

LAMPIRAN

Lampiran 1. Kuesioner Penelitian

A. Lembar Kuesioner

Kepada Bapak/Ibu/Saudara
Rumah Sakit Gigi dan Mulut
di Kota Semarang

Dengan hormat,

Penyusunan tesis dilakukan guna memenuhi tugas akhir sebagai mahasiswa Magister Management Universitas Islam Sultan Agung Semarang, saya :

Nama : Syafrudin Aulia Azhar

NIM : MM.20.4.01800058

Bersama ini saya menyampaikan permohonan kepada Bapak/Ibu/Saudara untuk mengisi daftar pernyataan berikut secara sukarela, jujur dan benar. Adapun pernyataan ini dimaksudkan untuk mengetahui sejauh mana tingkat kejenuhan atau kelelahan yang berlebihan terkait pekerjaan yang anda jalani selama bekerja di Rumah Sakit Gigi dan Mulut di Kota Semarang.

Penelitian ini hanya untuk kepentingan ilmiah dan tidak akan dipublikasikan, sehingga saya akan menjamin kerahasiaan opini Bapak/Ibu/Saudara berikan. Oleh karena itu besar harapan saya Bapak/Ibu/Saudara berkenan mengisi semua pernyataan dalam kuesioner ini.

Demikian surat permohonan ini saya sampaikan. Atas kesediaan dan partisipasi Bapak/Ibu/Saudara, saya mengucapkan terima kasih.

Semarang, Mei 2020
Hormat saya,

Syafrudin Aulia Azhar

IDENTITAS RESPONDEN

Petunjuk Pengisian

Berilah tanda pada salah satu jawaban yang ada pada daftar pertanyaan sesuai dengan pilihan Anda.

Isilah identitas diri Saudara sesuai dengan keadaan yang sebenarnya.

| No | IDENTITAS RESPONDEN | KETERANGAN |
|----|---------------------|------------|
| 1. | Nama | |
| 2. | Jenis Kelamin | |
| 3. | Umur Responden | |
| 4. | Pendidikan | |
| 5. | Masa Kerja | |

Petunjuk :

Beri jawaban (√) atas pernyataan-pernyataan di bawah ini dengan memberikan tanda silang pada salah satu jawaban yang ada, yaitu dengan skor 1 sampai dengan 7 untuk setiap pernyataan

1 = Sangat Tidak Setuju (STS)

2 = Tidak Setuju (TS)

3 = Kurang Setuju (KS)

4 = Netral (N)

5 = Cukup Setuju (CS)

6 = Setuju (S)

7 = Sangat Setuju (SS)

A. Psychological Empowerment

| No | Pernyataan | Skala | | | | | | |
|----|---|-------|---|---|---|---|---|---|
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1. | Pekerjaan yang saya lakukan sebagai dokter/karyawan berarti bagi saya | | | | | | | |
| 2. | Saya yakin dengan kompetensi yang saya miliki sebagai dokter/karyawan mampu memberikan kontribusi | | | | | | | |
| 3. | Saya memiliki kontrol yang besar terhadap apa yang terjadi di unit kerja saya | | | | | | | |
| 4. | Saya memiliki pengaruh di lingkungan atau rekan kerja saya di rumah sakit gigi dan mulut | | | | | | | |
| | Pemberdayaan psikologi dapat mempengaruhi kinerja saya di lingkungan rumah sakit dalam hal: a) b) | | | | | | | |

B. Psychological Capital

| No | Pernyataan | Skala | | | | | | |
|----|---|-------|---|---|---|---|---|---|
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1. | Saya sebagai dokter/karyawan mampu menemukan solusi bagi masalah yang bersifat jangka panjang | | | | | | | |
| 2. | Saya optimis dengan apapun yang mungkin terjadi pada pekerjaan saya sebagai dokter/karyawan di masa depan | | | | | | | |
| 3. | Sebagai dokter/karyawan saya mampu memberi masukan dalam penetapan target unit kerja saya | | | | | | | |
| 4. | Jika saya menghadapi masalah dalam pekerjaan menjadi dokter/karyawan, saya memiliki berbagai alternative untuk menyelesaikannya | | | | | | | |
| | Kemampuan psikologi seperti apa yang menjadi modal anda untuk memperbaiki kinerja anda: a) b) | | | | | | | |

C. Stres Kerja

| No | Pernyataan | Skala | | | | | | |
|---|---|-------|---|---|---|---|---|---|
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1 | Jumlah beban kerja yang diberikan kepada saya telah mengganggu kualitas yang ingin saya pertahankan | | | | | | | |
| 2 | Saya sering kekurangan waktu istirahat daripada yang saya butuhkan | | | | | | | |
| 3 | Atasan (supervisi) saya tidak memberikan instruksi yang jelas | | | | | | | |
| 4 | Saya harus melakukan pekerjaan yang bertentangan dengan hati nurani saya | | | | | | | |
| 5 | Saya kesulitan dalam memelihara atau menjaga hubungan di lingkungan kerja saya | | | | | | | |
| 6 | Saya merasa stagnan dan bosan dengan pengembangan karir yang diterapkan RSGM | | | | | | | |
| Faktor-faktor apa saja yang membuat anda stres selama bekerja di RSGM? a) b) | | | | | | | | |

D. Burnout

| No | Keterangan | Skala | | | | | | |
|--|---|-------|---|---|---|---|---|---|
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1. | Saya merasa emosi saya terkuras sebagai dokter/karyawan | | | | | | | |
| 2. | Saya menjadi tidak peduli apa yang terjadi terhadap orang yang membutuhkan bantuan saya | | | | | | | |
| 3. | Saya merasa pasien menyalahkan saya atas masalah yang mereka alami | | | | | | | |
| Faktor-faktor tekanan seperti apa yang anda alami sehingga terjadi kelelahan a) b) | | | | | | | | |

