

Self-Regulation with Burnout of Basarnas Employees

Itryah¹, Haries Kurnianto²

^{1,2}Universitas Bina Darma Palembang, Indonesia

Email: itryah@yahoo.com

Abstrack

This study aims to find out and explain empirically the relationship between self-regulation and burnout in Basarnas employees in Southern Sumatera. The independent variable in this study is self-regulation, and the dependent variable in this study is burnout. The population in this study were Basarnas employees spread across the southern part of Sumatera, totaling 447 people. Based on the Isaac and Michael formula with an error rate of 5%, a population of 139 people is obtained. This research uses quantitative methods. The sampling technique used in this study is simple random sampling. The measuring tools used in this study are the self-regulatory behavior scale and the burnout scale. The self-regulation scale is 60 items with a reliability of 0.585 and the burnout scale is 60 items with a reliability of 0.765. Data validity used the person's product moment (r) correlation technique with the output system of a reliability package, and data reliability used the Cronbach alpha technique with the help of the IBM SPSS program version 21.00. Based on the results of data analysis using the IBM SPSS program version 21.00, the results obtained were a coefficient of $R = 0.600$ with a value of $(R^2) = 0.361$ and $p = 0.000$ where $p < 0.01$. So, the result is a very significant relationship between self-regulation and burnout in Basarnas employees in southern Sumatra. Based on the results of the analysis, the value of the contribution given by self-regulation and burnout is $R^2 = 0.361$ or 36.1% so there is still another 63.9% which is influenced by other factors not involved in this study.

Keyword: *Self-Regulation, Burnout, Basarnas.*

A. INTRODUCTION

Employees who work in an institution are very vulnerable to having a high level of fatigue, this is due to the duties of the institution which require its employees to continue to serve the community. One of them is the National Search and Rescue Agency, known as (Basarnas), which is a non-ministerial government agency that has main tasks and functions in the field of search and rescue.

The National Search and Rescue Agency has the main task of carrying out guidance, coordination and control of potential sar in activities against people and material that are feared missing, facing danger on shipping, flights and assisting other disasters in accordance with applicable regulations in national and international sar regulations.

Basarnas employees are the spearhead of an institution, especially rescuers who are active planners and actors in search and rescue operations. Employees are required to work hard and be responsible in completing tasks, especially related to finding and helping and even evacuating (Malay Hasibuan, 2011).

Basarnas employees as a Search and Rescue (SAR) team tasked with serving, helping the community must be ready and willing under any circumstances for the safety of the community, especially those affected by disaster. A job that is a public servant must be instilled in oneself, namely a swift and strong attitude.

Disasters do not know time and place, and prime conditions should be owned by every individual in various fields. Time and an effective work program are needed to avoid fatigue at work. Therefore, as an employee, you need to have the right arrangements and responses to activities carried out.

Maslach, Schaufeli & Lieter (2016) stated that burnout is a psychological experience that gives negative experiences to individuals. Apart from that, looking at work according to Dedju & Hastjarjo (2012) explains that burnout is consistent with a phenomenon that is inseparable from work stress, which is commonly found in professions serving humans, namely professions engaged in the field of humanitarian services that demand high emotional involvement. Ratnasari (2019), burnout is emotional distress or psychological state experienced at work.

Burnout can occur in any field of work, and if the field of work is related to professional services, the chances of it occurring will be even greater. Conditions like this result in problems in work involvement. Tasks that initially seemed fun and gave important meaning are now starting to feel unpleasant and meaningless (Gunarsa, 2004). The characteristics of burnout are characterized by the presence of physical characteristics in the form of continuous fatigue, emotionally marked lack of enthusiasm at work, behavior is characterized by the completion of a problem that is often postponed.

Based on the results of interviews and observations conducted on April 26 2021 to May 7 2021, Basarnas employees often experience burnout, this is evidenced by some employees who sometimes have a lot of doubts about working because there are additional tasks that are not mandatory. In addition, there is a feeling of boredom in individual employees due to the accumulation of tasks and no self-motivation.

This is very related to the response to the work given, if this is prolonged it will have long repercussions and affect employee performance. On the other hand, to support good search and rescue (SAR) operations, there needs to be support from superiors and leaders as well as adequate tools. Rescuers in the field do not get this, so that activities are not optimal and result in high emotions.

