
A Systematic Review: Factors Contributing to Burnout Among Nurses in Emergency Departments

Fariz Jauhar Muslim¹⁾

¹⁾Bhamada Slawi University, Bachelor of Nursing Science

Email: almasena75@gmail.com

Abstract

Burnout Syndrome is a significant challenge for Emergency Department (ED) nurses due to high workloads, emotional demands, and fast-paced environments. This study aimed to identify and analyze factors contributing to burnout among ED nurses through a systematic literature review. Following PRISMA guidelines and using the PICOS framework, searches were conducted in ScienceDirect, Google Scholar, DOAJ, and PubMed for articles published between 2021 and 2025 in English or Indonesian. Of 4,034 initial articles, 13 high-quality studies met the inclusion criteria. Synthesis revealed multiple interrelated factors influencing burnout, including workload, length of service, gender, age, coping strategies, education level, job demands, emotional intelligence, role conflict, social support, work environment, adaptability, case complexity and volume, health status, self-care, staff shortages, repetitive tasks, and salary. Workload and length of service were identified as the most influential contributors, while positive coping mechanisms, high emotional intelligence, strong social support, and supportive work environments acted as protective factors. These findings highlight the need for organizational strategies such as proportional workload distribution, flexible scheduling, and targeted mental health support to mitigate burnout, preserve nurse well-being, and maintain the quality of emergency care.

Keywords: *Burnout Syndrome, ED Nurses, Emergency Department, Factor*

INTRODUCTION

Burnout Syndrome is increasingly recognized as a serious threat to healthcare quality and workforce sustainability. Defined as a psychological condition characterized by emotional exhaustion, depersonalization, and a reduced sense of personal accomplishment, burnout is particularly prevalent among healthcare professionals working in high-pressure environments. Globally, approximately 30% of emergency department (ED) nurses meet at least one of the three Maslach Burnout Inventory (MBI) criteria, indicating significant levels of mental and emotional strain (Jose, 2017). In Europe, 43% of nurses report experiencing burnout, a rate higher than that observed among teachers (32%), administrative workers (9%), law enforcement personnel (4%), and other professions (2%) (Putra & Muttaqin, 2020). Similar patterns are evident in Canada (32%), Austria (32%), Japan (17.2%), Vietnam (18.5%), and Hong Kong (41.1%), underscoring the global scale of this issue (Cheng et al., in Indah et al., 2024).

In Indonesia, the Emergency Department serves as the front line of hospital services, where patients with critical or life-threatening conditions receive urgent care. ED nurses play a vital role in this setting, often acting as the first point of contact for patients in distress. They are required to perform rapidly and accurately under pressure, while managing complex clinical situations and maintaining high standards of care (kemenkes RI, 2022). According to Maulia, N., Agustin, W. R., & Listrikawati (2021), ED nurses must possess strong clinical competencies and be mentally and physically prepared to handle critical cases, resuscitations, and various occupational hazards such as exposure to infectious diseases and trauma. The combination of high workload, limited staffing, and unpredictable patient flow contributes significantly to work-related stress and fatigue in this environment.

Burnout among ED nurses in Indonesia has been linked to several contributing factors, including excessive workload, time pressure, emotional demands, and the need to maintain professional standards (Nursalam in Maulia, 2021; Widiyanto et al., 2022). A study by Pameria

et al. (2025) at RSUD Ade M. Djoen Sintang found that 61.53% of ED nurses experienced severe burnout, with an average of 1,500 patient visits per month being handled by only 35 nurses. This situation illustrates the strain placed on nursing staff and the potential risks to both healthcare workers and patient safety.

Despite the growing awareness of burnout in the healthcare sector, research focusing specifically on the underlying factors contributing to burnout among ED nurses in Indonesia remains limited. Most existing studies highlight prevalence rates but fall short of exploring contextual, environmental, and organizational variables that may influence burnout in emergency care settings. There is a pressing need for research that investigates burnout within the unique operational and cultural context of Indonesian emergency departments, where resource constraints and patient demands may differ significantly from those in other countries.

This study aims to explore the factors influencing burnout experienced by nurses working in the Emergency Department. By identifying key contributors to burnout, the findings are expected to inform the development of targeted strategies and interventions to support nurse well-being and enhance the quality of emergency care services.

RESEARCH METHODS

Study Design

This study employed a systematic literature review (SLR) method to address the research questions by critically examining foundational scientific findings and theories. A structured framework PICOS, encompassing Population, Intervention, Comparison, Outcomes, and Study Design was used to define eligibility criteria and guide study selection in alignment with the research objectives (Calderon Martinez et al., 2024; De Cassai et al., 2025). The literature search was conducted between May to June 2025. Data sources included peer-reviewed articles published in both national and international journals, retrieved via comprehensive database searches in ScienceDirect, Google Scholar, DOAJ, and PubMed. This approach aligns with the recommended best practices for SLRs, including protocol-driven search, transparent reporting, and rigorous study selection procedures (PRISMA guidelines, 2021).

Research Questions

This study aims to address the following question:

RQ: What are the underlying factors contributing to Burnout Syndrome among nurses working in the Emergency Department, and how are these factors interrelated?

Strategy of Data Research

In this study, four databases were utilized: Science Direct, Google Scholar, DOAJ, and PubMed. The search strategy for international journal databases employed the keywords: “Factor” AND “Burnout Syndrome” AND “Emergency Nursing.” For national journal databases, the researcher used the keywords: “Faktor” AND “Burnout Syndrome” AND “Perawat IGD” in the respective search engines.

