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## Analysis of the Relationship Between Nurses' Work Motivation and Adherence to Nursing Rounding Documentation

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### Abstract

**Introduction:** *Nursing documentation is more than a routine task, it is the backbone of safe, accountable, and professional practice. It provides essential clinical information while fulfilling both legal and ethical responsibilities. Among the required standards is documentation of nursing rounds. These rounds are conducted every two hours to monitor patients' conditions and concerns, assess intravenous lines, ensure safety and comfort, address nutritional and elimination needs, and protect patient privacy. Despite its importance, nursing documentation is frequently incomplete in daily practice. One key factor contributing to noncompliance in rounding documentation is low work motivation among nurses (Khotimah & Febriani, 2022).*

**Methodology:** *This study used a correlational analytic design with a cross-sectional approach. Purposive sampling was applied, involving 84 nurses selected from a total population of 90 inpatient ward nurses. Data were collected using a 17-item questionnaire adapted from Frederick Herzberg's Two-Factor Motivation Theory. Statistical analysis was performed using Spearman's rho test, with a significance level set at  $p < 0.05$ .*

**Results:** *The findings indicated that most respondents (53 nurses, 63%) demonstrated good work motivation, while 31 nurses (37%) reported lower levels of motivation. In terms of compliance, 67 nurses (80%) adhered to nursing rounding documentation standards, whereas 17 nurses (20%) were noncompliant. Bivariate analysis showed a strong and statistically significant relationship between work motivation and compliance with nursing rounding documentation ( $p = 0.000$ ;  $r = 0.597$ ).*

**Discussion:** *These findings highlight the importance of strengthening and sustaining*

*nurses' work motivation as a strategic priority. When motivation is nurtured, compliance with nursing rounding documentation improves, ultimately enhancing service quality and contributing to greater patient satisfaction.*

**Keywords:** *Nurses' work motivation; nursing round documentation*

## **1. Introduction**

Nursing documentation serves as a primary source of clinical information to meet both legal and professional requirements. If the documentation process is not performed accurately, objectively, and comprehensively, it can negatively affect the precision of nursing interventions (Salim et al., 2023). Inadequate implementation of nursing round documentation may lead to various serious issues, including an increased risk of malpractice, deterioration in communication among healthcare team members, duplication of nursing interventions, diminished professional integrity, and a higher likelihood of errors in patient care due to the lack of legally and ethically accountable evidence (Trisno et al., 2020).

Nursing rounds are a structured documentation method conducted every two hours to monitor patients' complaints, assess the condition of intravenous insertions, ensure patient safety and comfort, meet nutritional and elimination needs, and maintain patient privacy (Negarandeh et al., 2020). Regular and structured nursing rounding performed at specific time intervals can enhance the quality of nursing care (Mulugeta et al., 2020). Furthermore, nursing rounding can improve nurses' patient management skills, reduce the risk of falls and infusion-related infections, and decrease the frequency of patient call requests (Posma Sintia Rotua & Bertha Tri Sumartini, 2024). Jennings and Mitchell (2017) also reported that routine nursing rounds can positively influence patients' perceptions of nursing performance, thereby improving patient satisfaction.

Based on preliminary data collected in August 2024 from 30 inpatient ward nurses at a hospital in East Java, it was found that 60% of nurses had completed nursing round documentation properly, while 40% had not. Only 15% of nursing round documentation was completed every two hours as scheduled, whereas 85% was not performed according to the required intervals. The preliminary study also revealed that several nurses failed to comply with nursing round documentation because they were engaged in other tasks and delayed documentation, resulting in missed entries. Incomplete nursing round documentation caused the subsequent shift to lack detailed information regarding patients' condition developments. Noncompliance in nursing documentation can lead to redundant work and increase the risk of patient safety incidents. A study conducted by Yulianita et al. (2020) showed that only 40% of nursing round activities were properly documented. One of the main factors contributing to noncompliance in nursing round documentation is low nurse motivation (Patola & Tridiyawati, 2022).

