

Professional Ethics of Nurses, Midwives in Work Motivation and Transformational Leadership Style Towards the Performance of Nurses and Midwives at Budiasih Mother and Child Hospital

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ABSTRACT

In line with the era of reform that develops in society with its various demands, it needs to be addressed positively by multiple parties. Nurses and midwives are the central factors that drive organizational dynamics, so the facilities and infrastructure owned by the organization will be dynamic if they are appropriately managed by nurses and midwives who have high quality. Nurses and midwives are essential assets that must be maintained by companies mainly engaged in service services that rely on the level of performance of nurses and midwives in the company. The method used in this study was the cross-sectional approach. The total population was 167 employees. The author used his sample of respondents, as many as 62.5/62 nurse and midwife respondents. Independent variables were work motivation and transformational leadership style, while dependent was employee performance. Data were collected using questionnaires, then analyzed using multiple linear regression test. Based on the results, the equation was $Y = 9.883 + 0.346 X_1 + 0.323 X_2$, when X_1 = work motivation, X_2 = transformational leadership style, Y = employee performance, a = constant, b = coefficient. Based on the research results, it can be concluded that work motivation and transformational leadership style are determinants of the performance of nurses and midwives at Budiasih Mother and Child Hospital, Serang, Indonesia.

Keywords: professional ethics; motivation; transformational; performance; nurses; midwives

INTRODUCTION

In line with the era of reform that develops in society with its various demands, it needs to be addressed positively by multiple parties.⁽¹⁾ Every organization that carries out tasks must undoubtedly align with the vision and contribute to improving employee performance.⁽²⁾ The main objective in producing good nurse and midwife performance is the creation of effectiveness and efficiency characterized by reduced complaints from the community, thus showing the improved and quality performance of nurse and midwife service units. Nurses and midwives are the central factors that drive organizational dynamics, so the facilities and infrastructure owned by the organization will be dynamic if they are appropriately managed by nurses and midwives who have high quality. Nurses and midwives are essential assets that they must maintain; therefore, for companies that are mainly engaged in service services that rely on the level of performance of nurses and midwives, the company must optimize its performance.⁽³⁾

Concretely, individual employees who excel will bring benefits and progress to the organization, while employees who do not excel will harm the organization. Therefore, every organization must realize its existence in the future, depending on the achievements of its employees.⁽⁴⁾ Without the support of competitive employees, an organization will regress. One approach to improving employee performance can be through leadership practices or styles that are reliable and motivated to achieve high and directed.^(5,6) Every leader has different behavior in leading their followers; the behavior of those leaders is called leadership style. Leadership has a very close relationship with motivation because the success of a leader in moving others to achieve the goals that have been set depends on authority and the ability to perform for himself and his subordinates. To achieve organizational goals, one significant factor is to improve employee performance, which can maintain the survival of an organization.^(7,8) Improving employee performance is related to the desired consequences; the work done must produce something as expected, namely optimal results. Performance is output derived from processes, human or otherwise. Performance is the performance of a process carried out by humans. A person's low performance is influenced by several factors, such as not only proportional rewards and sanctions, weak supervision, less conducive working conditions, and others.⁽²⁾

Furthermore, leadership is a process or series of activities that are interconnected with one another, although it does not follow a systematic series. The series contains activities to move, guide, direct, and supervise others in doing something, both individually and together. All of these activities can be referred to as an effort to influence the feelings, thoughts, and behaviors of others towards achieving a goal. A good leader is able to lead an organization well and can join his subordinates; there is no difference between superiors and subordinates; he can

also carry out his duties together with his subordinates; and he can control the tasks given to his subordinates. The lack of leadership roles in creating harmonious communication and providing employee coaching will cause low employee performance levels. Likewise, a lack of employee motivation, such as not being disciplined to enter work or being lazy at work, will cause low employee performance. Budiasih Mother and Child Hospital provides the best health services, but there are still shortcomings that cannot be separated from performance problems.

