



Factors Related to The Work Motivation of Nurses in The Inpatient Room of Bau-Bau City Hospital

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ABSTRACT

The number of nurses worldwide in 2020 was 19.3 million. Indonesia is included in the 5 countries with the lowest motivation of health workers, in addition to Vietnam, Argentina, Nigeria, and India, this is due to the lack of Labor seen from the level of welfare fulfillment. This study aims to determine the factors associated with the work motivation of nurses in the inpatient ward of Bau-Bau City Hospital. This type of research is using quantitative type with descriptive analytical research design through *approach*. Sampling technique in this study was done by random sampling method, as many as 33 respondents and research instruments using questionnaires. The result of study used *Chi-Square* with $p, 0,05 (p < \alpha)$. This shows that there is a relationship between salary satisfaction factors, environmental conditions and interpersonal relationships with the work motivation of implementing nurses in the inpatient room of Bau-Bau City Hospital.

Keywords: Hospital, Salary Satisfaction, Environmental conditions, Interpersonal relationships, Nurse work motivation.

Introduction

Motivation is an impulse from within a person that causes to act or do work consciously. A person who works is certainly based on motivation, of course, the degree of motivation varies. A person's performance, in addition to being determined by his ability, is also largely determined by his work motivation. People who do work with low motivation will not be able to perform their duties to the maximum of their ability, on the contrary, with high motivation, a person can do his job to the maximum of his ability. As well as factors related to work motivation such as recognition, achievement, salary, work itself, responsibility, self-potential development, working conditions and interpersonal relationships.

High work motivation nurses will improve the performance of nurses so that each task will be done well (Hasibuan M.2012 in *Imram et al, 2019*). Motivation can be viewed as a characteristic that exists in the workforce. During work, labor motivation changes as a result of the interaction between Labor and the work environment, so it can also be viewed as the output of Labor. Labor begins to work with a certain degree of work motivation depending on what is experienced during his work, and depending on how he perceives the rewards given to him for his work he will experience an increase or decrease in his work motivation. One of the effects of work motivation is work discipline, such as delays in employees coming to work, lack of employee responsibility for work, and so on. This also happens to health workers in both government and private agencies.

Work motivation determines the behavior and performance of nurses when providing high-quality nursing practice (Moody & Pesut, 2020). In fact, hospital nurses comprise the largest working group in the healthcare workforce; a group on which the quality of health care provided largely depends. In the World Health Organization (WHO) European region (comprising 53 countries), there are an estimated 6 million nurses, most of whom provide direct patient care in hospitals (WHO European Region, 2019). Registered nurses are prepared and assigned to utilize their knowledge, judgment and skills in the provision and evaluation of care, advocating for patients' rights, supervising and leading other health care workers, teaching, researching, as well as managing and developing health policy in nursing practice. Each function and task is expected to be provided with a high level of commitment, efficiency and quality, and also responsive to changes in healthcare needs and developments in knowledge and technology (ICN, 2013.). Nurses job motivation (along with their

preferences and many other work-related factors such as working conditions and incentive systems) influence their behavior and performance, it has been widely recognized as one of the prerequisites for high-quality nursing practice. It therefore needs to be given more attention than has been paid to date, and also better managed (Global Health Workforce Alliance, 2008; ICN, 2009; McPake et al., 2013).

The World Health Organization (WHO) states the number of nurses worldwide in 2020 there were 19.3 million nurses. Indonesia is included in the 5 countries with the lowest motivation of health workers, in addition to Vietnam, Argentina, Nigeria, and India, this is due to the lack of manpower seen from the level of welfare fulfillment, various opinions say health workers are an important factor in the achievement of Health Development. Health workers greatly affect up to 80% in achieving good health levels. Indonesia is a country that faces less achievement, either in the aspect of the number of nurses or in its education (WHO, 2020).

In 2012 report by the United States National Center for Health Workforce Analysis, there are approximately 2.9 million active nurses in the United States. Demand on the nursing profession is expected to reach around three million by 2025. The shortage of nurses in Saudi Arabia is increasing worldwide and is expected to reach about 48 thousand nurses by 2020. As a result, nursing staff shortages are considered one of the biggest challenges for any health system in the world (Omar Abu Yahya, 2018).