Lampiran 2. Tabel Jawaban Responden

| Re sp | Psychologica l Empowerme nt | | | | | Psycholo gical Capital | | Y1. 3 | Y 1. 4 | Y1 | Str es Ker ja | Y 2. 2 | Y2. 3 | Y 2. 4 | Y 2. 5 | Y2. 6 | Y 2 | Bu rn out | Y 3. 2 | Y3 .3 | Y3 |
|----------|--------------------------------------|---------|---------|---------|----|------------------------------|----------|----------|--------------|----|------------------------|--------------|----------|--------------|--------------|----------|--------|-----------------|--------------|----------|----|
| | X. 1 | X. 2 | X. 3 | X. 4 | X | Y1. 1 | Y1. 2 | | | | | | | | | | | | | | |
| 1 | 6 | 7 | 7 | 6 | 26 | 7 | 7 | 6 | 6 | 26 | 4 | 4 | 4 | 3 | 4 | 3 | 22 | 3 | 4 | 4 | 11 |
| 2 | 6 | 6 | 6 | 6 | 24 | 6 | 6 | 6 | 6 | 24 | 6 | 6 | 4 | 4 | 4 | 4 | 28 | 4 | 4 | 4 | 12 |
| 3 | 5 | 4 | 4 | 5 | 18 | 4 | 4 | 3 | 4 | 15 | 6 | 7 | 7 | 7 | 7 | 7 | 41 | 7 | 7 | 7 | 21 |
| 4 | 6 | 6 | 7 | 7 | 26 | 6 | 6 | 6 | 7 | 25 | 3 | 3 | 2 | 3 | 2 | 2 | 15 | 3 | 3 | 2 | 8 |
| 5 | 4 | 4 | 5 | 4 | 17 | 6 | 4 | 4 | 4 | 18 | 6 | 7 | 7 | 7 | 7 | 7 | 41 | 7 | 7 | 7 | 21 |
| 6 | 4 | 5 | 4 | 4 | 17 | 3 | 4 | 3 | 4 | 14 | 7 | 7 | 7 | 7 | 7 | 7 | 42 | 7 | 7 | 7 | 21 |
| 7 | 6 | 7 | 6 | 6 | 25 | 4 | 6 | 4 | 4 | 18 | 3 | 4 | 4 | 6 | 4 | 4 | 25 | 7 | 7 | 7 | 21 |
| 8 | 7 | 7 | 7 | 7 | 28 | 7 | 7 | 7 | 7 | 28 | 3 | 3 | 3 | 4 | 3 | 3 | 19 | 3 | 3 | 3 | 9 |
| 9 | 6 | 7 | 7 | 7 | 27 | 7 | 6 | 7 | 7 | 27 | 3 | 3 | 2 | 3 | 3 | 2 | 16 | 3 | 2 | 3 | 8 |
| 10 | 5 | 4 | 5 | 5 | 19 | 4 | 4 | 3 | 4 | 15 | 7 | 7 | 6 | 6 | 7 | 7 | 40 | 7 | 7 | 7 | 21 |
| 11 | 7 | 7 | 6 | 7 | 27 | 7 | 7 | 7 | 6 | 27 | 3 | 3 | 3 | 3 | 3 | 3 | 18 | 2 | 4 | 3 | 9 |
| 12 | 6 | 7 | 6 | 7 | 26 | 6 | 6 | 7 | 6 | 25 | 6 | 3 | 3 | 3 | 4 | 3 | 22 | 4 | 3 | 4 | 11 |
| 13 | 6 | 7 | 7 | 7 | 27 | 7 | 7 | 7 | 6 | 27 | 3 | 3 | 4 | 3 | 3 | 3 | 19 | 3 | 4 | 2 | 9 |
| 14 | 4 | 5 | 5 | 5 | 19 | 4 | 4 | 4 | 6 | 18 | 7 | 7 | 6 | 7 | 7 | 7 | 41 | 7 | 7 | 7 | 21 |
| 15 | 4 | 4 | 5 | 5 | 18 | 4 | 4 | 3 | 4 | 15 | 7 | 7 | 7 | 6 | 7 | 7 | 41 | 7 | 7 | 7 | 21 |
| 16 | 6 | 7 | 7 | 7 | 27 | 7 | 7 | 6 | 7 | 27 | 3 | 3 | 4 | 2 | 3 | 3 | 18 | 4 | 3 | 4 | 11 |
| 17 | 6 | 6 | 6 | 6 | 24 | 6 | 6 | 6 | 6 | 24 | 6 | 6 | 6 | 6 | 6 | 6 | 36 | 7 | 7 | 7 | 21 |
| 18 | 6 | 6 | 6 | 6 | 24 | 6 | 6 | 6 | 6 | 24 | 6 | 6 | 6 | 6 | 7 | 6 | 37 | 7 | 7 | 7 | 21 |
| 19 | 4 | 4 | 5 | 4 | 17 | 4 | 4 | 4 | 3 | 15 | 7 | 7 | 7 | 7 | 7 | 7 | 42 | 7 | 7 | 7 | 21 |
| 20 | 5 | 4 | 5 | 5 | 19 | 6 | 6 | 6 | 6 | 24 | 6 | 7 | 7 | 7 | 7 | 7 | 41 | 7 | 7 | 7 | 21 |
| 21 | 6 | 6 | 7 | 6 | 25 | 6 | 7 | 6 | 6 | 25 | 7 | 7 | 7 | 7 | 7 | 6 | 41 | 7 | 7 | 7 | 21 |
| 22 | 6 | 6 | 6 | 6 | 24 | 7 | 6 | 6 | 6 | 25 | 6 | 6 | 6 | 7 | 6 | 6 | 37 | 6 | 7 | 7 | 20 |
| 23 | 7 | 7 | 6 | 7 | 27 | 7 | 7 | 7 | 7 | 28 | 3 | 3 | 3 | 3 | 3 | 2 | 17 | 3 | 2 | 3 | 8 |
| 24 | 7 | 7 | 6 | 7 | 27 | 7 | 6 | 7 | 7 | 27 | 2 | 2 | 2 | 3 | 2 | 3 | 14 | 3 | 2 | 3 | 8 |
| 25 | 4 | 4 | 4 | 4 | 16 | 6 | 4 | 4 | 4 | 18 | 6 | 7 | 7 | 7 | 6 | 7 | 40 | 7 | 7 | 7 | 21 |
| 26 | 7 | 7 | 7 | 7 | 28 | 7 | 7 | 7 | 7 | 28 | 3 | 3 | 2 | 4 | 3 | 3 | 18 | 3 | 2 | 3 | 8 |
| 27 | 6 | 6 | 6 | 6 | 24 | 6 | 7 | 6 | 6 | 25 | 2 | 2 | 2 | 3 | 3 | 3 | 15 | 3 | 4 | 3 | 10 |
| 28 | 7 | 7 | 7 | 7 | 28 | 7 | 7 | 7 | 7 | 28 | 3 | 3 | 4 | 2 | 3 | 3 | 18 | 3 | 3 | 2 | 8 |
| 29 | 7 | 7 | 7 | 7 | 28 | 7 | 7 | 7 | 7 | 28 | 4 | 4 | 4 | 4 | 3 | 3 | 22 | 4 | 3 | 4 | 11 |
| 30 | 7 | 7 | 4 | 7 | 25 | 6 | 7 | 6 | 6 | 25 | 3 | 3 | 2 | 3 | 3 | 3 | 17 | 3 | 4 | 3 | 10 |
| 31 | 5 | 5 | 5 | 5 | 20 | 7 | 6 | 7 | 6 | 26 | 6 | 6 | 7 | 6 | 6 | 6 | 37 | 7 | 7 | 7 | 21 |
| 32 | 5 | 5 | 5 | 5 | 20 | 3 | 3 | 3 | 3 | 12 | 7 | 7 | 7 | 7 | 7 | 7 | 42 | 7 | 7 | 7 | 21 |
| 33 | 7 | 7 | 7 | 7 | 28 | 7 | 7 | 7 | 7 | 28 | 4 | 4 | 3 | 4 | 4 | 4 | 23 | 4 | 3 | 3 | 10 |
| 34 | 6 | 6 | 6 | 6 | 24 | 6 | 6 | 6 | 7 | 25 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 12 |
| 35 | 6 | 6 | 7 | 6 | 25 | 7 | 7 | 6 | 6 | 26 | 6 | 7 | 6 | 6 | 6 | 7 | 38 | 3 | 4 | 3 | 10 |
| 36 | 6 | 6 | 5 | 6 | 23 | 4 | 4 | 6 | 4 | 18 | 7 | 7 | 7 | 6 | 7 | 7 | 41 | 7 | 7 | 7 | 21 |
| 37 | 6 | 7 | 7 | 6 | 26 | 7 | 7 | 7 | 7 | 28 | 4 | 2 | 3 | 2 | 4 | 2 | 17 | 3 | 2 | 3 | 8 |
| 38 | 4 | 5 | 5 | 4 | 18 | 6 | 6 | 6 | 6 | 24 | 6 | 6 | 6 | 6 | 6 | 6 | 36 | 7 | 7 | 7 | 21 |
| 39 | 4 | 6 | 4 | 4 | 18 | 4 | 4 | 6 | 6 | 20 | 6 | 7 | 6 | 7 | 6 | 7 | 39 | 7 | 7 | 7 | 21 |
| 40 | 7 | 7 | 7 | 7 | 28 | 3 | 4 | 3 | 4 | 14 | 7 | 7 | 6 | 7 | 7 | 7 | 41 | 7 | 7 | 7 | 21 |
| 41 | 4 | 5 | 4 | 4 | 17 | 4 | 3 | 4 | 4 | 15 | 7 | 7 | 7 | 7 | 7 | 7 | 42 | 7 | 7 | 6 | 20 |
| 42 | 6 | 6 | 4 | 6 | 22 | 7 | 7 | 7 | 7 | 28 | 3 | 3 | 3 | 4 | 3 | 3 | 19 | 4 | 3 | 3 | 10 |
| 43 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 3 | 4 | 15 | 7 | 7 | 7 | 7 | 7 | 7 | 42 | 7 | 7 | 7 | 21 |