METHODS

In this study, the number of employees/population at Budiasih Mother and Child Hospital was 167. The author uses his sample of 62.5 respondents, which rounds up to 62 respondents.

Operational Definition

In the study entitled "Professional Ethics of Nurses and Midwives in Work Motivation and Transformational Leadership Style on the Performance of Nurses and Midwives," there are three variables. These variables are connected to find out the level of relationship between them. Each of the variables related to this study is divided into:

1. Work motivation (X1) and transformational leadership style (X2) are independent variables. An independent variable is a variable that influences or causes changes or arises from dependent variables.
2. Performance (Y) is a dependent variable (bound). A dependent variable is a variable that is affected or that results from an independent variable's existence.

Data Collection Techniques

The data collection technique that the author uses is used in several ways, namely:

1. A questionnaire is a data collection technique that gives respondents a set of questions or written statements to answer. The scale used in the distribution of this questionnaire is the Likert scale, where each answer is given a value weight, as shown in the table as follows: The questionnaire distribution technique uses the simple random sampling technique, which takes sample members from the population randomly without paying attention to the data in that population.
2. Library Research, in this case, the author reads and studies books and notes related to the problem under study.

Data Analysis Techniques

The data normality test is intended to show that the sample data comes from a normally distributed population. Several techniques can test data normality, including the histogram and the Kolmogorov-Smirnov technique with SPSS. In this study, the author used a method with the help of the SPSS for Windows program. Suppose the image forms a straight or almost straight line (data spreads around the diagonal line and follows the direction of the diagonal line). In that case, the sample comes from a normally distributed population normally distributed population.

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1. Correlation analysis

This analysis is used to determine the degree of correlation. That is a number that determines whether there is an influence between stock price and profitability. The analysis used is the correlation of product-moment with the following formula:

$$r = \frac{n \sum XY - \sum X \cdot \sum Y}{\sqrt{\{n \cdot \sum X^2 - (\sum x)^2\} \{n \cdot \sum Y^2 - (\sum Y)^2\}}}$$

Information:

r: Correlation Coefficient

n: Number of Samples

x1: Work Motivation

x2: Transformational Leadership Style

y: Performance of nurses and midwives

The value of the correlation coefficient r ranges from -1 to 1, if:

- a. $r > 0$, meaning that variables X and Y have a positive linear relationship
- b. $r < 0$, meaning that between variable X and variable Y, a negative linear relationship occurs.
- c. $r = 0$, meaning there is no relationship between the variables X and Y.
- d. $r = 1$ or $r = -1$, meaning that there has been a perfect linear relationship, while for the value of r which is increasingly leading to numbers, the relationship is weaker.

2. Product moment correlation coefficient

To analyze the correlation between the independent variable and the dependent variable. Before using product moment correlation, ordinal data is first changed or increased to interval data using the MSI method (method of successive interval). So, the correlation analysis technique used is the correlation of a person's product moment. This correlation technique is used to find the influence and prove the hypothesis of the impact of two variables when the data of both variables is in the form of intervals or ratios. The Product moment correlation formula quoted by Sugiyono (2008: 248) is:

$$r = \frac{n(\sum XY) - (\sum X \sum Y)}{\sqrt{\{n \sum X^2 - (\sum X)^2\} \{n \sum Y^2 - (\sum Y)^2\}}}$$

Information:

r = Pearson product-moment correlation coefficient

n = Number of samples

$\sum x$ = Number of independent variable correlation factors

$\sum y$ = Number of correlation factors of the dependent variable

To find the value of the double correlation coefficient is obtained by the following formula:

$$r^2 yx_1 + r^2 yx_2 - 2ryx_1 \cdot ryx_2 \cdot rx_1 x_2$$

$$Ryx_1 x_2 = \frac{1 - r^2 x_1 x_2}{1 - r^2 x_1 x_2}$$

Where:

$Ryx_1 x_2$ = Correlation between variable X1 and X2 together equal to variable Y

ryx_1 = Pearson product-moment correlation between X1 and Y

ryx_2 = Pearson product-moment correlation between X2 and Y

$rx_1 x_2$ = Pearson product-moment correlation between X1 and X2

3. Multiple Linear Regression

Multiple regression analysis is used by researchers, if the researcher intends to predict how the situation (rise and fall) of the dependent variable (criterium), if two or more independent variables as predictor factors are manipulated (up and down the value). So multiple regression analysis will be performed when the number of independent variables is at least 2. Sugiyono (2005: 210).

