

LAMPIRAN

Lampiran 1. Kuisisioner Penelitian

KUISISIONER PENELITIAN

Yang Terhormat saudara/i,

Dengan ini saya Nurul Indah Susanti mahasiswi Program Doktor Ilmu Ekonomi Fakultas Ekonomi dan Bisnis Universitas 17 Agustus 1945. Sehubungan dengan penelitian yang saya lakukan dengan judul **“Pengaruh Kompetensi, Kepemimpinan Diri, Konflik Peran dan Dukungan Manajemen Terhadap Burnout, Komitmen Organisasional dan Kepuasan Kerja Pada Asesor Lembaga Sertifikasi Profesi (P1) di Indonesia”**, bersama ini saya mohon kesediaan saudara/i dalam meluangkan waktu untuk mengisi kuisisioner ini. Atas kesediaan dan waktu yang saudara/i yang diberikan, saya ucapkan terima kasih.

Hormat kami,

Peneliti

KUISIONER

Berilah tanda (X) pada jawaban yang sesuai pada pertanyaan-pertanyaan berikut:

A. Karakteristik Responden

1. Saya adalah Asesor LSP P1

Ya
 Tidak

(nb: apabila jawaban “tidak” maka saudara tidak boleh melanjutkan mengisi kuesener)

2. Berapa kali Anda pernah melakukan asesmen (sebagai Asesor LPS P1)

Kurang dari 6 kali
 6 kali atau lebih

(nb: apabila jawaban “kurang dari 6 kali” maka saudara tidak boleh melanjutkan mengisi kuesener)

B. Identitas Responden

1. Nama :
2. Jenis Kelamin :
 - b. Laki-Laki
 - c. Perempuan
3. Umur :
 - a. <30 Tahun
 - b. 31 -40 Tahun
 - c. 41-50 Tahun
 - d. 51-60 Tahun
 - e. >60 Tahun
4. Pendidikan Terakhir
 - a. SD / Sederajat
 - b. SMP / Sederajat
 - c. SMA / Sederajat
 - d. D3 / Sederajat

- e. S1/D4
 - f. S2
 - g. S3
5. Jenis LSP anda ?
- a. LSP P1 SMK
 - b. LSP P1 Universitas/Sederajat
6. Asal Kota :
7. Nama LSP P1 :
8. No. (Registrasi) Asesor Kompetensi :

C. Pernyataan Penelitian

Berilah tanda (X) pada kolom yang sesuai dengan jawaban Bapak/Ibu/Saudara/i mengenai pernyataan yang tersedia yang dianggap paling tepat mewakili Bapak/Ibu/Saudara. Pilihan jawaban adalah sebagai berikut:

- SS : Sangat Setuju
- S : Setuju
- N : Netral
- TS : Tidak Setuju
- STS : Sangat Tidak Setuju

1. Kompetensi

| No. | Pernyataan | Jawaban | | | | |
|-----|---|---------|---|---|----|-----|
| | | SS | S | N | TS | STS |
| 1 | Pengetahuan tentang ujian kompetensi yang saya miliki mendukung tugas saya sebagai asesor | | | | | |
| 2 | Pengetahuan tentang skema yang diujikan yang saya miliki mendukung tugas saya sebagai asesor | | | | | |
| 3 | Keterampilan/keahlian tentang ujian kompetensi yang saya miliki mendukung tugas saya sebagai asesor | | | | | |
| 4 | Keterampilan tentang skema yang | | | | | |

| No. | Pernyataan | Jawaban | | | | |
|-----|---|---------|---|---|----|-----|
| | | SS | S | N | TS | STS |
| | diujikan yang saya miliki mendukung tugas saya sebagai asesor | | | | | |
| 5 | Saya yakin bahwa saya dapat melaksanakan tugas sebagai asesor secara obyektif | | | | | |
| 6 | Saya yakin bahwa saya dapat melaksanakan tugas sebagai asesor dengan penuh tanggung jawab | | | | | |
| 7 | Orientasi interpersonal yang tinggi membuat saya dapat bertanggung jawab secara pribadi untuk bekerja sama dengan baik dengan manajer sertifikasi | | | | | |
| 8 | Saya menjalankan tugas saya sebagai asesor dengan sebaik-baiknya agar LSP P1 yang menugaskan saya dapat dipercaya oleh masyarakat | | | | | |
| 9 | Saya memiliki pengalaman yang baik dalam bekerja yang berguna untuk membantu tugas saya sebagai asesor kompetensi | | | | | |
| 10 | Saya memiliki kemampuan untuk mengontrol diri dan membantu saya tetap tenang ketika mengalami stres kerja | | | | | |

2. Kepemimpinan Diri

| No. | Pernyataan | Jawaban | | | | |
|-----|---|---------|---|---|----|-----|
| | | SS | S | N | TS | STS |
| 1 | Saya sadar dengan apa yang saya lakukan ketika melakukan tugas sebagai asesor | | | | | |
| 2 | Saya menata tujuan saya guna melakukan tugas sebagai asesor agar kinerja saya meningkat | | | | | |
| 3 | Saya menghadahi diri saya ketika saya | | | | | |

| No. | Pernyataan | Jawaban | | | | |
|-----|--|---------|---|---|----|-----|
| | | SS | S | N | TS | STS |
| | berhasil menyelesaikan tugas sebagai asesor | | | | | |
| 4 | Saya melakukan introspeksi atas kegagalan ketika melaksanakan tugas sebagai asesor | | | | | |
| 5 | Saya memasukkan suatu fitur yang menyenangkan dalam kegiatan ujian kompetensi agar tugas saya sebagai asesor menjadi bermanfaat | | | | | |
| 6 | Saya membentuk persepsi diri dengan menjauhkan perhatian dari aspek tugas yang tidak menyenangkan dan kembali fokus pada aspek tugas yang bermakna | | | | | |
| 7 | Saya mengubah keyakinan yang tidak masuk akal mengganggu saya sebagai asesor dengan proses pemikiran yang lebih konstruktif | | | | | |
| 8 | Saya mengubah asumsi-asumsi yang tidak masuk akal dan mengganggu saya sebagai asesor dengan proses pemikiran yang lebih konstruktif | | | | | |
| 9 | Saya mengubah citra mental saya sebagai asesor untuk dapat berkinerja tinggi | | | | | |
| 10 | Saya mengganti <i>self-talk</i> yang negatif dengan dialog internal yang lebih positif | | | | | |

3. Konflik Peran

| No. | Pernyataan | Jawaban | | | | |
|-----|--|---------|---|---|----|-----|
| | | SS | S | N | TS | STS |
| 1 | Saya harus melakukan hal-hal yang seharusnya dilakukan dengan cara yang berbeda. | | | | | |
| 2 | Saya menerima tugas tanpa memiliki sumber daya manusia yang diperlukan | | | | | |

| | | | | | | |
|---|--|--|--|--|--|--|
| | untuk menyelesaikannya. | | | | | |
| 3 | Saya menerima permintaan yang tidak sesuai dari prinsip saya. | | | | | |
| 4 | Saya harus mengabaikan atau bahkan melanggar aturan atau kebijakan, untuk menjalankan tugas yang menurut saya benar. | | | | | |
| 5 | Saya melakukan hal-hal yang dapat diterima oleh satu orang dan tidak dapat diterima oleh orang lain. | | | | | |
| 6 | Saya mengerjakan hal-hal yang tidak perlu | | | | | |
| 7 | Terkadang saya kehilangan semangat kerja | | | | | |
| 8 | Saya sering bekerja dengan tidak pasti atau arah yang tidak jelas. | | | | | |
| 9 | Saya menerima tugas tanpa sumber daya atau materi untuk melaksanakannya secara memadai. | | | | | |

4. Dukungan Manajemen

| No. | Pernyataan | Jawaban | | | | |
|-----|---|---------|---|---|----|-----|
| | | SS | S | N | TS | STS |
| 1 | LSP kami menekankan pada nilai dari asesor yang kompeten | | | | | |
| 2 | LSP kami memiliki suatu dedikasi yang kuat untuk mengembangkan asesor yang memiliki kompetensi tinggi | | | | | |
| 3 | LSP kami memiliki visi yang jelas untuk pengembangan sumberdaya manusianya | | | | | |
| 4 | Supervisor (Manajer Sertifikasi) saya peduli tentang apakah saya mencapai tujuan karier saya atau tidak | | | | | |
| 5 | Saya akan menunjukkan minat yang tinggi pada pekerjaan saya, jika manajernya mendukung | | | | | |
| 6 | Saya akan menunjukkan minatnya padaprestasi kerjanya, jika manajernya mendukung | | | | | |
| 7 | Saya akan mengambil inisiatif sendiri dalam bekerja, jika manajernya mendukung | | | | | |

5. Burnout

| No. | Pernyataan | Jawaban | | | | |
|-----|---|---------|---|---|----|-----|
| | | SS | S | N | TS | STS |
| 1 | Saya merasa jenuh dengan tugas asesmen saat ini | | | | | |
| 2 | Saya sering mengalami kelelahan (fisik) setelah menyelesaikan pekerjaan asesmen | | | | | |
| 3 | Saya merasa lesu ketika bangun pagi karena harus melaksanakan asesmen pada hari itu | | | | | |
| 4 | Saya sering merasa putus asa ketika pekerjaan asesmen tidak bisa saya selesaikan dengan tepat | | | | | |

| No. | Pernyataan | Jawaban | | | | |
|-----|---|---------|---|---|----|-----|
| | | SS | S | N | TS | STS |
| 5 | Saya merasa emosi saya terkuras saat menjalankan tugas sebagai asesor | | | | | |
| 6 | Saya sering merasa tidak yakin dalam melakukan asesmen | | | | | |
| 7 | Saya bekerja dengan arah yang tidak jelas (tidak pasti). | | | | | |
| 8 | Saya merasa bekerja terlampau keras dalam melaksanakan asesmen | | | | | |

6. Komitmen Organisasional

| No. | Pernyataan | Jawaban | | | | |
|-----|--|---------|---|---|----|-----|
| | | SS | S | N | TS | STS |
| 1 | Saya akan sangat senang untuk menghabiskan sisa karier saya di LSP ini | | | | | |
| 2 | Saya benar-benar merasa seolah-olah masalah organisasi LSP merupakan masalah saya juga | | | | | |
| 3 | LSP ini memiliki banyak arti bagi pribadi saya | | | | | |
| 4 | Saya merasa "terikat secara emosional" dengan LSP ini | | | | | |
| 5 | Saya merasa seperti "anggota keluarga" di LSP ini | | | | | |
| 6 | Saya merasakan rasa memiliki yang kuat terhadap LSP ini | | | | | |
| 7 | Saya senang mendiskusikan LSP saya dengan orang-orang di luar LSP | | | | | |
| 8 | Saat ini, mempertahankan pekerjaan saya di LSP ini adalah masalah kebutuhan | | | | | |
| 9 | Saat ini, mempertahankan pekerjaan saya di LSP ini adalah masalah keinginan | | | | | |
| 10 | Akan sangat sulit bagi saya untuk meninggalkan pekerjaan saya di LSP ini | | | | | |

| No. | Pernyataan | Jawaban | | | | |
|-----|--|---------|---|---|----|-----|
| | | SS | S | N | TS | STS |
| | sekarang, bahkan jika saya menginginkannya | | | | | |
| 11 | Akan sangat "mahal" bagi saya untuk meninggalkan pekerjaan saya di LSP ini dalam waktu dekat | | | | | |
| 12 | Salah satu dari sedikit konsekuensi negatif meninggalkan pekerjaan saya di LSP ini, adalah kelangkaan alternatif yang tersedia di tempat lain | | | | | |
| 13 | Saya percaya saya tidak memiliki banyak pilihan untuk dipertimbangkan, jika saya memutuskan untuk meninggalkan pekerjaan saya di LSP ini | | | | | |
| 14 | Saya tidak takut dengan apa yang mungkin terjadi jika saya berhenti dari pekerjaan saya di LSP ini tanpa antrean lain | | | | | |
| 15 | Salah satu alasan utama saya terus bekerja untuk LSP ini adalah bahwa kepergian akan membutuhkan pengorbanan pribadi yang cukup besar; tempat lain mungkin tidak cocok dengan keseluruhan manfaat yang saya miliki di sini | | | | | |
| 16 | Saya percaya bahwa saya harus selalu setia kepada LSP ini | | | | | |
| 17 | Jika saya mendapat tawaran lain untuk pekerjaan yang lebih baik di tempat lain, saya merasa tidak benar untuk meninggalkan LSP saya | | | | | |
| 18 | Saya akan merasa bersalah, jika saya meninggalkan LSP ini sekarang | | | | | |
| 19 | LSP ini layak mendapatkan kesetiaan saya | | | | | |
| 20 | Terlalu banyak kehidupan yang akan | | | | | |

| No. | Pernyataan | Jawaban | | | | |
|-----|--|---------|---|---|----|-----|
| | | SS | S | N | TS | STS |
| | terganggu jika saya memutuskan untuk meninggalkan pekerjaan saya di LSP ini sekarang | | | | | |
| 21 | Saya "berhutang" banyak pada LSP ini | | | | | |

7. Kepuasan Kerja

| No. | Pernyataan | Jawaban | | | | |
|-----|---|---------|---|---|----|-----|
| | | SS | S | N | TS | STS |
| 1 | Saya puas terhadap aturan asesmen yang dikeluarkan oleh LSP yang memberi tugas kepada saya | | | | | |
| 2 | Saya puas terhadap prosedur asesmen yang dikeluarkan oleh LSP yang memberi tugas kepada saya | | | | | |
| 3 | Saya puas terhadap hasil asesmen yang saya lakukan | | | | | |
| 4 | Saya puas terhadap honor yang saya terima | | | | | |
| 5 | Saya puas terhadap kenaikan honor yang saya terima | | | | | |
| 6 | Saya puas terhadap tunjangan yang diberikan LSP yang memberi tugas kepada saya | | | | | |
| 7 | Saya puas terhadap adanya peluang promosi untuk menjadi master asesor | | | | | |
| 8 | Saya puas terhadap penghargaan yang diberikan LSP kepada saya atas hasil asesmen saya yang baik | | | | | |
| 9 | Saya puas terhadap rekan kerja saya | | | | | |
| 10 | Saya puas terhadap komunikasi yang ada di dalam organisasi LSP yang memberi tugas kepada saya | | | | | |
| 11 | Saya puas terhadap manajer sertifikasi LSP yang memberi tugas kepada saya | | | | | |

