

CHAPTER V

CONCLUSION AND SUGGESTION

In this chapter will discuss the conclusion from the analysis that already discussed above and the suggestion that could help for further research of this research.

5.1. Conclusion

Based on the results of the description and explanation in the previous data analysis, the following conclusions obtained are:

1. There is no significant difference in work motivation between employees at RSUD dr. Soehadi Prijonegoro and RS Islam Amal Sehat.
2. There is no significant difference in perception of life satisfaction between employees at RSUD dr. Soehadi Prijonegoro and RS Islam Amal Sehat.

5.2. Managerial Implication

The level of motivation and life satisfaction in RSUD dr. Soehadi Prijonegoro can be improved by providing better infrastructure, modern equipment, performance-based promotions, rewards in recognition of good work, placing a priority on quality of work, providing adequate training to upgrade employees' knowledge and skills, providing refreshment and canteen facilities, and avoiding political interference according to Reshma et al (2015).

Then for RS Islam Amal Sehat Sragen, employees should be paid fairly, job security should be provided, retiree benefits such as pensions should be provided, workload should be reduced, decent shifts should be ensured, and management practices should be liberalized, in general employees should be reviewed on a regular basis in order to keep them motivated and maintain the level of life satisfaction. Also, to investigate the employees' problems, a full-fledged human resource department needs to be established. Furthermore, open house meetings should be held on regular basis in the presence of employees to address important issues that employees confront and to solicit employee suggestions (K.S., K.V., & R., 2015).

5.3. Suggestion

5.3.1. For the RSUD dr. Soehadi Prijonegoro

It is hoped that the results of this study can be a reference to maintain and improve work motivation and employee life satisfaction. Specifically in work motivation, according to the result the employees' job of RSUD dr. Soehadi Prijonegoro is not related to job description.

5.3.2. For the RS Islam Amal Sehat

It is hoped that the results of this study can be a reference for maintaining the level of work motivation and employee life satisfaction. Particularly on life satisfaction, this study can be used by RSI Amal Sehat to analyze the reason why the life satisfaction is lower than RSUD dr. Soehadi Prijonegoro.

5.4. Research Limitation

The variable used in this research is an adaptation from other studies that use employees at the Public and Private Hospital as the object, which is possible for a problem to occur because of a different object. Also, when determined, the demographic questions researcher only used personal judgment for the grouping.

Moreover, this research was carried out during a pandemic, data collection could not be maximized.

5.5. For Further Research

Despite the adequate sample size, the researcher expected more statistically significant variations between industries and occupations. Perhaps it could have done more research and compared the contrasts across other public sector professions (education, state administration, law enforcement, etc.).

This research concentrated primarily on the link between motivation and life satisfaction. It would have been interesting to look into possible links between job satisfaction, organizational commitment, work values, work efficiency, and other factors.

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ATTACHMENT

KUESIONER

PERBANDINGAN ANTARA MOTIVASI DAN KEPUASAN HIDUP ANTARA PEGAWAI RUMAH SAKIT UMUM DAN SWASTA

PETUNJUK PENGISIAN

1. Saya, Hesti Indah Febriasari, adalah Mahasiswi Fakultas Bisnis dan Ekonomi, Program Studi International Business Management Program Universitas Atma Jaya Yogyakarta yang sedang menyusun skripsi. Saya meminta bantuan dan kesediaan Bapak/Ibu/Sdr untuk mengisi dan menjawab pertanyaan yang saya ajukan.
2. Ketersediaan Bapak/Ibu/Sdr untuk mengisi kuesioner ini merupakan suatu kehormatan dan sangat membantu saya dalam penyusunan skripsi ini. Karena itu, isilah dengan memberikan tanda silang pada kotak yang tersedia di jawaban yang menurut Bapak/Ibu/Sdr benar. Jawaban Bapak/Ibu/Sdr akan terjaga kerahasiaannya.
3. Jawablah setiap pertanyaan dengan jujur karena hasil pilihan tidak akan mempengaruhi penilaian kinerja Bapak/Ibu/Sdr

