

The Effect of Intrinsic Motivation on Nurse Job Satisfaction at Royal Prima Hospital Medan in 2022

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Abstract: Human resources, especially nurses, are the most dominant workforce in carrying out tasks in the management of hospital organizations, therefore, as the driving force for organizing hospital activities, nurse job satisfaction is very important to get attention from hospital leaders and management. The purpose of this study is to determine the effect of intrinsic motivation on nurse job satisfaction. This type of research is non-experimental quantitative research with a descriptive approach (cross-sectional survey) and associative analysis. The study was conducted at Royal Prima Marelán Hospital in March 2022. The population in this study was all nurses who worked at Royal Prima Marelán Hospital with a total of 151 nurses. The sampling technique used in this study was the Slovin Technique with a confidence level of 95%, and an error rate of 5%, obtained 139 samples. Chi-Square's analysis found that the variables of responsibility (p-value=0.023), award (p-value=0.002), achievement (p-value=0.006) had a value of < 0.05, thus H_0 was rejected H_a accepted. Likewise, with multiple regression analysis, the intrinsic factor variable has a p-value of <0.05, and the most influential variable is the reward variable with an OR of 5,105. Conclusion partially and simultaneously the variable intrinsic factor of nurses affects job satisfaction The OR value obtained is 5,105 meaning that with the appreciation of employees, it has a 5.1.05 times chance of affecting the level of job satisfaction of nurses at Royal Prima Marelán Hospital.

Keywords: Responsibility, awards, achievements, factors, intrinsic.

INTRODUCTION

Health workers are part of the resources owned by the hospital, in addition to medical equipment facilities. Human resources, especially nurses, are the most dominant workforce in carrying out tasks in the management of hospital organizations (Maharani, 2019). Therefore, as the driving force for organizing hospital activities, nurse job satisfaction is very important to receive attention from hospital leaders and management (Yuanita, 2015). A hospital leader must also be able to instill organizational goals in all subordinates and make these goals in line with his personal goals as a member of the organization, so that subordinates will strive to achieve these goals (Basri, 2018).

Considering that nurses are the most important resource in carrying out the services of a hospital, nurses are required to have intellectual abilities, interpersonal communication, technical and moral abilities (Pratama, 2017). Of course, this must be accompanied by motivation from within the nurse herself. Intrinsic motivation is something that arises from within the individual, for example activities to obtain certain skills, obtain information and understanding, develop an attitude to succeed, enjoy life, desire to be accepted by others while extrinsic motivation something that arises due to external influences of the individual, such as gifts, praise, invitations, orders, or coercion from others so that under such circumstances the prang want to do something (Mardalena, 2017).

Based on Pratama's research (2017), it is stated that there is a significant influence of intrinsic factor variables, namely the variable of responsibility on the performance of the implementing nurse, the results of linear regression UI

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where the value of the significant degree of probability (p) <0.05 is 0.045, there is a significant influence of the opportunity to advance on the performance of the implementing nurse, there is a significant influence of recognition on the performance of the implementing nurse, this can be seen from the results of the linear regression UI where the level value of the level significant probability (p)<0.05 i.e. 0.002 (Pratama, 2017). Researchers are interested in conducting research on the influence of intrinsic motivation on nurse job satisfaction at Royal Prima Hospital Medan in 2022.

LITERATURE REVIEW

Intrinsic motivations are those motives that become active or their functioning does not require external stimulation, since in each individual there is an impulse to do something (Ena & Djami, 2021). Intrinsic motivations are those motives that become active or whose function does not need to be stimulated from the outside, since in each individual self there is already an impulse to do something. When a person already has intrinsic motivation in himself. According to Ridwan in 2013, the intrinsic motivation that affects the performance of nurses is responsibility, recognition from others (awards), achievements, which can be explained as follows (Darmawan, 2019):

1. Responsibility is a state of obligation to bear everything both in law and in administration.
2. Recognition from others (appreciation). Awards or rewards for services given to a person or group for behaving well, doing an advantage or achievement, making a contribution, or successfully carrying out a task given according to the target set (Siagian *et al.*, 2021); (Putri & Widjaja, 2019); (Maulinda & Nurlina, 2003); (Rahmawati, 2017).
3. Achievement is the result of an activity that has been carried out, created either individually or in groups.

Job satisfaction is a positive feeling of an employee that affects the work or work situation (Yuanita, 2015). The job satisfaction factors are as follows (Sa'diyah & Endratno, 2013):

- a. Personality is the first determinant of how people think and feel about their work or job satisfaction,
- b. Values have an impact on job satisfaction levels because they reflect employees' beliefs about the outcomes that should lead and how one should behave in the workplace.
- c. Work situation, the most important of job satisfaction is the situation in which a person performs work.
- d. Social influence consists of colleagues, groups and cultures.