| | | | | | | | | | | | | | | | | | | | | | |
|----|---|---|---|---|----|---|---|---|---|----|---|---|---|---|---|---|----|---|---|---|----|
| 44 | 7 | 6 | 7 | 7 | 27 | 7 | 7 | 7 | 7 | 28 | 3 | 4 | 4 | 3 | 3 | 4 | 21 | 3 | 4 | 4 | 11 |
| 45 | 7 | 7 | 7 | 7 | 28 | 7 | 7 | 7 | 7 | 28 | 3 | 4 | 4 | 4 | 3 | 4 | 22 | 4 | 3 | 4 | 11 |
| 46 | 4 | 4 | 5 | 4 | 17 | 3 | 3 | 4 | 3 | 13 | 7 | 7 | 7 | 6 | 7 | 7 | 41 | 7 | 7 | 7 | 21 |
| 47 | 6 | 6 | 6 | 6 | 24 | 6 | 6 | 6 | 6 | 24 | 6 | 4 | 6 | 6 | 6 | 4 | 32 | 4 | 4 | 4 | 12 |
| 48 | 5 | 5 | 4 | 5 | 19 | 4 | 3 | 4 | 3 | 14 | 7 | 7 | 7 | 7 | 7 | 7 | 42 | 7 | 7 | 7 | 21 |
| 49 | 6 | 6 | 6 | 6 | 24 | 7 | 6 | 6 | 6 | 25 | 7 | 7 | 6 | 6 | 7 | 7 | 40 | 3 | 4 | 3 | 10 |
| 50 | 4 | 6 | 4 | 4 | 18 | 6 | 4 | 6 | 4 | 20 | 6 | 6 | 7 | 4 | 6 | 6 | 35 | 7 | 7 | 7 | 21 |
| 51 | 6 | 4 | 6 | 6 | 22 | 7 | 6 | 6 | 6 | 25 | 4 | 4 | 3 | 6 | 4 | 4 | 25 | 3 | 4 | 4 | 11 |
| 52 | 4 | 5 | 4 | 4 | 17 | 4 | 6 | 3 | 4 | 17 | 7 | 7 | 7 | 6 | 7 | 7 | 41 | 7 | 7 | 7 | 21 |
| 53 | 5 | 6 | 5 | 5 | 21 | 3 | 3 | 6 | 6 | 18 | 7 | 7 | 7 | 7 | 7 | 7 | 42 | 7 | 7 | 7 | 21 |
| 54 | 6 | 7 | 6 | 6 | 25 | 7 | 6 | 7 | 6 | 26 | 4 | 4 | 6 | 3 | 4 | 4 | 25 | 3 | 4 | 4 | 11 |
| 55 | 6 | 6 | 6 | 6 | 24 | 6 | 6 | 6 | 6 | 24 | 6 | 6 | 6 | 6 | 6 | 6 | 36 | 4 | 4 | 4 | 12 |
| 56 | 6 | 7 | 6 | 6 | 25 | 7 | 7 | 7 | 7 | 28 | 3 | 2 | 2 | 3 | 3 | 2 | 15 | 3 | 4 | 3 | 10 |
| 57 | 5 | 5 | 5 | 5 | 20 | 3 | 3 | 4 | 4 | 14 | 6 | 7 | 6 | 7 | 6 | 7 | 39 | 7 | 7 | 7 | 21 |
| 58 | 5 | 5 | 5 | 5 | 20 | 4 | 3 | 4 | 3 | 14 | 7 | 7 | 7 | 7 | 7 | 7 | 42 | 7 | 7 | 7 | 21 |
| 59 | 4 | 4 | 4 | 4 | 16 | 6 | 6 | 4 | 4 | 20 | 6 | 6 | 4 | 4 | 6 | 6 | 32 | 7 | 7 | 7 | 21 |
| 60 | 6 | 6 | 6 | 6 | 24 | 7 | 7 | 7 | 7 | 28 | 3 | 4 | 3 | 3 | 3 | 4 | 20 | 2 | 3 | 3 | 8 |
| 61 | 7 | 6 | 6 | 7 | 26 | 6 | 7 | 6 | 7 | 26 | 3 | 4 | 4 | 7 | 3 | 4 | 25 | 3 | 3 | 4 | 10 |
| 62 | 6 | 7 | 6 | 6 | 25 | 7 | 6 | 7 | 7 | 27 | 2 | 3 | 3 | 3 | 2 | 3 | 16 | 3 | 4 | 3 | 10 |
| 63 | 5 | 5 | 5 | 5 | 20 | 3 | 3 | 3 | 3 | 12 | 7 | 7 | 7 | 7 | 7 | 7 | 42 | 7 | 7 | 7 | 21 |
| 64 | 5 | 6 | 5 | 5 | 21 | 3 | 3 | 4 | 4 | 14 | 7 | 7 | 7 | 6 | 7 | 7 | 41 | 7 | 7 | 7 | 21 |
| 65 | 6 | 7 | 6 | 6 | 25 | 7 | 6 | 7 | 6 | 26 | 3 | 4 | 4 | 3 | 3 | 4 | 21 | 3 | 4 | 3 | 10 |
