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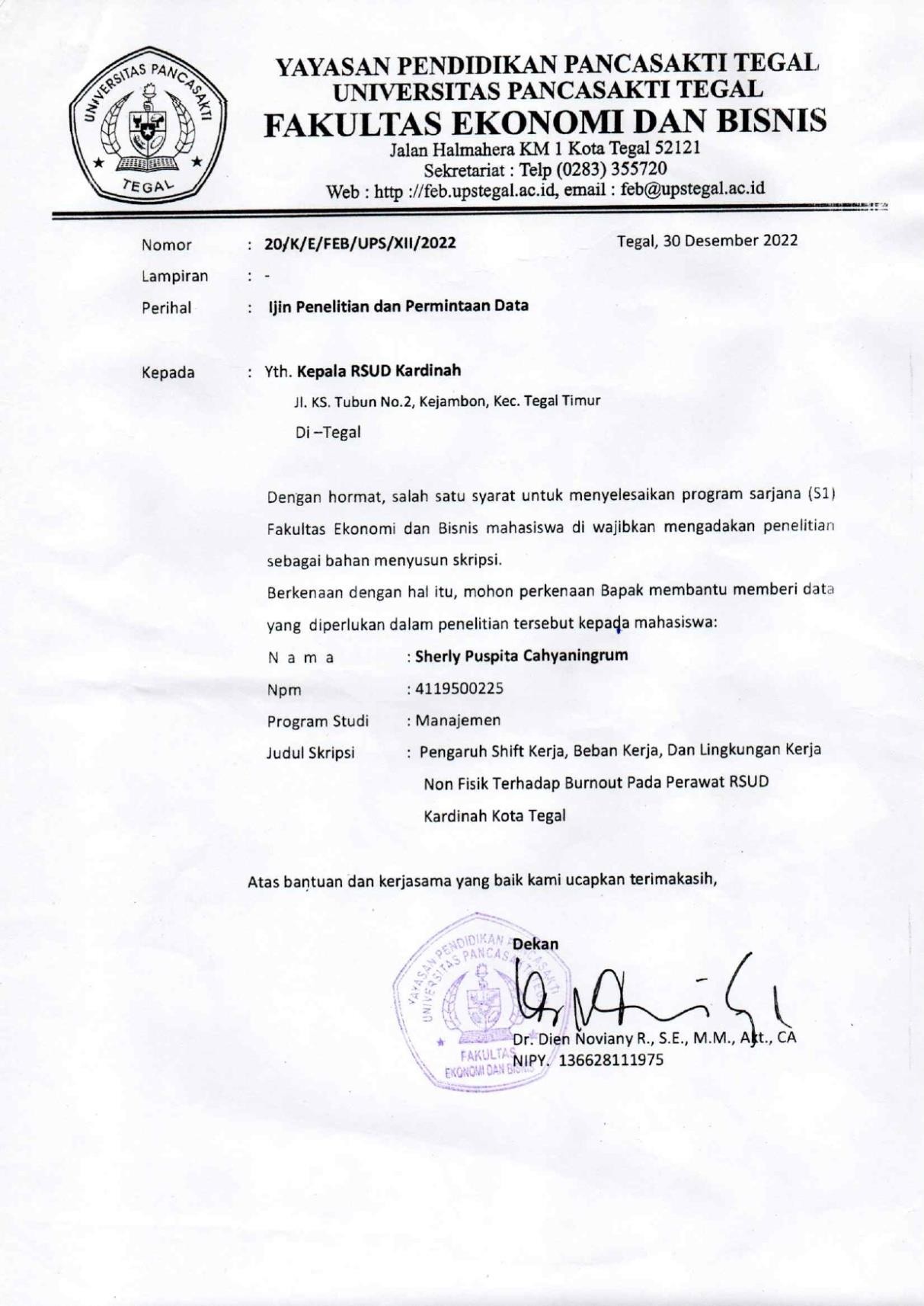
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LAMPIRAN

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**Lampiran 1**

**Surat Izin Penelitian**



**Lampiran 2**

**Surat Balasan Penelitian**



**Lampiran 3**

**Surat Selesai Penelitian**



**Lampiran 4 Kuesioner Penelitian**

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh *Shift* Kerja, Beban Kerja dan Lngkungan Kerja Non Fisik terhadap *Burnout* Pada Perawat RSUD Kardina Kota Tegal.

Kepada Yth, Bapak/Ibu/Sdr Responden Di Tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, saya Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari Bapak/Ibu/Sdr untuk mengisi kuesioner yang telah kami sediakan.

Adapun data yang kami minta adalah sesuai dengan kondisi yang dirasakan Sdr selama ini. Kami akan menjaga kerahasiaan karena data ini hanya untuk kepentingan penelitian.

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini.

Atas perhatian dan bantuannya, kami mengucapkan terima kasih.

|  |
| --- |
| Hormatsaya, |
| Sherly Puspita Cahyaningrum |

**RESPONDEN**

1. IdentitasResponden
   1. JenisKelamin : Laki-laki Perempuan
   2. PedidikanTerakhir : DIII

S1

* 1. Umur : < 30 Tahun

31 - 40 Tahun

41 – 45 Tahun

>45 Tahum

1. PetunjukPengisian
   1. Jawablahpertanyaan/pernyataaninidenganjujur dan benar.
   2. Bacalahdengancermatpertanyaan/pernyataansebelumandamenjawabnya.
   3. Pilihlah salah satujawaban yang tersedia dengan memberikan tanda *checklist*  pada salah satujawaban yang menurutanda paling benar. Keterangan:

SS : Sangat Setuju S : Setuju

N : Netral

TS : TidakSetuju

STS : Sangat TidakSetuju

**DAFTAR PERNYATAAN KUESIONER**

1. **Variabel *Burnout* (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pertanyaan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **1.** | Saya merasa emosi secara fisik dengan pekerjaan yang saya kerjakan  selama ini |  |  |  |  |  |
| **2.** | Saya mampu megendalikan emosi  saat bekerja |  |  |  |  |  |
| **3.** | Saya merasa pekerjaan ini membuat  lelah secara fisik dan emosional |  |  |  |  |  |
| **4.** | Saya merasa sangat lelah di akhir  jam kerja |  |  |  |  |  |
| **5.** | Saya merasa energi saya berkurang saat menjalankan pekerjaan |  |  |  |  |  |
| **6.** | Saya menjadi sensitif kepada orang lain ketika bekerja |  |  |  |  |  |
| **7.** | Saya menjaga jarak dengan rekan  kerja ketika bekerja |  |  |  |  |  |
| **8.** | Saya bersikap dingin kepada rekan  kerja saya |  |  |  |  |  |
| **9.** | Saya merasa kurang berhubungan  baik dengan rekan kerja |  |  |  |  |  |
| **10.** | Saya kurang bersemangat kembali meskipun saat saya dekat dengan  rekan kerja dalam bekerja |  |  |  |  |  |

1. **Variabel *Shift* Kerja(X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pertanyaan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **1.** | Pemberlakuan 8 jam kerja per *Shift*  sesuai dengan kemampuan perawat. |  |  |  |  |  |
| **2.** | Saya bekerja melebihi durasi *Shift*  yang ditetapkan |  |  |  |  |  |
| **3.** | Jumlah pekerja tiap *Shift* terbagi  secara merata |  |  |  |  |  |
| **4.** | Jumlah hari untuk pertukaran *Shift*  dilakukan setiap 1 minggu sekali |  |  |  |  |  |
| **5.** | Pembagian *Shift* dibagi menjadi *Shift*  pagi, *Shift* siang dan *Shift* malam |  |  |  |  |  |
| **6.** | Arah rotasi *Shift* dari *Shift* pagi dilanjutkan *Shift* siang kemudian *Shift* malam dapat menyesuaikan  dengan jam istirahat saya |  |  |  |  |  |
| **7.** | Pihak rumah sakit memberikan  waktu istirahat yang cukup bagi perawat |  |  |  |  |  |
| **8.** | Pihak rumah sakitmemberikan  jadwal libur sesuai dengan SOP |  |  |  |  |  |
| **9.** | Pihak rumah sakit memberikan  jadwal libur antar *Shift* secara adil |  |  |  |  |  |
| **10.** | Jadwal *Shift* berjalan dengan teratur  setiap harinya |  |  |  |  |  |

1. **Variabel Beban Kerja(X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pertanyaan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **1** | Saya dapat memahami pekerjaan  yang telah diberikan |  |  |  |  |  |
| **2** | Dalam bekerja saya melaksanakan tugas sesuai dengan pekerjaan  sebagai seorang perawat |  |  |  |  |  |
| **3** | Saya bekerja sesuai SOP |  |  |  |  |  |
| **4** | Waktu istirahat saya sesuai dengan  waktu yang telah ditentukan |  |  |  |  |  |
| **5** | Waktu yang diberikan pihak RS  untuk menyelesaikan pekerjaan sudah cukup |  |  |  |  |  |
| **6** | Saya menyelesaikan pekerjaan sesuai dengan waktu yang telah dientukan  pihak RS |  |  |  |  |  |
| **7** | Saya menggunakan waktu jan kerja  dan diluar jam kerja agar pekerjaan saya dapat selesai tepat waktu |  |  |  |  |  |
| **8** | Jumlah pekerjaan yang tinggi  membuat kelelahan pada perawat |  |  |  |  |  |
| **9** | Jumlah pekerjaan yang banyak  menuntut saya untuk bekerja keras |  |  |  |  |  |
| **10** | Saya bekerja sama dengan teman ketika jumlah pekerjaan yang terlalu banyak sehingga pekerjaan cepat  selesai |  |  |  |  |  |

