

29. Relationship Between Burnout and Self Efficacy in Nurses

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Relationship Between Burnout and Self Efficacy in Nurses

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Abstract. Burnout is a collection of symptoms due to fatigue, both physically and mentally, which can lead to a lack of concentration, negative self-concept development, and negative work behavior. (Maslach, 2004 in Andriani, 2018). The purpose of this study was to determine the relationship between Burnout and the self-efficacy of nurses at the Batam Graha Hermin Hospital in 2021. The research design used was descriptive analytic with a cross sectional study approach. A sample of 84 respondents obtained using non-random sampling technique. The results of the study of 84 respondents that the majority had a moderate burn out rate, namely 57 respondents (67.9%), a low level of 15 respondents (17.9%) and a high level of burn out 12 Orang (14.3%) while the level of self-efficacy of nurses was classified as moderate, namely 59 respondents (70.2%) and low 25 respondents (29.8%) and none of the respondents had high self-efficacy. The research statistical test used the Chi-square test at a significance level of 5%, obtained a significant value of p Value = $0.02 < \alpha$ (0.05). It can be concluded that there is a relationship between burnout and self-efficacy in nurses at Graha Hermin Hospital, Batam. This research can be used as information for nurses and provide an overview of the burnout conditions experienced by nurses.

Keywords: Burnout, Self Efficacy, Nurse

1 Introduction

Home sick as one of the facilities of service health is part of the source of power of health that is indispensable in supporting the efforts of the organizers of health. Implementation of health were good too must be supported by the power of health were good and competent. One of the components of health services in a hospital is a nurse. Nurses as service personnel health interact directly with patients with the highest intensity in comparison with the components of the other. Responsibility responsibilities and demands of the job that much can potentially become a stressor (burnout) for nurses. Burnout is a collection of symptoms of fatigue, both physically and mentally so that can cause lack of concentration, developing a negative self concept, and work behavior that is negative. (Maslach, 2004 in Andriani, 2018). Burnout Syndrome is a collection of symptoms due to fatigue, both physically and mentally so that can cause lack of concentration, the development of the concept of self that is negative, and the behavior of the work that is negative. (Maslach, 2004 in Andriani, 2018). Burnout by Maslach and Jackson has three components, namely emotional exhaustion (involvement of emotions that cause energy and source source itself depleted by the job), depersonalization (attitude and feeling negative towards the client or patient), and Reduced personal accomplishment (decreased desire achievement self).

The World Health Organization (WHO) calls burnout a phenomenon of work fatigue. Institutions have also classified them in Disease International Hot, in which he was described as a syndrome of stress chronic result of a job that has not been able to deal with.

According to Kleiber & Ensman (Uus, 2010), bibliographic latest which contains 2496 publications about burnout in Europe showed 43% of burnout experienced by workers health and social care (nurses), 32% experienced teachers (educators), 9% experienced workers administration and management, 4% workers in the legal and police fields, and 2% experienced by other workers. From the percentages above can be seen that the profession of nurses were the highest as a profession that most lots of experienced burnout. Nearly half of the total number of workers who experience burnout is nurse. It is showing a lack of attention from various parties to the profession of nursing. In fact, if more and many nurses are experiencing burnout then increasingly lower quality of service that was provided. It is certainly impacting bad for the community because it will obtain the quality of service that is less optimal. In Riau a nurse lost their lives allegedly due to fatigue, the home sick explained that before the nurses are falling ill due to exhaustion (Aha, 2017). Case fatigue occurred in Jambi, when the inspection were carried out by the Governor of Jambi found doctors and nurses were asleep. The nurse and the doctor disadik for not doing its job with good (Yuliawati, 2017). The research that is done in RSU GMIM Arc of Love Manado results showed that of 61 Nurse majority as 51 people (83.6%) who had a level of burnout are high, and 10 (16.4%) had levels of burnout is low.

Nurses are required to have certain behavioral dispositions in order to solve them. One of the disposition of behavior that is the efficacy of self (self-efficacy). According to King (in Sulistyowati, 2016) self efficacy is a person's belief that someone can control a situation and produce various positive results. Merideth (in Triana, 2017) states that self-efficacy is a vote someone will be in their personal capacities to initiate and successfully perform a task which is set at the level that is designated, in an effort that is more substantial, and persist in the face of adversity. (University psychology, 2020). A nurse who has self-efficacy high will have a level of burnout were low. (University psychology, 2020).