It is not easy to be part of Basarnas employees. Apart from being required to be on standby 24 hours a day, sometimes they also have to face difficult choices while on duty. Thus, causing employees to experience stress, fatigue, feelings of boredom, and boredom.

According to Alwisol (2009) that self-regulation is one of the factors that influence burnout. Kowalaki (Triwulandari, 2007) says, Self-regulation is a person's duty to change responses in controlling behavioral impulses, holding back desires, controlling thoughts, and changing emotions. Self-regulation according to Brown et al. (Saefudin, 2020) is the ability to develop, implement, and maintain self-behavior in a flexible manner that is planned to achieve one goal.

Self-regulation at the Basarnas office is necessary. To support the creation of the main tasks and functions of employees, each individual must have it. What includes the attitude of a person having self-regulation is metacognitive that can guide him, and motivation in order to create an environment that supports his activities (Ghufron & Risnawati, 2014).

Based on the results of interviews and observations conducted on June 20 2022 to June 25 2022 at the South Sumatra Basarnas office. The results show that many employees need self-regulation to make it easier to achieve goals while working and to be optimal in carrying out activities.

The interaction between personal goals and external influences based on motivational standards, social standards, and moral standards is the beginning of self-regulation. It is this standard that will later determine whether the individual will make the distance (goal setting) or reduce the distance by trying to achieve the expected goals. Motivation will emerge more easily by setting short-term goals than long-term goals (Zimmerman, 2008).

The relationship between self-regulation and burnout can be seen from the results of research by Sysditya Ekawati, 2016. With the title "Self-regulation with burnout in teachers". With the results of good individual self-regulation will be able to cope with stress and emotions, because burnout arises protracted due to the stress experienced by the individual. The relationship between self-regulation and burnout can also be seen from the results of research by Barimani at all, in 2021 with the title "Relationship between academic burnout and academic performance with the mediating role of Self-Regulatory in Students" with normal distribution results.

This study aims to find out and explain empirically the relationship between self-regulation and burnout in Basarnas employees in Southern Sumatera.

B. METHOD

This study uses quantitative methods. The independent variable in this study is self-regulation, and the dependent variable in this study is burnout. Self-regulation is the ability of National Search and Rescue Agency (BASARNAS) employees to control themselves, have the ability to support themselves, be consistent with goals, an effective strategy, evaluating himself when carrying out an activity by including metacognition abilities, motivation, and active behavior. Self-regulation can be measured using self-made scales on the basis of self-regulation aspects proposed by Zimmerman (Ghufron & Risnawita, 2012), namely: a) Metacognitive, b) Motivation, c) Behavior.

Burnout is a condition that arises due to psychological tension or pressure which is characterized by physical, mental, emotional exhaustion that occurs in employees of the National Search and Rescue Agency (BASARNAS) due to the demands of the situation and low self-esteem. Burnout is measured by a burnout scale which is based on the burnout dimensions proposed by Maslach, Schaufeli and Leiter (2001) which include emotional exhaustion, depersonalization, and reduced personal accomplishment (decreased self-achievement).

The population in this study were 447 employees of the National Search and Rescue Agency (BASARNAS) spread across the South Sumatra region, consisting of 127 employees in South Sumatra, 128 employees in Lampung, 95 employees in Jambi, and 97 employees in Bengkulu. The study population was drawn and determined again using the adaptation of the Isaac and Michael tables with an error rate of 5% (Sugiyono, 2018), from the total number obtained from the Isaac and Michael tables, a total population of 198 employees is obtained.

The sampling technique used in this study is the Simple Random Sampling technique. The Simple Random Sampling technique is a technique used for random data collection without regard to the strata in the population (Sugiyono, 2017). The method used to collect data from this study is a quantitative method with a scale as a data collection tool. The scale is a set of questions that have been compiled in order to reveal certain attributes through responses to these questions. The scale used in this study is the self-regulation and burnout scale.

The burnout scale consists of two forms of statements, namely in the form of statements that support (favourable) and statements that do not support (unfavourable). The blue print of the burnout scale is compiled based on the dimensions of burnout proposed by Maslach, Schaufeli and Leiter (2001) which includes Emotional Exhaustion, Depersonalization and Reduced Personal Achievement.

