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LAMPIRAN

117

**LAMPIRAN 1**

**KATA PENGANTAR KUESIONER**

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh *Work Life Balance*, *Burnout* Dan Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan PT. Adira Multfinance Kota Tegal

Kepada Yth. Bapak/Ibu/Sdr/i Karyawan PT. Adira Multifinance Kota Tegal

Dengan hormat,

Dalam rangka menyelesaiakan penelitian, saya mahasiswa Fakultas Ekonomi Dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi Bapak/Ibu/Sdr/I untuk mengisi kuesioner yang telah saya sediakan. Adapun data yang saya minta adalah sesuai dengan kondisi yang dirasakan Bapak/Ibu/Sdr/I selama ini. Saya akan menjaga kerahasiaan karena data ini hanya untuk kepentigan penelitian. Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini. Atas perhatian dan bantuanya, saya ucapkan banyak terima kasih.

Tegal, Januari 2024

Fatikhul Bakhtsani

**LAMPIRAN 2**

**KUESIONER**

**PENGARUH *WORK LIFE BALANCE, BURNOUT* DAN LINGKUNGAN KERJA TERHADAP KEPUASAN KERJA KARYAWAN**

**PT. ADIRA MULTIFINANCE KOTA TEGAL**

1. PETUNJUK PENGISIAN
   1. Kepada Bapak/Ibu/Sdr/i diharapkan untuk menjawab seluruh pertanyaan yang ada dengan jujur dan sebenarnya.
   2. Berilah tanda ( √ ) pada kolom yang tersedia dan pilih salah satu jawaban sesuai dengan keadaan yang sebenarnya.
   3. Ada 5 (lima) altematif jawaban yaitu

|  |  |  |
| --- | --- | --- |
| **Simbol** | **Kategori** | **Nilai Bobot** |
| SS | Sangat Setuju | 5 |
| S | Setuju | 4 |
| N | Netral | 3 |
| TS | Tidak Setuju | 2 |
| STS | Sangat Tidak Setuju | 1 |

1. IDENTITAS RESPONDEN
   1. Jenis Kelamin :

Laki - laki Perempuan

* 1. Usia :

20 - 30 Tahun 31 - 40 Tahun

41 – 50 Tahun > 50 Tahun

* 1. Pendidikan :

SLTA / Sederajat D3/Diploma

S1/Strata 1 S2

* 1. Lama Bekerja

1 – 5 Tahun

> 10 Tahun

6 - 10 Tahun

1. **Kepuasan Kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **PERNYATAAN** | **PENILAIAN** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Saya puas dalam bekerja karena mendapatkan kesempatan untuk memperoleh pengalaman selama bekerja. |  |  |  |  |  |
| 2 | Saya puas dalam bekerja karena mendapatkan kesempatan untuk  memperoleh peningkatan kemampuan selama bekerja. |  |  |  |  |  |
| 3 | Saya puas dalam bekerja karena keadaaan tempat kerja yang aman. |  |  |  |  |  |
| 4 | Saya puas dalam bekerja karena gaji yang diterima sesuai dengan  kebutuhan. |  |  |  |  |  |
| 5 | Saya puas dalam bekerja karena dapat bekerja dengan situasi yang stabil. |  |  |  |  |  |
| 6 | Saya puas dalam bekerja karena dapat bekerja dengan kondisi kerja  yang stabil. |  |  |  |  |  |
| 7 | Saya puas dalam bekerja karena mendapatkan pengawasan secara  adil dan bijaksana. |  |  |  |  |  |
| 8 | Saya puas dalam bekerja karena Tingkat kesukaran pekerjaan dapat  disesuaikan dengan keterampilan yang saya miliki. |  |  |  |  |  |
| 9 | Saya puas dalam bekerja karena dapat bekerja dengan kondisi tempat kerja yang nyaman. |  |  |  |  |  |
| 10 | Saya puas dalam bekerja karena Kondisi tempat parkir yang sudah  memadai. |  |  |  |  |  |
| 11 | Saya puas dalam bekerja karena dapat berinteraksi antar pegawai  dengan harmonis dalam pelaksanaan pekerjaan. |  |  |  |  |  |
| 12 | Saya puas dalam bekerja karena dapat berinteraksi baik dengan  atasan. |  |  |  |  |  |
| 13 | Saya puas dalam bekerja karena mendapatkan fasilitas cuti dari perusahaan. |  |  |  |  |  |

1. ***Work Life Balance***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **PERNYATAAN** | **PENILAIAN** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Saya bisa menyeimbangkan waktu untuk kehidupan pribadi. |  |  |  |  |  |
| 2 | Saya bisa menyeimbangkan waktu untuk aktivitas kantor. |  |  |  |  |  |
| 3 | Saya dapat melibatkan diri dalam bersosialisasi. |  |  |  |  |  |
| 4 | Saya terlibat secara fisik dalam  bekerja. |  |  |  |  |  |
| 5 | Saya terlibat secara emosional pada saat bekerja. |  |  |  |  |  |
| 6 | Saya terlibat secara fisik dan emosional dalam kehidupan  keluarga. |  |  |  |  |  |
| 7 | Saya terlibat secara fisik dan emosional dalam kehidupan sosial. |  |  |  |  |  |
| 8 | Saya dapat menghabiskan waktu yang cukup dengan keluarga. |  |  |  |  |  |
| 9 | Saya merasa puas bekerja  apabila hubungan dengan rekan kerja baik. |  |  |  |  |  |
| 10 | Saya merasa puas dalam bekerja apabila hasil kerja tepat waktu. |  |  |  |  |  |

1. ***Burnout***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **PERNYATAAN** | **PENILAIAN** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Saya merasa emosi terkuras dalam menangani pelanggan. |  |  |  |  |  |
| 2 | Saya merasa kelelahan mental saat bekerja. |  |  |  |  |  |
| 3 | Tanggung jawab yang saya terima  bertentangan dengan nilai nilai yang dimiliki seorang individu. |  |  |  |  |  |
| 4 | Saya merasa tidak memiliki kejelasan untuk memahami ruang lingkup dan parameter pekerjaan. |  |  |  |  |  |
| 5 | Saya merasa kelelahan fisik yang berlebihan dalam bekerja. |  |  |  |  |  |
| 6 | Saya mengalami frustasi karena  selalu ingin mengerjakan sesuatu dengan sempurna. |  |  |  |  |  |
| 7 | Saya tidak memiliki dukungan  sosial dari rekan kerja maupun keluarga. |  |  |  |  |  |
| 8 | Saya mengalami tekanan tuntutan pekerjaan yang memaksa untuk  bersifat maskulin atau feminim. |  |  |  |  |  |
| 9 | Saya memiliki kemampuan yang  lebih untuk mengatasi tekanan pekerjaan. |  |  |  |  |  |
| 10 | Saya merasa kelelahan akibat  tuntunan akademik yang menimbulkan perasaan pesemis. |  |  |  |  |  |

1. **Lingkungan Kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **PERNYATAAN** | **PENILAIAN** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Pencahayaan di tempat kerja saya sudah sesuai. |  |  |  |  |  |
| 2 | Sirkulasi udara di tempat kerja saya sangat baik. |  |  |  |  |  |
| 3 | Tata letak ruang kerja saya sangat luas. |  |  |  |  |  |
| 4 | Dekorasi ruang kerja saya sudah sesuai. |  |  |  |  |  |
| 5 | Ruang kerja saya terhindar dari suara kebisingan. |  |  |  |  |  |
| 6 | Fasilitas kantor sudah sangat memadai. |  |  |  |  |  |
| 7 | Hubungan saya dengan atasan terjalin harmonis. |  |  |  |  |  |
| 8 | Saya memiliki keterbukaan kepada atasan. |  |  |  |  |  |
| 9 | Hubungan saya dengan sesama rekan kerja berjalan dengan baik. |  |  |  |  |  |
| 10 | Saya dapat berinteraksi baik dengan sesama karyawan yang berbeda  jenis pekerjaan. |  |  |  |  |  |

**LAMPIRAN 3**

**PERTANYAAN WAWANCARA PADA KARYAWAN PT. ADIRA MULTIFINANCE KOTA TEGAL**

Hasil wawancara ini sebagai bukti pernyataan variabel *Work Life Balance*, *Burnout* Dan Lingkungan Kerja untuk materi pada BAB I latar belakang masalah, adapun pertanyaan-pertanyaan yang di tujukan, yaitu:

1. Apakah anda sudah merasa puas bekerja di PT. Adira Multifinance Kota Tegal ini ? apa yang membuat anda merasa puas bekerja di PT. Adira Multifinance Kota Tegal ?
2. Apakah anda sudah merasa puas bekerja di PT. Adira Multifinance Kota Tegal yang berkaitan dengan gaji, hubungan antar rekan kerja, bonus atau tunjangan dan lingkungan kerja di PT. Adira Multifinance Kota Tegal ?
3. Apakah selama bekerja di PT. Adira Multifinance Kota Tegal anda masih dapat menyisihkan waktu luang untuk bersama keluarga atau teman ?
4. Apakah selama bekerja di PT. Adira Multifinance Kota Tegal anda masih dapat menyisihkan waktu untuk kepentingan pribadi atau kehidupan sosial ?
5. Apakah selama bekerja di PT. Adira Multifinance Kota Tegal mengalami kelelahan fisik ?
6. Apakah anda mengalami kelelahan emosional saat bekerja ?
7. Bagaimana kondisi lingkungan kerja fisik yang meliputi tempat bekerja, fasilitas serta alat bantu pekerjaan, kebersihan, penerangan, dan ketengan di tempat kerja ?
8. Bagaimana kondisi lingkungan kerja non fisik yang berkaitan dengan hubungan dengan pemimpin maupun rekan kerja ?

