Lampiran 2

UJI VALIDITAS INSTRUMEN

Employee Engagement

		X1_1_1	X1_1_2	X_1_2_1	X_1_2_2	X_1_3_1	X_1_3_2	TOT_X1
X1_1_1	Pearson Correlation	1	0.237	0.180	0.347	.487**	0.254	.625**
	Sig. (2-tailed)		0.207	0.341	0.061	0.006	0.175	0.000
	N	30	30	30	30	30	30	30
X1_1_2	Pearson Correlation	0.237	1	.548**	0.233	.528**	0.286	.674**
	Sig. (2-tailed)	0.207		0.002	0.215	0.003	0.125	0.000
	N	30	30	30	30	30	30	30
X_1_2_1	Pearson Correlation	0.180	.548**	1	0.341	.510**	0.244	.652**
	Sig. (2-tailed)	0.341	0.002		0.065	0.004	0.193	0.000
	N	30	30	30	30	30	30	30
X_1_2_2	Pearson Correlation	0.347	0.233	0.341	1	.757**	0.205	.641**
	Sig. (2-tailed)	0.061	0.215	0.065		0.000	0.278	0.000
	N	30	30	30	30	30	30	30
X_1_3_1	Pearson Correlation	.487**	.528**	.510**	.757**	1	.525**	.893**
	Sig. (2-tailed)	0.006	0.003	0.004	0.000		0.003	0.000
	N	30	30	30	30	30	30	30
X_1_3_2	Pearson Correlation	0.254	0.286	0.244	0.205	.525**	1	.662**
	Sig. (2-tailed)	0.175	0.125	0.193	0.278	0.003		0.000
	N	30	30	30	30	30	30	30
TOT_X1	Pearson Correlation	.625**	.674**	.652**	.641**	.893**	.662**	1
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	
	N	30	30	30	30	30	30	30

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

Toxic Friendship

		X2_1_1	X2_1_2	X2_2_1	X2_2_2	X2_2_3	X2_3_1	X2_3_2	TOT_X2
X2_1_1	Pearson Correlation	1	.659**	.648**	.604**	.561**	.625**	.669**	.746**
	Sig. (2-tailed)		0.000	0.000	0.000	0.001	0.000	0.000	0.000
	N	30	30	30	30	30	30	30	30
X2_1_2	Pearson Correlation	.659**	1	.913**	.787**	.807**	.967**	.835**	.929**
	Sig. (2-tailed)	0.000		0.000	0.000	0.000	0.000	0.000	0.000
	N	30	30	30	30	30	30	30	30
X2_2_1	Pearson Correlation	.648**	.913**	1	.833**	.822**	.939**	.783**	.942**
	Sig. (2-tailed)	0.000	0.000		0.000	0.000	0.000	0.000	0.000
	N	30	30	30	30	30	30	30	30
X2_2_2	Pearson Correlation	.604**	.787**	.833**	1	.916**	.794**	.739**	.932**
	Sig. (2-tailed)	0.000	0.000	0.000		0.000	0.000	0.000	0.000
	N	30	30	30	30	30	30	30	30
X2_2_3	Pearson Correlation	.561**	.807**	.822**	.916**	1	.809**	.640**	.930**
	Sig. (2-tailed)	0.001	0.000	0.000	0.000		0.000	0.000	0.000
	N	30	30	30	30	30	30	30	30
X2_3_1	Pearson Correlation	.625**	.967**	.939**	.794**	.809**	1	.788**	.924**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000		0.000	0.000
	N	30	30	30	30	30	30	30	30
X2_3_2	Pearson Correlation	.669**	.835**	.783**	.739**	.640**	.788**	1	.810**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000		0.000
	N	30	30	30	30	30	30	30	30
TOT_X2	Pearson Correlation	.746**	.929**	.942**	.932**	.930**	.924**	.810**	1
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
	N	30	30	30	30	30	30	30	30

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

Resilience

		X3_1_1	X3_1_2	X3_2_1	X3_2_2	X3_3_1	X3_3_2	TOT_X3
X3_1_1	Pearson Correlation	1	0.173	.491**	.418*	.571**	.579**	.632**
	Sig. (2-tailed)		0.359	0.006	0.021	0.001	0.001	0.000
	N	30	30	30	30	30	30	30
X3_1_2	Pearson Correlation	0.173	1	0.357	.456*	0.190	.645**	.711**
	Sig. (2-tailed)	0.359		0.053	0.011	0.316	0.000	0.000
	N	30	30	30	30	30	30	30
X3_2_1	Pearson Correlation	.491**	0.357	1	.595**	.627**	.708**	.768**
	Sig. (2-tailed)	0.006	0.053		0.001	0.000	0.000	0.000
	N	30	30	30	30	30	30	30
X3_2_2	Pearson Correlation	.418*	.456*	.595**	1	.660**	.814**	.831**
	Sig. (2-tailed)	0.021	0.011	0.001		0.000	0.000	0.000
	N	30	30	30	30	30	30	30
X3_3_1	Pearson Correlation	.571**	0.190	.627**	.660**	1	.739**	.740**
	Sig. (2-tailed)	0.001	0.316	0.000	0.000		0.000	0.000
	N	30	30	30	30	30	30	30
X3_3_2	Pearson Correlation	.579**	.645**	.708**	.814**	.739**	1	.962**
	Sig. (2-tailed)	0.001	0.000	0.000	0.000	0.000		0.000
	N	30	30	30	30	30	30	30
TOT_X3	Pearson Correlation	.632**	.711**	.768**	.831**	.740**	.962**	1
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	
	N	30	30	30	30	30	30	30

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

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

Burnout

		Z_1_1	Z_1_2	Z_2_1	Z_2_2	Z_2_3	Z_3_1	Z_3_2	TOT_Z
Z_1_1	Pearson Correlation	1	.835**	.791**	.807**	.913**	.800**	.790**	.904**
	Sig. (2-tailed)		0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	30	30	30	30	30	30	30	30
Z_1_2	Pearson Correlation	.835**	1	.838**	.883**	.818**	.789**	.804**	.913**
	Sig. (2-tailed)	0.000		0.000	0.000	0.000	0.000	0.000	0.000
	N	30	30	30	30	30	30	30	30
Z_2_1	Pearson Correlation	.791**	.838**	1	.935**	.841**	.887**	.928**	.951**
	Sig. (2-tailed)	0.000	0.000		0.000	0.000	0.000	0.000	0.000
	N	30	30	30	30	30	30	30	30
Z_2_2	Pearson Correlation	.807**	.883**	.935**	1	.827**	.852**	.881**	.947**
	Sig. (2-tailed)	0.000	0.000	0.000		0.000	0.000	0.000	0.000
	N	30	30	30	30	30	30	30	30
Z_2_3	Pearson Correlation	.913**	.818**	.841**	.827**	1	.911**	.874**	.943**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000		0.000	0.000	0.000
	N	30	30	30	30	30	30	30	30
Z_3_1	Pearson Correlation	.800**	.789**	.887**	.852**	.911**	1	.943**	.942**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000		0.000	0.000
	N	30	30	30	30	30	30	30	30
Z_3_2	Pearson Correlation	.790**	.804**	.928**	.881**	.874**	.943**	1	.949**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000		0.000
	N	30	30	30	30	30	30	30	30
TOT_Z	Pearson Correlation	.904**	.913**	.951**	.947**	.943**	.942**	.949**	1
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
	N	30	30	30	30	30	30	30	30

