

## Original Research Article

## Burnout Syndrome for Nurses in MGR Gabriel Manek, SVD Regional Public Hospital Atambua

Maria Rosna Da Ola<sup>1\*</sup>, Mariana D. C. Lerik<sup>2</sup>, Noorce Ch. Berek<sup>2</sup>, Anderias Umbu Roga<sup>2</sup>, Jacob M. Ratu<sup>2</sup>

<sup>1</sup>Student of Postgraduate Program, University of Nusa Cendana, Kupang-85001, East Nusa Tenggara, Indonesia

<sup>2</sup>Lecturer of Postgraduate Program, University of Nusa Cendana, Kupang-85001, East Nusa Tenggara, Indonesia

**Article History**

Received: 15.07.2021

Accepted: 19.08.2021

Published: 30.08.2021

**Journal homepage:**

<https://www.easpublisher.com>

**Quick Response Code**

**Abstract:** **Introduction:** Burnout syndrome is a condition in which a person suffers emotional exhaustion, a loss of respect or a positive perspective of others, and a reduction in self-achievement as a result of prolonged stress. The aim of this study was to analyze the causes of burnout syndrome among nurses at the Mgr. Gabriel Manek, SVD Regional Public Hospital Atambua. **Methods:** A quantitative cross-sectional method was employed for the research. Based on the specified exclusion criteria, the sample size for this study was 104 individuals. After receiving an ethical permit, primary and secondary data were collected from September to October 2020. Multiple logistic regression was utilized in the data analysis technique. **Result:** Based on logistic regression analysis, it was found that individual factors had an impact on the incidence of burnout, with a p value of 0.0320.05. The incidence of burnout is influenced by organizational factors, with a p value of 0.0480.05. The findings of logistic regression analysis showed the effect of organizational factors on the incidence of burnout, with a p value of 0.018 0.05. The calculation findings reveal that the magnitude of the three variables' effect on burnout is 0.0122 or 1.22 percent. This indicates that individual factors, organizational factors, and the respondent's work environment will influence the incidence of burnout by 1.22 percent. **Conclusion:** The incidence of burnout syndrome is simultaneously affected by individual, organizational, and work environments.

**Keywords:** Burnout Syndrome, Nurses.

**Copyright © 2021 The Author(s):** This is an open-access article distributed under the terms of the Creative Commons Attribution **4.0 International License (CC BY-NC 4.0)** which permits unrestricted use, distribution, and reproduction in any medium for non-commercial use provided the original author and source are credited.

### INTRODUCTION

Burnout syndrome is a condition in which a person suffers emotional exhaustion, a loss of respect or a positive perspective of others, and a reduction in self-achievement as a result of prolonged stress [1]. Burnout Syndrome jeopardizes patient safety, undermines organizational commitment to providing high-quality service, reduces initiatives and ideas, raises operational costs for healthcare providers, can harm the relationship between nurses and doctors, reduces empathy for nurses, can cause malpractice, can lead to malpractice, eliminating favorable opinions of doctors and other medical personnel, can result in expensive recruiting expenses, and lastly, burnout can diminish public interest in getting treatment at a treatment center [2].

According to the findings of a 2006 survey conducted by the Indonesian National Nurses Association (PPNI), about 50.9 percent of nurses working in four provinces in Indonesia reported work

stress. According to PPNI data gathered in Makassar in 2009, 51% of nurses experienced work stress, dizziness, and exhaustion from a lack of rest owing to heavy workloads. Individuals who are subjected to stress for an extended period of time and at a high intensity will develop physical, emotional, and mental exhaustion. This situation causes burnout syndrome.

Nurses who experience burnout syndrome in NTT, especially in RSUD Mgr. Gabriel Manek, SVD Atambua is not known for certain, but when viewed from the ratio of the number of nurses to the population in Indonesia in 2015 it was 87.65 per 100,000 population and in East Nusa Tenggara it was 95.62 per 100,000 population from the national target in 2019 was 180 per 100,000 people [3]. Thus, nationally, there is still a shortage of nurses, which puts physical and psychological pressure or stress on nurses. As a result, the purpose of this study is to find out the cause of

burnout syndrome among nurses at the Mgr. Gabriel Manek, SVD Regional Public Hospital Atambua.