Lampiran 2. *Theoretical Mapping*

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|-------------------------------|---|--|--|---|---|
| 1. | Soroush, <i>et al.</i> (2016) | <i>The relationship between nurses' clinical competence and burnout in neonatal intensive care units</i> | Menyelidiki hubungan antara kelelahan perawat dan klinis kompetensi dalam NICU | Variabel Independen Kompetensi Variabel Dependen <i>Burnout</i> | Ada hubungan yang signifikan negatif antara kompetensidengan <i>burnout</i> | Meningkatkan kompetensi perawat dan mengurangi kelelahan kerja melalui perencanaan yang lebih baik dan lebih berlaku |
| 2. | Yamali (2018) | <i>Effect of Compensation, Competencies and Organizational Culture on Organizational Commitment its Implicationson Experts Performance of Construction Services Company in Jambi Province</i> | Mengetahui dan menganalisis pengaruh kompensasi, kompetensi dan budaya organisasi secara parsial dan bersama-sama, terhadap komitmen organisasi serta pengaruh kompensasi, kompetensi, budaya organisasi | Variabel Independen Kompensasi Kompetensi Budaya Organisasi Variabel Dependen Kinerja Ahli Variabel Intervening Komitmen | Kompensasi dan budaya organisasi secara parsial berpengaruh signifikan positif terhadap komitmen organisasi Kompetensi tidak berpengaruh terhadap komitmen organisasi Kompensasi, kompetensi dan budaya organisasi secara simultan berpengaruh signifikan positif | Hasil R ² tentang pengaruh kompensasi, kompetensi dan budaya organisasi terhadap komitmen organisasi sebesar 67%. Sedangkan hasil R ² pengaruh kompensasi, kompetensi, budaya organisasi dan komitmen organisasi sebesar 85%. Adapun faktor yang dominan berpengaruh terhadap komitmen organisasi |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | variabel Penelitian | Hasil | Kesimpulan |
|----|------------------------------------|---|--|--|---|--|
| | | | dan komitmen organisasi secara parsial dan bersama-sama pada kinerja para ahli | Organisasi | terhadap komitmen organisasi . Kompensasi, kompetensi, budaya organisasi dan komitmen organisasi secara parsial dan simultan berpengaruh signifikan positif terhadap kinerja ahli | adalah budaya organisasi dan faktor yang dominan berpengaruh terhadap kkinerja ahli adalah komitmen organisasi |
| 3. | Nikolajevaite dan Sabaityte (2016) | Relationship Between Employees' Competencies and Job Satisfaction: British and Lithuanian Employees | Mengidentifikasi hubungan antara kompetensi karyawan dan kepuasan kerja | Variabel Independen Kompetensi Variabel Dependen Kepuasan Kerja | Ada hubungan yang signifikan positif antara kompetensidengan kepuasan kerja | Karyawan Lithuania secara eksklusif dipengaruhi oleh lingkungan kerja fisik dan karyawan Inggris dipengaruhi oleh kebijakan dan norma organisasi, kesempatan untuk melakukan pekerjaan yang memberi manfaat dan kendali diri, perhatian dan rasa hormat terhadap orang lain. Oleh karena itu, peneliti dapat |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|------------------------|---|---|--|---|---|
| | | | | | | mencari faktor-faktor baru yang memengaruhi kepuasan kerja pada keryawan Inggris dan Lithunia |
| 4. | Elloy dan Patil (2014) | Self-Leadership and Burnout: An Exploratory Study | Meneliti hubungan antara kepemimpinan diri dan tiga dimensi yaitu kelelahan emosional, depersonalisasi dan pencapaian pribadi dari kelelahan di pabrik manufaktur yang berlokasi di Pacific Northwest | Variabel Independen Kepemimpinan Diri Variabel Dependen Burnout | Ada hubungan yang signifikan negatif antara kepemimpinan diridengan burnout | Karyawan yang mengalami tingkat kepemimpinan diri yang rendah memiliki tingkat burnout yang lebih tinggi, sedangkan karyawan yang mengalami tingkat kepemimpinan diri yang lebih tionggi memiliki tingkat burnout yang lebih rendah |
| 5. | Öztekin, et al. (2015) | Effect of Leadership on Organizational Commitment | Menganalisis bagaimana pengaruh kepemimpinan terhadap komitmen organisasi | Variabel Independen Kepemimpinan Variabel Dependen Komitmen | Ada hubungan yang signifikan positif antara kepemimpinan dengan komitmen organisasional | Kepemimpinan memiliki efek positif tingkat menengah pada komitmen organisasional ($r = 0,44$) |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|---------------------------------|---|--|--|--|---|
| | | | | Organisasional | | |
| 6. | Long, et al. (2015) | The Relationship between Self-Leadership, Personality and Job Satisfaction: A Review | Mengeksplorasi hubungan antara kepemimpinan diri, kepribadian dan kepuasan kerja di antara karyawan | Variabel Independen Kepemimpinan Diri Kepribadian Variabel Dependen Kepuasan Kerja | Kepemimpinan diri berpengaruh signifikan positif terhadap kepuasan kerja Kepribadian berpengaruh signifikan positif terhadap kepuasan kerja | Kepemimpinan diri berperan sebagai strategi pengaruh diri yang memiliki potensi efektif untuk diterapkan dalam organisasi dan kepribadian dikaitkan dengan sifat perilaku unik individu |
| 7. | Olivares-faúndez, et al. (2014) | Relationships between burnout and role ambiguity, role conflict and employee absenteeism among health workers | Menganalisis pengaruh beberapa faktor risiko psikososial dalam pengembangan burnout dan untuk menganalisis pengaruh fenomena ini terhadap absensi karyawan | Variabel Independen Ambiguitas Peran Konflik Peran Variabel Dependen Absensi Karyawan Variabel Intervening Burnout | Ambiguitas peran dan konflik peran berpengaruh signifikan positif terhadap burnout Burnout berpengaruh signifikan positif terhadap absensi karyawan | Konflik peran prediktor yang lebih kuat terhadap burnout ($\beta = 0,585$; $p < 0,001$). Selain itu, burnout yang berkepanjangan dapat mendorong ketidakhadiran karyawan |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|---------------|---|--|---|--|--|
| 8. | Judeh (2011) | Role Ambiguity and Role Conflict as Mediators of the Relationship between Socialization and Organizational Commitment | Menguji hubungan antara sosialisasi karyawan dan komitmen organisasi serta untuk menilai efek mediasi dari ambiguitas peran dan konflik peran pada hubungan antara sosialisasi karyawan dan komitmen organisasi dalam organisasi telekomunikasi besar yang berlokasi di Jakarta Yordania | <p>Variabel Independen Sosialisasi Karyawan</p> <p>Variabel Dependen Komitmen Organisasional</p> <p>Variabel Intervening Ambiguitas Peran Konflik Peran</p> | <p>Sosialisasi karyawan berpengaruh signifikan positif terhadap komitmen organisasional</p> <p>Sosialisasi karyawan berpengaruh signifikan negatif terhadap ambiguitas peran</p> <p>Sosialisasi karyawan berpengaruh signifikan negatif terhadap konflik peran</p> <p>Ambiguitas peran memediasi hubungan antara sosialisasi karyawan dengan komitmen organisasional</p> <p>Konflik peran memediasi hubungan antara sosialisasi karyawan dengan komitmen</p> | Karyawan yang menerima program sosialisasi intensif cenderung merasakan ambiguitas peran dan konflik peran rendah, dan pada saat bersamaan, mereka yang merasakan ambiguitas peran dan konflik peran rendah cenderung memiliki tingkat komitmen organisasi yang lebih tinggi |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|-----|------------------------|---|--|---|---|---|
| | | | | | organisasional | |
| 9. | Conant (2017) | The Impact of Role Conflict on Job Satisfaction of Independent School Athletic Directors | Mengukur pengaruh konflik peran terhadap kepuasan kerja di 56 atletik New England Preparatory School Dewan Atletik (NEPSAC) | Variabel Independen Konflik Peran Variabel Dependen Kepuasan Kerja | Ada hubungan yang signifikan negatif antara konflik peran dengan kepuasan kerja | Hubungan terbalik antara konflik peran dan kepuasan kerja yaitu peningkatan konflik peran menimbulkan kepuasan kerja yang menurun |
| 10. | Altinoz, et al. (2016) | The Influence of Organization Support Perceived in Enterprises on Burnout Feeling: A Field Research | Berkontribusi pada proses argumen yang disebutkan, untuk menentukan dukungan organisasi pada orang yang bekerja di perusahaan perhotelan dan untuk menguji pengaruh dukungan ini pada perasaan kelelahan (burnout) | Variabel Independen Dukungan Organisasi Variabel Dependen Burnout | Ada hubungan yang signifikan negatif antara dukungan organisasi dengan burnout | Dukungan organisasi bagi karyawan perusahaan hotel merupakan faktor penting untuk mengurangi tekanan |
| 11. | Gündüz | The Effect of | Menguji pengaruh | Variabel | Ada hubungan yang | Semakin meningkat |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|-----|------------------------|---|---|---|---|--|
| | (2014) | Organizational Support on Organizational Commitment | dukungan organisasi untuk guru pada organisasi mereka komitmen | Independen Dukungan Organisasi Variabel Dependen Komitmen Organisasional | signifikan positif antara dukungan organisasi dengan komitmen organisasional | dukungan organisasi, maka semakin tinggi pula komitmen organisasional |
| 12. | Alcover, et al. (2018) | Perceived organizational support-burnout-satisfaction relationship in workers with disabilities: The moderation of family support | Menguji hubungan dukungan, burnout dan kepuasan yang dirasakan organisasi | Variabel Independen Dukungan Organisasi Variabel Dependen Kepuasan Kerja Variabel Intervening Burnout | Burnout memediasi hubungan antara dukungan organisasi dengan kepuasan kerja | Karyawan dengan dukungan rendah memiliki kepuasan kerja yang idnetik dengan burnout tinggi, tetapi karyawan dengan dukungan tinggi memiliki burnout tinggi tentu memiliki kepuasan kerja yang lebih rendah |
| 13. | Jurado dan Luiz (2019) | Burnout, Perceived Efficacy, and Job Satisfaction: Perception of the | Menguji hubungan burnout dengan persepsi konteks pendidikan, | Variabel Independen Burnout | Burnut berpengaruh signifikan negatif terhadap kepuasan kerja Burnut berpengaruh | Meningkatkan efikasi yang dirasakan, mengurangi burnout dan meningkatkan kepuasan |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|-----|---------------|---|---|---|---|--|
| | | Educational Context in High School Teachers | persepsi efikasi pengajaran dan kepuasan kerja | Variabel Dependen Kepuasan Kerja Variabel Intervening Efikasi yang Dirasakan | signifikan negatif terhadap efikasi yang dirasakan Efikasi yang dirasakan berpengaruh signifikan positif terhadap kepuasan kerja Efikasi yang dirasakan memediasi hubungan antara burnout dengan kepuasan kerja | kerja guna mengembangkan otonomi pengajaran |
| 14. | Renyut (2017) | The effect of organizational commitment, competence on Job satisfaction and employees performance in Maluku Governor's Office | Mengeksplorasi beberapa kausalitas antar variabel antara lain pengaruh organisasi komitmen dan kompetensi terhadap kepuasan kerja sebagai kausalitas pertama kemudian pengaruh komitmen organisasi, | Variabel Independen Komitmen Organisasi Kompetensi Variabel Dependen Kinerja Karyawan Variabel Intervening Kepuasan Kerja | Komitmen organisasi dan kompetensi berpengaruh positif dan signifikan terhadap kepuasan kerja Komitmen organisasi berpengaruh signifikan positif terhadap kinerja karyawan Kompetensi tidak berpengaruh terhadap kinerja karyawan Kepuasan kerja | Komitmen organisasi memberikan penguatan positif pada kepuasan kerja |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|--|---|--|--|--|--|
| | | | kompetensi terhadap kinerja karyawan sebagai kausalitas kedua dan terakhir kepuasan kerja terhadap kinerja karyawan, serta untuk menganalisis pengaruh komitmen organisasi, kepuasan kerja dan kompetensi terhadap kinerja karyawan. | | berpengaruh positif dan signifikan terhadap kinerja karyawan Kepuasan kerja tidak memediasi hubungan antara komitmen organisasi dengan kinerja karyawan | |
| 15 | Muhammad Yusup, Mukhtar, Risnita, 2019 | The Influence Of Competence, Work Participation, And Job Satisfaction Of Lecturers Toward Work Productivity | menganalisis pengaruh kompetensi, work participation, dan Kepuasan kerja dosen untuk mencapai produktivitas. | Variabel Independen Competence, Work Participation, And Job Satisfaction Variabel Dependen | terdapat pengaruh signifikan antara kompetensi terhadap kepuasan kerja. | Kepuasan merupakan tingkat kesenangan yang diterima seseorang dalam melakukan pekerjaan mereka. Jika orang menikmati pekerjaannya, mereka akan merasakannya puas, artinya kepuasan kerja |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|-------------------------------|--|--|--|--|--|
| | | | | Work Productivity | | didasarkan pada apa yang telah mereka lakukan, karena apa yang mereka lakukan sesuai dengan kompetensi atau keahlian mereka. |
| 16 | Eva Rachmawati, dkk. (2018) | Self Leadership, Kecerdasan Sosial, Employee Ability terhadap Momitmen Organisasional dan Kinerja Karyawan Dinas Pengendalian Penduduk, Pemberdayaan Perempuan dan Perlindungan Anak Kota Surabaya | Menganalisis Pengaruh Self Leadership, Kecerdasan Sosial, Employee Ability terhadap Momitmen Organisasional dan Kinerja Karyawan | Variabel Independen Self Leadership, Kecerdasan Sosial, Employee Ability Variabel Dependen Kinerja Karyawan Variabel Intervening Komitmen Organisasional | Self leadership berpengaruh tidak signifikan terhadap komitmen organisasional bahwa semakin tinggi self leadership maka komitmen organisasional akan semakin tinggi pula namun kenaikan tersebut tidak signifikan. | Hal ini menunjukkan bahwa tingginya self leadership belum tentu berdampak pada komitmen organisasional. |
| 17 | Ida Yuni Pratiwi, dkk. (2019) | The Effect of Role Conflict, Role Ambiguity, and Role | Mendapatkan bukti empiris kemampuan budaya | Variabel Independen Role Conflict, | Budaya Tri Hita Karana menimbulkan pengaruh konflik peran dan peran | Hasil penelitian menunjukkan bahwa budaya Tri Hita Karana |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|---------------|--|---|--|--|---|
| | | Overload in Burnout Government Internal Supervisors with Tri Hita Karana Culture as Moderation | Tri Hita Karana dalam memoderasi pengaruh konflik peran, ketidakjelasan peran, dan kelebihan peran pada burnout yang dialami Aparat Pengawas Intern Pemerintah (APIP) di Inspektorat Provinsi Bali. | Role Ambiguity, and Role Overload Variabel Dependen Burnout | kelebihan beban dalam mengurangi burnout. Namun budaya Tri Hita Karana tidak memoderasi pengaruh ambiguitas peran terhadap burnout yang dialami APIP di Inspektorat Provinsi Bali. | memperlemah pengaruh konflik peran dan peran overload pada burnout. Budaya Tri Hita Karana dan role overload yang dihadapi APIP, sehingga mengurangi terjadinya burnout. Untuk itu, disarankan untuk mempertimbangkan aspek budaya Tri Hita Karana dalam budaya organisasi di Inspektorat Provinsi Bali dalam rangka meningkatkan keharmonisan dan keharmonisan dalam perilaku APIP, sehingga dapat membantu mengatasi konflik peran dan ekses peran yang dihadapinya. dalam menjalankan tugasnya. Hasil penelitian ini |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | Variabel Penelitian | Hasil | Kesimpulan |
|----|---------------|------------------|-------------------|---------------------|-------|---|
| | | | | | | <p>menunjukkan bahwa hubungan moderasi antara budaya Tri Hita Karana dan ambiguitas peran pada burnout APIP bukanlah moderator, melainkan intervening, eksogen, anteseden, atau prediktor. Untuk penelitian selanjutnya, disarankan untuk mempertimbangkan variabel lain yang mampu memoderasi pengaruh konflik peran, ketidakjelasan peran, dan kelebihan peran pada burnout APIP, dan penelitian selanjutnya dapat menggunakan responden yang berbeda, seperti auditor eksternal. Hasil penelitian menunjukkan bahwa skor</p> |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|-----------------------------------|---|---|--|--|--|
| | | | | | | rata-rata pada indikator toleransi memperoleh nilai yang paling rendah sehingga menunjukkan sikap saling menghormati dan menghormati yang rendah antar sesama APIP, sehingga disarankan kepada Inspektorat Provinsi Bali untuk |
| 18 | Hera, Rasyidin dan Hasmin. (2016) | Pengaruh Konflik Peran Ganda, Beban Kerja Dan Kelelahan Kerja (Burnout) Dengan Kinerja Perawat Wanita Di RSUD I Lagaligo Kabupaten Luwu Timur | 1) pengaruh konflik peran ganda terhadap kinerja perawat wanita; 2) pengaruh beban kerja terhadap kinerja perawat wanita; dan 3) pengaruh kelelahan kerja (brunout) terhadap kinerja perawat wanita di RSUD Ilagaligo | Variabel Independen Variabel Dependen Variabel Intervening | 1) ada pengaruh yang signifikan antara konflik perang anda terhadap kinerja perawat wanita, 2) ada pengaruh yang signifikan antara beban kerja dengan kinerja perawat wanita, dan 3) ada pengaruh yang signifikan antara burnout dengan kinerja perawat wanita di RSUD Ilagaligo | 1) ada pengaruh yang signifikan antara konflik perang anda terhadap kinerja perawat wanita, 2) ada pengaruh yang signifikan antara beban kerja dengan kinerja perawat wanita, dan 3) ada pengaruh yang signifikan antara burnout dengan kinerja perawat wanita di RSUD Ilagaligo Kabupaten Luwu Timur. |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|--|--|--|---|---|---|
| | | | Kabupaten Luwu Timur. | | Kabupaten Luwu Timur. Pada penelitian ini beban kerja adalah variabel yang paling berpengaruh secara signifikan terhadap kinerja perawat wanita di ruang rawat inap RSUD I Lagaligo Kabupaten Luwu Timur. | Pada penelitian ini beban kerja adalah variabel yang paling berpengaruh secara signifikan terhadap kinerja perawat wanita di ruang rawat inap RSUD I Lagaligo Kabupaten Luwu Timur. 4) Beban kerja adalah variabel yang paling berpengaruh secara signifikan dengan kinerja perawat wanita di ruang rawat inap RSUD I Lagaligo Kabupaten Luwu Timur |
| 19 | Bambang Heri Purwanto dan Euis Soliha (2017) | Pengaruh Karakteristik Pekerjaan Dan Kompetensi Terhadap Kinerja Melalui Komitmen Organisasional | Menganalisis ada tidaknya hubungan antara karakteristik pekerjaan, kompetensi dan komitmen organisasional terhadap kinerja pegawai Dinas | Variabel Independen Karakteristik Pekerjaan dan Kompetensi Variabel Dependen Kinerja | 1) karakteristik pekerjaan tidak berpengaruh terhadap komitmen organisasional, 2) kompetensi berpengaruh positif dan signifikan terhadap komitmen | Penelitian ini menunjukkan bahwa: Pertama. Karakteristik pekerjaan tidak berpengaruh terhadap komitmen organisasional Hal ini mengindikasikan bahwa sebagian pegawai Dinas Kesehatan |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | Variabel Penelitian | Hasil | Kesimpulan |
|----|---------------|------------------|---------------------------------|---|--|---|
| | | | Kesehatan Kabupaten Pekalongan. | Variabel Intervening Komitmen Organisasional | organisasional, 3) karakteristik pekerjaan berpengaruh positif dan signifikan terhadap kinerja, 4) kompetensi berpengaruh positif dan signifikan terhadap kinerja, 5) komitmen organisasional tidak berpengaruh signifikan terhadap kinerja. | Kabupaten Pekalongan dalam melaksanakan tugasnya sebata bertanggungjawab terhadap tugas pekerjaannya dan hanya merasa puas jika mampu menyelesaikan tugas sesuai dengan karakteristik pekerjaannya. Komitmen organisasional belum menjadi tanggungjawab moral maupun keinginan bagi sebageian pegawai Dinas Kesehatan. Kedua. Kompetensi mempunyai pengaruh yang positif dan signifikan terhadap Komitmen Organisasional. Semakin tinggi pengetahuan seseorang dalam melaksanakan tugas sesuai dengan pekerjaannya yang |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | Variabel Penelitian | Hasil | Kesimpulan |
|----|---------------|------------------|-------------------|---------------------|-------|--|
| | | | | | | <p>dilandasi kemampuan dalam kompetensi secara intelektual, emosional, dan Sosial untuk mencapai standar yang diharapkan mampu meningkatkan kinerja dan mampu menumbuhkan komitmen organisasional pegawai Dinas Kesehatan Kabupaten Pekalongan. Hal ini mengindikasikan bahwa pegawai Dinas Kesehatan Kabupaten Pekalongan mampu tampil secara kompeten menghadapi kesulitan dalam melaksanakan tugas yang diberikan oleh pimpinan. Pegawai Dinas Kesehatan Kabupaten Pekalongan juga menyadari bahwasannya kompetensi yang dimiliki</p> |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | Variabel Penelitian | Hasil | Kesimpulan |
|----|---------------|------------------|-------------------|---------------------|-------|--|
| | | | | | | <p>mendukung mereka untuk menyelesaikan pekerjaan dan meningkatkan kinerjanya. Ketiga. Karakteristik pekerjaan berpengaruh positif dan signifikan terhadap kinerja. Tiap-tiap pekerjaan memiliki tuntutan yang berbeda terhadap individu yang mengerjaannya. Kemampuan intelektual atau fisik khusus yang diperlukan untuk menyelesaikan pekerjaan tergantung pada persyaratan - persyaratan kemampuan yang dibutuhkan oleh pekerjaan tersebut. Kondisi tersebut berlaku di Dinas Kesehatan Kabupaten Pekalongan. Keempat.</p> |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|-----------------------------|---|--|---|--|--|
| | | | | | | Kompetensi berpengaruh positif dan signifikan terhadap kinerja, maka dapat disimpulkan bahwa semakin tinggi kemampuan |
| 20 | Wayan Sugiarto, dkk. (2020) | Hubungan Lingkungan Kerja dan Konsep Diri dengan Burnout pada Anggota Brigade Mobile Kepolisian Daerah Sumatera Utara | Mengetahui hubungan lingkungan kerja dan konsep diri dengan burnout. Penelitian dilaksanakan di brigade mobile kepolisian daerah Sumatera Utara di Medan | Variabel Independen Lingkungan Kerja dan Konsep Diri Variabel Dependen Burnout | Berdasarkan analisis data rank spearman diperoleh taraf signifikan antara lingkungan kerja (X1) dengan burnout (Y) dengan nilai signifikan $0,000 < 0,05$, artinya membuktikan bahwa terdapat hubungan secara parsial lingkungan kerja dengan burnout. Sedangkan hubungan konsep diri (X2) dengan burnout (Y) dengan nilai signifikan $0,000 < 0,05$. Hal tersebut | Ada hubungan positif yang signifikan antara lingkungan kerja dan dengan burnout pada anggota satuan brigade mobile kepolisian daerah Medan Sumatera Utara. Ada hubungan positif yang signifikan antara konsep diri dengan burnout pada anggota satuan brigade mobile kepolisian daerah Medan Sumatera Utara. Ada hubungan positif yang signifikan antara lingkungan kerja dan konsep diri dengan |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|-----------------|-----------------------------|------------------------|---------------------|---|--|
| | | | | | membuktikan bahwa terdapat hubungan secara parsial konsep diri dengan burnout. Sedangkan taraf signifikansi lingkungan kerja (X1) dan konsep diri (X2) dengan burnout (Y) dengan nilai signifikan 0,000 <0,05 berhubungan secara simultan, maka hipotesis dalam penelitian ini diterima. Besar korelasi hubungan lingkungan kerja dan konsep diri dengan burnout pada anggota satuan Brigade Mobile kepolisian daerah Sumatera Utara di Medan sebesar 56 %. | burnout pada anggota satuan brigade mobile kepolisian daerah Medan Sumatera Utara. Hasil lain diperoleh dari penelitian ini, yakni diketahui bahwa subjek penelitian ini yaitu anggota satuan brigade mobile kepolisian daerah Medan Sumatera Utara, memiliki burnout yang tergolong rendah, lingkungan kerja yang kondusif, dan konsep diri yang juga tergolong tinggi. |
| 21 | Maria Hyacintha | Analisa Pengaruh Kompetensi | Bertujuan menganalisis | Variabel Independen | Hasil dari penelitian yang telah dilakukan | Penelitian ini telah membuktikan bahwa |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|-------------------------------------|--|---|---|--|--|
| | Hapsari dan Tatiek Nurhayati (2016) | Profesional dan Burnout Kerja Terhadap Prestasi Kerja Dengan Perceived Organizational Of Support Sebagai Variabel Moderating | pengaruh kompetensi profesional dan burnout kerja terhadap prestasi kerja dengan perceived organizational of support sebagai variabel moderting | Kompetensi Profesional dan Burnout Kerja Variabel Dependen Prestasi Kerja Variabel Moderating Perceived Organizational Of Support | diketahui bahwa 4 hipotesis diterima, yakni kompetensi profesional berpengaruh positif dan signifikan terhadap prestasi kerja karyawan. Burnout kerja memberikan pengaruh negatif dan signifikan terhadap prestasi kerja karyawan. Perceived organizational of support memoderasi hubungan kompetensi profesional terhadap prestasi kerja dengan sifat menguatkan. Perceived organizational of support memoderasi hubungan burnout kerja terhadap prestasi kerja | burnout kerja berhubungan erat dengan prestasi kerja. Burnout tinggi yang dirasakan oleh karyawan akan mengakibatkan prestasi kerja menurun. Hal ini dikemukakan dalam teori yang dikemukakan oleh Maslach (dalam Butarbutar, 2015:57) yang mengatakan bahwa satu hal yang memiliki kontribusi besar terhadap timbulnya burnout yaitu jika mereka merasa tidak bernilai, tidak dihargai, dan pekerjaan mereka merasa tidak berarti. Dengan demikian, hal |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|----------------------|---|---|--|---|--|
| | | | | | dengan sifat memperlemah. | |
| 22 | Ainur Rosidah (2013) | Pengaruh Keadilan Organisasi Dengan Mediasi Strategi Koping Terhadap Burnout Pada Pekerja Sosial Dinas Sosial | Apakah ada pengaruh keadilan organisasi dengan mediasi strategi koping terhadap burnout pada pekerja sosial dinas sosial. | Variabel Independen Keadilan Organisasi Variabel Dependen Burnout Variabel Intervening Strategi Koping | Hasil penelitian menyatakan bahwa Keadilan organisasi (distributif, prosedural, interaksional) dengan mediasi strategi koping berpengaruh signifikan terhadap burnout dengan nilai β masing-masing -0.250, 0.203 dan 0.153 dengan p masing-masing 0.000, 0.02 dan 0.011. Temuan ini memberikan peluang bagi peneliti berikutnya untuk menyelidiki lebih lanjut tentang keadilan organisasi melalui strategi lainnya terhadap burnout pada pekerja sosial dinassosial. | Berdasarkan hasil pengujian struktural yang telah diuraikan dalam bab sebelumnya, dapat disimpulkan: 1. Keadilan organisasi (distributif, prosedural, interpersonal) berpengaruh signifikan terhadap burnout secara langsung. 2. Keadilan prosedural berpengaruh signifikan terhadap burnout secara tidak langsung melalui koping (masalah dan emosi). 3. Keadilan distribusi berpengaruh signifikan terhadap burnout secara tidak langsung melalui koping masalah. 4. Keadilan distribusi |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|--|---|---|---|--|---|
| | | | | | | berpengaruh tidak signifikan terhadap burnout secara tidak langsung melalui coping emosi. 5.Keadilan interpersonal berpengaruh signifikan terhadap burnout secara tidak langsung melalui coping emosi. 6.Keadilan interpersonal berpengaruh tidak signifikan terhadap burnout secara tidak langsung melalui coping masalah. |
| 23 | Suryo Andrian Prasetyo, Hermawan dan Ahmad Guspul (2020) | Pengaruh Konflik Peran, Ambiguitas Peran dan Lingkungan Kerja Terhadap Komitmen Organisasi Melalui Stres Kerja Sebagai Variabel Intervening (Studi Kasus Pada | Menguji tentang pengaruh konflik peran, ambiguitas peran dan lingkungan kerja terhadap komitmen organisasi melalui stres kerja sebagai variabel | Variabel Independen Konflik Peran, Ambiguitas Peran dan Lingkungan Kerja Variabel Dependen | Konflik peran, ambiguitas peran dan lingkungan kerja berpengaruh positif dan signifikan terhadap stres kerja. Stres kerja berpengaruh negatif dan signifikan terhadap komitmen organisasi. | PT. Astra Motor Banjarnegara diharapkan agar meminimalisir terjadinya konflik peran karena berdasarkan jawaban responden, konflik peran memiliki nilai terendah. Meminimalisir terjadinya |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|---------------|---|-------------------|---|---|--|
| | | PT. Astra Motor, Tbk Banjarnegara Cabang Yogyakarta)” | intervening. | Komitmen Organisasi Variabel Intervening Stres Kerja | Konflik peran, ambiguitas peran dan lingkungan kerja berpengaruh negatif dan signifikan terhadap komitmen organisasi yang dimediasi oleh stres kerja. | konflik peran yang dialami karyawan dapat dilakukan dengan cara membagi tugas khusus sesuai bidang kepada karyawan dan memberikan pengawasan terhadap kegiatan oprasional perusahaan yang dilakukan masing-masing karyawan agar tidak terjadi ketidakjelasan peran yang dialami karyawan. PT. Astra Motor Banjarnegara perlu mengatur tugas-tugas dan wewenang yang diberikan ke masing-masing karywan dalam melaksanakan pekerjaannya agar tidak terjadi doble jobs yang dialami karyawan yang akan membuat beban |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|-------------------------|---|--|--|---|---|
| | | | | | | pesikologis karyawan meningkat, karena berdasarkan jawaban responden, masih banyak pekerjaan yang dikerjakan secara bersama/ doble job yang membuat karyawan merasa terbebani dalam menyelesaikannya secara bersamasama di waktu yang bersamaan. |
| 24 | Muji Rahayu, dkk (2020) | Pengaruh Servant Leadership dan Kompetensi Terhadap Komitmen Organisasional Di Universitas Swasta | mengetahui pengaruh servant leadership terhadap komitmen organisasional. | Variabel Independen Servant Leadership dan Kompetensi Variabel Dependen Kinerja | Hasil menunjukkan bahwa servant leadership dan kompetensi memiliki pengaruh yang positif dan signifikan terhadap komitmen organisasional secara parsial dan simultan. Ini menunjukkan bahwa makin baik tingkat penerapan servant leadership, makin tinggi | Berdasarkan hasil pengolahan data, dapat dilihat bahwa korelasi antara servant leadership dengan kompetensi sebesar 0,665 (kuat), servant leadership terhadap komitmen organisasional 0,808 (sangat kuat) dan kompetensi terhadap komitmen organisasional sebesar 0,717 (kuat). |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|----------------------------|--|--|---|---|--|
| | | | | | tingkat komitmen organisasional dan makin tinggi kompetensi yang dimiliki oleh dosen makin tinggi tingkat komitmen organisasional dosen. | Dengan hasil tersebut, untuk dapat meningkatkan komitmen organisasional secara maksimal, maka pimpinan perlu menerapkan pendekatan kepemimpinan yang tepat agar dosen dapat memiliki komitmen organisasional yang tinggi. |
| 25 | Hayley Love, et al. (2019) | Helicopter Parenting, Self-Control, and School Burnout among Emerging Adults | meneliti peran mediasi pengendalian diri dalam hubungan antara pola asuh helikopter dan kelelahan sekolah siswa dan apakah hubungan antara pola asuh helikopter dan kelelahan sekolah siswa bervariasi menurut jenis | Variabel Independen Maternal Helicopter Parenting, Paternal Helicopter Parenting dan Gender Variabel Dependen School Burnout | Hasil dari pemodelan persamaan struktural menunjukkan bahwa kontrol diri sepenuhnya memediasi hubungan antara persepsi orangtua dengan helikopter dan perasaan kelelahan sekolah, dan secara parsial memediasi hubungan antara persepsi orangtua dengan helikopter dan kelelahan sekolah. | Pekerjaan ini didukung oleh dana dari Dewan Nasional Program Hibah Inovasi Hubungan Keluarga. Pendapat, temuan, kesimpulan atau rekomendasi yang diungkapkan dalam karya ini tidak selalu mencerminkan pandangan Dewan Nasional Hubungan Keluarga. |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | Variabel Penelitian | Hasil | Kesimpulan |
|----|---------------|------------------|--------------------|------------------------------------|---|------------|
| | | | kelamin orang tua. | Variabel Intervening Self-Control, | Selanjutnya, persepsi parenting helikopter paternal memiliki hubungan langsung yang lebih kuat dengan kelelahan sekolah siswa dibandingkan dengan persepsi parenting helikopter maternal. Kesimpulan Hasil penelitian kami menunjukkan bahwa perilaku parenting helikopter dapat menghambat pengembangan keterampilan pengendalian diri di antara mahasiswa dewasa yang muncul, yang terkait dengan perasaan kelelahan sekolah. Lebih lanjut, ayah helikopter | |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|-----------------------------|---|---|--|--|---|
| | | | | | mungkin memiliki dampak negatif yang lebih langsung pada perasaan siswa yang kelelahan di sekolah daripada ibu helikopter karena melanggar ekspektasi anak mereka terhadap peran ayah yang khas. Implikasi temuan untuk praktik di pendidikan tinggi juga dibahas. | |
| 26 | Nurul Khamndiniya ti (2019) | Hubungan Konflik Peran Ganda dan Tipe Kepribadian DISC Terhadap Sindrom Kelelahan (Burnout) | Bertujuan untuk mengetahui hubungan antara konflik keluarga kerja dan kepribadian DISC terhadap burnout dengan karyawan wanita menikah di Kalimantan Timur. | Variabel Independen Konflik Peran Ganda dan Tipe Kepribadian DISC Variabel Dependen Sindrom Kelelahan | Hasil penelitian menunjukkan bahwa ada hubungan positif dan signifikan antara konflik keluarga dengan burnout melalui uji korelasi kendall tau dengan hasil R sebesar 0,056 dan nilai signifikan 0,000 ($p < 0,05$) dan ada | 1. Ada hubungan positif dan signifikan antara konflik peran ganda terhadap sindrom kelelahan (burnout) pada karyawan wanita yang berstatus menikah di Kalimantan Timur. 2. Ada hubungan positif dan signifikan antara tipe kepribadian DISC |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | Variabel Penelitian | Hasil | Kesimpulan |
|----|---------------|------------------|-------------------|---------------------|---|--|
| | | | | (Burnout) | hubungan positif dan signifikan antara tipe kepribadian DISC dengan burnout terhadap Pegawai wanita menikah di Kalimantan Timur ini dapat dilihat dengan hasil uji komparasi kruskal wallis dengan nilai signifikan 0,000 ($p < 0,05$). | terhadap sindrom kelelahan (burnout) pada karyawan wanita yang berstatus menikah di Kalimantan Timur. 3. Terdapat perbedaan antara dua tipe kepribadian DISC terhadap tingkat sindrom kelelahan (<i>burnout</i>). Tipe kepribadian dengan kategori kecenderungan sindrom kelelahan (burnout) yang memiliki perbedaan secara signifikan adalah tipe kepribadian CS (Compliance Steadiness) - SD (Steadiness Dominance), SD (Steadiness Dominance) - SC (Steadiness Compliance) serta tipe kepribadian SD |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|------------------------------|--|--|---|--|---|
| | | | | | | (Steadiness Dominance) - I (Influence). Sedangkan tipe kepribadian lainnya memiliki perbedaan yang tidak signifikan. |
| 27 | Adhi Prastistha Silen (2016) | Pengaruh Kompetensi dan Pengembangan Karir Terhadap Kepuasan Kerja Dengan Komitmen Organisasional Sebagai Variabel Mediasi (Studi Pegawai Politeknik Ilmu Pelayaran (PIP) Semarang | menganalisis pengaruh kompetensi dan pengembangan karir terhadap komitmen organisasional pada karyawan Politeknik Ilmu Pelayaran Semarang. | Variabel Independen Kompetensi dan Pengembangan Karir Variabel Dependen Kepuasan Kerja Variabel Intervening Komitmen Organisasional | 1. Kompetensi berpengaruh positif dan signifikan terhadap komitmen organisasional. 2. Pengembangan karir berpengaruh positif dan signifikan terhadap komitmen organisasional.3. Kompetensi berpengaruh positif dan signifikan terhadap kepuasan kerja. 4. Pengembangan karir berpengaruh positif dan signifikan terhadap kepuasan kerja. 5. Komitmen | 1. Kompetensi berpengaruh positif dan signifikan terhadap komitmen organisasional. 2. Pengembangan karir berpengaruh positif dan signifikan terhadap komitmen organisasional.3. Kompetensi berpengaruh positif dan signifikan terhadap kepuasan kerja. 4. Pengembangan karir berpengaruh positif dan signifikan terhadap kepuasan kerja. 5. Komitmen organisasional berpengaruh positif dan signifikan terhadap |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|--|---|---|---|---|--|
| | | | | | organisasional berpengaruh positif dan signifikan terhadap kepuasan kerja. 6. Komitmen organisasional tidak memediasi pengaruh kompetensi terhadap kepuasan kerja. 7. Komitmen organisasional tidak memediasi pengaruh pengembangan karir terhadap ke puasan kerja. | kepuasan kerja. 6. Komitmen organisasional tidak memediasi pengaruh kompetensi terhadap kepuasan kerja. 7. Komitmen organisasional tidak memediasi pengaruh pengembangan karir terhadap ke puasan kerja. |
| 28 | Cindy Silvia dan Ahyar Yuniawan (2017) | Analisis Pengaruh Konflik Peran dan Ambiguitas Peran Terhadap Komitmen Organisasi Melalui Stres Kerja Sebagai Variabel Intervening (Studi Pada Karyawan PT. | menguji dan menganalisis pengaruh konflik peran terhadap stres kerja, pengaruh ambiguitas peran terhadap stres kerja, pengaruh stres kerja terhadap | Variabel Independen Pengaruh Konflik Peran dan Ambiguitas Peran Variabel Dependen Komitmen | Peneliti menyimpulkan bahwa konflik peran dan ambiguitas peran berpengaruh positif dan signifikan terhadap stres kerja. Stres kerja berpengaruh negatif dan signifikan terhadap komitmen organisasi. | konflik peran dan ambiguitas peran berpengaruh positif dan signifikan terhadap stres kerja. Stres kerja berpengaruh negatif dan signifikan terhadap komitmen organisasional. Konflik peran tidak |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | Variabel Penelitian | Hasil | Kesimpulan |
|----|---------------|---|---|---|--|--|
| | | Telekomunikasi Indonesia, Tbk. (Witel Semarang) | komitmen organisasi, pengaruh konflik peran terhadap komitmen organisasi melalui stres kerja sebagai intervening. variabel dan pengaruh ambiguitas peran terhadap komitmen organisasi melalui stres kerja sebagai variabel intervening. | Organisasi Variabel Intervening Stres Kerja | Konflik peran tidak berpengaruh negatif dan signifikan terhadap komitmen organisasi yang dimediasi oleh stres kerja, sedangkan ambiguitas peran berpengaruh negatif dan signifikan terhadap komitmen organisasi yang dimediasi oleh stres kerja. | berpengaruh negatif dan signifikan terhadap komitmen organisasional yang dimediasi oleh stres kerja, sedangkan ambiguitas peran berpengaruh negatif dan signifikan terhadap komitmen organisasional yang dimediasi oleh stres kerja. |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|---|--|---|--|---|--|
| 29 | Arina Afira Putri dan Olievia Prabandini Mulyana (2019) | Hubungan Antara Konflik Peran Ganda Dengan Kecenderungan Burnout Pada Perawat Rsud Pamekasan | bertujuan untuk mengetahui hubungan antara konflik peran ganda dengan kecenderungan burnout pada perawat wanita RSUD Pamekasan. | Variabel Independen Konflik Peran Ganda Variabel Dependen Burnout | Hasil analisis data menunjukkan bahwa nilai koefien korelasi sebesar $r = 0,853$ ($p < 0,000$). Hasil tersebut menunjukkan bahwa terdapat hubungan antara konflik peran ganda dengan kecenderungan burnout. | Penelitian ini bertujuan untuk mengetahui adanya hubungan antara konflik peran ganda dengan burnout pada perawat wanita RSUD Pamekasan. Berdasarkan Uji product moment di peroleh koefisien korelasi r yaitu $0,853$ yang menunjukkan adanya hubungan yang sangat kuat antara konflik peran ganda dengan kecenderungan burnout dengan nilai probabilitas sebesar $0,000$ kurang dari $0,05$ ($p < 0,05$). Nilai koefisien korelasi tanda positif menunjukkan bahwa terdapat hubungan yang positif pada kedua variabel. Hubungan positif memiliki arti semakin tinggi konflik |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | Variabel Penelitian | Hasil | Kesimpulan |
|----|------------------------------------|---|---|---|--|---|
| | | | | | | peran ganda yang dialami perawat, maka semakin tinggi pula mengalami kecenderungan burnout. |
| 30 | Gede Riana dan Ketut Metria (2018) | Pengaruh Dukungan Organisasi Terhadap Komitmen Organisasional Dan Kinerja Pegawai | (1) pengaruh dukungan organisasi terhadap kinerja pegawai, (2) pengaruh dukungan organisasi terhadap komitmen | Variabel Independen Dukungan Organisasional Variabel | Hasil penelitian menemukan bahwa dukungan organisasi berpengaruh positif dan signifikan terhadap kinerja pegawai, dengan nilai koefisien sebesar | Berdasarkan hasil pembahasan, maka dapat disimpulkan bahwa, pertama, dukungan organisasi berpengaruh positif signifikan terhadap kinerja pegawai. Hal ini |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|---------------|------------------|---|--|--|--|
| | | | organisasional dan (3) Pengaruh komitmen organisasional terhadap kinerja pegawai. | Dependen Kinerja Pegawai Variabel Intervening Komitmen Organisasional | 0,389 dan nilai t statistics sebesar 4,086 (> t kritis 1,96). Pengaruh dukungan organisasi terhadap komitmen organisasional menghasilkan nilai koefisien sebesar 0,634 dan nilai t statistics sebesar 9,091 (>t kritis 1,96) yang berarti signifikan. Selanjutnya komitmen organisasional juga berpengaruh positif signifikan terhadap kinerja pegawai, dengan nilai koefisien sebesar 0,363 dan nilai t statistics sebesar 4,635 (>t kritis 1,96). Penelitian ini membuktikan bahwa | mengandung makna bahwa dukungan organisasi yang baik, akan dapat meningkatkan kinerja pegawai. Kedua, dukungan organisasi berpengaruh positif signifikan terhadap komitmen organisasional. Hal ini mengandung makna bahwa, semakin kuat dukungan organisasi maka semakin tinggi pula komitmen organisasional pegawainya. Ketiga, komitmen organisasional berpengaruh positif signifikan terhadap kinerja pegawai. Hal ini mengandung makna bahwa, semakin tinggi komitmen organisasional pegawai maka kinerja pegawai akan semakin |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|---|--|--|---|---|---|
| | | | | | pegawai yang mendapat dukungan dari organisasinya terbukti mampu meningkatkan komitmen organisasional untuk bekerja yang berimplikasi kepada semakin baiknya kinerja yang ditampilkan oleh pegawai Dinas Kependudukan dan Pencatatan Sipil Kota Denpasar. | meningkat. |
| 31 | Kadek Desniari dan A.A Sagung Kartika Dewi (2020) | Pengaruh Pemberdayaan Pegawai, Dukungan Organisasi Dan Kompensasi Terhadap Komitmen Organisasional | mengetahui pengaruh pemberdayaan pegawai, dukungan organisasi dan kompensasi terhadap komitmen organisasional. Penelitian ini dilakukan di | Variabel Independen Pemberdayaan Pegawai, Dukungan Organisasi Dan Kompensasi Variabel Dependen | ditemukan bahwa pemberdayaan pegawai, dukungan organisasi dan kompensasi secara simultan berpengaruh positif dan signifikan terhadap komitmen organisasional. Pemberdayaan pegawai secara parsial | 1). Pemberdayaan Pegawai berpengaruh positif dan signifikan terhadap komitmen organisasional pada Kementerian PUPR Balai Wilayah Sungai Bali-Penida. Hal ini menunjukkan jika pegawai kontrak semakin |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | Variabel Penelitian | Hasil | Kesimpulan |
|----|---------------|------------------|---|-------------------------|---|---|
| | | | Kementerian Pekerjaan Umum dan Perumahan Rakyat Balai Wilayah Sungai Bali-Penida. | Komitmen Organisasional | berpengaruh signifikan terhadap komitmen organisasional. Dukungan organisasi secara parsial berpengaruh terhadap komitmen organisasional. Kompensasi juga secara parsial berpengaruh signifikan terhadap komitmen organisasional. | diberdayakan maka semakin tinggi komitmen organisasional yang dimiliki oleh masing-masing individu pegawai kontrak ; 2). Dukungan Organisasi berpengaruh positif dan signifikan terhadap komitmen organisasional pada Kementerian PUPR Balai Wilayah Sungai Bali-Penida. Ini menunjukkan bahwa apabila pimpinan memberikan dukungan organisasi kepada pegawai kontrak maka kenyamanan saat bekerja meningkat serta komitmen organisasional akan meningkat;3). Kompensasi berpengaruh positif dan signifikan terhadap komitmen |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|---------------------------------------|---|---|--|--|--|
| | | | | | | organisasional. Hal ini menunjukkan jika pemberian kompensasi kepada pegawai kontrak secara adil tentu akan meningkatkan komitmen organisasional karena merasa prestasinya dihargai oleh pimpinan |
| 32 | Fifi Prananda dan I Gede Riana (2020) | Pengaruh Dukungan Organisasi Terhadap Komitmen Organisasional Dengan Psychological Contract Sebagai Variabel Moderasi | menguji pengaruh dukungan organisasi terhadap komitmen organisasional dengan psychological contract sebagai variabel moderasi | Variabel Independen Pengaruh Dukungan Organisasi Variabel Dependen Komitmen Organisasional Variabel Intervening Psychological Contract | Hasil penelitian ini menyatakan dukungan organisasi berpengaruh positif signifikan terhadap komitmen organisasional, psychological corntact berpengaruh positif signifikan terhadap komitmen organisasional, dan dukungan organisasi berpengaruh terhadap komitmen organisasional dengan | Dukungan organisasi berpengaruh positif dan signifikan terhadap komitmen karyawan, artinya dukungan organisasi yang di berikan oleh organisasi mampu meningkatkan komitmen karyawan. Psychological contract berpengaruh positif dan signifikan terhadap komitmen organisasional, artinya psychological |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|--|--|--|--|--|---|
| | | | | | psychological contract memperkuat kedua variabel tersebut. | contract yang dirasakan oleh karyawan mampu meningkatkan komitmen karyawan. Psychological contract memperkuat pengaruh dukungan organisasi terhadap komitmen organisasional, artinya psychological contract yang positif akan mendukung terlaksananya dukungan organisasi untuk karyawan sehingga akan menimbulkan komitmen organisasional. |
| 33 | Fahrizal dan I Wayan Mudiarta Utama (2017) | Pengaruh Persepsi Dukungan Organisasi Terhadap Komitmen Organisasional Dan Turnover Intention Karyawan Hotel | mengetahui pengaruh persepsi dukungan organisasi terhadap komitmen organisasional serta untuk mengetahui | Variabel Independen Dukungan Organisasi Variabel Dependen | Dukungan organisasi berpengaruh positif dan signifikan terhadap komitmen organisasional. Komitmen organisasi berpengaruh negatif dan | Implikasi yang dapat terjadi dari penelitian ini yaitu pihak hotel dapat menciptakan hubungan tenaga kerja yang positif baik antara atasan dengan karyawan maupun antara |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|--|---|---|--|--|--|
| | | Kajane Mua Ubud | pengaruh persepsi dukungan organisasi dan komitmen organisasional terhadap Turnover intention pada Hotel Kajane Mua Ubud. | Komitmen Organisasional Dan Turnover Intention | signifikan terhadap turnover intention. | sesama karyawan. Pimpinan perusahaan harus membuat situasi dalam perusahaan terasa nyaman mungkin. Beban kerja disesuaikan dengan kapasitas kerja individu, sehingga persepsi dukungan organisasi dan komitmen organisasi dapat terwujud dan turnover intention dapat diminimalisir. |
| 34 | Intan Cahya Kurniasari, Armanu Thoyib dan Rofiaty (2018) | Peran Komitmen Organisasional Dalam Memediasi Pengaruh Kompetensi, Pelatihan Dan Budaya Organisasi Terhadap Kinerja Perawat | 1) Pengaruh Kompetensi terhadap Komitmen Organisasional. 2) pengaruh pelatihan ke komitmen organisasional. 3) budaya organisasi pada komitmen organisasional. 4) pengaruh | Variabel Independen Kompetensi, Pelatihan, dan Budaya Variabel Dependen Kinerja Variabel | Kompetensi, pelatihan dan budaya organisasi berdampak ke komitmen organisasional namun tidak menunjukkan pengaruh secara langsung terhadap kinerja perawat. Komitemen organisasional | Kesimpulan yang dihasilkan dari kajian penelitian antara lain kompetensi memiliki pengaruh secara tidak langsung terhadap Kinerja Perawat melalui Organisasi. Kompetensi yang sesuai terhadap bidang pekerjaan perawat mampu menghasilkan |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | Variabel Penelitian | Hasil | Kesimpulan |
|----|---------------|------------------|--|-------------------------|--|--|
| | | | kompetensi terhadap kinerja perawat. 5) pengaruh pelatihan terhadap kinerja perawat. 6) pengaruh budaya organisasi ke kinerja perawat. 7) pengaruh komitmen organisasional pada kinerja perawat. 8) peran komitmen Organisasional dalam memediasi pengaruh Kompetensi terhadap Kinerja Perawat. 9) peran komitmen organisasional dalam memediasi pengaruh pelatihan terhadap kinerja | Intervening Komitmen | menunjukkan peran mediasi secara penuh (complete) dalam memediasi pengaruh kompetensi, pelatihan dan budaya organisasi terhadap kinerja perawat RSUD Waluyo Jati Kraksaan. | kinerja dari segi kualitas, kuantitas dan waktu apabila perawat memiliki komitmen yang kuat untuk tetap berada dalam organisasi. Pelatihan memiliki pengaruh secara tidak langsung terhadap Kinerja Perawat melalui Organisasi. Persepsi perawat terhadap pelatihan yang didukung oleh atasan serta kemudahan dalam mengakses pelatihan mampu menghasilkan kinerja dari segi kualitas, kuantitas dan waktu apabila perawat memiliki komitmen yang kuat untuk tetap berada dalam organisasi. Perawat yang memiliki persepsi akan nilai-nilai yang ada dalam |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | Variabel Penelitian | Hasil | Kesimpulan |
|----|---------------|------------------|--|---------------------|-------|--|
| | | | <p>perawat. 10) peran komitmen organisasional dalam memediasi pengaruh budaya organisasi terhadap kinerja perawat.</p> | | | <p>organisasi mampu menghasilkan kinerja dari segi kualitas, kuantitas dan waktu apabila perawat memiliki komitmen yang kuat untuk tetap berada dalam organisasi. Komitmen Organisasional memiliki pengaruh terhadap Kinerja Perawat. Kompetensi yang diukur melalui keterikatan secara afektif/emoional, normatif dan continuance mampu menghasilkan kinerja dari segi kualitas, kuantitas dan waktu apabila perawat. Kompetensi, pelatihan dan budaya organisasi tidak menghasilkan Kinerja Perawat. Ketidakmampuan variabel</p> |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|---------------------------------|---|---|---|---|--|
| | | | | | | dalam menunjukkan pengaruh disebabkan karena RSUD Waluyo Jati adalah organisasi milik pemerintah yang membuat pegawainya tidak memiliki tuntutan pekerjaan yang tinggi sehingga ada atau tidaknya faktor-faktor dari luar tidak akan berdampak pada mereka yang berkinerja tinggi atau rendah. |
| 35 | Scott C. Ambrose, et al. (2014) | Boundary spanner multi-faceted role ambiguity and burnout: An exploratory study | menemukan ketidakjelasan peran sebagai penyebab kelelahan masih lazim. Mengingat sifat penjualan yang mencakup batas-batas yang kompleks, | Variabel Independen Role Ambiguity Variabel Dependen JobSatisfaction and JobPerformance | temuan memberikan dasar untuk membantu mengurangi dampak negatif dari kelelahan dengan hanya berfokus pada aspek tertentu dari ambiguitas peran | Studi eksplorasi ini merupakan upaya awal untuk lebih memahami hubungan kompleks antara ambiguitas peran dan kelelahan tenaga penjual di tingkat aspek individu. Tiga kontribusi utama dari penelitian ini mengatasi kesenjangan |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | Variabel Penelitian | Hasil | Kesimpulan |
|----|---------------|------------------|--|------------------------------|-------|--|
| | | | kemungkinan ukuran global dari ambiguitas peran gagal untuk sepenuhnya menangkap domain dan dampak ambiguitas peran. | Variabel Intervening Burnout | | dalam literatur kelelahan tenaga penjual. Pertama, studi ini menunjukkan bahwa berbagai jenis ambiguitas peran berdampak pada aspek kelelahan tenaga penjual secara berbeda, dengan demikian, menyoroti hasil masa lalu yang beragam. Kontribusi kedua menjelaskan cara di mana burnout menghubungkan ambiguitas peran dengan kepuasan kerja dan prestasi kerja di tingkat faset. Menguji hubungan berdasarkan urutan kelelahan dalam konteks tenaga penjualan mengungkap peran mediasi dari aspek kelelahan saat sindrom berkembang. Kontribusi |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|--------------------------------------|---|---|--|---|---|
| | | | | | | terakhir adalah pentingnya ambiguitas yang berorientasi pada pelanggan mengingat kemampuannya untuk memengaruhi kepuasan kerja dan kinerja serta semuafacetsof burnout. Penemuan harus mendorong peneliti penjualan untuk menilai ambiguitas berorientasi pelanggan dalam studi masa depan yang melibatkan anteseden kelelahan. |
| 36 | Javadi, Rezaee dan Salehzadeh (2013) | <i>Investigating the Relationship between Self-Leadership Strategies and Job Satisfaction</i> | mengetahui hubungan antara strategi kepemimpinan diri dan kepuasan kerja. | Variabel Independen <i>Self-Leadership Strategies</i> Variabel Dependen <i>Job Satisfaction</i> | "strategi yang berfokus pada perilaku", "strategi penghargaan alami" dan "strategi pola pikir konstruktif" (dengan koefisien yang signifikan pada 0,61, 0,59 dan 0,63) memiliki | Kepuasan Kerja telah banyak dipelajari dalam penelitian organisasi. Salah satu faktor yang mempengaruhi kepuasan karyawan adalah kepemimpinan diri. Tujuan dari penelitian ini |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | Variabel Penelitian | Hasil | Kesimpulan |
|----|---------------|------------------|-------------------|---------------------|---|---|
| | | | | | <p>pengaruh yang signifikan terhadap kepuasan kerja dan pengaruh kepemimpinan diri terhadap kepuasan kerja. dengan koefisien jalur yang signifikan sebesar 0,73. Hasil penelitian menunjukkan bahwa kepemimpinan diri dapat dijadikan sebagai prediktor kepuasan kerja.</p> | <p>adalah untuk mengetahui hubungan antara kepemimpinan diri dan kepuasan kerja. Penelitian dilakukan di sebuah organisasi pendidikan di Isfahan. Temuan menunjukkan bahwa "strategi yang berfokus pada perilaku", "strategi penghargaan alami" dan "strategi pola pikir konstruktif" (dengan koefisien yang signifikan pada 0,61, 0,59 dan 0,63) memiliki pengaruh yang signifikan terhadap kepuasan kerja dan pengaruh kepemimpinan diri terhadap kepuasan kerja. dengan koefisien jalur yang signifikan sebesar 0,73. Temuan menunjukkan bahwa</p> |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|-------------------------------|---|--|--|---|---|
| | | | | | | kepemimpinan diri dapat dianggap sebagai prediktor kepuasan kerja. Hasil penelitian ini menyatakan bahwa karakteristik kepemimpinan diri dapat berpengaruh terhadap peningkatan kepuasan kerja sehingga pelatihan keterampilan kepemimpinan diri bagi karyawan merupakan cara yang baik untuk meningkatkan kepuasannya. |
| 37 | Lorenzo Avanzi, et al. (2018) | <i>How to mobilize social support against workload and burnout: The role of organizational identification</i> | mengembangkan teoritis dan empiris terbaru menguraikan peran identifikasi organisasi dalam proses stres. Pada penelitian ini | Variabel Independen Organizational identification Variabel Dependen Burnout | Identifikasi organisasi tidak terkait dengan beban kerja secara langsung, tetapi ketika dukungan rekan ditambahkan ke regresi, hubungan antara identifikasi dan beban | Identifikasi organisasi dapat mengurangi stres guru dengan meningkatkan persepsi dukungan sosial dan dengan demikian mengurangi persepsi guru tentang beban kerja. |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|---------------|------------------|---|--|--|---|
| | | | memberikan tes empiris dari model identitas sosial stres dengan menguji model mediasi dua langkah dari link identifikasi kelelahan kerja. | Variabel Intervening Colleague Suport and Workliad | kerja menjadi positif dan signifikan. Meskipun pengaruhnya relatif kecil, itu berarti identifikasi yang kuat dapat menyebabkan beban kerja yang lebih tinggi. Beban kerja telah dikonseptualisasikan sebagai stressor tantangan, karena dikaitkan dengan tingkat motivasi yang lebih tinggi (LePine et al., 2005). Jenis stres ini terkait dengan promosi penguasaan dan pertumbuhan pribadi dan telah ditemukan terkait dengan kinerja tingkat tinggi dan kepuasan kerja (LePine et al., 2005). Rasa memiliki yang kuat | Temuan ini dapat digunakan oleh otoritas sekolah dan pembuat kebijakan. Membangun identitas bersama formal dan informal di sekolah mungkin merupakan strategi yang baik untuk mengurangi stres dan kelelahan, karena, seperti yang diuraikan oleh responden lain yang diwawancarai dalam studi kualitatif yang disebutkan sebelumnya, guru dapat dibantu dengan berbagi keterampilan dan kompetensi baru: “membentuk kelompok guru saat istirahat, sehingga semua orang bisa terbuka” |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | Variabel Penelitian | Hasil | Kesimpulan |
|----|---------------|------------------|-------------------|---------------------|--|------------|
| | | | | | <p>dapat merepresentasikan motivasi guru untuk meningkatkan usahanya dalam mengatasi tekanan waktu dan beban yang berlebihan. Memang, karyawan yang sangat teridentifikasi cenderung melihat tujuan dan sasaran organisasi sebagai milik mereka sendiri dan akan meningkatkan upaya mereka untuk mencapainya (Ng & Feldman, 2008). Namun, hal ini dapat berdampak negatif pada kesehatan dan kesejahteraan karyawan dari waktu ke waktu (Avanzi, van Dick,</p> | |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|--|--|---|---|--|---|
| | | | | | Fraccaroli, & Sarchielli, 2012). | |
| 38 | Nandavati, Soelton, Nanda, Linggarnusantara, dan Pebriani (2019) | Bagaimanakah Konflik Peran dan Beban Kerja Mempengaruhi Kinerja Karyawan Dengan Burnout Sebagai Variabel Intervening | Menguji dan menganalisis pengaruh konflik peran dan beban kerja terhadap kinerja karyawan dengan burnout sebagai variabel intervening untuk karyawan PT. EDI Indonesia. | Variabel Independen Konflik Peran dan Beban kerja Variabel Dependen Burnout Variabel Intervening Kinerja | Konflik peran yang memiliki efek positif dan signifikan terhadap kelelahan. Beban kerja yang berpengaruh positif dan signifikan terhadap burnout. Konflik peran yang berpengaruh negatif dan signifikan terhadap kinerja karyawan. Beban kerja yang berpengaruh negatif dan signifikan terhadap kinerja karyawan. Burnout yang berpengaruh negatif dan signifikan terhadap kinerja karyawan. | 1. Konflik peran berpengaruh positif signifikan terhadap burnout karyawan PT. EDI Indonesia. Hal ini berarti apabila konflik yang dihadapi karyawan tinggi, maka kelelahan bekerja karyawan akan meningkat. 2. Beban kerja berpengaruh positif signifikan terhadap burnout karyawan PT. EDI Indonesia. Hal ini berarti apabila beban kerja karyawan berlebih, maka kelelahan bekerja karyawan akan meningkat. 3. Konflik peran berpengaruh negatif signifikan terhadap kinerja karyawan PT. EDI |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|---------------------------------|--|---|------------------------------------|---|--|
| | | | | | | Indonesia. Hal ini berarti apabila konflik yang dihadapi karyawan tinggi, maka kinerja karyawan menurun. 4.Beban kerja berpengaruh negatif signifikan terhadap kinerja karyawan PT. EDI Indonesia. Hal ini berarti apabila beban kerja karyawan berlebih, maka kinerja karyawan menurun. 5.Burnout berpengaruh negatif signifikan terhadap kinerja karyawan PT. EDI Indonesia. Hal ini berarti apabila kelelahan karyawan tinggi, maka kinerja karyawan menurun. |
| 39 | Bernard C. Renyut, et al (2017) | The effect of organizational commitment, | Membahas beberapa kausalitas antar variabel | Variabel Independen Organizational | Komitmen organisasi berpengaruh positif dan signifikan terhadap | Komitmen organisasi memberikan penguatan positif pada perasaan |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|---------------|--|--|--|--|--|
| | | competence on Job satisfaction and employees performance in Maluku Governor's Office | meliputi; pengaruh komitmen organisasi dan kompetensi terhadap kepuasan kerja sebagai kausalitas pertama kemudian pengaruh komitmen organisasi, kompetensi terhadap kinerja karyawan sebagai kausalitas kedua dan terakhir pengaruh kepuasan kerja terhadap kinerja karyawan, serta menganalisis pengaruh komitmen organisasi, pekerjaan, kepuasan dan kompetensi atas | Commitment dan Competence Variabel Dependen Employee performance Variabel Intervening Job Satisfaction | kepuasan kerja, sedangkan komitmen organisasi berpengaruh positif dan tidak signifikan terhadap kinerja karyawan, komitmen organisasi berpengaruh langsung positif dan signifikan terhadap kinerja karyawan, kepuasan kerja berpengaruh positif dan signifikan. Berpengaruh signifikan terhadap kinerja karyawan, komitmen organisasi sebagai pengaruh tidak langsung positif tidak signifikan terhadap kinerja karyawan karena kepuasan kerja dimediasi dan kompetensi karyawan | senang, merasa, berpikir, terikat emosional, khawatir, rasa memiliki, sedikit pilihan, alternatif, pengorbanan, loyalitas, kewajiban, setia, bekerja, berorganisasi, bijaksana, dan memberikan kontribusi yang sangat kuat terhadap kepuasan kerja. Kompetensi karyawan berupa pengetahuan, keterampilan, pengendalian sikap, profesionalisme dan pengalaman berpengaruh positif dan signifikan terhadap kepuasan kerja. Artinya melalui kompetensi karyawan memberikan arti yang nyata terhadap kepuasan karyawan. Komitmen |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | Variabel Penelitian | Hasil | Kesimpulan |
|----|---------------|------------------|-------------------|---------------------|--|---|
| | | | kinerja karyawan. | | secara tidak langsung berpengaruh positif dan signifikan terhadap kinerja karyawan sebagai mediasi kepuasan kerja. | organisasi yang ditunjukkan karyawan berupa senang, merasa, berpikir, terikat emosional, khawatir, rasa memiliki, sedikit pilihan, alternatif, pengorbanan, kesetiaan, kewajiban, setia, bekerja, satu organisasi, dengan bijak, tidak memberikan arti yang sebenarnya. terhadap kinerja karyawan. Kompetensi karyawan berupa pengetahuan, keterampilan, pengendalian sikap, profesionalisme dan pengalaman memberikan arti yang nyata bagi kinerja karyawan. Kepuasan kerja yang dirasakan karyawan pada |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | Variabel Penelitian | Hasil | Kesimpulan |
|----|---------------|------------------|-------------------|---------------------|-------|---|
| | | | | | | <p>pekerjaan, berorientasi, tepat sasaran, penyelesaian, manfaat dan penghargaan memberikan arti nyata bagi kinerja karyawan. Komitmen organisasi sebagai mediasi kepuasan kerja tidak mampu mendukung terciptanya kinerja karyawan, hal ini berbeda dengan kompetensi karyawan bahwa kepuasan kerja yang dirasakan karyawan terbukti menjadi peran mediasi dalam menganalisis pengaruh kompetensi terhadap kinerja karyawan Implementasi organisasi Komitmen harus menjadi totalitas karyawan dalam bekerja sehingga</p> |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|--------------------------------|---|---|---|--|---|
| | | | | | | bermanfaat dalam setiap aktivitas kerja yang dijalani karyawan. |
| 40 | Eduard Yohannis Tamaela (2011) | Konsekuensi Konflik Peran, Kelebihan Beban Kerja dan Motivasi Intrinsik terhadap Burnout pada Dosen yang Merangkap Jabatan Struktural | Menguji dan menganalisis pengaruh konflik peran relasional, work overload dan motivasi intrinsik terhadap tingkat burnout pada dosen yang merangkap jabatan di perguruan tinggi swasta. Penelitian ini merupakan penelitian eksplanatori yang dilakukan terhadap 6 (enam) perguruan tinggi swasta (PTS) di wilayah Ambon dengan menggunakan | Variabel Independen Konflik Peran, Kelebihan Pean Kerja dan Peran Kerja dan Motivasi Intrinsik Variabel Dependen Burnout | Motivasi intrinsik dan work overload berpengaruh signifikan terhadap burnout sedangkan konflik peran tidak berpengaruh terhadap burnout. Hasil lain menunjukkan bahwa motivasi intrinsik terbukti berpengaruh signifikan terhadap konflik peran. | 1. Semakin tinggi motivasi intrinsik yang teraktualisasi melalui indikator memiliki motivasi dan bangga jika mampu berkontribusi baik kepada lembaga tempat mengabdikan dan ketertarikan dengan pekerjaan itu sendiri terbukti mampu meredakan tingkat konflik peran yang dialami oleh dosen yang merangkap jabatan struktural pada Perguruan Tinggi Swasta (PTS) di wilayah pulau Ambon. 2. Tingginya motivasi intrinsik yang meliputi memiliki motivasi dan bangga jika mampu |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | Variabel Penelitian | Hasil | Kesimpulan |
|----|---------------|------------------|-------------------------|---------------------|-------|---|
| | | | pendekatan kuantitatif. | | | berkontribusi baik kepada lembaga tempat mengabdikan dan ketertarikan dengan pekerjaan itu sendiri terbukti mampu meredakan tingkat burnout dosen yang merangkap jabatan struktural pada Perguruan Tinggi Swasta (PTS) di wilayah pulau Ambon. 3. Konflik peran yang teraktualisasi melalui menjalankan peran dan tanggung jawab terhadap dua pekerjaan sekaligus yakni sebagai dosen sekaligus sebagai pejabat struktural dan buruknya hubungan diantara sesama rekan dosen karena merebut jabatan structural terbukti tidak mempengaruhi tingkat burnout dosen yang |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|---|---|---|--|--|--|
| | | | | | | merangkap jabatan struktural pada Perguruan Tinggi Swasta (PTS) di wilayah pulau Ambon. 4. Kelebihan beban kerja dosen yang merangkap jabatan struktural pada Perguruan Tinggi Swasta (PTS) di wilayah pulau Ambon yang terukur melalui indikator; melakukan tugas lain disamping sebagai dosen yakni sebagai pejabat structural dan melakukan berbagai kegiatan penunjang lainnya terbukti meningkatkan tingkat burnout |
| 41 | JungHoon (Jay) Lee dan Chihyung Ok (2012) | <i>Reducing burnout and enhancing job employees' satisfaction: Critical role of</i> | menyelidiki bentuk emosional langsung dan tidak langsung efek EI karyawan | Variabel Independen Emotional Intelligence | karyawan dan manajer hotel di Amerika Serikat pencapaian pemodelan persamaan | Pertama, studi ini mempertimbangkan hasil kerja emosional (yaitu, kelelahan dan kepuasan |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|---------------|---|--|--|---|---|
| | | <i>hotel emotional intelligence and emotional labor</i> | pada dua tenaga kerja yang berbeda (yaitu, emosi. Data dikumpulkan dari 309 upaya kontak pelanggan: EE; disonansi emosional: ED): kelelahan dan kepuasan kerja | Variabel Dependen Job Satisfaction Variabel Intervening Emotional Dissonance, Emotional Efforts, Emotional Exhaustion, Depersonalization and Personal Accomplishment | struktural menunjukkan bahwa IE memiliki efek langsung dan positif pada EE dan personal dan langsung, efek negatif pada ED dan depersonalisasi mempengaruhi kepuasan kerja EI juga ditemukan secara tidak langsung dan kelelahan emosional dan melalui peran mediasi dari pencapaian pribadi ED, masing-masing. Selain itu, ED ditemukan secara langsung mempengaruhi depersonalisasi kepuasan kerja dan secara tidak langsung mempengaruhi melalui kelelahan emosional secara tidak langsung | kerja), serta kerja emosional, untuk mengevaluasi dampak IE secara lebih komprehensif dan integratif. Kedua, temuan kami menunjukkan bahwa dua bentuk kerja emosional yang berbeda dan berbeda ini memiliki efek dua arah pada kelelahan dan kepuasan kerja. Ketiga, studi ini mengadopsi konseptualisasi multidimensi dari Maslach dan Jackson (1981) tentang burnout dan dengan demikian memasukkan tiga dimensi burnout sebagai konstruksi. Keempat, memeriksa efek individu dari IE dan tenaga emosional pada dimensi |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|-----------------------------------|---|---|---|---|--|
| | | | | | mempengaruhi kepuasan kerja sementara EE secara langsung mempengaruhi pencapaian pribadi dan melalui pencapaian pribadi. Akhirnya, prestasi pribadi ditemukan untuk menengahi depersonalisasi-pekerjaan hubungan kepuasan sumber daya manusia. Implikasi manajerial untuk praktik disediakan. | burnout yang terpisah menghasilkan hasil yang menarik pada prediktor dimensi, yang memiliki implikasi teoretis lebih lanjut. |
| 42 | Gianandrea Pallich, et al. (2020) | Emotional competence predicts outcome of an inpatient treatment program for burnout | Penelitian sebelumnya telah menunjukkan hubungan antara kelelahan dan | Variabel Independen Conditional hybrid random | Hasil saat ini harus dipertimbangkan dengan mempertimbangkan beberapa batasan | Sebagai kesimpulan, temuan kami menggarisbawahi pentingnya EC untuk hasil pengobatan |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | Variabel Penelitian | Hasil | Kesimpulan |
|----|---------------|------------------|--|---|---|--|
| | | | <p>kompetensi emosional rendah (EC), yang didefinisikan sebagai kemampuan untuk mengatur intensitas dan ekspresi emosi secara memadai. EC mungkin juga memainkan peran mempertahankan dalam depresi. Makalah saat ini bertujuan untuk mempelajari efek EC yang ditingkatkan pada perjalanan kelelahan dan depresi.</p> | <p>Variabel Dependen SEK between-patient SEK within-patient burnout</p> | <p>metodologis. Yang terpenting, sampel pasien terdiri dari pasien dari satu bangsal rawat inap dan oleh karena itu tidak mewakili semua pasien dengan kelelahan. Kesimpulan: Penelitian ini mendukung EC sebagai mekanisme perubahan yang diduga dalam pengobatan multimodal pada pasien rawat inap dengan gangguan depresi dan kelelahan yang berhubungan dengan stres. Konsekuensi klinis dan penelitian dari temuan ini akan dibahas.</p> | <p>multimodal pasien rawat inap dengan gangguan depresi terkait stres, yaitu kelelahan. Kami menemukan peningkatan yang signifikan pada kelelahan dan depresi serta kompetensi emosional, dan bahwa tingkat dan peningkatan kompetensi emosional atas terapi memprediksi hasil pengobatan. Hasil ini menggarisbawahi pentingnya membina EC (misalnya menggunakan pelatihan keterampilan emosional; Berking, 2015) sebagai mekanisme perubahan yang mungkin terjadi dalam terapi burnout, mendukung pengaturan perbaikan EC sebagai tujuan pengobatan</p> |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|---------------------------------------|--|---|--|---|--|
| | | | | | | yang menjanjikan, serta menerapkan intervensi yang sesuai dalam perawatan rawat inap. untuk kelelahan. Penelitian selanjutnya harus memeriksa relevansi yang berbeda dari dimensi EC tunggal (yaitu subskala) untuk hasil pengobatan. |
| 43 | Minkyung, oung-Hee dan Junghee (2017) | Relationship among Types of Nursing Organizational Culture, Self-leadership and Burnout as Perceived by Perioperative Nurses | menilai jenis budaya organisasi keperawatan, dan tingkat kepemimpinan diri dan kelelahan yang dirasakan oleh perawat perioperatif, dan untuk mengidentifikasi korelasi antara variabel-variabel | Variabel Independen Types of nursing organizational culture and Types of nursing organizational culture Variabel Dependen Burnout | Dalam jenis budaya organisasi keperawatan, skor rata-rata untuk budaya berorientasi hierarki adalah 3,57, dan untuk kepemimpinan diri, 3,61 dan untuk kelelahan, 2,87. Dalam hubungan antara jenis budaya organisasi keperawatan, kepemimpinan diri dan burnout, budaya | Hasil penelitian menunjukkan bahwa perawat di ruang operasi memiliki kesadaran yang tinggi terhadap budaya berorientasi hierarki yang berpengaruh negatif terhadap burnout sedangkan memiliki budaya berorientasi relasi yang rendah berpengaruh positif terhadap burnout. |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | Variabel Penelitian | Hasil | Kesimpulan |
|----|---------------|------------------|-------------------|---------------------|--|------------|
| | | | ini. | | berorientasi relasi ($r = .24, p < .01$), budaya berorientasi inovasi ($r = .23, p < .01$) dan tugas budaya berorientasi ($r = .22, p < .01$) memiliki sedikit korelasi positif dengan kepemimpinan diri dalam urutan itu. Budaya berorientasi inovasi ($r = -.29, p < .01$) dan budaya berorientasi relasi ($r = -.42, p < .01$) di antara jenis budaya organisasi keperawatan menunjukkan korelasi negatif dengan burnout sedangkan hierarki budaya berorientasi ($r = .28, p < .01$) menunjukkan korelasi positif dengan burnout. Kepemimpinan diri | |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | ariabel Penelitian | Hasil | Kesimpulan |
|----|----------------------------|---|--|--|--|--|
| | | | | | menunjukkan korelasi negatif dengan burnout ($r = -.42, p < .01$). | |
| 44 | Tsung-Yu Wu, et al. (2019) | Role ambiguity and economic hardship as the moderators of the relation between abusive supervision and job burnout: An Application of uncertainty management theory | Bertujuan untuk kami menyelidiki apakah ketidakpastian di tempat kerja (ambiguitas peran) serta di luar tempat kerja (kesulitan ekonomi) memoderasi hubungan antara pengawasan yang kejam dan kelelahan kerja bawahan. | Variabel Independen Gender, Tenure(years), Age, Maritalstatus, Position, and Income(permonth) Variabel Dependen Abusivesupervision, Roleambiguity, Economichardship, Role Overload and Job burnout | Hasil regresi hierarki yang dimoderasi menunjukkan bahwa ambiguitas peran dan kesulitan ekonomi menyebabkan hubungan positif antara pengawasan yang kejam dan kelelahan kerja bawahan. Pengawasan yang melecehkan terkait lebih kuat dengan kelelahan kerja ketika bawahan merasakan ambiguitas peran yang lebih tinggi (ketidakpastian yang lebih tinggi) atau kesulitan ekonomi yang lebih tinggi (ketidakpastian yang | Berdasarkan teori manajemen ketidakpastian, penelitian kami menemukan bahwa ketidakpastian di tempat kerja (ambiguitas peran) serta di luar tempat kerja (kesulitan ekonomi) memperkuat hubungan antara pengawasan yang kejam dan kelelahan kerja bawahan. Studi kami berkontribusi pada literatur stres di tempat kerja dengan mempertimbangkan ketidakpastian sebagai faktor toksik yang memperburuk kelelahan kerja yang disebabkan oleh persepsi |

