

HUBUNGAN ANTARA PERSEPSI BEBAN KERJA DENGAN *BURNOUT* PADA PERAWAT RUMAH SAKIT SWASTA

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ABSTRAK

Penelitian ini dilakukan untuk menggambarkan hubungan persepsi beban kerja dengan *burnout* yang dialami oleh perawat rumah sakit swasta. Hipotesis penelitian yang diajukan adalah adanya hubungan yang positif antara variabel persepsi beban kerja dengan dimensi *burnout* kelelahan emosional dan depersonalisasi, serta hubungan yang negatif antara variabel persepsi beban kerja dengan dimensi *burnout* rendahnya tingkat prestasi. Subjek penelitian adalah 75 perawat rumah sakit swasta yang bekerja minimal 1 tahun. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survey. Variabel penelitian diukur dengan skala *burnout* yang terdiri dari 3 dimensi yaitu kelelahan emosional (9 item, $\alpha = 0,883$), depersonalisasi (5 item, $\alpha = 0,775$), dan rendahnya tingkat prestasi (8 item, $\alpha = 0,810$), serta skala persepsi beban kerja (12 item, $\alpha = 0,788$). Peneliti melakukan analisis data dengan korelasi Spearman Rank. Hasil penelitian menunjukkan persepsi beban kerja memiliki hubungan yang positif dan signifikan dengan kelelahan emosional ($r = 0,637$, $p < 0,05$) dan depersonalisasi ($r = 0,439$, $p < 0,05$), serta terdapat hubungan yang negatif dan signifikan antara persepsi beban kerja dengan rendahnya tingkat prestasi ($r = -0,339$, $p < 0,05$). Hal ini menunjukkan bahwa semakin perawat mempersepsikan beban kerjanya negatif maka semakin tinggi tingkat kelelahan emosional dan depersonalisasi, serta semakin rendah tingkat prestasinya.

Kata kunci: *burnout*, perawat, persepsi beban kerja.

THE RELATIONSHIP BETWEEN THE WORKLOAD PERCEPTION AND BURNOUT IN PRIVATE HOSPITAL NURSES

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ABSTRACT

The study was conducted to evaluate the relationship between workload perception and burnout in private hospital nurses. The research hypothesis proposed was about the positive relationship between the variables of workload perception with the dimensions of burnout namely emotional exhaustion and depersonalization, as well as the negative relationships between the variables of workload perception and low personal accomplishment. The research subjects were 75 private hospital nurses who have worked for at least 1 year. This research used a quantitative approach with a survey method. The research variables were measured with a burnout scale consisting of 3 dimensions, namely emotional exhaustion (9 items, $\alpha = 0.883$), depersonalization (5 items, $\alpha = 0.775$), and low personal accomplishment (8 items, $\alpha = 0.810$), and the workload perception scale (12 items, $\alpha = 0.788$). The researcher conducted data analysis by using the Spearman Rank correlation. The results showed that the workload perception had a positive and significant relationship with emotional exhaustion ($r = 0.637$, $p < 0.05$) and depersonalization ($r = 0.439$, $p < 0.05$). There was a negative and significant relationship between workload perception and low personal accomplishment ($r = -0.339$, $p < 0.05$). It shows that the more nurses perceive their workload negatively, the higher the level of emotional exhaustion and depersonalization, and the lower the level of personal accomplishment.

Keywords: burnout, nurses, workload perception.

