

## ABSTRACT

Motivation have an unique characteristic, in spite of influence by compensation, only non financial compensation (e.g. promotion, power, education, flattering, acknowledgement, reward, etc) were lead the influence on low level of nurse's motivation as the result of the research of "Compensation and nurse's work motivation in Delta Surya Hospital by November 2001". This study clearly shown, if the hospital want to increasing their nurse's work motivation, giving them a high wage or incentive is not the best decision because there are many other factor have the obligation.

The other finding in this study explained that pension insurance have the highest level for the nurse expectation of compensation. Whereas the urging factor for working at Delta Surya Hospital is reward system, but wage and incentive have the highest position for nurse's expectation. The fact finding in this study explained that the nurse's value of compensation did not influential to the low level of nurse's motivation.

It would be worthy if this study done periodically and consistently; it is possible the result of this study will accept nationally or internationally in the future.

Key words : nurses work motivation, financial compensation, non financial compensation, nurse's expectation.