

THE INFLUENCE OF QUALITY OF WORK LIFE ON DOCTOR'S PERFORMANCE AT PUBLIC REGIONAL HOSPITAL PANGKEP REGENCY

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BACKGROUND:

Quality or Work Life is an employee's perception of their mental and physical well-being at work that contributes to the employee's job performance. This study aims to analyze the relationship between quality of work life and its components to doctor's work performance in Public Regional Hospital Batara Siang Pangkep Regency. The study was conducted at Public Regional Hospital Batara Siang Pangkep Regency.

METHOD :

The type of research used is quantitative research with an observational analytical approach with a cross-sectional design. This study used a total sampling of 52 doctors and dentists. The analysis of the study used the Chi Square test.

RESULT:

The results of the study using bivariate analysis showed that the variables that had a significant relationship with performance were quality of work life ($p=0,014$), employee participation ($p = 0.006$), equitable compensation ($p = 0.006$), job security ($p = 0.007$), pride ($p = 0.016$), career development ($p = 0.013$), and wellness ($p = 0.007$). Meanwhile, safe environment ($p = 0.086$), conflict resolution ($p = 0.123$), and communication ($p = 0.233$) have no significant relationship with doctor performance. Out of all the components of quality of work life, employee participation has the most influential effect on physician performance ($B = 0,236$, $p = 0.044$).

CONCLUSION

Quality of Work Life has a significant relationship with doctor performance at Public Regional Hospital Batara Siang Pangkep Regency. Improving the components of quality of work life, especially employee participation, equitable compensation, job security, pride, career development, and wellness can be an effective strategy to improve physician performance and the quality of health services in hospitals.

Keywords: Quality of Work Life, Performance, Doctors, Dentists