

## **THE RELATIONSHIP BETWEEN WORK MOTIVATION AND PSYCHOLOGICAL WELL BEING OF NURSES IN TUBERCULOSIS TREATMENT ROOMS IN THE CITY OF SALATIGA**

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*Received date: 16 October 2022; Accepted date: 12 December 2022*

**Abstract:** According to Health Human Resources (HHR), the highest number of health workers in 2015 came from 223,910 Nurses or 34.6% of total of health workers. Regarding to excessive number of nurses, there is attracting aspect to be reviewed, namely work motivation of a nurse. In fact, being a nurse has several challenges on doing the job. Health workers including nurses have higher accidents risk because of working and infectious diseases transmission rather than other industrial workers. Work motivation of nurses can be influenced by psychological well-being because if nurses work with pleased feeling, work motivation will be higher at work places. Objective: the objective of this research was to observe the relationship between work motivation and psychological well-being of nurses in tuberculosis treatment rooms. Methodology: This research used correlational quantitative method with data analysis technique (Pearson product moment). Sampling method used total sampling that sampled from November to December 2019. Results & Discussion: Work motivation of nurses came from self-encouragement to do activities, thus, they could achieve their goals. Nurses on doing their roles obliged to exert their best ability and the best skill in providing nursing services. According to Figure 1, there were 18 respondents (69%) with high-level work motivation and 7 respondents (27%) with moderate-level work motivation. Figure 2 illustrates percentage of psychological health that implied 23 respondents (88.46%) with moderate-level psychological well-being. Work motivation of nurses was not influenced by psychological well-being of them that was proved by hypothesis test.

**Keywords:** Work Motivation, Psychological Well-Being, Nurses

## **INTRODUCTION**

Nurse is a profession with the highest number of health workers rather than the others. Three highest percentage of nurse population were from Central Java (76,819 persons), East Java (69,405 persons), and West Java (66,152 persons) (Kemenkes RI, 2015). The development carries out the impact included health status change from vocational to professional. Health status with professional title is a competency change from intervention practitioner to independent profession with professional knowledge and acknowledged by other professions. Therefore, a nurse must get motivated in carrying out nursing services to patients because a nurse has legal and ethical consideration of the profession (Rahma, 2015). Work motivation of nurses is self-encouragement to do nursing services professionally to achieve recovery and high-quality life of patients (Cahyani et al, 2016). A nurse with motivation is surely capable to implement nursing services comprehensively to level up life quality of patients. The factor that influences work motivation of nurses is divided into two factors: internal factor and external factor. Internal factor includes needs, desires, and hopes from nurses. External factor or work environment consists of salary, management or organization, and work relation among workers, achievement, promotion, and workload (Cahyani et al, 2016). Work motivation of nurses is influenced by psychological well-being of nurses (Ayu et al, 2017).

According to the Research, nurses with low-level well-being psychologically would indicate stress behavior in their services. Stress behavior without proper treatment usually causes inability to interact with surrounding positively, both inside and outside work environment (Nurcahyawati, 2015). It will affect to emotion, thinking, and condition of nurses in providing nursing services (Nurcahyawati, 2015). Psychological well-being of nurses includes six dimensions, namely autonomy, environmental mastery, personal growth, positive relation with the others, life purpose, and self-acceptance. Psychological well-being of nurses can be affected by risks of infectious diseases transmission in work environment of nurses as well.

According to the Regulation Number 1078/2010 by Indonesian Minister of Health, health workers included nurses have higher accidents risks by working and infectious diseases transmission rather than other industrial

workers (Kementerian Kesehatan RI, 2010) . Ellis and Hartley stated that nurses got accidents related to biological injury 8.8 times per 100 workers in hospitals and 13.5 times per 100 workers in nursing homes. Biological injury came from microorganism infection as disease host from patients to nurses (Ellis et al, 2017). Biological injury potentially occurs in work environment of nurses especially while they are treating patients with infectious diseases transmission such as Tuberculosis (TB) patients. The effort to reduce the number of work accidents in hospitals is providing training about prevention of work accidents in hospitals (BPK RI, 2017). Competency training provides lessons about Occupational Health and Safety (OHS) and prevention of infectious diseases transmission. Therefore, work accidents in hospitals need attention by people. Hospital is charged to provide and implement an effort to tackle this problem, thus, all human resources in hospitals are safe from either diseases or work accidents (Nazirah, 2017).

