

## Factors Related to Nurse Job Satisfaction at Aisyiyah Siti Fatimah Tulangan Hospital

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### ABSTRACT

The purpose of this study was to determine the factors associated with job satisfaction of nurses in the inpatient room of Aisyiyah Siti Fatimah Hospital. The research design used was cross sectional to determine the relationship between certain factors and nurse job satisfaction. After being analyzed with the chi square test using the SPSS-15 program, the results obtained were compensation related to the job satisfaction of nurses in the inpatient room of Aisyiyah Siti Fatimah Tulangan Hospital with a p value = 0.001, conditions and work groups related to job satisfaction of nurses in the work room. inpatient care at Aisyiyah Siti Fatimah Reinforcement Hospital with a p value = 0.002, and Supervisor is related to nurse job satisfaction in the inpatient room of Aisyiyah Siti Fatimah Reinforcement Hospital with a p = 0.002. hospitals need to pay attention to policies that accommodate all parties in the context of providing compensation, pay attention to conditions and work groups, and the leadership of the head of the room needs to be maintained and improved so that nurse job satisfaction in the hospital increases.

**Keywords:** Factor Satisfaction , performance , nurse

### INTRODUCTION

Approaching the era of the free market or known as AFTA ( *Asean Free Trade Association* ) requires steady readiness from all sectors, including the health sector, especially hospitals. Various efforts have been made to improve the quality of hospital services, including the accreditation of the existing hospital which is currently being demanded by the public who use hospital services (Huriati et al., 2022).

The hospital is an integral part of the entire health care system which is developed through a health development plan. The hospital consists of several supporting elements, including doctors as medical personnel, paramedics, medicines and employees as hospital managers (Shie et al., 2022).

In hospitals, the ones who interact most directly with patients are nurses, so the quality of service carried out by nurses can be assessed as an indicator of good or bad quality of service in hospitals. The national workshop (January 1983) which was the beginning of the acceptance of nursing professionalism in Indonesia, defined, "nursing as a form of professional service which is an integral part of health services, based on nursing knowledge and tips, in the form of comprehensive bio-psycho-social-spiritual services , addressed to

individuals, families and communities, both healthy and sick which covers all processes of human life. Nursing is assistance, given because of physical and mental weaknesses, limited knowledge, and lack of will to lead to the ability to carry out daily life independently (Swain & Kar, 2018).

The existence of community demands for service quality has an impact as well as a challenge for hospitals. This challenge forces the hospital to develop its capabilities in various aspects, especially the ability of human resources as the main asset of the hospital in realizing services that satisfy the community (Akdere et al., 2020).

Job satisfaction is a general attitude which is a reflection of several interrelated attitudes of a person towards his work. According to Handoko (1998: 193); it is the duty of every company leader to create job satisfaction for its employees, because job satisfaction is a factor that is believed to be able to encourage and influence employee morale so that employees can work well and will directly affect employee performance (Wuri et al., 2015).

Work motivation is closely related to job satisfaction. Job satisfaction is a person's response to various kinds of situations in and of illness which cover all processes of human life. Nursing is assistance, given because of physical and mental weaknesses, limited knowledge, and lack of will to lead to the ability to carry out daily life independently (Ezzatabadi et al., 2012).

A scientific study showed that the level of job satisfaction of nurses in each work unit of the inpatient installation of Gunung Jati General Hospital Cirebon in 2004 ranged from 30% to 62.9%. Nurse job dissatisfaction in each work unit of the inpatient installation of Gunung Jati General Hospital Cirebon in 2004, related to policy factors and rewards (Ahmad et al., 2013).

Research on work motivation was carried out by Erlin Natsir, SKM and Joeharno, SKM in the inpatient room at Lasinrang General Hospital, Pinrang Regency. The performance of nurses in the sufficient category based on work motivation is in the sufficient category (54.4%) and in the less category (45.6%) while the poor performance is in the sufficient category (32.3%) and in the less category (67.7%) (Kim et al., 2022).

