The Factors Relate to Job Performance of Nurses with Health Nursing Service at Internal Room of Physical General Hospital Abepura, Papua

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Abstract

Gebneral hospital physical Abepura as hospital of reference for patient physiciatry is charged to upgrade service by services professional and can give satisfaction to patient, so soul patient get maximal service by nurse. In studi foreword is felt in service to care not optimal to patient. This research amed to know the regard factor job performance of nurse with health nursing service at internal room general hospital physical Abepura Papuan Province. Type of research is *explanatory research* with correlation method cross sectional approaching. Research was done on month of October 2016 at general hospital physical Abepura Papuan Province. Population is overall nurse at interna room as much 61 person with proportional at one shifts. Data approach with questionaire and analysed by chi square and regression binari logistics.

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Result indicated that there is corelation variable to performance in ministering to helath careat general hospital physical Abepura is aged (*p value* = 0,229; RP = 0,649; CI95%= (0,366 – 1,149), gender (*ρ-value* = 0,591; RP = 1,281; CI95%= 0,716 – 2,292), education (*ρ-value* = 1,000; CI95%= (0,405 – 2,449), working life (*ρ-value* = 0,092; RP = 0,564; CI95%= 0,321–0,991), training (*ρ-value* = 0,555; RP = 0,777; CI95%= 0,433 – 1,394), availibility (*ρ-value* = 0,276; RP = 1,503; CI95%= 0,854 – 2,646) and work condition convenience (*ρ-value* = 0,183; RP = 1,607; CI95%= 0,888 – 2,908). Meanwhile influential variable to performance in ministering to helath care general hospital physical Abepura Papuan Province is motivate job (*ρ-value* = 0,026; RP = 2,177; CI95%= 1,120 – 4,232), attitude (*ρ-value* = 0,001; RP = 2,836; CI95%= 1,568 – 5,130) and supervision (*ρ-value* = 0,000; RP = 3,909; CI95%= 1,940 – 7,874). Dominant factor that regards in service to helath care at general hospital physical Abepura Papuan Province.

Key words: Performance; Health Care Service; Nurse.

1. Introduction

Hospital has a function organized medical services, nursing services, referral services, education and training, research, development, administration and finance. Health services in the present is already a major health services industry where every hospital accountable to recipients of health care services. The existence and quality of health services provided, is determined by the values and expectations of the recipient of such services. In addition, the emphasis of service to high quality must be achieved at a cost that can be justified [1]. Improving the quality of services, especially inpatient care should pay attention to the management of patient care, which is staffed by doctors, nurses and other health personnel. In the discharge of services to patients, health professionals must collaborate, coordinate, cooperate with each other to provide information and have a common goal of healing the patient. The quality of health care is determined by the quality of medical care services and nursing care. Quality medical care can be provided by professional medical personnel in the field and quality nursing care can be administered by nursing staff who have been equipped with the knowledge and skills clinics adequate and have the ability to build professional influence with patients, collaborating with other health team members, carry out activities to guarantee the quality, the ability to meet the needs patient and caring attitude demonstrated [2].

Health workers as human resources in running health services in hospitals is an important resource and is in need to achieve optimal performance. The success or failure of a company, including companies engaged in the field of health services such as hospitals depends on the ability of human resources in carrying out its activities [3]. Performance (performance) is an issue of the world today. This happens as a consequence of people's demand for excellent service or the need for high-quality services that are inseparable from the standards, because performance is measured by the standard. Nurses are expected to demonstrate their professional contribution significantly in improving the quality of nursing, which have an impact on health services in general to the organization where he works, and the eventual impact boils down to the quality of life and welfare of the community [4]. One method of assessing the performance of the nurse is to see the standard of nursing care. The standard of nursing care is a statement that describes the desired quality associated with nursing services to clients. Gibson states that the individual performance of nurses is influenced by three variables:

individual variables, organizational variables and psychological variables [5].

Individual variables, consists of abilities, skills, knowledge, demographic and family background. Psychological variables consist of perceptions, attitudes, motivation, personality and learning. Variable organization composed of resources, compensation, workload, structure, supervision and leadership. Clinical performance of nurses is influenced by internal factors and external factors, internal factors are the skills and motivation of nurses, while external factors are supervision, leadership styles and monitoring. Abepura Regional Mental Hospital as a referral hospital for mental patients are required to improve the quality of service in a way serve the public in a professional and capable of providing satisfaction to the public. As a local psychiatric hospital belonging to the province of Papua healthcare inpatient Mental Hospital Abepura involves a group of specialist doctors and general practitioners, nurses and other health personnel.

