The Affecting Factors Job Performance of Nurses at Regional Public Hospital Dekai Sub Province Yahukimo

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Abstract:

Background: The nurse performance at hospital is very importance in giving health service to society, so that claimed by performance which is good up. Nurse performance in Dekai regional public hospital not yet maximal by nurse, so that the intention of this research is to know the factor - factor influencing nurse performance of Nurses at Regional Public Hospital Dekai Sub Province Yahukimo.

Materials and Method: Analytic by using quantitative approach of cross sectional study in October 2017 with amount of sample counted 104 total nurse government nurse and contract/honourable. Data approach used questioner and analysed by chi square.

Result of research : It is obtained that factor influencing nurse performance in regional public hospital Dekai Sub-Province Yahukimo is motivation (p-value = 0,000; RP = 3,191; CI95%= (1,875 - 5,433), discipline (p-value = 0,007; RP = 2,036; CI95%= (1,285 - 3,225), Reward (p-value= 0,000; RP = 3,839; CI95%= (1,769 - 8,328), punishment (p-value= 0,000; RP= 12,273; CI95%= (4,714 - 31,955) and style leadership of director (p-value = 0,000; RP = 2,895; CI95%= (1,755 - 4,775). While factor which not influence nurse performance regional public hospital Dekai Sub-Province Yahukimo (p value = 1,000; RP = 0,976; CI95%= (0,595 - 1,602), year of service (p-value = 0,782; RP = 0,882; CI95%= (0,537 - 1,450), year of service (p-value = 0,782; RP = 0,882; CI95%= (0,537 - 1,450) and rotation work p-value = 0,958; RP = 1,082; CI95%= (0,632 - 1,853).

Conclusion; Motivation, reward and punishment are dominant factors that influence the performance of Nurse in RSUD Dekai.

Keywords: Nurses, Job Performance, Dekai Public Hospital

I. INTRODUCTION

Providing the best and professional health service according to standard of procedure and development of medical science and technology, increasing coverage and reach of health service and improving administration service and management of Hospital (RSUD Dekai Kab Yahukimo 2017). Employees for RSUD Dekai is the most important asset that must be owned by the company and is highly regarded by the management boils down to the fact that Dekai people are elements that always exist within the organization Dekai goal, innovation and achieve the goals of human resources organization trigger creativity in every organization. In the absence of effective human resources it would be impossible for the organization to achieve its goals, 2004 human resources resources of other organizations running. Professional employee can be interpreted as a view to always think, work hard, work full time, discipline, honest, high loyalty, and dedication for the sake of successful work.

Work discipline is a form of adherence to one's behavior in complying with certain rules or regulations relating to work, and enforced in two organizations. Work discipline needs to be owned by everyone so that organizational life can be safe, orderly and smooth. The loss of work discipline will affect the efficiency of work and the effectiveness of job duties. If discipline is not enforced then the possibility of a determined goal can't be achieved effectively and efficiently as an illustration if a company only concerns about the education of expertise and technology without thinking of employee discipline, even a high level of technology and expertise will not produce maximum product if concerned can't use it regularly and have a serious discipline of work (Hasibuan, 2011).

The head of the nursing room at the hospital is one of the leaders who divides several nurses or subordinates in duty. Director serves to accommodate the performance of nurses in order to work optimally by referring to the standard operational procedures in implementing health services to improve the quality of health services, so as to increase the productivity of nurses work (Cahyono, 2011). A leader must develop an attitude in leading his subordinates. A leadership attitude can be formulated as a pattern of behavior established to harmonize with the interests of the organization and employees to be able to achieve the goals set (Nasution 1994) and Riyadi, 2011).

Thus the influence of director leadership in an organization so it is commonly said that leadership is a determinant of success or failure of an organization in achieving organizational goals as expected. By giving rewards and rewards can help nurses in creating nurse performance. Therefore, this research researcher interested

to do research with title "Factors Affecting Performance of Nurse in RSUD Dekai Regency Yahukimo ".

II. RESEARCH METHOD

Types of Research

This research is an analytical research that aims to determine the influence between two or more variables (Sugiyono, 2013). This research explains the influence and influence relationship of the variables to be studied. Using a cross sectional study approach that collected variable data was done simultaneously (Sastroasmoro, 2010). This study analyzed the influence of age, work period, work motivation, job rotation, work discipline, reward, punishment and director's leadership style on nurse performance.

