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LAMPIRAN-LAMPIRAN



Lampiran 1 : Surat Izin Pengambilan Data



Nomor : BKJ.R10.Ar.MKS/HC.401/2018
Tanggal : 30 Agustus 2018
Lampiran : -

PT. Bank Mandiri (Persero) Tbk.
Area Makassar Kartini
Jl. R.A. Kartini Nomor 12 - 14
Makassar 90111
Telp. : (62-411) 3619441 - 3619443
Fax. : (62-411) 3610778
www.bankmandiri.co.id

Kepada
Universitas Hasanuddin
Jl. Perintis Kemerdekaan Kampus Tamalanrea Km. 10
Makassar

Perihal : **Persetujuan Permohonan Izin Penelitian**

Menunjuk surat Saudara No. 10210/UN4.6.8/PL.00.00/2018 perihal Izin Penelitian tanggal 20 Agustus 2018 dengan ini kami sampaikan bahwa kami **dapat menyetujui** permohonan 1 (satu) orang mahasiswa Universitas Hasanuddin Makassar untuk Penelitian pada **PT. Bank Mandiri (Persero) Tbk Area Makassar Kartini** mulai tanggal 03 s/d 07 September 2018 atas nama :

Nama	Nomor Induk Mahasiswa	Tempat Penelitian
Anneke Putri	Q11113004	Area Makassar Kartini

a. Kriteria Penelitian:

- Penelitian yang diizinkan adalah menggunakan metode penelitian kepustakaan dimana data yang dipergunakan adalah data yang telah dan/atau dapat dipublikasikan untuk umum.
- Data yang digunakan tidak berhubungan dengan Rahasia Bank.
- Hasil Penelitian diharapkan dapat membantu perbaikan/penyempurnaan kinerja serta sistem dan prosedur Bank Mandiri.

b. Persyaratan yang harus dipatuhi dan dilengkapi:

- Mahasiswa yang melaksanakan Penelitian bersedia tunduk kepada ketentuan Bank Mandiri dan ketentuan Rahasia Bank.
- Mahasiswa yang melaksanakan Penelitian diwajibkan menandatangani surat pernyataan yang disetujui oleh Direktur/Ketua Perguruan Tinggi peserta penelitian.
- Mahasiswa yang melaksanakan Penelitian tidak diperkenankan untuk mengcopy dan/ atau meminjam dan membawa keluar data yang berkaitan dengan rahasia bank maupun Strategi Bisnis Bank Mandiri.
- Sebelum melaksanakan Penelitian, mahasiswa yang melaksanakan penelitian wajib menyerahkan daftar kuisioner atau daftar data yang diperlukan dalam penelitian tersebut.
- Mahasiswa yang melaksanakan penelitian wajib menyerahkan hasil pelaksanaan penelitian kepada Human Capital Area Makassar Kartini.

Demikian kami sampaikan, atas perhatian dan kerjasamanya kami ucapkan terima kasih.

PT Bank Mandiri (Persero) Tbk
Makassar Kartini


K. Djalawali
Support Manager



Optimization Software:
www.balesio.com



Makassar, 24 AUG 2018

No : WMK/11/3096

Lamp : --

Kepada
Universitas Hasanuddin Makassar
Jl. Printis Kemerdekaan Kampus Tamalanrea Km. 10 Makassar
Makassar

Hal : Persetujuan Ijin Penelitian

Surat No : 1059/KKP/06/C.4-II/VIII/37/2018

Menunjuk surat diatas perihal tersebut pada pokok surat, dengan ini kami telah menyetujui permohonan untuk melakukan Penelitian bagi mahasiswa an.

No	Nama	Judul	Univ
1.	Anneke Putri/Q1111304	Kontribusi Perceived Organizational Support Terhadap Burnout Pada Karyawan Bank di Kota Makassar	UNHAS

Dalam melaksanakan penelitian di BNI selaku perusahaan publik, terdapat beberapa persyaratan yang mutlak harus dipenuhi yaitu :

1. Surat pernyataan dari mahasiswa yang bersangkutan dengan mencantumkan bahwa Ybs tetap menjunjung tinggi kode etik *surveyor/research* semata-mata digunakan untuk kepentingan ilmiah dan sanggup menjaga kerahasiaan Bank menurut kelajiman dalam dunia perbankan cf. UU No.10 tahun 1998 tentang perubahan UU No.7 tahun 1992 tentang perbankan.
2. Menyerahkan proposal penelitian mahasiswa ybs.
3. Hasil penelitian berupa copy diserahkan kepada kami yang sebelumnya telah mendapat pengesahan dari kami.
4. Memiliki tabungan Taplus sesuai yang dipersyaratkan.
5. Menyerahkan asli Kartu Mahasiswa selama melakukan penelitian dan akan diserahkan kembali apabila hasil penelitian telah kami terima.
6. Bahan untuk Penelitian dapat diperoleh di Website BNI : <http://www.bni.co.id>.

