

# Grit, Personality, And Job Burnout Among Indonesian Nurses

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Abstract: It is evident that health workers, particularly nurses, are more susceptible to burnout. This study aims to determine the relationship between Grit and burnout and the function of extroverted personality types in nurses as moderators. The measuring instruments used in this study were the Burnout, Grit scale, and Eysenck personality questionnaire. The sample of this study amounted to 130 respondents with a simple random sample collection technique. The respondent was an inpatient nurse at one of the teaching hospitals in Gresik with the criteria for a bachelor's and a diploma in nursing Ners. Quantitative analysis in this study uses moderated regression analysis method for hypothesis testing. The results showed that the first hypothesis was accepted ( $\text{sig} < 0.05$ ) that there was a negative relationship between Grit and Job Burnout in nurses. The higher the grit of the individual, the lower the burnout. The results of the analysis also showed that the second hypothesis was rejected ( $\text{sig} > 0.05$ ). The extroverted personality type possessed by nurses does not moderate the relationship of grit with job burnout, but the extroverted personality type can be used as a predictor variable of the burnout experience.

## 1. INTRODUCTION

In 2019 WHO defined burnout as the phenomenon of work fatigue. Burnout is a syndrome of fatigue, fatigue, and emotional exhaustion, depersonalization, and decreased personal success that occurs in individuals who work with others in a certain capacity (Galanis et al., 2021; Maslach & Jackson, 1981). The experience does not only occur in one experience but is a gradual process (Edú-Valsania et al., 2022).

*Burnout* is one of the manifestations of *job strain* which is the result of the relationship between environmental factors (*demands*) and individual perception and behavior (such as coping) (Archer, 2020; Corey & Corey, 2010). Maslach stated that the job burnout theory lies in 3 key components, namely emotional exhaustion, depersonalization, and decreased personal achievement (Galanis et al., 2021; Maslach & Jackson, 1981). Based on these two theories, *Job Burnout* is an experience of work fatigue due to *demands* and the complexity of the relationship *social* experienced by individuals because of the personal concepts they have both for themselves and for other individuals.

Research on job burnout has been widely conducted on both professional workers (lecturers, teachers, nurses, professors, doctors), and non-professional workers (caregivers, domestic assistants, secretaries, drivers). However, many figures say that individuals who work with intense face-to-face interactions tend to experience job burnout more easily (Cordes & Dougherty, 1993; Jackson & Maslach, 1982). This is evident from the many studies that have been conducted on professional workers (nurses, doctors, physician assistants).

Other research conducted by Ezdha & Hamid (2020) said that there was a study that had been conducted in the United States in 2012 that found the nurses over the age of 30 had a percentage of 40% burnout and 49% for nurses under 30 years old. In addition, data obtained from Kleiber and Ensmann (2012) which contained 2496 publications related to burnout in Europe showed that 90% of workers in the health and social sector (nurses) experienced burnout (Prestiana & Purbandini, 2012; Putra & Muttaqin, 2020). The results of the study are not much different from the research conducted recently.

Research conducted by Fessell & Cherniss (2020) It is estimated that burnout can affect 10-70% of nurses and 30-50% of physicians, nurse

practitioners, and physician assistants. This research is supported by the findings of (Xiong et al., 2020) who said that nurses have the highest risk of burnout when compared to other health workers. The findings are in line with the results of a survey conducted by PPNI which found that there were around 50.9% of nurses who experienced burnout and this was because they were affected by work stress Arif & Wijono (2022).

During the pandemic, based on research by the Faculty of Medicine, University of Indonesia, 83% of nurses experienced physical and mental fatigue due to the pandemic (Nurmawati & Daeli, 2022). Previous research conducted by Inchausti et al (2020) shows that the pandemic can worsen *stress* which is felt by nurses because of the many demands of the job ranging from emotional, physical, and intense cognitive. ICN's chief executive said that nurses experience mass trauma such as physical and mental exhaustion. The nursing profession globally is also predicted to decrease by around 13 million people due to quitting due to fatigue (Nurmawati & Daeli, 2022). Research conducted by Nurmawati & Daeli (2022) found that nurses who experienced *Burnout* At the highest level, 51 nurses (71.8%) out of the total sample of 71 nurses.

