

ABSTRACT

Agung Ari Saputro. 2014. The Employee Relationship Between Work Overload With Job Burnout. Faculty of Psychology. Islamic State University (UIN) Maulana Malik Ibrahim Malang .

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Competition in the era of corporate globalization, requires companies to improve productivity in order to compete with other companies. Increasing the productivity of the company will certainly impact the performance of employees. Employees will work harder in order to achieve the target of the company. Therefore, the burden of their work in general is also increasing. High workload in general will affect employees. One consequence is job burnout. As it is known that the work overload is one of the most important predictors of burnout (Nirel, et all, 2008 : 538).. However, this does not apply to employees of one of the establishments in the city of Malang. Formulation of the problem of this study were (1) What level of work overload on employees (2) What level of job burnout in employees (3) How does the relationship between work overload with job burnout in employees .

The purpose of this study is (1) To determine the level of work overload on employees. (2) To determine the level of job burnout in employees. (3) To determine the relationship between work overload with job burnout in employees.

The method used in this research is descriptive quantitative by using two variables, the independent variable (x) is the work overload and the dependent variable (y) is job burnout . Samples were taken totaling 50 employees. The scale used is the Likert scale and the sampling technique used for this study is a random technique. The analysis used is the product moment correlation with SPSS 18.0 for windows .

The research results are work overload experienced by the employees of the 50 respondents, 33 employees (66 %) were in the high category. While job burnout experienced by employees can be seen in three dimensions. Dimensions of emotional exhaustion, of the 50 respondents, 33 employees (66 %) were in the medium category. Dimensions depersonalization, 26 employees (52 %) were in the medium category. Dimensions of personal achievement or ineffectiveness, of the 50 respondents, 50 employees (100 %) were in the high category. The results of the analysis of correlation values obtained $r_{xy} = 0.458$. This means that there is a relationship between work overload with job burnout in employees . p-value = 0.001 indicates that the relationship is significant. r_{xy} positive value indicates that the relationship between the two variables is unidirectional, where the higher the overload of work then the higher the job burnout experienced by employees.