

LAMPIRAN

Lampiran 1. Kuisisioner

KUISISIONER PENELITIAN

KATA PENGANTAR

Dengan Hormat,

Dalam rangka melengkapi data yang diperlukan untuk memenuhi tugas akhir, bersama ini peneliti menyampaikan kuisisioner penelitian mengenai **“Pengaruh *Dukungan Rekan Kerja dan Dukungan Supervisor terhadap Kepuasan Kerja melalui Kelelahan Emosional sebagai Variabel Intervening*”**

Nama : Habib Naufal Ramadhan

NIM : 2003102207

Prodi : Manajemen

Fakultas : Ekonomi dan Bisnis

Universitas : Universitas PGRI Madiun

Mohon ketersediaan bapak/ibu/saudara/i untuk membantu penelitian ini dengan mengisi secara lengkap kuisisioner penelitian ini. Jawaban yang diberikan bapak/ibu/saudara/i akan sangat membantu untuk kelancaraan penelitian saya.

Penelitian ini membutuhkan responden dengan syarat:

1. Responden Berdomisili di Kota Madiun
2. Bekerja sebagai Account Officer di Bank BUMN/Swasta

Peneliti mengucapkan terima kasih atas ketersediaan bapak/ibu/saudara/i telah meluangkan waktu untuk menjawab semua pertanyaan dalam kuisisioner ini.

Hormat Saya,

Habib Naufal Ramadhan

Identitas Responden:

1. Nama :
 2. Jenis Kelamin :
 Laki-laki
 Perempuan
 3. Usia :
 <20 tahun 25-30 tahun
 20-25 tahun >30 tahun
 4. Pekerjaan
 Account Officer Bank BUMN
 Account Officer Bank Swasta
 5. Pendapatan Perbulan
 < 2.000.000 3.000.000 – 4.000.000
 2.000.000 – 3.000.000 >4.000.000
 6. Domisili
 Kota Madiun
-

Catatan:

Harap membaca pertanyaan dengan teliti dan seksama untuk memahami pertanyaan dengan baik. Kuesioner ini menggunakan skala 1-5 dimana bobot penilaian:

- 1 = Sangat Tidak Setuju (STS)
- 2 = Tidak Setuju (TS)
- 3 = Setuju (S)
- 4 = Sangat Setuju (SS)

- **Dukungan Rekan Kerja**

No	Item Pertanyaan	(1) STS	(2) TS	(3) SS	(4) SS
<i>Socioemosional:</i>					
1.	Saya nyaman dengan rekan kerja saya				
2.	Rekan kerja saya saling memberikan perhatian dalam pekerjaan				
3.	Saya dan rekan kerja saya saling menghargai				
<i>Instrumental :</i>					
4.	Rekan kerja saya memastikan menyelesaikan tugas dengan baik				
5.	Saya dan rekan kerja saya fleksibel menggantikan pekerjaan				
6.	Saya dan rekan kerja saya saling memberi empati				

- **Dukungan Supervisor**

No	Item Pertanyaan	(1) STS	(2) TS	(3) SS	(4) SS
<i>Socioemosional :</i>					
1.	Atasan saya memberikan rasa nyaman dalam bekerja				
2.	Atasan saya memberikan perhatian, reward dan menghargai pekerjaan saya				
<i>Instrumental :</i>					
3.	Atasan saya memberikan jadwal kerja yang fleksibel				
4.	Atasan saya memberikan kebijakan sesuai				

	dengan aturan perusahaan				
5	Atasan saya memastikan memberikan tugas dengan baik				

• **Kelelahan Emosional**

No	Item Pertanyaan	(1) STS	(2) TS	(3) SS	(4) SS
<i>feelings of being emotionally overextended :</i>					
1.	Dukungan rekan kerja dan supervisor mengurangi kelelahan emosional saya				
2.	Dukungan rekan kerja dan supervisor mengurangi beban kerja saya				
3.	Dukungan rekan kerja dan supervisor mengurangi rasa cemas dalam penyelesaian tanggung jawab pekerjaan				
<i>feelings of being exhausted by one's work :</i>					
4.	Dukungan rekan kerja dan supervisor membantu saya menangani konflik dengan klien				
5.	Dukungan rekan kerja dan supervisor membantu saya mencapai target				
<i>feelings of depleted of physical resources :</i>					
6.	Dukungan rekan kerja dan supervisor menambah semangat kerja saya				
7.	Dukungan rekan kerja dan supervisor mengurangi stress kerja saya				

