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## Analysis Readiness And Strategy Of Human Resource Management In Hospitals In Face Global Health Crisis : A Literature Review Covid-19 Pandemic

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### Abstract

Appropriate with objective House created pain For increase quality life someone , house Sick naturally must own readiness in face various type challenge health , one of them is crisis global health . The COVID-19 pandemic that occurred a number of year Then is one of the example crisis global health that has a huge impact for system health throughout the world, especially in management Human Resources ( HR ) at home sick . Review matter said , the study literature This done For analyze HR management readiness and strategy at home Sick in face crisis global health , especially during the COVID-19 pandemic . This article arranged with method literature review sourced from from a number of study previous research the Then will reviewed and carried out identification related approach strategic , challenges in strategy implementation , as well as a number of learning that can be taken from various context geographical . Literature results show that part big House Sick experience gap between needs and availability power health , as well as pressure sufficient psychological high . In addition factor other like limitations training as well as facilities and infrastructure also become A obstacle . This study emphasize importance policy health human resource management that is adaptive , sustainable and responsive to crisis global health . This done so that the house Sick can maintain essential services as well as can guard welfare power health in the future come .

**Keywords:** Covid-19, Crisis Global Health , Human Resource Management.

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## INTRODUCTION

The COVID-19 pandemic is one of the crisis global health that has test various things , including resilience system health that exists throughout the world. One of the most affected aspects is management Human Resources ( HR ) at home sick . This due to Human resource management at home Sick play a role central in maintain service essential health in the midst of case transmission as well as limitations facilities caused by the surge case . Health human resources like power medical which includes doctors , nurses , and staff supporters face various type pressure , good in a way physical and mental, which is very extraordinary usual . That is caused by the presence of improvement burden work , risk infected , as well as limited Personal Protective Equipment (PPE).

management at home Sick own a very strategic role For guard sustainability giving service health during pandemic ongoing . Health workers be at the forefront in handling COVID-19 patients , so that face various pressure Good in a way physique and psychological . A studies show that during pandemic Lots power health that is in the category burden Work tall consequence improvement amount patients and followed demands continuous service increased ( Zeho et al., 2023). Conditions the show that management source Power effective human become factor important for House Sick in guard quality service health as well as protect welfare power health during face situation crisis .

In context said , the ability House Sick in respond in a way fast and effective is greatly influenced by the HR management strategy implemented . This strategy must covers planning capacity power work , organizing work *shifts* , training emergency in a way intensive , and provision support psychological . However , from that's all Lots coverage , still there is obstacles that result in implementation of the strategy No always walk optimally , especially in countries with source limited power . Statement This is also supported by studies that show that height burden Work as well as limitations facilities and infrastructure supporters be one of reason emergence stress work on power health during pandemic ( Purwaningsih et al., 2021). Therefore that , is necessary study more carry on

about preparedness and HR management strategies implemented by the hospital Sick For face crisis global health such as COVID-19 pandemic .

Literature study This done with objective For examine How House sick , both in Indonesia and globally , for can manage its human resources during crisis global health is taking place , especially at the time COVID-19 pandemic . This study is also purposeful For identify readiness , strategies implemented , challenges faced , and action others that can made into learning For face crisis global health in the future come .

## RESEARCH METHODS

Methods used in writing article This is *literature review* . Data collection was carried out through two database sources , namely Google Scholar and PubMed. The criteria inclusion in search article is restrictions year publication for five years lastly , namely from 2021 to 2025. Search article done with some keywords , such as “ HR management ”, “ crisis ” global health ”, and “COVID-19”. The provisions the study sought that is article with topic discussion around preparedness House Sick or How House Sick prepare a strategy in face crisis global health issues such as COVID-19. The data used in compilation article This is secondary data that is not obtained through observation in a way directly , but rather obtained from results research that has been done by several researchers previously. Based on results search , total articles obtained as many as 97 articles , of which 23 are originate from Google Scholar and the remaining 74 obtained from PubMed. After through identification , there are 6 articles that were deleted due to a number of obstacles , so that the total number of articles screened a total of 91 articles . Then of 91 articles the filtered returned and resulted in 79 excluded articles . based on the title and abstract . After That of the 12 articles that can be assessed its eligibility filtered back and found as much as six relevant articles with criteria inclusion and will used in *literature review*.

