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LAMPIRAN

Lampiran 1. Kuesioner Penelitian

Assalamu'alaikum Warahmatullahi Wabarakatuh.

Salam Sejahtera.

Mohon maaf saya menyita waktu Bapak/Ibu beberapa menit. Saya Mahasiswa Program Studi Magister Administrasi Rumah Sakit Universitas Hasanuddin bermaksud untuk meminta data/informasi kepada Bapak/Ibu terkait dengan penelitian tesis saya dengan judul **“PENGARUH *JOB DEMAND-RESOURCES* (JD-R) TERHADAP *JOB CRAFTING* PADA TENAGA KESEHATAN DI RUMAH SAKIT GRESTELINA MAKASSAR”**.

Tujuan penelitian ini adalah untuk mengetahui *job demand-resources* (JD-R) theory perspektif dalam mendukung peningkatan *job crafting* pada tenaga kesehatan (dokter spesialis, dokter umum, perawat, dan bidan) di Rumah Sakit Grestelina Makassar. Penelitian ini bersifat sukarela. Saya selaku peneliti akan menjaga kerahasiaan identitas dan informasi yang akan diberikan oleh Bapak/Ibu jika bersedia menjadi responden, sehingga saya sangat berharap Bapak/Ibu menjawab pernyataan dengan jujur tanpa keraguan. Jika Bapak/Ibu ingin jawaban yang diberikan tidak diketahui orang lain, maka wawancara singkat bisa dilakukan secara tertutup.

Bila selama penelitian ini berlangsung atau saat wawancara singkat responden ingin mengundurkan diri karena sesuatu hal (misalnya: sakit atau ada keperluan lain yang mendesak) maka responden dapat mengungkapkan langsung kepada peneliti. Hal-hal yang tidak jelas dapat menghubungi saya.

Makassar, Juli 2022

Peneliti

KUESIONER PENELITIAN

PENGARUH *JOB DEMAND-RESOURCES* (JD-R) TERHADAP *JOB CRAFTING* PADA TENAGA KESEHATAN DI RUMAH SAKIT GRESTELINA MAKASSAR

I. Identitas Responden

- a. Usia : _____ tahun
- b. Jenis Kelamin : () Laki-laki () Perempuan
- c. Profesi Pekerjaan : () Dokter Spesialis () Dokter Umum
() Perawat () Bidan
- d. Lama Pekerjaan : _____ tahun _____ bulan
- e. Pendidikan Terakhir : () S1 () S3
() S2 () Lainnya: _____
- f. Status Kepegawaian : () PNS () Lainnya: _____

II. Petunjuk Pengisian

Pilihlah pernyataan yang paling sesuai dengan pendapat Anda dan apa yang Anda rasakan selama bekerja di Rumah Sakit, dengan cara membuat centang atau *check list* (✓) pada salah satu kategori yang berada di sebelah kanan pernyataan.

Jawaban yang anda berikan tidak akan dinilai.

Kategori:

SS : Sangat Setuju

S : Setuju

KS : Kurang Setuju

TS : Tidak Setuju

STS : Sangat Tidak Setuju

A. Job Demand

| No | Pernyataan | SS | S | KS | TS | STS |
|-----------|--|-----------|----------|-----------|-----------|------------|
| 1. | Saya harus bekerja sangat cepat. | | | | | |
| 2. | Saya memiliki terlalu banyak pekerjaan yang harus dilakukan. | | | | | |
| 3. | Saya harus bekerja ekstra keras untuk menyelesaikan sesuatu. | | | | | |
| 4. | Saya bekerja di bawah tekanan waktu. | | | | | |
| 5. | Pekerjaan saya menuntut banyak hal dari saya secara emosional. | | | | | |
| 6. | Saya dihadapkan pada hal-hal yang mempengaruhi saya secara pribadi dalam pekerjaan saya. | | | | | |
| 7. | Pekerjaan saya menempatkan saya dalam situasi yang mengganggu secara emosional. | | | | | |
| 8. | Atasan saya mengharapkan saya memanfaatkan teknologi informasi untuk melakukan tugas. | | | | | |
| 9. | Kolega saya mengharapkan saya memanfaatkan teknologi informasi untuk melakukan tugas. | | | | | |
| 10. | Pekerjaan saya menuntut saya untuk melakukan tugas dengan menggunakan teknologi informasi. | | | | | |

B. Job Resources

| No | Pernyataan | SS | S | KS | TS | STS |
|-----|---|----|---|----|----|-----|
| 1. | Saya memiliki kebebasan dalam menjalankan aktivitas pekerjaan saya. | | | | | |
| 2. | Saya memiliki pengaruh dalam perencanaan aktivitas kerja saya. | | | | | |
| 3. | Saya memiliki pengaruh pada kecepatan kerja. | | | | | |
| 4. | Saya memutuskan bagaimana pekerjaan saya dijalankan sendiri. | | | | | |
| 5. | Saya memutuskan sendiri konten aktivitas kerja saya. | | | | | |
| 6. | Saya menerima informasi yang cukup tentang tujuan pekerjaan saya. | | | | | |
| 7. | Saya menerima informasi yang cukup tentang hasil pekerjaan saya. | | | | | |
| 8. | Pekerjaan saya memberi saya kesempatan untuk memeriksa seberapa baik saya melakukan pekerjaan saya. | | | | | |
| 9. | Pekerjaan saya memberi saya umpan balik langsung tentang seberapa baik saya melakukan pekerjaan saya. | | | | | |
| 10. | Atasan saya memberi tahu saya tentang seberapa baik saya melakukan pekerjaan saya. | | | | | |
| 11. | Kolega saya memberi tahu saya tentang seberapa baik saya melakukan pekerjaan saya. | | | | | |
| 12. | Saya meminta supervisor/ atasan saya untuk melatih saya. | | | | | |
| 13. | Saya bertanya apakah supervisor/atasan saya puas dengan pekerjaan saya. | | | | | |
| 14. | Saya mencari inspirasi kepada supervisor/atasan saya. | | | | | |
| 15. | Saya tidak meminta umpan balik kepada orang lain tentang kinerja pekerjaan saya. | | | | | |

C. Work Engagement

| No | Pernyataan | SS | S | KS | TS | STS |
|----|--|----|---|----|----|-----|
| 1. | Di tempat kerja, saya merasa penuh dengan energi. | | | | | |
| 2. | Dalam pekerjaan saya, saya merasa kuat dan bersemangat. | | | | | |
| 3. | Saat bangun di pagi hari, saya merasa ingin pergi kerja. | | | | | |
| 4. | Pekerjaan saya menginspirasi saya. | | | | | |
| 5. | Saya bangga dengan pekerjaan yang saya lakukan. | | | | | |

D. Job Crafting

| No | Pernyataan | SS | S | KS | TS | STS |
|----|--|----|---|----|----|-----|
| 1. | Saya memperkenalkan pendekatan baru untuk meningkatkan pekerjaan saya. | | | | | |
| 2. | Saya mengubah ruang lingkup atau jenis tugas yang saya selesaikan di tempat kerja. | | | | | |
| 3. | Saya memperkenalkan tugas kerja baru yang menurut saya lebih sesuai dengan keterampilan atau minat saya. | | | | | |
| 4. | Saya memilih untuk mengambil tugas tambahan di tempat kerja. | | | | | |
| 5. | Saya mengutamakan tugas kerja yang sesuai dengan keterampilan atau minat saya. | | | | | |
| 6. | Saya memikirkan tentang bagaimana pekerjaan saya memberikan tujuan hidup saya. | | | | | |
| 7. | Saya mengingatkan diri saya sendiri tentang pentingnya pekerjaan saya bagi keberhasilan organisasi. | | | | | |
| 8. | Saya mengingatkan diri saya sendiri tentang pentingnya pekerjaan saya untuk komunitas yang lebih luas. | | | | | |
| 9. | Saya memikirkan cara-cara di mana pekerjaan saya berdampak positif pada hidup saya. | | | | | |

| | | | | | | |
|-----|--|--|--|--|--|--|
| 10. | Saya merenungkan peran pekerjaan saya untuk kesejahteraan saya secara keseluruhan. | | | | | |
|-----|--|--|--|--|--|--|

E. Exhausted

| No | Pernyataan | Tidak Pernah | Kadang-Kadang | Dirasakan Secara Teratur | Sering Dialami | Selalu Dialami |
|----|--|--------------|---------------|--------------------------|----------------|----------------|
| 1. | Saya sangat terganggu oleh rasa lelah yang saya rasakan. | | | | | |
| 2. | Saya mudah merasa lelah. | | | | | |
| 3. | Saya merasa sulit untuk mulai mengerjakan sesuatu. | | | | | |
| 4. | Saya merasa malas untuk melakukan berbagai kegiatan. | | | | | |
| 5. | Secara fisik, saya merasa lelah. | | | | | |

