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B4: Ambiguitas Peran

	Tidak Pernah	Hampir Tidak Pernah	Jarang	Kadang-kadang	Sering	Sangat Sering	Selalu
Saya mengetahui apa yang diharapkan dari saya ditempat kerja	1	2	3	4	5	6	7
Saya paham bagaimana cara melakukan pekerjaan saya	1	2	3	4	5	6	7
Saya mengetahui tugas dan tanggung jawab saya	1	2	3	4	5	6	7
Saya mengerti bagaimana pekerjaan saya sesuai dengan tujuan perusahaan	1	2	3	4	5	6	7

B6: Konflik pekerjaan

	Tidak Pernah	Hampir Tidak Pernah	Jarang	Kadang-kadang	Sering	Sangat Sering	Selalu
Saya melakukan beberapa hal, yang dapat diterima orang lain, namun tidak diterima oleh orang lain	1	2	3	4	5	6	7
Beberapa departemen di tempat kerja menuntut saya untuk sesuatu yang sulit dilakukan dalam waktu yang sama	1	2	3	4	5	6	7
Rekan kerja mengharapkan hal yang berbeda dari saya	1	2	3	4	5	6	7
Saya mendapatkan permintaan yang berlawanan dari rekan kerja saya	1	2	3	4	5	6	7

B9: Tuntutan Emosional

	Tidak Pernah	Hampir Tidak Pernah	Jarang	Kadang-kadang	Sering	Sangat Sering	Selalu
Apakah pekerjaan mu membuat mu berada dalam situasi yang mengganggu emosi kamu?	1	2	3	4	5	6	7
Apakah pekerjaan kamu menuntut secara emosional?	1	2	3	4	5	6	7
Apakah perasaan kamu terlibat dalam pekerjaan?	1	2	3	4	5	6	7

C2: Konflik antar karyawan

	Tidak Pernah	Hampir Tidak Pernah	Jarang	Kadang-kadang	Sering	Sangat Sering	Selalu
Apakah ada perasaan tidak enak diantara karyawan dalam departemen anda?	1	2	3	4	5	6	7
Apakah ada konflik karena perbedaan sifat dalam departemen anda?	1	2	3	4	5	6	7
Apakah ada rasa ketegangan diantara karyawan di departemen anda?	1	2	3	4	5	6	7
Apakah ada konflik karena perasaan diantara karyawan di departemen anda?	1	2	3	4	5	6	7

Job Resource

B1: Otonomi Kerja

	Tidak Pernah	Hampir Tidak Pernah	Jarang	Kadang-kadang	Sering	Sangat Sering	Selalu
Saya dapat memilih apa yang saya lakukan ditempat kerja	1	2	3	4	5	6	7
Saya dapat menentukan cara menyelesaikan pekerjaan saya	1	2	3	4	5	6	7
Saya dapat menentukan kecepatan kerja saya	1	2	3	4	5	6	7

B3: Dukungan Atasan

	Tidak Pernah	Hampir Tidak Pernah	Jarang	Kadang - kadang	Sering	Sangat Sering	Selalu
Saya dapat mengandalkan atasan saya untuk membantu dengan masalah kerja saya	1	2	3	4	5	6	7
Jika saya mendapatkan pekerjaan yang sulit, atasan saya akan membantu saya	1	2	3	4	5	6	7
Saya mendapatkan bantuan dan dukungan yang saya perlukan dari atasan saya	1	2	3	4	5	6	7
Atasan saya rela mendengarkan masalah kerja saya	1	2	3	4	5	6	7

B7: Penghargaan dan pengakuan

	Tidak Pernah	Hampir Tidak Pernah	Jarang	Kadang-kadang	Sering	Sangat Sering	Selalu
Saya merasa atasan saya menghargai kontribusi saya di perusahaan ini	1	2	3	4	5	6	7
Atasan saya memberikan penghargaan yang pantas atas kerja keras saya	1	2	3	4	5	6	7
Atasan saya mendukung saya dengan pujian dan ucapan terimakasih	1	2	3	4	5	6	7

