



THE EFFECT OF PERSONALITY AND REWARD ON WORK BURNOUT AT THE STATE HIGH SCHOOL TEACHERS IN TANAH PUTIH ROKAN HILIR

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Abstract : This study aims to determine the effect of personality and rewards on job burnout of teachers at state high school in Tanah Putih Rokan Hilir, either simultaneously or partially. This survey research has 117 population which is then taken 91 persons as a sample, using random sampling technique. The data then is analyzed using regression analysis including, regression coefficient, and the coefficient of determination. Results showed that there are significant positive simultaneous personality and reward on job burnout amounted to 47,2% of teacher. While partially personality positive effect on job burnout amounted to 0,39% of teachers, and reward positive effect on job burnout of teachers by 45,9%. It can be concluded that the personality and reward jointly positive effect job burnout of state high school teachers in Tanah Putih Rokan Hilir.

Keywords: *Personality, Reward, Burnout.*

INTRODUCTION

Teachers are professional educators with main task is to educate, guide, coaching and evaluate students in all level of education. With the high work and burden demand will give the negative impact on people work performance. Teacher will feel depressed and it can bring the negative attitudes to students. This condition can make teacher get stressed which if its not resolved will cause an excessive stress, where expectations that are not in accordance with reality make the teacher tired physically and psychologically, so that it can interfere with work performance this is called symptom of saturation. The saturation symptoms is like feeling frustrated or stressed, emotional anxiety, apathetic, feeling disturbed and bored, always feel failure in every aspect of the work environment, work pressure and gave the negative react to input from others (Perry and Potter, 2005).

Human being has never felt saturation in his life, everyone has certainly been at a level of burnout. Something that is often repeated will cause a saturation of one of them as a teaching profession, where we know the task of a teacher is recurrent in delivering the same subject matter to several classes. So burnout is very important to study because the success of student depend on the teacher who teaches it but if the

teacher experiences saturation in carrying out his duties as an educator will cause his performance to decline.

Basic human traits affect employees job related behavior and performance. These human traits include ability, aptitude, perfection, value, interest, emotions, need and personality (Zane K. Quibe, 2001)

The saturater which individually have is different, according to Robin the difference of saturated experienced is depend on their experienced, social support, and personal perception (Stephen Robbin, 2003). Someone who has bad personality without good control will give an impact to saturation. This is in line with the opinion of Christina and Leither arguing that work saturatuon can be caused by internal factors including age, gender, self-esteem, an peronality characteristics (Christina and Leiter, 2010).

According to Hari Mulyadi there are two factors that caused work burnout, there are external and internal factors. External factors include a poor psychological work environment, lack of opportunities for promotion, insufficient rewards, lack of social support from superiors, demands for work, monotonous work and internal factors including age, gender, self-esteem, and personality characteristics (Day Mulyadi, 2010).

Based on the interview result in some student in senior high school at Tanah Putih said that there are some teacher who doesn't care with the manner and attitude of student that talking and playing in learning process, teacher just let it go and doesn't care.

Wardhani said that work burnout is experienced by a teacher who works in the education sector because the teacher faces demands from students who have learning disabilities, low success rates, and lack of adequate rewards for teacher performance (Dane Trihora Wardhani, 2012).

When the phenomenon in school does not change, the atmosphere in school, especially in terms of development, is very minimal, how education will progress if facilities in schools are limited, this can lead to boredom in the teacher, because the government makes a high curriculum but limited facilities and infrastructure, to compete with other schools the teacher must work hard, but not all teacher are ambitious to achieve a target, with symptoms like this arising from the personality of a teacher.

Based on several school that has been interviewed about the relation of salary that give with work complexity of work. They answer that the salary is not accordance with their workload. School rewards is still low. This argument is based on the there is no effect between the prestatation with the reward that give by the headmaster. Teachers who are diligent and achievers rarely get rewards from employers even though the reward is in the form of a certificate.



METHODOLOGY

This type of research is quantitative research. The research variables consist of two independent variables namely personality (X1) and reward (X2) while the dependent variable is work burnout (Y). As a population in this study were 5 teachers from the Negeri SMA Kecamatan Negeri Putih teachers, . This survey research has 117 population which is then taken 91 persons as a sample, using random sampling technique. The data collection technique in this study was using questionnaires. Data analysis using validity test and data reliability test, hypothesis testing in this study uses simple regression analysis techniques with multiple regression.

RESULT AND DISCUSSION

Tanah Putih Subdistrict is located in the Rokan district, downstream of the subdistrict capital located in Sedinginan. Tanah Putih sub-district has several schools, one of which is a high school consisting of Public High School, located in the village Sedinginan, public high school 2 Tanah Putih, located in te village Ujung Tanjung, Public high school 3 Tanah Putih located in the village Sintong, public high school 4 Tanah Putih located in the village Banjar XII and public high school 5 Tanah Putih located in the village Sekeladi. Then in this case the research originating from the Tanah Putih sub-district wanted to see the level of saturation of the teaching staff in the sub-district.

The teacher saturation is influence by several factors, there are internal factor from the teacher and external factor of teacher. This research discuss about the effect of internal and external factor of teacher, inside factor is personality and the outsid factor is Reward that influenced the work burnout at the state high school teacher in Tanah Putih.

