

## ABSTRAK

### HUBUNGAN ANTARA MOTIVASI KERJA DENGAN KEPUASAN KERJA PERAWAT DI RSUD DR LOEKMONO HADI KUDUS

**Putri Endang Pustikawati**

**Latar Belakang:** Perawat sebagai garda terdepan dalam pelayanan kesehatan memegang peranan penting dalam memberikan asuhan keperawatan yang optimal. Kinerja perawat sangat dipengaruhi oleh tingkat motivasi dan kepuasan kerja. Motivasi kerja dapat berasal dari faktor intrinsik seperti pencapaian, pengakuan, tanggung jawab, maupun dari faktor ekstrinsik seperti gaji, kondisi kerja, dan hubungan interpersonal. Kepuasan kerja mencerminkan sejauh mana individu merasa senang dan puas terhadap pekerjaannya. Ketidakpuasan dapat menyebabkan penurunan kinerja, absensi tinggi, hingga pengunduran diri. Oleh karena itu, penting untuk memahami bagaimana motivasi kerja berhubungan dengan kepuasan kerja perawat.

**Metode:** Penelitian ini menggunakan pendekatan kuantitatif dengan desain *cross-sectional*. Populasi penelitian adalah seluruh perawat ruang rawat inap di RSUD Dr. Loekmono Hadi Kudus sebanyak 297 orang, dengan sampel yang diambil secara *stratified random sampling* sebesar 45 responden. Pengumpulan data dilakukan melalui kuesioner tertutup dengan skala Likert. Variabel motivasi kerja diukur berdasarkan teori Herzberg, sedangkan kepuasan kerja menggunakan indikator Gibson. Uji hubungan dilakukan dengan analisis Chi-Square.

**Hasil:** Mayoritas responden memiliki motivasi kerja dalam kategori baik (46,7%) dan kepuasan kerja dalam kategori baik (51,1%). Hasil uji statistik menunjukkan terdapat hubungan yang signifikan antara motivasi kerja dengan kepuasan kerja perawat di RSUD Dr. Loekmono Hadi Kudus dengan nilai  $p < 0,001$ .

**Kesimpulan:** Penelitian ini menyimpulkan bahwa terdapat hubungan yang signifikan antara motivasi kerja dengan kepuasan kerja perawat. Semakin tinggi

motivasi kerja yang dimiliki, semakin tinggi kepuasan kerja yang dirasakan perawat. Oleh karena itu, upaya peningkatan motivasi kerja sangat penting dilakukan guna mendukung mutu pelayanan keperawatan di rumah sakit.

**Kata Kunci: motivasi kerja, kepuasan kerja, perawat, RSUD, pelayanan keperawatan**

## ***ABSTRACT***

### ***The Relationship Between Work Motivation and Job Satisfaction Among Nurses at Dr. Loekmono Hadi General Hospital Kudus***

***Putri Endang Pustikawati***

***Background:*** Nurses, as the frontline of healthcare services, play a crucial role in delivering optimal nursing care. Their performance is significantly influenced by work motivation and job satisfaction. Work motivation can stem from intrinsic factors such as achievement, recognition, responsibility, and extrinsic factors such as salary, work environment, and interpersonal relationships. Job satisfaction reflects the degree to which individuals feel pleased and content with their work. Dissatisfaction can lead to decreased performance, increased absenteeism, and turnover. Therefore, understanding the relationship between work motivation and job satisfaction among nurses is essential.

***Method:*** This study employed a quantitative method with a cross-sectional design. The population consisted of 297 inpatient nurses at RSUD Dr. Loekmono Hadi Kudus, with a sample of 45 respondents selected through stratified random sampling. Data were collected using a structured questionnaire with a Likert scale. The work motivation variable was measured based on Herzberg's theory, while job satisfaction indicators were adapted from Gibson. The relationship between variables was analyzed using the Chi-Square test.

***Results:*** Most respondents had a good level of work motivation (46.7%) and a good level of job satisfaction (51,1%). The statistical test showed a significant relationship between work motivation and job satisfaction among nurses at RSUD Dr. Loekmono Hadi Kudus with a  $p$ -value  $< 0.001$ .

***Conclusion:*** The study concluded that there is a significant relationship between work motivation and job satisfaction. The higher the work motivation, the greater

*the job satisfaction experienced by nurses. Therefore, efforts to improve work motivation are essential to support the quality of nursing services in hospitals.*

***Keywords: work motivation, job satisfaction, nurses, hospital, nursing services***