
Determinants of Nurses' Work Motivation in the Implementation of Nursing Care at the Cilincing Regional General Hospital, North Jakarta, in 2025

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Abstract

Nurses' work motivation is an important factor in the implementation of nursing care. High work motivation will help improve nurses' performance so they can provide quality health services. This study aims to determine the determinants of nurses' work motivation in the implementation of nursing care at Cilincing Regional General Hospital, North Jakarta in 2025. The research method used is quantitative analytic with a cross-sectional design. The number of samples was 54 nurses. Data collection used a questionnaire. Data analysis used univariate, bivariate (Chi-square test) and multivariate (logistic regression). The results of the study showed that most employees had high work motivation (59.3%). The results of the bivariate analysis, variables that had a significant relationship with nurses' work motivation were Rewards ($p = 0.002$ and $OR = 7.583$), training ($p = 0.013$ and $OR = 5.159$), supervision ($p = 0.026$ and $OR = 6.842$), perception of rewards/salary ($p = 0.001$ and $OR = 9.450$), coworker relationships ($p = 0.007$ and $OR = 7.000$), and work environment ($p = 0.0001$ and $OR = 18.000$). The results of the multivariate analysis, it turned out that the most dominant factor was the work environment variable ($p = 0.002$ and $OR = 33.196$). This study concluded that the work environment had the highest influence on nurses' work motivation. It is recommended to maintain and preserve a conducive working environment for nurses in order to support their performance and well-being. Additionally, the frequency of supervision should be increased, both by the head nurses and the department heads, to ensure the quality of nursing care and adherence to established standards. The use of an objective and measurable application system, such as the e-Employee system, is also suggested to facilitate fair compensation and streamline the process of training applications.

Keywords: Determinants, Work Motivation, Nurses.

INTRODUCTION

Hospitals are healthcare facilities that play a crucial role in accelerating improvements in the public's health status. As organizations, hospitals possess complex and distinctive structures due to the involvement of a large workforce and the specialized nature of the medical services they provide. In addition, hospitals function as centers of healthcare services supported by modern technology to facilitate patient healing and rehabilitation processes (Supriyanto, 2015).

The improvement of community health status is highly dependent on the quality of hospital services and the availability of competent human resources, including nurses. Nurses play a vital role in supporting healthcare services, particularly in providing nursing care for inpatients. The presence of nursing personnel is an essential component of the hospital service system, without which the system cannot function effectively. Therefore, nursing management in hospitals must be properly organized so that the implementation of nursing care can run optimally and meet the continuously increasing needs and expectations of patients (Ministry of Health Regulation, 2017).

All healthcare workers, including nurses working in hospitals, are required to perform their duties in accordance with professional standards, hospital service standards, and established standard operating procedures. Furthermore, they must uphold professional ethics, respect patients' rights, and prioritize patient safety (Law of the Republic of Indonesia No. 17 of 2023 on Health).

One of the duties and obligations of nurses in hospitals is the provision of Nursing Care (Asuhan Keperawatan/Askep) to patients as part of nursing practice. Nursing practice standards are norms or affirmations regarding the quality of a nurse's work that are considered good, appropriate, and correct, formulated and used as guidelines in delivering nursing services as well as benchmarks for evaluating nurses' performance. Nursing practice standards have been elaborated by the Indonesian National

Nurses Association (PPNI) and are based on the stages of the nursing process, which include assessment, nursing diagnosis, planning, implementation, and evaluation (Nursalam, 2017).

In relation to the roles and functions of nurses as providers of nursing care, particularly in hospitals where duties involve addressing clients as holistic human beings, skilled nurses with noble character and high work motivation are required to deliver high-quality services in order to achieve nursing objectives. Nurse managers are responsible for the implementation of nursing care within their respective units to achieve unit goals, which constitute part of the hospital's overall objectives (Ilyas, 2015).

A nurse's work motivation cannot be directly observed but can be interpreted from behavior. Work motivation can be viewed as a change in energy within an individual, marked by the emergence of feelings oriented toward goals, including in the context of a nurse's work, namely the implementation of nursing care (Hamzah, 2016).

