

## ABSTRAK

### **PENGARUH MOTIVASI, DAN PELATIHAN TERHADAP KINERJA PERAWAT DENGAN KOMPETENSI PERAWAT SEBAGAI VARIABEL INTERVENING**

**(Studi Kasus pada Rumah Sakit Mitra Kemayoran)**

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Penelitian ini bertujuan untuk mengetahui pengaruh motivasi kerja dan pelatihan terhadap kinerja perawat serta pengaruh langsung dan tidak langsung kompetensi perawat sebagai variabel intervening. Analisis menggunakan variabel bebas yaitu motivasi kerja dan Pelatihan. Variabel intervening yaitu Kompetensi perawat dan variabel terikat yaitu kinerja perawat. Responden penelitian ini adalah perawat di Rumah Sakit Mitra Kemayoran. Pengambilan responden dilakukan dengan metode purposive sampling. Pengumpulan data dilakukan dengan kuesioner yang disebarakan langsung kepada perawat sebanyak 221 kuesioner. Teknik analisis data yang digunakan adalah teknik analisa *Structure Equestion Modeling* (SEM). Hasil penelitian menunjukkan bahwa motivasi kerja dan pelatihan berpengaruh positif signifikan terhadap kompetensi perawat. Hasil penelitian menunjukkan bahwa motivasi kerja dan pelatihan berpengaruh positif signifikan terhadap kinerja perawat dan kompetensi perawat sebagai variabel intervening berpengaruh positif dan signifikan terhadap kinerja perawat.

Kata kunci: Motivasi Kerja, Pelatihan, Kompetensi Perawat dan Kinerja Perawat

*This study aims to determine the effect of work motivation and training on nurses' performance as well as the direct and indirect effects of nurses' competence as an intervening variable. The analysis used independent variables, namely work motivation and training. The intervening variable is the nurse's competence and the dependent variable is the nurse's performance. The research respondents were nurses at Mitra Kemayoran Hospital. Respondents were taken by using purposive sampling method. The data were collected by means of a questionnaire which was distributed directly to the nurses as many as 221 questionnaires. The data analysis technique used is the Structure Equestion Modeling (SEM) analysis technique. The results showed that work motivation and training had a significant positive effect on the competence of nurses. The results showed that work motivation and training had a significant positive effect on nurse performance and nurse competence as an intervening variable had a positive and significant effect on nurse performance..*

*Keywords: Work Motivation, Training, Nurse Competence and Nurse Performance*