

Factor's Affecting with Work Satisfaction of Nurse/Midwife at Bhayangkara TK. III General Hospital, Jayapura

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Abstract:Background: Internal problem of treatment service hospital represent important shares in health service at home pain, because nurse/midwife represent direct corresponding energy with service treatment of patient, so that satisfaction very supporting to given performance. Antecedent study at home pain, nurse/midwife organizational commitment in less Bhayangkara General Hospital can be seen from amount of nurse retirement and midwife in Bhayangkara General Hospital, during year 2013 counted 5 people, year 2014 counted 6 people, year 2015 counted 7 people and counted 8 year people 2016 from overall of the amount of midwife and nurse exist in Bhayangkara General Hospital. Reason of their retirement for example because wishing prosperity more well guaranteed and various its reason. Target of research: to know the factor's affecting with work satisfaction of nurse/midwife at Bhayangkara level III general hospital Jayapura. Method Research: Analytic descriptive with approach of conducted study cross sectional in June 2017 with amount of sample counted 123 people totally population. Data approach used questionnaire and analyzed to use square chi and regresses logistics binary. Result of research : The factor related to satisfaction work of nurse/midwife contract in Bhayangkara General Hospital level III is age ($p\text{-value} = 0,020$), job position ($p\text{-value} = 0,020$), salary ($p\text{-value} = 0,049$), prosperity program ($p\text{-value} = 0,013$). While factor which not correlate satisfaction work of nurse/midwife contract in Bhayangkara General Hospital level III Jayapura is education ($p\text{-value} = 0,824$), long work ($p\text{-value} = 0,159$), confession ($p\text{-value} = 0,564$; $= 0,903$) and interpersonal relation ($p\text{-value} = 0,870$). The factor dominant related to satisfaction work of nurse/midwife contract in Bhayangkara General Hospital level III Jayapura age and prosperity program.

Keywords: Work Satisfaction, Nurse/Midwife, Honorer.

I. INTRODUCTION

The internal problem of nursing care hospitals is an important part of health care in hospitals, because nurses are the ones that deal directly with the care of patients. The nurses are the most numerous source of human resources, reaching 40% of human resources in hospitals (Kemenkes RI, 2012). It is true that hospitals should pay attention to the competence and needs of nurses and midwives to provide the best service to patients, and minimize procedural errors in terms of service. One important factor in hospitals in improving competence and comfort in working is attention to employee benefits related to income or compensation accepted employees. Opinion

Dessler (2011) explains that compensation is important to employees as an individual because of the size of the compensation reflects the size of the value of their work among themselves, the family and society. The compensation program is also important to the organization, as it reflects the organization's efforts to maintain human resources or with catalyses for employees to have loyalty and commitment which is high on the organization.

Another factor to show the good performance of employees towards the hospital is the organizational commitment of employees. Kuncoro's (2009) opinion states that an understanding of the commitment of a person to the organization or hospital is very important in order to create conducive working conditions so that the organization can run efficiently and effectively. Commitment as the basis of the establishment of agreement in achieving a goal from the hospital. According to Dessler (2011) states that strong commitment can bring positive impact, among others: the improvement of performance, work motivation, work period, work productivity, and employees more diligent to work so as to reduce absenteeism and lower it out.

Bhayangkara Hospital Jayapura is a non-education type D hospital owned by Papua Police. Nurses and bids are currently numbering 123 people. The majority of nurses and midwives started their careers in this hospital as honorary staff, so it takes time in the nursing learning process at the hospital as the spearhead of service. Hospital preliminary study, organizational organizational commitment of nurses and midwives in RW Bhayangkara that can not be seen from the number of nurse and midwife resignation in Bhayangkara Hospital, for 5 years, of the total number of nurses and midwives available in RS Bhayangkara. The reasons for their resignation, among others, want to be civil servants because the welfare is more secure, moving other hospitals in the hope of getting a better salary, over the profession, moved to the Ministry of Health, followed husband and return to the area of origin near home.

