

Hubungan antara Tuntutan Pekerjaan Kuantitatif dan Burnout pada Karyawan Start-up: Peran Kreasi Kerja sebagai Moderator = The Relationship Between Quantitative Job Demands and Burnout Among Start-Up Employees: The Role of Job Crafting as a Moderator

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Abstrak

Meningkatnya perusahaan start-up di Indonesia menarik banyak perhatian masyarakat untuk bekerja di perusahaan ini. Namun, perusahaan start-up masih belum stabil perkembangannya, sehingga karyawan diberikan tuntutan pekerjaan tinggi dan beban kerja berlebihan sehingga dapat mengarah pada burnout. Kreasi kerja diketahui dapat mengurangi burnout akibat tuntutan pekerjaan kuantitatif. Penelitian ini bertujuan untuk melihat hubungan antara tuntutan pekerjaan kuantitatif dengan burnout, kreasi kerja dengan burnout, serta peran kreasi kerja sebagai moderator pada tuntutan pekerjaan kuantitatif dan burnout. Penelitian ini merupakan penelitian kuantitatif dengan metode korelasional dan moderasi dengan melibatkan 136 karyawan start-up. Alat ukur yang digunakan adalah Copenhagen Psychosocial Questionnaire (COPSOQ), Oldenburg Burnout Inventory (OLBI), dan Job Crafting Scale (JCS). Hasil penelitian menunjukkan bahwa terdapat hubungan positif yang signifikan antara tuntutan kerja kuantitatif dan burnout, terdapat hubungan negatif yang signifikan antara kreasi kerja dengan burnout, dan kreasi kerja ditemukan tidak memoderasi efek tuntutan kerja kuantitatif terhadap burnout.

.....The rise of start-up companies in Indonesia has attracted a lot of attention from the public to work in these companies. However, start-up companies are still not stable in their development, so employees are given high job demands and excessive workloads that can lead to burnout. Job crafting is known to reduce burnout due to quantitative job demands. This study aims to look at the relationship between quantitative job demands and burnout, job crafting and burnout, and the role of job crafting as a moderator on quantitative job demands and burnout. This study is a quantitative study with correlational and moderation methods involving 136 start-up employees. The measuring instruments used were Copenhagen Psychosocial Questionnaire (COPSOQ), Oldenburg Burnout Inventory (OLBI), and Job Crafting Scale (JCS). The results showed that there is a significant positive relationship between quantitative work demands and burnout, there is a significant negative relationship between job crafting and burnout, and job crafting was found not to moderate the effect of quantitative work demands on burnout.