



Does Intrinsic Motivation Affect Psychological Well-being of Nurses in Indonesia?

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Abstract

Nurse is one job that has a high work stress. Such high job demands can make nurses tend to feel tired, have high attendance, increase turn-over intentions to find other hospitals. This situation can threaten the psychological well-being of the nurse, so it is necessary to see the effect of other variables in order to improve psychological well-being. This study aims to examine the effect of intrinsic motivation on psychological well-being in nurses in Indonesia. The number of participants in this study 150 people who work as a nurse at the Hospital. The results show that there is a positive and significant effect between intrinsic motivation on psychological well-being in nurses in Indonesia (sig. 0.000 and R2 = 8.9%).

Key words: *Psychological well-being, Intrinsic Motivation, Nurse*

Introduction

Work is one aspect that has a lot of influence in life, such as happiness, life satisfaction. But the job can even trigger the occurrence of psychological disorders, conflicts in work or family, and fatigue. Individuals who do not have a good coping strategy, can not stand the pressing conditions will more easily feel psychological symptoms such as anxiety, poor concentration, unhealthy habits, to chronic diseases such as heart attacks, diabetes, and cancer and the high dissatisfaction with work (Willingham, 2008). In some previous studies, it was found that work has a close relationship with well-being. Weddell and Burton (2006) found a link between working with well-being. They say there is strong evidence to

show that working is good for one's physical and mental health and well-being. Black (2008) found that health and well-being have a positive influence on the productivity and profitability of the organization. Employees with low well-being tend to be less productive, have poor decision-making quality, are often absent from work, and consistently reduce their contribution to the organization (Price & Hooijberg, 1992). The psychological well-being theory was developed by Ryff (1989). Psychological well-being is every activity carried out by the individual that takes place every day where in the process it is likely to experience fluctuations of thoughts and feelings that start from a negative mental state to a positive mental state, such as from

trauma to acceptance of life is named. Psychological well-being has six dimensions of self acceptance, positive relations with others, autonomy, environmental mastery, purpose of life, and personal growth.

Psychological well-being in Nurse

Nurse is one job that has a high work stress. High job demands can make nurses tend to feel tired, have high attendance, increase turn-over intentions to find other hospitals that have fewer responsibilities than previous hospitals, and often nurses experience work-related stress. Eroupen Agency for Safety and Health at Work (2009) shows that nurses have high-stress, work-related prevelres. Not unlike the results in Indonesia, the Indonesian Nurses Association in 2006 stated that as many as 50.9% of nurses in Indonesia are experiencing work stress with complaints often feel dizzy, tired, no breaks due to excessive workload and work time consuming (PPNI, 2006). Such high job demands and job stress can threaten the psychological well-being of the nurse. It is important for an organization or company to pay more attention to the psychological well-being of workers because of its high well-being, in order to optimize the productivity of the organization or company (Oswald, et al., 2014).

Intrinsic Motivation in Self-determination theory (SDT)

SDT is an approach to human motivation and personality that uses traditional empirical methods while employing an organismic metatheory that highlights the importance of humans evolved inner resources for personality development and behavioral self-regulation (Ryan, Kuhl, & Deci, 1997). Deci and Ryan (1985) define

intrinsic motivation as a form of motivation that has great power where one feels comfortable and happy in performing tasks tailored to the value of the task. In Self Determination Theory (STD), Deci and Ryan add that intrinsically motivated individuals have a drive to do something because of an interest in achieving satisfaction or fun and free choice. There is a basic psychological need to be fulfilled in SDT to see the power of intrinsic motivation, i.e autonomy, relatedness and competence.

