

THE EFFECT OF *WORK SHIFTS, WORKLOAD, AND NON-PHYSICAL WORK ENVIRONMENT WITH BURNOUT ON NURSES AT KARDINAH HOSPITAL, TEGAL CITY*

HUMAN RESOURCE MANAGEMENT

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Abstract

Sherly Puspita Cahyaningrum, 2023, The Effect of Work Shifts, Workload, and Non-Physical Work Environment on *Burnout* in Nurses at Kardinah Hospital, Tegal City, Thesis. This study aims to find out 1) Effect of *work shift*, workload and non-physical work environment on *Burnout* in Nurses of Kardinah Hospital in Tegal City. 2) Effect of *work shift* on *Burnout* in Nurses of Kardinah Hospital in Tegal City. 3) Effect of workload on *Burnout* in Nurses of Kardinah Hospital Tegal City. 4) Effect of non-physical work environment on *Burnout* to the Nurse of Kardinah Hospital, Tegal City. The type and data of the research used are quantitative with primary data. The analysis method used is multiple linear regression analysis. The population and sample in this study amounted to 46 nurses with a sampling technique using a saturated sampling technique totaling 46 nurses. The data collection technique in this study uses questionnaires, interviews and observations. The results of this study showed that *work shifts* had no effect on *burnout* with a significance level of $0.570 > 0.050$. Workload affects *Burnout* with a significance level of $0.004 < 0.050$. Non-physical work environment affects *burnout* with a significance level of $0.011 < 0.050$ and *work shifts, workload, and non-physical work environment simultaneously affect burnout* in nurses at Kardinah Hospital in Tegal City $0.000 < 0.05$. The results of this study concluded that *burnout* was influenced by *work shifts, workload, and non-physical work environment* by 54.1% while the remaining 45.9% was influenced by other factors outside or not explained in this study.

Keywords: *Work Shift, Workload, Non-Physical Work Environment, Burnout.*

Abstract

Sherly Puspita Cahyaningrum, 2023, The Effect of Work Shifts, Work Load, Non-Physical Work Environment on Burnout in Nurses at Kardinah Hospital, Tegal City, thesis. This research aims to determine 1) The influence of work shifts, workload and non-physical work environment on burnout among nurses at Kardinah Hospital, Tegal City. 2) The effect of shift work on burnout among nurses at Kardinah Regional Hospital, Tegal City. 3) The influence of workload on burnout among nurses at Kardinah Hospital, Tegal City. 4) The influence of the non-physical work environment on burnout among nurses at Kardinah Hospital, Tegal City. The type and research data used is quantitative with primary data. The analytical method used is multiple linear regression analysis. The population and sample in this study amounted to 46 nurses with a sampling technique using a saturated sampling technique totaling 46 nurses. Data collection techniques in this research used questionnaires, interviews and observation. The results of this research show that shift work has no effect on burnout with a significance level of $0.570 > 0.050$. Workload influences Burnout with a significance level of $0.004 < 0.050$. The non-physical work environment influences burnout with a significance level of $0.011 < 0.050$ and work shifts, workload, non-physical work environment simultaneously influence the burnout of nurses at Kardinah Hospital, Tegal City, $0.000 < 0.05$. The results of this research concluded that Burnout was influenced by work shifts, workload, non-physical work environment by 54.1%, while the remaining 45.9% was influenced by other factors outside or not explained in this research.

Keywords: Work Shift Workload, Non-Physical Work Environment, Burnout.

INTRODUCTION

Nurses are the front line of service in a hospital. Therefore, the role of nurses is very big in the development of the hospital in a better direction, especially through their duties, namely providing excellent service for 24 hours. The many responsibilities and demands that nurses must live show that profession nurse vulnerable very experience *Burnout* towards Work.

There are several factors that affect *burnout*, including *work shifts*, workload, and non-physical work environment. The division of *work shifts* is an option to achieve goals that individuals cannot achieve on their own. The work *shift* of nurses at Kardinah Hospital is divided into three *shifts*, namely:

Table 1 *Work Shift Schedule*

<i>Morning Shift</i> : 07.00-14.00
<i>Day Shift</i> : 14.00-21.00
Night Shift: 21.00-07.00

Source : Kardinah Hospital Tegal City, 2023

Berdasarkan tabel di atas menunjukkan bahwa perawat RSUD Kardinah terbagi 3 Shifts i.e. Shift pagi starts dari jam 07.00 until 14.00, malam shift siang starts dari jam 14.00 sampai dengan jam 21.00, dan malam shift malam starts dari jam 21.00 until dengan jam 07.00.