B10: Komunikasi Kerja

	Tidak Pernah	Hampir Tidak Pernah	Jarang	Kadang-kadang	Sering	Sangat Sering	Selalu
Saya diberikan konsultasi mengenai perubahan ditempat kerja	1	2	3	4	5	6	7
Ketika perubahan terjadi di tempat kerja, Saya paham bagaimana perubahan tersebut akan terjadi	1	2	3	4	5	6	7
Saya diberikan penjelasan yang jelas mengenai perubahan yang terjadi di tempat kerja	1	2	3	4	5	6	7
Saya dapat membicarakan kekhawatiran saya mengenai perubahan yang dapat memengaruhi pekerjaan saya	1	2	3	4	5	6	7

Oldenburg *Burnout* Inventory

	Sangat Setuju	Setuju	Tidak Setuju	Sangat Tidak Setuju
Ada saatnya saya merasakan lelah sebelum sampai di tempat kerja	1	2	3	4
Selama bekerja saya sering merasa lelah secara emosional	1	2	3	4
Setelah bekerja, biasanya saya merasa letih dan lelah	1	2	3	4
Sering kali saya membicarakan pekerjaan saya dengan cara negatif	1	2	3	4
Akhir-akhir ini saya cenderung malas berpikir dan menjalankan tugas hampir seperti robot	1	2	3	4
Lama kelamaan, saya tidak sanggup lagi menjalankan pekerjaan ini	1	2	3	4
Kadang-kadang saya penat dengan tugas pekerjaan	1	2	3	4
Saya merasa semakin nyaman dengan pekerjaan saya	1	2	3	4

UWES-9 *Work engagement* Scale

	Tidak Pernah 0	Hampir Tidak Pernah 1	Jarang 2	Kadang-kadang 3	Sering 4	Sangat Sering 5	Selalu 6
Vigor (Semangat)							
Di tempat kerja, saya merasa penuh dengan energi							
Saya merasa kuat dan bertenaga dalam melakukan pekerjaan saya							
Saat bangun tidur di pagi hari, saya merasa bersemangat untuk pergi bekerja							
Dedication (Dedikasi)							
Saya antusias dalam melakukan pekerjaan saya							
Pekerjaan saya menginspirasi saya							
Saya bangga dengan pekerjaan yang saya lakukan							

Absorption (Penyerapan)							
Saya merasa senang saat saya bekerja secara intensif							
Saya larut dalam pekerjaan saya							
Saya merasa terbawa dengan pekerjaan ketika							

Lampiran 2. Surat Rekomendasi Persetujuan Etik



KEMENTERIAN PENDIDIKAN, KEBUDAYAAN
RISET, DAN TEKNOLOGI
UNIVERSITAS HASANUDDIN
FAKULTAS KESEHATAN MASYARAKAT
Jl. Perintis Kemerdekaan Km.10 Makassar 90245, Telp.(0411) 585658,
E-mail : fk.m.unhas@gmail.com, website: <https://fk.m.unhas.ac.id/>

REKOMENDASI PERSETUJUAN ETIK

Nomor : **2137/UN4.14.1/TP.01.02/2023**

Tanggal : 17 Februari 2023


Dengan ini Menyatakan bahwa Protokol dan Dokumen yang Berhubungan dengan Protokol berikut ini telah mendapatkan Persetujuan Etik :