1. **Variabel Lingkungan Kerja Non Fisik (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pertanyaan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **1** | Hubungan kerja yang baik dapat  meningkatkan semangat kerja saya |  |  |  |  |  |
| **2** | Saya mampu bekerja sama antar rekan kerja dalam menyelesaikan  pekerjaan |  |  |  |  |  |
| **3** | Saya berusaha menciptakan  kenyamanan dalam lingkungan |  |  |  |  |  |
| **4** | Lingkungan tempat saya bekerja  sudah terasa nyaman |  |  |  |  |  |
| **5** | Saya dan atasan saling menghargai di lingkungan kerja |  |  |  |  |  |
| **6** | Saya dan atasan saling menghargai  dalam berpendapat |  |  |  |  |  |
| **7** | Saya selalu bersikap saling  menghormati dengan atasan |  |  |  |  |  |
| **8.** | Saya menghormati atasan yang sudah memberi pekerjaan dengan  bijak |  |  |  |  |  |
| **9.** | Komunikasi yang kurang baik  menimbulkan kesalah pahaman |  |  |  |  |  |
| **10.** | Saya dapat membagi waktu secara  efisien dan efektif dalam menyelesaikan pekerjaan saya. |  |  |  |  |  |

**Lampiran 5**

**Data Uji Validitas dan Reliabilitas Variabel *Shift* Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **TX1** |
| 2 | 4 | 1 | 4 | 4 | 5 | 2 | 3 | 3 | 1 | 29 |
| 2 | 5 | 1 | 5 | 4 | 5 | 2 | 5 | 3 | 1 | 33 |
| 3 | 3 | 1 | 2 | 3 | 3 | 1 | 5 | 1 | 1 | 23 |
| 2 | 5 | 2 | 2 | 5 | 4 | 2 | 2 | 2 | 2 | 28 |
| 3 | 3 | 1 | 1 | 3 | 5 | 5 | 5 | 3 | 2 | 31 |
| 2 | 4 | 2 | 2 | 4 | 3 | 3 | 2 | 2 | 2 | 26 |
| 2 | 5 | 2 | 2 | 4 | 5 | 3 | 3 | 3 | 2 | 31 |
| 2 | 3 | 1 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 26 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 2 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 3 | 5 | 4 | 2 | 5 | 4 | 4 | 4 | 4 | 4 | 39 |
| 4 | 3 | 4 | 2 | 2 | 5 | 4 | 4 | 4 | 4 | 36 |
| 5 | 3 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 3 | 42 |
| 5 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 2 | 4 | 3 | 5 | 4 | 3 | 3 | 4 | 5 | 37 |
| 4 | 1 | 3 | 5 | 3 | 3 | 4 | 4 | 3 | 4 | 34 |
| 3 | 2 | 3 | 5 | 5 | 3 | 3 | 4 | 3 | 3 | 34 |
| 2 | 4 | 4 | 5 | 4 | 3 | 4 | 3 | 3 | 4 | 36 |
| 4 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 3 | 38 |
| 4 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 3 | 42 |
| 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 5 | 5 | 4 | 3 | 4 | 3 | 5 | 5 | 5 | 5 | 44 |
| 3 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 40 |
| 5 | 3 | 1 | 2 | 5 | 5 | 2 | 5 | 2 | 5 | 35 |
| 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 4 | 5 | 46 |
| 5 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 44 |
| 5 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 47 |
| 2 | 5 | 2 | 5 | 4 | 5 | 3 | 5 | 2 | 5 | 38 |

**Lampiran 6**

**Data Uji Validitas dan Reliabilitas Variabel Beban Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** | **TX2** |
| 4 | 5 | 5 | 2 | 4 | 4 | 5 | 5 | 5 | 5 | 44 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 1 | 5 | 4 | 45 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 5 | 5 | 5 | 2 | 2 | 3 | 5 | 2 | 5 | 4 | 38 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 48 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 5 | 2 | 3 | 3 | 4 | 5 | 5 | 5 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 42 |
| 4 | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 5 | 45 |
| 5 | 5 | 5 | 5 | 5 | 3 | 2 | 5 | 5 | 5 | 45 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 5 | 5 | 41 |
| 3 | 4 | 5 | 3 | 3 | 4 | 3 | 5 | 4 | 4 | 38 |
| 4 | 3 | 3 | 5 | 3 | 4 | 2 | 4 | 3 | 3 | 34 |
| 4 | 5 | 3 | 5 | 4 | 3 | 4 | 5 | 3 | 4 | 40 |
| 3 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 4 | 3 | 28 |
| 4 | 5 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 38 |
| 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 30 |
| 5 | 5 | 4 | 2 | 2 | 5 | 2 | 2 | 5 | 5 | 37 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 5 | 5 | 5 | 5 | 4 | 3 | 2 | 5 | 5 | 1 | 40 |
| 5 | 5 | 5 | 4 | 3 | 2 | 5 | 5 | 5 | 3 | 42 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 5 | 5 | 5 | 3 | 3 | 3 | 5 | 5 | 5 | 2 | 41 |
| 5 | 5 | 5 | 2 | 2 | 3 | 3 | 4 | 4 | 2 | 35 |

**Lampiran 7**

**Data Uji Validitas dan Reliabilitas Variabel Lingkungan Kerja Non Fisik (X3)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** | **T.X3** |
| 5 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | 5 | 5 | 44 |
| 5 | 5 | 5 | 2 | 3 | 5 | 5 | 4 | 4 | 2 | 40 |
| 5 | 5 | 5 | 2 | 5 | 5 | 4 | 4 | 4 | 4 | 43 |
| 4 | 4 | 5 | 2 | 3 | 3 | 4 | 4 | 5 | 5 | 39 |
| 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 5 | 3 | 5 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 37 |
| 5 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 47 |
| 5 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 37 |
| 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 47 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 44 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 45 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 47 |
| 4 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 3 | 43 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 3 | 5 | 3 | 4 | 3 | 5 | 5 | 5 | 4 | 42 |
| 3 | 3 | 3 | 3 | 3 | 4 | 3 | 5 | 5 | 4 | 36 |
| 4 | 4 | 2 | 3 | 3 | 5 | 4 | 3 | 3 | 5 | 36 |
| 3 | 5 | 3 | 5 | 4 | 3 | 4 | 4 | 3 | 3 | 37 |
| 2 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 5 | 4 | 36 |
| 4 | 4 | 3 | 2 | 4 | 5 | 5 | 4 | 4 | 4 | 39 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| 3 | 3 | 3 | 2 | 3 | 3 | 5 | 5 | 3 | 3 | 33 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 5 | 5 | 3 | 4 | 3 | 2 | 2 | 5 | 2 | 5 | 36 |
| 1 | 1 | 5 | 4 | 4 | 2 | 5 | 5 | 5 | 2 | 34 |
| 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 38 |
| 5 | 2 | 2 | 3 | 2 | 5 | 3 | 2 | 3 | 5 | 32 |
| 5 | 2 | 5 | 3 | 2 | 5 | 3 | 2 | 5 | 5 | 37 |

**Lampiran 8**

**Data Uji Validitas dan Reliabilitas Variabel *Burnout* (Y)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Y1.1** | **Y1.2** | **Y1.3** | **Y1.4** | **Y1.5** | **Y1.6** | **Y1.7** | **Y1.8** | **Y1.9** | **Y1.10** | **TY1** |
| 2 | 5 | 2 | 5 | 5 | 4 | 1 | 1 | 2 | 1 | 28 |
| 1 | 3 | 3 | 5 | 5 | 3 | 3 | 1 | 1 | 3 | 28 |
| 4 | 4 | 4 | 5 | 5 | 5 | 2 | 1 | 3 | 1 | 34 |
| 3 | 3 | 3 | 5 | 5 | 2 | 2 | 3 | 4 | 4 | 34 |
| 1 | 2 | 1 | 1 | 4 | 1 | 1 | 1 | 1 | 1 | 14 |
| 1 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 41 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 2 | 1 | 40 |
| 1 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 2 | 3 | 31 |
| 1 | 5 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 19 |
| 1 | 4 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 13 |
| 2 | 2 | 2 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 24 |
| 2 | 4 | 2 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 26 |
| 3 | 3 | 3 | 4 | 4 | 1 | 2 | 2 | 2 | 3 | 27 |
| 4 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 37 |
| 3 | 5 | 5 | 3 | 5 | 5 | 3 | 5 | 5 | 3 | 42 |
| 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 4 | 3 | 3 | 5 | 2 | 3 | 4 | 1 | 3 | 3 | 31 |
| 5 | 4 | 4 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 31 |
| 4 | 5 | 4 | 5 | 3 | 3 | 5 | 5 | 1 | 1 | 36 |
| 5 | 4 | 3 | 5 | 4 | 2 | 1 | 1 | 1 | 3 | 29 |
| 4 | 2 | 5 | 3 | 3 | 1 | 2 | 3 | 3 | 1 | 27 |
| 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 34 |
| 3 | 4 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 25 |
| 5 | 5 | 3 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 44 |
| 4 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 41 |
| 2 | 5 | 4 | 4 | 5 | 3 | 3 | 5 | 3 | 5 | 39 |
| 5 | 3 | 5 | 5 | 5 | 5 | 3 | 5 | 3 | 5 | 44 |
| 3 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 45 |
| 4 | 2 | 2 | 3 | 1 | 2 | 2 | 4 | 5 | 5 | 30 |
| 5 | 5 | 3 | 2 | 5 | 5 | 3 | 3 | 3 | 3 | 37 |

