THE INFLUENCE OF REMUNERATION ON NURSES' PERFORMANCE MEDIATED BY WORK MOTIVATION AT AL-ITTIHAD BLITAR GENERAL HOSPITAL

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ABSTRACT

The success of an organization depends on how Human Resources (HR) are managed. Every individual who is part of an organization is required to develop and realize their competencies fully. The aim of this research is to analyze the influence of remuneration on nurse performance mediated by work motivation at Al-Ittihad Blitar General Hospital. The design of this research is quantitative observational research with a cross sectional approach with the focus of the research directed at analyzing the influence of remuneration on nurse performance mediated by work motivation at Al-Ittihad Blitar General Hospital. The total population was 224 respondents and the sample was 144 respondents taken using the Simple Random Sampling technique. The findings showed that the majority of respondents had sufficient remuneration, 95 respondents (66.0%). Most of the respondents had high work motivation, 111 respondents (77.1%). Most of the respondents had good category performance, 97 respondents (67.4%). The direct coefficient value between remuneration and performance is 0.405, the direct coefficient value between remuneration and motivation is 0.246, the direct coefficient value between motivation and performance is 0.696 and the total value of the influence of remuneration on performance through motivation is 0.576, meaning that the mediating role of nurses' work motivation in the remuneration relationship on the performance of nurses at Al-Ittihad Blitar General Hospital is said to be in the partial mediation category. So, it can be concluded that there is an influence of remuneration on nurse performance mediated by work motivation at Al-Ittihad Blitar General Hospital.

Keywords: performance; remuneration; work motivation

BACKGROUND

An organization is a social unit that is consciously coordinated, with relatively identifiable boundaries, working continuously to achieve goals. The success of an organization depends on how Human Resources (HR) are managed. Every individual who is part of an organization is required to develop and realize their competencies fully.(Sulianti et al., 2015). The important role of Human Resources in an organization is all the potential resources possessed by humans which can be utilized as an effort to achieve success in achieving goals both personally/individually and within the organization. Human Resources (HR) is a very important factor that cannot be separated from an organization.

Hospitals as one of the health service facilities have a very strategic role in efforts to accelerate the improvement of the health status of the Indonesian people. The expected health service pattern is quality service, so that it can reduce morbidity and mortality rates and create a healthy and prosperous society. One of the health facilities that is widely used by the community and has a very important role in providing health services is the hospital.

Al-Ittihad Blitar General Hospital (RSU) is one of the private hospitals in Blitar Regency, located in the border area between Blitar, Kediri and Tulungagung. With increasing competition for health services around the West Blitar Regency area based on the SWOT analysis of the hospital management team, it is hoped that there will be an increase in the quality of health services which can be seen from employee performance, especially in this research, namely the performance of nurses. The performance of nurses cannot be separated from work motivation, where in this research one of the work motivation factors is the provision of remuneration. Providing remuneration at RSU Al-Ittihad is one way for the management team and human resources team since early 2022 to increase work motivation which is expected to create excellent employee performance and performance. And it is hoped that this research will create an evaluation tool or instrument for providing remuneration to employees, especially in this research, namely nurses, on nurse performance which is mediated by work motivation.

Al-Ittihad Blitar General Hospital in providing Medical Services (JM) to nurses in the Poly, Emergency Room, inpatient (RANAP), operating room and midwives each receives medical services that are very different from each department. So compared to other health workers such as midwives, nurses receive lower medical services, which results in less than optimal service quality because they feel they have worked hard but received inadequate medical services. Noting the decline in the quality of nursing services, management has made changes to the provision of medical services in the form of remuneration given every month with a calculation system using a percentage of hospital profits taking into account factors such as educational background, length of work, risk of disease, whether the unit is critical or non-critical. critical.

Performance is a manifestation of the work carried out by employees which is usually used as a basis for evaluating employees or organizations, so efforts need to be made to improve performance. Factors that influence this compensation include: performance, quality of performance, and work motivation. The definition of performance (achievement) is the result of performance in quality, quantity, achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Determining ways to measure the implementation of activities, there are many measurement methods that can be used by measuring quantity, quality and timeliness(Sulianti et al., 2015). According to(Armanu, 2017)in his research The Role of Shared Leadership and Work Environment in Strengthening the Influence of Compensation on Nurse's Performance shows that Compensation has a significant effect on Nurse Performance, while Shared Leadership significantly strengthens the influence of Compensation on Nurse Performance.