RESEARCH METHODS

This type of research is non-experimental quantitative research with a descriptive approach (cross-sectional survey) and associative analysis. The study was conducted at RSU Royal Prima Marelan in March 2022. The population in this study was all nurses who worked at Royal Prima Marelan Hospital with a total of 151 nurses. The sample technique used in this study is the Slovin Technique with a 95% confidence level, and an error rate 5%.

$n = N / (1 + (N \times e^2))$ adalah:

$$n = N / (1 + (N \times e^2))$$

$$n = 151 / (1 + (151 \times 0,05^2))$$

$$n = 151 / (1 + (151 \times 0,0025))$$

$$n = 151 / (1 + (151 \times 0,0025))$$

$$n = 151 / (1 + (0,3775))$$

$$n = 109$$

So the study sample for a population of 151 respondents and a confidence level of 95% was 109 respondents, coupled with 30 respondents as a validity test, then the overall population in this study was 139 respondents. The data collection method that the researchers carried out was non-random sampling using total sampling, namely sampling was based on all populations used as samples. Techniques used in the data collection of interviews and questionnaires. Performed analysis, univariate, bivariate with statistical assay with Chi-Square and multivariate analysis with multiple logistic regression test.

RESULTS OF RESEARCH AND DISCUSSION

Table 1: Overview of Research Variables X and Y

Variable	Minimum	Maximum	Mean	Standard Deviation
Responsibility	1	3	2.66	0.49
Appreciation	2	5	2.82	0.59
Achievement	1	4	2.81	0.57
Kepuasan Kerja	1	4	2.80	0.55

Source: Processed primary data, 2022

The average answer score of the Responsibility variable is 2.71 and the standard deviation is 0.48, the Appreciation variable is 2.89 and the standard deviation is 0.57, the Achievement variable is 2.73 and the standard deviation is 0.55, the Job Satisfaction variable is 2.80, the standard deviation is 0.55. Where all variables of standard deviation are smaller than the average value. This indicates that the distribution of data will be the respondent's perception of the variables x1, x2, x3.

Table 2: Chi Square Test Results

Variable		Job Satisfaction		Total	Pearson Chi-Square Asymp.Sig. (2-sided)
		Not Satisfied	Satisfied		
Responsibility	High	35	45	80	0.023
	Low	18	43	61	
Appreciation	None	28	30	58	0.002
	Exist	25	58	83	
Achievement	None	23	20	43	0.006
	Exist	30	68	98	

Source: Processed primary data, 2022.

From Table 2 in this study, the Pearson Chi-Square value of each variable was obtained, with a significance level of 95% ($\alpha = 0.05$). Based on this comparison, the variables Responsibility (X1), Appreciation (X2), Achievement (X3), have a p-value smaller than the signification number of 95% ($\alpha = 0.05$). On the basis of this comparison, Ha is accepted, meaning that these variables have an influence on the level of job satisfaction.

Prior to multivariate analysis with multiple logistic regression tests, each variable was first tested for its signification level separately. Where variables that have a signification rate of > 0.025 , they will be excluded or excluded in the multivariate analysis of double logistic regression. From table 4.6, the results obtained, that the variables Appreciation (x1), Achievement (x2), Supervision (x3), Responsibility (x4), have a singnification value of < 0.025 . Then the variable will be participated in the double logistic regression test.

Table 3: Simple Logical Regression Test Results

Variable	P-value	Information
Responsibility	0.022	Candidate
Appreciation	0.002	Kandidat
Achievement	0.005	Kandidat

Source: Processed primary data, 2022

Table 4: Multivariate Approach

Variable	B	P value	OR	95% C.I.for EXP(B)	
				Lower	Upper
Responsibility	-0.190	0.025	2.114	0.155	4.412
Appreciation	1.021	0.001	5.105	2.925	9.722
Achievement	2.004	0.003	3.066	1.067	7.107

Source: Processed primary data, 2022

Based on Table 4 then it can be explained as follows, that from the independent variables, namely Responsibility, Appreciation, and Achievement which are suspected to affect job satisfaction, the most influential is the Appreciation variable with a P-value of $0.001 < 0.05$. The OR value obtained, which is 5.105, means that with the appreciation of employees, it has a 5.1.05 times chance of affecting the level of job satisfaction of nurses at Royal Prima Marelan Hospital.

