

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 AN	-.182	.122	-.116	-1.487	.141
	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 that the equation is obtained: $Y = 10.119 - 0.182 X_1 - 0.688 X_2$. The value of 10.119 is a constant (a) which shows that if there is no increase in personality and reward, then the saturation of the teacher's work will reach 10.119. While the value of -0.182 X_1 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 X_2 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 H_0 refused 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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