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KUESIONER PENELITIAN

PENGARUH *JOB DEMANDS-RESOURCES* (JD-R) TERHADAP *JOB SATISFACTION* MELALUI *WORK ENGAGEMENT* DAN *BURNOUT* PADA PERAWAT DI RSUD LABUANG BAJI MAKASSAR

KUESIONER

YORIM YUDITA

K022211005



**PRODI MAGISTER ADMINSTRASI 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-RESOURCES (JD-R)* TERHADAP *JOB SATISFACTION* MELALUI *WORK ENGAGEMENT* DAN *BURNOUT* PADA PERAWAT DI RSUD LABUANG BAJI MAKASSAR**”.

Penelitian ini tidak akan menimbulkan kerugian bagi Bapak/ Ibu sebagai responden. Kerahasiaan semua informasi yang diberikan akan dijaga dan hanya digunakan untuk kepentingan penelitian. Apabila Bapak/ Ibu menyetujui, mohon untuk kesediannya menandatangani lembar persetujuan dan menjawab pertanyaan yang saya lampirkan pada surat ini.

Atas perhatiannya dan kesediaan Bapak/ Ibu sebagai responden saya ucapkan terima kasih.

Makassar, Mei 2023

Peneliti

Yorim Yudita, SKM
(No. Hp: 082240690987)

PENTUNJUK 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.

A. Identitas Responden	
No. Responden	: (Diisi oleh peneliti)
Nama Responden	:
Umur	: Tahun
Jenis Kelamin	: <input type="checkbox"/> Laki-Laki <input type="checkbox"/> Perempuan
Unit Kerja	:
Lama Kerja di RS saat ini	: Tahun
Jumlah Jam Kerja	: <input type="checkbox"/> < 20 Jam Seminggu <input type="checkbox"/> 20-39 Jam Seminggu <input type="checkbox"/> ≥ 40 Jam Seminggu
Status Kepegawaian	: <input type="checkbox"/> PNS <input type="checkbox"/> Non PNS <input type="checkbox"/> Sukarela
Tingkat Pendidikan Terakhir	: <input type="checkbox"/> SLTA/ SPK/ Sederajat <input type="checkbox"/> D3/ Sederajat <input type="checkbox"/> D4/ S1/ Sederajat <input type="checkbox"/> S2 <input type="checkbox"/> S3
Tugas Utama	: <input type="checkbox"/> Kepala Ruangan <input type="checkbox"/> Perawat Pelaksana <input type="checkbox"/> Perawat Primer
Tugas Tambahan *Isi Jika Ada	:

PETUNJUK PENGISIAN:

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

Daftar Pertanyaan Berdasarkan Variabel Penelitian						
KODE	<i>B. Job Demands</i>	Tidak Pernah	Jarang	Kadang-Kadang	Sering	Selalu
WO 1	Saya harus bekerja dengan sangat cepat					
WO 2	Saya memiliki terlalu banyak pekerjaan yang harus dilakukan					
WO 3	Saya harus bekerja ekstra keras untuk menyelesaikan pekerjaan saya					
WO 4	Saya bekerja di bawah tekanan waktu					
ED 1	Pekerjaan saya menuntut banyak hal dari saya secara emosional					
ED 2	Saya dihadapkan pada hal-hal yang mempengaruhi saya secara pribadi dalam pekerjaan saya					
ED 3	Pekerjaan saya menempatkan saya dalam situasi yang mengganggu secara emosional					
ML 1	Pekerjaan saya menuntut saya untuk berkonsentrasi penuh dalam bekerja					
ML 2	Pekerjaan saya membutuhkan pemikiran terus-menerus					
ML 3	Dalam bekerja saya harus memberikan perhatian terus menerus pada pekerjaan saya					

KODE	<i>C. Job Resources</i>	Tidak Pernah	Jarang	Kadang-Kadang	Sering	Selalu
JA 1	Saya memiliki kebebasan dalam menjalankan aktivitas pekerjaan					

KODE	<i>C. Job Resources</i>	Tidak Pernah	Jarang	Kadang-Kadang	Sering	Selalu
	saya					
JA 2	Saya memiliki pengaruh dalam membuat perencanaan terhadap aktivitas pekerjaan saya					
JA 3	Saya memiliki pengaruh dalam menentukan kecepatan saya saat bekerja					
JA 4	Saya dapat memutuskan bagaimana menyelesaikan pekerjaan saya sendiri					
PF 1	Saya menerima informasi yang cukup tentang tujuan pekerjaan saya					
PF 2	Saya menerima informasi yang cukup tentang hasil pekerjaan saya					
PF 3	Pekerjaan saya memberi saya kesempatan untuk menilai seberapa baik saya melakukan pekerjaan saya					
PF 4	Pekerjaan saya memberi umpan balik langsung tentang seberapa baik saya menyelesaikan pekerjaan					
PF 5	Atasan saya memberi tahu saya tentang seberapa baik saya melakukan pekerjaan saya					
PF 6	Rekan kerja saya memberi tahu saya tentang seberapa baik saya melakukan pekerjaan saya					
SS 1	Rekan kerja saya sering memberikan bantuan dan dukungan dalam bekerja					
SS 2	Atasan saya mau mendengarkan masalah terkait dengan pekerjaan saya					
SS 3	Saya sering mendapatkan bantuan					

KODE	<i>C. Job Resources</i>	Tidak Pernah	Jarang	Kadang-Kadang	Sering	Selalu
	dan dukungan dari atasan langsung					

KODE	<i>D. Personal Resources</i>	STS	TS	KS	S	SS
SE 1	Saya selalu dapat menyelesaikan masalah yang sulit jika saya berusaha keras					
SE 2	Saya mampu mencari cara untuk menyelesaikan masalah jika terdapat sesuatu yang menghambat tujuan saya					
SE 3	Mudah bagi saya untuk tetap pada tujuan dan mencapai tujuan saya					
SE 4	Saya yakin bahwa saya dapat bertindak dengan baik dalam situasi yang tidak terduga					
SE 5	Berkat kemampuan saya, saya tahu bagaimanacara menghadapi situasi yang tidak terduga					
SE 6	Saya dapat menyelesaikan berbagai permasalahan jika saya sungguh-sungguh dalam melakukannya					
SE 7	Saya dapat tetap tenang saat menghadapi kesulitan karena saya dapat mengandalkan kemampuan saya untuk mengatasi hal tersebut					
SE 8	Saat berhadapan dengan sebuah masalah, saya mempunyai banyak ide untuk mengatasinya					
SE 9	Ketika berada dalam situasi sulit, saya dapat memikirkan cara untuk keluar dari kesulitan tersebut					
SE 10	Apapun yang terjadi, saya akan dapat mengatasi masalah saya dengan baik					
OBSE 1	Saya sentiasa dinilai serius saat bekerja					

KODE	<i>D. Personal Resources</i>	STS	TS	KS	S	SS
OBSE 2	Saat bekerja saya sangat dipercaya dalam melakukan pekerjaan saya					
OBSE 3	Saya memiliki peran yang sangat penting dalam menyelesaikan pekerjaan					
OBSE 4	Saya dapat membawa perubahan yang lebih baik saat bekerja					
OBSE 5	Saya sangat dihargai dalam bekerja					
OBSE 6	Saya suka memberi bantuan saat bekerja					
OBSE 7	Saya merasa bahwa diri saya cukup berharga saat bekerja					
OBSE 8	Saya suka bekerjasama dalam bekerja					
OP 1	Saya adalah seorang yang dapat dipercayai					
OP 2	Saya sangat efisien dalam bekerja					
OP 3	Dalam waktu yang tidak pasti, saya biasanya mengharapkan yang terbaik					
OP 5	Saya selalu optimis dengan masa depan saya					

KODE	<i>E. Work Engagement</i>	Tidak Pernah	Jarang	Kadang-Kadang	Sering	Selalu
VI 1	Di tempat kerja saya, saya selalu merasa penuh dengan semangat					
VI 2	Saya merasa energi saya cukup besar untuk menyelesaikan pekerjaan saya					
VI 3	Saat bangun tidur di pagi hari, saya merasa seperti pergi bekerja					
DE 1	Semangat saya selalu tinggi Ketika harus mengerjakan pekerjaan di RS					
DE 2	Pekerjaan yang saya lakukan terasa menginspirasi					

DE 3	Pekerjaan saya sebagai sumber kebanggaan bagi diri saya					
AB 1	Saya merasa senang ketika saya bekerja secara intens dan bersungguh-sungguh					
AB 2	Saya merasa waktu berlalu begitu cepat ketika saya sedang bekerja					
AB 3	Ketika saya bekerja, saya lupa segala sesuatu yang lain di sekitar saya					

KODE	<i>F. Burnout</i>	Tidak Pernah	Jarang	Sering	Selalu
EE 1	Saya merasa pekerjaan ini menguras emosi				
EE 2	Bekerja dengan orang lain sepanjang hari membutuhkan usaha yang besar				
EE 3	Saya merasa pekerjaan ini membuat lelah secara fisik dan emosional				
EE 4	Saya merasa frustrasi dengan pekerjaan ini				
EE 5	Saya merasa terlalu keras dalam bekerja				
EE 6	Terlalu banyak bekerja dengan orang secara langsung membuat saya tertekan				
EE 7	Saya merasa putus asa dengan pekerjaan				
DP 1	Saya merasa menyelesaikan pekerjaan dengan semena-mena, seolah mereka adalah obyek				
DP 2	Saya merasa setiap pagi lelah karena harus menghadapi hari untuk bekerja				
DP 3	Saya mempunyai kesan bahwa beberapa rekan kerja membuat saya merasa bertanggung jawab terhadap masalah yang terjadi				
DP 4	Saya sungguh tidak peduli dengan apa yang terjadi dengan rekan kerja saya				
DP 5	Saya menjadi tidak sensitif kepada orang lain				