Health workers have a risk to have injury. The research by Joseph in 2005-2007 indicated that the number of work accidents of needle stick injury (NSI) were 38-73 % of total of health workers and prevalence of emotional mental disorder was 17,7% for nurses in a hospital in Jakarta that related to work stress (Nazirah, 2017). On the other hand, the risks of nurses infected by TB are triple times more sensitive rather than other population and six times more vulnerable while accessing facilities of nursing services related to multidrug-resistant TB (Anggraini, 2018). In line with the case tracking, TB accidents of health workers are approximately 69 to 5,780 cases per 100,000 per year. In accordance with previous research, it was stated that prevalence of latent TB of nurses was 53%. Risk factors due to this prevalence were for people more than 35 years old, work duration, and contact with TB patients. Furthermore, high prevalence of latent TB of nurses was influenced by TB infection load in society and nursing service facilities because of the number of TB cases (Martin, 2010).

Therefore, the aim of this research was to observe work motivation and psychological well-being of nurses in TB treatment rooms and define relation between work motivation and psychological well-being of nurses in Tb treatment's room in Salatiga City.

## **EXPERIMENTAL SECTION**

### **Research Method**

This research used correlation quantitative method (Swarjana, 2015). Respondents of this research were nurses who worked in TB treatment rooms in dr. Ario Wirawan Lung Hospital Salatiga, Lung Health Center (LHC) Salatiga, and all of public health centers in Salatiga City. Sampling technique used total sampling except nurses who were in off days or rejected to be respondents in this research from November to December 2019. Data analysis techniques used in this research was correlation techniques of Pearson product moment (Lapau et al 2012; Swarjana, 2015).

### **Research Instrument**

In this research, the questionnaire used was questionnaire with Psychological Well-Being (PWB) scale that organized based on Ryff's theory that was known as variable measurement tool of psychosocial well-being. This scale consisted of six dimensions, namely autonomy, environmental mastery, personal growth, positive relation with the others, life purpose, and self-acceptance, with 20 valid and reliable statements of 42 statements. Reliability score of PWB questionnaire was 0.787 based on Cronbach's Alpha. To observe work motivation, questionnaire was designed with 15 valid and reliable statements of 18 statements. Reliability score for questionnaire of work motivation was 0.726 based on Cronbach's Alpha.

## **RESULT AND DISCUSSION**

### **Respondents Characteristic**

According to the research, the results are displayed in Table 1.

Table 1: Characteristic of Nurses for TB Patients

<b>Characteristic</b>	<b>N</b>	<b>%</b>
Age		
30-39 years	9	35
40-49 years	11	42
50-59 years	6	23
Gender		
Male	9	35
Female	17	65
Educational Stage		

Diploma of Science in Nursing	23	88
Bachelor of Science in Nursing	1	4
Professional Education in Nursing	2	8
Work Duration		
1-10 years	4	15
11-20 years	14	54
21-31 years	8	31
<b>Total</b>	<b>26</b>	<b>100</b>

It implied that in accord with age groups, 42% respondents with 40-49 years old and 65% respondents from female gender. From educational stage, 88% respondents were from Diploma of Science in Nursing.

### **Work Motivation**

Work motivation of nurses is self-encouragement of nurses to do activities, thus, they can achieve the goals. Work motivation of nurses on executing their roles obliges to optimize their abilities and skills in providing nursing services. According to Figure 1, there were 69% respondents with high-level work motivation. High-level work motivation of nurses presented by Figure 1 indicated that respondents agreed with the work statement about nurse is a desirable job, thus, respondents were satisfied with the job. In accord with unstructured interview, respondents with high-level work motivation were capable to provide effective and excellent services through presenting medical therapy, being controller of patients while taking medicine, and presenter of health counseling.