The statement of the chief executive of ICN who said that the nursing profession globally is predicted to decline to 13 million people is inversely proportional to the data available in Indonesia for now. The health ministry projects that nurses in Indonesia will experience a surplus and reach 695,217 people based on the estimated number of active STRs. Even though the number has increased to reach a surplus condition, research related to job burnout still needs to be studied because it does not rule out the possibility that nurses will not experience burnout at all. If research related to burnout in nurses is not used as a curative step, then research related to burnout can be used as a preventive step to help nurses overcome burnout problems.

Broadly speaking, two factors could be causing job burnout experiences, external and internal. Some of the external factors that can affect job burnout are workload, conflict and ambiguity of roles, motivation, and support, while internal factors include demographic factors and personality factors.

Among the personality factors that can make nurses experience job burnout are grit and personality type. Grit itself is one of the personality characteristics possessed by individuals who have passion and persistence in maintaining efforts and interests to achieve long-term goals. Several previous studies have been conducted to find out how grit relates to job burnout.

Research conducted Halliday found that *Grit* can be used as a predictor factor for burnout (Cormier et al., 2021; Halliday et al., 2017). Based on this study, *Grit* that individuals have can be used to identify the tendency to experience burnout. Research conducted by Friday et al (2020) also found the same thing, namely if an individual has a level of *Grit* high, then the individual tends to have a harder time experiencing burnout.

Other research conducted by (Shakir et al., 2020) It was also found that there was a negative relationship between grit and job burnout. This means that when individuals have a high level of grit is associated with a low rate of job burnout. This also further corroborates the results of previous research conducted by (Kang & Choi, 2022) which found that grit was negatively related to burnout, both academic burnout and clinical practice burnout. The study also found that grit can help individuals to lower burnout.

In addition to the character *Grit* in individuals, personality types *introvert* and *Extrovert* It is also included in the factors that form the occurrence of burnout experiences at work. Literature study research conducted by Fuady et al (2022) found that the higher the personality type score *introvert*, the more likely the individual is to experience burnout. This is due to the personality type *introverts* tend to cause negative emotions, depression, sadness, depression, helplessness, and apathy. In another study, conducted by Angelini (2023) revealed that extraversion is one of the factors *protective* to combat burnout and the dimension of mental exhaustion.

This research aims to find out whether grit is related to job burnout and how extroverted personality can moderate the relationship between grit and job burnout. Therefore, researchers formulated two hypotheses related to the research objectives, namely that grit has a negative relationship with job burnout. The higher the grit a nurse has, the less frequent the experience of job burnout will be. and the second hypothesis is that an extroverted personality can moderate the relationship between grit and job burnout.

## 2. LITERATURE REVIEW

### Job Burnout

Maslach and colleagues conceptualize Burnout as the three core components, namely emotional exhaustion, depersonalization, and (lack of) personal achievement (Galanis et al., 2023; Jackson

& Maslach, 1982; Maslach & Jackson, 1981). Pines and colleagues use the term "burnout" in service workers' social and "boredom" in workers' non-service (Canu et al., 2021; Shirom, 1989). However, in recent writings, Pines and Aronson are argued because there is no difference between boredom and burnout (Cooper et al., 2001; Ewen et al., 2021).

Maslach and Leiter in (Queirós et al., 2020) said that occupational factors can cause individuals to experience Job Burnout There are 6 areas of discussion, namely workload, control in work, rewards, community in work, fairness, and individual values (Lubbadeh, 2020; Maslach, 2001). Some inequality or mismatch between individual and occupational factors can increase an individual's likelihood of experiencing Job Burnout some trait and individual personality types can contribute to the experience of Burnout individuals as well as coping mechanisms (Ghorpade et al., 2007; Lubbadeh, 2020) or as a factor that can emphasize or reduce the burnout dimension (Leiter & Maslach, 2016; Mäkikangas et al., 2021).