There are several problems that are indicated to be related to the job satisfaction of nurses in almost all hospitals in Indonesia. The status of contract nurses who are not confirmed by a decree (decree) causes some nurses to worry about guarantees from the hospital. Other issues that are indicated to be related to job satisfaction are regarding benefits, awards and relationships with leaders and co-workers. The work demands on the performance of implementing nurses are felt to be inadequate compared to the compensation provided by the hospital. The population of nurses at Aisyiyah Siti Fatimah Reinforcement Hospital in 2020 is 196 people. With the number of PNS: 101 people, Non PNS: 95 (Work Plan of Aisyiyah Siti Fatimah Reinforcement Hospital).

## **METHODS**

This research method used descriptive with design cross - *sectional* used for obtain description about factor What just related with satisfaction Work nurse in room take care hospitalized at Aisyiyah Siti Fatimah Hospital in Reinforcement (Media, 2022). The

population in this study were all nurses in the inpatient room of Aisyiyah Siti Fatimah Tulangan Hospital as many as 65 people. Meanwhile, the nurse who was selected as the sample was in the inpatient room at Aisyiyah Siti Fatimah Tulangan Hospital. The sampling technique in this study was *purposive sampling*, which means that all nurses in the inpatient treatment room at Aisyiyah Siti Fatimah Tulangan Hospital who met the inclusion and exclusion criteria were used as samples. Inclusion Criteria Nurses who work in the inpatient treatment room of Aisyiyah Siti Fatimah Hospital in Tulangan. Nurses who are registered as civil servants for at least 3 years in the inpatient treatment room of Aisyiyah Siti Fatimah Reinforcement Hospital. Nurses who are willing to be respondents. Exclusion Criteria Nurses who are not willing to be respondents, nurses who are not present (sick/on leave) during the study, civil servants who have just moved or have just served in the treatment room (DECKERT & WILSON, 2022).

Retrieval of data on research In this case, primary data is data obtained directly from research sources, namely the implementing nurse in the Inpatient Treatment Room of Aisyiyah Siti Fatimah Hospital, Tulangan. Data that the researchers did not collect themselves, but obtained from other parties. In this case the researcher took from the existing literature in books or documentation owned by Aisyiyah Siti Fatimah Tulangan Hospital. Data collection techniques with questionnaire, namely a list of questions given to other people with that person means willing give response in accordance with request researcher. Method observation is stage observation in a manner directly to the nurse who was used respondent Then do recorded data. In study This instrument used form questionnaire containing question / statement to be answered by respondents / sample. Instrument data collection in the form of questionnaire the among others will load indicator about influencing factors satisfaction work. Data analysis using univariate analysis Done with use table distribution and percentage of each variable. Held For know exists connection variable dependent to variable independent with using statistics. The statistical test used For test connection variable independent to variable dependent that is with use system computerized SPSS version 11.5 with chi-square test significance  $\alpha = 0.05$ .

## RESULTS AND DISCUSSION

### 1. Characteristics of Respondents

Table 4.1 . Distribution of the frequency of respondents based on the characteristics of respondents in the inpatient room of Aisyiyah Siti Fatimah Reinforcement Hospital in 2020

No.	Correspondent Characteristics	Number of nurses	%
<b>1.</b>	<b>Gender</b>		
	a. Man	7	18,9
	b. Woman	30	81.1
	<b>Amount :</b>	<b>37</b>	<b>100</b>
<b>2.</b>	<b>Age group</b>		
	a. 20-30 years	13	35,1
	b. 31-40 years	22	39.5
	c. > 40 years	2	5,4
	<b>Amount :</b>	<b>37</b>	<b>100</b>
<b>3.</b>	<b>Length of working</b>		
	a. 3-9 years	12	32,4
	b. 10-16 years	20	54,1
	c. 17-23 years	5	13.5
	<b>Amount :</b>	<b>37</b>	<b>100</b>
<b>4.</b>	<b>Education</b>		
	a. SPK	2	5,4
	b. D3	26	70,3
	c. S1	9	24,3
	<b>Amount :</b>	<b>37</b>	<b>100</b>
<b>5.</b>	<b>Basic salary</b>		
	a. <1,000,000	4	10,8
	b. 1,000,000 – 1,500,000	6	16,2
	c. 1,500,000 – 2,000 000	23	62,2
	d. > 2,500,000	4	10,8
	<b>Amount :</b>	<b>37</b>	<b>100</b>

**Source : Prime data r 2018**

The table above shows that of the 37 respondents it can be seen that the largest number of respondents were women, namely 30 people (81.1%) while there were 7 men (18.9%).

