Determinants of Job Satisfaction of Nurses In The Partition Room of Toto Kabila Regional Hospital

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ABSTRACT: Nursing is professions that play an role important in maintenance efforts to guard quality service health at home Sick. Service nursing becomes a factor decider of success in service. Remember that the nurse is one of the sources of Power man important at home sick, expected nurses Work with professionals in running work, so produce work satisfaction. Satisfaction Work is what people feel to work or emotions that are natural on-the-spot work, comfort feelings experienced to work. The aim of this study for analyze factor determinant satisfaction Work nurses in the Inpatient ward of Toto Kabila Regional Hospital. The research design uses Analysis observational with approach cross-sectional. A study was done in the month of January 2024 to March 2024 for 125 respondents in nurses Inpatient room at Toto Kabila Hospital. Research results show factor compensation on job satisfaction nurse n value Sig. of 0.002 (< 0.05). Motivational factors on nursing job satisfaction and value Sig. of 0.000 (< 0.05). factor leadership on nurse job satisfaction value Sig. of 0.000 (< 0.05) factor communication on nurses ' job satisfaction and value Sig. of 0.000 (> 0.05). factor supervision of nurses' job satisfaction. Sig value. of 0.000 (> 0.05). So you can conclude that factor compensation, motivation, leadership, communication, and supervision are influential to satisfaction Work nurses in the inpatient ward of Toto Kabila Regional Hospital. Analysis Multivariate variable dominant influence satisfaction Work is variable communication and supervision i. The conclusions of this research state compensation, motivation, leadership, communication, and supervision have significant influence on satisfaction Work nurse in the room take care stay Toto Kabila Regional Hospital. Therefore, hospital management needs to make development efforts to increase nurse job satisfaction.

KEYWORDS: Nurse Job Satisfaction, Compensation, Motivation, Leadership, Communication and Supervision

I. INTRODUCTION

Satisfaction Work is the issue main for professional nurse health worldwide. According to Transyah (2012), satisfaction Work is the nature of the situation subjective based on something comparison about what exactly is actually accepted by someone from his job as something appropriate or entitled for him.

Satisfaction Work is when an individual feels positive or negative from various types of dimensions related to tasks in the job. satisfaction can also be interpreted as results perceived by employees from work carried out (Sunarso, 2021). Satisfaction work can also be interpreted as the perception of an employee will duties and responsibilities based on hopes and experiences. Satisfaction Work is something we feel and think about work-related hope that will We achieve.

Toto Kabila Regional General Hospital, Bone Bolango Regency is a special hospital based on registration by the Indonesian Ministry of Health. along with time as well as demands will need service health by the community (2003), based on permission operational Regent of Bone Bolango. Toto Kabila Regional General Hospital has Service care stays consisting of room pediatric, surgical, ICU (Intensive Unit Care), lower internal, upper internal, isolation, and Nicu (Neonatal Intensive Unit Care). Currently, power nurse rooms take care stay as many as 125 people with Civil Servant status, 34 nurses and carers contract 91 nurses.

Observation was carried out at R SUD Toto Kabila with interviewed 10 nurses who each served in the room, internal, surgical, ICU (Intensive Care Unit), isolation, and ward. child. From the results of interviews about satisfaction work obtained obstacles including, among other things, compensation received often experience lateness as well as Not yet capable for cover need nurse as well as Not yet by burden work and lots of it duties and responsibilities answer. leadership headroom Not yet accomplished completely. Still not enough motivation, and communication between nurses Not yet intertwined effectively. If you experience problems nurses must discuss colleagues Work. based on interviews with field nursing and head installation results are obtained results that supervision or oversight are not done in a way simultaneously.

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II. RESEARCH METHODS

The location used as the object study is the Toto Kabila Regional General Hospital. this research was carried out in January -March 2024. This type of research was carried out with method analysis observational. Analysis Observational that analyzes variable data collected at one point in time. this research was carried out with a approach cross-sectional. Study cross-sectional is something study to learn the dynamics correlation between factors risk with effect, with method approach, observational, or data collection. The purpose of implementation this research is to know the Determinant factors of Satisfaction among Work Nurses in Inpatient Room R SUD Toto Kabila. In this research, that the target population is a nurses in the room taking care of Hospital SUD Toto Kabila inpatients totaling 125 people. The sampling technique used in this research was total sampling. Total Sampling is taking samples that include the whole population. So, the sample in this study consisted of 125 nurses room take care stay.

III. RESULTS AND DISCUSSION
Multivariate Analysis

a. Classic assumption test

1) Normality test

Table 1. Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residuals
N		125
Normal Parameters [a, b]	Mean	,0000000
	Std. Deviation	10.62823545
Most Extreme Differences	Absolute	,049
	Positive	,047
	Negative	-,049
Statistical Tests		,049
Asymp. Sig. (2-tailed)		,200 [c,d]

(Source: Primary Data, 2024)

Based on Table 1. The results of the Kolmogrof-Smirnov normality test showed that the significant value is 0.200 > 0.05, so the data is normally distributed.

