

## Hubungan antara tuntutan kerja dan burnout pada tenaga kesehatan di masa pandemi covid-19 = The relationship between job-demand and burnout at healthcare worker during covid-19 pandemic.

Ahmad Naufal Darydzaky, author

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### Abstrak

Penelitian ini bertujuan untuk melihat secara spesifik hubungan antara jenis-jenis tuntutan kerja (quantitative job-demand, cognitive demand, & emotional demand) dengan burnout serta melihat jenis tuntutan kerja mana yang paling dirasakan tenaga kesehatan. Penelitian dilakukan kepada 317 tenaga kesehatan (Perawat 75%, 77.3% Perempuan, rentang usia berkisar dari 20-65 tahun) Menggunakan alat ukur Oldenburg burnout inventory untuk mengukur burnout, dan bagian dari Copenhagen Psychosocial Questionnaire-II untuk mengukur tuntutan kerja. Pengambilan data dilakukan secara daring dan menggunakan teknik convenient sampling dan dilakukan selama 7 hari. Hasil penelitian menunjukkan bahwa terdapat hubungan positif yang signifikan antara quantitative demand dan burnout ( $r = .46, p < .01$ ), lalu terdapat hubungan positif yang signifikan antara cognitive demand dan burnout ( $r = .31, p < .01$ ) dan terdapat hubungan positif yang signifikan antara emotional demand dan burnout ( $r = .37, p < .01$ ). Tuntutan kerja dengan jenis emotional demand yang tinggi dirasakan oleh 84% tenaga kesehatan, diikuti dengan cognitive demand yang tinggi dirasakan oleh 64% tenaga kesehatan, dan quantitative job demand yang tinggi dirasakan oleh 30% tenaga kesehatan.

.....This study aim to analyze the specific relationship between various type of job-demand (quantitative job-demand, cognitive demand, & emotional demand) with burnout and seek which type that healthcare workers experienced the most. The study was conducted on 317 healthcare workers (75% nurse, 77.3% female, age range 20-65 years) using the Oldenburg Burnout Inventory to measure burnout, and several part of the Copenhagen Psychosocial Questionnaire-II to measure job-demand. The data were collected using online questionnaire, we also used convenient sampling method, the data collection we're took seven days. We founded that quantitative job-demand corelates with burnout ( $r = .46, p < .01$ ), cognitive demand also corelates with burnout ( $r = .31, p < .01$ ) and emotional demand also corelates with burnout ( $r = .37, p < .01$ ). The majority of healthcare workers experienced that emotional demand are the worse. We also founded that 84% of healthcare workers felt high emotional demand, 64% of healthcare workers felt a high cognitive demand, and 30% of healthcare workers felt high quantitative job demand.