**LAMPIRAN 4**

**HASIL WAWANCARA PADA KARYAWAN PT. ADIRA MULTIFINANCE KOTA TEGAL**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Jawaban**  **Pertanyaan 1** | **Jawaban**  **Pertanyaan 2** | **Jawaban**  **Pertanyaan 3** | **Jawaban**  **Pertanyaan 4** | **Jawaban**  **Pertanyaan 5** | **Jawaban**  **Pertanyaan 6** | **Jawaban**  **Pertanyaan 7** | **Jawaban**  **Pertanyaan 8** |
| 1 | Tidak puas Karena perusahaan belum memberikan fasilitas – fasilitas yang membuat saya betah bekerja. | Cukup Kerena perusahaan belum memberikan yang terbaik kepada karyawanya yang berkaitanya  dengan gaji. | Tidak Ada Dikarenakan terkadang pimpinan suruh bekerja lembur. | Tidak Ada Dikarenakan terkadang waktunya libur untuk bekerja dirumah. | Ada Dikarenakan pekerjaan yang banyak sehingga menyebabkan kelelahan saat bekerja. | Ada Ketika ada  permasalahan saat bekerja sehingga menyebabkan stres kerja. | Sangat tidak baik Dikarenakan fasilitas kerja yang kurang memadai. | Sangat tidak baik Dikarenakan pemimpin jarang berkomunikasi denga para karyawanya. |
| 2 | Tidak puas Karena perusahaan belum bisa  menciptakan | Tidak puas Karena pimpinan jarang  mengevaluasi | Tidak Ada Saya sulit menyisihkan waktu untuk  keluarga dan | Ada Dikarenakan masih bisa melakukan  kegiatan | Ada Ketika disuruh menyelesaikan  pekerjaan  dengan tepat | Ada Ketika banyaknya beban  pekerjaan. | Sangat tidak baik Dikarenakan lingkungan  kerja yang | Sangat tidak baik Dikarenakan komunikasi  antar karyawan |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | suasana yang nyaman. | hasil kinerja para karyawanya. | teman dikarenakan menyelesaikan pekerjaan dengan target. | pribadi. | waktu. |  | kurang nyaman seperti sirkulasi udara yang  kurang baik. | sering terjadi miss komunikasi. |
| 3 | Cukup Karena suasana di perusahaan  membosankan. | Cukup Kerena perusahaan belum memberikan yang terbaik kepada karyawanya yang berkaitanya  dengan gaji. | Tidak Ada Dikarenakan terkadang pimpinan suruh bekerja lembur. | Ada Dikarenakan masih bisa melakukan kegiatan sosial. | Ada Dikarenakan pekerjaan yang banyak sehingga menyebabkan kelelahan saat bekerja. | Ada Ketika ketika  jam yang overload. | Sangat tidak baik Dikarenakan fasilitas kerja yang kurang memadai. | Sangat tidak baik Dikarenakan pemimpin jarang berkomunikasi denga para karyawanya. |
| 4 | Puas Karena perusahaan sudah  menciptakan suasana yang  nyaman dan | Puas Karena perusahaan telah memberikan gaji yang  layak kepada | Ada Karena saya telah  menyelesaikan pekerjaan dengan tepat  waktu. | Tidak Ada Dikarenakan terkadang waktunya libur untuk bekerja  dirumah. | Ada Dikarenakan pekerjaan yang banyak sehingga menyebabkan  kelelahan saat | Ada Ketika banyaknya beban pekerjaan. | Sangat tidak baik  Karena ruangan kerja yang masih sempit dan  peneragan | Sangat tidak baik Dikarenakan komunikasi antar karyawan sering terjadi  miss |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | bersih. | saya. |  |  | bekerja. |  | ruangan yang  kurang memadai. | komunikasi. |
| 5 | Tidak puas Karena perusahaan belum bisa menciptakan suasana yang nyaman. | Tidak puas Karena pimpinan jarang membaur atau mengobrol kepada  karyawan. | Tidak Ada Dikarenakan terkadang pimpinan suruh bekerja lembur. | Tidak Ada Dikarenakan terkadang waktunya libur untuk bekerja dirumah. | Ada Ketika disuruh menyelesaikan  pekerjaan dengan tepat waktu. | Ada Ketika banyaknya beban pekerjaan. | Tidak baik Dikarenakan fasilitas kerja yang kurang memadai. | Sangat tidak baik  . |
| 6 | Sangat tidak puas Karena pimpinan jarang  memberikan motivasi kepada karyawanya. | Tidak puas Kerena perusahaan belum memberikan yang terbaik kepada karyawanya yang berkaitanya dengan gaji. | Tidak Ada Saya sulit menyisihkan waktu untuk keluarga dan teman dikarenakan menyelesaikan pekerjaan dengan target. | Tidak Ada Dikarenakan terkadang waktunya libur untuk bekerja dirumah. | Ada Dikarenakan pekerjaan yang banyak sehingga menyebabkan kelelahan saat bekerja. | Ada Ketika ada  permasalahan saat bekerja sehingga menyebabkan stres kerja. | Sangat tidak baik Dikarenakan lingkungan kerja yang kurang nyaman seperti sirkulasi udara yang kurang baik. | Tidak baik Dikarenakan pemimpin jarang berkomunikasi denga para karyawanya. |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 7 | Tidak puas Karena suasana di perusahaan membosankan. | Tidak puas Karena pimpinan jarang mengevaluasi hasil kinerja para karyawanya. | Tidak Ada Dikarenakan terkadang pimpinan suruh bekerja lembur. | Ada Dikarenakan masih bisa melakukan kegiatan pribadi. | Ada Ketika disuruh menyelesaikan  pekerjaan dengan tepat waktu. | Ada Ketika ada  permasalahan saat bekerja sehingga menyebabkan stres kerja. | Tidak baik Dikarenakan fasilitas kerja yang kurang memadai. | Sangat tidak baik  Dikarenakan komunikasi antar karyawan sering terjadi miss  komunikasi. |
| 8 | Puas Karena perusahaan sudah  menciptakan suasana yang nyaman dan bersih. | Puas Karena perusahaan telah memberikan gaji yang  layak kepada saya. | Ada Karena saya selalu  menyimbangkan waktu pekerjaan dengan keluarga. | Ada Dikarenakan masih bisa melakukan kegiatan sosial. | Ada Dikarenakan pekerjaan yang banyak sehingga menyebabkan kelelahan saat bekerja. | Ada Ketika ketika  jam yang overload. | Sangat tidak baik  Karena ruangan kerja yang masih sempit dan peneragan ruangan yang kurang  memadai. | Cukup. |
| 9 | Tidak puas Karena perusahaan belum  memberikan | Tidak puas Kerena perusahaan belum  memberikan | Tidak Ada Dikarenakan terkadang pimpinan suruh  bekerja lembur. | TidakAda Dikarenakan terkadang waktunya  libur untuk | Ada Dikarenakan pekerjaan yang banyak  sehingga | Ada Ketika ada  permasalahan saat bekerja  sehingga | Tidak baik Dikarenakan fasilitas kerja yang kurang  memadai. | Sangat tidak baik Dikarenakan pemimpin  jarang |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | fasilitas – fasilitas yang membuat saya betah bekerja. | yang terbaik kepada karyawanya yang berkaitanya  dengan gaji. |  | bekerja dirumah. | menyebabkan kelelahan saat bekerja. | menyebabkan stres kerja. |  | berkomunikasi denga para karyawanya |
| 10 | Tidak puas Karena pimpinan jarang memberikan motivasi kepada karyawanya. | Tidak puas Karena pimpinan jarang membaur atau mengobrol kepada karyawan. | Tidak Ada Saya sulit menyisihkan waktu untuk keluarga dan teman dikarenakan menyelesaikan pekerjaan dengan target. | Ada Dikarenakan masih bisa melakukan kegiatan pribadi. | Ada Ketika disuruh menyelesaikan  pekerjaan dengan tepat waktu. | Ada Ketika banyaknya beban pekerjaan. | Sangat tidak baik Dikarenakan lingkungan kerja yang kurang nyaman seperti penerangan yang belum  memadai. | Sangat tidak baik Dikarenakan komunikasi antar karyawan sering terjadi miss komunikasi. |
| 11 | Tidak puas Karena perusahaan belum bisa menciptakan suasana yang  nyaman. | Tidak puas Karena pimpinan jarang mengevaluasi hasil kinerja  para | Tidak Ada Dikarenakan terkadang pimpinan suruh bekerja lembur. | Tidak Ada Dikarenakan terkadang waktunya libur untuk bekerja  dirumah. | Ada Dikarenakan pekerjaan yang banyak sehingga menyebabkan  kelelahan saat | Ada Ketika ada  permasalahan saat bekerja sehingga menyebabkan  stres kerja. | Tidak baik Dikarenakan fasilitas kerja yang kurang memadai. | Sangat tidak baik Dikarenakan pemimpin jarang berkomunikasi  denga para |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | karyawanya. |  |  | bekerja. |  |  | karyawanya. |
| 12 | Puas Karena perusahaan sudah  menciptakan suasana yang nyaman dan bersih. | Puas Karena perusahaan telah memberikan gaji yang  layak kepada saya. | Ada Karena saya selalu  menyimbangkan waktu pekerjaan dengan keluarga. | Ada Dikarenakan masih bisa melakukan kegiatan sosial. | Ada Ketika disuruh menyelesaikan  pekerjaan dengan tepat waktu. | Ada Ketika ketika  jam yang overload. | Sangat tidak baik Dikarenakan lingkungan kerja yang kurang nyaman seperti sirkulasi udara yang  kurang baik. | Cukup. |
| 13 | Sangat tidak puas Karena pimpinan jarang  memberikan motivasi kepada karyawanya. | Tidak puas Karena pimpinan jarang mengevaluasi hasil kinerja para karyawanya. | Tidak Ada Saya sulit menyisihkan waktu untuk keluarga dan teman dikarenakan menyelesaikan pekerjaan dengan target. | Tidak Ada Dikarenakan terkadang waktunya libur untuk bekerja dirumah. | Ada Dikarenakan pekerjaan yang banyak sehingga menyebabkan kelelahan saat bekerja. | Ada Ketika banyaknya beban pekerjaan. | Tidak baik Dikarenakan fasilitas kerja yang kurang memadai. | Sangat tidak baik Dikarenakan komunikasi antar karyawan sering terjadi miss komunikasi. |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 14 | Tidak puas Karena perusahaan belum bisa menciptakan suasana yang nyaman. | Tidak puas Karena pimpinan jarang membaur atau mengobrol kepada  karyawan. | Tidak Ada Karena saya susah untuk refreshing. | Ada Dikarenakan masih bisa melakukan kegiatan sosial. | Ada Ketika disuruh menyelesaikan  pekerjaan dengan tepat waktu. | Ada Ketika ada  permasalahan saat bekerja sehingga menyebabkan stres kerja. | Sangat tidak baik Dikarenakan fasilitas kerja yang kurang memadai. | Tidak baik Dikarenakan pemimpin jarang berkomunikasi denga para karyawanya |
| 15 | Tidak puas Karena pimpinan jarang memberikan motivasi kepada karyawanya. | Tidak puas Kerena perusahaan belum memberikan yang terbaik kepada karyawanya yang berkaitanya  dengan gaji. | Tidak Ada Dikarenakan terkadang pimpinan suruh bekerja lembur. | Tidak Ada Dikarenakan terkadang waktunya libur untuk bekerja dirumah. | Ada Dikarenakan pekerjaan yang banyak sehingga menyebabkan kelelahan saat bekerja. | Ada Ketika banyaknya beban pekerjaan. | Tidak baik Dikarenakan lingkungan kerja yang kurang nyaman seperti suasana yang tidak mendukung. | Sangat tidak baik Dikarenakan komunikasi antar karyawan sering terjadi miss komunikasi. |
| 16 | Tidak puas Karena suasana di  perusahaan | Tidak puas Karena pimpinan  jarang | Tidak Ada Saya sulit menyisihkan  waktu untuk | Tidak Ada Dikarenakan terkadang  waktunya | Ada Ketika disuruh menyelesaikan  pekerjaan | Ada Ketika ada  permasalahan saat bekerja | Sangat tidak baik Dikarenakan  fasilitas kerja | Sangat tidak baik Dikarenakan  pemimpin |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | membosankan. | membaur atau mengobrol kepada karyawan | keluarga dan teman dikarenakan menyelesaikan pekerjaan  dengan target. | libur untuk bekerja dirumah. | dengan tepat waktu. | sehingga menyebabkan stres kerja. | yang kurang memadai. | jarang berkomunikasi denga para karyawanya |
| 17 | Cukup Karena suasana di perusahaan  membosankan. | Cukup Karena pimpinan jarang membaur atau mengobrol kepada  karyawan. | Tidak Ada Dikarenakan terkadang pimpinan suruh bekerja lembur. | Ada Dikarenakan masih bisa melakukan kegiatan sosial. | Ada Dikarenakan pekerjaan yang banyak sehingga menyebabkan kelelahan saat bekerja. | Ada Ketika ada  permasalahan saat bekerja sehingga menyebabkan stres kerja. | Tidak baik Dikarenakan lingkungan kerja yang kurang nyaman seperti tata letak yang  kurang baik | Tidak baik Dikarenakan komunikasi antar karyawan sering terjadi miss komunikasi. |
| 18 | Sangat tidak puas Karena perusahaan belum  memberikan fasilitas – fasilitas yang  membuat saya | Tidak puas Karena pimpinan jarang mengevaluasi hasil kinerja para karyawanya. | Ada Karena saya  masih bisa untuk refreshing. | Ada Dikarenakan masih bisa melakukan kegiatan sosial. | Ada Ketika disuruh menyelesaikan  pekerjaan dengan tepat waktu. | Ada Ketika banyaknya beban pekerjaan. | Sangat tidak baik Dikarenakan fasilitas kerja yang kurang memadai. | Sangat tidak baik Dikarenakan pemimpin jarang berkomunikasi denga para karyawanya |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | betah bekerja. |  |  |  |  |  |  |  |
| 19 | Tidak puas Karena suasana di perusahaan membosankan. | Cukup Karena perusaahan tidak memberikan tunjangan. | Ada Karena saya  masih bisa untuk refreshing. | Ada Dikarenakan masih bisa melakukan kegiatan pribadi. | Ada Dikarenakan pekerjaan yang banyak sehingga menyebabkan kelelahan saat  bekerja. | Tidak Ada | Tidak baik Dikarenakan fasilitas kerja yang kurang memadai. | Tidak baik Dikarenakan komunikasi antar karyawan sering terjadi miss komunikasi. |
| 20 | Sangat tidak puas Karena suasana di perusahaan  membosankan. | Sangat tidak puas Karena  perusaahan tidak memberikan tunjangan. | Tidak Ada Saya sulit menyisihkan waktu untuk keluarga dan teman dikarenakan menyelesaikan pekerjaan  dengan target. | Tidak Ada Saya sulit menyisihkan waktu untuk kegiatan sosial. | Tidak Ada | Tidak Ada | Cukup Dikarenakan lingkungan kerja yang kurang nyaman seperti ruang kerja yang kurang  bersih. | Sangat tidak baik Dikarenakan pemimpin jarang berkomunikasi denga para karyawanya |
| 21 | Tidak puas Karena perusahaan belum  memberikan | Cukup Karena perusaahan tidak  memberikan | Tidak Ada Karena saya susah untuk refreshing | Tidak Ada Dikarenakan terkadang waktunya  libur untuk | Ada Dikarenakan pekerjaan yang banyak  sehingga | Tidak Ada | Cukup Karena ruangan kerja yang masih  sempit dan | Cukup.  Dikarenakan pemimpin jarang  berkomunikasi |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | fasilitas – fasilitas yang membuat saya  betah bekerja. | tunjangan |  | bekerja dirumah. | menyebabkan kelelahan saat bekerja. |  | peneragan ruangan yang kurang  memadai. | denga para karyawanya |
| 22 | Tidak puas Karena suasana di perusahaan membosankan. | Tidak puas Kerena perusahaan belum memberikan yang terbaik kepada karyawanya yang berkaitanya  dengan gaji. | Ada Karena saya  masih bisa untuk refreshing. | Ada Dikarenakan masih bisa melakukan kegiatan pribadi. | Tidak Ada | Ada Ketika banyaknya beban pekerjaan. | Cukup Dikarenakan fasilitas kerja yang kurang memadai. | Tidak baik Dikarenakan komunikasi antar karyawan sering terjadi miss komunikasi. |
| 23 | Sangat tidak puas Karena suasana di perusahaan  membosankan. | Sangat tidak puas Karena perusaahan tidak memberikan tunjangan. | Ada Karena saya  masih bisa untuk refreshing. | Ada Dikarenakan masih bisa melakukan kegiatan pribadi. | Ada Ketika disuruh menyelesaikan  pekerjaan dengan tepat waktu. | Ada Ketika banyaknya beban pekerjaan. | Cukup Dikarenakan fasilitas kerja yang kurang memadai. | Tidak baik Dikarenakan pemimpin jarang berkomunikasi denga para karyawanya. |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 24 | Tidak puas Karena perusahaan belum memberikan fasilitas – fasilitas yang membuat saya betah bekerja. | Cukup Kerena perusahaan belum memberikan yang terbaik kepada karyawanya yang berkaitanya  dengan gaji. | Tidak Ada Karena saya susah untuk refreshing | Tidak Ada Dikarenakan terkadang waktunya libur untuk bekerja dirumah. | Ada Ketika disuruh menyelesaikan  pekerjaan dengan tepat waktu. | Ada Ketika banyaknya beban pekerjaan. | Tidak baik Dikarenakan fasilitas kerja yang kurang memadai. | Tidak baik Dikarenakan komunikasi antar karyawan sering terjadi miss komunikasi. |
| 25 | Tidak puas Karena perusahaan belum bisa menciptakan suasana yang nyaman. | Cukup Karena pimpinan jarang mengevaluasi hasil kinerja para  karyawanya. | Ada Karena saya  masih bisa untuk refreshing. | Ada Dikarenakan masih bisa melakukan kegiatan pribadi. | Tidak Ada | Tidak Ada | Tidak baik Dikarenakan fasilitas kerja yang kurang memadai. | Tidak baik Dikarenakan pemimpin jarang berkomunikasi denga para karyawanya. |

**LAMPIRAN 5**

**HASIL PERSENTASE WAWANCARA PADA KARYAWAN PT. ADIRA MULTIFINANCE KOTA TEGAL**

1. **Kepuasan Kerja (Y)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Pertanyaan 1** | | | |
| **No** | **Kriteria** | **Frekuensi** | **Presentase (%)** |
| 1 | Puas | 3 | 12 % |
| 2 | Cukup | 2 | 8 % |
| 3 | Tidak Puas | 15 | 60 % |
| 4 | Sangat Tidak Puas | 5 | 20 % |
| **Jumlah** | | **25** | **100 %** |

|  |  |  |  |
| --- | --- | --- | --- |
| **Pertanyaan 2** | | | |
| **No** | **Kriteria** | **Frekuensi** | **Presentase (%)** |
| 1 | Puas | 3 | 12 % |
| 2 | Cukup | 7 | 28 % |
| 3 | Tidak Puas | 13 | 52 % |
| 4 | Sangat Tidak Puas | 2 | 8 % |
| **Jumlah** | | **25** | **100 %** |

1. ***Work Life Balance* (X1)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Pertanyaan 3** | | | |
| **No** | **Kriteria** | **Frekuensi** | **Presentase (%)** |
| 1 | Ada | 17 | 68 % |
| 2 | Tidak Ada | 8 | 32 % |
| **Jumlah** | | **25** | **100 %** |

|  |  |  |  |
| --- | --- | --- | --- |
| **Pertanyaan 4** | | | |
| **No** | **Kriteria** | **Frekuensi** | **Presentase (%)** |
| 1 | Ada | 13 | 52 % |
| 2 | Tidak Ada | 12 | 48 % |
| **Jumlah** | | **25** | **100 %** |

1. **Burnout (X2)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Pertanyaan 5** | | | |
| **No** | **Kriteria** | **Frekuensi** | **Presentase (%)** |
| 1 | Ada | 22 | 88 % |
| 2 | Tidak Ada | 3 | 12 % |
| **Jumlah** | | **25** | **100 %** |

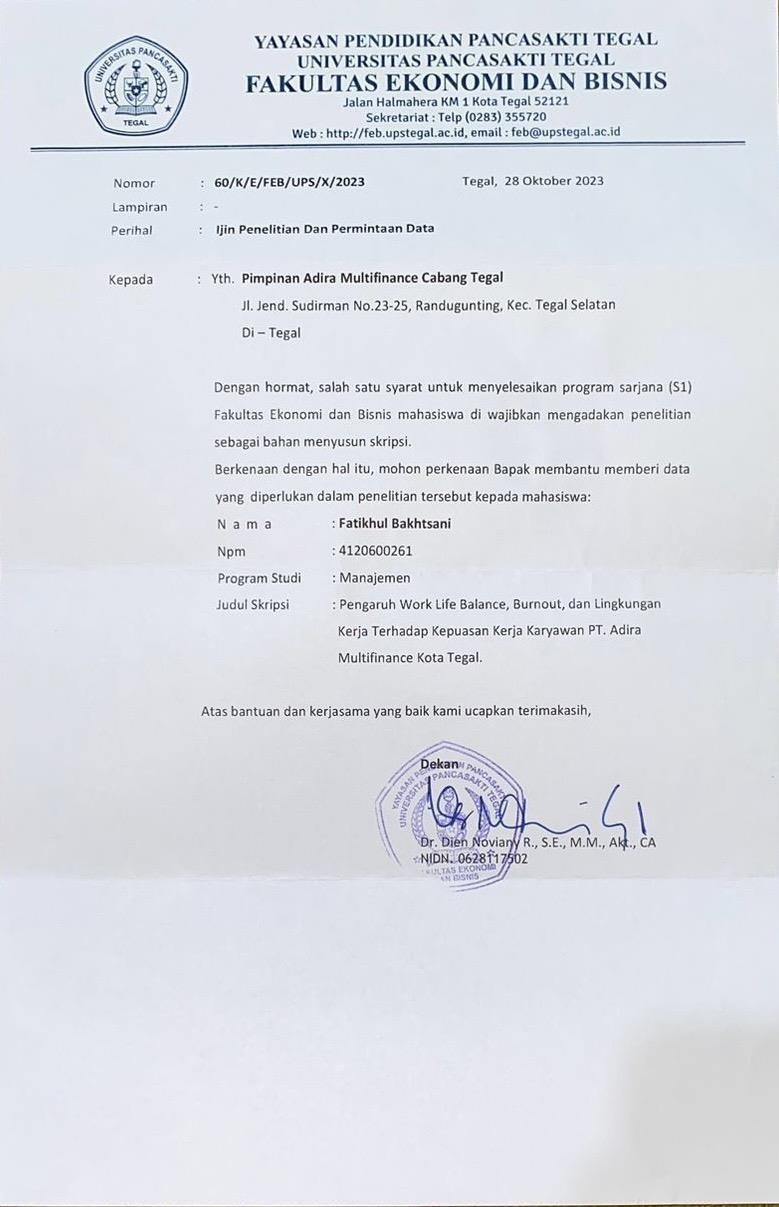
|  |  |  |  |
| --- | --- | --- | --- |
| **Pertanyaan 6** | | | |
| **No** | **Kriteria** | **Frekuensi** | **Presentase (%)** |
| 1 | Ada | 21 | 84 % |
| 2 | Tidak Ada | 4 | 16 % |
| **Jumlah** | | **25** | **100 %** |

1. **Lingkungan Kerja (X3)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Pertanyaan 7** | | | |
| **No** | **Kriteria** | **Frekuensi** | **Presentase (%)** |
| 1 | Cukup | 4 | 16 % |
| 2 | Tidak Baik | 10 | 40 % |
| 3 | Sangat Tidak Baik | 11 | 44 % |
| **Jumlah** | | **25** | **100 %** |

