ORIGINAL RESEARCH

FACTORS RELATED TO NURSES' MOTIVATION TO CONTINUE EDUCATION AT THE NATIONAL SPORTS HOSPITAL IN 2024

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ABSTRACT	Keywords
Higher education has a very important role in the development of surgical technology and professional life training. In organizing nursing education, motivation is needed which influences internal and external factors, so that nurses have the desire to improve their competence. Objective: to find out what factors are related to motivation to continue education nurses at the National Sports Hospital in 2024. The purpose of this research was to find out what factors are related to nurses' motivation to continue their education at the National Sports Hospital in 2024. The type of research used was a cross-sectional design to examine whether there was a relationship between the motivational factors of family support, work environment and income and nurses' motivation to continue their education. The population of this study were all nurses at the National Sports Hospital, totaling 34 respondents and the sampling technique used total sampling technique. The instrument used was a questionnaire and data analysis used univariate and bivariate analysis techniques with the Spearman Rank statistical test. The results of the study showed that only the family support variable had a relationship with nurses' motivation to continue their education, while work environment factors and income did not have a significant relationship: family support ($p_{rho} = 0.620$), work environment ($p_{rho} = 0.124$), and income ($p_{rho} = 0.199$). This research recommends that it is necessary to maximize the role of family support in nurse career development programs in hospitals and increase the role of the work environment and financial support for nurses who will continue their education.	**Nursing motivation factors, Nurse motivation, Nursing education**

INTRODUCTION

Nursing as a profession is required to guarantee the quality of its services and ensure that each member has the skills that need to be maintained and improved, so it is the obligation of every nurse to improve their competence, one of which is through nursing education (DPP PPNI, 2022). Through higher education in nursing, it is hoped that there will be an acceleration of the process of change or transition in nursing which was originally an occupational activity to become a professional one and which originally used a traditional approach to become a scientific solution that can be accounted for by service users and the profession (Nursalam, 2012).

In 2024, the Health Human Resources Development and Empowerment Agency recorded that the number of health workers in Indonesia would reach 1.9 million people, of which the majority came from nurses with 673 thousand people, and this number increased by 28.7%. from the previous year in 2023, namely 523 thousand people. Of the total number of nurses in Indonesia in 2021, 68.3% of them are non-nurses (314,801 people), 18.4% are nurse nurses (85,108 people), while the remaining 13.3% are other groups (Master of Nursing, Nursing Specialist , and Doctor of Nursing) (Data from the Indonesian Ministry of Health, 2024). This data shows that the majority of nurse education in Indonesia is still at the Diploma III or Non-Nurse level, so it is necessary to improve the quality of nurses to create more competent and professional nurses, and this can be achieved through improving nursing education.

The enactment of the "Peraturan Menteri Kesehatan No.26 Tahun 2019" which requires a nurse to have the lowest educational qualification of a Nurse to carry out practice, makes the motivation of nurses to continue their education an interesting issue to study.

Research conducted by (Widiyono et al., 2021) illustrates that superior support is the factor most related to nurses' motivation to continue their education with a p value = 0.049 compared to the value of competition, family support and socio-economics. However, this is different from (Yulianti E & Antoro B, 2021) regarding "Factors that influence nurses' motivation to continue their professional education as a nurse where remuneration is the most dominant factor with a percentage of 54% in influencing nurses'motivation to continue their education compared to other factors.

The National Sports Hospital (RSON) is a hospital belonging to the Ministry of Youth and Sports located in Cibubur, East Jakarta, which was built with the aim of becoming a national reference for athletes who have sports health problems. The National Sports Hospital needs to have competent human resources to fulfill these goals which are in line with one of the hospital's missions, namely to provide quality sports health services for athletes, sports people and society in general in a complete manner (RSON Profile, 2022).

The National Sports Hospital itself always provides opportunities and motivation for its employees in an effort to always improve employee competency, both through training and educational pathways as part of its employee competency development program. In accordance with Law Number 5 of 2014 concerning State Civil Apparatus (ASN), every ASN has the same rights and opportunities to develop competence and earn a better income than before. The hospital has provided opportunities for all nurses, all of whom are civil servants, through a gradual organizational plan where intermediate nurses who are continuing their education

have been provided with places to fill the positions of expert nurses after completing their education in accordance with "Keputusan Menteri Pemuda Dan Olaharga No 56 Tahun 2023" concerning map of positions within the Ministry of Youth and Sports.

Based on an initial survey on February 1 2024 at the National Sports Hospital, 24 of the 34 nurses had a D3 education, while 10 other nurses had a nursing education and no nurses had continued to the Nursing Specialist level. There are colleagues who have not continued their education due to various reasons such as no money, no friends, no communication with family or other reasons.

