

The Effect Of Workload, Self Efficacy On Burnout Among Madrasah Operators In Dapodik Applications In Bireun District

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Abstract: *The purpose of the study was to analyze the effect of workload and self-efficacy on burnout among Madrasah operators on dapodik applications in Bireun Regency. The data analysis method used was multiple linear regression analysis. The number of respondents is 54 Madrasah operators, using probably sampling technique with simple random sampling. Hypothesis testing using a partial test and a partial simultaneous test partially positive and significant effect on workload on burnout of Madrasah operators on dapodik applications in Bireuen Regency, and self-efficacy negatively affects burnout among Madrasah operators on dapodik applications in Bireun Regency. Workload and self-efficacy affect burnout among Madrasah operators on dapodik applications in Bireun Regency. It is expected that Madrasah operators perceive their work not as a burden, so operators can work more comfortably and prevent burnout. Operators among Madrasahs in Bireun Regency have high enough self-efficacy, in order to maintain or increase their current self-efficacy, so that burnout is getting smaller.*

Keywords : *workload, self efficacy, burnout.*

PRELIMINARY

In the era of information openness and public services based on online data, it is used to maximize services quickly, accurately and accountably. Likewise, what has been done by the Ministry of Religion which has carried out data collection on basic education or what is often referred to as Dapodik (Education Principal Data) which includes MI, MTs and MA at this time, both public and private. Dapodik allows for effectiveness and efficiency to be integrated at one door, this makes Dapodik the main data source for the Ministry of Religion. The majority of Madrasah operators in Bireun Regency have educational backgrounds that are not in accordance with their fields as Madrasah operators, many obstacles in carrying out their duties, such as mastery in the field of technology and information. Operators who have self-efficacy do not view tasks as threats, Operators develop an interest in activities, have high commitment, prevent failure that will arise. In carrying out their duties, operators who have self-efficacy are happy to face challenges, so they are able to handle the problems they face, are confident in success, like to look for new situations and avoid burnout.

Burnout is a condition that occurs in someone who experiences physical, mental and emotional exhaustion arising from a mismatch between work and job demands. The high workload of Madrasah operators has an impact on burnout. Arie (2015 and Sutya (2015), Hanna (2015), Syed (2014) With excessive workload causing operators to feel emotional tension while serving the teacher council, excessive workload has a positive influence on triggering burnout behavior in madrasah operators in the district Bireun.

Workload is a number of activities that require the ability to complete work within a predetermined period of time both physically and psychologically, Yurasti (2015). The heaviest workload of being a Madrasah operator is the mental burden, because school operators are the focus of the teachers to input data to the Dapodik server. Operators face many obstacles in managing Dapodik and integrated information services. Apart from PTK who cannot operate a computer/laptop, the internet network has always been a major problem, especially in rural areas.

Actually this job is light, only inputting data, but the problem is when all the data has been inputted completely and will be sent to the center via the internet, then that's where the patience to deal with the problems they face. according to research conducted by Juhnisa, Fitria (2020),

Suardiningsih, Ida (2021), Zenita (2018), Ciptadi and Suriatmi (2015) workload affects burnout.

Madrasah operators who have self-efficacy do not view the task as a burden, have high commitment, prevent failure that will arise, Schultz (1994), Ivancevich, Knopaske, and Matteson, (2007), McShane and VonGlinovw (2005). In carrying out their duties, operators who have self-efficacy are happy to face challenges, so they are able to handle the problems they face, are confident in success, like to look for new situations and avoid burnout. Problems that arise in madrasah operators in Bireun Regency with low self-efficacy levels experience fatigue both physically and mentally, due to poor internet facilities, lack of training for operators, compensation received by operators is still low.

LITERATURE REVIEW

Workload

Workload is a worker's perception of a set of activities that must be completed within a certain time limit both in the form of physical and psychological workloads (Fajriani (2015). Meanwhile, according to Dhania (2010) workload is a collection or number of activities that must be completed by an organizational unit or position holder within a certain period of time.

Workload Indicator

The workload charged can be categorized into three conditions, namely the workload that meets the standards, is too high and is too low. There are several theories regarding indicators according to Putra (2012) there are 5 indicators in the workload, namely: 1. Targets that must be achieved 2. Individual views regarding the amount of work targets given to complete their work, and also views about the success of the work that must be achieved within a certain period. 3. Working conditions depend on how the individual himself views and responds to the conditions of the work he has. People who view their work conditions with a complicated view will see their working conditions as a burden. 4. Use of time The length of time used and spent in carrying out activities from his job such as teaching children with needs. 5. Employment Standards. The impression that individuals have about their work, for example the feelings they have about the workload that must be completed.

