

## Lampiran 1. Kuesioner Penelitian

### KUESIONER PENELITIAN

#### **PENGARUH BEBAN KERJA DAN LINGKUNGAN KERJA TERHADAP *BURNOUT* PADA BURUH ANGKUT PEREMPUAN DI USAHA TAMBAK GARAM DESA TALABIU KECAMATAN WOHA**

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Yth. Bapak/Ibu  
di-tempat

Dengan hormat, bersama ini saya yang bertanda tangan dibawah ini:

Nama : Dea Novita  
NIM : 1817041176  
Jurusan : Manajemen  
Fakultas : Ekonomi

Saat ini sedang melakukan penelitian untuk menyelesaikan tugas akhir (skripsi) yang berjudul **“Pengaruh Beban Kerja dan Lingkungan Kerja terhadap *Burnout* pada Buruh Angkut Perempuan Di Usaha Tambak Garam Desa Talabiu Kecamatan Woha”**. Dengan ini, saya mohon kepada Bapak/Ibu berkenan untuk mengisi kuesioner ini dengan lengkap, jujur, dan tanpa dipengaruhi oleh pihak lain. Kuesioner ini dipergunakan sepenuhnya untuk kepentingan ilmiah dan data diolah secara *agregat*. Saya berjanji dan berkomitmen untuk menjaga kerahasiaan dari data yang diberikan.

Atas kerjasama, bantuan, perhatian serta waktu luang yang Bapak/Ibu berikan, saya ucapkan terima kasih.

Hormat saya,

## A. IDENTITAS RESPONDEN

Nama :

Umur :

## B. DAFTAR PERNYATAAN

Berilah tanda centang (✓) pada salah satu jawaban yang paling sesuai dengan pendapat anda. Keterangan:

Simbol	Alternatif Jawaban	Nilai
SS	Sangat Setuju	5
S	Setuju	4
KS	Kurang setuju	3
TS	Tidak Setuju	2
STS	Sangat Tidak Setuju	1

### *Burnout*

No	Pernyataan	SS	S	KS	TS	STS
<b>Kelelahan Fisik</b>						
1.	Saya merasakan kelelahan fisik yang amat sangat					
2.	Saya pernah absen karena kelelahan bekerja					
<b>Kelelahan Emosional</b>						
3.	Banyaknya pekerjaan dan tekanan membuat saya mudah marah					
4.	Dalam bekerja saya tidak mampu mengendalikan emosi					
<b>Kelelahan Mental</b>						
5.	Saya sulit mengenali bagaimana perasaan saya ketika saya sedang dilanda masalah					
6.	Pada saat tertentu saya merasa bingung mengapa saya bisa marah					
<b>Rendahnya Penghargaan Diri</b>						
7.	Tidak ada yang bisa dibanggakan dalam pekerjaan saya					
8.	Saya merasa tidak puas dengan diri dan pekerjaan					

**Beban Kerja**

No	Pernyataan	SS	S	KS	TS	STS
Target Yang Harus Dicapai						
1.	Tugas yang diberikan terkadang mendadak dengan penyediaan waktu yang tidak cukup					
2.	Saya mengerjakan banyak pekerjaan setiap harinya yang harus segera diselesaikan					
Kondisi Pekerjaan						
3.	Saya merasa bahwa pekerjaan yang saya kerjakan sangat rumit					
4.	Pekerjaan saya menuntut adanya usaha keras untuk menyelesaikannya					
Standar Pekerjaan						
5.	Beban yang saya terima tidak sesuai dengan kemampuan					
6.	Saya merasa bekerja terlampau keras dalam pekerjaan					

**Lingkungan Kerja**

No	Pernyataan	SS	S	KS	TS	STS
Lingkungan Fisik						
1.	Penerangan yang berasal dari sinar matahari kurang mendukung dalam penyelesaian pekerjaan					
2.	Suara bising yang ada mengganggu konsentrasi dalam bekerja					
3.	Ruang gerak kurang memadai dalam mendukung aktivitas kerja					
4.	Tempat kerja tidak menjamin keamanan pekerjaannya dalam bekerja					
Lingkungan Non Fisik						
5.	Atasan selalu membeda-bedakan antar pekerja satu dengan lainnya					
6.	Atasan bersikap cuek terhadap kelancaran pekerjaan bawahannya					
7.	Saya memiliki hubungan yang kurang baik dengan rekan kerja					

## Lampiran 2. Data Penelitian

### 1. Tabulasi Data Sampel Kecil Variabel Beban Kerja

#### Data Ordinal

No. Responden	Pernyataan						Total
	1	2	3	4	5	6	
1	5	4	4	4	4	4	25
2	4	3	4	3	4	4	22
3	3	4	4	4	3	4	22
4	4	5	4	4	4	4	25
5	5	5	4	5	4	5	28
6	2	2	2	2	2	2	12
7	3	3	2	2	2	2	14
8	4	4	3	4	3	4	22
9	3	3	4	3	4	3	20
10	4	4	4	4	4	4	24
11	4	4	4	4	4	4	24
12	5	4	4	5	5	4	27
13	4	4	4	4	4	4	24
14	4	4	4	4	4	4	24
15	3	3	2	3	2	3	16
16	2	3	3	2	3	3	16
17	4	4	4	4	4	4	24
18	4	4	4	4	3	4	23
19	4	4	3	4	3	4	22
20	3	4	3	3	4	4	21
21	3	3	2	3	3	3	17
22	4	4	4	4	4	4	24
23	5	4	4	5	4	4	26
24	3	3	4	4	4	4	22
25	4	4	5	4	4	4	25
26	2	2	3	3	3	2	15
27	2	3	3	2	2	2	14
28	4	5	4	5	5	5	28
29	4	4	3	4	4	4	23
30	3	3	4	3	4	4	21

