

LAMPIRAN

Lampiran 1. Keterangan Layak Etik



unisa
Universitas 'Aisyiyah
Yogyakarta
Professional - Qur'ani

KOMISI ETIK PENELITIAN

Kepmenristek & Dikti No : 109/KPT/I/2016 Tanggal 10 Maret 2016

Sekretariat : Kampus Terpadu Gedung B. 213

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KOMISI ETIK PENELITIAN KESEHATAN
HEALTH RESEARCH ETHICS COMMITTEE
UNIVERSITAS 'AISYIYAH YOGYAKARTA

KETERANGAN LAYAK ETIK DESCRIPTION OF ETHICAL APPROVAL "ETHICAL APPROVAL"

No.1269/KEP-UNISA/VIII/2019

Protokol penelitian yang diusulkan oleh :
The research protocol proposed by

Peneliti utama : Mira Zoraya
Principal In Investigator

Nama Institusi : Universitas Muhammadiyah Yogyakarta
Name of the Institution

Dengan judul:
Title

"Pengaruh Work Engagement Dan Religiusitas Terhadap Burnout Dokter Gigi Di Klinik Pratama"

"The Influence Of Work Engagemnt And Religiosity To Burnout Of Dentist In Primary Health Care"

Dinyatakan layak etik sesuai 7 (tujuh) Standar WHO 2011, yaitu 1) Nilai Sosial, 2) Nilai Ilmiah, 3) Pemerataan Beban dan Manfaat, 4) Risiko, 5) Bujukan/Eksploitasi, 6) Kerahasiaan dan Privacy, dan 7) Persetujuan Setelah Penjelasan, yang merujuk pada Pegoman CIOMS 2016. Hal ini seperti yang ditunjukkan oleh terpenuhinya indikator setiap standar.

Declared to be ethically appropriate in accordance to 7 (seven) WHO 2011 Standards, 1) Social Values, 2) Scientific Values, 3) Equitable Assessment and Benefits, 4) Risks, 5) Persuasion/Exploitation, 6) Confidentiality and Privacy, and 7) Informed Consent, referring to the 2016 CIOMS Guidelines. This is as indicated by the fulfillment of the indicators of each standard.

Pernyataan Laik Etik ini berlaku selama kurun waktu tanggal 27 Agustus 2019 sampai dengan tanggal 26 Agustus 2020.

This declaration of ethics applies during the period August 27, 2019 until August 26, 2020.

Agustus 2019
Chairperson

Ns. Dhuha Candra Anita, M.Sc

Fakultas Ilmu Kesehatan
Fakultas Sains dan Teknologi
Fakultas Ekonomi, Ilmu Sosial dan Humaniora

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Lampiran 2. Kuesioner *Work Engagement*

10/28/2019

Pengaruh Work Engagement Dan Religiusitas Terhadap Burnout Pada Dokter Gigi Di Klinik Pratama

Pengaruh Work Engagement Dan Religiusitas Terhadap Burnout Pada Dokter Gigi Di Klinik Pratama

Assalamu'alaikum Wr. Wb.

Dengan hormat,
Saya mahasiswa Program Studi Magister Manajemen Rumah Sakit, Universitas Muhammadiyah Yogyakarta,

Nama : Mira Zoraya
Dosen Pembimbing : 1. Prof. Dr. Heru Kumianto
Tjahjono, S.E., M.M.
2. Dr. dr. Arlina Dewi., M.Kes., AAK.

Bermaksud mengadakan penelitian untuk penyusunan tesis yang berjudul "Pengaruh Work Engagement Dan Religiusitas Terhadap Burnout Dokter Gigi Di Klinik Pratama". Tujuan dari penelitian ini adalah untuk menganalisis pengaruh work engagement dan religiusitas terhadap tingkat burnout pada dokter gigi di Klinik Pratama. Keseluruhan data dalam penelitian ini akan diolah hanya untuk kepentingan penelitian dan dijamin kerahasiaanya. Terimakasih.

