

LAMPIRAN

Lampiran 1 Kuesioner Penelitian

I. IDENTITAS RESPONDEN

Berilah tanda centang (√) pada kotak yang tersedia.

1. Nama :
2. Usia :tahun
3. Jenis kelamin : Laki-laki Perempuan
4. Jabatan saat ini :
5. Masa kerja di instansi ini :tahun.....bulan

II. PETUNJUK PENGISIAN KUESIONER

Petunjuk Pengisian Kuesioner Penelitian

Beri tanda centang (√) pada daftar pertanyaan yang sudah disediakan, pilihlah yang sesuai dengan keadaan Anda yang sebenarnya saat ini dengan memperhatikan pilihan kategori sebagai berikut :

- SS : Sangat Setuju
- S : Setuju
- KS : Kurang Setuju
- TS : Tidak Setuju
- STS : Sangat Tidak Setuju

Variabel	Jawaban				
	SS	S	KS	TS	STS
Beban Kerja (X1) 1.1 Kondisi Pekerjaan 1. Saya mampu meminimalisir kesalahan dalam melaksanakan tahapan pekerjaan 2. Saya mudah mengoperasikan pekerjaan yang telah diberikan					
1.2 Penggunaan waktu kerja 1. Pekerjaan yang saya lakukan harus berpacu pada waktu (deadline) 2. Saya sering dituntut untuk menyelesaikan lebih dari satu pekerjaan dalam waktu yang sama					
1.3 Target yang harus dicapai 1. Saya harus bekerja sesuai target yang telah ditentukan 2. Pemimpin saya sering mengharuskan setiap pegawai memiliki target kerja baik di dalam maupun di luar kantor					

Variabel	Jawaban				
	SS (5)	S (4)	KS (3)	TS (2)	STS (1)
Burnout (X2) 1.1 Kelelahan fisik 1. Saya sering merasa kelelahan fisik karena beban kerja yang diberikan 2. Saya pernah absen karena kecapean bekerja					
1.2 Kelelahan Emosional 1. Saya merasa kurang semangat saat mengalami kelelahan 2. Saya merasa terkuras secara emosional dalam menjalankan pekerjaan					

1.3 Depresionalisasi 1. Saya tidak pernah sinis dengan rekan kerja saya 2. Saya sering merendahkan diri sendiri ketika mengalami kendala dalam bekerja					
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Variabel	Jawaban				
	SS	S	KS	TS	STS
Resiliensi (X3) 1.1 Ketahanan 1. Saya memiliki ketahanan tubuh yang kuat dalam bekerja didalam ruangan maupun diluar ruangan 2. Saya dapat mengatasi permasalahan yang ada di kantor					
1.2 Optimis 1. Saya tidak mudah putus asa ketika gagal 2. Saya tetap fokus bekerja untuk mencapai target kerja					
1.3 Kecerdasan 1. Saya mampu beradaptasi dengan lingkungan pekerjaan 2. Mampu berpikir dengan logika ketika ada hal yang terjadi karena suatu alasan					
1.4 Tujuan 1. Saya memiliki tujuan hidup yang kuat 2. Saya memiliki tujuan yang sama dengan perusahaan					

Variabel	Jawaban				
	SS	S	KS	TS	STS
Kinerja Karyawan (Y) 1.1 Kualitas 1. Saya berusaha mengikuti perkembangan yang ada 2. Mampu mengambil keputusan dengan baik					
1.2 Kuantitas 1. Saya dapat menyelesaikan pekerjaan sesuai dengan prosedur kerja 2. Mampu memenuhi jumlah target yang diberikan oleh perusahaan					
1.3 Ketepatan waktu 1. Mampu menyelesaikan pekerjaan tepat waktu 2. Saya memiliki disiplin yang tinggi terhadap perusahaan					

