



Jenis Kelamin					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	14	20	20	20
	Perempuan	56	80	80	100
	Total	70	100	100	

Usia					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	22	1	1,4	1,4	1,4
	23	2	2,9	2,9	4,3
	25	2	2,9	2,9	7,1
	26	1	1,4	1,4	8,6
	28	4	5,7	5,7	14,3
	29	3	4,3	4,3	18,6
	30	3	4,3	4,3	22,9
	31	7	10	10	32,9
	32	3	4,3	4,3	37,1
	33	4	5,7	5,7	42,9
	34	2	2,9	2,9	45,7
	35	6	8,6	8,6	54,3
	36	3	4,3	4,3	58,6
	37	4	5,7	5,7	64,3
	38	2	2,9	2,9	67,1
	39	3	4,3	4,3	71,4
	40	2	2,9	2,9	74,3
	41	4	5,7	5,7	80
	42	1	1,4	1,4	81,4
	43	1	1,4	1,4	82,9
	44	1	1,4	1,4	84,3
	45	1	1,4	1,4	85,7
	46	2	2,9	2,9	88,6
	47	1	1,4	1,4	90
	48	3	4,3	4,3	94,3
	52	3	4,3	4,3	98,6
	56	1	1,4	1,4	100
	Total	70	100	100	

Jabatan					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tenaga Kesehatan (Perawat)	1	1,4	1,4	1,4
	Tenaga Medis	48	68,6	68,6	70
	Tenaga Non Medis	21	30	30	100
	Total	70	100	100	

Lama Bekerja					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-2 Tahun	9	12,9	12,9	12,9
	3-5 Tahun	23	32,9	32,9	45,7
	Lebih dari 6 Tahun	38	54,3	54,3	100
	Total	70	100	100	



Lampiran IV
Data Isi Kuesioner

A. Psychosocial Safety Climate (PSC)

PSC 1	PSC 2	PSC 3	PSC 4	PSC 5	PSC 6	PSC 7	PSC 8	PSC 9	PSC 10	PSC 11	PSC 12
4	4	3	4	4	5	4	4	4	4	4	4
4	4	4	4	4	4	4	4	4	4	4	4
4	4	4	4	4	4	4	3	4	4	4	4
4	3	3	3	4	3	4	3	4	3	4	3
4	4	4	3	4	4	4	3	3	4	4	4
4	4	4	4	4	4	4	4	4	4	4	4
3	3	4	3	3	3	4	4	4	4	4	3
3	3	3	3	3	3	3	3	3	3	3	3
4	4	4	4	4	4	4	4	4	4	4	4
3	4	4	5	4	4	4	4	4	4	4	4
4	4	4	4	4	4	4	4	4	4	4	4
4	4	4	3	3	3	3	3	3	4	3	3
3	3	3	2	3	2	3	2	2	1	3	2
3	3	3	3	3	4	4	2	3	3	3	3
5	5	5	5	5	5	5	5	5	5	5	5
4	4	4	4	4	4	4	3	4	4	4	3
4	4	4	4	4	4	4	4	4	4	4	4
3	4	4	3	4	3	3	3	4	4	4	3
4	4	4	4	4	4	4	4	4	4	4	4
4	4	5	4	4	4	4	4	4	4	4	4
4	4	4	4	4	4	4	4	4	4	4	4
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4	4	4	2	4	4	4	4	4	4	4	4
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4	4	4	4	4	4	4	4	4	4	4	4
4	4	4	4	4	4	4	4	4	4	4	4
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4	4	4	4	4	4	4	4	4	4	4	4
4	4	4	4	4	4	4	4	4	4	4	4
3	3	3	3	3	4	4	4	4	4	4	4
2	4	3	2	2	2	2	4	3	2	2	2
4	4	4	4	4	4	4	4	4	4	4	4
4	4	3	4	3	4	4	3	3	3	3	3
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4	4	4	4	3	3	3	3	4	4	4	4
3	3	3	4	4	4	3	3	3	3	3	3
3	3	3	3	3	3	3	4	3	4	3	4
3	2	3	2	2	3	3	2	3	2	3	3