Wassalamu'alaikum Wr.Wb

* Required

Pernyataan Persetujuan

Dengan ini saya menyatakan persetujuan untuk ikut berpartisipasi sebagai responden dalam penelitian yang berjudul "Pengaruh Work Engagement Dan Religiusitas Terhadap Burnout Dokter Gigi Di Klinik Pratama". Saya menyatakan bahwa keikutsertaan saya dalam penelitian ini saya lakukan secara sukarela atau tanpa paksaan dari pihak manapun dan informasi yang saya berikan dapat digunakan sebagaimana mestinya.

1. **Apakah anda bersedia dan setuju menjadi responden? ***

Mark only one oval.

Ya, Setuju

Identitas Responden

2. **Umur ***

Mark only one oval.

< 30 Tahun

≥ 30 - 40 Tahun

> 40 Tahun

3. Jenis Kelamin **Mark only one oval.*

- Laki - laki
 Perempuan

4. Status Pernikahan **Check all that apply.*

- Menikah
 Belum Menikah

5. Nama Faskes / Klinik *

6. Lama Bekerja **Mark only one oval.*

- 0-1 tahun
 >1-3 Tahun
 >3
 Option 4

7. Jumlah Jam Praktek dalam 1 Bulan **Mark only one oval.*

- < 50 Jam / Bulan
 ≥ 50 Jam / Bulan
 Option 3

8. Nomor HP (Silahkan isi nomor dengan benar, pulsa Rp. 20.000 akan dikirim sebagai tanda terimakasih atas partisipasi anda) *

Petunjuk Pengisian

Bacalah setiap pernyataan di bawah ini dengan seksama dan isilah pernyataan - pernyataan sesuai dengan diri saudara yang sebenarnya. Bila mengakses e-kuesioner ini dengan Handphone, mohon layar dirotasikan pada posisi landscape agar memaksimalkan pilihan jawaban.

Alternatif pilihan jawaban sebagai berikut:

- Nilai 1 : Sangat Tidak Setuju
Nilai 2 : Tidak Setuju
Nilai 3 : Netral
Nilai 4 : Setuju
Nilai 5 : Sangat Setuju

9. KUESIONER WORK ENGAGEMENT **Mark only one oval per row.*

	Sangat Tidak Setuju	Tidak Setuju	Netral	Setuju	Sangat Setuju
Di tempat kerja, saya merasa penuh dengan energi	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saya merasa sangat kuat dan bertenaga mengerjakan pekerjaan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saya antusias dengan pekerjaan saya	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pekerjaan saya menginspirasi saya	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saat bangun tidur di pagi hari, saya merasa seperti pergi bekerja	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saya merasa senang saat saya bekerja secara intensif	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saya bangga dengan pekerjaan yang saya lakukan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saya terbenam dalam pekerjaan saya	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bagi saya, pekerjaan saya menantang	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Lampiran 3. Kuesioner Burnout

Kuesioner Burnout

10/28/2019

Pengaruh Work Engagement Dan Religiusitas Terhadap Burnout Pada Dokter Gigi Di Klinik Pratama

10. Kelelahan emosional/ emotional fatigue /exhausted *

Mark only one oval per row.

	Sangat Tidak Setuju	Tidak Setuju	Netral	Setuju	Sangat Setuju
Saya merasakan emosi saya terkuras selepas bekerja	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saya merasakan kelelahan fisik yang amat sangat diakhir hari kerja	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saya merasa lesu ketika bangun pagi dan harus menjalani hari ditempat kerja	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saya merasa frustrasi dengan pekerjaan saya Saya dengan mudah dapat memahami bagaimana perasaan pasien tentang hal-hal yang ingin mereka penuhi	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bekerja dengan oranglain secara langsung banyak membuat saya merasa stress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saya merasa sangat energic/penuh semangat/giat	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saya dengan mudah membangun suasana yang nyaman dengan pasien	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saya telah mendapatkan banyak hal yang bermanfaat dalam pekerjaan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saya khawatir pekerjaan ini memperkeruh saya secara emosional	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. Personal Fulfillment/ Inefficacy **Mark only one oval per row.*

