The Tendency of Burnout among Indonesian Employees

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Abstract — This study aims to provide a descriptive analysis of the tendency of burnout among Indonesian employees. Using a quantitative descriptive method, data were collected from 322 employees working in various companies and government agencies in Indonesia through a questionnaire. This research uses Burnout Assessment Tools (BAT) as the measurement tool. The findings reveal that the tendency of burnout among Indonesian employees was low.

Keywords— Burnout, Tendency Of Burnout, Employee.

I. INTRODUCTION

In 2024, the World Health Organization (WHO) identified the topic of mental health in the workplace as a key area of focus for World Mental Health Day [1]. One of the mental health issues that frequently emerges in the workplace is burnout. Burnout is a condition characterised by a state of extreme physical and mental fatigue, accompanied by difficulties in managing emotions and cognition, and a tendency to withdraw from one's work [2].

As evidenced by multiple sources, the phenomenon of burnout is prevalent among employees in Indonesia. For instance, it was observed in 59 employees of an Indonesian startup company [3] and in private hospital nurses, who exhibited a tendency to maintain distance from their colleagues [4]. This condition impairs an individual's professional conduct. Those experiencing burnout often exhibit physical health issues. Burnout is a significant concern that warrants further investigation, particularly in terms of its impact on organisational performance and individual well-being.

II. PURPOSE AND METHODS

This study aims to investigate the tendency of burnout among Indonesian employees. The participants in this study were 322 employees from companies and government agencies in Indonesia. Burnout Assessment Tools (BAT) developed by Schaufeli, et al [1] measured the tendency of burnout. This scale is a Likert scale consisting of 23 items with five alternative answers starting from 1 (Never), 2 (Rarely), 3 (Sometimes), 4 (Often), and 5 (Always). The convergent validity was determined by the value of the outer loading and Average Variance Extracted (AVE), where the minimum acceptable value is greater than 0.50 [5]. In addition, the reliability was determined by reviewing the value of Cronbach's Alpha and Composite Reliability. An instrument is considered reliable if its value is >0.70 [6].

III. RESULT AND DISCUSSION

A. *Validity*

The outer loading value is between 0.529 and 0.803 which one item is eliminated because its value is less than 0.50. Moreover, the value of AVE is 0.520 (>0.50). According to these values, the scale is valid.

B. *Reliability*

The instrument's reliability is evaluated using Cronbach's Alpha and Composite Reliability values, as presented in Table 1.

TABLE 1. Reliability Test

Variable	Cronbach's Alpha	Composite Reliability
The Tendency of Burnout	0.955	0.959

Table 1 shows that Burnout Assessment Tools (BAT) meet the reliability threshold, with Cronbach's Alpha at 0.955 and Composite Reliability at 0.959 (>0.70). Therefore, the scale is reliable.

C. *Descriptive Findings*

The data descriptive findings are shown as follows:

TABLE 2. Participants by Work Experience

Category	Frequency	Percentage
Less than 5 years	173	53.7%
5 – 10 years	57	17.7%
More than 10 years	92	28.6%
Total	322	100%

Based on Table 2, the majority of employees involved were those with a work experience of less than five years, representing 173 individuals or 53.7% of the total sample. Additionally, 92 employees (28.6%) had worked for more than ten years, while 57 employees (17.7%) had worked for between five and ten years.

TABLE 3. Participants by Type of Industry

Category	Frequency	Percentage
Government	5	1.6%
Finance	18	5.6%
Education	49	15.2%
Construction	15	4.7%
Health	21	6.5%
F&B	34	10.6%
Agriculture	48	14.9%
Retail	33	10.2%
Telecommunication	6	1.9%

Manufactory	5	1.6%
Energy	10	3.1%
Hospitality	4	1.2%
Others	74	23.0%
Total	322	100%

According to Table 3, most participants were from outside the mentioned fields, with 74 people (23%) from outside the industry. The next largest group was from the field of education with 49 people (15.2%), and the least were from the hospitality field with 4 people (1.2%).

TABLE 4. Categorization of the Tendency of Burnout

Categories	Frequency	Percentage
Low	178	55.3%
Medium	125	38.8%
High	19	5.9%

Table 4 shows 178 employees (55.3%) are in the low burnout category, 125 employees (38.8%) are in the moderate burnout category, and 19 employees (5.9%) are in the high burnout category. This data suggests that the majority of employees have a low tendency to burnout.

IV. CONCLUSION

This study presents a descriptive analysis of the tendency of burnout among employees in Indonesia. Based on a total of 322 participants, the result showed that 55.3% of employees have a low tendency to burnout. In addition, most of the sample were employees with less than five years of work experience (53.7%) and came from other types of industries.

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