

**STUDI KOMPARATIF *BURNOUT* PADA MANAJER KEPERAWATAN  
RUMAH SAKIT NEGERI DAN SWASTA  
KOTA BATAM TAHUN 2019**

**TESIS**

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**abstrak**

Fenomena *Burnout* ditemukan hampir disemua profesi kesehatan termasuk keperawatan. Fenomena *Burnout* telah mempengaruhi kinerja perawat baik di rumah sakit negeri maupun swasta. Penelitian ini bertujuan untuk menganalisa dan membandingkan *Burnout* pada manajer keperawatan di rumah sakit negeri dan rumah sakit swasta di Kota Batam. Jenis penelitian ini menggunakan penelitian kuantitatif dengan pendekatan studi komparatif. Jumlah sampel sebanyak 91 orang terdiri atas 55 orang manager keperawatan di Rumah Sakit Negeri dan 36 orang di Rumah Sakit Swasta. Analisis data univariat selain variable demografi menggunakan nilai median selanjutnya dikategorikan. Analisis bivariate menggunakan uji chi-square dan analisis multivariante menggunakan regresi logistic berganda. Hasil penelitian Variable yang berhubungan dengan *Burnout* pada manager keperawatan di rumah sakit negeri adalah variable usia (nilai  $p = 0,007$ ), jenis kelamin (nilai  $p = 0,042$ ), status pernikahan (nilai  $p = 0,042$ ) dan karakter pekerjaan (nilai  $p = 0,040$ )  $< \alpha = 0,05$ . Variable yang berhubungan dengan *Burnout* pada manager keperawatan di swasta adalah usia (nilai  $p = 0,017$ ), jenis kelamin (nilai  $p = 0,045$ ), status pernikahan (nilai  $p = 0,021$ ) dan karakter organisasi (nilai  $p = 0,041$ )  $< \alpha = 0,05$ . Faktor usia merupakan faktor yang paling berpengaruh terhadap *Burnout* manager keperawatan baik di rumah sakit negeri maupun swasta. Saran untuk Institusi Pelayanan diharapkan terciptanya iklim organisasi yang baik dan kondusif sehingga *Burnout* pada manager keperawatan dapat berkurang.

Kata Kunci : *Burnout*, Manajer Keperawatan, Demografi, Pekerjaan, Organisasi, Kepribadian Dan Emosional

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**Xviii + 127 pages+ 22 tables + 20 attachments + 2 pictures**

**ABSTRACT**

The Burnout phenomenon is found in almost all health professions, including nursing. The phenomenon of Burnout has affected the performance of nurses in public and private hospitals. This study discusses to analyze and compare Burnout in nursing managers in public hospitals and private hospitals in Batam City. This type of research uses quantitative research by studying comparative studies. The total sample of 91 people consisted of 55 nursing managers at the Public Hospital and 36 people at the Private Hospital. Analysis of univariate data, in addition to demographic variables using median values, is then categorized. Bivariate analysis using the chi-square test and multivariate analysis using multiple logistic regression. The results of the variables related to Burnout in nursing managers at the public Hospital were age variables ( $p$ -value = 0.007), gender ( $p$ -value = 0.042), marital status ( $p$ -value = 0.042) and occupational character ( $p$ -value = 0.040)  $<\alpha = 0.05$ . Variables related to Burnout in nursing managers at private Hospital were age ( $p$ -value = 0.017), gender ( $p$ -value = 0.045), marital status ( $p$ -value = 0.021) and organizational character ( $p$  = 0.041)  $<\alpha = 0.05$ . Age factor is the most influential factor for nursing manager Burnout both in Government and private hospitals. Suggestions for hospital Institutions are expected to create a good and conducive organizational climate that can reduce Burnout in nursing managers.

**Keywords:** Burnout, Nursing, Demography, Work, Personality Organization and Emotional  
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