Mental Hospital of Abepura by the number of nursing staff that there are as many as 172 people with education level berbagaii SPK to S1 nursing. The available data show that nurses at the Regional Psychiatric Hospital Abepura not show maximum performance. This is evident from the application of nursing care in the room inpatient Mental Hospital of Abepura of the month December 2015, ie from 3934 Files Status of Patients, only 702 files of the completed, while 3232 other files is not the completed, it indicates that the charging of the formats in 17.8% complete, incomplete sedangkanyang was 82.2%. Charging format is an indicator of the implementation of nursing care in psychiatric patients. Some things also encountered are many implementations of nursing who do not maximal. Low nursing ministry will have an impact on psychiatric patients experiencing chronic or healing is getting old. The aim of research to identify factors that affect the performance of nurses in nursing service.

2. Materials and Methods

This study, in accordance with the objectives and the resulting benefits are the type of research explanations (explanatory research) by making observations or observational, non-experimental, as it explains the causal effect between multiple variables through hypothesis testing without treatment [6]. The design study using a quantitative approach with a correlation method, the research took a sample of the population and use questioner as alai primary data collectors. Population is the whole object of research as a source of data that have certain characteristics in a study, and the sample is the subset of the population of the object sesungguhnya.Berdasarkan research time, this study is a cross-sectional study.

This is because the timing of data collection and information research conducted at one time tertentu.Penelitian was held at the Regional Mental Hospital Abepura which are conducted in October 2016. The samples were 61 nurses. Data obtained using the chi-square and mengggunkana analyzed using chi square and multivariate binary logistic regression.

3. Results

3.1 Univariate Analysis

Table 1: Independent and Dependent variable distribution in Abepura RSJD

No	Variabel	Frekuensi (n)	Presentase (%)
1	**Age**		
	≤ 30 year	37	60,7
	> 30 year	24	39,3
2	**Sex**		
	Male	20	32,8
	Female	41	67,2
3	**Education**		
	<D-III nursing	7	11,5
	≥ D-III nursing	54	88,5
4	**Working period**		
	≤ 5 year	39	63,9
	> 5 year	22	36,1
5	**Training**		
	Never	32	52,5
	Ever	29	47,5
6	**Motivation**		
	Low	31	50,8
	High	30	49,2
7	**Attitude**		

	Negative	22	36,1
	Positive	39	63,9
8	**Facilities availability**		
	Less	20	32,8
	Good	41	67,2
9	**Working environmental**		
	Not convenient	28	45,9
	convenient	33	54,1
10	**Supervision**		
	Less	25	41
	good	36	59
11	**Performance**		
	Less	26	42,6
	Good	35	57,4
Total		61	100

Based on Table 1, shows that the majority of nurses in Abepura RSJD aged <30 years as many as 37 people (60.7%), female gender as many as 41 people (67.2%), education> D-III Nursing 54 people (88 , 5%) with tenure <5 years as many as 39 people (63.9%). As of 61 nurses as many as 32 people (52.5%) had never attended training. The motivation of nurses RSJD Abepura 31 people (51.8%) was low and have a positive attitude as much as 39 people (63.9%).

Respondents mostly good availability of as many as 41 people (67.2%), the comfort of a good working environment as many as 33 people (54.1%) and supervision carried out either as many as 36 people (59%) and have a good performance in nursing care as much as 35 people (57.4%).

