ABSTRAK

ANALISIS *REINFORCEMENT* DAN BEBAN KERJA TERHADAP *BURNOUT* PADA PERAWAT PELAKSANA (*PRIMARY NURSING*) DI RUMAH SAKIT UMUM DAERAH WAMENA

Oleh:
Hesty J. Maartje, Faizal Ibnu, Indah Lestari
Universitas Bina Sehat PPNI Mojokerto
Email: hesty.tualapia@gmail.com

Timbulnya *burnout* pada *caregivers* terlihat saat mereka tidak dapat lagi mendapat dukungan, mengalami kelelahan dan tidak dapat melakukan pekerjaannya secara optimal lagi. Tujuan penelitian ini untuk menganalisis pengaruh *reinforcement* dan beban kerja terhadap *burnout* pada perawat pelaksana (*primary nursing*) di Rumah Sakit Umum Daerah Wamena. Desain penelitian ini adalah penelitian kuantitatif observasional dengan pendekatan *cross sectional* dengan fokus penelitiannya diarahkan untuk akan menganalisis pengaruh *reinforcement* dan beban kerja terhadap *burnout* pada perawat pelaksana (*primary nursing*) di Rumah Sakit Umum Daerah Wamena. Jumlah populasi sejumlah 197 responden dan sampel sebanyak 126 responden yang diambil dengan teknik *Simple Random Sampling*.

Hasil temuan didapatkan bahwa sebagian besar responden memiliki *reinforcement* kategori cukup sebanyak 85 responden (67,5%). Sebagian besar responden memiliki beban kerja dalam kategori sedang sebanyak 78 responden (61,9%). Sebagian besar responden memiliki *burnout* kategori sedang sebanyak 73 responden (57,9%). Berdasarkan hasil analisis *Regresi Linear Berganda* menunjukkan bahwa dengan nilai *p-value* $0,000 < 0,05$ maka H_1 diterima jadi disimpulkan bahwa secara simultan ada pengaruh *reinforcement* dan beban kerja terhadap *burnout* pada perawat pelaksana (*primary nursing*) di Rumah Sakit Umum Daerah Wamena dengan besaran pengaruh 84,0%.

Para responden diharapkan untuk mengenali pentingnya peran *reinforcement* positif dari manajemen dan lingkungan kerja yang mendukung dalam mengatasi *burnout* pada perawat pelaksana di Rumah Sakit Umum Daerah. Selain itu, diharapkan mereka juga memahami betapa pentingnya pengelolaan beban kerja secara efektif untuk mencegah terjadinya *burnout*. Dengan demikian, responden diharapkan dapat mengambil inisiatif dalam membangun lingkungan kerja yang positif dan seimbang.

Kata Kunci   : Beban Kerja, Burnout & Reinforcement

ABSTRACT

ANALYSIS OF REINFORCEMENT AND WORKLOAD ON BURNOUT IN PRIMARY NURSING IN WAMENA GENERAL HOSPITAL

By:
Hesty J. Maartje, Faizal Ibnu, Indah Lestari
Mojokerto PPNI Healthy Bina University
Email: hesty,tualapia@gmail.com

The emergence of burnout in caregivers can be seen when they can no longer receive support, experience fatigue and are no longer able to do their job optimally. The purpose of this study was to analyze the effect of reinforcement and workload on burnout in primary nursing at the Wamena Regional General Hospital.

The design of this research is a quantitative observational study with a cross-sectional approach with a research focus directed at analyzing the effect of reinforcement and workload on burnout in primary nursing at Wamena General Hospital. The total population of 197 respondents and a sample of 126 respondents were taken using the Simple Random Sampling technique.

The findings showed that most of the respondents had adequate category reinforcement as many as 85 respondents (67.5%). Most of the respondents have a workload in the medium category as many as 78 respondents (61.9%). Most of the respondents had moderate category burnout as many as 73 respondents (57.9%). Based on the results of Multiple Linear Regression analysis, it shows that with a p-value of $0.000 < 0.05$, H1 is accepted, so it can be concluded that simultaneously there is an effect of reinforcement and workload on burnout in primary nursing at the Wamena Regional General Hospital with a magnitude of influence 84.0%.

Respondents are expected to recognize the important role of positive reinforcement from management and a supportive work environment in overcoming burnout among practicing nurses at the Regional General Hospital. In addition, it is expected that they also understand how important it is to manage workload effectively to prevent burnout. Thus, respondents are expected to take the initiative in building a positive and balanced work environment.

Keywords: Workload, Burnout & Reinforcement