| No | Nama Peneliti | Judul Penelitian | Tujuan Penelitian | Variabel Penelitian | Hasil | Kesimpulan |
|----|---------------|------------------|-------------------|---------------------|---|---|
| | | | | | <p>lebih tinggi). Seperti yang diperkirakan, ketidakpastian yang tinggi meningkatkan perhatian bawahan terhadap ketidakadilan dari pengawasan yang kejam dan dengan demikian memperkuat konsekuensi psikologis negatif dari pengawasan yang kejam, terlepas dari apakah sumber ketidakpastian sesuai dengan sumber persepsi keadilan.</p> | <p>ketidakadilan tentang pengawasan yang kejam. Studi kami juga memajukan penerapan UMT dengan menunjukkan bahwa ketidakpastian dapat memperburuk efek negatif dari (dalam) persepsi keadilan terlepas dari apakah sumber ketidakpastian sesuai dengan sumber (dalam) keadilan.</p> |

SENGAJA DI KOSONGKAN

Lampiran 3**DATA RESPONDEN**

| No. | Jenis Kelamin | Umur | Pendidikan Terakhir | LSP P1 | Asal Kota |
|-----|---------------|--------------|---------------------|-------------|-------------|
| 1. | Laki-Laki | 51-60 Tahun | S3 | Universitas | Malang |
| 2. | Perempuan | 51-60 Tahun | S3 | Universitas | Malang |
| 3. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Pontianak |
| 4. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Malang |
| 5. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Pontianak |
| 6. | Perempuan | >60 Tahun | S2 | Universitas | Malang |
| 7. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Ponorogo |
| 8. | Perempuan | 51-60 Tahun | S1/D4 | SMK | Madiun |
| 9. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Malang |
| 10. | Laki-Laki | 31 -40 Tahun | S1/D4 | SMK | Jember |
| 11. | Perempuan | 31 -40 Tahun | S2 | Universitas | Malang |
| 12. | Laki-Laki | 41-50 Tahun | S2 | SMK | Bangkalan |
| 13. | Laki-Laki | 31 -40 Tahun | S1/D4 | SMK | Madiun |
| 14. | Laki-Laki | 41-50 Tahun | S2 | Universitas | Malang |
| 15. | Perempuan | 41-50 Tahun | S3 | Universitas | Malang |
| 16. | Laki-Laki | 51-60 Tahun | S2 | Universitas | Surabaya |
| 17. | Perempuan | 51-60 Tahun | S3 | Universitas | Tulungagung |
| 18. | Perempuan | 51-60 Tahun | S2 | Universitas | Malang |
| 19. | Perempuan | 51-60 Tahun | S1/D4 | SMK | Surabaya |
| 20. | Laki-Laki | 31 -40 Tahun | S1/D4 | SMK | Pasuruan |
| 21. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Madiun |
| 22. | Perempuan | 51-60 Tahun | S3 | Universitas | Surabaya |
| 23. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Jombang |
| 24. | Laki-Laki | 31 -40 Tahun | S1/D4 | SMK | Kota Tegal |

| No. | Jenis Kelamin | Umur | Pendidikan Terakhir | LSP P1 | Asal Kota |
|-----|---------------|--------------|---------------------|-------------|-----------------------|
| 25. | Laki-Laki | 41-50 Tahun | S1/D4 | SMK | Yogyakarta |
| 26. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Pontianak |
| 27. | Perempuan | 51-60 Tahun | S3 | Universitas | Malang |
| 28. | Perempuan | 51-60 Tahun | S1/D4 | SMK | Klaten |
| 29. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Malang |
| 30. | Perempuan | 31 -40 Tahun | S1 / D4 | SMK | Madiun |
| 31. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Madiun |
| 32. | Laki-Laki | 31 -40 Tahun | S1/D4 | SMK | Madiun |
| 33. | Laki-Laki | <30 Tahun | S1 / D4 | SMK | Madiun |
| 34. | Laki-Laki | 41-50 Tahun | S3 | Universitas | Malang |
| 35. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Madiun |
| 36. | Laki-Laki | 31 -40 Tahun | S1/D4 | SMK | Madiun |
| 37. | Laki-Laki | 51-60 Tahun | S3 | Universitas | Malang |
| 38. | Perempuan | 51-60 Tahun | S3 | Universitas | Gresik |
| 39. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Surabaya |
| 40. | Laki-Laki | <30 Tahun | S2 | Universitas | Surabaya |
| 41. | Perempuan | 31 -40 Tahun | S2 | Universitas | Surabaya |
| 42. | Laki-Laki | 51-60 Tahun | S3 | Universitas | Surabaya |
| 43. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Bandar Lampung |
| 44. | Perempuan | <30 Tahun | S2 | Universitas | Surabaya |
| 45. | Perempuan | 41-50 Tahun | S2 | Universitas | Pangakajene Kepulauan |
| 46. | Perempuan | 51-60 Tahun | S2 | Universitas | Surabaya |
| 47. | Perempuan | 31 -40 Tahun | S3 | Universitas | Surabaya |
| 48. | Perempuan | 31 -40 Tahun | S2 | Universitas | Surabaya |
| 49. | Laki-Laki | 51-60 Tahun | S3 | Universitas | Surabaya |

| No. | Jenis Kelamin | Umur | Pendidikan Terakhir | LSP P1 | Asal Kota |
|-----|---------------|--------------|---------------------|-------------|---------------|
| 50. | Laki-Laki | 41-50 Tahun | S3 | Universitas | Bogor |
| 51. | Laki-Laki | 51-60 Tahun | S2 | Universitas | Banjarmasin |
| 52. | Laki-Laki | 41-50 Tahun | S2 | Universitas | Banjarmasin |
| 53. | Laki-Laki | 31 -40 Tahun | S1/D4 | Universitas | Banjarmasin |
| 54. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Banjarmasin |
| 55. | Perempuan | 51-60 Tahun | S2 | Universitas | Medan |
| 56. | Laki-Laki | >60 Tahun | S3 | Universitas | Surabaya |
| 57. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Bandung |
| 58. | Perempuan | 51-60 Tahun | S2 | SMK | Sidoarjo |
| 59. | Perempuan | 51-60 Tahun | S2 | SMK | Surabaya |
| 60. | Perempuan | 51-60 Tahun | S2 | SMK | Surabaya |
| 61. | Perempuan | 31 -40 Tahun | S1/D4 | SMK | Surabaya |
| 62. | Perempuan | 31 -40 Tahun | S1/D4 | SMK | Surabaya |
| 63. | Perempuan | 31 -40 Tahun | S1 / D4 | SMK | Pasuruan |
| 64. | Laki-Laki | 51-60 Tahun | S2 | Universitas | Makassar |
| 65. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Surabaya |
| 66. | Laki-Laki | 41-50 Tahun | S2 | Universitas | Pangkep |
| 67. | Laki-Laki | 41-50 Tahun | S1/D4 | SMK | Sidoarjo |
| 68. | Perempuan | 41-50 Tahun | S2 | SMK | Malang |
| 69. | Laki-Laki | 41-50 Tahun | S1/D4 | SMK | Pasuruan |
| 70. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Sampang |
| 71. | Laki-Laki | 41-50 Tahun | S2 | Universitas | Jember |
| 72. | Laki-Laki | 31 -40 Tahun | S1/D4 | SMK | Kota Pasuruan |
| 73. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Maros |
| 74. | Laki-Laki | 51-60 Tahun | S2 | SMK | Mamuju |
| 75. | Laki-Laki | 31 -40 Tahun | S1/D4 | SMK | Kota Pasuruan |

| No. | Jenis Kelamin | Umur | Pendidikan Terakhir | LSP P1 | Asal Kota |
|-----|---------------|--------------|---------------------|-------------|-----------------|
| | | Tahun | | | |
| 76. | Laki-Laki | 31 -40 Tahun | S2 | SMK | Lamongan |
| 77. | Laki-Laki | 51-60 Tahun | S2 | Universitas | Pangkep |
| 78. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Surabaya |
| 79. | Laki-Laki | 41-50 Tahun | S1/D4 | SMK | Bangil |
| 80. | Perempuan | 31 -40 Tahun | S1/D4 | SMK | Sidoarjo |
| 81. | Laki-Laki | 51-60 Tahun | S3 | Universitas | Surabaya |
| 82. | Laki-Laki | 31 -40 Tahun | S2 | SMK | Polewali Mandar |
| 83. | Laki-Laki | 51-60 Tahun | S2 | Universitas | Makassar |
| 84. | Perempuan | 41-50 Tahun | S3 | Universitas | Makassar |
| 85. | Laki-Laki | 41-50 Tahun | S1/D4 | SMK | Bojonegoro |
| 86. | Laki-Laki | 41-50 Tahun | S2 | Universitas | Jember |
| 87. | Perempuan | 31 -40 Tahun | S1/D4 | SMK | Tulungagung |
| 88. | Laki-Laki | 31 -40 Tahun | S1/D4 | SMK | Ponorogo |
| 89. | Laki-Laki | 31 -40 Tahun | S3 | Universitas | Parepare |
| 90. | Laki-Laki | 41-50 Tahun | S2 | Universitas | Denpasar |
| 91. | Laki-Laki | 41-50 Tahun | S1/D4 | SMK | Pasuruan |
| 92. | Perempuan | 51-60 Tahun | S2 | Universitas | Surabaya |
| 93. | Laki-Laki | 51-60 Tahun | S2 | Universitas | Denpasar |
| 94. | Laki-Laki | 31 -40 Tahun | S1/D4 | SMK | Surabaya |
| 95. | Perempuan | 41-50 Tahun | S3 | Universitas | Surabaya |
| 96. | Perempuan | >60 Tahun | S2 | Universitas | Surabaya |
| 97. | Laki-Laki | 41-50 Tahun | S2 | Universitas | Surabaya |
| 98. | Laki-Laki | 31 -40 Tahun | S1/D4 | SMK | Mejayan Madiun |
| 99. | Perempuan | 31 -40 Tahun | S1/D4 | Universitas | Denpasar |

| No. | Jenis Kelamin | Umur | Pendidikan Terakhir | LSP P1 | Asal Kota |
|------|---------------|--------------|---------------------|-------------|-------------------|
| | | Tahun | | | |
| 100. | Perempuan | 41-50 Tahun | S2 | Universitas | Surabaya |
| 101. | Laki-Laki | 51-60 Tahun | S2 | Universitas | Surabaya |
| 102. | Perempuan | 51-60 Tahun | S1/D4 | SMK | Tulungagung |
| 103. | Laki-Laki | 41-50 Tahun | S2 | Universitas | Bojonegoro |
| 104. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Surabaya |
| 105. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Banyuwangi |
| 106. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Bantul Yogyakarta |
| 107. | Perempuan | 51-60 Tahun | S1/D4 | SMK | Pasuruan |
| 108. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Denpasar |
| 109. | Perempuan | 31 -40 Tahun | S1/D4 | SMK | Makassar |
| 110. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Sidoarjo |
| 111. | Laki-Laki | 41-50 Tahun | S2 | Universitas | Surabaya |
| 112. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Jombang |
| 113. | Perempuan | 51-60 Tahun | S2 | Universitas | Semarang |
| 114. | Perempuan | 51-60 Tahun | S1/D4 | SMK | Pasuruan |
| 115. | Laki-Laki | 31 -40 Tahun | S1/D4 | SMK | Denpasar |
| 116. | Laki-Laki | 51-60 Tahun | S1/D4 | SMK | Denpasar |
| 117. | Laki-Laki | 31 -40 Tahun | S2 | SMK | Mamuju |
| 118. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Denpasar |
| 119. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Sidoarjo |
| 120. | Laki-Laki | 41-50 Tahun | S1/D4 | SMK | Pasuruan |
| 121. | Perempuan | 31 -40 Tahun | S1/D4 | SMK | Pasuruan |
| 122. | Laki-Laki | <30 Tahun | S1/D4 | SMK | Ponorogo |
| 123. | Perempuan | 51-60 Tahun | S2 | SMK | Makassar |
| 124. | Perempuan | 51-60 Tahun | S3 | Universitas | Surabaya |

| No. | Jenis Kelamin | Umur | Pendidikan Terakhir | LSP P1 | Asal Kota |
|------|---------------|--------------|---------------------|-------------|-----------------|
| 125. | Perempuan | 31 -40 Tahun | S1 / D4 | SMK | Denpasar |
| 126. | Perempuan | 51-60 Tahun | S2 | SMK | Sragen |
| 127. | Laki-Laki | 51-60 Tahun | S2 | Universitas | Maros |
| 128. | Perempuan | 41-50 Tahun | S2 | Universitas | Surabaya |
| 129. | Laki-Laki | >60 Tahun | S2 | Universitas | Semarang |
| 130. | Laki-Laki | 41-50 Tahun | S2 | Universitas | Surabaya |
| 131. | Laki-Laki | 41-50 Tahun | S1/D4 | SMK | Pasuruan |
| 132. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Banyuwangi |
| 133. | Laki-Laki | 41-50 Tahun | S2 | Universitas | Surabaya |
| 134. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Denpasar - Bali |
| 135. | Laki-Laki | 41-50 Tahun | S2 | Universitas | Surabaya |
| 136. | Perempuan | 41-50 Tahun | S2 | Universitas | Surabaya |
| 137. | Perempuan | 41-50 Tahun | S2 | Universitas | Surabaya |
| 138. | Laki-Laki | 51-60 Tahun | S2 | Universitas | Surabaya |
| 139. | Perempuan | 41-50 Tahun | S3 | Universitas | Surabaya |
| 140. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Surabaya |
| 141. | Perempuan | 41-50 Tahun | S1/D4 | Universitas | Surabaya |
| 142. | Perempuan | 41-50 Tahun | S2 | SMK | Sidoarjo |
| 143. | Laki-Laki | 51-60 Tahun | S3 | Universitas | Surabaya |
| 144. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Sidoarjo |
| 145. | Laki-Laki | 41-50 Tahun | S2 | Universitas | Surabaya |
| 146. | Laki-Laki | 41-50 Tahun | S1/D4 | SMK | Lamongan |
| 147. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Surabaya |
| 148. | Laki-Laki | 51-60 Tahun | S2 | SMK | Lamongan |
| 149. | Laki-Laki | 41-50 Tahun | S1/D4 | SMK | Lamongan |
| 150. | Laki-Laki | 41-50 Tahun | S1/D4 | SMK | Surabaya |
| 151. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Pasuruan |
| 152. | Laki-Laki | 41-50 Tahun | S1/D4 | SMK | Sukoharjo |

| No. | Jenis Kelamin | Umur | Pendidikan Terakhir | LSP P1 | Asal Kota |
|------|---------------|--------------|---------------------|-------------|----------------|
| 153. | Laki-Laki | 41-50 Tahun | S2 | SMK | Jepara |
| 154. | Laki-Laki | 51-60 Tahun | S3 | Universitas | Surabaya |
| 155. | Laki-Laki | <30 Tahun | S1 / D4 | SMK | Sidoarjo |
| 156. | Perempuan | <30 Tahun | S1 / D4 | SMK | Tuban |
| 157. | Perempuan | 31 -40 Tahun | S1/D4 | SMK | Tuban |
| 158. | Perempuan | 41-50 Tahun | S2 | SMK | Kediri |
| 159. | Perempuan | 51-60 Tahun | S1/D4 | SMK | Sidoarjo |
| 160. | Perempuan | 31 -40 Tahun | S1/D4 | SMK | Tuban |
| 161. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Sidoarjo |
| 162. | Perempuan | 31 -40 Tahun | S1 / D4 | SMK | Tuban |
| 163. | Perempuan | 31 -40 Tahun | S1 / D4 | SMK | Sidoarjo |
| 164. | Perempuan | <30 Tahun | S1 / D4 | SMK | Sidoarjo |
| 165. | Perempuan | 31 -40 Tahun | S1/D4 | SMK | Tulungagung |
| 166. | Laki-Laki | 51-60 Tahun | S1/D4 | SMK | Malang |
| 167. | Laki-Laki | <30 Tahun | S1 / D4 | SMK | Malang |
| 168. | Laki-Laki | 41-50 Tahun | S1/D4 | SMK | Blitar |
| 169. | Laki-Laki | 41-50 Tahun | S3 | Universitas | Malang |
| 170. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Madiun |
| 171. | Laki-Laki | 31 -40 Tahun | S1/D4 | SMK | Madiun |
| 172. | Laki-Laki | 51-60 Tahun | S3 | Universitas | Malang |
| 173. | Perempuan | 51-60 Tahun | S3 | Universitas | Gresik |
| 174. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Surabaya |
| 175. | Laki-Laki | <30 Tahun | S2 | Universitas | Surabaya |
| 176. | Perempuan | 31 -40 Tahun | S2 | Universitas | Surabaya |
| 177. | Laki-Laki | 51-60 Tahun | S3 | Universitas | Surabaya |
| 178. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Bandar Lampung |

| No. | Jenis Kelamin | Umur | Pendidikan Terakhir | LSP P1 | Asal Kota |
|------|---------------|--------------|---------------------|-------------|-----------------------|
| 179. | Perempuan | <30 Tahun | S2 | Universitas | Surabaya |
| 180. | Perempuan | 41-50 Tahun | S2 | Universitas | Pangakajene Kepulauan |
| 181. | Perempuan | 51-60 Tahun | S2 | Universitas | Surabaya |
| 182. | Perempuan | 31 -40 Tahun | S3 | Universitas | Surabaya |
| 183. | Perempuan | 31 -40 Tahun | S2 | Universitas | Surabaya |
| 184. | Laki-Laki | 51-60 Tahun | S3 | Universitas | Surabaya |
| 185. | Laki-Laki | 41-50 Tahun | S3 | Universitas | Bogor |
| 186. | Laki-Laki | 51-60 Tahun | S2 | Universitas | Banjarmasin |
| 187. | Laki-Laki | 41-50 Tahun | S2 | Universitas | Banjarmasin |
| 188. | Laki-Laki | 31 -40 Tahun | S1/D4 | Universitas | Banjarmasin |
| 189. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Banjarmasin |
| 190. | Perempuan | 51-60 Tahun | S2 | Universitas | Medan |
| 191. | Laki-Laki | >60 Tahun | S3 | Universitas | Surabaya |
| 192. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Bandung |
| 193. | Perempuan | 51-60 Tahun | S2 | SMK | Sidoarjo |
| 194. | Perempuan | 51-60 Tahun | S2 | SMK | Surabaya |
| 195. | Perempuan | 51-60 Tahun | S2 | SMK | Surabaya |
| 196. | Perempuan | 31 -40 Tahun | S1 / D4 | SMK | Surabaya |
| 197. | Perempuan | 31 -40 Tahun | S1 / D4 | SMK | Surabaya |
| 198. | Perempuan | 31 -40 Tahun | S1/D4 | SMK | Pasuruan |
| 199. | Laki-Laki | 51-60 Tahun | S2 | Universitas | Makassar |
| 200. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Surabaya |
| 201. | Laki-Laki | 41-50 Tahun | S2 | Universitas | Pangkep |
| 202. | Laki-Laki | 41-50 Tahun | S1/D4 | SMK | Sidoarjo |
| 203. | Perempuan | 41-50 Tahun | S2 | SMK | Malang |

| No. | Jenis Kelamin | Umur | Pendidikan Terakhir | LSP P1 | Asal Kota |
|------|---------------|--------------|---------------------|-------------|-----------------|
| 204. | Laki-Laki | 41-50 Tahun | S1/D4 | SMK | Pasuruan |
| 205. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Sampang |
| 206. | Laki-Laki | 41-50 Tahun | S2 | Universitas | Jember |
| 207. | Laki-Laki | 31 -40 Tahun | S1/D4 | SMK | Kota Pasuruan |
| 208. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Maros |
| 209. | Laki-Laki | 51-60 Tahun | S2 | SMK | Mamuju |
| 210. | Laki-Laki | 31 -40 Tahun | S1/D4 | SMK | Kota Pasuruan |
| 211. | Laki-Laki | 31 -40 Tahun | S2 | SMK | Lamongan |
| 212. | Laki-Laki | 51-60 Tahun | S2 | Universitas | Pangkep |
| 213. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Surabaya |
| 214. | Laki-Laki | 41-50 Tahun | S1/D4 | SMK | Bangil |
| 215. | Perempuan | 31 -40 Tahun | S1 / D4 | SMK | Sidoarjo |
| 216. | Laki-Laki | 51-60 Tahun | S3 | Universitas | Surabaya |
| 217. | Laki-Laki | 31 -40 Tahun | S2 | SMK | Polewali Mandar |
| 218. | Laki-Laki | 51-60 Tahun | S2 | Universitas | Makassar |
| 219. | Perempuan | 41-50 Tahun | S3 | Universitas | Makassar |
| 220. | Laki-Laki | 41-50 Tahun | S1/D4 | SMK | Bojonegoro |
| 221. | Laki-Laki | 41-50 Tahun | S2 | Universitas | Jember |
| 222. | Perempuan | 31 -40 Tahun | S1 / D4 | SMK | Tulungagung |
| 223. | Laki-Laki | 31 -40 Tahun | S1/D4 | SMK | Ponorogo |
| 224. | Laki-Laki | 31 -40 Tahun | S3 | Universitas | Parepare |
| 225. | Laki-Laki | 41-50 Tahun | S2 | Universitas | Denpasar |
| 226. | Laki-Laki | 41-50 Tahun | S1/D4 | SMK | Pasuruan |
| 227. | Perempuan | 51-60 Tahun | S2 | Universitas | Surabaya |

| No. | Jenis Kelamin | Umur | Pendidikan Terakhir | LSP P1 | Asal Kota |
|------|---------------|--------------|---------------------|-------------|-------------------|
| 228. | Laki-Laki | 51-60 Tahun | S2 | Universitas | Denpasar |
| 229. | Laki-Laki | 31 -40 Tahun | S1/D4 | SMK | Surabaya |
| 230. | Perempuan | 41-50 Tahun | S3 | Universitas | Surabaya |
| 231. | Perempuan | >60 Tahun | S2 | Universitas | Surabaya |
| 232. | Laki-Laki | 41-50 Tahun | S2 | Universitas | Surabaya |
| 233. | Laki-Laki | 31 -40 Tahun | S1/D4 | SMK | Mejayan Madiun |
| 234. | Perempuan | 31 -40 Tahun | S1 / D4 | Universitas | Denpasar |
| 235. | Perempuan | 41-50 Tahun | S2 | Universitas | Surabaya |
| 236. | Laki-Laki | 51-60 Tahun | S2 | Universitas | Surabaya |
| 237. | Perempuan | 51-60 Tahun | S1/D4 | SMK | Tulungagung |
| 238. | Laki-Laki | 41-50 Tahun | S2 | Universitas | Bojonegoro |
| 239. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Surabaya |
| 240. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Banyuwangi |
| 241. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Bantul Yogyakarta |
| 242. | Perempuan | 51-60 Tahun | S1/D4 | SMK | Pasuruan |
| 243. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Denpasar |
| 244. | Perempuan | 31 -40 Tahun | S1 / D4 | SMK | Makassar |
| 245. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Sidoarjo |
| 246. | Laki-Laki | 41-50 Tahun | S2 | Universitas | Surabaya |
| 247. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Jombang |
| 248. | Perempuan | 51-60 Tahun | S2 | Universitas | Semarang |
| 249. | Perempuan | 51-60 Tahun | S1/D4 | SMK | Pasuruan |
| 250. | Laki-Laki | 31 -40 Tahun | S1/D4 | SMK | Denpasar |
| 251. | Laki-Laki | 51-60 Tahun | S1/D4 | SMK | Denpasar |
| 252. | Laki-Laki | 31 -40 Tahun | S2 | SMK | Mamuju |
| 253. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Denpasar |