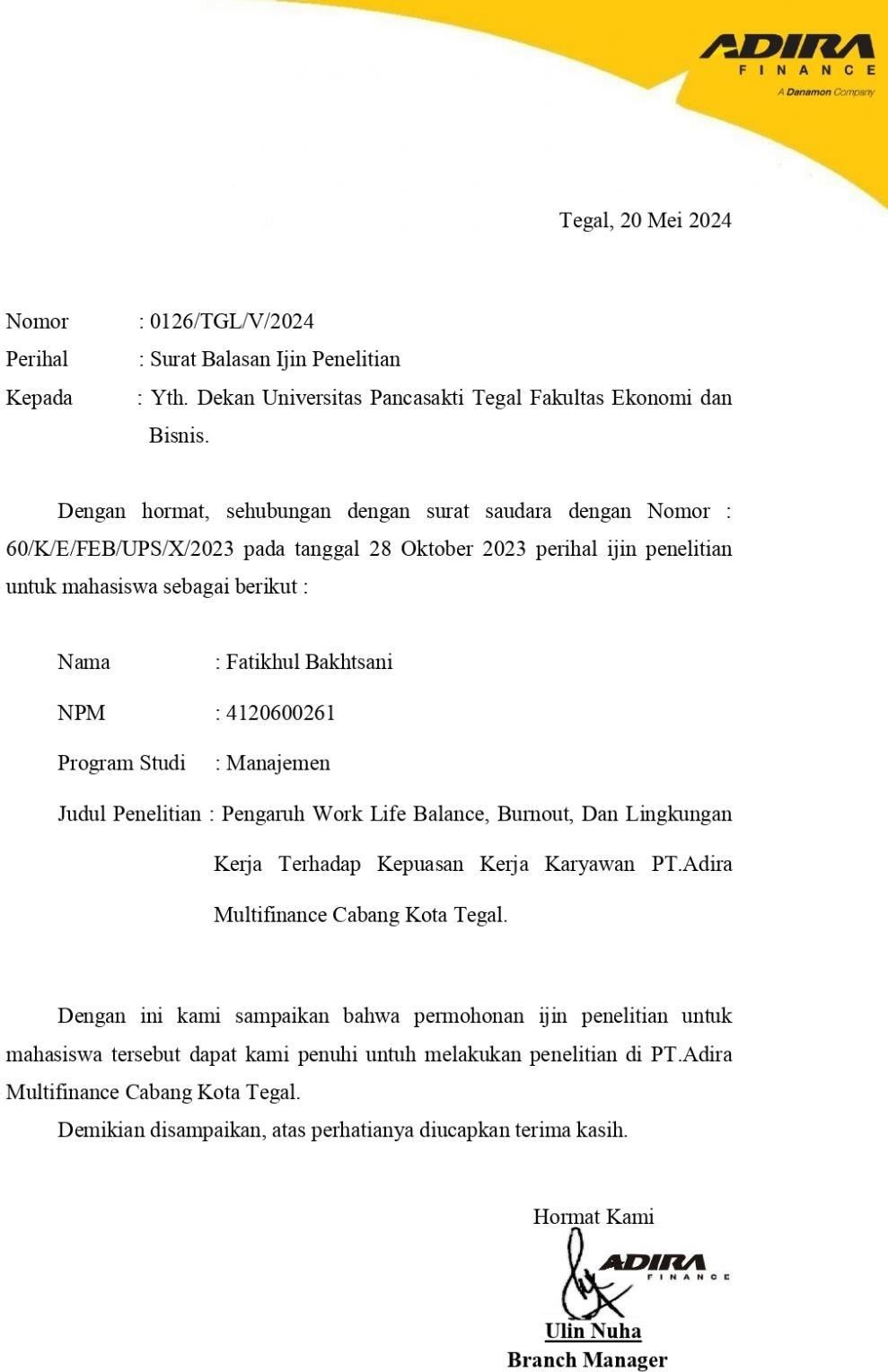
|  |  |  |  |
| --- | --- | --- | --- |
| **Pertanyaan 8** | | | |
| **No** | **Kriteria** | **Frekuensi** | **Presentase (%)** |
| 1 | Cukup | 3 | 12 % |
| 2 | Tidak Baik | 8 | 32 % |
| 3 | Sangat Tidak Baik | 14 | 56 % |
| **Jumlah** | | **25** | **100 %** |

**LAMPIRAN 6**

* 1. Surat Ijin Penelitian Dari Fakultas Ekonomi Dan Bisnis

**LAMPIRAN 7**

1. Surat Balasan Ijin Penelitian Dari PT. Adira Multifinance Kota Tegal



**LAMPIRAN 8**

**TABULASI IDENTITAS RESPONDEN**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Jenis Kelamin** | **Usia** | **Pendidikan** | **Masa Kerja** |
| 1 | L | 20 - 30 Tahun | SMA | 1 - 5 Tahun |
| 2 | L | 20 - 30 Tahun | SMA | 1 - 5 Tahun |
| 3 | L | 20 - 30 Tahun | DIII/Diploma | 1 - 5 Tahun |
| 4 | P | 20 - 30 Tahun | SMA | 1 - 5 Tahun |
| 5 | P | 20 - 30 Tahun | SMA | 1 - 5 Tahun |
| 6 | P | 20 - 30 Tahun | DIII/Diploma | 1 - 5 Tahun |
| 7 | P | 20 - 30 Tahun | SMA | 1 - 5 Tahun |
| 8 | L | 20 - 30 Tahun | SMA | 1 - 5 Tahun |
| 9 | P | 20 - 30 Tahun | SMA | 6 - 10 Tahun |
| 10 | P | 31 - 40 Tahun | SMA | 6 - 10 Tahun |
| 11 | L | 20 - 30 Tahun | SMA | 1 - 5 Tahun |
| 12 | L | > 50 Tahun | S1/Strata | > 10 Tahun |
| L | L | 20 - 30 Tahun | S1/Strata | 1 - 5 Tahun |
| 14 | L | 20 - 30 Tahun | S1/Strata | 1 - 5 Tahun |
| 15 | L | 20 - 30 Tahun | SMA | 6 - 10 Tahun |
| 16 | L | 20 - 30 Tahun | S1/Strata | 1 - 5 Tahun |
| 17 | L | 20 - 30 Tahun | S1/Strata | 1 - 5 Tahun |
| 18 | L | 20 - 30 Tahun | SMA | 6 - 10 Tahun |
| 19 | L | 41 - 50 Tahun | S1/Strata | > 10 Tahun |
| 20 | L | 31 - 40 Tahun | SMA | 6 - 10 Tahun |
| 21 | L | 20 - 30 Tahun | DIII/Diploma | 1 - 5 Tahun |
| 22 | L | 31 - 40 Tahun | SMA | 6 - 10 Tahun |
| 23 | L | > 50 Tahun | DIII/Diploma | > 10 Tahun |
| 24 | P | 31 - 40 Tahun | SMA | 6 - 10 Tahun |
| 25 | P | 20 - 30 Tahun | SMA | 1 - 5 Tahun |
| 26 | L | 20 - 30 Tahun | SMA | 6 - 10 Tahun |
| 27 | L | 31 - 40 Tahun | SMA | 6 - 10 Tahun |
| 28 | P | 20 - 30 Tahun | SMA | 1 - 5 Tahun |
| 29 | P | 20 - 30 Tahun | SMA | 1 - 5 Tahun |
| 30 | L | 31 - 40 Tahun | SMA | 6 - 10 Tahun |
| 31 | L | 20 - 30 Tahun | SMA | 1 - 5 Tahun |
| 32 | P | 20 - 30 Tahun | SMA | 1 - 5 Tahun |
| 33 | L | 41 - 50 Tahun | DIII/Diploma | 6 - 10 Tahun |
| 34 | L | 20 - 30 Tahun | SMA | < 5 Tahun |
| 35 | P | 20 - 30 Tahun | SMA | 1 - 5 Tahun |
| 36 | L | 20 - 30 Tahun | SMA | 1 - 5 Tahun |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Jenis Kelamin** | **Usia** | **Pendidikan** | **Masa Kerja** |
| 37 | P | 20 - 30 Tahun | SMA | 6 - 10 Tahun |
| 38 | L | 20 - 30 Tahun | SMA | 6 - 10 Tahun |
| 39 | L | 41 - 50 Tahun | DIII/Diploma | 6 - 10 Tahun |
| 40 | L | 20 - 30 Tahun | SMA | 1 - 5 Tahun |
| 41 | L | 20 - 30 Tahun | S1/Strata | 1 - 5 Tahun |
| 42 | L | 20 - 30 Tahun | SMA | 6 - 10 Tahun |
| 43 | L | 20 - 30 Tahun | S1/Strata | 1 - 5 Tahun |
| 44 | L | 20 - 30 Tahun | S1/Strata | 1 - 5 Tahun |
| 45 | L | 20 - 30 Tahun | SMA | 6 - 10 Tahun |
| 46 | L | 41 - 50 Tahun | S1/Strata | > 10 Tahun |
| 47 | L | 31 - 40 Tahun | SMA | 6 - 10 Tahun |
| 48 | L | 20 - 30 Tahun | DIII/Diploma | 1 - 5 Tahun |
| 49 | L | 31 - 40 Tahun | SMA | 6 - 10 Tahun |
| 50 | L | > 50 Tahun | DIII/Diploma | > 10 Tahun |
| 51 | P | 31 - 40 Tahun | SMA | 6 - 10 Tahun |

**LAMPIRAN 9**

**DATA KUESIONER UJI VALIDITAS KEPUASAN KERJA (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Kepuasan Kerja (Y)** | | | | | | | | | | | | | **∑** |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** | **Y.11** | **Y.12** | **Y.13** |
| **1** | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | **57** |
| **2** | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | **44** |
| **3** | 4 | 4 | 2 | 4 | 5 | 4 | 2 | 4 | 5 | 4 | 5 | 4 | 2 | **49** |
| **4** | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | **53** |
| **5** | 4 | 3 | 4 | 3 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | **55** |
| **6** | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | **53** |
| **7** | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | **51** |
| **8** | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | **55** |
| **9** | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | **54** |
| **10** | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | **56** |
| **11** | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | **56** |
| **12** | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **54** |
| **13** | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **54** |
| **14** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **52** |
| **15** | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | **43** |
| **16** | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | **46** |
| **17** | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | **61** |
| **18** | 3 | 2 | 4 | 4 | 3 | 2 | 4 | 4 | 3 | 2 | 3 | 2 | 4 | **40** |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Kepuasan Kerja (Y)** | | | | | | | | | | | | | **∑** |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** | **Y.11** | **Y.12** | **Y.13** |
| **19** | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | **35** |
| **20** | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | **58** |
| **21** | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | **57** |
| **22** | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | **54** |
| **23** | 3 | 2 | 4 | 4 | 3 | 2 | 4 | 4 | 3 | 2 | 3 | 2 | 4 | **40** |
| **24** | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **54** |
| **25** | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | **51** |
| **26** | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | **61** |
| **27** | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | **44** |
| **28** | 4 | 3 | 4 | 3 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | **55** |
| **29** | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | **53** |
| **30** | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | **51** |

**LAMPIRAN 10**

**DATA KUESIONER UJI VALIDITAS**

***WORK LIFE BALANCE* (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | ***Work Life Balance* (X1)** | | | | | | | | | | **∑** |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** |
| **1** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| **2** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | **49** |
| **3** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | **39** |
| **4** | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | **46** |
| **5** | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | **34** |
| **6** | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | **40** |
| **7** | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | **45** |
| **8** | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | **43** |
| **9** | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **47** |
| **10** | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | **45** |
| **11** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **12** | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **41** |
| **13** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **14** | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | **49** |
| **15** | 4 | 2 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | **39** |
| **16** | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | **42** |
| **17** | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | **40** |
| **18** | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | **46** |
| **19** | 4 | 2 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | **34** |
| **20** | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | **38** |
| **21** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **22** | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | **48** |
| **23** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| **24** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| **25** | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 4 | **44** |
| **26** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| **27** | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | **45** |
| **28** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **29** | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | **42** |
| **30** | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | **44** |

**LAMPIRAN 11**

**DATA KUESIONER UJI VALIDITAS**

***BURNOUT* (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | ***Burnout* (X2)** | | | | | | | | | | **∑** |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** |
| **1** | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | **46** |
| **2** | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **48** |
| **3** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | **49** |
| **4** | 4 | 4 | 4 | 5 | 2 | 4 | 5 | 5 | 4 | 5 | **42** |
| **5** | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **47** |
| **6** | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | **46** |
| **7** | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 3 | 4 | 3 | **34** |
| **8** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **9** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | **49** |
| **10** | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | **46** |
| **11** | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | **46** |
| **12** | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | **42** |
| **13** | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | **47** |
| **14** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| **15** | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 2 | 4 | 2 | **40** |
| **16** | 4 | 4 | 4 | 5 | 4 | 2 | 5 | 5 | 4 | 5 | **42** |
| **17** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | **49** |
| **18** | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | **47** |
| **19** | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | **45** |
| **20** | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | **45** |
| **21** | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | **45** |
| **22** | 4 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | 4 | 4 | **39** |
| **23** | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | **46** |
| **24** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | **49** |
| **25** | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | **46** |
| **26** | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | **47** |
| **27** | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | **47** |
| **28** | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | **48** |
| **29** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | **43** |
| **30** | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | **45** |

**LAMPIRAN 12**

**DATA KUESIONER UJI VALIDITAS LINGKUNGAN KERJA (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Lingkungan Kerja (X3)** | | | | | | | | | | **∑** |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** |
| **1** | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 5 | **43** |
| **2** | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | **47** |
| **3** | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | **48** |
| **4** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **41** |
| **5** | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **44** |
| **6** | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **42** |
| **7** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| **8** | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | **47** |
| **9** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| **10** | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | **45** |
| **11** | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | **43** |
| **12** | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **42** |
| **13** | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | **46** |
| **14** | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | **47** |
| **15** | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | **45** |
| **16** | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | **43** |
| **17** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| **18** | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | **46** |
| **19** | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | **44** |
| **20** | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | **46** |
| **21** | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | **47** |
| **22** | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | **43** |
| **23** | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | **44** |
| **24** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **25** | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | **43** |
| **26** | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | **43** |
| **27** | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | **46** |
| **28** | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | **47** |
| **29** | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | **38** |
| **30** | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | **46** |

**LAMPIRAN 13**

**DATA PENELITIAN KEPUASAN KERJA (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Kepuasan Kerja (Y)** | | | | | | | | | | | | | **∑** |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** | **Y.11** | **Y.12** | **Y.13** |
| **1** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | **62** |
| **2** | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | 5 | **58** |
| **3** | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | **59** |
| **4** | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | **59** |
| **5** | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | **60** |
| **6** | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 5 | **55** |
| **7** | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | **55** |
| **8** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | **61** |
| **9** | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | **60** |
| **10** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | **60** |
| **11** | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | **58** |
| **12** | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | **58** |
| **13** | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | **57** |
| **14** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | **61** |
| **15** | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 3 | 4 | 5 | **57** |
| **16** | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 3 | 5 | 5 | **59** |
| **17** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | **62** |
| **18** | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 2 | 5 | 4 | **56** |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Kepuasan Kerja (Y)** | | | | | | | | | | | | | **∑** |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** | **Y.11** | **Y.12** | **Y.13** |
| **19** | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 3 | 5 | **51** |
| **20** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | **60** |
| **21** | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | **61** |
| **22** | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 3 | 3 | **54** |
| **23** | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 2 | 4 | 5 | **54** |
| **24** | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | **59** |
| **25** | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | **56** |
| **26** | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | **60** |
| **27** | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | 5 | **56** |
| **28** | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | **58** |
| **29** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | **53** |
| **30** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | **52** |
| **31** | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | **54** |
| **32** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 2 | 4 | 5 | **57** |
| **33** | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 2 | 3 | 4 | 4 | **53** |
| **34** | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | **58** |
| **35** | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 3 | 5 | **55** |
| **36** | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | **56** |
| **37** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 5 | **54** |
| **38** | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | **55** |
| **39** | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | **54** |
| **40** | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | **53** |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Kepuasan Kerja (Y)** | | | | | | | | | | | | | **∑** |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** | **Y.11** | **Y.12** | **Y.13** |
| **41** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | **61** |
| **42** | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | **59** |
| **43** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | **60** |
| **44** | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | **57** |
| **45** | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | **55** |
| **46** | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | **60** |
| **47** | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | **55** |
| **48** | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 3 | 5 | **57** |
| **49** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | **52** |
| **50** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | **51** |
| **51** | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | **57** |

**LAMPIRAN 14**

**DATA PENELITIAN**

***WORK LIFE BALANCE* (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | ***Work Life Balance* (X1)** | | | | | | | | | | **∑** |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** |
| **1** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **2** | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | **48** |
| **3** | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | **46** |
| **4** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **5** | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | **46** |
| **6** | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | **45** |
| **7** | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | **45** |
| **8** | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | **48** |
| **9** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **10** | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | **46** |
| **11** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| **12** | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | **45** |
| **13** | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | **46** |
| **14** | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | **47** |
| **15** | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | **48** |
| **16** | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | **47** |
| **17** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | **49** |
| **18** | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | **48** |
| **19** | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | **45** |
| **20** | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | **45** |
| **21** | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | **45** |
| **22** | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | **45** |
| **23** | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **46** |
| **24** | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | **47** |
| **25** | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | **47** |
| **26** | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | **45** |
| **27** | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | **46** |
| **28** | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | **45** |
| **29** | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | **45** |
| **30** | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | **42** |
| **31** | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | **46** |
| **32** | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | **46** |
| **33** | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | **45** |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | ***Work Life Balance* (X1)** | | | | | | | | | | **∑** |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** |
| **34** | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | **45** |
| **35** | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | **45** |
| **36** | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **42** |
| **37** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | **41** |
| **38** | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | **46** |
| **39** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | **47** |
| **40** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **41** |
| **41** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | **41** |
| **42** | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | **43** |
| **43** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | **49** |
| **44** | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | **44** |
| **45** | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | **42** |
| **46** | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 4 | **41** |
| **47** | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | **40** |
| **48** | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| **49** | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | **37** |
| **50** | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | **40** |
| **51** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |

