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## **The Relationship between Performance Motivation and Career Development on Nurse Job Satisfaction at the Banjarmasin City Health Center**

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**Abstract:** Nurse job satisfaction is a nurse's assessment of performance results and the place of work. Job satisfaction can be influenced by the work environment, so performance motivation is needed to complete tasks. Apart from that, satisfactory performance results require knowledge by means of career development. The aim of this research is to determine the relationship between performance motivation and career development on job satisfaction for nurses at the Banjarmasin City Health Center. This quantitative research used a cross sectional approach which was carried out at 3 Banjarmasin City Health Centers, namely Pekauman, Pelambuan, and Sungai Jingah Community Health Centers. Activities were carried out in March-May 2024. The population in this study were all nurses who worked in 3 Banjarmasin City Health Centers totaling 22 nurses. Sampling used total sampling. The instrument uses a performance motivation, career development and job satisfaction questionnaire. The questionnaire was declared valid and reliable. In the nurse performance questionnaire, the validity value was  $>0.4227$  with a reliability of 0.910. The validity of the career development questionnaire is  $>0.361$  with a reliability of 0.945. In the job satisfaction questionnaire, the validity is  $>0.4227$  with a reliability of 0.894. The results of the analysis showed that the majority of nurses' performance motivation was classified as good, namely 13 nurses (59.1%). Career development was stated to be high by 13 nurses (59.1%). A total of 11 nurses stated that their job satisfaction was in the high category and 11 nurses stated that they were in the medium category. The results of the Spearman Rank test obtained a p-value of 0.001 in the performance motivation test with nurses' job satisfaction and the analysis of career development with nurses' job satisfaction. So it is concluded that there is a relationship between performance motivation and career development and nurse job satisfaction. The direction of the positive relationship means that the higher the performance motivation and career development of nurses, the higher their job satisfaction.

**Keywords:** Career Development, Job Satisfaction, Performance Motivation, Nurse, Community Health Center

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### **1. Introduction**

A health center is a health service place which is a community facility whose function is to provide health efforts to the community and to individuals or first-level individuals. Puskesmas prioritizes promotive and preventive efforts in order to achieve a high level of public health in the area (Haf-sha, *et al.*, 2022). In an effort to improve public health, the Community Health Center provides efforts to maintain and improve health as well as prevent and overcome existing health problems (Sophian, 2023).

Puskesmas services are the center of community health development, and are the front guard in providing direct health services to the community (Safira & Holifah, 2021). As the closest health service provider unit to the community, community health centers need to

always increase their capacity in providing quality services. However, from several previous studies it was found that until now community health center services are still far from community expectations. The community continues to experience various service problems, such as people having to wait a long time to get services due to the lack of discipline of medical personnel in their work and the health services received by the community are still of poor quality (Khesia, 2018).

Community Health Centers are supported by competent medical personnel such as doctors, midwives, pharmacy staff, laboratory staff, community environmental health workers, nutritionists and nurses. In the world of nursing, community health center nurses are also called community nurses who are nurses who work in primary health services. Puskesmas nurses have the authority to carry out roles and functions to provide nursing care in the field of community health efforts, assessment, determining community health nursing problems, disease case discovery, case referral, evaluation, community empowerment, etc (Suryani, *et al.*, 2023).

Community health center nurses continue to be at the forefront of providing health services in the community. Promotive and preventive efforts are the main role by continuing to carry out curative, rehabilitative and palliative roles independently and dependently in efforts to build a healthy society and nation. The complexity of health problems in society today requires community nurses to move more advanced and innovative (Handoko, *et al.*, 2018).

In an effort to support the role and duties of community nurses for complete public health, performance motivation and career development support are needed. Performance motivation is a condition that encourages a person to complete a given task, with the hope of achieving organizational goals. Without performance motivation, a person can produce poor or even suboptimal performance (Jufrizen, *et al.*, 2021). The negative impact that occurs at the Community Health Center due to the low performance motivation of nurses will cause patients to choose to seek treatment at other Community Health Centers and result in a decrease in income and even patients prefer not to go to the Community Health Center. (Wirati, *et al.*, 2020). Lack of motivation for nurse performance will have a negative impact on the quality of services provided (Nugrahena, *et al.*, 2024).

