

**Pengaruh *Perceived Organizational Support*, *Proactive Coping*, Dan *Work-Life Balance* Terhadap *Perceived Productivity* Melalui *Burnout* Pada Perawat Di Rumah Sakit Hermina Podomoro**

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**ABSTRAK**

*Perceived productivity* perawat menjadi isu yang sangat penting dalam industri kesehatan. Berlandaskan hal tersebut maka terdapat beberapa masalah *perceived productivity* dengan menurunnya etos kerja perawat, hal ini disebabkan seperti beban kerja yang tinggi, konflik pekerjaan-kehidupan, serta kurangnya dukungan organisasi. Hal ini dapat menyebabkan *burnout* pada perawat, yang pada akhirnya berdampak negatif pada *perceived productivity*. Tujuan penelitian ini adalah untuk menganalisis pengaruh *perceived organizational support*, *proactive coping*, dan *work-life balance* berpengaruh terhadap *perceived productivity* dengan *burnout* sebagai variabel *intervening* terhadap perawat di RS Hermina Podomoro. Metode penelitian kuantitatif *explanatory research* dengan sampel dalam 84 perawat rumah sakit. Pengumpulan data menggunakan kuesioner dan teknik analisis menggunakan metode SEM (*Structural Equation Model*). Hasil penelitian menunjukkan *perceived organizational support*, *proactive coping*, dan *work-life balance* berpengaruh langsung terhadap *burnout* dan *perceived productivity*. *Burnout* juga memediasi pengaruh *perceived organizational support*, *proactive coping*, dan *work-life balance* terhadap *perceived productivity*. Implikasi penelitian ini secara teoritik telah membuktikan teori dan penelitian sebelumnya mengenai pengaruh *perceived organizational support*, *proactive coping*, dan *work-life balance* terhadap *perceived productivity* melalui *burnout* dan secara manajerial dapat memperbaiki sistem remunerasi, *mentoring* dan *coaching*, sistem komunikasi yang efektif di rumah sakit.

**Kata Kunci :** *Perceived Organizational Support, Proactive Coping, Work-Life Balance, Burnout, Perceived Productivity*

***The Influence of Perceived Organizational Support, Proactive Coping, and Work-Life Balance on Perceived Productivity through Burnout in Nurses at Hermina Podomoro Hospital***

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**ABSTRACT**

*Perceived productivity of nurses is a very important issue in the healthcare industry. However, there are several problems with perceived productivity with decreasing work ethic of nurses, this is caused by such as high workload, work-life conflict, and lack of organizational support. This can cause burnout in nurses, which ultimately has a negative impact on perceived productivity. The purpose of this study was to analyze the effect of perceived organizational support, proactive coping, and work-life balance on perceived productivity with burnout as an intervening variable for nurses at Hermina Podomoro Hospital. The research method is quantitative explanatory research with a sample of 84 hospital nurses. Data collection using questionnaires and analysis techniques using the SEM (Structural Equation Model) method. The results showed that perceived organizational support, proactive coping, and work-life balance had a direct effect on burnout and perceived productivity. Burnout also mediates the effect of perceived organizational support, proactive coping, and work-life balance on perceived productivity. The implications of this research theoretically have proven previous theories and research on the influence of perceived organizational support, proactive coping, and work-life balance on perceived productivity through burnout and managerially can improve the remuneration system, mentoring and coaching, and effective communication system in hospitals.*

***Keywords: Perceived Organizational Support, Proactive Coping, Work-Life Balance, Burnout, Perceived Productivity***