Motivation and Workload of Nurses with Nurse Performance in Handling Events of Corona Virus (Covid-19)

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ABSTRACT

Coronavirus Disease 2019 (COVID-19) is a new type of disease that has never been previously identified in humans. The virus that causes COVID-19 is called Sars-CoV-2. As part of the front line in dealing with COVID-19 cases, many health care workers experience fatigue both physically and mentally. Their high workload in handling COVID-19 cases, the scarcity of Personal Protective Equipment (PPE) facilities and insufficient nutritional needs, decrease their immunity, so the risk of contracting the virus increases. To determine the relationship between motivation and workload of nurses and the performance of nurses in handling the coronavirus (COVID-19) incident at Pertamina Bintang Amin Hospital, Bandar Lampung. This type of research is a quantitative, research design analytic survey with a cross-sectional approach. The population and sample of this study were all nurses who served in the inpatient room of Pertamina Bintang Amin Hospital, Bandar Lampung, with as many as 58 respondents. Results Of the 58 respondents, the motivation and workload that were said to be poor with the performance of nurses were 21 respondents (36.2%), while the motivation and workloads that were said to be good with the performance of nurses were 37 respondents (63.8%). The results of statistical tests showed that the p-value = 0.003 was smaller than the alpha value (p < 0.05). There is a significant relationship together between motivation and workload with the performance of nurses in handling the coronavirus (COVID-19) incident at Pertamina Bintang Amin Hospital, Bandar Lampung. It is hoped that the hospital management will continue to maintain the level of motivation for health workers, especially nurses, to get additional incentives for nurses and workloads to take time off for nurses who work during working hours and the performance of nurses in carrying out actions in accordance with the SOP for patients suffering from Covid 19.

INTRODUCTION

A mysterious case of pneumonia was first reported in December 2019 in Wuhan, Hubei Province. The source of transmission of this case is still unknown, but the first case was linked to a fish market inWuhan(Wu et al., 2020).

Initially, this disease was temporarily named as 2019 novel coronavirus (2019-nCoV), then WHO announced a new name on February 11, 2020, namely Coronavirus Disease (COVID-19) caused by the Severe Acute Respiratory Syndrome Coronavirus-2 (SARS-CoV-2)(Hadi et al., 2021; Tang et al., 2020). The virus can be transmitted from person to person and has spread widely in China and more than 190 other countries and territories. On March 12, 2020, WHO declared COVID-19 a pandemic (WHO, 2020).The first COVID-19 case was reported in Indonesia on March 2, 2020 in a total of two cases(Helmy et al., 2020; Scafetta, 2020).

Data as of April 13, 2020, showed that there were 4,557 confirmed cases and 399 deaths(Organization, 2020). Among these cases, medical personnel, especially nurses, are one of the populations at high risk of infection. In Italy, about 9% of COVID-19 cases are medical personnel. In China, more than

3,300 medical personnel were also infected, with a mortality of 0.6%(ERSOY, 2020). Based on data obtained by the DKI Jakarta Provincial Health Office as of March 31, 2020, it has been reported that 35 nurses working in DKI Jakarta health care facilities are infected with COVID-19 and it is predicted that this number will continue to increase(Wiguna et al., 2020).

Nurses are one of the health workers in hospitals with nursing services. The nursing profession has an important role in providing quality health services in hospitals, because the types of services they provide are biological, psychological, social, spiritual and carried out in a sustainable manner(Stuart, 2014).

Quality and professional nursing services are targets to be achieved to improve quality in hospitals(Nolan et al., 2001; Salmond & Echevarria, 2017). This can be achieved through the performance of the nurses themselves. According to Ilyas, performance is the appearance of the work of personnel in an organization. Performance is the appearance of individuals and work groups of personnel. The appearance of the work is not limited to personnel holding functional and structural positions, but also to the entire line of personnel within the organization(Wardani & Peristiowati, 2020).

