

THE INFLUENCE OF WORK LIFE BALANCE AND SOCIAL SUPPORT ON BURN OUT IN GBKP PRIESTS

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Abstract

Burn Out currently has many problems in carrying out services or in work professions. Burn Out is certainly influenced by many factors. This research aims to analyze and determine the influence between Work Life Balance and social support and Burn Out. This research is included in causal associative quantitative research. The sample for this research was 91 pastors at GBKP spread across sub-districts in Kaban Jahe. Research data was collected using a research scale that was declared valid and reliable. The data analysis technique uses multiple linear regression analysis. The research results show that (1) There is a significant relationship between work life balance burnout. This can be seen in the model summary table where the correlation r is 0.836 and $p = 0.000$. The correlation is positive, meaning that if compensation is high then burnout will also increase. The determinant coefficient R^2 is 0.699, meaning that 69.9% of burnout is influenced by work life balance. Based on the results of this research, it can be stated that hypothesis 1 proposed is accepted. (2) There is a significant relationship between social support and burnout. This can be seen in the model summary table where the correlation r is 0.890 and $p = 0.000$. The correlation is positive, meaning that if social support increases, burnout will also increase. The determinant coefficient R^2 is 0.793, meaning that 79.3% of burnout is influenced by social support. Based on the results of this research, it can be stated that hypothesis 2 proposed is accepted. (3) Together, the variables work life balance and social support have a significant relationship with burnout. This can be seen from the model summary table where the correlation r is 0.895 and $p = 0.000$. This means that together variables X_1 and X_2 influence variable Y . Based on the results of this research, the three hypotheses proposed in this research are declared accepted. The determinant coefficient R^2 is 0.801, meaning that 80.1% of burnout is influenced by work life balance and social support. Meanwhile, 19.9% is influenced by other factors that cannot be explained in the regression equation (residual). Thus it can be concluded that psychological well-being and social support jointly influence teacher performance, the contribution of both in improving teacher performance is 35.2% while the remaining 64.8% can be explained by other variables outside the variables proposed in the research.

Keywords: *Work Life Balance, Social Support, Burn Out.*

1. INTRODUCTION

Humans cannot be separated from work activities. Through this activity people try to actualize themselves. Whatever the reason people work, everything is to fulfill their needs. Maslow (in Atkinson, 2000) said that human needs can be broadly divided into physiological needs, security needs, belonging needs, self-esteem needs, and self-actualization. The reason a person works according to Maslow's theory is to fulfill physiological needs and self-actualization. If explored further, a job is related to a person's psychological needs and not just related to material needs. Materially, people can meet their food and clothing needs through work. However, psychologically the meaning of work is that it creates a sense of identity, status or social function (Steers and Porter, 1999). Work is to fulfill life's needs and career development. This is concerned with financial and emotional satisfaction. Work is carried out to fulfill both material and moral welfare. According to Hurlock (1994), work is an important part of life for humans because work issues also involve life decisions, personality, mindset and position. It is about fulfilling a lifelong dream, as well as a lifetime of achievement. Kartono (2002) said that there are thousands or even

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millions of men and women who love work with a true sense of love and ultimately achieve success in their work, because by working they gain friendship, promotions, open social communication, position in society, prestige, security. material and emotional securities. Analogous to the description above, not working, unemployed, no longer in office, are generally experienced by many people with negative or unhappy feelings. Hurlock (1994) states that in the work cycle, a person will experience certain changes, such as moving from one position to another or quitting a job. This is a consequence of the dynamic movement itself. The responses to these changes are varied, the existing changes are perceived as threats, so that efforts emerge to maintain what is currently achieved and enjoyed. On the other hand, change is perceived as a challenge, a natural process that every human being must undergo in the span of life. The end of the working period, service period or retirement is one form of change that humans face when working in a corporate organization. Progress in the 21st century with all its benefits and challenges has brought many changes to both individuals and the world community. One of the challenges is that humans live in a very fast-paced society with high levels of competition and expectations.