There are 2 types of factors that influence performance motivation, namely intrinsic motivation and extrinsic motivation Hutagalung, (2022). An example of intrinsic performance motivation at a Community Health Center is when a nurse feels satisfied and internally motivated when successfully caring for patients or successfully providing health education that has a positive impact on the local community. Meanwhile, extrinsic performance motivation in community health centers is when a nurse gets a performance bonus based on target achievement, improvement or career development (Asike, *et al.*, 2022).

Career development is a condition that shows an increase in a person's level or status in their work. Career development is a move to a higher position (Hania, *et al.*, 2023). Nursing career development is carried out by continuing further education to increase knowledge and skills in certain areas of nursing (Balbed, *et al.*, 2019). Examples include developing a nurse's career by undertaking special certification to obtain a certificate in a particular specialty, nurses participating in a research project to increase understanding and contribution in nursing practice, nurses participating in soft skills training to improve communication and collaboration skills between teams, and participating in a mentorship program to obtain valuable insights and advice regarding career development.

When the individual feels satisfied with the work they have obtained, it will give rise to a desire to improve the quality of work in the hope of achieving good work performance and increasing work ability (Hakim, *et al.*, 2018). Efforts by employees and companies to increase potential and competence in carrying out their work through various methods,

including by participating in training, increasing knowledge, increasing experience, and carrying out job promotions (Hania, *et al.*, 2023). Assessment of individual career development can be assessed using 6 indicators, namely education, training, transfer, promotion, position and length of service (Sarumaha, *et al.*, 2023).

The organization is expected to increase nurses' performance motivation by providing various career development options. This is expected to increase job satisfaction, especially when nurses achieve high motivation and get opportunities for career development (Suryani, *et al.*, 2023). Issues of performance motivation and career development for nurses can have a significant impact on job satisfaction. Several factors influence performance motivation and career development, namely high workload which can cause physical and mental fatigue, lack of time and resources for career development, unclear duties of nurses, lack of appreciation, limited resources and facilities, limited access to training and continuing education, uncertainty in career development, lack of information regarding career opportunities, and work imbalance, can all reduce a nurse's motivation and work enthusiasm (Handoko, *et al.*, 2018).

Solutions to increase nurse performance motivation and job satisfaction involve management actions such as distributing workload fairly, providing detailed and clear explanations of duties and responsibilities, providing regular recognition and appreciation, providing adequate resources and facilities, providing clear information about career development opportunities, and creating a work environment that supports the balance between work and personal life for nurses (Andini, *et al.*, 2023).

According to Jufrizen, *et al.*, (2021) job satisfaction is the real behavior displayed by a person as work performance produced by employees in accordance with their role in the organization. Job satisfaction usually refers to the attitude of workers or nurses towards work which is related to the work situation, cooperation between employees, rewards received, as well as physical and psychological factors (Ridwan, *et al.*, 2023). The impact of good job satisfaction, such as increased productivity, better performance, and low levels of employee turnover, can also improve mental and physical well-being, create a positive work environment, and increase collaboration between teams (Harahap, *et al.*, 2023).

Job satisfaction can be formed through career development, which includes increasing status or position in the organization. Career development has a key role in improving job performance and satisfaction, because it can provide motivation for employees to work optimally (Andini, *et al.*, 2023). The existence of job satisfaction in a nurse is partly due to the form of career development and compensation provided by the organization (Munir, *et al.*, 2022).

