

HUBUNGAN *WORK FAMILY CONFLICT* DAN STRATEGI KOPING DENGAN *PSYCHOLOGICAL WELL-BEING* PERAWAT PADA MASA PANDEMI COVID-19 DI RSU ZAHIRAH KOTA JAKARTA

Rahmadia

Abstrak

Tuntutan dari pekerjaan perawat yang mengharuskan jam kerja lebih lama di masa pandemi berisiko mengalami *Work Family Conflict* dikarenakan tidak mampu membagi dua peran, sehingga berdampak negatif terhadap rendahnya *Psychological well-being*. Perilaku *Work Family Conflict* mempengaruhi strategi koping seseorang menyelesaikan masalah. Tujuan penelitian menganalisis hubungan *Work Family Conflict* dan strategi koping dengan *Psychological Well-Being* perawat pada masa Pandemi COVID-19 di RSU Zahirah Kota Jakarta. Penelitian ini menggunakan desain deskriptif *analitik korelational* pendekatan *cross sectional*, teknik *total sampling* dengan sampel 104 perawat. Analisis menggunakan Uji *Chi-Square*. Hasil penelitian, ada hubungan antara *Work Family Conflict* ($p=0,007$; CI 95%) dengan *Psychological Well-Being* pada perawat dan terdapat hubungan antara strategi koping ($p=0,004$; CI 95%). Kesimpulan penelitian, terdapat hubungan antara *Work Family Conflict* dengan *Psychological Well-Being* pada perawat. Rumah sakit memfasilitasi asrama selama pandemi namun mengakibatkan peningkatan tekanan dan jam kerja yang padat sehingga waktu perawat dengan keluarga sedikit, berdampak pada *Work family conflict*. Variabel selanjutnya terdapat hubungan antara strategi koping dengan *Psychological Well-Being* pada perawat. Perawat cenderung menyelesaikan masalah menggunakan koping berfokus pada emosi atau ego yang tinggi. Direkomendasikan tim rumah sakit mengevaluasi fasilitas asrama yang disediakan, dan diharapkan membentuk tim manajemen konflik untuk menyelesaikan koping berfokus pada emosi atau ego.

Kata Kunci: Perawat, *Psychological well-being*, Strategi Koping, *Work Family Conflict*

**THE RELATIONSHIP BETWEEN WORK FAMILY
CONFLICT AND COPING STRATEGIES WITH
PSYCHOLOGICAL WELL-BEING OF NURSES DURING
THE COVID-19 PANDEMIC AT ZAHIRAH HOSPITAL,
JAKARTA CITY**

Rahmadia

Abstract

The demands of nursing work that require longer working hours during the pandemic are at risk of experiencing Work Family Conflict because they are unable to divide the two roles, thus negatively affecting the low psychological well-being. The behavior of Work Family Conflict affects a person's coping strategy of solving problems. The purpose of the study analyzed the relationship between Work Family Conflict and coping strategies with Psychological Well-Being nurses during the COVID-19 Pandemic at Zahirah Hospital, Jakarta City. This study used a cholational analytical descriptive design of cross sectional shorts, a total sampling technique with a sample of 104 nurses. Analysis using Chi-Square Test. As a result of the study, there was a relationship between Work Family Conflict ($p= 0.007$; CI 95%) with Psychological Well-Being in nurses and there was a relationship between coping strategies ($p=0.004$; CI 95%). The conclusion of the study, there is a relationship between Work Family Conflict and Psychological Well-Being in nurses. Hospitals facilitated dormitories during the pandemic but resulted in increased pressure and hectic working hours resulting in little time for nurses with families, impacting Work family conflict. The next variable is the relationship between coping strategies and Psychological Well-Being in nurses. Nurses tend to solve problems using coping focused on high emotions or egos. It is recommended that the hospital team evaluate the dormitory facilities provided, and are expected to form a conflict management team to resolve coping focused on emotions or egos.

Keywords: Coping Strategy, Nurse, Psychological well-being, Work Family Conflict