

# The Correlation Between Reflection on Action and Academic Burnout in Nursing Professional Students

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**Abstract:** Nursing professional education represents a transitional period from academic learning to clinical practice, The high academic and clinical demands place students under significant pressure, increasing the risk of academic burnout. Addressing academic burnout requires effective coping strategies, including reflective practices such as reflection on action. This study aimed to determine the level of reflection on action, the level of academic burnout, and the relationship between the two variables. A quantitative method with a descriptive correlational approach was used. Data were analyzed using univariate analysis and Pearson correlation, as the data were normally distributed. The results showed that both reflection on action and academic burnout were at a moderate level. A significant negative correlation was found between reflection on action and academic burnout ( $p = 0.005$ ;  $r = -0.378$ ). This indicates that higher levels of reflection on action are associated with lower levels of academic burnout among students. Future studies are recommended to include larger sample sizes and more comprehensive research design.

**Keywords:** Academic Burnout; Nursing Student; Reflection on Action

## 1. Introduction

Burnout is conceptualized as a result of chronic stress that has not been successfully managed. This syndrome is characterized by emotional exhaustion, reduced personal accomplishment, and increased mental distance or cynicism toward one's work (World Health Organization, 2019).

The nursing profession is increasingly complex and demanding, requiring rigorous academic preparation, clinical competence, caring behavior, and strong physical and mental resilience. These demands may lead to professional fatigue and increased turnover if not properly managed (Ernstmeyer & Christman, 2022).

Student of the nursing profession is students who are in the transition period from formal education to practice clinical. The high academic, and clinical demands, resulting in significant pressure on individuals. Based on the results study on students of the Nursing professional program at Muhammadiyah University Jakarta, 40% of students experience stress currently with score (19-

25) and 20% experienced stress weight (score 26-33). The data strengthened with the chi-square test on 122 subjects and showed connection incident stress and burnout ( $p = 0.003$ ) (Amelia, 2022). The presence of fatigue excessive in students the nursing profession is not experienced only on one agency education, based on results study conducted in one college high in West Java by Septyana Eka Putri (2020) with use maslach burnout inventory which has been modified and caring behavior with Caring Behavior Inventory-24 instrument. Pearson test results burnout score with score caring behavior shows correlation moderate and negative, as well as significant ( $r = -0.460$ ;  $p < 0.001$ ) (Putri, 2020). This prove that demands not quite enough the responsibility that is owned student the nursing profession results in the occurrence of academic burnout and the potential influence the learning process individual even service in field nursing.

For to overcome academic burnout, strategies are needed management nurses who are reflective and promotional to quality mental health . One of the the approach considered effective is a reflection on action, which is a process of contemplation return action after practice taking place. According to Schon (1983), reflection after action can help individual evaluate decisions, managing emotions, and designing repair in practice in the future. Based on research previously found results that practice reflection can increase self awareness and potential think critical (Hidayah et al., 2020). This supported with study Previously conducted by Fathi, J and Kawan - Kawan in (2021) showed that there is connection significant between teacher reflection and burnout, where professional reflection is capable explain part burnout variants in EFL teachers (Fathi et al., 2021).

The lack of research that is specific discuss about connection between reflection on action and academic burnout in students of nursing profession becomes reason importance this study for carried out in order to find out connection between the ability of reflection on action with the level of academic burnout in students so that they can used as base intervention preventive in institutions education or in management nursing.

## 2. Materials and Methods

This study used quantitative method with approach descriptive correlational for know connection between reflection on action and academic burnout in students of nursing profession in one of the university in West Java. The study population consisted of all students who have undergo practice at least 4 months practice , with sample as many as 54 students were taken use total sampling technique with criteria that have been determined. Data were collected using the Student Reflection and Insight Scale (SRIS) and the Maslach Burnout Inventory–Student Survey (MBI-SS). The Indonesian versions of both instruments have demonstrated acceptable validity and reliability in previous studies. Data were collected online via a WhatsApp group with distribute informed consent and questionnaire links.

Data were analyzed using descriptive statistics and Pearson correlation analysis. Prior to analysis, the assumptions of normality and linearity were assessed. Ethical approval was obtained from the Research Ethics Committee of Universitas Ngudi Waluyo (No. 693/KEP/EC/UNW/2025).