As a result of a preliminary study conducted by researchers at the Health Service, data was obtained that in the City of Banjarmasin there are 28 Community Health Centers, of the 28 Community Health Centers it was identified that 3 Community Health Centers had the highest number of nurses, including Pekauman Community Health Center, Pelambuan Community Health Center, and Sungai Jingah Community Health Center. A preliminary study conducted at the Pekauman Community Health Center showed that it had 17 nurses. From interviews conducted with 1 nurse, the results showed that for performance motivation, namely always trying to carry out a responsibility seriously, for career development, the community health center provides opportunities for nurses to take part in training such as BTCLS, for job satisfaction, namely nurses have complaints about salaries. The results of a preliminary study that was carried out at the Pelambuan Community Health Center showed that it had 7 nurses. From interviews conducted with 1 nurse, the results showed that for performance motivation, namely always trying to carry out tasks in accordance with the targets of the community health center, for career development, the nurse said that the community health center lack of opportunities for nurses to develop careers, for job

satisfaction, namely nurses have complaints about the small number of nurses. A preliminary study that was carried out at the Sungai Jingah Community Health Center obtained data that it had 7 nurses. From interviews conducted with 1 nurse, the results showed that for performance motivation, namely at the start of work to gain experience and develop a career, for career development the community health center provides opportunities for nurses. to attend seminars, socialization or training, for job satisfaction, nurses said they were still not satisfied because the number of nurses was small and the room conditions were poor. Based on the description above, researchers are interested in conducting research on the relationship between nurse performance motivation and career development on job satisfaction at the Banjarmasin City Health Center.

## **2. Materials and Methods**

The research locations were Pekauman, Pelambuan and Sungai Jingah Community Health Centers. This research has been carried out from March-May 2024. Based on the results of the preliminary study that was carried out, it was found that there were 28 Community Health Centers in Banjarmasin City. The type of research that will be carried out is quantitative. The research design is to use cross sectional. The population in this study were all nurses who worked in 3 Community Health Centers in the city of Banjarmasin, namely: Pekauman, Pelambuan, and Sungai Jingah Community Health Centers, with a total of 31 nurses. The sample in this study used the total sampling method for the reason that sampling using this method was because the population was less than 100, therefore the entire population was used as the research sample (Mujayanah, *et al.*, 2019). In this study, researchers took 31 nurses who would be used as samples, but when conducting the research the number of nurses in the 3 health centers was reduced to 22 nurses for the reason that several nurses in the 3 health centers resigned, moved jobs and took time off work.

The research instruments used were a nurse performance motivation questionnaire, a career development questionnaire and a job satisfaction questionnaire. Test the validity of the nurse performance questionnaire with 13 items with a calculated  $r$  value  $>0.4227$  and a reliability value of 0.910. So the questionnaire is declared valid and reliable. The career development questionnaire obtained a calculated  $r$  value  $> 0.361$  for 16 question items with a reliability of 0.945. Testing the validity of the job satisfaction questionnaire resulted in a calculated  $r$  value of 0.4227 for 10 items with a reliable value of 0.894. Analysis in this study used the Spearman rank test. This research has received an ethical letter from the Research Ethics Commission of Sari Mulia University, Banjarmasin, number 180/KEP-UNISM/III/2024.

### 3. Results and Discussion

#### Characteristics of Respondents

**Table 1** Frequency Distribution of Respondents

<b>Karakteristik Responden</b>	<b>Kategori</b>	<b>f</b>	<b>%</b>
Age	24 - 35 year	15	68,2
	36 - 45 year	6	27,3
	46 - 55 year	1	4,5
Gender	Male	6	27,3
	Female	16	72,7
Last Education	DIII	18	81,8
	S1	2	9,1
	S1+Ners	2	9,1
Length of work	1 - 5 year	10	45,5
	6 - 10 year	1	4,5
	> 10 year	11	50
Career Path	Pra PK	4	18,2
	PK 0	3	13,6
	PK I	3	13,6
	PK II	3	13,6
	PK III	8	36,4
	PK IV	1	4,5

Table 1 shows that the majority of respondents aged 24-35 years (68.2%) were female (72.7%). The majority of respondents had a recent education of DIII in nursing (81.8%) who had worked > 10 years (50%) with a career level of PK III (36.4%).

