

LAMPIRAN 1

Kuesioner

Kata Pengantar

Dengan hormat,

Dalam rangka melengkapi persyaratan yang diperlukan dalam penyelesaian pendidikan Program Studi Manajemen Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Yogyakarta, bersama ini peneliti akan menyampaikan kuesioner penelitian kondisi karyawan di tempat kerja. Adapun hasil dari kuesioner ini akan digunakan sebagai bahan penyusunan skripsi pada program sarjana di Universitas Muhammadiyah Yogyakarta.

Peneliti memahami waktu Saudara/i sangatlah terbatas dan berharga, namun peneliti juga berharap kesediaan Saudara/i untuk membantu penelitian ini dengan mengisi secara lengkap dan menjawab dengan sebenar-benarnya kuesioner yang terlampir demi membantu kelancaran penelitian ini.

Saya mengucapkan terima kasih yang sebesar-besarnya atas kesediaan Saudara/i telah meluangkan waktu untuk menjawab semua pertanyaan dalam kuesioner ini.

Peneliti,

Yorisa Ivana Mawaddah

Keterangan:

STS = Sangat Tidak Setuju

TS = Tidak Setuju

N = Netral

S = Setuju

SS = Sangat Setuju

A. Kuesioner *Burnout* (Kelelahan Bekerja)

No	Pernyataan	STS	TS	N	S	SS
1.	Saya merasa lelah secara emosional oleh pekerjaan saya.					
2.	Bekerja dengan orang di sepanjang hari, membutuhkan banyak usaha dan tenaga.					
3.	Saya merasa pekerjaan saya membuat saya sedih.					
4.	Saya merasa frustrasi dengan pekerjaan saya.					
5.	Saya merasa saya bekerja terlalu keras dalam pekerjaan saya.					
6.	Saya terlalu stres untuk bekerja dalam kontak langsung dengan orang-orang.					
7.	Saya merasa seperti berada di ujung tali saya (titik lelah dalam hidup).					
8.	Saya berinteraksi dengan rekan/ teman kerja tertentu secara tidak pribadi.					
9.	Saya merasa lelah ketika bangun di pagi hari dan harus menghadapi hari-hari di tempat kerja					
10.	Saya mendapat kesan bahwa pelanggan saya membuat saya bertanggung jawab atas beberapa masalah mereka.					
11.	Saya bersabar di jam-jam terakhir di hari kerja saya.					
12.	Saya benar-benar tidak peduli dengan apa yang terjadi pada beberapa pelanggan.					

No	Pernyataan	STS	TS	N	S	SS
13.	Saya menjadi lebih sensitif kepada orang-orang sekitar sejak saya bekerja.					
14.	Saya takut pekerjaan saya ini membuat saya tidak peduli terhadap sekitar.					
15.	Saya menyelesaikan banyak hal berharga dalam pekerjaan ini.					
16.	Saya merasa memiliki banyak tenaga di dalam pekerjaan saya.					
17.	Saya dengan mudah dapat memahami apa yang dirasakan pelanggan					
18.	Saya melihat masalah pada pelanggan dengan sangat efektif.					
19.	Dalam pekerjaan saya, saya menangani masalah emosional dengan sangat tenang.					
20.	Melalui pekerjaan saya, saya merasa bahwa saya memiliki pengaruh positif (baik) pada orang-orang.					
21.	Saya dengan mudah dapat menciptakan suasana santai dengan teman-teman.					
22.	Saya merasa baik ketika saya sudah dekat dengan teman-teman saya di tempat kerja.					

Sumber: Maslach Burnout Inventory (MBI) 1981

B. Kuesioner Kepuasan Kerja

No	Indikator	STP	TP	N	S	SS
1	Puas dengan pekerjaan					
2	Lebih menyukai pekerjaan daripada yang lainnya					
3	Menghabiskan waktu untuk bekerja keras					
4	Dihargai dalam pekerjaan					
5	Proaktif dalam pekerjaan					
6	Pekerjaan sangat penting					

Sumber: S. Crow et al (2012)

C. Kuesioner Komitmen Organisasi

No	Pernyataan	STS	TS	N	S	SS
1.	Saya mengenali diri saya sebagai anggota organisasi					
2.	Saya merasa terikat dengan organisasi					
3.	Pekerjaan saya sangat berarti bagi saya					
4.	Organisasi ini sudah seperti keluarga dan saya termasuk salah satunya					
5.	Saya berharap untuk tetap dengan pekerjaan ini sampai pensiun					

