

HUBUNGAN PENGALAMAN DAN MOTIVASI TERHADAP TINGKAT KINERJA PERAWAT SELAMA MASA PANDEMI COVID-19 DI RSU ROYAL PRIMA MEDAN TAHUN 2022

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ABSTRAK

Corona virus disease (Covid-19) merupakan penyakit yang mengganggu sistem pernapasan pada manusia yang baru dikenal masyarakat, dan menghebohkan dunia karena banyak menimbulkan kematian. Dampak dari Covid-19 terutama bagi masyarakat tanpa terkecuali, para petugas medis khususnya para perawat. Beban kerja perawat semakin meningkat karena lonjakan jumlah pasien yang terinfeksi virus Covid-19. Tujuan penelitian ini adalah untuk mengetahui bagaimana pengalaman perawat terhadap kinerja dan motivasi terhadap tingkat kinerja perawat selama masa pandemi Covid-19. Jenis penelitian kuantitatif menggunakan desain penelitian analitik korelasi dengan menggunakan pendekatan cross sectional study. Lokasi penelitian ini dilakukan di RSU. Royal Prima Medan yang dilaksanakan pada bulan Maret 2022. Jumlah populasi 44 orang dan jumlah sampel 44 orang. Teknik pengumpulan data yaitu dengan memakai lembar kuesioner. Hasil penelitian ini membuktikan ada hubungan antara pengalaman dengan kinerja perawat $p=0,032$ dan nilai (OR)=1.833 dan terdapat hubungan antara motivasi dengan kinerja perawat dengan nilai $p=0,025$ dan nilai (OR)=2,636. Kesimpulan dalam penelitian ini adalah ada hubungan yang baik antara pengalaman, motivasi dan kinerja perawat.

Kata Kunci: pengalaman, motivasi, kinerja, perawat, covid-19.

ABSTRACT

Corona virus disease (Covid-19) is a disease that disrupts the respiratory system in humans, which has only recently become known to the public, and has shocked the world because it causes many deaths. The impact of Covid-19 is especially for the community without exception, medical officers, especially nurses. The workload of nurses is increasing due to the surge in the number of patients infected with the Covid-19 virus. The purpose of this study was to find out how nurses experience on performance and motivation on nurses' performance levels during the Covid-19 pandemic. This type of quantitative research uses a correlation analytic research design using a cross sectional study approach. The location of this research was carried out at the RSU. Royal Prima Medan which will be held in March 2022. The total population is 44 people and the sample size is 44 people. The data collection technique is by using a questionnaire sheet. The results of this study prove that there is a relationship between experience and nurse performance $p = 0.032$ and value (OR) = 1.833 and there is a relationship between motivation and nurse performance with $p = 0.025$ and value (OR) = 2.636. The conclusion in this study is that there are good relationship between experience, motivation and performance of nurses.

Keywords: experience, motivation, performance, nurses, covid-19.