

# Meta Analysis :RelationshipOfCompetence And Motivation WithPerformance Of Nurse In Hospital

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## Abstract

Performance is the result of work achieved by a person or group of people in an organization according to the authority and responsibility. The performance of nurses is one of the elements that determine the quality of hospital services. Good performance can be achieved, one of which is by increasing competence, motivation and managing workloads. The purpose of this study was to analyze the relationship between competence and motivation with nurse performance. This study used the PRISMA systematic review method with meta-analysis. Of the 1127 journals obtained 8 journals according to the inclusion criteria which will be analyzed using the RevMan 5.4 application and the search comes from three databases of Science Direct, Garuda Portal and Google Scholar. The results of the meta-analysis study stated that there was a relationship between competence, motivation and workload with the performance of nurses in hospitals. Competence has a tendency to have a large effect on nurse performance with an ES value of 5.36,  $p = 0.00001$  ( $p < 0.05$ ) and a pooled odds ratio of 4.19 (95% CI 2.48-8.91). Motivation has a tendency to have a large effect on nurse performance with an ES value of 2.69,  $p = 0.005$  and a pooled odds ratio value of 2.80 (95% CI 1.35-5.37).  
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