

**ABSTRACT**

**ANALYSIS OF WORKLOAD, SAFETY CLIMATE AND JOB STRESS  
AGAINST *BURNOUT SYNDROME* ON THE IMPLEMENTER NURSE  
IN INPATIENT WARDS**

**(Case Study in the General Hospital of Haji and Islamic Hospital of  
Jemursari Surabaya)**

Burnout syndrome is job stress which lasts for a long time and continuously so that the individual experience emotional exhaustion and low motivation to work. The job demand and individual perception of low safe work condition and situation can cause the highest job stress in an individual has the tendency of causing burnout syndrome. The purpose of this research was to know the effect of workload, safety climate, job stress as well as the effect against burnout syndrome (emotional exhaustion and depersonalization) on the implementer nurse in Inpatient Installation of the General Hospital of Haji and the Islamic Hospital of Jemursari Surabaya.

This research was conducted quantitatively through cross-sectional approach. The research population was all implementer nurse in the inpatient installation of class 1, 2, and 3 in the General Hospital of Haji and Islamic Hospital of Jemursari Surabaya. The research sampling was 69 nurses of the General Hospital of Haji and 69 nurses of the Islamic Hospital of Jemursari Surabaya. The questionnaire was filled to know the individual characteristics, work shift, safety climate, job stress and burnout syndrome (emotional exhaustion and depersonalization), while the workload was obtained from the observation result. The research result showed that there is effect of workload ( $p = 0.004$ ) and the absence of the influence of safety climate on work stress ( $p = 0.773$ ) and the influence of job stress on burnout syndrome (emotional exhaustion and depersonalization) with a significance of 0,000 and 0,000.

The research conclusion is that the workload affect the work stress, therefore it will not cause burnout syndrome. Suggestion that can be given is that to maintain comfortable work climate and environment, optimization of facilities and infrastructure needs and giving training of coping stress strategy to all nurses in the hospital as the prevention of the occurrence of burnout syndrome.

Keywords: workload, safety climate, job stress, burnout syndrome.

**ABSTRAK**

**ANALISA BEBAN KERJA, *SAFETY CLIMATE* DAN STRES KERJA  
TERHADAP *BURNOUT SYNDROME* PADA PERAWAT PELAKSANA  
DI INSTALASI RAWAT INAP  
(Studi kasus di RSUD Haji dan RSI Jemursari Surabaya)**

*Burnout syndrome* merupakan stres kerja yang berlangsung lama dan terus menerus sehingga individu mengalami kelelahan emosional, dan motivasi yang rendah untuk bekerja. Adanya beban kerja yang berlebihan dan persepsi individu tentang kondisi dan situasi keselamatan kerja di lingkungan kerjanya yang rendah dapat menyebabkan stres kerja yang tinggi pada individu rentan terhadap munculnya *burnout syndrome*. Tujuan penelitian ini adalah untuk mengetahui adanya pengaruh beban kerja, *safety climate* dan stres kerja terhadap *burnout syndrome* (*emotional exhaustion* dan depersonalisasi) pada perawat pelaksana di Instalasi Rawat Inap RSUD Haji dan RSI Jemursari Surabaya.

Penelitian ini merupakan penelitian kuantitatif dengan pendekatan *cross-sectional*. Besar sampel penelitian ini yaitu 69 orang perawat RSUD haji dan 69 orang perawat RSI Jemursari. Pengisian kuesioner dilakukan untuk mengetahui karakteristik individu, shift kerja, *safety climate*, stres kerja dan *burnout syndrome* (*emotional exhaustion* dan depersonalisasi), sedangkan beban kerja diketahui dari hasil observasi. Hasil penelitian menunjukkan adanya pengaruh beban kerja ( $p=0,004$ ) dan tidak adanya pengaruh *safety climate* terhadap stres kerja ( $p=0,773$ ) serta adanya pengaruh stres kerja terhadap *burnout syndrome* (*emotional exhaustion* dan depersonalisasi) dengan signifikansi sebesar 0,000 dan 0,000.

Kesimpulan penelitian bahwa beban kerja dan *safety climate* tidak berpengaruh terhadap stres kerja sehingga nantinya tidak akan berdampak pada kejadian *burnout syndrome*. Saran yang dapat diberikan yaitu supaya mempertahankan suasana dan lingkungan kerja yang nyaman, optimalisasi kebutuhan sarana prasarana serta memberikan pelatihan strategi *coping stress* kepada seluruh perawat di rumah sakit sebagai pencegahan terjadinya *burnout syndrome*.

Kata kunci : beban kerja, *safety climate*, stres kerja, *burnout syndrome*.