According to Simamora, as cited by Elmiyanti (2021), work motivation is a factor that generates encouragement or energy for individuals to work enthusiastically. In other words, motivation is the primary driver of work spirit. Various aspects can influence an individual's level of motivation, including leadership roles, relationships with colleagues, physical working conditions, applicable policies and regulations, compensation in both material and non-material forms, the nature of the job, and the challenges encountered. Consequently, a person's work motivation is strongly influenced by their personal need system.

Research by Saragih, Sitonga, and Sipayung (2020) indicates that the majority of nurses' work motivation in implementing nursing care was low, accounting for 67.8% of respondents. The level of nurses' work motivation has a substantial influence on all stages of nursing care implementation, from assessment to evaluation. The higher the work motivation of nurses, the more optimal the process of providing nursing care to patients. This, in turn, supports the achievement of established care objectives, both in promoting patient recovery and in reducing previously experienced complaints (Hamzah, 2016).

Work motivation among nurses contributes to the achievement of high-quality nursing services and supports organizational professionalism and productivity. Complaints from nurses or employees regarding working conditions and the lack of recognition for work outcomes can sometimes trigger low work motivation among the many factors contributing to decreased motivation levels. With appropriate motivation, employees are encouraged to perform their duties to the fullest extent, as they believe that the organization's success in achieving its goals and objectives will also safeguard their personal interests (Siagian, 2017). Motivation is important because it initiates, directs, and sustains human behavior, encouraging individuals to work diligently and enthusiastically to achieve optimal results (Hasibuan, 2015).

Based on the theory proposed by Frederick Herzberg, individuals are motivated to work by two types of factors: intrinsic and extrinsic. Intrinsic factors include elements such as responsibility, recognition, and achievement. Meanwhile, extrinsic factors encompass reward and punishment systems, work procedures, organizational culture, and inter-positional relationships. Factors referred to as "motivators" are capable of enhancing individual work enthusiasm and providing job satisfaction. Conversely, factors known as "hygiene factors" refer to elements that, if inadequately fulfilled, may lead to dissatisfaction among workers.

Numerous factors influence work motivation. Research by Cambu, Korompis, and Doda (2019) found that factors affecting nurses' work motivation in the inpatient unit of GMIM Pancaran Kasih General Hospital in Manado included salary/wages, individual potential development, recognition, and supervision. In addition, a study by Kristianingsih, Winarni, Yuliati, and Indarti (2023) reported that the compensation received by nurses at private hospitals in Surabaya was predominantly categorized as adequate, while nurses' work motivation was classified as high. There was a relationship between compensation and nurses' work motivation with a low strength of association ($p = 0.026$; $r = +0.322$).

The results of a study conducted by Sahputri, Fitriani, and Nur'ani (2024) in the inpatient ward of RSUD dr. Zubir Mahmud, East Aceh Regency, also showed a relationship between salary and nurses' work motivation (p-value = 0.001), between bonuses and nurses' work motivation (p-value = 0.001), and between allowances and nurses' work motivation (p-value = 0.006).

At the Cilincing Regional General Hospital (RSUD) in North Jakarta, as one of the hospitals owned by the Jakarta local government, issues related to nurses' work motivation also persist. Preliminary observations revealed that no prior research had been conducted on nurses' work motivation, and that nursing care as one of the nurses' responsibilities at RSUD Cilincing had not yet reached the established target. Of the 90% target for nursing care documentation, only 80% had been achieved, which may be attributed to low nurse work motivation. Interviews with ten nurses indicated that seven of them reported a lack of enthusiasm in completing nursing care documentation, due in part to perceived inadequate compensation and a work environment that lacked mutual support, among other factors.

Based on this background, the author is interested in conducting a study on the Determinants of Nurses' Work Motivation in the Implementation of Nursing Care at the Cilincing Regional General Hospital, North Jakarta, in 2025.

RESEARCH METHODS

This study employed a descriptive analytic method with a cross-sectional design to analyze the determinants of nurses' work motivation in the implementation of nursing care at RSUD Cilincing, North Jakarta, in 2025, in which the independent and dependent variables were measured simultaneously. The study was conducted at RSUD Cilincing from May to June 2025, with a population consisting of all nurses totaling 97 individuals. The sample size was determined using the Slovin formula with a 10% margin of error, resulting in 49 respondents, and an additional 10% was added to anticipate potential dropouts, yielding a final sample of 54 respondents selected through simple random sampling. Data were collected using questionnaires as primary data, supplemented by secondary data obtained from hospital documents. The data were subsequently processed both manually and statistically through the stages of editing, coding, data entry, and cleaning prior to further analysis.

