The Influence of Empowerment and Compensation Towards The Work Productivity of Nurse and Midwife in The Faisal Islamic Hospital of Makassar

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Abstrack--- Labor productivity is an issue that should receive serious attention from the hospital, because increase in labor productivity will not happen by itself, but there should be effort and participation from both the hospital and from the employees themselves. The purpose of this study was to analyze the influence of empowerment and compensation on the productivity of nurses and midwives working in hospitals Islam Faisal Makassar. The kind of research used is analytic survey with cross sectional study samples studied is the entirety of the amount of the studied population numbering 130 people. The analysis was conducted with the Structural Equation Modeling (SEM). The results showed that there was no effect of empowerment on the productivity of nurses and midwives with a t-value = 1:09 (1:09 <1.96) caused due to condition of each individual in which every individual has their own opinion about empowerment, and there is influence between compensation and productivity of nurses and midwives in hospitals Islam Faisal Makassar with t-value of 2:33 (2:33> 1.96). So that the compensation perceived by the respondent or another employee will continue to represent an increase in productivity. Based on two variables that have more influence to work productivity of nurses and midwives is compensated. Should the implementation of empowerment and good compensation to nurses and midwives in order to increase the productivity of nurses and midwives.

I. INTRODUCTION

The increase of work productivity on both of nurse and midwife is an expectation for every hospital. Having a high quality of human resources determines the effectiveness of a hospital. The skilled nurse and midwife who acquiring their fields, having high loyality and the work spirit are being an invalueable capital, as a consequence, the hospital needs to maintain up the existence of the officers. The phenomenon that often occurs is when the hospital performance which has been good and qualified is going to be damaged directly or indirectly caused by the bad officers' performance. The decrease of the work productivity on the hospital effects to the officers' decision for leaving their job, for instance. For creating a conducive work environment, of course, it is not easy to do by the hospital management. The hospital should be able to motivate all of officers in order to encourage them to execute their job and able to increase the whole of hospital productivity.

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II. METHOD

The increase of work productivity on both of nurse and midwife is an expectation for every hospital. Having a high quality of human resources determines the effectiveness of a hospital. The skilled nurse and midwife who acquiring their fields, having high loyalty and the work spirit are being an invalueable capital, as a consequence, the hospital needs to maintain up the existence of the officers. The phenomenon that often occurs is when the hospital performance which has been good and qualified is going to be damaged directly or indirectly caused by the bad officers' performance. The decrease of the work productivity on the hospital effects to the officers' decision for leaving their job, for instance. For creating a conducive work environment, of course, it is not easy to do by the hospital management. The hospital should be able to motivate all of officers in order to encourage them to execute their job and able to increase the whole of hospital productivity. In increasing the officer's productivity in a hospital, it needs to do some ways, one of them is empowerment and compensation. When a hospital has been successful in providing the best service for the patients, then many of them can be recovered. It means that the service of hospital work can be considered into a good category. Therefore, for maintaining up the nursing care quality of, it needs motivation in a work so the officers' work productivity especially for both of nurse and midwife can be upgraded, then it will influence the providing of good nursing care for patients and their families.

The Faisal Islamic Hospital is a hospital which works to increase the officers' work satisfaction in order to their productivity for the patients is going to be increased. This case elaborates that one of the strategies that can bring a success for the hospital in the health sector is by providing the best service with the high quality reflecting into work performance of its service such as providing the stimuli of recompense attractively and provitable.

There is a kind of empowerment conducted by the Faisal Islamic hospital for both of nurse and midwife. It is by involving them into the trainings which it takes turns and proposed to nurse and midwife at twice in a year. Beside joining the off-field trainings, they also often get the trainings that provided by the hospital such as self-learning, tutorial, case study, and quality control group. But, its problem is both of the nurse and midwife who given the responsibility to do training, sometimes, cannot apply it into their real work environment towards what they can be learnt during attending the trainings. Based on the interview result that has been done and self-observation, it shows that 50% of the nurse and the midwife who attending the trainings cannot apply what they learnt in their real work. This case is being a serious problem to increase the work productivity for both of nurse and midwife.

