The Relationship Between Anxiety and Work Motivation for Nurses During the COVID-19 Pandemic at Lumajang Islamic Hospital

Muhammad Dafid Alfarizy[1], Suhari[2], Widya Addiarto[3]

[1] Bachelor of Nursing Student, STIKES Hafshawaty, Probolinggo, Indonesia
[2] Faculty of Nursing, University of Jember, Indonesia
[3] Professional Nurse Lecturer, STIKES Hafshawaty, Probolinggo, Indonesia

Correspondence should be addressed to:
Suhari
kanghari_doktor@unej.ac.id

Abstract:
The Covid-19 pandemic in Wuhan has had an impact on the whole world, the incidence of Covid-19 is increasing and increasing the atmosphere of anxiety, and uncertainty, especially for health workers. This study is an analytical descriptive, while the research design is cross-sectional, the data is taken by distributing questionnaires in the form of symptom questions and positive questions, distributed to nurses at the Lumajang Islamic Hospital which will be held from 3 to 6 September 2021 a population of 78 nurses, sample 35 respondents were studied and taken by purposive sampling. Data collection includes coding, editing, and tabulating, then the data is analyzed manually and computer with Spearman rank. COVID-19 cases at the Lumajang Islamic Hospital in 2021 3 nurses who were positive for COVID-19. Of the 35 respondents studied, most (82.9%) were women, while the education level was mostly (65.7%) with Diploma 3 education, most of them (54.3%) > 5 years, the average type of room (34.3%) was in COVID-19 Isolation. and non-Covid-19 Analysis of research results using Spearman rank obtained p 0.05, namely p = 0.045 with r-0.341 which means there is a relationship between anxiety and nurses' work motivation. It is hoped that the Lumajang Islamic Hospital will provide career paths and reward/future guarantees for health workers.
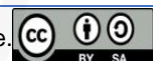
INTRODUCTION

Incident cases of COVID-19 keep increasing from day to day, so officers' health line front is more stressed because of the increasing burden of work, and worrying about health, and families (Fadli et al., 2020). One matter that can cause officer health experience enhancement worry is that nurses face various difficulties in their job, for example, excess burden work, error maintenance, image nurse no stable, decline in motivation work, and inconvenience work. motivation and factors are methods effective in improving the performance of nurses, each health facility must be efficient, accountable, and effective in preparing plans for motivation officer health to develop and ensure satisfaction so that nurses will be capable of enduring their job and can overcome the drawbacks (Annisa et al., 2021; D. A. Y. Sari et al., 2022)

According to WHO data on COVID-19 counted until the date of 21 March 2021 amount, sufferers who confirmed positive for COVID-19 recorded as much as 123,424,723 people in the World and 2,721,424 people died (WHO, 2021). Whereas in Indonesia, based on data from the Task Force report Acceleration Handling COVID-19 last data on the date 21 March 2021, as many

as 1,450,132 positive people COVID-19 patient healed 1,280,132 souls and patient which die as much 39,339 (WHO, 2020).

Based on the results of the study introduction conducted by the author in Islamic Hospital Regency Lumajang on August 1, 2021. In the Year 2021, there are 3 nurses confirmed positive for COVID-19, from 78 nurses at the Islamic Hospital Lumajang.

Worry can happen in each life man, especially when faced with matters that are new. Anxiety is a feeling of fear not accompanied by feelings of uncertainty, insecurity, helplessness, and isolation matter This relates to worry as a response to the Covid-19 pandemic, including insomnia, changes in concentration, irritability, decreased productivity and conflict between personal, stigma, afraid transmission to Which prone to (Ariesti & Purwandhani, 2022).

Motivation is the desire an individual must have to run an objective organization. Motivation Work is a process internal in individual acceptance of that stimulus clear from the environment combined with condition internal (Auliawati, 2023). Motivation to work has many factors that can affect Good positively or negatively. Factor the called as a collection of energetic forces originate from in nor outside individual, For start behavior Which relates with work, And to determine form, direction, intensity, and duration (Saputro, 2021). Found that personal factors and organization influence motivation work. Age nurse, long Work, autonomy, level of education, And the position was found to be a characteristic personal influence on the level of motivation Work nurse. Feeling empowered, involved in work, salary And allowance, supervision, promotion, awards, connection work support, And communication are identified as factor organizational factors that affect the work motivation of nurses (Darma Yanti et al., 2020).

Based on the phenomenon and problem faced by nurses above, the researcher is interested in studying the connection between worry and motivation during work on period of pandemic COVID-19 in Islamic hospital.