Tanggal pengisian kuesioner : _____ / _____ / _____

IDENTITAS RESPONDEN

1. Nama /Inisial : _____
2. Umur : _____ Tahun
3. Jenis Kelamin : Laki-Laki Perempuan
4. Status : Menikah Belum menikah
5. Bagian / Unit : _____
6. Lama Bekerja : _____ Thn _____ Bln
7. Pendidikan terakhir : SMA D1 D3 S1 Lainnya
8. Status Pekerjaan : Pegawai Tetap Pegawai Kontrak

1. VARIABEL MOTIVASI PADA PEGAWAI

Petunjuk Pengisian : Berilah Tanda Checklist (√) Pada kolom Pernyataan dibawah ini. Jawablah Pernyataan Ini Dengan Jujur Dan Jawaban Akan Terjaga Kerahasiaannya.

Ada lima (5) alternatif jawaban tingkat motivasi pada pegawai, yaitu:

1 = Sangat Tidak Setuju (STS)

2 = Tidak Setuju (TS)

3 = Ragu-ragu (RG)

4 = Setuju (S)

5 = Sangat Setuju (SS)

No.	Pernyataan	Jawaban				
		SS	S	R	TS	STS
1.	Besarnya gaji yang di peroleh sesuai dengan pekerjaan yang dilakukan.					
2.	Situasi lingkungan kerja baik dan menyenangkan					
3.	Saya merasa aman bekerja di lingkungan ini					
4.	Atasan memberikan reward bila ada karyawan yang menjalankan tugas/ pekerjaan yang memuaskan.					
5.	Atasan memberikan pelatihan-pelatihan kepada karyawan untuk peningkatan kemampuan dan keterampilan.					
6.	Tingkat kebersamaan diantara rekan kerja sangat baik					
7.	Saya sangat dihargai di tempat kerja					
8.	Pekerjaan yang saya lakukan tidak sesuai dengan <i>job description</i>					
9.	Saya merasa puas dengan tingkat tanggung jawab dalam pekerjaan yang saya emban					
10.	Kenaikan posisi/ promosi / gaji ditangani dengan adil dengan memperhatikan masa kerja, kinerja dan kemampuan					

TERIMA KASIH ATAS BANTUAN DAN PARTISIPASINYA

2. VARIABEL KEPUASAN HIDUP PADA PEGAWAI

Petunjuk Pengisian : Berilah Tanda Checklist (√) Pada kolom Pernyataan dibawah ini. Jawablah Pernyataan Ini Dengan Jujur Dan Jawaban Akan Terjaga Kerahasiaannya.

Ada lima (5) alternatif jawaban tingkat kepuasan hidup pada pegawai, yaitu:

1 = Sangat Tidak Setuju (STS)

2 = Tidak Setuju (TS)

3 = Ragu-ragu (RG)

4 = Setuju (S)

5 = Sangat Setuju (SS)

No.	Pernyataan	Jawaban				
		SS	S	R	TS	STS
1.	Saya menganggap kehidupan saya mendekati ideal.					
2.	Saya menilai kehidupan saya saat ini berjalan baik.					
3.	Saya merasa puas atas kehidupan yang saya jalani saat ini.					
4.	Saya merasa mendapatkan hal-hal penting dalam kehidupan saya sekarang.					
5.	Gaji yang saya terima sesuai dengan tingkat pendidikan saya.					
6.	Saya sangat dihargai di tempat kerja.					
7.	Saya merasa puas dengan cara rumah sakit menerapkan kebijakan yang berlaku.					