RESULTS AND DISCUSSION

Bivariate Analysis Results

The Relationship between Rewards and Nurses' Work Motivation in the Implementation of Nursing Care

Table 1. The Relationship between Rewards and Nurses' Work Motivation in the Implementation of Nursing Care at RSUD Cilincing, North Jakarta, in 2025

Reward	Nurses' Work Motivation in the Implementation of Nursing Care				Total n	P value	OR (Odd Ratio)	
	Low		High					%
	n	%	n	%				
not enough	14	70,0	6	30,0	20	100,0	0,002	
Good	8	23,5	26	76,5	34	100,0		
Total	22	40,7	32	59,3	54	100,0		

The results of the analysis on the relationship between rewards and nurses' work motivation in the implementation of nursing care showed that among 20 nurses who perceived the rewards as inadequate, 6 nurses (30.0%) had high work motivation. In contrast, among 34 nurses who perceived the rewards as good, 26 nurses (76.5%) demonstrated high work motivation.

Statistical testing yielded a p-value of 0.002, indicating that $p < \alpha$ (0.05); therefore, it can be concluded that there is a statistically significant relationship between rewards and nurses' work motivation in the implementation of nursing care. The analysis also produced an odds ratio (OR) of 7.583, indicating that nurses who perceived rewards as good were 7.583 times more likely to have high work motivation compared to those who perceived rewards as inadequate.

The Relationship between Training and Nurses' Work Motivation in the Implementation of Nursing Care

Table 2. The Relationship between Training and Nurses' Work Motivation in the Implementation of Nursing Care at RSUD Cilincing, North Jakarta, in 2025

Training	Nurses' Work Motivation in the Implementation of Nursing Care				Total		P value	OR (Odd Ratio)
	Low		High		n	%		
	n	%	n	%				
not enough	13	65,0	7	35,0	20	100,0	0,013	5,159
Good	9	26,5	25	73,5	34	100,0		
Total	22	40,7	32	59,3	54	100,0		

The analysis of the relationship between training and nurses' work motivation in the implementation of nursing care showed that among 20 nurses who perceived the training as inadequate, 7 nurses (35.0%) had high work motivation. In contrast, among 34 nurses who perceived the training as good, 25 nurses (73.5%) demonstrated high work motivation.

Statistical testing yielded a p-value of 0.013, indicating that $p < \alpha$ (0.05); therefore, it can be concluded that there is a statistically significant relationship between training and nurses' work motivation in the implementation of nursing care. The analysis also produced an odds ratio (OR) of 5.159, indicating that nurses who perceived the training as good were 5.159 times more likely to have high work motivation compared to those who perceived the training as inadequate.

The Relationship between Supervision and Nurses' Work Motivation in the Implementation of Nursing Care

Table 3. The Relationship between Supervision and Nurses' Work Motivation in the Implementation of Nursing Care at RSUD Cilincing, North Jakarta, in 2025

Supervision	Nurses' Work Motivation in the Implementation of Nursing Care				Total		P value	OR (Odd Ratio)
	Low		High		n	%		
	n	%	n	%				
not enough	20	51,3	19	48,7	39	100,0	0,026	6,842
Good	2	13,3	13	86,7	15	100,0		
Total	22	40,7	32	59,3	54	100,0		

The analysis of the relationship between supervision and nurses' work motivation in the implementation of nursing care showed that among 39 nurses who perceived supervision as inadequate, 19 nurses (48.7%) had high work motivation. In contrast, among 15 nurses who perceived supervision as good, 13 nurses (86.7%) demonstrated high work motivation.

Statistical testing yielded a p-value of 0.026, indicating that $p < \alpha$ (0.05); therefore, it can be concluded that there is a statistically significant relationship between supervision and nurses' work motivation in the implementation of nursing care. The analysis also produced an odds ratio (OR) of 6.842, indicating that nurses who perceived supervision as good were 6.842 times more likely to have high work motivation compared to those who perceived supervision as inadequate.

