

ABSTRACT

Menristekdikti Prof. M. Nasir revealed that the quality of teachers in Indonesia still needs to be improved. According to him there is still a gap because The industry is not getting the human resources in accordance with what is desired. Therefore, to improve the competence of graduates who can answer the needs of the labor market, so educational institutions should improve the quality of teachers or educators. In fact, this is not an easy thing to implement. But, one thing that can be reflected in the improvement of quality can be seen through performance appraisal. However, to achieve good performance will not be realized without the factors that support it. For that it is necessary to review more deeply what are the factors that affect the performance so that it will produce a strategic step that can be taken by educational institutions in realizing the achievement of the big goal of education especially in Indonesia. The purpose of this study is to determine the influence of Job Demands, Job Resouces, Employee Motivation and Burn Out are expected to explain Employee Performance of the Teachers in Vocational High School in Surabaya.

This study uses a quantitative approach using SPSS22.0 software. Questionnaires distributed to 291 respondents as a sample where the characteristics of respondents consisting of men and women who are teachers of Vocational High School in Surabaya who have worked for more than 1 year. The result of the research shows that Job Demands have no significant effect on Burnout, Job Resources has a significant effect on Burnout, then Burnout has a significant effect on Employee Motivation does not moderate the relationship between Job Demands against Burnout and last Employee Motivation does not moderate the relationship between Job Resources against Burnout.

Keywords: Job Demands, Job Resources, Burnout, Employee Motivation, Employee Performance, Teacher, Vocational High School in Surabaya.