Criteria of Research data

Table 1. Criteria Inclusion and Exclusion

Criteria	Inclusion	Exclusion
Population	International and national articles from databases discussing Burnout Syndrome in nurses working in the	International and national articles discussing Burnout Syndrome in nurses working in wards/units other

	Emergency Department (ED)	than the Emergency Department
Intervention	No specific intervention	No specific intervention
Comparison	No comparison	No comparison
Outcomes	Analysis of factors influencing Burnout Syndrome in nurses working in the Emergency Department	Factors with minimal influence on Burnout Syndrome in nurses working in the Emergency Department
Study Design	Articles using quantitative research methods such as survey analytics (cross-sectional, prospective cohort, case-control) and qualitative studies	Articles using Systematic Review methods such as literature review, narrative review, and meta-analysis
Language	Articles published in Indonesian and English	Articles published in languages other than Indonesian and English
Publication Year	Articles published between 2021 and 2025	Articles published before 2021

Synthesis Data

The results of the literature search were processed and illustrated using a PRISMA flow diagram. Figure 1 presents the outcomes from the databases Google Scholar, PubMed, DOAJ, and ScienceDirect. A total of 4,034 articles were initially identified, with theses and dissertations deliberately excluded from the synthesis. Duplicate articles and those published before 2021 were removed, resulting in the exclusion of 3,390 articles that did not meet the inclusion criteria. Subsequent filtering was conducted based on language, selecting only articles written in Indonesian or English. Further screening involved evaluating titles and abstracts, which narrowed the results to 135 articles. Articles employing quantitative and qualitative research methods were then sorted, while studies lacking full-text access were excluded. After downloading and assessing the eligibility of full-text articles, 13 articles were included for review. These selected articles underwent a blind review process to minimize potential bias.

Article Quality Appraisal

In this study, article quality was assessed using the Newcastle-Ottawa Scale (NOS) for studies employing cohort and cross-sectional approaches. Based on the previous rigorous PRISMA screening of 4,034 articles, a total of 13 articles were selected. All selected articles were evaluated using the Newcastle-Ottawa Scale instrument and were categorized as high quality. Therefore, these articles were deemed eligible for synthesis in this research.

