

**ABSTRACT**

**ANALYSIS OF FACTORS WHICH RELATED TO BURNOUT  
SYNDROME IN NURSES AT INPATIENT RSUD. DR. MOHAMAD  
SOEWANDHIE SURABAYA**

**CROSS SECTIONAL RESEARCH**

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**Introduction.** Burnout syndrome has been a major problem in all countries of the world, in almost all professions. Impact of burnout in the field of working life (control, workload, reward, fairness, community and values) is turnover intention. The purpose of this study was to analyze the workload, community, respect, fairness with burnout syndrome. **Methods.** The design of the study was a descriptive survey with cross-sectional approach. The population was inpatient nurses in RSUD. Dr. Mohamad Soewandhie. Total sample was 101 respondents was selected by simple random sampling. The independent variables in this study: workload, community, respect, and fairness. The dependent variable was right burnout syndrome. Data were collected by using questionnaires for the independent variables and the dependent variable. Data were analyzed by using Logistic Regression Multinomial with degree of significance level of  $\alpha < 0.05$ . **Results.** Multinomial Logistic Regression test showed significance level between workload with burnout syndrome ( $P = 0.014$ ), reward with burnout syndrome ( $P = 0.028$ ), and fairness with burnout syndrome ( $P = 0.021$ ), and test showed non significance level between community with burnout syndrome ( $P = 0.560$ ). **Discussion.** This study concluded workload, reward and fairness is not good. But, there are nurses that have positive value at burnout syndrome, however some nurses in RSUD. Dr. Mohamad Soewandhie has negative value of the community.

**Keywords : burnout syndrome, community, fairness, reward, workload**