

PENGARUH *BURNOUT* DAN BUDAYA ORGANISASI TERHADAP *QUIET QUITTING* PADA PEGAWAI PUSKESMAS BEBANDEM

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ABSTRAK

Fenomena *quiet quitting* menjadi isu penting pada sektor kesehatan, khususnya di Puskesmas sebagai tantangan karier pascapandemi bagi tenaga kesehatan dan berpotensi menurunkan kualitas pelayanan kesehatan primer. Kondisi tersebut dapat dipengaruhi beberapa faktor di antaranya *burnout* dan budaya organisasi. Penelitian ini bertujuan menganalisis pengaruh *burnout* dan budaya organisasi terhadap *quiet quitting* secara parsial maupun simultan pada tenaga kesehatan Puskesmas Bebandem. Penelitian menggunakan pendekatan kuantitatif dengan melibatkan 77 tenaga kesehatan sebagai responden. Data dikumpulkan melalui kuesioner dan dianalisis menggunakan regresi linier berganda. Hasil penelitian menunjukkan bahwa *burnout* berpengaruh positif terhadap *quiet quitting*, sedangkan budaya organisasi berpengaruh negatif. Kedua variabel bebas juga terbukti berpengaruh secara simultan, dengan *burnout* sebagai variabel yang paling dominan sehingga seluruh hipotesis penelitian diterima. Sebagai implikasi praktis, manajemen Puskesmas Bebandem disarankan menyediakan fasilitas pendukung seperti ruang istirahat, meningkatkan akses pelatihan tenaga kesehatan melalui kerja sama dengan Dinas Kesehatan, Bapelkes, organisasi profesi, dan institusi pendidikan, serta mengoptimalkan komunikasi dan apresiasi kinerja melalui rapat rutin guna menekan *burnout* dan kecenderungan *quiet quitting*.

Kata kunci: budaya organisasi, *burnout*, *quiet quitting*

THE INFLUENCE OF BURNOUT AND ORGANIZATIONAL CULTURE ON QUIET QUITTING AMONG EMPLOYEES AT BEBANDEM COMMUNITY HEALTH CENTER

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ABSTRACT

The phenomenon of quiet quitting has become an important issue in the healthcare sector, particularly in community health centers (puskesmas), as a post-pandemic career challenge for healthcare workers that may reduce the quality of primary healthcare services. This condition may be influenced by several factors, including burnout and organizational culture. This study aims to analyze the effect of burnout and organizational culture on quiet quitting both partially and simultaneously among healthcare workers at Puskesmas Bebandem. The research employed a quantitative approach involving 77 healthcare workers as respondents. Data were collected through questionnaires and analyzed using multiple linear regression. The results show that burnout has a positive effect on quiet quitting, while organizational culture has a negative effect. Both independent variables were also proven to have a simultaneous effect, with burnout emerging as the most dominant variable; therefore, all research hypotheses were accepted. As a practical implication, the management of Puskesmas Bebandem is advised to provide supporting facilities such as rest areas, expand access to training through collaboration with the Health Office, health training centers, professional organizations, and educational institutions, and optimize communication and performance appreciation through regular meetings to reduce burnout and the tendency toward quiet quitting.

Keywords: *Organizational Culture, Burnout, Quiet quitting*