The burnout scale consists of 60 statements consisting of 30 favorable and 30 unfavourable statements. The presentation of the burnout scale uses the five categories of answers that have been provided, namely (SA) Strongly Agree, (A) Agree, (N) Neutral, (D) Disagree, and (SD) Strongly Disagree. Values move from five to one. While the self-regulation scale also consists of two forms of statements, namely in the form of statements that support (favourable) and statements that do not support (unfavourable). Self-regulation blueprints are measured using the aspects proposed by Zimmerman (Ghufron & Risnawita, 2012), which are arranged in 60 statements consisting of 30 favorable and 30 unfavourable statements.

For the item favourable, the highest score of five is for Strongly Agree (SA), four for Agree (A), three for Neutral (N), two for Disagree (D) answers, and one for Strongly Disagree (SD) answers. Conversely, for unfavorable items, five for Strongly Disagree (SD), four for Disagree (D), three for Neutral (N) answers, two for Agree (A) answers, and one for Strongly Agree (SA) answers.

Methods of data analysis using validity and reliability tests. According to Azwar (2017) validity is an index that shows the measuring instrument that is

actually used to measure what must be measured. Testing the validity of the measuring instrument items in this study used the person's product moment (r) correlation technique with the output system of a reliability package with the help of the IBM SPSS program version 21.00.

Reliability is a characteristic of a good quality measured instrument, which is able to produce accurate scores with small measurement errors. Reliability upholds the meaning of how accurate the results of the measurement are (Sugiyono, 2008). The analysis used in measuring the reliability of the test equipment in this study is Alpha Cronbach. The technique used because it is seen as simpler than other reliability measurement techniques, but has a fairly high level of accuracy.

Next is to test assumptions and prerequisites which include normality tests, linearity tests, and hypothesis tests. Azwar (2017), states that data is normally distributed or not, a normality test is carried out in order to gain knowledge of research variable data (normal or not). Kolmogorov-Test Rules smirnof that is used, namely $p > 0.05$, then it is normally distributed in the normality requirements test with analytical techniques, otherwise if $p < 0.05$, the data is not normally distributed (Sujarwo, 2018). Normal test results, then a parametric test is used.

The linearity test aims to find out whether the self-regulation variable with the burnout variable follows a linear line or not. The test rule used is $p < 0.05$, so the relationship between the independent variable (x) and the dependent variable (y) is declared linear and vice versa if $p > 0.05$, the relationship not linear. The analytical technique commonly used in data linearity prerequisite tests is the Kolmogorov-Smirnov test (Ghozali, 2016).

Furthermore, the hypothesis test aims to determine the correlation between the two variables studied. The hypothesis is a temporary answer to the formulation of the problem in research, where the formulation of the problem has been stated in the form of a question sentence. It can be said temporarily because the answers given are only based on relevant theories, not based on empirical facts obtained through data collection (Sugiyono, 2014). The hypothesis is tested using a simple regression analysis technique. The purpose of the regression analysis is to make estimates (predictions) of the value of a criterion or dependent variable through predictors called independent variables (Sugiyono, 2014).

C. RESULT AND DISCUSSION

Trials of the self-regulation and burnout scales were conducted from February 11 to February 17 2023. The trials were carried out on 249 employees of the Southern Sumatra Basarnas. Each employee was given a link in the form of a self-regulation and burnout scale with 60 statements each. Employees are asked to fill out all of these statements by clicking on the answer choices. Employees are asked to fill out all of these statements by clicking directly on the Google form.

Retrieval of research data used two measuring instruments in the form of a scale, namely the self-regulation and burnout scales which were carried out for seven days, from 22 February to 28 February 2023. The scales that were distributed

each amounted to 198 subjects and the research scale consisted of two statements in the form of self-regulation variables consisting of 49 statement items and the burnout variable consisting of 54 statement items.

Test Analysis of Measuring Instruments

Trial Scale Validity

Testing the validity of the measuring instrument items in this study used the Alpha Cronbach technique with a minimum limit of the correlation coefficient considered satisfactory if it reached 0.30 (Azwar, 2017). The burnout scale consists of 60 item statements which are divided into 30 favorable items and 30 unfavorable statement items. Selection of burnout item draws research samples that have been determined by adapting from Issac and Michael's table based on an error rate of 5% (Sugiyono, 2017). Based on statistical analysis on the stage of the burnout scale trial carried out statistical analysis with a critical limit of 0.30. there were 17 items declared invalid and 43 items declared valid. The coefficients range from 0.312 to 0.765.

