) examines "Extrinsic Factors Associated with Nurse Work Motivation at the Regional Public Service Agency (BLUD) Meuraxa General Hospital Banda Aceh. The result of the research stated that there is a relationship between supervision with work motivation of nurse. ( $P\text{-value} = 0,000$ ).

Gustin and Delita, (2016) examine "Factors Related to Employee Motivation in Puskesmas Kuamang Panti Sub-district Year 2016. This study was conducted with the aim to determine the factors associated with employee motivation. The result of the analysis showed that there was a significant relationship between responsibility and work motivation ( $p = 0.0001$ ), interpersonal relationship with work motivation ( $p = 0,011$ ), working condition with work motivation ( $p = 0,006$ ), and supervision with work motivation ( $p = 0.002$ ).

Said, et al (2013) in their research entitled "Work Motivating Factors As Identified by Nurses in Children's Hospital at Elmonira and Specialized Pediatric Hospital Cairo University" found that supervision is the greatest motivational factor in addition to the work environment.

Gustin and Delita, (2016) examine "Factors Related to Employee Motivation in Puskesmas Kuamang Panti Sub-district Year 2016. This study was conducted with the aim to determine the factors associated with employee motivation. The result of the analysis shows that there is a significant correlation between supervision with work motivation ( $p = 0,002$ ).

Supervision is an important part of nursing management, because with supervision can solve problems in the organization quickly. The task of supervision or supervision can not be separated from the

leadership function. Supervisor or supervisor in the eyes of the employee is regarded as a father figure with a role that not only oversees, directing must also be able to accommodate any complaints both related to work and personal problems that hinder work. (Nursalam 2011)

The supervisor should also know the extent to which his or her subordinates' ability and level of cooperation are among the employees under it. Supervisors must be able to intervene to help solve the problem without delay, so as to create a comfortable and pleasant working atmosphere. (Cherie, 2013) A supervisor must also be able to motivate employees to work and accomplish tasks such as by giving praise or recognition for what has been done by the employee with good results and in accordance with what is expected. This addition can boost employee morale can also increase employee satisfaction. (Irham, 2016)

Health services in Indonesia, in particular health care in hospitals currently receive attention from the public. Various complaints from the public regarding the quality of care in hospitals must have the concern of the manager and organizer of hospital services. Constraints management and implementation need to immediately above or minimized. Professional nurses must have a performance that can serve the needs of the patients well. It is determined by the presence or absence of motivation of nurses, including extrinsic factors that affect. (Cherie, 2013).

## 6. Variables Most Ber relationship with Motivation Nursing Unit Hospital Inpatient Tobelo

**Table 6.** Logistic Regression Analysis Phase I

Variable	B	Wald	Sig.	Exp. (B)
Recognition	1,483	3,491	0062	4406
Salary	1,948	8,476	0004	7012
work environment	0461	0568	0451	1,585
interpersonal relationships	2,146	6386	0012	8548
Supervision	1,244	3559	0.059	3468

The results of the bivariate test produces a p-value of the variable recognition, salary / wages, good working conditions, interpersonal relations, supervision of the nurse motivation Tobelo Hospital inpatient units under 0.25. Furthermore, multivariate analysis variables. The test is performed by logistic regression analysis to determine which variables are most associated with motivation of nurses. Salaries / wages



are the variables most associated with motivation nurse Tobelo Hospital Inpatient Unit.

A most popular motivation theory is put forward in the know with Maslow's hierarchy of needs. Maslow described that humans have 7 kinds of needs, namely: physiological, safety, love and belonging, self-esteem, aesthetic, cognitive and self-actualization. These needs are met humans gradually, starting from the lowest ie physiological needs (eating, drinking, sex) to the needs of the highest of self-actualization, which humans realize all their potential and become a person with a maximum capacity that can be achieved. In the context of the world of work, an employee would feel comfortable working with his job when he gets fulfillment of basic needs. (Siagian, 2014)

According Irham (2016) is an award wages of employees who manifested as energy production or a service that is considered equal to the intangible money, sign a definitive guarantee in each week or month. So the essence of wages is the award of energy employees are manifested in the form of money. Actual salary wages also, but it is definitely the number and the time. Salaries are paid wages in a fixed time. The basic difference between the wages of the salary is within the guarantee timeliness and certainty of the amount of wages. (Irham, 2016)

The amount of wages reflect the value of the work among the nursing staff for what they do. Therefore, when the nurses feel remuneration inadequate / insufficient then work productivity, motivation, performance, and job satisfaction will decrease drastically as this will affect the course of the service activity. (Elias, 2012)

Wages are one of the factors that influence employee motivation is an impulse for the willingness of nurses to do more of what works. Motivation low as a result of the provision of low wages will be visible when the execution of the work is not done well, as in the Equity Theory explains that after the perception of injustice is established, employees will try to regain justice by reducing the amount of their distribution, for example, employees may begin to come late for work or even absent altogether. (Siagian, 2015)

