

The Impact of Reward Satisfaction on Nurses' Career Development in the Inpatient Ward of Gambiran Hospital Kediri

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ABSTRACT

Background: Career self-efficacy is a person's perception of their ability to choose and develop optimally in a particular field of work. Reward such as bonuses, promotions, or recognition of achievements, aims to provide incentives to employees to work better to achieve success in their careers.

Purpose: This study aims to analyze the association between reward satisfaction and the career self-efficacy of nurses working in the inpatient ward at Gambiran Hospital, Kediri City.

Methods: A quantitative associative research design was applied using proportionate stratified sampling. A total of 82 respondents participated in the study. Data were collected through questionnaires and analyzed using ordinal regression.

Results: Ordinal regression analysis revealed a significant relationship between reward satisfaction and nurses' self-efficacy in advancing their career paths, with a p-value of 0.029 ($p < 0.05$). Reward satisfaction accounted for 45.8% of the variation in self-efficacy.

Conclusion: Reward satisfaction significantly influences nurses' self-efficacy in advancing their career paths. These findings can serve as a reference for hospitals to enhance human resource management strategies.

Keywords: career path, satisfaction *reward*, self-efficacy

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BACKGROUND

Professional career development in the form of a career path is a system used to improve the performance and professionalism of nurses, in accordance with the field of work through increasing competence which results in professional performance (Efendi et al., 2021) nursing competence possessed by nurses can increase nurses' self-efficacy. Self-efficacy is a person's ability to mobilize motivation, cognitive resources and actions to meet the demands of a given task. Nurses' clinical self-efficacy is important in increasing and improving nursing practice, stated that assessing nurses' self-efficacy regarding their professional skills can be the basis for planning in developing their clinical nursing skills. (Amiruddin et al., 2019).

Career path means the level of competency to carry out nursing care duties in an accountable and ethical manner within the limits of authority. The career path starts from the recruitment and development of nursing human resources who work in hospitals. For nurses who have worked in hospitals with a maximum educational background of School of Health Nursing in Indonesia up to Clinical Nurse II. For nurses who graduate from Diploma III in Nursing, they can be assigned Clinical Nurse I after passing the 2 year orientation period. After 3 years as Clinical Nurse I you can take the exam for promotion to Clinical Nurse II, if you meet other specified requirements. According to the Director General of Health Effort Development, after 4 years of service as Clinical Nurse II, if you fulfill other requirements set out you can be promoted to Clinical Nurse III. Furthermore, to advance to Clinical Nurse IV, it is not enough just to fulfill the length of service, but you also have to fulfill formal education *Ners*- Bachelor of Nursing. Having a career path for nurses can improve professional nursing services. (Isnadini et al., 2014).

Hospitals in Indonesia have implemented a competency-based career path system according to individual needs, such as Imanuel Hospital Bandung, PGI Cikini Hospital Jakarta and Harapan Kita Heart Hospital Jakarta. The career ladder system that has been successfully implemented at Imanuel Hospital in Bandung is using a clinical nurse (PK) ladder system starting from PK 1, 2, 3, 4, and 5, nurse managers (PM) starting from PM 1, 2, 3, and PM 4, nurse educators (PP) starting from PP 1, 2, and PP 3, as well as research nurses (PR) which consist of PR 1 and 2. Evaluation of this system can be concluded that the quality of service increasing, especially nursing services (Risnawati et al., 2023).

Achieving high quality services in hospitals involves taking steps to increase employee job satisfaction, especially nurses who are the largest group of health workers in hospitals. A high level of job satisfaction in implementing nurses will have a positive impact on improving their performance, which in turn will support the provision of high quality health services in hospitals (Rusmawati et al., 2023). On the other hand, low job satisfaction not only affects achievement and productivity work, but can also cause problems such as high absenteeism, protests, and violations of working hours determined by the hospital. As a result, the implementation of planned programs may be hampered. This situation can damage the trust of internal and external customers in the hospital, because the hospital's ability to provide good service is disrupted (Yuanita, 2019).