| 66 | 6 | 6 | 6 | 6 | 24 | 6 | 6 | 6 | 6 | 24 | 6 | 6 | 6 | 6 | 6 | 6 | 36 | 4 | 4 | 4 | 12 |
| 67 | 7 | 6 | 7 | 7 | 27 | 7 | 7 | 6 | 7 | 27 | 6 | 6 | 6 | 6 | 6 | 6 | 36 | 4 | 3 | 3 | 10 |
| 68 | 4 | 4 | 6 | 4 | 18 | 6 | 6 | 4 | 4 | 20 | 7 | 7 | 7 | 7 | 7 | 7 | 42 | 7 | 7 | 6 | 20 |
| 69 | 6 | 6 | 5 | 6 | 23 | 4 | 3 | 4 | 6 | 17 | 7 | 7 | 7 | 7 | 7 | 7 | 42 | 7 | 7 | 7 | 21 |
| 70 | 6 | 7 | 6 | 6 | 25 | 7 | 7 | 7 | 7 | 28 | 4 | 3 | 3 | 3 | 4 | 3 | 20 | 3 | 2 | 4 | 9 |
| 71 | 7 | 6 | 6 | 7 | 26 | 7 | 7 | 6 | 7 | 27 | 4 | 6 | 4 | 4 | 4 | 6 | 28 | 3 | 4 | 3 | 10 |
| 72 | 6 | 6 | 6 | 6 | 24 | 7 | 7 | 7 | 7 | 28 | 3 | 3 | 3 | 3 | 3 | 3 | 18 | 3 | 3 | 4 | 10 |
| 73 | 4 | 4 | 7 | 4 | 19 | 6 | 6 | 6 | 6 | 24 | 6 | 4 | 4 | 6 | 6 | 4 | 30 | 3 | 3 | 4 | 10 |
| 74 | 5 | 5 | 4 | 5 | 19 | 3 | 4 | 3 | 4 | 14 | 7 | 7 | 7 | 7 | 7 | 7 | 42 | 7 | 7 | 7 | 21 |
| 75 | 4 | 5 | 4 | 4 | 17 | 4 | 3 | 3 | 3 | 13 | 7 | 7 | 7 | 7 | 7 | 7 | 42 | 7 | 7 | 7 | 21 |
| 76 | 5 | 5 | 4 | 5 | 19 | 3 | 4 | 4 | 4 | 15 | 7 | 7 | 7 | 7 | 7 | 7 | 42 | 7 | 7 | 7 | 21 |
| 77 | 6 | 6 | 6 | 6 | 24 | 7 | 7 | 7 | 7 | 28 | 2 | 2 | 3 | 2 | 2 | 2 | 13 | 3 | 2 | 3 | 8 |
| 78 | 4 | 4 | 5 | 4 | 17 | 4 | 4 | 4 | 4 | 16 | 7 | 7 | 6 | 7 | 7 | 7 | 41 | 7 | 7 | 7 | 21 |
| 79 | 7 | 7 | 6 | 7 | 27 | 7 | 7 | 7 | 7 | 28 | 3 | 4 | 3 | 3 | 3 | 4 | 20 | 3 | 3 | 3 | 9 |
| 80 | 6 | 6 | 6 | 6 | 24 | 7 | 6 | 6 | 7 | 26 | 6 | 6 | 4 | 6 | 6 | 6 | 34 | 7 | 7 | 7 | 21 |
| 81 | 7 | 7 | 6 | 7 | 27 | 7 | 7 | 7 | 7 | 28 | 2 | 2 | 3 | 3 | 2 | 2 | 14 | 3 | 2 | 3 | 8 |
| 82 | 7 | 7 | 7 | 7 | 28 | 7 | 7 | 7 | 7 | 28 | 3 | 4 | 4 | 3 | 3 | 4 | 21 | 3 | 4 | 3 | 10 |
| 83 | 6 | 7 | 6 | 6 | 25 | 7 | 7 | 7 | 7 | 28 | 2 | 3 | 3 | 3 | 2 | 3 | 16 | 3 | 3 | 2 | 8 |
| 84 | 6 | 7 | 6 | 6 | 25 | 7 | 7 | 6 | 6 | 26 | 3 | 3 | 4 | 3 | 3 | 3 | 19 | 3 | 4 | 3 | 10 |
| 85 | 7 | 7 | 4 | 7 | 25 | 6 | 7 | 6 | 6 | 25 | 3 | 3 | 2 | 3 | 3 | 3 | 17 | 3 | 4 | 3 | 10 |
| 86 | 6 | 7 | 6 | 6 | 25 | 7 | 6 | 7 | 6 | 26 | 6 | 6 | 7 | 6 | 6 | 6 | 37 | 3 | 4 | 3 | 10 |
| 87 | 5 | 5 | 5 | 5 | 20 | 4 | 4 | 4 | 4 | 16 | 7 | 7 | 7 | 7 | 7 | 7 | 42 | 7 | 7 | 7 | 21 |
| 88 | 7 | 7 | 7 | 7 | 28 | 7 | 7 | 7 | 7 | 28 | 4 | 3 | 4 | 4 | 4 | 4 | 23 | 4 | 3 | 4 | 11 |
| 89 | 7 | 7 | 7 | 7 | 28 | 7 | 7 | 7 | 7 | 28 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 6 | 4 | 3 | 13 |

