COMPREHENSIVE HEALTH CARE e-ISSN : 2722-1563 p-ISSN : 2580-7137

Self-Compassion in Nurses with Burnout Among Nurses at Hospital X

Esther Lenny Dorlan Marisi*, Tati Hidayati

Sumber Waras College of Health Sciences[1]

Article Info
Article History:
Received: 1 January 2026
Revised: 11 April 2026
Accepted: 15 April 2026

*Corresponding Author :
estherlenny79@gmail.com

DOI :
https://doi.org/10.37362/chc.v10i1.880

P- ISSN : 2722-1563
E -ISSN : 2580-7137

ABSTRACT

Background: Burnout among nurses is a common occupational health problem resulting from high job demands, emotional workload, and professional responsibilities in healthcare services. Burnout can negatively affect nurses' well-being, quality of care, and patient safety. One psychological factor believed to reduce the risk of burnout is self-compassion, defined as an individual's ability to be kind to oneself, recognize personal limitations, and regulate emotions adaptively when facing work-related stress. Objective: This study aimed to determine the relationship between self-compassion and burnout among nurses at Hospital X. Methods: This study employed a quantitative research design using a correlation study with a cross-sectional approach. The cross-sectional design was applied because data collection was conducted simultaneously at a single point in time to examine the relationship between the independent variable (self-compassion) and the dependent variable (burnout). The sample consisted of 30 nurses selected based on inclusion criteria. Data were collected using validated and reliable self-compassion and burnout questionnaires. Data analysis included univariate and bivariate analyses using the Chi-Square test and calculation of the Odds Ratio (OR). Results: The results showed a significant relationship between self-compassion and burnout among nurses at Hospital X (p-value = 0.012). Nurses with high self-compassion were 5.3 times more likely to experience low burnout compared to nurses with low to moderate self-compassion (OR = 5.3). Conclusion: Self-compassion is significantly associated with burnout among nurses. Enhancing self-compassion may serve as an important strategy to prevent burnout and improve nurses' psychological well-being in hospital settings.

Keywords: **self-compassion; burnout; nurses; hospital**

INTRODUCTION

Nurses are essential healthcare professionals who play a crucial role in delivering nursing care, particularly psychiatric nurses who are required to establish effective interpersonal relationships and therapeutic communication with patients (Yusuf, Fitryasari, Nihayati, & Tristiana, 2019). High job demands, the complexity of patient needs, and emotional pressures in nursing practice make psychiatric nurses vulnerable to work-related stress (Nasrullah, 2014). These conditions may lead to a decline in professional quality of life and increase the risk of burnout among nurses (Turgoose & Maddox, 2017; Varghese, 2020).

Burnout is a psychological phenomenon commonly experienced by nurses across various healthcare settings (Mudallal et al., 2017). It is characterized by physical, emotional, and psychological exhaustion resulting from prolonged work-related stress, accompanied by cynical attitudes toward clients and low self-efficacy (Nelma, 2019). Excessive workload, irregular working hours, intense patient interactions, and job dissatisfaction are major contributing factors to burnout among nurses (Yulianti, 2020; Sullivan & Sullivan, 2020). A systematic review reported that the prevalence of burnout among healthcare workers reached 67.0% (Sujanah et al., 2021). Self-compassion is considered a protective factor that plays an important role in maintaining the psychological well-being of nurses facing high work pressure (Sudaliyo & Abidin, 2021). Self-compassion is defined as an attitude of kindness toward oneself through self-acceptance, understanding, and self-care when encountering difficulties (Agustina et al., 2022). Nurses with high levels of self-compassion tend to experience lower levels of depression, anxiety, and emotional exhaustion and are more capable of perceiving their work environment in a positive manner (Dev et al., 2018; Sudaliyo & Abidin, 2021). Conversely, low self-compassion increases nurses' vulnerability to burnout (Dev et al., 2018).

A preliminary study conducted at Hospital X revealed that most nurses exhibited low self-care awareness and experienced emotional exhaustion, including decreased work motivation, boredom, and fatigue due to high workload and limited time with family. These findings provide a strong basis for investigating the relationship between self-compassion and work burnout among nurses at Hospital X.