**LAMPIRAN 15**

**DATA PENELITIAN**

***BURNOUT* (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | ***Burnout* (X2)** | | | | | | | | | | **∑** |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** |
| **1** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **2** | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| **3** | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | **47** |
| **4** | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | **44** |
| **5** | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | **46** |
| **6** | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | **44** |
| **7** | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | **46** |
| **8** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | **49** |
| **9** | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | **45** |
| **10** | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | **49** |
| **11** | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | **45** |
| **12** | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **43** |
| **13** | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | **46** |
| **14** | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | **48** |
| **15** | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | **45** |
| **16** | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | **48** |
| **17** | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | **46** |
| **18** | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | **47** |
| **19** | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | **47** |
| **20** | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | **48** |
| **21** | 5 | 5 | 5 | 4 | 4 | 5 | 2 | 4 | 4 | 5 | **43** |
| **22** | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | **45** |
| **23** | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | **48** |
| **24** | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | **47** |
| **25** | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **41** |
| **26** | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | **45** |
| **27** | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | **46** |
| **28** | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **48** |
| **29** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| **30** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 2 | 4 | **39** |
| **31** | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | **44** |
| **32** | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | **48** |
| **33** | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | **43** |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | ***Burnout* (X2)** | | | | | | | | | | **∑** |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** |
| **34** | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | **46** |
| **35** | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | **46** |
| **36** | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | **47** |
| **37** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | **44** |
| **38** | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | **45** |
| **39** | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | **45** |
| **40** | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | **46** |
| **41** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **42** | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | **48** |
| **43** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **44** | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | **48** |
| **45** | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | **45** |
| **46** | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | **47** |
| **47** | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | **45** |
| **48** | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **48** |
| **49** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | **42** |
| **50** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | **44** |
| **51** | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |

**LAMPIRAN 16**

**DATA PENELITIAN LINGKUNGAN KERJA (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Lingkungan Kerja (X3)** | | | | | | | | | | **∑** |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** |
| **1** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **2** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **3** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | **48** |
| **4** | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | **47** |
| **5** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **6** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **7** | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | **48** |
| **8** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **9** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **10** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **11** | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | **45** |
| **12** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **13** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **48** |
| **14** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **15** | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| **16** | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | **48** |
| **17** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **18** | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | **47** |
| **19** | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | **46** |
| **20** | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **48** |
| **21** | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | **46** |
| **22** | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | **42** |
| **23** | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | **47** |
| **24** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | **49** |
| **25** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | **48** |
| **26** | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **48** |
| **27** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **28** | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | **47** |
| **29** | 4 | 2 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | **45** |
| **30** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | **49** |
| **31** | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | **46** |
| **32** | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | **45** |
| **33** | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | **39** |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Lingkungan Kerja (X3)** | | | | | | | | | | **∑** |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** |
| **34** | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| **35** | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | **45** |
| **36** | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | **47** |
| **37** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | **49** |
| **38** | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | **44** |
| **39** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | **46** |
| **40** | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | **42** |
| **41** | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | **44** |
| **42** | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| **43** | 5 | 5 | 5 | 5 | 2 | 4 | 2 | 3 | 4 | 5 | **40** |
| **44** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | **46** |
| **45** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | **47** |
| **46** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | **46** |
| **47** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **48** |
| **48** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | **46** |
| **49** | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | **44** |
| **50** | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | **45** |
| **51** | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |

**LAMPIRAN 17**

**HASIL UJI MSI KEPUASAN KERJA (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Kepuasan Kerja (Y)** | | | | | | | | | | | | | **∑** |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** | **Y.11** | **Y.12** | **Y.13** |
| **1** | 2,674 | 2,607 | 2,597 | 2,619 | 4,274 | 2,599 | 2,709 | 2,599 | 3,321 | 4,215 | 2,936 | 2,394 | 2,491 | **38,034** |
| **2** | 2,674 | 2,607 | 1,000 | 2,619 | 4,274 | 2,599 | 2,709 | 2,599 | 1,000 | 1,892 | 2,936 | 2,394 | 4,031 | **33,333** |
| **3** | 2,674 | 1,000 | 1,000 | 2,619 | 4,274 | 2,599 | 2,709 | 2,599 | 2,283 | 4,215 | 2,936 | 2,394 | 2,491 | **33,793** |
| **4** | 2,674 | 1,000 | 1,000 | 2,619 | 4,274 | 2,599 | 2,709 | 2,599 | 1,000 | 2,924 | 4,462 | 2,394 | 4,031 | **34,284** |
| **5** | 2,674 | 1,000 | 1,000 | 2,619 | 4,274 | 2,599 | 2,709 | 2,599 | 1,000 | 4,215 | 4,462 | 2,394 | 4,031 | **35,576** |
| **6** | 2,674 | 1,000 | 1,000 | 1,000 | 2,741 | 1,000 | 2,709 | 1,000 | 1,000 | 4,215 | 2,936 | 2,394 | 4,031 | **27,700** |
| **7** | 2,674 | 1,000 | 2,597 | 1,000 | 2,741 | 1,000 | 2,709 | 1,000 | 1,000 | 2,924 | 2,936 | 2,394 | 4,031 | **28,006** |
| **8** | 2,674 | 2,607 | 2,597 | 2,619 | 4,274 | 2,599 | 2,709 | 1,000 | 2,283 | 2,924 | 2,936 | 3,791 | 4,031 | **37,043** |
| **9** | 2,674 | 2,607 | 2,597 | 1,000 | 2,741 | 2,599 | 2,709 | 2,599 | 1,000 | 4,215 | 2,936 | 3,791 | 4,031 | **35,499** |
| **10** | 2,674 | 2,607 | 2,597 | 2,619 | 4,274 | 2,599 | 2,709 | 1,000 | 2,283 | 2,924 | 2,936 | 2,394 | 4,031 | **35,646** |
| **11** | 2,674 | 1,000 | 2,597 | 1,000 | 2,741 | 1,000 | 2,709 | 2,599 | 2,283 | 2,924 | 2,936 | 3,791 | 4,031 | **32,285** |
| **12** | 2,674 | 2,607 | 2,597 | 1,000 | 2,741 | 1,000 | 2,709 | 2,599 | 2,283 | 2,924 | 2,936 | 2,394 | 4,031 | **32,495** |
| **13** | 2,674 | 2,607 | 2,597 | 1,000 | 1,000 | 1,000 | 2,709 | 2,599 | 2,283 | 2,924 | 2,936 | 3,791 | 2,491 | **30,610** |
| **14** | 2,674 | 2,607 | 2,597 | 2,619 | 4,274 | 2,599 | 2,709 | 1,000 | 2,283 | 2,924 | 2,936 | 3,791 | 4,031 | **37,043** |
| **15** | 2,674 | 2,607 | 2,597 | 1,000 | 2,741 | 2,599 | 2,709 | 2,599 | 1,000 | 2,924 | 1,689 | 2,394 | 4,031 | **31,564** |
| **16** | 2,674 | 2,607 | 2,597 | 1,000 | 4,274 | 2,599 | 2,709 | 2,599 | 1,000 | 2,924 | 1,689 | 3,791 | 4,031 | **34,493** |
| **17** | 2,674 | 2,607 | 2,597 | 2,619 | 4,274 | 2,599 | 2,709 | 2,599 | 3,321 | 4,215 | 4,462 | 1,000 | 2,491 | **38,167** |
| **18** | 2,674 | 2,607 | 2,597 | 2,619 | 2,741 | 1,000 | 2,709 | 2,599 | 2,283 | 1,892 | 1,000 | 3,791 | 2,491 | **31,002** |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Kepuasan Kerja (Y)** | | | | | | | | | | | | | **∑** |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** | **Y.11** | **Y.12** | **Y.13** |
| **19** | 2,674 | 2,607 | 2,597 | 1,000 | 2,741 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,689 | 1,000 | 4,031 | **23,339** |
| **20** | 2,674 | 2,607 | 2,597 | 2,619 | 4,274 | 1,000 | 2,709 | 2,599 | 3,321 | 2,924 | 2,936 | 1,000 | 4,031 | **35,290** |
| **21** | 2,674 | 2,607 | 2,597 | 1,000 | 2,741 | 2,599 | 2,709 | 1,000 | 3,321 | 4,215 | 2,936 | 3,791 | 4,031 | **36,221** |
| **22** | 2,674 | 2,607 | 2,597 | 1,000 | 4,274 | 1,000 | 1,000 | 1,000 | 1,000 | 4,215 | 2,936 | 1,000 | 1,000 | **26,302** |
| **23** | 2,674 | 2,607 | 1,000 | 1,000 | 4,274 | 2,599 | 1,000 | 1,000 | 2,283 | 1,892 | 1,000 | 2,394 | 4,031 | **27,753** |
| **24** | 2,674 | 2,607 | 1,000 | 1,000 | 4,274 | 2,599 | 2,709 | 2,599 | 2,283 | 2,924 | 2,936 | 2,394 | 4,031 | **34,029** |
| **25** | 2,674 | 1,000 | 1,000 | 1,000 | 2,741 | 1,000 | 2,709 | 2,599 | 1,000 | 2,924 | 2,936 | 3,791 | 4,031 | **29,405** |
| **26** | 2,674 | 2,607 | 1,000 | 1,000 | 4,274 | 1,000 | 1,000 | 2,599 | 3,321 | 4,215 | 4,462 | 2,394 | 4,031 | **34,577** |
| **27** | 2,674 | 1,000 | 2,597 | 1,000 | 2,741 | 2,599 | 2,709 | 2,599 | 1,000 | 1,892 | 2,936 | 2,394 | 4,031 | **30,172** |
| **28** | 1,000 | 1,000 | 2,597 | 2,619 | 4,274 | 2,599 | 1,000 | 1,000 | 1,000 | 4,215 | 4,462 | 3,791 | 2,491 | **32,047** |
| **29** | 1,000 | 1,000 | 1,000 | 1,000 | 2,741 | 1,000 | 1,000 | 1,000 | 1,000 | 4,215 | 2,936 | 2,394 | 4,031 | **24,317** |
| **30** | 1,000 | 1,000 | 1,000 | 1,000 | 2,741 | 1,000 | 1,000 | 1,000 | 1,000 | 2,924 | 2,936 | 2,394 | 4,031 | **23,026** |
| **31** | 1,000 | 2,607 | 1,000 | 1,000 | 2,741 | 1,000 | 2,709 | 1,000 | 2,283 | 2,924 | 2,936 | 2,394 | 2,491 | **26,084** |
| **32** | 1,000 | 2,607 | 2,597 | 2,619 | 4,274 | 2,599 | 2,709 | 2,599 | 2,283 | 1,892 | 1,000 | 2,394 | 4,031 | **32,603** |
| **33** | 1,000 | 2,607 | 1,000 | 1,000 | 4,274 | 2,599 | 2,709 | 2,599 | 1,000 | 1,000 | 1,689 | 2,394 | 2,491 | **26,361** |
| **34** | 1,000 | 2,607 | 1,000 | 1,000 | 2,741 | 2,599 | 2,709 | 2,599 | 3,321 | 2,924 | 2,936 | 2,394 | 4,031 | **31,861** |
| **35** | 1,000 | 1,000 | 1,000 | 2,619 | 2,741 | 2,599 | 1,000 | 2,599 | 1,000 | 2,924 | 4,462 | 1,000 | 4,031 | **27,975** |
| **36** | 1,000 | 1,000 | 2,597 | 2,619 | 2,741 | 1,000 | 2,709 | 1,000 | 1,000 | 4,215 | 4,462 | 2,394 | 2,491 | **29,228** |
| **37** | 1,000 | 1,000 | 1,000 | 1,000 | 2,741 | 1,000 | 2,709 | 1,000 | 1,000 | 4,215 | 2,936 | 2,394 | 4,031 | **26,026** |
| **38** | 1,000 | 2,607 | 1,000 | 1,000 | 2,741 | 1,000 | 2,709 | 1,000 | 2,283 | 2,924 | 2,936 | 3,791 | 2,491 | **27,481** |
| **39** | 2,674 | 1,000 | 1,000 | 1,000 | 2,741 | 1,000 | 2,709 | 1,000 | 1,000 | 4,215 | 2,936 | 2,394 | 2,491 | **26,160** |
| **40** | 2,674 | 1,000 | 2,597 | 1,000 | 2,741 | 1,000 | 2,709 | 1,000 | 1,000 | 2,924 | 2,936 | 1,000 | 2,491 | **25,072** |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Kepuasan Kerja (Y)** | | | | | | | | | | | | | **∑** |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** | **Y.11** | **Y.12** | **Y.13** |
| **41** | 2,674 | 2,607 | 2,597 | 2,619 | 4,274 | 2,599 | 2,709 | 1,000 | 2,283 | 2,924 | 2,936 | 3,791 | 4,031 | **37,043** |
| **42** | 2,674 | 2,607 | 2,597 | 1,000 | 2,741 | 2,599 | 2,709 | 2,599 | 1,000 | 4,215 | 2,936 | 3,791 | 2,491 | **33,959** |
| **43** | 2,674 | 2,607 | 2,597 | 2,619 | 4,274 | 2,599 | 2,709 | 1,000 | 2,283 | 2,924 | 2,936 | 2,394 | 4,031 | **35,646** |
| **44** | 2,674 | 2,607 | 1,000 | 1,000 | 4,274 | 2,599 | 2,709 | 2,599 | 2,283 | 2,924 | 2,936 | 1,000 | 2,491 | **31,095** |
| **45** | 2,674 | 1,000 | 1,000 | 1,000 | 2,741 | 1,000 | 2,709 | 2,599 | 1,000 | 2,924 | 2,936 | 2,394 | 4,031 | **28,008** |
| **46** | 2,674 | 2,607 | 1,000 | 1,000 | 4,274 | 1,000 | 1,000 | 2,599 | 3,321 | 4,215 | 4,462 | 2,394 | 4,031 | **34,577** |
| **47** | 2,674 | 1,000 | 2,597 | 1,000 | 2,741 | 2,599 | 2,709 | 2,599 | 1,000 | 1,892 | 2,936 | 2,394 | 2,491 | **28,632** |
| **48** | 1,000 | 1,000 | 2,597 | 2,619 | 4,274 | 2,599 | 1,000 | 1,000 | 1,000 | 4,215 | 4,462 | 1,000 | 4,031 | **30,797** |
| **49** | 1,000 | 1,000 | 1,000 | 1,000 | 2,741 | 1,000 | 1,000 | 1,000 | 1,000 | 4,215 | 2,936 | 2,394 | 2,491 | **22,777** |
| **50** | 1,000 | 1,000 | 1,000 | 1,000 | 2,741 | 1,000 | 1,000 | 1,000 | 1,000 | 2,924 | 2,936 | 2,394 | 2,491 | **21,485** |
| **51** | 2,674 | 2,607 | 1,000 | 2,619 | 4,274 | 2,599 | 2,709 | 2,599 | 1,000 | 1,892 | 2,936 | 2,394 | 2,491 | **31,793** |

