

## PERBEDAAN *BURNOUT* PADA KARYAWAN DI ORGANISASI PROFIT DAN ORGANISASI NON-PROFIT

Studi Pada Mahasiswa Psikologi Universitas Sanata Dharma

*Vianey Yona Widya Sasmita*

### ABSTRAK

Penelitian ini bertujuan untuk mengetahui perbedaan *burnout* yang dialami oleh karyawan yang bekerja di organisasi profit dan organisasi non-profit. Hipotesis dalam penelitian ini adalah terdapat perbedaan *burnout* pada karyawan yang bekerja di organisasi profit dan organisasi non-profit. Subjek dalam penelitian ini berjumlah 300 orang, diantaranya 150 orang bekerja di organisasi profit dan 150 orang bekerja di organisasi non-profit dengan masa kerja minimal 1 tahun. Alat pengumpulan data dalam penelitian ini yakni menggunakan skala *burnout* yang disusun oleh peneliti sendiri. Skala *burnout* memiliki koefisien reliabilitas sebesar 0,946. Hasil analisis deskriptif data menunjukkan mean empiris pada organisasi profit dan organisasi non profit sebesar 52,89 dan 55,05 lebih kecil dari mean teoritis sebesar 101,5 dengan  $p = 0,000$  ( $p < 0,05$ ). Teknik analisis data menggunakan uji U (U-test). Hasil penelitian diperoleh  $0,310$  ( $p > 0,05$ ) yang artinya tidak ada perbedaan *burnout* pada karyawan yang bekerja di organisasi profit dan karyawan yang bekerja di organisasi non-profit.

Kata kunci : *burnout*, organisasi profit, organisasi non-profit

**THE DIFFERENCE OF BURNOUT IN EMPLOYEES AT FOR-PROFIT  
AND NON-PROFIT ORGANIZATIONS**

Study in Psychology in Sanata Dharma University

*Vianey Yona Widya Sasmita*

**ABSTRACT**

*This research aimed to comprehend a significant difference of burnout experienced by employees working in the for-profit and non-profit organizations. The hypothesis of this research was burnout on employees in non-profit organizations is higher than the employee profit organization. Subjects in this study amounted to 300 people, including 150 people working in profit organizations and 150 people working in non-profit organizations with a minimum term of one year. Data collection tool in this study is burnout scale and it was developed by the researcher ownselfe. Burnout scale has a reliability coefficient of 0.946. Descriptive analysis of data showed the mean empirical profit organizations and non-profit organizations amounted to 52.89 and 55.05 is smaller than the theoretical mean of 101.5 with  $p = 0.000$  ( $p < 0.05$ ). Data were analyzed using U-test. The research result was 0.310 ( $p > 0.05$ ), which means there is no significant difference of burnout on employees working in profit organizations and employees working in non-profit organizations.*

*Keyword : burnout, profit organizations, non-profit organizations*