Nurses have good performance if they fulfill seven components, namely as patient assistants, educators and trainers for patients, diagnostic and monitoring patients, administration and monitoring of therapeutic interventions, monitoring and ensuring the quality of care, effective management of emergency situation changes, organization, and work competence(Liang et al., 2019).

In health services, especially in the current COVID-19 outbreak conditions, nurses have several roles, namely as caregivers which is the main role where nurses will be actively involved for 24 hours in providing nursing care in clinical service settings such as in hospitals(Secosan et al., 2020). As an educator, who acts as a team of educators who provide education to patients, families and the community regarding what and how COVID-19 is, prevention and transmission, and how to increase public knowledge about signs and symptoms(Talidong & Toquero, 2020). And play a role as an advocate where nurses will help reduce stigma for patients and families who are indicated to be positive for COVID-19 (Mostafa et al., 2020).

One of the factors that can improve performance is motivation. According to Mangkunegara, motivation is a process where needs encourage a person to carry out a series of activities that lead to the achievement of a certain goal (Andriani et al., 2018). It is the desire to make an effort to achieve a goal or reward to reduce the tension caused by the need. The process of the emergence of one's motivation is a combination of the concepts of needs, drives, goals and reward(Berridge, 2004). Motivation itself is often associated with workloads that are not in accordance with the physical and psychological conditions of nurse health workers(Li et al., 2014).

Workload is a condition that burdens the workforce, both physically and non-physically in completing work. This condition can be exacerbated by environmental conditions that are not physically or non-physically supportive(Anderson & Marcum, 2019).

As part of the front line in dealing with COVID-19 cases, many nurse health workers experience fatigue both physically and mentally. Their high workload in dealing with COVID-19 cases, the scarcity of Personal Protective Equipment (PPE) facilities and nutritional needs that are not necessarily adequate, make the body's immunity decrease, so the risk of contracting the virus increases(Liu et al., 2020).

One of the factors that can improve performance is motivation. According to Mangkunegara, motivation is a process where needs encourage a person to carry out a series of activities that lead to the achievement of a certain goal. It is the desire to make an effort to achieve a goal or reward to reduce the tension caused by the need. The process of the emergence of one's motivation is a combination of the concepts of needs, drives, goals and rewards(Yustisia et al., 2020).Motivation itself is often associated with workloads that are not in accordance with the physical and psychological conditions of nurse health workers.

Workload is a condition that burdens the workforce, both physically and non-physically in completing work. This condition can be exacerbated by environmental conditions that are not physically or non-physically supportive (Anderson & Marcum, 2019).

As part of the front line in dealing with COVID-19 cases, many nurse health workers experience fatigue both physically and mentally. Their high workload in dealing with COVID-19 cases, the scarcity of Personal Protective Equipment (PPE) facilities and nutritional needs that are not necessarily adequate, make the body's immunity decrease, so the risk of contracting the virus increases(Caldas et al., 2020).

Therefore, there must be arrangements for working hours, increasing the number of referral hospitals, meeting the primary needs of each health worker, providing Personal Protective Equipment (PPE). In addition, the government also needs to guarantee work protection and safety for medical personnel in an effort to handle COVID-19(Ingrassia et al., 2020).

To support this research, the place to be researched is Pertamina Bintang Amin Hospital, Bandar Lampung. This is because Pertamina Bintang Amin Hospital Bandar Lampung is a Class C Hospital that is developing, becoming one of the referral hospitals in Lampung province, has adequate facilities and professional health workers and takes an active role in treating patients suspected of being exposed to the COVID virus. -19.

METHOD

This study uses a quantitative design with a cross sectional study approach where the independent and dependent variables are collected in the same period and can be measured according to the circumstances at the time of the study. The study was conducted on December 23, 2020 to January 11, 2021, Pertamina Bintang Amin Hospital, Bandar Lampung.

