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Factors Related to Nurses Working Satisfaction in General Hospitals of Wamena Region

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Abstract

Background: Nurse as one of the to health care employee at hospital a part important in the effort reaching the target of health development in the form of helath care service at patient. Upbringing treatment helath care service determined also by satisfaction work from nurse having an effect on to nurse performance in giving treatment upbringing. Target of research: The Factors Affecting With Satisfaction Job Of Nurse At Wamena General Hospital. Method Research : Analytic with cross sectional study design. Population is all nurse Wamena gernal hospital as much 173 people as sampel by totalizeing sampling during one months in August 2017 by using questioner. Data analysed to use square chi and regression binary logistics. Result of research : There is factors affecting age (p-value = 0,009; RP = 1,495; CI95%= (1,104 - 2,023), job position (p-value = 0,031; RP = 2,519; CI95%= (0,926 - 6,854), year of service (p-value = 0,037; RP= 1,368; CI95%= (1,029 - 1,819), prosperity program (p-value = 0,000; RP = 1,762; CI95%= (1,362 - 2,279) and salary (p-value = 0,000; RP = 2,263; CI95%= (1,616 - 3,167) to satisfaction work nurse Wamena general hospital. There is no factors affecting between education (p-value = 0,924; RP = 0,894; CI95%= (0,500 - 1,601), appreciation (p-value = 0,141; Rp = 0,798; CI95%= (0,604 - 1,054) and interpersonal relation to satisfaction work of nurse in Wamena general hospital (p-value = 0,261; RP = 0,831; CI95%= (0,620 - 1,113). Dominant factor to satisfaction work of nurse Wamena general hospital is low salary specially at nurse with honorer state.

Keyword: Satisfaction of Job; Nurse; Health development; Health Care and salary.

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1. Introduction

The hospital is an integral part of a social organization and health with the function of providing comprehensive services, curative disease and prevention of disease (preventive) to the community. The hospital is also a training center for health workers and medical research centers. The nurse as one health worker in the hospital plays an important role in achieving the goal of health development. The success of health care depends on the participation of nurses in providing quality care for patients [1]. This is related to the presence of nurses who served for 24 hours serving patients, as well as the number of nurses who dominate health workers in hospitals, ranging from 40-60% [2]. Hospital service system that has been running for this should be reviewed back to anticipate world-level competition. No hospitals anymore managed with simple management, but must be able to meet the health needs arising from the changes mentioned above. Therefore, in order to survive and thrive in a rapidly changing environment, the hospital management paradigm must be changed to be effective and have the ability to accommodate change. To achieve that goal, quality human resources are needed [3]. Human resource management is the control of individuals working in organizations in the form of relationships between work and workers, especially to create the productive use of individuals as an effort to achieve organizational goals and in order to realize the satisfaction of individuals. The objective of human resource management is to increase the support of human resources in improving the effectiveness of the organization to achieve the objectives. said more operational, human resource management objectives to improve employee productivity, reduce absenteeism, reduce turnover rate [4,5]. Regional General Hospital (RSUD) Wamena is a non-educational type D hospital owned by the Regional Government of Wamena Regency. Nurses in quantity currently number 89 people. The majority of nurses start a career in this hospital as honorary staff, so it takes time in the learning process in the field of nursing in the hospital as the spearhead of service. There is a small number of total nurses who are 31 ie nurses, all functioned as nurses of the executor and among others there are concurrent tasks to head of the room, head of central surgery, midwifery, emergency, outpatient, and hospitalization or become a midwife. Regulation of the Law Number 36 Year 2009 on health which is subsequently stipulated in the Regulation of the Minister of Health R.I. Number 10 of 2015, on nursing service standards include assessment, nursing diagnosis, planning, implementation and evaluation. The phenomenon that occurs related to nursing documentation is also in the implementation often not in accordance with the standards of nursing documentation by nurses [6]. This reflects a heavy responsibility burden on all nurses. On the other hand, the determination of the nurse incentives in RSUD Wamena is adjusted to the status of the employee, without any additional salary given to the work done other than the main job, so that the problem can affect the level of job satisfaction of the nurses. Based on the problem, the researcher is interested to conduct research under the title "Factors Related to Job Satisfaction of Nurses at Wamena Regional General Hospital"

