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## EDITORIAL

The nurses have the high load works because of the high demand of healthcare services as well as the shortage of the nurse professionals. Universal health coverage implementation in Indonesia improve the access which leading to high utilization of health services. This situation would impact to high demand services from the customer side. Discussing about the shortage, recent data from Asia Pacific Observatory on Health Systems and Policies Review, in 2011, Indonesia's ratio of nurses to population was the lowest among countries in Asian region. There are only three provinces, i.e. Central Java, East Java, and West Java, which achieve the minimum ratio recommended by WHO (1.58 nurses per 1000 population). Moreover, the ratio in other provinces are still less than 1.00 which indicates that it can be a serious problem.

Furthermore, the high load lead to the increasing of burnout syndrome among nurses remain an important agenda. There are several factors related to the burnout including mental and emotional exhaustion and the lack of supporting system in the working environment. In responding this issue, Christina Maslach, a Professor Emerita of Psychology at the University of California at Berkeley, had developed a new perspective on burnout which is different and more valuable than the prior concept. She invented the Maslach Burnout Inventory (MBI) which is widely used to measure burnout syndrome worldwide. The concept has broad contributions for healthcare services in general and the nurses' welfare specifically.

As this problem evolves into a serious issue both nationally and internationally, the policymaker also plays important role in creating the practical solutions to prevent the burnout occurrence and decrease its prevalence. Besides, there are a lot of unexplored topics regarding the burnout syndrome. Therefore, in supporting the decision making process, intensive research related to that topic is required. We encourage the researchers and academicians to conduct the research in order to provide evidence-based practices in decreasing the burnout cases in primary healthcare services, hospital, and other settings. We hope that these attempts could improve the healthcare services in Indonesia and enhance the nurses' performance.