Time and Location Research

The study was conducted at Dekai Regional General Hospital in October 2017.

Population and Sample

1. **Population**
   The population in this study is all nurses in Dekai Hospital as many as104 people.
2. **Sample**
   The sample is part of the generalization of the population under study (Sugiyono, 2013). The sample size in this study using the total population of all nurses with ASN employee status as many as 50 people and contract / honor as many as 54 people with a total sample of nurses as many as 104 people.

III. RESULTS

a.   The influence of age on nurse performance

Table 1. The Influence of Age on Nurse Performance in Dekai Hospital

| No | Age | Performance | | | | Total | |
| | | Less | | Good | | | |
		n	%	n	%	n	%
1	< 30 years old	24	38,1	39	61,9	63	100
2	≥ 30 years old	16	39	25	61	41	100
	Total	40	38,5	64	61,5	104	100
p-value = 1,000; RP = 0,976; CI95% = (0,595 – 1,602)							

Based on Table 1, it shows that from 63 nurses <30 years old, 24 people (38,1%) had poor performance and good as many as 39 people (61,9%). While from 41 people age nurse> 30 years as many as 16 people (39%) have less and good performance as many as 25 people (61%). Chi square test results obtained p-value = 1,000>

0,05. This means that there is no effect of age on nurse performance in RSUD Dekai which is not meaningful. The results of the prevalence ratio test were not significantly interpreted.

b.   Influence of work period on nurse performance

Table 2. The influence of working period on nurse performance in RSUD Dekai

| No | Work Period | Performance | | | | Total | |
| | | Less | | Good | | | |
		n	%	n	%	n	%
1	New	25	36,8	43	63,2	68	100
2	Old	15	41,7	21	58,3	36	100
	Total	40	38,5	64	61,5	104	100
p-value = 0,782; RP = 0,882; CI95% = (0,537 – 1,450)							

Based on Table 2, it shows that out of 68 nurses with new working period of 25 people (36.8%) had poor performance and good as many as 43 people (63.2%). While from 36 nurses with long working period as many as 15 people (41,7%) have less and good performance as many as 21 people (58,3%). Chi square test results

obtained p-value = 0.782> 0.05. This means that there is no effect of working period on nurse performance in RSUD Dekai which is not meaningful.

c.   Influence of motivation to nurse performance

Table 3. Influence of motivation to nurse performance in RSUD Dekai

No	Motivation	Performance				Total	
		Less		Good			
		n	%	n	%	n	%
1	Low	27	65,9	14	34,1	41	100
2	High	13	20,6	50	79,4	63	100
	Total	40	38,5	64	61,5	104	100
p-value = 0,000; RP = 3,191; CI95% = (1,875 – 5,433)							

Based on Table 3, it shows that from 41 low motivation nurses 27 people (65,9%) have poor performance and good as many as 14 people (34,1%). Whereas from 63 nurses with high motivation as many as 13 people (20,6%) had poor performance and good as many as 50 people (79,4%). Chi square test results obtained p-value = 0,000 <0.05. This means that there is influence of motivation to nurse performance in RSUD Dekai. When viewed from the value of RP = 3.191; CI95% = (1,875 - 5,433) interpreted that low motivated nurses are at risk of having a performance of less 3,191 times higher than with highly motivated nurses.

d.   The influence of work discipline on the performance of nurses

Table 4. The influence of work discipline on nurse performance in RSUD Dekai

No	Work Dicipline	Performance				Total	
		Less		Good			
		n	%	n	%	n	%
1	Less	19	59,4	13	40,6	32	100
2	Good	21	29,2	51	70,8	72	100
	Total	40	38,5	64	61,5	104	100
p-value = 0,007; RP = 2,036; CI95% = (1,285 – 3,225)							

Based on Table 4, it shows that out of 32 nurses of work discipline less than 19 people (59,4%) have poor performance and good as many as 13 people (40,6%). Whereas from 72 nurses who discipline good work as much as 21 people (29,2%) have poor performance and good as many as 51 people (70,8%). Chi square test results obtained p-value = 0.007 <0.05. This means that there is influence of work discipline on nurse performance in RSUD Dekai. When viewed from the value of RP = 2,036; CI95% = (1,285 - 3,225) interpreted that nurses with work discipline are less at risk of performance less than 2,036 times higher than nurses with good working discipline.