Results of interviews from 7 people, 5 dissatisfied and 1 satisfied person. Nurses and midwives who are satisfied

with the wages received by permanent employees in accordance with the Papua regional minimum wage even without any other incentive costs and the wages apply to all nurses / midwives even with new or old employment, while disgruntled employees earning a month's wage or salary is not in accordance with regional minimum wages without incentive other costs because they have not been appointed as permanent employees despite having worked over five years related to the management policies adopted by Bhayangkara Tk. III Jayapura. In addition, welfare programs have not been able to provide satisfaction with the work achieved. Based on the problem, the researcher is interested to conduct research under the title "Factors Related to Job Satisfaction of Nurse / Midwife Contract at Bhayangkara Tk Hospital. III Jayapura "

II. MATERIALS AND METHODS

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 with data taking is done simultaneously at one time (Sastroasmoro, 2010).

Time and Location Research

This research was conducted at Bhayangkara Tk. III Jayapura which in June 2017.

Types and Data Sources

The type of data uses two types of data, namely primary and secondary data.

1. *Primary data*

Primary data obtained directly by using questionnaires given to respondents including age, education, rank / position. Besides recognition, salary, Welfare program, Interpersonal relationship and job satisfaction.

2. *Secondary data*

The data obtained indirectly in the form of profile of Bhayangkara Tk Hospital. III Jayapura as well as research articles and journals related to this research.

Research Instruments

The research instruments used in this research are as follows:

1. Questionnaire
2. Questionnaire Sheet
3. Stationery
4. Camera.

Data Collection and Processing Techniques

Collection Technique

Technique of collecting data is done b

1. collecting primary and secondary data then do recording according to variables needed based on questionnaire with steps as follows:

- a. After obtaining research permission from the next Faculty addressed to Bhayangkara Tk Hospital. III Jayapura.
- b. Provide an explanation to the nurse and midwives research purposes and objectives. Nurses who agree are given informed consent as the respondent's consent
- c. Provide questionnaires to respondents with 60 minutes recharge time and collected again
- d. To check the completeness of the data from the questionnaire filling
- e. Further assess and analyze.

2. Data Processing Technique Data processing is done by SPSS (Statistical Product and Service Solutions) program which is done through several stages:

- a. Editing is intended to see if the data obtained is complete or incomplete.
- b. Coding, this classifies answers from respondents by type. Scoring, assessing the given bakers. Criterion determination.

III. RESEARCH RESULTS

Univariate Analysis

Table 1. Independent Variable Distribution and Dependent Nurse / Midwife Contract in Bhayangkara Tk. III Jayapura Year 2017

No	Variables	Number (n)	(%)
1	Age		
	< 30 year	81	65,9
	≥ 30 year	42	34,1
2	Education		
	Low	100	81,3
	High	23	18,7

3	Position		
	Low	117	95,1
	High	6	4,9
4	Working duration		
	Old	51	41,5
	New	72	58,5
5	Admission		
	Never	60	48,8
	Ever	63	51,2
6	Salary		
	Low	76	61,8
	High	47	38,2
7	Welfare program		
	Not enough	66	53,7
	Enough	57	46,3
8	Interpersonal relationship		
	Not good	46	37,4
	Good	77	62,6
9	Working satisfaction		
	Not satisfy	80	65
	Satisfy	43	35
Number		123	100

Based on Table 1, it shows that most of the nurses / midwives of contracts are <30 years old, 81 people (65,9%), low educated 100 people (81,3%), low rank 117 people (95,1%), (63,2%), low wages of 76 people (61,8%), inadequate welfare programs of 66 people (53.7%), good interpersonal relation as much 77 people (62,6%) and dissatisfied work satisfaction as much 80 people (65%).