#### Performance Motivation, Career Development and Job Satisfaction of Nurses at the Banjarmasin City Health Center

**Table 2** Nurse Performance Motivation

<b>Variable</b>	<b>Category</b>	<b>f</b>	<b>%</b>
Performance Motivation	Good	13	59,1
	Enough	9	40,9
	Not Enough	0	0
Career development	Hight	13	59,1
	Medium	9	40,9
	Less	0	0
Job Satisfaction	Hight	11	50
	Medium	11	50
	Less	0	0

Table 2 shows that the majority of nurses' performance motivation at the Banjarmasin City Health Center is in the good category (59.1%). Nurses stated that they had received high category career development (59.1%). Of the 22 nurse respondents, 11 people (50%) said they were satisfied with their work and the remaining 11 said their satisfaction was in the medium category (50%).

### The Relationship between Performance Motivation and Nurse Job Satisfaction

Table 3

Relationship between Performance Motivation and Nurse Job Satisfaction

Performance Motivation	Job Satisfaction						<i>p</i>	<i>r</i>
	Hight		Medium		Less			
	<b>n</b>	<b>%</b>	<b>n</b>	<b>%</b>	<b>n</b>	<b>%</b>		
Good	10	45,5	3	13,6	13	59,1	0,001	0,647
Enough	1	4,5	8	36,4	9	40,9		
Not Enough	0	0	0	0	0	0		
<b>Total</b>	<b>11</b>	<b>50</b>	<b>11</b>	<b>50</b>	<b>22</b>	<b>100</b>		

The results of bivariate analysis using the Spearman Rank test, obtained a significance value of 0.001 ( $p < 0.05$ ), which means there is a relationship between performance motivation and job satisfaction of nurses at Pekauman Community Health Center, Pelambuan Community Health Center and Sungai Jingah Community Health Center. The direction of the relationship is classified as positive, which means that the better the nurses' performance motivation, the higher their job satisfaction. Apart from that, an *r* value or correlation coefficient of 0.647 was also obtained, which means it is classified as a strong relationship (0.51-0.75).

### The Relationship between Career Development and Job Satisfaction

Table 4 Relationship between career development and job satisfaction

Career Development	Job Satisfaction						<i>p</i>	<i>r</i>
	Hight		Medium		Less			
	<b>n</b>	<b>%</b>	<b>n</b>	<b>%</b>	<b>n</b>	<b>%</b>		
Good	10	45,5	3	13,6	13	59,1	0,001	0,647
Enough	1	4,5	8	36,4	9	40,9		
Not Enough	0	0	0	0	0	0		
<b>Total</b>	<b>11</b>	<b>50</b>	<b>11</b>	<b>50</b>	<b>22</b>	<b>100</b>		

The results of bivariate analysis using the Spearman Rank test, obtained a significance value of 0.001 ( $p < 0.05$ ), which means there is a relationship between career development and job satisfaction of nurses at the Pekauman Community Health Center, Pelambuan Community Health Center, and Sungai Jingah Community Health Center. The direction of the relationship is classified as positive, which means that the higher a nurse's career development, the higher their job satisfaction. Apart from that, an *r* value or correlation coefficient of 0.647 was also obtained, which means it is classified as a strong relationship (0.51-0.75).

Based on the results of the analysis in this study, it can be seen that the majority of nurses at the Banjarmasin City Health Center are 15 people aged 24-35 years with results (68.2%). According to Agritubella, et al., (2017) and Banunaek, C, et al., (2021) said that

nurses of productive age are usually 24-35 years old because the nursing staff are relatively young and have more agile and energetic movements. Because the nurse's job is quite heavy, not only is she tasked with caring for patients, but she also has to do things like taking care of administration, picking up medicines at the pharmacy and taking patients if the patient has to move rooms or get an examination elsewhere. Therefore, nurses under 35 years of age have better energy and strong physical health than nurses over 35 years of age.