## Grit

Grit It was first introduced by Angela Duckworth in 2007 defined it as the tendency to maintain interest and effort to achieve long-term goals (A. L. Duckworth et al., 2007, 2021). Gamel says that Grit is a Personality trait that can be formed with the help of psychoeducation and context social to achieve long-term goals (Gamel, 2014; Jordan et al., 2019). Grit is considered a non-intellectual factor and is a trait The individual can be defined as the ability of an individual to strive to achieve the desired goal passionately and relentlessly even if faced with various problems and obstacles (Dehkordi, 2023).

Duckworth said that there are 2 groups of factors that can affect Grit individuals, namely internal (interest, hope, purpose, and practice) and external (parenting, practice, and environment) (Duckworth, 2016; Schimschal et al., 2021). Grit itself has 2 dimensions, namely consistency of interest and perseverance in business. Consistency of interest describes the ability of an individual to maintain focus to achieve his or her goals despite being faced with various challenges and failures in the process. Individuals with high perseverance in striving are not afraid to face challenges or obstacles that hinder them from achieving their goals, but still work hard and earnestly to achieve long-term goals (A. L. Duckworth et al., 2007, 2021).

## Extroverted personality

Personality is the overall pattern of behavior of an organism formed from heredity and the environment. Eysenck in (Wicaksono & Dermawan, 2020) reveals that personality is composed of actions and responses that are organized in order from the highest to the lowest or most specialized. The hierarchy is arranged based on the generality and importance of responses and actions, namely type, trait, habitual response, and specific response.

H. Eysenck & Wilson (1976) revealed that there are 7 aspects of introverted and extroverted personalities, namely (1) activity related to spirit and physical activity, (2) Sociability related to social relations, (3) Risk Taking related to activities that have certain risks, (4) impulsiveness related to taking actions and perceptions or views on a matter, (5) Expressiveness related to the delivery of emotions, (6) reflectiveness related to thinking activities, and (7) responsibility which includes taking a cautious attitude (Farayani et al., 2022).

## 3. METHOD

This study uses a correlational quantitative method to determine the relationship between grit and job burnout and the role of extroverted personality in moderating the relationship between grit and job burnout. The subject of this study is an inpatient nurse at one of the teaching hospitals in the city of Gresik. the total population of this research is 355 inpatient nurses who are graduates of S1, D4, and D3 nursing nurses. The researcher then selected 130 nurses to be used as subjects in this study. The selection of subjects was carried out by random sampling method.

Data collection was carried out using a questionnaire compiled by the researcher by adapting the Job Burnout, Grit, and extroverted personality instruments. The researcher adapted the MBI-HSS instrument which is a burnout instrument developed by Maslach and Jackson (Ibtissam et al., 2012; Maslach & Jackson, 1981). For variable grit, the researcher adapted from the original grit scale instrument developed by Duckworth (A. L. Duckworth et al., 2007). For the extroverted personality variable, the researcher adapted the EPQR-S instrument developed by Eysenck. Psychometric testing of the instrument was also carried out to determine whether the adapted instrument was valid and reliable for use. The job burnout instrument has a validity between 0.379-0.895 with a Cronbach's alpha value of 0.893. The grit instrument has a validity between 0.526-0.790

with a Cronbach's alpha value of 0.884. The extroverted personality instrument has a validity value between 0.282-0.619 with a Cronbach's alpha value of 0.623

This study uses MRA and simple regression tests to test the first and second hypotheses. Before conducting a hypothesis test, the researcher first conducts a classical assumption test, namely the normality test, heteroskedasdisitas test, autocorrelation test, and multicollinearity test.

## 4. RESULT

### Classical Assumption Tests

#### Normality Test

This test is carried out to measure whether the data is distributed normally so that it can be continued to the next stage to conduct hypothesis tests.

Table 1 normality test result.

	Unstandardized residual
Asymp. Sig. (2-tailed)	0,200

Based on table 7, it shows the Asymp value. Sig (2 tailed) of 0.200 which is greater than 0.05, it can be concluded that the data has been distributed normally.

#### Multicollinearity Test

The multicollinearity test was carried out to find out whether in a regression model, there was a high or perfect correlation between free variables.