Demikian agar maklum, atas perhatian dan kerjasama Saudara kami ucapkan terima kasih.

PT. Bank Negara Indonesia (Persero) Tbk
Kantor Wilayah Makassar



MOH. RUBANI
Head Of Network & Services



Optimization Software:
www.balesio.com

PT Bank Negara Indonesia (Persero) Tbk
Kantor Wilayah Makassar
Jl. Jend. Sudirman No. 1
PO. Box. 1003 Makassar 90115
Tlp. (0411) 3617488, 3610593, 3621946
Fax. (0411) 3619562, 3612354
Alamat Kawat BANIWIL MAKASSAR



**PT. BANK RAKYAT INDONESIA (PERSERO) Tbk.
KANTOR CABANG MAKASSAR A.YANI**

Jalan Jenderal Ahmad Yani No. 8 Makassar
Telepon : (0411) 3612051 - 3612495 - 3612785 - 3612066
Facs. : (0411) 3612068 - 3625832 Email : P0050@bri.co.id

Nomor : B. *2694* /KC-XIII/SDM/09/2018
Lampiran : -
Hal : Surat Ijin Penelitian

Makassar, 12 September 2018

Kepada Yth
Ketua Program Studi Psikologi
Fak. Kedokteran UNHAS
di
MAKASSAR

Surat Kanwil No. B.1109.e-KW-XIII/SDM/09/2018 Tanggal 05/09/2018

Menunjuk surat tersebut diatas tentang permohonan untuk melaksanakan Penelitian di BRI Cabang Ahmad Yani yang bertujuan untuk memberikan kesempatan dan memberikan bahan-bahan keterangan/data yang diperlukan, dengan ini kami dapat menerima mahasiswa Program Studi Psikologi Fak. Kedokteran UNHAS Makassar yang tersebut dibawah ini untuk melakukan Penelitian di BRI Kanca Makassar A Yani:

No	Nama	Stambuk	Jenjang Program
1	Anneke Putri	Q11113 004	Strata Satu/S1

Adapun batasan yang harus ditaati oleh Mahasiswa Penelitian adalah sbb :

- Penelitian yang dilakukan tidak menyangkut kerahasiaan Bank BRI
- Penelitian tsb untuk keperluan akademis bukan untuk kepentingan publik
- Membuat surat pernyataan bermaterai Rp 6.000,- mengenai kesediaan menjaga Kerahasiaan bank
- Melaporkan hasil penelitian dalam bentuk hardcopy

Demikian atas perhatiannya disampaikan terima kasih

**PT. BANK RAKYAT INDONESIA (PERSERO) Tbk
KANTOR CABANG MAKASSAR A YANI**



Yudhi Wahyudi
Pemimpin Cabang



Lampiran 2: Hasil Diskriminasi Altem Skala *Burnout*

Case Processing Summary

		N	%
Cases	Valid	256	100.0
	Excluded ^a	0	.0
	Total	256	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.869	43

Item Statistics

	Mean	Std. Deviation	N
BRN1	2.01	.992	256
BRN2	4.12	.822	256
BRN3	4.00	.847	256
BRN4	1.68	.877	256
BRN5	1.93	1.024	256
BRN6	2.29	1.076	256
BRN7	1.84	.907	256
BRN8	4.32	.953	256
BRN9	2.07	.996	256
BRN10	2.31	1.111	256
BRN11	4.11	1.053	256
BRN12	2.29	1.087	256
BRN13	2.18	1.037	256
BRN14	4.22	.855	256
BRN15	1.86	1.075	256
	1.89	.978	256
	2.11	1.052	256
	2.64	1.149	256
	2.31	1.003	256