The highest distribution of respondents by age group was 31-40 years, namely 22 people (59.5%), followed by the 20-30 year age group, namely 13 people (35.1%), and the lowest was the age group over 40 years, 2 people (5.4%).

For the number of respondents based on length of work, it was found that the group with the longest working period was 10-16 years, namely 20 people (54.1%), followed by a working period of 3-9 years, namely 12 people (32.4%), and the lowest was the group length of work 17-23 years, namely 5 people (13.5%).

The characteristics of respondents based on their latest education can be seen that Diploma III is the most recent level of education with a total of 26 people (70.3%), followed by S1 with 9 people (24.3%) and the smallest, SPK with 2 people (5.4%) .

The table above also shows the distribution of respondents based on the amount of salary as follows: Of the 37 respondents, the majority had a basic salary < 1,500,000 – 2,000,000 as many as 23 people (62.2%), followed by respondents who had a basic salary < 1,000,000 – 1,500,000 as many as 6 people (16.2%). The number of respondents who had a basic salary < 1,000,000 was 4 people (10.8%), and there were also 4 respondents who had a basic salary > 2,500,000 (10.8%).

## 2. Characteristics of the variables studied

Variable intended research in study This is Compensation , Conditions and Groups Work , Supervisor ( Leadership Karu ) and Satisfaction work . As for the results obtained research from fourth variable study among others as following :

### a. Univariate analysis

#### 1) Compensation

Compensation is assessed by providing 16 questions/statements regarding income earned such as monthly salary, incentives/wages and other benefits in carrying out nursing duties in inpatient services at Aisyiyah Siti Fatimah Reinforcement Hospital. The research results are divided into 2 categories, namely sufficient and insufficient. The research results can be seen in the table below:

Table 4.2. Distribution of respondents based on compensation in the inpatient room of Aisyiyah Siti Fatimah Hospital in Reinforcement in 2020

No.	Compensation	Amount (n)	Percentage (%)
1.	Enough	20	54,1
2.	Not enough	17	45,9
<b>Amount</b>		<b>37</b>	<b>100</b>

**Source : Primary Data 201 8**

In table 5.2 shows that of 37 respondents there were 20 people (54.1%) who said compensation received sufficient , while 17 people (45.9%) said compensation received No enough .

#### 2) Conditions and Working Groups

Conditions and work groups were assessed by providing 11 questions/statements regarding how the work environment of nurses affects their work and how colleagues can support them technically and socially. The research results are divided into 2 categories, namely good and bad. The research results can be seen in the table below:

Table 4.3. Distribution of respondents based on Conditions and Working Groups in the inpatient room of Aisyiyah Siti Fatimah Hospital in Reinforcement in 2020

No.	Conditions and Working Groups	Amount (n)	Percentage (%)
1.	Good	24	64,9
2.	Bad	13	35,1
<b>Amount</b>		<b>37</b>	<b>100</b>

**Source : Primary Data 201 8**

In table 7 shows that of 37 respondents there were 24 people (64.9%) who said conditions and groups Work good , and 13 people (35.1%) said conditions and groups it works bad .

### 3) Supervisor

Supervisor is assessed with give 10 questions / statements about perception nurse to leadership head room . results research for in two categories that is effective and not effective . Research results can be seen in the table below this :

Table 4.4. Distribution of respondents based on Supervisor (KARU Leadership) in the inpatient room of Aisyiyah Siti Fatimah Reinforcement Hospital in 2020

No.	Supervisor (KARU Leadership)	Amount (n)	Percentage (%)
1.	Effective	22	59.5
2.	Ineffective	15	40.5
<b>Amount</b>		<b>37</b>	<b>100</b>

**Source : Primary Data 201 8**

In table 8 shows that out of 37 respondents , 22 people (59.5%) said Supervisor ( Leadership Karu ) is effective , while 15 people (40.5%) say Supervisor ( Leadership karu ) no effective .