In health organizations, work motivation is an important measure of the response of health professionals to increasing challenges and work demands. Motivation is known as a process that begins with inspiration to take action and energizes until the end. It initiates behavior to achieve a desired goal. Motivation is complex, multidimensional and is therefore defined as "a style within an individual that influences or directs behavior." Motivation is a concept used to describe external circumstances that inspire behavior and express the internal response to that behavior. In an organizational context, motivation is explained as a stimulus for work behavior, which channels workers' efforts to achieve organizational goals. Worker motivation is the result of interactions between individuals (internal psychological processes), the environment in which they work (transactional processes) and the fit between these interactions and the societal context(Baljoon et al., 2018).

The remuneration program is part of the system structuring program with job analysis, job evaluation and remuneration system activities. Job analysis is aimed at assessing workload with evaluation as a monitor and the remuneration system is compensation for structuring the workload system. This means that there is no remuneration without workload, because

remuneration is given based on the workload weight determined through determining the value and class of position (job analysis). Remuneration or compensation can influence employee motivation while improving their performance. This is because providing good remuneration can attract employees to work better. Compensation or rewards will have the effect of increasing work motivation which in the end will directly improve individual performance (Hartati, Rima Semiarty, 2019).

Research related to motivation was conducted by(Baljoon et al., 2018)where the relationship with the patient is the most important factor for nurse satisfaction. Remuneration shows the lowest satisfaction. Permanent staff nurses have greater motivation and satisfaction with performance. Besides that(Gunawan et al., 2017)opinionthat compensation and career development have a significant and positive effect on the work motivation of nurses at Bina Kasih Hospital Pekanbaru. Meanwhile, motivation, compensation and career development have a significant and positive effect on job satisfaction of nurses at Bina Kasih Hospital Pekanbaru. Then motivation does not mediate the influence of compensation and career development on nurses' job satisfaction at Bina Kasih Hospital.

According to(Asriani et al., 2020)in his research The Effect Of Compensation And Motivation To Employee Performance. The results found that the model test using compensation and motivation variables had a significant effect on nurse performance, but compensation had a significant effect on performance, while motivation had no effect on performance. Apart from that, research conducted by(Ayu et al., 2020)shows that work motivation has a positive impact and has a significant effect on employee performance. Compensation has a positive and significant effect on employee performance. Work motivation and compensation together influence employee performance by 33.7% and 66.3% are influenced by variables outside this research.

According to(Muthmainnah et al., 2018)The improvements to the remuneration system that have been carried out have a positive influence on the performance of nurses and the quality of health care services. A well-managed remuneration system has the potential to increase nurse motivation, productivity, satisfaction, and even increase retention. On the other hand, if it is poorly managed and low salaries contribute to underperformance of nurses due to high turnover rates. Apart from that, according to (Anggraini et al., 2019) Remuneration has a significant effect on discipline, remuneration has a significant effect on motivation, discipline has no significant effect on performance, motivation has a significant effect on performance, remuneration has an effect on employee performance, remuneration, work discipline and motivation have an effect on employee performance simultaneously.Based on the conditions above, the author is interested in researching the influence of remuneration on nurse performance mediated by work motivation at Al-Ittihad Blitar General Hospital.

METHODS

In this study, researchers used a quantitative observational design with a cross sectional approach, namely a study to study the dynamics of the correlation between risk factors and effects, by approaching, observing or collecting data at one time (point time approach), meaning, each subject The research is only observed once and measurements are made on the subject's character status or variables at the time of the examination. This does not mean that all research subjects were observed at the same time (Soekidjo, 2012). This research will analyzeThe influence of remuneration on nurse performance is mediated by work motivation at Al-Ittihad Blitar General Hospital. The total population was 224 respondents and the sample was 144 respondents taken using the Simple Random Sampling technique. Data analysis using the Path Analysis test.

