

LAMPIRAN

Lampiran 1 Kuesioner Penelitian

Kuesioner

Kuesioner ini disusun oleh Nursilla, mahasiswa Program Studi Psikologi Islam Universitas Islam Negeri Antasari Banjarmasin, sebagai bagian dari proses pengumpulan data untuk keperluan penulisan skripsi. Tidak ada jawaban yang benar ataupun salah di dalam kuesioner ini. Semua jawaban yang Anda berikan akan dijaga kerahasiaannya sepenuhnya dan hanya digunakan untuk keperluan akademik. Saya sangat menghargai waktu, perhatian anda dalam meluangkan waktu untuk mengisi kuesioner ini. Terima kasih atas waktu, perhatian, dan kontribusi yang Anda berikan.

PETUNJUK:

Jawablah seluruh pernyataan dalam kuesioner berikut ini dengan jujur. Untuk setiap pertanyaan, berilah tanda centang pada kolom di masing-masing pernyataan yang paling sesuai dengan pemahaman Anda. Setiap pilihan adalah benar.

STS : Sangat Tidak Setuju

TS : Tidak Setuju

S : Setuju

SS : Sangat Setuju

ISILAH IDENTITAS ANDA DIBAWAH INI:

Nama :

Jenis Kelamin :

Masa Kerja :

Pendidikan :

Usia :

Pilihlah jawaban yang paling sesuai dengan pemahaman Saudara dengan mencontreng pada kolom di masing-masing pernyataan berikut:

Skala 1

No	Pernyataan	STS	TS	S	SS
1.	Saya merasa lingkungan kerja di perusahaan ini kondusif dan mendukung				
2.	Saya merasa para anggota tim dapat berkolaborasi untuk menyelesaikan masalah dan mengambil keputusan yang berdampak positif				
3.	Atasan memberikan umpan balik yang konstruktif dan relevan untuk membantu saya meningkatkan kinerja				
4.	Perusahaan secara aktif mendukung kesejahteraan dengan menyediakan berbagai program dan sumber daya untuk membantu mencapai tujuan pribadi dan profesional saya				
5.	Atasan saya selalu memenuhi janjinya dan dapat dipercaya untuk menjaga rahasia				
6.	Atasan selalu menghargai dan mendukung saya sebagai anggota tim				
7.	Atasan sering memberikan pengakuan atas pencapaian dan membuat saya merasa dihargai				
8.	Perusahaan menciptakan lingkungan kerja yang mendukung tujuan dan nilai-nilai saya				
9.	Atasan mendengarkan dengan penuh perhatian dan mempertimbangkan pendapat saya ketika membahas masalah				
10.	Perusahaan menghargai pendapat dan				

	memberikan kesempatan kepada saya untuk berpartisipasi dalam pengambilan keputusan				
11.	Saya selalu diperlakukan dengan sopan dan santun oleh rekan kerja dan atasan				
12.	Saya merasa para anggota tim dapat bekerja sama secara efektif dan efisien untuk mencapai tujuan bersama				
13.	Atasan saya memberikan evaluasi kinerja yang objektif dan berdasarkan bukti				
14.	Perusahaan memiliki sumber daya dan dukungan yang tersedia untuk membantu ketika saya membutuhkannya				
15.	Atasan selalu siap membantu saya mengatasi masalah dan memenuhi kebutuhan terkait pekerjaan				

Skala 2

No	Pernyataan	STS	TS	S	SS
1.	Duduk lebih dari dua jam mengoperasikan komputer				
2.	Terkadang saya melakukan pekerjaan lain saat pekerjaan sudah selesai				
3.	Saya harus bekerja lembur untuk menyelesaikan tugas-tugas saya				
4.	Saya harus naik turun tangga setiap harinya saat bekerja				
5.	Saya kurang cekatan dalam bekerja sehingga pekerjaan saya tidak selesai tepat waktu				
6.	Pekerjaan saya tidak mengharuskan untuk berpacu dengan waktu				
7.	Setelah menyelesaikan tugas yang sangat rumit, saya merasa lega ketika orang lain memuji hasil kerja saya				

