

“Pengaruh *Work Family Conflict* dan Beban Kerja terhadap *Burnout* karyawan Pabrik Rajut KR Kota Bandung”

ABSTRAK

Permasalahan karyawan yang kurang mendapatkan perhatian dalam perusahaan mengakibatkan tinggi permasalahan *burnout*. Penelitian ini bertujuan untuk mengetahui keadaan *work family conflict*, beban kerja dan *burnout* karyawan pabrik rajut KR Kota Bandung, serta mencari pengaruhnya baik secara parsial maupun simultan. Metode yang digunakan dalam penelitian ini adalah deskriptif dan verifikatif dengan pendekatan kuantitatif. Populasi yang digunakan dalam penelitian ini sebanyak 67 orang dengan menggunakan teknik *non-probability sampling*, sampel jenuh. Berdasarkan hasil penelitian ditemukan bahwa *work family conflict*, beban kerja dan *burnout* termasuk kedalam kategori cukup tinggi. Berdasarkan hasil uji determinasi diketahui bahwa *work family conflict* berpengaruh sebesar 34,6% terhadap *burnout*, beban kerja berpengaruh sebesar 27,5% terhadap *burnout*. Besarnya pengaruh *work family conflict* dan beban kerja terhadap *burnout* sebesar 41,5%. Hasil penelitian secara parsial menunjukkan bahwa *work family conflict* dan beban kerja berpengaruh terhadap *burnout*. Secara simultan *work family conflict* dan beban kerja berpengaruh positif dan signifikan terhadap *burnout*.

Kata kunci: *Work Family Conflict*, Beban kerja, *Burnout*

“The Influence of Work Family Conflict and Workload on Burnout of employees at the KR Knitting Factory Bandung City”

ABSTRACT

The problems of female employees not getting enough attention within the company results in high burnout problems. This research aims to determine the state of work family conflict, workload and burnout of employees at the KR knitting factory in Bandung City, and to look for their influence both partially and simultaneously. The method used in this research is descriptive and verification a quantitative approach. The population techniques, saturated samples. Based on the research results, it was found that work family conflict, workload and burnout were included in the quite high category. Based on the results of the determination test, it is known that work family conflict has a 34,6% effect on burnout, workload has a 27,5% effect on burnout. The magnitude of the influence of work family conflict and workload on burnout is 41,5%. The partial research results show that work family conflict and workload influence burnout. Simultaneously, work family conflict and workload have a positive and significant effect on burnout.

Keywords: Work Family Conflict, Workload, Burnout