Nurse motivation plays a crucial role in enhancing emotional support and adherence to nursing round documentation procedures. Reflecting the early work of Frederick Herzberg (1966), work motivation consists of two factors: hygiene (extrinsic) and motivator (intrinsic) factors. Hygiene factors help individuals avoid dissatisfaction, such as expectations of rewards, favorable working conditions, and harmonious interpersonal relationships. Meanwhile, motivator factors drive individuals toward satisfaction through achievement, recognition, personal growth, and self-fulfillment. High levels of nurse motivation foster a stronger sense of responsibility and greater compliance with nursing round documentation. Good motivation also improves nurses' ability to perform accurate and comprehensive nursing documentation (Muslimin, 2024).

Moreover, nurse motivation significantly contributes to ensuring nursing documentation that is high quality, accurate, detailed, and timely. Wongso et al. (2024) found a significant relationship between nurses' motivation and improvements in nursing documentation quality. Motivation serves as an emotional support mechanism that fosters a positive work environment, thereby enhancing nurses' skills and knowledge in documentation practices. Nurse motivation has a direct impact on improving the quality of nursing care documentation. However, few studies have specifically examined the relationship between motivation and the quality of nursing round documentation. Therefore, this study aims to analyze the relationship between nurses' motivation and the quality of nursing round documentation.

## **2 Literature Review**

### **2.1 Motivation**

Motivation refers to the factors that cause and sustain a person's behavior. According to Maslow, individuals are motivated to fulfill the needs that are strongest at a particular time. The emergence of a person's behavior at a given moment is determined by the most dominant need they experience; therefore, it is important for every manager to understand which needs are perceived as most essential by their subordinates. Motivation involves the factors that initiate, direct, and maintain human behavior toward a specific goal (Basalamah & As'ad, 2021).

Motivation can be defined as a state or energy that drives employees to act in ways directed toward achieving organizational goals (Ayudia, Hidayat, & Setiawan, 2020). It is also a management process that influences human behavior through an understanding of what stimulates individuals to take action (Nursalam, 2022). In terms of its sources, motivation can be categorized into three types:

1. Intrinsic motivation, which originates from within the individual.
2. Extrinsic motivation, which comes from external factors; and
3. Urgent motivation, which arises suddenly in response to pressing conditions.

There are three key elements in understanding motivation: needs, drives, and goals. A need arises when an individual experiences a deficiency, whether physiological or psychological. A drive represents the internal force that directs behavior toward fulfilling that need, while a goal is the endpoint of the motivational cycle.

### **Motivation Theory**

One of the most influential theories of motivation is the Two-Factor Theory (also known as the Motivator-Hygiene Theory) proposed by American psychologist Frederick Herzberg in 1959. This theory identifies two sets of factors that influence a person's motivation at work: motivators and hygiene factors. Herzberg suggested that these two categories of conditions affect job satisfaction and dissatisfaction in different ways.

The motivator factors are those that contribute to job satisfaction and encourage individuals to perform better. These include:

- Achievement, or the sense of accomplishment in performing tasks;
- Recognition, or acknowledgment of one's work;
- The work itself, or the intrinsic enjoyment of the job;
- Responsibility, or the degree of autonomy and trust given; and
- Advancement, or opportunities for growth and career development.

The hygiene factors, on the other hand, are those that prevent dissatisfaction but do not necessarily lead to higher motivation if improved. These include:

- Company policy and administration;
- Technical supervision;
- Interpersonal relationships;
- Working conditions; and
- Wages or compensation.

### **Two-Factor Theory, Frederick Herzberg (1966)**

According to Herzberg (1966), motivation is built upon both intrinsic (motivator) and extrinsic (hygiene) needs. Intrinsic factors include growth, advancement, responsibility, the work itself, recognition, and achievement, whereas extrinsic factors include security, status, relationships with subordinates and peers, salary, working conditions, supervision, and company policies.