Giving a fair and equitable wages will trigger a high motivation to work so that the performance of the laborers / workers to be better and certainly pengaruh of the company's revenue. Wages are useful for increasing output and efficient, we must be aware of the difficulties arising from incentive wage system. (Elias, 2012)

Research conducted by Indrawaty and Rattu (2012) found that there was a significant relationship between motivation and nurse's performance in Irina

Hospital Binangkang Datoe Kotamobagu City. Research conducted Mahendra and Brahmasari found that there was a significant relationship between work motivation and performance of nurses in inpatient RSJ Menur Lounge Surabaya. Research conducted by Muttaqillah, et al found that the motivation given by nurses on BLUDs RSJA have a positive effect on the improvement of the performance of nurses.

Bodur and Infal, (2015) examined the "Nurses' Working Motivation Sources, And Related Factors: A Questionnaire Survey". Two hundred and two nurses were randomly selected from each department at the university and in public hospitals, and the data collected using socio-demographic questionnaire and Motivation Sources Inventory and analyzed using descriptive and inferential statistics. The results showed that among the five sources of motivation, internal motivation is based on the concept Highest process and intrinsic motivation are lowest in nurses. There is a significant correlation between the score of some sources of motivation and managerial experience, income level, the satisfaction of the unit, the role of staff, and the perception of job stress.

Toode (2015) in his dissertation, entitled "Nurses' Work Motivation. Essence and associations "do research with the aim to describe and explain the motivation of hospital nurses, and the factors associated with it. Of a registered nurse, a total of 201 respondents completing and returning the questionnaire electronically. The majority of hospital nurses have a strong intrinsic motivation to work, to work because they enjoy the work and / or jobs that correspond with the needs, values and objectives. Personal factors such as being better trained, have a higher order needs, sharing the same values with the organization and the community, and to recognize the experience and better knowledge about the job, increase their motivation. Several factors such as empowerment organization characteristics of the workplace, working conditions that support and patient safety outcomes also increase their work motivation. Nurses were age older with years of service longer and / or hold office, have a higher external motivation because they are concerned with their reputation as well as fear of failure.

To influence the attitudes and behavior of employees to be desired, managers must understand the nature and motives of what drives them to work in the company. Most people work because it is driven desire to meet the needs of both physical and spiritual, almost no one is willing to work if not want a wage or salary. Therefore, leaders / managers should try to give proper wages or salaries to employees, and treat them well. Wage or salary is closely connected with the creativity



of employees, they would be satisfied if they are being rewarded according to their work, if they are satisfied and they are happy to work in the company, then by itself it will create morale. With morale will create a good creativity. (Irham, 2016)

Employee satisfaction should be created as well as possible in order to morale, dedication, love, and discipline employees increased. Job satisfaction is a pleasant emotional attitude and loves his job. This attitude is reflected by morale, discipline, and work performance. Enjoy job satisfaction in the job, off the job, and the combination of inside and outside of work. (Siagian, 2015).

## DISCUSSION

### 1. For hospitals Tobelo

a. This study can be recommended to the management to be able to take strategic decisions in the development of service quality through improved performance of nurses. via:

a. Providing the opportunity for health professionals to continue their studies in S1 and S2 in place that can be reached.

b. Following training as the expertise needed hospital Tobelo (For  $\pm$  3 months).

c. Nurses who have been given training in accordance with the expertise, do not be a mutation in the treatment room or released from the hospital with a reason.

b. Reward system in exchange should be more attention because it involves the nurse motivation in the work.

c. Working conditions requires attention to the management, more specialized facilities and infrastructure in the infirmary were rated poorly by nurses, so it is necessary for improved procurement.

d. Carry out supervision or supervision for health workers so that health services can be run in accordance with the SOP. By carrying out the evaluation meeting daily, weekly, and monthly. The results are recorded meeting later in the meeting re-evaluation result by looking back at the achievement and implementation that has been agreed. What has been done or not and if not what are the constraints.

### 2. For further research

For the next researcher to conduct further research to add different variables so that more references that exist on the factors related to nurses job motivation.

## CONCLUSION

1. There is a relationship between the recognition of the work motivation of nurses in inpatient hospital units Tobelo.

2. There is a relationship of salary / wage with the nurse work motivation Tobelo Hospital inpatient units.

3. There is a relationship between good working conditions with the nurse work motivation Tobelo Hospital inpatient units.

4. There is a relationship between interpersonal relationship with the nurse work motivation Tobelo Hospital inpatient units.

5. There is a relationship between supervision with nurses working motivation Tobelo Hospital inpatient units.

6. The variables most associated with the nurse work motivation Tobelo Hospital inpatient units are salary / wages .

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