PROCEEDING

THE EFFECTS OF JOB INSECURITY, FINANCIAL STRESS, AND WORK-LIFE CONFLICT ON BURNOUT AMONG WORKING UNIVERSITY STUDENTS

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RESEARCH BACKGROUND

Challenges of Working Students

Working students have two main responsibilities: completing academic duties while meeting work demands. Both activities require a lot of time, energy, and focus.
In certain situations, students can find it difficult to balance time between work, classes, and personal life. In addition, job uncertainty and financial instability can add to the pressure they feel.
If these conditions continue for a long time, students risk experiencing burnout, such as physical and mental exhaustion, difficulty concentrating, loss of motivation, and feeling overwhelmed in daily activities.
Therefore, this study was conducted to find out the factors related to burnout in working students.

RESEARCH OBJECTIVE

This study mainly aims to find out the relationship and influence of three independent variables on burnout in working students.
The three variables are:

01. Job Insecurity (X1) which is the feeling of worry or insecurity about job continuity.

02. Financial Stress (X2) which is the pressure that arises when financial conditions or income are felt to be insufficient to meet needs.

03. Work-Life Conflict (X3) which is the conflict that happens when job demands interfere with class time or personal life.

Meanwhile, the dependent variable is Burnout (Y), which is the state of physical and mental exhaustion due to the pressure and demands of the activities undertaken.
Through this study, we want to find out whether these three factors influence burnout either partially or simultaneously

RESEARCH METHOD

Approach and Data Collection

This study uses a quantitative method with an associative approach. Data was collected through Google Forms questionnaires from 109 students working in the South Tangerang area using purposive sampling.

The study used 20 statements with a five-point Likert scale. After that, the data was analyzed using SPSS through tests of validity, reliability, classical assumptions, and multiple linear regression.

INSTRUMENT TEST RESULTS AND CLASSICAL ASSUMPTIONS

Research Data Feasibility

The validity test results showed that all statement items had correlation values above the r table of 0.188, so they are considered valid.
The reliability test also showed that all variables had Cronbach's Alpha values above 0.70, making them reliable.

In addition, the classical assumption test results showed that the research model meets the normality criteria, does not experience multicollinearity, and does not show indications of heteroscedasticity.

T-TEST RESULTS (PARTIAL)

The Effect of Each Variable on Burnout

The t-test results show that Job Insecurity does not have a significant effect on burnout, with a significance value of 0.783.

On the other hand, Financial Stress has a positive and significant effect with a value of 0.011, as does Work-Life Conflict with a value of less than 0.001. Work-Life Conflict is the most dominant variable with a Beta value of 0.672.

F TEST RESULTS (SIMULTANEOUS)

The Effect of the Three Variables Together

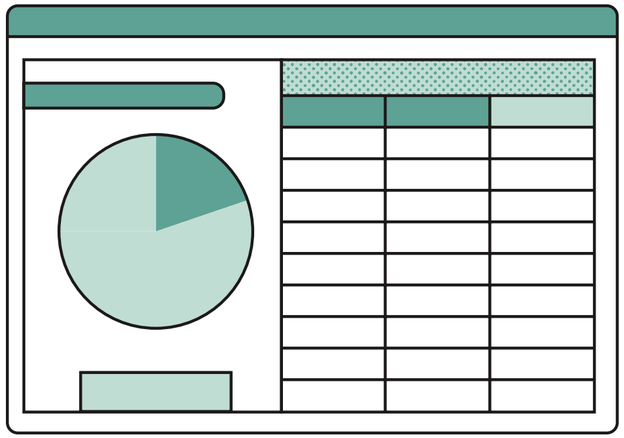
The F test results obtained a value of 64.494 with significance less than 0.001. This means that Job Insecurity, Financial Stress, and Work-Life Conflict together have a significant effect on burnout in working students.

DETERMINATION COEFFICIENT

The Contribution of Variables to Burnout

An R Square value of 0.648 shows that the three variables are able to explain 64.8% of the variation in burnout. Meanwhile, the remaining 35.2% is explained by other factors not studied in this research.

DISCUSSION AND IMPLICATIONS



The Importance of Balancing Work and College

The research results show that conflicts between work, college, and personal life are the most dominant factors contributing to burnout. In addition, financial pressure also increases the risk of burnout because students have to meet their needs while managing their responsibilities. Therefore, time balance and financial management are important things to pay attention to.

CONCLUSION

Final Research Results

Based on the research results, all three variables together have a significant effect on burnout. However, individually, only Financial Stress and Work-Life Conflict have a significant impact. Work-Life Conflict is the most dominant factor. Therefore, managing finances and balancing work and study need to be considered to reduce burnout.

THANK YOU