In Turkey, nurses' motivation has increased compared to nurses in Turkey with a prevalence of 60.9% reporting to be out of work at this time, due to the lack of motivation of the majority of nurses themselves. Then, according to the Ethiopian Public Health, it is also proven that the performance of nurse staff is negatively affected by low levels of nurse work motivation and job satisfaction, while in Gana reported nurses with high levels of motivation and job satisfaction tend to have intentions to leave their current health facilities (Ababe Tamirat Deressa, 2022).

The ratio of nurses there are 100,000 population in Indonesia in 2019 amounted to 94.07 nurses per 100,000 population, in 2019 decreased to 87.65 nurses per 100,000 population. Both are still far from the target ratio of nurses set in 2019 of 158 nurses per 100,000 population, even far from the target of the strategic plan of the Ministry of Health 205-2022 of 180 nurses per 100,000 population. Based on data from the Health Human Resources Development and empowerment agency (BPPSDMK), the percentage of nurses is the largest among other health workers, namely 29.66% of all recapitulation of health workers in Indonesia as of December 2016 (Moh, 2017).

According *World Health Organization* countries with the lowest motivation of health workers, in addition to Vietnam, Argentina, Nigeria and India. This is due to the aspect of fulfilling welfare (Novia Delita, 2017). Nurse work motivation is still one of the problems of nursing services in hospitals. According to the results of Toko Kristi's (2019) research, nurses seem to be more than motivated enough to work. Their work motivation varies by level and orientation, and hospital nurses in general have strong intrinsic and / or extrinsic reasons for being on the job. The majority of hospital nurses are motivated to work because they enjoy most of the work activities they do, and their jobs correspond to higher order needs, individual values and goals.

These nurses also have better experience regarding their own work and achieve the best work results in terms of patient safety and derived satisfaction. Their motivation increases in some workplaces characteristics and working conditions that favor nurses' autonomy, engagement and empowerment, and allow them to obtain self-actualization, individual achievement and better work results. Research Said Bodur and Selma Infal (2019), among the sources of motivation for nurses, internal self-concept-based motivation has the highest ratio (to total), and intrinsic processes have the lowest motivation. Intrinsic process motivation can be increased by greater task variety, more autonomy, and more feedback. It could be because those who live in metropolises, have a higher income and level of education and have administrative experience, and positions of increased responsibility, low scores on sources of motivation lead to high expectations. For this reason, identifying and considering the expectations of management staff can be helpful. The reasons that give nurses a harder working atmosphere in the current time can be researched and the reasons for offensive motivation can be improved. Total Quality Management also considers the participation of people in management can increase motivation. Periodically evaluating wages, teamwork, guard system, stress resources in the environment by management can contribute to employee satisfaction. In addition to the intrinsic motivation process, instrumental and external sources of self-concept-based motivation can be enhanced to increase the total motivation of the nurse.

Research Mulyono, Hamzah and Abdullah (2019) reported the work motivation of nurses in Ambon Level III hospital with a low category of 64.29%. The same study conducted by Budiawan (2019) also showed that nurses' work motivation was low at 60.1% in Bali Psychiatric Hospital. The results of a different study reported Putri and Rosa (2019) inpatient hospital PKU Muhammadiyah Yogyakarta Unit II where the work motivation of nurses is low, the proportion is less, only 13.80%. The above research means that the motivation of nurses in each hospital is different, it depends on the factors that influence it.

The number of health workers spread across Southeast Sulawesi is 4,455 nurses. This number increased from the number in 2019 which reached 4,089. The highest nurse ratio is found in Kendari City at 266 nurses and North Buton at 244 nurses, while the lowest in West Muna is only 55 nurses in South Buton as many as 57 nurses. The ratio of nurses to the population of Southeast Sulawesi is 174 nurses, meaning that every 100,000 residents in Southeast Sulawesi are served by 173-174 nurses. The results of research from Sri Asmuliatin et al in 2018 that there is a relationship between intensive work motivation, working conditions, work promotion,

and work responsibilities with the performance of nurses in the inpatient room of the Kendari City Regional Hospital (Asmuliatin, S., & Jumakil, J. 2022).