KODE	<i>F. Burnout</i>	Tidak Pernah	Jarang	Sering	Selalu
	ketika saya bekerja				
DP 6	Saya takut pekerjaan ini membuat saya menjadi tidak peduli				
PC 1	Saya tidak mampu menyelesaikan banyak hal penting dalam pekerjaan				
PC 2	Saya merasa tidak bersemangat dalam melakukan pekerjaan				
PC 3	Saya tidak mudah dapat memahami perasaan rekan kerja saya				
PC 4	Saya tidak mampu mengurus masalah rekan kerja saya dengan efektif				
PC 5	Dalam bekerja saya tidak mampu mengendalikan emosi dengan tenang				
PC 6	Melalui pekerjaan, saya merasa tidak dapat memberikan emosi dengan tenang				
PC 7	Saya tidak mampu menciptakan suasana yang santai dengan rekan kerja				
PC 8	Saya kurang bersemangat kembali meskipun saat saya dekat dengan rekan kerja dalam bekerja				

KODE	<i>G. Job Satisfaction</i>	STS	TS	KS	S	SS
TW 1	Rekan kerja saya berkomitmen untuk melakukan pekerjaan yang berkualitas					
TW 3	Saya merasa menjadi bagian dari tim dalam bekerja untuk mencapai tujuan bersama					
TW 4	Saya dapat merasakan semangat bekerjasama di dalam organisasi ini.					
TW 5	Saya mendapat bantuan dari rekan kerja saya jika saya membutuhkan					
LD 1	Atasan saya menunjukkan komitmen dalam mendukung peningkatan kinerja di					

KODE	<i>G. Job Satisfaction</i>	STS	TS	KS	S	SS
	Rumah Sakit					
LD 2	Jelas bagi saya apa yang diharapkan atasan saya dari kinerja pekerjaan saya					
LD 3	Atasan saya dapat menjawab pertanyaan atau masalah saya					
LD 4	Atasan saya memiliki keterampilan manajemen yang kuat					
RR 2	Kenaikan gaji tahunan saya adalah wajar					
RR 3	Proses yang digunakan untuk menentukan promosi/ kenaikan dilakukan secara adil dan wajar					
RR 4	Saya menerima pengakuan atau pujian yang tepat untuk pekerjaan yang saya selesaikan dengan baik					
EP 1	Saya memahami visi Rumah sakit dengan baik					
EP 3	Saya merasa telah berkontribusi pada rencana dan misi Rumah Sakit					
EP 4	Pekerjaan saya memanfaatkan keterampilan dan kemampuan saya dengan baik.					
EP 5	Saya puas dengan keterlibatan saya dalam pengambilan keputusan yang mempengaruhi pekerjaan saya					
TD 1	Pelatihan yang diberikan oleh pihak Rumah Sakit kepada saya adalah mencukupi.					
TD 2	Pihak Rumah Sakit selalu menyediakan pelatihan yang saya butuhkan					
TD 3	Pelatihan yang ditawarkan oleh Rumah Sakit membantu saya menjadi efektif dan efisien dalam pekerjaan saya					
TD 4	Rumah sakit mendorong pendidikan lanjutan dan pertumbuhan profesional saya					

KODE	<i>G. Job Satisfaction</i>	STS	TS	KS	S	SS
TD 5	Saya memiliki kesempatan di tempat kerja untuk belajar dan berkembang					
WH 1	Saya puas dengan total jam kerja saya saat bekerja					
WH 2	Saya diberikan kebebasan dalam mengatur waktu bekerja saya					
WH 3	Saya memiliki fleksibilitas untuk mengelola minat pekerjaan dan non pekerjaan saya, mis: Tanggung jawab merawat, studi, minat olahraga, dll.					
C 1	Rumah Sakit melakukan pekerjaan yang sangat baik untuk memberi tahu karyawan tentang hal-hal yang memengaruhi kami saat bekerja					
C 2	Manajemen dengan jelas menjelaskan alasan di balik keputusan pada isu-isu penting yang ada di Rumah Sakit					
C 4	Atasan saya dengan jelas mengomunikasikan harapannya tentang kinerja pekerjaan saya					
WC 1	Kondisi kerja fisik saya (pencahayaan, ventilasi, ergonomis, dll) baik					
WC 2	Saya memiliki alat dan sumber daya yang saya butuhkan untuk melakukan pekerjaan saya dengan baik					
WC 3	Jumlah pekerjaan yang dibebankan ke saya masuk akal					

LAMPIRAN

Lampiran 1. 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, website: <https://fkm.unhas.ac.id/>

REKOMENDASI PERSETUJUAN ETIK

Nomor : 3606/UN4.14.1/TP.01.02/2023

Tanggal : 16 Mei 2023

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

No. Protokol	8523052087	No. Sponsor Protokol	
Peneliti Utama	Yorim Yudita	Sponsor	Pribadi
Judul Peneliti	Pengaruh <i>Job Demand-Resources</i> terhadap <i>Job Satisfaction</i> melalui <i>Work Engagement</i> dan <i>Burnout</i> Pada Perawat di RSUD Labuang Baji Makassar		
No. Versi Protokol	1	Tanggal Versi	08 Mei 2023
No. Versi PSP	1	Tanggal Versi	08 Mei 2023
Tempat Penelitian	RSUD Labuang Baji Makassar		
Judul Review	<input type="checkbox"/> Exempted <input checked="" type="checkbox"/> Expedited <input type="checkbox"/> Fullboard	Masa Berlaku 16 Mei 2023 Sampai 16 Mei 2024	Frekuensi review lanjutan
Ketua Komisi Etik Penelitian	Nama : Prof.dr. Veni Hadju, M.Sc., Ph.D	Tanda tangan 	Tanggal 16 Mei 2023
Sekretaris komisi Etik Penelitian	Nama : Dr. Wahiduddin, SKM., M.Kes	Tanda tangan 	Tanggal 16 Mei 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. Melaporakn penyimpangan dari protocol yang disetujui (protocol deviation/violation)
6. Mematuhi semua peraturan yang ditentukan

Lampiran 2. Surat Izin Penelitian Dari Fakultas Kesehatan Masyarakat



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

Nomor : 21409/UN4.14.1/PT.01.04/2023
Lampiran :
Hal : Permohonan Izin Penelitian an Yorim Yudita

28 April 2023

Kepada Yth :
Gubernur Provinsi Sulawesi Selatan
Cq. Kepala UPT P2T, BKPM
Provinsi Sulawesi Selatan
Makassar

Dengan hormat kami sampaikan bahwa mahasiswa Program Studi Magister Administrasi Rumah Sakit Fakultas Kesehatan Masyarakat Universitas Hasanuddin yang dibawah ini:

Nama : Yorim Yudita
NIM : K022211005
Program Pendidikan : Magister (S2)
Program Studi : Administrasi Rumah Sakit

Bermaksud melakukan penelitian dalam rangka persiapan penulisan tesis dengan judul

"PENGARUH JOB DEMAND - RESOURCES (JD-R) TERHADAP JOB SATISFACTION MELALUI WORK ENGAGEMENT DAN BURNOUT PADA PERAWAT DI RSUD LABUANG BAJI MAKASSAR"

Nama : 1. Dr. dr. A. Indahwati Sidin.,MHSM (Ketua)
2. Dr. Irwandy, SKM, M.Sc.PH, M.Kes (Anggota)
Lokasi Penelitian : RSUD LABUANG BAJI MAKASSAR
Waktu Penelitian : April 2023 - Juni 2023

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 Fakultas Kesehatan
Masyarakat



Dr. Wahiduddin, SKM., M.Kes.
NIP. 197604072005011004

Tembusan :

1. Dekan FKM Unhas (Sebagai laporan)
2. Ketua Program Studi Administrasi Rumah Sakit FKM-UNHAS
3. Kasubag Akademik dan Kemahasiswaan
4. Yorim Yudita
5. Peringgal




Catatan :

1. UU/ITE No. 11 Tahun 2008 Pasal 5 Ayat 1 "Informasi Elektronik dan/atau Dokumen Elektronik dan/atau hasil cetaknya merupakan alat bukti yang sah."
2. Dokumen ini telah diandatangani secara elektronik menggunakan sertifikat elektronik yang diterbitkan oleh BSR.