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

Kinerja Karyawan

	Y_1_1	Y_1_2	Y_1_3	Y_2_1	Y_2_2	Y_3_1	Y_3_2	TOT_Y

Y_1_1	Pearson Correlation	1	.800**	.708**	.687**	.537**	.528**	.603**	.851**
	Sig. (2-tailed)		0.000	0.000	0.000	0.002	0.003	0.000	0.000
	N	30	30	30	30	30	30	30	30
Y_1_2	Pearson Correlation	.800**	1	.757**	.735**	.644**	.624**	.546**	.887**
	Sig. (2-tailed)	0.000		0.000	0.000	0.000	0.000	0.002	0.000
	N	30	30	30	30	30	30	30	30
Y_1_3	Pearson Correlation	.708**	.757**	1	.739**	.811**	.654**	.424*	.880**
	Sig. (2-tailed)	0.000	0.000		0.000	0.000	0.000	0.020	0.000
	N	30	30	30	30	30	30	30	30
Y_2_1	Pearson Correlation	.687**	.735**	.739**	1	.701**	.675**	.395*	.844**
	Sig. (2-tailed)	0.000	0.000	0.000		0.000	0.000	0.031	0.000
	N	30	30	30	30	30	30	30	30
Y_2_2	Pearson Correlation	.537**	.644**	.811**	.701**	1	.721**	0.296	.809**
	Sig. (2-tailed)	0.002	0.000	0.000	0.000		0.000	0.113	0.000
	N	30	30	30	30	30	30	30	30
Y_3_1	Pearson Correlation	.528**	.624**	.654**	.675**	.721**	1	0.318	.787**
	Sig. (2-tailed)	0.003	0.000	0.000	0.000	0.000		0.087	0.000
	N	30	30	30	30	30	30	30	30
Y_3_2	Pearson Correlation	.603**	.546**	.424*	.395*	0.296	0.318	1	.662**
	Sig. (2-tailed)	0.000	0.002	0.020	0.031	0.113	0.087		0.000
	N	30	30	30	30	30	30	30	30
TOT_Y	Pearson Correlation	.851**	.887**	.880**	.844**	.809**	.787**	.662**	1
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
	N	30	30	30	30	30	30	30	30

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

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

Lampiran 3

UJI RELIABILITAS INSTRUMEN

Employee Engagement

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	0.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
0.755	6

Item Statistics

	Mean	Std. Deviation	N
X1_1_1	1.90	0.662	30
X1_1_2	1.87	0.571	30
X_1_2_1	1.93	0.521	30
X_1_2_2	1.70	0.466	30
X_1_3_1	1.73	0.450	30
X_1_3_2	1.90	0.759	30

Toxic Friendship

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	0.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
0.956	7

Item Statistics

	Mean	Std. Deviation	N
X2_1_1	1.63	0.556	30
X2_1_2	2.97	0.718	30
X2_2_1	2.07	0.740	30
X2_2_2	2.30	0.750	30
X2_2_3	2.43	0.858	30
X2_3_1	2.00	0.695	30
X2_3_2	1.77	0.504	30

Resilience

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	0.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
0.837	6

Item Statistics

	Mean	Std. Deviation	N
X3_1_1	1.80	0.551	30
X3_1_2	2.00	1.083	30
X3_2_1	1.70	0.535	30
X3_2_2	1.87	0.629	30
X3_3_1	1.77	0.504	30
X3_3_2	2.07	0.691	30

Burnout

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	0.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
0.976	7

Item Statistics

	Mean	Std. Deviation	N
Z_1_1	3.30	0.702	30
Z_1_2	2.57	0.817	30
Z_2_1	2.87	0.819	30
Z_2_2	2.77	0.858	30

Z_2_3	3.17	0.834	30
Z_3_1	3.03	0.718	30
Z_3_2	2.97	0.765	30

Kinerja Karyawan

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	0.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
0.905	7

Item Statistics

	Mean	Std. Deviation	N
Y_1_1	2.07	0.740	30
Y_1_2	2.07	0.691	30
Y_1_3	1.83	0.747	30
Y_2_1	1.97	0.615	30
Y_2_2	1.90	0.712	30
Y_3_1	2.20	0.847	30
Y_3_2	2.03	0.999	30

Lampiran 3

TABULASI TANGGAPAN VARIABEL

Nomor	Employee Engagement						Toxic Friendship					Resilience							
	X1_1_1	X1_1_2	X_1_2_1	X_1_2_2	X_1_3_1	X_1_3_2	X2_1_1	X2_1_2	X2_2_1	X2_2_2	X2_2_3	X2_3_1	X2_3_2	X3_1_1	X3_1_2	X3_2_1	X3_2_2	X3_3_1	X3_3_2
1	2	2	2	2	2	1	1	2	1	2	2	1	1	2	1	2	1	2	2
2	2	2	2	2	2	2	1	3	2	2	2	2	2	2	3	3	2	2	3
3	2	2	2	2	2	2	1	2	1	1	1	1	1	2	1	2	3	3	3
4	2	2	2	2	2	2	1	2	1	1	2	1	1	2	2	2	2	2	2
5	2	2	3	2	2	2	2	3	2	2	2	2	2	2	3	2	2	2	3
6	1	1	2	1	1	1	2	3	2	2	2	2	2	1	1	1	1	1	1
7	2	2	2	2	2	3	1	2	1	2	2	1	1	2	2	2	2	2	2
8	3	2	2	2	2	2	2	4	3	3	4	3	2	2	2	2	3	2	3
9	2	2	2	2	2	2	2	3	2	3	3	2	2	3	4	2	2	2	3
10	2	2	2	1	1	2	1	3	2	2	2	2	2	2	2	1	1	2	2
11	2	2	3	2	2	2	1	2	2	2	2	2	1	2	2	1	2	2	2
12	4	2	2	2	2	2	1	3	2	2	2	2	2	2	4	2	2	2	3
13	2	2	2	2	2	2	2	4	3	3	3	3	2	2	2	2	2	2	2
14	1	1	2	1	1	1	1	3	2	2	2	2	2	2	1	1	2	2	2
15	2	1	2	2	2	2	2	4	3	3	4	3	2	2	2	2	2	2	2
16	2	1	1	2	2	4	2	4	3	3	3	3	2	1	1	1	1	1	1
17	3	1	1	1	1	1	2	4	3	4	4	3	3	1	1	1	1	1	1
18	2	2	2	2	2	2	2	4	3	3	3	3	2	2	1	1	1	1	1
19	2	2	2	2	2	1	2	3	2	2	2	2	2	2	2	2	2	2	2
20	2	2	2	2	2	2	2	3	3	3	3	2	2	3	2	2	3	2	3
21	1	1	1	1	1	1	2	4	3	3	4	3	2	1	1	1	1	1	1
22	1	1	1	1	1	2	2	3	2	2	2	2	2	1	1	1	1	1	1
23	2	2	2	2	2	2	1	2	1	1	1	1	1	2	2	2	2	1	2
24	1	2	1	1	1	1	2	3	2	3	3	2	2	1	1	2	2	2	2
25	1	2	2	2	1	1	2	3	3	3	3	2	2	2	1	2	2	2	2
26	1	2	2	2	2	2	2	3	2	3	3	2	2	2	2	2	2	2	2
27	2	3	3	1	2	4	1	2	1	2	2	1	1	1	5	2	3	2	3
28	2	2	2	2	2	2	3	3	2	2	2	2	2	2	2	2	2	2	2
29	2	3	2	1	2	2	1	2	1	1	1	1	1	1	4	1	2	1	2
30	2	3	2	2	2	2	2	3	2	2	2	2	2	2	2	2	2	2	2
31	2	2	3	2	2	2	3	3	2	2	2	2	2	3	4	2	3	2	3
32	1	2	2	1	2	1	2	2	3	1	1	1	1	2	2	1	2	2	2
33	5	3	2	1	2	2	1	3	2	2	3	2	2	1	3	1	2	2	2