Bua-Bau City Regional General Hospital is a Type C hospital owned by the Bau-Bau City Government with a capacity of 163 beds with services for all types of diseases. Bau-Bau Regional General Hospital has a total of 504 human resources consisting of nurses, namely 304 civil servants and 200 non-civil servants. The number of nurses on duty in the inpatient room was 167 people with details of nurses in the ICU consisting of 11 civil servants and 4 Non Civil Servant, in the Internal care room 17 civil servants and 18 Non Civil Servant, in the surgical care room 18 civil servants and 14 Non Civil Servant, in the Pediatric Care Room 11 Civil Servant 4 Non Civil Servant, in the obstetric care room and Gynecology 24 Civil servant and 18 Non Civil Servant, in the treatment room perinatology 12 Civil Servant and 4 Non Civil Servant, in the treatment room Eye, ENT, Nerve, and genital skin 8 Civil Servant and 4 Non Civil Servant.

According to the results of the author's interview with 7 service. This is shown by the nurse came too late, untimely discharge, leaving the room during working hours, lack of cooperation with colleagues and documentation of suboptimal nursing care. In addition, intensive provision is felt less and often inappropriate time, and less fair because there is no difference in rewards between active and inactive, there is no salary allowance outside the basic salary, so nurses are less motivated to work in accordance with established nursing care standards. This is supported by the results of interviews with several patients and families who said patient complaints that the attitude of nurses is not good (less friendly, less caring when patients need care) and less initiative to approach patients.

Based on the description above, the authors are interested in conducting research with the title of factors related to the motivation of nurses working in the inpatient ward of Bau-Bau City Hospital.

Method of Research

This type of research uses quantitative type with descriptive analytical research design through *approach* (cross section) is to do *cross tab* which aims to determine the factors related to the motivation of the implementing nurse in the inpatient room of Bau-Bau City Hospital. The location of the study is in the unit of Bau – Bau City Hospital which includes internal, surgical, pediatric, Obstetrics and Gynecology, ICU, Perinatology, and Eye, ENT, Nerve, and genital skin care. This research was conducted on December 31, 2022 to January 09, 2020.

The population in the study was the subject (Nursalam. 2020). It can also be mentioned as the sum total of the units of analysis whose characteristics will be presumed. The target population in this study is Nurses who work in Bau-Bau City Hospital. While the Affordable population in this study are all nurses who work in the inpatient room of internal, surgery, Children, Obstetrics and Gynecology, ICU, Perinatology, and Eye care, ENT, Nerve, and genital skinning Bau-Bau totally 167 people.

The samples in this study were nurses in the room, namely Internal Medicine, Surgery, Pediatric, Obstetrics and Gynecology, ICU, Perinatology, and eye care, ENT, nerve, and genital skin at Bau-Bau City Hospital and determined using *techniques*, where researchers took sample at random using the Formula of Arikunto 2020. number of samples in this study is 33 implementing nurses in the inpatient Bau-Bau City Hospital.

The distribution of questionnaires that must be distributed in each inpatient room of Bau-Bau City Hospital includes an internal room of 7 questionnaires, a surgical room of 7 questionnaires, a pediatric room of 3 questionnaires, an ICU inpatient room of 3 questionnaires, Perinatology inpatient room as many as 3 questionnaires, and eye care room, ENT, nerve, and genital skin as many as 2 questionnaires.

Data collection was conducted directly on respondents who had previously obtained a research permit from the director of the hospital and the head of the room, namely Internal Medicine, Surgery, Pediatric, Obstetrics and Gynecology, ICU, Perinatology, and ENT at Bau-Bau City Hospital. Furthermore, the researchers conducted an approach with the respondents and then provide an explanation in accordance with research ethics. If the respondent is willing, they are welcome to sign the information consent sheet and be given a questionnaire sheet to be filled in or answered at that time. To create accurate and valid data, a questionnaire test should be conducted to 4-6 respondents (not sample respondents). Data collection in this study used: (1) primary Data is a data collection technique that contains questions in writing about matters relating to research variables and obtained through respondents who had previously been willing to assist in the research process, and (2) secondary Data obtained from the hospital agency where is a technique used in collecting data through certain materials are written as needed.

The instrument used in this study is the questionnaire, model statement adaptation of the research conducted and Amalia (2008). The questionnaire given to the respondents in the form of instruments related to the variables to be studied and then they are asked to provide answers according to the choices.