- **Kepuasan Kerja**

No	Item Pertanyaan	(1) STS	(2) TS	(3) SS	(4) SS
Pekerjaan Itu Sendiri (Work It-Self)					
1.	Saya menyukai pekerjaan yang saya lakukan				
2.	Saya merasa pekerjaan saya menarik				
Gaji (Salary)					
3.	Saya menerima gaji sesuai dengan standar				
4.	Saya menerima gaji yang sesuai dengan yang saya kerjakan				
Kesempatan mendapat promosi (<i>Promotion opportunities</i>):					
5.	Perusahaan saya mempunyai aturan tentang promosi jabatan				
6.	Saya mempunyai peluang naik jabatan jika mempunyai kinerja yang baik				
Atasan (Supervisor)					
7.	Pekerjaan saya didukung penuh oleh atasan				
8.	Saya mendapat bantuan teknis dari atasan jika mengalami kesulitan				
Rekan Kerja (Coworkers)					
9.	Rekan kerja di tempat saya bekerja saling mendukung satu sama lain				
10	Rekan kerja saya saling berkomunikasi dengan baik				

Lampiran 2. Tabulasi

Variabel Dukungan Rekan Kerja

x1.1	x1.2	x1.3	x1.4	x1.5	x.1.6	totalx1
3	3	4	3	3	3	19
3	3	3	3	2	3	17
3	3	3	2	2	3	16
3	3	4	2	2	3	17
4	2	3	2	2	3	16
3	2	3	2	2	3	15
4	4	3	3	3	4	21
3	2	3	2	2	3	15
2	2	3	2	2	3	14
4	3	4	3	4	3	21
3	2	3	2	2	3	15
4	3	3	3	3	4	20
2	2	3	2	3	4	16
3	3	4	4	4	3	21
3	3	3	3	3	2	17
4	4	4	4	4	4	24
4	4	3	2	3	3	19
4	1	3	1	2	3	14
4	3	3	2	2	3	17
3	1	3	1	2	3	13
4	4	4	4	4	4	24
2	2	3	2	2	3	14
4	4	4	4	3	4	23
3	2	3	3	3	3	17
3	4	3	3	4	4	21
3	4	4	3	3	3	20
3	3	4	3	3	3	19
3	4	4	4	3	4	22
3	3	3	3	3	4	19
4	4	4	4	4	4	24
4	3	3	4	3	3	20
3	3	3	3	3	3	18
3	4	4	4	4	4	23
4	4	3	3	3	4	21
3	4	4	2	3	3	19

3	3	3	4	4	3	20
3	4	3	3	3	3	19
3	4	4	3	4	3	21
4	3	3	3	3	4	20
3	4	4	3	3	4	21
3	4	3	4	3	3	20
3	4	4	3	3	4	21
3	4	4	3	3	4	21
4	3	3	4	4	3	21
4	4	3	3	4	3	21
4	3	3	4	3	3	20
3	4	3	4	3	4	21
3	4	3	4	4	3	21
4	3	3	3	3	4	20
3	4	3	4	4	4	22
3	4	3	3	3	4	20
3	4	4	3	3	4	21
4	4	4	4	3	3	22
3	3	3	3	3	4	19
3	3	3	3	3	3	18
4	4	3	4	4	4	23
3	3	3	3	3	3	18
4	4	4	4	3	3	22
4	3	3	3	3	4	20
3	3	3	3	3	3	18
3	3	4	4	3	3	20
3	4	4	4	4	4	23
3	3	3	3	3	3	18
3	3	4	4	3	4	21
3	3	4	4	4	3	21
3	4	4	3	3	3	20
3	4	4	3	3	3	20
4	4	3	3	3	3	20
4	4	3	4	3	3	21
3	4	3	3	3	4	20
3	3	4	4	4	3	21
3	3	3	4	4	4	21
3	3	4	4	4	3	21
4	4	4	3	3	3	21

3	4	3	4	3	3	20
4	3	3	4	3	4	21
3	3	3	3	3	3	18
4	3	3	4	4	3	21
4	3	3	4	3	3	20
4	4	3	3	3	3	20
3	4	3	3	3	3	19
3	3	4	4	3	3	20
3	4	4	4	3	3	21
3	3	4	3	3	3	19
3	3	3	4	4	3	20
3	3	4	4	4	4	22
4	4	3	3	3	3	20
3	3	3	4	3	4	20
3	4	4	4	3	3	21
4	3	3	4	4	3	21

Variabel Dukungan Supervisor (X2)

x2.1	x2.2	x2.3	x2.4	x2.5	totalx2
4	3	2	3	3	15
3	3	2	3	3	14
3	3	3	3	3	15
4	3	2	4	3	16
3	3	3	4	2	15
4	4	3	3	3	17
4	3	4	4	4	19
4	4	3	3	3	17
4	3	3	3	2	15
3	4	3	4	3	17
3	3	3	3	3	15
4	4	3	3	4	18
4	2	3	4	4	17
4	3	4	4	3	18
3	2	3	4	4	16
4	3	4	4	4	19
2	3	3	4	4	16
3	2	3	3	2	13
3	3	2	3	3	14