<p>1.4 Efektivitas</p> <ol style="list-style-type: none"> 1. Saya memiliki pengetahuan cukup untuk menentukan keputusan 2. Saya dapat menjaga komunikasi yang baik dengan rekan kerja maupun atasan 					
<p>1.5 Inisiatif</p> <ol style="list-style-type: none"> 1. Saya bersedia membantu rekan kerja saya jika dia mengalami kendala dalam bekerja 2. Bersedia memberikan solusi jika perusahaan mengalami penurunan 					

usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-30 tahun	7	14,0	14,0	14,0
	31-40 tahun	34	68,0	68,0	82,0
	41-50 tahun	8	16,0	16,0	98,0
	4	1	2,0	2,0	100,0
Total		50	100,0	100,0	

Lama bekerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3-8 bulan	29	58,0	58,0	58,0
	1-5 tahun	17	34,0	34,0	92,0
	6-10 tahun	4	8,0	8,0	100,0
	Total		50	100,0	100,0

Lampiran 4 Analisis Deskriptif

1. Analisis Deskriptif Beban Kerja (X1)

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
BK1	50	1	5	3,46	1,034
BK2	50	2	5	3,98	,795
BK3	50	2	5	3,60	1,088
BK4	50	2	5	3,98	1,000
BK5	50	2	5	3,96	,856
BK6	50	1	5	3,46	1,054
Beban_Kerja	50	15	30	22,40	3,597
Valid N (listwise)	50				

2. Analisis Deskriptif Burnout (X2)

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
BN1	50	1	5	3,86	,881
BN2	50	2	5	3,96	1,009
BN3	50	2	5	3,94	1,132
BN4	50	2	5	3,66	1,099
BN5	50	1	5	3,66	1,118
BN6	50	2	5	2,82	,941
Burnout	50	16	29	21,90	2,845
Valid N (listwise)	50				

3. Analisis Deskriptif Resiliensi (X3)

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
RS1	50	2	5	3,74	,876
RS2	50	2	5	3,72	,671
RS3	50	2	5	3,80	,700
RS4	50	2	5	3,62	,830
RS5	50	2	5	3,64	,875
RS6	50	2	5	3,60	,808
RS7	50	2	5	3,72	,858
RS8	50	1	5	3,42	,992
Resiliensi	50	20	35	29,26	4,174
Valid N (listwise)	50				

4. Analisis Deskriptif Kinerja Karyawan (X4)

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
KK1	50	1	5	4,00	,881
KK2	50	2	5	3,86	,857
KK3	50	2	5	3,80	,857
KK4	50	2	5	3,82	,850
KK5	50	2	5	3,66	,823
KK6	50	1	5	3,80	,881
KK7	50	1	5	3,58	,928
KK8	50	2	5	3,92	,853
KK9	50	2	5	3,90	,886
KK10	50	1	5	3,84	,889
Kinerja_Karyawan	50	24	49	38,18	6,307
Valid N (listwise)	50				

Lampiran 5 Uji Validitas

1. Uji Validitas Variabel Beban Kerja (X1)

		Correlations						
		BK1	BK2	BK3	BK4	BK5	BK6	Total
BK1	Pearson Correlation	1	,061	,004	-,030	,252	,981**	,635**
	Sig. (2-tailed)		,674	,980	,834	,078	,000	,000
	N	50	50	50	50	50	50	50
BK2	Pearson Correlation	,061	1	,533**	,410**	,418**	,036	,624**
	Sig. (2-tailed)	,674		,000	,003	,002	,806	,000
	N	50	50	50	50	50	50	50
BK3	Pearson Correlation	,004	,533**	1	,349*	,355*	-,014	,594**
	Sig. (2-tailed)	,980	,000		,013	,011	,922	,000
	N	50	50	50	50	50	50	50
BK4	Pearson Correlation	-,030	,410**	,349*	1	,404**	,009	,553**
	Sig. (2-tailed)	,834	,003	,013		,004	,951	,000
	N	50	50	50	50	50	50	50
BK5	Pearson Correlation	,252	,418**	,355*	,404**	1	,270	,688**
	Sig. (2-tailed)	,078	,002	,011	,004		,058	,000
	N	50	50	50	50	50	50	50
BK6	Pearson Correlation	,981**	,036	-,014	,009	,270	1	,640**
	Sig. (2-tailed)	,000	,806	,922	,951	,058		,000
	N	50	50	50	50	50	50	50
Total	Pearson Correlation	,635**	,624**	,594**	,553**	,688**	,640**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	
	N	50	50	50	50	50	50	50

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

* . Correlation is significant at the 0.05 level (2-tailed).

