

## The Influence of Self-Efficacy and Perceived Organizational Support on Burnout of the Indonesian National Police Members at Sanggau Resort, West Kalimantan

Tri Suci Dewa Akbar<sup>1</sup>, Eru Ahmadia<sup>2\*</sup>

Faculty of Economics and Business, Universitas Muhammadiyah Pontianak,  
Pontianak, Indonesia

**Corresponding Author:** Eru Ahmadia: [eru.ahmadia@unmuhpnk.ac.id](mailto:eru.ahmadia@unmuhpnk.ac.id)

---

### ARTICLE INFO

*Keywords:* Self-Efficacy,  
Perceived Organizational  
Support, Burnout.

*Received :* 12 March

*Revised :* 23 April

*Accepted:* 26 May

©2026 Akbar, Ahmadia: This is an open-access article distributed under the terms of the [Creative Commons Atribusi 4.0 Internasional](https://creativecommons.org/licenses/by/4.0/).



### ABSTRACT

This investigation examines the impact of Perceived Organizational Support and Self-Efficacy on burnout in Indonesian National Police personnel stationed at Sanggau Resort in West Kalimantan. The sample size is 90 participants, and the research method employed is associative quantitative. Multiple linear regression was employed to analyze the data, with the equation  $Y = 3.565 - 0.173X_1 - 0.135X_2$ . Data collection was conducted through questionnaires. The study's findings indicate that the correlation coefficient (R) value of 0.539 indicates that the relationship between Self-Efficacy and Perceived Organizational Support on Burnout is moderate. According to the coefficient of determination ( $R^2$ ) value of 0.290, 29.0% of the variation in Burnout can be attributed to Self-Efficacy and Perceived Organizational Support, while the remaining 71.0% is influenced by variables outside the research model. The findings indicate that Burnout is significantly influenced by Self-Efficacy and Perceived Organizational Support. In part, Burnout is negatively and significantly influenced by Self-Efficacy and Perceived Organizational Support.

---

## INTRODUCTION

Human resources are an element that determines the course of organizational activities because they are directly related to the implementation of tasks and achievement of organizational goals. Laili (2016) explains that human resource management includes policies and practices related to recruitment, training, reward, and employee evaluation. In the field of organizational behavior, Robbins & Judge (2022) assert that the attitudes, motivation, and work values of individuals are influenced by the interaction of internal and external factors in the workplace. One condition that arises in the work environment is burnout, which according to Diana & Frianto (2020) is psychological stress due to emotional, physical, and mental exhaustion that causes a decrease in work motivation.

Burnout is associated with the psychological state of individuals when they are confronted with work-related obligations. Bandura in Setyaputri (2021) defines self-efficacy as an individual's belief in their ability to attain specific objectives, while Muhibbin Syah (2017) defines it as an individual's belief in their ability to conduct work. In addition to internal factors, Robbins & Judge (2022) explain that perceived organizational support is related to how individuals interpret the organizational environment. Ismainar (2018), on the other hand, defines perceived organizational support as employees' evaluation of the organization's commitment to their socio-emotional needs, rewards, and work welfare. Rhoades et al. (2001) in Rosyiana (2019) also explain that organizational support can include recognition of employee contributions, attention to complaints, and fulfillment of employee needs.

The police work environment has job characteristics with high operational demands, long working hours, and direct involvement in handling social conflicts and criminality. Sanggau Police Resort is one of the police institutions under the West Kalimantan Regional Police, which has 292 personnel at the Resort level and 620 personnel including the Sector Police (Polsek) ranks in 2025. The majority of members are assigned to the Traffic Unit, totaling 47 personnel or 16.43% of the total members. In addition, several units such as Criminal Investigation (Reskrim), Narcotics (Resnarkoba), Samapta, Intelkam, and patrol operate under a flexible work system due to operational readiness and public security service demands.

