

Relationship Between Hygiene Factors and Motivation Factors With The Work Motivation Of Nurses in First-Level Health Facilities

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ABSTRACT

Background: Work motivation is one of the factors that can affect nurses in providing health services to the community optimally. Incentives and recognition are still problems related to nurses' motivation at work. This study aimed to find out the factors that affect the work motivation of nurses in the Ciputat and East Ciputat District Health Centers in 2022. This study uses a quantitative approach.

Methods: The study design in this study is Cross sectional and the total sampling method with a sample of 62 people. The distribution of the frequency of work motivation of nurses in health centers includes high work motivation of 72.6%.

Result: There is a relationship between the variables of remuneration, work environment conditions, job security/sense of security, individual relationships, recognition, work, and self-development with the work motivation of nurses at the Ciputat and East Ciputat District Health Centers in 2022. the more it will increase the motivation of nurses at work.

Discussion: It is hoped that the health center will be able to implement supervision efforts well, give awards to nurses who achieve an achievement in order to increase the motivation of nurses in work.

I. Introduction

Regulation of the Minister of Health (PERMENKES) Number 43 of 2019 concerning Community Health Centers explains that in addition to doctors who are primary health workers in In the community health center, there are several other health worker professions that support the operation of the community health center, including Health Promotion and Behavioral Science Workers, Environmental Sanitation Workers, Nutritionists, Pharmacists or Pharmaceutical Technicians, Medical Laboratory Technology Experts, Midwives and Nurses (Ministry of Health of the Republic of Indonesia, 2019).

Nurses working in community health centers are divided into two groups: civil servant (PNS) nurses and non- civil servant (PNS) nurses. The employment status of non- civil servant nurses can lead to job insecurity, as non- civil servant nurses are more likely to lose their jobs. Therefore, non- civil servant nurses are required to consistently perform optimally (Musta'in et al, 2021).

The provisions of the Constitution of the Republic of Indonesia Number 5 of 2014 state that employees appointed by the Personnel Development Officer with a work contract in accordance with the needs of a Government Agency do not receive pension benefits (Constitution of the Republic of Indonesia 2014). Several other things that differentiate non- civil servant nurses from civil servant nurses include the basic salary and the absence of Employee Income Supplement (TPP) for non- civil servant nurses. These differences can affect nurses' motivation to work (Andriani et al, 2017).

Nursing can be defined as a health profession that provides direct patient care. Law No. 38 of 2014 concerning nursing defines nursing as the activity of providing care to individuals and families, whether healthy or ill.

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Nurses have several important roles in health services, including as Managers and Community Leaders, which has a function carry out the role of nurse in a community and also carry out the role as a leader or member of a professional community. Educator, namely acting as an educator for individuals and families in the field of health. Advocate, aims to provide defense and protection to patients according to knowledge and authority. And finally, it functions as a researcher, that is conducting simple research in the field of nursing by providing ideas and curiosity about answers to phenomena that occur in patients (Ministry of Health of the Republic of Indonesia, 2019).

Infodatin-Perawat (Nurse Data) in 2016 stated that the nurse ratio in Indonesia reached 113.4 per 100,000 population. This figure is still far from the 2019 target of 158 per 100,000 population. Based on these figures, the number of nursing personnel still falls short of the national target, resulting in suboptimal nurse performance, increased workload, and reduced patient satisfaction with the healthcare services provided by nurses (Ministry of Health of the Republic of Indonesia, 2019).

The number of nurses has not yet reached the national target, resulting in an increased workload, especially since Indonesia is still in the midst of the COVID-19 pandemic. Data obtained through a survey by the Indonesian National Nurses Association (PPNI) states that approximately 51% of working nurses experience work stress, headaches, and fatigue due to lack of rest time caused by increased workloads, inadequate incentives, and low salaries. Furthermore, during the COVID-19 pandemic, nurses are also assigned to serve as vaccinators and the 3T (tracing, testing, and treatment) team. (Syaifudin et al, 2020).

