

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *job demands* dan *perceived organizational support* terhadap *burnout* pada karyawan yang dapat memberikan, *burnout* sering dialami oleh karyawan, *burnout* itu sendiri diartikan sebagai ketika seseorang mengalami kelelahan fisik maupun emosional. Pada umumnya *burnout* terjadi pada seseorang yang mengalami stress kerja yang berkepanjangan didalam situasi yang menuntut secara emosional didalam pekerjaannya.. Adapun tujuan dari penelitian adalah untuk mengetahui (1) Hubungan *job demands* terhadap *burnout* pada karyawan. (2) Hubungan *perceived organizational support* terhadap *burnout* pada karyawan. Subjek penelitian ini berjumlah 108 karyawan yang bekerja diperusahaan. Pengambilan data menggunakan skala MBI (*Maslach burnout inventory*), *Job demands* dan SPOS (*Survey perceived organizational support*) yang telah dimodifikasi. Metode analisis data yang digunakan untuk menguji hipotesis yaitu analisis korelasi product moment. Hasil penelitian menunjukkan bahwa 1) Ada hubungan positif yang signifikan antara *job demands* dengan *burnout* pada karyawan, dengan nilai korelasi positif sebesar 0,712 dengan nilai $p < 0,000$ ($p < 0,050$); 2) Ada hubungan negatif yang signifikan antara *perceived organizational support* dengan *burnout* pada karyawan, dengan nilai korelasi sebesar -0,781 dengan nilai $p < 0,000$ ($p < 0,050$).

Kata kunci : *Burnout, job demands, perceived organizational support* dan karyawan

ABSTRACT

This research aims to determine the relationship between job demands and perceived organizational support on burnout in employees who can provide, burnout is often experienced by employees, burnout itself is defined as when someone experiences physical or emotional fatigue. In general, burnout occurs in someone who experiences prolonged work stress in an emotionally demanding situation at work. The aim of the research is to determine (1) the relationship between job demands and employee burnout. (2) The relationship between perceived organizational support and employee burnout. The subjects of this research were 108 employees who worked at the company. Data were collected using the modified MBI (Maslach burnout inventory), Job demands and SPOS (Survey perceived organizational support) scales. The data analysis method used to test the hypothesis is product moment correlation analysis. The research results show that 1) There is a significant positive relationship between job demands and employee burnout, with a positive correlation value of 0.712 with a p value of 0.000 ($p < 0.050$); 2) There is a significant negative relationship between perceived organizational support and employee burnout, with a correlation value of -0.781 with a p value of 0.000 ($p < 0.050$).

Keywords: *Burnout, job demands, perceived organizational support and employee*