



# LAMPIRAN



# LAMPIRAN A

## SKALA *TRY OUT*

**A-1 PERSEPSI TERHADAP KARAKTERISTIK  
PEKERJAAN**

**A-2 HARGA DIRI**

**A-3 *BURN OUT***

No : ..... (Diisi peneliti)

Jenis kelamin : .....

Usia : .....

## **PETUNJUK PENGISIAN**

1. Bacalah pernyataan-pernyataan pada lembar berikut, kemudian jawablah dengan sungguh-sungguh sesuai dengan keadaan yang sebenarnya.
2. Jawablah semua nomor dan usahakan jangan ada yang terlewat.
3. Tidak ada jawaban yang dianggap salah, semua jawaban adalah benar jika diisi dengan jujur sesuai dengan keadaan saat ini.
4. Pilih salah satu dari empat jawaban yang ada dan yang paling sesuai dengan memberi tanda "silang" ( X ).

**SS** : Sangat Sesuai

**S** : Sesuai

**KS** : Kurang Sesuai

**TS** : Tidak sesuai

5. Periksa kembali semua pernyataan tersebut dan pastikan tidak ada jawaban yang terlewat.
6. Jika Anda merasa bahwa jawaban yang Anda berikan salah dan Anda ingin mengganti dengan jawaban lain, maka Anda dapat langsung mencoret dengan memberikan tanda dua garis horisontal ( = ) pada pilihan jawaban yang lama dan memberikan tanda silang ( X ) pada pilihan Anda yang baru.

Contoh :           SS    S    KS    TS

                  SS    S    KS    TS

**\*\*\*SELAMAT MENGERJAKAN\*\*\***

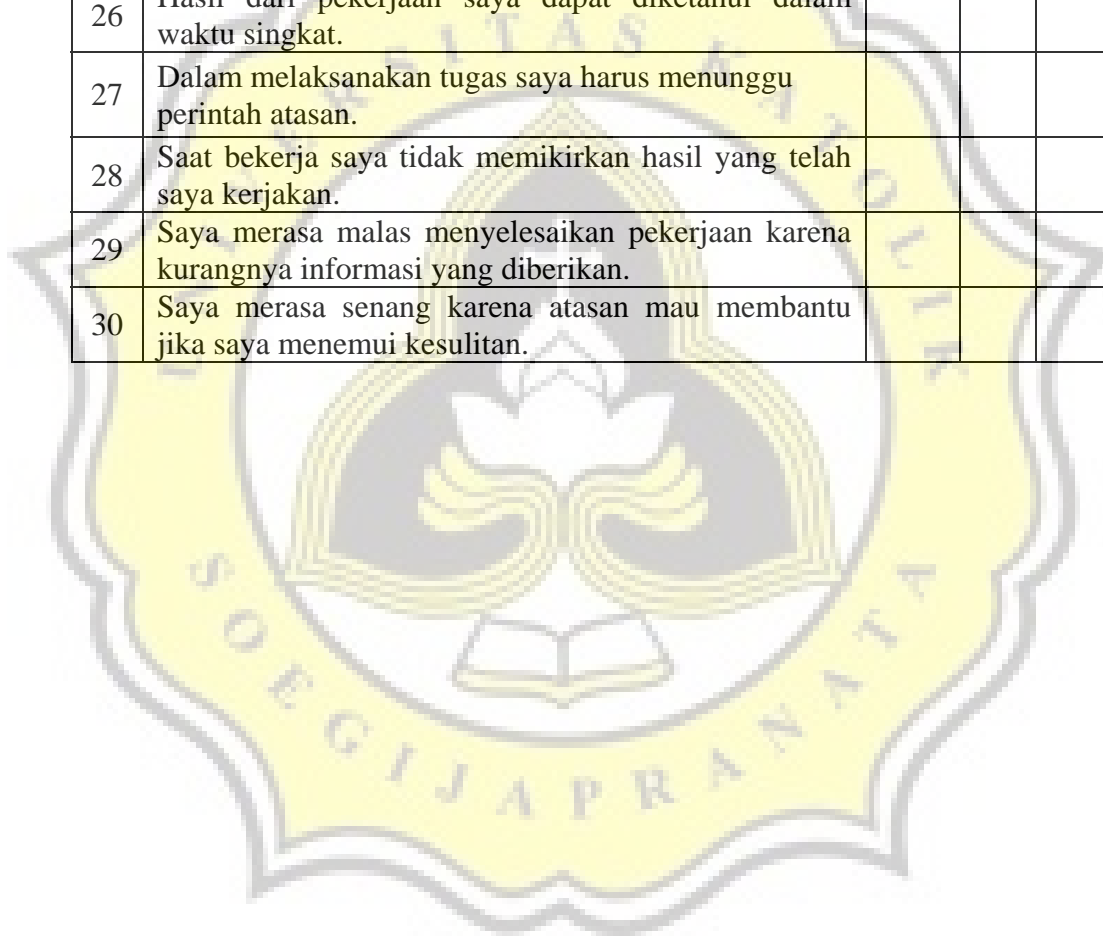


## **A-1 PERSEPSI TERHADAP KARAKTERISTIK PEKERJAAN**

**SKALA I**  
**PERSEPSI TERHADAP KARAKTERISTIK PEKERJAAN**

| No | PERNYATAAN   | SS | S | KS | TS |
|----|--|----|---|----|----|
| 1  | Saya pikir bahwa pekerjaan saya menyenangkan sehingga saya dapat bekerja dengan baik.                                      |    |   |    |    |
| 2  | Saya merasa bahwa pekerjaan saya sangat sederhana.   |    |   |    |    |
| 3  | Pekerjaan yang saya lakukan sangat membosankan, sehingga saya heran mengapa atasan saya meminta saya untuk mengerjakannya. |    |   |    |    |
| 4  | Saya merasa suasana di tempat kerja banyak memberi perubahan bagi pekerjaan yang saya lakukan.                             |    |   |    |    |
| 5  | Atasan akan menegur saya, jika terdapat kesalahan dalam pekerjaan saya.  |    |   |    |    |
| 6  | Meski tugas-tugas yang saya hadapi sulit, tetapi saya tertantang untuk mengerjakannya.                                     |    |   |    |    |
| 7  | Dalam menyelesaikan pekerjaan saya harus mempunyai pengetahuan yang luas.  |    |   |    |    |
| 8  | Saya menyukai pekerjaan yang saya hadapi karena tidak banyak variasi.  |    |   |    |    |
| 9  | Saya berpikir bahwa pekerjaan yang saya lakukan sia-sia, karena pekerjaan ini bukan bidang saya.                           |    |   |    |    |
| 10 | Saya tidak menggunakan seluruh kemampuan dalam menyelesaikan pekerjaan.  |    |   |    |    |
| 11 | Pekerjaan yang saya lakukan membuat saya dapat mengembangkan pribadi dalam pekerjaan saya.                                 |    |   |    |    |
| 12 | Saya akan bertanggung jawab jika mendapat kewenangan untuk melaksanakan kebijaksanaan dan kepentingan perusahaan.          |    |   |    |    |
| 13 | Saya merasa tidak puas meski pekerjaan saya telah selesai, karena saya tidak diberi kesempatan untuk menanganinya sendiri. |    |   |    |    |
| 14 | Saya merasa senang karena pekerjaan saya dinikmati oleh orang lain.  |    |   |    |    |
| 15 | Saya mudah memahami pekerjaan karena saya menyenangi pekerjaan tersebut.   |    |   |    |    |
| 16 | Buat apa bekerja keras jika hasil dari pekerjaan saya tidak jelas.   |    |   |    |    |
| 17 | Saya tidak mengerti mengapa atasan meminta saya untuk mengerjakan pekerjaan yang tidak berguna.                            |    |   |    |    |
| 18 | Saya merasa bahwa apa yang saya kerjakan selama ini tidak ada artinya.   |    |   |    |    |
| 19 | Pikiran saya selalu tercurah pada pekerjaan.   |    |   |    |    |
| 20 | Ide-ide yang saya miliki tidak pernah dihargai oleh atasan.  |    |   |    |    |

| No | PERNYATAAN   | SS | S | KS | TS |
|----|--|----|---|----|----|
| 21 | Bentuk peraturan perusahaan menghambat pekerjaan yang saya lakukan.                                  |    |   |    |    |
| 22 | Saya selalu diberi kesempatan untuk menggunakan pendapat pribadi dalam menyelesaikan pekerjaan saya. |    |   |    |    |
| 23 | Saya merasa tersiksa jika atasan meminta saya mengerjakan tugas-tugas yang bukan pekerjaan saya.     |    |   |    |    |
| 24 | Saya diberi tanggung jawab penuh untuk memutuskan bagaimana dan kapan pekerjaan dapat saya lakukan.  |    |   |    |    |
| 25 | Saya merasa senang karena diberi kesempatan untuk menyelesaikan sendiri tugas-tugas yang berat.      |    |   |    |    |
| 26 | Hasil dari pekerjaan saya dapat diketahui dalam waktu singkat.                                       |    |   |    |    |
| 27 | Dalam melaksanakan tugas saya harus menunggu perintah atasan.  |    |   |    |    |
| 28 | Saat bekerja saya tidak memikirkan hasil yang telah saya kerjakan.                                   |    |   |    |    |
| 29 | Saya merasa malas menyelesaikan pekerjaan karena kurangnya informasi yang diberikan.                 |    |   |    |    |
| 30 | Saya merasa senang karena atasan mau membantu jika saya menemui kesulitan.                           |    |   |    |    |





## **A-2 HARGA DIRI**

**SKALA II**  
**HARGA DIRI**

| No | PERNYATAAN  | SS | S | KS | TS |
|----|---|----|---|----|----|
| 1  | Saya merasa kemampuan yang saya miliki dapat menyelesaikan tugas yang dibebankan kepada saya. |    |   |    |    |
| 2  | Saya mudah terpengaruh oleh pendapat orang lain.  |    |   |    |    |
| 3  | Saya merasa bahagia karena teman-teman memperhatikan saya.                                    |    |   |    |    |
| 4  | Saat saya mengalami kegagalan, saya akan berusaha mencari penyebabnya.                        |    |   |    |    |
| 5  | Saya selalu bangga dengan diri saya, meski saya memiliki banyak kekurangan.                   |    |   |    |    |
| 6  | Saya selalu merasa kesulitan menghadapi masalah yang saya hadapi.                             |    |   |    |    |
| 7  | Saya siap membantu jika ada teman yang kesusahan.   |    |   |    |    |
| 8  | Saya tidak suka bergantung pada orang lain.   |    |   |    |    |
| 9  | Saya merasa selalu gagal dalam mencapai suatu harapan.  |    |   |    |    |
| 10 | Saya bahagia dengan keadaan diri saya sekarang ini.   |    |   |    |    |
| 11 | Saya merasa orang lain lebih disukai daripada saya.   |    |   |    |    |
| 12 | Saya merasa keluarga mau memahami perasaan saya.  |    |   |    |    |
| 13 | Teman-teman enggan bekerja sama dengan saya.  |    |   |    |    |
| 14 | Saya siap menghadapi segala kemungkinan yang akan terjadi.                                    |    |   |    |    |
| 15 | Saya selalu ragu-ragu dalam melaksanakan sesuatu.   |    |   |    |    |
| 16 | Saya merasa teman-teman berusaha menjauh dari saya.   |    |   |    |    |
| 17 | Saya merasa putus asa jika mengalami kegagalan.   |    |   |    |    |
| 18 | Saya merasa pendapat saya tidak pernah diterima dengan sepenuh hati oleh teman-teman          |    |   |    |    |





**SKALA 3**  
**BURN OUT**

| No | PERNYATAAN   | SS | S | KS | TS |
|----|--|----|---|----|----|
| 1  | Saya tetap merasa lelah meski telah tidur yang cukup.                                |    |   |    |    |
| 2  | Saya merasa terasing dari yang lainnya.  |    |   |    |    |
| 3  | Saya selalu mempunyai waktu untuk bersama dengan teman-teman di kantor.              |    |   |    |    |
| 4  | Saya merasa sebagai orang yang tidak berguna.  |    |   |    |    |
| 5  | Saya dapat mengerjakan tugas dengan baik meski dalam keadaan mendesak atau tertekan. |    |   |    |    |
| 6  | Meskipun saya sudah bekerja keras tapi hasil yang saya dapatkan hanya sedikit.       |    |   |    |    |
| 7  | Pekerjaan membuat saya frustrasi.  |    |   |    |    |
| 8  | Saya merasa pekerjaan saya tidak dihargai.   |    |   |    |    |
| 9  | Saya menjauhkan diri dari orang lain di tempat kerja.                                |    |   |    |    |
| 10 | Saya selalu dapat menyelesaikan tugas dengan baik.                                   |    |   |    |    |
| 11 | Saya selalu peduli dengan apa yang sedang terjadi di perusahaan.                     |    |   |    |    |
| 12 | Karir yang saya capai seperti yang saya harapkan.                                    |    |   |    |    |
| 13 | Saya merasa tidak berdaya, jika mendapat tugas-tugas yang sulit.                     |    |   |    |    |
| 14 | Saya tidak mudah menyerah.   |    |   |    |    |
| 15 | Saya tetap dapat mengendalikan diri meski dalam keadaan jengkel.                     |    |   |    |    |
| 16 | Meski pekerjaan menumpuk, saya merasa sanggup untuk mengerjakannya.                  |    |   |    |    |
| 17 | Berkomunikasi dengan orang lain merupakan suatu tekanan bagi saya.                   |    |   |    |    |
| 18 | Saya mempunyai keluarga yang selalu membantu kesulitan-kesulitan yang saya hadapi.   |    |   |    |    |

The logo of Universitas Kujang Pranamata is a yellow shield with a white border. Inside the shield, there is a white lotus flower in the center, with a book below it. The text "UNIVERSITAS KUJANG PRANAMATA" is written in a circular path around the central elements.