3	2	3	3	4	15
4	4	4	3	4	19
3	4	4	4	3	18
4	3	3	4	4	18
3	3	3	3	4	16
3	3	4	3	4	17
3	4	4	4	3	18
4	3	3	4	4	18
4	3	4	4	3	18
4	4	3	3	3	17
4	3	3	4	3	17
4	3	3	4	4	18
3	3	3	3	3	15
3	3	4	4	4	18
4	3	4	3	4	18
4	3	3	3	3	16
3	4	4	4	3	18
3	4	4	3	3	17
3	3	3	3	3	15
4	3	3	3	3	16
4	4	3	4	4	19
4	4	4	3	4	19
4	3	3	3	4	17
4	3	3	4	4	18
3	3	4	3	3	16
3	4	4	4	3	18
4	4	4	4	3	19
4	4	4	3	4	19
4	3	4	3	4	18
3	4	4	4	3	18
4	4	4	4	4	20
3	3	3	3	3	15
4	3	4	3	3	17
3	4	3	4	4	18
4	3	3	3	3	16
3	3	3	3	3	15
3	4	3	3	3	16
3	3	3	3	3	15
3	3	3	3	4	16

4	4	3	3	4	18
3	3	3	3	3	15
4	3	3	4	4	18
3	3	3	3	3	15
3	3	3	3	3	15
4	3	4	3	3	17
4	3	3	3	3	16
3	4	3	4	3	17
4	3	3	3	3	16
4	4	3	3	3	17
3	4	3	4	4	18
3	3	3	3	3	15
3	3	4	3	3	16
3	4	3	4	3	17
4	3	3	3	3	16
3	4	4	3	3	17
4	3	3	3	3	16
4	3	3	3	4	17
3	3	3	3	3	15
3	3	3	3	3	15
3	4	4	4	3	18
4	3	4	3	4	18
3	3	4	4	3	17
3	4	3	3	3	16
4	3	4	3	3	17
4	3	3	3	3	16
3	4	3	3	3	16
3	3	3	4	4	17
4	3	4	4	4	19
4	4	3	3	3	17
3	3	3	4	3	16
3	4	3	3	4	17

Variabel Kelelahan Emosional (Z)

z1	z2	z3	z4	z5	z6	z7	totalz
3	3	3	2	3	3	3	20
3	3	3	3	3	3	3	21
2	3	3	3	3	4	3	21

2	3	4	4	3	2	3	21
3	3	2	2	3	4	4	21
3	4	4	4	3	3	4	25
2	3	2	3	2	4	4	20
3	4	3	2	3	3	4	22
3	4	4	3	3	3	2	22
3	4	4	4	4	3	4	26
3	3	3	3	3	3	3	21
3	4	3	3	3	4	4	24
3	2	2	3	3	4	3	20
3	3	4	3	4	4	4	25
3	2	2	2	3	4	4	20
3	3	2	2	2	2	3	17
3	3	3	3	4	4	3	23
3	2	3	2	2	4	3	19
3	2	3	3	4	4	3	22
3	4	3	4	4	4	2	24
4	4	3	3	4	3	3	24
3	3	3	2	2	3	3	19
3	3	4	4	3	3	3	23
3	3	3	4	3	3	3	22
4	4	3	4	3	3	3	24
4	3	3	4	4	4	3	25
3	4	4	3	3	3	3	23
3	4	3	4	4	3	4	25
4	4	4	4	3	3	3	25
3	3	3	4	4	4	3	24
3	4	4	3	3	3	4	24
3	3	3	3	3	3	3	21
3	3	4	4	4	3	3	24
3	3	3	4	4	3	3	23
3	4	4	3	3	3	4	24
3	3	3	3	4	3	3	22
3	3	3	3	4	4	3	23
4	3	3	3	4	4	3	24
3	4	3	3	3	3	2	21
3	3	4	3	3	4	3	23
4	3	3	4	4	3	4	25
3	3	3	4	3	3	3	22

3	3	3	4	4	3	4	24
3	4	3	4	4	3	3	24
3	4	3	3	3	3	3	22
3	3	4	3	4	4	3	24
4	3	3	3	4	4	4	25
3	4	3	4	3	3	4	24
3	4	3	3	4	4	4	25
3	3	4	4	4	3	4	25
4	3	3	4	4	3	3	24
4	4	3	3	3	3	4	24
3	3	3	3	3	3	4	22
4	4	4	3	3	3	3	24
3	3	3	3	3	3	3	21
3	4	3	3	3	3	3	22
3	3	3	3	3	3	3	21
4	3	4	4	4	4	3	26
3	4	4	4	4	4	4	27
3	3	3	3	4	3	4	23
3	3	4	4	3	3	3	23
3	3	3	3	3	3	3	21
3	3	3	3	3	3	3	21
4	3	3	3	4	3	3	23
3	3	3	4	3	3	3	22
3	4	3	3	4	3	3	23
3	3	4	4	3	3	3	23
3	4	4	3	4	4	3	25
4	3	3	3	3	3	3	22
3	3	3	3	4	4	3	23
4	4	3	3	4	3	3	24
4	3	4	3	3	4	3	24
3	3	3	3	4	4	3	23
4	3	4	4	3	3	3	24
3	3	3	4	4	3	4	24
4	3	3	3	4	4	3	24
3	3	3	3	3	3	3	21
3	3	3	3	3	3	3	21
3	3	4	3	4	4	3	24
3	3	4	3	4	4	4	25
3	4	3	3	3	4	3	23