2. Uji Validitas Burnout (X2)

		Correlations						
		BN1	BN2	BN3	BN4	BN5	BN6	Total
BN1	Pearson Correlation	1	,223	,012	,055	-,049	,215	,467**
	Sig. (2-tailed)		,119	,935	,703	,734	,133	,001
	N	50	50	50	50	50	50	50
BN2	Pearson Correlation	,223	1	,230	-,086	,114	,250	,610**
	Sig. (2-tailed)	,119		,108	,552	,429	,080	,000
	N	50	50	50	50	50	50	50
BN3	Pearson Correlation	,012	,230	1	-,131	-,097	-,240	,315*
	Sig. (2-tailed)	,935	,108		,363	,502	,093	,026
	N	50	50	50	50	50	50	50
BN4	Pearson Correlation	,055	-,086	-,131	1	,253	,196	,485**
	Sig. (2-tailed)	,703	,552	,363		,077	,172	,000
	N	50	50	50	50	50	50	50
BN5	Pearson Correlation	-,049	,114	-,097	,253	1	-,059	,458**
	Sig. (2-tailed)	,734	,429	,502	,077		,682	,001
	N	50	50	50	50	50	50	50
BN6	Pearson Correlation	,215	,250	-,240	,196	-,059	1	,443**
	Sig. (2-tailed)	,133	,080	,093	,172	,682		,001
	N	50	50	50	50	50	50	50
Total	Pearson Correlation	,467**	,610**	,315*	,485**	,458**	,443**	1
	Sig. (2-tailed)	,001	,000	,026	,000	,001	,001	
	N	50	50	50	50	50	50	50

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

* . Correlation is significant at the 0.05 level (2-tailed).

3. Uji Validitas Resiliensi (X3)

		Correlations								
		RS1	RS2	RS3	RS4	RS5	RS6	RS7	RS8	Total
RS1	Pearson Correlation	1	,290*	,146	-,026	,062	-,035	,118	,011	,309*
	Sig. (2-tailed)		,041	,310	,856	,670	,812	,413	,941	,029
	N	50	50	50	50	50	50	50	50	50
RS2	Pearson Correlation	,290*	1	,269	,245	,172	,090	,180	,242	,464**
	Sig. (2-tailed)	,041		,059	,087	,231	,533	,211	,091	,001
	N	50	50	50	50	50	50	50	50	50
RS3	Pearson Correlation	,146	,269	1	,499**	,480**	,397**	,483**	,388**	,710**
	Sig. (2-tailed)	,310	,059		,000	,000	,004	,000	,005	,000
	N	50	50	50	50	50	50	50	50	50
RS4	Pearson Correlation	-,026	,245	,499**	1	,510**	,560**	,564**	,446**	,753**
	Sig. (2-tailed)	,856	,087	,000		,000	,000	,000	,001	,000
	N	50	50	50	50	50	50	50	50	50
RS5	Pearson Correlation	,062	,172	,480**	,510**	1	,571**	,570**	,272	,725**
	Sig. (2-tailed)	,670	,231	,000	,000		,000	,000	,056	,000
	N	50	50	50	50	50	50	50	50	50
RS6	Pearson Correlation	-,035	,090	,397**	,560**	,571**	1	,689**	,239	,697**
	Sig. (2-tailed)	,812	,533	,004	,000	,000		,000	,094	,000
	N	50	50	50	50	50	50	50	50	50
RS7	Pearson Correlation	,118	,180	,483**	,564**	,570**	,689**	1	,333*	,784**
	Sig. (2-tailed)	,413	,211	,000	,000	,000	,000		,018	,000
	N	50	50	50	50	50	50	50	50	50
RS8	Pearson Correlation	,011	,242	,388**	,446**	,272	,239	,333*	1	,604**
	Sig. (2-tailed)	,941	,091	,005	,001	,056	,094	,018		,000
	N	50	50	50	50	50	50	50	50	50
Total	Pearson Correlation	,309*	,464**	,710**	,753**	,725**	,697**	,784**	,604**	1
	Sig. (2-tailed)	,029	,001	,000	,000	,000	,000	,000	,000	
	N	50	50	50	50	50	50	50	50	50

*. Correlation is significant at the 0.05 level (2-tailed).

