

ABSTRAK

Pengaruh Kompetensi, Motivasi, dan Kepuasan Kerja terhadap Kinerja Perawat di Wilayah Kerja Dinas Kesehatan Kabupaten Dogiyai

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Latar Belakang: Kinerja perawat merupakan salah satu indikator penting dalam menentukan mutu pelayanan kesehatan. Di wilayah kerja Dinas Kesehatan Kabupaten Dogiyai, capaian kinerja perawat belum optimal dan masih dipengaruhi oleh berbagai faktor, antara lain kompetensi, motivasi kerja, dan kepuasan kerja. Kondisi geografis yang sulit, keterbatasan sarana prasarana, serta tantangan pelayanan kesehatan turut mempengaruhi kinerja perawat sehingga diperlukan kajian untuk mengidentifikasi faktor-faktor yang berpengaruh terhadap kinerja perawat.

Tujuan: Penelitian ini bertujuan untuk menganalisis pengaruh kompetensi, motivasi kerja, dan kepuasan kerja terhadap kinerja perawat di wilayah kerja Dinas Kesehatan Kabupaten Dogiyai baik secara parsial maupun simultan.

Metode: Penelitian menggunakan desain kuantitatif dengan pendekatan cross-sectional. Variabel independen terdiri atas kompetensi, motivasi kerja, dan kepuasan kerja, sedangkan variabel dependen adalah kinerja perawat. Pengumpulan data dilakukan menggunakan kuesioner yang telah diuji validitas dan reliabilitasnya. Analisis data dilakukan menggunakan uji regresi untuk mengetahui pengaruh masing-masing variabel terhadap kinerja perawat.

Hasil: Hasil penelitian menunjukkan bahwa kompetensi berpengaruh signifikan terhadap kinerja perawat. Motivasi kerja dan kepuasan kerja juga berpengaruh positif dan signifikan terhadap kinerja perawat. Secara simultan, kompetensi, motivasi kerja, dan kepuasan kerja berpengaruh signifikan terhadap kinerja perawat dengan kontribusi sebesar 68,5%, sedangkan 31,5% dipengaruhi oleh faktor lain di luar penelitian.

Kesimpulan: Peningkatan kinerja perawat dapat dilakukan melalui penguatan kompetensi melalui pelatihan berkelanjutan, peningkatan motivasi kerja melalui sistem penghargaan dan insentif, serta peningkatan kepuasan kerja melalui perbaikan kesejahteraan dan lingkungan kerja yang kondusif. Upaya tersebut diharapkan dapat meningkatkan mutu pelayanan kesehatan di wilayah kerja Dinas Kesehatan Kabupaten Dogiyai.

Kata Kunci: Kompetensi, Motivasi Kerja, Kepuasan Kerja, Kinerja Perawat, Kabupaten Dogiyai.

ABSTRACT

The Influence of Competence, Motivation, and Job Satisfaction on Nurses' Performance in the Working Area of the Dogiyai District Health Office

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Background: Nurses' performance is one of the key indicators in determining the quality of healthcare services. Various factors may influence nurses' performance, including competence, work motivation, and job satisfaction. In the working area of the Dogiyai District Health Office, nurses' performance has not yet reached the expected level, making it necessary to examine the factors affecting their performance.

Objective: This study aimed to analyze the influence of competence, work motivation, and job satisfaction on nurses' performance in the working area of the Dogiyai District Health Office, both partially and simultaneously.

Methods: This study employed a quantitative research design with a cross-sectional approach. The independent variables were competence, work motivation, and job satisfaction, while the dependent variable was nurses' performance. Data were collected using questionnaires that had been tested for validity and reliability. Data analysis was conducted using regression analysis to determine the influence of each variable on nurses' performance.

Results: The results showed that competence had a significant effect on nurses' performance. Work motivation also had a positive and significant effect on nurses' performance. Furthermore, job satisfaction had a positive and significant effect on nurses' performance. Simultaneously, competence, work motivation, and job satisfaction had a significant effect on nurses' performance, contributing 68.5% to the variation in nurses' performance, while the remaining 31.5% was influenced by other factors outside the scope of this study.

Conclusion: Improving nurses' performance can be achieved through strengthening competence by providing continuous training programs, enhancing work motivation through reward and incentive systems, and increasing job satisfaction through improved welfare and a supportive work environment. These efforts are expected to improve the quality of healthcare services in the working area of the Dogiyai District Health Office.

Keywords: Competence, Work Motivation, Job Satisfaction, Nurses' Performance, Dogiyai District.