4	4	3	3	3	3	3	23
3	3	3	3	3	3	4	22
3	4	4	3	3	3	4	24
3	3	3	4	3	3	3	22
3	3	4	3	3	4	3	23
3	3	3	3	3	3	3	21
3	4	3	3	3	3	3	22
4	3	3	4	3	3	3	23
3	3	4	3	4	3	3	23

Variabel Kepuasan Kerja (Y)

y1	y2	y3	y4	y5	y6	y7	y8	y9	y10	TOTALY
2	2	4	3	3	3	3	4	3	3	30
3	2	3	3	3	3	3	3	3	3	29
2	2	3	3	3	3	3	4	4	4	31
3	2	3	4	3	3	4	3	3	4	32
2	3	4	3	3	4	2	3	4	3	31
3	3	3	4	2	3	3	4	3	3	31
3	4	4	4	4	3	3	2	3	4	34
4	3	3	4	2	3	3	3	4	3	32
4	2	3	4	3	3	4	4	3	4	34
4	3	3	4	3	4	4	3	4	4	36
3	3	4	4	3	2	3	2	4	4	32
4	4	4	4	4	4	4	4	4	3	39
2	1	3	3	2	2	3	3	3	3	25
3	3	3	3	4	4	3	3	3	4	33
3	3	3	4	4	3	4	3	3	4	34
2	2	3	3	2	2	3	3	3	3	26
3	4	3	3	4	3	4	3	3	3	33
2	2	3	3	2	3	3	4	4	3	29
3	2	3	4	3	3	3	3	4	4	32
3	2	3	3	3	4	3	4	2	3	30
3	3	3	3	3	3	3	3	4	4	32
4	4	4	3	4	3	3	2	2	3	32
3	4	4	4	3	4	4	4	3	3	36
4	3	3	3	3	4	4	3	3	3	33
3	4	4	3	3	3	3	4	4	4	35
3	3	3	3	4	3	3	4	4	3	33
3	4	3	3	3	4	4	4	4	3	35
4	4	4	4	3	3	4	4	4	4	38
3	3	3	3	3	3	4	4	4	4	34
3	4	4	3	3	3	3	3	4	3	33
3	4	4	4	3	3	3	4	4	3	35
3	3	3	3	3	4	4	3	3	3	32

4	3	3	4	4	4	3	3	4	4	36
3	3	4	4	3	3	3	3	3	4	33
3	3	4	4	3	4	3	3	3	3	33
3	4	4	3	3	4	4	3	4	4	36
4	3	3	3	3	3	3	4	4	3	33
3	3	3	4	3	4	3	4	3	4	34
3	2	3	3	4	3	4	4	3	3	32
4	3	3	3	3	3	4	4	4	3	34
3	3	4	3	4	4	3	3	4	4	35
3	2	4	3	3	3	3	3	4	3	31
3	4	4	4	3	3	3	4	3	3	34
3	3	3	3	4	4	3	4	3	4	34
3	3	4	4	4	4	4	3	4	3	36
4	4	3	3	3	4	4	4	4	3	36
3	3	4	4	3	3	3	3	3	4	33
4	3	4	3	3	4	4	3	3	4	35
3	3	3	4	4	4	3	3	3	3	33
4	4	4	4	4	4	4	4	3	3	38
3	3	3	3	3	3	3	3	3	3	30
3	3	3	3	3	4	4	3	3	3	32
3	4	3	4	3	3	4	4	3	3	34
4	4	4	4	3	3	3	4	4	4	37
3	3	3	3	3	3	3	3	3	3	30
3	3	3	4	3	3	3	3	4	3	32
3	3	3	3	3	3	3	3	3	3	30
4	4	4	4	3	3	4	4	4	3	37
3	3	3	4	4	3	3	4	4	3	34
4	3	3	4	4	3	3	4	3	3	34
3	4	4	4	3	3	4	4	4	3	36
3	4	3	3	3	3	3	3	3	4	32
3	3	3	3	3	3	3	3	3	3	30
3	4	4	3	4	3	3	4	4	4	36
3	3	3	3	3	3	3	3	3	3	30
3	3	3	3	3	3	3	3	4	3	31
4	3	3	3	4	3	3	3	4	3	33
3	4	4	3	3	3	3	3	4	3	33
3	3	3	4	3	3	3	3	3	3	31
3	3	3	3	3	3	3	4	3	3	31
3	3	3	3	3	3	3	3	4	3	31
3	3	3	3	3	3	3	3	3	3	31
3	4	3	3	4	4	3	3	3	4	34
3	3	3	3	3	4	3	3	3	3	31
3	3	4	3	3	4	3	3	4	3	33
3	4	4	3	3	3	3	3	3	4	33
3	4	3	3	4	3	4	4	3	3	34
3	3	4	3	3	3	3	3	3	3	31
3	3	3	3	3	4	3	3	3	3	31
3	4	4	3	4	3	3	4	3	3	34
3	3	4	3	4	3	3	4	3	3	33