**LAMPIRAN 18**

**HASIL UJI MSI**

***WORK LIFE BALANCE* (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | ***Work Life Balance* (X1)** | | | | | | | | | | **∑** |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** |
| **1** | 4,149 | 4,031 | 2,597 | 4,274 | 4,339 | 2,612 | 4,060 | 4,180 | 4,031 | 2,636 | **36,910** |
| **2** | 4,149 | 4,031 | 2,597 | 2,741 | 2,799 | 2,612 | 4,060 | 4,180 | 4,031 | 2,636 | **33,837** |
| **3** | 4,149 | 4,031 | 2,597 | 2,741 | 4,339 | 2,612 | 4,060 | 2,702 | 2,491 | 1,000 | **30,724** |
| **4** | 4,149 | 4,031 | 2,597 | 4,274 | 4,339 | 2,612 | 4,060 | 4,180 | 4,031 | 2,636 | **36,910** |
| **5** | 4,149 | 4,031 | 1,000 | 2,741 | 2,799 | 1,000 | 4,060 | 4,180 | 4,031 | 2,636 | **30,628** |
| **6** | 2,621 | 4,031 | 1,000 | 2,741 | 2,799 | 1,000 | 4,060 | 4,180 | 4,031 | 2,636 | **29,100** |
| **7** | 2,621 | 4,031 | 1,000 | 2,741 | 2,799 | 1,000 | 4,060 | 4,180 | 4,031 | 2,636 | **29,100** |
| **8** | 4,149 | 4,031 | 1,000 | 4,274 | 2,799 | 2,612 | 4,060 | 4,180 | 4,031 | 2,636 | **33,773** |
| **9** | 4,149 | 4,031 | 2,597 | 4,274 | 4,339 | 2,612 | 4,060 | 4,180 | 4,031 | 2,636 | **36,910** |
| **10** | 4,149 | 4,031 | 2,597 | 2,741 | 2,799 | 2,612 | 4,060 | 2,702 | 2,491 | 2,636 | **30,820** |
| **11** | 2,621 | 4,031 | 2,597 | 4,274 | 4,339 | 2,612 | 4,060 | 4,180 | 4,031 | 2,636 | **35,381** |
| **12** | 2,621 | 4,031 | 1,000 | 2,741 | 2,799 | 1,000 | 4,060 | 4,180 | 4,031 | 2,636 | **29,100** |
| **13** | 2,621 | 4,031 | 2,597 | 4,274 | 2,799 | 2,612 | 4,060 | 2,702 | 4,031 | 1,000 | **30,728** |
| **14** | 4,149 | 4,031 | 1,000 | 4,274 | 4,339 | 2,612 | 4,060 | 2,702 | 2,491 | 2,636 | **32,295** |
| **15** | 4,149 | 4,031 | 2,597 | 2,741 | 4,339 | 2,612 | 2,524 | 4,180 | 4,031 | 2,636 | **33,842** |
| **16** | 4,149 | 2,491 | 2,597 | 4,274 | 4,339 | 2,612 | 2,524 | 4,180 | 2,491 | 2,636 | **32,293** |
| **17** | 4,149 | 4,031 | 2,597 | 4,274 | 4,339 | 2,612 | 4,060 | 2,702 | 4,031 | 2,636 | **35,433** |
| **18** | 2,621 | 4,031 | 2,597 | 2,741 | 4,339 | 2,612 | 4,060 | 4,180 | 4,031 | 2,636 | **33,849** |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | ***Work Life Balance* (X1)** | | | | | | | | | | **∑** |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** |
| **19** | 2,621 | 2,491 | 1,000 | 4,274 | 2,799 | 2,612 | 4,060 | 2,702 | 4,031 | 2,636 | **29,227** |
| **20** | 2,621 | 2,491 | 1,000 | 2,741 | 2,799 | 2,612 | 4,060 | 4,180 | 4,031 | 2,636 | **29,171** |
| **21** | 4,149 | 4,031 | 1,000 | 2,741 | 2,799 | 2,612 | 4,060 | 2,702 | 2,491 | 2,636 | **29,223** |
| **22** | 2,621 | 2,491 | 1,000 | 2,741 | 2,799 | 2,612 | 4,060 | 4,180 | 4,031 | 2,636 | **29,171** |
| **23** | 4,149 | 2,491 | 1,000 | 4,274 | 4,339 | 2,612 | 4,060 | 4,180 | 2,491 | 1,000 | **30,596** |
| **24** | 4,149 | 4,031 | 2,597 | 4,274 | 4,339 | 2,612 | 2,524 | 2,702 | 2,491 | 2,636 | **32,357** |
| **25** | 2,621 | 4,031 | 2,597 | 2,741 | 2,799 | 2,612 | 4,060 | 4,180 | 4,031 | 2,636 | **32,309** |
| **26** | 2,621 | 2,491 | 2,597 | 4,274 | 4,339 | 1,000 | 2,524 | 2,702 | 4,031 | 2,636 | **29,216** |
| **27** | 4,149 | 4,031 | 2,597 | 2,741 | 2,799 | 1,000 | 2,524 | 4,180 | 4,031 | 2,636 | **30,689** |
| **28** | 4,149 | 2,491 | 1,000 | 4,274 | 4,339 | 2,612 | 2,524 | 2,702 | 4,031 | 1,000 | **29,123** |
| **29** | 2,621 | 2,491 | 1,000 | 4,274 | 4,339 | 2,612 | 2,524 | 4,180 | 4,031 | 1,000 | **29,072** |
| **30** | 2,621 | 2,491 | 1,000 | 4,274 | 2,799 | 1,000 | 2,524 | 2,702 | 4,031 | 1,000 | **24,442** |
| **31** | 2,621 | 4,031 | 1,000 | 2,741 | 2,799 | 2,612 | 4,060 | 4,180 | 4,031 | 2,636 | **30,712** |
| **32** | 4,149 | 4,031 | 2,597 | 4,274 | 4,339 | 1,000 | 2,524 | 2,702 | 2,491 | 2,636 | **30,744** |
| **33** | 4,149 | 4,031 | 2,597 | 4,274 | 2,799 | 1,000 | 4,060 | 2,702 | 2,491 | 1,000 | **29,104** |
| **34** | 4,149 | 4,031 | 2,597 | 2,741 | 2,799 | 1,000 | 2,524 | 2,702 | 4,031 | 2,636 | **29,212** |
| **35** | 4,149 | 2,491 | 2,597 | 2,741 | 2,799 | 1,000 | 2,524 | 4,180 | 4,031 | 2,636 | **29,149** |
| **36** | 4,149 | 4,031 | 1,000 | 2,741 | 2,799 | 1,000 | 2,524 | 2,702 | 2,491 | 1,000 | **24,439** |
| **37** | 2,621 | 2,491 | 1,000 | 2,741 | 2,799 | 1,000 | 2,524 | 2,702 | 4,031 | 1,000 | **22,910** |
| **38** | 4,149 | 4,031 | 1,000 | 2,741 | 2,799 | 1,000 | 4,060 | 4,180 | 4,031 | 2,636 | **30,628** |
| **39** | 4,149 | 4,031 | 2,597 | 4,274 | 4,339 | 1,000 | 4,060 | 2,702 | 2,491 | 2,636 | **32,280** |
| **40** | 2,621 | 2,491 | 1,000 | 2,741 | 2,799 | 1,000 | 2,524 | 2,702 | 2,491 | 2,636 | **23,006** |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | ***Work Life Balance* (X1)** | | | | | | | | | | **∑** |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** |
| **41** | 2,621 | 2,491 | 1,000 | 2,741 | 2,799 | 1,000 | 4,060 | 2,702 | 2,491 | 1,000 | **22,906** |
| **42** | 2,621 | 2,491 | 1,000 | 2,741 | 2,799 | 2,612 | 4,060 | 4,180 | 2,491 | 1,000 | **25,995** |
| **43** | 4,149 | 4,031 | 2,597 | 4,274 | 4,339 | 2,612 | 4,060 | 4,180 | 4,031 | 1,000 | **35,274** |
| **44** | 4,149 | 2,491 | 1,000 | 4,274 | 2,799 | 2,612 | 2,524 | 4,180 | 2,491 | 1,000 | **27,520** |
| **45** | 1,000 | 1,000 | 1,000 | 2,741 | 4,339 | 2,612 | 2,524 | 2,702 | 4,031 | 2,636 | **24,587** |
| **46** | 2,621 | 2,491 | 2,597 | 4,274 | 4,339 | 1,000 | 2,524 | 1,000 | 2,491 | 1,000 | **24,337** |
| **47** | 2,621 | 2,491 | 1,000 | 2,741 | 2,799 | 2,612 | 2,524 | 2,702 | 1,000 | 1,000 | **21,491** |
| **48** | 4,149 | 4,031 | 1,000 | 4,274 | 4,339 | 2,612 | 4,060 | 4,180 | 4,031 | 2,636 | **35,313** |
| **49** | 2,621 | 2,491 | 1,000 | 1,000 | 1,000 | 1,000 | 2,524 | 1,532 | 2,491 | 1,000 | **16,659** |
| **50** | 2,621 | 4,031 | 1,000 | 2,741 | 2,799 | 1,000 | 1,000 | 2,702 | 2,491 | 1,000 | **21,385** |
| **51** | 4,149 | 4,031 | 2,597 | 4,274 | 4,339 | 2,612 | 4,060 | 4,180 | 4,031 | 2,636 | **36,910** |

**LAMPIRAN 19**

**HASIL UJI MSI**

***BURNOUT* (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | ***Burnout* (X2)** | | | | | | | | | | **∑** |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** |
| **1** | 2,674 | 2,607 | 2,597 | 2,619 | 4,274 | 2,602 | 4,090 | 2,730 | 3,888 | 2,660 | **30,740** |
| **2** | 2,674 | 2,607 | 1,000 | 2,619 | 4,274 | 2,602 | 4,090 | 2,730 | 3,888 | 2,660 | **29,143** |
| **3** | 2,674 | 1,000 | 1,000 | 2,619 | 4,274 | 2,602 | 2,557 | 2,730 | 3,888 | 2,660 | **26,004** |
| **4** | 2,674 | 1,000 | 1,000 | 2,619 | 4,274 | 2,602 | 2,557 | 1,000 | 2,307 | 1,000 | **21,033** |
| **5** | 2,674 | 1,000 | 1,000 | 2,619 | 4,274 | 2,602 | 4,090 | 1,000 | 2,307 | 2,660 | **24,225** |
| **6** | 2,674 | 1,000 | 1,000 | 1,000 | 2,741 | 1,000 | 4,090 | 2,730 | 3,888 | 1,000 | **21,123** |
| **7** | 2,674 | 1,000 | 2,597 | 1,000 | 2,741 | 1,000 | 4,090 | 2,730 | 3,888 | 2,660 | **24,380** |
| **8** | 2,674 | 2,607 | 2,597 | 2,619 | 4,274 | 2,602 | 4,090 | 2,730 | 3,888 | 1,000 | **29,080** |
| **9** | 2,674 | 2,607 | 2,597 | 1,000 | 2,741 | 2,602 | 2,557 | 2,730 | 2,307 | 1,000 | **22,816** |
| **10** | 2,674 | 2,607 | 2,597 | 2,619 | 4,274 | 2,602 | 2,557 | 2,730 | 3,888 | 2,660 | **29,207** |
| **11** | 2,674 | 1,000 | 2,597 | 1,000 | 2,741 | 1,000 | 2,557 | 2,730 | 3,888 | 2,660 | **22,847** |
| **12** | 2,674 | 2,607 | 2,597 | 1,000 | 2,741 | 1,000 | 2,557 | 1,000 | 2,307 | 1,000 | **19,483** |
| **13** | 2,674 | 2,607 | 2,597 | 1,000 | 1,000 | 1,000 | 4,090 | 2,730 | 3,888 | 2,660 | **24,245** |
| **14** | 2,674 | 2,607 | 2,597 | 2,619 | 4,274 | 2,602 | 2,557 | 2,730 | 3,888 | 1,000 | **27,548** |
| **15** | 2,674 | 2,607 | 2,597 | 1,000 | 2,741 | 2,602 | 2,557 | 2,730 | 2,307 | 1,000 | **22,816** |
| **16** | 2,674 | 2,607 | 2,597 | 1,000 | 4,274 | 2,602 | 2,557 | 2,730 | 3,888 | 2,660 | **27,588** |
| **17** | 2,674 | 2,607 | 2,597 | 2,619 | 4,274 | 2,602 | 2,557 | 1,000 | 2,307 | 1,000 | **24,237** |
| **18** | 2,674 | 2,607 | 2,597 | 2,619 | 2,741 | 1,000 | 2,557 | 2,730 | 3,888 | 2,660 | **26,073** |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | ***Burnout* (X2)** | | | | | | | | | | **∑** |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** |
| **19** | 2,674 | 2,607 | 2,597 | 1,000 | 2,741 | 1,000 | 4,090 | 2,730 | 3,888 | 2,660 | **25,986** |
| **20** | 2,674 | 2,607 | 2,597 | 2,619 | 4,274 | 1,000 | 2,557 | 2,730 | 3,888 | 2,660 | **27,605** |
| **21** | 2,674 | 2,607 | 2,597 | 1,000 | 2,741 | 2,602 | 1,000 | 1,000 | 2,307 | 2,660 | **21,188** |
| **22** | 2,674 | 2,607 | 2,597 | 1,000 | 4,274 | 1,000 | 4,090 | 1,000 | 2,307 | 1,000 | **22,548** |
| **23** | 2,674 | 2,607 | 1,000 | 1,000 | 4,274 | 2,602 | 4,090 | 2,730 | 3,888 | 2,660 | **27,524** |
| **24** | 2,674 | 2,607 | 1,000 | 1,000 | 4,274 | 2,602 | 2,557 | 2,730 | 3,888 | 2,660 | **25,991** |
| **25** | 2,674 | 1,000 | 1,000 | 1,000 | 2,741 | 1,000 | 2,557 | 1,000 | 2,307 | 1,000 | **16,279** |
| **26** | 2,674 | 2,607 | 1,000 | 1,000 | 4,274 | 1,000 | 4,090 | 1,000 | 2,307 | 2,660 | **22,611** |
| **27** | 2,674 | 1,000 | 2,597 | 1,000 | 2,741 | 2,602 | 4,090 | 2,730 | 3,888 | 1,000 | **24,322** |
| **28** | 1,000 | 1,000 | 2,597 | 2,619 | 4,274 | 2,602 | 4,090 | 2,730 | 3,888 | 2,660 | **27,459** |
| **29** | 1,000 | 1,000 | 1,000 | 1,000 | 2,741 | 1,000 | 2,557 | 1,000 | 2,307 | 1,000 | **14,605** |
| **30** | 1,000 | 1,000 | 1,000 | 1,000 | 2,741 | 1,000 | 2,557 | 2,730 | 1,000 | 1,000 | **15,029** |
| **31** | 1,000 | 2,607 | 1,000 | 1,000 | 2,741 | 1,000 | 2,557 | 2,730 | 3,888 | 2,660 | **21,183** |
| **32** | 1,000 | 2,607 | 2,597 | 2,619 | 4,274 | 2,602 | 2,557 | 2,730 | 3,888 | 2,660 | **27,533** |
| **33** | 1,000 | 2,607 | 1,000 | 1,000 | 4,274 | 2,602 | 2,557 | 1,000 | 2,307 | 1,000 | **19,347** |
| **34** | 1,000 | 2,607 | 1,000 | 1,000 | 2,741 | 2,602 | 4,090 | 2,730 | 3,888 | 2,660 | **24,318** |
| **35** | 1,000 | 1,000 | 1,000 | 2,619 | 2,741 | 2,602 | 4,090 | 2,730 | 3,888 | 2,660 | **24,330** |
| **36** | 1,000 | 1,000 | 2,597 | 2,619 | 2,741 | 2,602 | 4,090 | 2,730 | 3,888 | 2,660 | **25,927** |
| **37** | 1,000 | 1,000 | 1,000 | 1,000 | 2,741 | 1,000 | 4,090 | 2,730 | 3,888 | 2,660 | **21,109** |
| **38** | 1,000 | 2,607 | 1,000 | 1,000 | 2,741 | 1,000 | 4,090 | 2,730 | 3,888 | 2,660 | **22,715** |
| **39** | 2,674 | 1,000 | 1,000 | 1,000 | 2,741 | 1,000 | 4,090 | 2,730 | 3,888 | 2,660 | **22,783** |
| **40** | 2,674 | 1,000 | 2,597 | 1,000 | 2,741 | 1,000 | 4,090 | 2,730 | 3,888 | 2,660 | **24,380** |

|  |  |  |  |  |  |  |  |  |  |  |  |
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| **No.**  **Responden** | ***Burnout* (X2)** | | | | | | | | | | **∑** |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** |
| **41** | 2,674 | 2,607 | 2,597 | 2,619 | 4,274 | 2,602 | 4,090 | 2,730 | 3,888 | 2,660 | **30,740** |
| **42** | 2,674 | 2,607 | 2,597 | 1,000 | 2,741 | 2,602 | 4,090 | 2,730 | 3,888 | 2,660 | **27,588** |
| **43** | 2,674 | 2,607 | 2,597 | 2,619 | 4,274 | 2,602 | 4,090 | 2,730 | 3,888 | 2,660 | **30,740** |
| **44** | 2,674 | 2,607 | 1,000 | 1,000 | 4,274 | 2,602 | 4,090 | 2,730 | 3,888 | 2,660 | **27,524** |
| **45** | 2,674 | 1,000 | 1,000 | 1,000 | 2,741 | 1,000 | 4,090 | 2,730 | 3,888 | 2,660 | **22,783** |
| **46** | 2,674 | 2,607 | 1,000 | 1,000 | 4,274 | 1,000 | 4,090 | 2,730 | 3,888 | 2,660 | **25,922** |
| **47** | 2,674 | 1,000 | 2,597 | 1,000 | 2,741 | 2,602 | 4,090 | 1,000 | 2,307 | 2,660 | **22,671** |
| **48** | 1,000 | 1,000 | 2,597 | 2,619 | 4,274 | 2,602 | 4,090 | 2,730 | 3,888 | 2,660 | **27,459** |
| **49** | 1,000 | 1,000 | 1,000 | 1,000 | 2,741 | 1,000 | 2,557 | 2,730 | 3,888 | 1,000 | **17,917** |
| **50** | 1,000 | 1,000 | 1,000 | 1,000 | 2,741 | 1,000 | 4,090 | 2,730 | 3,888 | 2,660 | **21,109** |
| **51** | 2,674 | 2,607 | 1,000 | 2,619 | 4,274 | 2,602 | 4,090 | 2,730 | 3,888 | 2,660 | **29,143** |

