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**LAMPIRAN**

**Lampiran 1. Kuesioner Penelitian**

**KUESIONER PENELITIAN**

**PENGARUH *JOB DEMANDS* (TUNTUTAN PEKERJAAN) & *JOB RESOURCES*  
(SUMBER DAYA PEKERJAAN) TERHADAP *WORK ENGAGEMENT* (KETERIKATAN  
KERJA) PADA PERAWAT DI RUMAH SAKIT UNIVERSITAS HASANUDDIN TAHUN  
2023**

**MUHAMMAD MAULIDDIN**

**K022211007**



**PRODI MAGISTER ADMINISTRASI RUMAH SAKIT  
FAKULTAS KESEHATAN MASYARAKAT  
UNIVERSITAS HASANUDDIN  
MAKASSAR  
2023**

**PERMOHONAN MENJADI RESPONDEN**

Kepada Yth.  
Bapak/Ibu.....  
Di  
Tempat

Dengan Hormat,

Saya yang bertanda tangan dibawah ini adalah Mahasiswa dari Program Studi Magister Adminstrasi Rumah sakit, Fakultas Kesehatan Masyarakat Universitas Hasanuddin Makassar, akan mengadakan penelitian dengan judul “ **PENGARUH *JOB DEMANDS (TUNTUTAN PEKERJAAN) & JOB RESOURCES (SUMBER DAYA PEKERJAAN) TERHADAP *WORK ENGAGEMENT (KETERIKATAN KERJA) PADA PERAWAT DI RUMAH SAKIT UNIVERSITAS HASANUDDIN TAHUN 2023**** ”.

Penelitian ini tidak akan memberikan dampak kerugian bagi Bapak/Ibu sebagai responden. Kerahasiaan seluruh informasi yang diberikan akan dijaga dengan baik dan hanya akan digunakan untuk keperluan penelitian. Apabila Bapak/Ibu menyetujui, kami mohon kesediaannya untuk menandatangani lembar persetujuan dan menjawab pertanyaan yang terlampir pada surat ini.

Saya ucapkan, Terima kasih atas perhatian dan kesediaan Bapak/Ibu sebagai responden.

Makassar, Desember 2023

**Peneliti**

**Muhammad Mauliddin**  
**(No. Hp: 082 337 661 661)**

### FORMULIR PERSETUJUAN

Saya yang bertanda tangan di bawah ini :

Nama :

Usia :

Alamat :

Setelah mendengar/membaca penjelasan yang diberikan, saya bersedia menjadi informan pada penelitian yang dilakukan oleh Muhammad Mauliddin. Saya menyadari bahwa dalam penelitian ini, akan ada beberapa pernyataan yang harus saya jawab. Sebagai seorang responden, saya akan memberikan jawaban yang jujur terhadap pernyataan yang diajukan.

Saya menjadi responden bukan karena adanya paksaan dari pihak lain, namun karena keinginan saya sendiri, dan tidak ada biaya yang akan ditanggungkan kepada saya sesuai dengan penjelasan yang sudah dijelaskan oleh peneliti.

Hasil yang diperoleh dari saya sebagai responden dapat dipublikasikan sebagai hasil dari penelitian dan akan diseminarkan pada ujian hasil dengan tidak mencantumkan nama kecuali nomor responden.

Nama

Tanda Tangan

Tgl/Bln/Thn

Responden :.....

.....

.....

**Penanggung Jawab Penelitian :**

**Nama :** Muhammad Mauliddin

**No.Hp :** 082 337 661 661

**Email :** [erlia\\_fk@yahoo.com](mailto:erlia_fk@yahoo.com)

**PETUNJUK PENGISIAN :**

- a. Jawablah pertanyaan di bawah ini dengan menuliskan jawaban singkat pada tempat yang disediakan atau dengan memberi tanda (√) pada salah satu jawaban menurut saudara benar.
- b. Jawaban Anda akan kami jaga dan jamin kerahasiaannya dan tidak mempengaruhi pengkat/karir dan penilaian kerja Anda.