2. Materials and Methods

This study explains the influence and influence of the variables to be studied. Using the cross sectional study approach with data retrieval is done simultaneously at a time. This research was conducted at Wamena Regional Public Hospital which in August 2017. The population in this research is all nurses at Wamena Public Hospital of 173 orang. Besar sampel as many as 173 nurses at Wamena General Hospital with total sampling. Data were obtained using questionnaires and analyzed using chi square and binary logistic regression.

3. Results

3.1 Univariate Analysis

Table 1: Independent Variable Distribution and Nurse Dependent at RSUD Wamena Year 2017

| No | Variable | Number (n) | (%) |
|--------|----------------------------|------------|------|
| 1 | Age | | |
| | < 30 year | 101 | 58,4 |
| | ≥ 30 year | 72 | 41,6 |
| 2 | Education | | |
| | Low | 12 | 6,9 |
| | High | 161 | 93,1 |
| 3 | Working period | | |
| | New | 95 | 54,9 |
| | Old | 78 | 45,1 |
| 4 | Position | | |
| | Low | 160 | 92,5 |
| | High | 13 | 7,5 |
| 5 | Award | | |
| | Less | 78 | 45,1 |
| | Good | 95 | 54,9 |
| 6 | Salary | | |
| | Low | 94 | 54,3 |
| | High | 79 | 45,7 |
| 7 | Farewell program | | |
| | Not sufficient | 66 | 38,2 |
| | Sufficient | 107 | 61,8 |
| 8 | Interpersonal relationship | | |
| | Not good | 65 | 37,6 |
| | Good | 108 | 62,4 |
| 9 | Working satisfaction | | |
| | Not satisfy | 96 | 55,5 |
| | Satisfy | 77 | 44,5 |
| Number | | 173 | 100 |

Based on Table 1, it shows that most of the nurses aged <30 years are 101 people (58.4%), highly educated as many as 161 people (93.1%), 95 (54.9%) new working period, low rank as many as 160 people (92.5%), good appreciation of 95 people (54.9%), low salary counted 94 people (54.3%), adequate welfare programs as many

as 107 people (61.8%), good interpersonal relations as many as 108 people (62.4%) and dissatisfied work satisfaction of 96 people (55.5%).

3.2 Bivariate Analysis

a. Age relationship to Nurse Job Satisfaction

Table 2: Age relationship to nurse job satisfaction in RSUD Wamena

| o | Age | Job satisfaction | | | | Number | |
|---|-----------|------------------|------|---------|------|--------|-----|
| | | Not satisfy | | satisfy | | n | % |
| | | n | % | n | % | | |
| 1 | < 30 year | 65 | 64,4 | 36 | 35,6 | 101 | 100 |
| 2 | ≥ 30 year | 31 | 43,1 | 41 | 56,9 | 72 | 100 |
| Total | | 96 | 55,5 | 77 | 44,5 | 173 | 100 |
| <i>p-value</i> = 0,009; RP = 1,495; CI95% = (1,104 – 2,023) | | | | | | | |

Based on Table 2, it shows that out of 101 nurses aged <30 years 65 people (64.4%) have satisfied and satisfied work satisfaction of 36 people (35.6%). Whereas from 72 people age nurse > 30 years counted 31 person (43,1%) have satisfied job satisfaction and satisfied counted 41 people (56,9%) .The result of chi square test obtained *p-value* = 0,009 <0,05 . This means that there is a correlation between age to nurse job satisfaction in RSUD Wamena. The result of prevalence ratio test obtained RP = 1,495; CI95% = (1,104 - 2,023) interpreted that nurses <30 years of age are less likely to be satisfied with work 1.495 times higher than nurses aged > 30 years.