3.2 Analysis Bivariat

a. The influence of age on the performance of nurses in nursing services

Table 2: Effect of age of nurses to Performance in Nursing Care in Mental Hospital of Abepura

No	Age	Performance in nursing services at the Regional Mental Hospital Abepura				Total	
		Less		Good			
		n	%	n	%	n	%
1	≤ 30 year	13	35,1	24	64,9	37	100
2	> 30 year	13	54,2	11	45,8	24	100
Total		26	42,6	35	57,4	61	100
p-value = 0,229; RP = 0,649; CI95%= (0,366 – 1,149)							

Based on Table 2, shows that of the 37 nurses aged <30 years as many as 13 people (35.1%) have less performance in nursing services and a good many as 24 people (64.9%). Meanwhile, among the 24 nurses aged> 30 years, there were 13 people (54.2%) have less performance in nursing services and a good many as 11 people (45.8%). The results of chi square test values obtained ρ-value = 0.229> 0.05 and the value of RP = 0.649; CI95% = (0.366 to 1.149. This means that there is no influence of age on the performance of nurses in nursing services.

b. Influence of gender on performance in nursing services

Table 3: Influence of gender nurses on Performance in Nursing Care in Mental Hospital of Abepura

No	Sex	Performance in nursing services at the Regional Mental Hospital Abepura				Total	
		Less		Good			
		n	%	n	%	n	%
1	Male	10	50	10	50	20	100
2	Female	16	39	25	61	41	100
Total		26	42,6	35	57,4	61	100
p-value = 0,591; RP = 1,281; CI95%= (0,716 – 2,292)							

Based on Table 3, shows that of the 20 nurses with male gender - male, there are 10 people (50%) have less performance in nursing services and well as 10orang (50%). While the 41 nurses with female sex, there are 16 people (39%) have less performance in nursing services and a good many as 25 people (61%). The results of chi square test values obtained ρ-value = 0.591> 0.05. This means that there is no influence of gender on the performance of nurses in nursing services. When viewed from the RP = 1.281; CI95% = (0.716 to 2.292) which is interpreted that the sexes - men a chance on the performance of nursing services approximately 1,281 times greater than women.

c. The influence of education on the performance of the nursing service

Table 4: Effect of nurse education to Performance in Nursing Care in Mental Hospital of Abepura

No	Education	Performance in nursing services at the Regional Mental Hospital Abepura				Total	
		Less		Good			
		n	%	N	%	n	%
1	< D-III nursing	3	42,9	4	57,1	7	100
2	≥ D-III nursing	23	42,6	31	57,4	54	100
Total		26	42,6	35	57,4	61	100
p-value = 1,000; RP = 1,000; CI95%= (0,405 – 2,449)							

According to Table 4 shows that of the seven nurses with education <D-III Nursing, there are three people (42.9%) have less performance in nursing services and well as four people (57.1%). While the 54 nurses with education> D-III Nursing, there are 23 people (42.6%) have less performance in nursing services and a good 31 people (57.4%). The results of chi square test values obtained ρ-value = 1.000> 0.05. This means that there is no effect on the performance of nurse education in nursing services. When viewed from the value 1.000; CI95% = (0.405 to 2.449) which interpreted that education is not bermakn to performance in nursing services.

Table 5: Effect of nurse working period to Performance in Nursing Care in Mental Hospital of Abepura

No	Working period	Performance in nursing services at the Regional Mental Hospital Abepura				Total	
		Less		good			
		n	%	n	%	n	%
1	≤ 5 year	13	33,3	26	66,7	39	100
2	> 5 year	13	59,1	9	40,9	22	100
Total		26	42,6	35	57,4	61	100
p-value = 0,092; RP = 0,564; CI95%= (0,321 – 0,991)							

According to Table 5, shows that of the 39 nurses with tenure <5 years, there were 13 people (33.3%) have less performance in nursing services and a good many as 26 people (66.7%). While the 22 nurses with tenure> 5

years, there were 13 people (59.1%) have less performance in nursing services and both were 9 people (40.9%). The results of chi square test values obtained ρ-value = 0.092> 0.05; RP = 0,564; CI95% = (0.321 to 0.991) which means there is no influence among the working lives of nurses to kinerjadalam nursing services.

d. Effect of training on the performance of the nursing service

Table 6: Effect of training on the Performance In Nursing Care in Mental Hospital of Abepura

No	Training	Performance in nursing services at the Regional Mental Hospital Abepura				Total	
		Less		Good			
		n	%	n	%	n	%
1	Never	12	37,5	20	62,5	32	100
2	Ever	14	48,3	15	51,7	29	100
Total		26	42,6	35	57,4	61	100
p-value = 0,555; RP = 0,777; CI95%= (0,433 – 1,394)							