<b>A. Identitas Responden</b>	
No. Responden	: ..... (Diisi oleh peneliti)
Nama Responden	: ..... .....
Umur	: ..... Tahun
Jenis Kelamin	:            Laki-Laki            Perempuan
Instalasi	1. Instalasi Bedah Sentral 2. Instalasi FER 3. Instalasi Gawat Darurat (IGD) 4. Instalasi Pelayanan Mata 5. Instalasi perawatan Intensif 6. Instalasi Perawatan Khusus 7. Instalasi Radiologi 8. Instalasi Radioterapi 9. Instalasi Rawat Inap & Kamar Bersalin 10. Instalasi Rawat Jalan 11. Instalasi Rehabilitasi Medik
Lama Kerja di RS saat ini	: ..... Tahun
Lama Kerja di Instalasi	: ..... Tahun/Bulan
Status Kepegawaian	:            PNS            NPT            NPTT
Tingkat Pendidikan Terakhir	:            D3 <input type="checkbox"/> KEPERAWATAN <input type="checkbox"/> S1 NERS/PROFESI

**PETUNJUK PENGISIAN**

Jawablah pernyataan-pernyataan berikut ini dengan memberi tanda *checklist* (√) pada pilihan yang telah disediakan sesuai dengan penilaian Bapak/Ibu

**Keterangan :****Sangat Tidak Setuju (STS)****Tidak Setuju (TS)****Setuju (S)****Sangat Setuju (SS)**

Daftar Pertanyaan Berdasarkan Variabel Penelitian					
KODE	B. Job Demands	STS	TS	S	SS
WL.1	Dalam Pekerjaan Saya di RS ini, Saya sangat terganggu dengan harus mengangkat atau memindahkan beban/sesuatu.				
WL.2	Dalam pekerjaan Saya di RS ini, Saya sangat terganggu dengan sering harus berdiri, berjalan dan terbangun.				
WL.3	Dalam pekerjaan Saya di RS ini, Saya sangat terganggu dengan sering menyelesaikan tugas yang terburu-buru..				
WL.4	Dalam pekerjaan Saya di RS ini, Saya sangat terganggu dengan harus melakukan pekerjaan yang sama terus-menerus untuk waktu yang lama.				
ML.1	Pekerjaan Saya di RS ini memerlukan konsentrasi tinggi.				
ML.2	Pekerjaan Saya di RS ini memerlukan pemikiran/analisis yang terus-menerus.				
ML.3	Saya harus memberikan perhatian/pengawasan terus-menerus pada pekerjaan saya di RS ini.				
ML.4	Pekerjaan Saya di RS ini memerlukan kehati-hatian yang tinggi.				
ED.1	Pekerjaan Saya di RS ini memerlukan banyak dari segi perasaan/emosional Saya dalam betugas.				
ED.2	Dalam pekerjaan Saya di RS ini harus bisa meyakinkan atau membujuk orang.				
ED.3	Dalam pekerjaan Saya di RS ini, Saya dihadapkan pada hal-hal yang mempengaruhi sifat Saya secara pribadi.				
ED.4	Pekerjaan Saya di RS ini, membuat Saya berada dalam situasi yang menimbulkan ketidaknyamanan emosional/perasaan.				



KODE	B. Job Resources	STS	TS	S	SS
JA.1	Saya dapat berpartisipasi dalam keputusan tentang apa yang termasuk atau tidak termasuk dalam pekerjaan Saya di RS ini.				
JA.2	Saya dapat berpartisipasi dalam keputusan yang mempengaruhi masalah-masalah terkait pekerjaan saya di RS ini.				
JA.3	Saya dapat berpartisipasi dalam keputusan tentang sifat pekerjaan Saya di RS ini.				
JA.4	Saya memiliki pengaruh langsung pada keputusan dalam unit kerja Saya di RS ini.				
PF.1	Pekerjaan Saya, memberikan kesempatan untuk mengecek seberapa baik Saya dalam melakukan pekerjaan di RS ini.				
PF.2	Pekerjaan Saya, memberikan umpan balik langsung tentang seberapa baik Saya melakukan pekerjaan di RS ini.				
PF.3	Saya menerima informasi yang cukup tentang hasil pekerjaan saya di RS ini.				
PF.4	Atasan Saya memberitahukan seberapa baik Saya melakukan pekerjaan Saya di RS ini.				
SS.1	Dalam pekerjaan Saya di RS ini, Saya merasa dihargai oleh rekan-rekan kerja Saya.				
SS.2	Saya berhubungan baik dengan rekan-rekan kerja saya di RS ini.				
SS.3	Dalam pekerjaan Saya di RS ini, Saya dapat mengandalkan rekan-rekan kerja Saya ketika menghadapi kesulitan pekerjaan.				
SS.4	Dalam lingkungan kerja saya, ada suasana yang baik antara saya dan rekan-rekan kerja di RS ini.				