3	3	2	3	2	3	2	2	2	2	2	2
3	4	4	4	4	4	4	4	4	4	3	4
3	3	3	4	4	3	3	4	3	4	4	3
3	3	3	3	3	4	4	4	4	4	4	4
4	4	4	3	4	4	4	3	3	3	4	4
3	3	3	5	3	3	3	3	3	3	3	3
3	3	3	3	3	3	3	3	3	3	3	3
5	5	5	5	5	1	4	4	4	4	5	5
4	4	4	4	4	4	4	4	4	4	4	4
4	4	4	4	4	4	4	4	4	4	4	4
4	5	4	4	5	5	4	4	5	5	5	5
4	4	4	5	5	3	5	5	4	5	4	4
5	4	4	5	4	4	4	5	4	5	5	5
5	4	4	5	3	5	5	4	5	5	5	2
5	4	4	5	4	5	5	5	2	5	3	5
4	4	5	2	4	4	5	5	5	4	3	5
4	3	5	5	5	4	4	5	2	4	4	5
5	4	4	5	4	5	5	5	2	5	3	5
4	5	5	5	3	4	4	5	2	4	4	5
4	4	4	5	5	4	5	2	4	4	5	4
5	4	4	4	5	5	3	4	2	5	5	4
5	2	3	5	5	4	4	4	5	3	5	5
5	4	3	5	5	4	5	5	5	2	4	4
5	4	5	5	5	4	4	2	4	3	5	5
5	4	4	5	4	5	5	5	3	4	4	2
5	4	4	5	5	4	3	4	4	5	2	4
5	4	4	5	5	5	4	5	2	4	4	5
5	5	5	4	4	2	5	5	5	4	5	2
5	4	4	5	3	4	5	5	4	4	5	5
4	4	5	3	5	3	5	5	2	4	4	4
4	5	5	4	4	4	2	4	4	5	3	4

B. Job stres

JS1	JS2	JS3	JS4	JS5	JS6	JS7	JS8	JS9	JS10	JS11	JS12
2	3	3	3	2	3	4	2	3	2	4	3
2	2	2	2	2	2	2	2	2	2	2	2
2	2	2	3	2	3	2	2	2	2	2	3
3	2	1	2	2	2	2	2	2	2	2	3
4	3	3	2	2	2	2	2	2	2	2	2
2	2	2	2	2	2	2	2	2	2	2	2

2	2	1	3	2	3	2	1	1	3	1	2
3	3	3	1	3	3	3	3	3	3	2	3
1	1	2	2	2	2	3	3	2	2	3	2
2	2	2	2	4	2	2	2	2	2	2	2
1	3	2	2	2	2	2	2	2	2	2	2
2	2	2	2	2	2	2	2	2	3	2	2
4	3	2	3	2	3	2	2	1	3	1	4
3	3	4	2	2	3	3	2	2	2	2	3
2	2	2	2	2	2	2	2	2	2	2	2
2	3	2	2	2	2	2	2	2	2	2	2
2	2	2	2	2	3	2	2	2	2	2	3
2	2	2	2	2	2	2	2	2	2	2	2
2	2	2	2	2	2	2	2	1	1	2	2
3	2	2	2	2	2	2	2	2	2	2	2
2	4	2	2	2	2	2	2	2	2	2	2
3	3	1	2	2	2	1	2	1	2	1	3
2	2	2	1	2	2	2	2	2	2	2	2
2	2	2	2	2	2	3	2	2	2	2	3
2	2	2	2	2	2	2	2	2	2	2	2
3	2	2	2	2	2	2	2	2	2	2	2
3	3	4	2	2	2	2	2	2	2	2	2
2	3	2	2	1	2	1	1	1	1	1	2
3	3	3	3	3	3	3	3	3	3	3	3
4	4	2	1	4	4	4	3	3	3	3	3
4	4	4	4	4	4	4	4	4	4	4	4
2	2	2	2	3	2	2	2	2	4	4	2
2	2	2	2	2	2	2	2	2	2	2	2
3	3	2	2	3	3	3	3	4	2	3	2
3	3	3	3	3	3	3	3	3	3	3	3
3	2	2	3	2	2	2	1	1	2	1	2
3	3	3	3	3	3	3	3	3	3	3	3
3	3	2	1	3	3	3	3	3	3	1	1
2	2	2	2	2	2	3	2	3	3	2	3
4	4	2	2	2	2	3	3	2	3	2	3
3	2	2	2	2	2	2	2	2	2	2	2
3	4	2	3	2	3	3	3	2	2	3	3
2	2	2	2	2	2	2	2	3	2	3	2
2	2	4	1	2	2	1	1	1	2	2	2
3	3	3	2	2	2	2	2	2	2	2	2
3	3	3	3	3	3	2	2	2	2	2	2
2	5	1	3	1	4	1	1	1	1	1	1
3	3	3	3	3	3	3	3	2	3	3	3
3	2	4	4	3	2	2	2	2	2	2	2

