

ANALISIS HUBUNGAN MOTIVASI, STRES, DAN KINERJA PERAWAT PADA MASA PANDEMI COVID-19 DI RSU HIDAYAH BOYOLALI

ABSTRAK

Penelitian ini bertujuan untuk menganalisis hubungan motivasi, stres, dan kinerja perawat pada Masa Pandemi Covid-19 di RSU Hidayah Boyolali. Sampel dalam penelitian ini adalah 73 responden yang merupakan perawat di RSU Hidayah Boyolali. Teknik pengumpulan data yang digunakan adalah metode survei dengan instrumen penelitian yang digunakan adalah kuesioner. Hasil uji instrumen menyatakan bahwa data dalam penelitian ini terbukti valid dan reliabel. Hasil penelitian ini membuktikan bahwa (1) tidak terdapat hubungan antara motivasi intrinsik dengan kinerja perawat pada Masa Pandemi Covid-19 di RSU Hidayah Boyolali, (2) tidak terdapat hubungan antara motivasi intrinsik dengan kinerja perawat pada Masa Pandemi Covid-19 di RSU Hidayah Boyolali, (3) tidak terdapat hubungan antara stres kerja dengan kinerja perawat pada Masa Pandemi Covid-19 di RSU Hidayah Boyolali, (4) terdapat hubungan positif antara motivasi ekstrinsik dengan motivasi intrinsik perawat pada Masa Pandemi Covid-19 di RSU Hidayah Boyolali, (5) terdapat hubungan negatif antara motivasi intrinsik dengan stres kerja perawat pada Masa Pandemi Covid-19 di RSU Hidayah Boyolali, dan (6) terdapat hubungan negatif antara motivasi ekstrinsik dengan stres kerja perawat pada Masa Pandemi Covid-19 di RSU Hidayah Boyolali. Temuan penelitian ini memberikan implikasi bagi Manajemen RSU Hidayah Boyolali untuk selalu memberikan dan sekaligus memelihara motivasi perawat agar mampu mengurangi stres ketika bekerja, sehingga diharapkan mampu menjaga stabilitas kinerja perawat agar tujuan rumah sakit dapat tercapai.

Kata Kunci: motivasi, stres, kinerja

ANALYSIS OF RELATIONSHIP BETWEEN MOTIVATION, STRESS, AND NURSES' PERFORMANCE DURING THE COVID-19 PANDEMIC AT HIDAYAH BOYOLALI HOSPITAL

ABSTRACT

This study analyzes the relationship between motivation, stress, and nurses' performance during the Covid-19 pandemic at RSU Hidayah Boyolali. The sample used containing 73 nurses at Hidayah Boyolali Hospital. This study used the data collection technique with a survey method and a questionnaire as the research instrument. The results of the instrument stated that the data in this study is valid and reliable. The results of this study showed that (1) there is no relationship between intrinsic motivation and nurses' performance during the Covid-19 Pandemic at Hidayah Boyolali Hospital, (2) there is no relationship between intrinsic motivation and nurses' performance during the Covid-19 Pandemic at Hidayah Boyolali Hospital, (3) there is no relationship between stress and nurses' performance during the Covid-19 Pandemic at Hidayah Boyolali Hospital, (4) there is a positive relationship between extrinsic motivation and nurses' intrinsic motivation during the Covid-19 Pandemic at Hidayah Boyolali Hospital, (5) there is a negative relationship between intrinsic motivation and nurses' stress during the Covid-19 Pandemic at Hidayah Boyolali Hospital, and (6) there is a negative relationship between extrinsic motivation and nurses' stress during the Covid-19 Pandemic at Hidayah Boyolali Hospital. The implications of this study are Managements of Hidayah Boyolali Hospital should be providing and maintaining nurses' motivation to reduce work stress and expected to maintain the stability of nurses' performance and hospital goals can be achieved.

Key words: *motivation, stress, performance*