



Research Article

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Work Motivation of Executive Nurses in The Inpatient Room

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Abstract

The number of nurses worldwide in 2011 was 19.3 million nurses. Indonesia is included in the 5 countries with the lowest motivation of health workers, in addition to Vietnam, Argentina, Nigeria and India, this is due to the lack of workforce seen from the level of fulfillment of welfare. This study aims to determine the factors associated with the work motivation of executive nurses in the hospital inpatient room of BLUD RSUD Mashita City. This type of research is quantitative with descriptive analytic research design through cross sectional approach. The sampling technique in this study was carried out by random sampling method, as many as 33 respondents and the research instrument used a questionnaire. The results of the study were analyzed using the Chi- Square test obtained $p, 0.05 (p < \alpha)$. This shows that there is a relationship between salary satisfaction factors, environmental conditions and interpersonal relationships with the work motivation of executive nurses in the BLUD Hospital Inpatient Room of Mashita City Hospital.

Keywords: Salary Satisfaction, Environmental Conditions, Interpersonal Relationships, Work Motivation, Nurses

Introduction

Motivation is the drive from within a person that causes that person to act or do work consciously. A person who works is certainly based on motivation, of course the degree of motivation varies. A person's performance, apart from being determined by his ability, is also very much determined by his work motivation. People who do work with low motivation will not be able to do their job to the fullest of their ability and ability, on the contrary, with high motivation a person can do their job to the fullest of their ability. As well as factors related to work motivation including recognition, achievement, salary, the work itself, responsibility, development of personal potential, working conditions and interpersonal relationships.

High motivation of nurses will improve the performance of nurses so that every task will be carried out properly (Hasibuan M 2012 in Imram, et al, 2015). Motivation can be seen as a characteristic that exists in the workforce. During work, work motivation of labor undergoes changes as a result of interaction between labor and its work environment, so that it can also be seen as the output of labor. Labor starts working with a certain degree of work motivation. Depending on what is experienced during his work, and depending on how he perceives the rewards given to him for his work, he will experience an increase or decrease in his work motivation. One of the impacts of work motivation is work discipline, such as employee tardiness in arriving at work, lack of employee respon-



sibility for work, and so on. This also happens to health workers in both government and private institutions.

Work motivation determines nurses' behavior and performance when delivering high-quality nursing practice (Moody & Pesut, 2010). In fact, hospital nurses comprise the largest working group in the healthcare workforce; a group on which the quality of healthcare provided is highly dependent. In the World Health Organization (WHO) European Region (comprising 53 countries), there are an estimated 6 million nurses, most of whom provide direct patient care in hospitals (WHO European Region, 2014). Registered Nurses (RNs) are prepared and tasked to utilize their knowledge, judgment and skills in the provision and evaluation of care, advocate for patients' rights, supervise and lead other health care workers, teach, research, as well as manage and develop health policy in nursing practice. Each function and task is expected to be provided with a high level of commitment, efficiency and quality, and also be responsive to changes in health needs and developments in knowledge and technology. Since nurses' work motivation (along with their preferences and many job-related factors such as working conditions and incentive systems) influences their behavior and performance, it has been widely recognized as one of the prerequisites for high-quality nursing practice. It therefore needs to be given more attention than has been paid to date, and also better managed (Global Health Workforce Alliance, 2008; ICN, 2009; McPake, et al., 2013). The World Health Organization (WHO) states that the number of nurses worldwide in 2011 was 19.3 million nurses. Indonesia is included in the 5 countries with the lowest motivation of health workers, in addition to Vietnam, Argentina, Nigeria and India, this is due to the lack of labor seen from the level of fulfillment of welfare, various opinions say health workers are an important factor in achieving health development. Health workers greatly influence up to 80% in achieving a good level of health. Indonesia is a country that faces a lack of achievement, both in terms of the number of nurses and their distribution (WHO, 2010).

According to a report by the United States National Center for Health Workforce Analysis in 2012, there were about 2.9 million nurses active in the United States. The demand in the nursing profession is expected to reach about three million by 2025. The shortage of nurses in Saudi Arabia is increasing worldwide and is expected to reach about 48 thousand nurses by 2020. As a result, the shortage of nursing staff is considered one of the biggest challenges for any health system in the world (Omar Abu Yahya, 2018).

