

Analysis of Workload, Stress, Motivation, Grit, Work Engagement on Work Life Balance Mediated by Burnout

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Abstract

This study aims to analyze the factors of Workload, Stress, Motivation, Grit, *Work Engagement* on *Work Life Balance* Mediated by *Burnout*. This type of research is quantitative, the research population is management students class 2020, 2021, 2022 and 2023 who have worked. This study used probability sampling technique with a sample size of 169 students. The measurements in this study used a Likert scale which was then processed with the IBM SPSS Statistical Version 27 analysis tool using multiple linear regression analysis. The results of this study indicate that *Burnout* does not successfully mediate the effect of workload on *work life balance*. *Burnout* successfully mediates the effect of work stress on *work life balance*. *Burnout* successfully mediates the effect of work motivation on *work life balance*. *Burnout* does not successfully mediate the effect of grit on *work life balance*. *Burnout* successfully mediates the effect of *Work Engagement* on *Work Life Balance*.

Keyword : Work life balance, workload, stress, motivation