Nomor	Employee Engagement						Toxic Friendship					Resilience							
	X1_1_1	X1_1_2	X_1_2_1	X_1_2_2	X_1_3_1	X_1_3_2	X2_1_1	X2_1_2	X2_2_1	X2_2_2	X2_2_3	X2_3_1	X2_3_2	X3_1_1	X3_1_2	X3_2_1	X3_2_2	X3_3_1	X3_3_2
34	2	2	2	2	2	2	2	2	3	1	2	1	1	2	4	2	3	2	3
35	2	1	2	1	1	1	2	4	3	3	3	3	2	1	1	1	1	1	1
36	3	2	1	1	1	2	2	4	2	4	4	3	3	2	1	2	2	2	2
37	2	2	2	2	2	2	3	4	3	4	4	3	3	2	2	2	2	2	2
38	2	2	2	2	2	2	2	3	2	2	2	2	2	1	2	2	2	2	2
39	2	2	2	1	2	2	2	4	1	4	4	3	3	1	2	2	3	3	3
40	2	2	2	2	2	2	2	4	2	3	3	3	2	2	2	2	2	2	2
41	2	2	2	1	1	2	1	2	2	1	2	1	1	2	1	2	2	2	2
42	2	2	2	1	3	2	2	2	2	3	3	2	2	2	2	2	3	2	2
43	4	4	2	2	2	3	1	3	1	1	2	1	1	2	4	2	3	2	3
44	2	1	3	1	1	1	2	3	2	2	3	2	2	2	2	1	2	1	1
45	2	3	2	1	1	2	2	2	3	4	4	3	3	2	2	2	3	3	2
46	1	1	2	1	1	1	2	1	3	3	4	3	2	2	4	2	3	2	2
47	1	2	1	1	1	1	3	1	3	4	2	3	3	1	1	2	2	2	1
48	2	2	2	2	2	2	1	1	1	1	1	1	1	4	4	3	3	2	2
49	2	3	2	2	2	2	2	2	2	3	2	2	2	2	2	2	2	2	2
50	3	2	2	2	2	2	2	3	3	2	2	2	2	2	2	2	2	2	1
51	1	2	2	1	1	1	2	2	2	3	2	3	2	2	3	2	3	2	2
52	1	2	2	1	1	1	1	3	2	2	3	2	2	4	1	1	2	1	1
53	1	2	2	1	2	2	3	4	2	4	1	3	3	2	3	2	2	2	1
54	1	2	1	2	2	2	1	2	3	1	1	1	1	2	2	2	2	2	2
55	2	2	2	2	2	2	2	3	2	3	2	2	2	2	2	2	2	2	2
56	1	1	1	1	2	1	2	4	1	4	1	3	3	1	1	1	1	1	1
57	2	2	2	2	2	2	1	3	2	2	2	2	2	2	2	2	2	2	1
58	1	1	3	1	1	1	1	2	3	1	1	1	1	2	2	2	3	2	3
59	1	1	2	2	3	2	1	2	2	1	2	1	1	3	2	2	2	1	3
60	2	1	2	1	2	1	2	3	2	2	2	2	2	1	2	1	2	2	2
61	1	1	1	1	1	1	2	3	2	2	2	2	2	1	1	1	1	1	1
62	2	2	2	2	2	2	2	3	2	2	3	2	2	2	2	2	2	2	1
63	1	1	1	1	2	1	1	3	2	3	3	2	2	2	1	2	2	2	1
64	1	2	1	2	1	1	2	3	2	3	1	2	2	2	1	2	2	2	1
65	2	2	2	1	2	2	1	2	2	1	2	2	1	1	1	1	2	2	2
66	2	2	2	2	2	2	1	2	1	2	2	1	1	2	2	2	3	2	2
67	2	2	2	2	2	2	2	3	2	2	3	2	2	2	2	2	2	2	2
68	1	1	1	1	1	1	1	2	1	1	1	1	1	1	1	1	1	1	1
69	2	2	1	2	2	2	2	4	3	2	2	3	3	2	2	1	2	2	2
70	2	2	1	2	3	2	2	3	2	2	3	2	2	2	2	2	3	3	3

Nomor	Employee Engagement						Toxic Friendship					Resilience							
	X1_1_1	X1_1_2	X_1_2_1	X_1_2_2	X_1_3_1	X_1_3_2	X2_1_1	X2_1_2	X2_2_1	X2_2_2	X2_2_3	X2_3_1	X2_3_2	X3_1_1	X3_1_2	X3_2_1	X3_2_2	X3_3_1	X3_3_2
71	2	2	1	1	2	1	2	3	2	2	3	2	2	2	2	2	2	1	1
72	2	2	2	2	2	2	2	3	3	1	3	2	2	2	2	2	2	2	2
73	3	2	3	1	2	2	2	3	2	2	2	3	2	2	2	2	2	2	2
74	1	1	1	1	1	1	2	4	3	4	4	2	3	2	1	1	2	1	2
75	1	1	1	1	1	1	1	3	2	2	2	2	2	1	1	1	1	1	1
76	2	1	2	1	2	1	3	4	3	4	4	2	1	2	2	2	2	2	2
77	3	2	2	2	2	2	2	3	2	3	3	1	1	2	2	2	3	3	2
78	2	3	2	2	3	2	2	4	3	2	3	1	2	1	1	1	2	1	2
79	2	2	3	2	1	2	2	4	3	1	4	3	3	2	2	1	2	1	2
80	1	2	2	1	2	1	1	2	1	1	2	3	2	2	2	3	2	1	2
81	1	2	3	2	2	2	1	2	1	2	2	3	1	3	1	3	2	2	5
82	4	4	4	4	4	3	1	2	2	3	2	2	2	4	3	3	2	4	4
83	1	1	1	1	1	1	2	3	2	2	2	2	2	1	1	1	1	1	1
84	2	2	2	2	2	2	2	3	2	2	3	2	2	2	2	2	2	2	2
85	2	1	1	1	1	2	1	2	1	2	1	1	1	2	2	2	2	2	2
86	1	3	2	2	3	3	1	2	1	1	2	1	1	2	1	2	3	1	2
87	1	2	3	3	5	1	1	2	1	2	2	1	1	4	5	2	1	3	5
88	1	2	1	1	2	1	1	3	2	2	2	2	2	4	4	5	1	2	1
89	4	4	1	2	1	2	1	2	1	2	2	1	1	4	3	3	3	3	3
90	3	3	2	2	2	2	2	4	3	3	1	3	2	3	2	3	2	2	2
91	2	2	2	2	2	2	1	2	1	1	1	1	1	2	2	2	2	2	2
92	2	2	2	2	2	2	1	3	2	2	1	2	2	2	2	2	2	2	2
93	2	2	2	2	2	2	2	3	2	3	2	2	2	2	2	2	2	2	2
94	2	2	2	2	2	2	2	4	3	4	2	3	3	2	2	1	1	3	1
95	3	2	2	2	3	2	1	2	2	2	2	2	1	2	3	1	1	1	1
96	2	1	2	1	1	2	2	4	3	1	3	3	3	2	2	1	2	3	1
97	3	1	2	2	2	3	1	2	1	3	2	1	1	3	3	1	2	2	3
98	3	1	2	2	1	2	2	4	3	2	1	3	3	3	3	2	3	1	2
99	2	2	2	2	2	2	2	3	2	3	2	2	2	2	2	2	2	2	2
100	2	2	2	2	2	1	2	4	3	2	2	3	2	3	4	2	2	2	2