Based on the facts that have been described above, it can be concluded that nurses are prone to burnout, due to high job demands because they have to be responsible for the patient's recovery. Would however, if the individual has a high self-efficacy then the individual is likely to have levels of burnout were low. Conversely, if an individual has self-efficacy are low, then getting a big chance someone experiencing burnout. Some studies previously showed that an increase in self-efficacy helps individuals control the situation to press the faces are more effective so that performasinya increases. Self-efficacy has a negative correlation with job stress where self efficacy can reduce stress (Eden and Aviram, 1993).

According to the results of research studies of cross sectional are held in RSU GMIM Arc of Love Manado in the month June 2019 The results of the study showed that of 61 Nurses majority of as many as 53 people (86.9%) who had a level of self-efficacy are high and 8 people (13.1%) has a low level of self-efficacy. It is proved that the level of self-efficacy in nursing that exist in space-patient hospitalization RSU GMIM Arc of Love Manado very high. Penelitian this in get respondents who have burnout low but self efficacynya high as 6 people (60.0%), things have to be said in general the level of burnout are experienced by the subject tends to be low. This condition is related to the subject's high self-efficacy. Results of the study is also in get some respondents have burnout are high, but self efficacynya low as 4 people (7.8%). Based on the results of observations researchers in the current study preliminary in Rumah Sakit Graha Hermine ie of the results of interviews with one of the nurses in the room that, saying that the nurses often feel tired and saturated to the work that is devoted to him.

Excessive workloads like, every action that is done must be written, bear responsibility that must be shouldered, complain about the demands of work Yag addressed to himself that affect the spirit of the work. If the case is not anticipated could potentially lead to the tendency of burnout nurses in their activities and lead to reduced quality of service and could lead to 10)ration of the nurses that have an impact on the lack of fulfillment of care nursing patients. Based on the description above, the authors are interested in conducting research on the relationship between burn out and self-efficacy of nurses at Graha Hermin Hospital.

2 Methods

Design studies were conducted by researchers is the study of quantitative with cross sectional approach. Research is conducted at Rumah Sakit Graha Hermine Batam. The number of samples in this study were 84 nurses in accordance with the criteria of inclusion and exclusion are on duty at Rumah Sakit Graha Hermine Batam. Researchers used a questionnaire sheet containing the initials of the name, age, gender and education as well as a questionnaire sheet with questions about burn out and nurses' self-efficacy. The data analysis of this research is univariate and bivariate. Analysis of bivariate data using the chi square test with a degree of confidence 95%.

3 Results and Discussion

3.1 Results

Table 1. Characteristics of Respondents have a level of burnout that was and 15 people (17.9%) had levels of burnout is low and which has a burn-out levels high as 12 people (14.3%).

Distribution of self-efficacy Nurse of the Home Hospital Graha Hermine Batam 2021

elf Efficacy	Frequency	Percentage (%)
Low Medium High	25	29.8
	59	70.2
	0	0
Total	84	100%

Based on table 1, it can be described that the frequency of sex is dominated by women, namely 74 respondents (88.1%), the frequency of age is dominated by the age of 21-30 years 54 respondents (64.3%), the frequency of work tenure is dominated by <3 in 75 respondents (89.3%), the frequency Education Nursing dominated D3 72 respondents or (85.7%).

a. Univariate Analysis

Burn Out

Table 2. Frequency Distribution of Nurse Burn Out Rate at Graha Hermine Hospital, Batam, in 2021.

Burn Out	frequency	Percentage %
Low Medium High	15	17.9
	57	85.7
	12	14.3
Total	84	100%

Based on Table 2 in the above
Based on table 3 above, it is known that the level of self- efficacy in the majority of nurses

is moderate with the number of 59 respondents (70.2%), the low category of 25 respondents (29.9%), the high category does not exist.

b. Bivariate Analysis

Table 4. Relationship between Burn Out and Self Efficacy of Nurses at Graha Hermine Hospital, Batam 2021

Burn Out	Self Efficacy				Total		<i>p</i>
	Low		Moderate				
	n	%	n	%	n	%	0.0000
Low	2	2,4	13	15.5	15	17.9	
Moderate	15	17.9	42	50	57	67.9	
High	8	9.5	4	4,8	12	14.3	
	25	29.8	59	70.2	84	84	

