

**PENGARUH PELATIHAN RESILIENSI PADA PERAWAT DALAM
MENGURANGI KELELAHAN KERJA (*BURNOUT*)
DI RSI SITI RAHMAH PADANG TAHUN 2023**

TESIS

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xvi+ 167 Hal +3 Skema+13 Tabel + 4 Gambar + 8 Lampiran

ABSTRAK

Kelelahan kerja (*Burnout*) dilaporkan menjadi perhatian utama dalam dunia keperawatan di negara maju dan berkembang. Perawat beresiko mengalami kelelahan kerja karena kondisi kerja yang sulit dan harapan yang tinggi karena peran pengasuhan mereka. Resiliensi berkontribusi terhadap penurunan kelelahan kerja (*burnout*) yang berdampak positif pada kinerja perawat, kepuasan, dan kualitas asuhan keperawatan. Penelitian ini bertujuan untuk mengetahui pengaruh pelatihan resiliensi pada perawat dalam mengurangi kelelahan kerja (*burnout*) di RSI Siti Rahmah Padang Tahun 2023. Desain penelitian yang digunakan adalah *quasi eksperimen* dengan pendekatan *one group pre-test dan post-test design*. Sampel diambil dari hasil *skrining* populasi perawat yang telah diberikan kuesioner MBI yaitu sebanyak 35 orang. Pengumpulan data penelitian menggunakan instrumen kelelahan kerja *Maslach Burnout Inventory* (MBI), *Resilience Quotient Test (RQ Test)*, dan pelatihan resiliensi menggunakan Modul Resiliensi. Hasil penelitian menunjukkan terjadinya perubahan rerata kelelahan kerja (*burnout*) pada setiap dimensi yaitu kelelahan emosional (18,97 menjadi 14,54), kelelahan depersonalisasi (17,86 menjadi 13,83), dan kelelahan penurunan pencapaian prestasi diri (16,46 menjadi 11,51). Penelitian ini menunjukkan terdapat perbedaan kelelahan kerja (*burnout*) sebelum dan sesudah dilakukan intervensi pelatihan resiliensi (p -value 0,000 ($<0,05$)) dan terdapat perbedaan resiliensi sebelum dan sesudah dilakukan intervensi pelatihan resiliensi (0,016 $< 0,05$). Intervensi pelatihan resiliensi terbukti berpengaruh dalam penurunan kelelahan kerja (*burnout*) pada perawat. Peneliti menyarankan kepada pihak rumah sakit pelatihan manajemen stres, pelatihan keterampilan komunikasi, atau program *self-care*, Pengenalan dan manajemen stres kerja dan evaluasi rutin

Kata Kunci : *Burnout*, Resiliensi, Pelatihan Resiliensi
Daftar Pustaka : 49 (2002-2022)

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**THE EFFECT OF RESILIENCE TRAINING ON NURSES IN REDUCING
BURNOUT AT RSI SITI RAHMAH PADANG IN 2023**

xvi + 169 Pages + 3 Scema+ 13 Tables + 4 Figures + 8 Attachments

ABSTRACT

Burnout is reported to be a major concern in the world of nursing in developed and developing countries. Nurses are at risk for job burnout because of difficult working conditions and high expectations because of their caregiving role. Resilience contributes to reducing burnout which has a positive impact on nurse performance, satisfaction, and quality of nursing care. This study aims to determine the effect of resilience training on nurses in reducing burnout at RSI Siti Rahmah Padang. The research design used was a quasi-experimental approach with one group pre-test and post-test design. The number of samples is 35 people. Data collection used the Maslach Burnout Inventory (MBI) work fatigue instrument, Resilience Quotient Test (RQ Test), and resilience training used the Resilience Module. Data were analyzed using the Wilcoxon test. The results showed that there was a change in the average burnout in each dimension, namely emotional exhaustion (18.97 to 14.54), depersonalization (17.86 to 13.83), and fatigue from reduced personal accomplishment (16.46 to 11.51). This study showed that there were differences in burnout before and after the resilience training intervention (p -value 0.000 (<0.05)) and there were differences in resilience before and after the resilience training intervention (0.016 <0.05). Resilience training interventions have been shown to have an effect on reducing burnout among nurses. Therefore, it is Researchers suggest to hospitals stress management training, communication skills training, or self-care programs, recognition and management of work stress and regular evaluations

*Keywords : Burnout, Resilience, Resilience Training Program
Bibliography : 49 (2002-2022)*