Nomor	Burnout							Kinerja Karyawan						
	Z_1_1	Z_1_2	Z_2_1	Z_2_2	Z_2_3	Z_3_1	Z_3_2	Y_1_1	Y_1_2	Y_1_3	Y_2_1	Y_2_2	Y_3_1	Y_3_2
1	3	2	2	2	3	3	3	3	3	3	3	3	3	2
2	2	2	2	2	2	2	2	4	4	4	4	4	4	3
3	3	2	3	2	3	3	3	2	2	2	2	2	3	3
4	3	3	3	3	3	3	3	2	2	2	2	2	2	2
5	3	2	2	2	2	2	2	2	2	2	2	2	2	2
6	4	4	4	4	4	4	4	1	2	1	2	2	2	1
7	3	2	2	2	2	2	2	2	2	2	2	3	3	2
8	3	2	2	2	3	3	2	3	2	2	2	2	3	3
9	3	2	3	3	3	3	3	2	2	2	2	2	3	1
10	3	3	3	3	3	3	3	3	2	2	2	2	2	1
11	2	2	2	2	2	2	2	2	2	1	1	1	1	4
12	3	2	2	2	3	3	2	4	4	3	3	2	3	5
13	4	4	4	4	4	4	4	2	2	2	1	1	1	1
14	3	2	2	2	2	2	2	2	2	2	2	2	3	2
15	3	2	3	3	3	3	3	2	2	1	2	2	2	3
16	4	3	4	4	4	4	4	2	1	1	2	1	1	2
17	5	4	4	4	5	4	4	1	1	1	1	1	1	1
18	3	2	2	2	3	3	3	2	2	1	1	2	2	1
19	2	1	2	1	2	2	2	2	2	3	2	3	2	3
20	3	2	3	3	3	3	3	2	2	2	2	2	2	3
21	4	4	4	4	4	4	4	1	1	1	1	1	1	1
22	4	3	3	3	4	3	3	2	2	1	2	1	1	1
23	3	2	2	2	3	3	3	2	2	2	2	2	2	2
24	4	4	4	4	4	4	4	1	1	1	2	1	2	1
25	4	3	3	3	4	3	3	1	2	2	2	2	2	1
26	4	3	4	3	4	4	4	2	2	1	2	1	2	2
27	3	2	3	3	3	3	3	2	3	2	2	2	3	2
28	3	2	2	2	2	2	2	2	2	2	2	2	2	2
29	4	3	3	3	4	3	3	2	2	2	2	2	4	2
30	4	3	4	4	4	4	4	2	2	2	2	2	2	2
31	3	2	3	2	3	3	3	2	2	2	2	2	2	2
32	3	2	2	2	3	2	2	2	3	2	3	2	3	3
33	4	3	4	4	4	4	4	1	2	1	2	2	3	1
34	3	2	2	2	2	2	2	4	4	4	3	4	3	4
35	4	3	3	3	4	4	4	2	2	2	2	2	2	1
36	5	4	4	4	5	4	4	2	2	2	2	2	2	2
37	4	3	3	3	4	4	4	2	2	2	2	2	2	2
38	4	3	4	4	4	4	4	2	2	2	2	2	2	2

Nomor	Burnout							Kinerja Karyawan						
	Z_1_1	Z_1_2	Z_2_1	Z_2_2	Z_2_3	Z_3_1	Z_3_2	Y_1_1	Y_1_2	Y_1_3	Y_2_1	Y_2_2	Y_3_1	Y_3_2
39	4	3	4	3	4	4	4	2	2	2	2	2	2	2
40	4	3	4	3	4	4	4	2	2	2	2	2	2	2
41	3	2	3	2	3	3	3	1	1	3	3	2	2	3
42	3	2	3	2	3	3	3	2	2	2	2	3	3	2
43	2	1	1	1	2	2	1	4	4	5	5	4	4	4
44	4	3	4	4	4	4	4	2	2	3	2	2	1	4
45	3	2	2	2	3	2	2	2	2	2	2	1	2	1
46	4	3	4	4	4	4	4	2	2	2	2	2	3	2
47	5	4	4	4	5	5	5	1	2	1	1	2	2	2
48	2	1	2	1	2	2	2	3	4	4	3	4	4	4
49	3	2	2	2	2	2	2	2	2	2	2	2	3	2
50	4	3	3	3	4	4	3	2	2	2	2	2	2	3
51	4	4	4	4	4	4	4	1	1	2	1	1	1	1
52	3	2	2	2	2	2	2	1	1	1	2	2	2	1
53	4	4	4	4	4	4	4	1	2	2	2	2	3	1
54	3	2	2	2	3	2	2	2	2	2	2	2	2	2
55	3	2	2	2	2	2	2	2	2	2	2	2	2	2
56	4	4	4	4	4	4	4	2	1	1	2	1	2	2
57	3	2	2	2	3	2	2	2	2	2	2	2	2	1
58	2	1	2	2	2	2	2	1	3	2	2	2	1	1
59	3	2	3	3	3	3	3	3	3	2	2	1	1	1
60	3	2	2	2	3	2	2	2	1	2	2	1	1	2
61	4	3	3	3	3	3	3	2	2	2	2	2	2	2
62	4	3	3	3	4	3	3	1	1	2	2	2	1	1
63	3	2	2	2	3	3	2	2	3	2	3	2	2	2
64	4	3	3	3	4	4	3	2	2	2	2	2	2	2
65	3	2	2	2	3	3	2	4	5	4	4	4	4	4
66	3	3	3	3	3	3	3	2	1	3	2	2	2	2
67	3	2	2	2	3	2	2	2	2	2	2	2	2	2
68	5	4	4	4	5	4	4	2	2	2	2	2	2	2
69	4	3	3	3	4	4	4	3	2	2	2	2	2	2
70	4	3	3	3	4	4	3	2	4	4	4	3	4	3
71	5	4	4	4	5	4	4	1	2	2	2	1	1	1
72	3	2	2	2	3	3	2	2	2	2	2	2	2	2
73	2	2	2	2	2	2	2	2	1	3	2	3	4	2
74	3	3	3	3	3	3	3	4	3	3	2	3	3	2
75	5	4	4	4	5	5	4	1	1	1	1	1	2	2
76	5	4	4	4	5	5	5	2	2	2	2	2	4	2