The population and sample of this study were all nurses who served in the inpatient room at Pertamina Bintang Amin Hospital Bandar Lampung as many as 58 respondents. The instrument used in this study was obtained through distributing questionnaires to respondents to see the motivation, workload, and performance of nurses. The nurse's performance instrument was in the form of a questionnaire sheet with a Likert scale. Tool to collect data using a questionnaire. The questionnaire in this study contained 24 statement items consisting of three groups of statements namely.

Of the 24 statement items in the variable, motivation is a process that describes the intensity, direction, and persistence of an individual to achieve 10 statements,

workload as the difference between the capacity or ability of nurses and the work to be achieved. presented in 8 statements and the performance of nurse service providers in treating corona patients (COVID-19) and knowing the positive and negative impacts of a policy with research criteria Final score Good (78), not good <meaning (78). From the results of the validity test above, the results obtained r > from r table (0.361) so that it can be locked in a valid questionnaire and reliability test using Cronbach's alpha = 0.8486 so that it can be said that the questionnaire is reliable.

The workload instrument uses a questionnaire that has been used in (Purba, 2012) with the title of the relationship between workload and nurse stress, with a reliability value of 0.671. The instrument for the workload uses a questionnaire consisting of several parts of questions. The number of questionnaires is 10 questions using a Likert scale with an assessment of 0-3. Alternative answers to assessment questions for respondents were 0 = never, 1 = sometimes, 2 = often, 3 = always. With a score range of 0-81. Final score is good, mean = 71, not good < mean = 71.

In this study, the inclusion criteria were limited to respondents and nurses who were treated in the inpatient room at Pertamina Bintang Amin Hospital in Bandar Lampung. Exclusion Criteria Nurses who were on leave or sick while conducting the study and nurses who followed when the study was conducted.

This study was in an ethical eligibility test was carried out with letter number No. 1307/EC/KEP-UNMAL/XII/2020.

RESULT OF STUDY

Table 1
Characteristics of Respondents (N=58)

Characteristics of Respondents	N	%
Gender		
Males	23	39,7
Females	35	60,3
Age		
22-25	9	15,5
26-30	31	53,4
31-36	18	31,0
Motivation		
Low	19	32,8
High	39	67,2
Workload		
Not good	23	39,7
Good	35	60,3

Based on the table it appears that of the 58 respondents studied, it is dominated by women as many as 35 nurses or 60.3% and men as many as 23 nurses or 39.7%, so it can be concluded that most of the nurses who work at Pertamina Bintang Amin Hospital Bandar Lampung is a woman.

Based on the table above, it is dominated by the age of the respondents between the ages of 26-30 years with the number of respondents being 31 nurses or 53.4%, followed by the age of 31-36 years as many as 18 nurses or 31.0% and the age of 22-25 years as many as 9 nurses or 15.5%. So it can be concluded that most of the nurses who work at Pertamina Bintang Amin Hospital in Bandar Lampung are between the ages of 26-30 years.

Based on the results of the SPSS table above from 58 (100%) respondents, the motivation that is said to be not good with the nurse's performance is 19 with a valid percent level of 32.8%, the motivation that is said to be good with the nurse's performance is 39 with a valid percent level of 67.2%. From the results of the SPSS table above, it can be seen that 67.2%> 32.8%. From the results of SPPS above, it can be concluded that motivation is related to nurse performance, Ha is accepted and Ho is rejected.

Based on the results of the SPSS table above from 58 (100%) respondents, the workload that is said to be unfavorable with the nurse's performance is 23 with a valid percent level of 39.7%, while the workload that is said to be good with the nurse's performance is 35 with a valid percent level of 60, 3%. From the results of the SPSS table above, it can be seen that 60.3%> 39.7%. From the results of the SPPS above, it can be concluded that the workload is related to the performance of nurses, Ha is accepted and Ho is rejected.