These phenomena became the basis for researchers to conduct research at the National Sports Hospital to find out what factors are related to nurses' motivation to continue their education at the National Sports Hospital in 2024 in order to encourage improvements in the quality of nurses to become more competent and professional so that can guarantee security and safety and provide complete service to patients.

METHOD

This research is a quantitative study that uses observational analytical methods with a cross-sectional design regarding factors related to nurses' motivation to continue their education at the National Sports Hospital in 2024.

The population in this study were all nurses who worked at the National Sports Hospital with a D III educational background and nurses, totaling 34 respondents. The sample used was total sampling, that is all members of the population were used as research samples.

The research instrument used for data collection is a questionnaire that has been developed in accordance with the research variables including factors that influence motivation, namely family support, work environment, income and nurses' motivation to continue their education.

The research implements ethical aspects and has been declared ethically appropriate by the Health Research Ethics Committee of the Bani Saleh College of Health Sciences with letter number No: EC.009/KEKP/STKBS/V/ 2024.

The process of conducting research and data management is carried out through editing, coding, data entry, cleaning and tabulating activities. Data analysis was carried out univariately to determine the distribution of variables and bivariate analysis to determine the relationship between the independent variables of family support, work environment and income with the independent variable of nurses' motivation to continue their education through the Spearman rank correlation test.

RESULTS
A. Univariat Analysis
Table 1. Frequency Distribution of Respondents Based on Age, Gender, Education Characteristics at the National Sports Hospital in 2024 (n=34)

Variable	Frequency	Percentage (%)
Gender		
Man	14	41.2
Woman	20	58.8
Total	**34**	**100**
Age		
Early adulthood	18	61.2

26 – 35 years	16	18.8
	34	**100**
Late adulthood 36 – 45 years old		
Total		
Education		
D – III	22	64.7
Bachelor's Degree in Nursing	12	35.3
Total	**34**	**100**
Currently Pursuing Education		
Yes	11	32.4
No	23	67.6
Total	**34**	**100**

Based on table 1 above, the majority of respondents were female, namely 20 respondents (58.8%) and the majority were aged between 26 - 35 years, namely 18 respondents (61.2%), for the education level the majority were D- III Nursing were 22 respondents (64.7%) and the majority were not currently pursuing education, namely 23 respondents (67.6%).

Table 2. Frequency Distribution of Respondents Based on Nurses' Level of Motivation to Continue Education at the National Sports Hospital in 2024 (n=34)

Motivation	Frequency	Percentage (%)
High	19	55.7
Low	15	44.3
Total	**34**	**100**

Based on table 2 above, the majority of respondents had high motivation to continue their education, namely 19 respondents (55.7%) and 15 people (44.3%) had low motivation.

Table 3. Frequency Distribution of Respondents on Family Support Factors at the National Sports Hospital in 2024 (n=34)

Family Support	Frequency	Percentage (%)
High	23	67.6
Low	11	32.4
Total	**34**	**100**

Based on table 3 above, the majority of respondents have high family support for continuing their education, namely 23 respondents (67.6%)

Table 4.Frequency Distribution of Respondents Work Environment Factors at the National Sports Hospital in 2024 (n = 34)

Work environment	Frequency	Percentage (%)
Support	23	67.6
Less Supportive	11	32.4
Total	**34**	**100**

Based on table 3 above, the majority of respondents have high family support for continuing their education, namely 23 respondents (67.6%)

Table 5. Frequency Distribution of Respondents on Income Factors at the National Sports Hospital in 2024 (n=34)

Income	Frequency	Percentage (%)
Enough	23	67.6
Not Enough	11	32.4
Total	**34**	**100**

Based on table 5 above, the majority of respondents have sufficient income to continue their education, namely 23 respondents (67.6%)

B. Bivariat Analysis

Table 6. Relationship Between Family Support Factors and MotivationAt the National Sports Hospital in 2024 (n=34)

Variable	Motivation					
	High		Low		Total	
	N	%	n	%	n	%
Family Support						
High	9	60.9	14	39.1	23	100
Low	1	9.1	10	90.1	11	100

Correlation Coefficient	p value
0.620	0,000

Based on table 6 above, it shows that of the total of 23 respondents who had high family support, most of them had a high level of motivation, namely 14 respondents (60.9%), while almost all of the 11 respondents who had low family support had low motivation, namely 10 respondents (90.9%). Based on the results of the correlation test, there is a p_{value} of 0.000 < 0.005, indicating that there is a relationship between family support factors and nurses' motivation to continue their education, and the correlation coefficient value p_{rho}= 0.620 shows that there is a strong level of relationship between family support and motivation.

