

The relationship between job demands and burnout among the Indonesian power generation industry employees

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Abstrak

ABSTRACT

This paper examines the relationship between job demands and burnout in the Indonesian power generation industry, both in the private sector and the public sector. The Job demands and Decision Latitude questionnaire was developed by Karasek (1979) to measure job demands. This present study also used the Burnout measure, which was developed by Pines & Aronson (1988) to measure burnout. The two companies that were studied were PT. PLN (Persero) and PT. A. A total of 240 employees were given both questionnaires and the results were analyzed using the Pearson's correlation. The results of the study found no overall correlation between job demands and burnout as a whole with a correlation coefficient of .06 and in the public sector power generation industry employees with a correlation coefficient of -.07. However, the results indicated a significant correlation in the private sector employees with a correlation coefficient of 0.18. Further analyses found significant correlations between the Job Demands & Decision latitude questionnaire subscales and the Burnout measure inline with theories regarding the public sector and the private sector.