The presence of mobile phones and the internet means that everyone can be contacted at any time, making working hours absurd. Activity, productivity and speed are priorities. Then humans experience what is called an exhaustion epidemic (fatigue epidemic) which then leads to burnout (Vaccarino & Tony, 2013). The burnout period is a period that will naturally come to everyone, its arrival is certain based on reaching a certain age. Many people think that the burnout period is entering a long period of work or getting older, physically getting weaker, getting more illnesses, forgetting quickly and having an unattractive appearance. Another opinion is that the burn out period is a sign that someone is no longer useful and no longer needed in the world of work because of aging and decreasing productivity. Without realizing it, this kind of understanding influences a person's perception so that he becomes over-sensitive and subjective to the stimuli he perceives and conditions result in people becoming sick during the burnout period. Entering a burnout period, sometimes apart from being tired, fed up or bored, should make a person feel happy and happy both physically and spiritually, because that person finds new freedom in their life. A time when someone develops a hobby that they have not had time to develop (Santrock, 1995). However, in reality, entering the burnout period is a difficult problem for individuals who experience it, because there are many changes that will occur in their lives as well as adjustments that must be faced during the burnout period, such as adjustments in leaving the status they have held, losing the facilities obtained from work, a significant decrease in income, the emergence of a shadow perception of not being appreciated anymore, and a lot of free time is spent if it is not filled with productive things.

Unpreparedness for dealing with burnout generally arises from concerns about not being able to meet certain needs or getting a new job. The changes brought about by this period require adjustment. According to Hurlock (1980), one of the difficult problems faced in dealing with this is how to utilize so much free time, and how to involve oneself in community service activities voluntarily. For individuals who are not ready to face burnout and have not been able to adapt to this period, it will be difficult to survive this period, because they will lose the rights they enjoy, such as wages, facilities, position or position, social status and the job itself. Especially for those who have important positions in a company or organization. Usually people who experience difficulties will experience anxiety, stress or depression. Many people are not ready to face the symptoms of burnout, because they consider it to be a breaker from the routine activities they have carried out for years. Apart from that, this period is always considered an annoying period, loss of routine work activities, decreased income, loss of authority that one had while actively working, and health conditions that increasingly decline with age. For this reason, a person who enters this period experiences a condition of "emptiness", feeling meaningless and useless, so that towards this period the person experiences anxiety about the images they have imagined themselves.

Burnout is also a group of symptoms that appear when someone no longer occupies a social position, usually a position in a particular institution. Conditions occur when someone experiences

termination of employment, their term of office ends, their decree is not renewed, or experiences burnout for various reasons. This symptom generally occurs in people who previously had power or position and when that position is no longer held, various psychological or emotional symptoms appear that are less positive in nature. Burnout is a sign of a person's lack of success in adapting. In general, people who experience burnout are actually filled with feelings of disappointment, confusion, loneliness, doubt, worry, fear, despair, dependency, emptiness, and longing. Apart from that, his self-esteem also decreases, he feels no longer respected and separated from the group. All of this is usually not realized by the person concerned. This means that burnout is a negative emotional reaction that occurs in the work environment when an individual experiences prolonged stress. Spector (2008) states that burnout is the psychological state of an employee who experiences pressure at work for a long period of time.

Meanwhile, according to Gonul and Gokce (2014), burnout is a prolonged response related to stress-causing factors that continuously occur in the workplace where the result is a combination of the worker and his job. Burnout is a symptom of emotional exhaustion experienced by individuals due to high work demands (Maharani & Triyoga, 2012). Meanwhile, according to Shirom (2013), burnout is a decreased ability to deal with stress and is associated with chronic dysfunction at work. In other words, burnout is the result of prolonged chronic stress conditions at work. Baron and Greenberg (2003) say that burnout is a syndrome of emotional, physical and mental exhaustion, associated with low feelings of self-esteem, caused by suffering from intense and prolonged stress. Apart from that, burnout can also be interpreted as a prolonged response related to stress-causing factors that continuously occur in the workplace where the result is a combination of the worker and his job (Papalia, 2007). Schultz and Schultz (2010) state burnout as a form of stress produced by excessive work which results in reduced energy and interest in work. More than that, the burnout conditions experienced by individuals at work result in a lot of employee turnover or turnover occurring in a company which of course will result in losses for the individuals themselves.

