The Influence Factors of Nurses Work At The In-Care Unit In General Hospital of Jombang

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Abstract - Accreditation is the efforts to improve the quality of service including the nurses work at in care unit. Post plenary of accreditation, nurses work should begood. Many factors affect the performance characteristics including personnel, communication style, rewards, motivation, organization, supervision and career development. The purpose of this study is to analyze the work of nurse at the in care unit after the establishment of plenary accreditation in Jombang Hospital and the influence factors. The research design is using cross sectional type of correlation. The population is all of in care unit nurses at Jombang Hospital,total samples 408 nurses with sample 116 respondents taken by simple random sampling technique. Independent variables are the characteristics of the officer, communication style, appreciation, motivation, organization, supervision, and career development and the nurse's performance in analysis with ordinal logistic regression. The research instruments are using questionnaires.The result is the influence factor of charcteristic respondent to the nurses work areofficers status p value 0,044 (< 0,05), education p value 0,002 (< 0,05), marrital status p value 0,003 (< 0,05), sex p value 0,002   (< 0,05), intensity nurses of training other than nursing care p value 0,012 (< 0,05) so that Ho rejected. From the results of the research, the award is a variable that has a significant influence on the work of nurses p value 0.037 (<0.05) then Ho is rejected. This is because the award becomes the source of motivation to work optimally. There is influence of communication style, career, supervision, motivation and organization with the performance of nurses p value > 0.05 Ho accepted (no relation). Reward is one of the most dominant factors affecting the nurse work. It is recommended that the hospital plan the best possible rewards system in the form of materi and non material.

Keywords: Characteristics of officers, communication style, awards, motivation, organization, supervision and career development, nurse work.

I.   INTRODUCTION

Performance by Yaslis Ilyas (1999) is the appearance of the work of personnel both quality and quantity in an organization. While performance appraisal according to Yaslis Ilyas (1999) is the process of assessing the work of personnel in an organization through instincument assessment performance. Individual performance of the assessment results can provide an overview of how staff conduct management systems to achieve organizational goals one of which is the organization of the hospital. Nursing is a very important profession and plays a strategic role. Therefore the nurse must be able to perform the best performance. To take part in providing health care quality assurance. PPNI (2010) describes that nursing as a

form of professional service is performed by the nurses to be aware of the professional standard to ensure competent and safe service to the community. The problem is not necessarily all nurses are able to perform their best performance (Mangkuprawiro, 2007). The strategy to deal with this moment is no accreditation assessment. For hospital owners, accreditation serves as a tool to measure the performance of hospital managers. For society accreditation serves to get a quality service and satisfactory (Rahma, 2012). Ilyas (2004) argued that hospital managers are expected to provide quality health services and more attention to the interests of consumers of quality health services involving resources owned by hospitals including nurses as health workers who provide services continuously for 24 hours and can immediately be felt by the patient. The condition of RSUD Jombang, in 2015 has passed Accreditation Level Accreditation 2012 by KARS and has done resurvey 2 times in 2016 and in 2017dengan results able to maintain graduation rate plenary. With the achievement is expected all employee performance in RSUD Jombang good or optimal. These results cannot be separated from the support of all medical and non medical personnel in RSUD Jombang. Where the total amount of energy as much as 1505 consists of nurses as much as 408, ASPER as many as 66, midwives as many as 201, midwife nurse as many as 4 other nurses as much as 6, medical 61, non medical as much as 578, other health workers as much 159. From the data more the focus of research on nurses because of its vital role in hospitals in patient care, according to the Healthcare Consortium of 1989 includes care of nursing care with regard to client's basic needs, patient advocacy with informants of nursing actions, educators by providing health knowledge, symptoms, patient, coordinator and team health cooperation as needed, collaboration with discussions with the team for further services, consultants and researchers and nurses as ends of patient service tournaments. Because of the importance of the nurse's role, we do further study on the performance of nurses. From the preliminary study on nurse performance in RSUD Jombang through analysis of nursing care that has been made from 10 documents all of them (100%) are not evaluated correctly. The results of other research in RSUD Jombang related to the performance of nurses who influenced the implementation of supervision in the inpatient room there was no difference of nurse supervision with the quality of nursing service in inpatient service (Ahmad Nur Khoiri, 2014) and

other research results at RSUD Jombang about patient expectation the quality of nursing service in the inpatient room resulted in less of nursing service than expected by the patient (Novi Susianti, 2014). This shows there is still a problem on the nurse's performance has not been optimal in inpatient service. The results of such performance evaluation indicate that the performance of nurses in quality is still not good.

