

ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh stres, *psyches environment* dan *self efficacy* terhadap produktivitas dengan *burnout* sebagai variabel intervening pada PT.KCI UPT Manggarai. Metode penelitian yang digunakan dalam penelitian ini adalah metode deskriptif. Objek penelitian ini adalah masinis PT.KCI UPT Manggarai sebanyak 43 responden. Pendekatan yang digunakan dalam penelitian ini adalah *Component* atau *Variance Based Structural Equation Model* dengan alat analisis adalah Smart-PLS. Hasil penelitian menunjukkan stres berpengaruh positif dan signifikan terhadap *burnout* masinis PT. KCI. *Psyches environment* berpengaruh negatif dan signifikan terhadap *burnout* masinis PT. KCI. *Self efficacy* berpengaruh negatif dan signifikan terhadap *burnout* masinis PT. KCI. Stres berpengaruh negatif dan signifikan terhadap produktivitas masinis PT. KCI. *Psyches environment* berpengaruh positif dan signifikan terhadap produktivitas masinis PT. KCI. *Self efficacy* berpengaruh positif dan signifikan terhadap produktivitas masinis PT. KCI. *Burnout* berpengaruh negatif dan signifikan terhadap produktivitas masinis PT. KCI.

Kata Kunci: Stres, *Psyches Environment*, *Self efficacy*, *Burnout*, Produktivitas



ABSTRACT

This research aims to examine and analyze the effect of stress, psyches environment and self efficacy on employee productivity with burnout as an intervening variable for employees of PT. KCI UPT Manggarai. The method used in this research is descriptive method. The object of this research is 43 machinist of PT. KCI UPT Manggarai. The approach used in this research is the Component or Variance Based Structural Equation Model with the Smart-PLS analysis tool. The result showed stress that has positive and significant effect on burnout of machinist PT.KCI UPT Manggarai. Psyches environment that has a negative and significant effect on burnout of machinist PT.KCI UPT Manggarai. Self efficacy that has a negative and significant effect on burnout of machinist PT.KCI UPT Manggarai. Stress that has a negative and significant on productivity of machinist PT.KCI UPT Manggarai. Psyches environment that has a positive and significant on productivity of machinist PT.KCI UPT Manggarai. Self efficacy that has positive and significant on productivity of machinist PT.KCI UPT Manggarai. Burnout that has negative and significant effect on productivity of machinist PT.KCI UPT Manggarai.

Keywords: Stress, Psyches environment, Self efficacy, Burnout, Productivity

