

ABSTRACT

Background: *Female nurses are vulnerable to experiencing burnout due to the dual roles they carry both at work and at home. Burnout is characterized by emotional exhaustion, depersonalization, and reduced personal accomplishment, which can interfere with nurses' professional functioning. In a hospital setting, this condition may decrease the quality of care and increase the risk of errors in service delivery. Nurses with a high adversity quotient (AQ) are more likely to respond to work-related stress adaptively, thus having a lower risk of burnout. This study aims to determine the relationship between adversity quotient and burnout among female nurses at RSUD H. Abdul Manap Kota Jambi.*

Methods: *This study employed a quantitative approach with a cross-sectional design. The sample consisted of 156 female nurses selected using a total sampling technique. The instruments used were the adversity quotient questionnaire and the Maslach Burnout Inventory. Data were analyzed using the Spearman rank correlation test.*

Results: *The Spearman correlation test showed a significant negative relationship between adversity quotient and burnout ($\rho = -0.215$; $p = 0.007$). This indicates that the higher the adversity quotient a nurse has, the lower the level of burnout experienced.*

Conclusion: *There is a significant relationship between adversity quotient and burnout among female nurses. The ability to face, manage, and recover from pressure or challenges is key to maintaining mental health in a demanding work environment. The higher the adversity quotient of an individual, the lower the level of burnout. Hospitals may consider implementing self-development training, stress management programs, resilience enhancement, and reward systems as forms of support for nurses.*

Keywords: *adversity quotient, burnout, female nurse*

ABSTRAK

Latar Belakang: Perawat perempuan rentan mengalami *burnout* karena menjalani peran ganda di tempat kerja dan rumah. *Burnout* ditandai oleh kelelahan emosional, depersonalisasi, dan penurunan prestasi kerja yang dapat mengganggu fungsi profesional perawat. Di rumah sakit, kondisi tersebut dapat menurunkan mutu pelayanan dan meningkatkan risiko kesalahan dalam pelayanan. Perawat dengan *adversity quotient (AQ)* yang tinggi dapat merespons tekanan kerja secara lebih adaptif, sehingga memiliki risiko *burnout* yang lebih rendah. Penelitian ini bertujuan untuk mengetahui hubungan antara *adversity quotient* dengan *burnout* pada perawat perempuan di RSUD H. Abdul Manap Kota Jambi.

Metode: Penelitian ini menggunakan pendekatan kuantitatif dengan desain *cross sectional*. Sampel sebanyak 156 perawat perempuan menggunakan teknik *total sampling*. Instrumen yang digunakan yaitu kuesioner *adversity quotient* dan *Maslach Burnout Inventory*. Analisis data menggunakan uji *Spearman rank*.

Hasil: Hasil uji korelasi *Spearman* menunjukkan adanya hubungan negatif yang signifikan antara *adversity quotient* dengan *burnout* ($\rho = -0,215$; $p = 0,007$). Hal ini menunjukkan bahwa semakin tinggi tingkat *adversity quotient* yang dimiliki perawat, maka semakin rendah tingkat *burnout* yang dialami.

Kesimpulan: Terdapat hubungan yang signifikan antara *adversity quotient* dan *burnout* pada perawat perempuan. Kemampuan individu dalam menghadapi, mengelola, dan bangkit dari tekanan atau tantangan menjadi kunci untuk menjaga kesehatan mental di lingkungan kerja yang penuh tuntutan. Semakin tinggi tingkat *adversity quotient* yang dimiliki individu, maka semakin rendah tingkat *burnout* yang dialami. Rumah sakit dapat mempertimbangkan pelatihan pengembangan diri, manajemen stres, penguatan resiliensi dan memberikan *reward* sebagai bentuk dukungan terhadap perawat.

Kata Kunci: *adversity quotient*, *burnout*, perawat perempuan