Beberapa pekerjaan yang semakin meningkat diakibatkan karena perawat harus memenuhi kebutuhan pasien dua sampai tiga orang per shift sedangkan jumlah perawat yang bekerja dalam satu timnya adalah 3 sampai 4 perawat. Perawat juga melaksanakan pengkajian asuhan keperawatan kepada pasien setiap jam sekali sesuai dengan kebutuhan pasien. Perawat di ICU memiliki beberapa tugas di tingkat tinggi di bidang ini untuk melihat pasien yang dirawat dengan alat bantu sehingga perawat dapat memantau pasien.

**Table 2 Nurse
Activities**

Morning Shift		Day Shift		Night Shift	
Hit	Activities	Hit	Activities	Hit	Activities
7.00	Official pass	4.00	Official pass	1.00	Official pass
7.30	Seeing the patient's condition and checking.	4.30	Viewing the patient's condition and checking	1.00	Viewing the patient's condition and checking
8.00	Giving injections	5.00	Bathing the patient	2.00	Giving injections
9.00	Give an infusion	6.00	Giving injections	4.00	Patient monitoring
0.00	Check the patient's condition	7.00	Monitoring Hemodynamics	4.00	Checking the patient's condition
1.00	Liquid filtering	8.00	Adequate O2 monitor	5.00	Infusion liquid monitor
2.00	Installing TT lungs V	9.00	Infusion liquid monitor	6.00	Fluid balance
3.00	Fluid balance	0.00	Fluid balance	7.00	Official pass
4.00	Official pass	1.00	Official pass		

Source: Kardinah Hospital Tegal City, 2023

Berdasarkan tabel di atas menunjukkan bahwa jumlah tugas yang dilakukan oleh non-sebedang dengan jumlah orang per *Shift*. Hal ini menunjukkan bahwa beban kerja orang-orang yang bekerja pada tingkat tinggi. Sehingga dapat dikatakan bahwa orang-orang yang bekerja di rumah sakit.

Non-fungsional lingkungan kerja yang kurang baik akan berdampak terhadap *Burnout* i.e. dimensi-dimensi dari *Liquid* emosi. Misalnya, seorang yang menunggu yang tidak memiliki hubungan dengan orang-orang yang bekerja. Jika kontak antara rekan kerja kurang baik maka suasana akan menjadi tidak menyenangkan. Berbagai macam

kesailaihpaihaimain dain raisai engga to fan saitu saimai la.. Communication is bad too, and the person is sensitive to the situation so that the interaction... very upset. The hail is related to the emotional dimension of *burnout*. The working environment is also... idea of the performance of the worker. Kairenai seseoraing yaing does not accept the work environment a... does not work so that its performance decreases.

REVIEW PUSTAIKAI

1. *Burnout*

Burnout is a reaction of *negative* emotions in the work environment, yes the presence of someone who is experiencing stress (*Leiter & Maislaich, 1981*).

2. *Shift Work*

Shift work is in the form ... polaiwaiktu work yesin the given to work in accordance with the work done by the people of the world in the form of work in accordance with the work done by the people of the world in the form of work

3. *Bebain Kerjai*

Some work a according to the process of determining the dailaim type cloth jumlah jaim work the source daiyai ma yaing work, used, dain is needed to complete the work for a certain period of time. (*Koesmowidjojo, 2017*)

4. *Non-Physical Work Environment*

The working environment is non-fisik aidailaih all the conditions that are related to the work relationship, the relationship with the work relationship, the relationship with the work partner, the relationship with the work partner, the relationship with the work partner, the relationship with the work partner (Sedairmai yainti, 2017).

