ABSTRAK

Kinerja perawat di rumah sakit berkaitan erat dengan sumber daya manusia yang handal, memiliki keterampilan, dan profesional. Banyak faktor yang diduga berpengaruh terhadap kinerja perawat yaitu umur, pendidikan, lama bekerja, diklat, motivasi, insentif, lingkungan kerja, dan supervisi. Tujuan penelitian ini untuk menganalisis faktor-faktor yang memengaruhi kinerja perawat.

Penelitian ini adalah penelitian studi analitik dengan pendekatan potong lintang *(cross sectional)*. Penelitian dilakukan di RSUD Raden Mattaher Provinsi Jambi. Populasi penelitian sebanyak 406 orang dan sampel 261 orang. Penarikan sampel dengan cara *purposive sampling*. Analisis data secara univariat, bivariat dengan uji *chi-square*, dan multivariat dengan regresi logistik berganda pada tingkat kepercayaan 95% ($\alpha=0,05$).

Hasil penelitian menunjukkan bahwa faktor-faktor yang mempengaruhi kinerja perawat di Rumah Sakit Umum Daerah Raden Mattaher Provinsi Jambi yaitu pendidikan dan pelatihan (p=0,000), motivasi (p=0,000), insentif (p=0,020), dan supervisi (p=0,002). Variabel yang tidak berpengaruh yaitu umur (p=0,584), pendidikan (p=0,786), lama kerja (p=0,421), dan lingkungan kerja (p=0,166). Variabel paling dominan memengaruhi kinerja perawat adalah motivasi dengan nilai Exp(B)/OR = 5,626 artinya perawat yang memiliki motivasi tinggi, berpeluang kinerjanya baik sebesar 5,6 kali lebih tinggi dibandingkan perawat dengan motivasi rendah.

Kesimpulan penelitian ini pendidikan dan pelatihan, motivasi, insentif, dan supervisi berpengaruh terhadap kinerja perawat. Pimpinan Rumah RSUD Raden Mattaher Provinsi Jambi perlu mengadakan pendidikan dan pelatihan secara rutin, memberikan insentif sesuai tanggungjawab perawat, kepala ruangan melakukan supervisi dengan tepat sehingga dapat meningkatkan kinerja perawat pelaksana.

Kata Kunci :   Kinerja Perawat, Diklat, Motivasi, Insentif, Supervisi.

ABSTRACT

The performance of nurses in hospitals is closely related to reliable, skilled, and professional human resources. Many factors are thought to influence the performance of nurses, namely age, education, length of work, training, motivation, incentives, work environment, and supervision. The purpose of this study was to analyze the factors that influence the performance of nurses.

This research is an analytical study with a cross sectional approach. The research was conducted at Raden Mattaher Hospital, Jambi Province. The study population was 406 people and a sample of 261 people. Sampling by purposive sampling. Data analysis was univariate, bivariate with chi-square test, and multivariate with multiple logistic regression at 95% confidence level (α=0.05).

The results showed that the factors that influenced the performance of nurses at the Raden Mattaher Regional General Hospital Jambi Province were education and training (p=0.000), motivation (p=0.000), incentives (p=0.020), and supervision (p=0.002). Variables that had no effect were age (p=0.584), education (p=0.786), length of work (p=0.421), and work environment (p=0.166). The most dominant variable affecting the performance of nurses is motivation with a value of Exp(B)/OR = 5.626, meaning that nurses who have high motivation have a 5.6 times higher chance of good performance than nurses with low motivation.

The conclusion of this study is that education and training, motivation, incentives, and supervision affect the performance of nurses. The leadership of the Raden Mattaher Hospital in Jambi Province needs to hold regular education and training, provide incentives according to the nurse's responsibilities, the head of the room supervises properly so that it can improve the performance of implementing nurses.

Keywords: Nurse Performance, Training, Motivation, Incentives, Supervision.