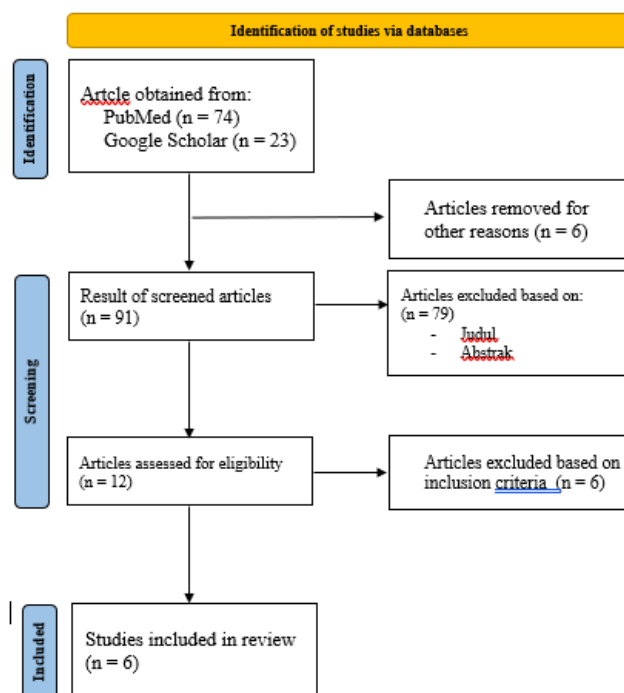


Figure 1. Prisma Flowchart

## RESULTS AND DISCUSSION

Result of analysis article show that management source Power human resources at home Sick face quite a challenge significant during the ongoing COVID-19 pandemic , especially in matter preparedness , flexibility , and resilience system service health . There is A studies that show that readiness A House sick in Jambi reached sufficient score high , namely by 95.6% according to *checklist* WHO readiness , with human resources and capacity components the surge that got score perfect . However , in the study other stated that at a time House pain is also present crisis power health which is general can lower quality services and improve burden work , so that cause pressure heavy psychological . Things the reviewed based on home human resource readiness Sick through level and score evaluation .

A number of House hospitals in Indonesia implement several strategies during the COVID-19 pandemic , such as formation team special responsive emergency , adjustment *shift* and rotation staff , training preparedness and use of PPE, as well as adjustment triage and zoning of the ER. Some House Hospitals in Indonesia are also implementing an emergency room reorganization strategy with system zoning and *dropzone* . This show ability House Sick For adapt in a way fast to need pandemic . Meanwhile That there is another study that shows that improvement MICU capacity is carried out with mobilize nurse from outside ICU and recruitment contract term short . However , the ratio *nurse-to-patient* stay down global standards , and things the reflect limitations human resource capacity in general systemic .

Various type implementation of the strategy that has been mentioned previously own disparities and diverse challenges . Research results from A studies show that although happen improvement significant mortality permanent ICU patients classified as height , and things the show limitations structure , staff , and ventilators. Similar issues were also highlighted in the study others , namely related stress , fatigue , and *burnout* as impact big from human resource crisis .

However , no all disparity the happens to most House sick . There is a number of global learning and practice well as researched by a study in South Korea. The study state that South Korea succeeded pressing the spread of COVID-19 without *lockdown* , namely through technology and system strategies communication public in nature transparent . This give example How management crisis No only depending on the physical House sick , but also on digital systems and governance strong public .

In addition , support psychosocial and mental aspects of energy medical is also necessary noticed in do management HR when will arrange preparedness in face something crisis . This due to there is studies that state that attention to health work and support psychological for power medical Still classified as low . This is naturally become attention big remember No A little power health that is experiencing fatigue emotional consequence height demands work and risk infected.

No.	Author and Year Study	Objective	Research Design	Population and Sample	Results
1.	El- Matory , HJ, Handayani , S., Ginting, S., Sari NM, Sitorus , FE, Sembiring , BM, Batubara, S.	Evaluate HAMBA Regional Hospital's readiness and resilience in face the COVID-19 pandemic , including readiness in maintain service essential .	Study descriptive using the N-COV Hospital Readiness Checklist to evaluate readiness House Sick . Data collection was carried out through interviews , observations , and reviews document .	The informant who is leadership management House sick , PPI team , K3, management disaster , and COVID-19 task force .	HAMBA Regional Hospital reached score 95.6% readiness , indicating readiness tall . Component with 100% score includes human resources, surveillance , capacity surge , and communication risk . Component lowest is health work and support psychosocial (90%). Hospital own system coordination , training staff , planning capacity , and appropriate human resource support with WHO standards .
2.	Maulana, MSA, Myrnawati . (2021)	Explore Readiness of Avicenna Hospital Regency Bireuen during the COVID-19 pandemic . The sub-focus is exploration related role House sick , identification	Study qualitative with design studies case . Data collection techniques used is interview in-depth , observation and review document . Data analysis was carried out using the Miles & Huberman model .	Participating informants as many as 8 people including director , head nurse , manager nursing , K3RS team , head pharmacy , head of ICU, and head infrastructure .	Hospital still open service general with hour restrictions . There is distribution duties and responsibilities answer staff in a way clear . Have TRC ( Quick Response Team ), but Not yet has a RHA ( <i>Rapid Health Assessment</i> ) Team and a Health Assistance Team. Available communication emergency like HT. Responsive emergency managed Enough Good even though document plan Not yet