# LAMPIRAN B

## SKALA PENELITIAN

**B-1 PERSEPSI TERHADAP KARAKTERISTIK  
PEKERJAAN**

**B-2 HARGA DIRI**

**B-3 *BURN OUT***

No : ..... (Diisi peneliti)

Jenis kelamin : .....

Usia : .....

## PETUNJUK PENGISIAN

1. Bacalah pernyataan-pernyataan pada lembar berikut, kemudian jawablah dengan sungguh-sungguh sesuai dengan keadaan yang sebenarnya.
2. Jawablah semua nomor dan usahakan jangan ada yang terlewat.
3. Tidak ada jawaban yang dianggap salah, semua jawaban adalah benar jika diisi dengan jujur sesuai dengan keadaan saat ini.
4. Pilih salah satu dari empat jawaban yang ada dan yang paling sesuai dengan memberi tanda "silang" ( X ).

**SS** : Sangat Sesuai

**S** : Sesuai

**KS** : Kurang Sesuai

**TS** : Tidak sesuai

5. Periksa kembali semua pernyataan tersebut dan pastikan tidak ada jawaban yang terlewat.
6. Jika Anda merasa bahwa jawaban yang Anda berikan salah dan Anda ingin mengganti dengan jawaban lain, maka Anda dapat langsung mencoret dengan memberikan tanda dua garis horisontal ( = ) pada pilihan jawaban yang lama dan memberikan tanda silang ( X ) pada pilihan Anda yang baru.

Contoh :           SS    S    KS    TS

                  SS    S    KS    TS

**\*\*\*SELAMAT MENGERJAKAN\*\*\***



## **B-1 PERSEPSI TERHADAP KARAKTERISTIK PEKERJAAN**

**SKALA I**  
**PERSEPSI TERHADAP KARAKTERISTIK PEKERJAAN**

| No | PERNYATAAN   | SS | S | KS | TS |
|----|--|----|---|----|----|
| 1  | Saya pikir bahwa pekerjaan saya menyenangkan sehingga saya dapat bekerja dengan baik.                                      |    |   |    |    |
| 2  | Saya merasa bahwa pekerjaan saya sangat sederhana.   |    |   |    |    |
| 3  | Pekerjaan yang saya lakukan sangat membosankan, sehingga saya heran mengapa atasan saya meminta saya untuk mengerjakannya. |    |   |    |    |
| 4  | Saya merasa suasana di tempat kerja banyak memberi perubahan bagi pekerjaan yang saya lakukan.                             |    |   |    |    |
| 5  | Meski tugas-tugas yang saya hadapi sulit, tetapi saya tertantang untuk mengerjakannya.                                     |    |   |    |    |
| 6  | Dalam menyelesaikan pekerjaan saya harus mempunyai pengetahuan yang luas.  |    |   |    |    |
| 7  | Saya menyukai pekerjaan yang saya hadapi karena tidak banyak variasi.  |    |   |    |    |
| 8  | Saya berpikir bahwa pekerjaan yang saya lakukan sia-sia, karena pekerjaan ini bukan bidang saya.                           |    |   |    |    |
| 9  | Saya tidak menggunakan seluruh kemampuan dalam menyelesaikan pekerjaan.  |    |   |    |    |
| 10 | Pekerjaan yang saya lakukan membuat saya dapat mengembangkan pribadi dalam pekerjaan saya.                                 |    |   |    |    |
| 11 | Saya akan bertanggung jawab jika mendapat kewenangan untuk melaksanakan kebijaksanaan dan kepentingan perusahaan.          |    |   |    |    |
| 12 | Saya merasa tidak puas meski pekerjaan saya telah selesai, karena saya tidak diberi kesempatan untuk menanganinya sendiri. |    |   |    |    |
| 13 | Saya merasa senang karena pekerjaan saya dinikmati oleh orang lain.  |    |   |    |    |
| 14 | Buat apa bekerja keras jika hasil dari pekerjaan saya tidak jelas.   |    |   |    |    |
| 15 | Saya tidak mengerti mengapa atasan meminta saya untuk mengerjakan pekerjaan yang tidak berguna.                            |    |   |    |    |
| 16 | Saya merasa bahwa apa yang saya kerjakan selama ini tidak ada artinya.   |    |   |    |    |
| 17 | Pikiran saya selalu tercurah pada pekerjaan.   |    |   |    |    |
| 18 | Ide-ide yang saya miliki tidak pernah dihargai oleh atasan   |    |   |    |    |
| 19 | Saya selalu diberi kesempatan untuk menggunakan pendapat pribadi dalam menyelesaikan pekerjaan saya.                       |    |   |    |    |

| No | PERNYATAAN  | SS | S | KS | TS |
|----|---|----|---|----|----|
| 20 | Saya merasa tersiksa jika atasan meminta saya mengerjakan tugas-tugas yang bukan pekerjaan saya.    |    |   |    |    |
| 21 | Saya diberi tanggung jawab penuh untuk memutuskan bagaimana dan kapan pekerjaan dapat saya lakukan. |    |   |    |    |
| 22 | Saya merasa senang karena diberi kesempatan untuk menyelesaikan sendiri tugas-tugas yang berat.     |    |   |    |    |
| 23 | Dalam melaksanakan tugas saya harus menunggu perintah atasan.                                       |    |   |    |    |
| 24 | Saat bekerja saya tidak memikirkan hasil yang telah saya kerjakan.                                  |    |   |    |    |
| 25 | Saya merasa malas menyelesaikan pekerjaan karena kurangnya informasi yang diberikan.                |    |   |    |    |
| 26 | Saya merasa senang karena atasan mau membantu jika saya menemui kesulitan.                          |    |   |    |    |





## **B-2 HARGA DIRI**



**SKALA II**  
**HARGA DIRI**

| No | PERNYATAAN  | SS | S | KS | TS |
|----|---|----|---|----|----|
| 1  | Saya merasa kemampuan yang saya miliki dapat menyelesaikan tugas yang dibebankan kepada saya. |    |   |    |    |
| 2  | Saya mudah terpengaruh oleh pendapat orang lain.  |    |   |    |    |
| 3  | Saat saya mengalami kegagalan, saya akan berusaha mencari penyebabnya.                        |    |   |    |    |
| 4  | Saya selalu bangga dengan diri saya, meski saya memiliki banyak kekurangan.                   |    |   |    |    |
| 5  | Saya selalu merasa kesulitan menghadapi masalah yang saya hadapi.                             |    |   |    |    |
| 6  | Saya siap membantu jika ada teman yang kesusahan.   |    |   |    |    |
| 7  | Saya tidak suka bergantung pada orang lain.   |    |   |    |    |
| 8  | Saya merasa selalu gagal dalam mencapai suatu harapan.  |    |   |    |    |
| 9  | Saya merasa orang lain lebih disukai daripada saya.   |    |   |    |    |
| 10 | Saya merasa keluarga mau memahami perasaan saya.  |    |   |    |    |
| 11 | Teman-teman enggan bekerja sama dengan saya.  |    |   |    |    |
| 12 | Saya selalu ragu-ragu dalam melaksanakan sesuatu.   |    |   |    |    |
| 13 | Saya merasa putus asa jika mengalami kegagalan.   |    |   |    |    |
| 14 | Saya merasa pendapat saya tidak pernah diterima dengan sepenuh hati oleh teman-teman          |    |   |    |    |



**SKALA 3**  
**BURN OUT**

| No | PERNYATAAN   | SS | S | KS | TS |
|----|--|----|---|----|----|
| 1  | Saya tetap merasa lelah meski telah tidur yang cukup.                                |    |   |    |    |
| 2  | Saya merasa terasing dari yang lainnya.  |    |   |    |    |
| 3  | Saya selalu mempunyai waktu untuk bersama dengan teman-teman di kantor.              |    |   |    |    |
| 4  | Saya merasa sebagai orang yang tidak berguna.  |    |   |    |    |
| 5  | Saya dapat mengerjakan tugas dengan baik meski dalam keadaan mendesak atau tertekan. |    |   |    |    |
| 6  | Meskipun saya sudah bekerja keras tapi hasil yang saya dapatkan hanya sedikit.       |    |   |    |    |
| 7  | Pekerjaan membuat saya frustrasi.  |    |   |    |    |
| 8  | Saya merasa pekerjaan saya tidak dihargai.   |    |   |    |    |
| 9  | Saya menjauhkan diri dari orang lain di tempat kerja.                                |    |   |    |    |
| 10 | Saya selalu dapat menyelesaikan tugas dengan baik.                                   |    |   |    |    |
| 11 | Saya selalu peduli dengan apa yang sedang terjadi di perusahaan.                     |    |   |    |    |
| 12 | Saya tidak mudah menyerah.   |    |   |    |    |
| 13 | Meski pekerjaan menumpuk, saya merasa sanggup untuk mengerjakannya.                  |    |   |    |    |
| 14 | Saya mempunyai keluarga yang selalu membantu kesulitan-kesulitan yang saya hadapi.   |    |   |    |    |



# LAMPIRAN C

## DATA *TRY OUT*

**C-1 PERSEPSI TERHADAP KARAKTERISTIK  
PEKERJAAN**

**C-2 HARGA DIRI**

**C-3 *BURN OUT***



**C-1 PERSEPSI TERHADAP  
KARAKTERISTIK PEKERJAAN**

**Skala persepsi terhadap karakteristik pekerjaan**

| Subyek | Pernyataan |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |
|--------|------------|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|
|        | 1          | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 1      | 4          | 4 | 4 | 4 | 2 | 2 | 3 | 4 | 3 | 3  | 3  | 3  | 3  | 4  | 3  | 4  | 4  | 3  | 3  | 4  |
| 2      | 4          | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 3  | 4  | 3  | 3  | 3  | 3  | 4  | 3  | 3  | 4  | 3  |
| 3      | 2          | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2  | 3  | 2  | 3  | 3  | 2  | 2  | 3  | 2  | 2  | 3  |
| 4      | 3          | 3 | 3 | 4 | 2 | 4 | 4 | 3 | 3 | 3  | 3  | 3  | 1  | 4  | 3  | 3  | 4  | 3  | 3  | 4  |
| 5      | 3          | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3  | 2  | 3  | 2  | 3  | 2  | 3  | 3  | 2  | 3  | 3  |
| 6      | 4          | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4  | 4  | 3  | 4  | 4  | 3  | 4  | 4  | 3  | 4  | 4  |
| 7      | 3          | 3 | 3 | 4 | 2 | 4 | 4 | 3 | 3 | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 4  | 3  | 3  | 4  |
| 8      | 3          | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3  | 3  | 3  | 3  | 3  | 4  | 3  | 3  | 4  | 3  |
| 9      | 3          | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  |
| 10     | 2          | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 1  | 3  | 2  | 2  | 3  | 4  | 2  | 2  | 1  | 2  | 3  |
| 11     | 3          | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  |
| 12     | 3          | 3 | 4 | 4 | 2 | 4 | 4 | 3 | 4 | 4  | 3  | 3  | 2  | 3  | 3  | 4  | 4  | 3  | 4  | 4  |
| 13     | 3          | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2  | 3  | 2  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  |
| 14     | 3          | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3  | 2  | 3  | 3  | 3  | 4  | 3  | 3  | 3  | 4  |
| 15     | 4          | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 4  | 3  | 3  | 4  | 3  | 4  | 4  | 3  | 3  | 4  |
| 16     | 3          | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  |
| 17     | 3          | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3  | 3  | 4  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  |
| 18     | 3          | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  |
| 19     | 3          | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  |
| 20     | 4          | 4 | 4 | 3 | 2 | 3 | 3 | 4 | 3 | 4  | 4  | 4  | 3  | 3  | 3  | 4  | 4  | 4  | 4  | 4  |
| 21     | 4          | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3  | 3  | 4  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 4  |
| 22     | 2          | 3 | 3 | 3 | 1 | 2 | 3 | 3 | 2 | 3  | 3  | 3  | 2  | 3  | 2  | 3  | 3  | 3  | 3  | 3  |
| 23     | 1          | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 4  | 3  | 3  | 3  |
| 24     | 3          | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3  | 3  | 3  | 3  | 4  | 3  | 3  | 3  | 3  | 3  | 3  |
| 25     | 3          | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4  | 4  | 3  | 4  | 4  | 3  | 4  | 4  | 3  | 4  | 4  |
| 26     | 4          | 1 | 3 | 4 | 1 | 3 | 4 | 3 | 2 | 3  | 2  | 2  | 3  | 3  | 2  | 3  | 3  | 3  | 2  | 3  |
| 27     | 3          | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 2  | 3  | 3  | 3  | 3  | 4  | 4  | 3  | 3  | 3  |
| 28     | 4          | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3  | 3  | 3  | 4  | 3  | 4  | 4  | 3  | 4  | 4  |
| 29     | 4          | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3  | 4  | 3  | 4  | 3  | 3  | 4  | 3  | 4  | 4  | 3  |
| 30     | 4          | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3  | 3  | 3  | 4  | 3  | 2  | 4  | 4  | 4  | 3  | 4  |