The Relationship between Perceived Compensation/Salary and Nurses' Work Motivation in the Implementation of Nursing Care

Table 4. The Relationship between Perceived Compensation/Salary and Nurses' Work Motivation in the Implementation of Nursing Care at RSUD Cilincing, North Jakarta, in 2025

Perception of reward/salary	Nurses' Work Motivation in the Implementation of Nursing Care				Total		P value	OR (Odd Ratio)
	Low		High		n	%		
	n	%	n	%				
not enough	14	73,7	5	26,3	19	100,0	0,001	9,450
Good	8	22,9	27	77,1	35	100,0		
Total	22	40,7	32	59,3	54	100,0		

The analysis of the relationship between perceived compensation/salary and nurses' work motivation in the implementation of nursing care showed that among 19 nurses who had a poor perception of compensation/salary, 5 nurses (26.3%) had high work motivation. In contrast, among 35 nurses who had a good perception of compensation/salary, 27 nurses (77.1%) demonstrated high work motivation.

Statistical testing yielded a p-value of 0.001, indicating that $p < \alpha$ (0.05); therefore, it can be concluded that there is a statistically significant relationship between perceived compensation/salary and nurses' work motivation in the implementation of nursing care. The analysis also produced an odds ratio (OR) of 9.450, indicating that nurses with a good perception of compensation/salary were 9.450 times more likely to have high work motivation compared to those with a poor perception of compensation/salary.

The Relationship between Coworker Relationships and Nurses' Work Motivation in the Implementation of Nursing Care

Table 5. The Relationship between Coworker Relationships and Nurses' Work Motivation in the Implementation of Nursing Care at RSUD Cilincing, North Jakarta, in 2025

Co-worker relationships	Nurses' Work Motivation in the Implementation of Nursing Care				Total		P value	OR (Odd Ratio)
	Low		High		n	%		
	n	%	n	%				
Not Enough	11	73,3	4	26,7	15	100,0	0,007	7,000
Good	11	28,2	28	71,8	39	100,0		
Total	22	40,7	32	59,3	54	100,0		

The analysis of the relationship between coworker relationships and nurses' work motivation in the implementation of nursing care showed that among 15 nurses who perceived coworker relationships as poor, 4 nurses (26.7%) had high work motivation. In contrast, among 39 nurses who perceived coworker relationships as good, 28 nurses (71.8%) demonstrated high work motivation.

Statistical testing yielded a p-value of 0.007, indicating that $p < \alpha$ (0.05); therefore, it can be concluded that there is a statistically significant relationship between coworker relationships and nurses' work motivation in the implementation of nursing care. The analysis also produced an odds ratio (OR) of 7.000, indicating that nurses who perceived coworker relationships as good were 7.000 times more likely to have high work motivation compared to those who perceived coworker relationships as poor.

The Relationship between the Work Environment and Nurses' Work Motivation in the Implementation of Nursing Care

Table 6. The Relationship between the Work Environment and Nurses' Work Motivation in the Implementation of Nursing Care at RSUD Cilincing, North Jakarta, in 2025

Work Environment	Nurses' Work Motivation in the Implementation of Nursing Care				Total		P value	OR (Odd Ratio)
	Low		High		n	%		
	n	%	n	%				
Not Enough	12	85,7	2	14,3	14	100,0	0,0001	18,000
Good	10	25,0	30	75,0	40	100,0		
Total	22	40,7	32	59,3	54	100,0		

The analysis of the relationship between the work environment and nurses' work motivation in the implementation of nursing care showed that among 14 nurses who perceived the work environment as poor, 2 nurses (14.3%) had high work motivation. In contrast, among 40 nurses who perceived the work environment as good, 30 nurses (75.0%) demonstrated high work motivation.

Statistical testing yielded a p-value of 0.0001, indicating that $p < \alpha$ (0.05); therefore, it can be concluded that there is a statistically significant relationship between the work environment and nurses' work motivation in the implementation of nursing care. The analysis also produced an odds ratio (OR) of 18.000, indicating that nurses who perceived the work environment as good were 18.000 times more likely to have high work motivation compared to those who perceived the work environment as poor.