Lampiran 3. Surat Izin Penelitian dari DPMPSTP



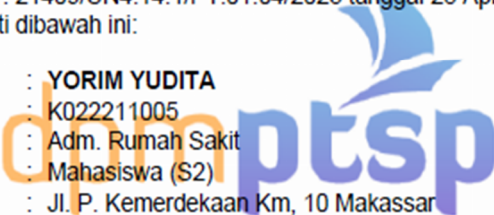
PEMERINTAH PROVINSI SULAWESI SELATAN
DINAS PENANAMAN MODAL DAN PELAYANAN TERPADU SATU PINTU
 Jl. Bougenville No.5 Telp. (0411) 441077 Fax. (0411) 448936
 Website : <http://simap-new.sulselprov.go.id> Email : ptsp@sulselprov.go.id
 Makassar 90231

Nomor	: 15993/S.01/PTSP/2023	Kepada Yth.
Lampiran	: -	Direktur RSUD Labuang Baji
Perihal	: <u>izin penelitian</u>	Makassar

di-
Tempat

Berdasarkan surat Wakil Dekan Bid. Akademik dan Kemahasiswaan Fak. Kesehatan Masyarakat UNHAS Makassar Nomor : 21409/UN4.14.1/PT.01.04/2023 tanggal 28 April 2023 perihal tersebut diatas, mahasiswa/peneliti dibawah ini:

N a m a	: YORIM YUDITA
Nomor Pokok	: K022211005
Program Studi	: Adm. 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 - RESOURCES (JD-R) TERHADAP JOB SATISFACTION MELALUI WORK ENGAGEMENT DAN BURNOUT PADA PERAWAT DI RSUD LABUANG BAJI MAKASSAR "

Yang akan dilaksanakan dari : Tgl. **29 April s/d 31 Mei 2023**

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 April 2023

A.n. GUBERNUR SULAWESI SELATAN
 KEPALA DINAS PENANAMAN MODAL DAN PELAYANAN TERPADU
 SATU PINTU PROVINSI SULAWESI SELATAN



Ir. H. SULKAF S LATIEF, M.M.
 Pangkat : PEMBINA UTAMA MADYA
 Nip : 19630424 198903 1 010

Tembusan Yth

1. Wakil Dekan Bid. Akademik dan Kemahasiswaan Fak. Kesehatan Masyarakat UNHAS Makassar di Makassar;
2. *Pertinggal.*

Nomor: 15993/S.01/PTSP/2023

KETENTUAN PEMEGANG IZIN PENELITIAN :

1. Sebelum dan sesudah melaksanakan kegiatan, kepada yang bersangkutan melapor kepada Bupati/Walikota C q. Kepala Bappelitbangda Prov. Sulsel, apabila kegiatan dilaksanakan di Kab/Kota
2. Penelitian tidak menyimpang dari izin yang diberikan
3. Mentaati semua peraturan perundang-undangan yang berlaku dan mengindahkan adat istiadat setempat
4. Menyerahkan 1 (satu) eksampulardcopy dan softcopy kepada Gubernur Sulsel. Cq. Kepala Badan Perencanaan Pembangunan Penelitian dan Pengembangan Daerah Prov. Sulsel
5. Surat izin akan dicabut kembali dan dinyatakan tidak berlaku apabila ternyata pemegang surat izin ini tidak mentaati ketentuan tersebut diatas.

REGISTRASI ONLINE IZIN PENELITIAN DI WEBSITE :

<https://izin-penelitian.sulselprov.go.id>

Lampiran 4. Hasil Uji Validitas dan Reliabel Variabel Penelitian

Hasil Uji Validitas dan Reliabel Variabel Penelitian No	Item-Test Correlati on	r tabel	Validitas	Nilai Cronbach's Alpha	Standar	Reliabilitas
Job Demands						
WO1	0,614	0,3061	Valid	0,844	0,60	Reliabel
WO 2	0,717	0,3061	Valid	0,838	0,60	Reliabel
WO 3	0,522	0,3061	Valid	0,850	0,60	Reliabel
WO 4	0,747	0,3061	Valid	0,831	0,60	Reliabel
ED 1	0,791	0,3061	Valid	0,824	0,60	Reliabel
ED 2	0,577	0,3061	Valid	0,845	0,60	Reliabel
ED 3	0,629	0,3061	Valid	0,841	0,60	Reliabel
ML 1	0,387	0,3061	Valid	0,862	0,60	Reliabel
ML 2	0,529	0,3061	Valid	0,849	0,60	Reliabel
ML 3	0,312	0,3061	Valid	0,869	0,60	Reliabel
Job Resources						
JA 1	0,653	0,3061	Valid	0,912	0,60	Reliabel
JA 2	0,500	0,3061	Valid	0,916	0,60	Reliabel
JA 3	0,827	0,3061	Valid	0,903	0,60	Reliabel
JA 4	0,345	0,3061	Valid	0,921	0,60	Reliabel
PF 1	0,873	0,3061	Valid	0,906	0,60	Reliabel
PF 2	0,860	0,3061	Valid	0,902	0,60	Reliabel
PF 3	0,845	0,3061	Valid	0,903	0,60	Reliabel
PF 4	0,824	0,3061	Valid	0,904	0,60	Reliabel
PF 5	0,653	0,3061	Valid	0,911	0,60	Reliabel
PF 6	0,589	0,3061	Valid	0,913	0,60	Reliabel
SS 1	0,537	0,3061	Valid	0,916	0,60	Reliabel
SS 2	0,310	0,3061	Valid	0,928	0,60	Reliabel
SS 3	0,819	0,3061	Valid	0,904	0,60	Reliabel
Personal Resources						
SE 1	0,567	0,3061	Valid	0,846	0,60	Reliabel
SE 2	0,593	0,3061	Valid	0,845	0,60	Reliabel
SE 3	0,503	0,3061	Valid	0,852	0,60	Reliabel
SE 4	0,677	0,3061	Valid	0,851	0,60	Reliabel
SE 5	0,827	0,3061	Valid	0,839	0,60	Reliabel
SE 6	0,610	0,3061	Valid	0,845	0,60	Reliabel
SE 7	0,610	0,3061	Valid	0,845	0,60	Reliabel
SE 8	0,591	0,3061	Valid	0,847	0,60	Reliabel
SE 9	0,691	0,3061	Valid	0,845	0,60	Reliabel
SE 10	0,677	0,3061	Valid	0,851	0,60	Reliabel
OBSE 1	0,456	0,3061	Valid	0,852	0,60	Reliabel
OBSE 2	0,379	0,3061	Valid	0,855	0,60	Reliabel
OBSE 3	0,334	0,3061	Valid	0,857	0,60	Reliabel
OBSE 5	0,498	0,3061	Valid	0,849	0,60	Reliabel
OBSE 6	0,633	0,3061	Valid	0,850	0,60	Reliabel
OBSE 7	0,436	0,3061	Valid	0,853	0,60	Reliabel
OBSE 8	0,500	0,3061	Valid	0,853	0,60	Reliabel
OP 1	0,601	0,3061	Valid	0,851	0,60	Reliabel
OP 2	0,350	0,3061	Valid	0,857	0,60	Reliabel
OP 3	0,359	0,3061	Valid	0,861	0,60	Reliabel
OP 5	0,343	0,3061	Valid	0,876	0,60	Reliabel
WORK ENGAGEMENT						
VI 1	0,462	0,3061	Valid	0,820	0,60	Reliabel
VI 2	0,315	0,3061	Valid	0,833	0,60	Reliabel
VI 3	0,539	0,3061	Valid	0,813	0,60	Reliabel

Hasil Uji Validitas dan Reliabel Variabel Penelitian No	Item-Test Correlation	r tabel	Validitas	Nilai Cronbach's Alpha	Standar	Reliabilitas
DE 1	0,686	0,3061	Valid	0,799	0,60	Reliabel
DE 2	0,666	0,3061	Valid	0,798	0,60	Reliabel
DE 3	0,531	0,3061	Valid	0,813	0,60	Reliabel
AB 1	0,553	0,3061	Valid	0,810	0,60	Reliabel
AB 2	0,566	0,3061	Valid	0,808	0,60	Reliabel
AB 3	0,553	0,3061	Valid	0,812	0,60	Reliabel
Job Satisfaction						
TW 1	0,319	0,3061	Valid	0,892	0,60	Reliabel
TW 3	0,652	0,3061	Valid	0,879	0,60	Reliabel
TW 4	0,492	0,3061	Valid	0,882	0,60	Reliabel
TW 5	0,679	0,3061	Valid	0,879	0,60	Reliabel
LD 1	0,444	0,3061	Valid	0,883	0,60	Reliabel
LD 2	0,486	0,3061	Valid	0,883	0,60	Reliabel
LD 3	0,765	0,3061	Valid	0,875	0,60	Reliabel
LD 4	0,511	0,3061	Valid	0,882	0,60	Reliabel
RR 2	0,360	0,3061	Valid	0,898	0,60	Reliabel
RR 3	0,414	0,3061	Valid	0,884	0,60	Reliabel
RR 4	0,470	0,3061	Valid	0,883	0,60	Reliabel
EP 1	0,428	0,3061	Valid	0,884	0,60	Reliabel
EP 3	0,609	0,3061	Valid	0,879	0,60	Reliabel
EP 4	0,505	0,3061	Valid	0,882	0,60	Reliabel
EP 5	0,471	0,3061	Valid	0,883	0,60	Reliabel
TD 1	0,626	0,3061	Valid	0,879	0,60	Reliabel
TD 2	0,611	0,3061	Valid	0,879	0,60	Reliabel
TD 3	0,431	0,3061	Valid	0,883	0,60	Reliabel
TD 4	0,543	0,3061	Valid	0,881	0,60	Reliabel
TD 5	0,380	0,3061	Valid	0,885	0,60	Reliabel
WH 1	0,397	0,3061	Valid	0,897	0,60	Reliabel
WH 2	0,326	0,3061	Valid	0,893	0,60	Reliabel
WH 3	0,356	0,3061	Valid	0,887	0,60	Reliabel
C1	0,743	0,3061	Valid	0,876	0,60	Reliabel
C2	0,620	0,3061	Valid	0,880	0,60	Reliabel
C4	0,482	0,3061	Valid	0,883	0,60	Reliabel
WC 1	0,654	0,3061	Valid	0,878	0,60	Reliabel
WC 2	0,640	0,3061	Valid	0,879	0,60	Reliabel
WC 3	0,587	0,3061	Valid	0,880	0,60	Reliabel

