

ABSTRACT

***THE EFFECT OF COMPETENCE AND WORKLOAD
ON PERFORMANCE WITH BURNOUT AS A
MEDIATING VARIABLE***

(Study of Public Elementary School Teachers in Cikoneng Subdistrict)

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This study aims to determine the effect of competence and workload on performance, with burnout as a mediating variable, among public elementary school teachers in Cikoneng Subdistrict. This study employs a quantitative approach using a saturation sampling technique (census). The study sample consisted of 55 teachers with civil servant (PNS) status. Data were collected via a questionnaire using a Likert scale and analyzed using Partial Least Squares–Structural Equation Modeling (PLS-SEM) with the assistance of SmartPLS 4.1.1. The results of the study indicate that: (1) competence does not have a significant effect on burnout, (2) workload has a positive and significant effect on burnout, (3) competence has a positive and significant effect on performance, (4) workload has a positive and significant effect on performance, (5) burnout has a negative and significant effect on performance, (6) competence does not have a significant effect on performance through burnout as a mediating variable, (7) workload has a negative and significant effect on performance through burnout as a mediating variable.

Keywords: Competence, Workload, Burnout, Teacher Performance.