Multivariate Analysis Results

Multivariate analysis was conducted to obtain the best model for examining the relationships between age, gender, rewards, training, supervision, perceived compensation/salary, coworker relationships, and the work environment with nurses' work motivation in the implementation of nursing care. In this modeling process, all candidate variables were tested to form an equation model. The best model was selected by considering several evaluation criteria, including a significant likelihood ratio ($p < 0.05$), a relatively high percentage of correct classification, a significant Wald test value ($p < 0.05$), the odds ratio (OR), and the stability of the 95% confidence interval of the OR. The model was selected using the Enter method by incorporating possible variations of the model and not relying solely on computer-generated analysis (Hastono, 2017).

Bivariate Selection

Table 7. Results of Bivariate Analysis of Each Independent Variable with the Dependent Variable

Variable	Df	p value	Description
Age	1	0.580	Not a Candidate
Gender	1	0.668	Not a Candidate
Reward	1	0.001	Candidate
Training	1	0.007	Candidate
Supervision	1	0.020	Candidate
Perception of reward/salary	1	0.001	Candidate
Co-worker relationships	1	0.004	Candidate
Work environment	1	0.001	Candidate

Based on the bivariate analysis results above, two variables had p-values greater than 0.25, namely age and gender; therefore, these variables were not included in the multivariate analysis. The remaining six variables that met the criteria as multivariate candidates were included in the multivariate analysis, namely rewards, training, supervision, perceived compensation/salary, coworker relationships, and the work environment, with a significance threshold of $p < 0.05$.

Multivariate Modeling

The next step was to conduct multivariate analysis and confounding tests by analyzing the independent variables simultaneously and observing changes in the odds ratio (OR) values. Model selection was carried out in a stepwise manner, in which all independent variables that passed the screening stage were initially entered into the model. Subsequently, variables with non-significant p-values were sequentially removed from the model, starting with the variable with the largest p-value. The results of the first multivariate model analysis are presented in the following table.

Table 8. Results of the First Logistic Regression Analysis Model for the Variables of Rewards, Training, Supervision, Perceived Compensation/Salary, Coworker Relationships, and the Work Environment

Variable	p value	OR
Reward	0.287	2.808
Training	0.575	1.897
Supervision	0.047	22.321
Perception of reward/salary	0.391	2.364
Co-worker relationships	0.848	0.785
Work environment	0.010	19.533

The results of the first multivariate model analysis showed that four variables had p-values greater than 0.05, namely rewards, training, perceived compensation/salary, and coworker relationships; therefore, these variables needed to be removed from the model, beginning with the variable that had the largest p-value, namely coworker relationships (p = 0.848). The next step was to perform multivariate analysis without the coworker relationships variable, and the results are presented as follows.

Table 9. Results of Logistic Regression Analysis Showing Changes in Odds Ratio (OR) Values for the Variables of Rewards, Training, Supervision, Perceived Compensation/Salary, and the Work Environment After the Removal of Coworker Relationships

Variable	p value	OR Before	OR After	OR Change
Reward	0.295	2.808	2.711	-3.60%
Training	0.573	1.897	1.653	-14.75%
Supervision	0.042	22.321	20.651	-8.09%
Perception of reward/salary	0.403	2.364	2.278	-3.75%
Work environment	0.010	19.533	19.105	-2.24%

Based on the results of the multivariate analysis, after the coworker relationships variable was removed from the model, one variable (training) showed a change in the odds ratio (OR) of more than 10%. Therefore, in this study, the coworker relationships variable was re-entered into the model. Subsequently, the second multivariate model analysis was conducted.

Table 10. Results of the Second Logistic Regression Analysis Model for the Variables of Rewards, Training, Supervision, Perceived Compensation/Salary, Work Environment, and Coworker Relationships

Variable	p value	OR
Reward	0.287	2.808
Training	0.575	1.897
Supervision	0.047	22.321
Perception of reward/salary	0.391	2.364
Work environment	0.010	19.533
Co-worker relationships	0.848	0.785

The results of the multivariate analysis of the second model indicate that the variable with the largest p-value was training (p = 0.575). The next step was to conduct a multivariate analysis excluding the training variable, and the results are presented as follows.