Table 7. The Relationship Between Respondents' Motivation and Work Environmental FactorsAt the National

Correlation Coefficient	p value
0.199	0,258

Sports Hospital in 2024 (n =34)

Variable	Motivation					
	High		Low		Total	
	n	%	n	%	n	%
Work Enviroment						
Support	9	39.1	14	60.9	23	100
Less Support	6	54.5	5	44.5	11	100

Correlation Coefficient	p value
0.124	0,480

Based on table 7 above, it shows that of the 23 respondents with a supportive work environment, the majority had low motivation, namely 14 respondents (60.9%). Meanwhile, of the 11 respondents who felt the environment was less supportive, most of them had high motivation, namely 6 respondents (54.5%). For the correlation test results, the p_{value} = 0.480 > 0.05 shows that there is no relationship between environmental factors and nurses' motivation to continue their education, while the correlation coefficient value p_{rho} = 0.124 indicates that the level of relationship between the two variables is very low.

Table 8. Relationship Between Respondens' Motivation and Income FactorsAt the National Sports Hospital in 2024 (n=34)

Variable	Motivation					
	High		Low		Total	
	n	%	n	%	n	%
Income						
Enough	1 0	4 3.5	1 3	5 6.5	2 3	1 00
Not Enough	5	4 4.5	6	5 4.5	1 1	1 00

Based on the table above, it shows that of the 23 respondents who have sufficient income, the majority of respondents have a low level of motivation, namely 13 respondents (56.5%). Meanwhile, of the 11 respondents with low income, most of them had low motivation, namely 6 respondents (54.5%). For the correlation test results, the $p_{value} = 0.258 > 0.05$ shows that there is no relationship between the income factor n and nurses' motivation to continue their education, while the correlation coefficient value $p_{rho} = 0.199$ indicates that the level of relationship between the two variables is very low.

DISCUSSION

Based on the data analysis that has been carried out, the results of the research show that of the 34 respondents, the majority of respondents have high motivation with supportive family support of 14 respondents (60.9%) and the results based on the relationship test results show that there is a strong and significant relationship between family support. and motivation of nurses at the National Sports Hospital.

Similar results were also found in research by Perceka (2020) that of the 45 respondents who had a tendency to continue their education, the majority of respondents, namely 26 respondents (59.1%) had high family support for continuing their education.

Likewise in other research, in (Sugiarto & & Rahaju, 2017) research, from a total of 45 respondents who had high motivation, almost all respondents, namely 42 respondents (93.3%) had high family support for continuing their education.
Family support is the attitude, actions and acceptance of the family towards its members. Family support can take the form of emotional, instrumental, informative and assessment support (Kamaryati & Malathum, 2020).

Emotional support is support provided by the family in the form of attention, affection and moral support which aims to improve the emotional well-being of individuals and families. Meanwhile, instrumental support is support provided by the family in physical or material form. This support aims to help individuals carry out daily activities and meet their physical needs. Informative support is support provided by the family in the form of information and knowledge regarding the patient's health condition. This support aims to help the patient's family understand the patient's health condition and improve interactions between family members (Kamaryati & Malathum, 2020).

Herzberg's theory can be used to understand how this support acts as a motivating factor. Family support can be considered as an element that provides recognition and emotional encouragement, which is part of the motivator factors in Herzberg's theory. When nurses receive support from their families, they feel more appreciated and supported in their efforts to continue their education. This can increase nurses' intrinsic motivation to achieve their educational goals (Iskandar & Yuhansyah, 2018).

Previous research by Widiyono et al. (2021) stated that one form of family support is emotional support, which gives nurses a high sense of self-confidence and confidence in pursuing higher education. Apart from emotional relationships, the family also plays a role in moral and financial support so that a person can feel comfortable and reduce nurses' worries about financial problems. Another study by Sugiarto & & Rahaju (2017)stated that family support has a significant relationship and the form of family support can be in the form of recommendations and advice, so that at least it will provide more motivation for nurses to continue their education to a

higher level. When nurses feel supported by their families, they are more likely to feel motivated to continue their education and achieve their career goals. Meanwhile, research by (Yulianta et al., 2023)also states that family support has a role in fostering a sense of security, so that individuals can realize that there is a family who pays attention, respects and loves them, thereby increasing the motivation of nurses to continue to innovate by increasing higher education and continuing to hone your skills to be useful for yourself, your family and the environment around you.

The findings in this research are in line with previous theory and research which shows that family support has a significant positive impact on individual motivation. In this study, family support was proven to have a strong positive impact on the motivation of nurses at the National Sports Hospital to continue their education. This suggests that families play an important role in helping nurses overcome the challenges and obstacles they may face in continuing their education.