TERIMA KASIH ATAS BANTUAN DAN PARTISIPASINYA

Results of the Questionnaire

RSUD dr. Soehadi Prijonegoro

Perempuan	33
Laki-laki	27
Belum menikah	5
Menikah	55
SMA/SMK	13
DIPLOMA	20
S1	21
S2	6
Pegawai tetap	34
Pegawai kontrak	26

No. Pertanyaan	SS		S		R		TS		STS	
	N	%	N	%	N	%	N	%	N	%
Motivasi										
1	9	15	36	60	7	11.7	6	10	2	3.3
2	16	26	40	66	3	5	0	0	1	1.7
3	11	18.3	37	61.7	9	15	2	3.3	1	1.7
4	8	13	23	38	14	23	12	20	3	5
5	11	18	35	58	6	10	7	11.7	1	1.7
6	20	33	36	60	3	5	0	0	1	1.7
7	11	18	39	65	8	13	1	1.7	1	1.7
8	2	3	11	18	9	15	25	41	13	21
9	10	16	43	71	5	8.3	1	1.7	1	1.7
10	7	11	31	51	14	23	4	6.7	4	6.7

No. Pertanyaan	SS		S		R		TS		STS	
	N	%	N	%	N	%	N	%	N	%
Kepuasan										
1	6	10	42	70	8	13	4	6.7	0	0
2	10	16	46	76	2	3.3	1	1.7	1	1.7
3	11	18	41	68	3	5	4	6.7	1	1.7
4	10	16	46	76	4	6.7	0	0	0	0
5	5	8.3	36	60	12	20	7	11	0	0
6	8	13	41	68	8	13	2	3.3	1	1.7
7	7	11	28	46	17	28	7	11	1	1.7

RSI Amal Sehat Sragen

Perempuan	26
Laki-laki	42
Belum menikah	12
Menikah	56
SMA/SMK	11
DIPLOMA	44
S1	13
S2	-
Pegawai tetap	48
Pegawai kontrak	20

No. Pertanyaan	SS		S		R		TS		STS	
	N	%	N	%	N	%	N	%	N	%
Motivasi										
1	5	7.4	45	66.2	7	10.3	8	11.8	3	4.4
2	17	25	40	58.8	6	8.8	3	4.4	2	2.9
3	14	20	44	64	5	7.4	3	4.4	2	2.9
4	12	17	33	48	8	11	10	14	5	7.4
5	11	16	36	52	6	8	11	16	4	5.9
6	16	23	44	64	4	5.9	1	1.5	3	4.4
7	5	7	45	66	12	17	3	4.4	3	4.4
8	4	5	44	64	9	13	8	11	3	4.4
9	6	8	50	73	9	13	2	2	1	1
10	6	8	40	58	13	19	6	8	3	4

No. Pertanyaan	SS		S		R		TS		STS	
	N	%	N	%	N	%	N	%	N	%
Kepuasan										
1	1	1.5	45	66	17	25	2	2.9	3	4.4
2	4	5	60	88	1	1.5	1	1.5	2	2.9
3	7	10	53	77	4	5	2	2.9	2	2.9
4	3	4	57	83	4	5	2	2.9	2	2.9
5	4	5	38	55	16	23	5	7	5	7
6	7	10	49	72	9	13	2	2	1	1
7	4	5	35	51	20	29	8	11	1	1

