THE EFFECT OF MOTIVATION ON NURSE PERFORMANCE AT IMELDA GENERAL HOSPITAL, MEDAN, NORTH SUMATERA

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ABSTRACT

Background: The performance of health care delivery depends largely upon the knowledge, skills, and motivation, of those individuals responsible for delivering health services. Motivation is a process that begins with a psychological or physiological need, which initiates behaviors to achieve the aimed goals. This study aimed to determine the effect of motivation on nurse performance at the hospital.

Subject and Method: This was a survey conducted at Imelda General Hospital, Medan, North Sumatera. A sample of 64 nurses was selected by simple random sampling. The dependent variable was work performance. The independent variables were training and supervision. The data were collected by questionnaire and analyzed by a multiple linier regression model.

Results: Work performance was affected by motivation (b= 1.20; p= 0.044), training (b= 0.30; p= 0.140), and supervision (b= 0.42; p= 0.290).

Conclusions: Work performance is affected by motivation, training, and supervision.

Keywords: work performance, motivation, training, supervision, nurse

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