

Hubungan antara Komitmen Organisasi dan Burnout pada Digital Workers = The Relationship between Organizational Commitment and Burnout among Digital Workers

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Abstrak

Penggunaan teknologi memberikan dampak positif dan negatif pada digital workers. Salah satu dampak negatif yang muncul adalah burnout. Berdasarkan penelitian terdahulu, komitmen organisasi merupakan salah satu variabel yang berkorelasi secara negatif dengan burnout. Penelitian ini dilakukan untuk menguji hubungan antara komitmen organisasi dan burnout pada digital workers. Komitmen organisasi merupakan variabel multidimensional yang memiliki tiga komponen, yaitu komitmen afektif, komitmen keberlanjutan, dan komitmen normatif. Burnout terdiri dari tiga dimensi, yaitu emotional exhaustion, cynicism, dan reduced personal efficacy. Pengumpulan data dilakukan secara online. Komitmen organisasi diukur dengan menggunakan Organizational Commitment Questionnaire (Allen & Meyer, 1990) yang telah digunakan oleh Aulia (2021) dan burnout yang diukur menggunakan Maslach Burnout Inventory – General Survey (Schaufeli et al., 1996) yang telah diadaptasi oleh Maldini (2018). Data penelitian ini berasal dari 163 digital workers yang bekerja fulltime. Hasil penelitian menunjukkan bahwa terdapat hubungan negatif antara komitmen organisasi dan burnout. Komitmen afektif berkorelasi secara negatif dengan emotional exhaustion, cynicism, dan reduced professional efficacy. Komitmen normatif juga terbukti berkorelasi secara negatif dengan emotional exhaustion dan cynicism, tetapi tidak berkorelasi dengan reduced professional efficacy. Hasil penelitian tidak menemukan adanya korelasi antara komitmen berkelanjutan dengan emotional exhaustion, cynicism, dan reduced professional efficacy.

.....The use of technology has both positive and negative impacts on digital workers. One of the negative impacts is burnout. According to several studies, commitment is one of the variables that has a negative correlation with burnout. This study aims to examine the relationship between organizational commitment and burnout in digital workers. Organizational commitment is a multidimensional variable that has three components, namely affective commitment, continuance commitment, and normative commitment. Burnout consists of three dimensions, namely emotional exhaustion, cynicism, and reduced professional efficacy. The study was conducted with online survey. Commitment was measured using the Organizational Commitment Questionnaire (Allen & Meyer, 1990) which was adapted by Aulia (2021) and burnout was measured using the Maslach Burnout Inventory – General Survey (Schaufeli et al., 1996) which was adapted by Maldini (2018). This research data comes from 163 digital workers who work full time. The results showed that there was a negative relationship between organizational commitment and burnout. Affective commitment is negatively correlated with emotional exhaustion, cynicism, and reduced professional efficacy. Normative commitment was also shown to be negatively correlated with emotional exhaustion and cynicism, but not with reduced professional efficacy. The results found no correlation between continuance commitment and emotional exhaustion, cynicism, and reduced professional efficacy.