

Supplementary File S1

Supplementary File S1 contains the full research instrument used for data collection.

A. Research Instrument

Questionnaire Instructions

1. For respondent characteristic data, circle the number corresponding to your answer.
2. Select the statement that corresponds to your opinion by placing a check mark (√) in one of the available answer columns. Explanation: a. Strongly Disagree (STS): If you strongly disagree with the statement b. Disagree (TS): If you disagree with the statement c. Agree (A): If you agree with the statement. d. Strongly Agree (SA): If you strongly agree with the statement.
3. Please fill in all of the statements without leaving any out.

A. Work Motivation Questionnaire

No	Statement	STS	TS	S	SS
Achievements					
1	I feel motivated to always maintain the work achievements I have attained.				
2	I was promoted based on my work performance.				
3	The recognition I received for my achievements motivated me to work harder.				
4	In performing competitive tasks, I strive to				
Recognition					
5	My boss always praises me when I do a good job.				
6	I am encouraged to contribute my opinion in decision-making.				
7	My legal employment status in the workplace is secure/clear, so I feel safe.				
Work					
8	I feel that the work I do is in line with my abilities.				
9	The work assigned to me is very challenging.				
10	The work I do is in line with my profession.				
11	I am proud of my profession.				
Responsibility					
12	I am aware of the need to perform my duties well and professionally.				

1ud13	I am fully responsible for the work I do.				
14	I complete tasks assigned by my superiors on time.				
15	I feel very happy when given responsibility at work.				
16	I comply with regulations and uphold the vision and mission of DR Sam Ratulangi Tondano Regional General Hospital.				
Self-Development					
17	I have the opportunity to receive advanced training in my field of work.				
18	I have had the opportunity to attend seminars held both inside and outside the hospital that are related to my work.				
19	My career path at RSUD DR Sam Ratulangi Tondano is quite clear, and I have the opportunity for career advancement.				
20	I always have the opportunity to express my opinions during meetings/discussions.				

B Performance Questionnaire

No	Statement	STS	TS	S	SS
Quality					
1	I always complete my work thoroughly and accurately as expected by patients and doctors				
2	I am confident that the work I do is in line with nursing care				
3	I can analyze and identify patient problems/complaints				
4	I compared the patients' responses before and after receiving nursing care from and then analyzed the results of the nursing care.				
5	I am able to work well with colleagues in the same department or in other departments in this hospital.				

Quantity					
6	The results of my work are in line with the predetermined initial targets.				
7	I receive, discuss, and communicate information about patients during shift changes and				
8	I conduct counseling and am able to put myself in the patient's shoes (empathy) during the period				
9	I conduct patient interviews: personal details, main complaints, medical history, and other nursing care				
10	I have a set number of tasks to complete within a given period.				
Punctuality					
11	I arrive on time				
12	I leave work after my shift ends				
13	I maintain personal hygiene				
14	I always complete my work on time.				
15	I will assist other coworkers who have a heavy workload				
Effectiveness					
16	I am skilled at performing tasks in accordance with my position and function				
17	The attendance data system at this hospital is effective				
18	I use my free time for things that are useful for my work.				
19	I prepare patient beds so they are ready for use				
20	I prepare the equipment before performing a procedure and clean all equipment after use				