

# The Relationship of Emotional Fatigue to Lecturer's Commitment in Online Learning at Health College in the Era of the Covid-19 Pandemic

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## ABSTRACT

The world of education is one of the areas affected by the Covid-19 Pandemic, Governments around the world make policies to close all learning activities in educational institutions, this is one of the ways taken by the government in minimizing outbreak of Covid-19. The implementation of online learning also faces several obstacles, both from the side of students, lecturers and learning media. A learning will be optimal, if the lecturer can condition the class properly and correctly, but not all lecturers can do this, because one of the causes is emotional exhaustion on the lecturer. This article aims to examine the relationship between emotional exhaustion and lecturer commitment to teaching. The research approach uses a cross sectional approach. Based on the findings of researchers in the field, it was found that there was a significant relationship between emotional exhaustion and lecturer commitment in improving the online era of Covid-19

**Keywords:** Emotional Exhaustion, Teaching Commitment, Covid-19, Online Learning, Lecture

## 1. INTRODUCTION

Education is an area that is also affected by the Covid-19 Pandemic. Governments around the world make policies in the field of education by closing all learning activities in educational institutions. The government made this policy as one of the efforts so that the outbreak of COVID-19 can be minimized. This policy was also implemented by the government in Indonesia, because Indonesia was also exposed to COVID-19. This policy has an impact on learning activities both in all educational institutions in Indonesia, so that students and students cannot carry out activities in schools and colleges [1] - [2]

Based on the policies made by the government, educational institutions must finally find solutions in implementing learning activities in a non-face-to-face manner. One of the solutions made by educational institutions by holding online learning (online) [3]. This refers to the WHO's call not to carry out activities that can gather the masses, as well as activities in educational institutions. WHO urges no learning activities in all educational institutions without exception. This appeal was made in order to reduce

physical contact between students and Online learning is the best solution in implementing this appeal.

Online or online learning is a means of supporting learning activities. Online learning activities are a form of paradigm shift in learning activities. Where educators are currently only facilitators in learning, but students are active in learning. Online learning is the most appropriate effort in implementing learning and learning, so that students can still participate in learning and communicate directly with educators [4]

The implementation of online learning also faces several obstacles, both from the side of students, lecturers and learning media. A learning will be optimal, if the lecturer can condition the class properly, but not all lecturers can carry out such things, because one of the causes is emotional exhaustion that exists in the lecturer. Emotional exhaustion is a physical symptom that is psychological in nature that can affect commitment and desire to develop the organization [5]. Based on a survey conducted by researchers to 10 lecturers who teach at health universities, they said that they

experienced emotional exhaustion in online learning, so that during the implementation of their learning they were less than optimal in their implementation and felt uncomfortable in carrying out activities

**2. METHODS**

This study used a cross sectional approach with an analytical survey. The research variables are emotional exhaustion and lecturer commitment. In this study, the research population was lecturers from health universities in Indonesia with a sample of 105 people. Data was collected using a questionnaire through the media google form. Data analysis technique using SPSS.

**3. RESULTS AND DISCUSSION**

**3.1. Analysis Univariate**

The results of this study will be explained using frequency and percentage tables. The results of the frequency of emotional exhaustion are shown in table 1

**Table 1.** Distribution of Lecturer's Emotional Fatigue Frequency in College of Health

No	Lecturer Emotional Fatigue	F	%
1	Emotional Fatigue	44	41.90
2	No Emotional Fatigue	61	58,10
<b>Total</b>		<b>105</b>	<b>100</b>

Table 1 shows the results that less than half of 44 respondents (41.90%) of health college lecturers experienced emotional exhaustion.

The results of the frequency of lecturer commitments in online teaching are presented as follows:

**Table 2.** Frequency Distribution of Lecturer's Commitment to Teaching in College of Health

No	Lecturer Commitment	F	%
1	Commitment	63	60
2	No Commitment	42	40
<b>Total</b>		<b>105</b>	<b>100</b>

Table 2 shows the results that less than half of the 42 respondents (40%) of health college lecturers are not committed to implementing bold learning. Emotional exhaustion, more than half 37 (35.23%) were not committed to the implementation of online learning in the covid-19 era. Square test results of bivariate analysis showed  $p = 0.000$  ( $p < 0.05$ )

Table 1 shows less than half of 44 respondents (41.90%) of health college lecturers experienced emotional exhaustion in the implementation of online learning. Definition of emotional exhaustion that can be seen from the feeling of discomfort and the

emergence of unclear emotions after the person interacts with other people [6]. Emotional exhaustion is caused psychologically by someone who is unable to accept work situations so that it has a negative impact on one's life [7] - [9].

According to Donahue Emotional exhaustion also occurs due to demands that are not in accordance with the person's abilities. This happened to health college lecturers, where the emotional fatigue experienced by lecturers during the current Covid-19 pandemic emerged [10] - [12].

Feelings of irritability and depression are one of the descriptions of emotional exhaustion experienced by lecturers. This is in line with the notion of emotional exhaustion which means a picture of someone's emotions that are not controlled. Emotional drain and the emergence of feelings of frustration, emotion and sadness, irritability and irritability [13].

Based on the results of observations of emotional fatigue experienced by lecturers during online learning, because lecturers have to teach using a laptop every day it causes emotional fatigue to the lecturer. This emotional exhaustion arises when a person works non-stop and creates pressure on someone. Emotional exhaustion affects work commitment [14]. Likewise, with the work commitment of health college lecturers in implementing online learning in the era of the covid-19 pandemic. Based on the results of the study, it was shown that almost half of the respondents did not have a commitment to online teaching.

Table 2 shows the results that less than half of the 42 respondents (40%) of health college lecturers are not committed to implementing bold learning. Commitment is a feeling that someone has in carrying out activities. Likewise, with the work commitment of health college lecturers in implementing online learning in the era of the covid-19 pandemic. Based on the results of the study, it showed that almost half of the respondents did not have a commitment to online teaching.

**3.2. Analysis Bivariate**

**Table 3.** Effect of Emotional Fatigue on Lecturer Commitment to Teaching in Online Learning

Emotional Fatigue	Lecturer Commitment				Amount		P Value
	Commitment		No Commitment				
	F	%	F	%	F	%	
Fatigue	7	6.67	37	35.23	44	41.90	<b>0.000</b>
No	56	53.33	5	4.77	61	58,1	

Fatigue						0
Amount	<b>63</b>	<b>60</b>	<b>42</b>	<b>40</b>	<b>10</b>	<b>100</b>
					<b>5</b>	

Table 3 shows, it was found that of the 44 respondents who expressed. Table 3 shows it was found that of the 44 respondents who expressed emotional exhaustion, more than half 37 (35.23%) were not committed to the implementation of online learning in the covid-19 era. Square test results of bivariate analysis showed  $p = 0.000$  ( $p < 0.05$ ), which means that  $H_a$  received and  $H_0$  is rejected, it can be concluded that the existence of a relationship of significant emotional exhaustion on the commitment of the faculty in learning in the online era Covid-19. The results of research conducted by Cho with the result that there is an unfavorable effect of work fatigue on commitment employee [15] - [16].

#### 4. CONCLUSION

Emotional exhaustion affects the commitment of lecturers in teaching at health colleges. With the result that less than half of the lecturers experience emotional exhaustion and less than half of the lecturers are not committed to doing online learning. For the future, lecturers during online learning should remain committed to teaching, by overcoming the emotional fatigue condition in the lecturer.

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