### 4) Job satisfaction

Job satisfaction was assessed by giving 11 questions/statements regarding the reflection of several attitudes of nurses towards their work in the inpatient room of Aisyiyah Siti Fatimah Hospital, Tulangan. The results of the study are divided into 2 categories, namely satisfied and dissatisfied. The research results can be seen in the table below:

Table 4.5. Distribution of respondents based on job satisfaction in the inpatient room of Aisyiyah Siti Fatimah Hospital in Reinforcement in 2020

No.	Job satisfaction	Amount (n)	Percentage (%)
1.	Satisfied	22	59.5
2.	Not satisfied	15	40.5
<b>Amount</b>		<b>37</b>	<b>100</b>

**Source : Primary Data 201 8**

In table 9 shows that out of 37 respondents , 22 people (59.5%) said satisfied against , while 15 people (40.5%) said No satisfied to his job .

b. Bivariate Analysis

1) Relationship Between Compensation With Satisfaction Work Nurse In the Inpatient Room of Aisyiyah Siti Fatimah Hospital, Reinforcement

Analysis of data on the relationship between compensation and job satisfaction of nurses in the inpatient room of Aisyiyah Siti Fatimah Hospital in Tulangan in the following table:

Table 4.6. The relationship between compensation and job satisfaction of nurses in the inpatient ward of Aisyiyah Siti Fatimah Hospital in Reinforcement in 2020

Compensation	Job satisfaction					
	Satisfied		Not satisfied		Total	
	(f)	(%)	(f)	(%)	Amount	(%)
Enough	17	46	3	8,1	20	54,1
Not enough	5	13.5	12	32,4	17	45,9
<b>Total</b>	<b>22</b>	<b>59.5</b>	<b>15</b>	<b>40.5</b>	<b>37</b>	<b>100</b>

**Chi Square Test : 0.001**

**Source : Primary Data 201 8**

In table 10 shows that out of 20 respondents , who said compensation enough and feel satisfied to his job as many as 17 people (46%) while those who said compensation enough and no feel satisfied to his job as many as 3 people (8.1%). Respondents who said compensation No Enough as many as 17 people, 5 people (13.5%) said the compensation received was not enough but they were satisfied with their work while 12 people (32.4%) said the compensation received was not enough and they were not satisfied with their work.

The results of statistical analysis using the *Chi Square test* obtained a value of  $p = 0.001$ . Because the  $p$  value  $< 0.05$  then  $H_0$  is rejected,  $H_a$  is accepted. This means that there is a relationship between compensation and job satisfaction of nurses in the inpatient room of Aisyiyah Siti Fatimah Hospital, Tulangan.

2) Relationship between Working Conditions and Groups with Job Satisfaction

Data analysis of the relationship between Conditions and Working Groups with Job Satisfaction of nurses in the ward of Aisyiyah Siti Fatimah Reinforcement Hospital in the following table:

Table 4.7. Relationship between Conditions and Working Groups with Nurse Job Satisfaction in Inpatient Rooms at Aisyiyah Siti Fatimah Hospital Reinforcement in 2020

Conditions and Working Groups	Job satisfaction					
	Satisfied		Not satisfied		Total	
	(f)	(%)	(f)	(%)	Amount	(%)
Good	19	51,4	5	13.5	24	64,9
Bad	3	8,1	10	27	13	35,1
<b>Total</b>	<b>22</b>	<b>59.5</b>	<b>15</b>	<b>40.5</b>	<b>37</b>	<b>100</b>

**Chi Square Test : 0.00 2**

**Source : Primary Data 201 8**

In table 11 shows that of 24 respondents , who said conditions and groups Work good and feel satisfied to his job as many as 19 people (51.4%) while those who said working conditions and groups are good but not satisfied with their work as many as 5 people (13.5%). Respondents who said the working conditions and groups were bad were 13 people, 3 people (8.1%) said the working conditions and groups were bad but they were satisfied with their work while 10 people (27%) said the working conditions and groups were bad and they were dissatisfied with their work .

The results of statistical analysis using the *Chi Square Test* obtained a value of  $p = 0.002$ . Because the  $p$  value  $< 0.05$  then  $H_0$  is rejected,  $H_a$  is accepted. This means that there is a relationship between conditions and work groups with job satisfaction of nurses in the inpatient room of Aisyiyah Siti Fatimah Tulangan Hospital.

