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Review Article

Overview of Nurse Motivation in Adult Inpatient Room

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Abstract

Aims: to determine the description of the level of nurse motivation in the inpatient ward of Dabo Regional Hospital.

Method: This study used a descriptive design with a total sampling of 44 nurses in the adult inpatient ward of Dabo Regional Hospital. Data were collected through a nurse motivation questionnaire consisting of 13 statements and analyzed using a frequency distribution.

Results: The results showed that 59.09% of nurses experienced low motivation, while 40.91% had high motivation. Demographic characteristics, such as age, gender, education, and length of service, influenced the level of motivation.

Discussion: Factors that influence nurse motivation include the work environment, management support, and reward systems. An unsupportive work environment and lack of appreciation from management contributed to this problem.

Conclusion: This study concludes that there is an urgent need to improve nurses' motivation at Dabo Regional Hospital through effective managerial strategies. Recommendations for further research are to determine the factors that influence nurses' work stress in adult inpatient wards.

Keywords:

Adult, Hospital, Inpatient Care, Motivation, Nurses


INTRODUCTION

Nurses play a vital role in adult inpatient wards by providing quality care, supporting patient recovery, administering medication, and engaging in empathetic daily interactions (1). Nurse motivation is essential for achieving these outcomes, as higher motivation improves performance and care quality, while low motivation can lead to burnout and compromised care (2). Various social and professional challenges, such as heavy workloads, emotional stress, and complex health team dynamics, affect nurse motivation (3).

In Indonesia, approximately 1.1 million registered nurses serve the population, yet the nurse-to-population ratio remains low,

at 1.4 per 1,000 people—well below the WHO's recommended ratio of 3-5 per 1,000 (4). Nurses face significant challenges in inpatient settings: 65% report high workloads, and 57% experience burnout due to emotional stress and insufficient managerial support (5). A reported 45% of nurses express job dissatisfaction, and 80% of hospitals struggle with nursing staff shortages, further exacerbating the workload (6).

Nurses in adult inpatient settings face a number of significant specific issues, including high levels of stress, symptoms of burnout, and low job satisfaction. Increased stress levels are often due to heavy workloads, staff shortages, and the high emotional demands of caring for critically ill

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patients (6). Adult inpatient nurses encounter stressors, burnout, and low job satisfaction, primarily due to the emotional and physical demands of caring for critically ill patients (7). Research indicates that over 57% of nurses show burnout symptoms, which impair their ability to provide optimal care (8). Moreover, unmotivated nurses may fail to deliver adequate care and empathy, increasing the risk of medical errors and reducing patient satisfaction (3).

Motivation plays a very important role in the work of nurses, because high motivation is closely related to their increased performance. Motivated nurses tend to show better productivity and efficiency in carrying out tasks, which is very crucial in the inpatient setting where quick decisions are needed for patient care (9). In addition, good motivation has a direct impact on the quality of care, where nurses who feel appreciated are more likely to provide greater attention to patients, thereby improving satisfaction and clinical outcomes (10). Motivation also contributes to patient safety, as motivated nurses are more likely to follow safety procedures and communicate effectively with the medical team, which reduces the risk of errors. Furthermore, a positive work environment is created from high motivation, where nurses support each other and work together, which in turn reduces stress and the risk of burnout (11).

The problem of nurse motivation in adult inpatient wards is influenced by various challenges that can hinder their enthusiasm and performance. Factors such as an unsupportive work environment, inadequate reward systems, mental well-being, and minimal management support play a major role in influencing the level of nurse motivation (8). Previous studies have shown that 65% of nurses report feeling unappreciated in their work environment, which contributes to low motivation and job satisfaction (10). In addition, lack of motivation can lead to serious problems related to workforce retention and burnout. Unmotivated nurses tend to have higher

turnover intentions, given that they feel dissatisfied with their jobs (12). The purpose of this study was to determine the description of nurses' motivation in the adult inpatient ward at Dabo Regional Hospital.

METHODS

Study Design

This descriptive study aimed to provide an overview of nurse motivation within the adult inpatient ward at Dabo Regional Hospital. A descriptive design was chosen to effectively capture the current state of nurse motivation, allowing for a clear depiction of the phenomenon being studied. The sample consisted of 44 nurses who were actively employed in the ward, and due to the small population size, total sampling was utilized to include all eligible participants. Inclusion criteria required that participants be currently employed and willing to take part in the study, ensuring a representative sample of the nursing staff.

Data Collection

Data collection was carried out using a nurse motivation questionnaire, which comprised 13 items assessed on a Likert scale. Respondents rated their level of agreement with each statement, ranging from "strongly disagree" to "strongly agree," with corresponding numerical scores assigned for analysis: 1 for "strongly disagree" up to 4 for "strongly agree." The questionnaire was rigorously tested for validity and reliability, yielding a validity score of 0.632 and a high reliability score above 0.80, indicating strong internal consistency of the measurement tool.

Ethical Consideration

Ethical principles were upheld throughout the research, ensuring respect for participants' autonomy, fairness, beneficence, non-maleficence, and confidentiality. Participants were fully informed about the study's purpose and procedures before providing their voluntary consent, and measures were

taken to protect data confidentiality during the research process.

Data Analysis

Data analysis involved the use of frequency distribution to effectively describe both the characteristics of the respondents and their levels of motivation. The results were organized and presented in frequency distribution tables, which provided valuable insights into demographic factors and the motivation scores of the nursing staff,

facilitating a better understanding of the current motivational climate within the ward.