1. Bivariate Analysis

a. Age relationship to job satisfaction Nurse / contract midwife

Table 2. Age relationship to nurse job satisfaction / contract midwife in Bhayangkara Tk. III Jayapura

o	Age	Working satisfaction				Number	
		Not Satisfy		Satisfy			
		n	%	n	%	n	%
1	< 30 year	59	72,8	22	27,2	81	100
2	≥ 30 year	21	50	21	50	42	100
Total		80	65	43	35	123	100
<i>p-value</i> = 0,020; RP = 1,457; CI95% = (1,047 – 2,027)							

Table 2 shows that out of 81 nurse / midwife contracts <30 years old have satisfied work satisfaction as many as 59 people (72.8%) and satisfied 22 people (27.2%). Whereas from 42 nurses / midwife contract > 30 years 21 persons (50%) have satisfied job satisfaction and satisfied as many as 21 people (50%). The chi square test obtained *p-value* = 0,020 < 0,05. This means that there is an age relation on job satisfaction of contract nurse / midwife in Bhayangkara Tk.

III Jayapura. The result of prevalence ratio test obtained RP = 1,457; CI95% = (1,047 - 2,027) interpreted that contract nurses / midwives <30 years of age are less likely to be satisfied with work 1,457 times higher than nurses / contract midwives aged > 30 years.

b. Educational Relationship to the Contract Nurses / contract midwives' satisfaction

Table 3. Relationship of the nurse / midwife contract employment satisfaction in Bhayangkara Tk. III Jayapura

No	Education	Working satisfaction				Number	
		Not Satisfy		Satisfy			
		n	%	n	%	n	%

1	Low	66	66	34	34	100	100
2	High	14	60,9	9	39,1	23	100
Total		80	65	43	35	123	100
$p\text{-value} = 0,824$; $RP = 1,084$; $CI95\% = (0,759 - 1,549)$							

Table 3 shows that out of 100 nurses / midwives of low educated contracts, 66 (66%) were unsatisfied and satisfied as many as 34 people (34%). While from 23 nurses / midwife of high educated contract as many as 14 people (60,9%) not satisfied and as many as 9 people (39,1%) satisfied. Chi-square test results obtained $p\text{-value} = 0.824$ >

0.05 this means that there is no relationship between education to job satisfaction nurse / contract midwife in Bhayangkara Tk. III Jayapura.

c. Relationship / position of Job Nurses / contract midwives

Table 4. Relationship / title to the nurse / midwife contract performance at Bhayangkara Tk. III Jayapura

No	Position	Working satisfaction				Number	
		Not Satisfy		Satisfy			
		n	%	n	%	n	%
1	Low	79	67,5	38	32,5	117	100
2	High	1	16,7	5	83,3	6	100
Total		80	65	43	35	123	100
$p\text{-value} = 0,020$; $RP = 4,051$; $CI95\% = (0,674 - 24,353)$							

Table 4 shows that of 117 nurses / midwives contracted with rank / low position as many as 79 people (67.5%) have satisfied job satisfaction and as many as 38 people (32.5%) have satisfied job satisfaction. While from 6 person rank / position of nurse / midwife contract high 1 person (16,7%) not satisfied and as many as 5 people (83,3%) have satisfaction satisfied work. Result of chi square test obtained $p\text{-value} = 0,020 < 0,05$. This means that there is a

relationship of rank / position to job satisfaction nurse / contract midwife in Bhayangkara Tk. III Jayapura. The results of the prevalence ratio test obtained $RP = 4,051$; $CI95\% = (0,674 - 24,353)$ with lower value less than 1, so that education is not meaningful to job satisfaction.

Working relationship to job satisfaction Nurse / contract midwife

Table 5. Working relationship to nurse / midwife contract performance at Bhayangkara Tk. III Jayapura

No	Working duration	Working satisfaction				Number	
		Not Satisfy		Satisfy			
		n	%	n	%	n	%
1	Old	29	56,9	22	43,1	51	100
2	New	51	70,8	21	29,2	72	100
Total		80	65	43	35	123	100
<i>p-value</i> = 0,159; RP = 0,803; CI95% = (0,606 – 1,604)							