## Data Interval

No. Responden	Pernyataan						Total
	1	2	3	4	5	6	
1	4.229	3.316	3.118	2.937	3.051	2.913	19.565
2	2.981	2.116	3.118	1.924	3.051	2.913	16.103
3	1.973	3.316	3.118	2.937	1.924	2.913	16.182
4	2.981	4.695	3.118	2.937	3.051	2.913	19.695
5	4.229	4.695	3.118	4.229	3.051	4.554	23.876
6	1.000	1.000	1.000	1.000	1.000	1.000	6.000
7	1.973	2.116	1.000	1.000	1.000	1.000	8.089
8	2.981	3.316	1.924	2.937	1.924	2.913	15.995
9	1.973	2.116	3.118	1.924	3.051	1.765	13.946
10	2.981	3.316	3.118	2.937	3.051	2.913	18.317
11	2.981	3.316	3.118	2.937	3.051	2.913	18.317
12	4.229	3.316	3.118	4.229	4.554	2.913	22.360
13	2.981	3.316	3.118	2.937	3.051	2.913	18.317
14	2.981	3.316	3.118	2.937	3.051	2.913	18.317
15	1.973	2.116	1.000	1.924	1.000	1.765	9.777
16	1.000	2.116	1.924	1.000	1.924	1.765	9.728
17	2.981	3.316	3.118	2.937	3.051	2.913	18.317
18	2.981	3.316	3.118	2.937	1.924	2.913	17.190
19	2.981	3.316	1.924	2.937	1.924	2.913	15.995
20	1.973	3.316	1.924	1.924	3.051	2.913	15.101
21	1.973	2.116	1.000	1.924	1.924	1.765	10.701
22	2.981	3.316	3.118	2.937	3.051	2.913	18.317
23	4.229	3.316	3.118	4.229	3.051	2.913	20.857
24	1.973	2.116	3.118	2.937	3.051	2.913	16.108
25	2.981	3.316	4.842	2.937	3.051	2.913	20.040
26	1.000	1.000	1.924	1.924	1.924	1.000	8.771
27	1.000	2.116	1.924	1.000	1.000	1.000	8.040
28	2.981	4.695	3.118	4.229	4.554	4.554	24.131
29	2.981	3.316	1.924	2.937	3.051	2.913	17.122
30	1.973	2.116	3.118	1.924	3.051	2.913	15.095

## 2. Tabulasi Data Sampel Kecil Variabel Lingkungan Kerja

### Data Ordinal

No. Responden	Pernyataan							Total
	1	2	3	4	5	6	7	
1	4	4	4	4	3	3	4	26
2	4	4	4	3	4	4	3	26
3	3	4	3	4	4	4	4	26
4	4	5	3	2	5	5	3	27
5	2	4	4	3	4	4	3	24
6	4	3	3	3	3	3	2	21
7	4	4	4	3	4	4	3	26
8	2	3	3	2	3	3	2	18
9	3	3	3	3	2	2	3	19
10	3	2	3	2	2	2	3	17
11	3	3	3	4	4	3	4	24
12	4	5	4	5	4	4	5	31
13	4	3	3	2	5	5	3	25
14	4	4	4	3	4	4	3	26
15	5	4	4	5	5	4	4	31
16	3	3	3	3	2	3	3	20
17	3	5	3	2	4	4	4	25
18	4	4	4	3	4	4	3	26
19	4	4	4	4	3	3	4	26
20	3	4	3	4	4	4	4	26
21	3	2	2	2	3	3	2	17
22	4	4	4	4	4	4	4	28
23	4	3	2	3	3	3	3	21
24	3	3	3	4	3	4	4	24
25	3	2	3	2	3	3	3	19
26	3	3	2	2	3	3	3	19
27	4	3	2	3	4	4	3	23
28	3	3	3	3	2	2	3	19
29	2	2	2	3	3	3	2	17
30	4	4	4	3	4	4	3	26

