

Lampiran 1 : Kuesioner Penelitian

KUESIONER PENELITIAN

PERAN *PERCEIVED ORGANIZATIONAL SUPPORT* TERHADAP PENURUNAN *JOB BURNOUT* MELALUI MODAL PSIKOLOGIS DAN KEPUASAN KERJA

Kepada Yth:
Bapak / Ibu Responden
di-
Dengan hormat,

Dalam rangka penelitian untuk meningkatkan kapasitas tenaga pengajar maka dengan segala kerendahan hati saya sangat menghargai tanggapan Bapak/ Ibu terhadap beberapa pernyataan yang tersedia dalam kuesioner ini mengenai “Peran *perceived organizational support* terhadap penurunan *job burnout* melalui modal psikologis dan kepuasan kerja”. Pengumpulan data ini semata-mata hanya akan digunakan untuk maksud penyusunan penelitian dan akan dijamin kerahasiaannya.

Kesediaan dan kerjasama yang Bapak/ Ibu berikan dalam bentuk informasi yang benar dan lengkap akan sangat mendukung keberhasilan penelitian ini. Selain itu jawaban yang Bapak/ Ibu berikan juga akan merupakan masukan yang sangat berharga bagisaya.

Akhir kata saya mengucapkan terimakasih yang sebesar-besarnya atas bantuan dan kesediaan Bapak / Ibu yang telah meluangkan waktunya dalam pengisian kuesioner ini.

Hormat saya,

Iin Retno Sulistyowati

KUESIONER PENELITIAN

I. IDENTITAS RESPONDEN

1. Jenis Kelamin : a. Laki-laki b. Perempuan
2. Pendidikan Terakhir : a. S2 b. S3
3. Jabatan :
4. Lama Bekerja :
5. Usia anda Saat ini :

II. PETUNJUK PENGISIAN

1. Mohon memberi tanda silang (X) pada jawaban yang Bapak/ Ibu anggap paling sesuai dan mohon mengisi bagian yang membutuhkan jawaban tertulis
2. Setelah mengisi kuesioner ini mohon Bapak/ Ibu dapat memberikan kembali kepada yang menyerahkan kuesioner ini pertama kali
3. Keterangan Alternatif Jawaban dan Skor:

1**2****3****4****5****Sangat Tidak Setuju****Sangat Setuju**

1. Perceived Organizational Support (X1)

No	Pernyataan	Jawaban				
		STS	TS	N	S	SS
		1	2	3	4	5
1	Saya merasa atasan saya bersedia membantu ketika saya membutuhkan bantuan.					
	<i>Mohon jelaskan:</i>					
2	Saya merasa memperoleh perlakuan yang adil terhadap kontribusi saya dalam bekerja					
	<i>Mohon jelaskan:</i>					
3	Saya merasa organisasi memberi penghargaan sesuai dengan kontribusi yang saya berikan.					
	<i>Mohon jelaskan:</i>					
4	Saya merasa organisasi berusaha menciptakan kondisi kerja semenarik mungkin					
	<i>Mohon jelaskan:</i>					

2. Modal Psikologis (Y1)

No	Pernyataan	Jawaban				
		STS	TS	N	S	SS
		1	2	3	4	5
1	Saya selalu gigih dan tidak mudah menyerah saat menghadapi hambatan					
	<i>Mohon jelaskan:</i>					
2	Saya selalu berpikir positif di tempat kerja					
	<i>Mohon jelaskan:</i>					
3	Saya memiliki motivasi yang tinggi dalam bekerja					
	<i>Mohon jelaskan:</i>					
4	Saya selalu berusaha memberikan hasil kerja yang lebih baik dibanding waktu lalu					
	<i>Mohon jelaskan:</i>					