b. Educational Relationship to Nurse Job Satisfaction

Table 3: Relationship of education on the satisfaction of nurses work in RSUD Wamena

| No | Education | Job satisfaction | | | | Number | |
|---|-----------|------------------|------|---------|------|--------|-----|
| | | Not satisfy | | satisfy | | n | % |
| | | N | % | n | % | | |
| 1 | Low | 6 | 50 | 6 | 50 | 12 | 100 |
| 2 | High | 90 | 55,9 | 71 | 44,1 | 161 | 100 |
| Total | | 96 | 55,5 | 77 | 44,5 | 173 | 100 |
| <i>p-value</i> = 0,924; RP = 0,894; CI95% = (0,500 – 1,601) | | | | | | | |

Based on Table 3, it shows that out of 12 poorly educated nurses, 6 (50%) have satisfied and satisfied

employment satisfaction of 6 (50%). Whereas from 161 nurses with high education as many as 90 people (55.9%) have satisfied satisfaction and satisfied employment of 71 people (44.1%) .The chi square test results obtained $p\text{-value} = 0.924 > 0.05$ with the result of prevalence ratio test obtained $RP = 0,894$; $CI95\% = (0,500 - 1,601)$, this means that there is no significant relation between education to nurse work satisfaction in RSUD Wamena.

c. Relationship / position of the Nurses Job Satisfaction

Table 4: Relationship / position to the satisfaction of nurses work in hospitals Wamena

| No | Position | Job satisfaction | | | | Number | |
|---|----------|------------------|------|---------|------|--------|-----|
| | | Not satisfy | | satisfy | | n | % |
| | | n | % | n | % | | |
| 1 | Low | 93 | 58,1 | 67 | 41,9 | 160 | 100 |
| 2 | High | 3 | 23,1 | 10 | 76,9 | 13 | 100 |
| Total | | 96 | 55,5 | 77 | 44,5 | 173 | 100 |
| <i>p-value</i> = 0,031; <i>RP</i> = 2,519; <i>CI95%</i> = (0,926 – 6,854) | | | | | | | |

Based on Table 4, it shows that of 160 nurses with low rank / rank as many as 93 people (58.1%) have satisfied and satisfied work satisfaction of 67 people (41.9%).

Whereas from 13 persons rank / position of healthcare, as many as 3 people (23,1%) have satisfied and dissatisfied work satisfaction as much as 10 people (76,9%) .The result of chi square test obtained $p\text{-value} = 0,031 < 0,05$.

This means that there is a relationship of rank / position to the nurse's job satisfaction in hospitals Wamena. The result of prevalence ratio test obtained $RP = 2,519$; $CI95\% = (0.926 - 6,854)$ interpreted that the nurse with the rank / low position is less satisfied work 2,519 times higher than nurse with rank / high position.

d. Working Relationship Agreement on Nurse Job Satisfaction

Based on Table 5, it shows that out of 95 nurses with a new work period of 60 people (63.1%) have satisfied and satisfied work satisfaction of 35 people (36.8%). Whereas from 78 work period of long treatment, 36 people (46,2%) have satisfied job satisfaction and satisfied 42 people (53,8%) .

The result of chi square test obtained $p\text{-value} = 0,037 < 0,05$. This means that there is a working relationship to nurse job satisfaction in RSUD Wamena. The results of the prevalence ratio test obtained $RP = 1.368$; $CI95\% = (1,029 - 1,819)$ interpreted that nurses with new tenure are less likely to be satisfied with work 1,368 times

higher than nurses with long years of service.

