

ABSTRAK

Burnout merupakan kondisi kelelahan fisik dan emosional yang kronis yang dapat mempengaruhi produktivitas, kesejahteraan psikologis, dan kualitas hidup seseorang. *Burnout* muncul dari ketidakseimbangan antara tuntutan pekerjaan dan kemampuan individu, disebabkan oleh stres kerja dan beban kerja. *Burnout* yang berkelanjutan dapat melemahkan sistem kekebalan tubuh, meningkatkan risiko penyakit, dan menimbulkan gangguan tidur, kecemasan, dan depresi. Pekerja di perusahaan alat kesehatan kedokteran gigi dituntut agar selalu fokus, cepat dan cekatan dalam mengerjakan *jobdesk* mereka masing-masing. Penelitian ini bertujuan untuk mengetahui hubungan beban kerja dengan *burnout* pada pekerja di perusahaan alat kesehatan kedokteran gigi. Penelitian ini dilakukan dengan pendekatan kuantitatif dan menggunakan desain *cross sectional* (potong lintang). Populasi dalam penelitian ini adalah seluruh pekerja di PT. X berjumlah 40 orang. Teknik pengambilan sampel yang digunakan dalam penelitian ini adalah teknik total sampling. Teknik pengambilan data *burnout* menggunakan kuesioner MBI (*Maslach Burnout Inventory*) dan beban kerja dengan kuesioner NASA-TLX dan dianalisis menggunakan uji *Chi-Square*. Berdasarkan penelitian, proporsi tertinggi pada pekerja dengan beban kerja tinggi sebanyak 32 orang (80,0 %) dan yang mengalami *burnout* tinggi sebanyak 27 orang (67,5 %). Artinya ada hubungan yang bermakna antara beban kerja dengan *burnout* pada pekerja divisi *dental care* di PT. X dengan nilai *p* sebesar 0,001 (*p-value* < 0,05). Kesimpulan penelitian yang telah dilakukan mengenai hubungan beban kerja dengan *burnout* pada pekerja divisi *dental care* di PT. X yaitu responden mengalami beban kerja tinggi sebanyak 32 orang (80,0 %), responden mengalami *burnout* tinggi sebanyak 27 orang (67,5 %), dan nilai *Prevalence Ratio* (PR) sebesar 30,33 yang artinya pekerja di divisi *Dental Care* PT. X dengan beban kerja tinggi lebih berisiko 30 kali mengalami *burnout* tinggi dibandingkan dengan pekerja dengan beban kerja normal.

Kata kunci: *Burnout*, Beban Kerja, Kuesioner MBI, kuesioner NASA-TLX.

ABSTRACT

Burnout is a chronic condition of physical and emotional exhaustion that can affect one's productivity, psychological well-being, and quality of life. Burnout arises from an imbalance between job demands and individual capabilities, caused by work-related stress and workload. Persistent burnout can weaken the immune system, increase the risk of diseases, and lead to sleep disturbances, anxiety, and depression. Workers in dental health equipment companies are required to always be focused, quick, and precise in performing their respective job tasks. This research aims to determine the relationship between workload and burnout among workers in a dental health equipment company. The study used a quantitative approach and a cross-sectional design. The population in this research consisted of all employees in PT. X, totaling 40 people. The sampling technique used in this research was total sampling. Burnout data were collected using the Maslach Burnout Inventory (MBI) questionnaire, and workload data were collected using the NASA-TLX questionnaire, and analyzed using the Chi-Square test. Based on the research, the highest proportion of workers with high workload was 32 people (80.0%), and those experiencing high burnout were 27 people (67.5%). There is a significant relationship between workload and burnout in the dental care division workers at PT. X with a p-value of 0.001 ($p\text{-value} < 0.05$). The conclusion of the research conducted on the relationship between workload and burnout among dental care division employees at PT. X is as follows: 32 respondents (80.0%) experienced high workload, 27 respondents (67.5%) experienced high burnout, and the Prevalence Ratio (PR) was 30.33. This indicates that employees in the Dental Care division at PT. X with high workload are 30 times more likely to experience high burnout compared to those with a normal workload.

Keywords: Burnout, Workload, MBI Questionnaire, NASA-TLX Questionnaire.