Original Article

The Effect of Burnout and Work Discipline on the Performance of Mental Hospital Nurses Dr. H. Marzoeki Mahdi Bogor

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Abstract: Nurses' work performance is something that must be built continuously and also involves all aspects of human resources in the hospital. Nurse performance can be improved by increasing the level of discipline and good mental and physical health conditions for the organization or hospital. This research purposes to determine the effect of burnout and work discipline on nurse performance. The sample used in this research were nurses at the Mental Hospital of Dr. H. Marzoeki Mahdi Bogor. The type of research used in this research is quantitative research. With a sample of 175 nurse respondents from a population of 308 nurses. Primary data collection through distributing questionnaires. The analysis technique used is multiple linear regression analysis. According to the results of the classical assumption test, no deviating variables were found. According to the results of hypothesis testing conducted, it shows that burnout has a significant negative effect on the performance of nurses at the Mental Hospital dr. H. Marzoeki Mahdi Bogor, while work discipline has a significant positive effect on the performance of nurses at the Mental Hospital Dr. H. Marzoeki Mahdi Bogor.

Keywords: Burnout, Work Discipline, Nurse Performance.

I. INTRODUCTION

Human resources are very important for an organization or hospital, human resources act as the main driving force in the running of an organization's plans, activities or activities. A company's success and failure are basically determined by the existence of human resources. Therefore, every organization or company must always pay attention to and regulate the existence of its employees in an effort to launch goals and improve the performance of the nurses themselves. Performance is considered as an achievement achieved in performing services to the community in a certain period of time that cannot be realized if there is no good management or management. High nurse work performance can be built with the creation of a high level of discipline and a healthy mental and physical condition of the nurses as well. Nurses' work performance is something that must be built continuously and also involves all aspects of human resources in the hospital.

Mental Hospital Dr. H. Marzoeki Mahdi is a national referral psychiatric hospital that covers the Bogor area and the western part of West Java Province. Mental Hospital Dr. H. Marzoeki Mahdi needs to improve performance by improving the discipline process and reducing burnout experienced by its nurses.

Source: Mental Hospital Dr. Marzoeki Mahdi Performance Report Year 2022
Fig. 1 Graph of Improvement of HR Capability of Mental Hospital Nurses Dr. Marzoeki Mahdi

The graph in Figure 1 shows that the percentage increase in the ability of Human Resources (HR) of Mental Hospital nurses from 2020 to 2022 is very fluctuating. According to interviews conducted by the author, this is related to performance because the results of measuring the percentage increase in the ability of HR or Mental Hospital nurses are one of the references for assessing the results of the quality of services produced by Mental Hospital Nurses. It will certainly greatly

affect performance, with the higher the increase in HR capabilities in Mental Hospital nurses, the better the quality of services produced by Mental Hospitals. In conducting their functions and duties, nurses certainly have problems regardless of all the responsibilities of the level of position they hold. One of the problems that is quite increasing in the current graphic trend is burnout or fatigue at work. Burnout is initially triggered by work pressure that cannot be avoided by nurses, which then causes emotional changes, changes in identity, and a decrease in productivity in the end result of work.

Research conducted by Sukarno and Ramadhan (2022) states that burnout has a negative and significant effect on nurse performance, while other research conducted by Lisan et al. (2021) shows that burnout does not have a negative effect on work performance. The level of hospital discipline can be said to be very good when all employees are able to obey all the rules that apply in the hospital. The level of discipline shows the level of responsibility of nurses towards the tasks and work assigned by the hospital. Rational and effective allocation of human resources is very important for hospitals to maintain their existence and development in the future.

Research conducted by Hijayanti (2019) states that work discipline has a positive and significant effect on nurse performance, while other research conducted by Muna and Isnowati (2022) shows that work discipline has no negative effect on work performance. From the background description above, the author can formulate the core problem as follows:

Does burnout effect the performance of mental hospital nurses, Dr. H. Marzoeki Mahdi?
1. Is there an effect of work discipline on the performance of the Mental Hospital Nurse, Dr. H. Marzoeki Mahdi?
2. Is there a joint effect between burnout and work discipline on the performance of the Mental Hospital Nurse, Dr. H. Marzoeki Mahdi?

II. LITERATURE REVIEW

A) Employee's Performance
Performance is the achievement or final result achieved by a nurse who conducts her functions and duties in compliance with the assigned duties and is capable of achieving both success in terms of number and quality as planned jointly with the hospital or organization. According to Rivai (in Widyaningrum, 2019:39), productivity is the outcome or degree of achievement achieved by an individual as a whole in a certain long period when conducting his duties and obligations in contrast to different options, such as specified work output standards, targets or goals agreed upon collectively. First of all, with the organization where you work. The indicators used in this research are, according to Bangun in Asnawi (2019:14): 1) Quantity of work, 2) Quality of work, 3) Punctuality, 4) Attendance, and 5) Collaboration ability.