Nomor	Burnout							Kinerja Karyawan						
	Z_1_1	Z_1_2	Z_2_1	Z_2_2	Z_2_3	Z_3_1	Z_3_2	Y_1_1	Y_1_2	Y_1_3	Y_2_1	Y_2_2	Y_3_1	Y_3_2
77	3	2	3	2	3	3	3	1	1	2	2	2	2	2
78	3	2	2	2	3	2	2	2	1	1	2	2	3	2
79	4	3	3	3	4	3	3	1	1	1	1	1	1	2
80	4	3	4	3	4	4	4	2	2	2	2	2	2	3
81	3	2	2	2	2	2	2	4	3	3	2	1	2	1
82	3	2	2	2	3	3	3	3	3	2	4	4	4	3
83	5	4	4	4	5	5	5	1	1	1	1	1	1	1
84	3	2	2	2	3	3	3	2	2	2	2	2	2	2
85	2	2	2	2	2	2	2	2	2	2	2	2	2	2
86	4	3	3	3	4	4	3	3	2	2	2	2	3	1
87	3	2	2	2	2	2	2	1	2	2	2	3	4	5
88	2	1	2	2	2	2	2	4	3	4	4	4	4	4
89	3	2	2	2	3	3	3	3	3	3	3	3	3	3
90	3	2	2	2	3	3	3	2	2	2	2	2	2	2
91	2	1	2	2	2	2	2	2	2	2	2	2	2	2
92	4	3	3	3	4	4	4	2	2	2	2	2	2	2
93	3	2	2	2	2	2	2	2	2	2	2	2	2	2
94	3	2	2	2	2	2	2	3	1	3	1	3	3	1
95	3	2	2	2	3	3	3	2	2	1	1	1	2	2
96	4	3	4	4	4	4	4	2	1	1	3	1	2	2
97	3	2	2	2	3	3	3	1	2	2	2	1	3	2
98	3	2	2	2	2	2	2	3	1	2	3	2	1	2
99	3	2	3	2	3	3	3	2	2	2	2	2	2	2
100	4	3	3	3	4	4	4	2	2	1	1	1	3	2

Lampiran 4

TABULASI TANGGAPAN VARIABEL

Employee Engagement

		X1_1_1	X1_1_2	X_1_2_1	X_1_2_2	X_1_3_1	X_1_3_2
N	Valid	100	100	100	100	100	100
	Missing	0	0	0	0	0	0
Mean		1.92	1.90	1.90	1.63	1.82	1.78

X1_1_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	29	29.0	29.0	29.0
	TS	56	56.0	56.0	85.0
	RG	10	10.0	10.0	95.0
	S	4	4.0	4.0	99.0
	SS	1	1.0	1.0	100.0
	Total	100	100.0	100.0	

X1_1_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	25	25.0	25.0	25.0
	TS	63	63.0	63.0	88.0
	RG	9	9.0	9.0	97.0
	S	3	3.0	3.0	100.0
	Total	100	100.0	100.0	

X_1_2_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	22	22.0	22.0	22.0
	TS	67	67.0	67.0	89.0
	RG	10	10.0	10.0	99.0
	S	1	1.0	1.0	100.0
	Total	100	100.0	100.0	

X_1_2_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	40	40.0	40.0	40.0
	TS	58	58.0	58.0	98.0
	RG	1	1.0	1.0	99.0
	S	1	1.0	1.0	100.0
	Total	100	100.0	100.0	

X_1_3_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	29	29.0	29.0	29.0
	TS	63	63.0	63.0	92.0
	RG	6	6.0	6.0	98.0
	S	1	1.0	1.0	99.0
	SS	1	1.0	1.0	100.0
	Total	100	100.0	100.0	

X_1_3_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	31	31.0	31.0	31.0
	TS	62	62.0	62.0	93.0
	RG	5	5.0	5.0	98.0
	S	2	2.0	2.0	100.0
	Total	100	100.0	100.0	

Toxic Friendship

		X2_1_1	X2_1_2	X2_2_1	X2_2_2	X2_2_3	X2_3_1	X2_3_2
N	Valid	100	100	100	100	100	100	100
	Missing	0	0	0	0	0	0	0
Mean		1.68	2.87	2.09	2.28	2.32	2.03	1.85

X2_1_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	38	38.0	38.0	38.0
	TS	56	56.0	56.0	94.0
	RG	6	6.0	6.0	100.0
	Total	100	100.0	100.0	

X2_1_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	3.0	3.0	3.0
	TS	31	31.0	31.0	34.0
	RG	42	42.0	42.0	76.0
	S	24	24.0	24.0	100.0
	Total	100	100.0	100.0	

X2_2_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	21	21.0	21.0	21.0
	TS	49	49.0	49.0	70.0
	RG	30	30.0	30.0	100.0
	Total	100	100.0	100.0	

X2_2_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	20	20.0	20.0	20.0
	TS	43	43.0	43.0	63.0
	RG	26	26.0	26.0	89.0
	S	11	11.0	11.0	100.0
	Total	100	100.0	100.0	

X2_2_3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	16	16.0	16.0	16.0
	TS	48	48.0	48.0	64.0
	RG	24	24.0	24.0	88.0
	S	12	12.0	12.0	100.0
	Total	100	100.0	100.0	

X2_3_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	25	25.0	25.0	25.0
	TS	47	47.0	47.0	72.0
	RG	28	28.0	28.0	100.0
	Total	100	100.0	100.0	

X2_3_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	29	29.0	29.0	29.0
	TS	57	57.0	57.0	86.0
	RG	14	14.0	14.0	100.0
	Total	100	100.0	100.0	

Resilience

		X3_1_1	X3_1_2	X3_2_1	X3_2_2	X3_3_1	X3_3_2
N	Valid	100	100	100	100	100	100
	Missing	0	0	0	0	0	0
Mean		2.00	2.08	1.80	2.02	1.86	1.99

X3_1_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	21	21.0	21.0	21.0
	TS	64	64.0	64.0	85.0
	RG	9	9.0	9.0	94.0
	S	6	6.0	6.0	100.0
	Total	100	100.0	100.0	

X3_1_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	28	28.0	28.0	28.0
	TS	50	50.0	50.0	78.0
	RG	10	10.0	10.0	88.0
	S	10	10.0	10.0	98.0

	SS	2	2.0	2.0	100.0
	Total	100	100.0	100.0	

X3_2_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	30	30.0	30.0	30.0
	TS	62	62.0	62.0	92.0
	RG	7	7.0	7.0	99.0
	SS	1	1.0	1.0	100.0
	Total	100	100.0	100.0	

X3_2_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	18	18.0	18.0	18.0
	TS	62	62.0	62.0	80.0
	RG	20	20.0	20.0	100.0
	Total	100	100.0	100.0	