The implementation of the vaccination program places an additional workload on healthcare workers still struggling to break the chain of COVID-19 transmission. Excessive workloads, in addition to affecting nurses' motivation, can also lead to incidents that impact patient safety. A patient safety incident is an unintentional event that can result in a preventable injury or adverse event (AE) (Kusumaningsih et al. 2020; Riama et al 2019).

The increased workload for healthcare workers, particularly nurses, during the COVID-19 pandemic was also experienced by nurses in all community health centers in South Tangerang City, Banten. Based on data inputted through the South Tangerang City Health Office's vaccine coverage data, it states that vaccine coverage includes healthcare resources and the general public in the South Tangerang City area reaching 1,084,866 people with a cumulative coverage of 101.1% for the first dose, 85.9% for the second dose, and 24.4% for the third dose (booster) as of March 31, 2022. The increased workload for nurses, especially during the COVID-19 vaccine booster period, has led to a decrease in nurse motivation and performance in providing healthcare services to patients (Primary Data from the South Tangerang City Health Office, 2020).

Several factors influence nurses' workload, including stress levels, workload, and work hours, which can impact nurses' work motivation. Work motivation can be assessed from behavior to the level of nurse productivity and effectiveness. Decreased work motivation is the basis for nurses' changes in feelings toward achieving a goal in their work, particularly in the implementation of nursing care (Silitonga et al. 2020).

Motivation comes from the Latin word *movere*, meaning "to move." Therefore, motivation can be interpreted as a desire or drive that arises from within a person to achieve a specific goal. A highly motivated person will carry out activities that align with the substance of the work unit to support the production goals of the agency.

According to Umpung et al, (2020) motivation is a desire that comes from within a person which triggers them to carry out an action. With motivation, a worker or employee will have high enthusiasm and passion for complete the tasks assigned to him with optimal results. Thus, research related to the work motivation of non- civil servant nurses in community health centers is deemed necessary to be carried out in order to be able to increase motivation or encouragement for nurses so that able to work optimally so they can provide optimal service to the community in need of health services. Therefore, researchers want to examine "Factors Influencing Nurses' Work Motivation" at the Ciputat and East Ciputat District Health Centers in 2022".

METHODS

This research has received ethical approval with number Un.01/F.10/KP.01.1/KE.SP/07.08.052/2022 issued by the Health Research Ethics Commission of the Faculty of Health Sciences, UIN Syarif Hidayatullah Jakarta on July 20, 2022. This research uses primary data and has been approved by the South Tangerang City Health Office with number B-275/F.10/TL.00/02/2022 on February 19, 2022.

This research is an analytical observational study using a cross-sectional study design. The cross-sectional design was chosen because the research was conducted at one point in time (Yayan Heryanto 2010). The population in this study was all non- civil servant nurses working at the Community Health Centers in Ciputat and East Ciputat Districts, South Tangerang City, totaling 62 people. The researcher determined the inclusion criteria in this study based on the willingness of potential respondents who were non- civil servant nurses at Community Health Centers in Ciputat and East Ciputat Districts. The questionnaire distributed in this study has been tested for validity and reliability.

Data collection techniques in this study were conducted in two ways: by distributing printed questionnaires to community health center nurses and by distributing online questionnaires/ Google Forms to community health center nurses who were changing shifts or on leave. Questionnaires are one method that can be used to Data collection was conducted by providing written questions to respondents who were sampled in a study (Widoyoko 2016). However, there are community health centers that provide inpatient care, namely the Kampung Sawah Community Health Center and the Pondok Ranji Community Health Center, which have multiple work shifts. Therefore, researchers also used an online questionnaire using Google Forms.

