

**POLITEKNIK KESEHATAN TANJUNGPURUN
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**HUBUNGAN BEBAN KERJA DAN PENGHARGAAN TERHADAP
BURNOUT PERAWAT DI RUANG INSTALASI BEDAH SENTRAL DAN
RUANG RAWAT INAP DI RSUD JENDERAL AHMAD YANI KOTA
METRO PROVINSI LAMPUNG TAHUN 2024**

(xvii + 51 halaman, 2 gambar, 8 tabel, 8 Lampiran)

ABSTRAK

Kasus *burnout* yang ditemukan pada 37,5% petugas kesehatan. Prevalensi *burnout* pada perawat 33,5%,. Prevalensi *burnout* pada tenaga kesehatan paling banyak terjadi di Pulau Jawa (38,4%) dan tenaga kesehatan yang bekerja di rumah sakit (28,6%). Berdasarkan dimensi *burnout*, 48,2% petugas kesehatan mengalami kelelahan emosional sedang hingga tinggi, 51,8% depersonalisasi sedang hingga tinggi, dan pencapaian pribadi tinggi 96,9%. Faktor *burnout* meliputi beban kerja, *lack of control*, penghargaan, *breakdown in community*, *treated fairly*, dan stress kerja. Tujuan penelitian mengetahui hubungan beban kerja dan penghargaan terhadap *burnout* perawat di ruang instalasi bedah sentral dan ruang rawat inap bedah di RSUD Jenderal Ahmad Yani Kota Metro Provinsi Lampung Tahun 2024. Jenis penelitian kuantitatif, metode analitik dengan pendekatan *cross sectiona*. Jumlah sample yaitu 39 responden. Menggunakan kuesioner *Maslach Burnout Inventory*, kuesioner beban kerja, kuesioner penghargaan. Waktu penelitian february 2024. Uji univariat didapatkan 21 responden (53,8%) mengalami *burnout* berat, 17 responden (43,6%) mempunyai beban kerja besar, 27 responden (69,2%) memiliki penghargaan rendah, dan uji statistik menggunakan uji *chi-square*. Hasil penelitian ini menunjukkan adanya hubungan beban kerja terhadap *burnout* perawat dengan nilai (*p-value* sebesar 0,007 ($\alpha < 0,05$) dengan OR 8.500 dan penghargaan terhadap *burnout* perawat dengan nilai (*p-value* = 0,001 < α (0,05) dengan OR 31.429. Saran kepada rumah sakit untuk memberi perhatian terhadap beban kerja dan juga penghargaan perawat. Beban kerja perlu dikelola dengan baik agar tidak berlebihan dan tidak memberi tekanan kepada perawat. Penghargaan perlu diberikan secara wajar proporsional kepada perawat atas kinerja mereka. Demikian diharapkan tingkat *burnout* pada perawat dapat diminimalisir.

Kata kunci : *Burnout*, Beban Kerja, Penghargaan
Daftar Pustaka : 26 (2013-2023)

**TANJUNGPURING HEALTH POLYTECHNIC
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**THE RELATIONSHIP OF WORKLOAD AND REWARD TO NURSE
BURNOUT IN THE CENTRAL SURGICAL INSTALLATION ROOM
AND INPATIENT ROOM AT RSUD GENERAL AHMAD YANI METRO
CITY LAMPUNG PROVINCE IN 2024**

(xvii + 51 pages, 2 figures, 8 tables, 8 attachments)

ABSTRACT

Burnout cases were found in 37.5% of health workers. The prevalence of burnout in nurses was 33.5%. The prevalence of burnout among health workers is highest in Java Island (38.4%) and health workers who work in hospitals (28.6%). Based on the burnout dimension, 48.2% of healthcare workers experienced moderate to high emotional burnout, 51.8% moderate to high depersonalization, and 96.9% high personal achievement. Burnout factors include workload, lack of control, rewards, breakdown in community, treated fairly, and work stress. The purpose of the study is to determine the relationship between workload and appreciation of nurse burnout in the central surgical installation room and surgical inpatient room at General Ahmad Yani Hospital, Metro City, Lampung Province in 2024. Types of quantitative research, analytical methods with a cross sectiona approach. The number of samples was 39 respondents. Using Maslach Burnout Inventory questionnaire, workload questionnaire, award questionnaire. The research time is February 2024. The univariate test found 21 respondents (53.8%) experienced severe burnout, 17 respondents (43.6%) had a large workload, 27 respondents (69.2%) had low rewards, and statistical tests used the Chi-Square test. The results of this study showed the relationship between workload on nurse burnout with a value (p-value of 0.007 ($\alpha < 0.05$) with OR 8,500 and a reward for nurse burnout with a value of (p-value = 0.001 < α (0.05) with OR 31,429. Advice to hospitals to pay attention to workload and also reward nurses. The workload needs to be managed properly so as not to overdo it and not put pressure on nurses. Awards need to be given in reasonable proportion to nurses for their performance. Thus, it is expected that the level of burnout in nurses can be minimized

Key words : Burnout, workload, reward

References : 26 (2013-2023)