In determining the score of the questionnaire answers used Likert scale. Likert scale is a scale of measurement to measure the attitudes, opinions and perceptions of a person or group of people about social phenomena. With the Likert scale, the variables to be measured are translated into variable indicators. Then this indicator is used as a starting point for compiling instrument items, which can be statements or questions. The answer to each item of the instrument using the Likert scale has a graduation from very positive to very negative that can be words. (Sugiono, 2020).

The measurement of the score obtained from each statement will provide 4 alternative answers and set with an interval scale. Each answer is assessed as follows : (1) strongly disagree (STS) means that the statement is

not at all in accordance with the opinion or perception of the respondent, and given a value of 1 if the statement is positive and a value of 4 if the statement is negative, (2) disagree (TS) means that the statement is not in accordance with the opinion or perception of the respondent and given a value of 2 if the statement is positive and a value of 3 if the statement is negative. (3) agree (S) means that the statement is in accordance with the opinion or perception of the respondent, and given a value of 3 if the statement is positive and a value of 2 if the statement is negative, (4) strongly agree (SS) means that the statement is in accordance with the opinion or perception of the respondent, and given a value of 4 if is positive, and the value is 1 if the statement is negative.

After the data is collected then the researcher performs the following activities: (1) *Editing Data*, is an activity to check the form or questionnaire whether the answers on the questionnaire have been, (2) *Coding Data* is an activity to change the data in the form of letters into data in the form of numbers/numbers. The usefulness of coding is to facilitate data analysis and also speed up data entry. (3) *Processing*, after all questionnaires are fully filled and correct, and have passed the coding process, the next step is to process the data so that the data that has been entered can be analyzed. Data processing is done by entering data from the questionnaire into a computer program package. Data processing using the program SPSS for Window. (4) *Data Cleaning* is the activity of checking back the data that has been entered whether there is an error or not. The error may occur when entering the computer. For example, education has a data value of 7 while based on the existing coding, education has a code of 1 to 4.

After that univariate analysis of each variable from the results of the study. This analysis produces the distribution and percentage of each variable studied. (Hastono SP, 2020), and bivariate analysis to see the relationship between the independent variable with the bound variable. Bivariate analysis is used to select which variables will be analyzed in multivariate analysis. Bivariate analysis by performing Chi-Square test and t test. This test is used to see whether or not there is a relationship and also see the difference in proportion or percentage between the independent variable and the dependent variable with a degree of confidence of 95%. The chi square test could not explain the degree of association and it could not be determined which group had a greater risk compared to other groups. To be able to see the closeness of the relationship between the independent variable and the dependent variable then used Odds Ratio (OR). (Hastono SP, 2020). In conducting research, researchers need to obtain approval from research institutions and institutions. After obtaining approval, the researchers conducted a study with attention to ethical issues in Nursing Research.

Result

Based on the results of research that has been conducted in the inpatient hospital Bau-Bau for 2 weeks there are 33 samples in this study. After the data is collected, processing is carried out according to the purpose of the study, then discussed in the form of a table with the following explanation:

Characteristics of Respondents

Univariate Analysis

Univariate analysis is intended to describe the results obtained based on research variables that aim to determine the frequency distribution of the respondents. The analysis of univariate research results of this study are as follows:

a. Gender

The distribution of respondents by gender in this study can be seen in Table 1.

Gender	n	%
Female	31	91.2
Men	2	5.9
Total	33	100

Source: Primary Data For 2022

Based on Table 1 above, most of the respondents or the more dominant is the female gender as many as 31 respondents (91.2%).

b. Age

Distribution of respondents by age in this study can be seen in Table 2.

Age	n	%
20-30	12	35.3
31-40	16	47.1
>40	5	14.7
Total	33	100

Source: Primary Data For 2022

Based on Table 2 above, most of the respondents or the more dominant are those aged 31-40 years as many as 16 (47.1%).

c. Last Education

The distribution of respondents according to the last Education in this study can be seen in Table 3.

Last Education	n	%
Diploma 3	23	67.6
Bachelor degree	8	23.5
Bachelor + Profession degree	2	5.9
Total	33	100

Source: Primary Data For 2022

Based on Table 3 above, most of the respondents or more dominant educational background last Diploma 3 as many as 23 respondents (67.6%).

d. Long Time Working

The distribution of respondents according to Lamakerja in this study can be seen in Table 4.