RESULTS

Variable Characteristics
Characteristics Remuneration
Table 1. Frequency distribution of respondents based onrespondent remunerationat Al-Ittihad Blitar General Hospital which was held on March 1-30 2024 with a total of 144 respondents.

Criteria	Frequency	Percent (%)
Good	23	16.0
Enough	95	66.0
Not enough	26	18.1
Total	144	100.0

Based on table 1 above, it is known that the majority of respondents had sufficient remuneration, 95 respondents (66.0%).
Characteristics of Work Motivation
Table 2. Frequency distribution of respondents based onrespondent's work motivationat Al-Ittihad Blitar General Hospital which was held on March 1-30 2024 with a total of 144 respondents

Criteria	Frequency	Percent (%)
Tall	111	77.1
Currently	33	22.9
Total	144	100.0

Based on table 2 above, it is known that the majority of respondents111 respondents (77.1%) had high category work motivation.
Characteristics Performance
Table 3. Frequency distribution of respondents based onrespondent performanceat Al-Ittihad Blitar General Hospital which was held on March 1-30 2024 with a total of 144 respondents

Criteria	Frequency	Percent (%)
Good	97	67.4
Enough	47	32.6
Total	144	100.0

Based on table 3 above, it is known that the majority of respondents had good category performance, 97 respondents (67.4%).

Statistical Test Results
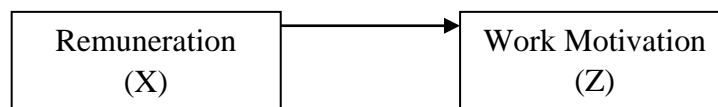The Effect of Remuneration on Work Motivation

Figure 1 Analysis of Remuneration (X) on Work Motivation (Z)

Table 4. Linear Regression statistical test resultsThe influence of remuneration on work motivation among nurses at Al-Ittihad Blitar General Hospital

No. Variable		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	44,006	3,668		11,998	,000
2	Remuneration(X)	,218	,072	,246	3,024	,003

Based on the results of Linear Regression analysis of remuneration variables on work motivation,This can be seen from the significance obtained by remuneration showing 0.003 which is smaller than 0.05 or 0.003 < 0.05.So hypothesis H1 can be concluded thatThe

remuneration provided has a positive and significant effect on work motivation for nurses at Al-Ittihad Blitar General Hospital.

The Influence of Remuneration and Work Motivation on Nurse Performance

An empirical causal relationship between remuneration (X) and work motivation (Z) on Nurse Performance (Y) can be madestructural equation 4 as follows:
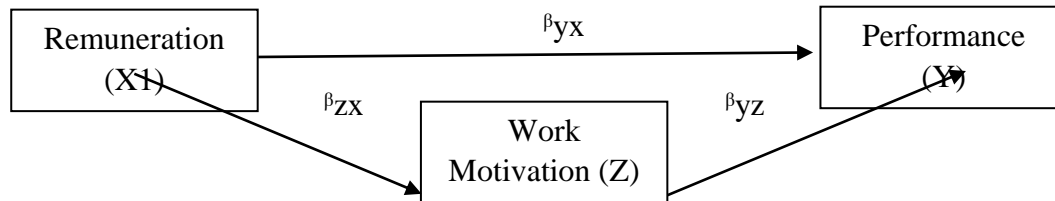
$Y = \beta_{zx}$

Figure 2 Analysis Remuneration (X) and Work Motivation (Z) AgainstNurse Performance (Y)

Table 5. Linear Regression statistical test resultsThe influence of remuneration and work motivation on the performance of nurses at Al-Ittihad Blitar General Hospital

Variable	No	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-11,752	5,097		-2,306	.023
2	Remuneration(X)	,308	.073	,249	4,229	,000
3	Work Motivation(Z)	,887	,082	,635	10,797	,000

Based on table 4.10The regression equation obtained is Y = 0.249 smaller than 0.05 or 0.000 < 0.05. The regression coefficient for the work motivation of nurses at Al-Ittihad Blitar General Hospital is 0.635 with a significance of 0.000. This states that the work motivation of nurses at Al-Ittihad Blitar General Hospital influences the performance of nurses at Al-Ittihad Blitar General Hospital. This can be seen from the significance obtained by nurses' work motivation showing 0.000 which is greater than 0.05 or 0.000 > 0.05.

