

## Hubungan antara karakteristik kepribadian perawat dan motivasi perawat di Instalasi Rawat Inap Rumah Sakit Haji Jakarta= Personality characteristics and nurse motivation in inpatient departement

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### Abstrak

Kesuksesan pengelolaan tim sangat dipengaruhi oleh motivasi tim. Penelitian ini bertujuan untuk mengetahui hubungan karakteristik kepribadian perawat dan motivasi perawat. Desain riset menggunakan deskriptif korelasi dengan teknik cross sectional dan sampel berjumlah 161 perawat di ruang rawat inap. Instrumen yang digunakan adalah instrumen motivasi dari teori Mc.Clelland dan instrumen kepribadian berdasarkan DISC. Mayoritas perawat mempunyai tipe steadiness (41.6%) dan motivasi kerja perawat mayoritas rendah dengan perbedaan persentase 3.2%.

Hasil bivariat tidak ada hubungan yang bermakna antara karakteristik kepribadian dan motivasi ( $p = 0.792$  pada grafik least dan 0.540 pada grafik most). Usia memiliki hubungan yang bermakna dengan motivasi ( $p = 0.032$ ). Secara deskriptif tipe kepribadian dominance dan compliance memiliki motivasi tinggi dibandingkan influence, steadiness.

Kesimpulan riset tidak ada hubungan yang bermakna antara karakteristik kepribadian (DISC) dan motivasi. Riset menyarankan dilaksanakan riset lanjutan dengan menggunakan instrumen DISC pada populasi yang berbeda.

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The success of the team management is strongly influenced by team motivation. This study was aimed to determine the relationship of nurse personality characteristics and nurse motivation. Used descriptive correlation research design with cross sectional methode, with total sampling 161 nurses in inpatient department. The instrument used Mc.Clelland Theory and based on the DISC personality.

The result of this study, majority of nurses had the steadiness type (41.6%) and low motivation majority of nurses with a percentage difference of 3,2%. Results of bivariate there was no significant relationship between personality characteristics and motivation ( $p = 0.792$  at least charts and 0.540 on most charts, ). The age had a significant relationship with the motivation ( $p = 0.032$ , ). In the descriptive, dominance and compliance personality type had much more motivation than influence, steadiness.

Conclusion research was no significant relationship between personality characteristics (DISC) and motivation. The study recommended further research carried out by using the DISC instruments in different populations.