No.Protokol	10223062034	No. Sponsor Protokol	
Peneliti Utama	Muhammad Ichsan Basir	Sponsor	Pribadi
Judul Peneliti	Pengaruh Faktor Job Demands dan Job Resources dengan Work Engagement Terhadap Burnout pada Karyawan di PT. Maruki International Indonesia		
No.Versi Protokol	1	Tanggal Versi	10 Februari 2023
No.Versi PSP	1	Tanggal Versi	10 Februari 2023
Tempat Penelitian	PT. Maruki International Indonesia		
Judul Review	<input type="checkbox"/> Exempted <input checked="" type="checkbox"/> Expedited <input type="checkbox"/> Fullboard	Masa Berlaku 17 Februari 2023 Sampai 17 Februari 2024	Frekuensi review lanjutan
Ketua Komisi Etik Penelitian	Nama : Prof.dr.Veni Hadju,M.Sc,Ph.D	Tanda tangan	Tanggal 17 Februari 2023
Sekretaris komisi Etik Penelitian	Nama : Dr. Wahiduddin, SKM.,M.Kes	Tanda tangan	Tanggal 17 Februari 2023

Kewajiban Peneliti Utama :

1. Menyerahkan Amandemen Protokol untuk persetujuan sebelum di implementasikan
2. Menyerahkan Laporan SAE ke Komisi Etik dalam 24 Jam dan dilengkapi dalam 7 hari dan Laporan SUSAR dalam 72 Jam setelah Peneliti Utama menerima laporan
3. Menyerahkan Laporan Kemajuan (progress report) setiap 6 bulan untuk penelitian resiko tinggi dan setiap setahun untuk penelitian resiko rendah
4. Menyerahkan laporan akhir setelah Penelitian berakhir
5. Melaporkan penyimpangan dari protocol yang disetujui (protocol deviation/violation)
6. Mematuhi semua peraturan yang ditentukan

Lampiran 3. Persetujuan dari Perusahaan

 **PT. MARUKI INTERNATIONAL INDONESIA**
Manufacturing, Trading (Export – Import) Wood Processing


Makassar, 16 Agustus 2022

No. : **198** /SU/HRD-MII/VIII/2022
Perihal : Balasan Surat Permohonan Izin Pengambilan Data Awal
Kepada Yth
Dekan Bidang Akademik, Riset dan Inovasi
Di
Makassar

Dengan Hormat,
Menindaklanjuti surat Dekan Bidang Akademik, Riset dan Inovasi No : 8121/UN4.14.2/PT.01.04/2022, Tanggal, 10 Agustus 2022, Perihal Permohonan Izin Pengambilan Data Awal. Bersama ini kami sampaikan bahwa PT. Maruki International Indonesia dapat menerima / menyetujui dan memberikan kesempatan kepada Nama yang terlampir dibawah ini :

No	Nama	Program Studi
1	Muhammad Ichsan Basir	Keselamatan Dan Kesehatan Kerja

Dengan mengikuti ketentuan dan aturan yang berlaku di Perusahaan
Demikian kami sampaikan, atas perhatiannya diucapkan terima kasih.

Hormat Kami,

Husni Mahmud
Manager HRD

Jl. Kima III Kaveling 5 – 14, Kel. Daya, Kec. Biringkanaya Makassar 90241
Tlp : 089605512255
e-mail add : marukiindonesia@maruki.co.jp.Network : Indonesia-Japan

