

Hubungan Stres dan Kompensasi dengan Motivasi Kerja Tenaga Kesehatan RS X di Kota Bogor Selama Pandemi COVID-19 = The Relationship Between the Stress and Compensation with Work Motivation RS X at Kota Bogor During the COVID-19 Pandemic

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Abstrak

Seperti negara lain di dunia, Indonesia turut menghadapi pandemi Covid-19. Dalam rangka percepatan penanganan pandemi dilaksanakan PPKM. Sektor non-kesehatan melaksanakan kegiatan secara terbatas dan/atau jarak jauh. Sedangkan sektor kritikal seperti kesehatan beroperasi 100% staf (termasuk tenaga kesehatan) tanpa pengecualian. Selama pandemi covid-19, beberapa negara telah melakukan penelitian tentang risiko psikologi yang harus diterima tenaga kesehatan. Di Indonesia, 83% tenaga kesehatan mengalami burnout syndrome selama pandemi covid-19. Pemerintah turut mengambil peran dalam meningkatkan semangat kerja dengan memberikan kompensasi. Kompensasi dan stres kerja dapat mempengaruhi motivasi kerja tenaga kesehatan. Penelitian ini bertujuan mengetahui hubungan stres dan kompensasi dengan motivasi kerja tenaga kesehatan RS X di Kota Bogor selama pandemi covid-19. Penelitian ini menggunakan desain analitik cross sectional. Dilaksanakan di RS X Kota Bogor pada Juli 2022. Penarikan sampel dilakukan dengan purposif sampling berdasarkan kriteria inklusi dan eksklusi. Cara yang digunakan untuk mengumpulkan data adalah dengan kuesioner online. Analisis data dilakukan dengan analisis chi square. Hasilnya didapatkan adanya hubungan antara stres kerja dan kompensasi dengan motivasi kerja tenaga kesehatan RS X di Kota Bogor selama masa pandemi. Tenaga kesehatan diharapkan dapat melaksanakan strategi koping stres dan manajemen RS dapat melaksanakan rotasi kerja rutin, mengevaluasi jadwal dan beban kerja, pelaksanaan K3RS dan komunikasi efektif terkait pemberian kompensasi pada tenaga kesehatan.

.....Indonesia is currently dealing with the Covid-19 outbreak, just as other nations around the globe. PPKM is implemented in order to quicken the pandemic response. Limited and/or distant activities are carried out by the non-health sector. Meanwhile, essential industries like the health sector run completely on staff, especially healthcare professionals. Several nations have researched the psychological hazards that healthcare professionals must take during the COVID-19 epidemic. During the COVID-19 epidemic, 83% of health professionals in Indonesia reported having burnout syndrome. By offering rewards, the government contributes to raising morale as well. Health professionals' motivation to work can be impacted by compensation and workplace stress. The goal of this study is to ascertain how the COVID-19 pandemic's stress and compensation levels relate to the job motivation of healthcare professionals at Bogor City's X Hospital. Cross sectional analytic design was employed in this investigation. held in July 2022 at RS X Bogor City. Purposive sampling was used to collect samples, and it was based on inclusion and exclusion criteria. An online survey is the tool used to gather the data. Chi square analysis was used to analyze the data. The findings revealed a connection between work-related stress and pay and the motivation of health professionals at RS X in Bogor City during the epidemic. Health workers must be able to use stress management techniques, and hospital management must be able to implement K3RS, carry out normal work rotations, assess workloads and work schedules, and effectively communicate with regard to health workers'

compensation.