

Burnout on Book Editor Predicted by Communication between Employee and Superordinate, Self Efficacy, and Job Stressor

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Abstract

Employee burnout is usually caused by work environment as well as the employee's character. This research intends to prove the influence of subordinate-superordinate communication, self efficacy, and job stressor on burnout, so the interventions can be done to the variables affecting burnout. This research involves 71 editors who work for a local publisher in Indonesia, aged 22 to 55 years old. The methodology applied in this research is quantitative method. The instruments used are subordinate-superordinate communication questionnaire, self efficacy questionnaire, job stressor questionnaire, and burnout questionnaire. The statistic method used is multivariate regression analysis. The result shows that the F score= 15,298 and $p= 0,000$ ($p < 0,01$). It indicates that there is an influence of subordinate -superordinate communication, self efficacy, and job stressor on burnout to editors at PT X. The R square score= 0,407 indicates the contribution of subordinate -superordinate communication, self efficacy, and job stressor on burnout is 40,7%. Standardized Coefficients (Beta) shows that self efficacy contributes more to burnout compared to superordinate communication and job stressor.

Keyword: subordinate-superordinate communication, self efficacy, job stressor, burnout, editor