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

4. Uji Validitas Kinerja Karyawan (Y)

		Correlations										Total
		KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	
KK1	Pearson Correlation	1	,784**	,703**	,600**	,394**	,342*	,475**	,353*	,706**	,443**	,801**
	Sig. (2-tailed)		,000	,000	,000	,005	,015	,000	,012	,000	,001	,000
	N	50	50	50	50	50	50	50	50	50	50	50
KK2	Pearson Correlation	,784**	1	,766**	,581**	,423**	,395**	,438**	,375**	,599**	,586**	,820**
	Sig. (2-tailed)	,000		,000	,000	,002	,005	,001	,007	,000	,000	,000
	N	50	50	50	50	50	50	50	50	50	50	50
KK3	Pearson Correlation	,703**	,766**	1	,706**	,480**	,541**	,431**	,368**	,510**	,493**	,826**
	Sig. (2-tailed)	,000	,000		,000	,000	,000	,002	,008	,000	,000	,000
	N	50	50	50	50	50	50	50	50	50	50	50
KK4	Pearson Correlation	,600**	,581**	,706**	1	,727**	,605**	,679**	,149	,382**	,312*	,791**
	Sig. (2-tailed)	,000	,000	,000		,000	,000	,000	,303	,006	,027	,000
	N	50	50	50	50	50	50	50	50	50	50	50
KK5	Pearson Correlation	,394**	,423**	,480**	,727**	1	,495**	,691**	,309*	,316*	,147	,684**
	Sig. (2-tailed)	,005	,002	,000	,000		,000	,000	,029	,025	,308	,000
	N	50	50	50	50	50	50	50	50	50	50	50
KK6	Pearson Correlation	,342*	,395**	,541**	,605**	,495**	1	,445**	,168	,314*	,375**	,646**
	Sig. (2-tailed)	,015	,005	,000	,000	,000		,001	,242	,027	,007	,000
	N	50	50	50	50	50	50	50	50	50	50	50
KK7	Pearson Correlation	,475**	,438**	,431**	,679**	,691**	,445**	1	,292*	,395**	,214	,700**
	Sig. (2-tailed)	,000	,001	,002	,000	,000	,001		,040	,005	,136	,000
	N	50	50	50	50	50	50	50	50	50	50	50
KK8	Pearson Correlation	,353*	,375**	,368**	,149	,309*	,168	,292*	1	,610**	,494**	,568**
	Sig. (2-tailed)	,012	,007	,008	,303	,029	,242	,040		,000	,000	,000
	N	50	50	50	50	50	50	50	50	50	50	50
KK9	Pearson Correlation	,706**	,599**	,510**	,382**	,316*	,314*	,395**	,610**	1	,653**	,759**
	Sig. (2-tailed)	,000	,000	,000	,006	,025	,027	,005	,000		,000	,000
	N	50	50	50	50	50	50	50	50	50	50	50
KK10	Pearson Correlation	,443**	,586**	,493**	,312*	,147	,375**	,214	,494**	,653**	1	,653**
	Sig. (2-tailed)	,001	,000	,000	,027	,308	,007	,136	,000	,000		,000
	N	50	50	50	50	50	50	50	50	50	50	50
Total	Pearson Correlation	,801**	,820**	,826**	,791**	,684**	,646**	,700**	,568**	,759**	,653**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	
	N	50	50	50	50	50	50	50	50	50	50	50

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

* . Correlation is significant at the 0.05 level (2-tailed).

