ANALISA FAKTOR COMPASSION FATIGUE PADA PERAWAT DI RUMAH SAKIT DR. RADJIMAN WEDIODININGRAT LAWANG

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ABSTRAK

Latar Belakang: *Compassion fatigue* ditemukan pada perawat rawat inap rumah sakit sebanyak 60% dengan manifestasi klinis berupa *burnout* dan kelelahan fisik serta emosional. Kondisi ini dibuktikan secara empiris melalui hasil pengisian kuisioner *Professional Quality of Life Scale Version* 5 (ProQOL-5). **Tujuan:** Menganalisis dan mengidentifikasi faktor-faktor paling dominan yang memengaruhi tingkat *compassion fatigue* pada perawat di Rumah Sakit Dr. Radjiman Wediodiningrat Lawang. **Metode:** Penelitian kuantitatif *cross-sectional*, variable yang diteliti meliputi karakteristik sosiodemografi (usia, jenis kelamin, jenjang pendidikan, status pernikahan, masa kerja), beban kerja, dan kepuasan kerja terhadap *compassion fatigue*. Data dikumpulkan menggunakan kuisioner dan dianalisis melalui uji korelasi *Spearman Rank*. **Hasil:** Mayoritas perawat mengalami *compassion fatigue* pada tingkat sedang (63,8%), dan 33,7% berada pada tingkat berat. Uji statistik mengonfirmasi adanya hubungan signifikan ($p < 0,05$) antara *compassion fatigue* dengan beban kerja ($p = 0,000$: $R = 0,471$), masa kerja ($p = 0,033$: $R = 0,471$), kepuasan kerja ($p = 0,000$; $R = 0,331$), usia ($p = 0,002$), dan jenis kelamin ($p = 0,000$). **Kesimpulan**: Beban kerja dan masa kerja teridentifikasi sebagai faktor dominan yang berkorelasi positif dan signifikan terhadap peningkatan tingkat *compassion fatigue*. Disarankan untuk menerapkan sesi *debriefing* terstruktur (mingguan) pasca-penanganan kasus traumatik dan melakukan evaluasi periodik terhadap beban kerja, serta penyesuaian rasio perawat terutama di unit rawat inap intensif, sebagai mitigasi *compassion fatigue*.

Kata kunci: *compassion fatigue,* perawat

ANALYSIS OF FACTOR AFFECTING COMPASSION FATIGUE AMONG NURSE AT DR. RADJIMAN WEDIODININGRAT LAWANG HOSPITAL

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ABSTRACT

Background**:** *Compassion fatigue (CF) was found in 60% of inpatient nurses, manifested clinically as burnout as well as physical and emotional exhaustion. This condition was empirically proven through the results of the Professional Quality of Life Scale Version 5 (ProQOL-5) questionnaire.* ***Objective:*** *This study aims to analyze and identify the most dominant factors influencing the level of compassion fatigue in nurses at Dr. Radjiman Wediodiningrat Lawang Hospital.* ***Methods:*** *Employing a quantitative cross sectional research design, the variabels studied included socio-demographic characteristics (age, gender, education level, marital status, years of service), workload, and job satisfaction, against compassion fatigue. Data were collected using questionnaires and analyzed via the Spearman's Rank correlation test.* ***Result:*** *The majority of nurses experienced moderate compassion fatigue (63,8%), and 33,7% were at a severe level. Statistical test confirmed a significant relationship ($p < 0.05$) between compassion fatigue and workload ($p = 0.000$; $R = 0.471$), years of service ($p = 0.033$; $R = 0.471$), job satisfaction ($p = 0.000$; $R = 0.331$), age ($p = 0.002$), and gender ($p = 0.000$).* ***Conclucion:*** *Workload and years of service were identified as dominant factors that positively and significantly correlate with an increased level of compassion fatigue. It is recommended to implement structured debriefing session (weekly) following the management of traumatic cases and to conduct periodic evaluations of workload, as well as adjusting the nurses-patient ratio, especially in intensive care inpatient units, as mitigation strategy for compassion fatigue.*

Keywoard: compassion fatigue, nurses