The data used in this study is primary data obtained by giving questionnaires to all nurses at the Ciputat and East Ciputat District Health Centers who were the research samples

RESULTS

Table 1. Distribution Frequency of Hygiene Factors and Motivation Factors of Nurses at Community Health Centers in Ciputat and East Ciputat Districts in 2022

<i>Hygiene Factors</i>	n = 62	%
Remuneration		
Low	28	45.2
Enough	34	54.8
Working Environment Conditions		
Insufficient	17	27.4
Adequate	45	72.6
Institutional Policy		
Not good	1	1.6
Good	61	98.4
Supervision		
Not good	4	6.5
Good	58	93.5
Job Security/Sense of Security		
Not good	7	11.3
Good	55	88.7
Individual Relationships		
Not good	3	4.8
Good	59	95.2
Motivation Factors		
Performance		
Not good	8	12.9
Good	54	87.1
Confession		
Not good	8	12.9

Good	54	87.1
Work		
Not good	7	11.3
Good	55	88.7
Responsibility		
Not good	1	1.6
Good	61	98.4
Self-development		
Not good	10	16.1
Good	52	83.9

Based on table 1 on hygiene factors showed that 34 community health center nurses stated that the compensation variable was considered sufficient with a percentage of (54.8%). The work environment condition variable was stated as adequate by 45 community health center nurses (72.6%). The institutional policy variable was stated as good by 61 community health center nurses (98.4%). The supervision variable was stated as good by 58 community health center nurses (93.5%). The job security/sense of security variable was stated as good by 55 community health center nurses (88.7%). The individual relationship variable was stated as good by 59 community health center nurses (95.2%). Meanwhile, motivational factors showed that 54 community health center nurses stated that the achievement variable was good (87.1%). The recognition variable was good by 54 community health center nurses (87.1%). The work variable was good by 55 community health center nurses (88.7%). The responsibility variable was good by 61 community health center nurses (98.4%), and the self-development variable was also good by 52 community health center nurses (83.9%).

Table 2. Frequency Distribution of Nurses' Work Motivation at the Ciputat and East Ciputat District Health Centers in 2022

Variables	n = 62	%
Work motivation		
Low	17	27.4
Tall	45	72.6

This study used eleven independent variables linked to one dependent variable as a measuring tool in the questionnaire. Based on the calculation of all variables, the results showed that 17 community health center nurses had low motivation (27.4%) and 45 community health center nurses (72.6%) had high work motivation.

The results of the data analysis related to factors related to work motivation in community health center nurses were tested using the chi-square test. The results obtained are as follows

Table 3. Relationship between Hygiene Factors and Motivation Factors with Nurses' Work Motivation at Community Health Centers in Ciputat and East Ciputat Districts in 2022

	Work motivation				P-value	
	Low	Tall	Total			
	%	n	%	n		
Hygiene Factors						
Remuneration						
Low	53.6	13	46.4	28	100	.001
Enough	5.9	32	94.1	32	100	OR: 18,462
Working Environment Conditions						
Insufficient	58.8	7	41.2	17	100	.001
Adequate	15.6	38	84.4	45	100	OR: 7,755
Institutional Policy						
Not good	50.0	1	50.0	1	100	1,000
Good	27.9	44	72.1	61	100	OR: 1,386
Supervision						
Not good	50.0	2	50.0	4	100	.300
Good	25.9	43	74.1	58	100	OR: 2,867
Job Security/Sense of Security						
Not good	100.0	0	0.0	7	100	.001
Good	18.2	45	81.8	55	100	OR: 5,500
Individual Relationships						
Not good	100.0	0	0.0	3	100	.018
Good	23.7	45	76.3	59	100	OR: 4,214
Motivational Factors						
Performance						
Not good	37.5	5	62.5	8	100	.672
Good	25.9	40	74.1	54	100	OR: 1,714
Confession						
Not good	62.5	3	37.5	8	100	.030
Good	22.2	42	77.8	54	100	OR: 5,833
Work						
Not good	71.4	2	28.6	7	100	.014
Good	21.8	43	78.2	55	100	OR: 8,958
Responsibility						
Not good	100.0	0	0.0	1	100	.274
Good	26.2	45	73.8	61	100	OR: 3,813
Self-development						
Not good	60.0	4	40.0	10	100	.020
Good	21.2	41	78.8	52	100	OR: 5,591