Table 11. Results of Logistic Regression Analysis of Changes in OR Values among the Variables of Reward, Supervision, Perceived Compensation/Salary, Work Environment, and Coworker Relationships after Excluding Training

Variable	<i>p value</i>	OR Before	OR After	OR Change
Reward	0.256	2.808	2.964	5.25%
Supervision	0.048	22.321	21.003	-6.28%
Perception of reward/salary	0.356	2.364	2.510	5.81%
Work environment	0.010	19.533	19.276	-1.34%
Co-worker relationships	0.839	.785	1.223	35.82%

Based on the multivariate analysis, after the training variable was removed from the model, one variable showed a change in the OR value greater than 10% (coworker relationships). Therefore, in this study, the training variable was reintroduced into the model. Subsequently, a third multivariate analysis was performed.

Table 12. Results of the Third Logistic Regression Model among the Variables of Reward, Supervision, Perceived Compensation/Salary, Work Environment, Coworker Relationships, and Training

Variable	<i>p value</i>	OR
Reward	0.287	2.808
Supervision	0.047	22.321
Perception of reward/salary	0.391	2.364
Work environment	0.010	19.533
Co-worker relationships	0.848	0.785
Training	0.575	1.897

The results of the third multivariate analysis revealed that the variable with the largest p-value was perceived compensation/salary ($p = 0.391$). The next step was to conduct a multivariate analysis excluding the perceived compensation/salary variable, with the results presented as follows.

Table 13. Results of Logistic Regression Analysis of Changes in OR Values among the Variables of Reward, Supervision, Work Environment, Coworker Relationships, and Training after Excluding Perceived Compensation/Salary

Variable	<i>p value</i>	OR Before	OR After	OR Change
Reward	0.137	2.808	3.759	25.29%
Supervision	0.050	22.321	18.468	-20.87%
Work environment	0.007	19.533	22.267	12.28%
Co-worker relationships	0.980	.785	.968	18.96%
Training	0.513	1.897	2.119	10.45%

Based on the multivariate analysis, after the perceived compensation/salary variable was excluded from the model, several variables exhibited changes in OR values greater than 10%. Therefore, in this study, the perceived compensation/salary variable was reintroduced into the model. Subsequently, a fourth multivariate analysis was conducted.

Table 14. Results of the Fourth Logistic Regression Model among the Variables of Reward, Supervision, Work Environment, Coworker Relationships, Training, and Perceived Compensation/Salary

Variable	<i>p value</i>	OR
Reward	0.287	2.808
Supervision	0.047	22.321
Work environment	0.010	19.533
Co-worker relationships	0.848	0.785
Training	0.575	1.897
Perception of reward/salary	0.391	2.364

The results of the fourth multivariate analysis showed that the variable with the largest p-value was reward ($p = 0.287$). The next step was to perform a multivariate analysis excluding the reward variable, with the results presented as follows.

Table 15. Results of Logistic Regression Analysis of Changes in OR Values among the Variables of Supervision, Work Environment, Coworker Relationships, Training, and Perceived Compensation/Salary after Excluding Reward

Variable	p value	OR Before	OR After	OR Change
Supervision	0.045	22.321	17.438	-28.01%
Work environment	0.010	19.533	18.972	-2.96%
Co-worker relationships	0.994	0.785	1.009	22.20%
Training	0.491	1.897	2.139	11.31%
Perception of reward/salary	0.177	2.364	3.481	32.09%

Based on the multivariate analysis, after the reward variable was excluded from the model, several variables demonstrated changes in OR values greater than 10%. Therefore, in this study, the reward variable was reintroduced into the model.

Final Results of the Multivariate Analysis

The final results of the multivariate analysis examining the relationships among the six independent variables are presented in the following table.

Table 16. Final Results of Logistic Regression Analysis among the Variables of Supervision, Work Environment, Coworker Relationships, Training, Perceived Compensation/Salary, and Reward

Variable	P	OR	B
Supervision	0.047	22.321	3.106
Work environment	0.010	19.533	2.972
Co-worker relationships	0.848	0.785	-0.242
Training	0.575	1.897	0.640
Perception of reward/salary	0.391	2.364	0.860
Reward	0.287	2.808	1.033

The results of the analysis indicate that two variables have p-values less than 0.05, namely supervision and work environment. Therefore, it can be concluded that supervision and work environment are significantly associated with nurses' work motivation in the implementation of nursing care.