Long time working	n	%
1-5	16	47.1
6-10	8	23.5
11-15	7	20.6
>15	2	5.9
Total	33	100

Source: Primary Data For 2022

Based on Table 4 above, most of the respondents or who are more dominant have long worked for 1-5 years as many as 16 respondents (47.1%).

e. Personnel Status

Distribution of respondents according to employment status in this study can be seen in Table 5.

Personnel Status	n	%
Civil servant	19	55.9
Non Civil servant	14	41.2
Total	33	100

Source: Primary Data For 2022

Based on Table 5 above, most of the respondents or more dominant who have been civil servants are as many as 19 respondents (55.9%).

f. Salary Satisfaction

Satisfaction salary received by employees for the effort or work done. Salary satisfaction is an independent variable of the study which is the response of respondents to 7 questions asked and then categorized into two, namely appropriate and inappropriate.

Salary satisfaction	N	%
Fit	21	61.8
Not suitable	12	35.3
Total	33	100

Source: Primary Data For 2022

Based on Table 6 above, most of the respondents have appropriate salary satisfaction category as many as 21 respondents (61.8%), and the respondents who have in appropriate Salary Satisfaction category as many as 12 respondents (35.3%).

g. Working Environment Condition

The condition of the work environment is the state of the work environment both physical aspects of work, psychological work and work regulations that can affect a person's work motivation. The condition work environment is an independent variable of the study which is the response of respondents to 10 Questions Asked and then categorized into two, namely good and not good.

Table 7 Distribution of respondents based on working environment conditions in the inpatient room of Bau-Bau City Hospital in 2022.

Working Environment	n	%
Good	22	64.7
Not good	11	32.4
Total	33	100

Source: Primary Data For 2022

Based on Table 7 above, respondents whose working environment conditions with good criteria were (64.7%) and respondents whose working environment conditions with bad criteria were 11 respondents (32.4%).

h. Interpersonal Relationships

Interpersonal relationships are a group of people who become a team and support in carrying out tasks or work. Interpersonal relationships are an independent variable of the study which is the response of respondents to 9 questions asked and then categorized into two, namely good and not good.

Table 8 Distribution of respondents by colleagues in the inpatient room of the Bau-Bau City Hospital in 2022.

Interpersonal Relationships	N	%
Good	21	61.8
Not good	12	35.3
Total	33	100

Source: Primary Data For 2022

Based on Table 8 above, respondents whose Interpersonal relationships with good criteria were 21 respondents (61.8%) and respondents whose Interpersonal relationships with bad criteria were 12 respondents (35.3%).

i. Work Motivation

Work motivation is something that causes encouragement or enthusiasm to work hard from nurses. Work motivation is a dependent variable of the study which is the response of respondents to 15 questions asked and then categorized into two, namely enough and less.

Table 9 Distribution of respondents based on the work motivation of implementing nurses in the inpatient room of the Bau-Bau City Hospital in 2022.

Work Motivation	n	%
Height	20	58.8
Low	13	38.2
Total	33	100

Source: Primary Data For 2022

Based on Table 9 above, respondents who motivated the work of implementing nurses with high criteria were 20 respondents (58.8%) and respondents who motivated the work of implementing nurses with low criteria were 13 respondents (38.2%).

Bivariate Analysis

Bivariate analysis aims to determine the relationship between the independent variable and the dependent variable. Hypothesis testing of this research data using *Chi Square* with the significance level $p = 0.05$ obtained by the following analysis:

a. Relationship Salary Satisfaction with Job Motivation Implementing Nurse

Table 10 The Relationship of Salary Satisfaction with The Work Motivation of Implementing Nurses In The Bau-Bau City Hospital In 2022.

Salary satisfaction	Nurse Work Motivation				Total	
	Height		Low		N	%
	N	%	n	%		
Fit	16	76,2	5	23,8	21	61.8
Not suitable	4	33,3	8	66,7	12	35.3
Total	20	60,6	13	39,4	33	100

Source: Primary Data For 2022

From the table above shows that respondents with appropriate and high motivation of implementing nurses were 16 respondents (76.2%), respondents with appropriate and low motivation of implementing nurses were 5 respondents (23.8%) while respondents with inappropriate and high motivation of implementing nurses were 4 respondents (33.3%) and respondents with inappropriate and low motivation of implementing nurses as many as 8 respondents (66.7%). By the number of respondents With Salary Satisfaction corresponding as

many as 21 respondents (61.8%), and the number of respondents With Salary Satisfaction does not match as many as 12 respondents (35.3%).

b. Relationship Of Working Environment Conditions with The Motivation Of The Implementing Nurse

Table 11 The Relationship of Working Environment Conditions with The Work Motivation of Implementing Nurses In The Bau-Bau City Hospital In 2022.

