RELATIONSHIP OF MOTIVATION, COMPENSATION, AND WORK ENVIRONMENT WITH JOB SATISFACTION OF NURSES
(Maslow's theory of Motivation)

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INTRODUCTION

The hospital is one of the places of health services to provide a complete health service to the entire community so that improve public health status (UUD No. 44 2009). Achieving quality plenary services for the community can be done by maximizing the role of human resources working in it, where it is expected that the human resources of the hospital can have a good performance, skilled and have a high loyalty to the hospital where they work so that will support the achievement of that goal .

Nurses are one of the largest human resources that available in hospitals. The manager of the hospital is very important to pay attention to job satisfaction of nurses so that create a good nurse performance.

One of the most factors most that associated with job satisfaction is motivation. One of the most popular theories is Maslow hierarchy of needs. Maslow says there are five levels of needs, (1) the physiological needs, (2) security needs, (3) social needs (self-esteem needs), (5) self-fulfillment needs. Nugorho, et al (2015) showed that Work Motivation has a significant influence on Job Satisfaction, the amount of influence Motivation Work on Job Satisfaction of 78.3% [1]. Then, compensation is also one of the factors supporting the creation of nurses job satisfaction. According to research conducted by Parvin and Kabir (2011) in his research said that 60% job satisfaction is affected by compensation in the form of salary received [2].

Working is not only about material but also about a good working environment. Parvin and Kabir (2011) in his research said that work environment is very influential on increasing the level of job satisfaction with 80% of employees answered satisfied with his colleagues [2].

Many factors can affect job satisfaction. Some researchers have conducted research on the factors that affect job satisfaction, such as Maryani, et al (2011), Dhermawan, et al

BACKGROUND: Job satisfaction of Nusrses has an important position for the achievement of hospital goals. Banjarmasin Islamic Hospital is one of the private hospitals that has been accredited. Hospital managers are very important to pay attention to job satisfaction of employees, especially Nurses. The most factors that associated with job satisfaction are motivation, compensation and work environment.

RESEARCH OBJECTIVES: To know the relationship of motivation, compensation, and work environment with job satisfaction of nurses (Maslow's theory of Motivation).

METHOD: This research is analytic descriptive with cross sectional. The population are 47 of nurses and samples were taken using Slovin formula and with inclusion criteria so that 20 respondents were obtained. Data analysis using Spearman. The confidence interval used was 95% and the significance limit is p <0.05.

RESULTS: Nurses with Highly motivated were more satisfied with their work (55%) than nurses with low-motivated.

CONCLUSION: There is a relationship between motivation and nurse job satisfaction.

SUGGESTION: For further research is necessary to research on the factors that influence the job satisfaction of Nurses.

Keywords: Motivation, Compensation, Work Environment and Job Satisfaction

(2012), Husein and Hady (2012), Nafrizal, et al (2012) and Riansari, et al (2012) where some researchers show opposite results [3,4,5,6,7]. The results of previous research on the influence of work environment, compensation and motivation to job satisfaction obtained different results. On the one hand is influential, but on the other hand has no effect. Therefore, this study intends to replicate previous research because there are different results (research gap).

Based on the above background, the researcher tries to conduct research on one of the hospitals in Banjarmasin City namely Banjarmasin Islamic Hospital to analyze the relationship between motivation, compensation, and work environment with job satisfaction of nurses.

LITERATURE REVIEW
Job satisfaction

Job satisfaction is a pleasant or unpleasant emotional state by which employees look at their work (Handoko, 2010: 193) [8]. Job satisfaction can be measured using the standard MSQ (Minnessota Satisfaction Questionaire) developed by Weiss Dawis, England, and Lofquist (1967).

Work motivation

Motivation is an encouragement that can optimize the potential of employees to work well, so that successfully achieve and realize the goals that have been determined.

One of the most popular theories related to this need is the theory of the needs level of Maslow. Maslow says five levels of needs are: (1) the physiological needs (physiological needs), (2) security needs, (3) social needs, (4) self-respect needs (self-esteem needs), (5) self-fulfillment needs.

Compensation

Malayu (2011) defines compensation as all income in the form of money, goods directly or indirectly received by employees in return for services provided to the company [9]. Compensation is a broad term relating to financial rewards received by people through their employment relationships with an organization. Cahyono (2015) said compensation consists of salaries, incentives, and benefits [10].

Work environment

The work environment is everything that is around the workers and who can influence himself in carrying out the tasks that are charged (Danang Sunyoto, 2012) [11]. The work environment by Nitisemito (1992) consists of working atmosphere, relationships with colleagues, and work facilities.

Hospital

Hospitals are health service institutions that provide full-scale personal health services that provide inpatient, outpatient and emergency services (UUD No. 44 2009). Hospitals are classified into:

Hospital class A

a. A Class A hospital is a hospital that has extensive medical facilities and extensive subspesialistic medical capabilities.

b. Class B Hospital

   Class B Hospital is a hospital that has facilities and medical service capabilities of at least 12 specialistic and limited subspesialistik.

c. Hospital class C

   Hospital class C is a hospital that has facilities and medical service capabilities 4 basic specialism.

d. Hospital class D

   Class D Hospital is a hospital that has facilities and basic medical services capability and at least 2 basic specialties.

METHODS

Location and research design

This research was conducted at Banjarmasin Islamic Hospital. This research uses cross sectional design where variable measurement at one particular moment. The sample in this research is Sample consist of 20 Nurses with inclusion criteria are:

a. Caregiver nurses with permanent employment status or contracts who work more than six months

b. Not on leave for more than a month

c. Not on a studying assignment or following a study assignment that leaves the Hospital

d. Not in orientation

Data analysis

Data were analyzed using SPSS software program to see the nature and extent of independent and dependent variable relationships. The confidence interval used was 95% and the significance limit is $p < 0.05$.

RESULT

Univariate Analysis

Table 1. Distribution of the frequency of Nurse Motivation at Banjarmasin Islamic Hospital

No.	Motivation	Total (people)	Percentage (%)
1	Low	8	40
2	Height	12	60
Total		20	100

Based on table 1, it is found that most of the respondents (60%) have high motivation.

Table 2. Distribution of frequency of nurse work satisfaction at Banjarmasin Islamic Hospital

No	Job satisfaction	Total (person)	Percentage (%)
1	Less satisfied	7	35
2	Satisfied	13	65
Total		20	100

Based on table 2, it is found that most respondents (65%) are satisfied with their work.

Bivariate Analysis

Table 3. Relationship Motivation with nurse job satisfaction

Motivation		Job satisfaction		Total
		Less satisfied	satisfied	
Low	Jlh	6	2	8
	%	30	10	40
Tinggi	Jlh	1	11	12
	%	5	55	60
Total	Jlh	7	13	20
	%	35	65	100

Based on table 3, it can be concluded that high motivated of nurses are more satisfied with their work than nurses with low motivation.

DISCUSSION

The results of statistical analysis using Spearman Rho test results obtained correlation value is 0.685 with a significant value is 0.001. The value of the power of motivational relationships with job satisfaction is based on tables of interpretation of value r Spearman Rho has a strong strength.

Research Suryawan and Andrew (2013) also proved that the motivation of work have a positive and significant impact on job satisfaction. Higher work motivation makes a person has a high spirit to provide the best service. the better the motivation of work increasing job satisfaction.

CONCLUSION

Based on the results of research and discussion can be concluded that there is a relationship between Motivation with Job Satisfaction of Nurses at Banjarmasin Islamic Hospital.

SUGGESTION

For further research is necessary to do research about the factors that influence the job satisfaction of Nurses.

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