

**ABSTRACT**

**THE CORRELATION BETWEEN WORK MOTIVATION AND  
BURNOUT SYNDROME IN ICU NURSE AND ER NURSE AT RSUD  
DR. MOHAMAD SOEWANDHIE SRUABAYA**

**A CORRELATIONAL DESCRIPTIVE STUDY**

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Burnout syndrome is a common problem in helping professions. Nurse especially ICU nurse and ER nurse are vulnerable to burnout syndrome because of the job strain and high work demands. Nurses at RSUD dr. Mohamad Soewandhie Surabaya had a high workload and increased nurse turnover in the last three years. The purpose of this study was to identify the correlation between work motivation and burnout syndrome in ICU nurses and ER nurses. This study used cross sectional approach. Populations were ICU nurses and ER nurses. There were 29 respondents participated in this study. The sample were taken by using purposive sampling method. Independent variable was work motivation and dependent variable was burnout syndrome. Data were collected by using questionnaire, and analyzed by using Spearman Rho with significant level of  $\leq 0,05$ . The results showed that 83% nurses had sufficient work motivation, and 17% nurses had high motivation. There were 69% nurses that had moderate burnout, 24% nurses had low burnout and 7% nurses had high burnout syndrome. Statistical test showed that work motivation ( $p=0,848$ ) did not have a significant correlation with burnout syndrome. It can be concluded that motivation did not correlate with burnout syndrome. It is recommended for the next researcher to use another variable such as personality type to correlate with burnout syndrome.

**Keywords :** work motivation, burnout syndrome, ICU, ER