

CORRELATION BETWEEN THE MOTIVATION OF NURSES WITH THE FULFILLMENT OF SPIRITUAL NEEDS IN PATIENTS

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ABSTRACT

Nursing views humans as a holistic creature that includes bio-psycho-socio-spiritual-cultural. Nursing care given by nurses not only focuses on biological aspects but also psycho and spiritual. Factors affecting nurse performance in nursing care are motivation, incentive, and work facilities. The nurse's motivation in something that moves or encourages nurses to do something that arises internally and externally directly related to the client. Good motivation, able to make nurses to fulfill spiritual needs. The fulfillment of spiritual needs is very important because it can improve the patient's quality of life. To know the correlation of the motivation of nurses with the fulfillment of spiritual needs in patients in the hospitalization CVE and Pavo A RSUD Bogor City.

Quantitative research with descriptive analytical design using cross sectional design. The population in this research is all nurses in the inpatient room CVE and Pavo A. Sampling technique uses total sampling by the amount of 38 respondents. Data measurement tools using questionnaires and analyzed with the correlation test of Kendall Tau.

The majority of respondents have high motivation (55,3%) and the majority of respondents performed sufficient spiritual needs (52,6%). There is a significant correlation between the motivation of nurses with the fulfillment of spiritual needs in patients in the hospital CVE and Pavo A RSUD Bogor City in 2019 with value $P = 0,000 (< 0,05)$. Value OR = 152,000.

There is a correlation between the motivation of nurses with the fulfillment of spiritual needs in patients in the hospital CVE and Pavo A RSUD Bogor City, so the nurse should improve the motivation of work to provide the fulfillment to needs spiritually in patients.

Keyword : Motivation, Nurse, Needs Fulfillment Spiritual.

PRELIMINARY

Nursing is a form of professional health service that is an integral part of health services based on knowledge and nursing tips that are shown to individuals, families, and the community both in a healthy or sick condition and covers the entire life process. Nursing views humans as holistic creatures that include bio-psycho-socio-spiritual-cultural.¹

Nurses are health professionals who interact with patients at all times in providing

comprehensive nursing care. Nursing care provided by nurses can not be separated from the spiritual aspects that are an integral part of nurses' interactions with clients. The nurse strives to help meet the client's spiritual needs, even though the nurse and client do not have the same spiritual or religious belief. The factors that can affect the performance of nurses in providing nursing care are motivation, incentives, and work facilities.²

The results of research from Nurlina, Hadju and Nonjti (2013) that affect the performance of nurses in the application of nursing care standards namely motivation, showed that the majority of respondents with high motivation were 77 people (95.1%) and the performance of nurses in applying nursing care standards properly as many as 73 people (90.1%) with a value (OR) of 18.250 and p value of 0.026.³

The research of Badi'ah et al in Tricahyono shows that there is a significant influence between internal motivational factors and external motivational factors on the performance of nurses in providing nursing care in the inpatient ward of Bantul Senopati Hospital.

According to Carson in Hamid (2008) spiritual need is the need to maintain or restore beliefs and fulfill religious obligations, as well as the need to get forgiveness or forgiveness, love, establish a relationship of trust with God.² Spiritual needs are one of the basic needs needed by someone and must be fulfilled. Spiritual aspects can help to excite the patient in the healing process.

Factors affecting nurses' willingness to provide spiritual care include: Awareness about spirituality, Lack of knowledge and training regarding spiritual nursing care, Lack of motivation, increased workload, and lack of time. Nurses see severe demands in providing physical care for patients as a barrier to taking time in providing patients with spiritual care.

The results of a preliminary study conducted by researchers at Bogor City Hospital obtained that nursing care related to fulfilling spiritual needs has not gone well because it considers spiritual needs only given to patients who need and who ask for nurses. The nurse also revealed that meeting the spiritual needs of the whole is not the duty of nurses but the task of spiritual experts. Researchers see that nurses when interacting with patients only focus on routine actions such as injection, giving medication, and documenting nursing care. Researchers also obtained data from the Bogor City Hospital to make a policy of spiritual guidance by spiritual experts.

