

Abstract

Background: In an effort to improve the quality of health services, hospitals need to pay attention to the performance of every health worker, including nurses. The problem of less than optimal nurse performance can be seen from various aspects, at RSUD H. Abdurrahman Sayoeti Jambi City, less than optimal performance can be seen from the recapitulation of nurse performance in 2023.

Methods: Quantitative research with Cross-Sectional research methods. The population and sample size in this study were 49 nurses. Data were analyzed using SPSS 2.6 software with data analysis methods consisting of univariate, chi-square, and logistic regression.

Results: Based on the results of the analysis using chi-square, the variables of age and gender have no relationship with nurse performance. Meanwhile, there is a relationship between the variables of tenure ($p=0.032$), attitude ($p=0.001$), motivation ($p=0.032$), leadership ($p=0.032$), and appreciation ($p=0.15$) with nurse performance. Based on the results of logistic regression analysis, variables that have an influence on nurse performance are attitude ($p=0.029$ PR=5.629) and motivation ($p=0.038$ PR=5.759). The motivation variable is the most dominant variable that has an influence on nurse performance at H. Abdurrahman Sayoeti Hospital, Jambi City in 2024.

Conclusion: There is a relationship between tenure, attitude, leadership, and appreciation with nurse performance. There is an influence of attitude and motivation on nurse performance. And motivation is the most dominant factor influencing the performance of nurses at H. Abdurrahman Sayoeti Hospital, Jambi City in 2024.

Keywords: Nurses, Attitudes, Motivation, Leadership, Awards

Abstrak

Latar Belakang: Dalam upaya peningkatan mutu pelayanan kesehatan, rumah sakit perlu memperhatikan kinerja setiap tenaga kesehatan, termasuk juga perawat. Permasalahan kinerja perawat yang kurang optimal dapat dilihat dari berbagai aspek, pada RSUD H. Abdurrahman Sayoeti Kota Jambi, kinerja yang kurang optimal dapat dilihat dari rekapitulasi kinerja perawat pada tahun 2023.

Metode: Penelitian kuantitatif dengan metode penelitian *Cross-Sectional*. Jumlah populasi dan sampel pada penelitian ini sebanyak 49 perawat. Data dianalisis menggunakan *software* SPSS 2.6 dengan metode analisis data terdiri dari univariat, *chi-square*, dan regresi logistik.

Hasil: Berdasarkan hasil analisis menggunakan *chi-square*, pada variabel umur dan jenis kelamin tidak memiliki hubungan dengan kinerja perawat. Sedangkan, terdapat hubungan antara variabel masa kerja ($p=0.032$), sikap ($p=0.001$), motivasi ($p=0.032$), kepemimpinan ($p=0.032$), dan penghargaan ($p=0.15$) dengan kinerja perawat. Berdasarkan hasil analisis regresi logistik, variabel yang memiliki pengaruh terhadap kinerja perawat yaitu sikap ($p=0.029$ $PR=5,629$) dan motivasi ($p=0.038$ $PR=5,759$). Variabel motivasi merupakan variabel yang paling dominan memiliki pengaruh terhadap kinerja perawat di RSUD H. Abdurrahman Sayoeti Kota Jambi Tahun 2024.

Kesimpulan: Terdapat hubungan antara masa kerja, sikap, kepemimpinan, dan penghargaan dengan kinerja perawat. Terdapat pengaruh sikap dan motivasi terhadap kinerja perawat. Dan motivasi merupakan faktor yang paling dominan mempengaruhi kinerja perawat di RSUD H. Abdurrahman Sayoeti Kota Jambi Tahun 2024.

Kata Kunci : Perawat, Sikap, Motivasi, Kepemimpinan, Penghargaan