Lampiran 3. Hasil PLS

Frequencies Psychological Empowerment

Statistics

| | | X.1 | X.2 | X.3 | X.4 |
|----------------|---------|-------|-------|-------|-------|
| N | Valid | 89 | 89 | 89 | 89 |
| | Missing | 0 | 0 | 0 | 0 |
| Mean | | 5.67 | 5.88 | 5.66 | 5.75 |
| Median | | 6.00 | 6.00 | 6.00 | 6.00 |
| Mode | | 6 | 7 | 6 | 6 |
| Std. Deviation | | 1.053 | 1.075 | 1.033 | 1.069 |
| Minimum | | 4 | 4 | 4 | 4 |
| Maximum | | 7 | 7 | 7 | 7 |

Frequency Table

X.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Netral | 18 | 20.2 | 20.2 | 20.2 |
| | Cukup setuju | 14 | 15.7 | 15.7 | 36.0 |
| | Setuju | 36 | 40.4 | 40.4 | 76.4 |
| | Sangat setuju | 21 | 23.6 | 23.6 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

X.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Netral | 14 | 15.7 | 15.7 | 15.7 |
| | Cukup setuju | 15 | 16.9 | 16.9 | 32.6 |
| | Setuju | 28 | 31.5 | 31.5 | 64.0 |
| | Sangat setuju | 32 | 36.0 | 36.0 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

X.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Netral | 16 | 18.0 | 18.0 | 18.0 |
| | Cukup setuju | 19 | 21.3 | 21.3 | 39.3 |
| | Setuju | 33 | 37.1 | 37.1 | 76.4 |
| | Sangat setuju | 21 | 23.6 | 23.6 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

X.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Netral | 16 | 18.0 | 18.0 | 18.0 |
| | Cukup setuju | 16 | 18.0 | 18.0 | 36.0 |
| | Setuju | 31 | 34.8 | 34.8 | 70.8 |
| | Sangat setuju | 26 | 29.2 | 29.2 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

Frequencies Psychological Capital

Statistics

| | | Y1.1 | Y1.2 | Y1.3 | Y1.4 |
|----------------|---------|-------|-------|-------|-------|
| N | Valid | 89 | 89 | 89 | 89 |
| | Missing | 0 | 0 | 0 | 0 |
| Mean | | 5.73 | 5.63 | 5.60 | 5.64 |
| Median | | 6.00 | 6.00 | 6.00 | 6.00 |
| Mode | | 7 | 7 | 7 | 7 |
| Std. Deviation | | 1.475 | 1.465 | 1.444 | 1.375 |
| Minimum | | 3 | 3 | 3 | 3 |
| Maximum | | 7 | 7 | 7 | 7 |

Frequency Table

Y1.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Kurang setuju | 10 | 11.2 | 11.2 | 11.2 |
| | Netral | 17 | 19.1 | 19.1 | 30.3 |
| | Setuju | 22 | 24.7 | 24.7 | 55.1 |
| | Sangat setuju | 40 | 44.9 | 44.9 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

Y1.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Kurang setuju | 11 | 12.4 | 12.4 | 12.4 |
| | Netral | 17 | 19.1 | 19.1 | 31.5 |
| | Setuju | 27 | 30.3 | 30.3 | 61.8 |
| | Sangat setuju | 34 | 38.2 | 38.2 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

Y1.3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Valid Kurang setuju | 11 | 12.4 | 12.4 | 12.4 |
| Netral | 17 | 19.1 | 19.1 | 31.5 |
| Setuju | 30 | 33.7 | 33.7 | 65.2 |
| Sangat setuju | 31 | 34.8 | 34.8 | 100.0 |
| Total | 89 | 100.0 | 100.0 | |

Y1.4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Valid Kurang setuju | 7 | 7.9 | 7.9 | 7.9 |
| Netral | 21 | 23.6 | 23.6 | 31.5 |
| Setuju | 30 | 33.7 | 33.7 | 65.2 |
| Sangat setuju | 31 | 34.8 | 34.8 | 100.0 |
| Total | 89 | 100.0 | 100.0 | |

Frequencies Stres Kerja

Statistics

| | Y2.1 | Y2.2 | Y2.3 | Y2.4 | Y2.5 | Y2.6 |
|----------------|-------|-------|-------|-------|-------|-------|
| N Valid | 89 | 89 | 89 | 89 | 89 | 89 |
| Missing | 0 | 0 | 0 | 0 | 0 | 0 |
| Mean | 5.00 | 5.08 | 4.97 | 5.02 | 5.00 | 5.02 |
| Median | 6.00 | 6.00 | 6.00 | 6.00 | 6.00 | 6.00 |
| Mode | 7 | 7 | 7 | 7 | 7 | 7 |
| Std. Deviation | 1.796 | 1.823 | 1.799 | 1.764 | 1.834 | 1.840 |
| Minimum | 2 | 2 | 2 | 2 | 2 | 2 |
| Maximum | 7 | 7 | 7 | 7 | 7 | 7 |

Frequency Table

Y2.1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|--------------------|-----------|---------|---------------|--------------------|
| Valid Tidak Setuju | 6 | 6.7 | 6.7 | 6.7 |
| Kurang setuju | 23 | 25.8 | 25.8 | 32.6 |
| Netral | 11 | 12.4 | 12.4 | 44.9 |
| Setuju | 23 | 25.8 | 25.8 | 70.8 |
| Sangat setuju | 26 | 29.2 | 29.2 | 100.0 |
| Total | 89 | 100.0 | 100.0 | |

Y2.2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|--------------------|-----------|---------|---------------|--------------------|
| Valid Tidak Setuju | 6 | 6.7 | 6.7 | 6.7 |
| Kurang setuju | 19 | 21.3 | 21.3 | 28.1 |
| Netral | 17 | 19.1 | 19.1 | 47.2 |
| Setuju | 14 | 15.7 | 15.7 | 62.9 |
| Sangat setuju | 33 | 37.1 | 37.1 | 100.0 |
| Total | 89 | 100.0 | 100.0 | |

Y2.3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|--------------------|-----------|---------|---------------|--------------------|
| Valid Tidak Setuju | 8 | 9.0 | 9.0 | 9.0 |
| Kurang setuju | 16 | 18.0 | 18.0 | 27.0 |
| Netral | 20 | 22.5 | 22.5 | 49.4 |
| Setuju | 17 | 19.1 | 19.1 | 68.5 |
| Sangat setuju | 28 | 31.5 | 31.5 | 100.0 |
| Total | 89 | 100.0 | 100.0 | |