Kaldor and Bullpitt (2001) say that burnout occurs in all professions, especially in those professions whose work involves caring for and helping other people, such as counselors, social workers, teachers, nurses, doctors, police and priests. They say that "People in such professions often place higher demands on others, especially from people who are injured or who have strong needs." In burnout, severe emotional damage occurs and emotions become blunted. Apart from that, burnout also affects motivation and drive exhaustion, and produces feelings of hopelessness and helplessness (Vaccarino & Tony, 2013). Chandler (2009) states that emotional exhaustion contributes to pastor burnout, excessive time demands, unrealistic expectations, feelings of inadequacy, fear of failure, loneliness, and spiritual dryness." Pastor burnout can lead to depression, it can damage relationships, and it can negatively impact ministry. In terms of depression, studies have found rates of depression in Catholic and Protestant clergy ranging from 9% to 20% (Knox et al., 2002 ; Knox et al., 2005 ; Proeschold et al., 2013). Research on burnout is interesting research to study because burnout is an increasingly debilitating and ongoing problem in the work of pastors, especially in relation to the health of pastors (Chandler, 2009).

Burnout in the clergy is a devastating experience for a pastor, the pastor's family and the congregation. Burnout negatively affects the Pastor's mentality, ministry effectiveness and causes damage both at home and in the Church (Frederick et al., 2022). One effort to reduce the level of burnout in individuals is to balance personal, family, social life with work life or what is known as work life balance. *Work life balance* is the extent to which individuals are involved and equally satisfied in terms of time and psychological involvement with their roles in work life and personal life (for example with partners, parents, family, friends and community members) and the absence of conflict between these two roles. It can be said that individuals who pay attention to work-life balance and personal life are individuals who are more concerned with their psychological well-being than the pursuit of wealth alone (Westman, Brough, & Kalliath, 2009). Work Life Balance is an individual's capability to fulfill the duties of his work as well as demands from outside his work.

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This is a way for employees to have a healthy and useful lifestyle, so that this can influence increasing their job satisfaction (Larasati, 2019). According to Redwood (2009), stated that companies that encourage employees to have a Work Life Balance will produce 20% better annual income than companies that do not encourage a good balance between work and personal life. According to Akhirudin (2015), Work Life Balance is a way of working in a way that does not ignore all aspects of work, personal, family, spiritual and social life. Companies need to pay attention to employees, so that if there are problems that can hinder the company's activities, they can be handled immediately. Companies must know how to form quality human resources so that they can remain effective, productive and able to compete. Based on interviews conducted with several GBKP pastors, on January 23 2023, it was found that the workload was so large that the division of time between work and personal life experienced problems which resulted in relationships with family and people around them becoming less harmonious.

Based on this, the aim of this research is to find out:

1. The Influence of Work Life Balance with Burn Out on GBKP Pastors.
2. The influence of social support with Burn Out on GBKP pastors.
3. The influence of Work Life Balance and social support with Burn Out on GBKP pastors.

2. METHODS

This type of research uses a survey approach, identification of research variables consisting of vThe dependent variable is Burn Out (Y) while the independent variables are Work Life Balance (X1) and Social Support (X2). operational definitions of research variables, research subjects, data collection methods, validity and reliability of measuring instruments, and data analysis methods. Population is the total number consisting of objects or subjects that have certain characteristics and qualities determined by researchers to be studied and then conclusions drawn (Sugiyono, 2017). In this study, 91 samples were taken based on random sampling techniques. The data collection method is obtained through scale instruments. According to Azwar (2015) a psychological scale is a measuring tool that measures aspects or attributes of psychological samples through behavioral indicators which are translated into question items or statements. The data required in this research was obtained through three types of scale instruments, namely the Burn Out scale, Work Life Balance, and Social Support.