B) Burnout
Burnout is fatigue that commonly occurs when someone experiences high pressure and feels less satisfied at the same time. Burnout usually occurs when someone sets very high targets and has strong motivation to complete the task. Maslach and Leiter in Nature (2022:49) state that burnout or work fatigue is a multidimensional definition. According to him, work burnout is built by three dimensions of psychological syndrome, namely emotional exhaustion, depersonalization and low personal achievement. The indicators used in this research are, according to Baron and Greenberg in Chairina (2019:52): 1) Physical fatigue, 2) Emotional fatigue, 3) Mental fatigue, and 4) Low self-achievement.

C) Work Discipline
Discipline is an attitude of life and behavior that shows responsibility for life without external pressure. Discipline also reflects the respect a nurse has for the rules and regulations that apply in the hospital where she works. Individuals who often violate these rules and regulations show low work discipline, while individuals who comply show a good level of discipline. According to Benowitz in Syarief et al. (2022:135), Work discipline is effort or strength that can effect a person to act consistently in completing work. By having good work discipline, a person tends to be more focused and diligent in conducting their duties so that they can improve performance and productivity at work. The indicators used in this research are according to Agustini (2019: 104): 1) Attendance, 2) Work procedures, 3) Obedience to superiors, 4) Work awareness, 5) Responsibility.

D) Research Framework
According to the results of the formulation of the problem and literature review, a conceptual framework of thought can be prepared as follows:
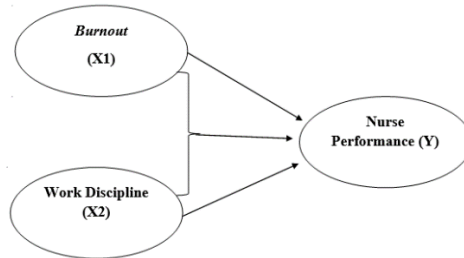
Fig. 2 Research Framework

E) Research Hypothesis

According to the results of the problem formulation and literature review, and the framework of thought, a hypothesis can be formulated using primary data as a reference for writing research as follows:

a. The Effect of Burnout on Nurse Performance

In two previous researches, namely by Kim, Jung and Seo (2019) and Ramadhan and Sukarno (2022), burnout has been proven to have a negative and significant effect on performance. However, research by Lisan et al. (2021) shows that burnout has no effect on performance shows that burnout has no effect on performance. In this research, the author intends to test whether burnout effects the performance of nurses at Mental Hospitals. Dr. H. Marzoeki Mahdi.

b. The Effect of Work Discipline on Nurse Performance

Two previous researches by Yuliantini and Suryatiningsih (2021) and Hijayanti (2022) showed that work discipline has a positive and significant effect on nurse performance. However, research by Muna and Isnowati (2022) shows that discipline has no effect on performance. Therefore, this research proposes to test whether work discipline effects the performance of nurses at Mental Hospital Dr. H. Marzoeki Mahdi.

c. The Effect of Burnout and Work Discipline on Nurse Performance

Previous research used as references has not specifically examined the effect of work discipline and burnout as two variables on nurse performance. Therefore, the author is interested in knowing whether these two variables, namely burnout and work discipline, have a joint effect on the performance of nurses at Mental Hospital Dr. H. Marzoeki Mahdi.

According to the theoretical research and framework of thought, the author formulates the research hypothesis as follows:

H1 : Burnout has a significant negative effect on the performance of nurses at Mental Hospital Dr. H. Marzoeki Mahdi.

H2 : Work discipline has a significant positive effect on the performance of nurses at Mental Hospital Dr. H. Marzoeki Mahdi.

H3 : Burnout and work discipline have a significant effect on the performance of nurses at Mental Hospital Dr. H. Marzoeki Mahdi.

III. RESEARCH METHOD

A) Methodology

According to the title of the research and the literature review that has been prepared, it shows that this research method uses a quantitative approach. This type of research design is causal research, which proposes to ascertain whether two or more variables are related in the form of cause and effect (Sugiyono in Ibrahim et al. 2018:77). In this research, the research results will be presented in the form of numerical and statistical descriptions using SPSS version 25 data processing software.

B) Data Source

The data sources in this research come from two types, namely primary data and secondary data. Primary data comes from a questionnaire distributed by the author via Google Form, then through observations made and also interviews with directors or employees in the HR department of Dr. Mental Hospital. H. Marzoeki Mahdi. Meanwhile, secondary data comes from books and previous research journals that are relevant to the research variables, as well as websites, personnel systems, and report documents at Dr. Mental Hospital. H. Marzoeki Mahdi.