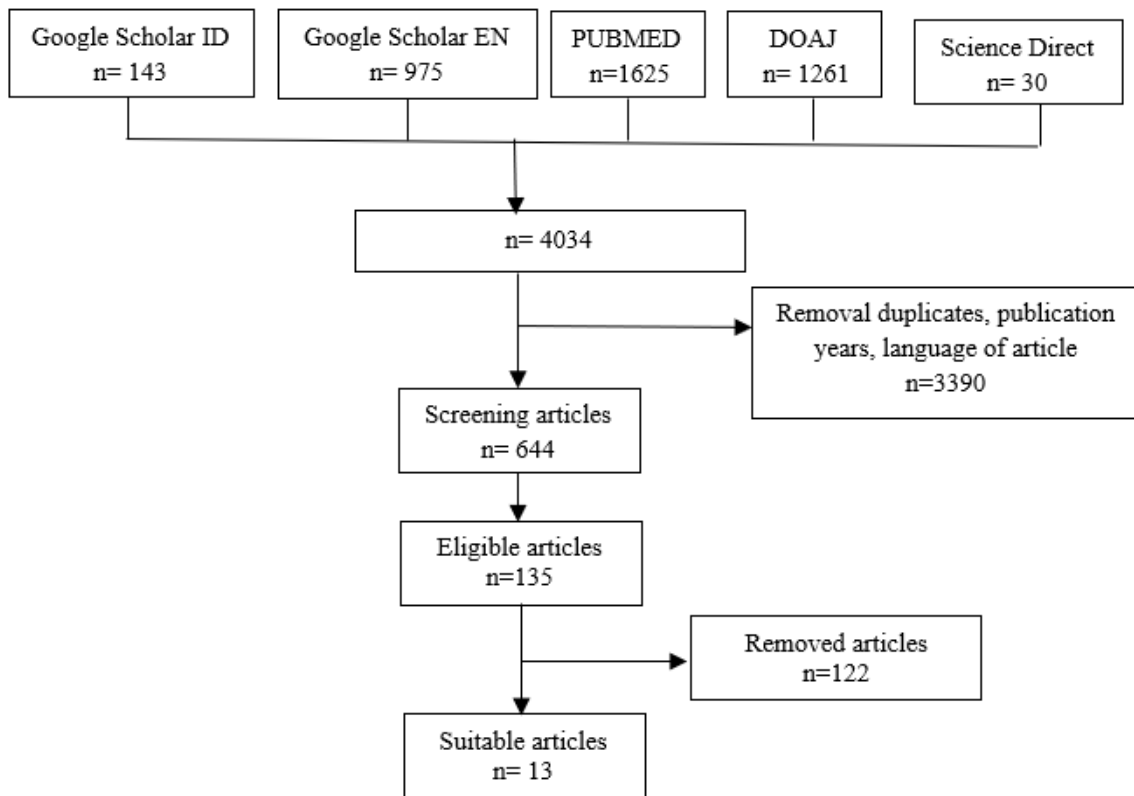


Figure 1. Overflow Chart of Selection Process

RESULTS AND DISCUSSION

Table 2. Literature Review

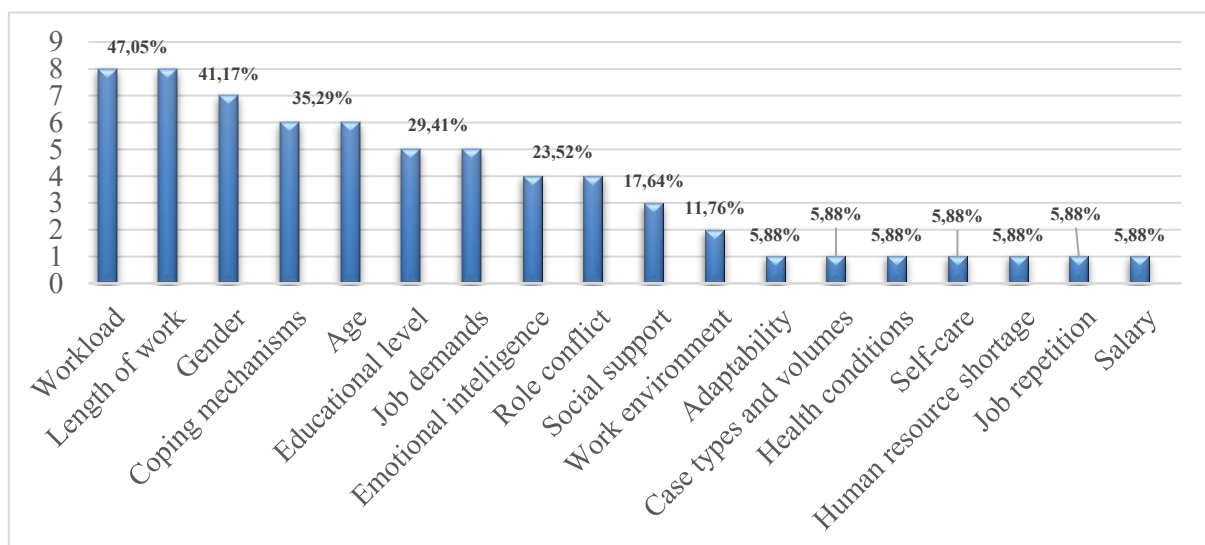
No	Title	Author(s) & Year	Population	Outcomes	Study Design	Sources
1	Burnout Syndrome Among Emergency Department Nurses at Hospital X in West Java: A Cross-Sectional Study	Pebianti et al. (2025)	37 ED nurses at Hospital X, West Java	Most nurses experienced mild burnout; contributing factors: physical fatigue, poor coping, high workload, lack of social support, uncertainty in case types, poor adaptability, role conflict, poor work environment, low emotional intelligence	Quantitative: Cross-Sectional	Google Scholar
2	Workload and Burnout	Pameria et al. (2025)	35 nurses at Ade M.	Identified a link between workload and	Observational Analytics:	Google Scholar

	Among Emergency Department Nurses	Djoen Sintang Hospital	burnout; influenced by age, gender, education, work duration, health status, and workload	Cross- Sectional			
3	Relationship Between Emotional Intelligence and Burnout in Emergency Department Nurses at Ari Canti Hospital, Gianyar	Rezeki et al. (2024)	42 nurses at Ari Canti Hospital	ED	Significant relationship between emotional intelligence and burnout; influenced by age, gender, work duration, education, personality, coping, workload, job demands, environment, social support, and social interaction	Observational Analytics: Cross-Sectional	Google Scholar
4	Characteristics of Burnout in Emergency Nurses at Dr. Soediran Mangun Sumarso Hospital, Wonogiri	Widiyono et al. (2023)	28 nurses	ED	Burnout level was moderate; factors: high workload, gender, education level, age, and work duration	Quantitative Descriptive: Cross-Sectional	Google Scholar
5	Analysis of Factors Affecting Burnout in Emergency Nurses at RSUP Haji Adam Malik Medan	Selvi et al. (2025)	49 nurses	ED	Burnout influenced by work duration and work stress	Descriptive Analytics: Cross-Sectional	Google Scholar
6	Self-Care, Personality Traits, and	Imardiani et al. (2022)	34 nurses two	ED	Negative correlation found between self-	Analytics Correlation: Cross-	Google Scholar

	Burnout in Emergency Nurses		hospitals		care, agreeableness, extraversion, and burnout; key factors: self-care, neuroticism, agreeableness	Sectional	
7	The Impact of Work- Related Problems on Burnout Syndrome and Job Satisfaction Among Emergency Department Staff	C. Moscu et al. (2022)	184 ED staff		30.2% had high burnout levels; factors: social support and feedback, coworker relationships, workload, job structure, salary, benefits	Descriptive : Cross- Sectional	PubMed
8	Burnout Syndrome Among Emergency Department Staff During the COVID-19 Pandemic	Corlade- Andrei et al. (2022)	97 ED workers, including 46 nurses		Burnout higher among medical vs non-medical staff; factors: professionalism, workload, gender	Quantitativ e: Comparativ e Design	PubMed
9	Burnout Syndrome Among Emergency Nurses	Afni & Rahman (2024)	18 ED nurses at Reksodiwiry o Hospital, Padang		Low burnout level; influenced by age, gender, education, and work duration	Analytics Descriptive : Cross- Sectional	Google Scholar
10	The Impact of Burnout Syndrome on Job Satisfaction Among ED Nurses, Galati, Romania	C. A. Moscu et al. (2023)	80 ED nurses		36.25% had high burnout; factors: age, gender, work experience, job satisfaction	Quantitativ e Descriptive : Cross- Sectional	PubMed
11	Relationshi p Between Workload and Burnout With Nurse Response	Mister et al. (2021)	21 ED nurses at RSI Banjarnegar a		47.6% had moderate burnout; correlation found between burnout and response time; factors:	Quantitativ e Descriptive Correlation al: Cross- Sectional	Google Scholar

