

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *Perceived organizational support* terhadap penurunan job burnout melalui modal psikologis dan kepuasan kerja. Populasi yang digunakan adalah seluruh dosen tetap yang ada di Universitas Islam Sultan Agung Semarang yang berjumlah 424 orang. Teknik pengambilan sampel menggunakan teknik *purposive sampling* sehingga didapatkan responden sebanyak 100 orang. Analisis data menggunakan SPSS 21.0. Hasil penelitian ini menunjukkan bahwa *Perceived organizational support* berpengaruh positif dan signifikan terhadap modal psikologis. *Perceived organizational support* berpengaruh positif dan signifikan terhadap kepuasan kerja. modal psikologis berpengaruh negative dan signifikan terhadap job burnout. Kepuasan kerja berpengaruh negative dan signifikan terhadap job burnout.

Kata Kunci: *Perceived Organizational Support*, Modal Psikologis, Kepuasan Kerja dan *Job Burnout*.

ABSTRACT

This study aims to analyze the effect of perceived organizational support on decreasing job burnout through psychological capital and job satisfaction. The population used was all permanent lecturers at the Sultan Agung Semarang University, which totaled 424 people. The sampling technique used purposive sampling technique so that as many as 100 respondents were obtained. Data analysis using SPSS 21.0. The results of this study indicate that perceived organizational support has a positive and significant effect on psychological capital. Perceived organizational support has a positive and significant effect on job satisfaction. psychological capital has a negative and significant effect on job burnout. Job satisfaction has a negative and significant effect on job burnout.

Keywords: Perceived Organizational Support, Psychological Capital, Job Satisfaction and Job Burnout.