

**LAMPIRAN 1**

**KUESIONER PENELITIAN**

**DAMPAK STRES KERJA TERHADAP JOB BURNOUT YANG  
DIMODERASI OLEH DUKUNGAN SOSIAL, KONFLIK PERAN DAN  
KEPEMIMPINAN TRANSFORMASIONAL SEBAGAI VARIABEL  
ANTESEDENNYA**

**(Study Kasus pada Dinas Satpol PP dan Damkar Prov. Sumbar)**



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**PROGRAM PASCA SARJANA  
UNIVERSITAS BUNG HATTA  
PADANG 2019**

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Hal : Kuesioner Penelitian  
Lamp : 1 (satu) berkas  
Kepada Yth;  
Bpk/Ibu/Sdr/i pegawai Satpol PP dan Damkar  
Provinsi Sumatera Barat  
Di  
Tempat

Dengan hormat,

Saya adalah AFIF AFDISYA mahasiswa program pasca sarjana sains manajemen Universitas Bung Hatta Padang, saat ini sedang melakukan penelitian untuk menyelesaikan tugas akhir berupa tesis dengan judul **“DAMPAK STRES KERJA TERHADAP JOB BURNOUT YANG DIMODERASI OLEH DUKUNGAN SOSIAL DAN KONFLIK PERAN DAN KEPEMIMPINAN TRANSFORMASIONAL SEBAGAI VARIABEL ANTESEDENNYA (Study Kasus pada Dinas Satpol PP dan Damkar Prov. Sumbar)”**.

Untuk dapat melaksanakan penelitian diatas, maka saya mohon Bapak/Ibu/Sdr/i meluangkan waktu untuk membaca dan memberikan jawaban terhadap pernyataan dalam kuesioner yang diberikan. Data yang diberikan akan dijamin kerahasiaannya dan hanya digunakan untuk keperluan penelitian semata.

Demikian permohonan ini diajukan, atas partisipasi Bapak/Ibu/Sdr/i saya ucapakan terimakasih.

Hormat saya,  
Peneliti

AFIF AFDISYA



|          |   |  |  |  |  |  |
|----------|---|--|--|--|--|--|
| 4        | Bekerja dengan orang sepanjang hari benar-benar menyebalkan untuk saya                      |  |  |  |  |  |
| 5        | Saya merasa lelah karena pekerjaan saya   |  |  |  |  |  |
| 6        | Saya merasa frustrasi dengan pekerjaan saya   |  |  |  |  |  |
| 7        | Saya merasa saya bekerja terlalu keras  |  |  |  |  |  |
| 8        | Bekerja dengan orang lain secara langsung membuat saya stress                               |  |  |  |  |  |
| 9        | Saya merasa seperti berada di akhir pekerjaan saya  |  |  |  |  |  |
| <b>B</b> | <b>Perasaan rendahnya harga diri</b>  |  |  |  |  |  |
| 10       | Saya bisa dengan mudah mengerti bagaimana menerima dan merasakan suatu hal                  |  |  |  |  |  |
| 11       | Saya menangani masalah dengan efektif   |  |  |  |  |  |
| 12       | Saya merasa saya memengaruhi kehidupan orang lain secara positif melalui pekerjaan saya     |  |  |  |  |  |
| 13       | Saya merasa sangat energik  |  |  |  |  |  |
| 14       | Saya dapat dengan mudah menciptakan suasana santai dengan prestasi saya                     |  |  |  |  |  |
| 15       | Saya merasa senang setelah bekerja berat dengan prestasi saya                               |  |  |  |  |  |
| 16       | Saya telah menyelesaikan banyak hal yang berharga dalam pekerjaan saya                      |  |  |  |  |  |
| 17       | Dalam bekerja, saya berurusan dengan masalah emosional dengan tenang                        |  |  |  |  |  |
| <b>C</b> | <b>Depersonalisasi</b>  |  |  |  |  |  |
| 18       | Saya merasa diperlakukan secara impersonal  |  |  |  |  |  |
| 19       | Saya menjadi lebih tidak berperasaan terhadap orang lain sejak saya mengambil pekerjaan ini |  |  |  |  |  |
| 20       | Saya khawatir pekerjaan ini membuat saya semakin emosional                                  |  |  |  |  |  |
| 21       | Saya tidak peduli dengan apa yang terjadi pada orang lain                                   |  |  |  |  |  |
| 22       | Saya merasakan orang lain menyalahkan saya dalam beberapa masalah                           |  |  |  |  |  |
| <b>D</b> | <b>Keterlibatan</b>   |  |  |  |  |  |
| 23       | Saya merasa mirip dalam banyak hal dengan atasan saya                                       |  |  |  |  |  |
| 24       | Saya merasa terlibat secara pribadi dengan permasalahan yang dihadapi oleh atasan saya      |  |  |  |  |  |
| 25       | Saya merasa tidak nyaman dengan cara atasan memperlakukan saya                              |  |  |  |  |  |

Sumber : Maslach dan Jackson (1981).

| <b>II. Konflik Peran</b> |  | <b>STS</b> | <b>TS</b> | <b>RR</b> | <b>S</b> | <b>SS</b> |
|--------------------------|--|------------|-----------|-----------|----------|-----------|
| <b>A</b>                 | <b>Konflik antara Internal Perorangan</b>                      |            |           |           |          |           |
| 1                        | Saya melakukan tugas-tugas yang terlalu mudah atau membosankan |            |           |           |          |           |
| 2                        | Saya harus melakukan hal-hal yang dilakukan secara             |            |           |           |          |           |

|          |   |  |  |  |  |  |
|----------|---|--|--|--|--|--|
|          | berbeda   |  |  |  |  |  |
| 3        | Saya mengerjakan hal-hal yang tidak perlu   |  |  |  |  |  |
| 4        | Saya melakukan pekerjaan yang sesuai dengan nilai-nilai saya                                      |  |  |  |  |  |
| <b>B</b> | <b>Konflik antara Waktu, Sumber Daya, atau Kemampuan</b>  |  |  |  |  |  |
| 5        | Saya punya cukup waktu untuk menyelesaikan pekerjaan saya   |  |  |  |  |  |
| 6        | Saya menerima tugas tanpa tenaga kerja untuk menyelesaikannya                                     |  |  |  |  |  |
| 7        | Saya menerima tugas yang berada dalam pelatihan dan kemampuan saya                                |  |  |  |  |  |
| 8        | Saya memiliki jumlah pekerjaan yang tepat untuk dilakukan   |  |  |  |  |  |
| 9        | Saya menerima tugas tanpa sumber daya dan materi yang memadai untuk melaksanakannya               |  |  |  |  |  |
| <b>C</b> | <b>Konflik antara Beberapa Peran</b>  |  |  |  |  |  |
| 10       | Saya dapat melakukan hal yang sama terlepas dari kelompok saya                                    |  |  |  |  |  |
| 11       | Saya bekerja dengan dua atau lebih kelompok yang beroperasi sangat berbeda                        |  |  |  |  |  |
| <b>D</b> | <b>Konflik Harapan</b>  |  |  |  |  |  |
| 12       | Saya bekerja di bawah kebijakan dan pedoman yang tidak kompatibel                                 |  |  |  |  |  |
| 13       | Saya harus melanggar aturan atau kebijakan untuk melaksanakan tugas                               |  |  |  |  |  |
| 14       | Saya menerima permintaan yang tidak kompatibel dari dua orang atau lebih                          |  |  |  |  |  |
| 15       | Saya melakukan hal-hal yang cenderung diterima oleh satu orang dan tidak diterima oleh orang lain |  |  |  |  |  |

Sumber : Raizzo Dkk (1970).

| <b>III. Kepemimpinan Transformasional</b> |  | <b>STS</b> | <b>TS</b> | <b>RR</b> | <b>S</b> | <b>SS</b> |
|---|--|------------|-----------|-----------|----------|-----------|
| <b>A</b>                                  | <b>Menunjukkan Empati</b>  |            |           |           |          |           |
| 1   | Pemimpin saya berusaha memahami nilai-nilai para pengikutnya   |            |           |           |          |           |
| 2   | Pemimpin saya mencocokkan tujuannya dengan nilai-nilai para pengikutnya  |            |           |           |          |           |
| 3   | Pemimpin saya memperhatikan nilai-nilai para pengikut dalam mengkomunikasikan tujuan yang ingin dicapai pemimpin |            |           |           |          |           |
| <b>B</b>                                  | <b>Menjelaskan misi dengan menarik</b>   |            |           |           |          |           |
| 4   | Pemimpin saya menyampaikan misi organisasi dengan antusias   |            |           |           |          |           |

|          |   |  |  |  |  |  |
|----------|---|--|--|--|--|--|
| 5        | Pemimpin saya membuat misi organisasi kelihatan penting   |  |  |  |  |  |
| 6        | Pemimpin saya tidak mengumumkan misi organisasi dengan cara yang menarik                            |  |  |  |  |  |
| <b>C</b> | <b>Menunjukkan Keyakinan Diri</b>   |  |  |  |  |  |
| 7        | Kadang-kadang pemimpin saya menunjukkan kurang yakin pada diri sendiri                              |  |  |  |  |  |
| 8        | Pemimpin saya jarang menunjukkan ketidakpastian   |  |  |  |  |  |
| 9        | Kadang-kadang pemimpin saya kelihatan tidak yakin dengan dirinya sendiri                            |  |  |  |  |  |
| <b>D</b> | <b>Meningkatkan image</b>   |  |  |  |  |  |
| 10       | Pemimpin saya bertindak dengan cara-cara yang menunjukkan kemampuannya                              |  |  |  |  |  |
| 11       | Pemimpin saya bertindak dengan cara-cara yang dirancang untuk menarik perhatian pengikut            |  |  |  |  |  |
| 12       | Pemimpin saya menunjukkan kekuatan kemampuannya   |  |  |  |  |  |
| <b>E</b> | <b>Yakin dengan kemampuan pengikutnya</b>   |  |  |  |  |  |
| 13       | Pemimpin saya memebritahu para pengikut bahwa dia mempercayai para pengikutnya                      |  |  |  |  |  |
| 14       | Pemimpin saya mengakui pengikut yang melaksanakan pekerjaan dengan baik                             |  |  |  |  |  |
| 15       | Pemimpin saya menghargai dan memuji para pengikut yang kinerjanya bagus                             |  |  |  |  |  |
| <b>F</b> | <b>Memberikan peluang untuk sukses</b>  |  |  |  |  |  |
| 16       | Pemimpin saya membantu para pengikut menetapkan tujuan yang dapat dicapai                           |  |  |  |  |  |
| 17       | Pemimpin saya memberikan kesempatan para pengikut untuk mencapai sesuatu dengan cara mereka sendiri |  |  |  |  |  |
| 18       | Pemimpin saya menciptakan peluang untuk para pengikut agar mempunyai pengalaman sukses              |  |  |  |  |  |

Sumber : Behling dan James (1996) pada Mas'ud (2004)

| <b>IV. Stres Kerja</b> |   | <b>STS</b> | <b>TS</b> | <b>RR</b> | <b>S</b> | <b>SS</b> |
|------------------------|---|------------|-----------|-----------|----------|-----------|
| <b>A</b>               | <b>Stressor Individual</b>  |            |           |           |          |           |
| 1                      | Atasan saya tidak memberikan instruksi yang cukup jelas                                 |            |           |           |          |           |
| 2                      | Atasan saya melakukan tindakan pilih kasih terhadap para karyawan                       |            |           |           |          |           |
| 3                      | Sedikit Kerjasama antar Bidang dalam organisasi   |            |           |           |          |           |
| 4                      | Organisasi saya menyediakan sarana dan prasarana yang kurang berkualitas                |            |           |           |          |           |
| 5                      | Sarana dan prasarana yang saya butuhkan dalam bekerja sering tidak berjalan dengan baik |            |           |           |          |           |
| 6                      | Saya mempunyai beban kerja berlebihan   |            |           |           |          |           |
| 7                      | Jumlah personil untuk melaksanakan pekerjaan kurang                                     |            |           |           |          |           |
| 8                      | Pekerjaan saya menuntut melaksanakan kegiatan yang                                      |            |           |           |          |           |

|          |  |  |  |  |  |  |
|----------|--|--|--|--|--|--|
|          | bertentangan   |  |  |  |  |  |
| 9        | Saya diharuskan menghindari banyak rapat   |  |  |  |  |  |
| 10       | Saya kesulitan dalam memenuhi standard kinerja   |  |  |  |  |  |
| 11       | Pekerjaan saya termasuk pekerjaan dengan status rendah                                       |  |  |  |  |  |
| 12       | Saya kesulitan berkomunikasi dengan pihak lain dalam organisasi                              |  |  |  |  |  |
| 13       | Saya seringkali bertanggung jawab terhadap pekerjaan yang dilakukan karyawan lain            |  |  |  |  |  |
| 14       | Saya kekeurangan waktu istirahat dari yang dibutuhkan  |  |  |  |  |  |
| <b>B</b> | <b>Kesan Stres</b>   |  |  |  |  |  |
| 15       | Cakupan dan tanggung jawab dari pekerjaan tidak jelas  |  |  |  |  |  |
| 16       | Saya mengetahui kesempatan untuk kemajuan atau promosi bagi saya                             |  |  |  |  |  |
| 17       | Saya tidak mengetahui apa yang dipikirkan atasan tentang saya                                |  |  |  |  |  |
| 18       | Saya mendapatkan informasi yang dibutuhkan untuk menyelesaikan pekerjaan                     |  |  |  |  |  |
| 19       | Saya hanya mengetahui harapan orang lain yang bekerja dengan saya                            |  |  |  |  |  |
| 20       | Saya tidak dapat menyelesaikan pekerjaan dalam hari-hari biasa                               |  |  |  |  |  |
| 21       | Jumlah pekerjaan saya tidak mempengaruhi terhadap seberapa baik pekerjaan dapat dilaksanakan |  |  |  |  |  |
| 22       | Saya harus melakukan pekerjaan yang bertentangan dengan pendapat saya                        |  |  |  |  |  |
| 23       | Saya dapat memuaskan berbagai tuntutan yang tidak cocok atau bertentangan dengan orang lain  |  |  |  |  |  |

Sumber : Roberts, Dkk (1997) pada Mas'ud (2004).

| <b>V. Dukungan Sosial</b> |   | <b>STS</b> | <b>TS</b> | <b>RR</b> | <b>S</b> | <b>SS</b> |
|---------------------------|---|------------|-----------|-----------|----------|-----------|
| <b>A</b>                  | <b>Bantuan dari rekan kerja</b>   |            |           |           |          |           |
| 1                         | Saya sangat ramah dengan satu atau lebih dari rekan kerja saya                                  |            |           |           |          |           |
| 2                         | Saya secara teratur melakukan hal-hal di luar pekerjaan dengan satu atau lebih dari rekan kerja |            |           |           |          |           |
| <b>B</b>                  | <b>Bantuan dari atasan langsung</b>   |            |           |           |          |           |
| 3                         | Atasan langsung bersedia untuk mendengarkan masalah yang berhubungan dengan pekerjaan saya      |            |           |           |          |           |
| 4                         | Atasan langsung menunjukkan banyak perhatian bagi saya dalam pekerjaan                          |            |           |           |          |           |
| 5                         | Atasan langsung tidak dapat diandalkan ketika keadaan menjadi sulit dalam pekerjaan             |            |           |           |          |           |
| 6                         | Atasan langsung tidak peduli tentang kebaikan saya  |            |           |           |          |           |

|          |   |  |  |  |  |  |
|----------|---|--|--|--|--|--|
| <b>C</b> | <b>Bantuan dari teman di luar pekerjaan</b>   |  |  |  |  |  |
| 7        | Saya dapat berbicara dengan teman-teman dekat tentang masalah di tempat kerja               |  |  |  |  |  |
| 8        | Teman dekat saya bersedia untuk mendengarkan masalah yang berhubungan dengan pekerjaan saya |  |  |  |  |  |
| <b>D</b> | <b>Bantuan dari mitra atau pasangan</b>   |  |  |  |  |  |
| 9        | Pasangan saya tidak bersedia untuk mendengarkan masalah yang berhubungan dengan pekerjaan   |  |  |  |  |  |
| 10       | Pasangan saya tidak menunjukkan banyak perhatian bagi saya pada pekerjaan saya              |  |  |  |  |  |
| 11       | Pasangan saya dapat diandalkan ketika keadaan menjadi sulit pada pekerjaan saya             |  |  |  |  |  |
| 12       | Pasangan saya membantu saya dalam menyelesaikan pekerjaan saya                              |  |  |  |  |  |

Sumber : Kim (1996).



