

Analisis Hubungan antara Teamwork dan Burnout dengan Kinerja Personel : Tenaga Kesehatan di Satkes Denma Mabes TNI = Analysis of the Relationship between Teamwork and Burnout with Personnel Performance: Health Workers at the Denma Health Unit, TNI Headquarters

Tia Aditya Rini, author

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Abstrak

Permasalahan kesehatan yang terjadi di Indonesia saat ini, salah satu diantaranya yaitu berhubungan dengan sumber daya manusia. Teamwork adalah kelompok kecil yang bekerja sama untuk menyelesaikan tugas dengan cara yang efisien. Burnout adalah sindrom kelelahan fisik dan mental, penurunan citra diri, kurangnya konsentrasi, serta perilaku kerja yang merugikan. Kinerja sebagai perilaku yang ditunjukkan dalam konteks pekerjaan seseorang. Penelitian bertujuan untuk menganalisis hubungan antara teamwork, burnout dengan kinerja personel tenaga kesehatan di Satkes Denma Mabes TNI. Penelitian ini merupakan penelitian kuantitatif dengan desain cross-sectional dan dilakukan pada bulan Oktober hingga November 2024. Sampel penelitian yaitu sebanyak 102 personel tenaga kesehatan Satkes Denma Mabes TNI. Pengumpulan data menggunakan kuesioner teamwork menggunakan kuesioner Salas dan burnout menggunakan kuesioner Maslach Burnout Inventory-Human Services Survey (MBI-HSS) dan penilaian Kinerja menggunakan penilaian beradaptasi pada peraturan menteri pendayagunaan aparatur negara dan reformasi birokrasi Republik Indonesia nomor 6 tahun 2022. Hasil penelitian menunjukkan 46,1% teamwork baik, sebesar 53,9% burnout rendah dan mendapatkan 56,9% penilaian kinerja cukup. Didapatkan hasil dengan menggunakan Uji Mann-whitney yaitu tidak terdapat hubungan antara teamwork dengan kinerja ($p=0,220$), dan tidak terdapat hubungan antara burnout dengan kinerja ($p=0,112$). Dilakukan uji Regresi Logistik Sederhana antara teamwork, burnout dengan kinerja didapatkan nilai p value berturut-turut ($p=0,675 > 0,05$ dan $p=0,119 > 0,005$). Kesimpulan penelitian bahwa tidak terdapat hubungan antara teamwork dan burnout dengan kinerja personel tenaga kesehatan Satkes Denma Mabes TNI.

.....Health problems that occur in Indonesia today, one of which is related to human resources. Teamwork is a small group that works together to complete tasks efficiently. Burnout is a syndrome of physical and mental fatigue, decreased self-image, lack of concentration, and detrimental work behavior. Performance as behavior shown in the context of a person's work. The study aims to analyze the relationship between teamwork, burnout and the performance of health personnel at the Denma Mabes TNI Health Unit. This study is a quantitative study with a cross-sectional design and was conducted from October to November 2024. The research sample was 102 health personnel at the Denma Mabes TNI Health Unit. Data collection using teamwork questionnaires using the Salas questionnaire and burnout using the Maslach Burnout Inventory-Human Services Survey (MBI-HSS) questionnaire and Performance assessment using an adapted assessment of the regulation of the Minister of State Apparatus Empowerment and Bureaucratic Reform of the Republic of Indonesia number 6 of 2022. The results showed that 46.1% of teamwork was good, 53.9% low burnout and 56.9% received a sufficient performance assessment. The results obtained using the Mann-Whitney Test were that there was no relationship between teamwork and performance ($p = 0.220$), and there was no relationship between burnout and performance ($p = 0.112$). A Simple Logistic Regression test was

carried out between teamwork, burnout and performance, the p values were obtained respectively ($p = 0.675 > 0.05$ and $p = 0.119 > 0.005$). The conclusion of the study is that there is no relationship between teamwork and burnout with the performance of health personnel at the Denma TNI Headquarters Health Unit.