How Nurse Job Satisfaction is Affected by Compensation, Work Motivation, and Work Environment

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A R T I C L E I N F O

A B S T R A C T

The main goal of this study is to find out how salary, work motivation, and the work surroundings affect how happy nurses are with their jobs in the inpatient ward of Jayapura Hospital. Questionnaires and interviews with 186 nurses at Jayapura Hospital were used to collect raw data for this study. The story says that the hospital has 350 nurses in total. The people who did this work used the statistical programme SPSS version 23 to do quantitative analyses, such as multiple linear regression analysis and coefficient of determination analysis. We found that pay and work environment have a statistically significant and positive effect on nurse job happiness in the inpatient ward of Jayapura Hospital. This was shown by the T-test and F-test results. Despite this, it was found that work motivation does not have a statistically significant effect on job happiness in this group of nurses. Within the walls of Jayapura Hospital, study has shown that pay, work motivation, and the work environment all have a statistically significant and positive effect on how satisfied inpatient room nurses are with their jobs. After looking at the coefficient of determination, we can say that pay, work motivation, and the work environment all together account for 21.7% of the differences seen in nurse job happiness. Eighty-seven percent of the conflict is still being resolved because of outside factors that were not included in this study.

A B S T R A K

The main purpose of this study was to find out how salary, work motivation, and work environment affect how happy nurses are with their work in the inpatient ward of RSUD Jayapura. Questionnaires and interviews with 186 nurses at RSUD Jayapura were used to collect raw data for the study. The story says that the hospital has a total of 350 nurses. People who do this work use the SPSS statistical program version 23 to perform quantitative analysis, such as multiple linear regression analysis and determination coefficient analysis. We found that salary and work environment had a statistically significant and positive effect on the work happiness of nurses in the inpatient ward of RSUD Jayapura. This was shown by the results of the T test and F test. However, it was found that work motivation did not have a statistically significant effect on job happiness in this group of nurses. At Jayapura Hospital, research shows that salary, work motivation, and work environment have a statistically significant and positive influence on inpatient nurses' satisfaction with their work. After looking at the coefficient of determination, we can say that salary, work motivation, and overall work environment accounted for 21.7% of the difference seen in nurses' job happiness. Eighty-seven percent of conflicts that are still resolved are due to outside factors that were not included in this study.

INTRODUCTION

Acquiring management skills is essential for a business's effective operation and growth (Fani et al., 2022). Management can be conceptualized as a systematic procedure encompassing the activities of planning, organizing, directing, and regulating various resources, including human capital, material assets, and financial provisions, with the ultimate objective of attaining predetermined organizational objectives. Management systematically utilizes resources to accomplish objectives or goals efficiently (Juhji et al., 2020).

Compensation refers to employee remuneration as a reciprocal arrangement for satisfactory job performance (Laminingrum, 2017). Compensation encompasses several types of benefits that employees receive as a form of recognition for their service or achievement within a firm or organization. According to Hasibuan (2008), compensation refers to providing tangible and intangible benefits to individuals to acknowledge their achievements. Employee compensation is a significant factor in fostering job satisfaction and enhancing employee performance (Adawiah et al., 2022). Providing suitable and sufficient remuneration can impact employees' perspectives of the benefits they receive in recognizing their contributions and exertions in the workplace. Motivation assumes a significant role in exerting influence over the performance of employees.

Motivation can be conceptualized as an intrinsic psychological state that influences an individual's behavior, propelling them toward pursuing objectives and realizing personal aspirations. According to Mathis and Jackson (2012), heightened levels of employee motivation are associated with increased energy, focus, and effort exerted during the execution of job-related responsibilities. The impact of alterations in employee work motivation on various performance dimensions within the work process is likely observed favorably. Work motivation refers to an intrinsic impetus that impacts the conduct of employees, driving them towards accomplishing objectives and enhancing productivity. It has been observed that individuals with elevated levels of motivation in the workplace tend to exhibit superior performance (Wuwungan et al., 2020).

Employee performance enhancement can be achieved through the consideration of compensation and job motivation, both of which hold significant importance. Furthermore, it has been established that compensation can influence job satisfaction (Mathis & Jackson, 2006). The provision of attention to employees and the endeavor to comprehend their requirements, desires, and expectations can yield favorable outcomes for employees, particularly about their levels of job satisfaction. When employees receive attention, appreciation, and concern from their managers, they are more likely to experience higher job satisfaction. When companies or employers demonstrate attentiveness and empathy towards the particular needs of their employees, it often results in the employees feeling a sense of value, recognition, and support in their pursuit of personal and professional objectives.

