

The Relationship between Reward System with Productivity work Nurse Executor Ininpatient Room RSUP Dr. M. Djamil Padang 2018

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Abstract

➤ *Background:-*

Many factors affecting productivity work nurse executor in hospital, one factor is characteristics of the organization. The characteristics of organization have some sub variables, one sub variable on characteristics organization that is reward system in the hospital. Hospital should have a good reward system for increasing the productivity work by nurse executor in the room. The reward system provided to nurse at hospital will give a great influence to productivity work nurse executor who will give an effect for the quality of service in the hospital and satisfaction existing of the patients.

➤ *Materials and method:-*

The aim of this research to analyze the relationship between reward system with productivity work nurse executor at RSUP Dr. M. Djamil Padang in 2018. Design of this research is descriptive analytic with approach cross sectional study. Sample of this research are 168 nurses executor with propotionalrandom sampling .

➤ *Results of the Research:-*

Results of this research is productivity work nurse implementing good by 71% and the system reward is 77.4% with Chi-square test was obtained results of p value = 0.000 (p <0.05) it means there is a significant relationship between reward system with productivity work nurse executor .

➤ *Conclusion:-*

Hospital service Institution should maintain and increase reward system at the hospital, so that the hospital service providers can provide good quality service

Keywords:- Reward Systems, Productivity Work, Nurse.

I. INTRODUCTION

According to Ministry of Health RI, nurses represent the largest proportion of hospital staff and interact directly with patients while providing services. Therefore, it directly affects productivity and enhances organizational image and nurse satisfaction (Kim, 2011). Nurse productivity greatly influences the current work productivity of nurses. One's productivity can change in the future because of education

and training, physical capital intensity and other factors. A person's productivity can decrease in the future, for example if a person's skills are not updated with the latest sciences or work less because of poor health.

Organizational character factor is one of the factors that influence the work productivity of nurses. According to Schein (1997) Organizational characteristics are the basic patterns accepted by organizations to be able to act and solve problems, form individuals who are able to adapt to the environment and unite members of the organization (Iqbal and Syafrisar, 2017). The organizational character component consists of reward systems, goal settings and MBO, selection, training and development, leadership and organization structures (Laschinger, Shamian and Thomson,2001).

From the results of the research, Iqbal and Syafrisar (2017) showed that 30% of nurses stated that there was a relationship between the character of the organization and the work productivity of the implementing nurses (Iqbal and Syafrisar, 2017). From the results of the pre-research questionnaire on the work productivity of the executor nurses in the inpatient room, 4 out of 15 nurses stated that they did not agree with the reward system, training and development at the hospital. Based on these problems, the hospital must repair the problems that exist in the hospital so that it can increase the work productivity of the nurses in the hospital.

II. MATERIALS AND METHOD

This research is a quantitative research. The method or design used is descriptive analytic study and uses chi-square to determine the relationship of independent variables and dependent variables. The population in this study were all nurses at RSUP Dr. M. Djamil Padang numbered 528 people and the size of the research sample was 168 implementing nurses. The sampling technique in this study was propotional random sampling. To measure the work productivity of the nurse, the researcher used a questionnaire that refers to Nahyeri's (2006) theory (Nahyeri, 2006)and to measure the reward system, researchers who modified the questionnaire from Kopelmen (1986) (Nursalam, 2016).

III. RESULTS OF THE RESEARCH

A. The Description of the Work Productivity of the Executor Nurse in the Inpatient Room RSUP Dr. M. Djamil Padang

Productivity Work	Frequency (f)	Percentage (Percent)
Good	122	71
Less Good	49	29

Table 1:- Distribution frequency productivity work nurse executor

The table shows that most of the nursing nurses in the inpatient room of RSUP Dr. M. Djamil Padang stated that the work productivity was good.

B. Description Reward System at Inpatient Room RSUP Dr. M. Djamil Padang

Reward System	Frequency (f)	Percentage (Percent)
Good	133	78
Less Good	38	22

Table 2:- Distribution frequency reward system at inpatient room Dr. M. Djamil Padang

The table shows that almost all nurses in the inpatient ward of Dr. M. Djamil Padang said its good.

C. The Relationship between Reward System and Productivity Work Nurse Executor in Inpatient Room RSUP. Dr. M. Djamil Padang

RewardSystem	Executing nurse work productivity				Total		pvalue	OR (95% CI)
	Not good		Good		f	%		
	f	%	f	%				
Not good	21	55.3	17	44.7	38	100	0,000	4,712 2,19-10,15)
Good	27	20.8	103	79.2	130	100		

Table 3:- The relationship between reward system and productivity work nurse executor in inpatient room RSUP. Dr. M. Djamil Padang

The table showed that out of 130 nurses stated a good reward system there were 103 (79.2%) nurses had good work productivity of nurses and 27 (20.8%) nurses had unfavorable work productivity. Whereas from 38 nurses who stated that the reward system was not good there were 17 (44.7%) nurses who had good work productivity and 21 (55.3%) nurses who had poor work productivity.

IV. DISCUSSION

A. Productivity Work Nurse Executor in Room Care Inpatient Dr. M. Djamil Padang

Productivity is a combination of efficiency which means doing something correctly with the effectiveness of doing the right thing (Roghanian at al. 2012). Kopelman mentions productivity is widely understood as a system concept, which means it can be used in diverse entities, from the individual sector or the company's machinery, industry, or national economy (Nursalam, 2016). The results showed the work productivity of the nurses in the inpatient room of RSUPDr. M. Djamil Padang is mostly in good category

(71%). The component of work productivity of nurses in the room of RSUPDr. M Jamil Padang's most productive inpatient is in terms of work efficiency (63.7%). While work productivity in direct care of patients is precisely the lowest component of productivity(46,4%).