Based on the above incident, the researcher wanted to analyze the relationship between nurses' motivation and meeting the spiritual needs of patients in the CVE and PAVIO A inpatients at Bogor City Hospital.

This type of research is quantitative research using descriptive analysis research methods. Quantitative research is research that emphasizes objective phenomena and is studied quantitatively.⁶ Descriptive method is a method that serves to describe or give an overview of the object under study through data or samples that have been collected as they are without analyzing and making conclusions that apply to general.⁷

RESEARCH METHODS

The research design used in this study is a correlational research design with cross-sectional approach. Correlational research is a type of research designed to reveal correlative relationships between variables within a group. While the cross-sectional study is a research design that emphasizes the measurement time or observation of independent and dependent variable data only once at a time (point time approach).⁸

This research was conducted in the Inpatient Room of CVE and Pavoio A Bogor City Hospital on 22-24 August 2019. The population in this study were all nurses who worked in the inpatient room of CVE and Pavoio A Bogor City Hospital with a total of 38 respondents, by taking total sampling technique of determining the sample by taking all members of the population as a sample so that the sample in this study amounted to 38 respondents.

The independent variable in this study is nurse motivation while the dependent variable in this study is the fulfillment of spiritual needs by nurses. The instrument used in this study was a questionnaire sheet. Data processing and data analysis using computer program SPSS for Windows 22 series. Analysis consists of univariate and bivariate, where bivariate analysis analyzes the relationship of nurses' motivation with meeting the spiritual needs of patients.

RESEARCH RESULT

Characteristics of respondents aim to provide an overview of the identity of respondents, while the respondents in this study were nurses in the Inpatient Room of CVE and Pavoio A Bogor City Hospital. According to data from the Bogor City Hospital there are 38 nurses on duty in the CVE Inpatient Room and Pavoio A Bogor City Hospital.

Based on frequency distribution characteristics of the 38 respondents studied, the majority of nurses working in the inpatient room at CVE and Pavoio A Bogor City Hospital, dominated by respondents aged <30 years as many as 28 people (73.7%).

Based on distribution characteristics of the 38 respondents studied, the majority of nurses who worked in the inpatient rooms at CVE and Pavoio A Bogor City Hospital, were dominated by women as many as 29 respondents (76.3%), nurses who worked in the CVE and Pavoio A inpatient rooms in Bogor City Hospital, were dominated by DIII education as many as 23 respondents (60.5%). Based on table 4 the results of the characteristics of the frequency distribution of the 38 respondents studied, the majority of nurses working in the inpatient rooms of CVE and Pavoio A Bogor City Hospital, were not yet state employees as many as 37 respondents (97.4%).

Based on the frequency distribution characteristics of the 38 respondents studied, the majority of nurses who worked in the inpatient rooms of CVE and Pavoio A Bogor City Hospital, had worked for > 1 year as many as 33 respondents (86.8%).

Of the 38 respondents most nurses had high motivation as many as 21 respondents (55.3%) Of the 38 respondents most of the fulfillment of spiritual needs in patients was enough as many as 20 respondents (52.6%).

The results of the bivariate analysis, from 38 nurses respondents who have high motivation so that the fulfillment of spiritual needs in patients is quite as many as 19 respondents (95.0%).

Based on the results of statistical tests using Kendall Tau obtained P value = 0,000 with a significant value is <0.05. OR value of 152,000, this explains that nurses who have high motivation have 152 times fulfilling spiritual needs well compared to nurses who have low motivation. Based on this study it can be concluded that there is a relationship between nurses' motivation and the fulfillment of spiritual needs in patients, thus H_0 is rejected and H_a is accepted.

DISCUSSION

a. Nurse Motivation

Motivation is a process in which the needs encourage a person to carry out a series of activities that lead to the achievement of certain goals, if successfully achieved, will satisfy or meet those needs.⁹

Work Motivation is a capital in moving and directing employees or workers to be able to carry out their respective duties in achieving goals with full awareness, enthusiasm and responsibility.¹⁰ According to the theory of the relationship of rewards to achievement, a person's motivation is strongly influenced by internal factors, namely, factors that arise from within a person include: perception, self-esteem, eternal expectations, needs, desires, job satisfaction, work performance produced and external factors namely, factors arising from outside one self include: the type and nature of work, the working group to which a person joins, the organization of the place of work, the general environmental situation, the applicable reward system and how to apply it.¹¹

Based on research results from 38 respondents, nurses who have high motivation are 21 respondents (52.6%) and nurses who have low motivation are 17 respondents (44.7%).