Lampiran 2. Wawancara Terdahulu

1. Dimensi *increasing structural job resources* (meningkatkan sumber daya struktural)

Karyawan menyatakan bahwa untuk meningkatkan kemampuan dan keterampilan, mereka hanya mengandalkan pelatihan yang difasilitasi oleh rumah sakit dan untuk pekerjaan mereka sangat bergantung pada *job desk* yang telah ditetapkan, karyawan belum ada inisiatif yang tinggi untuk meningkatkan dan mengembangkan kemampuan secara pribadi.

| YA | TIDAK |
|---|---|
| <p>3 orang</p> <p>Untuk meningkatkan kemampuan dan keterampilan, mereka hanya mengandalkan pelatihan yang difasilitasi oleh rumah sakit yang sangat bergantung dengan <i>job desknya</i>, mereka mengaku jika memang pelatihan tersebut akan meningkatkan keterampilannya, mereka akan ikut, meskipun mereka harus memfasilitasi diri mereka sendiri.</p> | <p>7 orang</p> <p>Mereka memilih untuk ikut pelatihan sesuai <i>job desknya</i> yang difasilitasi oleh rumah sakit.</p> |

2. Dimensi *increasing social job resources* (meningkatkan sumber daya sosial)

Karyawan mengaku hanya fokus pada pekerjaan mereka saja, tanpa merasa ingin tahu tentang divisi lain karena menurut mereka pekerjaan mereka saja sudah mengurus tenaga dan pikiran tanpa harus mengetahui tentang divisi lain, sehingga belum ada kemauan secara mandiri untuk mencari informasi baru yang akan mendukung meningkatnya pengetahuan lebih pada karyawan dalam mengubah batasan pekerjaan.

| YA | TIDAK |
|---|---|
| <p>4 orang</p> <p>Mereka fokus pada pekerjaan mereka saja dengan untuk mencari tahu informasi tentang pekerjaan mereka yang akan mendukung peningkatan keterampilan dan pengetahuannya, terutama unit tersebut yang sangat linier saat ini.</p> | <p>6 orang</p> <p>Beberapa dari mereka hanya fokus kepada pekerjaannya sendiri.</p> |

3. Dimensi *increasing challenging job demand* (meningkatkan tantangan pekerjaan)

Karyawan seringkali menghindari pekerjaan-pekerjaan yang lebih menantang atau pekerjaan baru secara sukarela melainkan harus adanya perintah dari atasan secara langsung, sangat jarang ada yang secara proaktif mengajukan diri untuk mengembangkan pengetahuan dan keterampilan mereka padahal tantangan tersebut bermaksud agar karyawan tidak merasa bosan dengan pekerjaan yang monoton yang pada gilirannya dapat menyebabkan absensi dan ketidakpuasan kerja.

| YA | TIDAK |
|--|---|
| <p>2 orang</p> <p>Jika ada suatu pekerjaan yang lebih menantang, mereka secara proaktif mengajukan diri untuk mengembangkan pengetahuan dan keterampilan mereka, tanpa menunggu instruksi dari atasan.</p> | <p>8 orang</p> <p>Memilih untuk tetap menunggu perintah atasan karena mereka tidak enak dengan rekan kerja yang lain.</p> |

4. Dimensi *decreasing hindering job demand* (menurunkan tantangan pekerjaan yang menghambat)

Karyawan belum mampu memprediksi tuntutan kerja yang berlebihan jika dikerjakan dalam waktu yang bersamaan.

| YA | TIDAK |
|--|---|
| <p>4 orang</p> <p>Mereka berusaha menyelesaikan pekerjaan mereka, tidak menunda untuk esok hari, karena mereka berpikir besok akan ada pekerjaan baru lagi, mereka akan mengerjakannya sampai selesai, meskipun mereka harus lembur.</p> | <p>6 orang</p> <p>Mereka berupaya menyelesaikan sebagian pekerjaan mereka, dan menyalakan pekerjaan yang masih bisa dikerjakan esok hari.</p> |

Lampiran 3. Hasil Analisis Jawaban Responden

1. Job Demand

Tabel 14. Distribusi Frekuensi Responden Berdasarkan Pertanyaan Variabel *Job Demand* pada Tenaga Kesehatan di Rumah Sakit Grestelina Makassar

| No. | Pernyataan | Sangat Setuju | | Setuju | | Kurang Setuju | | Tidak Setuju | | Sangat Tidak Setuju | |
|-----|--|---------------|------|--------|------|---------------|------|--------------|------|---------------------|-----|
| | | n | % | n | % | n | % | n | % | n | % |
| 1. | Saya harus bekerja sangat cepat. | 0 | 0.0 | 122 | 72.6 | 6 | 3.6 | 29 | 17.3 | 11 | 6.5 |
| 2. | Saya memiliki terlalu banyak pekerjaan yang harus dilakukan. | 0 | 0.0 | 7 | 4.2 | 129 | 76.8 | 27 | 16.1 | 5 | 3.0 |
| 3. | Saya harus bekerja ekstra keras untuk menyelesaikan sesuatu. | 49 | 29.2 | 76 | 45.2 | 17 | 10.1 | 24 | 14.3 | 2 | 1.2 |
| 4. | Saya bekerja di bawah tekanan waktu. | 2 | 1.2 | 80 | 47.6 | 68 | 40.5 | 14 | 8.3 | 4 | 2.4 |
| 5. | Pekerjaan saya menuntut banyak hal dari saya secara emosional. | 3 | 1.8 | 86 | 51.2 | 18 | 10.7 | 56 | 33.3 | 5 | 3.0 |
| 6. | Saya dihadapkan pada hal-hal yang mempengaruhi saya secara pribadi dalam pekerjaan saya. | 3 | 1.8 | 17 | 10.1 | 133 | 79.2 | 14 | 8.3 | 1 | .6 |
| 7. | Pekerjaan saya menempatkan saya dalam situasi yang mengganggu secara emosional. | 58 | 34.5 | 23 | 13.7 | 78 | 46.4 | 6 | 3.6 | 3 | 1.8 |
| 8. | Atasan saya mengharapkan saya memanfaatkan teknologi informasi untuk melakukan tugas. | 0 | 0.0 | 66 | 39.3 | 66 | 39.3 | 29 | 17.3 | 7 | 4.2 |
| 9. | Kolega saya mengharapkan saya memanfaatkan teknologi informasi untuk melakukan tugas. | 1 | .6 | 66 | 39.3 | 66 | 39.3 | 30 | 17.9 | 5 | 3.0 |

| | | | | | | | | | | | |
|-----|--|---|-----|-----|------|---|-----|----|------|---|-----|
| 10. | Pekerjaan saya menuntut saya untuk melakukan tugas dengan menggunakan teknologi informasi. | 0 | 0.0 | 120 | 71.4 | 9 | 5.4 | 30 | 17.9 | 9 | 5.4 |
|-----|--|---|-----|-----|------|---|-----|----|------|---|-----|

Dari tabel di atas menunjukkan bahwa sebagian besar responden menjawab setuju dan kurang setuju terhadap pernyataan tentang *Job Demand*.

2. *Job Resources*

Tabel 15. Distribusi Frekuensi Responden Berdasarkan Pertanyaan Variabel *Job Resources* pada Tenaga Kesehatan di Rumah Sakit Grestelina Makassar

| No. | Pernyataan | Sangat Setuju | | Setuju | | Kurang Setuju | | Tidak Setuju | | Sangat Tidak Setuju | |
|-----|--|---------------|-----|--------|------|---------------|------|--------------|------|---------------------|-----|
| | | n | % | n | % | n | % | n | % | n | % |
| 1. | Saya memiliki kebebasan dalam menjalankan aktivitas pekerjaan saya. | 0 | 0.0 | 75 | 44.6 | 60 | 35.7 | 31 | 18.5 | 2 | 1.2 |
| 2. | Saya memiliki pengaruh dalam perencanaan aktivitas kerja saya. | 0 | 0.0 | 107 | 63.7 | 29 | 17.3 | 26 | 15.5 | 6 | 3.6 |
| 3. | Saya memiliki pengaruh pada kecepatan kerja. | 0 | 0.0 | 109 | 64.9 | 22 | 13.1 | 30 | 17.9 | 7 | 4.2 |
| 4. | Saya memutuskan bagaimana pekerjaan saya dijalankan sendiri. | 0 | 0.0 | 99 | 58.9 | 40 | 23.8 | 27 | 16.1 | 2 | 1.2 |
| 5. | Saya memutuskan sendiri konten aktivitas kerja saya. | 1 | .6 | 5 | 3.0 | 84 | 50.0 | 76 | 45.2 | 2 | 1.2 |
| 6. | Saya menerima informasi yang cukup tentang tujuan pekerjaan saya. | 0 | 0.0 | 107 | 63.7 | 16 | 9.5 | 37 | 22.0 | 8 | 4.8 |
| 7. | Saya menerima informasi yang cukup tentang hasil pekerjaan saya. | 1 | .6 | 12 | 7.1 | 113 | 67.3 | 37 | 22.0 | 5 | 3.0 |
| 8. | Pekerjaan saya memberi saya kesempatan untuk memeriksa seberapa baik | 0 | 0.0 | 16 | 9.5 | 110 | 65.5 | 38 | 22.6 | 4 | 2.4 |

