

The logo of Universitas Soegijapranata is a yellow shield-shaped emblem with a white border. Inside the shield, there is a stylized white lotus flower with yellow accents, positioned above an open book. The text 'UNIVERSITAS SOEGIJAPRANATA' is written in a circular path around the central elements.

LAMPIRAN 1

KUESIONER

KUESIONER PENELITIAN

PENGARUH *ROLE STRESS* TERHADAP *BURNOUT* DENGAN HIRARKI AUDITOR SEBAGAI

VARIABEL MODERASI

(STUDI EMPIRIS PADA AUDITOR DI KAP SEMARANG)

Nama KAP : _____

Jenis Kelamin : Laki-laki Perempuan

Umur :tahun

Lama bekerja di KAP ini :tahun.....bulan

Pendidikan : D3 S1 S2

Hirarki auditor : Auditor Senior Auditor Junior

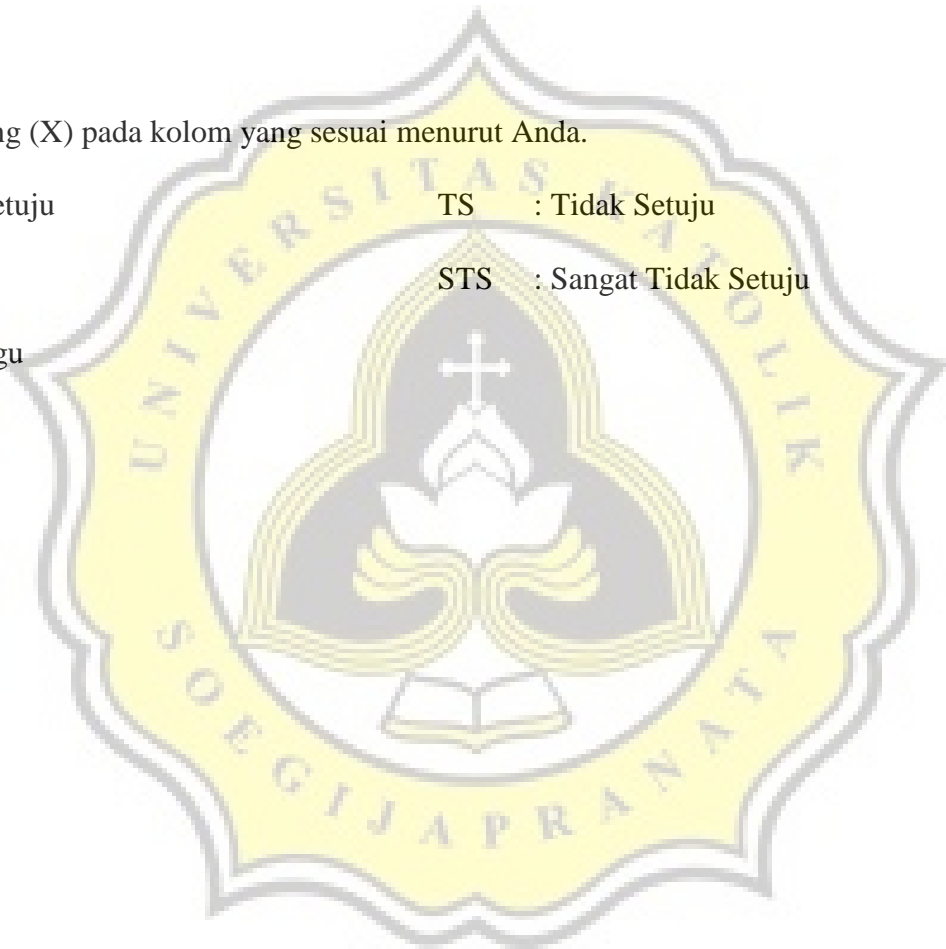
Partner Supervisor

Berilah tanda silang (X) pada kolom yang sesuai menurut Anda.

SS : Sangat Setuju TS : Tidak Setuju

S : Setuju STS : Sangat Tidak Setuju

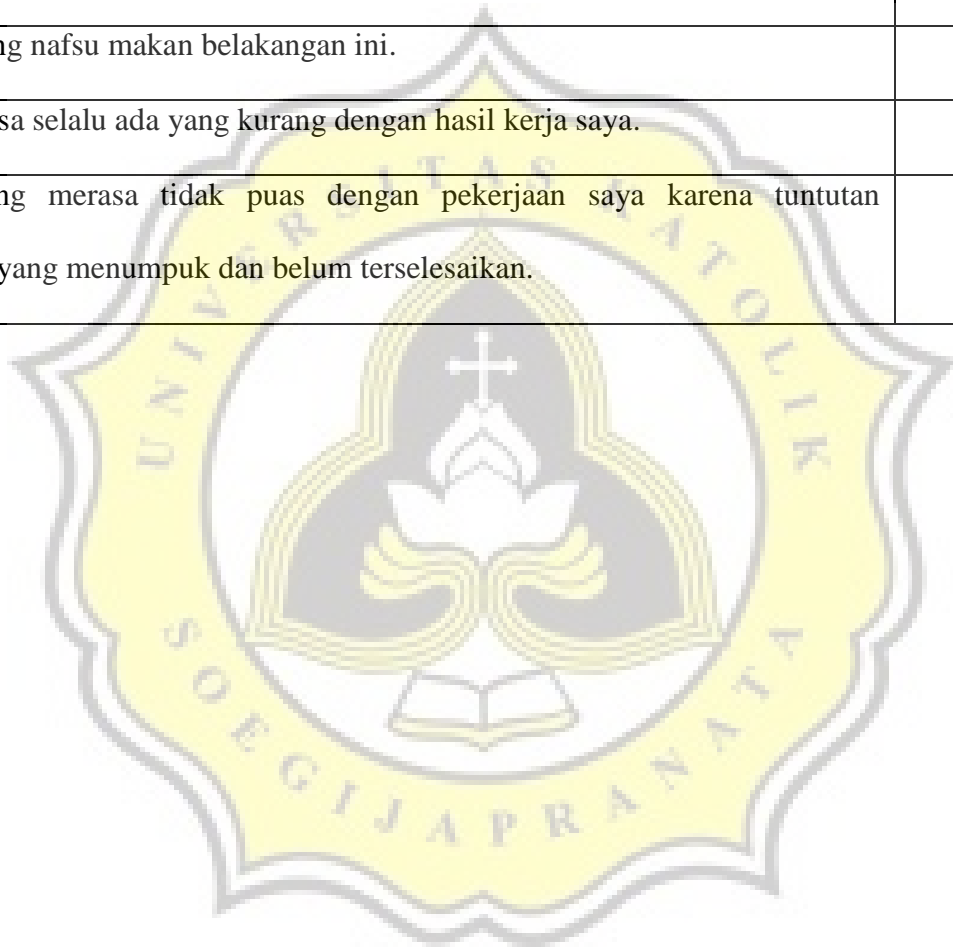
R : Ragu-Ragu



BURNOUT

Sumber: Murtiasri dan Ghozali (2006)