A decrease in employee motivation can lead to a reduction in both employee morale and performance. Motivation is crucial in attaining organizational success at the individual or group level (Indriyani, 2022). Motivation is a fundamental determinant that catalyzes humans to initiate and execute a sequence of cognitive and behavioral processes to attain predetermined objectives. Encouragement is the foundation for an individual's enthusiasm to create and conclude duties following their assigned obligations. Motivation catalyzes stimulating an individual's inclination towards labor and establishing a basis for endeavors aimed at attaining pre-established objectives. According to Isnainy and Nugraha's 2019 study,

Several internal factors may impede the advancement of nurses in assuming their professional roles. These factors include nurses' diminished self-assurance, inadequate understanding and inclination to engage in nursing research, substandard salary norms, and the need for nurses to assume leadership positions within healthcare establishments (Nursalam, 2014). The absence of self-assurance might harm nurses' decision-making capabilities and handling of intricate scenarios. More self-assurance may also impede the progression of professional competencies and aptitudes among nurses. The need for more knowledge and motivation to engage in research about nursing studies holds significant importance in

enhancing the nursing practice field. The circumstances above have the potential to impede the progress of nurses in their capacity to deliver evidence-based treatment.

According to Gordaa and Ngurah (2013), job satisfaction is a significant component that might influence the performance of nurses, hence contributing to the enhancement of hospital performance. Job satisfaction is derived from various factors, including attitudes towards work and particular elements such as salary, counseling, stability, job security, opportunity for career advancement, adherence to job evaluation policies, interpersonal interactions in the workplace, and effective leadership (As'ad, 2010). Inadequate compensation requirements and limited incentives demotivate nurses, potentially impeding their commitment to fulfilling their responsibilities and pursuing professional growth. Furthermore, the need for more nurse leaders within healthcare institutions might restrict the impact and involvement of nurses in strategic decision-making and policy formulation aimed at advancing the professional responsibilities of nurses. A favorable work environment is an additional aspect that can contribute to nurses' job happiness. According to Wijaya and Susanty (2017), the work environment encompasses all organizational elements that impact the tasks carried out by employees. The work environment can be categorized into two distinct forms: the physical environment and the non-physical environment. The significance of this component is in its capacity to influence an employee's psychology, thereby shaping their performance outcomes. The atmosphere in which an individual operates can impact their psychological state, thereby affecting the level of productivity they can achieve. According to the study conducted by Wijaya and Susanty in 2017, the work environment can exert both excellent and negative influences. Within the nursing profession, such circumstances could result in a decline in the quality of services rendered, an escalation in instances of negligence, an upsurge in hospital operational expenses, and a worsening overall reputation. According to Rahma (2019), an optimal work environment fosters employee comfort and facilitates unrestricted work movement among colleagues, enabling individuals to concentrate on their tasks and achieve high performance.

RESEARCH METHOD

Researchers used a quantitative approach to analyze numerical data and statistical methods in this study. This quantitative approach is used to conduct inferential research, namely hypothesis testing, and draw conclusions based on the probability of error of rejecting the null hypothesis. Using quantitative methods, researchers will analyze the significance of differences between groups or the relationship between the variables under study. Quantitative research generally involves large samples to obtain more representative results and broader generalizations (Uhar, 2012). Population refers to the entire research subject, part of the group from which data will be taken for research purposes (Ul'fah Hernaeny, 2021). The people in this study consist of all executive nurses who are active in carrying out their duties in various inpatient rooms at Jayapura Regional General Hospital. The total population reached 350 nurses. The population used in the study following the research analysis unit was 350 people (Jayapura Regional General Hospital data) with the following criteria for respondents:

- Nurses who work in the Jayapura Regional General Hospital Hospital Inpatient Room
- Nurses whose status is ASN or contract.
- Nurses who are willing to be respondents

The Slovin formula was used to calculate a representative sample size of the population and obtained a sample of 186 nurses.

RESULTS AND DISCUSSION

According to the findings presented in Table 1 regarding the results of the validity test, it is evident that all the r-count values surpass the r-table value. This implies that every individual statement or indicator about the variables of compensation, motivation, and job satisfaction among nurses significantly correlates with the overall score. The collected data is deemed valid and prepared for analysis.