**LAMPIRAN 2**  
**TABULASI DATA KUESIONER PENELITIAN**

**1. Job Burnout**

| No | U | JK | PT | MK | Jb1 | Jb2 | Jb3 | Jb4 | Jb5 | Jb6 | Jb7 | Jb8 | Jb9 | Jb10 | Jb11 | Jb12 | Jb13 | Jb14 | Jb15 | Jb16 | Jb17 | Jb18 | Jb19 | Jb20 | Jb21 | Jb22 | Jb23 | Jb24 | Jb25 |   |
|----|---|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|---|
| 1  | 4 | 1  | 3  | 4  | 4   | 4   | 3   | 3   | 5   | 3   | 4   | 3   | 4   | 4    | 4    | 4    | 4    | 3    | 4    | 3    | 3    | 4    | 4    | 5    | 4    | 4    | 4    | 4    | 5    |   |
| 2  | 4 | 2  | 2  | 3  | 4   | 5   | 4   | 3   | 4   | 4   | 4   | 3   | 5   | 3    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 5    | 4    | 5    | 4    | 4    | 4    | 4    | 5    |   |
| 3  | 4 | 1  | 2  | 2  | 5   | 5   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4    | 5    | 5    | 4    | 4    | 4    | 5    | 5    | 4    | 4    | 4    | 5    | 4    | 4    | 4    | 5    |   |
| 4  | 3 | 1  | 2  | 2  | 2   | 3   | 3   | 2   | 2   | 2   | 2   | 1   | 2   | 2    | 1    | 2    | 1    | 2    | 2    | 3    | 3    | 2    | 2    | 3    | 2    | 2    | 2    | 2    | 2    |   |
| 5  | 2 | 1  | 2  | 3  | 4   | 4   | 4   | 5   | 4   | 4   | 5   | 4   | 4   | 4    | 4    | 4    | 5    | 4    | 5    | 4    | 4    | 4    | 5    | 5    | 5    | 4    | 4    | 5    | 4    |   |
| 6  | 3 | 2  | 2  | 4  | 5   | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 5    | 4    | 5    | 4    | 4    | 4    | 5    | 5    | 5    | 4    | 5    | 4    | 5    | 4    | 5    | 4    |   |
| 7  | 2 | 1  | 3  | 3  | 4   | 5   | 5   | 4   | 5   | 5   | 4   | 5   | 4   | 4    | 4    | 4    | 4    | 4    | 3    | 3    | 4    | 5    | 4    | 4    | 4    | 5    | 4    | 5    | 4    |   |
| 8  | 3 | 1  | 2  | 2  | 3   | 3   | 3   | 2   | 2   | 1   | 2   | 2   | 1   | 1    | 2    | 1    | 1    | 2    | 2    | 2    | 2    | 3    | 3    | 2    | 2    | 3    | 2    | 2    | 2    |   |
| 9  | 4 | 1  | 2  | 2  | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 5   | 4   | 4    | 4    | 4    | 3    | 3    | 4    | 3    | 3    | 4    | 4    | 5    | 5    | 4    | 4    | 4    | 4    |   |
| 10 | 3 | 2  | 2  | 2  | 4   | 4   | 5   | 4   | 5   | 4   | 5   | 4   | 5   | 4    | 4    | 4    | 5    | 5    | 4    | 4    | 4    | 4    | 5    | 5    | 4    | 4    | 4    | 5    | 5    |   |
| 11 | 2 | 1  | 3  | 3  | 3   | 3   | 2   | 2   | 1   | 2   | 1   | 2   | 2   | 2    | 2    | 2    | 1    | 2    | 2    | 3    | 3    | 3    | 3    | 2    | 2    | 2    | 3    | 2    | 2    |   |
| 12 | 3 | 1  | 2  | 4  | 4   | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 4    | 4    | 4    | 4    | 5    | 5    | 3    | 3    | 4    | 4    | 4    | 4    | 5    | 5    | 5    | 4    |   |
| 13 | 2 | 1  | 2  | 2  | 4   | 4   | 5   | 5   | 5   | 4   | 4   | 4   | 4   | 5    | 5    | 5    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 5    | 4    | 4    | 5    | 4    |   |
| 14 | 2 | 1  | 3  | 2  | 2   | 2   | 1   | 2   | 1   | 1   | 2   | 2   | 1   | 2    | 2    | 2    | 1    | 2    | 2    | 2    | 1    | 2    | 2    | 2    | 3    | 3    | 2    | 2    | 2    |   |
| 15 | 3 | 2  | 3  | 1  | 4   | 4   | 5   | 4   | 5   | 4   | 5   | 4   | 4   | 4    | 4    | 4    | 5    | 5    | 4    | 4    | 4    | 4    | 5    | 5    | 4    | 4    | 4    | 4    | 5    | 4 |
| 16 | 2 | 1  | 1  | 2  | 5   | 5   | 4   | 5   | 5   | 5   | 4   | 5   | 5   | 5    | 5    | 5    | 4    | 4    | 5    | 5    | 5    | 5    | 4    | 4    | 4    | 4    | 5    | 5    | 4    | 4 |
| 17 | 2 | 1  | 2  | 3  | 4   | 5   | 4   | 4   | 4   | 4   | 5   | 5   | 4   | 4    | 4    | 4    | 4    | 5    | 5    | 4    | 4    | 4    | 4    | 4    | 5    | 4    | 4    | 5    | 4    |   |
| 18 | 3 | 1  | 1  | 2  | 4   | 4   | 4   | 4   | 5   | 5   | 4   | 4   | 5   | 4    | 5    | 4    | 4    | 3    | 4    | 3    | 3    | 4    | 4    | 4    | 3    | 4    | 4    | 5    | 4    |   |
| 19 | 2 | 1  | 1  | 2  | 5   | 5   | 5   | 4   | 4   | 4   | 5   | 4   | 5   | 5    | 5    | 5    | 4    | 4    | 5    | 3    | 4    | 4    | 4    | 5    | 4    | 5    | 4    | 4    | 4    |   |
| 20 | 1 | 1  | 1  | 2  | 3   | 4   | 3   | 3   | 3   | 4   | 3   | 3   | 4   | 3    | 3    | 3    | 4    | 4    | 4    | 3    | 3    | 3    | 4    | 3    | 3    | 4    | 4    | 3    | 3    |   |
| 21 | 2 | 1  | 2  | 1  | 2   | 2   | 3   | 2   | 2   | 2   | 2   | 2   | 3   | 2    | 2    | 3    | 2    | 2    | 2    | 3    | 3    | 3    | 2    | 2    | 3    | 2    | 2    | 2    | 2    |   |

|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 22 | 3 | 1 | 1 | 2 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 4 |
| 23 | 2 | 2 | 1 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 24 | 4 | 1 | 1 | 2 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 4 |
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|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
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## 2. Konflik Peran

| No | Kp1 | Kp2 | Kp3 | Kp4 | Kp5 | Kp6 | Kp7 | Kp8 | Kp9 | Kp10 | Kp11 | Kp12 | Kp13 | Kp14 | Kp15 |
|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|------|------|------|
| 1  | 4   | 5   | 5   | 3   | 4   | 5   | 4   | 4   | 4   | 4    | 4    | 5    | 3    | 4    | 4    |
| 2  | 4   | 4   | 4   | 3   | 4   | 4   | 3   | 3   | 3   | 3    | 4    | 4    | 4    | 4    | 4    |
| 3  | 3   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 3    | 3    | 3    | 3    | 4    | 3    |
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| 5  | 4   | 4   | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 4    | 3    | 3    | 4    | 4    | 4    |
| 6  | 4   | 4   | 5   | 5   | 5   | 5   | 4   | 4   | 5   | 5    | 4    | 5    | 4    | 4    | 5    |
| 7  | 4   | 4   | 5   | 4   | 3   | 4   | 4   | 4   | 4   | 5    | 5    | 5    | 4    | 5    | 5    |
| 8  | 3   | 3   | 2   | 2   | 2   | 3   | 2   | 2   | 2   | 2    | 3    | 3    | 2    | 2    | 2    |
| 9  | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 5   | 5    | 4    | 4    | 4    | 4    | 4    |
| 10 | 4   | 5   | 5   | 3   | 5   | 4   | 4   | 4   | 5   | 5    | 5    | 4    | 4    | 4    | 5    |
| 11 | 2   | 3   | 2   | 2   | 2   | 3   | 3   | 2   | 2   | 1    | 3    | 3    | 3    | 2    | 2    |
| 12 | 4   | 4   | 4   | 5   | 5   | 5   | 4   | 4   | 5   | 5    | 4    | 4    | 4    | 5    | 5    |
| 13 | 4   | 4   | 5   | 3   | 4   | 4   | 4   | 4   | 3   | 4    | 4    | 5    | 4    | 4    | 4    |
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| 16 | 4   | 4   | 4   | 5   | 5   | 5   | 4   | 4   | 4   | 4    | 5    | 5    | 4    | 4    | 5    |
| 17 | 4   | 4   | 4   | 4   | 3   | 4   | 3   | 4   | 5   | 5    | 5    | 4    | 4    | 4    | 4    |
| 18 | 3   | 3   | 4   | 4   | 4   | 3   | 4   | 5   | 5   | 5    | 5    | 5    | 5    | 4    | 4    |
| 19 | 4   | 4   | 4   | 3   | 4   | 5   | 5   | 5   | 4   | 4    | 5    | 5    | 4    | 5    | 4    |
| 20 | 4   | 4   | 3   | 3   | 3   | 4   | 4   | 4   | 3   | 3    | 3    | 3    | 3    | 3    | 4    |
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| 75 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
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| 77 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4 |
| 78 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 |
| 79 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 5 |
| 80 | 4 | 5 | 4 | 3 | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 |
| 81 | 3 | 4 | 4 | 3 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 |
| 82 | 3 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 3 | 2 | 2 | 1 |
| 83 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 |
| 84 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 |
| 85 | 5 | 5 | 4 | 3 | 4 | 5 | 3 | 3 | 3 | 3 | 5 | 5 | 5 | 4 | 4 |
| 86 | 4 | 4 | 5 | 3 | 3 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 |
| 87 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 |
| 88 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 89 | 3 | 2 | 2 | 3 | 2 | 2 | 1 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 |
| 90 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 |
| 91 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 |
| 92 | 4 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 |
| 93 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 |
| 94 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 |
| 95 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 |



### 3. Kepemimpinan Tranformasional

| No | Kt1 | Kt2 | Kt3 | Kt4 | Kt5 | Kt6 | Kt7 | Kt8 | Kt9 | Kt10 | Kt11 | Kt12 | Kt13 | Kt14 | Kt15 | Kt16 | Kt17 | Kt18 |
|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|------|------|------|------|------|------|
| 1  | 2   | 3   | 3   | 2   | 3   | 2   | 3   | 3   | 3   | 2    | 3    | 3    | 3    | 2    | 3    | 2    | 2    | 3    |
| 2  | 3   | 3   | 2   | 3   | 3   | 2   | 3   | 2   | 2   | 2    | 3    | 3    | 2    | 2    | 3    | 2    | 2    | 2    |
| 3  | 4   | 3   | 4   | 4   | 3   | 4   | 4   | 3   | 4   | 3    | 2    | 3    | 3    | 2    | 3    | 2    | 3    | 2    |
| 4  | 5   | 4   | 5   | 5   | 4   | 5   | 3   | 5   | 5   | 4    | 5    | 5    | 5    | 5    | 5    | 5    | 4    | 5    |
| 5  | 3   | 2   | 3   | 3   | 2   | 3   | 3   | 2   | 3   | 3    | 3    | 3    | 2    | 3    | 2    | 2    | 2    | 3    |
| 6  | 4   | 4   | 3   | 4   | 4   | 4   | 3   | 4   | 4   | 4    | 3    | 3    | 4    | 3    | 3    | 4    | 3    | 4    |
| 7  | 3   | 4   | 3   | 4   | 4   | 4   | 3   | 3   | 3   | 4    | 4    | 3    | 3    | 4    | 3    | 3    | 4    | 3    |
| 8  | 2   | 3   | 2   | 2   | 3   | 3   | 2   | 2   | 3   | 2    | 2    | 3    | 2    | 2    | 3    | 3    | 3    | 3    |
| 9  | 4   | 3   | 3   | 4   | 4   | 3   | 3   | 3   | 3   | 4    | 3    | 3    | 4    | 3    | 3    | 2    | 3    | 3    |
| 10 | 4   | 4   | 5   | 5   | 4   | 4   | 3   | 5   | 4   | 4    | 4    | 4    | 4    | 5    | 5    | 5    | 5    | 5    |
| 11 | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4    | 5    | 4    | 3    | 4    | 4    | 4    | 5    | 4    |
| 12 | 3   | 2   | 3   | 3   | 3   | 2   | 3   | 3   | 2   | 3    | 3    | 2    | 3    | 3    | 2    | 2    | 2    | 2    |
| 13 | 3   | 2   | 3   | 2   | 3   | 3   | 2   | 2   | 3   | 3    | 3    | 2    | 3    | 3    | 3    | 2    | 3    | 3    |
| 14 | 3   | 2   | 3   | 2   | 3   | 4   | 3   | 4   | 4   | 3    | 2    | 3    | 3    | 2    | 3    | 2    | 2    | 2    |
| 15 | 4   | 4   | 4   | 3   | 4   | 4   | 5   | 5   | 5   | 4    | 4    | 5    | 5    | 4    | 5    | 5    | 5    | 4    |
| 16 | 5   | 5   | 5   | 4   | 4   | 4   | 5   | 5   | 5   | 4    | 5    | 4    | 4    | 5    | 4    | 4    | 5    | 5    |
| 17 | 2   | 2   | 2   | 3   | 3   | 3   | 3   | 2   | 2   | 3    | 3    | 3    | 2    | 2    | 3    | 2    | 2    | 2    |
| 18 | 3   | 3   | 2   | 1   | 3   | 3   | 2   | 3   | 3   | 2    | 3    | 3    | 3    | 2    | 3    | 2    | 3    | 3    |
| 19 | 4   | 4   | 5   | 4   | 4   | 4   | 3   | 4   | 4   | 4    | 5    | 5    | 5    | 5    | 5    | 5    | 4    | 5    |
| 20 | 3   | 3   | 2   | 2   | 2   | 3   | 3   | 2   | 3   | 3    | 3    | 2    | 2    | 3    | 2    | 2    | 3    | 2    |
| 21 | 4   | 3   | 2   | 2   | 3   | 4   | 3   | 3   | 3   | 4    | 3    | 4    | 3    | 4    | 3    | 4    | 3    | 4    |
| 22 | 2   | 3   | 2   | 3   | 3   | 2   | 3   | 3   | 2   | 3    | 3    | 3    | 2    | 3    | 2    | 3    | 3    | 2    |

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|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 23 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 |
| 24 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 |
| 25 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 |
| 26 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 |
| 27 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 4 |
| 28 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 |
| 29 | 5 | 3 | 5 | 4 | 4 | 4 | 3 | 2 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 |
| 30 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 4 | 3 | 2 | 3 | 3 |
| 31 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 3 | 3 |
| 32 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 33 | 3 | 2 | 3 | 3 | 2 | 3 | 4 | 3 | 4 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 3 |
| 34 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 |
| 35 | 4 | 4 | 5 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 |
| 36 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 3 | 5 | 5 | 5 |
| 37 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 3 | 5 | 5 |
| 38 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 |
| 39 | 2 | 4 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 |
| 40 | 2 | 3 | 3 | 2 | 3 | 4 | 3 | 4 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 |
| 41 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 |
| 42 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 |
| 43 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 |
| 44 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 |
| 45 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 |
| 46 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 2 |
| 47 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 |