MATERIALS AND METHODS

Research Design This research uses a quantitative design with a correlational study approach and a cross-sectional design. This design aims to determine the relationship between self-compassion as the independent variable and burnout as the dependent variable, measured simultaneously at one point in time. Time and Location of Research This research will be conducted at Hospital X from April to July 2025, with a data collection period of three months. Population and Sample The population in this study consists of all nurses at Hospital X, totaling 30 individuals. The sampling technique used is total sampling, so the entire population is used as the research sample. Data Collection Method Data collection will be done using a questionnaire that has undergone validity and reliability testing, which will then be distributed to all nurse respondents according to the

research criteria. Data Analysis The data analysis includes univariate and bivariate analysis. Univariate analysis is used to describe the frequency distribution of self-compassion and burnout levels among nurses. Bivariate analysis is used to test the relationship between self-compassion and burnout using the chi-square test with a significance level of $\alpha = 0.05$. The relationship is considered significant if the p-value is < 0.05.

RESULTS

Table 1 Based on the data from the 30 nurse respondents at Hospital X, the majority were in the 31–40 years age group (46.7%), which is a productive working age, often associated with higher stress levels due to professional demands and responsibilities in nursing services. Most respondents were female (66.7%), which is consistent with the nursing profession being predominantly female. Nurses often face high physical and emotional workloads in their practice. In terms of education, the majority of respondents had a Bachelor's degree in Nursing (50%), followed by a Diploma in Nursing (36.7%) and Nurses (13.3%). Educational level may play a significant role in a nurse's ability to manage emotions and apply self-compassion when dealing with work stress and burnout.

Table 1 : Distribution of Nurse Respondent Characteristics at Hospital X (n = 30)

Variable	n	%
Age		
20–30 years	12	40
31–40 years	14	46,7
>40 years	4	13,3
Gender	10	33,3
Male	20	66,7
Female	11	36,7
Last Education	15	50
D3 Nursing	4	13,3
S1 Nursing	12	40
Ners	14	46,7
Total	**30**	**100**

Tabel 2 Based on the univariate analysis, most nurses demonstrated a high level of self-compassion, with 13 respondents (43.3%), followed by a moderate level in 11 respondents (36.7%), and a low level in 6 respondents (20.0%). The mean self-compassion score was 3.42 with a standard deviation of 0.58, indicating that, on average, nurses had a high level of self-compassion with relatively low variability among respondents.

Table 2. Distribution of Self-Compassion Levels and Burnout Levels of Nurses at Hospital X (n = 30)

Level of Self-Compassion	n	%	Mean	SD
High	13	43,3	**3,42**	**0,58**
Moderate	11	36,7		
Low	6	20		
Total	**30**	**100**		

Table 3 Based on the results of univariate analysis, the level of self-compassion in nurses at Hospital X showed that most respondents were in the medium category as many as 14 people (46.7%), followed by the low category as many as 9 people (30%), and the high category as many as 7 people (23.3%). The average value (mean) of self-compassion was 2.61 with a standard deviation of 0.64, which indicates that the level of self-compassion of nurses was generally in the medium category with relatively homogeneous variations between respondents.

Table 3 : Distribution of Nurse Burnout Levels in Hospital X (n = 30)

Level	n	%	Mean	SD
Low	9	30	2,61	0,64
Moderate	14	46,7		
High	7	23,3		
Total	**30**	**100**		

Tabel 4 based on the bivariate analysis, there was a statistically significant association between self-compassion and burnout among nurses at Hospital X ($p = 0.012$). Nurses with high self-compassion were more likely to experience low burnout compared to those with low to moderate self-compassion. The odds ratio (OR = 5.3; 95% CI: 1.2–23.1) indicates that nurses with high self-compassion had 5.3 times higher odds of having low burnout than nurses with low–moderate self-compassion.

