

# Faktor Determinan Perilaku Kepatuhan Protokol Kesehatan COVID-19 pada Pekerja Perkantoran di PT X Tahun 2022 = Determinant Factors COVID-19 Health Protocol Compliance Behavior in Office Workers at PT X year 2022

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## Abstrak

Penerapan perilaku kepatuhan pada protokol kesehatan COVID-19 seyogyanya dapat menurunkan penyebaran COVID-19, namun saat ini masih terjadi kasus di PT X. Tujuan penelitian ini adalah menganalisis berbagai faktor yang berhubungan dengan perilaku kepatuhan protokol kesehatan COVID-19 pada Pekerja Perkantoran di PT X tahun 2022. Desain penelitian adalah cross sectional dengan pendekatan kuantitatif. Jumlah responden sebanyak 76 orang diambil secara acak sederhana. Data primer didapat dari kuesioner yang disebar dengan aplikasi googleform, dilengkapi dengan data observasi dan telaah dokumen. Hasil telitian menunjukkan tingkat kepatuhan protokol kesehatan COVID-19 sebesar 82,9%. Hasil analisis menunjukkan pada pria 5 kali lebih beresiko tidak patuh di banding Perempuan (OR 5,677), pada pekerja yang merasakan manfaat rendah 4 kali lebih beresiko tidak patuh (OR 4,329) dibanding yang merasakan manfaat tinggi, pada pekerja yang efikasi diri rendah 4 kali lebih beresiko tidak patuh (OR 4,329) dibandingkan yang efikasinya tinggi. Di samping itu, pada pekerja yang tidak mendapat dukungan lingkungan kerjanya 5 kali lebih berisiko tidak patuh (OR 5,417) dibanding dengan pekerja yang mendapat dukungan lingkungan kerjanya, pekerja yang tidak mendapat dukungan keluarga 9 kali lebih berisiko tidak patuh (OR 9,02) dibanding dengan pekerja yang mendapat dukungan keluarga, begitu pula bagi pekerja yang merasakan tidak memadainya penghargaan dan sanksi 5 kali lebih berisiko tidak patuh (OR 5,211) dibanding pekerja yang merasakan penghargaan dan sanksi memadai. Penelitian ini mendapatkan tidak ada hubungan antara umur, status pernikahan, pengalaman, pengetahuan, ketersediaan instruksi, kerentanan yang dirasakan, keparahan yang dirasakan, hambatan yang dirasakan, isyarat untuk bertindak (faktor predisposisi), ketersediaan fasilitas dan sarana serta pelatihan dan promosi kesehatan (faktor pemungkin), dan tim inspektor (faktor penguat) dan perilaku kepatuhan prototol kesehatan COVID-19. Pandemi COVID-19 masih berlangsung hingga saat ini, maka Perusahaan masih perlu melakukan upaya pencegahan terhadap COVID-19 yaitu dengan meningkatkan program promosi kesehatan serta implementasi penghargaan dan sanksi. Promosi kesehatan disusun dengan melibatkan seluruh pekerja secara bottom up. Selain itu, mengikutsertakan keluarga pada program promosi kesehatan metode lebih interaktif dan dapat menjangkau seluruh usia. Penyusunan kriteria penghargaan dan sanksi dengan melibatkan pekerja dan diimplementasikan secara konsisten. Pekerja juga perlu untuk berkontribusi dengan saling mengingatkan untuk mematuhi protokol kesehatan COVID-19 dengan dukungan dari manajemen dan berperan aktif dalam penyusunan program promosi kesehatan dan kriteria penghargaan dan sanksi. Dan bagi peneliti selanjutnya dapat mengembangkan penelitian dengan menambah variabel, memperluas sasaran penelitian dan melanjutkan analisis multivariate

.....Implementation of compliance behavior with the COVID-19 health protocol should reduce the spread of COVID-19, but currently there are still cases at PT X. The purpose of this study was to analyze various factors related to establishing COVID-19 health protocol compliance behavior in office workers at PT. X

year 2022. The research design was cross sectional with a quantitative approach. The number of respondents as many as 76 people were taken at simple random. Primary data were obtained from questionnaires distributed using the googleform application, completed with observation data and document review. The results showed that the level of compliance with the COVID-19 health protocol was 82.9%. The results of the analysis show that men are 5 times more at risk of non-compliance than women (OR 5,677), workers who feel low benefits are 4 times more at risk of non-compliance (OR 4,329) than those who feel high benefits, workers with low self-efficacy are 4 times were more at risk of non-compliance (OR 4,329) than those with high efficacy. In addition, workers who do not receive support from their work environment are 5 times more to be non-compliance (OR 5,417) compared to workers who do not receive support from their work environment, workers who do not receive family support are 9 times more likely to be non-compliance (OR 9.02) compared to workers who received family support, as well as workers who felt inadequate rewards and sanctions were 5 times more likely to be non-compliance (OR 5,211) than workers who felt adequate rewards and sanctions. This study found that there was no relationship between age, marital status, experience, knowledge, availability of instructions, perceived susceptibility, perceived severity, perceived barriers, cues to action (predisposing factors), availability of facilities and facilities as well as training and health promotion (enabling factors), and a team of inspectors (reinforcing factors) and COVID-19 health protocol compliance behavior. The COVID-19 pandemic is still ongoing, so the Company still needs to take preventive measures against COVID-19, namely by increasing health promotion programs and implementing awards and sanctions. Health promotion is developed by involving all employees on a bottom-up basis. In addition, involving families in health promotion programs is more interactive and can reach all ages. Compilation of reward and sanction criteria by involving workers and implemented consistently. Workers also need to contribute by reminding each other to comply with the COVID-19 health protocol with support from management and take on the active role in the development of health promotion programs and award and sanction criteria. And for further researchers, they can develop research by adding variables, expanding research targets and continuing into multivariate analysis.