RELATIONSHIP OF REMUNERATION AND WORK MOTIVATION WITH NURSING WORK SATISFACTION AT PKU MUHAMMADIYAH HOSPITAL, YOGYAKARTA

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ABSTRACT

Background: Fair remuneration system may have considerable impact on health personnel motivation. Good working motivation in turn affects the performance of health workers. This study aimed to examine the relationship of remuneration and work motivation with nursing work satisfaction at PKU Muhammadiyah Hospital, Yogyakarta.

Subjects and Method: This was a cross sectional study conducted at PKU Muhammadiyah Hospital, Yogyakarta. A total of 123 nurses were selected for this study. The dependent variable was work satisfaction. The independent variables were remuneration and work motivation. The data were collected by a set of questionnaire and analyzed by path analysis.

Results: Remuneration was directly and positively related with work satisfaction and work motivation. Work motivation was also directly and positively related to work satisfaction.

Conclusion: Remuneration directly and positively affects work satisfaction and work motivation. Work motivation also directly and positively affects work satisfaction.

Keywords: remuneration, work motivation, work satisfaction.

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