Table 2 multicollinearity test result.

Type	Collinearity statistics	
	Tolerance	VIF
Constant		
Grit	,994	1.006
Personality types	,984	1.016
Grit interactions and personality types	,990	1.010

Based on the Table above where the tolerance value  $> 0.1$  and the VIF value  $< 10$ , it is stated that there is no multicollinearity.

#### Autocorrelation Test

The autocorrelation test was carried out to find out if there was an autocorrelation between the bully error in the t-period and the blister error in the t-1 period.

Table 3 autocorrelation test result.

Type	Durbin-Watson
1	1,934

Based on the table above, a DW value of 1.934 was obtained ( $n=130$ ,  $k=2$  obtained a du table of 1.7449 and  $4-du=2.2551$ ), so it can be concluded that there is no autocorrelation symptom.

#### Heteroskedasdisitas Test

The heteroskedasdisitas test was carried out to determine whether in a regression model, there was a discomfort of residual variants.

Table 4 heteroskedasdisitas test result.

Type	Sig.
(Constant)	,190
Grit	,269
Personality types	,485

Based on the Table above where the significance value of the three variables has a  $>$  value of 0.05 which means that heteroskedasdisitas does not occur.

Based on the description above, the data testing can be continued for hypothesis testing.

### Hypothesis Testing

#### Simple Linear Regression Test

This test was used to test whether there was a relationship between grit and job burnout.

Table 5 linear regression result.

Type	Unstandardized coefficients	Sig.
Job burnout	69.054	,000
Grit	-,868	,000

It can be seen from the table above Where the Sig value is less than 0.05, it can be concluded that grit has a significant and negative relationship with job burnout.

Table 6 R Square result.

Model Summary	
Type	R Square
1	,303

The table above shows the magnitude of grit's effect on job burnout. Looking at the R Square value from the table above, it can be seen that in this study grit has an influence of 30.3% on job burnout.

### MRA Test

For the second hypothesis test, the researcher used the MRA test to test whether the extrovert-introvert personality type moderates the relationship between grit and job burnout in health workers (nurses).

Table 7 MRA Test Result.

Coefficients		
Type	Unstandardized coefficients	Sig.
	B	
Constant	80.427	,000
X1	-,841	,000
X2	-1.388	,004
X1 and X2 interactions	,072	,174
Constant: variable Y		

Based on the table above, where the value of the sig. the variable of grit interaction with personality type is  $0.174 > 0.05$ , it is not significant. This shows that the personality type variable is not significant as a moderator variable. Therefore, the second hypothesis was rejected and  $H_0$  was accepted, so the personality type did not moderate the influence of grit with job burnout.

Table 8 F Test result.

Anonymous	
Type	Sig.
Regression	,000
Residual	
Total	

From the table above, it is known that the sig value shows less than 0.05, which shows that simultaneously, grit and extrovert-introvert personality types can be related to job burnout.

## 5. DISCUSSION

The results of a simple linear regression analysis conducted to test the first hypothesis proposed by the researcher were proven. Grit has a negative relationship with job burnout in nurses. This means that the higher the Grit rate owned by nurses, the lower the job burnout rate. These results are in line with the research conducted by (Brateanu et al., 2020) which reveals that grit is an independent predictor that can affect job burnout.

Other research conducted by (Safariningsih et al., 2022) It was found that GRIT had a significant negative correlation with job burnout of 19%. The results of the study are in line with the research (Puspita & Kusumaputri, 2021) which also found that grit had a negative effect. This shows that individuals with high grit have persistence and perseverance to maintain their interests and goals even though they are faced with various problems and take a long time to achieve these goals.

However, the results of the second hypothesis test conducted using the MRA test were declared unproven. The second hypothesis that the personality type that nurses have functions as a moderators in the relationship between grit and job burnout is rejected. This means that the personality type that nurses have does not moderate the relationship between grit and job burnout. However, from the results of the hypothesis analysis test carried out, the personality type possessed by nurses can act as an independent variable, namely as a predictor of job burnout.