e.   Effect of work rotation on nurse performance

Table 5.Effect of work rotation on nurse performance in RSUD Dekai

No	Work Rotation	Performance				Total	
		Less		Good			
		n	%	n	%	n	%
1	No (> 5 years old)	11	40,7	16	59,3	27	100
2	Yes (< 5 years old)	29	37,7	48	62,3	77	100
	Total	40	38,5	64	61,5	104	100
p-value = 0,958; RP = 1,082; CI95% = (0,632 – 1,853)							

Based on Table 5, it shows that from 27 nurses who are not in rotation> 5 years as many as 11 people (40,7%) have poor performance and good as many as 16 people (59,3%). While from 77 nurses who in the work rotation <5 years as many as 29 people (37.7%) had poor performance and good as many as 48 people (62.3%). Chi square test results obtained p-value = 0.958> 0.05, this means that there is no effect of work rotation on the performance of nurses in RSUD Dekai. Ratio prevalence test results RP = 1.082; CI95% = (0.632 - 1.853) which is stated not significant.

f.   Effect of reward on nurse performance

Table 6. Effect of reward on nurse performance in RSUD Dekai

No	Reward	Performance				Total	
		Less		Good			
		n	%	n	%	n	%
1	Less	34	54,8	28	45,2	62	100
2	Good	6	14,3	36	85,7	42	100
	Total	40	38,5	64	61,5	104	100
p-value = 0,000; RP = 3,839; CI95%= (1,769 – 8,328)							

Based on Table 6, shows that of 62 nurses rewards less than 34 people (54.8%) had poor performance and good as many as 28 people (45.2%). Whereas from 42 nurses who reward good as much as 6 people (14,3%) have less and good performance as much 36 people (85,7%). Chi square test results obtained p-value = 0,000 <0.05. This means that there is influence of reward on nurse performance in RSUD Dekai. When viewed from the value of RP = 3.839; CI95% = (1,769 - 8,328) interpreted that nurses who have less risky rewards have less performance 3.839 times higher than nurses who have a good reward.

g.   Effect of punishment on nurse performance

Table 7. Effect of punishment on nurse performance in RSUD Dekai

No	Punishment	Performance				Total	
		Less		Good			
		n	%	n	%	n	%
1	Less	36	81,8	8	18,2	44	100
2	Good	4	6,7	56	93,3	60	100
	Total	40	38,5	64	61,5	104	100
p-value = 0,000; RP = 12,273; CI95%= (4,714 – 31,955)							

Based on Table 7, it shows that of 44 nurses with punishment less than 36 people (81,8%) have poor performance and good as many as 8 people (18,2%). While from 60 nurses who punishment good as much as 4 people (6,7%) have less and good performance as much 56 people (93,3%). Chi square test results obtained p-value = 0,000 <0.05. This means that there is influence punishment on the performance of nurses in RSUD Dekai. When viewed from the value of RP = 12,273; CI95% = (4,714 - 31,955) interpreted that nurses with less punishment have less performance 12,273 times higher than nurses with good punishment.

h.   The influence of the director's leadership on the performance of the Nurse

Table 8. The influence of director leadership on the performance of Nurse in RSUD Dekai

No	Director Leadership	Performance				Total	
		Less		Good			
		n	%	n	%	n	%
1	Less	25	65,8	13	34,2	38	100
2	Good	15	22,7	51	77,3	66	100
	Total	40	38,5	64	61,5	104	100
p-value = 0,000; RP = 2,895; CI95%= (1,755 – 4,775)							

Based on Table 8, it shows that of 38 nurses with less leadership style as many as 25 people (65,8%) have poor performance and good as many as 13 people (34,2%). While from 66 nurses with good leadership style as many as 15 people (22,7%) have poor performance and good as many as 51 people (77,3%). Chi square test results obtained p-value = 0,000 <0.05. This means that there is an influence of director leadership on performance in RSUD Dekai. When viewed from the value of RP = 2.895; CI95% = (1,755 - 4,775) interpreted that nurses with less risky leadership styles had less performance of 2,895 times higher than nurses who stated good leadership

IV. DISCUSSION

1.   Effect of age on nurse performance

The result of this research shows that there is no influence of age to nurse performance in RSUD Dekai (p-value = 1,000). The results of this study are not in line with research conducted by Samsualam, Indar, & Syafar (2008) which revealed that there is an influence of age on the performance of nurses. But in this study Kumajas (2012) in Datoe Binangkang District Hospital Bolaang Mongondow reveals otherwise that there is no influence of age on the performance of nurses.

