

ABSTRACT

THE EFFECT OF WORK-FAMILY CONFLICT AND WORKLOAD ON EMPLOYEE BURNOUT (A Study on Millennial Generation and Generation Z Employees at CV Firjani Utama)

By:

Ingriana Astuti
203402035

Guide I : Deden Mulyana

Guide II : Aquinaldo Sistanto Putra

The aim of this research was to determine and analyze work-family conflict, workload and burnout as well as the influence of work-family conflict and workload on burnout in millennial generation and generation Z employees at CV Firjani Utama. The research method used was a survey method, and sampling was carried out using a purposive sampling technique. Primary data was obtained directly by distributing questionnaires to 38 CV Firjani Utama employee respondents in the millennial generation and generation Z categories who were married, and secondary data was obtained from literature review and the company. Data were analyzed using path analysis. The research results show that work-family conflict was in the good category, workload was in the good category, and burnout was in the good category. Partially, work-family conflict has a positive effect on burnout, and workload has a positive effect on burnout. Work-family conflict and workload simultaneously influence the burnout of millennial generation and generation Z employees at CV Firjani Utama.

Keywords: Work-Family Conflict, Workload, Burnout.