| | | | | | | | | | | | |
|-----|---|---|-----|-----|------|-----|------|----|------|----|-----|
| | saya melakukan pekerjaan saya. | | | | | | | | | | |
| 9. | Pekerjaan saya memberi saya umpan balik langsung tentang seberapa baik saya melakukan pekerjaan saya. | 0 | 0.0 | 7 | 4.2 | 98 | 58.3 | 53 | 31.5 | 10 | 6.0 |
| 10. | Atasan saya memberi tahu saya tentang seberapa baik saya melakukan pekerjaan saya. | 1 | .6 | 13 | 7.7 | 114 | 67.9 | 35 | 20.8 | 5 | 3.0 |
| 11. | Kolega saya memberi tahu saya tentang seberapa baik saya melakukan pekerjaan saya. | 0 | 0.0 | 15 | 8.9 | 110 | 65.5 | 38 | 22.6 | 5 | 3.0 |
| 12. | Saya meminta supervisor/ atasan saya untuk melatih saya. | 1 | .6 | 118 | 70.2 | 6 | 3.6 | 34 | 20.2 | 9 | 5.4 |
| 13. | Saya bertanya apakah supervisor/atasan saya puas dengan pekerjaan saya. | 0 | 0.0 | 114 | 67.9 | 9 | 5.4 | 38 | 22.6 | 7 | 4.2 |
| 14. | Saya mencari inspirasi kepada supervisor/atasan saya. | 1 | .6 | 5 | 3.0 | 122 | 72.6 | 32 | 19.0 | 8 | 4.8 |
| 15. | Saya tidak meminta umpan balik kepada orang lain tentang kinerja pekerjaan saya. | 5 | 3.0 | 5 | 3.0 | 138 | 82.1 | 18 | 10.7 | 2 | 1.2 |

Dari tabel di atas menunjukkan bahwa sebagian besar responden menjawab setuju dan kurang setuju terhadap pernyataan tentang *Job Resources*.

3. *Work Engagement*

Tabel 16. Distribusi Frekuensi Responden Berdasarkan Pertanyaan Variabel *Work Engagement* pada Tenaga Kesehatan di Rumah Sakit Grestelina Makassar

| No. | Pernyataan | Sangat Setuju | | Setuju | | Kurang Setuju | | Tidak Setuju | | Sangat Tidak Setuju | |
|-----|--|---------------|-----|--------|------|---------------|------|--------------|------|---------------------|------|
| | | n | % | n | % | n | % | n | % | n | % |
| 1. | Di tempat kerja, saya merasa penuh dengan energi. | 0 | 0.0 | 0 | 0.0 | 132 | 78.6 | 28 | 16.7 | 8 | 4.8 |
| 2. | Dalam pekerjaan saya, saya merasa kuat dan bersemangat. | 0 | 0.0 | 110 | 65.5 | 8 | 4.8 | 40 | 23.8 | 10 | 6.0 |
| 3. | Saat bangun di pagi hari, saya merasa ingin pergi kerja. | 0 | 0.0 | 58 | 34.5 | 61 | 36.3 | 28 | 16.7 | 21 | 12.5 |
| 4. | Pekerjaan saya menginspirasi saya. | 0 | 0.0 | 56 | 33.3 | 73 | 43.5 | 28 | 16.7 | 11 | 6.5 |
| 5. | Saya bangga dengan pekerjaan yang saya lakukan. | 0 | 0.0 | 109 | 64.9 | 8 | 4.8 | 19 | 11.3 | 32 | 19.0 |

Dari tabel di atas menunjukkan bahwa sebagian besar responden menjawab setuju dan kurang setuju terhadap pernyataan tentang *Work Engagement*.

4. Job Crafting

Tabel 17. Distribusi Frekuensi Responden Berdasarkan Pertanyaan Variabel *Job Crafting* pada Tenaga Kesehatan di Rumah Sakit Grestelina Makassar

| No. | Pernyataan | Sangat Setuju | | Setuju | | Kurang Setuju | | Tidak Setuju | | Sangat Tidak Setuju | |
|-----|--|---------------|-----|--------|------|---------------|------|--------------|------|---------------------|-----|
| | | n | % | n | % | n | % | n | % | n | % |
| 1. | Saya memperkenalkan pendekatan baru untuk meningkatkan pekerjaan saya. | 0 | 0.0 | 7 | 4.2 | 123 | 73.2 | 37 | 22.0 | 1 | .6 |
| 2. | Saya mengubah ruang lingkup atau jenis tugas yang saya selesaikan di tempat kerja. | 0 | 0.0 | 9 | 5.4 | 128 | 76.2 | 29 | 17.3 | 2 | 1.2 |
| 3. | Saya memperkenalkan tugas kerja baru yang menurut saya lebih sesuai dengan keterampilan atau minat saya. | 0 | 0.0 | 14 | 8.3 | 122 | 72.6 | 31 | 18.5 | 1 | .6 |
| 4. | Saya memilih untuk mengambil tugas tambahan di tempat kerja. | 3 | 1.8 | 17 | 10.1 | 130 | 77.4 | 17 | 10.1 | 1 | .6 |
| 5. | Saya mengutamakan tugas kerja yang sesuai dengan keterampilan atau minat saya. | 0 | 0.0 | 17 | 10.1 | 120 | 71.4 | 29 | 17.3 | 2 | 1.2 |
| 6. | Saya memikirkan tentang bagaimana pekerjaan saya memberikan tujuan hidup saya. | 1 | .6 | 10 | 6.0 | 113 | 67.3 | 37 | 22.0 | 7 | 4.2 |
| 7. | Saya mengingatkan diri saya sendiri tentang pentingnya pekerjaan saya bagi keberhasilan organisasi. | 0 | 0.0 | 13 | 7.7 | 114 | 67.9 | 34 | 20.2 | 7 | 4.2 |
| 8. | Saya mengingatkan diri saya sendiri tentang pentingnya pekerjaan saya | 1 | .6 | 99 | 58.9 | 26 | 15.5 | 32 | 19.0 | 10 | 6.0 |

| | | | | | | | | | | | |
|-----|---|---|-----|-----|------|----|------|----|------|----|-----|
| | untuk komunitas yang lebih luas. | | | | | | | | | | |
| 9. | Saya memikirkan cara-cara di mana pekerjaan saya berdampak positif pada hidup saya. | 4 | 2.4 | 95 | 56.5 | 25 | 14.9 | 32 | 19.0 | 12 | 7.1 |
| 10. | Saya merenungkan peran pekerjaan saya untuk kesejahteraan saya secara keseluruhan. | 0 | 0.0 | 107 | 63.7 | 21 | 12.5 | 25 | 14.9 | 15 | 8.9 |

Dari tabel di atas menunjukkan bahwa sebagian besar responden menjawab setuju dan kurang setuju terhadap pernyataan tentang *Job Crafting*.

5. *Exhausted*

Tabel 18. Distribusi Frekuensi Responden Berdasarkan Pertanyaan Variabel *Exhausted* pada Tenaga Kesehatan di Rumah Sakit Grestelina Makassar

| No. | Pernyataan | Tidak Pernah | | Kadang-Kadang | | Dirasakan Secara Teratur | | Sering Dialami | | Selalu Dialami | |
|-----|--|--------------|------|---------------|------|--------------------------|------|----------------|------|----------------|-----|
| | | n | % | n | % | n | % | n | % | n | % |
| 1. | Saya sangat terganggu oleh rasa lelah yang saya rasakan. | 4 | 2.4 | 57 | 33.9 | 44 | 26.2 | 59 | 35.1 | 4 | 2.4 |
| 2. | Saya mudah merasa lelah. | 25 | 14.9 | 39 | 23.2 | 52 | 31.0 | 52 | 31.0 | 0 | 0.0 |
| 3. | Saya merasa sulit untuk mulai mengerjakan sesuatu. | 13 | 7.7 | 67 | 39.9 | 40 | 23.8 | 48 | 28.6 | 0 | 0.0 |
| 4. | Saya merasa malas untuk melakukan berbagai kegiatan. | 32 | 19.0 | 43 | 25.6 | 88 | 52.4 | 5 | 3.0 | 0 | 0.0 |
| 5. | Secara fisik, saya merasa lelah. | 6 | 3.6 | 49 | 29.2 | 101 | 60.1 | 12 | 7.1 | 0 | 0.0 |

Dari tabel di atas menunjukkan bahwa sebagian besar responden menjawab kadang-kadang dan dirasakan secara teratur terhadap pernyataan tentang *Exhausted*.