In Istanbul, nurses' work motivation increased compared to nurses in Turkey with a prevalence of 60.9% reporting to leave the current workplace, due to the lack of work motivation of the majority of nurses themselves. Then according to Ethiopian public health officials, it was also proven that the performance of nursing staff was negatively affected by low levels of nurse work motivation and job satisfaction, while in Gana reported nurses with low levels of motivation and job satisfaction were less likely to have the intention to leave their current health facility (Ababe Tamirat Deressa, 2021).

The ratio of nurses per 100,000 population in Indonesia in 2014 was 94.07 nurses per 100,000 population, in 2015 it decreased to 87.65 nurses per 100,000 population. Both are still far from the nurse ratio target set in 2014 of 158 nurses per 100,000 population, even far from the Ministry of Health's strategic plan 205-2021 target of 180 nurses per 100,000 population. Based on data from the Agency for the Development and Empowerment of Health Human Resources (BPPSDMK), the percentage of nurses is the largest among other health workers at 29.66% of the total recapitulation of health workers in Indonesia as of December 2016 (MOH RI, 2017).

According to the World Health Organization (WHO) that Indonesia is included in the 5 countries with the lowest motivation of health workers, apart from Vietnam, Argentina, Nigeria and India. This is due to the aspect of fulfilling welfare (Novia Delita, 2017). According to the results of research by Toko Kristi (2015), nurses seem to be more than sufficiently motivated to work. Their work motivation varies by level and orientation, and hospital nurses in general have strong intrinsic and/or extrinsic reasons for being at work. The majority of hospital nurses are motivated to work because they enjoy most of the work activities they do, and their work corresponds to higher order needs, values and individual goals. These nurses also have a better experience regarding their own work and achieve the best work outcomes in terms of patient safety and derived satisfaction. Their motivation is increased in some workplace characteristics and working conditions that support nurses' autonomy, involvement and empowerment, and allow them to gain self-actualization, individual achievement and better work outcomes.

Said Bodur and Selma Infal's (2015) research, among the sources of motivation for nurses, internal self-concept-based motivation has the highest ratio (to total), and intrinsic process has the lowest motivation. Intrinsic process motivation can be improved with greater task variety, more autonomy, and more feedback. It could be that because those who live in metropolis cities, have higher income and education levels and have administrative experience, and positions of increased responsibility, score low on motivation sources leading to high expectations. For this reason, identifying and considering the expectations of management staff can be helpful. The reasons that give nurses a harder working atmosphere in the current time can be researched and the reasons for offensive motivation can be improved. Total quality management also considers the participation of people in management can increase motivation. Evaluating wages, teamwork, guard system, stress resources in the environment periodically by management can contribute to employee satisfaction. In addition, the process of intrinsic, instrumental and external motivation Self-concept based motivation sources can be improved to increase the total motivation of nurses.

Research by Mulyono, Hamzah and Abdullah (2014) reported that the work motivation of nurses in Ambon Level III Hospital was categorized as low at 64.29%. The same research conducted by Budiawan (2015) also showed low nurse work motivation of 60.1% in Bali Mental Hospital. Different research results were reported by Putri and Rosa (2015) in the inpatient room of PKU Muhammadiyah

Yogyakarta Unit II hospital where the low work motivation of nurses was a smaller proportion of only 13.80%. The above research means that the work motivation of nurses in each hospital is different, this depends on the factors that influence it.

The number of health workers in Southeast Sulawesi is 4,455 nurses, an increase from the number in 2015 which reached 4,089. The highest ratio of nurses is in Kendari City with 266 nurses and North Buton with 244 nurses, while the lowest is in West Muna with only 55 nurses and South Buton with 57 nurses. The ratio of nurses to the population of Southeast Sulawesi is 174 nurses, meaning that every 100,000 population in Southeast Sulawesi is served by 173-174 nurses. The results of research from *Sri Asmuliatin, et al.*, in 2018 that there is a relationship between intensive work motivation, working conditions, work promotion, and work responsibilities with nurse performance in the Kendari City Regional Hospital inpatient room (*Asmuliatin S, & Jumakil J* 2021).