8.	Pekerjaan yang saya lakukan di kantor hanya mengangkat telepon				
9.	Saya bersikap santai ketika target tidak tercapai sesuai dengan standar kerja perusahaan				
10.	Saya nyaman dan aman bekerja di perusahaan ini				
11.	Saya dapat menikmati pekerjaan yang saya lakukan				
12.	Saya memaksimalkan daya ingat saya dalam bekerja				
13.	Saya mudah putus asa menghadapi masalah yang sulit diselesaikan saat bekerja				
14.	Tugas yang menumpuk membuat saya mengantuk saat bekerja				
15.	Pekerjaan saya memiliki kerumitan yang tinggi, sehingga mengharuskan saya untuk berpikir keras				
16.	Saya tidak serius dalam mengerjakan tugas kantor				
17.	Saya harus bekerja sangat cepat untuk menyelesaikan pekerjaan saya				
18.	Aktivitas fisik saya di kantor tidak melelahkan bagi saya				
19.	Saya merasa gelisah ketika pekerjaan saya belum selesai sesuai target perusahaan				
20.	Saat bekerja saya memiliki waktu luang untuk bersantai				
21.	Saat jam kerja selesai, saya tetap pulang meskipun pekerjaan saya belum selesai				
22.	Pekerjaan saya membuat saya jarang beristirahat				
23.	Saya berhasil dalam setiap tugas rumit yang				

	saya kerjakan dengan hasil yang memuaskan				
24.	Saya merasa kurang puas dengan hasil pekerjaan saya				

Skala 3

No	Pernyataan	STS	TS	S	SS
1.	Saya bersemangat ketika berangkat bekerja				
2.	Saya suka menunda-nunda pekerjaan				
3.	Saya menikmati tugas/pekerjaan saya di kantor				
4.	Saya senantiasa ingat kepada pekerjaan/tugas yang harus saya selesaikan				
5.	Saya rela mengorbankan waktu istirahat saya dalam rangka menyelesaikan tugas/pekerjaan				
6.	Saya tidak selalu menikmati pekerjaan dan posisi yang saya tempati saat ini				
7.	Saat bekerja saya selalu tidak sabar menunggu waktu untuk pulang				
8.	Saat bekerja saya selalu melihat jam, untuk menunggu waktu pulang				
9.	Saya senang membuat terobosan baru di dalam menjalankan tugas				
10.	Saya selalu mengerjakan tugas secara maksimal, serta menjadi contoh yang baik bagi rekan kerja saya				
11.	Saya selalu mampu menyelesaikan pekerjaan tepat pada waktunya				
12.	Saya merasa bahagia terhadap pekerjaan yang saya lakukan				
13.	Saya menyelesaikan pekerjaan biasanya mendekati tenggat waktu (deadline)				

14.	Saya merasa bahwa pekerjaan/tugas saya adalah sumber inspirasi dalam kehidupan saya				
15.	Pekerjaan yang saya lakukan menjadi sebuah tantangan yang harus dijalani				
16.	Saya senantiasa berkonsentrasi dengan pekerjaan saya				
17.	Saya selalu ingin memberikan kontribusi terbaik pada pekerjaan				
18.	Saya selalu berusaha dan memberikan sumbangsih untuk kemajuan instansi				
19.	Saya merasa waktu berjalan dengan cepat apabila sudah bekerja				

