

ABSTRAK

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Program Studi : Manajemen
Judul : Pengaruh *Quality of Work Life*, *Job Burnout*, *Work Stress*,
Terhadap Kinerja Perawat RSUD dr.Fauziah Bireuen

Penelitian ini bertujuan untuk menganalisis pengaruh *Quality of Work Life*, *Job Burnout*, dan *Work Stress* terhadap kinerja perawat di RSUD dr. Fauziah Bireuen. Latar belakang penelitian didasarkan pada pentingnya peran perawat sebagai tenaga kesehatan utama yang menentukan kualitas pelayanan rumah sakit. Tingginya tuntutan kerja, tekanan psikologis, serta kondisi lingkungan kerja berpotensi memengaruhi kinerja perawat secara langsung. Secara teoritis, *Quality of Work Life* mencerminkan kualitas kehidupan kerja yang meliputi keseimbangan kehidupan kerja, lingkungan kerja, komunikasi, dan kompensasi, sedangkan *Job Burnout* dan *Work Stress* menggambarkan kondisi kelelahan emosional dan tekanan kerja yang dapat menurunkan performa individu. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei melalui penyebaran kuesioner kepada perawat RSUD dr. Fauziah Bireuen sebagai responden penelitian. Analisis data dilakukan menggunakan regresi linier berganda dengan bantuan perangkat lunak statistik. Hasil penelitian menunjukkan bahwa *Quality of Work Life* berpengaruh positif dan signifikan terhadap kinerja perawat, sementara *Job Burnout* dan *Work Stress* berpengaruh negatif terhadap kinerja perawat. Secara simultan, ketiga variabel independen berpengaruh signifikan terhadap kinerja perawat. Penelitian ini menyimpulkan bahwa peningkatan kualitas kehidupan kerja serta pengelolaan burnout dan stres kerja secara efektif mampu meningkatkan kinerja perawat dan mendukung optimalisasi kualitas pelayanan rumah sakit.

Kata kunci: *Quality of Work Life*, *Job Burnout*, *Work Stress*, Kinerja Perawat, Rumah Sakit.

ABSTRACT

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Study Program : Management
Title : *The Effect of Quality of Work Life, Job Burnout, and Work Stress on Nurses' Performance at RSUD dr. Fauziah Bireuen*

This study aims to analyze the effect of Quality of Work Life, Job Burnout, and Work Stress on nurses' performance at RSUD dr. Fauziah Bireuen. The background of this research is based on the important role of nurses as primary healthcare providers who determine the quality of hospital services. High work demands, psychological pressure, and working environment conditions have the potential to directly influence nurses' performance. Theoretically, Quality of Work Life reflects the quality of working life including work-life balance, work environment, communication, and compensation, while Job Burnout and Work Stress describe conditions of emotional exhaustion and work pressure that may reduce individual performance. This research employed a quantitative approach using a survey method through questionnaires distributed to nurses at RSUD dr. Fauziah Bireuen as research respondents. Data analysis was conducted using multiple linear regression with the assistance of statistical software. The results show that Quality of Work Life has a positive and significant effect on nurses' performance, while Job Burnout and Work Stress have negative effects on nurses' performance. Simultaneously, the three independent variables significantly influence nurses' performance. The study concludes that improving the quality of work life and effectively managing burnout and work stress can enhance nurses' performance and support the optimization of hospital service quality.

Keywords: *Quality of Work Life, Job Burnout, Work Stress, Nurse Performance, Hospital.*