

## THE EFFECT OF COMPETENCE, MOTIVATION, AND ORGANIZATIONAL COMMITMENT ON PERFORMANCE OF NURSING

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ARTICLE INFO	ABSTRACT
Received:	<i>This study examines the effect of Competence, Motivation, and Organizational Commitment On the Performance Of Nursing. A total of 60 respondents was obtained in this research with a census. Analyzed data using the path analyzed with quality of data, t-test, F-test, coefficient determination, and classic assumption. This study has no problem with classic assumptions. The result of this study shows that competence, motivation, and organizational commitment have a significant positive effect on performance partially and simultaneously. The contribution of determination coefficient (R-square) = 0,681, means that the Performance of Nursing is explained by competence, motivation, and organizational commitment of 68,1%, and the remaining 31,9 is explained by other variables outside the research model, for example, communication, discipline, and others. This study indicates that variable organizational commitment is the dominant effect on the performance of nursing</i>
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KEYWORDS	competence, motivation, organizational commitment, performance



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### INTRODUCTION

To ensure the quality of hospital services, it is necessary to improve and improve the quality of sustainable hospitals. This quality assurance is carried out through a continuous accreditation process carried out by the Hospital Accreditation Commission (KARS) which is accredited by ISQua from the United Kingdom.

The tight competition in the digital information era has forced all organizations to develop innovation and capabilities for the sustainability of the institution (Berraies, Chaher, & Yahia, 2014). This innovation is also needed in health services in hospitals. Hospitals must strive to improve innovation and capabilities to support performance. This requires a strategy with a different typology model for human resources (Martin, Farndale, Paauwe, & Stiles, 2016). Hospitals that want to continue to exist in a globally competitive, need human resources who can adapt to the internal and internal environment of the hospital (Brewster, 1999).

Today, growth and development are expected to have implications for performance (Saeed & Ziaulhaq, 2019). Therefore, hospitals must be open to innovation (Borzaga et al., 2014). Managed and continuous performance is performance management. The performance of innovation in the hospital is intended so that the hospital can still exist and be competitively sustainable. Innovation performance in hospitals will affect hospital performance indicators. For hospital innovation to be sustainable and support hospital performance, an innovation strategy is needed (Zhao, Sun, & Xu, 2016).

To create an effect on innovation performance, a synergy between innovation and information technology is needed. Research related to the factors that influence innovation performance has been carried out (Parida, Westerberg, & Frishammar, 2012)

In this study, the variable of organizational commitment will affect the performance of nurse innovation in ensuring the quality of health services. Hospitals that have a strong organizational commitment and are patient-oriented, will always do various things in ensuring the quality of health services. This commitment will make human resources who are health workers will have a responsible attitude. Organizational commitment to the hospital is a form of bonding between health workers and hospital institutions.

Health workers as nursing staff are the spearhead in ensuring the quality of services for inpatients. The abilities of nursing staff will be explored when serving patients. Nursing personnel includes nurses and midwives. The nursing staff is professional in providing nursing care.

Dynamic capabilities are needed within the framework of continuous innovation. This is very necessary to drive the innovation performance of the hospital as a whole (Sudrajat, 2013). Patient-oriented hospitals tend to restructure their capabilities.

The ability of professional nursing staff (competence) will affect the performance of nursing innovation. Mastery and involvement of nursing personnel in science and technology in nursing practice have become a must. Nursing science and technology as a form of external pressure for nursing staff. Professional nurses play a role in realizing a health service system according to the needs and demands of public health.

Motivation related to work results. Employees who have high motivation will be more energetic and have the opportunity to achieve higher performance than employees with low motivation. Research related to motivation (Amiroso, 2015) showed that motivation had a significant positive effect on performance, while research (Hartati, 2020) showed positive but not significant effects. performance motivation.

This study aims to determine the effect of competence, motivation, and organizational commitment on the performance of nursing staff. The hypothesis in this study is, variable

competence, motivation, and organizational commitment have a significant positive effect on the performance of nursing.

## RESEARCH METHOD

### Object and method

By using the object of nursing staff in the jasmine room of the Klaten RSST, a total of 60 nursing personnel with the census. Perceptions of nursing staff were obtained through questionnaires filled out by respondents. The perceptual assessment uses 1-5 values from the Likert scale.