Table 1. Validity Test

Variable Compensation		rcalculate	rtabel (5%)	Information
	Statement 1	0.250	0.143	Valid
	Statement 2	0.293	0.143	Valid
	Statement 3	0.359	0.143	Valid
	Statement 4	0.257	0.143	Valid
	Statement 5	0.431	0.143	Valid
	Statement 6	0.363	0.143	Valid
	Statement 7	0.336	0.143	Valid
X1	Statement 8	0.346	0.143	Valid
	Statement 9	0.354	0.143	Valid
	Statement 10	0.248	0.143	Valid
	Statement 11	0.441	0.143	Valid
	Statement 12	0.252	0.143	Valid
	Statement 13	0.293	0.143	Valid
	Statement 14	0.359	0.143	Valid
	Statement 15	0.257	0.143	Valid
Motivation				
	Statement 1	0.456	0.143	Valid
	Statement 2	0.622	0.143	Valid
	Statement 3	0.583	0.143	Valid
	Statement 4	0.481	0.143	Valid
	Statement 5	0.501	0.143	Valid
	Statement 6	0.377	0.143	Valid
	Statement 7	0.622	0.143	Valid
X2	Statement 8	0.481	0.143	Valid
	Statement 9	0.501	0.143	Valid
	Statement 10	0.501	0.143	Valid
	Statement 11	0.456	0.143	Valid
	Statement 12	0.377	0.143	Valid
	Statement 13	0.622	0.143	Valid
	Statement 14	0.583	0.143	Valid
	Statement 15	0.481	0.143	Valid
Work Environment				
	Statement 1	0.187	0.143	Valid
	Statement 2	0.281	0.143	Valid
	Statement 3	0.343	0.143	Valid
	Statement 4	0.248	0.143	Valid
	Statement 5	0.177	0.143	Valid
	Statement 6	0.335	0.143	Valid
	Statement 7	0.257	0.143	Valid
X3	Statement 8	0.296	0.143	Valid
	Statement 9	0.301	0.143	Valid
	Statement 10	0.152	0.143	Valid
	Statement 11	0.343	0.143	Valid
	Statement 12	0.347	0.143	Valid
	Statement 13	0.296	0.143	Valid
	Statement 14	0.301	0.143	Valid
	Statement 15	0.402	0.143	Valid
Job Satisfaction				
Y	Statement 1	0.436	0.143	Valid
	Statement 2	0.369	0.143	Valid

Statement 3	0.344	0.143	Valid
Statement 4	0.332	0.143	Valid
Statement 5	0.431	0.143	Valid
Statement 6	0.436	0.143	Valid
Statement 7	0.359	0.143	Valid
Statement 8	0.257	0.143	Valid
Statement 9	0.431	0.143	Valid
Statement 10	0.363	0.143	Valid
Statement 11	0.336	0.143	Valid
Statement 12	0.369	0.143	Valid
Statement 13	0.344	0.143	Valid
Statement 14	0.332	0.143	Valid
Statement 15	0.344	0.143	Valid

Source: SPSS 23 data processing results, 2023

Based on table 1 about the validity test results, it is known that all r-count values are more significant than r-table. This means that each item statement/indicator of the variable compensation, motivation, and job satisfaction of nurses correlates with the total score, and the data collected is declared valid and ready for analysis.

Tabel 2. Reliability Statistics

Cronbach's Alpha	N of Items
.901	60

Source: SPSS 23 data processing results, 2023

The reliability test results obtained a reliability coefficient value of 0.901. Following the statement, it is declared reliable if the Cronbach's alpha value is more significant than 0.6. So, all the opinions in the questionnaire are reliable.

Based on the "Model Summary" output table from the analysis in SPSS, the coefficient of determination (R Square) is 0.217, equivalent to 21.7%. This result indicates that the variables of Compensation, Work Motivation, and Work Environment affect the nurse job satisfaction variable by 21.7%. While this regression equation does not account for other factors or variables that need further study, they still impact about 78.3% of the variation in nurses' job satisfaction.

Table 3. Determination Coefficient Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.466a	.217	.204	5.063

a. *Predictors*: (*Constant*), Work environment, Work motivation, Compensation
b. Dependent Variable: Nurse Job Satisfaction
Source: SPSS 23 data processing results, 2023

Based on the "Model Summary" output table from the analysis in SPSS, the coefficient of determination (R square) is 0.217, equivalent to 21.7%. This result indicates that the variables of Compensation, Work Motivation, and Work Environment affect the nurse job satisfaction variable by 21.7%. Meanwhile, about 78.3% of nurses' job satisfaction variation is still influenced by other factors not included in this regression equation or variables that need to be studied.

Table 4. F Test Results (Simultaneous)

Model	Sum of Squares	df	Mean Square	F	Say.

1						
	Regression	1294.532	3	431.511	16.835	.000b
	Residual	4665.059	182	25.632		
	Total	5959.591	185			

a. Dependent Variable: Nurse Job Satisfaction

b. Predictors: (Constant), Work environment, Work motivation, Compensation

Source: SPSS 23 data processing results, 2023

Based on the results from table 4, the Significance (Sig) value is 0.000, smaller than the significance level of 0.05. Therefore, it can be concluded that the null hypothesis (Ho) is rejected. This indicates that Compensation (X1), Work Motivation (X2), and Work Environment (X3) together have a significant influence on nurses' Job Satisfaction (Y). In other words, this study's independent variables significantly influence nurses' Job Satisfaction (Y).