BRN20	1.91	.916	256
BRN21	2.20	1.018	256
BRN22	4.09	.953	256
BRN23	4.00	.854	256
BRN24	2.04	.943	256
BRN25	1.93	.935	256
BRN26	4.13	.874	256
BRN27	4.05	.805	256
BRN28	1.89	.998	256
BRN29	4.11	.914	256
BRN30	3.94	.877	256
BRN31	2.23	.997	256
BRN32	4.10	.810	256
BRN33	2.20	1.073	256
BRN34	3.85	.873	256
BRN35	4.08	.718	256
BRN36	4.20	.694	256
BRN37	3.96	.799	256
BRN38	2.25	1.054	256
BRN39	3.94	.854	256
BRN40	3.92	.755	256
BRN41	3.79	.799	256
BRN42	3.88	.821	256
BRN43	4.08	.750	256

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
BRN1	128.95	232.257	.517	.862
BRN2	126.85	245.965	.086	.870
BRN3	126.96	244.689	.131	.869
BRN4	129.29	231.038	.640	.861
BRN5	129.04	229.646	.585	.861
	128.67	230.582	.524	.862
	129.12	231.213	.610	.861
	126.64	244.254	.124	.870
	128.89	232.730	.499	.863



BRN10	128.66	232.964	.433	.864
BRN11	126.86	245.167	.078	.871
BRN12	128.67	232.786	.449	.864
BRN13	128.78	232.917	.470	.863
BRN14	126.74	244.404	.140	.869
BRN15	129.11	229.224	.568	.861
BRN16	129.08	231.398	.555	.862
BRN17	128.86	232.694	.469	.863
BRN18	128.32	232.164	.439	.864
BRN19	128.66	233.913	.454	.864
BRN20	129.05	232.527	.555	.862
BRN21	128.77	232.821	.483	.863
BRN22	126.87	245.619	.078	.871
BRN23	126.96	243.430	.177	.869
BRN24	128.93	233.909	.488	.863
BRN25	129.04	231.720	.572	.861
BRN26	126.84	246.271	.067	.871
BRN27	126.91	245.933	.090	.870
BRN28	129.07	231.062	.554	.862
BRN29	126.86	244.046	.140	.870
BRN30	127.02	245.560	.092	.870
BRN31	128.73	233.678	.466	.863
BRN32	126.86	244.377	.151	.869
BRN33	128.76	232.849	.454	.863
BRN34	127.11	242.054	.223	.868
BRN35	126.88	243.469	.218	.868
BRN36	126.77	246.227	.099	.869
BRN37	127.00	243.325	.197	.868
BRN38	128.72	233.364	.447	.864
BRN39	127.02	244.925	.120	.870
BRN40	127.05	243.198	.217	.868
BRN41	127.18	243.589	.186	.868
BRN42	127.09	243.282	.192	.868
BRN43	126.88	243.971	.185	.868



Scale Statistics

	Variance	Std. Deviation	N of Items
96	248.865	15.775	43

Lampiran 3 : Hasil Diskriminasi Aitem Skala POS

Case Processing Summary

		N	%
Cases	Valid	256	100.0
	Excluded ^a	0	.0
	Total	256	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.835	36

Item Statistics

	Mean	Std. Deviation	N
POS1	3.25	.572	256
POS2	2.90	.760	256
POS3	2.95	.857	256
POS4	3.01	.617	256
POS5	2.87	.722	256
POS6	2.79	.784	256
POS7	2.65	.812	256
POS8	3.04	.658	256
POS9	3.10	.655	256
POS10	3.03	.632	256
POS11	2.37	.791	256
POS12	2.68	.776	256
POS13	2.77	.686	256
	2.84	.726	256
	2.04	.702	256
	2.22	.806	256
	3.07	.730	256



POS18	2.93	.599	256
POS19	2.32	.786	256
POS20	3.03	.653	256
POS21	3.13	.688	256
POS22	1.88	.576	256
POS23	2.84	.740	256
POS24	2.71	.676	256
POS25	3.02	.538	256
POS26	3.23	.782	256
POS27	3.16	.668	256
POS28	2.45	.729	256
POS29	2.44	.749	256
POS30	3.00	.741	256
POS31	2.28	.707	256
POS32	2.89	.738	256
POS33	3.04	.548	256
POS34	3.02	.741	256
POS35	2.98	.629	256
POS36	3.21	.628	256