Table 5: Relationship of work satisfaction to the satisfaction of nurses work in RSUD Wamena

| No | Working period | Job satisfaction | | | | Number | |
|-------|----------------|------------------|------|---------|------|--------|-----|
| | | Not satisfy | | satisfy | | n | % |
| | | N | % | n | % | | |
| 1 | New | 60 | 63,2 | 35 | 36,8 | 95 | 100 |
| 2 | Old | 36 | 46,2 | 42 | 53,8 | 78 | 100 |
| Total | | 96 | 55,5 | 77 | 44,5 | 173 | 100 |

p-value = 0,037; *RP* = 1,368; *CI95%* = (1,029 – 1,819)

e. The relationship of the awards to the nurse's job satisfaction

Table 6: The relationship of pricing to the satisfaction of nurses' work in RSUD Wamena

| No | Award | Job satisfaction | | | | Number | |
|-------|-------|------------------|------|---------|------|--------|-----|
| | | Not satisfy | | satisfy | | n | % |
| | | n | % | n | % | | |
| 1 | Less | 38 | 48,7 | 40 | 51,3 | 78 | 100 |
| 2 | Good | 58 | 61,1 | 37 | 38,9 | 95 | 100 |
| Total | | 96 | 55,5 | 77 | 44,5 | 173 | 100 |

p-value = 0,141; *RP* = 0,798; *CI95%* = (0,604 – 1,054)

Based on Table 6, shows that of 78 nurses with less awards as many as 38 people (48.7%) have satisfied and satisfied employment satisfaction of 40 people (51.3%).

Whereas from 95 nurses with appreciation as much as 58 people (61,1%) have satisfied job satisfaction and satisfied counted 37 people (38,9%) .The result of chi square test obtained *p-value* = 0,141 > 0,05 with value *Rp* = 0,798; *CI95%* = (0,604 - 1,054). This means that there is no reward relationship to the nurse's job satisfaction in RSUD Wamena.

f. The relationship of the salary on Nurse Working Satisfaction

Table 7: Relationship to the satisfaction of job satisfaction of nurses at RSUD Wamena

| No | Salary | Job satisfaction | | | | Number | |
|---|-------------|------------------|------|---------|------|--------|-----|
| | | Not satisfy | | satisfy | | n | % |
| | | n | % | n | % | | |
| 1 | Not satisfy | 70 | 74,5 | 24 | 25,5 | 94 | 100 |
| 2 | Satisfy | 26 | 32,9 | 53 | 67,1 | 79 | 100 |
| Total | | 96 | 55,5 | 77 | 44,5 | 173 | 100 |
| <i>p-value</i> = 0,000; <i>RP</i> = 2,263; <i>CI95%</i> = (1,616 – 3,167) | | | | | | | |

Based on Table 7, it shows that of 94 nurses with dissatisfied salary of 70 people (74.5%) have satisfied and satisfied work satisfaction of 24 people (25.5%). Whereas from 79 people gajiperawat puassebanyak 26 people (32.9%) have satisfaction satisfaction and satisfaction work as much as 53 people (67,1%) .The result of chi square test obtained *p-value* = 0,000 <0,05. This means that there is a relationship of salary to the nurse's job satisfaction in RSUD Wamena. The result of prevalence ratio test obtained *RP* = 2,263; *CI95%* = (1,616 - 3,167) interpreted that low wage nurses are less likely to be satisfied with work 2,263 times higher than high paying nurses.

g. Relationship of welfare program to Nurses Working Satisfaction

Table 8: Effect of welfare program on job satisfaction of nurses in RSUD Wamena

| No | Farewell Program | Job satisfaction | | | | Number | |
|---|------------------|------------------|------|---------|------|--------|-----|
| | | Not satisfy | | satisfy | | n | % |
| | | n | % | n | % | | |
| 1 | Not sufficient | 50 | 75,8 | 16 | 24,2 | 66 | 100 |
| 2 | sufficient | 46 | 43 | 61 | 57 | 107 | 100 |
| Total | | 96 | 55,5 | 77 | 44,5 | 173 | 100 |
| <i>p-value</i> = 0,000; <i>RP</i> = 1,762; <i>CI95%</i> = (1,362 – 2,279) | | | | | | | |

Based on Table 8, it shows that of 66 nurses with inadequate welfare program 50 people (75,8%) have satisfied and satisfied work satisfaction counted 16 people (24,2%). Whereas from 107 people, the welfare program of the nurse was adequate as much as 46 people (43%) had satisfied satisfaction and satisfied work as many as 61

people (57%) .The chi square test obtained p-value = 0,000 <0,05. This means that there is a relationship of welfare program to the satisfaction of nurse work in RSUD Wamena.