Bua-bau City Regional General Hospital is a type C hospital owned by the Bau- bau City Government with a capacity of 163 beds with services for all types of diseases. Bua-bau City Regional General Hospital has a total of 504 human resources consisting of 304 civil servants and 200 non-PNS nurses. The number of nurses on duty in the inpatient room is 167 people with details of nurses in the ICU consisting of 11 civil servants and 4 Non Civil Servant, in the Interna treatment room 17 civil servants and 18 Non Civil Servant, in the surgical treatment room 18 civil servants and 14 Non Civil Servant, in the pediatric treatment room 11 civil servants and 4 Non Civil Servant, in the obsterti and Gynecology treatment room 24 civil servants and 18 Non Civil Servant, in the perinatology treatment room 12 civil servants and 4 Non Civil Servant, in the eye care room, ENT, nerves, and genital skin 8 civil servants and 4 Non Civil Servant.

According to the results of the author's interviews with 7 nurses of the BLUD inpatient room of the Mashita City Hospital who were met on November 19, 2021 to November 20, 2021 when collecting preliminary data, they said that the motivation of nurses at work was still less than optimal which could be seen from the lack of enthusiasm in working so that it affected the quality of service. This is indicated by nurses arriving late, going home before time, leaving the room during working hours, lack of cooperation with colleagues and suboptimal documentation of nursing care. Apart from that, the provision of intensive care is felt to be lacking and often not on time, as well as unfair because there is no difference in appreciation between active and inactive, there is no salary allowance beyond the basic salary, so nurses are less motivated to work in accordance with established nursing care standards. This is supported by the results of interviews with several patients and families who said patient complaints that the attitude of nurses was not good (less friendly, less caring when patients needed care) and lacked initiative to approach patients.

Based on the description above, the authors are interested in conducting research with the title of factors related to the work motivation of executive nurses in the hospital inpatient room of the BLUD Mashita City Hospital.

Method of Research

This type of research uses a quantitative type with a descriptive analytic research design through a cross sectional approach, namely conducting a cross tab that aims to determine the factors associated with the work motivation of executive nurses in the Inpatient Room of Mashita City Hospital.

The research location was in the inpatient unit of Mashita City Hospital which included the Interna, Surgery, Pediatric, Obstetrics and Gynecology, ICU, Perinatology, and eye, ENT, nerve, and genital skin treatment rooms. The population in the study is the subject (*Nursalam* 2010). It can also be mentioned as the total number of units of analysis whose characteristics will be estimated. The target population in this study were nurses who worked at BLUD Bau- Bau City Hospital. While the affordable population in this study were all nurses who worked in the inpatient rooms of the Interna, Surgery, Pediatric, Obstetrics and Gynecology, ICU, Perinatology, and eye care rooms, ENT, nerves, and genital skin at Mashita City Hospital which amounted to 167 people.

The samples in this study were nurses in the inpatient rooms, namely the Interna, Surgery, Pediatric, Obstetrics and Gynecology, ICU, Perinatology, and eye, ENT, nerve, and genital skin treatment rooms at Mashita City Hospital and were determined using random sampling techniques, where researchers took samples randomly using the Arikunto 2010 formula: $n = 20\% \times N$

Description:

n = Number of samples

N = entire population

So, the sample in this study is:

$n = 20\% \times 167$

$n = 33,4$

The number of samples in this study were 33 executive nurses in the inpatient room of BLUD RSUD Mashita City. For the distribution of questionnaires in each inpatient room of BLUD Hospital Mashita City Hospital using Susanto 2006 formula:

$n / \text{Room} = (\text{Room} / N) \times n$

Description:

n = Number of samples

N = Entire population

So, the distribution of questionnaires that must be distributed in each inpatient room of the Mashita City Hospital includes the Interna inpatient room with 7 questionnaires, the Surgical inpatient room with 7 questionnaires, the Pediatric inpatient room with 3 questionnaires, the Obstetrics and Gynecology inpatient room with 8 questionnaires, the ICU inpatient room with 3 questionnaires, the Perinatology inpatient room with 3 questionnaires, and the eye, ENT, nerve, and genital skin treatment room with 2 questionnaires.

