

Pengaruh model lingkungan kerja perawat berbasis caring terhadap burnout perawat pada rumah sakit di Provinsi Jawa Timur = The influence of nurse work environment based on caring model to nurse burnout in East Java provinces hospitals

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Abstrak

ABSTRAK Perawat merupakan profesi yang memiliki tingkat stres tinggi dan berisiko burnout. Tujuan penelitian ini yaitu mengembangkan model lingkungan kerja perawat berbasis caring serta mengidentifikasi pengaruhnya terhadap burnout perawat pelaksana. Penelitian ini secara keseluruhan dilakukan dalam dua tahap. Tahap satu yaitu pengembangan model yang diawali dengan penelitian kuantitatif tentang persepsi perawat pelaksana terhadap lingkungan kerja dan burnout. Model kemudian dikembangkan dengan cara melakukan uji statistik pemodelan, studi literatur dan konsultasi pakar. Tahap kedua yaitu uji coba model untuk menentukan pengaruh terhadap burnout. Penelitian tahap dua merupakan penelitian kuasi eksperimen menggunakan desain post test with control group. Perawat yang berpartisipasi dalam penelitian ini sejumlah 485 perawat untuk tahap 1, 85 perawat kelompok intervensi dan 85 perawat kelompok kontrol untuk tahap 2. Hasil penelitian tahap satu diketahui perilaku caring kepala ruangan, beban kerja, kendali, penghargaan mempengaruhi kelelahan emosional ($p < 0.005$) dan dihasilkan model lingkungan kerja perawat berbasis caring. Hasil penelitian tahap dua membuktikan adanya penurunan skor kelelahan emosional, depersonalisasi, dan berkurangnya penurunan pencapaian prestasi secara signifikan ($p < 0.001$) dibandingkan skor awal. Kesimpulan hasil penelitian yaitu model lingkungan kerja perawat berbasis caring menurunkan gejala burnout pada perawat dan direkomendasikan digunakan oleh kepala ruangan dalam pengelolaan lingkungan kerja.

ABSTRACT

Nurses are professions that have high stress levels and cause susceptibility to burnout. The purpose of this research is to develop a nurse work environment based on caring model and identify its effectiveness on burnout among nurses. This study conducted in two stages. First stages acknowledge constructing a model by integrating the results of quantitative study about perception of work environment and burnout among nurses. Model was developed using statistic modeling test, literature review, and expert review. The second stage identified the influence the model on reducing burnout. The second stage of this study used quasi experimental research using post test with control group design. The number of nurses who participated in this study is 85 nurses in intervention group and 85 nurses in control group. The results of the first stage study found that the nurse manager caring behavior ($p = 0.0001$), workload ($p = 0.0001$), control ($p = 0.0001$), rewards ($p = 0.004$) affect emotional exhaustion. The second stage of research proved the significant decrease in emotional exhaustion, depersonalization, and increase personal accomplishment ($p = 0.0001$) after intervention compared with in control group. The conclusion of the research is that nurses work environment based on caring models reduce symptoms of burnout in nurses and it is recommended for use by the nurse manager in managing the work environment.

Keyword: nurses work environment based on caring mode; emotional exhaustion; depersonalization; reduce personal accomplishment.