C) Population and Sample

The population taken were nurses at Mental Hospital. Dr. H. Marzoeki Mahdi, with a total of 308 people. Meanwhile, to determine the minimum sample size, use the Slovin formula calculation as follows:

$$n = \frac{N}{1 + N\alpha2}$$

Where:
n : Sample size
N : Population size
α : Inaccuracy tolerance in percent (%)
n : 175

$$n = \frac{308}{1 + 308.(0,05)^2}$$

According to the calculations above, the minimum sample that can be taken in this research is 175 people. With the sampling method, namely Accidental Sampling, which means that anyone who happens to (incidentally) encounter a researcher who is deemed to match the specified sample characteristics or is suitable as a data source, will be used as a sample.

D) Data Collection Technique

The procedures used to gather the information required for research are known as data-collecting techniques. The method used by researchers to collect data is through observation, questionnaires and interviews. Observations in this research were conducted in the Mental Hospital of Dr. H. Marzoeki Mahdi Bogor. Meanwhile, the questionnaire was given to nurses at MENTAL HOSPITAL Dr. H. Marzoeki Mahdi Bogor. For the interview, the author conducted interviews with the directors and HR staff at Mental Hospital Dr. H. Marzoeki Mahdi Bogor.

E) Research Variable

Research variables are basically things that have been determined by the author to be researched, with the purpose of obtaining information and conclusions about that matter. In this research, there are 3 variables tested, of which there are two independent or independent variables and one dependent or dependent variable. The independent variable is a factor that is thought to have an effect on the dependent variable. In this research, the independent variables studied are burnout and work discipline. The following is the operational table:

Table 1: Independent Variable Operational

Variable	Variable Indicator
Burnout (X1)	Physical Fatigue
	Emotional Exhaustion
	Mental Fatigue
	Low Self-Achievement
	(Baron and Greenberg in Chairina, 2019:52)
Work Discipline (X2)	Presence
	Working Procedure
	Obedience to superiors
	Awareness works
	Responsibility
	(Agustini, 2019:104)

The dependent variable is a factor that is measured in research to determine the effect or impact of other factors. In this research, the dependent variable is nurse performance. The following is the operational table:

Table 2: Obedience to Superiors

Variable	Variables Indicator
Nurse Performance (Y)	Quantity of work
	Quality of work
	Punctuality
	Presence
	Collaboration ability
	(Bangun in Asnawi, 2019:14)

F) Data Analysis Technique

The data analysis techniques used in this research include:

a. Validity Test

The assessment of the validity of the instrument in this research can be seen from the Pearson Correlation value for each question. A question can be considered valid if the calculated item correlation value (calculated r) is greater than the item correlation value in the table (r table (n=30; α=5%)) of 0.361.

b. Reliability Test

To measure the reliability of the questionnaire, this research uses Cronbach's Alpha value, which indicates the level of internal reliability of the measurement instrument. Cronbach's Alpha value is 0.60. In this way, if the Cronbach's Alpha value of a questionnaire is greater than 0.60, then the questionnaire can be considered reliable. In contrast, if it is less than 0.60 then the questionnaire construct is considered unreliable (Ghozali, 2018: 45).

G) Classic Assumption Test

a. Data Normality Test

The goal of the normality test is to determine whether or not the residuals derived from a regression model follow a normal distribution. A good regression model should have residual values that are normally distributed. The normality test in this research used the P-Plot Graphic method by looking at the distribution of points around the line and following the diagonal line; the data will be considered to be normally distributed (Purnomo, 2016.109).

b. Multicollinearity Test

The purpose of this test is to ascertain whether the independent variable and the multiple linear regression model have a significant relationship. If there will be a disruption in the dependent variable if there is a significant relationship between the independent and independent variables (Syarifuddin and Saudi, 2022: 68). The multicollinearity test in this research used the Tolerance and Variance Inflation Factor (VIF). Where the decision is made, if the VIF is >10 and the Tolerance value is <0.10, then multicollinearity occurs. In contrast, if the VIF <10 and the Tolerance value is >0.10, then multicollinearity does not occur.

c. Heteroscedasticity Test

The heteroscedasticity test, according to Syarfiudin and Saudi (2022:67), is conducted to evaluate whether there are significant differences between residuals and observations in a regression model. It is necessary to conduct a test to determine whether the residual variance is the same across all observations. The heteroscedasticity test in this research used the Glejser test. A good regression model is a model that does not occur heteroscedasticity with a significance value greater than 0.05.

d. Linearity Test

The linearity test, according to Syarifuddin and Saudi (2022:69), is conducted to evaluate whether a regression model has a linear relationship between the independent and dependent variables. The linearity test in this research was taken according to a linearity value of less than 0.05 (Purnomo, 2016:100).