Based on table 3 shows the results of bivariate analysis using chi-square test. The results of the analysis on hygiene factors show that the reward variable has a relationship with work motivation ($p_v = 0.001$), the work environment condition variable has a relationship with work motivation ($p_v = 0.001$), the institutional policy variable has no relationship with work motivation ($p_v = 1.000$), the supervision variable has no relationship with work motivation ($p_v = 0.300$), the job security/sense of security variable has a relationship with work motivation ($p_v = 0.001$), and the individual relationship variable has a relationship with work motivation ($p_v = 0.018$). Then on motivation factors shows that the achievement variable has no relationship with work motivation ($p_v = 0.672$), the recognition variable has a relationship with work motivation ($p_v = 0.030$), the work variable has a relationship with work

motivation ($p = 0.014$), the responsibility variable has no relationship with work motivation ($p = 0.274$), and the self-development variable has a relationship with work motivation ($p = 0.020$).

DISCUSSION

Work motivation

The high work motivation of nurses at the Ciputat and East Ciputat District Health Centers is influenced by the compensation/salary received being deemed sufficient to meet daily needs, adequate work environment conditions with the availability of good facilities and infrastructure that can provide encouragement for nurses to be able to provide good nursing care. In addition to compensation and work environment conditions, the perception of health center nurses towards institutional policies, supervision, job security/security, individual relationships, achievements, recognition, work, responsibility and potential for self-development is also good. This makes nurses at the Ciputat and East Ciputat District Health Centers have high work motivation. The results of the crosstab analysis based on the characteristics of nurses at the Ciputat and East Ciputat District Health Centers indicate that nurses at the Ciputat and East Ciputat District Health Centers who have high work motivation are mostly in the age range of 31-40 years, female and have a work period of > 5 years.

Remuneration

Compensation/salary is a monetary reward received by employees as a consequence of their contributions to the organization. Compensation is intended to meet the needs of individuals and their families. In addition to meeting daily needs, compensation is also expected to motivate employees to perform optimally (Riama, S 2019).

This variable aims to examine nurses' perceptions at community health centers regarding the appropriateness of their salaries to their needs and workload, the extent to which they receive additional incentives for overtime or achievement, and adequate health insurance. The researchers' findings regarding compensation can influence work motivation based on the salaries received by nurses in accordance with their needs and workload. Meanwhile, the absence of additional incentives for nurses who work overtime and achieve achievements influences nurses' perceptions, leading them to feel that the compensation they receive is insufficient/low.

Based on the results of the analysis using the chi-square test, it shows that there is a significant relationship between the perception of remuneration and the work motivation of nurses at the Ciputat and East Ciputat District Health Centers in 2022. Other studies also state that there is a significant influence between salary and work motivation (Simanjuntak, 2018). There is a study that states there is no relationship between salary variables and nurse work motivation with values. The study was conducted by Yulianda (2018) on Nurse Work Motivation at the Regional Public Service Agency (BLUD) Meuraxa Hospital, Banda Aceh.

Working Environment Conditions

The work environment encompasses everything surrounding an employee's workplace, including tools, materials, and other equipment that support effective employee performance. According to Notoatmodjo, the work environment is expected to improve the quality of nursing care provided to patients (Umpung et al. 2020).

Based on respondents' answers in this study, the majority of nurses disagreed with the questionnaire question about the stress their work causes. The work environment is a variable that can influence a person's work motivation. With complete and adequate facilities, a worker will feel comfortable and able to deliver good performance. A good work environment can create a positive culture, such as disciplined behavior (Mandagi et al. 2015).