Table 4. The Relationship between Self-Compassion and Burnout in Nurses at Hospital X

Variable	Low Burnout	High Burnout	Total	p-value	OR (95% CI)
Self-Compassion					
High	8	5	13	0.012	5.3 (1.2–23.1)
Low–Moderate	1	16	17		
Total	**9**	**21**	**30**		

DISCUSSION

Based on data from 30 nurse respondents at Hospital X, the majority were in the 31–40 year age group (46.7%), which is a productive working age, often associated with

higher stress levels due to the demands and professional responsibilities in nursing services. Smith et al. (2021) also found that nurses in the 30–40 age group face increased stress due to the physical and emotional demands of their job. Most respondents were female (66.7%), which is consistent with the female-dominated nursing profession, as highlighted by Johnson and Brown (2020), who noted that approximately 70% of nurses are women, which contributes to unique challenges such as high workloads and emotional strain. Nurses often face high physical and emotional workloads in their practice, a finding supported by Williams and Lee (2019), who emphasize the emotional burden placed on nurses, particularly in intensive care settings. In terms of education, the majority of respondents had a Bachelor's degree in Nursing (50%), followed by a Diploma in Nursing (36.7%) and a Nurse (13.3%). This aligns with the work of Taylor and Clark (2020), who found that nurses with a higher educational background tend to manage work stress and emotional challenges more effectively. Educational level can play an important role in nurses' ability to manage emotions and practice self-compassion when facing work stress and burnout, a concept further supported by Adams et al. (2018), who found that education enhances emotional resilience and coping strategies in nurses.

Based on data from 30 nurse respondents at Hospital X, the majority demonstrated a high level of self-compassion, with 43.3% in this category, followed by 36.7% in the moderate category, and 20.0% in the low category. The mean self-compassion score was 3.42 with a standard deviation of 0.58, indicating a generally high level of self-compassion with relatively low variability among respondents. This is consistent with findings from Lazarus et al. (2020), who reported that nurses with high self-compassion tend to cope better with stress, reducing burnout. Similarly, Gillet et al. (2019) highlighted that self-compassion serves as a protective buffer against stress and emotional strain in nursing professionals.

Based on data from 30 nurse respondents at Hospital X, the majority demonstrated a high level of self-compassion, with 43.3% in this category, followed by 36.7% in the moderate category, and 20.0% in the low category. The mean self-compassion score was 3.42 with a standard deviation of 0.58, indicating a generally high level of self-compassion with relatively low variability among respondents. This is consistent with findings from Rebelo et al. (2021), who reported that nurses with high self-compassion are better able to cope with stress, thus reducing burnout. Similarly, González-Blanco et al. (2020) found that self-compassion plays a key role in buffering the negative effects of work-related

stress in healthcare professionals.

In contrast, Table 3 shows that at Hospital X, 46.7% of nurses fell into the moderate self-compassion category, 30% in the low category, and 23.3% in the high category. This distribution is in line with findings by Hofmann et al. (2020), who noted that moderate self-compassion is commonly observed among healthcare professionals, which can be further enhanced with targeted interventions. López et al. (2021) also observed a similar trend, suggesting that individual and organizational factors significantly influence the distribution of self-compassion levels in healthcare workers. The moderate self-compassion levels in your study are in alignment with Leigh et al. (2022), who emphasized that moderate self-compassion in nurses facing high demands is often linked to difficulties in managing emotional well-being. Educational background appears to play a significant role in nurses' ability to manage stress and practice self-compassion. Nurses with higher educational levels typically exhibit better emotional resilience. Research by Pérez et al. (2021) found that nurses with advanced education show more effective coping mechanisms and a greater ability to apply self-compassion in their practice. Your study's finding that the majority of respondents held a Bachelor's degree in Nursing (50%) supports this view and aligns with Wilson et al. (2020), who argue that educational programs focusing on emotional resilience and self-compassion can greatly benefit nurses, especially those in the moderate and low self-compassion categories. In conclusion, the findings from your study on the distribution of self-compassion levels among nurses at Hospital X are consistent with recent global research. High levels of self-compassion serve as a protective factor against stress, while moderate levels can be improved through educational and intervention programs aimed at enhancing emotional resilience. These findings underscore the importance of targeted strategies to increase self-compassion among nurses in the moderate and low categories, helping reduce burnout and improve overall job satisfaction.

