

RINGKASAN

Berbagai lapisan masyarakat di seluruh dunia mengalami dampak akibat terjadinya pandemi Covid-19. Di Indonesia, peningkatan kasus terkonfirmasi Covid-19 terus terjadi dan menyebabkan banyak kasus kematian, termasuk tenaga kesehatan. Para tenaga kesehatan menghadapi berbagai masalah akibat peningkatan kasus Covid-19, diantaranya kecemasan, stres, kelelahan kerja, hingga potensi intensi untuk keluar. Tujuan dari penelitian ini adalah mengidentifikasi pengaruh kecemasan, tingkat stres, dan kelelahan kerja terhadap intensi untuk keluar pada tenaga kesehatan di rumah sakit selama pandemi Covid-19. Metode penelitian ini adalah *cross-sectional* kuantitatif. Data diambil dengan kuesioner pada tenaga kesehatan di RSUD Duta Mulya dan diperoleh 101 data responden. Dilakukan uji statistik menggunakan analisis regresi linier berganda dan pengujian hipotesis menggunakan koefisien determinasi, uji F, dan uji t. Hasil penelitian diperoleh pengaruh yang signifikan antara kecemasan (koef. 0,021), stres (koef, 0,048), dan kelelahan kerja (koef. 0,005) terhadap intensi untuk keluar pada tenaga kesehatan di RSUD Duta Mulya. Hasil penelitian ini memberi implikasi teoritis yang mendukung hasil penelitian sebelumnya dan implikasi praktis sebagai bahan pertimbangan manajemen RS dalam merumuskan solusi untuk menurunkan kecemasan, stres, dan kelelahan kerja para tenaga kesehatan selama pandemi Covid-19 ini.

Kata Kunci: Kecemasan, stres, kelelahan kerja, intensi untuk keluar, tenaga kesehatan, pandemi Covid-19

SUMMARY

Various levels of society around the world have been affected by the Covid-19 pandemic. In Indonesia, the increase in confirmed cases of Covid-19 continues and causes many deaths, including health workers. Health workers face various problems due to the increase in Covid-19 cases, including anxiety, stress, burnout, to potential intentions to leave. The purpose of this study was to identify the impact of anxiety, stress levels, and burnout to turnover intention of the health workers in hospitals during the Covid-19 pandemic. The research method is cross-sectional quantitative. Data were taken by questionnaires to health workers at Duta Mulya Hospital and data from 101 respondent were obtained. Statistical tests were performed using multiple linear regression analysis and the coefficient of determination, F test, and t test were used for hypothesis tests. The results showed that there was a significant impact between anxiety (coeff. 0.021), stress (coeff. 0.048), and burnout (coeff. 0.005) to turnover intention of the health workers at Duta Mulya Hospital. The results of this study provide theoretical implications that support the results of previous studies and practical implications as consideration for hospital management in formulating solutions to reduce anxiety, stress, and burnout of the health workers during the Covid-19 pandemic.

Keywords: Anxiety, stress, burnout, turnover intention, health workers, Covid-19 pandemic