Background: The performance of health workers is a very crucial issue to be studied in order to maintain and improve health services. The impact that occurs if the performance of health workers in the hospital is not good can cause patients and families to feel dissatisfied, patients and families will not use health services again. One of the factors that affect performance is motivation.

Objective: Knowing the relationship between motivation and the performance of anesthesiologists in the Banyumas Regency area.

Research: The research method is correlation analytics research with a cross sectional approach. The sampling technique used total sampling, a total of thirty-nine respondents. Data collection using work motivation and performance questionnaires. Bivariate analysis using spearman-rank.

Results: The results of the study obtained a percentage of 39 respondents of anesthesiologists in the Banyumas Regency area with sufficient motivation as many as 28 respondents (71.79%) and respondents who had sufficient performance as many as 31 respondents (79.98%). The results of spearman-rank analysis showed a significant relationship, work motivation with the performance of anesthesiologists with a correlation value of 0.733 and a 2-tailed sig of 0.000.

Conclusion: Advice for the anesthesiologist profession who is especially incorporated in the organization at the DPC IPAI Banyumas Branch Secretariat which researchers recommend is expected to improve the quality and quantity of health services to patients and families, namely by carrying out predetermined procedures and friendly, so that patients and families feel comfortable and served with satisfaction for the services provided.

Keywords: Anesthesiologist, Anesthesiology, Motivation, Performance

Introduction: Increasing public expectations of health services are increasingly demanding as time goes by. The demand for freedom of expression also encourages hospitals to provide the best service, especially in the aspect of anesthesia services (1).

The performance of health workers is a very important aspect to be reviewed in order to maintain and improve the quality of health services. The consequence that arises if the quality of service of health workers in hospitals is inadequate is the dissatisfaction felt by patients and their families. As a result, it is likely that patients and families will not use the same health services in the future (2).

World Health Organization (WHO) states that Indonesia is included in the 5 countries with the lowest motivation of health workers, besides Vietnam, Argentina, Nigeria and India. This situation arises because there is a shortage of human labor in an effort to maintain welfare. Some
views argue that the role of health workers is very significant in efforts to achieve progress in the health sector. Up to 80% of progress in achieving optimal health is strongly influenced by the role of health workers. Indonesia is one of the countries that faces difficulties in overcoming the needs of Human Resources (HR) in the health sector, both in terms of the number of health workers and their distribution (3).

Research that has been carried out on anesthesiologists shows clinical skills of 1.96% and work efficiency of 5.88% due to only assuming responsibility when forced, and failing to follow up on readiness to provide services by 5.23% due to consistently appearing unprepared to face major cases (4). According to the results of research on factors that affect work motivation, it shows the work performance of motivated health workers by 81.2% compared to unmotivated by 18.8%. This states if there is a correlation between the performance and work motivation of health professionals in the hospital environment (5).

Implementation Directives stipulated by the Indonesian Ministry of Health in Number 519/Menkes/PER/III/2011, related to guidelines for the implementation of anesthesiology services with intensive therapy in the hospital environment, these services are medical practices carried out by anesthesiologists in teamwork. This involves evaluation before administration of anesthesia, implementation of the anesthesia process, and recovery after anesthesia. In addition, it also includes other services relevant to the field of anesthesiology, such as intensive care, emergency situation management, and pain management (6).

The ability of health workers to provide health services is influenced by various aspects such as age, education level, work experience, knowledge, and gender. Quality anesthesia nursing services are strongly influenced by fair and decent remuneration factors, appropriate placement in accordance with their expertise, the light weight of work and the monotonous nature of work, the atmosphere and work environment, supporting equipment, and the attitude of leaders or supervisors in providing guidance and coaching. Motivation acts as one of the elements that affect performance. Motivation includes the activities, strengths, drives, needs, pressures, and psychological processes that drive individuals or groups with specific personal needs and characteristics to work and complete tasks. This stimulates employees to seek and achieve satisfaction at work, and is the result of a combination of internal and external factors. Internal factors are factors that come from within the individual, while external factors are factors that arise from the environment outside the individual. Motivation was identified as an aspect that affects performance. The existence of motivation has a crucial role in improving individual achievement or performance (7), (8).