Attendance data of Sanggau Police Resort members from 2022–2024 shows an absenteeism rate of 19.7% in 2022, decreasing to 15.6% in 2023, and further decreasing to 9.5% in 2024. The data indicates that there were members experiencing illness due to task pressure and work fatigue. Robbins and Judge (2019) in Budiasa (2021) state that work stress can be identified through behaviors such as low performance and high absenteeism. In addition, disciplinary data shows the number of disciplinary violations as 6 cases in 2022, increasing to 12 cases in 2023, and decreasing to 9 cases in 2024. During the same period, cases of dismissal due to narcotics abuse were recorded as one case in 2022, one case in 2023, and two cases in 2024.

The relationships between research variables have been the subject of varying outcomes in previous studies. Sholikhin et al. (2023) discovered that self-efficacy has a positive and significant impact on the work discipline of

instructors, while Pratikayanti & Putra (2021) state that self-efficacy has a significant relationship with work discipline. Regarding perceived organizational support, Fata & Sabina (2020) showed a positive influence on work discipline, while Astuti et al. (2024) stated that organizational support had not contributed significantly to increasing work discipline. Thus, Hanan (2020) demonstrates that Burnout has a positive and substantial impact on work discipline, whereas Sosiady & Ermansyah (2025) assert that burnout has no significant impact on work discipline. The variations in research outcomes suggest that the relationships between variables differ in various research contexts.

This study places self-efficacy and perceived organizational support as independent variables with burnout as the dependent variable among members of Sanggau Police Resort, West Kalimantan. The study is conducted in a police institution that has operational work characteristics, flexible work systems, and public security service demands. The self-efficacy variable is limited to the dimensions of level, strength, and generalization, while perceived organizational support is limited to fairness, supervisor support, reward, and working conditions. The burnout variable is limited to physical, emotional, mental exhaustion, and low personal accomplishment.

The objective of this investigation is to evaluate the impact of Burnout on the Indonesian National Police personnel at Sanggau Resort in West Kalimantan, Indonesia, in relation to their perceived organizational support and self-efficacy. The analysis focuses on the relationship between research variables based on empirical conditions of police members indicated by attendance data, disciplinary violations, dismissals, and operational work environment characteristics at Sanggau Police Resort during the research period.

## LITERATURE REVIEW

### *Self-Efficacy*

Self-efficacy is defined by Susanto (2018) as an individual's confidence in their capacity to organize and execute the necessary actions in response to specific circumstances. Bandura (1997), as cited in Ghufron and Risnawita (2010), defines self-efficacy as a form of individual confidence in their ability to fulfill work demands and perform activities. Self-efficacy is comprised of three indicators: generality, strength, and level. Level relates to the degree of task difficulty believed to be accomplishable by the individual. Strength refers to the degree of an individual's confidence in their abilities. Generality relates to the breadth of activities or situations believed to be manageable by the individual based on their abilities.

Numerous prior investigations have clarified the correlation between Burnout and self-efficacy. Ulfa & Aprianti (2021) discovered that Burnout is influenced by self-efficacy, with an influence value of 0.285, among students in the Faculty of Psychology. Milfayetty & Lubis (2019) also asserted a positive and substantial correlation between Burnout and self-efficacy in the Mobile Brigade Unit of the North Sumatra Regional Police.

**H1:** Self-Efficacy has a negative and significant effect on Burnout among members of the Indonesian National Police at Sanggau Resort, West Kalimantan.

### *Perceived Organizational Support*

Perceived organizational support is defined by Ismainar (2018) as the degree to which employees believe that the organization takes into account their socio-emotional requirements, rewards, and benefits. This perception is related to individuals' assessment of the organization's attention to employee welfare and contributions. Rosyiana (2019) elucidates that perceived organizational support is comprised of three indicators: impartiality, supervisor support, and organizational rewards and working conditions. Fairness pertains to the organization's allocation of resources to its employees. Attention and appreciation from supervisors for employees' contributions are indicative of supervisor support. Salary, promotion, job security, development programs, autonomy, and working conditions are among the organizational rewards and working conditions that employees receive.

Previous research has elucidated the correlation between Burnout and perceived organizational support. Sari et al. (2019) assert that job Burnout is adversely affected by perceived organizational support. Burnout among female police officers at Bandung Police Resort was also found to be influenced by perceived organizational support by Yusuf et al. (2024).

**H2:** Perceived Organizational Support has a negative and significant effect on Burnout among members of the Indonesian National Police at Sanggau Resort, West Kalimantan.

