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The influence of workload on burnout in uptd x province kalimantan timur employees

Pengaruh beban kerja terhadap burnout pada pegawai uptd x provinsi kalimantan timur

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ABSTRACT

If it occurs without proper handling, the high workload that befalls employees in government agencies causes burnout and physical and mental fatigue. This condition will trigger burnout. This research aims to reveal the effect of workload on burnout. This research method uses a quantitative approach. The research subjects were 50 UPTD Employees X of East Kalimantan Province who were selected using total sampling techniques. The data analysis technique used is simple linear regression. Analysis of the data obtained using simple regression, the result showed that there was a significant influence between workload and burnout with a value of $p < 0.001$ ($p < 0.05$). With an influence contribution of 68.7%, UPTD X of East Kalimantan Province it is best to implement a transparent performance management system based on the duties and roles of each employee and it is hoped that UPTD X of East Kalimantan Province can pay attention to the even distribution of tasks given to all employees.

Keywords: burnout, employees, workload.

ABSTRACT

Beban kerja tinggi yang diterima pegawai di instansi pemerintah jika terjadi tanpa penanganan yang tepat maka menyebabkan kepenatan dan kelelahan fisik maupun mental, maka kondisi ini akan memicu burnout. Penelitian ini bertujuan untuk mengungkap pengaruh beban kerja terhadap burnout. Metode penelitian ini menggunakan pendekatan kuantitatif. Subjek penelitian adalah 50 Pegawai UPTD X Provinsi Kalimantan Timur yang dipilih dengan menggunakan teknik total sampling. Teknik analisis data yang digunakan adalah regresi linear sederhana. Data yang diperoleh analisis menggunakan analisis regresi sederhana, hasil penelitian menunjukkan bahwa terdapat pengaruh yang signifikan antara beban kerja terhadap burnout dengan diperoleh nilai $p < 0.001$ ($p < 0.05$). Dengan kontribusi pengaruh sebesar 68,7% hasil ini menunjukkan bahwa sebaiknya UPTD X Provinsi Kalimantan Timur sebaiknya menerapkan sistem manajemen kinerja yang transparan berdasarkan tugas dan peran masing-masing pegawai serta diharapkan UPTD X Provinsi Kalimantan Timur dapat memperhatikan penempatan tugas yang diberikan pada seluruh pegawai.

Kata Kunci: Beban kerja, burnout, pegawai.

1. INTRODUCTION

Human resources are the most important resource in life because human resources are created to optimize various other resources to support organizational goals. (Atmaja & Suana, 2019). To support the success of the organization, there also needs to be an effort to improve human resources by improving employee performance so that the organization can continue to compete in this global era. (Gong et al., 2019). So the higher the level of competition between organizations, employees are also always pressured to be able to adapt to changes that are taking place very quickly (Alam, 2022).

Health services are the most important services received by the community because currently many people are experiencing health problems, therefore the community needs quality health