Based on the phenomena described above about the performance and motivation of anesthesiologists, researchers are interested in conducting research related to the relationship of motivation to the performance of anesthesiologists in the Banyumas Regency area.

Method:
This research category is correlation analytics. The research design used is a cross-sectional approach. This research was carried out at the IPAI Secretariat Banyumas Branch, starting from October 2022 to July 2023. This research has been approved by the research ethics review board of Universitas Harapan Bangsa with approval number No. B. LPPM-UHB/1791/05/2023 on May 12, 2023. The measuring instrument used in this study is an analytical
method in the form of a questionnaire sheet adapted from Sinambela's research in 2019.

**Study Design**

The authors obtained the data with an online questionnaire using google form software. The population covered in this study includes all anesthesiologists who have a Registration Certificate (STR) and are active in providing services. Based on the results of an interview with the chairman of IPAI Banyumas on October 5, 2022, all anesthesiologists who work in the operating room and are members of the Banyumas branch of IPAI and have STRs as many as 39 respondents. In this study, the application of total sampling was carried out because the sample was less than 100 respondents.

**Data Collection and Outcome Measurement**

Data collection in this study was carried out between July 13 and 15, 2023. The method of data collection using questionnaires is done by giving a series of questions or written statements to respondents that they must respond to.

The main focus of this research is to observe the relationship between motivation and performance of anesthesiologists in Banyumas Regency based on both internal and external factors.

**Statistics analyses**

In this study, univariate analysis was conducted through the application of frequency distribution to IPAI Banyumas Regency based on characteristics such as gender, age, and recent education. Univariate analysis was conducted to determine the knowledge score of each respondent according to the results of filling out the questionnaire.

In bivariate analysis, researchers used the help of the statistical data processing application program SPSS 23 For Windows. The spearman test is used to see the strength of the relationship between two variables that have an ordinal measurement scale, that is, look at the strength of the relationship between the independent variable (Motivation) and the dependent variable (Performance).

**Result**

After research has been carried out entitled "The Relationship between Motivation and Performance of Anesthesiologists in Banyumas Regency". This research method applies a quantitative descriptive approach based on the application of the cross-sectional method which has been implemented on July 13-15, 2023 with a sample of 39 respondents, data on the percentage of motivation, percentage of performance, and percentage of respondents' characteristics were obtained as follows:

<table>
<thead>
<tr>
<th>No</th>
<th>Characteristics</th>
<th>f</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Age</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>25-35</td>
<td>10</td>
<td>25.8</td>
</tr>
<tr>
<td>2</td>
<td>36-45</td>
<td>21</td>
<td>30.7</td>
</tr>
<tr>
<td>3</td>
<td>46-55</td>
<td>7</td>
<td>18.1</td>
</tr>
<tr>
<td>4</td>
<td>56-65</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>6</td>
<td>&gt;65</td>
<td>1</td>
<td>2.6</td>
</tr>
<tr>
<td></td>
<td>Gender</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>Male</td>
<td>29</td>
<td>74.4</td>
</tr>
<tr>
<td>2</td>
<td>Female</td>
<td>10</td>
<td>25.6</td>
</tr>
<tr>
<td></td>
<td>Last education</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>S3/Doktor</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>2</td>
<td>S2</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>3</td>
<td>S1/D4</td>
<td>32</td>
<td>82.1</td>
</tr>
<tr>
<td>4</td>
<td>Other</td>
<td>7</td>
<td>17.9</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>39</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Based on table 1, age frequency shows that of the 39 respondents, the highest respondent characteristics based on the age range were 21 (30.7%) aged 46-55 years. The frequency of gender shows that from 39 respondents, the results of respondents with the most sex are men totaling 29 respondents with a percentage of 74.4%. The frequency of the last
The Correlation between Motivation and Anesthetists’ Working Performance in Banyumas Regency

1. Characteristics of Respondents Based on Age, Gender, and Recent Education

Based on table 1, data were obtained showing that from 39 respondents aged 25-35 years as many as 10 respondents (25.8%), 36-45 years as many as 21 (30.7%), 46-55 years as many as 7 (18.1%), 56-65 years as many as 0 respondents, and respondents aged > 65 as many as 1 respondent (2.6%).