3	3	3	3	3	4	3	3	3	3	31
4	3	4	3	4	3	3	4	4	3	35
3	3	3	3	3	4	3	4	4	4	34
3	4	3	3	3	3	3	3	3	3	31
3	3	4	4	3	3	3	3	3	3	32
3	3	3	4	3	4	4	4	4	3	35
3	3	3	3	3	3	3	3	3	3	30
3	3	3	3	4	4	4	4	3	3	34
4	4	4	4	3	3	3	3	3	4	35
4	4	4	3	3	3	3	3	3	3	33

Lampiran 3. Hasil Uji SPSS

1. Uji Statistik Analisis Deskriptif

- Variabel Dukungan Rekan Kerja

Descriptive Statistics						
	N	Minimum	Maximum	Mean	Std. Deviation	
X1.1	90	2	4	3.31	.533	
X1.2	90	1	4	3.31	.729	
X1.3	90	3	4	3.38	.488	
X1.4	90	1	4	3.23	.765	
X1.5	90	2	4	3.12	.615	
X1.6	90	2	4	3.33	.497	
Valid N (listwise)	90					

- Variabel Dukungan Supervisor

Descriptive Statistics						
	N	Minimum	Maximum	Mean	Std. Deviation	
X2.1	90	2	4	3.48	.524	
X2.2	90	2	4	3.29	.546	
X2.3	90	2	4	3.28	.541	
X2.4	90	3	4	3.38	.488	
X2.5	90	2	4	3.32	.537	
Valid N (listwise)	90					

- **Variabel Kelelahan Emosional**

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Z1	90	2	4	3.18	.464
Z2	90	2	4	3.28	.541
Z3	90	2	4	3.24	.547
Z4	90	2	4	3.24	.587
Z5	90	2	4	3.36	.567
Z6	90	2	4	3.31	.512
Z7	90	2	4	3.24	.504
Valid N (listwise)	90				

- **Variabel Kepuasan Kerja**

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Y1	90	2	4	3.16	.517
Y2	90	1	4	3.17	.675
Y3	90	3	4	3.39	.490
Y4	90	3	4	3.37	.485
Y5	90	2	4	3.21	.530
Y6	90	2	4	3.29	.525
Y7	90	2	4	3.29	.480
Y8	90	2	4	3.38	.552
Y9	90	2	4	3.39	.534
Y10	90	3	4	3.31	.466
Valid N (listwise)	90				

2. Uji Validitas

- **Variabel Dukungan Rekan Kerja**

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	TOTAL X1
X1.1	Pearson Correlation	1	.211*	-.111	.178	.157	.071	.388**

	Sig. (2-tailed)		.046	.296	.093	.140	.508	<,001
	N	90	90	90	90	90	90	90
X1.2	Pearson Correlation	.211*	1	.330**	.493**	.441**	.269*	.769**
	Sig. (2-tailed)	.046		.002	<,001	<,001	.010	<,001
	N	90	90	90	90	90	90	90
X1.3	Pearson Correlation	-.111	.330**	1	.273**	.257*	.077	.463**
	Sig. (2-tailed)	.296	.002		.009	.015	.469	<,001
	N	90	90	90	90	90	90	90
X1.4	Pearson Correlation	.178	.493**	.273**	1	.703**	.207	.813**
	Sig. (2-tailed)	.093	<,001	.009		<,001	.051	<,001
	N	90	90	90	90	90	90	90
X1.5	Pearson Correlation	.157	.441**	.257*	.703**	1	.233*	.775**
	Sig. (2-tailed)	.140	<,001	.015	<,001		.027	<,001
	N	90	90	90	90	90	90	90
X1.6	Pearson Correlation	.071	.269*	.077	.207	.233*	1	.461**
	Sig. (2-tailed)	.508	.010	.469	.051	.027		<,001
	N	90	90	90	90	90	90	90
TOTAL X1	Pearson Correlation	.388**	.769**	.463**	.813**	.775**	.461**	1
	Sig. (2-tailed)	<,001	<,001	<,001	<,001	<,001	<,001	
	N	90	90	90	90	90	90	90

