

ABSTRACT

The Influence of Toxic Leadership, Work Pressure, and Overtime Work on Burnout *(a Study of Freelance Employees of Noe Wedding Organizer)*

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This study aims to determine and analyze the simultaneous and partial influence of Toxic Leadership, Work Pressure, and Overtime Work on Burnout among Freelance employees at Noe Wedding Organizer. The research method applied is a quantitative approach with a causal associative design. The population in this study consists of all Freelance employees at Noe Wedding Organizer, utilizing a total sampling (census) technique to obtain a sample of 45 respondents. Data collection techniques involved the distribution of questionnaires, observations, and documentation studies. The data analysis method used is multiple linear regression analysis, processed through the SPSS software. The results of the study indicate that simultaneously (F-test), the variables of Toxic Leadership, Work Pressure, and Overtime Work have a significant effect on the Burnout of Freelance employees at Noe Wedding Organizer. Partially (t-test), the findings reveal that: (1) Toxic Leadership has a positive and significant effect on Burnout, (2) Work Pressure has a positive and significant effect on Burnout, and (3) Overtime Work has a positive and significant effect on Burnout. The Coefficient of Determination (R²) value demonstrates that the contribution of these three independent variables in influencing the Burnout variable is 51.3%, while the remaining 48.7% is influenced by other variables outside of this research model. Based on these results, it is suggested that the management of Noe Wedding Organizer evaluate leadership styles, balance workloads, and manage overtime hours efficiently to mitigate Burnout and improve the work performance of Freelance employees.

Keywords: Toxic Leadership, Work Pressure, Overtime Work, Burnout, Freelance Employees.

ABSTRAK

**Pengaruh *Toxic Leadership, Work Pressure*
dan *Overtime Work* terhadap *Burnout***
(Studi pada Karyawan *Freelance Noe Wedding Organizer*)

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Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh *Toxic Leadership, Work Pressure*, dan *Overtime Work* terhadap *Burnout* pada karyawan *Freelance Noe Wedding Organizer*. Metode penelitian yang digunakan adalah metode kuantitatif dengan pendekatan asosiatif kausal. Populasi dalam penelitian ini adalah seluruh karyawan *Freelance Noe Wedding Organizer*, dengan teknik pengambilan sampel menggunakan metode sampling jenuh (sensus) sehingga diperoleh sampel sebanyak 45 responden. Teknik pengumpulan data dilakukan melalui penyebaran kuesioner, observasi, dan studi dokumentasi. Metode analisis data yang digunakan adalah analisis regresi linear berganda yang diolah menggunakan program SPSS. Hasil penelitian menunjukkan bahwa uji F (Kesesuaian Model), variabel *Toxic Leadership, Work Pressure*, dan *Overtime Work* berpengaruh signifikan terhadap *Burnout* karyawan *Freelance Noe Wedding Organizer*. uji t ditemukan bahwa: (1) *Toxic Leadership* berpengaruh positif dan signifikan terhadap *Burnout*, (2) *Work Pressure* tidak berpengaruh positif dan signifikan terhadap *Burnout*, dan (3) *Overtime Work* berpengaruh positif dan signifikan terhadap *Burnout*. Nilai *Coefficient of Determination* (R^2) menunjukkan bahwa kontribusi ketiga variabel *independen* tersebut dalam memengaruhi variabel *Burnout* sebesar 51,3% sedangkan sisanya 48,7% dipengaruhi oleh variabel lain di luar model penelitian ini. Berdasarkan hasil tersebut, disarankan bagi pihak manajemen *Noe Wedding Organizer* untuk mengevaluasi gaya kepemimpinan, menyeimbangkan beban kerja, serta mengelola jam kerja lembur guna menekan tingkat *Burnout* demi meningkatkan performa kerja karyawan *Freelance*.

Kata kunci: *Toxic Leadership, Work Pressure, Overtime Work, Burnout, Karyawan Freelance*.