### Data Interval

No. Responden	Pernyataan							Total
	1	2	3	4	5	6	7	
1	3.451	3.173	3.526	3.168	2.068	2.149	3.579	21.114
2	3.451	3.173	3.526	2.188	3.127	3.330	2.336	21.131
3	2.196	3.173	2.228	3.168	3.127	3.330	3.579	20.801
4	3.451	4.370	2.228	1.000	4.370	4.695	2.336	22.449
5	1.000	3.173	3.526	2.188	3.127	3.330	2.336	18.680
6	3.451	2.114	2.228	2.188	2.068	2.149	1.000	15.197
7	3.451	3.173	3.526	2.188	3.127	3.330	2.336	21.131
8	1.000	2.114	2.228	1.000	2.068	2.149	1.000	11.559
9	2.196	2.114	2.228	2.188	1.000	1.000	2.336	13.062
10	2.196	1.000	2.228	1.000	1.000	1.000	2.336	10.761
11	2.196	2.114	2.228	3.168	3.127	2.149	3.579	18.561
12	3.451	4.370	3.526	4.172	3.127	3.330	4.842	26.816
13	3.451	2.114	2.228	1.000	4.370	4.695	2.336	20.193
14	3.451	3.173	3.526	2.188	3.127	3.330	2.336	21.131
15	4.982	3.173	3.526	4.172	4.370	3.330	3.579	27.131
16	2.196	2.114	2.228	2.188	1.000	2.149	2.336	14.212
17	2.196	4.370	2.228	1.000	3.127	3.330	3.579	19.830
18	3.451	3.173	3.526	2.188	3.127	3.330	2.336	21.131
19	3.451	3.173	3.526	3.168	2.068	2.149	3.579	21.114
20	2.196	3.173	2.228	3.168	3.127	3.330	3.579	20.801
21	2.196	1.000	1.000	1.000	2.068	2.149	1.000	10.413
22	3.451	3.173	3.526	3.168	3.127	3.330	3.579	23.354
23	3.451	2.114	1.000	2.188	2.068	2.149	2.336	15.306
24	2.196	2.114	2.228	3.168	2.068	3.330	3.579	18.683
25	2.196	1.000	2.228	1.000	2.068	2.149	2.336	12.978
26	2.196	2.114	1.000	1.000	2.068	2.149	2.336	12.864
27	3.451	2.114	1.000	2.188	3.127	3.330	2.336	17.546
28	2.196	2.114	2.228	2.188	1.000	1.000	2.336	13.062
29	1.000	1.000	1.000	2.188	2.068	2.149	1.000	10.405
30	3.451	3.173	3.526	2.188	3.127	3.330	2.336	21.131

### 3. Tabulasi Data Sampel Kecil Variabel *Burnout*

#### Data Ordinal

No. Responden	Pernyataan								Total
	1	2	3	4	5	6	7	8	
1	4	4	4	4	3	4	4	3	30
2	4	4	4	5	4	4	5	4	34
3	3	4	4	2	4	4	2	4	27
4	3	4	2	3	4	4	3	4	27
5	4	4	4	4	4	4	4	4	32
6	2	4	4	3	4	4	3	4	28
7	4	2	3	4	2	3	3	3	24
8	3	3	4	4	4	4	4	4	30
9	2	3	4	4	3	2	3	3	24
10	4	4	4	4	4	4	4	4	32
11	4	3	4	4	4	4	4	3	30
12	4	5	5	4	5	5	4	3	35
13	4	4	3	4	4	3	4	4	30
14	4	4	5	3	4	5	3	4	32
15	4	4	4	4	4	4	4	4	32
16	3	4	3	4	4	3	3	4	28
17	5	4	5	4	5	4	5	5	37
18	4	4	4	4	4	4	4	4	32
19	4	4	4	4	4	4	4	4	32
20	4	4	4	2	4	4	4	4	30
21	4	2	4	4	2	3	3	3	25
22	4	5	4	4	5	4	4	3	33
23	4	3	3	2	3	2	2	3	22
24	3	4	4	3	4	4	3	4	29
25	4	4	3	3	4	3	4	4	29
26	4	4	4	4	4	4	4	4	32
27	4	4	4	4	4	3	4	4	31
28	2	3	2	3	2	2	3	2	19
29	3	3	2	2	3	2	2	2	19
30	3	4	3	3	4	4	3	4	28



**Data Interval**

No. Responden	Pernyataan								Total
	1	2	3	4	5	6	7	8	
1	3.212	3.239	3.042	3.118	1.776	3.005	3.283	2.061	22.735
2	3.212	3.239	3.042	4.842	2.951	3.005	4.695	3.396	28.381
3	1.949	3.239	3.042	1.000	2.951	3.005	1.000	3.396	19.582
4	1.949	3.239	1.000	1.924	2.951	3.005	2.101	3.396	19.565
5	3.212	3.239	3.042	3.118	2.951	3.005	3.283	3.396	25.246
6	1.000	3.239	3.042	1.924	2.951	3.005	2.101	3.396	20.658
7	3.212	1.000	1.894	3.118	1.000	1.873	2.101	2.061	16.259
8	1.949	1.943	3.042	3.118	2.951	3.005	3.283	3.396	22.688
9	1.000	1.943	3.042	3.118	1.776	1.000	2.101	2.061	16.041
10	3.212	3.239	3.042	3.118	2.951	3.005	3.283	3.396	25.246
11	3.212	1.943	3.042	3.118	2.951	3.005	3.283	2.061	22.615
12	3.212	4.879	4.510	3.118	4.510	4.554	3.283	2.061	30.128
13	3.212	3.239	1.894	3.118	2.951	1.873	3.283	3.396	22.966
14	3.212	3.239	4.510	1.924	2.951	4.554	2.101	3.396	25.887
15	3.212	3.239	3.042	3.118	2.951	3.005	3.283	3.396	25.246
16	1.949	3.239	1.894	3.118	2.951	1.873	2.101	3.396	20.521
17	4.982	3.239	4.510	3.118	4.510	3.005	4.695	5.167	33.225
18	3.212	3.239	3.042	3.118	2.951	3.005	3.283	3.396	25.246
19	3.212	3.239	3.042	3.118	2.951	3.005	3.283	3.396	25.246
20	3.212	3.239	3.042	1.000	2.951	3.005	3.283	3.396	23.128
21	3.212	1.000	3.042	3.118	1.000	1.873	2.101	2.061	17.407
22	3.212	4.879	3.042	3.118	4.510	3.005	3.283	2.061	27.110
23	3.212	1.943	1.894	1.000	1.776	1.000	1.000	2.061	13.886
24	1.949	3.239	3.042	1.924	2.951	3.005	2.101	3.396	21.607
25	3.212	3.239	1.894	1.924	2.951	1.873	3.283	3.396	21.772
26	3.212	3.239	3.042	3.118	2.951	3.005	3.283	3.396	25.246
27	3.212	3.239	3.042	3.118	2.951	1.873	3.283	3.396	24.114
28	1.000	1.943	1.000	1.924	1.000	1.000	2.101	1.000	10.968
29	1.949	1.943	1.000	1.000	1.776	1.000	1.000	1.000	10.668
30	1.949	3.239	1.894	1.924	2.951	3.005	2.101	3.396	20.459