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|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 48 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 4 | 4 | 4 |
| 49 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 3 | 4 | 5 | 5 |
| 50 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 |
| 51 | 5 | 3 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 4 |
| 52 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 3 | 5 | 5 | 5 |
| 53 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 |
| 54 | 2 | 2 | 1 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 1 | 2 | 3 |
| 55 | 3 | 3 | 3 | 1 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 |
| 56 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 2 |
| 57 | 2 | 2 | 3 | 4 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 3 |
| 58 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 3 |
| 59 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 |
| 60 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 |
| 61 | 2 | 3 | 3 | 2 | 2 | 4 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 3 |
| 62 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 1 |
| 63 | 2 | 3 | 3 | 4 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 3 |
| 64 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 |
| 65 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 4 | 4 | 3 | 2 | 4 | 2 | 4 |
| 66 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 |
| 67 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 |
| 68 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 69 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 70 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 71 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 |
| 72 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 |

|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 73 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 3 | 3 | 3 | 3 |
| 74 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 4 |
| 75 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 5 | 3 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 3 | 4 |
| 76 | 3 | 5 | 5 | 5 | 3 | 5 | 3 | 5 | 5 | 5 | 3 | 3 | 5 | 3 | 4 | 4 | 4 | 4 |
| 77 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 3 | 3 | 5 | 3 | 5 | 5 | 5 | 4 |
| 78 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 3 | 3 | 5 | 3 | 3 | 4 | 5 | 5 |
| 79 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 3 | 5 | 5 | 5 | 5 |
| 80 | 2 | 3 | 4 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 2 |
| 81 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 |
| 82 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 4 |
| 83 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 4 | 4 |
| 84 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 5 | 4 |
| 85 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 |
| 86 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 4 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 2 |
| 87 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 |
| 88 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 1 | 2 | 3 | 2 | 2 | 3 | 2 | 3 |
| 89 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 3 |
| 90 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 3 |
| 91 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 |
| 92 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 3 |
| 93 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 3 | 4 |
| 94 | 5 | 4 | 5 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 |
| 95 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 3 |

#### 4. Stres Kerja

| No | Sk1 | Sk2 | Sk3 | Sk4 | Sk5 | Sk6 | Sk7 | Sk8 | Sk9 | Sk10 | Sk11 | Sk12 | Sk13 | Sk14 | Sk15 | Sk16 | Sk17 | Sk18 | Sk19 | Sk20 | Sk21 | Sk22 | Sk23 |
|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| 1  | 5   | 5   | 4   | 5   | 5   | 4   | 5   | 5   | 5   | 5    | 5    | 4    | 5    | 5    | 5    | 5    | 4    | 4    | 4    | 4    | 5    | 5    | 5    |
| 2  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3    | 3    | 4    | 3    | 2    | 2    | 3    | 3    | 2    | 3    | 3    | 3    | 2    | 3    |
| 3  | 2   | 2   | 2   | 3   | 2   | 1   | 3   | 2   | 2   | 1    | 2    | 2    | 1    | 2    | 1    | 3    | 3    | 2    | 2    | 2    | 2    | 2    | 2    |
| 4  | 1   | 2   | 2   | 3   | 2   | 2   | 2   | 3   | 3   | 2    | 3    | 3    | 2    | 1    | 3    | 4    | 3    | 2    | 3    | 2    | 3    | 3    | 3    |
| 5  | 1   | 1   | 1   | 2   | 1   | 1   | 1   | 2   | 1   | 4    | 3    | 2    | 2    | 2    | 1    | 3    | 2    | 1    | 2    | 2    | 2    | 2    | 3    |
| 6  | 2   | 2   | 2   | 2   | 3   | 2   | 2   | 1   | 3   | 4    | 2    | 2    | 2    | 2    | 2    | 3    | 2    | 2    | 3    | 2    | 3    | 2    | 2    |
| 7  | 2   | 2   | 2   | 1   | 2   | 2   | 2   | 3   | 2   | 2    | 3    | 2    | 2    | 2    | 2    | 3    | 4    | 3    | 3    | 2    | 2    | 2    | 3    |
| 8  | 2   | 2   | 2   | 3   | 2   | 2   | 2   | 2   | 1   | 2    | 2    | 2    | 2    | 3    | 1    | 2    | 2    | 3    | 3    | 3    | 2    | 3    | 3    |
| 9  | 3   | 2   | 2   | 2   | 2   | 2   | 2   | 3   | 2   | 2    | 2    | 2    | 1    | 2    | 2    | 3    | 3    | 2    | 2    | 2    | 3    | 3    | 3    |
| 10 | 2   | 2   | 2   | 1   | 2   | 2   | 2   | 2   | 3   | 4    | 2    | 3    | 2    | 2    | 2    | 3    | 2    | 3    | 3    | 4    | 3    | 3    | 3    |
| 11 | 1   | 1   | 1   | 1   | 2   | 1   | 1   | 1   | 1   | 4    | 1    | 2    | 1    | 1    | 4    | 2    | 3    | 2    | 3    | 2    | 3    | 2    | 3    |
| 12 | 4   | 4   | 4   | 3   | 4   | 3   | 3   | 3   | 4   | 4    | 4    | 3    | 4    | 4    | 3    | 2    | 2    | 3    | 3    | 2    | 2    | 3    | 2    |
| 13 | 4   | 4   | 3   | 4   | 4   | 3   | 3   | 4   | 4   | 3    | 4    | 3    | 3    | 4    | 4    | 3    | 3    | 4    | 3    | 3    | 4    | 4    | 4    |
| 14 | 5   | 5   | 5   | 5   | 4   | 5   | 5   | 5   | 5   | 4    | 5    | 5    | 5    | 5    | 5    | 3    | 4    | 3    | 4    | 4    | 4    | 4    | 5    |
| 15 | 3   | 3   | 3   | 4   | 4   | 3   | 3   | 4   | 4   | 3    | 3    | 4    | 4    | 4    | 3    | 3    | 4    | 3    | 3    | 4    | 4    | 4    | 4    |
| 16 | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3    | 3    | 4    | 3    | 3    | 3    | 2    | 3    | 3    | 2    | 4    | 3    | 3    | 3    |
| 17 | 5   | 5   | 5   | 5   | 5   | 4   | 5   | 5   | 5   | 5    | 5    | 4    | 5    | 5    | 3    | 4    | 4    | 4    | 3    | 3    | 4    | 4    | 3    |
| 18 | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 5    | 4    | 4    | 4    | 4    | 4    | 5    | 4    | 3    | 4    | 4    | 4    | 4    | 3    |
| 19 | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 3   | 4    | 4    | 4    | 4    | 4    | 3    | 3    | 4    | 3    | 4    | 4    | 3    | 4    | 4    |
| 20 | 5   | 5   | 5   | 5   | 4   | 5   | 5   | 5   | 4   | 4    | 5    | 4    | 5    | 4    | 4    | 3    | 5    | 5    | 3    | 4    | 4    | 4    | 3    |
| 21 | 2   | 2   | 2   | 2   | 4   | 2   | 2   | 1   | 3   | 2    | 4    | 2    | 2    | 2    | 2    | 3    | 2    | 3    | 2    | 2    | 2    | 3    | 3    |
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|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 23 | 2 | 2 | 2 | 3 | 4 | 2 | 2 | 2 | 1 | 4 | 4 | 2 | 2 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 24 | 3 | 2 | 2 | 2 | 4 | 2 | 2 | 3 | 2 | 4 | 4 | 2 | 1 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 2 |
| 25 | 2 | 2 | 2 | 1 | 4 | 2 | 2 | 2 | 3 | 4 | 4 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 4 | 3 | 4 |
| 26 | 1 | 1 | 1 | 1 | 4 | 1 | 1 | 1 | 1 | 4 | 1 | 2 | 1 | 1 | 2 | 3 | 2 | 3 | 3 | 2 | 1 | 3 | 2 |
| 27 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 |
| 28 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 |
| 29 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 |
| 30 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 |
| 31 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 |
| 32 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 5 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 5 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 |
| 35 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 3 | 4 | 4 |
| 36 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 |
| 37 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 38 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 |
| 39 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 |
| 40 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 5 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 |
| 43 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 3 |
| 44 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 1 | 3 | 2 | 2 | 2 | 2 | 2 | 1 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 |
| 45 | 2 | 2 | 2 | 1 | 4 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 |
| 46 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 47 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 |

|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 48 | 2 | 2 | 2 | 3 | 4 | 1 | 3 | 2 | 2 | 4 | 2 | 2 | 1 | 2 | 2 | 3 | 3 | 2 | 1 | 3 | 3 | 2 | 2 |
| 49 | 1 | 2 | 2 | 3 | 4 | 2 | 2 | 3 | 3 | 4 | 3 | 3 | 2 | 1 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 |
| 50 | 1 | 1 | 1 | 2 | 4 | 1 | 1 | 2 | 1 | 4 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 1 | 2 | 2 | 3 | 3 |
| 51 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 |
| 52 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 |
| 53 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 |
| 54 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| 55 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 |
| 56 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 |
| 57 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 |
| 58 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 4 |
| 59 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 1 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 3 |
| 60 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 1 | 4 | 5 | 5 | 5 |
| 61 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 |
| 62 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 |
| 63 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 |
| 64 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 4 |
| 65 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 |
| 66 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 |
| 67 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 |
| 68 | 2 | 2 | 2 | 3 | 4 | 2 | 2 | 2 | 1 | 2 | 4 | 2 | 2 | 3 | 2 | 2 | 3 | 1 | 2 | 3 | 2 | 2 | 2 |
| 69 | 3 | 2 | 2 | 2 | 4 | 2 | 2 | 3 | 2 | 2 | 4 | 2 | 1 | 2 | 2 | 3 | 1 | 3 | 2 | 2 | 2 | 2 | 3 |
| 70 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 3 | 2 | 4 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 3 |
| 71 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 5 |
| 72 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 5 |

|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 73 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 4 | 4 | 3 | 4 | 4 | 4 |
| 74 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 |
| 75 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 4 |
| 76 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 77 | 4 | 3 | 4 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 |
| 78 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 79 | 3 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 3 | 1 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 1 | 3 |
| 80 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 2 |
| 81 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 |
| 82 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 3 |
| 83 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 |
| 84 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 |
| 85 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 |
| 86 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 |
| 87 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 88 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 4 |
| 89 | 2 | 2 | 3 | 2 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 |
| 90 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 |
| 91 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 |
| 92 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 5 |
| 93 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 |
| 94 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 |
| 95 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 |



## 5. Dukungan Sosial

| No | Ds1 | Ds2 | Ds3 | Ds4 | Ds5 | Ds6 | Ds7 | Ds8 | Ds9 | Ds10 | Ds11 | Ds12 |
|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|
| 1  | 4   | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 4    | 4    | 4    |
| 2  | 3   | 3   | 4   | 4   | 4   | 5   | 5   | 5   | 5   | 4    | 4    | 4    |
| 3  | 4   | 4   | 5   | 5   | 5   | 4   | 4   | 5   | 4   | 4    | 4    | 5    |
| 4  | 2   | 3   | 3   | 2   | 2   | 2   | 2   | 3   | 2   | 2    | 2    | 3    |
| 5  | 3   | 3   | 4   | 4   | 4   | 5   | 5   | 5   | 4   | 4    | 4    | 5    |
| 6  | 4   | 4   | 4   | 5   | 5   | 3   | 3   | 3   | 5   | 4    | 5    | 4    |
| 7  | 4   | 4   | 3   | 4   | 4   | 5   | 5   | 5   | 5   | 4    | 4    | 4    |
| 8  | 2   | 2   | 3   | 2   | 3   | 2   | 2   | 2   | 3   | 2    | 2    | 2    |
| 9  | 4   | 4   | 5   | 5   | 5   | 4   | 4   | 3   | 4   | 4    | 4    | 5    |
| 10 | 5   | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 5    | 5    | 4    |
| 11 | 2   | 2   | 1   | 2   | 2   | 3   | 2   | 2   | 3   | 3    | 2    | 2    |
| 12 | 4   | 4   | 3   | 4   | 4   | 5   | 5   | 4   | 4   | 5    | 5    | 4    |
| 13 | 3   | 3   | 4   | 4   | 4   | 5   | 3   | 3   | 5   | 5    | 4    | 5    |
| 14 | 2   | 2   | 3   | 2   | 2   | 3   | 2   | 2   | 2   | 1    | 2    | 2    |
| 15 | 4   | 4   | 5   | 5   | 4   | 4   | 3   | 4   | 4   | 4    | 4    | 4    |
| 16 | 4   | 4   | 4   | 4   | 3   | 4   | 2   | 3   | 3   | 4    | 4    | 4    |
| 17 | 4   | 4   | 4   | 5   | 5   | 4   | 4   | 5   | 5   | 5    | 4    | 4    |
| 18 | 4   | 4   | 3   | 4   | 4   | 4   | 3   | 4   | 4   | 5    | 5    | 5    |
| 19 | 4   | 3   | 3   | 4   | 4   | 2   | 3   | 3   | 3   | 4    | 3    | 3    |
| 20 | 3   | 3   | 4   | 4   | 4   | 3   | 3   | 3   | 4   | 4    | 3    | 3    |
| 21 | 2   | 2   | 3   | 3   | 2   | 2   | 3   | 2   | 2   | 3    | 3    | 3    |
| 22 | 4   | 4   | 3   | 4   | 4   | 5   | 5   | 5   | 4   | 4    | 4    | 5    |

|    |   |   |   |   |   |   |   |   |   |   |   |   |
|----|---|---|---|---|---|---|---|---|---|---|---|---|
| 23 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 |
| 24 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 2 |
| 25 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 |
| 26 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 2 | 3 | 3 |
| 27 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 |
| 28 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 5 |
| 29 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 |
| 30 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 |
| 31 | 2 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 |
| 32 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 |
| 33 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 34 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 |
| 35 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 |
| 36 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 |
| 37 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 |
| 38 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 39 | 3 | 3 | 4 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 |
| 40 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 |
| 41 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 5 | 4 |
| 42 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 |
| 43 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 44 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 |
| 45 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 2 |
| 46 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 47 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 1 | 1 | 2 | 2 | 3 |

|    |   |   |   |   |   |   |   |   |   |   |   |   |
|----|---|---|---|---|---|---|---|---|---|---|---|---|
| 48 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 |
| 49 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 3 |
| 50 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 |
| 51 | 4 | 4 | 3 | 3 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 5 |
| 52 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 |
| 53 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 |
| 54 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 |
| 55 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 2 |
| 56 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 2 |
| 57 | 3 | 3 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 4 | 3 |
| 58 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 |
| 59 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 |
| 60 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 3 |
| 61 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 2 |
| 62 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 |
| 63 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 |
| 64 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 |
| 65 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 |
| 66 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 |
| 67 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 |
| 68 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 5 |
| 69 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 |
| 70 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 |
| 71 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 |
| 72 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 2 |

|    |   |   |   |   |   |   |   |   |   |   |   |   |
|----|---|---|---|---|---|---|---|---|---|---|---|---|
| 73 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 3 |
| 74 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 |
| 75 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 |
| 76 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 5 |
| 77 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 |
| 78 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 |
| 79 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 |
| 80 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 |
| 81 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 |
| 82 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 3 |
| 83 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 |
| 84 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 85 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 |
| 86 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 |
| 87 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 |
| 88 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 |
| 89 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 |
| 90 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 |
| 91 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 |
| 92 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 |
| 93 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 |
| 94 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 4 |
| 95 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 |

**LAMPIRAN III  
PROFIL RESPONDEN**

**Jenis Kelamin**

|                 | Frequency | Percent | Valid Percent | Cumulative Percent |
|-----------------|-----------|---------|---------------|--------------------|
| Valid Laki-Laki | 79        | 83.2    | 83.2          | 83.2               |
| Perempuan       | 16        | 16.8    | 16.8          | 100.0              |
| Total           | 95        | 100.0   | 100.0         |                    |

**Umur**

|                  | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------------|-----------|---------|---------------|--------------------|
| Valid < 25 Tahun | 6         | 6.3     | 6.3           | 6.3                |
| 25 - 35 Tahun    | 42        | 44.2    | 44.2          | 50.5               |
| 36 - 45 Tahun    | 38        | 40.0    | 40.0          | 90.5               |
| > 46 Tahun       | 9         | 9.5     | 9.5           | 100.0              |
| Total            | 95        | 100.0   | 100.0         |                    |

**Pendidikan Terakhir**

|           | Frequency | Percent | Valid Percent | Cumulative Percent |
|-----------|-----------|---------|---------------|--------------------|
| Valid SMA | 61        | 64.2    | 64.2          | 64.2               |
| DIV/SI    | 26        | 27.4    | 27.4          | 91.6               |
| S2        | 8         | 8.4     | 8.4           | 100.0              |
| Total     | 95        | 100.0   | 100.0         |                    |

**Masa Kerja**

|                  | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------------|-----------|---------|---------------|--------------------|
| Valid < 10 Tahun | 9         | 9.5     | 9.5           | 9.5                |
| 11 - 20 Tahun    | 58        | 61.1    | 61.1          | 70.5               |
| 21 - 30 Tahun    | 22        | 23.2    | 23.2          | 93.7               |
| > 31 Tahun       | 6         | 6.3     | 6.3           | 100.0              |
| Total            | 95        | 100.0   | 100.0         |                    |

