

## Analisis pengaruh job demands-resources, team member exchange dan burnout terhadap work engagement = The effect of job demands-resources, team member exchange and burnout to work engagement

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### Abstrak

Penelitian ini memiliki tujuan untuk meneliti pengaruh job demands-resources, team member exchange dan burnout terhadap work engagement. Penelitian dilakukan pada 200 operator SPBU Pertamina di DKI Jakarta yang memiliki status sebagai karyawan tidak tetap. Hasil dari penelitian ini bahwa menunjukkan bahwa bahwa job demands, job resources dan team member exchange memiliki pengaruh terhadap burnout, begitu juga antara burnout dan work engagement. Hal ini menunjukkan bahwa burnout maupun engagement dapat terjadi meskipun kepada karyawan dengan pekerjaan yang tidak terlalu banyak tuntutan pekerjaan dan beban kerjanya.

.....This research purpose is to investigated the effect of job demands-resources, team member exchange and burnout to work engagement. Research conducted to operator gas station in DKI Jakarta who has a status as a non-permanent employees. This study result that job demands, job resources and team member exchange has an effect on burnout, as well as between burnout and work engagement. Research shown that burnout and work engagement not only occur to permanent employees but also to non-permanent employees.