

INTISARI

Latar Belakang: Adanya transformasi layanan primer menciptakan kebijakan baru berupa Posyandu Integrasi Layanan primer (ILP). Kader dituntut untuk beradaptasi dengan beban kerja yang semakin banyak dan kompleks yang dapat memicu kelelahan kerja dan lama kelamaan dapat mengarah pada burnout. Kejadian burnout pada kader tentunya akan memengaruhi baik untuk kesejahteraan kader maupun kualitas pelayanan yang diberikan.

Tujuan Penelitian: Mengetahui gambaran burnout kader posyandu dalam memberikan pelayanan pada era transformasi layanan primer di Kota Yogyakarta berdasarkan dimensi dan karakteristik demografi (usia, pendidikan, lama kerja, pelatihan).

Metode: Penelitian kuantitatif deskriptif analitik dengan rancangan *cross-sectional* pada 100 kader posyandu ILP di wilayah Puskesmas Tegalrejo dan Umbulharjo I yang dipilih dengan teknik *consecutive sampling*. Pengumpulan data menggunakan kuesioner modifikasi *Maslach Burnout Inventory* (MBI) versi Bahasa Indonesia dan telah teruji validitas dan reliabilitasnya. Analisis data dilakukan secara univariat dan bivariat menggunakan *Kolmogorov-Smirnov*, *Kruskal-Wallis*, dan *Mann Whitney*.

Hasil: Kader posyandu ILP sebanyak 98 orang mengalami burnout rendah. Pada dimensi kelelahan emosional, sebanyak 98 kader dalam kategori burnout rendah. Seluruh kader dalam burnout rendah pada dimensi depersonalisasi. Dimensi penurunan pencapaian kinerja menunjukkan 81 kader mengalami burnout rendah. Terdapat perbedaan yang signifikan tingkat burnout berdasarkan pelatihan ($p=0,026$). Namun, tidak terdapat perbedaan burnout berdasarkan usia, pendidikan, dan lama kerja kader ($p>0,05$).

Kesimpulan: Mayoritas kader posyandu ILP di wilayah kerja Puskesmas Tegalrejo dan Umbulharjo I Kota Yogyakarta memiliki tingkat burnout yang rendah baik secara umum maupun perdimensi dalam memberikan pelayanan pada era transformasi layanan primer. Terdapat perbedaan signifikan burnout kader posyandu ILP berdasarkan pelatihan.

Kata Kunci: burnout, kader, posyandu ILP

ABSTRACT

Background: The transformation of primary health care has introduced new policy known as Integrated Primary Health Care Posyandu (ILP Posyandu), which requires cadres to adapt to increasing and more complex workloads. These demands may lead to work-related fatigue and potentially result in burnout, which can affect both cadres well-being and service quality.

Objective: To describe burnout levels among ILP Posyandu cadres during the primary health care transformation in Yogyakarta City based on burnout dimensions and demographic characteristics (age, education, length of service, training).

Methods: A quantitative descriptive-analytic cross-sectional study was conducted among 100 ILP cadres from the Tegalrejo and Umbulharjo I Primary Health Care Centers, selected using consecutive sampling. Data were collected using a modified Maslach Burnout Inventory (MBI) and analyzed using univariate and bivariate analyses with the Kolmogorov-Smirnov, Kruskal-Wallis, and Mann Whitney.

Results: Most ILP cadres (98%) experienced low burnout levels. Low burnout was observed in the emotional exhaustion (98 cadres) and depersonalization (100 cadres) dimensions, while 81 cadres showed low burnout in the reduced personal accomplishment dimension. A significant difference in burnout levels was found based on training ($p = 0.026$), whereas age, education level, and length of service showed no significant differences ($p > 0.05$).

Conclusion: Most ILP Posyandu cadres in the Tegalrejo and Umbulharjo I Primary Health Care Centers in Yogyakarta City demonstrated low burnout levels during the primary health care transformation era. There were differences in burnout among ILP posyandu cadres based on training.

Keywords: burnout, cadres, community health workers, Posyandu ILP