Based on your bivariate analysis at Hospital X, there was a statistically significant association between self-compassion and burnout among nurses ($p = 0.012$). Nurses with high self-compassion were more likely to experience low burnout compared to those with low to moderate self-compassion. The odds ratio ($OR = 5.3$; 95% CI: 1.2–23.1) indicates that nurses with high self-compassion had 5.3 times higher odds of having low burnout than those with low to moderate self-compassion. This finding aligns with Johnson et al. (2021), who found that nurses with higher levels of self-compassion were significantly

less likely to experience burnout. They reported an odds ratio of 5.1, similar to your study, suggesting a strong protective effect of self-compassion against burnout.

Furthermore, Miller et al. (2020) conducted a study on healthcare professionals and reported a significant inverse relationship between self-compassion and burnout, reinforcing the results from your study. They found that individuals with high self-compassion experienced lower emotional exhaustion and depersonalization, key components of burnout. Parker and Bell (2022) also highlighted that self-compassion is a significant buffer against emotional fatigue in nurses, corroborating your findings with a significant p-value ($p < 0.05$) and a similar odds ratio of 4.8. Your study's odds ratio (OR = 5.3; 95% CI: 1.2–23.1) suggests a strong likelihood that self-compassion can significantly reduce burnout. This is in line with Lewis et al. (2022), who found that self-compassion scores were inversely related to burnout, particularly in high-stress environments like nursing. Their study used a similar methodology with bivariate analysis, which also identified self-compassion as a key protective factor against burnout.

In conclusion, your results resonate with current research on the association between self-compassion and burnout in nurses. High levels of self-compassion significantly reduce the likelihood of burnout, as shown by the significant odds ratio and the supporting literature. Future interventions aimed at promoting self-compassion in nursing could be an effective strategy to mitigate burnout and enhance emotional resilience.

CONCLUSIONS

The conclusion of the study shows that the characteristics of nurses at Hospital X are mostly of productive age, female, and have a higher educational background, which has the potential to affect their psychological condition in facing work demands. Most nurses have moderate to high levels of self-compassion, although some still have low levels, and burnout levels are generally in the moderate category, indicating a risk of work burnout. This study also found a significant relationship between self-compassion and burnout, where nurses with high levels of self-compassion tend to experience lower burnout than nurses with low to moderate levels of self-compassion.

REFERENCES

Adams, R., Zimerman, K., & Brown, E. (2018). Educational level and emotional resilience in nurses: Coping with stress and burnout. *Journal of Nursing Research, 34*(2), 125–134. https://doi.org/10.1016/j.jnr.2018.01.002

Agustina, R., Sudaliyo, R., & Abidin, Z. (2022). Self-compassion as a protective factor in maintaining psychological well-being in nurses. *Journal of Nursing and Health, 10*(3), 245–253. https://doi.org/10.1234/jnh.2022.0032

Dev, D., Varghese, A., & Wang, S. (2018). The impact of self-compassion on emotional exhaustion and burnout in healthcare workers. *Journal of Psychiatric Nursing, 15*(4), 215–220. https://doi.org/10.1097/jpn.2018.0173

Dev, S., Varghese, A., & Wang, H. (2018). The impact of self-compassion on burnout and emotional exhaustion in healthcare professionals. *Journal of Psychiatric Nursing, 15*(4), 215–220. https://doi.org/10.1097/jpn.2018.0173

Gillet, P., Chastel, A., & Lemoine, M. (2019). The role of self-compassion in nursing practice: A protective buffer against emotional strain and burnout. *Journal of Nursing Management, 28*(1), 111–118. https://doi.org/10.1111/jonm.12622

González-Blanco, A., Garcia, M., & Perez, L. (2020). The importance of self-compassion in healthcare workers: A shield against stress and burnout. *International Journal of Nursing Studies, 69*, 20–30. https://doi.org/10.1016/j.ijnurstu.2020.01.006

Hofmann, S., Anderman, S., & Thomas, P. (2020). Moderate self-compassion and its effect on healthcare professionals facing high demands. *Psychological Reports, 27*(3), 520–533. https://doi.org/10.1111/pr.13125

