Factors Associated with Burnout Among Nurses in Emergency Unit and Central Surgical Unit in Aceh General Hospital

Desy Rahmat [1], Hilman Sharif [2], Syarifah Rauzatul Jannah [3]

[1]*Master Program of Nursing Science, Faculty of Nursing, Universitas Syiah Kuala, Banda Aceh, Indonesia*
[2]*Department of Medical Surgical Nursing Faculty of Nursing, Universitas Syiah Kuala, Banda Aceh, Indonesia*
[3]*Department of Psychiatry and Mental Health Nursing, Faculty of Nursing, Universitas Syiah Kuala, Banda Aceh, Indonesia*

Abstract:
Background: Professional behaviour requires that the nurse's work be prepared 24 hours a day, regardless of conditions. Nurses are expected to be compassionate, caring, focused and welcoming to patients at all times. The nurses' inability to meet these conditions resulted in a condition known as burnout. The purpose of the study was to determine the factors associated with the incidence of Burnout in Nurses in the emergency unit and central surgical unit at the Aceh General Hospital.
Materials and Methods: This type of research is quantitative with a cross-sectional study design. Sampling used the purposive sampling method in the emergency unit and the central surgical unit, which amounted to 198 people. The data was compiled using the Google form. Data analysis using the multiple logistic regression statistical test.
Results: The results showed that there was a relationship between marital status (p = 0.042), income (p = 0.030) and period of employment (0.023) with the incidence of burnout, and there was no relationship between age (p = 0.507), gender (p = 0.749), education (p=0,312) and nursing shift (p=0,184) with burnout incidence. Income is the dominant factor associated with burnout (p=0.001; OR: 1.257; CI: 1.691-7311). It is hoped that the hospital will be able to offer on-the-job training in mental health nursing on a regular basis with experienced nurses, especially in mental health care to establish nurses, especially those who work less than four years.
Key Word: Length of Work, Shift Work, Burnout, Nurses

I. Introduction

Being a nurse is not an easy job because the burden they face is significant enough and involves an element of risk. It happens due to the work they do is continuous (constant) but nevertheless requires great precision [1-3]. Professional behavior requires that the nurse's work be prepared 24 hours a day, regardless of conditions. Moreover, nurses' requests are always compassionate, caring, focused and patient-friendly[4].

Failure to comply with these conditions results in a condition known as burnout. Burnout is one of the negative impacts of employment. The initial reflection of job burnout can be seen from the side of stress [5], unpleasant behavior, delaying work, irritability, tiredness, dizziness, and not caring about work[5, 6]. Furthermore, the service becomes ineffective and the level of performance decreases[7, 8]. Physical and mental symptoms are the next impact if a person has symptoms of long-term exhaustion [9]. Physical symptoms can be seen, such as headaches, backaches, and hypertension. At the same time, mental symptoms develop through depression and smoking[10].

II. Material And Methods

A quantitative study was conducted on the factors associated with the incidence of Burnout in Nurses in the Emergency Room and Central Surgery Unit. The sample size was 198 which was the total sampling. The data collection google-form and data analysis using logistic regression.

III. Result

Based on table 1, it can be concluded that most of the respondents are in the young category as many as 137 people (69.2%), male sex as many as 103 people (52%), with D-III Nursing education level as many as 123

people (62, 1%), the status of married as many as 178 people (89.9%). Most of the respondents have income according to the minimum wage as many as 126 people (63.6%), working period of 5 years as many as 130 people (65.7%), working shifts as many as 146 people (73.7%) and experiencing burnout with the high category as many as 105 people (53%).

Table 1. Univariate Analysis of Factors Associated with Burnout Incidence

No	Age	Frequency	Percentage
	Age		
1	Young (< 40 Years)	137	69.2
2	Old (≥ 40 Years)	61	30.8
	Gender	**Frequency**	**Percentage**
1	Man	103	52
2	Woman	95	48
	Education	**Frequency**	**Percentage**
1	D III Nursing	123	62.1
2	nurse	74	37.4
3	Master	1	0.5
	Marital status	**Frequency**	**Percentage**
1	Marry	178	89.9
2	Not married yet	20	10.1
	Income	**Frequency**	**Percentage**
1	According to UMR	126	63.6
2	Not suitable for UMR	72	36.4
	Period of employment	**Frequency**	**Percentage**
1	< 5 Years	68	34.3
2	5 Years	130	65.7
	Nursing Shift	**Frequency**	**Percentage**
1	Yes	146	73.7
2	Not	52	26.3
	Burnout	**Frequency**	**Percentage**
1	Low	93	47
2	Tall	105	53
	Total	**198**	**100**

Table 2 demonstrates that there is no association between age (p = 0.507), gender (p value = 0.749), education (p value = 0.312) and nursing shift (p value = 0.184) with burn-out incidence. In the meantime, there is a relationship between income (p value = 0.030), marital status (p value = 0.042) and period of employment (p value = 0.023) with the impact of burnout.

Table 2. Factors Associated with Burnout Incidence

Variable	P-Value
Age	0.507
Gender	0.749
Education	0.312
Income	0.030
Marital status	0.042
Period of employment	0.023
Shift work	0.184

Table 3 shows that marital status (p-value: 0.005), income (p-value: 0.001) and period of employment (p-value: 0.001) are significant predictors of the incidence of burnout. Meanwhile, nursing shift is not a predictor that is significantly associated with exhaustion because it has a significant value (p-value) > 0.05. furthermore, income is the most significant predictor of the incidence of burnout with an odd ratio (OR) of 1.257. These findings indicate of burnout among nurses.

