



THE DETERMINANTS OF JOB PERFORMANCE OF NURSES IN JAKARTA DURING COVID-19 PANDEMIC

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A B S T R A C T

COVID-19 Pandemic has spreads fast all over the world including Indonesia. The high rate of incidence of COVID-19 has crippled the health care industry all over the world. In June 2021 BOR in Jakarta has reached 75% which is higher than WHO BOR safety limit which is 60%. This will influence the burden of health care professional (HCP). Nurses are part of the HCP which are required to maintain their performance during pandemic. This study aims to determine factors which might influence nurse job performance such as training, workload, and emotional intelligence. The quantitative study was conducted using survey and questionnaire as instrument. Data of 115 respondents were analyzed using the SMARTPLS version 3.2 application. The results of this study indicated that appropriateness of workload and emotional intelligence had significant positive effects on employee performance, however this study failed to show significant effect of training on employee performance.

Keywords: *Employee Performance; Training; Workload; Emotional Intelligence*