Self Efficacy

Yusuf (2007) reveals that self-efficacy is self-confidence in one's own ability to display behavior

that will lead to the expected results. When self-efficacy is high, we feel confident that we can get through certain situations. And conversely, if our self efficacy is low, then we will feel anxious that we are not able to deal with the response. According to Bandura in Septianisa&Caninsti (2016) self-efficacy is a person's belief in his or her ability to take certain actions in specific situations.

Self Efficacy Indicator

Bandura (1997) states that there are dimensions of self-efficacy, namely magnitude, generality, and strength. 1. Magnitude (Level) Relates to the difficulty of the task being faced. 2. Generality Generality is the ability shown by individuals to different work contexts, both through behavior, cognitive and affective. . 3. Strength (Strength) This dimension relates to a person's strength of belief about one's abilities.

Burnout

According to Maslach in Wardhani (2012) Burnout is an emotional condition in which a person feels tired and bored mentally or physically or mentally as a result of increased work demands. Burnout is a state of psychological stress that is so extreme that individuals experience emotional exhaustion and low motivation to work. Burnout can be the result of chronic work stress. According to Maslach in Wardhani (2012) Burnout is an emotional condition in which a person feels tired and bored mentally or physically or mentally as a result of increased work demands. Burnout is a state of psychological stress that is so extreme that individuals experience emotional exhaustion and low motivation to work. Burnout can be the result of chronic work stress.

Burnout Indicator

Baron & Greenberg (2003) 1. Physical exhaustion (physical exhaustion) 2. Emotional Exhaustion (emotional exhaustion) . 3. Diminished personal accomplishment (Low self-esteem) Is an indicator of a lack of self-actualization, low work motivation and decreased self-confidence. 4. Depersonalization

RESEARCH METHODS

The research location is at the Cot Gapu Ministry of

Religion Office, Kota Juang District, Bireuen Regency. The object of this research are all operators of Madrasah with dapodik applications from the RA, MI, MTS and MA levels on duty in the Bireun Regency area. The population in this study were all school operators from the RA, MI, MTS, and MA levels who served in the Bireun Regency area. The sampling technique was carried out by probability sampling with simple random sampling. The number of samples in this study was 54 operators.

Analysis Method

The data analysis method used is a quantitative qualitative method. Data were analyzed using multiple linear regression method.

$$Y = a + b_1X_1 + b_2X_2 + e$$

- Where :
- Y = Burnout
- A = Constant
- b = Regression Coefficient
- X1 = Workload
- X2= Self Efficacy
- E = error term.

RESULTS AND DISCUSSION

Normality test

The normality test used the one-sample Kolmogorov-Smirnov test method

Tabel 1: Uji One Sample Kolmogorov Smirnov

One-Sample Kolmogorov- Smirnov Test		
N		54
Normal Parameters a,b	Mean	.0000000
	Std.Deviation	2.47303169
Most Extreme Differences	Absolute	.064
	Positive	.064
	Negative	-.052
Test Statistic		.064
Asymp.Sig. (2-tailed)		200 ^{c,d}

Source: Research results, data processed by SPSS (2024)

The table above shows the 2-tailed Asymp Sig value of 0.200. By looking at the provisions of the one sample Kolomogorov Smirnov test, if the significance value is above 5% or 0.05 then the data has a normal distribution.

Multiple Linear Regression Analysis

Table 2 : Multiple Linear Regression Results

Coefficients ^a					
Model	Unstandardized coefficients		Standardized coefficients	T	Sig.
	B	Std.Error	Beta		
(Constant)	9.370	2.893		3.238	.002
1 Workload	.515	.112	.513	4.582	.000
Self Efficacy	-.352	0.99	-3.99	-3.570	.001

a. Dependent Variable: Burnout

Source: Research results, data processed by SPSS (2024)

The table above is obtained by the following multiple linear regression equation:

$$Y = 9.370 + 0.515 X_1 - 0.352 X_2$$

The workload coefficient (X1) is (0.515), every increase in workload by a Likert scale unit will cause burnout to increase by 0.515. Conversely, if the workload decreases by one Likert scale unit, it will cause a decrease in burnout of 0.515.

