

THE EFFECT OF WORK ENVIRONMENT AND WORK LOAD ON NURSES' MOTIVATION IN BHAYANGKARA SESPIMMA POLRI HOSPITAL, SOUTH JAKARTA IN 2018

Yeni Febrianti

Master of Management (MM) Postgraduate Program of Satyagama University
Jl. Kamal Raya No. 2a, Kamal, Cengkareng District, West Jakarta, Jakarta 11730, Indonesia
Email : yenifebrianti66@yahoo.com

Abstract : The hospital is one of the health service facilities that provides health services that are promotive, preventive, curative, and rehabilitative to the community. Health services must continue to be improved, so that nurses' motivation can be maintained properly. To be able to directly support nurses' motivation, a conducive work environment and a suitable workload are needed. Nurses as professional staff are responsible and authorized to provide nursing services independently, and collaborate with other health workers in accordance with their authority, especially related to the practice environment and the authority of nurses. Nurses' complaints of high workload conditions and lack of appreciation for their work, sometimes triggers a lack of motivation at work, resulting in low levels of optimal performance achievement. The objectives of this study are: (1) To analyze the effect of the work environment on nurses' motivation. (2) To analyze the effect of workload on nurse motivation. (3) To analyze the effect of the work environment and workload together on nurse motivation. The results of this study concluded that the work environment (X1) and workload (X2) had a positive and significant effect on the motivation of nurses (Y) of the Bhayangkara Sespimma Polri Hospital in South Jakarta. The better the work environment and workload, the better the motivation of nurses, and vice versa.

Keywords: *work environment, workload, motivation, nurse*

1. Introduction

The hospital as one of the health service facilities that provides promotive, preventive, curative and rehabilitative health services to the community has a very important role in improving public health. Therefore, hospitals are demanded to be able to provide quality, effective and efficient services to ensure patient safety that has become a program of the Ministry of Health in providing health services to the public. So that health services can continue to be improved, the work motivation of nurses must be maintained.

Without the motivation of the employees to work together for the interests of the company, then the goals set by a company will not be achieved. Conversely, if there is high motivation from employees, then this is a guarantee of the company's success in achieving its goals. (Gitosudarmo, 2001).

According to Ishak and Tanjung (2003: 26), the benefits of the work environment are creating work passion, so that productivity and work performance can increase. Meanwhile, the benefits gained from working with motivated people are that the work can be completed properly, which means that the work is completed according to the correct standard and on a

specified time scale. Work performance will be monitored by the individual concerned, and will not cause too much supervision and his fighting spirit will be high.

According to Sedarmayanti (2007), the work environment can be broadly divided into two types, including physical and non-physical work environments. Physical work environment factors are coloring, lighting, air, noise, movement space, safety, and cleanliness. While the non-physical environment is the work structure, work responsibilities, attention and leadership support, cooperation between groups, and smooth communication.

The unfavorable environment at the Bhayangkara Sespimma Polri Hospital in carrying out work is feared to have an effect on nurses' motivation in providing maximum health services to patients.

In addition to the work environment, factors that are also considered to affect the work motivation of nurses at the Bhayangkara Sespimma Polri Hospital are nurses' workloads. Current conditions indicate that existing service / work schedules are irregular and tend to burden nurses. It is feared that this condition will also affect the motivation of nurses in working at the Bhayangkara Sespimma Police Hospital.

Efforts to improve good performance must be based on strong motivation, without motivation there is no incentive to produce good performance. High motivation to work in a work environment will cause a sense of pride, satisfaction in carrying out their work tasks completely. The impact of low work motivation, will result in low levels of achieving optimal performance.

Based on the explanation above, the researcher would like to conduct a study entitled "The effect of work environment and work load on nurses' motivation in Bhayangkara Sespimma Polri Hospital, South Jakarta in 2018".

Research Framework

To be able to directly support the work motivation of nurses; the work environment can have a positive or negative impact on work motivation depending on the circumstances in the environment. If the work environment does not support employee operational activities, work motivation will not increase. The existence of high work motivation in the work environment, raises a sense of pride, satisfaction, and fast in completing all the work completely. As revealed in the research of Yayat Hidayat (2016) which concluded that there is a significant influence between the work environment on work motivation of 17.56%.

Nurse or employee complaints about high workload conditions and the absence of rewards for work are sometimes considered to be triggers from lack of motivation at work, causing low motivation to work, and ultimately resulting in low levels of optimal performance achievement. Although it is not in line with previous research conducted by Suharti Ningsih (2017) which concluded that workload partially has no effect on nurses' work motivation. Researchers believe that the Bhayangkara Sespimma Polri Hospital in South Jakarta has a positive influence on workload and work environment on nurses' work motivation. This is like the results of research Selih Zulianti (2017) which concluded that the workload and work environment have a positive and significant effect on employee work motivation.

Based on the thoughts that have been stated, the framework of this research can be described in Figure 1.

