Meta Analysis : Relationship Of Competence And Motivation With Performance Of Nurse In Hospital

Desy Puspita Anggraini Setiawan[1], Rosihan Adhani[2], Edi Hartoyo[2], Abdan Shadiqi[2], Lenie Marlinae[2]

[1]Master of Public Health Study Program, Faculty of Medicine,
Lambung Mangkurat University
[2] Faculty of Medicine, Lambung Mangkurat University,
Indonesia

Abstract

Performance is the result of work achieved by a person or group of people in an organization according to the authority and responsibility. The performance of nurses is one of the elements that determine the quality of hospital services. Good performance can be achieved, one of which is by increasing competence, motivation and managing workloads. The purpose of this study was to analyze the relationship between competence and motivation with nurse performance. This study used the PRISMA systematic review method with meta-analysis. Of the 1127 journals obtained 8 journals according to the inclusion criteria which will be analyzed using the RevMan 5.4 application and the search comes from three databases of Science Direct, Garuda Portal and Google Scholar. The results of the meta-analysis study stated that there was a relationship between competence, motivation and workload with the performance of nurses in hospitals. Competence has a tendency to have a large effect on nurse performance with an ES value of 5.36, p 0.00001 (p < 0.05) and a pooled odds ratio of 4.19 (95% CI 2.48-8.91). Motivation has a tendency to have a large effect on nurse performance with an ES value of 2.69, p 0.005 and a pooled odds ratio value of 2.80 (95% CI 1.35-5.37).

Keywords: Competence, Motivation, Nurse Performance, Meta analysis

INTRODUCTION

Performance as a result of work that has been done by someone in a company or organization in order to achieve the goals of a company or organization and to minimize losses (Winarno R et al, 2021). In addition, performance is a description of the work achieved by a person or group of people in an organization in accordance with their authority, responsibility and performance standards (Meher et al, 2021). Performance standards can be interpreted as a willingness from individuals or groups of individuals to be able to carry out their duties, complete them on time in accordance with the responsibilities and goals of an organization, such as a hospital (Zainaro et al, 2020).

The hospital is an integral part of a social and health organization with the function of providing complete health services, curing disease and preventing disease to the community. The health services provided consist of medical services and medical support, nursing and midwifery services, and non-medical services (Nainggolan SS et al, 2021). The hospital is also a training center for health workers and a center for medical research. Quality hospital health services are influenced by job satisfaction and the performance of service providers, including nurses. As health workers, there are around 40-60% of the total number of health workers in hospitals (Asmuliatin S et al, 2018).

Nurse performance is a nurse's activity in carrying out an authority, duty, responsibility in carrying out the nursing process, identifying problems, planning systematically, implementing and evaluating nursing actions that have been carried out in order to realize organizational goals (Prima B et al, 2019). Nurses who work in Indonesia are around 60.9% with low performance, carrying out non-nursing tasks more than 65%, while only 35% perform nursing care in accordance with their roles and functions (Prima R et al, 2020). Research conducted by Putri (2020) found that the low performance of nursing in health services was around 50.5%.

Manifestations of low performance can result in the loss of thousands of man-hours and enormous financial losses to the organization. Meanwhile, the performance of nurses is related to the quality of health services, so it needs special attention to increase customer satisfaction as well as to describe the perception of excellence in health services in the community (Soleha et al, 2021).

Maintaining optimal service quality by taking into account factors related to performance. This is stated because according to Gibson (2012), there are three factors related to performance, namely environmental factors, individual factors and psychological factors. Environmental factors, consisting of leadership, job design, organization, family. Individual factors consist of abilities and skills, age, ethnicity, gender, family background, social level and experience. While psychological factors consist of motivation, attitudes, and perceptions (Arifin S et al, 2020). In addition, according to Mathis and Jackson (2001), performance is closely related to ability/competence, organizational support and workload.

Competence is related to increased performance, this is because competence can make it easier to do tasks and faster completion times. The relationship between competence and performance is expressed by Witt et. al (2018) nurses in Brazil were able to achieve 28 competencies that were tested by consensus by caring for elderly patients so that the competence of nurses was a reflection of professional health practice services and education in caring for elderly patients. In addition, Halawa DM et al (2020) found that nurse competence plays a very important role in the implementation of public health care, where nurses who are well competent have 12.9 times the opportunity to provide good performance in carrying out these activities.