## METHODOLOGY

The research method utilized is quantitative research with a cross-sectional approach. The research was carried out at the Mgr. Gabriel Manek, SVD Regional Public Hospital Atambua from September to October 2020, following the health research ethics commission at the University of Nusa Cendana granted an ethics permit. In this study, the samples were chosen using a random sampling technique. This study's sample size was 104 individuals. In this study, data was analyzed using univariate, biivariate, and multivariate logistic regression. Multiple logistic regression has

multiple independent variables (X1, X2,.....XP) and one dependent variable (Y).

$$\text{Formula: } Y = \ln \left( \frac{p}{1+p} \right) = \beta_0 + \beta_1 X_1 + \dots + \beta_p X_p$$

$$P = \frac{y}{1 + e^z}$$

Where

$$z = \beta_0 + \beta_1 X_1 + \dots + \beta_p X_p$$

e = inverse of natural logarithm number = 2.7

## RESULTS

The following table contains a description of the characteristics of the respondents based on the analysis results:

**Table 1: Characteristics of Respondents by gender, age, education, and marital status**

| Characteristic        | N   | %    |
|-----------------------|-----|------|
| <b>Gender</b>         |     |      |
| Male                  | 13  | 12,5 |
| Female                | 91  | 87,5 |
| Total                 | 104 | 100  |
| <b>Age</b>            |     |      |
| 21-40                 | 98  | 94.2 |
| 41-60                 | 6   | 5,8  |
| Total                 | 104 | 100  |
| <b>Education</b>      |     |      |
| D3                    | 86  | 82,7 |
| S1/D4                 | 18  | 17,3 |
| Total                 | 104 | 100  |
| <b>Marital status</b> |     |      |
| Married               | 75  | 72,1 |
| Single                | 29  | 27,9 |
| Total                 | 104 | 100  |

Source: Primary Data

Respondent gender characteristics revealed that the majority of respondents (87.5 percent) were female compared to male respondents. According to studies, women are more patient and compassionate in their care of patients than males. According to the age found, the majority are between the ages of 21 and 40 (94.2 percent). The majority of hospital nurses are of productive age. Early adulthood is defined as the period of emotional development that lasts between the ages of 21 and 40 years. The characteristics of respondents based on education revealed that the majority of the nurses (82.7 percent) had the most recent Associate's

Degree (D3) education, whereas the characteristics of respondents based on marital status revealed that the majority of the respondents were married (72.1 percent).

Furthermore, based on bivariate analysis, the findings of logistic regression analysis revealed that there was an impact of organizational factors on the incidence of burnout, with a p value of 0.0480.05 indicating that there was an influence of organizational factors on the incidence of burnout. Described as follows:

**Table 2: The Effect of Individual Effort Factors on Burnout Syndrome**

| Individual Factors | Burnout |      |    |      |       |     | p value |
|--------------------|---------|------|----|------|-------|-----|---------|
|                    | Yes     |      | No |      | Total |     |         |
|                    | n       | %    | n  | %    | n     | %   |         |
| Low                | 11      | 100  | 0  | 0    | 11    | 0   | 0,032   |
| Medium             | 55      | 75,7 | 18 | 24,3 | 74    | 100 |         |
| High               | 12      | 63,2 | 7  | 36,8 | 19    | 100 |         |

Source: SPSS Output

**Table 3: The Effect of Organizational Effort Factors on Burnout Syndrome**

| Organizational Factors | Burnout |      |    |      |       |     | p value |
|------------------------|---------|------|----|------|-------|-----|---------|
|                        | Yes     |      | No |      | Total |     |         |
|                        | n       | %    | n  | %    | n     | %   |         |
| Low                    | 33      | 82,5 | 7  | 17,5 | 40    | 100 | 0,048   |
| Medium                 | 42      | 76,4 | 13 | 23,6 | 55    | 100 |         |
| High                   | 4       | 44,4 | 55 | 55,6 | 9     | 100 |         |

Source: SPSS Output

**Table 4: The Effect of Work Environment on Burnout Syndrome**

| Work Environment | Burnout |      |    |      |       |     | p value |
|------------------|---------|------|----|------|-------|-----|---------|
|                  | Yes     |      | No |      | Total |     |         |
|                  | n       | %    | n  | %    | n     | %   |         |
| Low              | 22      | 88   | 3  | 12   | 25    | 100 | 0,018   |
| Medium           | 43      | 78,2 | 12 | 21,8 | 55    | 100 |         |
| High             | 14      | 58,3 | 10 | 41,7 | 24    | 100 |         |