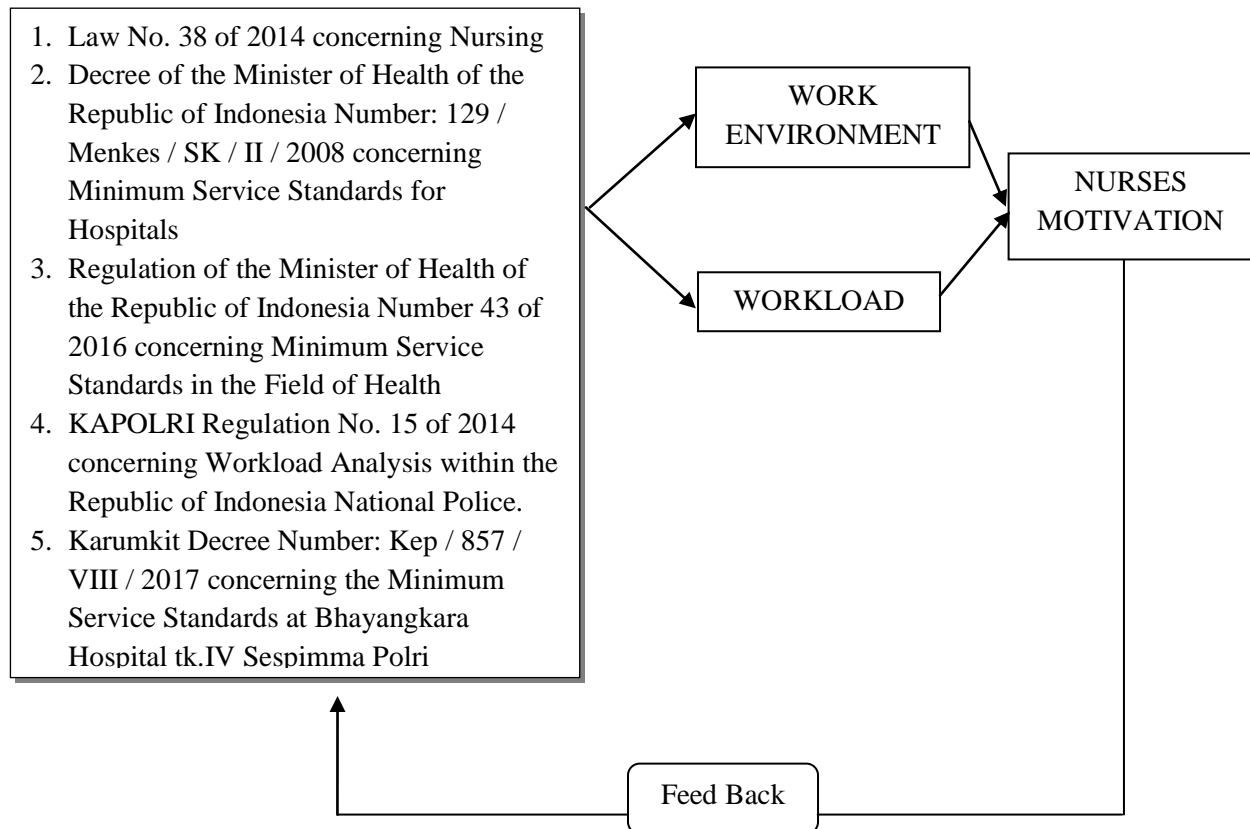


Figure 1. Research Framework

Hypothesis

Based on the above framework, research hypotheses can be formulated as follows:

1. There is an effect of the work environment on nurses' motivation, where the more conducive to the work environment, the more motivation of nurses at Bhayangkara Sespimma Polri Hospital South Jakarta in 2018
2. There is an effect of workload on nurses' motivation, where the more suitable the workload, the more motivation of nurses at Bhayangkara Sespimma Polri Hospital South Jakarta in 2018.
3. There is an effect of the environment and workload together, where the more conducive to the work environment and the workload, the nurse motivation will also increase at Bhayangkara Sespimma Polri Hospital South Jakarta in 2018.

2. Research Methods

Research Design

The method used in this study is a quantitative approach, which uses statistical calculations in order to test hypotheses. The type of research used is explanatory. Explanatory research is that researchers aim to test a theory or hypothesis in order to strengthen or even reject a theory or

hypothesis that already exists. The object of this study consisted of three variables, namely the Work Environment (X1) and workload (X2) as independent variables and the dependent variable was the motivation of nurses (Y).

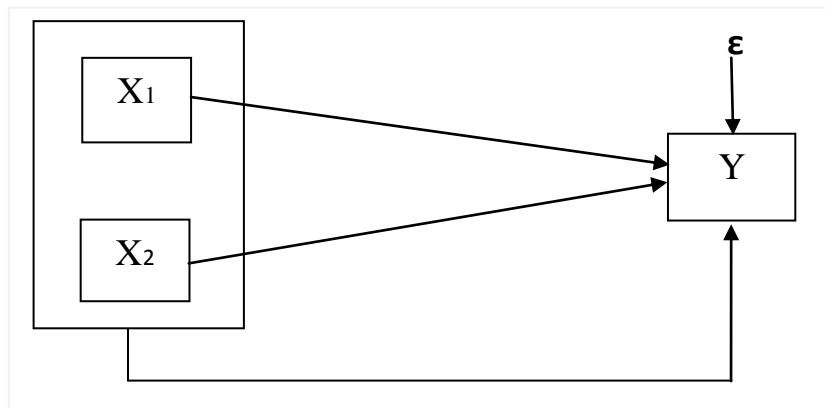


Figure 2. Research Design

Note:

X1 = Work Environment.