While the analysis of the self-regulation scale trial was carried out 2 times with a critical limit of 0.30, 11 items were declared invalid and 49 items were declared valid. The coefficients range from 0.347 to 0.585.

Trial Scale Reliability

A test tool that is tried repeatedly on the same subject so as to get the same or relatively the same score. the reliability coefficient ranges from 0.00 to 1.00 and there is no definite standard. If the reliability coefficient gets closer to 1.00, it means that there is an increasingly perfect consistency of measurement results (Azwar, 2017).

The reliability test on the self-regulation scale shows a reliability value of alpha while the reliability test on the Burnout scale shows a reliability of. Thus, the two scales can be said to have good consistency of measuring instrument results because their reliability value is close to 1.00.

Results of Data Analysis

In this study, a descriptive analysis was carried out on the research variables to get an overview of the distribution of each research variable. This can be seen in the following table:

Table 1. Description of Research Data

Variable	Score Obtained (Empirical)				Possible Score (Hypothetical)			
	Mean	SD	X _{min}	X _{max}	Mean	SD	X _{min}	X _{max}
Self Regulation	148.68	20.19	80	193	147	32.6	49	245
Burnout	126.33	16.449	71	163	129	28.6	43	215

Information:

- Mean : Average value
- SD : Standard Deviation
- Xmin : Minimum Total Score

Xmax : Maximum Total Score

The empirical score is the score obtained by researchers in the field, where the results obtained by researchers will be carried out to the scale data calculation stage which will be processed using the SPSS version 2.0 application for windows. Then for hypothetical data is estimated data obtained before the researcher conducted the research. The score that the researcher gets from this hypothetical data is to use several formulas to find Xmax (maximum score) by calculating the number of valid data items multiplied by the highest score of each research variable. To find Xmin (lowest score) is by calculating the number of valid item times the score lowest of each variable.

Based on the descriptive table above, there is a score obtained in the field on the self-regulation variable table with a mean of 148.68, a standard deviation of 20.919. While burnout with a mean of 126.33, a standard deviation of 16.449. While the hypothetical score is the score expected to be achieved by the research sample. The hypothetical mean of the self-regulation variable is 147 with a standard deviation of 32.6. The hypothetical mean of the burnout variable is 129 with a standard deviation of 28.6.

The formula for finding hypothetical scores is the hypothetical mean formula, namely $\mu = 1/2(X_{max}+X_{min})$ while the hypothetical standard deviation formula is $\sigma = 1/6(X_{max}-X_{min})$, where X_max is the subject's maximum score and X_min is the subject's minimum score.

Benefits of the description of the research data to find out that the scale of burnout and self-regulation. Summary of the category of each variable will be explained as follows:

Burnout Variable Category

This research can be classified as subjects into certain categories. This category aims to place subjects in certain groups whose position is tiered according to the continuum based on the attributes that have been measured.

The subjects of this study can be categorized as having mild burnout, if $X > \text{mean} + 1 \text{ SD}$, Moderate if $(\text{mean}-1\text{SD}) < X \leq (\text{mean} + 1 \text{ SD})$ and Severe, if $X \leq (\text{Mean} - 1 \text{ SD})$. The classification of the 3 categories can be seen in the following table:

Table 2. Burnout Variable Category

Score	Category	N	%
$X > 157,6$	High	1	0.5%
$100,4 < X \leq 157,6$	Medium	183	92.4%
$X < 100,4$	Low	14	7.1%
Total	-	198	100%

Based on the table above, it can be seen that of the 198 employees of Basarnas in southern Sumatra who were used as research subjects, 7.1% experienced mild burnout, 92.4% experienced moderate burnout and 0.5% experienced severe burnout. So, it can be concluded that the southern Sumatra Basarnas employees are experiencing moderate burnout.

Self-Regulation Variable Category

This study classifies subjects into certain categories. This category aims to place subjects into groups whose position is tiered according to a continuum based on the attributes that have been measured.

