

**ANALYSIS OF EDUCATION AND TRAINING IMPLEMENTATION
CORRELATION TO COMPETENCY OF NURSES PERFORMANCE
IMPROVEMENT WITH REWARD AS THE INTERVENING VARIABLE
AT BUNDA MARGONDA PUBLIC HOSPITAL DEPOK**

Silvia Ayu Rianti¹, Kemala Rita Wahidi², Agusdini Banun³
Faculty of Health Sciences Universitas Esa Unggul
Jakarta Jl Arjuna Utara No.9
silviarianti203@gmail.com

ABSTRACT

Hospital must be able to maintain its competitive advantage for long-term success. The performance of nurses in providing good nursing care services is needed to achieve organizational goals and the success of the hospital. Several factors that can affect the performance of nurses in providing nursing care are education and training, the increase of nurse competence and reward. The aim of this study was to analyze the effect of education and training, the increase of competence on nurse performance and reward as an intervening variable at Bunda Margonda Hospital, Depok. The study design was a cross sectional study with a population of all nurses at Bunda Margonda Hospital, Depok. The sample in this study used a saturated sample, which took all the population as a sample and it consisted of 94 respondents. The approach undertaken in this study was a survey method by providing a questionnaire while with the measurement method used was Likert scale. The collected data were processed using descriptive and quantitative analysis tools. Testing data analysis was done by using the Path Analysis program AMOS.

The results indicated that the education and training culture had a significant positive effect on nurse performance ($p = 0.047$), competence had a significant positive effect on nurse performance ($p = 0.050$), reward had a significant positive effect on nurse performance ($p = ***$), the education and training had a significant positive effect on the rewards that obtained by nurses ($p = ***$), and competence had a significant positive effect on rewards that received by nurses ($p = 0.036$). The findings of this study indicated that education and training, the increase of competence affected the performance of nurses with reward as an intervening variable at Bunda Margonda Hospital, Depok.

Keywords: Education and Training, Competence Improvement, Reward and Performance of Nurses in providing nursing care services.