

ABSTRACT

Burnout is a term of syndrome that resulted by accumulation of individual respons on stress that threated in working situation. The causal of burnout are all kind of fact that could result a stress, continously in a long period.

A nurse as part of a hospital organization indicated often suffer in burnout resulted by their perception on the hospital organization. Nurses perception on their working environment, considered as a great affect on their attitude in work even in directly or indirectly. Nurses perception on series of working environment characteristics named as organizational climate.

There is some respons given by nurses on the organizational climate on hospital depend on the personality type of nurses. Positive respons makes them able to accept and enjoy the situation, in other side, negative respons result them became apathy, sensitive and reactive on their environment. This condition are indicate as the burnout.

This research purposed to understand the relation between organizational climate and type of personality with burnout in hospital. Therefore the observation subject collected from nurses who working in hospital.

This research are development model "one shot", a research model done in a period time on a group of subject at one time data collection. Research instrument use organizational climate questionnaire developed by Lawthom, et.al, personality type questionnaire developed by Matteson and Ivancevich and burnout questionnaire developed by Maslach.

The research result show a relation between organizational climate and personality type with burnout $R = .417$; sig .000 ($p < 0,05$). This fact describe a relation between nurses perception on organizational and personality type with burnout occur on the nurses. However, organizational climate and personality type have a little effect on burnout $R^2 = .174$. So, there should be another dominant factor that result the burnout. The factor related with characteristic organization, individual activity in organization, individual satisfaction, etc, that don't observed in this research.

Futher result show that only organizational climate able to affect the burnout, sig .000 ($p < 0.05$). Personality type give insignificant role on the burnout, sig .116 ($p > 0.05$). It can be conclude that burnout in this research have better relation with organizational climate than personality type.

Key words: Burnout, organizational climate, personality type.