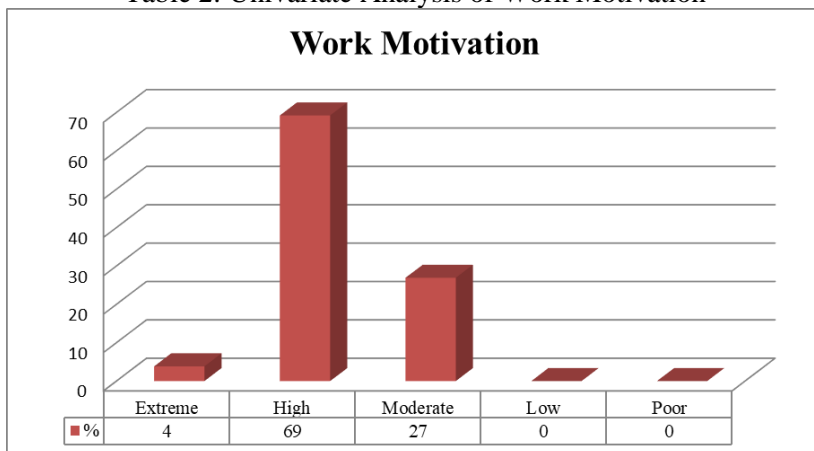
Moderate-level work motivation was represented by 27% respondents. Moderate-level work motivation was described for respondents that considered the placement job was not suitable as their expectation, however, they did the job to fulfill financial needs or daily needs. Moderate-level work motivation emphasized nurse's roles in providing medical therapy and presenter of health counseling (Bustamam, 2013).

Work motivation of nurses was influenced by individual characteristic. Individual characteristic was represented by nurses with discipline behavior and providing effective, efficient, and excellent services. Providing effective, efficient, and excellent services came from strong

commitment of nurses to level up service success for patients (Fitriyanti, 2016).

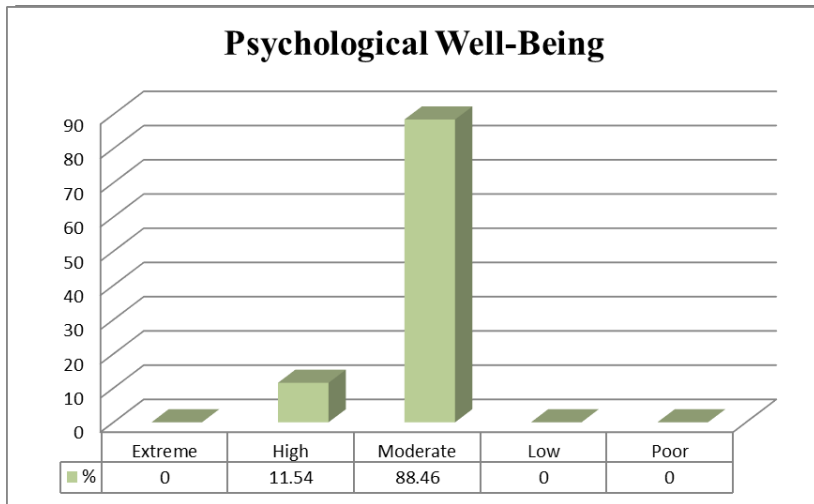
Other factor to level up work motivation of nurses was social demography such as work duration and age of nurses. Work motivation related to work duration and age of nurses (Cahyani, 2016). In line with the results, it reported various work duration and ages. Four respondents (15%) had 1-10 years of work duration, 14 respondents (54%) with 11-20 years, and 8 respondents (31%) with 21-31 years. From respondent's age, 9 respondents (35%) were 30-39 years old, 11 respondents (42%) were 40-49 years old, and 6 respondents (23%) were 50-59 years old. Age addition could affect behavior and mind set of people to decide towards performance enhancement that reflected to work motivation escalation. Moreover, according to work duration of nurses, it was stated that the longer work duration (more than 15 years) was, the person would be united with the job, therefore, it could enhance work motivation and productivity in work environment (Fitriyanti, 2016).

Table 2: Univariate Analysis of Work Motivation



It represented that 69% respondents with high-level work motivation and only 4% respondents with extreme-level work motivation. Furthermore, there were 27% respondents with moderate-level work motivation.

Table 3: Univariate Analysis of Psychological Well-Being



Psychological well-being factor of nurses based on the results was 88.46% respondents with moderate-level psychological well-being and 11.54% respondents with high-level psychological well-being.

