

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *big five factor personality* dengan *burnout* di PT. "X". Subjek dalam penelitian ini merupakan karyawan yang bekerja di bagian HRD yang berjumlah 32 karyawan dengan masa kerja di atas 5 tahun. Teknik pengambilan sampel dalam penelitian ini menggunakan sampel jenuh. Instrumen penelitian ini menggunakan skala *burnout* yang dikembangkan Maslach, Jackson dan Leiter (1996) dan skala *big five factor personality* (BFI) yang dikembangkan oleh John dan Srivastava (1999). Analisa data menggunakan *pearson*. Hasil menunjukkan bahwa ada hubungan negatif yang signifikan antara dimensi *extraversion* ($r = -0,426, p < 0,05$), *agreeableness* ($r = -0,562, p < 0,05$), *conscientiousness* ($r = -0,433, p < 0,05$), dan *openness to experience* ($r = -0,572, p < 0,05$) pada karyawan bagian HRD di perusahaan PT. "X", sedangkan dimensi *neuroticism* ($r = 0,660, < p, 0,05$) menunjukkan adanya hubungan positif yang signifikan dengan *burnout*.

Kata kunci: *extraversion, agreeableness, conscientiousness, neuroticism, openness to experience, burnout.*



ABSTRACT

This research is aimed at identifying the correlation between the big five factor personalities and the burn out in “X” Company, South Sulawesi. The subject in this research was the staff in “X” Company which consist of 32 people who works more than five years.the sampling technique in this research uses saturated sample. The research instrument uses burnout scale which has been developed by Maslach, Jackson, and Leiter (1996) and the big five factor personality (BFI) scale which has been developed by Jhon and Srivastava (1999). The data is analyzed using pearson. The result of this research shows that there is a, significant negative correlation between extraversion dimension ($r = -0,426$, $p < 0,05$), agreeableness ($r = -0,562$, $p < 0,05$), conscientiousness ($r = -0,433$, $p < 0,05$). And openness to experience ($r = -0,572$, $p < 0,05$) in staff in “X” Company, while the neuroticism dimension ($r = 0,660$, $p < 0,05$) shows that there is significant positive correlation with the burnout.

Keywords: *extraversion, agreeableness, conscientiousness, neuroticism, openness to new experience, burnout.*