Y2.4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|--------------------|-----------|---------|---------------|--------------------|
| Valid Tidak Setuju | 4 | 4.5 | 4.5 | 4.5 |
| Kurang setuju | 24 | 27.0 | 27.0 | 31.5 |
| Netral | 13 | 14.6 | 14.6 | 46.1 |
| Setuju | 21 | 23.6 | 23.6 | 69.7 |
| Sangat setuju | 27 | 30.3 | 30.3 | 100.0 |
| Total | 89 | 100.0 | 100.0 | |

Y2.5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|--------------------|-----------|---------|---------------|--------------------|
| Valid Tidak Setuju | 6 | 6.7 | 6.7 | 6.7 |
| Kurang setuju | 23 | 25.8 | 25.8 | 32.6 |
| Netral | 13 | 14.6 | 14.6 | 47.2 |
| Setuju | 17 | 19.1 | 19.1 | 66.3 |
| Sangat setuju | 30 | 33.7 | 33.7 | 100.0 |
| Total | 89 | 100.0 | 100.0 | |

Y2.6

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|--------------------|-----------|---------|---------------|--------------------|
| Valid Tidak Setuju | 7 | 7.9 | 7.9 | 7.9 |
| Kurang setuju | 19 | 21.3 | 21.3 | 29.2 |
| Netral | 17 | 19.1 | 19.1 | 48.3 |
| Setuju | 14 | 15.7 | 15.7 | 64.0 |
| Sangat setuju | 32 | 36.0 | 36.0 | 100.0 |
| Total | 89 | 100.0 | 100.0 | |

Frequencies Burnout

Statistics

| | Y3.1 | Y3.2 | Y3.3 |
|----------------|-------|-------|-------|
| N Valid | 89 | 89 | 89 |
| Missing | 0 | 0 | 0 |
| Mean | 4.94 | 4.98 | 4.93 |
| Median | 4.00 | 4.00 | 4.00 |
| Mode | 7 | 7 | 7 |
| Std. Deviation | 1.909 | 1.919 | 1.894 |
| Minimum | 2 | 2 | 2 |
| Maximum | 7 | 7 | 7 |

Frequency Table

Y3.1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|--------------------|-----------|---------|---------------|--------------------|
| Valid Tidak Setuju | 2 | 2.2 | 2.2 | 2.2 |
| Kurang setuju | 33 | 37.1 | 37.1 | 39.3 |
| Netral | 13 | 14.6 | 14.6 | 53.9 |
| Setuju | 2 | 2.2 | 2.2 | 56.2 |
| Sangat setuju | 39 | 43.8 | 43.8 | 100.0 |
| Total | 89 | 100.0 | 100.0 | |

Y3.2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|--------------------|-----------|---------|---------------|--------------------|
| Valid Tidak Setuju | 8 | 9.0 | 9.0 | 9.0 |
| Kurang setuju | 17 | 19.1 | 19.1 | 28.1 |
| Netral | 24 | 27.0 | 27.0 | 55.1 |
| Sangat setuju | 40 | 44.9 | 44.9 | 100.0 |
| Total | 89 | 100.0 | 100.0 | |

Y3.3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|--------------------|-----------|---------|---------------|--------------------|
| Valid Tidak Setuju | 4 | 4.5 | 4.5 | 4.5 |
| Kurang setuju | 27 | 30.3 | 30.3 | 34.8 |
| Netral | 18 | 20.2 | 20.2 | 55.1 |
| Setuju | 2 | 2.2 | 2.2 | 57.3 |
| Sangat setuju | 38 | 42.7 | 42.7 | 100.0 |
| Total | 89 | 100.0 | 100.0 | |

SmartPLS report

[[CSV-Version](#)]

R-square

[[CSV-Version](#)]

| | R-square |
|-----------|----------|
| X | |
| Y1 | 0.610 |
| Y2 | 0.681 |
| Y3 | 0.823 |

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Composite Reliability

[[CSV-Version](#)]

| | Composite Reliability |
|-----------|-----------------------|
| X | 0.949 |
| Y1 | 0.968 |
| Y2 | 0.986 |
| Y3 | 0.987 |

Average variance extracted (AVE)

| | Average variance extracted (AVE) |
|-----------|----------------------------------|
| X | 0.823 |
| Y1 | 0.884 |
| Y2 | 0.924 |
| Y3 | 0.961 |

Cross loadings

| | X | Y1 | Y2 | Y3 |
|-------------|----------|-----------|-----------|-----------|
| X.1 | 0.956 | 0.717 | -0.704 | -0.721 |
| X.2 | 0.889 | 0.693 | -0.748 | -0.693 |
| X.3 | 0.807 | 0.666 | -0.549 | -0.626 |
| X.4 | 0.967 | 0.729 | -0.745 | -0.750 |
| Y1.1 | 0.938 | 0.946 | -1.052 | -1.082 |
| Y1.2 | 1.032 | 0.934 | -1.114 | -1.096 |
| Y1.3 | 1.038 | 0.942 | -1.075 | -1.074 |
| Y1.4 | 1.022 | 0.940 | -1.014 | -1.025 |
| Y2.1 | -1.216 | -1.308 | 0.961 | 1.390 |
| Y2.2 | -1.241 | -1.338 | 0.976 | 1.460 |
| Y2.3 | -1.184 | -1.267 | 0.947 | 1.391 |
| Y2.4 | -1.137 | -1.243 | 0.927 | 1.352 |
| Y2.5 | -1.292 | -1.362 | 0.979 | 1.485 |
| Y2.6 | -1.278 | -1.366 | 0.975 | 1.484 |
| Y3.1 | -1.355 | -1.463 | 1.578 | 0.982 |
| Y3.2 | -1.407 | -1.487 | 1.617 | 0.976 |
| Y3.3 | -1.383 | -1.456 | 1.567 | 0.983 |

SmartPLS report

Settings

[[CSV-Version](#)]

| | |
|---|------------|
| number of samples | 100 |
| number of cases in original sample | 89 |
| cases per sample | 50 |
| preprocessing option | no changes |

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results for inner weights

[[CSV-Version](#)]

| | original sample estimate | mean of subsamples | Standard deviation | T-Statistic |
|--------------------|---------------------------------|---------------------------|---------------------------|--------------------|
| X -> Y1 | 0.781 | 0.780 | 0.063 | 12.398 |
| X -> Y2 | -0.273 | -0.264 | 0.108 | 2.532 |
| Y1 -> Y2 | -0.594 | -0.606 | 0.097 | 6.122 |
| X -> Y3 | -0.164 | -0.148 | 0.126 | 1.983 |
| Y1 -> Y3 | -0.302 | -0.355 | 0.137 | 2.199 |
| Y2 -> Y3 | 0.508 | 0.468 | 0.133 | 3.815 |

