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LAMPIRAN

Perihal :Permohonan Pengisian Kuesioner.

Judul :Pengaruh Work Life Balance, Burnout, dan Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan Unit Pelaksana Teknis Daerah (UPTD) PuskesmasKramat.

KepadaYth,

Bapak/Ibu/Sdr

Di Unit Pelaksana Teknis Daerah (UPTD)

DenganHormat,

Dalam rangka menyelesaikan penelitian, saya MahasiswaFakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasinya dari Sdr untuk mengisikuesioner yang telah kami sediakan.

Adapun data yang kami minta adalahsesuaidengankondisi yang dirasakan Sdr selama ini. Kami akan menjaga kerahasiaankarena data inihanyauntuk kepentinga npeneliti. Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi peneliti ini.

Atas perhatian dan bantuannya, kami mengucap kanterimakasih.

Hormatsaya,

Dimas Abror Sepdaniarso

**FORMULIR KUESIONER**

PENGARUH *WORK LIFE BALANCE, BURNOUT* DAN LINGKUNGAN KERJA TERHADAP KEPUASAN KERJA KARYAWAN UNIT PELAKSANA TEKNIS DAERAH (UPTD) PUSKESMAS KRAMAT

1. **IDENTITAS RESPONDEN**

Jenis Kelamin : Laki-laki Perempuan

Usia : 21-30 Tahun 31-40 Tahun

41-50 Tahun 51-60 Tahun

Masa Kerja : 1-5 Tahun 2-10 Tahun >10 Tahun

Pendidikan : DIIIS1

1. **DAFTAR PERNYATAAN**

Isilah kuesioner dibawah ini dengan memberi tanda cheklist (√) pada jawaban dengan keterangan yaitu :

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju

**KUESIONERPENELITIAN**

**Variabel Kepuasan Kerja (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
|  | Sayapuaskarenapekerjaansaya sangat menarik. |  |  |  |  |  |
|  | Saya menyukai pekerjaan yang menantang. |  |  |  |  |  |
|  | Saya merasa senang ketika instansi memiliki program jenjang karir untuk status sosial. |  |  |  |  |  |
|  | Saya merasa bangga ketika pimpinan mampu menghargai dan peduli terhadapsaya. |  |  |  |  |  |
|  | Saya merasa senang ketika pimpinan mampu membantusaya. |  |  |  |  |  |
|  | Saya merasa memiliki keterikatan visi dengan atasan. |  |  |  |  |  |
|  | Sayapuaskarenaatasandapatmemberikanmotivasipositif. |  |  |  |  |  |
|  | Saya mampu berhubungan dengan baik antar rekan kerja. |  |  |  |  |  |
|  | Saya mampu berhubungan dengan baik dengan atasan. |  |  |  |  |  |
|  | Saya merasa bahagia ketika instansi memberikan kesempatan untuk pengembangan karir. |  |  |  |  |  |
|  | Saya merasa puas dengan gaji yang dapat mencukupi kebutuhan hidup. |  |  |  |  |  |
|  | Saya berhak mendapatkan gaji yang layak sesuai dengan bidang pekerjaan. |  |  |  |  |  |

**Variabel *Work-Life Balance* ()**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
|  | Saya dapat bekerja secara fleksibel. |  |  |  |  |  |
|  | Saya memiliki jam kerja yang cukup.. |  |  |  |  |  |
|  | Saya dapat menyisihkan waktu di luar pekerjaan. |  |  |  |  |  |
|  | Saya memiliki rasa tanggung jawab terhadap pekerjaan. |  |  |  |  |  |
|  | Saya memilikiketerlibatandidalampekerjaan. |  |  |  |  |  |
|  | Saya memilikiketerlibatandiluarpekerjaan. |  |  |  |  |  |
|  | Saya memilikisuasanahati yang positifdidalampekerjaan. |  |  |  |  |  |
|  | Saya memilikisuasanahati yang positifdiluarpekerjaan. |  |  |  |  |  |
|  | Saya mampubekerjasesuaidenganpekerjaannya. |  |  |  |  |  |

