The Effect Of Workload, Burnout And Resilience On Worker Overall Performance At PT. Financial Institution Rakyat Indonesia, East Flores Waiwerang Unit

Olivia Sintia Tokan
Universitas 17 Agustus 1945, Surabaya, Indonesia
E-mail: feb@untag-sby.ac.id

Siti Mujanah
Universitas 17 Agustus 1945, Surabaya, Indonesia

Abstract. *This take a look at studies discuss the effect of workload,burnout and resilience on worker overall performance at PT. financial institution Rakyat Indonesia, East Flores Waiwerang Unit. The studies targets to be done are realize and analyze workload, burnout, and resilience partially or concurrently on worker overall performance at PT. finacial institution Rakyat Indonesia, East Flores Waiwerang Unit. This studies makes use of sampling statistics as many as 50 human beings at PT. financial institution Rakyat Indonesia Unit Wawierang East Flores through dispensing questionnaires the use of quantitative statistics sort. Inside the studies consequences, the T test indicates that the variables Workload and Resilience have a nice or enormous effect on Worker Performance. The Burnout variable has a negativeor no enermous impact on worker performance. And the outcomes of the F test display that the variables Workload, Burnout and Resilience concurrently have an effect on worker overall Performance at PT. financial institution Rakyat Indonesia, East Flores Waiwerang Unit.*

Keywords: Workload, Burnout, Resilience, Worker Overall Performance

INTRODUCTION

Human sources have an vital function inside the sustainability sustainability of agency goals. The detail of human sources it's far the workers which has a aggressive gain, which performs an curcial position in enhancing the best of overall performance, in adittion to growing development for the agency. In reaching the agency's desires, it's far frequently conforted with numerous styles of challenges that make the agency forestall or bog down due to the issues that exist nowadays. The commonplace trouble regularly confortend is how the agency can live on or run and be advanced to competition who're just like to differents agencies.

PT. financial institution Rakyat Indonesia, East Flores Waiwerang Unit, is a nation-owned agency placed on Jl. Trans Flores, Waiwerang town, East Adonara District, East Flores Regency, East Nusa Tenggara. This agency is engaged in finance and is a main industrial financial institution that continualy prioritizes cilent pleasure and offers the nice provider to cilent via extensive a

wide-unfold community. The contemporary phenomenon inside the discipline is that there are nonetheless many banking establishments which have no longer used ok accounting facts device generation, ensuing in useless use of running hours and an influence of being busy in getting ready their monetary reviews. this will have an effect on growing the workload of personnel due to the fact the filling in of monetary statistics is carried out manually which has the capability for small errors to arise in order that the statistics is incorrect and at a later level can lessen the accept as true with of the client worried.

RESEARCH METHODOLOGY

This look at uses a quantitative technique that objectives to decide the enormous impact among or extra variables. via the use of all personnel of PT financial institution Rakyat Indonesia Unit Waiwerang East Flores, totaling 50 respondents who had been allotted thru questionnaires and solutions to those questionnaires the use of a five-gradation Likert scale the use of more than one linear regression.

The statistics evaluation technique used on this take a look at is a couple of linear regression evaluation and the coefficient of willpower (R2) in addition to speculation trying out which includes a partial check (t check) and simultaneous check (F check) with calculations done through the SPSS software.

RESULT AND DISCUSSION

Multiple Linear Regression Analysis Test

Primarily based on the outcomes of statistics processing the usage of the SPSS 25 software, the consequences are supplied within the following desk:

desk 1 more than one Linear Regression take a look at consequences

Table 2. Multiple Linear Regression Analysis Test

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Say.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3,166	5,733		0,552	0,583		
	Burden Work	0,890	0,178	0,508	5,002	0,000	0,804	1,244
	Burnout	-0,235	0,209	-0,106	-1,122	0,268	0,929	1,077
	resilience	0,691	0,150	0,457	4,597	0,000	0,837	1,195
a. Dependent Variable: Employee Performance								

Source: Multiple Linear Regression SPSS Data

From the desk above, the regression equation for the effect of workload, burnout and resilience on worker overall performance is received as follows:

Y= 3,166+ 0,890X1+ -0,235X2 + 0,691X3 + e

Based totally at the regression coefficient values of the variables that have an effect on worker overall performance the usage of a enormous degree of 0.05 the regression equation may be defined as follows:

a. The regular cost is 3.166 this means that that if all of the unbiased variables include Workload (X1),Burnout (X2) and Resilience (X3) have the identical fee as zero (0), then the worker overall performance variable (Y) may be at some of 3.166.

b. The regression coefficient of the Workload variable (X1) is 0.890, which means that if the workload will increase through 1%, the worker's overall performance (Y) will increase via 0.890 assuming that the alternative impartial variables have a hard and fast value. The coefficient is high-quality