Lampiran 5. Output SPSS

Crosstabs

Kategori Umur * Job Demand

		Crosstab			
		Job Deman		Total	
		Rendah	Tinggi		
Kategori Umur	17-25 Tahun	Count	0	2	2
		% of Total	0.0%	1.2%	1.2%
	26-35 Tahun	Count	15	17	32
		% of Total	8.9%	10.1%	19.0%
	36-45 Tahun	Count	35	54	89
		% of Total	20.8%	32.1%	53.0%
	46-55 Tahun	Count	12	25	37
		% of Total	7.1%	14.9%	22.0%
	>56 Tahun	Count	2	6	8
		% of Total	1.2%	3.6%	4.8%
Total		Count	64	104	168
		% of Total	38.1%	61.9%	100.0%

Jenis Kelamin * Job Demand

		Crosstab			
		Job Deman		Total	
		Rendah	Tinggi		
Jenis Kelamin	Laki-laki	Count	5	12	17
		% of Total	3.0%	7.1%	10.1%
	Perempuan	Count	59	92	151
		% of Total	35.1%	54.8%	89.9%
Total		Count	64	104	168
		% of Total	38.1%	61.9%	100.0%

Unit Kerja * Job Demand

		Crosstab			
		Job Deman		Total	
		Rendah	Tinggi		
Unit Kerja	CVCU	Count	14	1	15
		% of Total	8.3%	0.6%	8.9%
	Hemodialisa	Count	5	2	7
		% of Total	3.0%	1.2%	4.2%
	IBS	Count	4	11	15
		% of Total	2.4%	6.5%	8.9%
	ICU	Count	0	20	20
		% of Total	0.0%	11.9%	11.9%
	IGD	Count	2	19	21
		% of Total	1.2%	11.3%	12.5%
	Rawat Inap (Anak)	Count	0	15	15
		% of Total	0.0%	8.9%	8.9%
	Rawat Inap (Baji Ampe)	Count	6	4	10
		% of Total	3.6%	2.4%	6.0%
	Rawat Inap (Baji Ati)	Count	5	12	17
		% of Total	3.0%	7.1%	10.1%
	Rawat Inap (Baji Nyawa)	Count	11	3	14
		% of Total	6.5%	1.8%	8.3%
	Rawat Inap (M. Baji)	Count	2	2	4
		% of Total	1.2%	1.2%	2.4%
	Rawat Jalan	Count	15	15	30
		% of Total	8.9%	8.9%	17.9%
Total		Count	64	104	168
		% of Total	38.1%	61.9%	100.0%

Lama Kerja di RS saat ini * Job Demand

Crosstab

			Job Deman		Total
			Rendah	Tinggi	
Lama Kerja di RS saat ini	1	Count	1	0	1
		% of Total	0.6%	0.0%	0.6%
	2	Count	1	3	4
		% of Total	0.6%	1.8%	2.4%
	3	Count	3	2	5
		% of Total	1.8%	1.2%	3.0%
	4	Count	0	2	2
		% of Total	0.0%	1.2%	1.2%
	5	Count	2	0	2
		% of Total	1.2%	0.0%	1.2%
	6	Count	1	1	2
		% of Total	0.6%	0.6%	1.2%
	8	Count	2	0	2
		% of Total	1.2%	0.0%	1.2%
	9	Count	1	0	1
		% of Total	0.6%	0.0%	0.6%
	10	Count	4	5	9
		% of Total	2.4%	3.0%	5.4%
	11	Count	3	2	5
		% of Total	1.8%	1.2%	3.0%
	12	Count	1	12	13
		% of Total	0.6%	7.1%	7.7%
	13	Count	2	5	7
		% of Total	1.2%	3.0%	4.2%
	14	Count	1	6	7
		% of Total	0.6%	3.6%	4.2%
	15	Count	1	8	9
		% of Total	0.6%	4.8%	5.4%
	16	Count	5	6	11
	% of Total	3.0%	3.6%	6.5%	
17	Count	0	5	5	
	% of Total	0.0%	3.0%	3.0%	
18	Count	7	7	14	
	% of Total	4.2%	4.2%	8.3%	
19	Count	3	1	4	
	% of Total	1.8%	0.6%	2.4%	
20	Count	11	9	20	
	% of Total	6.5%	5.4%	11.9%	
21	Count	0	6	6	
	% of Total	0.0%	3.6%	3.6%	
22	Count	2	2	4	
	% of Total	1.2%	1.2%	2.4%	
23	Count	4	1	5	
	% of Total	2.4%	0.6%	3.0%	
24	Count	1	0	1	
	% of Total	0.6%	0.0%	0.6%	
25	Count	5	3	8	
	% of Total	3.0%	1.8%	4.8%	
26	Count	1	1	2	
	% of Total	0.6%	0.6%	1.2%	
27	Count	1	2	3	
	% of Total	0.6%	1.2%	1.8%	
28	Count	0	3	3	
	% of Total	0.0%	1.8%	1.8%	
29	Count	0	4	4	

		% of Total	0.0%	2.4%	2.4%
	30	Count	0	2	2
		% of Total	0.0%	1.2%	1.2%
	31	Count	0	2	2
		% of Total	0.0%	1.2%	1.2%
	32	Count	0	2	2
		% of Total	0.0%	1.2%	1.2%
	34	Count	1	1	2
		% of Total	0.6%	0.6%	1.2%
	35	Count	0	1	1
		% of Total	0.0%	0.6%	0.6%
Total		Count	64	104	168
		% of Total	38.1%	61.9%	100.0%

Jam Kerja * Job Demand

Crosstab

		Job Deman		Total	
		Rendah	Tinggi		
Jam Kerja	<20 Jam Seminggu	Count	0	1	1
		% of Total	0.0%	0.6%	0.6%
	20-39 Jam Seminggu	Count	27	25	52
		% of Total	16.1%	14.9%	31.0%
	≥40 Jam Seminggu	Count	37	78	115
		% of Total	22.0%	46.4%	68.5%
Total	Count	64	104	168	
	% of Total	38.1%	61.9%	100.0%	

Status Kepegawaian * Job Demand

Crosstab

		Job Deman		Total	
		Rendah	Tinggi		
Status Kepegawaian	PNS	Count	55	82	137
		% of Total	32.7%	48.8%	81.5%
	Non PNS	Count	6	4	10
		% of Total	3.6%	2.4%	6.0%
	Sukarela	Count	3	18	21
		% of Total	1.8%	10.7%	12.5%
Total	Count	64	104	168	
	% of Total	38.1%	61.9%	100.0%	

Tingkat Pendidikan * Job Demand

Crosstab

		Job Deman		Total	
		Rendah	Tinggi		
Tingkat Pendidikan	D3/ Sederajat	Count	10	18	28
		% of Total	6.0%	10.7%	16.7%
	DIV/ S1	Count	38	44	82
		% of Total	22.6%	26.2%	48.8%
	S2	Count	4	1	5
		% of Total	2.4%	0.6%	3.0%
	Ners	Count	12	41	53
		% of Total	7.1%	24.4%	31.5%
	Total	Count	64	104	168
		% of Total	38.1%	61.9%	100.0%

Kategori Umur * JobDemand

Crosstab

		JobDemand		Total	
		Rendah	Tinggi		
Kategori Umur	17-25 Tahun	Count	0	2	2
		% of Total	0.0%	1.2%	1.2%
	26-35 Tahun	Count	13	19	32

		% of Total	7.7%	11.3%	19.0%
	36-45 Tahun	Count	31	58	89
		% of Total	18.5%	34.5%	53.0%
	46-55 Tahun	Count	11	26	37
		% of Total	6.5%	15.5%	22.0%
	>56 Tahun	Count	2	6	8
		% of Total	1.2%	3.6%	4.8%
Total		Count	57	111	168
		% of Total	33.9%	66.1%	100.0%

Kategori Umur * JobResources

Crosstab

		JobResources		Total
		Rendah	Tinggi	
Kategori Umur	17-25 Tahun	Count	0	2
		% of Total	0.0%	1.2%
	26-35 Tahun	Count	6	26
		% of Total	3.6%	15.5%
	36-45 Tahun	Count	19	70
		% of Total	11.3%	41.7%
	46-55 Tahun	Count	7	30
		% of Total	4.2%	17.9%
	>56 Tahun	Count	2	6
		% of Total	1.2%	3.6%
Total		Count	34	134
		% of Total	20.2%	79.8%

Kategori Umur * PersonalResources

Crosstab

		PersonalResources		Total
		Rendah	Tinggi	
Kategori Umur	17-25 Tahun	Count	0	2
		% of Total	0.0%	1.2%
	26-35 Tahun	Count	6	26
		% of Total	3.6%	15.5%
	36-45 Tahun	Count	21	68
		% of Total	12.5%	40.5%
	46-55 Tahun	Count	6	31
		% of Total	3.6%	18.5%
	>56 Tahun	Count	2	6
		% of Total	1.2%	3.6%
Total		Count	35	133
		% of Total	20.8%	79.2%

Kategori Umur * WorkEngagement

Crosstab

		WorkEngagement		Total
		Rendah	Tinggi	
Kategori Umur	17-25 Tahun	Count	0	2
		% of Total	0.0%	1.2%
	26-35 Tahun	Count	2	30
		% of Total	1.2%	17.9%
	36-45 Tahun	Count	15	74
		% of Total	8.9%	44.0%
	46-55 Tahun	Count	7	30
		% of Total	4.2%	17.9%
	>56 Tahun	Count	3	5
		% of Total	1.8%	3.0%
Total		Count	27	141
		% of Total	16.1%	83.9%

Kategori Umur * Burnout**Crosstab**

		Burnout		Total
		Rendah	Tinggi	
Kategori Umur	17-25 Tahun	Count	0	2
		% of Total	0.0%	1.2%
	26-35 Tahun	Count	5	27
		% of Total	3.0%	16.1%
	36-45 Tahun	Count	28	61
		% of Total	16.7%	36.3%
	46-55 Tahun	Count	6	31
		% of Total	3.6%	18.5%
	>56 Tahun	Count	3	5
		% of Total	1.8%	3.0%
Total	Count	42	126	168
	% of Total	25.0%	75.0%	100.0%