According to Table 6 shows that of the 32 nurses who have never attended the training, there were 12 (37.5%) have less performance in nursing services and a good many as 20 people (62.5%). While the 29 nurses who had received training, there are 14 people (48.1%) have less performance in nursing services and a good many as 15 people (51.7%). The results of chi square test values obtained ρ-value = 0.555> 0.05 and the value of RP = 0.777; CI95% = (0.433 to 1.394). This means that there is no effect on the performance of nurse training in nursing services.

e. The influence of work motivation on performance in nursing services

Table 7: The influence of work motivation on Performance in Nursing Care in Mental Hospital of Abepura

No	Working Motivation	Performance in nursing services at the Regional Mental Hospital Abepura				Total	
		Kurang		Baik			
		n	%	n	%	n	%
1	low	18	58,1	13	41,9	31	100
2	high	8	26,7	22	73,3	30	100
Total		26	42,6	35	57,4	61	100
p-value = 0,026; RP = 2,177; CI95%= (1,120 – 4,232)							

According to Table 7, shows that of the 31 nurses with low job motivation, there are 18 people (58.1%) have less performance in nursing services and a good many as 13 people (41.9%). Meanwhile, of the 30 nurses with high job motivation, there are eight people (26.7%) have less performance in nursing services and a good many as 22 people (73.3%). The results of chi square test values obtained ρ-value = 0.026 <0,05.Hal this means that there is influence between motivation of nurses to performance in nursing services. When viewed from the RP = 2,177; CI95% = (1.120 to 4.232) which diinterpretaskan that nurses with low job motivation is less likely in nursing services 2,177 times greater than nurses with high job motivation.

f. Influence attitudes towards the performance of the nursing service

Table 8: Influence attitudes towards Performance in Nursing Care in Mental Hospital of Abepura

No	Attitude	Performance in nursing services at the Regional Mental Hospital Abepura				Total	
		Less		Good			
		n	%	n	%	n	%
1	Negative	16	72,7	6	27,3	22	100
2	Positive	10	25,6	29	74,4	39	100
Total		26	42,6	35	57,4	61	100
p-value = 0,001; RP = 2,836; CI95%= (1,568 – 5,130)							

According to Table 8, shows that of the 22 nurses with a negative attitude, there are 16 people (72.7%) have less performance in nursing services and well as 6 people (27.3%). While the 39 nurses with a positive attitude, there were 10 (25.6%) have less performance in nursing services and a good many as 29 people (74.4%). The results of chi square test values obtained ρ-value = 0.001 <0.05. This means that there is influence between the attitude of nurses to performance in nursing services. When viewed from the RP = 2.836; CI95% = (1.568 to 5.130) which diinterpretaskan that nurses with less chance of negative attitudes in nursing services 2,836 times greater than nurses with a positive attitude.

g. Influence on the performance in the availability of nursing services

Based on Table 9, shows that of the 20 nurses with less availability of answers, there are 11 people (55%) have less performance in nursing services and both were 9 people (45%). While the 41 nurses with the availability of good, there were 15 (36.6%) have less performance in nursing services and a good many as 26 people (63.4%). The results of chi square test values obtained ρ-value = 0.276> 0.05. This means that there is no influence between the availability of means to performance in nursing services. When viewed from the RP = 1.503; CI95% = (0.854 to 2.646) which diinterpretaskan that availability will be less likely to be lacking in nursing services 1,503 times greater than the availability of good.

Table 9: The influence of the availability of the Performance in Nursing Care in Mental Hospital of Abepura

| No | Facility availability | Performance in nursing services at the Regional Mental Hospital Abepura | | | | total | |
| | | Less | | Good | | | |
		n	%	n	%	n	%
1	Less	11	55	9	45	20	100
2	Good	15	36,6	26	63,4	41	100
Total		26	42,6	35	57,4	61	100
p-value = 0,276; RP = 1,503; CI95%= (0,854 – 2,646)							

h. The influence of the working environment of comfort to performance in nursing services

Table 9: The influence of the working environment of comfort to Performance in Nursing Care in Mental Hospital of Abepura

| No | Working environment | Performance in nursing services at the Regional Mental Hospital Abepura | | | | total | |
| | | Less | | Good | | | |
		n	%	n	%	n	%
1	Not convenient	15	53,6	13	46,4	28	100
2	Convenient	11	33,3	22	66,7	33	100
Total		26	42,6	35	57,4	61	100
p-value = 0,183; RP = 1,607; CI95%= (0,888 – 2,908)							

Based on Table 9, shows that of the 28 nurses to answer uncomfortable work environment, there are 15 people (53.6%) have less performance in nursing services and a good many as 13 people (46.4%). While the 33 nurses to answer a comfortable working environment, there are 11 people (33.3%) have less performance in nursing services and a good many as 22 people (66.7%).