Based on the results of research conducted by researchers, it shows that the majority of nurses were female, 16 people. In line with research results Ministry of Health of the Republic of Indonesia, (2017) contained in the PPNI organizational information system, the total number of female nurses is (71%) or 258,326 nurses, this number is certainly more than male nurses. Banunaek, C, et al., (2021) who said that nursing jobs are more in demand by women than men, because nursing is more synonymous with the nature of women who are more patient in dealing with things, have a gentle attitude, and have a more caring soul. Female nurses are more flexible in carrying out actions or when carrying out their duties than men. Female nurses with maternal instincts will appear to be better at providing services, but both female and male nurses have the same workload and responsibilities in their work.

At the last level of education, there were 18 people with DIII results. Educational background will have an impact on the services provided to patients and the professional development of nurses (Fauziah, et al., 2021). This is supported by the results of research conducted by Wulandari, A, et al., (2023) and Suriani, (2022) which states that this condition is not in accordance with the standards of the nursing profession as a provider of professional nursing care, with higher educational qualifications it will affect a person's ability to achieve optimal performance or career development. Therefore, the level of education possessed is related to a nurse's knowledge. It is hoped that nurses who still have DIII education can be upgraded to become nurses and will become a demand for an institution and the quality of service.

The majority of them have worked the longest, namely > 10 years, 11 people with results (50%). Length of work is usually identical to the time you start working, where work experience also determines a person's job. The longer a nurse works, the better she will be able to adapt her responsibilities in a professional manner and the more work experience she will gain. Therefore, a long working period is very important for a nurse to gain more experience than having a short working period and the longer a nurse works, the more opportunities there will be for career development.

Based on the results of the analysis in this study, it can be seen that nurses at the Banjarmasin City Health Center have the most respondents with a career level, namely PK III. Researchers used 5 categories starting from Pre PK (Clinical Nurse) because the hospital implemented a work orientation period system before entering the nursing career path. The career path for nurses is contained in Law Number 40 of 2017 dividing Clinical Nurses into 5, starting with PK (Clinical Nurse) I, II, III, IV, and V, the higher the number is influenced by the length of work and level of education.

### **Motivation for Nurse Performance at the Banjarmasin City Health Center**

The results of research conducted by researchers on 22 nurses at the Banjarmasin City Health Center showed that 13 respondents were in the good category (59.1%) and 9 respondents were in the fair category (40.9%). Motivation can also be referred to as a driving force, desire, or support that can make someone enthusiastic about doing something (Wijaya, *et al.*, 2023). According to (Marjaya, *et al.*, 2019) Performance motivation has 7 research indicator items. The first indicator item, namely performance, is

a person's desire to work and the desire to achieve a target. The second indicator item, namely appreciation, is recognition of employees for the performance they have achieved in their work. The third indicator item, namely challenges, is a strong stimulus for individuals to overcome and resolve problems faced by employees. The fourth indicator item, namely responsibility, is a feeling possessed by an individual that will create motivation to carry out a task or to overcome a problem that will be faced. The fifth indicator item, namely involvement, consists of a feeling of wanting to participate in the decision-making process, which can be called a suggestion box which is used as input for the management of a company. The sixth indicator item is career development which consists of employee adaptation in the work environment. The seventh indicator item, namely opportunity, is an individual's opportunity to advance in a better and more open career path as well as better job expectations (Pramono, *et al.*, 2023).

Wirati, *et al.*, (2020) states that motivation as a psychological process arises as a result of internal and external factors. This is in line with research conducted by Fikri, M, *et al.*, (2022) which states that when performance motivation increases, the health services provided to the community will improve. The results of his research stated that there are 2 types of motivation, namely intrinsic motivation and extrinsic motivation, intrinsic motivation is something that is obtained from within oneself so that one is motivated to guide someone towards personal and institutional goals, while extrinsic motivation includes compensation obtained from the institution, working conditions, administrative policies company, interpersonal relationships and supervision. Therefore, performance motivation is very important for a nurse. With high performance motivation, nurses will work seriously to provide maximum service to patients and will easily achieve the goals of their workplace.