III. RESULT AND DISCUSSION

1. Descriptive Analysis

   Respondent Characteristics

Table 1 Distribution of Nurse and Midwife based on Gender, Education, and Work Length in Faisal Islamic Hospital of Makassar

Category	Frequency	Percentage (%)
Gender		
Male	47	36.2
Female	83	63.8
Last Education		
SPK	1	0.8
D3 Nursery/D3 Midwifery	74	56.9
Bachelor	42	32.3
Other	13	10.0
Work Length		
< 1 year	11	8.5
1 – 5 years	46	35.4
6 – 10 years	46	35.4
11 – 20 years	24	18.5
>20 years	3	2.3

Based on the table 5.1, it shows that the most gender is female which about 63.8%, while male is about 36.20%. The amount of most education is D3, Nursery Diploma III / Midwifey Diploma III about 56.9% and the fewest is SPK about 0.8%. The amount of the work length is 1-5 years and 6-10 years about 35.4% while the fewest work length is >20 years about 2.3%.

2. Respondent Answer

Respondent perception about the empowerment owned by the respondents can be seen on table 5. 15

Table 2 The Result of Descriptive Variable on Respondent Empowerment in the Faisal Islamic Hospital of Makassar

Number	Question Category	Answer Score				
		1	2	3	4	5
1	Meaning	0	30	26	54	20
2		1	27	39	36	27
3		11	36	27	37	19
4	Competency	8	25	42	42	13
5		3	23	27	58	19
6		4	30	41	41	14
7	Self-Consideration	5	44	17	41	23
8		3	42	26	47	12
9	Effect	2	42	21	46	19
10		2	62	17	38	11

Source : Primary Data

Based on the table 5.2, it can be seen that four indicators which studied generally shows the respondent perception (nurse and midwife) towards the empowerment variable with the competency indicator is about 58 respondents answer the question with very agree, then it is considered as good. This case describes a condition which empowerment that has been applied in the hospital. But, there are still several respondents

answer with score 1 and 2. So that, this variable has the potency to create the negative effect if it is related to other variables.

Table 3. The Result of Descriptive Respondent Analysis on Compensation Variable in the Faisal Islamic Hospital of Makassar

Number	Question Category	Answer Score				
		1	2	3	4	5
1	Financial	8	25	31	66	0
2		29	47	18	30	6
3		17	55	36	16	6
4		17	36	36	25	16
5		10	26	48	36	10
6		23	53	31	16	7
7		13	19	25	66	7
8	Non Financial	0	22	41	64	3
9		0	22	28	70	10
10		6	37	38	36	13
11		0	24	47	48	11
12		2	17	34	60	17
13		0	27	30	53	20
14		2	28	39	48	13

Source : Primary Data

Based on the table 5.4 from the both of indicators researched generally, the respondents' perception (nurse and midwife) towards the competency variable with non financial indicator, 70 respondents answer the question with very agree and it is considered as good. This case shows a condition which compensation has been applied. But there are still several respondents answer with score 1 and 2 especially for financial indicator. Thus, this variable has the potency creating the negative effect if it is connected to other variables. .

3. Data Analysis Using lisrel

Picture 1. Conceptual Diagram
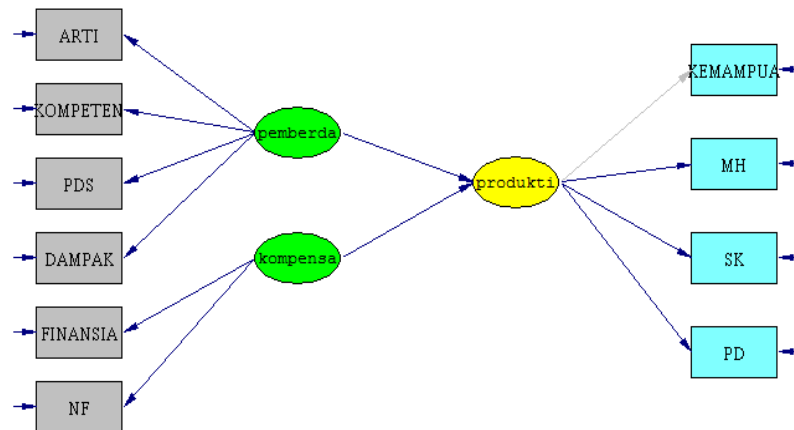
Detail:

Produktivitas Kerja	: Work Productivity
MH	: Increasing the result that has been got
SK	: Work Spirit
PD	: Self Development
Kompensasi	: Compensation
Finansial	: Financial Compensation
NF	: Non Financial Compensation
Pemberdayaan	: Empowerment
Arti	: Meaning
Kompeten	: Competency
PDS	: Self Consideration
Dampak	: Effect