#### 4. Tabulasi Data Sampel Besar Variabel Beban Kerja

##### Data Ordinal

No. Responden	Pernyataan						Total
	1	2	3	4	5	6	
1	4	5	4	5	5	4	27
2	4	4	4	3	4	4	23
3	4	4	3	4	4	4	23
4	4	4	4	4	4	4	24
5	3	4	4	4	4	3	22
6	4	4	4	4	4	4	24
7	3	3	3	3	3	3	18
8	2	2	2	2	2	3	13
9	2	3	3	3	3	2	16
10	2	1	2	2	1	2	10
11	3	3	3	3	3	3	18
12	2	2	2	2	2	2	12
13	4	3	3	4	3	4	21
14	2	2	2	2	2	2	12
15	3	4	3	3	4	3	20
16	4	4	3	3	4	4	22
17	3	4	3	3	3	3	19
18	4	3	3	3	3	3	19
19	2	3	3	3	3	2	16
20	3	3	3	3	3	3	18
21	3	3	3	3	3	3	18
22	4	4	4	3	4	4	23
23	4	3	3	4	3	3	20
24	3	3	3	3	3	3	18
25	4	3	4	3	3	3	20
26	4	4	3	4	4	4	23
27	4	4	3	3	4	4	22
28	4	4	4	4	4	4	24
29	4	5	4	4	4	4	25
30	4	4	4	4	4	4	24
31	4	4	4	3	4	4	23
32	4	4	3	4	3	3	21
33	4	4	3	4	4	4	23
34	4	4	5	4	4	4	25
35	4	5	4	4	4	4	25
36	4	5	5	4	5	4	27
37	4	4	4	4	4	4	24

**Data Interval**

No. Responden	Pernyataan						Total
	1	2	3	4	5	6	
1	3.125	5.026	3.509	5.026	5.338	3.384	25.408
2	3.125	3.723	3.509	2.229	3.898	3.384	19.870
3	3.125	3.723	2.303	3.491	3.898	3.384	19.925
4	3.125	3.723	3.509	3.491	3.898	3.384	21.132
5	1.890	3.723	3.509	3.491	3.898	2.091	18.603
6	3.125	3.723	3.509	3.491	3.898	3.384	21.132
7	1.890	2.629	2.303	2.229	2.707	2.091	13.850
8	1.000	1.787	1.000	1.000	1.787	2.091	8.666
9	1.000	2.629	2.303	2.229	2.707	1.000	11.868
10	1.000	1.000	1.000	1.000	1.000	1.000	6.000
11	1.890	2.629	2.303	2.229	2.707	2.091	13.850
12	1.000	1.787	1.000	1.000	1.787	1.000	7.574
13	3.125	2.629	2.303	3.491	2.707	3.384	17.639
14	1.000	1.787	1.000	1.000	1.787	1.000	7.574
15	1.890	3.723	2.303	2.229	3.898	2.091	16.135
16	3.125	3.723	2.303	2.229	3.898	3.384	18.663
17	1.890	3.723	2.303	2.229	2.707	2.091	14.944
18	3.125	2.629	2.303	2.229	2.707	2.091	15.085
19	1.000	2.629	2.303	2.229	2.707	1.000	11.868
20	1.890	2.629	2.303	2.229	2.707	2.091	13.850
21	1.890	2.629	2.303	2.229	2.707	2.091	13.850
22	3.125	3.723	3.509	2.229	3.898	3.384	19.870
23	3.125	2.629	2.303	3.491	2.707	2.091	16.347
24	1.890	2.629	2.303	2.229	2.707	2.091	13.850
25	3.125	2.629	3.509	2.229	2.707	2.091	16.291
26	3.125	3.723	2.303	3.491	3.898	3.384	19.925
27	3.125	3.723	2.303	2.229	3.898	3.384	18.663
28	3.125	3.723	3.509	3.491	3.898	3.384	21.132
29	3.125	5.026	3.509	3.491	3.898	3.384	22.434
30	3.125	3.723	3.509	3.491	3.898	3.384	21.132
31	3.125	3.723	3.509	2.229	3.898	3.384	19.870
32	3.125	3.723	2.303	3.491	2.707	2.091	17.441
33	3.125	3.723	2.303	3.491	3.898	3.384	19.925
34	3.125	3.723	4.748	3.491	3.898	3.384	22.370
35	3.125	5.026	3.509	3.491	3.898	3.384	22.434
36	3.125	5.026	4.748	3.491	5.338	3.384	25.113
37	3.125	3.723	3.509	3.491	3.898	3.384	21.132