Age is the lifetime range from birth and age (Handayani, 2010). Age will affect a person's physical condition, spirit, burden and responsibility both in work and in everyday life. In nurses aged less than 30 years, despite having good physical condition, to perform physical activities but generally they have a sense of responsibility that is relatively less than those aged ≥ 30 years (Sandra, 2013).

The result of analysis showed that nurses aged <30 years old as many as 24 people (38.1%) had poor performance and good as many as 39 people (61,9%). While from 41 people age nurse> 30 years as many as 16 people (39%) have less and good performance as many as 25 people (61%). This indicates that the age of nurses <30 years old and> 30 years old have equal opportunities for good or poor performance.

The absence of influence can be caused by other factors affecting the nurse's performance which is not caused by the physical of the nurse's age, but the environment in the hospital such as the existence of reward, so that the nurse does not feel satisfied in the work affecting the nurse's performance. Judging from the age limit of nurses who are aged> 30 years oldest 41 years old and youngest berumu 23 years, so that physically does not affect the performance of nurses who are still in productive age. The average nurse <30 years old is a nurse with honor or contract honor status, so nurses will compete to create good performance to be considered and a priority in civil servant recruitment. The same is also done by nurses aged> 30 years old who mostly are civil servants and have an effect on the satisfaction and motivation for good career gap and equally noisy have a good performance, so it does not affect the performance.

This is in accordance with the theory put forward by Gibson (2003), that age has an indirect effect on individual behavior and performance. The older a person's age, not necessarily able to show the intellectual maturity either cognitively, or psychomotor while doing the job. This is probably due to the personal value held by the individual concerned, flexibility and other influencing psychological factors.

2.   Effect of working period on nurse performance

The result of this research shows that there is no influence of working period on nurse performance in RSUD Dekai (p-value = 0,782). The results of this study are not in line with research conducted by Astriana (2014) in RSUD Haji Makassar revealed that the working period effect on the performance of nurses.

According to Robbins (2006) one's work period indicates seniority. Where seniority level is an expression to work experience. According Sandra (2013), the longer a person's work experience the more skilled the officer, easy to understand the duties and responsibilities, thus providing opportunities for achievement.

The result of the analysis shows that nurses as many as 25 people (36.8%) have poor performance and good as many as 43 people (63.2%). While from 36 nurses with long working period as many as 15 people (41,7%) have less and good performance as many as 21 people (58,3%). This suggests that both new and old nurses are at risk of having poor performance.

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 satisfied with the work obtained so that feel comfortable in work that can improve performance. So satisfaction in work is not affected by the nurse's work.

Behavior of the past that has been accustomed to behave discipline and spirit in working according to procedure then most likely will still behave accordingly in the future, and vice versa. So concluded with the old and new work periods expressed with work experience not necessarily guarantee the performance well if from the first been accustomed to behave inappropriately.

3.   Influence of motivation to nurse performance

The result of this research shows that there is influence of motivation toward nurse's performance in RSUD Dekai (p-value = 0,000). The results of this study in line with research Anggorowati (2012) at Jogja Hospital revealed that there is influence of motivation on the performance of nurses.

Motivation is the action of a group of factors that cause individuals to behave in certain ways (Herlambang, 2012). Motivation teaches how to encourage subordinate work morale so that they will work harder and work harder by using all ability and skill they have to be able to advance and achieve company goal. While the motivation is the driving force that resulted in an organization member willing and willing time to organize various activities become his responsibility and fulfill his obligations in the achievement of goals and various organizational goals determined previously (Siagian, 2010).

