

ABSTRAK

ANALISIS FAKTOR MOTIVASI, LINGKUNGAN KERJA, DAN KOMPENSASI YANG MEMENGARUHI KINERJA PERAWAT PPPK PARUH WAKTU DI WILAYAH KERJA PUSKESMAS KABUPATEN BANGKALAN

Kinerja perawat merupakan komponen penting dalam mendukung mutu pelayanan kesehatan primer. Perawat Pegawai Pemerintah dengan Perjanjian Kerja (PPPK) Paruh Waktu memiliki karakteristik pekerjaan dan sistem kepegawaian yang dapat memengaruhi kinerja. Penelitian ini bertujuan menganalisis pengaruh motivasi, lingkungan kerja, dan kompensasi terhadap kinerja perawat PPPK Paruh Waktu di wilayah kerja Puskesmas Kabupaten Bangkalan serta mengidentifikasi faktor paling dominan. Penelitian menggunakan desain kuantitatif analitik observasional dengan pendekatan cross-sectional. Populasi berjumlah 442 perawat PPPK Paruh Waktu di 22 Puskesmas Kabupaten Bangkalan. Sampel sebanyak 210 responden ditentukan menggunakan rumus Slovin dengan teknik proportionate random sampling. Data dikumpulkan menggunakan kuesioner dan dianalisis secara univariat, bivariat, serta multivariat menggunakan regresi linier berganda. Secara deskriptif, median skor motivasi sebesar 46,50 (rentang 27,00–50,00), lingkungan kerja 42,00 (rentang 12,00–50,00), kompensasi 34,50 (rentang 12,00–50,00), dan kinerja 48,00 (rentang 35,00–50,00). Hasil analisis multivariat menunjukkan bahwa pada pemodelan awal, motivasi berpengaruh positif dan signifikan terhadap kinerja ($B = 0,438$; $p < 0,001$), lingkungan kerja berpengaruh positif dan signifikan ($B = 0,222$; $p < 0,001$), sedangkan kompensasi tidak berpengaruh signifikan ($B = -0,006$; $p = 0,837$) sehingga dikeluarkan dari model. Pemodelan akhir menunjukkan bahwa motivasi ($B = 0,439$; $Beta = 0,424$; $p < 0,001$) dan lingkungan kerja ($B = 0,217$; $Beta = 0,268$; $p < 0,001$) secara bersama-sama membentuk model determinan yang signifikan ($F = 67,334$; $p < 0,001$) dan mampu menjelaskan 38,8% variasi kinerja perawat ($Adjusted R^2 = 0,388$). Motivasi merupakan faktor paling dominan yang memengaruhi kinerja. Persamaan regresi akhir yang diperoleh adalah: $Kinerja Perawat = 16,201 + 0,439(Motivasi) + 0,217(Lingkungan Kerja)$. Temuan ini menunjukkan bahwa motivasi dan lingkungan kerja menjadi aspek penting dalam membentuk kinerja perawat, sementara kompensasi tidak memberikan kontribusi signifikan dalam model determinan. Peningkatan motivasi intrinsik dan penguatan lingkungan kerja yang suportif perlu menjadi prioritas dalam upaya meningkatkan kinerja perawat PPPK Paruh Waktu.

Kata kunci: motivasi, lingkungan kerja, kompensasi, kinerja perawat, PPPK Paruh Waktu Puskesmas.

ABSTRACT

ANALYSIS OF MOTIVATION, WORK ENVIRONMENT, AND COMPENSATION FACTORS AFFECTING THE PERFORMANCE OF PART-TIME GOVERNMENT EMPLOYEES WITH EMPLOYMENT AGREEMENTS (PPPK) NURSES IN THE WORKING AREA OF COMMUNITY HEALTH CENTERS, BANGKALAN REGENCY

Nurses' performance is an essential component in supporting the quality of primary healthcare services. Part-Time Government Employees with Employment Agreements (PPPK) have specific employment characteristics and staffing arrangements that may affect their performance. This study aimed to analyze the effects of motivation, work environment, and compensation on the performance of part-time PPPK nurses in the working area of community health centers in Bangkalan Regency and to identify the most dominant factor. The research design used in this study was an observational analytic quantitative design with a cross-sectional approach. The population consisted of 442 part-time PPPK nurses working across 22 community health centers in Bangkalan Regency. A sample of 210 respondents was determined using Slovin's formula with a proportionate random sampling technique. Data were collected using questionnaires and analyzed through univariate, bivariate, and multivariate analyses using multiple linear regression. Descriptively, the median scores were 46.50 (range 27.00–50.00) for motivation, 42.00 (range 12.00–50.00) for the work environment, 34.50 (range 12.00–50.00) for compensation, and 48.00 (range 35.00–50.00) for performance. The results of multivariate analysis showed that in the initial model, motivation had a positive and significant effect on performance ($B = 0.438$; $p < 0.001$), the work environment had a positive and significant effect ($B = 0.222$; $p < 0.001$), whereas compensation did not have a significant effect ($B = -0.006$; $p = 0.837$) and was therefore removed from the model. The final model demonstrated that motivation ($B = 0.439$; Beta = 0.424; $p < 0.001$) and work environment ($B = 0.217$; Beta = 0.268; $p < 0.001$) jointly formed a significant determinant model ($F = 67.334$; $p < 0.001$) and explained 38.8% of the variance in nurses' performance (Adjusted $R^2 = 0.388$). Motivation was identified as the most dominant factor affecting performance. The final regression equation obtained was: Nurses' Performance = $16.201 + 0.439(\text{Motivation}) + 0.217(\text{Work Environment})$. These findings indicate that motivation and work environment are important aspects in shaping nurses' performance, while compensation did not provide a significant contribution in the determinant model. Strengthening intrinsic motivation and fostering a supportive work environment should therefore be prioritized as efforts to improve the performance of part-time PPPK nurses.

Keywords: compensation; community health centers; motivation; nurses' performance; part-time government employees with employment agreements; work environment.