Based on the results of the SPSS table above from 58 (100%) respondents, the motivation and workload that are said to be poor with the performance of nurses are 21 with a valid percent level of 36.2%, while the motivation and workload are said to be good with the performance of nurses amounting to 37 with a level valid percent 63.8%. From the results of the SPSS table above, it can be seen that 63.8%> 36.2%. From the results of SPPS above, it can be concluded that motivation and workload are jointly related to nurse performance, Ha is accepted and Ho is rejected.

Based on Table SPSS results, it is known that from 19 (100%) respondents it is known that there are 10 respondents with a valid percent level (52.6%) have less motivation so that it has an impact on the performance of nurses so that there are only 9 respondents with a valid percent level (47, 4%) who have good motivation on the performance of nurses in handling the occurrence of the corona virus (COVID-19) at Pertamina Bintang Amin Hospital.

Table 2
Relationship between Motivation and Workload with Nurse Performance

Motivation and Workload	Nurse Performance				
	N	%	Total %	P-Value	OR (Cl 95%)
Not good	21	36,2	36,2	0,003	7,82
Good	37	63,8	100,0		
Total	58	100,0			

Meanwhile, from 39 (100%) respondents, it is known that there are only 11 respondents with a valid percent level (28.2%) who have less motivation on the performance of nurses will have a greater impact on the performance of nurses, so obtained 28 respondents with a valid percent level. (75.7%) have good motivation on the performance of nurses in handling the incidence of the corona virus (COVID-19) at Pertamina Bintang Amin Hospital.

Table 3
The Relationship between Motivation and Nurse Performance in Handling Corona Virus (COVID-19)

Motivasi	Nurse Performance				Total	%
	Not good		Good			
	N	%	N	%		
Not good	10	52,6	9	47,4	19	32,8
Good	11	28,2	28	75,7	39	67,2
Total	21	36,2	37	63,8	58	100

Motivation * Nurse Performance — Crosstab

Based on Table 4.7 SPSS results, it is known that from 23 (100%) respondents it is known that there are only 5 respondents with a valid percent level (21.7%) having less workload so that it is less related to nurse performance. while there were 18 respondents with a valid percent (78.3%) level who had a good workload, meaning that it was related to the performance of nurses in handling the corona virus (COVID-19) incident at Pertamina Bintang Amin Hospital.

Meanwhile, from 35 (100%) respondents, it is known that there are only 16 respondents with a valid percent level (45.7%) having less workload so that it is less related to the performance of nurses. while there are 19 respondents with a valid percent rate (54.3%) who have a good workload, meaning that it is related to the performance of nurses in handling the corona virus (COVID-19) incident at Pertamina Bintang Amin Hospital.

Table 4
Relationship between Workload and Nurse Performance in Handling Corona Virus (COVID-19) Incidents

Workload	Nurse Performance				Total	%
	Not good		Good			
	N	%	N	%		
Not good	5	21,7	18	78,3	23	39,7
good	16	45,7	19	54,3	35	60,3
Total	21	36,2	37	63,8	58	100

Workload * Nurse Performance — Crosstab

DISCUSSION

Univariate Test Results of Motivation and Workload with Nurse Performance in Handling Corona Virus (COVID-19) Incidents

For motivation from the predetermined mean criteria, SPSS results show that the relationship between motivation and the performance of nurses who get the mean result (<41) is categorized as less related to the performance of nurses at Pertamina Bintang Amin Hospital, Bandar Lampung, amounting to 19, while the relationship between motivation and performance is getting results. equal to or more than the mean (≥41) is categorized as related to the performance of nurses at Pertamina Bintang Amin Hospital Bandar Lampung totaling 39. In addition, the results of the SPSS output show that 67.2% > 32.8%. From the results of SPSS, it can be concluded that there is a relationship between motivation and the performance of nurses in handling the occurrence of the corona virus (COVID-19) at Pertamina Bintang Amin Hospital in Bandar Lampung, so that (Ha1 is accepted and Ho1 is rejected).

