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Pengaruh Burnout Kerja Terhadap Kinerja Guru Honorer Di Kota Bima

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ABSTRACT
Performance is a relational framework for understanding interpersonal relationships and workplace behavior. One of the factors that affects the performance of non permanent teachers is work burnout. This study aims to determine the effect of work burnout on the performance of non permanent teachers in the city of Bima. This research method uses a quantitative approach. The subjects of this study were 100 non permanent teachers in the city of Bima who were selected using a simple random sampling technique. The data collection method used is the performance scale of non permanent teachers and the work burnout scale. The data analysis used is a simple linear regression test. The results showed that there was a significant effect of work burnout on honorary performance in the city of Bima with a value of $R^2 = 0.187$, t count = 22.505 > t table = 1.984, and p value = 0.000 ($p < 0.05$). The practical implication of this research is that non permanent teachers must pay attention to psychological conditions while working in order to minimize work burnout, which can reduce performance.

ABSTRAK
Kinerja merupakan kerangka relasional untuk memahami hubungan interpersonal dan perilaku di tempat kerja. Salah satu faktor yang memengaruhi kinerja guru honorer adalah burnout kerja. Penelitian ini bertujuan untuk mengetahui pengaruh burnout kerja terhadap kinerja guru honorer di kota Bima. Metode penelitian ini menggunakan pendekatan kuantitatif. Subjek penelitian ini berjumlah 100 guru honorer di kota Bima yang dipilih dengan menggunakan teknik simple random sampling. Metode pengumpulan data yang digunakan adalah dengan skala kinerja guru honorer dan skala burnout kerja. Analisis data yang digunakan adalah uji regresi linier sederhana. Hasil penelitian menunjukkan bahwa terdapat pengaruh signifikan burnout kerja terhadap kinerja guru honorer di kota Bima dengan nilai $R^2 = 0.187$, t hitung = 22.505 > t tabel = 1.984, dan nilai $p = 0.000$ ($p < 0.05$). Implikasi praktis penelitian ini yaitu guru honorer harus memperhatikan kondisi psikologis saat bekerja guna meminimalisir terjadinya burnout kerja yang dapat menurunkan kinerja.

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