

# **PENGARUH KOMPETENSI, MOTIVASI, DAN BEBAN KERJA PERAWAT TERHADAP KINERJA PERAWAT IGD RSUD DI YOGYAKARTA**

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## **INTISARI**

**Latar Belakang:** Setiap rumah sakit dituntut memiliki sumber daya manusia yang berpengalaman dan professional. Perawat IGD dituntut agar memiliki kinerja yang lebih dibandingkan dengan perawat di unit lain, karena IGD merupakan lini utama sebagai salah satu jalan masuknya pasien di rumah sakit. Kinerja perawat dalam peningkatan pelayanan, beberapa faktor yang memengaruhinya yaitu tingkat kompetensi perawat, motivasinya dalam bekerja dan juga beban pekerjaan yang dipikulnya.

**Metode:** Jenis penelitian deskriptif kuantitatif dengan pendekatan cross-sectional. Sampel penelitian berjumlah 58 perawat, penentuan sampling dengan purposive sampling. Instrumen penelitian menggunakan kuesioner yang telah diuji validitas dan reliabilitas. Analisis data menggunakan regresi linear berganda.

**Hasil dan Pembahasan:** Hasil penelitian menunjukkan kompetensi, motivasi dan beban kerja berpengaruh positif dan signifikan terhadap kinerja perawat. Kompetensi, motivasi dan beban kerja memiliki kontribusi pengaruh sebesar 50,7%, sedangkan sisanya sebesar 49,3% dijelaskan oleh faktor lain yang tidak diteliti dalam penelitian ini. Hasil analisis menunjukkan bahwa kompetensi berpengaruh positif terhadap kinerja perawat, motivasi berpengaruh positif terhadap kinerja perawat dan beban kerja tidak berpengaruh signifikan terhadap kinerja perawat.

**Kesimpulan:** kompetensi, motivasi dan beban kerja secara bersama-sama berpengaruh terhadap kinerja perawat. Kompetensi berpengaruh signifikan terhadap kinerja perawat, motivasi berpengaruh signifikan terhadap kinerja perawat, dan beban kerja tidak berpengaruh signifikan terhadap kinerja perawat.

**Kata Kunci :** *kompetensi, motivasi, beban kerja, kinerja perawat*

**THE EFFECT OF NURSE COMPETENCE, MOTIVATION,  
AND WORKLOAD ON THE PERFORMANCE OF  
EMERGENCY ROOM (ER) NURSE IN REGIONAL  
HOSPITALS OF YOGYAKARTA**

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**ABSTRACT**

**Background:** Every hospital is required to have experienced and professional human resources. Emergency Unit Installation (IGD) nurses are required to have more performance than nurses in other units, because IGD is the main line as one of the entry points for patients in the hospital. The performance of nurses in improving service, several factors that influence it are the level of competency of nurses, their motivation in work and also the workload they bear.

**Method:** This study was quantitative descriptive with a cross-sectional approach. The research sample amounted to 58 nurses, and determining sampling was by purposive sampling. The research instrument used a questionnaire that has been tested for validity and reliability. Data analysis used multiple linear regression.

**Results and Discussion:** The results of this study showed competence, motivation and workload had a positive and significant effect on nurses performance. Competence, motivation and workload have an influence of 50.7%, while the remaining 49.3% is explained by other factors not examined in this study. The results showed that competence has a positive effect on nurses performance, motivation has a positive effect on nurses performance, and workload does not significant effect on nurses performance.

**Conclusion:** Competence, motivation and workload jointly influence the performance of nurses. Competence influences nurses performance, motivation influences nurses performance, and workload does not affect nurses performance.

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