This is in line with research on knowledge and motivation with a total sample of 45 respondents, the largest number of samples is respondents with late adulthood (36-45) with a percentage of 95.6% (43 respondents), it shows that as we age, each individual often has a tendency to have a higher ability to manage emotions, show wisdom, be responsible in work tasks, and think rationally (9).

According to the assumption of researchers, late adulthood or in the age range of 35-45 years occupies the largest percentage because in that age range is a senior anesthesiologist and has long been involved in the world of anesthesia and the anesthesiology structuring profession is a new thing so that fresh graduates who are in late adolescence and early adulthood or in the age range of 16-25 or 26-35 are quite few.

Based on table 1, the frequency of performance shows that of the 39 respondents with the highest percentage is sufficient performance of 79.98% as many as 31 respondents (Table 3).

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The results of the non-parametric statistical test spearman-rank correlation of motivation and performance obtained a 2-tailed sig result of 0.000 with a correlation coefficient of 0.733 (Table 4).

Discussion
samples are 30 men (60%) and 20 women (40%) (10). In the study, it was seen that the proportion of men in the hospital staff population was much higher than the proportion of female employees. Some views suggest that there are differences that may affect employee performance between groups of men and women, but other viewpoints argue that there are consistent differences between men and women based on aspects of problem-solving ability, analysis, competitive drive, motivation, sociability or learning capacity (10).

Based on table 1 of the latest education frequency, it shows that of the 39 respondents, most of them had the last S1/D4 education as many as 32 respondents (82.1%), others (D3, SKM, and so on) amounted to 7 respondents (17.9%), and respondents with the last education S3 (Doctoral) and S2 did not exist (0%). According to the researchers' assumptions, this is because the education of anesthesiologists with a higher level than S1 / D4 is only one that provides master of anesthesiology education in Indonesia, or to continue the level of education to a higher level an anesthesiologist must go abroad which takes a lot of time and money.

2. Characteristics of respondents based on motivation

Based on table 2 analysis of the average motivation frequency of 39 respondents of anesthesiologists in the Banyumas Regency area with sufficient motivation as many as 28 respondents (71.79%), with less motivation 6 respondents (15.38%), and anesthetists with good motivation as many as 5 respondents (12.82%). This shows that anesthesiologists in the Banyumas Regency area with sufficient work motivation occupy the highest percentage, namely 71.79% as many as 28 respondents.

The results of the research conducted by Sinambella in 2021 are also consistent with this study, the analysis revealed that from a total of 80 samples, there were 40 (50%) respondents with sufficient motivation (11). Research that examines motivation can be divided into two forms, namely intrinsic motivation is motivation that comes from within the individual and extrinsic motivation is motivation that comes from factors outside the self (12). This compatibility is also in line with research that shows the value of internal motivation Prevalence Ratio of 3.061, 95% CI: 1.366-6.860, meaning respondents who have high internal motivation have a chance about 3.061 times greater to have good performance compared to respondents who have low internal motivation, where the variable Prevalence Ratio value is 2.761, 95% CI: 1.230-6.197 for external motivation (13).

According to the researchers' assumptions, work motivation is very important and needs specific review. This is because work motivation can generate an urge to raise a high level of enthusiasm in doing tasks with the aim of achieving the expected targets.