X2 = Workload.

Y = Nurses Motivation.

ε = Variables outside X1 and X2 which are not examined

Research variable

Research variables that are operationalized in this study are the variables contained in the proposed hypothesis. The research variables are classified into three parts, namely the independent variable (X1): work environment, the independent variable (X2): workload, and the dependent variable (Y): nurse motivation.

In operating the variables above, the Likert scale will be used in this study, which, according to Sugiyono (2004), is a scale used to measure the attitudes, opinions, and perceptions of a person or group of people about social phenomena.

Work Environment Variable (X1)

1. Conceptual Definition

Work environment is everything that exists around workers in the form of facilities and infrastructure that affects the surrounding environment in which a person works. The dimensions include (a) coloring, (b) cleanliness, (c) air, (d) lighting, (e) noise, (f) security, and (g) work relations.

2. Operational Definition

Work environment variables are scores obtained by respondents after answering 15 items in a structured questionnaire, and measurement parameters using a Likert scale with a score of 1 to 5 (positive statements) and 5 to 1 (negative statements).

The dimensions of this variable are coloring, cleanliness, air, lighting, noise, safety, and work relations.

Table 1. Instruments of Work Environment Variables (X1)

Variables	Dimension	Indicator	Item Number
Work Environment	1. Coloring	a. Color arrangement that makes sense of comfort	1
		b. Coloring can increase morale	2
	2. Cleanliness	a. Environmental cleanliness is maintained	3
		b. Cleanliness makes comfortable	4
	3. Air	a. Comfort air temperature in the room	5
		b. Good ventilation settings	6
	4. Lighting	a. Neat and good lighting arrangement	7
		b. Good lighting makes work smooth	8
	5. Noise	a. Quiet workspace	9
		b. The workplace is far from noise	10
	6. Safety	a. Employee safety guarantee	11
		b. Safety guarantee of goods	12
		c. Security tool	13
	7. Work relations	a. Relationship with Bosses	14
		b. Relationships with fellow employees	15

Source: Rodi Ahmad Ginanjar, 2013

Workload Variable (X2)

1. Conceptual Definition

Workload is a process carried out by someone in completing the tasks of a job or group of positions carried out under normal circumstances in a period. Workload dimensions include (a) targets, (b) conditions, (c) time and (d) standards.

2. Operational Definition

Workload is a group or a number of activities that must be completed by nurses at the Bhayangkara Sespimma Polri Hospital, South Jakarta, within a certain period of time. Workload variable is the score obtained by respondents after answering 15 items of a structured questionnaire, and the measurement parameters use a Likert scale with a score of 1 to 5 (positive statements) and 5 to 1 (negative statements). Dimensions used in this variable are the target, condition, time, and standard.

Table 2. Instrument of Workload Variable (X2)

Variables	Dimension	Indicator	Item Number
Workload	1. Target	a. Enough number of employees	1
		b. Achievement is clear	2
		c. Time	3
		d. Work hard	4
	2. Condition	a. Work routine	5
		b. Environment	6
		c. All conditions	7
		d. Work fast	8
		e. Working outside working hours	9
	3. Time	a. According to workload	10
		b. Busy at certain times	11
	4. Standard	a. Workload according to standards	12
		b. Enjoy the work	13
		c. Standard Operational	14
		d. Work time completion	15

Source: Febri Furqon Artadi, 2015

Nurses Motivation Variable in Working (Y)

1. Conceptual Definition

Motivation is a collection of psychological processes that have power within a person that causes movement, direction, effort, and persistence in facing obstacles to achieve a goal. The dimensions include (a) responsibility, (b) recognition, (c) commitment, (d) leaders and (e) incentives.

2. Operational Definition

Motivation variable is the score obtained by respondents by answering the questionnaire (15 items) in a structured manner, and its measurement parameters use a Likert scale with scores of 1 to 5 (positive statements) and 5 to 1 (negative statements).

The dimensions of this variable are responsibility, recognition, leadership commitment, and incentives.

Table 3. Instruments of Nurses Motivation (Y)

Variables	Dimension	Indicator	Item Number
Nurses Motivation	1. Responsibility	a. On time	1
		b. Process	2
		c. Scheduling	3
		d. Authority	4
		e. Fulfillment	5
	2. Recognition	a. Main tasks and functions	6
		b. Supervision	7
		c. Support	8
	3. Commitment of the Leader	a. Guidance	9
		b. Motivating ability	10
		c. Feedback	11
	4. Incentives	a. According to criteria	12
		b. Fair	13
		c. Motivate	14
		d. Execution of tasks	15

Source: Zulham Andi Ritonga, 2010

Population dan Sample

Population

According to Hidayat (2007), the population is the whole subject or object with certain characteristics to be studied. Not only the subject or object studied but all the characteristics or properties possessed by the subject or object. Populations can be limited and unlimited. It is said to be limited if the number of individuals or objects in the population is limited in the sense it can be calculated. While it is unlimited in the sense that it cannot be determined the number of individuals or objects in the population. The population in this study were all nurses in the Bhayangkara Sespimma Polri Hospital in South Jakarta as many as 45 people.