This is in accordance with Chen-Chung's statement, etall (2003) in Hutami (2010) that when nurse performance satisfaction decreases the tendency to leave or exit (intention to Quit) increases. High intention to quit impact on nurse turn over. The nurse turn over rate indirectly illustrates the level of work motivation of the nurse. The performance of employees of a hospital can be seen from the measurement of the use of a filled bed or Bed Occupation Rate (BOR)

In 2013 there was a decrease in BOR in 2012 from 89.70% to 87.70% with TT 347 which means a 2.0% decline. From here seen a decrease in the number of bed utilization in the inpatient room. According to Gibson (1991) factors that affect one's performance can be grouped into 3 categories of individual factors, psychological factors and organizational factors. From the opinion of some experts organizational work is one of the measuring tools that will affect the performance of employees if the work environment that exist in good organization. Research conducted by Ayyash and A jeesh under the title Nurese motivation and their performance at European Gaza hospital in Stip, shows that nurses working in EGH are generally motivated and their performance is high. This research is similar to Wahyuni and Arrumi (2012) research with the title of motivation and performance of nurse in Bhayangkara Hospital showed that there is a motivational relationship with the performance of nurse executor. Likewise with the results of research yulistiana rudianti (2011) with the title of Organizational Communication relationship with the performance of Nurse Implementer at Inpatient Room one of the Private Hospital in Surabaya shows the result there is a relationship between organizational communication with the performance of nurses is supervision and direction according to the guidelines. shows a significant relationship between individual and organizational characteristics with the performance of nurses. Kanestren research (2009) states that individual characteristics (age, length of work and education level) have a significant relationship with the performance of nurses. Other studies Muzaputri (2008) indicate organizational factors (leadership, supervision, rewards) have a significant relationship with the performance of nurses.

The performance of the nurses above can be influenced by various factors. According to Gibson (2007) there are 3 factors that affect the performance of individual factors (ability, skill, family background, educational background, work experience, social level and demography of a person / married / unmarried), psychological factors (perception, role, attitude, personality, motivation and job satisfaction) and organizational factors (organizational structure, job design, leadership, reward system or reward system). Jerry Gray and Frederick Starke in 1984 issued one formula that performance = motivation x ability. The impact of the lack of performance of nurses internally is that institutional performance will also look low. Another source mentions the performance of nurses can be influenced workload. The workload carried out by nurses is to provide psychosocial and cultural bio-care services professionally and plenary according to competence. In addition to independent tasks, nurses are also often given the task of delegation or mandate whether the task of nursing delegation and non nursing. But in reality nurses are more burdened with non-nursing work (Summanto, 2012).

In view of the above issues, in order to improve the performance of the nurses, there should be regular evaluation, supervision and guidance given by the head of the room, providing wide opportunities for nurse workers to be able to train with training with their competence in rotation. Another effort is to improve the motivation of every officer with a reward system running well, giving awards in the form of praise or special attention and priority to participate in training for the achievers. A common practice common practice is to provide a reasonable and sufficient financial compensation policy that meets the needs of life as measured by minimum living needs (Junaidi, 2010). Non-financial compensation in the form of work (interesting task, challenge, responsibility, acknowledgment and sense of accomplishment) and work environment (sound policy, competent supervision, pleasant companions, comfortable working environment (Sanjaya, 2012). Based on the above problems, the researcher is interested to conduct research by formulating in the title of research: "Performance Analysis of Nurse Inpatient Room After Stipulation of Accreditation of Plenary in RSUD Jombang".

