

**BURNOUT DITINJAU DARI *JOB DEMAND* PADA KARYAWAN
PT RAMAYANA LESTARI SENTOSA TBK**

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INTISARI

Dalam lingkungan kerja, sumber daya manusia yang efektif sangat krusial bagi operasi perusahaan, terutama di sektor ritel yang kompetitif seperti PT Ramayana Lestari Sentosa. Namun, tekanan pekerjaan yang tinggi, seperti target harian kemungkinan besar berdampak pada munculnya kelelahan fisik serta mental pada karyawan, yang kemudian dikenal sebagai *burnout*. *Burnout* adalah kondisi negatif yang memperlihatkan gejala kelelahan, depersonalisasi, dan penurunan kemampuan personal, yang dapat menurunkan kualitas kerja dan motivasi karyawan, serta berdampak negatif pada kemajuan perusahaan. Penelitian ini dimaksudkan untuk mengungkap hubungan *job demand* terhadap *burnout* pada karyawan PT Ramayana Lestari Sentosa Tbk. Penelitian ini menerapkan metode kuantitatif. Dari analisis yang dilakukan, diperoleh nilai korelasi Pearson sebesar 0.756 serta p-value 0.000 ($p < 0.05$), yang menunjukkan adanya hubungan positif. Selain itu, hasil penelitian mengungkap bahwa nilai koefisien determinasi antara *job demand* dan *burnout* mencapai 0.571, yang mencerminkan kontribusi *job demand* sebesar 57.1% terhadap *burnout*.

Kata Kunci : *Job demand, Burnout*

**BURNOUT REVIEWED FROM JOB DEMAND IN EMPLOYEES OF
PT RAMAYANA LESTARI SENTOSA TBK**

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ABSTRACT

In a work environment, effective human resources are crucial for a company's operations, especially in a competitive retail sector such as PT Ramayana Lestari Sentosa. However, high work pressures, such as daily targets, are likely to have an impact on the appearance of physical and mental fatigue in employees, which is then known as burnout. Burnout is a negative condition that shows symptoms of fatigue, depersonalization, and decreased personal skills, which can reduce the quality of work and employee motivation, as well as negatively impact the company's progress. This study is intended to reveal the relationship between job demand and burnout in employees of PT Ramayana Lestari Sentosa Tbk. This study applies a quantitative method. From the analysis carried out, a Pearson correlation value of 0.756 and a p-value of 0.000 ($p < 0.05$) were obtained, which indicates a positive relationship. In addition, the results of the study revealed that the value of the determination coefficient between job demand and burnout reached 0.571, which reflects a contribution of job demand of 57.1% to burnout.

Keywords: *Job demand, Burnout*