

**PENGARUH *WORK-FAMILY CONFLICT* DAN DUKUNGAN SOSIAL
SUAMI TERHADAP *BURNOUT* PADA GURU PNS PEREMPUAN
DI SMP NEGERI SE-KECAMATAN BANGLI**

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *work-family conflict* dan *dukungan sosial suami* terhadap *burnout* pada guru PNS perempuan di SMP Negeri se-Kecamatan Bangli, baik secara simultan maupun parsial. Objek penelitian ini adalah *work-family conflict*, *dukungan sosial suami* dan *burnout*. Penelitian ini menggunakan metode sensus, sehingga seluruh populasi yang memenuhi kriteria dijadikan responden penelitian. Kriteria populasi meliputi guru perempuan berstatus PNS, sudah menikah, dan memiliki suami yang masih hidup, dengan jumlah total responden adalah sebanyak 62 orang. Pendekatan penelitian yang digunakan adalah pendekatan kuantitatif kausal dengan teknik pengumpulan data melalui kuesioner terstruktur yang diukur menggunakan skala Likert. Data yang diperoleh dianalisis menggunakan software SPSS versi 26. Hasil penelitian menunjukkan bahwa (1) *work-family conflict* berpengaruh signifikan terhadap *burnout*, (2) Dukungan sosial suami tidak berpengaruh signifikan secara parsial terhadap *burnout*, (3) Secara simultan, *work-family conflict* dan *dukungan sosial suami* berpengaruh signifikan terhadap *burnout*. Secara teoretis, penelitian ini memperkuat konsep bahwa konflik peran kerja dan keluarga merupakan faktor utama yang berkontribusi terhadap terjadinya *burnout*, sementara dukungan sosial suami tidak selalu berpengaruh langsung secara parsial. Secara praktis, temuan ini mengindikasikan perlunya perhatian dari pihak sekolah dan pembuat kebijakan terhadap pengelolaan beban kerja dan tuntutan administratif guru perempuan guna meminimalkan *work-family conflict* dan menekan risiko *burnout*.

Kata kunci: *burnout*, dukungan sosial suami, *work-family conflict*.

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ABSTRACT

This study aims to analyze the effect of work-family conflict and husbands' social support on burnout among female civil servant teachers at public junior high schools in Bangli District, both simultaneously and partially. The objects of this study are work-family conflict, husbands' social support, and burnout. This study employs a census method; therefore, all members of the population who meet the criteria were included as research respondents. The population criteria consist of female teachers with civil servant status, who are married, and whose husbands are still alive, with a total of 62 respondents. The research approach used is a causal quantitative approach, with data collected through structured questionnaires measured using a Likert scale. The collected data were analyzed using SPSS software version 26. The results show that (1) work-family conflict has a significant effect on burnout, (2) husbands' social support does not have a significant partial effect on burnout, and (3) simultaneously, work-family conflict and husbands' social support have a significant effect on burnout. Theoretically, this study reinforces the concept that work-family role conflict is a major factor contributing to burnout, while husbands' social support does not always have a direct partial effect. Practically, these findings indicate the need for greater attention from schools and policymakers to the management of workload and administrative demands on female teachers in order to minimize work-family conflict and reduce the risk of burnout.

Keywords: *burnout, spousal social support, work-family conflict.*