ABSTRAK

FAKTOR-FAKTOR YANG MEMENGARUHI
SELF-COMPASSION PERAWAT GAWAT DARURAT DAN
KRITIS DI RSUD PROF. DR. MARGONO SOEKARJO

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Latar belakang: Perawat gawat darurat dan kritis mengahadapi tekanan kerja yang berisiko menyebabkan stres, *burnout*, dan kelelahan, baik secara fisik, emosional, maupun intelektual. *Self-compassion*, kemampuan individu untuk menunjukkan kepedulian dan empati terhadap diri sendiri, terbukti penting dalam menjaga kesejahteraan psikologis serta mendukung performa kerja. Penelitian ini bertujuan mengeksplorasi faktor-faktor yang memengaruhi *self-compassion* dan menilai hubungan antara *work affinity* dengan *self-compassion* di RSUD Prof. Dr. Margono Soekarjo.

Metodologi: Penelitian ini menggunakan desain deskriptif kuantitatif dengan total sampel 158 perawat dari ruang IGD, ICU, HCU, ICCU, NICU, dan PICU. Pengumpulan data dilakukan menggunakan kuesioner demografi, *Self-Compassion Scale*, kuesioner iklim kerja, dan UWES-9. Analisis data menggunakan uji regresi linear untuk menilai hubungan antarvariabel.

Hasil Penelitian: Hasil penelitian menunjukkan bahwa sebagian besar perawat memiliki *self-compassion* dan *work affinity* pada tingkat sedang sebanyak 79 orang (50%) dan 156 orang (98,7%), Selain itu, mayoritas perawat melaporkan iklim kerja tergolong tinggi sebanyak 93 orang (58,9%). Usia, tingkat pendidikan, lama kerja, iklim kerja, dan *work affinity* terbukti secara signifikan memengaruhi *self-compassion* perawat gawat darurat dan kritis, dengan p value masing-masing p=0,002, p=0,000, p=0,000, p=0,000, dan p=0,000. Iklim kerja menjadi faktor paling dominan dalam memengaruhi *self-compassion* perawat. Hubungan antara *self-compassion* dan *work affinity* ditemukan saling memmengaruhi.

Kesimpulan: Faktor-faktor yang memengaruhi *self-compassion* perawat gawat darurat dan kritis adalah usia, tingkat pendidikan, lama kerja, iklim kerja, dan *work affinity***.** *Work Affinity* diidentifikasi menjadi prediktor dan pendukung *self-compassion* untuk meningkatkan performa kerja perawat.

Kata Kunci : Gawat darurat dan kritis; iklim kerja; perawat; *self-compassion*; *work affinity*

ABSTRACT

FACTORS INFLUENCING SELF-COMPASSION AMONG EMERGENCY AND CRITICAL CARE NURSES AT PROF. DR. MARGONO SOEKARJO HOSPITAL

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Background: Emergency and critical care nurses face work-related pressures that pose risks of stress, burnout, and fatigue, both physically, emotionally, and intellectually. Self-compassion, the ability of individuals to show care and empathy toward themselves, has proven crucial in maintaining psychological well-being and supporting work performance. This study aims to explore the factors influencing self-compassion and assess the relationship between work affinity and self-compassion at Prof. Dr. Margono Soekarjo Regional General Hospital.

Methods: This research utilized a descriptive quantitative design with a total sample of 158 nurses from the Emergency Department, ICU, HCU, ICCU, NICU, and PICU. Data collection was conducted using demographic questionnaires, the Self-Compassion Scale, workplace climate questionnaires, and UWES-9. Data were analyzed using linear regression tests to evaluate relationships between variables.

Results: The study results revealed that most nurses exhibited moderate levels of self-compassion and work affinity, accounting for 79 (50%) and 156 (98.7%) respondents, respectively. Furthermore, the majority of nurses reported a high workplace climate, as indicated by 93 (58.9%) respondents. Age, education level, work experience, workplace climate, and work affinity were found to significantly influence nurses' self-compassion, with p-values of p=0.002, p=0.000, p=0.000, p=0.000, and p=0.000, respectively. Workplace climate emerged as the most dominant factor affecting self-compassion. A reciprocal relationship between self-compassion and work affinity was identified.

Conclusion: The factors influencing self-compassion among emergency and critical care nurses include age, education level, work experience, workplace climate, and work affinity. Work affinity is identified as a predictor and supporter of self-compassion in enhancing nurses' work performance.

Keywords : Emergency and critical care; nurses; self-compassion; workplace climate; work affinity