

ABSTRAK

Penelitian ini berawal dari ditemukannya permasalahan kinerja perawat di Rumah Sakit Muhammadiyah Bandung, masalah dalam penelitian ini adalah kurang baiknya kinerja karyawan yang disebabkan oleh tingginya kejenuhan kerja (burnout) dan kurangnya motivasi kerja. Penelitian ini bertujuan untuk mengetahui pengaruh kejenuhan kerja (burnout) dan motivasi kerja baik secara parsial maupun simultan. Teknik pengumpulan data yang digunakan adalah observasi, wawancara, dan kuesioner. Metode penelitian yang digunakan adalah deskriptif dan verifikatif dengan jumlah sampel sebanyak 57 responden. Teknik sampling yang digunakan adalah probability sampling dengan metode proportional random sampling. Pengujian instrumen penelitian menggunakan uji validitas dan reliabilitas. Metode analisis data yang digunakan adalah analisis regresi linier berganda, analisis korelasi berganda, analisis koefisien determinasi, dan uji hipotesis. Hasil penelitian menunjukkan kejenuhan kerja (burnout), motivasi kerja, dan kinerja perawat di Rumah Sakit Muhammadiyah Bandung berada dalam kategori sedang. Kejenuhan kerja (burnout) mempunyai pengaruh terhadap kinerja perawat sebesar -0,379, motivasi kerja mempunyai pengaruh terhadap kinerja perawat sebesar 0,369. Tingkat hubungan kejenuhan kerja (burnout) dan motivasi kerja terhadap kinerja perawat termasuk kedalam kategori sedang. Perbandingan variabel dengan pengaruh terbesar adalah kejenuhan kerja dengan pengaruh 19,7%, motivasi kerja 12,9%, dan sisanya 67,4% dipengaruhi variabel lain yang tidak diteliti. Sementara itu hasil uji hipotesis baik secara parsial maupun simultan menunjukkan bahwa variabel kejenuhan kerja (burnout) dan motivasi kerja memiliki pengaruh signifikan terhadap kinerja perawat.

Kata Kunci: Kejenuhan Kerja (Burnout), Motivasi Kerja, Kinerja Perawat

ABSTRACT

This study originated from the discovery of performance issues among nurses at Muhammadiyah Hospital in Bandung. The problems identified in this study were poor employee performance caused by high levels of burnout and low work motivation. This study aims to determine the effect of work fatigue (burnout) and work motivation, both partially and simultaneously. The data collection techniques used were observation, interviews, and questionnaires. The research methods used were descriptive and verificative with a sample size of 57 respondents. The sampling technique used was probability sampling with the proportional random sampling method. The research instruments were tested for validity and reliability. The data analysis methods used were multiple linear regression analysis, multiple correlation analysis, coefficient of determination analysis, and hypothesis testing. The results of the study show that work burnout, work motivation, and the performance of nurses at Muhammadiyah Hospital in Bandung are in the moderate category. Work burnout has an effect on nurse performance of -0.379, while work motivation has an effect on nurse performance of 0.369. The level of relationship between work burnout and work motivation on nurse performance is in the moderate category. The comparison of variables with the greatest influence is work burnout with an influence of 19.7%, work motivation 12.9%, and the remaining 67.4% is influenced by other variables that were not studied. Meanwhile, the results of the hypothesis test, both partially and simultaneously, show that the variables of work burnout and work motivation have a significant effect on nurse performance.

Keywords: Work Burnout, Work Motivation, Nurse Performance.