2.1 Data Analysis and Research Results

Basic Assumption Test Results

The data analysis technique used in this research is multiple regression analysis. This was done in accordance with the research title and variable identification, where multiple regression was used to analyze the relationship between two independent variables, namely work life balance, social support and one dependent variable, namely burnout. Before the data is analyzed, assumption tests are first carried out on the variables, namely work life balance, social support and burnout variables, which include distribution normality tests and linearity tests. Assumption testing and data analysis were carried out using the SPSS for Windows version 22 program

2.2 Classic Assumption Test

a. Normality test

The purpose of this distribution normality test is to prove the distribution of research data which is the center of attention after distributing it based on the normal curve principle. The distribution normality test was analyzed using the research data distribution normality test using the Kolmogorov-SmirnovG technique. Based on this analysis, it is known that work life balance, social support and burnout follow a normal distribution which is distributed according to the normal curve principle. As a criterion, if $p > 0.05$ the distribution is declared normal, conversely if $p < 0.05$ the distribution is declared abnormal (Sujarweni, 2014).

**Table 1 Normality Test
One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residuals
N		85
Normal Parameters,, b	Mean	.0000000
	Std. Deviation	.27782961
Most Extreme Differences	Absolute	.138
	Positive	.116
	Negative	-.138
Kolmogorov-Smirnov Z		1,276
Asymp. Sig. (2-tailed)		,077
Exact Sig. (2-tailed)		,070
Point Probabilities		,000

a. Test distribution is Normal.

b. Calculated from data.

Based on Table 1, the probability or Exact value is known. Sig. (2-tailed) of 0.070. Because the probability value, namely 0.070, is greater than the significance level, namely 0.05. This means the data is normally distributed.

b. Multicollinearity Test

To check whether multicollinearity occurs or not, it can be seen from the variance inflation factor (VIF) value. A VIF value of more than 10 indicates that an independent variable has multicollinearity.

Table 2 Multicollinearity Test

Model	Collinearity Statistics	
	Tolerance	VIF
(Constant)		
Work Life Balance	,580	1,724
Social Support	,580	1,724

Based on Table 2, it is known that the VIF value of Work Life Balance is 1.724 and the VIF value of Social Support is 1.724. Because all VIF values are <10, it is concluded that there is no multicollinearity.

c. Heteroscedasticity Test

The Glejser statistical test was chosen because it can guarantee the accuracy of the results compared to the graph plot test which can cause bias. The Glejser test is carried out by regressing the independent variable on the absolute residual value of the dependent variable (Ghozali, 2013). The criteria used to state whether heteroscedasticity occurs or not among observational data can be explained using the significance coefficient. The significance coefficient should be compared with the previously established significance level (5%). If the significance coefficient is greater than the specified significance level, it can be concluded that heteroscedasticity (homoscedasticity) does not

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occur. If the significance coefficient is smaller than the specified significance level, it can be concluded that heteroscedasticity has occurred.

Table 3 Heteroscedasticity Test with Glejser Test
Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	,152	.104		1,461	,148
Work Life Balance	,030	,049	,089	,614	,541
Social Support	-.014	,045	-.045	-.314	,754

a. Dependent Variable: abs_res

Based on Table 3, it is known that the Sig value. Glejser of Work Life Balance is 0.541 > 0.05 and the Sig. The Glejser of Social Support is 0.754. Known all Sig values. The Glejser of each independent variable is above 0.05, so it is concluded that heteroscedasticity does not occur.

2.3 Multiple Linear Regression Analysis

The analytical method used in this research is multiple linear regression analysis. Multiple linear regression analysis is used if the number of independent variables is at least 2 independent variables. The use of multiple linear regression analysis is intended to determine the influence of the independent variable which is usually referred to as , on the dependent variable which is usually referred to as .

Table 4.6 is the result of multiple linear regression analysis.

Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	5,299	,146		36,359	,000		
Work Life Balance	-.507	,069	-.449	-7,367	,000	,580	1,724
Social Support	-.569	,063	-.550	-9,031	,000	,580	1,724

a. Dependent Variable: Burnout

Based on Table 4, the following multiple linear regression equation is obtained.

$$Y = 5.299 - 0.507X_1 - 0.569X_2 + e$$

Based on this equation it can be interpreted as follows:

1. It is known that the constant value is 5.299. This value can be interpreted as if Work Life Balance and Social Support have an effect on the dependent variable Burnout, then the value of the dependent variable Burnout is 5.299.
2. It is known that the regression coefficient value of the Work Life Balance variable is -0.507, which is negative. This means that when Work Life Balance increases by 1 unit, Burnout tends to decrease by -0.507.
3. It is known that the regression coefficient value of the Social Support variable is -0.569, which is negative. This means that when Social Support increases by 1 unit, Burnout tends to decrease by -0.569.
- 4.