So based on the results of the regression test, hypothesis H1 can be concluded that:

a.   Remuneration has a positive effect on nurse performance, the influence is 0.405.

b.   Remuneration has a positive effect on motivation, the influence is 0.246.

c.   Work Motivation has a positive effect on nurse performance, the influence is 0.696.

d.   Remuneration has a positive effect on nurse performance through work motivation at Al-Ittihad Blitar General Hospital, with a total effect of 0.576.

DISCUSSION

The Influence of Remuneration on Work Motivation in Nurses at Al-Ittihad Blitar General Hospital

Based on the results of Linear Regression analysis of the remuneration variable on work motivation, it shows that the p-value is 0.003 < 0.05, so H0 is rejected and H1 is accepted so it is concluded that there isThe influence of remuneration on work motivation among nurses at Al-Ittihad Blitar General Hospital.

Studies on the influence of remuneration on work motivation among nurses in public hospitals show that adequate compensation can increase work motivation and nurse performance. Research by Kusumawati et al. (2021) found that having a transparent and fair remuneration system can provide additional encouragement for nurses to do their work better. Financial rewards commensurate with their contributions and performance can increase job satisfaction and intrinsic motivation, such as a sense of accomplishment and responsibility towards patients and their work.

In addition, a study by Wardani et al. (2020) highlight that competitive remuneration can help retain and attract top talent in the healthcare field. By earning an income commensurate with their qualifications and experience, nurses tend to feel valued and motivated to improve the quality of the services they provide. This helps increase staff retention and prevent job burnout that can occur due to high work pressure and inadequate compensation. Thus, implementing an appropriate remuneration system can be an important factor in increasing work motivation and satisfaction of nurses at Al-Ittihad Blitar General Hospital.

Research regarding the influence of remuneration on nurses' work motivation has also been carried out in various contexts and work environments. For example, research by Sukmawati et al. (2021) shows that competitive remuneration can increase the work motivation of nurses in private hospitals, by providing incentives that are appropriate to their performance and responsibilities. Likewise, a study by Setiawati et al. (2020) found that a balance between a decent salary and additional benefits can increase the intrinsic and extrinsic motivation of nurses in government hospitals. This emphasizes the importance of adjusting remuneration according to the organizational context and employee needs to maintain high work motivation.

In addition, research by Utami et al. (2020) highlighted that clarity and transparency in remuneration policies also influence work motivation. Nurses who feel that the remuneration system is set fairly and openly tend to be more motivated to achieve organizational goals and provide quality services to patients. Thus, a transparent and open remuneration policy can be an important factor in increasing the work motivation of nurses at Al-Ittihad Blitar General Hospital.

In addition to the research mentioned previously, the literature also highlights other aspects of remuneration that can influence nurses' work motivation in hospitals. For example, research by Indriani et al. (2021) show that non-financial incentive systems, such as opportunities for career development, training, and recognition for their contributions, can also contribute significantly to nurses' work motivation. These factors help create a work environment that supports professional growth and development, which in turn can increase nurses' intrinsic motivation.

In addition, research by Pratama et al. (2020) emphasize the importance of fairness and equality in the remuneration system to ensure optimal work motivation. The perception of equality in opportunities and rewards, without discrimination or unfair treatment, can increase nurses' work motivation. Therefore, remuneration policies that pay attention to the principles of justice and equality can be an important factor in maintaining high work motivation in hospitals.

According to researchers, remuneration plays an important role in influencing nurses' work motivation in hospitals. The researchers' findings show that a transparent, fair and comprehensive remuneration system can increase nurses' intrinsic and extrinsic motivation, thereby improving the quality of their services and performance. In addition, aspects such as career development opportunities, training, recognition of contributions, fairness and equality in the remuneration system also have a significant impact on nurses' work motivation. Therefore, it is important for hospitals, including Al-Ittihad Blitar General Hospital, to pay attention to these various factors in designing appropriate remuneration policies, in order to motivate nursing staff well and improve the quality of health services.