KODE	C. Work Engagement	STS	TS	S	SS
VI.1	Di tempat kerja, Saya merasa penuh semangat dalam bekerja di RS ini.				
VI.2	Di tempat kerja, Saya merasa kuat dan bertenaga untuk menyelesaikan pekerjaan Saya di RS ini.				
VI.3	Ketika Saya bangun di pagi hari, Saya merasa ingin pergi ke RS ini. untuk bekerja.				
DE.1	Saya antusias dengan pekerjaan Saya di RS ini.				
DE.2	Pekerjaan Saya di RS ini memberi Saya inspirasi.				
DE.3	Saya bangga dengan pekerjaan yang Saya lakukan di RS ini.				
AB.1	Saya merasa bahagia di RS ini ketika Saya bekerja dengan penuh keseriusan.				
AB.2	Saya larut dalam pekerjaan Saya di RS ini (Saya benar-benar terfokus pada pekerjaan Saya)				
	Saya terbawa arus ketika Saya sedang bekerja. di RS ini.				

## Lampiran 2. Dokumen Rekomendasi Persetujuan Etik Penelitian



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

**REKOMENDASI PERSETUJUAN ETIK**

Nomor: 144/UN4.14.1/TP.01.02/2024

Tanggal: 15 Januari 2024

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

No. Protokol	9124052005	No. Sponsor Protokol	
Peneliti Utama	Muhammad Mauliddin	Sponsor	Pribadi
Judul Peneliti	<b>Pengaruh <i>Job Demands &amp; Job Resources</i> Terhadap <i>Work Engagement</i> Perawat di Rumah Sakit Universitas Hasanuddin Tahun 2023</b>		
No. Versi Protokol	1	Tanggal Versi	9 Januari 2024
No. Versi PSP	1	Tanggal Versi	9 Januari 2024
Tempat Penelitian	<b>Rumah Sakit Universitas Hasanuddin Makassar</b>		
Judul Review	<input type="checkbox"/> Exempted <input checked="" type="checkbox"/> Expedited <input type="checkbox"/> Fullboard	Masa Berlaku <b>15 Januari 2024</b> sampai <b>15 Januari 2025</b>	Frekuensi review lanjutan
Ketua Komisi Etik Penelitian	Nama: Prof.dr. Veni Hadju, M.Sc, Ph.D	Tanda tangan 	Tanggal 15 Januari 2024 
Sekretaris komisi Etik Penelitian	Nama: Dr. Wahiduddin, SKM., M.Kes	Tanda tangan 	Tanggal 15 Januari 2024

## 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. Melaporakn penyimpangan dari protocol yang disetujui (protocol deviation/violation)
6. Mematuhi semua peraturan yang ditentukan