Table 5 shows that out of 51 nurses / midwives contracted with long tenure as many as 29 people (56.9%) were not satisfied and as many as 22 people (43.1%) had satisfied job satisfaction. While 72 contract workers / contract midwives (70,8%) were not satisfied and 21 people (29,2%) had satisfied job satisfaction. The result of chi square test

obtained $p\text{-value} = 0,159 > 0,05$. This means that there is no working relationship to job satisfaction of nurse / contract midwife in Bhayangkara Tk. III Jayapura.

a. Relationships of Nursing Agreements / Contract Midwives

Table 6. Relationship of the nurse / midwife contract performance at Bhayangkara Tk. III Jayapura

No	Recognition	Working satisfaction				Number	
		Not Satisfy		Satisfy			
		n	%	n	%	n	%
1	less	37	61,7	23	38,3	60	100
2	good	43	68,3	20	31,7	63	100

Total	80	65	43	35	123	100
<i>p-value</i> = 0,564; RP = 0,903; CI95% = (0,696 – 1,173)						

Table 6 shows that of 60 nurses / midwives contracted with less than 37 people (61,7%) dissatisfied and 23 people (38,3%) have satisfied job satisfaction. While from 63 nurses / midwife contract with good recognition as many as 43 people (68,3%) not satisfied and as many as 20 people (31,7%) have satisfied job satisfaction. Chi square

test results obtained $p\text{-value} = 0,564 > 0,05$. This means that there is no relation of recognition to job satisfaction of nurse / contract midwife in Bhayangkara Tk. III Jayapura.

Relationship to the Contract Nurses / contract midwives' satisfaction

Table 7. salary to contract nurse / midwife performance at Bhayangkara Tk. III Jayapura

No	Salary	Working satisfaction				Number	
		Not Satisfy		Satisfy			
		n	%	n	%	n	%
1	Low	55	72,4	21	27,6	76	100
2	High	25	53,2	22	46,8	47	100
Total		80	65	43	35	123	100
<i>p-value</i> = 0,049; RP = 1,369; CI95% = (1,006 – 1,840)							

Based on Table 7, it shows that of 76 nurses / midwives contract with low salary as many as 55 people (72,4%) are not satisfied and as many as 21 people (27,6%) have satisfied job satisfaction. Whereas from 47 people salary nurse / mid contract midwife as many as 25 people (53,2%) not satisfied and as many as 22 people (46,8%) have satisfaction satisfied work. Chula square test obtained $p\text{-value} = 0,049 < 0,05$. This means that there is a salary

relationship to job satisfaction nurse / contract midwife in Bhayangkara Tk. III Jayapura. The result of prevalence ratio test obtained RP = 1,369; CI95% = (1,006 - 1,840) interpreted that low-paid contract nurse / midwife is less likely to be satisfied with work 1,369 times higher than contract wage nurse / midwife.

Relationship of welfare programs to the Contract Nurses / contract midwives' satisfaction

Table 8. Effect of welfare program on contract nurse / midwife performance at Bhayangkara Tk. III Jayapura

No	Welfare Program	Working satisfaction				Number	
		Not Satisfy		Satisfy			
		n	%	n	%	n	%
1	Not enough	50	75,8	16	24,2	66	100
2	Enough	30	52,6	27	47,4	57	100
Total		80	65	43	35	123	100
<i>p-value</i> = 0,013; RP = 1,439; CI95% = (1,086 – 1,907)							

Table 8 shows that out of 66 nurses / midwives contracted with inadequate welfare programs 50 people (75,8%) were dissatisfied and as many as 16 people (24,2%) had satisfied job satisfaction. While 57 out of 57 welfare / midwife contract programs were sufficient as many as 30 people (52,6%) were not satisfied and as many as 27 people (47,4%) had satisfied job satisfaction. Chi square test result obtained $p\text{-value} = 0,013 < 0,05$. This means that there is a relationship of welfare program to job satisfaction of nurse / contract midwife in Bhayangkara Tk. III Jayapura. The result of prevalence ratio test obtained RP = 1,439; CI95% = (1,086 - 1,907) interpreted that contract nurse / midwife with inadequate welfare program has a chance of not

satisfied work 1,439 times higher than nurse / midwife contract with adequate welfare program.