NO	PERNYATAAN	STS	TS	N	S	SS
1.	Saya merasa pekerjaan saya membuat saya stres dan tertekan sekali.					
2.	Saya cepat merasa tersinggung jika ada sedikit saja masalah pekerjaan.					
3.	Saya mengalami kelelahan emosional dalam bekerja.					
4.	Saya mengalami kelelahan fisik dalam bekerja.					
5.	Saya kurang nafsu makan belakangan ini.					
6.	Saya merasa selalu ada yang kurang dengan hasil kerja saya.					
7.	Saya sering merasa tidak puas dengan pekerjaan saya karena tuntutan pekerjaan yang menumpuk dan belum terselesaikan.					



ROLE CONFLICT

Sumber: Agustina (2009)

NO	PERNYATAAN	STS	TS	N	S	SS
1	Saya menerima penugasan yang sama dari dua atau lebih senior yang saling bertentangan secara prinsip.					
2	Saya melakukan penugasan yang mungkin ditolak oleh orang lain seperti penugasan tanpa didukung pengetahuan yang memadai tentang bidang usaha klien.					
3	Saya melakukan pekerjaan dalam penugasan yang sebenarnya menurut saya tidak perlu.					
4	Dalam menjalankan aktivitas, saya bekerja dengan dua tim kerja atau lebih dengan cara kerja yang berbeda-beda.					
5	Penugasan yang saya terima tanpa didukung sumber daya manusia (rekan kerja) yang kompeten.					

ROLE AMBIGUITY

Sumber: Agustina (2009)

NO	PERNYATAAN	STS	TS	N	S	SS
1	Saya tidak mengetahui dengan jelas apa yang diharapkan KAP dari saya.					
2	Saya tidak memahami tentang wewenang yang saya miliki saat ini untuk memutuskan hal-hal yang berkaitan dalam penugasan.					
3	Saya tidak jelas mengenai pekerjaan yang seharusnya saya lakukan dalam KAP.					
4	Saya merasa rencana dan tujuan pekerjaan saya tidak jelas dalam mencari indikasi adanya kecurangan.					
5	Saya tidak dapat membagi waktu dengan baik antara harus menyelesaikan penugasan di lapangan dengan menyelesaikan laporan yang diminta atasan maupun klien.					

ROLE OVERLOAD

Sumber: Agustina (2009)

NO	PERNYATAAN	STS	TS	N	S	SS
1	Saya memiliki terlalu banyak pekerjaan untuk dilaksanakan pada suatu waktu tertentu.					
2	Saya merasa dalam suatu penugasan, saya mengerjakan pekerjaan yang seharusnya dikerjakan lebih dari satu orang, tetapi saya kerjakan sendiri.					
3	Saya merasa bahwa standar pekerjaan saya terlalu banyak daripada yang seharusnya.					
4	Pada masa <i>peak season</i> di mana KAP kebanjiran pekerjaan, saya harus mengerjakan semua pekerjaan pada periode waktu yang sama.					
5	Saya sering diberi pekerjaan yang seharusnya bukan merupakan bagian saya.					

LAMPIRAN 2

TABULASI DATA



NO	KAP	JENIS	UMUR		LAMA BEKERJA		PENDIDIKAN	HIRARKI AUDITOR	
		KELAMIN	(THN)		(THN)				
1	BENNY ,TONY, FRANS & DANIEL	L	29	26- 30	3,0	2.5-5	S1	Auditor Senior	1
2		P	28	26- 30	3,5	2.5-5	S1	Auditor Senior	1
3		L	28	26- 30	4,0	2.5-5	S1	Auditor Senior	1
4		P	24	21-	1,0	1-2.5	S1	Auditor	0

				25				Junior	
5		P	25	21-25	2,0	1-2.5	S1	Auditor Junior	0
6	TRI BOWO YULIANTI	L	27	26-30	4,0	2.5-5	S1	Auditor Senior	1
7		L	22	21-25	1,0	1-2.5	S1	Auditor Junior	0
8		P	23	21-25	1,0	1-2.5	S1	Auditor Junior	0
9		L	23	21-25	1,0	1-2.5	S1	Auditor Junior	0
10		L	21	21-25	1,0	1-2.5	S1	Auditor Junior	0
11		RUCHENDI, MARDJITO & RUSHADI	L	26	26-30	2,0	1-2.5	S1	Auditor Junior
12	L		29	26-30	4,0	2.5-5	S1	Auditor Senior	1
13	P		30	26-30	4,5	2.5-5	S2	Auditor Senior	1
14	P		26	26-30	1,0	1-2.5	S1	Auditor Junior	0
15	L		30	26-30	5,0	2.5-5	S1	Auditor Senior	1
16	ACHMAD, RASYID, HISBULLAH & JERRY	P	23	21-25	1,0	1-2.5	S1	Auditor Junior	0
17		L	24	21-25	1,5	1-2.5	S1	Auditor Junior	0
18		P	25	21-25	2,0	1-2.5	S1	Auditor Junior	0
19		P	28	26-30	3,0	2.5-5	S1	Auditor Senior	1
20	KUMALAHADI, KUNCARA, SUGENG PAMUDJI & REKAN	P	28	26-30	4,0	2.5-5	S1	Auditor Senior	1
21		L	24	21-25	2,0	1-2.5	S1	Auditor Junior	0
22		L	27	26-30	4,5	2.5-5	S1	Auditor Senior	1
23		P	22	21-25	1,0	1-2.5	S1	Auditor Junior	0
24		P	24	21-25	2,0	1-2.5	S1	Auditor Junior	0
25		L	24	21-25	2,0	1-2.5	S1	Auditor Junior	0
26	RIZA, ADI, SYAHRIL & REKAN	P	29	26-30	3,5	2.5-5	S1	Auditor Senior	1
27		L	30	26-30	5,0	2.5-5	S1	Auditor Senior	1
28		L	26	26-30	1,5	1-2.5	S1	Auditor Junior	0
29		P	27	26-30	2,0	1-2.5	S1	Auditor Junior	0
30		L	29	26-30	3,5	2.5-5	S1	Auditor Senior	1
31		P	29	26-30	4,0	2.5-5	S1	Auditor Senior	1
32	SODIKIN & HARIJANTO	P	29	26-30	4,0	2.5-5	S1	Auditor Senior	1
33		L	29	26-30	4,5	2.5-5	S1	Auditor Senior	1
34		L	27	26-30	3,0	2.5-5	S1	Auditor Senior	1
35		P	27	26-30	3,5	2.5-5	S1	Auditor Senior	1
36		L	26	26-	2,0	1-2.5	S1	Auditor	0