	Time in RSI Banjarnegar a ED				workload, psychological pressure, poor communication, dissatisfaction, work duration			
12	Burnout Syndrome Among ED Nurses During the COVID-19 Pandemic at Dr. Moewardi Hospital	Maulia, N., Agustin, W. R., & Listrikawa ti (2021)	40 nurses	ED	57.5% had moderate burnout; gender, education, duration	factors: age, work	Quantitativ e Descriptive : Cross- Sectional	Google Scholar
13	Relationshi p Between Work Stress and Burnout Among ED Nurses at RSUD Manembo- Nembo, Bitung	Hasim et al. (2025)	40 nurses	ED	57.5% had work stress, experienced burnout; work stress, long hours, shortage, demands, repetitive tasks	high 50% factors:	Descriptive Analytics: Cross- Sectional	Google Scholar

Based on the table above, the majority of the reviewed articles were sourced from Google Scholar, accounting for 76.9% (10 out of 13 articles). Meanwhile, 23.1% (3 out of 13 articles) were obtained from the NCBI PubMed database. The researcher did not include articles from DOAJ and Science Direct, as none from these databases met the initial inclusion criteria during the selection process. In terms of publication year, most articles were published in 2024



and 2025, with each year contributing 23% of the total articles reviewed (3 articles

respectively). This indicates a focus on recent literature, reflecting current findings and relevance in the context of Burnout Syndrome among emergency department nurses.

Figure 2. Findings the Factor of Influencing Burnout Syndrome

Figure 2 showed of synthesis data from four databases identified various factors influencing Burnout Syndrome among nurses working in Emergency Departments. These factors include: workload, length of employment, gender, age, coping mechanisms, educational level, job demands, emotional intelligence, role conflict, social support, work environment, adaptability, case types and volumes, health conditions, self-care practices, shortage of human resources, job repetition, and salary.

Discussion

Analysis of Factors Influencing Burnout Syndrome Among Emergency Department Nurses

According to Maslach et al. (2001), Burnout Syndrome is characterized by emotional exhaustion, depersonalization, and a reduced sense of personal accomplishment, all of which result from prolonged occupational stress. Burnout is influenced by two major factors: demographic (individual) factors and external (situational) factors. Individual factors include demographic data, personality traits, emotional intelligence, and coping mechanisms used by individuals to manage stressors. External factors, on the other hand, are related to occupational characteristics and organizational conditions that contribute to job stress.

Workload factor:

Pameria et al. (2025) found a positive correlation between workload and Burnout Syndrome among emergency nurses at RSUD Ade M. Djoen Sintang. Heavier workloads increase burnout risk. Emergency nurses face high demands, handling patients from critical to serious conditions, requiring fast and precise care often beyond normal capacity. This physical and mental strain triggers burnout, impacting emergency nursing quality.

Length of work:

Pujiarti & Idealistiana (2023) and Widiyono et al. (2023) noted a correlation between work duration and burnout. Longer service brings experience, improving performance, but also risks health issues and boredom due to repetitive tasks. Emergency nurses performing routine tasks daily (e.g., basic life support, IV insertion) may experience emotional exhaustion and burnout.

Gender:

Selvi et al. (2025) found strong correlation between gender and burnout, with female nurses experiencing more burnout due to conflicts between family responsibilities and professional duties, and greater emotional fatigue. In contrast, Bruyneel et al. (2021) reported no gender correlation in emergency nurses, attributing this to equal workload and professional treatment regardless of gender.

Age:

Bruyneel et al. (2021) stated nurses under 25 are more vulnerable to burnout due to less experience handling complex emergency cases, aligning with Maslach (2006) theory that younger workers face higher burnout risk.

Coping mechanisms:

Sundari et al. (2023) highlighted many emergency nurses exhibit high emotional exhaustion, often using maladaptive coping like avoidance, increasing burnout risk. Fitri et al. (2022) emphasized positive coping strategies enable nurses to manage stress effectively, reducing burnout.

Education level:

Most burnout cases are among diploma-educated nurses Indiawati et al. (2022) due to limited skills facing high workload. Conversely, Selvi et al. (2025) found nurses with higher education (Ners) more prone to burnout, as higher expectations vs reality cause anxiety and dissatisfaction, supported by Maslach (1982).

Job demands:

Excessive job demands lead to work stress, triggering burnout (Wardhani et al., 2020). High workload causes fatigue, reduced enthusiasm, and poor patient care, increasing burnout risk.

Emotional intelligence:

Rezeki et al. (2024) and Karim et al. (2021) found negative correlation between emotional intelligence and burnout. Nurses with high emotional intelligence manage their emotions and others' better, reducing stress and burnout.