The Effect of Personality to Work burnout at State High School Teacher in Tanah Putih

Result of Regression test Effect of X₁ to Y

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.197 ^a	.039	.028	10.214

a. Predictors: (Constant), KEPRIBADIAN

1. Based on the hypotesis test on this research obtained result R 0,197 showed that effect of personality to the work burnout is still low. The coefisien of determination is about 0,039. With that, personality give the contribution about 0,39% to the work burnout at the high school teacher in Tanah Putih Rokan Hilir. Personality give an effect about 0,39% to work burnout, and 99,61% is influenced by another factors. From the result of the influenced of personality on teacher work burnout of 0, 39%. Low influence
- 2.



because the teacher's personality is still good because it can overcome or fight the burnout that is on him. The result of a simple linear regression test show the hypothesis is accepted, the result of square is 0,039.

According to Rezky Gusnita explain that the personality have a significant value 0,036, at the stage of data processing used an error rate of 0.05. The result of this research is about $0,036 < 0,05$ so the H_1 accepted with the conclusion that the personality is have an significant effect to the saturation (Rezky Gusnita, Herawati, Dandes, 2010).

The Effect of Reward to Work burnout at State High School Teacher in Tanah Putih

Result of Regression Test Effect of X_2 to Y

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.678 ^a	.459	.453	7.662

a. Predictors: (Constant), REWARD

Based on the hypotesis test on this research obtained the result of R 0,678 showed that there is a significant effect between reward and work saturation. The determination of coefficient is about 0,459. It means, reward give the contribution about 45,9% to the work burnout at state high school teacher in Tanah Putih, Rokan Hilir. The influence is quite high from the variable reward for burnout of 45,9% compared of personality. From observations in the field of teaching staff in the district snior high school 60% of them are honorary teachers. The result of a simple linear regression test show the hypothesis is accepted, the result of square is 0,459.

According to Olivia explanation that the saturation is happen because the lack of positive appreciation and social support. Workers are required not to make the slightest mistake and rarely get praise or appreciation for their hard work while handling problems (Femi Olivia, 2008).

The Effect of Personality and Reward to Work Burnout at State High School Teacher in Tanah Putih

Result of Regression Test X_1 and X_2 to Y

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.687 ^a	.472	.460	7.611

a. Predictors: (Constant), REWARD, KEPRIBADIAN



The results show that the magnitude of the relationship between personality and reward (simultaneously) on work burnout calculated by the correlation coefficient is 0.687 indicating a strong relationship. While the contribution or simultaneous contribution of personality variables and rewards is 47.2%.

Simultaneous contribution of personality variables to saturation of R value = 0.197 which means that it has a positive direction and Square R number of 0.039, which means 0.39% of personality variables that affect saturation variables, contribution of reward variable to saturation is R = 0.678 which means having positive direction and R Square value of 0.459 means 45.9% of reward variables that affect work saturation. This test used a multiple regression formula, the result of R square 0,472 means that the personality variable with the award variable has a strong influence on the burnout of the teacher's work, the hypothesis is accepted.

Result of Regression Test X₁ and X₂ to Y Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	10.119	10.682		.947	.346
	KEPRIBADI	-.182	.122	-.116	-1.487	.141
	AN					
	REWARD	-.688	.081	-.663	-8.503	.000

a. Dependent Variable: KEJENUHAN

Based on the table above showed that coefficient value, t test and significant test. So the equation is obtained: $Y = 10.119 - 0.182 X_1 - 0.688 X_2$. The value of 10.119 is the constant (a) which shows that if there is no increase in personality and reward, the saturation of the teacher's work will reach 10.119. While the value of -0.182 shows that every addition of 1 value or number for personality, there is an increase in teacher work burnout of -0.182 and a value of 0.688 X₂ indicating that every addition of 1 value or number for reward, there is an increase in teacher work burnout of 0.688. Value of t test is -1,487 and -8,503 is more bigger than t table 1,987 and H₀ is rejected and H_a has been accepted, it's mean that personality and reward are have a negative effect on the saturation of teacher work.

Based on the contribution of personality variables and rewards to saturation of 47.2% of the two variables which provide the highest contribution is the reward variable of 45.9%. So it can be concluded that personality and reward influence the saturation of teacher work in Tanah Putih District High Schools. The magnitude of their influence on teacher job clarity is 47.2%. The remaining 52.8% is influenced by other factors variable.



CONCLUSION

Based on the hypotesis test of this research with tittle “Effect of Personality and Reward to work burnout at state high school teacher in Tanah Putih 2018” we can conclude that :

1. There is a significant negative effect between personality variable to burnout variable of teacher work at state of Senior High School in Tanah Putih.
2. There is a significant negative effect between reward variable to work burnout at state high school teacher in Tanah Putih 2018.
3. There is significant negative effect between two variable there are personality variable and reward to work burnout at state senior high school in Tanah Putih.

RECOMMENDATION

The results of this study should be used as a contribution to comparative information for researchers who will examine the problem of teachers in school organizations, especially those relating to personality, appreciation and saturation of teacher work.

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