Lampiran 6 Uji Reabilitas

1. Uji Reabilitas Beban Kerjs (X1)

Reliability Statistics

Cronbach's Alpha	N of Items
,899	10

2. Uji Reabilitas *Burnout* (X2)

Reliability Statistics

Cronbach's Alpha	N of Items
,780	8

3. Uji Reabilitas Resiliensi (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
,248	6

4. Uji Reabilitas Kinerja Karyawan

Reliability Statistics

Cronbach's Alpha	N of Items
,677	6

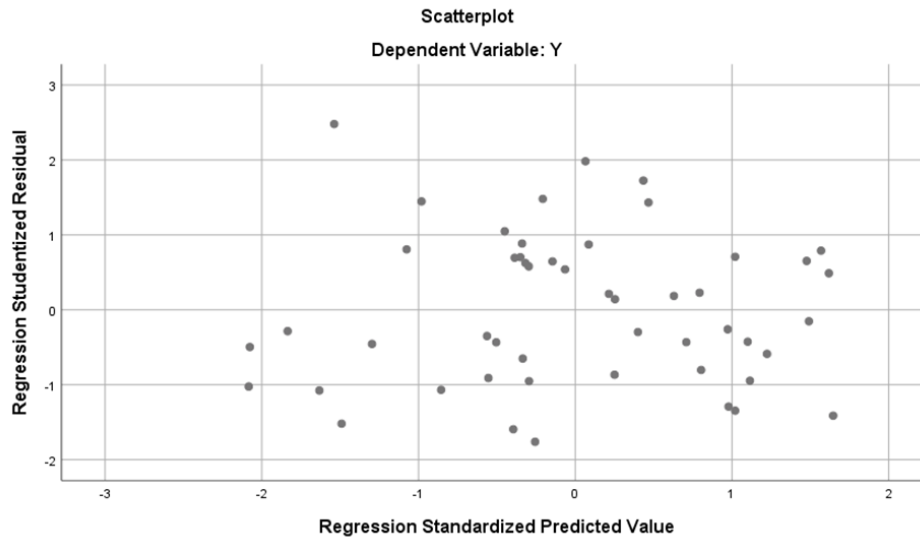
Lampiran 7 Uji Asumsi Klasik

1. Uji Multikolonieritas

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3,166	5,733		,552	,583		
	Beban Kerja	,890	,178	,508	5,002	,000	,804	1,244
	Burnout	-,235	,209	-,106	-1,122	,268	,929	1,077
	Resiliensi	,691	,150	,457	4,597	,000	,837	1,195

a. Dependent Variable: Kinerja Karyawan

2. Uji Heteroskedasitas



3. Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		50
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	3,89347340
Most Extreme Differences	Absolute	,102
	Positive	,102
	Negative	-,089
Test Statistic		,102
Asymp. Sig. (2-tailed)		,200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Lampiran 8 Regresi Linier Berganda

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3,166	5,733		,552	,583		
	Beban Kerja	,890	,178	,508	5,002	,000	,804	1,244
	Burnout	-,235	,209	-,106	-1,122	,268	,929	1,077
	Resiliensi	,691	,150	,457	4,597	,000	,837	1,195

a. Dependent Variable: Kinerja Karyawan

Lampiran 9 Teknik Pengujian Hipotesis

1. Uji F

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1206,582	3	402,194	24,907	,000 ^b
	Residual	742,798	46	16,148		
	Total	1949,380	49			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Resiliensi, Burnout, Beban Kerja

2. Uji T

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,166	5,733		,552	,583
	Beban Kerja	,890	,178	,508	5,002	,000
	Burnout	-,235	,209	-,106	-1,122	,268
	Resiliensi	,691	,150	,457	4,597	,000