Hotmian's research entitled Relationship between Nurse Motivation and Spiritual Nursing Care for Patients in Kartika Husada Kubu Raya RST Inpatient Room. It was found that as many as 29 or (55.8%) nurses who have high motivation and 23 or (44.2%) nurses who have low motivation.

According to the researcher analysis, from the above quotation there is harmony with the results of the research that the researchers did that is from 38 respondents who have high motivation namely 19 respondents or (95.0%) this is because nurses feel they have responsibility in their work, feel recognized their work by superiors, and have good interpersonal relationships with superiors and coworkers so that nurses have high work motivation. High motivation can make nurses have a high enthusiasm to provide the best service.

b. Meeting Spiritual Needs

Spiritual needs are the basic needs of every human being. If someone is in a state

of illness, then the relationship with God is also getting closer to remembering someone in a state of illness becomes weak in all things no one can raise him from healing except the creator.¹²

Meeting spiritual needs is a processor way of meeting the need to find meaning in life, the need to love and be loved, the need for hope, the need for trust, the need for forgiveness, the need for creativity, the need to relate to God, and the needs in a community.⁴

Based on the results of research from 38 respondents, nurses fulfilled spiritual needs in sufficient patients, namely 20 people resented or (52.6%), and nurses fulfilled spiritual needs in patients who were low namely 18 respondents or (47.4%).

Tricahyono's research entitled Nurses' Motivation in Meeting Spiritual Needs of Clients in the Inpatient Room of the Balung Regional Hospital. It was found that as many as 26 people or (54.2%) nurses provided fulfillment.

Good spiritual needs, while 22 people or (45.2%) nurses provide fulfillment of spiritual needs that are lacking.

According to the analysis of researchers, from the quotations of these theories there is harmony with the results of the study that is the data from 38 respondents it can be concluded that most nurses do fulfill spiritual needs in patients as many as 20 respondents or (52.6%). this is due to the attitude of nurses who want to fulfill spiritual needs to patients, nurses can communicate well with patients in meeting spiritual needs, and nurses know when to refer patients to clergy. So that nurses have enough competence in fulfilling the spiritual needs of patients in carrying out their duties as a provider of spiritual nursing care.

Relationship between Nurse Motivation and Spiritual Needs Fulfillment in Patients Motivation is psychological processes that cause stimulation, direction, and persistence of a voluntary activity directed at a goal. Motivation is an important part in improving performance, high nurse work motivation will improve nurse performance so that each task will be carried out properly.

Nurse motivation is something that moves or encourages nurses to do something that arises internally and externally to deal directly with clients and care for people who are sick, injured, and elderly.

Intrinsic motivation is a satisfying factor or motivating factor for individual achievement that comes from within the individual including achievement, recognition, responsibility, opportunities for advancement, and job satisfaction. Extrinsic motivation is an individual driving factor originating from outside the individual which includes compensation, work safety and safety, working conditions, policies, status, and interpersonal relations.¹⁴

Tricahyono's research entitled Nurses' Motivation in Meeting Spiritual Needs of Clients in the Inpatient Room of the Balung Regional Hospital. stated that motivation in the Balung Hospital ward was significantly related to meeting the spiritual needs of the client. The higher the motivation of nurses, the higher the persistence of nurses in providing

spiritual nursing care to patients.

Based on research results from 38 respondents, nurses who have high motivation are 21 respondents (52.6%) and nurses who have low motivation are 17 respondents (44.7%).