Meanwhile, for the workload of the predetermined mean criteria, SPSS results show that the relationship between workload and the performance of nurses who get the mean (<31) is categorized as less than the performance of nurses at Pertamina Bintang Amin Hospital, Bandar Lampung, amounting to 23, while the relationship between workload and performance 35 who get results equal to or more than the mean (≥31) are categorized as related to the performance of nurses at Pertamina Bintang Amin Hospital. In addition, from the results of the SPSS output, it is found that 60.3% > 39.7%. From the results of SPSS, it can be concluded that

there is a relationship between workload and the performance of nurses in handling the occurrence of the corona virus (COVID-19) at Pertamina Bintang Amin Hospital in Bandar Lampung, so that (Ha1 is accepted and Ho1 is rejected).

Bivariate Test Results

The Relationship between Motivation and Nurse Performance in Handling Corona Virus (COVID-19) Incidents

Based on the SPSS results from 19 (100%) respondents there were 10 (52.6%) respondents with less motivation so that it had an impact on the performance of nurses, so there were only 9 (47.4%) respondents who had good motivation on the performance of nurses in handling incidents. Corona virus (COVID-19) at Pertamina Bintang Amin Hospital.

Meanwhile, from 39 (100%) respondents, it is known that there are only 11 (28.2%) respondents who have less motivation on the performance of nurses, which will have a greater impact on the performance of nurses, so that 28 (75.7%) respondents have high motivation. both on the performance of nurses in handling the occurrence of the corona virus (COVID-19) at Pertamina Bintang Amin Hospital.

From the explanation of the SPSS results above, it will also greatly affect the performance of nurses in handling the corona virus (COVID-19) at Pertamina Bintang Amin Hospital. Where from a total of 58 (100.0%), respondents it is known that only 21 (36.2%) respondents with poor motivation with a valid percent level (32.8%) means that they have a low relationship with nurse performance. While

as many as 37 (63.8%) respondents who have good motivation with a valid percent level (67.2%). It is also known that the smallest value for the motivation questionnaire, which is additional outside salary (Overtime) is a driving force for me to be more active in working in an atmosphere of COVID-19 (216), so it will obviously be closely related to the performance of nurses in handling the corona virus (COVID-19) at the hospital. Pertamina Bintang Amin. It can be concluded that motivation is related to the performance of nurses in handling the occurrence of the corona virus (COVID-19) at Pertamina Bintang Amin Hospital. Ha is accepted, Ho is rejected.

This is in accordance with previous research entitled The Relationship between Competence, Motivation and Workload of Implementing Nurses with Nurse Performance in the Inpatient Room of the Bali Provincial Mental Hospital, which showed that there was a significant relationship between competence, motivation and marital status with nurse performance. Multivariate analysis showed that competency aspect was the most dominant variable influencing performance with Adjusted Odds Ratio (AOR) value of 65.38 and statistically significant (p<0.001). Nurse performance is closely related to the competence and work motivation of nurses, so aspects that can improve competence and work motivation need to be managed properly to get good nurse performance results(Gunawan et al., 2019).

The Relationship between Workload and Nurse Performance in Handling Corona Virus (COVID-19) Incidents

Based on the results of SPSS, it is known that from 23 (100%) respondents it is known that there are only 5 (21.7%) respondents who have less workload so that it is less related to the performance of nurses. while there are 18 (78.3%) respondents who have a good workload, meaning that it is related to the performance of nurses in handling the corona virus (COVID-19) incident at Pertamina Bintang Amin Hospital.

Meanwhile, from 35 (100%) respondents, it is known that there are only 16 (45.7%) respondents who have less workload so that it is not related to the performance of nurses. while there were 19 (54.3%) respondents who had a good workload, meaning that it was related to the performance of nurses in handling the corona virus (COVID-19) incident at Pertamina Bintang Amin Hospital.