| Subyek | Pernyataan |    |    |    |    |    |    |    |    |    | Total |
|--------|------------|----|----|----|----|----|----|----|----|----|-------|
|        | 21         | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 |       |
| 1      | 3          | 3  | 4  | 4  | 4  | 2  | 4  | 3  | 3  | 3  | 100   |
| 2      | 2          | 4  | 3  | 3  | 3  | 3  | 3  | 4  | 4  | 4  | 97    |
| 3      | 3          | 3  | 2  | 3  | 2  | 1  | 3  | 3  | 3  | 3  | 76    |
| 4      | 2          | 3  | 3  | 3  | 3  | 3  | 3  | 4  | 4  | 3  | 94    |
| 5      | 2          | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 84    |
| 6      | 3          | 4  | 3  | 4  | 4  | 3  | 4  | 4  | 4  | 4  | 113   |
| 7      | 2          | 3  | 3  | 3  | 3  | 2  | 3  | 3  | 3  | 3  | 92    |
| 8      | 3          | 3  | 3  | 2  | 4  | 2  | 3  | 2  | 3  | 3  | 90    |
| 9      | 2          | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 88    |
| 10     | 3          | 3  | 2  | 2  | 2  | 3  | 3  | 3  | 3  | 3  | 76    |
| 11     | 2          | 3  | 3  | 3  | 3  | 4  | 3  | 3  | 3  | 3  | 90    |
| 12     | 2          | 4  | 3  | 3  | 4  | 4  | 3  | 4  | 4  | 4  | 103   |
| 13     | 1          | 3  | 2  | 3  | 3  | 2  | 3  | 3  | 3  | 3  | 82    |
| 14     | 2          | 3  | 2  | 3  | 3  | 2  | 4  | 3  | 3  | 3  | 88    |
| 15     | 3          | 3  | 3  | 4  | 2  | 3  | 3  | 3  | 3  | 3  | 97    |
| 16     | 3          | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 89    |
| 17     | 2          | 4  | 4  | 3  | 3  | 2  | 4  | 4  | 4  | 4  | 100   |
| 18     | 3          | 3  | 3  | 3  | 3  | 2  | 3  | 3  | 4  | 3  | 91    |
| 19     | 3          | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 90    |
| 20     | 3          | 3  | 4  | 3  | 4  | 2  | 4  | 3  | 3  | 3  | 103   |
| 21     | 3          | 3  | 3  | 3  | 4  | 2  | 3  | 3  | 4  | 4  | 95    |
| 22     | 2          | 3  | 3  | 3  | 2  | 2  | 2  | 3  | 3  | 3  | 79    |
| 23     | 3          | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 89    |
| 24     | 2          | 3  | 3  | 3  | 2  | 3  | 4  | 3  | 4  | 3  | 91    |
| 25     | 2          | 4  | 2  | 3  | 3  | 3  | 4  | 4  | 3  | 4  | 105   |
| 26     | 2          | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 83    |
| 27     | 3          | 3  | 3  | 4  | 3  | 3  | 3  | 3  | 4  | 3  | 93    |
| 28     | 3          | 3  | 3  | 4  | 3  | 4  | 3  | 3  | 3  | 3  | 98    |
| 29     | 2          | 3  | 3  | 3  | 4  | 4  | 4  | 3  | 3  | 3  | 100   |
| 30     | 3          | 4  | 3  | 3  | 3  | 4  | 3  | 3  | 4  | 4  | 100   |



## **C-2 HARGA DIRI**



## Skala Harga Diri

| Subyek | Pernyataan |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    | Total |
|--------|------------|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|-------|
|        | 1          | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 |       |
| 1      | 3          | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 3  | 4  | 4  | 3  | 4  | 4  | 4  | 69    |
| 2      | 3          | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 3  | 4  | 4  | 3  | 3  | 4  | 3  | 66    |
| 3      | 3          | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 4  | 3  | 57    |
| 4      | 4          | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 2  | 3  | 3  | 4  | 3  | 4  | 1  | 4  | 64    |
| 5      | 3          | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3  | 4  | 4  | 3  | 3  | 3  | 4  | 3  | 4  | 61    |
| 6      | 4          | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3  | 4  | 4  | 4  | 3  | 4  | 4  | 4  | 4  | 66    |
| 7      | 4          | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 59    |
| 8      | 3          | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4  | 3  | 3  | 3  | 3  | 3  | 4  | 3  | 4  | 59    |
| 9      | 3          | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4  | 3  | 3  | 3  | 4  | 3  | 3  | 2  | 2  | 55    |
| 10     | 3          | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 2  | 2  | 3  | 3  | 3  | 4  | 4  | 3  | 54    |
| 11     | 4          | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3  | 4  | 4  | 4  | 3  | 4  | 3  | 4  | 4  | 64    |
| 12     | 3          | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2  | 3  | 3  | 3  | 4  | 3  | 3  | 3  | 4  | 55    |
| 13     | 4          | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3  | 4  | 4  | 4  | 3  | 4  | 4  | 4  | 4  | 69    |
| 14     | 4          | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 4  | 4  | 64    |
| 15     | 4          | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 3  | 3  | 3  | 3  | 3  | 3  | 4  | 4  | 3  | 62    |
| 16     | 3          | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4  | 3  | 3  | 3  | 4  | 3  | 3  | 3  | 3  | 57    |
| 17     | 4          | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 69    |
| 18     | 4          | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3  | 4  | 4  | 4  | 3  | 4  | 4  | 4  | 4  | 69    |
| 19     | 4          | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 4  | 2  | 2  | 2  | 1  | 2  | 4  | 3  | 4  | 57    |
| 20     | 3          | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 4  | 4  | 4  | 3  | 4  | 3  | 4  | 3  | 60    |
| 21     | 4          | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 62    |
| 22     | 1          | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 3  | 1  | 1  | 1  | 3  | 1  | 3  | 2  | 3  | 29    |
| 23     | 3          | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4  | 3  | 3  | 3  | 3  | 3  | 4  | 4  | 2  | 57    |
| 24     | 3          | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3  | 2  | 2  | 2  | 3  | 2  | 4  | 4  | 4  | 52    |
| 25     | 3          | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3  | 3  | 3  | 3  | 3  | 4  | 3  | 4  | 56    |
| 26     | 3          | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3  | 4  | 4  | 4  | 3  | 4  | 4  | 4  | 3  | 61    |
| 27     | 4          | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 4  | 3  | 3  | 3  | 3  | 3  | 3  | 2  | 3  | 60    |
| 28     | 4          | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 2  | 4  | 4  | 4  | 3  | 4  | 4  | 3  | 4  | 65    |
| 29     | 3          | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 64    |
| 30     | 3          | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3  | 3  | 3  | 3  | 3  | 4  | 3  | 3  | 54    |



Skala *Burn-out*

| Subyek | Pernyataan |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    | Total |
|--------|------------|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|-------|
|        | 1          | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 |       |
| 1      | 1          | 2 | 1 | 2 | 1 | 2 | 1 | 2 | 2 | 2  | 2  | 3  | 1  | 1  | 1  | 1  | 1  | 1  | 27    |
| 2      | 2          | 2 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 2  | 2  | 4  | 3  | 1  | 2  | 4  | 3  | 2  | 49    |
| 3      | 2          | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 2  | 3  | 2  | 2  | 2  | 2  | 2  | 2  | 37    |
| 4      | 2          | 1 | 4 | 2 | 2 | 1 | 4 | 4 | 4 | 2  | 2  | 4  | 1  | 1  | 1  | 1  | 1  | 1  | 38    |
| 5      | 2          | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 1  | 2  | 2  | 2  | 1  | 1  | 32    |
| 6      | 2          | 2 | 4 | 2 | 3 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 2  | 2  | 4  | 2  | 4  | 2  | 43    |
| 7      | 3          | 3 | 4 | 2 | 2 | 2 | 1 | 2 | 1 | 3  | 3  | 2  | 1  | 3  | 1  | 2  | 1  | 3  | 39    |
| 8      | 2          | 3 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 3  | 3  | 2  | 1  | 2  | 2  | 2  | 1  | 2  | 36    |
| 9      | 2          | 2 | 4 | 2 | 2 | 2 | 3 | 3 | 3 | 2  | 2  | 2  | 1  | 4  | 4  | 2  | 4  | 2  | 46    |
| 10     | 2          | 2 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 2  | 3  | 1  | 2  | 2  | 2  | 1  | 2  | 37    |
| 11     | 2          | 2 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 2  | 2  | 1  | 2  | 1  | 2  | 36    |
| 12     | 1          | 2 | 2 | 3 | 3 | 3 | 1 | 1 | 1 | 2  | 2  | 3  | 2  | 3  | 3  | 3  | 1  | 1  | 37    |
| 13     | 4          | 4 | 3 | 3 | 3 | 3 | 1 | 1 | 2 | 4  | 4  | 3  | 2  | 4  | 2  | 3  | 1  | 4  | 51    |
| 14     | 1          | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 2 | 2  | 2  | 2  | 2  | 1  | 2  | 2  | 2  | 1  | 29    |
| 15     | 2          | 2 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 1  | 2  | 37    |
| 16     | 3          | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 3  | 3  | 2  | 2  | 2  | 2  | 2  | 1  | 3  | 41    |
| 17     | 1          | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1  | 3  | 2  | 1  | 2  | 1  | 2  | 1  | 1  | 27    |
| 18     | 1          | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 1  | 1  | 2  | 2  | 1  | 2  | 2  | 1  | 1  | 25    |
| 19     | 2          | 2 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 2  | 2  | 1  | 3  | 1  | 1  | 2  | 2  | 2  | 30    |
| 20     | 1          | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1  | 1  | 1  | 1  | 1  | 3  | 2  | 4  | 1  | 28    |
| 21     | 3          | 3 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 3  | 3  | 2  | 2  | 1  | 1  | 2  | 4  | 3  | 43    |
| 22     | 1          | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 1  | 1  | 2  | 2  | 4  | 2  | 3  | 4  | 1  | 43    |
| 23     | 1          | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1  | 1  | 1  | 2  | 1  | 2  | 1  | 2  | 1  | 22    |
| 24     | 2          | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2  | 2  | 4  | 1  | 2  | 2  | 2  | 1  | 2  | 33    |
| 25     | 1          | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1  | 1  | 3  | 2  | 2  | 2  | 2  | 2  | 1  | 32    |
| 26     | 1          | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 1  | 1  | 2  | 2  | 2  | 2  | 2  | 2  | 1  | 27    |
| 27     | 1          | 1 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 1  | 1  | 2  | 2  | 1  | 3  | 1  | 2  | 1  | 28    |
| 28     | 1          | 1 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 1  | 1  | 2  | 1  | 1  | 3  | 2  | 2  | 1  | 32    |
| 29     | 1          | 1 | 4 | 2 | 2 | 2 | 1 | 1 | 1 | 1  | 1  | 3  | 1  | 1  | 2  | 2  | 1  | 1  | 28    |
| 30     | 2          | 2 | 3 | 2 | 2 | 2 | 1 | 1 | 1 | 2  | 2  | 3  | 2  | 2  | 2  | 2  | 1  | 2  | 34    |



