

ABSTRAK

Analia Levina (01616200075)

PENGARUH STRES KERJA TERHADAP KOMITMEN ORGANISASI DIMEDIASI OLEH PENGETAHUAN DAN KEPUASAN KERJA PADA KRISIS COVID-19 DI RSUD TABANAN BALI

(xii + 157 halaman; 3 gambar, 16 tabel, 6 lampiran)

Sumber daya manusia (SDM) merupakan bagian terpenting dari suatu organisasi karena merekalah yang menggerakkan dan mengembangkan organisasi tersebut sesuai dengan tujuan organisasi tersebut. Tujuan penelitian ini untuk menganalisis pengaruh stres kerja terhadap komitmen kerja yang dimediasi oleh kepuasan kerja dan pengetahuan tentang Covid-19 pada masa Pandemi Covid-19 di RSUD Tabanan Bali. Pengujian model penelitian hasil modifikasi dari penelitian sebelumnya dilakukan dengan metode survey kuantitatif dengan pendekatan data cross sectional. Data responden diambil secara *purposive* sampling dengan kuesioner dari individu yang bekerja di RSUD Tabanan dan berinteraksi langsung dengan pasien Covid-19, serta berusia lebih dari 18 tahun. Terdapat 85 sampel yang memenuhi persyaratan dan dianalisis dengan SPSS, dan diperoleh hasil bahwa 1)Stres kerja dan kepuasan kerja berpengaruh terhadap komitmen organisasi, 2)Pengetahuan Covid-19 pada petugas kesehatan tidak berpengaruh terhadap komitmen organisasi, 3)Kepuasan kerja dan pengetahuan Covid-19 tidak memediasi pengaruh stres kerja terhadap komitmen organisasi.

Referensi : 93 (1986-2022)

Kata Kunci : *Work Stress, Organizational Commitment, Job Satisfaction, COVID-19 Knowledge*

ABSTRACT

Analia Levina (01616200075)

THE EFFECT OF WORK STRESS ON ORGANIZATIONAL COMMITMENT MEDIATED BY KNOWLEDGE AND JOB SATISFACTION IN THE PANDEMIC COVID-19 AT TABANAN HOSPITAL BALI

(xii + 157 pages; 3 pictures, 16 tables, 6 attachments)

Human resources (HR) are the most important part of an organization because they are the ones who drive and develop the organization in accordance with the goals of the organization. The purpose of this study was to analyze the effect of work stress on work commitment mediated by job satisfaction and knowledge about Covid-19 during the Covid-19 Pandemic at Tabanan Hospital, Bali. Testing the modified research model from previous research was carried out using a quantitative survey method with a cross sectional data approach. Respondent data was taken by purposive sampling using questionnaires from individuals who work at the Tabanan Hospital and interact directly with Covid-19 patients, and are over 18 years old. There were 85 samples that met the requirements and were analyzed with SPSS, and the results obtained were 1) Job stress and job satisfaction had an effect on organizational commitment, 2) Knowledge of Covid-19 in health workers had no effect on organizational commitment, 3) Job satisfaction and knowledge of Covid-19 did not mediate the effect of work stress on organizational commitment.

References : 93 (1986-2022)

Keywords : Work Stress, Organizational Commitment, Job Satisfaction, COVID-19 Knowledge