Lampiran 4. Output SPSS

1. Univariat

Kat_Umur

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------|-----------|---------|---------------|--------------------|
| Valid | 17-26 Tahun | 11 | 6.5 | 6.5 | 6.5 |
| | 27-36 Tahun | 105 | 62.5 | 62.5 | 69.0 |
| | >36 Tahun | 52 | 31.0 | 31.0 | 100.0 |
| | Total | 168 | 100.0 | 100.0 | |

Jenis_Kelamin

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|-----------|---------|---------------|--------------------|
| Valid | Laki-Laki | 34 | 20.2 | 20.2 | 20.2 |
| | Perempuan | 134 | 79.8 | 79.8 | 100.0 |
| | Total | 168 | 100.0 | 100.0 | |

Profesi

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------------------|-----------|---------|---------------|--------------------|
| Valid | Dokter Spesialis | 42 | 25.0 | 25.0 | 25.0 |
| | Perawat | 110 | 65.5 | 65.5 | 90.5 |
| | Dokter Umum | 6 | 3.6 | 3.6 | 94.0 |
| | Bidan | 10 | 6.0 | 6.0 | 100.0 |
| | Total | 168 | 100.0 | 100.0 | |

Masa_Kerja

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|-----------|---------|---------------|--------------------|
| Valid | 1-2 Tahun | 2 | 1.2 | 1.2 | 1.2 |
| | 3-5 Tahun | 44 | 26.2 | 26.2 | 27.4 |
| | 6-7 Tahun | 57 | 33.9 | 33.9 | 61.3 |
| | >8 Tahun | 65 | 38.7 | 38.7 | 100.0 |
| | Total | 168 | 100.0 | 100.0 | |

Pendidikan

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | DIII | 61 | 36.3 | 36.3 | 36.3 |
| | S1 | 83 | 49.4 | 49.4 | 85.7 |
| | S2 | 20 | 11.9 | 11.9 | 97.6 |
| | S3 | 4 | 2.4 | 2.4 | 100.0 |
| | Total | 168 | 100.0 | 100.0 | |

Status

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------|-----------|---------|---------------|-----------------------|
| Valid | PNS | 9 | 5.4 | 5.4 | 5.4 |
| | Lainnya | 159 | 94.6 | 94.6 | 100.0 |
| | Total | 168 | 100.0 | 100.0 | |

Job_Demand

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|-----------------------|
| Valid | Tinggi | 131 | 78.0 | 78.0 | 78.0 |
| | Rendah | 37 | 22.0 | 22.0 | 100.0 |
| | Total | 168 | 100.0 | 100.0 | |

Job_Resources

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|-----------------------|
| Valid | Tinggi | 123 | 73.2 | 73.2 | 73.2 |
| | Rendah | 45 | 26.8 | 26.8 | 100.0 |
| | Total | 168 | 100.0 | 100.0 | |

Work_Engagement

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|-----------------------|
| Valid | Tinggi | 116 | 69.0 | 69.0 | 69.0 |
| | Rendah | 52 | 31.0 | 31.0 | 100.0 |
| | Total | 168 | 100.0 | 100.0 | |

Exhausted

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|-----------------------|
| Valid | Tinggi | 82 | 48.8 | 48.8 | 48.8 |
| | Rendah | 86 | 51.2 | 51.2 | 100.0 |
| | Total | 168 | 100.0 | 100.0 | |

Job_Crafting

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|-----------------------|
| Valid | Tinggi | 123 | 73.2 | 73.2 | 73.2 |
| | Rendah | 45 | 26.8 | 26.8 | 100.0 |
| | Total | 168 | 100.0 | 100.0 | |

2. Bivariat

Crosstab

| | | Exhaustedd | | Total | |
|------------|---------------------|---------------------|--------|--------|--------|
| | | Tinggi | Rendah | | |
| Job_Demand | Tinggi | Count | 76 | 55 | 131 |
| | | % within Job_Demand | 58.0% | 42.0% | 100.0% |
| | Rendah | Count | 6 | 31 | 37 |
| | | % within Job_Demand | 16.2% | 83.8% | 100.0% |
| Total | Count | 82 | 86 | 168 | |
| | % within Job_Demand | 48.8% | 51.2% | 100.0% | |

Chi-Square Tests

| | Value | df | Asymptotic Significance (2- sided) | Exact Sig. (2- sided) | Exact Sig. (1- sided) |
|------------------------------------|---------------------|----|--|--------------------------|--------------------------|
| Pearson Chi-Square | 20.175 ^a | 1 | .000 | | |
| Continuity Correction ^b | 18.536 | 1 | .000 | | |
| Likelihood Ratio | 21.779 | 1 | .000 | | |
| Fisher's Exact Test | | | | .000 | .000 |
| Linear-by-Linear Association | 20.054 | 1 | .000 | | |
| N of Valid Cases | 168 | | | | |

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 18.06.

b. Computed only for a 2x2 table

Job_Demand * Job_Crafting

Crosstab

| | | Job_Crafting | | Total | |
|------------|--------|---------------------|--------|-------|--------|
| | | Tinggi | Rendah | | |
| Job_Demand | Tinggi | Count | 122 | 9 | 131 |
| | | % within Job_Demand | 93.1% | 6.9% | 100.0% |
| | Rendah | Count | 1 | 36 | 37 |
| | | % within Job_Demand | 2.7% | 97.3% | 100.0% |
| Total | | Count | 123 | 45 | 168 |
| | | % within Job_Demand | 73.2% | 26.8% | 100.0% |

Chi-Square Tests

| | Value | df | Asymptotic Significance (2- sided) | Exact Sig. (2- sided) | Exact Sig. (1- sided) |
|------------------------------------|----------------------|----|--|--------------------------|--------------------------|
| Pearson Chi-Square | 120.299 ^a | 1 | .000 | | |
| Continuity Correction ^b | 115.732 | 1 | .000 | | |
| Likelihood Ratio | 120.490 | 1 | .000 | | |
| Fisher's Exact Test | | | | .000 | .000 |
| Linear-by-Linear Association | 119.583 | 1 | .000 | | |
| N of Valid Cases | 168 | | | | |

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 9.91.

b. Computed only for a 2x2 table

Job_Resources * Exhausted

Crosstab

| | | Exhaustedd | | Total | |
|---------------|------------------------|------------------------|--------|--------|--------|
| | | Tinggi | Rendah | | |
| Job_Resources | Tinggi | Count | 74 | 49 | 123 |
| | | % within Job_Resources | 60.2% | 39.8% | 100.0% |
| | Rendah | Count | 8 | 37 | 45 |
| | | % within Job_Resources | 17.8% | 82.2% | 100.0% |
| Total | Count | 82 | 86 | 168 | |
| | % within Job_Resources | 48.8% | 51.2% | 100.0% | |

Chi-Square Tests

| | Value | df | Asymptotic Significance (2- sided) | Exact Sig. (2- sided) | Exact Sig. (1- sided) |
|------------------------------------|---------------------|----|--|--------------------------|--------------------------|
| Pearson Chi-Square | 23.688 ^a | 1 | .000 | | |
| Continuity Correction ^b | 22.022 | 1 | .000 | | |
| Likelihood Ratio | 25.284 | 1 | .000 | | |
| Fisher's Exact Test | | | | .000 | .000 |
| Linear-by-Linear Association | 23.547 | 1 | .000 | | |
| N of Valid Cases | 168 | | | | |

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 21.96.

b. Computed only for a 2x2 table

Job_Resources * Job_Crafting

Crosstab

| | | Job_Crafting | | Total | |
|---------------|--------|------------------------|--------|-------|--------|
| | | Tinggi | Rendah | | |
| Job_Resources | Tinggi | Count | 121 | 2 | 123 |
| | | % within Job_Resources | 98.4% | 1.6% | 100.0% |
| | Rendah | Count | 2 | 43 | 45 |
| | | % within Job_Resources | 4.4% | 95.6% | 100.0% |
| Total | | Count | 123 | 45 | 168 |
| | | % within Job_Resources | 73.2% | 26.8% | 100.0% |