## Lampiran 3. Surat Izin Penelitian dari Fakultas

	<b>KEMENTERIAN PENDIDIKAN KEBUDAYAAN, RISET DAN TEKNOLOGI UNIVERSITAS HASANUDDIN FAKULTAS KESEHATAN MASYARAKAT</b>	
	Jl. Perintis Kemerdekaan Km.10 Makassar 90245, Telp.(0411) 585658, e-mail : fkm.unhas@gmail.com, website: <a href="https://fkm.unhas.ac.id/">https://fkm.unhas.ac.id/</a>	
Nomor	: 28060/UN4.14.1/PT.01.04/2023	28 Desember 2023
Lampiran	: -	
Hal	: Permohonan Izin Penelitian	
Yth. <b>Gubernur Provinsi Sulawesi Selatan</b> <b>Cq. Kepala UPT P2T, BKPM</b> <b>Provinsi Sulawesi Selatan</b> <b>MAKASSAR</b>		
Dengan hormat kami sampaikan bahwa mahasiswa Program Studi Magister Administrasi Rumah Sakit Fakultas Kesehatan Masyarakat Universitas Hasanuddin yang dibawah ini:		
Nama	: Muhammad Mauliddin	
NIM	: K022211007	
Program Pendidikan	: Magister (S2)	
Program Studi	: Administrasi Rumah Sakit	
Bermaksud melakukan penelitian dalam rangka persiapan penulisan tesis dengan judul <b>PENGARUH JOB DEMAND DAN JOB RESOURCES TERHADAP PERAWAT DI RUMAH SAKIT UNIVERSITAS HASANUDDIN</b>		
Pembimbing	: 1. Dr. dr. Noer Bahry Noor, M.Sc 2. Prof. Dr. dr. A. Indahwaty Sidin.,MHSM	
Lokasi Penelitian	: Rumah Sakit Universitas Hasanuddin	
Waktu Penelitian	: Desember 2023 - Februari 2024	
Sehubungan dengan hal tersebut kami mohon kebijaksanaan Bapak/Ibu kiranya berkenan memberi izin kepada yang bersangkutan. Atas perkenan dan kerjasamanya diucapkan terima kasih		
		Wakil Dekan Bidang Akademik dan Kemahasiswaan,  <b>Dr. Wahiduddin, SKM.,M.Kes.</b> NIP. 197604072005011004
Tembusan Kepada Yth.: 1. Dekan FKM Unhas (Sebagai laporan) 2. Ketua Program Studi Administrasi Rumah Sakit FKM-UNHAS 3. Muhammad Mauliddin 4. Peringgal		

## Lampiran 4. Surat Izin Penelitian dari DPMPSTP



**PEMERINTAH PROVINSI SULAWESI SELATAN**  
**DINAS PENANAMAN MODAL DAN PELAYANAN TERPADU SATU PINTU**  
 Jl. Bougenville No.5 Telp. (0411) 441077 Fax. (0411) 448936  
 Website : <http://simap-new.sulselprov.go.id> Email : [ptsp@sulselprov.go.id](mailto:ptsp@sulselprov.go.id)  
 Makassar 90231

---

Nomor	: <b>32356/S.01/PTSP/2023</b>	<b>Kepada Yth.</b>
Lampiran	: -	Direktur RS Universitas Hasanuddin Makassar
Perihal	: <b><u>Izin penelitian</u></b>	

di-  
**Tempat**

Berdasarkan surat Wakil Dekan Bidang Akademik dan Kemahasiswaan Fak. Kesehatan Masyarakat Univ. Hasanuddin Makassar Nomor : 28060/UN4.14.1/PT.01.04/2023 tanggal 28 Desember 2023 perihal tersebut diatas, mahasiswa/peneliti dibawah ini:

N a m a	: <b>MUHAMMAD MAULIDDIN</b>
Nomor Pokok	: 7371141511860006
Program Studi	: Administrasi Rumah Sakit
Pekerjaan/Lembaga	: Mahasiswa (S2)
Alamat	: Jl. P. Kemerdekaan Km 10. Makassar PROVINSI SULAWESI SELATAN

Bermaksud untuk melakukan penelitian di daerah/kantor saudara dalam rangka menyusun Tesis, dengan judul :

**" PENGARUH JOB DEMAND DAN JOB RESOURCES TERHADAP PERAWAT DI RUMAH SAKIT UNIVERSITAS HASANUDDIN "**

Yang akan dilaksanakan dari : Tgl. **28 Desember 2023 s/d 28 Januari 2024**

Sehubungan dengan hal tersebut diatas, pada prinsipnya kami **menyetujui** kegiatan dimaksud dengan ketentuan yang tertera di belakang surat izin penelitian.

Demikian Surat Keterangan ini diberikan agar dipergunakan sebagaimana mestinya.