Research subjects are categorized as having high peer conformity if the scores are at $X > M$ and scores at $X \leq M$ are in the low category. The classification of the 2 categories can be seen in the following table:

Table 3. Self-Regulatory Variable Category

Score	Category	N	%
$X > 147$	High	78	39.4%
$X \leq 147$	Low	120	60.6%
Total		198	100%

Based on the table above, it can be seen that of the 198 employees of the southern Sumatra Basarnas who were used as research subjects, 39.4% had high self-regulation, while 60.6% had low self-regulation. So, it can be concluded that self-regulation of Basarnas employees in southern Sumatra has low self-regulation.

Research Analysis Results

Assumption Test

The assumption test aims to provide certainty that the equation from the regression that has been obtained has accuracy in estimation, is not biased and is consistent. The assumption test is carried out before the hypothesis test, where in this study the assumption test consists of two tests, namely: the normality test and the linearity test.

Normality Test

The normality test was carried out to find out the normality of the data distribution in the research data, where it is a requirement to carry out that the data is normal if the data value is more than the predetermined significant rate, namely $p > 0.05$ with the Kolmogorov Smirnov test. The rule used to determine whether the distribution of data is normal is if $p > 0.05$ then the distribution is declared normal, otherwise if $p < 0.05$ then the distribution is declared not normal. The summary of the normality test results can be seen in the following table:

Table 4. Summary of Normality Test Results for each Variable

Variable	Kolmogrov-Smirnov	Sig	Information
Burnout	1.215	0.003	Abnormal
Self-Regulation	1.793	0.104	Normal

The results of the data normality test using Kolmogorov-Smirnov for each variable indicate that the data for the two variables used in this study are normally distributed. In the Burnout variable, the results of the normality test show a significance of 0.003 ($p > 0.05$) it can be stated that the data is not normally

distributed. As for the self-regulation variable, it obtained a significance value of 0.104 ($p > 0.05$) so that it can be stated that it has a normal distribution.

Linearity Test

The linearity test was carried out to determine whether or not there was a linear relationship between the dependent variable, namely Burnout, and the independent variable, namely Self-regulation. The rule used is if $p < 0.05$ means the relationship between the two variables is linear, if $p > 0.05$ then the relationship between the two variables is not linear. The results of the linearity test between social interaction and group cohesiveness in this study can be seen in the following table:

Table 5. Summary of Linearity Analysis Results

Variable	Linearity		Information
	F	Sig	
Burnout (Y) and Self-regulation (X)	110.521	0.000	Linear

Based on the table above, the F value is a coefficient that shows the relationship between the independent variable and the dependent variable with a value of $F = 110.521$ and $q = 0.000$. The F value is a value that indicates how linear the relationship between the independent variable and the dependent variable is. The table above has a value of $P = 0.000 < 0.05$ indicating that there is a linear relationship between self-regulation and burnout.

Hypothesis Testing

Hypothesis testing is used for simple regression analysis, which is a systematic model used to determine the relationship between the independent variable and the dependent variable. The goal is to make estimates on the dependent variable and independent variable (Sugiyono, 2003). The significance level used is 95% (0.5).

In general, research on social research uses a level of 5%. A significant level of 0.05 means that there is a high probability of a very accurate 95% examination with a 5% error rate. In the data analysis method used by researchers to test the hypothesis is to use a simple regression test on the burnout variable with self-regulation in employees of the Southern Sumatra Basarnas.

Table 6. Summary of Hypothesis Analysis Results

Variable	R	(R ²)	Sig.	Information
Burnout (Y) -> Self Regulation (X)	0.600	0.361	0.000	Very Significant

Based on the table above, it can be concluded that obtaining the results of the amount of effective contribution given by burnout and self-regulation variables is $R = 0.600$ with a value of $(R^2) = 0.361$ and $p = 0.000$ where $p < 0.01$. This value means that there is a very significant relationship between self-regulation and burnout in Basarnas employees in southern Sumatra.

The analysis was carried out using a simple regression test whose results indicated that there was acceptance of the proposed hypothesis. The magnitude of the effective contribution given by self-regulation and burnout variables is 36.1% ($R^2 = 0.361$). So, there is still 63.9% of the influence of other factors related to burnout but not examined by researchers.

Based on the research conducted regarding self-regulation with as many as 198 research subjects, the research subjects were employees of Basarnas employees in the southern part of Sumatra. The results of statistical calculations show that there is a very significant relationship between self-regulation and burnout in employees of the Southern Sumatra Basarnas.