### *Burnout*

Mahendra & Mujiati (2015) define burnout as emotional exhaustion arising from high work demands and often experienced by individuals working in situations that involve fulfilling the needs of many people. This definition portrays burnout as a condition of Burnout related to work pressure and continuously ongoing work activities. Burnout is depicted in this definition as a state of Burnout that is associated with work pressure and continuous work activities. According to Greenberg & Baron (2008), burnout is represented by four indicators: physical exhaustion, emotional exhaustion, mental exhaustion, and low personal accomplishment. Emotional exhaustion relates to loss of attention, interest, and work enthusiasm. Mental exhaustion arises from performing tasks with a high level of difficulty over a long period. Low personal accomplishment relates to low work motivation, self-actualization, and self-confidence.

In this study, burnout is placed as the dependent variable influenced by self-efficacy and perceived organizational support. The position of burnout in the study is analyzed based on the indicators of physical, emotional, mental exhaustion, and low personal accomplishment according to the research conceptual framework.

**H3:** Self-Efficacy and Perceived Organizational Support simultaneously affect Burnout of the Indonesian National Police Members at Sanggau Resort, West Kalimantan.

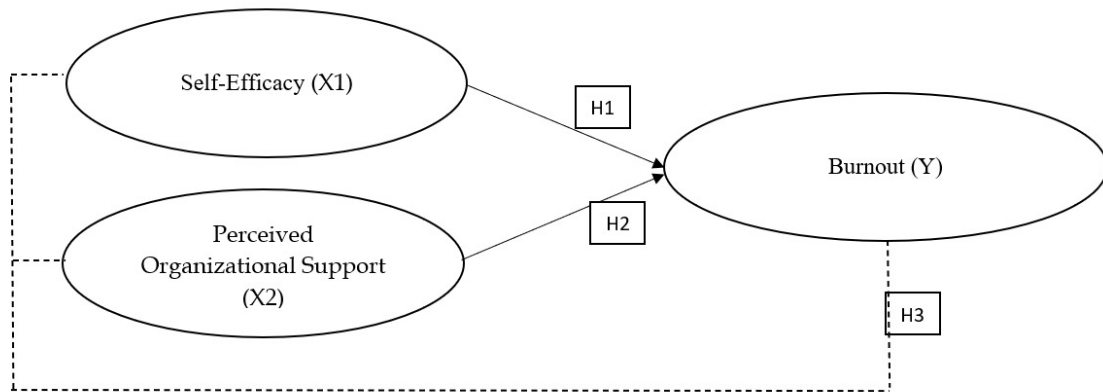


Figure 1. Conceptual Framework

## METHODOLOGY

The impact of self-efficacy and perceived organizational support on Burnout among members of the Sanggau Police Resort is examined in this study through an associative quantitative approach. The research is conducted using a quantitative approach, as it is designed to evaluate the relationships between variables through statistical analysis. Quantitative research is a research method that is founded on positivist doctrine and is used to test hypotheses on a specific population or sample, as per Sugiyono (2016). Conversely, associative research is designed to ascertain the relationship or influence between two or more variables.

Primary and secondary data were utilized to gather the necessary information (Siregar, 2017). Questionnaires was administered to members of the Sanggau Police Resort to acquire primary data. An interview is the process of acquiring data through direct question-and-answer between the researcher and the participant, as per Siregar (2017). In contrast, a questionnaire is employed to assess the attitudes, beliefs, and behaviors of participants within an organization. The variables of Burnout (Y), Self-Efficacy (X1) and Perceived Organizational Support (X2) were assessed using a five-point Likert scale in the research instrument. In addition, secondary data were collected from institutional documents, including the number of members, absenteeism rates, terminations for disciplinary reasons (PTDH), and performance assessments of Sanggau Police Resort members from 2022–2024.

The sample of 90 participants was determined using Roscoe's formula, with the population of the survey consisting of 292 members of Sanggau Police Resort. SPSS was employed to conduct data analysis, which included validity and reliability tests, classical assumption tests (including the Kolmogorov–Smirnov normality test), linearity tests (using the Test for Linearity), and multicollinearity tests (using tolerance and VIF values). Multiple linear regression analysis, Pearson Product Moment correlation coefficient, coefficient of determination ( $R^2$ ), simultaneous test (F), and partial test (t) were implemented to ascertain the impact of self-efficacy and perceived organizational support on burnout among Sanggau Police Resort personnel.