A nurse, for example, may feel intrinsically satisfied due to increased responsibility or a recent promotion but simultaneously dissatisfied extrinsically because of poor teamwork among colleagues. In this case, the nurse experiences satisfaction with the work itself but dissatisfaction with interpersonal relationships in the workplace. For a nurse to remain motivated, both intrinsic and extrinsic satisfaction must be fulfilled.

Herzberg (1966) emphasized that many human resource consultants focus predominantly on extrinsic needs such as compensation and interpersonal relationships. However, job enrichment should not be overlooked, as it plays a key role in enhancing both motivation and job

satisfaction. For instance, a nurse manager may assign a staff nurse to attend training on new clinical procedures, thereby improving the nurse's knowledge and enabling professional growth within the role.

## **2.2 Nursing Round Documentation**

Nursing rounds are structured and systematic patient monitoring activities carried out by nurses. This proactive nursing intervention aims to enhance patient satisfaction and improve the overall quality of nursing care (Johnson & Bryant, 2020). The implementation of nursing rounds is not limited to bedside nurses; it can also be conducted by nurse managers and in collaboration with other healthcare professionals through collaborative rounding, which contributes to improving effective interprofessional communication (Zhang et al., 2021).

### **2.2.1 Purpose of Nursing Round**

Nursing rounding is a model of care that promotes a systematic and proactive approach to patient care. It is designed to achieve several objectives (Ram et al., 2019):

- a. To continuously meet patients' needs;
- b. To enhance early detection of patient deterioration;
- c. To improve patient satisfaction and the overall quality of nursing care;
- d. To reduce the incidence of patient falls, pressure ulcers, and medication errors; and
- e. To decrease the frequency of nurse call bell use.

### **2.2.2 Method of Nursing Rounding**

Patient safety and satisfaction are primary concerns for nursing leaders in hospitals, who continuously seek effective strategies to improve both. One approach implemented to enhance patient safety and satisfaction is the hourly nursing rounding program. Hourly nursing rounding is a nurse-led initiative designed to ensure that patients' needs are consistently met through hourly visits by nurses to each patient's room. The assessment during hourly nursing rounding generally includes the 5P components (Ram et al., 2019):

- a. Pain: asking patients about any pain or discomfort they are experiencing;
- b. Potty: asking whether patients need to urinate or defecate, or if they require assistance to the restroom or a bedpan;
- c. Position: ensuring that the patient is in a comfortable and safe position;
- d. Possessions/Periphery: placing necessary items such as the call bell, tissue box, bed remote, or
- e. television remote within the patient's reach;
- f. Personal needs: asking whether the patient requires additional support or services, such as ambulation, consultations with a physician, nutritionist, or physiotherapist, or a visit from family members.

According to the London Health Science Centre (2016), the nursing rounding process can also be performed using the 6P model, which includes the following components:

- a. Pain: assessing and addressing any pain experienced by the patient;
- b. Positioning: ensuring the patient's position is comfortable and safe;
- c. Proximity: confirming that personal belongings are within easy reach;
- d. Personal care: asking if the patient needs assistance with basic needs such as toileting or hydration;
- e. Pumps: checking the accuracy and safety of intravenous infusion settings;
- f. Promise: informing the patient when the nurse will return for the next round.

In this study, the nursing rounding method was adapted to align with the hospital's cultural and procedural standards, using a modified 6P model consisting of the following elements:

- a. Pain: assessing the level of pain experienced by the patient;
- b. Personal care: evaluating basic needs such as urination and defecation;
- c. Position: ensuring the patient is in a comfortable and restful position;
- d. Privacy: maintaining patient privacy to ensure comfort and dignity;
- e. Periphery: checking peripheral areas where invasive procedures or intravenous lines are placed to ensure safety and prevent signs of infection;
- f. Personal items: ensuring that the patient's personal belongings (e.g., television or air conditioner remote, call bell, etc.) are within reach for convenience and safety.

