

The Effect of Quality of Work Life and Work Stress on Employee Performance with Psychological Well Being as Intervening on Health Worker during the Covid-19 Pandemic at Mayapada Kuningan Hospital

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ABSTRACT

Entering the beginning of 2020, global external conditions in several parts of the world experienced the Covid-19 pandemic and especially in Indonesia this case began to increase in February 2020. To respond to the state of the Covid-19 pandemic in Indonesia which continues to increase massively, it requires health workers as the front line. Hospitals providing services related to Covid-19 need to pay attention to aspects that can support the productivity of health workers in order to increase perceived productivity. Many factors affect perceived productivity, including quality of work life, work stress, psychological well being, and so on.

This study aims to analyze the effect of quality of work life and work stress on perceived productivity of health workers at the Mayapada Hospital Kuningan Jakarta with psychological well being as mediating variable during the Covid-19 pandemic. The research design used is quantitative analysis research with a causality approach. The data source is obtained in the form of primary data and uses survey method with a questionnaire instrument distributed to 152 samples. The questionnaire results were analyzed using SEM and illustrated through descriptive statistics. The results showed that quality of work life and work stress had a positive effect on perceived productivity with psychological well being as mediation for health workers working in the COVID-19 pandemic in Mayapada Hospital Kuningan Jakarta. Thus, the private hospital in Jakarta can focus more on this research variable in order to improve it in the future.

Keywords: ***perceived productivity, quality of work life, work stress, psychological well being***