Quality of service does not only depend on the nursing staff themselves, but is also greatly influenced by the support provided by hospital management starting from planning, organizing, directing and supervising which has a very significant role in creating an environment that supports conditions that allow employees to grow, increasing their motivation and productivity. Apart from that, this also includes giving positive rewards to employees, recognizing their achievements, and encouraging the achievement of higher levels of job satisfaction (Suhartono & Sawitri, 2017). required by the organization as a form

of reciprocity for the contributions made by employees which have basically helped in improving their performance. In the context of human resource management, giving awards or rewards is not only limited to financial aspects such as salaries, wages, bonuses, commissions and profit sharing. But there is also a dimension that is no less important, namely non-financial rewards (Sesrianty, 2023).

Type of reward focuses on providing the psychological needs of employees, such as involving them in challenging tasks, providing recognition for achievements, providing autonomy in work, providing opportunities for personal development, and providing opportunity to participate in the decision-making process (Sesrianty et al., 2020).

Based on the researcher's preliminary study in the inpatient wards (Pamenang, Jenggala, Panji, Panjalu, Dhaha, Galuh, , and Sekartaji rooms) at Gambiran Hospital, totaling 104 nurses. Based on employment status, the majority of nurses in the inpatient wards have the status of permanent employees. Based on education level, the number of nurses with a D III background is 40 people, S 1/D IV is 64 people. Based on the grading of inpatient nurses at Gambiran Hospital, Kediri City, PK I has 24 nurses, PK II has 34 nurses, PK III has 42 nurses, and PK IV has 3 nurses. PK V has 1 nurse (Nursing Committee at Gambiran Hospital in 2023).

The rewards received by nurses so far at Gambiran Hospital are basic salary, functional allowances, incentives/services, and career development. The basic salary and functional allowances have been determined by the Kediri City Government, by adjusting the rank and class of employees. These functional allowances are attached to the salary received. Intensive/service services come from hospital admissions which are obtained from the number of patients being treated. Meanwhile, for rewards, nurses at Gambiran Hospital receive rewards, but to get rewards, each nurse must collect credit points that have been determined based on the level of clinical practice of the nurse. Accumulated each credit point that has been collected, the nurse will be given a reward in material form.

Is essential as it addresses critical issues in healthcare management, particularly the relationship between reward satisfaction and professional growth among nurses. Nurses are integral to delivering quality healthcare, and dissatisfaction with rewards and limited career progression can lead to high turnover rates, negatively affecting patient care and hospital performance (Al Ahmari et al., 2023). By exploring how reward satisfaction influences career development, this research provides evidence-based insights to guide hospital management in designing strategies to enhance nurse retention, motivation, and job satisfaction (Ge et al., 2021). Additionally, it addresses workforce challenges such as burnout and limited growth opportunities, offering actionable recommendations tailored to the unique organizational dynamics of Gambiran Hospital. The findings of this study are crucial for optimizing hospital performance, improving patient outcomes, and fostering professional growth, ensuring a more effective and satisfied nursing workforce (World Health Organization, 2020).

The aim of the research is: To analyze the efficacy of inpatient installation nurses in improving career paths in terms of satisfaction. *Reward* in the Inpatient Room at Gambiran Hospital, Kediri City.

METHODS

In this research the author uses a quantitative and associative research approach. If you look at the type of data, this research uses quantitative research, but if you look at the way it is explained, this research uses associative research. Quantitative research is research to test and analyze data and calculate numbers and then draw conclusions from the test A self-efficacy questionnaire for nurses in advancing their career levels was developed using a 5-point Likert scale with 12 items. Additionally, a reward satisfaction questionnaire was

designed using a 5-point Likert scale consisting of 18 items. Both questionnaires underwent validity and reliability testing, yielding a Cronbach's alpha value of 0.963. According to (Sugiyono, 2018) in (Efendi et al., 2021) associative research is research that aims to determine the relationship of two or more variables. The data collection instrument used was a questionnaire. The population in this study were all inpatient nurses at Gambiran Hospital, Kediri City, totaling 104 nurses. Data collection techniques with *Proporsionate Random Sampling* This was done by collecting data on the number of nurses from each inpatient room and then determining the number of samples needed for each room. The samples that will be taken from this research are some of the nurses who work in the inpatient room at Gambiran Hospital, namely 82 nurses take in 27 august 2023. The data analysis technique used in this research is *ordinal regresion*.