Sample

Notoatmodjo (2012) states that the sample is the object under study and is considered to represent the entire population. In taking this research sample, certain methods or techniques are used so that the sample represents the population wherever possible. This technique is usually called the sampling method or sampling technique. The technique used in this study is sampling in total sampling. Total sampling is a sampling technique where the sample is equal to the population (Notoatmodjo, 2005). The reason for taking total sampling is because according to Notoatmodjo (2005) a population of less than 100 entire populations is used as a research sample.

Data Collection Techniques and Tools

Data Collection Techniques

Data collection is done using:

- 1) Questionnaire, which is a method of data collection carried out by making a list of written

questions that are used to obtain information from respondents in the meaning of reports about their personalities, or things that are known. In this study using a questionnaire in the form of a list of structured and closed written questions, meaning that the list of questions submitted is accompanied by alternative answers.

- 2) Observation method, is a method of collecting data through direct observation or careful and direct observation in the field or research location.
- 3) Literature study, is any effort made by researchers to gather information relevant to the topic or problem to be or is being studied. That information can be obtained from scientific books, research reports, scientific essays, theses and dissertations, regulations, provisions, yearbooks, encyclopedias and written sources both in print and other electronics.

Data Collection Tool

Data collection tool in research is a questionnaire in the form of a set of written statements that have been determined alternative answers based on a Likert scale. The criteria for evaluating the questionnaire answers are arranged in 5 rating scales as follows:

- 1) Strongly Agree (SS) with a weight of 5.
- 2) Agree (S) with a weight of 4.
- 3) Doubt (R) with a weight value of 3.
- 4) Disagree (TS) with a weight value of 2.
- 5) Strongly Disagree (STS) with a weight value of 1.

Rating of answers is given upside down for statements that are negative or the opposite of positive ones.

Data Analysis Technique

Data analysis technique used to analyze data obtained from data collection. Data analysis techniques in this study used descriptive statistical analysis tools and inferential statistics. Analysis of the data using the SPSS (Statistical Product and Service Solutions) program.

The data analysis technique of this research was carried out through several stages of analysis, namely:

- 1) Descriptive Statistics

Descriptive statistical calculation results of the independent variables (X1 and X2) and the dependent variable can be in the form of statistics such as the mean value, median, maximum, minimum, standard deviation, skewness and kurtosis and appearance in the form of histograms or graphs.

- 2) Frequency Statistics

Aims to find out the frequency distribution of each research variable.

- 3) Validity and Reliability Test

Validity Test is conducted to determine the level of validity of the instruments (questionnaires) used in data collection. Reliability Tests are carried out to determine whether instruments used more than once will produce consistent data.

4) Classical Assumption Test

- a. Data Normality Test
- b. Heteroscedasticity
- c. Autocorrelation
- d. Multicollinearity
- e. Determination Analysis
- f. Liner Regression Analysis

5) Hypothesis Testing

The hypothesis test design is used to test the hypotheses proposed in this study, whether the statistical values generated from the results of statistical analysis can be generalized or applied to the population.

a. T-Test

Testing with t-test is as follows:

$$T\text{-Test} = \frac{\beta_i - 0}{Se(\beta_i)}$$

$$Se(\beta_i) = \frac{MSE}{(SSX)(1 - r^2_{x_1x_2x_3})}$$

Where $Se(\beta_1)$ is the parameter alleged β_i .

The hypothesis proposed in this study (conducting significant testing of simple regression coefficients) is:

$H_0: b = 0$ (The regression coefficient is not significant)

$H_1: b \neq 0$ (The regression coefficient is significant)

The hypothesis testing criteria are as follows:

If the value of t test > t-table value, then H_0 is rejected

If the value of t test < t-table value, then H_1 is accepted

b. F-Test

Test statistics used in the F test are:

$$F\text{-Test} = \frac{SSR/k}{SSE / n-k-1}$$

Where:

SSR = Number of regression squares

SSE = Number of squares remaining

n = Number of samples

k = Number of independent variables

The hypothesis proposed in conducting a significant test of multiple regression coefficients is:

$H_0: b_1 = b_2$ (There is no significant effect between X_1 and X_2 on Y)

The hypothesis testing criteria are as follows:

If the value of F test > value of F - table, then H_0 is rejected

If the F-test value is < F-table value, then H_1 is accepted

Hypothesis Test Design

The research hypothesis design that will be tested in this study can be formulated as follows:

1) The first hypothesis:

$H_0 : b_1 = 0$: There is no influence of the work environment on nurses' motivation at Bhayangkara Sespimma Polri Hospital, South Jakarta, in 2018.