Based on the results of the analysis using the chi-square test, it shows that there is a significant relationship between the perception of work environment conditions and the work motivation of nurses at the Ciputat and East Ciputat District Health Centers in 2022. There is another study conducted by Pinandita et al (2021) which states that there is a relationship between environmental conditions and the work motivation of nurses at the Jambi Kecil Health Center in 2020. The results of this study are also in line with previous research conducted Pinandita et al (2021) which shows that there is a significant

relationship between environmental conditions and the work motivation of permanent employees at the Penajam Paser Utara Regency Hospital, East Kalimantan.

Institutional Policy

According to British policy expert W.I. Jenkins (1978), policy is a series of interrelated decisions formulated by stakeholders with the aim of achieving certain goals according to agreed-upon procedures. Essentially, these decisions are within the scope of the rights and authority of the stakeholders who formulate them (Abdul. W. S 2021).

The researcher's findings based on the answers given by respondents in the questionnaire showed that most nurses had a good perception of the policies in the Ciputat and East Ciputat District health centers. Question items on the institutional policy variable include regulations, SOPs, and work instructions that are socialized openly and are general to all workers. Institutional policies can influence motivation in working if each regulation is socialized openly to all employees, all regulations are general to employees and provide opportunities for each employee to participate in providing input in policy formulation (Mandagi et al 2015).

Based on the results of the analysis using the chi-square test, it shows that there is no relationship between the perception of institutional policies and the work motivation of nurses at the Ciputat and East Ciputat District Health Centers in 2022. The results of this study differ from the research conducted by Umpung et al (2020) which found a relationship between institutional policies and work motivation (Umpung et al 2020). Research conducted by Paramita (2020) also found a relationship between policies and the work motivation of nurses at Hospital X, Semarang City (Paramita et al 2020).

Supervision

The Two Factors Motivation Theory proposed by Frederick Herzberg (1950) in Iqrar (2016) states that supervision techniques are factors that can influence a person's work motivation, which originates from within. If these factors do not work well or are even absent altogether, it will cause dissatisfaction and pessimism in someone in completing work, which can lead to a decrease in someone's motivation at work (Iqrar 2016).

Based on the questionnaire results, the majority of nurses at the Ciputat and East Ciputat District Health Centers perceived good supervision and high work motivation. This finding stems from the fact that most nurses felt their superiors monitored employee performance effectively, were fair and trustworthy leaders, provided guidance to improve employee performance, and even reprimanded employees for non-compliance with work procedures.

Based on the results of the analysis using the chi-square test, it shows that there is no relationship between the perception of supervision and the work motivation of nurses at the Ciputat and East Ciputat District Health Centers in 2022. The results of this study are supported by research conducted by Paramita (2020) which obtained the results that there was no relationship between supervision and the work motivation of nurses at Hospital X, Semarang City (Paramita et al 2020).

Job Security/Sense of Security

Job security/security is the need for employee safety at work. This aligns with Maslow's Hierarchy of Safety Needs Theory. The need for safety is the need for safety and protection that can threaten a person's physical and emotional well-being (Utami & Hartanto 2010).

The researcher's findings based on the answers given by respondents in the questionnaire showed that most nurses have a good perception of job security/a sense of security in the health centers of Ciputat and East Ciputat Districts, thus impacting on increasing nurses' work motivation. High work motivation based on the variable of job security/a sense of security is influenced by the majority of nurses agreeing with pleasant working conditions, guaranteed rights to protection of work safety for employees so that it can increase employee productivity in working.

Based on the results of the analysis using the chi-square test, it shows that there is a significant relationship between the perception of job security/sense of security and the work motivation of nurses at the Ciputat and East Ciputat District Health Centers in 2022. The results of this study are in line with research conducted by Hapsari (2013) which shows that a sense of security has a relationship with work motivation with a p-value of 0.01 (Hapsari 2013).