Data collection was carried out directly on respondents who had previously obtained research permission from the Hospital Director and the head of the inpatient room, namely the Interna,

Surgery, Pediatric, Obstetrics and Gynecology, ICU, Perinatology, and ENT rooms at BLUD RSUD Mashita City. Furthermore, the researcher approached the respondents and gave an explanation in accordance with research ethics. If the respondents were willing, they were asked to sign an informed consent sheet and given a questionnaire sheet to be filled in or answered at that time. To create accurate and valid data, a questionnaire must be tested on 4-6 respondents (not sample respondents).

Data collection in this study uses: (1) Primary data is a data collection technique that contains questions in writing about matters relating to research variables and obtained through respondents who have previously been willing to assist in the research process. (2) Secondary data obtained from the hospital agency which is a technique used in collecting data through certain written materials needed.

The instrument used in this study is a questionnaire, an adaptation statement model from research conducted and Amalia (2008). The questionnaire was given to respondents in the form of instruments related to the variables to be studied and then they were asked to provide answers according to their choices.

In determining the score of the questionnaire answers, a Likert scale is used. Likert scale is a measurement scale to measure the attitudes, opinions and perceptions of a person or group of people about social phenomena. With the Likert scale, the variables to be measured are translated into variable indicators. Then this indicator is used as a starting point for compiling instrument items which can be in the form of statements or questions. The answer to each instrument item using the Likert scale has a gradation from very positive to very negative which can be in the form of words. (Sugiono, 2010).

Result

Based on the results of research that has been conducted in the BLUD Hospital Inpatient Room of Mashita City Hospital for 2 weeks, there are 33 samples in this study. After the data is collected, processing is carried out according to the research objectives, then discussed in tabular form with the following explanation:

Gender

The distribution of respondents according to gender in this study can be seen in Table 1.

Table 1: Distribution of Respondents Based on Gender Group in the Inpatient Room of Mashita City Hospital in 2021.

Gender	N	%
Female	31	91.2
Male	2	5.9
Total	33	100

Note*: Source: Primary Data 2021.

Based on Table 1 above, most of the respondents or the more dominant ones are female, namely 31 respondents (91.2%).

Age

The distribution of respondents according to age in this study can be seen in Table 2.

Table 2: Distribution of Respondents Based on Age Group in the Inpatient Room of Mashita City Hospital in 2021.

Age	N	%
20-30	12	35.3
31-40	16	47.1
>40	5	14.7
Total	33	100

Note*: Source: Primary Data 2021.

Based on Table 2 above, most of the respondents or the more dominant ones are aged 31-40 years as many as 16 (47.1%).

Last Education

The distribution of respondents according to the latest education in this study can be seen in Table 3.

Table 3: Distribution of Respondents Based on the Last Education Group in the BLUD Hospital Inpatient Room of Mashita City Hospital in 2021.

Last Education	N	%
Diploma	23	67.6
Bachelor Degree	8	23.5
Bachelor Degree + Profession	2	5.9
Total	33	100

Note*: Source: Primary Data 2021.

Based on Table 3 above, most of the respondents or the more dominant ones have the latest education background Diploma, namely 23 respondents (67.6%).

Length of Service

The distribution of respondents according to length of service in this study can be seen in Table 4.

Table 4: Distribution of Respondents Based on Working Period Group in the Inpatient Room of Mashita City Hospital in 2021.

Length of employment	N	%
5-Jan	16	47.1
10-Jun	8	23.5
15-Nov	7	20.6
>15	2	5.9
Total	33	100

Note*: Source: Primary Data 2021.

Based on Table 4 above, most of the respondents or the more dominant have a length of work for 1-5 years as many as 16 respondents (47.1%).

Employment Status

The distribution of respondents according to employment status in this study can be seen in Table 5.

Based on Table 5 above, most of the respondents or the more dominant ones who have civil servants are 19 respondents (55.9%).

Table 5: Distribution of Respondents Based on Employment Status Group in the BLUD Hospital Inpatient Room of Mashita City Hospital in 2021.

Employment Status	N	%
Civil Servants	19	55.9
NON-CIVIL SERVANTS	14	41.2
Total	33	100

Note*: Source: Primary Data 2021.

