

## Nurse Performance in Hospitalization Care Unit in Permata Bekasi Hospital Indonesia

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### Abstract

**Background:** Permata Bekasi Hospital is a private hospital (profit oriented) in the last two years there is a decline in the performance of inpatient. In 2013 and 2014 average number of usage of inpatient room bed is < 60%, in average the day of care is only 3 days, and the average of the day, the bed is not occupied from the day occupied to the next day occupied is > 3 days, everything is far from the ideal value (the achievement target of performance of inpatient has been determined by the hospital). It becomes a must for the hospital to manage and prepare qualified human resources, especially nurse, because nurse is spearhead of the quality of health service provided because for 24 hours the nurse shall always interact with the patient. **The aim of the study:** this study aims to determine the factors that affect the performance of staff nurse in inpatient installation of Permata Bekasi Hospital in 2015 by considering individual variable (individual characteristics), psychological (motivation and exhaustion) and organization (transformational leadership) of hospital. **Method of study:** Type of study is by cross sectional design method (cross sectional) with the respondents are the population of all executive nurse in inpatient unit in Permata Bekasi Hospital with a total of 41 nurse, with simple linear regression test and multiple linear regression test to see whether there is influence/affecting on each variable between the independent variable on the dependent variable. The result of study and conclusion; with simple linear regression test that motivation variable (p-value = 0.001, pearson correlation = 0.961), transformational leadership (p-value = 0.001, pearson correlation = 0.919) and exhaustion (p-value = 0.001, pearson correlation = 0.941) shows that all significant variable having strong

correlation of  $> 0.8$  and affect the performance because the value of p-value of all variable is  $< 0.05$ . By the test of multiple linear regression when the test is conducted together that motivation variable (p-value = 0.004, t-test value = 3.123), transformational leadership (p-value = 0.001, t-test value = 5.235) and exhaustion (p-value = 0.001, t-test value = 5.795) shows that all significant variable affect the performance because the value of p-value of all variable is  $< 0.05$  and t count  $>$  t table and of the three variables that mostly influence the performance of nurse is exhaustion with the value of Beta = 1.451. **Suggestion:** Based on the study result then it is suggested that Permata Bekasi Hospital shall consider some variables that affect the performance of the staff nurse among other motivation variable, transformational leadership, and exhaustion so that the service operational activities of patient in inpatient unit can run well and smooth.

*Keywords:* Motivation, transformational leadership, exhaustion and performance