The results of the prevalence ratio test obtained RP = 1.762; CI95% = (1,362 - 2,279) interpreted that nurses with inadequate welfare programs are less likely to be satisfied with work 1.762 times higher than nurses with adequate welfare programs.

h. Interpersonal Relationship to Nursing Job Satisfaction

Table 9: Influence of interpersonal relationship to nurse work satisfaction in RSUD Wamena

| No | Interpersonal relationship | Job satisfaction | | | | Number | |
|--|----------------------------|------------------|------|---------|------|--------|-----|
| | | Not satisfy | | satisfy | | n | % |
| | | n | % | n | % | | |
| 1 | Not good | 32 | 49,2 | 33 | 50,8 | 65 | 100 |
| 2 | Good | 64 | 59,3 | 44 | 40,7 | 108 | 100 |
| Total | | 96 | 55,5 | 77 | 44,5 | 173 | 100 |
| <i>p-value</i> = 0,260; RP = 0,831; CI95%= (0,620 – 1,113) | | | | | | | |

Table 9 shows that of 65 nurses with poor interpersonal relationships 32 persons (49.2%) had satisfied and satisfied employment satisfaction of 33 people (50.8%). Whereas from 108 people interpersonalperawat relationship good as much 64 people (59,3%) have satisfied job satisfaction and satisfied counted 44 people (40,7%) .

The result of chi square test obtained p-value = 0,261 > 0,05 with value RP = 0.831; CI95% = (0.620 - 1,113). This means that there is no correlation of interpersonal relationship to nurse job satisfaction in RSUD Wamena.

3.3 Multivariate Analysis

Multivariate analysis was used to find out which factors influenced immunization officer performance, bivariate analysis was needed and continued on multivariate test.

Bivariate modeling using logistic regression test begins with bivariate modeling where each independent variable is tested to dependent variable gradually with p value = 0,25 so that variables included in multivariate test are age, rank, work period, reward, salary and welfare program . From the results of multivariate test can be seen in Table 10.

Table 10: Multiple Logistic Regression Variable Analysis

| No | Variable | B | <i>p-value</i> | OR | 95% C. I. for Exp (B) | |
|----|----------|--------|----------------|-------|-----------------------|--------|
| | | | | | Lower | Upper |
| 1 | Award | 0,750 | 0,032 | 0,472 | 0,237 | 0,939 |
| 2 | Salary | 1,887 | 0,000 | 6,601 | 3,326 | 13,102 |
| | Constant | -1.851 | 0,007 | 0,157 | | |

Table 10 above, then salary is the dominant factor to the nurse's job satisfaction in RSUD Wamena.

4. Discussion

4.1 Description of Job Satisfaction

According to Robbins [7] job satisfaction is the general attitude of the individual at his job, the difference between the number of rewards received by a worker with the number of rewards that should be accepted. Another definition proposed Marihot [8] that job satisfaction is the result of different attitude (attitude) owned by employees. Such attitudes are matters related to work along with specific factors such as supervision or supervision, salary and benefits, opportunities for promotion and promotion, working conditions, experience on skills, fair and unfavorable work assessment, social relationships in work good, quick settlement to complaints, and good treatment from the leadership of employees. Job dissatisfaction of employees to a job will impact on the decrease of work motivation, decreased employee loyalty and resulting in high turnover rate or turn over, absenteeism of other vital negative actions of other personnel which can harm the organization.

