

NURSE ROTATION TO THE INCIDENCE OF BURNOUT SYNDROME

Tri Ismu Pujiyanto¹, Shindi Hapsari^{2*}, Nopi Bagus Nur Rohman³.

¹Nursing Management Department, Karya Husada Health and Science College of Semarang,
Central Java, Indonesia

²Basic Nursing Department, Karya Husada Health and Science College of Semarang,
Central Java, Indonesia

³Nursing Students, Karya Husada Health and Science College of Semarang,
Central Java, Indonesia
*shindihapsari@yahoo.com

ABSTRACT

The prevalence of burnout among nursing professionals is very high, which is associated with gender, age, marital status, level of health, occupational shifts and health care areas. Job rotation is one way out of the problems that are occurring. This study was to determine the relationship between nurse rotation and burnout syndrome. This study uses a quantitative research design with a cross-sectional approach to explain the variable of job rotation with the incidence of burnout syndrome in nurses. A population of 130 nurses with sampling techniques using the slovin formula was obtained by 98 respondents with the criteria of ASN nurses who work in mental wards, nurses who have experienced job rotation. The Instrument used nurse rotation questionnaire and Maslach Burnout Inventory-Human Services Survey questionnaire. Data analysis using pearson correlation tests. Research shows a relationship between job rotation and the incidence of nurse burnout syndrome with an r value of 0.900 then a p value of 0.000. The nurse's good perception of job rotation is the lower the incidence of burnout in nurses and to provide a good plan related to the nurse job rotation program and adjust the workload so as to improve the performance of good nurses.

Keywords: Burnout Syndrome; Job Rotation; Nurse

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INTRODUCTION

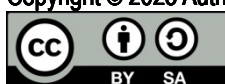
Nurses at work are expected to be able to be a figure needed by their patients, able to identify themselves with patients, always maintain attention, focus attention, and be warm to patients. Nurses will be faced with different tensions in repetitive work, sometimes nurses will feel tired or tired, so nurses also have stress levels and experience work burnout (Ramadhan & Sukarno, 2022). Burnout is a fatigue syndrome that arises due to a workload that is too high which makes a person get pressure that has a bad impact on his body. (Maslach & Leiter, 2016; PURNAWATI, 2019).

There are three components in burnout, the first is emotional exhaustion (emotional participation that makes the energy in him drained

by the work done), depersonalization (feelings and attitudes that are less positive to patients), and perceived inadequacy of professional accomplishment (negative assessment of oneself and feelings of dissatisfaction with the results of the work done). The percentage of burnout in the nursing profession is in the high category, which is related to gender, age, marital status, health, working time and also health service coverage. (Bakker & Costa, 2014; Maslach & Leiter, 2016; PURNAWATI, 2019; Tri Ismu Pujiyanto, 2020).

Job rotation is a way of changing jobs by moving staff from one section to another at the same rate. Actualization of nurse job rotation can result in both positive and negative results. As a positive result, nurses can develop their careers well, nurses can exchange ideas, opinions, and

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interact with each other and adjust to the environment and employees in a new place, thus improving employee performance in carrying out their jobs.(Fillah & Dharmani, 2023).

Based on the results of interviews with nurses on duty at RSJD Dr. Amino Gondohutomo, it was found that there were work problems which included: the implementation of work rotation was uneven and not in accordance with the established schedule, especially since the Covid 19 pandemic, rotation and placement of staff that sometimes did not match their abilities, depending on management policies, monotonous work routines that caused boredom, The large number of patients with a limited number of nurses, work discomfort related to colleagues who lack discipline and are often not in the room, and patients who have a tendency to endanger lives. Researchers took samples from the room at RSJD Dr. Amino Gondohutomo to find out the level of nurse burnout. The burnout rate of nurses at RSJD Dr. Amino Gondohutomo was in the medium category with 47.4% or 9 nurses from 19 samples examined. And mild and severe burnout were each found 5 people out of 19 people or around 26.3%. So this study will review more deeply between nurse job rotation variables, and describe the incidence of burnout syndrome in nurses, and to find out whether there is a relationship between the two variables.

METHOD

This study uses a quantitative research design that is descriptive analytic with a crosssectional approach to explain the variable of job rotation with the incidence of burnout syndrome in nurses. A population of 130 nurses with sampling techniques using the slovin formula was obtained by 98 respondents with the criteria of ASN nurses who work in mental wards, nurses who have experienced job rotation. Data collection in this study used nurse rotation questionnaire and Maslach Burnout Inventory-Human Services Survey questionnaire. Data analysis using inter-variable tests with correlation statistical tests with correlation statistical tests using pearson correlation tests. Data collection techniques using a google form that has been shared with the link

through the head of the room to nurses in mental wards after obtaining an ethical pass test from Karya Husada University Semarang with Number: 257 / KEP / UNKAHA / SLE / VI / 2023 As well as from the research place of RSJD Dr. Amino Gondohutomo Semarang with number: 420 / 7644

RESULTS

Tabel 1 Distribution of respondent frequency based on respondent characteristic (n=98)

Characteristic	Category	F	%
Age	<30 years old	32	32,7
	30-35 years old	53	54,0
	<45 years old	13	13,3
Gender	Male	37	37,7
	Female	61	62,3
Education	Vocational Nurse	34	34,7
	Bachelor Nurse	64	65,3
Length of service	< 5 years	14	14,0
	5 years	18	18,0
	10 years	23	23,0
	15 years	13	13,0
	20 years	30	30,0

It is known that the distribution of respondents above is known to respondents who have the age under 30 years as many as 32 people or 32.7%. Then respondents who have the age of 30-35 years as many as 53 people or 54.0% and respondents who have the age of less than 45 years as many as 13 people or 13.3%. So it can be concluded that most respondents are aged between 30-35 years (54.0%).

