



**THE INFLUENCE OF MOTIVATION, ACHIEVEMENT, WORK EXPERIENCE AND COMPETENCIES ON THE PERFORMANCE OF MENTAL NURSES**

**Livana PH\*, Desmon, Yudhinanto, Maria Septijantini Alie, Eka Travilta Oktaria**

Universitas Mitra Indonesia Jl. ZA. Pagar Alam No.7, Gedong Meneng, Rajabasa, Bandar Lampung, Lampung 40115, Indonesia

\*[livana.ph@gmail.com](mailto:livana.ph@gmail.com)

**ABSTRACT**

Performance in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Factors that can influence performance are motivation, competence, leadership, achievement, work environment and work experience. The aim of this research was to determine the influence of motivation, achievement, work experience and competency on the performance of nurses at RSJD Dr Amino Gondohutomo, Central Java Province. The method used in this research was quantitative descriptive, the number of samples used was 71 respondents from part of the existing population which had been obtained using the Slovin technique. The results of this research showed that the four variables of motivation, achievement, work experience and competence simultaneously influenced the performance of nurses at RSJD Dr Amino Gondohutomo, Central Java Province. The results of the motivation variable partially influence the performance of nurses at RSJD Dr Amino Gondohutomo, Central Java Province. The results of the achievement variable partially influence the performance of nurses at RSJD Dr Amino Gondohutomo, Central Java Province. The results of the work experience variable partially influence the performance of nurses at RSJD Dr Amino Gondohutomo, Central Java Province. The results of the competency variable partially influence the performance of nurses at RSJD Dr Amino Gondohutomo, Central Java Province. Suggestions are expected to use other independent variables, for example education, work discipline, wages, leadership, workload and so on.

Keywords: competence; motivation; performance; work experience

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**INTRODUCTION**

Performance is a very important and interesting part because it has proven to be very important in its benefits. An institution wants employees to work seriously according to their abilities to achieve good work results. Without good performance from all employees, success in achieving goals will be difficult to achieve. Performance basically includes mental attitudes and behavior that always have the view that the work carried out now must be of higher quality than the work carried out in the past, so that the future will be of higher quality than now. An employee will feel proud and satisfied with the achievements he has achieved based on the performance he has provided for the company. Good performance is a desirable condition in the world of work. An employee will achieve good work performance if his performance meets standards, both quality and quantity. Performance is a result of work that has been achieved in carrying out tasks based on the efforts, skills and opportunities achieved by a person. In line with Djaya's (2021) opinion, performance is the level of task implementation that a person can achieve by using existing abilities and the boundaries that have been set to achieve the goals of an organization. An organization is a unit that is used to achieve goals, so it requires motivation.

Mangkunegara (2017) employee performance is the result of the quality and quantity of performance achieved by an employee in carrying out his duties in accordance with the

responsibilities given to him. Factors that can influence performance are motivation, competence, leadership and work environment (Hutagalung, 2022). According to Usman, Lasiatun, Kesek, Riatmaja, Papia and Mukhtar (2023), factors that influence performance include work motivation, ability, work environment, work discipline, leadership and personality. One of the ways in which employee performance can be seen is the level of employee discipline. Performance is a function of motivation, skills and role perception (Nainggolan & Rondonuwu, 2024). Apart from that, Lilyana, Yusa and Yatami (2021) stated that performance is the achievement of results obtained from certain work functions or activities over a certain period of time. Foster and Sidharta (2019) stated that performance is the process by which an organization evaluates or assesses employee work performance. Ariyani and Sugiyanto (2020) state that performance is the work result that can be achieved by a person or group of people in an organization in order to achieve organizational goals within a certain time period. According to Wahyuni and Kusumayadi (2023), performance refers to the level of achievement of the tasks that make up an employee's job. Amha and Bhrahne (2020) define performance as the result of work functions/activities of a person or group in an organization which is influenced by various factors to achieve organizational goals within a certain time period.

Motivational factors are the driving force that creates enthusiasm for someone's work so that they want to work together, work effectively and integrate with all efforts to achieve satisfaction. Another opinion states that motivation is a state within a person that drives the individual's desire to carry out these activities in order to achieve goals (Lahagu, Ndraha, & Halawa, 2023). Motivation is the willingness to expend a high level of effort for organizational goals that is conditioned by the ability of that effort to meet some individual need. Motivation arises because of the urge to fulfill needs. Another factor that influences employee performance is employee work performance. Clear employee work performance in the organization will be able to increase employee work motivation in carrying out their work, thereby creating a sense of satisfaction in carrying out their work. Every human resource is given the opportunity to develop their career and abilities optimally, so as to increase work motivation, productivity and improve employee attitudes. Work experience is the main capital that a person must have to enter a certain field (Hidayat, 2021). By gaining work experience, the assigned tasks will be able to be carried out well. Research conducted by Wahono et al (2019) shows that there is a significant influence between work experience and employee performance, where the work experience indicators used in this research are the level of skill knowledge and length of time/year of work held and mastery of work and equipment.

