

Analysis the Influence of Extrinsic Motivation on Nurse Job Satisfaction at Royal Prima Hospital Medan

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Abstract: Someone who has high job satisfaction will show a positive attitude toward his work, while someone dissatisfied with his work will show a negative attitude towards his work. Extrinsic motivation is a driver of work that comes from outside the worker in the form of a condition that requires carrying out work optimally. This study aims to analyze the influence of extrinsic motivation on nurse job satisfaction. This type of research is quantitative non-experimental 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 with 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 with 109 respondents, plus 30 respondents as a validity test, then the overall population in this study was 139 respondents. Pearson Chi-Square's value of the Supervision variable (X1), Wages (X2), and Work Environment (X3) has a p-value smaller than the 95% signification number ($\alpha = 0.05$), while the Status variable (X4), has a p-value greater than the 95% signification number ($\alpha = 0.05$). The results of the multivariate analysis, that from independent variables, namely Supervision (X1), Wages (X2), and Work Environment (X3), which are suspected to affect job satisfaction, the most influential is the wage variable with a p-value of $0.001 < 0.05$. The OR value obtained is 6,233, meaning that high wages have a 6,233 times chance of affecting the level of job satisfaction of nurses at Royal Prima Marelan Hospital.

Keywords: Supervision, Wages, Working Environment, Status.

INTRODUCTION

Job satisfaction is a general attitude of a person towards the work he does. Someone who has high job satisfaction will show a positive attitude towards his work, while someone who is dissatisfied with his work will show a negative attitude towards his work (Septiawan, 2017); (Lestari, 2019). Job satisfaction is the result of a wide variety of attitudes related to work and special factors such as wages (Lestari, 2019), Supervision, job stability, work peace, opportunity to progress, fair work assessment, social relations in the work, and superior treatment (Utama, 2012). Job satisfaction measurement is carried out to find out how satisfied or dissatisfied an employee is in assessing his work. In an organization, of course, various elements that become job satisfaction for employees.

One of the variables that affect job satisfaction is employee motivation (Ardianti *et al.*, 2018). Motivation from within an employee can come from the need for money, appreciation, power, and recognition. Outside motivation can come from family, work friends and superiors. In general, the motivation given can be divided into two, namely positive motivation and negative motivation. Positive motivation is the process of influencing people by giving the possibility of getting a reward while negative motivation is the process of influencing a person through the forces of fear such as loss of recognition, money or office (Prabu & Wijayanti, 2016).

There are two forms of motivation, namely intrinsic motivation and extrinsic motivation. Intrinsic motivation is a driver of work that comes from within the worker in the form of awareness of the meaning of the work being carried

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out. Extrinsic motivation is a driver of work that comes from outside the worker in the form of a condition that requires carrying out work optimally (Ena & Djami, 2021); (Pratama, 2017). This study aims to analyze the effect of extrinsic motivation on nurse job satisfaction at Royal Prima Marelan Hospital in 2022.

LITERATURE REVIEW

Extrinsic Motivation is motivation that functions in the presence of a driving factor from outside Extrinsic motivation is the motives that are active and function due to the presence of external stimulation. The extrinsic motivational dimension consists of Supervision, wages, work environment and status (Ena & Djami, 2021).

Suversivi is an effort to help and participate in efforts to improve and improve quality (Parlindungan *et al.*, 2021). Suversivi is part of the directing directing function of direction in the management function which plays a role in maintaining that all activities that have been deprogrammed can be carried out properly and smoothly. In research Kula *et al.*, (2014) it is shown that Supervision is a factor that can increase employee satisfaction with their work (Kula & Guler, 2014). Wages are the rights of workers / laborers that are received and expressed in the form of money. Wages play a very important role for workers and also for the survival of the industry. Wages are the most important reason why people work among other reasons (Widia & Rusdianti, 2018). The work environment has the understanding that everything around the employee can affect him in doing work. A comfortable and safe physical environment really affects employee performance. Not only the physical environment but the non-physical environment, for example, work relationships with co-workers and harmonious work relationships with superiors (Ardianti *et al.*, 2018); (Nabawi, 2019).

Status is the position of a person that can be reviewed regardless of the individual, so status is an objective position that gives obligation rights to the person occupying the position (Andi Batari Ola, Rasyidin Abdullah, 2019); (Julindrastuti & Karyadi, 2021). Job Satisfaction is a positive feeling of an employee that affects the work or work situation (Parluhutan Tambunan, 2018); (Aruan & Fakhri, 2015).

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 sampling technique used in this study is the Slovin Technique, with a confidence level of 95%, and an error rate of 5%, with the following formula:

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

$$n = 109$$

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 techniques used in data collection use questionnaires. The data analysis that researchers carried out was Univariate Analysis, Bivariate Analysis with Chi-Square, Multivariate Analysis with multiple logistic regression.