Then it is known that respondents who are male as many as 37 people or 37.7% and respondents who are female as many as 61 people or 62.3%. So it can be concluded that most of the respondents are female (62.3%).

The distribution of respondents based on education can be explained by researchers that none of the respondents had a high school education. Then respondents with Diploma III (D3) education as many as 34 people or 34.7%. Respondents with Bachelor (S1) education were 64 people or 65.3% and none of respondents had

Strata II (S2) education. So it can be concluded that the most education is undergraduate as many as 64 people (65.3%).

The distribution of respondents based on working period can be known to respondents who have a working period of under 5 years as many as 14 people or 14%. Respondents who have a working period of 5 years are 18 people or 18%. Respondents who have a 10-year service period are 23 people or 23%. Respondents who have a working period of 15 years are 13 people or 13%. Respondents who have a 20-year service period of 30 people or 30%. So it can be concluded that the most service life is 20 years

Table 2. Results of Frequency Distribution of Work Rotation at RSJD Dr. Amino Gondohutomo, Central Java Province

Job rotation	Frequency	%
Very disagree	4	4,08 %
disagree	23	23,46 %
Low agree	33	33,67 %
Agree	25	25,51 %
Very agree	13	3,06 %
Total	98	

100 %

Respondents who strongly disagreed with job rotation were 4 people or 4.08%. Respondents who disagreed with the job rotation were 23 people or 23.46%. Respondents who disagreed with job rotation were 33 people or 33.67%. Respondents who agreed with job rotation were 25 people or 25.51% and respondents who strongly agreed with job rotation were 13 people or 3.06%. So most respondents expressed disapproval about job rotation as many as 33 people (33.67%)

Tabel 3. Frequency Distribution of Burnout Syndrome at RSJD Dr. Amino Gondohutomo, Central Java Province

Burnout Syndrome	Frequency	%
Never	9	9,18 %
Seldom	36	36,73 %
Sometimes	38	38,77 %
Often	10	10,20 %

Always	5	5,10 %
Total	98	100 %

Respondents who had burnout were never as many as 9 or 9.18%. Respondents who had burnout rarely were 36 or 36.73%. Respondents who have burnout are sometimes as much as 38 or 38.77%. Respondents who have burnout are often as much as 10 or 10.20% and respondents who have burnout are always as much as 5 or 5.10%. So it can be concluded that most respondents have burnout syndrome sometimes as many as 38 people (38.77%).

Tabel 4. Results of Bivariate Analysis of the Relationship of Job Rotation to Burnout Syndrome at RSJD Dr. Amino Gondohutomo, Central Java Province.

		Job rotation	Burnout syndrome
Job rotation	Pearson Correlation	1	.900**
	Sig. (2-tailed)		.000
	N	98	98
Burnout syndrome	Pearson Correlation	.900**	
	Sig. (2-tailed)	.000	
	N	98	98

** . Correlation is significant at the 0.01 level (2-tailed).

Based on the table above, it can be seen that the results of the analysis produce a calculation of 0.900 has a very strong correlation result with a positive value showing that the higher the job rotation, the higher the burnout syndrome and also the significance value of 0.000 or less than 0.05, there is a significant relationship between job rotation and burnout syndrome nurses at Dr. Amino Gondohutomo Mental Hospital, Central Java Province.

DISCUSSION

As a medical officer, nurses have a duty to focus on the patient's recovery. Starting from Nursing care according to standards, doing shift work, accompanying visiting doctors, doing nursing therapy, doing orientation to new patients, preparing patients to go home, writing reports on condition of the patient and provide counseling. (U. Handayani, 2020) High workload on nurses can

increase Risk of physical and mental fatigue and prone to burnout work. (Pujiyanto & Hapsari, 2021) Burnout is a condition of decreased mental or physical energy after a period of prolonged stress, work-related or physical disability. Fatigue can be caused by several factors including shift rotation, factors individual (health/illness, gender, age, education, workload, length of service) and physical environmental factors (noise, illumination, temperature and heat stress, vibration and ventilation). (Maslach & Leiter, 2016; Putra, 2019; Tri Ismu Pujiyanto, 2020).

Job rotation is a transformation of work by transferring staff from one section to another at the same level. (Jassim, 2018) Respondents in the study agreed, as many as 25.51% and 3.06% of respondents said they strongly agreed about job rotation. The positive impact is that staff can develop their careers effectively by accumulating various experiences so that they are able to master skills in various conditions in each unit. Job rotation is carried out in a coordinated manner so that it can fit the goal. Job rotation is one strategy to reduce conflicts that occur in hospitals (Fillah & Dharmani, 2023; Mardijanto & Sntoni, n.d.; Ramadhan & Sukarno, 2022).

Job rotation is carried out in a coordinated manner so that it can fit the goal. Job rotation is one strategy to reduce conflicts that occur in hospitals. The better the nurse's perception of job rotation, the better the nurse's job satisfaction and the lower the nurse's burnout, the better the nurse's job satisfaction. Rotation has an important role in the staffing system of an organization. This is done as one solution to avoid boredom in work routines that are sometimes boring and have other purpose functions so that a worker can improve knowledge, skills and master other jobs in different fields in a company and can increase performance motivation in doing work. (Ezdha & Hamid, 2020; R. T. Handayani et al., 2023; Mardijanto & Sntoni, n.d.; Wijaya, 2019)

CONCLUSION

Burnout becomes a problem that makes individuals unrealistic to achieve goals and ultimately loss of energy and feelings towards oneself and those

around oneself resulting in decreased job satisfaction, deteriorating performance and low productivity. As an effort to reduce burnout syndrome in nurses, one of them is by job rotation. Job rotation is able to reduce boredom and increase motivation through diversifying employee activities.

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