

**PENGARUH MOTIVASI KERJA DAN KOMPENSASI TERHADAP KINERJA
PERAWAT DI RUMAH SAKIT UMUM DAERAH KOJA YANG DIMEDIASI OLEH
*EMPLOYEE ENGAGEMENT***

Abstrak

Persaingan antar rumah sakit yang semakin ketat menuntut kinerja karyawan yang tinggi untuk memperkirakan transformasi lingkungan internal serta eksternal. Dalam rangka meningkatkan kinerja perawat, rumah sakit harus mendorong untuk meningkatkan motivasi kerja, memenuhi semua hak para perawat yang telah memenuhi kewajibannya serta menciptakan *employee engagement* dalam lingkungan organisasi, sehingga kinerja perawat meningkat. Penelitian ini bertujuan untuk menganalisis pengaruh motivasi kerja, dan kompensasi terhadap kinerja perawat di RSUD Koja dengan *employee engagement* sebagai variabel mediasi. Penelitian ini menggunakan metode kuantitatif jenis kausalitas dengan pendekatan *cross sectional*. Penelitian dilakukan dengan mengambil beberapa sampel dari suatu populasi dan menggunakan kuesioner sebagai alat pengumpul data. Sampel dari penelitian ini adalah perawat yang bertugas di Ruang Rawat Inap RSUD Koja yang berjumlah 95 orang. Metode analisis data yang digunakan adalah Smart - PLS. Hasil penelitian menunjukkan bahwa :1) Terdapat pengaruh positif dan signifikan motivasi kerja terhadap *employee engagement* ;2) terdapat pengaruh negatif dan tidak signifikan antara kompensasi terhadap *employee engagement* ; 3) terdapat pengaruh positif dan signifikan antara *employee engagement* terhadap kinerja ; 4) Terdapat pengaruh positif dan signifikan motivasi kerja terhadap kinerja perawat ; 5) Terdapat pengaruh negatif dan tidak signifikan kompensasi terhadap kinerja perawat ;6) Terdapat pengaruh positif motivasi kerja terhadap kinerja yang dimediasi oleh *employee engagement* ; dan Terdapat pengaruh negatif dan tidak signifikan antara kompensasi terhadap kinerja perawat yang dimediasi oleh *employee engagement*.

Kata Kunci : Motivasi Kerja , Kompensasi , *Employee Engagement* , Kinerja Perawat

*THE INFLUENCE OF WORK MOTIVATION AND COMPESATION ON NURSE
PERFORMANCE IN KOJA REGIONAL GENERAL HOSPITAL MEDIATED BY EMPLOYEE
ENGAGEMENT*

Abstract

Competition between hospitals is getting tougher demanding high employee performance to predict the transformation of the internal and external environment. In order to improve nurse performance, hospitals must encourage work motivation, fulfill all the rights of nurses who have fulfilled their obligations and create employee engagement within the organizational environment, so that nurse performance increases. This study aims to analyze the effect of work motivation and compensation on the performance of nurses in Koja Hospital with employee engagement as a mediating variable. This study used a quantitative method of causality with a cross-sectional approach . The research was conducted by taking several samples from a population and using a questionnaire as a data collection tool. The sample of this study were 95 nurses working in the inpatient room of Koja Hospital. The data analysis method used is Smart –PLS . The results showed that: 1) There is a positive and significant effect of work motivation on *employee engagement*; 2) There is a negative and not significant effect of compensation on employee engagement; 3) there is a positive and significant effect of *employee engagement* on performance; 4) There is a positive and significant effect of work motivation on nurse performance; 5) There is a negative and insignificant effect of compensation on nurse performance; 6) There is a positive effect of work motivation on performance mediated by *employee engagement*; and There is a negative and not significant effect of compensation on nurse performance which is mediated by *employee engagement*.

Keywords: *Work Motivation, Compensation, Employee Engagement, Nurse Performance*