II.   MATERIALS AND METHOD

The research design used was cross sectional which was "a study to study the correlation dynamics between risk factors and effects, by approaching observation or data collection at one time (point time approach). This means that each subject is observed only once and measurements are made on the status of the character or subject variable on the examination (Sandu Siyoto, 2015). Based on research objectives, including correlation research because it aims to know the relationship. The study was conducted in Jombang Hospital, Jombang District, inpatient room excluding ICU Central (specific nurse / special care) and Jasmine room (post partum treatment) on December 12, 2017 until January 16, 2018. Individual characteristics

(age, sex, education, status marriage, employment status, duration of work in the inpatient room, duration of employment at RSUD Jombang, nursing care training Intensity training other than nursing care). Characteristics of variables include motivation, rewards, organization, supervision, career development and communication style and performance of nurses were assessed using questionnaires. The data were then analyzed by bivariable, chi square and ordinal logistic regression with significance level of 95% (p <0.05).

III. RESULTS

In this study obtained 116 respondents from RSUD Jombang. The result of univariate analysis showed that most of the respondents considered the communication style included enough category that is 67 respondents (57.8%), most of the respondents said that the supervision of the nurse was sufficient category, 67 respondents (57.8%), most respondents rated career development nurses were categorized sufficient as many as 71 respondents (61.2%), most respondents rated the award as sufficient category that is as much as 73 respondents (62.9%), most respondents rated motivation including the medium category that is as many as 66 respondents (56.9 %), most of the respondents assessed the nurse organization factors including enough category that is as much as 69 respondents (59,5%) and most of the respondent of its performance included enough category that is 77 respondents (66,4%) from total 116 respondents. The result of bivariate analysis is appreciated is a variable that has a significant influence on the performance of nurses in the inpatient room after the establishment of RSUD Jombang post placement accreditation because the variable has a significance value of 0.037 <α (0.05) then Ho is rejected. While the style of communication, supervision, career development, organization and motivation have no effect on the performance of nurses in the inpatient wards of RSUD Jombang post-plenary accreditation.

IV. DISCUSSION

1. The relationship of characteristic factors of respondents with factors - factors/ independent variable:

Communication Style

The result of the research shows that most of respondent consider the communication style factor including enough category. This is because there are still many respondents who have difficulty in communicating with the leader that there are 27 respondents (23,3%) although there are many who do not experience difficulties. The same is true for communicating with co-workers, including the duties and commands that come to each employee, communication

with the leader by means of formal communication, communication with the leadership AND OTHERS.

Supervision

The results showed that most of the respondents assessed the nurse's supervisory factors were sufficient. This is because there are still respondents who stated no to the statement about "if there is current information relating to the work of the nurse implementer (eg about askep) the head of the room always convey", although many already say yes or agree to the statement. Similar circumstances also occur in the statement about the implementation of askep where the head of the room is able to find the source of the problem, including when there is a problem about the implementation of askep so the head of the space able to find information related to the problem. Similar conditions also occur in other statements.

Career Development

The results showed that most of the respondents considered that the factors of nurse career development included in the category are enough. This is because there are still nurses who disagree about the statement about "career development required by all nurses", although many have also agreed to this statement. Similar conditions are similar to other statements such as "the management prepares the budget for nursing education and training", the hospital has a program for nurse career development that is already good and fair, the management encourages the nurses to follow the education and training programs that are felt necessary to increased quality in patient care, when my class goes up then I have an opportunity to occupy a position higher than the current position "and various other statements.

Appreciation

The results showed that most of the respondents assessed the nurse's awards included in sufficient category. This is because the majority of nurses declared disagree if each nurse who successfully perform the task was awarded by the leader of 37 respondents (31.9%). This gives an idea that the issue of awards has also not run optimally. Similar conditions also occur to the question of whether the award received to improve performance, was the majority also did not agree that there are 43 respondents (37.1%). Likewise for the matter of awards given to the nurse always in the form of material or in the form of a charter, the time of giving is always regular every month, the award in the form of money more can increase the motivation of work than other forms such as certificates, the award given has been considered fairly by the leadership and oriented to the improvement of performance, awards for promotion based on seniority and education, often received awards from patients in the form of non-material as a thank you, delay of giving rewards

beyond the salary (incentive) routine given, there is a delay then the quality of performance in the service to the patient will be reduced, the salary received at this time is quite appropriate with the position was the answer respondents also vary, start strongly disagree, disagree, agree and strongly agree. The existence of this variation of the answer that causes the accumulation for the award variable becomes sufficient category.