Diterbitkan di Makassar  
Pada Tanggal 28 Desember 2023

**KEPALA DINAS PENANAMAN MODAL DAN PELAYANAN TERPADU  
SATU PINTU PROVINSI SULAWESI SELATAN**



**ASRUL SANI, S.H., M.Si.**  
Pangkat : PEMBINA TINGKAT I  
Nip : 19750321 200312 1 008

Lampiran 5. Foto

1. Wakil Dekan Bidang Akademik dan Kemahasiswaan Fak. Kesehatan Masyarakat Univ. Hasanuddin Makassar di Makassar;
2. *Pertinggal.*

## Lampiran 5. Hasil Uji Validitas dan Realibilitas

No.	r hitung	r tabel 5% (30)	Validitas	Nilai Cronbach's Alpha	Standar	Reliabilitas
<b>Job Demands</b>						
WL 1	0,524	0,361	Valid	0,813	0,60	Reliabel
WL 2	0,734	0,361	Valid	0,822	0,60	Reliabel
WL 3	0,540	0,361	Valid	0,870	0,60	Reliabel
WL 4	0,729	0,361	Valid	0,834	0,60	Reliabel
ED 1	0,513	0,361	Valid	0,826	0,60	Reliabel
ED 2	0,632	0,361	Valid	0,828	0,60	Reliabel
ED 3	0,640	0,361	Valid	0,851	0,60	Reliabel
ED 4	0,627	0,361	Valid	0,867	0,60	Reliabel
ML 1	0,485	0,361	Valid	0,845	0,60	Reliabel
ML 2	0,570	0,361	Valid	0,837	0,60	Reliabel
ML 3	0,465	0,361	Valid	0,863	0,60	Reliabel
ML 4	0,567	0,361	Valid	0,876	0,60	Reliabel
<b>Job Resources</b>						
JA 1	0,613	0,361	Valid	0,932	0,60	Reliabel
JA 2	0,523	0,361	Valid	0,916	0,60	Reliabel
JA 3	0,832	0,361	Valid	0,901	0,60	Reliabel
JA 4	0,445	0,361	Valid	0,907	0,60	Reliabel
PF 1	0,850	0,361	Valid	0,925	0,60	Reliabel
PF 2	0,820	0,361	Valid	0,902	0,60	Reliabel
PF 3	0,829	0,361	Valid	0,909	0,60	Reliabel
PF 4	0,819	0,361	Valid	0,928	0,60	Reliabel
SS 1	0,537	0,361	Valid	0,917	0,60	Reliabel
SS 2	0,461	0,361	Valid	0,921	0,60	Reliabel
SS 3	0,841	0,361	Valid	0,901	0,60	Reliabel
SS 4	0,457	0,361	Valid	0,912	0,60	Reliabel
<b>Work Engagement</b>						
VI 1	0,412	0,361	Valid	0,830	0,60	Reliabel
VI 2	0,453	0,361	Valid	0,843	0,60	Reliabel
VI 3	0,526	0,361	Valid	0,823	0,60	Reliabel
DE 1	0,617	0,361	Valid	0,745	0,60	Reliabel
DE 2	0,656	0,361	Valid	0,765	0,60	Reliabel
DE 3	0,543	0,361	Valid	0,857	0,60	Reliabel
AB 1	0,527	0,361	Valid	0,854	0,60	Reliabel
AB 2	0,589	0,361	Valid	0,830	0,60	Reliabel
AB 3	0,528	0,361	Valid	0,842	0,60	Reliabel





P5	Pearson Correlation	.912**	.766**	.873**	.873**	1	1.000**	.959**	.700**	.782**	.822**	.867**	.959**	.951**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
P6	Pearson Correlation	.912**	.766**	.873**	.873**	1.000**	1	.959**	.700**	.782**	.822**	.867**	.959**	.951**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
P7	Pearson Correlation	.853**	.718**	.823**	.823**	.959**	.959**	1	.730**	.801**	.847**	.898**	1.000**	.941**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
P8	Pearson Correlation	.768**	.707**	.736**	.648**	.700**	.700**	.730**	1	.835**	.873**	.813**	.730**	.833**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
P9	Pearson Correlation	.858**	.743**	.835**	.736**	.782**	.782**	.801**	.835**	1	.945**	.893**	.801**	.901**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
P10	Pearson Correlation	.901**	.769**	.873**	.772**	.822**	.822**	.847**	.873**	.945**	1	.943**	.847**	.938**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000