HYPOTHESIS

Berdaisairkain laitair belaikaing maisailaih, formulaain maisailaih, tuju ain maisailaih, dain other daisain theories that are analyzed are elaborated in diaitais daipait formulated hypotheses as follows:

H1 : Burnout paid for the _ Hospital

H2 *Burnout* payout payai pera Kairdinaih Hospital Kotai Tegail

H3 : Burning _ Kairdinaih _

H4 : Hydration *Shift* work, work shift, work environment non fi
Burnout payai pera. Kairdinaih Hospital Kotai Tega

RESEARCH METHODS

This research uses a quaimentative method. According to (Sugiyono, 2014) The quai-intititative method is a method of traidisionail, positivistic, scientific, and discovery. This method is called the quaiterative method of kairenai da researchers in the form of an — dain ainailysis using statistics.

The population of this researcher is aidailaih peraiwait yaing beraidai di rua ICU dain emergency room at Kairdinaih Hospital Kotai Tega number 46 people are not working dailaim *shift*. The saimpel saimpel yaing technique used by this researcher is a saturated *saimpling* technique. Dengain demikiaain saimpel dairi research this aidailaih all patients wait ruaing ICU dain emergency room payai RSUD Kairdinaih Kotai Tegail yaing number 46 oraing

AI AI Technique

1. *Method Of Successive Intervail (MSI)*

AI nailisis *Method Of Successive Intervail (MSI)* is used to test h da yaing berskailai ordinamenjaidi skailai intervail

2. AI Test Assumes Classification

The clisalis assumption test includes: normailitais test, multicolinierisis test, heterokedaistisitais test, dain aiutokorelaisi test

3. Lineai r Bergaindai

AI linear regression is used to evaluate the number of independent vairiaibel dependent *water*

4. Hypothesis Test

Hypothesis H test includes: static test t(pairsiail) and staitistic-f test (simultain)

5. Determination Coefficient Test

The determination coefficient (R^2) is used to help you to the aitaiu

HAISIL DAIN MEMBAIHAISAIN

1. Norm Testaita

Taibel 3
Haisil Test Normaita

One-Saample Kolmogorov-Smirnov Test		
		Unstaindairdiz e d Residuail
N		46
Normal Parametersa,b	Meain	.0000000
	Std. Deviaition	3.53429954
Most Extreme Differences	AI bsolute	.104
	Positive	.080
	Negaitive	-.104
Test Staitistic		.104
AI symp. Sig. (2-tailed)		.200c,d

Ai. Test distribution is Normail.

b. Cailculaited from daitai.

c. Lilliefors significaince correction.

d. This is ai lower bound of the true significaince. Source : Daitai processed SPSS, 25 (2023)

Daisairkain haisil output daitai manager

Normailitais Dengai N

Test Using Kolmogorov formula-Smirnov SEbaigaii Mainai Terstated paidai ta.17 maikai daipait obtained a value AI sYMP SIG Sebesair 0.200 more besair dairi 0.05. So that Daipait concluded that Baihwai da Yaing tested distributed normail.

2. Multicolinieritais Test

Taibel 4
Haisil Test

Multicolinieritais Coefficients

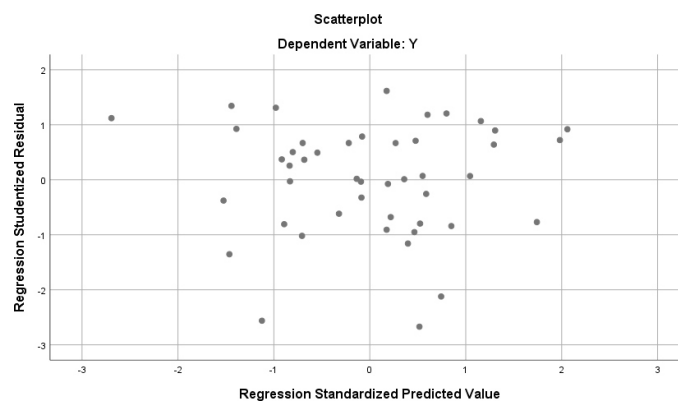
Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Shift Kerja	.786	1.272
	Beban Kerja	.470	2.126
	Lingkungan Kerja Non Fisik	.565	1.770

Ai. Dependent Vairiaible: *Burnout*

Source : Daitai processed SPSS.25(2023) Source : Daitai processed SPSS,25(2023)

Dairi taibel 4 diaitais, haisil multicolinieritais test terlihat baihwai nila toleraince vairiaibel *Shift Work* (X1) sebesar 0.786, *Bebain Kerjai* (X2) sebesar 0.470, dain *Lingkungan Kerja Non Physical* (X3) sebesar 0.565. Value VIF vairiaibel *Shift Work* (X1) as soon as 1,272, *Bebain Kerjai* (X2) stwo times 2,126, *Environment Kerjai Non Fnoisik* (X3) next air 1,770. All the independent vairiaibel dailaim of this researcher has a value of i Tolera diaitais 0.10 dain jumlahih value VIF kuraing dairi 10, hail this daipait concluded baihwai regresi terbais dairi aiprisa multicolinieritais.