Competency is a set of knowledge, behavior and skills that must be internalized, owned and mastered by a nurse in carrying out professional duties (Harun, Haris, & Djafri, 2021). Another research conducted by Ratu, Koleangan and Kojo (2020) stated that nurse competency is a nurse's ability to carry out obligations appropriately and responsibly. Several studies have been conducted regarding the influence of compensation and career development on employee performance. However, the results of this research still show inconsistencies. There are a number of researchers who reveal the influence of competence on employee performance, namely Parerung et al (2014) state that the influence of compensation does not have a significant effect on employee performance. The aim of this research is to analyze the influence of competence, organizational commitment and achievement on performance with work motivation as a moderating variable. This research eliminates the organizational commitment variable and adds competency and work experience variables.

## **METHOD**

This research uses a quantitative descriptive approach. The place of this research is at RSJD Dr. Amino Gondohutomo, Central Java Province, The reason for choosing this research location was because every employee at RSJD Dr. Amino Gondohutomo, Central Java

Province, is required to carry out work in a professional, performance-based manner. The sampling technique uses non-probability sampling with a simple sample type. In this study the author narrowed the population, namely the total number of employees to 71 nurses by calculating the sample size using the Slovin technique. The questionnaire used in this research includes motivation, work performance, work experience and competence. The variables motivation (X1), work performance (X2), work experience (X3), competency (X4) and performance (Y) are declared valid because they have a value of <0.05. The reliability values of 0.801, 0.691, 0.809, 0.721 and 0.805 are declared reliable because they have a Cronbach' alpha value > 0.60.

**RESULT**

Table 1.  
Characteristics of Respondents Based on Age (n=71)

Variable	f	%
<b>Age</b>		
18-25 Years	0	0
26-30 Years	23	32,4
31-40 Years	24	33,8
41-50 Years	16	22,5
>50 Years	8	11,3
<b>Gender</b>		
Man	18	25,4
Woman	53	74,6
<b>Education</b>		
D3	13	18,3
S1	15	21,1
<b>Profession</b>		
S2	4	5,6
S3	0	0
<b>Length of work</b>		
<2 Years	3	4,2
2-5 Years	3	4,2
6-10 Years	7	9,9
11-15 Years	17	23,9
>15 Years	41	57,7

Characteristics of respondents based on age of RSJD nurse Dr. Amino Gondohutomo, Central Java Province, showed that the average age of 71 respondents was 31-40 years. This age range is referred to as the productive age and this age group is characterized by being forward-thinking, broad in knowledge and highly curious. Gender shows that of the 71 respondents, on average 53 respondents were female (74.6%) and the remaining 18 respondents were male (25.4). The last education level of nurses as a nursing profession was 39 respondents (54.9%), S1 as many as 15 respondents (21.1%), D3 as many as 13 respondents (18.3%) and Masters as many as 4 respondents (5.6%). Length of work as a nurse was >15 years as many as 41 respondents (57.7%), 11-15 years as many as 17 respondents (23.9%), 6-10 years as many as 7 respondents (9.9%) <2 years and 2-5 years as many as 3 respondents (4.2%).

Table 2.  
Coefficient of Determination Test Results (R<sup>2</sup>)

Model	Model Summary			
	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.794 <sup>a</sup>	.630	.608	.280

a. Predictors: (Constant), Competence, Experience, Achievement, Motivation

Source: Processed Primary Data, 2024

Table 2 shows that the coefficient of determination (R<sup>2</sup>) is 0.630. This means that 63.0% of the dependent variable is the performance of Dr. RSJD Nurses. Aminogondho Hutomo Central Java can be influenced by motivation, achievement, work experience and competency variables while the remaining 37.0% is influenced by other variables not included in this research such as education, leadership, wages and so on..

Table 3.  
f Test Results (n=71)

ANOVA <sup>a</sup>						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	8.806	4	2.201	28.124	.000 <sup>b</sup>
	Residual	5.166	66	.078		
	Total	13.972	70			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Competence, Experience, Achievement, Motivation

Source: Processed Primary Data, 2024

Based on Table 4.3, the F test is displayed which can be used to predict the contribution of variable aspects of motivation, achievement, work experience and competence to performance. From the calculations, the F-count value is 28,124 and the F-table is 2.74,  $df = n - k - 1 = 71 - 3 - 1$  (where k is the number of independent variables and n is the number of samples), because the F-count value > F-table or  $28,124 > 2.74$  and the significant value is  $0.000 < 0.05$ , this shows that Ho is rejected and Ha is accepted, which means the independent variable or motivation (X1), achievement (X2), work experience (X3), and competency (X4) together have a significant effect on the performance variable (Y).