LAMPIRAN 4
DOKUMENTASI KEGIATAN



Lampiran 4. Hasil Uji Validitas

Correlations

	JD01	JD02	JD03	JD04	JD05	JD06	JD07	JD08	JD09	JD10	JD11	JD12	JD13	JD14	JD15	JD16	JD17	JD18	JD19	T.JD
Pearson Correlation	1	.424'	.424'	1.000''	.988''	.988''	.988''	1.000''	.408'	.484''	.408'	.473''	.464''	.464''	.569''	.484''	.511''	.465''	.718''	.875''
JD01 Sig. (2-tailed)		.020	.020	.000	.000	.000	.000	.000	.025	.007	.025	.008	.010	.010	.001	.007	.004	.010	.000	.000
n	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Pearson Correlation	.424'	1	1.000''	.424'	.447'	.447'	.447'	.424'	.125	.353	.125	.399'	.909''	.909''	.284	.353	.649''	.289	.322	.658''
JD02 Sig. (2-tailed)	.020		.000	.020	.013	.013	.013	.020	.511	.056	.511	.029	.000	.000	.128	.056	.000	.121	.083	.000
n	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Pearson Correlation	.424'	1.000''	1	.424'	.447'	.447'	.447'	.424'	.125	.353	.125	.399'	.909''	.909''	.284	.353	.649''	.289	.322	.658''
JD03 Sig. (2-tailed)	.020	.000		.020	.013	.013	.013	.020	.511	.056	.511	.029	.000	.000	.128	.056	.000	.121	.083	.000
n	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Pearson Correlation	1.000''	.424'	.424'	1	.988''	.988''	.988''	1.000''	.408'	.484''	.408'	.473''	.464''	.464''	.569''	.484''	.511''	.465''	.718''	.875''
JD04 Sig. (2-tailed)	.000	.020	.020		.000	.000	.000	.000	.025	.007	.025	.008	.010	.010	.001	.007	.004	.010	.000	.000
n	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Pearson Correlation	.988''	.447'	.447'	.988''	1	1.000''	1.000''	.988''	.438'	.520''	.438'	.499''	.485''	.485''	.600''	.520''	.538''	.494''	.735''	.900''
JD05 Sig. (2-tailed)	.000	.013	.013	.000		.000	.000	.000	.015	.003	.015	.005	.007	.007	.000	.003	.002	.006	.000	.000
n	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Pearson Correlation	.988''	.447'	.447'	.988''	1.000''	1	1.000''	.988''	.438'	.520''	.438'	.499''	.485''	.485''	.600''	.520''	.538''	.494''	.735''	.900''
JD06 Sig. (2-tailed)	.000	.013	.013	.000	.000		.000	.000	.015	.003	.015	.005	.007	.007	.000	.003	.002	.006	.000	.000
n	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Pearson Correlation	.988''	.447'	.447'	.988''	1.000''	1.000''	1	.988''	.438'	.520''	.438'	.499''	.485''	.485''	.600''	.520''	.538''	.494''	.735''	.900''
JD07 Sig. (2-tailed)	.000	.013	.013	.000	.000	.000		.000	.015	.003	.015	.005	.007	.007	.000	.003	.002	.006	.000	.000
n	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Pearson Correlation	1.000''	.424'	.424'	1.000''	.988''	.988''	.988''	1	.408'	.484''	.408'	.473''	.464''	.464''	.569''	.484''	.511''	.465''	.718''	.875''
JD08 Sig. (2-tailed)	.000	.020	.020	.000	.000	.000	.000		.025	.007	.025	.008	.010	.010	.001	.007	.004	.010	.000	.000