RESULTS

Respondent Characteristics

Characteristics of Respondents Based on Age

Distribution based on age is shown in table 4.1 below

Table 4.1. Characteristics of respondents based on age

Age	Frequency	Percentage (%)
Age 26-35 years	29	35.4
Age 36-45 years	40	48.8
Age 46-55 years	13	15.9
Total	82	100.0

Based on the table above, it shows that the majority of respondents aged between 26-45 years were 40 respondents (48.8%), followed by 29 respondents aged 26-35 years (35.4%), for respondents aged 46-55 years there were 13 respondents (15.9%). So it can be concluded that in this study, the average age of implementing nurses in the inpatient room at Gambiran Hospital, Kediri City was between 36-45 years.

Characteristics of Respondents Based on Gender

Distribution based on age is shown in table 4.2 below

Gender	Frequency	Percentage (%)
Man	25	30.5
Woman	57	69.5
Total	82	100.0

Table 4.2. Characteristics of respondents based on gender

Based on the table above, the distribution of respondents based on gender shows that the majority of respondents were female, namely 57 respondents (69.5%). Meanwhile, there were 25 male respondents (30.5%).

Characteristics of Respondents Based on Education

Distribution based on age is shown in table 4.3 below

Table 4.3. Characteristics of respondents based on education

Education	Frequency	Percentage (%)
Bachelor of nursing	45	54.9
Diploma VI Nursing	1	1.2
Diploma III Nursing	36	43.9
Total	82	100.0

Based on the table above, it shows that the majority of respondents' education is Bachelor's degree in nursing with a total of 45 respondents and this is the largest presentation result, namely (54.9%). Meanwhile, there were 36 respondents with Diploma III Nursing (43.9%), while only 1 respondent with Diploma VI Nursing education (1.2%). So in this study it can be concluded that the majority of nurses in the inpatient ward at Gambiran Hospital, Kediri City, have a bachelor's degree in nursing, 45 respondents.

Characteristics of Respondents Based on Length of Work

Distribution based on length of service is shown in table 4.4 below

Table 4.4. Characteristics of respondents based on length of work

Length of Work	Frequency	Percentage (%)
Less Than 3 Years	18	22.0
More Than 3 Years	64	78.0
Total	82	100.0

Based on the picture above, it shows that the majority of respondents answered that their length of work was more than 3 years, as many as 64 respondents (78%). There were 18 respondents (22%) who had worked for less than 3 years. Thus, it can be concluded that this study shows that the majority of nurses in the inpatient ward at Gambiran Hospital, Kediri City have worked for more than 3 years.

Characteristics of Respondents Based on Officer Status

Distribution based on Employee Status is shown in table 4.5 below

Employment Status	Frequency	Percentage (%)
Civil servants	36	43.9
Not Civil servants	46	56.1
Total	82	100.0

Based on the table above, it shows that the majority of respondents answered that their employment status was Non-PNS, 46 respondents (56.1%). For respondents whose employment status was civil servants, there were 36 respondents (43.9%). Thus, it can be concluded that this research shows that the majority of nurses in the inpatient ward at Gambiran Hospital, Kediri City have non-PNS employment status.

