RINGKASAN

PT Semen Padang merupakan salah satu perusahaan manufaktur semen tertua di Indonesia yang berada di bawah naungan PT Semen Indonesia (Persero) Tbk. Dalam menghadapi persaingan industri yang semakin ketat serta tuntutan efisiensi operasional, perusahaan dituntut untuk meningkatkan produktivitas dan kinerja karyawan. Kondisi tersebut berdampak pada meningkatnya beban kerja dan tuntutan lingkungan kerja yang berpotensi memicu *burnout*, khususnya pada Departemen Keuangan dan Departemen Sumber Daya Manusia yang memiliki tekanan administratif, kognitif, dan emosional yang tinggi.

Burnout merupakan kondisi kelelahan fisik, emosional, dan mental yang muncul akibat stres kerja berkepanjangan yang tidak dikelola dengan baik. Berdasarkan hasil observasi selama kegiatan magang, ditemukan adanya indikasi kelelahan kerja pada karyawan, seperti penurunan energi, kejenuhan, serta meningkatnya tekanan akibat beban tugas dan target pekerjaan yang ketat. Selain itu, faktor lingkungan kerja baik fisik (suhu, kebisingan, keamanan) maupun nonfisik (hubungan interpersonal, suasana kerja, dan perlakuan atasan) turut memengaruhi kenyamanan dan kondisi psikologis karyawan.

Penelitian ini bertujuan untuk menganalisis pengaruh beban kerja dan lingkungan kerja terhadap *burnout* karyawan PT Semen Padang, baik secara parsial maupun simultan. Penelitian menggunakan pendekatan kuantitatif dengan metode asosiatif. Populasi dalam penelitian ini berjumlah 81 karyawan pada Departemen Keuangan dan Departemen SDM, dengan teknik sampling jenuh sehingga seluruh populasi dijadikan sebagai sampel. Pengumpulan data dilakukan melalui penyebaran

kuesioner menggunakan skala Likert. Analisis data dilakukan dengan bantuan IBM SPSS versi 26 melalui uji validitas, uji reliabilitas, uji asumsi klasik, analisis regresi linear berganda, uji t (parsial), uji F (simultan), serta koefisien determinasi (R^2). Hasil penelitian menunjukkan bahwa beban kerja berpengaruh positif dan signifikan terhadap *burnout* karyawan. Lingkungan kerja juga berpengaruh signifikan terhadap *burnout* karyawan. Secara simultan, beban kerja dan lingkungan kerja berpengaruh signifikan terhadap *burnout* karyawan. Hal ini menunjukkan bahwa semakin tinggi beban kerja dan semakin kurang kondusif lingkungan kerja, maka tingkat *burnout* karyawan akan semakin meningkat. Penelitian ini diharapkan dapat memberikan kontribusi secara teoritis dalam pengembangan ilmu manajemen sumber daya manusia, khususnya terkait *burnout* karyawan pada industri manufaktur. Secara praktis, hasil penelitian ini dapat menjadi bahan evaluasi bagi manajemen PT Semen Padang dalam mengelola beban kerja secara proporsional serta menciptakan lingkungan kerja yang lebih kondusif guna meminimalkan risiko *burnout* dan meningkatkan kinerja karyawan.

SUMMARY

PT Semen Padang *is one of the oldest cement manufacturing companies in Indonesia and operates under* PT Semen Indonesia (Persero) Tbk. *In facing increasingly intense industrial competition and demands for operational efficiency, the company is required to continuously improve employee productivity and performance. These conditions have led to increasing workload and work environment demands that may potentially trigger burnout, particularly in the Finance and Human Resources Departments, which are characterized by high administrative, cognitive, and emotional pressures.*

Burnout is a condition of physical, emotional, and mental exhaustion resulting from prolonged and poorly managed work-related stress. Based on observations conducted during the internship period, several indications of work fatigue were identified among employees, such as decreased energy levels, job boredom, and increased pressure due to heavy workloads and tight job targets. Furthermore, both physical work environment factors (such as temperature, noise, and workplace safety) and non-physical factors (such as interpersonal relationships, work atmosphere, and leadership treatment) influence employees' comfort and psychological well-being.

This study aims to analyze the effect of workload and work environment on employee burnout at PT Semen Padang, both partially and simultaneously. The research employs a quantitative approach with an associative research method. The population of this study consists of 81 employees from the Finance and Human Resources Departments, and a saturated sampling technique was applied, meaning

that all members of the population were used as respondents. Data were collected through questionnaires using a Likert scale. The data were analyzed using IBM SPSS version 26, including validity and reliability tests, classical assumption tests, multiple linear regression analysis, t-tests (partial tests), F-tests (simultaneous tests), and the coefficient of determination (R^2). The results indicate that workload has a positive and significant effect on employee burnout. The work environment also has a significant effect on burnout. Simultaneously, workload and work environment significantly influence employee burnout. These findings suggest that higher levels of workload and less conducive work environments tend to increase the level of employee burnout. This study is expected to contribute theoretically to the development of human resource management studies, particularly regarding employee burnout in the manufacturing industry. Practically, the findings may serve as an evaluation reference for the management of PT Semen Padang in managing workload proportionally and creating a more supportive work environment to minimize burnout risk and improve employee performance.