The Effect Of Intrinsic Motivation On Nurses' Job Satisfaction

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***Abstract:** Human resources are the most important thing an organization has; therefore, to achieve maximum performance, it is necessary to treat pretty and satisfactorily the human resources who work for the organization. This study aimed to analyze intrinsic motivation's effect on nurses' job satisfaction at Royal Prima Marelan Hospital in 2023. This type of research is non-experimental quantitative research with a descriptive approach (cross-sectional survey) and associative analysis. The research was conducted at RSU Royal Prima Marelan in January 2023. The population in this study were all nurses who worked at Royal Prima Marelan Hospital, with 67 nurses. The sampling technique used in this study was the Slovin technique, so n = 48.73 was obtained, rounded up to 49. Still, the researcher determined a sample size of 50 samples, plus 30 respondents, as a validity test, so the total sample in this study was 80 respondents. The data analysis used is univariate analysis, bivariate with Chi-Square test, and multivariate analysis with multiple logistic regression test. The results of the Chi-Square test obtained the variable responsibility (p-value 0.003), appreciation (p-value 0.000), and achievement (p-value 0.000), which has a p-value more minor than the 95% significance number (α = 0.05). The multivariate test results of the variable with the highest OR is the award variable, with a p-value of 0.001 <0.05 and an OR value of 5.214. Therefore, it is concluded that the variables of responsibility, appreciation, and achievement have a p-value ≤ 0.05, meaning that these variables have an influence on the level of job satisfaction, with the variable that has the highest OR being the award variable with a p-value of 0.001 <0.05, an OR value of 5.214, meaning that with an award for employees, there is an opportunity 5.214 times to influence the level of job satisfaction of nurses at Royal Prima Marelan Hospital.*

***Key Words:** Rewards, Responsibility, Achievement, Satisfaction.*

1. INTRODUCTION:

Human resources are the most important thing an organization has; therefore, to achieve maximum performance, it is necessary to treat pretty and satisfactorily the human resources who work for the organization instead and well. However, the human resources problem is challenging for management because the success of administration depends on the quality of human resources. If human resources in the company can run effectively, the company will continue to run effectively; in other words, the company's survival depends on employee performance (Vuong et al., 2021). Paramedical personnel, such as nurses, have the main task of providing services in the form of health care to individuals, families, groups, and communities in health efforts, disease prevention, disease healing, and recovery, as well as fostering community participation in the context of independence in the health sector. Therefore, job satisfaction and the performance of nurses are essential to get attention from hospital leaders and management; this is because nurses are one of the vital resources in the hospital (Ngnintsa & Wamba, 2022). The characteristics of nurses that always determine the direction and strength of work are motivation and others such as level of knowledge, work skills, the authority given, innovative values, dedication, and devotion to the profession, respectively. Intrinsic motivation arises from within the individual, for example, through activities to gain specific skills and obtain information and understanding. Job satisfaction is an individual's general attitude toward his work. Someone with high job satisfaction shows a positive attitude toward his job, while someone not satisfied with his career shows a negative attitude (Specchia et al., 2021). Based on Sofyan (2020) shows that the supervisor competency variable has a p-value = 0.056 and OR 3.201, which means that supervisory competence influences nurse work motivation. Good supervisory competence will increase nurse work motivation by 3.2 times (Sofyan et al., 2020). Aswara's research (2023) results state that intrinsic motivation, extrinsic motivation, and transformational leadership style partially positively influence employee job satisfaction at the Gunungkidul Regency Pamong Praja Police Unit Office (Aswara, 2023). Based on the initial survey conducted by researchers at Royal Prima Marelan Hospital, the nurse satisfaction rate is still not optimal, with around

56.6% of 30 nurses. The results of field interviews with several nurses found that nurses were less motivated in carrying out their duties. Researchers are interested in researching the effect of intrinsic motivation on nurses' job satisfaction at Royal Prima Marelan Hospital in 2023.