### **3 Research Methodology**

#### **3.1 Research Design**

This study employed a correlational analytic research design with a cross-sectional approach.

#### **3.2 Research Variables**

The independent variable in this study was nurses' work motivation, while the dependent variable was compliance with nursing round documentation.

#### **3.3 Population, Sample, and Sampling Technique**

The population in this study consisted of all inpatient ward nurses, totaling 90 nurses. The sample included 84 inpatient ward nurses who met the inclusion criteria. The sampling technique used in this study was purposive sampling.

Inclusion criteria:

- a) Willing to complete the questionnaire and participate as a respondent;
- b) Inpatient ward nurses with at least Clinical Nurse Level 1 qualification;
- c) Currently assigned to the inpatient ward;
- d) Nurses who have received prior training or socialization related to nursing rounds.

Exclusion criteria:

- a) Nurses who were unwilling to participate as respondents;
- b) Inpatient nurses who were still in the pre-clinical phase;
- c) Head nurses of inpatient units
- d) Nurses assigned to the Operating Room (OR), Outpatient Unit, Emergency Department (ED), Hemodialysis Unit (HD), Intensive Care Unit (ICU), Neonatal Intensive Care Unit (NICU), Angiography, or Endoscopy Units.

### 3.4 Time and Location of the Study

The study was conducted in August 2025 at the inpatient unit of a hospital in East Java, Indonesia.

### 3.5 Data Collection

The data collection instrument used in this study consisted of a questionnaire and an observation checklist. The questionnaire measuring nurse motivation was developed based on Frederick Herzberg's Two-Factor Motivation Theory, while the observation sheet assessed compliance with nursing round documentation. The questionnaire was distributed via Google Forms to all respondents who met the inclusion criteria.

### 3.6 Data Analyze

Data were analyzed using SPSS software. Univariate analysis was conducted using frequency distribution analysis. Bivariate analysis was performed using the Spearman's rank correlation test (Spearman's rho) with a significance level of  $p < 0.05$ .

## 4 Results

### General Data

Table 1 Frequency distribution of respondents' characteristics based on age, gender, education, work experience, and career level.

Variable	Frequency	Percentage
<b>Age</b>		
20-30 years	46	55%
31-40 years	28	33%
> 40 years	10	12%
<b>Gender</b>		
Male	2	2%
Female	82	98%
<b>Pendidikan</b>		
Diploma in Nursing	18	21%
Bachelor + Nurse	66	79%

<b>Work Experience</b>		
1-5 years	49	58%
5-10 years	10	12%
> 10 years	25	30%
<b>Career Level</b>		
Clinical Nurse 1	23	27%
Clinical Nurse 2	31	37%
Clinical Nurse 3	26	31%
Clinical Nurse 4	4	5%

Based on the table, the majority of respondents were aged 20–30 years (46 respondents, 55%), while the least were aged over 40 years (10 respondents, 12%). Almost all respondents were female (82 respondents, 98%), and only a few were male (2 respondents, 2%). Regarding education, most respondents had a Bachelor’s degree with Ners certification (66 respondents, 79%), while 18 respondents (21%) had a Diploma in Nursing. In terms of work experience, most respondents had 1–5 years (49 respondents, 58%), and the fewest had 5–10 years (10 respondents, 12%). For career level, the majority were Clinical Nurse 2 (31 respondents, 37%), and the least were Clinical Nurse 4 (4 respondents, 5%).

### Specific Data

Table 2 Frequency Distribution of Nurses Work Motivation.

<b>Motivation</b>	<b>Frequency</b>	<b>Percentage (%)</b>
Good	53	63%
Low	31	37%
<b>Total</b>	<b>84</b>	<b>100%</b>

Most inpatient ward nurses had good motivation (53 respondents, 63%), while a smaller number had low motivation (31 respondents, 37%).

