

ABSTRAK

Tingkat depresi yang dialami perawat di rumah sakit mempengaruhi kualitas layanan yang diberikan. Tingginya tingkat depresi di kalangan perawat menjadi perhatian serius, terutama di lingkungan kerja dengan tekanan tinggi seperti rumah sakit. Di RSUD Royal Prima Medan, perawat diduga menghadapi berbagai faktor yang dapat memicu depresi, seperti beban kerja berlebihan, stres emosional, kurangnya dukungan sosial, faktor individu seperti usia, lama bekerja. Penelitian ini dilakukan di RSUD Royal Prima Medan. Tujuannya menganalisis faktor-faktor yang mempengaruhi tingkat depresi perawat di RSUD Royal Prima Medan tahun 2024. Penelitian ini menggunakan metode kuantitatif dengan desain cross sectional. Populasi dalam penelitian ini adalah seluruh perawat di RSUD Royal Prima Medan, dengan jumlah sampel sebanyak 246 perawat. Analisis data dilakukan menggunakan analisis univariat, bivariat, dan multivariat. Hasil penelitian menunjukkan bahwa mayoritas responden berusia 36-45 tahun (54,1%), berjenis kelamin perempuan (82,1%), berpendidikan S1 (68,3%), dan memiliki masa kerja kurang dari 3 tahun (52%). Variabel yang berpengaruh terhadap tingkat depresi adalah beban kerja, lingkungan fisik, konflik peran, dan pengawasan atasan. Sementara itu, masa kerja tidak berpengaruh secara signifikan terhadap tingkat depresi. Variabel yang paling dominan mempengaruhi tingkat depresi perawat adalah beban kerja (X1). Selain itu, diketahui bahwa mayoritas tingkat depresi perawat berada pada kategori depresi minor (67,5%). Dari penelitian ini penting bagi manajemen rumah sakit untuk memperhatikan aspek-aspek kerja yang berpotensi menimbulkan tekanan psikologis guna menjaga kesehatan mental perawat dan kualitas pelayanan. Saran bagi rumah sakit agar dapat meningkatkan manajemen beban kerja, menciptakan lingkungan fisik yang nyaman, mengelola konflik peran, dan juga memperbaiki sistem pengawasan.

Kata Kunci: Tingkat Depresi, Perawat, Beban Kerja, Lingkungan Fisik, Konflik Peran, Pengawasan Atasan.

ABSTRACT

The level of depression experienced by nurses in hospitals affects the quality of care provided. The high rate of depression among nurses is a serious concern, especially in high-pressure work environments such as hospitals. At RSU Royal Prima Medan, nurses are suspected of facing various factors that may trigger depression, such as excessive workload, emotional stress, lack of social support, and individual factors such as age and length of service. This research was conducted at RSU Royal Prima Medan with the aim of analyzing the factors that influence the level of depression among nurses in 2024. The study used a quantitative method with a cross-sectional design. The population consisted of all nurses at RSU Royal Prima Medan, with a sample size of 246 nurses. Data analysis was performed using univariate, bivariate, and multivariate methods. The results showed that the majority of respondents were aged 36–45 years (54.1%), female (82.1%), held a bachelor's degree (68.3%), and had less than 3 years of work experience (52%). Variables that significantly influenced the level of depression included workload, physical environment, role conflict, and supervisory oversight. Meanwhile, length of service did not significantly affect depression levels. The most dominant variable influencing nurses' depression was workload (X1). In addition, it was found that the majority of nurses experienced minor depression (67.5%). Based on these findings, it is important for hospital management to pay attention to work-related aspects that may cause psychological stress in order to maintain nurses' mental health and ensure the quality of healthcare services. It is recommended that the hospital improve workload management, create a comfortable physical environment, manage role conflicts, and enhance the supervision system.

Keywords: *Depression Level, Nurses, Workload, Physical Environment, Role Conflict, Supervisor Oversight.*