APPLICATION OF SOCIAL COGNITIVE: DETERMINANTS OF JOB PERFORMANCE IN MEDICAL REHABILITATION HEALTH WORKERS AT DR. MOEWARDI HOSPITAL

Sisybania¹⁾, Mahendra Wijaya²⁾, Bhisma Murti¹⁾

¹⁾Masters Program in Public Health, Universitas Sebelas Maret

²⁾Faculty of Social and Political Sciences, Universitas Sebelas Maret

ABSTRACT

Background: The management of job-related stress among health-care workers is critical for the improvement of healthcare services. This study was aimed to investigate determinants of job performance in medical rehabilitation health workers at Dr. Moewardi hospital, Central Java, using social cognitive theory.

Subjects and Method: A cross sectional was carried out at Dr. Moewardi hospital, Surakarta, Central Java, May to June 2020. A sample of 200 medical rehabilitation health workers was selected by exhaustive sampling. The dependent variable was job performance. The independent variables were motivation, training, leadership style, incentive, and reinforcement. The data were collected by questionnaire and analyzed by a multiple logistic regression run on Stata 13.

Results: Good job performance in medical rehabilitation health workers increased with high work motivation ($b = 3.38$; 95% CI= 1.67 to 6.91; $p < 0.001$), had training ($b = 1.86$; 95% CI= 0.96 to 3.59; $p = 0.064$), participative leadership ($b = 2.24$; 95% CI= 1.09 to 4.22; $p = 0.025$), high incentive ($b = 3.19$; 95% CI= 1.52 to 5.86; $p < 0.001$), and strong reinforcement ($b = 1.72$; 95% CI= 0.91 to 4.16; $p = 0.086$).

Conclusion: Good job performance in medical rehabilitation health workers increases with high work motivation, had training, participative leadership, high incentive, and strong reinforcement.

Keywords: social cognitive, job performance

Correspondence:

Sisybania. Masters Program in Public Health, Universitas Sebelas Maret. Jl. Ir. Sutami 36A, Surakarta, Central Java. Email: sisysybania@gmail.com. Mobile: +628976804589