Kategori Umur * JobSatisfaction**Crosstab**

		JobSatisfaction		Total
		Rendah	Tinggi	
Kategori Umur	17-25 Tahun	Count	2	0
		% of Total	1.2%	0.0%
	26-35 Tahun	Count	23	9
		% of Total	13.7%	5.4%
	36-45 Tahun	Count	72	17
		% of Total	42.9%	10.1%
	46-55 Tahun	Count	32	5
		% of Total	19.0%	3.0%
	>56 Tahun	Count	4	4
		% of Total	2.4%	2.4%
Total	Count	133	35	168
	% of Total	79.2%	20.8%	100.0%

Jenis Kelamin * JobDemand**Crosstab**

		JobDemand		Total
		Rendah	Tinggi	
Jenis Kelamin	Laki-laki	Count	5	12
		% of Total	3.0%	7.1%
	Perempuan	Count	52	99
		% of Total	31.0%	58.9%
Total	Count	57	111	168
	% of Total	33.9%	66.1%	100.0%

Jenis Kelamin * JobResources**Crosstab**

		JobResources		Total
		Rendah	Tinggi	
Jenis Kelamin	Laki-laki	Count	1	16
		% of Total	0.6%	9.5%
	Perempuan	Count	33	118
		% of Total	19.6%	70.2%
Total	Count	34	134	168
	% of Total	20.2%	79.8%	100.0%

Jenis Kelamin * PersonalResources**Crosstab**

		PersonalResources		Total
		Rendah	Tinggi	
Jenis Kelamin	Laki-laki	Count	0	17
		% of Total	0.0%	10.1%
	Perempuan	Count	35	116
		% of Total	20.2%	69.9%
Total	Count	35	133	168
	% of Total	20.8%	79.2%	100.0%

	% of Total	20.8%	69.0%	89.9%
Total	Count	35	133	168
	% of Total	20.8%	79.2%	100.0%

Jenis Kelamin * WorkEngagement**Crosstab**

		WorkEngagement		Total	
		Rendah	Tinggi		
Jenis Kelamin	Laki-laki	Count	4	13	17
		% of Total	2.4%	7.7%	10.1%
	Perempuan	Count	23	128	151
		% of Total	13.7%	76.2%	89.9%
Total		Count	27	141	168
		% of Total	16.1%	83.9%	100.0%

Jenis Kelamin * Burnout**Crosstab**

		Burout		Total	
		Rendah	Tinggi		
Jenis Kelamin	Laki-laki	Count	5	12	17
		% of Total	3.0%	7.1%	10.1%
	Perempuan	Count	37	114	151
		% of Total	22.0%	67.9%	89.9%
Total		Count	42	126	168
		% of Total	25.0%	75.0%	100.0%

Jenis Kelamin * JobSatisfaction**Crosstab**

		JobSatisfaction		Total	
		Rendah	Tinggi		
Jenis Kelamin	Laki-laki	Count	14	3	17
		% of Total	8.3%	1.8%	10.1%
	Perempuan	Count	119	32	151
		% of Total	70.8%	19.0%	89.9%
Total		Count	133	35	168
		% of Total	79.2%	20.8%	100.0%

Unit Kerja * JobDemand**Crosstab**

		JobDeman		Total	
		Rendah	Tinggi		
Unit Kerja	CVCU	Count	11	4	15
		% of Total	6.5%	2.4%	8.9%
	Hemodialisa	Count	5	2	7
		% of Total	3.0%	1.2%	4.2%
	IBS	Count	4	11	15
		% of Total	2.4%	6.5%	8.9%
	ICU	Count	0	20	20
		% of Total	0.0%	11.9%	11.9%
	IGD	Count	1	20	21
		% of Total	0.6%	11.9%	12.5%
	Rawat Inap (Anak)	Count	0	15	15
		% of Total	0.0%	8.9%	8.9%
	Rawat Inap (Baji Ampe)	Count	6	4	10
		% of Total	3.6%	2.4%	6.0%
	Rawat Inap (Baji Ati)	Count	5	12	17
		% of Total	3.0%	7.1%	10.1%
	Rawat Inap (Baji Nyawa)	Count	10	4	14
		% of Total	6.0%	2.4%	8.3%
	Rawat Inap (M. Baji)	Count	2	2	4
		% of Total	1.2%	1.2%	2.4%
	Rawat Jalan	Count	13	17	30

	% of Total	7.7%	10.1%	17.9%
Total	Count	57	111	168
	% of Total	33.9%	66.1%	100.0%

Unit Kerja * JobResouces

Crosstab

		JobResouces		Total	
		Rendah	Tinggi		
Unit Kerja	CVCU	Count	3	12	15
		% of Total	1.8%	7.1%	8.9%
	Hemodialisa	Count	6	1	7
		% of Total	3.6%	0.6%	4.2%
	IBS	Count	3	12	15
		% of Total	1.8%	7.1%	8.9%
	ICU	Count	0	20	20
		% of Total	0.0%	11.9%	11.9%
	IGD	Count	0	21	21
		% of Total	0.0%	12.5%	12.5%
	Rawat Inap (Anak)	Count	0	15	15
		% of Total	0.0%	8.9%	8.9%
	Rawat Inap (Baji Ampe)	Count	5	5	10
		% of Total	3.0%	3.0%	6.0%
	Rawat Inap (Baji Ati)	Count	1	16	17
		% of Total	0.6%	9.5%	10.1%
	Rawat Inap (Baji Nyawa)	Count	6	8	14
		% of Total	3.6%	4.8%	8.3%
	Rawat Inap (M. Baji)	Count	1	3	4
		% of Total	0.6%	1.8%	2.4%
	Rawat Jalan	Count	9	21	30
		% of Total	5.4%	12.5%	17.9%
Total	Count	34	134	168	
		% of Total	20.2%	79.8%	100.0%

Unit Kerja * PersonalResources

Crosstab

		PersonalResources		Total	
		Rendah	Tinggi		
Unit Kerja	CVCU	Count	4	11	15
		% of Total	2.4%	6.5%	8.9%
	Hemodialisa	Count	3	4	7
		% of Total	1.8%	2.4%	4.2%
	IBS	Count	0	15	15
		% of Total	0.0%	8.9%	8.9%
	ICU	Count	1	19	20
		% of Total	0.6%	11.3%	11.9%
	IGD	Count	0	21	21
		% of Total	0.0%	12.5%	12.5%
	Rawat Inap (Anak)	Count	6	9	15
		% of Total	3.6%	5.4%	8.9%
	Rawat Inap (Baji Ampe)	Count	4	6	10
		% of Total	2.4%	3.6%	6.0%
	Rawat Inap (Baji Ati)	Count	1	16	17
		% of Total	0.6%	9.5%	10.1%
	Rawat Inap (Baji Nyawa)	Count	8	6	14
		% of Total	4.8%	3.6%	8.3%
	Rawat Inap (M. Baji)	Count	2	2	4
		% of Total	1.2%	1.2%	2.4%
	Rawat Jalan	Count	6	24	30
		% of Total	3.6%	14.3%	17.9%
Total	Count	35	133	168	
		% of Total	20.8%	79.2%	100.0%

Unit Kerja * WorkEngagement

Crosstab

Unit Kerja			WorkEngagement		Total
			Rendah	Tinggi	
CVCU	Count		3	12	15
	% of Total		1.8%	7.1%	8.9%
Hemodialisa	Count		1	6	7
	% of Total		0.6%	3.6%	4.2%
IBS	Count		5	10	15
	% of Total		3.0%	6.0%	8.9%
ICU	Count		0	20	20
	% of Total		0.0%	11.9%	11.9%
IGD	Count		1	20	21
	% of Total		0.6%	11.9%	12.5%
Rawat Inap (Anak)	Count		5	10	15
	% of Total		3.0%	6.0%	8.9%
Rawat Inap (Baji Ampe)	Count		4	6	10
	% of Total		2.4%	3.6%	6.0%
Rawat Inap (Baji Ati)	Count		0	17	17
	% of Total		0.0%	10.1%	10.1%
Rawat Inap (Baji Nyawa)	Count		0	14	14
	% of Total		0.0%	8.3%	8.3%
Rawat Inap (M. Baji)	Count		0	4	4
	% of Total		0.0%	2.4%	2.4%
Rawat Jalan	Count		8	22	30
	% of Total		4.8%	13.1%	17.9%
Total	Count		27	141	168
	% of Total		16.1%	83.9%	100.0%

Unit Kerja * Burnout

Crosstab

Unit Kerja			Burout		Total
			Rendah	Tinggi	
CVCU	Count		6	9	15
	% of Total		3.6%	5.4%	8.9%
Hemodialisa	Count		2	5	7
	% of Total		1.2%	3.0%	4.2%
IBS	Count		5	10	15
	% of Total		3.0%	6.0%	8.9%
ICU	Count		4	16	20
	% of Total		2.4%	9.5%	11.9%
IGD	Count		2	19	21
	% of Total		1.2%	11.3%	12.5%
Rawat Inap (Anak)	Count		6	9	15
	% of Total		3.6%	5.4%	8.9%
Rawat Inap (Baji Ampe)	Count		2	8	10
	% of Total		1.2%	4.8%	6.0%
Rawat Inap (Baji Ati)	Count		6	11	17
	% of Total		3.6%	6.5%	10.1%
Rawat Inap (Baji Nyawa)	Count		2	12	14
	% of Total		1.2%	7.1%	8.3%
Rawat Inap (M. Baji)	Count		0	4	4
	% of Total		0.0%	2.4%	2.4%
Rawat Jalan	Count		7	23	30
	% of Total		4.2%	13.7%	17.9%
Total	Count		42	126	168
	% of Total		25.0%	75.0%	100.0%