Gibson et al (2012) stated that motivation is the driving force of employees in generating and directing their behavior. Work motivation felt by employees can decrease or increase employee organizational commitment. Employees who are satisfied with their work will be motivated to improve performance so that it will have an impact on increasing the success of the company (Valentina J et al, 2020). This opinion is strengthened by the research conducted by Franata N et al (2019) which found a relationship between motivation and the performance of nurses at the Petisah Hulu area hospital with a p value of 0.005. This is because, motivation is directly related to the performance of nurses, the better the motivation, the better the performance. As motivation increases, time and costs decrease while quality and satisfaction increase. Different research results were found by Salawangi et al (2018), namely motivation has no relationship to the performance of nurses in the inpatient installation of the liun Kendage Tahuna Hospital, Sangihe Regency with a p value of 0.076. This is because the majority of nurses are aged 34-43 years with long tenure, permanent employees and good work motivation.

MATERIAL & METHODS

This type of research is a systematic review with meta-analysis to assess how much the effect of competence and motivation variables is related to nurse performance. Identification of Research Questions using PECO, P(Population)=Nurses, E(Exposure)=competence and motivation, C(Comparison)=None, O(Outcome)=Performance of nurses. The research protocol in meta-analysis can use the concept of Preferred Reporting Items for Systematic Reviews and Meta-Analysis (PRISMA). Search using -science direct database, garuda portal and google schoolar. The research articles used are full (fulltext) research articles published online from 2017-2021 on science direct, garuda portal and google schoolar, with advanced keywords "competence, motivation, performance of nurses, nurses". Screening of research data begins with screening the titles of research articles on search results in the databased science direct, garuda portal and google schoolar (with reputable and indexed articles). Screening articles based on inclusion and exclusion criteria that have been determined by the researcher.
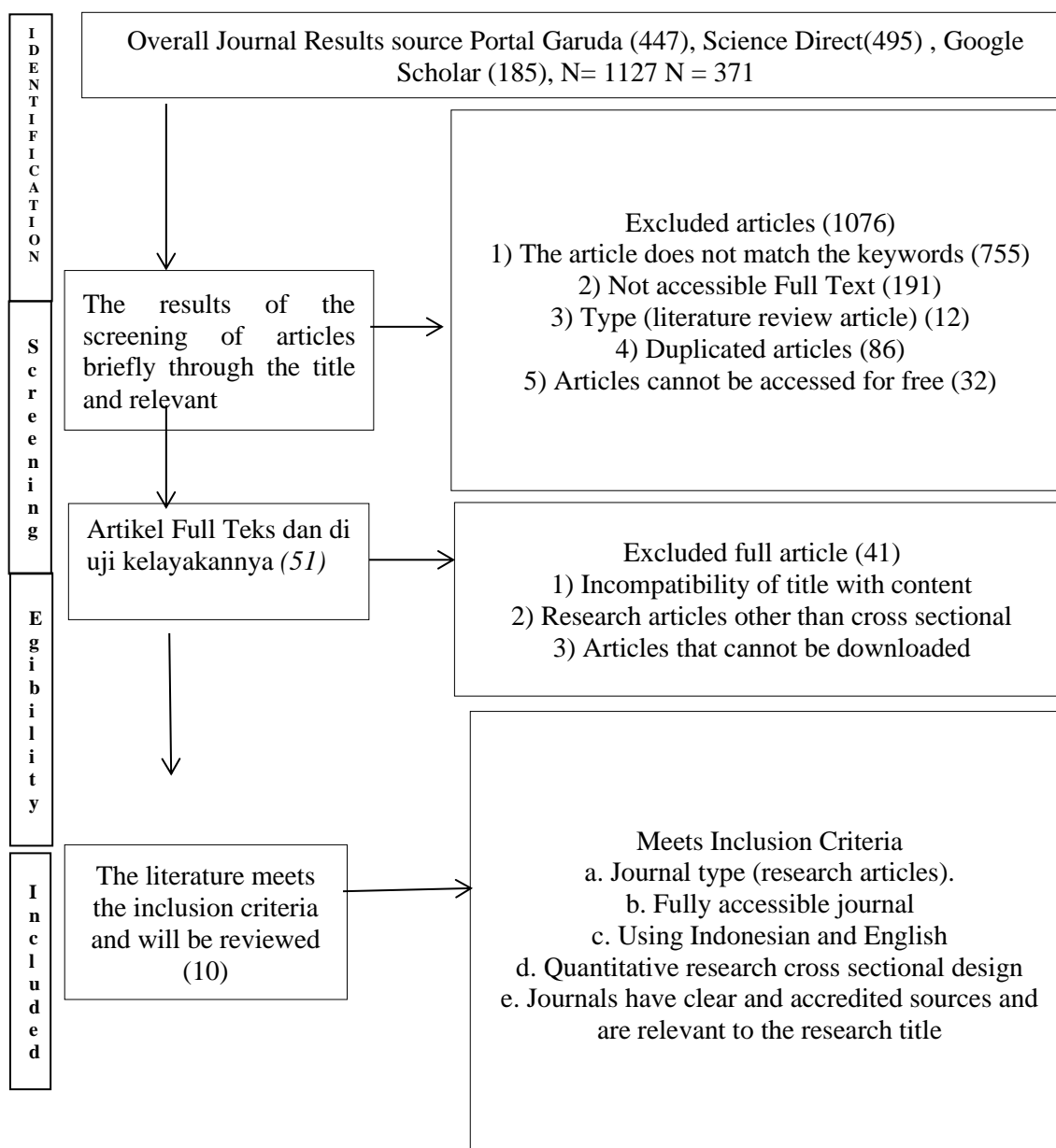
The inclusion criteria are articles that measure nurse performance as the dependent variable, articles that measure competence and motivation as independent variables, the language used is in English articles in full-text research articles published online in 2017-2021 and is reputable and indexed. While the exclusion criteria are articles that are not pure research (ie: systematic review, review, meta