| No. | Jenis Kelamin | Umur | Pendidikan Terakhir | LSP P1 | Asal Kota |
|------|---------------|--------------|---------------------|-------------|-------------|
| 254. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Sidoarjo |
| 255. | Laki-Laki | 41-50 Tahun | S1/D4 | SMK | Pasuruan |
| 256. | Perempuan | 31 -40 Tahun | S1/D4 | SMK | Pasuruan |
| 257. | Laki-Laki | <30 Tahun | S1/D4 | SMK | Ponorogo |
| 258. | Perempuan | 51-60 Tahun | S2 | SMK | Makassar |
| 259. | Laki-Laki | 51-60 Tahun | S3 | Universitas | Malang |
| 260. | Perempuan | 51-60 Tahun | S3 | Universitas | Malang |
| 261. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Pontianak |
| 262. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Malang |
| 263. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Pontianak |
| 264. | Perempuan | >60 Tahun | S2 | Universitas | Malang |
| 265. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Ponorogo |
| 266. | Perempuan | 51-60 Tahun | S1/D4 | SMK | Madiun |
| 267. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Malang |
| 268. | Laki-Laki | 31 -40 Tahun | S1/D4 | SMK | Jember |
| 269. | Perempuan | 31 -40 Tahun | S2 | Universitas | Malang |
| 270. | Laki-Laki | 41-50 Tahun | S2 | SMK | Bangkalan |
| 271. | Laki-Laki | 31 -40 Tahun | S1/D4 | SMK | Madiun |
| 272. | Laki-Laki | 41-50 Tahun | S2 | Universitas | Malang |
| 273. | Perempuan | 41-50 Tahun | S3 | Universitas | Malang |
| 274. | Laki-Laki | 51-60 Tahun | S2 | Universitas | Surabaya |
| 275. | Perempuan | 51-60 Tahun | S3 | Universitas | Tulungagung |
| 276. | Perempuan | 51-60 Tahun | S2 | Universitas | Malang |
| 277. | Perempuan | 51-60 Tahun | S1/D4 | SMK | Surabaya |
| 278. | Laki-Laki | 31 -40 Tahun | S1/D4 | SMK | Pasuruan |

| No. | Jenis Kelamin | Umur | Pendidikan Terakhir | LSP P1 | Asal Kota |
|------|---------------|--------------|---------------------|-------------|-----------------------|
| 279. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Madiun |
| 280. | Perempuan | 51-60 Tahun | S3 | Universitas | Surabaya |
| 281. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Jombang |
| 282. | Laki-Laki | 31 -40 Tahun | S1/D4 | SMK | Kota Tegal |
| 283. | Laki-Laki | 41-50 Tahun | S1/D4 | SMK | Yogyakarta |
| 284. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Pontianak |
| 285. | Perempuan | 51-60 Tahun | S3 | Universitas | Malang |
| 286. | Perempuan | 51-60 Tahun | S1/D4 | SMK | Klaten |
| 287. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Malang |
| 288. | Perempuan | 31 -40 Tahun | S1 / D4 | SMK | Madiun |
| 289. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Madiun |
| 290. | Laki-Laki | 31 -40 Tahun | S1/D4 | SMK | Madiun |
| 291. | Laki-Laki | <30 Tahun | S1 / D4 | SMK | Madiun |
| 292. | Laki-Laki | 41-50 Tahun | S3 | Universitas | Malang |
| 293. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Madiun |
| 294. | Laki-Laki | 31 -40 Tahun | S1/D4 | SMK | Madiun |
| 295. | Laki-Laki | 51-60 Tahun | S3 | Universitas | Malang |
| 296. | Perempuan | 51-60 Tahun | S3 | Universitas | Gresik |
| 297. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Surabaya |
| 298. | Laki-Laki | <30 Tahun | S2 | Universitas | Surabaya |
| 299. | Perempuan | 31 -40 Tahun | S2 | Universitas | Surabaya |
| 300. | Laki-Laki | 51-60 Tahun | S3 | Universitas | Surabaya |
| 301. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Bandar Lampung |
| 302. | Perempuan | <30 Tahun | S2 | Universitas | Surabaya |
| 303. | Perempuan | 41-50 Tahun | S2 | Universitas | Pangakajene Kepulauan |
| 304. | Perempuan | 51-60 Tahun | S2 | Universitas | Surabaya |

| No. | Jenis Kelamin | Umur | Pendidikan Terakhir | LSP P1 | Asal Kota |
|------|---------------|--------------|---------------------|-------------|-------------|
| 305. | Perempuan | 31 -40 Tahun | S3 | Universitas | Surabaya |
| 306. | Perempuan | 31 -40 Tahun | S2 | Universitas | Surabaya |
| 307. | Laki-Laki | 51-60 Tahun | S3 | Universitas | Surabaya |
| 308. | Laki-Laki | 41-50 Tahun | S3 | Universitas | Bogor |
| 309. | Laki-Laki | 51-60 Tahun | S2 | Universitas | Banjarmasin |
| 310. | Laki-Laki | 41-50 Tahun | S2 | Universitas | Banjarmasin |
| 311. | Laki-Laki | 31 -40 Tahun | S1/D4 | Universitas | Banjarmasin |
| 312. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Banjarmasin |
| 313. | Perempuan | 51-60 Tahun | S2 | Universitas | Medan |
| 314. | Laki-Laki | >60 Tahun | S3 | Universitas | Surabaya |
| 315. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Bandung |
| 316. | Perempuan | 51-60 Tahun | S2 | SMK | Sidoarjo |
| 317. | Perempuan | 51-60 Tahun | S2 | SMK | Surabaya |
| 318. | Perempuan | 51-60 Tahun | S2 | SMK | Surabaya |
| 319. | Perempuan | 31 -40 Tahun | S1 / D4 | SMK | Surabaya |
| 320. | Perempuan | 31 -40 Tahun | S1 / D4 | SMK | Surabaya |
| 321. | Perempuan | 31 -40 Tahun | S1/D4 | SMK | Pasuruan |
| 322. | Laki-Laki | 51-60 Tahun | S2 | Universitas | Makassar |
| 323. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Surabaya |
| 324. | Laki-Laki | 41-50 Tahun | S2 | Universitas | Pangkep |
| 325. | Laki-Laki | 41-50 Tahun | S1/D4 | SMK | Sidoarjo |
| 326. | Perempuan | 41-50 Tahun | S2 | SMK | Malang |
| 327. | Laki-Laki | 51-60 Tahun | S2 | SMK | Lamongan |
| 328. | Laki-Laki | 41-50 Tahun | S1/D4 | SMK | Lamongan |
| 329. | Laki-Laki | 41-50 Tahun | S1/D4 | SMK | Surabaya |
| 330. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Pasuruan |

| No. | Jenis Kelamin | Umur | Pendidikan Terakhir | LSP P1 | Asal Kota |
|------|---------------|--------------|---------------------|-------------|-------------|
| 331. | Laki-Laki | 41-50 Tahun | S1/D4 | SMK | Sukoharjo |
| 332. | Laki-Laki | 41-50 Tahun | S2 | SMK | Jepara |
| 333. | Laki-Laki | 51-60 Tahun | S3 | Universitas | Surabaya |
| 334. | Laki-Laki | <30 Tahun | S1 / D4 | SMK | Sidoarjo |
| 335. | Perempuan | <30 Tahun | S1 / D4 | SMK | Tuban |
| 336. | Perempuan | 31 -40 Tahun | S1 / D4 | SMK | Tuban |
| 337. | Perempuan | 41-50 Tahun | S2 | SMK | Kediri |
| 338. | Perempuan | 51-60 Tahun | S1/D4 | SMK | Sidoarjo |
| 339. | Perempuan | 31 -40 Tahun | S1 / D4 | SMK | Tuban |
| 340. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Sidoarjo |
| 341. | Perempuan | 31 -40 Tahun | S1/D4 | SMK | Tuban |
| 342. | Perempuan | 31 -40 Tahun | S1/D4 | SMK | Sidoarjo |
| 343. | Perempuan | <30 Tahun | S1 / D4 | SMK | Sidoarjo |
| 344. | Perempuan | 31 -40 Tahun | S1 / D4 | SMK | Tulungagung |
| 345. | Laki-Laki | 51-60 Tahun | S1/D4 | SMK | Malang |
| 346. | Laki-Laki | <30 Tahun | S1 / D4 | SMK | Malang |
| 347. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Jombang |
| 348. | Laki-Laki | 31 -40 Tahun | S1/D4 | SMK | Kota Tegal |
| 349. | Laki-Laki | 41-50 Tahun | S1/D4 | SMK | Yogyakarta |
| 350. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Pontianak |
| 351. | Perempuan | 51-60 Tahun | S3 | Universitas | Malang |
| 352. | Perempuan | 51-60 Tahun | S1/D4 | SMK | Klaten |
| 353. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Malang |
| 354. | Perempuan | 31 -40 Tahun | S1 / D4 | SMK | Madiun |
| 355. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Madiun |
| 356. | Laki-Laki | 31 -40 Tahun | S1/D4 | SMK | Madiun |

| No. | Jenis Kelamin | Umur | Pendidikan Terakhir | LSP P1 | Asal Kota |
|------|---------------|--------------|---------------------|-------------|---------------|
| | | Tahun | | | |
| 357. | Laki-Laki | <30 Tahun | S1/D4 | SMK | Madiun |
| 358. | Laki-Laki | 41-50 Tahun | S3 | Universitas | Malang |
| 359. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Madiun |
| 360. | Laki-Laki | 31 -40 Tahun | S1/D4 | SMK | Madiun |
| 361. | Laki-Laki | 51-60 Tahun | S3 | Universitas | Malang |
| 362. | Perempuan | 51-60 Tahun | S3 | Universitas | Gresik |
| 363. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Surabaya |
| 364. | Laki-Laki | <30 Tahun | S2 | Universitas | Surabaya |
| 365. | Perempuan | 31 -40 Tahun | S2 | Universitas | Surabaya |
| 366. | Laki-Laki | 51-60 Tahun | S3 | Universitas | Surabaya |
| 367. | Perempuan | <30 Tahun | S2 | Universitas | Malang |
| 368. | Perempuan | 51-60 Tahun | S2 | Universitas | Malang |
| 369. | Laki-Laki | 51-60 Tahun | S3 | Universitas | Malang |
| 370. | Perempuan | 51-60 Tahun | S3 | Universitas | Gresik |
| 371. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Surabaya |
| 372. | Laki-Laki | <30 Tahun | S2 | Universitas | Surabaya |
| 373. | Perempuan | 31 -40 Tahun | S2 | Universitas | Surabaya |
| 374. | Laki-Laki | 51-60 Tahun | S3 | Universitas | Surabaya |
| 375. | Perempuan | <30 Tahun | S2 | Universitas | Malang |
| 376. | Laki-Laki | 41-50 Tahun | S2 | Universitas | Pangkep |
| 377. | Laki-Laki | 41-50 Tahun | S1/D4 | SMK | Sidoarjo |
| 378. | Perempuan | 41-50 Tahun | S2 | SMK | Malang |
| 379. | Laki-Laki | 41-50 Tahun | S1/D4 | SMK | Pasuruan |
| 380. | Perempuan | 41-50 Tahun | S1/D4 | SMK | Sampang |
| 381. | Laki-Laki | 41-50 Tahun | S2 | Universitas | Jember |
| 382. | Laki-Laki | 31 -40 Tahun | S1/D4 | SMK | Kota Pasuruan |

| No. | Jenis Kelamin | Umur | Pendidikan Terakhir | LSP P1 | Asal Kota |
|------|---------------|--------------|---------------------|-------------|-----------------|
| 383. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Maros |
| 384. | Laki-Laki | 51-60 Tahun | S2 | SMK | Mamuju |
| 385. | Laki-Laki | 31 -40 Tahun | S1/D4 | SMK | Kota Pasuruan |
| 386. | Laki-Laki | 31 -40 Tahun | S2 | SMK | Lamongan |
| 387. | Laki-Laki | 51-60 Tahun | S2 | Universitas | Pangkep |
| 388. | Laki-Laki | 31 -40 Tahun | S2 | Universitas | Surabaya |
| 389. | Laki-Laki | 41-50 Tahun | S1/D4 | SMK | Bangil |
| 390. | Perempuan | 31 -40 Tahun | S1 / D4 | SMK | Sidoarjo |
| 391. | Laki-Laki | 51-60 Tahun | S3 | Universitas | Surabaya |
| 392. | Laki-Laki | 31 -40 Tahun | S2 | SMK | Polewali Mandar |
| 393. | Laki-Laki | 51-60 Tahun | S2 | Universitas | Makassar |
| 394. | Perempuan | 41-50 Tahun | S3 | Universitas | Makassar |
| 395. | Laki-Laki | 41-50 Tahun | S1/D4 | SMK | Bojonegoro |
| 396. | Laki-Laki | 41-50 Tahun | S2 | Universitas | Jember |
| 397. | Perempuan | 31 -40 Tahun | S1 / D4 | SMK | Tulungagung |
| 398. | Laki-Laki | 31 -40 Tahun | S1/D4 | SMK | Ponorogo |
| 399. | Laki-Laki | 31 -40 Tahun | S3 | Universitas | Parepare |
| 400. | Laki-Laki | 41-50 Tahun | S2 | Universitas | Denpasar |

Lampiran 4

DATA VARIABEL PENELITIAN

| Nomor | Kompetensi | | | | | | | | | | Kepemimpinan Diri | | | | | | | | | |
|-------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | X1.1. 1 | X1.1. 2 | X1.2. 1 | X1.2. 2 | X1.3. 1 | X1.3. 2 | X1.4. 1 | X1.4. 2 | X1.5. 1 | X1.5. 2 | X2.1. 1 | X2.1. 2 | X2.1. 3 | X2.1. 4 | X2.2. 1 | X2.2. 2 | X2.3. 1 | X2.3. 2 | X2.3. 3 | X2.3. 4 |
| 1 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 2 | 2 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 |
| 2 | 3 | 4 | 4 | 3 | 4 | 3 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 |
| 3 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 4 | 4 | 5 | 4 | 3 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 4 |
| 5 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 6 | 3 | 4 | 4 | 4 | 2 | 5 | 4 | 3 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 7 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 4 | 5 | 3 | 2 | 3 | 4 | 4 | 5 | 4 | 3 | 5 | 3 | 3 |
| 8 | 3 | 4 | 3 | 2 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 2 | 4 | 5 | 4 | 2 | 5 | 3 | 4 | 3 |
| 9 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 5 | 2 | 3 | 2 | 3 | 3 | 4 | 4 |
| 10 | 3 | 4 | 3 | 3 | 4 | 4 | 2 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 3 |
| 11 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 3 | 5 | 4 | 3 | 3 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 4 |
| 12 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 4 | 3 | 4 | 3 | 4 | 4 | 4 |
| 13 | 3 | 3 | 3 | 3 | 5 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 2 |
| 14 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 4 |
| 15 | 3 | 3 | 3 | 2 | 5 | 3 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 2 | 3 |
| 16 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 17 | 3 | 5 | 3 | 3 | 2 | 4 | 2 | 3 | 4 | 3 | 4 | 2 | 4 | 4 | 2 | 3 | 3 | 3 | 4 | 3 |
| 18 | 3 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 5 | 5 | 3 |
| 19 | 3 | 4 | 3 | 2 | 3 | 4 | 3 | 4 | 3 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 20 | 2 | 2 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 5 | 3 | 4 |
| 21 | 3 | 2 | 3 | 4 | 4 | 2 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 2 | 4 | 4 |
| 22 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 |
| 23 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 5 | 5 | 5 | 4 | 4 | 3 |
| 24 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 3 | 3 | 2 | 3 | 2 | 3 | 4 | 4 | 4 | 3 |
| 25 | 4 | 4 | 4 | 3 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 26 | 3 | 4 | 4 | 3 | 5 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 4 | 4 | 3 | 4 | 3 | 3 | 2 |
| 27 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 4 |

| Nomor | Kompetensi | | | | | | | | | | Kepemimpinan Diri | | | | | | | | | |
|-------|------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | X1.1.1 | X1.1.2 | X1.2.1 | X1.2.2 | X1.3.1 | X1.3.2 | X1.4.1 | X1.4.2 | X1.5.1 | X1.5.2 | X2.1.1 | X2.1.2 | X2.1.3 | X2.1.4 | X2.2.1 | X2.2.2 | X2.3.1 | X2.3.2 | X2.3.3 | X2.3.4 |
| 28 | 3 | 5 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 2 | 2 | 3 | 4 | 3 | 2 |
| 29 | 3 | 3 | 4 | 5 | 4 | 3 | 4 | 2 | 3 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 |
| 30 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 2 | 4 | 3 | 2 | 3 | 2 | 3 | 4 | 4 |
| 31 | 3 | 2 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 2 | 4 | 2 | 3 | 4 | 4 | 4 | 3 | 3 |
| 32 | 3 | 4 | 3 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 4 | 2 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 3 |
| 33 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 |
| 34 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 2 | 4 | 3 | 3 | 5 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 5 |
| 35 | 3 | 2 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 2 | 3 | 4 | 3 | 2 | 3 | 2 |
| 36 | 3 | 5 | 4 | 3 | 2 | 4 | 5 | 4 | 4 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 4 | 3 | 3 |
| 37 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
| 38 | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 2 | 5 | 3 | 3 | 2 | 4 | 2 | 3 | 4 |
| 39 | 4 | 2 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 2 | 3 | 2 | 3 | 4 | 3 | 2 | 4 | 5 | 2 |
| 40 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 5 | 4 | 4 | 5 | 3 | 2 | 3 | 5 | 5 | 5 | 3 | 4 | 4 |
| 41 | 3 | 3 | 4 | 2 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
| 42 | 3 | 2 | 3 | 4 | 2 | 3 | 5 | 2 | 4 | 3 | 2 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 3 |
| 43 | 4 | 5 | 4 | 4 | 5 | 5 | 3 | 3 | 3 | 4 | 2 | 4 | 2 | 3 | 3 | 4 | 5 | 3 | 3 | 5 |
| 44 | 3 | 4 | 3 | 3 | 4 | 2 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 2 | 4 | 2 | 3 | 4 | 3 | 2 |
| 45 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 2 | 3 | 4 | 5 | 3 | 4 | 5 | 4 | 4 |
| 46 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 2 | 2 | 3 | 4 | 5 | 5 | 4 | 5 | 3 | 3 |
| 47 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 2 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 5 | 5 |
| 48 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 2 | 4 | 4 | 3 | 4 | 4 | 5 | 2 | 3 |
| 49 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 2 | 4 | 3 | 3 | 4 | 2 | 2 | 2 |
| 50 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 3 | 4 | 3 | 5 | 3 | 4 | 4 |
| 51 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 2 |
| 52 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 3 | 2 | 3 | 2 |
| 53 | 3 | 3 | 3 | 3 | 5 | 2 | 3 | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 54 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 55 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 5 | 4 | 3 | 5 | 5 |
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| Nomor | Kompetensi | | | | | | | | | | Kepemimpinan Diri | | | | | | | | | |
|-------|------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | X1.1.1 | X1.1.2 | X1.2.1 | X1.2.2 | X1.3.1 | X1.3.2 | X1.4.1 | X1.4.2 | X1.5.1 | X1.5.2 | X2.1.1 | X2.1.2 | X2.1.3 | X2.1.4 | X2.2.1 | X2.2.2 | X2.3.1 | X2.3.2 | X2.3.3 | X2.3.4 |
| 57 | 3 | 3 | 3 | 4 | 2 | 5 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 5 | 3 | 5 | 3 |
| 58 | 3 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 4 | 3 | 2 | 3 |
| 59 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 5 | 4 | 4 | 4 |
| 60 | 3 | 3 | 3 | 4 | 4 | 2 | 3 | 4 | 4 | 3 | 3 | 4 | 2 | 2 | 3 | 4 | 3 | 4 | 5 | 4 |
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| 63 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 5 | 2 | 4 | 2 | 4 | 2 | 4 |
| 64 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 2 | 2 | 3 | 4 | 4 | 4 | 2 | 5 | 4 |
| 65 | 3 | 4 | 3 | 2 | 4 | 5 | 3 | 4 | 4 | 3 | 3 | 2 | 4 | 2 | 3 | 2 | 3 | 2 | 3 | 4 |
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| 68 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 |
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| 70 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 3 | 2 | 5 | 5 | 5 | 4 |
| 71 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 2 | 4 | 2 | 2 | 4 | 3 | 2 | 3 | 3 |
| 72 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 3 | 4 | 5 | 3 | 3 | 5 |
| 73 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 3 | 5 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 |
| 74 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 5 | 3 | 4 | 5 | 2 | 4 | 3 | 3 | 4 |
| 75 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 2 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 |
| 76 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 2 | 2 | 4 | 3 | 3 | 4 | 3 | 5 | 3 | 2 |
| 77 | 3 | 4 | 3 | 4 | 5 | 3 | 3 | 4 | 4 | 3 | 5 | 5 | 3 | 3 | 3 | 3 | 5 | 2 | 5 | 5 |
| 78 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 |
| 79 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 |
| 80 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |
| 81 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 3 | 2 | 2 | 4 | 2 | 4 | 3 | 3 | 5 | 4 |
| 82 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 5 |
| 83 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 2 | 4 | 2 | 4 | 3 | 2 | 2 | 3 | 3 | 2 |
| 84 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 2 | 3 | 4 | 4 | 3 | 3 | 2 | 3 |
| 85 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 2 | 4 | 3 | 5 | 4 | 3 |

| Nomor | Kompetensi | | | | | | | | | | Kepemimpinan Diri | | | | | | | | | |
|-------|------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | X1.1.1 | X1.1.2 | X1.2.1 | X1.2.2 | X1.3.1 | X1.3.2 | X1.4.1 | X1.4.2 | X1.5.1 | X1.5.2 | X2.1.1 | X2.1.2 | X2.1.3 | X2.1.4 | X2.2.1 | X2.2.2 | X2.3.1 | X2.3.2 | X2.3.3 | X2.3.4 |
| 86 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 |
| 87 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 3 |
| 88 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 2 | 3 | 4 | 4 | 2 | 3 | 2 | 3 |
| 89 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 5 | 2 | 5 | 3 | 3 | 2 | 2 | 3 | 4 | 3 | 2 | 4 | 4 |
| 90 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 3 | 2 | 3 | 4 | 2 |
| 91 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 2 | 5 | 4 | 3 | 4 | 4 |
| 92 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 3 | 3 | 2 | 3 | 3 | 4 | 2 | 4 |
| 93 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 2 | 2 | 4 | 3 | 2 |
| 94 | 5 | 4 | 5 | 4 | 3 | 3 | 4 | 5 | 3 | 3 | 2 | 2 | 4 | 4 | 4 | 5 | 4 | 2 | 5 | 3 |
| 95 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 2 | 3 |
| 96 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 |
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| | X1.1.1 | X1.1.2 | X1.2.1 | X1.2.2 | X1.3.1 | X1.3.2 | X1.4.1 | X1.4.2 | X1.5.1 | X1.5.2 | X2.1.1 | X2.1.2 | X2.1.3 | X2.1.4 | X2.2.1 | X2.2.2 | X2.3.1 | X2.3.2 | X2.3.3 | X2.3.4 |
| 115 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 2 | 3 |
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| | X1.1.1 | X1.1.2 | X1.2.1 | X1.2.2 | X1.3.1 | X1.3.2 | X1.4.1 | X1.4.2 | X1.5.1 | X1.5.2 | X2.1.1 | X2.1.2 | X2.1.3 | X2.1.4 | X2.2.1 | X2.2.2 | X2.3.1 | X2.3.2 | X2.3.3 | X2.3.4 |
| 144 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 3 | 4 | 3 | 2 | 5 | 4 | 5 | 3 | 2 | 3 |
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| | X1.1.1 | X1.1.2 | X1.2.1 | X1.2.2 | X1.3.1 | X1.3.2 | X1.4.1 | X1.4.2 | X1.5.1 | X1.5.2 | X2.1.1 | X2.1.2 | X2.1.3 | X2.1.4 | X2.2.1 | X2.2.2 | X2.3.1 | X2.3.2 | X2.3.3 | X2.3.4 |
| 173 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 2 | 4 | 3 | 5 | 2 | 3 | 5 | 4 | 5 |
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| | X1.1.1 | X1.1.2 | X1.2.1 | X1.2.2 | X1.3.1 | X1.3.2 | X1.4.1 | X1.4.2 | X1.5.1 | X1.5.2 | X2.1.1 | X2.1.2 | X2.1.3 | X2.1.4 | X2.2.1 | X2.2.2 | X2.3.1 | X2.3.2 | X2.3.3 | X2.3.4 |
| 202 | 5 | 3 | 4 | 3 | 5 | 4 | 4 | 2 | 4 | 5 | 4 | 3 | 4 | 3 | 2 | 2 | 4 | 4 | 3 | 3 |
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| | X1.1.1 | X1.1.2 | X1.2.1 | X1.2.2 | X1.3.1 | X1.3.2 | X1.4.1 | X1.4.2 | X1.5.1 | X1.5.2 | X2.1.1 | X2.1.2 | X2.1.3 | X2.1.4 | X2.2.1 | X2.2.2 | X2.3.1 | X2.3.2 | X2.3.3 |
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| 252 | 4 | 3 | 4 | 3 | 2 | 2 | 4 | 3 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 3 | 2 | 3 | 3 |
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| 254 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 5 |
| 255 | 2 | 4 | 4 | 3 | 2 | 4 | 3 | 3 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 |
| 256 | 3 | 2 | 4 | 3 | 3 | 5 | 3 | 3 | 2 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 3 |
| 257 | 3 | 5 | 5 | 5 | 2 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 3 | 3 | 5 | 4 | 3 |
| 258 | 4 | 3 | 5 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 5 |
| 259 | 3 | 5 | 5 | 3 | 4 | 3 | 4 | 4 | 5 | 5 | 3 | 5 | 3 | 4 | 3 | 5 | 4 | 4 | 4 |

| Nomor | Kompetensi | | | | | | | | | | Kepemimpinan Diri | | | | | | | | | |
|-------|------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | X1.1.1 | X1.1.2 | X1.2.1 | X1.2.2 | X1.3.1 | X1.3.2 | X1.4.1 | X1.4.2 | X1.5.1 | X1.5.2 | X2.1.1 | X2.1.2 | X2.1.3 | X2.1.4 | X2.2.1 | X2.2.2 | X2.3.1 | X2.3.2 | X2.3.3 | X2.3.4 |
| 260 | 5 | 3 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 2 | 3 | 3 | 4 | 2 | 3 | 4 | 3 | 4 | 4 | 4 |
| 261 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 5 |
| 262 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | |
| 263 | 5 | 5 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 2 | 4 | 2 | 5 | 4 | 4 | 4 | 4 | |
| 264 | 4 | 2 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 5 | 3 | 5 | 3 | 5 | 3 | 4 | 4 | 5 | |
| 265 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 3 | 3 | 5 | 3 | 3 | 3 | |
| 266 | 4 | 5 | 4 | 2 | 4 | 3 | 4 | 3 | 4 | 2 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | |
| 267 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | |
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| 269 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 3 | |
| 270 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 5 | 3 | 2 | 3 | |
| 271 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 2 | 3 | 5 | 3 | 3 | 2 | 3 | 2 | |
| 272 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 5 | 3 | 5 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | |
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| 279 | 3 | 5 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | |
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| 283 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 4 | 3 | |
| 284 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 5 | 4 | 5 | 4 | 2 | 5 | 3 | 3 | |
| 285 | 3 | 4 | 4 | 3 | 5 | 5 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 2 | 4 | 4 | 3 | 4 | |
| 286 | 4 | 2 | 4 | 5 | 2 | 2 | 4 | 3 | 4 | 2 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | |
| 287 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | |
| 288 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | |

| Nomor | Kompetensi | | | | | | | | | | Kepemimpinan Diri | | | | | | | | | |
|-------|------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | X1.1.1 | X1.1.2 | X1.2.1 | X1.2.2 | X1.3.1 | X1.3.2 | X1.4.1 | X1.4.2 | X1.5.1 | X1.5.2 | X2.1.1 | X2.1.2 | X2.1.3 | X2.1.4 | X2.2.1 | X2.2.2 | X2.3.1 | X2.3.2 | X2.3.3 | X2.3.4 |
| 289 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 5 | 4 | 5 | 4 | 3 |
| 290 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 2 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 |
| 291 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 5 | 2 | 4 | 3 | 2 | 4 | 3 | 5 | 3 | 3 | 5 |
| 292 | 4 | 4 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 2 | 4 | 3 | 3 |
| 293 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 4 | 2 | 2 | 4 | 4 | 4 |
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| 301 | 2 | 3 | 4 | 3 | 4 | 2 | 4 | 3 | 4 | 2 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
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| 310 | 3 | 3 | 4 | 3 | 4 | 5 | 3 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 311 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 |
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| 313 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 2 | 4 | 4 | 4 | 3 |
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| 316 | 2 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 3 | 3 | 4 | 3 | 5 | 5 | 5 | 3 | 4 | 4 | 3 | 5 |
| 317 | 3 | 3 | 4 | 5 | 3 | 5 | 3 | 4 | 3 | 2 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 |

| Nomor | Kompetensi | | | | | | | | | | Kepemimpinan Diri | | | | | | | | | |
|-------|------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | X1.1.1 | X1.1.2 | X1.2.1 | X1.2.2 | X1.3.1 | X1.3.2 | X1.4.1 | X1.4.2 | X1.5.1 | X1.5.2 | X2.1.1 | X2.1.2 | X2.1.3 | X2.1.4 | X2.2.1 | X2.2.2 | X2.3.1 | X2.3.2 | X2.3.3 | X2.3.4 |
| 318 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |
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| 320 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
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| 322 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 |
| 323 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 |
| 324 | 3 | 3 | 5 | 3 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 2 |
| 325 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 4 | 4 | 4 |
| 326 | 2 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 5 | 3 | 5 | 3 |
| 327 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 5 |
| 328 | 5 | 3 | 3 | 4 | 2 | 4 | 3 | 4 | 3 | 3 | 4 | 5 | 2 | 4 | 5 | 5 | 3 | 5 | 2 | 2 |
| 329 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 4 | 3 | 3 | 5 |
| 330 | 4 | 4 | 5 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 2 | 5 | 5 | 5 | 4 | 4 | 4 | 3 |
| 331 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 |
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| 333 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 2 | 3 |
| 334 | 4 | 3 | 3 | 3 | 4 | 3 | 2 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 2 | 5 | 3 | 3 | 4 | 5 |
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| 338 | 3 | 3 | 4 | 3 | 3 | 2 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 2 | 3 | 4 |
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| 340 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 2 | 4 | 4 | 3 |
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| 343 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 2 | 5 |
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| 346 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 5 | 4 |

| Nomor | Kompetensi | | | | | | | | | | Kepemimpinan Diri | | | | | | | | | |
|-------|------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | X1.1.1 | X1.1.2 | X1.2.1 | X1.2.2 | X1.3.1 | X1.3.2 | X1.4.1 | X1.4.2 | X1.5.1 | X1.5.2 | X2.1.1 | X2.1.2 | X2.1.3 | X2.1.4 | X2.2.1 | X2.2.2 | X2.3.1 | X2.3.2 | X2.3.3 | X2.3.4 |
| 347 | 3 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 2 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 |
| 348 | 2 | 5 | 3 | 2 | 3 | 3 | 5 | 4 | 3 | 5 | 3 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 |
| 349 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 3 | 2 | 5 | 4 | 3 | 3 | 3 | 4 | 3 | 5 | 4 |
| 350 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 5 | 4 |
| 351 | 4 | 4 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 5 | 3 | 3 | 5 | 4 | 2 | 5 | 4 | 3 | 3 |
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| 353 | 3 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 5 |
| 354 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 355 | 5 | 2 | 3 | 4 | 5 | 2 | 2 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 5 |
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| 357 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 |
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| 359 | 2 | 3 | 4 | 3 | 3 | 3 | 5 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 |
| 360 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 3 | 3 | 2 | 3 | 3 |
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| 362 | 3 | 4 | 3 | 3 | 5 | 3 | 4 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 4 | 5 | 4 | 4 | 3 | 5 |
| 363 | 4 | 4 | 2 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 2 | 4 | 5 | 5 | 4 | 4 |
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| 367 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 5 |
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| 374 | 3 | 2 | 3 | 4 | 3 | 5 | 2 | 2 | 2 | 3 | 5 | 4 | 5 | 4 | 3 | 3 | 3 | 5 | 3 | 5 |
| 375 | 4 | 2 | 4 | 3 | 2 | 3 | 2 | 5 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 |

| Nomor | Kompetensi | | | | | | | | | | Kepemimpinan Diri | | | | | | | | | |
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| | X1.1.1 | X1.1.2 | X1.2.1 | X1.2.2 | X1.3.1 | X1.3.2 | X1.4.1 | X1.4.2 | X1.5.1 | X1.5.2 | X2.1.1 | X2.1.2 | X2.1.3 | X2.1.4 | X2.2.1 | X2.2.2 | X2.3.1 | X2.3.2 | X2.3.3 | X2.3.4 |
| 376 | 3 | 4 | 4 | 5 | 4 | 5 | 3 | 3 | 4 | 4 | 3 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 4 | 5 |
| 377 | 4 | 3 | 5 | 4 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 |
| 378 | 4 | 4 | 4 | 3 | 5 | 2 | 2 | 5 | 3 | 2 | 3 | 2 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 5 |
| 379 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 3 | 5 | 5 | 4 |
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| 382 | 4 | 4 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 5 | 4 | 2 | 4 | 5 | 4 | 4 | 5 | 3 | 2 | 3 |
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| 385 | 4 | 4 | 3 | 5 | 4 | 5 | 2 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 3 | 5 | 3 | 3 | 4 | 5 |
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| 392 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 3 | 4 | 5 | 2 | 2 | 4 | 4 | 5 |
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| 400 | 3 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 4 |

| Nomor | Konflik Peran | | | | | | | | | Dukungan Manajemen | | | | | | Burnout | | | | | | | | |
|-------|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------------------|--------|--------|--------|------|--------|---------|--------|--------|--------|--------|--------|--------|--------|--------|
| | X3.1.1 | X3.1.2 | X3.2.1 | X3.2.2 | X3.2.3 | X3.3.1 | X3.3.2 | X3.4.1 | X3.4.2 | X4.1.1 | X4.1.2 | X4.2.1 | X4.2.2 | X4.3 | X4.4.1 | X4.4.2 | Z1.1.1 | Z1.1.2 | Z1.1.3 | Z1.1.4 | Z1.2.1 | Z1.2.2 | Z1.3.1 | Z1.3.2 |
| 1 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 4 | 3 | 5 | 5 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 1 | 2 |
| 2 | 2 | 2 | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 3 | 1 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 1 | 1 | 2 | |
| 4 | 2 | 1 | 3 | 2 | 2 | 3 | 2 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 2 |
| 5 | 3 | 2 | 2 | 4 | 2 | 3 | 2 | 5 | 2 | 3 | 2 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 6 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 1 |
| 7 | 1 | 1 | 2 | 1 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 |
| 8 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 9 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 2 | 2 | 3 | 1 | 2 | 1 | 1 | 1 |
| 10 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 3 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 2 |
| 11 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 4 | 4 | 5 | 4 | 4 | 2 | 4 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 |
| 12 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 4 | 3 | 4 | 3 | 5 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 1 |
| 13 | 3 | 2 | 1 | 4 | 2 | 3 | 1 | 3 | 2 | 5 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 |
| 14 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 2 | 3 | 2 | 3 | 3 | 5 | 3 | 2 | 5 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 |
| 15 | 3 | 2 | 1 | 3 | 1 | 3 | 4 | 2 | 2 | 4 | 2 | 4 | 3 | 3 | 3 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 2 | 3 |
| 16 | 1 | 2 | 1 | 2 | 2 | 1 | 1 | 1 | 2 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 2 |
| 17 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 3 |
| 18 | 1 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 4 | 4 | 3 | 3 | 3 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 |
| 19 | 1 | 4 | 2 | 3 | 1 | 2 | 1 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 |
| 20 | 2 | 2 | 3 | 3 | 2 | 2 | 4 | 2 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 |
| 21 | 2 | 2 | 1 | 2 | 1 | 1 | 1 | 1 | 2 | 3 | 5 | 4 | 5 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 |
| 22 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 1 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 1 | 2 | 2 | 1 | 2 | 1 | 1 | 2 |
| 23 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 1 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 |
| 24 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 4 | 2 | 4 | 5 | 5 | 2 | 4 | 2 | 2 | 2 | 2 | 1 | 2 |
| 25 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 5 | 2 | 4 | 4 | 4 | 5 | 5 | 2 | 2 | 1 | 1 | 1 | 2 | 1 | 2 |
| 26 | 3 | 4 | 2 | 3 | 4 | 4 | 3 | 4 | 2 | 4 | 5 | 3 | 5 | 5 | 4 | 5 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 3 |
| 27 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 1 | 2 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 28 | 3 | 3 | 2 | 4 | 2 | 3 | 3 | 1 | 1 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 2 | 4 | 3 | 3 | 3 | 4 | 2 | 3 |
| 29 | 1 | 2 | 3 | 1 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 5 | 4 | 5 | 3 | 3 | 4 | 2 | 3 | 4 | 1 | 1 | 3 |
| 30 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 3 | 3 | 4 | 2 | 3 | 3 | 2 | 4 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 4 |
| 31 | 3 | 4 | 3 | 3 | 4 | 4 | 2 | 4 | 3 | 2 | 5 | 5 | 3 | 4 | 3 | 4 | 3 | 3 | 2 | 2 | 2 | 3 | 1 | 3 |