**RESEARCH OUTCOME**

*Test Research Instruments*

*a. Validity Test*

The validity test was implemented to guarantee that each questionnaire item accurately measures the construct under investigation by comparing the item score to the total score. After that, the r-count value was compared to the r-table. The r-table value of 0.207 was derived as a reference for determining the validity of the items, with a significance level of 0.05 and  $df = 88 (90-2)$ . Table 1 displays the validity test outcomes for all elements.

**Table 1. Validity Test Outcomes**

Variable	Indicator	r-count	r-table	Description
Self-Efficacy (X1)	X1.1	0.608	0.207	Valid
	X1.2	0.634		
	X1.3	0.772		
	X1.4	0.614		
	X1.5	0.667		
	X1.6	0.741		
	X1.7	0.645		
	X1.8	0.761		
	X1.9	0.642		
Perceived Organizational Support (X2)	X2.1	0.510	0.207	Valid
	X2.2	0.788		
	X2.3	0.802		
	X2.4	0.635		
	X2.5	0.795		
	X2.6	0.730		
	X2.7	0.746		
	X2.8	0.728		
	X2.9	0.721		
Burnout (Y)	Y.1	0.584	0.207	Valid
	Y.2	0.583		
	Y.3	0.614		
	Y.4	0.687		
	Y.5	0.619		
	Y.6	0.599		
	Y.7	0.624		
	Y.8	0.599		
	Y.9	0.666		
	Y.10	0.657		
	Y.11	0.658		
	Y.12	0.576		

*Source: Processed Data, 2026*

All indicators of Burnout (Y), Perceived Organizational Support (X2), and Self-Efficacy (X1) exhibited r-count values that exceeded the r-table value of 0.207, as indicated by the validity test outcomes in Table I. These findings suggest

that all statement items satisfy the validity criteria, and as an outcome, they are deemed valid and appropriate for use as research instruments.

**b. Reliability Test**

The Cronbach's Alpha method was employed to evaluate the consistency of the research instruments during the reliability test. A Cronbach's Alpha value of 0.60 or higher is indicative of the reliability of a variable. All research variables' reliability testing outcomes are summarized below.

**Table 2. Reliability Test Outcomes**

Variable	Cronbach's Alpha	N of Items	Minimum Reliabilities	Description
Self-Efficacy (X1)	0.850	9		
Perceived Organizational Support (X2)	0.883	9	0.60	Reliable
Burnout (Y)	0.855	12		

*Source: Processed Data, 2026*

The Cronbach's Alpha values of all research variables, including Burnout (Y), Perceived Organizational Support (X2), and Self-Efficacy (X1), were greater than 0.60, as indicated by the reliability test outcomes above. These findings suggest that all research instruments are reliable and appropriate for use in this investigation.

**Classical Assumption Test**

**a. Normality Test**

The Kolmogorov-Smirnov method was employed to determine whether the research data were normally distributed through the normality test. Data are regarded as normal if the significance value is greater than or equal to 0.05. Table 3 illustrates the outcomes of the SPSS-based normality test.

**Table 3. Normality Test Outcomes**

Test	Value
N (Sample)	90
Test Statistic	.056
Asymp.Sig.(2-tailed)	.200 <sup>c</sup>

*Source: Processed Data, 2026*

Based on the normality test results above, the Asymp. Sig. (2-tailed) value was 0.200, indicating that the data were normally distributed. The data were normally distributed, as evidenced by the (2-tailed) value of 0.200, which was greater than 0.05.

**b. Linearity Test**

The linearity test was implemented to investigate the linear relationship between the independent and dependent variables by employing the Test for Linearity method. If the significance value for Linearity is less than 0.05 and the Deviation from Linearity is greater than 0.05, the relationship between variables is considered linear. Table 4 displays the linearity test outcomes.