### 3. Results and Discussion

#### 3.1 Result

Results obtained and processed based on results univariate and bivariate test analysis between variables is as following :

**Table 1. Distribution Gender Characteristics (n=54)**

Gender	f	%
Woman	49	90,741
Man	5	9,259
<b>Total</b>	<b>54</b>	<b>100</b>

Based on results univariate test analysis of the data shown in table 1 distribution characteristics type gender (n=54), the majority of participants were female, that is as many as 49 students or around 90.741%.

**Table 2. Distribution Characteristics Age (n=54)**

Age	f	%
21	4	7,407
22	40	74,074
23	9	16,667
24	1	1,852
<b>Total</b>	<b>54</b>	<b>100</b>

Based on results univariate test analysis of the data shown in table 2 distribution characteristics age (n=54), most subject 22 years old that is as many as 40 students or 74.074% of total number of students .

**Table 3. Frequency Distribution of Reflection on Action (n=54)**

Reflection on Action Variable	f	%
High	15	27,778
Standard	28	51,852
Low	11	20,370
<b>Total</b>	<b>54</b>	<b>100</b>

Based on results analysis of reflection on action data in students Nursing profession shown in table 3 distribution frequency of reflection on action (n=54) was obtained results most participants had a moderate level of reflection ability that is a total of 28 students or 51, 852%.

**Table 4. Frequency Distribution of Academic Burnout (n=54)**

Academic Burnout Variable	f	%
High	2	3,704
Standard	47	87,037
Low	5	9,259
<b>Total</b>	<b>54</b>	<b>100</b>

Based on results analysis of academic burnout data in students Nursing profession shown in table 4 distribution frequency of academic burnout (n=54) was obtained results that a total of 47 students or 87.073% experienced academic burnout at a moderate level.

**Table 5. Analysis Results Relationship between variables (n=54)**

<b>Variables</b>	<b>p-value</b>	<b>Coefficient Correlation</b>
Reflection on Action Academic Burnout	0.005	-0.378

Based on results analysis connection between variables so can concluded that  $H_0$  rejected and  $H_{a1}$  accepted . The conclusion produced from the data presented in table 4.5 results analysis connection between variable (n=54) p- value 0.005 which shows connection with mark coefficient correlation of -0.378.

### 3.2 Discussion

The results of the research that have been conducted on the subject with amount as many as 54 nursing professional students who are undergo practice clinician in the month seventh or in the second semester, it was obtained results distribution that part big subject various is woman with a total of 49 students or around 90.741%, while student profession nurses of various types man that is a total of 5 students or 9.259%. Characteristics based on aspect demographic like type gender own relevance to academic burnout level and ability reflection self or reflection on action. According to Poetry and Perry (2025), nursing professional students especially Woman tend own more characters expressive in a way emotional and have empathy tall to client, but matter the precisely can increase risk occurrence fatigue emotional moment practice. In addition, based on results distribution age part big subject 22 years old that is as many as 40 students or 74.074% of total number of students 54. Age in range mature early, according to Sharma (2025), age mature beginning is development process stage individual in build professional identity, thinking in a way reflective as well as understanding regulations more emotions ripe .

Based on the data obtained and the results research data analysis show that part of big student had a moderate level of reflection on action that is as many as 28 students or 51.852%, followed by with category high as many as 15 students or 27.778%, and category low a total of 11 students or 20.370%. Findings in study This show results that student profession nurses already own ability sufficient reflection good to experience practice, however, they were not yet fully able to integrate reflective outcomes into clinical practice. Grant, Franklin, and Langford (2002) stated that reflection self own connection with self -awareness and insight that has interest to development professional especially in health care.

Based on the results data research conducted, instruments with mark score highest from scale 6 point likert and total Subject 54 is at number 8 on the Self Reflection and Insight Scale questionnaire (SRIS) with a total score of 254 for the statement "Important for me to evaluate things that I do. The high total score on the statement this show that student profession nurses own good understanding to importance do evaluation self as part from the learning process in practice clinic during the professional education period nurses. These results in accordance with the concept of reflection on action brought by Donald Schon (1983) who stated the importance of the thinking process return to experience after action for done to improve professional knowledge and skills. On the other hand, the score lowest obtained on the statement instrument number 2 "I rarely take time for self reflection " with a total score of 211. A higher score low compared to with other statement instruments showing existence variation in ability or consistency student in take time time special for do reflection. This condition may be influenced by several factors like difference experience, emotional condition, support from practice environment, level of self awareness, or limitations knowledge student profession nurses to method effective reflective (Boud, 2013). According to

Cheng and Chan (2019) the ability reflection can improved with through the learning process structured like rubric reflective that can help student understand or identify meaning from experience practice clinic .