The regression equation for the two predictors is:

$$Y = a_0 + b_1 X_1 + b_2 X_2$$

Information:

a_0 = Constant

b_1 = Work Motivation regression coefficient

b_2 = Regression Coefficient of Transformational Leadership Style

X_1 = Work Motivation Variable

X_2 = Transformational Leadership Style Variable

Y = Performance Variable

RESULTS AND DISCUSSION

Respondents' Responses to Transformational Leadership Styles

The following are the results of data obtained from respondents through questionnaires regarding respondents' reactions about the Transformational leadership style at RSIA Budiasih Serang, which consists of 5 questions and can be seen in the following description:

Table 1. In improving employee performance, leaders motivate employees by giving awards or prizes for the work of nurses and midwives

No	Response type	Frequency	Percentage
1	Strongly agree	29	46.8
2	Agree	26	41.9
3	Hesitation	4	6.5
4	Disagree	2	3.2
5	Strongly disagree	1	1.6

Based on the table 1, it can be seen that respondents who expressed strong agreement amounted to 46.8%, respondents who expressed agreement 41.9%, respondents who expressed doubt as much as 6.5%, respondents who expressed disapproval as much as 3.2%, and the rest respondents who expressed strongly disagree as much as 1.6%.

Table 2. In achieving organizational goals, leaders create good cooperation with subordinates

No	Response type	Frequency	Percentage
1	Strongly agree	33	53.2
2	Agree	23	37.1
3	Hesitation	4	6.5
4	Disagree	2	3.2
5	Strongly disagree	-	-

Based on the table 2, it can be seen that respondents who expressed strong approval amounted to 53.2%, respondents who expressed agreement 37.1%, respondents who expressed doubt as much as 6.5%, and the rest of the respondents who expressed disapproval as much as 3.2%.

Table 3. In running the organization, leaders delegate or give authority to employees

No	Response type	Frequency	Percentage
1	Strongly agree	25	40.3
2	Agree	32	51.6
3	Hesitation	4	6.5
4	Disagree	1	1.6
5	Strongly disagree	-	-

Based on the table 3, it can be seen that respondents who expressed strong approval amounted to 40.3%, respondents who expressed agreement 51.6%, respondents who expressed doubt as much as 6.5%, and the rest of the respondents who expressed disapproval as much as 1.6%.

Table 4. In the decision-making process, the leader gives opportunities to his subordinates

No	Response type	Frequency	Percentage
1	Strongly agree	16	25.8
2	Agree	40	64.5
3	Hesitation	5	8.1
4	Disagree	1	1.6
5	Strongly disagree	-	-

Based on the table 4, it can be seen that respondents who expressed strong approval amounted to 25.8%, respondents who expressed agreement 64.5%, respondents who expressed doubt as much as 8.1%, and the rest of the respondents who expressed disapproval as much as 1.6%.

Test the Validity and Reliability of Research Instruments

Validity tests are used to show the level of validity of research instruments, meaning that instruments can be used to measure what should be measured. The decision on a question item can be considered valid, as stated in Chapter III, which can be known if the result exceeds 0.30 ($r_s > 0.30$).

