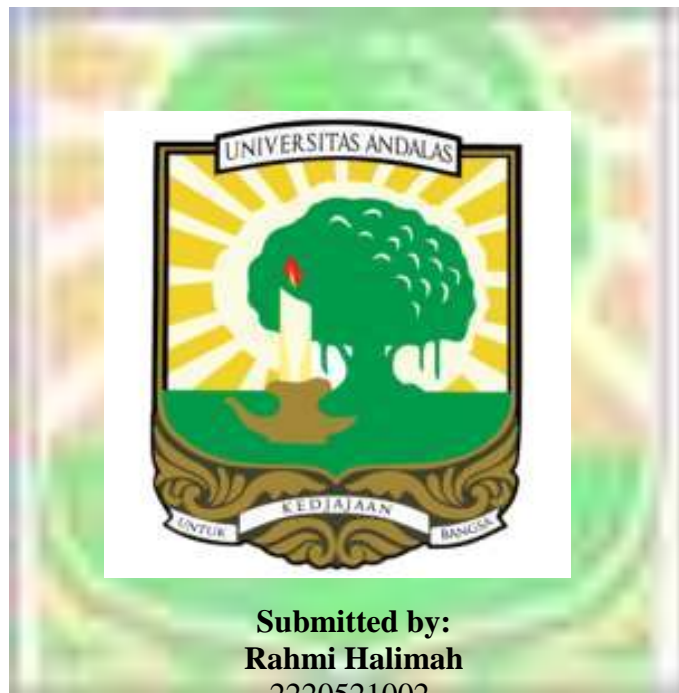


**Influence of Job Burnout and Work Environment on Job Satisfaction and It's Impact on Organizational Commitment :
Case in Senior High School Teachers at SMA N 10 Padang**

THESIS

*Submitted as Partial Requirement for a Master Degree in Graduate Program
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THE INFLUENCE OF JOB BURNOUT AND WORK ENVIRONMENT ON JOB SATISFACTION AND IT'S IMPACT ON TEACHERS ORGANIZATIONAL COMMITMENT : Case in Senior High School Teachers at SMA N 10 Padang

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A B S T R A C T

Education is important sector for improving human resources in a country. The teacher is one of the actors who have important role in education. Teachers have a great responsibility to educate students in both knowledge and morals. Great responsibility makes teacher feel job burnout which will have an impact on job satisfaction and organizational commitment. In addition, the work environment also affects teachers job satisfaction and organizational commitment. In this study, a quantitative approach was used using Smart PLS to process data. Found in research this is job burnout, work environment has significant effect on organizational commitment. This study also found job satisfaction as mediating variable of job burnout and work environment on organizational commitment. Based on the result and analysis of research it was concluded that job burnout has a negative and significant effect on organizational commitment.

Keywords: Job burnout, Work Environment, Job Satisfaction, Organizational Commitment

