

**DETERMINAN DAN KONSEKUENSI *BURNOUT***  
(Studi kasus pada RSUD Lubuk Basung)

**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui pengaruh kepemimpinan etis terhadap *Burnout*, *Perceived Supervisor Support*, *General Self-efficacy*, Pengaruh *Perceived Supervisor Support* terhadap *Burnout*, pengaruh *General Self-efficacy* terhadap *Burnout*, pengaruh *Burnout* terhadap *Workaholism* serta pengaruh kepemimpinan etis yang di mediasi oleh *General self-efficacy* dan *Perceived Supervisor Support* terhadap *burnout* pegawai RSUD Lubuk Basung. Objek penelitian adalah semua tenaga medis, keperawatan, non medis dan non keperawatan serta bagian manajemen yang bekerja pada RSUD Lubuk Basung, dengan jumlah populasi total 229 orang, penelitian ini menggunakan metode analisa data dengan menggunakan SmartPLS 3. Hasil yang diperoleh dari penelitian dimana perlakuan *Burnout* berhubungan negatif dan signifikan terhadap *Workaholism*, kepemimpinan etis berhubungan negatif dan signifikan terhadap *burnout* dan kepemimpinan etis berhubungan positif dan signifikan terhadap *perceived supervisor support*.

Kata kunci: Kepemimpinan Etis, *Perceived Supervisor Support*, *General Self Efficacy*, *Burnout* dan *Workaholism*,

# **DETERMINANTS AND BURNOUT CONSEQUENCES**

(Case study at Lubuk Basung General Hospital)

## **ABSTRACT**

This study aims to determine the effect of ethical leadership on Burnout, Perceived Supervisor Support, General Self-efficacy, Effect of Perceived Supervisor Support on Burnout, General Self-efficacy influence on Burnout, Burnout effect on Workaholism and the effect of ethical storage mediated by General self-efficacy and Perceived Supervisor Support to burnout employees of Lubuk Basung General Hospital. The object of the research was all medical personnel, nursing, non-medical and non-nursing as well as management who worked at Lubuk Basung General Hospital, with a total population of 229 people, this study used data analysis methods using SmartPLS 3. Results obtained from the study where Burnout treatment negatively and significantly related to Workaholism, ethical leadership is negatively and significantly related to burnout and ethical leadership is positively and significantly related to perceived supervisor support.

Keywords: Ethical Leadership, Perceived Supervisor Support, General Self-efficacy, Burnout, and Workaholism.