Validity and Reliability of RSUD dr. Soehadi Prijonegoro

		Correlations										
		Motiv P1	Motiv P2	Motiv P3	Motiv P4	Motiv P5	Motiv P6	Motiv P7	Motiv P8	Motiv P9	Motiv P10	Motivasi
Motiv_P1	Pearson Correlation	1	.337**	.421**	.396**	.376**	.197	.277*	.006	.206	.626**	.618**
	Sig. (2-tailed)		.009	.001	.002	.003	.132	.032	.962	.114	.000	.000
	N	60	60	60	60	60	60	60	60	60	60	60
Motiv_P2	Pearson Correlation	.337**	1	.478**	.311*	.244	.642**	.632**	.113	.479**	.362**	.663**
	Sig. (2-tailed)	.009		.000	.016	.060	.000	.000	.390	.000	.004	.000
	N	60	60	60	60	60	60	60	60	60	60	60
Motiv_P3	Pearson Correlation	.421**	.478**	1	.249	.276*	.468**	.522**	.192	.500**	.397**	.671**
	Sig. (2-tailed)	.001	.000		.055	.033	.000	.000	.142	.000	.002	.000
	N	60	60	60	60	60	60	60	60	60	60	60
Motiv_P4	Pearson Correlation	.396**	.311*	.249	1	.562**	.267*	.224	.090	.156	.537**	.635**
	Sig. (2-tailed)	.002	.016	.055		.000	.039	.086	.492	.233	.000	.000
	N	60	60	60	60	60	60	60	60	60	60	60
Motiv_P5	Pearson Correlation	.376**	.244	.276*	.562**	1	.358**	.360**	.077	.263*	.689**	.682**
	Sig. (2-tailed)	.003	.060	.033	.000		.005	.005	.556	.042	.000	.000
	N	60	60	60	60	60	60	60	60	60	60	60
Motiv_P6	Pearson Correlation	.197	.642**	.468**	.267*	.358**	1	.643**	.225	.529**	.438**	.694**
	Sig. (2-tailed)	.132	.000	.000	.039	.005		.000	.084	.000	.000	.000
	N	60	60	60	60	60	60	60	60	60	60	60
Motiv_P7	Pearson Correlation	.277*	.632**	.522**	.224	.360**	.643**	1	.242	.502**	.456**	.712**
	Sig. (2-tailed)	.032	.000	.000	.086	.005	.000		.062	.000	.000	.000
	N	60	60	60	60	60	60	60	60	60	60	60
Motiv_P8	Pearson Correlation	.006	.113	.192	.090	.077	.225	.242	1	.088	.161	.377**
	Sig. (2-tailed)	.962	.390	.142	.492	.556	.084	.062		.506	.221	.003
	N	60	60	60	60	60	60	60	60	60	60	60
Motiv_P9	Pearson Correlation	.206	.479**	.500**	.156	.263*	.529**	.502**	.088	1	.315*	.573**
	Sig. (2-tailed)	.114	.000	.000	.233	.042	.000	.000	.506		.014	.000
	N	60	60	60	60	60	60	60	60	60	60	60
Motiv_P10	Pearson Correlation	.626**	.362**	.397**	.537**	.689**	.438**	.456**	.161	.315*	1	.802**
	Sig. (2-tailed)	.000	.004	.002	.000	.000	.000	.000	.221	.014		.000
	N	60	60	60	60	60	60	60	60	60	60	60
Motivasi	Pearson Correlation	.618**	.663**	.671**	.635**	.682**	.694**	.712**	.377**	.573**	.802**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.003	.000	.000	
	N	60	60	60	60	60	60	60	60	60	60	60