				30					Junior	
37		L	28	26-30	3,0	2.5-5		S1	Auditor Senior	1
38		P	27	26-30	2,0	1-2.5		S1	Auditor Junior	0
39		P	28	26-30	3,0	2.5-5		S1	Auditor Senior	1
40	BAYUDI, YOHANA, SUZY, ARIE	P	24	21-25	1,5	1-2.5		S1	Auditor Junior	0
41		P	22	21-25	1,0	1-2.5		S1	Auditor Junior	0
42		P	24	21-25	1,5	1-2.5		S1	Auditor Junior	0
43		P	22	21-25	1,0	1-2.5		S1	Auditor Junior	0
44		L	25	21-25	2,0	1-2.5		S1	Auditor Junior	0
45		L	29	26-30	5,0	2.5-5		S2	Auditor Senior	1

0,47

BO								RC					
1	2	3	4	5	6	7	Σ	1	2	3	4	5	Σ
2	3	3	4	5	3	3	23	3	4	3	3	4	17
3	4	3	5	3	2	3	23	3	3	4	3	3	16
4	3	4	5	5	4	4	29	3	4	3	4	4	18
3	3	3	4	3	3	2	21	2	4	5	4	3	18
3	5	3	2	3	5	3	24	2	3	3	4	1	13
4	3	5	3	5	2	3	25	2	4	3	5	5	19
3	4	3	4	3	3	3	23	3	4	4	4	3	18
3	4	5	4	5	4	4	29	4	3	4	5	4	20
4	3	4	5	4	3	3	26	4	3	4	5	5	21
3	4	4	3	4	5	4	27	4	3	3	4	3	17
5	4	3	2	2	4	3	23	5	3	2	3	4	17
4	4	3	3	4	3	3	24	2	4	4	5	2	17
3	4	3	4	5	3	4	26	3	4	4	5	3	19
2	1	3	4	4	5	3	22	3	4	3	2	4	16
2	3	4	3	2	3	4	21	4	3	2	3	4	16
4	3	4	4	3	4	4	26	3	4	4	5	3	19
3	5	3	5	3	3	3	25	5	3	4	3	2	17
2	3	4	5	3	3	3	23	2	3	2	4	3	14
5	5	5	4	4	5	5	33	5	4	4	5	5	23
4	3	3	2	3	2	4	21	3	4	3	4	5	19
3	4	3	3	4	4	4	25	4	5	5	3	3	20
3	4	3	2	3	4	5	24	3	3	4	3	4	17
4	2	3	4	2	2	3	20	3	4	4	4	3	18
3	4	2	3	3	4	5	24	3	2	3	3	2	13
4	4	4	4	3	4	4	27	4	5	4	4	4	21

2	2	2	2	2	2	3	15	2	2	3	4	2	13
3	4	3	4	2	1	3	20	4	4	3	3	1	15
5	4	5	5	5	4	5	33	5	5	4	5	5	24
5	2	3	3	4	5	5	27	5	5	4	5	5	24
4	3	4	5	4	2	2	24	3	4	5	3	4	19
4	3	4	5	4	3	3	26	4	3	4	5	4	20
5	4	4	4	5	4	5	31	5	5	5	4	4	23
5	5	4	4	4	4	5	31	5	4	5	5	5	24
4	5	5	5	5	5	5	34	4	2	4	5	5	20
4	5	5	5	4	3	4	30	3	3	4	5	5	20
4	5	4	5	4	3	4	29	5	4	3	2	3	17
4	3	2	3	4	3	2	21	4	3	4	3	4	18
3	4	4	3	4	3	2	23	3	3	4	3	2	15
3	4	2	3	4	3	2	21	2	3	4	2	1	12
2	4	4	4	4	2	4	24	4	2	4	4	3	17
4	5	4	5	4	4	5	31	3	4	5	3	5	20
4	5	5	3	4	3	3	27	4	5	3	4	5	21
4	3	4	4	2	3	4	24	2	4	4	4	2	16
2	2	2	4	4	2	2	18	2	2	2	4	2	12
3	4	3	2	3	4	4	23	2	3	3	5	2	15
25,02								3,40	3,56	3,67	3,89	3,44	17,96

RA						RO						RC.HA	RA.HA	RO.HA
1	2	3	4	5	Σ	1	2	3	4	5	Σ			
4	3	4	2	1	14	3	3	4	3	4	17	17	14	17
3	4	3	2	1	13	3	4	4	5	3	19	16	13	19
4	3	4	3	4	18	4	4	3	5	4	20	18	18	20
2	1	2	3	4	12	2	4	2	2	3	13	0	0	0
4	2	4	3	3	16	3	5	4	4	5	21	0	0	0
4	5	3	3	4	19	4	4	5	5	3	21	19	19	21
3	4	4	3	4	18	4	5	5	4	5	23	0	0	0
4	3	4	5	3	19	4	4	5	4	5	22	0	0	0
4	5	4	3	4	20	4	5	4	3	4	20	0	0	0
4	5	3	4	3	19	4	4	3	2	4	17	0	0	0
4	4	3	2	5	18	2	3	3	5	3	16	0	0	0
2	4	4	2	4	16	4	3	2	3	4	16	17	16	16
4	5	3	2	3	17	4	5	4	5	3	21	19	17	21
3	3	4	3	2	15	4	4	3	3	4	18	0	0	0
3	4	4	2	2	15	3	4	3	2	3	15	16	15	15
3	4	4	2	3	16	3	4	5	5	5	22	0	0	0
3	3	3	4	2	15	5	3	5	3	2	18	0	0	0
4	3	3	1	2	13	4	3	4	2	5	18	0	0	0
5	3	4	3	5	20	4	4	4	5	4	21	23	20	21
3	4	3	2	2	14	3	3	3	4	5	18	19	14	18
4	4	3	3	4	18	4	3	4	3	4	18	0	0	0
3	4	5	3	3	18	4	3	4	5	3	19	17	18	19
4	4	3	4	3	18	4	3	4	4	3	18	0	0	0
3	5	3	4	2	17	3	4	3	4	2	16	0	0	0
4	4	4	5	5	22	3	4	4	4	3	18	0	0	0
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4	3	3	3	3	16	4	5	3	5	4	21	15	16	21
5	5	4	4	5	23	5	4	5	5	4	23	0	0	0
5	4	4	5	5	23	5	5	4	5	5	24	0	0	0
4	3	4	5	4	20	4	5	5	4	3	21	19	20	21
4	3	3	4	4	18	4	5	3	4	3	19	20	18	19
3	3	4	5	5	20	4	4	4	4	5	21	23	20	21
5	5	5	4	5	24	3	4	4	4	4	19	24	24	19
5	5	5	4	5	24	4	4	4	5	5	22	20	24	22