# LAMPIRAN D

## UJI VALIDITAS DAN RELIABILITAS

**D-1 PERSEPSI TERHADAP KARAKTERISTIK  
PEKERJAAN**

**D-2 HARGA DIRI**

**D-3 *BURN OUT***



**D-1 PERSEPSI TERHADAP  
KARAKTERISTIK PEKERJAAN**

## Skala Persepsi terhadap Karakteristik Pekerjaan

### Putaran 1

#### Reliability

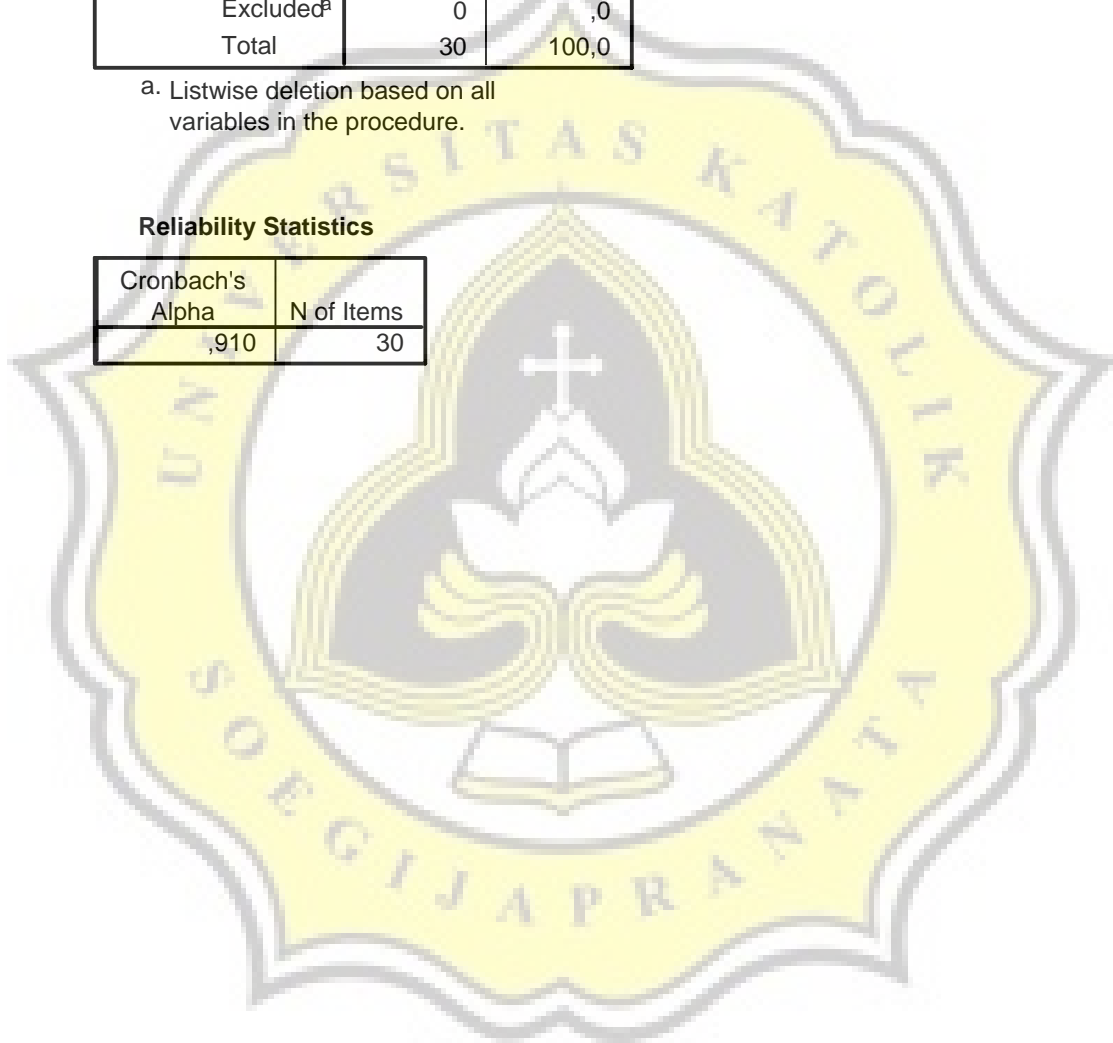
##### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100,0 |
|       | Excluded <sup>a</sup> | 0  | ,0    |
|       | Total                 | 30 | 100,0 |

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

##### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,910             | 30         |



## Item-Total Statistics

|     | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| P1  | 89,37                      | 68,171                         | ,549                             | ,906                             |
| P2  | 89,53                      | 67,154                         | ,690                             | ,903                             |
| P3  | 89,33                      | 71,126                         | ,613                             | ,906                             |
| P4  | 89,27                      | 71,375                         | ,438                             | ,908                             |
| P5  | 90,03                      | 73,482                         | <b>,150</b>                      | ,913                             |
| P6  | 89,40                      | 71,421                         | ,388                             | ,909                             |
| P7  | 89,30                      | 71,528                         | ,436                             | ,908                             |
| P8  | 89,33                      | 71,126                         | ,613                             | ,906                             |
| P9  | 89,50                      | 71,086                         | ,505                             | ,907                             |
| P10 | 89,57                      | 67,702                         | ,733                             | ,903                             |
| P11 | 89,43                      | 70,461                         | ,515                             | ,907                             |
| P12 | 89,60                      | 70,386                         | ,554                             | ,906                             |
| P13 | 89,60                      | 70,869                         | ,392                             | ,909                             |
| P14 | 89,30                      | 72,217                         | ,424                             | ,908                             |
| P15 | 89,67                      | 74,023                         | <b>,172</b>                      | ,911                             |
| P16 | 89,17                      | 67,799                         | ,723                             | ,903                             |
| P17 | 89,17                      | 69,385                         | ,627                             | ,905                             |
| P18 | 89,57                      | 70,047                         | ,553                             | ,906                             |
| P19 | 89,37                      | 68,171                         | ,714                             | ,903                             |
| P20 | 89,13                      | 70,395                         | ,581                             | ,906                             |
| P21 | 90,07                      | 74,271                         | <b>,092</b>                      | ,914                             |
| P22 | 89,33                      | 71,333                         | ,582                             | ,906                             |
| P23 | 89,60                      | 71,559                         | ,416                             | ,908                             |
| P24 | 89,43                      | 71,771                         | ,429                             | ,908                             |
| P25 | 89,47                      | 69,016                         | ,571                             | ,906                             |
| P26 | 89,77                      | 71,495                         | <b>,260</b>                      | ,913                             |
| P27 | 89,30                      | 70,700                         | ,536                             | ,907                             |
| P28 | 89,37                      | 71,620                         | ,470                             | ,908                             |
| P29 | 89,20                      | 72,166                         | ,381                             | ,909                             |
| P30 | 89,30                      | 71,183                         | ,569                             | ,906                             |

## Scale Statistics

| Mean  | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 92,53 | 75,499   | 8,689          | 30         |

## Putaran 2

### Reliability

#### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100,0 |
|       | Excluded <sup>a</sup> | 0  | ,0    |
|       | Total                 | 30 | 100,0 |

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,923             | 26         |

#### Item-Total Statistics

|     | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| P1  | 78,77                      | 60,323                         | ,566                             | ,921                             |
| P2  | 78,93                      | 59,582                         | ,688                             | ,918                             |
| P3  | 78,73                      | 63,237                         | ,625                             | ,920                             |
| P4  | 78,67                      | 63,195                         | ,480                             | ,922                             |
| P6  | 78,80                      | 63,545                         | ,392                             | ,923                             |
| P7  | 78,70                      | 63,528                         | ,456                             | ,922                             |
| P8  | 78,73                      | 63,168                         | ,636                             | ,920                             |
| P9  | 78,90                      | 63,472                         | ,478                             | ,922                             |
| P10 | 78,97                      | 59,689                         | ,776                             | ,916                             |
| P11 | 78,83                      | 62,833                         | ,496                             | ,921                             |
| P12 | 79,00                      | 62,552                         | ,561                             | ,920                             |
| P13 | 79,00                      | 63,379                         | ,359                             | ,924                             |
| P14 | 78,70                      | 64,493                         | ,400                             | ,923                             |
| P16 | 78,57                      | 60,254                         | ,713                             | ,917                             |
| P17 | 78,57                      | 61,633                         | ,630                             | ,919                             |
| P18 | 78,97                      | 62,033                         | ,582                             | ,920                             |
| P19 | 78,77                      | 60,599                         | ,704                             | ,918                             |
| P20 | 78,53                      | 62,533                         | ,592                             | ,920                             |
| P22 | 78,73                      | 63,444                         | ,592                             | ,920                             |
| P23 | 79,00                      | 63,517                         | ,440                             | ,922                             |
| P24 | 78,83                      | 63,937                         | ,426                             | ,922                             |
| P25 | 78,87                      | 61,154                         | ,588                             | ,920                             |
| P27 | 78,70                      | 62,976                         | ,527                             | ,921                             |
| P28 | 78,77                      | 63,564                         | ,499                             | ,921                             |
| P29 | 78,60                      | 64,317                         | ,377                             | ,923                             |
| P30 | 78,70                      | 63,252                         | ,586                             | ,920                             |

#### Scale Statistics

| Mean  | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 81,93 | 67,444   | 8,212          | 26         |





## **D-2 HARGA DIRI**

## Skala Harga Diri

### Putaran 1

### Reliability

#### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100,0 |
|       | Excluded <sup>a</sup> | 0  | ,0    |
|       | Total                 | 30 | 100,0 |

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,908             | 18         |

#### Item-Total Statistics

|     | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| H1  | 56,50                      | 51,086                         | ,725                             | ,898                             |
| H2  | 56,37                      | 50,171                         | ,810                             | ,896                             |
| H3  | 56,73                      | 56,961                         | <b>,136</b>                      | ,913                             |
| H4  | 56,43                      | 50,047                         | ,828                             | ,895                             |
| H5  | 56,53                      | 50,671                         | ,782                             | ,897                             |
| H6  | 56,50                      | 50,397                         | ,803                             | ,896                             |
| H7  | 56,47                      | 50,947                         | ,733                             | ,898                             |
| H8  | 56,47                      | 50,189                         | ,818                             | ,896                             |
| H9  | 56,67                      | 52,161                         | ,521                             | ,905                             |
| H10 | 56,53                      | 58,120                         | <b>-,002</b>                     | ,917                             |
| H11 | 56,67                      | 49,540                         | ,730                             | ,898                             |
| H12 | 56,70                      | 50,217                         | ,727                             | ,898                             |
| H13 | 56,63                      | 49,620                         | ,811                             | ,895                             |
| H14 | 56,67                      | 57,057                         | <b>,112</b>                      | ,914                             |
| H15 | 56,70                      | 50,631                         | ,738                             | ,898                             |
| H16 | 56,27                      | 56,616                         | <b>,213</b>                      | ,911                             |
| H17 | 56,50                      | 54,121                         | ,310                             | ,912                             |
| H18 | 56,40                      | 55,214                         | ,306                             | ,910                             |

#### Scale Statistics

| Mean  | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 59,87 | 58,464   | 7,646          | 18         |

## Putaran 2

### Reliability

#### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100,0 |
|       | Excluded <sup>a</sup> | 0  | ,0    |
|       | Total                 | 30 | 100,0 |

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,936             | 14         |

#### Item-Total Statistics

|     | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| H1  | 43,23                      | 46,116                         | ,778                             | ,929                             |
| H2  | 43,10                      | 45,403                         | ,844                             | ,927                             |
| H4  | 43,17                      | 45,316                         | ,859                             | ,927                             |
| H5  | 43,27                      | 46,064                         | ,794                             | ,928                             |
| H6  | 43,23                      | 45,702                         | ,827                             | ,928                             |
| H7  | 43,20                      | 46,234                         | ,756                             | ,929                             |
| H8  | 43,20                      | 45,614                         | ,829                             | ,927                             |
| H9  | 43,40                      | 48,248                         | ,454                             | ,939                             |
| H11 | 43,40                      | 45,145                         | ,724                             | ,930                             |
| H12 | 43,43                      | 45,771                         | ,722                             | ,930                             |
| H13 | 43,37                      | 45,344                         | ,791                             | ,928                             |
| H15 | 43,43                      | 46,116                         | ,740                             | ,930                             |
| H17 | 43,23                      | 49,082                         | ,343                             | ,943                             |
| H18 | 43,13                      | 50,395                         | ,318                             | ,941                             |

#### Scale Statistics

| Mean  | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 46,60 | 53,628   | 7,323          | 14         |



***D-3 BURN OUT***

## Skala *Burn Out*

### Putaran 1

### Reliability

#### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100,0 |
|       | Excluded <sup>a</sup> | 0  | ,0    |
|       | Total                 | 30 | 100,0 |

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,831             | 18         |

#### Item-Total Statistics

|     | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| B1  | 33,17                      | 45,661                         | ,621                             | ,812                             |
| B2  | 33,13                      | 45,706                         | ,588                             | ,814                             |
| B3  | 32,30                      | 42,631                         | ,544                             | ,816                             |
| B4  | 32,83                      | 47,937                         | ,596                             | ,817                             |
| B5  | 32,83                      | 46,971                         | ,650                             | ,814                             |
| B6  | 32,80                      | 49,476                         | ,423                             | ,824                             |
| B7  | 33,30                      | 48,148                         | ,379                             | ,825                             |
| B8  | 33,20                      | 48,234                         | ,387                             | ,824                             |
| B9  | 33,17                      | 47,799                         | ,440                             | ,822                             |
| B10 | 33,07                      | 45,857                         | ,599                             | ,813                             |
| B11 | 33,00                      | 46,966                         | ,481                             | ,819                             |
| B12 | 32,57                      | 49,289                         | <b>,248</b>                      | ,832                             |
| B13 | 33,27                      | 51,444                         | <b>,108</b>                      | ,835                             |
| B14 | 33,07                      | 45,651                         | ,492                             | ,819                             |
| B15 | 32,90                      | 51,541                         | <b>,048</b>                      | ,842                             |
| B16 | 32,90                      | 47,748                         | ,545                             | ,818                             |
| B17 | 33,10                      | 49,128                         | <b>,152</b>                      | ,844                             |
| B18 | 33,27                      | 45,237                         | ,637                             | ,811                             |

#### Scale Statistics

| Mean  | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 34,93 | 52,754   | 7,263          | 18         |

## Putaran 2

### Reliability

#### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100,0 |
|       | Excluded <sup>a</sup> | 0  | ,0    |
|       | Total                 | 30 | 100,0 |

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,868             | 14         |