a. Dependent Variable: Kinerja Karyawan

3. Koefisien Determinasi

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,787 ^a	,619	,594	4,018

a. Predictors: (Constant), Resiliensi, Burnout, Beban Kerja

Lampiran 10 r Tabel

Tabel r untuk df = 1 - 50

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
1	0.9877	0.9969	0.9995	0.9999	1.0000
2	0.9000	0.9500	0.9800	0.9900	0.9990
3	0.8054	0.8783	0.9343	0.9587	0.9911
4	0.7293	0.8114	0.8822	0.9172	0.9741
5	0.6694	0.7545	0.8329	0.8745	0.9509
6	0.6215	0.7067	0.7887	0.8343	0.9249
7	0.5822	0.6664	0.7498	0.7977	0.8983
8	0.5494	0.6319	0.7155	0.7646	0.8721
9	0.5214	0.6021	0.6851	0.7348	0.8470
10	0.4973	0.5760	0.6581	0.7079	0.8233
11	0.4762	0.5529	0.6339	0.6835	0.8010
12	0.4575	0.5324	0.6120	0.6614	0.7800
13	0.4409	0.5140	0.5923	0.6411	0.7604
14	0.4259	0.4973	0.5742	0.6226	0.7419
15	0.4124	0.4821	0.5577	0.6055	0.7247
16	0.4000	0.4683	0.5425	0.5897	0.7084
17	0.3887	0.4555	0.5285	0.5751	0.6932
18	0.3783	0.4438	0.5155	0.5614	0.6788
19	0.3687	0.4329	0.5034	0.5487	0.6652
20	0.3598	0.4227	0.4921	0.5368	0.6524
21	0.3515	0.4132	0.4815	0.5256	0.6402
22	0.3438	0.4044	0.4716	0.5151	0.6287
23	0.3365	0.3961	0.4622	0.5052	0.6178
24	0.3297	0.3882	0.4534	0.4958	0.6074
25	0.3233	0.3809	0.4451	0.4869	0.5974
26	0.3172	0.3739	0.4372	0.4785	0.5880
27	0.3115	0.3673	0.4297	0.4705	0.5790
28	0.3061	0.3610	0.4226	0.4629	0.5703
29	0.3009	0.3550	0.4158	0.4556	0.5620
30	0.2960	0.3494	0.4093	0.4487	0.5541
31	0.2913	0.3440	0.4032	0.4421	0.5465
32	0.2869	0.3388	0.3972	0.4357	0.5392
33	0.2826	0.3338	0.3916	0.4296	0.5322
34	0.2785	0.3291	0.3862	0.4238	0.5254
35	0.2746	0.3246	0.3810	0.4182	0.5189
36	0.2709	0.3202	0.3760	0.4128	0.5126
37	0.2673	0.3160	0.3712	0.4076	0.5066
38	0.2638	0.3120	0.3665	0.4026	0.5007
39	0.2605	0.3081	0.3621	0.3978	0.4950
40	0.2573	0.3044	0.3578	0.3932	0.4896
41	0.2542	0.3008	0.3536	0.3887	0.4843
42	0.2512	0.2973	0.3496	0.3843	0.4791
43	0.2483	0.2940	0.3457	0.3801	0.4742
44	0.2455	0.2907	0.3420	0.3761	0.4694
45	0.2429	0.2876	0.3384	0.3721	0.4647
46	0.2403	0.2845	0.3348	0.3683	0.4601
47	0.2377	0.2816	0.3314	0.3646	0.4557
48	0.2353	0.2787	0.3281	0.3610	0.4514
49	0.2329	0.2759	0.3249	0.3575	0.4473
50	0.2306	0.2732	0.3218	0.3542	0.4432

Lampiran 11 T Tabel

Titik Persentase Distribusi t (df = 41 – 80)