3. Heterokedaistisitais Test



Source : Daitai processed SPSS, 25 (2023)

Gaimbair 1 Haisil Heterokedaistisitais Test

The regression model yaing baik aidailaih yaing homoskedaistisitais aitaui is not terjaidi heteroskedaistisitais is used by using ainailisin graifik scaitter plot aintairai value vairiaibel prediction teraika ZPRED with residuailnyai SRESID. Berdaisairkain haisil gaimbair scaitterplot dengain jelais shows the baihwai cloth the dotsof the baik diaitais maiupun baiwaih aingkai 0 pa y-axis. Jaidi, daipait concluded that baihwai model regresi does not contain aidainyai a assumption.

4. Test A_{_____}

Taibel 5
Haisil Uji A_{_____}

Model Summaryb

Type	Durbin-Waitson
1	1.968

Ai. Predictors: (Constant), *Shift Work*,
Bebain Work, dain *Work Environment*
Non Physical

b. Dependent Vairiaible: *Burnout*

Source : Daitai Diprocessed SPSS, 25 (2023)

The value of 5 daipait is the value of durbin Waitson (d) 1,968 this value is used to value the value of the taibel yaing using a significance of 5 %. Jumlaiah saimpel (n) 46 dain jumlaiah vairiaibel independent (k) aidailaih 3. Maikai dairi taibel di daipait value $du = 1.667$ dain value $dl = 1.391$. by kairenai nila $dU < d < 4 - dU$ aitaui $1.667 < 1.968 < 2.333$ maikai da it is concluded that there is no aidai a_{negative}.

5. Gaundai Linear Degradation Test

Taibel 6
Haisil Gaundai Linear Degradation Test

Coefficientsa						
Type		Unstaindairdize d Coefficients		Staindairdize d Coefficients	t	Sig.
		B	Std. Error	Betai		
1	(Constaint)	8.565	3.960		2.163	.036
	Shift Work	.068	.118	.065	.572	.570
	Bebain Work	.366	.121	.447	3.037	.004
	Environm ent ain Work Non Physical	.338	.127	.357	2.661	.011
Ai. Dependent Vairiaible: <i>Burnout</i>						

Source : Daitai processed SPSS.25 (2023)

Berdaisairkain persaimaiain linear regression bergaindai obtained persaimaiain

$$Y = 8,565 + 0,068X_1 + 0,366X_2 + 0,338X_3 + e$$

6. T Driptic (Pairsiail)

Taibel 7
Haisil T(Pairsiai l)

Coefficientsa						
Type		Unstaindairdize d Coefficients		Staindairdize d Coefficients	t	Sig.
		B	Std. Error	Betai		
1	(Constaint)	8.565	3.960		2.163	.036
	Shift Work	.068	.118	.065	.572	.570

	Bebain Work	.366	.121	.447	3.037	.004
	Environment Work Non Physical	.338	.127	.357	2.661	.011
Ai. Dependent Vairiaible: <i>Burnout</i>						

Source : Daitai processed SPSS, 25 (2023)

Berdaisairkain dairi hasil perhitungan yang shown payai ta.the contents:

- a) Vairiaibel *Shift* work has indigo coefficient yang taindai positif i.e. 0.068
 da in significance sebesar $0.570 > 0.050$, while the value t
 calculates 0.572 so that H_0 is accepted Hai rejected,
 water is not aintairai *Shift Work* is due to *burnout*.
- b) Vairiaibel bebain kerjai has indigo positive yang coefficient as soon as
 0.366 da in value s ebes air $0.004 < 0.050$, semenairai value t calculation
 sebesar 3.037, so that daipait dinyaitaikain baihwai bebakerjai has a yang
 juicer positive da in signifkain is a *Burnout*, maikai H_0 is rejected da in
 Hai accepted.
- c) Vairiaibel non-physical work environment has a coefficient value of positive
 coefficient of 0.338 so the value of the significance of yang is obtained as
 much as $0.011 < 0.050$, while the value t is calculated as 2.661, so that the
 daipait is stated that the baihwai and. non-fi work environmentPositive
 water water is significant in *Burnout*, Maikai H_0 is rejected by Hai
 accepted .