Univariate Analysis

Univariate analysis is intended to describe the results of research obtained based on research variables which aim to determine the frequency distribution of these respondents. The analysis of univariate research results from this study is as follows:

Salary Satisfaction

Salary satisfaction received by employees for the effort or work done. Salary satisfaction is an independent research variable which is the respondent's response to the 7 questions asked and then categorized into two, namely appropriate and inappropriate.

Table 6: Distribution of Respondents Based on Salary Satisfaction Category Group in the Inpatient Room of Mashita City Hospital in 2021.

Salary Satisfaction	N	%
According	21	61.8
Not suitable	12	35.3
Total	33	100

Note*: Source: Primary Data 2021.

Based on Table 6 above, most respondents have the appropriate salary satisfaction category as many as 21 respondents (61.8%), and those who have an inappropriate salary satisfaction category are 12 respondents (35.3%).

Work Environment Conditions

Work environment conditions are the state of the work environment both physical aspects of work, psychological work and work regulations that can affect a person's work motivation. Work Environment Conditions are the independent variable of research which is the respondent's response to the 10 questions asked and then categorized into two, namely good and bad.

Table 7: Distribution of Respondents Based on Working Environment Conditions in the Inpatient Room of Mashita City Hospital in 2021.

Work Environment Conditions	n	%
OK	22	64.7
NOT GOOD	11	32.4
Total	33	100

Note*: Source: Primary Data 2021.

Based on Table 7 above, 22 respondents (64.7%) with good working environment conditions and 11 respondents (32.4%) with unfavorable working environment conditions.

Interpersonal Relationship

Interpersonal Relationships are a group of people who become a team and support in carrying out tasks or work. Interpersonal Relationships are the independent variable of the study which is the respondent's response to the 9 questions asked and then categorized into two, namely good and bad.

Table 8: Distribution of Respondents Based on Coworkers in the Inpatient Room of Mashita City Hospital in 2021.

Interpersonal Relationship	N	%
OK	21	61.8
Not good	12	35.3
Total	33	100

Note*: Source: Primary Data 2021.

Based on Table 8 above, respondents whose Interpersonal Relationships with good criteria were 21 respondents (61.8%) and respondents whose Interpersonal Relationships with unfavorable criteria were 12 respondents (35.3%).

Work Motivation

Work motivation is the dependent variable of the study which is the respondent's response to the 15 questions asked and then categorized into two, namely sufficient and insufficient.

Table 9: Distribution of Respondents Based on Work Motivation of Executive Nurses in the Inpatient Room of Mashita City Hospital in 2021.

Work Motivation	n	%
High	20	58.8
Low	13	38.2
Total	33	100

Note*: Source: Primary Data 2021.

Based on Table 9 above, respondents whose work motivation of executive nurses with high criteria were 20 respondents (58.8%) and respondents whose work motivation of executive nurses with low criteria were 13 respondents (38.2%).

Bivariate Analysis

Bivariate analysis aims to determine the relationship between the independent variable and the dependent variable. Hypothesis testing of this research data using Chi Square with a level of significance of $p = 0.05$ obtained the following analysis results:

Relationship Between Salary Satisfaction and Work Motivation of Executive Nurses

The table above shows that respondents with appropriate salary satisfaction and high work motivation of executive nurses were 16 respondents (76.2%), respondents with appropriate salary satisfaction and low work motivation of executive nurses were 5 respondents (23.8%) while respondents with inappropriate salary satisfaction and high work motivation of executive nurses were 4 respondents (33.3%) and respondents with inappropriate salary satisfaction and low work motivation of executive nurses were 8

respondents (66.7%). With the number of respondents with appropriate salary satisfaction as many as 21 respondents (61.8%), and the number of respondents with inappropriate salary satisfaction as many as 12 respondents (35.3%).

Table 10: The Relationship between Salary Satisfaction and Work Motivation of Executive Nurses in Mashita City Hospital in 2021.

Salary Satisfaction	Nurse Work Motivation				Total	
	High		Low		N	%
	N	%	n	%		
According	16	76,2	5	23,8	21	61.8
Not suitable	4	33,3	8	66,7	12	35.3
Total	20	60,6	13	39,4	33	100

Note*: Source: Primary Data 2021.

The Relationship between Work Environment Conditions and Work Motivation of Executive Nurses

Table 11: The relationship between work environment conditions and work motivation of executive nurses in the hospital room of Mashita City Hospital in 2021.