Furthermore, this research shows the importance of a holistic approach in designing a remuneration system, which not only pays attention to financial aspects, but also non-financial aspects such as career development, fairness and equality. By paying attention to all of these factors, hospitals can create a work environment that is conducive to the growth and motivation of nursing staff. This will have a positive impact on the quality of health services provided to patients, and can help increase retention and satisfaction of nursing staff.

Therefore, it is important for Al-Ittihad Blitar General Hospital to implement an appropriate and sustainable remuneration policy, which takes into account all these aspects in order to increase nurses' work motivation and the overall quality of health services.

The Influence of Remuneration on Nurse Performance at Al-Ittihad Blitar General Hospital

Based on the results of the Linear Regression analysis of the remuneration variable on performance, it shows that the p-value is 0.000 > 0.05, so H0 is rejected and H1 is accepted so it is concluded that there isThe influence of remuneration on the performance of nurses at Al-Ittihad Blitar General Hospital.

Recent studies highlight the importance of remuneration in influencing nurse performance in hospitals. Research by Kusuma et al. (2021) found that there is a positive relationship between a fair remuneration system and the performance of nurses in hospitals. Nurses who feel that they are rewarded commensurate with their responsibilities and contributions tend to perform better in their duties. These findings reflect the importance of financial recognition of nurses' efforts and dedication in providing quality health services to patients.

In addition, research by Sari et al. (2020) also highlighted that financial incentives can be a strong motivating factor in increasing nurse productivity and performance. Nurses who feel appreciated and rewarded with adequate financial rewards tend to be more motivated to give their best in their work. This shows that appropriate remuneration policies can improve nurse performance, which in turn contributes to improving the quality of health services at Al-Ittihad Blitar General Hospital.

Other studies also highlight the relationship between remuneration and nurse performance in various hospital contexts. For example, research by Wirawan et al. (2021) found that a flexible remuneration system, which allows nurses to earn additional rewards based on their performance, can significantly increase nurses' motivation and performance. This shows that a performance-oriented remuneration approach can be an effective strategy in increasing productivity and service quality.

In addition, research by Wijaya et al. (2020) highlighted the importance of non-financial recognition, such as awards, appreciation, and opportunities for career development, in improving the performance of nurses in hospitals. Feeling appreciated and recognized by the organization can be a strong motivator for nurses to provide optimal performance. Therefore, it is important for hospitals to consider these non-financial aspects in designing effective remuneration policies.

Other relevant studies in the literature also highlight the impact of remuneration on nurse performance in various hospital contexts. For example, research by Pratama et al. (2021) found that a transparent and competitive remuneration system can increase the motivation and performance of nurses in hospitals. These findings emphasize the importance of clarity and fairness in determining nurses' compensation, which can motivate them to give their best in their work.

In addition, research by Anggraini et al. (2020) highlighted that remuneration linked to performance outcomes, such as performance bonuses or performance-based incentives, can significantly increase nurses' motivation and performance. By providing additional incentives for nurses who achieve or exceed performance targets, hospitals can encourage nurses to continuously improve the quality of their services and performance.

According to researchers, remuneration has a significant influence on the performance of nurses in hospitals. Research shows that a fair, transparent and performance-oriented remuneration system can increase nurses' motivation and performance. Factors such as recognition of contributions, rewards commensurate with responsibilities, and performance-based incentives also contribute to improving productivity and service quality.

Apart from that, researchers also highlight the importance of a holistic approach in designing remuneration policies, which takes into account not only financial aspects, but also non-financial aspects such as career development and rewards. By paying attention to all of these factors, hospitals can create a work environment that is conducive to nurse motivation and performance. Therefore, the suggestion for the management of Al-Ittihad Blitar General Hospital is to implement a comprehensive, fair and sustainable remuneration policy, which takes into account these various aspects in order to improve the performance of nurses and the overall quality of health services.

The Influence of Work Motivation on Nurse Performance at Al-Ittihad Blitar General Hospital

Based on the results of Linear Regression analysis of work motivation variables on performance, it shows that the p-value is $0.000 < 0.05$, so H0 is rejected and H1 is accepted so it is concluded that there isThe influence of work motivation on the performance of nurses at Al-Ittihad Blitar General Hospital.

