Abstrak

Penelitian ini dilatarbelakangi oleh tingginya tuntutan kerja pegawai puskesmas serta masih terbatasnya penelitian mengenai *Big Five Personality Traits* dan *burnout* pada konteks pelayanan kesehatan primer di Indonesia. Penelitian ini bertujuan untuk mengetahui hubungan antara *Big Five Personality Traits* dan *burnout* pada pegawai Puskesmas Telaga Kabupaten Gorontalo. Penelitian menggunakan pendekatan kuantitatif dengan desain korelasional. Populasi penelitian berjumlah 83 pegawai dengan teknik *total sampling*, namun sampel akhir yang digunakan sebanyak 62 responden. Data dikumpulkan menggunakan skala *Big Five Inventory* (BFI) dan *Maslach-Trisni Burnout Inventory* (M-TBI), kemudian dianalisis menggunakan uji korelasi *Pearson Product Moment* dengan bantuan aplikasi Jamovi. Hasil penelitian menunjukkan bahwa terdapat hubungan negatif yang signifikan antara *conscientiousness* dan *burnout* ($r = -0{,}314$; $p = 0{,}013$) dengan kekuatan hubungan lemah. Selain itu, terdapat hubungan positif yang signifikan antara *neuroticism* dan *burnout* ($r = 0{,}370$; $p = 0{,}003$) dengan kekuatan hubungan lemah hingga sedang. Sementara itu, dimensi *extraversion*, *agreeableness*, dan *openness to experience* tidak menunjukkan hubungan yang signifikan dengan *burnout* ($p > 0{,}05$). Temuan ini menunjukkan bahwa karakteristik kepribadian berperan dalam memengaruhi tingkat *burnout* pegawai, sehingga dapat menjadi dasar dalam upaya pencegahan dan pengelolaan *burnout* di lingkungan pelayanan kesehatan. Penelitian ini diharapkan dapat menjadi referensi pengembangan kesehatan mental pegawai di puskesmas secara nasional.

Kata kunci: *Big Five Personality Traits, Burnout*, Pegawai Puskesmas

Abstract

High work demands among public health center employees and the scarcity of research on the Big Five Personality Traits and burnout within Indonesian primary healthcare motivated this study. The objective was to examine the relationship between the Big Five Personality Traits and burnout among employees at Telaga Public Health Center, Gorontalo Regency. A quantitative correlational design was utilized. The research population included 83 employees selected through total sampling, with a final sample of 62 respondents. Data collection employed the Big Five Inventory (BFI) and the Maslach-Trisni Burnout Inventory (M-TBI), and analysis was conducted using the Pearson Product-Moment correlation test in Jamovi. Results indicated a significant negative relationship between conscientiousness and burnout ($r = -0.314$; $p = 0.013$), with weak correlation strength. A significant positive relationship was also observed between neuroticism and burnout ($r = 0.370$; $p = 0.003$), with weak-to-moderate correlation. Extraversion, agreeableness, and openness to experience did not demonstrate significant relationships with burnout ($p > 0.05$). These findings suggest that personality characteristics influence employee burnout levels and may inform strategies to prevent and manage burnout in healthcare settings. The study may serve as a reference for developing national-level mental health initiatives for public health center employees.

Keywords: *Big Five Personality Traits, burnout, public health center employees*