4	4	5	3	5	21	4	4	3	5	5	21	20	21	21
3	2	3	3	2	13	4	3	4	5	3	19	0	0	0
4	3	3	4	3	17	3	4	5	4	3	19	18	17	19
4	3	4	3	2	16	4	5	5	3	4	21	0	0	0
3	2	3	2	1	11	3	4	5	3	4	19	12	11	19
4	4	3	4	5	20	4	5	2	5	4	20	0	0	0
3	5	3	5	2	18	4	5	3	4	3	19	0	0	0
4	5	3	4	5	21	5	4	5	5	4	23	0	0	0
4	4	3	2	2	15	4	2	4	4	3	17	0	0	0
2	3	2	3	3	13	2	2	2	3	2	11	0	0	0
2	1	2	4	3	12	4	2	4	3	4	17	15	12	17

3,60 3,62 3,47 3,24 3,31 17,24 3,69 3,84 3,78 3,93 3,73 18,98

SETELAH MEAN CENTERING

HA_MC	BO_MC	RC_MC	RA_MC	RO_MC	RC.HA_MC	RA.HA_MC	RO.HA_MC
0,53	-2,02	-0,96	-3,24	-1,98	-0,51	-1,73	-1,05
0,53	-2,02	-1,96	-4,24	0,02	-1,04	-2,26	0,01
0,53	3,98	0,04	0,76	1,02	0,02	0,40	0,55
-0,47	-4,02	0,04	-5,24	-5,98	-0,02	2,45	2,79
-0,47	-1,02	-4,96	-1,24	2,02	2,31	0,58	-0,94
0,53	-0,02	1,04	1,76	2,02	0,56	0,94	1,08
-0,47	-2,02	0,04	0,76	4,02	-0,02	-0,35	-1,88
-0,47	3,98	2,04	1,76	3,02	-0,95	-0,82	-1,41
-0,47	0,98	3,04	2,76	1,02	-1,42	-1,29	-0,48
-0,47	1,98	-0,96	1,76	-1,98	0,45	-0,82	0,92
-0,47	-2,02	-0,96	0,76	-2,98	0,45	-0,35	1,39
0,53	-1,02	-0,96	-1,24	-2,98	-0,51	-0,66	-1,59
0,53	0,98	1,04	-0,24	2,02	0,56	-0,13	1,08
-0,47	-3,02	-1,96	-2,24	-0,98	0,91	1,05	0,46
0,53	-4,02	-1,96	-2,24	-3,98	-1,04	-1,20	-2,12
-0,47	0,98	1,04	-1,24	3,02	-0,49	0,58	-1,41
-0,47	-0,02	-0,96	-2,24	-0,98	0,45	1,05	0,46
-0,47	-2,02	-3,96	-4,24	-0,98	1,85	1,98	0,46
0,53	7,98	5,04	2,76	2,02	2,69	1,47	1,08
0,53	-4,02	1,04	-3,24	-0,98	0,56	-1,73	-0,52
-0,47	-0,02	2,04	0,76	-0,98	-0,95	-0,35	0,46
0,53	-1,02	-0,96	0,76	0,02	-0,51	0,40	0,01
-0,47	-5,02	0,04	0,76	-0,98	-0,02	-0,35	0,46
-0,47	-1,02	-4,96	-0,24	-2,98	2,31	0,11	1,39
-0,47	1,98	3,04	4,76	-0,98	-1,42	-2,22	0,46
0,53	-10,02	-4,96	-6,24	-5,98	-2,64	-3,33	-3,19
0,53	-5,02	-2,96	-1,24	2,02	-1,58	-0,66	1,08
-0,47	7,98	6,04	5,76	4,02	-2,82	-2,69	-1,88
-0,47	1,98	6,04	5,76	5,02	-2,82	-2,69	-2,34
0,53	-1,02	1,04	2,76	2,02	0,56	1,47	1,08
0,53	0,98	2,04	0,76	0,02	1,09	0,40	0,01
0,53	5,98	5,04	2,76	2,02	2,69	1,47	1,08
0,53	5,98	6,04	6,76	0,02	3,22	3,60	0,01
0,53	8,98	2,04	6,76	3,02	1,09	3,60	1,61
0,53	4,98	2,04	3,76	2,02	1,09	2,00	1,08
-0,47	3,98	-0,96	-4,24	0,02	0,45	1,98	-0,01
0,53	-4,02	0,04	-0,24	0,02	0,02	-0,13	0,01
-0,47	-2,02	-2,96	-1,24	2,02	1,38	0,58	-0,94
0,53	-4,02	-5,96	-6,24	0,02	-3,18	-3,33	0,01
-0,47	-1,02	-0,96	2,76	1,02	0,45	-1,29	-0,48
-0,47	5,98	2,04	0,76	0,02	-0,95	-0,35	-0,01
-0,47	1,98	3,04	3,76	4,02	-1,42	-1,75	-1,88

-0,47	-1,02	-1,96	-2,24	-1,98	0,91	1,05	0,92
-0,47	-7,02	-5,96	-4,24	-7,98	2,78	1,98	3,72
0,53	-2,02	-2,96	-5,24	-1,98	-1,58	-2,80	-1,05



