

TESIS

HUBUNGAN *WORK ENGAGEMENT* DAN RELIGIUSITAS DENGAN *BURNOUT* DOKTER GIGI DI RSGM BAITURRAHMAH KOTA PADANG



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FAKULTAS KEDOKTERAN
UNIVERSITAS ANDALAS
PADANG
2026**

**PROGRAM STUDI S2 ILMU KESEHATAN MASYARAKAT
FAKULTAS KEDOKTERAN UNIVERSITAS ANDALAS**

Tesis: 28 Juli 2026

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**HUBUNGAN WORK ENGAGEMENT DAN RELIGIUSITAS DENGAN
BURNOUT DOKTER GIGI DI RSGM BAITURRAHMAH KOTA
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ABSTRAK

Pendahuluan: *Burnout* menjadi risiko serius bagi profesi dokter gigi akibat tuntutan teknis pekerjaan yang tinggi, tekanan waktu, serta beban pelayanan pasien yang berat. Penelitian ini bertujuan menganalisis hubungan antara *work engagement* dan religiusitas dengan tingkat *burnout* pada dokter gigi yang berperan sebagai akademisi sekaligus praktisi di RSGM Baiturrahmah Kota Padang.

Metode: Desain penelitian yang digunakan adalah kuantitatif analitik dengan pendekatan *cross-sectional*, melibatkan seluruh populasi sebanyak 35 dokter gigi melalui teknik total sampling. Pengumpulan data dilakukan menggunakan instrumen *Maslach Burnout Inventory* (MBI), *Utrecht Work Engagement Scale* (UWES), dan kuesioner religiusitas, kemudian dianalisis secara univariat dan bivariat menggunakan uji Chi-Square pada taraf kepercayaan 95%.

Hasil: Hasil menunjukkan mayoritas responden berada pada kategori sedang untuk ketiga variabel: *work engagement* (74,3%), religiusitas (68,6%), dan *burnout* (60,0%). Uji bivariat mengkonfirmasi adanya hubungan bermakna antara *work engagement* dengan *burnout* ($p = <0,001$) serta antara religiusitas dengan *burnout* ($p = 0,003$), yang menunjukkan bahwa peningkatan *work engagement* dan religiusitas dengan penurunan tingkat *burnout* pada dokter gigi.

Kata kunci : *burnout*, *work engagement*, religiusitas, dokter gigi, rumah sakit gigi dan mulut

**MASTER PROGRAM OF PUBLIC HEALTH
FACULTY OF MEDICINE, ANDALAS UNIVERSITY**

Thesis, July 28th 2026

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***THE RELATIONSHIP BETWEEN WORK ENGAGEMENT AND
RELIGIOSITY ON BURNOUT AMONG DENTISTS AT BAITURRAHMAH
DENTAL HOSPITAL IN PADANG***

ABSTRACT

Introduction: Burnout poses a significant occupational risk for dentists due to the technically demanding nature of their work, time pressure, and heavy patient care loads. This study examined the relationship between work engagement and religiosity with burnout levels among dentists serving dual roles as academics and clinical practitioners at Baiturrahmah Dental and Oral Hospital, Padang.

Methods: An analytical quantitative design with a cross-sectional approach was employed, involving the entire population of 35 dentists through total sampling. Data were collected using the Maslach Burnout Inventory (MBI), the Utrecht Work Engagement Scale (UWES), and a religiosity questionnaire, then analyzed through univariate and bivariate methods using the Chi-Square test at a 95% confidence level.

Result: Findings indicated that the majority of respondents fell into the moderate category across all three variables: work engagement (74.3%), religiosity (68.6%), and burnout (60.0%). Bivariate analysis confirmed statistically significant associations between work engagement and burnout ($p = 0.000$), as well as between religiosity and burnout ($p = 0.003$), suggesting that stronger work engagement and spiritual maturity are linked to lower burnout levels among dentists).

Keywords: burnout, work engagement, religiosity, dentists, dental and oral hospitals