3. Kepuasan Kerja (Y2)

No	Pernyataan	Jawaban				
		STS	TS	N	S	SS
		1	2	3	4	5
1	Saya menyukai pekerjaan yang saat ini saya lakukan					
	<i>Mohon jelaskan:</i>					
2	Saya merasa puas dengan pekerjaan saya saat ini					
	<i>Mohon jelaskan:</i>					
3	Pekerjaan ini sangat tepat buat saya, karena itu saya merasa sangat senang disini					
	<i>Mohon jelaskan:</i>					
4	Mengenai pekerjaan saya, saya telah menjadi begitu senang bekerja sejak pertama kali bekerja					
	<i>Mohon jelaskan:</i>					
5	Saya sungguh puas dengan pekerjaan saya, karena saya dapat membuat kemajuan di sini					
	<i>Mohon jelaskan:</i>					

4. Job Burnout (Y3)

No	Pernyataan	Jawaban				
		STS	TS	N	S	SS
		1	2	3	4	5
1	Pekerjaan saya sekarang memberikan kelelahan yang berlebihan bagi saya					
	<i>Mohon jelaskan:</i>					
2	Pekerjaan saya sekarang memberikan kelelahan emosional bagi saya					
	<i>Mohon jelaskan:</i>					
3	Pekerjaan saya sekarang memiliki beban pekerjaan yang tinggi sehingga saya merasa tertekan					
	<i>Mohon jelaskan:</i>					
4	Saya merasa kurang mendapat penghargaan dan perhatian ditempat kerja					
	<i>Mohon jelaskan:</i>					

LAMPIRAN 2 TABULASI DATA

X1.1	X1.2	X1.3	X1.4	X1	Y1.1	Y1.2	Y1.3	Y1.4	Y1
3	4	3	3	13	3	3	4	4	14
4	4	4	5	17	4	4	4	4	16
3	4	3	3	13	4	3	3	3	13
3	3	3	2	11	2	2	2	3	9
3	4	4	3	14	4	3	3	5	15
4	5	4	3	16	4	4	3	3	14
4	4	4	4	16	4	5	5	4	18
4	4	4	4	16	4	4	4	4	16
4	5	5	5	19	4	5	5	4	18
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4	4	5	4	17	3	4	5	4	16
3	5	5	4	17	2	4	4	4	14
3	4	4	4	15	3	4	4	4	15
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3	3	3	3	12	4	4	3	4	15
3	3	3	4	13	3	4	3	4	14
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4	4	4	5	17	5	5	4	4	18
3	4	4	5	16	5	4	4	4	17

Y2.1	Y2.2	Y2.3	Y2.4	Y2.5	Y2	Y3.1	Y3.2	Y3.3	Y3.4	Y3
4	4	4	4	5	21	4	5	4	4	17
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3	4	4	3	4	18	4	5	5	4	18
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5	5	5	5	5	25	3	4	4	3	14
4	4	3	4	4	19	4	4	5	4	17

LAMPIRAN 3 HASIL OLAH DATA

ANALISIS DESKRIPTIF

Statistics

		X.1	X.2	X.3	X.4	Perceived Organizational Support
N	Valid	100	100	100	100	100
	Missing	0	0	0	0	0
Mean		4.0000	3.9600	3.9300	3.8700	15.7600
Std. Deviation		.84087	.69515	.75552	.84871	2.50301

X.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.0	1.0	1.0
	2.00	2	2.0	2.0	3.0
	3.00	23	23.0	23.0	26.0
	4.00	44	44.0	44.0	70.0
	5.00	30	30.0	30.0	100.0
	Total	100	100.0	100.0	

X.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.0	1.0	1.0
	2.00	1	1.0	1.0	2.0
	3.00	17	17.0	17.0	19.0
	4.00	63	63.0	63.0	82.0
	5.00	18	18.0	18.0	100.0
	Total	100	100.0	100.0	

X.3

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	2	2.0	2.0	2.0
3.00	26	26.0	26.0	28.0
Valid 4.00	49	49.0	49.0	77.0
5.00	23	23.0	23.0	100.0
Total	100	100.0	100.0	

X.4

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	4	4.0	4.0	4.0
3.00	31	31.0	31.0	35.0
Valid 4.00	39	39.0	39.0	74.0
5.00	26	26.0	26.0	100.0
Total	100	100.0	100.0	