### **Nurse Career Development at the Banjarmasin City Health Center**

The results of research conducted by researchers on 22 nurses who worked at the Banjarmasin City Health Center showed that there were 13 respondents with high career development (59.1%) and there were 9 respondents with moderate career development (40.9%). Career development is a process of increasing individual work abilities that is achieved in order to achieve the desired career (Akhmal, *et al.*, 2019). According to Soetjipto, (2019) career development has 5 assessment indicator items. The first indicator item is organizational policy which is an organizational decision in managing HR (Human Resources). The second indicator item is work performance, which means that organizations must provide opportunities for employees to carry out career development. The third indicator item is work experience which is a visualization of the skills and knowledge mastered by an employee at work. The fourth indicator item is educational background which is the educational career level of an employee carrying out career development. The fifth indicator item is training, where organizations must provide training programs to employees in order to carry out career development.

The research results show that the career development of nurses at the Banjarmasin City Health Center is in the high category, namely (59.1%) measured based on career development indicators. Based on the research results, 13 of the 22 respondents had high career development seen from the results of respondents' answers to work performance items, educational background, opportunities for development and work experience. Many respondents answered strongly agree and agree with answer points 3 and 4, this is a factor which makes them have career development in the high category.

Ayuni *et al.*, (2021) stated that education has a positive and significant effect on career development, the higher the education, the more career development will increase. This is also in line with research (Puspita Sari *et al.*, 2019) which states that the higher a person's



level of education, the more competent they are in good evidence-based nursing practice. Nurses with higher education will have high self-motivation to try to be better at work. Education influences the performance of nurses, the higher the education, the greater the knowledge and skills of nurses in providing nursing care to patients. Therefore, career development is very important for a nurse, career development will influence the skills that will be produced by a nurse. And a company must be braver in providing experience to its employees to help the employee's career.

### **Nurse Job Satisfaction at the Banjarmasin City Health Center**

The results of research conducted by researchers on 22 nurses working at the Banjarmasin City Health Center showed that they obtained results in the high category (50%) and medium category (50%). Job satisfaction is the level of a person's feelings of happiness as a positive assessment of their work and the appropriate work environment (Anggraini, 2018). Job satisfaction is a person's level of satisfaction with the work they are doing, measured by maximum results and feelings of satisfaction with the job, creating job satisfaction that comes from oneself (Renanda, *et al.*, 2023). According to Khair, *et al.*, (2019) and Dewi, *et al.*, (2023) job satisfaction has 5 assessment indicator items. The first indicator item is satisfaction with the content of the work or work to be done. The second indicator item is satisfaction with the organization and clear management. The third indicator item is satisfaction with the opportunities given to increase value or opportunities for employees to advance. The fourth indicator item is satisfaction with the salary that the organization or company will give to its employees in the future. The fifth indicator item is satisfaction with colleagues in the company or organization.

Based on the research results, 11 out of 22 respondents have high job satisfaction and 11 out of 22 respondents have moderate job satisfaction, which can be seen from the results of respondents' answers to statement number 6 "I feel satisfied with harmonious relationships between my colleagues", number 10 "I "feeling satisfied with the provision of equal opportunities to advance my career" was the statement that received the most answers "strongly agree" and statement number 5 "I feel satisfied with the availability of adequate equipment to carry out my work" was the statement that received the fewest answers "strongly agree".

With this, it can be said that the presence of complete and high quality equipment greatly contributes to increasing the efficiency and effectiveness of nurses in providing services to patients. With adequate medical equipment and infrastructure, nurses will feel more confident in dealing with various medical situations, so they can provide the best care. This not only reduces stress levels at work, but also significantly increases nurses' job satisfaction, which in turn increases nurses' performance motivation to continue to give their best in their daily work. With these supportive facilities, nurses feel encouraged to continue developing skills and knowledge in the health sector, with the hope of developing professionally and contributing more to the career advancement of nurses at the Community Health Center.