LAMPIRAN 3

OUTPUT SPSS

STATISTIK DESKRIPTIF

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
BO1	45	2.00	5.00	3.4889	.92004

BO2	45	1.00	5.00	3.6667	.97701
BO3	45	2.00	5.00	3.5556	.89330
BO4	45	2.00	5.00	3.7556	1.00353
BO5	45	2.00	5.00	3.6444	.93312
BO6	45	1.00	5.00	3.3333	1.00000
BO7	45	2.00	5.00	3.5778	.96505
RC1	45	2.00	5.00	3.4000	1.03133
RC2	45	2.00	5.00	3.5556	.86748
RC3	45	2.00	5.00	3.6667	.82572
RC4	45	2.00	5.00	3.8889	.93474
RC5	45	1.00	5.00	3.4444	1.23501
RA1	45	2.00	5.00	3.6000	.83666
RA2	45	1.00	5.00	3.6222	1.05073
RA3	45	2.00	5.00	3.4667	.78625
RA4	45	1.00	5.00	3.2444	1.04785
RA5	45	1.00	5.00	3.3111	1.27604
RO1	45	2.00	5.00	3.6889	.73306
RO2	45	2.00	5.00	3.8444	.90342
RO3	45	2.00	5.00	3.7778	.95081
RO4	45	2.00	5.00	3.9333	.98627
RO5	45	2.00	5.00	3.7333	.88933
Valid N (listwise)	45				

COMPARE MEANS

BO RC RA RO * JENISKELAMIN

Report

JENISKELAMIN		BO	RC	RA	RO
L	Mean	3.5909	3.5455	3.6818	3.7273
	N	22	22	22	22
	Std. Deviation	.66613	.73855	.77989	.70250
P	Mean	3.4348	3.6522	3.3478	3.9130
	N	23	23	23	23
	Std. Deviation	.66237	.77511	.77511	.51461
Total	Mean	3.5111	3.6000	3.5111	3.8222
	N	45	45	45	45
	Std. Deviation	.66134	.75076	.78689	.61381

ANOVA Table^a

			Sum of Squares	df	Mean Square	F	Sig.
BO * JENISKELAMIN	Between Groups (Combined)		.274	1	.274	.621	.435
	Within Groups		18.970	43	.441		
	Total		19.244	44			
RC * JENISKELAMIN	Between Groups (Combined)		.128	1	.128	.223	.639
	Within Groups		24.672	43	.574		
	Total		24.800	44			
RA * JENISKELAMIN	Between Groups (Combined)		1.254	1	1.254	2.075	.157
	Within Groups		25.990	43	.604		
	Total		27.244	44			
RO * JENISKELAMIN	Between Groups (Combined)		.388	1	.388	1.031	.316
	Within Groups		16.190	43	.377		
	Total		16.578	44			

a. The grouping variable JENISKELAMIN is a string, so the test for linearity cannot be computed.

BO RC RA RO * UMUR

Report

UMUR		BO	RC	RA	RO
21-25	Mean	3.4444	3.5000	3.3889	3.7778
	N	18	18	18	18
	Std. Deviation	.61570	.51450	.60768	.42779
26-30	Mean	3.5556	3.6667	3.5926	3.8519
	N	27	27	27	27
	Std. Deviation	.69798	.87706	.88835	.71810
Total	Mean	3.5111	3.6000	3.5111	3.8222
	N	45	45	45	45
	Std. Deviation	.66134	.75076	.78689	.61381

ANOVA Table^a

			Sum of Squares	df	Mean Square	F	Sig.
BO * UMUR	Between Groups (Combined)		.133	1	.133	.300	.587
	Within Groups		19.111	43	.444		
	Total		19.244	44			
RC * UMUR	Between Groups (Combined)		.300	1	.300	.527	.472
	Within Groups		24.500	43	.570		
	Total		24.800	44			
RA * UMUR	Between Groups (Combined)		.448	1	.448	.719	.401
	Within Groups		26.796	43	.623		
	Total		27.244	44			
RO * UMUR	Between Groups (Combined)		.059	1	.059	.154	.696
	Within Groups		16.519	43	.384		
	Total		16.578	44			

a. The grouping variable UMUR is a string, so the test for linearity cannot be computed.

BO RC RA RO * LAMABEKERJA

Report

LAMABEKERJA		BO	RC	RA	RO
1-2.5	Mean	3.5833	3.6667	3.5417	3.9167
	N	24	24	24	24
	Std. Deviation	.71728	.56466	.65801	.50361
2.5-5	Mean	3.4286	3.5238	3.4762	3.7143
	N	21	21	21	21
	Std. Deviation	.59761	.92839	.92839	.71714
Total	Mean	3.5111	3.6000	3.5111	3.8222
	N	45	45	45	45
	Std. Deviation	.66134	.75076	.78689	.61381

ANOVA Table^a

			Sum of Squares	df	Mean Square	F	Sig.
BO * LAMABEKERJA	Between Groups (Combined)		.268	1	.268	.608	.440
	Within Groups		18.976	43	.441		
	Total		19.244	44			
RC * LAMABEKERJA	Between Groups (Combined)		.229	1	.229	.400	.530
	Within Groups		24.571	43	.571		
	Total		24.800	44			
RA * LAMABEKERJA	Between Groups (Combined)		.048	1	.048	.076	.784
	Within Groups		27.196	43	.632		
	Total		27.244	44			
RO * LAMABEKERJA	Between Groups (Combined)		.459	1	.459	1.224	.275
	Within Groups		16.119	43	.375		
	Total		16.578	44			

a. The grouping variable LAMABEKERJA is a string, so the test for linearity cannot be computed.

BO RC RA RO * PENDIDIKAN

Report

PENDIDIKAN		BO	RC	RA	RO
S1	Mean	3.5116	3.6047	3.5581	3.8372
	N	43	43	43	43
	Std. Deviation	.66805	.76031	.76539	.61452
S2	Mean	3.5000	3.5000	2.5000	3.5000
	N	2	2	2	2
	Std. Deviation	.70711	.70711	.70711	.70711
Total	Mean	3.5111	3.6000	3.5111	3.8222
	N	45	45	45	45
	Std. Deviation	.66134	.75076	.78689	.61381

ANOVA Table^a

			Sum of Squares	df	Mean Square	F	Sig.
BO * PENDIDIKAN	Between Groups (Combined)		.000	1	.000	.001	.981
	Within Groups		19.244	43	.448		
	Total		19.244	44			
RC * PENDIDIKAN	Between Groups (Combined)		.021	1	.021	.036	.850
	Within Groups		24.779	43	.576		
	Total		24.800	44			
RA * PENDIDIKAN	Between Groups (Combined)		2.140	1	2.140	3.665	.062
	Within Groups		25.105	43	.584		
	Total		27.244	44			
RO * PENDIDIKAN	Between Groups (Combined)		.217	1	.217	.571	.454
	Within Groups		16.360	43	.380		
	Total		16.578	44			

a. The grouping variable PENDIDIKAN is a string, so the test for linearity cannot be computed.

