

KORELASI MASA KERJA TERHADAP TERJADINYA *BURNOUT* PADA GURU SEKOLAH DASAR DI SEMARANG

ABSTRAK

Latar Belakang : Kesehatan mental yang dialami oleh pekerja dapat dibagi menjadi dua yaitu kesehatan pekerja berupa stres kerja dan kejenuhan kerja atau *burnout*. *Burnout* menggambarkan sebagai konsekuensi dari stress berlebihan yang menyebabkan kelelahan kronis dan kurangnya entusiasme. *Burnout* dapat disebabkan oleh beban kerja yang berlebihan, meliputi lamanya kerja, banyaknya tanggungjawab yang harus diterima, dan banyaknya tugas yang harus diselesaikan. Masa kerja adalah berapa lama seseorang bekerja pada masing-masing pekerjaan . Jenis pekerjaan juga dapat memicu terjadinya *burnout* seperti pada profesi yang bersifat *human service*, seperti polisi, perawat, dokter, guru, konselor, dan pekerja sosial.

Tujuan : Penelitian ini bertujuan untuk mengetahui ada tidaknya korelasi masa kerja terhadap terjadinya *burnout* pada guru SD di Semarang.

Metode : Penelitian ini merupakan penelitian observasional analitik dengan pendekatan *cross sectional*. Responden penelitian ini berjumlah 72 orang, berasal dari guru SD di Kecamatan Mijen Kota Semarang. Pengambilan sampel dilakukan dengan metode *consecutive sampling*. Alat pengumpulan data berupa kuesioner data demografis, *Maslach Burnout Inventory*, *Personal & Occupational characteristic*. Analisis bivariat menggunakan uji korelasi *spearman* dan komparatif *Chi-Square* dengan uji alternatif berupa uji *Fisher*, serta dilakukan analisis multivariat berupa regresi logistik etiologik.

Hasil : Terdapat korelasi antara masa kerja dengan terjadinya *burnout* dengan nilai $r = 0,600$ dan $p = 0,000$. Terdapat variabel perancu yaitu usia.

Kesimpulan : Semakin lama masa kerja tingkat terjadinya *burnout* akan semakin tinggi.

Kata Kunci : *Burnout*, masa kerja, guru sekolah dasar

THE CORRELATION OF SERVICE TIME WITH BURNOUT OF ELEMENTARY SCHOOL TEACHERS IN SEMARANG

ABSTRACT

Background: Mental health experienced by workers can be divided into two, the health of workers in the form of work stress and work saturation or in other terms burnout. Burnout is described as a consequence of excessive stress leading to chronic fatigue and lack of enthusiasm. Burnout can be caused by an excessive workload, including the length of work, the number of responsibilities that must be accepted, and the number of tasks that must be completed. Length of service is how long a person works on each job. This type of work triggers burnout, such as in human service professions, such as police, nurses, doctors, teachers, counselors, and social workers.

Aim: This study aims to determine whether there is a correlation between of service time with burnout among elementary school teachers in Semarang

Methods: This research is an analytic observational study with a cross sectional approach. The respondents of this study amounted to 72 people, came from elementary school teachers in Mijen District, Semarang City. Sampling was done by consecutive sampling method. Data collection tools in the form of demographic data questionnaires, Maslach Burnout Inventory, Personal & Occupational characteristics. Bivariate analysis using Spearman correlation test and comparative Chi-Square with alternative test in the form of Fisher's exact test. As well as multivariate analysis in the form of etiologic logistic regression.

Result : There is a correlation between service time and burnout with values of correlation spearman= 0.600 and p value = 0.000. There is a confounding variable, that is age.

Conclusion: The longer the working period, the higher the burnout rate will be.

Keywords: *Burnout, time service, primary school teachers*