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

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
|  | Saya merasaterdapatkarakteristiksetiappekerjaan. |  |  |  |  |  |
|  | Saya merasaterdapatkarakteristiksetiapjabatan. |  |  |  |  |  |
|  | Saya merasaterdapatkarakteristikperusahaan. |  |  |  |  |  |
|  | Saya merasaterdapatkarakteristiksetiapindividu. |  |  |  |  |  |
|  | Setiap pekerjaan memiliki beban kerja masing-masing. |  |  |  |  |  |
|  | Sayapuaskarenadapatdukungandariatasan. |  |  |  |  |  |
|  | Sayapuaskarenadapatdukungandarikeluarga. |  |  |  |  |  |
|  | Saya puaskarenadapatdukungandarirekankerja. |  |  |  |  |  |

1. **Variabel Lingkungan Kerja ()**

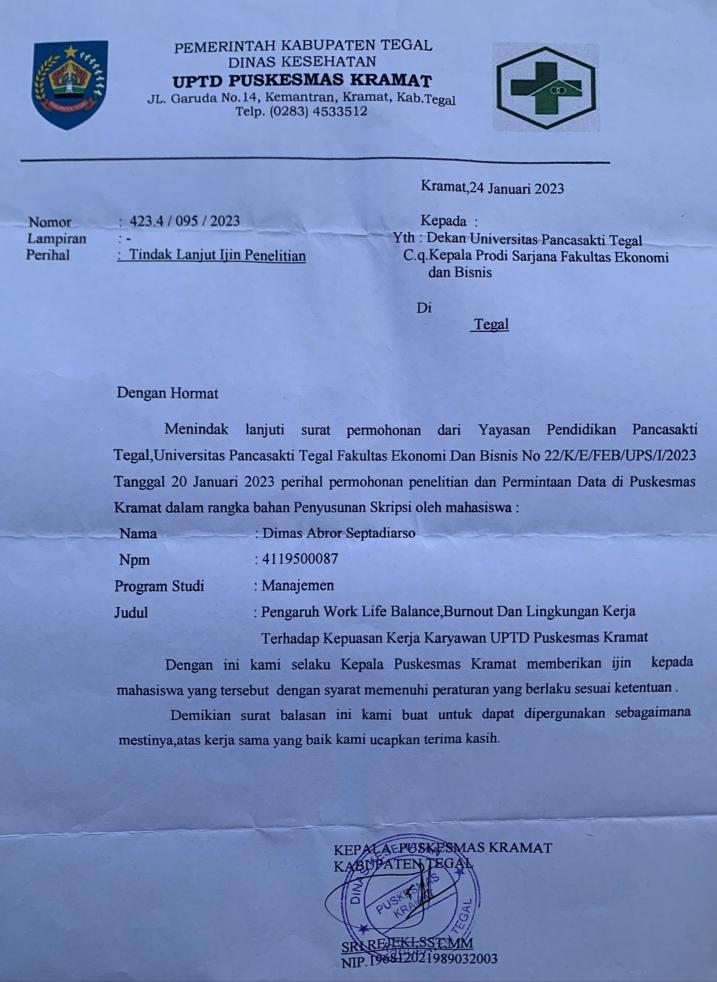
|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
|  | Bangunan tempat bekerja masih dalam kategori yang baik dan layak digunakan. |  |  |  |  |  |
|  | Area tempat kerja sangat mendukung. |  |  |  |  |  |
|  | Instansi menyediakan peralatan kerja yang layak dan memadai. |  |  |  |  |  |
|  | Instansi memiliki tempatistirahatataukantinuntuk para pekerja. |  |  |  |  |  |
|  | Instansi menyediakan tempat beribadahuntuk para pekerja. |  |  |  |  |  |
|  | Instansimempunyaitempatsirkulasiudara yang baik. |  |  |  |  |  |
|  | Terdapat sarana angkutan umum untuk karyawannya. |  |  |  |  |  |
|  | Suasana lingkungan kerja sangat nyaman |  |  |  |  |  |
|  | Memiliki hubungan karyawandenganpimpinan sangat baik. |  |  |  |  |  |
|  | Memiliki hubungan karyawandenganrekankerja sangat baik. |  |  |  |  |  |

**HASIL WAWANCARA DENGAN KARYAWAN**

**UNIT PELAKSANA TERKNIS DAERAH (UPTD) PUSKESMAS KRAMAT**

Telah diketahuidarijawabankaryawan Unit Pelaksana Teknis Daerah (UPTD) PuskesmasKramat Ketika wawancaraterdapatkesimpulansebagaiberikut :