$H_a : b_1 \neq 0$: There is influence of the work environment on nurses' motivation at Bhayangkara Sespimma Polri Hospital, South Jakarta, in 2018.

2) The second hypothesis:

$H_0 : b_2 = 0$: There is no influence of the workload on nurses' motivation at Bhayangkara Sespimma Polri Hospital, South Jakarta, in 2018.

$H_a : b_2 \neq 0$: There is influence of the workload on nurses' motivation at Bhayangkara Sespimma Polri Hospital, South Jakarta, in 2018.

3) The third hypothesis

$H_0 : b_1 = b_2 = 0$: There is no influence of the environment and workload together on the motivation of nurses at Bhayangkara Sespimma Polri Hospital, South Jakarta, in 2018.

$H_a : \text{salah satu atau kedua } b_1 \neq 0$: There is influence of the environment and workload together on the motivation of nurses at Bhayangkara Sespimma Polri Hospital, South Jakarta, in 2018.

Location and Research Schedule

Location

The author conducted research at the Bhayangkara Sespimma Polri Hospital, located on Jalan Ciputat Raya no.40 South Jakarta.

Research Schedule

The research process is conducted in September, October, and November 2018, starting from the preparation of the research proposal to the completion of this thesis.

3. Research Results And Discussion

Research Data Description

1) Data on Respondents' Answers in Work Environment Variables (X_1)

From the statements made by the respondents in the questionnaire given to them to the Work Environment, the percentage of answers is as follows:

- 257 (38.07%) of respondents stated strongly agree
- 314 (46.52%) of respondents agreed
- 79 (11.70%) of respondents stated less agree
- 23 (3.41%) of respondents stated disagree
- 2 (0.30%) of respondents stated strongly disagree

Based on the results mentioned above it can be concluded that the majority of respondents strongly agree and agree that the work environment has a positive influence in increasing the Motivation of Nurses at the Bhayangkara Sespimma Polri Hospital, South Jakarta.

After calculating the answers given by 45 people who became this study's samples, the summary of work environment variable data as one of the factors influencing the Motivation of Nurses at Bhayangkara Sespimma Polri Hospital, South Jakarta can be seen in the table below:

Table 5. Statistical Data on Work Environment Variables (X_1)

Statistics X_1		
N	Valid	45
	Missing	0
Mean		62,8000
Std. Error of Mean		,78277
Median		65,0000
Mode		65,00
Std. Deviation		5,25097
Variance		27,573
Range		21,00
Minimum		50,00
Maximum		71,00
Sum		2826,00

Source: Processed data

The results of the distribution of questionnaires for Work Environment variable data (which was then processed by the SPSS Version 23.0 program) showed that the lowest score was 50 and the highest score was 71. Thus, obtaining the lowest and highest scores, then the range of scores (range) was 21 (71 - 50). The results after being analyzed produce:

- Average score (Mean) = 62.8000
- Middle value (Median) = 65,0000
- Mode = 65.00
- Variance = 27,573
- The Standard Deviation = 5,25097

2) Data on Respondents' Answers in Workload Variables (X_2)

From the statements made by the respondents in the questionnaire given to them to the Workload, the percentage of answers is as follows:

- 223 (33.04%) of respondents stated strongly agree
- 343 (50.81%) of respondents agreed
- 89 (13.19%) of respondents stated less agree
- 18 (2.67%) of respondents stated disagree
- 2 (0.30%) of respondents stated strongly disagree

Based on the results mentioned above it can be concluded that the majority of respondents strongly agree and agree that the workload has a positive influence in increasing the Motivation of Nurses at the Bhayangkara Sespimma Polri Hospital, South Jakarta.

After calculating the answers given by 45 people who became this study's samples, the summary of workload variable data as one of the factors influencing the Motivation of Nurses at Bhayangkara Sespimma Polri Hospital, South Jakarta can be seen in the table below:

Table 6. Statistical Data on Workload Variables (X_2)

Statistics X_2		
N	Valid	45
	Missing	0
Mean		62,0444
Std. Error of Mean		,86396
Median		63,0000
Mode		65,00 ^a
Std. Deviation		5,79559
Variance		33,589
Range		21,00
Minimum		50,00
Maximum		71,00
Sum		2792,00

a. Multiple modes exist. The smallest value is shown

Source: Processed data

The results of the distribution of questionnaires for Work Environment variable data (which was then processed by the SPSS Version 23.0 program) showed that the lowest score was 50 and the highest score was 71. Thus, obtaining the lowest and highest scores, then the range of scores (range) was 21 (71 - 50). The results after being analyzed produce:

- Average score (Mean) = 62.0444
- Middle value (Median) = 63,0000
- Mode = 65.00
- Variance = 33,589
- The standard deviation = 5.79559

3) Data on Respondents' Answers in Nurses Motivation Variables (Y)

From the statements made by the respondents in the questionnaire given to them to the Workload, the percentage of answers is as follows:

- 325 (48.15%) of respondents stated strongly agree
- 237 (35.11%) of respondents agreed
- 82 (12.15%) of respondents stated less agree
- 26 (3.85%) of respondents stated disagree
- 5 (0.74%) of respondents stated strongly disagree

Based on the results mentioned above it can be concluded that the majority of respondents strongly agree and agree that the Nurses have motivation when working at the Bhayangkara Sespimma Polri Hospital, South Jakarta.