Characteristics of Respondents Based on Clinical Practice

The distribution of respondents based on employment status is shown in table 4.6 below:

Practice Clinic	Frequency	Percentage (%)
Clinical Nursing I	20	24.4
Clinical Nursing II	27	32.9
Clinical Nursing III	33	40.2
Clinical Nursing IV	1	1.2
Clinical Nursing V	1	1.2
Total	82	100.0

Based on the table above, it shows that there were 20 respondents (24.4%) of implementing nurses whose clinical practice was PK I. For respondents whose clinical practice status was PK II, there were 27 respondents (32.9%). For respondents whose clinical practice status was PK III, there were 33 respondents (40.2%). For respondents whose clinical practice status was PK IV, there was 1 respondent (1.2%). Meanwhile, for respondents whose clinical practice status was PK v, there was 1 respondent (1.2%). Thus, it can be concluded that in this study, it shows that the majority of nurses in the inpatient room at Gambiran Hospital, Kediri City, have clinical practice, namely PK III, as many as 33 respondents.

Variable Characteristics

The Efficacy of Nurses in Improving Career Path in the Inpatient Room at Gambiran Hospital, Kediri City.

The distribution of nurses' efficacy in improving the career path of nurses in the inpatient ward at Gambiran Hospital, Kediri City is presented in the following table.

Table 4.7. Nurse self-efficacy

Efficacy Status	Frequency	Percentage (%)
Good	81	98.8
Moderate	1	1.2
Total	82	100.0

Based on the table above, it shows that nurses' self-efficacy in improving their career path in the inpatient room at Gambiran Hospital, Kediri City is in the Good category as indicated by the number of respondents who gave answers about nurses' self-efficacy in increasing their career path, 81 respondents (98.8%). For the Medium category there was 1 respondent (1.2%).

Level of reward satisfaction for nurses in the inpatient room at Gambiran Hospital, Kediri City.

To make it easier to analyze the distribution of Reward Satisfaction Levels for implementing nurses in the inpatient room at GAMBIRAN Hospital, it is presented in the following table:

Table 4.8. Reward Satisfaction

Level of reward satisfaction	Frequency	Percentage (%)
satisfied	74	90.2
Not satisfied	8	9.8
Total	82	100.0

Based on the table above, it shows that reward satisfaction in the inpatient room at Gambiran Hospital, Kediri City is in the satisfied category as indicated by the number of respondents who gave answers about reward satisfaction, 74 respondents (90.2%). For the dissatisfied category, there were 8 respondents (9.8%).

Statistical Test Results

An Ordinal Regression statistical test was carried out to determine the influence between nurses' self-efficacy in improving their career path and reward satisfaction for implementing nurses in the inpatient room at Gambiran Hospital, Kediri City. The analysis used is an ordinal regression statistical test. Below are the results of the ordinal regression statistical test, presented in the following table

Table 4.22. Ordinal Regression Test Results

Model	-2 log Likelihood	Chi0square	Df	Say.
Intercept Only	6.642			
Final	1.869	4.773	1	0.29

Link function:Logit.

Based on the table of Ordinal regression test results above, which is in accordance with the research objective of answering the hypothesis, namely "Is there an influence between reward satisfaction on nurse efficacy in improving career path in the inpatient room at Gambiran Hospital, Kediri City", it can be concluded that there is an influence between reward satisfaction Regarding the Efficacy of Nurses in Improving Career Paths in the

Inpatient Room of Gambiran Hospital, Kediri City as evidenced by the results of the p value = $0.029 < 0.05$

Table 4.23. Model Determination Coefficient Table

Cox and Snell	.057
Nagelkerke	.458
McFadden	.442

To strengthen the coefficient value between the self-efficacy variable in improving career level and reward satisfaction, an R square value is needed. From the results of the pseudo R-square table above, the value of $r = 0.458$ is obtained, meaning that the effect of reward satisfaction on self-efficacy in improving career level is 45.8%.