METHOD

The research design is a correlation with a cross-sectional approach. Population is 78 respondents and 35 respondents as sample. Sampling used the technique of purposive sampling. This study was done on 3 until 6 September 2021. Data has been tested by using a Statistical test Package for Social Science (SPSS), with the Spearman rank test. Instrument collection data in this research is the questionnaire to know the connection between worry and nurse work motivation during the COVID-19 pandemic in Lumajang Islamic Hospital.

RESULT

Overview of Research Sites

This research was conducted in the Isolation Room of COVID-19 and Emergency Installation in Lumajang Islamic Hospital. Located in Subdistrict Lumajang is located at position 112^0-53'-113^0-23' East Longitude and 7^0-54'-8^0-23' South latitude of Sukodono subdistrict.

Characteristics of Respondents

Table 1. Frequency Distribution of Respondent Characteristics

Nutritional Status	Frequency (f)	Percentage (%)
Age (years)		
20-30 year	23	65.7
31-40 year	12	34.3
Sex		
Male	6	17.1
Female	29	82.9
Education		
S1 Nurse	3	8.6
Diploma 3	23	65.7
Bachelor	9	25.7
Workplace		
Covid 19 isolation	12	34.3
Non Covid Hospitalization	12	34.3
ER	11	31.4
Long Work		
<5 year	16	45.7
>5 years	19	54.3

Based on Table 1, the type of age of respondents aged 20-30 years is 23 respondents (65.7%), while 31-40 years are 12 respondents (24.3%). Men as many as 6 respondents (71.1%) and women as much 29 respondents (82.9%). Respondent's education is S1 Nurse, part small 3 respondents (8.6%), while Diploma 3 as many as 23 respondents (65.7%), and Bachelor as 9 respondents (25.7%). Respondents at Lumajang Islamic Hospital work in Isolation COVID-19 room as 12 respondents (34.3%), in a non-COVID-19 room as 12 respondents (34.3%), And respondents, and in ER as 11 respondents (31.4%). Long work <5 years 16 respondents (45.7%). Temporary part big the number of respondents who have worked > 5 years 19 respondents (54.3%).

Table 2. Distribution of Respondents' Anxiety Level, Work Motivation, and Its Correlation

Anxiety Level	Work Motivation				Total		p-value	r
	High Motivation		Moderate Motivation					
	f	%	f	%	f	%		
No anxiety	17	48.6	8	22.4	25	71.4		
Mild anxiety	0	0	2	5.7	2	5.7	0.045	0.341
Moderate anxiety	0	0	8	22.9	8	22.9		
Total	8	22.9	27	77.1	35	100.0		

In Table 2, no experience of anxiety as 25 respondents (71.4%), 8 respondents experienced moderate anxiety (22.9%), and a small part of respondents experienced mild anxiety (5.7%). Big part of respondents experienced moderate motivation (77.1%) and a small part of respondents experienced high motivation (22.9%).

The effectiveness of the work motivation of nurses during the time pandemic covid-19 in get, motivation high most of the respondents experienced not anxious as many as 8 respondents (22.9%). And at moderate motivation, for the most part, no worried as much 17 respondents (48.6%).

The results of Spearman's rho $p<0.05$ which is $p=0.045$, there is a connection between worry and nurse work motivation during a pandemic COVID-19 di Islamic hospital of Lumajang. From the test, the interconnection variable is obtained correlation coefficient 0.341 which shows that the level of relationship between variables is very weak.

DISCUSSION

Anxiety Level

Most of the respondents had not experienced of anxiety. Worry is a flavor fear that is No clearly accompanied by feelings of uncertainty, helplessness, isolation, and insecurity. Worry is an emotional state without a specific object. This matter is triggered by matter which no is known and accompanies all new experiences (Fitriani et al., 2023). According to Hurlock (1991), worry is the form of feeling worried, nervous, and feelings less pleasant. Usually, feelings this accompanied by flavor not enough self-belief, no capability, feeling low self and not facing a problem (Kasyfillah & Susilarini, 2021). Based on the research results, part small respondents experience worries currently, worry which experienced by respondents in this study because of condition pandemic which happened and the spread of covid-19 19 which inhalation of droplets makes para-health workers increasingly concerned with the transmission of the virus this very easy attack and contagious anybody, especially man with immunity body low. Worry this can result in declined immunity of the body on somebody, so the more worried somebody so the easier to experience a declined immunity body. When nurses experience or are infected with the covid 19 virus eating anxiety will the more increase with the perception can easily be transmitted to coworkers or family. Worry this can be overcome by power health yourself by increasing inner coping themselves as well as from adherent health workers in carrying out protests, even hospitals also fulfill need ppe which sufficient so that power health no feel was in do service health (Tumarni et al., 2022). During condition pandemic this respondent's desire which tall to protect themselves by wearing PPE (personal protective equipment), on moment this for face situation pandemic use of PPE in a manner rational can protect envy them at the time of patient care confirmed covid-19, plus with extend it case corona make more respondents search and absorb information from various source which state amount patient positive covid -19 keep going increase, and number death also belong tall.