**Lampiran 9**

**Output SPSS.25 Uji Validitas Variabel *Shift* Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.T |
| X1.1 | Pearson  Correlati on | 1 | -  ,039 | ,652  \*\* | ,110 | ,177 | ,293 | ,601\*  \* | ,566\*  \* | ,611\*  \* | ,644\*\* | ,763\*  \* |
| Sig. (2-  tailed) |  | ,839 | ,000 | ,564 | ,349 | ,116 | ,000 | ,001 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson  Correlati on | -  ,039 | 1 | ,188 | ,093 | ,306 | ,374\* | ,168 | ,073 | ,248 | ,088 | ,374\* |
| Sig. (2-  tailed) | ,839 |  | ,319 | ,624 | ,100 | ,042 | ,374 | ,700 | ,185 | ,642 | ,041 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlati  on | ,652  \*\* | ,188 | 1 | ,263 | ,278 | ,139 | ,762\*  \* | ,230 | ,827\*  \* | ,694\*\* | ,858\*  \* |
| Sig. (2-  tailed) | ,000 | ,319 |  | ,160 | ,137 | ,464 | ,000 | ,220 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlati  on | ,110 | ,093 | ,263 | 1 | ,143 | -,028 | ,111 | ,184 | ,260 | ,222 | ,406\* |
| Sig. (2-  tailed) | ,564 | ,624 | ,160 |  | ,450 | ,881 | ,558 | ,331 | ,165 | ,238 | ,026 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlati  on | ,177 | ,306 | ,278 | ,143 | 1 | ,185 | -,012 | -  ,097 | ,204 | ,291 | ,377\* |
| Sig. (2-  tailed) | ,349 | ,100 | ,137 | ,450 |  | ,328 | ,951 | ,608 | ,280 | ,118 | ,040 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlati  on | ,293 | ,374  \* | ,139 | -,028 | ,185 | 1 | ,200 | ,337 | ,283 | ,118 | ,411\* |
| Sig. (2-  tailed) | ,116 | ,042 | ,464 | ,881 | ,328 |  | ,289 | ,069 | ,130 | ,533 | ,024 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlati  on | ,601  \*\* | ,168 | ,762  \*\* | ,111 | -,012 | ,200 | 1 | ,379\* | ,770\*  \* | ,589\*\* | ,769\*  \* |
| Sig. (2-  tailed) | ,000 | ,374 | ,000 | ,558 | ,951 | ,289 |  | ,039 | ,000 | ,001 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X1.8 | Pearson  Correlati on | ,566  \*\* | ,073 | ,230 | ,184 | -,097 | ,337 | ,379\* | 1 | ,282 | ,372\* | ,522\*  \* |
| Sig. (2-  tailed) | ,001 | ,700 | ,220 | ,331 | ,608 | ,069 | ,039 |  | ,130 | ,043 | ,003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlati  on | ,611  \*\* | ,248 | ,827  \*\* | ,260 | ,204 | ,283 | ,770\*  \* | ,282 | 1 | ,532\*\* | ,835\*  \* |
| Sig. (2-  tailed) | ,000 | ,185 | ,000 | ,165 | ,280 | ,130 | ,000 | ,130 |  | ,002 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlati  on | ,644  \*\* | ,088 | ,694  \*\* | ,222 | ,291 | ,118 | ,589\*  \* | ,372\* | ,532\*  \* | 1 | ,772\*  \* |
| Sig. (2-  tailed) | ,000 | ,642 | ,000 | ,238 | ,118 | ,533 | ,001 | ,043 | ,002 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.T | Pearson Correlati  on | ,763  \*\* | ,374  \* | ,858  \*\* | ,406\* | ,377\* | ,411\* | ,769\*  \* | ,522\*  \* | ,835\*  \* | ,772\*\* | 1 |
| Sig. (2-  tailed) | ,000 | ,041 | ,000 | ,026 | ,040 | ,024 | ,000 | ,003 | ,000 | ,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 10**

**Output SPSS.25 Uji Validitas Variabel Beban Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.T |
| X2.1 | Pearson  Correlati on | 1 | ,767  \*\* | ,591  \*\* | ,316 | ,246 | ,275 | ,460  \* | ,075 | ,487  \*\* | ,050 | ,595\*\* |
| Sig. (2-  tailed) |  | ,000 | ,001 | ,089 | ,190 | ,141 | ,010 | ,693 | ,006 | ,791 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson  Correlati on | ,767  \*\* | 1 | ,697  \*\* | ,213 | ,369  \* | ,243 | ,569  \*\* | ,246 | ,474  \*\* | ,203 | ,685\*\* |
| Sig. (2-  tailed) | ,000 |  | ,000 | ,258 | ,045 | ,197 | ,001 | ,189 | ,008 | ,283 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlati  on | ,591  \*\* | ,697  \*\* | 1 | ,104 | ,329 | ,264 | ,513  \*\* | ,335 | ,702  \*\* | ,161 | ,670\*\* |
| Sig. (2-  tailed) | ,001 | ,000 |  | ,586 | ,076 | ,159 | ,004 | ,070 | ,000 | ,396 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlati  on | ,316 | ,213 | ,104 | 1 | ,769  \*\* | ,443  \* | ,237 | ,342 | ,053 | ,113 | ,608\*\* |
| Sig. (2-  tailed) | ,089 | ,258 | ,586 |  | ,000 | ,014 | ,207 | ,064 | ,783 | ,553 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlati  on | ,246 | ,369  \* | ,329 | ,769  \*\* | 1 | ,594  \*\* | ,420  \* | ,422  \* | ,304 | ,456\* | ,810\*\* |
| Sig. (2-  tailed) | ,190 | ,045 | ,076 | ,000 |  | ,001 | ,021 | ,020 | ,103 | ,011 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlati  on | ,275 | ,243 | ,264 | ,443  \* | ,594  \*\* | 1 | ,375  \* | ,048 | ,340 | ,544\*\* | ,660\*\* |
| Sig. (2-  tailed) | ,141 | ,197 | ,159 | ,014 | ,001 |  | ,041 | ,802 | ,066 | ,002 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlati  on | ,460  \* | ,569  \*\* | ,513  \*\* | ,237 | ,420  \* | ,375  \* | 1 | ,233 | ,367  \* | ,335 | ,708\*\* |
| Sig. (2-  tailed) | ,010 | ,001 | ,004 | ,207 | ,021 | ,041 |  | ,215 | ,046 | ,070 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X2.8 | Pearson  Correlati on | ,075 | ,246 | ,335 | ,342 | ,422  \* | ,048 | ,233 | 1 | ,257 | ,106 | ,516\*\* |
| Sig. (2-  tailed) | ,693 | ,189 | ,070 | ,064 | ,020 | ,802 | ,215 |  | ,171 | ,578 | ,004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlati  on | ,487  \*\* | ,474  \*\* | ,702  \*\* | ,053 | ,304 | ,340 | ,367  \* | ,257 | 1 | ,201 | ,596\*\* |
| Sig. (2-  tailed) | ,006 | ,008 | ,000 | ,783 | ,103 | ,066 | ,046 | ,171 |  | ,288 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlati  on | ,050 | ,203 | ,161 | ,113 | ,456  \* | ,544  \*\* | ,335 | ,106 | ,201 | 1 | ,532\*\* |
| Sig. (2-  tailed) | ,791 | ,283 | ,396 | ,553 | ,011 | ,002 | ,070 | ,578 | ,288 |  | ,003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.T | Pearson Correlati  on | ,595  \*\* | ,685  \*\* | ,670  \*\* | ,608  \*\* | ,810  \*\* | ,660  \*\* | ,708  \*\* | ,516  \*\* | ,596  \*\* | ,532\*\* | 1 |
| Sig. (2-  tailed) | ,001 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,004 | ,001 | ,003 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 11**

**Output SPSS.25 Uji Validitas Variabel Lingkungan Kerja Non Fisik (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | X3.T |
| X3.1 | Pearson  Correlati on | 1 | ,497  \*\* | ,307 | ,084 | ,055 | ,446\* | -  ,086 | -  ,155 | -  ,016 | ,513\*\* | ,541\*\* |
| Sig. (2-  tailed) |  | ,005 | ,099 | ,660 | ,771 | ,013 | ,650 | ,414 | ,935 | ,004 | ,002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson  Correlati on | ,497  \*\* | 1 | ,250 | ,297 | ,501  \*\* | ,225 | ,169 | ,217 | -  ,029 | ,181 | ,658\*\* |
| Sig. (2-  tailed) | ,005 |  | ,183 | ,111 | ,005 | ,233 | ,373 | ,249 | ,879 | ,337 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlati  on | ,307 | ,250 | 1 | ,151 | ,425  \* | ,034 | ,384  \* | ,155 | ,645  \*\* | -,007 | ,635\*\* |
| Sig. (2-  tailed) | ,099 | ,183 |  | ,427 | ,019 | ,857 | ,036 | ,414 | ,000 | ,971 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlati  on | ,084 | ,297 | ,151 | 1 | ,356 | -,104 | ,000 | ,157 | ,039 | ,141 | ,417\* |
| Sig. (2-  tailed) | ,660 | ,111 | ,427 |  | ,054 | ,583 | 1,00  0 | ,407 | ,836 | ,459 | ,022 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlati  on | ,055 | ,501  \*\* | ,425  \* | ,356 | 1 | ,308 | ,600  \*\* | ,434  \* | ,319 | -,052 | ,740\*\* |
| Sig. (2-  tailed) | ,771 | ,005 | ,019 | ,054 |  | ,098 | ,000 | ,017 | ,086 | ,786 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlati  on | ,446  \* | ,225 | ,034 | -  ,104 | ,308 | 1 | ,326 | -  ,242 | ,121 | ,180 | ,445\* |
| Sig. (2-  tailed) | ,013 | ,233 | ,857 | ,583 | ,098 |  | ,078 | ,198 | ,523 | ,340 | ,014 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlati  on | -  ,086 | ,169 | ,384  \* | ,000 | ,600  \*\* | ,326 | 1 | ,414  \* | ,366  \* | -,269 | ,522\*\* |
| Sig. (2-  tailed) | ,650 | ,373 | ,036 | 1,00  0 | ,000 | ,078 |  | ,023 | ,047 | ,151 | ,003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X3.8 | Pearson  Correlati on | -  ,155 | ,217 | ,155 | ,157 | ,434  \* | -,242 | ,414  \* | 1 | ,228 | -,081 | ,377\* |
| Sig. (2-  tailed) | ,414 | ,249 | ,414 | ,407 | ,017 | ,198 | ,023 |  | ,226 | ,669 | ,040 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.9 | Pearson Correlati  on | -  ,016 | -  ,029 | ,645  \*\* | ,039 | ,319 | ,121 | ,366  \* | ,228 | 1 | ,201 | ,523\*\* |
| Sig. (2-  tailed) | ,935 | ,879 | ,000 | ,836 | ,086 | ,523 | ,047 | ,226 |  | ,286 | ,003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.10 | Pearson Correlati  on | ,513  \*\* | ,181 | -  ,007 | ,141 | -  ,052 | ,180 | -  ,269 | -  ,081 | ,201 | 1 | ,364\* |
| Sig. (2-  tailed) | ,004 | ,337 | ,971 | ,459 | ,786 | ,340 | ,151 | ,669 | ,286 |  | ,048 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.T | Pearson Correlati  on | ,541  \*\* | ,658  \*\* | ,635  \*\* | ,417  \* | ,740  \*\* | ,445\* | ,522  \*\* | ,377  \* | ,523  \*\* | ,364\* | 1 |
| Sig. (2-  tailed) | ,002 | ,000 | ,000 | ,022 | ,000 | ,014 | ,003 | ,040 | ,003 | ,048 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 12**