3) Relationship between Supervisor and Job Satisfaction

Data analysis of the relationship between the Supervisor (KARU Leadership) and the Job Satisfaction of nurses in the inpatient room of Aisyiyah Siti Fatimah Reinforcement Hospital in the following table:

Table 4.8. Relationship between Supervisor (KARU Leadership) and Nurse Job Satisfaction in the Aisyiyah Siti Fatimah Reinforcement Hospital in 2020

Supervisor (KARU Leadership)	Job satisfaction					
	Satisfied		Not satisfied		Total	
	(f)	(%)	(f)	(%)	Amount	(%)
Effective	18	48,7	4	10,8	22	59.5
Ineffective	4	10,8	11	29,7	15	40.5
<b>Total</b>	22	59.5	15	40.5	37	100

**Chi Square Test : 0.00 2**

**Source : Primary Data 201 8**

Table 12 shows that out of 22 respondents, there were 18 people (48.7%) who said supervisors were effective and satisfied with their work, while 4 people said supervisors (Karu Leadership) were effective but did not feel satisfied with their work ( 10.8%). Respondents who said supervisors (Karu Leadership) were ineffective were 15 people, 4 people (10.8%) said supervisors (Karu Leadership) were ineffective but felt satisfied with their work while 11 people (29.7%) said supervisors (Karu Leadership) ineffective and dissatisfied with their work.

The results of statistical analysis using the *Chi Square test* obtained a value of  $p = 0.002$ . Because the  $p$  value  $< 0.05$  then  $H_0$  is rejected,  $H_a$  is accepted. This means that there is a relationship between the supervisor (Karu Leadership) and the job satisfaction of nurses in the inpatient room of Aisyiyah Siti Fatimah Reinforcement Hospital.

## DISCUSSION

### The relationship between the independent variables on the dependent variable

From the results research found that there is connection between compensation with satisfaction work. Compensation is one related factors with satisfaction Work nurse Aisyiyah Siti Fatimah Hospital in Reinforcement.

According to Husein Umar, compensation is something employees receive as remuneration for their work. Compensation is a source of income and social status for employees and their families. Income level is very influential in determining the standard of living.

This compensation will be used by the employee and his family to meet his needs. The amount of compensation reflects the status, recognition, and level of fulfillment of the needs enjoyed by employees and their families. If the remuneration received by employees is greater, it means that the position is higher, the status is better, and the satisfaction of the needs that they enjoy is also increasing. Thus, job satisfaction is also getting better.

Motivation and productivity are closely related to job satisfaction, especially compensation, both material and non-material (Jeon & Chenoweth, 2007).

Hospitals need to know the true views of employees on the fairness of the compensation given, so that it can foster nurse job satisfaction. A person will feel satisfied if he feels that the award received is reasonable and in accordance with the work done and in accordance with what his co-workers are doing. Payments, such as salaries and wages. Employees want a pay system and promotion policy that is perceived as fair, unambiguous and in line with their expectations. When pay is seen as fair based on job demands, individual skill levels, and community wage standards satisfaction is more likely to result. (Suroso, Santoso, 2003:79-80)

From the results of the study 17 people said that the compensation received was sufficient and they were satisfied with their work. The results of the supporting research were research conducted at the Djojonegoro Regional General Hospital, Temanggung Regency, which showed that the compensation variables consisting of salary, incentives, and wages had an influence significant effect on job satisfaction. The theory that supports this research is the *Need Fulfillment Theory*. This theory states that employee job satisfaction depends on whether or not employee needs are met. Employees will be satisfied if they get what they need. The greater the employee's needs are met, the more satisfied the employee will be. Reasonable and fair compensation is certainly the hope for all nurses. If nurses feel that the compensation received is in accordance with their expectations, then the nurses will feel satisfied at work. With remuneration, employees will be able to meet physical needs so as to obtain job satisfaction from their position.

Meanwhile, those who said the compensation was sufficient and did not feel satisfied with their work were 3 people (8.1%). Using Adams' theory of justice, various studies have been carried out and one of the results is that people who receive a salary that is too small or too large will experience distress or dissatisfaction. What is important is the extent to which the salary received is perceived as fair, if the salary is perceived as fair based

on work demands, job level, individual skill level, and salary standards that apply to certain work groups, then there will be job satisfaction. This could have happened when the workload assigned to him was too big or too small. Thus causing dissatisfaction in work.