analysis). Research screening begins by looking for titles that have the same title. Then the screening was continued to the research objectives in the articles obtained. After the title screening process is complete, the research objectives on the articles obtained at the screening also adjust the objectives to the problems taken. Research articles with similar research objectives. Then proceed with abstract screening. The research method is homogeneous in the abstract. The final stage of screening carried out is to scan the article as a whole (full text article) to assess the research articles filtered in the search results are similar articles overall. Assessment of study quality using the JBI (Joanna Briggs Institutes) criteria instrument and quantitative analysis using the

Review Manager application (revman 5.4).

The results of collecting scientific articles from three data bases (science direct, garuda portal and google schoolar) obtained a total of 1127 articles. Then, identification of duplications, identification of titles and abstracts, assessment based on full text and eligibility criteria of 51 articles, and identification of appropriate and appropriate articles used for the meta-analysis of 8 articles. Of the eight (8) competence variables, 3 were analyzed and 8 were for motivational variables.

The research protocol in meta-analysis can use the concept of Preferred Reporting Items for Systematic Reviews and Meta-Analysis (PRISMA) as follows:

IDENTIFICATION

Overall Journal Results source Portal Garuda (447), Science Direct(495) , Google Scholar (185), N= 1127 N = 371

Screening

The results of the screening of articles briefly through the title and relevant

Excluded articles (1076)
1) The article does not match the keywords (755)
2) Not accessible Full Text (191)
3) Type (literature review article) (12)
4) Duplicated articles (86)
5) Articles cannot be accessed for free (32)

Egibility

Artikel Full Teks dan di uji kelayakannya *(51)*

Excluded full article (41)
1) Incompatibility of title with content
2) Research articles other than cross sectional
3) Articles that cannot be downloaded

Included

The literature meets the inclusion criteria and will be reviewed (10)

Meets Inclusion Criteria
a. Journal type (research articles).
b. Fully accessible journal
c. Using Indonesian and English
d. Quantitative research cross sectional design
e. Journals have clear and accredited sources and are relevant to the research title

Source: PRISMA Diagram David Moher et al (2009)
Figure 1 PRISMA Chart

RESULT

1. Hasil karakteristik artikel

The study quality of each article designated as a systematic review reference is determined based on the quality analysis of the JBI critical appraisal tools, so that 8 articles are obtained

Table 1. Article Characteristics Table

that comply with the provisions of a systematic review which can then be analyzed by Meta Analysis. The results of the literature research that have been analyzed and set out in a systematic review are as follows

No	Researcher	Purpose	Location	Sample	Method	JBI	Result	OR
1	Glady Endayani Salawangi, Febi K. Kolibu, Ribka Wowor 2018	mengetahui hubungan antara motivasi kerja dengan kinerja perawat di Instalasi Rawat Inap Rumah Sakit Umum Daerah Liun Kendage Tahuna Kabupaten Sangihe	Rumah Sakit Umum Daerah Liun Kendage Tahuna Kabupaten Sangihe	64	Cross Sectional	6	tidak terdapat hubungan antara motivasi kerja dengan kinerja perawat di Instalasi Rawat Inap Rumah Sakit Umum Daerah Liun Kendage	14,09
2	Tia Martha Pundati, Didik Tamtomo, Endang Sutisna Sulaeman 2018	Penelitian ini bertujuan menganalisis hubungan kompetensi, motivasi dan beban kerja dengan kinerja perawat di Surakarta	Dr. Arif Zaenudin Mental Hospital, Surakarta	200	Cross Sectional	6	Secara langsung berhubungan antara kompetensi, motivasi dan beban kerja dengan kinerja perawat dan tidak lansung berhubungan antara pengetahuan, jarak rumah dengan kinerja	Kompetensi = 4,86 Motivasi = 3,09 Beban kerja = 16,51
3	Agustina Urus, Arry	Untuk mengetahui	RSUD Sorong	120	Cross Sectional	5	Motivasi berhubunga	2,37