#### Item-Total Statistics

|     | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| B1  | 25,27                      | 36,064                         | ,726                             | ,848                             |
| B2  | 25,23                      | 36,116                         | ,687                             | ,850                             |
| B3  | 24,40                      | 34,386                         | ,529                             | ,864                             |
| B4  | 24,93                      | 39,375                         | ,544                             | ,859                             |
| B5  | 24,93                      | 38,823                         | ,558                             | ,858                             |
| B6  | 24,90                      | 40,990                         | ,333                             | ,867                             |
| B7  | 25,40                      | 39,766                         | ,317                             | ,869                             |
| B8  | 25,30                      | 39,390                         | ,374                             | ,866                             |
| B9  | 25,27                      | 39,168                         | ,408                             | ,865                             |
| B10 | 25,17                      | 36,213                         | ,706                             | ,849                             |
| B11 | 25,10                      | 36,921                         | ,616                             | ,854                             |
| B14 | 25,17                      | 36,833                         | ,501                             | ,861                             |
| B16 | 25,00                      | 39,379                         | ,474                             | ,862                             |
| B18 | 25,37                      | 35,964                         | ,707                             | ,849                             |

#### Scale Statistics

| Mean  | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 27,03 | 43,413   | 6,589          | 14         |

# LAMPIRAN E

## DATA PENELITIAN

**E-1 PERSEPSI TERHADAP KARAKTERISTIK  
PEKERJAAN**

**E-2 HARGA DIRI**

**E-3 *BURN OUT***



**E-1 PERSEPSI TERHADAP  
KARAKTERISTIK PEKERJAAN**



**Persepsi terhadap karakteristik pekerjaan**

| Subyek | Pernyataan |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    | Total |
|--------|------------|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|-------|
|        | 1          | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 |       |
| 1      | 4          | 3 | 2 | 2 | 4 | 3 | 3 | 3 | 3 | 4  | 4  | 2  | 4  | 3  | 3  | 3  | 4  | 2  | 3  | 4  | 3  | 3  | 2  | 3  | 3  | 3  | 80    |
| 2      | 4          | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4  | 4  | 4  | 3  | 3  | 4  | 3  | 3  | 2  | 4  | 2  | 4  | 3  | 3  | 3  | 3  | 3  | 84    |
| 3      | 3          | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4  | 4  | 4  | 3  | 3  | 4  | 3  | 4  | 3  | 4  | 3  | 3  | 3  | 3  | 3  | 3  | 2  | 84    |
| 4      | 3          | 2 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 3  | 3  | 4  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 2  | 3  | 3  | 2  | 3  | 76    |
| 5      | 4          | 2 | 3 | 3 | 2 | 4 | 4 | 3 | 3 | 4  | 4  | 3  | 4  | 3  | 3  | 3  | 4  | 2  | 3  | 3  | 2  | 3  | 3  | 3  | 2  | 3  | 80    |
| 6      | 4          | 3 | 4 | 3 | 2 | 4 | 3 | 3 | 2 | 4  | 2  | 3  | 4  | 4  | 2  | 4  | 2  | 4  | 2  | 3  | 3  | 4  | 4  | 3  | 3  | 3  | 82    |
| 7      | 4          | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4  | 4  | 4  | 4  | 3  | 3  | 2  | 3  | 3  | 2  | 3  | 3  | 2  | 4  | 3  | 2  | 2  | 84    |
| 8      | 4          | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4  | 4  | 4  | 4  | 3  | 4  | 3  | 4  | 4  | 4  | 3  | 3  | 3  | 3  | 3  | 4  | 3  | 91    |
| 9      | 3          | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3  | 3  | 4  | 3  | 4  | 3  | 4  | 3  | 3  | 3  | 3  | 2  | 3  | 3  | 3  | 3  | 3  | 82    |
| 10     | 4          | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3  | 3  | 2  | 3  | 3  | 2  | 4  | 3  | 3  | 2  | 3  | 3  | 4  | 2  | 4  | 3  | 3  | 81    |
| 11     | 4          | 2 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4  | 3  | 3  | 2  | 4  | 3  | 4  | 2  | 3  | 3  | 4  | 3  | 3  | 3  | 3  | 3  | 3  | 83    |
| 12     | 4          | 4 | 3 | 2 | 3 | 4 | 3 | 2 | 3 | 3  | 4  | 2  | 3  | 2  | 2  | 3  | 4  | 2  | 3  | 3  | 4  | 3  | 2  | 3  | 3  | 3  | 77    |
| 13     | 4          | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3  | 4  | 3  | 3  | 3  | 4  | 3  | 3  | 2  | 3  | 3  | 3  | 2  | 3  | 3  | 3  | 3  | 82    |
| 14     | 4          | 2 | 2 | 3 | 4 | 3 | 3 | 2 | 3 | 4  | 3  | 3  | 4  | 3  | 1  | 3  | 4  | 3  | 3  | 2  | 4  | 2  | 3  | 3  | 3  | 3  | 77    |
| 15     | 4          | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4  | 4  | 3  | 4  | 4  | 4  | 3  | 4  | 4  | 3  | 3  | 3  | 2  | 3  | 3  | 3  | 4  | 89    |
| 16     | 3          | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 3  | 4  | 4  | 4  | 3  | 4  | 4  | 3  | 3  | 3  | 2  | 3  | 3  | 3  | 4  | 3  | 3  | 77    |
| 17     | 3          | 3 | 3 | 4 | 3 | 3 | 2 | 2 | 3 | 3  | 3  | 4  | 3  | 2  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 2  | 3  | 4  | 3  | 3  | 77    |
| 18     | 3          | 4 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 2  | 3  | 3  | 3  | 3  | 4  | 3  | 2  | 4  | 3  | 2  | 3  | 3  | 3  | 3  | 4  | 3  | 76    |
| 19     | 4          | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4  | 4  | 4  | 2  | 3  | 3  | 4  | 2  | 4  | 3  | 3  | 2  | 4  | 4  | 4  | 3  | 3  | 87    |
| 20     | 3          | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 4  | 4  | 4  | 3  | 81    |
| 21     | 4          | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 2  | 3  | 4  | 4  | 3  | 3  | 4  | 3  | 4  | 4  | 3  | 3  | 4  | 4  | 4  | 4  | 4  | 91    |
| 22     | 3          | 3 | 2 | 3 | 2 | 3 | 1 | 2 | 3 | 2  | 3  | 3  | 3  | 3  | 4  | 3  | 2  | 3  | 4  | 2  | 2  | 3  | 4  | 2  | 4  | 2  | 71    |
| 23     | 2          | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 3  | 2  | 3  | 4  | 3  | 1  | 3  | 3  | 1  | 4  | 4  | 3  | 4  | 3  | 4  | 3  | 4  | 78    |
| 24     | 2          | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3  | 4  | 4  | 4  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 84    |
| 25     | 4          | 3 | 3 | 3 | 2 | 4 | 3 | 2 | 3 | 3  | 4  | 1  | 4  | 2  | 2  | 2  | 2  | 2  | 2  | 4  | 2  | 3  | 3  | 3  | 3  | 3  | 73    |
| 26     | 3          | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4  | 4  | 4  | 4  | 4  | 3  | 4  | 4  | 4  | 4  | 3  | 3  | 4  | 3  | 4  | 4  | 3  | 91    |
| 27     | 3          | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3  | 3  | 4  | 4  | 3  | 3  | 4  | 3  | 3  | 4  | 3  | 4  | 4  | 4  | 4  | 4  | 3  | 88    |
| 28     | 3          | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 3  | 3  | 3  | 3  | 3  | 3  | 4  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 4  | 4  | 82    |
| 29     | 3          | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3  | 3  | 3  | 2  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 76    |
| 30     | 4          | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3  | 4  | 4  | 3  | 4  | 4  | 4  | 4  | 2  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 99    |
| 31     | 4          | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 2 | 2  | 4  | 4  | 4  | 2  | 4  | 4  | 3  | 2  | 4  | 3  | 3  | 2  | 4  | 4  | 4  | 4  | 88    |
| 32     | 2          | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 3  | 4  | 4  | 4  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 83    |
| 33     | 4          | 3 | 3 | 3 | 3 | 4 | 2 | 4 | 4 | 3  | 3  | 4  | 4  | 2  | 3  | 3  | 3  | 4  | 4  | 4  | 4  | 3  | 4  | 3  | 3  | 4  | 88    |
| 34     | 3          | 3 | 3 | 3 | 4 | 4 | 2 | 3 | 3 | 3  | 3  | 3  | 3  | 2  | 3  | 4  | 2  | 3  | 2  | 4  | 2  | 2  | 4  | 4  | 3  | 4  | 79    |
| 35     | 3          | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3  | 3  | 4  | 4  | 2  | 3  | 3  | 3  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 93    |
| 36     | 3          | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2  | 3  | 3  | 2  | 2  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 74    |
| 37     | 4          | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4  | 4  | 4  | 3  | 2  | 4  | 3  | 4  | 3  | 3  | 4  | 4  | 3  | 4  | 4  | 4  | 3  | 93    |
| 38     | 2          | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2  | 2  | 4  | 3  | 3  | 2  | 4  | 2  | 3  | 4  | 3  | 3  | 2  | 4  | 3  | 2  | 2  | 72    |
| 39     | 3          | 4 | 3 | 4 | 3 | 3 | 2 | 3 | 4 | 3  | 3  | 4  | 2  | 2  | 2  | 3  | 3  | 2  | 3  | 4  | 3  | 3  | 3  | 3  | 3  | 3  | 78    |

| Subyek | Pernyataan |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    | Total |
|--------|------------|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|-------|
|        | 1          | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 |       |
| 40     | 4          | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 2  | 3  | 3  | 3  | 3  | 2  | 2  | 3  | 3  | 3  | 2  | 3  | 3  | 3  | 3  | 3  | 2  | 70    |
| 41     | 3          | 4 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 3  | 3  | 3  | 3  | 3  | 2  | 4  | 3  | 4  | 4  | 3  | 2  | 4  | 4  | 3  | 4  | 4  | 84    |
| 42     | 3          | 3 | 3 | 3 | 2 | 2 | 4 | 3 | 3 | 3  | 2  | 3  | 2  | 3  | 3  | 4  | 3  | 3  | 2  | 2  | 3  | 3  | 2  | 3  | 3  | 3  | 73    |
| 43     | 2          | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 3  | 2  | 3  | 4  | 3  | 1  | 3  | 3  | 1  | 1  | 4  | 4  | 3  | 4  | 3  | 3  | 2  | 73    |
| 44     | 3          | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3  | 4  | 4  | 2  | 3  | 3  | 3  | 3  | 4  | 2  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 76    |
| 45     | 3          | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3  | 4  | 4  | 2  | 3  | 3  | 3  | 3  | 4  | 2  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 76    |
| 46     | 4          | 4 | 4 | 4 | 2 | 2 | 3 | 4 | 3 | 3  | 3  | 3  | 3  | 4  | 3  | 4  | 4  | 3  | 3  | 4  | 3  | 3  | 4  | 4  | 4  | 4  | 89    |
| 47     | 2          | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2  | 3  | 2  | 3  | 3  | 3  | 2  | 3  | 4  | 2  | 3  | 4  | 3  | 3  | 3  | 3  | 3  | 75    |
| 48     | 3          | 3 | 4 | 2 | 4 | 4 | 3 | 3 | 3 | 3  | 3  | 3  | 3  | 3  | 4  | 3  | 3  | 4  | 3  | 3  | 3  | 3  | 2  | 3  | 3  | 3  | 81    |
| 49     | 4          | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 4  | 3  | 79    |
| 50     | 3          | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 3  | 3  | 3  | 3  | 3  | 3  | 2  | 3  | 3  | 3  | 3  | 4  | 3  | 3  | 3  | 3  | 3  | 78    |
| 51     | 3          | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3  | 2  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 1  | 3  | 3  | 3  | 3  | 3  | 72    |
| 52     | 3          | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 78    |
| 53     | 3          | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3  | 3  | 4  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 2  | 4  | 4  | 3  | 3  | 2  | 84    |
| 54     | 2          | 3 | 3 | 3 | 1 | 2 | 3 | 3 | 2 | 3  | 3  | 2  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 2  | 2  | 3  | 3  | 3  | 3  | 3  | 70    |
| 55     | 3          | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3  | 3  | 3  | 3  | 4  | 3  | 3  | 3  | 3  | 3  | 2  | 3  | 3  | 3  | 3  | 3  | 3  | 78    |
| 56     | 3          | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4  | 4  | 3  | 4  | 4  | 3  | 4  | 4  | 2  | 4  | 2  | 3  | 3  | 3  | 3  | 3  | 4  | 89    |
| 57     | 4          | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3  | 4  | 3  | 4  | 4  | 4  | 3  | 4  | 4  | 3  | 3  | 3  | 4  | 3  | 4  | 3  | 86    |
| 58     | 4          | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4  | 3  | 4  | 3  | 3  | 4  | 3  | 4  | 4  | 4  | 3  | 2  | 3  | 3  | 3  | 4  | 4  | 87    |
| 59     | 4          | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3  | 3  | 4  | 3  | 2  | 4  | 4  | 4  | 4  | 3  | 4  | 3  | 4  | 3  | 3  | 3  | 4  | 86    |
| 60     | 4          | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 3  | 4  | 3  | 3  | 3  | 3  | 4  | 3  | 3  | 4  | 3  | 2  | 4  | 3  | 3  | 3  | 3  | 82    |
| 61     | 4          | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3  | 3  | 4  | 4  | 4  | 3  | 4  | 4  | 4  | 3  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 98    |
| 62     | 4          | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3  | 4  | 4  | 3  | 3  | 3  | 4  | 4  | 3  | 3  | 3  | 4  | 3  | 4  | 3  | 3  | 3  | 90    |
| 63     | 3          | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4  | 3  | 2  | 3  | 4  | 4  | 2  | 3  | 3  | 4  | 4  | 3  | 3  | 3  | 3  | 3  | 3  | 86    |
| 64     | 4          | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3  | 3  | 2  | 4  | 4  | 3  | 3  | 3  | 4  | 4  | 4  | 2  | 4  | 4  | 4  | 4  | 4  | 91    |
| 65     | 3          | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3  | 3  | 2  | 3  | 3  | 3  | 3  | 2  | 3  | 2  | 2  | 3  | 2  | 3  | 2  | 3  | 3  | 71    |
| 66     | 4          | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 3  | 4  | 3  | 3  | 3  | 4  | 3  | 3  | 4  | 3  | 2  | 4  | 3  | 3  | 3  | 3  | 2  | 81    |
| 67     | 4          | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4  | 3  | 3  | 4  | 3  | 4  | 4  | 3  | 4  | 4  | 3  | 4  | 3  | 4  | 3  | 4  | 4  | 96    |
| 68     | 3          | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3  | 3  | 3  | 3  | 4  | 3  | 3  | 3  | 3  | 3  | 3  | 2  | 3  | 3  | 3  | 3  | 3  | 78    |
| 69     | 3          | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3  | 3  | 4  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 2  | 4  | 4  | 3  | 3  | 2  | 84    |
| 70     | 4          | 4 | 4 | 3 | 2 | 3 | 3 | 4 | 3 | 4  | 4  | 4  | 3  | 3  | 3  | 4  | 4  | 4  | 4  | 4  | 3  | 3  | 4  | 3  | 4  | 2  | 90    |