Individual Relationships

Humans are social creatures who are constantly connected and need each other. According to Siagian (2012), individual relationships are defined as compatibility or suitability in interactions between workers (Andriani & Widiawati 2017). Individual relationships between coworkers are divided into two impacts: negative and positive. Negative impacts resulting from poor interpersonal relationships can lead to conflict at work. Meanwhile, harmonious interpersonal relationships can create a productive and dynamic work environment that can increase work motivation (Simanjuntak & Caisara 2018).

Based on respondents' answers to the questionnaire, the majority of nurses at the Ciputat and East Ciputat District Community Health Centers (Puskesmas) perceived good interpersonal relationships and high work motivation. Good interpersonal relationships among nurses at the community health center are influenced by strong teamwork, colleagues who are willing to share knowledge and willing to help when needed. Harmonious interpersonal relationships, especially among colleagues, can positively impact the institution and create a pleasant work environment.

Based on the results of the analysis using the chi-square test, it shows that there is a significant relationship between the perception of individual relationships with the work motivation of nurses at the Ciputat and East Ciputat District Health Centers in 2022. Umpung (2020) conducted research related to the relationship between rewards, responsibilities, supervision, and individual relationships with the work motivation of Posyandu Cadres in the Sungai Bengkal Health Center Work Area, Tebo Regency in 2017 obtained research results that there is a relationship between individual relationships and work motivation.

Performance

Tanjung (2015) stated that achievement is the result or reward a person receives for completing tasks and responsibilities assigned to them. The need for achievement is the foundation of a person's success. The need for achievement can be a positive signal in deciding to take on more responsibility to achieve certain goals (Tanjung 2015).

The researchers' findings, based on respondents' answers to the questionnaire, indicated that most nurses had a positive perception of performance at the Ciputat and East Ciputat District health centers. However, nurses with positive and negative perceptions of performance and high work motivation were not significantly different. This was due to the lack of rewards from superiors for nurses achieving certain accomplishments.

Based on the results of the analysis using the chi-square test, it shows that there is no relationship between the perception of achievement and the work motivation of nurses at the Ciputat and East Ciputat District Health Centers in 2022. The results of the study indicate that there is no relationship between the perception of achievement and the work motivation of nurses at the Ciputat and East Ciputat District Health Centers. There is previous research that supports the results of this study, namely research conducted by Syafar (2021) which shows that there is no relationship between achievement and the work motivation of nurses (Khaerisman et al 2021).

Confession

Recognition is a form of verbal appreciation given to someone who has successfully achieved something new (Tanjung, 2015). Recognition of employee performance can be given by involving employees in the decision-making process according to their position, title, and respective rights and authorities. Employees will feel happy if their aspirations are heard by colleagues and superiors. Kusumawi (2007) in Simanjuntak (2018) stated that recognition has a correlation with motivation in working on the aspect of discipline (Simanjuntak & Caisara 2018).

Based on respondents' answers to the questionnaire, the majority of nurses at the Ciputat and East Ciputat District Health Centers (Puskesmas) had a positive perception of recognition. However, there was a significant difference in the percentage of nurses with poor perceptions of recognition and low work motivation, compared to nurses with poor perceptions of recognition and high work motivation. This may be due to the lack of recognition for nurses' achievements in their work.

Based on the results of the analysis using the chi-square test, it shows that there is a significant relationship between the perception of recognition and the work motivation of nurses at the Ciputat and East Ciputat District Health Centers in 2022. The results of this study are in line with research conducted

by Cambu et al (2019) which found a significant relationship between perception and work motivation of nurses. Previous research also obtained consistent results, namely there is a relationship between recognition and work motivation of nurses at the Mental Hospital in the Class III ward of Dr. Amino Gondohutomo RSUJ, Central Java Province, conducted by Cahyani (2016) in Cambu et al (2019) (Cambu et al 2019).