	N	30	30	30	30	30	30	30	30	30	30	30	30	30
P11	Pearson Correlation	.950**	.800**	.916**	.813**	.867**	.867**	.898**	.813**	.893**	.943**	1	.898**	.961**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
P12	Pearson Correlation	.853**	.718**	.823**	.823**	.959**	.959**	1.000**	.730**	.801**	.847**	.898**	1	.941**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Job Demands	Pearson Correlation	.963**	.860**	.941**	.891**	.951**	.951**	.941**	.833**	.901**	.938**	.961**	.941**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30

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



P18	Pearson Correlation	.867**	.898**	.813**	.893**	.943**	1	1.000**	1.000**	.950**	.800**	.916**	1.000**	.982**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
P19	Pearson Correlation	.867**	.898**	.813**	.893**	.943**	1.000**	1	1.000**	.950**	.800**	.916**	1.000**	.982**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
P20	Pearson Correlation	.867**	.898**	.813**	.893**	.943**	1.000**	1.000**	1	.950**	.800**	.916**	1.000**	.982**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
P21	Pearson Correlation	.912**	.853**	.768**	.858**	.901**	.950**	.950**	.950**	1	.840**	.957**	.950**	.967**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
P22	Pearson Correlation	.766**	.718**	.707**	.743**	.769**	.800**	.800**	.800**	.840**	1	.882**	.800**	.858**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
P23	Pearson Correlation	.873**	.823**	.736**	.835**	.873**	.916**	.916**	.916**	.957**	.882**	1	.916**	.946**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000

	N	30	30	30	30	30	30	30	30	30	30	30	30	30
P24	Pearson	.867**	.898**	.813**	.893**	.943**	1.000**	1.000**	1.000**	.950**	.800**	.916**	1	.982**
	Correlation													
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Job Resources	Pearson	.915**	.917**	.853**	.919**	.958**	.982**	.982**	.982**	.967**	.858**	.946**	.982**	1
	Correlation													
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30

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

## Correlations

		P25	P26	P27	P28	P29	P30	P31	P32	P33	Work Engagement
P25	Pearson Correlation	1	.835**	.873**	.813**	.813**	.873**	.768**	.707**	.813**	.883**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
P26	Pearson Correlation	.835**	1	.945**	.893**	.893**	.945**	.858**	.743**	.893**	.939**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
P27	Pearson Correlation	.873**	.945**	1	.943**	.943**	1.000**	.901**	.769**	.943**	.976**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
P28	Pearson Correlation	.813**	.893**	.943**	1	1.000**	.943**	.950**	.800**	1.000**	.978**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
P29	Pearson Correlation	.813**	.893**	.943**	1.000**	1	.943**	.950**	.800**	1.000**	.978**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
P30	Pearson Correlation	.873**	.945**	1.000**	.943**	.943**	1	.901**	.769**	.943**	.976**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
P31	Pearson Correlation	.768**	.858**	.901**	.950**	.950**	.901**	1	.840**	.950**	.953**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000

	N	30	30	30	30	30	30	30	30	30	30
P32	Pearson Correlation	.707**	.743**	.769**	.800**	.800**	.769**	.840**	1	.800**	.853**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	30	30	30	30	30	30	30	30	30	30
P33	Pearson Correlation	.813**	.893**	.943**	1.000**	1.000**	.943**	.950**	.800**	1	.978**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	30	30	30	30	30	30	30	30	30	30
Work Engagement	Pearson Correlation	.883**	.939**	.976**	.978**	.978**	.976**	.953**	.853**	.978**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30

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



### 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
.786	13

### 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
.787	13

### 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
.799	10

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

Model	Variables Entered	Variables Removed	Method
1	Job Resources, Job Demands <sup>b</sup>	.	Enter

a. Dependent Variable: Dedication

b. All requested variables entered.

### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.583 <sup>a</sup>	.340	.330	1.11390

a. Predictors: (Constant), Job Resources, Job Demands

### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	85.096	2	42.548	34.292	.000 <sup>b</sup>
	Residual	165.022	133	1.241		
	Total	250.118	135			

a. Dependent Variable: Dedication

b. Predictors: (Constant), Job Resources, Job Demands

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients Beta		
1	(Constant)	.710	1.194		.595	.553
	Job Demands	.029	.021	.097	1.377	.171
	Job Resources	.224	.027	.577	8.186	.000

a. Dependent Variable: Dedication

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

Model	Variables		Method
	Entered	Removed	
1	Job Resources, Job Demands <sup>b</sup>	.	Enter

a. Dependent Variable: Absorption

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.620 <sup>a</sup>	.385	.376	1.27371

a. Predictors: (Constant), Job Resources, Job Demands

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	135.044	2	67.522	41.620	.000 <sup>b</sup>
	Residual	215.772	133	1.622		
	Total	350.816	135			

a. Dependent Variable: Absorption

b. Predictors: (Constant), Job Resources, Job Demands

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients Beta		
1	(Constant)	-2.943	1.366		-2.155	.033
	Job Demands	.059	.024	.169	2.483	.014
	Job Resources	.276	.031	.599	8.815	.000

a. Dependent Variable: Absorption

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

Model	Variables Entered	Variables Removed	Method
1	Emotion Demand, Mental Load, Work Load <sup>b</sup>		Enter

a. Dependent Variable: Work Engagement

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.399 <sup>a</sup>	.159	.140	3.86490

a. Predictors: (Constant), Emotion Demand, Mental Load, Work Load

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	373.524	3	124.508	8.335	.000 <sup>b</sup>
	Residual	1971.740	132	14.937		
	Total	2345.265	135			

a. Dependent Variable: Work Engagement

b. Predictors: (Constant), Emotion Demand, Mental Load, Work Load

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	22.410	2.155		10.399	.000
	Work Load	.716	.194	.360	3.685	.000
	Mental Load	-.444	.168	-.222	-2.647	.009
	Emotion Demand	.070	.217	.032	.321	.749

a. Dependent Variable: Work Engagement

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

Model	Variables Entered	Variables Removed	Method
1	Emotion Demand, Mental Load, Work Load <sup>b</sup>		Enter

a. Dependent Variable: Vigor

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.392 <sup>a</sup>	.154	.135	1.41875

a. Predictors: (Constant), Emotion Demand, Mental Load, Work Load

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	48.295	3	16.098	7.998	.000 <sup>b</sup>
	Residual	265.697	132	2.013		
	Total	313.993	135			

a. Dependent Variable: Vigor

b. Predictors: (Constant), Emotion Demand, Mental Load, Work Load

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients Beta		
1	(Constant)	7.055	.791		8.919	.000
	Work Load	.273	.071	.375	3.826	.000
	Mental Load	-.131	.062	-.179	-2.128	.035
	Emotion Demand	.014	.080	.018	.175	.862

a. Dependent Variable: Vigor

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

Model	Variables		Method
	Entered	Removed	
1	Emotion Demand, Mental Load, Work Load <sup>b</sup>	.	Enter

a. Dependent Variable: Dedication

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.322 <sup>a</sup>	.104	.083	1.30324

a. Predictors: (Constant), Emotion Demand, Mental Load, Work Load

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	25.923	3	8.641	5.088	.002 <sup>b</sup>
	Residual	224.195	132	1.698		
	Total	250.118	135			

a. Dependent Variable: Dedication

b. Predictors: (Constant), Emotion Demand, Mental Load, Work Load

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.641	.727		11.891	.000
	Work Load	.168	.066	.260	2.569	.011
	Mental Load	-.145	.057	-.223	-2.565	.011
	Emotion Demand	.029	.073	.042	.402	.688

a. Dependent Variable: Dedication

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

Model	Variables Entered	Variables Removed	Method
1	Emotion Demand, Mental Load, Work Load <sup>b</sup>		Enter

a. Dependent Variable: Absorption

b. All requested variables entered.

### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.395 <sup>a</sup>	.156	.137	1.49797

a. Predictors: (Constant), Emotion Demand, Mental Load, Work Load

### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	54.620	3	18.207	8.114	.000 <sup>b</sup>
	Residual	296.196	132	2.244		
	Total	350.816	135			

a. Dependent Variable: Absorption

b. Predictors: (Constant), Emotion Demand, Mental Load, Work Load

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.714	.835		8.038	.000
	Work Load	.275	.075	.358	3.648	.000
	Mental Load	-.168	.065	-.217	-2.582	.011
	Emotion Demand	.026	.084	.032	.313	.755

a. Dependent Variable: Absorption

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

Model	Variables Entered	Variables Removed	Method
1	Social Support, Job Autonomy, Performance Feedback <sup>b</sup>		Enter

a. Dependent Variable: Work Engagement

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.691 <sup>a</sup>	.478	.466	3.04544

a. Predictors: (Constant), Social Support, Job Autonomy, Performance Feedback

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1121.004	3	373.668	40.289	.000 <sup>b</sup>
	Residual	1224.261	132	9.275		
	Total	2345.265	135			

a. Dependent Variable: Work Engagement

b. Predictors: (Constant), Social Support, Job Autonomy, Performance Feedback



**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.776	2.893		.960	.339
	Job Autonomy	.182	.190	.069	.959	.340
	Performance Feedback	1.598	.217	.600	7.370	.000
	Social Support	.291	.191	.111	1.522	.130

a. Dependent Variable: Work Engagement

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

Model	Variables Entered	Variables Removed	Method
1	Social Support, Job Autonomy, Performance Feedback <sup>b</sup>		Enter

a. Dependent Variable: Vigor

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.650 <sup>a</sup>	.423	.409	1.17194

a. Predictors: (Constant), Social Support, Job Autonomy, Performance Feedback

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	132.699	3	44.233	32.206	.000 <sup>b</sup>
	Residual	181.294	132	1.373		
	Total	313.993	135			

a. Dependent Variable: Vigor

b. Predictors: (Constant), Social Support, Job Autonomy, Performance Feedback

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients Beta		
1	(Constant)	.647	1.113		.581	.562
	Job Autonomy	.096	.073	.099	1.309	.193
	Performance Feedback	.543	.083	.557	6.509	.000
	Social Support	.081	.074	.084	1.102	.273

a. Dependent Variable: Vigor

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

Model	Variables	Variables	Method
	Entered	Removed	
1	Social Support, Job Autonomy, Performance Feedback <sup>b</sup>	.	Enter

a. Dependent Variable: Dedication

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.611 <sup>a</sup>	.373	.359	1.08958

a. Predictors: (Constant), Social Support, Job Autonomy, Performance Feedback

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	93.410	3	31.137	26.227	.000 <sup>b</sup>
	Residual	156.708	132	1.187		
	Total	250.118	135			

a. Dependent Variable: Dedication

b. Predictors: (Constant), Social Support, Job Autonomy, Performance Feedback

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.242	1.035		2.166	.032
	Job Autonomy	.067	.068	.078	.984	.327
	Performance Feedback	.438	.078	.503	5.643	.000
	Social Support	.111	.068	.129	1.615	.109

a. Dependent Variable: Dedication

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.659 <sup>a</sup>	.435	.422	1.22557

a. Predictors: (Constant), Social Support, Job Autonomy, Performance Feedback

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	152.551	3	50.850	33.855	.000 <sup>b</sup>
	Residual	198.265	132	1.502		
	Total	350.816	135			

a. Dependent Variable: Absorption

b. Predictors: (Constant), Social Support, Job Autonomy, Performance Feedback

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.113	1.164		-.097	.923
	Job Autonomy	.020	.077	.019	.255	.799
	Performance Feedback	.617	.087	.599	7.073	.000
	Social Support	.099	.077	.098	1.292	.199

a. Dependent Variable: Absorption