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Penelitian yang dilaksanakan mempunyai tujuan untuk melihat adanya pengaruh stres kerja dan kecerdasan emosional terhadap *burnout* pada para guru SD Negeri Se-Kecamatan Medan Helvetia. Sampel dan populasi penelitian berjumlah 167 guru di Kecamatan Medan Helvetia. Alat ukur yang dipergunakan dalam pendekatan kuantitatif ini ialah skala *burnout*, skala stres kerja, dan skala kecerdasan emosional. Teknik yang dipergunakan dalam pengambilan sampel ialah *Proportioned Stratified Random Sampling*. Metode pengumpulan data yang dipergunakan ialah skala Likert. Analisis regresi linear berganda dengan bantuan *SPSS Statistics 22 for Windows*. Hasil analisis mendukung hipotesis utama yang menyatakan bahwa stres kerja dan kecerdasan emosional berkorelasi positif dan signifikan dengan *burnout*. Terdapat korelasi positif antara stres kerja dan *burnout*, yang ditunjukkan dengan diterimanya hipotesis minor pertama, hasil perhitungan ialah $r = 0,419$ ($p < 0,05$). *Burnout* akan terjadi ketika stres terkait pekerjaan meningkat, dan sebaliknya. Hipotesis minor kedua, menyatakan bahwa terdapat korelasi negatif antara kecerdasan emosional dan *burnout*, diterima jika perhitungan menghasilkan $r = -0,204$ ($p < 0,05$). *Burnout* tidak terjadi jika seseorang mempunyai kecerdasan emosional yang lebih tinggi, dan sebaliknya.

Kata Kunci : *Burnout, Stres Kerja, Kecerdasan Emosional.*

ABSTRACT

The conducted research aims to examine the influence of work stress and emotional intelligence on burnout among public elementary school teachers in the Medan Helvetia District. The research sample and population consist of 167 teachers in the district. The measurement tools used in this quantitative approach include the burnout scale, work stress scale, and emotional intelligence scale. The sampling technique employed is Proportioned Stratified Random Sampling. The data collection method used is the Likert scale. Multiple linear regression analysis was conducted with the assistance of SPSS Statistics 22 for Windows. The analysis results support the main hypothesis, which states that work stress and emotional intelligence have a significant positive correlation with burnout. There is a positive correlation between work stress and burnout, as indicated by the acceptance of the first minor hypothesis, with a calculated result of $r = 0.419$ ($p < 0.05$). Burnout occur when work-related stress increases, and vice versa. The second minor hypothesis states that there is a negative correlation between emotional intelligence and burnout, which is accepted if the calculation results in $r = -0.204$ ($p < 0.05$). Burnout occurs less frequently in individuals with higher emotional intelligence, and vice versa.

Keywords: Burnout, Work Stress, Emotional Intelligence.