

ABSTRAK

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ANTESEDEN DARI *PSYCHOLOGICAL EMPOWERMENT* DAN DAMPAKNYA TERHADAP *NURSES BURNOUT* (STUDI EMPIRIS PADA RUMAH SAKIT XYZ DI TANGERANG SAAT PANDEMI COVID-19)

(xviii + 155 halaman; 7 gambar; 22 tabel; 6 lampiran)

Tujuan penelitian ini adalah untuk menguji pengaruh anteseden dari *psychological empowerment* terhadap *burnout* pada perawat yang bekerja di Rumah Sakit XYZ di Tangerang saat pandemi. PLS-SEM digunakan untuk menganalisis data empiris yang diperoleh melalui *simple random sampling*. Didapatkan 80 responden yang memenuhi syarat melalui kuesioner yang telah didistribusikan secara *online*. Hasil penelitian menunjukkan bahwa enam dari delapan variabel kualitas kehidupan kerja, serta variabel mediasi *psychological empowerment* mempunyai pengaruh yang negatif yang signifikan pada *burnout*. Pengaruh langsung pada *psychological empowerment* ditemukan paling kuat dari *opportunity to develop human capital* dan *adequate and fair compensation*. Ditemukan dampak negatif dari *psychological empowerment* terhadap *burnout*, dengan demikian hasil penelitian ini mendukung teori kualitas kehidupan kerja apat meningkatkan pemberdayaan psikologis di antara perawat, sekaligus menunjukkan aplikasi yang baru terhadap pemberdayaan psikologis perawat. Model penelitian ini memiliki *moderate predictive accuracy* dan *medium predictive relevance*, sehingga dapat dikembangkan dalam penelitian lebih lanjut. Terdapat implikasi manajerial yang didapatkan dari temuan penelitian ini serta rekomendasi bagi peneliti selanjutnya.

Kata kunci: Pandemi COVID-19, *quality of work life*, *psychological empowerment*, *burnout*, perawat.

ABSTRACT

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ANTECEDENTS OF PSYCHOLOGICAL EMPOWERMENT AND ITS IMPACT ON NURSES BURNOUT (EMPIRICAL STUDY AT COVID-19 REFERRAL HOSPITAL IN TANGERANG DURING COVID-19 PANDEMIC)

(xviii + 155 pages; 7 pictures; 22 tables; 6 appendices)

The purpose of this study was to examine the effect of the antecedents of psychological empowerment on burnout in nurses working at the COVID-19 Referral Hospital in Tangerang during the pandemic. PLS-SEM was used to analyze empirical data obtained through simple random sampling. There were 80 respondents who met the requirements through questionnaire that had been distributed online. The results showed that six of the eight variables of quality of work life, as well as psychological empowerment mediating variables, had a significant negative effect on burnout. The direct influence on psychological empowerment was found to be the strongest from the opportunity to develop human capital and adequate and fair compensation. It was found that there was a negative impact of psychological empowerment on burnout, thus the results of this study support the theory that the quality of work life can increase psychological empowerment among nurses, as well as show a new application to the psychological empowerment of nurses. This research model has moderate predictive accuracy and medium predictive relevance, so it can be developed in further research. There are managerial implications obtained from the findings of this study as well as recommendations for future researchers.

Keywords: COVID-19 pandemic, quality of work life, psychological empowerment, burnout, nurse.