

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh disiplin kerja, motivasi, dan kompensasi terhadap kinerja perawat di instalasi rawat inap Rumah Sakit X Surabaya.

Jenis penelitian yang digunakan adalah penelitian kuantitatif. Populasi yang digunakan pada penelitian ini adalah perawat di instalasi rawat inap Rumah Sakit X Surabaya. Teknik analisa data yang digunakan adalah analisis linear berganda. Proses pengambilan sampel menggunakan metode purposive sampling. Pengumpulan data diperoleh dari penyebaran kuesioner dengan jumlah sampel 83 responden yang diukur dengan skala likert serta diolah secara statistik dengan program SPSS versi 25.0. Berdasarkan hasil uji asumsi klasik tidak ditemukan variabel yang menyimpang serta berdasarkan hasil uji kelayakan model dinyatakan layak untuk diteliti.

Hasil penelitian ini menunjukkan bahwa disiplin kerja berpengaruh positif dan signifikan terhadap kinerja perawat, motivasi berpengaruh positif dan signifikan terhadap kinerja perawat, dan kompensasi berpengaruh positif dan signifikan terhadap kinerja perawat.

Kata Kunci: Disiplin Kerja, Motivasi, Kompensasi, Kinerja Perawat

ABSTRACT

This research aimed to examine the effect of work discipline, motivation, and compensation on the nurse's performance at inpatient installations in X Hospital, Surabaya.

The research was quantitative. Moreover, the population was nurses who worked at inpatient installations in X Hospital, Surabaya. The data analysis technique used multiple linear. Furthermore, the data collection technique used purposive sampling. The instrument in the data collection technique was a questionnaire. The questionnaires were distributed to the 83 respondents and were measured by the Likert scale with SPSS (Statistical Product and Service Solution) 25.0 versions. Furthermore, the result of the classical assumption test showed that there was no deviate variable. The result of the proper model test indicated that it was worth to be analyzed.

The result showed that work discipline had a positive and significant effect on nurse's performance. Likewise, motivation had a positive and significant effect on nurse's performance. Similarly, compensation had a positive and significant effect on nurse's performance.

Keywords: *Work Discipline, Motivation, Compensation, Nurse's Performance*

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