

**ANALYSIS OF FACTORS RELATED TO THE OCCURRENCE OF
BURNOUT SYNDROME IN NURSES AT PUSKESMAS
PONCOLUSUMO AND PUSKESMAS TUREN
MALANG REGENCY**

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ABSTRACT

Burnout syndrome often occurs in nurses due to prolonged stress, which impacts both mental and physical well-being, as well as the quality of healthcare services. The objective of this study was to determine the dominant factors most associated with the occurrence of burnout syndrome among nurses at Puskesmas Poncokusumo and Turen in Malang Regency. A cross-sectional design was used with 58 respondents. Data collection was conducted using questionnaires, including the individual questionnaire (Type A behavior) by Bortner, a psychological questionnaire by Maslach & Leiter, modified by the researcher, an environmental questionnaire by Nursalamet, a Spiritual Well-Being Scale (SWBS) questionnaire by Ellison and Paloutzia, and the Maslach Burnout Inventory-Human Service Survey-Medical Personnel (MBI-HSS-MP). Spearman rank test and multiple linear regression analysis were used. The results indicated that individual factors did not show a significant relationship with a p-value of 0.976 and a correlation coefficient of 0.004. Psychological factors showed a significant relationship with a p-value of 0.000 and a correlation coefficient of 0.804. Environmental factors also showed a significant relationship with a p-value of 0.000 and a correlation coefficient of 0.951. Spiritual factors also showed a significant relationship with a p-value of 0.000 and a correlation coefficient of 0.902. The study revealed that environmental factors (inadequate appreciation) were the most dominant factors associated with the occurrence of burnout syndrome, with a p-value of 0.000, a correlation coefficient of 0.905, and a B coefficient value of 0.981. The research suggests the need for policies that support improvements in the work environment, stress management training, as well as strengthening social and spiritual support at the Puskesmas, which is expected to improve the quality of life for nurses and the healthcare services provided.

Keywords: *Burnout syndrome, factors individual, psychological, environmental, spiritual*