**LAMPIRAN 20**

**HASIL UJI MSI LINGKUNGAN KERJA (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Lingkungan Kerja (X3)** | | | | | | | | | | **∑** |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** |
| **1** | 3,772 | 3,888 | 2,755 | 2,755 | 3,683 | 2,612 | 3,801 | 3,597 | 3,736 | 3,916 | **34,516** |
| **2** | 3,772 | 3,888 | 2,755 | 2,755 | 3,683 | 2,612 | 3,801 | 3,597 | 3,736 | 3,916 | **34,516** |
| **3** | 3,772 | 3,888 | 2,755 | 2,755 | 3,683 | 2,612 | 3,801 | 2,162 | 2,248 | 3,916 | **31,592** |
| **4** | 3,772 | 3,888 | 2,755 | 2,755 | 2,053 | 1,000 | 2,250 | 3,597 | 3,736 | 3,916 | **29,723** |
| **5** | 3,772 | 3,888 | 2,755 | 2,755 | 3,683 | 2,612 | 3,801 | 3,597 | 3,736 | 3,916 | **34,516** |
| **6** | 3,772 | 3,888 | 2,755 | 2,755 | 3,683 | 2,612 | 3,801 | 3,597 | 3,736 | 3,916 | **34,516** |
| **7** | 3,772 | 3,888 | 2,755 | 1,000 | 2,053 | 2,612 | 3,801 | 3,597 | 3,736 | 3,916 | **31,131** |
| **8** | 3,772 | 3,888 | 2,755 | 2,755 | 3,683 | 2,612 | 3,801 | 3,597 | 3,736 | 3,916 | **34,516** |
| **9** | 3,772 | 3,888 | 2,755 | 2,755 | 3,683 | 2,612 | 3,801 | 3,597 | 3,736 | 3,916 | **34,516** |
| **10** | 3,772 | 3,888 | 2,755 | 2,755 | 3,683 | 2,612 | 3,801 | 3,597 | 3,736 | 3,916 | **34,516** |
| **11** | 3,772 | 3,888 | 2,755 | 1,000 | 1,532 | 1,000 | 2,250 | 3,597 | 3,736 | 3,916 | **27,446** |
| **12** | 3,772 | 3,888 | 2,755 | 2,755 | 3,683 | 2,612 | 3,801 | 3,597 | 3,736 | 3,916 | **34,516** |
| **13** | 3,772 | 3,888 | 2,755 | 2,755 | 3,683 | 2,612 | 3,801 | 3,597 | 2,248 | 2,346 | **31,458** |
| **14** | 3,772 | 3,888 | 2,755 | 2,755 | 3,683 | 2,612 | 3,801 | 3,597 | 3,736 | 3,916 | **34,516** |
| **15** | 3,772 | 3,888 | 1,000 | 2,755 | 3,683 | 2,612 | 3,801 | 3,597 | 3,736 | 3,916 | **32,761** |
| **16** | 3,772 | 3,888 | 1,000 | 1,000 | 3,683 | 2,612 | 3,801 | 3,597 | 3,736 | 3,916 | **31,006** |
| **17** | 3,772 | 3,888 | 2,755 | 2,755 | 3,683 | 2,612 | 3,801 | 3,597 | 3,736 | 3,916 | **34,516** |
| **18** | 3,772 | 3,888 | 1,000 | 1,000 | 3,683 | 1,000 | 3,801 | 3,597 | 3,736 | 3,916 | **29,394** |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Lingkungan Kerja (X3)** | | | | | | | | | | **∑** |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** |
| **19** | 3,772 | 2,307 | 2,755 | 1,000 | 2,053 | 2,612 | 3,801 | 3,597 | 3,736 | 2,346 | **27,981** |
| **20** | 2,130 | 2,307 | 2,755 | 2,755 | 3,683 | 2,612 | 3,801 | 3,597 | 3,736 | 3,916 | **31,293** |
| **21** | 3,772 | 3,888 | 2,755 | 1,000 | 3,683 | 1,000 | 3,801 | 2,162 | 2,248 | 3,916 | **28,225** |
| **22** | 2,130 | 3,888 | 1,000 | 1,000 | 2,053 | 2,612 | 2,250 | 2,162 | 2,248 | 2,346 | **21,690** |
| **23** | 2,130 | 2,307 | 2,755 | 2,755 | 3,683 | 1,000 | 3,801 | 3,597 | 3,736 | 3,916 | **29,681** |
| **24** | 3,772 | 3,888 | 2,755 | 2,755 | 3,683 | 1,000 | 3,801 | 3,597 | 3,736 | 3,916 | **32,904** |
| **25** | 3,772 | 3,888 | 2,755 | 2,755 | 3,683 | 1,000 | 3,801 | 2,162 | 3,736 | 3,916 | **31,468** |
| **26** | 1,000 | 3,888 | 2,755 | 2,755 | 3,683 | 2,612 | 3,801 | 3,597 | 3,736 | 3,916 | **31,744** |
| **27** | 3,772 | 3,888 | 2,755 | 2,755 | 3,683 | 2,612 | 3,801 | 3,597 | 3,736 | 3,916 | **34,516** |
| **28** | 2,130 | 2,307 | 2,755 | 2,755 | 3,683 | 1,000 | 3,801 | 3,597 | 3,736 | 3,916 | **29,681** |
| **29** | 2,130 | 1,000 | 2,755 | 2,755 | 3,683 | 1,000 | 3,801 | 3,597 | 3,736 | 3,916 | **28,374** |
| **30** | 3,772 | 3,888 | 2,755 | 2,755 | 3,683 | 1,000 | 3,801 | 3,597 | 3,736 | 3,916 | **32,904** |
| **31** | 3,772 | 3,888 | 1,000 | 2,755 | 3,683 | 2,612 | 3,801 | 2,162 | 2,248 | 2,346 | **28,268** |
| **32** | 2,130 | 2,307 | 1,000 | 2,755 | 3,683 | 1,000 | 2,250 | 3,597 | 3,736 | 3,916 | **26,375** |
| **33** | 3,772 | 2,307 | 1,000 | 1,000 | 2,053 | 1,000 | 1,532 | 1,000 | 2,248 | 2,346 | **18,259** |
| **34** | 3,772 | 2,307 | 2,755 | 2,755 | 3,683 | 2,612 | 3,801 | 3,597 | 3,736 | 3,916 | **32,935** |
| **35** | 2,130 | 2,307 | 1,000 | 1,000 | 3,683 | 2,612 | 3,801 | 2,162 | 3,736 | 3,916 | **26,348** |
| **36** | 3,772 | 2,307 | 2,755 | 2,755 | 3,683 | 2,612 | 3,801 | 1,000 | 3,736 | 3,916 | **30,338** |
| **37** | 3,772 | 3,888 | 2,755 | 2,755 | 3,683 | 1,000 | 3,801 | 3,597 | 3,736 | 3,916 | **32,904** |
| **38** | 3,772 | 3,888 | 2,755 | 1,000 | 3,683 | 1,000 | 2,250 | 2,162 | 2,248 | 2,346 | **25,104** |
| **39** | 3,772 | 3,888 | 2,755 | 2,755 | 3,683 | 1,000 | 3,801 | 2,162 | 2,248 | 2,346 | **28,410** |
| **40** | 3,772 | 2,307 | 1,000 | 2,755 | 3,683 | 2,612 | 2,250 | 2,162 | 1,000 | 1,000 | **22,541** |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Lingkungan Kerja (X3)** | | | | | | | | | | **∑** |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** |
| **41** | 3,772 | 3,888 | 2,755 | 2,755 | 3,683 | 1,000 | 2,250 | 2,162 | 1,000 | 2,346 | **25,610** |
| **42** | 3,772 | 2,307 | 2,755 | 2,755 | 3,683 | 2,612 | 3,801 | 3,597 | 3,736 | 3,916 | **32,935** |
| **43** | 3,772 | 3,888 | 2,755 | 2,755 | 1,000 | 1,000 | 1,000 | 1,000 | 2,248 | 3,916 | **23,335** |
| **44** | 2,130 | 3,888 | 2,755 | 2,755 | 3,683 | 2,612 | 3,801 | 2,162 | 2,248 | 2,346 | **28,381** |
| **45** | 3,772 | 3,888 | 2,755 | 2,755 | 3,683 | 1,000 | 3,801 | 2,162 | 2,248 | 3,916 | **29,980** |
| **46** | 2,130 | 3,888 | 2,755 | 2,755 | 3,683 | 2,612 | 3,801 | 2,162 | 2,248 | 2,346 | **28,381** |
| **47** | 3,772 | 3,888 | 2,755 | 2,755 | 3,683 | 2,612 | 3,801 | 3,597 | 2,248 | 2,346 | **31,458** |
| **48** | 3,772 | 3,888 | 2,755 | 2,755 | 3,683 | 1,000 | 3,801 | 2,162 | 2,248 | 2,346 | **28,410** |
| **49** | 3,772 | 2,307 | 1,000 | 2,755 | 3,683 | 2,612 | 2,250 | 2,162 | 2,248 | 2,346 | **25,135** |
| **50** | 3,772 | 3,888 | 2,755 | 2,755 | 3,683 | 1,000 | 2,250 | 2,162 | 2,248 | 2,346 | **26,859** |
| **51** | 3,772 | 2,307 | 2,755 | 2,755 | 3,683 | 2,612 | 3,801 | 3,597 | 3,736 | 3,916 | **32,935** |

**LAMPIRAN 21**

**HASIL UJI VALIDITAS VARIABEL KEPUASAN KERJA (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | Y.12 | Y.13 | Kepuasan Kerja (Y) |
| Y.1 | Pearson Correlation | 1 | .552\*\* | .269 | .468\*\* | .413\* | .687\*\* | .269 | .468\*\* | .413\* | .687\*\* | .413\* | .687\*\* | .269 | .767\*\* |
| Sig. (2-tailed) |  | .002 | .151 | .009 | .023 | .000 | .151 | .009 | .023 | .000 | .023 | .000 | .151 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.2 | Pearson  Correlation | .552\*\* | 1 | .246 | -.017 | .368\* | .418\* | .246 | -.017 | .368\* | .418\* | .368\* | .418\* | .246 | .553\*\* |
| Sig. (2-tailed) | .002 |  | .191 | .930 | .045 | .022 | .191 | .930 | .045 | .022 | .045 | .022 | .191 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.3 | Pearson Correlation | .269 | .246 | 1 | .308 | .159 | .136 | 1.000\*\* | .308 | .159 | .136 | .159 | .136 | 1.000\*\* | .547\*\* |
| Sig. (2-tailed) | .151 | .191 |  | .098 | .402 | .474 | .000 | .098 | .402 | .474 | .402 | .474 | .000 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.4 | Pearson Correlation | .468\*\* | -.017 | .308 | 1 | .211 | .082 | .308 | 1.000\*\* | .211 | .082 | .211 | .082 | .308 | .485\*\* |
| Sig. (2-tailed) | .009 | .930 | .098 |  | .264 | .667 | .098 | .000 | .264 | .667 | .264 | .667 | .098 | .007 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.5 | Pearson Correlation | .413\* | .368\* | .159 | .211 | 1 | .609\*\* | .159 | .211 | 1.000\*\* | .609\*\* | 1.000\*\* | .609\*\* | .159 | .782\*\* |
| Sig. (2-tailed) | .023 | .045 | .402 | .264 |  | .000 | .402 | .264 | .000 | .000 | .000 | .000 | .402 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.6 | Pearson  Correlation | .687\*\* | .418\* | .136 | .082 | .609\*\* | 1 | .136 | .082 | .609\*\* | 1.000\*\* | .609\*\* | 1.000\*\* | .136 | .768\*\* |
| Sig. (2-tailed) | .000 | .022 | .474 | .667 | .000 |  | .474 | .667 | .000 | .000 | .000 | .000 | .474 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Y.7 | Pearson Correlation | .269 | .246 | 1.000\*\* | .308 | .159 | .136 | 1 | .308 | .159 | .136 | .159 | .136 | 1.000\*\* | .547\*\* |
| Sig. (2-tailed) | .151 | .191 | .000 | .098 | .402 | .474 |  | .098 | .402 | .474 | .402 | .474 | .000 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.8 | Pearson  Correlation | .468\*\* | -.017 | .308 | 1.000\*\* | .211 | .082 | .308 | 1 | .211 | .082 | .211 | .082 | .308 | .485\*\* |
| Sig. (2-tailed) | .009 | .930 | .098 | .000 | .264 | .667 | .098 |  | .264 | .667 | .264 | .667 | .098 | .007 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.9 | Pearson Correlation | .413\* | .368\* | .159 | .211 | 1.000\*\* | .609\*\* | .159 | .211 | 1 | .609\*\* | 1.000\*\* | .609\*\* | .159 | .782\*\* |
| Sig. (2-tailed) | .023 | .045 | .402 | .264 | .000 | .000 | .402 | .264 |  | .000 | .000 | .000 | .402 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.10 | Pearson Correlation | .687\*\* | .418\* | .136 | .082 | .609\*\* | 1.000\*\* | .136 | .082 | .609\*\* | 1 | .609\*\* | 1.000\*\* | .136 | .768\*\* |
| Sig. (2-tailed) | .000 | .022 | .474 | .667 | .000 | .000 | .474 | .667 | .000 |  | .000 | .000 | .474 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.11 | Pearson Correlation | .413\* | .368\* | .159 | .211 | 1.000\*\* | .609\*\* | .159 | .211 | 1.000\*\* | .609\*\* | 1 | .609\*\* | .159 | .782\*\* |
| Sig. (2-tailed) | .023 | .045 | .402 | .264 | .000 | .000 | .402 | .264 | .000 | .000 |  | .000 | .402 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.12 | Pearson Correlation | .687\*\* | .418\* | .136 | .082 | .609\*\* | 1.000\*\* | .136 | .082 | .609\*\* | 1.000\*\* | .609\*\* | 1 | .136 | .768\*\* |
| Sig. (2-tailed) | .000 | .022 | .474 | .667 | .000 | .000 | .474 | .667 | .000 | .000 | .000 |  | .474 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.13 | Pearson  Correlation | .269 | .246 | 1.000\*\* | .308 | .159 | .136 | 1.000\*\* | .308 | .159 | .136 | .159 | .136 | 1 | .547\*\* |
| Sig. (2-tailed) | .151 | .191 | .000 | .098 | .402 | .474 | .000 | .098 | .402 | .474 | .402 | .474 |  | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kepuasan Kerja (Y) | Pearson Correlation | .767\*\* | .553\*\* | .547\*\* | .485\*\* | .782\*\* | .768\*\* | .547\*\* | .485\*\* | .782\*\* | .768\*\* | .782\*\* | .768\*\* | .547\*\* | 1 |
| Sig. (2-tailed) | .000 | .002 | .002 | .007 | .000 | .000 | .002 | .007 | .000 | .000 | .000 | .000 | .002 |  |
| N | 30 | 30 | 30 | 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). | | | | | | | | | | | | | | | |

171

**LAMPIRAN 22**

**HASIL UJI RELIABILITAS VARIABEL KEPUASAN KERJA (Y)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 83.3 |
| Excludeda | 6 | 16.7 |
| Total | 36 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .891 | 13 |

**LAMPIRAN 23**

**HASIL UJI VALIDITAS VARIABEL**

***WORK LIFE BALANCE* (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | Work Life Balance (X1) |
| X1.1 | Pearson Correlation | 1 | .416\* | .542\*\* | .573\*\* | .249 | .396\* | .420\* | .683\*\* | .434\* | .396\* | .699\*\* |
| Sig. (2-tailed) |  | .022 | .002 | .001 | .185 | .030 | .021 | .000 | .017 | .030 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson  Correlation | .416\* | 1 | .640\*\* | .302 | .455\* | .374\* | .673\*\* | .389\* | .329 | .374\* | .715\*\* |
| Sig. (2-tailed) | .022 |  | .000 | .105 | .012 | .042 | .000 | .034 | .075 | .042 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .542\*\* | .640\*\* | 1 | .486\*\* | .474\*\* | .648\*\* | .709\*\* | .487\*\* | .246 | .648\*\* | .818\*\* |
| Sig. (2-tailed) | .002 | .000 |  | .006 | .008 | .000 | .000 | .006 | .189 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .573\*\* | .302 | .486\*\* | 1 | .317 | .471\*\* | .549\*\* | .613\*\* | .310 | .471\*\* | .690\*\* |
| Sig. (2-tailed) | .001 | .105 | .006 |  | .088 | .009 | .002 | .000 | .095 | .009 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .249 | .455\* | .474\*\* | .317 | 1 | .528\*\* | .510\*\* | .504\*\* | .091 | .528\*\* | .638\*\* |
| Sig. (2-tailed) | .185 | .012 | .008 | .088 |  | .003 | .004 | .005 | .631 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson  Correlation | .396\* | .374\* | .648\*\* | .471\*\* | .528\*\* | 1 | .487\*\* | .587\*\* | .279 | 1.000\*\* | .767\*\* |
| Sig. (2-tailed) | .030 | .042 | .000 | .009 | .003 |  | .006 | .001 | .136 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X1.7 | Pearson Correlation | .420\* | .673\*\* | .709\*\* | .549\*\* | .510\*\* | .487\*\* | 1 | .619\*\* | .365\* | .487\*\* | .820\*\* |
| Sig. (2-tailed) | .021 | .000 | .000 | .002 | .004 | .006 |  | .000 | .047 | .006 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson  Correlation | .683\*\* | .389\* | .487\*\* | .613\*\* | .504\*\* | .587\*\* | .619\*\* | 1 | .406\* | .587\*\* | .800\*\* |
| Sig. (2-tailed) | .000 | .034 | .006 | .000 | .005 | .001 | .000 |  | .026 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | .434\* | .329 | .246 | .310 | .091 | .279 | .365\* | .406\* | 1 | .279 | .531\*\* |
| Sig. (2-tailed) | .017 | .075 | .189 | .095 | .631 | .136 | .047 | .026 |  | .136 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlation | .396\* | .374\* | .648\*\* | .471\*\* | .528\*\* | 1.000\*\* | .487\*\* | .587\*\* | .279 | 1 | .767\*\* |
| Sig. (2-tailed) | .030 | .042 | .000 | .009 | .003 | .000 | .006 | .001 | .136 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Work Life Balance (X1) | Pearson Correlation | .699\*\* | .715\*\* | .818\*\* | .690\*\* | .638\*\* | .767\*\* | .820\*\* | .800\*\* | .531\*\* | .767\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .003 | .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). | | | | | | | | | | | | |

174

**LAMPIRAN 24**

**HASIL UJI RELIABILITAS VARIABEL**

***WORK LIFE BALANCE* (X1)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 83.3 |
| Excludeda | 6 | 16.7 |
| Total | 36 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .893 | 10 |

