RINGKASAN

Analisis Faktor Motivasi, Pengetahuan Dan *Reward* Kinerja Perawat Terhadap Penerapan Metode Asuhan Keperawatan Profesional (MAKP).

By: Rosari Oktaviana Mahundingan

Kinerja perawat sangat penting diperhatikan sebab dengan memiliki kinerja yang baik maka asuhan keperawatan dapat berjalan dengan sesuai harapan sehingga bisa meningkatkan mutu pelayanan kesehatan di rumah sakit. Dalam penilaian kinerja perawat ada 3 faktor yang mempengaruhi yaitu faktor motivasi, pengetahuan dan *reward*. Untuk meningkatkan dan mewujudkan mutu pelayanan keperawatan, rumah sakit harus menerapkan proses sistem asuhan keperawatan pada ruang rawat dengan menggunakan Model Asuhan Keperawatan Profesional (MAKP). 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.

Desain penelitian *non-experimental* dengan pendekatan *cross sectional*. Penelitian ini menjelaskan hubungan antara variable yang saling mempengeruhi. 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 dari uji regresi linear penelitian menunjukkan **:** hasil signifikasi 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%. Dari hasil analisis menunjukkan faktor yang mempengaruhi Dari hasil uji regresi linear diperoleh bahwa dari 3 faktor motivasi, pengetahuan dan *reward* dilihat dari nilai signifikasi ($< 0,05$) maka H1 diterima ada hubungan antara faktor motivasi, pengetahuan dan *rewards* kinerja perawat terhadap penerapan metode asuhan keperawatan professional (MAKP). Untuk fator yang dominan adala faktor motivasi dalam penerapan MAKP.

Hasil penelitian yang dilakukan untuk menganalisi faktor motivasi, pengetahuan dan *reward* kinerja perawat terhadap penerapan metode asuhan keperawatan profesional (MAKP) dapat diambil kesimpulan sebagai berikut :

1) Pengetahuan perawat tentang asuhan keperawatan profesional di Rumah Sakit Ibu dan Anak Ferina Surabaya sudah baik sehingga pelaksanaan asuhan keperawatan profesional. Latar belakang pendidikan yang mempengaruhi pengetahuan perawat dalam penerapan asuhan keperawatan terhadap kinerjanya.

2) Motivasi perawat dalam asuhan keperawatan profesional Rumah Sakit Ibu dan Anak Ferina Surabaya sudah cukup, tetapi pelaksanaan asuhan keperawatan profesional harus dilaksanakan sesuai dengan standar yang ada sehingga dapat tercapai hasil yang maksimal.

3) Sistem *reward* di Rumah Sakit Ibu dan Anak Ferina Surabaya belum ada sistem remunerasi maupun kompetensi dan performence kinerja perawat.

EXECUTIVE SUMMARY

FACTOR ANALYSIS *OF KNOWLEDGE, MOTIVATION, NURSE PERFORMANCE REWARDS ON THE APPLICATION OF PROFESSIONAL NURSING CARE METHODS (MAKP)*.

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The performance of nurse is very important to note because by having good performance, nurse care can run as expected so that it can improve the quality of health services in hospitals. In assessing the performance of nurse there are 3 factors that influence the motivation, knowledge and reward factors. To improve and realize the quality of nurse services, hospitals must implement a nurse care system process in the ward using on the application of nursing care (MAKP). 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.

The research is non-experimental 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.

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%. From the results of the linear regression test, it was found that of the 3 motivational, knowledge and reward factors seen from the significance value (<0.05), H1 was accepted there was a relationship between motivation, knowledge and nurse performance rewards factors on the application of professional nursing care methods (MAKP). The dominant factor is the motivation factor in the application of MAKP.

The results of the research conducted to analyze the motivation, knowledge and reward factors of nurse performance on the application of professional nurse care methods (MAKP) can be concluded as follows:

1) The knowledge of nurse about professional nursing care at Ferina Mother and Child Hospital Surabaya is good so that the implementation of professional nursing care. Educational background that affects nurses' knowledge in the application of nursing care to their performance.

2) The motivation of nurses in professional nursing care at Ferina Mother and Child Hospital Surabaya is sufficient, but the implementation of professional nursing care must be carried out in accordance with existing standards so that maximum results can be achieved.

3) The reward system at Ferina Mother and Child Hospital Surabaya does not yet have a remuneration system as well as the competence and performance of nurses.