

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *psychological capital* dengan *burnout* pada karyawan CV. INTI SARI di Ternate. Kriteria subjek dalam penelitian ini yaitu karyawan yang bekerja di CV.INTI SARI Ternate, dengan minimal 1 tahun kerja. Adapun jumlah subjek pada penelitian ini berjumlah 75 karyawan diantaranya ada direksi, manager, HRD, IT, management operasional, kepala gudang, stok gudang, CEO, supervisor, accounting, staff penjualan, keuangan, pramuniaga, logistic, SPV penjualan, kasir dan karyawan gudang. Pengambilan data menggunakan skala *burnout* dan skala *psychological capital*. Teknik analisis data yang digunakan adalah korelasi product moment. Berdasarkan hasil analisis data diperoleh koefisien korelasi *psychological capital* dengan *burnout* ( $r_{xy}$ ) = -0,459 dengan  $p < 0,001$ . Hasil penelitian menunjukkan bahwa terdapat hubungan negative antara *psychological capital* dengan *burnout*. Dari hasil perhitungan nilai determinasi ( $R^2$ ) yang diperoleh 0,0227. Hal tersebut menunjukkan bahwa variabel *psychological capital* memiliki pengaruh sebesar 22,7% terhadap *burnout* dan sisanya sebesar 77,3% dipengaruhi oleh factor lain yang tidak dilibatkan dalam penelitian ini.

**Kata Kunci:** *psychological capital*, *burnout*, karyawan

## ABSTRACT

*This study aims to determine the relationship between psychological capital and burnout in CV employees. INTI SARI in Ternate. The subject criteria in this study are employees who work at CV.INTI SARI Ternate, with a minimum of 1 year of work. The number of subjects in this study is 75 employees, including directors, managers, HRD, IT, operational management, warehouse heads, warehouse stock, CEOs, supervisors, accountants, sales staff, finance, salespeople, logistics, sales SPV, cashiers and warehouse employees. Data collection uses burnout scale and psychological capital scale. The data analysis technique used is product moment correlation. Based on the results of data analysis, the correlation coefficient of psychological capital with burnout ( $r_{xy}$ ) = -0.459 with  $p < 0.001$  was obtained. The results showed that there was a negative relationship between psychological capital and burnout. From the results of the calculation of the determination value ( $R^2$ ) obtained 0.0227. This shows that the psychological capital variable has an influence of 22.7% on burnout and the remaining 77.3% is influenced by other factors that are not involved in this study. Keywords: psychological capital, burnout, employee*