Which means that there may be a high-quality dating among workload and worker overall performance, the better the workload, the better employee overall performance.

c. Variable regression coefficient Burnout (X2) is -0.235, that means if Burnout skilled a lower of 1%, the worker's overall performance (Y) elevated by means of 0.235 assuming different impartial variables have a set fee. The coefficient is bad, which means that there may be a bad dating among Burnout with worker overall performance, the decrease Burnout, then the growing worker overall performance.

d. The regression coefficient of the Resilience variable (X3) is 0.691, which means that if Resilience has multiplied through 1%, worker overall performance (Y) has improved via 0.691 assuming the opposite impartial variables have a hard and fast value. The coefficient is fine, which means that there's a effective dating among resilience and worker overall performance, the better the resilience, the better the worker overall performance.

e. The usual mistakes (e) represents all elements that have a power on Y however aren't blanketed inside the equation.

Determination Coefficient Test(R^2)

Table 2. Determination Coefficient Test

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,787[a]	0,619	0,594	4,018
a. Predictors: (Constant), Resilience, Burnout, Workload				

Source: SPSS Data Determinant Coefficient Test( )

The outcomes of the evaluation of the determinant coefficient above, the R fee is 0.787. based totally at the output above, the numbers are acquired (Adjusted R rectangular) of 0.619 or 61.9%. This indicates that the proportion of contributions to the have an impact on of unbiased variables (workload, Burnout and resilience) to the based (worker overall performance) of 61.9% at the same time as the last (100% -61.9% = 38.1%) is inspired via different variables outdoor the observe.

Partial Test (T)

Table 3. Partial Test (T)

Coefficients^a

Model		Unstandardized Coefficients	Standardized Coefficients	T	Say.	Information
		Std. Error	Beta			
1	(Constant)	5,733		0,552	0,583	
	Work load	0,178	0,508	5,002	0,000	Accepted
	Burnout	0,209	-0,106	-1,122	0,268	Rejected
	resilience	0,150	0,457	4,597	0,000	Accepted

Source: T-test SPSS data

The trying out criterion is if the great price is < 0.05 and t count > t desk then H0 is rejected (there may be an impact) and vice versa if the good sized price is > 0.05 and t remember < t desk then H0 is common (no impact). To decide t desk may be acquired via the system df = n-k-1 or df = 50-3-1 = 46 wherein t desk = 2.012.

Simultaneous Test (F)

Table 4. Simultaneous Test (F)

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Say.
1	Regression	1206,582	3	402,194	24,907	,000^b
	Residual	742,798	46	16,148		
	Total	1949,380	49			
	a. Dependent Variable: Employee Performance					
	b. Predictors: (Constant), Resilience, Burnout, Workload					

Source: SPSS Data Test F

From the desk above it is able to be visible that the calculated f price is 24,904 whilst the f desk price is 2.807 and the importance price is 0.001 <0.05. It method Variable Load paintings (X1),Burnout (X2) and Resilience (X3) concurrently or at the same time have a full-size have an effect on at the worker overall performance variable (Y).

DISCUSSION

1. The impact of Workload on worker overall performance

   Primarily based at the outcomes of trying out the speculation that workload impacts worker overall performance. this will be visible from the sig fee of 0.00 that's smaller than 0.05 (0.000 <0.05). Thus the results of calculations on multiple linear regression obtained t value of 5.002. Thus t count is greater than t table (5.002> 2.012). due to the fact the calculated t price is wonderful, the choice making rule is, it's miles stated that t has an impact due to the fact the t be counted price is extra than t desk.

   The consequences showed that the workload variable has a superb impact on worker overall performance. based totally on a great coefficient cost of 0.000 that is smaller than 0.05 (0.000 <0.05) in order that the primary speculation reads "Workload impacts worker overall performance". The effects of this take a look at additionally help the consequences of studies performed by way of Yana Diana (2019) with the name "The impact of Workload on worker overall performance". primarily based at the t take a look at suggests that the Workload variable (X1) has a partial impact on worker overall performance.

2. The impact Burnout towards worker overall performance

   Primarily based at the outcomes of speculation trying out Burnout no large impact on worker overall performance. this will be visible from the substantial price of 0.268 that is more than the alpha price of 0.05. From the calculation outcomes in more than one linear regression, the t cost is -1.122. therefore t be counted is much less than t desk (1.122 <2.012). So the second one speculation which reads "Burnout impact at the overall performance of personnel of PT. financial institution Rakyat Indonesia East Waiwerng Flores Unit". now not verified this could be interpreted thatBurnout no tremendous impact on worker overall performance.