	Sangat Tidak Setuju	Tidak Setuju	Netral	Setuju	Sangat Setuju
Bekerja dengan orang sepanjang hari membuat beban bagi saya	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saya merasa bekerja terlalu keras dalam pekerjaan saya	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saya merasa seperti berada di ujung harapan saya	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saya merasa memberikan pengaruh positif terhadap kehidupan oranglain melalui pekerjaan saya	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saya menghadapi masalah – masalah emosional dalam pekerjaan saya dengan sangat tenang	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saya merasa bahwa saya memperlakukan beberapa klien seolah mereka objek impersonal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saya menjadi semakin 'kaku' terhadap oranglain sejak saya bekerja	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saya sungguh tidak peduli terhadap apa yang terjadi terhadap klien	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. Depersonalization / depersonalisasi*Mark only one oval per row.*

	Sangat Tidak Setuju	Tidak Setuju	Netral	Setuju	Sangat Setuju
Saya merasa jenuh karena pekerjaan saya	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saya dengan mudah dapat memahami bagaimana perasaan klien tentang hal –hal yang ingin mereka penuhi	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saya bisa melayani masalah klien saya dengan efektif	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saya merasa gembira setelah melakukan tugas saya untuk para klien	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saya merasa para klien menyalahkan saya atas masalah – masalah yang mereka alami	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Lampiran 4. Kuesioner Religiusitas

Kuesioner Religiusitas

10/28/2019

Pengaruh Work Engagement Dan Religiusitas Terhadap Burnout Pada Dokter Gigi Di Klinik Pratar

13. Course content *

Mark only one oval per row.

	Sangat Tidak Setuju	Tidak Setuju	Netral	Setuju	Sangat Setuju
Saya bersyukur atas rahmat Tuhan Yang Maha Esa	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saya merasa dengan berketuhanan mampu menjelaskan arti hidup	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bagi saya prioritas menjalankan ibadah wajib di saat bekerja	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saya merasakan titik temu beragama dengan kehidupan sosial	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saya merasa religiusitas menjadikan diri sebagai pribadi yang bermanfaat	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saya merasa nilai-nilai keagamaan membantu hubungan sosial	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saya merasa dengan berketuhanan memberikan solusi masalah hidup	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saya merasa saat berdoa menjadi tenang	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saya merasakan kehadiran Tuhan Yang maha Esa dalam pekerjaan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saya Selalu belajar untuk perbaikan diri agar menjadi pribadi yang lebih baik	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Terima Kasih atas Partisipasi Anda