2.4 Hypothesis testing

2.5 Simultaneous Significance Test (F Test)

The F test aims to test the influence of the independent variables together or simultaneously on the dependent variable.

Table 5 Simultaneous Effect Test with Test F

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	30,284	2	15,142	191,499	,000a
	Residual	6,484	82	,079		
	Total	36,768	84			

a. Predictors: (Constant), Social Support, Work Life Balance

b. Dependent Variable: Burnout

Based on Table 4.7, it is known that the calculated F value is 191.499 and the Sig value. is 0.000. It is known that the calculated F value is $191.499 > F$ table 3.107 and the Sig value is $0.000 < 0.05$, then Work Life Balance and Social Support together or simultaneously have a significant effect on Burnout.

2.6 Partial Significance Test (t Test)

The t statistical test is used to determine the level of significance of the influence of each independent variable on the dependent variable. Table 5 presents the regression coefficient values, as well as the t statistical value for partial influence testing.

Table 6 Significance Test of Partial Influence (Test)t

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	5,299	,146		36,359	,000		
	Work Life Balance	-.507	,069	-.449	-7,367	,000	,580	1,724
	Social Support	-.569	,063	-.550	-9,031	,000	,580	1,724

a. Dependent Variable: Burnout

Based on the t test results in Table 6, the results obtained are:

1. It is known that the regression coefficient value of the Work Life Balance variable is -0.507, which is negative. This means that Work Life Balance has a negative effect on Burnout. It is known that the calculated t or t statistic for Work Life Balance is $-7.367 < t$ table 1.989 and the Sig value. is 0.000, namely < 0.05 significance level, then Work Life Balance has a significant effect on Burnout. So it can be concluded that Work Life Balance has a negative and significant effect on Burnout.
2. It is known that the regression coefficient value of the Social Support variable is -0.569, which is negative. This means that Social Support has a negative effect on Burnout. It is known that the calculated t or t statistic for Social Support is $|-9.031| < t$ table 1.989 and the Sig value. is 0.000, namely < 0.05 significance level, then Social Support has a significant effect on Burnout. So it can be concluded that Social Support has a negative and significant effect on Burnout.

2.7 Analysis of the Determination Coefficient

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The coefficient of determination (R^2) is a value (proportion value) that measures the ability of the independent variables used in the regression equation to explain variations in the dependent variable.

Table 7 Coefficient of Determination Model Summary b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.908a	.824	.819	.28120	1.971

a. Predictors: (Constant), Social Support, Work Life Balance

b. Dependent Variable: Burnout

Based on Table 7, it is known that the coefficient of determination (R-Square) is 0.824. This value can be interpreted as the Work Life Balance and Social Support variables being able to influence Burnout by 82.4%, the remaining 100% - 82.4% = 17.6% is explained by other variables or factors

3. Discussion

The results of the analysis using the multiple regression analysis method show that there is a significant negative relationship between work life balance and social support and burnout of GBKP pastors. This can be seen from the results of data analysis using the SPSS (Statistical Packages For Social Science) program version 22 for Windows. The discussion will start from the relationship between the first independent variable and the dependent variable and will continue with the relationship between the second independent variable and the dependent variable, then the discussion will end at the relationship between the first and second independent variables simultaneously with the dependent variable.

