

ABSTRAK

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HUBUNGAN STRES DAN MOTIVASI DENGAN KINERJA PERAWAT RUANG RAWAT INAP RUMAH SAKIT X

Latar Belakang: Perawat merupakan tenaga kesehatan yang memiliki peran penting dalam memberikan pelayanan di rumah sakit. Namun, beban kerja yang tinggi, tekanan lingkungan kerja, serta tuntutan profesionalisme dapat menyebabkan stres kerja yang berdampak pada motivasi dan kinerja perawat. Stres yang tinggi tanpa adanya motivasi yang baik dapat berpengaruh terhadap kualitas pelayanan kesehatan yang diberikan.

Tujuan: Penelitian ini bertujuan untuk mengetahui hubungan antara stres dan motivasi dengan kinerja perawat di ruang rawat inap

Metode Penelitian: Penelitian ini menggunakan desain kuantitatif dengan metode analitik korelasional dan pendekatan cross-sectional. Sampel penelitian ini adalah 45 perawat yang bekerja di ruang rawat inap RS Pekalongan Pekalongan, yang dipilih menggunakan teknik purposive sampling. Pengumpulan data dilakukan menggunakan kuesioner stres kerja, motivasi kerja, dan kinerja perawat, yang telah diuji validitas dan reliabilitasnya dengan nilai stres kerja 0,2940, motivasi 0,716 - 0,871, dan kinerja perawat 0,317 - 0,706. Uji reliabilitas juga menunjukkan bahwa semua instrumen reliabel, dengan nilai Cronbach's Alpha di atas 0,6: stres kerja (0,960), motivasi kerja (0,860), dan kinerja perawat (0,839).. Analisis data dilakukan dengan uji statistik korelasi Spearman Rank untuk mengetahui hubungan antara variabel penelitian.

Hasil: Hasil penelitian menunjukkan bahwa terdapat hubungan yang signifikan antara tingkat stres dengan kinerja perawat ($p = 0.006$, $r = -0.400$), di mana semakin tinggi tingkat stres, semakin rendah kinerja perawat. Selain itu, terdapat hubungan positif antara motivasi kerja dengan kinerja perawat ($p = 0.035$, $r = 0.315$), di mana semakin tinggi motivasi kerja, semakin baik kinerja perawat..

Kesimpulan: Tingkat stres yang tinggi berdampak negatif terhadap kinerja perawat, sedangkan motivasi kerja yang tinggi berkontribusi positif terhadap peningkatan kinerja perawat. Oleh karena itu, diperlukan upaya untuk mengelola stres kerja dan meningkatkan motivasi perawat guna mendukung pelayanan kesehatan yang optimal.

Kata Kunci: Stres Kerja, Motivasi, Kinerja Perawat, Ruang Rawat Inap, RS Pekalongan Pekalongan

ABSTRACT

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RELATIONSHIP BETWEEN STRESS AND MOTIVATION WITH THE PERFORMANCE OF NURSES IN INPATIENT ROOMS AT PEKALONGAN HOSPITAL, PEKALONGAN

Background: Nurses are health workers who have an important role in providing services in hospitals. However, high workloads, work environment pressure, and demands for professionalism can cause work stress that has an impact on nurses' motivation and performance. High stress without good motivation can affect the quality of health services provided.

Objective: This study aims to determine the relationship between stress and motivation with the performance of nurses in the inpatient room of Pekalongan Hospital, Pekalongan.

Research Method: This study used a quantitative design with a correlational analytical method and a cross-sectional approach. The sample of this study was 45 nurses working in the inpatient ward of Pekalongan Hospital, who were selected using a purposive sampling technique. Data collection was carried out using a questionnaire on work stress, work motivation, and nurse performance, which had been tested for validity and reliability with a calculated r value greater than r table. The work stress questionnaire had an r count > 0.2940 , work motivation between $0.716 - 0.871$, and nurse performance between $0.317 - 0.706$. The reliability test also showed that all instruments were reliable, with Cronbach's Alpha values above 0.6 : work stress (0.960), work motivation (0.860), and nurse performance (0.839). Data analysis was carried out using the Spearman Rank correlation statistical test to determine the relationship between the research variables...

Results: The results showed that there was a significant relationship between stress levels and nurse performance ($p = 0.006$, $r = -0.400$), where the higher the stress level, the lower the nurse's performance. In addition, there was a positive relationship between work motivation and nurse performance ($p = 0.035$, $r = 0.315$), where the higher the work motivation, the better the nurse's performance.

Conclusion: High stress levels have a negative impact on nurse performance, while high work motivation contributes positively to improving nurse performance. Therefore, efforts are needed to manage work stress and increase nurse motivation in order to support optimal health services.

Keywords: Work Stress, Motivation, Nurse Performance, Inpatient Room, Pekalongan Hospital