Working Environment Condition	Nurse Work Motivation				Total	
	Height		Low		N	%
	N	%	n	%		
Good	17	77,3	5	22,7	22	64,7
Not good	3	27,3	8	72,7%	11	32,4
Total	20	60,6	13	39,4	33	100

Source: Primary Data For 2022

From the table above shows that respondents with good working environment conditions and high motivation of implementing nurses were 17 respondents (77.3%), respondents with good working environment conditions and low motivation of implementing nurses were 5 respondents (22.7%) while respondents with poor working environment conditions and high motivation of implementing nurses were 3 respondents (27.3%) and respondents with poor working environment conditions and low motivation of implementing nurses as many as 8 respondents (72.7%).With the number of respondents with bad working environment as many as 11 respondents (32.4%).

c. Relationship with interpersonal relationships with the implementing nurse work motivation

Table 12 Relationship With Interpersonal Relationships with The Work Motivation of Implementing Nurses in The Inpatient Room of The Bau-Bau City Hospital In 2022.

Interpersonal Relationships	Nurse Work Motivation				Total	
	Height		Low		N	%
	N	%	N	%		
Good	16	76,2	5	23,8	21	61,8
Not good	4	33,3	8	66,7	12	35,3
Total	20	60,6	13	39,4	33	100

Source: Primary Data For 2022

From the table above shows that respondents with good interpersonal relationships and high motivation of implementing nurses work as many as 16 respondents (76.2%), respondents with good interpersonal relationships and low motivation of implementing nurses work as many as 5 respondents (23.8%) while respondents with not good interpersonal relationships and high motivation of implementing nurses work as many as 4 respondents (33.3%) and respondents with interpersonal relationships are not good and low work motivation implementing nurse as many as 8 respondents (66.7%).With the number of respondents with the number of respondents with bad interpersonal relationships as many as 12 respondents (35.3%).

Discussion

A. The Relationship of Salary Satisfaction With Work Motivation Of Implementing Nurses In The Inpatient Room Of The Bau-Bau City Hospital In 2022.

From the results of a study conducted on 33 respondents, the researchers found that the perception of salary satisfaction in implementing nurses on work motivation is in accordance with both as many as 21 respondents (61.8%) and not in accordance with as many as 12 respondents (35.3%). Researchers also found that implementing nurses who have high work motivation as many as 20 respondents (60.6%) and implementing nurses who have low work motivation as many as 13 respondents (39.4%).

Based on the statistical test results obtained chi square value $P=0.15$ which means smaller than the value of $\alpha=0.05$. Maka H_0 rejected and H_a accepted means that there is a relationship between salary satisfaction and work motivation of implementing nurses in the hospital inpatient room of Bau-Bau City Hospital in 2022 at a confidence level of 95% ($\alpha = 0.05$). To see the closeness of the relationship of salary/compensation satisfaction with the work motivation of the implementing nurse chi square test and obtained a moderate relationship between salary satisfaction with the work motivation of the implementing nurse with a value of $V_2 = 0, 27$.

The results of this study in line with Dwa 2020, states there is a positive relationship between the provision of incentives, both in the form of money and in the form of Social Security with employee job satisfaction will be

motivated. The results of this study in line with research Vionita (2020) that there is a relationship between salary satisfaction with the job motivation of nurses. An increase in income can have a good effect on a nurse's work motivation in improving her performance.

The results of this study are in line with Sulistyani and Rosidah (2020) that income is closely related to the evaluation of employees as compensation that reflects the size of the value of work. When compensation is given correctly, employees will be motivated and focused on achieving goals. Hasibuan states that salary satisfaction is the remuneration paid periodically to permanent employees and has a definite guarantee.