Peneliti : Mira Zoraya

Lampiran 5. Hasil Uji Validitas dan Reliabilitas

VALIDITAS WORK ENGAGEMENT

Correlations

		WE1	WE2	WE3	WE4	WE5	WE6	WE7	WE8	WE9	TOTAL_WE
WE1	Pearson Correlation	1	,626**	,359	,470*	,261	,518*	,713**	,393	,472*	,779**
	Sig. (2-tailed)		,003	,120	,037	,266	,019	,000	,086	,036	,000
	N	20	20	20	20	20	20	20	20	20	20
WE2	Pearson Correlation	,626**	1	,276	,154	,207	,404	,669**	,198	,324	,608**
	Sig. (2-tailed)	,003		,238	,518	,380	,077	,001	,403	,163	,004
	N	20	20	20	20	20	20	20	20	20	20
WE3	Pearson Correlation	,359	,276	1	,484*	,131	,322	,525*	,059	,288	,521*
	Sig. (2-tailed)	,120	,238		,031	,583	,167	,018	,805	,218	,019
	N	20	20	20	20	20	20	20	20	20	20
WE4	Pearson Correlation	,470*	,154	,484*	1	,131	,707**	,525*	,451*	,498*	,708**
	Sig. (2-tailed)	,037	,518	,031		,583	,000	,018	,046	,026	,000
	N	20	20	20	20	20	20	20	20	20	20
WE5	Pearson Correlation	,261	,207	,131	,131	1	,087	,055	,662**	,106	,526*
	Sig. (2-tailed)	,266	,380	,583	,583		,716	,819	,001	,656	,017
	N	20	20	20	20	20	20	20	20	20	20
WE6	Pearson Correlation	,518*	,404	,322	,707**	,087	1	,499*	,462*	,470*	,716**
	Sig. (2-tailed)	,019	,077	,167	,000	,716		,025	,041	,036	,000
	N	20	20	20	20	20	20	20	20	20	20
WE7	Pearson Correlation	,713**	,669**	,525*	,525*	,055	,499*	1	,201	,688**	,748**
	Sig. (2-tailed)	,000	,001	,018	,018	,819	,025		,395	,001	,000
	N	20	20	20	20	20	20	20	20	20	20
WE8	Pearson Correlation	,393	,198	,059	,451*	,662**	,462*	,201	1	,366	,709**
	Sig. (2-tailed)	,086	,403	,805	,046	,001	,041	,395		,112	,000
	N	20	20	20	20	20	20	20	20	20	20
WE9	Pearson Correlation	,472*	,324	,288	,498*	,106	,470*	,688**	,366	1	,682**
	Sig. (2-tailed)	,036	,163	,218	,026	,656	,036	,001	,112		,001
	N	20	20	20	20	20	20	20	20	20	20
TOTAL_WE	Pearson Correlation	,779**	,608**	,521*	,708**	,526*	,716**	,748**	,709**	,682**	1
	Sig. (2-tailed)	,000	,004	,019	,000	,017	,000	,000	,000	,001	
	N	20	20	20	20	20	20	20	20	20	20

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

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	20	100,0
	Excluded ^a	0	,0
	Total	20	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,827	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
WE1	32,3000	14,747	,697	,790
WE2	32,5000	16,158	,498	,813
WE3	32,4000	16,779	,402	,823
WE4	32,4000	15,726	,623	,801
WE5	33,1500	15,818	,343	,838
WE6	32,7500	15,671	,633	,800
WE7	32,1000	16,200	,689	,801
WE8	33,2000	13,853	,555	,812
WE9	32,4000	15,200	,566	,805

VALIDITAS RELIGIUSITAS

Correlations

		RE1	RE2	RE3	RE4	RE5	RE6	RE7	RE8	RE9	RE10	TOTAL_RE
RE1	Pearson Correlation	1	,665**	,742**	,607**	,611**	,756**	,611**	,764**	,517*	,725**	,850**
	Sig. (2-tailed)		,001	,000	,005	,004	,000	,004	,000	,020	,000	,000
	N	20	20	20	20	20	20	20	20	20	20	20
RE2	Pearson Correlation	,665**	1	,691**	,612**	,597**	,547*	,456*	,729**	,389	,479*	,744**
	Sig. (2-tailed)	,001		,001	,004	,005	,012	,043	,000	,090	,032	,000
	N	20	20	20	20	20	20	20	20	20	20	20
RE3	Pearson Correlation	,742**	,691**	1	,522*	,733**	,823**	,733**	,822**	,691**	,626**	,905**
	Sig. (2-tailed)	,000	,001		,018	,000	,000	,000	,000	,001	,003	,000
	N	20	20	20	20	20	20	20	20	20	20	20
RE4	Pearson Correlation	,607**	,612**	,522*	1	,649**	,606**	,649**	,668**	,455*	,554*	,760**
	Sig. (2-tailed)	,005	,004	,018		,002	,005	,002	,001	,044	,011	,000
	N	20	20	20	20	20	20	20	20	20	20	20
RE5	Pearson Correlation	,611**	,597**	,733**	,649**	1	,691**	,871**	,686**	,737**	,413	,852**
	Sig. (2-tailed)	,004	,005	,000	,002		,001	,000	,001	,000	,070	,000
	N	20	20	20	20	20	20	20	20	20	20	20
RE6	Pearson Correlation	,756**	,547*	,823**	,606**	,691**	1	,802**	,713**	,547*	,850**	,902**
	Sig. (2-tailed)	,000	,012	,000	,005	,001		,000	,000	,012	,000	,000
	N	20	20	20	20	20	20	20	20	20	20	20
RE7	Pearson Correlation	,611**	,456*	,733**	,649**	,871**	,802**	1	,686**	,597**	,551*	,852**
	Sig. (2-tailed)	,004	,043	,000	,002	,000	,000		,001	,005	,012	,000
	N	20	20	20	20	20	20	20	20	20	20	20
RE8	Pearson Correlation	,764**	,729**	,822**	,668**	,686**	,713**	,686**	1	,553*	,621**	,876**
	Sig. (2-tailed)	,000	,000	,000	,001	,001	,000	,001		,011	,004	,000
	N	20	20	20	20	20	20	20	20	20	20	20
RE9	Pearson Correlation	,517*	,389	,691**	,455*	,737**	,547*	,597**	,553*	1	,330	,709**
	Sig. (2-tailed)	,020	,090	,001	,044	,000	,012	,005	,011		,156	,000
	N	20	20	20	20	20	20	20	20	20	20	20
RE10	Pearson Correlation	,725**	,479*	,626**	,554*	,413	,850**	,551*	,621**	,330	1	,752**
	Sig. (2-tailed)	,000	,032	,003	,011	,070	,000	,012	,004	,156		,000
	N	20	20	20	20	20	20	20	20	20	20	20
TOTAL_RE	Pearson Correlation	,850**	,744**	,905**	,760**	,852**	,902**	,852**	,876**	,709**	,752**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	
	N	20	20	20	20	20	20	20	20	20	20	20