	Pearson Correlation	.523**	1.000**	1	.523**	.523**	.523**	.523**	.523**	.294	.165	.294	.229	.832**	.774**	.257
JR03	Sig. (2-tailed)	.003	.000		.003	.003	.003	.003	.003	.114	.384	.114	.224	.000	.000	.170
	n	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	1.000**	.523**	.523**	1	1.000**	1.000**	1.000**	1.000**	.338	.187	.338	.209	.397*	.272	.390*
JR04	Sig. (2-tailed)	.000	.003	.003		.000	.000	.000	.000	.067	.323	.067	.269	.030	.147	.033
	n	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	1.000**	.523**	.523**	1.000**	1	1.000**	1.000**	1.000**	.338	.187	.338	.209	.397*	.272	.390*
JR05	Sig. (2-tailed)	.000	.003	.003	.000		.000	.000	.000	.067	.323	.067	.269	.030	.147	.033
	n	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	1.000**	.523**	.523**	1.000**	1.000**	1	1.000**	1.000**	.338	.187	.338	.209	.397*	.272	.390*
JR06	Sig. (2-tailed)	.000	.003	.003	.000	.000		.000	.000	.067	.323	.067	.269	.030	.147	.033
	n	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	1.000**	.523**	.523**	1.000**	1.000**	1.000**	1	1.000**	.338	.187	.338	.209	.397*	.272	.390*
JR07	Sig. (2-tailed)	.000	.003	.003	.000	.000	.000		.000	.067	.323	.067	.269	.030	.147	.033
	n	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	1.000**	.523**	.523**	1.000**	1.000**	1.000**	1.000**	1	.338	.187	.338	.209	.397*	.272	.390*
JR08	Sig. (2-tailed)	.000	.003	.003	.000	.000	.000	.000		.067	.323	.067	.269	.030	.147	.033
	n	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	.338	.294	.294	.338	.338	.338	.338	.338	1	.822**	1.000**	.343	.130	.155	.513**
JR09	Sig. (2-tailed)	.067	.114	.114	.067	.067	.067	.067	.067		.000	.000	.063	.494	.412	.004
	n	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	.187	.165	.165	.187	.187	.187	.187	.187	.822**	1	.822**	.228	.264	.288	.509**
JR10	Sig. (2-tailed)	.323	.384	.384	.323	.323	.323	.323	.323	.000		.000	.225	.158	.123	.004
	n	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	.338	.294	.294	.338	.338	.338	.338	.338	1.000**	.822**	1	.343	.130	.155	.513**
JR11	Sig. (2-tailed)	.067	.114	.114	.067	.067	.067	.067	.067	.000	.000		.063	.494	.412	.004
	n	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
JR12	Pearson Correlation	.209	.229	.229	.209	.209	.209	.209	.209	.343	.228	.343	1	.046	.055	.380*

	Sig. (2-tailed)	.269	.224	.224	.269	.269	.269	.269	.269	.063	.225	.063		.811	.772	.038
	n	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	.397*	.832**	.832**	.397*	.397*	.397*	.397*	.397*	.130	.264	.130	.046	1	.832**	.271
JR13	Sig. (2-tailed)	.030	.000	.000	.030	.030	.030	.030	.030	.494	.158	.494	.811		.000	.147
	n	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	.272	.774**	.774**	.272	.272	.272	.272	.272	.155	.288	.155	.055	.832**	1	.286
JR14	Sig. (2-tailed)	.147	.000	.000	.147	.147	.147	.147	.147	.412	.123	.412	.772	.000		.125
	n	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	.390*	.257	.257	.390*	.390*	.390*	.390*	.390*	.513**	.509**	.513**	.380*	.271	.286	1
T.JR	Sig. (2-tailed)	.033	.170	.170	.033	.033	.033	.033	.033	.004	.004	.004	.038	.147	.125	
	n	30	30	30	30	30	30	30	30	30	30	30	30	30	30	37

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

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

Reliability Statistics

Cronbach's Alpha	n of Items
.931	14

Lampiran hasil uji crosstab SPSS

Job_Demands1 * Work_engagement1

Crosstab

			Work_engagement1			Total
			Tinggi	Sedang	Rendah	
Job_Demands1	Tinggi	Count	5	3	10	18
		% within Job_Demands1	27.8%	16.7%	55.6%	100.0%
	Sedang	Count	12	50	7	69
		% within Job_Demands1	17.4%	72.5%	10.1%	100.0%
	Rendah	Count	26	15	4	45
		% within Job_Demands1	57.8%	33.3%	8.9%	100.0%
Total	Count	43	68	21	132	
	% within Job_Demands1	32.6%	51.5%	15.9%	100.0%	

Job_Resources1 * Work_engagement1

Crosstab

			Work_engagement1			Total
			Tinggi	Sedang	Rendah	
Job_Resources1	Tinggi	Count	32	7	6	45
		% within Job_Resources1	71.1%	15.6%	13.3%	100.0%
	Sedang	Count	9	49	4	62
		% within Job_Resources1	14.5%	79.0%	6.5%	100.0%
	Rendah	Count	2	12	11	25
		% within Job_Resources1	8.0%	48.0%	44.0%	100.0%
Total		Count	43	68	21	132
		% within Job_Resources1	32.6%	51.5%	15.9%	100.0%

