

ABSTRAK

Tenaga kesehatan sebagai Sumber Daya Manusia (SDM) dalam menjalankan pelayanan kesehatan di rumah sakit merupakan sumber daya yang penting dan sangat dibutuhkan untuk mencapai kinerja yang optimal. Salah satu faktor utama yang mempengaruhi kinerja SDM adalah motivasinya dalam bekerja.

Mengetahui pengaruh motivasi intrinsik dan ekstrinsik terhadap kepuasan kerja perawat pelaksana di RSUD Royal Prima Medan tahun 2020. Penelitian dilakukan di RSUD Royal Prima Medan. Penelitian dilakukan pada bulan Maret 2021. Jumlah sampel dalam penelitian ini adalah sebanyak 194 orang.

Hasil penelitian menunjukkan terdapat pengaruh motivasi intrinsik (tanggung jawab, penghargaan dan prestasi) dan ekstrinsik (Supervisi, upah, lingkungan kerja dan status) terhadap kepuasan kerja perawat pelaksana di RSUD Royal Prima Medan tahun 2020.

Berdasarkan hasil penelitian diharapkan pihak rumah sakit harus tetap memperhatikan dan meningkatkan motivasi intrinsik dan ekstrinsik perawat pelaksana agar terciptanya pelayanan yang bermutu dan berkualitas tinggi di Rumah Sakit Umum Royal Prima Medan.

Kata kunci: Motivasi intrinsik dan ekstrinsik, Kepuasan Kerja

ABSTRACT

Health workers as Human Resources (HR) in carrying out health services in hospitals are an important and indispensable resource for achieving optimal performance. One of the main factors affecting HR performance is their motivation to work.

Knowing the effect of intrinsic and extrinsic motivation on job satisfaction of nurses at the Royal Prima Medan Hospital in 2020. The study was conducted at the Royal Prima Medan Hospital. The study was conducted in March 2021. The number of samples in this study were 194 people.

The results showed that there was an influence of intrinsic motivation (responsibility, appreciation and achievement) and extrinsic motivation (supervision, wages, work environment and status) on the job satisfaction of nurses at Royal Prima Medan Hospital in 2020.

Based on the research results, it is expected that the hospital must pay attention to and increase the intrinsic and extrinsic motivation of the nurses in order to create quality and high quality services at the Royal Prima Medan General Hospital.

Keywords: Intrinsic and Extrinsic Motivation, Job Satisfaction