## 5. Hasil Tabulasi Data Sampel Besar Variabel Lingkungan Kerja

### Data Ordinal

No. Responden	Pernyataan							Total
	1	2	3	4	5	6	7	
1	2	2	2	2	1	2	2	13
2	2	2	2	2	2	2	2	14
3	3	4	4	3	3	4	4	25
4	2	3	2	2	2	2	2	15
5	2	2	2	2	2	2	2	14
6	2	2	2	3	2	2	2	15
7	2	2	3	2	2	2	2	15
8	4	4	4	4	5	4	4	29
9	4	4	4	4	4	4	4	28
10	4	4	4	4	4	5	4	29
11	4	4	4	4	4	5	4	29
12	4	4	5	4	5	4	4	30
13	4	4	4	4	4	4	4	28
14	4	4	5	4	5	4	4	30
15	4	4	4	4	4	4	4	28
16	3	4	4	3	3	4	4	25
17	3	4	4	3	4	4	4	26
18	4	4	4	4	4	4	4	28
19	4	4	4	4	5	4	5	30
20	2	2	3	2	3	2	3	17
21	3	4	4	4	3	4	4	26
22	3	4	4	3	4	4	4	26
23	4	4	4	4	4	4	4	28
24	4	4	4	4	4	4	4	28
25	4	4	4	4	4	4	4	28
26	4	4	4	4	4	3	4	27
27	4	4	4	4	4	4	4	28
28	3	3	3	3	3	3	2	20
29	2	2	1	2	2	2	2	13
30	3	3	3	3	3	3	3	21
31	4	4	4	4	3	4	4	27
32	4	4	4	4	4	4	4	28
33	4	3	3	3	4	3	3	23
34	2	2	2	2	2	2	2	14
35	3	3	3	4	3	4	3	23
36	3	3	3	4	4	4	3	24
37	3	4	4	3	4	4	3	25

**Data Interval**

No. Responden	Pernyataan							Total
	1	2	3	4	5	6	7	
1	1.000	1.000	2.024	1.000	1.000	1.000	1.000	8.024
2	1.000	1.000	2.024	1.000	2.088	1.000	1.000	9.112
3	1.971	2.968	3.785	1.929	2.845	2.727	2.861	19.085
4	1.000	1.819	2.024	1.000	2.088	1.000	1.000	9.931
5	1.000	1.000	2.024	1.000	2.088	1.000	1.000	9.112
6	1.000	1.000	2.024	1.929	2.088	1.000	1.000	10.042
7	1.000	1.000	2.729	1.000	2.088	1.000	1.000	9.817
8	3.107	2.968	3.785	3.090	5.026	2.727	2.861	23.563
9	3.107	2.968	3.785	3.090	3.760	2.727	2.861	22.296
10	3.107	2.968	3.785	3.090	3.760	4.317	2.861	23.887
11	3.107	2.968	3.785	3.090	3.760	4.317	2.861	23.887
12	3.107	2.968	5.338	3.090	5.026	2.727	2.861	25.116
13	3.107	2.968	3.785	3.090	3.760	2.727	2.861	22.296
14	3.107	2.968	5.338	3.090	5.026	2.727	2.861	25.116
15	3.107	2.968	3.785	3.090	3.760	2.727	2.861	22.296
16	1.971	2.968	3.785	1.929	2.845	2.727	2.861	19.085
17	1.971	2.968	3.785	1.929	3.760	2.727	2.861	19.999
18	3.107	2.968	3.785	3.090	3.760	2.727	2.861	22.296
19	3.107	2.968	3.785	3.090	5.026	2.727	4.596	25.298
20	1.000	1.000	2.729	1.000	2.845	1.000	1.828	11.402
21	1.971	2.968	3.785	3.090	2.845	2.727	2.861	20.246
22	1.971	2.968	3.785	1.929	3.760	2.727	2.861	19.999
23	3.107	2.968	3.785	3.090	3.760	2.727	2.861	22.296
24	3.107	2.968	3.785	3.090	3.760	2.727	2.861	22.296
25	3.107	2.968	3.785	3.090	3.760	2.727	2.861	22.296
26	3.107	2.968	3.785	3.090	3.760	1.753	2.861	21.323
27	3.107	2.968	3.785	3.090	3.760	2.727	2.861	22.296
28	1.971	1.819	2.729	1.929	2.845	1.753	1.000	14.046
29	1.000	1.000	1.000	1.000	2.088	1.000	1.000	8.088
30	1.971	1.819	2.729	1.929	2.845	1.753	1.828	14.874
31	3.107	2.968	3.785	3.090	2.845	2.727	2.861	21.382
32	3.107	2.968	3.785	3.090	3.760	2.727	2.861	22.296
33	3.107	1.819	2.729	1.929	3.760	1.753	1.828	16.924
34	1.000	1.000	2.024	1.000	2.088	1.000	1.000	9.112
35	1.971	1.819	2.729	3.090	2.845	2.727	1.828	17.008
36	1.971	1.819	2.729	3.090	3.760	2.727	1.828	17.923
37	1.971	2.968	3.785	1.929	3.760	2.727	1.828	18.967