3.1 The relationship between work life balance and burnout

The results of the research analysis on GBKP priests, it is known that there is a significant negative influence between work life balance and burnout seen from the regression coefficient value which has a value of -0.507 with a p or significance of $0.000 < 0.050$, meaning that there is a negative and significant influence of work life balance on burnout. and it can be said that the higher the work life balance, the lower the burnout of GBKP pastors. Likewise, the calculated t value of Work Life Balance is -7.367 which is greater than the t table value of 1.989 and the Sig value. is 0.000, then Work Life Balance has a significant effect on Burnout. Based on the research results above, pastors who have a high work-life balance have an influence on reducing burnout. Every individual has a tendency to burn out from daily work routines, such as work full of pressure that requires completion on time. Apart from the task of completing office work, the ability to adapt to personal life, family and society is also a requirement that must be carried out in a balanced manner. Individuals who have a fairly good work-life balance will be better able to face difficult situations in the workplace such as pressure, conflicts with superiors and fellow co-workers, are able to achieve targets that have been set and have the ability to quickly adapt in overcoming difficult situations. This research is in line with the results of other research, the relationship between work life balance and burnout at PT. X. There is a negative relationship where a high level of Work Life Balance causes a low level of Burnout. The magnitude of the influence formed between the Work Life Balance variable is -0.708 or -70.8 and the employee Burnout level is -0.708 or -70.8.

Both variables have a negative relationship and are categorized as moderate. where it can be stated that the higher the level of work life balance, the lower the level of burnout so that negative results are obtained (Galis, 2023). Apart from that, it is also supported by research entitled the relationship between work life balance and psychological well-being with burnout in

psychology master's students at Medan Area University. The research results show that there is a significant negative relationship between work-life balance and burnout, where the correlation coefficient is 0.685; regression coefficient - 0.638 with significance of 0.000 and determination of 0.469. This shows that work-life balance is one of the factors that contributes 46.9% to the low level of student burnout (Rahmi, 2022). Meanwhile, the results of the research carried out Darmawan (2015) that there is a negative linear relationship between burnout and work-life balance, this means that the higher the burnout, the lower the work-life balance and vice versa. Respondents in this study showed low levels of burnout and high levels of work-life balance. This low burnout is caused by several factors, namely education level, length of service and marital status. The burnout variable has an effective contribution to creating work-life balance of 31.70% and the remaining 68.30% is related to other factors not included in this study, such as personality characteristics, differences in family characteristics, differences in job characteristics, and differences in attitudes of each person in the group. Looking at work-life balance itself. Based on the results of research and data analysis results that have been carried out by Wicaksana, there is a positive relationship between work-life balance and burnout among CV employees. Princess Dania Solo. This relationship shows that the higher the work-life balance, the lower the fatigue experienced. On the other hand, the lower the work-life balance, the higher the work fatigue felt by the subject (Wicaksana, 22).

3.2 Relationship between social support and burnout

Furthermore, it is known that there is a significant negative influence between social support and burnout which can be seen from the regression coefficient value of -0.569, with p or significance $0.000 < 0.050$, meaning that there is a negative and significant influence of social support on burnout, the higher the social support, the lower the burnout of GBKP pastors. Likewise, the calculated t result of social support is $-9.031 < t$ table 1.989 and the value of Sig. is 0.000, then social support has a significant effect on burnout. Social support given to individuals can be a motivation to be able to complete work and carry out daily activities with enthusiasm. Individuals who receive social support, both moral and material, will be better able to withstand various pressures and conflicts that occur in the world of work. With social support, individuals will try to be calmer in facing problems, feel like they have the same conditions as other people, and not feel alone when facing problems in the world of work, thereby reducing the tendency to burnout.

Based on the results of previous research, namely "the influence of social support on burnout of social workers in services for children victims of sexual violence" shows that there is a significant negative relationship between social support and burnout, the higher the social support, the lower the burnout, and conversely, the lower the social support, the higher the burnout experienced (Ratih, 2018). This is also in line with other research that the relationship between social support and burnout level has the opposite nature, seen from the negative sign (-) in the correlation coefficient. In other words, the higher the social support obtained, the lower the burnout level will be. The strength of the relationship between social support and the level of burnout is included in the weak relationship level, which can be seen from the correlation coefficient value of -0.291 (Labib, 2013). Meanwhile, another study with the title "The Relationship Between Social Support and Burnout in CV Ina Jaya Klaten Employees" showed a correlation coefficient (r_{xy}) of -0.468 with $p = 0.000$ ($p < 0.01$), this means there is a negative relationship. There is a very significant relationship between social support and burnout. This means that the higher the social support received by employees, the lower the burnout experienced by employees, and conversely, the lower the social support received by employees, the higher the burnout experienced by employees, which shows that the hypothesis is proven. (Saputra, 2014).