X3_3_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	25	25.0	25.0	25.0
	TS	65	65.0	65.0	90.0
	RG	9	9.0	9.0	99.0
	S	1	1.0	1.0	100.0
	Total	100	100.0	100.0	

X3_3_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	26	26.0	26.0	26.0
	TS	54	54.0	54.0	80.0
	RG	17	17.0	17.0	97.0
	S	1	1.0	1.0	98.0
	SS	2	2.0	2.0	100.0
	Total	100	100.0	100.0	

Burnout

		Z_1_1	Z_1_2	Z_2_1	Z_2_2	Z_2_3	Z_3_1	Z_3_2
N	Valid	100	100	100	100	100	100	100
	Missing	0	0	0	0	0	0	0
Mean		3.39	2.54	2.81	2.69	3.25	3.09	2.98

Z_1_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	10	10.0	10.0	10.0
	RG	49	49.0	49.0	59.0
	S	33	33.0	33.0	92.0
	SS	8	8.0	8.0	100.0
	Total	100	100.0	100.0	

Z_1_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	6	6.0	6.0	6.0
	TS	49	49.0	49.0	55.0
	RG	30	30.0	30.0	85.0
	S	15	15.0	15.0	100.0
	Total	100	100.0	100.0	

Z_2_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1.0	1.0	1.0
	TS	43	43.0	43.0	44.0
	RG	30	30.0	30.0	74.0
	S	26	26.0	26.0	100.0
	Total	100	100.0	100.0	

Z_2_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	3.0	3.0	3.0
	TS	47	47.0	47.0	50.0
	RG	28	28.0	28.0	78.0
	S	22	22.0	22.0	100.0

	Total	100	100.0	100.0	

Z_2_3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	23	23.0	23.0	23.0
	RG	37	37.0	37.0	60.0
	S	32	32.0	32.0	92.0
	SS	8	8.0	8.0	100.0
	Total	100	100.0	100.0	

Z_3_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	30	30.0	30.0	30.0
	RG	35	35.0	35.0	65.0
	S	31	31.0	31.0	96.0
	SS	4	4.0	4.0	100.0
	Total	100	100.0	100.0	

Z_3_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1.0	1.0	1.0
	TS	34	34.0	34.0	35.0
	RG	34	34.0	34.0	69.0
	S	28	28.0	28.0	97.0
	SS	3	3.0	3.0	100.0
	Total	100	100.0	100.0	

Kinerja Karyawan

		Y_1_1	Y_1_2	Y_1_3	Y_2_1	Y_2_2	Y_3_1	Y_3_2
N	Valid	100	100	100	100	100	100	100
	Missing	0	0	0	0	0	0	0
Mean		2.07	2.06	2.05	2.10	2.02	2.28	2.08

Y_1_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	20	20.0	20.0	20.0
	TS	61	61.0	61.0	81.0
	RG	11	11.0	11.0	92.0
	S	8	8.0	8.0	100.0
	Total	100	100.0	100.0	

Y_1_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	20	20.0	20.0	20.0
	TS	62	62.0	62.0	82.0
	RG	11	11.0	11.0	93.0
	S	6	6.0	6.0	99.0
	SS	1	1.0	1.0	100.0
	Total	100	100.0	100.0	

Y_1_3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	21	21.0	21.0	21.0
	TS	61	61.0	61.0	82.0
	RG	11	11.0	11.0	93.0
	S	6	6.0	6.0	99.0
	SS	1	1.0	1.0	100.0
	Total	100	100.0	100.0	

Y_2_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	13	13.0	13.0	13.0
	TS	71	71.0	71.0	84.0
	RG	10	10.0	10.0	94.0
	S	5	5.0	5.0	99.0
	SS	1	1.0	1.0	100.0
	Total	100	100.0	100.0	

Y_2_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	22	22.0	22.0	22.0
	TS	61	61.0	61.0	83.0
	RG	10	10.0	10.0	93.0
	S	7	7.0	7.0	100.0
	Total	100	100.0	100.0	

Y_3_1

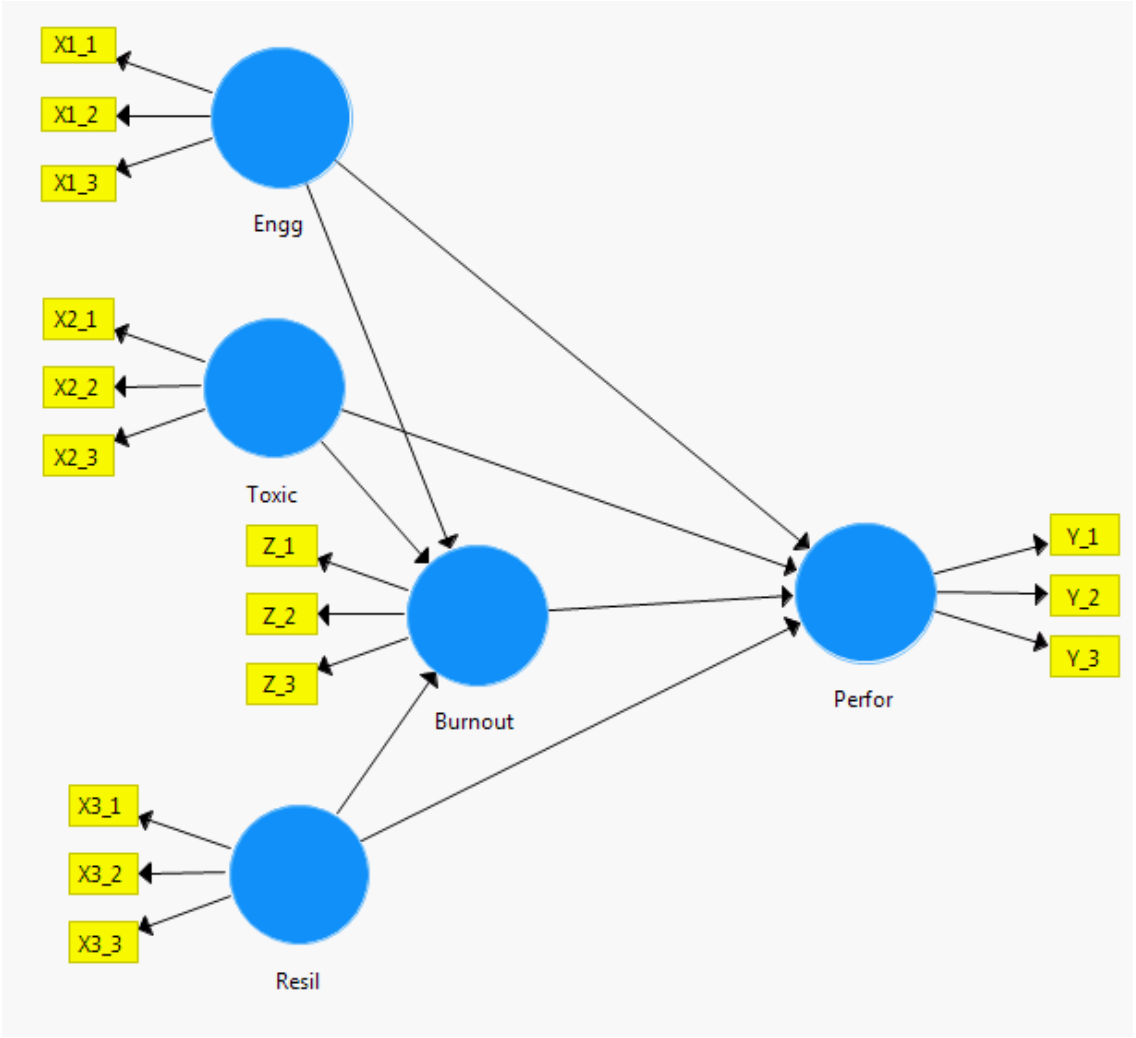
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	16	16.0	16.0	16.0
	TS	51	51.0	51.0	67.0
	RG	22	22.0	22.0	89.0
	S	11	11.0	11.0	100.0
	Total	100	100.0	100.0	