The following formula is used:

$$PoN = \beta_0 + \beta_1 Co + \beta_2 Mo + \beta_3 OC + \epsilon$$

Notes

PoN = Performance

Co = Competence

Mo = Motivation

OC = Organizational Commitment

$\beta_0$  = Constanta

$\beta_1$ ;  $\beta_2$ ;  $\beta_3$  = Coefficient Regression

$\epsilon$  = Disturbance

### Desain of study

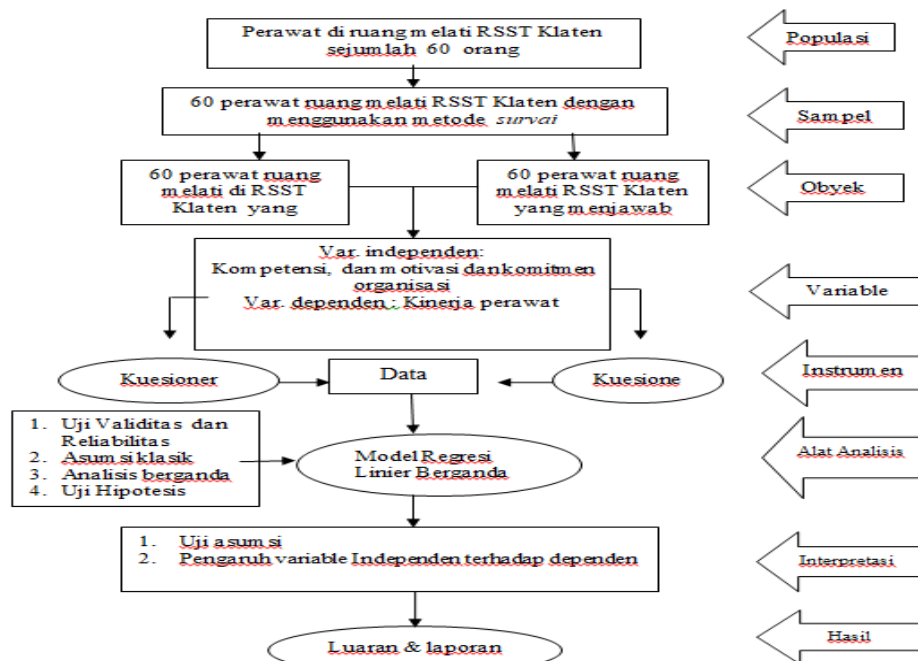


Figure 1: Design Of The Study

## RESULT AND DISCUSSION

### A. Data Quality Test

Table 1. Validity Of Competence

Item	Table Column Head		
	Inter-Item Correlation Matrix	$r_{critis}$	Status
Co.1	.870	0.254	Valid
Co.2	.812	0.254	Valid
Co.3	.879	0.254	Valid
Co.4	.856	0.254	Valid
Co.5	.742	0.254	Valid
Co.6	.875	0.254	Valid
Co.7	.822	0.254	Valid
Co.8	.840	0.254	Valid
Co.9	.742	0.254	Valid
Co.10	.740	0.254	Valid
Co.11	.825	0.254	Valid
Co.12	.879	0.254	Valid
Co.13	.866	0.254	Valid
Co.14	.873	0.254	Valid
Co.15	.771	0.254	Valid
Co.16	.640	0.254	Valid
Co.17	.890	0.254	Valid
Co.18	.893	0.254	Valid
Co.19	.733	0.254	Valid

Table 2. Validity Of Motivation

Item	Table Column Head		
	Inter-Item Correlation Matrix	$r_{critis}$	Status
Mo.1	.680	0.254	Valid
Mo.2	.634	0.254	Valid
Mo.3	.794	0.254	Valid
Mo.4	.587	0.254	Valid
Mo.5	.747	0.254	Valid
Mo.6	.698	0.254	Valid
Mo.7	.663	0.254	Valid
Mo.8	.821	0.254	Valid
Mo.9	.701	0.254	Valid
Mo.10	.848	0.254	Valid

Table 3. Validity Of Organizational Commitment

Item	Table Column Head		
	Inter-Item Correlation Matrix	$r_{critics}$	Status
OC.1	.615	0.254	Valid
OC.2	.622	0.254	Valid
OC.3	.460	0.254	Valid
OC.4	.677	0.254	Valid
OC.5	.757	0.254	Valid
OC.6	.771	0.254	Valid
OC.7	.762	0.254	Valid
OC.8	.778	0.254	Valid
OC.9	.506	0.254	Valid
OC.10	.588	0.254	Valid
OC.11	.757	0.254	Valid
OC.12	.730	0.254	Valid
OC.13	.646	0.254	Valid
OC.14	.617	0.254	Valid
OC.15	.610	0.254	Valid
OC.16	.480	0.254	Valid
OC.17	.372	0.254	Valid
OC.18	.517	0.254	Valid
OC.19	.671	0.254	Valid
OC.20	.360	0.254	Valid
OC.21	.621	0.254	Valid
OC.22	.520	0.254	Valid
OC.23	.762	0.254	Valid
OC.24	.541	0.254	Valid
OC.25	.632	0.254	Valid
OC.26	.470	0.254	Valid
OC.27	.598	0.254	Valid

