

INTISARI

Latar Belakang: Paradigma asuhan keperawatan yang berpusat pada keluarga dan *autramatic care* membuat perawat anak rentan mengalami *burnout* karena perawat anak terlibat dalam hubungan yang bisa melibatkan empati dan mempunyai kompleksitas yang tinggi terhadap keluarga pasien. Laporan kinerja RSUP Dr Sardjito tahun 2021 masih didapatkan tiga masalah utama yaitu rendahnya budaya melayani, SDM belum efektif dan permasalahan remunerasi. Hal ini memungkinkan terjadinya penurunan motivasi dan timbulnya *burnout*.

Tujuan: Mengetahui hubungan motivasi kerja dan *burnout* perawat di ruang rawat inap anak RSUP Dr. Sardjito Yogyakarta.

Metode: Penelitian kuantitatif deskriptif korelatif dengan rancangan *cross sectional*. Penelitian dilakukan bulan Oktober-November 2023. Responden adalah perawat di rawat inap anak RSUP Dr. Sardjito Yogyakarta yang berjumlah 51 orang. Penelitian ini menggunakan instrumen motivasi yang mengadopsi teori Herzberg dan instrumen *burnout* dengan Maslach-TrisniBurnoutInventory dan sudah diuji validitas dan reliabilitasnya. Analisis data dengan uji Somers'D.

Hasil: Tingkat motivasi perawat paling banyak memiliki motivasi baik dengan responden 34 orang (66,67%). Hasil *burnout* (kelelahan emosional) paling banyak di kategori rendah dengan responden 30 orang (58,82%). Hasil *burnout* (depersonalisasi) paling banyak di kategori rendah sebanyak 50 orang (98,04%). Hasil *burnout* (pencapaian prestasi kerja) paling banyak di kategori tinggi dengan responden 35 orang (68,63%). Tidak terdapat hubungan motivasi kerja dan *burnout* dalam kelelahan emosional, depersonalisasi maupun pencapaian prestasi kerja.

Kesimpulan: Gambaran motivasi kerja pada kategori baik dan *burnout* kategori rendah, saran untuk RSUP Dr. Sardjito mampu meningkatkan ketrampilan melalui proses belajar formal maupun nonformal, memberikan jenjang karir yang jelas dan menciptakan suasana yang tenang.

Kata Kunci: *Burnout*, Kerja, Motivasi, Perawat

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ABSTRACT

Background: The paradigm of family-centered nursing care and automatic care makes pediatric nurses vulnerable to burnout because pediatric nurses are involved in relationships that can involve empathy and have high complexity towards the patient's family. Dr Sardjito Hospital's performance report for 2021 still found three main problems, namely low service culture, ineffective human resources and remuneration problems. This allows for a decrease in motivation and the emergence of burnout.

Objective: To determine the relationship between work motivation and burnout of nurses in the children's inpatient ward at RSUP Dr. Sardjito Yogyakarta.

Method: Correlative descriptive quantitative research with a cross sectional design. The research was conducted in October-November 2023. Respondents were nurses at the children's inpatient hospital at RSUP Dr. Sardjito Yogyakarta, totaling 51 people. This research uses a motivation instrument that adopts Hezberg's theory and a burnout instrument using the Maslach-TrisniBornoutInventory and has been tested for validity and reliability. Data analysis using Somers'D test.

Results: The highest level of motivation for nurses was good motivation with 34 respondents (66.67%). Burnout (emotional exhaustion) results were mostly in the low category with 30 respondents (58.82%). The most burnout (depersonalization) results were in the low category, as many as 50 people (98.04%). Burnout results (work achievement) were mostly in the high category with 35 respondents (68.63%). There is no relationship between work motivation and burnout in terms of emotional exhaustion, depersonalization or work performance.

Conclusion: Description of work motivation in the good category and burnout in the low category, suggestions for RSUP Dr. Sardjito is able to improve skills through formal and non-formal learning processes, providing a clear career path and creating a calm atmosphere.

Keywords: Burnout, Work, Motivation, Nurse

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