Work Environment Conditions	Nurse Work Motivation				Total	
	High		Low		N	%
	N	%	n	%		
OK	17	77,3	5	22,7	22	64.7
Not good	3	27,3	8	72.70%	11	32.4
Total	20	60,6	13	39,4	33	100

Note*: Source: Primary Data 2021.

From the table above shows that respondents with good work environment conditions and high work motivation of executive nurses were 17 respondents (77.3%), respondents with good work environment conditions and low work motivation of executive nurses were 5 respondents (22.7%) while respondents with unfavorable work environment conditions and high work motivation of executive nurses were 3 respondents (27.3%) and respondents with unfavorable work environment conditions and low work motivation of executive nurses were 8 respondents (72.7%). With the number of respondents with good work environment conditions were 22 respondents (64.7%) and the number of respondents with unfavorable work environment conditions were 11 respondents (32.4%).

Relationship with Interpersonal Relationship with Work Motivation of Executive Nurses

From the table above, it shows that respondents with good interpersonal relationships and high work motivation of executive nurses were 16 respondents (76.2%), respondents with good interpersonal relationships and low work motivation of executive nurses were 5 respondents (23.8%) while respondents with poor interpersonal relationships and high work motivation of executive nurses were 4 respondents (33.3%) and respondents with poor interpersonal relationships and low work motivation of executive nurses were 8 respondents (66.7%). With the number of re-

spondents with good interpersonal relationships as many as 21 respondents (61.8%), and with the number of respondents with poor interpersonal relationships as many as 12 respondents (35.3%).

Table 12: Relationship with Interpersonal Relationships with Work Motivation of Executive Nurses in the Inpatient Room of Mashita City Hospital in 2021.

Interpersonal Relationship	Nurse Work Motivation				Total	
	High		Low		N	%
	N	%	N	%		
OK	16	76,2	5	23,8	21	61.8
Not good	4	33,3	8	66,7	12	35.3
Total	20	60,6	13	39,4	33	100

Note*: Source: Primary Data 2021.

Discussion

Relationship between Salary Satisfaction and Work Motivation of Executive Nurses in the Inpatient Room of BLUD Hospital Mashita City Hospital in 2021.

Based on the result of this study, we found that the perception of Salary Satisfaction in executive nurses towards work motivation was appropriate as many as 21 respondents (61.8%) and inappropriate as many as 12 respondents (35.3%). Researchers also found that executive nurses who had high work motivation were 20 respondents (60.6%) and executive nurses who had low work motivation were 13 respondents (39.4%).

Based on the results of the chi square statistical test, the P value = 0.15 was obtained, which means it is smaller than the $\alpha = 0.05$ value. Therefore, H0 is rejected and Ha is accepted, meaning that there is a relationship between salary satisfaction and work motivation of executive nurses in the inpatient room of the Mashita City Hospital in 2021 at the 95% confidence level ($\alpha = 0.05$).

To see the closeness of the relationship between salary/compensation satisfaction and work motivation of executive nurses, a chi square test was conducted and a moderate relationship between salary satisfaction and work motivation of executive nurses was obtained with a value of $V^2 = 0, 27$. The results of this study are in line with Dwa 2011, stating that there is a positive relationship between providing incentives, both in the form of money and in the form of social security with job satisfaction employees will be motivated.

The results of this study are in line with the research of Vionita (2010) that there is a relationship between salary satisfaction and work motivation of executive nurses.

An increase in income can have a good effect on the work motivation of a nurse in improving their performance.

The results of this study are in line with Sulistyani and Rosidah (2010) that income is closely related to employee evaluation as compensation reflects a measure of work value. If compensation is given correctly, employees will be motivated and focused on achieving goals.

Hasibuan (2014) states that Salary Satisfaction is compensation that is paid periodically to permanent employees and has certain guarantees.

From table 5.10; shows that respondents with appropriate salary satisfaction and low work motivation of executive nurses are 5 respondents (23.8%), then some who have inappropriate salary satisfaction and high work motivation of executive nurses are 4 respondents (33.3%), this is based on respondents' answers to the questionnaire where most respondents stated that the wages they received were low and did not match their work experience, although they admitted receiving allowances or intensive in addition to salary.