df \ Pr	0.25	0.10	0.05	0.025	0.01	0.005	0.001
	0.50	0.20	0.10	0.050	0.02	0.010	0.002
41	0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127
42	0.68038	1.30204	1.68195	2.01808	2.41847	2.69807	3.29595
43	0.68024	1.30155	1.68107	2.01669	2.41625	2.69510	3.29089
44	0.68011	1.30109	1.68023	2.01537	2.41413	2.69228	3.28607
45	0.67998	1.30065	1.67943	2.01410	2.41212	2.68959	3.28148
46	0.67986	1.30023	1.67866	2.01290	2.41019	2.68701	3.27710
47	0.67975	1.29982	1.67793	2.01174	2.40835	2.68456	3.27291
48	0.67964	1.29944	1.67722	2.01063	2.40658	2.68220	3.26891
49	0.67953	1.29907	1.67655	2.00958	2.40489	2.67995	3.26508
50	0.67943	1.29871	1.67591	2.00856	2.40327	2.67779	3.26141
51	0.67933	1.29837	1.67528	2.00758	2.40172	2.67572	3.25789
52	0.67924	1.29805	1.67469	2.00665	2.40022	2.67373	3.25451
53	0.67915	1.29773	1.67412	2.00575	2.39879	2.67182	3.25127
54	0.67906	1.29743	1.67356	2.00488	2.39741	2.66998	3.24815
55	0.67898	1.29713	1.67303	2.00404	2.39608	2.66822	3.24515
56	0.67890	1.29685	1.67252	2.00324	2.39480	2.66651	3.24226
57	0.67882	1.29658	1.67203	2.00247	2.39357	2.66487	3.23948
58	0.67874	1.29632	1.67155	2.00172	2.39238	2.66329	3.23680
59	0.67867	1.29607	1.67109	2.00100	2.39123	2.66176	3.23421
60	0.67860	1.29582	1.67065	2.00030	2.39012	2.66028	3.23171
61	0.67853	1.29558	1.67022	1.99962	2.38905	2.65886	3.22930
62	0.67847	1.29536	1.66980	1.99897	2.38801	2.65748	3.22696
63	0.67840	1.29513	1.66940	1.99834	2.38701	2.65615	3.22471
64	0.67834	1.29492	1.66901	1.99773	2.38604	2.65485	3.22253
65	0.67828	1.29471	1.66864	1.99714	2.38510	2.65360	3.22041
66	0.67823	1.29451	1.66827	1.99656	2.38419	2.65239	3.21837
67	0.67817	1.29432	1.66792	1.99601	2.38330	2.65122	3.21639
68	0.67811	1.29413	1.66757	1.99547	2.38245	2.65008	3.21446
69	0.67806	1.29394	1.66724	1.99495	2.38161	2.64898	3.21260
70	0.67801	1.29376	1.66691	1.99444	2.38081	2.64790	3.21079
71	0.67796	1.29359	1.66660	1.99394	2.38002	2.64686	3.20903
72	0.67791	1.29342	1.66629	1.99346	2.37926	2.64585	3.20733
73	0.67787	1.29326	1.66600	1.99300	2.37852	2.64487	3.20567
74	0.67782	1.29310	1.66571	1.99254	2.37780	2.64391	3.20406
75	0.67778	1.29294	1.66543	1.99210	2.37710	2.64298	3.20249
76	0.67773	1.29279	1.66515	1.99167	2.37642	2.64208	3.20096
77	0.67769	1.29264	1.66488	1.99125	2.37576	2.64120	3.19948
78	0.67765	1.29250	1.66462	1.99085	2.37511	2.64034	3.19804
79	0.67761	1.29236	1.66437	1.99045	2.37448	2.63950	3.19663
80	0.67757	1.29222	1.66412	1.99006	2.37387	2.63869	3.19526

Lampiran 12 F Tabel



30	4,171	3,316	2,922	2,690	2,534	2,421	2,334	2,266
31	4,160	3,305	2,911	2,679	2,523	2,409	2,323	2,255
32	4,149	3,295	2,901	2,668	2,512	2,399	2,313	2,244
33	4,139	3,285	2,892	2,659	2,503	2,389	2,303	2,235
34	4,130	3,276	2,883	2,650	2,494	2,380	2,294	2,225
35	4,121	3,267	2,874	2,641	2,485	2,372	2,285	2,217
36	4,113	3,259	2,866	2,634	2,477	2,364	2,277	2,209
37	4,105	3,252	2,859	2,626	2,470	2,356	2,270	2,201
38	4,098	3,245	2,852	2,619	2,463	2,349	2,262	2,194
39	4,091	3,238	2,845	2,612	2,456	2,342	2,255	2,187
40	4,085	3,232	2,839	2,606	2,449	2,336	2,249	2,180
41	4,079	3,226	2,833	2,600	2,443	2,330	2,243	2,174
42	4,073	3,220	2,827	2,594	2,438	2,324	2,237	2,168
43	4,067	3,214	2,822	2,589	2,432	2,318	2,232	2,163
44	4,062	3,209	2,816	2,584	2,427	2,313	2,226	2,157
45	4,057	3,204	2,812	2,579	2,422	2,308	2,221	2,152
46	4,052	3,200	2,807	2,574	2,417	2,304	2,216	2,147
47	4,047	3,195	2,802	2,570	2,413	2,299	2,212	2,143
48	4,043	3,191	2,798	2,565	2,409	2,295	2,207	2,138
49	4,038	3,187	2,794	2,561	2,404	2,290	2,203	2,134
50	4,034	3,183	2,790	2,557	2,400	2,286	2,199	2,130
51	4,030	3,179	2,786	2,553	2,397	2,283	2,195	2,126
52	4,027	3,175	2,783	2,550	2,393	2,279	2,192	2,122
53	4,023	3,172	2,779	2,546	2,389	2,275	2,188	2,119
54	4,020	3,168	2,776	2,543	2,386	2,272	2,185	2,115
55	4,016	3,165	2,773	2,540	2,383	2,269	2,181	2,112
56	4,013	3,162	2,769	2,537	2,380	2,266	2,178	2,109
57	4,010	3,159	2,766	2,534	2,377	2,263	2,175	2,106
58	4,007	3,156	2,764	2,531	2,374	2,260	2,172	2,103
59	4,004	3,153	2,761	2,528	2,371	2,257	2,169	2,100
60	4,001	3,150	2,758	2,525	2,368	2,254	2,167	2,097
61	3,998	3,148	2,755	2,523	2,366	2,251	2,164	2,094
62	3,996	3,145	2,753	2,520	2,363	2,249	2,161	2,092
63	3,993	3,143	2,751	2,518	2,361	2,246	2,159	2,089
64	3,991	3,140	2,748	2,515	2,358	2,244	2,156	2,087
65	3,989	3,138	2,746	2,513	2,356	2,242	2,154	2,084
66	3,986	3,136	2,744	2,511	2,354	2,239	2,152	2,082