**Output SPSS.25 Uji Validitas Variabel *Burnout* (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y08 | Y.9 | Y.10 | Y.T |
| Y.1 | Pearson  Correlati on | 1 | ,096 | ,387  \* | ,222 | ,068 | ,224 | ,248 | ,334 | ,347 | ,210 | ,509  \*\* |
| Sig. (2-  tailed) |  | ,614 | ,035 | ,237 | ,723 | ,234 | ,187 | ,071 | ,061 | ,265 | ,004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.2 | Pearson  Correlati on | ,096 | 1 | ,278 | ,149 | ,229 | ,438  \* | ,303 | ,209 | ,050 | -,018 | ,403  \* |
| Sig. (2-  tailed) | ,614 |  | ,136 | ,432 | ,223 | ,015 | ,104 | ,267 | ,794 | ,924 | ,027 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.3 | Pearson Correlati  on | ,387  \* | ,278 | 1 | ,418  \* | ,389  \* | ,605  \*\* | ,636  \*\* | ,604\*\* | ,463  \*\* | ,339 | ,799  \*\* |
| Sig. (2-  tailed) | ,035 | ,136 |  | ,021 | ,034 | ,000 | ,000 | ,000 | ,010 | ,067 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.4 | Pearson Correlati  on | ,222 | ,149 | ,418  \* | 1 | ,495  \*\* | ,415  \* | ,408  \* | ,149 | ,145 | ,274 | ,562  \*\* |
| Sig. (2-  tailed) | ,237 | ,432 | ,021 |  | ,005 | ,022 | ,025 | ,431 | ,445 | ,142 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.5 | Pearson Correlati  on | ,068 | ,229 | ,389  \* | ,495  \*\* | 1 | ,581  \*\* | ,202 | ,189 | ,170 | ,220 | ,542  \*\* |
| Sig. (2-  tailed) | ,723 | ,223 | ,034 | ,005 |  | ,001 | ,285 | ,316 | ,369 | ,242 | ,002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.6 | Pearson Correlati  on | ,224 | ,438  \* | ,605  \*\* | ,415  \* | ,581  \*\* | 1 | ,562  \*\* | ,353 | ,402  \* | ,256 | ,746  \*\* |
| Sig. (2-  tailed) | ,234 | ,015 | ,000 | ,022 | ,001 |  | ,001 | ,056 | ,027 | ,172 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.7 | Pearson Correlati  on | ,248 | ,303 | ,636  \*\* | ,408  \* | ,202 | ,562  \*\* | 1 | ,522\*\* | ,364  \* | ,302 | ,702  \*\* |
| Sig. (2-  tailed) | ,187 | ,104 | ,000 | ,025 | ,285 | ,001 |  | ,003 | ,048 | ,105 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Y.8 | Pearson  Correlati on | ,334 | ,209 | ,604  \*\* | ,149 | ,189 | ,353 | ,522  \*\* | 1 | ,680  \*\* | ,660\*\* | ,757  \*\* |
| Sig. (2-  tailed) | ,071 | ,267 | ,000 | ,431 | ,316 | ,056 | ,003 |  | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.9 | Pearson Correlati  on | ,347 | ,050 | ,463  \*\* | ,145 | ,170 | ,402  \* | ,364  \* | ,680\*\* | 1 | ,693\*\* | ,699  \*\* |
| Sig. (2-  tailed) | ,061 | ,794 | ,010 | ,445 | ,369 | ,027 | ,048 | ,000 |  | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.10 | Pearson Correlati  on | ,210 | -  ,018 | ,339 | ,274 | ,220 | ,256 | ,302 | ,660\*\* | ,693  \*\* | 1 | ,641  \*\* |
| Sig. (2-  tailed) | ,265 | ,924 | ,067 | ,142 | ,242 | ,172 | ,105 | ,000 | ,000 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.T | Pearson Correlati  on | ,509  \*\* | ,403  \* | ,799  \*\* | ,562  \*\* | ,542  \*\* | ,746  \*\* | ,702  \*\* | ,757\*\* | ,699  \*\* | ,641\*\* | 1 |
| Sig. (2-  tailed) | ,004 | ,027 | ,000 | ,001 | ,002 | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 13**

**Output SPSS.25 Uji Reliabilitas Variabel *Shift* erja (X1)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,823 | 10 |

**Lampiran 14**

**Output SPSS.25 Uji Reliabilitas Variabel Beban Kerja (X2)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,822 | 10 |

**Lampiran 15**

**Output SPSS.25 Uji Reliabilitas Variabel Lingkungan Kerja Non Fisik (X3)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,705 | 10 |

**Lampiran 16**

**Output SPSS.25 Uji Reliabilitas Variabe *Burnout* (Y)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,837 | 10 |

**Lampiran 17**

**Data Peneitian n=46 Variabel *Shift* Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **TOTAL** |
| 1 | 2 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 33 |
| 4 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 44 |
| 4 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 42 |
| 5 | 5 | 5 | 4 | 4 | 2 | 4 | 5 | 5 | 5 | 44 |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 47 |
| 5 | 5 | 5 | 3 | 2 | 4 | 3 | 3 | 4 | 4 | 38 |
| 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 4 | 35 |
| 4 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 43 |
| 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 45 |
| 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 44 |
| 4 | 4 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 41 |
| 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 38 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 39 |
| 3 | 3 | 4 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 38 |
| 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 43 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 43 |
| 4 | 4 | 4 | 3 | 3 | 4 | 3 | 5 | 5 | 5 | 40 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 43 |
| 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 41 |
| 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 38 |
| 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 44 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 37 |
| 3 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 38 |
| 4 | 4 | 3 | 5 | 3 | 4 | 5 | 3 | 5 | 5 | 41 |
| 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 37 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 5 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 43 |
| 5 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 43 |
| 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 47 |
| 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 47 |
| 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 46 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 45 |
| 4 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 3 | 5 | 41 |
| 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 44 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 48 |
| 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 46 |
| 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 48 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |

**Lampiran 18**

**Data Penelitian n=46 Variabel Beban Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** | **TOTAL** |
| 5 | 4 | 4 | 5 | 5 | 3 | 3 | 5 | 2 | 4 | 40 |
| 4 | 5 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 37 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 40 |
| 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 44 |
| 3 | 3 | 4 | 4 | 5 | 3 | 5 | 3 | 5 | 4 | 39 |
| 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 33 |
| 5 | 4 | 2 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 42 |
| 5 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 33 |
| 4 | 4 | 5 | 4 | 3 | 5 | 3 | 5 | 4 | 4 | 41 |
| 5 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 38 |
| 5 | 5 | 4 | 5 | 2 | 4 | 4 | 5 | 5 | 4 | 43 |
| 2 | 2 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 34 |
| 2 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 2 | 2 | 26 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 36 |
| 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 34 |
| 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 36 |
| 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 35 |
| 2 | 2 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 31 |
| 2 | 2 | 2 | 4 | 2 | 2 | 2 | 4 | 2 | 2 | 24 |
| 2 | 2 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 34 |
| 2 | 2 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 34 |
| 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 32 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 39 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 2 | 3 | 3 | 4 | 2 | 3 | 3 | 4 | 3 | 4 | 31 |
| 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 34 |
| 4 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 37 |
| 3 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 30 |
| 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 34 |
| 4 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 4 | 4 | 34 |
| 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 3 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 42 |
| 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 36 |
| 4 | 4 | 1 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 36 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 21 |
| 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 3 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 5 | 42 |
| 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 1 | 4 | 4 | 4 | 4 | 1 | 4 | 1 | 1 | 4 | 28 |
| 4 | 1 | 4 | 3 | 1 | 3 | 3 | 1 | 1 | 1 | 22 |
| 3 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 43 |
| 4 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 41 |

**Lampiran 19**

**Data Penelitian n=46 Variabel Lingkungan Kerja Non Fisik (X3)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** | **TOTAL** |
| 5 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 43 |
| 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 35 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 40 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 44 |
| 5 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 38 |
| 4 | 4 | 5 | 3 | 4 | 3 | 5 | 3 | 4 | 4 | 39 |
| 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 32 |
| 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 47 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 38 |
| 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 3 | 41 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 44 |
| 5 | 4 | 5 | 5 | 3 | 3 | 4 | 3 | 4 | 4 | 40 |
| 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 5 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 37 |
| 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 4 | 4 | 3 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 38 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 38 |
| 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 35 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 39 |
| 4 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 37 |
| 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 39 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 3 | 4 | 4 | 4 | 3 | 5 | 5 | 43 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 37 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 32 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 27 |
| 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 46 |
| 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 46 |
| 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 44 |
| 4 | 4 | 4 | 4 | 1 | 4 | 1 | 1 | 4 | 4 | 31 |
| 4 | 4 | 3 | 4 | 1 | 3 | 1 | 4 | 5 | 5 | 34 |
| 4 | 3 | 3 | 5 | 4 | 4 | 5 | 3 | 4 | 3 | 38 |
| 4 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 43 |

