

Analisis Pengaruh Beban Kerja selama Pandemi Covid-19 terhadap Burnout dengan Workaholism dan Work- Family Conflict sebagai Mediator = The Effect of Workload during Pandemic Covid-19 on Employee Burnout Mediated by Workaholism and Work-Family Conflict

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Abstrak

Setahun memasuki pandemi Covid-19, banyak pekerja mengalami kondisi kelelahan kronis yang dikenal sebagai burnout. Pandemi Covid-19 memaksa pekerja untuk bekerja dari rumah (work from home) yang tergolong baru di Indonesia. Banyak ahli memprediksi bahwa model hybrid yaitu kombinasi antara work from home dan work from office akan menjadi lebih menarik pasca Covid-19. Mereka mungkin melebih-lebihkan sisi baiknya dari sistem kerja work from home karena studi baru-baru ini menemukan bahwa work from home selama pandemi Covid-19 memiliki efek negatif pada kesejahteraan pekerja terutama kesehatan mental. Tujuan dari penelitian ini adalah untuk menguji pengaruh workload terhadap burnout dengan menyelidiki pengaruh mediasi workaholism dan work-family conflict. Model yang diusulkan diuji dalam kerangka Structural Equation Model (SEM) melalui survei terhadap 206 pekerja di wilayah Jakarta yang pertama kali work from home. Hasil SEM menunjukkan model yang baik dimana workload berhubungan positif dengan burnout tetapi tidak ada efek mediasi parsial dari workaholism dan work-family conflict (WFC). Penelitian ini memberikan wawasan kepada pemberi kerja dan praktisi sumber daya manusia dalam mendesain ulang organisasi mereka dan membuat kebijakan sebagai respon terhadap krisis pandemi covid-19 untuk menjaga kesehatan dan kesejahteraan pekerja selama pandemi Covid-19. Kebaruan penelitian ini adalah memasukkan workaholism yang relatif sedikit mendapat perhatian dari penelitian-penelitian lain di Indonesia.

.....A year into the Covid-19 pandemic, many workers are experiencing a state of chronic exhaustion known as burnout. Covid-19 pandemic caused employees were involuntarily required to work from home which is relatively new in Indonesia. Many experts predict that flexible hybrid model that combines working from home and office will become even more attractive in the post Covid-19. They might overstate the bright side of flexible hybrid model since recent study found that work from home during Covid-19 pandemic have negative effect on employee well-being especially in employee's mental health. The purpose of this research is to examine the impact of workload on burnout by investigate the mediate effect of workaholism and work-family conflict. The proposed model was tested in a Structural Equation Model (SEM) framework through a survey of 206 employees in Jakarta area who were work from home for the first time. The results of SEM showed a good model where workload was positively related to burnout but there is no partial mediation effect from workaholism and work-family conflict (WFC). This paper provides insight to employers and human resource practitioners redesign their organization and develop new policies as a response to current pandemic crisis in order to keep and maintain employee's health and well-being during Covid-19 pandemic. The originality of this paper is included workaholism which relatively get little attention from other researches in Indonesia.