**Table 4. Linearity Test Outcomes**

Variable	Linearity	Deviation from Linearity	Description
Burnout * Self-Efficacy	.000	.137	Linear
Burnout * Perceived Organizational Support	.000	.065	

*Source: Processed Data, 2026*

The linear relationships between Burnout (Y) and Self-Efficacy (X1), as well as between Burnout (Y) and Perceived Organizational Support (X2), are supported by the outcome above. This is demonstrated by the Linearity significance  $<0.05$  and Deviation from Linearity  $>0.05$  for both independent variables.

**c. Multicollinearity Test**

In order to detect robust correlations between independent variables in the regression model, the multicollinearity test was implemented. This test guarantees that the regression model is devoid of multicollinearity, thereby guaranteeing the accuracy of coefficient estimates. Table 5 illustrates the outcomes of the multicollinearity test, which were conducted using SPSS analysis.

**Table 5. Multicollinearity Test Outcomes**

Variable	Tolerance	VIF
Self-Efficacy	.457	2.186
Perceived Organizational Support	.457	2.186

Dependent Variable: Burnout

*Source: Processed Data, 2026*

The variables Self-Efficacy (X1) and Perceived Organizational Support (X2) have VIF values of 2.186 ( $<10.00$ ) and Tolerance values of 0.457 ( $>0.10$ ), as indicated by the multicollinearity test in Table 5. These findings suggest that the regression model is not affected by multicollinearity.

**Hypothesis Test**

**a. Multiple Linear Regression Analysis**

In order to investigate the simultaneous and partial impact of independent variables on the dependent variable, as well as to construct a predictive model of the relationships among variables, multiple linear regression analysis was implemented. Table 6 displays the regression coefficient outcomes obtained through SPSS analysis.

**Table 6. Multiple Linear Regression Analysis Test Outcomes**

Model		Coefficients <sup>a</sup>				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
B	Std. Error	Beta				
1	(Constant)	3.565	.213		16.725	.000
	Self-Efficacy	-.173	.076	-.302	-2.265	.026

	Perceived Organizational Support	-.135	.066	-.276	-2.065	.042
a. Dependent Variable: Burnout						

Source: Processed Data, 2026

The following regression equation is derived from the multiple linear regression analysis in Table 6:

$$Y = 3.565 - 0.173 X1 - 0.135 X2$$

Interpretation:

- 1) Burnout (Y) is 3.565 when Self-Efficacy (X1) and Perceived Organizational Support (X2) are zero, as indicated by the constant value of 3.565.
- 2) The regression coefficient of Self-Efficacy (b1) is -0.173, indicating that a one-unit increase in Self-Efficacy will be followed by a 0.173-unit decrease in Burnout.
- 3) The regression coefficient of Perceived Organizational Support (b2) is -0.135, indicating that a one-unit increase in Perceived Organizational Support will be followed by a 0.135-unit decrease in Burnout.

#### b. Correlation Coefficient Analysis (R)

The Product Moment method is employed to determine the strength and direction of the relationship between the research variables using the correlation coefficient. Table 7 displays the correlation coefficient test outcomes.

**Table 7. Correlation Coefficient Test Outcomes (R)**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.539a	.290	.274	.28636

Predictors: (Constant), Perceived Organizational Support, Self-Efficacy.

Source: Processed Data, 2026

The correlation (R) value is 0.539, as indicated by the correlation coefficient test outcomes above. This value suggests that the relationship between Burnout and Perceived Organizational Support is moderate or fairly strong, as it lies within the range of 0.40–0.599.

#### c. Determination Coefficient (R<sup>2</sup>)

The R-Square value is 0.290, as indicated by the determination coefficient (R<sup>2</sup>) outcomes in Table 7. This finding suggests that Burnout is 29.0% influenced by Self-Efficacy and Perceived Organizational Support, while the remaining 71.0% is influenced by variables outside the study.

#### d. Simultaneous Test (F test)

The simultaneous test is implemented to evaluate the cumulative impact of all independent variables on the dependent variable. Table 8 displays the outcomes of the simultaneous test, which were conducted using SPSS analysis.

