

RINGKASAN

Pengaruh Kompetensi, Motivasi, dan Kepuasan Kerja terhadap Kinerja Perawat di Wilayah Kerja Dinas Kesehatan Kabupaten Dogiyai. Tesis. Program Studi Magister Keperawatan.

Kinerja perawat merupakan salah satu faktor penting yang menentukan kualitas pelayanan kesehatan. Di Kabupaten Dogiyai, masih ditemukan berbagai permasalahan yang mempengaruhi kinerja perawat, seperti keterbatasan kompetensi, rendahnya motivasi kerja, dan kepuasan kerja yang belum optimal. Kondisi geografis yang sulit, keterbatasan sarana prasarana, serta tantangan keamanan turut mempengaruhi pelaksanaan tugas perawat dalam memberikan pelayanan kesehatan kepada masyarakat. Data Dinas Kesehatan Kabupaten Dogiyai menunjukkan bahwa capaian kinerja perawat baru mencapai 73%, sehingga diperlukan upaya untuk mengidentifikasi faktor-faktor yang mempengaruhi kinerja tersebut.

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.

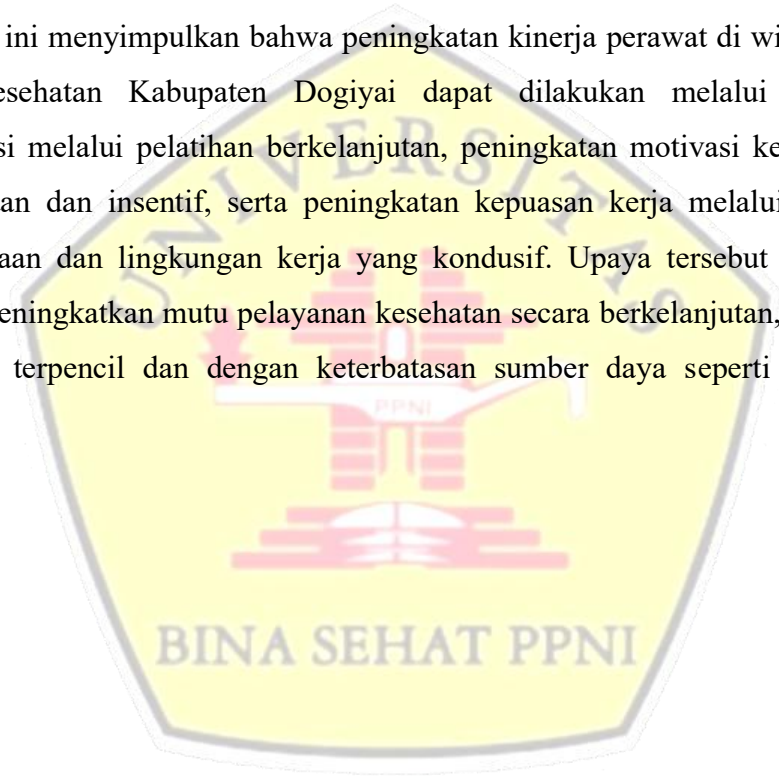
Penelitian menggunakan desain kuantitatif dengan pendekatan cross-sectional. Variabel independen dalam penelitian ini adalah kompetensi, motivasi kerja, dan kepuasan kerja, sedangkan variabel dependen adalah kinerja perawat. Pengumpulan data dilakukan menggunakan kuesioner yang telah disusun berdasarkan indikator masing-masing variabel. Analisis data dilakukan menggunakan uji regresi untuk mengetahui pengaruh masing-masing variabel terhadap kinerja perawat.

Hasil penelitian menunjukkan bahwa kompetensi berpengaruh signifikan terhadap kinerja perawat. Kompetensi yang baik memungkinkan perawat melaksanakan tugas secara profesional sesuai standar pelayanan kesehatan. Motivasi kerja juga berpengaruh positif dan signifikan terhadap kinerja perawat. Perawat yang memiliki motivasi tinggi cenderung menunjukkan semangat kerja, tanggung jawab, dan produktivitas yang lebih baik dalam memberikan pelayanan kesehatan. Selain

itu, kepuasan kerja terbukti berpengaruh positif dan signifikan terhadap kinerja perawat. Perawat yang merasa puas terhadap pekerjaannya menunjukkan loyalitas, komitmen, dan kualitas kerja yang lebih tinggi.

Secara simultan, kompetensi, motivasi kerja, dan kepuasan kerja berpengaruh signifikan terhadap kinerja perawat. Ketiga variabel tersebut memberikan kontribusi sebesar 68,5% terhadap peningkatan kinerja perawat, sedangkan 31,5% sisanya dipengaruhi oleh faktor lain di luar penelitian, seperti kepemimpinan, lingkungan kerja, beban kerja, dan budaya organisasi.

Penelitian ini menyimpulkan bahwa peningkatan kinerja perawat di wilayah kerja Dinas Kesehatan Kabupaten Dogiyai dapat dilakukan melalui penguatan kompetensi melalui pelatihan berkelanjutan, peningkatan motivasi kerja melalui penghargaan dan insentif, serta peningkatan kepuasan kerja melalui perbaikan kesejahteraan dan lingkungan kerja yang kondusif. Upaya tersebut diharapkan mampu meningkatkan mutu pelayanan kesehatan secara berkelanjutan, khususnya di daerah terpencil dan dengan keterbatasan sumber daya seperti Kabupaten Dogiyai.



SUMMARY

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

Nurses' performance is one of the key factors determining the quality of healthcare services. In Dogiyai District, several issues affecting nurses' performance have been identified, including limited competence, low work motivation, and suboptimal job satisfaction. Difficult geographical conditions, inadequate facilities and infrastructure, as well as security challenges also affect nurses in carrying out their duties and providing healthcare services to the community. Data from the Dogiyai District Health Office indicate that nurses' performance achievement has only reached 73%, highlighting the need to identify the factors influencing such performance.

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.

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 developed based on the indicators of each variable. Data analysis was conducted using regression analysis to determine the effect of each independent variable on nurses' performance.

The results showed that competence had a significant effect on nurses' performance. Good competence enables nurses to perform their duties professionally in accordance with healthcare service standards. Work motivation was also found to have a positive and significant effect on nurses' performance. Nurses with high motivation tend to demonstrate greater enthusiasm, responsibility, and productivity in delivering healthcare services. Furthermore, job satisfaction was proven to have a positive and significant effect on nurses' performance. Nurses who are satisfied with their jobs tend to exhibit higher levels of loyalty, commitment, and work quality.

Simultaneously, competence, work motivation, and job satisfaction were found to have a significant effect on nurses' performance. These three variables contributed 68.5% to the improvement of nurses' performance, while the remaining 31.5% was

influenced by other factors outside the scope of this study, such as leadership, work environment, workload, and organizational culture.

This study concludes that improving nurses' performance in the working area of the Dogiyai District Health Office can be achieved through strengthening competence by providing continuous training programs, enhancing work motivation through rewards and incentives, and increasing job satisfaction through improved welfare and a supportive work environment. These efforts are expected to improve the quality of healthcare services sustainably, particularly in remote areas with limited resources such as Dogiyai District.