1. Terdapatbeberapakaryawan yang bekerjasecara professional dan ada pula yang tidak.
2. Terdapatkaryawan yang tidakbisamengaturwaktubekerjadenganefisien.
3. Terdapatkaryawan yang masihmerasakesulitanmembagiwaktudalam. pekerjaanmaupundiluarpekerjaan.
4. Terdapatkaryawan yang merasakurangnyamandalampekerjaanya.
5. Terdapatkaryawan yang merasatertekandalambekerja.
6. Terdapatkaryawan yang seringmengeluhataspekerjaanya.
7. Terdapatkaryawanmemilikihubungankurangbaikdenganrekankerja.
8. Terdapatkaryawanketikadituntutbekerjasesuai target menanggapidengankurangbaik.
9. Terdapatkaryawan yang kelelahansehinggamengakibatkan stress.
10. Terdapatkaryawankurangnyamandenganlingkunganeksternal.
11. Terdapatkaryawanmengakuikebisingankendaraan dan waktuistirahatanak-anaksekolahseringmengganggupekerjaan.
12. Terdapatkaryawanberinteraksikurangbaik.
13. Terdapatkaryawan yang canggungberkomunikasidenganatasannya.

**SURAT TINDAK LANJUT IJIN PENELITIAN DARI UPTD KRAMAT**

Lampiran Tabulasi Data *Work life Balance* (X1)

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X1** | | | | | | | | | **JUMLAH** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** |
| 4 | 2 | 2 | 4 | 5 | 4 | 3 | 4 | 5 | 33 |
| 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 41 |
| 5 | 2 | 2 | 4 | 4 | 5 | 2 | 2 | 3 | 29 |
| 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 35 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 39 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 42 |
| 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 32 |
| 5 | 5 | 3 | 5 | 5 | 2 | 5 | 5 | 5 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 4 | 5 | 3 | 4 | 2 | 3 | 3 | 5 | 4 | 33 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 4 | 4 | 5 | 5 | 5 | 2 | 4 | 4 | 4 | 37 |
| 4 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 29 |
| 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 5 | 31 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 37 |
| 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 32 |
| 5 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | 4 | 36 |
| 4 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 5 | 36 |
| 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 39 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 3 | 3 | 3 | 5 | 4 | 3 | 5 | 3 | 4 | 33 |
| 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 38 |
| 2 | 3 | 4 | 4 | 3 | 5 | 5 | 4 | 3 | 33 |
| 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 41 |
| 4 | 1 | 4 | 3 | 3 | 2 | 1 | 2 | 4 | 24 |
| 3 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 5 | 35 |
| 3 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 40 |
| 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 31 |
| 4 | 3 | 3 | 4 | 4 | 2 | 3 | 4 | 4 | 31 |
| 5 | 3 | 4 | 5 | 2 | 1 | 3 | 4 | 5 | 32 |
| 4 | 1 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 34 |
| 4 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 5 | 33 |
| 3 | 4 | 3 | 5 | 2 | 3 | 4 | 3 | 5 | 32 |
| 3 | 1 | 4 | 5 | 1 | 2 | 4 | 3 | 4 | 27 |
| 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 31 |
| 3 | 5 | 1 | 5 | 5 | 2 | 5 | 4 | 5 | 35 |
| 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 43 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 2 | 4 | 2 | 4 | 2 | 3 | 2 | 2 | 2 | 23 |
| 3 | 5 | 4 | 4 | 3 | 2 | 5 | 4 | 3 | 33 |
| 2 | 4 | 2 | 4 | 3 | 3 | 3 | 4 | 4 | 29 |
| 4 | 3 | 4 | 3 | 4 | 2 | 3 | 3 | 4 | 30 |
| 4 | 3 | 3 | 5 | 5 | 4 | 5 | 4 | 3 | 36 |
| 4 | 4 | 4 | 3 | 3 | 5 | 4 | 2 | 5 | 34 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 4 | 5 | 3 | 5 | 3 | 2 | 2 | 1 | 5 | 30 |
| 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 35 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 3 | 4 | 3 | 3 | 2 | 2 | 3 | 4 | 3 | 27 |
| 4 | 3 | 3 | 5 | 4 | 2 | 3 | 3 | 4 | 31 |
| 2 | 3 | 4 | 5 | 3 | 2 | 3 | 3 | 3 | 28 |
| 3 | 4 | 4 | 4 | 4 | 3 | 2 | 2 | 4 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 5 | 5 | 5 | 5 | 5 | 2 | 5 | 3 | 3 | 38 |
| 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 38 |
| 4 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 5 | 36 |
| 4 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 39 |
| 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 29 |
| 4 | 4 | 3 | 5 | 2 | 4 | 4 | 5 | 4 | 35 |
| 5 | 4 | 4 | 5 | 2 | 2 | 5 | 5 | 5 | 37 |
| 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 34 |
| 3 | 3 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 35 |
| 4 | 3 | 2 | 3 | 4 | 3 | 4 | 3 | 2 | 28 |
| 5 | 2 | 2 | 5 | 3 | 2 | 2 | 4 | 3 | 28 |
| 3 | 5 | 4 | 2 | 3 | 2 | 5 | 4 | 5 | 33 |
| 3 | 3 | 4 | 4 | 3 | 2 | 4 | 4 | 5 | 32 |
| 0,526 | 0,555 | 0,544 | 0,414 | 0,615 | 0,51 | 0,712 | 0,633 | 0,504 |  |