Sumber: S. Crow et al (2012)

LAMPIRAN 2

Hasil Kuesioner

Respon jawaban para karyawan yang ada di WL Alumunium Yogyakarta mengenai
Pengaruh *Burnout* Terhadap Komitmen Organisasi Melalui Kepuasan Kerja
Sebagai Variabel Intervening

1. *Burnout*

Re sp	X. 1	X. 2	X. 3	X. 4	X. 5	X. 6	X. 7	X. 8	X. 9	X.1 0	X.1 1	X.1 2	X.1 3	X.1 4	X.1 5	TOT AL
1	3	3	3	3	3	2	3	3	2	3	3	3	3	3	3	43
2	3	2	3	2	3	3	3	3	3	2	2	3	3	3	3	41
3	2	3	3	3	2	3	3	2	3	2	2	3	3	3	3	40
4	3	2	3	2	3	2	2	2	3	3	3	3	3	3	3	40
5	2	3	3	3	3	3	3	3	2	3	2	3	3	2	3	41
6	2	2	2	2	2	3	2	3	3	2	3	2	2	2	3	35
7	2	2	2	2	2	3	3	3	3	3	3	3	3	3	3	40
8	3	3	2	2	2	3	2	3	3	3	3	3	3	3	3	41
9	2	3	2	3	3	2	2	3	3	2	3	3	3	3	3	40
10	3	2	3	2	2	3	3	2	3	3	3	3	3	3	3	41
11	3	3	3	3	3	3	2	2	3	2	3	3	3	3	3	42
12	2	2	3	2	2	2	2	2	2	2	2	3	3	3	2	34
13	2	3	2	3	2	3	2	2	2	3	2	3	3	3	3	38
14	3	3	3	3	3	3	3	3	3	4	3	3	3	3	4	47
15	2	2	3	2	3	3	3	2	3	2	3	3	3	3	3	40
16	3	3	2	3	2	2	2	3	3	3	3	3	3	3	3	41
17	2	3	3	2	3	3	3	3	3	2	3	3	3	2	3	41
18	3	3	3	2	2	3	2	3	2	3	2	3	3	3	3	40
19	2	2	3	3	3	3	2	3	3	2	3	3	3	3	3	41
20	2	2	3	3	3	2	3	2	2	3	2	3	3	3	3	39
21	2	3	2	2	2	3	3	3	3	2	3	3	3	3	3	40
22	3	3	3	2	3	2	2	3	3	2	3	2	3	2	3	39
23	3	2	2	2	2	2	2	2	2	2	3	2	3	3	3	35
24	2	2	3	3	2	3	3	3	2	3	2	3	3	3	3	40
25	3	3	2	2	3	3	2	2	2	3	3	3	3	3	3	40
26	2	2	3	2	2	3	3	3	3	3	3	3	3	3	3	41
27	2	2	3	3	3	3	2	3	3	3	2	3	3	3	3	41
28	3	3	2	3	2	3	2	2	2	2	3	3	3	3	3	39
29	2	3	2	2	3	3	3	3	3	3	2	3	3	3	3	41
30	3	3	3	3	3	2	2	2	2	2	3	3	3	3	3	40
31	2	2	3	2	2	3	3	3	2	3	3	2	3	3	3	39

