

ABSTRAK

PENGARUH KOMPETENSI PROFESIONAL, BURNOUT DAN PERCEIVED ORGANIZATIONAL SUPPORT TERHADAP KINERJA KARYAWAN PADA KOPERASI KREDIT SANGOSAY KABUPATEN MANGGARAI BARAT

Studi Pada Karyawan Koperasi Kredit Sangosay
Kabupaten Manggarai Barat

Fransiska Putri Miranti Goa
Univesitas Sanata Dharma
Yogyakarta
2023

Penelitian ini bertujuan untuk mengetahui pengaruh kompetensi profesional, *burnout* dan *perceived organizational support* terhadap kinerja karyawan pada Koperasi Kredit Sangosay Kabupaten Manggarai Barat baik secara simultan maupun parsial. Populasi dalam penelitian ini adalah seluruh karyawan Koperasi Kredit Sangosay Kabupaten Manggarai Barat. Teknik pengambilan sampel yang digunakan adalah *non probability sampling* dengan sampel jenuh (sensus). Pengambilan data diperoleh dengan membagikan kuisioner kepada 47 karyawan Koperasi Kredit Sangosay Kabupaten Manggarai yaitu Cabang Labuan Bajo dan Cabang Lembor. Teknik analisis data yang digunakan dalam penelitian ini adalah analisis deskriptif dan regresi menggunakan software SPSS 22. Hasil penelitian ini menunjukkan bahwa: 1) kompetensi profesional, *burnout* dan *perceived organizational support* berpengaruh secara simultan terhadap kinerja karyawan pada Koperasi Kredit Sangosay Kabupaten Manggarai Barat. 2) kompetensi profesional secara parsial berpengaruh terhadap kinerja karyawan pada Koperasi Kredit Sangosay Kabupaten Manggarai Barat. 3) *burnout* secara parsial berpengaruh terhadap kinerja karyawan pada Koperasi Kredit Sangosay Kabupaten Manggarai Barat. 4) *perceived organizational support* secara parsial berpengaruh terhadap kinerja karyawan pada Koperasi Kredit Sangosay Kabupaten Manggarai Barat

Kata kunci: Kompetensi Profesional, Burnout, Perceived Organizational Support, Kinerja Karyawan

ABSTRACT

THE EFFECT OF PROFESSIONAL COMPETENCY, BURNOUT AND PERCEIVED ORGANIZATIONAL SUPPORT ON EMPLOYEE PERFORMANCE ON CREDIT COOPERATIVE SANGOSAY, BARAT MANGGARAI REGENCY

*A Study On Emploeyss Of Sangosay Credit Cooperative
West Manggarai Regency*

Fransiska Putri Miranti Goa
Sanata Dharma University
Yogyakarta
2023

This study aims to determine the effect of professional competence, burnout and perceived organizational support on employee performance the Sangosay Credit Cooperative, West Manggarai Regency, both simultaneously and partially. The population in this study were all employees of Sangosay Credit Cooperative, West Manggarai Regency. The sampling technique used was non-probability sampling with census. Data were obtained by distributing questionnaire to 47 employees of Sangosay Credit Cooperative, Manggarai Regency, namely the Labuan Bajo Branch and the Lembor Branch. The data analysis technique used in this study is descriptive and regression analysis using SPSS 22 software. The results of this study indicate that: 1) professional competence, burnout and perceived organizational support simultaneously influence employee performance in the Sangosay Credit Cooperative, West Manggarai Regency. 2) professional competence partially affects employees performance the Sangosay Credit Cooperative, West Manggarai Regency. 3) burnout partially affects employee performance at Sangosay Credit Cooperative, West Manggarai Regency. 4) perceived organizational support partially affects employee performance at Sangosay Credit Cooperative, West Manggarai Regency.

Keywords: Professional Competence, Burnout, Perceived Organizational Support, Employee Performance