No	Researcher	Purpose	Location	Sample	Method	JBI	Result	OR
	Pongtiku, A.L. Rantetampang, Anwar Mallongi 2019	faktor-faktor yang berhubungan kinerja perawat di RSUD Sorong					n dengan kinerja perawat, Rotasi kerja dan hukuman merupakan faktor dominan yang mempengaruhi kinerja perawat di RSUD Sorong	
4	Ahmad Hanafi, Filda Wahyuni 2019	mengetahui hubungan pelatihan, kepemimpinan, supervisi dan motivasi dengan kinerja perawat di ruang rawat inap rumah sakit umum daerah rokan hulu tahun 2017	Ruang Rawat Inap Rumah Sakit Umum Daerah Rokan Hulu	120	Cross Sectional	6	ada hubungan pelatihan, kepemimpinan, supervisi dan motivasi dengan kinerja perawat di ruang rawat inap rumah sakit umum daerah rokan hulu tahun 2017	5,14
5	Shanty, Yermia Msen, A.L. Rantetampang, Anwar Mallongi 2019	Mengetahui factor yang berhubungan dengan kinerja perawat ruang perawatan Rumah Sakit Umum Jayapura	Ruang perawatan Rumah Sakit Umum Jayapura	111	Cross Sectional	7	Ada hubungan signifikan antar motivasi dengan kinerja perawat, sedangkan tidak berhubungan antara kompetensi dengan kinerja	Kompetensi = 1,91 Motivasi = 2,10
6	Danar Michael Halawa, Thomson Parluhutan Nadapdap, Mangatas Silaen	mengetahui analisis hubungan kompetensi, motivasi dan beban kerja	ruang rawat inap RS Bhayangkara Tk II Medan	45	Cross Sectional	6	kinerja perawat sangat berhubungan dengan kompetensi dan motivasi kerja perawat,	Kompetensi = 12,95 Motivasi = 36,943 Beban kerja =

No	Researcher	Purpose	Location	Sample	Method	JBI	Result	OR
	2020	perawat pelaksana dengan kinerja perawat di ruang rawat inap RS Bhayangkara Tk II Medan					sehingga aspek-aspek yang dapat meningkatkan kompetensi dan motivasi kerja perlu dikelola dengan baik untuk mendapatkan hasil kinerja perawat yang baik.	3,5
7	Dwi Fakhrulia, fajar ariyanti 2021	mengetahui faktor-faktor yang berhubungan dengan kinerja perawat Rumah sakit di provinsi bangka belitung tahun 2017	Rumah Sakit Di Provinsi Bangka Belitung	197	Cross Sectional	5	terdapat hubungan antara motivasi dengan kinerja perawat rumah sakit di provinsi bangka belitung	0,47
8	Roswita Hasan, Alpan Habibi, Shieva Nur Azizah Ahmad, Qotrun Nada Ramdhan 2021	mengetahui Hubungan Motivasi Kerja Dengan Kinerja Perawat Di Ruang Rawat Inap Rsup Sitanala Tangerang	Ruang Rawat Inap Rsup Sitanala Tangerang	73	Cross Sectional	6	ada hubungan antara motivasi kerja dengan kinerja perawat. Hal ini berarti motivasi kerja memiliki peran dalam meningkatkan kinerja perawat di Rumah Sakit.	3,833

2. Critical Appraisal Menggunakan JBI Tools

From the articles that meet the inclusion criteria in this systematic review stage, the results obtained are as many as 8 articles with a cross sectional research design. Based on these results, a critical appraisal was carried out using the JBI critical appraisal tools cross-sectional studies given a quality score of 5-8 in studies with articles using the JBI critical appraisal tools cross-sectional studies. The following are the results of the questions contained in the checklist on the JBI critical appraisal tool for cross-sectional study analysis.