Lampiran 13 Surat Keterangan Selesai Penelitian



PT. BANK RAKYAT INDONESIA (PERSERO) Tbk
KANTOR UNIT WAIWERANG

Jln. Trans Waiwerang – Sagu Kode Pos 86261 – Flores Timur

Email : m3493@corp.bri.co.id

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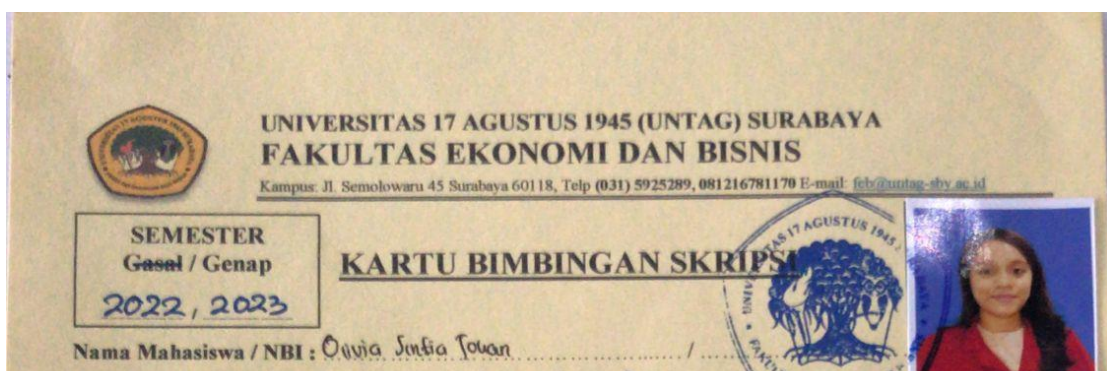
Yang bertanda tangan dibawah ini:

Nama : Kalis Maksi G. Tokan

Jabatan : Kepala Unit

Dengan ini menerangkan bahwa mahasiswa dari Universitas 17 Agustus 1945 Surabaya yang beridentitas

Lampiran 14 Kartu Bimbingan





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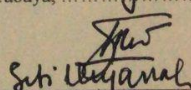


Nama Mahasiswa / NBI : Owida Julia Tolan
 Nama Pembimbing : Dr. Hj. Siti Mulyanah, MBA, Ph.D.
 Judul Skripsi : Pengaruh Beban Kerja, Burnout dan Resiliensi terhadap Kinerja karyawan pada Bank Rakyat Indonesia Unit Waswerang Flores Timur

Mulai Program Skripsi : Semester 8 Thn. Ak. Selesai Bimbingan Tanggal.....

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