

## Efektivitas Kebijakan Sumber Daya Manusia Rumah Sakit Metropolitan Medical Centre Terhadap Penanganan Covid-19 Karyawan Periode Maret 2020 Hingga Maret

2022 = The Effectiveness of the policy of the human resources department of a Metropolitan Medical Center Hospital on handling COVID-19 for employees for the period March 2020 to March 2022

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### Abstrak

Tingginya risiko dan angka penularan COVID-19 pada tenaga kesehatan sejak awal pandemi merupakan masalah yang serius, tanpa jumlah tenaga kesehatan yang cukup memadai, pelayanan terhadap pasien tidak akan maksimal. Penelitian di berbagai negara di dunia menunjukkan tingginya penyebaran kasus COVID-19 diantara tenaga kesehatan diakibatkan tidak terdapatnya kebijakan yang pasti untuk melindungi karyawan. Penelitian ini merupakan penelitian potong lintang pada karyawan di RS MMC pada masa pandemi COVID-19 pada periode Maret 2020 hingga Maret 2022. Pengambilan sampel dilakukan dari data subjek yang memenuhi kriteria inklusi diambil dari rekam medis. Hasilnya tidak terdapat hasil bermakna pada analisis statistik antara kebijakan SDM RS MMC dan efektivitas kebijakan yang dinilai dari lama cuti dan pencapaian target perbagian, namun 65,6% karyawan telah ternilai secara efektif berdasarkan kedua hal tersebut, dengan 73% angka cuti yang sesuai kebijakan dan 90,2% pencapaian target. Kesimpulannya kebijakan yang dibuat oleh SDM RS MMC dalam penanganan COVID-19 pada karyawan dapat memelihara efektivitas dan efektifsi kerja karyawan dan dapat membantu memberikan perlindungan karyawan pada masa pandemi COVID-19

.....The high risk and rate of transmission of COVID-19 to health workers since the beginning of the pandemic is a serious problem, without an adequate number of health workers, service to patients wont be optimal. Research in various countries around the world shows the high spread of COVID-19 cases among health workers due to absence of definite policies to protect employees. This study is a cross-sectional study on employees at MMC Hospital during the COVID-19 pandemic in the period March 2020 to March 2022. Sampling was carried out by data on subjects who met the inclusion criteria were taken from medical records. The result is there are no significant results in the statistical analysis between the HR policy of MMC Hospital and the effectiveness of the policy which is assessed from the length of leave and the achievement of the division target, but 65.6% of employees have been assessed effectively based on these two things, with 73% of leave rates in accordance with the policy and 90.2% of target achievement. In conclusion, policies made by HR MMC Hospital in handling COVID-19 for employees can maintain the effectiveness and effectiveness of employees work and can help provide employee protection during the COVID-19 pandemic.