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

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	20	100,0
	Excluded ^a	0	,0
	Total	20	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,946	10

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
RE1	39,2500	21,566	,812	,938
RE2	39,4000	22,358	,686	,944
RE3	39,3000	20,011	,873	,935
RE4	39,4500	22,366	,707	,943
RE5	39,5000	21,316	,812	,938
RE6	39,4000	20,147	,869	,935
RE7	39,5000	21,316	,812	,938
RE8	39,2000	22,168	,850	,938
RE9	39,4000	22,568	,645	,945
RE10	39,3500	22,239	,694	,943

VALIDITAS BURNOUT

Correlations

		EM1	EM2	EM3	EM4	EM5	EM6	EM7	EM8	EM9	TOTAL_BO
EM1	Pearson Correlation	1	,701**	,384	,401	-,066	,366	,164	,177	,411	,516*
	Sig. (2-tailed)		,001	,095	,080	,783	,113	,491	,456	,072	,020
	N	20	20	20	20	20	20	20	20	20	20
EM2	Pearson Correlation	,701**	1	,403	,481*	,074	,178	,080	,253	,517*	,551*
	Sig. (2-tailed)	,001		,078	,032	,757	,452	,738	,282	,020	,012
	N	20	20	20	20	20	20	20	20	20	20
EM3	Pearson Correlation	,384	,403	1	,536*	,262	,206	,184	,070	,418	,513*
	Sig. (2-tailed)	,095	,078		,015	,265	,384	,437	,769	,067	,021
	N	20	20	20	20	20	20	20	20	20	20
EM4	Pearson Correlation	,401	,481*	,536*	1	,501*	,477*	,000	,126	,715**	,533*
	Sig. (2-tailed)	,080	,032	,015		,025	,034	1,000	,596	,000	,015
	N	20	20	20	20	20	20	20	20	20	20
EM5	Pearson Correlation	-,066	,074	,262	,501*	1	,691**	,371	,486*	,261	,486*
	Sig. (2-tailed)	,783	,757	,265	,025		,001	,108	,030	,267	,030
	N	20	20	20	20	20	20	20	20	20	20
EM6	Pearson Correlation	,366	,178	,206	,477*	,691**	1	,447*	,426	,272	,546*
	Sig. (2-tailed)	,113	,452	,384	,034	,001		,048	,061	,246	,013
	N	20	20	20	20	20	20	20	20	20	20
EM7	Pearson Correlation	,164	,080	,184	,000	,371	,447*	1	,508*	,081	,575**
	Sig. (2-tailed)	,491	,738	,437	1,000	,108	,048		,022	,734	,008
	N	20	20	20	20	20	20	20	20	20	20
EM8	Pearson Correlation	,177	,253	,070	,126	,486*	,426	,508*	1	,227	,529*
	Sig. (2-tailed)	,456	,282	,769	,596	,030	,061	,022		,337	,016
	N	20	20	20	20	20	20	20	20	20	20
EM9	Pearson Correlation	,411	,517*	,418	,715**	,261	,272	,081	,227	1	,577**
	Sig. (2-tailed)	,072	,020	,067	,000	,267	,246	,734	,337		,008
	N	20	20	20	20	20	20	20	20	20	20
TOTAL_BO	Pearson Correlation	,516*	,551*	,513*	,533*	,486*	,546*	,575**	,529*	,577**	1
	Sig. (2-tailed)	,020	,012	,021	,015	,030	,013	,008	,016	,008	
	N	20	20	20	20	20	20	20	20	20	20

