

ABSTRACT

Referring to the importance of teachers and their wellbeing, the present study is an attempt to explore the level of burnout among teachers in Indonesia, represented by four provinces i.e. DKI Jakarta, Banten, West Java, and Jambi. In addition, the study is intended to determine if individual characteristics (gender, age, years of teaching experience and the school level) have any significant influence on teacher's burnout level. The study uses quantitative design, where survey method is employed and 900 teachers from the four provinces voluntarily participated in the study. They represent teachers at kindergarten, primary school, secondary school, and universities in the participating provinces in Indonesia. The Maslach Burnout Inventory-Educators Survey (MBI-ES) was used to collect the data on the teacher's burnout. Descriptive and regression analysis are used to analyze the data, which findings show that most teachers in the study has low level of burnout as represented in the scores on the three dimensions of burnout. With respect the background characteristics, the findings show that almost all of them have significant effects on burnout. As an example, female teachers are found to have significant lower level of burnout in the three dimensions compared to males. In addition, younger teachers are found to have higher level of burnout compared to the old ones. Surprisingly, years of teaching experience, which should be related to age, does not have significant impact on teachers' burnout. The findings in this study imply the need to pay more attention to certain groups of teachers who are found to have higher level of burnout so that further burnout could be avoided.

Key Word: Burnout, emotional exhaustion, depersonalization, reduced personal accomplishment