Lampiran Tabulasi Data *Burnout* (X2)

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X2** | | | | | | | | **JUMLAH** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 31 |
| 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 37 |
| 4 | 3 | 5 | 2 | 2 | 4 | 2 | 5 | 27 |
| 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 33 |
| 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 33 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 36 |
| 3 | 3 | 3 | 4 | 4 | 3 | 5 | 4 | 29 |
| 5 | 4 | 3 | 5 | 5 | 3 | 5 | 5 | 35 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 3 | 3 | 5 | 4 | 3 | 5 | 4 | 3 | 30 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 28 |
| 3 | 2 | 2 | 3 | 5 | 4 | 5 | 3 | 27 |
| 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 35 |
| 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 32 |
| 3 | 3 | 3 | 3 | 5 | 3 | 3 | 3 | 26 |
| 5 | 5 | 4 | 3 | 5 | 3 | 4 | 4 | 33 |
| 3 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 31 |
| 3 | 4 | 3 | 5 | 4 | 4 | 5 | 3 | 31 |
| 5 | 4 | 3 | 4 | 5 | 3 | 5 | 5 | 34 |
| 2 | 3 | 3 | 5 | 5 | 3 | 5 | 3 | 29 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 35 |
| 4 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 29 |
| 3 | 3 | 3 | 4 | 5 | 4 | 5 | 5 | 32 |
| 4 | 3 | 5 | 4 | 3 | 5 | 5 | 5 | 34 |
| 3 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 32 |
| 4 | 3 | 3 | 3 | 5 | 4 | 3 | 3 | 28 |
| 3 | 3 | 4 | 3 | 1 | 3 | 5 | 4 | 26 |
| 4 | 2 | 4 | 4 | 5 | 4 | 4 | 4 | 31 |
| 4 | 3 | 3 | 3 | 5 | 4 | 5 | 5 | 32 |
| 3 | 3 | 3 | 4 | 3 | 5 | 5 | 5 | 31 |
| 1 | 3 | 2 | 4 | 5 | 2 | 5 | 3 | 25 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 2 | 4 | 1 | 2 | 4 | 4 | 5 | 4 | 26 |
| 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 34 |
| 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 26 |
| 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 32 |
| 2 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 19 |
| 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 35 |
| 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 29 |
| 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 30 |
| 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 36 |
| 5 | 5 | 4 | 2 | 1 | 5 | 5 | 5 | 32 |
| 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 20 |
| 4 | 5 | 3 | 2 | 4 | 5 | 4 | 3 | 30 |
| 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 28 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 3 | 3 | 4 | 2 | 2 | 4 | 5 | 4 | 27 |
| 2 | 2 | 3 | 3 | 2 | 3 | 4 | 3 | 22 |
| 3 | 3 | 4 | 3 | 4 | 5 | 5 | 4 | 31 |
| 2 | 1 | 3 | 3 | 1 | 2 | 2 | 3 | 17 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 2 | 2 | 2 | 3 | 4 | 3 | 4 | 4 | 24 |
| 5 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 32 |
| 4 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 34 |
| 4 | 4 | 3 | 3 | 5 | 4 | 5 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 29 |
| 4 | 3 | 4 | 5 | 5 | 3 | 5 | 3 | 32 |
| 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 27 |
| 3 | 3 | 2 | 3 | 5 | 5 | 3 | 5 | 29 |
| 3 | 2 | 3 | 2 | 3 | 3 | 5 | 4 | 25 |
| 4 | 3 | 4 | 3 | 5 | 3 | 2 | 3 | 27 |
| 5 | 3 | 3 | 2 | 2 | 3 | 3 | 5 | 26 |
| 4 | 5 | 5 | 2 | 3 | 4 | 2 | 4 | 29 |
| 4 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 31 |
| 0,74 | 0,664 | 0,53 | 0,614 | 0,527 | 0,619 | 0,54 | 0,545 |  |