From result of study shows that respondents with appropriate salary satisfaction and low motivation of implementing nurses as many as 5 respondents (23.8%), then some who have inappropriate salary satisfaction and high motivation of implementing nurses as many as 4 respondents (33.3%), this is based on respondents' answers to questionnaires where most respondents States the wages they receive are low and do not correspond to their work experience even if they admit receiving alimony or intensive in addition to salary. According to Sastrohadiwirya (2020) quoted from Amalia (2016) that the reward system can play a role in increasing work motivation to be more effective and important used by workers regarding their income, namely expectations and perceptions of Justice. The expectation that the amount of financial reward he deserves is based on his level of education, knowledge, skills, nature of work, amount of responsibility, amount of authority and the expectation of obtaining economic and other needs reasonably. The perception of justice also plays a role, from the theory of motivation, it is known that justice is assessed using three comparative factors, namely oneself, the prevailing system and other people.

Salary satisfaction is one of the important elements that can affect employee performance, because salary satisfaction is a tool to meet the various needs of employees, so that with salary satisfaction given employees will be motivated to work harder. The results showed that most of the implementing nurses are of the opinion that the income in the form of basic salary, incentives and bonuses received by implementing nurses is enough to motivate work. Salary satisfaction can play a role in increasing employee motivation to work more effectively, improve performance, increase productivity and compensate for the lack of commitment and engagement that characterize today's workforce.

Based on the result of study, the researchers assume, this study can expect to pay attention to the welfare of nurses by providing motivation by paying attention to the satisfaction of salary/compensation in accordance with the performance or work experience of nurses which is an important factor in creating the spirit of the performance of nurses in performing their duties in Bau Bau City Hospital.

B. Relationship of work environment conditions with work motivation of implementing nurses in the hospital inpatient room Bau-Bau City Hospital in 2022.

Based on the results of a study conducted on 33 respondents, the researchers found that the working environment conditions of implementing nurses were good as many as 22 respondents (64.7%) and not good as many as 11 respondents (32.4%). Researchers also found that implementing nurses who have high work motivation as many as 20 respondents (60.6%) and implementing nurses who have low work motivation as many as 13 respondents (39.4%).

Based on the statistical test results obtained chi square value $P=0.06$ which means smaller than the value of $\alpha = 0.05$. Maka H_0 rejected and H_a accepted means that there is a relationship between the working environment conditions and the work motivation of the implementing nurses in the hospital room of the Bau-Bau City Hospital in 2022 at a confidence level of 95% ($\alpha = 0.05$).

To see the closeness of the relationship of working environment conditions with the work motivation of the implementing nurse chi square test and obtained a moderate relationship between salary/compensation satisfaction with the work motivation of the implementing nurse with a value of $V^2 = 0,09$.

The results of this study are in line with the opinion of Siagian (2019) which states that a clean work environment and sufficient light, free from noise and interference, will clearly motivate employees to do their jobs well. But the work environment is bad, dirty, dark, stuffy, humid and so on will cause rapid fatigue and decreased creativity.

The results of this study are in line with research conducted by Dilla Herfinain, with the results showing that their relationship of work environment motivation. Because the physical condition of a work environment has a major influence on the level of employee morale.

The results of this study are in line with Karstoro 2020 that the work environment concerns the working relationship between colleagues or the physical condition of the work environment. A good working environment if able to support the effectiveness of job duties to improve employee morale. The work environment is everything that is around the workers who can influence him in carrying out the tasks undertaken to increase employee morale motivation (Nitisemito,2020).

According to Danin (2020) the working environment conditions are all environmental factors in which the work takes place. The condition of the work environment is one of the factors that can affect employee

motivation, with high motivation, the performance of a company can increase and even productivity will increase so that company goals can be achieved.

Based on the result of study shows that respondents with good working environment conditions and low motivation of implementing nurses as many as 5 respondents (22.7%), then some respondents who have bad working environment conditions and high working environment conditions as many as 3 respondents (27.3%), this is based on the respondents' answers to questionnaires where most of the respondents large respondents stated that the workspace is less neatly decorated, less satisfied with the working environment conditions, workplace air ventilation is not good, lighting in the workspace is less helpful in completing the work. This shows that the less good the less good motivation of the implementation nurse. It also gives an idea that there are still some nurses who work in a environment. Working conditions or atmosphere is one important aspect in increasing one's work motivation. If the support then a person will be easier to complete their work but if the working conditions or atmosphere do not support it will hinder a person's work.