Respondents' statement about motivation in working with low motivation that every work or provide services

to patients should require co-workers. This causes the nurse's independence to decrease. In other words, nurses have high morale when they are together with other nurses. In addition, nurses do not feel proud of the results of services that get appreciation from the leadership or colleagues. This shows that the motivation of the nurse appears to have other needs that must be considered by the management of the hospital.

While nurses who have high motivation is due to always try different alternatives to achieve success, good cooperation among friends encourage to work hard so as to finish a good job, make a plan to achieve success, if having difficulty in doing something more like try hard to solve it, feel satisfied to get the best results and if it works well. In addition, the nurse is confident in my ability to work well and provide patient care quickly and strive to be responsible to the job seriously to prepare for the challenges of the job and to gain promotion. This indicates that the nurse has the motivation to actualize.

Self actualization is related to the process of developing the true potential of a person. The need to demonstrate one's ability, expertise and potential. The need for self-actualization is an increasing tendency of potential because people actualize their behavior. A person who is dominated by the need for self-actualization is happy about tasks that challenge his abilities and skills (Sofyandi and Garniwa, 2007).

The result of the analysis showed that the low motivation nurse 27 people (65,9%) had poor performance and good as many as 14 people (34,1%). Whereas from 63 nurses with high motivation as many as 13 people (20,6%) had poor performance and good as many as 50 people (79,4%). This shows that high motivated nurses have a higher proportion of performance. The results of the prevalence ratio test showed that low-motivated nurses had a 3.191 times lower risk than those who had high motivation.

The existence of the influence of motivation on the performance of nurses is due to the nurse doing his job well because of the expectation to be able to meet his needs through promotion of positions, so competing or competing in obtaining promotion positions that affect the incentives or compensation received.

4. Effect of work discipline on the performance of nurses

The result showed that there is influence of work discipline on nurse's performance in RSUD Dekai (p-value = 0,007). The results of this study in line with research Anggorowati (2012) at Jogja Hospital reveals that there is influence of work discipline on the performance of nurses

Hasibuan (2010) argues that discipline is the awareness and willingness of a person to comply with all corporate rules and prevailing social norms. Based on the above understanding it is concluded that the discipline of work is an attitude, behavior, and actions that are in accordance with the rules both written and unwritten, and if violated there will be sanctions for violations.

The respondent's statement about discipline which is the average work-home return does not match the specified time, does not complete the task in accordance with the time set and does not run the superior command well.

According to Simamora (2012) discipline is a procedure that corrects or punishes subordinates for violating rules or procedures. Work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior as well as an attempt to raise a person's awareness and willingness to comply with all corporate rules and prevailing social norms (Rivai, 2010)

The result of analysis shows that nurse of work discipline less than 19 people (59,4%) have poor performance and good as many as 13 people (40,6%). Whereas from 72 nurses who discipline good work as many as 21 people (29,2%) have poor performance and good as many as 51 people (70,8%). This shows that nurses who work higher and higher work better. This is evidenced from the results of the prevalence ratio test that nurses who have work discipline less at risk of having less than 2,608 times higher performance than nurses who have good working discipline.

Observation of researcher that nurse work discipline influenced by employee morale, level of compensation given, so that affect employee job satisfaction. Nurses who are not satisfied with the results of the work with the compensation given, so do not discipline or obey the rules set. An undisciplined nurse appears to be not in accordance with the specified shift, as well as the return time. Nurses with high morale tend to work better, on time, and never skip ahead. Nurses will be enthusiastic to leave for work so that work discipline becomes high. Similarly, the compensation given to the nurse, with appropriate compensation for the satisfactory nurse adds morale that implies the nurse's discipline.

5. Effect of work rotation on nurse performance

The result showed that there was no effect of work rotation on nurse's performance in RSUD Dekai (p-value = 0,958). The results of this study are not in line with the Respect research (2016) at RSUD Sele Be Solu

Kota Sorong West Papua Province revealed that there is an effect of work rotation on the performance of nurses.

According to Mathis and Jakcson (2011) "Job rotation is the process of transferring someone from one job to another." A technique used to reduce the monotony of a routine that employees do. Usually each company has its own policies in the application of job rotation time. There are periodic (Weekly, Monthly, Yearly) and periodic. The advantage of self-rotation is to develop an employee in performing several different jobs.