2) Multicollinearity Test

Table 2. Multicollinearity Test Results

Coefficients [a]			
		Collinearity Statistics	
Model		Tolerance	VIF
	Compensation	,763	1,311
1	Motivation	,678	1,476
	Leadership	,526	1,903
	Communication	,739	1,353
	Supervision	,731	1,369

(Source: Primary Data, 2024)

Based on Table 2. The results of the multicollinearity test show that all variables have a *tolerance value* > 0.10 or VIF < 10, so it can be concluded that there are no symptoms of multicollinearity or have passed the multicollinearity test.

3) Heteroscedasticity Test

Table 3. Heteroscedasticity Test Results

Coefficients [a]					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	5,844	7,484			,436

	Compensation	-,182	,108	-,174	-1,690	,094
	Motivation	,074	,135	,060	,547	,586
	Leadership	,085	,085	,124	1,001	,319
	Communication	-,012	,077	-,016	-,152	,880
	Supervision	,072	,101	,075	,716	,475

(Source: Primary Data, 2024)

Based on Table 3. The results of the heteroscedasticity test show that all variables have a sig value > 0.05, so it can be concluded that there are no symptoms of heteroscedasticity or have passed the heteroscedasticity test.

b. Multiple Linear Regression Equations
Table 4. Results of Multiple Linear Regression Equations

Coefficients [a]		
		Unstandardized Coefficients
Model		B
1	(Constant)	11,744
	Compensation	,134
	Motivation	,332
	Leadership	-,016
	Communication	,538
	Supervision	,658

(Source: Primary Data, 2024)

Based on Table 4. the explanation is as follows :

$Y = 11.744 + 0.134 X_1 + 0.332 X_2 + -0.016$

The explanation is as follows:

a) The beta coefficient value of the constant variable is 11,744 with a positive value, this can be interpreted as the sign of the Compensation variable (X_1), Motivation (X_2) Leadership (X_3), Communication (X_4), Supervision (X_5), Nurse Job Satisfaction variable (Y) will experience an increase of 1,174%.

b) The beta coefficient value of the compensation variable (X_1) is 0.134 if the values of other variables are constant and the variable X_1 experiences an increase of 1%. So the nurse job satisfaction variable is 13.4%. Likewise, if the value of the other variables is constant and variable

c) The beta coefficient value of the motivation variable (X_2) is 0.332, if the value of the constant and variable X_2 increases by 1% then the nurse job satisfaction variable is 33.2%. Likewise, if the values of other variables are constant and the variable

d) The beta coefficient value of the leadership variable (X_3) is -0.016 with a negative variable value. Variable X_3 decreased by 1%, so the nurse job satisfaction variable was 1.6%. Likewise, if the value of other variables decreases by 1%, the nurse job satisfaction variable (Y) will decrease by 1.6%.

e) The beta coefficient value of the communication variable (X_4) is 0.538 if the values of other variables are constant and the variable X_4 increases by 1%. So the nurse job satisfaction variable is 53.8%. Likewise, if the value of the other variables is constant and the variable

f) The beta coefficient value of the supervision variable (X_5) is 0.658 if the values of other variables are constant and the variable X_5 increases by 1%. So the nurse job satisfaction variable is 65.8%. Likewise, if the values of the other variables are constant and the variable

c. Hypothesis Test Results
1) Coefficient of Determination test results (R^2)

Table 5. Coefficient of Determination test results (R^2)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,641 [a]	,411	,386	10,849

(Source: Primary Data, 2024)

Based on Table 5. results The Adj R Square value is 0.386 or 38.6%. The determination coefficient value shows that the

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variables Compensation (X_1), Motivation (X_2), Leadership (X_3), Communication (X_4), and Supervision (X_5), can explain the Nurse Job Satisfaction (Y) variable of 86.6%. while the remaining 61.4% is explained by other variables.

2) F Test Results

Table 6. F Test Results

ANOVA [a]						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	9772,828	5	1954,566	16,606	,000 [b]
	Residual	14006,964	119	117,706		
	Total	23779,792	124			

(Source: Primary Data, 2024)

The calculated F value is 16.606 > F table value is 1.350 and sig value. i.e. 0.000 < 0.05, then H0 is rejected and Ha is accepted. This means that the variables Compensation, Motivation, Leadership, Communication, Collaboration, and supervision influence nurses' job satisfaction.

