

## ABSTRAK

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### **PENGARUH BEBAN KERJA, KELELAHAN KERJA, *SELF-EFFICACY* DAN LINGKUNGAN KERJA TERHADAP KINERJA TENAGA MEDIS PASCA PENCABUTAN PPKM PADA RUMAH SAKIT XYZ DI GIANYAR**

(xvi + 94 halaman, 5 gambar, 27 tabel, 7 lampiran)

Penelitian ini untuk menganalisis pengaruh beban kerja, kelelahan kerja, *self-efficacy*, dan lingkungan kerja terhadap kinerja tenaga medis pasca pencabutan PPKM di Rumah Sakit XYZ. Dalam penelitian ini, metode *cross-sectional* digunakan untuk mendapatkan data kuantitatif dari kuesioner online. Kuesioner dimodifikasi berdasarkan pertanyaan yang sudah ada sebelumnya dari literatur sebelumnya. Data dikumpulkan secara sengaja dari sekelompok 142 tenaga medis meliputi dokter, dokter gigi, perawat, dan bidan yang telah bekerja di rumah sakit swasta XYZ selama setidaknya satu tahun dengan menggunakan teknik pengambilan sampel non-probabilitas. Perangkat lunak PLS-SEM kemudian digunakan untuk menganalisisnya. Hasil penelitian menunjukkan bahwa beban kerja berpengaruh positif dan signifikan terhadap kinerja tenaga medis Rumah Sakit Umum XYZ, Gianyar, Bali, kelelahan kerja berpengaruh positif namun tidak signifikan terhadap kinerja tenaga medis Rumah Sakit Umum XYZ, Gianyar, Bali, *self-efficacy* mempunyai pengaruh positif dan didukung terhadap kinerja tenaga medis Rumah Sakit Umum XYZ, Gianyar, Bali, lingkungan kerja mempunyai pengaruh positif dan didukung terhadap kinerja tenaga medis Rumah Sakit Umum XYZ, Gianyar, Bali. Adapun implikasi penelitian ini bagi kinerja tenaga medis di Rumah Sakit Umum XYZ, Gianyar, Bali adalah diperlukan evaluasi berkala terhadap faktor yang mempengaruhi beban kerja, beban kerja, kelelahan kerja, *self-efficacy*, dan lingkungan kerja pasca pencabutan PPKM.

Refrensi: 63 (2010-2023)

Kata Kunci: Beban Kerja, Kelelahan Kerja, *Self-Efficacy*, Lingkungan Kerja, Kinerja Tenaga Medis.

## **ABSTRACT**

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### ***THE INFLUENCE OF WORKLOAD, WORK FATIGUE, SELF-EFFICACY AND WORK ENVIRONMENT ON THE PERFORMANCE OF MEDICAL WORKERS POST THE REVOCATION OF PPKM AT XYZ HOSPITAL IN GIANYAR***

(xvi + 94 pages, 5 pictures, 27 tables, 7 appendices)

*This study was to analyze the effect of workload, work fatigue, self-efficacy, and work environment on the performance of medical personnel after the revocation of PPKM at XYZ Hospital. In this study, the cross-sectional method was used to obtain quantitative data from online questionnaires. The questionnaire was modified based on pre-existing questions from previous literature. Data was collected purposively from a group of 142 medical personnel including doctors, dentists, nurses and midwives who had worked in XYZ private hospitals for at least one year using a non-probability sampling technique. PLS-SEM software is then used to analyze it. The results showed that workload had a positive and significant effect on the performance of medical staff at XYZ General Hospital, Gianyar, Bali, work fatigue had a positive but not significant effect on the performance of XYZ General Hospital medical staff, Gianyar, Bali, self-efficacy had a positive and negative effect. supported on the performance of medical staff at XYZ General Hospital, Gianyar, Bali, the work environment has a positive influence and is supported on the performance of XYZ General Hospital medical staff, Gianyar, Bali. The implications of this research for the performance of medical staff at XYZ General Hospital, Gianyar, Bali are that it requires periodic evaluation of factors affecting workload, workload, work fatigue, self-efficacy, and work environment after the revocation of PPKM.*

*Reference: 63 (2010-2023)*

*Keywords: Workload, Work Fatigue, Self-Efficacy, Work Environment, Performance of Medical Personnel.*