Motivation

Most of the respondents considered that the motivation factor of the nurse was medium category. This is due to many patients who judge not proud to work in RSUD Jombang in addition there is also an answer agree or strongly agree (proud). Other conditions are also similar to the problem of positive contributions to the workplace, choosing promotions rather than incentives, co-workers are very helpful and friendly, keep up the good work despite being scolded by leaders and other motivational indicators. Various things are accumulated when there is an answer strongly agree, agree, disagree or strongly disagree then it can be a moderate category.

Organization

The result of the research shows that most of the respondents considered that the nurse organization factor is sufficient category. This is because not all nurses agree or strongly agree with the statement "our organization dominates the existing activities in the work environment", or "in my service do the work first more than the personal work". Likewise, not all nurses agree or strongly agree with the statement "I always sort through all the work that takes precedence to get it done", or "I believe that preparing a task before starting work before starting it is important to succeed". The variation of answers from such respondents is also almost the same for all organizational indicators. This accumulates causing the respondent's assessment of the organization to be in sufficient category.

Nurse Performance

The results showed that most of the performance respondents included enough. This is because there are still nurses who do not record the data being reviewed in accordance with the assessment guidelines, the data are not grouped based on bio-psycho-socio-spiritual, the data is not reviewed since the patient entered until discharge, the problem is not formulated based on the gap between health status with normal and function life, nursing diagnoses are not based on problems that have been formulated, nursing diagnoses based on PE / PES, do not formulate nursing diagnoses in actual patients / potential problems. Similar conditions also occur in other stages of nursing care.

Based on the results of bivariate analysis with Wald parameters test shows the variable of appreciation is a variable that has a significant influence on the performance of nurses in the inpatient room after the establishment of RSUD Jombang post placement accreditation because the variable has a significance value of $0.037 < \alpha$ (0.05) then Ho is rejected. While for communication style variables, supervision, career development, organization and motivation did not significantly influence the performance of nurses at inpatient wards of RSUD Jombang post plenary accreditation. According to Ajila & Abiola (Teak, 2017) awards or rewards have a positive effect on the performance of employees in the organization because it can improve the efficiency and effectiveness of their work. Reward used human resource management to improve employee performance through motivation. Motivated employees will be better able to work and perform their duties and roles better. Organizations are expected to be able to design a reward system well to reinforce positive employee behaviors that will lead to their performance. Research has proven that when people feel appreciated and praised, they tend to be encouraged to improve their performance (Torrington & Hall in Teak, 2017).

Among the variables studied, the variable of appreciation is a variable that has a significant influence on nurse's performance. This is because appreciation is a source of need fulfillment. On the other hand, according to experts, the need factor becomes one of the predecessors factors (predisposition) the emergence of work motivation. Motivation will make someone do the job with passion and joy. Therefore disposition become the most dominant factors that have a positive effect on employee performance. Many experts recognize this and make rewards used by human resource management to improve employee performance. They are principled employees who get rewards will be motivated and who are motivated will be better able to work and perform their duties and roles better. Previous research has proven when people feel appreciated and praised, so they tend to be encouraged to improve their performance.

2. Relationship of respondent characteristics with dependent variable (nurse performance)

a. Age

The results showed no relationship between age and nurse performance (X2: p value 0.246> 0.05 then Ho accepted). These results are in line with Muzaputri (2008), Rusmiati (2006) and Lusiani (2006) studies that age is not a factor that influences the performance of nurses significantly. According to the theory proposed by Dessler (2004), career peak is achieved at the age of 40, age 30-40 is the age when a person shows career options and the age of 25-30 years a person is choosing a job that suits his career. This is also in line with Robbins (2003) theory, that the more mature a person's age is usually his knowledge and his maturity level is inclined to increase. Based on the theory of nurses in RSUD Jombang according to table 4.8

most of the age of 26 -30 years with 31 respondents 26.7% of total 116 respondents, this position is in the choice according to his career and at the middle or junior level. Based on this the researchers assume that young nurses also have a chance in achieving the target work so that in this study age factor is not one of the factors that affect the performance of nurses.