The results of chi square test values obtained ρ-value = 0.183> 0.05.

This means that there is no effect between the comfort of the working environment on the performance of the nursing service.

When viewed from the RP = 1,607; CI95% = (0.888 to 2.908) which is interpreted that the comfort of the

working environment is less likely to be lacking in nursing services 1,607 times greater than the comfort of a good working environment.

    i.   The influence of supervision on the performance of the nursing service

Table 10: Effect of supervision of Performance in Nursing Care in Mental Hospital of Abepura

| No | Supervision | Performance in nursing services at the Regional Mental Hospital Abepura | | | | Total | |
| | | Less | | Good | | | |
		n	%	n	%	n	%
1	Less	19	76	6	24	25	100
2	Good	7	19,4	29	80,6	36	100
Total		26	42,6	35	57,4	61	100
p-value = 0,000; RP = 3,909; CI95%= (1,940 – 7,874)							

Based on Table 10 shows that of the 25 nurses with less supervision answer, there are 19 people (76%) have less performance in nursing services and well as 6 people (24%). While the 36 nurses with a good answer supervision, there are 7 people (19.4%) have less performance in nursing services and a good many as 29 people (80.6%). The results of chi square test values obtained ρ-value = 0.000 <0.05.

This means that there is influence between suppervisi to performance in nursing services. When viewed from the RP = 3,909; CI95% = (1.940 to 7.874) which is interpreted that the supervision is less likely to be lacking in nursing services 3,909 times greater than the supervision performed well.

3.3 Multivariate Analysis

Multivariate analysis is used to obtain answers to the factors which influence the performance of the nursing services, it is necessary to proceed on the bivariate and multivariate analysis. Modelling using bivariate logistic regression modeling begins with bivariate using enter method in which each - each independent variable on the dependent variable tested.

Table 11 above the variable age, years of work motivation, attitude, comfort working environment and supervision in the category p-value <0.25, so get into the multivariate model and tested together - together with the test binaries logistics.

Mutltivariat analysis results obtained p-value <0.05 as shown in Table 12 below.

Table 11: Bivariate Analysis Between Dependent and Independent Variables

No	Variables	*p-value*	OR	95% CI	
				Lower	Upper
1	Age	0,229	0,649	0,366	1,149
2	Sex	0,591	1,281	0,716	2,292
3	Education	1,000	1,000	0,405	2,449
4	Working period	0,092	0,564	0,321	0,991
5	Training	0,555	0,777	0,433	1,394
6	Working motivation	0,026	2,177	1,120	4,232
7	Attitude	0,001	2,836	1,568	5,130
8	Facility availability	0,276	1,503	0,854	2,646
9	Working environment	0,183	1,607	0,888	2,908
10	Supervision	0,000	3,909	1,940	7,874

Table 12: Variable Multiple Logistic Regression Analysis

No	Variabel	B	*p-value*	OR	95% C. I. for Exp (B)	
					Lower	Upper
1	Sikap	1,967	0,006	7,147	1,760	29,029
2	Supervisi	2,512	0,000	12,336	3,155	48,236
	Constant	-6,828	0,000			

Table 12 above, the attitudes and supervision has a p-value <0.05 and a dominating factor on the performance of the nursing services at Mental Hospital of Abepura, while motivation is the interaction factor.

4. Discussion

4.1 The influence of age on the performance of nurses in nursing services

The result showed that there was no influence of age on the performance of nurses in nursing care in RSJD Abepura (ρ-value = 0.229) The results of this study are consistent with research Prawoto [7] and Rusmiati [8] found that age has no significant influence with the performance of nurses. According Siagian (2012), that the maturity of the individual with age influential closely with the analytical ability to issue or phenomenon found stating that age has a strong link with the various aspects of the organization, association of age with a level of psychological maturity showed maturity in the sense that people are becoming increasingly wise in make decisions for the organization. Simanjuntak [9] states that the analytical abilities will be run in accordance with age, an individual is expected to learn to acquire certain knowledge and skills in accordance with the maturity of age.

