

# HUBUNGAN *WORK-FAMILY CONFLICT* TERHADAP *BURNOUT SYNDROME* PADA PEGAWAI SWASTA JAKARTA SELATAN TAHUN 2024

Meisya Angelia

## Abstrak

Prevalensi gangguan mental emosional pada pegawai swasta di Indonesia sebesar 6,3%. *Work-family conflict* sebagai bentuk konflik peran menjadi salah satu faktor risiko *burnout syndrome*. Adanya tren generasi *sandwich* di Indonesia, dapat memicu terjadinya *work-family conflict* pada individu muda. Penelitian ini bertujuan untuk mengetahui hubungan *work-family conflict* terhadap *burnout syndrome* pada pegawai swasta Jakarta Selatan tahun 2024. Penelitian ini dilakukan pada bulan April – Juni 2024 di Jakarta Selatan dengan 154 responden yang dipilih secara *purposive sampling* dengan desain penelitian *cross sectional*. Pengumpulan data dilakukan dengan kuesioner karakteristik responden, kuesioner MBI-GS, kuesioner *Work-Family Conflict Scale*, dan kuesioner MSPSS. Data dianalisis dengan analisis univariat, bivariat dengan uji *chi-square*, dan multivariat dengan uji *cox* regresi. Dari 154 responden, didapatkan 40,3% mengalami *burnout*, dan 51,3% mengalami *work-family conflict* tinggi. Uji *cox* regresi menunjukkan *work-family conflict* ( PR = 5,595, *p-value* < 0,001; 95% CI 2,406 – 13,013) memiliki hubungan yang signifikan terhadap *burnout syndrome* dengan dikontrol oleh variabel *cofounder* yang mencakup usia, tingkat pendidikan, lama masa kerja, dan dukungan sosial. Perusahaan dapat membuat program atau fasilitas seperti konseling, *daycare*, *snack corner* untuk menciptakan *work-life balance* dan meminimalisir risiko *burnout* pada pekerja.

**Kata Kunci :** *Burnout Syndrome*, *Work-Family Conflict*, Pegawai swasta

# **RELATIONSHIP OF WORK-FAMILY CONFLICT ON BURNOUT SYNDROME IN PRIVATE EMPLOYEES IN SOUTH JAKARTA IN 2024**

**Meisya Angelia**

## **Abstract**

The prevalence of emotional mental disorders among private employees in Indonesia is 6.3%. Work-family conflict as a form of role conflict is a risk factor for burnout syndrome. The sandwich generation phenomenon in Indonesia may lead to work-family conflict in young individuals. This research aims to determine the relationship between work-family conflict and burnout syndrome in private employees in South Jakarta in 2024. This research was conducted in April - June 2024 in South Jakarta with 154 respondents selected using purposive sampling with a cross sectional research design. Data was collected using the respondent characteristics questionnaire, the MBI-GS questionnaire, the Work-Family Conflict Scale questionnaire, and the MSPSS questionnaire. Data were analyzed using univariate analysis, bivariate analysis using the chi-square test, and multivariate analysis using the Cox regression test. Of the 154 respondents, it was found that 40.3% experienced burnout, and 51.3% experienced high work-family conflict. The Cox regression test shows that work-family conflict (PR = 5.595, p-value < 0.001; 95% CI 2.406 – 13.013) has a significant relationship with burnout syndrome, controlled by cofounder variables which include age, education level, years of experience, and social support. Companies can create programs or facilities such as counseling, daycare, snack corners to create work-life balance and minimize the risk of burnout among workers.

**Keywords** : Burnout Syndrome, Work-Family Conflict, Private employees