Table 5. T Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Say.
	B	Std. Error	Beta		
(Constant)	6.204	5.758		1.077	.283
Compensation	.460	.076	.400	6.084	.000
Work Motivation	.036	.050	.048	.725	.469
Working environment	.259	.083	.205	3.118	.002

a. Dependent Variable: Nurse Job Satisfaction

Source: SPSS 23.00 data processing results, 2023

Based on table 5, the first hypothesis states that compensation (X1) positively affects nurses' job satisfaction (Y). Based on the SPSS output table in the "Coefficients" section, the compensation variable's significance (Sig) value is 0.000, smaller than the 0.05 significance level. Therefore, it can be concluded that the alternative hypothesis (H1) is accepted, and the null hypothesis (Ho) is rejected. This means a significant influence exists between compensation (X1) and nurses' job satisfaction (Y). The second hypothesis states that work motivation (X2) positively affects nurses' job satisfaction (Y). However, based on the SPSS output table in the "Coefficients" section, it is found that the significance (Sig) value for the work motivation variable is 0.469, which is greater than the 0.05 significance level. Therefore, it can be concluded that the alternative hypothesis (H2) is rejected, and the null hypothesis (Ho) is accepted. This indicates no significant influence between work motivation (X2) and nurses' job satisfaction (Y). The third hypothesis states that the work environment (X3) positively affects nurses' job satisfaction (Y). Based on the SPSS output table in the "Coefficients" section, it is found that the significance (Sig) value for the work environment variable is 0.002, which is smaller than the 0.05 significance level. Therefore, it can be concluded that the alternative hypothesis (H3) is accepted, and the null hypothesis (Ho) is rejected. This means a significant influence exists between the work environment (X3) and nurses' job satisfaction (Y). Thus, the results of the analysis show that compensation (X1) and work environment (X3) have a significant influence on nurses' job satisfaction (Y), while work motivation (X2) has no significant impact in the context of this study.

Discussion

The Effect of Compensation on Job Satisfaction

Based on the results of the analysis that has been carried out through the T Test mechanism, it was found that compensation has a positive and significant effect on job satisfaction. This can be seen in the T-count value of 6,084 > the T-table value of 1,973 which means that compensation has a positive and significant effect on the job satisfaction of inpatient room nurses at RSUD Jayapura. So that appropriate compensation according to nurses will increase the value of nurse job satisfaction. Compensation can be an added value in improving performance which will ultimately make nurses feel satisfied in carrying out their obligations as nurses. The compensation policy that has been carried out by the Jayapura Hospital so far is quite good, this can be seen from the answers of respondents analyzed through SPSS with positive results and significantly affecting the job satisfaction of inpatient nurses.

The Effect of Work Motivation on Nurses' Job Satisfaction in the Inpatient Room of RSUD Jayapura

Based on the results of the analysis related to the effect of work motivation on nurses' job satisfaction, it was found that work motivation had no effect on nurses' job satisfaction. This indicates that the lack of motivation of nurses in carrying out nursing services professionally creates dissatisfaction at work, so that it has the potential to have implications for the decline in the quality of performance of RSUD Jayapura. This result also informs that things that can actually motivate nurses such as work facilities, recognition from superiors or working conditions at RSUD Jayapura are still not optimal, so nurses feel unmotivated in doing their work.

The Effect of Work Environment on Nurse Job Satisfaction in the Inpatient Room of RSUD Jayapura

Based on the results of the analysis of the effect of the work environment on nurses' job satisfaction, it was found that there was a positive and significant influence on the job satisfaction of inpatient room nurses at RSUD Jayapura. A positive, supportive, and conducive work environment is proven to make nurses feel satisfied at work. Things like workspace, security, cleanliness according to nurses are included in the good category so as to make them quite satisfied in doing nursing work.

CONCLUSIONS

The compensation that has been received by the inpatient room nurses at RSUD Jayapura has been able to provide job satisfaction for nurses. Nurses still do not have good work motivation so that it has implications for the non-creation of job satisfaction for inpatient room nurses at RSUD Jayapura. The work environment at RSUD Jayapura is able to provide job satisfaction for inpatient room nurses at RSUD Jayapura Simultaneously, compensation, work motivation, work environment have a positive and significant effect on the job satisfaction of inpatient room nurses at RSUD Jayapura

Overall, compensation, work motivation and work environment at RSUD Jayapura are able to make nurses, especially those in the inpatient room, get job satisfaction. The researcher's advice for management to continue to be able to improve staffing services is mainly in terms of consistency and transparency in providing compensation, increasing employee motivation through providing good facilities, capacity building training and issuing policies whose purpose

can trigger nurse motivation. For further researchers, it is recommended to further examine the effect of compensation, motivation and work environment on nurses' job satisfaction using variables and data analysis techniques that are in accordance with more complex research designs, through the addition of several variables and more sophisticated analysis methods such as path analysis.

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