Lampiran 2 Tabulasi Data Kuesioner Skala *Supportive Work Environment*

No	x1,1	x1,2	x1,3	x1,4	x1,5	x1,6	x1,7	x1,8	x1,9	x1,10	x1,11	x1,12	x1,13	x1,14	x1,15	Total
R1	3	3	3	3	4	4	3	3	3	3	3	3	3	4	4	49
R2	3	2	3	3	3	3	3	3	3	3	2	2	3	3	3	42
R3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	45
R4	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	46
R5	3	3	3	3	3	3	3	4	3	3	4	3	3	3	3	47
R6	3	3	3	3	3	3	3	4	3	3	4	3	3	3	3	47
R7	3	3	4	3	3	3	3	3	3	4	3	3	3	3	3	47
R8	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	45
R9	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	44
R10	3	3	3	3	4	3	3	3	3	3	4	3	3	3	3	47
R11	3	3	4	4	4	3	3	3	3	3	4	3	4	3	4	51
R12	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	45
R13	3	3	2	3	4	3	3	3	3	3	3	3	3	3	3	45
R14	3	3	3	3	3	3	3	3	3	3	4	3	3	3	4	47
R15	3	3	3	3	3	3	3	3	3	4	4	4	4	4	4	51
R16	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
R17	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
R18	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	45
R19	3	3	3	3	3	3	2	3	3	4	4	3	3	3	3	46
R20	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
R21	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
R22	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
R23	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	45
R24	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	45
R25	3	4	3	3	3	3	3	3	3	2	3	3	3	3	3	45
R26	3	4	3	3	3	4	3	3	3	3	4	3	3	3	3	48
R27	3	3	3	3	3	4	4	3	3	3	3	3	3	3	3	47
R28	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
R29	3	3	3	3	2	3	2	3	3	3	3	3	3	3	4	44
R30	4	4	4	3	3	3	4	3	3	3	4	3	3	3	4	51
R31	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	59
R32	4	4	3	4	4	4	3	3	3	3	3	4	3	3	3	51
R33	3	3	3	2	3	3	3	2	3	3	3	2	3	2	3	41
R34	2	2	3	3	3	3	3	3	3	3	3	3	3	3	3	43
R35	3	3	3	2	3	3	2	3	2	3	2	3	3	3	3	41
R36	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	46
R37	3	3	4	4	3	4	4	3	4	3	3	3	3	4	3	51
R38	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	46
R39	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
R40	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
R41	3	3	3	2	3	3	3	3	3	3	3	3	3	3	2	43
R42	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	45
R43	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
R44	4	4	3	3	4	4	4	4	4	4	4	4	4	4	4	58
R45	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	45
R46	4	3	4	3	3	4	3	3	4	3	3	4	3	3	3	50
R47	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	45
R48	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	45
R49	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	45
R50	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	45
R51	4	4	3	3	3	3	3	3	3	3	3	3	3	3	3	47
R52	3	4	3	3	3	3	3	3	3	3	3	3	3	3	3	46
R53	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	45
R54	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	45
R55	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
R56	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
R57	3	3	3	3	3	3	3	3	3	4	4	3	3	3	4	48
R58	4	4	3	3	3	3	3	3	3	3	4	4	3	3	4	50
R59	3	3	3	3	3	3	3	3	3	3	4	4	3	3	3	47
R60	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	59
R61	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	59
R62	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	59
R63	3	3	3	3	2	2	1	3	1	2	3	3	3	4	3	39
R64	3	3	3	3	3	3	3	3	3	3	4	4	3	3	4	48
R65	3	3	3	3	3	3	3	3	3	3	4	4	3	4	3	48
R66	3	3	3	4	3	3	3	3	2	3	3	3	2	3	3	44
R67	3	4	3	3	3	3	3	3	2	2	3	3	3	3	3	44
R68	4	4	3	3	3	4	3	3	3	3	4	4	3	3	3	50
R69	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	44
R70	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	44
R71	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	44
R72	3	3	3	3	3	3	3	3	4	4	3	3	4	4	3	49
R73	4	4	3	3	4	3	3	3	3	3	4	3	3	3	3	49
R74	3	3	3	3	3	3	3	3	3	3	3	3	4	3	3	46
R75	3	3	4	3	2	3	3	3	3	1	3	3	3	2	3	42
R76	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	45
R77	3	3	3	4	3	3	3	4	3	4	3	3	3	4	4	50
R78	4	4	4	4	4	4	4	4	4	3	4	4	4	4	3	58