Statistics

		Y1.1	Y1.2	Y1.3	Y1.4	Modal Psikologis
N	Valid	100	100	100	100	100
	Missing	0	0	0	0	0
Mean		3.9300	3.9300	3.8800	3.9500	15.6900
Std. Deviation		.75552	.74203	.79493	.75712	2.36854

Y1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	3	3.0	3.0	3.0
3.00	23	23.0	23.0	26.0
Valid 4.00	52	52.0	52.0	78.0
5.00	22	22.0	22.0	100.0
Total	100	100.0	100.0	

Y1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	1	1.0	1.0	1.0
3.00	28	28.0	28.0	29.0
Valid 4.00	48	48.0	48.0	77.0
5.00	23	23.0	23.0	100.0
Total	100	100.0	100.0	

Y1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	2	2.0	2.0	2.0
3.00	32	32.0	32.0	34.0
Valid 4.00	42	42.0	42.0	76.0
5.00	24	24.0	24.0	100.0
Total	100	100.0	100.0	

Y1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	3	3.0	3.0	3.0
3.00	22	22.0	22.0	25.0
Valid 4.00	52	52.0	52.0	77.0
5.00	23	23.0	23.0	100.0
Total	100	100.0	100.0	

Statistics

		Y2.1	Y2.2	Y2.3	Y2.4	Y2.5	Kepuasan Kerja
N	Valid	100	100	100	100	100	100
	Missing	0	0	0	0	0	0
Mean		4.1200	4.0600	3.9100	3.9500	4.0700	20.1100
Std. Deviation		.71464	.70811	.81767	.78335	.80723	2.98784

Y2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	2	2.0	2.0	2.0
3.00	14	14.0	14.0	16.0
Valid 4.00	54	54.0	54.0	70.0
5.00	30	30.0	30.0	100.0
Total	100	100.0	100.0	

Y2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	1	1.0	1.0	1.0
3.00	19	19.0	19.0	20.0
Valid 4.00	53	53.0	53.0	73.0
5.00	27	27.0	27.0	100.0
Total	100	100.0	100.0	

Y2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	3	3.0	3.0	3.0
3.00	29	29.0	29.0	32.0
Valid 4.00	42	42.0	42.0	74.0
5.00	26	26.0	26.0	100.0
Total	100	100.0	100.0	

Y2.4

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	4	4.0	4.0	4.0
3.00	21	21.0	21.0	25.0
Valid 4.00	51	51.0	51.0	76.0
5.00	24	24.0	24.0	100.0
Total	100	100.0	100.0	

Y2.5

	Frequency	Percent	Valid Percent	Cumulative Percent
1.00	1	1.0	1.0	1.0
2.00	2	2.0	2.0	3.0
Valid 3.00	17	17.0	17.0	20.0
4.00	49	49.0	49.0	69.0
5.00	31	31.0	31.0	100.0
Total	100	100.0	100.0	

Statistics

	Y3.1	Y3.2	Y3.3	Y3.4	Job Burnout
N Valid	100	100	100	100	100
Missing	0	0	0	0	0
Mean	3.5700	3.6400	3.7200	3.4400	14.3700
Std. Deviation	.76877	.81054	.81749	.80804	2.78036

Y3.1

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	6	6.0	6.0	6.0
3.00	42	42.0	42.0	48.0
Valid 4.00	41	41.0	41.0	89.0
5.00	11	11.0	11.0	100.0
Total	100	100.0	100.0	

Y3.2

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	7	7.0	7.0	7.0
3.00	36	36.0	36.0	43.0
Valid 4.00	43	43.0	43.0	86.0
5.00	14	14.0	14.0	100.0
Total	100	100.0	100.0	

Y3.3

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	6	6.0	6.0	6.0
3.00	33	33.0	33.0	39.0
Valid 4.00	44	44.0	44.0	83.0
5.00	17	17.0	17.0	100.0
Total	100	100.0	100.0	