Table 3 Mean Scores of Nurses Work Motivation Indicators

<b>Indicator</b>	<b>Mean Score</b>	<b>Category</b>	<b>Maximum Score</b>
Responsibility	21	Good	24
Achievement	11	Good	12
Recognition	7	Good	8
Salary	9	Good	12
Work Culture	8	Good	12

The mean scores for all indicators were in the good category. The achievement indicator had the highest mean score relative to its maximum score, while work culture

had the lowest mean score (8 out of 12).

Tabel 4 Frequency Distribution of Compliance with Nursing Round

<b>Compliance of Nursing Round Documentation</b>	<b>Frequency</b>	<b>Percentage (%)</b>
Compliant	67	80%
Non-Compliant	17	20%
<b>Total</b>	<b>84</b>	<b>100%</b>

Most nurses were compliant with nursing round documentation (67 respondents, 80%), while a smaller number were non-compliant (17 respondents, 20%).

Tabel 5 Mean Scores of Nursing Round Documentation Indicators

<b>Indicator</b>	<b>Mean Score</b>	<b>Category</b>	<b>Maximum Score</b>
<i>Pain</i>	3	Good	3
<i>Periphery</i>	3	Good	3
<i>Position</i>	2	Good	2
<i>Personal Care</i>	4	Good	6
<i>Personal Item</i>	1	Good	1
<i>Privacy</i>	7	Good	9

The mean scores for all indicators were in the good category. Pain, Periphery, Position, and Personal Item indicators achieved the highest mean scores relative to their maximum scores, while Personal Care and Privacy indicators had the lowest mean scores relative to the maximum.

Tabel 6 Cross Tabulation and Spearman Rank Correlation

<b>Motivation</b>	<b>Compliance</b>				<b>Total</b>	
	<b>Compliant</b>	<b>%</b>	<b>Non compliant</b>	<b>%</b>		
Good	52	98	1	2	53	100
Low	15	48	16	52	31	100
<b>Total</b>					<b>84</b>	
<b>Rank Spearman's rho test</b>		<b>p = 0,000 &lt;0,05</b>			<b>r = 0,597</b>	

The results indicate that among respondents with good motivation (53 respondents), 52 (98%) were compliant, and 1 (2%) was non-compliant in documenting nursing rounds. Among respondents with low motivation (31 respondents), 15 (48%) were compliant, and 16 (52%) were non-compliant. Spearman's rank correlation test showed a p-value of 0.000 (<0.05), indicating a significant relationship between nurses' work motivation and compliance with nursing round documentation, with a strong correlation coefficient of 0.597.

## 5 Discussion

### 5.1 Nurses' Work Motivation

Based on the research results, most respondents demonstrated good work motivation. Respondents with good motivation were predominantly female, aged 20–30 years, held a Bachelor of Nursing degree (S1 Ners), had 1–5 years of work experience, and were at Clinical Nurse Level 3.

The study results indicate that good motivation was mostly found among respondents aged 20–30 years. This is somewhat inconsistent with research conducted by Boumans et al. (2021), which states that work motivation does not decrease with age but rather shifts in the factors that enhance motivation. Younger workers tend to be more motivated by extrinsic factors such as promotion, career opportunities, and financial rewards. Meanwhile, older workers are more motivated by intrinsic factors such as job achievement, emotional relationships with colleagues, and commitment to the organization. This is consistent with the Socioemotional Selectivity Theory proposed by Laura L. Carstensen, which suggests that older workers prioritize emotionally meaningful goals, such as satisfaction in interpersonal interactions, rather than incentives or career progression. In this study, the age range of respondents was not very diverse; therefore, the results may be less representative across different age groups.