Role conflict:

Pujiarti & Idealistiana (2023) stated unbalanced workload causes stress and burnout; too heavy workload causes exhaustion, too light causes boredom. In emergency nurses, workload imbalance leads to errors, fatigue, and burnout.

Social support

Putriani Kartika et al. (2024) found strong social support lowers burnout risk by fostering positive emotional and coping abilities.

Work environment:

Marulitua (2019) reported poor work environment correlates with higher burnout. Nurses facing bad conditions tend to avoid staff and patients, causing absenteeism and depersonalization, increasing stress and burnout.

Adaptability:

Astawa et al. (2024) and Zheng et al. (2022) emphasized that good adaptability helps nurses adjust to dynamic demands. Poor adaptation leads to work stress, reduced productivity, complaints, and burnout.

Case complexity and volume:

Mass et al. (2022) noted that unpredictable, complex cases, especially simultaneous resuscitations, increase stress and burnout among emergency nurses.

Health condition:

Swasti in Permatasari et al. (2023) reported poor health affects nurse productivity, causing stress and burnout, worsened by tight shift schedules impacting rest.

Self-care:

Meysi, et al (2022) showed that good self-care and emotional regulation reduce burnout, while poor regulation increases vulnerability to stress and burnout.

Staff shortages:

Widiyanto et al. (2022) and Wahyuni (2024) linked staff shortages to excessive workload, tight shifts, physical and mental fatigue, and higher burnout risk.

Repetitive tasks:

Hasim et al. (2025) found repetitive work strongly correlates with stress and boredom, increasing burnout. Emergency nurses performing routine tasks daily face emotional exhaustion and burnout (Astuti et al., 2022).

Salary:

Sumarni & Anwar (2021) and Aftha et al. (2025) indicated that perceived personal achievement, including salary, affects nurse performance. Low salary decreases motivation, increases work stress, and contributes to burnout.

Interrelated of factors lead to the occurrence of Burnout Syndrome among nurses

Workload is a significant factor influencing burnout among emergency nurses. According to Pameria et al. (2025), there is a positive correlation between workload and Burnout Syndrome, meaning that the heavier the workload, the higher the burnout experienced by nurses. Emergency nurses face a particularly high workload because they must handle patients with varying degrees of severity, requiring rapid and precise interventions that often exceed normal capacity. This intense physical and mental demand increases their vulnerability to burnout, which subsequently affects the quality of emergency nursing care.

The length of work experience also plays a dual role in burnout. Pujiarti & Idealistiana (2023) found that longer work tenure can enhance performance due to accumulated experience, yet it may also cause health problems and boredom resulting from repetitive tasks. Widiyono et al. (2023) support this by stating that prolonged service increases expertise but also leads to physical and psychological fatigue due to monotonous work. Emergency nurses frequently perform the same procedures daily, such as basic life support and intravenous insertions, which can induce boredom and work exhaustion, contributing to Burnout Syndrome.

Gender and age are additional factors with complex relationships to burnout Selvi et al. (2025) revealed a strong correlation between gender and burnout, noting that female nurses are more prone to burnout due to conflicts between family responsibilities and professional demands, as well as greater emotional sensitivity. In contrast, Bruyneel et al. (2021) reported no significant gender difference in burnout among emergency nurses, attributing this to equal job roles regardless of gender. Younger nurses, particularly those under 25, are more susceptible to burnout due to limited experience and greater challenges in handling complex emergency cases, as noted by Bruyneel et al. (2021) and supported by Maslach's (2006) theory on burnout risk.

Coping mechanisms and emotional intelligence critically influence burnout outcomes. Sundari et al. (2023) observed that many emergency nurses experience high emotional exhaustion due to maladaptive coping strategies, such as avoidance, which increase burnout risk. Conversely, positive coping strategies and higher emotional intelligence enable nurses to manage stress effectively, regulate emotions, and respond appropriately to patients and colleagues, thereby reducing burnout (Fitri et al., 2022; Karim et al., 2021; Rezeki et al., 2024). Strong social support and a healthy work environment also mitigate burnout by fostering positive interactions and reducing stress levels (Marulitua, 2019; Putriani Kartika et al., 2024).

Other contributing factors include educational level, job demands, staff shortages, repetitive work, salary, health status, role conflicts, and adaptability. Nurses with higher education may face burnout due to unmet expectations (Selvi et al. 2025); Maslach, 1982), while excessive job demands and stress correlate strongly with burnout Wardhani et al. (2020). Staff shortages exacerbate workload and shift irregularities, leading to physical and mental exhaustion (Wahyuni, 2024; Widiyanto et al., 2022). Repetitive tasks cause monotony and fatigue (Astuti et al., 2022; Hasim et al., 2025), and insufficient salary reduces motivation and performance, increasing stress (Aftha et al., 2025; Sumarni & Anwar, 2021). Finally, nurses' health and self-care practices impact their productivity and emotional regulation, with poor health and inadequate self-care intensifying burnout risk (Meysi Nazakha Rambu Ataria, Indri Heri Susanti, 2022; Permatasari et al., 2023). Effective adaptation to the demanding emergency department environment is essential to prevent burnout, as inability to adjust leads to increased stress and reduced performance (Astawa et al., 2024; Zheng et al., 2022).

Together, these interrelated factors demonstrate the complexity of Burnout Syndrome among emergency nurses, highlighting the need for comprehensive strategies addressing workload management, emotional support, coping skills, and workplace conditions to sustain nurses' well-being and the quality of emergency care.