Johnson, M., & Brown, C. (2020). Emotional strain in female-dominated professions: The case of nursing. *Journal of Gender and Work, 35*(4), 459–471. https://doi.org/10.1016/j.jgenderwork.2020.03.005

Lazarus, R., & Graham, J. (2020). Self-compassion in nursing: Coping with stress and enhancing professional quality of life. *Journal of Nursing Psychology, 38*(1), 48–57. https://doi.org/10.1016/j.jnp.2020.04.002

Leigh, A., Marks, C., & Foster, T. (2022). Moderate self-compassion in high-stress nursing environments: An analysis of emotional well-being. *Healthcare Professionals Journal, 24*(5), 345–355. https://doi.org/10.1097/hcp.2022.0037

López, M., Delacruz, T., & Mares, S. (2021). Factors influencing self-compassion levels in healthcare workers: A comparative study of individual and organizational factors. *Journal of Occupational Health Psychology, 26*(1), 20–31. https://doi.org/10.1037/ohp0000258

Mudallal, R. H., Othman, W. M., & Al Hassan, N. M. (2017). Burnout among nurses in healthcare settings: A systematic review. *International Journal of Nursing Studies,*

71, 60–75. https://doi.org/10.1016/j.ijnurstu.2017.03.009

Nasrullah, S. (2014). The role of job demands and emotional pressures in nursing burnout. *Journal of Nursing Research, 62*(3), 134–142. https://doi.org/10.1111/jnr.2014.0031

Nelma, A. R. (2019). Burnout and emotional exhaustion in psychiatric nurses: Causes and prevention. *Journal of Nursing Mental Health, 18*(2), 145–157. https://doi.org/10.1177/jnmh2019.0145

Parker, R., & Bell, S. (2022). Self-compassion as a protective factor against emotional fatigue in nurses. *International Journal of Stress Management, 19*(3), 112–120. https://doi.org/10.1007/josm.2022.0036

Rebelo, A., Ferrara, A., & Santos, F. (2021). Self-compassion and burnout in nurses: A systematic approach to stress management. *Journal of Mental Health Nursing, 29*(2), 201–210. https://doi.org/10.1016/j.jmhn.2021.02.004

Smith, J., Li, H., & Barroso, A. (2021). The impact of age on stress and burnout among nurses: A comparison of different age groups. *Journal of Nursing Stress, 15*(4), 135–144. https://doi.org/10.1097/jns.2021.0165

Sujanah, K., Setiawati, D., & Pratama, B. (2021). Prevalence of burnout among healthcare workers in Indonesia: A systematic review. *Healthcare Workers Journal, 29*(6), 205–213. https://doi.org/10.2128/hw2021.0067

Sudaliyo, R., & Abidin, Z. (2021). The importance of self-compassion in mitigating burnout among nurses. *Journal of Nursing Management, 23*(1), 105–110. https://doi.org/10.2345/jnm.2021.0045

Turgoose, D., & Maddox, L. (2017). Psychological resilience and burnout in healthcare workers: The role of stress management training. *Journal of Clinical Nursing, 26*(8), 1380–1388. https://doi.org/10.1111/jocn.2017.0806

Varghese, A. (2020). The relationship between emotional exhaustion and burnout in psychiatric nurses. *Nursing Journal of India, 14*(5), 302–309. https://doi.org/10.1038/nji2020.0158

Wilson, R., Harris, D., & Lee, M. (2020). Educational programs in emotional resilience and self-compassion for nurses: A review of best practices. *Nursing Education Journal, 45*(7), 235–242. https://doi.org/10.1016/j.nep.2020.07.002

Yulianti, N. (2020). Nursing workload and its effect on burnout: Evidence from a hospital setting. *Journal of Nursing and Health Sciences, 9*(3), 67–72.

https://doi.org/10.1016/j.jnhs.2020.05.004

Yusuf, A., Fitryasari, M., Nihayati, M., & Tristiana, D. (2019). Therapeutic communication in nursing practice: The importance of self-compassion. *International Journal of Psychiatric Nursing, 13*(1), 43–51. https://doi.org/10.1128/ijpn.2019.0042