Respondents who said the compensation received was not enough but were satisfied with their work were 5 people (13.5%). This can happen because even though the compensation is not enough, there are other factors such as leadership and the environment that make nurses satisfied with their work. In addition, this can happen maybe because the job they are facing has provided comfort and good career opportunities.

While 12 people (32.4%) said compensation received No enough and feel No satisfied to his job . this No in accordance with results research that has been done . In accordance with *Discrepancy Theory* , theory This was first developed by (Jasiński et al., 2021). The gist of theory This is that satisfaction Work somebody depending on the difference (discrepancy) between *Should be ( expectation,needs or values)* with what is obtained from job . Desired quantity from characteristics work defined as minimum amount required For fulfil need someone at some when (Grylka-Baeschlin et al., 2022). With thereby somebody will feel satisfied when No There is difference between wanted with his perception on reality and if There is difference will raises no fasting . In this case dissatisfaction Can happen Because various type factor like demands fulfillment needs that are not can be supported by compensation .

The Relationship between Conditions and Working Groups with Nurse Job Satisfaction

From the results of the study it was found that there was a relationship between working conditions and groups and job satisfaction. Conditions and work groups are factors that have a relationship with job satisfaction of nurses at Aisyiyah Siti Fatimah Hospital in Tulangan.

Work environment is a necessary factor to maintain a sufficient level of satisfaction in employees. These factors can be a source of dissatisfaction with someone and are closely related to the atmosphere of the work environment. Humans are social beings who depend on one another, so there are various needs that can only be satisfied if each individual is helped or recognized by others.

The extent to which the work group or team is supportive and caring, pleasant and technically able to carry out tasks. For most employees, work also fills the need for social interaction. It is therefore not surprising that having friendly and supportive co-workers leads to increased job satisfaction. If working conditions are good (eg clean, attractive environment), individuals will more easily complete their work. If working conditions are bad (eg hot air, noisy environment), it will be more difficult for individuals to complete work (Asegid et al., 2014).

The results showed that 19 people (51.4%) said the working conditions and groups were good and they were satisfied with their work. The results of previous studies that support the results of PPNI research conducted in several hospitals simultaneously. The conclusion of this study is that there is a significant relationship to the sub-variables of nurses' working conditions which include: nursing image, nurse's internal work

environment, nursing error, control over practice, nurse's job satisfaction (PPNI Indonesia). Hasibuan's theory of job satisfaction is that job satisfaction is job satisfaction enjoyed at work by obtaining praise for work, placement of treatment, equipment, and a good working environment. In this case job satisfaction can be created from good working conditions and groups. The nature of the work group can affect job satisfaction. Friendliness, cooperation in work groups are all sources of job satisfaction for employees. Working groups can be a source for workers to find support, (legal) assistance, advice, and a place to ask questions. Working conditions and groups are one of the factors that can influence job satisfaction. If the working conditions are good (clean, the surroundings are attractive), the workers can easily carry out their work.

Meanwhile, 5 people (13.5%) said the conditions and working group were good but did not feel satisfied with their work. This can be the result, for example, if the job is not in accordance with one's expectations. So even though the work environment is supportive but not accompanied by love for work, job satisfaction is difficult to obtain.

In this study, 3 people (8.1%) said the working conditions and group were bad but they were satisfied with their work. One of the supports for achieving job satisfaction is love for one's work so that even if the work environment is bad it still does not affect job satisfaction. This can also happen if the compensation from his work is in line with expectations and is more than enough to meet his needs so that the environment is not too influential.

Meanwhile, 10 people (27%) said the working conditions and groups were bad and they were dissatisfied with their work. *Claude S. George's* theory of motivation states that a person has needs related to the place and atmosphere in which he works. (Suyanto, 2008). *Peterson and Plowman* say that people want to work one of the reasons is *The desire for recognition*, meaning that the desire for recognition is the last type of need and also encourages people to work (Malay, Revised edition). With a bad working atmosphere and unsupportive co-workers, automatically unable to support work, this is what causes dissatisfaction at work.