From the explanation of the SPSS results above, it will also greatly affect the performance of nurses in handling the corona virus (COVID-19) at Pertamina Bintang Amin Hospital. Where from a total of 58 (100.0%), respondents it is known that only 21 (36.2%) respondents with a poor workload with a valid percent (39.7%) level means that they have a low relationship with nurse performance. Meanwhile, 37 (63.8%) respondents have a good workload with a valid percent (60.3%) level. It is also known that the results of the workload questionnaire with the lowest score, namely during breaks I also do my work in an atmosphere of the COVID-19 (201) incident, it is clear that it will be closely related to the performance of nurses in handling the corona virus (COVID-19) at Pertamina Bintang Amin Hospital. . It can be concluded that the workload is related to the performance of nurses in handling the occurrence of the corona virus (COVID-19) at Pertamina Bintang Amin Hospital. Ha is accepted, Ho is rejected.

The results of this study are not in accordance with the results of previous studies, previous studies that discussed the relationship between motivation and workload of nurses with performance of nurses in the inpatient room at Pelamonia Hospital in Makassar by using quantitative research with a cross-sectional design, the sample collection technique used was non-probability sampling with purposive sampling technique, data collection using questionnaires accompanied by direct interviews and data analysis using multiple regression analysis using reliability testing, validity testing and hypothesis testing. The results showed that the work motivation variable had a positive and significant relationship to the performance of nurses while the workload variable had a negative relationship to the performance of the implementing nurses in the inpatient room of Pelamonia Hospital Makassar(Hidayat, 2017).

The Relationship between Motivation and Workload with Nurse Performance in Handling Corona Virus (COVID-19) Incidents

The results of the statistical test showed that the p-value = 0.003 was smaller than the alpha value (p<0.05), which means that together there is a significant relationship between Motivation and Workload with Nurse Performance in Handling Corona Virus Incidents (COVID-19). at Pertamina Bintang Amin Hospital in Bandar Lampung.

From the results of the analysis, it was also obtained that the value of OR = 7.82, meaning that poor motivation and workload did not have a 7.3 times greater relationship which would have an impact on nurses' performance in handling Corona Virus (COVID-19) incidents compared to motivation and workload that good so that there will be a relationship with the performance of nurses at Pertamina Bintang Amin Hospital Bandar Lampung.

This is in accordance with the results of a previous study entitled The Relationship between Competence, Motivation and Workload of Implementing Nurses with Nurse Performance in the Inpatient Room of the Bali Provincial Mental Hospital, which showed that there was a significant relationship between competence, motivation and marital status with nurse performance. Multivariate analysis showed that competency aspect was the most dominant variable influencing performance with the Adjusted Odds Ratio (AOR) value of 65.38 and statistically significant (p<0.001) (Nadatien et al., 2019).

The first COVID-19 case was reported in Indonesia on March 2, 2020 in a total of two cases(Organization, 2020). Data as of April 13, 2020, showed that there were 4,557 confirmed cases and 399 deaths (RI, 2020). Nurses are one of the health workers in hospitals with nursing services. The nursing profession has an important role in providing quality health services in hospitals, because the types of services they provide are biological, psychological, social, spiritual and carried out in a sustainable manner.(Veloza-Gómez et al., 2017)

Quality and professional nursing services are targets to be achieved to improve quality in hospitals. This can be achieved through the performance of nurses themselves where the performance of nurses is closely related to motivation and workload. According to Heller, motivation is the desire to act(Pundati et al., 2019).

While the workload is a condition that burdens the workforce, both physically and non-physically in completing work. This condition can be exacerbated by environmental conditions that are not physically or non-physically supportive(Anderson & Marcum, 2019).

As educators, where nurses act as a team of educators who provide education to patients, families and the

community regarding what and how COVID-19 is, prevention and transmission, and how to increase public knowledge about signs and symptoms. And play a role as an advocate where nurses will help reduce stigma for patients and families who are indicated to be positive for COVID-19(Mallhi et al., 2020).