| Nomor | Konflik Peran | | | | | | | | | Dukungan Manajemen | | | | | | | Burnout | | | | | | | |
|-------|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------------------|--------|--------|--------|------|--------|--------|---------|--------|--------|--------|--------|--------|--------|--------|
| | X3.1.1 | X3.1.2 | X3.2.1 | X3.2.2 | X3.2.3 | X3.3.1 | X3.3.2 | X3.4.1 | X3.4.2 | X4.1.1 | X4.1.2 | X4.2.1 | X4.2.2 | X4.3 | X4.4.1 | X4.4.2 | Z1.1.1 | Z1.1.2 | Z1.1.3 | Z1.1.4 | Z1.2.1 | Z1.2.2 | Z1.3.1 | Z1.3.2 |
| 32 | 1 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 4 | 5 | 3 | 4 | 4 | 5 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 |
| 33 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 1 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 |
| 34 | 2 | 3 | 3 | 4 | 3 | 2 | 3 | 2 | 1 | 3 | 5 | 4 | 2 | 3 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 35 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 36 | 3 | 3 | 1 | 1 | 1 | 2 | 3 | 1 | 2 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 2 | 4 | 2 | 2 | 2 | 2 | 2 | 2 |
| 37 | 1 | 2 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 2 |
| 38 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 1 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 39 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 5 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 40 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 3 | 5 | 4 | 3 | 4 | 3 | 5 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| 41 | 3 | 1 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 2 | 2 | 2 | 2 | 1 | 3 |
| 42 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 |
| 43 | 3 | 3 | 3 | 3 | 4 | 2 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 1 | 1 | 3 |
| 44 | 3 | 2 | 3 | 3 | 4 | 2 | 3 | 3 | 1 | 3 | 4 | 2 | 3 | 3 | 4 | 3 | 2 | 1 | 1 | 1 | 3 | 2 | 1 | 1 |
| 45 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 1 |
| 46 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 2 |
| 47 | 2 | 1 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 2 | 2 | 2 | 2 | 3 | 2 | 1 | 2 |
| 48 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 49 | 3 | 2 | 1 | 4 | 4 | 1 | 1 | 2 | 1 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 |
| 50 | 2 | 2 | 2 | 3 | 3 | 1 | 3 | 3 | 3 | 4 | 2 | 4 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 3 |
| 51 | 2 | 3 | 3 | 4 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 52 | 3 | 3 | 2 | 2 | 2 | 3 | 1 | 3 | 2 | 2 | 4 | 3 | 4 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 53 | 1 | 3 | 2 | 2 | 2 | 2 | 1 | 2 | 1 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 2 | 3 | 2 | 2 | 2 | 1 | 1 | 2 |
| 54 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 4 | 3 | 5 | 3 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 |
| 55 | 2 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 1 | 5 | 3 | 4 | 3 | 4 | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 56 | 4 | 3 | 3 | 1 | 3 | 3 | 2 | 2 | 2 | 4 | 3 | 5 | 4 | 4 | 3 | 3 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 |
| 57 | 3 | 1 | 2 | 3 | 3 | 1 | 2 | 2 | 3 | 3 | 3 | 5 | 2 | 3 | 3 | 3 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 |
| 58 | 3 | 2 | 3 | 4 | 3 | 2 | 4 | 1 | 1 | 4 | 2 | 2 | 2 | 3 | 4 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 |
| 59 | 2 | 2 | 3 | 1 | 3 | 3 | 3 | 2 | 4 | 3 | 5 | 4 | 3 | 4 | 5 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 60 | 2 | 3 | 3 | 1 | 3 | 3 | 1 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 61 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 2 | 1 | 1 | 2 | 1 | 1 | 1 |
| 62 | 2 | 3 | 4 | 3 | 4 | 3 | 3 | 1 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 |

| Nomor | Konflik Peran | | | | | | | | | Dukungan Manajemen | | | | | | | Burnout | | | | | | | |
|-------|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------------------|--------|--------|--------|------|--------|--------|---------|--------|--------|--------|--------|--------|--------|--------|
| | X3.1.1 | X3.1.2 | X3.2.1 | X3.2.2 | X3.2.3 | X3.3.1 | X3.3.2 | X3.4.1 | X3.4.2 | X4.1.1 | X4.1.2 | X4.2.1 | X4.2.2 | X4.3 | X4.4.1 | X4.4.2 | Z1.1.1 | Z1.1.2 | Z1.1.3 | Z1.1.4 | Z1.2.1 | Z1.2.2 | Z1.3.1 | Z1.3.2 |
| 63 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 3 | 2 | 2 | 3 | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 |
| 64 | 3 | 4 | 2 | 1 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 2 | 1 | 2 | 1 | 2 | 2 | 1 | 2 |
| 65 | 2 | 2 | 4 | 3 | 1 | 1 | 2 | 2 | 1 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 4 |
| 66 | 4 | 2 | 4 | 3 | 2 | 3 | 3 | 1 | 2 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 67 | 2 | 2 | 2 | 4 | 3 | 4 | 3 | 4 | 2 | 3 | 5 | 2 | 4 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 |
| 68 | 1 | 3 | 2 | 3 | 4 | 1 | 1 | 4 | 1 | 5 | 4 | 4 | 3 | 4 | 3 | 3 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 |
| 69 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 3 |
| 70 | 3 | 4 | 2 | 4 | 3 | 2 | 3 | 2 | 4 | 4 | 2 | 3 | 5 | 4 | 5 | 3 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 1 |
| 71 | 3 | 4 | 3 | 2 | 2 | 4 | 3 | 4 | 3 | 2 | 3 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 72 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 1 | 2 | 4 | 4 | 2 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 73 | 5 | 2 | 2 | 2 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 2 | 3 | 4 | 3 | 4 | 2 | 2 | 1 | 1 | 1 | 1 | 1 |
| 74 | 3 | 1 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 5 | 3 | 3 | 3 | 4 | 3 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 2 |
| 75 | 1 | 3 | 1 | 3 | 4 | 3 | 3 | 1 | 3 | 5 | 2 | 4 | 3 | 3 | 3 | 3 | 2 | 2 | 1 | 2 | 1 | 2 | 1 | 2 |
| 76 | 1 | 2 | 3 | 1 | 3 | 2 | 3 | 3 | 4 | 2 | 2 | 3 | 3 | 3 | 5 | 3 | 4 | 3 | 3 | 2 | 2 | 2 | 3 | 3 |
| 77 | 4 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 |
| 78 | 2 | 4 | 3 | 4 | 2 | 4 | 4 | 2 | 3 | 2 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 |
| 79 | 3 | 4 | 2 | 4 | 4 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 5 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 80 | 3 | 2 | 2 | 4 | 2 | 4 | 3 | 2 | 3 | 4 | 2 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 81 | 2 | 1 | 2 | 2 | 3 | 4 | 1 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 |
| 82 | 1 | 1 | 2 | 2 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 4 | 2 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 83 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 5 | 2 | 4 | 4 | 3 | 3 | 3 | 1 | 2 | 2 | 1 | 1 | 1 | 1 |
| 84 | 2 | 3 | 3 | 3 | 2 | 4 | 2 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 1 | 1 | 2 | 1 | 2 | 1 | 1 |
| 85 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 |
| 86 | 3 | 2 | 4 | 3 | 4 | 4 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 1 | 2 | 2 | 1 | 3 |
| 87 | 2 | 4 | 4 | 2 | 4 | 5 | 4 | 2 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 88 | 3 | 4 | 2 | 5 | 4 | 3 | 2 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 89 | 3 | 4 | 3 | 2 | 3 | 4 | 3 | 4 | 2 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 2 | 2 |
| 90 | 2 | 4 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 2 | 2 | 1 | 2 | 1 | 1 |
| 91 | 2 | 2 | 2 | 3 | 3 | 3 | 1 | 1 | 2 | 5 | 4 | 4 | 5 | 4 | 2 | 3 | 3 | 2 | 2 | 1 | 2 | 2 | 1 | 1 |
| 92 | 4 | 3 | 1 | 1 | 1 | 1 | 2 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 1 | 2 |
| 93 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 |

| Nomor | Konflik Peran | | | | | | | | | Dukungan Manajemen | | | | | | | Burnout | | | | | | | |
|-------|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------------------|--------|--------|--------|------|--------|--------|---------|--------|--------|--------|--------|--------|--------|--------|
| | X3.1.1 | X3.1.2 | X3.2.1 | X3.2.2 | X3.2.3 | X3.3.1 | X3.3.2 | X3.4.1 | X3.4.2 | X4.1.1 | X4.1.2 | X4.2.1 | X4.2.2 | X4.3 | X4.4.1 | X4.4.2 | Z1.1.1 | Z1.1.2 | Z1.1.3 | Z1.1.4 | Z1.2.1 | Z1.2.2 | Z1.3.1 | Z1.3.2 |
| 94 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 2 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 1 | 2 |
| 95 | 3 | 2 | 3 | 1 | 1 | 3 | 2 | 2 | 3 | 3 | 3 | 4 | 3 | 4 | 5 | 3 | 4 | 1 | 2 | 1 | 1 | 1 | 1 | 1 |
| 96 | 5 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 |
| 97 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 5 | 3 | 5 | 4 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 |
| 98 | 3 | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 4 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 |
| 99 | 3 | 2 | 4 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 1 |
| 100 | 3 | 5 | 2 | 3 | 4 | 2 | 5 | 3 | 2 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 2 | 2 | 2 |
| 101 | 3 | 2 | 3 | 2 | 3 | 2 | 4 | 5 | 3 | 3 | 4 | 3 | 5 | 4 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 3 |
| 102 | 3 | 2 | 4 | 2 | 3 | 3 | 3 | 5 | 2 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 103 | 3 | 3 | 3 | 5 | 3 | 3 | 4 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 4 | 3 | 2 | 2 | 4 | 2 | 2 |
| 104 | 4 | 3 | 4 | 3 | 3 | 2 | 2 | 3 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 |
| 105 | 5 | 3 | 3 | 4 | 2 | 3 | 4 | 2 | 2 | 3 | 4 | 2 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 2 | 2 | 2 | 2 |
| 106 | 4 | 1 | 2 | 3 | 2 | 3 | 3 | 2 | 1 | 4 | 2 | 2 | 4 | 3 | 3 | 3 | 2 | 2 | 1 | 2 | 1 | 1 | 1 | 1 |
| 107 | 3 | 2 | 4 | 4 | 2 | 3 | 2 | 2 | 4 | 4 | 4 | 3 | 4 | 3 | 2 | 3 | 4 | 4 | 2 | 1 | 2 | 1 | 2 | 2 |
| 108 | 3 | 2 | 2 | 2 | 1 | 3 | 4 | 3 | 2 | 2 | 4 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 |
| 109 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 1 | 3 | 1 | 2 | 2 |
| 110 | 4 | 3 | 4 | 2 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 111 | 2 | 2 | 2 | 4 | 3 | 2 | 2 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 112 | 1 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 2 |
| 113 | 5 | 4 | 4 | 2 | 2 | 3 | 4 | 2 | 3 | 3 | 3 | 2 | 4 | 3 | 4 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 |
| 114 | 2 | 4 | 2 | 2 | 1 | 4 | 3 | 3 | 2 | 2 | 2 | 4 | 2 | 3 | 4 | 2 | 3 | 3 | 2 | 2 | 1 | 1 | 1 | 2 |
| 115 | 2 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 2 |
| 116 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 1 | 3 | 2 | 3 | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 |
| 117 | 3 | 4 | 3 | 4 | 2 | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 5 | 3 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 |
| 118 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 4 | 2 | 3 | 3 |
| 119 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 |
| 120 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 5 | 2 | 2 | 3 | 3 | 3 | 4 | 2 | 3 | 1 | 1 | 1 | 1 | 1 |
| 121 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 4 | 2 | 4 | 3 | 3 | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 |
| 122 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 1 | 1 | 2 | 2 | 1 | 1 | 2 |
| 123 | 4 | 2 | 4 | 5 | 3 | 2 | 3 | 4 | 2 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 |
| 124 | 2 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 2 | 3 | 5 | 3 | 2 | 2 | 3 | 3 | 1 | 2 | 2 | 3 |

| Nomor | Konflik Peran | | | | | | | | | Dukungan Manajemen | | | | | | | Burnout | | | | | | | |
|-------|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------------------|--------|--------|--------|------|--------|--------|---------|--------|--------|--------|--------|--------|--------|--------|
| | X3.1.1 | X3.1.2 | X3.2.1 | X3.2.2 | X3.2.3 | X3.3.1 | X3.3.2 | X3.4.1 | X3.4.2 | X4.1.1 | X4.1.2 | X4.2.1 | X4.2.2 | X4.3 | X4.4.1 | X4.4.2 | Z1.1.1 | Z1.1.2 | Z1.1.3 | Z1.1.4 | Z1.2.1 | Z1.2.2 | Z1.3.1 | Z1.3.2 |
| 125 | 1 | 2 | 2 | 2 | 2 | 3 | 3 | 1 | 4 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 1 | 1 | 1 | 1 | 1 |
| 126 | 5 | 3 | 3 | 2 | 2 | 5 | 4 | 5 | 5 | 3 | 2 | 4 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 4 | 2 | 2 | 2 |
| 127 | 1 | 3 | 3 | 4 | 2 | 4 | 3 | 4 | 3 | 4 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 |
| 128 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 2 | 3 | 5 | 3 | 2 | 1 | 2 | 2 | 2 | 1 | 1 | 2 |
| 129 | 2 | 2 | 4 | 3 | 5 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 1 | 2 | 4 |
| 130 | 3 | 3 | 2 | 4 | 3 | 2 | 2 | 3 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 |
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| 139 | 2 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 5 | 4 | 3 | 3 | 2 | 1 | 4 | 1 | 1 | 1 | 1 | 1 |
| 140 | 3 | 3 | 4 | 1 | 4 | 2 | 3 | 4 | 4 | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 1 | 1 |
| 141 | 3 | 3 | 3 | 3 | 2 | 3 | 5 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 |
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| 143 | 3 | 4 | 3 | 3 | 3 | 4 | 2 | 4 | 2 | 3 | 2 | 2 | 4 | 3 | 3 | 2 | 4 | 3 | 3 | 2 | 4 | 3 | 3 | 2 |
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| 147 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 2 | 3 | 4 | 3 | 4 | 4 | 5 | 2 | 3 | 2 | 3 | 1 | 2 | 3 | 2 | 3 |
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| 155 | 4 | 3 | 2 | 2 | 3 | 3 | 4 | 4 | 3 | 2 | 3 | 3 | 2 | 4 | 4 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 2 |

| Nomor | Konflik Peran | | | | | | | | | Dukungan Manajemen | | | | | | | Burnout | | | | | | | |
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| | X3.1.1 | X3.1.2 | X3.2.1 | X3.2.2 | X3.2.3 | X3.3.1 | X3.3.2 | X3.4.1 | X3.4.2 | X4.1.1 | X4.1.2 | X4.2.1 | X4.2.2 | X4.3 | X4.4.1 | X4.4.2 | Z1.1.1 | Z1.1.2 | Z1.1.3 | Z1.1.4 | Z1.2.1 | Z1.2.2 | Z1.3.1 | Z1.3.2 |
| 156 | 3 | 2 | 3 | 5 | 3 | 3 | 3 | 5 | 2 | 3 | 5 | 3 | 3 | 4 | 3 | 4 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 |
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| 164 | 3 | 3 | 4 | 2 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 4 | 3 | 3 | 2 | 2 | 2 | 2 | 4 | 3 | 2 | 2 |
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| 170 | 2 | 3 | 3 | 3 | 4 | 3 | 4 | 2 | 3 | 2 | 4 | 2 | 4 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 4 | 2 | 2 | 3 |
| 171 | 3 | 2 | 3 | 4 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 4 | 3 | 1 | 2 |
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| 177 | 3 | 4 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 3 | 2 | 3 | 5 | 4 | 3 | 4 | 4 | 3 | 2 | 2 | 4 | 4 | 2 | 3 |
| 178 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 4 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 2 |
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| Nomor | Konflik Peran | | | | | | | | | Dukungan Manajemen | | | | | | | Burnout | | | | | | | |
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| | X3.1.1 | X3.1.2 | X3.2.1 | X3.2.2 | X3.2.3 | X3.3.1 | X3.3.2 | X3.4.1 | X3.4.2 | X4.1.1 | X4.1.2 | X4.2.1 | X4.2.2 | X4.3 | X4.4.1 | X4.4.2 | Z1.1.1 | Z1.1.2 | Z1.1.3 | Z1.1.4 | Z1.2.1 | Z1.2.2 | Z1.3.1 | Z1.3.2 |
| 187 | 2 | 3 | 4 | 4 | 2 | 3 | 3 | 3 | 4 | 2 | 2 | 4 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
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| 201 | 2 | 4 | 1 | 1 | 2 | 3 | 3 | 2 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 4 | 1 | 2 |
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| 203 | 2 | 3 | 3 | 1 | 1 | 4 | 2 | 1 | 4 | 4 | 3 | 2 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
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| 205 | 3 | 3 | 4 | 3 | 3 | 2 | 2 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 3 |
| 206 | 3 | 1 | 1 | 4 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 3 | 3 | 5 | 3 | 5 | 3 | 2 | 4 | 1 | 4 | 4 | 1 | 1 |
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| 208 | 4 | 4 | 2 | 4 | 3 | 4 | 2 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 1 | 2 |
| 209 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 2 | 3 | 4 | 3 | 5 | 3 | 3 | 2 | 4 | 3 | 4 | 2 | 2 |
| 210 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 211 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 2 | 5 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 3 |
| 212 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 4 | 3 | 4 | 5 | 4 | 3 | 5 | 2 | 2 | 4 | 1 | 3 | 4 | 1 | 1 |
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| 217 | 4 | 4 | 2 | 3 | 4 | 2 | 4 | 2 | 4 | 2 | 3 | 5 | 5 | 3 | 3 | 4 | 2 | 3 | 3 | 2 | 4 | 4 | 2 | 3 |

| Nomor | Konflik Peran | | | | | | | | | Dukungan Manajemen | | | | | | | Burnout | | | | | | | |
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| | X3.1.1 | X3.1.2 | X3.2.1 | X3.2.2 | X3.2.3 | X3.3.1 | X3.3.2 | X3.4.1 | X3.4.2 | X4.1.1 | X4.1.2 | X4.2.1 | X4.2.2 | X4.3 | X4.4.1 | X4.4.2 | Z1.1.1 | Z1.1.2 | Z1.1.3 | Z1.1.4 | Z1.2.1 | Z1.2.2 | Z1.3.1 | Z1.3.2 |
| 218 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 1 | 2 |
| 219 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 1 | 3 | 2 | 5 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
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| 232 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 4 | 4 | 4 | 3 | 2 | 3 | 3 | 5 | 2 | 3 | 3 | 2 | 4 | 4 | 2 | 2 |
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| 248 | 4 | 2 | 4 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 1 | 3 | 3 | 1 | 3 |

| Nomor | Konflik Peran | | | | | | | | | Dukungan Manajemen | | | | | | | Burnout | | | | | | | |
|-------|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------------------|--------|--------|--------|------|--------|--------|---------|--------|--------|--------|--------|--------|--------|--------|
| | X3.1.1 | X3.1.2 | X3.2.1 | X3.2.2 | X3.2.3 | X3.3.1 | X3.3.2 | X3.4.1 | X3.4.2 | X4.1.1 | X4.1.2 | X4.2.1 | X4.2.2 | X4.3 | X4.4.1 | X4.4.2 | Z1.1.1 | Z1.1.2 | Z1.1.3 | Z1.1.4 | Z1.2.1 | Z1.2.2 | Z1.3.1 | Z1.3.2 |
| 249 | 3 | 4 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 5 | 4 | 2 | 3 | 5 | 4 | 3 | 2 | 4 | 1 | 2 | 3 | 3 | 2 | 2 |
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| 263 | 4 | 4 | 3 | 2 | 2 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 2 | 3 | 4 | 2 | 2 |
| 264 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 2 | 3 | 3 | 1 | 3 | 3 | 1 | 1 |
| 265 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 5 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 |
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| 279 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 5 | 3 | 5 | 4 | 4 | 3 | 2 | 3 | 4 | 3 | 4 | 2 | 3 |

| Nomor | Konflik Peran | | | | | | | | | Dukungan Manajemen | | | | | | | Burnout | | | | | | | |
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| | X3.1.1 | X3.1.2 | X3.2.1 | X3.2.2 | X3.2.3 | X3.3.1 | X3.3.2 | X3.4.1 | X3.4.2 | X4.1.1 | X4.1.2 | X4.2.1 | X4.2.2 | X4.3 | X4.4.1 | X4.4.2 | Z1.1.1 | Z1.1.2 | Z1.1.3 | Z1.1.4 | Z1.2.1 | Z1.2.2 | Z1.3.1 | Z1.3.2 |
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| 292 | 4 | 4 | 3 | 3 | 3 | 2 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 |
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| 295 | 2 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 4 | 2 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
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| 302 | 3 | 4 | 3 | 4 | 3 | 4 | 2 | 2 | 2 | 5 | 4 | 4 | 3 | 2 | 5 | 3 | 2 | 2 | 3 | 2 | 4 | 2 | 1 | 1 |
| 303 | 1 | 1 | 1 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 5 | 5 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 2 | 3 |
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| Nomor | Konflik Peran | | | | | | | | | Dukungan Manajemen | | | | | | | Burnout | | | | | | | |
|-------|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------------------|--------|--------|--------|------|--------|--------|---------|--------|--------|--------|--------|--------|--------|--------|
| | X3.1.1 | X3.1.2 | X3.2.1 | X3.2.2 | X3.2.3 | X3.3.1 | X3.3.2 | X3.4.1 | X3.4.2 | X4.1.1 | X4.1.2 | X4.2.1 | X4.2.2 | X4.3 | X4.4.1 | X4.4.2 | Z1.1.1 | Z1.1.2 | Z1.1.3 | Z1.1.4 | Z1.2.1 | Z1.2.2 | Z1.3.1 | Z1.3.2 |
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| 329 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 4 | 3 | 2 | 3 | 4 | 2 | 2 | 2 | 1 | 2 | 3 | 2 | 2 |
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| 331 | 2 | 4 | 3 | 4 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 |
| 332 | 3 | 3 | 1 | 2 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 2 | 5 | 3 | 4 | 4 | 3 | 2 | 3 | 2 | 4 | 2 | 3 | 2 |
| 333 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 2 | 5 | 3 | 3 | 5 | 2 | 5 | 4 | 2 | 2 | 2 | 2 | 3 | 4 | 2 | 2 |
| 334 | 1 | 2 | 3 | 1 | 4 | 3 | 2 | 3 | 2 | 3 | 2 | 4 | 4 | 3 | 2 | 4 | 2 | 2 | 2 | 1 | 2 | 4 | 2 | 2 |
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| 341 | 4 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 2 | 4 | 2 | 3 | 3 | 5 | 3 | 2 | 3 | 2 | 3 | 4 | 3 | 2 |

| Nomor | Konflik Peran | | | | | | | | | Dukungan Manajemen | | | | | | | Burnout | | | | | | | |
|-------|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------------------|--------|--------|--------|------|--------|--------|---------|--------|--------|--------|--------|--------|--------|--------|
| | X3.1.1 | X3.1.2 | X3.2.1 | X3.2.2 | X3.2.3 | X3.3.1 | X3.3.2 | X3.4.1 | X3.4.2 | X4.1.1 | X4.1.2 | X4.2.1 | X4.2.2 | X4.3 | X4.4.1 | X4.4.2 | Z1.1.1 | Z1.1.2 | Z1.1.3 | Z1.1.4 | Z1.2.1 | Z1.2.2 | Z1.3.1 | Z1.3.2 |
| 342 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 5 | 3 | 4 | 5 | 2 | 5 | 3 | 3 | 3 | 3 | 2 | 4 | 2 | 3 | 3 |
| 343 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 2 | 4 | 5 | 2 | 3 | 2 | 2 | 4 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 |
| 344 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 2 | 3 | 2 | 1 | 2 | 2 | 2 | 2 |
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| 349 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 5 | 4 | 3 | 2 | 2 | 3 | 2 | 3 | 4 | 2 | 2 |
| 350 | 2 | 2 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 4 | 4 | 3 | 2 |
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| 352 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 |
| 353 | 4 | 4 | 3 | 1 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 5 | 5 | 3 | 5 | 4 | 3 | 2 | 3 | 2 | 2 | 4 | 3 | 2 |
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| 355 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 2 | 5 | 3 | 5 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 2 |
| 356 | 4 | 2 | 2 | 2 | 3 | 4 | 4 | 2 | 3 | 2 | 3 | 3 | 4 | 2 | 4 | 3 | 2 | 2 | 3 | 2 | 4 | 2 | 2 | 2 |
| 357 | 3 | 3 | 2 | 4 | 3 | 4 | 2 | 2 | 3 | 4 | 3 | 4 | 3 | 2 | 4 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 |
| 358 | 1 | 3 | 2 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 2 |
| 359 | 4 | 3 | 3 | 4 | 2 | 4 | 2 | 4 | 2 | 2 | 3 | 4 | 4 | 4 | 3 | 2 | 3 | 2 | 3 | 2 | 4 | 4 | 3 | 3 |
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| 363 | 3 | 1 | 4 | 2 | 1 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 5 | 3 | 4 | 5 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 |
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| 372 | 2 | 2 | 3 | 3 | 4 | 1 | 1 | 2 | 2 | 3 | 3 | 4 | 4 | 4 | 2 | 4 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 |

| Nomor | Konflik Peran | | | | | | | | | Dukungan Manajemen | | | | | | Burnout | | | | | | | | |
|-------|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------------------|--------|--------|--------|------|--------|---------|--------|--------|--------|--------|--------|--------|--------|--------|
| | X3.1.1 | X3.1.2 | X3.2.1 | X3.2.2 | X3.2.3 | X3.3.1 | X3.3.2 | X3.4.1 | X3.4.2 | X4.1.1 | X4.1.2 | X4.2.1 | X4.2.2 | X4.3 | X4.4.1 | X4.4.2 | Z1.1.1 | Z1.1.2 | Z1.1.3 | Z1.1.4 | Z1.2.1 | Z1.2.2 | Z1.3.1 | Z1.3.2 |
| 373 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 4 | 3 | 4 | 3 | 5 | 5 | 2 | 2 | 3 | 2 | 3 | 4 | 2 | 2 |
| 374 | 2 | 4 | 2 | 3 | 4 | 4 | 2 | 3 | 2 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 2 | 4 | 4 | 3 | 3 |
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| | Z2.1.1 | Z2.1.2 | Z2.1.3 | Z2.1.4 | Z2.1.5 | Z2.1.6 | Z2.1.7 | Z2.2.1 | Z2.2.2 | Z2.2.3 | Z2.2.4 | Z2.2.5 | Z2.2.6 | Z2.2.7 | Z2.2.8 | Z2.3.1 | Z2.3.2 | Z2.3.3 | Z2.3.4 | Z2.3.5 | Z2.3.6 |
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| | Z2.1.1 | Z2.1.2 | Z2.1.3 | Z2.1.4 | Z2.1.5 | Z2.1.6 | Z2.1.7 | Z2.2.1 | Z2.2.2 | Z2.2.3 | Z2.2.4 | Z2.2.5 | Z2.2.6 | Z2.2.7 | Z2.2.8 | Z2.3.1 | Z2.3.2 | Z2.3.3 | Z2.3.4 | Z2.3.5 | Z2.3.6 |
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| | Z2.1.1 | Z2.1.2 | Z2.1.3 | Z2.1.4 | Z2.1.5 | Z2.1.6 | Z2.1.7 | Z2.2.1 | Z2.2.2 | Z2.2.3 | Z2.2.4 | Z2.2.5 | Z2.2.6 | Z2.2.7 | Z2.2.8 | Z2.3.1 | Z2.3.2 | Z2.3.3 | Z2.3.4 | Z2.3.5 | Z2.3.6 |
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|-------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---|
| | Z2.1.1 | Z2.1.2 | Z2.1.3 | Z2.1.4 | Z2.1.5 | Z2.1.6 | Z2.1.7 | Z2.2.1 | Z2.2.2 | Z2.2.3 | Z2.2.4 | Z2.2.5 | Z2.2.6 | Z2.2.7 | Z2.2.8 | Z2.3.1 | Z2.3.2 | Z2.3.3 | Z2.3.4 | Z2.3.5 | Z2.3.6 | |
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|-------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | Z2.1.1 | Z2.1.2 | Z2.1.3 | Z2.1.4 | Z2.1.5 | Z2.1.6 | Z2.1.7 | Z2.2.1 | Z2.2.2 | Z2.2.3 | Z2.2.4 | Z2.2.5 | Z2.2.6 | Z2.2.7 | Z2.2.8 | Z2.3.1 | Z2.3.2 | Z2.3.3 | Z2.3.4 | Z2.3.5 | Z2.3.6 |
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| 347 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 |
| 348 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 |
| 349 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 |
| 350 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 351 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 352 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 353 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 354 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
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| 356 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 |
| 357 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 |
| 358 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 |
| 359 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 360 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 |
| 361 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 |

| Nomor | Komitmen Organisasi | | | | | | | | | | | | | | | | | | | | |
|-------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | Z2.1.1 | Z2.1.2 | Z2.1.3 | Z2.1.4 | Z2.1.5 | Z2.1.6 | Z2.1.7 | Z2.2.1 | Z2.2.2 | Z2.2.3 | Z2.2.4 | Z2.2.5 | Z2.2.6 | Z2.2.7 | Z2.2.8 | Z2.3.1 | Z2.3.2 | Z2.3.3 | Z2.3.4 | Z2.3.5 | Z2.3.6 |
| 362 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 363 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 364 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 365 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 366 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 |
| 367 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 368 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 369 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 370 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 371 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 372 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 373 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 |
| 374 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 |
| 375 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 376 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 377 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 |
| 378 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 379 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 380 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 |
| 381 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 |
| 382 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 |
| 383 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 |
| 384 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 |
| 385 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 386 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 |
| 387 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 |
| 388 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 |
| 389 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 390 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 |
| 391 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |

| Nomor | Komitmen Organisasi | | | | | | | | | | | | | | | | | | | | | | | |
|-------|---------------------|----------|----------|---|----------|----------|---|---|----------|----------|----------|----------|---|----------|----------|--------|--------|--------|--------|--------|--------|---|--|--|
| | 1 | ZZ.1.1.2 | ZZ.1.1.3 | 4 | ZZ.1.1.5 | ZZ.1.1.6 | 7 | 1 | ZZ.1.2.2 | ZZ.1.2.3 | ZZ.1.2.4 | ZZ.1.2.5 | 6 | ZZ.1.2.7 | ZZ.1.2.8 | ZZ.3.1 | ZZ.3.2 | ZZ.3.3 | ZZ.3.4 | ZZ.3.5 | ZZ.3.6 | 6 | | |
| 392 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | | |
| 393 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | |
| 394 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | | |
| 395 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | | |
| 396 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | | |
| 397 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | |
| 398 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | |
| 399 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | |
| 400 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | |

| Nomor | Kepuasan Kerja | | | | | | | | | | |
|-------|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|
| | Y.1.1 | Y.1.2 | Y.1.3 | Y.2.1 | Y.2.2 | Y.2.3 | Y.3.1 | Y.3.2 | Y.4.1 | Y.4.2 | Y.5. |
| 1 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 |
| 2 | 2 | 2 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 |
| 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 4 | 2 | 3 |
| 4 | 3 | 3 | 2 | 4 | 2 | 3 | 3 | 3 | 2 | 4 | 3 |
| 5 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 2 |
| 6 | 3 | 4 | 4 | 5 | 3 | 4 | 2 | 4 | 4 | 3 | 3 |
| 7 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 2 |
| 8 | 3 | 4 | 3 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 |
| 9 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 |
| 10 | 3 | 2 | 4 | 3 | 3 | 4 | 4 | 3 | 2 | 3 | 2 |
| 11 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 |
| 12 | 5 | 3 | 5 | 4 | 2 | 3 | 3 | 4 | 2 | 3 | 3 |
| 13 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 3 | 3 | 4 |
| 14 | 2 | 3 | 2 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 2 |
| 15 | 2 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 3 | 4 | 2 |

| Nomor | Kepuasan Kerja | | | | | | | | | | |
|-------|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|
| | Y.1.1 | Y.1.2 | Y.1.3 | Y.2.1 | Y.2.2 | Y.2.3 | Y.3.1 | Y.3.2 | Y.4.1 | Y.4.2 | Y.5. |
| 16 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 |
| 17 | 3 | 3 | 3 | 3 | 4 | 2 | 2 | 3 | 4 | 3 | 3 |
| 18 | 3 | 4 | 3 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 5 |
| 19 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 4 | 2 |
| 20 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 |
| 21 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 |
| 22 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 23 | 3 | 4 | 4 | 2 | 3 | 3 | 2 | 3 | 4 | 4 | 3 |
| 24 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 |
| 25 | 3 | 5 | 4 | 5 | 3 | 3 | 4 | 4 | 5 | 4 | 4 |
| 26 | 5 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 3 |
| 27 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 4 | 3 | 4 | 3 |
| 28 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 |
| 29 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 |
| 30 | 3 | 4 | 4 | 4 | 3 | 2 | 2 | 3 | 3 | 3 | 2 |
| 31 | 3 | 3 | 4 | 3 | 2 | 4 | 3 | 3 | 4 | 2 | 3 |
| 32 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 |
| 33 | 4 | 3 | 4 | 5 | 5 | 4 | 3 | 4 | 3 | 4 | 5 |
| 34 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 4 |
| 35 | 4 | 5 | 3 | 2 | 2 | 4 | 3 | 4 | 2 | 5 | 4 |
| 36 | 4 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 5 | 4 |
| 37 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 38 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 4 | 3 |
| 39 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 |
| 40 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 |
| 41 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 4 |
| 42 | 2 | 2 | 2 | 3 | 2 | 3 | 4 | 3 | 3 | 5 | 3 |
| 43 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 44 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 |
| 45 | 2 | 2 | 2 | 2 | 4 | 2 | 3 | 3 | 4 | 2 | 2 |

| Nomor | Kepuasan Kerja | | | | | | | | | | |
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| | Y.1.1 | Y.1.2 | Y.1.3 | Y.2.1 | Y.2.2 | Y.2.3 | Y.3.1 | Y.3.2 | Y.4.1 | Y.4.2 | Y.5. |
| 46 | 4 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 3 | 3 |
| 47 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 |
| 48 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 |
| 49 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 |
| 50 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 |
| 51 | 3 | 3 | 5 | 2 | 3 | 4 | 2 | 3 | 4 | 2 | 2 |
| 52 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 3 | 4 |
| 53 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 4 | 2 |
| 54 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 |
| 55 | 3 | 5 | 5 | 3 | 3 | 4 | 2 | 3 | 3 | 2 | 3 |
| 56 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 |
| 57 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 58 | 3 | 4 | 4 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 4 |
| 59 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 |
| 60 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 |
| 61 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 |
| 62 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 |
| 63 | 3 | 4 | 5 | 5 | 4 | 3 | 2 | 4 | 4 | 4 | 2 |
| 64 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 |
| 65 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 |
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| 67 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 |
| 68 | 5 | 3 | 5 | 4 | 2 | 4 | 5 | 5 | 4 | 2 | 4 |
| 69 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 |
| 70 | 2 | 5 | 4 | 3 | 3 | 5 | 4 | 2 | 4 | 5 | 5 |
| 71 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 2 |
| 72 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 |
| 73 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 |
| 74 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 |
| 75 | 2 | 2 | 2 | 4 | 5 | 4 | 2 | 5 | 3 | 4 | 2 |

| Nomor | Kepuasan Kerja | | | | | | | | | | |
|-------|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|
| | Y.1.1 | Y.1.2 | Y.1.3 | Y.2.1 | Y.2.2 | Y.2.3 | Y.3.1 | Y.3.2 | Y.4.1 | Y.4.2 | Y.5. |
| 76 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 |
| 77 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 78 | 5 | 3 | 3 | 2 | 2 | 2 | 4 | 2 | 3 | 2 | 4 |
| 79 | 3 | 2 | 4 | 2 | 4 | 2 | 4 | 2 | 3 | 4 | 3 |
| 80 | 3 | 5 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 4 | 2 |
| 81 | 4 | 5 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 5 |
| 82 | 5 | 4 | 3 | 3 | 3 | 5 | 3 | 3 | 4 | 4 | 3 |
| 83 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 |
| 84 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 3 |
| 85 | 5 | 3 | 2 | 2 | 5 | 2 | 2 | 3 | 3 | 3 | 2 |
| 86 | 4 | 3 | 2 | 3 | 3 | 4 | 5 | 3 | 4 | 5 | 2 |
| 87 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 2 | 3 | 2 | 4 |
| 88 | 3 | 3 | 4 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 3 |
| 89 | 4 | 5 | 3 | 5 | 2 | 4 | 3 | 3 | 3 | 2 | 2 |
| 90 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 |
| 91 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 3 |
| 92 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 |
| 93 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 |
| 94 | 3 | 5 | 2 | 2 | 3 | 2 | 4 | 4 | 3 | 3 | 4 |
| 95 | 3 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 3 |
| 96 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 |
| 97 | 4 | 2 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 2 | 3 |
| 98 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 |
| 99 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 |
| 100 | 3 | 2 | 2 | 3 | 3 | 4 | 3 | 2 | 3 | 5 | 4 |
| 101 | 2 | 4 | 3 | 2 | 3 | 3 | 3 | 4 | 4 | 5 | 5 |
| 102 | 4 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 |
| 103 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 |
| 104 | 3 | 5 | 4 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 4 |
| 105 | 3 | 3 | 3 | 4 | 3 | 5 | 4 | 3 | 3 | 2 | 3 |