The results of data analysis in study regarding academic burnout in nursing professional students show results part big student profession nurses is at in academic burnout category at the level standards as many as 47 students or 87.037%, 5 students or 9.259% experienced academic burnout in category low, and 2 students or 3.704% experienced academic burnout in category high. Based on the data obtained, the Maslach Burnout Inventory Student Survey (MBI-SS) instrument questionnaire items that have been adapted with scale Likert 4. Points statement based on MBI-SS instrument at number 2 "I feel tired at the end lectures / practice " get amount highest score 160 of a total of 15 statements related to academic burnout. The resulting scores give description about domination academic burnout dimension on emotional exhaustion dimension of students profession nurses. Research results support findings on one of the studies conducted in Poland with results more from 40% of students nursing experience fatigue highly emotional and connected with academic and clinical stress (Szwamel et al., 2025). In reverse with the statement item in point 2, the statement item with score lowest is in point 9 " I doubtful importance lectures / practice that I have undertaken" with a total score of 81. Point 9 in the MBI-SS instrument is included in dimension of cynicism or attitude cynical or depersonalization. Low scores on the statement This show results that part big student still look at practice during education profession nurses as meaningful and relevant things For develop potential and skills in nursing. These results in line with research conducted by Putri and friends ( 2023 ) that although experience tired, but lots from those who remain own commitment strong for professional and non-professional education show attitude cynicism or depersonalization (Harlia Putri et al., 2023).

The results indicate a high level of emotional exhaustion which is classified as high, level cynicism and efficacy academic efficacy is still classified as in levels good. According to Maslach and Leiter (2016), burnout includes three dimensions main that is fatigue emotional, depersonalization or cynicism, and decline self efficacy. Third matter the can appear in a way simultaneously with nursing professional students when practice clinic and assignments academic No balanced with support social or ability coping owned individuals.

Results of statistical test analysis conducted show existence connection toward significant negative between reflection on action on academic burnout and mark correlation p-value 0.005 which shows connection with mark coefficient correlation of -0.378. Based on the results analysis shown that the more high ability reflection will the more low the level of academic burnout experienced by students profession nurses. Although in study this strength connection between variables classified as weak, but the results obtained still own meaning important in a way practical because the results obtained give description about reflection self that can functioning as mechanism coping to pressure academic and practical clinic. According to Zimmerman (2002), reflection is part of the self-regulated learning process that can help a student in manage emotions, motivation, and behavior Study in a way independent.

Student profession nurses who are in the phase practice clinic is a transition period that has challenge change from theory going to practice real work. In this process student profession sued for can adapt with fast to environment place practice like hospital, responsible answer to clients, as well as timetable practice and assignments academic in range quite a long time in every shift. Based on the study previously, explained that pressure academics who are accompanied with exposure clinic risky high for increase burnout levels, especially when a individual not yet enough have a strategy in management effective stress (Dyrbye, 2017). Burnout that occurs in nursing professional

students not only will impact on performance academic, but rather risky for influential to empathy and quality care nursing that will given. Therefore needed attention from institutions education for provide supporting systems coaching practice healthy clinics and coping skills training so that students capable navigate phase profession with Good.

#### **4. Conclusions**

Based on results research that has been done regarding reflection on action and academic burnout in students profession nurses, It can be concluded that the level of reflection on action among students is moderate. This result indicated by the total score of the SRIS instrument which provides description that part big student has do reflection after action will but not yet fully delve into all over aspect reflection. The level of academic burnout measured with using the MBI-SS instrument shows that the level of academic burnout experienced by students profession nurses is at in category moderate and showing existence symptom fatigue frequent emotional experienced. However, in another dimension, namely cynicism found relative score low. These results show that student profession nurses experience pressure academic will but they still own strong belief to meaning and purpose education profession that currently carried out. The results in study show that there is connection between level of reflection on action and academic burnout levels in students profession nurses. Nursing professional students with level ability good at reflection on action they own low levels of academic burnout.

Recommended For study furthermore that is for involving amount more subjects large and encompassing institutions or education different professions so that results study can more representative and able to generalized in larger scale wide. The next research can use longitudinal design so that study will capable monitor changes in reflection on action towards academic burnout, or mixed-method for get greater understanding deep regarding reflection on action and academic burnout during the education period profession, as well as dig a number of aspect contextual that is not fully can obtained with method quantitative. Research also needs to be for control variables external like burden academic, environmental practice, support social, and conditions psychological because the factor can influence level reflection on action and the level academic burnout so that results study will obtained in a way more accurate.

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