The results also show that nurses with high motivation were mostly in the early years of their careers (1–5 years). This aligns with research conducted by Mardianty and Sari (2025), which states that workers in the early stages of their careers tend to demonstrate greater willingness and commitment to achieving work goals. Workers with longer tenure may experience lower motivation due to less enthusiasm toward career development. Observations and interviews with respondents indicated that most nurses in the early stages of their careers exhibited high motivation and work enthusiasm because they were striving to gain as much experience as possible. Nurses with good motivation generally felt that their needs and expectations at work had been met. However, some respondents reported lower job satisfaction, resulting in reduced motivation in conducting nursing round documentation. Some nurses in the early stages of their careers were still adjusting to their roles; therefore, increasing work motivation by fulfilling their needs and expectations is necessary. Interviews with respondents with longer work experience revealed that most were married and had greater personal responsibilities than in their early careers, which influenced their work motivation positively.

The study findings also indicate that the motivation aspects with the highest scores were achievement and recognition. Respondents stated that the factors most motivating them at work included rewards, acknowledgment from supervisors, and recognition from colleagues. Meanwhile, the indicator with the lowest average score was work culture. Almost all respondents expressed satisfaction with the work culture and environment at RS Mitra Keluarga. These findings are consistent with Wahyuni (2020), who stated that career development and recognition from supervisors and colleagues can enhance enthusiasm and initiative at work. In addition, non-material rewards significantly contribute to intrinsic motivation among nurses.

Support and high motivation among nurses can enhance psychological readiness, such as a strong drive to formulate goals that improve the quality of nursing documentation (Handian, 2020). Nurses must understand the importance of high-quality nursing documentation, as strong motivation determines awareness and diligence in performing comprehensive documentation (Artanti, 2020). High work motivation influences nurses' performance, thereby increasing productivity in documenting nursing rounds. This aligns with Herzberg's Two-Factor Theory (1966), which explains that motivation is influenced by motivator and hygiene factors. Motivator factors are those that create satisfaction and encourage individuals to perform better. Therefore, high nurse motivation is expected to result in accurate and thorough nursing round documentation.

According to the researcher's perspective, the study results are consistent with previous research on motivation. The highest-scoring indicator in the motivation questionnaire was responsibility, reflecting that nurses consistently strive to meet patients' needs optimally, perform their duties including nursing round documentation correctly, and accept responsibility for assigned tasks.

## **5.2 Nursing Round Documentation**

Based on the findings, almost all respondents were compliant with inpatient nursing round documentation. Respondents who were compliant were predominantly female, aged 20–30 years, held a Bachelor of Nursing degree (S1 Ners), had 1–5 years of work experience, and were at Clinical Nurse Level 2.

The study shows that respondents with better nursing round documentation compliance were younger (20–30 years) compared to older respondents. These findings are somewhat inconsistent with Wahyuni et al. (2023), which states that age does not directly affect nursing documentation compliance. However, age is related to a nurse's knowledge and motivation in completing documentation. In this study, compliance was higher among nurses in the early stages of their careers, as nursing rounds had recently been introduced through socialization sessions and were still well remembered, resulting in documentation that was complete and in accordance with standards. Older nurses with longer tenure tended to forget the sequence and key points of nursing rounds, leading to incomplete documentation.

Respondents with 1–5 years of work experience and at Clinical Nurse Level 2 demonstrated better documentation compliance. This aligns with Ahn et al. (2020), which states that nurses with more experience and higher career levels exhibit greater compliance in completing nursing documentation on time compared to nurses with less experience. Continuous implementation of standard operating procedures (SOPs) and repeated training can improve documentation compliance.

Observations indicated that the nursing round components with the highest scores were Periphery and Personal Item, as almost all respondents monitored intravenous access and ensured patients' personal belongings were properly positioned. The lowest-scoring indicators were Personal Care and Privacy. Interviews with head nurses revealed that nurses with longer

tenure sometimes overlook personal care tasks (e.g., assisting with urination, defecation, or diaper changes) and ensuring patient privacy during procedures, even after socialization sessions. This highlights the need for continuous reinforcement and evaluation of nursing round performance by ward managers.