**LAMPIRAN IV**  
**MEASUREMENT MODEL ASSESSMENT**

**1. Uji Convergent Validity (Tahap 1)**

| Item | DS X SK | Dukungan Sosial (DS) | Job Burnout (JB) | Kepemimpinan Transformasional (KT) | Konflik Peran (KP) | Stres Kerja (SK) |
|------|---------|----------------------|------------------|------------------------------------|--------------------|------------------|
| Ds1  |         | 0.825                |                  |                                    |                    |                  |
| Ds10 |         | 0.836                |                  |                                    |                    |                  |
| Ds11 |         | 0.851                |                  |                                    |                    |                  |
| Ds12 |         | 0.785                |                  |                                    |                    |                  |
| Ds2  |         | 0.885                |                  |                                    |                    |                  |
| Ds3  |         | 0.711                |                  |                                    |                    |                  |
| Ds4  |         | 0.837                |                  |                                    |                    |                  |
| Ds5  |         | 0.826                |                  |                                    |                    |                  |
| Ds6  |         | 0.803                |                  |                                    |                    |                  |
| Ds7  |         | 0.794                |                  |                                    |                    |                  |
| Ds8  |         | 0.819                |                  |                                    |                    |                  |
| Ds9  |         | 0.852                |                  |                                    |                    |                  |
| Jb1  |         |                      | 0.883            |                                    |                    |                  |
| Jb10 |         |                      | 0.878            |                                    |                    |                  |
| Jb11 |         |                      | 0.903            |                                    |                    |                  |
| Jb12 |         |                      | 0.868            |                                    |                    |                  |
| Jb13 |         |                      | 0.826            |                                    |                    |                  |
| Jb14 |         |                      | 0.829            |                                    |                    |                  |
| Jb15 |         |                      | 0.303            |                                    |                    |                  |
| Jb16 |         |                      | 0.856            |                                    |                    |                  |
| Jb17 |         |                      | 0.842            |                                    |                    |                  |
| Jb18 |         |                      | 0.842            |                                    |                    |                  |
| Jb19 |         |                      | 0.876            |                                    |                    |                  |
| Jb2  |         |                      | 0.856            |                                    |                    |                  |
| Jb20 |         |                      | 0.889            |                                    |                    |                  |
| Jb21 |         |                      | 0.824            |                                    |                    |                  |
| Jb22 |         |                      | 0.832            |                                    |                    |                  |
| Jb23 |         |                      | 0.867            |                                    |                    |                  |
| Jb24 |         |                      | 0.855            |                                    |                    |                  |
| Jb25 |         |                      | 0.854            |                                    |                    |                  |
| Jb3  |         |                      | 0.852            |                                    |                    |                  |
| Jb4  |         |                      | 0.893            |                                    |                    |                  |
| Jb5  |         |                      | 0.9              |                                    |                    |                  |
| Jb6  |         |                      | 0.914            |                                    |                    |                  |
| Jb7  |         |                      | 0.916            |                                    |                    |                  |
| Jb8  |         |                      | 0.896            |                                    |                    |                  |

|      |  |  |       |       |       |       |
|------|--|--|-------|-------|-------|-------|
| Jb9  |  |  | 0.898 |       |       |       |
| Kp1  |  |  |       |       | 0.787 |       |
| Kp10 |  |  |       |       | 0.842 |       |
| Kp11 |  |  |       |       | 0.815 |       |
| Kp12 |  |  |       |       | 0.794 |       |
| Kp13 |  |  |       |       | 0.793 |       |
| Kp14 |  |  |       |       | 0.88  |       |
| Kp15 |  |  |       |       | 0.873 |       |
| Kp2  |  |  |       |       | 0.773 |       |
| Kp3  |  |  |       |       | 0.878 |       |
| Kp4  |  |  |       |       | 0.643 |       |
| Kp5  |  |  |       |       | 0.779 |       |
| Kp6  |  |  |       |       | 0.792 |       |
| Kp7  |  |  |       |       | 0.775 |       |
| Kp8  |  |  |       |       | 0.832 |       |
| Kp9  |  |  |       |       | 0.871 |       |
| Kt1  |  |  |       | 0.876 |       |       |
| Kt10 |  |  |       | 0.858 |       |       |
| Kt11 |  |  |       | 0.776 |       |       |
| Kt12 |  |  |       | 0.718 |       |       |
| Kt13 |  |  |       | 0.84  |       |       |
| Kt14 |  |  |       | 0.796 |       |       |
| Kt15 |  |  |       | 0.746 |       |       |
| Kt16 |  |  |       | 0.834 |       |       |
| Kt17 |  |  |       | 0.871 |       |       |
| Kt18 |  |  |       | 0.859 |       |       |
| Kt2  |  |  |       | 0.808 |       |       |
| Kt3  |  |  |       | 0.841 |       |       |
| Kt4  |  |  |       | 0.767 |       |       |
| Kt5  |  |  |       | 0.85  |       |       |
| Kt6  |  |  |       | 0.837 |       |       |
| Kt7  |  |  |       | 0.698 |       |       |
| Kt8  |  |  |       | 0.849 |       |       |
| Kt9  |  |  |       | 0.83  |       |       |
| Sk1  |  |  |       |       |       | 0.928 |
| Sk10 |  |  |       |       |       | 0.641 |
| Sk11 |  |  |       |       |       | 0.803 |
| Sk12 |  |  |       |       |       | 0.848 |
| Sk13 |  |  |       |       |       | 0.914 |
| Sk14 |  |  |       |       |       | 0.899 |
| Sk15 |  |  |       |       |       | 0.84  |
| Sk16 |  |  |       |       |       | 0.571 |
| Sk17 |  |  |       |       |       | 0.779 |
| Sk18 |  |  |       |       |       | 0.749 |

|  |       |  |  |  |  |       |
|--|-------|--|--|--|--|-------|
| Sk19                                       |       |  |  |  |  | 0.742 |
| Sk2  |       |  |  |  |  | 0.955 |
| Sk20                                       |       |  |  |  |  | 0.763 |
| Sk21                                       |       |  |  |  |  | 0.757 |
| Sk22                                       |       |  |  |  |  | 0.804 |
| Sk23                                       |       |  |  |  |  | 0.721 |
| Sk3  |       |  |  |  |  | 0.932 |
| Sk4  |       |  |  |  |  | 0.901 |
| Sk5  |       |  |  |  |  | 0.608 |
| Sk6  |       |  |  |  |  | 0.91  |
| Sk7  |       |  |  |  |  | 0.924 |
| Sk8  |       |  |  |  |  | 0.916 |
| Sk9  |       |  |  |  |  | 0.876 |
| Stres Kerja (SK) *<br>Dukungan Sosial (DS) | 1.039 |  |  |  |  |       |

| Variabel                           | Cronbach's Alpha | rho_A | Reliabilitas Komposit | Rata-rata Varians Diekstrak (AVE) |
|------------------------------------|------------------|-------|-----------------------|-----------------------------------|
| DS X SK                            | 1                | 1     | 1                     | 1                                 |
| Dukungan Sosial (DS)               | 0.955            | 0.957 | 0.961                 | 0.672                             |
| Job Burnout (JB)                   | 0.984            | 0.986 | 0.985                 | 0.729                             |
| Kepemimpinan Transformasional (KT) | 0.971            | 0.982 | 0.973                 | 0.665                             |
| Konflik Peran (KP)                 | 0.963            | 0.972 | 0.966                 | 0.657                             |
| Stres Kerja (SK)                   | 0.978            | 0.986 | 0.979                 | 0.678                             |

### Uji Convergent Validity (Tahap II)

| Item | DS X SK | Dukungan Sosial (DS) | Job Burnout (JB) | Kepemimpinan Transformasional (KT) | Konflik Peran (KP) | Stres Kerja (SK) |
|------|---------|----------------------|------------------|------------------------------------|--------------------|------------------|
| Ds1  |         | 0.825                |                  |                                    |                    |                  |
| Ds10 |         | 0.836                |                  |                                    |                    |                  |
| Ds11 |         | 0.851                |                  |                                    |                    |                  |
| Ds12 |         | 0.785                |                  |                                    |                    |                  |
| Ds2  |         | 0.885                |                  |                                    |                    |                  |
| Ds3  |         | 0.711                |                  |                                    |                    |                  |
| Ds4  |         | 0.837                |                  |                                    |                    |                  |



|      |  |       |       |       |       |  |
|------|--|-------|-------|-------|-------|--|
| Ds5  |  | 0.826 |       |       |       |  |
| Ds6  |  | 0.803 |       |       |       |  |
| Ds7  |  | 0.794 |       |       |       |  |
| Ds8  |  | 0.819 |       |       |       |  |
| Ds9  |  | 0.852 |       |       |       |  |
| Jb1  |  |       | 0.884 |       |       |  |
| Jb10 |  |       | 0.878 |       |       |  |
| Jb11 |  |       | 0.902 |       |       |  |
| Jb12 |  |       | 0.867 |       |       |  |
| Jb13 |  |       | 0.825 |       |       |  |
| Jb14 |  |       | 0.829 |       |       |  |
| Jb16 |  |       | 0.856 |       |       |  |
| Jb17 |  |       | 0.843 |       |       |  |
| Jb18 |  |       | 0.842 |       |       |  |
| Jb19 |  |       | 0.875 |       |       |  |
| Jb2  |  |       | 0.856 |       |       |  |
| Jb20 |  |       | 0.89  |       |       |  |
| Jb21 |  |       | 0.825 |       |       |  |
| Jb22 |  |       | 0.833 |       |       |  |
| Jb23 |  |       | 0.868 |       |       |  |
| Jb24 |  |       | 0.855 |       |       |  |
| Jb25 |  |       | 0.853 |       |       |  |
| Jb3  |  |       | 0.851 |       |       |  |
| Jb4  |  |       | 0.894 |       |       |  |
| Jb5  |  |       | 0.9   |       |       |  |
| Jb6  |  |       | 0.913 |       |       |  |
| Jb7  |  |       | 0.917 |       |       |  |
| Jb8  |  |       | 0.896 |       |       |  |
| Jb9  |  |       | 0.899 |       |       |  |
| Kp1  |  |       |       |       | 0.796 |  |
| Kp10 |  |       |       |       | 0.833 |  |
| Kp11 |  |       |       |       | 0.812 |  |
| Kp12 |  |       |       |       | 0.794 |  |
| Kp13 |  |       |       |       | 0.794 |  |
| Kp14 |  |       |       |       | 0.884 |  |
| Kp15 |  |       |       |       | 0.875 |  |
| Kp2  |  |       |       |       | 0.776 |  |
| Kp3  |  |       |       |       | 0.879 |  |
| Kp5  |  |       |       |       | 0.781 |  |
| Kp6  |  |       |       |       | 0.8   |  |
| Kp7  |  |       |       |       | 0.772 |  |
| Kp8  |  |       |       |       | 0.826 |  |
| Kp9  |  |       |       |       | 0.863 |  |
| Kt1  |  |       |       | 0.875 |       |  |
| Kt10 |  |       |       | 0.859 |       |  |

|  |       |  |  |       |  |       |
|--|-------|--|--|-------|--|-------|
| Kt11                                       |       |  |  | 0.775 |  |       |
| Kt12                                       |       |  |  | 0.717 |  |       |
| Kt13                                       |       |  |  | 0.847 |  |       |
| Kt14                                       |       |  |  | 0.803 |  |       |
| Kt15                                       |       |  |  | 0.752 |  |       |
| Kt16                                       |       |  |  | 0.835 |  |       |
| Kt17                                       |       |  |  | 0.876 |  |       |
| Kt18                                       |       |  |  | 0.869 |  |       |
| Kt2  |       |  |  | 0.807 |  |       |
| Kt3  |       |  |  | 0.838 |  |       |
| Kt4  |       |  |  | 0.768 |  |       |
| Kt5  |       |  |  | 0.855 |  |       |
| Kt6  |       |  |  | 0.83  |  |       |
| Kt8  |       |  |  | 0.851 |  |       |
| Kt9  |       |  |  | 0.833 |  |       |
| Sk1  |       |  |  |       |  | 0.933 |
| Sk11                                       |       |  |  |       |  | 0.805 |
| Sk12                                       |       |  |  |       |  | 0.853 |
| Sk13                                       |       |  |  |       |  | 0.926 |
| Sk14                                       |       |  |  |       |  | 0.907 |
| Sk15                                       |       |  |  |       |  | 0.841 |
| Sk17                                       |       |  |  |       |  | 0.785 |
| Sk18                                       |       |  |  |       |  | 0.741 |
| Sk19                                       |       |  |  |       |  | 0.742 |
| Sk2  |       |  |  |       |  | 0.96  |
| Sk20                                       |       |  |  |       |  | 0.766 |
| Sk21                                       |       |  |  |       |  | 0.757 |
| Sk22                                       |       |  |  |       |  | 0.795 |
| Sk23                                       |       |  |  |       |  | 0.721 |
| Sk3  |       |  |  |       |  | 0.941 |
| Sk4  |       |  |  |       |  | 0.901 |
| Sk6  |       |  |  |       |  | 0.919 |
| Sk7  |       |  |  |       |  | 0.928 |
| Sk8  |       |  |  |       |  | 0.921 |
| Sk9  |       |  |  |       |  | 0.876 |
| Stres Kerja (SK) *<br>Dukungan Sosial (DS) | 1.034 |  |  |       |  |       |

| Konstruk                           | Cronbach's Alpha | rho_A | Reliabilitas Komposit | Rata-rata Varians Diekstrak (AVE) |
|------------------------------------|------------------|-------|-----------------------|-----------------------------------|
| DS X SK                            | 1                | 1     | 1                     | 1                                 |
| Dukungan Sosial (DS)               | 0.955            | 0.957 | 0.961                 | 0.672                             |
| Job Burnout (JB)                   | 0.986            | 0.986 | 0.987                 | 0.756                             |
| Kepemimpinan Transformasional (KT) | 0.971            | 0.986 | 0.973                 | 0.679                             |
| Konflik Peran (KP)                 | 0.963            | 0.973 | 0.967                 | 0.675                             |
| Stres Kerja (SK)                   | 0.981            | 0.992 | 0.982                 | 0.73                              |

## 2. Uji *Discriminant Validity*

### *Discriminant Validity dengan Metode Fornell Larcker Criterion*

| Variabel                           | DS X SK  | Dukungan Sosial (DS) | Job Burnout (JB) | Kepemimpinan Transformasional (KT) | Konflik Peran (KP) | Stres Kerja (SK) |
|------------------------------------|----------|----------------------|------------------|------------------------------------|--------------------|------------------|
| DS X SK                            | <b>1</b> |                      |                  |                                    |                    |                  |
| Dukungan Sosial (DS)               | -0.042   | <b>0.820</b>         |                  |                                    |                    |                  |
| Job Burnout (JB)                   | -0.073   | 0.834                | <b>0.869</b>     |                                    |                    |                  |
| Kepemimpinan Transformasional (KT) | 0.035    | 0.058                | 0.158            | <b>0.824</b>                       |                    |                  |
| Konflik Peran (KP)                 | -0.073   | 0.801                | 0.742            | 0.153                              | <b>0.821</b>       |                  |
| Stres Kerja (SK)                   | 0.063    | 0.067                | 0.039            | -0.181                             | 0.108              | <b>0.854</b>     |

