

ABSTRACT

The Effect of Work-Life Balance and Organizational Support on Burnout ***(A Survey on Employees at PT Rahadhyhan Integrasi Nusantara Tasikmalaya)***

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The objective of this research is to examine and analyze the influence of Work-Life Balance and Organizational Support on Burnout among employees at PT Rahadhyhan Integrasi Nusantara Tasikmalaya. This research uses a quantitative approach through the survey method with a total sampling technique of 90 employees. The primary analytical tool utilized is path analysis. Descriptively, Work-Life Balance and Burnout are in the moderate category, while Organizational Support is in the high category. The result of the analysis show that Work-Life Balance is proven to have a dominant negative influence in mitigating employee job exhaustion. Meanwhile, Organizational Support experiences a mismatch phenomenon between the support resources provided and the technical workload demands in the field. The high level of support tends to be perceived as a basic standard by employees, thus it needs to be accompanied by operational and structural improvements for the mitigation of job exhaustion to run effectively.

Keywords: Work-Life Balance, Organizational Support, Burnout

ABSTRAK

Pengaruh *Work-Life Balance* dan Dukungan Organisasi terhadap *Burnout* (Survei pada Karyawan PT Rahadhyan Integrasi Nusantara Tasikmalaya)

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Tujuan penelitian ini adalah untuk menguji pengaruh *Work-Life Balance*, Dukungan Organisasi, dan *Burnout* pada karyawan PT Rahadhyan Integrasi Nusantara Tasikmalaya. Penelitian menggunakan pendekatan kuantitatif melalui metode survei kepada total sampling sebanyak 90 karyawan. Adapun alat analisis utama yang digunakan adalah analisis jalur. Secara deskriptif, *Work-Life Balance* dan *Burnout* berada pada kategori sedang sementara Dukungan Organisasi berada pada kategori tinggi. Hasil analisis menunjukkan bahwa *Work-Life Balance* terbukti memberikan pengaruh negatif yang dominan dalam meredam kelelahan kerja karyawan. Sementara itu, Dukungan organisasi mengalami fenomena *mismatch* antara sumber daya dukungan yang diberikan dengan tuntutan beban kerja teknis di lapangan. Tingginya dukungan tersebut cenderung dianggap sebagai standar dasar oleh karyawan, sehingga perlu diiringi perbaikan operasional dan struktural agar mitigasi kelelahan kerja berjalan efektif.

Kata kunci: *Work-Life Balance*, Dukungan Organisasional, *Burnout*