ABSTRACT

INFLUENCE OF PERSONAL VALUE, COMPETENCIES AND ALTRUISM TOWARD INCREASE OF NURSES PERFORMANCE AT MOJOWARNO CHRISTIAN HOSPITAL

Hospital as health service institution have to can give certifiable service to consumer as user of service, both to patient and his or her family. Every employee of hospital, both medic and non medic staff in giving service have to can show friendly attitude, polite, listen carefully in realizing service which quickly and precisely and also ready to assist whosoever without doing to discrimination. Mojowarno Christian Hospital (RSKM) as one of the health service provider institution, also try tired realizing of excellence service as according to its vision and mission that is: Becoming trustworthy Hospital as love form to God and human being. Its form is quality of excellence service in hospital in general is not quit from human resource performance (employee) had by institute. Performance of employee besides influenced by organizational factors but also influenced by personals factor like Personal Values, competencies, and altruism attitude. This research aim to study influence of Personal Value, competencies and altruism toward employee performance in RSKM Jombang regency. Subject in this research amount to 126 employee consist 110 nurses and 16 midwifes. Measurement of data to the each variable use questionaire.

Analysis result showed no influence of Personal Values toward nurses performance at Mojowarno Christian Hospital in Jombang regency ($r_{1y} = 0.093$ ; sig. 0.688 ($p>0.05$)). Employee competencies have an effect on very signifikan to make-up of nurses performance at Mojowarno Christian Hospital in Jombang regency ($r_{2y} = 0.598$ ; sig. 0.000 ($p< 0.01$)), and officer altruism have an effect on very signifikan to make-up of nurses performance at Mojowarno Christian Hospital in Jombang regency ($r_{3y} = 0.564$ ; sig. 0.000 ($p< 0.01$)).

Simultaneously third variables of Personal Values, competencies and altruism have an effect on very significant to nurses performance variable ($R = 0.680$). Determinant coefficient of $R = 0.463$ explaining that 46.3% nurses performance varies explained by Personal Values, competencies and Altruism variables, while 53.7% explained by error varians, or by other variables which do not perceived in this research. By partial competencies variable of $X_2$ have influence most dominant from third variables of independent to performance nurses, with coefficient of partial $r_{2y} = 0.457$, and variable of $X_3$ with coefficient of partial $r_{3y} = 0.403$ giving contribution which equivalent almost with competencies variable. On the contrary Personal Values variable $X_1$ give contribution very small and not significant so that its influenced can be disregarded or its influenced to nurses performance do not calculation.

Keywords: Performance, Personal Values, competencies, and altruism