

## **ABSTRACT**

# ***THE INFLUENCE OF WORK ENGAGEMENT, MOTIVATION, AND BURNOUT ON PERSONNEL PERFORMANCE***

***(Survey at the Samapta Unit of Tasikmalaya City Police Resort)***

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*This study aimed to examine and analyze the effect of Work Engagement, Motivation, and Burnout on Personnel Performance, as well as to test the influence of Work Engagement, Motivation, and Burnout on the Performance of Personnel at the Samapta Unit of POLRESTA Tasikmalaya. This research employed a quantitative approach using a survey method, with a sample 60 personnel of the Samapta Unit of POLRESTA Tasikmalaya. The analytical tool used in this study was Path Analysis with the assistance of IBM SPSS software to test both partial and simultaneous effects. The results showed that simultaneously, Work Engagement, Motivation, and Burnout had a significant effect on personnel performance. Partially, Work Engagement and Motivation had a significant effect on personnel performance, whereas Burnout did not have a significant effect on personnel performance. These findings indicated that performance improvement was more strongly influenced by high levels of work engagement and motivation rather than by burnout, which was relatively under control.*

***Keywords: Work Engagement, Motivation, Burnout, Personnel Performance***

## **ABSTRAK**

# **PENGARUH *WORK ENGAGEMENT*, *MOTIVATION*, DAN *BURNOUT* TERHADAP KINERJA PERSONEL**

**(Survei pada Satuan Samapta POLRESTA Tasikmalaya)**

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Penelitian ini bertujuan untuk mengetahui dan menganalisis *Work Engagement*, *Motivation*, dan *Burnout* terhadap Kinerja Personel, serta menguji pengaruh *Work Engagement*, *Motivation*, dan *Burnout* terhadap Kinerja Personel Satuan Samapta POLRESTA Tasikmalaya. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei, dengan jumlah sampel sebanyak 60 Personel Satuan Samapta POLRESTA Tasikmalaya. Alat analisis yang digunakan adalah analisis jalur (*Path Analysis*) dengan bantuan program IBM SPSS untuk menguji pengaruh secara parsial maupun simultan. Secara simultan, *Work Engagement*, *Motivation*, dan *Burnout* berpengaruh signifikan terhadap kinerja personel. Hasil penelitian menunjukkan bahwa secara parsial *Work Engagement* dan *Motivation* berpengaruh signifikan terhadap kinerja personel, sedangkan *Burnout* tidak berpengaruh signifikan terhadap kinerja personel. Temuan ini menunjukkan bahwa peningkatan kinerja lebih dipengaruhi oleh tingkat keterikatan kerja dan motivasi yang kuat dibandingkan dengan tingkat kelelahan kerja yang relatif terkendali.

**Kata Kunci:** *Work Engagement*, *Motivation*, *Burnout*, Kinerja Personel