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

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

Correlations

		IN1	IN2	IN3	IN4	IN5	IN6	IN7	IN8	TOTAL_BO
IN1	Pearson Correlation	1	,227	,369	,615**	,232	,181	,383	,435	,493*
	Sig. (2-tailed)		,336	,109	,004	,326	,446	,096	,056	,027
	N	20	20	20	20	20	20	20	20	20
IN2	Pearson Correlation	,227	1	,206	,070	,048	,134	,234	-,022	,485*
	Sig. (2-tailed)	,336		,383	,768	,841	,574	,322	,928	,030
	N	20	20	20	20	20	20	20	20	20
IN3	Pearson Correlation	,369	,206	1	,472*	,161	,289	,077	,170	,578**
	Sig. (2-tailed)	,109	,383		,036	,497	,217	,748	,474	,008
	N	20	20	20	20	20	20	20	20	20
IN4	Pearson Correlation	,615**	,070	,472*	1	,381	,181	,000	,030	,484*
	Sig. (2-tailed)	,004	,768	,036		,097	,446	1,000	,899	,031
	N	20	20	20	20	20	20	20	20	20
IN5	Pearson Correlation	,232	,048	,161	,381	1	,700**	,167	,080	,472*
	Sig. (2-tailed)	,326	,841	,497	,097		,001	,481	,739	,036
	N	20	20	20	20	20	20	20	20	20
IN6	Pearson Correlation	,181	,134	,289	,181	,700**	1	,096	-,061	,475*
	Sig. (2-tailed)	,446	,574	,217	,446	,001		,686	,798	,034
	N	20	20	20	20	20	20	20	20	20
IN7	Pearson Correlation	,383	,234	,077	,000	,167	,096	1	,830**	,506*
	Sig. (2-tailed)	,096	,322	,748	1,000	,481	,686		,000	,023
	N	20	20	20	20	20	20	20	20	20
IN8	Pearson Correlation	,435	-,022	,170	,030	,080	-,061	,830**	1	,464*
	Sig. (2-tailed)	,056	,928	,474	,899	,739	,798	,000		,039
	N	20	20	20	20	20	20	20	20	20
TOTAL_BO	Pearson Correlation	,493*	,485*	,578**	,484*	,472*	,475*	,506*	,464*	1
	Sig. (2-tailed)	,027	,030	,008	,031	,036	,034	,023	,039	
	N	20	20	20	20	20	20	20	20	20

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

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

Correlations

		DE1	DE2	DE3	DE4	DE5	TOTAL_BO
DE1	Pearson Correlation	1	,269	,172	,367	,349	,649**
	Sig. (2-tailed)		,252	,468	,111	,131	,002
	N	20	20	20	20	20	20
DE2	Pearson Correlation	,269	1	,411	,383	,080	,524*
	Sig. (2-tailed)	,252		,072	,096	,737	,018
	N	20	20	20	20	20	20
DE3	Pearson Correlation	,172	,411	1	,756**	,256	,613**
	Sig. (2-tailed)	,468	,072		,000	,275	,004
	N	20	20	20	20	20	20
DE4	Pearson Correlation	,367	,383	,756**	1	,149	,659**
	Sig. (2-tailed)	,111	,096	,000		,530	,002
	N	20	20	20	20	20	20
DE5	Pearson Correlation	,349	,080	,256	,149	1	,641**
	Sig. (2-tailed)	,131	,737	,275	,530		,002
	N	20	20	20	20	20	20
TOTAL_BO	Pearson Correlation	,649**	,524*	,613**	,659**	,641**	1
	Sig. (2-tailed)	,002	,018	,004	,002	,002	
	N	20	20	20	20	20	20