Table 4. Validity Of Performance

Item	Table Column Head		
	Inter-Item Correlation Matrix	$r_{critics}$	Status
PoN.1	.867	0.254	Valid
PoN.2	.807	0.254	Valid
PoN.3	.847	0.254	Valid
PoN.4	.928	0.254	Valid
PoN.5	.820	0.254	Valid

Item	Table Column Head		
	Inter-Item Correlation Matrix	$r_{critics}$	Status
PoN.6	.893	0.254	Valid
PoN.7	.923	0.254	Valid
PoN.8	.938	0.254	Valid
PoN.9	.936	0.254	Valid
PoN.10	.869	0.254	Valid
PoN.11	.906	0.254	Valid
PoN.12	.891	0.254	Valid
PoN.13	.871	0.254	Valid
PoN.14	.955	0.254	Valid
PoN.15	.915	0.254	Valid
PoN.16	.910	0.254	Valid
PoN.17	.845	0.254	Valid
PoN.18	.910	0.254	Valid
PoN.19	.943	0.254	Valid
PoN.20	.830	0.254	Valid

Table 5. Result Of Reliability Test

Variable	Alpha cronbach	Criterion	Status
Co	0.769	Alpha Cronbach > 0,60	Reliable
Mo	0.770		Reliable
OC	0.751		Reliable
PoN	0.771		Reliable

### 1. Regression Analysis

Table 6. Result Of Regression Analysis

Variable	Unstandardized Coefficients		t-value	sig
	B			
Co	.406		3.323	.002
Mo	.529		2.591	.012
OC	.303		3.437	.001
Const = 8.013	F-test = 39.872	Sig F = 0,000		
	R <sup>2</sup> = 0.681			

Dependent var. PoN

Multiple Linear Regression

$$\text{PoN} = 8,013 + 0,406 \text{ Co} + 0,529 \text{ Motiv} + 0,303 \text{ OC} + \epsilon$$

This study shows that the competence variable has a positive significance on performance in nursing. Competence has a significant positive effect on performance, which supports

research from Srikaningsih and Setyadi, who state that competence has a significant positive effect on performance. The motivation variable has a positive significance on performance nursing. The results of this study support previous research conducted by Respatiningsih and Sudirjo (Respatiningsih & Belakang, 2015) which show that motivation has a significant effect on performance.

Organizational commitment variables also have positive significance on performance nursing.

The result this study shows that the value of the variable Competence is 3.323 with a significance level of  $0.002 < 0,05$ . which means that the variable competence has a positive significant effect on the performance of nursing.

it means that the hypothesis which states that competence has a significant effect on performance is proven.

The value of the variable motivation is 2.591 with a significance level of  $0.012 < 0,05$ . which means that the variable motivation has a positive significant effect on the performance of nursing. It means that the hypothesis which states that motivation has a significant effect on performance is accepted.

The value of the variable organizational commitment is 3.437 with a significance level of  $0.001 < 0,05$ , which means that the variable organizational commitment has a positive significant effect on the performance of nursing. It means that the hypothesis which states that organizational commitment has a significant effect on performance is accepted.

The value of the F count is 39.872 with a significance level of  $0.000 < 0,05$ . This means that all independent variables, namely competence, motivation, and organizational commitment simultaneously have a significant effect on the dependent variable of performance of nursing.

Table 7. Result Of hypothesis

<i>Variable</i>	<i>t-value</i>	<i>sig</i>	<i>Result</i>
Co	3.323	.002	hypothesis is proven
Mo	2.591	.012	hypothesis is proven
OC	3.437	.001	hypothesis is proven

## 2. Classic Assumption

Test of Normality

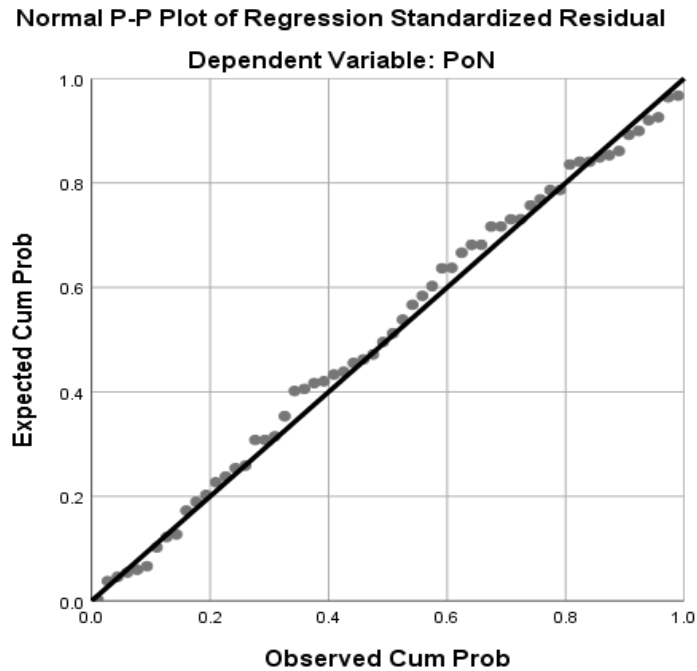


Figure 2: Test of Normality

From the normal probability plots graph above, shows that the residuals are normally distributed.