This research has important implications for hospital management and policy makers. Hospital management can develop programs that support family involvement in the nurse education process. For example, a program that involves families in information and outreach sessions about the importance of developing education for nurses to face the challenges of global progress. Provide flexibility in work schedules for nurses who are pursuing education so they can manage their time between work at the office, home and studies. In addition, providing scholarships or financial assistance or interest-free educational loans for nurses who wish to continue their education can be an effective strategy to increase nurses' motivation.

Based on the results of data analysis on work environment factors, out of 34 people, 23 (67.6%) nurses felt that the work environment at the National Sports Center mostly supported nurses to continue their education, but the majority of nurses, namely 14 (60.9%) had The level of motivation is low to continue education to a higher level and based on correlation tests shows a weak correlation and there is no significant relationship between work environment factors and nurses' motivation to continue education.

This is different from Ifani (2022) research where out of 45 nurses, 25 nurses (55.6%) had high motivation and a good work environment. Likewise, research by Suryanti (2017) states that there is a significant influence between the peer environment on motivation to continue higher education with a tcount value greater than t_{table}, namely $4.001 > 2.01$ and a significance value of 0.000.

The work environment is all the conditions that occur related to work relationships, both relationships with superiors, relationships with colleagues or relationships with subordinates. The conditions that should be created are a positive atmosphere such as family, good communication and self-control. The benefit of a positive work environment is that it creates enthusiasm for work, so that productivity and work performance increase. Meanwhile, the benefit obtained from working with motivated people is that the work is completed correctly, which means the work is completed according to the correct standards within the time scale determined by Sedarmayanti (2022) . This is in line with research by Suryanti (2017) where the peer environment has a big influence on changes in student behavior which will have an impact on social life and provide motivation for each other to continue their education to a higher level. However, the work environment is not always positive, there are negative impacts

that arise due to a negative work environment. As in research by Angreani (2020)which states that the absence of social support from the environment and an uncomfortable work environment can cause tension and boredom at work so that a person's motivation to work or achieve their goals decreases.

However, the findings in this study illustrate that the current work environment is not strong enough to influence the motivation of nurses to continue their education, so it is necessary to improve aspects of the work environment to be able to encourage the motivation of nurses at the National Sports Hospital to continue their education, such as career development programs. clear and effective, open and transparent communication, especially about educational opportunities and scholarships.

For the results of income factor data analysis, of the 34 nurses, 21 (61.8%) nurses at the National Sports House had sufficient income. However, the majority of nurses, namely 13 (56.5%) had a low level of motivation and 11 (43.5%) nurses had a high level of motivation to continue their education. The results of the Spearman rank relationship test showed that there was no significant relationship between the income factor and nurses' motivation to continue their education.

This is different from research by Purnamawati & Fauzia (2020) where of a total of 49 nurses who had high incomes, almost all of them, namely 47 nurses, 95.5% had high motivation to continue their education and the results of the relationship test stated that there was a relationship. between income and nurses' motivation to continue their education with the hope that after completing their education, nurses will receive an increase in income, although not in the form of an increase in basic salary but in the form of allowances. Likewise with

other researchQinara et al. (2021) out of a total of 132 nurses who earned sufficient income, 70 nurses (53%) had high motivation to continue their education and the results of the relationship test showed that there was a relationship between socio-economic status and nurses' motivation to continue education.

The income received has an influence on work enthusiasm and enthusiasm. The greater the income given, the more their needs will be met. In this way they will have peace of mind in carrying out their duties (Nitisemito, 2010). This theory is in line with research by Qinara et al. (2021) because good economic status makes people tend to expand their interests to include things they were previously unable to implement. On the other hand, if economic status experiences a decline due to family responsibilities or a less advanced business, then people tend to narrow their interests, including those interested in continuing or improving their education. This is related to consideration of educational costs for continuing education and costs for daily needs for the family. This is in line with the findings in the current research because even though the majority of nurses have sufficient income, there are still other considerations related to the daily needs of their families.

CONCLUSIONS

From the results of this study, it can be concluded that family support is the main factor related to the motivation of nurses at the National Sports Hospital to continue their education in 2024, while the work environment and income have nothing to do with motivation. Researchers suggest involving families in career development and education programs such as workshops on the benefits and importance of education for nurses, flexibility in work schedules or ease of applying for study leave for those who wish to continue their education,

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financial support from hospitals or collaboration with educational institutions to ease the cost burden. nursing education so as to encourage nurses' motivation to continue their education. For further research, it is recommended to further explore other motivator factors and expand the sample and use a more comprehensive methodology to examine the relationship between motivational factors related to nurse motivation in the context of continuing education.

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