2. RESEARCH METHODS:

This type of research is non-experimental quantitative research with a descriptive approach (cross-sectional survey) and associative analysis, namely by focusing on hypothesis testing and analysis using the Chi-Square test with the SPSS program. The research was conducted at Royal Prima Marelan Hospital in January 2023. The population in this study were all nurses who worked at Royal Prima Marelan Hospital, with 67 nurses. The sampling technique used in this study is the Slovin technique, with the following formula.

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

Description:
    N: Sample Size
    N: Population
    e: The percentage of allowance for sampling error that is still desired.
$n = N / (1 + (N \times e^2))$
$n = 67 / (1 + (67 \times 0.05^2))$
$n = 67 / (1 + (67 \times 0.0025))$
$n = 67 / (1 + (0,3775)$
$n = 48,73$
n = 49, but the researcher set a sample size of 50 samples to make it easier for researchers to conduct research.

The research sample for a population of 67 respondents and a confidence level of 95% was 50 respondents, plus 30 respondents as a validity test, so the total sample in this study was 80 respondents. The data collection method uses a questionnaire. The data analysis used is univariate analysis, bivariate with Chi-Square test, and multivariate analysis with multiple logistic regression test.

3. RESULTS AND DISCUSSION:

Descriptive statistics are concerned with collecting and ranking data. Descriptive statistics describe the character of the sample used in this study. The complete descriptive statistics in this study are shown in table 1 below:

Table 1 Overview of Research Variables X and Y

Variable	Min	Max	Average	Standard Deviation
Responsibility	1	3	2.26	0.42
Award	2	5	2.67	0.54
Achievements	1	4	2.44	0.48
Job Satisfaction	1	4	2.74	0.46

Source: Primary data processed, 2023.

The average answer score of Variable responsibility is 2.26, with and standard deviation of 0.42, Variable Award is 2.67, and standard deviation of 0.54; variable Achievements is 2.44 and a standard deviation of 0.48; Variable Job Satisfaction is 2.74, with a standard deviation of 0.46 with. Where all standard deviation variables are smaller than the average value, this indicates data distribution on respondents' perceptions of variables x1, x2, x3. Table 2. obtained the Pearson Chi-Square value of each variable, with a significance level of 95% ($\alpha = 0.05$). Based on this comparison, the variables Responsibility (X1), Award (X2), and Achievements (X3) have a p-value more minor than the 95% significance level ($\alpha = 0.05$). Therefore, based on this comparison, Ha is accepted, meaning that these variables influence the story of Job Satisfaction at Royal Prima Marelan Hospital. Before the multivariate analysis is carried out with multiple logistic regression tests, each variable is tested for its significance level separately. Variables with a signification level> 0.025 will be excluded or not included in the multivariate analysis of multiple logistic regression. From table 3, the results obtained that the variables Award (x1), Achievements (x2), Supervision (x3), and Responsibility (x4) have a signification value <0.025. Then the variable will be included in the multiple logistic regression test.

Table 2 Chi-Square Test Results

Variable		Job Satisfaction		Total	Pearson Chi-Square Asymp.Sig. (2-sided)
		Not Satisfied	Satisfied		
Responsibility	None	16	22	38	0.003
	Available	9	20	29	
Award	Available	13	15	28	0.000
	None	12	27	39	
Achievements	Available	11	9	20	0.000
	None	14	33	47	

Source: Primary data processed, 2023.

Table 3. Simple Logistic Regression Test Results

Variable	p-value	Description
Responsibility	0.002	Candidate
Award	0.000	Candidate
Achievements	0.000	Candidate

Source: Primary data processed, 2023.

Table 4. Multivariate Approach

Variable	B	p-value	OR	95% C.I.for EXP(B)	
				Lower	Upper
Responsibility	-0.226	0.030	2.249	0.245	4.452
Award	995	0.006	5.214	2.897	8.876
Achievements	1.023	0.012	3.227	1.116	8.112

Source: Primary data processed, 2023.

Based on Table 4, it can be explained that of the independent variables, namely Responsibility, Award, and Achievements, which are thought to affect Job Satisfaction, the most influential is the Award Variable with a p-value of 0.001 <0.05. The OR value obtained is 5.214, meaning that with an Award to employees, there is a 5.214 times chance of affecting the level of Job Satisfaction of nurses at Royal Prima Marelan Hospital.