Re sp	X. 1	X. 2	X. 3	X. 4	X. 5	X. 6	X. 7	X. 8	X. 9	X.1 0	X.1 1	X.1 2	X.1 3	X.1 4	X.1 5	TOT AL
32	3	3	3	3	3	3	2	3	3	3	3	3	3	3	3	44
33	2	3	3	2	3	3	3	2	2	3	3	3	3	3	3	41
34	2	2	2	3	3	3	2	2	3	3	3	3	3	3	3	40
35	2	2	3	2	3	2	3	2	3	3	3	3	3	3	3	40
36	3	3	2	2	2	2	3	2	2	3	3	3	3	3	3	39
37	2	2	3	3	2	3	2	3	3	3	2	3	3	3	3	40
38	3	3	3	3	3	4	3	3	3	3	3	3	3	3	4	47
39	3	3	3	3	3	3	3	3	3	3	3	3	4	3	3	46
40	3	3	3	3	3	3	3	3	3	4	3	3	3	4	4	48
41	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	44
42	3	3	2	3	3	3	3	3	3	3	3	3	3	4	3	45
43	3	4	3	3	4	3	3	3	3	3	4	3	3	3	3	48
44	2	2	3	3	2	3	3	3	3	3	2	3	3	3	3	41
45	3	3	2	2	2	2	2	3	3	3	3	3	3	3	3	40
46	2	2	3	3	3	3	3	2	3	3	3	3	3	3	3	42
47	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	44
48	2	2	2	3	2	2	2	3	3	3	3	3	3	3	3	39
49	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	44
50	2	2	2	3	3	3	3	3	3	3	3	3	3	3	3	42
51	3	3	3	2	3	2	3	3	3	2	2	3	3	3	3	41
52	2	3	3	3	3	2	3	3	2	3	3	2	3	2	3	40
53	3	3	3	2	3	3	2	3	3	3	3	3	3	3	3	43
54	2	3	2	3	3	3	3	3	2	3	3	3	3	3	3	42
55	2	2	2	2	3	3	3	3	2	2	2	3	3	3	3	38
56	3	3	3	3	2	2	3	3	3	3	3	3	3	3	3	43
57	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	45
58	2	2	3	3	3	2	3	3	3	2	2	3	3	3	3	40
59	3	3	2	2	2	3	2	3	3	3	2	3	3	3	3	40
60	2	2	3	2	2	3	2	3	3	3	3	3	3	3	3	40
61	2	2	2	3	3	3	3	3	3	2	3	3	3	3	3	41
62	2	2	2	2	2	3	2	3	3	3	3	3	3	3	3	39
63	2	3	2	2	2	2	2	3	3	3	3	3	3	3	3	39
64	2	2	3	2	2	3	3	3	3	2	3	3	3	3	3	40
65	3	3	2	2	2	3	3	3	3	2	2	3	3	3	3	40

2. Kepuasan kerja

Resp	KK1	KK2	KK3	KK4	KK5	KK6	TOTAL
1	4	4	4	3	3	3	21
2	4	3	4	3	4	3	21
3	3	4	3	3	3	3	19
4	3	2	3	3	3	3	17
5	3	3	3	3	4	2	18
6	4	4	4	5	4	4	25
7	4	4	4	4	3	3	22
8	3	3	3	4	4	4	21
9	4	4	4	3	3	3	21
10	3	2	3	2	2	2	14
11	3	3	2	3	3	3	17
12	4	5	4	5	5	4	27
13	3	2	3	2	3	2	15
14	2	2	2	2	2	2	12
15	4	3	3	3	3	3	19
16	3	4	4	4	3	4	22
17	4	3	4	3	4	3	21
18	4	3	4	3	4	4	22
19	4	3	3	3	4	4	21
20	4	2	3	3	4	4	20
21	4	4	3	4	3	4	22
22	4	4	4	4	4	4	24
23	4	5	4	5	4	4	26
24	4	4	4	3	2	3	20
25	3	3	3	4	4	4	21
26	4	3	3	4	4	4	22
27	4	4	4	4	3	3	22
28	3	3	3	3	4	4	20
29	4	3	4	4	4	4	23
30	3	4	3	4	3	4	21
31	4	3	4	4	3	4	22
32	4	3	4	3	4	4	22
33	3	2	2	3	2	2	14
34	4	4	4	5	3	4	24
35	4	3	5	4	3	4	23
36	3	4	4	3	3	2	19
37	4	4	4	4	4	4	24
38	2	3	2	2	2	2	13

Resp	KK1	KK2	KK3	KK4	KK5	KK6	TOTAL
39	2	2	2	2	2	2	12
40	2	2	3	2	2	2	13
41	2	3	3	2	3	2	15
42	3	3	4	3	4	3	20
43	2	2	2	2	2	2	12
44	3	3	3	3	3	3	18
45	4	3	3	4	3	4	21
46	3	4	3	3	4	4	21
47	3	2	3	2	2	3	15
48	4	4	4	3	4	4	23
49	2	3	2	2	2	2	13
50	3	2	2	3	2	2	14
51	4	3	4	4	5	4	24
52	3	4	3	3	4	4	21
53	4	4	4	4	4	5	25
54	3	3	2	3	3	3	17
55	2	3	2	3	3	2	15
56	3	2	3	3	2	2	15
57	3	3	3	2	3	3	17
58	2	2	2	3	2	3	14
59	4	4	3	3	3	4	21
60	3	3	3	4	3	2	18
61	4	4	4	3	4	4	23
62	3	3	4	4	4	3	21
63	3	3	2	2	4	3	17
64	3	4	3	3	2	3	18
65	3	4	4	2	3	4	20