Lampiran 3 Tabulasi Data Kuesioner Skala *Workload*

No	x2,1	x2,2	x2,3	x2,4	x2,5	x2,6	x2,7	x2,8	x2,9	x2,10	x2,11	x2,12	x2,13	x2,14	x2,15	x2,16	x2,17	x2,18	x2,19	x2,20	x2,21	x2,22	x2,23	x2,24	Total	
R1	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	96
R2	3	3	2	3	3	3	2	3	3	3	2	3	2	3	2	3	3	3	3	3	2	2	3	3	3	65
R3	4	4	3	2	4	4	2	4	4	2	2	3	1	2	2	4	2	3	3	3	4	2	3	2	2	69
R4	3	3	2	2	4	3	2	4	4	2	2	3	1	4	1	4	3	2	3	3	3	2	3	3	3	66
R5	2	3	3	2	3	3	3	4	4	2	2	3	2	3	2	3	1	2	4	2	4	3	3	2	3	65
R6	2	3	3	2	3	3	3	4	4	2	2	3	2	3	2	3	1	2	4	2	4	3	3	2	65	
R7	2	3	3	2	3	3	4	4	2	1	2	3	3	4	2	3	3	2	3	3	3	3	3	3	3	67
R8	4	3	2	2	4	2	4	4	3	2	2	3	2	2	2	4	3	3	3	2	4	2	3	3	3	68
R9	4	3	3	2	3	3	2	3	3	2	3	3	2	2	3	3	3	3	3	3	3	3	3	2	3	67
R10	3	3	3	3	3	3	3	3	3	2	1	4	2	3	3	3	2	3	3	3	3	3	2	4	3	68
R11	3	3	2	2	3	3	2	3	3	2	2	3	2	3	1	4	3	2	2	3	2	2	4	1	60	
R12	3	3	2	2	3	3	2	3	3	2	2	3	2	3	2	3	2	2	3	3	2	2	3	3	3	63
R13	3	3	2	3	3	3	2	3	3	2	2	3	2	3	2	3	2	2	3	3	2	2	2	3	3	61
R14	2	3	3	3	3	3	2	3	3	1	2	2	2	3	2	3	2	2	3	2	3	2	2	3	2	59
R15	3	3	2	4	3	3	3	4	3	1	1	3	1	3	2	4	3	2	2	3	3	2	3	3	3	64
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R17	4	4	4	4	4	4	4	4	4	1	1	4	1	4	4	1	3	4	1	3	3	2	4	3	75	
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R20	1	4	3	3	4	2	4	4	4	1	1	4	1	3	2	4	2	3	3	2	2	1	3	4	65	
R21	1	4	3	3	4	2	4	4	4	1	1	4	1	3	2	4	2	3	3	2	2	1	3	4	65	
R22	3	3	3	2	3	3	3	3	3	1	1	4	1	4	1	4	2	2	3	4	4	1	4	4	66	
R23	3	3	2	2	4	3	3	3	3	2	2	3	1	4	3	4	3	2	3	3	2	4	3	4	69	
R24	3	3	2	2	4	3	3	3	3	2	2	3	1	4	3	4	3	2	3	3	2	4	3	4	69	
R25	3	3	3	2	3	3	3	4	3	2	2	3	2	3	2	3	3	2	3	3	3	2	3	2	65	
R26	2	2	3	2	3	3	3	3	3	2	1	3	2	3	2	3	4	2	3	3	3	2	3	3	63	
R27	4	2	3	1	4	3	3	4	4	1	1	3	2	4	3	3	3	4	3	2	4	2	3	3	69	