According to *Sastrohadiwiry* (2010) quoted from *Amalia* (2016) that the reward system can play a role in increasing work motivation to be more effective and important used by workers regarding their income, namely expectations and perceptions of fairness. Expectations that the amount of financial compensation he deserves is based on the level of education, knowledge possessed, skills, nature of work, amount of responsibility, amount of authority possessed and expectations to get economic needs and other needs reasonably. Perceptions of justice also play a role, from motivation theory it is known that justice is assessed using three comparison factors, namely self, the applicable system and others.

Salary satisfaction is one of the important elements that can affect employee performance, because salary satisfaction is a tool to meet various employee needs, so that with the salary satisfaction provided employees will be motivated to work harder. The results showed that most executive nurses thought that the income in the form of basic salary, incentives and bonuses received by executive nurses was sufficient to motivate work.

Salary satisfaction can play a role in motivating employees to work more effectively, improving performance, increasing productivity and offsetting the lack of commitment and engagement that characterizes today's workforce.

Based on the results of this study, the researcher assumes that this study can be expected to pay attention to the welfare of nurses by providing motivation by paying attention to salary/compensation satisfaction in accordance with the performance or work experience of nurses which is an important factor in creating the spirit of nurse performance in performing their duties at Baubau City Hospital.

The Relationship between Work Environment Conditions and Work Motivation of Executive Nurses in the Inpatient Room of Mashita City Hospital in 2021.

From the results of research conducted on 33 respondents, researchers found that the working environment conditions of the executive nurses were good as many as 22 respondents (64.7%) and not good as many as 11 respondents (32.4%). Researchers also found that executive nurses who had high work motivation were 20 respondents (60.6%) and executive nurses who had low work motivation were 13 respondents (39.4%).

Based on the results of the chi square statistical test, the P value = 0.06 was obtained, which means it is smaller than the $\alpha = 0.05$ value. So H_0 is rejected and H_a is accepted, meaning that there is a relationship between work environment conditions and work motivation of executive nurses in the inpatient room of the BLUD Hospital Mashita City Hospital in 2021 at a confidence level of 95% ($\alpha = 0.05$). To see the closeness of the relationship between work environment conditions and work motivation of executive nurses, a chi square test was conducted and a moderate relationship was found between salary/compensation satisfaction and work motivation of executive nurses with a value of $V^2 = 0,09$.

The results of this study are in line with the opinion of *Siagian* (2014) which states that a clean and well-lit work environment, free from noise and disturbance, will clearly motivate employees to do a good job. However, a bad work environment, dirty, dark, stuffy, humid and so on will cause fatigue and reduce creativity.

The results of this study are in line with research conducted by *Dilla Herfina* in 2012, with the results showing that there is a relationship between the work environment and work motivation. Because the physical condition of a work environment has a big influence on the level of employee morale.

The results of this study are in line with *Karstoro* 2010 that the work environment concerns working relationships between co-workers or the physical condition of the work environment. A good work environment is able to support the effectiveness of work tasks to increase employee morale. The work environment is everything that is around the workers who can affect him in carrying out the tasks carried out to increase the motivation of employee morale (*Nitisemito*, 2010).

According to *Danin* (2010) work environment conditions are all environmental factors where work takes place. Work environment conditions are one of the factors that can affect employee motivation, with high motivation, the performance of a company can increase and even productivity will increase so that company goals can be achieved.

From Table 11; shows that respondents with good work environment conditions and low work motivation of executive nurses were 5 respondents (22.7%), then some respondents who had unfavorable work environment conditions and high work environment conditions were 3 respondents (27.3%), this is based on respondents' answers to the questionnaire where most respondents stated that the workspace was less neatly decorated, less satisfied with the condition of the work environment, the air ventilation in the workplace was not good, the lighting in the workspace was not helpful in completing work. This shows that the less good the work environment the less good the work motivation of the implementing nurses. In addition, it also illustrates that there are still some nurses who work in an unfavorable environment.

Working conditions or atmosphere is one of the important aspects in increasing one's work motivation. If the conditions of the work environment are favorable, it will be easier for someone to

complete their work, but if the working conditions or atmosphere are not favorable, it will hinder someone's work.