When employee job satisfaction decreases, the tendency to leave or out of a job increases. This matter of course will have an impact on the number of turn over employees [9]. RSUD Wamena which has been operating for more than 40 years and the number of nurses from the research results obtained as much as 55.5% said not satisfied and 44.5% satisfied. This indicates the still low job satisfaction felt by the nurse. Based on the result of the research, it is found that not all nurses in RSUD Wamena are satisfied with their work. Therefore, the need for RSUD Wamena to pay more attention to the work satisfaction of the workshop by improving the programs that support the job satisfaction, especially for the related variables, namely recognition, salary and interpersonal relationships, which are not satisfied with praise / award (31%), insnetif received (43%), health insurance / health insurance for employees and family (20%), Holiday Allowance (THR) (28%), did not get the opportunity to attend education and training according to my field of work as a nurse and was not given opportunity for promotion.

4.2 Age Relationship on Job Satisfaction Nurse

According to Siagian [4] says that the tendency that is often seen is the increasing age of employees, the higher the level of job satisfaction. Various reasons explained explain this phenomenon include: Older employees are increasingly difficult to start a new career elsewhere, older employees usually have adult and mature attitudes and have a purpose in life, hope, desire and ideals. The source of income is relatively assured, the inner bond and friendship rope between employees concerned with colleagues in the organization. In contrast to employees who have a younger age, the desire to move it more big. They tend to be less satisfied because of higher expectations, less adaptation and other causes [10].

Based on the results of research, the average age of nurses in hospitals Wamena is the youngest age 20 years and the oldest 46 tahun. Sedangkan age of most nurses is 24 years. After classified into 2 categories, nurses with age ≤ 30 years were more than those with age > 30 years ie 58.4%, where nurses <30 years old had 64.4% had dissatisfied and satisfied and nurses > 30 years (43 , 1%) have unsatisfied job satisfaction. Chi square test results obtained p-value = 0.009 <0.05 . This means that there is a correlation between age to nurse job satisfaction in Wamena Hospital, where nurses <30 years old are less likely to be satisfied with work 1.495 times higher dbibandingkan nurses aged > 30 years.

4.3 Relationship Education against Job Satisfaction

Siagian Theory [4] states that the higher the education of employees, the lower the level of satisfaction. This is because the higher the education of a person, the greater the desire to utilize the knowledge and skills, so that if his knowledge can not be utilized optimally, then an employee will feel dissatisfied. For research purposes, education level variables are categorized into low category that is SPK and high, namely D-III and S1.

From the results of the study, it was found that nurses who work in Wamena Hospital are mostly nurses with higher education, namely Diploma III and S1 of Nursing, which is 93.1%. Based on the results of statistical tests obtained P value = 0.924 $> 0,05$, it can be concluded that there is no relationship between education on the satisfaction of work in RSUD Wamena. So from this analysis shows that the hypothesis that there is a relationship between education with satisfaction of nurses work in hospitals Wamena is rejected. This is not in accordance with Gibson [11] theory which states that the higher the education of a person the easier one is to think broadly, the higher the power of the initiative and the easier it is to find efficient ways to get the job done properly.

4.4 The Relationship of Work Period to Job Satisfaction

The result of the research was obtained by nurse time 54,9% in new category, where nurse with new working period 63,1% have not satisfied and long service work time 46,2% have satisfied job satisfaction. Chi square test results obtained p-value = 0,037 $<0,05$. This means that there is a working relationship to nurse job satisfaction in RSUD Wamena. The results of the prevalence ratio test were interpreted that nurses with new tenure were less likely to be satisfied with work 1,368 times higher than nurses with long tenure. The result of this research is in line with research conducted by Astriana (2014) in RSUD Haji Makassar revealed that the working period has an effect on the satisfaction of the work of care. According to Robbins [7] one's work period

shows seniority level. Where seniority level is an expression to work experience.