Table 5. Variable work motivation validity test results X1

		Tot_X1	Keterangan
Pert_1	Pearson correlation	0.606 ^{**}	Valid
	Sig (2-tailed)	0.000	
	N	62	
Pert_2	Pearson correlation	0.588 ^{**}	Valid
	Sig (2-tailed)	0.000	
	N	62	
Pert_3	Pearson correlation	0.639 ^{**}	Valid
	Sig (2-tailed)	0.000	
	N	62	
Pert_4	Pearson correlation	0.383 ^{**}	Valid
	Sig (2-tailed)	0.005	
	N	62	
Pert_5	Pearson correlation	0.700 ^{**}	Valid
	Sig (2-tailed)	0.000	
	N	62	
Pert_6	Pearson correlation	0.473 ^{**}	Valid
	Sig (2-tailed)	0.000	
	N	62	
Pert_7	Pearson correlation	0.399 ^{**}	Valid
	Sig (2-tailed)	0.002	
	N	62	
Pert_8	Pearson correlation	0.644 ^{**}	Valid
	Sig (2-tailed)	0.000	
	N	62	
Tot_X1	Pearson correlation	1	Valid
	Sig (2-tailed)		

Table 6. Variable work motivation validity test results X2

		Tot_X2	Keterangan
Pert_1	Pearson correlation	0.720 ^{**}	Valid
	Sig (2-tailed)	0.000	
	N	62	
Pert_2	Pearson correlation	0.617 ^{**}	Valid
	Sig (2-tailed)	0.000	
	N	62	
Pert_3	Pearson correlation	0.613 ^{**}	Valid
	Sig (2-tailed)	0.000	
	N	62	
Pert_4	Pearson correlation	0.515 ^{**}	Valid
	Sig (2-tailed)	0.000	
	N	62	
Pert_5	Pearson correlation	0.633 ^{**}	Valid
	Sig (2-tailed)	0.000	
	N	62	
Tot_X2	Pearson correlation	1	Valid
	Sig (2-tailed)		
	N	62	

Table 7. Results of employee performance validity test variable Y

		Tot_Y	Keterangan
Pert_1	Pearson Correlation	0.574**	Valid
	Sig (2-tailed)	0.000	
	N	62	
Pert_2	Pearson Correlation	0.700**	Valid
	Sig (2-tailed)	0.000	
	N	62	
Pert_3	Pearson Correlation	0.417**	Valid
	Sig (2-tailed)	0.001	
	N	62	
Pert_4	Pearson Correlation	0.627**	Valid
	Sig (2-tailed)	0.000	
	N	62	
Pert_5	Pearson Correlation	0.801**	Valid
	Sig (2-tailed)	0.000	
	N	62	
Pert_6	Pearson Correlation	0.494**	Valid
	Sig (2-tailed)	0.000	
	N	62	
Pert_7	Pearson Correlation	0.489**	Valid
	Sig (2-tailed)	0.000	
	N	62	
Tot_Y	Pearson Correlation	1	Valid
	Sig (2-tailed)		
	N	62	

Based on the results of data processing, it is known that all questions on the variables work motivation (X1), transformational leadership style (X2), and employee performance (Y) resulted in a correlation coefficient value of more than 0.30 ($r_s > 0.30$). This result shows that all questions in the variable have a high validity value to be used as further testing material. Based Table 8, it can be concluded that all research variables have reliability because the alpha value is greater than 0.60, so that it can be used as further testing material.

Table 8. Work motivation reliability test (X1)

Cronbach's Alpha	N of Items	Variable
0.705	8	X1
0.676	5	X2
0.689	7	Y

Testing the Classical Assumptions of Regression Models

Table 9. Linearity test results

	Unstandardized coefficients		Standardized coefficients		
	B	Std. Error	Beta		
Constant	7.375	5.092		1.448	0.153
	0.298	0.140	0.328	2.133	0.037
	0.460	0.251	0.408	1.832	0.072
	-109.680	161.992	-0.121	-0.677	0.501

Classical assumption testing of regression models is used as a tool to prove the proposed hypothesis. Testing the classical assumptions of the regression model in this study consists of: linearity, normality, multicollinearity and heteroscedasticity. Table 9, Table 10, Figure 1 and Figure 2 show that all classical assumptions for the linear regression test requirements have met the requirements, so that a multiple linear regression test can be carried out as shown in Table 11.

