

# HUBUNGAN FAKTOR ORGANIZATIONAL EFFORT DENGAN KEJADIAN BURNOUT PADA PERAWAT DI RUMAH SAKIT GRHA PERMATA IBU DEPOK

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## Abstrak

*Burnout* merupakan sindrom psikologis yang umum terjadi pada tenaga kesehatan, termasuk perawat, yang ditandai dengan kelelahan emosional, depersonalisasi, dan penurunan capaian diri. Penelitian ini bertujuan untuk menganalisis hubungan antara faktor *organizational effort* dengan kejadian *burnout* pada perawat di Rumah Sakit Grha Permata Ibu Depok. Desain penelitian yang digunakan adalah deskriptif analitik dengan pendekatan *cross-sectional*. Populasi penelitian perawat rawat inap di rumah sakit sebanyak 90 dan teknik sampel secara total sampling sebanyak 80 perawat. Hasil analisis bivariat menunjukkan bahwa faktor *organizational effort* berpengaruh signifikan terhadap *burnout*, dengan nilai *p* value 0,006; CI 95%-OR 0,525 dan nilai korelasi koefisien -0,306. Diharapkan penelitian ini dapat membantu manajemen rumah sakit dalam meningkatkan kesadaran dan pengetahuan perawat tentang *burnout* serta menyusun strategi manajemen stres yang lebih efektif.

**Kata Kunci:** *Burnout*, Dukungan Atasan, Dukungan Rekan Kerja, *Organizational Effort*, Perawat, Rumah Sakit.

**THE RELATIONSHIP BETWEEN ORGANIZATIONAL EFFORT  
FACTORS AND THE INCIDENCE OF BURNOUT IN NURSES  
AT GRHA PERMATA IBU HOSPITAL DEPOK**

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***Abstract***

*Burnout is a common psychological syndrome in health workers, including nurses, which is characterized by emotional exhaustion, depersonalization, and decreased self-achievement. This study aims to analyze the relationship between organizational effort factors and the incidence of burnout in nurses at Grha Permata Ibu Depok Hospital. The research design used was descriptive analytic with a cross-sectional approach. The research population of inpatient nurses in the hospital was 90 and the total sampling technique was 80 nurses. The results of bivariate analysis showed that organizational effort factors had a significant effect on burnout, with a p value of 0.006; CI 95%-OR and a correlation coefficient of -0.306. It is hoped that this study can help hospital management in increasing nurses' awareness and knowledge about burnout and developing more effective stress management strategies.*

**Keywords:** *Burnout, Colleague Support, Hospital, Nurses, Organizational Effort, Superior Support.*