The result of analysis shows that nurses who are not in rotation> 5 years as many as 11 people (40,7%) have poor performance and good as many as 16 people (59,3%). While from 77 nurses who in the work rotation <5 years as many as 29 people (37.7%) had poor performance and good as many as 48 people (62.3%). This indicates that nurses who are not rotated> 5 years and in rotation <5 years have equal performance opportunities.

According to Kaymaz (2010) job rotation will reduce boredom, prepare employees for better management systems, improve productivity, and increase knowledge and skills. The purpose and benefits of job rotation are not only perceived directly by employees because companies also experience indirect benefits because employees range in wider and more flexible skills and management in job scheduling, employee adjustment for change, and fill in the personnel void.

The absence of work rotation effect on nurses at RSUD Dekai is caused by unmoved nurses> 5 years of feeling comfortable with perceived working conditions and work environment and nurses rotated <5 years may not feel comfortable and comfortable with their new work environment, especially nurses who are not like the challenges in work to improve their ability or lack of training - training in the rotation. So nurses need to adaptive of doing things - things that are used to do, compared with the changes in work in other work units. This indicates that the comfort aspect of the nurse is in another work unit although long rotated but comfortable does not affect its performance.

This is in accordance with the opinion of Mansur (2009) job rotation is not without flaws, because the cost of training will increase, productivity will decrease because moving the employee in a new position, the adjustment again because of new employees in a group. Rotation of work every 5 years will have an effect on the performance of nurses if followed by other variables. So that the performance of employees will not increase if only using job rotation variables only and add variable work motivation in the employees can improve employee performance

6. Effect of reward on the performance of nurses

The results obtained that there is influence reward on performance at RSUD Dekai (p-value = 0,000). The results of this study slept with research conducted Royani (2010) at the General Hospital of Cilegon Banten revealed that there is influence reward or reward to nurse performance. According to Handoko (2010) Reward as a form of business appreciation to get a professional workforce in accordance with the demands of the position required a balanced coaching, which is a business activity planning, organizing, use, and maintenance of labor to be able to perform the task effectively and efficiently. As a concrete step in the results of education then held reward that have shown good performance.

The nurse who feels lacking on the much-acquired patent suggests that the nurse will get better at work when the more incentives I receive and feel very happy when given the task beyond the standards. Sleainj, the nurse also stated that some nurses are less involved because they feel that they have no authority over delegated tasks and hamper the nurses to participate in the activities of professional nursing organizations.

While nurses who feel good about the given granted doard new things related to the job, felt given the opportunity to increase career ladder and dberikan feedback about nursing professional issues. In addition, the law stipulates that the promotion is regulated in a fair and equitable manner.

The result of analysis showed that nurses with less reward as many as 34 people (54,8%) had poor performance and good as many as 28 people (45,2%). Whereas from 42 nurses who reward good as much as 6 people (14,3%) have less and good performance as much 36 people (85,7%). This indicates a lack of rewards lowering the performance of nurses. The results of the prevalence ratio test obtained by nurses who have lesser reward has a performance less than 5,008 times higher than nurses who have good rewards.

The existence of reward effects that are still not given by management can reduce the performance of nurses. This indicates that the Hospital Manager lacks respect for the contribution of the employees, so the nurse has a sense of displeasure at work. The displeasure creates a sense of indifference towards the nurses in the hospital they feel is not part of where they work, so that employee performance decreases. Shown with low work responsibilities.

7. Effect of punishment on the performance of nurses

The result of this research shows that there is influence of punishment on performance in RSUD Dekai (p-value = 0,000). The results of this study in line with research conducted Royani (2010) at the General Hospital of Cilegon Banten revealed that there is influence punishment on the performance of nurses.

Punishment is a threat of punishment aimed at improving employees of offenders, maintaining rules and giving lessons to offenders "(Mangkunegara, 2010). Basically the purpose of giving punishment is so that employees who violate feel deterrent and will not repeat again. Respondent's statement to the perceived feeling that the nurses feel not reprimanded to complete the task on time due to reprimanded superiors and not get suspended for making mistakes. While good punishment says get a reprimand from superiors for coming late and feel ashamed of other nurses for getting a reprimand from superiors and trying to fix because I got a reprimand from my boss and tried to improve my performance after getting suspended. This indicates that nurses who get punishment in the form of sanctions or punishment from the leader more enthusiasm in work.