H) Correlation Coefficient Analysis

Correlation coefficient analysis is conducted to measure how strong the relationship between two or more variables is, as well as to determine the direction of the relationship between these variables. The range of correlation coefficient values lies between -1 to +1, which indicates the possibility of a positive or negative relationship.

Table 3: Correlation Coefficient Criteria

Coefficient Interval	Relationship Level
0.00 – 0.199	Very Low
0.20 – 0.399	Low
0.40 – 0.599	Average
0.60 – 0.799	Strong
0.89 – 1.00	Very Strong

Source: Sugiyono (2021)

I) Regression Analysis

This research uses multiple linear regression analysis to examine the effect of the independent variables (burnout and work discipline) together on the dependent variable (nurse performance). This study examines the link between independent and dependent variables using the general formula for multivariate linear regression.

$$Y = \alpha - \beta_1 X_1 + \beta_2 X_2 + \varepsilon$$

Where:
Y   : Nurse Performance
A   : Constant
B_1, β_2 : Independent variable regression coefficient
X_1 : *Burnout*
X_2 : Work Discipline
ε   : *Error Term*

J) Hypothesis Test
a. Partial test (t)
The t-test is used to evaluate the effect of the independent variable separately on the dependent variable. In the t-test, decisions are taken by comparing the t_{count} value with the t_{table} value or by evaluating the significance value. Determining the significance level is 0.05 or 5% and degrees of freedom (db) = n – k – 1. The t-test calculation formula (Sugiyono, 2021:187) is:

$$t = \frac{r\sqrt{n-2}}{\sqrt{1-r}}$$

Where:
t : Significant level (t_{count})
r : Correlation coefficient
n : Number of samples

The decision for this t-test is made if the significance value is > 0.05 then there is no partial effect of the burnout and work discipline variables on nurse performance. Meanwhile, if the significance value is ≤ 0.05, then there is an effect of burnout and work discipline on nurse performance.

b. Simultaneous Test (F Test)
The F test is used to evaluate the effect of independent variables together (simultaneously) on the dependent variable in a multiple linear regression model (Syarifuddin and Saudi, 2022:79. According to Ghozali in Syarifuddin and Saudi (2022:79), the value level used is 0.5 or 5%. Determining the significance level, namely 0.05 or 5% and degrees of freedom (db) = n – k – 1, to find out the Ftable area. The formula is as follows:

$$Fn = \frac{\frac{R^2}{k}}{\frac{(1-R^2)}{n-k-1}}$$

Where:
F : F test value
R: Multiple correlation coefficient
k : Number of independent variables
n : Number of sample members

K) Coefficient of Determination Test (R Adjusted Square)
Syarifuddin and Saudi (2022:80) explain that the coefficient of determination is the comparison between the variations in Y that can be explained by x1 and x2 together with the total variation. In this research, the author decided to use Adjusted R2. Adjusted R2 is often used to compare two or more regression models that have the same dependent variable. The following is the formula:

$$\bar{R}^2 = 1 - (1 - R^2)\,\frac{n-1}{n-k}$$

IV. RESULTS AND DISCUSSION
A) Profil Respondent
Respondent profile according to Gender, age, and length of work as follows:

Table 4: Respondent Profile According to Gender

Gender (JK)		Frequency	Percent
Valid	Male	59	33.7
	Female	116	66.3
	Total	175	100.0

Source: Author's Processed Primary Data (2023)

It can be concluded, according to Table 4 above, that the number of respondents in this research was dominated by 116 female nurses.

Table 5: Respondent Profile According to Age

Age (UM)		Frequency	Percent
Valid	19 - 25 Year	4	2.3
	26 - 32 Year	16	9.1
	33 - 40 Year	69	39.4
	>40 Year	86	49.1
	Total	175	100.0

Source: Author's Processed Primary Data (2023)

According to Table 5, it shows that there are four age ranges of respondents. The results were 4 respondents who were in the 19 to 25 year age range with a percentage of 2.3%, then 16 respondents who were in the 26 to 32 year age range with a percentage of 9.1%, then 69 respondents with a percentage of 39. 4% were in the age range of 33 to 40 years, and finally, 86 respondents were over 40 years old, with a percentage of 49.1%.