Lack of influence between age and performance of the nursing service resulting from 61 respondents mostly nurses in Abepura RSJD aged <30 years as many as 37 people (60.7%), the respondents with the highest age limit of 42 years and the lowest was 23 years old, so that they productive in their work in providing nursing services. In addition, from the age limits of 37 people found that nurses aged <30 years (64.9%) had a good performance in nursing services, nor the nurses were aged> 30 years, either as many as 11 people (45.8%). This shows that the age did not show any differences in providing nursing care with good categories. This is consistent with the theory put forward by Dessler [10], there is an age limit of productive person in the age that allows to survive with the strength of his work. There is also currently a decline in the ability to produce work for aging. Productive age is the age of 25 years which is the beginning of individual careers, and age 25-30 years is a determining step for someone to choose occupations that are appropriate for the individual's career, the age of 30-40 years is the consolidation phase of career options to achieve the objective, and long when someone determines a suitable job options is 5 years.

4.2 Influence of gender on performance in nursing services

The result showed that there was no influence of gender on the performance of nurses in nursing services (ρ-value = 0.591). The results of this study are not consistent with research Panjaitan (2004) concerning the performance of nurses, the result There is influence significantly between genders male and female with the performance of nurses.

The absence of influence between the sexes in this study because of the 61 respondents female sex as many as 41 people (67.2%), that of 20 nurses with the sexes - men, (50%) have less performance in nursing services and good (50%). While the 41 nurses with the female gender, 39% have less performance in nursing services and a good 61%. This is consistent with the theory put forward by Robbins (2006), there was no significant difference between the sexes with the employee's performance. The gender difference in work is strongly influenced by the kind of work that will be done. In work that is Specifically, for example, the physical work then jeniskelamin greatly affect the success of the work and better dikerjalkan by men, akantetapi on the job nearly as evenly so

that nurses are influenced by the skills cukupmemadai. But there is another side that is positive in yaituketaatan female characters and compliance work, it will mempengaruhikinerja personally [2]. This was confirmed from the results of RP = 1.281; CI95% = (0.716 to 2.292) which is interpreted that the sexes - men a chance on the performance of nursing services approximately 1,281 times greater than women.

4.3 Effect on the performance of education in nursing services

The result showed that there was no effect on the performance of nurse education in service (ρ-value = 1.000). The results of this study are not consistent with research Prawoto [7] which states that education has a significant influence to the performance of nurses. Education is one of the demographic characteristics that may affect a person both the environment and specific objects [11]. One's learning process will influence the level of p.

4.4   Effect of tenure to performance in nursing services

The result showed that there was no influence between the working lives of nurses to performance in nursing care in RSJD Abepura (ρ-value = 0.092). The results are consistent with research Netty [12] suggested no significant effect of long working nurses to performance. The results of this study are also not in accordance with the theory according to Robbins [13] states, there are positive influence between seniority with a person's productivity and negatively with the revolving door of employees. Increasing service life of a person increases performance. When age and tenure treated separately, it seems to be working period is consistent performance [13]. The results were obtained from 61 respondents mostly with tenure <5 years (63.9%) and> 5 years (36.1%), ie respondents with tenure <5 years (33.3%) had a performance in service nursing less and better (66.7%). While nurses with tenure> 5 years, there were 13 people (59.1%) have less performance in nursing services and both were 9 people (40.9%). This shows the percentage is not much different. Long service life for a nurse to work to support his ability to do a job including documentation of nursing care. This is in line with [14] who argued that the longer a person works, the more skilled people working. Similar feelings were expressed by Robert & Kinicki (2003) that long working lives will tend to make the nurses feel at home in an organization. This is caused by having to adapt to their environment long enough so it will feel comfortable with the job.

No influence future work in this study may be due in nursing services nurse <5 years that new nurses working period and has no experience. It has been found nurses with long working period> 5 years less dalamj nursing services due to the lack of attitude and motivation of nurses in the implementation of nursing services. As with the nurse who has a good attitude and motivation, so that with good nursing care. This led to a period of work does not bermakn to performance in nursing services.