DISCUSSION

Self-Efficacy on Nursing Career Path in the Inpatient Room at Gambiran Hospital, Kediri City

Based on the results of statistical tests, it shows that nurses' self-efficacy in improving their career path in the inpatient room at Gambiran Hospital, Kediri City is in the Good category as indicated by the number of respondents who gave answers about nurses' self-efficacy in increasing their career path, 81 respondents (98.8%). For the Medium category, there was 1 respondent (1.2%). The results of the cross tabulation between self-efficacy and career level showed that career efficacy was good with reward satisfaction, namely 74 respondents (91.4%) and 7 respondents (8.6%) who were dissatisfied. Meanwhile, caring efficacy was moderate with reward satisfaction being 0 respondents satisfied and 1 respondent (1%) being dissatisfied. Based on the results of this research analysis, it shows that self-efficacy has a positive and significant influence on career development. This illustrates that the higher the self-efficacy that an orientation nurse has, the higher the nurse's opportunity to develop her career. Good career efficacy will result in satisfying reward satisfaction. This occurs because an individual's confidence in his or her ability to carry out and complete tasks and determine his or her career is very high, thus having an impact on the rewards received. This is in line with research conducted by Nurul Miftah with the title "The Influence of Self-Efficacy on Employee Career Planning at the Drinking Water Company (Pdam) of Makassar City." The results of the research show that self-efficacy has a positive and significant effect on employee career planning at the Water Company. Drinking (PDAM) Makassar City as evidenced by the calculated T value ($3.854 > T$ table value 1.662) with a significant value ($0.000 < 0.05$), so the hypothesis is accepted self-efficacy plays a role as self-perception regarding how well oneself can function in certain situations. Furthermore, self-efficacy is related to the belief that oneself has the ability to carry out the expected actions (Al-Fa'izah et al., 2017).

Based on the research results and explanation above, researchers are of the opinion that good self-efficacy will be able to improve the career development process, because confidence in one's abilities can improve career development. If a nurse has high self-efficacy then he will continue to describe success so that he will continue to struggle, motivate himself so that he will have positive behavior (Ge et al., 2021). This statement is in accordance with what exists in the field, namely that almost all respondents have good self-efficacy as evidenced by the results of 98.8%, while the other 1.2% have moderate self-efficacy.

Respondents' good self-efficacy can be attributed to their belief in the value of their education, whether obtained prior to employment or through further studies pursued at the company's recommendation. This is evidenced by the number of nurses with high self-

efficacy who responded in the questionnaire that their completed nursing education has contributed to career advancement. Additionally, nurses with high self-efficacy believe that educational attainment is a key requirement for securing higher positions. This aligns with findings from field interviews, where one respondent mentioned that structural positions are determined not only by length of service but also by educational qualifications. The skills gained from previous training contribute to respondents' confidence in achieving a better career path. Nurses with high self-efficacy are motivated and willing to participate in nursing training programs, such as Basic Cardiac Life Support training, not only to enhance their knowledge but also to boost their confidence in performing nursing care. Respondents also actively seek opportunities to attend nursing seminars. Nurses with good self-efficacy consistently participate in these seminars, which provide updates on nursing practices, patient care standards, ethical guidelines, and operational protocols. Attending such seminars equips nurses with the latest information on patient issues, patients' rights and responsibilities, and the nursing code of ethics, further strengthening their confidence and motivation to advance their careers.

In terms of employment status, respondents with high self-efficacy in career development are predominantly civil servants, comprising 45 respondents (97.8%). This finding aligns with Bandura's theory, as cited in Pipit Mulyah et al. (2020), which states that self-efficacy is influenced by an individual's status in their environment. Higher status often correlates with higher self-efficacy. Supporting this, civil servant nurses tend to exhibit greater self-efficacy compared to non-civil servant nurses, as noted by (Liu et al., 2014).

This is due to several factors, including better access to training and ongoing professional development. In addition, civil servant nurses have more stable job security and more adequate supporting facilities, so they can focus on improving competence and quality of service. In a work environment that is more structured and supported by strong policies, civil servant nurses are often better able to provide optimal and efficient health services to the community (Kleine et al., 2023). However, based on individual answers, there are nurses whose employment status is Non-civil servant, who have good career efficacy, this is based on their answers who stated that education, attending training and seeking information about the health seminars they attended not only increased their clinical knowledge but could become one of the requirements for promotion to the desired position. Non-civil servant nurses also show good efficacy in carrying out their duties. Although they do not have the same job security and benefits as civil servant nurses, they are often motivated by high dedication and commitment to their profession. Non-civil servant nurses generally work in various environments that demand adaptability and diverse skills, so they are able to develop strong clinical and interpersonal skills. Additionally, many Non-civil servant nurses are actively seeking additional training and certification to increase their competency, indicating that their efficacy remains high even with more limited resources.