This is in line with research conducted by (Barahama, K, et al., 2019) which states that job satisfaction is influenced by the length of time a nurse has worked. Job satisfaction occurs at the level where the work results received by the individual are in accordance with expectations. The more nurses receive results, the more satisfied they will be. Therefore, job satisfaction is very important for a nurse, job satisfaction will influence nurses in carrying out nursing care activities or when performing a skill.

## **The Relationship between Performance Motivation and Job Satisfaction of Nurses at the Banjarmasin City Health Center**

The results of research conducted by researchers on the relationship between performance motivation and job satisfaction of nurses at the Pekauman Community Health Center, Pelambuan Community Health Center, and Sungai Jingah Community Health Center showed that the majority of respondents had relatively good performance motivation (59.1%) and relatively high job satisfaction (50 %) moderate (50%). From the results of statistical tests using the Spearman rank test, a significance value of 0.001 ( $p < 0.05$ ) was obtained, which means there is a relationship between performance motivation and job satisfaction of nurses at Pekauman Community Health Center, Pelambuan Community Health Center and Sungai Jingah Community Health Center. The direction of the relationship is classified as positive, which means that the better the nurses' performance motivation, the higher their job satisfaction. Apart from that, an  $r$  value or correlation coefficient of 0.647 was also obtained, which means it is classified as a strong relationship (0.51-0.75).

The performance motivation of nurses at Community Health Centers is a key factor that has a big influence on their level of job satisfaction. When nurses feel supported by an adequate work environment, including the availability of sufficient medical equipment and other supporting facilities, this directly influences the way they carry out their daily tasks. Complete and quality equipment allows nurses to work more efficiently, reduces the risk of errors, and increases effectiveness in providing services to patients. The self-confidence that arises from the ability to provide quality care also contributes to job satisfaction, because nurses feel they can have a real positive impact on patient healing and care efforts. High job satisfaction, which is influenced by the availability of adequate facilities, often motivates nurses to dedicate more deeply to their work. They feel recognized and supported by the organization, so they are more motivated to achieve personal and organizational goals. This motivation does not only include direct performance in health services, but also includes efforts to continuously improve one's quality through training and professional development. In this context, high job satisfaction acts as a trigger to develop competencies and seek new challenges in a nursing career.

In addition, the positive relationship between performance motivation and job satisfaction not only benefits individual nurses, but also benefits the Community Health Center as a whole. Satisfied nurses tend to have lower absenteeism rates, higher retention, and provide higher quality care to patients. Thus, investment in creating a supportive and adequate work environment not only increases nurses' satisfaction and motivation, but also contributes to achieving the organization's strategic goal of providing high-quality and sustainable health services to the community.

Thus, motivation for good performance and job satisfaction of nurses at the Community Health Center are interrelated and mutually reinforcing. By providing the right support and adequate facilities, organizations can create a work environment that motivates nurses to provide the best in health care, while opening up opportunities for professional development and better careers in the future.

This is supported by research Wulandari, R, et al., (2023) that performance motivation with job satisfaction is the provision of driving force that creates enthusiasm for a person's work so that they are willing to cooperate, work effectively and integrate with all efforts to achieve satisfaction, based on Based on the above understanding of performance motivation and job satisfaction, it is very important for a company to pay attention to the performance motivation of its employees in their daily activities (Merarie, L, et al., 2023).

This research is also supported by Rahayu, et al., (2023) showing that performance motivation has a positive effect on employee job satisfaction. This can be partially concluded, the higher the employee's performance motivation in carrying out their job duties and responsibilities, the greater the employee's job satisfaction with BKPSDM. In line with research conducted by Efrinawati, E, et al., (2022) based on the results of performance motivation, it was proven to have an effect on the level of employee job satisfaction at the Riau Province Manpower and Transmigration Service.