### *Discriminant Validity dengan Cross loading*

| Item | DS X SK | Dukungan Sosial (DS) | Job Burnout (JB) | Kepemimpinan Transformasional (KT) | Konflik Peran (KP) | Stres Kerja (SK) |
|------|---------|----------------------|------------------|------------------------------------|--------------------|------------------|
| Ds1  | -0.055  | 0.825                | 0.696            | 0.149                              | 0.681              | 0.16             |
| Ds10 | 0.065   | 0.836                | 0.72             | -0.003                             | 0.709              | 0.225            |
| Ds11 | -0.044  | 0.851                | 0.716            | 0.02                               | 0.698              | 0.153            |
| Ds12 | -0.058  | 0.785                | 0.73             | 0.071                              | 0.666              | -0.014           |
| Ds2  | 0.05    | 0.885                | 0.719            | 0.147                              | 0.703              | 0.05             |
| Ds3  | -0.016  | 0.711                | 0.569            | 0.017                              | 0.53               | 0.107            |
| Ds4  | -0.031  | 0.837                | 0.68             | 0.099                              | 0.657              | 0.06             |
| Ds5  | -0.104  | 0.826                | 0.706            | 0.019                              | 0.659              | -0.088           |
| Ds6  | -0.097  | 0.803                | 0.634            | -0.07                              | 0.604              | -0.048           |

|      |        |        |       |       |       |        |
|------|--------|--------|-------|-------|-------|--------|
| Ds7  | -0.095 | 0.794  | 0.644 | 0.037 | 0.588 | -0.037 |
| Ds8  | -0.058 | 0.819  | 0.633 | 0.024 | 0.616 | 0.035  |
| Ds9  | 0.011  | 0.852  | 0.731 | 0.047 | 0.733 | 0.044  |
| Jb1  | -0.046 | 0.757  | 0.884 | 0.191 | 0.793 | -0.017 |
| Jb10 | -0.072 | 0.698  | 0.878 | 0.218 | 0.804 | 0.072  |
| Jb11 | -0.08  | 0.728  | 0.902 | 0.172 | 0.813 | 0.059  |
| Jb12 | -0.048 | 0.691  | 0.867 | 0.219 | 0.801 | 0.014  |
| Jb13 | -0.125 | 0.731  | 0.825 | 0.075 | 0.802 | 0.139  |
| Jb14 | -0.079 | 0.691  | 0.829 | 0.08  | 0.771 | 0.093  |
| Jb16 | 0.043  | 0.679  | 0.856 | 0.219 | 0.781 | 0.059  |
| Jb17 | -0.036 | 0.655  | 0.843 | 0.193 | 0.753 | -0.015 |
| Jb18 | -0.012 | 0.681  | 0.842 | 0.124 | 0.811 | -0.003 |
| Jb19 | -0.013 | 0.74   | 0.875 | 0.102 | 0.854 | 0.064  |
| Jb2  | -0.01  | 0.728  | 0.856 | 0.188 | 0.778 | 0.04   |
| Jb20 | -0.068 | 0.728  | 0.89  | 0.133 | 0.866 | 0.067  |
| Jb21 | -0.137 | 0.688  | 0.825 | 0.013 | 0.797 | 0.019  |
| Jb22 | -0.149 | 0.683  | 0.833 | 0.076 | 0.817 | 0.081  |
| Jb23 | -0.074 | 0.759  | 0.868 | 0.106 | 0.832 | 0.044  |
| Jb24 | -0.11  | 0.747  | 0.855 | 0.112 | 0.856 | -0.018 |
| Jb25 | -0.101 | 0.729  | 0.853 | 0.07  | 0.828 | -0.024 |
| Jb3  | 0.027  | 0.72   | 0.851 | 0.248 | 0.773 | -0.051 |
| Jb4  | -0.042 | 0.763  | 0.894 | 0.074 | 0.841 | 0.047  |
| Jb5  | -0.055 | 0.763  | 0.9   | 0.147 | 0.827 | 0.056  |
| Jb6  | -0.044 | 0.777  | 0.913 | 0.129 | 0.865 | -0.054 |
| Jb7  | -0.115 | 0.767  | 0.917 | 0.147 | 0.867 | 0.071  |
| Jb8  | -0.132 | 0.763  | 0.896 | 0.118 | 0.86  | 0.054  |
| Jb9  | -0.036 | 0.716  | 0.899 | 0.144 | 0.846 | 0.03   |
| Kp1  | -0.065 | 0.661  | 0.726 | 0.123 | 0.796 | 0.139  |
| Kp10 | -0.07  | 0.644  | 0.739 | 0.149 | 0.833 | 0.092  |
| Kp11 | 0.039  | 0.65   | 0.793 | 0.182 | 0.812 | 0.041  |
| Kp12 | 0.042  | 0.617  | 0.784 | 0.159 | 0.794 | 0.053  |
| Kp13 | -0.078 | 0.635  | 0.739 | 0.188 | 0.794 | 0.08   |
| Kp14 | -0.058 | 0.739  | 0.828 | 0.169 | 0.884 | 0.101  |
| Kp15 | -0.042 | 0.718  | 0.838 | 0.089 | 0.875 | 0.081  |
| Kp2  | -0.035 | 0.661  | 0.763 | 0.135 | 0.776 | -0.028 |
| Kp3  | -0.109 | 0.69   | 0.826 | 0.124 | 0.879 | 0.072  |
| Kp5  | -0.114 | 0.646  | 0.753 | 0.059 | 0.781 | 0.072  |
| Kp6  | -0.116 | 0.656  | 0.77  | 0.121 | 0.8   | 0.077  |
| Kp7  | -0.038 | 0.572  | 0.754 | 0.014 | 0.772 | 0.054  |
| Kp8  | -0.046 | 0.639  | 0.798 | 0.119 | 0.826 | 0.097  |
| Kp9  | -0.038 | 0.684  | 0.804 | 0.143 | 0.863 | 0.062  |
| Kt1  | -0.012 | -0.026 | 0.061 | 0.875 | 0.084 | -0.082 |
| Kt10 | 0.01   | 0.136  | 0.191 | 0.859 | 0.18  | -0.218 |
| Kt11 | 0.149  | 0.014  | 0.124 | 0.775 | 0.137 | -0.11  |

|  |        |        |        |        |        |        |
|--|--------|--------|--------|--------|--------|--------|
| Kt12                                       | -0.037 | -0.049 | 0.033  | 0.717  | 0.059  | -0.154 |
| Kt13                                       | -0.068 | 0.07   | 0.145  | 0.847  | 0.15   | 0.013  |
| Kt14                                       | -0.006 | -0.009 | 0.123  | 0.803  | 0.133  | -0.11  |
| Kt15                                       | -0.044 | 0.035  | 0.13   | 0.752  | 0.101  | -0.096 |
| Kt16                                       | 0.041  | 0.054  | 0.108  | 0.835  | 0.11   | -0.203 |
| Kt17                                       | 0.052  | 0.086  | 0.208  | 0.876  | 0.189  | -0.205 |
| Kt18                                       | 0.031  | 0.049  | 0.168  | 0.869  | 0.14   | -0.129 |
| Kt2  | 0.143  | 0.064  | 0.131  | 0.807  | 0.135  | -0.101 |
| Kt3  | -0.093 | 0.022  | 0.07   | 0.838  | 0.081  | -0.057 |
| Kt4  | 0.014  | 0.135  | 0.188  | 0.768  | 0.186  | -0.141 |
| Kt5  | 0.063  | 0.112  | 0.178  | 0.855  | 0.207  | -0.096 |
| Kt6  | 0.058  | 0.028  | 0.068  | 0.83   | 0.034  | -0.085 |
| Kt8  | -0.007 | 0.079  | 0.127  | 0.851  | 0.136  | -0.143 |
| Kt9  | 0.051  | -0.049 | 0.061  | 0.833  | 0.031  | -0.171 |
| Sk1  | 0.004  | 0.155  | 0.093  | -0.188 | 0.155  | 0.933  |
| Sk11                                       | -0.022 | 0.213  | 0.14   | -0.149 | 0.202  | 0.805  |
| Sk12                                       | -0.014 | -0.121 | -0.102 | -0.102 | -0.04  | 0.853  |
| Sk13                                       | 0.07   | 0.018  | -0.011 | -0.213 | 0.044  | 0.926  |
| Sk14                                       | 0.084  | 0.041  | 0.03   | -0.179 | 0.065  | 0.907  |
| Sk15                                       | 0.157  | 0.024  | 0.024  | -0.047 | 0.069  | 0.841  |
| Sk17                                       | 0.146  | 0.014  | 0.063  | -0.101 | 0.085  | 0.785  |
| Sk18                                       | 0.087  | 0.065  | 0.101  | -0.065 | 0.15   | 0.741  |
| Sk19                                       | 0.193  | 0.012  | -0.027 | -0.123 | 0.027  | 0.742  |
| Sk2  | 0.064  | 0.058  | 0.031  | -0.19  | 0.117  | 0.96   |
| Sk20                                       | 0.078  | 0.115  | 0.081  | -0.058 | 0.136  | 0.766  |
| Sk21                                       | 0.075  | -0.005 | -0.044 | -0.125 | 0.046  | 0.757  |
| Sk22                                       | 0.141  | -0.036 | 0.029  | -0.084 | 0.077  | 0.795  |
| Sk23                                       | 0.004  | -0.022 | -0.009 | 0.019  | 0.04   | 0.721  |
| Sk3  | 0.039  | 0.038  | -0.004 | -0.2   | 0.075  | 0.941  |
| Sk4  | 0.044  | 0.015  | 0.016  | -0.185 | 0.063  | 0.901  |
| Sk6  | -0.007 | 0.026  | 0.003  | -0.182 | 0.071  | 0.919  |
| Sk7  | 0.057  | 0.037  | 0.027  | -0.176 | 0.085  | 0.928  |
| Sk8  | 0.009  | 0.05   | 0.001  | -0.213 | 0.076  | 0.921  |
| Sk9  | 0.03   | 0.076  | 0.021  | -0.171 | 0.082  | 0.876  |
| Stres Kerja (SK) *<br>Dukungan Sosial (DS) | 1      | -0.042 | -0.073 | 0.035  | -0.073 | 0.063  |

**Lampiran V**  
**Data TCR**

| No | U | J<br>K | P<br>T | M<br>K | Job Burout |     |     |     |     |     |     |     |     |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |  |
|----|---|--------|--------|--------|------------|-----|-----|-----|-----|-----|-----|-----|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|--|
|    |   |        |        |        | Jb1        | Jb2 | Jb3 | Jb4 | Jb5 | Jb6 | Jb7 | Jb8 | Jb9 | Jb1<br>0 | Jb1<br>1 | Jb1<br>2 | Jb1<br>3 | Jb1<br>4 | Jb1<br>6 | Jb1<br>7 | Jb1<br>8 | Jb1<br>9 | Jb2<br>0 | Jb2<br>1 | Jb2<br>2 | Jb2<br>3 | Jb2<br>4 | Jb2<br>5 |  |
| 1  | 4 | 1      | 3      | 4      | 4          | 4   | 3   | 3   | 5   | 3   | 4   | 3   | 4   | 4        | 4        | 4        | 4        | 3        | 3        | 3        | 4        | 4        | 5        | 4        | 4        | 4        | 5        |          |  |
| 2  | 4 | 2      | 2      | 3      | 4          | 5   | 4   | 3   | 4   | 4   | 4   | 3   | 5   | 3        | 4        | 3        | 4        | 4        | 4        | 4        | 5        | 4        | 5        | 4        | 4        | 4        | 5        |          |  |
| 3  | 4 | 1      | 2      | 2      | 5          | 5   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4        | 5        | 5        | 4        | 4        | 5        | 5        | 4        | 4        | 4        | 5        | 4        | 4        | 5        |          |  |
| 4  | 3 | 1      | 2      | 2      | 2          | 3   | 3   | 2   | 2   | 2   | 2   | 1   | 2   | 2        | 1        | 2        | 1        | 2        | 3        | 3        | 2        | 2        | 3        | 2        | 2        | 2        | 2        |          |  |
| 5  | 2 | 1      | 2      | 3      | 4          | 4   | 4   | 5   | 4   | 4   | 5   | 4   | 4   | 4        | 4        | 4        | 5        | 4        | 4        | 4        | 4        | 5        | 5        | 5        | 4        | 4        | 5        | 4        |  |
| 6  | 3 | 2      | 2      | 4      | 5          | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 5        | 4        | 5        | 4        | 4        | 5        | 5        | 5        | 4        | 5        | 4        | 5        | 4        | 5        | 4        |  |
| 7  | 2 | 1      | 3      | 3      | 4          | 5   | 5   | 4   | 5   | 5   | 4   | 5   | 4   | 4        | 4        | 4        | 4        | 4        | 3        | 4        | 5        | 4        | 4        | 4        | 5        | 4        | 5        | 4        |  |
| 8  | 3 | 1      | 2      | 2      | 3          | 3   | 3   | 2   | 2   | 1   | 2   | 2   | 1   | 1        | 2        | 1        | 1        | 2        | 2        | 2        | 3        | 3        | 2        | 2        | 3        | 2        | 2        | 2        |  |
| 9  | 4 | 1      | 2      | 2      | 4          | 4   | 5   | 4   | 4   | 4   | 4   | 5   | 4   | 4        | 4        | 4        | 3        | 3        | 3        | 3        | 4        | 4        | 5        | 5        | 4        | 4        | 4        | 4        |  |
| 10 | 3 | 2      | 2      | 2      | 4          | 4   | 5   | 4   | 5   | 4   | 5   | 4   | 5   | 4        | 4        | 4        | 5        | 5        | 4        | 4        | 4        | 5        | 5        | 4        | 4        | 4        | 5        | 5        |  |
| 11 | 2 | 1      | 3      | 3      | 3          | 3   | 2   | 2   | 1   | 2   | 1   | 2   | 2   | 2        | 2        | 2        | 1        | 2        | 3        | 3        | 3        | 3        | 2        | 2        | 2        | 3        | 2        | 2        |  |
| 12 | 3 | 1      | 2      | 4      | 4          | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 4        | 4        | 4        | 4        | 5        | 3        | 3        | 4        | 4        | 4        | 4        | 5        | 5        | 5        | 4        |  |
| 13 | 2 | 1      | 2      | 2      | 4          | 4   | 5   | 5   | 5   | 4   | 4   | 4   | 4   | 5        | 5        | 5        | 4        | 4        | 4        | 4        | 4        | 4        | 4        | 5        | 4        | 4        | 5        | 4        |  |
| 14 | 2 | 1      | 3      | 2      | 2          | 2   | 1   | 2   | 1   | 1   | 2   | 2   | 1   | 2        | 2        | 2        | 1        | 2        | 2        | 1        | 2        | 2        | 2        | 3        | 3        | 2        | 2        | 2        |  |
| 15 | 3 | 2      | 3      | 1      | 4          | 4   | 5   | 4   | 5   | 4   | 5   | 4   | 4   | 4        | 4        | 4        | 5        | 5        | 4        | 4        | 5        | 5        | 4        | 4        | 4        | 4        | 5        | 4        |  |
| 16 | 2 | 1      | 1      | 2      | 5          | 5   | 4   | 5   | 5   | 5   | 4   | 5   | 5   | 5        | 5        | 5        | 4        | 4        | 5        | 5        | 4        | 4        | 4        | 4        | 5        | 5        | 4        | 4        |  |
| 17 | 2 | 1      | 2      | 3      | 4          | 5   | 4   | 4   | 4   | 4   | 5   | 5   | 4   | 4        | 4        | 4        | 4        | 5        | 4        | 4        | 4        | 4        | 4        | 5        | 4        | 4        | 5        | 4        |  |
| 18 | 3 | 1      | 1      | 2      | 4          | 4   | 4   | 4   | 5   | 5   | 4   | 4   | 5   | 4        | 5        | 4        | 4        | 3        | 3        | 3        | 4        | 4        | 4        | 3        | 4        | 4        | 5        | 4        |  |
| 19 | 2 | 1      | 1      | 2      | 5          | 5   | 5   | 4   | 4   | 4   | 5   | 4   | 5   | 5        | 5        | 5        | 4        | 4        | 3        | 4        | 4        | 4        | 5        | 4        | 5        | 4        | 4        | 4        |  |
| 20 | 1 | 1      | 1      | 2      | 3          | 4   | 3   | 3   | 3   | 4   | 3   | 3   | 4   | 3        | 3        | 3        | 4        | 4        | 3        | 3        | 3        | 4        | 3        | 3        | 4        | 4        | 3        | 3        |  |
| 21 | 2 | 1      | 2      | 1      | 2          | 2   | 3   | 2   | 2   | 2   | 2   | 2   | 3   | 2        | 2        | 3        | 2        | 2        | 3        | 3        | 3        | 2        | 2        | 3        | 2        | 2        | 2        | 2        |  |
| 22 | 3 | 1      | 1      | 2      | 4          | 4   | 4   | 5   | 4   | 5   | 4   | 5   | 4   | 4        | 4        | 3        | 3        | 3        | 3        | 4        | 4        | 5        | 4        | 5        | 4        | 3        | 4        | 4        |  |
| 23 | 2 | 2      | 1      | 3      | 5          | 5   | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 4        | 4        | 5        | 4        | 5        | 5        | 5        | 5        | 5        | 4        | 4        | 4        | 4        | 4        | 4        |  |