The self-efficacy coefficient of -0.352 shows a negative relationship which means that every increase in self-efficacy by a Likert scale unit causes burnout to decrease by -0.352. Conversely, if self-efficacy decreases by a Likert scale unit, it causes an increase in burnout of 0.352.

Hypothesis test

Table 3 : Partial Test

Coefficients ^a					
Model	Unstandardized coefficients		Standardized coefficients	T	Sig.
	B	Std.Error	Beta		
(Constant)	9.370	2.893		3.238	.002
1 Workload	.515	.112	.513	4.582	.000
Self Efficacy	-.352	0.99	-3.99	-3.570	.001

a. Dependent Variable: Burnout

Source: Research results, data processed by SPSS (2024)

The table above explains that the independent variables (workload, self-efficacy) affect the dependent variable (Burnout).

Effect of Workload on Burnout

The effect of workload (X1) on burnout (Y) obtained tcount value with a value of 4,582 which is greater than the value of ttable at 95% confidence level ($\alpha=5\%$) obtained ttable value of 2,004 and a significance value of 0.00 < 0.05. Then the hypothesis is accepted.

Effect of Self Efficacy on Burnout

The effect of Self Efficacy (X2) on burnout (Y) obtained tcount value with a value of -3,570 smaller than ttable value at 95% confidence level ($\alpha=5\%$) obtained ttable value at 95% confidence level of 2.004 and a significance value of 0.01 < 0.05. So the hypothesis is rejected.

Table 4 : Simultaneous Test Results (F Test)

ANOVA ^a					
Model	Sum of Squares	Df	Mean Squares	F	Sig.
Regression	179.326	2	89.663	14.146	.000b
Residual	348.605	55	6.338		
Total	527.931	57			

a. Dependent Variable: OCB

b. Predictors: (Constant), Self Efficacy, Workload

Source: Research results, data processed by SPSS (2024)

The table above can be seen simultaneously testing the F test with a significant value of 0.000 < 0.05. and the Fcount value of 14,146 > 3,165 significant level 5% and df2 = n-k (58-3 = 55) and df1 = k-1 (3-1=2), the Ftable value is 3,165. Simultaneous testing of Workload (X1) and Self Efficacy (X2) has an effect on Burnout (Y). Then hypothesis 3 is accepted.

Discussion

1. Effect of Workload (X1) on Burnout (Y)

Workload (X1) on burnout (Y) obtained a tcount value of 4,582 > 2,004 which is greater than the ttable value of 95% confidence level ($\alpha = 5\%$) significant 0.000 < 0.05. then the workload has a positive and significant effect on burnout on Madrasah operators in Bireun Regency. In accordance with the research of Juhnisa, Fitria (2020), Suardiningsih, Ida (2021), Zenita (2018), Ciptadi and Suriatmi (2015) workload affects burnout.

2. Effect of Self Efficacy (X2) on Burnout (Y)

Self efficacy (X2) on burnout (Y) obtained tcount value of -3.570 < 2,004 from the 95% confidence level ttable value ($\alpha = 5\%$) significance of 0.001 < 0.005. then self-efficacy has a negative and significant effect on burnout in Madrasah operators in Bireun district. There is a negative (-) sign meaning that if the self-efficacy value is high, then the burnout value will be low. . Self efficacy will help operators to face challenges and be able to change their fears with confidence in their abilities so that it will minimize the occurrence of burnout. (Maslach and Leiter (2009) are in line with Badura's research (in Alwisol, 2014) Asyifa, Oktarian, (2021)

CONCLUSIONS AND RECOMMENDATIONS

CONCLUSIONS

1. Based on the results of the study, it can be concluded that workload (X1) has a positive and significant effect on burnout (Y) on Madrasah operators in Bireun Regency.
2. Based on the results of the study, it can be concluded that Self efficacy (X2) has a negative and significant effect on burnout (Y) on Madrasah operators in Bireun Regency.

SUGGESTIONS AS FOLLOWS:

1. Clarify the work of the operator, pay attention to the time at work, the work pressure given to the operator. so that operators complete their work on time.
2. It is hoped that Madrasah operators in the Ministry of Religion will improve their knowledge and skills in operating information technology and increase self efficacy.

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