| Nomor | Kepuasan Kerja | | | | | | | | | | |
|-------|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|
| | Y.1.1 | Y.1.2 | Y.1.3 | Y.2.1 | Y.2.2 | Y.2.3 | Y.3.1 | Y.3.2 | Y.4.1 | Y.4.2 | Y.5. |
| 106 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 3 |
| 107 | 4 | 3 | 5 | 3 | 3 | 3 | 3 | 5 | 4 | 5 | 4 |
| 108 | 4 | 5 | 4 | 3 | 3 | 4 | 2 | 4 | 4 | 3 | 3 |
| 109 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 3 | 3 | 5 | 4 |
| 110 | 3 | 2 | 4 | 3 | 2 | 3 | 3 | 2 | 3 | 4 | 2 |
| 111 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 |
| 112 | 4 | 3 | 4 | 3 | 3 | 5 | 5 | 4 | 4 | 2 | 2 |
| 113 | 3 | 4 | 2 | 5 | 3 | 3 | 2 | 3 | 5 | 2 | 4 |
| 114 | 3 | 3 | 5 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 |
| 115 | 4 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 4 |
| 116 | 4 | 4 | 5 | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 3 |
| 117 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 |
| 118 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 |
| 119 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 |
| 120 | 3 | 3 | 4 | 2 | 3 | 2 | 2 | 3 | 5 | 3 | 4 |
| 121 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |
| 122 | 3 | 3 | 2 | 2 | 3 | 3 | 4 | 4 | 3 | 5 | 4 |
| 123 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 |
| 124 | 3 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 |
| 125 | 4 | 4 | 4 | 2 | 4 | 4 | 5 | 5 | 4 | 3 | 3 |
| 126 | 4 | 4 | 2 | 4 | 3 | 4 | 3 | 5 | 4 | 5 | 3 |
| 127 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 |
| 128 | 4 | 5 | 3 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 3 |
| 129 | 3 | 3 | 2 | 4 | 3 | 4 | 4 | 4 | 3 | 2 | 5 |
| 130 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 3 |
| 131 | 4 | 3 | 5 | 4 | 3 | 3 | 4 | 2 | 4 | 5 | 3 |
| 132 | 3 | 2 | 3 | 2 | 3 | 4 | 4 | 2 | 4 | 4 | 4 |
| 133 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 3 |
| 134 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 |
| 135 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 3 | 3 |

| Nomor | Kepuasan Kerja | | | | | | | | | | |
|-------|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|
| | Y.1.1 | Y.1.2 | Y.1.3 | Y.2.1 | Y.2.2 | Y.2.3 | Y.3.1 | Y.3.2 | Y.4.1 | Y.4.2 | Y.5. |
| 136 | 3 | 3 | 2 | 5 | 4 | 4 | 4 | 4 | 4 | 2 | 3 |
| 137 | 4 | 4 | 4 | 5 | 3 | 3 | 3 | 4 | 3 | 4 | 4 |
| 138 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 5 | 4 | 5 |
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| 140 | 2 | 2 | 3 | 5 | 3 | 5 | 4 | 4 | 5 | 4 | 4 |
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| 143 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 3 |
| 144 | 4 | 3 | 4 | 5 | 3 | 4 | 3 | 3 | 5 | 3 | 3 |
| 145 | 2 | 2 | 3 | 3 | 5 | 3 | 4 | 4 | 2 | 3 | 5 |
| 146 | 5 | 4 | 4 | 4 | 2 | 3 | 5 | 3 | 4 | 3 | 3 |
| 147 | 4 | 2 | 3 | 3 | 4 | 5 | 4 | 5 | 3 | 3 | 4 |
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| 149 | 5 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 5 | 4 | 5 |
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| 151 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 3 |
| 152 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 2 |
| 153 | 3 | 3 | 2 | 5 | 3 | 4 | 4 | 4 | 3 | 3 | 3 |
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| 158 | 3 | 3 | 4 | 5 | 2 | 3 | 3 | 2 | 2 | 3 | 4 |
| 159 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 |
| 160 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 161 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 |
| 162 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 |
| 163 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 |
| 164 | 4 | 5 | 3 | 2 | 3 | 4 | 3 | 4 | 3 | 3 | 4 |
| 165 | 3 | 5 | 2 | 5 | 2 | 4 | 4 | 3 | 4 | 3 | 4 |

| Nomor | Kepuasan Kerja | | | | | | | | | | |
|-------|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|
| | Y.1.1 | Y.1.2 | Y.1.3 | Y.2.1 | Y.2.2 | Y.2.3 | Y.3.1 | Y.3.2 | Y.4.1 | Y.4.2 | Y.5. |
| 166 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 3 | 3 | 3 | 4 |
| 167 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 |
| 168 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 3 |
| 169 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 |
| 170 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 171 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 |
| 172 | 4 | 3 | 3 | 3 | 4 | 5 | 5 | 2 | 3 | 3 | 3 |
| 173 | 3 | 3 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 4 |
| 174 | 3 | 2 | 2 | 2 | 4 | 2 | 3 | 4 | 5 | 3 | 4 |
| 175 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 |
| 176 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 3 |
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| 178 | 4 | 5 | 3 | 4 | 3 | 4 | 5 | 4 | 3 | 3 | 2 |
| 179 | 2 | 4 | 3 | 3 | 5 | 3 | 4 | 2 | 2 | 3 | 5 |
| 180 | 2 | 2 | 4 | 4 | 2 | 2 | 3 | 5 | 3 | 2 | 2 |
| 181 | 4 | 2 | 4 | 4 | 2 | 2 | 4 | 4 | 4 | 3 | 2 |
| 182 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 4 | 5 | 2 | 2 |
| 183 | 4 | 2 | 4 | 3 | 5 | 5 | 2 | 3 | 4 | 3 | 4 |
| 184 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 |
| 185 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 |
| 186 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 |
| 187 | 3 | 5 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 |
| 188 | 3 | 5 | 3 | 2 | 3 | 4 | 4 | 2 | 3 | 3 | 4 |
| 189 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 |
| 190 | 3 | 4 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 191 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 2 |
| 192 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 3 | 3 | 4 | 5 |
| 193 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 194 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 |
| 195 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 2 | 2 |

| Nomor | Kepuasan Kerja | | | | | | | | | | |
|-------|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|
| | Y.1.1 | Y.1.2 | Y.1.3 | Y.2.1 | Y.2.2 | Y.2.3 | Y.3.1 | Y.3.2 | Y.4.1 | Y.4.2 | Y.5. |
| 196 | 5 | 2 | 3 | 4 | 3 | 2 | 3 | 3 | 5 | 3 | 5 |
| 197 | 4 | 5 | 3 | 2 | 3 | 3 | 5 | 4 | 3 | 3 | 2 |
| 198 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 |
| 199 | 5 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 3 |
| 200 | 3 | 2 | 2 | 2 | 3 | 5 | 3 | 3 | 3 | 3 | 4 |
| 201 | 3 | 5 | 2 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 |
| 202 | 3 | 4 | 3 | 2 | 2 | 5 | 4 | 3 | 5 | 3 | 5 |
| 203 | 5 | 4 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 3 |
| 204 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 2 | 3 | 2 |
| 205 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 |
| 206 | 5 | 3 | 3 | 4 | 4 | 2 | 5 | 4 | 3 | 3 | 3 |
| 207 | 3 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 3 | 3 |
| 208 | 4 | 3 | 4 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 2 |
| 209 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 3 |
| 210 | 4 | 3 | 4 | 4 | 2 | 2 | 3 | 5 | 2 | 3 | 3 |
| 211 | 3 | 3 | 5 | 4 | 2 | 4 | 4 | 4 | 4 | 3 | 4 |
| 212 | 4 | 3 | 4 | 3 | 3 | 3 | 5 | 2 | 5 | 3 | 2 |
| 213 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 2 | 3 |
| 214 | 2 | 4 | 5 | 5 | 3 | 5 | 3 | 4 | 4 | 3 | 3 |
| 215 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 3 | 3 | 5 |
| 216 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 |
| 217 | 5 | 3 | 3 | 3 | 5 | 3 | 4 | 2 | 4 | 3 | 3 |
| 218 | 4 | 2 | 4 | 2 | 3 | 3 | 5 | 4 | 3 | 5 | 2 |
| 219 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 |
| 220 | 3 | 4 | 3 | 4 | 3 | 5 | 2 | 3 | 5 | 3 | 4 |
| 221 | 3 | 4 | 4 | 3 | 5 | 3 | 5 | 5 | 3 | 4 | 4 |
| 222 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 3 | 3 | 3 | 4 |
| 223 | 5 | 2 | 3 | 3 | 4 | 3 | 4 | 4 | 2 | 2 | 3 |
| 224 | 2 | 4 | 4 | 5 | 2 | 4 | 3 | 4 | 3 | 4 | 5 |
| 225 | 3 | 2 | 4 | 5 | 4 | 2 | 4 | 4 | 4 | 3 | 4 |

| Nomor | Kepuasan Kerja | | | | | | | | | | |
|-------|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|
| | Y.1.1 | Y.1.2 | Y.1.3 | Y.2.1 | Y.2.2 | Y.2.3 | Y.3.1 | Y.3.2 | Y.4.1 | Y.4.2 | Y.5. |
| 226 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 4 |
| 227 | 5 | 2 | 2 | 5 | 5 | 3 | 2 | 4 | 5 | 4 | 4 |
| 228 | 3 | 2 | 4 | 3 | 2 | 3 | 4 | 4 | 3 | 4 | 5 |
| 229 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 3 |
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| 231 | 2 | 4 | 2 | 4 | 3 | 2 | 4 | 3 | 3 | 5 | 2 |
| 232 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 3 | 4 |
| 233 | 3 | 3 | 3 | 2 | 4 | 4 | 4 | 5 | 4 | 3 | 3 |
| 234 | 5 | 5 | 3 | 2 | 2 | 4 | 4 | 3 | 5 | 2 | 5 |
| 235 | 4 | 3 | 3 | 4 | 5 | 2 | 3 | 4 | 5 | 3 | 4 |
| 236 | 5 | 2 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 |
| 237 | 4 | 3 | 5 | 5 | 4 | 3 | 4 | 5 | 3 | 4 | 3 |
| 238 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 |
| 239 | 4 | 4 | 3 | 4 | 4 | 2 | 3 | 2 | 4 | 3 | 3 |
| 240 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 |
| 241 | 2 | 3 | 3 | 4 | 2 | 3 | 2 | 3 | 4 | 4 | 3 |
| 242 | 2 | 4 | 4 | 5 | 3 | 3 | 3 | 4 | 3 | 3 | 3 |
| 243 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |
| 244 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 3 |
| 245 | 2 | 5 | 2 | 3 | 2 | 3 | 3 | 5 | 5 | 5 | 3 |
| 246 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 |
| 247 | 4 | 3 | 2 | 4 | 3 | 3 | 4 | 4 | 5 | 3 | 3 |
| 248 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 3 |
| 249 | 3 | 5 | 4 | 2 | 2 | 5 | 3 | 5 | 4 | 5 | 3 |
| 250 | 2 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 5 |
| 251 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 |
| 252 | 4 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 4 | 3 | 4 |
| 253 | 3 | 3 | 2 | 2 | 5 | 3 | 4 | 3 | 2 | 3 | 4 |
| 254 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 5 | 5 | 4 |
| 255 | 4 | 4 | 3 | 3 | 5 | 3 | 2 | 4 | 2 | 4 | 3 |

| Nomor | Kepuasan Kerja | | | | | | | | | | |
|-------|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|
| | Y.1.1 | Y.1.2 | Y.1.3 | Y.2.1 | Y.2.2 | Y.2.3 | Y.3.1 | Y.3.2 | Y.4.1 | Y.4.2 | Y.5. |
| 256 | 3 | 4 | 2 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 |
| 257 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 258 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 3 |
| 259 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 |
| 260 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 |
| 261 | 3 | 4 | 2 | 3 | 3 | 4 | 3 | 5 | 4 | 3 | 3 |
| 262 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 263 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 |
| 264 | 4 | 3 | 2 | 4 | 3 | 4 | 3 | 4 | 5 | 5 | 4 |
| 265 | 3 | 2 | 4 | 2 | 5 | 4 | 3 | 4 | 4 | 2 | 4 |
| 266 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 2 | 5 | 3 | 3 |
| 267 | 5 | 4 | 4 | 3 | 3 | 2 | 2 | 2 | 5 | 4 | 3 |
| 268 | 5 | 2 | 4 | 4 | 4 | 5 | 3 | 2 | 5 | 3 | 4 |
| 269 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 |
| 270 | 3 | 5 | 2 | 5 | 2 | 4 | 2 | 3 | 3 | 5 | 3 |
| 271 | 2 | 3 | 5 | 4 | 2 | 3 | 4 | 3 | 2 | 5 | 2 |
| 272 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 |
| 273 | 2 | 3 | 3 | 4 | 4 | 2 | 5 | 2 | 2 | 4 | 5 |
| 274 | 2 | 4 | 4 | 2 | 5 | 3 | 2 | 3 | 2 | 3 | 3 |
| 275 | 3 | 4 | 2 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 |
| 276 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 3 |
| 277 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 278 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| 279 | 4 | 5 | 3 | 4 | 3 | 5 | 3 | 3 | 4 | 4 | 3 |
| 280 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 2 |
| 281 | 4 | 2 | 2 | 2 | 3 | 4 | 4 | 4 | 3 | 3 | 4 |
| 282 | 2 | 3 | 5 | 5 | 3 | 5 | 3 | 3 | 4 | 4 | 3 |
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| 284 | 3 | 5 | 3 | 4 | 3 | 5 | 3 | 3 | 4 | 4 | 4 |
| 285 | 5 | 5 | 3 | 4 | 3 | 4 | 3 | 5 | 3 | 3 | 5 |

| Nomor | Kepuasan Kerja | | | | | | | | | | |
|-------|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|
| | Y.1.1 | Y.1.2 | Y.1.3 | Y.2.1 | Y.2.2 | Y.2.3 | Y.3.1 | Y.3.2 | Y.4.1 | Y.4.2 | Y.5. |
| 286 | 4 | 3 | 4 | 2 | 3 | 3 | 5 | 4 | 3 | 3 | 3 |
| 287 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 5 | 5 |
| 288 | 4 | 2 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 |
| 289 | 4 | 5 | 3 | 3 | 3 | 2 | 3 | 5 | 3 | 4 | 3 |
| 290 | 2 | 2 | 2 | 5 | 3 | 2 | 4 | 5 | 4 | 2 | 4 |
| 291 | 2 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 3 |
| 292 | 2 | 3 | 4 | 4 | 2 | 4 | 3 | 3 | 3 | 3 | 2 |
| 293 | 4 | 4 | 2 | 3 | 5 | 4 | 3 | 4 | 4 | 4 | 4 |
| 294 | 3 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 295 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 5 | 2 | 4 |
| 296 | 5 | 2 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 |
| 297 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 2 |
| 298 | 3 | 5 | 5 | 2 | 5 | 5 | 4 | 3 | 5 | 5 | 5 |
| 299 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 2 | 3 |
| 300 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 2 |
| 301 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 |
| 302 | 2 | 5 | 2 | 4 | 3 | 3 | 3 | 2 | 2 | 4 | 2 |
| 303 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 |
| 304 | 2 | 5 | 5 | 3 | 4 | 5 | 4 | 2 | 2 | 2 | 5 |
| 305 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 |
| 306 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 |
| 307 | 5 | 2 | 4 | 4 | 3 | 3 | 3 | 3 | 2 | 2 | 3 |
| 308 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 |
| 309 | 3 | 3 | 3 | 4 | 3 | 2 | 4 | 4 | 3 | 3 | 3 |
| 310 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 311 | 2 | 3 | 5 | 2 | 3 | 4 | 4 | 3 | 3 | 2 | 3 |
| 312 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 |
| 313 | 5 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 5 | 5 | 4 |
| 314 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 |
| 315 | 3 | 2 | 2 | 4 | 3 | 3 | 3 | 4 | 2 | 2 | 2 |

| Nomor | Kepuasan Kerja | | | | | | | | | | |
|-------|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|
| | Y.1.1 | Y.1.2 | Y.1.3 | Y.2.1 | Y.2.2 | Y.2.3 | Y.3.1 | Y.3.2 | Y.4.1 | Y.4.2 | Y.5. |
| 316 | 3 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 3 |
| 317 | 2 | 5 | 3 | 5 | 4 | 2 | 4 | 5 | 5 | 4 | 3 |
| 318 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 319 | 4 | 5 | 5 | 5 | 4 | 3 | 3 | 5 | 3 | 5 | 3 |
| 320 | 4 | 2 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 5 |
| 321 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 3 | 5 | 3 |
| 322 | 2 | 5 | 2 | 3 | 4 | 3 | 2 | 5 | 5 | 5 | 5 |
| 323 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 |
| 324 | 4 | 2 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 3 |
| 325 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 2 |
| 326 | 3 | 3 | 3 | 4 | 4 | 2 | 4 | 4 | 2 | 4 | 3 |
| 327 | 3 | 2 | 3 | 4 | 4 | 3 | 4 | 2 | 4 | 3 | 3 |
| 328 | 3 | 2 | 4 | 5 | 2 | 4 | 5 | 4 | 5 | 3 | 4 |
| 329 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 5 | 4 | 2 | 4 |
| 330 | 2 | 3 | 3 | 4 | 3 | 5 | 3 | 3 | 2 | 3 | 4 |
| 331 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 |
| 332 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 3 |
| 333 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 5 |
| 334 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 |
| 335 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 |
| 336 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 337 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 3 |
| 338 | 3 | 4 | 4 | 4 | 2 | 5 | 4 | 2 | 4 | 3 | 3 |
| 339 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 2 | 4 | 3 | 2 |
| 340 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 2 |
| 341 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 2 |
| 342 | 3 | 4 | 4 | 4 | 2 | 4 | 3 | 4 | 2 | 3 | 4 |
| 343 | 3 | 4 | 4 | 3 | 5 | 3 | 5 | 4 | 3 | 3 | 3 |
| 344 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 |
| 345 | 2 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 2 | 3 | 4 |

| Nomor | Kepuasan Kerja | | | | | | | | | | |
|-------|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|
| | Y.1.1 | Y.1.2 | Y.1.3 | Y.2.1 | Y.2.2 | Y.2.3 | Y.3.1 | Y.3.2 | Y.4.1 | Y.4.2 | Y.5. |
| 346 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 4 |
| 347 | 2 | 4 | 4 | 5 | 3 | 3 | 3 | 3 | 3 | 5 | 4 |
| 348 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 5 |
| 349 | 3 | 3 | 3 | 3 | 4 | 3 | 5 | 3 | 3 | 2 | 3 |
| 350 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 5 | 5 | 3 |
| 351 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 4 | 5 |
| 352 | 4 | 3 | 3 | 2 | 2 | 3 | 4 | 4 | 3 | 4 | 2 |
| 353 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 |
| 354 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 2 |
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| 356 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 3 |
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| 358 | 4 | 5 | 4 | 4 | 2 | 3 | 3 | 4 | 3 | 4 | 3 |
| 359 | 4 | 5 | 2 | 5 | 4 | 4 | 3 | 2 | 3 | 3 | 4 |
| 360 | 3 | 2 | 3 | 2 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 361 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 2 | 5 |
| 362 | 3 | 4 | 3 | 4 | 3 | 4 | 2 | 3 | 3 | 3 | 4 |
| 363 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 |
| 364 | 3 | 2 | 4 | 2 | 2 | 3 | 4 | 3 | 3 | 4 | 4 |
| 365 | 3 | 2 | 2 | 5 | 5 | 2 | 3 | 4 | 4 | 4 | 2 |
| 366 | 4 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 2 |
| 367 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 |
| 368 | 4 | 4 | 3 | 2 | 5 | 3 | 3 | 5 | 2 | 4 | 4 |
| 369 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 3 |
| 370 | 4 | 5 | 5 | 2 | 3 | 5 | 4 | 3 | 2 | 4 | 2 |
| 371 | 4 | 5 | 4 | 3 | 5 | 4 | 3 | 4 | 3 | 5 | 3 |
| 372 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 3 |
| 373 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 |
| 374 | 4 | 5 | 4 | 3 | 2 | 3 | 2 | 4 | 3 | 5 | 3 |
| 375 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 |

| Nomor | Kepuasan Kerja | | | | | | | | | | |
|-------|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|
| | Y.1.1 | Y.1.2 | Y.1.3 | Y.2.1 | Y.2.2 | Y.2.3 | Y.3.1 | Y.3.2 | Y.4.1 | Y.4.2 | Y.5. |
| 376 | 4 | 3 | 4 | 3 | 5 | 5 | 4 | 3 | 3 | 5 | 3 |
| 377 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 3 |
| 378 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 2 | 3 | 5 | 5 |
| 379 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 |
| 380 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 |
| 381 | 4 | 3 | 4 | 5 | 3 | 5 | 4 | 4 | 3 | 4 | 4 |
| 382 | 3 | 2 | 4 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 2 |
| 383 | 3 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 |
| 384 | 3 | 3 | 3 | 2 | 4 | 4 | 3 | 2 | 3 | 5 | 4 |
| 385 | 4 | 4 | 3 | 4 | 2 | 2 | 3 | 5 | 4 | 3 | 5 |
| 386 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 3 |
| 387 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 3 | 2 |
| 388 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 |
| 389 | 4 | 3 | 4 | 3 | 5 | 3 | 5 | 4 | 4 | 5 | 4 |
| 390 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 3 |
| 391 | 3 | 3 | 4 | 4 | 2 | 3 | 4 | 4 | 3 | 3 | 3 |
| 392 | 3 | 3 | 4 | 2 | 3 | 2 | 4 | 5 | 4 | 3 | 2 |
| 393 | 3 | 4 | 2 | 4 | 4 | 3 | 2 | 5 | 3 | 4 | 3 |
| 394 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 |
| 395 | 3 | 3 | 2 | 5 | 3 | 4 | 2 | 4 | 3 | 5 | 2 |
| 396 | 3 | 3 | 4 | 4 | 4 | 2 | 4 | 2 | 3 | 5 | 4 |
| 397 | 4 | 3 | 5 | 5 | 3 | 3 | 5 | 4 | 4 | 4 | 4 |
| 398 | 3 | 3 | 4 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 |
| 399 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 3 |
| 400 | 3 | 3 | 5 | 3 | 4 | 4 | 2 | 5 | 3 | 2 | 3 |

Lampiran 5

KARAKTERISTIK RESPONDEN

Jenis Kelamin

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-----------|-----------|---------|---------------|------------------------|
| Valid | Laki-Laki | 217 | 54.25 | 54.25 | 54.3 |
| | Perempuan | 183 | 45.75 | 45.75 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Umur

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|--------------|-----------|---------|---------------|------------------------|
| Valid | <30 Tahun | 23 | 5.75 | 5.75 | 5.8 |
| | >60 Tahun | 8 | 2.00 | 2.00 | 7.8 |
| | 31 -40 Tahun | 129 | 32.25 | 32.25 | 40.0 |
| | 41-50 Tahun | 135 | 33.75 | 33.75 | 73.8 |
| | 51-60 Tahun | 105 | 26.25 | 26.25 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Pendidikan Terakhir

| | | Frequency | Percent | Valid Percent | Cumulativ e Percen t |
|-------|--------|-----------|---------|---------------|----------------------------|
| Valid | S1/ D4 | 174 | 43.50 | 43.50 | 43.5 |
| | S2 | 166 | 41.50 | 41.50 | 85.0 |
| | S3 | 60 | 15.00 | 15.00 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Jenis LSP

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|--------------|-----------|---------|---------------|------------------------|
| Valid | SMK | 204 | 51.00 | 51.00 | 51.0 |
| | Univ ersitas | 196 | 49.00 | 49.00 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Asal Kota

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-----------------------|-----------|---------|---------------|------------------------|
| Valid | Madiun | 7 | 1.8 | 1.8 | 1.8 |
| | Malang | 2 | .5 | .5 | 2.3 |
| | Pangkep | 4 | 1.0 | 1.0 | 3.3 |
| | Pasuruan | 4 | 1.0 | 1.0 | 4.3 |
| | Bandar Lampung | 3 | .8 | .8 | 5.0 |
| | Bandung | 3 | .8 | .8 | 5.8 |
| | Bangil | 3 | .8 | .8 | 6.5 |
| | Bangkalan | 2 | .5 | .5 | 7.0 |
| | Banjarmasin | 12 | 3.0 | 3.0 | 10.0 |
| | Bantul Yogyakarta | 2 | .5 | .5 | 10.5 |
| | Banyuwangi | 3 | .8 | .8 | 11.3 |
| | Blitar | 1 | .3 | .3 | 11.5 |
| | Bogor | 3 | .8 | .8 | 12.3 |
| | Bojonegoro | 5 | 1.3 | 1.3 | 13.5 |
| | Denpasar - Bali | 1 | .3 | .3 | 13.8 |
| | Denpasar | 16 | 4.0 | 4.0 | 17.8 |
| | Gresik | 5 | 1.3 | 1.3 | 19.0 |
| | Jember | 8 | 2.0 | 2.0 | 21.0 |
| | Jepara | 2 | .5 | .5 | 21.5 |
| | Jombang | 5 | 1.3 | 1.3 | 22.8 |
| | Kediri | 2 | .5 | .5 | 23.3 |
| | Klaten | 3 | .8 | .8 | 24.0 |
| | Kota Pasuruan | 6 | 1.5 | 1.5 | 25.5 |
| | Kota Tegal | 3 | .8 | .8 | 26.3 |
| | Lamongan | 8 | 2.0 | 2.0 | 28.3 |
| | Madiun | 19 | 4.8 | 4.8 | 33.0 |
| | Makassar | 13 | 3.3 | 3.3 | 36.3 |
| | Malang | 42 | 10.5 | 10.5 | 46.8 |
| | Mamuju | 5 | 1.3 | 1.3 | 48.0 |
| | Maros | 4 | 1.0 | 1.0 | 49.0 |
| | Medan | 3 | .8 | .8 | 49.8 |
| | Mejayan Madiun | 2 | .5 | .5 | 50.3 |
| | Pangakajene Kepulauan | 3 | .8 | .8 | 51.0 |
| | Pangkep | 3 | .8 | .8 | 51.8 |
| | Parepare | 3 | .8 | .8 | 52.5 |
| | Pasuruan | 17 | 4.3 | 4.3 | 56.8 |
| | Polewali Mandar | 3 | .8 | .8 | 57.5 |
| | Ponorogo | 7 | 1.8 | 1.8 | 59.3 |
| | Pontianak | 7 | 1.8 | 1.8 | 61.0 |
| | Sampang | 3 | .8 | .8 | 61.8 |
| | Semarang | 3 | .8 | .8 | 62.5 |
| | Sidoarjo | 26 | 6.5 | 6.5 | 69.0 |
| | Sragen | 1 | .3 | .3 | 69.3 |
| | Sukoharjo | 2 | .5 | .5 | 69.8 |
| | Surabaya | 101 | 25.3 | 25.3 | 95.0 |
| | Tuban | 8 | 2.0 | 2.0 | 97.0 |
| | Tulungagung | 9 | 2.3 | 2.3 | 99.3 |

Lampiran 6

PERHITUNGAN TANGGAPAN RESPONDEN

Kompetensi

Statistics

| | | X1.1.1 | X1.1.2 | X1.2.1 | X1.2.2 | X1.3.1 | X1.3.2 | X1.4.1 | X1.4.2 | X1.5.1 | X1.5.2 |
|------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| N | Valid | 400 | 400 | 400 | 400 | 400 | 400 | 400 | 400 | 400 | 400 |
| | Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Mean | | 3.74 | 3.96 | 4.04 | 3.82 | 4.04 | 3.76 | 3.81 | 3.94 | 3.71 | 3.76 |

X1.1.1

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | TS | 19 | 4.8 | 4.8 | 4.8 |
| | KS | 150 | 37.5 | 37.5 | 42.3 |
| | S | 148 | 37.0 | 37.0 | 79.3 |
| | SS | 83 | 20.8 | 20.8 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

X1.1.2

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | TS | 21 | 5.3 | 5.3 | 5.3 |
| | KS | 76 | 19.0 | 19.0 | 24.3 |
| | S | 203 | 50.8 | 50.8 | 75.0 |
| | SS | 100 | 25.0 | 25.0 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

X1.2.1

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | TS | 11 | 2.8 | 2.8 | 2.8 |
| | KS | 73 | 18.3 | 18.3 | 21.0 |
| | S | 206 | 51.5 | 51.5 | 72.5 |
| | SS | 110 | 27.5 | 27.5 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

X1.2.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 20 | 5.0 | 5.0 | 5.0 |
| | KS | 115 | 28.8 | 28.8 | 33.8 |
| | S | 182 | 45.5 | 45.5 | 79.3 |
| | SS | 83 | 20.8 | 20.8 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

X1.3.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 18 | 4.5 | 4.5 | 4.5 |
| | KS | 89 | 22.3 | 22.3 | 26.8 |
| | S | 151 | 37.8 | 37.8 | 64.5 |
| | SS | 142 | 35.5 | 35.5 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

X1.3.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 20 | 5.0 | 5.0 | 5.0 |
| | KS | 118 | 29.5 | 29.5 | 34.5 |
| | S | 199 | 49.8 | 49.8 | 84.3 |
| | SS | 63 | 15.8 | 15.8 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

X1.4.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 21 | 5.3 | 5.3 | 5.3 |
| | KS | 111 | 27.8 | 27.8 | 33.0 |
| | S | 193 | 48.3 | 48.3 | 81.3 |
| | SS | 75 | 18.8 | 18.8 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

X1.4.2

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | TS | 14 | 3.5 | 3.5 | 3.5 |
| | KS | 102 | 25.5 | 25.5 | 29.0 |
| | S | 179 | 44.8 | 44.8 | 73.8 |
| | SS | 105 | 26.3 | 26.3 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

X1.5.1

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | TS | 23 | 5.8 | 5.8 | 5.8 |
| | KS | 139 | 34.8 | 34.8 | 40.5 |
| | S | 171 | 42.8 | 42.8 | 83.3 |
| | SS | 67 | 16.8 | 16.8 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

X1.5.2

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | TS | 18 | 4.5 | 4.5 | 4.5 |
| | KS | 139 | 34.8 | 34.8 | 39.3 |
| | S | 165 | 41.3 | 41.3 | 80.5 |
| | SS | 78 | 19.5 | 19.5 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Kepemimpinan Diri**Statistics**

| | | X2.1.1 | X2.1.2 | X2.1.3 | X2.1.4 | X2.2.1 | X2.2.2 | X2.3.1 | X2.3.2 | X2.3.3 | X2.3.4 |
|------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| N | Valid | 400 | 400 | 400 | 400 | 400 | 400 | 400 | 400 | 400 | 400 |
| | Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Mean | | 3.67 | 3.71 | 3.66 | 3.69 | 3.69 | 3.66 | 3.70 | 3.74 | 3.76 | 3.73 |

X2.1.1

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | TS | 40 | 10.0 | 10.0 | 10.0 |
| | KS | 124 | 31.0 | 31.0 | 41.0 |
| | S | 163 | 40.8 | 40.8 | 81.8 |
| | SS | 73 | 18.3 | 18.3 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

X2.1.2

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | TS | 50 | 12.5 | 12.5 | 12.5 |
| | KS | 109 | 27.3 | 27.3 | 39.8 |
| | S | 147 | 36.8 | 36.8 | 76.5 |
| | SS | 94 | 23.5 | 23.5 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

X2.1.3

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | TS | 43 | 10.8 | 10.8 | 10.8 |
| | KS | 117 | 29.3 | 29.3 | 40.0 |
| | S | 173 | 43.3 | 43.3 | 83.3 |
| | SS | 67 | 16.8 | 16.8 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

X2.1.4

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | TS | 45 | 11.3 | 11.3 | 11.3 |
| | KS | 108 | 27.0 | 27.0 | 38.3 |
| | S | 173 | 43.3 | 43.3 | 81.5 |
| | SS | 74 | 18.5 | 18.5 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

X2.2.1

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | TS | 38 | 9.5 | 9.5 | 9.5 |
| | KS | 129 | 32.3 | 32.3 | 41.8 |
| | S | 154 | 38.5 | 38.5 | 80.3 |
| | SS | 79 | 19.8 | 19.8 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

X2.2.2

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | TS | 50 | 12.5 | 12.5 | 12.5 |
| | KS | 119 | 29.8 | 29.8 | 42.3 |
| | S | 148 | 37.0 | 37.0 | 79.3 |
| | SS | 83 | 20.8 | 20.8 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

X2.3.1

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | TS | 37 | 9.3 | 9.3 | 9.3 |
| | KS | 129 | 32.3 | 32.3 | 41.5 |
| | S | 151 | 37.8 | 37.8 | 79.3 |
| | SS | 83 | 20.8 | 20.8 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

X2.3.2

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | TS | 36 | 9.0 | 9.0 | 9.0 |
| | KS | 118 | 29.5 | 29.5 | 38.5 |
| | S | 160 | 40.0 | 40.0 | 78.5 |
| | SS | 86 | 21.5 | 21.5 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

X2.3.3

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | TS | 37 | 9.3 | 9.3 | 9.3 |
| | KS | 106 | 26.5 | 26.5 | 35.8 |
| | S | 174 | 43.5 | 43.5 | 79.3 |
| | SS | 83 | 20.8 | 20.8 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

X2.3.4

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | TS | 43 | 10.8 | 10.8 | 10.8 |
| | KS | 124 | 31.0 | 31.0 | 41.8 |
| | S | 133 | 33.3 | 33.3 | 75.0 |
| | SS | 100 | 25.0 | 25.0 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Konflik Peran**Statistics**

| | | X3.1.1 | X3.1.2 | X3.2.1 | X3.2.2 | X3.2.3 | X3.3.1 | X3.3.2 | X3.4.1 | X3.4.2 |
|------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| N | Valid | 400 | 400 | 400 | 400 | 400 | 400 | 400 | 400 | 400 |
| | Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Mean | | 2.75 | 2.74 | 2.72 | 2.78 | 2.77 | 2.74 | 2.78 | 2.75 | 2.75 |

X3.1.1

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | STS | 36 | 9.0 | 9.0 | 9.0 |
| | TS | 120 | 30.0 | 30.0 | 39.0 |
| | KS | 161 | 40.3 | 40.3 | 79.3 |
| | S | 73 | 18.3 | 18.3 | 97.5 |
| | SS | 10 | 2.5 | 2.5 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

X3.1.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | STS | 27 | 6.8 | 6.8 | 6.8 |
| | TS | 140 | 35.0 | 35.0 | 41.8 |
| | KS | 144 | 36.0 | 36.0 | 77.8 |
| | S | 87 | 21.8 | 21.8 | 99.5 |
| | SS | 2 | .5 | .5 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

X3.2.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | STS | 35 | 8.8 | 8.8 | 8.8 |
| | TS | 129 | 32.3 | 32.3 | 41.0 |
| | KS | 152 | 38.0 | 38.0 | 79.0 |
| | S | 83 | 20.8 | 20.8 | 99.8 |
| | SS | 1 | .3 | .3 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

X3.2.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | STS | 33 | 8.3 | 8.3 | 8.3 |
| | TS | 120 | 30.0 | 30.0 | 38.3 |
| | KS | 156 | 39.0 | 39.0 | 77.3 |
| | S | 83 | 20.8 | 20.8 | 98.0 |
| | SS | 8 | 2.0 | 2.0 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

X3.2.3

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | STS | 29 | 7.3 | 7.3 | 7.3 |
| | TS | 123 | 30.8 | 30.8 | 38.0 |
| | KS | 162 | 40.5 | 40.5 | 78.5 |
| | S | 84 | 21.0 | 21.0 | 99.5 |
| | SS | 2 | .5 | .5 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

X3.3.1

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | STS | 32 | 8.0 | 8.0 | 8.0 |
| | TS | 121 | 30.3 | 30.3 | 38.3 |
| | KS | 170 | 42.5 | 42.5 | 80.8 |
| | S | 73 | 18.3 | 18.3 | 99.0 |
| | SS | 4 | 1.0 | 1.0 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

X3.3.2

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | STS | 30 | 7.5 | 7.5 | 7.5 |
| | TS | 117 | 29.3 | 29.3 | 36.8 |
| | KS | 166 | 41.5 | 41.5 | 78.3 |
| | S | 84 | 21.0 | 21.0 | 99.3 |
| | SS | 3 | .8 | .8 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

X3.4.1

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | STS | 35 | 8.8 | 8.8 | 8.8 |
| | TS | 119 | 29.8 | 29.8 | 38.5 |
| | KS | 165 | 41.3 | 41.3 | 79.8 |
| | S | 74 | 18.5 | 18.5 | 98.3 |
| | SS | 7 | 1.8 | 1.8 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

X3.4.2

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | STS | 32 | 8.0 | 8.0 | 8.0 |
| | TS | 124 | 31.0 | 31.0 | 39.0 |
| | KS | 158 | 39.5 | 39.5 | 78.5 |
| | S | 84 | 21.0 | 21.0 | 99.5 |
| | SS | 2 | .5 | .5 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Dukungan Manajemen

Statistics

| | | X4.1.1 | X4.1.2 | X4.2.1 | X4.2.2 | X4.3 | X4.4.1 | X4.4.2 |
|------|---------|--------|--------|--------|--------|------|--------|--------|
| N | Valid | 400 | 400 | 400 | 400 | 400 | 400 | 400 |
| | Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Mean | | 3.53 | 3.59 | 3.48 | 3.64 | 3.64 | 3.63 | 3.48 |

X4.1.1

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | TS | 63 | 15.8 | 15.8 | 15.8 |
| | KS | 136 | 34.0 | 34.0 | 49.8 |
| | S | 129 | 32.3 | 32.3 | 82.0 |
| | SS | 72 | 18.0 | 18.0 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

X4.1.2

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | TS | 53 | 13.3 | 13.3 | 13.3 |
| | KS | 129 | 32.3 | 32.3 | 45.5 |
| | S | 148 | 37.0 | 37.0 | 82.5 |
| | SS | 70 | 17.5 | 17.5 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

X4.2.1

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | TS | 60 | 15.0 | 15.0 | 15.0 |
| | KS | 146 | 36.5 | 36.5 | 51.5 |
| | S | 136 | 34.0 | 34.0 | 85.5 |
| | SS | 58 | 14.5 | 14.5 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

