

DINAMIKA GAYA HIDUP & KETAHANAN KERJA TENAGA KESEHATAN DI RSUD JAGAKARSA TAHUN 2025

Chairul Ichsan

Abstrak

Mutu layanan rumah sakit dalam program UHC/JKN sangat bergantung pada tenaga kesehatan yang mampu bekerja efektif dan berkelanjutan. Di rumah sakit wilayah urban, tingginya beban pasien dan tuntutan administrasi dapat memengaruhi gaya hidup saat dinas serta ketahanan kerja. Bukti kontekstual di rumah sakit daerah masih terbatas. Penelitian ini bertujuan menganalisis dinamika gaya hidup dan ketahanan kerja tenaga kesehatan di RSUD Jagakarta serta mengidentifikasi dukungan organisasi yang dibutuhkan. Penelitian kualitatif dengan desain studi kasus dilakukan pada November–Desember 2025. Data dikumpulkan melalui wawancara semi-terstruktur terhadap 15 partisipan lintas profesi, observasi partisipatif, dan telaah dokumen internal. Analisis menggunakan directed content analysis. Hasil penelitian menunjukkan bahwa kelelahan dipicu oleh lonjakan pasien, beban administrasi dan pelaporan, gangguan internet/SIMRS, serta tekanan organisasi. Pola makan dipahami penting untuk menjaga energi dan fokus, namun sering tertunda saat layanan padat dan pilihan makanan cenderung praktis. Aktivitas fisik dinilai membantu kebugaran dan mengurangi stres, tetapi terhambat oleh keterbatasan waktu dan kelelahan. Ketahanan kerja dipertahankan melalui istirahat, tidur, cuti, rekreasi, aktivitas spiritual, serta dukungan keluarga dan rekan kerja. Dukungan organisasi yang dibutuhkan meliputi perbaikan sistem kerja, penataan beban, kecukupan SDM, serta penyediaan fasilitas yang mendukung pemulihan dan perilaku sehat.

Kata kunci: tenaga kesehatan; ketahanan kerja; gaya hidup; pola makan; aktivitas fisik.

DYNAMICS OF LIFESTYLE AND WORK RESILIENCE AMONG HEALTHCARE WORKERS AT RSUD JAGAKARSA IN 2025

Chairul Ichsan

ABSTRACT

The quality of hospital services within the UHC/JKN program largely depends on healthcare workers who are able to perform effectively and sustainably. In urban hospitals, high patient loads and administrative demands may influence on-duty lifestyle behaviors and work resilience. Contextual evidence from regional hospitals remains limited. This study aimed to analyze the dynamics of on-duty lifestyle and work resilience among healthcare workers at RSUD Jagakarsa and to identify the organizational support needed to strengthen both. A qualitative study with a case study design was conducted from November to December 2025. Data were collected through semi-structured interviews with 15 participants from various professions, complemented by participant observation and internal document review. Data were analyzed using directed content analysis. The findings revealed that fatigue was triggered by patient surges, administrative and reporting burdens, internet/Hospital Information System (SIMRS) disruptions, and organizational pressures. Eating was perceived as important for maintaining energy and focus; however, meals were often delayed during busy service periods and food choices tended to be practical. Physical activity was considered beneficial for fitness and stress reduction but was constrained by limited time and fatigue. Work resilience was maintained through rest, sleep, leave, recreation, spiritual activities, and support from family and colleagues. Organizational support needed includes system improvements, workload management, adequate staffing, and facilities that promote recovery and healthy behaviors.

Keywords: *health workers; work resilience; lifestyle; dietary patterns; physical activity.*