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

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	20	100,0
	Excluded ^a	0	,0
	Total	20	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,873	22

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
EM1	45,1500	78,239	,427	,869
EM2	45,3500	77,292	,475	,867
EM3	45,5500	82,155	,478	,869
EM4	45,6500	80,976	,489	,868
EM5	45,7500	80,724	,441	,868
EM6	45,6000	79,621	,491	,867
EM7	45,6000	78,568	,516	,866
EM8	45,9000	80,411	,487	,867
EM9	45,4000	76,989	,506	,866
IN1	45,7000	80,221	,444	,868
IN2	45,1500	77,397	,391	,871
IN3	45,3000	77,695	,523	,865
IN4	45,7000	80,326	,434	,868
IN5	45,0500	77,313	,373	,872
IN6	44,2000	76,168	,357	,875
IN7	45,6000	78,358	,436	,868
IN8	45,4500	79,313	,397	,869
DE1	45,0000	76,632	,586	,863
DE2	45,3500	79,397	,456	,868
DE3	45,7500	78,513	,569	,865
DE4	45,8000	76,905	,611	,863
DE5	45,6000	75,621	,580	,863

Lampiran 6. Hasil Uji Penelitian

KARAKTERISTIK RESPONDEN

Umur

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid <30 tahun	48	63,2	63,2	63,2
30-40 tahun	20	26,3	26,3	89,5
>40 tahun	8	10,5	10,5	100,0
Total	76	100,0	100,0	

Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-laki	16	21,1	21,1	21,1
Perempuan	60	78,9	78,9	100,0
Total	76	100,0	100,0	

Status Pernikahan

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Menikah	61	80,3	80,3	80,3
Belum Menikah	15	19,7	19,7	100,0
Total	76	100,0	100,0	

Lama Kerja

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1-3 tahun	52	68,4	68,4	68,4
>3 tahun	24	31,6	31,6	100,0
Total	76	100,0	100,0	

ANALISIS UNIVARIAT

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Work Engagement	76	24,00	43,00	34,4342	4,06066
Religiusitas	76	35,00	50,00	44,2105	3,88267
Burnout	76	34,00	73,00	53,0658	9,95635
Valid N (listwise)	76				

ANALISIS BIVARIAT

Regression

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,365 ^a	,133	,121	4,64678

a. Predictors: (Constant), Work Engagement

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	244,889	1	244,889	11,341	,001 ^a
	Residual	1597,848	74	21,593		
	Total	1842,737	75			

a. Predictors: (Constant), Work Engagement

b. Dependent Variable: Emotional Fatigue

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	37,060	4,581		8,090	,000
	Work Engagement	-,445	,132	-,365	-3,368	,001

a. Dependent Variable: Emotional Fatigue

Regression

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,321 ^a	,103	,091	5,25948

a. Predictors: (Constant), Work Engagement

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	235,105	1	235,105	8,499	,005 ^a
	Residual	2047,000	74	27,662		
	Total	2282,105	75			

a. Predictors: (Constant), Work Engagement

b. Dependent Variable: Inefficacy

Regression

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,171 ^a	,029	,016	1,97993

a. Predictors: (Constant), Work Engagement

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8,686	1	8,686	2,216	,141 ^a
	Residual	290,090	74	3,920		
	Total	298,776	75			

a. Predictors: (Constant), Work Engagement

b. Dependent Variable: Depersonalization

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	13,057	1,952		6,689	,000
	Work Engagement	-,084	,056	-,171	-1,489	,141