Unit Kerja * JobSatisfaction

Crosstab

		JobSatisfaction		Total	
		Rendah	Tinggi		
Unit Kerja	CVCU	Count	12	3	15
		% of Total	7.1%	1.8%	8.9%
	Hemodialisa	Count	6	1	7
		% of Total	3.6%	0.6%	4.2%
	IBS	Count	15	0	15
		% of Total	8.9%	0.0%	8.9%
	ICU	Count	14	6	20
		% of Total	8.3%	3.6%	11.9%
	IGD	Count	15	6	21
		% of Total	8.9%	3.6%	12.5%
	Rawat Inap (Anak)	Count	7	8	15
		% of Total	4.2%	4.8%	8.9%
	Rawat Inap (Baji Ampe)	Count	10	0	10
		% of Total	6.0%	0.0%	6.0%
	Rawat Inap (Baji Ati)	Count	15	2	17
		% of Total	8.9%	1.2%	10.1%
	Rawat Inap (Baji Nyawa)	Count	12	2	14
		% of Total	7.1%	1.2%	8.3%
	Rawat Inap (M. Baji)	Count	4	0	4
		% of Total	2.4%	0.0%	2.4%
	Rawat Jalan	Count	23	7	30
		% of Total	13.7%	4.2%	17.9%
Total		Count	133	35	168
		% of Total	79.2%	20.8%	100.0%

Lama Kerja di RS saat ini * JobDemand

Crosstab

			JobDeman		Total
			Rendah	Tinggi	
Lama Kerja di RS saat ini	1	Count	1	0	1
		% of Total	0.6%	0.0%	0.6%
	2	Count	1	3	4
		% of Total	0.6%	1.8%	2.4%
	3	Count	2	3	5
		% of Total	1.2%	1.8%	3.0%
	4	Count	0	2	2
		% of Total	0.0%	1.2%	1.2%
	5	Count	2	0	2
		% of Total	1.2%	0.0%	1.2%
	6	Count	0	2	2
		% of Total	0.0%	1.2%	1.2%
	8	Count	2	0	2
		% of Total	1.2%	0.0%	1.2%
	9	Count	1	0	1
		% of Total	0.6%	0.0%	0.6%
	10	Count	4	5	9
		% of Total	2.4%	3.0%	5.4%
	11	Count	3	2	5
		% of Total	1.8%	1.2%	3.0%
	12	Count	1	12	13
		% of Total	0.6%	7.1%	7.7%
	13	Count	1	6	7
		% of Total	0.6%	3.6%	4.2%
	14	Count	1	6	7
		% of Total	0.6%	3.6%	4.2%
	15	Count	1	8	9
		% of Total	0.6%	4.8%	5.4%

	% of Total	0.6%	4.8%	5.4%
16	Count	5	6	11
	% of Total	3.0%	3.6%	6.5%
17	Count	0	5	5
	% of Total	0.0%	3.0%	3.0%
18	Count	6	8	14
	% of Total	3.6%	4.8%	8.3%
19	Count	3	1	4
	% of Total	1.8%	0.6%	2.4%
20	Count	10	10	20
	% of Total	6.0%	6.0%	11.9%
21	Count	0	6	6
	% of Total	0.0%	3.6%	3.6%
22	Count	2	2	4
	% of Total	1.2%	1.2%	2.4%
23	Count	4	1	5
	% of Total	2.4%	0.6%	3.0%
24	Count	0	1	1
	% of Total	0.0%	0.6%	0.6%
25	Count	4	4	8
	% of Total	2.4%	2.4%	4.8%
26	Count	1	1	2
	% of Total	0.6%	0.6%	1.2%
27	Count	1	2	3
	% of Total	0.6%	1.2%	1.8%
28	Count	0	3	3
	% of Total	0.0%	1.8%	1.8%
29	Count	0	4	4
	% of Total	0.0%	2.4%	2.4%
30	Count	0	2	2
	% of Total	0.0%	1.2%	1.2%
31	Count	0	2	2
	% of Total	0.0%	1.2%	1.2%
32	Count	0	2	2
	% of Total	0.0%	1.2%	1.2%
34	Count	1	1	2
	% of Total	0.6%	0.6%	1.2%
35	Count	0	1	1
	% of Total	0.0%	0.6%	0.6%
Total	Count	57	111	168
	% of Total	33.9%	66.1%	100.0%

Lama Kerja di RS saat ini * JobResources

Crosstab

		JobResources		Total	
		Rendah	Tinggi		
Lama Kerja di RS saat ini	1	Count	0	1	1
		% of Total	0.0%	0.6%	0.6%
	2	Count	0	4	4
		% of Total	0.0%	2.4%	2.4%
	3	Count	1	4	5
		% of Total	0.6%	2.4%	3.0%
	4	Count	0	2	2
		% of Total	0.0%	1.2%	1.2%
	5	Count	1	1	2
		% of Total	0.6%	0.6%	1.2%
	6	Count	0	2	2
		% of Total	0.0%	1.2%	1.2%
	8	Count	1	1	2
		% of Total	0.6%	0.6%	1.2%
	9	Count	0	1	1

	% of Total	0.0%	0.6%	0.6%
10	Count	1	8	9
	% of Total	0.6%	4.8%	5.4%
11	Count	2	3	5
	% of Total	1.2%	1.8%	3.0%
12	Count	2	11	13
	% of Total	1.2%	6.5%	7.7%
13	Count	1	6	7
	% of Total	0.6%	3.6%	4.2%
14	Count	1	6	7
	% of Total	0.6%	3.6%	4.2%
15	Count	1	8	9
	% of Total	0.6%	4.8%	5.4%
16	Count	5	6	11
	% of Total	3.0%	3.6%	6.5%
17	Count	0	5	5
	% of Total	0.0%	3.0%	3.0%
18	Count	2	12	14
	% of Total	1.2%	7.1%	8.3%
19	Count	0	4	4
	% of Total	0.0%	2.4%	2.4%
20	Count	6	14	20
	% of Total	3.6%	8.3%	11.9%
21	Count	0	6	6
	% of Total	0.0%	3.6%	3.6%
22	Count	0	4	4
	% of Total	0.0%	2.4%	2.4%
23	Count	2	3	5
	% of Total	1.2%	1.8%	3.0%
24	Count	0	1	1
	% of Total	0.0%	0.6%	0.6%
25	Count	3	5	8
	% of Total	1.8%	3.0%	4.8%
26	Count	0	2	2
	% of Total	0.0%	1.2%	1.2%
27	Count	0	3	3
	% of Total	0.0%	1.8%	1.8%
28	Count	0	3	3
	% of Total	0.0%	1.8%	1.8%
29	Count	3	1	4
	% of Total	1.8%	0.6%	2.4%
30	Count	0	2	2
	% of Total	0.0%	1.2%	1.2%
31	Count	0	2	2
	% of Total	0.0%	1.2%	1.2%
32	Count	1	1	2
	% of Total	0.6%	0.6%	1.2%
34	Count	1	1	2
	% of Total	0.6%	0.6%	1.2%
35	Count	0	1	1
	% of Total	0.0%	0.6%	0.6%
Total	Count	34	134	168
	% of Total	20.2%	79.8%	100.0%

Lama Kerja di RS saat ini * PersonalResources

Crosstab

		PersonalResources		Total
		Rendah	Tinggi	
Lama Kerja di RS saat ini	1	Count	0	1
		% of Total	0.0%	0.6%
	2	Count	1	3

	% of Total	0.6%	1.8%	2.4%
3	Count	1	4	5
	% of Total	0.6%	2.4%	3.0%
4	Count	0	2	2
	% of Total	0.0%	1.2%	1.2%
5	Count	0	2	2
	% of Total	0.0%	1.2%	1.2%
6	Count	0	2	2
	% of Total	0.0%	1.2%	1.2%
8	Count	1	1	2
	% of Total	0.6%	0.6%	1.2%
9	Count	0	1	1
	% of Total	0.0%	0.6%	0.6%
10	Count	2	7	9
	% of Total	1.2%	4.2%	5.4%
11	Count	2	3	5
	% of Total	1.2%	1.8%	3.0%
12	Count	0	13	13
	% of Total	0.0%	7.7%	7.7%
13	Count	1	6	7
	% of Total	0.6%	3.6%	4.2%
14	Count	2	5	7
	% of Total	1.2%	3.0%	4.2%
15	Count	1	8	9
	% of Total	0.6%	4.8%	5.4%
16	Count	5	6	11
	% of Total	3.0%	3.6%	6.5%
17	Count	2	3	5
	% of Total	1.2%	1.8%	3.0%
18	Count	3	11	14
	% of Total	1.8%	6.5%	8.3%
19	Count	1	3	4
	% of Total	0.6%	1.8%	2.4%
20	Count	7	13	20
	% of Total	4.2%	7.7%	11.9%
21	Count	1	5	6
	% of Total	0.6%	3.0%	3.6%
22	Count	1	3	4
	% of Total	0.6%	1.8%	2.4%
23	Count	0	5	5
	% of Total	0.0%	3.0%	3.0%
24	Count	0	1	1
	% of Total	0.0%	0.6%	0.6%
25	Count	1	7	8
	% of Total	0.6%	4.2%	4.8%
26	Count	0	2	2
	% of Total	0.0%	1.2%	1.2%
27	Count	0	3	3
	% of Total	0.0%	1.8%	1.8%
28	Count	0	3	3
	% of Total	0.0%	1.8%	1.8%
29	Count	1	3	4
	% of Total	0.6%	1.8%	2.4%
30	Count	1	1	2
	% of Total	0.6%	0.6%	1.2%
31	Count	1	1	2
	% of Total	0.6%	0.6%	1.2%
32	Count	0	2	2
	% of Total	0.0%	1.2%	1.2%
34	Count	0	2	2
	% of Total	0.0%	1.2%	1.2%

