

ABSTRACT

This study was to determine the effect of job insecurity, work stress, work family conflict on burnout of employees of PT. Granada Audio Indonesia. The object of this research is employees who work at PT. Granada Audio Indonesia. This study was conducted on 40 respondents using a quantitative descriptive approach. The results of this study show that the job insecurity variable has a significant positive effect on burnout, work stress has a significant positive effect on burnout and work family conflict has a significant positive effect on burnout. The approach used in this study is the Structural Equation Model (SEM) with a Smart-PLS analysis tool. Therefore the results of this research test state that there is a joint effect between job insecurity, work stress and work family conflict variables on burnout at PT. Granada Audio Indonesia.

Keyword : Job Insecurity, Work Stress, Work Family Conflict, Burnout



ABSTRAK

Penelitian ini untuk mengetahui pengaruh *Job Insecurity*, Stres Kerja, *Work Family Conflict* terhadap *Burnout* karyawan PT Granada Audio Indonesia. Objek penelitian ini adalah karyawan yang bekerja pada PT Granada Audio Indonesia. Penelitian ini dilakukan terhadap 40 responden dengan menggunakan pendekatan deskriptif kuantitatif. Hasil penelitian ini menunjukkan variabel *job insecurity* berpengaruh positif signifikan terhadap *burnout*, stres kerja berpengaruh positif signifikan terhadap *burnout*, dan *work family conflict* berpengaruh positif signifikan terhadap *burnout*. Pendekatan yang digunakan dalam penelitian ini adalah *Structural Equation Model* (SEM) dengan alat analisis Smart-PLS. Oleh karena itu hasil penelitian ini menyatakan bahwa terdapat pengaruh secara bersama-sama antara variabel *job insecurity*, stres kerja dan *work family conflict* terhadap *burnout* pada PT. Granada Audio Indonesia.

Kata Kunci : *Job Insecurity*, stres kerja, *work family conflict*, *burnout*