**Lampiran 20**

**Data Penelitian n=46 Variabel *Burnout* (Y)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Y1.1** | **Y1.2** | **Y1.3** | **Y1.4** | **Y1.5** | **Y1.6** | **Y1.7** | **Y1.8** | **Y1.9** | **Y1.10** | **TOTAL** |
| 3 | 3 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 2 | 38 |
| 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 5 | 4 | 38 |
| 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 39 |
| 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 45 |
| 4 | 3 | 3 | 4 | 3 | 3 | 2 | 2 | 3 | 5 | 32 |
| 4 | 3 | 4 | 4 | 3 | 5 | 3 | 4 | 5 | 5 | 40 |
| 5 | 4 | 4 | 3 | 3 | 5 | 3 | 3 | 4 | 4 | 38 |
| 5 | 5 | 4 | 5 | 3 | 4 | 3 | 5 | 5 | 5 | 44 |
| 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 38 |
| 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 35 |
| 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 37 |
| 5 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 3 | 4 | 39 |
| 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 32 |
| 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 37 |
| 3 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 38 |
| 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 5 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 2 | 5 | 40 |
| 4 | 4 | 3 | 3 | 5 | 2 | 4 | 3 | 4 | 4 | 36 |
| 4 | 4 | 3 | 4 | 4 | 2 | 4 | 4 | 3 | 4 | 36 |
| 4 | 4 | 4 | 3 | 4 | 2 | 3 | 3 | 4 | 4 | 35 |
| 5 | 5 | 5 | 3 | 5 | 2 | 3 | 3 | 4 | 4 | 39 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 32 |
| 5 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 42 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 37 |
| 3 | 3 | 4 | 3 | 4 | 2 | 4 | 5 | 5 | 5 | 38 |
| 3 | 3 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 37 |
| 4 | 4 | 4 | 3 | 4 | 2 | 2 | 3 | 3 | 4 | 33 |
| 4 | 4 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 4 | 37 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 39 |
| 3 | 4 | 5 | 4 | 4 | 2 | 4 | 5 | 2 | 3 | 36 |
| 1 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 44 |
| 4 | 4 | 4 | 3 | 2 | 4 | 4 | 3 | 3 | 4 | 35 |
| 4 | 4 | 4 | 4 | 1 | 4 | 4 | 3 | 4 | 4 | 36 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 4 | 2 | 3 | 3 | 4 | 3 | 4 | 2 | 3 | 3 | 31 |
| 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 46 |
| 5 | 3 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 5 | 42 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 41 |
| 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 1 | 1 | 3 | 1 | 1 | 4 | 4 | 4 | 1 | 1 | 21 |
| 1 | 1 | 1 | 4 | 4 | 1 | 4 | 1 | 4 | 4 | 25 |
| 4 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 44 |
| 3 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 3 | 5 | 42 |

**Lampiran 21**

**Perhitungan MSI Variabel *Shift* Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **TOTAL** |
| 1,000 | 1,000 | 1,000 | 2,495 | 2,044 | 2,293 | 2,336 | 2,266 | 3,592 | 2,350 | 20,377 |
| 2,943 | 4,295 | 3,854 | 2,495 | 2,044 | 3,509 | 2,336 | 3,607 | 3,592 | 3,817 | 32,494 |
| 2,943 | 4,295 | 3,854 | 2,495 | 3,329 | 2,293 | 2,336 | 3,607 | 2,092 | 2,350 | 29,596 |
| 4,259 | 4,295 | 3,854 | 2,495 | 3,329 | 1,000 | 2,336 | 3,607 | 3,592 | 3,817 | 32,585 |
| 4,259 | 3,007 | 3,854 | 3,961 | 3,329 | 3,509 | 3,697 | 3,607 | 3,592 | 3,817 | 36,631 |
| 4,259 | 4,295 | 3,854 | 1,000 | 1,000 | 3,509 | 1,000 | 1,000 | 2,092 | 2,350 | 24,360 |
| 4,259 | 4,295 | 3,854 | 2,495 | 3,329 | 4,802 | 3,697 | 3,607 | 3,592 | 3,817 | 37,748 |
| 2,943 | 3,007 | 1,000 | 1,000 | 2,044 | 2,293 | 1,000 | 1,000 | 3,592 | 2,350 | 20,230 |
| 2,943 | 4,295 | 3,854 | 2,495 | 3,329 | 2,293 | 2,336 | 3,607 | 3,592 | 2,350 | 31,096 |
| 2,943 | 4,295 | 3,854 | 2,495 | 3,329 | 3,509 | 2,336 | 3,607 | 3,592 | 3,817 | 33,778 |
| 2,943 | 4,295 | 2,416 | 2,495 | 3,329 | 3,509 | 3,697 | 3,607 | 3,592 | 2,350 | 32,234 |
| 2,943 | 3,007 | 3,854 | 3,961 | 3,329 | 2,293 | 1,000 | 2,266 | 2,092 | 3,817 | 28,562 |
| 2,943 | 1,984 | 2,416 | 1,000 | 2,044 | 2,293 | 2,336 | 2,266 | 3,592 | 3,817 | 24,692 |
| 2,943 | 3,007 | 2,416 | 2,495 | 3,329 | 3,509 | 2,336 | 2,266 | 3,592 | 3,817 | 29,711 |
| 2,943 | 3,007 | 2,416 | 2,495 | 3,329 | 3,509 | 2,336 | 2,266 | 1,000 | 2,350 | 25,652 |
| 1,917 | 1,984 | 2,416 | 2,495 | 2,044 | 2,293 | 2,336 | 3,607 | 3,592 | 2,350 | 25,036 |
| 2,943 | 3,007 | 2,416 | 3,961 | 3,329 | 3,509 | 3,697 | 3,607 | 2,092 | 2,350 | 30,911 |
| 4,259 | 4,295 | 2,416 | 2,495 | 3,329 | 3,509 | 2,336 | 2,266 | 3,592 | 2,350 | 30,848 |
| 2,943 | 3,007 | 2,416 | 1,000 | 2,044 | 3,509 | 1,000 | 3,607 | 3,592 | 3,817 | 26,935 |
| 1,917 | 3,007 | 2,416 | 2,495 | 3,329 | 3,509 | 2,336 | 2,266 | 2,092 | 2,350 | 25,718 |
| 4,259 | 4,295 | 2,416 | 2,495 | 3,329 | 2,293 | 2,336 | 2,266 | 3,592 | 3,817 | 31,099 |
| 2,943 | 3,007 | 2,416 | 2,495 | 3,329 | 2,293 | 3,697 | 2,266 | 3,592 | 2,350 | 28,389 |
| 2,943 | 1,984 | 2,416 | 1,000 | 3,329 | 2,293 | 2,336 | 2,266 | 3,592 | 2,350 | 24,509 |
| 2,943 | 3,007 | 3,854 | 2,495 | 3,329 | 3,509 | 3,697 | 2,266 | 3,592 | 3,817 | 32,509 |
| 2,943 | 3,007 | 2,416 | 2,495 | 3,329 | 3,509 | 2,336 | 2,266 | 3,592 | 3,817 | 29,711 |
| 1,917 | 1,984 | 2,416 | 2,495 | 3,329 | 2,293 | 1,000 | 2,266 | 3,592 | 2,350 | 23,643 |
| 1,917 | 4,295 | 2,416 | 2,495 | 3,329 | 3,509 | 2,336 | 1,000 | 2,092 | 1,000 | 24,390 |
| 2,943 | 3,007 | 1,000 | 3,961 | 2,044 | 3,509 | 3,697 | 1,000 | 3,592 | 3,817 | 28,570 |
| 1,917 | 1,984 | 2,416 | 2,495 | 3,329 | 2,293 | 2,336 | 1,000 | 3,592 | 2,350 | 23,713 |
| 2,943 | 1,984 | 2,416 | 2,495 | 3,329 | 3,509 | 2,336 | 2,266 | 2,092 | 2,350 | 25,721 |
| 4,259 | 3,007 | 2,416 | 3,961 | 4,743 | 4,802 | 3,697 | 3,607 | 3,592 | 3,817 | 37,900 |
| 4,259 | 3,007 | 2,416 | 2,495 | 4,743 | 3,509 | 1,000 | 3,607 | 2,092 | 3,817 | 30,945 |
| 4,259 | 3,007 | 3,854 | 2,495 | 3,329 | 4,802 | 2,336 | 1,000 | 2,092 | 3,817 | 30,992 |
| 4,259 | 4,295 | 2,416 | 3,961 | 4,743 | 3,509 | 2,336 | 3,607 | 3,592 | 3,817 | 36,535 |
| 4,259 | 4,295 | 2,416 | 2,495 | 4,743 | 4,802 | 2,336 | 3,607 | 3,592 | 3,817 | 36,363 |
| 4,259 | 3,007 | 3,854 | 2,495 | 4,743 | 3,509 | 2,336 | 3,607 | 3,592 | 3,817 | 35,219 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 4,259 | 3,007 | 3,854 | 3,961 | 4,743 | 3,509 | 2,336 | 2,266 | 3,592 | 2,350 | 33,877 |
| 2,943 | 3,007 | 3,854 | 2,495 | 4,743 | 3,509 | 1,000 | 2,266 | 1,000 | 3,817 | 28,635 |
| 4,259 | 3,007 | 2,416 | 3,961 | 3,329 | 3,509 | 2,336 | 2,266 | 2,092 | 3,817 | 30,991 |
| 4,259 | 4,295 | 3,854 | 3,961 | 4,743 | 4,802 | 3,697 | 3,607 | 3,592 | 3,817 | 40,627 |
| 4,259 | 4,295 | 3,854 | 2,495 | 3,329 | 3,509 | 3,697 | 2,266 | 3,592 | 1,000 | 32,296 |
| 4,259 | 4,295 | 3,854 | 3,961 | 3,329 | 4,802 | 3,697 | 2,266 | 3,592 | 3,817 | 37,872 |
| 4,259 | 4,295 | 3,854 | 2,495 | 3,329 | 4,802 | 2,336 | 2,266 | 3,592 | 3,817 | 35,046 |
| 4,259 | 4,295 | 2,416 | 2,495 | 3,329 | 3,509 | 3,697 | 2,266 | 2,092 | 3,817 | 32,175 |
| 4,259 | 4,295 | 3,854 | 3,961 | 4,743 | 4,802 | 3,697 | 2,266 | 3,592 | 2,350 | 37,819 |
| 4,259 | 4,295 | 3,854 | 3,961 | 4,743 | 4,802 | 3,697 | 3,607 | 3,592 | 3,817 | 40,627 |