## **E-2 HARGA DIRI**

## Harga Diri

| Subyek | Pernyataan |   |   |   |   |   |   |   |   |    |    |    |    |    | Total |
|--------|------------|---|---|---|---|---|---|---|---|----|----|----|----|----|-------|
|        | 1          | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |       |
| 1      | 4          | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 3  | 4  | 4  | 4  | 3  | 52    |
| 2      | 3          | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4  | 3  | 3  | 2  | 4  | 48    |
| 3      | 3          | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3  | 3  | 3  | 3  | 3  | 45    |
| 4      | 4          | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4  | 4  | 4  | 3  | 4  | 53    |
| 5      | 4          | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3  | 3  | 4  | 4  | 3  | 49    |
| 6      | 4          | 4 | 4 | 3 | 3 | 3 | 2 | 4 | 3 | 4  | 3  | 4  | 3  | 3  | 47    |
| 7      | 3          | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3  | 4  | 4  | 4  | 45    |
| 8      | 4          | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3  | 4  | 3  | 3  | 3  | 48    |
| 9      | 3          | 3 | 3 | 2 | 4 | 4 | 3 | 3 | 3 | 4  | 4  | 3  | 4  | 3  | 46    |
| 10     | 3          | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3  | 3  | 3  | 4  | 3  | 45    |
| 11     | 4          | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3  | 4  | 4  | 3  | 4  | 50    |
| 12     | 4          | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3  | 3  | 3  | 3  | 4  | 45    |
| 13     | 4          | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4  | 3  | 3  | 4  | 3  | 49    |
| 14     | 4          | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4  | 4  | 3  | 3  | 4  | 48    |
| 15     | 3          | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3  | 3  | 4  | 3  | 2  | 46    |
| 16     | 3          | 3 | 3 | 3 | 4 | 4 | 2 | 3 | 3 | 3  | 4  | 4  | 3  | 4  | 46    |
| 17     | 4          | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3  | 4  | 4  | 3  | 3  | 51    |
| 18     | 4          | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3  | 3  | 4  | 4  | 4  | 51    |
| 19     | 4          | 3 | 4 | 3 | 2 | 3 | 4 | 3 | 4 | 3  | 3  | 4  | 3  | 4  | 47    |
| 20     | 3          | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3  | 4  | 4  | 3  | 3  | 48    |
| 21     | 4          | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 3  | 3  | 3  | 3  | 52    |
| 22     | 3          | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4  | 3  | 4  | 4  | 3  | 52    |
| 23     | 3          | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4  | 3  | 3  | 3  | 3  | 49    |
| 24     | 4          | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3  | 3  | 3  | 3  | 45    |
| 25     | 3          | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 4  | 3  | 4  | 4  | 45    |
| 26     | 4          | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4  | 4  | 4  | 3  | 3  | 51    |
| 27     | 4          | 3 | 3 | 2 | 3 | 2 | 1 | 4 | 3 | 3  | 3  | 3  | 3  | 3  | 40    |
| 28     | 4          | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 4 | 4  | 4  | 3  | 3  | 4  | 47    |
| 29     | 4          | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 2 | 3  | 4  | 3  | 3  | 4  | 46    |
| 30     | 3          | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3  | 4  | 3  | 3  | 3  | 46    |
| 31     | 4          | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 4  | 4  | 4  | 55    |
| 32     | 4          | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4  | 3  | 3  | 4  | 4  | 48    |
| 33     | 3          | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3  | 3  | 3  | 3  | 3  | 45    |
| 34     | 3          | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4  | 3  | 3  | 4  | 3  | 50    |
| 35     | 4          | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3  | 4  | 3  | 3  | 3  | 48    |
| 36     | 3          | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3  | 4  | 3  | 4  | 4  | 46    |
| 37     | 3          | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3  | 3  | 3  | 3  | 3  | 45    |
| 38     | 3          | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4  | 4  | 4  | 4  | 4  | 52    |
| 39     | 2          | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 2 | 3  | 3  | 3  | 3  | 4  | 41    |

| Subyek | Pernyataan |   |   |   |   |   |   |   |   |    |    |    |    |    | Total |
|--------|------------|---|---|---|---|---|---|---|---|----|----|----|----|----|-------|
|        | 1          | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |       |
| 40     | 4          | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3  | 4  | 3  | 4  | 3  | 47    |
| 41     | 4          | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3  | 3  | 4  | 3  | 4  | 47    |
| 42     | 4          | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3  | 3  | 3  | 3  | 4  | 49    |
| 43     | 3          | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4  | 4  | 3  | 3  | 3  | 49    |
| 44     | 4          | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4  | 4  | 3  | 3  | 3  | 49    |
| 45     | 4          | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 3  | 3  | 3  | 3  | 3  | 48    |
| 46     | 4          | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4  | 4  | 4  | 3  | 2  | 51    |
| 47     | 3          | 3 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3  | 3  | 2  | 2  | 3  | 40    |
| 48     | 3          | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3  | 4  | 4  | 4  | 4  | 53    |
| 49     | 4          | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 2 | 3  | 4  | 4  | 4  | 3  | 49    |
| 50     | 3          | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3  | 4  | 3  | 4  | 4  | 48    |
| 51     | 4          | 3 | 4 | 2 | 3 | 4 | 3 | 4 | 4 | 3  | 3  | 2  | 1  | 1  | 41    |
| 52     | 3          | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3  | 4  | 4  | 3  | 3  | 48    |
| 53     | 3          | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3  | 4  | 3  | 3  | 3  | 46    |
| 54     | 4          | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3  | 3  | 3  | 4  | 4  | 49    |
| 55     | 3          | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3  | 3  | 4  | 3  | 3  | 45    |
| 56     | 4          | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3  | 4  | 3  | 4  | 4  | 50    |
| 57     | 4          | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3  | 3  | 3  | 3  | 3  | 50    |
| 58     | 4          | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3  | 3  | 3  | 4  | 3  | 45    |
| 59     | 3          | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3  | 3  | 3  | 3  | 42    |
| 60     | 3          | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3  | 3  | 3  | 3  | 3  | 44    |
| 61     | 3          | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4  | 3  | 3  | 4  | 3  | 47    |
| 62     | 3          | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 4  | 4  | 3  | 4  | 45    |
| 63     | 4          | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3  | 4  | 4  | 4  | 4  | 54    |
| 64     | 4          | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4  | 3  | 4  | 4  | 3  | 47    |
| 65     | 4          | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3  | 4  | 3  | 4  | 3  | 49    |
| 66     | 4          | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3  | 4  | 3  | 4  | 3  | 49    |
| 67     | 3          | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 2  | 3  | 4  | 4  | 3  | 45    |
| 68     | 4          | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3  | 4  | 3  | 3  | 3  | 48    |
| 69     | 3          | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4  | 3  | 3  | 3  | 3  | 48    |
| 70     | 4          | 3 | 3 | 4 | 2 | 3 | 4 | 3 | 2 | 3  | 2  | 2  | 3  | 3  | 41    |



**E-3 *BURN OUT***

**Burn Out**

| Subyek | Pernyataan |   |   |   |   |   |   |   |   |    |    |    |    |    | Total |
|--------|------------|---|---|---|---|---|---|---|---|----|----|----|----|----|-------|
|        | 1          | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |       |
| 1      | 3          | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3  | 2  | 3  | 2  | 2  | 44    |
| 2      | 3          | 2 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3  | 4  | 3  | 2  | 3  | 44    |
| 3      | 3          | 2 | 2 | 2 | 3 | 3 | 4 | 4 | 3 | 1  | 1  | 4  | 2  | 2  | 36    |
| 4      | 2          | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2  | 3  | 3  | 2  | 3  | 35    |
| 5      | 3          | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2  | 2  | 2  | 3  | 2  | 32    |
| 6      | 3          | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2  | 2  | 2  | 2  | 2  | 31    |
| 7      | 2          | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 2  | 3  | 2  | 2  | 2  | 33    |
| 8      | 2          | 2 | 3 | 2 | 4 | 3 | 3 | 2 | 2 | 3  | 3  | 2  | 2  | 2  | 35    |
| 9      | 2          | 2 | 3 | 2 | 3 | 4 | 2 | 2 | 3 | 3  | 3  | 3  | 2  | 3  | 37    |
| 10     | 2          | 2 | 3 | 1 | 3 | 3 | 4 | 3 | 3 | 3  | 3  | 3  | 3  | 2  | 38    |
| 11     | 2          | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 2  | 4  | 2  | 2  | 2  | 34    |
| 12     | 3          | 3 | 2 | 2 | 3 | 4 | 2 | 3 | 3 | 2  | 2  | 3  | 3  | 2  | 37    |
| 13     | 2          | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 2  | 2  | 3  | 3  | 2  | 33    |
| 14     | 2          | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 2  | 3  | 4  | 3  | 32    |
| 15     | 2          | 1 | 4 | 2 | 2 | 1 | 4 | 4 | 2 | 2  | 4  | 1  | 1  | 1  | 31    |
| 16     | 3          | 3 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 3  | 3  | 2  | 1  | 1  | 32    |
| 17     | 2          | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2  | 2  | 3  | 2  | 2  | 31    |
| 18     | 1          | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 1 | 1  | 1  | 2  | 2  | 4  | 31    |
| 19     | 3          | 3 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 3  | 3  | 2  | 2  | 1  | 33    |
| 20     | 2          | 2 | 4 | 2 | 2 | 3 | 3 | 4 | 2 | 2  | 2  | 2  | 3  | 1  | 34    |
| 21     | 3          | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2  | 2  | 2  | 2  | 2  | 31    |
| 22     | 2          | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3  | 2  | 3  | 2  | 2  | 35    |
| 23     | 2          | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 1  | 2  | 3  | 3  | 2  | 33    |
| 24     | 3          | 2 | 2 | 4 | 4 | 2 | 2 | 2 | 3 | 2  | 2  | 2  | 2  | 2  | 34    |
| 25     | 3          | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2  | 2  | 3  | 3  | 3  | 37    |
| 26     | 2          | 2 | 2 | 1 | 3 | 3 | 2 | 2 | 3 | 3  | 2  | 4  | 2  | 2  | 33    |
| 27     | 3          | 2 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3  | 4  | 2  | 3  | 3  | 44    |
| 28     | 2          | 2 | 2 | 1 | 3 | 3 | 3 | 2 | 1 | 2  | 2  | 3  | 2  | 4  | 32    |
| 29     | 3          | 3 | 3 | 1 | 3 | 3 | 3 | 2 | 3 | 2  | 3  | 3  | 2  | 3  | 37    |
| 30     | 2          | 2 | 3 | 2 | 4 | 3 | 4 | 3 | 3 | 4  | 3  | 3  | 3  | 3  | 42    |
| 31     | 2          | 1 | 2 | 1 | 3 | 3 | 3 | 2 | 2 | 2  | 2  | 2  | 4  | 3  | 32    |
| 32     | 2          | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3  | 2  | 4  | 3  | 1  | 34    |
| 33     | 3          | 2 | 1 | 2 | 3 | 3 | 2 | 2 | 3 | 2  | 2  | 2  | 3  | 3  | 33    |
| 34     | 3          | 2 | 3 | 2 | 2 | 2 | 4 | 3 | 4 | 3  | 2  | 3  | 3  | 2  | 38    |
| 35     | 2          | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 2  | 3  | 2  | 2  | 2  | 33    |
| 36     | 2          | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 1 | 3  | 2  | 2  | 3  | 2  | 32    |
| 37     | 2          | 1 | 2 | 1 | 3 | 3 | 3 | 2 | 2 | 2  | 3  | 3  | 2  | 2  | 31    |
| 38     | 2          | 2 | 3 | 2 | 3 | 4 | 2 | 2 | 3 | 3  | 3  | 3  | 2  | 3  | 37    |
| 39     | 2          | 2 | 3 | 1 | 3 | 3 | 4 | 3 | 3 | 3  | 3  | 3  | 2  | 3  | 38    |

