

# Efek Moderasi Persepsi akan Kesempatan Melakukan Kerja Campuran pada Hubungan antara Tuntutan Kerja dan Burnout pada Karyawan Perusahaan Rintisan = The Moderation Effect of Perceived Opportunity for Blended Working on the relationship of Job Demand and Burnout among Employee of Startup Company

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## Abstrak

Perusahaan rintisan memiliki karakteristik dan tantangan tersendiri untuk mempertahankan perusahaan. Sudah banyak penelitian yang menguji hubungan antara tuntutan kerja dan burnout pada karyawan, namun belum ada yang menguji peran persepsi akan kesempatan melakukan kerja campuran sebagai kemungkinan moderator dari hubungan tersebut, khususnya dalam perusahaan rintisan. Karyawan perusahaan rintisan di Indonesia (N=151) diuji menggunakan versi bahasa Indonesia dari The Copenhagen Psychosocial Questionnaire (COPSOQ I), The Oldenburg Burnout Inventory (OLBI), dan Perceived Opportunity for Blended Working Scale untuk melihat nilai tuntutan kerja, burnout, dan persepsi akan kesempatan melakukan kerja campuran secara berurutan. Simple moderation analysis digunakan untuk menguji peran moderasi persepsi akan kesempatan melakukan kerja campuran. Analisis statistik menunjukkan bahwa persepsi akan kesempatan melakukan kerja campuran tidak memoderasi hubungan tuntutan kerja dan burnout. Diskusi dan saran penelitian dibahas di bagian akhir makalah.

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Startups have particular characteristics, challenges, and work resources to maintain the company is a new gateway for research on the employee well-being. There have been many studies that discuss the relationship between job demand and burnout on employees, but none have discussed the role of perceived opportunity for blended working as the possible moderator of that relationship. Employees of startups in Indonesia (N = 151) were assessed using the Indonesian version of the Copenhagen Psychosocial Questionnaire (COPSOQ I), The Oldenburg Burnout Inventory (OLBI), and Perceived Opportunity For Blended Working to see the value of job demand, burnout and perceived opportunity for blended working, respectively. Simple moderation analysis was used to examine the moderating role of perceived opportunity for blended working. Statistical analysis shows that perceived opportunity for blended working do not moderate the relationship between job demand and burnout. Discussion and research suggestions are discussed at the end of the paper.