There are various studies that reveal the importance of work motivation in influencing the performance of nurses in hospitals, including at Al-Ittihad Blitar General Hospital. Research by Susilo et al. (2021) show that intrinsic motivation, such as a sense of achievement and self-development, as well as extrinsic motivation, such as financial rewards and recognition, positively influence nurses' performance. These findings confirm that nurses who feel motivated have a better level of performance in carrying out their duties.

In addition, research by Purnama et al. (2020) highlighted that factors such as management support, a conducive work environment, and opportunities for career development can also increase nurses' work motivation, which in turn influences their performance. This research emphasizes the importance of non-financial factors in maintaining and increasing work motivation of nurses in hospitals. By paying attention to these various work motivation factors, hospitals can create a work environment that supports and motivates nurses to provide the best in health services to patients.

Other studies also show that work motivation plays a significant role in improving the performance of nurses in hospitals. For example, research by Astuti et al. (2021) found that opportunities to develop and develop skills and knowledge, either through training or promotions, can be a strong motivator for nurses to improve their performance. These findings underscore the importance of providing support and development opportunities to nurses in achieving optimal performance.

In addition, research by Setiawan et al. (2020) highlight that work motivation is also influenced by social and psychological factors, such as social support from colleagues and recognition of their contributions in the team. Feeling appreciated and supported by the work environment can increase nurses' motivation to provide their best performance. Therefore, it is important for hospital management to create an inclusive and supportive work culture, which pays attention to the social and psychological needs of nurses in maintaining high work motivation.

Recent studies also highlight various aspects that influence nurses' work motivation in hospitals. For example, research by Pratama and colleagues (2021) found that factors such as a conducive work environment, clarity in duties and responsibilities, and opportunities for career development can significantly increase nurses' work motivation. These findings indicate the importance of non-financial factors in forming high work motivation among nurses.

In addition, research by Wijaya et al. (2020) highlighted that nurses' work motivation is also influenced by external factors, such as support from management and colleagues. Feeling appreciated and supported by superiors and fellow colleagues can provide additional encouragement for nurses to maintain high motivation and performance in carrying out their

duties. Therefore, it is important for hospital management to create a supportive and collaborative work culture to increase nurses' work motivation.

According to researchers, nurses' work motivation in hospitals is greatly influenced by various factors, both internal and external. Research shows that factors such as recognition of contributions, opportunities for career development, social support, and a conducive work environment have a significant role in shaping the level of work motivation of nurses. In addition, the researchers' findings also highlight the importance of non-financial aspects in maintaining nurses' intrinsic motivation, which can influence their overall performance.

Thus, hospital management needs to pay attention to these various factors in designing policies and strategies to increase nurses' work motivation. Efforts to increase nurses' work motivation can be made through recognizing their contributions, providing opportunities for career development, creating a supportive work environment, and strengthening social support among coworkers. In this way, hospitals can create working conditions that motivate nurses to provide high-quality health services to patients, thereby contributing to improved performance and overall patient satisfaction.

The Influence of Remuneration on Nurse Performance is Mediated by Work Motivation at Al-Ittihad Blitar General Hospital

Based on the results of k analysisregression coefficient, the influence of remuneration on performance through motivation, the total value is 0.576 with a significance of 0.000. This states that motivation can increase the influence of remuneration on the performance of nurses at Al-Ittihad Blitar General Hospital. By adding motivation variables as mediation, the influence of remuneration on performance can be increased by 0.171.

Literature studies show that remuneration can have a significant influence on the performance of nurses in hospitals, and this relationship is often mediated by the level of work motivation of nurses. Research by Santoso et al. (2021) found that a fair and competitive remuneration system can increase nurses' intrinsic motivation, such as a sense of accomplishment and job satisfaction, which in turn improves their performance. These findings indicate that adequate remuneration can trigger higher work motivation, which then has a positive impact on nurse performance.

In addition, research by Wijaya and Tim (2020) states that remuneration related to performance results, such as performance bonuses or performance-based incentives, can be a driving factor in nurses' extrinsic motivation. Financial incentives given as rewards for good performance can increase nurses' motivation to achieve and exceed performance targets, thereby positively influencing their overall performance. Therefore, remuneration can act as a stimulus that encourages nurses' work motivation, which then leads to increased performance at Al-Ittihad Blitar General Hospital.