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

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

- **Variabel Dukungan Supervisor**

		Correlations					TOTAL X2
		X2.1	X2.2	X2.3	X2.4	X2.5	
X2.1	Pearson Correlation	1	-.017	.081	-.055	.205	.456**
	Sig. (2-tailed)		.877	.445	.609	.052	<,001
	N	90	90	90	90	90	90

X2.2	Pearson Correlation	-.017	1	.220*	.092	-.014	.491**
	Sig. (2-tailed)	.877		.037	.388	.892	<,001
	N	90	90	90	90	90	90
X2.3	Pearson Correlation	.081	.220*	1	.194	.153	.624**
	Sig. (2-tailed)	.445	.037		.067	.151	<,001
	N	90	90	90	90	90	90
X2.4	Pearson Correlation	-.055	.092	.194	1	.217*	.518**
	Sig. (2-tailed)	.609	.388	.067		.040	<,001
	N	90	90	90	90	90	90
X2.5	Pearson Correlation	.205	-.014	.153	.217*	1	.585**
	Sig. (2-tailed)	.052	.892	.151	.040		<,001
	N	90	90	90	90	90	90
TOTAL X2	Pearson Correlation	.456**	.491**	.624**	.518**	.585**	1
	Sig. (2-tailed)	<,001	<,001	<,001	<,001	<,001	
	N	90	90	90	90	90	90

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

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

- **Variabel Kelelahan Emosional**

		Correlations							
		Z1	Z2	Z3	Z4	Z5	Z6	Z7	TOTALZ
Z1	Pearson Correlation	1	.114	.048	.128	.227*	.136	-.067	.436**
	Sig. (2-tailed)		.283	.652	.231	.032	.201	.529	<,001
	N	90	90	90	90	90	90	90	90
Z2	Pearson Correlation	.114	1	.262*	.138	.041	-.164	.122	.443**
	Sig. (2-tailed)	.283		.013	.196	.703	.122	.252	<,001
	N	90	90	90	90	90	90	90	90
Z3	Pearson Correlation	.048	.262*	1	.337**	.188	-.022	-.004	.547**
	Sig. (2-tailed)	.652	.013		.001	.077	.840	.967	<,001
	N	90	90	90	90	90	90	90	90
Z4	Pearson Correlation	.128	.138	.337**	1	.344**	-.121	-.041	.552**

	Sig. (2-tailed)	.231	.196	.001		<,001	.256	.702	<,001
	N	90	90	90	90	90	90	90	90
Z5	Pearson Correlation	.227*	.041	.188	.344**	1	.292**	.080	.660**
	Sig. (2-tailed)	.032	.703	.077	<,001		.005	.451	<,001
	N	90	90	90	90	90	90	90	90
Z6	Pearson Correlation	.136	-.164	-.022	-.121	.292**	1	.095	.370**
	Sig. (2-tailed)	.201	.122	.840	.256	.005		.374	<,001
	N	90	90	90	90	90	90	90	90
Z7	Pearson Correlation	-.067	.122	-.004	-.041	.080	.095	1	.343**
	Sig. (2-tailed)	.529	.252	.967	.702	.451	.374		<,001
	N	90	90	90	90	90	90	90	90
TOT	Pearson Correlation	.436**	.443**	.547**	.552**	.660**	.370**	.343**	1
ALZ	Sig. (2-tailed)	<,001	<,001	<,001	<,001	<,001	<,001	<,001	
	N	90	90	90	90	90	90	90	90

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

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

• Variabel Kepuasan Kerja

		Correlations										TOTA
		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	LY
Y1	Pearson Correlation	1	.376**	.113	.263*	.248*	.164	.315**	.067	.104	.077	.601**
	Sig. (2-tailed)		<.001	.288	.012	.019	.123	.003	.529	.330	.472	<.001
	N	90	90	90	90	90	90	90	90	90	90	90
Y2	Pearson Correlation	.376**	1	.413**	.120	.278**	.148	.162	.070	.099	.048	.640**
	Sig. (2-tailed)	<.001		<.001	.259	.008	.163	.127	.510	.354	.655	<.001
	N	90	90	90	90	90	90	90	90	90	90	90
Y3	Pearson Correlation	.113	.413**	1	.197	.113	-.049	-.101	-.051	.145	.104	.417**
	Sig. (2-tailed)	.288	<.001		.063	.289	.650	.344	.635	.171	.330	<.001
	N	90	90	90	90	90	90	90	90	90	90	90
Y4	Pearson Correlation	.263*	.120	.197	1	.001	-.024	.168	.064	.094	.186	.431**
	Sig. (2-tailed)	.012	.259	.063		.989	.825	.115	.547	.378	.079	<.001
	N	90	90	90	90	90	90	90	90	90	90	90
Y5	Pearson Correlation	.248*	.278**	.113	.001	1	.263*	.111	.070	-.055	.095	.475**
	Sig. (2-tailed)	.019	.008	.289	.989		.012	.298	.512	.606	.372	<.001
	N	90	90	90	90	90	90	90	90	90	90	90
Y6	Pearson Correlation	.164	.148	-.049	-.024	.263*	1	.245*	.084	-.004	.042	.412**
	Sig. (2-tailed)	.123	.163	.650	.825	.012		.020	.429	.967	.695	<.001
	N	90	90	90	90	90	90	90	90	90	90	90
Y7	Pearson Correlation	.315**	.162	-.101	.168	.111	.245*	1	.262*	.039	-.004	.470**
	Sig. (2-tailed)	.003	.127	.344	.115	.298	.020		.013	.715	.967	<.001
	N	90	90	90	90	90	90	90	90	90	90	90
Y8	Pearson Correlation	.067	.070	-.051	.064	.070	.084	.262*	1	.220*	-.113	.378**
	Sig. (2-tailed)	.529	.510	.635	.547	.512	.429	.013		.037	.291	<.001
	N	90	90	90	90	90	90	90	90	90	90	90
Y9	Pearson Correlation	.104	.099	.145	.094	-.055	-.004	.039	.220*	1	.141	.392**
	Sig. (2-tailed)	.330	.354	.171	.378	.606	.967	.715	.037		.186	<.001

