

Analisis Pengaruh Beban Kerja dan Stres Kerja terhadap Kinerja Perawat di Rumah Sakit Santa Elisabeth Batam Kota Selama Pandemi Covid-19 Tahun 2022 = Analysis of the Effect of Workload and Work Stress on Nurse Performance in Santa Elisabeth Batam Kota Hospital During The Covid-19 Pandemic in 2022

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Abstrak

Dampak pandemi Covid-19 sangat dirasakan terutama oleh tenaga kesehatan yang bertugas di garis depan. Tenaga kesehatan rentan mengalami kelelahan dan stres akibat bertambahnya beban kerja yang pada akhirnya dapat menurunkan kinerja. Tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh beban kerja dan stres kerja serta karakteristik individual terhadap kinerja perawat selama pandemi Covid-19 di RSEBK. Metode penelitian yang digunakan adalah survey analitik cross sectional. Analisis univariat, analisis bivariat dengan Chi-square dan analisis multivariat dengan regresi logistik berganda digunakan dalam penelitian ini. Dari 101 perawat di RSEBK, 50,5% perawat berkinerja baik, 58,42% perawat merasakan beban kerja yang berat, 50,5% perawat mengalami stres saat bekerja selama pandemi Covid-19. Pada analisis bivariat didapatkan ada hubungan antara jenis kelamin ($p=0,025$) dan status perkawinan ($p=0,011$) dengan kinerja perawat. Sementara untuk umur ($p=0,197$), tingkat pendidikan ($p=0,099$) dan masa kerja ($p=0,132$) tidak ada hubungan dengan kinerja perawat. Ada hubungan antara beban kerja dengan kinerja perawat ($p=0,019$), tidak ada hubungan antara stres kerja dengan kinerja perawat ($p=0,135$) dan ada hubungan antara beban kerja dengan stres kerja perawat ($p=0,012$). Pada analisis regresi logistik berganda didapatkan variabel paling dominan terhadap kinerja perawat adalah beban kerja ($p=0,013$). Beban kerja berpengaruh dominan pada kinerja perawat. Penghitungan beban kerja, mitigasi terhadap stres kerja, komunikasi dan pemberdayaan perawat dapat dilakukan agar dapat meningkatkan kinerja perawat.

.....The impact of the Covid-19 pandemic has been felt especially by health workers who work on the front lines. Health workers are prone to experiencing fatigue and stress due to increased workload which in turn can reduce performance. The purpose of this study was to determine and analyze the effect of workload and work stress and individual characteristics on nurse performance during the Covid-19 pandemic at RSEBK. The research method used was cross-sectional analytic survey. Univariate analysis, bivariate analysis with Chi-square and multivariate analysis with multiple logistic regression were used in this study. Out of 101 nurses at RSEBK, 50.5% of nurses performed well, 58.42% of nurses felt a heavy workload, 50.5% of nurses experienced stress while working during the Covid-19 pandemic. In the bivariate analysis, it was found that there was relationship between gender ($p=0.025$) and marital status ($p=0.011$) with nurse performance. Meanwhile, there were no relationship between age ($p=0.197$), education level ($p=0.099$) and work experience ($p=0.13$) with nurse performance. From the Chi-square analysis it was found that there was a relationship between workload on nurse performance ($p=0.019$), there was no relationship between work stress and nurse performance ($p=0.135$) and there was a relationship between workload and nurse work stress ($p=0.012$). In the multiple logistic regression analysis, it was found that the most dominant variable on nurse performance was workload ($p=0.013$). Workload has a dominant effect on nurse performance.

Calculation of workload, mitigation of work stress, communication and nurse empowerment can be done in order to improve nurse performance.