Work

Work is a form of task given to someone with the goal of completing it. A worker will feel happy with the work they do if it aligns with their abilities. According to Siagian (2012), work is a challenge that a worker will face (Andriani & Widiawati 2017).

The researcher's findings, based on the answers given by respondents to the questionnaire, indicate that most nurses have a positive perception of their work at the Ciputat and East Ciputat District health centers. The nurses' high work motivation based on work variables can be influenced by the majority of nurses' pride in the work they do because it is in accordance with their abilities and completes work according to the specified targets.

Based on the results of the analysis using the chi-square test, it shows that there is a significant relationship between job perception and nurse work motivation at the Ciputat and East Ciputat District Health Centers in 2022. Different research results were obtained by Cambu (2020) which showed that there was no relationship between work and nurse work motivation at the Inpatient Installation of GMIM Pancaran Kasih General Hospital, Manado (Cambu et al 2019).

Responsibility

Flippo (1996) stated that responsibility is something that must be maintained or carried out functionally with care and as well as possible by someone in accordance with the instructions received (Iqar 2016). The responsibility factor can influence work motivation if there is awareness of employees in carrying out and completing tasks properly according to the instructions given and being responsible for the work. The responsibility factor can also increase motivation at work if an employee is given the opportunity to carry out a greater mandate (Umpung et al. 2020).

The researcher's findings regarding respondents' answers to the questionnaire showed that most nurses at the Ciputat and East Ciputat District Health Centers had a positive perception of responsibility. The nurses' high work motivation based on the responsibility variable may be influenced by the majority of nurses' pride in the responsibilities assigned to their jobs, which fosters a sense of responsibility and responsibility for the work they do.

Based on the results of the analysis using the chi-square test, it shows that there is no relationship between the perception of responsibility and the work motivation of nurses at the Ciputat and East Ciputat District Health Centers in 2022. The results of this study are in line with the research conducted by Cahyani (2016) which states that there is no relationship between the responsibility factor and work motivation in PTT midwives in Kudus Regency, and is supported by research by Cahyani (2016) which obtained the result that there is no relationship between responsibility and work motivation with a p-value of 0.773 (Cahyani et al 2016).

Self-development

Self-development is an activity and opportunity provided by an agency to employees to improve their careers (Tanjung 2015). According to Siagian (2012), self-development is an opportunity received by an employee to improve their job status and provide a positive impact for the agency, namely being able to maintain human resources with the best potential. Self-development can also be done by conducting performance assessments to obtain information regarding strengths and weaknesses in work (Andriani & Widiawati 2017).

Self-development can influence employee motivation when provided with opportunities to participate in training and learn new skills related to the job, develop existing abilities and skills, and provide opportunities for career advancement. Career advancement can foster employee enthusiasm for achieving goals and improve work discipline (Umpung et al., 2020).

The researcher's findings based on the results of the analysis using the chi-square test showed that there was a significant relationship between the perception of self-development and the work motivation of nurses at the Ciputat and East Ciputat District Health Centers in 2022. Cahyani's (2016) research related

to the work motivation of Mental Hospital Nurses found that there was a relationship between self-development and the work motivation of nurses.

CONCLUSION

The majority of nurses in the Ciputat and East Ciputat District Health Centers have high work motivation with a percentage of 72.6%. Based on the chi-square test, it shows that the variables of remuneration, work environment conditions, job security/sense of security, individual relationships, recognition, work and self-development have a relationship with the work motivation of nurses in the Ciputat and East Ciputat District Health Centers in 2022. However, the variables of institutional policy, supervision, achievement and responsibility have no relationship with the work motivation of nurses in the Ciputat and East Ciputat District Health Centers in 2022. It is recommended that the health centers be able to implement good supervision efforts, provide awards for nurses who achieve an achievement in order to increase nurse motivation in working.

CONFLICTS OF INTEREST

No conflicts of interest were disclosed by the writers of this work

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