Y_3_2

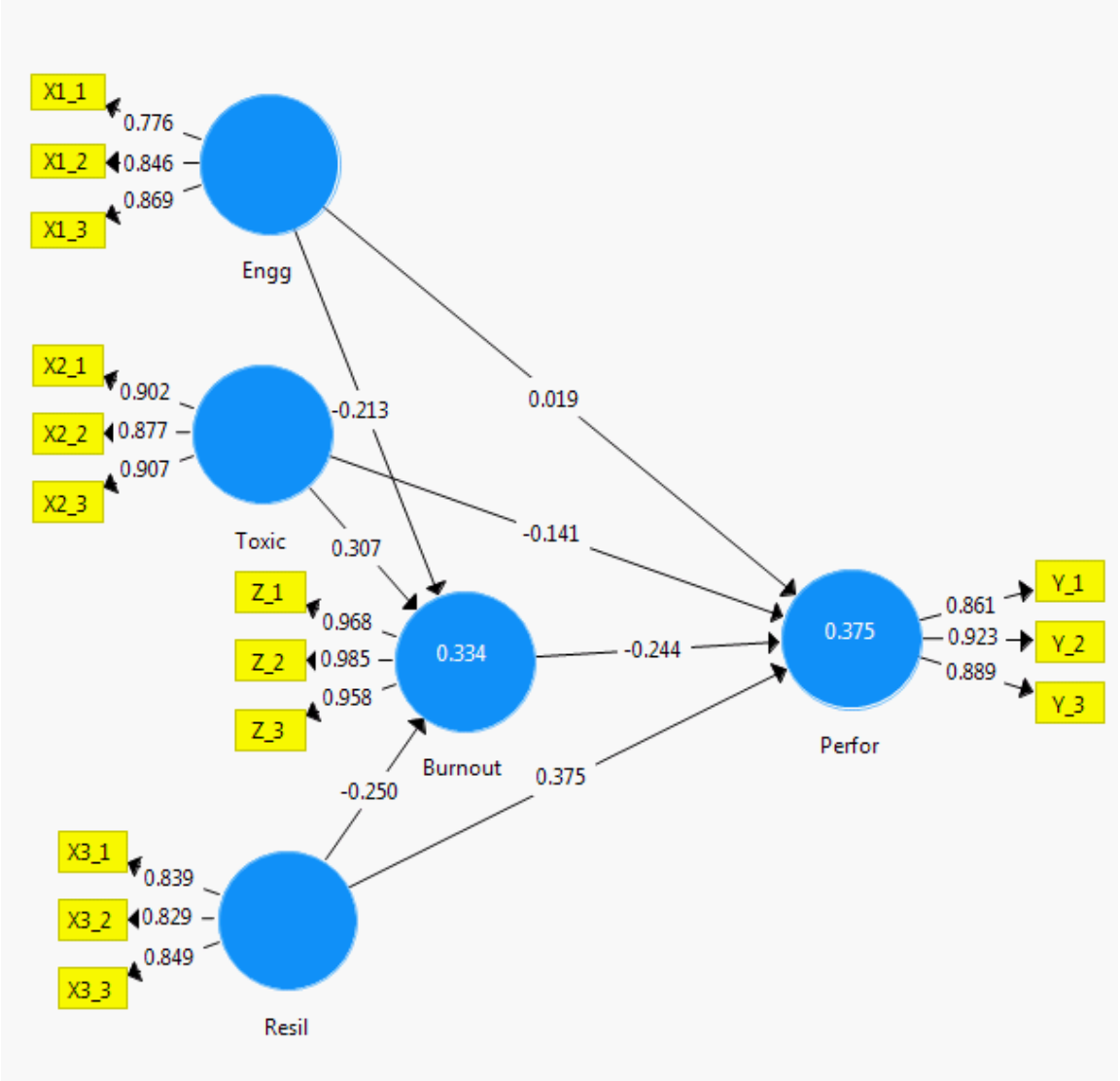
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	25	25.0	25.0	25.0
	TS	53	53.0	53.0	78.0
	RG	13	13.0	13.0	91.0
	S	7	7.0	7.0	98.0
	SS	2	2.0	2.0	100.0
	Total	100	100.0	100.0	

Lampiran 5

SMART PLS



MEASUREMENT MODEL



Outer Loadings

	Burnout	Engg	Perfor_	Resil_	Toxic_
X1_1		0.776			
X1_2		0.846			
X1_3		0.869			
X2_1					0.902
X2_2					0.877
X2_3					0.907
X3_1				0.839	
X3_2				0.829	
X3_3				0.849	
Y_1			0.861		
Y_2			0.923		
Y_3			0.889		
Z_1	0.968				
Z_2	0.985				
Z_3	0.958				

Cross Loadings

	Burnout	Engg	Perfor_	Resil_	Toxic_
X1_1	-0.270	0.776	0.367	0.471	-0.102
X1_2	-0.448	0.846	0.241	0.572	-0.179
X1_3	-0.342	0.869	0.345	0.464	-0.237
X2_1	0.371	-0.162	-0.321	-0.296	0.902
X2_2	0.347	-0.166	-0.282	-0.168	0.877
X2_3	0.401	-0.234	-0.324	-0.243	0.907
X3_1	-0.423	0.519	0.459	0.839	-0.246
X3_2	-0.323	0.381	0.423	0.829	-0.199
X3_3	-0.403	0.609	0.464	0.849	-0.220
Y_1	-0.428	0.285	0.861	0.422	-0.281
Y_2	-0.472	0.332	0.923	0.479	-0.312
Y_3	-0.393	0.394	0.889	0.526	-0.331
Z_1	0.968	-0.454	-0.502	-0.510	0.429
Z_2	0.985	-0.438	-0.487	-0.446	0.401
Z_3	0.958	-0.342	-0.407	-0.366	0.381

Construct Reliability and Validity

	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
Burnout	**0.969**	**0.981**	**0.980**	**0.942**
Engg	**0.775**	**0.779**	**0.870**	**0.690**
Perfor_	**0.870**	**0.875**	**0.920**	**0.794**
Resil_	**0.791**	**0.795**	**0.877**	**0.704**
Toxic_	**0.876**	**0.881**	**0.924**	**0.802**

