

The Effect of Burnout on Employee's Performance: Perceived of Distributive Justice as Moderator

Yenni Agustina

(yenni_shofa@yahoo.co.id)

Lampung University, Soemantri Brojonegoro Street no.1 Bandar Lampung

ABSTRACT. The purpose of this study is to empirically examine the effect of burnout on employee performance and the effect of distributional justice as a moderating variable of the relationship between burnout and performance. This study uses primary data obtained from distributing questionnaires via email to employees in the finance¹ department. The results of this study indicate that there is a negative influence between burnout on employee performance. In addition, this study provides empirical evidence that fair distribution of justice can moderate burnout on performance. The study results provide practical implications that management should pay attention to the fair distribution of incentives as an indicator to improve employee performance.

Key Word: Burnout, Performance, Distributive Justice.