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
POS1	97.88	90.643	.356	.830
POS2	98.22	87.131	.503	.825
POS3	98.18	84.914	.582	.822
POS4	98.11	92.412	.173	.835
POS5	98.25	91.945	.172	.835
POS6	98.33	88.246	.406	.828
POS7	98.47	88.211	.392	.829
POS8	98.08	89.641	.383	.829
POS9	98.02	88.082	.515	.826
POS10	98.09	91.690	.228	.833
	98.75	91.574	.175	.836
	98.44	89.259	.340	.830
	98.36	91.799	.196	.834
	98.28	88.462	.429	.828



POS15	99.08	98.562	-.302	.848
POS16	98.90	94.575	-.024	.842
POS17	98.05	86.475	.577	.823
POS18	98.20	90.158	.380	.830
POS19	98.80	89.632	.309	.831
POS20	98.09	89.850	.369	.830
POS21	97.99	87.961	.497	.826
POS22	99.24	99.939	-.472	.849
POS23	98.28	85.872	.614	.822
POS24	98.41	90.274	.320	.831
POS25	98.11	89.812	.465	.828
POS26	97.89	86.203	.553	.823
POS27	97.96	89.367	.398	.829
POS28	98.67	89.461	.352	.830
POS29	98.68	94.437	-.011	.841
POS30	98.12	88.844	.390	.829
POS31	98.84	91.081	.242	.833
POS32	98.23	88.962	.383	.829
POS33	98.08	91.304	.310	.831
POS34	98.10	87.649	.479	.826
POS35	98.14	88.749	.481	.827
POS36	97.91	89.384	.426	.828

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
101.12	94.844	9.739	36



Lampiran 4 :Hasil Uji Hipotesis Regresi Linier Sederhana

UJI REGRESI LINIER SEDERHANA

Bootstrap Specifications

Sampling Method	Simple
Number of Samples	10000
Confidence Interval Level	95.0%
Confidence Interval Type	Bias-corrected and accelerated (BCa)

Descriptive Statistics

		Statistic	Bootstrap ^a			
			Bias	Std. Error	BCa 95% Confidence Interval	
					Lower	Upper
BURNOUT	Mean	130.96	.00	.99	129.11	132.91
	Std. Deviation	15.775	-.108	1.643	12.715	18.680
	N	256	0	0	.	.
POS	Mean	101.12	-.01	.61	99.94	102.27
	Std. Deviation	9.739	-.026	.507	8.810	10.643
	N	256	0	0	.	.

a. Unless otherwise noted, bootstrap results are based on 10000 bootstrap samples



Correlations

Pearson Correlation		BURNOUT	BURNOUT	1.000
			POS	-.232
		POS	BURNOUT	-.232
			POS	1.000
Sig. (1-tailed)		BURNOUT	BURNOUT	.
			POS	.000
		POS	BURNOUT	.000
			POS	.
N		BURNOUT	BURNOUT	256
			POS	256
		POS	BURNOUT	256
			POS	256
Bootstrap for Pearson Correlation ^a	Bias	BURNOUT	BURNOUT	.000
			POS	-.002
		POS	BURNOUT	-.002
			POS	.000
	Std. Error	BURNOUT	BURNOUT	.000
			POS	.063
	POS	BURNOUT	.063	
		POS	.000	
BCa 95% Confidence Interval	Lower	BURNOUT	BURNOUT	.
			POS	-.342
		POS	BURNOUT	-.342
			POS	.
	Upper	BURNOUT	BURNOUT	.
			POS	-.114
	POS	BURNOUT	-.114	
		POS	.	

a. Unless otherwise noted, bootstrap results are based on 10000 bootstrap samples

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	POS ^b		Enter

Dependent Variable: BURNOUT
 Requested variables entered.



Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.232 ^a	.054	.050	15.376

a. Predictors: (Constant), POS

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3408.887	1	3408.887	14.419	.000 ^b
	Residual	60051.797	254	236.424		
	Total	63460.684	255			

a. Dependent Variable: BURNOUT

b. Predictors: (Constant), POS

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	168.929	10.044		16.819	.000	149.149	188.709
	POS	-.375	.099	-.232	-3.797	.000	-.570	-.181

a. Dependent Variable: BURNOUT

Bootstrap for Coefficients

	B	Bootstrap ^a				
		Bias	Std. Error	Sig. (2-tailed)	BCa 95% Confidence Interval	
					Lower	Upper
	168.929	.170	11.880	.000	146.072	193.211
	-.375	-.002	.110	.001	-.594	-.167

a. Dependent Variable: BURNOUT. If requested, bootstrap results are based on 10000 bootstrap samples





Optimization Software:
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