Chi-Square Tests

| | Value | df | Asymptotic Significance (2- sided) | Exact Sig. (2- sided) | Exact Sig. (1- sided) |
|------------------------------------|----------------------|----|--|--------------------------|--------------------------|
| Pearson Chi-Square | 148.222 ^a | 1 | .000 | | |
| Continuity Correction ^b | 143.471 | 1 | .000 | | |
| Likelihood Ratio | 158.448 | 1 | .000 | | |
| Fisher's Exact Test | | | | .000 | .000 |
| Linear-by-Linear Association | 147.340 | 1 | .000 | | |
| N of Valid Cases | 168 | | | | |

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 12.05.

b. Computed only for a 2x2 table

Work_Engagement * Exhausted

Crosstab

| | | | Exhausted | | Total |
|-----------------|--------------------------|--------------------------|-----------|--------|--------|
| | | | Tinggi | Rendah | |
| Work_Engagement | Tinggi | Count | 73 | 43 | 116 |
| | | % within Work_Engagement | 62.9% | 37.1% | 100.0% |
| | Rendah | Count | 9 | 43 | 52 |
| | | % within Work_Engagement | 17.3% | 82.7% | 100.0% |
| Total | Count | 82 | 86 | 168 | |
| | % within Work_Engagement | 48.8% | 51.2% | 100.0% | |

Chi-Square Tests

| | Value | df | Asymptotic Significance (2- sided) | Exact Sig. (2- sided) | Exact Sig. (1- sided) |
|------------------------------------|---------------------|----|--|--------------------------|--------------------------|
| Pearson Chi-Square | 29.911 ^a | 1 | .000 | | |
| Continuity Correction ^b | 28.113 | 1 | .000 | | |
| Likelihood Ratio | 31.923 | 1 | .000 | | |
| Fisher's Exact Test | | | | .000 | .000 |
| Linear-by-Linear Association | 29.733 | 1 | .000 | | |
| N of Valid Cases | 168 | | | | |

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 25.38.

b. Computed only for a 2x2 table

Work_Engagement * Job_Crafting**Crosstab**

| | | Job_Crafting | | Total | |
|-----------------|--------------------------|--------------------------|--------|--------|--------|
| | | Tinggi | Rendah | | |
| Work_Engagement | Tinggi | Count | 114 | 2 | 116 |
| | | % within Work_Engagement | 98.3% | 1.7% | 100.0% |
| | Rendah | Count | 9 | 43 | 52 |
| | | % within Work_Engagement | 17.3% | 82.7% | 100.0% |
| Total | Count | 123 | 45 | 168 | |
| | % within Work_Engagement | 73.2% | 26.8% | 100.0% | |

Chi-Square Tests

| | Value | df | Asymptotic Significance (2- sided) | Exact Sig. (2- sided) | Exact Sig. (1- sided) |
|------------------------------------|----------------------|----|--|--------------------------|--------------------------|
| Pearson Chi-Square | 120.028 ^a | 1 | .000 | | |
| Continuity Correction ^b | 115.935 | 1 | .000 | | |
| Likelihood Ratio | 127.132 | 1 | .000 | | |
| Fisher's Exact Test | | | | .000 | .000 |
| Linear-by-Linear Association | 119.313 | 1 | .000 | | |
| N of Valid Cases | 168 | | | | |

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 13.93.

b. Computed only for a 2x2 table

Work_Engagement * Job_Crafting

Crosstab

| | | Job_Crafting | | Total | |
|-----------------|--------------------------|--------------------------|--------|--------|--------|
| | | Tinggi | Rendah | | |
| Work_Engagement | Tinggi | Count | 114 | 2 | 116 |
| | | % within Work_Engagement | 98.3% | 1.7% | 100.0% |
| | Rendah | Count | 9 | 43 | 52 |
| | | % within Work_Engagement | 17.3% | 82.7% | 100.0% |
| Total | Count | 123 | 45 | 168 | |
| | % within Work_Engagement | 73.2% | 26.8% | 100.0% | |

Chi-Square Tests

| | Value | df | Asymptotic Significance (2- sided) | Exact Sig. (2- sided) | Exact Sig. (1- sided) |
|------------------------------------|----------------------|----|--|--------------------------|--------------------------|
| Pearson Chi-Square | 120.028 ^a | 1 | .000 | | |
| Continuity Correction ^b | 115.935 | 1 | .000 | | |
| Likelihood Ratio | 127.132 | 1 | .000 | | |
| Fisher's Exact Test | | | | .000 | .000 |
| Linear-by-Linear Association | 119.313 | 1 | .000 | | |
| N of Valid Cases | 168 | | | | |

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 13.93.

b. Computed only for a 2x2 table

Exhausted * Job_Crafting**Crosstab**

| | | Job_Crafting | | Total | |
|------------|---------------------|---------------------|--------|--------|--------|
| | | Tinggi | Rendah | | |
| Exhaustedd | Tinggi | Count | 76 | 6 | 82 |
| | | % within Exhaustedd | 92.7% | 7.3% | 100.0% |
| | Rendah | Count | 47 | 39 | 86 |
| | | % within Exhaustedd | 54.7% | 45.3% | 100.0% |
| Total | Count | 123 | 45 | 168 | |
| | % within Exhaustedd | 73.2% | 26.8% | 100.0% | |

Chi-Square Tests

| | Value | df | Asymptotic Significance (2- sided) | Exact Sig. (2- sided) | Exact Sig. (1- sided) |
|------------------------------------|---------------------|----|--|--------------------------|--------------------------|
| Pearson Chi-Square | 30.960 ^a | 1 | .000 | | |
| Continuity Correction ^b | 29.051 | 1 | .000 | | |
| Likelihood Ratio | 33.849 | 1 | .000 | | |
| Fisher's Exact Test | | | | .000 | .000 |
| Linear-by-Linear Association | 30.775 | 1 | .000 | | |
| N of Valid Cases | 168 | | | | |

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 21.96.

b. Computed only for a 2x2 table

Kat_Umur * Job_Demand Crosstabulation

| | | | Job_Demand | | Total |
|----------|-------------------|-------------------|------------|--------|--------|
| | | | Tinggi | Rendah | |
| Kat_Umur | 17-26 Tahun | Count | 10 | 1 | 11 |
| | | % within Kat_Umur | 90.9% | 9.1% | 100.0% |
| | 27-36 Tahun | Count | 81 | 24 | 105 |
| | | % within Kat_Umur | 77.1% | 22.9% | 100.0% |
| | >36 Tahun | Count | 40 | 12 | 52 |
| | | % within Kat_Umur | 76.9% | 23.1% | 100.0% |
| Total | Count | 131 | 37 | 168 | |
| | % within Kat_Umur | 78.0% | 22.0% | 100.0% | |

Kat_Umur * Job_Resources Crosstabulation

| | | | Job_Resources | | Total |
|----------|-------------------|-------------------|---------------|--------|--------|
| | | | Tinggi | Rendah | |
| Kat_Umur | 17-26 Tahun | Count | 8 | 3 | 11 |
| | | % within Kat_Umur | 72.7% | 27.3% | 100.0% |
| | 27-36 Tahun | Count | 76 | 29 | 105 |
| | | % within Kat_Umur | 72.4% | 27.6% | 100.0% |
| | >36 Tahun | Count | 39 | 13 | 52 |
| | | % within Kat_Umur | 75.0% | 25.0% | 100.0% |
| Total | Count | 123 | 45 | 168 | |
| | % within Kat_Umur | 73.2% | 26.8% | 100.0% | |

Kat_Umur * Work_Engagement Crosstabulation

| | | | Work_Engagement | | Total |
|----------|-------------------|-------------------|-----------------|--------|--------|
| | | | Tinggi | Rendah | |
| Kat_Umur | 17-26 Tahun | Count | 7 | 4 | 11 |
| | | % within Kat_Umur | 63.6% | 36.4% | 100.0% |
| | 27-36 Tahun | Count | 73 | 32 | 105 |
| | | % within Kat_Umur | 69.5% | 30.5% | 100.0% |
| | >36 Tahun | Count | 36 | 16 | 52 |
| | | % within Kat_Umur | 69.2% | 30.8% | 100.0% |
| Total | Count | 116 | 52 | 168 | |
| | % within Kat_Umur | 69.0% | 31.0% | 100.0% | |