Y3.4

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	11	11.0	11.0	11.0
3.00	43	43.0	43.0	54.0
Valid 4.00	37	37.0	37.0	91.0
5.00	9	9.0	9.0	100.0
Total	100	100.0	100.0	

HASIL UJI VALIDITAS

Correlations

		X.1	X.2	X.3	X.4	Perceived Organizational Support
X.1	Pearson Correlation	1	.484**	.588**	.510**	.821**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	100	100	100	100	100
X.2	Pearson Correlation	.484**	1	.572**	.419**	.755**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	100	100	100	100	100
X.3	Pearson Correlation	.588**	.572**	1	.506**	.830**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	100	100	100	100	100
X.4	Pearson Correlation	.510**	.419**	.506**	1	.779**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	100	100	100	100	100
Perceived Organizational Support	Pearson Correlation	.821**	.755**	.830**	.779**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	100	100	100	100	100

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

Correlations

		Y1.1	Y1.2	Y1.3	Y1.4	Modal Psikologis
Y1.1	Pearson Correlation	1	.550**	.440**	.541**	.812**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	100	100	100	100	100
Y1.2	Pearson Correlation	.550**	1	.431**	.497**	.792**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	100	100	100	100	100
Y1.3	Pearson Correlation	.440**	.431**	1	.376**	.731**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	100	100	100	100	100
Y1.4	Pearson Correlation	.541**	.497**	.376**	1	.774**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	100	100	100	100	100
Modal Psikologis	Pearson Correlation	.812**	.792**	.731**	.774**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	100	100	100	100	100

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

Correlations

		Y2.1	Y2.2	Y2.3	Y2.4	Y2.5	Kepuasan Kerja
Y2.1	Pearson Correlation	1	.485**	.537**	.408**	.388**	.713**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	100	100	100	100	100	100
Y2.2	Pearson Correlation	.485**	1	.620**	.443**	.505**	.775**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	100	100	100	100	100	100
Y2.3	Pearson Correlation	.537**	.620**	1	.513**	.591**	.843**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	100	100	100	100	100	100
Y2.4	Pearson Correlation	.408**	.443**	.513**	1	.581**	.762**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	100	100	100	100	100	100
Y2.5	Pearson Correlation	.388**	.505**	.591**	.581**	1	.797**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	100	100	100	100	100	100

	Pearson Correlation	.713**	.775**	.843**	.762**	.797**	1
Kepuasan Kerja	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	100	100	100	100	100	100

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

		Y3.1	Y3.2	Y3.3	Y3.4	Job Burnout
Y3.1	Pearson Correlation	1	.657**	.723**	.584**	.850**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	100	100	100	100	100
Y3.2	Pearson Correlation	.657**	1	.700**	.707**	.884**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	100	100	100	100	100
Y3.3	Pearson Correlation	.723**	.700**	1	.647**	.886**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	100	100	100	100	100
Y3.4	Pearson Correlation	.584**	.707**	.647**	1	.848**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	100	100	100	100	100
Job Burnout	Pearson Correlation	.850**	.884**	.886**	.848**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	100	100	100	100	100

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

HASIL UJI RELIABILITAS

X

Reliability Statistics

Cronbach's Alpha	N of Items
.805	4

Y1

Reliability Statistics

Cronbach's Alpha	N of Items
.780	4

Y2

Reliability Statistics

Cronbach's Alpha	N of Items
.838	5

Y3

Reliability Statistics

Cronbach's Alpha	N of Items
.890	4

HASIL UJI REGRESI LINEAR BERGANDA

Output Regresi persamaan 1

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Perceived Organizational Support ^b		Enter

a. Dependent Variable: Modal Psikologis

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.521 ^a	.271	.264	2.03253

a. Predictors: (Constant), Perceived Organizational Support

b. Dependent Variable: Modal Psikologis

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	150.534	1	150.534	36.438	.000 ^b
	Residual	404.856	98	4.131		
	Total	555.390	99			

