

**HUBUNGAN *PERCEIVED SOCIAL SUPPORT* DAN *INTERNET ADDICTION* DENGAN *BURNOUT* PADA KARYAWAN GENERASI Z
DI JAWA TIMUR**

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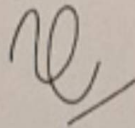
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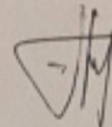
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INTISARI

Generasi Z merupakan kelompok yang tumbuh dan berkembang di era digital sehingga memiliki intensitas penggunaan internet yang tinggi serta rentan mengalami berbagai permasalahan psikologis, salah satunya adalah *burnout*. Kondisi tersebut dapat dipengaruhi oleh berbagai faktor, di antaranya *perceived social support* dan *internet addiction*. Penelitian ini bertujuan untuk mengetahui hubungan *perceived social support* dan *internet addiction* dengan *burnout* pada Generasi Z yang bekerja. Subjek penelitian berjumlah 354 individu karyawan Generasi Z yang terdiri dari laki-laki dan Perempuan, serta bekerja di wilayah Jawa Timur. Metode yang digunakan adalah pendekatan kuantitatif korelasional dengan analisis regresi linear berganda. Instrumen yang digunakan dalam penelitian ini terdiri dari *Maslach-Trisni Burnout Inventory Scale*, *Multidimensional Scale of Perceived Social Support*, dan *Internet Addiction Test*. Hasil penelitian menunjukkan bahwa *perceived social support* memiliki hubungan yang negatif yang signifikan dengan *burnout*, sedangkan *internet addiction* memiliki hubungan positif yang signifikan dengan *burnout*. Hasil analisis juga menunjukkan bahwa *perceived social support* dan *internet addiction* secara simultan memiliki hubungan yang signifikan dengan *burnout* pada karyawan Generasi Z. Kedua variabel tersebut memberikan kontribusi sebesar 44,1% terhadap *burnout*, sedangkan 55,9% sisanya dipengaruhi oleh faktor lain di luar penelitian. Penelitian ini memiliki keterbatasan pada karakteristik sampel yang belum sepenuhnya merepresentasikan seluruh Generasi Z, sehingga penelitian selanjutnya disarankan untuk melibatkan sampel yang lebih beragam dan menambahkan variabel lain yang berpotensi berkaitan dengan *burnout*.

Kata kunci: *burnout, perceived social support, internet addiction*

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ABSTRACT

Generation Z has grown and developed in the digital era, resulting in high levels of internet use and increased vulnerability to various psychological problems, one of which is burnout. This condition may be associated with several factors, including perceived social support and internet addiction. This study aimed to examine the relationship between perceived social support and internet addiction and burnout among employed Generation z individuals. The participants consisted of 354 Generation Z employees, including both males and females, who worked in East Java. This study employed a quantitative correlational approach using multiple linear regression analysis. The instruments used in this study were the Maslach-Trisni Burnout Inventory Scale, the Multidimensional Scale of Perceived Social Support, and the Internet Addiction Test. The results indicated that perceived social support had a significant positive relationship with burnout, whereas internet addiction had a significant positive relationship with burnout. The findings also revealed that perceived social support and internet addiction simultaneously had a significant relationship with burnout among Generation Z employees. Both variables contributed 44,1% to burnout, while the remaining 55,9% was explained by other factors outside the scope of this study. This study was limited by the sample characteristics, which may not fully represent the entire Generation Z population. Therefore, future research is recommended to involve more diverse samples and include additional variables that may be associated with burnout.

Keywords: burnout, perceived social support, internet addiction

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DAFTAR ISI

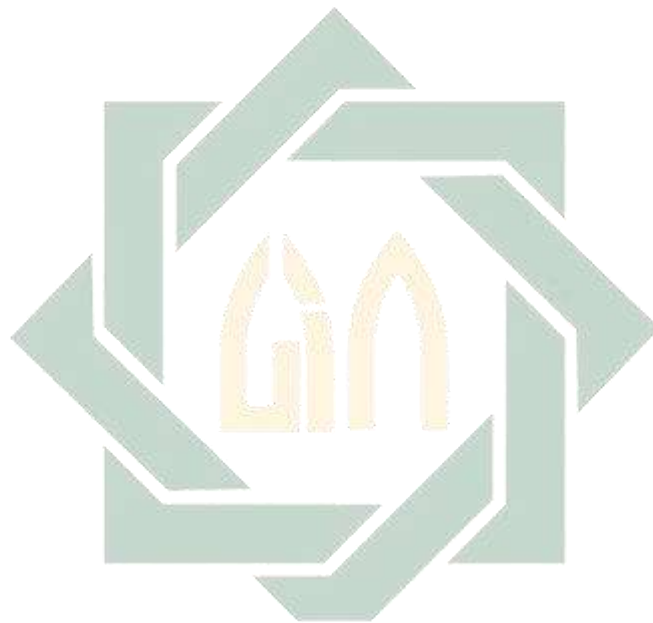
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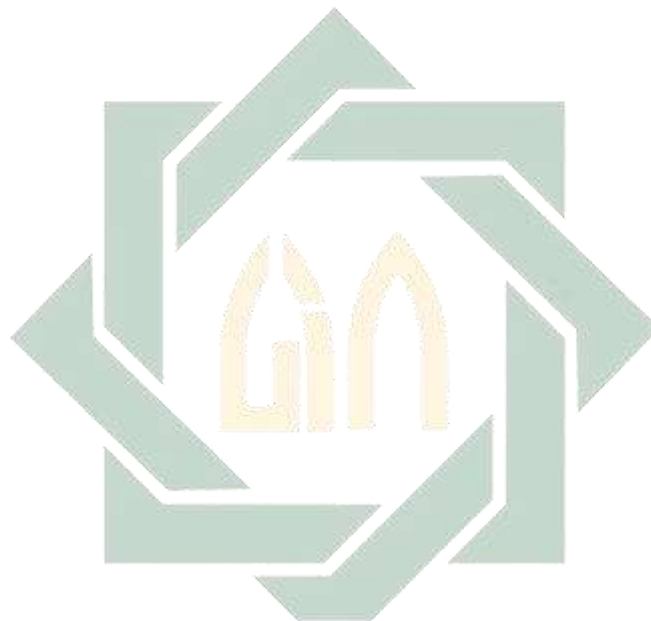
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