Table 2. JBI Critical Appraisal Analysis Results

Study ID	Question								JBI Total	Quality Evaluation
	1	2	3	4	5	6	7	8		

Salawangi 2018	Yes	Yes	Yes	Yes	No	No	Yes	Yes	6/8 (62,5%)	Kualitas Cukup
Pundati 2018	Yes	Yes	Yes	Yes	No	No	Yes	Yes	6/8 (62,5%)	Kualitas Cukup
Agustina 2019	Yes	Yes	Yes	Yes	No	No	No	Yes	5/8 (75%)	Kualitas Cukup
Hanafi 2019	Yes	Yes	Yes	Yes	No	No	Yes	Yes	6/8 (75%)	Kualitas Cukup
Shanty 2019	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	7/8 (75%)	Kualitas Baik
Halawa 2020	Yes	Yes	Yes	Yes	No	No	Yes	Yes	6/8 (75%)	Kualitas Cukup
Fakhrulia 2021	Yes	Yes	Yes	Yes	No	No	No	Yes	5/8 (62,5%)	Kualitas Cukup
Hasan 2021	Yes	Yes	Yes	Yes	No	No	Yes	Yes	6/8 (62,5%)	Kualitas Cukup

3. Result and Data Interpretation

a. Competence with nurse performance

The results of the heterogeneity test of the meta-analysis of the relationship between competence and the performance of nurses in hospitals by using the Fixed effect model analysis model obtained a heterogeneity test with a value of $I2 = 29\%$ (medium heterogeneity). The results of competence with the performance of nurses in hospitals with significant and insignificant articles can be described in the following forest plot:
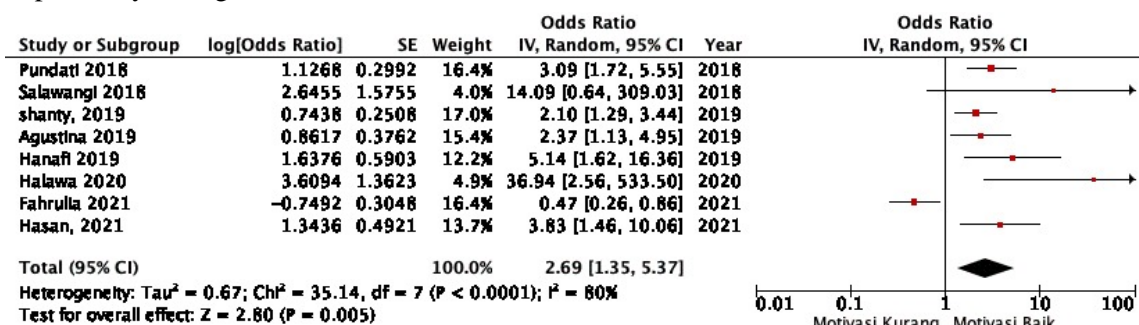

Figure 2 Forest Plot of Competence with Nurse Performance

Figure 2 above shows the results of data analysis from 3 research articles regarding the relationship between competence and nurse performance. The variance in the effect size includes the variance in the actual effect size of the research study, the I^2 value obtained is 29% and the p-value of the heterogeneity test is p=0.25, meaning that the heterogeneity between studies is moderate. Because p>0.05 and heterogeneity <50%, the fixed effect model is used to assess the effect of competency on nurse performance. More diamonds on the right side of the vertical line (line of no effect) show that there are many nurses who have good competence with good performance than those with low/less competence.

The results of the data analysis displayed on the forest plot show that there is a relationship between competence and nurse performance with a p value of <0.0001 (p<0.05) and a pooled odds ratio of 4.19 with a 95% CI range (2.48-7). ,09). This value indicates that nurses who have good competence have a performance of 4.19 times greater than those with less/low competence. Competence has a tendency to have a large effect on performance with ES scores (5.36).
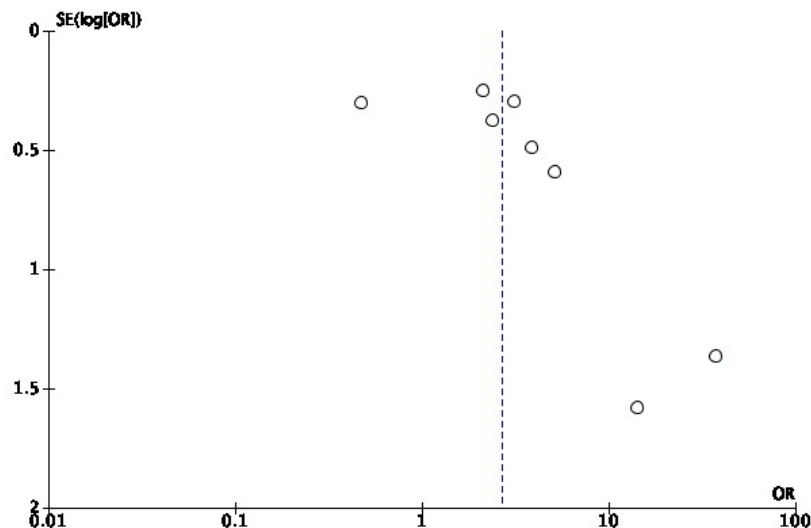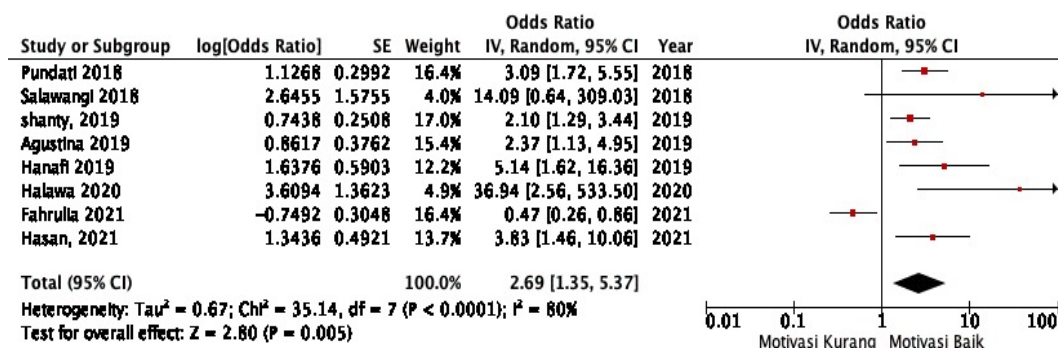
Figure 3. Funnel Plot of Competency
Relationship with Nurse Performance