The Effect of Responsibility on nurse job satisfaction

Statistically, the Responsibility variable has a p-value (0.023), smaller than the 95% signification number ($\alpha = 0.05$). On the basis of this comparison, Ha is accepted, meaning that these variables have an influence on the level of job satisfaction of nurses. According to the researcher's assumption, the appreciation given to nurses greatly affects the job satisfaction of nurses in the Inpatient Room of the Royal Prima Marelan General Hospital.

The results of this study are in line with Lokbere's research (2017), which states from the results of the t test in the table above it can be seen that Responsibility (X2) p-value significance = $0.000 < 0.05$, it can be concluded that Ha is accepted and rejected H0 or Responsibility (X2) has a significant effect on Employee Performance (Y). In general, Responsibility is defined as the obligation to do something or behave in a certain way not listening to existing regulations

(Lokbere *et al.*, 2017). Some people consider their duties and responsibilities as burdens so that they can cause stress. Employees who have a high motivation will be challenged to get more difficult tasks, challenged to accept heavier Responsibilities, and challenged to be able to occupy higher positions (Dr. Vladimir, 2016). This shows that any increase in employee motivation will provide a meaningful improvement in improving performance. It is further asserted that any performance of obligations and any exercise of rights whether inadequately exercised or adequately exercised must essentially still be accompanied by perResponsibility, as well as the exercise of power (Purwanti, 2016).

Every job requires Responsibility, attention, contribution, and care. Those of you who are able to have a total Responsibility and contribution to your work, will definitely become a person who is totally dedicated to your work (Pratiwi & Reskino, 2016). Responsibility is a state of being obliged to bear everything if there is something, it can be sued, blamed, disputed etc. Responsibility is a natural nature, which means that Responsibility has become a part of human life that every human being and certainly each person will carry a responsibility independently. If someone does not want to respond, then of course there are other parties who force the responsibility action.

The Effect of Appreciation on Nurse Job Satisfaction

Statistically, the Achievement variable has a p-value (0.002), smaller than the 95% signification number ($\alpha = 0.05$). On the basis of this comparison, then H_a is accepted, meaning that the variable has an influence on the level of job satisfaction of nurses.

The results of this study are in line with Sunarto's research (2017), which states that Reward has a positive and significant effect on employee performance at PT. Sinarmas Insurance, Central Jakarta. This can be seen from the t-count value $>$ the t-table ($17.695 > 1.655$) and t significance $t < 0.05$ ($0.000 < 0.05$). The simple regression model obtained is $Y = 13.200 + 0.824X_1$. Rewards have a positive correlation with employee performance of 0.824. Reward has a contribution (R^2) of 67.7% to the performance of employees at PT. Sinarmas Insurance, Central Jakarta. Punishment (Sunarto *et al.*, 2017). The appreciation (reward) is the company's effort in providing compensation for the results of employee work, thus encouraging employees to work harder and innovate for the progress of the company (Kurniawan, 2018); (Mawardi, 2021).

The Effect of Achievement on nurse job satisfaction.

Statistically, the Achievement variable has a p-value (0.006), smaller than the 95% signification number ($\alpha = 0.05$). On the basis of this comparison, h_a is accepted, meaning that the variable has an influence on the level of job satisfaction of nurses. The results of this study are in line with Hasan's research (2020), which states that the motivation variable has a beta value of 0.517 and work achievement has a beta value of 0.549. Work achievement shows a high beta value compared to beta value for motivation, it is concluded that work achievement has a strong relationship with job satisfaction (Hassan, 2020). Competent human resources with good work achievements can support business success. Conversely incompetent human resources and poor work achievements are competitive problems that can put the company in a loss-making condition (Simanjuntak, 2015).

Based on the multivariate analysis, it can be explained as follows, that from the independent variables, namely Responsibility, Appreciation, and Achievement which are suspected to affect job satisfaction, the most influential is the Appreciation variable with a P-value of $0.001 < 0.05$. The OR value obtained, which is 5,105, means that with the appreciation of employees, it has a 5.1.05 times chance of affecting the level of job satisfaction of nurses at Royal Prima Marelan Hospital.

CONCLUSION

After analyzing and discussing the influence of intrinsic and extrinsic motivation on 100 respondents, it was concluded that simultaneously, simultaneously, the variables Responsibility (X1), Appreciation (X2), Achievement (X3), had an influence on the variable job satisfaction with a p-value of < 0.05 . The results of the multivariate analysis, that from the independent variables, namely Responsibility (X1), Appreciation (X2), Achievement (X3), which is suspected to affect job satisfaction, the most influential is the Appreciation variable with a p-value of $0.001 < 0.05$. The OR value obtained, which is 5,105, means that with the appreciation of employees, it has a 5.1.05 times chance of affecting the level of job satisfaction of nurses at Royal Prima Marelan Hospital.

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