

**“PENGARUH *JOB INSECURITY* DAN *SOCIAL SUPPORT* TERHADAP
BURNOUT PADA GENERASI *SANDWICH* YANG BEKERJA DI
INDUSTRI PARIWISATA SUB SEKTOR PERHOTELAN KOTA
BANDUNG”**

ABSTRAK

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Penelitian ini bertujuan untuk mengetahui tanggapan karyawan generasi *sandwich* yang bekerja di industri pariwisata sub sektor perhotelan di kota bandung, serta mengetahui pengaruh *job insecurity* dan *social support* terhadap *burnout* secara parsial maupun simultan. Metode yang digunakan dalam penelitian ini yaitu deskriptif dan verifikatif dengan pendekatan kuantitatif. Populasi yang digunakan dalam penelitian ini adalah karyawan generasi *sandwich* pada industri pariwisata sub sektor perhotelan Kota Bandung, dengan sampel 160 orang responden dengan menggunakan teknik *non probability* sampling yaitu *accidental sampling*. Berdasarkan hasil penelitian diperoleh bahwa tanggapan responden terkait *job insecurity* termasuk kedalam kategori tinggi, *social support* termasuk kedalam kategori rendah, dan *burnout* termasuk kedalam kategori tinggi. Berdasarkan hasil pengujian determinasi diperoleh bahwa *job insecurity* berpengaruh sebesar 12,9% terhadap *burnout*, *social support* berpengaruh sebesar 9,3% terhadap *burnout*, *job insecurity* dan *social support* berpengaruh sebesar 12,3% terhadap *burnout*. Berdasarkan hasil pengujian hipotesis secara parsial *job insecurity* berpengaruh terhadap *burnout*, *social support* tidak berpengaruh terhadap *burnout*. Berdasarkan hasil pengujian hipotesis secara simultan *job insecurity* dan *social support* berpengaruh terhadap *burnout*.

Kata Kunci: *Job insecurity*, *Social support*, Generasi *Sandwich*

**“THE INFLUENCE OF JOB INSECURITY AND SOCIAL SUPPORT
BURNOUT ON GENERATION SANDWICH WHO WORKS IN THE
TOURISM INDUSTRY, HOSPITALITY SUB-SECTOR, BANDUNG CITY”**

ABSTRACT

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This research aims to determine the responses of sandwich generation employees who work in the tourism industry hospitality sub-sector in the city of Bandung and determine the influence job insecurity and social support to burnout partially or simultaneously. The method used in this research is descriptive and verification with a quantitative approach. The population used in this research is generational employees sandwich in the Bandung City hospitality sub-sector tourism industry, with a sample of 160 respondents using non-probability sampling techniques, namely accidental sampling. Based on the research results, it was found that the respondents' responses were related job insecurity included in the high category, social support included in the low category, and burnout included in the high category. Based on the results of the determination test, it was found that job insecurity has an effect of 12.9% on burnout, social support has an effect of 9.3% on burnout, job insecurity and social support has an effect of 12.3% on burnout. Based on the results of partial hypothesis testing, job insecurity has an effect on burnout, social support has no effect on burnout. Based on the results of hypothesis testing, job insecurity and social support simultaneously influence burnout.

Keywords: *Job insecurity, Social support, Sandwich Generation*