Kat_Umur * Exhaustedd Crosstabulation

| | | | Exhaustedd | | Total |
|----------|-------------------|-------------------|------------|--------|--------|
| | | | Tinggi | Rendah | |
| Kat_Umur | 17-26 Tahun | Count | 4 | 7 | 11 |
| | | % within Kat_Umur | 36.4% | 63.6% | 100.0% |
| | 27-36 Tahun | Count | 55 | 50 | 105 |
| | | % within Kat_Umur | 52.4% | 47.6% | 100.0% |
| | >36 Tahun | Count | 23 | 29 | 52 |
| | | % within Kat_Umur | 44.2% | 55.8% | 100.0% |
| Total | Count | 82 | 86 | 168 | |
| | % within Kat_Umur | 48.8% | 51.2% | 100.0% | |

Kat_Umur * Job_Crafting Crosstabulation

| | | Job_Crafting | | Total | |
|----------|-------------------|-------------------|--------|--------|--------|
| | | Tinggi | Rendah | | |
| Kat_Umur | 17-26 Tahun | Count | 8 | 3 | 11 |
| | | % within Kat_Umur | 72.7% | 27.3% | 100.0% |
| | 27-36 Tahun | Count | 78 | 27 | 105 |
| | | % within Kat_Umur | 74.3% | 25.7% | 100.0% |
| | >36 Tahun | Count | 37 | 15 | 52 |
| | | % within Kat_Umur | 71.2% | 28.8% | 100.0% |
| Total | Count | 123 | 45 | 168 | |
| | % within Kat_Umur | 73.2% | 26.8% | 100.0% | |

Jenis_Kelamin * Job_Demand Crosstabulation

| | | Job_Demand | | Total | |
|---------------|------------------------|------------------------|--------|--------|--------|
| | | Tinggi | Rendah | | |
| Jenis_Kelamin | Laki-Laki | Count | 26 | 8 | 34 |
| | | % within Jenis_Kelamin | 76.5% | 23.5% | 100.0% |
| | Perempuan | Count | 105 | 29 | 134 |
| | | % within Jenis_Kelamin | 78.4% | 21.6% | 100.0% |
| Total | Count | 131 | 37 | 168 | |
| | % within Jenis_Kelamin | 78.0% | 22.0% | 100.0% | |

Jenis_Kelamin * Job_Resources Crosstabulation

| | | Job_Resources | | Total | |
|---------------|------------------------|------------------------|--------|--------|--------|
| | | Tinggi | Rendah | | |
| Jenis_Kelamin | Laki-Laki | Count | 25 | 9 | 34 |
| | | % within Jenis_Kelamin | 73.5% | 26.5% | 100.0% |
| | Perempuan | Count | 98 | 36 | 134 |
| | | % within Jenis_Kelamin | 73.1% | 26.9% | 100.0% |
| Total | Count | 123 | 45 | 168 | |
| | % within Jenis_Kelamin | 73.2% | 26.8% | 100.0% | |

Jenis_Kelamin * Work_Engagement Crosstabulation

| | | Work_Engagement | | Total | |
|---------------|-----------|------------------------|--------|-------|--------|
| | | Tinggi | Rendah | | |
| Jenis_Kelamin | Laki-Laki | Count | 21 | 13 | 34 |
| | | % within Jenis_Kelamin | 61.8% | 38.2% | 100.0% |
| | Perempuan | Count | 95 | 39 | 134 |
| | | % within Jenis_Kelamin | 70.9% | 29.1% | 100.0% |
| Total | | Count | 116 | 52 | 168 |
| | | % within Jenis_Kelamin | 69.0% | 31.0% | 100.0% |

Jenis_Kelamin * Exhausted Crosstabulation

| | | Exhaustedd | | Total | |
|---------------|-----------|------------------------|--------|-------|--------|
| | | Tinggi | Rendah | | |
| Jenis_Kelamin | Laki-Laki | Count | 17 | 17 | 34 |
| | | % within Jenis_Kelamin | 50.0% | 50.0% | 100.0% |
| | Perempuan | Count | 65 | 69 | 134 |
| | | % within Jenis_Kelamin | 48.5% | 51.5% | 100.0% |
| Total | | Count | 82 | 86 | 168 |
| | | % within Jenis_Kelamin | 48.8% | 51.2% | 100.0% |

Jenis_Kelamin * Job_Crafting Crosstabulation

| | | Job_Crafting | | Total | |
|---------------|-----------|------------------------|--------|-------|--------|
| | | Tinggi | Rendah | | |
| Jenis_Kelamin | Laki-Laki | Count | 24 | 10 | 34 |
| | | % within Jenis_Kelamin | 70.6% | 29.4% | 100.0% |
| | Perempuan | Count | 99 | 35 | 134 |
| | | % within Jenis_Kelamin | 73.9% | 26.1% | 100.0% |
| Total | | Count | 123 | 45 | 168 |
| | | % within Jenis_Kelamin | 73.2% | 26.8% | 100.0% |

Profesi * Job_Demand Crosstabulation

| | | Job_Demand | | Total | |
|---------|------------------|------------------|--------|-------|--------|
| | | Tinggi | Rendah | | |
| Profesi | Dokter Spesialis | Count | 34 | 8 | 42 |
| | | % within Profesi | 81.0% | 19.0% | 100.0% |
| | Perawat | Count | 83 | 27 | 110 |
| | | % within Profesi | 75.5% | 24.5% | 100.0% |
| | Dokter Umum | Count | 6 | 0 | 6 |
| | | % within Profesi | 100.0% | 0.0% | 100.0% |
| | Bidan | Count | 8 | 2 | 10 |
| | | % within Profesi | 80.0% | 20.0% | 100.0% |
| Total | | Count | 131 | 37 | 168 |
| | | % within Profesi | 78.0% | 22.0% | 100.0% |

Profesi * Job_Resources Crosstabulation

| | | Job_Resources | | Total | |
|---------|------------------|------------------|--------|-------|--------|
| | | Tinggi | Rendah | | |
| Profesi | Dokter Spesialis | Count | 32 | 10 | 42 |
| | | % within Profesi | 76.2% | 23.8% | 100.0% |
| | Perawat | Count | 77 | 33 | 110 |
| | | % within Profesi | 70.0% | 30.0% | 100.0% |
| | Dokter Umum | Count | 6 | 0 | 6 |
| | | % within Profesi | 100.0% | 0.0% | 100.0% |
| | Bidan | Count | 8 | 2 | 10 |
| | | % within Profesi | 80.0% | 20.0% | 100.0% |
| Total | | Count | 123 | 45 | 168 |
| | | % within Profesi | 73.2% | 26.8% | 100.0% |

Profesi * Work_Engagement Crosstabulation

| | | Work_Engagement | | Total | |
|---------|------------------|------------------|--------|-------|--------|
| | | Tinggi | Rendah | | |
| Profesi | Dokter Spesialis | Count | 32 | 10 | 42 |
| | | % within Profesi | 76.2% | 23.8% | 100.0% |
| | Perawat | Count | 70 | 40 | 110 |
| | | % within Profesi | 63.6% | 36.4% | 100.0% |
| | Dokter Umum | Count | 6 | 0 | 6 |
| | | % within Profesi | 100.0% | 0.0% | 100.0% |
| | Bidan | Count | 8 | 2 | 10 |
| | | % within Profesi | 80.0% | 20.0% | 100.0% |
| Total | | Count | 116 | 52 | 168 |
| | | % within Profesi | 69.0% | 31.0% | 100.0% |

Profesi * Exhausted Crosstabulation

| | | Exhaustedd | | Total | |
|---------|------------------|------------------|--------|-------|--------|
| | | Tinggi | Rendah | | |
| Profesi | Dokter Spesialis | Count | 15 | 27 | 42 |
| | | % within Profesi | 35.7% | 64.3% | 100.0% |
| | Perawat | Count | 63 | 47 | 110 |
| | | % within Profesi | 57.3% | 42.7% | 100.0% |
| | Dokter Umum | Count | 2 | 4 | 6 |
| | | % within Profesi | 33.3% | 66.7% | 100.0% |
| | Bidan | Count | 2 | 8 | 10 |
| | | % within Profesi | 20.0% | 80.0% | 100.0% |
| Total | | Count | 82 | 86 | 168 |
| | | % within Profesi | 48.8% | 51.2% | 100.0% |

Profesi * Job_Crafting Crosstabulation

| | | Job_Crafting | | Total | |
|---------|------------------|------------------|--------|-------|--------|
| | | Tinggi | Rendah | | |
| Profesi | Dokter Spesialis | Count | 32 | 10 | 42 |
| | | % within Profesi | 76.2% | 23.8% | 100.0% |
| | Perawat | Count | 77 | 33 | 110 |
| | | % within Profesi | 70.0% | 30.0% | 100.0% |
| | Dokter Umum | Count | 6 | 0 | 6 |
| | | % within Profesi | 100.0% | 0.0% | 100.0% |
| | Bidan | Count | 8 | 2 | 10 |
| | | % within Profesi | 80.0% | 20.0% | 100.0% |
| Total | | Count | 123 | 45 | 168 |
| | | % within Profesi | 73.2% | 26.8% | 100.0% |