The analysis was carried out using a simple regression test, the results of which indicated that there was acceptance of the proposed hypothesis. The analysis was carried out using a simple regression test, the results of which indicated that there was acceptance of the proposed hypothesis. These results can be seen from the value of the coefficient $R = 0.600$ with a value of (R^2) = 0.361 and $p = 0.000$ where $p < 0.01$. This shows that there is a very significant relationship between self-regulation and burnout of Basarnas employees in southern Sumatra.

Based on the results of the analysis, the value of the contribution given by self-regulation and burnout is $R^2 = 0.361$ or 36.1%, so there is still 63.9% of the influence of other factors related to burnout but not examined by researchers, including factors These are the lack of promotion, less wages, boring work, demanding work, and unfavorable work environment, then internal factors include personality characteristics, gender, self-esteem and effort.

The categorization of the burnout variable consisted of 198 employees in the Southern Sumatra Basarnas employees who were used as research samples, 7.1% experienced mild burnout, 92.4% experienced moderate burnout and 0.5% experienced severe burnout. So, it can be concluded that the southern Sumatra Basarnas employees are experiencing moderate burnout. This occurs due to emotional exhaustion, depersonalization, and lack of self-esteem, because the increasing level of burnout experienced by individuals will affect the staffing services provided to employees (Pangastiti, 2011).

In the category of self-regulation variables, there were 198 employees in the South Sumatra Basarnas employees who were used as research samples, there were 39.4% who had high self-regulation, while 60.6% of employees who had low self-regulation. So, it can be concluded that the self-regulation of Basarnas employees in southern Sumatra has low self-regulation.

The occurrence of burnout can be worrying because it has a tendency to spread and trigger other effects. If in an organization there are employees who feel pressured and experience burnout, other employees can easily become dissatisfied, cynical, and lazy. Soon the whole organization becomes an unattractive and unenthusiastic place. Therefore, prevention of worker and social burnout needs to be pursued properly (Adawiyah, 2013). One thing that cannot be separated from organizational life is problems both within oneself and with others. it can be

analyzed that low regulation and burnout levels are in line with based on the role of leaders and superiors as well as people around to support in every activity.

Apart from that, in addressing the moderate level of fatigue, employees must also have the ability to control themselves, have good relationships, and have self-motivation so that responsibilities will be fulfilled and the level of burnout will disappear. Self-regulation is needed in many fields of work. This is in line with the opinion of Marisson (2012), that regulation is a person's ability to control their emotions and behavior to build possessive social relationships with others. Self-regulation helps individuals not to feel burnout.

The occurrence of burnout can be worrying because it has a tendency to spread and trigger other effects. If in an organization there are employees who feel pressured and experience burnout, other employees can easily become dissatisfied, cynical, and lazy. Soon the whole organization becomes an unattractive and unenthusiastic place. Therefore, prevention of worker and social burnout needs to be pursued properly (Adawiyah, 2013).

According to Ekawanti & Mulyana (2016), to reduce the incidence of burnout the first thing that must be done is to have self-awareness from the leadership that in carrying out their work, an employee faces many problems that can have an impact on the emergence of job burnout, leaders should do several things, including, carry out professional development of employees, foster professional relationships that are not rigid and familiar both between leaders and employees, or fellow employees, carry out self-regulation that is quite meaningful for employees, there is effort from the employees themselves, namely maintaining physical and mental conditions so that a management is formed good stress, improve harmonious relationships with others, make the environment pleasant.

Based on the research results of someone who is experiencing burnout, there are external factors which include an unsupportive work environment, inadequate wages, lack of self-regulation provided by superiors, limited opportunity to get promotions, heavy job demands and monotonous types of work. Then the internal factors include gender, age, self-esteem, and personality characteristics (Maharani, 2012). This study shows that the self-regulation variable with the burnout variable has a very significant relationship for employees at the southern Sumatra Basarnas employees.

D. CONCLUSUION

Based on the results of the study, it can be concluded that there is a very significant relationship with the burnout variable for Basarnas employees in Southern Sumatera. So that the hypothesis in this study can be accepted, which means there is a relationship between self-regulation and burnout in Basarnas employees in Southern Sumatera.

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