

## INTISARI

### HUBUNGAN ANTARA KEPUASAN KERJA DAN MOTIVASI KERJA DENGAN KINERJA PERAWAT DI BBKPM SURAKARTA

Syadda Septia Riska<sup>1</sup>, Fitri Budi Astuti<sup>2</sup>, Dhani Setya Arumawati<sup>3</sup>

**Latar Belakang:** Kinerja mempunyai makna yang luas, bukan hanya sebagai hasil dari suatu pekerjaan, tetapi termasuk proses pekerjaan berlangsung. Kinerja merupakan hasil pekerjaan yang mempunyai hubungan kuat dengan tujuan, kepuasan, serta berkontribusi pada ekonomi. Kinerja perawat dipengaruhi oleh banyak hal, diantaranya kepuasan dan motivasi kerja. Kepuasan merupakan sikap emosional yang menyenangkan dan mencintai pekerjaannya, motivasi kerja merupakan kondisi yang berpengaruh membangkitkan, mengarahkan dan memelihara perilaku yang berhubungan dengan lingkungan kerja.

**Tujuan:** Menganalisis hubungan antara kepuasan kerja dan motivasi kerja dengan kinerja perawat di BBKPM Surakarta.

**Metode:** Penelitian ini merupakan kuantitatif menggunakan rancangan deskriptif korelasional dengan pendekatan *cross-sectional*. Populasi penelitian adalah seluruh perawat di BBKPM Surakarta yang berjumlah 43 perawat, sampel terambil 33 perawat dengan teknik pengambilan sampel *purposive sampling*. Instrumen penelitian berupa kuesioner kepuasan kerja, motivasi kerja dan kinerja perawat. Teknik analisis data menggunakan analisis persentase, chi square.

**Hasil:** (1) Sebagian besar responden menyatakan tingkat kepuasan kerja di BBKPM Surakarta termasuk kategori cukup (57,6%). (2) Sebagian besar responden menyatakan tingkat motivasi kerja di BBKPM Surakarta termasuk kategori baik (54,5%). (3) Sebagian besar responden menyatakan tingkat kinerja di BBKPM Surakarta termasuk kategori baik (63,6%). (4) Ada hubungan yang signifikan antara kepuasan kerja dengan kinerja perawat di BBKPM Surakarta (sig. 0,0001). (5) Ada hubungan yang signifikan antara motivasi kerja dengan kinerja perawat di BBKPM Surakarta (sig. 0,0001).

**Simpulan:** Terdapat hubungan antara kepuasan dan motivasi kerja dengan kinerja perawat di BBKPM Surakarta.

**Kata Kunci:** Kepuasan kerja, motivasi kerja, kinerja perawat

---

1) Mahasiswa Program Studi Ilmu Keperawatan Universitas Sahid Surakarta

2) Dosen Program Studi Ilmu Keperawatan Universitas Sahid Surakarta

3) Dosen Program Studi Ilmu Keperawatan Universitas Sahid Surakarta

## **ABSTRACT**

### **THE CORRELATIONS BETWEEN JOB SATISFACTION AND WORK MOTIVATION WITH THE PERFORMANCE OF NURSE AT BBKPM SURAKARTA**

**Syadda Septia Riska<sup>1</sup>, Fitri Budi Astuti<sup>2</sup>, Dhani Setya Arumawati<sup>3</sup>**

**Background:** Performance has a broad meaning, not only as a result of a job, but also includes the work process. Performance is the result of work that has a strong relationship with goals, satisfaction, and contributes to the economy. Nurse performance is influenced by many things, including satisfaction and work motivation. Satisfaction is a pleasant emotional attitude and loves his work, work motivation is an influential condition that arouses, directs and maintains behaviors related to the work environment.

**Objective:** Analyzing the correlations between job satisfaction and work motivation with the performance of nurses at BBKPM Surakarta.

**Method:** This research was quantitative using a descriptive correlational design with a cross-sectional approach. The population of the study was all nurses at BBKPM Surakarta which numbered 43 nurses, the sample was taken by 33 nurses with purposive sampling technique. The research instrument was a questionnaire on job satisfaction, work motivation and nurse performance. Data analysis techniques used percentage analysis, chi square.

**Results:** (1) Most of the respondents stated that the level of job satisfaction in BBKPM Surakarta was in the sufficient category (57.6%). (2) Most respondents stated that the level of work motivation in BBKPM Surakarta was in the good category (54.5%). (3) Most respondents stated that the level of performance at BBKPM Surakarta was in the good category (63.6%). (4) There is a significant correlations between job satisfaction and nurse performance at BBKPM Surakarta (sig. 0.0001). (5) There was a significant correlations between work motivation and nurse performance at BBKPM Surakarta (sig. 0.0001).

**Conclusion:** There was a correlations between satisfaction and work motivation with the performance of nurses at BBKPM Surakarta.

**Keywords:** Job satisfaction, work motivation, nurse performance

---

1) Student of Nursing Science Program of Sahid Surakarta University

2) Lecturer of Nursing Science Program of Universitas Sahid Surakarta

3) Lecturer of Nursing Science Program of Universitas Sahid Surakarta