

ABSTRAK

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HUBUNGAN *BURNOUT* DENGAN *EMPLOYEE WELL-BEING* PADA KARYAWAN PT. X DI TANGERANG

(ix + 76 halaman: 20 tabel; 4 gambar; 10 lampiran)

Penting bagi perusahaan untuk memperhatikan tingkat *employee well being* karyawan. Perusahaan bertanggung jawab untuk menjaga kesehatan fisik dan mental karyawannya agar perusahaan dapat berkembang secara optimal dan mampu memastikan kepuasan karyawan dengan lingkungan kerja mereka. Namun terdapat karyawan Perusahaan X di Tangerang yang menunjukkan perilaku bahwa mereka memiliki tingkat *employee well-being* yang rendah. Salah satu faktor yang diyakini memiliki hubungan dengan tingkat *employee well-being* adalah *burnout*. Studi ini bertujuan untuk melihat apakah ada hubungan yang signifikan dari *burnout* terhadap *employee well-being* karyawan PT. X di Tangerang. Metode penelitian yang digunakan adalah *quantitative correlational* dengan desain penelitian *cross-sectional non-experimental*. Hasil yang diperoleh dari 68 karyawan menggunakan alat ukur *Oldenburg Burnout Inventory* dan *Employee Well-Being Scale*, menunjukkan bahwa adanya hubungan signifikan *burnout* terhadap *employee well-being* dan ditemukan terdapat pengaruh sebesar 17.7%. Selain itu, ditemukan mereka yang menikah memiliki tingkat *employee well-being* yang lebih tinggi dibandingkan dengan mereka yang lajang atau cerai. Saran untuk penelitian ini adalah menemukan dan menggunakan alat ukur alternatif untuk mengukur *burnout* yang semua pernyataan memiliki nilai *item rest-correlation* yang baik dan melakukan studi secara *longitudinal* untuk mengetahui dampak *burnout* terhadap *Employee Well-Being* secara jangka panjang.

Kata Kunci: *Employee Well-Being*, *Burnout*, Karyawan Perusahaan.

ABSTRACT

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THE RELATIONSHIP OF BURNOUT WITH EMPLOYEE WELL-BEING OF EMPLOYEES AT PT.X IN TANGERANG

(x + 76 pages: 20 tables; 4 pictures; 10 attachment)

It is important for companies to pay attention to the levels of employee well-being of their employees. A company is responsible to take care of and maintaining the physical and mental health of its employees so that the company can develop optimally and is able to ensure employee satisfaction with their work environment. However, there are employees of Company X in Tangerang who display behaviors that they have a low level of employee well-being. One of the factors that is believed to have a connection to employee well-being is burnout. This study aims to see whether there is a significant relationship of burnout with employee well-being of employees of PT.X in Tangerang. The research method used is quantitative correlational with a cross-section non-experimental research design. The results obtained from 68 employees using the Oldenburg Burnout Inventory and Employee Well-Being Scale measurement tools, shows that there is a significant relationship between Burnout and Employee Well-Being. Aside from that, it is found there is significant effect between the two variables as large as 17.7%. In addition, it was found that those who are married had a higher level of employee well-being compared to those who are single or divorced. Suggestions for this research are to find and use alternative measuring tools to measure Burnout where all statements have good item rest-correlation values and conduct a longitudinal study to determine the long-term impact of Burnout on Employee Well-Being.

Keywords: Employee Well-Being, Burnout, Company Employees.