|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 24 | 4 | 1 | 1 | 2 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 4 |   |
| 25 | 3 | 1 | 2 | 1 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 26 | 2 | 2 | 1 | 2 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 |   |
| 27 | 3 | 1 | 1 | 2 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |
| 28 | 3 | 1 | 1 | 2 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 |   |
| 29 | 2 | 1 | 1 | 3 | 2 | 2 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 1 | 1 | 2 | 2 | 2 |   |
| 30 | 3 | 1 | 3 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 |   |
| 31 | 3 | 1 | 2 | 2 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 |   |
| 32 | 3 | 1 | 1 | 2 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 |   |
| 33 | 2 | 1 | 1 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 1 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 2 |   |
| 34 | 2 | 1 | 1 | 3 | 2 | 3 | 2 | 1 | 2 | 1 | 1 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 |   |
| 35 | 1 | 1 | 2 | 2 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 |   |
| 36 | 2 | 2 | 1 | 2 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |   |
| 37 | 3 | 1 | 2 | 1 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 |   |
| 38 | 2 | 1 | 1 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 |   |
| 39 | 3 | 1 | 1 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 |   |
| 40 | 2 | 2 | 1 | 2 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 |   |
| 41 | 2 | 1 | 3 | 2 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 |
| 42 | 3 | 1 | 1 | 2 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 |   |
| 43 | 3 | 1 | 2 | 1 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |   |
| 44 | 4 | 1 | 1 | 2 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 |   |
| 45 | 3 | 2 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 |   |
| 46 | 2 | 1 | 1 | 2 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 |   |
| 47 | 1 | 1 | 2 | 1 | 1 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 1 | 2 | 2 | 4 | 2 | 3 | 2 | 2 | 1 | 2 | 2 | 2 | 3 | 2 | 2 | 2 |   |
| 48 | 2 | 1 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 |   |
| 49 | 3 | 1 | 1 | 2 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |   |
| 50 | 2 | 2 | 1 | 2 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 |   |
| 51 | 2 | 1 | 1 | 2 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |   |
| 52 | 3 | 1 | 1 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 |   |

|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 53 | 2 | 1 | 1 | 2 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 |
| 54 | 1 | 1 | 1 | 2 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 |
| 55 | 2 | 1 | 3 | 1 | 3 | 3 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 |
| 56 | 4 | 1 | 2 | 4 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 3 | 3 |
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| 58 | 2 | 1 | 1 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 |
| 59 | 3 | 1 | 1 | 3 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 |
| 60 | 3 | 1 | 1 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 |
| 61 | 2 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 |
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| 63 | 3 | 2 | 2 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 |
| 64 | 2 | 1 | 1 | 2 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 |
| 65 | 3 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 3 |
| 66 | 4 | 1 | 1 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 |
| 67 | 3 | 1 | 1 | 2 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 68 | 2 | 1 | 1 | 2 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 5 |
| 69 | 2 | 1 | 1 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 |
| 70 | 1 | 2 | 2 | 1 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 |
| 71 | 3 | 1 | 1 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 |
| 72 | 3 | 1 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 3 | 2 | 2 | 2 |
| 73 | 2 | 1 | 1 | 3 | 2 | 2 | 1 | 2 | 1 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 |
| 74 | 3 | 1 | 1 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 75 | 2 | 1 | 1 | 2 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 |
| 76 | 3 | 1 | 2 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 |
| 77 | 2 | 1 | 1 | 2 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 |
| 78 | 2 | 2 | 1 | 2 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 |
| 79 | 3 | 1 | 1 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 |
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| 81 | 3 | 1 | 1 | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 |



|               |   |   |   |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |
|---------------|---|---|---|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 82            | 4 | 1 | 2 | 4           | 2           | 2           | 2           | 1           | 2           | 2           | 1           | 2           | 2           | 3           | 2           | 2           | 2           | 3           | 2           | 2           | 2           | 1           | 2           | 2           | 3           | 3           | 2           | 2           |
| 83            | 2 | 1 | 1 | 2           | 4           | 4           | 3           | 4           | 3           | 3           | 4           | 3           | 3           | 3           | 3           | 4           | 4           | 4           | 3           | 3           | 3           | 4           | 4           | 4           | 4           | 3           | 4           | 4           |
| 84            | 2 | 2 | 1 | 2           | 5           | 4           | 4           | 5           | 5           | 4           | 4           | 5           | 4           | 4           | 4           | 5           | 5           | 5           | 4           | 4           | 5           | 5           | 5           | 4           | 4           | 4           | 4           | 4           |
| 85            | 1 | 1 | 1 | 1           | 5           | 4           | 5           | 5           | 4           | 5           | 5           | 4           | 5           | 5           | 5           | 5           | 4           | 4           | 5           | 5           | 4           | 4           | 4           | 4           | 4           | 4           | 5           | 5           |
| 86            | 2 | 1 | 1 | 2           | 4           | 4           | 5           | 4           | 4           | 4           | 4           | 5           | 4           | 4           | 4           | 4           | 4           | 5           | 5           | 5           | 4           | 5           | 4           | 5           | 5           | 4           | 5           | 5           |
| 87            | 3 | 1 | 1 | 2           | 4           | 5           | 4           | 4           | 5           | 5           | 4           | 4           | 4           | 3           | 3           | 4           | 4           | 4           | 4           | 3           | 3           | 4           | 4           | 4           | 4           | 4           | 3           | 3           |
| 88            | 2 | 1 | 1 | 2           | 3           | 3           | 4           | 4           | 5           | 5           | 4           | 5           | 5           | 5           | 4           | 4           | 4           | 5           | 5           | 4           | 4           | 5           | 5           | 4           | 4           | 4           | 5           | 5           |
| 89            | 2 | 1 | 1 | 2           | 2           | 3           | 2           | 2           | 2           | 1           | 2           | 1           | 2           | 3           | 3           | 2           | 2           | 2           | 2           | 2           | 3           | 2           | 2           | 3           | 2           | 2           | 3           | 3           |
| 90            | 2 | 1 | 2 | 3           | 1           | 1           | 1           | 2           | 1           | 1           | 1           | 2           | 1           | 2           | 2           | 2           | 3           | 2           | 2           | 3           | 2           | 2           | 2           | 3           | 3           | 2           | 2           | 2           |
| 91            | 3 | 1 | 1 | 3           | 4           | 4           | 3           | 4           | 3           | 3           | 4           | 4           | 3           | 3           | 3           | 3           | 4           | 4           | 3           | 3           | 4           | 4           | 3           | 3           | 4           | 4           | 4           | 4           |
| 92            | 2 | 2 | 1 | 2           | 5           | 4           | 5           | 4           | 4           | 5           | 5           | 4           | 4           | 5           | 5           | 5           | 4           | 4           | 4           | 4           | 5           | 5           | 5           | 5           | 4           | 4           | 4           | 4           |
| 93            | 3 | 1 | 1 | 3           | 4           | 4           | 4           | 5           | 4           | 5           | 5           | 5           | 4           | 4           | 4           | 3           | 3           | 4           | 4           | 3           | 4           | 4           | 4           | 5           | 4           | 5           | 5           | 5           |
| 94            | 3 | 1 | 1 | 3           | 4           | 5           | 4           | 4           | 5           | 4           | 5           | 5           | 5           | 4           | 4           | 4           | 3           | 4           | 4           | 4           | 5           | 5           | 5           | 5           | 4           | 4           | 4           | 4           |
| 95            | 2 | 1 | 1 | 2           | 3           | 3           | 2           | 2           | 2           | 2           | 2           | 2           | 2           | 3           | 3           | 2           | 2           | 2           | 3           | 2           | 2           | 2           | 3           | 2           | 2           | 3           | 3           | 3           |
| <b>Jumlah</b> |   |   |   | <b>34</b>   | <b>36</b>   | <b>34</b>   | <b>34</b>   | <b>35</b>   | <b>34</b>   | <b>34</b>   | <b>34</b>   | <b>35</b>   | <b>33</b>   | <b>34</b>   | <b>35</b>   | <b>35</b>   | <b>35</b>   | <b>34</b>   | <b>34</b>   | <b>35</b>   | <b>36</b>   | <b>36</b>   | <b>35</b>   | <b>35</b>   | <b>34</b>   | <b>35</b>   | <b>35</b>   | <b>35</b>   |
| <b>Mean</b>   |   |   |   | <b>3.6</b>  | <b>3.8</b>  | <b>3.6</b>  | <b>3.6</b>  | <b>3.7</b>  | <b>3.6</b>  | <b>3.6</b>  | <b>3.6</b>  | <b>3.6</b>  | <b>3.5</b>  | <b>3.5</b>  | <b>3.6</b>  | <b>3.6</b>  | <b>3.6</b>  | <b>3.6</b>  | <b>3.6</b>  | <b>3.6</b>  | <b>3.8</b>  | <b>3.7</b>  | <b>3.7</b>  | <b>3.7</b>  | <b>3.6</b>  | <b>3.7</b>  | <b>3.6</b>  | <b>3.6</b>  |
| <b>TCR</b>    |   |   |   | <b>73.0</b> | <b>76.2</b> | <b>73.2</b> | <b>73.2</b> | <b>74.9</b> | <b>72.4</b> | <b>73.2</b> | <b>73.0</b> | <b>73.6</b> | <b>71.3</b> | <b>71.7</b> | <b>73.8</b> | <b>73.6</b> | <b>73.6</b> | <b>72.6</b> | <b>72.2</b> | <b>73.8</b> | <b>76.0</b> | <b>75.7</b> | <b>74.9</b> | <b>74.1</b> | <b>72.4</b> | <b>74.7</b> | <b>73.8</b> | <b>73.8</b> |

| No | Konflik Peran |     |     |     |     |     |     |     |      |      |      |      |      |      |
|----|---------------|-----|-----|-----|-----|-----|-----|-----|------|------|------|------|------|------|
|    | Kp1           | Kp2 | Kp3 | Kp5 | Kp6 | Kp7 | Kp8 | Kp9 | Kp10 | Kp11 | Kp12 | Kp13 | Kp14 | Kp15 |
| 1  | 4             | 5   | 5   | 4   | 5   | 4   | 4   | 4   | 4    | 4    | 5    | 3    | 4    | 4    |
| 2  | 4             | 4   | 4   | 4   | 4   | 3   | 3   | 3   | 3    | 4    | 4    | 4    | 4    | 4    |
| 3  | 3             | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 3    | 3    | 3    | 3    | 4    | 3    |
| 4  | 3             | 3   | 2   | 2   | 3   | 2   | 2   | 3   | 3    | 2    | 2    | 3    | 3    | 3    |
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| 7  | 4             | 4   | 5   | 3   | 4   | 4   | 4   | 4   | 5    | 5    | 5    | 4    | 5    | 5    |
| 8  | 3             | 3   | 2   | 2   | 3   | 2   | 2   | 2   | 2    | 3    | 3    | 2    | 2    | 2    |
| 9  | 4             | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 5    | 4    | 4    | 4    | 4    | 4    |
| 10 | 4             | 5   | 5   | 5   | 4   | 4   | 4   | 5   | 5    | 5    | 4    | 4    | 4    | 5    |
| 11 | 2             | 3   | 2   | 2   | 3   | 3   | 2   | 2   | 1    | 3    | 3    | 3    | 2    | 2    |
| 12 | 4             | 4   | 4   | 5   | 5   | 4   | 4   | 5   | 5    | 4    | 4    | 4    | 5    | 5    |
| 13 | 4             | 4   | 5   | 4   | 4   | 4   | 4   | 3   | 4    | 4    | 5    | 4    | 4    | 4    |
| 14 | 3             | 3   | 2   | 2   | 2   | 3   | 3   | 2   | 2    | 2    | 3    | 3    | 2    | 2    |
| 15 | 4             | 4   | 5   | 5   | 5   | 4   | 4   | 4   | 5    | 5    | 5    | 5    | 4    | 4    |
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| 17 | 4             | 4   | 4   | 3   | 4   | 3   | 4   | 5   | 5    | 5    | 4    | 4    | 4    | 4    |
| 18 | 3             | 3   | 4   | 4   | 3   | 4   | 5   | 5   | 5    | 5    | 5    | 5    | 4    | 4    |
| 19 | 4             | 4   | 4   | 4   | 5   | 5   | 5   | 4   | 4    | 5    | 5    | 4    | 5    | 4    |
| 20 | 4             | 4   | 3   | 3   | 4   | 4   | 4   | 3   | 3    | 3    | 3    | 3    | 3    | 4    |
| 21 | 3             | 3   | 2   | 2   | 2   | 3   | 3   | 2   | 2    | 2    | 2    | 2    | 2    | 3    |
| 22 | 5             | 5   | 4   | 4   | 4   | 4   | 4   | 3   | 4    | 4    | 4    | 4    | 5    | 5    |
| 23 | 4             | 4   | 4   | 3   | 3   | 5   | 5   | 4   | 4    | 5    | 5    | 4    | 5    | 4    |
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|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
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| 45 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 3 |
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| 55 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 |
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|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 57 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 |
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| 63 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 5 |
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| 66 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 |
| 67 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 68 | 5 | 5 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 5 | 5 | 5 | 5 | 5 |
| 69 | 4 | 4 | 5 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
| 70 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
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| 73 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 |
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| 77 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4 |
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| 79 | 3 | 4 | 5 | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 5 |
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| 81 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 |
| 82 | 3 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 3 | 2 | 2 | 1 |
| 83 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 |
| 84 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 |
| 85 | 5 | 5 | 4 | 4 | 5 | 3 | 3 | 3 | 3 | 5 | 5 | 5 | 4 | 4 |

|               |              |              |              |              |              |              |              |              |              |              |              |              |              |              |
|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 86            | 4            | 4            | 5            | 3            | 3            | 5            | 5            | 5            | 4            | 4            | 4            | 4            | 5            | 5            |
| 87            | 3            | 3            | 3            | 4            | 3            | 3            | 4            | 4            | 4            | 3            | 3            | 3            | 4            | 4            |
| 88            | 4            | 4            | 4            | 3            | 4            | 3            | 4            | 4            | 4            | 4            | 4            | 5            | 5            | 5            |
| 89            | 3            | 2            | 2            | 2            | 2            | 1            | 2            | 2            | 3            | 3            | 3            | 2            | 2            | 2            |
| 90            | 3            | 2            | 2            | 3            | 2            | 2            | 2            | 3            | 3            | 3            | 2            | 2            | 3            | 3            |
| 91            | 4            | 3            | 3            | 4            | 4            | 4            | 4            | 4            | 4            | 3            | 3            | 4            | 4            | 3            |
| 92            | 4            | 5            | 4            | 3            | 5            | 5            | 5            | 5            | 4            | 4            | 4            | 4            | 5            | 5            |
| 93            | 4            | 4            | 4            | 4            | 4            | 3            | 4            | 4            | 5            | 4            | 4            | 5            | 5            | 4            |
| 94            | 4            | 4            | 5            | 4            | 4            | 3            | 4            | 4            | 5            | 5            | 5            | 5            | 4            | 4            |
| 95            | 3            | 2            | 2            | 2            | 2            | 3            | 2            | 2            | 2            | 3            | 3            | 2            | 2            | 2            |
| <b>Jumlah</b> | <b>353</b>   | <b>358</b>   | <b>351</b>   | <b>330</b>   | <b>343</b>   | <b>333</b>   | <b>339</b>   | <b>342</b>   | <b>353</b>   | <b>349</b>   | <b>349</b>   | <b>353</b>   | <b>360</b>   | <b>361</b>   |
| <b>Mean</b>   | <b>3.72</b>  | <b>3.77</b>  | <b>3.69</b>  | <b>3.47</b>  | <b>3.61</b>  | <b>3.51</b>  | <b>3.57</b>  | <b>3.60</b>  | <b>3.72</b>  | <b>3.67</b>  | <b>3.67</b>  | <b>3.72</b>  | <b>3.79</b>  | <b>3.80</b>  |
| <b>TCR</b>    | <b>74.32</b> | <b>75.37</b> | <b>73.89</b> | <b>69.47</b> | <b>72.21</b> | <b>70.11</b> | <b>71.37</b> | <b>72.00</b> | <b>74.32</b> | <b>73.47</b> | <b>73.47</b> | <b>74.32</b> | <b>75.79</b> | <b>76.00</b> |

