

# Relationship Of Compensation With Nurse Performance In Medan Muhammadiyah Hospital Year 2022

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STIKes Arta Kabanjahe, Jl. Veteran, Sumber Mufakat, Kabanjahe, Kabupaten Karo, Sumatera Utara

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**ARTICLEINFO****Keywords:**

Compensation,  
nurses,  
performance.

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**ABSTRACT**

Performance is the result of a person's work as well as a benchmark to determine the results or achievements of a person's work or tasks assigned to the employee. An important factor that must be considered to improve performance is compensation. Compensation is very important for nurses because compensation is everything that nurses receive in return for their work. The things that need to be measured from compensation are direct financial compensation, indirect financial compensation and non-financial compensation. This study aims to determine the relationship between compensation and nurse performance. This type of research is an analytical study with a cross sectional approach, a sample of 39 people, the sampling technique is saturated sampling, the measuring scale in this study is the Guttman scale. The analysis used is univariate analysis and bivariate analysis. Data analysis used chi-square test. The results are as follows: direct financial compensation P (0.012) indirect financial compensation P (0.022) and non-financial compensation P (0.001). Each of these variables shows direct evidence of nurse performance, financial compensation directly with performance ( $p < 0.05 = 0.012$ ) on financial compensation indirectly with performance ( $p < 0.05 = 0.022$ ) on non-financial compensation with performance ( $p < 0.005 = 0.001$ ) then there is a significant relationship between compensation and the performance of nurses at the Muhammadiyah Medan Hospital in 2022. Compensation is related to the performance of nurses, so it is expected that respondents can improve their performance in hospitals.

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**1. Introduction**

Business competition in the field of health services shows increasingly fierce competition, this is indicated by the increasing number of service business fields that have sprung up, both in the form of clinics, health centers or hospitals. In an era of increasingly fierce competition, the performance of every employee is required to continue to improve. An important step to maintain and improve employee performance is to evaluate employee performance and a series of improvements. The goal is to improve the quality of employees so that the company grows and excels in the competition, or at least can survive in the midst of increasingly fierce competition. Nurses as one of the health workers with a number of 40-60% in hospitals play an important role in achieving health development goals,

PerformanceTorang (2012). Performance is the quantity or quality of the work of individuals or groups within the organization in carrying out main tasks and functions that are guided by norms, standard operating procedures, criteria and measures that have been established or applicable in the organization.

ResultsSahyuni's research at RSUD H. Abdul Aziz Marahan, South Kalimantan (2009)

quantitatively (1.4%) stated that they were very dissatisfied, (51.3%) of respondents said they were not satisfied and (47.3%) said they were satisfied. With details (29.7%) strongly disagree with the statement of providing satisfactory incentives to employees, (78.3%) disagreeing that the supervisory system of work procedures carried out by management is good and (66.2%) disagreeing that the statement of supervision of employees has implemented well and (56.7%) disagreed with the statement of satisfaction with the employee performance appraisal conducted by management.

According to Esther from the test results can be seen that the effect of competence and compensation on job satisfaction and its implications on the performance of paramedics at Cibabat Hospital, Cimahi City. In accordance with the results obtained, namely  $\text{Sign. } (0.000) < 0.05$  and  $t \text{ count } (7.814) > t \text{ table } (2,000)$  then  $H_0$  is rejected, thus it can be concluded that compensation has a significant effect on job satisfaction.

Performance is the achievement / achievement of a person with respect to all tasks assigned to him. Work standards reflect the normal output of an employee who performs on average, and works at a normal pace/condition. Mardiana (2003) states that employee performance is the ultimate goal and is a way to ensure that employee activities and the resulting outputs are congruent with organizational goals. Mangkunegara In Purnamie (2014) defines performance as the result of people's work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him within a specified period of time. Nurses are professional staff who have the ability to be both telelectual, technical, interpersonal and moral, responsible and authorized to carry out nursing care. The performance of nurses is a form of professional service that is an integral part of health services. Caring for the sick has existed since ancient times based on instinct and experience. In the nursing care system, performance can be interpreted through the compliance of professional nurses in carrying out nursing care according to standards.

Compensation has a broader meaning than wages or salaries. Wages or salaries place more emphasis on financial remuneration, while compensation includes both financial and non-financial remuneration. Compensation is the provision of remuneration, either directly in the form of money or indirectly in the form of allowances, health insurance and holidays (financial) or in the form of awards and facilities (non-financial).

Hospital is a health service institution that provides complete individual health services that provide inpatient, outpatient, and emergency care (Permenkes No. 147 of 2010). The hospital according to the Articles of Association of the Indonesian Hospital Association (PERSI) Chapter I article 1 is an institution in the chain of the National Health System that carries out the task of health services for the entire community (Iskandar, 1998). Hospital is a facility that is part of the health care system that carries out inpatient, outpatient, and rehabilitation and all its supports (Astuti, 2009).