**Table 8. Simultaneous Test Outcomes**

Model	Sum of	Mean	F	Significance
-------	--------	------	---	--------------

	Squares	Square		
Regression	2.919	1.460	17.800	.000b
Residual	7.134	.082		

Dependent Variable: Burnout

Predictors: (Constant), Perceived Organizational Support, Self-Efficacy

Source: Processed Data, 2026

The F-count value is 17.800, which is greater than F-table 3.10, as indicated by the outcomes of the simultaneous test in Table 8. The significance is 0.000, which is less than 0.05. H3 is accepted. This finding suggests that Burnout is significantly influenced by both Self-Efficacy and Perceived Organizational Support.

### e. Partial Test (t Test)

Parametric estimation is conducted to evaluate the significance of each variable. To investigate the impact of each independent variable on the dependent variable on an individual basis, the partial test is run. Table 9 illustrates the findings of the partial test, which were conducted using SPSS analysis.

**Table 9. Partial Test Outcomes**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.565	.213		16.725	.000
	Self-Efficacy	-.173	.076	-.302	-2.265	.026
	Perceived Organizational Support	-.135	.066	-.276	-2.065	.042

a. Dependent Variable: Burnout

Source: Processed Data, 2026

As indicated by the t-table value of 1.662 in Table 9, the outcomes of the partial test are as follows:

- 1) The variable Self-Efficacy (X1) has a t count of -2.265 and a significance of 0.026 (<0.05), indicating that it has a negative and significant impact on Burnout. H1 is accepted.
- 2) The variable Perceived Organizational Support (X2) has a t count of -2.065 and a significance of 0.042 (<0.05). Consequently, Perceived Organizational Support has a significant and negative impact on Burnout. H2 is accepted.

## DISCUSSION

### *The Effect of Self-Efficacy (X1) on Burnout (Y)*

The variable Self-Efficacy obtained a t count of -2.265 with a significance value of 0.026 < 0.05, as indicated by the outcomes of the partial test. In addition, the regression coefficient value of -0.173 suggests that Burnout is significantly and negatively impacted by Self-Efficacy. This finding indicates that Burnout levels typically diminish in response to an increase in Self-Efficacy. This research

finding is consistent with the findings of Milfayetty & Lubis (2019) on the Mobile Brigade Unit of the North Sumatra Regional Police, which demonstrated a substantial correlation between burnout and self-efficacy. Specifically, individuals who possess a high level of confidence in their abilities are more adept at managing job demands and pressures, leading to a lower level of burnout. This research is also corroborated by Rahman (2025)'s research on members of Bidpropam Polda Gorontalo, who discovered a negative and significant relationship between self-efficacy and burnout. Specifically, an increase in self-efficacy is typically followed by a decrease in the level of Burnout among police staff.

#### ***The Effect of Perceived Organizational Support (X2) on Burnout (Y)***

The variable Perceived Organizational Support had a t count of -2.065 and a significance value of  $0.042 < 0.05$ , as indicated by the partial test. The regression coefficient value of -0.135 suggests that Burnout is significantly and negatively influenced by Perceived Organizational Support. The negative regression coefficient value suggests that an increase in Perceived Organizational Support is correlated with a reduction in Burnout. This finding demonstrates that the greater the Perceived Organizational Support experienced by an individual, the lower the level of Burnout tends to be. This research finding is consistent with the findings of Mufliah & Savira (2021), which demonstrated that Burnout is significantly influenced by the perception of social support. This research is also corroborated by Yusuf et al. (2024), who discovered that Burnout among female police officers at Polrestabes Bandung is significantly influenced by perceived organizational support.

#### ***The Effect of Self-Efficacy (X1) and Perceived Organizational Support (X2) on Burnout (Y)***

The F count value is 17.800, which is greater than the F table 3.10 value, as indicated by the outcomes of the simultaneous test. The significance is 0.000, which is less than 0.05. This finding suggests that Burnout is significantly influenced by both Self-Efficacy and Perceived Organizational Support. The correlation coefficient (R) value of 0.539 suggests a moderate relationship, while the determination coefficient ( $R^2$ ) value of 0.290 suggests that Self-Efficacy and Perceived Organizational Support are capable of accounting for 29.0% of Burnout, with the remaining portion being influenced by variables outside the study. These findings are empirically corroborated by the research of Yusuf et al. (2024), which demonstrated that burnout among female police officers at Polrestabes Bandung is influenced by perceived organizational support. Additionally, the research of Milfayetty & Lubis (2019) on members of the Mobile Brigade Unit of the North Sumatra Regional Police found a significant relationship between self-efficacy and burnout.