X4.2.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 47 | 11.8 | 11.8 | 11.8 |
| | KS | 130 | 32.5 | 32.5 | 44.3 |
| | S | 145 | 36.3 | 36.3 | 80.5 |
| | SS | 78 | 19.5 | 19.5 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

X4.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 26 | 6.5 | 6.5 | 6.5 |
| | KS | 146 | 36.5 | 36.5 | 43.0 |
| | S | 176 | 44.0 | 44.0 | 87.0 |
| | SS | 52 | 13.0 | 13.0 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

X4.4.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 36 | 9.0 | 9.0 | 9.0 |
| | KS | 155 | 38.8 | 38.8 | 47.8 |
| | S | 131 | 32.8 | 32.8 | 80.5 |
| | SS | 78 | 19.5 | 19.5 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

X4.4.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 50 | 12.5 | 12.5 | 12.5 |
| | KS | 179 | 44.8 | 44.8 | 57.3 |
| | S | 102 | 25.5 | 25.5 | 82.8 |
| | SS | 69 | 17.3 | 17.3 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Burnout

Statistics

| | | Z1.1.1 | Z1.1.2 | Z1.1.3 | Z1.1.4 | Z1.2.1 | Z1.2.2 | Z1.3.1 | Z1.3.2 |
|------|---------|--------|--------|--------|--------|--------|--------|--------|--------|
| N | Valid | 400 | 400 | 400 | 400 | 400 | 400 | 400 | 400 |
| | Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Mean | | 2.57 | 2.45 | 2.59 | 2.14 | 2.59 | 2.48 | 1.90 | 2.21 |

Z1.1.1

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | STS | 14 | 3.5 | 3.5 | 3.5 |
| | TS | 179 | 44.8 | 44.8 | 48.3 |
| | KS | 173 | 43.3 | 43.3 | 91.5 |
| | S | 34 | 8.5 | 8.5 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Z1.1.2

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | STS | 19 | 4.8 | 4.8 | 4.8 |
| | TS | 214 | 53.5 | 53.5 | 58.3 |
| | KS | 136 | 34.0 | 34.0 | 92.3 |
| | S | 31 | 7.8 | 7.8 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Z1.1.3

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | STS | 32 | 8.0 | 8.0 | 8.0 |
| | TS | 145 | 36.3 | 36.3 | 44.3 |
| | KS | 179 | 44.8 | 44.8 | 89.0 |
| | S | 44 | 11.0 | 11.0 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Z1.1.4

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | STS | 53 | 13.3 | 13.3 | 13.3 |
| | TS | 257 | 64.3 | 64.3 | 77.5 |
| | KS | 73 | 18.3 | 18.3 | 95.8 |
| | S | 17 | 4.3 | 4.3 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Z1.2.1

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | STS | 38 | 9.5 | 9.5 | 9.5 |
| | TS | 155 | 38.8 | 38.8 | 48.3 |
| | KS | 142 | 35.5 | 35.5 | 83.8 |
| | S | 65 | 16.3 | 16.3 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Z1.2.2

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | STS | 46 | 11.5 | 11.5 | 11.5 |
| | TS | 173 | 43.3 | 43.3 | 54.8 |
| | KS | 125 | 31.3 | 31.3 | 86.0 |
| | S | 56 | 14.0 | 14.0 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Z1.3. 1

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | STS | 126 | 31.5 | 31.5 | 31.5 |
| | TS | 188 | 47.0 | 47.0 | 78.5 |
| | KS | 86 | 21.5 | 21.5 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Z1.3.2

| | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|----------|-----------|---------|---------------|------------------------|
| ValidSTS | 55 | 13.8 | 13.8 | 13.8 |
| TS | 219 | 54.8 | 54.8 | 68.5 |
| KS | 113 | 28.3 | 28.3 | 96.8 |
| S | 13 | 3.3 | 3.3 | 100.0 |
| Total | 400 | 100.0 | 100.0 | |

Komitmen Organisasi**Statistics**

| | | Z2.1. 1 | Z2.1. 2 | Z2.1. 3 | Z2.1. 4 | Z2.1. 5 | Z2.1. 6 | Z2.1. 7 | Z2.2. 1 | Z2.2. 2 | Z2.2. 3 |
|---|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| N | Valid | 400 | 400 | 400 | 400 | 400 | 400 | 400 | 400 | 400 | 400 |
| | Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Mean | 4.01 | 3.86 | 3.95 | 3.83 | 3.98 | 4.13 | 3.91 | 3.34 | 3.21 | 3.06 |

Statistics

| | | Z2.2. 4 | Z2.2. 5 | Z2.2. 6 | Z2.2. 7 | Z2.2. 8 | Z2.3. 1 | Z2.3. 2 | Z2.3. 3 | Z2.3. 4 | Z2.3. 5 | Z2.3. 6 |
|---|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| N | Valid | 400 | 400 | 400 | 400 | 400 | 400 | 400 | 400 | 400 | 400 | 400 |
| | Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Mean | 3.25 | 3.27 | 3.27 | 3.05 | 3.12 | 3.66 | 2.92 | 3.19 | 3.47 | 3.03 | 3.33 |

Z2.1.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 3 | .8 | .8 | .8 |
| | KS | 68 | 17.0 | 17.0 | 17.8 |
| | S | 250 | 62.5 | 62.5 | 80.3 |
| | SS | 79 | 19.8 | 19.8 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Z2.1.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | STS | 2 | .5 | .5 | .5 |
| | TS | 4 | 1.0 | 1.0 | 1.5 |
| | KS | 85 | 21.3 | 21.3 | 22.8 |
| | S | 268 | 67.0 | 67.0 | 89.8 |
| | SS | 41 | 10.3 | 10.3 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Z2.1.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 6 | 1.5 | 1.5 | 1.5 |
| | KS | 72 | 18.0 | 18.0 | 19.5 |
| | S | 259 | 64.8 | 64.8 | 84.3 |
| | SS | 63 | 15.8 | 15.8 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Z2.1.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 11 | 2.8 | 2.8 | 2.8 |
| | KS | 98 | 24.5 | 24.5 | 27.3 |
| | S | 239 | 59.8 | 59.8 | 87.0 |
| | SS | 52 | 13.0 | 13.0 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Z2.1.5

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | KS | 67 | 16.8 | 16.8 | 16.8 |
| | S | 276 | 69.0 | 69.0 | 85.8 |
| | SS | 57 | 14.3 | 14.3 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Z2.1.6

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | TS | 1 | .3 | .3 | .3 |
| | KS | 37 | 9.3 | 9.3 | 9.5 |
| | S | 270 | 67.5 | 67.5 | 77.0 |
| | SS | 92 | 23.0 | 23.0 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Z2.1.7

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | TS | 6 | 1.5 | 1.5 | 1.5 |
| | KS | 89 | 22.3 | 22.3 | 23.8 |
| | S | 241 | 60.3 | 60.3 | 84.0 |
| | SS | 64 | 16.0 | 16.0 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Z2.2.1

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | TS | 44 | 11.0 | 11.0 | 11.0 |
| | KS | 196 | 49.0 | 49.0 | 60.0 |
| | S | 141 | 35.3 | 35.3 | 95.3 |
| | SS | 19 | 4.8 | 4.8 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Z2.2. 2

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | STS | 1 | .3 | .3 | .3 |
| | TS | 51 | 12.8 | 12.8 | 13.0 |
| | KS | 218 | 54.5 | 54.5 | 67.5 |
| | S | 125 | 31.3 | 31.3 | 98.8 |
| | SS | 5 | 1.3 | 1.3 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Z2.2.3

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | TS | 81 | 20.3 | 20.3 | 20.3 |
| | KS | 219 | 54.8 | 54.8 | 75.0 |
| | S | 94 | 23.5 | 23.5 | 98.5 |
| | SS | 6 | 1.5 | 1.5 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Z2.2. 4

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | STS | 1 | .3 | .3 | .3 |
| | TS | 45 | 11.3 | 11.3 | 11.5 |
| | KS | 222 | 55.5 | 55.5 | 67.0 |
| | S | 118 | 29.5 | 29.5 | 96.5 |
| | SS | 14 | 3.5 | 3.5 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Z2.2.5

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | TS | 36 | 9.0 | 9.0 | 9.0 |
| | KS | 233 | 58.3 | 58.3 | 67.3 |
| | S | 118 | 29.5 | 29.5 | 96.8 |
| | SS | 13 | 3.3 | 3.3 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Z2.2.6

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 58 | 14.5 | 14.5 | 14.5 |
| | KS | 191 | 47.8 | 47.8 | 62.3 |
| | S | 135 | 33.8 | 33.8 | 96.0 |
| | SS | 16 | 4.0 | 4.0 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Z2.2.7

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | STS | 1 | .3 | .3 | .3 |
| | TS | 73 | 18.3 | 18.3 | 18.5 |
| | KS | 235 | 58.8 | 58.8 | 77.3 |
| | S | 87 | 21.8 | 21.8 | 99.0 |
| | SS | 4 | 1.0 | 1.0 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Z2.2.8

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | STS | 1 | .3 | .3 | .3 |
| | TS | 65 | 16.3 | 16.3 | 16.5 |
| | KS | 224 | 56.0 | 56.0 | 72.5 |
| | S | 106 | 26.5 | 26.5 | 99.0 |
| | SS | 4 | 1.0 | 1.0 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Z2.3.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 1 | .3 | .3 | .3 |
| | KS | 150 | 37.5 | 37.5 | 37.8 |
| | S | 232 | 58.0 | 58.0 | 95.8 |
| | SS | 17 | 4.3 | 4.3 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Z2.3. 2

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | TS | 73 | 18.3 | 18.3 | 18.3 |
| | KS | 287 | 71.8 | 71.8 | 90.0 |
| | S | 40 | 10.0 | 10.0 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Z2.3.3

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | TS | 10 | 2.5 | 2.5 | 2.5 |
| | KS | 307 | 76.8 | 76.8 | 79.3 |
| | S | 81 | 20.3 | 20.3 | 99.5 |
| | SS | 2 | .5 | .5 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Z2.3.4

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | TS | 1 | .3 | .3 | .3 |
| | KS | 218 | 54.5 | 54.5 | 54.8 |
| | S | 175 | 43.8 | 43.8 | 98.5 |
| | SS | 6 | 1.5 | 1.5 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Z2.3. 5

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | TS | 43 | 10.8 | 10.8 | 10.8 |
| | KS | 304 | 76.0 | 76.0 | 86.8 |
| | S | 53 | 13.3 | 13.3 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Z2.3.6

| | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|---------|-----------|---------|---------------|------------------------|
| ValidTS | 5 | 1.3 | 1.3 | 1.3 |
| KS | 263 | 65.8 | 65.8 | 67.0 |
| S | 129 | 32.3 | 32.3 | 99.3 |
| SS | 3 | .8 | .8 | 100.0 |
| Total | 400 | 100.0 | 100.0 | |

Kepuasan Kerja**Statistics**

| | Y.1.1 | Y.1.2 | Y.1.3 | Y.2.1 | Y.2.2 | Y.2.3 | Y.3.1 | Y.3.2 | Y.4.1 | Y.4.2 | Y.5. |
|---------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|
| N Valid | 400 | 400 | 400 | 400 | 400 | 400 | 400 | 400 | 400 | 400 | 400 |
| Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Mean | 3.34 | 3.34 | 3.36 | 3.41 | 3.30 | 3.40 | 3.37 | 3.42 | 3.40 | 3.34 | 3.31 |

Y.1.1

| | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|----------|-----------|---------|---------------|------------------------|
| Valid TS | 66 | 16.5 | 16.5 | 16.5 |
| KS | 169 | 42.3 | 42.3 | 58.8 |
| S | 129 | 32.3 | 32.3 | 91.0 |
| SS | 36 | 9.0 | 9.0 | 100.0 |
| Total | 400 | 100.0 | 100.0 | |

Y.1.2

| | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|----------|-----------|---------|---------------|------------------------|
| Valid TS | 83 | 20.8 | 20.8 | 20.8 |
| KS | 157 | 39.3 | 39.3 | 60.0 |
| S | 101 | 25.3 | 25.3 | 85.3 |
| SS | 59 | 14.8 | 14.8 | 100.0 |
| Total | 400 | 100.0 | 100.0 | |

Y.1.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 72 | 18.0 | 18.0 | 18.0 |
| | KS | 151 | 37.8 | 37.8 | 55.8 |
| | S | 137 | 34.3 | 34.3 | 90.0 |
| | SS | 40 | 10.0 | 10.0 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Y.2.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 80 | 20.0 | 20.0 | 20.0 |
| | KS | 138 | 34.5 | 34.5 | 54.5 |
| | S | 122 | 30.5 | 30.5 | 85.0 |
| | SS | 60 | 15.0 | 15.0 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Y.2.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 74 | 18.5 | 18.5 | 18.5 |
| | KS | 175 | 43.8 | 43.8 | 62.3 |
| | S | 110 | 27.5 | 27.5 | 89.8 |
| | SS | 41 | 10.3 | 10.3 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Y.2.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 62 | 15.5 | 15.5 | 15.5 |
| | KS | 170 | 42.5 | 42.5 | 58.0 |
| | S | 115 | 28.8 | 28.8 | 86.8 |
| | SS | 53 | 13.3 | 13.3 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Y.3.1

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | TS | 66 | 16.5 | 16.5 | 16.5 |
| | KS | 159 | 39.8 | 39.8 | 56.3 |
| | S | 135 | 33.8 | 33.8 | 90.0 |
| | SS | 40 | 10.0 | 10.0 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Y.3.2

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | TS | 65 | 16.3 | 16.3 | 16.3 |
| | KS | 149 | 37.3 | 37.3 | 53.5 |
| | S | 141 | 35.3 | 35.3 | 88.8 |
| | SS | 45 | 11.3 | 11.3 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Y.4.1

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | TS | 58 | 14.5 | 14.5 | 14.5 |
| | KS | 173 | 43.3 | 43.3 | 57.8 |
| | S | 120 | 30.0 | 30.0 | 87.8 |
| | SS | 49 | 12.3 | 12.3 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Y.4.2

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|-------|-----------|---------|---------------|------------------------|
| Valid | TS | 72 | 18.0 | 18.0 | 18.0 |
| | KS | 170 | 42.5 | 42.5 | 60.5 |
| | S | 109 | 27.3 | 27.3 | 87.8 |
| | SS | 49 | 12.3 | 12.3 | 100.0 |
| | Total | 400 | 100.0 | 100.0 | |

Y.5.

| | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|---------|-----------|---------|---------------|------------------------|
| ValidTS | 75 | 18.8 | 18.8 | 18.8 |
| KS | 166 | 41.5 | 41.5 | 60.3 |
| S | 120 | 30.0 | 30.0 | 90.3 |
| SS | 39 | 9.8 | 9.8 | 100.0 |
| Total | 400 | 100.0 | 100.0 | |

Lampiran 7**UJI VALIDITAS DAN RELIABILITAS PRA ANALISIS SEM****Kompetensi****Case Processing Summary**

| | N | % |
|-----------------------|-----|-------|
| Cases Valid | 400 | 100.0 |
| Excluded ^a | 0 | .0 |
| Total | 400 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .732 | 10 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X1.1.1 | 34.82 | 16.106 | .361 | .716 |
| X1.1.2 | 34.61 | 15.528 | .483 | .697 |
| X1.2.1 | 34.52 | 16.380 | .377 | .713 |
| X1.2.2 | 34.74 | 16.128 | .375 | .714 |
| X1.3.1 | 34.52 | 15.839 | .382 | .713 |
| X1.3.2 | 34.80 | 16.478 | .346 | .718 |
| X1.4.1 | 34.76 | 16.065 | .397 | .710 |
| X1.4.2 | 34.62 | 15.905 | .416 | .707 |
| X1.5.1 | 34.86 | 16.009 | .396 | .710 |
| X1.5.2 | 34.80 | 16.079 | .382 | .713 |

Kepemimpinan Diri

Case Processing Summary

| | N | % |
|-----------------------|-----|-------|
| CasesValid | 400 | 100.0 |
| Excluded ^a | 0 | .0 |
| Total | 400 | 100.0 |

B Listwise deletion based on all variables in the procedure.

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .686 | 10 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X2.1.1 | 33.33 | 18.532 | .316 | .668 |
| X2.1.2 | 33.29 | 17.991 | .344 | .663 |
| X2.1.3 | 33.34 | 18.316 | .350 | .662 |
| X2.1.4 | 33.31 | 17.920 | .394 | .654 |
| X2.2.1 | 33.32 | 18.338 | .338 | .664 |
| X2.2.2 | 33.34 | 18.110 | .340 | .664 |
| X2.3.1 | 33.30 | 18.196 | .354 | .661 |
| X2.3.2 | 33.26 | 18.500 | .315 | .668 |
| X2.3.3 | 33.25 | 18.216 | .361 | .660 |
| X2.3.4 | 33.28 | 18.051 | .340 | .664 |

Konflik Peran**Case Processing Summary**

| | N | % |
|-----------------------|-----|-------|
| CasesValid | 400 | 100.0 |
| Excluded ^a | 0 | .0 |
| Total | 400 | 100.0 |

B Listwise deletion based on all variables in the procedure.

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .711 | 9 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X3.1.1 | 22.03 | 16.002 | .405 | .682 |
| X3.1.2 | 22.04 | 16.482 | .367 | .689 |
| X3.2.1 | 22.07 | 16.121 | .415 | .680 |
| X3.2.2 | 22.00 | 16.574 | .327 | .697 |
| X3.2.3 | 22.01 | 16.514 | .369 | .688 |
| X3.3.1 | 22.04 | 16.219 | .413 | .680 |
| X3.3.2 | 22.00 | 16.228 | .408 | .681 |
| X3.4.1 | 22.03 | 16.147 | .399 | .683 |
| X3.4.2 | 22.03 | 16.576 | .351 | .692 |

Dukungan Manajemen**Case Processing Summary**

| | N | % |
|-----------------------|-----|-------|
| Cases Valid | 400 | 100.0 |
| Excluded ^a | 0 | .0 |
| Total | 400 | 100.0 |

2 Listwise deletion based on all variables in the procedure.

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .646 | 7 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X4.1.1 | 21.44 | 9.856 | .351 | .611 |
| X4.1.2 | 21.38 | 10.085 | .333 | .617 |
| X4.2.1 | 21.49 | 10.215 | .315 | .622 |
| X4.2.2 | 21.33 | 10.076 | .335 | .616 |
| X4.3 | 21.33 | 9.961 | .466 | .581 |
| X4.4.1 | 21.34 | 10.309 | .311 | .623 |
| X4.4.2 | 21.49 | 9.789 | .394 | .597 |

Burnout

Case Processing Summary

| | N | % |
|-----------------------|-----|-------|
| CasesValid | 400 | 100.0 |
| Excluded ^a | 0 | .0 |
| Total | 400 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .805 | 8 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|---------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Z1.1. 1 | 16.34 | 12.772 | .476 | .789 |
| Z1.1. 2 | 16.46 | 12.520 | .523 | .782 |
| Z1.1. 3 | 16.32 | 11.998 | .550 | .777 |
| Z1.1. 4 | 16.78 | 12.741 | .496 | .786 |
| Z1.2. 1 | 16.33 | 11.734 | .525 | .782 |
| Z1.2. 2 | 16.43 | 11.534 | .563 | .776 |
| Z1.3. 1 | 17.01 | 12.556 | .499 | .785 |
| Z1.3. 2 | 16.70 | 12.556 | .509 | .784 |

Komitmen Organisasi

Case Processing Summary

| | N | % |
|-----------------------|-----|-------|
| CasesValid | 400 | 100.0 |
| Excluded ^a | 0 | .0 |
| Total | 400 | 100.0 |

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

Reliability Statistics

| | |
|------------------|------------|
| Cronbach's Alpha | N of Items |
| .910 | 21 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Z2.1.1 | 68.79 | 55.197 | .617 | .904 |
| Z2.1.2 | 68.95 | 55.742 | .572 | .905 |
| Z2.1.3 | 68.86 | 55.581 | .577 | .905 |
| Z2.1.4 | 68.98 | 55.493 | .539 | .906 |
| Z2.1.5 | 68.83 | 55.891 | .623 | .904 |
| Z2.1.6 | 68.67 | 55.669 | .644 | .904 |
| Z2.1.7 | 68.90 | 55.210 | .586 | .905 |
| Z2.2.1 | 69.47 | 55.643 | .475 | .908 |
| Z2.2.2 | 69.60 | 55.880 | .498 | .907 |
| Z2.2.3 | 69.74 | 56.091 | .455 | .908 |
| Z2.2.4 | 69.56 | 55.691 | .494 | .907 |
| Z2.2.5 | 69.54 | 55.828 | .514 | .906 |
| Z2.2.6 | 69.53 | 55.357 | .486 | .908 |
| Z2.2.7 | 69.76 | 55.950 | .498 | .907 |
| Z2.2.8 | 69.69 | 55.719 | .511 | .907 |
| Z2.3.1 | 69.14 | 55.912 | .615 | .904 |
| Z2.3.2 | 69.89 | 56.807 | .543 | .906 |
| Z2.3.3 | 69.62 | 56.863 | .619 | .905 |
| Z2.3.4 | 69.34 | 56.481 | .576 | .905 |
| Z2.3.5 | 69.78 | 56.864 | .580 | .905 |
| Z2.3.6 | 69.48 | 56.651 | .583 | .905 |

Kepuasan Kerja

Case Processing Summary

| | N | % |
|-----------------------|-----|-------|
| CasesValid | 400 | 100.0 |
| Excluded ^a | 0 | .0 |
| Total | 400 | 100.0 |

6 Listwise deletion based on all variables in the procedure.

Reliability Statistics

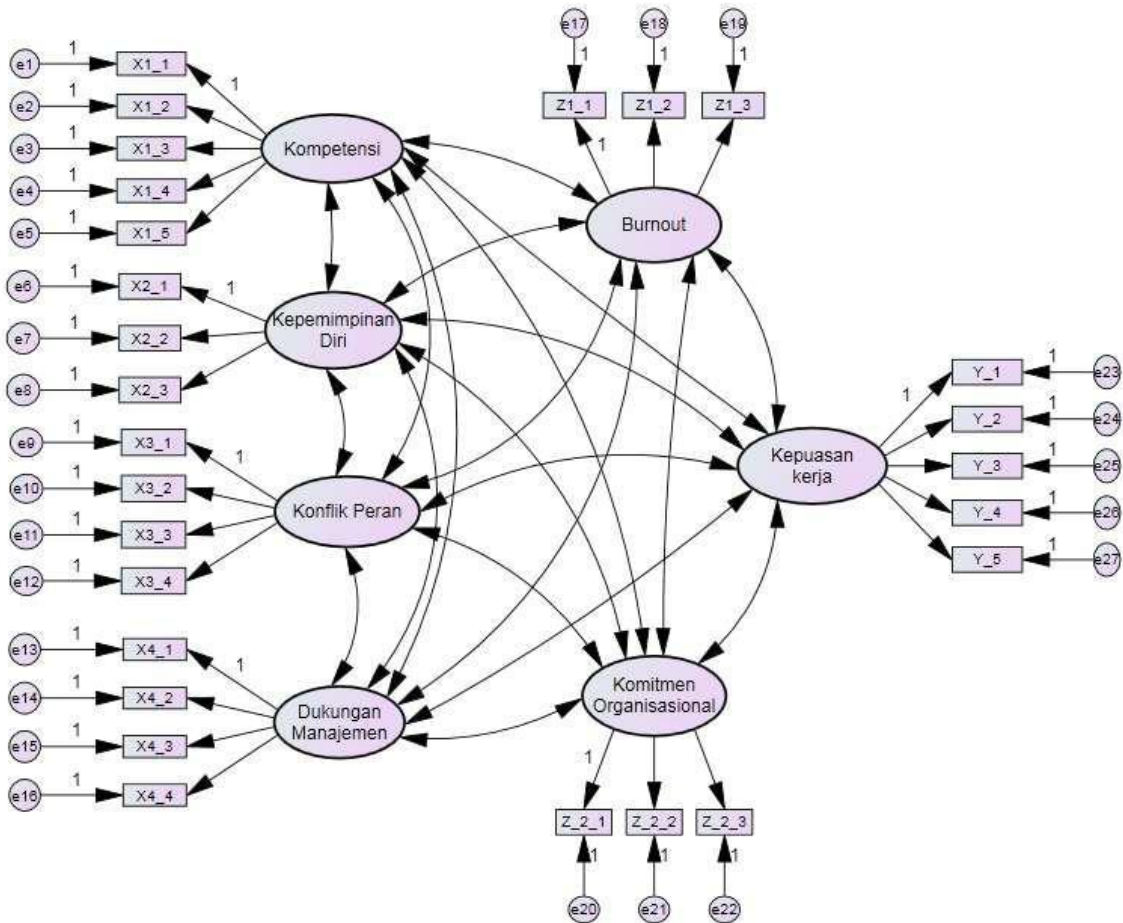
| Cronbach's Alpha | N of Items |
|------------------|------------|
| .802 | 11 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Y.1.1 | 33.63 | 28.213 | .458 | .787 |
| Y.1.2 | 33.63 | 27.492 | .462 | .787 |
| Y.1.3 | 33.61 | 28.164 | .441 | .789 |
| Y.2.1 | 33.57 | 27.489 | .460 | .787 |
| Y.2.2 | 33.68 | 27.989 | .464 | .786 |
| Y.2.3 | 33.57 | 27.784 | .475 | .785 |
| Y.3.1 | 33.60 | 28.191 | .448 | .788 |
| Y.3.2 | 33.56 | 27.862 | .474 | .785 |
| Y.4.1 | 33.57 | 28.020 | .463 | .787 |
| Y.4.2 | 33.63 | 27.712 | .477 | .785 |
| Y.5. | 33.66 | 28.144 | .446 | .788 |

Lampiran 8

UJI ASUMSI MODEL PERSAMAAN STRUKTURAL



Analysis Summary

Groups

Group number 1 (Group number 1)

Notes for Group (Group number 1)

The model is recursive.

Sample size = 400

Variable counts (Group number 1)

Number of variables in your model: 61
 Number of observed variables: 27
 Number of unobserved variables: 34
 Number of exogenous variables: 34
 Number of endogenous variables: 27

Parameter Summary (Group number 1)

| | Weights | Covariances | Variances | Means | Intercepts | Total |
|-----------|---------|-------------|-----------|-------|------------|-------|
| Fixed | 34 | 0 | 0 | 0 | 0 | 34 |
| Labeled | 0 | 0 | 0 | 0 | 0 | 0 |
| Unlabeled | 20 | 21 | 34 | 0 | 0 | 75 |
| Total | 54 | 21 | 34 | 0 | 0 | 109 |

Assessment of normality (Group number 1)

| Variable | min | max | skew | c.r. | kurtosis | c.r. |
|----------|-------|-------|-------|--------|----------|--------|
| Y_5 | 2.000 | 5.000 | .204 | 1.664 | -.682 | -2.786 |
| Y_4 | 2.000 | 5.000 | .049 | .400 | -.549 | -2.241 |
| Y_3 | 2.000 | 5.000 | .029 | .237 | -.652 | -2.660 |
| Y_2 | 2.000 | 5.000 | .097 | .793 | -.559 | -2.283 |
| Y_1 | 2.000 | 4.667 | -.048 | -.392 | -.621 | -2.534 |
| Z_2_1 | 3.000 | 5.000 | .168 | 1.368 | .124 | .506 |
| Z_2_2 | 2.000 | 4.875 | .763 | 6.227 | .808 | 3.299 |
| Z_2_3 | 2.000 | 4.667 | .474 | 3.869 | .180 | .734 |
| Z1_3 | 1.000 | 3.000 | -.093 | -.757 | -.757 | -3.089 |
| Z1_2 | 1.000 | 4.000 | -.199 | -1.624 | -.597 | -2.436 |
| Z1_1 | 1.000 | 3.750 | -.132 | -1.078 | -.449 | -1.832 |
| X4_1 | 2.000 | 5.000 | -.004 | -.030 | -.482 | -1.969 |
| X4_2 | 2.000 | 5.000 | -.025 | -.202 | -.485 | -1.981 |
| X4_3 | 2.000 | 5.000 | -.052 | -.425 | -.457 | -1.868 |
| X4_4 | 2.000 | 5.000 | .070 | .570 | -.517 | -2.112 |
| X3_1 | 1.000 | 4.500 | -.034 | -.274 | -.291 | -1.189 |
| X3_2 | 1.000 | 4.333 | -.358 | -2.922 | .264 | 1.077 |
| X3_3 | 1.000 | 4.500 | -.320 | -2.609 | -.015 | -.063 |
| X3_4 | 1.000 | 5.000 | -.251 | -2.053 | -.282 | -1.149 |
| X2_1 | 2.000 | 5.000 | -.084 | -.689 | -.430 | -1.754 |

| Variable | min | max | skew | c.r. | kurtosis | c.r. |
|--------------|-------|-------|-------|--------|----------|--------|
| X2_2 | 2.000 | 5.000 | -.052 | -.428 | -.458 | -1.871 |
| X2_3 | 2.250 | 5.000 | -.050 | -.411 | -.273 | -1.115 |
| X1_1 | 2.000 | 5.000 | -.180 | -1.469 | -.380 | -1.553 |
| X1_2 | 2.000 | 5.000 | -.333 | -2.717 | -.258 | -1.052 |
| X1_3 | 2.000 | 5.000 | -.321 | -2.619 | -.413 | -1.688 |
| X1_4 | 2.000 | 5.000 | -.209 | -1.710 | -.659 | -2.691 |
| X1_5 | 2.000 | 5.000 | .000 | .003 | -.517 | -2.109 |
| Multivariate | | | | | -3.629 | -.917 |

Observations farthest from the centroid (Mahalanobis distance) (Group number 1)

| Observation number | Mahalanobis d-squared | p1 | p2 |
|--------------------|-----------------------|------|------|
| 256 | 50.140 | .004 | .828 |
| 242 | 48.096 | .007 | .801 |
| 105 | 47.721 | .008 | .642 |
| 3 | 46.298 | .012 | .696 |
| 254 | 45.352 | .015 | .713 |
| 240 | 44.921 | .017 | .651 |
| 120 | 44.060 | .020 | .708 |
| 68 | 43.723 | .022 | .659 |
| 245 | 42.840 | .027 | .759 |
| 328 | 42.784 | .028 | .663 |
| 221 | 42.650 | .028 | .583 |
| 267 | 42.343 | .030 | .560 |
| 49 | 41.280 | .039 | .775 |
| 10 | 40.686 | .044 | .845 |
| 42 | 40.496 | .046 | .823 |
| 190 | 40.116 | .050 | .849 |
| 392 | 39.852 | .053 | .852 |
| 238 | 39.707 | .055 | .829 |
| 269 | 39.487 | .057 | .826 |
| 277 | 39.156 | .061 | .854 |
| 346 | 39.054 | .063 | .826 |
| 126 | 38.786 | .066 | .843 |
| 168 | 38.357 | .072 | .897 |
| 1 | 38.342 | .073 | .858 |
| 315 | 38.341 | .073 | .808 |
| 264 | 38.121 | .076 | .821 |
| 391 | 37.950 | .079 | .821 |
| 136 | 37.820 | .081 | .809 |
| 129 | 37.647 | .084 | .813 |
| 125 | 37.455 | .087 | .824 |
| 241 | 37.335 | .089 | .813 |

| Observation number | Mahalanobis d-squared | p1 | p2 |
|--------------------|-----------------------|------|------|
| 252 | 37.323 | .089 | .765 |
| 399 | 37.253 | .090 | .734 |
| 313 | 37.194 | .091 | .699 |
| 150 | 37.015 | .095 | .715 |
| 37 | 36.910 | .097 | .700 |
| 197 | 36.773 | .099 | .701 |
| 365 | 36.705 | .101 | .672 |
| 140 | 36.611 | .103 | .655 |
| 398 | 36.480 | .105 | .656 |
| 46 | 36.394 | .107 | .637 |
| 304 | 36.362 | .108 | .591 |
| 81 | 36.143 | .112 | .641 |
| 103 | 35.999 | .115 | .653 |
| 101 | 35.971 | .116 | .608 |
| 86 | 35.749 | .121 | .663 |
| 358 | 35.499 | .127 | .731 |
| 250 | 35.364 | .130 | .743 |
| 194 | 35.291 | .132 | .727 |
| 54 | 35.173 | .135 | .733 |
| 12 | 35.126 | .136 | .705 |
| 291 | 35.059 | .137 | .687 |
| 339 | 34.988 | .139 | .671 |
| 359 | 34.978 | .139 | .623 |
| 69 | 34.511 | .152 | .804 |
| 100 | 34.452 | .153 | .789 |
| 201 | 34.105 | .163 | .882 |
| 263 | 33.915 | .169 | .909 |
| 370 | 33.832 | .171 | .907 |
| 395 | 33.821 | .171 | .886 |
| 374 | 33.742 | .174 | .883 |
| 312 | 33.734 | .174 | .857 |
| 206 | 33.707 | .175 | .835 |
| 166 | 33.572 | .179 | .853 |

| Observation number | Mahalanobis d-squared | p1 | p2 |
|--------------------|-----------------------|------|------|
| 172 | 33.512 | .181 | .844 |
| 288 | 33.065 | .195 | .945 |
| 350 | 33.001 | .197 | .941 |
| 76 | 32.935 | .199 | .939 |
| 261 | 32.782 | .204 | .952 |
| 249 | 32.761 | .205 | .942 |
| 145 | 32.655 | .209 | .947 |
| 16 | 32.573 | .212 | .948 |
| 230 | 32.562 | .212 | .935 |
| 286 | 32.544 | .213 | .922 |
| 182 | 32.507 | .214 | .913 |
| 329 | 32.497 | .214 | .894 |
| 39 | 32.480 | .215 | .875 |
| 58 | 32.448 | .216 | .860 |
| 285 | 32.335 | .220 | .874 |
| 300 | 32.314 | .221 | .855 |
| 56 | 32.305 | .221 | .829 |
| 361 | 32.073 | .229 | .890 |
| 19 | 32.044 | .230 | .876 |
| 366 | 32.032 | .231 | .854 |
| 400 | 31.967 | .233 | .852 |
| 337 | 31.950 | .234 | .830 |
| 362 | 31.949 | .234 | .798 |
| 363 | 31.862 | .237 | .807 |
| 353 | 31.708 | .243 | .846 |
| 191 | 31.695 | .244 | .822 |
| 348 | 31.610 | .247 | .830 |
| 333 | 31.534 | .250 | .835 |
| 218 | 31.438 | .254 | .847 |
| 36 | 31.435 | .254 | .819 |
| 115 | 31.420 | .254 | .795 |
| 302 | 31.316 | .258 | .814 |
| 381 | 31.226 | .262 | .826 |

| Observation number | Mahalanobis d-squared | p1 | p2 |
|--------------------|-----------------------|------|------|
| 316 | 31.209 | .263 | .804 |
| 65 | 31.114 | .266 | .820 |
| 192 | 31.106 | .267 | .792 |

Models

Default model (Default model)

Notes for Model (Default model)

Computation of degrees of freedom (Default model)

Number of distinct sample moments: 378

Number of distinct parameters to be estimated: 75

Degrees of freedom (378 - 75): 303

Result (Default model)

Minimum was achieved

Chi-square = 459.531

Degrees of freedom = 303

Probability level = .000

Estimates (Group number 1 - Default model) Scalar

Estimates (Group number 1 - Default model)

Maximum Likelihood Estimates

Regression Weights: (Group number 1 - Default model)

| | Estimate | S.E. | C.R. | P | Label |
|---------------------|----------|------|-------|-----|-------|
| X1_4 <--- Kompet_ | .931 | .106 | 8.777 | *** | par_1 |
| X1_3 <--- Kompet_ | .871 | .097 | 8.968 | *** | par_2 |
| X1_2 <--- Kompet_ | .798 | .094 | 8.510 | *** | par_3 |
| X1_1 <--- Kompet_ | 1.000 | | | | |
| X2_3 <--- Kepmp | 1.203 | .174 | 6.924 | *** | par_4 |
| X2_2 <--- Kepmp | 1.027 | .137 | 7.500 | *** | par_5 |
| X2_1 <--- Kepmp | 1.000 | | | | |
| X3_4 <--- Konflik_P | .985 | .126 | 7.807 | *** | par_6 |
| X3_3 <--- Konflik_P | 1.094 | .129 | 8.498 | *** | par_7 |
| X3_2 <--- Konflik_P | .921 | .110 | 8.362 | *** | par_8 |

| | Estimate | S.E. | C.R. | P | Label |
|---------------------|----------|------|--------|-----|--------|
| X3_1 <--- Konflik_P | 1.000 | | | | |
| X4_4 <--- Duk_Mnjm | .978 | .125 | 7.835 | *** | par_9 |
| X4_3 <--- Duk_Mnjm | 1.029 | .133 | 7.745 | *** | par_10 |
| X4_2 <--- Duk_Mnjm | .887 | .122 | 7.280 | *** | par_11 |
| X4_1 <--- Duk_Mnjm | 1.000 | | | | |
| Z1_1 <--- Burnout | 1.000 | | | | |
| Z1_2 <--- Burnout | 1.270 | .113 | 11.195 | *** | par_12 |
| Z1_3 <--- Burnout | 1.072 | .102 | 10.461 | *** | par_13 |
| Z_2_3 <--- Komitme_ | .818 | .075 | 10.858 | *** | par_14 |
| Z_2_2 <--- Komitme_ | 1.008 | .078 | 13.006 | *** | par_15 |
| Z_2_1 <--- Komitme_ | 1.000 | | | | |
| Y_1 <--- Kepuasan | 1.000 | | | | |
| Y_2 <--- Kepuasan | 1.082 | .090 | 11.979 | *** | par_16 |
| Y_3 <--- Kepuasan | 1.015 | .094 | 10.753 | *** | par_17 |
| Y_4 <--- Kepuasan | 1.060 | .095 | 11.161 | *** | par_18 |
| Y_5 <--- Kepuasan | .995 | .115 | 8.649 | *** | par_19 |
| X1_5 <--- Kompet_ | .878 | .103 | 8.497 | *** | par_20 |

