ABSTRACT

INFLUENCE OF SOCIAL CAPITAL ON THE PERFORMANCE OF THE NURSE IN RSUD dr. R. SOEDARSONO PASURUAN WITH MOTIVATION AS A MODERATING VARIABLE

This study aims to test the influence dimensions of social capital on the performance of nurses in RSUD Dr. R. Soedarsono Pasuruan with nurse motivation as a mediator. Manifold quantitative research design, test certain theories by examining the relationship between variables, using a cross sectional study approach. The independent variable in this study is the social capital with the three dimensional ie structural dimension (X1), relational (X2) and cognitive (X3). While the dependent variable is the performance of nurses (Y). The intervening variable is the motivation of nurses (Z). The collected data is processed by descriptive and analytic. Quantitative data from questionnaires filled out by 198 respondents and were analyzed by using path analysis.

The results of this study indicated that structural social capital on the performance of nurses in RSUD Dr. R. Soedarsono Pasuruan. While cognitive social capital does not affect the motivation of nurses. Of the three dimensions of social capital is only cognitive social capital nurses in hospitals Dr. R. Sudarsono that affect the performance of the nurse. Whereas relational structural social capital and social capital has no effect on the performance of nurses. As for the motivation of nurses in RSUD DR. R. Soedarsono Pasuruan not affect the performance of nurses. A;though it is not too strong, the dimensions of social capital nurse in RSUD DR. R. Soedarsono Pasuruan effect on the performance of nurses when mediated by nurse motivation.

Key words: social capital, performance, motivation