ABSTRAK

Pengaruh Pelatihan Karyawan, Keterikatan Karyawan Dan Motivasi Kerja Terhadap Kinerja Perawat

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Penelitian ini akan meneliti tentang pengaruh pelatihan karyawan, keterikatan karyawan dan motivasi kerja terhadap kinerja perawat pada industri kesehatan. Tujuan penelitian untuk mengetahui pengaruh pelatihan karyawan, keterikatan karyawan dan motivasi kerja terhadap kinerja perawat di era pandemi COVID-19. Objek pada penelitian ini adalah perawat dengan jabatan staff dan koordinator yang bekerja di rumah sakit AN-NISA yang berlokasi di Tangerang, berjumlah 140 perawat yang diambil pada Februari hingga Maret 2021. Penelitian ini menggunakan pendekatan kuantitatif dimana akan menggunakan alat ukur kuisioner dan data kinerja karyawan selama tahun 2020. Analisa data menggunakan analisis jalur (*path analysis*). Hasil penelitian ini menyimpulkan bahwa motivasi kerja berpengaruh signifikan terhadap kinerja perawat di era pandemic COVID-19, namun pelatihan karyawan dan motivasi kerja tidak berpengaruh signifikan terhadap kinerja melalui keterikatan karyawan pada perawat di RS AN- NISA Tangerang di era pandemi COVID-19.

Kata kunci: pelatihan karyawan, katerikatan karyawan, motivasi kerja, kinerja perawat, COVID-19.

ABSTRACT

Analysis Of Nurse Performance In The Health Industry DuringCovid-19 Pandemic

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This research will examine the effect of employee training, employee engagement and workmotivation on nurse performance in the health industry. The purpose of the research was to determine the effect of employee training, employee engagement and work motivation on the nurse performance in the health industry when COVID-19 pandemic occured. The object of this research is a nurse with a staff position and a coordinator who works at the AN-NISA hospital located in Tangerang with 140 respondents that taken during February until March 2021. This research uses a quantitative approach which will use questionnaire measuring tools and employee performance data during 2020. Data analysis using path analysis. The results of this research concluded that appropriate employee training, employee engagement, and work motivation had a significant and on nurse performance, but employee training and work motivation have no significant effect on nurse performance through employee engagement when COVID-19 pandemic occured.

Keywords: employee training, employee engagement, work motivation, nurse performance,COVID-19.