Conceptual framework The research concept framework is about the relationship between compensation and nurse performance at the Muhammadiyah Medan Hospital in 2022 with the independent variable being financial and non-financial compensation and the dependent variable being the nurse's performance. For more details, there is a conceptual framework scheme that is the basis for thinking in this research.

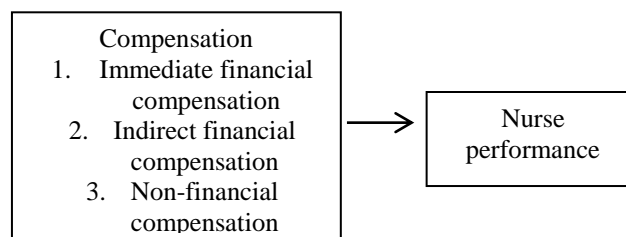


Figure 1. Concept Framework Schematic

Research Hypothesis There is a direct financial compensation relationship with the performance of nurses at the Medan Muhammadiyah Hospital in 2022. There is an indirect relationship of financial compensation with the performance of nurses at the Medan Muhammadiyah Hospital in 2022. There is a relationship between non-financial compensation and the performance of nurses at the Medan Muhammadiyah Hospital in 2022.

## 2. Method

### 2.1 Research Type

The research method used is a quantitative research method with a cross-sectional approach with correlation analytic which aims to determine the relationship between compensation and nurse performance at Muhammadiyah Hospital Medan in 2022.

### 2.2 Research sites

The location of this research is planned at Muhammadiyah Hospital Medan.

### 2.3 Population

The population in this study were all nurses who worked at the Muhammadiyah Hospital Medan in 2022, which is 39.

### 2.4 Sample

Sampling in this study using saturated sampling (census) namely the technique of determining the sample when all members of the population are used as samples, this is often done when the population is relatively small (Sugiyono, 2013).

### 2.5 Method of collecting data

Primary data, Primary data was obtained from respondents by distributing questionnaires filled out by respondents and then processing the completed questionnaires. Secondary Data, Secondary data is data obtained from hospitals that can support research.

## 3. Result and Discussion

### 3.1 Direct Relationship between Financial Compensation and Nurse Performance

The results of the chi-square test obtained a value of 8.899a with a value of freedom of 1 from the value of  $p = 0.012$  ( $p < 0.05$ ), which means that there is a direct financial compensation relationship with the performance of nurses at the Muhammadiyah Medan Hospital in 2022. The significance value is 0.002 which is smaller than the 0.05 significance level ( $\alpha$ ). The results of this study support the results of research conducted by Asriyanti (2012). Asriyanti (2012) states that financial compensation has a positive effect, because the  $t$  count  $>$   $t$  table ( $3.240 > 2.020$ ) and the significance value is smaller than the significance level ( $\alpha$ ) 0.05 ( $0.002 < 0.05$ ), then this hypothesis is accepted, meaning that financial compensation has a positive and significant effect on employee performance.

### 3.2 Indirect Relationship of Financial Compensation with Nurse Performance

The results of the chi-square test obtained a value of 7,020a with a value of freedom of 1 from the value of  $p = 0.022$  ( $p < 0.05$ ), which means that there is an indirect relationship between financial compensation and the performance of nurses at Muhammadiyah Hospital Medan in 2022. The results of this study support the results. Research conducted by Rahayu (2007) states that financial compensation has a positive and significant effect on employee performance at Perum Bulog Regional Division of Palu. It can be seen from the results of the  $t$ -test that the  $t$ -count value is 2.325, while the  $t$ -table value is 2.024 ( $2.325 > 2.024$ ). In addition, the significance value is 0.025 which is smaller than the significance level ( $\alpha$ ) of 0.05 ( $0.025 < 0.05$ ).

### 3.4 The Relationship of Non-Financial Compensation With Nurse Performance

Results The chi-square test obtained a value of 16.568a with a value of freedom of 1 from the value of  $p = 0.001$  ( $p < 0.05$ ), which means that there is a relationship between non-financial compensation and the performance of nurses at the Muhammadiyah Hospital Medan in 2022. The results of this study support the results of research that has been done. conducted by Asriyanti, 2012 which states that non-financial compensation has a positive and significant effect on employee performance. This can be seen from the result  $t$  arithmetic  $>$   $t$  table ( $5.632 > 2.020$ ) and the significance value is smaller than the significance level ( $\alpha$ ) 0.05 ( $0.000 < 0.05$ ).

#### **4. Conclusion**

Direct financial compensation P (0.012) indirect financial compensation P (0.022) and non-financial compensation P (0.001). Each of these variables shows direct evidence of nurse performance, financial compensation directly with performance ( $p < 0.05 = 0.012$ ) on financial compensation indirectly with performance ( $p < 0.05 = 0.022$ ) on non-financial compensation with performance ( $p < 0.005 = 0.001$ ) then there is a significant relationship between compensation and the performance of nurses at the Muhammadiyah Medan Hospital in 2022. Compensation is related to the performance of nurses, so it is expected that respondents can improve their performance in hospitals.

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