Lampiran Tabulasi Data LingkunganKerja (X3)

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X2** | | | | | | | | **JUMLAH** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 31 |
| 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 37 |
| 4 | 3 | 5 | 2 | 2 | 4 | 2 | 5 | 27 |
| 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 33 |
| 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 33 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 36 |
| 3 | 3 | 3 | 4 | 4 | 3 | 5 | 4 | 29 |
| 5 | 4 | 3 | 5 | 5 | 3 | 5 | 5 | 35 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 3 | 3 | 5 | 4 | 3 | 5 | 4 | 3 | 30 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 28 |
| 3 | 2 | 2 | 3 | 5 | 4 | 5 | 3 | 27 |
| 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 35 |
| 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 32 |
| 3 | 3 | 3 | 3 | 5 | 3 | 3 | 3 | 26 |
| 5 | 5 | 4 | 3 | 5 | 3 | 4 | 4 | 33 |
| 3 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 31 |
| 3 | 4 | 3 | 5 | 4 | 4 | 5 | 3 | 31 |
| 5 | 4 | 3 | 4 | 5 | 3 | 5 | 5 | 34 |
| 2 | 3 | 3 | 5 | 5 | 3 | 5 | 3 | 29 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 35 |
| 4 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 29 |
| 3 | 3 | 3 | 4 | 5 | 4 | 5 | 5 | 32 |
| 4 | 3 | 5 | 4 | 3 | 5 | 5 | 5 | 34 |
| 3 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 32 |
| 4 | 3 | 3 | 3 | 5 | 4 | 3 | 3 | 28 |
| 3 | 3 | 4 | 3 | 1 | 3 | 5 | 4 | 26 |
| 4 | 2 | 4 | 4 | 5 | 4 | 4 | 4 | 31 |
| 4 | 3 | 3 | 3 | 5 | 4 | 5 | 5 | 32 |
| 3 | 3 | 3 | 4 | 3 | 5 | 5 | 5 | 31 |
| 1 | 3 | 2 | 4 | 5 | 2 | 5 | 3 | 25 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 2 | 4 | 1 | 2 | 4 | 4 | 5 | 4 | 26 |
| 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 34 |
| 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 26 |
| 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 32 |
| 2 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 19 |
| 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 35 |
| 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 29 |
| 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 30 |
| 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 36 |
| 5 | 5 | 4 | 2 | 1 | 5 | 5 | 5 | 32 |
| 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 20 |
| 4 | 5 | 3 | 2 | 4 | 5 | 4 | 3 | 30 |
| 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 28 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 3 | 3 | 4 | 2 | 2 | 4 | 5 | 4 | 27 |
| 2 | 2 | 3 | 3 | 2 | 3 | 4 | 3 | 22 |
| 3 | 3 | 4 | 3 | 4 | 5 | 5 | 4 | 31 |
| 2 | 1 | 3 | 3 | 1 | 2 | 2 | 3 | 17 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 2 | 2 | 2 | 3 | 4 | 3 | 4 | 4 | 24 |
| 5 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 32 |
| 4 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 34 |
| 4 | 4 | 3 | 3 | 5 | 4 | 5 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 29 |
| 4 | 3 | 4 | 5 | 5 | 3 | 5 | 3 | 32 |
| 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 27 |
| 3 | 3 | 2 | 3 | 5 | 5 | 3 | 5 | 29 |
| 3 | 2 | 3 | 2 | 3 | 3 | 5 | 4 | 25 |
| 4 | 3 | 4 | 3 | 5 | 3 | 2 | 3 | 27 |
| 5 | 3 | 3 | 2 | 2 | 3 | 3 | 5 | 26 |
| 4 | 5 | 5 | 2 | 3 | 4 | 2 | 4 | 29 |
| 4 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 31 |
| 0,74 | 0,664 | 0,53 | 0,614 | 0,527 | 0,619 | 0,54 | 0,545 |  |