Meanwhile, for respondents who have moderate efficacy, they only rely on education and ability and are less likely to search for information and attend seminars on career development. Then for respondents who have good self-efficacy, they are satisfied with the rewards given by the company as evidenced by field results of 91.4%. This happens because good self-efficacy makes them motivated to do their best for the work they do so that the company appreciates this. By giving rewards to their employees, whereas for respondents with good self-efficacy but who are not satisfied with the rewards given, it could be because the company has not given awards or promotions to them. As well as respondents with self-efficacy who are dissatisfied with the rewards given by the company, this could be due to a

lack of confidence in themselves which makes respondents only do work only without high motivation in career development.

Nurse reward satisfaction in the inpatient room at Gambiran Hospital, Kediri City

Based on the results of statistic regression analysis, it shows that reward satisfaction in the inpatient room at Gambiran Hospital, Kediri City is in the satisfaction category as indicated by the number of respondents who gave answers about reward satisfaction, 74 respondents (90.2%). For the dissatisfied category, there were 8 respondents (9.8%). This research is in line with (Yuanita, 2015) where giving awards at Tgk Chik Ditiro Sigli Hospital, the average answer of 42 (73.7%) implementing nurses thought that they felt appreciated, while 20 (35.1%) implementing nurses felt they were not appreciated. This research is also in line with research (Suhartono & Sawitri, 2017) where the majority of respondents felt that getting rewards could improve the work atmosphere.

Based on the results above, nurses who feel satisfied with rewards are influenced by 5 factors, namely (wages and salaries, incentives, allowances, interpersonal rewards, promotions). Based on the results of the questionnaire answers, nurse respondents were satisfied with the rewards obtained when nurses received wages and salaries in accordance with the employee's performance and responsibilities, apart from that, the salaries received were in accordance with education and functional position, so that salaries and wages were in accordance with education and Functional positions make nurses enthusiastic about taking part in career programs to improve their career level, apart from salary and wages, incentives are one of the factors for satisfying reward for nurses at Gambiran Hospital, Kediri city because the incentives that nurses get are very satisfying so they can motivate nurses to improve their nursing knowledge and knowledge. clinical skills, then there are allowances for nurses who are satisfied with the rewards given, they answered that the allowances they currently receive are able to meet current needs, and work benefits such as health insurance and work security are in line with their expectations, so the allowances they receive Acceptance can also be one of the factors that encourages them to improve their careers.

Then interpersonal rewards, these interpersonal rewards are no less important than salaries and wages, incentives and allowances, nurses who feel satisfied with interpersonal rewards such as hospitals provide the opportunity to make decisions according to their position, so they feel that the hospital recognizes their existence so that This will give rise to positive emotions in nurses and they feel satisfied with the rewards they get, and last but not least, there are also rewards in the form of promotions, nurses feel satisfied with promotional rewards because the hospital provides opportunities for promotion to career advancement or provides educational opportunities for employees who has achieved the specified targets that have been determined by the hospital nursing committee and this will lead to satisfaction in the development of the nurse's career (Suak et al., 2017). However, in reality in the field, not all nurses feel satisfied with the rewards they receive because of the feeling of gratitude and the needs of each individual are different. These needs are influenced by various factors, including work experience, personal conditions, and each individual's career aspirations. Therefore, it is important for institutions to consider these differences in developing fair and balanced policies, so that every nurse can feel valued and motivated in carrying out their duties.