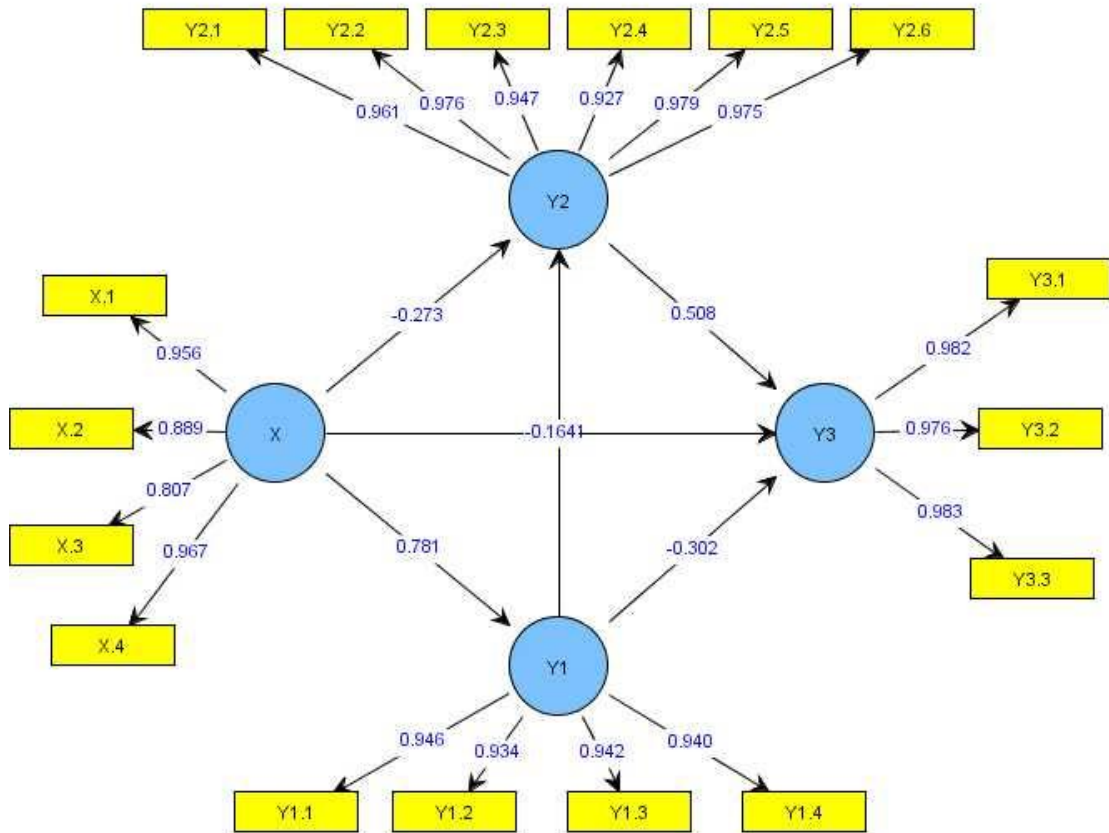
results for outer loadings[[CSV-Version](#)]

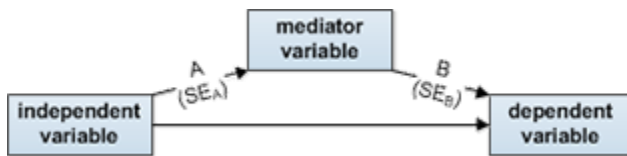
| | original sample estimate | mean of subsamples | Standard deviation | T-Statistic |
|-------------|---------------------------------|---------------------------|---------------------------|--------------------|
| X | | | | |
| X.1 | 0.956 | 0.954 | 0.014 | 68.163 |
| X.2 | 0.889 | 0.890 | 0.038 | 23.263 |
| X.3 | 0.807 | 0.790 | 0.072 | 11.157 |
| X.4 | 0.967 | 0.965 | 0.008 | 122.483 |
| Y1 | | | | |
| Y1.1 | 0.946 | 0.954 | 0.014 | 68.302 |
| Y1.2 | 0.934 | 0.940 | 0.018 | 52.047 |
| Y1.3 | 0.942 | 0.942 | 0.021 | 44.756 |
| Y1.4 | 0.940 | 0.948 | 0.019 | 49.591 |
| Y2 | | | | |
| Y2.1 | 0.961 | 0.956 | 0.015 | 62.288 |
| Y2.2 | 0.976 | 0.973 | 0.008 | 126.866 |
| Y2.3 | 0.947 | 0.951 | 0.010 | 91.849 |
| Y2.4 | 0.927 | 0.934 | 0.019 | 48.573 |
| Y2.5 | 0.979 | 0.978 | 0.006 | 166.605 |
| Y2.6 | 0.975 | 0.972 | 0.007 | 135.301 |
| Y3 | | | | |
| Y3.1 | 0.982 | 0.983 | 0.007 | 143.107 |
| Y3.2 | 0.976 | 0.974 | 0.005 | 178.505 |
| Y3.3 | 0.983 | 0.982 | 0.005 | 197.864 |

results for outer weights[[CSV-Version](#)]

| | original sample estimate | mean of subsamples | Standard deviation | T-Statistic |
|-------------|---------------------------------|---------------------------|---------------------------|--------------------|
| X | | | | |
| X.1 | 0.284 | 0.282 | 0.010 | 27.503 |
| X.2 | 0.277 | 0.285 | 0.015 | 18.913 |
| X.3 | 0.249 | 0.252 | 0.023 | 10.690 |
| X.4 | 0.290 | 0.288 | 0.012 | 24.027 |
| Y1 | | | | |
| Y1.1 | 0.254 | 0.255 | 0.009 | 26.731 |
| Y1.2 | 0.270 | 0.267 | 0.007 | 41.006 |
| Y1.3 | 0.269 | 0.265 | 0.006 | 42.300 |