Discriminant Validity

Fornell-Larcker Criterion

	Burnout	Engg	Perfor_	Resil_	Toxic_
Burnout	0.970				
Engg	-0.428	0.831			
Perfor_	-0.483	0.380	0.891		
Resil_	-0.460	0.606	0.536	0.839	
Toxic_	0.418	-0.210	-0.346	-0.266	0.895

MEASUREMENT FIT

R Square

	R Square	R Square Adjusted
Burnout	0.334	0.313
Perfor_	0.375	0.348

f Square

	Burnout	Engg	Perfor_	Resil_	Toxic_
Burnout			0.063		
Engg	0.043		**0.000**		
Perfor_					
Resil_	0.057		0.130		
Toxic_	0.131		0.026		

Collinearity Statistics (VIF)

Outer VIF Values

	VIF
X1_1	**1.415**
X1_2	**1.728**
X1_3	**1.887**
X2_1	**2.482**
X2_2	**2.235**
X2_3	**2.470**
X3_1	**1.596**
X3_2	**1.716**
X3_3	**1.696**
Y_1	**2.115**
Y_2	**2.949**
Y_3	**2.306**
Z_1	**7.848**
Z_2	**14.750**
Z_3	**7.811**

Inner VIF Values

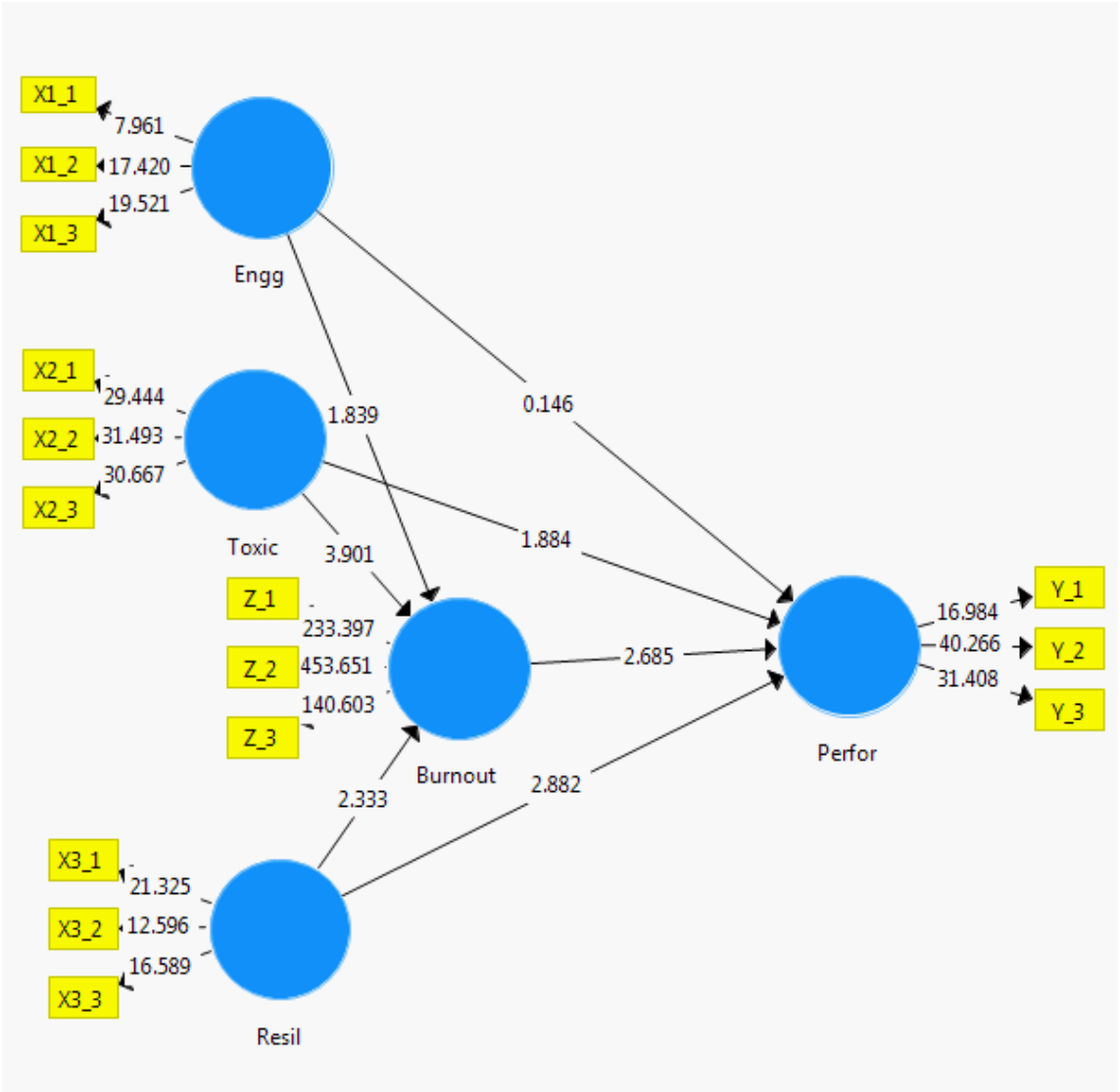
	Burnout	Engg	Perfor_	Resil_	Toxic_
Burnout			**1.501**		
Engg	**1.587**		**1.654**		
Perfor_					
Resil_	**1.631**		**1.725**		
Toxic_	**1.080**		**1.221**		

Model_Fit

Fit Summary

	Saturated Model	Estimated Model
SRMR	0.065	0.065
d_ULS	0.513	0.513
d_G	0.337	0.337
Chi-Square	200.197	200.197
NFI	0.822	0.822

UJI HIPOTESIS



Path Coefficients

Mean, STDEV, T-Values, P-Values

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (|O/STDEV|)	P Values
Burnout -> Perfor_	-0.244	-0.245	0.091	2.685	**0.007**
Engg -> Burnout	-0.213	-0.230	0.116	1.839	**0.067**
Engg -> Perfor_	0.019	0.012	0.129	0.146	**0.884**
Resil_ -> Burnout	-0.250	-0.243	0.107	2.333	**0.020**
Resil_ -> Perfor_	0.375	0.375	0.130	2.882	**0.004**
Toxic_ -> Burnout	0.307	0.307	0.079	3.901	**0.000**
Toxic_ -> Perfor_	-0.141	-0.147	0.075	1.884	**0.060**

Total Indirect Effects

Mean, STDEV, T-Values, P-Values

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (|O/STDEV|)	P Values
Burnout -> Perfor_					
Engg -> Burnout					
Engg -> Perfor_	0.052	0.058	0.039	1.328	**0.185**
Resil_ -> Burnout					
Resil_ -> Perfor_	0.061	0.059	0.034	1.780	**0.076**
Toxic_ -> Burnout					
Toxic_ -> Perfor_	-0.075	-0.075	0.033	2.257	**0.024**

Specific Indirect Effects

Mean, STDEV, T-Values, P-Values

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (|O/STDEV|)	P Values
Engg -> Burnout -> Perfor_	0.052	0.058	0.039	1.328	**0.185**
Resil_ -> Burnout -> Perfor_	0.061	0.059	0.034	1.780	**0.076**
Toxic_ -> Burnout -> Perfor_	-0.075	-0.075	0.033	2.257	**0.024**