

## Abstrak

Agar mampu bersaing dalam industri kuliner setiap perusahaan menuntut karyawannya memiliki *employee engagement* dalam proses kerjanya. Penelitian ini bertujuan untuk mengetahui hubungan antara *employee engagement* dengan *job burnout* pada karyawan CV. X. Subjek dalam penelitian ini berjumlah 60 orang dengan karakteristik karyawan yang bekerja di bidang jasa *food and beverage* restoran yang memiliki masa kerja minimal 1 tahun. Metode pemilihan subjek dengan menggunakan metode *purposive sampling*. Metode pengambilan data dalam penelitian ini menggunakan Skala *Employee Engagement* dan Skala *Job Burnout*. Teknik analisis data yang digunakan adalah korelasi *product moment* dari Karl Pearson. Berdasarkan hasil analisis data diperoleh koefisien korelasi (R) sebesar -0.654 dengan  $p = 0.000$  ( $p < 0.050$ ). Hasil tersebut menunjukkan bahwa terdapat hubungan negatif yang signifikan antara *employee engagement* dengan *job burnout*. Semakin tinggi *employee engagement* maka semakin rendah *job burnout*, sebaliknya semakin rendah *employee engagement* maka semakin tinggi *job burnout*. Koefisien determinasi *employee engagement* menunjukkan kontribusi sebesar 42,8% terhadap *job burnout* dan sisanya sebesar 57,2% dipengaruhi oleh faktor lain karakteristik organisasi, persepsi terhadap organisasi, persepsi terhadap peran, dan karakteristik individu. Artinya, hasil penelitian ini menunjukkan pentingnya menyelaraskan dan mengharmoniskan hubungan di dalam organisasi perusahaan untuk menyeimbangkan perilaku *employee engagement* dengan *job burnout* pada karyawan.

**Kata kunci:** *employee engagement*, *job burnout*, karyawan

## Abstract

*To be competitive in culinary industry, every company requires its employees to have employee engagement in the work process. This study aims to determine the relationship between employee engagement with job burnout on employee CV. X. The subjects in this study amounted to 60 people with the characteristics of employees who work in the field of food and beverage services in restaurants that have a minimum service life of 1 year. Subject selection method using purposive sampling method. The data collection method in this study uses the Employee Engagement Scale and the Job Burnout Scale. The data analysis technique used is the product moment correlation from Karl Pearson. Based on the results of data analysis obtained correlation coefficient (R) of -0.654 with  $p = 0.000$  ( $p < 0.050$ ). These results indicate that there is a significant negative relationship between employee engagement with job burnout. The higher employee engagement, the lower the job burnout, in otherwise the lower the employee engagement, the higher the job burnout. The coefficient of determination of employee engagement shows a contribution of 42.8% to job burnout and the remaining 57.2% is influenced by other factors organizational characteristics, organizational perceptions, role perceptions, and individual characteristics. That means, the results of this study indicate the importance of aligning and harmonizing relationships within company organizations to balance employee engagement behavior with job burnout on employees.*

**Key word:** *employee engagement, job burnout, employee*