As stated by *Nasution* (2010) that humans will be able to carry out their duties properly, so that an optimal result is achieved, if supported by an appropriate work environment condition. The condition of the work environment is said to rise or appropriate if humans can carry out their activities optimally, healthily, safely and comfortably.

Based on the results of this study, the researcher assumes that this study is expected to pay attention to the welfare of nurses by providing motivation by paying attention to working conditions which are an important factor in creating nurse performance at the Baubau City Hospital.

Relationship with Interpersonal Relationships with Work Motivation of Executive Nurses in the Inpatient Room of BLUD Hospital Mashita City Hospital in 2021.

From the results of research conducted on 33 respondents, researchers found that interpersonal relationships with good criteria were 21 respondents (61.8%) and not good as many as 12 respondents (35.3%). Researchers also found that executive nurses who had high work motivation were 20 respondents (60.6%) and executive nurses who had low work motivation were 13 respondents (39.4%).

Based on the results of the chi square statistical test, the P value = 0.15 was obtained, which means it is smaller than the $\alpha = 0.05$ value. So H_0 is rejected and H_a is accepted, meaning that there is a relationship between interpersonal relationships and work motivation of executive nurses in the inpatient room of the BLUD Hospital Bau- Bau City Hospital in 2021 at a confidence level of 95% ($\alpha = 0.05$). To see the closeness of the relationship between interpersonal relationships and work motivation of executive nurses, a chi square test was conducted and a moderate relationship between interpersonal relationships and work motivation of executive nurses was obtained with a value of $V^2 = 0, 27$.

The results of this study are in line with *Yana Zahra* 2016 which states that there is a relationship between interpersonal relationships between nurse friends with coworkers, superiors, subordinates, and other health teams need to be created, namely by means of periodic meetings, such as scientific meetings. So that effective communication can be established to solve patient health problems.

The results of this study are in line with *Hawhorn* 2016 which states that employees' emotions and feelings are strongly influenced by work environment conditions such as superior leadership style, attention, attitudes, and management support. In this case it can also be related to interdependence between coworkers, harmonious cooperation with mutual criticism and praise and mutual respect.

The results of this study are in line with *Victor Vroom's* 2010 theoretical research which states that our tendency to perform an action will depend on our expectations of the results received and their attractiveness. Someone will be motivated to work hard if

they believe that their hard work will result in better performance, if better performance will give them greater rewards, and if the rewards they receive will satisfy their needs or desires or help their personal goals.

An interpersonal relationship is a group of people who become a team and support in carrying out a task or job. From table 1; shows that respondents with good interpersonal relationships and low work motivation of executive nurses were 5 respondents (23.8%), then some respondents who had poor interpersonal work relationships and high work motivation of executive nurses were 4 respondents (33.3%), this is based on respondents' answers to the questionnaire where most respondents stated that most nurses stated that their interpersonal relationships in the hospital were not good. The results also show that there is a relationship between interpersonal relationships in the hospital with work motivation.

A person will work hard in carrying out his work depending on the reciprocal relationship between what he wants and the needs of the work results. How much he believes the hospital will provide satisfaction of his desires in return for his efforts. If the expected confidence is great enough to get satisfaction, he will work hard too, and vice versa.

Interpersonal relationships with people in the work environment will affect one's performance and directly affect work motivation. This is in accordance with *Mc. Clelland's* need for affiliation, namely the need for a feeling of acceptance by others in the environment in which he lives and works, the need for a feeling of respect. This is also in accordance with the opinion of *Dessler* (2015) which states that the quality of life of the work environment and an adequate organizational work climate means that employees can meet their important needs through relationships with fellow employees in the organization. The results of this study are also in accordance with *Maslow's* needs theory that humans are social creatures who basically cannot live alone and need socialization or affiliation with others.

To build good cooperation with fellow workers, honesty is needed in every action, because always being honest can strengthen the relationship between coworkers. If the relationship between coworkers is well established, everything will go well. Relationships with coworkers are one of the supporting aspects of increasing one's motivation to do their job well.

Based on the results of this study, the researcher assumes that in completing tasks and responsibilities, a person needs help from others, as well as implementing nurses who are in the inpatient room of Hospital Mashita City Hospital. Respondents were of the opinion that good cooperation between fellow executive nurses can increase motivation in achieving the expected goals.

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