Standardized Regression Weights: (Group number 1 - Default model)

| | Estimate |
|---------------------|----------|
| X1_4 <--- Kompet_ | .625 |
| X1_3 <--- Kompet_ | .593 |
| X1_2 <--- Kompet_ | .548 |
| X1_1 <--- Kompet_ | .653 |
| X2_3 <--- Kepmp | .748 |
| X2_2 <--- Kepmp | .512 |
| X2_1 <--- Kepmp | .615 |
| X3_4 <--- Konflik_P | .586 |
| X3_3 <--- Konflik_P | .664 |
| X3_2 <--- Konflik_P | .620 |
| X3_1 <--- Konflik_P | .587 |
| X4_4 <--- Duk_Mnjm | .602 |
| X4_3 <--- Duk_Mnjm | .566 |

| | Estimate |
|---------------------|----------|
| X4_2 <--- Duk_Mnjm | .543 |
| X4_1 <--- Duk_Mnjm | .613 |
| Z1_1 <--- Burnout | .766 |
| Z1_2 <--- Burnout | .667 |
| Z1_3 <--- Burnout | .701 |
| Z_2_3 <--- Komitme_ | .663 |
| Z_2_2 <--- Komitme_ | .797 |
| Z_2_1 <--- Komitme_ | .738 |
| Y_1 <--- Kepuasan | .691 |
| Y_2 <--- Kepuasan | .742 |
| Y_3 <--- Kepuasan | .639 |
| Y_4 <--- Kepuasan | .670 |
| Y_5 <--- Kepuasan | .507 |
| X1_5 <--- Kompet_ | .579 |

Covariances: (Group number 1 - Default model)

| | Estimate | S.E. | C.R. | P | Label |
|-------------------------|----------|------|--------|------|--------|
| Kepmp <--> Konflik_P | -.026 | .011 | -2.339 | .019 | par_21 |
| Kompet_ <--> Kepmp | -.019 | .011 | -1.783 | .075 | par_22 |
| Konflik_P <--> Duk_Mnjm | -.020 | .013 | -1.489 | .137 | par_23 |
| Kompet_ <--> Burnout | -.049 | .012 | -4.100 | *** | par_24 |
| Konflik_P <--> Burnout | .062 | .013 | 4.876 | *** | par_25 |
| Kompet_ <--> Konflik_P | .011 | .012 | .910 | .363 | par_26 |
| Kepmp <--> Duk_Mnjm | .049 | .013 | 3.915 | *** | par_27 |
| Kompet_ <--> Duk_Mnjm | -.005 | .013 | -.390 | .697 | par_28 |
| Konflik_P <--> Kepuasan | -.019 | .013 | -1.500 | .133 | par_29 |
| Kompet_ <--> Kepuasan | .019 | .012 | 1.531 | .126 | par_30 |
| Kepmp <--> Kepuasan | .020 | .011 | 1.855 | .064 | par_31 |
| Kepmp <--> Burnout | -.006 | .010 | -.663 | .508 | par_32 |
| Duk_Mnjm <--> Burnout | -.021 | .012 | -1.685 | .092 | par_33 |
| Duk_Mnjm <--> Komitme_ | .067 | .012 | 5.382 | *** | par_34 |
| Duk_Mnjm <--> Kepuasan | .039 | .014 | 2.752 | .006 | par_35 |
| Konflik_P <--> Komitme_ | -.038 | .011 | -3.565 | *** | par_36 |

| | Estimate | S.E. | C.R. | P | Label |
|--------------------------|----------|------|--------|------|--------|
| Kemp <--> Komitmen | .042 | .009 | 4.592 | *** | par_37 |
| Kompetensi <--> Komitmen | .015 | .010 | 1.498 | .134 | par_38 |
| Burnout <--> Komitmen | -.032 | .010 | -3.314 | *** | par_39 |
| Burnout <--> Kepuasan | -.051 | .012 | -4.212 | *** | par_40 |
| Komitmen <--> Kepuasan | .081 | .012 | 6.699 | *** | par_41 |

Correlations: (Group number 1 - Default model)

| | Estimate |
|-------------------------|----------|
| Kepmp <--> Konflik_P | -.177 |
| Kompet_ <--> Kepmp | -.128 |
| Konflik_P <--> Duk_Mnjm | -.109 |
| Kompet_ <--> Burnout | -.294 |
| Konflik_P <--> Burnout | .374 |
| Kompet_ <--> Konflik_P | .064 |
| Kepmp <--> Duk_Mnjm | .324 |
| Kompet_ <--> Duk_Mnjm | -.028 |
| Konflik_P <--> Kepuasan | -.101 |
| Kompet_ <--> Kepuasan | .101 |
| Kepmp <--> Kepuasan | .128 |
| Kepmp <--> Burnout | -.046 |
| Duk_Mnjm <--> Burnout | -.120 |
| Duk_Mnjm <--> Komitme_ | .445 |
| Duk_Mnjm <--> Kepuasan | .198 |
| Konflik_P <--> Komitme_ | -.262 |
| Kepmp <--> Komitme_ | .344 |
| Kompet_ <--> Komitme_ | .101 |
| Burnout <--> Komitme_ | -.234 |
| Burnout <--> Kepuasan | -.288 |
| Komitme_ <--> Kepuasan | .519 |

Variances: (Group number 1 - Default model)

| | Estimate | S.E. | C.R. | P | Label |
|-----------|----------|------|--------|-----|--------|
| Kompet_ | .176 | .029 | 6.152 | *** | par_42 |
| Kepmp | .124 | .025 | 5.008 | *** | par_43 |
| Konflik_P | .176 | .033 | 5.336 | *** | par_44 |
| Duk_Mnjm | .188 | .035 | 5.401 | *** | par_45 |
| Burnout | .156 | .021 | 7.486 | *** | par_46 |
| Komitme_ | .121 | .016 | 7.587 | *** | par_47 |
| Kepuasan | .203 | .029 | 7.107 | *** | par_48 |
| e5 | .270 | .023 | 11.615 | *** | par_49 |

| | Estimate | S.E. | C.R. | P | Label |
|-----|----------|------|--------|-----|--------|
| e4 | .239 | .022 | 10.808 | *** | par_50 |
| e3 | .247 | .022 | 11.466 | *** | par_51 |
| e2 | .262 | .022 | 12.015 | *** | par_52 |
| e1 | .238 | .023 | 10.343 | *** | par_53 |
| e8 | .141 | .025 | 5.610 | *** | par_54 |
| e7 | .366 | .032 | 11.541 | *** | par_55 |
| e6 | .203 | .022 | 9.206 | *** | par_56 |
| e12 | .327 | .029 | 11.228 | *** | par_57 |
| e11 | .267 | .028 | 9.652 | *** | par_58 |
| e10 | .239 | .023 | 10.520 | *** | par_59 |
| e9 | .335 | .030 | 11.155 | *** | par_60 |
| e16 | .317 | .031 | 10.360 | *** | par_61 |
| e15 | .423 | .038 | 11.061 | *** | par_62 |
| e14 | .355 | .031 | 11.325 | *** | par_63 |
| e13 | .313 | .031 | 10.235 | *** | par_64 |
| e17 | .110 | .014 | 7.765 | *** | par_65 |
| e18 | .314 | .030 | 10.579 | *** | par_66 |
| e19 | .186 | .020 | 9.362 | *** | par_67 |
| e22 | .103 | .009 | 11.050 | *** | par_68 |
| e21 | .071 | .009 | 7.698 | *** | par_69 |
| e20 | .101 | .010 | 9.671 | *** | par_70 |
| e23 | .222 | .020 | 11.016 | *** | par_71 |
| e24 | .194 | .019 | 9.955 | *** | par_72 |
| e25 | .303 | .026 | 11.751 | *** | par_73 |
| e26 | .280 | .025 | 11.347 | *** | par_74 |
| e27 | .582 | .045 | 12.964 | *** | par_75 |

Squared Multiple Correlations: (Group number 1 - Default model)

| | Estimate |
|-----|----------|
| Y_5 | .257 |
| Y_4 | .449 |
| Y_3 | .409 |
| Y_2 | .551 |

| | Estimate |
|-------|----------|
| Y_1 | .478 |
| Z_2_1 | .544 |
| Z_2_2 | .635 |
| Z_2_3 | .439 |
| Z1_3 | .491 |
| Z1_2 | .445 |
| Z1_1 | .586 |
| X4_1 | .375 |
| X4_2 | .294 |
| X4_3 | .320 |
| X4_4 | .362 |
| X3_1 | .344 |
| X3_2 | .385 |
| X3_3 | .441 |
| X3_4 | .343 |
| X2_1 | .378 |
| X2_2 | .262 |
| X2_3 | .559 |
| X1_1 | .426 |
| X1_2 | .300 |
| X1_3 | .352 |
| X1_4 | .391 |
| X1_5 | .335 |

Modification Indices (Group number 1 - Default model)

Covariances: (Group number 1 - Default model)

| | M.I. | Par Change |
|------------------|-------|------------|
| e25<--> Komitme_ | 5.535 | .023 |
| e23<--> Duk_Mnjm | 5.428 | -.030 |
| e20<--> Kepuasan | 4.228 | -.017 |
| e20<--> Burnout | 6.268 | -.019 |
| e20<--> Duk_Mnjm | 5.924 | .022 |

| | M.I. | Par Change |
|-------------------|--------|------------|
| e20<--> Kepmp | 10.350 | -.023 |
| e21<--> Burnout | 17.214 | .028 |
| e21<--> Konflik_P | 5.708 | .018 |
| e22<--> Kepuasan | 4.391 | .016 |
| e22<--> Komitme_ | 5.396 | -.013 |
| e22<--> Burnout | 6.467 | -.018 |
| e22<--> Kepmp | 8.746 | .021 |
| e22<--> Kompet_ | 4.460 | -.017 |
| e22<--> e20 | 6.696 | -.016 |
| e19<--> Duk_Mnjm | 6.399 | -.030 |
| e19<--> Kompet_ | 8.130 | -.033 |
| e19<--> e20 | 25.069 | -.044 |
| e19<--> e22 | 18.405 | .036 |
| e18<--> Duk_Mnjm | 4.804 | .034 |
| e18<--> e22 | 4.647 | -.023 |
| e17<--> e20 | 5.260 | .017 |
| e17<--> e22 | 20.141 | -.031 |
| e14<--> Kepuasan | 4.468 | -.031 |
| e15<--> e20 | 9.643 | .039 |
| e15<--> e21 | 9.371 | -.035 |
| e16<--> e24 | 5.562 | .037 |
| e9 <--> Kepuasan | 4.574 | .030 |
| e10<--> Kepuasan | 4.408 | -.026 |
| e6 <--> e20 | 9.649 | -.028 |
| e7 <--> e18 | 6.229 | -.049 |
| e8 <--> e17 | 4.610 | -.020 |
| e1 <--> e11 | 4.242 | .033 |
| e2 <--> Duk_Mnjm | 4.629 | .029 |
| e2 <--> e13 | 4.350 | .035 |
| e2 <--> e6 | 7.494 | .037 |
| e4 <--> e16 | 7.552 | -.045 |
| e4 <--> e12 | 4.022 | -.033 |
| e5 <--> e13 | 13.634 | -.064 |

| | M.I. | Par Change |
|-------------|-------|------------|
| e5 <--> e15 | 6.454 | .050 |

Variances: (Group number 1 - Default model)

| | M.I. | Par Change |
|--|------|------------|
|--|------|------------|

Regression Weights: (Group number 1 - Default model)

| | M.I. | Par Change |
|----------------------|--------|------------|
| Y_4 <--- X2_1 | 4.129 | .102 |
| Y_4 <--- X2_3 | 4.139 | .104 |
| Y_3 <--- Z_2_2 | 4.436 | .141 |
| Y_3 <--- X1_2 | 4.062 | .097 |
| Y_2 <--- X4_4 | 5.296 | .082 |
| Y_1 <--- Duk_Mnjm | 4.372 | -.150 |
| Y_1 <--- X4_3 | 4.346 | -.069 |
| Z_2_1 <--- Burnout | 11.200 | -.174 |
| Z_2_1 <--- Konflik_P | 4.117 | -.103 |
| Z_2_1 <--- Kepmp | 7.176 | -.164 |
| Z_2_1 <--- Kompet_ | 7.587 | .137 |
| Z_2_1 <--- Z1_3 | 27.340 | -.156 |
| Z_2_1 <--- Z1_2 | 4.895 | -.053 |
| Z_2_1 <--- X4_3 | 9.351 | .070 |
| Z_2_1 <--- X2_1 | 13.002 | -.114 |
| Z_2_1 <--- X1_4 | 4.942 | .064 |
| Z_2_1 <--- X1_5 | 6.156 | .070 |
| Z_2_2 <--- Burnout | 25.439 | .235 |
| Z_2_2 <--- Konflik_P | 13.944 | .169 |
| Z_2_2 <--- Z1_3 | 14.976 | .104 |
| Z_2_2 <--- Z1_2 | 18.130 | .092 |
| Z_2_2 <--- Z1_1 | 17.169 | .130 |
| Z_2_2 <--- X4_3 | 9.488 | -.063 |
| Z_2_2 <--- X3_1 | 5.964 | .055 |
| Z_2_2 <--- X3_2 | 8.315 | .075 |
| Z_2_2 <--- X3_3 | 8.838 | .070 |

| | M.I. | Par Change |
|----------------------|--------|------------|
| Z_2_3 <--- Burnout | 7.474 | -.137 |
| Z_2_3 <--- Konflik_P | 6.522 | -.125 |
| Z_2_3 <--- Kepmp | 8.531 | .172 |
| Z_2_3 <--- Y_1 | 4.861 | .059 |
| Z_2_3 <--- Z1_2 | 9.372 | -.071 |
| Z_2_3 <--- Z1_1 | 17.886 | -.143 |
| Z_2_3 <--- X3_1 | 5.625 | -.058 |
| Z_2_3 <--- X3_2 | 5.651 | -.067 |
| Z_2_3 <--- X2_1 | 7.193 | .082 |
| Z_2_3 <--- X2_3 | 7.663 | .085 |
| Z_2_3 <--- X1_2 | 4.293 | -.059 |
| Z1_3 <--- Duk_Mnjam | 5.513 | -.158 |
| Z1_3 <--- Kompet_ | 6.822 | -.175 |
| Z1_3 <--- Y_3 | 4.530 | -.072 |
| Z1_3 <--- Z_2_1 | 15.988 | -.207 |
| Z1_3 <--- Z_2_3 | 4.188 | .116 |
| Z1_3 <--- X4_2 | 6.519 | -.088 |
| Z1_3 <--- X4_3 | 4.855 | -.068 |
| Z1_3 <--- X1_1 | 6.036 | -.093 |
| Z1_3 <--- X1_4 | 6.513 | -.099 |
| Z1_2 <--- Duk_Mnjam | 4.458 | .181 |
| Z1_2 <--- X4_4 | 5.917 | .107 |
| Z1_2 <--- X2_2 | 4.206 | -.090 |
| Z1_1 <--- Z_2_3 | 7.817 | -.131 |
| X4_1 <--- X1_5 | 9.857 | -.153 |
| X4_2 <--- Z1_3 | 4.402 | -.111 |
| X4_3 <--- Z_2_2 | 6.071 | -.197 |
| X4_3 <--- X1_5 | 5.815 | .133 |
| X4_4 <--- X1_4 | 4.185 | -.101 |
| X3_1 <--- Kepuasan | 8.561 | .226 |
| X3_1 <--- Komitme_ | 4.199 | .205 |
| X3_1 <--- Duk_Mnjam | 4.242 | .178 |
| X3_1 <--- Y_5 | 4.753 | .077 |

| | M.I. | Par Change |
|--------------------|--------|------------|
| X3_1 <--- Y_4 | 6.698 | .114 |
| X3_1 <--- Y_2 | 6.237 | .119 |
| X3_1 <--- X4_3 | 4.016 | .080 |
| X3_2 <--- Kepuasan | 6.128 | -.164 |
| X3_2 <--- Y_3 | 6.909 | -.099 |
| X3_2 <--- Y_2 | 4.320 | -.085 |
| X3_2 <--- Z_2_3 | 4.046 | -.126 |
| X3_4 <--- X1_4 | 4.099 | -.100 |
| X2_1 <--- Z_2_1 | 6.272 | -.132 |
| X2_1 <--- X1_2 | 5.203 | .093 |
| X2_2 <--- Z1_2 | 4.315 | -.088 |
| X2_2 <--- X4_4 | 4.111 | -.092 |
| X2_3 <--- Z_2_3 | 4.686 | .120 |
| X1_1 <--- X3_3 | 4.669 | .085 |
| X1_2 <--- Duk_Mnjm | 6.126 | .186 |
| X1_2 <--- Kepmp | 4.169 | .187 |
| X1_2 <--- X4_1 | 7.593 | .106 |
| X1_2 <--- X4_4 | 4.206 | .079 |
| X1_2 <--- X2_1 | 9.073 | .143 |
| X1_4 <--- Duk_Mnjm | 5.807 | -.178 |
| X1_4 <--- X4_2 | 4.410 | -.079 |
| X1_4 <--- X4_4 | 10.283 | -.121 |
| X1_4 <--- X3_4 | 4.336 | -.079 |
| X1_4 <--- X2_3 | 4.387 | -.099 |
| X1_5 <--- X4_1 | 7.278 | -.106 |

Model Fit Summary

CMIN

| Model | NPAR | CMIN | DF | P | CMIN/DF |
|--------------------|------|----------|-----|------|---------|
| Default model | 75 | 459.531 | 303 | .000 | 1.517 |
| Saturated model | 378 | .000 | 0 | | |
| Independence model | 27 | 2841.588 | 351 | .000 | 8.096 |

RMR, GFI

| Model | RMR | GFI | AGFI | PGFI |
|--------------------|------|-------|------|------|
| Default model | .019 | .922 | .902 | .739 |
| Saturated model | .000 | 1.000 | | |
| Independence model | .070 | .552 | .517 | .512 |

Baseline Comparisons

| Model | NFI Delta1 | RFI rho1 | IFI Delta2 | TLI rho2 | CFI |
|--------------------|---------------|-------------|---------------|-------------|-------|
| Default model | .838 | .813 | .938 | .927 | .937 |
| Saturated model | 1.000 | | 1.000 | | 1.000 |
| Independence model | .000 | .000 | .000 | .000 | .000 |

Parsimony-Adjusted Measures

| Model | PRATIO | PNFI | PCFI |
|--------------------|--------|------|------|
| Default model | .863 | .724 | .809 |
| Saturated model | .000 | .000 | .000 |
| Independence model | 1.000 | .000 | .000 |

NCP

| Model | NCP | LO 90 | HI 90 |
|--------------------|----------|----------|----------|
| Default model | 156.531 | 102.741 | 218.285 |
| Saturated model | .000 | .000 | .000 |
| Independence model | 2490.588 | 2324.363 | 2664.201 |

FMIN

| Model | FMIN | F0 | LO 90 | HI 90 |
|--------------------|-------|-------|-------|-------|
| Default model | 1.152 | .392 | .257 | .547 |
| Saturated model | .000 | .000 | .000 | .000 |
| Independence model | 7.122 | 6.242 | 5.825 | 6.677 |

RMSEA

| Model | RMSEA | LO 90 | HI 90 | PCLOSE |
|--------------------|-------|-------|-------|--------|
| Default model | .036 | .029 | .042 | 1.000 |
| Independence model | .133 | .129 | .138 | .000 |

AIC

| Model | AIC | BCC | BIC | CAIC |
|--------------------|----------|----------|----------|----------|
| Default model | 609.531 | 620.852 | 908.891 | 983.891 |
| Saturated model | 756.000 | 813.057 | 2264.774 | 2642.774 |
| Independence model | 2895.588 | 2899.663 | 3003.358 | 3030.358 |

ECVI

| Model | ECVI | LO 90 | HI 90 | MECVI |
|--------------------|-------|-------|-------|-------|
| Default model | 1.528 | 1.393 | 1.682 | 1.556 |
| Saturated model | 1.895 | 1.895 | 1.895 | 2.038 |
| Independence model | 7.257 | 6.841 | 7.692 | 7.267 |

**HOELTER
summary**

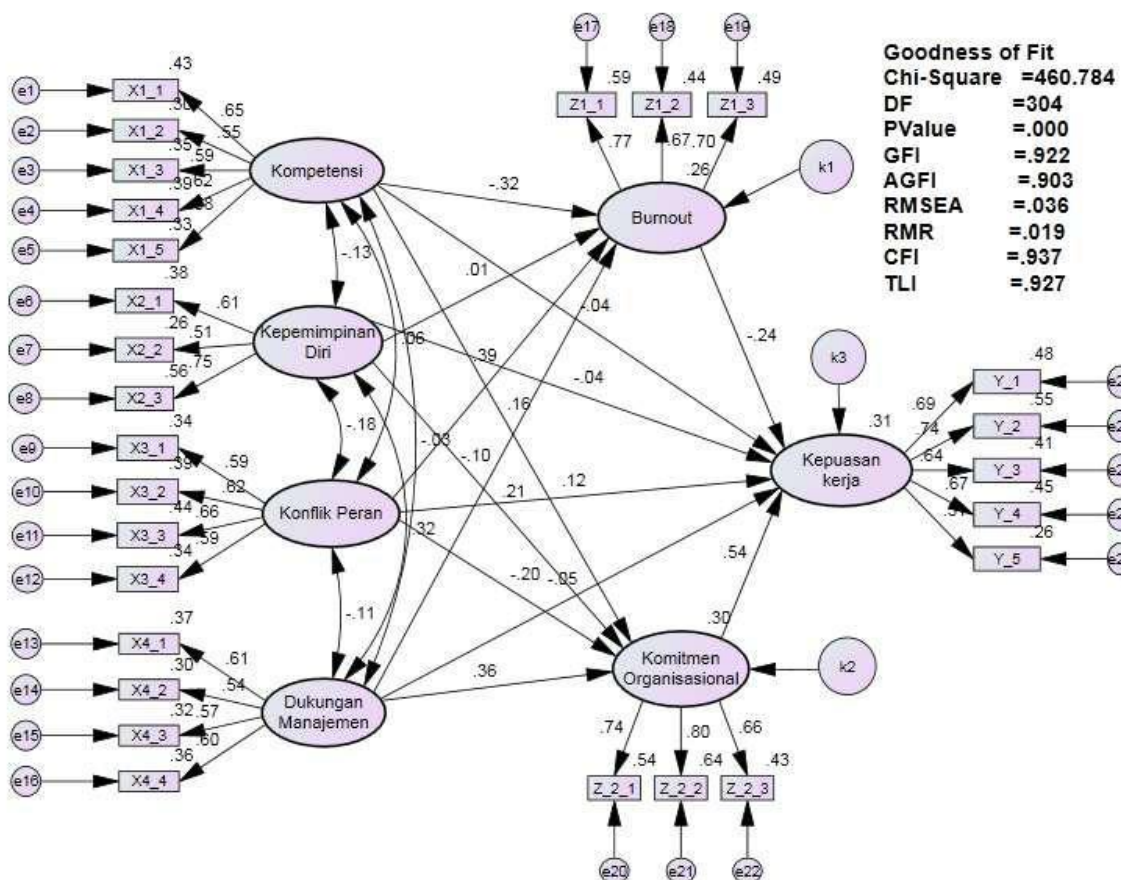
| Model | HOELTER .05 | HOELTER .01 |
|--------------------|----------------|----------------|
| Default model | 300 | 316 |
| Independence model | 56 | 59 |

Execution time

| | |
|----------------|------|
| Minimization: | .007 |
| Miscellaneous: | .754 |
| Bootstrap: | .000 |
| Total: | .761 |

Lampiran 9

PERSAMAAN STRUKTURAL



Scalar Estimates (Group number 1 - Default model)

Maximum Likelihood Estimates

Regression Weights: (Group number 1 - Default model)

| | Estimate | S.E. | C.R. | P | Label |
|------------------------|----------|------|-------|------|--------|
| Komitme_ <--- Kepmp | .210 | .075 | 2.784 | .005 | par_20 |
| Komitme_ <--- Duk_Mnjm | .289 | .065 | 4.419 | *** | par_23 |

| | | Estimate | S.E. | C.R. | P | Label |
|----------|----------------|----------|------|--------|------|--------|
| Burnout | <--- Konflik_P | .368 | .071 | 5.167 | *** | par_24 |
| Komitme_ | <--- Konflik_P | -.166 | .057 | -2.917 | .004 | par_25 |
| Burnout | <--- Kepmp | .009 | .083 | .113 | .910 | par_26 |
| Burnout | <--- Kompet_ | -.305 | .064 | -4.765 | *** | par_27 |
| Burnout | <--- Duk_Mnjam | -.091 | .067 | -1.354 | .176 | par_32 |
| Komitme_ | <--- Kompet_ | .129 | .052 | 2.483 | .013 | par_36 |
| Kepuasan | <--- Komitme_ | .696 | .116 | 5.995 | *** | par_21 |
| Kepuasan | <--- Burnout | -.269 | .088 | -3.070 | .002 | par_22 |
| Kepuasan | <--- Kompet_ | -.040 | .074 | -.540 | .589 | par_37 |
| Kepuasan | <--- Kepmp | -.048 | .093 | -.511 | .609 | par_38 |
| Kepuasan | <--- Konflik_P | .127 | .081 | 1.568 | .117 | par_39 |
| Kepuasan | <--- Duk_Mnjam | -.048 | .083 | -.578 | .563 | par_40 |
| X1_4 | <--- Kompet_ | .930 | .106 | 8.784 | *** | par_1 |
| X1_3 | <--- Kompet_ | .870 | .097 | 8.973 | *** | par_2 |
| X1_2 | <--- Kompet_ | .796 | .094 | 8.510 | *** | par_3 |
| X1_1 | <--- Kompet_ | 1.000 | | | | |
| X2_3 | <--- Kepmp | 1.206 | .174 | 6.919 | *** | par_4 |
| X2_2 | <--- Kepmp | 1.028 | .137 | 7.503 | *** | par_5 |
| X2_1 | <--- Kepmp | 1.000 | | | | |
| X3_4 | <--- Konflik_P | .988 | .126 | 7.810 | *** | par_6 |
| X3_3 | <--- Konflik_P | 1.094 | .129 | 8.502 | *** | par_7 |
| X3_2 | <--- Konflik_P | .924 | .110 | 8.364 | *** | par_8 |
| X3_1 | <--- Konflik_P | 1.000 | | | | |
| X4_4 | <--- Duk_Mnjam | .978 | .125 | 7.838 | *** | par_9 |
| X4_3 | <--- Duk_Mnjam | 1.030 | .133 | 7.744 | *** | par_10 |
| X4_2 | <--- Duk_Mnjam | .890 | .122 | 7.284 | *** | par_11 |
| X4_1 | <--- Duk_Mnjam | 1.000 | | | | |
| Z1_1 | <--- Burnout | 1.000 | | | | |
| Z1_2 | <--- Burnout | 1.269 | .113 | 11.186 | *** | par_12 |
| Z1_3 | <--- Burnout | 1.072 | .103 | 10.446 | *** | par_13 |
| Z_2_3 | <--- Komitme_ | .816 | .075 | 10.888 | *** | par_14 |
| Z_2_2 | <--- Komitme_ | 1.018 | .078 | 13.064 | *** | par_15 |
| Z_2_1 | <--- Komitme_ | 1.000 | | | | |

| | | Estimate | S.E. | C.R. | P | Label |
|------|---------------|----------|------|--------|-----|--------|
| Y_1 | <--- Kepuasan | 1.000 | | | | |
| Y_2 | <--- Kepuasan | 1.082 | .090 | 11.979 | *** | par_16 |
| Y_3 | <--- Kepuasan | 1.015 | .094 | 10.753 | *** | par_17 |
| Y_4 | <--- Kepuasan | 1.060 | .095 | 11.161 | *** | par_18 |
| Y_5 | <--- Kepuasan | .995 | .115 | 8.649 | *** | par_19 |
| X1_5 | <--- Kompet_ | .876 | .103 | 8.501 | *** | par_28 |

Standardized Regression Weights: (Group number 1 - Default model)

| | Estimate |
|-------------------------|----------|
| Komitme_ <--- Kepmp | .212 |
| Komitme_ <--- Duk_Mnjm | .360 |
| Burnout <--- Konflik_P | .390 |
| Komitme_ <--- Konflik_P | -.201 |
| Burnout <--- Kepmp | .008 |
| Burnout <--- Kompet_ | -.324 |
| Burnout <--- Duk_Mnjm | -.100 |
| Komitme_ <--- Kompet_ | .156 |
| Kepuasan <--- Komitme_ | .537 |
| Kepuasan <--- Burnout | -.237 |
| Kepuasan <--- Kompet_ | -.037 |
| Kepuasan <--- Kepmp | -.037 |
| Kepuasan <--- Konflik_P | .118 |
| Kepuasan <--- Duk_Mnjm | -.046 |
| X1_4 <--- Kompet_ | .625 |
| X1_3 <--- Kompet_ | .593 |
| X1_2 <--- Kompet_ | .547 |
| X1_1 <--- Kompet_ | .653 |
| X2_3 <--- Kepmp | .749 |
| X2_2 <--- Kepmp | .512 |
| X2_1 <--- Kepmp | .614 |
| X3_4 <--- Konflik_P | .586 |
| X3_3 <--- Konflik_P | .663 |

| | Estimate |
|---------------------|----------|
| X3_2 <--- Konflik_P | .621 |
| X3_1 <--- Konflik_P | .585 |
| X4_4 <--- Duk_Mnjm | .601 |
| X4_3 <--- Duk_Mnjm | .566 |
| X4_2 <--- Duk_Mnjm | .543 |
| X4_1 <--- Duk_Mnjm | .612 |
| Z1_1 <--- Burnout | .766 |
| Z1_2 <--- Burnout | .667 |
| Z1_3 <--- Burnout | .701 |
| Z_2_3 <--- Komitme_ | .659 |
| Z_2_2 <--- Komitme_ | .803 |
| Z_2_1 <--- Komitme_ | .736 |
| Y_1 <--- Kepuasan | .690 |
| Y_2 <--- Kepuasan | .741 |
| Y_3 <--- Kepuasan | .638 |
| Y_4 <--- Kepuasan | .669 |
| Y_5 <--- Kepuasan | .506 |
| X1_5 <--- Kompet_ | .578 |

Covariances: (Group number 1 - Default model)

| | Estimate | S.E. | C.R. | P | Label |
|-------------------------|----------|------|--------|------|--------|
| Kompet_ <--> Kepmp | -.019 | .011 | -1.792 | .073 | par_29 |
| Kepmp <--> Konflik_P | -.026 | .011 | -2.329 | .020 | par_30 |
| Konflik_P <--> Duk_Mnjm | -.020 | .013 | -1.470 | .142 | par_31 |
| Kepmp <--> Duk_Mnjm | .049 | .013 | 3.913 | *** | par_33 |
| Kompet_ <--> Konflik_P | .011 | .012 | .923 | .356 | par_34 |
| Kompet_ <--> Duk_Mnjm | -.005 | .013 | -.405 | .685 | par_35 |

Correlations: (Group number 1 - Default model)

| | Estimate |
|--|----------|
| | |

| | Estimate |
|-------------------------|----------|
| Kompet_ <--> Kepmp | -.128 |
| Kepmp <--> Konflik_P | -.176 |
| Konflik_P <--> Duk_Mnjm | -.108 |
| Kepmp <--> Duk_Mnjm | .324 |
| Kompet_ <--> Konflik_P | .065 |
| Kompet_ <--> Duk_Mnjm | -.029 |

Variances: (Group number 1 - Default model)

| | Estimate | S.E. | C.R. | P | Label |
|-----------|----------|------|--------|-----|--------|
| Kompet_ | .177 | .029 | 6.163 | *** | par_41 |
| Kepmp | .123 | .025 | 5.001 | *** | par_42 |
| Konflik_P | .175 | .033 | 5.329 | *** | par_43 |
| Duk_Mnjm | .188 | .035 | 5.395 | *** | par_44 |
| k1 | .116 | .018 | 6.438 | *** | par_45 |
| k2 | .084 | .012 | 6.935 | *** | par_46 |
| k3 | .140 | .021 | 6.507 | *** | par_47 |
| e5 | .270 | .023 | 11.628 | *** | par_48 |
| e4 | .239 | .022 | 10.824 | *** | par_49 |
| e3 | .247 | .021 | 11.476 | *** | par_50 |
| e2 | .262 | .022 | 12.028 | *** | par_51 |
| e1 | .238 | .023 | 10.340 | *** | par_52 |
| e8 | .140 | .025 | 5.586 | *** | par_53 |
| e7 | .366 | .032 | 11.529 | *** | par_54 |
| e6 | .204 | .022 | 9.226 | *** | par_55 |
| e12 | .327 | .029 | 11.235 | *** | par_56 |
| e11 | .268 | .028 | 9.708 | *** | par_57 |
| e10 | .238 | .023 | 10.532 | *** | par_58 |
| e9 | .336 | .030 | 11.185 | *** | par_59 |
| e16 | .318 | .031 | 10.388 | *** | par_60 |
| e15 | .423 | .038 | 11.069 | *** | par_61 |
| e14 | .354 | .031 | 11.317 | *** | par_62 |
| e13 | .314 | .031 | 10.255 | *** | par_63 |

| | Estimate | S.E. | C.R. | P | Label |
|-----|----------|------|--------|-----|--------|
| e17 | .110 | .014 | 7.751 | *** | par_64 |
| e18 | .314 | .030 | 10.573 | *** | par_65 |
| e19 | .186 | .020 | 9.351 | *** | par_66 |
| e22 | .104 | .009 | 11.184 | *** | par_67 |
| e21 | .069 | .009 | 7.597 | *** | par_68 |
| e20 | .102 | .010 | 9.775 | *** | par_69 |
| e23 | .222 | .020 | 11.016 | *** | par_70 |
| e24 | .194 | .019 | 9.957 | *** | par_71 |
| e25 | .303 | .026 | 11.750 | *** | par_72 |
| e26 | .280 | .025 | 11.345 | *** | par_73 |
| e27 | .581 | .045 | 12.964 | *** | par_74 |

Squared Multiple Correlations: (Group number 1 - Default model)

| | Estimate |
|----------|----------|
| Komitme_ | .304 |
| Burnout | .257 |
| Kepuasan | .308 |
| Y_5 | .256 |
| Y_4 | .448 |
| Y_3 | .407 |
| Y_2 | .549 |
| Y_1 | .477 |
| Z_2_1 | .542 |
| Z_2_2 | .644 |
| Z_2_3 | .435 |
| Z1_3 | .491 |
| Z1_2 | .445 |
| Z1_1 | .586 |
| X4_1 | .374 |
| X4_2 | .295 |
| X4_3 | .320 |
| X4_4 | .361 |

| | Estimate |
|------|----------|
| X3_1 | .343 |
| X3_2 | .385 |
| X3_3 | .439 |
| X3_4 | .343 |
| X2_1 | .377 |
| X2_2 | .262 |
| X2_3 | .561 |
| X1_1 | .427 |
| X1_2 | .299 |
| X1_3 | .352 |
| X1_4 | .390 |
| X1_5 | .334 |

Model Fit Summary

CMIN

| Model | NPAR | CMIN | DF | P | CMIN/DF |
|--------------------|------|----------|-----|------|---------|
| Default model | 74 | 460.784 | 304 | .000 | 1.516 |
| Saturated model | 378 | .000 | 0 | | |
| Independence model | 27 | 2841.588 | 351 | .000 | 8.096 |

RMR, GFI

| Model | RMR | GFI | AGFI | PGFI |
|--------------------|------|-------|------|------|
| Default model | .019 | .922 | .903 | .741 |
| Saturated model | .000 | 1.000 | | |
| Independence model | .070 | .552 | .517 | .512 |

Baseline Comparisons

| Model | NFI Delta1 | RFI rho1 | IFI Delta2 | TLI rho2 | CFI |
|---------------|---------------|-------------|---------------|-------------|------|
| Default model | .838 | .813 | .938 | .927 | .937 |

| Model | NFI Delta1 | RFI rho1 | IFI Delta2 | TLI rho2 | CFI |
|--------------------|---------------|-------------|---------------|-------------|-------|
| Saturated model | 1.000 | | 1.000 | | 1.000 |
| Independence model | .000 | .000 | .000 | .000 | .000 |

Parsimony-Adjusted Measures

| Model | PRATIO | PNFI | PCFI |
|--------------------|--------|------|------|
| Default model | .866 | .726 | .812 |
| Saturated model | .000 | .000 | .000 |
| Independence model | 1.000 | .000 | .000 |

NCP

| Model | NCP | LO 90 | HI 90 |
|--------------------|----------|----------|----------|
| Default model | 156.784 | 102.923 | 218.609 |
| Saturated model | .000 | .000 | .000 |
| Independence model | 2490.588 | 2324.363 | 2664.201 |

FMIN

| Model | FMIN | F0 | LO 90 | HI 90 |
|--------------------|-------|-------|-------|-------|
| Default model | 1.155 | .393 | .258 | .548 |
| Saturated model | .000 | .000 | .000 | .000 |
| Independence model | 7.122 | 6.242 | 5.825 | 6.677 |

RMSEA

| Model | RMSEA | LO 90 | HI 90 | PCLOSE |
|--------------------|-------|-------|-------|--------|
| Default model | .036 | .029 | .042 | 1.000 |
| Independence model | .133 | .129 | .138 | .000 |

AIC

| Model | AIC | BCC | BIC | CAIC |
|--------------------|----------|----------|----------|----------|
| Default model | 608.784 | 619.954 | 904.152 | 978.152 |
| Saturated model | 756.000 | 813.057 | 2264.774 | 2642.774 |
| Independence model | 2895.588 | 2899.663 | 3003.358 | 3030.358 |

ECVI

| Model | ECVI | LO 90 | HI 90 | MECVI |
|--------------------|-------|-------|-------|-------|
| Default model | 1.526 | 1.391 | 1.681 | 1.554 |
| Saturated model | 1.895 | 1.895 | 1.895 | 2.038 |
| Independence model | 7.257 | 6.841 | 7.692 | 7.267 |

HOELTER

| Model | HOELTER | HOELTER |
|--------------------|---------|---------|
| | .05 | .01 |
| Default model | 300 | 316 |
| Independence model | 56 | 59 |