	35	Count	0	1	1
		% of Total	0.0%	0.6%	0.6%
Total		Count	35	133	168
		% of Total	20.8%	79.2%	100.0%

Lama Kerja di RS saat ini * WorkEngagement

Crosstab

		WorkEngagement		Total	
		Rendah	Tinggi		
Lama Kerja di RS saat ini	1	Count	0	1	1
		% of Total	0.0%	0.6%	0.6%
	2	Count	0	4	4
		% of Total	0.0%	2.4%	2.4%
	3	Count	1	4	5
		% of Total	0.6%	2.4%	3.0%
	4	Count	0	2	2
		% of Total	0.0%	1.2%	1.2%
	5	Count	0	2	2
		% of Total	0.0%	1.2%	1.2%
	6	Count	0	2	2
		% of Total	0.0%	1.2%	1.2%
	8	Count	1	1	2
		% of Total	0.6%	0.6%	1.2%
	9	Count	0	1	1
		% of Total	0.0%	0.6%	0.6%
	10	Count	1	8	9
		% of Total	0.6%	4.8%	5.4%
	11	Count	0	5	5
		% of Total	0.0%	3.0%	3.0%
	12	Count	1	12	13
		% of Total	0.6%	7.1%	7.7%
	13	Count	1	6	7
		% of Total	0.6%	3.6%	4.2%
	14	Count	1	6	7
		% of Total	0.6%	3.6%	4.2%
	15	Count	3	6	9
	% of Total	1.8%	3.6%	5.4%	
16	Count	2	9	11	
	% of Total	1.2%	5.4%	6.5%	
17	Count	0	5	5	
	% of Total	0.0%	3.0%	3.0%	
18	Count	1	13	14	
	% of Total	0.6%	7.7%	8.3%	
19	Count	2	2	4	
	% of Total	1.2%	1.2%	2.4%	
20	Count	2	18	20	
	% of Total	1.2%	10.7%	11.9%	
21	Count	1	5	6	
	% of Total	0.6%	3.0%	3.6%	
22	Count	1	3	4	
	% of Total	0.6%	1.8%	2.4%	
23	Count	1	4	5	
	% of Total	0.6%	2.4%	3.0%	
24	Count	0	1	1	
	% of Total	0.0%	0.6%	0.6%	
25	Count	2	6	8	
	% of Total	1.2%	3.6%	4.8%	
26	Count	1	1	2	
	% of Total	0.6%	0.6%	1.2%	
27	Count	1	2	3	
	% of Total	0.6%	1.2%	1.8%	

28	Count	1	2	3
	% of Total	0.6%	1.2%	1.8%
29	Count	2	2	4
	% of Total	1.2%	1.2%	2.4%
30	Count	0	2	2
	% of Total	0.0%	1.2%	1.2%
31	Count	1	1	2
	% of Total	0.6%	0.6%	1.2%
32	Count	0	2	2
	% of Total	0.0%	1.2%	1.2%
34	Count	0	2	2
	% of Total	0.0%	1.2%	1.2%
35	Count	0	1	1
	% of Total	0.0%	0.6%	0.6%
Total	Count	27	141	168
	% of Total	16.1%	83.9%	100.0%

Lama Kerja di RS saat ini * Burnout

Crosstab

		Burout		Total	
		Rendah	Tinggi		
Lama Kerja di RS saat ini	1	Count	0	1	1
		% of Total	0.0%	0.6%	0.6%
2	Count	0	4	4	
	% of Total	0.0%	2.4%	2.4%	
3	Count	2	3	5	
	% of Total	1.2%	1.8%	3.0%	
4	Count	0	2	2	
	% of Total	0.0%	1.2%	1.2%	
5	Count	0	2	2	
	% of Total	0.0%	1.2%	1.2%	
6	Count	0	2	2	
	% of Total	0.0%	1.2%	1.2%	
8	Count	1	1	2	
	% of Total	0.6%	0.6%	1.2%	
9	Count	0	1	1	
	% of Total	0.0%	0.6%	0.6%	
10	Count	3	6	9	
	% of Total	1.8%	3.6%	5.4%	
11	Count	1	4	5	
	% of Total	0.6%	2.4%	3.0%	
12	Count	6	7	13	
	% of Total	3.6%	4.2%	7.7%	
13	Count	0	7	7	
	% of Total	0.0%	4.2%	4.2%	
14	Count	1	6	7	
	% of Total	0.6%	3.6%	4.2%	
15	Count	2	7	9	
	% of Total	1.2%	4.2%	5.4%	
16	Count	4	7	11	
	% of Total	2.4%	4.2%	6.5%	
17	Count	1	4	5	
	% of Total	0.6%	2.4%	3.0%	
18	Count	3	11	14	
	% of Total	1.8%	6.5%	8.3%	
19	Count	2	2	4	
	% of Total	1.2%	1.2%	2.4%	
20	Count	5	15	20	
	% of Total	3.0%	8.9%	11.9%	
21	Count	1	5	6	
	% of Total	0.6%	3.0%	3.6%	

22	Count	1	3	4
	% of Total	0.6%	1.8%	2.4%
23	Count	2	3	5
	% of Total	1.2%	1.8%	3.0%
24	Count	0	1	1
	% of Total	0.0%	0.6%	0.6%
25	Count	2	6	8
	% of Total	1.2%	3.6%	4.8%
26	Count	1	1	2
	% of Total	0.6%	0.6%	1.2%
27	Count	1	2	3
	% of Total	0.6%	1.2%	1.8%
28	Count	1	2	3
	% of Total	0.6%	1.2%	1.8%
29	Count	2	2	4
	% of Total	1.2%	1.2%	2.4%
30	Count	0	2	2
	% of Total	0.0%	1.2%	1.2%
31	Count	0	2	2
	% of Total	0.0%	1.2%	1.2%
32	Count	0	2	2
	% of Total	0.0%	1.2%	1.2%
34	Count	0	2	2
	% of Total	0.0%	1.2%	1.2%
35	Count	0	1	1
	% of Total	0.0%	0.6%	0.6%
Total	Count	42	126	168
	% of Total	25.0%	75.0%	100.0%

Lama Kerja di RS saat ini * JobSatisfaction

Crosstab

		JobSatisfaction		Total	
		Rendah	Tinggi		
Lama Kerja di RS saat ini	1	Count	1	0	1
		% of Total	0.6%	0.0%	0.6%
2	Count	4	0	4	
	% of Total	2.4%	0.0%	2.4%	
3	Count	4	1	5	
	% of Total	2.4%	0.6%	3.0%	
4	Count	2	0	2	
	% of Total	1.2%	0.0%	1.2%	
5	Count	2	0	2	
	% of Total	1.2%	0.0%	1.2%	
6	Count	1	1	2	
	% of Total	0.6%	0.6%	1.2%	
8	Count	2	0	2	
	% of Total	1.2%	0.0%	1.2%	
9	Count	1	0	1	
	% of Total	0.6%	0.0%	0.6%	
10	Count	7	2	9	
	% of Total	4.2%	1.2%	5.4%	
11	Count	2	3	5	
	% of Total	1.2%	1.8%	3.0%	
12	Count	11	2	13	
	% of Total	6.5%	1.2%	7.7%	
13	Count	6	1	7	
	% of Total	3.6%	0.6%	4.2%	
14	Count	2	5	7	
	% of Total	1.2%	3.0%	4.2%	
15	Count	9	0	9	
	% of Total	5.4%	0.0%	5.4%	

16	Count	9	2	11
	% of Total	5.4%	1.2%	6.5%
17	Count	4	1	5
	% of Total	2.4%	0.6%	3.0%
18	Count	10	4	14
	% of Total	6.0%	2.4%	8.3%
19	Count	3	1	4
	% of Total	1.8%	0.6%	2.4%
20	Count	16	4	20
	% of Total	9.5%	2.4%	11.9%
21	Count	4	2	6
	% of Total	2.4%	1.2%	3.6%
22	Count	4	0	4
	% of Total	2.4%	0.0%	2.4%
23	Count	5	0	5
	% of Total	3.0%	0.0%	3.0%
24	Count	1	0	1
	% of Total	0.6%	0.0%	0.6%
25	Count	8	0	8
	% of Total	4.8%	0.0%	4.8%
26	Count	2	0	2
	% of Total	1.2%	0.0%	1.2%
27	Count	2	1	3
	% of Total	1.2%	0.6%	1.8%
28	Count	1	2	3
	% of Total	0.6%	1.2%	1.8%
29	Count	3	1	4
	% of Total	1.8%	0.6%	2.4%
30	Count	2	0	2
	% of Total	1.2%	0.0%	1.2%
31	Count	2	0	2
	% of Total	1.2%	0.0%	1.2%
32	Count	2	0	2
	% of Total	1.2%	0.0%	1.2%
34	Count	1	1	2
	% of Total	0.6%	0.6%	1.2%
35	Count	0	1	1
	% of Total	0.0%	0.6%	0.6%
Total	Count	133	35	168
	% of Total	79.2%	20.8%	100.0%