Results of analysis obtained that the treatment with punishment less as much as 36 people (81.8%) had poor performance and good as many as 8 people (18.2%). Whereas from 60 people who had good punishment as many as 4 people (6.7%) had poor performance and good as many as 56 people (93.3%). This shows the better punishment improves the nurse's performance the better. This is evidenced from the prevalence ratio test that nurses who have punishment less noise have less performance 12,273 times higher compared with nurses who have good punishment. The existence of punishment effect to the level of performance of employees due to an unpleasant act of punishment or sanction given to the nurse consciously when the violation does not repeat again. It can be an employee incentive tool to improve its performance.

8. The influence of the Director's leadership on the performance of the Nurse

The results obtained that there is influence of director leadership on performance in RSUD Dekai (p-value = 0,000). The results of this study are in line with research conducted by Evanita (2014) in RSUD Lubuk Sikaping revealed that there is influence of leadership style on nurse performance. According Tjiptono (2006) leadership style is a way that leaders use in interacting with subordinates. Meanwhile, another opinion says that leadership style is the behavioral pattern (words and actions) of a leader felt by others (Hersey, 2004). The style of leadership is the behavior or the way the leader chooses and uses to influence the thoughts, feelings, attitudes and behaviors of members of his subordinate organizations (Nawawi, 2011).

The respondent's statement of leadership style is lacking, as the director does not provide examples that can increase interest in the work and does not support the subordinate's efforts to resolve any work issues and does not use a positive personal approach with subordinates in the execution of tasks and does not advocate the need for group work in completing the work. This indicates that the director of RSUD Dekai does not interact or communicate with his subordinates, including with the problems faced. This may be because the director has taken over the leadership of the director, but still feels less satisfied by the nurse, because his aspirations or problems cannot be solved without director intervention.

The respondent's statement that the well-researched style of leadership has largely informed the details of the work to subordinates through the operational standard of the procedure how the work should be completed. The Director also incidentally oversees the implementation of subordinate duties and provides direction according to his command line.

The result of analysis shows that nurses with leadership style less 25 people (65,8%) have less and good performance as many as 13 people (34,2%). The good leadership style of 15 (22,7%) have good performance and 51 people (77,3%), indicating that the director's better leadership style can improve the nurse's performance as high as possible. This is evident from the results of the prevalence ratio test that less leadership style less has a performance less 3,333 times higher than nurses who expressed good leadership style.

The existence of influence of leadership style that influence the performance of nurses caused by nurses that less interaction so that delegation or leadership style can not be felt directly by nurse in improving its performance. Conversely nurses who often interact feel cared for by the director or the leader, so that any action or work done is noticed or supervised by the leader, thus increasing the morale of the nurse.

V. CONCLUSION

The results of this study can be summarized as follows:

1. There is no significant influence between age and nurse performance in RSUD Dekai (p-value = 1,000; RP = 0,976; CI95% = 0,595 - 1,602).

2. There is no effect of working period on nurse performance in RSUD Dekai (p-value = 0,782; RP = 0,882; CI95% = 0,537 - 1,450).

3. There is influence of motivation to nurse's performance in RSUD Dekai (p-value = 0,000; RP = 3,191; CI95% = 1,875 - 5,433).

4. There is influence of work discipline on nurse performance in RSUD Dekai (p-value = 0,007 RP = 2,036; CI95% = 1,285 - 3,225

5. No effect of work rotation on nurse performance in RSUD Dekai (p-value = 0,958; RP = 1,082; CI95% = 0,632 - 1,853).

6. There is influence of reward on nurse's performance in RSUD Dekai (p-value = 0,000; RP = 3,839; CI95% = 1,769 - 8,328).

7. There is effect of punishment on nurse's performance in RSUD Dekai (p-value = 0,000; RP = 12,273; CI95% = 4,714 - 31,955).

8. There is an influence of the director's leadership on performance in RSUD Dekai (p-value = 0,000; RP = 2,895; CI95% = 1,755 - 4,775).

9. Motivation, reward and punishment are dominant factors that influence the performance of Nurse in RSUD Dekai.

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