



The Relationship Between Burnout Syndrome In Nurses In Psychiatric Clinics

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ABSTRACT

Nurses who work in the Psychiatric Clinic are also prone to burnout, where burnout is a problem caused by prolonged work pressure. There are several conditions that people experience burnout, namely emotional saturation, loss of motivation, and reduced commitment which results in a decrease in performance at work. This study is a correlative analytical study with a cross-sectional approach that analyzes the relationship between free and dependent variables using the Maslach-Trisni Burnout Inventory (M-TBI) instrument. The sample was taken by the Non-Probability consecutive sampling method. The study had 6 independent variables, and the sample size was determined based on the highest bivariate relationship. Data analysis was carried out by the Chi-Square test. Pene; ITI found a relationship between gender ($p = 0.001$), age ($p = 0.021$), and job position ($p = < 0.001$) to burnout syndrome in nurses working in the Psychiatric Clinic. This study found a relationship of burnout syndrome in nurses who care for people with mental problems.

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INTRODUCTION

Burnout is an individual's response to prolonged stress, which is characterized by a state of emotional saturation, loss of motivation, and reduced commitment. Initially, the concept of burnout was limited to work that was directly related to human interaction, but over time, it has evolved to include different types of work. Burnout is also often associated with various forms of absenteeism at work, the desire to leave work, as well as a decrease in the results achieved. The impact of burnout includes a decrease in the productivity and effectiveness of the individual at work, which in turn can decrease job satisfaction and reduce commitment to the job or organization.

According to the definition issued by the *World Health Organization* (WHO), burnout consists of three main dimensions, namely emotional exhaustion, depersonalization, and decreased personal achievement. While not all individuals experiencing burnout will exhibit these three dimensions, a combination of these dimensions can negatively impact an individual's overall mental health and well-being.

Burnout often occurs in employees who work in high-stress environments. Based on the available evidence, burnout is very prevalent among health workers. Healthcare professionals often work in challenging emotional situations, dealing with physical, economic, social, and psychological issues experienced by patients and their families. High stress arises from the need to respond quickly to patient requests, heavy workloads, and long working hours in a complex work environment. Exposure to this condition can lead to burnout. Recent research shows high levels of stress and burnout among healthcare workers.

A study conducted by Ehsan Zarei and his colleagues in 2019 in Iran, involving doctors, nurses, physiotherapists, as well as other health professionals, reported the prevalence of burnout ranged from 2.6% to 75%. Another study conducted in Iran showed that the prevalence of burnout in hospital employees or healthcare providers ranged from 17.3% to 34.5%. In addition, the prevalence of burnout in nurses was recorded to be 54% higher compared to other professions.

Jobs in the medical field tend to be stressful, because medical personnel are required to immediately respond to the needs of patients and families in a short time. However, medical procedures and knowledge are often limited and full of uncertainty. Any medical error can be fatal, endanger the patient's life, and sometimes cannot be corrected. In addition, night work, shift systems, and long working hours are common in the medical profession. Many studies have been conducted on burnout in nurses, most likely because nurses have more intense interactions with patients.

One of the studies conducted by Eliyana in 2015 with the title **Factors Related to Burnout of Implementing Nurses in the Inpatient Room of RSJ West Kalimantan Province** showed that burnout in implementing nurses at the West Kalimantan Provincial Psychiatric Clinic, which was measured using the Maslach Burnout Inventory (MBI) instrument, was in the low burnout category of 82.8% and the medium burnout category of 17.2%.

Based on several studies, we aim to find a relationship between burnout *syndrome* in nurses in psychiatric clinics.

METODE

This study is a correlative analytical research with a cross-sectional approach, namely analyzing the relationship between several independent variables and dependent variables using the *Maslach-Trisni Burnout Inventory* (M-TBI) instrument. Sampling in this study used *Non-Probability sampling type consecutive sampling*. In this study there are 6 independent variables, and in determining the formula for the size of this sample, a bivariate relationship will be sought for each independent variable, then the largest sample size will be the sample size in this study. Data analysis used unpaired numerical comparative analysis research of two groups one measurement to see the bivariate relationship, namely Chi-Square.

Inclusion criteria

- Nurse of the Human Rights Hospital aged 23-60 years.
- Willing to take part in research.

Exclusion criteria

- Have a history of previous mental disorders, screened with the MINI-ICD 10 questionnaire.
- Have a history of using psychoactive substances except nicotine and caffeine.

RESULTS AND DISCUSSION

In this study we found a relationship between sex ($p = 0.001$), age ($p = 0.021$), and job position ($p = < 0.001$) to burnout in nurses working in psychiatric clinics, but we found no association between education level ($p = 0.125$), marital status ($p = 0.067$), and income ($p = 0.305$) to burnout.

Table 1. Relationship between *burnout syndrome* and nurses at the Psychiatric Clinic

Variable	n (%)	P value
Gender		
• Man	56 (46,7)	0,001
• Woman	64 (53,3)	
Age		
• Age (20-35)	67 (55,8)	0,021
• Age (36-50)	33 (27,5)	
• Age >50 years	20 (26,7)	
Education Level		
• Diploma	70 (58,3)	0,125
• Bachelor S1	50 (41,7)	

Marital status		
• Marry	72 (60)	0,067
• Not Married	48 (40)	
Job Position		
• Outpatient	25 (20,8)	< 0,001
• Hospitalization	95 (79,2)	
Income		
• UMR	30 (25)	0,305
• Above UMR	90 (75)	

Discussion

We found a meaningful relationship between gender and *burnout syndrome*, where sociodemographic factors based on the characteristics of the majority of gender groups were women as much as 90.4%. Women have significantly higher *burnout* scores than men. Most women have dual jobs as housewives at home and nurses in hospitals, as housewives, they babysit, clean the house, cook for the family and others. In addition, in hospitals you have to do work as a nurse. Research conducted by Qedair and colleagues in Jeddah in 2022 found the highest *burnout* scores in younger age groups. Maslach and his colleagues explained that one of the risk factors for *burnout* that comes from individuals is age, because age is related to the level of maturity of the individual. Younger employees have a higher burnout rate than employees who are 30-40 years old and the study also found a relationship between age and *burnout syndrome*. The age in this study was most at the age of 20-35 years.

We also found the effect of job position on *burnout syndrome*, where nurses working in inpatient care were more prone to burnout than nurses working in outpatient care.¹⁰ We found no association between education level, marital status, and income to *burnout syndrome*. Another study found a relationship between education level and *burnout syndrome*, they found that people with a diploma level education were more prone to burnout, but in contrast to the study in Jeddah which found that the undergraduate education level of S1 was more prone to burnout.^{10,11} In the literature, one of the risk factors of burnout is the individual factor, namely work experience where less experienced practitioners are more susceptible to burnout, have not adapted to these duties and responsibilities so that they are not confident in performing their duties. In the early stages of their careers, young workers develop early mastery and demands on their jobs, and as a result, may face a greater risk of experiencing burnout. In addition, young workers may have to face conflicts in adaptation on the job which is one of the risk factors for burnout. Research conducted in Indonesia, found that nurses with unmarried status are more vulnerable than married ones. Couples are partners in life who can be a place for stories and are the main supporters in married life.

Income can be one of the factors causing burnout, which was researched by Nikpour and colleagues in Iran in 2022. The results of their study showed that burnout scores correlated significantly with income or income, but had an effect when nurses were the main source of income in the family.

CONCLUSION

We found several causative factors associated with *burnout syndrome* with nurses in psychiatric clinics. This study shows that factors related to *burnout* are gender, age, and job position.

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