

HUBUNGAN ANTARA *SELF EFFICACY* DAN *BURNOUT* PADA KARYAWAN GENERASI MILENIAL

Mateus Krismawan Wicaksono

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *self-efficacy* dan *burnout* pada karyawan Generasi Milenial. Hipotesis dalam penelitian ini adalah terdapat hubungan negatif antara *self-efficacy* dan *burnout* pada karyawan Generasi Milenial. Responden dalam penelitian ini sebanyak 210 karyawan Generasi Milenial dengan minimal durasi kerja 6 bulan. Penelitian ini menggunakan penelitian kuantitatif dengan teknik pengambilan *convenience sampling*. Alat ukur yang digunakan adalah *General Self Efficacy Scale* berjumlah 10 item ($\alpha = 0,717$) dan skala modifikasi M-TBI berjumlah 22 item ($\alpha = 0,864$). Hasil uji asumsi menunjukkan bahwa data tidak terdistribusi normal namun memenuhi syarat linearitas. Penelitian ini menggunakan teknik korelasi *Spearman's Rho*. Hasil uji korelasi menunjukkan nilai koefisien korelasi (r) $-0,277$ dengan nilai signifikansi sebesar 0,000. Berdasarkan hasil tersebut, dapat disimpulkan bahwa terdapat hubungan yang negatif dan signifikan antara *self-efficacy* dan *burnout* pada karyawan Generasi Milenial.

Kata kunci : *burnout*, karyawan Generasi Milenial, *self-efficacy*

CORRELATION BETWEEN SELF EFFICACY AND BURNOUT AMONG MILENNIAL GENERATION EMPLOYEES

Mateus Krismawan Wicaksono

ABSTRACT

This study aims to determine the relationship between self-efficacy and burnout among millennial employees. The hypothesis of this study is that there is a negative relationship between self-efficacy and burnout among millennial employees. The respondents in this study consisted of 210 millennial employees with a minimum work duration of 6 months. This study used a quantitative research method with convenience sampling technique. The measurement tools used were the General Self-Efficacy Scale consisting of 10 items ($\alpha = 0,717$) and a modified MBI scale consisting of 22 items ($\alpha = 0,864$). Assumption tests showed that the data were not normally distributed but met the linearity requirements. This study used Spearman's Rho correlation technique. The correlation test results showed a correlation coefficient (r) of -0.277 with a significance value of 0.000. Based on these results, it can be concluded that there is a significant negative relationship between self-efficacy and burnout among millennial employees.

Keywords: burnout, millennial employees, self-efficacy