The absence of influence of working period on nurse performance can be influenced by the existence of reward or award given. Unsatisfied nurses, especially long-term nurses, may affect performance. Instead the new nurse, but merasapuas with the work obtained so that feel comfortable in work that can improve performance. Sehingga satisfaction in work is not influenced by the work of nurses. The past behavior that has been conditioned on the behavior of discipline and spirit in working according to the process and then it will most likely still berilakusesuai in the future, and vice versa. So concluded with the old and new work is expressed with the experience of work does not necessarily guarantee good performance if from the first already accustomed to behave inappropriately.

4.5 The relationship of appreciation to Job Satisfaction

Reference [8] states that the rewards will make the employee feel satisfied with his work, so that this can spur better performance. Recognition also means the employee's need for respect and appreciation of others for his or her ability or power to work. This need is characterized by the desire of employees to develop themselves. Haisl investigators found that nurses who stated that the best award was made by hospital or superiors was 54.9% and nurses stated that pernghargaan less as much as 51.3% expressed satisfaction in work and nurses who expressed good appreciation 38,9% satisfied. From the results of statistical tests obtained value $P = 0.141 > 0.05$, it can be concluded that there is no significant relationship between rewards with nurse work satisfaction in hospitals Wamena. So from this analysis shows hypothesis stating that there is a relationship between pricing with nurse job satisfaction in RSUD Wamena is rejected.

4.6 Relationship Salary against Job Satisfaction

The result showed that nurse with salary dissatisfied 74,5% had satisfied job satisfaction, while gajiperawat was satisfied 32,9% had satisfied job satisfaction and 67,1% was satisfied. This indicated higher dissatisfaction on nurse which stated incentive is not satisfied. From the statistical test result obtained by $P = 0,008 < 0,05$, stated there is a significant correlation between salary with nurse work satisfaction in RSUD Wamena, so from this analysis show hypothesis stating that there is relation between salary with nurse work satisfaction in Wamena Hospital is accepted.

The results of this study in accordance with the results of previous research conducted by Resky [12] in Zahirah hospital and Eman [13] in RSUD Ambarawa stated that there is relation between insnetif with nurse job satisfaction. This is also according to statement of Marihot [8] that satisfaction of one's cooperation is influenced by many factors, one of them is salary. The salary is the amount of payment a person receives in return for the performance of the work. The main purpose of paying salaries is to attract qualified employees, retain employees, motivate performance, and build employee commitment.

4.7 Relationship of Welfare Program to Job Satisfaction

In the univariate analysis, the 38.2% welfare program obtained by the nurse at RSUD Wamena stated that the

welfare program organized by the hospital is not sufficient and 61.8% of the nurses consider the welfare program adequate, where the nurse with the welfare program is inadequate 75,8% have job satisfaction not satisfied and nurses who declare welfare programs adequate as much as 43% have dissatisfied job satisfaction. This indicates a high proportion of job dissatisfaction in nurses who stated that welfare programs are not adequate.

The result of statistical test at significance level 0,05 obtained value $P = 0,00 < 0,05$. This shows that there is a relationship between welfare program with nurses' job satisfaction. So from this analysis shows the hypothesis which states that there is a relationship between welfare programs with nurse work satisfaction in RSUD Wamena is accepted.

The results of this study are in line with the results of research conducted by Resky [12] which states that there is a relationship between welfare program with nurse work satisfaction in RS. Zahirah Depok and RSUDAmbarawa.Hal is possible because it has not been nurses about the policy held by hospitals, especially in terms of job satisfaction. In addition, there are some nurses who have never received / felt the program being organized, such as the provision of THR (Hari Raya allowance). The lowest score obtained in the answers to the questions on the welfare program variables is in the sixth and seventh questions, ie the nurse often does not get permission to leave the job even though for reasons that can be received and not received wages and hospitals Wamena has not conducted promotional programs for nurses.