However, in this research, there was still dissatisfaction with the provision of rewards, according to the researcher's analysis, this is possibly because the reward system is not yet optimal at the Gambiran Hospital, Kediri City. The results of this research are in line with research conducted by (Dunn et al., 2011). The data results show that the level of reward given to implementing nurses in class III inpatient rooms in the medium category is shown by

the percentage results (72.2%) of 39 respondents. According to him, the cause of nurse dissatisfaction is that the rewards given are still not optimal, as stated by the implementing nurse who stated that the rewards given are not based on the nurse's career level, workload or length of work. Rewards are given equally based on the hospital's monthly income, there is no recognition and incentives received by nurses and there is no strong motivation from nurses to provide comprehensive nursing care (Suryani et al., 2018). According to Vecchio (1995) in (Risnawati et al., 2023), people tend to follow the view that performance indirectly causes performance satisfaction and will receive both extrinsic and extrinsic rewards. Satisfaction will be obtained through employee assessments of the rewards received. If workers feel that the reward is fair, it will increase job satisfaction. However, if the opposite happens it will cause dissatisfaction (A Fawzi, AD Ellina, 2018).

Based on the research results and explanation above, researchers are of the opinion that giving rewards to employees by companies is very important and necessary, this is because the rewards given will make employees have motivation to work and high loyalty to the company, because the rewards given make their hearts happy. and has his own pride in his achievements in his career. This statement is in accordance with the results in the field which show that the majority of respondents were satisfied with the rewards given by the company with a percentage of 90.2%, and some other respondents were dissatisfied with the rewards given by the company. Dissatisfaction with the rewards given can occur because respondents feel that the rewards given are not in accordance with what they want, for example regarding salary increases, incentives or awards given. The company giving rewards to employees can also be influenced by the length of time the respondent has worked, this is proven by the results in the field where the majority of respondents who have worked for more than 3 years are satisfied with the rewards given and for respondents who are not satisfied with the rewards because they have not received a promotion. career and interpersonal rewards. Meanwhile, 16 respondents who had worked for less than 3 years had satisfaction with their rewards and 2 respondents were dissatisfied. Employees who have worked for less than 3 years feel satisfied with the reward because they are satisfied with the salary given in accordance with the duties and responsibilities given, feel satisfied with the intensive provision according to the level of education they have, while for employees who are not satisfied because they feel they do not get intensive from the appropriate company and lack of promotions given.

In providing rewards, the company does not look at the employment status of its employees. This is in accordance with the results in the field where the respondents' employment status as civil servants were satisfied with the rewards given with a total of 42 respondents and 4 respondents, while respondents with non-PNS employment status were satisfied with the rewards. which was given by a total of 32 respondents and 4 other respondents felt dissatisfied.

This could happen because the respondents had not received promotions and interpersonal awards. Respondents who have become civil servants certainly receive various benefits, including incentives and social security. With the reward category, it means that the organization provides a form of recognition for a particular achievement which is given in the form of material (wages and salaries, incentives, allowances, interpersonal awards, promotions) or non-material (praise for personal growth, autonomy, achievement, praise, and promotion) to employees so that they can work with high motivation and excel in achieving organizational or company goals. Companies in giving rewards to employees are usually purely based on the results of the work they do and what achievements provide benefits to the company. Based on the research results and explanation above, researchers are of the opinion

that giving rewards to employees by companies is very important and needed, this is because the existence of rewards given will make employees have high motivation to work and loyalty to the company, because the rewards given make their hearts happy and they have pride in their achievements in their career path.

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The Effect of Satisfaction *Reward* On the Efficacy of Career Development

Based on the table of Ordinal regression test results above, which is in accordance with the research objective of answering the hypothesis, namely "Is there an influence between reward satisfaction on nurse efficacy in improving career path in the inpatient room at Gambiran Hospital, Kediri City", it can be concluded that there is an influence between reward satisfaction Regarding the Efficacy of Nurses in Improving Career Paths in the Inpatient Room at Gambiran Hospital, Kediri City, as evidenced by the results of the p value = $0.029 < 0.05$. To strengthen the coefficient value between the self-efficacy variable in improving career level and reward satisfaction, an R square value is needed. From the results of the pseudo R-square table above, the value of $r = 0.458$ is obtained, meaning that the influence of reward satisfaction on self-efficacy in improving career level is 45.8%. The direction of the relationship in this research is positive, which means that the better the reward satisfaction, the better the efficacy of the nurse's career path.