RESEARCH RESULTS

Table 1: Overview of Research Variables X and Y

Variable	Minimum	Maximum	Mean	Standard Deviation
Supervision	1	4	2.73	0.51
Wages	1	5	3.02	0.67
Work Environment	1	5	2.92	0.55
Status	1	4	2.93	0.58

Source: Processed primary data, 2022

The average answer score of the Supervision Variable is 2.73 and the standard deviation is 0.51, the Wage Variable is 3.02 and the standard deviation is 0.67, the work environment variable is 2.92 and the standard deviation is 0.55, the status variable is 2.93 and the standard deviation is 0.58. Where all variable standard deviations are smaller than the average value. This indicates that the distribution of data will be the respondent's perception of Variables x1, x2, x3, and x4 is normal.

Table 2: Chi Square Test Results

Variable		Job Satisfaction		Total	Pearson Chi-Square Asymp.Sig. (2-sided)
		Not Satisfied	Satisfied		
Supervision	Exist	23	20	43	0.004
	None	30	66	96	
Wages	Not Appropriate UMR	41	67	108	0.000
	Appropriate	12	19	31	
Work Environment	Uncomfortable	41	68	109	0.002
	Comfortable	12	18	30	
Status	No Job Title	43	68	111	0.122
	There is a Position	10	18	28	

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, variable supervision (X1), wages (X2), and work environment (X3) have a p-value smaller than the signification figure of 95% ($\alpha = 0.05$). Based on this comparison, H_a is accepted, meaning that these variables influence the level of job satisfaction. Meanwhile, Variable Status (X4), has a p-value greater than the signification number of 95% ($\alpha = 0.05$). Based on this comparison, then H_0 is accepted, the variable does not influence job satisfaction. Before multivariate analysis with multiple logistic regression tests, each Variable is first tested for its signification level separately. Where variables that have a signification rate of > 0.025 , they will be issued or not included in the multivariate analysis of double logistic regression.

From table 3, the results obtained, that variable supervision (x1), wages (x2), and work environment (x3), have a signification value of < 0.025 . Then the variable will participate in the double logistic regression test $>$. Then the variable will not be included in the multivariate model test.

Table 3: Simple Logical Regression Test Results

Variable	P value	Keterangan
Supervision	0.005	Candidate
Wages	0.000	Candidate
Work Environment	0.001	Candidate
Status	0.120	Not a Candidate

Source: Processed primary data, 2022.

Table 4: Multivariate Approaches

Variable	B	P value	OR	95% C.I.for EXP(B)	
				Lower	Upper
Supervision	1.332	0.025	2.777	0.977	7.712
Wages	2.077	0.001	6.233	1.422	39.65
Work Environment	2.145	0.047	3.108	1.056	9.187

Source: Processed primary data, 2022.

Based on Table 4, it can be explained as follows, that of the independent variables, namely Supervision, Wages, and Work Environment which are suspected to affect job satisfaction, the most influential is the Variable Wages with a p-value of $0.001 < 0.05$. The OR value obtained is 6,233, meaning that wages are high, and have a 6,233 times chance of affecting the level of nursing job satisfaction at Royal Prima Marelan Hospital.

DISCUSSION

The Effect of Supervision on Nurse Job Satisfaction

Statistically Chi-Square Variable Supervision has a p-value (0.004), smaller than the signification rate of 95% ($\alpha = 0.05$). On the basis of this comparison, H_a is accepted, meaning that Variable Supervision has an influence on the level of job satisfaction of nurses. According to the researcher's assumption, the existence of consistent supervision and discipline can affect the job satisfaction of nurses in the Inpatient Room of the Royal Prima Marelan General Hospital.

The results of Parlindungan's research (2021), stated a significant influence between supervision on the performance of Special Class I-A Medan District Court Employees. So that supervision is high or increased, then performance can increase. Conversely, if the supervision is low or decreases, then the performance will decrease. A significant effect of job satisfaction on the performance of Special Class I-A Medan District Court Employees. So that if job satisfaction increases, then performance will also increase. Conversely, if job satisfaction is low or decreases,

performance will decrease (Parlindungan *et al.*, 2021). Followed by research by Kula (2014), which states that supervision is a factor that can increase employee satisfaction with their work (Kula & Guler, 2014).

Supervision is carried out so that the work plan and stages of work can run according to the plan. No matter how good a plan is, the form of the organization and its implementing personnel, without the supervision factor, it will be useless because it must be realized that humans as implementers have limitations. With the supervision of the organization, it can control whether there are problems that cause employees to be unable to complete work, and detect what is a problem in the work process. Thus, employees will not have difficulty in working which in the end with supervision will increase the job satisfaction of employees (Sutedi *et al.*, 2021).