Discussion

Age Relation to Job Satisfaction Nurse

The results obtained that there is a relationship of age to job satisfaction nurse / contract midwife in Bhayangkara Tk. III Jayapura ($p\text{-value} = 0,020$), where nurse / midwife contract <30 years old as many as 59 people (72,8%) have satisfied job satisfaction and contract nurse / midwife > 30 years (50%) have job satisfaction satisfied. Contract nurses / midwives <30 years of age are less likely to be satisfied with work 1.457 times higher than contract nurses / aged > 30 years.

Siagian (2012) says that the tendency that is often seen is the age of employees, the higher the level of job satisfaction. Various reasons put forward to explain this phenomenon include: Older employees are increasingly difficult to start a new career elsewhere, older employees usually have a mature and mature attitude and have goals of life, hope, desire and ideals. 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's bigger. They tend to be less satisfied because of higher expectations, less adjustment and other causes (Strauss, 2013).

The result of this research is in line with the research conducted by Pertiwi (2013) in RS PKU Muhammadiyah that there is a relation of age to job satisfaction. This is related to the working period that affects the salary it receives. The results of observations by researchers in the field, this can be caused because in the division of tasks there are differences based on age, for example not adadispensasi specifically for the elderly nurses to not duty at night. This fact occurred also in research conducted by Pertiwi (2013) in RS PKU Muhammadiyah. This is possible because there is no difference in the distribution of tasks, salaries and sources of income.

Nurses with older age does not mean more experience in working. Lack of opportunity and cost in improving the status of education leads to a late career development, stuck in a boring activity or routine and can degrade creativity, innovation, challenges in work that lead to satisfaction in work. While programs and policies affect the lack of self-development and reward systems received. Byrne and Baron (1994) in Hasibuan (2012) also state that the older the employees are, the more likely they are to become more engaged with their jobs. Age factor is a factor that can not be ignored, considering it affects the physical and psychological strength of a person and at a certain age an employee will experience a change in job potential. The more senior employees tend to be satisfied with their work because they are more able to adapt to the environment based on their experience.

They tend to be more emotionally stable so that overall can work more smoothly, regularly and steadily. Based on the results of this study, although there is no relationship between age and job satisfaction but the average age of nurses who are young / productive is a factor of excellence that can be developed. Someone will make big decisions about the development of his career such as the desire to continue his education or training is determined at the age of productive. Therefore, this productive age is an effective time for the management and leadership of RS Bhayangkara Tk. III Jayapura to encourage, provide motivation and opportunity to nurses in order to have a

strong desire to continue to develop themselves, especially the improvement of academic qualifications and other professional development. Thus, the increasing age of the nurses will be obtained level of job satisfaction and improvement of quality care nursing.

Relationship Education Against Job Satisfaction

The results obtained no relationship between education to job satisfaction nurse / contract midwife in Bhayangkara Tk. III Jayapura (p-value = 0.824), where the low-educated contract nurse / midwife (66%) has job satisfaction unsuitable nurses / midwives of highly educated contracts (60.9%) have disgruntled job satisfaction. The results of this study are in line with Prabowo (2016) research in a similar study conducted at Bhayangkara Hasta Brata Batu Malang Hospital found the same thing, there is no relationship between education and nurse job satisfaction. Siagian Theory (2012) 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.

The similarity of previous research to the theory may be influenced by at least the proportion of nurses who have recent education S1 / S2 / S3 nursing. When compared with the number of nurses with D3 education than the proportion of nurses with S1 and above. In addition, in the globalization occurs the ease of obtaining information from various sources that can improve the knowledge of nurses to demand a better job. Information obtained from both formal and non formal education can give immediate impact (immediate impact) to produce changes or increase knowledge.

This is in accordance with Gilmer's (2014) 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. When the work is not in accordance with the will of their hearts, they are more difficult to be satisfied, more easily bored, more arrogant and more demanding to the company. Education is one of the important demographic characteristics considered because education can affect one's perception of something happening in their environment. Based on Adams's theory of justice in Hasibuan (2012), the satisfaction of will be a fact if there is justice, both to high and low education so it is reasonable if the higher the employee education higher satisfaction work, as well as the low-educated will have high job satisfaction when getting justice. If it is not fair, there will be job dissatisfaction with the employee.