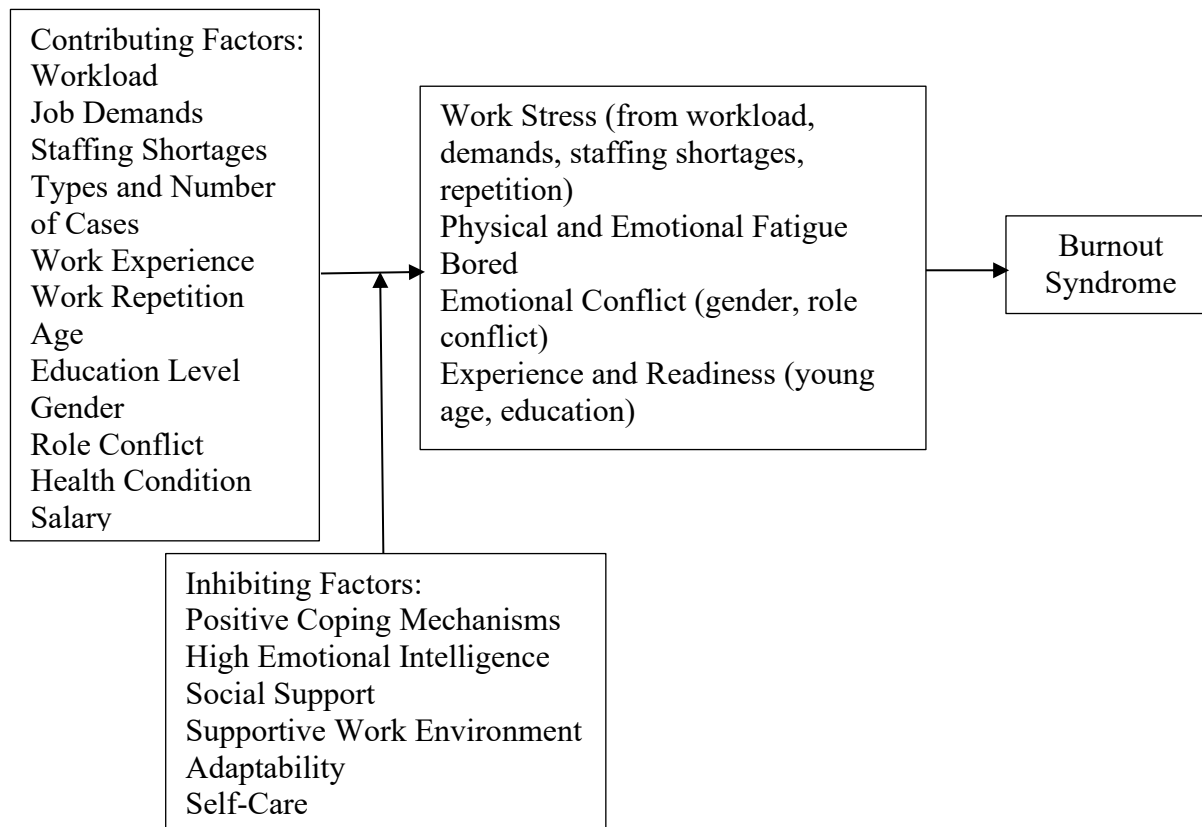


Figure 3. Interrelated of factors contributing Burnout Syndrome among nurses in ED

CONCLUSION

Based on the data synthesis conducted by the researcher, a total of 13 articles from 4 databases comprising 10 national articles and 3 international articles were reviewed, leading to several conclusions. The factors influencing Burnout Syndrome among nurses working in Emergency Departments include workload, length of service, gender, age, coping mechanisms, education level, job demands, emotional intelligence, role conflict, social support, work environment, adaptability, the type and number of cases handled, health condition, self-care, shortage of human resources, repetitive tasks, and salary received. Among these, the most influential factors, based on the literature review and field observations are workload and length of service. Therefore, it is necessary to evaluate the adjustment of workload and the organization/management of work distribution by assigning nursing teams according to proportionality and expertise, as well as implementing flexible scheduling and leave policies to reduce Burnout Syndrome.