Furthermore, the results of the multivariate analysis examining the relationship between supervision and work environment and nurses' work motivation in the implementation of nursing care are presented in the following table.

Table 17. Final Results of Logistic Regression Analysis between Supervision and Work Environment and Nurses' Work Motivation in the Implementation of Nursing Care

Variable	P	OR	B
Supervision	0.024	15.147	2.718
Work environment	0.002	33.196	3.502

Based on the above analysis, the most dominant factor associated with nurses' work motivation was the work environment variable ($OR = 33.196$). This indicates that nurses who perceived the work environment as good were 33.196 times more likely to have high work motivation compared to those who perceived the work environment as poor, after controlling for supervision. Meanwhile, the variables of coworker relationships, training, perceived compensation/salary, and rewards acted as confounding variables, whose presence may interfere with the level of work motivation experienced by nurses at RSUD Cilincing.

Furthermore, the results of the multivariate analysis examining supervision and the work environment in relation to nurses' work motivation in the implementation of nursing care yielded a Nagelkerke R^2 value of 0.495. This indicates that the logistic regression model incorporating supervision and the work environment was able to explain approximately 49.5% of the variance in

respondents' work motivation. This finding suggests that the model has a reasonably good explanatory power, although other factors outside the model also influence work motivation.

CONCLUSIONS

Based on the research findings, the majority of employees demonstrated high work motivation in the implementation of nursing care (59.3%).

The results showed that the number of nurses aged < 30.5 years and > 30.5 years was equal, with 27 nurses in each group (50.0%). Analysis of the relationship between age and nurses' work motivation in the implementation of nursing care yielded a p-value of 0.782, indicating no statistically significant association.

The findings indicated that most nurses perceived the rewards they received as good (63.0%). Bivariate analysis produced a p-value of 0.002 and an odds ratio (OR) of 7.583, indicating a significant association between rewards and nurses' work motivation in the implementation of nursing care. However, multivariate analysis showed a p-value of 0.287 and an OR of 2.808, suggesting no significant association, and rewards were identified as a confounding variable.

The results revealed that the majority of nurses perceived the training they received as good (63.0%). Bivariate analysis yielded a p-value of 0.013 and an OR of 5.159, indicating a significant association between training and nurses' work motivation in the implementation of nursing care. Nevertheless, multivariate analysis showed a p-value of 0.575 and an OR of 1.897, indicating no significant association, with training acting as a confounding variable.

The findings showed that most nurses perceived the supervision they received as inadequate (72.2%). Bivariate analysis produced a p-value of 0.026 and an OR of 6.842, indicating a significant association between supervision and nurses' work motivation in the implementation of nursing care. Multivariate analysis revealed a p-value of 0.024 and an OR of 15.147, indicating a statistically significant association.

The results indicated that the majority of nurses perceived the compensation/salary they received as good (64.8%). Bivariate analysis yielded a p-value of 0.001 and an OR of 9.450, indicating a significant association between perceived compensation/salary and nurses' work motivation in the implementation of nursing care. However, multivariate analysis showed a p-value of 0.391 and an OR of 2.364, suggesting no significant association, and perceived compensation/salary was identified as a confounding variable.

The findings revealed that most nurses perceived their relationships with colleagues as good (72.2%). Bivariate analysis produced a p-value of 0.007 and an OR of 7.000, indicating a significant association between coworker relationships and nurses' work motivation in the implementation of nursing care. However, multivariate analysis showed a p-value of 0.848 and an OR of 0.785, indicating no significant association, with coworker relationships acting as a confounding variable.

The results showed that most nurses perceived the work environment as good (72.2%). Bivariate analysis yielded a p-value of 0.0001 and an OR of 18.000, indicating a significant association between the work environment and nurses' work motivation in the implementation of nursing care. Multivariate analysis revealed a p-value of 0.002 and an OR of 33.196, indicating a statistically significant association.

Multivariate analysis demonstrated that the most dominant factor associated with nurses' work motivation at RSUD Cilincing was the work environment ($p = 0.002$; OR = 33.196).

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