

ABSTRACT

Tight business competition requires companies to have quality human resources. By managing and developing employees effectively, companies can improve their performance and achieve better company goals. Human resource performance is influenced by various interrelated factors. Organizational culture is one of the factors that can influence human resource performance, as well as burnout is a factor that can influence human resource performance.

Human Resource Management (HRM) is an important aspect in company operations, especially in facing increasingly fierce competition in the era of globalization. Organizational culture is a concept that plays an important role in the life of a company. Burnout is defined as a state of emotional exhaustion, depersonalization, and a low sense of personal achievement experienced by individuals in work related to other people.

This research data collection technique uses a questionnaire, which consists of 28 statements. The sample was determined using a simple random sampling technique, the number of samples was determined based on the Slovin formula, totaling 200. The data analysis technique used PLS structural equation modeling (SEM). The hypothesis in this research is that organizational culture has a positive and significant influence on employee performance at the Syaamil Group, burnout has a negative and significant influence on employee performance at the Syaamil Group.

The research results show that the organizational culture of Syaamil Group employees produces an average of 681.7 or 68.17% in the strong category. Burnout for Syaamil Group employees produces an average of 439 or 43.9% in the good category. The research results show that organizational culture has a positive and significant influence on the performance of Syaamil Group employees and burnout has a negative and significant influence on the performance of Syaamil Group employees.

The results of this research provide an overview of conditions at the Syaamil Group, especially regarding organizational culture, burnout and employee performance. It is hoped that the results of this research can provide a foundation for improvements and developments related to human resource management for Syaamil Group employees.

Keywords: Organizational Culture, Burnout, Employee Performance