4	5	5	5	5	5	5	4	5	4	4	4
4	3	5	4	4	4	5	5	4	5	4	4
5	3	5	5	5	4	5	4	4	4	5	3
4	5	5	4	5	3	5	5	4	5	5	4
4	3	5	5	4	4	3	5	2	4	4	5
5	3	4	5	5	5	4	5	5	3	2	5
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4	4	5	2	4	4	5	4	5	2	4	4
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4	3	5	5	4	5	5	2	4	4	5	5
5	3	4	5	5	5	4	5	3	5	2	4
5	3	5	5	5	4	4	5	2	4	4	5
5	3	5	5	4	4	4	2	4	4	4	3
4	4	4	5	5	4	5	2	4	4	5	3
5	3	4	5	3	5	5	2	4	4	4	5
5	4	3	5	5	5	4	4	5	3	4	4
5	1	4	4	5	4	5	5	2	4	5	5
5	5	4	5	2	4	4	5	5	5	4	2
5	3	4	5	5	5	4	5	2	4	4	5

C. Burnout

BO1	BO2	BO4	BO6	BO7	BO8
3	4	4	4	3	4
2	2	2	4	4	2
2	4	2	2	2	2
2	3	2	2	2	2
2	2	2	2	2	2
2	2	2	2	2	2
4	2	2	3	3	1
4	3	4	3	3	4
3	3	2	2	2	2
2	4	2	2	2	2
2	4	3	2	2	3
3	2	2	2	2	2
3	4	3	2	3	2
2	2	2	2	2	2
3	2	2	2	2	2
2	3	2	2	2	2
2	2	2	2	2	2

2	2	2	2	2	2
1	4	1	2	2	1
2	2	2	2	2	2
4	2	2	2	4	2
2	2	2	3	3	2
2	2	2	2	2	2
3	3	3	2	2	2
2	2	2	2	2	2
3	4	4	2	3	3
2	2	2	2	2	2
1	2	2	1	2	1
3	3	3	3	3	3
4	3	4	4	3	4
4	4	4	4	4	4
2	2	2	2	2	4
2	2	2	2	2	2
2	3	2	2	3	2
4	4	4	4	4	4
2	2	2	2	2	2
4	4	4	3	3	3
3	4	3	3	3	2
4	3	2	3	3	4
3	2	2	2	3	2
4	2	2	3	3	2
3	3	3	3	3	3
2	2	2	2	2	2
2	3	2	2	2	1
2	3	3	2	3	3
3	3	2	3	3	3
4	4	1	4	4	3
3	3	3	3	3	2
2	2	2	2	2	2
3	4	3	3	3	4
4	2	4	5	5	4
4	5	4	4	4	5
4	3	5	4	5	2
4	4	5	4	4	5
4	5	4	5	4	5
4	4	4	2	3	4
4	4	5	5	5	5
2	4	5	4	5	3
4	5	4	5	4	5
4	2	5	4	5	3

4	4	5	4	5	2
4	2	5	4	4	5
4	4	2	4	5	4
5	5	4	5	2	3
4	5	4	2	4	4
5	2	4	3	4	4
4	2	4	5	3	4
5	4	5	4	4	3
4	5	5	5	2	4
4	3	5	5	2	4





Lampiran V
Hasil Analisis Statistik Deskriptif

A. Psychosocial Safety Climate (PSC)

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
PSC1	70	2	5	3,96	0,77
PSC2	70	2	5	3,8	0,651
PSC3	70	2	5	3,86	0,708
PSC4	70	2	5	3,91	0,913
PSC5	70	2	5	3,87	0,797
PSC6	70	1	5	3,79	0,815
PSC7	70	2	5	3,89	0,772
PSC8	70	2	5	3,81	0,873
PSC9	70	2	5	3,63	0,854
PSC10	70	1	5	3,81	0,822
PSC11	70	2	5	3,83	0,761
PSC12	70	2	5	3,8	0,861
Valid N (listwise)	70				

B. Job stres

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
JS1	70	1	5	3,19	1,183
JS2	70	1	5	2,89	0,925
JS3	70	1	5	2,97	1,251
JS4	70	1	5	2,97	1,34
JS5	70	1	5	2,91	1,225
JS6	70	2	5	2,96	1,042
JS7	70	1	5	2,94	1,19
JS8	70	1	5	2,76	1,221
JS9	70	1	5	2,64	1,18
JS10	70	1	5	2,81	1,081
JS11	70	1	5	2,69	1,149
JS12	70	1	5	2,94	1,141
Valid N (listwise)	70				

C. Burnout

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
BO1	70	1	5	3,04	1,013
BO2	70	2	5	3,06	1,02
BO4	70	1	5	2,99	1,186
BO6	70	1	5	2,94	1,102
BO7	70	2	5	2,97	1,007
BO8	70	1	5	2,83	1,116
Valid N (listwise)	70				