Based on Figure 3, the funnel plot of the nurse performance competency relationship shows that there is a publication bias which is indicated by the asymmetry of the left and right plots where there are 2 plots on the right and 1 plot on the left. The left plot has a standard error of 0.59 while the right plot has a standard error of 0.309. Publication bias can be seen from the imbalance in the distance between studies from both the right and left sides.

a. Motivation with nurse performance

The results of the calculation of the effect size of the study for the relationship between motivation and nurse performance in significant and insignificant articles can be described in the following forest plot:

Study or Subgroup	log[Odds Ratio]	SE	Weight	Odds Ratio IV, Random, 95% CI	Year
Pundati 2018	1.1268	0.2992	16.4%	3.09 [1.72, 5.55]	2018
Salawangi 2018	2.6455	1.5755	4.0%	14.09 [0.64, 309.03]	2018
shanty, 2019	0.7438	0.2508	17.0%	2.10 [1.29, 3.44]	2019
Agustina 2019	0.8617	0.3762	15.4%	2.37 [1.13, 4.95]	2019
Hanafi 2019	1.6376	0.5903	12.2%	5.14 [1.62, 16.36]	2019
Halawa 2020	3.6094	1.3623	4.9%	36.94 [2.56, 533.50]	2020
Fahrulia 2021	-0.7492	0.3048	16.4%	0.47 [0.26, 0.86]	2021
Hasan, 2021	1.3436	0.4921	13.7%	3.83 [1.46, 10.06]	2021
Total (95% CI)			100.0%	2.69 [1.35, 5.37]	

Heterogeneity: Tau² = 0.67; Chi² = 35.14, df = 7 (P < 0.0001); I² = 80%
Test for overall effect: Z = 2.80 (P = 0.005)

Gambar 4. Forest Plot Motivasi dengan Kinerja Perawat

Figure 4 shows the results of data analysis from 8 research articles regarding the relationship between motivation and nurse performance. The variance in the effect size includes the variance in the actual effect size of the research study, the I² value obtained is 80% and the p-value of the heterogeneity test is p=0.00001 meaning that the heterogeneity between studies is high. Because the value of p <0.05 and heterogeneity is above 50%, the random effect model is used to assess the magnitude of the effect on motivation and nurse performance. In the picture above, you can see the wide confidence interval (95%CI) of the combined OR that does not cut across the entire study confidence interval. I-squared variance (variation in OR attributable to heterogeneity) = 80%, which means very high heterogeneity. More diamonds on the right side of the vertical line (line of no effect) show that many nurses are well motivated with good performance than those with low motivation.

This random effect model is likely to produce an effect size with varying interpretations in all studies (random). The relationship between motivation and nurse performance is 2.62 with a 95% CI range (1.35-5.37). This value shows that nurses with good motivation have good performance 2.62 times greater than those with low motivation. The quality of the data that builds the

