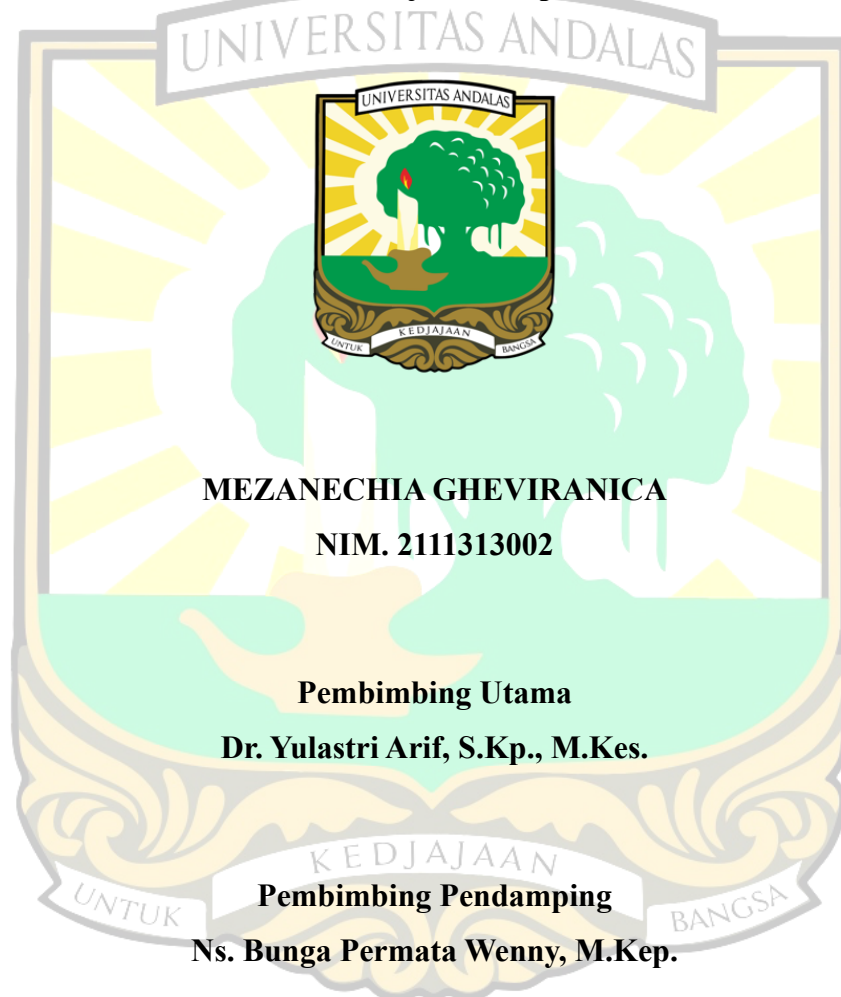


SKRIPSI

**HUBUNGAN BEBAN KERJA DAN KONFLIK INTERPERSONAL
DENGAN INDIKASI GANGGUAN KESEHATAN MENTAL
PERAWAT DI RUANG ICU RSUP DR. M. DJAMIL PADANG**

Penelitian Manajemen Keperawatan



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Hubungan Beban Kerja dan Konflik Interpersonal dengan Indikasi Gangguan
Kesehatan Mental Perawat di Ruang ICU RSUP Dr. M. Djamil Padang

ABSTRAK

Perawat di ruang ICU menghadapi beban kerja dan konflik interpersonal yang berkontribusi pada munculnya indikasi gangguan kesehatan mental emosional. Penelitian ini bertujuan untuk mengetahui hubungan antara beban kerja dan konflik interpersonal dengan indikasi gangguan kesehatan mental perawat di ruang ICU RSUP Dr. M. Djamil Padang. Desain penelitian ini adalah kuantitatif dengan pendekatan *cross-sectional*. Sampel terdiri dari 60 perawat pelaksana dan ketua tim yang dipilih menggunakan teknik *purposive sampling*. Instrumen yang digunakan adalah lembar observasi *work sampling*, kuesioner strategi resolusi konflik, dan SRQ-20. Data dikumpulkan melalui survei dan dianalisis menggunakan uji Chi-Square. Hasil menunjukkan bahwa 46,7% perawat memiliki beban kerja berat, 40% mengalami konflik interpersonal sedang, dan 51,7% menunjukkan indikasi gangguan kesehatan mental. Terdapat hubungan signifikan antara beban kerja dan gangguan kesehatan mental ($p = 0,003$), serta antara konflik interpersonal dan gangguan kesehatan mental ($p = 0,003$). Kesimpulannya, beban kerja dan konflik interpersonal berhubungan signifikan dengan indikasi gangguan kesehatan mental perawat. Hasil ini dapat menjadi dasar untuk perbaikan distribusi kerja, peningkatan keterampilan manajerial, serta penyediaan dukungan psikologis dan pelatihan komunikasi bagi perawat di ruang ICU.

Kata kunci: beban kerja, kesehatan mental, konflik interpersonal, *work sampling*.

Daftar pustaka: 104 (1995–2025)

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The Relationship between Workload and Interpersonal Conflict with Indications of Mental Health Disorders in the ICU Room of Dr. M. Djamil Hospital Padang

ABSTRACT

Nurses in the ICU face workload and interpersonal conflicts that contribute to the emergence of indications of emotional mental health disorders. This study aims to determine the relationship between workload and interpersonal conflict with indications of mental health disorders in nurses in the ICU room of Dr. M. Djamil Padang Hospital. This research design is quantitative with a cross-sectional approach. The sample consisted of 60 executive nurses and team leaders selected using purposive sampling technique. The instruments used were work sampling observation sheet, conflict resolution strategy questionnaire, and SRQ-20. Data were collected through surveys and analyzed using the Chi-Square test. The results showed that 46.7% of nurses had a heavy workload, 40% experienced moderate interpersonal conflict, and 51.7% showed indications of mental health disorders. There was a significant relationship between workload and mental health disorders ($p = 0.003$), and between interpersonal conflict and mental health disorders ($p = 0.003$). In conclusion, workload and interpersonal conflict were significantly associated with indications of mental health disorders in nurses. These results can serve as a basis for improving work distribution, enhancing managerial skills, and providing psychological support and communication training for nurses in the ICU.

Keywords: workload, mental health, interpersonal conflict, work sampling.

References: 104 (1995–2025)