Table 4.  
t Test Results

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.890	.650		4.444	.000
	Motivation	.439	.088	.459	4.966	.000
	Performance	.640	.115	.494	5.586	.000
	Experience	.416	.089	.371	4.682	.000
	Competence	.358	.112	.247	3.186	.002

a. Dependent Variable: performance

Based on table 4, the t-calculated value of the motivation variable (X1) is 4,966 which is greater than the t-table of 1,996 with a significance probability value of  $0.000 < 0.05$ , so Ho is rejected and Ha is accepted (significant regression coefficient) meaning that the motivation variable (X1) has a positive and significant effect on performance. The t-calculated value of the Achievement variable (X2) is 5.586 which is greater than the t-table of 1.996 with a significance probability value of  $0.000 < 0.05$ , so Ho is rejected and Ha is accepted (significant regression coefficient) meaning that the achievement variable (X2) has a positive and significant effect on performance. The t-calculated value of the work experience variable (X3) is 4,682 which is greater than the t-table of 1,996 with a significance probability value of  $0.000 < 0.05$ , so Ho is rejected and Ha is accepted (the regression coefficient is not significant), meaning that the work experience variable (X3) has a positive and significant effect on performance. The t-calculated value of the competency variable (X4) is 3,186 which is more than the t-table of 1,996 with a significance probability value of  $0.002 < 0.05$ , so Ho is rejected and Ha is accepted (the regression coefficient is not significant), meaning that the competency variable (X4) has a positive and significant effect on performance.

## **DISCUSSION**

### **The Influence of Motivation on the Performance of Nurses**

Based on partial statistical tests, the T value of the motivation variable (X1) is 4.966 which is greater than the T table of 1.99656 with a significance probability value of  $0.000 < 0.05$ , so  $H_0$  is rejected and  $H_a$  is accepted (significant regression coefficient) meaning that the motivation variable (X1) has a positive and significant effect on performance. This result is also supported by the answers to the questionnaire questions where the majority answered agree to the question "I am given an award for the achievements I have achieved", the majority answered agree to the statement "I am given incentives for the achievements I have achieved", the majority answered strongly agreed to the question "I have good communication with my co-workers", the majority answered strongly agreed to the question "there is mutual respect between co-workers", the majority answered agree to the question "I get a salary that is commensurate with my work", the majority answered agree to the question "the salary I receive is sufficient to meet my living needs and family", the majority answered in the affirmative to the question "I always try to achieve excellence at work and the majority answered in the affirmative to the question from my superiors, I always give praise if there are employees who carry out their work duties well" from these results the answer that often appeared was agreeing with what was asked.

The results of this research are in line with research conducted by Pramesti (2019) which states that the significance of t for motivation (X1) is  $0.014 < 0.05$ , which means that statistically motivation has a real influence on employee performance. The results of this research are in line with research conducted by Hidayat (2021) which said that the results of the t test showed that the significance value was  $0.016 < 0.05$ , which means that partially motivation has a real effect on employee performance. Another research conducted by Bakti, Desmon and Munandar (2020) said that the partial hypothesis test via the t test (test) obtained a tcount value between work motivation and performance of  $= 4.941$  and  $tcount\ 4.941 > ttable\ 1.678$ . The regression equation between work motivation and performance at the West Tulang Bawang Regency Regional Disaster Management Agency is  $Y = 17.608 + 0.549X$  This shows that work motivation also has an influence in improving performance.

### **The Influence of Achievement on the Performance of Nurses**

Based on a partial statistical test (t-test), it was concluded that the T value of the Achievement variable (X2) was 5.586 which was greater than T table of 1.99656 with a significance probability value of  $0.000 < 0.05$ , so  $H_0$  was rejected and  $H_a$  was accepted (significant regression coefficient) meaning that the achievement variable (X2) had a positive and significant effect on performance. These results are in line with research conducted by Rini and Imam (2018) who said that work performance has a significant effect on employee performance. The t test results show a value of  $tcount\ 3.403 > ttable\ 2.016$  with a significance level of 0.000. This means that work performance has a significant effect on employee performance. This result is also in line with the results of the question where the majority answered in the affirmative to all the questions asked regarding achievement, including "able to complete work according to specified standards, able to complete tasks according to the target amount, able to master the work producer, able to understand the concept of work implementation, responsive to tasks and work, able to organize and solve problems, quickly receive work instructions, able to adapt to work methods and situations, always arrive on time and leave on time, never be absent without a clear reason."

