

ABSTRACT

THE INFLUENCE OF EMOTIONAL LABOR ON COMPASSION FATIGUE WITH SELF-COMPASSION AS A MEDIATING VARIABLE

*(A Study of Operating Room Nurses at Rama Hadi General Hospital in
Purwakarta Regency)*

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The purpose of this study is to determine and analyze the influence of emotional labor on compassion fatigue, with self-compassion as a mediating variable, among operating room nurses at Rama Hadi General Hospital in Purwakarta Regency. This study employed a quantitative approach using a survey method. The sampling technique used was saturation sampling, with a sample size of 39 nurses. Data collection methods included primary data gathered through questionnaires, interviews, and document reviews. Data analysis was conducted using SmartPLS Version 4.0. The results of the study indicate that: (1) Emotional Labor has a negative and significant effect on Self-Compassion; (2) Self-Compassion has a negative and significant effect on Compassion Fatigue; (3) Emotional Labor has a positive and significant effect on Compassion Fatigue; (4) Self-Compassion mediates the effect of Emotional Labor on Compassion Fatigue.

Keywords: *Emotional Labor, Self-Compassion, Compassion Fatigue*

ABSTRAK

PENGARUH *EMOTIONAL LABOR* TERHADAP *COMPASSION FATIGUE* DENGAN *SELF-COMPASSION* SEBAGAI VARIABEL MEDIASI

(Studi Pada Perawat Ruang Bedah di Rumah Sakit Umum Rama Hadi Kabupaten
Purwakarta)

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Tujuan penelitian ini untuk mengetahui dan menganalisis pengaruh *Emotional Labor* terhadap *Compassion Fatigue* dengan *Self-Compassion* sebagai variabel mediasi pada perawat ruang bedah di Rumah Sakit Umum Rama Hadi Kabupaten Purwakarta. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Teknik pengambilan sampel yang digunakan adalah sampling jenuh dengan jumlah responden sebanyak 39 orang perawat. Teknik pengumpulan data yang digunakan adalah data primer melalui kuesioner, wawancara, dan studi dokumentasi. Alat analisis data yang digunakan adalah SmartPLS Versi 4.0. Hasil penelitian menunjukkan bahwa: (1) *Emotional Labor* berpengaruh negatif dan signifikan terhadap *Self-Compassion*; (2) *Self-Compassion* berpengaruh negatif dan signifikan terhadap *Compassion Fatigue*; (3) *Emotional Labor* berpengaruh positif dan signifikan terhadap *Compassion Fatigue*; (4) *Self-Compassion* mampu memediasi pengaruh *Emotional Labor* terhadap *Compassion Fatigue*.

Kata Kunci: *Emotional Labor, Self-Compassion, Compassion Fatigue*