**Lampiran 22**

**Perhitungan MSI Variabel Beban Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** | **TOTAL** |
| 4,937 | 3,896 | 3,785 | 4,688 | 5,339 | 2,636 | 2,171 | 4,533 | 1,676 | 3,390 | 37,051 |
| 3,890 | 5,016 | 3,785 | 2,293 | 3,097 | 3,744 | 2,171 | 1,977 | 3,331 | 3,390 | 32,696 |
| 3,890 | 3,896 | 3,785 | 3,448 | 3,097 | 3,744 | 3,465 | 3,120 | 3,331 | 4,802 | 36,580 |
| 3,890 | 3,896 | 5,105 | 4,688 | 4,178 | 4,937 | 3,465 | 3,120 | 3,331 | 4,802 | 41,412 |
| 3,016 | 2,954 | 3,785 | 3,448 | 5,339 | 2,636 | 4,941 | 1,977 | 4,667 | 3,390 | 36,154 |
| 3,016 | 2,954 | 2,691 | 2,293 | 3,097 | 3,744 | 2,171 | 3,120 | 2,285 | 3,390 | 28,762 |
| 4,937 | 3,896 | 1,844 | 4,688 | 4,178 | 4,937 | 2,171 | 3,120 | 4,667 | 4,802 | 39,241 |
| 4,937 | 2,954 | 2,691 | 2,293 | 4,178 | 2,636 | 2,171 | 1,977 | 2,285 | 2,305 | 28,427 |
| 3,890 | 3,896 | 5,105 | 3,448 | 3,097 | 4,937 | 2,171 | 4,533 | 3,331 | 3,390 | 37,799 |
| 4,937 | 3,896 | 3,785 | 2,293 | 3,097 | 3,744 | 2,171 | 3,120 | 3,331 | 3,390 | 33,766 |
| 4,937 | 5,016 | 3,785 | 4,688 | 2,044 | 3,744 | 3,465 | 4,533 | 4,667 | 3,390 | 40,269 |
| 2,100 | 2,044 | 2,691 | 3,448 | 3,097 | 2,636 | 3,465 | 4,533 | 3,331 | 3,390 | 30,736 |
| 2,100 | 2,044 | 1,844 | 2,293 | 3,097 | 2,636 | 2,171 | 3,120 | 1,676 | 1,760 | 22,742 |
| 3,890 | 3,896 | 3,785 | 3,448 | 4,178 | 3,744 | 3,465 | 3,120 | 3,331 | 3,390 | 36,249 |
| 3,016 | 2,954 | 3,785 | 2,293 | 3,097 | 3,744 | 3,465 | 3,120 | 3,331 | 3,390 | 32,197 |
| 3,016 | 2,954 | 2,691 | 3,448 | 3,097 | 3,744 | 3,465 | 1,977 | 2,285 | 3,390 | 30,068 |
| 3,016 | 2,954 | 3,785 | 2,293 | 3,097 | 3,744 | 3,465 | 3,120 | 3,331 | 3,390 | 32,197 |
| 3,016 | 2,954 | 2,691 | 3,448 | 3,097 | 2,636 | 3,465 | 3,120 | 3,331 | 3,390 | 31,149 |
| 2,100 | 2,044 | 2,691 | 3,448 | 3,097 | 2,636 | 2,171 | 3,120 | 2,285 | 3,390 | 26,984 |
| 2,100 | 2,044 | 1,844 | 3,448 | 2,044 | 1,661 | 1,000 | 3,120 | 1,676 | 1,760 | 20,698 |
| 2,100 | 2,044 | 2,691 | 3,448 | 4,178 | 2,636 | 3,465 | 3,120 | 3,331 | 3,390 | 30,405 |
| 2,100 | 2,044 | 2,691 | 3,448 | 4,178 | 2,636 | 3,465 | 3,120 | 3,331 | 3,390 | 30,405 |
| 3,016 | 2,954 | 3,785 | 3,448 | 3,097 | 2,636 | 2,171 | 1,977 | 2,285 | 2,305 | 27,675 |
| 3,890 | 3,896 | 3,785 | 3,448 | 3,097 | 3,744 | 3,465 | 3,120 | 3,331 | 3,390 | 35,168 |
| 3,890 | 3,896 | 3,785 | 3,448 | 4,178 | 3,744 | 3,465 | 3,120 | 3,331 | 3,390 | 36,249 |
| 2,100 | 2,954 | 2,691 | 3,448 | 2,044 | 2,636 | 2,171 | 3,120 | 2,285 | 3,390 | 26,841 |
| 3,016 | 2,954 | 2,691 | 3,448 | 3,097 | 3,744 | 3,465 | 3,120 | 2,285 | 2,305 | 30,126 |
| 3,890 | 3,896 | 3,785 | 2,293 | 2,044 | 3,744 | 3,465 | 3,120 | 3,331 | 3,390 | 32,960 |
| 3,016 | 2,954 | 2,691 | 2,293 | 2,044 | 2,636 | 2,171 | 3,120 | 2,285 | 2,305 | 25,515 |
| 3,016 | 2,954 | 2,691 | 2,293 | 3,097 | 2,636 | 3,465 | 3,120 | 3,331 | 3,390 | 29,994 |
| 3,890 | 2,954 | 2,691 | 2,293 | 2,044 | 2,636 | 3,465 | 3,120 | 3,331 | 3,390 | 29,815 |
| 3,016 | 2,954 | 3,785 | 3,448 | 4,178 | 3,744 | 3,465 | 3,120 | 3,331 | 3,390 | 34,433 |
| 3,890 | 3,896 | 5,105 | 3,448 | 4,178 | 3,744 | 3,465 | 3,120 | 3,331 | 3,390 | 37,569 |
| 3,016 | 2,954 | 3,785 | 4,688 | 4,178 | 3,744 | 3,465 | 4,533 | 4,667 | 4,802 | 39,832 |
| 3,016 | 3,896 | 3,785 | 3,448 | 3,097 | 2,636 | 3,465 | 3,120 | 3,331 | 2,305 | 32,100 |
| 3,890 | 3,896 | 1,000 | 3,448 | 3,097 | 3,744 | 3,465 | 3,120 | 3,331 | 3,390 | 32,383 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 2,100 | 2,044 | 1,844 | 1,000 | 2,044 | 1,661 | 1,000 | 1,514 | 2,285 | 1,760 | 17,252 |
| 4,937 | 5,016 | 3,785 | 4,688 | 4,178 | 4,937 | 4,941 | 4,533 | 4,667 | 4,802 | 46,484 |
| 3,016 | 3,896 | 3,785 | 4,688 | 3,097 | 3,744 | 4,941 | 4,533 | 3,331 | 4,802 | 39,833 |
| 3,890 | 5,016 | 3,785 | 4,688 | 4,178 | 4,937 | 3,465 | 4,533 | 3,331 | 4,802 | 42,624 |
| 3,890 | 3,896 | 3,785 | 3,448 | 4,178 | 3,744 | 3,465 | 3,120 | 3,331 | 3,390 | 36,249 |
| 4,937 | 5,016 | 5,105 | 4,688 | 5,339 | 4,937 | 4,941 | 4,533 | 4,667 | 4,802 | 48,965 |
| 1,000 | 3,896 | 3,785 | 3,448 | 4,178 | 1,000 | 3,465 | 1,000 | 1,000 | 3,390 | 26,163 |
| 3,890 | 1,000 | 3,785 | 2,293 | 1,000 | 2,636 | 2,171 | 1,000 | 1,000 | 1,000 | 19,776 |
| 3,016 | 3,896 | 5,105 | 4,688 | 4,178 | 4,937 | 3,465 | 1,977 | 4,667 | 4,802 | 40,731 |
| 3,890 | 5,016 | 3,785 | 4,688 | 3,097 | 3,744 | 3,465 | 3,120 | 3,331 | 3,390 | 37,527 |