Psychological well-being and Intrinsic Motivation

Some researchers have previously said that psychological well-being is influenced by intrinsic motivation. Ryan and Deci (2000) found that individuals who had high intrinsic motivation would improve eudaimonic (psychological well-being) and heudonic (subjective well-being) in the individual. Kasser and Ryan (1996) found that intrinsic motivation had a positive effect on psychological well-being and had a negative influence on depression and anxiety. Moller, Ryan, and Deci (2006) say that intrinsically motivated behavior is a free choice that can enhance feelings of autonomy, which leads to healthy behaviors, has better conceptual concepts and deep learning, has satisfaction and performance high, creative, and have better psychological health. From these findings the researcher proposed the following hypothesis:

H_a: There is a positive influence between intrinsic motivation and psychological well-being in the Nurse

Method

Participants

The number of samples in this study were as many as 150 people who worked as nurses. The number of female respondents as many as 119 people and the number of male respondents as many as 31 people. The sample in this study was in the adult age group ranging from adult to adulthood ie 20 - 52 years.

Instruments

Psychological well-being in this study was measured using Ryff's Psychological well-being scales arranged according to Ryff's six dimensions of self acceptance, positive relations with others, autonomy, environmental mastery, purpose of life, and personal growth.

Intrinsic motivation in this study was measured using Intrinsic Motivation Inventory (IMI). The Determination Theory (Deci & Ryan, 2000). Authors of IMI have suggested that, according to the situation, different options can be used depending on their relevance to the issues of explorers (SDT). The items are also flexible in formulation, and adjustable to the specific activity of the study. In this study the researcher uses only one IMI subscale only, i.e interest / enjoyment subscale.

Procedure

All the participants voluntarily took part in the study from several hospitals in Indonesia. Researchers give questionnaires to participants in two ways, by giving directly to participants and by sending them online questionnaire. Participants are asked to fill out the identity then fill the research instrument.

Data analysis

The data was processed with SPSS for Windows, version 22.0 and statistical significance was set at 5%. Simple regression coefficients were computed.

Results

Based on the calculations performed, it was found that the hypothesis in this study was accepted, that there was a significant influence between intrinsic motivation to psychological well-being (sig. 0.000) and R² is 8.9%. The full results can be seen in the table below:

Model Summary

R	R Square	Adjusted R Square	Std. Error of the Estimate
0.298 ^a	0.089	0.083	6.990

a. Predictors: (Constant), Intrinsic motivation

b. Dependent Variable: Psychological well-being

Coefficients

Model	Unstandardized Coefficients		t	Sig.
	B	Std. Error		
1 (Constant)	49.787	4.250	11.714	.000
Intrinsic motivation	0.666	0.175	3.804	.000

a. Dependent Variable: Psychological well-being

Discussion

From the calculations performed using SPSS version 22.0, it was found that the



hypothesis in this study which states that there is a positive influence between the intrinsic motivation of the psychological well-being is accepted. It means that increasing of intrinsic motivation will promote psychological well-being in Nurses. These findings are in line with Kasser and Ryan (1996) found that intrinsic motivation has a positive effect on psychological well-being and has a negative influence on depression and anxiety and has a higher psychological well-being level than those who are extrinsically motivated .

Individuals who have the motivation to achieve a particular goal, namely in this study is dedicating his life to serve the sick as a nurse. Individuals begin to develop intrinsic motivation to achieve goals, then when challenges or obstacles arise and pressure in the work, the individual will keep trying to survive with the decisions that have been made in achieving its goals, so that when individuals can go through these challenges then the individual can find satisfaction in his life because his goal has been achieved. Keyes, Ryff and Schmotkin (2002) argue that psychological well-being investigates self-motivation as well as social factors and contexts, positively functions in achieving happiness and happiness.

Individuals with high intrinsic motivation will improve eudaimonic (psychological well-being) and heudonic (subjective well-being) in such individuals (Ryan and Deci, 2000). In addition to improving psychological well-being, intrinsic motivation is also one factor that can improve performance and productivity (Grant, 2008).

Moller et al. (2006) argue that intrinsically motivated behavior is a free choice that can enhance feelings of autonomy, which will lead to healthy behaviors, have better conceptual understanding and in-depth learning, have high satisfaction and work performance, are creative, and have better psychological health.

When the individual's life goal is attained then it can affect the psychological well-being of the individual, because one dimension of the psychological well-being of purpose of life has been achieved. Ryan, Sheldon, Kasser, & Deci (1996) argue that the pursuit and attainment of some life goals will provide relatively direct satisfaction of the basic needs thus enhancing well-being.

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