This can happen because the extrovert's personality does not directly affect the grit of the individual. There are still few previous studies that explain how the extrovert-introvert personality type can affect grit. One of them is the research conducted by (Farfán et al., 2020) which found that extraversion as a variable moderator does not moderate the relationship between autonomy and job burnout

The results of this study can be because extroverted personality does not have a direct influence on the relationship between grit and job burnout. However, the extrovert-introvert personality can be related to other variables that can moderate the relationship between grit and job burnout, such as social support and optimism. With an extroverted personality, the social support that individuals have will be wider, including in their work. The social support that individuals have will strengthen the grit effect on job burnout so that it can reduce the perceived job burnout experience (Shakir et al., 2020).

Individuals with extroverted personalities also tend to have high confidence in themselves, making it easier to have optimism both in daily life and at work. The optimism that individuals have can affect the effect of grit on job burnout by increasing the individual's ability to face challenges and reducing perceived stress (Trimarta, 2021).

However, from the results of the F test, it was found that personality type and Grit were simultaneously related to job burnout. From the test results, where the value of the relationship coefficient of grit and personality type with job burnout is negative, which means that both have a negative relationship direction. This is following the concept of job burnout theory. When individuals face various demands in their work, both in the context of work and in the social context related to the work being done, and do not have enough resources to face and overcome these demands, individuals will experience job burnout. By using internal resources such as grit and personality type, individuals

From the analysis test, it was found that the personality type has a negative relationship direction, which means that if the nurse has an extroverted personality type, the job burnout experience tends to be small or low. Likewise, if nurses have an introverted personality type, the job burnout experience felt tends to be greater than that of nurses who have an extroverted personality type. The results of this study are in line with the research conducted by (Angelini, 2023) which revealed that extraversion was negatively related to job burnout. Angelini also added that extraversion can act as a protective factor for individuals to minimize the experience of job burnout. Other research conducted by (Costa et al., 2024; Harizanova et al., 2018) revealed that job burnout experienced by individuals can be predicted by the low rate of extraversion.

Thus personality types do not significantly moderate the relationship between grit and burnout. However, personality type can be used as an independent variable that can predict the experience of job burnout. Personality types can also work simultaneously with grit to predict job burnout experiences.

In the context of job burnout, the Job-Demands-Resources theory can be used to explain the relationship between grit and personality types. Job-Demands-Resources Theory explains that in work there are 2 characteristics, namely demands and job resources (Bakker et al., 2023; Bakker & Demerouti, 2007; Xanthopoulou et al., 2007). This can be seen through the lens of burnout experience in nurses. The existing job demands are either the main demands of the job or the demands of the

environment such as patients and doctors who work together. Meanwhile, the resources they have can come from the surrounding environment such as social support or from within the nurse herself where grit and personality type can take place.

The demands that nurses have and feel can increase the burnout experience if nurses do not have the resources to help overcome the fatigue they feel. With grit and personality type as personal resources owned by nurses can be used as a fortress of defense when they experience burnout. As previously explained, grit is persistence and perseverance that if possessed by nurses will make them persistent and diligent to continue carrying out their work as nurses even though they are faced with various demands or problems. As for the personality type owned by nurses, where nurses who have extroverted personality types can use these advantages to be more assertive to the individuals around them both to superiors, colleagues, and family. This can keep the individual awake from the perceived burnout experience.

## 6. CONCLUSION AND SUGGESTION

Grit was shown to have a significant negative relationship with job burnout experiences in nurses. This means that the higher the nurse's grit, the lower the burnout experience felt. Then, personality types cannot moderate grit's relationship with job burnout. However, from the results of the F test carried out, it was found that the grit owned by the individual and the personality type possessed could be simultaneously related to job burnout in nurses.

Further research can examine other variables that can be factors in the occurrence of job burnout such as social support or psychological capital dimensions such as optimism both as an independent variable and as a moderator variable. For nurses who often experience burnout, they can overcome it by being assertive. An assertive attitude itself is the ability to communicate honestly, firmly, and straightforwardly. With an assertive attitude, nurses can say various complaints that are felt. This is a form of prevention so that nurses can overcome burnout during work.

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