ABSTRAK

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HUBUNGAN *BURNOUT* DENGAN KINERJA PERAWAT SELAMA PANDEMI COVID-19 DI RUMAH SAKIT UMUM ANWAR MEDIKA

Beban kerja sangat berkaitan dengan kinerja perawat yang dapat berpotensi terjadinya *burnout* pada perawat di RSU Anwar Medika selama pandemi covid-19 yang dapat berpengaruh terhadap kinerja perawat dalam pemberian asuhan keperawatan di ruang rawat inap. Tujuan penelitian ini adalah mengindentifikasi tingkat *burnout*, mengindentifikasi kinerja perawat dan menganalisa hubungan *burnout* dengan kinerja perawat selama pandemi covid-19. Penelitian ini menggunakan pendekatan *cross sectional*. Populasi penelitian ini seluruh perawat ruang rawat inap dengan sampel sebanyak 141 perawat yang diambil secara *probability sampling* dengan menggunakan teknik *random sampling* sehingga menghasilkan 104 responden. Variabel independen dari penelitian ini adalah *Burnout* dan variabel dependen adalah kinerja perawat. Pengumpulan data menggunakan kuesioner (IMB (*Instrumen Maslach Burnout*) dan kinerja perawat). Analisis data menggunakan uji slovin dengan tingkat kesalahan a=0,05. Hasil menunjukkan bahwa tingkat *Burnout* termasuk *Burnout* sedang yaitu sebanyak 72 responden (69,2%), sedangkan tingkat kinerja baik sebanyak 90 responden (86,5%). Hasil p value $0,001 < 0,05$ dan arah hubungan yaitu positif 0,325. Sehingga dapat disimpulkan bahwa ada hubungan *Burnout* dengan kinerja perawat. Hal ini dikarenakan jumlah pasien yang tidak seimbang dengan jumlah tenaga keperawatan. Sehingga untuk mengurangi *burnout* maka harus dilakukan manajemen *burnout* , memperhatikan tingkat kelelahan perawat dalam melakukan asuhan keperawatan, memberikan motivasi dan *reward* terhadap perawat untuk mengurangi *burnout* yang dapat mempengaruhi kinerja perawat.

Kata kunci : *Burnout*, Covid-19, Kinerja perawat

ABSTRAC
RELATIONSHIP OF BURNOUT WITH NURSE PERFORMANCE
DURING THE COVID-19 PANDEMIC AT ANWAR MEDIKA GENERAL
HOSPITAL

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The workload that is closely related to the performance of nurses can be a possibility of burnout for nurses at Anwar Medika General Hospital during the covid-19 pandemic which can affect the performance of nurses in providing nursing care in inpatient rooms. The purpose of this study was to identify burnout levels, identify nurse performance and analyze the relationship between burnout and nurse performance during the covid-19 pandemic at Anwar Medika General Hospital. This study uses a correlation research design with a cross sectional approach. The population of this study were all inpatient nurses with a sample of 104 nurses who were taken by probability sampling using random sampling technique. The independent variable of this study is burnout and the dependent variable is the performance of nurses. Data collection using a questionnaire (IMB (Instrument Maslach Burnout) and nurse performance). Data analysis using the Slovin test with an error rate of $a = 0.01$. The results of this study indicate that the level of burnout including moderate burnout is 72 respondents (69.2%), while the level of good performance is 90 respondents (86.5%). The result of p value $0.001 < 0.05$ and the direction of the relationship is positive 0.325. So it can be concluded that there is a relationship between burnout and nurse performance during the covid-19 pandemic at Anwar Medika Hospital. From the results of this study, there should be training in controlling burnout management, paying attention to the level of nurse fatigue in carrying out nursing care, providing motivation and rewards for nurses to reduce burnout which can affect nurse performance.