

ABSTRACT
THE EFFECT OF WORK DISCIPLINE
AND WORK OVERLOAD ON JOB SATISFACTION
MEDIATED BY BURNOUT
(A Study on Production Employees at CV. Sukahati Pratama Tasikmalaya)

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This study aims to analyze work discipline, work overload, burnout, and job satisfaction as well as the role of burnout in mediating the influence of work discipline and work overload on job satisfaction in production department employees of CV. Sukahati Pratama Tasikmalaya. The research method uses a survey with a quantitative approach. The sample consisted of 132 employees determined through proportionate stratified random sampling technique. Data collection was conducted through interviews, questionnaires, and documentation, with descriptive analysis and PLS-SEM. The results of the study show that work discipline is in the high classification, while work overload, burnout, and job satisfaction are in the moderate classification. The PLS-SEM results show: (1) work discipline has a significant effect on burnout, (2) work overload has a significant effect on burnout, (3) work discipline has a significant effect on job satisfaction, (4) work overload has a significant effect on job satisfaction, (5) burnout has a significant effect on job satisfaction, (6) burnout mediates the effect of work discipline on job satisfaction, and (7) burnout mediates the effect of work overload on job satisfaction.

Keywords: *Work Discipline, Work Overload, Burnout, Job Satisfaction*

ABSTRAK

**PENGARUH DISIPLIN KERJA DAN
WORK OVERLOAD TERHADAP KEPUASAN KERJA
DIMEDIASI OLEH *BURNOUT***

**(Suatu Penelitian Pada Karyawan Bagian Produksi
CV. Sukahati Pratama Tasikmalaya)**

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Penelitian ini bertujuan untuk menganalisis disiplin kerja, *work overload*, *burnout*, dan kepuasan kerja serta peran *burnout* dalam memediasi pengaruh disiplin kerja dan *work overload* terhadap kepuasan kerja pada karyawan bagian produksi CV. Sukahati Pratama Tasikmalaya. Metode penelitian menggunakan survei dengan pendekatan kuantitatif. Sampel berjumlah 132 karyawan yang ditentukan melalui teknik *proportionate stratified random sampling*. Pengumpulan data dilakukan melalui wawancara, kuesioner, dan dokumentasi, dengan analisis deskriptif dan PLS-SEM. Hasil penelitian menunjukkan disiplin kerja berada pada klasifikasi tinggi, sedangkan *work overload*, *burnout*, dan kepuasan kerja berada pada klasifikasi cukup. Hasil PLS-SEM menunjukkan: (1) disiplin kerja berpengaruh signifikan terhadap *burnout*, (2) *work overload* berpengaruh signifikan terhadap *burnout*, (3) disiplin kerja berpengaruh signifikan terhadap kepuasan kerja, (4) *work overload* berpengaruh signifikan terhadap kepuasan kerja, (5) *burnout* berpengaruh signifikan terhadap kepuasan kerja, (6) *burnout* memediasi pengaruh disiplin kerja terhadap kepuasan kerja, dan (7) *burnout* memediasi pengaruh *work overload* terhadap kepuasan kerja.

Kata kunci: Disiplin Kerja, *Work Overload*, *Burnout*, Kepuasan Kerja