

## PENGARUH KOMPETENSI KEPEMIMPINAN DIGITAL TERHADAP BURNOUT DAN WORK-LIFE BALANCE PADA PERAWAT GENERASI MILENIAL DI RUANG MATERNAL RS HERMINA JATINEGARA

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### ABSTRAK

Transformasi digital dalam pelayanan kesehatan menuntut perawat memiliki kompetensi kepemimpinan digital yang adaptif untuk menjaga efektivitas kerja dan kesejahteraan profesional. Perawat generasi milenial menghadapi beban kerja tinggi, risiko burnout, serta tantangan dalam mempertahankan work life balance. Penelitian ini bertujuan menganalisis pengaruh kompetensi kepemimpinan digital terhadap burnout dan work life balance pada perawat generasi milenial di Ruang Maternal RS Hermina Jatinegara Tahun 2026. Penelitian menggunakan desain kuantitatif dengan pendekatan Cross Sectional pada 70 responden yang dipilih melalui total sampling. Data dikumpulkan menggunakan kuesioner terstandar dan dianalisis secara univariat serta bivariat dengan uji Pearson chi square pada tingkat signifikansi 0,05. Hasil menunjukkan kompetensi kepemimpinan digital mayoritas berada pada kategori sedang (48,6%), burnout pada kategori sedang (50,0%), dan work life balance pada kategori sedang (64,3%). Terdapat pengaruh signifikan antara kompetensi kepemimpinan digital terhadap burnout ( $p = 0,000$ ) dan work life balance ( $p = 0,000$ ). Penguatan kompetensi kepemimpinan digital berpotensi menjadi strategi manajerial dalam menekan burnout dan meningkatkan keseimbangan kehidupan kerja perawat

### ABSTRACT

*Digital transformation in healthcare services requires nurses to possess adaptive digital leadership competencies to maintain work effectiveness and professional well being. Millennial nurses face high workloads, risks of burnout, and challenges in maintaining work-life balance. This study aimed to analyze the influence of digital leadership competency on burnout and work life balance among millennial nurses in the Maternal Unit of Hermina Jatinegara Hospital in 2026. The study employed a quantitative design with a cross sectional approach involving 70 respondents selected through total sampling. Data were collected using standardized questionnaires and analyzed through univariate and bivariate methods using the Pearson chi square test at a significance level of 0.05. The results indicated that digital leadership competency was predominantly at a moderate level (48.6%), burnout was mostly at a moderate level (50.0%), and work life balance was also predominantly moderate (64.3%). There was a significant influence of digital leadership competency on burnout ( $p = 0.000$ ) and work life balance ( $p = 0.000$ ). Strengthening digital leadership competency has the potential to serve as a managerial strategy to reduce burnout and improve nurses' work life balance.*

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