### **CONCLUSIONS AND RECOMMENDATIONS**

This research demonstrates that Burnout is correlated with Self-Efficacy and Perceived Organizational Support, with a correlation coefficient value of 0.539, which is classified as moderate. Burnout is significantly influenced by both

independent variables, as evidenced by the F count value of 17.800 and a significance level of 0.000. The determination coefficient value of 29.0% suggests that Burnout can be accounted for by Self-Efficacy and Perceived Organizational Support, while 71.0% is influenced by factors outside the research model. Burnout is significantly and negatively influenced by Self-Efficacy, as evidenced by a t-value of -2.265 and a significance level of 0.026. The outcomes of this study demonstrate a significant relationship between Burnout and Self-Efficacy among members of the Sanggau Police Resort, as indicated by a t-value of -2.265 and a significance value of 0.026. Additionally, Perceived Organizational Support has a negative and significant effect on Burnout, as evidenced by a t-value of -2.065 and a significance value of 0.042. The regression equation  $Y = 3.565 - 0.173X_1 - 0.135X_2$  reflects this relationship. Participants who were male, aged 21–27, held the rank of Briptu, and had completed high school were also the majority in this study. The outcomes of this study suggest that a reduction in the level of Burnout in the police work environment is typically associated with an increase in Perceived Organizational Support and Self-Efficacy.

#### ADVANCED RESEARCH

It is advisable to incorporate additional variables that may potentially influence Burnout into future research, as the model employed in this study has failed to account for 71.0% of the variation in Burnout. These variables may encompass job tension, burden, leadership, work environment, and work-life balance. Furthermore, it is anticipated that future research will broaden the scope of research objects to encompass a broader range of institutions or regions, employ a greater number of participants, and employ a more diverse array of analytical approaches to generate findings that are more comprehensive, representative, and generalizable.

#### ACKNOWLEDGMENT

The author extends their gratitude to all members of the Indonesian National Police Resort Sanggau, West Kalimantan, who were willing to participate as participants and provided data for this study. The author also expresses gratitude to the Faculty of Economics and Business, Muhammadiyah University of Pontianak, for the academic support provided during the implementation of this research.

#### REFERENCES

- Astuti, L., Hermawati, A., & Rahayu, Y. I. . (2024). Pengaruh Dukungan Organisasi terhadap Disiplin Kerja yang Dimediasi Komitmen Organisasi. *EKOMA : Jurnal Ekonomi, Manajemen, Akuntansi*, 3(3), 396–404. <https://doi.org/10.56799/ekoma.v3i3.3028>
- Budiasa. (2021). *Beban Kerja dan Kinerja Sumber Daya Manusia*. CV. Pena Persada.
- Diana, N., & Frianto, H. (2020). Burnout Dan Pengaruhnya terhadap Kinerja Karyawan. *Jurnal Psikologi*, 9(1), 45–57.
- Fata, S. N., & Sabina, F. (2026). Pengaruh Motivasi dan Disiplin Kerja terhadap Kinerja Karyawan PT. Constructa Builders Duren Tiga Jakarta Selatan.