Test of Autocorrelation

Table 8. Result Test of Autocorrelation

<b>Model Summary<sup>b</sup></b>	
Model	Durbin-Watson
1	1.422 <sup>a</sup>

a. Predictors: (Constant), OC, Mo, Co

b. Dependent Variable: PoN

Value of DW so that there is no autocorrelation.



Test of Heteroskedastisity

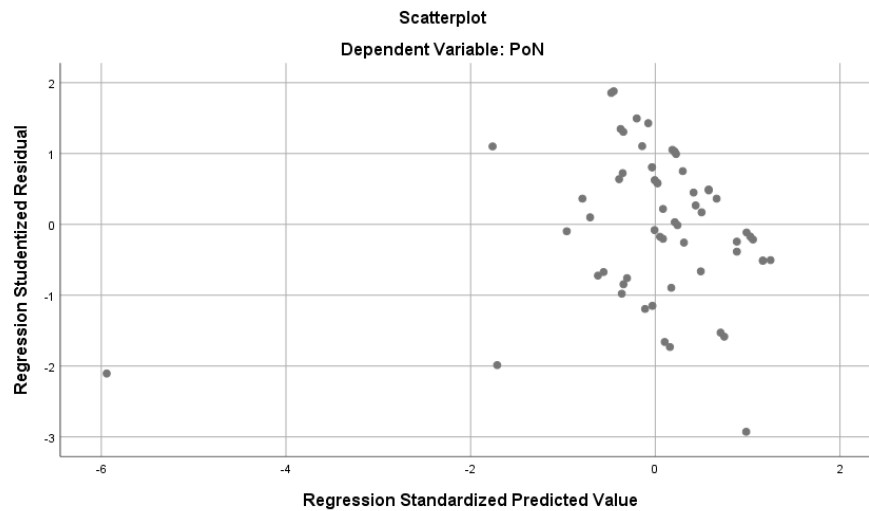


Figure 3. Test of Heteroskedastisity

The scatterplots graph shows that there is no heteroscedasticity in the regression model

Test Of Multi Collinierity

Table 9. Test Of Multi Collinierity

Coefficients <sup>a</sup>			
	Model	Collinearity Statistics	
		Tolerance	VIF
1	Co	.511	1.956
	Mo	.576	1.735
	OC	.545	1.836

a. Dependent Variable: PoN

The value of VIF is less than 10, so that there is no multicollinearity

**3. Determination Coefficient**

The contribution of determination coefficient (R-square) = 0,681, means that the Performance Of Nursing is explained by competence, motivation, and organizational commitment of 68,1%, and the remaining 31,9 is explained by other variables outside the research model, for example, communication, discipline and others.

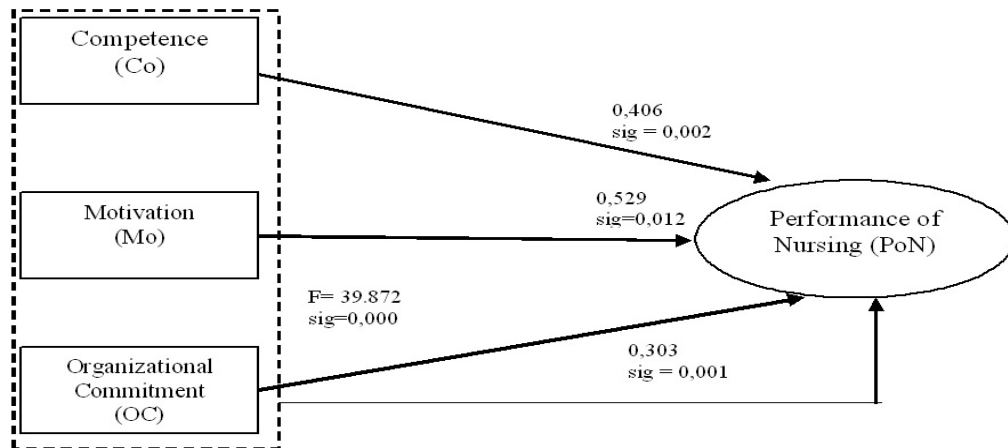


Figure 2. Result analysis

## CONCLUSION

This study has no problem with classic assumptions. The result of this study shows that competence, motivation, and organizational commitment have a significant positive effect on performance partially and simultaneously.

The contribution of determination coefficient (R-square) = 0,681, means that the Performance Of Nursing is explained by competence, motivation, and organizational commitment of 68,1%, and the remaining 31,9% is explained by other variables outside the research model, for example, communication, discipline, and others.

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