The influence of reward satisfaction on the efficacy of nurses' career path in the inpatient room at Gambiran Hospital, Kediri City is influenced by good reward satisfaction. Reward satisfaction will produce nurse self-efficacy in improving the nurse's own career path. Factors that can influence self-efficacy in individuals according to (Insyaniar et al., 2018) External incentive factors or rewards that individuals receive from other people influence self-efficacy. The greater the incentive or reward a person receives in completing a task, the higher the degree of self-efficacy. One factor that can increase self-efficacy is contingent competence 18 incentives, namely incentives or rewards given by other people that reflect a person's success in mastering or carrying out certain tasks. Rewards such as bonuses, promotions, or recognition of achievements, aim to provide incentives to employees to work better to achieve success in their careers. This reward motivates employees to try harder to achieve higher achievements in their efforts to advance their careers. According to (Hikmah, 2020) Rewards are a technique for motivating an individual to carry out good deeds and provide an increase in achievement. This is in line with the results of research conducted by (Indrawati & Aulia, 2020) entitled "The Impact of Rewards and Length of Work on Employee Career Development Motivation at PT. Tiga Raksa Satria Tbk Solok" which states that the impact of rewards on employee career development motivation is the t-calculated value of $3.606 > t_{table} 2.051$ and the significant value is $0.001 < \alpha 0.05$. This proves that rewards have a significant impact on employee career development motivation. (Indrawati & Aulia, 2020) According to Herzberg's Two-Factor theory, motivator factors such as appreciation and recognition play an important role in increasing job satisfaction and intrinsic motivation. In the context of nurses, adequate rewards can create a sense of accomplishment and recognition, which in turn encourages them to try harder in developing their careers. Additionally, Vroom's Expectancy theory emphasizes that individuals will be motivated to exert greater effort if they believe that their effort will result in the desired reward. For nurses, satisfaction with rewards can increase their confidence that career development efforts will provide adequate results, thereby increasing their self-efficacy. Research conducted by (Tambuh & Abdullah, 2023) also states that awards have an influence on career development. This is proven by the results of the t test which shows the t sig value for the award variable, namely $t_{hit} > t_{ta/2} (2.713 > 1.66023)$ and $(sig \alpha = 0.008 < 0.050)$, so the results of the research conducted in this study state that awards have a positive influence and significant for career development. Thus, the hypothesis which states that awards have a positive and significant effect on career development is proven (Pipit Mulyah, Dyah Aminatun, Sukma Septian Nasution, Tommy Hastomo, Setiana Sri Wahyuni Sitepu, 2020).

The relationship between giving rewards from hospitals and self-efficacy towards career development can occur due to the company's intensive giving to employees according to their educational level, giving allowances according to their position, giving interpersonal awards according to their achievements, and giving salaries according to their position. positions and responsibilities held. Overall, satisfaction with rewards is a key factor that supports efficacy in nursing career development, creating a more productive and harmonious work environment. The high loyalty given by nurses provides large profits to hospitals

CONCLUSION

There is an influence between Reward Satisfaction on Nurse Efficacy in Improving Career Path in the Inpatient Room at Gambiran Hospital, Kediri City, which is proven by the result of $p \text{ value} = 0.029 < 0.05$. From the results of the pseudo R-square table above, the value of $r = 0.458$ is obtained, meaning that the influence of reward satisfaction on self-efficacy in improving career level is 45.8%. Based on the results of this study, design and implement an intervention program to enhance nurses' self-efficacy, such as performance-

based reward systems or career mentoring, to directly observe its impact, Recommend evidence-based strategies to hospital management to enhance reward satisfaction, such as transparent payroll policies, non-financial performance recognition, and opportunities for advanced training.

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