- Jurnal Ilmiah Ekonomi Dan Manajemen*, 4(1), 817-831.  
<https://doi.org/10.61722/jiem.v4i1.8339>
- Ghufron, M. N., & Risnawita, R. (2018). *Teori-Teori Psikologi*. Ar-Ruzz Media.
- Greenberg, J., & Baron, R. A. (2008). *Behavior in Organizations (9th ed.)*. Prentice Hall.
- Hanan, M. (2020). Pengaruh Stres Kerja Terhadap Disiplin Kerja dan Dampaknya terhadap Kinerja Karyawan (Studi Kasus PT. Infomedia Nusantara Agent Tier 1 Komplain Call Center 147 Malang). *Jurnal Ilmu Manajemen (JIMMU)*, 5(2), 163–174. <https://doi.org/10.33474/jimmu.v5i2.8900>
- Ismainar. (2018). *Psikologi Industri dan Organisasi*. Mitra Wacana Media.
- Laili, I. (2016). *Manajemen Sumber Daya Manusia*. Universitas Medan Area.
- Mahendra, A., & Mujiati, N. (2015). Burnout dan Faktor-Faktor yang Mempengaruhinya. *Jurnal Psikologi Udayana*, 2(2), 33–42.
- Milfayetty, S., & Lubis, M. R. (2019). Hubungan Beban Kerja dan Efikasi Diri dengan Burnout pada Anggota Satuan Brigade Mobil Kepolisian Daerah Sumatera Utara (Skripsi, Universitas Medan Area).
- Muflihah, L., & Savira, S. I. (2021). Pengaruh Persepsi Dukungan Sosial terhadap Burnout Akademik Selama Pandemi. *Character Jurnal Penelitian Psikologi*, 8(2), 201–212. <https://doi.org/10.26740/cjpp.v8i2.40975>
- Muhibbin Syah. (2017). *Psikologi Pendidikan dengan Pendekatan Baru*. Remaja Rosdakarya.
- Pratikayanti, P. A. A., & Putra, D. B. K. N. S. (2021). Hubungan Efikasi Diri dan Disiplin Guru dengan Kinerja Guru. *Mimbar Pendidikan Indonesia (MPI)*, 2(1), 52–60. <https://doi.org/10.23887/mpi.v2i1.33185>
- Rahman, A. A. (2025). *Hubungan Efikasi Diri dengan Burnout pada Anggota Bidpropam Polda Gorontalo*. (Skripsi, Universitas Muhammadiyah Gorontalo).
- Robbins, S. P., & Judge, T. A. (2022). *Organizational Behavior (19th ed.)*. Pearson.
- Rosyiana, D. (2019). Pengaruh Perceived Organizational Support terhadap Kinerja Karyawan. *Jurnal Manajemen dan Bisnis*, 5(2), 55–65.
- Sari, A., Rini, F., & Nurhayati, S. (2019). Pengaruh Workplace Spirituality dan Perceived Organizational Support terhadap Burnout Dimediasi oleh Kepuasan Kerja. *Jurnal Ilmu Manajemen*, 8(1), 14–25. <http://dx.doi.org/10.17977/um023v8i22019p248>
- Setyaputri, N. Y. (2021). *Bimbingan dan Konseling Belajar: Teori dan Aplikasinya (G. S. Hanggara, Ed.; Edisi 1)*. Media Sains Indonesia.
- Sholikhin, I., Hidayat, R., & Widiasih, W. (2023). Pengaruh Iklim Organisasi dan Efikasi Diri terhadap Disiplin Kerja Guru SDN di Kecamatan Cibinong Kabupaten Bogor. *Pendas: Jurnal Ilmiah Pendidikan Dasar*, 8(2), 5858–5874. <https://doi.org/10.30640/ekonomika45.v11i2.2411>
- Siregar, S. (2017). *Statistik Parametrik untuk Penelitian Kuantitatif*. Kencana.
- Sosiady, M., & Ermansyah, E. (2025). Remote Work and Employee Engagement: a Global Perspective on HRM Practices. *International Journal of Economic Literature*, 3(1), 73-86.

- Sugiyono. (2016). *Metode Penelitian Pendidikan (Pendekatan Kuantitatif, kualitatif, dan R&D)*. Alfabeta.
- Susanto, D. (2018). *Psikologi Industri dan Organisasi*. Mitra Wacana Media.
- Ulfa, L., & Aprianti, S. (2021). Pengaruh Efikasi Diri terhadap Burnout dan Perbedaannya Berdasarkan Gender (Studi Empiris pada Mahasiswa Fakultas Psikologi). *Jurnal Psikologi Pendidikan*, 9(2), 115–124. <https://doi.org/10.32923/psc.v3i1.1651>
- Yusuf, M. I., Widawati, L., & Utami, A. T. (2024, January). Pengaruh Perceived Organizational Support terhadap Burnout pada Polisi Wanita Polrestabes Bandung. *In Bandung Conference Series: Psychology Science*, 4(1),264–270.