Lampiran VI
Hasil Uji Validitas dan Reliabilitas

Uji Validitas

D. Variabel *Psychosocial Safety Climate (PSC)*

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
PSC1	41,99	36,614	0,759	0,888
PSC2	42,15	38,876	0,625	0,895
PSC3	42,1	37,89	0,687	0,892
PSC4	42,04	36,327	0,657	0,893
PSC5	42,08	36,793	0,719	0,889
PSC6	42,17	38,428	0,523	0,899
PSC7	42,08	37,336	0,677	0,892
PSC8	42,14	37,037	0,62	0,894
PSC9	42,32	40,308	0,306	0,91
PSC10	42,14	36,666	0,708	0,89
PSC11	42,14	37,723	0,644	0,893
PSC12	42,17	36,942	0,635	0,894

E. Variabel *Job stres*

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
JS1	31,37	110,664	0,855	0,952
JS2	31,66	121,798	0,523	0,961
JS3	31,56	110,364	0,821	0,953
JS4	31,59	108,302	0,825	0,954
JS5	31,63	110,464	0,833	0,953
JS6	31,59	114,188	0,813	0,954
JS7	31,59	109,759	0,896	0,951
JS8	31,77	111,491	0,796	0,954
JS9	31,9	113,004	0,759	0,955
JS10	31,73	112,999	0,837	0,953
JS11	31,86	114,151	0,732	0,956
JS12	31,62	112,439	0,798	0,954

F. Variabel *Burnout*

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
BO1	14,52	22,727	0,797	0,887
BO2	14,51	24,584	0,588	0,915
BO4	14,6	21,719	0,793	0,887
BO6	14,63	22,022	0,824	0,882
BO7	14,6	23,671	0,716	0,898
BO8	14,74	22,356	0,779	0,889

Uji Tabel Reliabilitas

Variabel	Cronbach's Alpha	Jumlah Item	Keterangan
PSC	0,902	12	Sangat Reliabel
<i>Job stres</i> (JS)	0,958	12	Sangat Reliabel
<i>Burnout</i> (BO)	0,91	6	Sangat Reliabel



Lampiran VII
Hasil Uji Regresi Berganda

Uji R

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,87	0,756	0,749	2,588
a. Predictors: (Constant), JS_TOT1, PSC_TOT1				
b. Dependent Variable: TOTBO_V				

Uji F

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1391,22	2	695,609	103,863	0,000 ^b
	Residual	448,725	67	6,697		
	Total	1839,94	69			
a. Dependent Variable: TOTBO_V						
b. Predictors: (Constant), JS_TOT1, PSC_TOT1						

Uji t

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3,312	2,164		1,531	0,13		
	PSC_TOT1	0,023	0,05	0,03	0,464	0,644	0,862	1,161
	JS_TOT1	0,424	0,032	0,858	13,199	0	0,862	1,161
a. Dependent Variable: TOTBO_V								



Lampiran VIII
Hasil Uji Mediasi

Jalur	Koefesien (b)	SE	t	p	95% CI		R ²
					LLCI	ULCI	
5. Persamaan Mediator (Y = <i>Job stres</i>)							
a. PSC → <i>Job stres</i>	0,5792	0,1753	3,3044	0,0015	0,2294	0,9289	0,1384
6. Persamaan Outcome (Y = <i>Burnout</i>)							
b. <i>Job stres</i> → <i>Burnout</i>	0,4243	0,0321	13,1991	0,000	0,3601	0,4884	0,7561
c'. PSC → <i>Burnout</i> (direct)	0,0232	0,0501	0,4638	0,6443	-0,0767	0,1231	
7. Total Effect Model (Y = <i>Burnout</i>)							
c. PSC → <i>Burnout</i> (total)	0,2689	0,0875	3,0735	0,0030	0,0943	0,4435	0,1220

Efek Total dan Langsung						Efek Tidak Langsung (<i>Bootstrapping</i> , 5.000 sampel)					
Efek	Koefesien (b)	SE	t	P	95% CI		Jalur Indirect t	Koefesien (ab)	BootSE	95% CI	
					LLCI	ULCI				BootLCI	BootULCI
Total Effect (c)	0,2689	0,0875	3,0735	0,0030	0,0943	0,4435	<i>PSC</i> → <i>Job stres</i> → <i>Burnout</i>	0,2457	0,0718	0,1290	0,4075
Direct Effect (c')	0,0232	0,0501	0,4638	0,6443	-0,0767	0,1231					

Completely Standardized Indirect Effect (ab)	0,3191	BootSE	0,0721	(0,1779; 0,4075)
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