

ABSTRACT

THE EFFECT OF WORKLOAD AND FINANCIAL INCENTIVES ON THE PERFORMANCE FOR NURSES OF DR.H ABDUL MOELOEK HOSPITAL BANDAR LAMPUNG

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The purpose of this study was to determine the effect of workload and financial incentives on the performance for nurses in RSUD Dr. H Abdul Moeloek Bandar Lampung. This study used a quantitative research type. The sampling in this study used a non-probability sampling technique. The method of determining the sample in this study used a saturated sample with the total population of all Civil Servant Nurses in the Surgical Inpatient Room totaling 27 nurses. The method in this research was multiple linear regression analysis. The research data was processed using Microsoft Excel and SPSS 20 Software. The independent variables in this study were Workload (X1) and Financial Incentives (X2). The dependent variable in this study was Nurse Performance (Y). The data analysis method used multiple linear regression. The partial hypothesis testing resulted that Workload, and Financial Incentives had an effect on the Nurse Performance of Dr. H Abdul Moeloek Hospital Bandar Lampung. Furthermore, the simultaneous testing resulted that the workload and financial incentives had an effect on Nurse Performance at RSUD Dr. H Abdul Moeloek Bandar Lampung.

Keywords: Workload, Financial Incentives, Nurse Performance.