3.3 Relationship between work life balance and social support and burnout

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From the results of research using multiple regression analysis methods, it is known that there is a significant negative relationship between *work life balance* and social support with burnout as seen from the coefficient value (R_{xy}) which has a value of 0.908 with p or significance $0.000 < 0.050$, meaning that there is a negative and significant influence of work life balance and social support on burnout, the higher the work life balance and the higher the social support the lower the burnout GBKP pastor. Likewise, the determinant coefficient (R^2) value is 0.824, this is equivalent to 82.4%, meaning that work life balance and social support in the organization contribute 82.4% to the burnout of GBKP pastors. One of the factors that influences burnout is work life balance. Burnout can be caused by a lack of "balance" between an employee's work and life. Employees can handle stress well because they are able to balance life with work. This means that all aspects of personal, social and community life can run in balance. Social support obtained from people around employees can make employees feel comfortable, both physically and psychologically, in doing their work. The balance between work-life and the social support that individuals receive can reduce the level of burnout in employees

Burnout occurs because of a mismatch between work and life. When there is a very large difference between the individual working and their job, it will affect work performance. In Maslach it is stated that burnout is a result of an imbalance in the workload received with the individual's condition and personal qualities. So the burnout experienced is not absolutely determined by the level of self-efficacy that is possessed. So even though the nurse has quite good self-efficacy but the workload is quite heavy or even very heavy, it can indirectly affect the psychological aspect, then the priest also experiences burnout. (Harnida, 2015). This research is also supported by previous research entitled *The Relationship Between Work-Life Balance and Social Support and Burnout in Employees*. The results of data analysis calculations show that the determinant coefficient (r^2) value for the work-life balance variable is 66.6%. The work-life balance variable's contribution tends to be high and there are still around 33.4% of other factors that are predictors of employee burnout. The social support variable contributes a determinant coefficient value (r^2) of 39.9%. The work-life balance variable's contribution tends to be low and is still around 60.1%. There are other factors that are predictors of employee burnout. (Fitriyani, 2019)

4. Research limitations

This research was carried out using standard scientific procedures, then received guidance from experts who were considered competent. However, in its implementation, researchers realized that this research was not free from limitations. The following are several research limitations that the researcher will describe:

1. There are only two variables studied in this research as independent variables, of course there are many other variables that can be studied related to Burn Out, so by examining several variables that have not been studied in this research, practitioners in the field of education can further strengthen their understanding.
2. This research was only carried out in one education office/Langkat Regency, of course it cannot guarantee the Burn Out problem on a national scale, because each district certainly has a different culture or work climate and conditions. Therefore, it is necessary to carry out more in-depth research with a wider reach.
3. The researcher's experience, which is still relatively minimal, certainly does not escape various mistakes both in terms of data collection, data analysis, discussion and drawing conclusions for this research.

5. CONCLUSION

Based on the results obtained in this research, the following can be concluded:

- a. There is a significant relationship between work life balance burnout. This can be seen in the model summary table where the correlation r is 0.836 and $p = 0.000$. The correlation is positive,

- meaning that if compensation is high then burnout will also increase. Determinant coefficient R^2 is 0.699, meaning that 69.9% burnout influenced by work life balance. Based on the results of this research, it can be stated that hypothesis 1 proposed is accepted.
- b. There is a significant relationship between social support and burnout. This can be seen in the model summary table where the correlation r is 0.890 and $p = 0.000$. The correlation is positive, meaning that if social support increases, burnout will also increase. Determinant coefficient R^2 is 0.793, meaning that 79.3% burnout influenced by social support. Based on the results of this research, it can be stated that hypothesis 2 proposed is accepted.
 - c. Taken together, the variables work life balance and social support have a significant relationship with burnout. This can be seen from the model summary table where the correlation r is 0.895 and $p = 0.000$. This means that together variables X_1 and X_2 influence variable Y . Based on the results of this research, the three hypotheses proposed in this research are declared accepted. Determinant coefficient R^2 is 0.801, meaning that 80.1% of burnout is influenced by work life balance and social support. Meanwhile, 19.9% is influenced by other factors that cannot be explained in the regression equation (residual).

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