Lampiran Tabulasi Data Y KepuasanKerja

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Y** | | | | | | | | | | | | **JUMLAH** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** |
| 3 | 4 | 4 | 5 | 5 | 3 | 4 | 3 | 3 | 3 | 4 | 5 | 46 |
| 5 | 4 | 5 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 53 |
| 3 | 2 | 4 | 4 | 1 | 4 | 4 | 5 | 2 | 3 | 4 | 2 | 38 |
| 4 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 45 |
| 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 57 |
| 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 5 | 51 |
| 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 56 |
| 5 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 50 |
| 4 | 3 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 54 |
| 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 52 |
| 3 | 4 | 4 | 3 | 3 | 5 | 4 | 3 | 4 | 4 | 5 | 3 | 45 |
| 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 53 |
| 2 | 3 | 5 | 4 | 3 | 3 | 4 | 3 | 3 | 5 | 4 | 5 | 44 |
| 3 | 4 | 4 | 5 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 48 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 50 |
| 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 44 |
| 3 | 4 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 48 |
| 3 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 1 | 5 | 47 |
| 3 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 49 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 47 |
| 4 | 5 | 4 | 3 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 50 |
| 5 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 5 | 4 | 49 |
| 3 | 5 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 5 | 5 | 3 | 46 |
| 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 56 |
| 4 | 5 | 4 | 4 | 3 | 2 | 5 | 4 | 3 | 5 | 5 | 5 | 49 |
| 3 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 3 | 3 | 3 | 5 | 46 |
| 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 3 | 4 | 5 | 52 |
| 4 | 2 | 4 | 5 | 5 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 44 |
| 3 | 4 | 5 | 5 | 4 | 3 | 5 | 3 | 4 | 5 | 3 | 5 | 49 |
| 3 | 4 | 5 | 5 | 3 | 2 | 3 | 5 | 3 | 2 | 3 | 5 | 43 |
| 3 | 2 | 4 | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 1 | 5 | 41 |
| 4 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 52 |
| 5 | 3 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 49 |
| 4 | 5 | 3 | 4 | 3 | 2 | 3 | 4 | 4 | 5 | 4 | 3 | 44 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 5 | 2 | 2 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 2 | 48 |
| 4 | 5 | 5 | 4 | 4 | 3 | 5 | 3 | 3 | 4 | 5 | 5 | 50 |
| 3 | 3 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 45 |
| 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 50 |
| 4 | 2 | 3 | 2 | 2 | 3 | 5 | 4 | 2 | 2 | 3 | 4 | 36 |
| 5 | 2 | 3 | 3 | 5 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 47 |
| 4 | 3 | 4 | 5 | 4 | 3 | 4 | 2 | 3 | 5 | 1 | 4 | 42 |
| 4 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 3 | 5 | 47 |
| 4 | 3 | 5 | 5 | 4 | 3 | 5 | 4 | 3 | 5 | 5 | 5 | 51 |
| 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 55 |
| 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 46 |
| 5 | 4 | 3 | 4 | 5 | 2 | 3 | 5 | 4 | 3 | 2 | 1 | 41 |
| 3 | 3 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 48 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 4 | 2 | 5 | 5 | 4 | 3 | 5 | 3 | 3 | 4 | 4 | 4 | 46 |
| 4 | 3 | 5 | 5 | 4 | 2 | 4 | 5 | 4 | 5 | 2 | 3 | 46 |
| 4 | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 3 | 5 | 4 | 3 | 49 |
| 2 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 1 | 3 | 3 | 1 | 28 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 46 |
| 4 | 3 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 5 | 5 | 5 | 51 |
| 5 | 4 | 3 | 4 | 3 | 3 | 4 | 5 | 3 | 4 | 4 | 5 | 47 |
| 3 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 5 | 48 |
| 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 5 | 53 |
| 4 | 5 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 5 | 3 | 4 | 44 |
| 4 | 2 | 4 | 5 | 5 | 2 | 4 | 4 | 3 | 5 | 2 | 5 | 45 |
| 4 | 3 | 4 | 5 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 48 |
| 3 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 44 |
| 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 4 | 4 | 54 |
| 4 | 4 | 2 | 3 | 4 | 3 | 1 | 4 | 4 | 4 | 4 | 3 | 40 |
| 5 | 3 | 3 | 3 | 2 | 4 | 3 | 4 | 2 | 3 | 2 | 3 | 37 |
| 4 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 3 | 3 | 4 | 4 | 38 |
| 4 | 3 | 3 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 47 |
| 0,424 | 0,414 | 0,578 | 0,465 | 0,581 | 0,48 | 0,646 | 0,403 | 0,614 | 0,544 | 0,509 | 0,569 |  |