The Effect of Wages on Nurse Job Satisfaction

Statistically Chi-Square Variable Wages have a p-value (0.000), smaller than the signification figure of 95% ($\alpha = 0.05$). On the basis of this comparison, H_a is accepted, meaning that Variable Wages have an influence on the level of job satisfaction of nurses. According to researchers' assumptions, the existence of high Wages can affect 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 Akmal's research (2010), from the results of the study on the coefficient of the wages path of workers to worker job satisfaction of 1.14 (t-count $20.45 > 1.96 \rightarrow$ significant). This means that workers' wages consisting of receipts in the form of money (money), benefits in the form of natura (natura), social security (social security) and Work Environment incentives (incentives), have a significant effect on the job satisfaction of workers who are self-reliant of feelings of responsibility, discipline and compliance, pride as workers, pride and respect for superiors, and proud of the image of the industry (Akmal, 2010). The higher the wages received by workers, the higher the level of job satisfaction of workers. Everyone who works expects to get satisfaction from where he works (Yuliana *et al.*, 2020); (Widia & Rusdianti, 2018). Supported by Lestari's research (2019), that motivation, Work Environment and Wages have a significant positive effect on the Productivity and Job Satisfaction of PT. Truba Jaya Engineering Mechanical Section in Air Sugihan District, Kabupten OKI (Lestari, 2019).

The Effect of Work Environment on Nurse Job Satisfaction

Statistically, chi-square variable work environment has a p-value (0.002), smaller than the signification rate of 95% ($\alpha = 0.05$). On the basis of this comparison, H_a is accepted, meaning that Variable Wages have an influence on the level of job satisfaction of nurses. According to the researcher's assumption that the existence of a comfortable Work Environment can affect 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 Pioh's research (2016), the results of the analysis obtained the Coefficient of Pathways (Beta) in the Coefficients table of 0.510 with a significance of 0.004. Because the significance value $<$ from 0.05 ($0.004 < 0.05$) it can be interpreted that the Variable Work Environment (X2) has a significant positive influence on the Job Satisfaction Variable (Y1). Thus the hypothesis stating that there is a significant positive influence of Work Environment (X2) on Job Satisfaction (Y1) is accepted (Pioh & Tawas, 2016). The better the Work Environment in, the more it will increase the job satisfaction of existing employees (Saputra & Sudharma, 2017). With a good Work Environment, it will affect the job satisfaction felt by employees (Astuti & Iverizkinawati, 2018); (Hanafi & Yohana, 2017).

The Effect of Status on Nurse Job Satisfaction

Statistically Chi-Square Variable Status has a p-value (0.122), greater than the signification figure of 95% ($\alpha = 0.05$). On the basis of this comparison, H_0 is accepted, meaning that Variable Wages have no influence on the level of job satisfaction of nurses. According to the assumption of researchers, the status of nurses does not affect the job satisfaction of nurses in the Inpatient Room of the Royal Prima Marelan General Hospital.

The results of this study are not in line with Andi's research (2019), from the results of the statistical test, it was found that the employee status variable (X1) amount of t-count was $3.938 >$ t-table 1.669 with a significance of 0.000, which means that employee status has a positive and significant effect directly on employee job satisfaction at uptd Puskesmas Kajura. Then the first Hypothesis (H_1) is accepted (Andi Batari Ola, Rasyidin Abdullah, 2019).

According to Julindrastuti (2021), from the results of his research, it is stated that employee job satisfaction remains the same as job satisfaction of contract employees. This is likely due to the salary factors received by permanent employees and contract employees that are not too different, the opportunity to get the same career development and the role of colleagues in carrying out work that supports each other. The salary factor that is often used as a standard for meeting the needs of daily life, especially those that make the reason in this study that shows the results there is no difference in job satisfaction of permanent employees and contract employees. For employees who are at the lower

middle level their orientation is on the amount of income they receive in addition to the receipt of a timely salary (Julindrastuti & Karyadi, 2021).

Multivariate Analysis Results

Based on multivariate analysis, it can be explained as follows, that from independent variables, namely Supervision, Wages, Work Environment which are suspected of affecting job satisfaction. The most influential variable is Variable Wages with a p-value of $0.001 < 0.05$. The OR value obtained is 6,233, meaning that wages are high, have a 6,233 times chance of affecting the level of nursing job satisfaction at Royal Prima Marelan Hospital.

CONCLUSION

After analyzing and discussing the influence of extrinsic motivation, it was concluded that partially, Variable Supervision (X1), Wages (X2), Work Environment (X3), has an influence on the Variable of job satisfaction with a p-value of < 0.05 . While the Variable Status (X4), with a p-value of > 0.05 , has no influence on the Variable of job satisfaction of the implementing nurse at Royal Prima Marelan Hospital. The results of the multivariate analysis, that from independent variables, namely Supervise (X1), Wages (X2), Work Environment (X3), which is suspected to affect job satisfaction, the most influential is variable wages with a p-value of $0.001 < 0.05$. The OR value obtained is 6,233, meaning that wages are high, have a 6,233 times chance of affecting the level of nursing job satisfaction at Royal Prima Marelan Hospital.

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