b. Education

The result of the analysis shows that there is correlation between education with the performance of nurse of inpatient room after placement of accreditation plenary (X2: p value 0,002 <0,05 hence Ho is rejected, meaning there is significant correlation between education with nurse performance of inpatient room after placement of accreditation plenary). The level of education is a factor associated with the performance of nurses. The majority of nurse education characteristics are nursing DIII according to table 4.10 counted 90 respondents with 77,6% from total 116 respondent, nurse with SI education classified as little. Result of research that there is correlation between educational level with nurse performance aligned with research of Arimurti (2004) showing that nurse's performance is influenced by education level. Thus the level of education of an employee can improve the competitiveness of enterprises and improve company performance (Hariandja, 2002). Notodmodjo (2003) states that people who have higher education will have a higher knowledge if compared with people who have education, one can increase the intellectual maturity so that it can make decisions in action. Similarly, research conducted Aulia and Sasmita (2014) who concluded that education influences the performance of nurses. From the results of existing research researchers believe that one factor that can improve the productivity or performance of nurses is a formal education tools. Education provides knowledge not only directly with the implementation of the task but also the foundation to develop themselves and the ability to utilize all the means around for the smooth task. At this time many nurses RSUD Jombang in Inpatient Room the process of taking the SI with independent costs and self awareness to improve ability on the field of nursing better. With the intention of improving the ability, competence and education according to the theory above the higher level of education a nurse performance expected will be better.

c. Marital status

The result of analysis shows that there is correlation between marital status with the performance of nurse of inpatient room after placement of accreditation plenary (X2: p value 0,003 <0,05 hence Ho is rejected). Appropriate table 4.12 respondents have married 104 with 89.7% of total 116 respondents. The majority of nurses in RSUD Jombang in this study is married. From the results

of research means the status of marriage affects the performance of nurses. One person's marital status is very influential on the quality of work produced by someone. Research conducted by Purbadi and Sofiana (2006) proves that married individuals will increase in performance because they have more mature thinking, have a great responsibility in working because there are families that support and should be given the needs and wiser. Researchers argue that marriage leads to increased responsibilities and permanent work becomes more valuable and necessary, from research results in hospitals Jombang with nurse marriage status more than the unmarried then the researchers assume the performance of nurses will be better according to the theory. The majority of jobs are royal and satisfied with his job is a married worker.

d. Gender

The result of the analysis shows that there is relationship between sex and nurse performance of postpatient room after placement of accreditation plenary (X2: p value 0,002 <0,05 hence Ho is rejected). This means that gender differences affect the performance of inpatient room post-accreditation plenary. Result of research table 4.9 majority of female sex nurse equal to 88 respondents with 75,9% from total 116 respondents. This result is consistent with the research conducted by Muzaputri (2008), Lusiani (2006) and Ardani (2003) with the majority of the duty is the sex ability. According to Robbins (2006) states that there are differences in influence between women and men in solving problems, skills analysis, encouragement, competitive, motivation and learning ability. Other theories mention women identical to feminine while nursing is identical to feminism in practice in the field. by women assist in providing nursing care of patients other than that women pay more attention to thoroughness in doing the action so that the risk of human error can be suppressed and minimalist According to the assumptions of researchers there is a tendency of gender differences in performing performance nurses because all components require critical thinking skills, clinical skills, problem solving and clinical decision making. in patient care.

e. Duration of work in the Inpatient Room

The result of the analysis shows that there is no relationship between the length of work in the inpatient room and the performance of the nurse of the inpatient room after the placement of the placement accreditation (X2: p value 0.626> 0.05 then Ho is accepted). According to table 4.11 almost half of the respondents are 0-5 years old 49 with 42.2% of the total respondents 116. The results of such studies as stated by Sopiah (2008) that there is no evidence to show the longer a person working, the level of productivity increases. This is supported by Rusmiati (2006), Riyadi (2007) Muzaputri (2008) research which

also shows that there is no relationship between the working period and the performance of nurses. People who have long worked are not necessarily higher in productivity compared to fewer employees Robbins (2003). Nurses in the United States with long tenure tend to have a strong desire to stop being nurse due to job stress (Letvak 2008) it can reduce work productivity. Based on the above, the researcher assumes that the working period is related to many components, namely work experience, age, work stress, physical, and others. So in this study, the period of a nurse has nothing to do with the performance of the nurse.