Relationship / Position of Job Satisfaction

The result of this research shows that there is relationship of rank / position to job satisfaction of nurse / contract midwife in Bhayangkara Tk. III Jayapura (p-value = 0,020), where nurse / midwife contract with rank / low position (67,5%) have job satisfaction dissatisfaction rank / position of nurse / high contract midwife (16,7%) have satisfied job satisfaction. This is supported by the results of research conducted by Bawono (2015) stating that there is a relationship between the position with job satisfaction nurse. The result of this research is possible because usually an employee will get better compensation and more comfortable working conditions when getting a higher position.

Highly ranked nurses / midwives have higher compensation compared to nurses / midwives. This is caused by higher responsibilities, so the higher rank or position obtained, the higher the nurse / midwife's job satisfaction. This is in accordance with Atliselli and Brown's (1950) Accelerator (1950) in Desler (2011), on work based on rank of rank (occupation) so that the occupation gives a certain position to the person who does so, if there is an increase in wages then a little more will be regarded as promotion and pride new and will change behavior as well his feelings. The higher a person's position in an organization in general, the level of satisfaction also tend to be higher also with the reason is income that ensures a decent standard of living, the work that allows them to show work ability and relatively high social status within and outside the organization.

Job satisfaction is also influenced by the function and position of employees in the organization. Employees in higher positions feel more satisfied because they have greater autonomy, more varied work and have freedom in judging. Lower-level employees are more likely to experience discontent and boredom due to less challenging work and less responsibility. It is common for high-educated lower-level employees who get jobs that are not commensurate with their skill abilities.

Working Relationship Against Job Satisfaction

The result of this research is the working period to the job satisfaction of nurse / contract midwife in Bhayangkara Tk. III Jayapura (p-value = 0.159). The nurse / midwife contract with long service period (56,9%) have satisfied job satisfaction and old contract nurse / midwife (70,8%) have no job satisfaction. 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 (2006) one's work period shows seniority level. Where seniority level is an expression to experience work. 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 absence of influence of work 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. 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 suitable 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.

Relationship Recognition Against Job Satisfaction

The results obtained that no relationship recognition of job satisfaction nurse / contract midwife in Bhayangkara Tk. III Jayapura (p-value = 0,564), ie contract nurse / midwife with less recognition (61,7%) have satisfied job satisfaction and contractor nurse / midwife with good acknowledgment (68,3%) have satisfied job satisfaction The results of this study in line with research conducted Tahsanah (2013), revealed that there is a significant relationship between recognition with nurse job satisfaction in the hospital. Integrated home health. Locke (1976) in Desler (2011) says that recognition can lead to job satisfaction, especially to the bottom, because the need to feel valued will be fulfilled as well as the needs of self-esteem and self-concept.

Recognition in this study, the definition of recognition is the attitude of the employer to appreciate and recognize the ability of a person or his subordinate and the existence of a program from the hospital to give appreciation to the nurse's achievement as a reward given the hospital to the results. From the results of the study, it was found that not all nurses / midwives of the contract claimed to have received praise from superiors for their performance and not all nurses stated that there was an achievement nurse program as a reward from hospitals to improve morale. The results of the study, it is found that not all nurses claimed to have received praise from superiors on their performance and not all nurses said there is an achievement nurse program as a reward from hospitals to improve morale. With the recognition of superiors in the form of praise, the nurse will try maximally in work, so also with the recognition and award from hospital to work which have nurse do well then nurse will try to do the best possible. To meet the need for recognition the management does not have to always give the award in the form of material, but can be done by giving praise and recognition to the nurse as a motivation

that the success of hospital services one of them is thanks to the contribution and ability of the nurse.