3. Characteristics of respondents based on performance

Based on table 3 frequency data regarding the performance of 39 respondents, there were 31 respondents who had sufficient performance with a percentage of 79.98%, as many as 7 respondents who had less performance with a percentage of 17.94, and 1 respondent who had good performance with a percentage of 2.54%. It can be concluded that respondents with sufficient performance occupy the
highest percentage of 71.79% as many as 31 respondents.

This is in accordance with research that has been conducted on the effect of work motivation on performance which shows that respondent data with sufficient performance occupies the highest position, which is 60% (14). In research on the relationship between motivation and performance, one of the performance appraisals is quality and quantity, where the quality of performance occupies the highest percentage of 73.8%, and the quantity of performance is sufficient to occupy the highest percentage of 62.5% (11).

According to the assumption of researchers, performance is influenced by motivation because motivation is a fuel to move or is a spirit to encourage someone so that they can do work optimally and consistently with their principles. It can be concluded that the performance of the anesthesiologist has a very important role and is a very crucial thing to review. This is because increasing performance can provide significant support for the achievement and goals of a hospital institution and produce good and maximum service for patient safety.

4. The Relationship of Motivation with the Performance of Anesthesiologists

Based on the results of research that has been carried out at the DPC IPAI Banyumas Branch Secretariat in 2023 using the Spearman-Rank correlation test, it can be known that the degree of error is 0.000<0.05, then Ha is accepted and H0 is rejected, which means that there is a significant relationship between the motivation and performance of anesthesiologists in the Banyumas Regency area. Furthermore, a hypothesis test was carried out to determine the direction of the relationship and the strength of the relationship seen from the value of the correlation coefficient of 0.733 (strong relationship), which means that motivation with the performance of anesthesiologists in the Banyumas Regency Area has a positive or unidirectional relationship, in other words sufficient motivation will tend to produce sufficient performance.

Performance can be affected by a wide variety of factors, one of which is motivation. Motivation is defined as a motivator or motivating factor for a person to be able to complete the tasks assigned to him. This refers to McClelland's theory quoted and translated by Asnawi (2002) in Notoatmodjo's book which states that there are three motives that are motivators including achievement motives, the need for power, and affiliated motives (15).

In this study, it shows that the motivation of anesthesiologists in the Banyumas Regency area is not high enough so that the resulting performance is not high enough either. According to the researchers' assumptions, each individual tends to have different levels of satisfaction with each other according to their background, values, and beliefs that apply in themselves such as educational history, age, gender, daily habits, and so on. The more aspects of work that suit individual abilities and preferences, the higher a person's motivation to work and vice versa (11).

Based on the explanation above, it can be concluded that performance has a relationship and is influenced by a person's motivation to work, this shows that the higher the motivation, the higher the performance achieved by anesthesiologists in the Banyumas Regency area. Motivation gives rise to attitudes that encourage anesthesiologists to be in service and do
their job to the maximum. Increasing the level of motivation has an important role in human resource management and is an important factor in efforts to improve performance (2), so motivation is needed to improve service quality.

Limitations and Future Research

The limitation in this study is data collection using google form where researchers cannot interact and supervise directly when respondents fill out questionnaire sheets. In the process of data collection, the information provided by respondents through questionnaires sometimes does not show the true opinion, this happens because there is a reduction in opinions, understanding, thoughts, and assumptions in each respondent, as well as other factors such as respondents' honesty in filling out questionnaires. References to the motivation and performance of anesthesiologists in line with this study are sparse and few. Considering that the anesthesiology structuring profession is a new thing so that it becomes a factor in research limitations. Another limitation of the study is the inability of researchers to explore more in-depth information about respondents.

Conclusion

The motivation of anesthesiologists in the Banyumas Regency area in 2023 is mostly in the sufficient category, from 39 respondents as many as 28 respondents (71.79%). The performance of anesthesiologists in the Banyumas Regency area is in the sufficient category, out of 39 respondents as many as 31 respondents (79.98%). There is a significant relationship between motivation and the performance of anesthesiologists in Banyumas Regency with a value of 0.733 and a 2-tailed sig of 0.000.

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