Source: SPSS Output

**Table 5: Multivariate Analysis**

| Variable               | B      | S.E.  | Wald   | df | Sig. | Exp(B) | 95% C.I. for EXP(B) |        |
|------------------------|--------|-------|--------|----|------|--------|---------------------|--------|
|                        |        |       |        |    |      |        | Lower               | Upper  |
| Individual Factors     | 1.471  | .545  | 7.298  | 1  | .007 | 4.355  | 1.498               | 12.666 |
| Organizational Factors | .965   | .440  | 4.810  | 1  | .028 | 2.626  | 1.108               | 6.221  |
| Wok Environment        | .778   | .398  | 3.817  | 1  | .051 | 2.176  | .998                | 4.748  |
| Constant               | -7.632 | 1.886 | 16.374 | 1  | .000 | .000   |                     |        |

Source: SPSS Output

Based on tables 2, 3,4, and 5, indicating that individual, organizational, and work environment factors are the most significant variables causing burnout successively, according to the findings of the study of the table above.

## DISCUSSION

The findings of the logistic regression analysis revealed that there was an influence of individual factors on the incidence of burnout, with a p value of 0.0320.05 indicating that there was an influence of individual factors on the incidence of burnout. Stressful jobs necessitate greater individual effort to manage fatigue syndrome. If this happens for an extended period of time, it will cause work stress [4].

The logistic regression analysis findings revealed that there was an influence of organizational factors on the incidence of burnout, with a p value of 0.048 0.05 indicating that there was an influence of organizational factors on the incidence of burnout. Increased support from leaders and coworkers for nurses will help to decrease burnout syndrome [5]. Support from superiors will encourage nurses in hospitals to strive for self-improvement. Apart from support from superiors, it may also take the form of support from coworkers who can minimize work stress and therefore emotional exhaustion experienced by nurses at work, lowering the prevalence of burnout syndrome in nurses.

The logistic regression analysis findings indicated that there was an influence of organizational factors on the incidence of burnout, with a p value of 0.018 0.05, indicating that there was an influence of organizational factors on the incidence of burnout. Nurses who get support from the environment in which they work will feel respected, loved, and a part of the community. The greater the environment's support, the higher the nurses' self-achievement in the hospital [6].

## CONCLUSIONS AND RECOMMENDATIONS

The occurrence of Burnout syndrome can have an impact on the performance of nurses at Mgr. Gabriel Manek, Svd Regional Public Hospital Atambua which will also impact the public services. Individual, organizational, and work environment factors must all be considered in order to reduce the occurrence of burnout syndrome.

## REFERENCES

1. Maslach, C., & Leiter, M. P. (2016). Understanding the Burnout experience: recent research and its implications for psychiatry. *World Psychiatry*, 15(2), 103-111.
2. Chou, L. P., Li, C. Y., & Hu, S. C. (2014). Job stress and burnout in hospital employees: comparisons of different medical professions in a regional hospital in Taiwan. *BMJ open*, 4(2), e004185.
3. Kementerian Kesehatan Republik Indonesia, 2016.

4. Bektas, C., & Peresadko, G. (2013). Frame of workplace guidance how to overcome burnout syndrome: a model suggestion. *Social and Behavioral Sciences*, 84(2013), 879 – 884.
5. Babakus E. (2011). Job Demand, Resources, Burnout, and Coping Mechanism Relationships. *Journal of Services Marketing Quarterly*, 32(3), 199-209
6. Zhang, L. F., You, L. M., Liu, K., Zheng, J., Fang, J. B., Lu, M. M., ... & Bu, X. Q. (2014). The association of Chinese hospital work environment with nurse burnout, job satisfaction, and intention to leave. *Nursing outlook*, 62(2), 128-137.

---

**Cite This Article:** Maria Rosna Da Ola *et al* (2021). Burnout Syndrome for Nurses in MGR Gabriel Manek, SVD Regional Public Hospital Atambua. *EAS J Nurs Midwifery*, 3(4), 197-200.