f. Duration of work in RSUD Jombang

The result of the analysis shows that there is no long relationship in RSUD Jombang with the performance of nurse inpatient room after the placement of accreditation plenary (X2: p value 0,509> 0,05 then Ho accepted). In accordance with table 4:14 most of the working period 0-5 years as many as 47 respondents with 40.5% of total 116 respondents. The results of a study by Robbins (2006) that a person's working period on a particular job has a positive relationship with work productivity. Based on a long-term study of Registered Nurse (RN) in the United States has a relationship with a decrease in productivity, but the work is related to Age RN because an RN is older when entering the workforce (Letvak 2008). The conclusions of this study are in line with Warouw's (2009), Pohan (2008), Lusiani (2006), and Panjaitan (2004) concluding that there is no significant relationship between work and performance. There is no relation between nurse work experience and nurse performance in providing nursing service to client (Riyadi & kusnanto, 2007). The results of this study differ from Sensusiati (2003) which states there is a meaningful relationship between the period of work with the performance. Simanjuntak (2005) states that the same work done repeatedly in a long time to make someone become fluent and quickly add to work. the above thing assumes that the length of work of a nurse can improve performance if supported by education and training and good leadership and motivation from head of nurses and related to many component of supporter so it is not long work only. In RSUD Jombang many new energy is a potential energy must be managed well and is a challenge for the hospital that still needs guidance so that the quality and experience better so that the performance is also good.

g. Employment status

The result of the analysis shows that there is correlation between employee status and the performance of nurse of inpatient room after placement of accreditation plenary (X2: p value 0,044 <0,05 then Ho is rejected, it means there is relation between employee status and nurse performance of inpatient room after stipulation of accreditation plenary. researcher table 4.13 honor

employee 71 respondents with 61.2% of total 116 respondents status staffing provide prosperity and comfort for nurses who have civil servant status will have fixed income and according to individual requirement or at least above UMR. Opinion that the employee remains more calm with his status then mastered his work with his status, then it is quite calm will guarantee his old age Alkatiri (1999) For the nurse with the status of Honorary income in accordance with the UMR and its performance will be evaluated according to the contract of agreement usually 1 year or 3 years so the job position will be can not be extended or extended according to evaluation results by hospitals, this is different from the status of civil servant nurses do not apply the contract of employment because civil servants work until retirement so that this affects the performance of honorary nurses will diligently to obtain a fixed income that can guarantee the harmonies in accordance with the above theory. The more well-established nurse staffing status, the tendency will make the nurse performance better. Researchers assume from the observations for civil servants that the status of civil servants was the responsibility and more focused in performing the task compared with the honorary status because they are still thinking about the future of their employment status is still far not yet fixed. It needs the hospital management need to consider for honorary employees to pay more attention to the performance and the existing contract system according to the provisions and given the same opportunity with civil servants in a career if the achievement well with rules in the hope they can improve performance in carrying out the service in the room.

h. Askep Training

The result of the analysis showed that there was no relation between the training and the performance of the nurse of the inpatient room after the placement of placent accreditation (X2: p value 0.072> 0.05 then Ho accepted). According to the result of table 4:15 84 respondents had attended the training with 72.4% 116 respondents. The research indicates that there is no relationship between training and nurse performance. According to Morquis and Huston (2010) training is a critical part of one staff. The purpose of the training is to improve the performance of employees (Sulistyani Dan Rosidah, 2009). Based on the above, the researcher assumed many factors that influence the impact from planning to evaluating the training. The result of this research is the perception of the nurses on the impact of the implementation of the Askep training on performance. Training perceptions will be viewed differently by nurses with different backgrounds of work, age of employment and education.

i. Training Intensity Beside Askep with Nurse Performance

The result of analysis shows there is correlation between intensity of training other than askep with performance of nurse of inpatient room after placement of accreditation plenary (X2: p value 0,012 <0,05 then Ho rejected). According to result table 4:16 including enough category as 44 respondents with 37,9% of total 116 respondents. According to Sulistyani and Rosidah (2009), it is desirable to change from an employee who has received training that begins with a desire so that the process of turning towards the better will run with optimal. More frequent training will meet the needs of nurses' competency and service needs. Assessment of training needs can be obtained from the assessment process nurse work (Brewer, 2000). Researchers assume more training of a nurse than Nursing Care training will have an expectation, have better nursing care capabilities than nurses with fewer training even those who have not or have not attended the training. Correlation to the research (whyte, ward and eccless, 2009) which states that the knowledge and performance of the nurses is very related. So a nurse in the inpatient room can provide good and fast nursing care in the patient with critical condition that comes so that the performance of the nurses is very influential. So for the hospital with more often someone nurse participate in training both inside and outside the hospital then performance will be better because it will affect the mindset of a nurse by getting training. The training included for all nurses with equal opportunity to attend training so that even the nurses who were trained.