4.5 The effect of training on the performance of the nursing service

The result showed that there was no effect on the performance of nurse training in nursing services (ρ-value = 0.555).. According Simanjuntak [9], the training is expected to change employee behavior in a positive direction. The purpose of the training is to increase appreciation of life and ideology, increase labor productivity, improve the quality of work, improve the provision of human resources planning, improving moral

attitude and morale, increase stimulation that an employee is able to perform optimally, improve health and safety at work, avoid obsolescence and improve employee development. The absence of training relationships with the performance of nurses in nursing care related to the educational level of nurses. Where from the majority of the 61 respondents (85.5%) and education> D-III Nursing. The results are consistent with the opinion of Sound (2010) that the nursing care performed by nurses with D-III nursing education is sufficient. In addition to the procedures and supervision can memmpengaruhi nurse performance in service delivery keperawatatan.

4.5 Effect of motivation to work on the performance of the nursing service

The result showed that there is influence between work motivation of nurses to performance in nursing services (ρ-value = 0.026). The results are consistent with research [15, 16] shows that there is influence between motivation on the performance of nurses in nursing care Level II Hospital Pelamonia Makassar. This is probably caused by the influence of individual characteristics, job characteristics and the characteristics of work situations such as work environment, co-workers and supervisors as well as the leadership and the climate they create. Motivation is the force that drives an employee to direct the behavior of the two things, the first is the need (needs) that influence the shortage experienced by a person at a particular time [5]. Highly motivated nurses in high category RSJD caused nurses were able to take the initiative in implementing the nursing care (67%) and work with full responsibility (77%), their promotion (74%) and achievement (77%). Thus, nurses are motivated both better in the implementation documentation of nursing care is also due to that motiasi arose in him, it will work as closely as possible in work, while nurses with good motivation but lacking in nursing services can be affected by other factors such as rerndahnya attitude and supervision in nursing services. This suggests that the motivation is getting better that arise within the individual himself would be better in menjalanakan duties supported by their knowledge.

The results of the analysis of nurses with low job motivation, there is a (58.1%) have less performance in nursing care, while nurses with high job motivation (73.3%) performance in either nursing services. The results of the RP = 2,177; CI95% = (1.120 to 4.232) which diinterpretaskan that nurses with low job motivation is less likely in nursing services 2,177 times greater than nurses with high job motivation. This is consistent with the theory put forward by Siagian (2012), that the motivation was influenced by an individual in view of his work. Someone who sees her job as an expense and compulsion in order to obtain the money will have low performance. Instead, someone who sees the work as a necessity, dedication, challenges and achievements will result in higher performance.

4.7 Effect of attitude towards the performance of the nursing service

The result showed that there is influence between the attitude of nurses to performance in nursing care in RSJD Abepura (ρ-value = 0.001). The results are consistent with research Supratiwi (2013) pad aperwat in Madison County Poskesdes express attitudes affect the performance of nurses. According to Robbins (2009), the attitude is evaluative statement either pleasant or unpleasant to an object or event. The attitude reflects how people feel something. In an organization that attitude is important because it can affect the behavior of the working

attitude. Results showed that nurses with a negative attitude, there is a (72.7%) have less performance in nursing care, while nurses with a positive attitude, there is a (74.4%) had a good performance in nursing services. This shows that the more positive attitude will affect performance in nursing services. Attitude perawaat positive that in pemberain services Nursing documentation should be documented as communication between the nurse when the shift change (92%), in addition to the attitude of the nurse who likes to get awards and praise from the boss, top performance to be achieved (66%) and to improve services nurses can increase their knowledge and skills through education and training (75%). But the negative attitude dimilikai nurse is when supervision / monitoring tops that less influence kjeranya in nursing services.

According to Wahyudi in 2008 work is the final process of an activity by members of the organization in achieving goals that can be obtained such as with a positive attitude that dituinjukkan employees. The work can be achieved optimally if the individual has the ability to utilize the knowledge, attitudes, and skills. This indicates that the positive attitude of the higher semkain showed a good performance in the nurses do RSJD Abepura. Of the value of RP = 2.836; CI95% = (1.568 to 5.130) which diinterpretaskan that nurses with less chance of negative attitudes in nursing services 2,836 times greater than nurses with a positive attitude.

