

**“THE EFFECT OF OVERTIME AND WORKLOAD
TOWARDS EMPLOYEE PRODUCTIVITY WITH
BURNOUT AS MEDIATING VARIABLE
(A STUDY AT PT. RAPP)”**

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ABSTRACT

This study aims to determine the influence and how much influence overtime and workload on employee productivity with burnout as mediating variable at PT. RAPP. Utilizing a quantitative method, non-probability sampling with purposive sampling, data collection technique using questionnaire with sample of 80 employees. Data analysis used was descriptive analysis, classical assumptions, Multiple Regression Analysis, R^2 Test, F Test, T Test, and mediation test. The results of this study indicate that: (1) Overtime significantly and negatively influence employee productivity with $t_{count} -2.830 < t_{table} 1.99167$ and Sig. $0.006 < 0.05$ (2) Workload significantly and positively influence employee productivity with $t_{count} 11.906 > t_{table} 1.99167$ and Sig $0.000 < 0.05$ (3) Overtime significantly and negatively influence burnout with $t_{count} -6.117 < t_{table} 1.99125$ and Sig $0.001 < 0.05$ (4) Workload significantly and positively influence burnout with $t_{count} 3.821 < t_{table} 1.99125$ and Sig $0.001 < 0.05$ (5) Burnout significantly and negatively influence employee productivity with $t_{count} -6.450 < t_{table} 1.99167$ and Sig. $0.000 < 0.05$ (6) There is mediating role burnout on the influence of overtime on employee productivity with Z-Score $4.43 > 1.96$ (7) Burnout does not mediate the influence of workload on employee productivity with Z-Score $-3.28 < 1.96$.

Keywords : Overtime, Workload, Burnout, Productivity, PT. RAPP