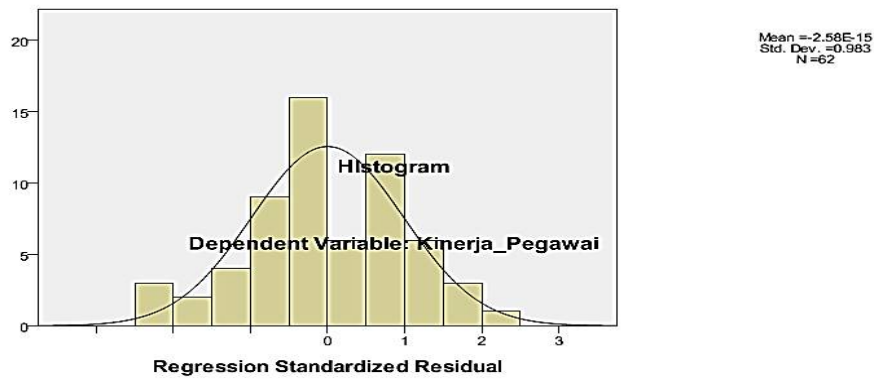


Figure 1. Normality test results

Table 10. Multicollinearity test results

	Unstandardized coefficients		Standardized coefficients			Collinearity statistics	
	B	Std. Error	Beta			Tolerance	VIF
Constant	9.883	3.478		2.842	0.006		
	0.346	0.120	0.381	2.885	0.005	0.619	1.614
	0.323	0.149	0.287	2.172	0.034	0.619	1.614

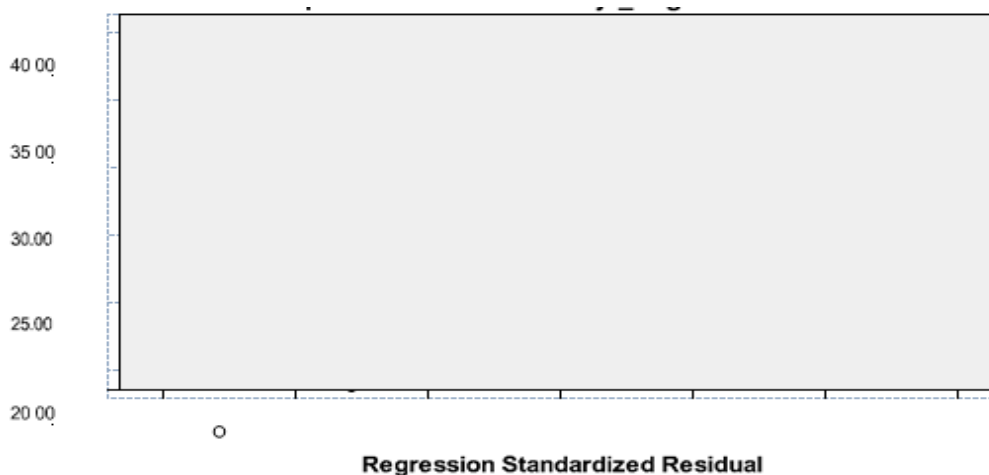


Figure 2. Heteroscedasticity test results

Multiple Linear Regression Analysis

Based on the table 11, the regression equation can be written: $Y = 9.883 + 0.346 X_1 + 0.323 X_2$ (X_1 = work motivation, X_2 = transformational leadership style, Y = employee performance, a = constant, b = coefficient). In accordance with the regression line equation obtained, the regression model can be interpreted as follows:

1. The value of the constant coefficient is 9.883, this means that if the values of X_1 (Work Motivation) and X_2 (Transformational Leadership Style) are considered constant, then the level or magnitude of the dependent variable Y (Employee Performance) will change by 9.883.