Job_Demands1 * Burnout1

Crosstab

			Burnout1			Total
			Tinggi	Sedang	Rendah	
Job_Demands1	Tinggi	Count	11	1	6	18
		% within Job_Demands1	61.1%	5.6%	33.3%	100.0%
	Sedang	Count	16	35	18	69
		% within Job_Demands1	23.2%	50.7%	26.1%	100.0%
	Rendah	Count	3	9	33	45
		% within Job_Demands1	6.7%	20.0%	73.3%	100.0%
Total	Count	30	45	57	132	
	% within Job_Demands1	22.7%	34.1%	43.2%	100.0%	

Job_Resources1 * Burnout1

Crosstab

			Burnout1			Total
			Tinggi	Sedang	Rendah	
Job_Resources1	Tinggi	Count	3	4	38	45
		% within Job_Resources1	6.7%	8.9%	84.4%	100.0%
	Sedang	Count	11	37	14	62
		% within Job_Resources1	17.7%	59.7%	22.6%	100.0%
	Rendah	Count	16	4	5	25
		% within Job_Resources1	64.0%	16.0%	20.0%	100.0%
Total		Count	30	45	57	132
		% within Job_Resources1	22.7%	34.1%	43.2%	100.0%

Work_engagement1 * Burnout1

Crosstab

			Burnout1			Total
			Tinggi	Sedang	Rendah	
Work_engagement1	Tinggi	Count	3	7	33	43
		% within Work_engagement1	7.0%	16.3%	76.7%	100.0%
	Sedang	Count	11	38	19	68
	% within Work_engagement1	16.2%	55.9%	27.9%	100.0%	
	Rendah	Count	16	0	5	21
	% within Work_engagement1	76.2%	0.0%	23.8%	100.0%	
Total		Count	30	45	57	132
		% within Work_engagement1	22.7%	34.1%	43.2%	100.0%

Lampiran 7 Hasil Path Analysis SmartPLS

SmartPLS Report

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Path Coefficients

Mean, STDEV, T-Values, P-Values

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O /STDEV)	P Values
Job_demands -> Burnout_	,265	,268	,068	3,876	,000
Job_demands -> Work_engagement	-,291	-,297	,090	3,243	,001
Job_resources -> Burnout_	-,422	-,407	,094	4,471	,000
Job_resources -> Work_engagement	,457	,449	,082	5,587	,000
Work_engagement -> Burnout_	-,216	-,223	,085	2,528	,013

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Specific Indirect Effects

Mean, STDEV, T-Values, P-Values

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O /STDEV)	P Values
Job_demands -> Work_engagement -> Burnout_	,063	,065	,029	2,143	,034
Job_resources -> Work_engagement -> Burnout_	-,099	-,101	,046	2,136	,035

Confidence Intervals

	Original Sample (O)	Sample Mean (M)	2.5%	97.5%
Job_demands -> Work_engagement -> Burnout_	,063	,065	,018	,123
Job_resources -> Work_engagement -> Burnout_	-,099	-,101	-,203	-,034

Confidence Intervals Bias Corrected

	Original Sample (O)	Sample Mean (M)	Bias	2.5%	97.5%
Job_demands -> Work_engagement -> Burnout_	,063	,065	,003	,020	,128
Job_resources -> Work_engagement -> Burnout_	-,099	-,101	-,002	-,221	-,034

CURRICULUM VITAE

A. Data Pribadi

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B. Riwayat Pendidikan

1. SDN Banjarbaru Utara 2 (2003-2009)
2. Urbana Middle School (2009-2012)
3. SMA Kartika XX-1 (2012-2015)
4. Universitas Lambung Mangkurat Kesehatan Masyarakat (2015-2019)

C. Riwayat Pekerjaan

1. Procon Localization, Jakarta (2020-2021)
Project Mangement Officer
2. BEC Skin Expert, Banjarmasin (2021-2022)
HRGA
3. Terra Water Indonesia, Bali (2022-2023)
Project Management Officer