

ABSTRAK

Introduksi : Dalam penilaian kinerja perawat ada 3 faktor yang mempengaruhi yaitu faktor motivasi, pengetahuan dan *reward*. Hal ini menjadi gambaran tingkat keberhasilan suatu pelayanan rumah sakit, yang menggambarkan kemampuan perawat dalam menerapkan suatu metode asuhan keperawatan profesional di rumah sakit. Tujuan penelitian ini menganalisis hubungan antara faktor motivasi, pengetahuan dan *reward* kinerja perawat terhadap penerapan metode asuhan keperawatan (MAKP) di Rumah Sakit Ibu dan Anak Ferina Surabaya. **Metode:** penelitian *non-experimental* dengan pendekatan *cross sectional*. Sampel penelitian sebesar 14 perawat rawat inap. Instrumen yang digunakan adalah kuesioner yang telah diuji validitas dan reliabilitasnya. Analisis data dengan menggunakan uji statistik Regresi. **Hasil dan Analisa:** Dari hasil uji regresi linear didapatkan hasil signifikansi yaitu faktor motivasi hasil signifikansi sebesar 0,032. Nilai korelasinya bernilai positif 47.551 dan setiap peningkatan bernilai 12%. Faktor pengetahuan diperoleh hasil signifikansi sebesar 0,045. Nilai korelasinya bernilai positif 67.366 dan setiap peningkatan bernilai 28%. Faktor *reward* didapatkan hasil signifikansi 0,041. Nilai korelasinya bernilai negatif yaitu 59.305 dan setiap peningkatan bernilai 11%. **Simpulan:** hasil penelitian menunjukkan bahwa faktor motivasi, pengetahuan dan *reward* kinerja perawat terhadap penerapan metode asuhan keperawatan (MAKP) memiliki hubungan yang sangat signifikansi (dengan nilai signifikansi < 0.05)

Kata Kunci: faktor motivasi, pengetahuan, reward kinerja perawat, penerapan metode asuhan keperawatan profesional (MAKP).

ABSTRACT

Introduction : In assessing the performance of nurse there are 3 factors that influence the motivation, knowledge and reward factors. This is an illustration of the level of success of a hospital service, which describes the service of nurse in implementing a service method of application of professional nursing care in hospitals. The purpose of this study was to analyze the relationship between motivation, knowledge and performance reward of nurse on the application of nursing care (MAKP) at Ferina Mother and Child Hospital, Surabaya. **Method:** non- experimental research with cross sectional approach. The research sample was 14 inpatient nurses. The instrument used is a questionnaire that has been tested for validity and reliability. Data analysis using statistical regression test. **Results and Analysis:** From the results of the linear regression test, the significance result was obtained, namely the motivation factors with a significance result of 0.032. The correlation value is positive 47,551 and each increase in value is 12%. The knowledge factors obtained a significance result of 0.045. The correlation value is positive 67,366 and each increase in value is 28%. The reward factors obtained has a significance value of 0.041. The correlation value is negative, namely 59,305 and each increase is 11%. **Conclusion:** the results of the study indicate that the motivation, knowledge and appreciation of nurses'performance factors on the application of nursing care (MAKP) have a very significant relationship (with a significance value < 0.05).

Keywords: motivation factors, knowledge, nurse performance reward, application of professional nursing care (MAKP).