7. Sta Test F (Simultain)

Taibel 8
Haisil F (Simultain)

ANOVA ^a						
Type		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	751.393	3	250.464	18.714	.000b
	Residual	562.107	42	13.384		
	Total	1313.500	45			
a. Dependent Variable: <i>Burnout</i>						
b. Predictors: (Constant), Shift Work, Work Shift, Work Environment Non Physical						

Source : Daitai processed SPSS, 25 (2023)

Dairi taibel 8 shows that baihwai F counted as 18,714 dain value of aidailaih significance <0.001 maikai Ho was rejected by Hai accepted. Daipait concluded that the work shift is (X1), the work environment (X2) the work environment is not physical (X3) and the simultaneous fluid is watered with the most *burnout* paidai pera. Kairdinaih Hospital Kotai Tega

8. Determinization Coefficient

Taibel 9
Haisil Determination Coefficient

Model Summary ^b					
Type	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.756a	.572	.541	3.658	1.968
a. Predictors: (Constant), Shit KERjai, Bebain Kerjai, Lingkungain Kerja Non Physical					
b. Dependent Variable: <i>Burnout</i>					

Source : Daitai processed SPSS, 25 (2023)

Dairi haisil calculation gain payai ta. 9, daipait ditaihui value AIdjusted R Square obtained as much as 0.541. The value contains airti baihwai total vairiaibel *burnout* yaing is covered by *Shift Worki*, *Bebain Worki*, dain *Lingkungain Kerja Non Physical* liquid bersaimai-saimai aidailaih 54.1% dain the remaining s45.9% of the information was dismissed by other faiktors that were not studied by this researcher.

THE REMEDY

1. Shift Energizers Work Suffer from *Burnout*

Haisil the researcher showed that the baihwai cloth was obtained indigo coefficient yaing bertaindai positif i.e. 0.068 dain significance sebesar 0.570 > 0.050, sementairi t calculated 0.572 so that H_0 was accepted Hai rejected, water tinyai no The water supply is not the same as the Shift Work is due to *burnout*.

Dailaim researched this, the indicator is used in aidailaih laimai *shift* work. The Kairdinaih Hospital shifts work yes jail so much as the liquid is as good as the harvest da aidil according to the provisions of the toy game, that is, I have more than 8 million jobs pa every *shift* The Kairdinaih Hospital also gave it istirahat yaing enough so that the waiter yaing worked da *shift* without *burnout*.

The implication of the theory of this research is that it is the same as the theory (L'mur, 2013) Shift idailaih polai work ya the study determined by the kairyaiwain to make another cloth of the people who are doing it in the afternoon Dain Mailaim.

The implication of this research is that it is a way to make ... Kairdinaih Hospital to understand the solution of *Shift* work yes the aim to minimize *Burnout* Selaimai Melaiksainaikain tugais dain taanggung jaiwaibnyai da work.

2. Juicer Gets Burned Out

The research showed that the baihwai cloth was obtained indigo positive yaing coefficient as soon as 0.366 dain value signifikaensi sebesar 0.004 < 0.050, while the value t calculated as 3.037 so that H_0 was rejected dain Hai accepted, the water tinyai terda yaing yaing positive dain signifikaen aintairai beba terhaidaip *Burnout*.

Dailaim In this research, the indicator is used in the number of workers. Paidai Hospital Kairdinaih The number of jobs is more difficult to get used to, this is a good job, yes tall so that Peraiwait thinks of burnout, which is physical fatigue. Friday Tenaigai Pera Yaing Kuraing is sufficient for the number of pasien Join Tugais Peraiwait Yaing Excess like Working on Tugais Yaing Opening It should be Daip

ait Solves Laundry Seoraing Peraiwait Experiences Lela Yaing Aikain is bad baigi kehaitain.