N		90	90	90	90	90	90	90	90	90	90	90
Y10	Pearson Correlation	.077	.048	.104	.186	.095	.042	-.004	-.113	.141	1	.315**
	Sig. (2-tailed)	.472	.655	.330	.079	.372	.695	.967	.291	.186		.002
N		90	90	90	90	90	90	90	90	90	90	90
TOT ALY	Pearson Correlation	.601**	.640**	.417**	.431**	.475**	.412**	.470**	.378**	.392**	.315**	1
	Sig. (2-tailed)	<,001	<,001	<,001	<,001	<,001	<,001	<,001	<,001	<,001	<,001	.002
N		90	90	90	90	90	90	90	90	90	90	90

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

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

- **rTabel Uji Validitas**

DISTRIBUSI NILAI r_{tabel} SIGNIFIKANSI 5% dan 1%

N	The Level of Significance		N	The Level of Significance	
	5%	1%		5%	1%
3	0.997	0.999	38	0.320	0.413
4	0.950	0.990	39	0.316	0.408
5	0.878	0.959	40	0.312	0.403
6	0.811	0.917	41	0.308	0.398
7	0.754	0.874	42	0.304	0.393
8	0.707	0.834	43	0.301	0.389
9	0.666	0.798	44	0.297	0.384
10	0.632	0.765	45	0.294	0.380
11	0.602	0.735	46	0.291	0.376
12	0.576	0.708	47	0.288	0.372
13	0.553	0.684	48	0.284	0.368
14	0.532	0.661	49	0.281	0.364
15	0.514	0.641	50	0.279	0.361
16	0.497	0.623	55	0.266	0.345
17	0.482	0.606	60	0.254	0.330
18	0.468	0.590	65	0.244	0.317
19	0.456	0.575	70	0.235	0.306
20	0.444	0.561	75	0.227	0.296
21	0.433	0.549	80	0.220	0.286
22	0.432	0.537	85	0.213	0.278
23	0.413	0.526	90	0.207	0.267
24	0.404	0.515	95	0.202	0.263
25	0.396	0.505	100	0.195	0.256
26	0.388	0.496	125	0.176	0.230
27	0.381	0.487	150	0.159	0.210
28	0.374	0.478	175	0.148	0.194
29	0.367	0.470	200	0.138	0.181
30	0.361	0.463	300	0.113	0.148
31	0.355	0.456	400	0.098	0.128
32	0.349	0.449	500	0.088	0.115
33	0.344	0.442	600	0.080	0.105
34	0.339	0.436	700	0.074	0.097
35	0.334	0.430	800	0.070	0.091
36	0.329	0.424	900	0.065	0.086
37	0.325	0.418	1000	0.062	0.081

3. Uji Reabilitas

- **Variabel Dukungan Rekan Kerja**

Reliability Statistics

Cronbach's Alpha	N of Items
.696	6

- **Variabel Dukungan Supervisor**

Reliability Statistics

Cronbach's Alpha	N of Items
.676	5

- **Variabel Kelelahan Emosional**

Reliability Statistics

Cronbach's Alpha	N of Items
.745	7

- **Variabel Kepuasan Kerja**

Reliability Statistics

Cronbach's Alpha	N of Items
.679	10

4. Uji Asumsi Klasik

- **Sub Struktural 1**

- a. **Uji Normalitas**

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		90
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.69159660
Most Extreme Differences	Absolute	.073
	Positive	.072
	Negative	-.073
Test Statistic		.073
Asymp. Sig. (2-tailed) ^c		.200 ^d