Masa_Kerja * Job_Demand Crosstabulation

| | | Job_Demand | | Total | |
|------------|-----------|---------------------|--------|-------|--------|
| | | Tinggi | Rendah | | |
| Masa_Kerja | 1-2 Tahun | Count | 2 | 0 | 2 |
| | | % within Masa_Kerja | 100.0% | 0.0% | 100.0% |
| | 3-5Tahun | Count | 34 | 10 | 44 |
| | | % within Masa_Kerja | 77.3% | 22.7% | 100.0% |
| | 6-7 Tahun | Count | 44 | 13 | 57 |
| | | % within Masa_Kerja | 77.2% | 22.8% | 100.0% |
| | >8 Tahun | Count | 51 | 14 | 65 |
| | | % within Masa_Kerja | 78.5% | 21.5% | 100.0% |
| Total | | Count | 131 | 37 | 168 |
| | | % within Masa_Kerja | 78.0% | 22.0% | 100.0% |

Masa_Kerja * Job_Resources Crosstabulation

| | | Job_Resources | | Total | |
|------------|-----------|---------------------|--------|-------|--------|
| | | Tinggi | Rendah | | |
| Masa_Kerja | 1-2 Tahun | Count | 2 | 0 | 2 |
| | | % within Masa_Kerja | 100.0% | 0.0% | 100.0% |
| | 3-5Tahun | Count | 31 | 13 | 44 |
| | | % within Masa_Kerja | 70.5% | 29.5% | 100.0% |
| | 6-7 Tahun | Count | 41 | 16 | 57 |
| | | % within Masa_Kerja | 71.9% | 28.1% | 100.0% |
| | >8 Tahun | Count | 49 | 16 | 65 |
| | | % within Masa_Kerja | 75.4% | 24.6% | 100.0% |
| Total | | Count | 123 | 45 | 168 |
| | | % within Masa_Kerja | 73.2% | 26.8% | 100.0% |

Masa_Kerja * Work_Engagement Crosstabulation

| | | Work_Engagement | | Total | |
|------------|-----------|---------------------|--------|-------|--------|
| | | Tinggi | Rendah | | |
| Masa_Kerja | 1-2 Tahun | Count | 2 | 0 | 2 |
| | | % within Masa_Kerja | 100.0% | 0.0% | 100.0% |
| | 3-5Tahun | Count | 29 | 15 | 44 |
| | | % within Masa_Kerja | 65.9% | 34.1% | 100.0% |
| | 6-7 Tahun | Count | 39 | 18 | 57 |
| | | % within Masa_Kerja | 68.4% | 31.6% | 100.0% |
| | >8 Tahun | Count | 46 | 19 | 65 |
| | | % within Masa_Kerja | 70.8% | 29.2% | 100.0% |
| Total | | Count | 116 | 52 | 168 |
| | | % within Masa_Kerja | 69.0% | 31.0% | 100.0% |

Masa_Kerja * Exhausted Crosstabulation

| | | | Exhaustedd | | Total |
|------------|-----------|---------------------|------------|--------|--------|
| | | | Tinggi | Rendah | |
| Masa_Kerja | 1-2 Tahun | Count | 2 | 0 | 2 |
| | | % within Masa_Kerja | 100.0% | 0.0% | 100.0% |
| | 3-5Tahun | Count | 16 | 28 | 44 |
| | | % within Masa_Kerja | 36.4% | 63.6% | 100.0% |
| | 6-7 Tahun | Count | 32 | 25 | 57 |
| | | % within Masa_Kerja | 56.1% | 43.9% | 100.0% |
| | >8 Tahun | Count | 32 | 33 | 65 |
| | | % within Masa_Kerja | 49.2% | 50.8% | 100.0% |
| Total | | Count | 82 | 86 | 168 |
| | | % within Masa_Kerja | 48.8% | 51.2% | 100.0% |

Masa_Kerja * Job_Crafting Crosstabulation

| | | | Job_Crafting | | Total |
|------------|-----------|---------------------|--------------|--------|--------|
| | | | Tinggi | Rendah | |
| Masa_Kerja | 1-2 Tahun | Count | 2 | 0 | 2 |
| | | % within Masa_Kerja | 100.0% | 0.0% | 100.0% |
| | 3-5Tahun | Count | 32 | 12 | 44 |
| | | % within Masa_Kerja | 72.7% | 27.3% | 100.0% |
| | 6-7 Tahun | Count | 41 | 16 | 57 |
| | | % within Masa_Kerja | 71.9% | 28.1% | 100.0% |
| | >8 Tahun | Count | 48 | 17 | 65 |
| | | % within Masa_Kerja | 73.8% | 26.2% | 100.0% |
| Total | | Count | 123 | 45 | 168 |
| | | % within Masa_Kerja | 73.2% | 26.8% | 100.0% |

Pendidikan * Job_Demand Crosstabulation

| | | Job_Demand | | Total | |
|------------|------|---------------------|--------|-------|--------|
| | | Tinggi | Rendah | | |
| Pendidikan | DIII | Count | 47 | 14 | 61 |
| | | % within Pendidikan | 77.0% | 23.0% | 100.0% |
| | S1 | Count | 65 | 18 | 83 |
| | | % within Pendidikan | 78.3% | 21.7% | 100.0% |
| | S2 | Count | 16 | 4 | 20 |
| | | % within Pendidikan | 80.0% | 20.0% | 100.0% |
| | S3 | Count | 3 | 1 | 4 |
| | | % within Pendidikan | 75.0% | 25.0% | 100.0% |
| Total | | Count | 131 | 37 | 168 |
| | | % within Pendidikan | 78.0% | 22.0% | 100.0% |

Pendidikan * Job_Resources Crosstabulation

| | | Job_Resources | | Total | |
|------------|------|---------------------|--------|-------|--------|
| | | Tinggi | Rendah | | |
| Pendidikan | DIII | Count | 43 | 18 | 61 |
| | | % within Pendidikan | 70.5% | 29.5% | 100.0% |
| | S1 | Count | 61 | 22 | 83 |
| | | % within Pendidikan | 73.5% | 26.5% | 100.0% |
| | S2 | Count | 16 | 4 | 20 |
| | | % within Pendidikan | 80.0% | 20.0% | 100.0% |
| | S3 | Count | 3 | 1 | 4 |
| | | % within Pendidikan | 75.0% | 25.0% | 100.0% |
| Total | | Count | 123 | 45 | 168 |
| | | % within Pendidikan | 73.2% | 26.8% | 100.0% |

Pendidikan * Work_Engagement Crosstabulation

| | | Work_Engagement | | Total | |
|------------|------|---------------------|--------|-------|--------|
| | | Tinggi | Rendah | | |
| Pendidikan | DIII | Count | 41 | 20 | 61 |
| | | % within Pendidikan | 67.2% | 32.8% | 100.0% |
| | S1 | Count | 56 | 27 | 83 |
| | | % within Pendidikan | 67.5% | 32.5% | 100.0% |
| | S2 | Count | 16 | 4 | 20 |
| | | % within Pendidikan | 80.0% | 20.0% | 100.0% |
| | S3 | Count | 3 | 1 | 4 |
| | | % within Pendidikan | 75.0% | 25.0% | 100.0% |
| Total | | Count | 116 | 52 | 168 |
| | | % within Pendidikan | 69.0% | 31.0% | 100.0% |

Pendidikan * Exhausted Crosstabulation

| | | Exhaustedd | | Total | |
|------------|------|---------------------|--------|-------|--------|
| | | Tinggi | Rendah | | |
| Pendidikan | DIII | Count | 33 | 28 | 61 |
| | | % within Pendidikan | 54.1% | 45.9% | 100.0% |
| | S1 | Count | 37 | 46 | 83 |
| | | % within Pendidikan | 44.6% | 55.4% | 100.0% |
| | S2 | Count | 10 | 10 | 20 |
| | | % within Pendidikan | 50.0% | 50.0% | 100.0% |
| | S3 | Count | 2 | 2 | 4 |
| | | % within Pendidikan | 50.0% | 50.0% | 100.0% |
| Total | | Count | 82 | 86 | 168 |
| | | % within Pendidikan | 48.8% | 51.2% | 100.0% |