CONCLUSIOAN AND SUGGESTION

The frequency distribution of the respondents in the validation test in this study which was conducted at the Tulang Bawang Regional General Hospital, Lampung, it can be concluded that the 10 motivation questionnaires, the 8 workload questionnaires and the 6 performance questionnaires are said to be valid. Judging from the r table, the Person Coleration value in the study is 0.361 because it uses 30 respondents (N) with a limit of 0.05. It can be seen that the Person Coleration value of each questionnaire is above 0.361 and the significant value is below 0.05.

The frequency distribution of the respondents in the reliability test in this study, which was conducted at the Tulang Bawang Regional General Hospital, Lampung, concluded that the 10 motivational question items, the 8 workload questions and the 6 performance questions were sufficiently reliable. . It is known from N of Items (the number of items or questions in the questionnaire) to get Cronbach's Alpha value > 0.70 with Cronbach's score limit > 0.70.

From the Univariate test, it shows that there is a significant relationship between motivation and the performance of nurses in handling the incidence of the corona virus (COVID-19) at Pertamina Bintang Amin Hospital in Bandar Lampung. of 19 respondents (67.2% > 32.8%). And there is a significant relationship between workload and the performance of nurses in handling the incidence of the corona virus (COVID-19) at Pertamina Bintang Amin Hospital Bandar Lampung from the mean criteria getting results equal to or more than the mean (≥41) a number of 35 respondents is greater than 23 respondents (60.3% > 39.7%). The nurse's performance shows that there is a significant relationship between motivation and workload in handling the incidence of the corona virus (COVID-19) at Pertamina Bintang Amin Hospital Bandar Lampung from the mean criteria getting results equal to or more than the mean (≥41) 37 respondents are greater of 21 respondents (63.8>36.2%).

From the results of the bivariate test, there is a significant relationship between motivation and the performance of nurses in handling the occurrence of the corona virus (COVID-19) at Pertamina Bintang Amin Hospital in Bandar Lampung. 39 (67.2%) respondents are greater than 19 (32.8%).

From the results of the Bivariate test, there is a significant relationship between workload and the performance of nurses in handling the occurrence of the corona virus (COVID-19) at Pertamina Bintang Amin Hospital in Bandar Lampung, 35 (60.3%) respondents were greater than 23 (39.7%) .

There is a jointly significant relationship between motivation and workload with the performance of nurses in handling the incidence of the corona virus (COVID-19) at Pertamina Bintang Amin Hospital in Bandar Lampung. 0.05) and the value of OR = 7.82.

1. For Pertamina Bintang Amin Hospital Bandar Lampung

It is hoped that the hospital management will continue to maintain the level of motivation of health workers, especially nurses in order to get additional nurse incentives and workloads to take time off for nurses who work during working hours and the performance of nurses carrying out actions in accordance with SOPs for patients suffering from Covid-19. So that the performance of nurses will remain at the highest level which can have a positive impact on future hospital developments and it is necessary to evaluate workloads and other possible factors so that the work tasks assigned to nurses can minimize unfinished work.

2. For Health Workers
Health workers should create a conducive environmental situation by dividing work shifts so as not to experience fatigue due to the workload received and the awareness of each nurse to be responsible for carrying out their respective duties. As well as the efforts of nurses in improving performance by carrying out nursing care in accordance with standard operating procedures and nursing care standards so that patient satisfaction can be achieved, especially in the current situation of handling the corona virus (COVID-19) incident, especially at Pertamina Bintang Amin Hospital in Bandar Lampung.

3. For Educational Institutions

It is hoped that the results of this study can be used as a reference and material that can be used as a benchmark in conducting further research.

4. For other researchers

It is hoped that there will be further research on the relationship between the motivation and workload of nurses with the performance of nurses in handling the current coronavirus (COVID-19) incident by using different research models such as using the observation method on respondents so that the primary data obtained is objective.

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