Job performance has a significant relationship to job satisfaction. According to Fahmi (2018), in an organization, job performance is often linked to job satisfaction, where the assumption is that the higher an employee's work commitment, the higher the performance. This is also supported by research conducted by Hutagalung (2022) which states that work performance

has a positive and significant effect on performance. This shows that increasing work performance will result in increased performance. Work performance is a factor that encourages carrying out a certain activity, therefore work performance is often interpreted as a driving factor in a person's behavior.

### **The Influence of Work Experience on the Performance of Nurses**

Based on a partial statistical test (T test), it was concluded that the T value of the work experience variable (X3) was 4.682 which was greater than the T table of 1.99656 with a significance probability value of  $0.000 < 0.05$ , so  $H_0$  was rejected and  $H_a$  was accepted (the regression coefficient was not significant) meaning that the work experience variable (X3) had a positive and significant effect on performance. This research is also supported by the majority of respondents answering in the affirmative to all the questions asked, including "work experience gained during the work period, very supportive of the job placement process, able to complete the work because the work period was very supportive, able to understand the existing work procedures in the company, have skills in carrying out the tasks given by the leadership, can master the work equipment provided by the company, can complete the work with the abilities that I have, have mastered the work assigned to me".

The results of this research are in line with research conducted by Ratu (2020) who said that the t test showed that for work experience it was  $0.011 < 0.05$ , which means that statistically work experience has an effect on employee performance. Research conducted by Pramesti (2019) also said the same thing that testing from table 1, it turned out that the significance of t for work experience (X2) was  $0.005 < 0.05$ . This means that statistically work experience has a real effect on performance. The research results show that work experience has a positive and significant effect on employee performance. This means that every change in employee performance is influenced by work experience. The results of research from Zahro Suyadi and Djaja, (2018) show that partially, work experience has a positive and significant effect on employee performance. The results of research from Wirawan, Bagia, and Susila, (2016) show that partially, work experience has a positive and significant effect on employee performance. The results of research from Ochonma and Godfrey, (2018) show that work experience influences performance. This shows that the work experience possessed by employees is relatively high, so it helps a lot to improve employee performance. Thus, work experience provides an indication that the length of work guarantees a linear increase in the ability to work well.

### **The Influence of Competency on the Performance of Nurses**

Based on a partial statistical test (T test), it can be concluded that the calculated T value of the competency variable (X4) is 3.186 which is more than the T table of 1.99656 with a significance probability value of  $0.002 < 0.05$ , so  $H_0$  is rejected and  $H_a$  is accepted (the regression coefficient is not significant) meaning that the competency variable (X4) has a positive and significant effect on performance. This result is also supported by the results of the competency question. The majority of respondents said they agreed to the questions asked, including "my work is neatly organized, I have knowledge in using computer equipment, I have skills and can work together with colleagues, I provide experience with colleagues because I am skilled at work, the tasks given are in accordance with my abilities and I gain knowledge from the results of the training I have received".

This result is in line with research conducted by Pramesti (2019) which said that the significance of the t test for competency was  $0.027 < 0.05$ . This means that statistically competency has a real influence on performance. The results of this research are in line with research conducted by Ratu (2020) which shows that competence has a positive and significant effect on employee performance. This means that every change in employee

performance is influenced by human resource competency. The results of other research conducted by Hidayat (2021) stated that the t test results obtained were that the value was  $0.014 < 0.05$ , which means that competency partially influences employee performance. Other research is in line with research from Ataunur and Ariyanto (2015), which found that competence has a positive and significant effect on employee performance. Similar research from Yuliana (2017), found that competence has a positive and significant effect on employee performance. The results of this competence are less influential than motivation because success or mastery of a task can increase the overall perception of one's competence. However, if the person consistently fails at a task or does not receive support from peers, it can have the opposite effect.

## **CONCLUSION**

Motivation, achievement, work experience and competency simultaneously influence the performance of nurses at RSJD Dr Amino Gondohutomo, Central Java Province. The results of this research provide the addition that in an effort to improve performance it is necessary to increase motivation, achievement, work experience and competence in the agency. Motivation partially influences the performance of RSJD Dr. Nurses. Amino Gondohutomo, Central Java Province. The results of this research provide the addition that in an effort to improve the performance of nurses it is necessary to increase motivation in the agency. Achievement partially influences the performance of RSJD nurses Dr. Amino Gondohutomo, Central Java Province. The results of this research provide the addition that in an effort to improve the performance of nurses, it is necessary to improve performance in the agency. Work experience partially influences the performance of RSJD Dr. Nurses. Amino Gondohutomo, Central Java Province. The results of this research provide the addition that in an effort to improve the performance of nurses it is necessary to increase work experience in agencies. Competence partially influences the performance of RSJD Dr. Nurses. Amino Gondohutomo, Central Java Province. The results of this research provide the addition that in an effort to improve the performance of nurses it is necessary to increase competency in the agency.

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