The research results of the researchers proved that nurses have high motivation because nurses feel they have responsibilities in their work, feel their work is recognized by superiors, and have a good interpersonal relationship with superiors and colleagues so that nurses have high work motivation. High motivation can make nurses have a high enthusiasm to provide the best service

Nurses as providers of nursing care view humans as individuals who have unique bio-psycho-socio-spiritual needs.² Nursing care provided by nurses cannot be separated from spiritual aspects which are an integral part of nurses' interactions with clients. The nurse strives to help meet the client's spiritual needs, even though the nurse and client do not have the same spiritual or religious beliefs

Meeting spiritual needs is a processor way of meeting the need to find meaning in life, the need to love and be loved, the need for hope, the need for trust, the need for forgiveness, the need for creativity, the need to relate to God, and the needs in a community.⁴ In this research it was proven, patients interviewed by researchers said that they needed to fulfill spiritual needs and when they got it from nurses, they felt they had a better life expectancy.

From the research results of the researchers, of the 38 nurse respondents who fulfilled spiritual needs of patients as many as 20 respondents or (52.2%), this is because of the attitude of nurses who want to fulfill spiritual needs to patients, nurses can communicate with both to patients in meeting spiritual needs, and nurses know when to refer patients to clergy. So that nurses have enough competence in fulfilling the spiritual needs of patients in carrying out their duties as a provider of spiritual nursing care. From the results of a Hotmian study entitled *The Relationship between Nurse Motivation and Spiritual Nursing Care for Patients in the RST Kartika Husada Kubu Raya Inpatient Room*. Obtained the majority of respondents have high motivation (55.8%) and the majority of respondents provide good spiritual nursing care (63.5%). There was a significant correlation with the strength of the moderate correlation between nurses' motivation and the delivery of spiritual nursing care to patients in the Kartika Husada Kubu Raya inpatient ward with a value of $p = 0,000 (<0.05)$ and $r = 0.509$.

According to the analysis of researchers, from the quotations of these theories there is harmony with the results of the study, namely, from 38 respondents nurses who have high motivation so that the fulfillment of spiritual needs in patients quite as many as 19 respondents or (95.0%), based on statistical test results using Kendall Tau obtained the value of $P \text{ value} = 0,000$ with a significant value is <0.05 . OR value of 152,000, This explains that nurses who have high motivation have 152 times the possibility of fulfilling spiritual needs well compared to nurses who have low motivation. Based on these studies the results show that there is a relationship between nurses' motivation and

the fulfillment of spiritual needs in patients in the CVE Inpatient Room and Pavoio A Bogor City Hospital in 2019.

Thus H_0 is rejected and H_a is accepted. This is because nurses with high motivation show more fulfillment of sufficient spiritual needs. High motivation has high expectations that will improve the performance of nurses in improving the performance of nurses in accordance with the tasks and responsibilities given.

CONCLUSION

Based on the results and discussion of research on Nurse Motivation and Spiritual Needs Meeting in Patients in the Inpatient Room of CVE and Pavoio A Bogor City Hospital, the following conclusions can be drawn.

1. A description of nurses' motivation in the CVE Inpatient Room and Pavoio A Bogor City Hospital. Shows that nurses who have high motivation, as many as 21 respondents (55.3%).
2. The description of fulfillment of spiritual needs in patients in CVE and Pavoio A hospitals in Bogor City Hospital shows that nurses fulfill sufficient spiritual needs, as many as 20 respondents (52.6%).
3. Significant relationship is found between Nurse Motivation and Spiritual Needs Fulfillment in Patients in the Inpatient Room of CVE and Pavoio A Bogor City Hospital in 2019 with p value = 0,000 (p value < 0.05) so that H_a is accepted.

SUGGESTION

Based on the conclusion of the above research, there are several things that can be suggested for the development of research related to nurses' motivation and fulfillment of spiritual needs in patients in the CVE and Pavoio A inpatients at Bogor City Hospital.

1. For Hospitals

The results obtained in this study can be used as an evaluation and reference material for hospitals related to nurses' motivation and the implementation of spiritual needs fulfillment by nurses in inpatients at Bogor City Hospital. Hospitals as holders and policy makers to be more careful and pay attention to the things that need to be evaluated related to nurses' motivation that is influenced by external extrinsic factors. The hospital should be able to meet and fix the deficiencies in the effort to fulfill the factors that influence the motivation of implementing nurses in Bogor City Hospital.

2. For Educational Institutions

The results and discussion of the research are expected to be a reference in improving student learning competencies related to meeting spiritual needs in hospitals.

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