ABSTRACT

ANALYSIS OF THE RELATIONSHIP OF WORKLOAD PERCEPTIONS AND WORK STRESS ON THE PERFORMANCE OF NURSES IN THE ERA OF THE COVID-19 PANDEMIC IN THE HOSPITALS COVID ISOLATION ROOM IN MOJOKERTO CITY

By Natalia Datu

Workload and work stress are factors that affect the performance of a nurse. The low performance of nurses in the Covid isolation room at the hospital in the city of Mojokerto was due to the increase in the number of infected patients during the pandemic who were required to wear personal protective equipment, not balanced with the capacity of existing human resources, working hours that were more than working time did not even escape overtime hours so that nurses sometimes sleep in the hospital, so that the provision of nursing care is not optimal. The purpose of this study was to analyze the relationship between perceptions of workload and work stress on the performance of nurses during the COVID-19 pandemic era in a hospital isolation room in the city of Mojokerto. Methods This research is a quantitative study with a descriptive analytical research design with a cross sectional approach. With a sample of 67 respondents with a total sampling technique. Then tested with multiple linear regression and rank spearman using spss for windows 16.0. The results of the spearman rho test get the value of from the two independent variables $< = 0.05$, then H1 is accepted, meaning that there is a relationship between perceptions of workload and work stress with the performance of nurses in the Covid-19 isolation room. The results of the calculation of Multiple Regression there is a relationship between the variables of perception of workload and work stress of nurses with nurse performance. The conclusion is that there is a relationship between the workload and work stress of nurses and nurses' performance. To improve the performance of nurses, the hospital needs to pay attention to the conditions and work environment to be safe, comfortable, and conducive. This will help minimize the workload and stress experienced by nurses in carrying out their duties during the COVID-19 pandemic so that nurse performance can be more optimal.

Keywords: perception of workload, Work Stress, Nurse Performance, COVID-19 Pandemi.

ABSTRAK

ANALISIS HUBUNGAN PERSEPSI BEBAN KERJA DAN STRES KERJA TERHDAP KINERJA PERAWAT ERA PANDEMI COVID-19 DIRUANG ISOLASI COVID RUMAH SAKIT DI KOTA MOJOKERTO

Oleh Natalia Datu

Beban kerja dan stres kerja merupakan faktor yang mempengaruhi kinerja seorang perawat. Rendahnya kinerja perawat di ruang isolasi covid rumah sakit di kota mojokerto dikarenakan peningkatan jumlah pasien terinfeksi disaat pandemi yang diharuskan memakai alat pelindung diri, tidak seimbang dengan kapasitas sumber daya manusia yang ada, jam kerja yang lebih dari waktu kerja bahkan tidak luput dari jam lembur sehingga perawat terkadang tidur di rumah sakit, sehingga pemberian asuhan keperawatan tidak maksimal. Tujuan untuk menganalisis hubungan persepsi beban kerja dan stres kerja terhadap kinerja perawat era pandemi COVID-19 di ruang isolasi rumah sakit di kota mojokerto. Metode Penelitian ini merupakan penelitian kuantitatif dengan desain penelitian deskriptif analitik dengan pendekatan cross sectional. Dengan sampel sebanyak 67 responden dengan teknik total sampling. Kemudian diuji dengan regresi linier berganda dan rank spearman mengunakan spss for windows 16.0. Hasil uji spearman rho di dapatkan nilai ρ dari kedua variabel independen $< \alpha = 0,05$ maka H1 diterima berarti ada hubungan antara persepsi beban kerja dan stres kerja dengan kinerja perawat di ruang isolasi covid-19. Hasil perhitungan Regresi Berganda ada hubungan antara variabel persepsi beban kerja dan stres kerja perawat dengan kinerja perawat. Kesimpulan terdapat hubungan antara variabel beban kerja dan stres kerja perawat dengan kinerja perawat. Untuk meningkatkan kinerja perawat pihak rumah sakit perlu memperhatikan kondisi dan lingkungan kerja agar aman, nyaman, dan kondusif. Hal ini akan membantu meminimalisasi beban dan stres kerja yang dialami perawat dalam menjalankan tugas selama masa pandemi COVID-19 sehingga kinerja perawat dapat lebih optimal.

Kata Kunci : Persepsi Beban Kerja, Stres Kerja, Kinerja Perawat, Pandemi COVID-19