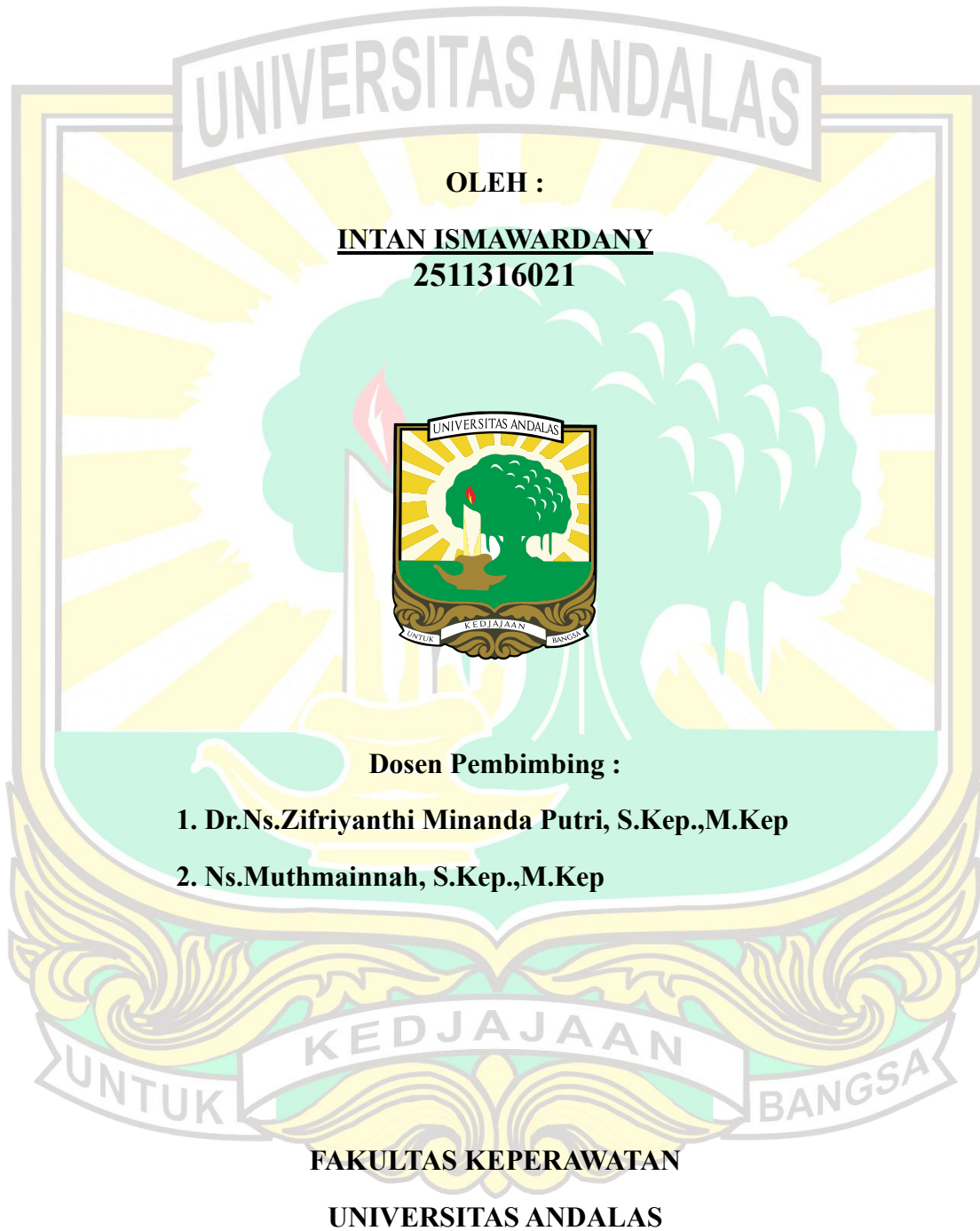


**HUBUNGAN *WORK LIFE BALANCE* DENGAN *BURNOUT* PADA PERAWAT
DI RSUD DR. ACHMAD MOCHTAR BUKITTINGGI**



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HUBUNGAN *WORK LIFE BALANCE* DENGAN *BURNOUT* PADA PERAWAT DI RSUD DR. ACHMAD MOCHTAR BUKITTINGGI

Intan Ismawardany, Zifriyanthi Minanda Putri, Muthmainnah

ABSTRAK

Burnout pada perawat merupakan masalah yang perlu mendapat perhatian karena tingginya tuntutan pekerjaan dapat memengaruhi keseimbangan antara kehidupan kerja dan kehidupan pribadi (*work life balance*). Kondisi *burnout* dapat berdampak pada kesejahteraan perawat dan kualitas pelayanan keperawatan. Penelitian ini bertujuan untuk mengetahui hubungan *work life balance* dengan *burnout* pada perawat di RSUD Dr. Achmad Mochtar Bukittinggi. Penelitian ini menggunakan desain kuantitatif korelasional dengan pendekatan *cross sectional*. Sampel penelitian berjumlah 83 perawat yang dipilih menggunakan teknik *proportionate stratified random sampling*. Instrumen penelitian menggunakan Maslach *Burnout Inventory-Human Services Survey* (MBI-HSS) dan *Work Life Balance Scale*. Analisis data dilakukan secara univariat dan bivariat menggunakan uji *Spearman Rank*. Hasil penelitian menunjukkan median *burnout* sebesar 45 dan median *work life balance* sebesar 47. Hasil uji menunjukkan terdapat hubungan yang bermakna negatif yang signifikan antara *work life balance* dengan *burnout*, dengan nilai koefisien korelasi $r = -0,522$ dan $p = 0,001$. Artinya, semakin tinggi *work life balance*, semakin rendah tingkat *burnout* pada perawat. Rumah sakit diharapkan meningkatkan dukungan melalui program bantuan psikologis, seperti layanan konseling psikologis, cara mengelola stres, evaluasi jadwal kerja dan shift, serta pemantauan *burnout* secara berkala.

Kata Kunci - *Burnout*, Perawat, WLB

THE RELATIONSHIP BETWEEN WORK LIFE BALANCE AND BURNOUT AMONG NURSES AT DR. ACHMAD MOCHTAR REGIONAL GENERAL HOSPITAL, BUKITTINGGI

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ABSTRACT

Burnout among nurses is an issue that requires attention because high job demands can affect the balance between work and personal life (work-life balance). Burnout can negatively impact nurses' well-being and the quality of nursing care. This study aimed to determine the relationship between work-life balance and burnout among nurses at RSUD Dr. Achmad Mochtar Bukittinggi. This research employed a quantitative correlational design with a cross-sectional approach. The study sample consisted of 83 nurses selected using proportionate stratified random sampling. The research instruments used were the Maslach Burnout Inventory–Human Services Survey (MBI-HSS) and the Work-Life Balance Scale. Data were analyzed using univariate and bivariate analyses with the Spearman Rank test. The results showed a median burnout score of 45 and a median work-life balance score of 47. The statistical test revealed a significant negative relationship between work-life balance and burnout, with a correlation coefficient of $r = -0.522$ and $p = 0.001$. This indicates that the higher the level of work-life balance, the lower the level of burnout experienced by nurses. Hospitals are expected to enhance support through psychological assistance programs, such as psychological counseling services, stress management training, evaluation of work schedules and shift systems, and regular monitoring of burnout levels.

Keywords - Burnout, Nurses, WLB