Lampiran Uji Validitas Variabel *Work life balance*(X1)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X1.1 | 30.1765 | 17.133 | .376 | .704 |
| X1.2 | 30.3088 | 16.485 | .381 | .704 |
| X1.3 | 30.3088 | 16.724 | .378 | .704 |
| X1.4 | 29.7206 | 18.234 | .274 | .719 |
| X1.5 | 30.2794 | 15.876 | .450 | .690 |
| X1.6 | 30.7500 | 16.668 | .310 | .719 |
| X1.7 | 30.1618 | 15.153 | .581 | .664 |
| X1.8 | 30.2206 | 16.145 | .494 | .683 |
| X1.9 | 29.8382 | 17.332 | .352 | .708 |

Lampiran Uji Validitas Variabel *Burnout* (X2)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X2.1 | 26.3382 | 12.884 | .609 | .672 |
| X2.2 | 26.5147 | 13.895 | .529 | .692 |
| X2.3 | 26.4706 | 14.790 | .361 | .723 |
| X2.4 | 26.5000 | 13.955 | .448 | .707 |
| X2.5 | 26.0441 | 14.222 | .302 | .743 |
| X2.6 | 26.2059 | 14.255 | .474 | .702 |
| X2.7 | 25.8088 | 14.605 | .363 | .723 |
| X2.8 | 26.0147 | 15.119 | .410 | .715 |

Lampiran Uji Validitas VariabelLingkunganKerja(X2)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X3.1 | 34.7794 | 25.518 | .392 | .803 |
| X3.2 | 34.9265 | 24.189 | .509 | .791 |
| X3.3 | 34.8676 | 23.728 | .535 | .788 |
| X3.4 | 34.9118 | 23.067 | .548 | .786 |
| X3.5 | 34.5882 | 23.858 | .504 | .791 |
| X3.6 | 34.8676 | 23.818 | .523 | .789 |
| X3.7 | 35.3529 | 23.038 | .428 | .804 |
| X3.8 | 35.0588 | 23.071 | .520 | .790 |
| X3.9 | 35.1765 | 24.088 | .474 | .795 |
| X3.10 | 34.7500 | 24.190 | .474 | .795 |

Lampiran Uji ValiditasVariabelKepuasanKerja (Y)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| Y1 | 43.2500 | 26.280 | .299 | .746 |
| Y2 | 43.5000 | 26.015 | .267 | .751 |
| Y3 | 43.0735 | 24.577 | .458 | .729 |
| Y4 | 42.8235 | 25.789 | .338 | .743 |
| Y5 | 43.1471 | 24.575 | .462 | .728 |
| Y6 | 43.7647 | 25.436 | .343 | .742 |
| Y7 | 43.0882 | 23.813 | .535 | .719 |
| Y8 | 42.9853 | 26.373 | .271 | .749 |
| Y9 | 43.5588 | 24.340 | .504 | .724 |
| Y10 | 42.9853 | 24.940 | .421 | .733 |
| Y11 | 43.4118 | 24.514 | .344 | .744 |
| Y12 | 43.0294 | 24.089 | .425 | .732 |

Lampiran Uji ReliabilitasVariabel*Work life balance* (X1)

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .724 | 9 |

LampiranUji Reliabilitas Variabel *Burnout* (X2)