**LAMPIRAN 25**

**HASIL UJI VALIDITAS VARIABEL**

***BURNOUT* (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | Burnout (X2) |
| X2.1 | Pearson Correlation | 1 | .793\*\* | .233 | .201 | .231 | .148 | .067 | .211 | .135 | .211 | .488\*\* |
| Sig. (2-tailed) |  | .000 | .215 | .287 | .219 | .435 | .723 | .264 | .477 | .264 | .006 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .793\*\* | 1 | .312 | .254 | .238 | .196 | .155 | -.045 | .217 | -.045 | .439\* |
| Sig. (2-tailed) | .000 |  | .094 | .176 | .205 | .299 | .414 | .814 | .250 | .814 | .015 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .233 | .312 | 1 | .067 | .388\* | .352 | .211 | .306 | .331 | .306 | .585\*\* |
| Sig. (2-tailed) | .215 | .094 |  | .724 | .034 | .056 | .264 | .100 | .074 | .100 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .201 | .254 | .067 | 1 | .512\*\* | .267 | .149 | .216 | .149 | .216 | .465\*\* |
| Sig. (2-tailed) | .287 | .176 | .724 |  | .004 | .154 | .432 | .251 | .432 | .251 | .010 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .231 | .238 | .388\* | .512\*\* | 1 | .598\*\* | .315 | .495\*\* | .241 | .495\*\* | .808\*\* |
| Sig. (2-tailed) | .219 | .205 | .034 | .004 |  | .000 | .090 | .005 | .199 | .005 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .148 | .196 | .352 | .267 | .598\*\* | 1 | .390\* | .316 | .195 | .316 | .712\*\* |
| Sig. (2-tailed) | .435 | .299 | .056 | .154 | .000 |  | .033 | .089 | .301 | .089 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | .067 | .155 | .211 | .149 | .315 | .390\* | 1 | .246 | .200 | .246 | .476\*\* |
| Sig. (2-tailed) | .723 | .414 | .264 | .432 | .090 | .033 |  | .191 | .289 | .191 | .008 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .211 | -.045 | .306 | .216 | .495\*\* | .316 | .246 | 1 | .156 | 1.000\*\* | .715\*\* |
| Sig. (2-tailed) | .264 | .814 | .100 | .251 | .005 | .089 | .191 |  | .409 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X2.9 | Pearson Correlation | .135 | .217 | .331 | .149 | .241 | .195 | .200 | .156 | 1 | .156 | .407\* |
| Sig. (2-tailed) | .477 | .250 | .074 | .432 | .199 | .301 | .289 | .409 |  | .409 | .026 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | .211 | -.045 | .306 | .216 | .495\*\* | .316 | .246 | 1.000\*\* | .156 | 1 | .715\*\* |
| Sig. (2-tailed) | .264 | .814 | .100 | .251 | .005 | .089 | .191 | .000 | .409 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Burnout (X2) | Pearson Correlation | .488\*\* | .439\* | .585\*\* | .465\*\* | .808\*\* | .712\*\* | .476\*\* | .715\*\* | .407\* | .715\*\* | 1 |
| Sig. (2-tailed) | .006 | .015 | .001 | .010 | .000 | .000 | .008 | .000 | .026 | .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). | | | | | | | | | | | | |

177

**LAMPIRAN 26**

**HASIL UJI RELIABILITAS VARIABEL**

***BURNOUT* (X2)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 83.3 |
| Excludeda | 6 | 16.7 |
| Total | 36 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .791 | 10 |

**LAMPIRAN 27**

**HASIL UJI VALIDITAS VARIABEL LINGKUNGAN KERJA (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | Lingkungan Kerja (X3) |
| X3.1 | Pearson Correlation | 1 | .671\*\* | .004 | .011 | .061 | -.173 | .147 | -.004 | .275 | .020 | .383\* |
| Sig. (2-tailed) |  | .000 | .984 | .953 | .749 | .361 | .438 | .982 | .142 | .915 | .037 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson  Correlation | .671\*\* | 1 | .305 | .000 | .333 | .073 | .302 | .346 | .471\*\* | .111 | .658\*\* |
| Sig. (2-tailed) | .000 |  | .101 | 1.000 | .072 | .702 | .105 | .061 | .009 | .559 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | .004 | .305 | 1 | .328 | -.061 | .173 | .129 | .257 | .217 | .183 | .486\*\* |
| Sig. (2-tailed) | .984 | .101 |  | .076 | .749 | .361 | .498 | .170 | .249 | .333 | .007 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | .011 | .000 | .328 | 1 | .186 | .324 | .182 | .206 | .194 | .402\* | .563\*\* |
| Sig. (2-tailed) | .953 | 1.000 | .076 |  | .326 | .081 | .336 | .276 | .305 | .028 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | .061 | .333 | -.061 | .186 | 1 | .364\* | .151 | .208 | .202 | .111 | .463\* |
| Sig. (2-tailed) | .749 | .072 | .749 | .326 |  | .048 | .426 | .271 | .285 | .559 | .010 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson  Correlation | -.173 | .073 | .173 | .324 | .364\* | 1 | .592\*\* | .558\*\* | .161 | .218 | .579\*\* |
| Sig. (2-tailed) | .361 | .702 | .361 | .081 | .048 |  | .001 | .001 | .394 | .247 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X3.7 | Pearson Correlation | .147 | .302 | .129 | .182 | .151 | .592\*\* | 1 | .793\*\* | .233 | .201 | .650\*\* |
| Sig. (2-tailed) | .438 | .105 | .498 | .336 | .426 | .001 |  | .000 | .215 | .287 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson  Correlation | -.004 | .346 | .257 | .206 | .208 | .558\*\* | .793\*\* | 1 | .312 | .254 | .687\*\* |
| Sig. (2-tailed) | .982 | .061 | .170 | .276 | .271 | .001 | .000 |  | .094 | .176 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.9 | Pearson Correlation | .275 | .471\*\* | .217 | .194 | .202 | .161 | .233 | .312 | 1 | .067 | .580\*\* |
| Sig. (2-tailed) | .142 | .009 | .249 | .305 | .285 | .394 | .215 | .094 |  | .724 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.10 | Pearson Correlation | .020 | .111 | .183 | .402\* | .111 | .218 | .201 | .254 | .067 | 1 | .422\* |
| Sig. (2-tailed) | .915 | .559 | .333 | .028 | .559 | .247 | .287 | .176 | .724 |  | .020 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Lingkungan Kerja (X3) | Pearson Correlation | .383\* | .658\*\* | .486\*\* | .563\*\* | .463\* | .579\*\* | .650\*\* | .687\*\* | .580\*\* | .422\* | 1 |
| Sig. (2-tailed) | .037 | .000 | .007 | .001 | .010 | .001 | .000 | .000 | .001 | .020 |  |
| 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 28**

**HASIL UJI RELIABILITAS VARIABEL LINGKUNGAN KERJA (X3)**

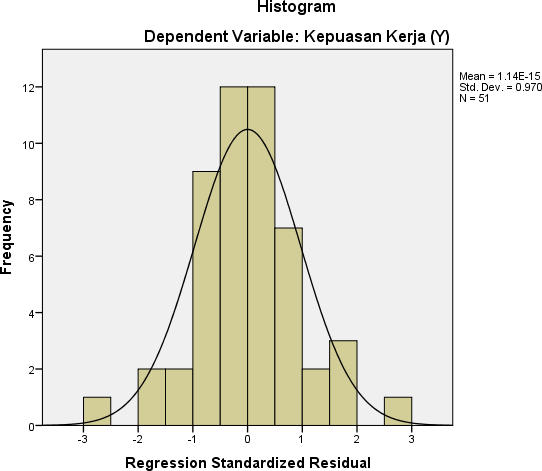
|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 83.3 |
| Excludeda | 6 | 16.7 |
| Total | 36 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .728 | 10 |

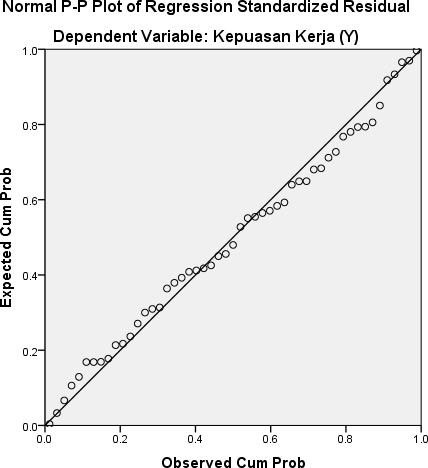
**LAMPIRAN 29**

**HASIL UJI ASUMSI KLASIK**

1. **Uji Normalitas**
   1. **Grafik Histogram**



* 1. **Gambar P-Plot of Regression Standardized Residual**



* 1. **Tabel Kolmogorov – Smirnov**

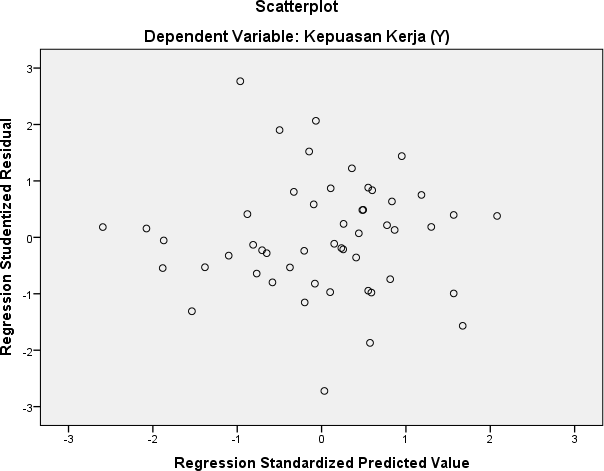
|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 51 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 2.17066557 |
| Most Extreme Differences | Absolute | .069 |
| Positive | .069 |
| Negative | -.063 |
| Test Statistic | | .069 |
| 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. | | |

1. **Uji Multikolinieritas**

|  |  |  |  |
| --- | --- | --- | --- |
| **Coefficientsa** | | | |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | Work Life Balance (X1) | .856 | 1.169 |
| Burnout (X2) | .905 | 1.105 |
| Lingkungan Kerja (X3) | .934 | 1.071 |
| a. Dependent Variable: Kepuasan Kerja (Y) | | | |

1. **Uji Heteroskedastisitas**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | -.987 | 5.140 |  | -.192 | .849 |
| Work Life Balance (X1) | .003 | .075 | .007 | .046 | .964 |
| Burnout (X2) | .070 | .086 | .123 | .810 | .422 |
| Lingkungan Kerja (X3) | -.015 | .079 | -.029 | -.196 | .846 |
| a. Dependent Variable: ABRESID | | | | | | |



**LAMPIRAN 30**

**HASIL ANALISIS REGRESI LINIER BERGANDA**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 5.857 | 8.017 |  | .731 | .469 |
| Work Life Balance (X1) | .272 | .117 | .267 | 2.328 | .024 |
| Burnout (X2) | .510 | .134 | .424 | 3.803 | .000 |
| Lingkungan Kerja (X3) | .325 | .124 | .289 | 2.631 | .011 |
| a. Dependent Variable: Kepuasan Kerja (Y) | | | | | | |

**LAMPIRAN 31**

**HASIL UJI HIPOTESIS**

1. **Uji t (Parsial)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 5.857 | 8.017 |  | .731 | .469 |
| Work Life Balance (X1) | .272 | .117 | .267 | 2.328 | .024 |
| Burnout (X2) | .510 | .134 | .424 | 3.803 | .000 |
| Lingkungan Kerja (X3) | .325 | .124 | .289 | 2.631 | .011 |
| a. Dependent Variable: Kepuasan Kerja (Y) | | | | | | |

1. **Uji F (Simultan)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 209.234 | 3 | 69.745 | 13.914 | .000b |
| Residual | 235.589 | 47 | 5.013 |  |  |
| Total | 444.824 | 50 |  |  |  |
| a. Dependent Variable: Kepuasan Kerja (Y) | | | | | | |
| b. Predictors: (Constant), Lingkungan Kerja (X3), Burnout (X2), Work Life Balance (X1) | | | | | | |

**LAMPIRAN 32**

**HASIL KOEFISIEN DETERMINASI**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .686a | .470 | .437 | 2.239 |
| a. Predictors: (Constant), Lingkungan Kerja (X3), Burnout (X2), Work Life Balance (X1) | | | | |
| b. Dependent Variable: Kepuasan Kerja (Y) | | | | |

**LAMPIRAN 33**

**Rtabel**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **N** | **The Level of Significance** | | **N** | **The Level of Significance** | |
| **5%** | **1%** | **5%** | **1%** |
| 3 | 0.997 | 0.999 | 38 | 0.320 | 0.413 |
| 4 | 0.950 | 0.990 | 39 | 0.316 | 0.408 |
| 5 | 0.878 | 0.959 | 40 | 0.312 | 0.403 |
| 6 | 0.811 | 0.917 | 41 | 0.308 | 0.398 |
| 7 | 0.754 | 0.874 | 42 | 0.304 | 0.393 |
| 8 | 0.707 | 0.834 | 43 | 0.301 | 0.389 |
| 9 | 0.666 | 0.798 | 44 | 0.297 | 0.384 |
| 10 | 0.632 | 0.765 | 45 | 0.294 | 0.380 |
| 11 | 0.602 | 0.735 | 46 | 0.291 | 0.376 |
| 12 | 0.576 | 0.708 | 47 | 0.288 | 0.372 |
| 13 | 0.553 | 0.684 | 48 | 0.284 | 0.368 |
| 14 | 0.532 | 0.661 | 49 | 0.281 | 0.364 |
| 15 | 0.514 | 0.641 | 50 | 0.279 | 0.361 |
| 16 | 0.497 | 0.623 | 55 | 0.266 | 0.345 |
| 17 | 0.482 | 0.606 | 60 | 0.254 | 0.330 |
| 18 | 0.468 | 0.590 | 65 | 0.244 | 0.317 |
| 19 | 0.456 | 0.575 | 70 | 0.235 | 0.306 |
| 20 | 0.444 | 0.561 | 75 | 0.227 | 0.296 |
| 21 | 0.433 | 0.549 | 80 | 0.220 | 0.286 |
| 22 | 0.432 | 0.537 | 85 | 0.213 | 0.278 |
| 23 | 0.413 | 0.526 | 90 | 0.207 | 0.267 |
| 24 | 0.404 | 0.515 | 95 | 0.202 | 0.263 |
| 25 | 0.396 | 0.505 | 100 | 0.195 | 0.256 |
| 26 | 0.388 | 0.496 | 125 | 0.176 | 0.230 |
| 27 | 0.381 | 0.487 | 150 | 0.159 | 0.210 |
| 28 | 0.374 | 0.478 | 175 | 0.148 | 0.194 |
| 29 | 0.367 | 0.470 | 200 | 0.138 | 0.181 |
| 30 | **0.361** | 0.463 | 300 | 0.113 | 0.148 |
| 31 | 0.355 | 0.456 | 400 | 0.098 | 0.128 |
| 32 | 0.349 | 0.449 | 500 | 0.088 | 0.115 |
| 33 | 0.344 | 0.442 | 600 | 0.080 | 0.105 |
| 34 | 0.339 | 0.436 | 700 | 0.074 | 0.097 |
| 35 | 0.334 | 0.430 | 800 | 0.070 | 0.091 |
| 36 | 0.329 | 0.424 | 900 | 0.065 | 0.086 |
| 37 | 0.325 | 0.418 | 1000 | 0.062 | 0.081 |

