

ABSTRAK

Penilaian kinerja perawat di RSUD Pindad Bandung selama tiga tahun terakhir menunjukkan hasil rata-rata di bawah target minimum untuk kategori baik, mencerminkan kinerja perawat yang kurang memadai. Dampaknya meliputi ketidakpuasan pasien dan keluarga serta potensi penurunan penggunaan layanan kesehatan. Penelitian ini bertujuan untuk mengetahui adanya hubungan motivasi ekstrinsik dengan kinerja perawat di RSUD Pindad Bandung. Penelitian ini menggunakan pendekatan kuantitatif dengan metode deskriptif analitik dan metode cross-sectional. Pengumpulan data dilakukan menggunakan kuisioner terhadap 105 perawat di RSUD Pindad Bandung.

Hasil: Hasil analisis menunjukkan adanya hubungan signifikan antara motivasi ekstrinsik secara umum dan kinerja perawat ($p\text{-Value} = 0,003$). Selain itu, terdapat hubungan yang signifikan antara motivasi ekstrinsik berdasarkan pendidikan terakhir ($p\text{-Value} = 0,15$) dan pengembangan karir ($p\text{-Value} = 0,042$) dengan kinerja perawat. Namun, tidak ditemukan hubungan signifikan antara motivasi ekstrinsik berdasarkan lama kerja, pujian atau penghargaan, kondisi lingkungan kerja, serta supervisi dengan kinerja perawat di RSUD Pindad Bandung. Kesimpulan: Motivasi yang kuat berdampak positif pada kinerja perawat.

Kata kunci: motivasi ekstrinsik, lama kerja, pendidikan terakhir, pujian, kondisi lingkungan kerja, supervisi, pengembangan karir, kinerja perawat

ABSTRACT

Nurses' performance assessments at Pindad Bandung Hospital over the past three years showed average results below the minimum target for good categories, reflecting poor nurses performance. The impact includes patient and family dissatisfaction as well as a potential reduction in use of health services. The study aims to find out the link between extrinsic motivation and the performance of nurses at Pindad Bandung. The research uses a quantitative approach with analytical descriptive methods and cross-sectional methods. The data collection was carried out using questionnaires of 105 nurses at Pindad Bandung RSU. Results: The results of the analysis showed that there was a significant relationship between extrinsic motivation in general and nurse performance (p -Value = 0,003). Furthermore, there is a significant link between extinctive motivation based on last education (p -Value= 0,15) and career development (p – Value = 0.042). However, no significant relationship was found between extrinical motivation on the basis of length of work, praise or appreciation, working environment conditions, as well as supervision with nurses performance at Pindad RSU Bandung. Conclusion: Strong motivation has a positive impact on the performance of nurses.

Keywords: extrinsic motivation, length of work, last education, compliments, working environment conditions, supervision, career development, nurse performance