BO RC RA RO * HA

Report

HA		BO	RC	RA	RO
Auditor Junior	Mean	3.5417	3.5417	3.5833	3.8750
	N	24	24	24	24
	Std. Deviation	.58823	.72106	.71728	.74089
Auditor Senior	Mean	3.4762	3.6667	3.4286	3.7619
	N	21	21	21	21
	Std. Deviation	.74960	.79582	.87014	.43644
Total	Mean	3.5111	3.6000	3.5111	3.8222
	N	45	45	45	45
	Std. Deviation	.66134	.75076	.78689	.61381

ANOVA Table^{a,b,c,d}

			Sum of Squares	df	Mean Square	F	Sig.
BO * HA	Between Groups (Combined)		.048	1	.048	.108	.745
	Within Groups		19.196	43	.446		
	Total		19.244	44			
RC * HA	Between Groups (Combined)		.175	1	.175	.306	.583
	Within Groups		24.625	43	.573		
	Total		24.800	44			
RA * HA	Between Groups (Combined)		.268	1	.268	.428	.517
	Within Groups		26.976	43	.627		
	Total		27.244	44			
RO * HA	Between Groups (Combined)		.143	1	.143	.375	.544
	Within Groups		16.435	43	.382		
	Total		16.578	44			

a. With fewer than three groups, linearity measures for BO * HA cannot be computed.

b. With fewer than three groups, linearity measures for RC * HA cannot be computed.

c. With fewer than three groups, linearity measures for RA * HA cannot be computed.

d. With fewer than three groups, linearity measures for RO * HA cannot be computed.

VALIDITAS & RELIABILITAS

BURNOUT (BO)

Case Processing Summary

		N	%
Cases	Valid	45	100.0
	Excluded ^a	0	.0
	Total	45	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.718	.722	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
BO1	21.5333	12.800	.458	.245	.679
BO2	21.3556	12.916	.397	.201	.693
BO3	21.4667	12.027	.619	.437	.640
BO4	21.2667	13.882	.237	.281	.713
BO5	21.3778	12.968	.420	.261	.688
BO6	21.6889	12.901	.384	.379	.697
BO7	21.4444	12.207	.522	.420	.662

ROLE CONFLICT (RC)

Case Processing Summary

		N	%
Cases	Valid	45	100.0
	Excluded ^a	0	.0
	Total	45	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.621	.615	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
RC1	14.5556	6.616	.386	.257	.561
RC2	14.4000	7.109	.403	.218	.556
RC3	14.2889	7.574	.323	.154	.591
RC4	14.0667	7.655	.231	.153	.613
RC5	14.5111	5.119	.551	.360	.455

ROLE AMBIQUITY (RA)

Case Processing Summary

		N	%
Cases	Valid	45	100.0
	Excluded ^a	0	.0
	Total	45	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.699	.713	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
RA1	13.6444	8.143	.596	.394	.605
RA2	13.6222	8.331	.372	.202	.686
RA3	13.7778	8.904	.462	.281	.655
RA4	14.0000	8.409	.359	.211	.691
RA5	13.9333	6.427	.562	.350	.603

ROLE OVERLOAD (RO)

Case Processing Summary

		N	%
Cases	Valid	45	100.0
	Excluded ^a	0	.0
	Total	45	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.601	.610	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
RO1	15.2889	5.665	.443	.216	.513
RO2	15.1333	5.391	.368	.144	.541
RO3	15.2000	5.209	.377	.181	.535
RO4	15.0444	5.316	.321	.124	.569
RO5	15.2444	5.689	.299	.113	.576

UJI HIPOTESIS 1

1. UJI MULTIKOLINIERITAS

• MODEL 1&2

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	HA, RC ^a		. Enter
2	RC.HA ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: BO

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.733 ^a	.537	.515	2.84142
2	.763 ^b	.582	.551	2.73354

a. Predictors: (Constant), HA, RC

b. Predictors: (Constant), HA, RC, RC.HA

ANOVA^c

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	393.885	2	196.942	24.393	.000 ^a
	Residual	339.093	42	8.074		
	Total	732.978	44			
2	Regression	426.617	3	142.206	19.031	.000 ^b
	Residual	306.361	41	7.472		
	Total	732.978	44			

a. Predictors: (Constant), HA, RC

b. Predictors: (Constant), HA, RC, RC.HA

c. Dependent Variable: BO

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	7.917	2.519		3.142	.003		
	RC	.960	.137	.734	6.985	.000	.998	1.002
	HA	-.293	.850	-.036	-.345	.732	.998	1.002
2	(Constant)	12.374	3.226		3.835	.000		
	RC	.710	.178	.543	3.986	.000	.550	1.818
	HA	-10.298	4.850	-1.273	-2.123	.040	.028	35.255
	RC.HA	.557	.266	1.277	2.093	.043	.027	36.518

a. Dependent Variable: BO

UJI MULTIKOLINIERITAS

(SETELAH MEAN CENTERING (MC)) & UJI HIPOTESIS

• MODEL 1&2

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	HA_MC, RC_MC ^a		. Enter
2	RC.HA_MC ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: BO_MC

Model Summary^c

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.733 ^a	.537	.515	2.84142
2	.763 ^b	.582	.551	2.73367

a. Predictors: (Constant), HA_MC, RC_MC

b. Predictors: (Constant), HA_MC, RC_MC, RC.HA_MC

c. Dependent Variable: BO_MC

ANOVA^c

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	393.885	2	196.942	24.393	.000 ^a
	Residual	339.093	42	8.074		
	Total	732.978	44			
2	Regression	426.588	3	142.196	19.028	.000 ^b
	Residual	306.390	41	7.473		
	Total	732.978	44			

a. Predictors: (Constant), HA_MC, RC_MC

b. Predictors: (Constant), HA_MC, RC_MC, RC.HA_MC

c. Dependent Variable: BO_MC

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	.006	.424		.013	.990		
RC_MC	.960	.137	.734	6.985	.000	.998	1.002
HA_MC	-.293	.850	-.036	-.345	.732	.998	1.002
(Constant)	-.031	.408		-.076	.940		
RC_MC	.970	.132	.741	7.329	.000	.997	1.003
HA_MC	-.305	.818	-.038	-.373	.711	.998	1.002
RC.HA_MC	.556	.266	.211	2.092	.043	.999	1.001

. Dependent Variable: BO_MC

2. UJI NORMALITAS

One-Sample Kolmogorov-Smirnov Test

		Standardized Residual
N		45
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	.96530730
Most Extreme Differences	Absolute	.109
	Positive	.109
	Negative	-.062
Kolmogorov-Smirnov Z		.734
Asymp. Sig. (2-tailed)		.654

a. Test distribution is Normal.