This study aligns with Hidayat (2021), who stated that nursing documentation is crucial because it serves as a tool to evaluate nursing actions and may function as legal evidence when required (Yanti, Retyaningsih Ida & Bambang Edi Warsito, 2019). Nursing rounding must follow the 6P indicators (Pain, Personal Care, Position, Privacy, Periphery, and Personal Item). Documentation is performed every two hours during morning and afternoon shifts and every four hours during the night shift.

According to the researcher, compliance with nursing round documentation was assessed using observation sheets, which indicated whether nurses documented the 6P components correctly and on time. Non-compliance occurred when documentation was not completed at the designated times. Proper documentation is essential for evaluating nursing actions and preventing patient care errors. High-quality documentation positively impacts the hospital as a healthcare service provider.

### **5.3 Relationship Between Nurses' Work Motivation and Nursing Round Compliance**

The study results show a significant and strong positive relationship between motivation and nursing round documentation compliance. Nurses with high motivation tend to demonstrate higher compliance in documentation practices. Highly motivated nurses exhibit a stronger sense of responsibility in documenting nursing rounds.

This aligns with research by Pakudek and Hamel (2017), which found that strong motivation enhances nurses' ability to perform complete and accurate nursing documentation in the inpatient ward of RSUP Prof. Dr. R.D. Kandou Manado. Motivation is a psychological process involving attitudes, needs, perceptions, and satisfaction within an individual. It arises from internal (intrinsic) and external (extrinsic) factors (Muslimin, 2024). Motivation drives individuals to complete assigned tasks effectively and directly influences performance (Suyanto, 2019).

The findings are consistent with Herzberg's Two-Factor Theory (1966), which suggests that individual motivation is shaped by motivator and hygiene factors. Employee motivation, supported by rewards or supervision, can improve work quality. In addition, Maslow's theory (1954) suggests that fulfilling human needs enhances motivation in performing activities.

The strength of the relationship between nurse motivation and documentation compliance is strong and positively directed. This means that higher motivation is associated with higher compliance in nursing round documentation, and vice versa. Strong motivation generates enthusiasm to meet system requirements (Hamzah, 2018).

Distribution data indicate that most nurses with good motivation also demonstrated good documentation compliance. However, eight respondents with good motivation were non-

compliant with documentation. This contrasts with the assumption that high motivation always leads to positive work behavior, in this case, proper nursing round documentation. The discrepancy may be due to nurses seeking recognition for conducting nursing rounds without fully implementing the 6P components correctly.

Support for nurse motivation at RS Mitra Keluarga can be provided by head nurses and nursing department leaders. To maximize motivation, leaders must understand staff needs and expectations related to nursing round compliance. Nurses are motivated by factors such as salary, a supportive work environment, commuting distance, recognition from supervisors, and training opportunities. Understanding these factors can enhance motivation to perform nursing round documentation, thereby improving compliance.

## **Conclusion**

Based on the results of this study, most respondents demonstrated good work motivation, reflecting satisfaction with the work environment, managerial support, and recognition of their contributions. This high level of motivation plays an important role in promoting optimal healthcare quality, particularly in nursing round documentation.

In addition, most respondents were compliant in performing nursing round documentation, indicating attentiveness and empathy in carrying out their duties. Furthermore, there is a positive relationship between nurses' work motivation and compliance with nursing round documentation. Nurses with high motivation tend to exhibit greater enthusiasm, focus, and commitment to patient care, which translates into more accurate and timely documentation. Conversely, lower motivation may hinder nurses from performing tasks according to established standards, resulting in suboptimal documentation.

Overall, these findings highlight the importance of maintaining and enhancing nurse motivation to ensure high-quality care and proper adherence to documentation protocols.

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