3. Komitmen organisasi

Resp	KO1	KO2	KO3	KO4	KO5	TOTAL
1	3	3	4	4	4	18
2	3	4	4	4	4	19
3	4	3	3	3	4	17
4	3	3	3	3	3	15
5	3	3	3	3	3	15
6	4	4	4	4	4	20
7	3	3	4	4	3	17
8	3	3	3	3	4	16

Resp	KO1	KO2	KO3	KO4	KO5	TOTAL
9	3	4	4	4	3	18
10	3	2	3	2	3	13
11	4	3	2	3	3	15
12	4	4	4	5	4	21
13	3	3	3	3	2	14
14	3	2	2	2	3	12
15	4	3	3	3	4	17
16	4	4	4	4	3	19
17	4	3	4	3	4	18
18	3	3	4	3	3	16
19	3	3	3	3	4	16
20	3	3	4	3	3	16
21	3	3	4	3	3	16
22	4	4	3	4	4	19
23	4	5	4	4	4	21
24	3	3	4	4	3	17
25	3	3	4	3	3	16
26	4	4	4	3	3	18
27	3	4	4	4	3	18
28	3	4	4	3	3	17
29	3	4	4	3	3	17
30	4	4	3	4	3	18
31	4	4	4	4	4	20
32	4	3	3	3	3	16
33	2	3	2	2	2	11
34	3	2	4	4	2	15
35	3	4	3	3	3	16
36	3	3	4	4	4	18
37	4	4	4	4	3	19
38	3	2	2	3	2	12
39	2	2	3	2	2	11
40	3	2	2	2	3	12
41	3	3	3	4	4	17
42	4	4	3	3	4	18
43	2	2	2	3	2	11
44	4	3	4	4	4	19
45	4	3	3	4	4	18
46	3	3	3	4	4	17
47	3	4	3	3	4	17
48	4	4	3	3	4	18

Resp	KO1	KO2	KO3	KO4	KO5	TOTAL
49	3	2	2	2	3	12
50	2	3	3	2	2	12
51	4	4	4	4	3	19
52	3	3	3	3	4	16
53	4	4	3	4	4	19
54	4	4	3	3	3	17
55	3	3	3	4	4	17
56	3	3	2	2	3	13
57	3	3	3	2	3	14
58	2	2	3	3	3	13
59	3	4	4	3	3	17
60	4	4	3	3	4	18
61	3	3	4	3	3	16
62	3	4	4	3	4	18
63	4	4	3	3	4	18
64	3	3	4	4	3	17
65	4	4	3	3	4	18

LAMPIRAN 3
HASIL UJI KUALITAS
INSTRUMEN

UJI VALIDITAS DAN UJI RELIABILITAS

a. Uji Validitas *Burnout*

	1	2	3	4	5	6	7	8	9	10	11	
1	Pearson Correlation Sig. (2-tailed) N	1 10 58 31	2 .52 .00 31	3 .31 .08 31	4 .17 .35 31	5 .28 .12 31	6 - .65 31	7 .08 .40 31	8 .15 .33 31	9 .17 .89 31	10 - .02 31	11 .01 .93 31
2	Pearson Correlation Sig. (2-tailed) N	.10 58 31	1 1 15 31	2 .26 .38 31	3 .16 .26 31	4 .20 .94 31	5 .01 .63 31	6 .08 .64 31	7 .08 .21 31	8 - .82 31	9 - .04 31	10 .35 .05 31
3	Pearson Correlation Sig. (2-tailed) N	.52 .00 31	2 .26 .15 31	1 1 1 31	3 .70 .00 31	4 .22 .22 31	5 .26 .14 31	6 .36 .04 31	7 .31 .08 31	8 .12 .49 31	9 .23 .20 31	10 .59 .00 31
4	Pearson Correlation Sig. (2-tailed) N	.31 .08 31	2 .16 .38 31	3 .70 .00 31	1 1 1 31	4 .20 .26 31	5 .36 .04 31	6 .60 .00 31	7 .32 .07 31	8 .28 .12 31	9 .27 .13 31	10 .48 .00 31
5	Pearson Correlation Sig. (2-tailed) N	- .17 .35 31	7 .20 .26 31	4 .22 .22 31	3 .20 .26 31	1 1 1 31	8 .30 .09 31	9 .38 .03 31	6 .29 .10 31	11 .11 .55 31	10 .23 .20 31	11 .30 .09 31
6	Pearson Correlation Sig. (2-tailed) N	.28 .12 31	4 .01 .94 31	8 .26 .14 31	2 .36 .04 31	8 .30 .09 31	1 1 1 31	8 .49 .00 31	0 .35 .05 31	3 .40 .02 31	2 .32 .07 31	0 .07 .70 31
7	Pearson Correlation Sig. (2-tailed) N	- .08 .65 31	8 .08 .63 31	1 .36 .04 31	4 .60 .00 31	1 .38 .03 31	8 .49 .00 31	1 1 1 31	8 .46 .00 31	6 .34 .05 31	2 .38 .03 31	5 .56 .00 31

