

ABSTRAK

Permintaan data statistik yang beragam dalam waktu yang bersamaan dan dengan didukung sumberdaya manusia yang terbatas menyebabkan tingginya volume kerja di BPS. Sehingga menyebabkan tingginya beban kerja yang berujung pada *burnout* SDM. Beberapa faktor penyebab timbulnya tekanan kerja yang tinggi adalah : perbedaan SOP dan deskriptif administrasi dengan Pemerintah Daerah sehingga banyak sekali perbedaan pada produk administrasi dan prosedur, cakupan lapangan data statistik yang sangat luas, kurang kooperatifnya responden, dan deadline input data.

Penelitian ini bertujuan untuk meneliti bagaimana meredam *job burnout* dalam konteks *supervisory support*, Populasi dalam penelitian ini adalah BPS yang termasuk dalam Kabupaten/Kota Tipe A, yaitu Kabupaten Cilacap, Kabupaten Kebumen, Kabupaten Magelang, Kabupaten Tegal, Kabupaten Klaten, Kabupaten Kudus serta Kota Semarang sehingga berjumlah 96 orang dengan menggunakan teknik sampling Insidental kemudian data dianalisis dengan *partial least square* analisis. Hasil analisis data diperoleh kesimpulan bahwa Semakin tinggi *psychological capital* maka akan mempengaruhi kemauan SDM dalam menghadapi *job demands*. Tidak terdapat pengaruh signifikan dan positif variabel *psychological capital* terhadap *job burnout*. Semakin tinggi *job demands* maka *job burnout* SDM semakin tinggi. *Supervisory support* tidak memoderasi hubungan *psychological capital* terhadap *job burnout*. *Supervisory support* memoderasi hubungan *job demands* terhadap *job burnout*.

Kata kunci : *supervisory support, job demands, Psychological capital, job burnout.*

ABSTRACT

And the statistical The increasement of diverse statistical data requests at the same time and with the support of limited human resources lead to a high volume of work in the BPS. Those conditions lead to work overload that induce the job burnout. Some of the factors generate the workload pressure are the differences of operational and procedure standard between local governments and the BPS administration descriptive create so many differences in product administration and procedures, statistical data officer are dealing with the data which are coverage in a very large scope area, dealing with the uncooperative respondents, and the most severe problem is the deadline of the result.

This explanatory study aims to examine how to mute the job burnout in the context of supervisory support. The population in this study are 112 responden come from BPS Cilacap, Kebumen regency, Magelang regency, Tegal regency, Klaten regency, Kudus and Semarang, using sampling techniques incidental then the data were analyzed by partial least squares analysis. The results of data analysis can be concluded that psychological capital will affect the willingness of human resource to encounter job demands. No significant effect psychological capital on job burnout. Job demands has significant correlation with job burnout. Supervisory support did not moderate the relationship of psychological capital on job burnout. Supervisory support moderate the relationship of psychological capital on job burnout.

Keywords: supervisory support, job demands, Psychological capital, job burnout.