Results Test statistic chi square at the top obtained 0.00 p ($p < 0.05$), which means that there is a relationship that significant between burn out with the self -efficacy of nurses in Rumah Sakit Graha Hermin Batam. shows that from 84 nurses the majority of 57 people (85.7%) are

3.2 Discussion

a. Univariate Analysis

1) Tingkat Burn Out Nurses

The results of the study note that the level of Burn out in the research of this majority are category was that as many as 57 people (67.9%) having levels of burnout were lower, namely 15 respondents (17.9%) and the category high 12 respondents (14.3%). It is not in line with the research that is carried out by (trivena larengkeng, 2019) in RSU GMIM Arc of Love Manado are entitled relationships burn out with self -efficacy with the results of the study showed that of 61 Nurses majority of as many as 51 people (83.6%) who have high levels of burnout was high and 10 people (16.4%) had low burnout rates. Supported also by studies conducted by the (Sri Ummi Wahyuni 2015 are entitled Relationship Between Burn out Burn out with self -efficacy to nurses in health centers Parks krocok obtained results of 40% of nurses experienced burnout is high. And the research that is carried out by the (Juniartha & Candra, 2016) in hospitals Badung Mangusada called the correlation between self- efficacy to burn out at nurse at the Hospital of Badung Mangusada in the study obtained results that most large respondents have a mild burnout level that is as many as 20 people (64.5%).

There are several factors that can influence the occurrence of burn out, namely individual factors including demographic factors. Demographic factors consist of gender, ethnicity, age, marital status, educational background ; personality factors such as *introvert* or *extrovert* personality type, self- concept, needs, motivation, ability to control emotions, *locus of control* (Leiter & Maslach, 2001; Leiter & Maslach, 2005). In this study, the majority of respondents bejenis sex women. Women are more vulnerable experiencing emotional exhaustion.

According to Baron and Byrne (2003) defining gender as a biological term based on anatomical and physical differences between men and women. The role of gender is generally a determining factor in job burnout. When both men and women work in professions that are considered feminine or masculine, workers can experience pressure to conform (Fatmawati, 2012). According to the analysis assuming Researchers argue that the case led to the level of burn -out to nurses in hospital housekeeping hermin be at the level of being is the respondents who experienced burnout was most large diversified sex women over many involved in emotionally with the others that tend to be susceptible to emotional exhaustion. Sedangkan are experiencing burn -out low to address the jobs that need them to do, when giving care to patients with conditions that differ- difference they can create an atmosphere that is relaxed and comfortable in the environment where they work and were able to control their emotions when I started to feel tired due to work.

2) **Tingkat Self Efficacy nurse**

The results showed that the level of self- efficacy in this study was the majority in the moderate category, namely as many as 59 respondents (70.2%), and low category 25 respondents (29.8%) and no no respondents who had self -efficacy is high. It is not in line with the research that is carried out by Trivena Larengkeng in the year 2019 in the RSU GMIM Arc of Love Manado that of 61 The majority of nurses were 7 people (86.9%) who had a high level of self-efficacy and 8 people (13.1%) had a low level of self- efficacy.

Research conducted by the by I Gusti Ngurah Juniarta (2016) in hospitals Badung Mangusada the research is obtained the result that the level of Self Efficacy majority of respondents have high levels of self -efficacy high that as many as 17 people (54.8%) and as many as 14 people (45. 2%) have a very high level of self- efficacy. This shows that respondents have high and very high confidence in their ability to carry out a task according to the existing jobdesk. Several factors play a role in the development of self-efficacy, including age. semakinbertambah age of a person, tend to have self- efficacy are high in (Victoriana, 2012).

Self-efficacy is defined as the perception of oneself alone about how good self can function in situations particular, the efficacy of self- dealing with that themselves have the ability perform actions that are expected (Mary, 2019) Self -efficacy of nurses are formed through a process of social learning that may occur at home sick. Self-efficacy is formed as a process of adaptation and learning that there is in place the (Ferianto, et al, 2016). The longer a person works, the higher the self- efficacy they have in a particular job field. Self -efficacy are high to help individuals to complete tasks and reduce the burden of work in psychological as well as physical.