	1	2	3	4	5	6	7	8	9	10	11	
N	31	31	31	31	31	31	31	31	31	31	31	
8	Pearson Correlation	.155	.087	.313	.324	.296	.350	.468**	1	.427*	.452*	.334
	Sig. (2-tailed)	.405	.642	.086	.075	.106	.054	.008		.017	.011	.066
	N	31	31	31	31	31	31	31	31	31	31	31
9	Pearson Correlation	.178	-.228	.127	.282	.111	.403*	.346	.427*	1	.384*	-.070
	Sig. (2-tailed)	.337	.217	.494	.124	.554	.025	.057	.017		.033	.710
	N	31	31	31	31	31	31	31	31	31	31	31
10	Pearson Correlation	-.026	-.040	.233	.273	.235	.322	.382*	.452*	.384*	1	.433*
	Sig. (2-tailed)	.892	.829	.207	.137	.202	.078	.034	.011	.033		.015
	N	31	31	31	31	31	31	31	31	31	31	31
11	Pearson Correlation	.016	.352	.591**	.482**	.301	.070	.565**	.334	-.070	.433*	1
	Sig. (2-tailed)	.932	.052	.000	.006	.099	.709	.001	.066	.710	.015	
	N	31	31	31	31	31	31	31	31	31	31	31
12	Pearson Correlation	.483**	.078	.629**	.507**	.171	.512**	.400*	.052	.060	.152	.373*
	Sig. (2-tailed)	.006	.678	.000	.004	.357	.003	.026	.780	.747	.414	.039
	N	31	31	31	31	31	31	31	31	31	31	31
13	Pearson Correlation	.258	.408*	.422*	.222	.323	.196	.151	.213	.225	.037	.339
	Sig. (2-tailed)	.162	.023	.018	.230	.076	.290	.419	.250	.224	.842	.062
	N	31	31	31	31	31	31	31	31	31	31	31
14	Pearson Correlation	-.014	-.023	-.089	-.110	-.236	-.213	-.017	-.216	-.039	-.060	-.031
	Sig. (2-tailed)	.939	.904	.634	.556	.202	.249	.926	.243	.834	.749	.870
	N	31	31	31	31	31	31	31	31	31	31	31
15	Pearson	.023	-.057	-.278	-.243	-.210	-.093	-.095	.037	.063	-.195	-.241

	1	2	3	4	5	6	7	8	9	10	11
Correlation											
Sig. (2-tailed)	.903	.761	.130	.188	.257	.617	.611	.844	.737	.294	.192
N	31	31	31	31	31	31	31	31	31	31	31
16 Pearson Correlation	.352	.098	.472**	.373*	-.122	.080	.146	.252	.010	.159	.258
Sig. (2-tailed)	.052	.601	.007	.039	.513	.669	.433	.171	.956	.393	.160
N	31	31	31	31	31	31	31	31	31	31	31
17 Pearson Correlation	.172	-.015	.282	-.015	-.011	-.209	-.044	.158	.057	-.116	.072
Sig. (2-tailed)	.355	.934	.125	.934	.955	.260	.816	.396	.762	.535	.699
N	31	31	31	31	31	31	31	31	31	31	31
18 Pearson Correlation	-.070	-.015	.137	.176	-.011	.388*	.210	.249	.057	.124	.072
Sig. (2-tailed)	.707	.934	.461	.342	.955	.031	.257	.177	.762	.508	.699
N	31	31	31	31	31	31	31	31	31	31	31
19 Pearson Correlation	.121	-.233	-.121	-.127	-.063	.164	.054	-.071	.334	-.286	-.318
Sig. (2-tailed)	.516	.207	.516	.497	.737	.379	.772	.703	.066	.118	.082
N	31	31	31	31	31	31	31	31	31	31	31
20 Pearson Correlation	.074	-.155	.121	.117	-.127	.073	.090	.006	-.033	-.029	-.052
Sig. (2-tailed)	.693	.405	.517	.531	.495	.697	.630	.976	.860	.876	.780
N	31	31	31	31	31	31	31	31	31	31	31
21 Pearson Correlation	0.000	-.167	.251	0.000	.287	.347	.147	.158	.218	.208	.130
Sig. (2-tailed)	1.000	.369	.172	1.000	.117	.056	.430	.396	.238	.261	.485
N	31	31	31	31	31	31	31	31	31	31	31
22 Pearson Correlation	-.014	-.285	.240	.152	.065	.330	.213	.115	.113	.158	.105
Sig. (2-tailed)	.939	.121	.194	.414	.730	.069	.249	.539	.545	.395	.573