Pendidikan * Job_Crafting Crosstabulation

| | | Job_Crafting | | Total | |
|------------|------|---------------------|--------|-------|--------|
| | | Tinggi | Rendah | | |
| Pendidikan | DIII | Count | 44 | 17 | 61 |
| | | % within Pendidikan | 72.1% | 27.9% | 100.0% |
| | S1 | Count | 60 | 23 | 83 |
| | | % within Pendidikan | 72.3% | 27.7% | 100.0% |
| | S2 | Count | 16 | 4 | 20 |
| | | % within Pendidikan | 80.0% | 20.0% | 100.0% |
| | S3 | Count | 3 | 1 | 4 |
| | | % within Pendidikan | 75.0% | 25.0% | 100.0% |
| Total | | Count | 123 | 45 | 168 |
| | | % within Pendidikan | 73.2% | 26.8% | 100.0% |

Status * Job_Demand Crosstabulation

| | | Job_Demand | | Total | |
|--------|---------|-----------------|--------|-------|--------|
| | | Tinggi | Rendah | | |
| Status | PNS | Count | 7 | 2 | 9 |
| | | % within Status | 77.8% | 22.2% | 100.0% |
| | Lainnya | Count | 124 | 35 | 159 |
| | | % within Status | 78.0% | 22.0% | 100.0% |
| Total | | Count | 131 | 37 | 168 |
| | | % within Status | 78.0% | 22.0% | 100.0% |

Status * Job_Resources Crosstabulation

| | | Job_Resources | | Total | |
|--------|---------|-----------------|--------|-------|--------|
| | | Tinggi | Rendah | | |
| Status | PNS | Count | 7 | 2 | 9 |
| | | % within Status | 77.8% | 22.2% | 100.0% |
| | Lainnya | Count | 116 | 43 | 159 |
| | | % within Status | 73.0% | 27.0% | 100.0% |
| Total | | Count | 123 | 45 | 168 |
| | | % within Status | 73.2% | 26.8% | 100.0% |

Status * Work_Engagement Crosstabulation

| | | Work_Engagement | | Total | |
|--------|---------|-----------------|--------|-------|--------|
| | | Tinggi | Rendah | | |
| Status | PNS | Count | 6 | 3 | 9 |
| | | % within Status | 66.7% | 33.3% | 100.0% |
| | Lainnya | Count | 110 | 49 | 159 |
| | | % within Status | 69.2% | 30.8% | 100.0% |
| Total | | Count | 116 | 52 | 168 |
| | | % within Status | 69.0% | 31.0% | 100.0% |

Status * Exhausted Crosstabulation

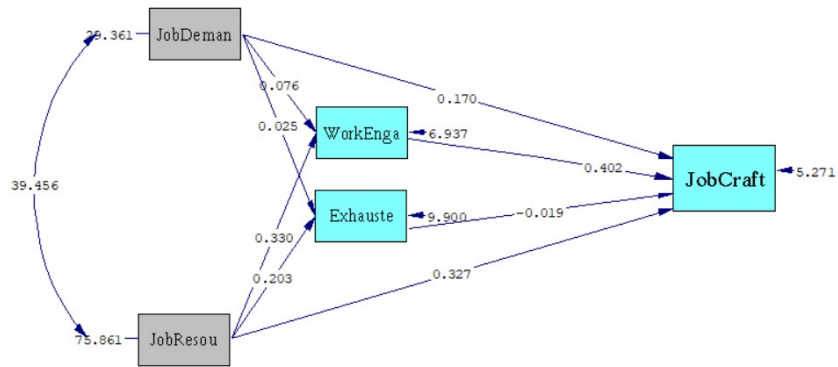
| | | Exhausted | | Total | |
|--------|---------|-----------------|--------|-------|--------|
| | | Tinggi | Rendah | | |
| Status | PNS | Count | 4 | 5 | 9 |
| | | % within Status | 44.4% | 55.6% | 100.0% |
| | Lainnya | Count | 78 | 81 | 159 |
| | | % within Status | 49.1% | 50.9% | 100.0% |
| Total | | Count | 82 | 86 | 168 |
| | | % within Status | 48.8% | 51.2% | 100.0% |

Status * Job_Crafting Crosstabulation

| | | Job_Crafting | | Total | |
|--------|---------|-----------------|--------|-------|--------|
| | | Tinggi | Rendah | | |
| Status | PNS | Count | 6 | 3 | 9 |
| | | % within Status | 66.7% | 33.3% | 100.0% |
| | Lainnya | Count | 117 | 42 | 159 |
| | | % within Status | 73.6% | 26.4% | 100.0% |
| Total | | Count | 123 | 45 | 168 |
| | | % within Status | 73.2% | 26.8% | 100.0% |

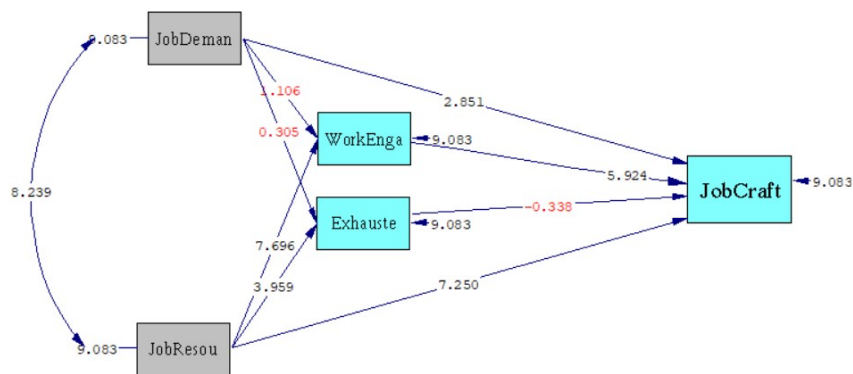
3. Multivariat

Hasil: Koefisien Jalur (Pengujian Pengaruh Langsung dan Tidak Langsung) (Direct Effect)



Chi-Square=11.99, df=1, P-value=0.00054, RMSEA=0.258

Gambar 1. Estimate



Chi-Square=11.99, df=1, P-value=0.00054, RMSEA=0.258

Gambar 2. T-Values

Number of Iterations = 0

LISREL Estimates (Maximum Likelihood)

Structural Equations

WorkEnga = 0.0763*JobDeman + 0.330*JobResou, Errorvar.= 6.937 , R² = 0.601
 (0.0690) (0.0429) (0.764)
 1.106 7.696 9.083

Exhauste = 0.0252*JobDeman + 0.203*JobResou, Errorvar.= 9.900 , R² = 0.264
 (0.0824) (0.0513) (1.090)
 0.305 3.959 9.083

JobCraft = 0.402*WorkEnga - 0.0192*Exhauste + 0.172*JobDeman + 0.327*JobResou, Errorvar.= 5.271 , R² = 0.828
 (0.0679) (0.0568) (0.0604) (0.0451) (0.580)
 5.924 -0.338 2.851 7.250 9.083

| Pengaruh Langsung | Koefisien Jalur | Standard Error | Nilai Statistik T (T Hitung) | R Square (Koefisien Determinasi) |
|--|-----------------|----------------|----------------------------------|----------------------------------|
| Job Demand Terhadap Work Engagement | 0.0763 | 0.0690 | 1.106 < 1.96 (Tidak Signifikan) | 0.601 |
| Job Resources Terhadap Work Engagement | 0.330 | 0.0429 | 7.696 > 1.96 (Signifikan) | |
| Job Demand Terhadap Exhausted | 0.0252 | 0.0824 | 0.305 < 1.96 (Tidak Signifikan) | 0.264 |
| Job Resources Terhadap Exhausted | 0.203 | 0.0513 | 3.959 > 1.96 (Signifikan) | |
| Work Engagement Terhadap Job Crafting | 0.402 | 0.0679 | 5.924 > 1.96 (Signifikan) | 0.828 |
| Exhausted Terhadap Job Crafting | -0.0192 | 0.0568 | -0.338 < 1.96 (Tidak Signifikan) | |
| Job Demand Terhadap Job Crafting | 0.172 | 0.0604 | 2.851 > 1.96 (Signifikan) | |
| Job Resources Terhadap Job Crafting | 0.327 | 0.0451 | 7.250 > 1.96 (Signifikan) | |

Hasil : Pengujian Pengaruh Tidak Langsung (*Indirect Effect*)

Indirect Effects of X on Y

| | <u>Job Demand</u> | <u>Job Resources</u> |
|-----------------|---------------------------|---------------------------|
| Work Engagement | - - | - - |
| Exhausted | - - | - - |
| Job Crafting | 0.030 (0.028) 1.067 | 0.129 (0.031) 4.217 |

Lampiran 5. Dokumentasi Penelitian