**Data Interval**

No. Responden	Pernyataan								Total
	1	2	3	4	5	6	7	8	
1	3.717	2.419	3.880	2.628	2.482	2.628	2.567	3.805	24.124
2	2.372	3.808	3.880	2.628	4.035	2.628	4.417	3.805	27.572
3	2.372	2.419	3.880	2.628	2.482	2.628	2.567	3.805	22.779
4	2.372	3.808	3.880	2.628	4.035	2.628	2.567	3.805	25.722
5	3.717	2.419	3.880	2.628	2.482	2.628	2.567	3.805	24.124
6	2.372	2.419	3.880	2.628	2.482	2.628	2.567	3.805	22.779
7	2.372	2.419	3.880	1.000	2.482	2.628	1.000	3.805	19.585
8	1.000	1.000	2.357	1.000	2.482	1.000	1.000	3.805	13.643
9	2.372	1.000	2.357	1.000	1.000	1.000	1.000	2.357	12.086
10	1.000	1.000	1.000	1.000	1.000	1.000	1.000	2.357	9.357
11	1.000	1.000	2.357	1.000	1.000	1.000	2.567	2.357	12.281
12	1.000	1.000	2.357	1.000	1.000	1.000	1.000	2.357	10.714
13	1.000	1.000	2.357	1.000	1.000	1.000	1.000	2.357	10.714
14	1.000	1.000	2.357	1.000	1.000	1.000	1.000	2.357	10.714
15	1.000	1.000	3.880	2.628	1.000	2.628	2.567	2.357	17.059
16	2.372	2.419	3.880	2.628	2.482	2.628	2.567	3.805	22.779
17	2.372	2.419	3.880	2.628	2.482	2.628	2.567	2.357	21.331
18	2.372	2.419	2.357	2.628	2.482	1.000	2.567	2.357	18.181
19	2.372	1.000	2.357	1.000	1.000	1.000	1.000	1.000	10.729
20	1.000	1.000	3.880	2.628	2.482	2.628	2.567	3.805	19.988
21	1.000	1.000	3.880	2.628	1.000	2.628	2.567	2.357	17.059
22	2.372	1.000	3.880	1.000	2.482	2.628	2.567	3.805	19.733
23	2.372	2.419	2.357	1.000	1.000	1.000	1.000	3.805	14.952
24	1.000	2.419	3.880	2.628	2.482	2.628	2.567	2.357	19.959
25	2.372	2.419	2.357	1.000	1.000	1.000	1.000	3.805	14.952
26	2.372	1.000	2.357	2.628	1.000	1.000	2.567	3.805	16.728
27	1.000	1.000	3.880	2.628	1.000	2.628	2.567	2.357	17.059
28	2.372	2.419	3.880	2.628	2.482	2.628	2.567	3.805	22.779
29	3.717	3.808	3.880	2.628	2.482	2.628	2.567	3.805	25.513
30	1.000	2.419	3.880	2.628	2.482	2.628	1.000	3.805	19.840
31	2.372	2.419	3.880	1.000	2.482	2.628	1.000	3.805	19.585
32	2.372	1.000	2.357	2.628	1.000	1.000	2.567	3.805	16.728
33	2.372	2.419	3.880	2.628	2.482	2.628	2.567	3.805	22.779
34	3.717	2.419	3.880	2.628	2.482	2.628	2.567	5.616	25.935
35	2.372	2.419	3.880	2.628	2.482	2.628	2.567	3.805	22.779
36	3.717	2.419	3.880	2.628	2.482	2.628	2.567	3.805	24.124
37	2.372	2.419	3.880	2.628	2.482	2.628	2.567	3.805	22.779

### Lampiran 3. Hasil *Output* SPSS

#### 1. Output SPSS Uji Validitas dan Reliabilitas Data Sampel Kecil

##### Output SPSS Uji Validitas Kuesioner Beban Kerja

		Correlations						
		Item1	Item2	Item3	Item4	Item5	Item6	Total
Item1	Pearson Correlation	1	.734**	.543**	.845**	.636**	.734**	.869**
	Sig. (2-tailed)		.000	.002	.000	.000	.000	.000
	N	30	30	30	30	30	30	30
Item2	Pearson Correlation	.734**	1	.516**	.778**	.588**	.844**	.861**
	Sig. (2-tailed)	.000		.004	.000	.001	.000	.000
	N	30	30	30	30	30	30	30
Item3	Pearson Correlation	.543**	.516**	1	.599**	.697**	.627**	.765**
	Sig. (2-tailed)	.002	.004		.000	.000	.000	.000
	N	30	30	30	30	30	30	30
Item4	Pearson Correlation	.845**	.778**	.599**	1	.721**	.834**	.923**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000
	N	30	30	30	30	30	30	30
Item5	Pearson Correlation	.636**	.588**	.697**	.721**	1	.740**	.844**
	Sig. (2-tailed)	.000	.001	.000	.000		.000	.000
	N	30	30	30	30	30	30	30
Item6	Pearson Correlation	.734**	.844**	.627**	.834**	.740**	1	.921**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000
	N	30	30	30	30	30	30	30
Total	Pearson Correlation	.869**	.861**	.765**	.923**	.844**	.921**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30

