

ABSTRACT

This research is a kind of quantitative research that is by using mathematical model which depart from a theory toward data resulting from an object. The purpose of this study was to analyze the influence of transformational leadership and career distributive justice on job involvement which will affect burnout.

The subject of this research is employees of Work Unit Smelting PT. ANTAM (Persero) Tbk. UBPN Southeast Sulawesi. Sampling technique in this research is census that is data obtained from entire population amount. Method of taking data by using instrument that is questioner which contains 46 statement. Respondents in this study amounted to 131 employees. Data analysis using Structural Equation Modeling (SEM) with AMOS program as its analysis tool.

The results of this study indicate that transformational leadership has no effect on burnout but has a positive influence on work engagement, besides career distributive justice has a negative effect on burnout and distributive justice career also has a positive influence on work engagement. Further, work engagement proved to have a negative influence on burnout, and this study also proves that work engagement plays a very significant role as mediating the influence of transformational leadership on burnout and also can mediate the influence of distributive justice career against burnout.

Keywords: Transformational Leadership, Career Distributive Justice , Work Engagement, and Burnout