After calculating the answers given by 45 people who became this study's samples, the summary of Nurses motivation variable data can be seen in the table below:

Table 7. Statistical Data on Nurse Motivation Variables (Y)
Statistics Y

N	Valid	45
	Missing	0
Mean		63,9111
Std. Error of Mean		,83110
Median		66,0000
Mode		68,00
Std. Deviation		5,57520
Variance		31,083
Range		21,00
Minimum		52,00
Maximum		73,00
Sum		2876,00

Source: Processed data

The results of distributing questionnaires for Nurse Motivation variable data (processed with SPSS program Version 23.0) showed that the lowest score was 52 and the highest score was 73. Thus, the range of scores was 21 (73 - 52). The results after being analyzed produce:

- Average score (Mean) = 63.9111
- Middle value (Median) = 66.0000
- Mode = 68.00
- Variance = 31,083
- The Standard Deviation = 5.57520

Testing Requirements Analysis

1) Testing the Validity of Instruments

After calculating the "product moment" correlation technique, it is obtained the item correlation coefficient (r-count) for 15 instrument items (questionnaire) with a sample of 45 people (n = 70 people), with $\alpha = 0.05$ obtained r-table 0.514, meaning that if r count < r table, then the item of the instrument is invalid and if r count > r table, then the item of the instrument can be used (valid).

From the calculation using SPSS 23, it is known that the correlation coefficient values for the validity test of the instrument Work Environment variable (X1), Workload variable (X2), and Nurse Motivation variable (Y) obtained an average r-count value greater than r -table. So, all 45 instruments used are said to be valid.

2) Instrument Reliability Testing

Through computer-aided calculation (SPSS 23.0), the Cronbach Alpha Reliability Coefficient was obtained. The results of calculating the Reliability Coefficient (Alpha Cronbach) for all variables above 0.60, it can be said that the instrument used is reliable, meaning that an

From the results of computer calculations with the SPSS program it is known that the constant price from the results of the regression analysis of the variable Work Environment (X1) to Nurse Motivation (Y) is 12,137, while the beta price of the X1 variable is obtained at 0.824. Based on these numbers, the simple regression equation can be described as follows:

$$\hat{Y} = 12,137 + 0,824X_1$$

The table above informs that 82.4% of Nurses' Motivation is influenced by the Work Environment, meaning that if the Work Environment can be improved by one-unit score, it will affect the Nurse Motivation increase by 82.4%.

To test the significance of the simple regression equation above the t test was performed. From the results of calculations with the SPSS program computer the t value of 8.080 was obtained, while it is known that the tipping point of acceptance in table t is 2.018 for a 95% confidence level. Thus $t_{count} > t_{table}$, so clearly H_0 is rejected and H_a is accepted. This shows that the Work Environment has a positive and significant effect on Nurse Motivation at the Bhayangkara Sespimma Polri Hospital, South Jakarta.

2) Second Hypothesis

Table 10. Correlation Significance Test of X₂ on Y

Correlation coefficient	Correlation Coefficient Value (r)	Determination Coefficient Value (r ²)	t test	t table (α = 95%)	Result
R _{y2}	0,763	0,583	7,747	2,018	Significant

Correlation analysis results show that the relationship between Workload variables with Nurse Motivation is 0.773. This relationship shows strong because it is between 0.60 - 0.799, which means that if the workload increases, the motivation of nurses also increases or vice versa. This means that the two variables are related to each other.

The next step is to find the coefficient of determination of the influence of the Workload (X2) variable pair on Nurse Motivation (Y). The price of the coefficient of determination can be found by squaring the correlation number. In accordance with these provisions the coefficient of determination of the Workload variable (X2) to Nurse Motivation (Y) in terms of a simple correlation is 0.7632 or equal to 0.583. This means that 58.3% of variations that occur in the Nurse Motivation variable (Y) can be predicted by the Workload variable (X2) or in other words the Workload variable as a predictor variable can be relied upon to predict the Nurse Motivation variable at the Bhayangkara Sespimma Polri Hospital, South Jakarta at 58.3%.

In the simple regression analysis stage, it is known that the constant price from the results of the regression analysis of the variable Workload (X2) to Nurse Motivation (Y) is 18,354, while the beta price of the X2 variable is obtained at 0.387. For more details the values of the coefficients of each variable can be seen in table 11 below:

Table 11. Coefficient of Workload Variables (X2)

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	18.354	5.905		3.108	.003
Workload (X2)	.734	.095	.763	7.747	.000

a. Dependent Variable: Nurses Motivation (Y)

Source: Processed data

Based on the table above, the simple regression equation can be described as follows:

$$\hat{Y} = 18,354 + 0,734X_2$$

The table above informs that 73.4% of Nurse Motivation is influenced by Workload, meaning that if the Workload can be increased by one-unit score, it will affect the increase in Nurse Motivation by 73.4%.