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Correlations

		Kep_P1	Kep_P2	Kep_P3	Kep_P4	Kep_P5	Kep_P6	Kep_P7	Kepuasan Hidup
Kep_P1	Pearson Correlation	1	.660**	.497**	.257*	.475**	.557**	.417**	.763**
	Sig. (2-tailed)		.000	.000	.048	.000	.000	.001	.000
	N	60	60	60	60	60	60	60	60
Kep_P2	Pearson Correlation	.660**	1	.616**	.422**	.394**	.614**	.498**	.820**
	Sig. (2-tailed)	.000		.000	.001	.002	.000	.000	.000
	N	60	60	60	60	60	60	60	60
Kep_P3	Pearson Correlation	.497**	.616**	1	.451**	.312*	.471**	.405**	.741**
	Sig. (2-tailed)	.000	.000		.000	.015	.000	.001	.000
	N	60	60	60	60	60	60	60	60
Kep_P4	Pearson Correlation	.257*	.422**	.451**	1	.272*	.323*	.301*	.548**
	Sig. (2-tailed)	.048	.001	.000		.036	.012	.019	.000
	N	60	60	60	60	60	60	60	60
Kep_P5	Pearson Correlation	.475**	.394**	.312*	.272*	1	.562**	.479**	.709**
	Sig. (2-tailed)	.000	.002	.015	.036		.000	.000	.000
	N	60	60	60	60	60	60	60	60
Kep_P6	Pearson Correlation	.557**	.614**	.471**	.323*	.562**	1	.324*	.759**
	Sig. (2-tailed)	.000	.000	.000	.012	.000		.012	.000
	N	60	60	60	60	60	60	60	60
Kep_P7	Pearson Correlation	.417**	.498**	.405**	.301*	.479**	.324*	1	.708**
	Sig. (2-tailed)	.001	.000	.001	.019	.000	.012		.000
	N	60	60	60	60	60	60	60	60
Kepuasan Hidup	Pearson Correlation	.763**	.820**	.741**	.548**	.709**	.759**	.708**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	60	60	60	60	60	60	60	60

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Reliability Statistics

Cronbach's Alpha	N of Items
.826	10

Reliability Statistics

Cronbach's Alpha	N of Items
.842	7

Validity and Reliability of RSI Amal Sehat Sragen

Correlations												
		Motiv P1	Motiv P2	Motiv P3	Motiv P4	Motiv P5	Motiv P6	Motiv P7	Motiv P8	Motiv P9	Motiv P10	motivasi
Motiv_P1	Pearson Correlation	1	.595**	.641**	.685**	.609**	.476**	.742**	.959**	.397**	.554**	.888**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.001	.000	.000
	N	68	68	68	68	68	68	68	68	68	68	68
Motiv_P2	Pearson Correlation	.595**	1	.883**	.455**	.367**	.539**	.524**	.566**	.369**	.244*	.722**
	Sig. (2-tailed)	.000		.000	.000	.002	.000	.000	.000	.002	.045	.000
	N	68	68	68	68	68	68	68	68	68	68	68
Motiv_P3	Pearson Correlation	.641**	.883**	1	.385**	.322**	.502**	.533**	.610**	.377**	.258*	.714**
	Sig. (2-tailed)	.000	.000		.001	.007	.000	.000	.000	.002	.034	.000
	N	68	68	68	68	68	68	68	68	68	68	68
Motiv_P4	Pearson Correlation	.685**	.455**	.385**	1	.853**	.477**	.555**	.661**	.236	.511**	.804**
	Sig. (2-tailed)	.000	.000	.001		.000	.000	.000	.000	.052	.000	.000
	N	68	68	68	68	68	68	68	68	68	68	68
Motiv_P5	Pearson Correlation	.609**	.367**	.322**	.853**	1	.433**	.647**	.556**	.369**	.641**	.796**
	Sig. (2-tailed)	.000	.002	.007	.000		.000	.000	.000	.002	.000	.000
	N	68	68	68	68	68	68	68	68	68	68	68
Motiv_P6	Pearson Correlation	.476**	.539**	.502**	.477**	.433**	1	.487**	.447**	.181	.374**	.652**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.139	.002	.000
	N	68	68	68	68	68	68	68	68	68	68	68
Motiv_P7	Pearson Correlation	.742**	.524**	.533**	.555**	.647**	.487**	1	.714**	.434**	.579**	.823**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	68	68	68	68	68	68	68	68	68	68	68
Motiv_P8	Pearson Correlation	.959**	.566**	.610**	.661**	.556**	.447**	.714**	1	.392**	.523**	.856**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.001	.000	.000
	N	68	68	68	68	68	68	68	68	68	68	68
Motiv_P9	Pearson Correlation	.397**	.369**	.377**	.236	.369**	.181	.434**	.392**	1	.613**	.549**
	Sig. (2-tailed)	.001	.002	.002	.052	.002	.139	.000	.001		.000	.000
	N	68	68	68	68	68	68	68	68	68	68	68
Motiv_P10	Pearson Correlation	.554**	.244*	.258*	.511**	.641**	.374**	.579**	.523**	.613**	1	.702**
	Sig. (2-tailed)	.000	.045	.034	.000	.000	.002	.000	.000	.000		.000
	N	68	68	68	68	68	68	68	68	68	68	68
motivasi	Pearson Correlation	.888**	.722**	.714**	.804**	.796**	.652**	.823**	.856**	.549**	.702**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	68	68	68	68	68	68	68	68	68	68	68