4. The Model of Evaluation (Test on the Model Appropriateness)

The next step, after testing all indicator variable and measurement model, so it is going to analysis towards the overall appropriateness model which known by the gooness of fit test. There are many criterions in deciding the appropriateness of model such as RMSEA, ECVI, NFI, NNFI, CFI, IFI, RFI, CN, RMR, GFI, AGFI, PGFI. Based on the result of the appropriateness test, it can be assumed that the overall model in this research is considered as not good, viewed on the score

Table 4. The Appropriateness Test on several Goodness Criterion of fit Index

Goodness of Fit Index	Cut off Value	Research Result	Appropriateness Level
Rank Of Fot Index (DF)	Positive	151.43	Good
P-value	⩾ 0.05	0.00	Less Good
RMSEA	⩾ 0.05	0.16	Good
ECVI	Few score or close with AIC saturated	12.38	Less Good
NFI	≥0.90	0.90	Good
NNFI	≥0.90	0.89	Less Good
CFI	≥0.90	0.92	Good
IFI	≥0.90	0.92	Good
RFI	≥0.90	0.87	Less Good
CN	≥200	46.57	Less Good
RMR	≤0.05	0.016	Good
GFI	≥0.90	0.82	Not Good
AGFI	≥0.90	0.69	Not Good

IV. DISCUSSION

Empowerment is an important thing in increasing the work productivity of an officer. An empowerment is an act of to able, to allow, and to permit which can be meant as good through self initiative or triggered by others. Thus, the officers' empowerment means that the act of increasing and providing the opportunities for them to make an action (Mulyadi, 2000).

The picture 5.4 shows that there is no significant influence among the empowerment with the work productivity. It can be seen on t score = 1.09 stay under 1.96. for the meaning category, there are officers who feel their meaning empowerment enough but it is felt not good about 10 officers, otherwise there are officers feel the meaning of empowerment less, but they consider the good empowerment are about 11 officers. Similarly, related to the competency which got in empowerment, there are officers feel the competency which got is enough but the empowerment that they feel it is not good is about 10 officers, while the officers who feel the competency that they have got is less but they consider that its empowerment is good about 6 officers. Then, nurse and midwife who feel its empowerment is good but their work productivity is not good about 18 (13.8%), otherwise, the officers feel its empowerment is not good but the work productivity is good about 15 (11.5%). This case can be caused by the existance of the condition of each individual person which each of them has the own perception about empowerment as similar as when nurse and midwife are given the responsibility to conduct the training, sometimes, they cannot apply in their real work environment towards what they got on training, so it can be asummed that the empowerment that they do have no matter for the hospital.

V. COMPENSATION

Compensation is one of important functions in a human resource management. It is caused by the compensation is being one of most sensitive factor in the work relationship. Th occurred case in the work relationshop contains the compensation problem of various related types. When the compensation that considered is not worthy and unfair so it can influence the personal perfomance in a work. (Tohardi, 2002).

Based on the picture 5.4, it shows that the compensation influences the work productifity of the nurse. It can be seen on t score= 2.33 staying up from score 1.96. Then, on the table 5.13, it shows that the officers who have the enough financial ability and considering getting more compensation from the hospital are about 67 officers, it is

more than the officers who having enough financial ability and accepting less compensation are about 9 officers. It is same case against the indicator of the officers who categorized on no enough financial ability and having enough compensation are about 75 officers, it is more than the officers who categorized on no enough financial ability and having less compensation are about 11 officers which given in the hospital. Based on its data, it can be concluded that the compensation giving which got by the officers (nurse and midwife) represents an increase in the productivity.

VI. CONCLUSION

After conducting the research and finding several results then elaborating it into discussion, then those can be concluded as following:

1. This research shows the empowerment does not influence the work productivity of nurse and midwife especially for the Faisal Islamic hospital. This case shows that a higher empowerment does not encourage the increase of the work productivity for nurse and midwife.

2. This research shows that there is a significant influence among compensation with the work productivity of nurse and midwide especially for the Faisal Islamic hospital of Makassar. This case shows that a higher compensation given by the hospital will encourage the increase of the work productivity for nurse and midwife.

Among both of empowerment and compensation, it can be considered that compensation is a closely factor which influence the work productivity of nurse and midwife.

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