combined risk factors (combined OR) can be seen from the chi-squared heterogeneity which shows the results that the combined OR has a heterogeneous distribution (p=0.0001 p<0.05). The I-squared variance (variation in OR attributable to heterogeneity) is 80%. Good motivation has a tendency to have a large effect on performance with an ES value (2.80).
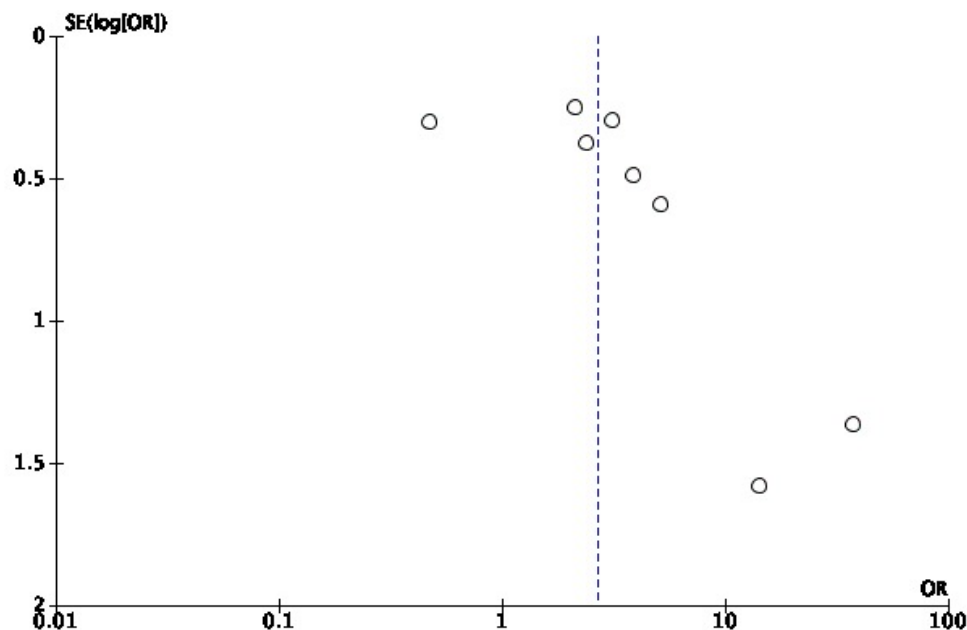
Figure 5. Funnel Plot Relationship of Motivation with Nurse Performance

Based on Figure 4.4 the funnel plot of the relationship between motivation and nurse performance, it shows that there is a publication bias which is indicated by the asymmetry of the left and right plots where there are 5 plots on the right, 3 plots on the left, and different distances between plots. The left plot has a standard error of 0.29 while the right plot has a standard error of 0.25. Publication bias can be seen from the imbalance in the distance between studies from both the right and left sides

DISCUSSION
Competence with nurse performance

Journal search results from various sources ultimately resulted in 51 fulltext studies and only 3 studies that met the inclusion criteria that could be analyzed into meta-analysis with RevMan 5.4 application software. This can be continued by using meta-analysis because according to Sastroasmoro (2011) in his book states that

meta-analysis is a combination of two or more studies. So it can be concluded that with a minimum of two studies, a quantitative analysis can be carried out with a meta-analysis.

The three studies with competency variables were analyzed by involving 356 research samples from the total number of samples in each research study. The results of the analysis for 2 research studies which stated that there was a relationship between competence and nurse performance and 1 study which stated that there was no relationship between competence and nurse performance. After conducting a combined analysis, the results showed that there was a relationship with moderate heterogeneity of data variation. The results of the combined effect concluded that competence was related to nurse performance with P<0.00001 and pOR = 4.19 and 95% confidence interval (2.48-8.91) on the forest plot. The range of pOR strength is between the number 4, which

means it has a moderate level of relationship. It can be concluded that competence is related to the performance of nurses in hospitals with a moderate level of relationship and has a tendency of good competence to increase 4.19 times good performance compared to low competence.

The results of the funnel plot on the relationship variable between competence and the performance of nurses in hospitals, there is a publication bias. This is indicated by the asymmetry of the right and left plots, there are 2 plots on the right, 1 plot on the left. The left plot has a standard error of 0.59 and the right plot has a standard error of 0.3, besides that it also has different distances between plots. This indicates a publication bias. Mohet et al (2009) suggested a quantitative meta-analysis with a Fixed effect model approach, although the combination of this information can produce a more precise statistical analysis, the bias is unavoidable (Rumokoy LJM et al, 2020). This can happen in this study because the results of research studies show high values and have varying data with a moderate level of heterogeneity (Waluyohadi AEG, 2019).

According to the researcher's analysis, more than half of the respondents who have good competence are due to the fact that most nurses already have good skills and knowledge obtained from training and sharing knowledge with colleagues and superiors. Meanwhile, there are nurses who have low knowledge due to education that is still D3 Nursing which is accompanied by a lack of experience in training and also lacks knowledge and information from colleagues. The results of this study are in accordance with the theory issued by Gibson (2012) in Kartika (2017) and the self-protection model in the workplace (Mathis and Jackson 2000) which states that competence is one of the factors related to one's behavior, in this case one's competence on performance in providing services in the workplace.

