

Determinan Kenyamanan Kerja Perawat di Masa Pandemi Covid-19 = Determinants of Nurses' Workplace Comfort during Covid-19 Pandemic

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Abstrak

Perawat sebagai individu juga membutuhkan kenyamanan. Membangun kenyamanan perawat, membutuhkan pemahaman holistik yang mencakup psikospiritual, sosial, fisik dan lingkungan. Masa pandemi Covid-19 telah nyata memberi tekanan baik fisik dan mental kepada situasi kerja perawat. Ketidaknyamanan yang dirasakan perawat dapat berdampak pada kualitas asuhan yang diberikan. Tujuan dari penelitian ini mengidentifikasi determinan kenyamanan kerja perawat di masa pandemi Covid-19. Penelitian menggunakan probability sampling dengan 369 sampel sesuai kriteria inklusi. Instrumen yang digunakan merupakan modifikasi dari berbagai literatur yang dilakukan uji validitas dan reliabilitas. Mayoritas responden memiliki karakteristik berjenis kelamin perempuan, sudah menikah, berusia kurang dari 35, memiliki pengalaman kerja 10 tahun dengan pendidikan terbanyak D3 Keperawatan dan jenjang karir pada level PK 3. Mayoritas bertugas di ruang Non Covid dan rata-rata merasa setuju terhadap kompensasi yang diterima atas pekerjaan yang telah dilakukan. Mayoritas perawat secara fisik merasakan kenyamanan dalam bekerja namun kurang nyaman secara psikospiritual, sosial dan lingkungan. Hasil analisis statistik ditemukan tidak ada hubungan antara karakteristik individu dengan kenyamanan, terdapat hubungan antara lingkungan fisik, iklim organisasi dan stres kerja dengan kenyamanan ($p=0.049$, $p=0.005$, dan $p=0.008$ dengan CI 95%). Variabel yang paling dominan mempengaruhi kenyamanan kerja perawat adalah iklim organisasi selanjutnya stres kerja. Iklim organisasi yang optimal didukung stres kerja yang rendah diharapkan mampu menciptakan kenyamanan kerja perawat yang berujung pada peningkatan kinerja.

.....Nurses as individuals also need comfort. Building the comfort of nurses, requires a holistic understanding that includes psychospiritual, social, physical and environmental. The Covid-19 pandemic has put real pressure both physically and mentally on the work situation of nurses. The discomfort felt by nurses can have an impact on the quality of care provided. The purpose of this study is to identify the determinants of nurse work comfort during the Covid-19 pandemic. The study used probability sampling with 369 samples according to the inclusion criteria. The instrument used is a modification of various literatures which were tested for validity and reliability. The majority of nurses have the characteristics of being female, married, aged less than 35, have 10 years of work experience with the most education D3 Nursing and career path at PK level 3. The majority work in the Non Covid room and on average agree with the compensation received for the work that has been done. The majority of respondents physically feel comfortable at work but less comfortable psychospiritually, socially and environmentally. The results of statistical analysis found that there was no relationship between individual characteristics and comfort, there was a relationship between physical environment, organizational climate and work stress with comfort ($p=0.049$, $p=0.005$, and $p=0.008$ with 95% CI). The most dominant variable affecting nurse's work comfort is organizational climate and then work stress. An optimal organizational climate supported by low work stress is expected to create a nurse's work comfort which leads to an increase in performance.