3. UJI HETEROSKEDASTISITAS

• MODEL 1&2

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	HA_MC, RC_MC ^a		.Enter
2	RC.HA_MC ^a		.Enter

a. All requested variables entered.

b. Dependent Variable: absres1

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.036 ^a	.001	-.046	1.67259076
2	.093 ^b	.009	-.064	1.68666646

a. Predictors: (Constant), HA_MC, RC_MC

b. Predictors: (Constant), HA_MC, RC_MC, RC.HA_MC

ANOVA^c

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.156	2	.078	.028	.973 ^a
	Residual	117.498	42	2.798		

	Total	117.653	44			
2	Regression	1.015	3	.338	.119	.948 ^b
	Residual	116.639	41	2.845		
	Total	117.653	44			

a. Predictors: (Constant), HA_MC, RC_MC

b. Predictors: (Constant), HA_MC, RC_MC, RC.HA_MC

c. Dependent Variable: absres1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.048	.249		8.215	.000
	RC_MC	-.003	.081	-.005	-.034	.973
	HA_MC	.117	.500	.036	.235	.816
2	(Constant)	2.054	.252		8.163	.000
	RC_MC	-.004	.082	-.008	-.053	.958
	HA_MC	.119	.504	.037	.236	.814
	RC.HA_MC	-.090	.164	-.085	-.549	.586

a. Dependent Variable: absres1

UJI HIPOTESIS 2

1. UJI MULTIKOLINERITAS

• Model 3 & 4

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	HA, RA ^a		. Enter
2	RA.HA ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: BO

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.715 ^a	.512	.489	2.91890
2	.741 ^b	.548	.515	2.84138

a. Predictors: (Constant), HA, RA

b. Predictors: (Constant), HA, RA, RA.HA

ANOVA^c

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	375.138	2	187.569	22.015	.000 ^a

	Residual	357.840	42	8.520		
	Total	732.978	44			
2	Regression	401.967	3	133.989	16.596	.000 ^b
	Residual	331.011	41	8.073		
	Total	732.978	44			

a. Predictors: (Constant), HA, RA

b. Predictors: (Constant), HA, RA, RA.HA

c. Dependent Variable: BO

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	10.145	2.323		4.368	.000		
	RA	.855	.129	.716	6.635	.000	.997	1.003
	HA	.274	.873	.034	.314	.755	.997	1.003
2	(Constant)	14.601	3.329		4.385	.000		
	RA	.599	.188	.502	3.185	.003	.443	2.257
	HA	-7.668	4.439	-.948	-1.727	.092	.037	27.335
	RA.HA	.460	.253	1.012	1.823	.076	.036	27.960

a. Dependent Variable: BO

UJI MULTIKOLINIERITAS

(SETELAH MEAN CENTERING (MC)) & UJI HIPOTESIS

• MODEL 3&4

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	HA_MC, RA_MC ^a		. Enter
2	RA.HA_MC ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: BO_MC

Model Summary^c

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.715 ^a	.512	.489	2.91890
2	.741 ^b	.548	.515	2.84154

a. Predictors: (Constant), HA_MC, RA_MC

b. Predictors: (Constant), HA_MC, RA_MC, RA.HA_MC

c. Dependent Variable: BO_MC

ANOVA^c

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	375.138	2	187.569	22.015	.000 ^a
	Residual	357.840	42	8.520		
	Total	732.978	44			
2	Regression	401.930	3	133.977	16.593	.000 ^b
	Residual	331.048	41	8.074		
	Total	732.978	44			

a. Predictors: (Constant), HA_MC, RA_MC

b. Predictors: (Constant), HA_MC, RA_MC, RA.HA_MC

c. Dependent Variable: BO_MC

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-.001	.435		-.002	.999		
	RA_MC	.855	.129	.716	6.635	.000	.997	1.003
	HA_MC	.274	.873	.034	.314	.755	.997	1.003
2	(Constant)	.042	.424		.099	.922		
	RA_MC	.814	.127	.682	6.389	.000	.966	1.035
	HA_MC	.270	.850	.033	.318	.752	.997	1.003
	RA.HA_MC	.460	.253	.194	1.822	.076	.969	1.032

a. Dependent Variable: BO_MC

2. UJI NORMALITAS

One-Sample Kolmogorov-Smirnov Test

		Standardized Residual
N		45
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	.96530730
Most Extreme Differences	Absolute	.062
	Positive	.062
	Negative	-.043

Kolmogorov-Smirnov Z	.416
Asymp. Sig. (2-tailed)	.995

a. Test distribution is Normal.

3. UJI HETEROSKEDASTISITAS

• MODEL 3&4

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	HA_MC, RA_MC ^a		. Enter
2	RA.HA_MC ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: absres2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.080 ^a	.006	-.041	1.68727235
2	.080 ^b	.006	-.066	1.70772425

a. Predictors: (Constant), HA_MC, RA_MC

b. Predictors: (Constant), HA_MC, RA_MC, RA.HA_MC

ANOVA^c

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.761	2	.381	.134	.875 ^a
	Residual	119.569	42	2.847		
	Total	120.331	44			
2	Regression	.761	3	.254	.087	.967 ^b
	Residual	119.569	41	2.916		
	Total	120.331	44			

a. Predictors: (Constant), HA_MC, RA_MC

b. Predictors: (Constant), HA_MC, RA_MC, RA.HA_MC

c. Dependent Variable: absres2

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.165	.252		8.606	.000
	RA_MC	-.030	.075	-.063	-.409	.685

