

ABSTRAK

Muhammad Zidane NIM 7191210004. Pengaruh *Burnout* Dan *Organizational Citizenship Behavior* Terhadap Kinerja Perawat RSUD. Haji Medan.

Penelitian ini bertujuan untuk mengetahui pengaruh *Burnout* Dan *Organization Citizenship Behavior* terhadap Kinerja Perawat RSUD. Haji Medan. Penelitian ini menggunakan metode kuantitatif, populasi dalam penelitian ini adalah seluruh perawat RSUD. Haji Medan sebanyak 235 responden. Teknik penentuan jumlah sampel yang digunakan dalam penelitian ini adalah *Random Sampling* yaitu berjumlah 98 responden. Teknik pengumpulan data melalui kuisioner atau angket yang telah diuji validitas dan reliabilitasnya. Metode analisis data yang digunakan dalam penelitian ini adalah uji validitas dan reliabilitas, uji asumsi klasik, uji analisis regresi linier berganda, uji hipotesis uji-t, uji-f, uji koefisien determinasi dengan menggunakan *SPSS Versi 26.0 For Windows*.

Hasil penelitian pada uji parsial menunjukkan bahwa *Burnout* berpengaruh negatif dan signifikan terhadap Kinerja Perawat RSUD. Haji Medan dibuktikan dengan $(-t_{hitung} (-6,021) < (-t_{tabel} (-1,985))$. *Organizational Citizenship Behavior* berpengaruh positif dan signifikan terhadap Kinerja Perawat RSUD. Haji Medan dibuktikan dengan $t_{hitung} (6,887) > t_{tabel} (1,985)$. Pada uji F menunjukkan bahwa $F_{hitung} (95,568) > F_{tabel} (3,092)$ Maka dapat disimpulkan bahwa variabel *Burnout* dan *Organizational Citizenship Behavior* berpengaruh terhadap Kinerja Perawat RSUD. Haji Medan. Uji R square pada variabel *Burnout* dan *Organizational Citizenship Behavior* terhadap Kinerja yaitu berpengaruh sebesar 67,3% serta sisanya yaitu 32,7% dijelaskan oleh variabel lain yang tidak terdapat pada penelitian ini.

Kata Kunci: *Burnout, Organizational Citizenship Behavior, Kinerja*



ABSTRACT

Muhammad Zidane NIM 7191210004. The Influence of Burnout and Organizational Citizenship Behavior on Performance of Nurse RSU. Haji Medan

This study aims to determine the effect of Burnout and Organizational Citizenship Behavior on Performance of Nurse RSU Haji Medan. This study used a quantitative method, the population in this study were all nurses at RSU. Hajj Medan as many as 235 respondents. Technique of determining the number of samples used in this study was random sampling, which consisted of 98 respondents. Data collection techniques through questionnaires or questionnaires that have been tested for validity and reliability. The data analysis method used in this research is validity and reliability test, classic assumption test, multiple linear regression analysis test, hypothesis test t-test, f-test, test the coefficient of determination using SPSS Version 26.0 For Windows.

The results of the partial test showed that Burnout had a negative and significant effect on Nurse Performance in RSU. Haji Medan is proven by $(-)\text{thitung} (-6.021) < (-)\text{ttabel} (-1.985)$. Organizational Citizenship Behavior has a positive and significant effect on Nurse Performance in RSU. Haji Medan is proven by $\text{thitung} (6.887) > \text{ttabel} (1.985)$. The F test shows that $\text{Fhitung} (95,568) > \text{Ftabel} (3,092)$ So it can be concluded that the Burnout and Organizational Citizenship Behavior variables affect the Performance of Nurse RSU Haji Medan. The R square test on the variable Burnout and Organizational Citizenship Behavior on Performance is an effect of 67.3% and the remaining 32.7% is explained by other variables not present in this study.

Keywords: Burnout, Organizational Citizenship Behavior, Performance