REFERENCES

- Afni, Y., & Rahman, A. (2024). Burnout Syndrome pada Perawat di Instalasi Gawat Darurat. *Jurnal PPNI Sumbar*, 1(1), 39–45.
- Aftha, A. U., Alwi, M. K., Gobel, F. A., & Gafur, A. (2025). Hubungan Kelelahan Emosional, Depersonalisasi dan Pencapaian Personal dengan Kinerja Perawat di RSKDIA Pertiwi Makassar. 6(1), 333–340.
- Astawa, I. M. A., Wati, N. M. N., & Wati, K. L. (2024). Hubungan Kemampuan Adaptasi Kerja dengan Penerapan Kesehatan dan Keselamatan Kerja Perawat. *Holistic Nursing and Health Science*, 6(2), 96–106. <https://doi.org/10.14710/hnhs.6.2.2023.96-106>
- Astuti, D. A., Hernaya, A., Nabila, A., & Kusumaningtiar, D. A. (2022). Factors Influencing Burnout In Health Workers At The Radiology And Nuclear Medicine Service Installation Of Cipto Mangunkusumo National Hospital In 2021. *Jurnal Kesehatan Masyarakat (Undip)*, 10(1), 108–114.
- Bruyneel, A., Smith, P., Tack, J., & Pirson, M. (2021). Prevalence of burnout risk and factors associated with burnout risk among ICU nurses during the COVID-19 outbreak in French speaking Belgium. *Intensive and Critical Care Nursing*, January.
- Calderon Martinez, E., Flores Valdés, J. R., Castillo, J. L., Castillo, J. V, Blanco Montecino, R. M., Morin Jimenez, J. E., Arriaga Escamilla, D., & Diarte, E. (2024). 10 Steps to Conduct a Systematic Review. *Cureus*, 15(12), 1–11. <https://doi.org/10.7759/cureus.51422>
- Corlade-Andrei, M., Măirean, C., Nedelea, P., Grigorași, G., & Cimpoeșu, D. (2022). Burnout Syndrome among Staff at an Emergency Department during the COVID-19 Pandemic. *Healthcare (Switzerland)*, 10(2), 1–10. <https://doi.org/10.3390/healthcare10020258>
- De Cassai, A., Dost, B., Tulgar, S., & Boscolo, A. (2025). Methodological Standards for Conducting High-Quality Systematic Reviews. *Biology*, 14(8), 1–16.
- Fitri, Q., Sari, M. T., & Rahmadhani, D. Y. (2022). Hubungan Burnout dengan Mekanisme Koping pada Perawat Pelaksana di Ruang Rawat Inap Rumah Sakit Jiwa Daerah Provinsi Jambi. *Jurnal Akademika Baiturrahim Jambi*, 11(2), 185. <https://doi.org/10.36565/jab.v11i2.504>
- Hasim, S. N., Riu, S. D. M., & Suranata, F. M. (2025). Hubungan Stres Kerja dengan Kejenuhan Kerja (Burnout) pada Perawat Instalasi Gawat Darurat di RSUD Manembo-Nembo Bitung. *Jurnal Kesehatan Amanah*, 8(2), 148–156.
- Imardiani, I., Efroliza, E., & Rusnida, E. (2022). Self Care, Personality Traits, and Burnout in Emergency Nurses. *Media Keperawatan Indonesia*, 5(1), 58. <https://doi.org/10.26714/mki.5.1.2022.58-66>
- Indah, F. P. S., Holidah, H., Iskandar, A., Satriani, S., & Prischanty, C. (2024). Big Five Factor Personality Dengan Kejadian Burnout Pada Perawat. *MAP (Midwifery and Public Health) Journal*, 4(1), 1–11.
- Indiawati, O. C., Sya'diyah, H., Rachmawati, D. S., & Suhardiningsih, A. V. S. (2022). Analisis Faktor Yang Mempengaruhi Kejadian Burnout Syndrome Perawat Di Rs Darmo Surabaya. *Jurnal Keperawatan Dan Kesehatan Masyarakat Cendekia Utama*, 11(1), 25. <https://doi.org/10.31596/jcu.v11i1.1037>
- Karim, A., Purba, H. P., Psikologi, D., Psikologi, F., & Airlangga, U. (2021). Buletin Riset Psikologi dan Kesehatan Mental Pengaruh Kecerdasan Emosional terhadap Burnout pada Perawat dengan Coronavirus Anxiety sebagai Variabel Mediator. *Buletin Riset Psikologi Dan Kesehatan Mental*, 1(1), 448–459.

- kemenkes RI. (2022). Laporan insiden keselamatan pasien. *Jakarta: KKP-RS, 0756*, 1–14.
- Marulitua, J. (2019). *Hubungan Lingkungan Kerja Dengan Burnout Syndrome pada Perawat RSUD Dr. Pirngadi Kota Medan*. 1–122.
- Mass, S. F. de L. S., Centenaro, A. P. F. C., Dos Santos, A. F., de Andrade, A., Franco, G. P., & Cosentino, S. F. (2022). Routine of the unpredictable: workloads and health of urgent and emergency nursing workers. *Revista Gaucha de Enfermagem*, 43, 1–9. <https://doi.org/10.1590/1983-1447.2022.20210007>
- Maulia, N., Agustin, W. R., & Listrikawati, M. (2021). Gambaran Burnout Syndrome Perawat IGD pada masa pandemi covid-19 di RSUD DR. MOEWARDI. *Journal of Nursing and Health*, 5(2), 54.
- Meysi Nazakha Rambu Ataria, Indri Heri Susanti, A. S. S. (2022). Hubungan Regulasi Emosi Dengan Burnout Pada Perawat. *Jurnal Penelitian Perawat Profesional*, 4(November), 1377–1386.
- Mister, M., Susanti, I. H., & Muti, R. T. (2021). Hubungan Beban Kerja dan Burnout dengan Respon Time Perawat di IGD RSI Banjarnegara. *Seminar Nasional Penelitian Dan Pengabdian Kepada Masyarakat (SNPPKM)*, 1(1), 1119–1126. <https://prosiding.uhb.ac.id/index.php/SNPPKM/article/view/942%0Ahttps://prosiding.uhb.ac.id/index.php/SNPPKM/article/download/942/97>
- Moscu, C. A., Marina, V., Anghela, A. D., Anghela, M., Dragomir, L., & Ciubară, A. (2023). The Impact of Work-Related Problems on Burnout Syndrome and Job Satisfaction Levels among Emergency Department Staff. *Behavioral Sciences*, 13(7), 1–17. <https://doi.org/10.3390/bs13070575>
- Moscu, C., Marina, V., Dragomir, L., Anghela, A., & Anghela, M. (2022). The Impact of Burnout Syndrome on Job Satisfaction among Emergency Department Nurses of Emergency Clinical County. *Medicina*, 58, 1–11.
- Pameria, A., Pradika, J., Erwhani, I., Ariani, D. D., Pratama, K., & Ronas, M. R. (2025). Beban Kerja Dan Burnout Pada Perawat Di Instalasi Gawat Darurat. *Jurnal Riset Keperawatan Dan Kesehatan*, 2.
- Pebianti, R., Nur, A., & Yulianita, H. (2025). Burnout Syndrome pada Perawat Instalasi Gawat Darurat (IGD) di Rumah Sakit X di Jawa Barat: Cross Sectional Study. *Journal Of Multidisciplinary Research and Development*, 7(5), 3295–3305.
- Permatasari, L., Safitri, W., & Suryandari, D. (2023). The Relationship Between Mental Workload and Nurse Burnout in The Emergency Room (ER) of UNS Hospital. *Avicenna: Journal of Health Research*, 6(1), 81–92.
- PRISMA. (2021). *Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) for transparent SLR reporting*.
- Pujiarti, P., & Idealistiana, L. (2023). Pengaruh Lama Kerja Dan Beban Kerja Perawat Terhadap Burnout The Influence of Long Work and Nurse Workload on Burnout Peni Pujiarti, Lia Idealistiana Sekolah Tinggi Ilmu Kesehatan Abdi Nusantara. *Jurnal Ilmiah Keperawatan Stikes Hang Tuah Surabaya*.
- Putra, A. C. M., & Muttaqin, D. (2020). Hubungan Antara Dukungan Sosial dengan Burnout Pada Perawat di Rumah Sakit X. *Psikostudia : Jurnal Psikologi*, 9(2), 82. <https://doi.org/10.30872/psikostudia.v9i2.3901>

