

BURNOUT DITINJAU DARI *WORK LIFE BALANCE* PADA PEGAWAI WANITA DI UNIVERSITAS PRIMA INDONESIA

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INTISARI

Studi ini berorientasi untuk mengetahui apakah terdapat keterkaitan *Burnout* dengan *Work Life Balance* pada pegawai wanita di Universitas Prima Indonesia. *Work Life Balance* dipahami sebagai kemahiran individu untuk menyeimbangkan antara waktu yang dihabiskan untuk pekerjaan dengan waktu di rumah, kehidupan pribadi, serta kewajiban sosial. Sementara itu, *Burnout* merupakan kondisi seseorang yang mengalami kelelahan baik secara fisik, mental, dan emosional akibat tekanan yang berlangsung lama. Metode kuantitatif dipilih sebagai pendekatan pada penelitian ini, berdasarkan hasil data yang dihimpun dari 109 pegawai wanita melalui skala *Burnout* dan skala *Work Life Balance*, yang telah melewati pengujian validitas dan reliabilitas sebelumnya. Hasil analisis dengan korelasi Pearson menghasilkan nilai r sebesar -0,303 dan signifikansi 0,001 ($p < 0,05$), menandakan korelasi negatif signifikan antara kedua variabel. Hasil penelitian koefisien determinasi *R Square* (R^2) yaitu 0.092, mengindikasikan bahwasanya terdapat kontribusi efektif yaitu 9.2 persen dari *Work Life Balance* terhadap *Burnout* pada pegawai wanita Universitas Prima Indonesia. Sebanyak 90.8 persen terdapat faktor lain yang mempengaruhi *Burnout*.

Kata Kunci: *Work Life Balance*, *Burnout*

**BURNOUT IN TERMS OF WORK LIFE BALANCE AMONG FEMALE
EMPLOYEES AT PRIMA INDONESIA UNIVERSITY**

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ABSTRACT

This study is oriented to find out whether there is a relationship between Burnout and Work Life Balance in female employees at Universitas Prima Indonesia. Work Life Balance is understood as an individual's proficiency to balance time spent on work with time at home, personal life, as well as social obligations. Meanwhile, burnout is a condition of a person who experiences fatigue both physically, mentally, and emotionally due to long-term stress. The quantitative method was chosen as the approach in this study, based on the results of data collected from 109 female employees through the Burnout scale and the Work Life Balance scale, who had passed previous validity and reliability tests. The results of the analysis with Pearson correlation produced an r value of -0.303 and a significance of 0.001 ($p < 0.05$), indicating a significant negative correlation between the two variables. The results of the study with the R Square (R^2) determination coefficient, which is 0.092, indicate that there is an effective contribution of 9.2 percent of the Work Life Balance to Burnout in female employees of Universitas Prima Indonesia. As many as 90.8 percent there are other factors that affect Burnout.

Keywords: *Work Life Balance, Burnout*