**Psychological Well-Being**

According to Figure 2, it illustrates that percentage of psychological well-being was 88.46% (23 respondents) with moderate-level psychological well-being. Indicator of psychological well-being in moderate level referred to low-level satisfaction dimension of nurses, low-level positive feeling, and poor relationship with either co-workers or patients. Psychological well-being of nurses was affected by internal and external factor. Internal factor included life satisfaction, positive and negative feeling, age, and educational stage (Ayu et al, 2017). According to unstructured interview results, psychological well-being of nurses was influenced by the success of TB patients handling in TB treatment rooms. If patients did not follow the medication and health status of patients changed to Multidrug-resistant Tuberculosis (MDR TB), nurses would consider that nursing services provided by them did not achieve the goal, namely patient’s recovery. Nurses considered that the purpose of nursing services was to increase life quality. Therefore, failure in medication could cause low-level psychological well-being of nurses.

In accordance with Holistic Care theory, in providing nursing services, nurses needed to be aware that there were the number of factors affected

patients such as patient’s education and knowledge, economic status, belief, culture, and other factors. These factors would be a consideration for nurses to decide in services based on three aspects, namely change behavior or culture towards patient’s health, maintain patient’s routine or culture, or ignore behavior or culture because of unchangeable aspects (Leininger, 2006). Nurses were obliged to decide to improve patient’s recovery. However, patients were people with biopsychosocial-spiritual aspect that influenced their point of view and behavior in taking care of health and had rights and obligations to decide the methods to increase their life quality.

Table 4: Correlation Test

		PWB	Work Motivation
PWB	Pearson Correlation	1	.178
	Sig. (1-tailed)		.193
	N	26	26
Work Motivation	Pearson Correlation	.178	1
	Sig. (1-tailed)	.193	
	N	26	26

In line with the results,  $r$  value = 0.178 if it was compared with  $n$  value = 0.193 with significance level  $p < 0.05$ . Therefore, according to hypothesis test, it was summarized that  $H_0$  was accepted and  $H_1$  was rejected which meant that there was no significant relationship between work motivation and psychological well-being of nurses for TB patients in Salatiga.

**The Relationship between Work Motivation and Psychological Well-Being**

According to interview result with respondents, a nurse with high-level work motivation was an individual person that do the obligation on job corresponding to the desire. One of implementations by nurses with high-level work motivation was doing their jobs as their desirable responsibilities and without being forced by the others. This study results implied that if nurses did a desirable job in line with their ability, it would be a motivation for them to increase work quality optimally (Sahusilawane et al, 2020). On the other hand, even though the job was in line with the competency, however, it was an undesirable job, it would only be a routine (Sahusilawane et al., 2020). Work motivation of nurses in TB treatment rooms was categorized in high level that meant this level could be achieved by nurses who did desirable job, then they were satisfied with the job.



In this research, work motivation had no relationship with psychological well-being. Nurses had high-level work motivation because they sensed the job was part of themselves and it was a desire to select that profession. On the contrary, psychological well-being of nurses was influenced by relationship between nurses and patients. In accord with unstructured interview results, when there were TB patients did not follow the medication and it happened medical-resistant TB, nurses would sense a failure in providing their services. Moderate-level psychological well-being meant that nurses had low-level life satisfaction, had poor relationship with patients, and poor positive sense. Thereby, in this research, nurses felt that they were incapable to accept the situation when patients did not recover as their failure in providing nursing services (Sahusilawane et al, 2020). If nurses accepted themselves and were adaptable, they would be qualified to achieve psychological well-being. Psychological well-being had not been achieved because the relationship between nurses and patients in nursing services had not been successful to patient's recovery (Purwandari, 2015).

Self-acceptance aspect was one of people's characters. They could actualize themselves by self-acceptance naturally and appreciated their uniqueness. If nurses could not accept themselves in any conditions, they could be categorized in low-level psychological well-being.

## **CONCLUSION**

According to the results, there was no significant relationship between work motivation and psychological well-being of nurses in TB treatment rooms. It was confirmed by hypothesis test of two variables, namely work motivation and psychological well-being with  $r$  value = 0.178, therefore, there was no significant relationship between psychological well-being and work motivation with  $n$  value = 0.193 ( $p < 0.05$ ). Referring to Figure 1, there were 18 respondents (69%) with high-level work motivation, 7 respondents (27%) with moderate-level work motivation, and Figure 2 presented about percentage of psychological well-being that displayed 88.46% (23 respondents) with moderate-level psychological well-being.

## **Authors' Contribution**

FD and EY design the idea of research, analyze data, supervision and edit draft. FD adjust the draft according to the journal template. AS collecting data and writing results.

### **Conflict of Interest**

The authors declare no conflict of interest

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