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

##### Output SPSS Uji Reliabilitas Kuesioner Beban Kerja

###### Reliability Statistics

Cronbach's	
Alpha	N of Items
.932	6



## Output SPSS Uji Validitas Kuesioner Lingkungan Kerja

		Correlations							Total
		Item1	Item2	Item3	Item4	Item5	Item6	Item7	Total
Item 1	Pearson Correlation	1	.429*	.435*	.372*	.488**	.397*	.327	.683**
	Sig. (2-tailed)		.018	.016	.043	.006	.030	.077	.000
	N	30	30	30	30	30	30	30	30
Item 2	Pearson Correlation	.429*	1	.614**	.374*	.593**	.611**	.592**	.837**
	Sig. (2-tailed)	.018		.000	.042	.001	.000	.001	.000
	N	30	30	30	30	30	30	30	30
Item 3	Pearson Correlation	.435*	.614**	1	.464**	.330	.301	.439*	.708**
	Sig. (2-tailed)	.016	.000		.010	.075	.106	.015	.000
	N	30	30	30	30	30	30	30	30
Item 4	Pearson Correlation	.372*	.374*	.464**	1	.179	.095	.681**	.628**
	Sig. (2-tailed)	.043	.042	.010		.345	.619	.000	.000
	N	30	30	30	30	30	30	30	30
Item 5	Pearson Correlation	.488**	.593**	.330	.179	1	.901**	.295	.754**
	Sig. (2-tailed)	.006	.001	.075	.345		.000	.113	.000
	N	30	30	30	30	30	30	30	30
Item 6	Pearson Correlation	.397*	.611**	.301	.095	.901**	1	.266	.711**
	Sig. (2-tailed)	.030	.000	.106	.619	.000		.155	.000
	N	30	30	30	30	30	30	30	30
Item 7	Pearson Correlation	.327	.592**	.439*	.681**	.295	.266	1	.715**
	Sig. (2-tailed)	.077	.001	.015	.000	.113	.155		.000
	N	30	30	30	30	30	30	30	30
Total	Pearson Correlation	.683**	.837**	.708**	.628**	.754**	.711**	.715**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	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).

## Output SPSS Uji Reliabilitas Kuesioner Lingkungan Kerja

### Reliability Statistics

Cronbach's	
Alpha	N of Items
.845	7



Item 8	Pearson Correlation	.360	.392*	.407*	.168	.583**	.454*	.475**	1	.670*
	Sig. (2-tailed)	.051	.032	.026	.374	.001	.012	.008		.000
	N	30	30	30	30	30	30	30	30	30
Total	Pearson Correlation	.651**	.691**	.762**	.542**	.823**	.761**	.812**	.670**	1
	Sig. (2-tailed)	.000	.000	.000	.002	.000	.000	.000	.000	
	N	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).

### Output SPSS Uji Reliabilitas Kuesioner *Burnout*

Reliability Statistics	
Cronbach's Alpha	N of Items
.863	8



## 2. Output SPSS Uji Validitas dan Reliabilitas Data Sampel Besar

### Output SPSS Uji Validitas Kuesioner Beban Kerja

		Correlations						
		Item1	Item2	Item3	Item4	Item5	Item6	Total
Item1	Pearson Correlation	1	.703**	.673**	.715**	.712**	.874**	.871**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000
	N	37	37	37	37	37	37	37
Item2	Pearson Correlation	.703**	1	.758**	.759**	.916**	.762**	.921**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000
	N	37	37	37	37	37	37	37
Item3	Pearson Correlation	.673**	.758**	1	.668**	.794**	.671**	.858**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000
	N	37	37	37	37	37	37	37
Item4	Pearson Correlation	.715**	.759**	.668**	1	.753**	.669**	.856**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000
	N	37	37	37	37	37	37	37
Item5	Pearson Correlation	.712**	.916**	.794**	.753**	1	.805**	.936**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000
	N	37	37	37	37	37	37	37
Item6	Pearson Correlation	.874**	.762**	.671**	.669**	.805**	1	.893**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000
	N	37	37	37	37	37	37	37
Total	Pearson Correlation	.871**	.921**	.858**	.856**	.936**	.893**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	37	37	37	37	37	37	37

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

### Output SPSS Uji Reliabilitas Kuesioner Beban Kerja

#### Reliability Statistics

Cronbach's	
Alpha	N of Items
.947	6

## Output SPSS Uji Validitas Kuesioner Lingkungan Kerja

		Correlations							Total
		Item1	Item2	Item3	Item4	Item5	Item6	Item7	Total
Item 1	Pearson Correlation	1	.840**	.783**	.894**	.824**	.765**	.814**	.929**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000
	N	37	37	37	37	37	37	37	37
Item 2	Pearson Correlation	.840**	1	.877**	.800**	.762**	.844**	.889**	.942**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000
	N	37	37	37	37	37	37	37	37
Item 3	Pearson Correlation	.783**	.877**	1	.743**	.816**	.746**	.818**	.909**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000
	N	37	37	37	37	37	37	37	37
Item 4	Pearson Correlation	.894**	.800**	.743**	1	.757**	.803**	.783**	.906**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000
	N	37	37	37	37	37	37	37	37
Item 5	Pearson Correlation	.824**	.762**	.816**	.757**	1	.687**	.789**	.888**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000
	N	37	37	37	37	37	37	37	37
Item 6	Pearson Correlation	.765**	.844**	.746**	.803**	.687**	1	.772**	.880**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000
	N	37	37	37	37	37	37	37	37
Item 7	Pearson Correlation	.814**	.889**	.818**	.783**	.789**	.772**	1	.920**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000
	N	37	37	37	37	37	37	37	37
Total	Pearson Correlation	.929**	.942**	.909**	.906**	.888**	.880**	.920**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	37	37	37	37	37	37	37	37