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Correlations

		Kep_P1	Kep_P2	Kep_P3	Kep_P4	Kep_P5	Kep_P6	Kep_P7	kepuasan hidup
Kep_P1	Pearson Correlation	1	.634**	.704**	.514**	.316**	.338**	.437**	.719**
	Sig. (2-tailed)		.000	.000	.000	.009	.005	.000	.000
	N	68	68	68	68	68	68	68	68
Kep_P2	Pearson Correlation	.634**	1	.820**	.804**	.464**	.527**	.380**	.830**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.001	.000
	N	68	68	68	68	68	68	68	68
Kep_P3	Pearson Correlation	.704**	.820**	1	.709**	.478**	.473**	.397**	.830**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.001	.000
	N	68	68	68	68	68	68	68	68
Kep_P4	Pearson Correlation	.514**	.804**	.709**	1	.645**	.493**	.505**	.853**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000
	N	68	68	68	68	68	68	68	68
Kep_P5	Pearson Correlation	.316**	.464**	.478**	.645**	1	.487**	.561**	.759**
	Sig. (2-tailed)	.009	.000	.000	.000		.000	.000	.000
	N	68	68	68	68	68	68	68	68
Kep_P6	Pearson Correlation	.338**	.527**	.473**	.493**	.487**	1	.527**	.703**
	Sig. (2-tailed)	.005	.000	.000	.000	.000		.000	.000
	N	68	68	68	68	68	68	68	68
Kep_P7	Pearson Correlation	.437**	.380**	.397**	.505**	.561**	.527**	1	.722**
	Sig. (2-tailed)	.000	.001	.001	.000	.000	.000		.000
	N	68	68	68	68	68	68	68	68
kepuasan hidup	Pearson Correlation	.719**	.830**	.830**	.853**	.759**	.703**	.722**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	68	68	68	68	68	68	68	68

** . Correlation is significant at the 0.01 level (2-tailed).

Reliability Statistics

Cronbach's Alpha	N of Items
.915	10

Reliability Statistics

Cronbach's Alpha	N of Items
.880	7

Motivation

Group Statistics

	Kelompok	N	Mean	Std. Deviation	Std. Error Mean
Motivasi	RSUD	60	37.12	5.539	.715
	RS AMAL SEHAT	68	37.35	7.026	.852

Independent Samples Test

	Levene's Test for Equality of Variances		t-test for Equality of Means						
	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
								Lower	Upper
Motivasi Equal variances assumed	2.051	.155	.209	126	.835	-.236	1.129	-2.470	1.998
Motivasi Equal variances not assumed			.212	124.489	.832	-.236	1.112	-2.438	1.965

Life Satisfaction

Group Statistics

	Kelompok	N	Mean	Std. Deviation	Std. Error Mean
Kepuasan Hidup	RSUD	60	27.02	3.694	.477
	RS AMAL SEHAT	68	26.44	2.327	.282

Independent Samples Test

	Levene's Test for Equality of Variances	t-test for Equality of Means								
		F	Sig.	t	df	Sig. (2- tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Kepuasan Hidup	Equal variances assumed	2.367	.126	1.067	126	.288	.575	.539	-.492	1.643
	Equal variances not assumed			1.039	97.071	.302	.575	.554	-.524	1.675