a. Dependent Variable: Depersonalization

Regression

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,141 ^a	,020	,007	4,94019

a. Predictors: (Constant), Religiusitas

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	36,732	1	36,732	1,505	,224 ^a
	Residual	1806,005	74	24,405		
	Total	1842,737	75			

a. Predictors: (Constant), Religiusitas

b. Dependent Variable: Emotional Fatigue

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	29,706	6,520		4,556	,000
	Religiusitas	-,180	,147	-,141	-1,227	,224

a. Dependent Variable: Emotional Fatigue

Regression

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,281 ^a	,079	,067	5,32940

a. Predictors: (Constant), Religiusitas

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	180,320	1	180,320	6,349	,014 ^a
	Residual	2101,785	74	28,402		
	Total	2282,105	75			

a. Predictors: (Constant), Religiusitas

b. Dependent Variable: Inef ficacy

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	38,814	7,034		5,518	,000
	Religiusitas	-,399	,158	-,281	-2,520	,014

a. Dependent Variable: Inef ficacy

Regression

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,287 ^a	,082	,070	1,92490

a. Predictors: (Constant), Religiusitas

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	24,589	1	24,589	6,636	,012 ^a
	Residual	274,187	74	3,705		
	Total	298,776	75			

a. Predictors: (Constant), Religiusitas

b. Dependent Variable: Depersonalization

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	16,691	2,541		6,570	,000
	Religiusitas	-,147	,057	-,287	-2,576	,012

a. Dependent Variable: Depersonalization

UJI ASUMSI KLASIK

UJI NORMALITAS

One-Sample Kolmogorov-Smirnov Test

		Work Engagement	Religiusitas	Burnout
N		76	76	76
Normal Parameters ^{a,b}	Mean	34,4342	44,2105	53,0658
	Std. Deviation	4,06066	3,88267	9,95635
Most Extreme Differences	Absolute	,102	,112	,076
	Positive	,102	,085	,076
	Negative	-,082	-,112	-,067
Kolmogorov-Smirnov Z		,893	,974	,664
Asymp. Sig. (2-tailed)		,402	,298	,770

a. Test distribution is Normal.

b. Calculated from data.

UJI MULTIKOLONIERITAS

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	Work Engagement	,976	1,025
	Religiusitas	,976	1,025

a. Dependent Variable: Burnout

UJI HETEROKEDASTISITAS

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7,688	8,028		,958	,341
	Work Engagement	,019	,151	,015	,127	,900
	Religiusitas	-,027	,158	-,020	-,168	,867

a. Dependent Variable: ABS

ANALISIS MULTIVARIAT

Regression

Descriptive Statistics

	Mean	Std. Deviation	N
Burnout	53,0658	9,95635	76
Work Engagement	34,4342	4,06066	76
Religiusitas	44,2105	3,88267	76

Correlations

		Burnout	Work Engagement	Religiusitas
Pearson Correlation	Burnout	1,000	-,393	-,284
	Work Engagement	-,393	1,000	,156
	Religiusitas	-,284	,156	1,000
Sig. (1-tailed)	Burnout	.	,000	,007
	Work Engagement	,000	.	,089
	Religiusitas	,007	,089	.
N	Burnout	76	76	76
	Work Engagement	76	76	76
	Religiusitas	76	76	76

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Religiusitas, Work Engagement	.	Enter

- a. All requested variables entered.
- b. Dependent Variable: Burnout

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df 1	df 2	Sig. F Change
1	,453 ^a	,205	,184	8,99621	,205	9,432	2	73	,000

a. Predictors: (Constant), Religiusitas, Work Engagement

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1526,656	2	763,328	9,432	,000 ^a
	Residual	5908,015	73	80,932		
	Total	7434,671	75			

a. Predictors: (Constant), Religiusitas, Work Engagement

b. Dependent Variable: Burnout

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	109,077	13,806		7,901	,000
	Work Engagement	-,878	,259	-,358	-3,388	,001
	Religiusitas	-,583	,271	-,228	-2,154	,035

a. Dependent Variable: Burnout