	HA_MC	.148	.505	.045	.294	.770
2	(Constant)	2.164	.255		8.489	.000
	RA_MC	-.030	.077	-.063	-.397	.694
	HA_MC	.148	.511	.045	.290	.773
	RA.HA_M C	.000	.152	.000	-.006	.996

a. Dependent Variable: absres2

UJI HIPOTESIS 3

1. UJI MULTIKOLINIERITAS

• MODEL 5&6

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	HA, RO ^a		. Enter
2	RO.HA ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: BO

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.592 ^a	.351	.320	3.36621
2	.640 ^b	.409	.366	3.25003

a. Predictors: (Constant), HA, RO

b. Predictors: (Constant), HA, RO, RO.HA

ANOVA^c

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	257.062	2	128.531	11.343	.000 ^a
	Residual	475.916	42	11.331		
	Total	732.978	44			
2	Regression	299.906	3	99.969	9.464	.000 ^b
	Residual	433.071	41	10.563		
	Total	732.978	44			

a. Predictors: (Constant), HA, RO

b. Predictors: (Constant), HA, RO, RO.HA

c. Dependent Variable: BO

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	8.581	3.524		2.435	.019		

	RO	.868	.182	.592	4.763	.000	1.000	1.000
	HA	-.078	1.006	-.010	-.077	.939	1.000	1.000
2	(Constant)	13.157	4.091		3.216	.003		
	RO	.627	.213	.428	2.944	.005	.683	1.464
	HA	-	7.249	-1.798	-2.007	.051	.018	55.717
	RO.HA	14.546	.378	1.813	2.014	.051	.018	56.257

a. Dependent Variable: BO

UJI MULTIKOLINIERITAS (SETELAH MEAN CENTERING (MC)) & UJI HIPOTESIS

• MODEL 5&6

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	HA_MC, RO_MC ^a		. Enter
2	RO.HA_MC ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: BO_MC

Model Summary^c

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.592 ^a	.351	.320	3.36621
2	.640 ^b	.409	.366	3.25022

a. Predictors: (Constant), HA_MC, RO_MC

b. Predictors: (Constant), HA_MC, RO_MC, RO.HA_MC

c. Dependent Variable: BO_MC

ANOVA^c

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	257.062	2	128.531	11.343	.000 ^a
	Residual	475.916	42	11.331		
	Total	732.978	44			
2	Regression	299.856	3	99.952	9.462	.000 ^b
	Residual	433.122	41	10.564		
	Total	732.978	44			

a. Predictors: (Constant), HA_MC, RO_MC

b. Predictors: (Constant), HA_MC, RO_MC, RO.HA_MC

c. Dependent Variable: BO_MC

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF

1	(Constant)	.004	.502		.008	.994		
	RO_MC	.868	.182	.592	4.763	.000	1.000	1.000
	HA_MC	-.078	1.006	-.010	-.077	.939	1.000	1.000
2	(Constant)	-.004	.485		-.009	.993		
	RO_MC	.982	.185	.670	5.312	.000	.906	1.104
	HA_MC	-.085	.971	-.010	-.087	.931	1.000	1.000
	RO.HA_MC	.761	.378	.254	2.013	.051	.906	1.104

2. UJI NORMALITAS

a. Dependent Variable: BO_MC

One-Sample Kolmogorov-Smirnov Test

		Standardized Residual
N		45
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	.96530730
Most Extreme Differences	Absolute	.064
	Positive	.064
	Negative	-.050
Kolmogorov-Smirnov Z		.432
Asymp. Sig. (2-tailed)		.992

a. Test distribution is Normal.

3. UJI HETEROSKEDASTISITAS

• MODEL 5&6

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	HA_MC, RO_MC ^a		.Enter
2	RO.HA_MC ^a		.Enter

a. All requested variables entered.

b. Dependent Variable: absres3

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.402 ^a	.162	.122	1.70319138
2	.433 ^b	.187	.128	1.69782155

a. Predictors: (Constant), HA_MC, RO_MC

b. Predictors: (Constant), HA_MC, RO_MC, RO.HA_MC

ANOVA^c

Model	Sum of Squares	df	Mean Square	F	Sig.
-------	----------------	----	-------------	---	------

1	Regression	23.547	2	11.774	4.059	.024 ^a
	Residual	121.836	42	2.901		
	Total	145.384	44			
2	Regression	27.197	3	9.066	3.145	.035 ^b
	Residual	118.187	41	2.883		
	Total	145.384	44			

a. Predictors: (Constant), HA_MC, RO_MC

b. Predictors: (Constant), HA_MC, RO_MC, RO.HA_MC

c. Dependent Variable: absres3

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.532	.254		9.972	.000
	RO_MC	.211	.092	.323	1.290	.127
	HA_MC	.854	.509	.237	1.678	.101
2	(Constant)	2.530	.253		9.994	.000
	RO_MC	.245	.097	.374	1.531	.115
	HA_MC	.852	.507	.236	1.679	.101
	RO.HA_MC	.222	.198	.166	1.125	.267

a. Dependent Variable: absres3



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=====1/57=====
 MATRIKS REVISI SIDANG PRA

NO
 REVISI
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 1

Latar belakang
 pentingnya
 penelitian / manfaat
 (external validity)

Hal 3-4

Manfaat penelitian ini:

1. Pentingnya penelitian ini adalah untuk meningkatkan external validity (validitas eksternal) dengan menggunakan sampel di KAP kota yang berbeda, yaitu di Semarang.
2. Selain itu penelitian ini penting karena memberikan bukti faktor apa yang mempengaruhi burnout di KAP Semarang. Mengingat

seringnya terjadi burnout bagi auditor yang bekerja di KAP.

Hal ini diketahui dari hasil survey prariset ke beberapa KAP berikut yang mengatakan memang terjadi burnout yang dialami oleh para auditor.

KAP yang menjadi tempat survei pra riset adalah:

1. KAP KAP Budi, Yohana, Suzy, Arie
2. KAP Leonard, Mulia, dan Richard
3. KAP Hananta

2

Kuesioner Cek

pertanyaan

kuesioner, perbaiki

kalimatnya

Bagian lampiran di kuesioner role conflict

-----2/57-----

PENGARUH ROLE STRESS TERHADAP BURNOUT DENGAN HIRARKI AUDITOR SEBAGAI VARIABEL MODERASI
(STUDI EMPIRIS PADA AUDITOR DI KAP SEMARANG)