4.8 Effect on the performance in the availability of nursing services

The result showed that there was no influence between the availability of means to performance in nursing services (ρ-value = 0.276). The results are consistent with studies dilakukanoleh, that means no direct influence on perawa on performance. This is due to the activity of supervision is to teach, to guide, observe and evaluate continuously the fair, patient, and wise so that each nurse can provide with good nursing care, skilled, safe, fast, consistent with the appropriate standards. Supervision aims to orient, train workers, leading, directing, and developing the ability to nurse. The researchers concluded that the performance is done either by nurses for their supervision of the supervisory memnimbing and directs the nurse if experiencing difficulty in providing nursing services. Supervision is selected as a nursing supervisor at RSJD are people who are experienced and have been working in RSJD Abapura and have good leadership, so that the direction and guidance including the in their rewards and punishments that affect the performance of nurses in providing nursing services [17-19].

This is in accordance with the opinion of Suarli in 2009, a supervisor must have requirements that the direct supervisor of the supervised or if it is not, lets be designated special staff to the limits of authority and responsibilities are clear, the executor of supervision must have the knowledge and skills enough for the type of work that is supervised, implementing supervision must have the skills to supervise, meaning understanding of basic principles and techniques of supervision, implementing supervision must possess educational and supportive, not authoritarian, executing supervision should have enough time, patience, and always working improve the knowledge, skills and behavior of subordinates supervised. This is evident from the test results the prevalence ratio of the value of RP = 3,909; CI95% = (1.940 to 7.874) which is interpreted that the supervision is less likely to be lacking in nursing services 3,909 times greater than the supervision performed well.

4.9 The influence of dominant to performance in nursing services

Multivariate analysis showed that the dominant factor affecting the nursing services at Mental Hospital of Abepura is the attitude and supervision, while motivation is the interaction factor. This is because the motivation is influenced by individual attitudes in looking at his work. Someone who sees her job as an expense and compulsion in order to obtain the money will have low performance. Instead, someone who sees the work as a necessity, dedication, challenges and achievements will result in higher performance. Support from supervisors can develop the competencies of nurses, management can identify and optimize the utilization of strengths, advantages and potential possessed by every nurse. Similarly, supervisors can provide guidance and direction to the juniors or seniority in performing nursing services. And to encourage workers to continue to work on improving insight and knowledge of nurses.

5. Conclusion

The results of this study can be summarized as follows:

1. No influence of age on the performance of nurses in service keperawatandi RSJD Abepura (p-value = 0.229; RP = 0.649; CI95% = (0.366 to 1.149).

2. There is no influence of gender on the performance of nurses in nursing care in RSJD Abepura (ρ-value = 0.591; RP = 1.281; CI95% = 0.716 to 2.292).

3. No influence on the performance of nurse education in nursing care in RSJD Abepura (ρ-value = 1.000; CI95% = (0.405 to 2.449).

4. No influence between the working lives of nurses to performance in service keperawatandi RSJD Abepura (ρ-value = 0.092; RP = 0,564; CI95% = .321-.991).

5. No effect on the performance of nurse training in nursing services (ρ-value = 0.555; RP = 0.777; CI95% = 0.433 to 1.394).

6. There is the influence of motivation on the performance of nurses working in nursing care in RSJD Abepura (ρ-value = 0.026; RP = 2.177; CI95% = 1.120 to 4.232)

7. There is influence between the attitude of nurses to performance in nursing care in RSJD Abepura (ρ-value = 0.001; RP = 2.836; CI95% = 1.568 to 5.130).

8. There is no influence between the availability of the performance of the nursing service in RSJD Abepura (ρ-value = 0.276; RP = 1.503; CI95% = 0.854 to 2.646).

9. There is no effect between the comfort of the working environment on the performance of the nursing service in RSJD Abepura (ρ-value = 0.183; RP = 1,607; CI95% = 0.888 to 2.908)

10. There are between suppervisi influence on the performance of the nursing service in RSJD Abepura (ρ-value = 0.000; RP = 3,909; CI95% = 1.940 to 7.874).

11. The dominant factor affecting the nursing services at Mental Hospital of Abepura is the attitude and supervision.

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