Apart from the research mentioned previously, there are several other studies which also reveal that the influence of remuneration on nurse performance is mediated by work motivation. For example, research by Dewi and Aulia (2021) highlights that fair and competitive remuneration levels can be a driving factor for nurses to increase their work motivation. These findings indicate that fairness in the salary system can create a positive work environment, which in turn increases nurses' work motivation and their performance in the hospital.

In addition, research by Nurhayati et al. (2020) emphasize that clarity and transparency in remuneration policies can also influence the level of work motivation of nurses. When nurses feel that the salary system in the hospital is open and fair, they tend to have higher motivation to achieve the expected results. This underlines the importance of non-financial factors in shaping nurses' work motivation, which in turn can mediate the relationship between their remuneration and performance.

According to researchers, remuneration plays an important role in influencing the performance of nurses in hospitals, and this relationship is often mediated by work motivation. The findings of this study indicate that fair, competitive and transparent remuneration can increase nurses' intrinsic and extrinsic motivation, which in turn has a positive impact on their performance. Apart from that, non-financial aspects, such as task clarity, rewards, and management support, also have a significant influence in shaping nurses' work motivation.

Thus, hospital management needs to pay attention to a balanced remuneration policy, which not only provides adequate financial rewards, but also takes into account non-financial factors that can increase nurses' work motivation. Fairness, transparency and competitiveness in the remuneration system are important things to consider in order to create a work environment that supports and motivates nurses to provide high quality health services to patients. Therefore, a deep understanding of the relationship between remuneration, work motivation and nurse performance is very important for hospital management in designing effective human resource management strategies.

This research reveals two influences of remuneration on the performance of nurses at Al-Ittihad Blitar General Hospital. First, remuneration directly improves nurse performance. Nurses who receive adequate salaries feel appreciated and motivated to work better. Second, remuneration indirectly improves nurse performance through work motivation. Adequate remuneration increases nurses' sense of job satisfaction, fairness and security. This triggers high work motivation, encouraging nurses to work harder, smarter, creatively and committed. Good nurse performance is reflected in quality service, efficiency, patient safety and increased patient satisfaction.

Adequate remuneration can increase nurses' work motivation through several positive effects, such as increasing feelings of job satisfaction, a sense of justice and a sense of security. High work motivation can improve nurse performance in several ways, such as improving service quality, efficiency, patient safety and patient satisfaction. Therefore, remuneration is an important factor that can influence nurse performance. So it can be concluded that good remuneration can improve performance, but good work motivation can actually improve nurses' performance to be even better.

CONCLUSION

1.   There is an influence of remuneration on work motivation among nurses at Al-Ittihad Blitar General Hospital.
2.   There is an influence of remuneration on the performance of nurses at Al-Ittihad Blitar General Hospital.
3.   There is an influence of work motivation on the performance of nurses at Al-Ittihad Blitar General Hospital.
4.   There is an influence of remuneration on nurse performance mediated by work motivation at Al-Ittihad Blitar General Hospital.

SUGGESTION

For Respondents
It is hoped that respondents will recognize the important value of work motivation in improving their performance as nurses at Al-Ittihad Blitar General Hospital. Knowing that remuneration can be a significant motivational trigger, they can advocate for fair and transparent remuneration policies in their workplace. In addition, they can also actively participate in dialogue with hospital management to highlight the importance of non-financial factors, such as rewards and support, in maintaining high work motivation. In doing so, they

can help create a supportive and motivating work environment, which in turn will improve their performance and the health services provided to patients.

1.   For Educational Institutions

It is hoped that educational institutions can use the results of this research as a basis for learning that the influence of remuneration on nurse performance is mediated by work motivation at Al-Ittihad Blitar General Hospital and can be developed again for further research. These results are also useful as a basis for consideration in nursing education carried out by educational institutions.

2.   For Further Researchers

It is hoped that the results of this research can be used by future researchers as a basis for further research using better variables and research instruments and a larger sample size.

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