

ABSTRACT

The numbers of pain and death due to COVID-19 caused public health emergencies in Indonesia especially East Java. health workers are the frontier that handles covid, especially in Primary Health Care (PHC) through their duties in handling COVID-19. Based on the results of the initial survey, 51.72% of health workers objected to leaving their families to carry out their duties and 24.14% were not yet willing to give all their energy, thoughts, and efforts more than usual conditions in handling COVID-19. Commitment of health workers can be improved by improving the quality of life of health workers. The purpose of this study is to analyze the influence of Quality of Work Life (QWL) on the commitment of health workers in East Java health workers in handling COVID-19.

This research is analytical observational research using a cross-sectional research design. The sample in this study was 294 health workers that are working in PHC in East Java. The independent variables in this study are QWL and the dependent variables are the commitment of health workers. Data was collected through a google form that is shared on social media. The next steps are processed and analysis the data using statistical tests on SPSS.

The results of this study showed that health worker's PHC respondents in East Java are dominated by health workers aged 26-35 years, female gender, type of profession namely midwives, and have a working period of 1-5 years. Respondents' perception of the quality of work-life in the category is sufficient and has a high commitment to handling COVID-19. Based on the results of ordinal regression tests, QWL affects the commitment of health workers in East Java health centers in handling COVID-19.

This study concludes that the higher the perception of the quality of life of health workers in PHC in East Java, the higher the commitment that has in handling COVID-19.

Keyword: Commitment, Handling COVID-19, Quality of Work Life, Health Worker's PHC

ABSTRAK

Angka kesakitan dan kematian akibat COVID-19 menyebabkan kedaruratan kesehatan masyarakat di Jawa Timur bahkan Indonesia. Ujung tombak penanganan COVID-19 adalah tenaga kesehatan, khususnya di Puskesmas melalui tugasnya dalam penanganan COVID-19 di wilayah kerjanya. Berdasarkan hasil survey awal, sebanyak 51,72% tenaga kesehatan merasa keberatan untuk meninggalkan keluarga untuk melaksanakan tugasnya dan sebanyak 24,14% belum bersedia untuk memberikan seluruh tenaga, pikiran, dan usaha yang lebih dari kondisi biasa dalam penanganan COVID-19. Komitmen tenaga kesehatan dapat ditingkatkan melalui peningkatan kualitas kehidupan kerja tenaga kesehatan. Sehingga tujuan dari penelitian ini adalah menganalisis pengaruh *Quality of Work Life* (QWL) terhadap komitmen yang dimiliki responden tenaga kesehatan Puskesmas di Jawa Timur dalam penanganan COVID-19.

Penelitian ini merupakan penelitian observasional analitik dengan desain penelitian *cross sectional*. Sampel dalam penelitian ini adalah 294 tenaga kesehatan yang bekerja di Puskesmas di Jawa Timur. Variabel independen pada penelitian ini adalah QWL dan variabel dependen adalah komitmen tenaga kesehatan. Pengambilan data dilakukan melalui *google form* yang dibagikan pada *social media*. Pengolahan dan analisis data menggunakan uji statistik pada SPSS.

Hasil penelitian ini menunjukkan responden tenaga kesehatan Puskesmas di Jawa Timur didominasi oleh responden tenaga kesehatan yang berusia 26-35 tahun, berjenis kelamin perempuan, berjenis profesi yaitu bidan, dan memiliki masa kerja 1-5 tahun. Persepsi responden mengenai kualitas kehidupan kerja dalam kategori cukup dan memiliki komitmen yang tinggi dalam penanganan COVID-19. Berdasarkan hasil uji regresi ordinal, QWL berpengaruh terhadap komitmen yang dimiliki tenaga kesehatan Puskesmas di Jawa Timur dalam penanganan COVID-19.

Kesimpulan dari penelitian ini adalah semakin tinggi persepsi kualitas kehidupan kerja tenaga kesehatan Puskesmas di Jawa Timur, maka semakin tinggi pula komitmen yang dimiliki dalam penanganan COVID-19.

Kata Kunci: Komitmen, Penanganan COVID-19, *Quality of Work Life*, Tenaga Kesehatan Puskesmas