| Subyek | Pernyataan |   |   |   |   |   |   |   |   |    |    |    |    |    | Total |
|--------|------------|---|---|---|---|---|---|---|---|----|----|----|----|----|-------|
|        | 1          | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |       |
| 40     | 2          | 2 | 3 | 2 | 4 | 3 | 3 | 2 | 2 | 3  | 3  | 3  | 2  | 2  | 36    |
| 41     | 2          | 1 | 3 | 1 | 3 | 3 | 3 | 2 | 2 | 2  | 3  | 2  | 2  | 2  | 31    |
| 42     | 3          | 2 | 4 | 2 | 2 | 3 | 3 | 2 | 2 | 2  | 3  | 3  | 2  | 2  | 35    |
| 43     | 2          | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 1  | 4  | 2  | 1  | 2  | 31    |
| 44     | 3          | 2 | 1 | 2 | 3 | 3 | 2 | 2 | 2 | 2  | 2  | 3  | 3  | 4  | 34    |
| 45     | 3          | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2  | 3  | 3  | 2  | 3  | 34    |
| 46     | 3          | 4 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 2  | 3  | 3  | 2  | 2  | 37    |
| 47     | 4          | 3 | 1 | 2 | 3 | 2 | 2 | 3 | 4 | 4  | 2  | 3  | 3  | 4  | 40    |
| 48     | 2          | 2 | 3 | 2 | 4 | 2 | 3 | 2 | 3 | 2  | 3  | 2  | 2  | 2  | 34    |
| 49     | 2          | 3 | 4 | 4 | 3 | 3 | 2 | 2 | 3 | 2  | 2  | 3  | 2  | 2  | 37    |
| 50     | 3          | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 3  | 2  | 2  | 2  | 2  | 33    |
| 51     | 4          | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 3  | 2  | 2  | 2  | 2  | 36    |
| 52     | 3          | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2  | 3  | 2  | 2  | 2  | 35    |
| 53     | 3          | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 2  | 2  | 2  | 2  | 2  | 32    |
| 54     | 2          | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 2  | 2  | 2  | 3  | 2  | 34    |
| 55     | 2          | 2 | 2 | 2 | 3 | 3 | 4 | 2 | 3 | 2  | 2  | 2  | 2  | 2  | 33    |
| 56     | 3          | 2 | 4 | 4 | 3 | 2 | 2 | 2 | 3 | 2  | 2  | 2  | 3  | 2  | 36    |
| 57     | 2          | 2 | 2 | 3 | 1 | 4 | 3 | 1 | 4 | 2  | 3  | 2  | 2  | 2  | 33    |
| 58     | 3          | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 2  | 2  | 3  | 2  | 3  | 34    |
| 59     | 2          | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2  | 1  | 2  | 3  | 2  | 32    |
| 60     | 3          | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3  | 3  | 2  | 3  | 2  | 45    |
| 61     | 3          | 2 | 2 | 2 | 2 | 3 | 3 | 4 | 4 | 3  | 2  | 1  | 4  | 2  | 37    |
| 62     | 3          | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 2  | 2  | 2  | 1  | 3  | 33    |
| 63     | 2          | 1 | 4 | 2 | 2 | 1 | 4 | 4 | 4 | 2  | 2  | 4  | 3  | 1  | 36    |
| 64     | 2          | 2 | 4 | 2 | 3 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 4  | 2  | 33    |
| 65     | 2          | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3  | 3  | 2  | 2  | 2  | 34    |
| 66     | 2          | 2 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 3  | 1  | 2  | 2  | 30    |
| 67     | 3          | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 4 | 3  | 3  | 1  | 2  | 3  | 37    |
| 68     | 2          | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2  | 2  | 2  | 4  | 3  | 32    |
| 69     | 2          | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 2  | 2  | 3  | 2  | 2  | 32    |
| 70     | 2          | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3  | 3  | 2  | 2  | 3  | 36    |



The logo of Universitas Katolik Soegijapranata is a yellow shield-shaped emblem with a white border. It features a central white cross above a white lotus flower, which is set against a dark background. The lotus flower is positioned above an open book. The text 'UNIVERSITAS KATOLIK SOEGIJAPRANATA' is written in a circular path around the central elements.

# **LAMPIRAN F**

## **UJI ASUMSI**

**F-1 UJI NORMALITAS**

**F-2 UJI LINEARITAS**



## **F-1 UJI NORMALITAS**

## Uji Normalitas

### NPar Tests

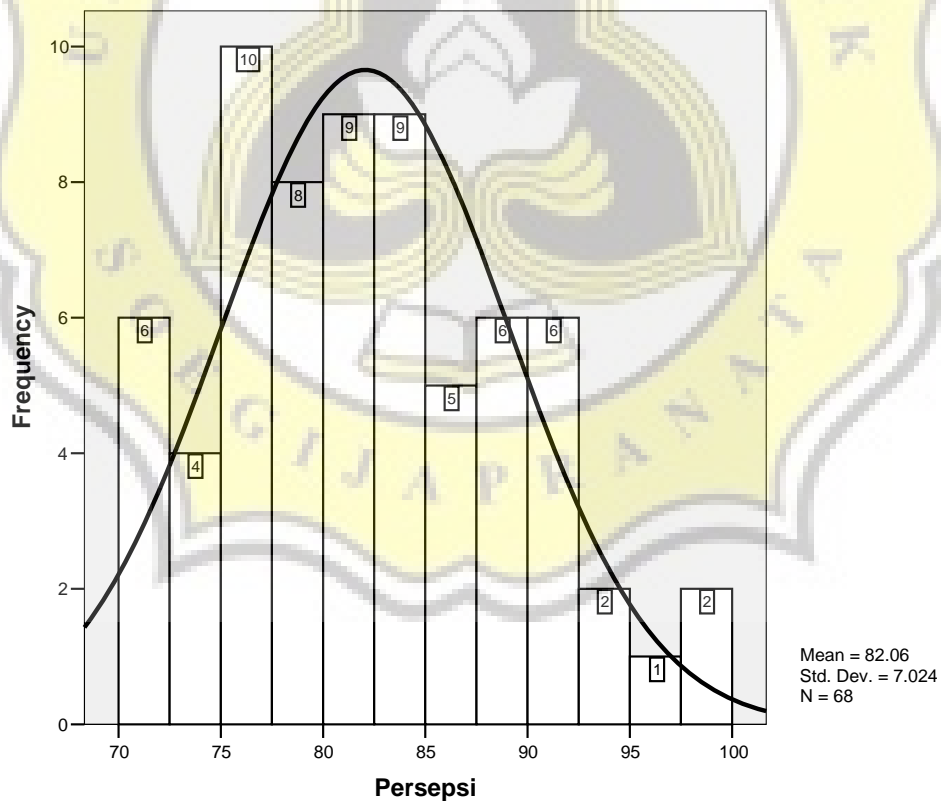
One-Sample Kolmogorov-Smirnov Test

|                                  |                | Persepsi | Harga Diri | Burnout |
|----------------------------------|----------------|----------|------------|---------|
| N                                |                | 68       | 68         | 68      |
| Normal Parameters <sup>a,b</sup> | Mean           | 82,06    | 47,49      | 34,44   |
|                                  | Std. Deviation | 7,024    | 3,188      | 2,954   |
| Most Extreme Differences         | Absolute       | ,101     | ,130       | ,162    |
|                                  | Positive       | ,101     | ,097       | ,162    |
|                                  | Negative       | -,051    | -,130      | -,107   |
| Kolmogorov-Smirnov Z             |                | ,830     | 1,069      | 1,338   |
| Asymp. Sig. (2-tailed)           |                | ,496     | ,204       | ,056    |

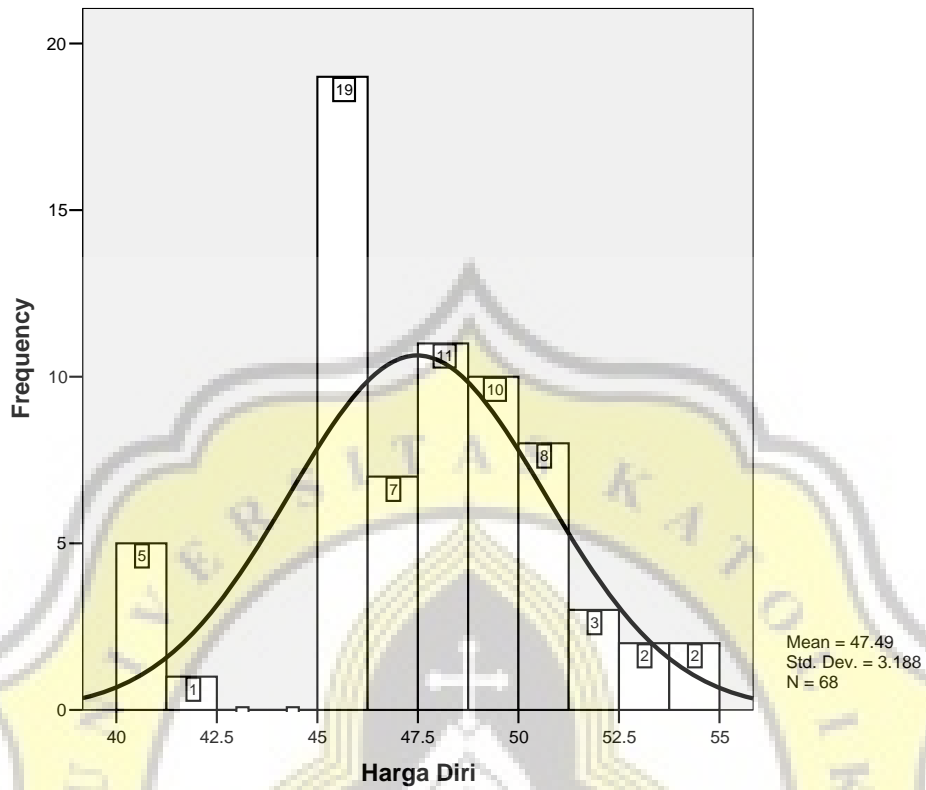
a. Test distribution is Normal.

b. Calculated from data.

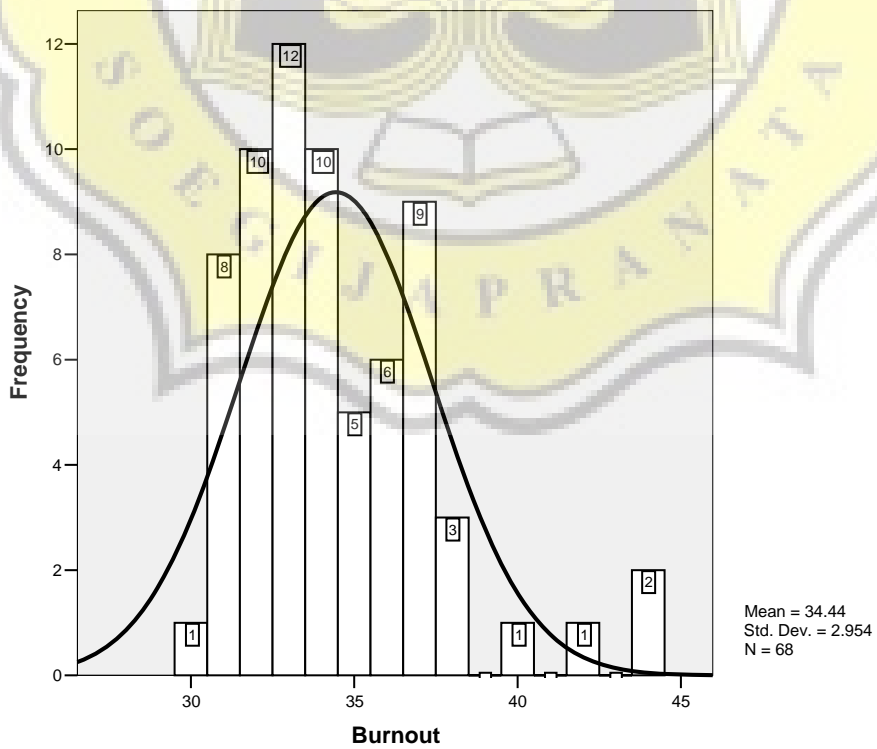
### Graph



**Graph**



**Graph**





## **F-2 UJI LINEARITAS**

## Uji Linearitas

### Curve Fit

#### Variable Processing Summary

|                           | Variables |             |
|---------------------------|-----------|-------------|
|                           | Dependent | Independent |
|                           | Burnout   | Persepsi    |
| Number of Positive Values | 68        | 68          |
| Number of Zeros           | 0         | 0           |
| Number of Negative Values | 0         | 0           |
| Number of Missing Values  | 0         | 0           |
| User-Missing              | 0         | 0           |
| System-Missing            | 0         | 0           |