Effect of Responsibility on Job Satisfaction of nurses.

Statistically, the Responsibility variable has a p-value (0.003) smaller than the 95% significance rate (α = 0.05). Based on this comparison, Ha is accepted, meaning these variables influence nurses' job satisfaction levels. According to the researcher's assumption, the award given to nurses significantly affects the Job Satisfaction of nurses in the Inpatient Room of the Royal Prima Marelan General Hospital. Every job requires responsibility, attention, contribution, and care. You who can have total commitment and contribution to your work will be a person who is dedicated to your work (Pratiwi & Reskino, 2016). Responsibility is the state of being obliged to bear everything if something can be sued, blamed, questioned, etc. Responsibility is natural, which means it has become a part of human life that every human being and, indeed, each person will bear responsibility. If someone does not want to take responsibility, other parties force the responsible action.This research aligns with Lokbere (2017), which states that responsibility significantly affects Employee Performance with a p-value <0.005. Responsibility is an obligation to do something or behave in a way that does not deviate from existing regulations (Lokbere et al., 2017). Some people consider their tasks and responsibilities a burden that can cause stress. However, employees with high achievements and motivation will be challenged to get more complex tasks, accept heavier responsibilities, and be able to occupy higher positions (Dr. Vladimir, 2016). This shows that any increase in employee motivation will provide a meaningful increase in improving performance. Furthermore, it is emphasized that every obligation and use of rights, whether carried out inadequately or adequately, must still be accompanied by responsibility and power (Purwanti, 2016).

Effect of Award on Job Satisfaction of nurses.

The results showed variable Achievements has a p-value (0.000), smaller than the 95% significance rate ($\alpha = 0.05$). Based on this comparison, Ha is accepted, meaning that variable award influences nurses' job satisfaction.

This study's results align with Sunarto's research (2017), which states that reward positively and significantly affects employee performance at PT Sinarmas Insurance, Central Jakarta. This can be seen from the tcount> table value (17.695> 1.655) and t significance t < 0.05 (0.000 < 0.05). The simple regression model obtained is $Y = 13.200 + 0.824X1$. Therefore, the reward has a positive correlation with employee performance of 0.824. Therefore, the prize has a contribution ($R2$) of 67.7% to employee performance at PT Asuransi Sinarmas Central Jakarta. Punishment (Sunarto et al., 2017). The provision of the award (reward) is the company's effort to provide tips for employee work, thus encouraging employees to work even harder and innovate for the company's progress (Kurniawan, 2018); (Mawardi, 2021).

The influence of Achievements on Job Satisfaction of nurses.

The results showed that the Achievements variable has a p-value (0.000) smaller than the 95% significance rate ($\alpha = 0.05$). Based on this comparison, Ha is accepted, meaning that this variable influences nurses' job satisfaction. This study's results align with Hasan's research (2020), which states that the motivation variable has a beta value of 0.517, and work achievements have a beta value of 0.549. Therefore, work achievements show a high beta value compared to the beta value for motivation; it is concluded that work achievements have a strong relationship with Job Satisfaction (Hassan, 2020). Therefore, talented human resources with exemplary work achievements can support business success. Conversely, incompetent human resources and poor work Achievements are competitive problems that can put the company in a losing condition (Simanjuntak, 2015). Based on multivariate analysis, the variable that most influence nurses' Job Satisfaction at Royal Prima Marelan Hospital is the Award Variable with a p-value of 0.006 <0.05, OR value of 5.214. This means that with an Award to employees, there is a 5.214 times chance of affecting the level of Job Satisfaction of nurses at Royal Prima Marelan Hospital.

4. CONCLUSION:

After analyzing and discussing the influence of intrinsic motivation on 80 respondents, it is concluded that the variables of Responsibility (X1), Reward (X2), and Achievement (X3) have an influence on job satisfaction variables with a p-value <0.05. However, the variable that most affect job satisfaction is the award variable, with a p-value of 0.006 <0.05 OR value of 5.214. This means that with employee awards, there is a 5.214 times chance of influencing the job satisfaction of nurses at Royal Prima Marelan Hospital.

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