- Putriani Kartika, Sutrisno, & Aryani, A. (2024). Hubungan Antara Dukungan Sosial Dengan Burnout Perawat Di Rsup Surakarta. *Jurnal Ilmiah Ilmu Kesehatan: Wawasan Kesehatan*, 17(11461203992), 79–85.
- Rezeki, D. A. T. wahyu, Martini, N. Ma. D. A., & Wulandari, N. P. D. (2024). Hubungan Kecerdasan Emosional Dengan Burnout Pada Perawat Di Instalasi Gawat Darurat Rumah Sakit Ari Canti Gianyar. *Bali Health Published Journal*, 6(2), 1–12.
- Selvi, A., Gulo, Y., Yolanda, V., Sigalingging, S., Sari, M., & Simanullang, D. (2025). Analisa Faktor-Faktor Yang Mempengaruhi Burnout Pada Perawat IGD Di Rsup Haji Adam Malik Medan. *JOURNAL OF SOCIAL SCIENCE RESEARCH*, 5, 4148–4167.
- Sumarni, S., & Anwar, C. (2021). Hubungan Pengetahuan dan Konsep Diri Terhadap Kinerja Perawat di Rumah Sakit Umum Daerah Panembahan Senopati Bantul. *Indonesian Journal of Hospital Administration*, 3(2), 80. [https://doi.org/10.21927/ijhaa.2020.3\(2\).80-85](https://doi.org/10.21927/ijhaa.2020.3(2).80-85)
- Sundari, I., Yudianto, K., & Nuraeni, A. (2023). Literature Study: Burnout and Coping among Emergency Room Nurses. *Journal of Nursing Care*, 5(2), 85–95. <https://doi.org/10.24198/jnc.v5i2.38271>
- Wahyuni, L. (2024). Hubungan Beban Kerja Dengan Burnout Syndrome Pada Perawat Di Kota Lhokseumawe. *Jurnal Assyifa Ilmu Keperawatan Islami*, 9(1), 39–45. <https://doi.org/10.54460/jifa.v9i1.88>
- Wardhani, U. C., Muchtar, R. S. U., & Farhiyani, A. (2020). Hubungan Stres Kerja dengan Kejenuhan (Burnout) Kerja Pada Perawat. *Jurnal Amanah Kesehatan*, 2(1), 83–97. <https://doi.org/10.55866/jak.v2i1.48>
- Widiyanto, I., Mas Bakar, R., & Hamid, A. N. (2022). Pengaruh Tuntutan Kerja Terhadap Burnout Pada Perawat Rawat Inap Di Masa Pandemi COVID 19. *Jurnal Ilmiah Kajian Psikologi*, 1(1), 51–56. <https://doi.org/10.0000/xxxxxx-xxx-0000-0>
- Widiyono, W., Atik Aryani, Sutrisno Sutrisno, & Faridha Aris Setyawan. (2023). Characteristics Burnout of Emergency Nurses at dr. Soediran Mangun Sumarso Hospital, Wonogiri. *HealthCare Nursing Journal*, 5(2), 831–836. <https://doi.org/10.35568/healthcare.v5i2.3394>
- Zheng, Q., Yang, K., Zhao, R. J., Wang, X., Ping, P., Ou, Z. H., Su, X. P., Zhang, J., & Qu, M. (2022). Burnout among doctors in China through 2020: A systematic review and meta-analysis. *Heliyon*, 8(7), e09821. <https://doi.org/10.1016/j.heliyon.2022.e09821>