Table 6: Respondent Profile According to Length of Work

Length of Work (LK)		Frequency	Percent
Valid	1 - 2 Year	9	5.1
	3 - 6 Year	15	8.6
	7 - 10 Year	11	6.3
	> 10 Year	140	80.0
	Total	175	100.0

Source: Author's Processed Primary Data (2023)

According to Table 6, it shows that there are four ranges of respondents' length of work. The results were 9 respondents who were in the range of 1 to 2 years of work with a percentage of 5.1%, then 15 respondents who were in the range of 3 to 6 years of work with a percentage of 8.6%, then 11 respondents with a percentage 6.3% fell into the range of work experience of 7 to 10 years, and finally there were 140 respondents who had worked for more than 10 years with a percentage of 80%.

B) Data Analysis
    a. Validity Test and Reliability Test

Table 7: Validity Test of KP Variable Indicator

No	Indicator Code	*r-product moment count*	*r-product moment table* n=30;α=5%	Significance	Conclusion
1	KP1	0.700	0.361	0.000	Valid
2	KP2	0.711	0.361	0.000	Valid
3	KP3	0.642	0.361	0.000	Valid
4	KP4	0.636	0.361	0.000	Valid
5	KP5	-0.153	0.361	0.421	Invalid
6	KP6	0.409	0.361	0.025	Valid
7	KP7	0.497	0.361	0.005	Valid
8	KP8	0.415	0.361	0.022	Valid
9	KP9	0.696	0.361	0.000	Valid
10	KP10	0.609	0.361	0.000	Valid

Source: Author's Processed Primary Data (2023)

According to Table 7 of the results of testing the validity of the Nurse Performance indicator (Y) above, of the 10 statements tested, 9 questions were declared valid and can be used for further testing. Meanwhile, 1 invalid questionnaire item, namely KP5, will be deleted and will not be used for further testing.

Table 8: Validity Test of BO Variable Indicators

No	Indicator Code	r-product moment count	r-product moment table n=30;α=5%	Significance	Conclusion
1	BO1	0.648	0.361	0.000	Valid
2	BO2	0.253	0.361	0.177	Invalid
3	BO3	0.328	0.361	0.077	Invalid
4	BO4	0.820	0.361	0.000	Valid
5	BO5	0.596	0.361	0.000	Valid
6	BO6	0.629	0.361	0.000	Valid
7	BO7	0.637	0.361	0.000	Valid
8	BO8	0.813	0.361	0.000	Valid

Source: Author's Processed Primary Data (2023)

According to Table 8 of the results of testing the validity of the Burnout indicator (X1) above, of the 8 statements tested, 6 questions were declared valid and can be used for further testing. Meanwhile, 2 invalid questionnaire items, namely BO2 and BO3, will be deleted and will not be used for further testing.

Table 9: Validity Test of DK Variable Indicators

No	Indicator Code	r-product moment count	r-product moment table n=30;α=5%	Significance	Conclusion
1	DK1	0.653	0.361	0.000	Valid
2	DK2	0.543	0.361	0.002	Valid
3	DK3	0.629	0.361	0.000	Valid
4	DK4	0.785	0.361	0.000	Valid
5	DK5	0.705	0.361	0.000	Valid
6	DK6	0.562	0.361	0.001	Valid
7	DK7	0.618	0.361	0.000	Valid
8	DK8	0.365	0.361	0.048	Valid
9	DK9	0.532	0.361	0.002	Valid
10	DK10	0.655	0.361	0.000	Valid

Source: Author's Processed Primary Data (2023)

According to Table 9 of the results of testing the validity of the Work Discipline indicator (X2) above, all statements tested are declared valid and can be used for the next testing stage.

Table 10: Reliability Test of the KP (Y) Variable Indicator

Reliability Statistics	
Cronbach's Alpha	N of Items
.631	10

Source: Author's Processed Primary Data (2023)

According to Table 10, the results of reliability testing for the Nurse Performance (Y) variable questionnaire are declared reliable because Cronbach's Alpha is 0.631 > 0.60.

Table 11: Reliability Test of the BO Variable Indicator (X1)

Reliability Statistics	
Cronbach's Alpha	N of Items
.753	8

Source: Author's Processed Primary Data (2023)

According to Table 11, the results of reliability testing for the Burnout variable questionnaire (X1) are declared reliable because Cronbach's Alpha is 0.753 > 0.60.