| No | Kepemimpinan Transformatif |     |     |     |     |     |     |     |      |      |      |      |      |      |      |      |      |
|----|----------------------------|-----|-----|-----|-----|-----|-----|-----|------|------|------|------|------|------|------|------|------|
|    | Kt1                        | Kt2 | Kt3 | Kt4 | Kt5 | Kt6 | Kt8 | Kt9 | Kt10 | Kt11 | Kt12 | Kt13 | Kt14 | Kt15 | Kt16 | Kt17 | Kt18 |
| 1  | 2                          | 3   | 3   | 2   | 3   | 2   | 3   | 3   | 2    | 3    | 3    | 3    | 2    | 3    | 2    | 2    | 3    |
| 2  | 3                          | 3   | 2   | 3   | 3   | 2   | 2   | 2   | 2    | 3    | 3    | 2    | 2    | 3    | 2    | 2    | 2    |
| 3  | 4                          | 3   | 4   | 4   | 3   | 4   | 3   | 4   | 3    | 2    | 3    | 3    | 2    | 3    | 2    | 3    | 2    |
| 4  | 5                          | 4   | 5   | 5   | 4   | 5   | 5   | 5   | 4    | 5    | 5    | 5    | 5    | 5    | 5    | 4    | 5    |
| 5  | 3                          | 2   | 3   | 3   | 2   | 3   | 2   | 3   | 3    | 3    | 3    | 2    | 3    | 2    | 2    | 2    | 3    |
| 6  | 4                          | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4    | 3    | 3    | 4    | 3    | 3    | 4    | 3    | 4    |
| 7  | 3                          | 4   | 3   | 4   | 4   | 4   | 3   | 3   | 4    | 4    | 3    | 3    | 4    | 3    | 3    | 4    | 3    |
| 8  | 2                          | 3   | 2   | 2   | 3   | 3   | 2   | 3   | 2    | 2    | 3    | 2    | 2    | 3    | 3    | 3    | 3    |
| 9  | 4                          | 3   | 3   | 4   | 4   | 3   | 3   | 3   | 4    | 3    | 3    | 4    | 3    | 3    | 2    | 3    | 3    |
| 10 | 4                          | 4   | 5   | 5   | 4   | 4   | 5   | 4   | 4    | 4    | 4    | 4    | 5    | 5    | 5    | 5    | 5    |
| 11 | 4                          | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4    | 5    | 4    | 3    | 4    | 4    | 4    | 5    | 4    |
| 12 | 3                          | 2   | 3   | 3   | 3   | 2   | 3   | 2   | 3    | 3    | 2    | 3    | 3    | 2    | 2    | 2    | 2    |
| 13 | 3                          | 2   | 3   | 2   | 3   | 3   | 2   | 3   | 3    | 3    | 2    | 3    | 3    | 3    | 2    | 3    | 3    |
| 14 | 3                          | 2   | 3   | 2   | 3   | 4   | 4   | 4   | 3    | 2    | 3    | 3    | 2    | 3    | 2    | 2    | 2    |
| 15 | 4                          | 4   | 4   | 3   | 4   | 4   | 5   | 5   | 4    | 4    | 5    | 5    | 4    | 5    | 5    | 5    | 4    |
| 16 | 5                          | 5   | 5   | 4   | 4   | 4   | 5   | 5   | 4    | 5    | 4    | 4    | 5    | 4    | 4    | 5    | 5    |
| 17 | 2                          | 2   | 2   | 3   | 3   | 3   | 2   | 2   | 3    | 3    | 3    | 2    | 2    | 3    | 2    | 2    | 2    |
| 18 | 3                          | 3   | 2   | 1   | 3   | 3   | 3   | 3   | 2    | 3    | 3    | 3    | 2    | 3    | 2    | 3    | 3    |
| 19 | 4                          | 4   | 5   | 4   | 4   | 4   | 4   | 4   | 4    | 5    | 5    | 5    | 5    | 5    | 5    | 4    | 5    |
| 20 | 3                          | 3   | 2   | 2   | 2   | 3   | 2   | 3   | 3    | 3    | 2    | 2    | 3    | 2    | 2    | 3    | 2    |
| 21 | 4                          | 3   | 2   | 2   | 3   | 4   | 3   | 3   | 4    | 3    | 4    | 3    | 4    | 3    | 4    | 3    | 4    |
| 22 | 2                          | 3   | 2   | 3   | 3   | 2   | 3   | 2   | 3    | 3    | 3    | 2    | 3    | 2    | 3    | 3    | 2    |
| 23 | 5                          | 4   | 5   | 4   | 4   | 4   | 5   | 5   | 4    | 5    | 4    | 4    | 5    | 4    | 4    | 5    | 5    |
| 24 | 4                          | 3   | 4   | 4   | 4   | 4   | 3   | 4   | 4    | 4    | 5    | 4    | 4    | 5    | 4    | 4    | 4    |
| 25 | 4                          | 5   | 5   | 4   | 5   | 5   | 5   | 4   | 4    | 5    | 5    | 4    | 4    | 5    | 4    | 4    | 4    |
| 26 | 4                          | 3   | 3   | 4   | 4   | 4   | 3   | 4   | 3    | 3    | 4    | 3    | 4    | 3    | 4    | 4    | 4    |
| 27 | 4                          | 3   | 5   | 5   | 5   | 5   | 5   | 5   | 4    | 4    | 5    | 4    | 4    | 3    | 5    | 4    | 4    |

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|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 28 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 |
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| 57 | 2 | 2 | 3 | 4 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 3 |
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| 80 | 2 | 3 | 4 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 2 |
| 81 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 |
| 82 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 4 |
| 83 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 4 | 4 |
| 84 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 5 | 4 |
| 85 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 |



|               |              |              |              |              |              |              |              |              |              |              |              |              |              |              |              |              |              |
|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 86            | 2            | 3            | 3            | 2            | 3            | 3            | 3            | 4            | 2            | 2            | 3            | 2            | 2            | 3            | 2            | 2            | 2            |
| 87            | 5            | 4            | 4            | 4            | 5            | 5            | 4            | 5            | 4            | 4            | 4            | 5            | 4            | 4            | 3            | 4            | 5            |
| 88            | 2            | 2            | 3            | 3            | 2            | 3            | 2            | 2            | 3            | 1            | 2            | 3            | 2            | 2            | 3            | 2            | 3            |
| 89            | 5            | 5            | 4            | 4            | 5            | 5            | 4            | 5            | 5            | 4            | 3            | 4            | 5            | 4            | 4            | 3            | 3            |
| 90            | 3            | 2            | 3            | 3            | 2            | 2            | 2            | 3            | 2            | 3            | 3            | 2            | 2            | 3            | 2            | 2            | 3            |
| 91            | 3            | 2            | 3            | 2            | 3            | 3            | 2            | 2            | 3            | 2            | 2            | 3            | 2            | 2            | 3            | 2            | 2            |
| 92            | 4            | 3            | 4            | 4            | 3            | 4            | 3            | 4            | 3            | 4            | 3            | 4            | 4            | 5            | 5            | 4            | 3            |
| 93            | 4            | 4            | 4            | 4            | 3            | 4            | 4            | 3            | 4            | 5            | 5            | 4            | 3            | 4            | 4            | 3            | 4            |
| 94            | 5            | 4            | 5            | 5            | 4            | 3            | 3            | 4            | 4            | 4            | 4            | 5            | 4            | 5            | 4            | 5            | 5            |
| 95            | 2            | 2            | 3            | 3            | 2            | 3            | 3            | 3            | 2            | 3            | 2            | 3            | 2            | 2            | 3            | 3            | 3            |
| <b>Jumlah</b> | <b>340</b>   | <b>331</b>   | <b>344</b>   | <b>328</b>   | <b>338</b>   | <b>350</b>   | <b>330</b>   | <b>339</b>   | <b>339</b>   | <b>326</b>   | <b>321</b>   | <b>337</b>   | <b>329</b>   | <b>326</b>   | <b>317</b>   | <b>326</b>   | <b>336</b>   |
| <b>Mean</b>   | <b>3.58</b>  | <b>3.48</b>  | <b>3.62</b>  | <b>3.45</b>  | <b>3.56</b>  | <b>3.68</b>  | <b>3.47</b>  | <b>3.57</b>  | <b>3.57</b>  | <b>3.43</b>  | <b>3.38</b>  | <b>3.55</b>  | <b>3.46</b>  | <b>3.43</b>  | <b>3.34</b>  | <b>3.43</b>  | <b>3.54</b>  |
| <b>TCR</b>    | <b>71.58</b> | <b>69.68</b> | <b>72.42</b> | <b>69.05</b> | <b>71.16</b> | <b>73.68</b> | <b>69.47</b> | <b>71.37</b> | <b>71.37</b> | <b>68.63</b> | <b>67.58</b> | <b>70.95</b> | <b>69.26</b> | <b>68.63</b> | <b>66.74</b> | <b>68.63</b> | <b>70.74</b> |

| No | Stres Kerja |     |     |     |     |     |     |     |      |      |      |      |      |      |      |      |      |      |      |      |
|----|-------------|-----|-----|-----|-----|-----|-----|-----|------|------|------|------|------|------|------|------|------|------|------|------|
|    | Sk1         | Sk2 | Sk3 | Sk4 | Sk6 | Sk7 | Sk8 | Sk9 | Sk11 | Sk12 | Sk13 | Sk14 | Sk15 | Sk17 | Sk18 | Sk19 | Sk20 | Sk21 | Sk22 | Sk23 |
| 1  | 5           | 5   | 4   | 5   | 4   | 5   | 5   | 5   | 5    | 4    | 5    | 5    | 5    | 4    | 4    | 4    | 4    | 5    | 5    | 5    |
| 2  | 3           | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3    | 4    | 3    | 2    | 2    | 3    | 2    | 3    | 3    | 3    | 2    | 3    |
| 3  | 2           | 2   | 2   | 3   | 1   | 3   | 2   | 2   | 2    | 2    | 1    | 2    | 1    | 3    | 2    | 2    | 2    | 2    | 2    | 2    |
| 4  | 1           | 2   | 2   | 3   | 2   | 2   | 3   | 3   | 3    | 3    | 2    | 1    | 3    | 3    | 2    | 3    | 2    | 3    | 3    | 3    |
| 5  | 1           | 1   | 1   | 2   | 1   | 1   | 2   | 1   | 3    | 2    | 2    | 2    | 1    | 2    | 1    | 2    | 2    | 2    | 3    | 3    |
| 6  | 2           | 2   | 2   | 2   | 2   | 2   | 1   | 3   | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 3    | 2    | 3    | 2    | 2    |
| 7  | 2           | 2   | 2   | 1   | 2   | 2   | 3   | 2   | 3    | 2    | 2    | 2    | 2    | 4    | 3    | 3    | 2    | 2    | 2    | 3    |
| 8  | 2           | 2   | 2   | 3   | 2   | 2   | 2   | 1   | 2    | 2    | 2    | 3    | 1    | 2    | 3    | 3    | 3    | 2    | 3    | 3    |
| 9  | 3           | 2   | 2   | 2   | 2   | 2   | 3   | 2   | 2    | 2    | 1    | 2    | 2    | 3    | 2    | 2    | 2    | 3    | 3    | 3    |
| 10 | 2           | 2   | 2   | 1   | 2   | 2   | 2   | 3   | 2    | 3    | 2    | 2    | 2    | 2    | 3    | 3    | 4    | 3    | 3    | 3    |
| 11 | 1           | 1   | 1   | 1   | 1   | 1   | 1   | 1   | 1    | 2    | 1    | 1    | 4    | 3    | 2    | 3    | 2    | 3    | 2    | 3    |
| 12 | 4           | 4   | 4   | 3   | 3   | 3   | 3   | 4   | 4    | 3    | 4    | 4    | 3    | 2    | 3    | 3    | 2    | 2    | 3    | 2    |
| 13 | 4           | 4   | 3   | 4   | 3   | 3   | 4   | 4   | 4    | 3    | 3    | 4    | 4    | 3    | 4    | 3    | 3    | 4    | 4    | 4    |
| 14 | 5           | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 5    | 5    | 5    | 5    | 4    | 3    | 4    | 4    | 4    | 4    | 5    |
| 15 | 3           | 3   | 3   | 4   | 3   | 3   | 4   | 4   | 3    | 4    | 4    | 4    | 3    | 4    | 3    | 3    | 4    | 4    | 4    | 4    |
| 16 | 3           | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3    | 4    | 3    | 3    | 3    | 3    | 3    | 2    | 4    | 3    | 3    | 3    |
| 17 | 5           | 5   | 5   | 5   | 4   | 5   | 5   | 5   | 5    | 4    | 5    | 5    | 3    | 4    | 4    | 3    | 3    | 4    | 4    | 3    |
| 18 | 4           | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 3    |
| 19 | 4           | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4    | 4    | 4    | 4    | 3    | 4    | 3    | 4    | 4    | 3    | 4    | 4    |
| 20 | 5           | 5   | 5   | 5   | 5   | 5   | 5   | 4   | 5    | 4    | 5    | 4    | 4    | 5    | 5    | 3    | 4    | 4    | 4    | 3    |
| 21 | 2           | 2   | 2   | 2   | 2   | 2   | 1   | 3   | 4    | 2    | 2    | 2    | 2    | 2    | 3    | 2    | 2    | 2    | 3    | 3    |
| 22 | 2           | 2   | 2   | 1   | 2   | 2   | 3   | 2   | 4    | 2    | 2    | 2    | 2    | 2    | 3    | 2    | 2    | 2    | 2    | 3    |
| 23 | 2           | 2   | 2   | 3   | 2   | 2   | 2   | 1   | 4    | 2    | 2    | 3    | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4    |
| 24 | 3           | 2   | 2   | 2   | 2   | 2   | 3   | 2   | 4    | 2    | 1    | 2    | 2    | 2    | 3    | 2    | 2    | 2    | 3    | 2    |
| 25 | 2           | 2   | 2   | 1   | 2   | 2   | 2   | 3   | 4    | 3    | 2    | 2    | 2    | 2    | 3    | 2    | 3    | 4    | 3    | 4    |
| 26 | 1           | 1   | 1   | 1   | 1   | 1   | 1   | 1   | 1    | 2    | 1    | 1    | 2    | 2    | 3    | 3    | 2    | 1    | 3    | 2    |
| 27 | 4           | 4   | 4   | 3   | 3   | 3   | 3   | 4   | 4    | 3    | 4    | 4    | 3    | 4    | 3    | 3    | 4    | 3    | 4    | 4    |

|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 28 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 |
| 30 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 |
| 31 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 |
| 32 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 |
| 35 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 4 |
| 36 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 |
| 37 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 38 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 |
| 39 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 |
| 40 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 4 | 5 | 5 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 3 |
| 44 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 3 | 2 | 2 | 2 | 2 | 1 | 3 | 2 | 2 | 3 | 3 | 2 | 2 |
| 45 | 2 | 2 | 2 | 1 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 2 |
| 46 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 47 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 |
| 48 | 2 | 2 | 2 | 3 | 1 | 3 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 3 | 2 | 1 | 3 | 3 | 2 | 2 |
| 49 | 1 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 1 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 |
| 50 | 1 | 1 | 1 | 2 | 1 | 1 | 2 | 1 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 1 | 2 | 2 | 3 | 3 |
| 51 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 |
| 53 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 |
| 54 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| 55 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 |
| 56 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 |

|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 57 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 |
| 58 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 |
| 59 | 1 | 1 | 1 | 2 | 1 | 1 | 2 | 1 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 |
| 60 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 1 | 4 | 5 | 5 | 5 |
| 61 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 |
| 62 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 |
| 63 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 |
| 64 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 |
| 65 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 |
| 66 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 |
| 67 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 |
| 68 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 1 | 4 | 2 | 2 | 3 | 2 | 3 | 1 | 2 | 3 | 2 | 2 | 2 |
| 69 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 4 | 2 | 1 | 2 | 2 | 1 | 3 | 2 | 2 | 2 | 2 | 3 |
| 70 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 3 | 4 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 |
| 71 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 |
| 72 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 5 |
| 73 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 4 | 4 | 3 | 4 | 4 | 4 |
| 74 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 3 | 3 | 3 | 4 |
| 75 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 |
| 76 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 77 | 4 | 3 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 |
| 78 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 79 | 3 | 1 | 2 | 2 | 2 | 1 | 2 | 1 | 2 | 2 | 3 | 1 | 2 | 2 | 3 | 2 | 2 | 2 | 1 | 3 |
| 80 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 2 |
| 81 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 |
| 82 | 2 | 2 | 2 | 1 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 |
| 83 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 4 |
| 84 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 |
| 85 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 |