Jam Kerja * JobDemand

Crosstab

		JobDeman		Total	
		Rendah	Tinggi		
Jam Kerja	<20 Jam Seminggu	Count	0	1	1
		% of Total	0.0%	0.6%	0.6%
	20-39 Jam Seminggu	Count	23	29	52
		% of Total	13.7%	17.3%	31.0%
	>=40 Jam Seminggu	Count	34	81	115
		% of Total	20.2%	48.2%	68.5%
Total		Count	57	111	168
		% of Total	33.9%	66.1%	100.0%

Jam Kerja * JobResouces

Crosstab

		JobResouces		Total	
		Rendah	Tinggi		
Jam Kerja	<20 Jam Seminggu	Count	1	0	1
		% of Total	0.6%	0.0%	0.6%
	20-39 Jam Seminggu	Count	9	43	52
		% of Total	5.4%	25.6%	31.0%

	>=40 Jam Seminggu	Count	24	91	115
		% of Total	14.3%	54.2%	68.5%
Total		Count	34	134	168
		% of Total	20.2%	79.8%	100.0%

Jam Kerja * PersonalResources**Crosstab**

		PersonalResources		Total	
		Rendah	Tinggi		
Jam Kerja	<20 Jam Seminggu	Count	1	0	1
		% of Total	0.6%	0.0%	0.6%
	20-39 Jam Seminggu	Count	8	44	52
		% of Total	4.8%	26.2%	31.0%
>=40 Jam Seminggu	Count	26	89	115	
		% of Total	15.5%	53.0%	68.5%
	Total	Count	35	133	168
		% of Total	20.8%	79.2%	100.0%

Jam Kerja * WorkEngagement**Crosstab**

		WorkEngagement		Total	
		Rendah	Tinggi		
Jam Kerja	<20 Jam Seminggu	Count	0	1	1
		% of Total	0.0%	0.6%	0.6%
	20-39 Jam Seminggu	Count	8	44	52
		% of Total	4.8%	26.2%	31.0%
>=40 Jam Seminggu	Count	19	96	115	
		% of Total	11.3%	57.1%	68.5%
	Total	Count	27	141	168
		% of Total	16.1%	83.9%	100.0%

Jam Kerja * Burout**Crosstab**

		Burout		Total	
		Rendah	Tinggi		
Jam Kerja	<20 Jam Seminggu	Count	0	1	1
		% of Total	0.0%	0.6%	0.6%
	20-39 Jam Seminggu	Count	11	41	52
		% of Total	6.5%	24.4%	31.0%
>=40 Jam Seminggu	Count	31	84	115	
		% of Total	18.5%	50.0%	68.5%
	Total	Count	42	126	168
		% of Total	25.0%	75.0%	100.0%

Jam Kerja * JobSatisfaction**Crosstab**

		JobSatisfaction		Total	
		Rendah	Tinggi		
Jam Kerja	<20 Jam Seminggu	Count	0	1	1
		% of Total	0.0%	0.6%	0.6%
	20-39 Jam Seminggu	Count	43	9	52
		% of Total	25.6%	5.4%	31.0%
>=40 Jam Seminggu	Count	90	25	115	
		% of Total	53.6%	14.9%	68.5%
	Total	Count	133	35	168
		% of Total	79.2%	20.8%	100.0%

Status Kepegawaian * JobDemand**Crosstab**

		JobDeman		Total	
		Rendah	Tinggi		
Status Kepegawaian	PNS	Count	48	89	137
		% of Total	28.6%	53.0%	81.5%

Non PNS	Count	6	4	10
	% of Total	3.6%	2.4%	6.0%
Sukarela	Count	3	18	21
	% of Total	1.8%	10.7%	12.5%
Total	Count	57	111	168
	% of Total	33.9%	66.1%	100.0%

Status Kepegawaian * JobResouces**Crosstab**

		JobResouces		Total	
		Rendah	Tinggi		
Status Kepegawaian	PNS	Count	30	107	137
		% of Total	17.9%	63.7%	81.5%
	Non PNS	Count	2	8	10
		% of Total	1.2%	4.8%	6.0%
	Sukarela	Count	2	19	21
		% of Total	1.2%	11.3%	12.5%
Total	Count	34	134	168	
	% of Total	20.2%	79.8%	100.0%	

Status Kepegawaian * PersonalResources**Crosstab**

		PersonalResources		Total	
		Rendah	Tinggi		
Status Kepegawaian	PNS	Count	32	105	137
		% of Total	19.0%	62.5%	81.5%
	Non PNS	Count	0	10	10
		% of Total	0.0%	6.0%	6.0%
	Sukarela	Count	3	18	21
		% of Total	1.8%	10.7%	12.5%
Total	Count	35	133	168	
	% of Total	20.8%	79.2%	100.0%	

Status Kepegawaian * WorkEngagement**Crosstab**

		WorkEngagement		Total	
		Rendah	Tinggi		
Status Kepegawaian	PNS	Count	22	115	137
		% of Total	13.1%	68.5%	81.5%
	Non PNS	Count	2	8	10
		% of Total	1.2%	4.8%	6.0%
	Sukarela	Count	3	18	21
		% of Total	1.8%	10.7%	12.5%
Total	Count	27	141	168	
	% of Total	16.1%	83.9%	100.0%	

Status Kepegawaian * Burnout**Crosstab**

		Burout		Total	
		Rendah	Tinggi		
Status Kepegawaian	PNS	Count	30	107	137
		% of Total	17.9%	63.7%	81.5%
	Non PNS	Count	5	5	10
		% of Total	3.0%	3.0%	6.0%
	Sukarela	Count	7	14	21
		% of Total	4.2%	8.3%	12.5%
Total	Count	42	126	168	
	% of Total	25.0%	75.0%	100.0%	

Status Kepegawaian * JobSatisfaction**Crosstab**

		JobSatisfaction		Total
		Rendah	Tinggi	

Status Kepegawaian	PNS	Count	111	26	137
		% of Total	66.1%	15.5%	81.5%
	Non PNS	Count	8	2	10
		% of Total	4.8%	1.2%	6.0%
	Sukarela	Count	14	7	21
		% of Total	8.3%	4.2%	12.5%
Total		Count	133	35	168
		% of Total	79.2%	20.8%	100.0%

Tingkat Pendidikan * JobDemand

Crosstab

		JobDemand		Total	
		Rendah	Tinggi		
Tingkat Pendidikan	D3/ Sederajat	Count	8	20	28
		% of Total	4.8%	11.9%	16.7%
	DIV/ S1	Count	34	48	82
		% of Total	20.2%	28.6%	48.8%
	S2	Count	3	2	5
		% of Total	1.8%	1.2%	3.0%
	Ners	Count	12	41	53
		% of Total	7.1%	24.4%	31.5%
Total		Count	57	111	168
		% of Total	33.9%	66.1%	100.0%

Tingkat Pendidikan * JobResouces

Crosstab

		JobResouces		Total	
		Rendah	Tinggi		
Tingkat Pendidikan	D3/ Sederajat	Count	2	26	28
		% of Total	1.2%	15.5%	16.7%
	DIV/ S1	Count	22	60	82
		% of Total	13.1%	35.7%	48.8%
	S2	Count	1	4	5
		% of Total	0.6%	2.4%	3.0%
	Ners	Count	9	44	53
		% of Total	5.4%	26.2%	31.5%
Total		Count	34	134	168
		% of Total	20.2%	79.8%	100.0%

Tingkat Pendidikan * PersonalResources

Crosstab

		PersonalResources		Total	
		Rendah	Tinggi		
Tingkat Pendidikan	D3/ Sederajat	Count	4	24	28
		% of Total	2.4%	14.3%	16.7%
	DIV/ S1	Count	15	67	82
		% of Total	8.9%	39.9%	48.8%
	S2	Count	2	3	5
		% of Total	1.2%	1.8%	3.0%
	Ners	Count	14	39	53
		% of Total	8.3%	23.2%	31.5%
Total		Count	35	133	168
		% of Total	20.8%	79.2%	100.0%

Tingkat Pendidikan * WorkEngagement

Crosstab

		WorkEngagement		Total	
		Rendah	Tinggi		
Tingkat Pendidikan	D3/ Sederajat	Count	2	26	28
		% of Total	1.2%	15.5%	16.7%

	DIV/ S1	Count	14	68	82
		% of Total	8.3%	40.5%	48.8%
	S2	Count	2	3	5
		% of Total	1.2%	1.8%	3.0%
	Ners	Count	9	44	53
		% of Total	5.4%	26.2%	31.5%
Total		Count	27	141	168
		% of Total	16.1%	83.9%	100.0%

Tingkat Pendidikan * Burnout

Crosstab

		Burout		Total	
		Rendah	Tinggi		
Tingkat Pendidikan	D3/ Sederajat	Count	6	22	28
		% of Total	3.6%	13.1%	16.7%
	DIV/ S1	Count	19	63	82
		% of Total	11.3%	37.5%	48.8%
	S2	Count	4	1	5
		% of Total	2.4%	0.6%	3.0%
	Ners	Count	13	40	53
		% of Total	7.7%	23.8%	31.5%
Total		Count	42	126	168
		% of Total	25.0%	75.0%	100.0%

Tingkat Pendidikan * JobSatisfaction

Crosstab

		JobSatisfaction		Total	
		Rendah	Tinggi		
Tingkat Pendidikan	D3/ Sederajat	Count	20	8	28
		% of Total	11.9%	4.8%	16.7%
	DIV/ S1	Count	69	13	82
		% of Total	41.1%	7.7%	48.8%
	S2	Count	3	2	5
		% of Total	1.8%	1.2%	3.0%
	Ners	Count	41	12	53
		% of Total	24.4%	7.1%	31.5%
Total		Count	133	35	168
		% of Total	79.2%	20.8%	100.0%