**Table 12: Reliability Test of the DK Variable Indicator (X2)**

Reliability Statistics	
Cronbach's Alpha	N of Items
.794	10

Source: Author's Processed Primary Data (2023)

According to Table 12, the results of reliability testing for the Work Discipline variable questionnaire (X2) are declared reliable because Cronbach's Alpha is 0.794 > 0.60.

b. Classic Assumption Test

1. Data Normality Test
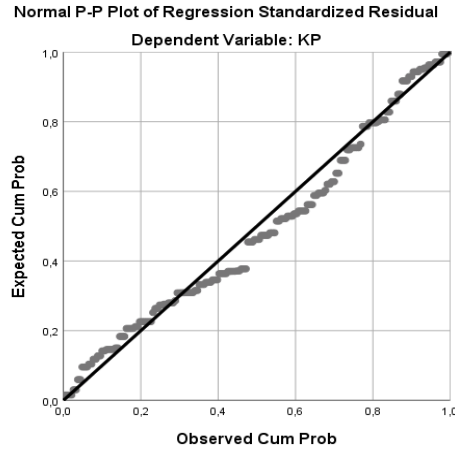
Source: Author's Processed Primary Data (2023)

Fig. 3 Normality Test Results Graph

From the results of Figure 3 above, it can be seen that the points are spread around the line and follow the diagonal line. In this way, the residual values are considered normally distributed and can be used for further testing.

2. Multicollinearity Test

Table 13: Multicollinearity Test Results

Coefficients^a			
Model		Collinearity Statistics	
		Tolerance	VIF
1	BO	.991	1.009
	DK	.991	1.009
a. Dependent Variable: KP			

Source: Author's Processed Primary Data (2023)

The variables related to work regulation and burnout have a Variance Inflation Factor (VIF) value of below ten and a tolerance value of greater than 0.10, as shown in Table 13 above. This indicates that there is no correlation or no convergence among the independent variables in the regression equation.

3. Heteroscedasticity Test

Table 14: Heteroscedasticity Test Results

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.452	1.761		-.257	.798
	BO	-.014	.031	-.035	-.455	.650
	DK	.068	.046	.113	1.483	.140
a. Dependent Variable: Abs_RES						

Source: Author's Processed Primary Data (2023)

According to Table 14, the significance values for the variables Burnout (X1) and Work Discipline (X2) are 0.650 and 0.140, respectively, with the results of the significance value for the BO and DK variables being greater than 0.05. So, according to the reference for decision-making for the heteroscedasticity test using the Glejser test, heteroscedasticity does not occur in the regression model.

4. Linearity Test

Table 15: Linearity Test Results of X against Y

Relationship Between Variables	*Linearity of Sig*
Burnout → Nurse Performance	0.001
Work Discipline → Nurse Performance	0.000

Source: Author's Processed Primary Data (2023)

Table 15 shows that the Linearity significance results for each variable relationship X1 to Y and X2 to Y are respectively 0.001 and 0.000. So, with these results, it can be concluded that there is a linear relationship between Burnout (X1) and Nurse Performance (Y) because the value is $0.001 < 0.05$. Likewise, with the linear relationship between Work Discipline (X2) on Nurse Performance (Y), because $0.000 < 0.05$.

C) Correlation Coefficient Analysis

Table 16: Result of Correlation Coefficient

	Correlations	BO	DK	KP
BO	Pearson Correlation	1	.093	-.223[**]
	Sig. (2-tailed)		.221	.003
	N	175	175	175
DK	Pearson Correlation	.093	1	.477[**]
	Sig. (2-tailed)	.221		.000
	N	175	175	175
KP	Pearson Correlation	-.223[**]	.77[**]	1
	Sig. (2-tailed)	.003	.000	
	N	175	175	175
**. Correlation is significant at the 0.01 level (2-tailed).				

Source: Author's Processed Primary Data (2023)

According to Table 16, it can be seen that the correlation value and level of relationship for each variable. The correlation between Burnout (X1) and Nurse Performance (Y) is considered negative because r = -1 and has a low level of relationship because the correlation coefficient value is -0.223. Meanwhile, the correlation between Work Discipline (X2) and Nurse Performance (Y) can be said to be positive because r = +1 is considered to have a moderate relationship, with a correlation coefficient value of 0.477.

D) Multiple Linear Regression Analysis

Table 17: Multiple Linear Regression Analysis Test Results

	Coefficients[a]					
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	17.860	2.842		6.284	.000
	BO	-.209	.050	-.269	-4.203	.000
	DK	.581	.074	.502	7.825	.000
a. Dependent Variable: KP						

Source: Author's Processed Primary Data (2023)

From the multiple linear regression equation formed in Table 17, the author concludes as follows:

1. The constant value is 17.860, which means that if the value of the Burnout (X1) and Work Discipline (X2) variables = 0, then the Nurse Performance variable (Y) has a value of 17.860. Having a positive value means that it can be stated that the contribution studied has had a positive impact.
2. The value -0.209 is the regression coefficient value for the Burnout variable (X1), so $\beta 1 = -0.209$, meaning that for every 1 point increase in the Burnout variable, Nurse Performance (Y) will decrease by -0.209 and the other independent variables are constant for Nurse Performance.