According to the researchers' assumptions, strong self efficacy will influence a person's personal goals in acting. The stronger the self -efficacy is getting higher objectives which are set by the individual to himself sandiri and the strengthening is the commitment of individuals to tunj it in his life. level of self -efficacy of nurses in Rumah Sakit Graha Hermin classified as being it is influenced by factors kind of sex, age and level of education

The dominant female respondents as many as 74 respondents (88.1%) of women have self -efficacy that is higher than me a Kurniasari (2013). Most of the respondents aged 21-31 years old individuals are able to overcome obstacles in life than younger individuals. And the level of education can also affect a person's level of self- efficacy. Individu who has a level of education that is higher usually have

efficacy that is higher because basically they are more learned and more many receive education formal other than that with education the higher will be more mendapatkan the opportunity to learn in overcoming the problems that occur in the process of life. This is in accordance with the bandura theory (Maryam, 2015).

b. Bivariate Analysis

Burn out relationship with Self Efficacy

Based on the results of the chi statistical test, get $p = 0.00$ ($p < 0.05$), which means that there is a significant relationship between burn out and the self-efficacy of nurses at Graha Hermin Hospital, Batam. This is in line with the research of I Gusti Ngurah Juniarta (2016) at Badung Mangusada Regional Hospital through data analysis with the Spearman Rank test, the value of $r = 0.660$ with $p = 0.000$ ($p < 0.05$) was obtained. The results of these showed no significant relationship that between self -efficacy with burnout and research are conducted by Trivena Larengkeng (2019) entitled relationships burn out with the self -efficacy of nurses using Fisher's Exact test test obtained coefficient of correlation is worth negative with a significant level of 0,020. This means that there is a relationship that significant between burnout with self-efficacy to nurses in the room inpatient hospitalization RSU GMIM Arc of Love Manado. This is evidenced by the results of the majority of respondents have a value of burnout and self -efficacy are high.

According to the results of the research have respondents with burnout who were having self- efficacy, which was also the opposite of respondents who have a burn -out lower then self efficacynya low. It is means of self -efficacy has a role on the level of burnout. Increasingly higher self- efficacy, then increasingly lower burnout which in its natural (Pamungkas, 2018).

As you may know that the burden of nursing work is physically not too heavy, but psychically nurse has a load that is quite heavy, keitka burden of work that there is too heavy is not offset by the belief (Self Efficacy) that is sufficient to carry out the task, then that appears is feeling helpless because the burden is too heavy It is also going to spur the emergence of burnout in nurses (Harnida, 2015).

Self-efficacy with burnout in nurses showed that self-efficacy become one of the factors that led to the occurrence of burnout. Factors other which can lead to burnout is a factor of the environment such as the conditions of employment. Support social from the environmental point of work, a friend of work, bosses and family proved to be a factor that affects the high- low burnout (Natsir, et al, 2015).

Based on the aspects of self- efficacy were noted by Bandura (1997), namely the aspect Level (Level) showed confidence in completing a task, be sure to finish the job that is difficult to know the level of capability that is owned, suitability capabilities with tasks that are owned, a task that complicated, and enthusiasm in doing assignments. The generality aspect (the area of the task) shows doing many tasks, the success of the task that is repetitive, task completion.

According to the analysis and assumptions of researchers, nurses who work at the Graha Hermin Hospital have moderate self-efficacy and the level of burnout experienced is moderate, this is because the individual's ability to deal with work stress or burnout is related to the belief in his ability to be able to control himself in problem solving strategies. facing the workplace in order to reduce the level of burnout are experienced and improve performance in giving service of health to the patient. When they are faced with the situation and the condition of the environment of work and level of difficulty tasks that vary they will remain confident with his

abilities. When a nurse feels confident with his ability he will finish the job with good, so do not will experience fatigue both physically, emotionally, mentally and decrease the achievement of personal. However, if the nurse is not sure of her ability to do her job, with different levels of difficulty, various situations and conditions of the room and patients, it will be easy for her to experience fatigue physically, emotionally, and mentally and will have an effect on decreasing personal achievement.

4 Conclusions

Based on the research results, several conclusions can be made as follows:

- a. More than some respondents experienced moderate burn out (67.9%)
- b. More than some respondents have moderate self efficacy (67.9%).
- c. The results of the analysis using the statistical tests chi square in get results $p = 0,000$ ($p < 0,05$), which means that there is a relationship which There is a significant difference between burn out and the self- efficacy of nurses at the Graha Hermin Hospital, Batam.

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