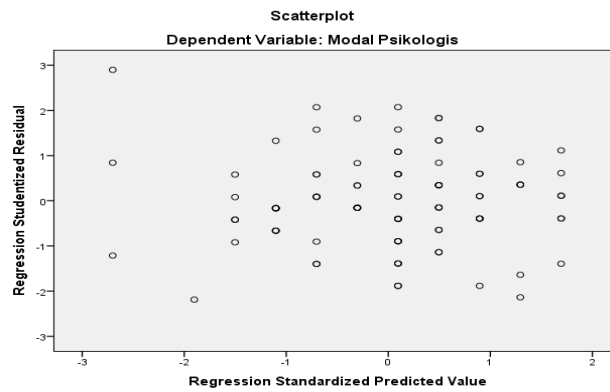
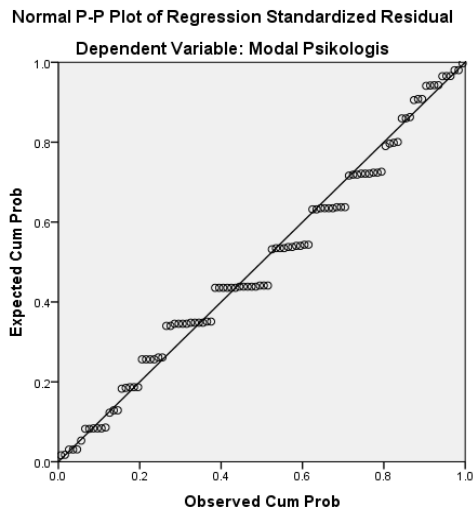
a. Dependent Variable: Modal Psikologis

b. Predictors: (Constant), Perceived Organizational Support

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.926	1.302		6.087	.000
	Perceived Organizational Support	.493	.082	.521	6.036	.000

a. Dependent Variable: Modal Psikologis



One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		100
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.02224117
	Absolute	.079
Most Extreme Differences	Positive	.079
	Negative	-.079
Kolmogorov-Smirnov Z		.794
Asymp. Sig. (2-tailed)		.555

a. Test distribution is Normal.

b. Calculated from data.

UJI GLETSER

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.065	.817		2.528	.013
	Perceived Organizational Support	-.032	.051	-.062	-.619	.537

a. Dependent Variable: AbsRes1

Output Regresi persamaan 2

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Perceived Organizational Support ^b		Enter

a. Dependent Variable: Kepuasan Kerja

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.520 ^a	.270	.262	2.56598

a. Predictors: (Constant), Perceived Organizational Support

b. Dependent Variable: Kepuasan Kerja

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	238.533	1	238.533	36.228	.000 ^b
	Residual	645.257	98	6.584		
	Total	883.790	99			

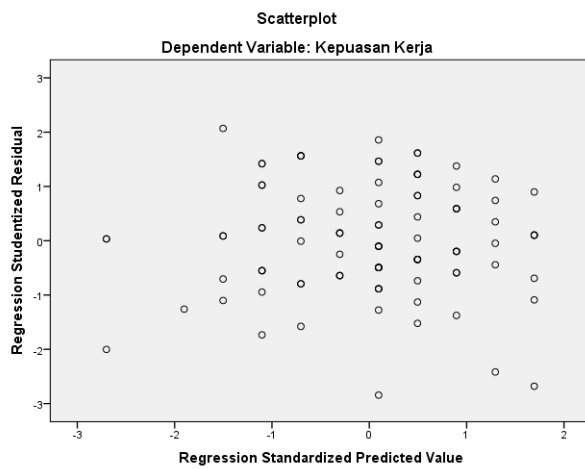
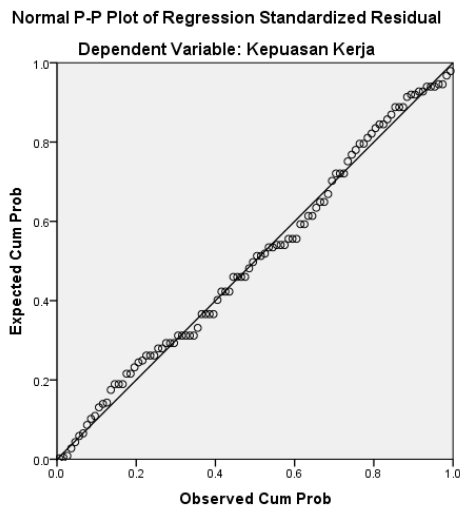
a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Perceived Organizational Support