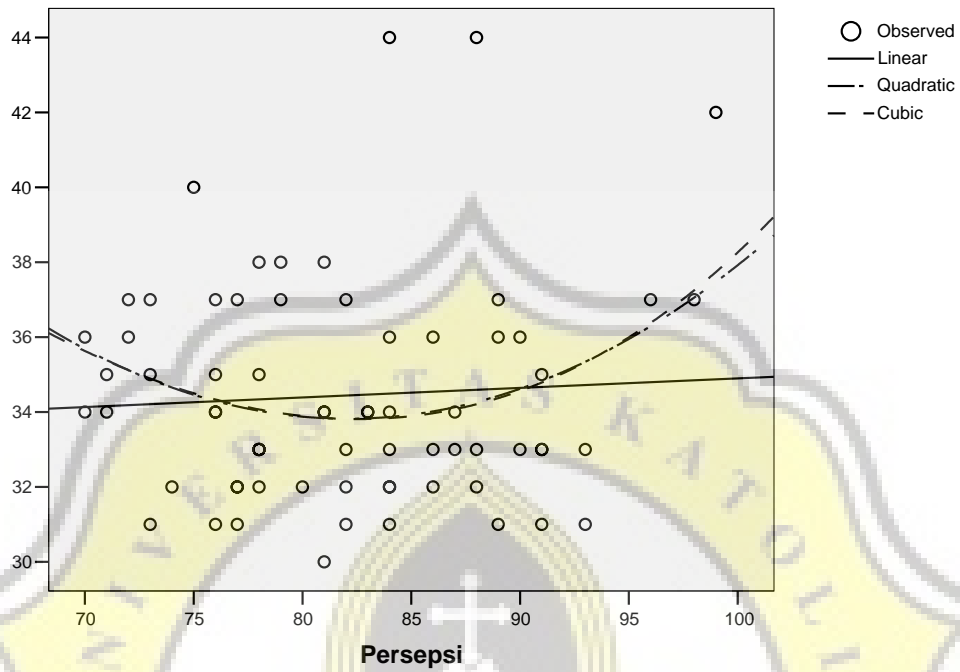
#### Model Summary and Parameter Estimates

Dependent Variable: Burnout

| Equation  | Model Summary |       |     |     |      | Parameter Estimates |        |       |      |
|-----------|---------------|-------|-----|-----|------|---------------------|--------|-------|------|
|           | R Square      | F     | df1 | df2 | Sig. | Constant            | b1     | b2    | b3   |
| Linear    | ,004          | ,243  | 1   | 66  | ,624 | 32,350              | ,025   |       |      |
| Quadratic | ,064          | 2,215 | 2   | 65  | ,117 | 119,822             | -2,095 | ,013  |      |
| Cubic     | ,068          | 2,388 | 2   | 65  | ,100 | 62,943              | ,000   | -,013 | ,000 |

The independent variable is Persepsi.

## Burnout



## Curve Fit

**Variable Processing Summary**

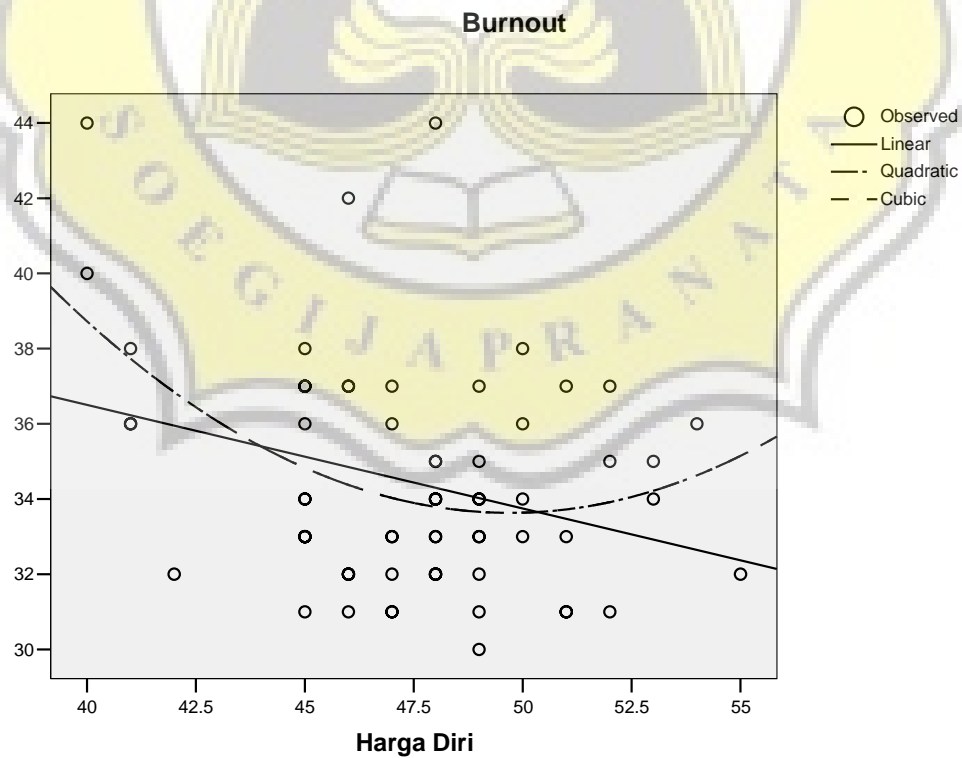
|                           | Variables                      |             |
|---------------------------|--------------------------------|-------------|
|                           | Dependent                      | Independent |
|                           | Burnout                        | Harga Diri  |
| Number of Positive Values | 68                             | 68          |
| Number of Zeros           | 0                              | 0           |
| Number of Negative Values | 0                              | 0           |
| Number of Missing Values  | User-Missing<br>System-Missing | 0<br>0      |

**Model Summary and Parameter Estimates**

Dependent Variable: Burnout

| Equation  | Model Summary |       |     |     |      | Parameter Estimates |        |      |      |
|-----------|---------------|-------|-----|-----|------|---------------------|--------|------|------|
|           | R Square      | F     | df1 | df2 | Sig. | Constant            | b1     | b2   | b3   |
| Linear    | ,088          | 6,395 | 1   | 66  | ,014 | 47,520              | -,275  |      |      |
| Quadratic | ,162          | 6,293 | 2   | 65  | ,003 | 167,199             | -5,374 | ,054 |      |
| Cubic     | ,162          | 6,293 | 2   | 65  | ,003 | 167,199             | -5,374 | ,054 | ,000 |

The independent variable is Harga Diri.







# **LAMPIRAN G**

## **UJI HIPOTESIS**

## Regression

### Descriptive Statistics

|            | Mean  | Std. Deviation | N  |
|------------|-------|----------------|----|
| Burnout    | 34,44 | 2,954          | 68 |
| Persepsi   | 82,06 | 7,024          | 68 |
| Harga Diri | 47,49 | 3,188          | 68 |

### Correlations

|                     |            | Burnout | Persepsi | Harga Diri |
|---------------------|------------|---------|----------|------------|
| Pearson Correlation | Burnout    | 1,000   | ,061     | -,297      |
|                     | Persepsi   | ,061    | 1,000    | -,093      |
|                     | Harga Diri | -,297   | -,093    | 1,000      |
| Sig. (1-tailed)     | Burnout    | .       | ,312     | ,007       |
|                     | Persepsi   | ,312    | .        | ,225       |
|                     | Harga Diri | ,007    | ,225     | .          |
| N                   | Burnout    | 68      | 68       | 68         |
|                     | Persepsi   | 68      | 68       | 68         |
|                     | Harga Diri | 68      | 68       | 68         |

### Variables Entered/Removed<sup>a</sup>

| Model | Variables Entered       | Variables Removed | Method |
|-------|-------------------------|-------------------|--------|
| 1     | Harga Diri,<br>Persepsi | .                 | Enter  |

a. All requested variables entered.

b. Dependent Variable: Burnout

### Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | ,299 <sup>a</sup> | ,089     | ,061              | 2,862                      |

a. Predictors: (Constant), Harga Diri, Persepsi

ANOVA<sup>b</sup>

| Model |            | Sum of Squares | df | Mean Square | F     | Sig.              |
|-------|------------|----------------|----|-------------|-------|-------------------|
| 1     | Regression | 52,295         | 2  | 26,148      | 3,192 | ,048 <sup>a</sup> |
|       | Residual   | 532,470        | 65 | 8,192       |       |                   |
|       | Total      | 584,765        | 67 |             |       |                   |

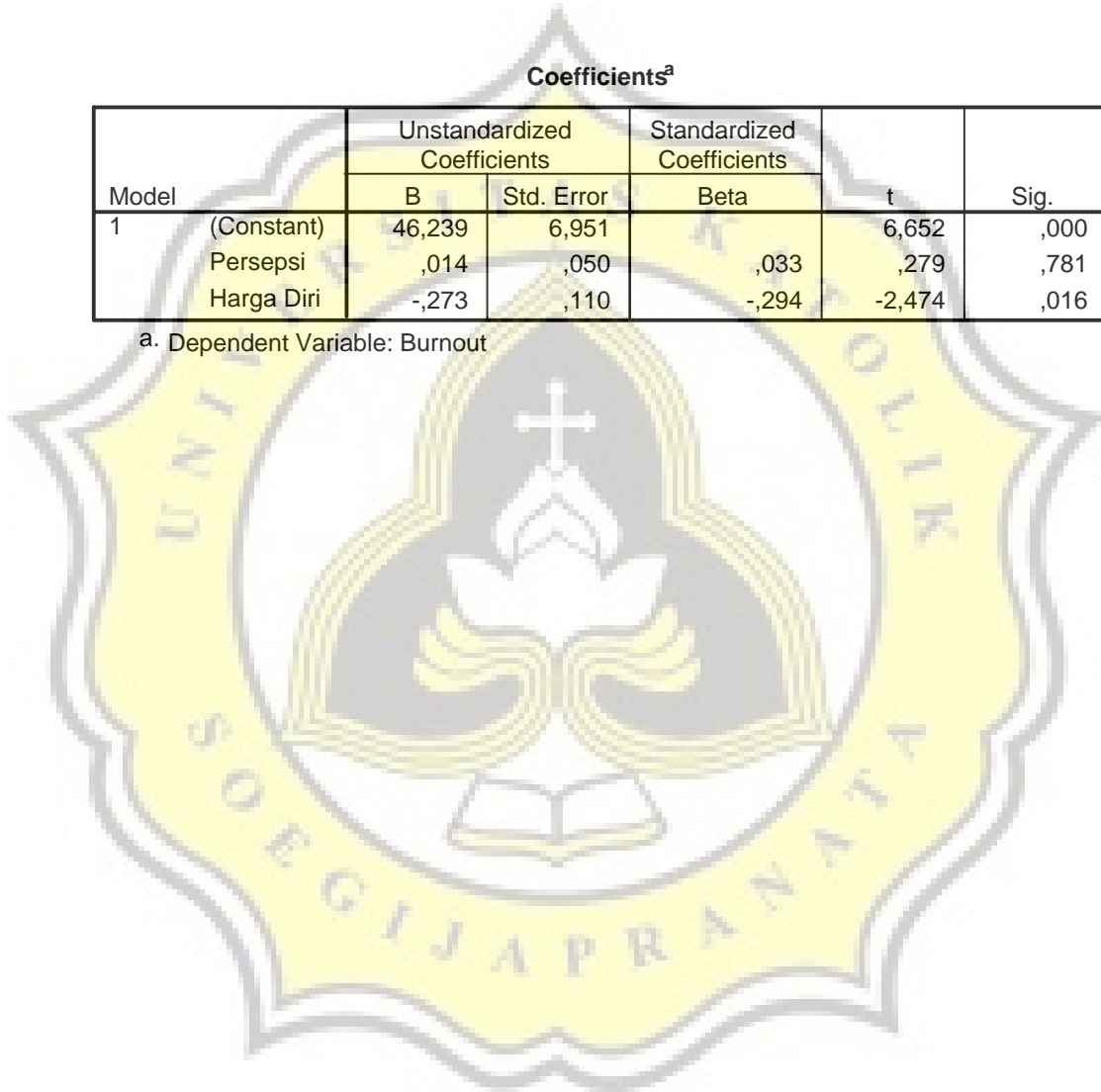
a. Predictors: (Constant), Harga Diri, Persepsi

b. Dependent Variable: Burnout

Coefficients<sup>a</sup>

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|--------|------|
|       |            | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant) | 46,239                      | 6,951      |                           | 6,652  | ,000 |
|       | Persepsi   | ,014                        | ,050       | ,033                      | ,279   | ,781 |
|       | Harga Diri | -,273                       | ,110       | -,294                     | -2,474 | ,016 |

a. Dependent Variable: Burnout





# **LAMPIRAN H**

## **SURAT IJIN DAN BUKTI PENELITIAN**

**H-1 SURAT IJIN PENELITIAN**

**H-2 SURAT BUKTI PENELITIAN**



# **H-1 SURAT IJIN PENELITIAN**



## **H-2 SURAT BUKTI PENELITIAN**