3. The value 0.581 is the regression coefficient value for the Work Discipline variable (X1), so $\beta2 = 0.581$, meaning that for every 1 point increase in the Work Discipline variable, Nurse Performance (Y) will increase by 0.581 and the other independent variables are constant for Nurse Performance.

E) *Hypothesis Test*
a. Partial test (t)

Table 18: Partial Test Results (t-Test)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	17,860	2,842		6,284	,000
	BO	-,209	,050	-,269	-4,203	,000
	DK	,581	,074	,502	7,825	,000
a. Dependent Variable: KP						

Source: Author's Processed Primary Data (2023)

The hypothesis used in this research is:
1. The effect of burnout on the performance of nurses at Mental Hospital Dr. H. Marzoeki Mahdi
   a. Ho:$\beta1 = 0$ this means that there is no partial effect of burnout on the performance of nurses at Mental Hospital Dr. H. Marzoeki Mahdi.
   b. H1:$\beta1 \neq 0$ this means that there is a partial effect of burnout on the performance of nurses at Mental Hospital Dr. H. Marzoeki Mahdi.

From the table, we get 18 t_{count} of -4.203 and a significance value of 0.000, then df = n – K – 1 or 175 – 2 – 1 = 172, so the t_{table} value obtained is 1.653. According to the results of research conducted by the author, t_{count} -4.203 > t_{table} 1.653 with a significance value of 0.000 <0.05 means that Ho is rejected and H1 is accepted. In this way, the author concludes that burnout has a significant negative effect on the performance of nurses at Mental Hospital Dr. H. Marzoeki Mahdi.

2. The Effect of work discipline on kinerja perawat at Mental Hospital dr. H. Marzoeki Mahdi.
   a. Ho:$\beta_2 = 0$, this means that there is no partial effect of work discipline on the performance of nurses at Mental Hospital Dr. H. Marzoeki Mahdi.
   b. H2:$\beta_2 \neq 0$, this means that there is a partial effect of work discipline on the performance of nurses at Mental Hospital Dr. H. Marzoeki Mahdi.

From the table, the tcount is 7.825, and the significance value is 0.000, then df = n – K – 1 or 175 – 2 – 1 = 172, then the ttable value obtained is 1.653. According to the results of research conducted by the author, it was obtained that tcount was 7.825 > ttable 1.653 with a significance value of 0.000 < 0.05, which means that Ho was rejected and H2 was accepted. In this way, the author concludes that work discipline has a significant positive effect on the performance of nurses at Mental Hospital Dr. H. Marzoeki Mahdi.

b. Simultaneous Test

Table 19: Simultaneous Test Results (F Test)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	450,589	2	225,295	36,703	,000[b]
	Residual	1055,788	172	6,138		
	Total	1506,377	174			
a. Dependent Variable: KP						
b. Predictors: (Constant), DK, BO						

Source: Author's Processed Primary Data (2023)

The hypothesis used in this research is:
1. $H_o:\beta_1,\beta_2 = 0$, this means that there is no effect between the burnout variables and work discipline simultaneously on the performance variables of nurses at Mental Hospital Dr. H. Marzoeki Mahdi.
2. $H_3:\beta_1,\beta_2 \neq 0$, this means that there is no effect between the burnout variables and work discipline simultaneously on the performance variables of nurses at Mental Hospital Dr. H. Marzoeki Mahdi.

From Table 19, the Fcount is 36.703, and the significance value is 0.000, then df = n – K – 1 or 175 – 2 – 1 = 172, so the Ftable value obtained is 3.05. According to the results of research conducted by the author, it was obtained that Fcount was 36.703 > Ftable 3.05 with a significance value of 0.000 < 0.05, which means that Ho was rejected and H3 was accepted. In this way, the author concludes that burnout and work discipline simultaneously or together have a significant effect on the performance of nurses at Mental Hospital Dr. H. Marzoeki Mahdi.

F) Coefficient of Determination

Table 20: Coefficient of Determination Test Results (R2 Test)

Model Summary				
Model	**R**	**R Square**	**Adjusted R Square**	**Std. Error of the Estimate**
1	,547[a]	,299	,291	2,478
a. Predictors: (Constant), DK, BO				

Source: Author's Processed Primary Data (2023)

According to Table 20, it is known that the Adjusted R Square value is 0.291, which means 0.291 x 100% = 29.1%. This value explains that the independent variables in this research, namely burnout and work discipline, effect the dependent variable, namely the performance of nurses at Mental Hospital Dr. H. Marzoeki Mahdi. Meanwhile, the remaining values are 100% - 29.1% = 70.9% effectd by other variables that are not in the research conducted by the author.

