

ABSTRACT

Effect of Soft Competency and Hard Competency on Nurse Performance at Sidoarjo Regional General Hospital

This study aims to analyze the effect of Soft Competency and Hard competency on the performance given by nurses and analyze the effect of Soft competency and Hard competency together to the performance given by the nurse.

Respondents in this research are some of the nurses in Sidoarjo General Hospital are 120 people, with details of 24 people on 4 inpatient rooms (Tulip, Teratai, Mawar Kuning, Mawar Merah) and 1 outpatient room. Respondents were asked to complete the questionnaire to be given and give scores (assessments) on each item of question that had been made before. The results of the questionnaire were then analyzed statistically to assess the correlation of Soft Competency and Hard Competency on performance.

Research on the influence of Soft Competency and Hard Competency on the performance of nurses at Sidoarjo Regional General Hospital was done by giving questionnaires to some 120 nurses to assess Soft Competency (Communication, Concern), and Motive (Motive)), Hard Competency (Knowledge), Skill (Skill), Abilities) as well as nurse performance of Sidoarjo Regional General Hospital. The questionnaires given to nurses were then tested for validity and reliability with the help of computer statistics software (SPSS), as well as the partial or simultaneous relationship between Soft Competency (X1), and Hard Competency (X2), on nurses performance (Y).

The results showed that there is a significant relationship between Soft Competency (X1), and Hard competency (X2), on nurse's performance (Y). This is seen from the F test and it is known that the sig F Count is 0,000 smaller than $\alpha = 0.05$, then H0 is rejected and H1 is accepted.

The result of multiple linear regression analysis shows the coefficient of determination (R2) the influence of Soft Competency and Hard Competency on the performance of nurse equal to 0,823 where there is 82,3% influence of independent variable to bound, For t-test of Soft Competency influence to nurse performance resulted sig 0,030 bigger ($>$) than $\alpha = 0.50$, which means no significant effect of Soft Competency on nurse performance. While for the t-test the influence of Hard Competency on the performance of nurses produced sig 0.000 smaller ($<$) than $\alpha = 0.50$, which means there is a significant Hard Competency influence on the performance of nurses, so it can be said that H0 rejected and H1 accepted simultaneously show Soft Competency and Hard Competency have a significant influence on nurse performance.

Keywords: Soft Competency, Hard Competency, Performance, Nurse.