**LAMPIRAN 34**

**Ttabel**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Pr** | **0.25** | **0.10** | **0.05** | **0.025** | **0.01** | **0.005** | **0.001** |
| **df** | **0.50** | **0.20** | **0.10** | **0.050** | **0.02** | **0.010** | **0.002** |
| **1** | 1.00000 | 3.07768 | 6.31375 | 12.70620 | 31.82052 | 63.65674 | 318.30884 |
| **2** | 0.81650 | 1.88562 | 2.91999 | 4.30265 | 6.96456 | 9.92484 | 22.32712 |
| **3** | 0.76489 | 1.63774 | 2.35336 | 3.18245 | 4.54070 | 5.84091 | 10.21453 |
| **4** | 0.74070 | 1.53321 | 2.13185 | 2.77645 | 3.74695 | 4.60409 | 7.17318 |
| **5** | 0.72669 | 1.47588 | 2.01505 | 2.57058 | 3.36493 | 4.03214 | 5.89343 |
| **6** | 0.71756 | 1.43976 | 1.94318 | 2.44691 | 3.14267 | 3.70743 | 5.20763 |
| **7** | 0.71114 | 1.41492 | 1.89458 | 2.36462 | 2.99795 | 3.49948 | 4.78529 |
| **8** | 0.70639 | 1.39682 | 1.85955 | 2.30600 | 2.89646 | 3.35539 | 4.50079 |
| **9** | 0.70272 | 1.38303 | 1.83311 | 2.26216 | 2.82144 | 3.24984 | 4.29681 |
| **10** | 0.69981 | 1.37218 | 1.81246 | 2.22814 | 2.76377 | 3.16927 | 4.14370 |
| **11** | 0.69745 | 1.36343 | 1.79588 | 2.20099 | 2.71808 | 3.10581 | 4.02470 |
| **12** | 0.69548 | 1.35622 | 1.78229 | 2.17881 | 2.68100 | 3.05454 | 3.92963 |
| **13** | 0.69383 | 1.35017 | 1.77093 | 2.16037 | 2.65031 | 3.01228 | 3.85198 |
| **14** | 0.69242 | 1.34503 | 1.76131 | 2.14479 | 2.62449 | 2.97684 | 3.78739 |
| **15** | 0.69120 | 1.34061 | 1.75305 | 2.13145 | 2.60248 | 2.94671 | 3.73283 |
| **16** | 0.69013 | 1.33676 | 1.74588 | 2.11991 | 2.58349 | 2.92078 | 3.68615 |
| **17** | 0.68920 | 1.33338 | 1.73961 | 2.10982 | 2.56693 | 2.89823 | 3.64577 |
| **18** | 0.68836 | 1.33039 | 1.73406 | 2.10092 | 2.55238 | 2.87844 | 3.61048 |
| **19** | 0.68762 | 1.32773 | 1.72913 | 2.09302 | 2.53948 | 2.86093 | 3.57940 |
| **20** | 0.68695 | 1.32534 | 1.72472 | 2.08596 | 2.52798 | 2.84534 | 3.55181 |
| **21** | 0.68635 | 1.32319 | 1.72074 | 2.07961 | 2.51765 | 2.83136 | 3.52715 |
| **22** | 0.68581 | 1.32124 | 1.71714 | 2.07387 | 2.50832 | 2.81876 | 3.50499 |
| **23** | 0.68531 | 1.31946 | 1.71387 | 2.06866 | 2.49987 | 2.80734 | 3.48496 |
| **24** | 0.68485 | 1.31784 | 1.71088 | 2.06390 | 2.49216 | 2.79694 | 3.46678 |
| **25** | 0.68443 | 1.31635 | 1.70814 | 2.05954 | 2.48511 | 2.78744 | 3.45019 |
| **26** | 0.68404 | 1.31497 | 1.70562 | 2.05553 | 2.47863 | 2.77871 | 3.43500 |
| **27** | 0.68368 | 1.31370 | 1.70329 | 2.05183 | 2.47266 | 2.77068 | 3.42103 |
| **28** | 0.68335 | 1.31253 | 1.70113 | 2.04841 | 2.46714 | 2.76326 | 3.40816 |
| **29** | 0.68304 | 1.31143 | 1.69913 | 2.04523 | 2.46202 | 2.75639 | 3.39624 |
| **30** | 0.68276 | 1.31042 | 1.69726 | 2.04227 | 2.45726 | 2.75000 | 3.38518 |
| **31** | 0.68249 | 1.30946 | 1.69552 | 2.03951 | 2.45282 | 2.74404 | 3.37490 |
| **32** | 0.68223 | 1.30857 | 1.69389 | 2.03693 | 2.44868 | 2.73848 | 3.36531 |
| **33** | 0.68200 | 1.30774 | 1.69236 | 2.03452 | 2.44479 | 2.73328 | 3.35634 |
| **34** | 0.68177 | 1.30695 | 1.69092 | 2.03224 | 2.44115 | 2.72839 | 3.34793 |
| **35** | 0.68156 | 1.30621 | 1.68957 | 2.03011 | 2.43772 | 2.72381 | 3.34005 |
| **36** | 0.68137 | 1.30551 | 1.68830 | 2.02809 | 2.43449 | 2.71948 | 3.33262 |
| **37** | 0.68118 | 1.30485 | 1.68709 | 2.02619 | 2.43145 | 2.71541 | 3.32563 |
| **38** | 0.68100 | 1.30423 | 1.68595 | 2.02439 | 2.42857 | 2.71156 | 3.31903 |
| **39** | 0.68083 | 1.30364 | 1.68488 | 2.02269 | 2.42584 | 2.70791 | 3.31279 |
| **40** | 0.68067 | 1.30308 | 1.68385 | 2.02108 | 2.42326 | 2.70446 | 3.30688 |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Pr** | **0.25** | **0.10** | **0.05** | **0.025** | **0.01** | **0.005** | **0.001** |
| **df** | **0.50** | **0.20** | **0.10** | **0.050** | **0.02** | **0.010** | **0.002** |
| **41** | 0.68052 | 1.30254 | 1.68288 | 2.01954 | 2.42080 | 2.70118 | 3.30127 |
| **42** | 0.68038 | 1.30204 | 1.68195 | 2.01808 | 2.41847 | 2.69807 | 3.29595 |
| **43** | 0.68024 | 1.30155 | 1.68107 | 2.01669 | 2.41625 | 2.69510 | 3.29089 |
| **44** | 0.68011 | 1.30109 | 1.68023 | 2.01537 | 2.41413 | 2.69228 | 3.28607 |
| **45** | 0.67998 | 1.30065 | 1.67943 | 2.01410 | 2.41212 | 2.68959 | 3.28148 |
| **46** | 0.67986 | 1.30023 | 1.67866 | 2.01290 | 2.41019 | 2.68701 | 3.27710 |
| **47** | 0.67975 | 1.29982 | 1.67793 | 2.01174 | 2.40835 | 2.68456 | 3.27291 |
| **48** | 0.67964 | 1.29944 | 1.67722 | 2.01063 | 2.40658 | 2.68220 | 3.26891 |
| **49** | 0.67953 | 1.29907 | 1.67655 | 2.00958 | 2.40489 | 2.67995 | 3.26508 |
| **50** | 0.67943 | 1.29871 | 1.67591 | 2.00856 | 2.40327 | 2.67779 | 3.26141 |
| **51** | 0.67933 | 1.29837 | 1.67528 | 2.00758 | 2.40172 | 2.67572 | 3.25789 |
| **52** | 0.67924 | 1.29805 | 1.67469 | 2.00665 | 2.40022 | 2.67373 | 3.25451 |
| **53** | 0.67915 | 1.29773 | 1.67412 | 2.00575 | 2.39879 | 2.67182 | 3.25127 |
| **54** | 0.67906 | 1.29743 | 1.67356 | 2.00488 | 2.39741 | 2.66998 | 3.24815 |
| **55** | 0.67898 | 1.29713 | 1.67303 | 2.00404 | 2.39608 | 2.66822 | 3.24515 |
| **56** | 0.67890 | 1.29685 | 1.67252 | 2.00324 | 2.39480 | 2.66651 | 3.24226 |
| **57** | 0.67882 | 1.29658 | 1.67203 | 2.00247 | 2.39357 | 2.66487 | 3.23948 |
| **58** | 0.67874 | 1.29632 | 1.67155 | 2.00172 | 2.39238 | 2.66329 | 3.23680 |
| **59** | 0.67867 | 1.29607 | 1.67109 | 2.00100 | 2.39123 | 2.66176 | 3.23421 |
| **60** | 0.67860 | 1.29582 | 1.67065 | 2.00030 | 2.39012 | 2.66028 | 3.23171 |
| **61** | 0.67853 | 1.29558 | 1.67022 | 1.99962 | 2.38905 | 2.65886 | 3.22930 |
| **62** | 0.67847 | 1.29536 | 1.66980 | 1.99897 | 2.38801 | 2.65748 | 3.22696 |
| **63** | 0.67840 | 1.29513 | 1.66940 | 1.99834 | 2.38701 | 2.65615 | 3.22471 |
| **64** | 0.67834 | 1.29492 | 1.66901 | 1.99773 | 2.38604 | 2.65485 | 3.22253 |
| **65** | 0.67828 | 1.29471 | 1.66864 | 1.99714 | 2.38510 | 2.65360 | 3.22041 |
| **66** | 0.67823 | 1.29451 | 1.66827 | 1.99656 | 2.38419 | 2.65239 | 3.21837 |
| **67** | 0.67817 | 1.29432 | 1.66792 | 1.99601 | 2.38330 | 2.65122 | 3.21639 |
| **68** | 0.67811 | 1.29413 | 1.66757 | 1.99547 | 2.38245 | 2.65008 | 3.21446 |
| **69** | 0.67806 | 1.29394 | 1.66724 | 1.99495 | 2.38161 | 2.64898 | 3.21260 |
| **70** | 0.67801 | 1.29376 | 1.66691 | 1.99444 | 2.38081 | 2.64790 | 3.21079 |
| **71** | 0.67796 | 1.29359 | 1.66660 | 1.99394 | 2.38002 | 2.64686 | 3.20903 |
| **72** | 0.67791 | 1.29342 | 1.66629 | 1.99346 | 2.37926 | 2.64585 | 3.20733 |
| **73** | 0.67787 | 1.29326 | 1.66600 | 1.99300 | 2.37852 | 2.64487 | 3.20567 |
| **74** | 0.67782 | 1.29310 | 1.66571 | 1.99254 | 2.37780 | 2.64391 | 3.20406 |
| **75** | 0.67778 | 1.29294 | 1.66543 | 1.99210 | 2.37710 | 2.64298 | 3.20249 |
| **76** | 0.67773 | 1.29279 | 1.66515 | 1.99167 | 2.37642 | 2.64208 | 3.20096 |
| **77** | 0.67769 | 1.29264 | 1.66488 | 1.99125 | 2.37576 | 2.64120 | 3.19948 |
| **78** | 0.67765 | 1.29250 | 1.66462 | 1.99085 | 2.37511 | 2.64034 | 3.19804 |
| **79** | 0.67761 | 1.29236 | 1.66437 | 1.99045 | 2.37448 | 2.63950 | 3.19663 |
| **80** | 0.67757 | 1.29222 | 1.66412 | 1.99006 | 2.37387 | 2.63869 | 3.19526 |

**LAMPIRAN 35**

**Ftabel Tabel Uji F**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ***α =***  **0,05** | **df1=(k-1)** | | | | | | | |
| **df2=(n**  **-k- 1)** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| 1 | 161.44  8 | 199,500 | 215.70  7 | 224,583 | 230,162 | 233.98  6 | 236,768 | 238,883 |
| 2 | 18,513 | 19,000 | 19,164 | 19,247 | 19,296 | 19,330 | 19,353 | 19,371 |
| 3 | 10,128 | 9,552 | 9,277 | 9,117 | 9,013 | 8,941 | 8,887 | 8,845 |
| 4 | 7,709 | 6,944 | 6,591 | 6,388 | 6,256 | 6,163 | 6,094 | 6,041 |
| 5 | 6,608 | 5,786 | 5,409 | 5,192 | 5,050 | 4,950 | 4,876 | 4,818 |
| 6 | 5,987 | 5,143 | 4,757 | 4,534 | 4,387 | 4,284 | 4,207 | 4,147 |
| 7 | 5,591 | 4,737 | 4,347 | 4,120 | 3,972 | 3,866 | 3,787 | 3,726 |
| 8 | 5,318 | 4,459 | 4,066 | 3,838 | 3,687 | 3,581 | 3,500 | 3,438 |
| 9 | 5,117 | 4,256 | 3,863 | 3,633 | 3,482 | 3,374 | 3,293 | 3,230 |
| 10 | 4,965 | 4,103 | 3,708 | 3,478 | 3,326 | 3,217 | 3,135 | 3,072 |
| 11 | 4,844 | 3,982 | 3,587 | 3,357 | 3,204 | 3,095 | 3,012 | 2,948 |
| 12 | 4,747 | 3,885 | 3,490 | 3,259 | 3,106 | 2,996 | 2,913 | 2,849 |
| 13 | 4,667 | 3,806 | 3,411 | 3,179 | 3,025 | 2,915 | 2,832 | 2,767 |
| 14 | 4,600 | 3,739 | 3,344 | 3,112 | 2,958 | 2,848 | 2,764 | 2,699 |
| 15 | 4,543 | 3,682 | 3,287 | 3,056 | 2,901 | 2,790 | 2,707 | 2,641 |
| 16 | 4,494 | 3,634 | 3,239 | 3,007 | 2,852 | 2,741 | 2,657 | 2,591 |
| 17 | 4,451 | 3,592 | 3,197 | 2,965 | 2,810 | 2,699 | 2,614 | 2,548 |
| 18 | 4,414 | 3,555 | 3,160 | 2,928 | 2,773 | 2,661 | 2,577 | 2,510 |
| 19 | 4,381 | 3,522 | 3,127 | 2,895 | 2,740 | 2,628 | 2,544 | 2,477 |
| 20 | 4,351 | 3,493 | 3,098 | 2,866 | 2,711 | 2,599 | 2,514 | 2,447 |
| 21 | 4,325 | 3,467 | 3,072 | 2,840 | 2,685 | 2,573 | 2,488 | 2,420 |
| 22 | 4,301 | 3,443 | 3,049 | 2,817 | 2,661 | 2,549 | 2,464 | 2,397 |
| 23 | 4,279 | 3,422 | 3,028 | 2,796 | 2,640 | 2,528 | 2,442 | 2,375 |
| 24 | 4,260 | 3,403 | 3,009 | 2,776 | 2,621 | 2,508 | 2,423 | 2,355 |
| 25 | 4,242 | 3,385 | 2,991 | 2,759 | 2,603 | 2,490 | 2,405 | 2,337 |
| 26 | 4,225 | 3,369 | 2,975 | 2,743 | 2,587 | 2,474 | 2,388 | 2,321 |
| 27 | 4,210 | 3,354 | 2,960 | 2,728 | 2,572 | 2,459 | 2,373 | 2,305 |
| 28 | 4,196 | 3,340 | 2,947 | 2,714 | 2,558 | 2,445 | 2,359 | 2,291 |
| 29 | 4,183 | 3,328 | 2,934 | 2,701 | 2,545 | 2,432 | 2,346 | 2,278 |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 30 | 4,171 | 3,316 | 2,922 | 2,690 | 2,534 | 2,421 | 2,334 | 2,266 |
| 31 | 4,160 | 3,305 | 2,911 | 2,679 | 2,523 | 2,409 | 2,323 | 2,255 |
| 32 | 4,149 | 3,295 | 2,901 | 2,668 | 2,512 | 2,399 | 2,313 | 2,244 |
| 33 | 4,139 | 3,285 | 2,892 | 2,659 | 2,503 | 2,389 | 2,303 | 2,235 |
| 34 | 4,130 | 3,276 | 2,883 | 2,650 | 2,494 | 2,380 | 2,294 | 2,225 |
| 35 | 4,121 | 3,267 | 2,874 | 2,641 | 2,485 | 2,372 | 2,285 | 2,217 |
| 36 | 4,113 | 3,259 | 2,866 | 2,634 | 2,477 | 2,364 | 2,277 | 2,209 |
| 37 | 4,105 | 3,252 | 2,859 | 2,626 | 2,470 | 2,356 | 2,270 | 2,201 |
| 38 | 4,098 | 3,245 | 2,852 | 2,619 | 2,463 | 2,349 | 2,262 | 2,194 |
| 39 | 4,091 | 3,238 | 2,845 | 2,612 | 2,456 | 2,342 | 2,255 | 2,187 |
| 40 | 4,085 | 3,232 | 2,839 | 2,606 | 2,449 | 2,336 | 2,249 | 2,180 |
| 41 | 4,079 | 3,226 | 2,833 | 2,600 | 2,443 | 2,330 | 2,243 | 2,174 |
| 42 | 4,073 | 3,220 | 2,827 | 2,594 | 2,438 | 2,324 | 2,237 | 2,168 |
| 43 | 4,067 | 3,214 | 2,822 | 2,589 | 2,432 | 2,318 | 2,232 | 2,163 |
| 44 | 4,062 | 3,209 | 2,816 | 2,584 | 2,427 | 2,313 | 2,226 | 2,157 |
| 45 | 4,057 | 3,204 | 2,812 | 2,579 | 2,422 | 2,308 | 2,221 | 2,152 |
| 46 | 4,052 | 3,200 | 2,807 | 2,574 | 2,417 | 2,304 | 2,216 | 2,147 |
| 47 | 4,047 | 3,195 | 2,802 | 2,570 | 2,413 | 2,299 | 2,212 | 2,143 |
| 48 | 4,043 | 3,191 | 2,798 | 2,565 | 2,409 | 2,295 | 2,207 | 2,138 |
| 49 | 4,038 | 3,187 | 2,794 | 2,561 | 2,404 | 2,290 | 2,203 | 2,134 |
| 50 | 4,034 | 3,183 | 2,790 | 2,557 | 2,400 | 2,286 | 2,199 | 2,130 |
| 51 | 4,030 | 3,179 | 2,786 | 2,553 | 2,397 | 2,283 | 2,195 | 2,126 |
| 52 | 4,027 | 3,175 | 2,783 | 2,550 | 2,393 | 2,279 | 2,192 | 2,122 |
| 53 | 4,023 | 3,172 | 2,779 | 2,546 | 2,389 | 2,275 | 2,188 | 2,119 |
| 54 | 4,020 | 3,168 | 2,776 | 2,543 | 2,386 | 2,272 | 2,185 | 2,115 |
| 55 | 4,016 | 3,165 | 2,773 | 2,540 | 2,383 | 2,269 | 2,181 | 2,112 |
| 56 | 4,013 | 3,162 | 2,769 | 2,537 | 2,380 | 2,266 | 2,178 | 2,109 |
| 57 | 4,010 | 3,159 | 2,766 | 2,534 | 2,377 | 2,263 | 2,175 | 2,106 |
| 58 | 4,007 | 3,156 | 2,764 | 2,531 | 2,374 | 2,260 | 2,172 | 2,103 |
| 59 | 4,004 | 3,153 | 2,761 | 2,528 | 2,371 | 2,257 | 2,169 | 2,100 |
| 60 | 4,001 | 3,150 | 2,758 | 2,525 | 2,368 | 2,254 | 2,167 | 2,097 |
| 61 | 3,998 | 3,148 | 2,755 | 2,523 | 2,366 | 2,251 | 2,164 | 2,094 |
| 62 | 3,996 | 3,145 | 2,753 | 2,520 | 2,363 | 2,249 | 2,161 | 2,092 |
| 63 | 3,993 | 3,143 | 2,751 | 2,518 | 2,361 | 2,246 | 2,159 | 2,089 |
| 64 | 3,991 | 3,140 | 2,748 | 2,515 | 2,358 | 2,244 | 2,156 | 2,087 |
| 65 | 3,989 | 3,138 | 2,746 | 2,513 | 2,356 | 2,242 | 2,154 | 2,084 |