Work Motivation

Most respondent experienced moderate motivation. According to (Kozier, et al 2010). Nurses, like clients, are vulnerable to experiencing anxiety and stress. Practice nursing covers lots of stressors related to clients and the environment work, like the number of staff which is not adequate, enhancement of severity of disease clients and support who does not adequate. Although most nurses can face physical demands and emotional nursing in a manner effective, in some situations, nurses become overwhelmed and experience physical fatigue and mental (Ariasti & Handayani, 2019; Fitriani et al., 2023). The results of the study found that the respondent's motivation which tall if condition no worried, but in a period of pandemic this nurse experience worried medium so that impact on motivation work which categorized currently. Motivation in work in hali this is the spirit of nurses in service health which very in supports with availability of dario rs parasana advice fulfilled, namely the availability of ppe as a tool protector self which give up transmission of covid 19 and to prevent infection covid 19 between friend work in one roof service health. Nurses who are motivated to work well in the period pandemic covid-19 are often associated with the use of ppe which in accordance that spared from transmission of covid-19.

Nurses who own motivation good majority show obedience in the use of ppe. Also, the workload is high with patients who exceed the capacity room flavor vigilance against the spread of covid-19 so that must be in balance with mark compensation or wages according to age with period pandemic covid-19.

The Relationship Between Anxiety Levels with Nurses' Work Motivation During Period The Covid-19 Pandemic at the Lumajang Islamic Hospital

From the results test with use test Spearman's rho gets a mark p>0.05 is p=0.045 which means that there is a connection between worry and nurse work motivation during the pandemic covid-19 di hospital Lumajang Islam. Mark correlation coefficient (0.341) shows that the level of relationship between variables is very weak. Based on the results this research is in line with the research that was done by (Sari & Utami, 2021) which states the more feel threatened someone is in a certain situation, so somebody the will look for a way out to feel safe, especially during a pandemic. Anxiety will be felt by everyone, especially anxiety about being infected with covid-19. This matter was put forward by Hawaii (2011) which states that a person with type personality anxious no forever signs things which only psychological nature, but are often accompanied by complaints of physique like tension, nervous, disturbance pattern sleep, impaired concentration, and memory, flavor sick on bone, pounding, congested breath and disturbance digestion. If the concern is accompanied by physical or emotional signs or disturbances intensive like, go out sweat cold, heart pounding, sleep, restlessness, high blood pressure, and so on worries that can be classified as worry if going continues (chronic) can raise fatigue or fatigue mentally (depression) thus interfering with daily activities (Ariasti & Handayani, 2019). Donsu (2017) discloses that motivation can be built with two methods, namely the motivation given by way of direct to every individual to fulfill the need as well as his satisfaction such as praise, awards, day allowances highway and motivation no direct facilities which support as well as support excitement work, so that more enthusiastic at work, for example, machines which good, room work which comfortable, etc (Ariesti & Purwandhani, 2022).

From the research results obtained data that nurse during the pandemic in is which experience worry with the condition currently experience motivation, and there is also nurses who no experience worry so have moderate motivation anyway, this thing caused because the pandemic Covid transmitted through inhalation droplets so easily transmit to sesame friend colleague and friend work. Transmission this results flavor worry from the nurse, worry this can be overcome with coping mechanisms of the nurse, and this has an impact on work motivation nurse, the more worried motivation the decreases. Motivation work this can improved with support from land work that is form availability tool protector self for power health in do service. Environments that are less secure and the workload is high in the pandemic covid-19 can be a determining factor for someone to experience problems with motivation work with proven flavor compensation wages which less, the sense will be infected with a virus at the moment do service in hospital. The more tall someone's anxiety the more low motivation work somebody the moment do service in period pandemic covid-19 (Pahlawati et al., 2021; Yunika et al., 2022). Researchers assume from the second variable connection is very weak due to data collection not all nurses which do it maintenance patients with covid-19 in each room also already use ppe which is adequate according to protocol covid-19, as well as if seen from facet case in Islamic hospital lumajang nurse those exposed to covid-19 are very low this also can make level connection second variable weak.

CONCLUSION

It is advised to put into action steps like offering sufficient personal protective equipment (PPE) and making sure that a thorough infrastructure is in place for employee safety in order to address this problem and assist healthcare personnel during pandemics. Furthermore, rewarding or compensating employees who are exposed to infectious diseases like COVID-19 might encourage safe procedures.

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