### **The Relationship between Career Development and Nurse Job Satisfaction at the Banjarmasin City Health Center**

The results of research on the relationship between career development and job satisfaction of nurses at the Pekauman Community Health Center, Pelambuan Community Health Center, and Sungai Jingah Community Health Center show that the majority of respondents had career development that was classified as high (59.1%) and job satisfaction that was classified as high (50%) and medium (50%). From the results of statistical tests using the Spearman rank test, a significance value of 0.001 ( $p < 0.05$ ) was obtained, which means there is a relationship between career development and job satisfaction for nurses at the Pekauman Community Health Center, Pelambuan Community Health Center and Sungai Jingah Community Health Center. The direction of the relationship is classified as positive, which means that the higher a nurse's career development, the higher their job satisfaction. Apart from that, an  $r$  value or correlation coefficient of 0.647 was also obtained, which means it is classified as a strong relationship (0.51-0.75).

Focused and planned career development has a crucial role in increasing the job satisfaction of nurses at Community Health Centers. When nurses are given the opportunity to take part in training, courses, or other professional development programs relevant to the health field, they feel valued and supported in achieving their career goals. This feeling not only increases their motivation to provide better service, but also increases their sense of ownership of their work.

In addition, continuous career development helps nurses to continue to develop nursing skills and knowledge. Nurses may learn about new technologies, current medical procedures, or other aspects of nursing practice that can improve the quality of care they provide to patients. By feeling supported in this development, nurses tend to be more motivated to improve nursing performance and achieve success in their role.

The positive relationship between career development and job satisfaction not only affects individuals, but also impacts overall organizational dynamics. Nurses who feel supported in their career development tend to be more committed to the Puskesmas vision and values. Nurses are more likely to stay and contribute long-term, creating stability and continuity in the health services provided.

Thus, structured and sustainable career development at Community Health Centers not only increases nurses' job satisfaction, but also strengthens the quality of services provided to patients and creates a dynamic and empowering work environment. This is a long-term investment for the Community Health Center to maintain high-quality human resources and fulfill the organization's goal of providing quality health services to the community.

Career development increases a person's status or position in an organization. Having good career development will motivate nurses to work well (Andini, *et al.*, 2023). Career development is a process of increasing individual work abilities that is achieved in order to achieve the desired career (Akhmal, *et al.*, 2019). Several indicators of career development according to Soetjipto, (2019) are organizational policies, work performance, work experience, educational background and training.

This research is in line with research (Sinaga, 2019) which states that the test results show the significance value is  $0.000 > 0.05$ . The coefficient value of 0.424 shows that career development has a positive effect on job satisfaction for employees at PT PLN (Persero) UID Jateng & DIY. So the results in this study show that career development has an important role in nurses' job satisfaction so that the results tested have a significant relationship with the strong category.

#### 4. Conclusion

Based on the results of research and discussion regarding the relationship between performance motivation and career development on job satisfaction for nurses at the Banjarmasin City Health Center, it can be concluded that the majority of respondents aged 24-35 years (68.2%) were female (72.7%). The majority of respondents had a Diploma III degree in nursing (81.8%) and had worked  $> 10$  years (50%) with a career level of PK III (36.4%). The majority of nurses' performance motivation at the Banjarmasin City Health Center is in the good category (59.1%). Nurses stated that they had received high category career development (59.1%). Of the 22 nurse respondents, 11 people (50%) said they were satisfied with their work and the remaining 11 said their satisfaction was in the medium category (50%). The results of the analysis of performance motivation and nurses' job satisfaction obtained a significance value of 0.001, which means that there is a positive relationship, which means that the better the nurses' performance motivation, the higher their job satisfaction. The results of the analysis of the relationship between career development and nurses' job satisfaction obtained a significance value of 0.001, where the relationship is classified as positive, which means that the higher a nurse's career development, the higher their job satisfaction.

#### Conflict of Interest

There is no conflict of interest in this research and agree with the contents of the manuscript.

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