

## ABSTRAK

Stefani Stascia (01616200014)

### **PENGARUH KONDISI KERJA TERHADAP KESEHATAN MENTAL TENAGA KESEHATAN DI PANDEMI COVID-19**

(xiii + 90 halaman; 7 gambar; 21 tabel; 4 lampiran)

Tenaga kesehatan menghadapi pasien Covid-19 dan memiliki risiko terpapar virus tersebut, mereka juga bekerja dengan *shift* kerja yang panjang, beban kerja yang tinggi, serta menghadapi keterbatasan logistik. Penelitian ini dilakukan untuk mengetahui pengaruh kondisi kerja terhadap kesehatan mental tenaga kesehatan selama pandemi Covid-19. Tujuan penelitian adalah mengetahui pengaruh antara variabel independen yaitu *working hours*, *workload*, *support from peers*, *support from supervisors*, *logistic support* dan *occupational competence* terhadap variabel mediasi *working conditions*, serta mengetahui pengaruh *working conditions* terhadap variabel dependen *mental health*. Penelitian ini dilakukan di Kota Depok dengan melibatkan 162 responden tenaga kesehatan di Rumah Sakit SMC. Kuesioner disebarakan menggunakan aplikasi *google form* untuk mengumpulkan data berdasarkan *quota sampling*, kuesioner tersebut berisikan 58 pertanyaan dengan menggunakan skala Likert nilai 1 – 5. Seluruh analisa data menggunakan metode PLS-SEM dengan hasil penelitian menyatakan bahwa terdapat pengaruh positif antara semua variabel independen terhadap *working conditions*, serta terdapat pengaruh positif antara variabel *working conditions* dengan *mental health*. Ditemukan juga bahwa terdapat *low predictive accuracy* dengan *low predictive relevance* pada variabel dependen *mental health*, sedangkan variabel mediasi *working conditions* memiliki *moderate predictive accuracy* dengan *high predictive relevance*, sehingga penelitian ini dapat dikembangkan lebih lanjut untuk mendapatkan model yang sesuai. Penelitian ini juga memiliki implikasi manajerial serta rekomendasi untuk penelitian selanjutnya.

Referensi : 48 (1943 - 2021)

Kata Kunci : Kondisi kerja, kesehatan mental, tenaga kesehatan, jam kerja, beban kerja, dukungan kolega, dukungan atasan, dukungan logistik, kompetensi kerja, Covid-19

## **ABSTRACT**

**Stefani Stascia (01616200014)**

### **THE IMPACT OF WORKING CONDITIONS ON THE MENTAL HEALTH OF HEALTHCARE WORKERS IN THE COVID-19 PANDEMIC**

(xiii + 90 pages; 7 pictures; 21 tables; 4 appendix)

Healthcare workers face Covid-19 patients and are at risk of being exposed to the virus, they also work long shifts, with high workloads, and face logistical constraints. This study was conducted to determine the effect of working conditions on the mental health of healthcare workers during the Covid-19 pandemic. The purpose of this study is to determine the effect of the independent variables, which are working hours, workload, support from peers, support from supervisors, logistical support, and occupational competence on the mediating variable which is working conditions, and to determine the effect of working conditions on the dependent variable of mental health. This research was conducted in Depok City, involving 162 health workers at SMC Hospital. Questionnaires were distributed using the google form application to collect data based on quota sampling, the questionnaire contained 58 questions using a Likert scale value 1 – 5. All data analysis used the PLS-SEM method with the results of the study stating that there was a positive impact between all independent variables on working conditions and there is a positive impact between the working conditions variable and mental health. It was also found that there is low predictive accuracy with low predictive relevance on the dependent variable of mental health, while the mediating variable working conditions has moderate predictive accuracy with high predictive relevance, so this research can be developed further to obtain an appropriate model. This research also has managerial implications as well as recommendations for further research.

Reference : 48 (1943 - 2021)

Keywords : working conditions, mental health, healthcare professional, working hours, workload, support from peers, support from supervisors, logistic support, occupational competence, Covid-19