As expressed by Nasution (2020) that humans will be able to carry out their duties properly, so that an optimal result is achieved, if supported by an appropriate working environment condition. The condition of the working environment is said to increase or be appropriate if humans can carry out their activities optimally, healthily, safely and comfortably.

Based on the result study the researchers assume that study is expected to pay attention to the welfare of nurses by providing motivation by paying attention to working conditions which is an important factor in creating the performance of nurses in the Bau Bau City Hospital. Comfortable working environment conditions can provide nurses work motivation and employee efficiency at work.

c. Relationship with Interpersonal relationships with work motivation implementing nurses in the inpatient room Bau-Bau City Hospital in 2022.

From the results of research conducted on 33 respondents, researchers found that interpersonal relationship with good criteria as many as 21 respondents (61.8%) and not good as many as 12 respondents (35.3%). Researchers also found that implementing nurses who have high work motivation as many as 20 respondents (60.6%) and implementing nurses who have low work motivation as many as 13 respondents (39.4%).

Based on the statistical test results obtained chi square value of $P=0.15$ which means smaller than the value of $\alpha = 0.05$. Then H_0 was rejected and H_a was accepted, which means that there is a relationship between interpersonal relationships and the motivation of implementing nurses in the inpatient room of the Bau-Bau City Hospital in 2022 at a confidence level of 95% ($\alpha = 0.05$).

To see the closeness of the relationship between interpersonal relationships with the work motivation of the implementing nurse chi square test and obtained a moderate relationship between interpersonal relationships with the work motivation of the implementing nurse with a value of $V_2 = 0, 27$. The results of this study are in line too with Yana zahra 2016 which states that there is a relationship between interpersonal relationships between nurses and colleagues, superiors, subordinates, and other health teams need to be created, namely by means of periodic meetings, such as scientific meetings. So that effective communication can be established to solve patient health problems.

The results of this study in line with Hawthorn 2016 stated that the feelings of emotions and employees are strongly influenced by the conditions of the work environment such as superior leadership style, attention, attitude, and management support. In this case, it can also be associated with interdependence between colleagues, harmonious cooperation by criticizing each other and giving praise and appreciation to each other. The results of this study are in line with 2020 research stating our propensity to perform an action will depend on our expectations of the received result and its attractiveness. A person will be motivated to work hard when they believe that their hard work will result in better performance, when better performance will bring them greater rewards, and when the rewards they receive will satisfy their needs or desires or help their personal goals. Interpersonal relationships are a group of people who become a team and support in carrying out tasks or work.

From the study shows that respondents with good interpersonal relationships and low motivation of implementing nurses as many as 5 respondents (23.8%), then some respondents who have interpersonal relationships are not good work and high motivation of implementing nurses as many as 4 respondents (33.3%), this is based on the respondents' answers to questionnaires where most of the respondents most respondents stated that most nurses stated that their interpersonal relationships within the hospital were not good. The results also showed that there is a relationship between interpersonal relationships in the hospital with work motivation.

A person will work diligently in carrying out his work depending on the reciprocal relationship between what he wants and the needs of the results of the work. How much he believes the hospital will give satisfaction to desire in return or the effort he did it. When the expected confidence is great enough to obtain his satisfaction, he will work hard anyway, and vice versa.

Interpersonal relationships with people in the work environment will affect a person's performance and also directly affect work motivation. This is in accordance with Mc's theory of needs. Clelland's need for affiliation is the need to feel accepted by others in the environment he lives and works, the need to feel respected. This is also in accordance with the opinion of Dessler (2019) which states that the quality of life of the work environment and adequate organizational work climate means that employees can meet their important needs through relationships among employees in the organization. The results of this study are also in accordance

with Maslow's theory of needs that humans are social beings who basically cannot live alone and need socialization or affiliation with others.

To build good cooperation with fellow workers requires an honesty in every action, because by always being honest can strengthen relationships among colleagues. If the relationship between colleagues is well established then everything will go well. Relationships with colleagues are one of the supporting aspects of increasing one's motivation in doing one's job well.

Based on the result study the researchers assume, this study nature completes the tasks and responsibilities of a person in need of help from others, as well as implementing nurses who are in the inpatient of Bau-Bau City Hospital. Respondents argued that with good cooperation between fellow implementing nurses can increase motivation in achieving the expected goals.

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Conflict of interest

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