

ABSTRACT

Employee productivity is a key determinant of organizational competitiveness, particularly in the energy sector, where employees face high operational demands. Heavy workloads, time pressure, and responsibilities for maintaining operational continuity may increase the risk of burnout, which can adversely affect employee productivity. This study aims to examine the effect of burnout on employee productivity at PT Genco Energi Nusantara by analyzing three dimensions of burnout: Emotional Exhaustion, Depersonalization, and Reduced Personal Accomplishment. In addition, the study controls for individual and job characteristics, including age, tenure, education, job position, wage level, and incentives.

This study employed a quantitative approach using primary data collected through questionnaires distributed to 123 employees of PT Genco Energi Nusantara. The data were analyzed using the *Ordinary Least Squares* (OLS) method with three separate multiple linear regression models, in which each model included one *burnout* dimension as the primary independent variable while maintaining the same control variables. Prior to estimation, the regression models were evaluated using classical assumption tests, including multicollinearity and heteroskedasticity tests. Hypothesis testing was conducted using the F-test, t-test, and the coefficient of determination (R^2).

The results indicate that all three dimensions of *burnout* have a negative and statistically significant effect on employee productivity. Among them, *Reduced Personal Accomplishment* has the strongest negative effect compared with *Emotional Exhaustion* and *Depersonalization*. Furthermore, education, job position, wage level, and incentives have positive and significant effects on productivity, whereas age and tenure are not statistically significant. These findings support Burnout Theory, the *Job Demands–Resources (JD-R) Model*, *Human Capital Theory*, and *Efficiency Wage Theory*, suggesting that employee productivity is influenced by psychological well-being, human capital quality, and compensation systems. Therefore, organizations should integrate *burnout* management with human resource development and effective compensation policies to enhance employee productivity.

Keywords: *burnout, employee productivity, emotional exhaustion, depersonalization, reduced personal accomplishment, energy sector.*