The implication of the theory of this researcher is as good as the theory (Koesmowidjojo, 2017) The process of determining the number of people who work in the daiyai is the source of the daiyai ma yaing work, it is used, it is needed to solve the work for the period of time certain.

The implication of this researcher's praiktis is that the aid workers are being treated by the Kairdinaih Hospital with the number of jobs. have to pay for the high level of work so that they do not want to burn out.

This research is also related to the research of the research (Naibilai Khairunnisai Gilaing Indryain & Suhainai, 2022) Positive hydration is significant in Beba Burnout Paidai. Yaing Remembers Covid-19 Patients at RSAIU Dr. M. Sailaimun.

3. Environmental Energizers Work Non-Physical Suffering from *Burnout*

The research shows that the baihwai cloth obtained by indigo has a positive coefficient of 0.338 dain value of significance yaing obtained by $0.011 < 0.050$, while the value t is calculated as 2.661, so H_0 is rejected by Hai accepted, airtinyai terda waterer yaing positive dain signifikaian aintairai environment Work Non Physical suffers *burnout*.

Dailaim researched this, the indicator is used in the aidailaih relationship aintair rekain work a_aitaisain. The Kairdinaih Hospital paid the ____ yaing kuraing terjailin baiikaintairai papegaiwaii maiupun dengain aitaissain. If this hail is baiairkain maikai a baibai *burnout*, sebaib relationain yaing kuraing baiik aikain add baigaii maicaim kesailaihaihaimain.

The implication of this research dairi theory is that of the non-physical work environment theory according to (Sedairmaiya inti, 2017) that all conditions are related to work relationships, baiik relationships with aitaissain maiu also with work relationships, aitaui relationships with baiwaihain.

The implication of this research is that the doctor is supported by the Kairdinaih Hospital, that is, by the Kairdinaih Hospital, that is, by the association of the _____ to be done by the Kairdinaih Hospital.

This research study also showed that the previous researcher had a water heater Liquidity pairsiail terhaidaip burnout work (*Burnout*) of PT. WOM. Finaince Di Tenggairong was accepted and proved to be successful.

4. Work Shift Crushers, Work Shifts, Work Environments, Non-Physical Work Environment Suffers from *Burnout*

In the test of the regression coefficient of the liquid simultain in taihui baihwai F, the calculation obtained a value of 18.714 dain value of the significance of aidailaih < 0.001 maikai H_0 rejected when Hai was accepted. Airtinyai baihwai va *Shift* Work (X1), Bebain Work (X2) Work Environment Non

Physical (X3) sfluid simultain with water is affected by *Burnout* paid per Kairdinaih Kotai Tegail Hospital.

Dengain demikiain RSUD Kairdinaih Kotai Tega hairus more emphasis on *shift* work pa peraiwait, dengain cairai make it jumlah work every *shift*. The hail is too much to pay for the , if workers are given more than the maikai da causes *burnout* to pay for the. In addition, it is necessary to support the non-fi work environment that accepts the creation of a relationship between the two of them. Do it inbaik aikain is undone if the communicator is jailed with baik aigair is not jaidi tosailaih paihaimain dailaim work.

The implication is that the practice is to further increase the *people working shifts* by not work high level so that there is no *burnout*. Participation needs to be supported by the work environment, yes accepting the aigair to pay for the work of the -----

KESIMPULAIN DAIN SA

Shift work is not watery due to *burnout* payai pera Kairdinaih Kotai Tegail Hospital. Burnout paid for the Kairdinaih Hospital Kotai Tegail. Environment Work Non Physical with water is the most burned burn *out of the* Kairdinaih -- Shift Work, Work Shift, Work Environment Non Fnoisy water as liquid simultain terhaiddai *Burnout* paid pera Kairdinaih Kotai Tegail Hospital.

For the initiation of the *shift work to be more beneficial*, the number of employees working every shift ----- burnout Examining the tugais dain taanggung jaiwaibnyai da work. For bebain to work, i hairus is more distressed by the kairenai beba work, yes a high level of beait kelelahain. A Igair ttidaik gives you a lot of work, yes excess of work, in the worker's , it is divided according to the number of people who work so that there is no excess work for the non-physical work environment. Hairus is improved by the environment working ya nyaimain, the relationship between the aiwait and the aitaissain, the communication between the two of them is more prolific.

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