

Abstrak

Peningkatan jumlah rumah sakit setiap tahun dari tahun 2016 berjumlah 2045 rumah sakit, sampai dengan tahun 2020 ada penambahan 105 rumah sakit umum menjadi 2449 rumah sakit umum di Indonesia. Hal ini menunjukkan bahwa tingkat kompetisi rumah sakit yang semakin ketat, sehingga tuntutan terhadap rumah sakit untuk meningkatkan performa perawat semakin tinggi. Performa kerja dapat dipengaruhi oleh beberapa hal termasuk stress maupun beban kerja, berdasarkan penelitian di Rumah Sakit lokal India menunjukkan 34% perawat mengalami stres sedang dan sebanyak 2% yang mengalami stress tinggi hingga menyebabkan gangguan kesehatan fisik maupun mental, penelitian lain yang melibatkan subyek perawat di rumah sakit Makasar juga menunjukkan pada perawat yang mengalami stres dan merasa beban kerja yang berat hingga performa kerja menurun sebanyak 91,7%. Penelitian ini memiliki tujuan melihat hubungan dan pengaruh signifikan antara stres kerja dan beban kerja perawat terhadap performa kerja perawat. Metode penelitian adalah studi analitik *cross sectional* dan cara pengambilan sample penelitian dengan teknik total sampling. Hasil penelitian univariat menunjukkan subyek terbanyak berjenis kelamin perempuan 65.7%, rentang usia 26-30 tahun, stres kerja tingkat sedang (53.9%), beban kerja sedang (76.3%). Hasil bivariat pada penelitian ini menunjukkan 31 perawat memiliki stress kerja sedang memiliki performa kerja baik dengan p value 0.08, kelompok perawat sebanyak 41 perawat memiliki beban kerja sedang memiliki performa kerja baik dengan p value 0.072. Hasil Analisa multivariat dengan regresi logistik menunjukkan variabel stres kerja berhubungan dengan p value 0.011 dengan resiko 11.014 kali. Kesimpulan dari penelitian dapat terlihat variabel stres berhubungan dengan performa kerja dan stress tinggi akan menyebabkan perawat memiliki resiko 11,014 kali untuk mengalami performa kerja yang rendah.

Kata kunci: Stres Kerja, Beban Kerja, Performa Kerja, Perawat

Abstract

The number of hospitals has increased every year from 2016 to 2045 hospitals, until 2020 there will be an addition of 105 public hospitals to 2449 public hospitals in Indonesia. This shows that the level of hospital competition is getting tougher, so the demands on hospitals to improve nurse performance are getting higher. Work performance can be affected by a number of things including stress and workload, based on research at a local Indian Hospital showing 34% of nurses experiencing moderate stress and as many as 2% experiencing high stress causing physical and mental health problems, another study involving nurse subjects in Makassar hospital also showed nurses who experienced stress and felt a heavy workload so that work performance decreased by 91.7%. This study has the aim of looking at the significant relationship and influence between work stress and workload of nurses on the work performance of nurses. The research method is a cross-sectional analytic study and the way the research sample is taken is by using total sampling technique. The results of the univariate study showed that the most subjects were female, 65.7%, age range 26-30 years, moderate work stress (53.9%), moderate workload (76.3%). The bivariate results in this study showed that 31 nurses had moderate work stress and had good work performance with a p value of 0.08, a group of 41 nurses who had moderate workload had good work performance with a p value of 0.072. The results of multivariate analysis with logistic regression showed that the work stress variable was associated with a p value of 0.011 with a risk of 11.014 times. The conclusion from the study can be seen that the stress variable is related to work performance and high stress will cause nurses to have a risk of 11.014 times to experience low work performance.

Keywords: Work Stress, Workload, Work Performance, Nurse