**Lampiran 23**

**Perhitungan MSI Variabel Lingkungan Kerja Non Fisik (X3)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** | **TOTAL** |
| 4,333 | 1,000 | 3,829 | 3,774 | 3,276 | 3,829 | 3,120 | 3,750 | 2,613 | 3,422 | 32,946 |
| 2,928 | 2,411 | 1,000 | 1,000 | 2,067 | 2,414 | 1,911 | 2,551 | 2,613 | 3,422 | 22,317 |
| 4,333 | 2,411 | 2,415 | 2,389 | 3,276 | 2,414 | 3,120 | 2,551 | 2,613 | 3,422 | 28,944 |
| 2,928 | 2,411 | 3,829 | 2,389 | 3,276 | 2,414 | 3,120 | 3,750 | 2,613 | 3,422 | 30,152 |
| 4,333 | 2,411 | 3,829 | 2,389 | 4,746 | 2,414 | 4,533 | 3,750 | 2,613 | 3,422 | 34,439 |
| 4,333 | 2,411 | 2,415 | 2,389 | 2,067 | 1,000 | 3,120 | 2,551 | 2,613 | 3,422 | 26,321 |
| 2,928 | 2,411 | 3,829 | 1,000 | 3,276 | 1,000 | 4,533 | 2,551 | 2,613 | 3,422 | 27,563 |
| 1,000 | 1,000 | 2,415 | 1,000 | 2,067 | 1,000 | 1,911 | 2,551 | 2,613 | 3,422 | 18,979 |
| 4,333 | 3,822 | 2,415 | 2,389 | 4,746 | 3,829 | 3,120 | 5,016 | 4,262 | 4,937 | 38,869 |
| 2,928 | 2,411 | 2,415 | 1,000 | 3,276 | 2,414 | 3,120 | 2,551 | 2,613 | 3,422 | 26,150 |
| 4,333 | 2,411 | 2,415 | 2,389 | 4,746 | 2,414 | 3,120 | 5,016 | 1,000 | 2,044 | 29,888 |
| 4,333 | 3,822 | 3,829 | 2,389 | 3,276 | 2,414 | 3,120 | 5,016 | 2,613 | 3,422 | 34,234 |
| 4,333 | 2,411 | 3,829 | 3,774 | 2,067 | 1,000 | 3,120 | 2,551 | 2,613 | 3,422 | 29,121 |
| 4,333 | 2,411 | 2,415 | 3,774 | 3,276 | 2,414 | 3,120 | 3,750 | 2,613 | 3,422 | 31,528 |
| 4,333 | 2,411 | 3,829 | 3,774 | 3,276 | 2,414 | 3,120 | 3,750 | 2,613 | 3,422 | 32,942 |
| 4,333 | 2,411 | 2,415 | 1,000 | 3,276 | 1,000 | 1,911 | 2,551 | 2,613 | 3,422 | 24,932 |
| 2,928 | 3,822 | 2,415 | 2,389 | 3,276 | 2,414 | 4,533 | 3,750 | 2,613 | 3,422 | 31,561 |
| 2,928 | 2,411 | 2,415 | 3,774 | 3,276 | 2,414 | 3,120 | 3,750 | 2,613 | 3,422 | 30,123 |
| 2,928 | 2,411 | 1,000 | 1,000 | 3,276 | 2,414 | 4,533 | 2,551 | 2,613 | 3,422 | 26,147 |
| 2,928 | 2,411 | 2,415 | 2,389 | 3,276 | 2,414 | 3,120 | 3,750 | 1,000 | 2,044 | 25,747 |
| 2,928 | 2,411 | 1,000 | 1,000 | 2,067 | 1,000 | 3,120 | 2,551 | 2,613 | 3,422 | 22,113 |
| 2,928 | 3,822 | 2,415 | 2,389 | 3,276 | 2,414 | 3,120 | 3,750 | 2,613 | 3,422 | 30,149 |
| 1,760 | 2,411 | 1,000 | 1,000 | 2,067 | 1,000 | 1,911 | 2,551 | 1,000 | 2,044 | 16,744 |
| 4,333 | 3,822 | 2,415 | 2,389 | 3,276 | 2,414 | 3,120 | 3,750 | 2,613 | 3,422 | 31,554 |
| 2,928 | 2,411 | 2,415 | 2,389 | 3,276 | 2,414 | 3,120 | 3,750 | 2,613 | 3,422 | 28,738 |
| 2,928 | 2,411 | 2,415 | 2,389 | 3,276 | 2,414 | 3,120 | 3,750 | 1,000 | 3,422 | 27,125 |
| 2,928 | 3,822 | 2,415 | 2,389 | 2,067 | 2,414 | 3,120 | 2,551 | 1,000 | 2,044 | 24,751 |
| 4,333 | 3,822 | 2,415 | 2,389 | 4,746 | 3,829 | 3,120 | 3,750 | 2,613 | 3,422 | 34,439 |
| 2,928 | 2,411 | 2,415 | 2,389 | 4,746 | 2,414 | 3,120 | 3,750 | 1,000 | 2,044 | 27,217 |
| 4,333 | 3,822 | 2,415 | 2,389 | 3,276 | 2,414 | 3,120 | 3,750 | 2,613 | 3,422 | 31,554 |
| 2,928 | 2,411 | 2,415 | 2,389 | 3,276 | 2,414 | 3,120 | 3,750 | 2,613 | 3,422 | 28,738 |
| 2,928 | 3,822 | 2,415 | 2,389 | 3,276 | 2,414 | 3,120 | 3,750 | 2,613 | 3,422 | 30,149 |
| 2,928 | 2,411 | 2,415 | 2,389 | 3,276 | 2,414 | 3,120 | 3,750 | 2,613 | 3,422 | 28,738 |
| 4,333 | 3,822 | 3,829 | 1,000 | 3,276 | 2,414 | 3,120 | 2,551 | 4,262 | 4,937 | 33,545 |
| 2,928 | 1,000 | 2,415 | 2,389 | 3,276 | 2,414 | 3,120 | 2,551 | 2,613 | 2,044 | 24,751 |
| 1,760 | 1,000 | 1,000 | 1,000 | 2,067 | 1,000 | 1,911 | 2,551 | 2,613 | 3,422 | 18,324 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1,760 | 1,000 | 1,000 | 1,000 | 1,514 | 1,000 | 1,911 | 1,539 | 1,000 | 1,000 | 12,724 |
| 4,333 | 2,411 | 3,829 | 3,774 | 3,276 | 3,829 | 4,533 | 5,016 | 4,262 | 4,937 | 40,199 |
| 4,333 | 2,411 | 3,829 | 2,389 | 4,746 | 3,829 | 4,533 | 3,750 | 2,613 | 4,937 | 37,369 |
| 4,333 | 3,822 | 2,415 | 2,389 | 3,276 | 3,829 | 4,533 | 5,016 | 2,613 | 4,937 | 37,162 |
| 4,333 | 2,411 | 2,415 | 3,774 | 3,276 | 2,414 | 3,120 | 3,750 | 2,613 | 3,422 | 31,528 |
| 2,928 | 3,822 | 2,415 | 2,389 | 3,276 | 3,829 | 4,533 | 5,016 | 2,613 | 3,422 | 34,242 |
| 2,928 | 2,411 | 2,415 | 2,389 | 1,000 | 2,414 | 1,000 | 1,000 | 2,613 | 3,422 | 21,591 |
| 2,928 | 2,411 | 1,000 | 2,389 | 1,000 | 1,000 | 1,000 | 3,750 | 4,262 | 4,937 | 24,676 |
| 2,928 | 1,000 | 1,000 | 3,774 | 3,276 | 2,414 | 4,533 | 2,551 | 2,613 | 2,044 | 26,133 |
| 2,928 | 3,822 | 2,415 | 2,389 | 3,276 | 3,829 | 1,911 | 3,750 | 4,262 | 4,937 | 33,519 |