In addition, competence is an individual's ability, both knowledge and skills that are supported by work attitudes to carry out a job (Wibowo et al, 2012). Good competence will increase work productivity. If the competence, attitudes and actions towards their work are high, it can be predicted that their behavior will work hard to achieve the organization. In this case, nursing competence ensures increased professionalism and professional intercollaboration, ensures patient safety and nurse turnover, and improves nurse performance (Setiawan MS et al, 2020).

Shanty's research (2019) which states that there is no relationship between competence and nurse performance, because the variation in competence is too wide, not only on behavior, knowledge and skills, but also on other factors such as the work environment, support from management. In addition, nurses' competencies such as conceptual understanding, technical skills and problem-solving abilities did not support their good or bad performance. Therefore, the level of competence of nurses cannot support the improvement of their performance, both from the level of service quality, the achievement of the target quantity and timeliness. Competence does not result in an increase in nurse performance because the work as nurses is in a stagnant scope of work, which means that their work activities are limited to technical aspects that keep on repeating without anything new and must be achieved by them. Work as a nurse prioritizes technical aspects so that there is no need for solutions as an effort to solve strategic problems, considering that research studies are only limited to nurses as research subjects. However, a research study by Sutton and Wattson (2013) explains that there is no relationship between competence and employee performance. It is further explained that the competencies required do not always support the activities of the organization as a whole, therefore they are more driven by internal factors if they want to produce increased performance (Kurniasari, 2018).

Motivation with nurse performance

Eight studies with motivational variables were analyzed involving 931 research samples from the total number of samples in each research study. The results of the analysis for 7 research studies which stated that there was a relationship between motivation and nurse performance and 1 study which stated that there was no relationship between motivation and nurse performance. After conducting a combined analysis, the results showed that there was a relationship with very high heterogeneity of data variation. The results of the combined effect concluded that motivation was related to nurse performance with a p value of 0.005 and pOR = 2.69 and a 95% confidence interval (1.35-

5.37) on the forest plot. The range of pOR strength is between the number 2, which means it has a weak relationship level. Based on this, it can be concluded that motivation is related to the performance of nurses in hospitals with a weak relationship level and has a tendency to have good motivation to increase performance 2.69 times compared to less motivated.

The results of the funnel plot on the variable of the relationship between motivation and the performance of nurses in hospitals, there is a publication bias. This is indicated by the asymmetry of the right and left plots, there are 5 plots on the right, 3 plots on the left. The left plot has a standard error of 0.29 and the right plot has a standard error of 0.25, besides that it has different distances between plots. This indicates a publication bias. Mohet et al (2009) suggested a quantitative meta-analysis with a random effects model approach, although the combination of this information can produce a more precise statistical analysis, bias is unavoidable (Rumokoy LJM et al, 2020). This can happen in this study because the results of research studies show a high value and have varied data with a very high level of heterogeneity (Waluyohadi AEG, 2019).

According to research assessments from journals obtained, nurses are one of the health human resources who play a role in services related to patients and their families. Therefore, the performance of nurses needs to get attention to improve optimal service quality. One of the factors related to the performance of nurses is motivation. Good motivation can influence a person's performance to be better and more optimal. This is well illustrated, namely, the better the motivation, the better the performance produced and the services provided to patients will be maximized, while someone who has low motivation will decrease their performance. When motivation increases, time and costs decrease while quality and satisfaction increase (Mangkunegara, 2010).

Motivation is behavior that is directed towards achieving goals. Motivation can explain why someone does something. According to Robins (2016) in Nazilah N (2020) states motivation as a process that causes the intensity, direction and continuous effort of individuals to achieve goals. With the motivation of good nurses, there will be a need to encourage in achieving goals, nurses can

pay attention to the situation in themselves such as nurses who have an aggressive nature at work, have high initiative, are honest, and are supported in policies from management so as to realize optimal nursing services.

CONCLUSION

Based on the analysis through 3 articles that meet the requirements, regarding the relationship between competence and nurse performance, there is a significant relationship between competence and nurse performance in hospitals. With the value of EZ = 5.36, $p < 0.05$, namely $p < 0.00001$ and the pooled odds ratio value of 4.19 (95% CI 2.48-7.09) so it can be concluded that nurses who have high competence either at risk or have a tendency of 4.19 times to improve performance compared to nurses who lack competence.

Based on the analysis through 8 articles that meet the requirements, regarding the relationship between motivation and performance of nurses, there is a significant relationship between motivation and performance of nurses in hospitals. With an EZ value = 2.80, $p < 0.05$, namely $p = 0.005$ and a pooled odds ratio value of 2.69 (95% CI 1.35 - 5.37), it can be concluded that nurses who have good motivation are at risk or have 2.69 times tendency to improve performance compared to nurses who have less motivation

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