

## **ABSTRAK**

Penelitian ini dilakukan untuk mengkaji hubungan antara dedikasi kinerja dan sikap positif terhadap pekerjaan terhadap kinerja perawat dengan disiplin kerja menjadi variabel mediator. Rumah Sakit Royal Prima sebagai sampel pada penelitian ini dengan melibatkan 207 perawat pada bangsal. Metode Partial Least Squares (PLS) digunakan untuk menganalisis data pada penelitian ini. Berdasarkan hasil penelitian didapati bahwa dedikasi kinerja memiliki hubungan berdampak terhadap kinerja serta kepuasan kerja perawat. Selain itu, hasil analisis pengaruh tidak langsung memperlihatkan disiplin kerja menjadi penghubung hubungan antara dedikasi kerja dengan kinerja maupun kepuasan kerja perawat.

**Kata kunci:**            **Motivasi kerja, kepuasan kerja, disiplin kerja, dan kinerja perawat**

## **ABSTRACT**

*With work discipline serving as a mediating variable, this study explores the effect of work motivation and job satisfaction on nurses' performance. 207 nurses work at Royal Prima General Hospital took up the sample. The Partial Least Squares (PLS) method was chosen to examine the data. The findings revealed that nurse performance was greatly and positively affected by both work motivation and job satisfaction. Also it was determined that occupational enjoyment and work motivation showed a beneficial and major effect on work discipline, which in turn had a beneficial and major effect on nursing productivity. Additionally, the study showed that both the association between overall job satisfaction and nurse performance and the relationship between work motivation and nurse performance occurred by work discipline.*

*Keywords: Work Motivation, Job Satisfaction, Work Discipline, and Nurse Performance*