

ABSTRACT

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THE EFFECT OF BURNOUT ON EMPLOYEE PERFORMANCE AT ANNA MEDIKA HOSPITAL, MADURA	
ABSTRACT <i>Burnout is a state of exhaustion caused by excessive work performed continuously and without variation. Based on a preliminary study at Anna Medika Hospital, Madura, employees reported feeling bored and stressed with their work, frequent communication breakdowns, and many employees still struggled to balance work and family time. Consequently, many employees resigned from the hospital. This study aims to analyze the effect of burnout on employee performance at Anna Medika Hospital, Madura.</i> <i>This study used a quantitative research method with a cross-sectional approach and was conducted in June 2025. The study population was 170 respondents with a sample of 119 respondents selected using a purposive sampling technique. Data collection was carried out using a questionnaire and data analysis using the Spearman's rank test.</i> <i>The results of the study showed that half of the respondents experienced high burnout, namely 70 respondents (58.8%) and almost half of the respondents had sufficient performance, namely 65 respondent (54.6%). The results of the cross tabulation experienced high burnout with sufficient performance as many as 37 respondents (31.1%), and a small number of employess experienced high burnout with good performance as many as 31 respondents (21.1%). Based on the results of the sperman's rank statistical test obtained a p value of $0.335 > \alpha$ (0.05), so that the hypothesis H_0 is accepted and H_0 is rejected. Thus, there is no effect of burnout on employee performance at Anna Medika Madura Hospital.</i> <i>It is recommended that hospitals increase the availability of human resources in the room, improve the abilities, skills and professional attitudes of employees, and foster a sense of empathy for employee conditions.</i>	
Keywords: Burnout, Perfomance, Employees	