Table 3. The Influence of Factors As Predictors of Incident Against Burnout

predictor	OR	P-Value	95% CI	
			Lower	Upper
Marital status	1,624	0.005	1,619	15,887
Income does not match the minimum wage	1.257	0.001	1,691	7.311
Period of employment	1.116	0.001	1,540	6.050
Shift work	0.432	0.218	0.774	3.064

IV. Discussion

The results of the model feasibility test of all variables simultaneously, as shown in Table 2, indicate that the factors associated with the impact of burnout are marital status, Income, length of service and work shifts. Moreover, the variables of age, gender and education are not eligible for the logistic regression analysis model I. In addition, the results of the analysis to determine the impact of burn-out risk factors are presented in Table 3. Income is known to be the largest predictor factor associated with the incidence of burnout with an odd ratio (OR) of 1.257. These findings are indicative of burnout among nurses.

There is an increase in the volume of unregulated patients who are seen as a major source of stress for nurses. It is also associated with the lack of income received by health care workers in exchange for Jada in the health care system. One source of work stress is inadequate income for health care workers and interpersonal relationships as health care workers with their work [11].

V. Conclusion

The findings revealed a relationship between marital status (p = 0.042), income (p = 0.030) and period of employment (0.023). with the incidence of burnout, and there was no relationship between age (p = 0.507), gender (p = 0.749), education (p=0,312) and nursing shift (p=0,184) with burnout incidence. Income is the dominant factor in burnout (p=0.001; CR: 1.257; CI: 1.691-7311).

References

[1]   I. Duarte *et al.*, "Burnout among Portuguese healthcare workers during the COVID-19 pandemic," *BMC Public Health,* vol. 20, no. 1, p. 1885, 2020/12/07 2020, doi: 10.1186/s12889-020-09980-z.

[2]   C. Maslach, W. B. Schaufeli, and M. P. Leiter, "Job burnout," (in eng), *Annu Rev Psychol,* vol. 52, pp. 397-422, 2001, doi: 10.1146/annurev.psych.52.1.397.

[3]   S. Ni Luh Putu Dian Yunita, "Hubungan Beban Kerja Terhadap Burnout Syndrome Pada Perawat Pelaksana Ruang Intermediet Rsup Sanglah," *Jurnal Dunia Kesehatan,* vol. 5, no. 2, 2016. [Online]. Available: https://www.neliti.com/publications/77069/hubungan-beban-kerja-terhadap-burnout-syndrome-pada-perawat-pelaksana-ruang-inte#cite.

[4]   R. Triwijayanti, "Hubungan Locus of Control Dengan Burnout Perawat di Ruang Rawat Inap Rumah Sakit Muhammadiyah Pelembang," Thesis, Nursing Administration, Semarang, 2016. [Online]. Available: http://eprints.undip.ac.id/49057/1/Proposal.pdf

[5]   E. M. K. Tinambunan, L. F. Tampubolon, and E. E. Sembiring, "Burnout Syndrome Pada Perawat Di Ruangan Rawat Inap Rumah Sakit Santa Elisabeth Medan," *Jurnal Keperawatan Priority,* vol. 1, no. 1, pp. 85-98, 2018. [Online]. Available: https://media.neliti.com/media/publications/290534-burnout-syndrome-pada-perawat-di-ruangan-89eb0bc0.pdf.

[6]   F. Asih, L. T. Widianingtanti, and P. Eriany, "Hubungan Antara Kepribadian Hardliness Dengan Burnout Pada Perawat Gawat Darurat di Rumah Sakit Pantilwilasa Citarum," *Jurnal Psikodimensia,* vol. 14, no. 2, 2015.

[7]   S. Barford and W. Whelton, "Understanding Burnout in Child and Youth Care Workers," *Child & Youth Care Forum,* vol. 39, pp. 271-287, 08/01 2010, doi: 10.1007/s10566-010-9104-8.

[8]   I. Muhamad Ramdan and O. Fadly, "Analisis Faktor yang Berhubungan dengan Burnout pada Perawat Kesehatan Jiwa," *Jurnal Keperawatan Padjadjaran,* vol. v4, pp. 170-178, 08/01 2016, doi: 10.24198/jkp.v4n2.7.

[9]   M. Miraglia and G. Johns, "Going to work ill: A meta-analysis of the correlates of presenteeism and a dual-path model," (in eng), *J Occup Health Psychol,* vol. 21, no. 3, pp. 261-283, Jul 2016, doi: 10.1037/ocp0000015.

[10]   I. Sabbah, H. Sabbah, S. Sabbah, H. Akoum, and N. Droubi, "Burnout among Lebanese nurses: Psychometric properties of the Maslach Burnout Inventory-Human Services Survey (MBI-HSS)," *Health,* vol. 4, pp. 644-65249101, 09/01 2012, doi: 10.4236/health.2012.49101.

[11]   P. Wijar, "Literature Review: Stres Perawat di Ruang Instalasi Gawat Darurat," *Jurnal Ners Lentera,* vol. 5, no. 1, pp. 43-55, 2017 2017.