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .737 | 8 |

Lampiran Uji Reliabilitas Variabel Lingkungan kerja (X3)

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .810 | 10 |

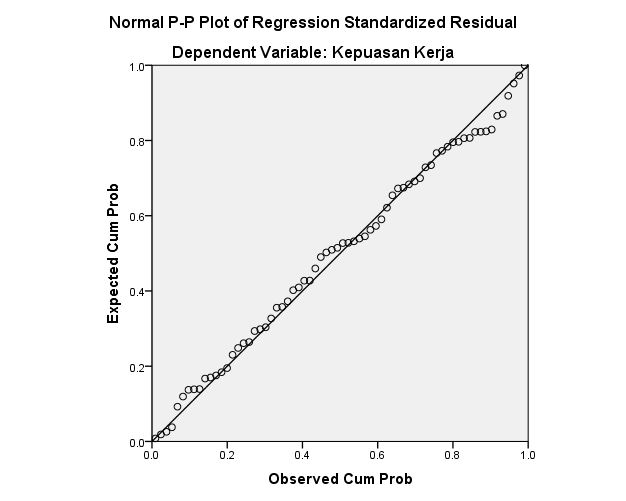
Lampiran Uji Reliabilitas Variabel Kepuasan Kerja (Y)

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .754 | 12 |

Lampiran Uji Normalitas

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 68 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 3.20138993 |
| Most Extreme Differences | Absolute | .077 |
| Positive | .077 |
| Negative | -.049 |
| Test Statistic | | .077 |
| Asymp. Sig. (2-tailed) | | .200c,d |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

Lampiran Gambar Normalitas



Lampiran Uji Autokorelasi

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .805a | .649 | .632 | 3.27556 | 2.108 |
| a. Predictors: (Constant), LingkunganKerja, Work life balance, Burnout | | | | | |
| b. Dependent Variable: KepuasanKerja | | | | | |

Lampiran Uji Multikolonieritas

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | | |
| Model | | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 9.658 | | 3.505 |  | 2.755 | .008 |  |  |
| Work life balance | .339 | | .113 | .283 | 3.010 | .004 | .619 | 1.615 |
| Burnout | .289 | | .124 | .226 | 2.325 | .023 | .581 | 1.722 |
| LingkunganKerja | .446 | | .096 | .444 | 4.663 | .000 | .607 | 1.648 |
| a. Dependent Variable: KepuasanKerja | | | | | | | | | |

LampiranUji Heteroskedastisitas

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 3.995 | 2.181 |  | 1.832 | .072 |
| Work life balance | .094 | .070 | .208 | 1.345 | .183 |
| Burnout | -.102 | .077 | -.210 | -1.315 | .193 |
| LingkunganKerja | -.044 | .060 | -.116 | -.741 | .462 |
| a. Dependent Variable: Abs\_Res | | | | | | |

Lampiran Gambar Uji Heteroskedastisitas

A graph of scatter plot

Description automatically generated

Lampiran AnalisisRegresiBerganda

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 9.658 | 3.505 |  | 2.755 | .008 |
| Work life balance | .339 | .113 | .283 | 3.010 | .004 |
| Burnout | .289 | .124 | .226 | 2.325 | .023 |
| LingkunganKerja | .446 | .096 | .444 | 4.663 | .000 |

Lampiran Uji t

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 9.658 | 3.505 |  | 2.755 | .008 |
| Work life balance | .339 | .113 | .283 | 3.010 | .004 |
| Burnout | .289 | .124 | .226 | 2.325 | .023 |
| LingkunganKerja | .446 | .096 | .444 | 4.663 | .000 |
| a. Dependent Variable: KepuasanKerja | | | | | | |

Lampiran Uji F

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 1267.853 | 3 | 422.618 | 39.389 | .000b |
| Residual | 686.676 | 64 | 10.729 |  |  |
| Total | 1954.529 | 67 |  |  |  |
| a. Dependent Variable: KepuasanKerja | | | | | | |
| b. Predictors: (Constant), LingkunganKerja, Work life balance, Burnout | | | | | | |

Lampiran Uji Determinasi

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .805a | .649 | .632 | 3.27556 |
| a. Predictors: (Constant), LingkunganKerja, Work life balance, Burnout | | | | |
| b. Dependent Variable: KepuasanKerja | | | | |