**Lampiran 24**

**Perhitungan MSI Variabel *Burnout* (Y)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Y1.1** | **Y1.2** | **Y1.3** | **Y1.4** | **Y1.5** | **Y1.6** | **Y1.7** | **Y1.8** | **Y1.9** | **Y1.10** | **TOTAL** |
| 1,979 | 2,109 | 3,360 | 3,954 | 4,418 | 4,743 | 3,257 | 2,379 | 4,636 | 1,539 | 32,374 |
| 3,037 | 3,306 | 2,153 | 3,954 | 2,189 | 3,676 | 2,055 | 3,449 | 4,636 | 3,117 | 31,571 |
| 3,037 | 3,306 | 3,360 | 3,954 | 3,207 | 4,743 | 2,055 | 3,449 | 3,390 | 3,117 | 33,619 |
| 3,037 | 3,306 | 3,360 | 5,339 | 3,207 | 3,676 | 1,000 | 3,449 | 3,390 | 3,117 | 32,883 |
| 3,037 | 3,306 | 4,688 | 3,954 | 4,418 | 4,743 | 4,664 | 3,449 | 4,636 | 3,117 | 40,012 |
| 3,037 | 2,109 | 2,153 | 3,954 | 2,189 | 2,899 | 1,000 | 1,661 | 2,379 | 4,495 | 25,877 |
| 3,037 | 2,109 | 3,360 | 3,954 | 2,189 | 4,743 | 2,055 | 3,449 | 4,636 | 4,495 | 34,028 |
| 4,302 | 3,306 | 3,360 | 2,598 | 2,189 | 4,743 | 2,055 | 2,379 | 3,390 | 3,117 | 31,439 |
| 4,302 | 4,746 | 3,360 | 5,339 | 2,189 | 3,676 | 2,055 | 4,743 | 4,636 | 4,495 | 39,542 |
| 3,037 | 3,306 | 3,360 | 3,954 | 2,189 | 3,676 | 2,055 | 3,449 | 3,390 | 3,117 | 31,534 |
| 3,037 | 3,306 | 2,153 | 3,954 | 2,189 | 3,676 | 2,055 | 3,449 | 2,379 | 2,012 | 28,210 |
| 3,037 | 3,306 | 3,360 | 2,598 | 2,189 | 2,899 | 3,257 | 3,449 | 3,390 | 3,117 | 30,603 |
| 4,302 | 3,306 | 3,360 | 2,598 | 3,207 | 2,899 | 4,664 | 3,449 | 2,379 | 3,117 | 33,283 |
| 1,979 | 2,109 | 2,153 | 2,598 | 2,189 | 2,899 | 3,257 | 3,449 | 2,379 | 2,012 | 25,024 |
| 1,979 | 3,306 | 3,360 | 2,598 | 2,189 | 3,676 | 3,257 | 3,449 | 3,390 | 3,117 | 30,321 |
| 1,979 | 2,109 | 3,360 | 2,598 | 4,418 | 3,676 | 3,257 | 3,449 | 3,390 | 3,117 | 31,354 |
| 4,302 | 4,746 | 4,688 | 5,339 | 3,207 | 3,676 | 3,257 | 3,449 | 3,390 | 3,117 | 39,172 |
| 4,302 | 3,306 | 3,360 | 3,954 | 4,418 | 2,899 | 3,257 | 3,449 | 1,661 | 4,495 | 35,102 |
| 3,037 | 3,306 | 2,153 | 2,598 | 4,418 | 2,100 | 3,257 | 2,379 | 3,390 | 3,117 | 29,755 |
| 3,037 | 3,306 | 2,153 | 3,954 | 3,207 | 2,100 | 3,257 | 3,449 | 2,379 | 3,117 | 29,960 |
| 3,037 | 3,306 | 3,360 | 2,598 | 3,207 | 2,100 | 2,055 | 2,379 | 3,390 | 3,117 | 28,550 |
| 4,302 | 4,746 | 4,688 | 2,598 | 4,418 | 2,100 | 2,055 | 2,379 | 3,390 | 3,117 | 33,793 |
| 1,979 | 2,109 | 2,153 | 2,598 | 2,189 | 2,899 | 2,055 | 2,379 | 3,390 | 3,117 | 24,868 |
| 4,302 | 3,306 | 3,360 | 3,954 | 3,207 | 2,899 | 3,257 | 4,743 | 3,390 | 4,495 | 36,914 |
| 3,037 | 3,306 | 4,688 | 3,954 | 3,207 | 3,676 | 3,257 | 3,449 | 3,390 | 4,495 | 36,460 |
| 1,979 | 3,306 | 3,360 | 2,598 | 3,207 | 2,899 | 3,257 | 3,449 | 3,390 | 3,117 | 30,563 |
| 1,979 | 2,109 | 3,360 | 2,598 | 3,207 | 2,100 | 3,257 | 4,743 | 4,636 | 4,495 | 32,485 |
| 1,979 | 2,109 | 4,688 | 2,598 | 3,207 | 3,676 | 2,055 | 3,449 | 3,390 | 3,117 | 30,268 |
| 3,037 | 3,306 | 3,360 | 2,598 | 3,207 | 2,100 | 1,000 | 2,379 | 2,379 | 3,117 | 26,484 |
| 3,037 | 3,306 | 3,360 | 2,598 | 3,207 | 2,100 | 3,257 | 3,449 | 3,390 | 3,117 | 30,822 |
| 3,037 | 3,306 | 3,360 | 2,598 | 3,207 | 3,676 | 3,257 | 3,449 | 3,390 | 3,117 | 32,398 |
| 3,037 | 3,306 | 3,360 | 3,954 | 3,207 | 2,899 | 3,257 | 3,449 | 3,390 | 3,117 | 32,978 |
| 1,979 | 3,306 | 4,688 | 3,954 | 3,207 | 2,100 | 3,257 | 4,743 | 1,661 | 2,012 | 30,907 |
| 1,000 | 4,746 | 4,688 | 3,954 | 4,418 | 4,743 | 3,257 | 4,743 | 4,636 | 4,495 | 40,679 |
| 3,037 | 3,306 | 3,360 | 2,598 | 1,514 | 3,676 | 3,257 | 2,379 | 2,379 | 3,117 | 28,624 |
| 3,037 | 3,306 | 3,360 | 3,954 | 1,000 | 3,676 | 3,257 | 2,379 | 3,390 | 3,117 | 30,477 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 3,037 | 1,514 | 2,153 | 2,598 | 3,207 | 2,899 | 3,257 | 1,661 | 2,379 | 2,012 | 24,718 |
| 4,302 | 3,306 | 4,688 | 3,954 | 4,418 | 4,743 | 4,664 | 4,743 | 4,636 | 4,495 | 43,948 |
| 4,302 | 3,306 | 4,688 | 3,954 | 4,418 | 3,676 | 3,257 | 4,743 | 4,636 | 4,495 | 41,474 |
| 4,302 | 2,109 | 3,360 | 3,954 | 3,207 | 2,899 | 4,664 | 4,743 | 3,390 | 4,495 | 37,125 |
| 3,037 | 3,306 | 3,360 | 2,598 | 3,207 | 3,676 | 3,257 | 3,449 | 4,636 | 4,495 | 35,022 |
| 3,037 | 3,306 | 4,688 | 3,954 | 4,418 | 4,743 | 4,664 | 4,743 | 4,636 | 4,495 | 42,683 |
| 1,000 | 1,000 | 2,153 | 1,000 | 1,000 | 3,676 | 3,257 | 3,449 | 1,000 | 1,000 | 18,535 |
| 1,000 | 1,000 | 1,000 | 3,954 | 3,207 | 1,000 | 3,257 | 1,000 | 3,390 | 3,117 | 21,925 |
| 3,037 | 4,746 | 4,688 | 3,954 | 3,207 | 4,743 | 2,055 | 3,449 | 4,636 | 4,495 | 39,010 |
| 1,979 | 4,746 | 3,360 | 2,598 | 4,418 | 4,743 | 3,257 | 4,743 | 2,379 | 4,495 | 36,718 |

**Lampiran 25 Uji Normalitas**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardize d Residual |
| N | | 46 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 3.53429954 |
| Most Extreme Differences | Absolute | .104 |
| Positive | .080 |
| Negative | -.104 |
| Test Statistic | | .104 |
| Asymp. Sig. (2-tailed) | | .200c,d |

* 1. Test distribution is Normal.
  2. Calculated from data.
  3. Lilliefors Significance Correction.
  4. This is a lower bound of the true significance.

**Lampiran 26**

**Uji Multikolinieritas**

**Coefficientsa**

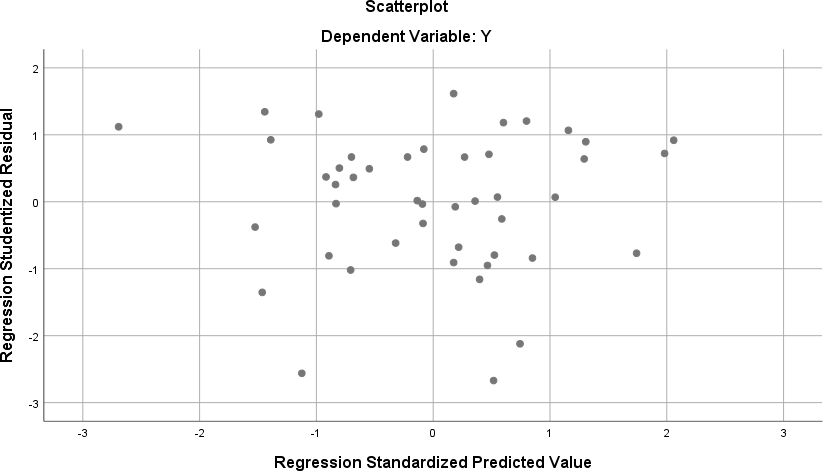
|  |  |  |  |
| --- | --- | --- | --- |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | (Constant) |  |  |
| *Shift* Kerja | .786 | 1.272 |
| Beban  Kerja | .470 | 2.126 |
| Lingkunga  n Kerja Non Fisik | .565 | 1.770 |

a. Dependent Variable: *Burnout*

Sumber : Data diolah SPSS.25(2023)

**Lampiran 27**

**Uji Heterokedastisitas**



**Lampiran 28 Uji Autokorelasi**

|  |  |
| --- | --- |
| **Model Summaryb** | |
| Model | Durbin-Watson |
| 1 | 1.968 |
| a. Predictors: (Constant), *Shift* Kerja,  Beban Kerja, dan Lingkungan Kerja Non Fisik | |
| b. Dependent Variable: *Burnout* | |

**Lampiran 29**

**Analisis Regresi Linier Berganda**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized  Coefficients | | Standardized  Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant  ) | 8.565 | 3.960 |  | 2.163 | .036 |
| *Shift* Kerja | .068 | .118 | .065 | .572 | .570 |
| Beban  Kerja | .366 | .121 | .447 | 3.037 | .004 |
| Lingkung  an Kerja Non Fisik | .338 | .127 | .357 | 2.661 | .011 |
| a. Dependent Variable: *Burnout* | | | | | | |

**Lampiran 30**

**Uji Parsial ( Uji-t)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardize d  Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant  ) | 8.565 | 3.960 |  | 2.163 | .036 |
| *Shift*  Kerja | .068 | .118 | .065 | .572 | .570 |
| Beban  Kerja | .366 | .121 | .447 | 3.037 | .004 |
| Lingkung an Kerja Non  Fisik | .338 | .127 | .357 | 2.661 | .011 |
| a. Dependent Variable: *Burnout* | | | | | | |

**Lampiran 31**

**Uji Simultan (Uji-f)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of  Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 751.393 | 3 | 250.464 | 18.714 | .000b |
| Residual | 562.107 | 42 | 13.384 |  |  |
| Total | 1313.500 | 45 |  |  |  |
| a. Dependent Variable: *Burnout* | | | | | | |
| b. Predictors: (Constant), *Shift* Kerja,Beban Kerja,Lingkungan Kerja Non Fisik | | | | | | |

**Lampiran 32**

**Uji Koefisien Determinas**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R  Square | Std. Error of  the Estimate | Durbin-  Watson |
| 1 | .756a | .572 | .541 | 3.658 | 1.968 |
| a. Predictors: (Constant), Shit Kerja, Beban Kerja, Lingkungan Kerja Non  Fisik | | | | | |
| b. Dependent Variable: *Burnout* | | | | | |