4.8 Interpersonal Relationship against Job Satisfaction Nurse

Interpersonal Relationship is the interaction between a person with others in the work situation and in the organization as a motivation to work together productively. When a person is not happy with his work situation usually they say that they are not satisfied in their work. There are two things that may cause it, the first thing if the person does not get the information needed to carry out his work. Secondly, if relationships among colleagues are not good at establishing relationships or even communications [7, 14-16]. The result showed that nurse with interpersonal relationship was not good 49,2% had satisfied job satisfaction, while good interpersonal nursing as much as 59,3% had unsatisfied job satisfaction. This shows a much different proportion between nurses who say inerpesonal relationships are not good and good. Statistical test results obtained p-value = $0.261 > 0.05$. This means that there is no correlation of interpersonal relationship to nurse job satisfaction in RSUD Wamena.

The results of this study do not agree as stated by Gibson [11, 17-19] that one of the job satisfaction is hubunagn fellow co-workers, where there are other factors that affect job satisfaction include incentives, promotion opportunities factors, supervisory factors and factors relationships with co-workers. parts of the work environment that can affect the attitude and views of fellow employees. The proximity of employment relationships and the number of personal contacts often puts colleagues in a position to make accurate performance appraisals. In an immature group, or in a competitive individual competitive system, peer evaluation can create many problems. They can include pressure, strife, disunity, negativity, decreased work motivation and decreased productivity [20-22].

4.9 Dominant factors relate to job satisfaction

The result of binary logistic regression test analysis shows that incentive and welfare program is dominant factor to nurse work satisfaction in RSUD Wamena and appreciation is variable of inertaction related to job satisfaction.

The incentive factor and welfare program that influenced job satisfaction were caused by 173 nurses studied, 94 people (54.3%) were nurses with honorific status and 79 nurses (45,7%) with civil servant status. Differences in employee status include the difference in incentives received between working nurses. Job dissatisfaction arises in the nurse because the nurse who is honored by the honorarium feels that the performance is given in accordance with the civil servant, but the incentives he receives are not in accordance with what has been done according to his performance. In addition, inadequate welfare programs are felt by nurses causing dissatisfaction with their work is increasing.

This approach can be done by giving equal opportunities to all nurses to get promoted positions based on the results of the nurse's performance appraisal conducted on a regular basis, and providing adequate facilities for nurses. Such facilities may include benefits, health insurance for employees and their families, training to develop nurses' knowledge, abilities and skills. Thus it is expected to provide good benefits for nurses as well as for hospital advancement.

5. Conclusion

The result of research related to the relationship of nurse employee kepauasan in RSUD Wamena concluded as follows:

1. There is a correlation between age to nurse job satisfaction in RSUD Wamena

(p-value = 0,009; RP = 1,495; CI95% = (1,104 - 2,023).

2. There is no significant relationship between education on nurse job satisfaction

in Wamena Hospital (p-value = 0,924; RP = 0,894; CI95% = (0,500 - 1,601).

3. There is a relationship of rank / position to nurse job satisfaction in RSUD

Wamena (p-value = 0,031; RP = 2,519; CI95% = (0,926 - 6,854).

4. There is a relation of service to nurse job satisfaction in RSUD Wamena (p-

value = 0,037; RP = 1,368; CI95% = (1,029 - 1,819).

5. There is no reward relationship to nurse job satisfaction in RSUD Wamena (p-

value = 0,141; Rp = 0,798; CI95% = (0,604 - 1,054).

6. There is a relationship of salary to the nurse's job satisfaction in RSUD

Wamena (p-value = 0,000; RP = 2,263; CI95% = (1,616 - 3,167).

7. There is a relationship of welfare program to the nurse's job satisfaction in

RSUD Wamena (p-value = 0,000; RP = 1,762; CI95% = (1,362 - 2,279).

8. There is no correlation between interpersonal relation on nurse job satisfaction

in Wamena Hospital (p-value = 0,261; RP = 0,831; CI95% = (0,620 - 1,113).

9. The dominant factor on job satisfaction in hospitals Wamenais a low salary, especially on nurses with honorary status.

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