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10.336	1.644		6.288	.000
	Perceived Organizational Support	.620	.103	.520	6.019	.000

a. Dependent Variable: Kepuasan Kerja



One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		100
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.55298724
	Absolute	.054
Most Extreme Differences	Positive	.054
	Negative	-.048
Kolmogorov-Smirnov Z		.537
Asymp. Sig. (2-tailed)		.935

a. Test distribution is Normal.

b. Calculated from data.

UJI GLETSER

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
	(Constant)	2.210	1.003		
1 Perceived Organizational Support	-.013	.063	-.020	-.199	.842

a. Dependent Variable: AbsRes2

Output Regresi persamaan 3

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Kepuasan Kerja, Modal Psikologis ^b	.	Enter

a. Dependent Variable: Job Burnout

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.646 ^a	.417	.405	2.14502

a. Predictors: (Constant), Kepuasan Kerja, Modal Psikologis

b. Dependent Variable: Job Burnout

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	319.003	2	159.502	34.666	.000 ^b
	Residual	446.307	97	4.601		
	Total	765.310	99			

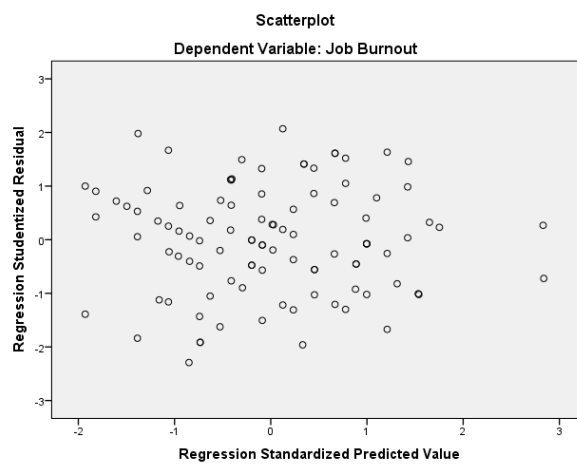
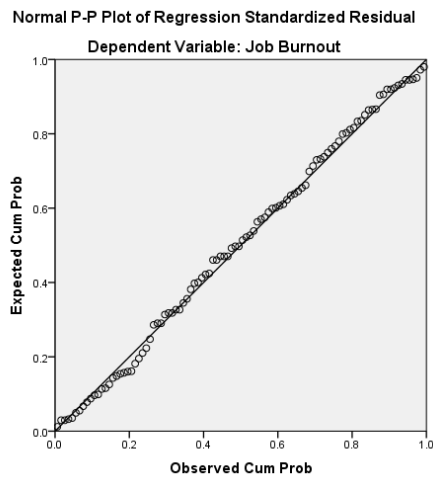
a. Dependent Variable: Job Burnout

b. Predictors: (Constant), Kepuasan Kerja, Modal Psikologis

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	27.427	1.618		16.957	.000
	Modal Psikologis	-.580	.115	-.494	-5.031	.000
	Kepuasan Kerja	-.197	.091	-.212	-2.158	.033

a. Dependent Variable: Job Burnout



One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		100
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.12323968
	Absolute	.051
Most Extreme Differences	Positive	.051
	Negative	-.040
Kolmogorov-Smirnov Z		.512
Asymp. Sig. (2-tailed)		.956

a. Test distribution is Normal.

b. Calculated from data.

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	Modal Psikologis	.624	1.602
	Kepuasan Kerja	.624	1.602

a. Dependent Variable: Job Burnout

UJI GLETSER**Coefficients^a**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.075	.935		1.150	.253
	Modal Psikologis	.008	.067	.015	.119	.906
	Kepuasan Kerja	.026	.053	.063	.493	.623

a. Dependent Variable: AbsRes3