2. The value of the coefficient b1 is 0.346 means that if the value of X1 increases by one unit, while the other independent variable is fixed, then the level of variable Y will increase by 0.346. Vice versa if the value of X1 decreases by one unit, while the variable X2 remains, the level of variable Y will decrease by 0.346.
3. The value of the b2 coefficient is 0.323 means that if the value of X2 increases by one unit, while the other independent variable is fixed, then the level of variable Y will increase by 0.323. Vice versa if the value of X2 decreases by one unit, while the variable X1 is fixed, the level of variable Y will decrease by 0.323.

Table 11. The results of multiple linear regression analysis

	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta		
Constant	9.883	3.478		2.842	0.006
	0.346	0.120	0.381	2.885	0.005
	0.323	0.149	0.287	2.172	0.034

X1 = work motivation, X2 = transformational leadership style, Y = employee performance

DISCUSSION

The results of the analysis show that work motivation and transformational leadership style have a positive effect on employee performance. This means that the more work motivation and transformational leadership style increases, the employee performance will also increase. Or in other words, employee performance can be improved through increasing work motivation and transformational leadership in the related work environment, which in this research, the workers involved are nurses and midwives, while the work place involved is the hospital. This can be a basis for consideration for managers in authority to build work motivation and transformational leadership style on an ongoing basis so that the performance of nurses and midwives can be maintained.

Improving and maintaining the performance of nurses and midwives in hospitals is very important to provide quality and safe health services for patients.⁽¹⁰⁻¹²⁾ The performance of nurses and midwives is influenced by various factors, such as competence, motivation, work environment, supervision and incentive systems.^(5,13-16) Therefore, hospitals need to make efforts to improve and maintain the performance of nurses and midwives, such as: 1) Providing ongoing training and education to improve the professional knowledge, skills and attitudes of nurses and midwives; 2) Providing fair and transparent feedback and rewards to increase motivation and job satisfaction for nurses and midwives; 3) increasing the availability and quality of work facilities and infrastructure, such as medical equipment, medicines, personal protective equipment and sanitation facilities; 4) improve communication and collaboration between nurses, midwives, doctors and other health workers to improve coordination and collaboration in providing health services; 5) improve the system for monitoring and evaluating the performance of nurses and midwives regularly and systematically to identify strengths, weaknesses, opportunities and challenges in improving performance. Thus, improving and maintaining the performance of nurses and midwives in hospitals can provide benefits for patients, health workers, hospitals and society as a whole.

The results of this study show that work motivation is proven to be a determinant of the performance of nurses and midwives in hospitals. Work motivation is the drive or desire that encourages someone to do a job as well as possible. Work motivation can improve the performance of nurses and midwives as employees in hospitals for several reasons. First, work motivation can improve the quality of health services provided to patients. Motivated nurses and midwives will be more committed, professional and empathetic in carrying out their duties. Second, work motivation can increase the job satisfaction of nurses and midwives. Motivated nurses and midwives will feel more appreciated, recognized and appreciated by superiors, colleagues and patients. Third, work motivation can increase the loyalty of nurses and midwives to the hospital. Motivated nurses and midwives will feel more at home, proud and responsible for the hospital where they work. Therefore, work motivation is an important factor that can improve the performance of nurses and midwives as employees in hospitals.^(17,18)

The results of this research show that transformational leadership style is proven to be a determinant of the performance of nurses and midwives in hospitals. Why can a transformational leadership style improve the performance of nurses and midwives as hospital employees? One reason is because this leadership style encourages nurses and midwives to innovate, collaborate, and commit to the hospital's vision and mission. Transformational leadership style also provides support, motivation and appreciation to nurses and midwives who excel, thereby increasing their job satisfaction and loyalty. Thus, a transformational leadership style can improve the quality of health services, patient safety and hospital operational efficiency.

CONCLUSION

Based on the research results, it can be concluded that work motivation and transformational leadership style are determinants of the performance of nurses and midwives at Budiasih Mother and Child Hospital, Serang, Indonesia.

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