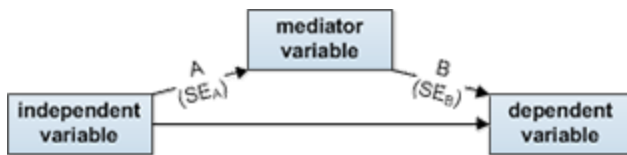
| | | | | |
|-------------|-------|-------|-------|--------|
| Y1.4 | 0.271 | 0.270 | 0.010 | 26.722 |
| Y2 | | | | |
| Y2.1 | 0.172 | 0.171 | 0.003 | 50.471 |
| Y2.2 | 0.175 | 0.174 | 0.004 | 45.782 |
| Y2.3 | 0.169 | 0.172 | 0.006 | 30.045 |
| Y2.4 | 0.167 | 0.170 | 0.004 | 39.494 |
| Y2.5 | 0.179 | 0.178 | 0.003 | 55.130 |
| Y2.6 | 0.178 | 0.176 | 0.004 | 49.880 |
| Y3 | | | | |
| Y3.1 | 0.337 | 0.337 | 0.006 | 54.667 |
| Y3.2 | 0.344 | 0.344 | 0.005 | 65.664 |
| Y3.3 | 0.340 | 0.340 | 0.006 | 56.794 |





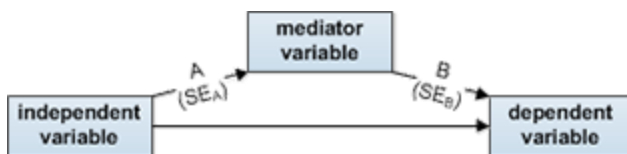
| | |
|-------------------|--------|
| A: | 0.781 |
| B: | -0.594 |
| SE _A : | 0.063 |
| SE _B : | 0.097 |

Sobel test statistic:-5.49038367
 One-tailed probability:0.00000002
 Two-tailed probability:0.00000004



| | |
|-------------------|--------|
| A: | 0.781 |
| B: | -0.302 |
| SE _A : | 0.063 |
| SE _B : | 0.137 |

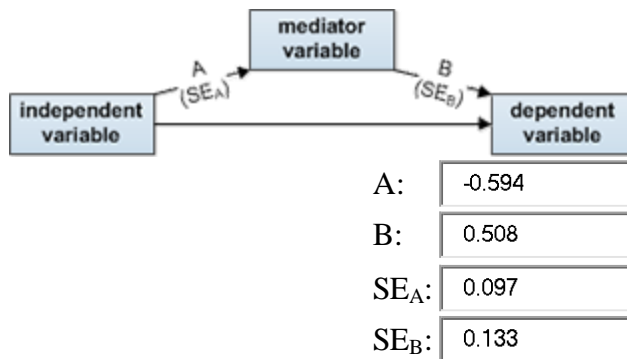
Sobel test statistic:-2.17033440
 One-tailed probability:0.01499076
 Two-tailed probability:0.02998152



| | |
|----|--------|
| A: | -0.273 |
| B: | 0.508 |

SE_A: 0.108
SE_B: 0.133

Sobel test statistic:-2.10796097
One-tailed probability:0.01751718
Two-tailed probability:0.03503437



Sobel test statistic:-3.24081791
One-tailed probability:0.00059594
Two-tailed probability:0.00119187

Lampiran 4. Surat Ijin Penelitian RSIGM Sultan Agung



RUMAH SAKIT ISLAM GIGI DAN MULUT SULTAN AGUNG
UNIVERSITAS ISLAM SULTAN AGUNG (UNISSULA)
Jl Raya Kaligawe Km. 4 50112 Telp. (024) 6581803
email: rsigm@unissula.ac.id web: rsigm.unissula.ac.id

a leading islamic dental education and services

SURAT IJIN PENELITIAN

NOMOR : 408 /F/RSIGM-SA/VI/2020

Yang bertanda tangan dibawah ini:

Nama : drg. Kusuma Arbianti,MM
NIP/NIK : 211012020
Jabatan : Wakil Direktur Pendidikan dan Pelayanan RSIGM-SA

Dengan ini memberikan ijin kepada:

Nama : Syafrudin Aulia Azhar
NIM : MM.20.4.01800058
Pendidikan : Mahasiswa Program Magister Manajemen
Institusi : UNISSULA

Untuk melakukan penelitian yang dilaksanakan di Rumah Sakit Islam Gigi dan Mulut Sultan Agung Semarang dengan judul "Peran *Psychological Capital* dan Stres Kerja dalam memediasi *Psychological Empowerment* terhadap *Burnout*".

Apabila penelitian telah selesai, harap mengumpulkan laporan penelitian dalam bentuk *hard copy* dan *soft copy* ke Bidang Pendidikan, Penelitian dan Pengembangan Kesehatan (Diklitbangkes) RSIGM Sultan Agung Semarang.

Demikian surat ijin penelitian ini dibuat untuk dipergunakan seperlunya.

Semarang, 1 Juli 2020

Wakil Direktur Pendidikan dan Pelayanan
RSIGM Sultan Agung


drg. Kusuma Arbianti,MM
NIP/NIK : 211012020

Tembusan:

1. Kepala Bidang Pendidikan, Penelitian dan Pengembangan Kesehatan (Diklitbangkes) RSIGM Sultan Agung
2. Manajer Sumber Daya Insani (SDI) RSIGM Sultan Agung

Lampiran 5. Surat Ijin Responden RSGM UNIMUS



**RUMAH SAKIT GIGI DAN MULUT (RSGM)
UNIVERSITAS MUHAMMADIYAH SEMARANG**

Jl. Kedungmundu Raya No. 22 Semarang, Telp.024-76601005, email: rsgmp@unimus.ac.id

Nomor : 122/UNIMUS.RSGM/KM/2020 Semarang, 25 Juni 2020
Lampiran : -
Hal : **Jawaban Permohonan
Izin Penelitian**

Kepada Yth.
**Ketua program Studi Magister Manajemen
Universitas Islam Sultan Agung**
Di Tempat

Assalamu'alaikum wr. wb.

Alhamdulillah segala puji hanyalah milik Allah SWT yang telah membukakan pintu rahmat-Nya, dan semoga kita senantiasa mendapatkan keridlaan-Nya dalam setiap langkah aktivitas kehidupan kita, Amin.

Memperhatikan surat nomor : 10/B.1/SA-MM/VI/2020 Perihal Permohonan Izin Penelitian.

Maka dengan ini kami memberikan izin kepada Syafrudin Aulia Azhar (20401800058) untuk melakukan Penelitian tentang "Peran Psychological Capital dan Stres Kerja dalam Memediasi Psychological Empowerment terhadap Burnout".

Demikian surat jawaban ini kami sampaikan. Atas perhatian dan kerjasamanya diucapkan terima kasih.

Wassalamu'alaikum wr. wb.

Direktur,



drg. Bawa Adiwirno, M.Med.Ed.
NIK. 28.6.1026.170

Tembusan:

- YBS
- Arsip