	1	2	3	4	5	6	7	8	9	10	11
N	31	31	31	31	31	31	31	31	31	31	31
Skor_Total											
Pearson Correlation	.344	.191	.731**	.645**	.364*	.574**	.671**	.567**	.427*	.430*	.566**
Sig. (2-tailed)	.058	.304	.000	.000	.044	.001	.000	.001	.017	.016	.001
N	31	31	31	31	31	31	31	31	31	31	31

Lanjutan nomor 12-22

12	13	14	15	16	17	18	19	20	21	22	SKOR
.483**	.258	-.014	.023	.352	.172	-.070	.121	.074	0.000	-.014	.344
.006	.162	.939	.903	.052	.355	.707	.516	.693	1.000	.939	.058
31	31	31	31	31	31	31	31	31	31	31	31
.078	.408*	-.023	-.057	.098	-.015	-.015	-.233	-.155	-.167	-.285	.191
.678	.023	.904	.761	.601	.934	.934	.207	.405	.369	.121	.304
31	31	31	31	31	31	31	31	31	31	31	31
.629**	.422*	-.089	-.278	.472**	.282	.137	-.121	.121	.251	.240	.731**
.000	.018	.634	.130	.007	.125	.461	.516	.517	.172	.194	.000
31	31	31	31	31	31	31	31	31	31	31	31
.507**	.222	-.110	-.243	.373*	-.015	.176	-.127	.117	0.000	.152	.645**
.004	.230	.556	.188	.039	.934	.342	.497	.531	1.000	.414	.000
31	31	31	31	31	31	31	31	31	31	31	31
.171	.323	-.236	-.210	-.122	-.011	-.011	-.063	-.127	.287	.065	.364*
.357	.076	.202	.257	.513	.955	.955	.737	.495	.117	.730	.044
31	31	31	31	31	31	31	31	31	31	31	31
.512**	.196	-.213	-.093	.080	-.209	.388*	.164	.073	.347	.330	.574**
.003	.290	.249	.617	.669	.260	.031	.379	.697	.056	.069	.001
31	31	31	31	31	31	31	31	31	31	31	31
.400*	.151	-.017	-.095	.146	-.044	.210	.054	.090	.147	.213	.671**

12	13	14	15	16	17	18	19	20	21	22	SKOR
-.171	-.003	.236	-.003	.333	1	.340	.306	.127	.287	.136	.291
.357	.985	.202	.985	.068		.061	.094	.495	.117	.467	.112
31	31	31	31	31	31	31	31	31	31	31	31
-.073	-.110	.136	.103	.438*	.340	1	.306	.335	.574**	.636**	.520**
.696	.556	.467	.581	.014	.061		.094	.065	.001	.000	.003
31	31	31	31	31	31	31	31	31	31	31	31
-.141	-.099	.136	.019	-.094	.306	.306	1	.445*	.318	.247	.161
.451	.596	.466	.919	.615	.094	.094		.012	.081	.181	.386
31	31	31	31	31	31	31	31	31	31	31	31
-.006	-.377*	.299	-.175	-.029	.127	.335	.445*	1	.452*	.488**	.265
.974	.037	.102	.345	.878	.495	.065	.012		.011	.005	.149
31	31	31	31	31	31	31	31	31	31	31	31
.086	.093	.087	-.093	.183	.287	.574**	.318	.452*	1	.872**	.571**
.647	.620	.641	.620	.324	.117	.001	.081	.011		.000	.001
31	31	31	31	31	31	31	31	31	31	31	31
.145	-.044	-.003	-.141	.312	.136	.636**	.247	.488**	.872**	1	.512**
.438	.815	.987	.450	.087	.467	.000	.181	.005	.000		.003
31	31	31	31	31	31	31	31	31	31	31	31
.503**	.363*	.085	-.020	.508**	.291	.520**	.161	.265	.571**	.512**	1
.004	.045	.648	.914	.004	.112	.003	.386	.149	.001	.003	
31	31	31	31	31	31	31	31	31	31	31	31