RESULTS

Univariate analysis in this study uses the frequency where the test is to determine the distribution of respondent characteristics. Based on the calculation, the results of the univariate analysis are as follows (Table 1):

Table 1.
Distribution of Respondents (n=44)

Characteristics	f	(%)
Age		
Late Teenagers	8	18.2
Early Adulthood	28	63.6
Late Adulthood	7	15.9
Early Elderly	1	2.3
Gender		
Woman	40	90.9
Man	4	9.1
Education		
D3	39	88.6
S1	5	11.4
Length of work		
<1 Year	3	6.8
1-5 Years	28	63.6
>5-10 Years	8	18.2
>10 Years	5	11.4

Based on table 1, it is obtained information that most respondents are in early adulthood, which is 28 people (63.6%). The majority of respondents are also women, with a total of 40 people (90.9%). Based on education, respondents who have a D3 degree reach 39 people (88.6%). In addition, most respondents have 1-5 years of work experience, which is 28 people (63.6%).

Table 2.
Frequency distribution of nurse motivation at Dabo Regional Hospital (n=44)

Nurse Motivation	f	Percentage (%)
Low	26	59.09
Tall	18	40.91
Total	44	100%

The results of the analysis of table 2 show that of the 36 respondents, 26 people (59.09%) stated that nurse motivation was at a low level, while 18 people (40.91%) stated that nurse motivation was at a high level (Table 2).

DISCUSSION

The results of the study showed that of the 44 respondents, the majority were early adulthood (63.6%) and were dominated by women (90.9%). Most respondents had a D3 education (88.6%) and had worked for between 1-5 years (63.6%). The dominance of early adulthood and D3 education indicates that many nurses are still in the early stages of their careers, where they may face high stress and demands that can reduce motivation (13). In addition, the high proportion of women in the nursing profession may reflect different social pressures and expectations, which may affect work morale. Meanwhile, with most respondents having 1-5 years of work experience, they may feel underappreciated or face boredom in routine tasks, which could be a cause of low motivation (1).

Motivated nurses tend to be more proactive and responsive to patient needs, resulting in increased patient satisfaction and better clinical outcomes (14). Conversely, low motivation can cause nurses to experience stress, burnout, and lack of commitment, which can potentially reduce the quality of care and increase the risk of medical errors (11). Based on previous research showing that around 65% of nurses experience stress due to high workload, the results of this study are in line with these findings (15). Nurses with less than five years of work experience tend to be more susceptible to decreased motivation, similar to the findings obtained at Dabo Regional Hospital. In addition, other studies have found that minimal management support contributes to low nurse motivation (16,17).

The results of the study showed that out of 44 respondents, 26 people (59.09%) had

low levels of motivation, while 18 people (40.91%) had high motivation. This finding indicates that the majority of nurses at Dabo Regional Hospital face challenges in maintaining motivation, which has the potential to negatively impact the quality of care they provide (18). Nurses with low motivation tend to feel stressed, underappreciated, and overworked, while nurses with high motivation typically feel better support from management and have a positive work environment (19). Factors that influence this level of motivation include an unsupportive work environment, inadequate reward systems, and weak managerial support (20).

The factors that influence nurse motivation are very diverse and play an important role in determining their work spirit. One of the main factors is the work environment, where physical and psychological conditions in the workplace can have a significant impact on motivation (21). An unsupportive environment, such as a lack of adequate facilities, uncomfortable workspaces, or poor relationships between team members, can reduce nurse morale and result in low levels of motivation (22,23). In addition, management support is also a crucial factor that influences motivation. Nurses who feel they receive support and recognition from their superiors tend to have higher motivation, while lack of support can make nurses feel ignored and less valuable in the organization (24). Then, an inadequate reward system can hinder nurse motivation; good rewards, both financial and non-financial, are very important to increase work morale (25,26).

Low nurse motivation can have a significant negative impact on the quality of care and patient safety, with unmotivated nurses tending to be less proactive and less attentive to patient needs (27,28). This can lead to errors in medication administration, neglect of safety procedures, and decreased quality of interactions with patients. The results of a study at Dabo Regional Hospital showed that 59.09% of nurses experienced

low motivation, which has the potential to reduce the quality of care they provide. Nurses who feel underappreciated and face high pressure in the work environment may neglect important steps in care, such as checking a patient's medical history thoroughly before administering medication (17,29). This situation not only increases the risk of medical errors, but can also threaten overall patient safety (12).

The relationship between nurse motivation and the level of burnout experienced is very close, where low motivation is often one of the causes of burnout. Unmotivated nurses tend to experience emotional exhaustion, depersonalization, and decreased personal accomplishment, which are the main symptoms of burnout (30). Previous research shows that nurses who experience high stress due to excessive workload are more likely to experience burnout (31). Other studies have shown that a lack of managerial support contributes to low motivation, which in turn can increase the risk of burnout (32).

This study has several limitations that may affect the generalizability and interpretation of the findings. The study was conducted in a single hospital (Dabo Regional Hospital), which limits the ability to generalize the results to other hospitals or healthcare settings. The specific work environment, organizational culture, and managerial practices at this hospital may differ from those in other hospitals, potentially influencing nurse motivation levels differently.

CONCLUSION

The conclusion of this study shows that most nurses at Dabo Regional Hospital experience low motivation as many as 26 nurses (59.09%). This has a negative impact on the quality of care provided and patient safety, and is closely related to the level of burnout experienced by nurses. The discussion reveals that factors such as the work environment, management support, and reward systems contribute significantly to nurse motivation.

NURSING IMPLICATIONS

The nursing implications of these findings emphasize the need for hospital management to create a supportive work environment and provide rewards and training for nurses. Recommendations for further research are to explore the factors that influence nurses' work stress in adult inpatient wards, in order to gain a better understanding of the challenges faced by nurses and develop effective strategies to improve their well-being.

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