

**THE ASSOCIATION BETWEEN THE COMPETENCE,  
MOTIVATION, WORKLOAD, AND PERFORMANCE  
OF THE NURSES AT DR. ARIF ZAENUDIN  
MENTAL HOSPITAL, SURAKARTA, CENTRAL JAVA**

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**ABSTRACT**

**Background:** Nurse performance in hospitals has an important role to support the achievement of good and satisfactory health services. The performance of nurses was hypothesized to be influenced by several factors such as motivation, competence, and workload. This study aimed to examine the association between competence, motivation, workload, and performance of the nurses at Dr. Arif Zaenudin Mental Hospital, Surakarta, Central Java.

**Subjects and Method:** This was an analytic observational study with a cross-sectional design. The study was conducted at Dr. Arif Zaenudin Mental Hospital, Surakarta, Central Java. A sample of 200 nurses was selected for this study by exhaustive sampling. The dependent variable was nurse performance. The independent variables were competence, motivation, workload, education, and distance to the hospital. The data were collected by questionnaire and analyzed by path analysis on Stata 13.

**Results:** Nurse performance increased with competence ( $b = 0.97$ ; 95% CI = 0.20 to 1.74;  $p = 0.014$ ), motivation ( $b = 0.95$ ; 95% CI = 0.17 to 1.73;  $p = 0.017$ ), and workload ( $b = 2.81$ ; 95% CI = 2.01 to 3.60;  $p < 0.001$ ). Nurse performance was indirectly affected by work duration, nurse education, and distance to the hospital.

**Conclusion:** Nurse performance increases with competence, motivation, and workload of the nurse. Nurse performance is indirectly affected by work duration, nurse education, and distance to the hospital.

**Keywords:** nurse, performance, competence, motivation, workload

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