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

- b. **Uji Multikolaritas**

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	X1.TOTAL	,735	1,360
	X2.TOTAL	,721	1,387
	Z1.TOTAL	,856	1,169

a. Dependent Variable: Y1.TOTAL

c. Uji Heterokedastisitas

		Coefficients^a				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	-.879	1.832		-.480	.632
	X1	-.045	.061	-.088	-.728	.469
	X2	.172	.102	.325	1.669	.209
	Z	-.056	.072	-.087	-.779	.438

a. Dependent Variable: ABS

(Constant)	.116	1.376		.084	.933
X1	-.032	.055	-.071	-.579	.564
X2	.109	.091	.147	1.202	.233

a. Dependent Variable: ABS

d. Uji AutoKorelasi

Model Summary^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.380 ^a	.144	.125	1.711	1.836

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Z

- **Sub Struktural 2**

- a. **Uji Normalitas**

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		90
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.92358588
Most Extreme Differences	Absolute	.058
	Positive	.050
	Negative	-.058
Test Statistic		.058
Asymp. Sig. (2-tailed) ^c		.200 ^d

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

- b. **Uji Multikorelitas**

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	X1.TOTAL	.760	1,316
	X2.TOTAL	.760	1,316

a. Dependent Variable: Z1.TOTAL

c. Uji Heterokedastitas

Model		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.116	1.376		.084	.933
	X1	-.032	.055	-.071	-.579	.564
	X2	.109	.091	.147	1.202	.233

a. Dependent Variable: ABS

d. Uji Autokorelasi

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.604 ^a	.365	.343	1.957	2.240

a. Predictors: (Constant), Z, X1, X2

b. Dependent Variable: Y

5. Analisis Jalur Path

Model		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14.543	2.230		6.521	<.001
	DUKUNGAN REKAN KERJA	.152	.090	.19	1.701	.093
	DUKUNGAN SUPERVISOR	.318	.147	.246	2.159	.034

a. Dependent Variable: KELELAHAN EMOSIONAL

- **Koefisien Jalur 1**

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.380 ^a	.144	.125	1.711

a. Predictors: (Constant), DUKUNGAN SUPERVISOR, DUKUNGAN REKAN KERJA

- **Koefisien Jalur 2**

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.411	3.112		3.667	<,001
	DUKUNGAN REKAN KERJA	.105	.104	.101	1.008	.316
	DUKUNGAN SUPERVISOR	.360	.173	.210	2.080	.040
	KELELAHAN EMOSIONAL	.587	.123	.445	4.788	<,001

a. Dependent Variable: KEPUASAN KERJA

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.604 ^a	.365	.343	1.957

a. Predictors: (Constant), KELELAHAN EMOSIONAL, DUKUNGAN REKAN KERJA, DUKUNGAN SUPERVISOR

6. Uji Hipotesis

- Uji Koefisiensi Signifikan Parsial (Uji T)

a. Sub Struktural 1

Model		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14.543	2.230		6.521	<,001
	DUKUNGAN REKAN KERJA	.152	.090	.194	1.701	.093
	DUKUNGAN SUPERVISOR	.318	.147	.246	2.159	.034

a. Dependent Variable: KELELAHAN EMOSIONAL

b. Sub Struktural 2

Model		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.411	3.112		3.667	<,001
	DUKUNGAN REKAN KERJA	.105	.104	.101	1.008	.316
	DUKUNGAN SUPERVISOR	.360	.173	.210	2.080	.040
	KELELAHAN EMOSIONAL	.587	.123	.445	4.788	<,001

a. Dependent Variable: KEPUASAN KERJA

- Uji Sobel

- a. Sub Sttuktural 1

Model		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14.543	2.230		6.521	<,001
	DUKUNGAN REKAN KERJA	.152	.090	.194	1.701	.093
	DUKUNGAN SUPERVISOR	.318	.147	.246	2.159	.034

a. Dependent Variable: KELELAHAN EMOSIONAL

- b . Sub Struktural 2

Model		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.411	3.112		3.667	<,001
	DUKUNGAN REKAN KERJA	.105	.104	.101	1.008	.316
	DUKUNGAN SUPERVISOR	.360	.173	.210	2.080	.040
	KELELAHAN EMOSIONAL	.587	.123	.445	4.788	<,001

a. Dependent Variable: KEPUASAN KERJA

Coefficientsa

Model		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14.543	2.230		6.521	<,001
	DUKUNGAN REKAN KERJA	.152	.090	.194	1.701	.093
	DUKUNGAN SUPERVISOR	.318	.147	.246	2.159	.034

a. Dependent Variable: KELELAHAN EMOSIONAL

7. Koefisien Determinasi

- **Sub Struktural 1**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.380 ^a	.144	.125	1.711

a. Predictors: (Constant), DUKUNGAN SUPERVISOR, DUKUNGAN REKAN KERJA

- **Sub Struktural 2**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.604 ^a	.365	.343	1.957

a. Predictors: (Constant), KELELAHAN EMOSIONAL, DUKUNGAN REKAN KERJA, DUKUNGAN SUPERVISOR