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

b. Uji Reliabilitas *Burnout*

Reliability Statistics

Cronbach's Alpha	N of Items
.773	15

c. Uji Validitas Kepuasan Kerja

Correlations

		KK.1	KK.2	KK.3	KK.4	KK.5	KK.6	TOTAL
KK.1	Pearson Correlation	1	.832**	.591**	.849**	.906**	.621**	.932**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000
	N	31	31	31	31	31	31	31
KK.2	Pearson Correlation	.832**	1	.668**	.714**	.850**	.591**	.909**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000
	N	31	31	31	31	31	31	31
KK.3	Pearson Correlation	.591**	.668**	1	.470**	.586**	.650**	.772**
	Sig. (2-tailed)	.000	.000		.008	.001	.000	.000
	N	31	31	31	31	31	31	31
KK.4	Pearson Correlation	.849**	.714**	.470**	1	.886**	.468**	.849**
	Sig. (2-tailed)	.000	.000	.008		.000	.008	.000
	N	31	31	31	31	31	31	31
KK.5	Pearson Correlation	.906**	.850**	.586**	.886**	1	.564**	.930**
	Sig. (2-tailed)	.000	.000	.001	.000		.001	.000
	N	31	31	31	31	31	31	31
KK.6	Pearson Correlation	.621**	.591**	.650**	.468**	.564**	1	.754**
	Sig. (2-tailed)	.000	.000	.000	.008	.001		.000
	N	31	31	31	31	31	31	31
TOTAL	Pearson Correlation	.932**	.909**	.772**	.849**	.930**	.754**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	31	31	31	31	31	31	31

** . Correlation is significant at the 0.01 level (2-tailed).

d. Hasil Uji Reliabilitas Kepuasan Kerja

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.928	.928	6

e. Hasil Uji Validitas Komitmen Organisasi

		KO.1	KO.2	KO.3	KO.4	KO.5	TOTAL
KO.1	Pearson Correlation	1	.851**	.678**	.854**	.755**	.934**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	31	31	31	31	31	31
KO.2	Pearson Correlation	.851**	1	.582**	.741**	.722**	.886**
	Sig. (2-tailed)	.000		.001	.000	.000	.000
	N	31	31	31	31	31	31
KO.3	Pearson Correlation	.678**	.582**	1	.773**	.633**	.813**
	Sig. (2-tailed)	.000	.001		.000	.000	.000
	N	31	31	31	31	31	31
KO.4	Pearson Correlation	.854**	.741**	.773**	1	.767**	.925**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	31	31	31	31	31	31
KO.5	Pearson Correlation	.755**	.722**	.633**	.767**	1	.881**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	31	31	31	31	31	31
TOTAL	Pearson Correlation	.934**	.886**	.813**	.925**	.881**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	31	31	31	31	31	31

** . Correlation is significant at the 0.01 level (2-tailed).

f. Hasil Uji Reliabilitas Komitmen Organisasi

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.931	.933	5

LAMPIRAN 4
HASIL UJI ASUMSI
KLASIK

a. Uji Multikolonieritas Tahap I

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	54.802	5.734		9.557	.000		
burnout(X)	-.864	.140	-.615	-6.190	.000	1.000	1.000

a. Dependent Variable: kk(Z)

b. Uji Heteroskedastisitas Tahap I

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	54.802	5.734		9.557	.000
burnout(X)	-.864	.140	-.615	-6.190	.000

a. Dependent Variable: kk(Z)

c. Uji Normalitas Tahap I

		Unstandardized Residual
N		65
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	3,01170204
	Absolute	,108
Most Extreme Differences	Positive	,058
	Negative	-,108
Kolmogorov-Smirnov Z		,870
Asymp. Sig. (2-tailed)		,435

a. Test distribution is Normal.