3) T-Test Results

Table 7. T Test Results

Coefficients [a]						
Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	11,744	12,032		,976	,331
	Compensation	,134	,173	,062	,773	,441
	Motivation	,332	,216	,131	1,535	,128
	Leadership	-,016	,137	-,011	-,118	,906
	Communication	,538	,124	,354	4,327	,000
	Supervision	,658	,163	,333	4,043	,000

(Source: Primary Data, 2024)

Based on Table 4.22 The results of the influence of the independent variable on the dependent variable partially are as follows:

a)   Sig value. Variable X1 is 0.441 (> 0.05), so it can be concluded that variable XI influences variable Y

b)   Sig value. Variable X2 is 0.128 (> 0.05), so it can be concluded that variable X2 influences variable Y

c)   Sig value. Variable X3 is 0.906 (> 0.05), so it can be concluded that variable X3 influences variable Y

d)   Sig value. Variable X4 is 0.000 (< 0.05), so it can be concluded that variable X3 does not affect variable Y

e)   Sig value. Variable X5 is 0.000 (< 0.05) so it can be concluded that variable X3 does not affect variable Y

Multivariate Analysis

Based on the analysis of the multivariate modeling table, shows the variables that have a significant influence on nurses' job satisfaction the results conclude that variable communication and supervision are important and very influence on satisfaction Work nurses. First, the compensation variable XI, the result of the T-test analysis, has a Sig value. of 0.000 (< 0.05) indicates that communication and supervision have a big influence on the satisfaction of Work nurses.

Variable communication The t-value of the communication variable (X_4) is 4.423 > t table value, namely 1,350 and sig value. namely 0.000 < 0.05. This is indicative that Communication is very influential to satisfaction Work nurses. communication intertwined well can be cause by high motivation   which will influence and encourage Skills nurses to communicate effectively.

Communication has a very important role in improving satisfaction at Work. Effective communication nurse can Work The same well and raise satisfaction Work on the results that are done are caused nurse has been provided clear information. Next, variables supervision i the calculated t value of the supervision variable (X_5) is 6.222 > t table value, namely 1,350 and sig value. namely 0.000 < 0.05. This indicates variable supervision influence on satisfaction Work nurses. Supervision is an observation process from implementation all over the activity organization to guarantee that everything moderate work done by plans that have been set.

The findings from this research are in line with the results of Revita Yulia's (2020) analysis of Multivariate to four variables Where p value <0.25 ie variable leadership, conditions environment work, opportunity promotion, and supervision. Multivariate

analysis was performed with Backward and on-stage methods end obtained variable promotion and leadership are most closely related to satisfaction Work nurse executor.

Findings from a study in line with results Hailrika Heriani (2021) Known multivariate test that supervision I influence to satisfaction work (p<0.05); OR=9.546;95% CI=1.140-79.917. matter gives meaning that the nurse executor that's right state good supervision 10.0 times the chance of having satisfaction Work better in comparison with the nurse the executor declares not good.

variable supervision i The calculated t value of the supervision variable (X_5) is 6.222 > t table value, namely 1.350 and sig value. namely 0.000 < 0.05. This indicates variable supervision influence on satisfaction Work nurses. Supervision is an important part of satisfaction Work nurses not can separated in service, this is proven the more often supervision so impact on performance nurse. Management care nursing needs the ability to manage nursing in action supervision.

The findings from this research are in line with the results of Revita Yulia's (2020) analysis of Multivariate to four variables Where p value <0.25 ie variable leadership, conditions environment work, opportunity promotion, and supervision. Multivariate analysis was performed with Backward and on -stage methods end obtained variable promotion and leadership are most closely related to satisfaction Work nurse executor.

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Therefore, to increase satisfaction Work nurses need done enhancement supervision with involve nurse implementers in discussing Standard Operational Procedures (SOP)/ Standards Care Nursing (SAK) so can grow an important understanding of Work based on existing standards.

Of all the variables under consideration, variables communication and supervision stand out as the most influential factors positive to effectiveness Work close nurse connection with increasing knowledge and skills subordinates, as well as increasingly built relationships and atmosphere more work harmonious between superiors and subordinates**.**

IV. CONCLUSION

Based on the results study about Determinants of Nurse Job Satisfaction in the Inpatient Room at Toto Kabila Hospital obtained conclusion as following :

1. There is an influence of compensation variables on nurses' job satisfaction. Sig value. of 0.002 (> 0.05)
2. There is an influence of the motivation variable on nurses' job satisfaction. Sig value. of 0.000 (> 0.05)
3. There is an influence of leadership variables on nurses' job satisfaction. Sig value. of 0.000 (> 0.05)
4. There is an influence of communication variables on nurses' job satisfaction. Sig value. of 0.000 (> 0.05)
5. There is an influence of supervision variables on nurses' job satisfaction. Sig value. of 0.000 (> 0.05)
6. The most dominant variable is communication on nurse job satisfaction. Sig value. of 0.000 (< 0.05)
7. The most dominant variable is the Supervision variable on nurses' job satisfaction. Sig value. of 0.000 (< 0.05)

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