The condition of the nurse's work productivity in the inpatient room illustrates the performance of nurses who are still in trouble and not in line with the goals of nursing services proclaimed by the International Council of Nursing (ICN). ICN targets nursing services to be efficient in terms of financing (cost) and effective in nursing care (care). This still problematic productivity doesn't only occur in RSUPDr. M Jamil Padang, but several studies show the same problem. Some research results related to the work productivity of nurses in government-owned hospitals show that the results of work productivity have not been well done by all nurses. The Pangemanan, Robot and Hamel (2014) study in Kandai Hospital showed 73% of nurses were of good productivity(Pangemanan, Robot and Hamel, 2014), while the research of Putri, Destriatania and Mutahar (2014) at Bayangkara Hospital in Palembang showed good work productivity of nurses (50.7%) (Putri, Destriatania and Mutahar, 2014)and Susanti's research (2014) in Cibinong Hospital showed good work productivity of nurses (51%) with a proportion far below the work productivity of nurses at RSUP Dr. M. Djamil Padang and Kandai Hospital(Susanti, 2014).

Based on the results of research conducted at RSUPM. Djamil Hospital in Padang, the highest percentage of nurses found was good productivity in almost all nurses (83.6%) with ages 21-30 and almost all (84.4%) male nurses with an educational background. Ners amounted to (77.8%). While the results of the study by Borhani et al., (2016) which states that female nurses aged <30 years with a registered S1 education and with a working period of nurses for 11-15 years have good nurse work productivity(Borhani et al, 2016). Work productivity is not only used to get as much work as possible, but the quality of work done by the hospital and the individual concerned. The characteristics of nurses in work productivity will affect someone / individual in carrying out their work well.

B. Reward System Inpatient Room at RSUP Dr. Inap M. Djamil Padang

Reward generally understood as the total amount of compensation financial and non- financial or total remuneration to employee as reward on power work or services rendered in the place work (Anku et al, 2018). According to Cox and Purcell (1995)reported that profit in fact from strategy appreciation organization that is planned located on the connection is complicated with strategy business (Nyandoro and Goremusandu, 2016). The results showed the reward system in the inpatient room of Dr. M. Djamil Padang is mostly in good category (7 8 %). Diruangan reward system components inpatient M Jamil Padang highest is system performance assessment applicable in RS in accordance with the applicable rules (83.3%). Condition reward system in the room away stay in this

showing good results, where almost all over nurse declare reward system done by party home sick good.

Some results research done by Isereni (2013) shows from 64 respondents there are 29 people nurse declare reward system at home sick good and 35 respondents declare system at home saki Ibnu Sina Yarsi Bukittinggi less good(Isereni, 2013). While from results research Nurhidayah (2018) was found that from 49 people nurse there are 13 people clearer kan reward system in Kota Makasar Hospital good and 36 people nurse declare less reward system good(Nurhidayah, 2018). According to Hasibuan (2007), the award is a reward for service given by the agency to labor work, rewards are not just rights and obligations but most importantly is the thrust and enthusiasm to work(Hasibuan, 2007). According to Wibowo (2011), award is level appearance that is realized through certain businesses, it is believed that individuals will be motivated by hope that will come, so some people do their jobs well(Wibowo, 2011).

C. Relationship Reward System with Productivity Work Nurse Executor in Inpatient Room Rsup Dr. M. Djamil Padang

Results showed that from 130 nurses declare good reward system there are 103 (79,2 %) nurses have productivity work nurse implementing good and 27 (20.8%) nurses have productivity working less good. While from 38 nurses implementing states less reward system good there were 17 (44 , 7 %) nurses executor have productivity good working and 21 (55.3%) nurses executor have productivity working less good. With use test chi square obtained result p value = 0.000, p this declare that there is a significant relationship between reward system with productivity work nurse executor in room inpatient Dr. M. Djamil Padang. Some results research conducted at hospital showing there is meaningful relationship between reward system with job satisfaction executive nurse in the ward RSI Ibn Sina Yarsi Bukittinggi (Isereni, 2013). Isereni too declare reasonable award for work performance in the form of salary, praise or prize incentives is something that is appropriate accepted to be able to increase job satisfaction nurse, this is evident from the results research at RSI Ibn Sina Yarsi Bukittinggi shows nurses who has perception financially good produce job satisfaction (Isereni, 2013).

Addition to that from results research conducted by Nurhidayah (2018) stated there is relationship meaningful (significant) between rewards with performance nurse in room treatment of Makassar City Hospital where obtained results *chi-squaretest* with use *exact fisher* is obtained value of $p = 0.043$ which means value p more big from the value (α) is 0.05, with H_a accepted and H_0 rejected(Nurhidayah, 2018). Robbins & Judge in Wibowo (2016) emphasize if management want employees to give good service, employees must be on give reasonable rewards. Giving rewards are not always in the form of money because the shape of the material will reach the point saturated. Management nursing must pay attention to non-material rewards, for example a conducive work atmosphere(Wibowo, 2016).

V. CONCLUSION AND RECOMMENDATION

From the results of the research obtained it is a significant relationship between reward system and productivity work nurse executor in inpatient room RSUP Dr. M. Djamil Padang. The reward system provided to nurse by hospital will give impact positive to productivity work nurse their room .

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➤ Declaration

I declare that don't do any plagiarism in writing my research.

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