To test the significance of the simple regression equation above the t test was performed. From the results of calculations with the SPSS program computer, the t value of 7.747 is obtained, while it is known that the critical point of acceptance in table t is 2.018 for a 95% confidence level. Thus $t_{count} > t_{table}$, so clearly H_0 is rejected and H_a is accepted. This shows that Workload has a positive and significant effect on the Motivation of Nurses at the Bhayangkara Sespimma Polri Hospital, South Jakarta.

3) Third Hypothesis

Table 12. Correlation Significance Test X1 and X2 Against Y

Correlation coefficient	Correlation Coefficient Value (r)	Determination Coefficient Value (r^2)	F test	F table ($\alpha = 0,025$)	Result
R_{y12}	0,870	0,758	65,682	3,22	Significant

From the calculation results obtained by the multiple correlation coefficient (R) of 0.870. This figure implies that there is a relationship between the two independent variables with the dependent variable. The coefficient of multiple determination (R^2) of the Environmental and Workload variables together towards Nurse Motivation is 0.758. This value informs that 75.8% of the variations that occur in the Nurse Motivation variable can be predicted by the two independent variables together. In other words, the Work Environment and Workload variables are predictor variables that can be relied upon to predict the Nurse Motivation variable at Bhayangkara Sespimma Polri Hospital, South Jakarta by 75.8%.

After calculating using computer aids the F count value of 65.682 was obtained. While the critical value of the F table value at the 95% confidence level ($\alpha = 0.05$) was 3.22. Thus $F_{count} > F_{table}$, so clearly H_0 is rejected and H_a is accepted. This shows that together the Environment

and Workload has a positive and significant effect on the Motivation of Nurses at Bhayangkara Sespimma Polri Hospital, South Jakarta.

The final step of the analysis is to look for trends in changes in Nurse Motivation variables due to changes in each independent variable. This is known by calculating the regression coefficient through multiple regression analysis techniques. The results of data analysis show the multiple regression equation is:

$$\hat{Y} = 1,638 + 0,538X_1 + 0,459X_2$$

For more details, the values of the coefficients of each variable can be seen in table 13 below:

Table 13. Coefficients of Work Environment Variable (X1) and Workload Variables (X2)

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.638	5.471		.299	.766
Work Environment (X1)	.538	.098	.507	5.510	.000
Workload (X2)	.459	.089	.477	5.181	.000

a. Dependent Variable: Nurses Motivation (Y)

Source: Processed data

The equation informs that the tendency of change of each independent variable to the dependent variable can be concluded as follows:

1. The regression coefficient of the Work Environment variable (X1) to Nurse Motivation (Y) is 0.538. Means the tendency of changes in the Nurse Motivation variable (Y) if the Work Environment variable (X1) changes by one unit score is 0.538. In other words, if the Work Environment can be improved by one unit score, it will be able to increase Nurse Motivation by 0.538 by not controlling the effect of the Workload variable.
2. The variable coefficient of Workload (X2) and Nurse Motivation (Y) is 0.459. These conditions indicate that the tendency for Nurse Motivation (Y) to change if the Workload (X2) variable changes by one unit score is 0.459. In other words, if the Workload can be increased by one unit score, it will be able to increase Nurse Motivation by 0.459 by not controlling the influence of Work Environment variables.

Discussion

1. Effect of Work Environment on Nurse Motivation at Bhayangkara Sespimma Polri Hospital, South Jakarta

A good working environment will have a positive impact on employees in improving employee performance, including: coloring, cleanliness, air, lighting, noise, safety and work relations. The work environment has an influence on company employees in an effort to complete the tasks assigned to them, which in turn affects the employee's work discipline. A

good work environment and satisfying employees will certainly improve the performance of the employees themselves. So they can complete the tasks that are charged well and full of responsibility. Vice versa if the work environment is less satisfactory for employees causing employees to work in a less calm atmosphere, so that it will be able to increase the level of mistakes they make.

The benefits of the work environment are creating work passion, so that productivity and work performance increase. Meanwhile, the benefits gained from working with motivated people are that the work can be completed appropriately. Which means the work is completed according to the correct standard and in a specified time scale. His work performance will be monitored by the individual concerned and will not cause too much supervision and his fighting spirit will be high.

The results of hypothesis testing have proven the influence of the Work Environment on Nurse Motivation at the Bhayangkara Sespimma Polri Hospital, South Jakarta positively and significantly. This shows that the Work Environment in Nurse Motivation at the Bhayangkara Sespimma Polri Hospital, South Jakarta is already good.