3. Influence of the Most Dominant Factor on Nurse Performance Inpatient Room After Stipulation of Accreditation of Plenary

Based on table 4.94 examination parameters Wald in the table above shows the variable award is a variable that has a significant influence on the performance of nurses in the inpatient room after the establishment of RSUD Jombang post placement accreditation because the variable has a significance value $0.037 < \alpha$ (0.05) then Ho in reject. While for communication style variables, supervision, career development, organization and motivation did not significantly influence the performance of nurses at inpatient wards of RSUD Jombang post plenary accreditation.

According to Ajila & Abiola (Teak, 2017) award or reward positively affect the performance of employees in the organization because it can improve the efficiency and effectiveness of their work. Reward used human resource management to improve employee performance through motivation. Motivated employees will be better able to work and perform their duties and roles better. Organizations are expected to be able to design a reward system well to reinforce positive employee behaviors that will lead to their performance. Research has proven that when people feel appreciated and praised, they tend to be

encouraged to improve their performance (Torrington & Hall in Teak, 2017). Among the variables studied, the variable of appreciation is a variable that has a significant influence on nurse's performance. This is because appreciation is a source of need fulfillment. On the other hand, according to experts, the need factor becomes one of the predecessors factors (predisposition) the emergence of work motivation. Motivation will make someone do the job with passion and joy. Therefore disposition become the most dominant factors that have a positive effect on employee performance. Many experts recognize this and make rewards used by human resource management to improve employee performance. They are principled employees who get rewards will be motivated and who are motivated will be better able to work and perform their duties and roles better. Previous research has proven when people feel appreciated and praised, so they tend to be encouraged to improve their performance.

In this case the reward is raised to motivate someone to be active in carrying out the responsibilities because there is a presumption that by giving rewards for the results of their work, employees will be more work maximally. The point is reward given organization or company to employees as a form of appreciation to employees for dedication or performance that has been given. In general, the provision of rewards on employees aims to improve employee performance so that the goals of the organization or company can be achieved. In addition, with the rewards, employees feel that their contribution is appreciated so as to spur employee performance increases. It can be said that the employee's performance is influenced by the existence of good rewards derived from salary, benefits, bonuses, interpersonal awards in the form of praise, promotion, achievement in the form of satisfaction and pride, or from autonomy.

The results of this study are in line with Ruslan Mas'ud's research, LCA. Robin Jonathan, Elfreda Aplonia Lau in the title "The Influence of Reward and Punishment on Employee Performance in the Department of Education and Culture of East Kutai Regency". Testing statistically proves that reward have positive effect on employee performance. This means that there is an influence between reward variables on employee performance in the Department of Education and Culture in East Kutai. Giving appropriate rewards to employees who have shown achievement will continue to improve the good performance so that its performance will increase.

V.   CONCLUSION

Award is a variable that has a significant influence on the performance of nurses in the inpatient room after the establishment of RSUD Jombang post placement accreditation because the variable has a significance value of $0.037 < \alpha$ (0.05) then Ho is rejected. Characteristic factor of respondent that influence the performance of nurse is

education p value 0,002 <0,05 then Ho rejected, meaning there is relationship, Sex p value 0,002 <0,05 then Ho rejected, meaning there is relation, marital status p value 0,003 <0,05 then Ho is rejected, meaning there is a relationship, employment status p value 0.044 <0.05 then Ho is rejected, it means there is a relationship, the intensity of training other than askep with p value 0.012 <0.05 then Ho is rejected, meaning there is a relationship

VI.   SUGGESTIONS

In order for this research to be useful, it is necessary to conduct further research on the form of appreciation which is most influential on the performance of nurses in the hospital.

For the hospital the results of this study could be one of the inputs to make policy to improve the performance of nurses.

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