

THE EFFECT OF MENTAL WORKLOAD, SHIFT, AND TENURE  
ON NURSE BURNOUT SYNDROME  
(Case Study of The Mawar Kuning Inpatient Installation at RSUD R.T. Notopuro  
Sidoarjo in 2024)

Firsa Julia<sup>1</sup>, Hadi Suryono<sup>2</sup>, Ferry Kriswandana<sup>3</sup>

Indonesian Ministry of Health  
Ministry of Health Surabaya Health Polytechnic  
Department of Environmental Health  
Environmental Sanitation Study Program Applied Undergraduate Program  
Email : [firsalia30@gmail.com](mailto:firsalia30@gmail.com)

**ABSTRACT**

Burnout syndrome experienced by nurses due to high mental workload could be fatal. Patient safety was jeopardized and work accidents were possible. Other factors that had to be considered were shift and tenure. Excessive mental workload on each shift affected the productivity level of nurses. A prolonged work period also had a negative impact with the emergence of health problems and boredom. This study aimed to analyze the effect of mental workload, shifts, and tenure on burnout syndrome in nurses.

This type of research used analytic observations with a cross sectional design. The sample size was 53 nurses randomly selected from a population of 61 nurses. Data were collected through observation and interview. The data obtained were then analytically analyzed using statistical tests with an alpha of 5% (0.05).

The results showed that 54.7% of the workload was in the high category, 49.1% worked the night shift, 56.6% had  $\geq 5$  years of service, and 69.8% had burnout syndrome in the moderate category. Burnout syndrome was mostly experienced by nurses with a high mental workload (93.1%), night work shifts (57.7%), and a work period of  $\geq 5$  years (73.3%).

Based on the research, it was concluded that burnout syndrome experienced by nurses at the Mawar Kuning Inpatient Installation of RSUD R.T Notopuro in 2024 was significantly influenced by mental workload (p-value = 0.000), work shift (p-value = 0.022), and tenure (p-value = 0.002). It was recommended that the hospital improve supervision related to the implementation of the main duties and functions of nurses.

**Keywords:** Burnout Syndrome, Mental Workload, Nurses, Shift, Tenure

PENGARUH BEBAN KERJA MENTAL, *SHIFT*, DAN MASA KERJA  
TERHADAP *BURNOUT SYNDROME* PADA PERAWAT  
(Studi Kasus Instalasi Rawat Inap Mawar Kuning RSUD R.T. Notopuro Sidoarjo  
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Firsa Julia<sup>1</sup>, Hadi Suryono<sup>2</sup>, Ferry Kriswandana<sup>3</sup>

Kementerian Kesehatan RI  
Politeknik Kesehatan Kemenkes Surabaya  
Jurusan Kesehatan Lingkungan  
Program Studi Sanitasi Lingkungan Program Sarjana Terapan  
Email : [firsalia30@gmail.com](mailto:firsalia30@gmail.com)

**ABSTRAK**

*Burnout syndrome* yang dialami perawat akibat beban kerja mental yang tinggi dapat berakibat fatal. Keselamatan pasien menjadi terancam dan memungkinkan terjadinya kecelakaan kerja. Faktor lain yang harus diperhatikan adalah *shift* dan masa kerja. Beban kerja mental yang berlebih pada setiap *shift* akan berpengaruh pada tingkat produktifitas perawat. Masa kerja yang berkepanjangan juga dapat berdampak negatif dengan munculnya gangguan kesehatan dan kebosanan. Penelitian ini bertujuan untuk menganalisis pengaruh beban kerja mental, *shift*, dan masa kerja terhadap *burnout syndrome* pada perawat.

Penelitian ini menggunakan pendekatan observasional analitik dengan desain *cross sectional*. Besar sampel sebanyak 53 perawat diambil secara random dari populasi sebanyak 61 perawat. Data dikumpulkan melalui observasi dan wawancara. Data tersebut kemudian dianalisis secara statistik menggunakan uji dengan tingkat signifikansi alpha 5% (0,05).

Hasil penelitian didapatkan bahwa 54,7% beban kerja mental kategori tinggi, *shift* kerja 49,1% *shift* malam, masa kerja 56,6%  $\geq 5$  tahun serta *burnout syndrome* 69,8% kategori sedang. *Burnout syndrome* sedang banyak dialami oleh perawat dengan beban kerja mental tinggi sebesar 93,1%, *shift* kerja malam sebesar 57,7%, dan masa kerja  $\geq 5$  tahun sebesar 73,3%.

Berdasarkan penelitian disimpulkan bahwa *burnout syndrome* yang dialami perawat di Instalasi Rawat Inap Mawar Kuning RSUD R.T Notopuro tahun 2024 dipengaruhi secara signifikan oleh beban kerja mental ( $p\text{-value} = 0,000$ ), *shift* kerja ( $p\text{-value} = 0,022$ ), dan masa kerja ( $p\text{-value} = 0,002$ ). Disarankan agar pihak rumah sakit meningkatkan pengawasan terkait penerapan tugas pokok dan fungsi perawat.

**Kata Kunci** : Beban Kerja Mental, *Burnout Syndrome*, Masa Kerja, Perawat, *Shift*