

ABSTRACT
**THE RELATIONSHIP AMONG INDIVIDUAL CHARACTERISTIC AND
JOB SATISFICATION IN NURSES INPATIENT**

A Descriptive Analytic Cross-Sectional Study In RSUD Sidoarjo

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Introduction: Satisfaction is the level of perceived state of someone who is the result of comparing the performance or outcome of product are perceived in relation to expectations. Nurse job satisfaction is influenced by several factors including the individual characteristics which include knowledge, attitude, and motivation. The purpose of this study was to determine the relationship of the individual characteristics and job satisfaction of nurses with an explanation performance theory by Kopelman and the theory of Needs by Abraham Maslow. **Methods:** The study was a descriptive analytic cross-sectional design. The study population was a civil servant (PNS) nurse inpatient in RSUD Sidoarjo with a total sample of 56 people who are determined by simple random sampling. Data were collected by questionnaire and analyzed using linear regression test with cut-point of 0.5 is taken amidst so if the value of $R = 0.5$ moderate relationship / medium, <0.5 weak ties, > 0.5 strong relationship. **Result:** regression analysis showed the value of $R = 0.126$ it indicates that the relationship of the independent variables and the dependent variable is weak, while the value of the coefficient of determination or R Square shows a value of 0.016 or 1.6%, meaning that the independent variable has an effect only 1.6% on the dependent variable, while 98.4% are influenced by other factors such as hospital policy, workload, supervision and remuneration received by nurses. **Discussion:** Knowledge, attitudes, motivation as one of the individual characteristics components should be developed to support the performance of nurses in the implementation of professional responsibility. Developing individual characteristics will affect the job satisfaction of nurses, although still needs to be supported by external factors of the work environment.

Keywords: individual characteristics, knowledge, attitudes, motivation, job satisfaction.