|               |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |
|---------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 86            | 3           | 4           | 4           | 4           | 3           | 4           | 4           | 3           | 4           | 4           | 4           | 5           | 4           | 5           | 5           | 5           | 4           | 4           | 4           | 4           |
| 87            | 3           | 4           | 3           | 3           | 4           | 3           | 3           | 3           | 4           | 4           | 4           | 4           | 3           | 4           | 4           | 4           | 4           | 3           | 4           | 4           |
| 88            | 3           | 3           | 4           | 3           | 4           | 3           | 4           | 4           | 4           | 4           | 4           | 4           | 4           | 5           | 5           | 4           | 4           | 4           | 4           | 4           |
| 89            | 2           | 2           | 3           | 2           | 2           | 2           | 2           | 2           | 2           | 2           | 3           | 3           | 2           | 3           | 2           | 2           | 2           | 3           | 3           | 2           |
| 90            | 4           | 5           | 4           | 5           | 4           | 4           | 5           | 5           | 4           | 5           | 4           | 3           | 3           | 4           | 4           | 3           | 4           | 4           | 4           | 4           |
| 91            | 3           | 3           | 4           | 3           | 4           | 4           | 3           | 3           | 4           | 3           | 4           | 3           | 4           | 3           | 3           | 3           | 4           | 4           | 3           | 3           |
| 92            | 5           | 4           | 4           | 5           | 5           | 4           | 4           | 4           | 5           | 5           | 5           | 4           | 3           | 4           | 4           | 3           | 3           | 4           | 5           | 5           |
| 93            | 4           | 3           | 3           | 3           | 4           | 4           | 4           | 3           | 3           | 3           | 3           | 4           | 4           | 3           | 4           | 4           | 4           | 3           | 3           | 4           |
| 94            | 4           | 4           | 4           | 5           | 3           | 4           | 4           | 4           | 3           | 4           | 3           | 4           | 4           | 5           | 5           | 4           | 4           | 3           | 4           | 4           |
| 95            | 3           | 3           | 4           | 3           | 3           | 4           | 3           | 3           | 3           | 3           | 3           | 4           | 3           | 4           | 4           | 3           | 3           | 3           | 3           | 3           |
| <b>Jumlah</b> | <b>317</b>  | <b>315</b>  | <b>310</b>  | <b>324</b>  | <b>302</b>  | <b>316</b>  | <b>329</b>  | <b>316</b>  | <b>347</b>  | <b>326</b>  | <b>323</b>  | <b>325</b>  | <b>315</b>  | <b>336</b>  | <b>328</b>  | <b>319</b>  | <b>328</b>  | <b>319</b>  | <b>338</b>  | <b>339</b>  |
| <b>Mean</b>   | <b>3.34</b> | <b>3.32</b> | <b>3.26</b> | <b>3.41</b> | <b>3.18</b> | <b>3.33</b> | <b>3.46</b> | <b>3.33</b> | <b>3.65</b> | <b>3.43</b> | <b>3.40</b> | <b>3.42</b> | <b>3.32</b> | <b>3.54</b> | <b>3.45</b> | <b>3.36</b> | <b>3.45</b> | <b>3.36</b> | <b>3.56</b> | <b>3.57</b> |
| <b>TCR</b>    | <b>66.7</b> | <b>66.3</b> | <b>65.2</b> | <b>68.2</b> | <b>63.5</b> | <b>66.5</b> | <b>69.2</b> | <b>66.5</b> | <b>73.0</b> | <b>68.6</b> | <b>68.0</b> | <b>68.4</b> | <b>66.3</b> | <b>70.7</b> | <b>69.0</b> | <b>67.1</b> | <b>69.0</b> | <b>67.1</b> | <b>71.1</b> | <b>71.3</b> |
|               | <b>4</b>    | <b>2</b>    | <b>6</b>    | <b>1</b>    | <b>8</b>    | <b>3</b>    | <b>6</b>    | <b>3</b>    | <b>5</b>    | <b>3</b>    | <b>0</b>    | <b>2</b>    | <b>2</b>    | <b>4</b>    | <b>5</b>    | <b>6</b>    | <b>5</b>    | <b>6</b>    | <b>6</b>    | <b>7</b>    |

| No | Dukungan Sosial |     |     |     |     |     |     |     |     |      |      |      |
|----|-----------------|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|
|    | Ds1             | Ds2 | Ds3 | Ds4 | Ds5 | Ds6 | Ds7 | Ds8 | Ds9 | Ds10 | Ds11 | Ds12 |
| 1  | 4               | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 4    | 4    | 4    |
| 2  | 3               | 3   | 4   | 4   | 4   | 5   | 5   | 5   | 5   | 4    | 4    | 4    |
| 3  | 4               | 4   | 5   | 5   | 5   | 4   | 4   | 5   | 4   | 4    | 4    | 5    |
| 4  | 2               | 3   | 3   | 2   | 2   | 2   | 2   | 3   | 2   | 2    | 2    | 3    |
| 5  | 3               | 3   | 4   | 4   | 4   | 5   | 5   | 5   | 4   | 4    | 4    | 5    |
| 6  | 4               | 4   | 4   | 5   | 5   | 3   | 3   | 3   | 5   | 4    | 5    | 4    |
| 7  | 4               | 4   | 3   | 4   | 4   | 5   | 5   | 5   | 5   | 4    | 4    | 4    |
| 8  | 2               | 2   | 3   | 2   | 3   | 2   | 2   | 2   | 3   | 2    | 2    | 2    |
| 9  | 4               | 4   | 5   | 5   | 5   | 4   | 4   | 3   | 4   | 4    | 4    | 5    |
| 10 | 5               | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 5    | 5    | 4    |
| 11 | 2               | 2   | 1   | 2   | 2   | 3   | 2   | 2   | 3   | 3    | 2    | 2    |
| 12 | 4               | 4   | 3   | 4   | 4   | 5   | 5   | 4   | 4   | 5    | 5    | 4    |
| 13 | 3               | 3   | 4   | 4   | 4   | 5   | 3   | 3   | 5   | 5    | 4    | 5    |
| 14 | 2               | 2   | 3   | 2   | 2   | 3   | 2   | 2   | 2   | 1    | 2    | 2    |
| 15 | 4               | 4   | 5   | 5   | 4   | 4   | 3   | 4   | 4   | 4    | 4    | 4    |
| 16 | 4               | 4   | 4   | 4   | 3   | 4   | 2   | 3   | 3   | 4    | 4    | 4    |
| 17 | 4               | 4   | 4   | 5   | 5   | 4   | 4   | 5   | 5   | 5    | 4    | 4    |
| 18 | 4               | 4   | 3   | 4   | 4   | 4   | 3   | 4   | 4   | 5    | 5    | 5    |
| 19 | 4               | 3   | 3   | 4   | 4   | 2   | 3   | 3   | 3   | 4    | 3    | 3    |
| 20 | 3               | 3   | 4   | 4   | 4   | 3   | 3   | 3   | 4   | 4    | 3    | 3    |
| 21 | 2               | 2   | 3   | 3   | 2   | 2   | 3   | 2   | 2   | 3    | 3    | 3    |
| 22 | 4               | 4   | 3   | 4   | 4   | 5   | 5   | 5   | 4   | 4    | 4    | 5    |
| 23 | 4               | 4   | 4   | 5   | 5   | 4   | 3   | 3   | 4   | 4    | 4    | 4    |
| 24 | 4               | 4   | 5   | 5   | 5   | 4   | 4   | 3   | 4   | 4    | 4    | 2    |
| 25 | 5               | 4   | 4   | 5   | 5   | 5   | 4   | 4   | 4   | 5    | 5    | 4    |
| 26 | 3               | 3   | 4   | 4   | 3   | 4   | 4   | 4   | 3   | 2    | 3    | 3    |
| 27 | 4               | 4   | 3   | 3   | 4   | 3   | 4   | 4   | 4   | 3    | 4    | 4    |

|    |   |   |   |   |   |   |   |   |   |   |   |   |
|----|---|---|---|---|---|---|---|---|---|---|---|---|
| 28 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 5 |
| 29 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 |
| 30 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 |
| 31 | 2 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 |
| 32 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 |
| 33 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 34 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 |
| 35 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 |
| 36 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 |
| 37 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 |
| 38 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 39 | 3 | 3 | 4 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 |
| 40 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 |
| 41 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 5 | 4 |
| 42 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 |
| 43 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 44 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 |
| 45 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 2 |
| 46 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 47 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 1 | 1 | 2 | 2 | 3 |
| 48 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 |
| 49 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 3 |
| 50 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 |
| 51 | 4 | 4 | 3 | 3 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 5 |
| 52 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 |
| 53 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 |
| 54 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 |
| 55 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 2 |
| 56 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 2 |

|    |   |   |   |   |   |   |   |   |   |   |   |   |
|----|---|---|---|---|---|---|---|---|---|---|---|---|
| 57 | 3 | 3 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 4 | 3 |
| 58 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 |
| 59 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 |
| 60 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 3 |
| 61 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 2 |
| 62 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 |
| 63 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 |
| 64 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 |
| 65 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 |
| 66 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 |
| 67 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 |
| 68 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 5 |
| 69 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 |
| 70 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 |
| 71 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 |
| 72 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 2 |
| 73 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 3 |
| 74 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 |
| 75 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 |
| 76 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 5 |
| 77 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 |
| 78 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 |
| 79 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 |
| 80 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 |
| 81 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 |
| 82 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 3 |
| 83 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 |
| 84 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 85 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 |



|               |              |              |              |              |              |              |              |              |              |              |              |              |
|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 86            | 3            | 3            | 4            | 3            | 3            | 4            | 4            | 4            | 3            | 3            | 3            | 4            |
| 87            | 3            | 4            | 3            | 3            | 4            | 4            | 4            | 3            | 3            | 3            | 4            | 4            |
| 88            | 4            | 3            | 4            | 4            | 4            | 3            | 4            | 3            | 4            | 4            | 4            | 4            |
| 89            | 3            | 3            | 2            | 3            | 2            | 3            | 3            | 3            | 3            | 2            | 2            | 3            |
| 90            | 2            | 2            | 3            | 3            | 2            | 3            | 3            | 2            | 3            | 3            | 2            | 3            |
| 91            | 4            | 4            | 3            | 5            | 5            | 4            | 4            | 5            | 5            | 5            | 5            | 4            |
| 92            | 4            | 4            | 5            | 5            | 4            | 4            | 5            | 5            | 5            | 5            | 4            | 4            |
| 93            | 4            | 4            | 5            | 5            | 4            | 4            | 5            | 4            | 4            | 4            | 4            | 5            |
| 94            | 3            | 3            | 2            | 2            | 2            | 2            | 3            | 3            | 2            | 3            | 3            | 4            |
| 95            | 3            | 4            | 3            | 4            | 3            | 3            | 4            | 4            | 3            | 3            | 3            | 3            |
| <b>Jumlah</b> | <b>341</b>   | <b>338</b>   | <b>344</b>   | <b>362</b>   | <b>352</b>   | <b>344</b>   | <b>339</b>   | <b>344</b>   | <b>357</b>   | <b>355</b>   | <b>356</b>   | <b>353</b>   |
| <b>Mean</b>   | <b>3.59</b>  | <b>3.56</b>  | <b>3.62</b>  | <b>3.81</b>  | <b>3.71</b>  | <b>3.62</b>  | <b>3.57</b>  | <b>3.62</b>  | <b>3.76</b>  | <b>3.74</b>  | <b>3.75</b>  | <b>3.72</b>  |
| <b>TCR</b>    | <b>71.79</b> | <b>71.16</b> | <b>72.42</b> | <b>76.21</b> | <b>74.11</b> | <b>72.42</b> | <b>71.37</b> | <b>72.42</b> | <b>75.16</b> | <b>74.74</b> | <b>74.95</b> | <b>74.32</b> |

## LAMPIRAN VI

### *STRUCTURAL MODEL ASSESSMENT*

#### 1. R Square

| Variabel    | R Square | Adjusted R Square |
|-------------|----------|-------------------|
| Job Burnout | 0.698    | 0.688             |
| Stres Kerja | 0.052    | 0.031             |

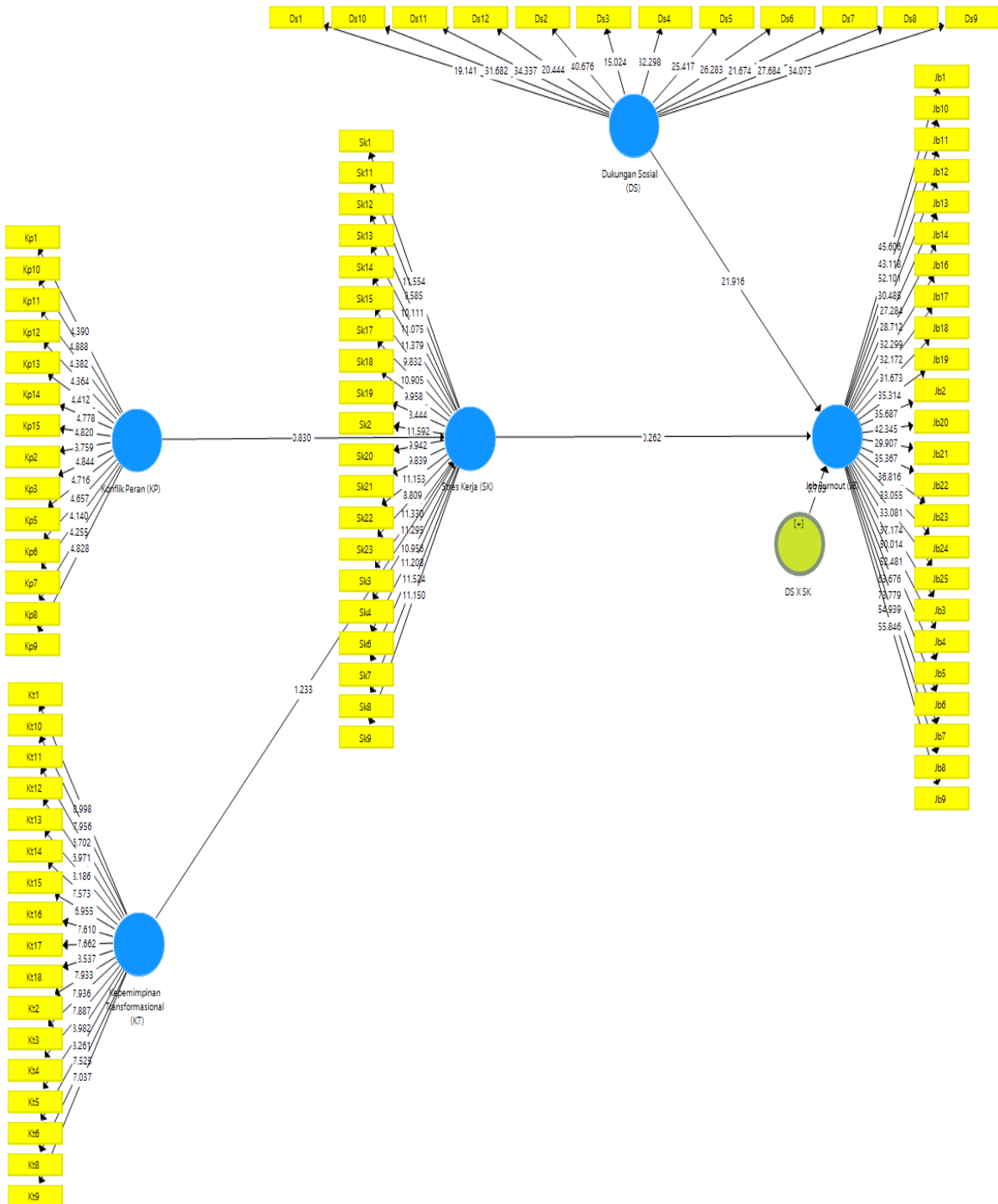
#### 2. Q Square

| Variabel                              | SSO  | SSE      | Q <sup>2</sup><br>(=1-SSE/SSO) |
|---------------------------------------|------|----------|--------------------------------|
| DS x SK                               | 95   | 95       |                                |
| Dukungan Sosial (DS)                  | 1140 | 1140     |                                |
| Job Burnout (JB)                      | 2280 | 1091.184 | 0.521                          |
| Kepemimpinan<br>Tranformasioanal (KT) | 1615 | 1615     |                                |
| Konflik Peran (KP)                    | 1330 | 1330     |                                |
| Stres Kerja (SK)                      | 1900 | 1849.799 | 0.026                          |

# LAMPIRAN VII

## UJI HIPOTESIS

### 1. Bootstrapping



## 2. Path Coefficients

|  | <b>Sampel Asli (O)</b> | <b>Rata-rata Sampel (M)</b> | <b>Standar Deviasi (STDEV)</b> | <b>T Statistik (  O/STDEV  )</b> | <b>P Values</b> |
|--|------------------------|-----------------------------|--------------------------------|----------------------------------|-----------------|
| DS X SK -> Job Burnout (JB)                            | -0.036                 | -0.035                      | 0.051                          | 0.703                            | 0.483           |
| Dukungan Sosial (DS) -> Job Burnout (JB)               | -0.834                 | 0.831                       | 0.038                          | 21.916                           | 0.000           |
| Kepemimpinan Transformasional (KT) -> Stres Kerja (SK) | -0.202                 | -0.215                      | 0.164                          | 1.233                            | 0.218           |
| Konflik Peran (KP) -> Stres Kerja (SK)                 | 0.139                  | 0.145                       | 0.168                          | 0.830                            | 0.407           |
| Stres Kerja (SK) -> Job Burnout (JB)                   | -0.014                 | -0.007                      | 0.053                          | 0.262                            | 0.793           |