

Sosialisasi kebijakan dan dukungan organisasi divisi sumber daya manusia sebagai intervensi terhadap burnout karyawan = Policy socialization and organizational support of human resource management division as an intervention to employee burnout

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Abstrak

Tesis ini menganalisis dua faktor yang mempengaruhi burnout, yaitu persepsi terhadap human resource management dan perceived organizational support. Penelitian ini merupakan penelitian kuantitatif dengan melakukan pengukuran burnout pada 45 orang sampel karyawan Bank X. Hasil penelitian menemukan bahwa faktor persepsi terhadap manajemen SDM pada dimensi pengembangan pribadi yang paling berpengaruh terhadap burnout. Berdasarkan hasil penelitian, peneliti menyarankan bahwa perlu dilakukan sosialisasi kebijakan dan dukungan organisasi oleh manajemen SDM terhadap karyawan yang mengalami burnout.

.....This thesis analyzes two factors that affect burnout, the perception of human resource management and perceived organizational support. This research is quantitative by measuring burnout in the sample of 45 employees of Bank X. The study found that factors in the perception of human resource management dimension's - personal development the most influence on burnout. Based on the research results, the researchers suggest that this problem needs to be disseminated by the organization's policies and human resource management support for employees experiencing burnout.