### **Supervisor Relationship with Nurse Job Satisfaction**

From the results research found that there is connection between Supervisors with satisfaction work. Supervisor is a factor that has a relationship with the job satisfaction of nurses in this hospital.

(Bezze et al., 2021) said that supervision is a process of facilitating the completion of nursing tasks. The head of the room is responsible for supervising the nursing services provided to patients in the treatment room he leads (Mo et al., 2020)

The research results show that. 18 people (48.7%) stated that leadership was effective and satisfied with their work. The results of previous research that can support this research is the research conducted by *Friska Angelia Hutahaeen*. From the results of the research obtained, it can be concluded that leadership style affects the morale of the Pelakana nurses. The leadership style often used by the head of the room is 50% democracy. The morale of the implementing nurses was 100% high (Mean: 33.09; SD: 5.169). There is a

significant influence between the leadership style of the head of the room on the morale of the implementing nurses (Fiska, 2009). In creating a work atmosphere that can encourage nurses to do their best, a leader who has the ability to understand that people have different motivations is needed. To improve nurse performance, leadership style is an ability or ability of a leader to influence his subordinates so that they can be active to achieve a predetermined goal. The head of the room is expected to be able to motivate, move and control the nurse's work in order to achieve optimal results.

In the verse above it is explained that a leader is expected to be responsible for the position that has been entrusted to him. And with the knowledge and power they have, it is hoped that a leader can use it according to what Allah SWT has ordered. And Allah also promises mercy and reward for those who do good.

Meanwhile, those who said supervisors (Karu Leadership) were effective but did not feel satisfied with their work were 4 people (10.8%). Sometimes the personality type of each subordinate / member varies, so there are those who have high work motivation but don't like being regulated too strictly by their superiors / leaders. Or it could happen if the leadership is effective but the leadership style applied is not in accordance with what the members expect.

In this study, 4 people (10.8%) said supervisors (Leadership Cards) were not effective but felt satisfied with their work. This can happen to members who have independent characteristics or can complete their duties without being influenced by the effectiveness of the leadership of their superiors. Every worker has certain motives and needs and expects satisfaction from the results of his work. According to *Peterson and Plowman*, there are many needs that are satisfied by working, one of which is the egoistic need which describes people's desire to be free, to do something on their own and to be satisfied for successfully completing it.

Meanwhile, 11 people (29.7%) said supervisors were ineffective and felt dissatisfied with their work. A leader must be able to create a harmonious working relationship, both among fellow employees, as well as between superiors and subordinates. According to Gibson, Ivancevich, Donnelly: leadership is an attempt to use an influence to motivate individuals to achieve a goal (Fiska, 2009). What happened in this case was that the nurse said that the supervisor's leadership was ineffective, causing dissatisfaction with the implementing nurses in her room. Ineffective supervisors can result in absenteeism and turnover.

## **CONCLUSION**

After conducting research entitled Factors related to nurse job satisfaction in the inpatient room of the Haji Makassar general hospital, researchers can draw the following conclusions: There is a relationship between the compensation received and the job satisfaction of a nurse in the inpatient room of Aisyiyah Siti Fatimah Hospital, Tulangan . There is a relationship between conditions and work groups with the job satisfaction of a nurse in the inpatient room of Aisyiyah Siti Fatimah Hospital, Tulangan . There is a

relationship between the supervisor and the job satisfaction of a nurse in the inpatient room of Aisyiyah Siti Fatimah Tulangan Hospital.

After conducting this research the researcher can provide the following suggestions: Hospitals need to pay attention to policies that accommodate all parties in the context of providing compensation to increase nurse job satisfaction in hospitals because it will also affect nurse performance . Hospitals need to facilitate conditions and working groups of nurses in hospitals so that nurse job satisfaction increases . (Head of Room) needs to be maintained and improved, especially the relationship between the leadership and the implementing nurse, being a role model, being persuasive in giving orders, and using appropriate communication . The researcher suggests to other researchers who wish to conduct similar research to look for other factors such as the promotion relationship and the opportunity to advance with nurse job satisfaction. And those who wish to continue this research can look for a different object or choose a different location in order to be able to examine more broadly the factors that can affect nurse job satisfaction.

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