



## **Intrinsic Motivation on The Nurses Performance In General Hospital of Labuang Baji Makassar**

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**Abstract :** The main factor that affecting the performance of health workers is their motivation in working. The study aimed to analyze the impact of intrinsic motivation on the nurses performance in Inpatient of General Hospital Labuang Baji Makassar. Mixed methods designs have been used to combine quantitative and qualitative approaches with cross sectional study design. The population of the study consisted of all nurses executor in inpatient which amounts to 130 peoples. The sampling technique in this research was *accidental sampling* amounts to 108 peoples. The data were collected through questionnaires and an in-depth interview guide. There were 14 informants which consisted of chief of nursing unit, head of nursing room, nurses team leader, nurses and patient. Data were analyzed with Chi-Square and logistic regression test by using SPSS 20 software. The results showed that there was an effect of achievement ( $p=0,002$ ), recognition ( $p=0,002$ ) and responsibility ( $p=0,038$ ) on the nurses performance. The results of logistic regression analysis shows that achievement is the most affected variable on the nurses performance in Inpatient of General Hospital Labuang Baji Makassar. Furthermore, all of intrinsic motivation variables that affect on the nurses performance need to be considered and used as a benchmark in the future policy making in hospital institutions.

**Keywords :** intrinsic motivation, nurses performance, inpatient.

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