

CORRELATIONS BETWEEN COMPETENCY, WORK DISCIPLINE, WORKLOAD, AND WORK PERFORMANCE IN HEALTH PERSONNELS DURING COVID-19 PANDEMIC AT SRAGEN COMMUNITY HEALTH CENTER, CENTRAL JAVA

Galuh Wulansari, Bambang Wahyono

Universitas Negeri Semarang

ABSTRACT

Background: Work performance has been widely discussed and conceptualised in various ways. It had four main dimensions, including task performance, contextual performance, adaptive performance, and counterproductive work behavior. Work performance in health workers is closely associated with the performance of hospital service. Therefore, this study aimed to identify factors associated with work performance in health personnel.

Subjects and Method: A cross-sectional study was conducted in Sragen community health center in April 2021. A sample of 56 health workers was selected by total sampling. The dependent variables was work performance. The independent variables were competency, discipline, and workload. The data were measured by questionnaire and analyzed by a multiple linear regression.

Results: Good work performance of health workers was affected by good competency (aOR= 6.86; 95% CI= 1.53 to 30.8; p= 0.012), high discipline (aOR= 5.94; 95% CI= 1.27 to 27.8; p= 0.024), and low workload (aOR= 6.95; 95% CI= 1.46 to 33.0; p= 0.015).

Conclusion: Good work performance of health workers is affected by good competency, high discipline, and low workload.

Keywords: work performance, competency, discipline, workload, health workers

Correspondence:

Galuh Wulansari. Universitas Negeri Semarang. Sekaran, Gunungpati, Semarang, Central Java 50229. Email: Galuhwulan61@gmail.com. Mobile: 085601548168.