Salary Relations Against Job Satisfaction

The results obtained that there is a relationship of salary to job satisfaction nurse / contract midwife in Bhayangkara Tk. III Jayapura (p-value = 0.049), ie nurse / midwife contract with unsatisfied salary (72.4%) and satisfied contract nurse / midwife (53.2%) have satisfied and satisfied job satisfaction. Low wage contract nurses / midwives are less than 1.369 times more likely than high-paying contract nurses / midwives. The results of this study are in line with research conducted Tahsan (2013), revealed that there is a significant relationship between recognition with nurse job satisfaction in hospitals. The opinion expressed also by Maslow in Hasibuan (2012), which states that the maintenance of relationships with employees in it relation to salaries should always be wary of so as not to cause unfair perceptions. If so, there will be some negative impacts for organizations, such as high levels of absenteeism, accidents in the settlement of duties, strikes or even the transfer of employees to the company / organization.

Herzberg in Hasibuan (2012) also states that injustice can occur in a variety of ways, for example, a worker assumes that his salary is unfair if another worker with the same qualification receives a higher salary or if the lower qualified worker receives the same amount of salary. Similarly, it would be unfair to receive greater compensation from the comparison. Injustice is one source of job dissatisfaction. In this study, the meaning of salary is an integrated payroll system in an effort to increase work motivation and increase the ability of hospitals to face competition based on fairness factor / justice. This study is in line with the above opinion that the central nurse / midwife will be satisfied or dissatisfied, depending on whether or not a justice exists in a situation, particularly the work situation. According to this theory the main components in the theory of justice are input, outcome, justice and injustice. Input is a valuable factor for employees who are considered to support their work, such as education, experience, skills, number of tasks and equipment or equipment used to carry out their work. The result is something that an employee considers valuable to his work, such as wages / salaries, side benefits, symbols, status, rewards and opportunities for success or self-actualization.

Strauss (2012) which can be described as fairness means that every position and work of individuals is valued by the organization with a rational comparison from the lowest to the highest, fairness means payroll is done by paying attention to the market value of labor outside the organization that is able to compete with the payroll provided by Another similar organization, fairness means

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that every employee feels that reward given fair when compared with other employees in the work which have in common.

Based on the result of research, it is found that not all nurses in Bhayangkara Tk. III Jayapura states that the salary received every month is suitable and can be said to be fair / fair. It is also supported by questionnaires on criticisms and suggestions stating that the amount of salary received has not been based on work experience, type of work and market price. Based on qualitative analysis conducted to the nurses, the salary component that causes nurses RS Bhayangkara Tk. III Jayapura not satisfied that in giving bonuses and incentives. Bonuses and incentives are a type of direct financial compensation other than salary and wages. Giving bonuses and incentives is one form of hospital awards to the performance and performance of employees so that employees can improve and maintain working performance.

IV. CONCLUSION

The result of the research related to the relation of job satisfaction of nurse in Bhayangkara Tk. III Jayapura is summarized as follows

1. There is a relation of age to job satisfaction of nurse / contract midwife in Bhayangkara Tk. III Jayapura (p-value = 0.020; RP = 1.457; CI95% = (1.047 - 2.027).
2. There is no correlation between education to job satisfaction of nurse / contract midwife in Bhayangkara Tk. III Jayapura (p-value = 0.824; RP = 1.084; CI95% = 0.759 - 1.549).
3. There is a relationship of rank / position to job satisfaction nurse / contract midwife in Bhayangkara Tk. III Jayapura (p-value = 0.020; RP = 4,051; CI95% = (0.674 - 24.353).
4. No relationship of work period to job satisfaction of nurse / contract midwife in Bhayangkara Tk. III Jayapura (p-value = 0.159; RP = 1.368; CI95% = 1.029 - 1.819).
5. There is no relation of recognition to job satisfaction of nurse / contract midwife in Bhayangkara Tk. III Jayapura (p-value = 0,564 Rp = 0,903; CI95% = 0,696 - 1,173).
6. There is a salary relationship to job satisfaction of nurse / contract midwife in Bhayangkara Tk. III Jayapura (p-value = 0.049; RP = 11.369; CI95% = 1.006 - 1.840).

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