b. Calculated from data.

d. Uji Multikolinearitas Tahap II

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	17,144	4,280		4,006	,000		
1 burnout	-,219	,085	-,238	-2,594	,012	,626	1,598
kepuasan kerja	,427	,060	,654	7,132	,000	,626	1,598

a. Dependent Variable: komitmen organisas

e. Uji Heteroskedastisitas Tahap II

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	3,427	2,512		1,364	,177
1 burnout	-,032	,050	-,101	-,641	,524
kepuasan kerja	-,051	,035	-,230	-1,455	,151

a. Dependent Variable: abs_res

f. Uji Normalitas Tahap II

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		65
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	1,42019297
	Absolute	,074
Most Extreme Differences	Positive	,074
	Negative	-,064
Kolmogorov-Smirnov Z		,597
Asymp. Sig. (2-tailed)		,868

a. Test distribution is Normal.

b. Calculated from data.

LAMPIRAN 5
HASIL UJI ANALISIS
REGRESI LINEAR
SEDERHANA

Hasil Uji Regresi Linier Sederhana

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,612 ^a	,374	,364	3,036

a. Predictors: (Constant), burnout

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	346,882	1	346,882	37,646	,000 ^b
	Residual	580,502	63	9,214		
	Total	927,385	64			

a. Dependent Variable: kepuasan kerja

b. Predictors: (Constant), burnout

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	54,784	5,782		9,475	,000
	burnout	-,864	,141	-,612	-6,136	,000

a. Dependent Variable: kepuasan kerja

LAMPIRAN 6
HASIL UJI ANALISIS
REGRESI LINIER
BERGANDA

HASIL UJI ANALISIS REGRESI LINIER BERGANDA

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,821 ^a	,674	,663	1,443

a. Predictors: (Constant), kepuasan kerja, burnout

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	266,854	2	133,427	64,086	,000 ^b
	Residual	129,085	62	2,082		
	Total	395,938	64			

a. Dependent Variable: komitmen organisas

b. Predictors: (Constant), kepuasan kerja, burnout

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	17,144	4,280		4,006	,000
	burnout	-,219	,085	-,238	-2,594	,012
	kepuasan kerja	,427	,060	,654	7,132	,000

a. Dependent Variable: komitmen organisasi

LAMPIRAN 7
HASIL UJI ANALISIS
DESKRIPTIF

LAMPIRAN 8

DATA RESPONDEN

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-35thn	33	50.8	50.8	50.8
	35-45thn	26	40.0	40.0	90.8
	>45thn	6	9.2	9.2	100.0
	Total	65	100.0	100.0	

Tingkat Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak ada	2	3.1	3.1	3.1
	SD	14	21.5	21.5	24.6
	SMP	20	30.8	30.8	55.4
	SMA	26	40.0	40.0	95.4
	S1	3	4.6	4.6	100.0
	Total	65	100.0	100.0	

Masa Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<1 tahun	5	7.7	7.7	7.7
	1-7 tahun	45	69.2	69.2	76.9
	15-21 tahun	8	12.3	12.3	89.2
	22-28 tahun	5	7.7	7.7	96.9
	29-35 tahun	2	3.1	3.1	100.0
	Total	65	100.0	100.0	

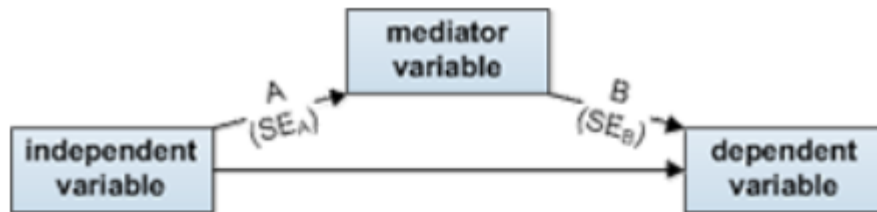
Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Lajang	26	40.0	40.0	40.0
	Menikah	39	60.0	60.0	100.0
	Total	65	100.0	100.0	

LAMPIRAN 9

UJI SOBEL

1. Uji Sobel



A: ?

B: ?

SE_A: ?

SE_B: ?

Calculate!

Sobel test statistic: -4.64353675

One-tailed probability: 0.00000171

Two-tailed probability: 0.00000342