

# Hubungan kepuasan remunerasi dengan motivasi kerja dan kinerja perawat pelaksana di RSUD Kota Depok = The correlation of remuneration satisfaction with work motivation and nurse performance in RSUD Depok

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## Abstrak

Kinerja perawat dipengaruhi faktor remunerasi dan motivasi kerja. Remunerasi adekuat sebagai upaya retensi perawat dan meningkatkan motivasi kerja. Motivasi kerja membawa kinerja perawat positif. Penelitian bertujuan mengidentifikasi hubungan kepuasan remunerasi dengan motivasi dan kinerja perawat. Desain yang digunakan analitik cross sectional study dengan total sampling perawat RSUD Depok yang diukur menggunakan kepuasan remunerasi yang dibuat dan kinerja dari manajemen serta motivasi menggunakan kuesioner Herzberg. Hasil penelitian menunjukkan hubungan bermakna kepuasan remunerasi dengan motivasi kerja  $p=0.019$ ;  $\alpha=0.05$ . Perawat yang puas dengan remunerasi berpeluang 4 kali menunjukkan motivasi kerja tinggi. Rekomendasi untuk rumah sakit menerapkan sistem remunerasi berdasarkan Kepmenkes 652 Tahun 2010. Kata kunci : Kepuasan remunerasi, motivasi kerja, kinerja, perawat.

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Nurse performance has been effected by remuneration and work motivation factor. The adequate remuneration as effort in nurse retention and increase the work motivation. Work motivation bring the positive nurse performance. This study aimed to identify the association between remuneration satisfaction with work motivation and nurse performance. This study used a cross sectional analytical study involving nurses in Depok hospital selected using total sampling method. The result showed remuneration satisfaction was shown to be significantly correlated with the work motivation nurses  $p 0.019 0.05$ . Nurses who had remuneration satisfactions chance 4 times to show a high work motivation. Recommendations from this finding are need to design the remuneration system based on Health Ministry Policy 652 Year 2010.