G) Discussion

a. The Effect of Burnout (X1) on Nurse Performance (Y) at Mental Hospital Dr. H. Marzoeki Mahdi Bogor

According to the results of the analysis conducted by the author through several instruments such as observation, interviews and questionnaires distributed to respondents, namely nurses at Mental Hospital Dr. H. Marzoeki Mahdi Bogor, stated that burnout as an independent variable (X1) is known to have a negative and significant effect on the performance of nurses at Mental Hospital dr. H. Marzoeki Mahdi Bogor.

The results of the research conducted by the author are in line with research conducted by Bagiada and Netra (2019) and also Sukarno and Ramadhan (2022) which stated that burnout has a negative and significant effect on nurse performance. However, the results of this research are not in line with research conducted by Lisan et al. (2021), where burnout has no effect on performance. The author has two points that cause a relationship between burnout (X1) and nurse performance (Y). Namely because the nurse at the Mental Hospital, Dr. H. Marzoeki Mahdi Bogor, experienced fatigue at the end of the work period and the nurse at the Mental Hospital, dr. H. Marzoeki Mahdi. Bogor is experiencing saturation with service jobs.

b. The Effect of Work Discipline (X2) on Nurse Performance (Y) at Mental Hospital. Dr. H. Marzoeki Mahdi Bogor

According to the results of the analysis conducted by the author, it is stated that work discipline as the second independent variable (X2) is known to have a positive and significant effect on the performance of nurses at Mental Hospital dr. H. Marzoeki Mahdi Bogor. The results of the research conducted by the author are in line with research conducted by Hijayanti (2019) and Kim et al. (2019), which stated that work discipline has a positive and significant effect on nurse performance. However, the results of this research are not in line with research conducted by Muna and Isnowati (2022), where work discipline does not have a significant effect on performance.

The author has two points that cause a relationship between work discipline (X2) and nurse performance (Y). namely, because the Nurse at Mental Hospital, Dr H. Marzoeki Mahdi Bogor, conducted actions on patients according to the SOP and the Nurse at Mental Hospital, Dr. H. Marzoeki Mahdi, always keeps secrets related to work.

c. The Effect of Burnout (X1) and Work Discipline (X2) on Nurse Performance (Y) at Mental Hospital Dr. H. Marzoeki Mahdi Bogor

According to the results of the analysis conducted by the author, it is stated that burnout (X1) and work discipline (X2) together have a significant effect on the performance of nurses at Dr. Mental Mental Hospital. H. Marzoeki Mahdi Bogor. The study's findings are consistent with research conducted by Salsabillah and Wahyuati (2022), which states that work discipline and burnout both have a significant effect on work performance.

According to research and literature reviews that have been conducted by the author during the research, the author has not found any previous research that used burnout and work discipline variables on the work performance of both nurses and other employee subjects specifically simultaneously. In this way, the author can state that this research is the first research to examine burnout and work discipline on nurse performance simultaneously.

V. CONCLUSION AND SUGGESTION

A) Conclusion

According to the results of the analysis and discussion that has been described by the author, the conclusions are as follows: 1) Burnout (X1) has a negative and significant effect on Nurse Performance (Y) at Mental Hospital Dr. H. Marzoeki Mahdi Bogor Bogor. This means that the higher the level of burnout experienced by nurses, the lower the nurse's performance will be. 2) Work Discipline (X2) has a positive and significant effect on Nurse Performance (Y) at Mental Hospital Dr. H. Marzoeki Mahdi Bogor Bogor. This means that the higher the level of work discipline among nurses, the more the nurse's performance will increase. 3) that Burnout (X1) and Work Discipline (X2) simultaneously have a significant effect on Nurse Performance (Y) at Mental Hospital Dr. H. Marzoeki Mahdi Bogor Bogor.

B) Suggestion

According to the results of the analysis and discussion, the following are suggestions that the author can give. For those at Mental Hospital, Dr. H. Marzoeki Mahdi Bogor, 1) Improving the proportion of work received by nurses in serving the number of patients. 2) The hospital should pay attention to the work schedule that nurses undertake. 3) the hospital to provide consequences in the form of sanctions or warnings so that they are expected to provide a deterrent effect and increase the discipline of nurses. 4) the hospital gives rewards or awards to nurses who are disciplined. For future researchers, the author suggests increasing the variety of independent variables used. So, it is hoped that it will be more objective and have different research results.

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