   The results of this have a look at additionally support the effects of research performed by way of Nyoman Adinda (2017) with the title "The impact of Social help and Burnout at the performance of Inpatient Nurses at Sanglah sanatorium". based on the t take a look at, it shows

that the Burnout variable (X2) has no good sized impact at the performance of Inpatient Nurses at Sanglah health center.

3. The impact of Resilience on worker overall performance

Primarily based at the outcomes of checking out the speculation, resilience impacts worker overall performance. this will be visible from the sig cost of 0.000 that is smaller than 0.05 (0.000 <0.05). Thus the results of calculations on multiple linear regression obtained t value of 5.031. That way t count is more than t table (4.597>2.012). it is able to be concluded that Resilience (X3) has a nice and substantial affect on worker overall performance (Y), therefore the 0.33 speculation reads "Resilience has an impact on worker overall performance". The effects of this look at additionally guide the outcomes of studies performed through Dian Arinda & Siti Mujanah (2022) with the identify "The have an effect on of process strain, Resilience and Competence on worker overall performance at Pt Satria Antaran Prima Tbk Surabaya". based totally at the t check indicates that the Workload variable (X2) has a partial impact on worker overall performance.

4. The impact of Workload, Burnout and Resilience on worker Performance

From the consequences of the F check, it's miles received that F desk = 2.807 due to the fact the calculated F cost is high-quality, so the choice making rule is, it's far stated to have an impact if the calculated F price is extra than F desk. The consequences of calculations on more than one linear regression received a calculated F cost of 24.907. as a consequence F depend is extra than F desk (24.907> 2.807) as visible within the desk. because of this there's an impact of workload, Burnout and Resilience collectively on worker overall performance in order that H4 is general.

The effects of the take a look at display that the Workload variable,Burnout and Resilience collectively have a enormous impact on worker overall performance. primarily based on a huge coefficient cost of 0.000 that's smaller than 0.05 (0.000 <0.05) so it can be concluded that there is an influence between workload,Burnout and Resilience simultaneously and significantly to the performance of employees of PT. Bank Rakyat Indonesia, East Flores Waiwerang Unit

CONCLUSION

1. Based on the workload variable research, a calculated value of 5.002 is obtained, thus t count is more than t table (5.002 > 2.012) and a full-size coefficient fee is 0.000 that is much less than 0.05 (0.000 <0.05), so it could be concluded that there's the impact of workload on worker overall performance at PT. financial institution Rakyat Indonesia, East Flores Waiwerang Unit.

2. Based totally on variable studies Burnout a calculated cost of -1.122 is acquired, for that reason the t count number is smaller than t desk (-1.122 <2.012) and a significant coefficient value of 0.268 which is greater than 0.05 (0.268> 0.05), so it could be concluded thatBurnout no large impact on worker overall performance of PT. financial institution Rakyat Indonesia Unit Waiwerang East Flores due to the fact personnel have skilled common brunouts so they're left out due to obligatory needs or goals that have to be carried out by using every worker in order that even supposing personnel experienceburnout then nevertheless gain excessive overall performance.

3. Based totally at the studies at the Resilience variable, the t-matter price is 4.597, therefore t-matter is extra than t-desk (4.597 > 2.012) and a large coefficient fee is 0.000 that is much less than 0.05 (0.000 <0.05), so it could be concluded that there's a power among Resilience on worker overall performance of PT. financial institution Rakyat Indonesia, East Flores Waiwerang Unit.

REFERENCES

Doni Juni Priansa. (2017). worker overall performance control (First version).faithful LibraryTen. (2017).Developmental psychology(print 7).Rosdakarya adolescents.

Ferrania Paramitadewi, k. (2017). The have an effect on of Workload and reimbursement on employee performance at the regional government Secretariat of Tabanan Regency.Unud management E-magazine, Flight. 6, No. 6, 2017: 3370-3397

Ghozali. (2013). Multivariate analysis programs with the IBM SPSS program (seventh ed.).Diponegoro university.

Greenberg & Baron. (2008). behavior in agencies (fifth ed.). scholar LibraryHasibun. (2019). Human resource management (first printing).Script Earth

Oko Kadek Manik (2015) The influence of Transformational management, paintings area, and Burnout on employee overall performance at Arma Museum And resort.Unud control E-journal, Flight. 4, No. 10 : 3172 - 3197

Pradana, D. (2013). The effect of Self-Efficacy and Self-Resilience on health Attitudes And paintings safety (K3) at Patria Kalasan Junior high school. February, 1–23

Jeky k R Rolos (2018) The impact of Workload on worker overall performance at PT. coverage Jiwasraya Manado town department.magazine of commercial enterprise AdministrationVol. 6 No. 4 ISSN : 2338 - 9605

Sugiyono. (2012).Qualitative Quantitative studies techniques and R&D. Alphabet.