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

## Output SPSS Uji Reliabilitas Kuesioner Lingkungan Kerja

Reliability Statistics	
Alpha	N of Items
.965	7



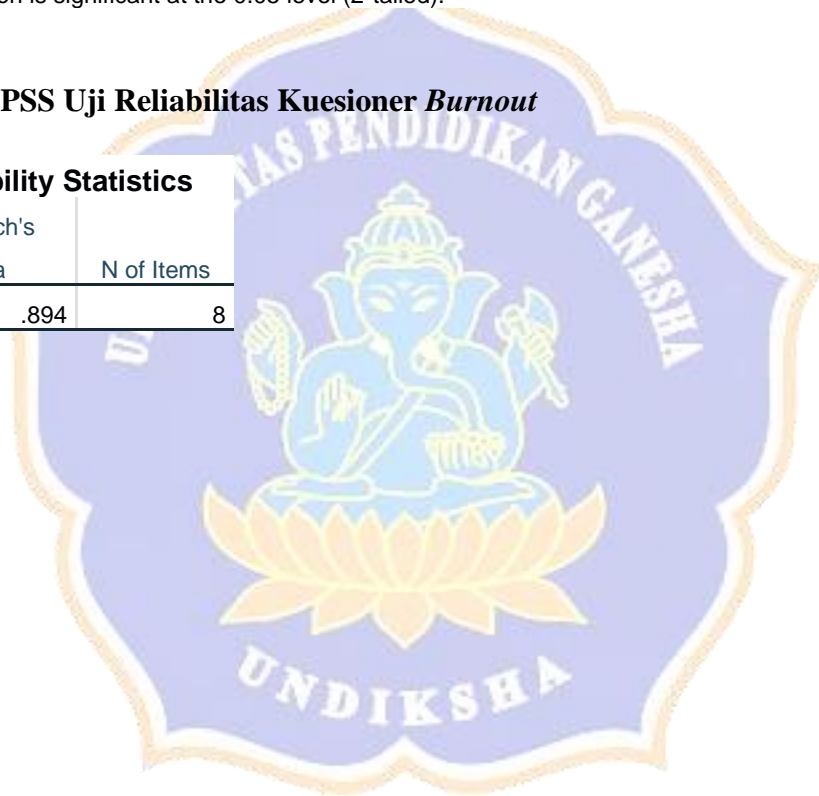
Item 8	Pearson Correlation	.551**	.506**	.437**	.333*	.541**	.428**	.280	1	.679*
	Sig. (2-tailed)	.000	.001	.007	.044	.001	.008	.093		.000
	N	37	37	37	37	37	37	37	37	37
Total	Pearson Correlation	.640**	.791**	.836**	.749**	.832**	.831**	.716**	.679**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	37	37	37	37	37	37	37	37	37

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

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

### Output SPSS Uji Reliabilitas Kuesioner *Burnout*

Reliability Statistics	
Cronbach's Alpha	N of Items
.894	8



### 3. Output SPSS Uji Asumsi Klasik

#### Hasil Uji Normalitas

##### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		37
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	2.28500802
Most Extreme Differences	Absolute	.087
	Positive	.087
	Negative	-.075
Test Statistic		.087
Asymp. Sig. (2-tailed)		.200 <sup>c,d</sup>

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

#### Hasil Uji Multikolinieritas

##### Coefficients<sup>a</sup>

Model		Collinearity Statistics	
		Tolerance	VIF
1	X1	.628	1.591
	X2	.628	1.591

a. Dependent Variable: Y

#### Hasil Uji Heteroskedastisitas

##### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.277	1.907		-.145	.886
	X1	.058	.064	.193	.907	.371
	X2	.055	.055	.212	.998	.325

a. Dependent Variable: ABS



#### 4. Output SPSS Analisis Regresi Linier Berganda

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics			Sig. F Change
						F Change	df1	df2	
1	.895 <sup>a</sup>	.800	.788	2.351254	.800	68.100	2	34	.000

a. Predictors: (Constant), X2, X1

**ANOVA<sup>a</sup>**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	752.964	2	376.482	68.100	.000 <sup>b</sup>
	Residual	187.965	34	5.528		
	Total	940.930	36			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients		t	Sig.	Correlations		
		B	Std. Error	Beta				Zero-order	Partial	Part
1	(Constant)	18.378	3.017			6.092	.000			
	X1	.515	.102	.489		5.059	.000	.799	.655	.388
	X2	-.458	.087	-.508		-5.253	.000	-.806	-.669	-.403

a. Dependent Variable: Y

## Lampiran 4. Dokumentasi