Although the results of hypothesis testing have proven a significant influence of the work environment on Nurse Motivation at the Bhayangkara Sespimma Polri Hospital, South Jakarta, the effect has not yet shown an optimal number. This shows that the work environment in improving work quality is still not optimal, innovative and constructive steps need to be taken in order to increase work motivation through concrete efforts in creating a work environment that is in favor of the interests of society in general. The work environment is determined by indicators that are closely related, among others: the arrangement of colors that make a sense of comfort, coloring can increase morale, cleanliness maintained, cleanliness makes comfortable, comfortable setting the temperature of the air, good ventilation settings, good lighting arrangement, good lighting create smooth work, a quiet work space, a workplace away from noise, employee safety guarantees, guaranteed safety of goods, security equipment, relationships with superiors, relationships with fellow employees.

2. Effect of Workload on Nurse Motivation at Bhayangkara Sespimma Polri Hospital, South Jakarta

Workload is a process carried out by someone in completing the tasks of a job or group of positions carried out under normal circumstances within a certain period of time.

Another category of workload is a combination of quantitative and qualitative workloads. Quantitative workload arises from tasks that are too many or too few, whereas qualitative workloads if workers feel unable to perform tasks or tasks do not use the skills or potential of workers.

Every work is a burden for the culprit, the burden referred to physical, mental, social bias. The higher the work skills possessed, the more efficient the burden, the soul of the worker, so that the workload becomes relative.

The results of hypothesis testing have been proven to have a positive and significant influence of Workload in the Bhayangkara Sespimma Polri Hospital in South Jakarta, and the effect shows an optimal number. This shows that the Workload in Motivation of Nurses at Bhayangkara Sespimma Polri Hospital, South Jakarta is already good, but it still needs to be taken innovative steps in order to reduce the workload for example increasing the number of nurses or utilizing technological advances.

3. Effect of Work Environment and Workload on Nurse Motivation at Bhayangkara Sespimma Polri Hospital, South Jakarta

The environment and workload together influence Nurse Motivation. Summing up the workload and work environment has a positive and significant effect on employee work motivation.

The results of hypothesis testing have proven the influence of work environment and workload together on the Motivation of Nurses at the Bhayangkara Sespimma Polri Hospital in South Jakarta positive and significant. This shows that the environment and workload in Nurse Motivation at the Bhayangkara Sespimma Polri Hospital, South Jakarta are already good, but innovative steps still need to be taken in order to improve Nurse Motivation in addition to the work environment and workload, for example increasing employee capacity, adding staff and technology utilization.

Although the results of hypothesis testing have proven to have a significant influence on the quality of employee work on Nurse Motivation at the Bhayangkara Sespimma Polri Hospital, South Jakarta, the effect has not yet shown an optimal number. This shows that the motivation of nurses can not be maximized in practice, this is due to the many problems involving technical and non-technical problems encountered in solving constraints, where to solve these problems requires considerations that must really be able to provide the right solution. For this reason, it is necessary to take steps to improve work motivation so far, both through comprehensive handling of various factors that influence the Motivation of Nurses at Bhayangkara Sespimma Polri Hospital, South Jakarta.

Findings and Practical Implications of Research Results

1) Findings from X1 against Y

The work environment is an internal or external condition that can affect Nurse Motivation, so that work can be expected to be completed faster and better. The suitability of the work environment can be seen as a result for a long period of time, furthermore a poor working environment can require more labor and time and does not support the obtaining of an efficient work system design. If the work environment is getting better, the nurses will feel comfortable with their place of work and ultimately have an impact on the Motivation of Nurses at the Bhayangkara Sespimma Polri Hospital, South Jakarta, which is getting better and gives maximum performance results. With the situation of the Bhayangkara Sespimma Polri Hospital, South Jakarta, it is now urgently needed to increase the feasibility of the Bhayangkara Sespimma Polri Hospital, South Jakarta for environmental problems.

2) Findings from X2 against Y

Workload as a concept that arises due to a limited capacity in processing information. When faced with a task, individuals are expected to complete the task at a certain level. If the limitations of the individual hinder work motivation at the expected level, it means that there has been a gap between the level of ability expected and the level of capacity possessed. This gap causes failure in work motivation. This is what underlies the importance of a deeper understanding and measurement of workload. For the workload at the Bhayangkara Sespimma Polri Hospital, South Jakarta, it is felt that the nurses are not too large, but a continuous evaluation is needed in an effort to implement an appropriate system for nurses so that the

workload is not too heavy and makes the work good and maximum, especially in treating patients. Good Human Resources planning is something that needs to be considered so that the workload of nurses does not exceed capacity and can still increase their work motivation in serving patients.

4. Conclusions And Suggestions

From the results of this study, researcher can conclude that there is a positive and significant effect between the work environment and workload on the motivation of nurses both partially and together. From this study also, it can be concluded that the existing work environment is good, although for the workload, it is found that some workloads are too burdensome for nurses in this hospital.

In the future, it is suggested to the Bhayangkara Sespimma Polri Hospital, South Jakarta to re-evaluate the workload given to nurses so that they do not feel overburdened, perhaps by increasing the number of nurses or making work procedures that do not burden nurses. The hospital is also expected to be able to improve the current work environment because of the good work environment and the existing workloads affect the motivation of nurses to work, and vice versa.

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