No.	Author and Year Study	Objective	Research Design	Population and Sample	Results
		role staff , communication strategy , management source power , management conflict not quite enough answer staff , as well as management activity clinical .			fully updated or socialized to all over staff . Training staff done For preparedness and use of PPE.
3.	Johan, W., Saraswati, AN, Nurfatika , KM, Suaner , DA, Pratiwi, PP, Kusuma, MA, Arbikara , AA (2024)	Exploring the emergency room management strategy of Hospital A as House Sick COVID-19 references in face crisis pandemic , with focus on readiness face disease infectious and	Ethnographic method ( qualitative ) with observation , interview in-depth and analysis document . Analysis done use data reduction , <i>display</i> and retrieval conclusion based on framework <i>command, control, communication, coordination</i> , as well as <i>staff, stuff, space, system</i> .	10 informants who became source person interview deep .	RS A has prepare capacity reserves such as HR, logistics , space , and systems even before pandemic . System command and communication formed since early , including distribution <i>shift</i> staff , <i>rolling</i> PPE, and system reporting . IGD reorganized with <i>zoning</i> ( red zone , green zone ) , system COVID-19 triage , as well as use <i>dropzone</i> For screening . Coordination done Good both internally and externally external . Limitations found in the adequacy of PPE, burden Work high , and needs

No.	Author and Year Study	Objective	Research Design	Population and Sample	Results
		capacity reserve .			improvement capacity psychological power health .
4.	Khamimah , N. (2021)	Understand impact crisis source Power man to health power medical during the COVID-19 pandemic in Indonesia, through review literature and studies international .	Qualitative study based <i>literature review</i> with approach phenomenology and exploration . Data collected from <i>database</i> journal international which then analyzed with system coding and evaluation deep .	Articles and literature scientific origin from various journal international .	HR provides impact on the decline quality service health , services that are not adequate , demands service increasing , waves protest society , as well as inefficiency services and budget . Stressors experienced power medical allegedly originate from pressure work , risk transmission , less rest , and anxiety tall . Recommendation For overcome things the among them strengthening human resources, training repeat , protection law , and support psychosocial power health during and after pandemic .
5.	Choi, H., Cho, W., Kim, M.H., Hur, J.Y. (2021)	Review How authority health South Korean society manages COVID-19 pandemic without <i>lockdown</i>	Case study qualitative based analysis document secondary in the form of government data , publications agencies and reports media. Approach focusing on	Secondary data sourced from proprietary data government , media reports , and publications institutions .	main steps taken by South Korea to avoid <i>lockdown</i> is test mass , <i>tracing</i> based technology ( mobile data , CCTV, and transactions ), quarantine based applications , as well as communication public <i>real-time</i> . System references House Sick arranged based on level severity .

No.	Author and Year Study	Objective	Research Design	Population and Sample	Results
		national , and highlights lesson important For management crisis global health .	the South Korean context .		Quarantine center community prepared For patient symptom light . Government distribute masks through pharmaceutical data system integrated .
6.	Boussarsar , M. et al., 2023	Describe how the care unit intensive medical (MICU) in Tunisia manages source Power during the COVID-19 pandemic , as well as identify gap between availability and needs source Power .	Observational study multi- center retrospective study conducted from March 2020 to May 2022 in 8 university MICUs in Tunisia. Data were collected longitudinally related readiness capacity place beds , staff , and equipment .	8 university MICUs in Tunisia with patient data and capacity source Power from March 2020 – May 2022.	Amount place MICU sleep increased from 66 to 117 through optimization and creation of surge ICU beds. Amount nurse increase from 53 to 200. Ratio <i>nurse-to-bed ratio</i> rose from 1:1 to 1.8.1, but still not enough from ideal standards . Many MICUs are short of infrastructure standard like room pressure negative and modern ventilators. Around 43.4% of COVID-19 patients are critical died in MICU, indicating height burden and shortage capacity . Even though effort improvement significant done , still happen inequality between demand and supply source power , especially power health and infrastructure .

## CONCLUSION

Based on results review from sixth article related to home HR management strategies Sick during COVID-19 pandemic , can concluded that resilience system health Still depends on the planning process , flexibility , and human resource capabilities in adapt . Challenge main issues faced covering limitations power medical , lack of training , as well as pressure high psychological condition . the show that effective human resource management become very important factor For guard sustainability service health during crisis global health .

A number of House Sick has apply step preparedness , such as TRC, RHA, and shift rotation . However , the effectiveness from steps the Still not optimal for can close gap services . Lessons that have been obtained from South Korea shows that integration technology and transparency communication public proven has increase effectiveness response crisis without give pressure overload on the system House sick . Because of that that , policy related Strong , structured and sustainable HR management is very much needed , such as provision training special , support psychosocial For power health , as well as improvement collaboration cross sector . Things the become key in strengthen system House Sick in face future crisis.

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