R28	3	4	4	3	1	1	4	1	1	1	1	4	1	3	4	4	4	3	4	1	1	2	4	3	62	
R29	3	3	3	4	4	3	4	4	4	3	2	4	2	3	3	3	2	3	4	3	3	2	3	3	75	
R30	3	4	4	3	4	4	4	4	4	2	1	3	2	4	4	4	4	2	3	4	4	3	3	2	79	
R31	4	4	2	1	4	4	3	4	1	2	1	3	1	3	1	4	2	2	3	2	4	1	3	2	61	
R32	4	3	2	2	3	4	3	4	4	1	1	4	1	3	2	4	1	3	2	3	4	1	3	3	65	
R33	2	2	2	3	3	3	2	3	3	2	3	2	3	3	3	3	3	3	3	3	3	2	3	3	65	
R34	4	4	2	1	4	3	3	4	3	2	2	3	2	3	2	3	1	4	2	2	4	3	4	2	3	68
R35	4	4	2	1	3	3	3	4	3	3	3	3	2	2	2	4	2	4	3	2	1	2	3	3	66	
R36	3	3	2	2	4	4	3	3	4	2	2	3	1	3	2	4	2	2	3	3	3	2	3	3	66	
R37	3	3	3	2	3	2	3	3	3	2	2	3	1	4	3	4	3	4	3	4	4	3	3	3	71	
R38	2	3	2	2	4	2	2	4	4	2	2	3	2	3	2	4	2	3	3	3	3	2	3	2	64	
R39	2	3	2	3	4	2	3	4	4	1	1	4	1	3	2	4	2	4	1	2	2	1	3	4	62	
R40	4	3	2	3	4	2	3	4	4	1	1	4	1	3	2	4	2	4	1	2	2	1	3	4	64	
R41	2	3	3	3	4	2	3	4	4	3	1	4	3	2	4	4	4	3	4	3	4	3	3	4	2	76
R42	3	3	3	2	3	3	3	3	3	2	2	3	2	3	2	3	3	3	3	2	3	3	3	2	65	
R43	4	3	4	2	4	4	4	4	1	1	1	4	1	3	4	4	3	3	3	3	3	3	3	2	71	
R44	2	3	3	1	4	4	1	4	4	1	1	3	1	3	2	4	3	2	3	3	4	1	3	4	64	
R45	2	3	3	2	3	3	2	3	3	2	2	3	2	3	2	3	2	3	3	2	3	2	2	3	61	
R46	3	3	3	2	3	3	3	3	3	2	1	3	2	3	3	3	3	3	2	2	3	2	3	3	64	
R47	3	3	3	2	3	3	2	3	3	2	2	3	2	3	2	3	3	3	3	3	3	2	3	2	64	
R48	3	3	3	3	2	2	3	3	3	2	2	3	2	3	2	3	3	2	3	3	3	2	3	3	64	
R49	2	3	2	3	3	3	3	4	4	2	2	3	2	2	3	4	3	2	1	2	3	2	3	3	64	
R50	3	3	3	3	3	3	3	3	3	2	2	3	2	2	3	4	3	2	3	2	3	2	3	3	66	
R51	4	4	3	4	3	3	3	4	4	2	2	3	2	4	3	4	3	1	4	1	3	2	3	2	71	
R52	4	4	3	4	3	3	3	4	4	2	2	3	2	4	3	4	3	1	4	2	3	2	3	2	72	
R53	2	3	2	3	3	2	3	3	3	2	2	3	2	3	2	3	2	2	3	2	2	3	2	3	60	
R54	3	3	2	3	3	2	3	3	3	2	2	3	2	3	3	3	3	2	3	2	3	2	3	3	64	
R55	2	3	4	2	3	3	4	4	4	2	2	3	1	4	3	4	3	4	3	4	4	1	4	4	75	
R56	2	3	4	2	3	3	4	4	4	2	2	3	1	4	3	4	3	4	3	4	4	1	4	4	75	
R57	1	3	4	3	3	4	1	4	4	4	2	3	3	4	1	4	3	2	3	4	3	2	4	3	72	
R58	3	3	4	3	4	4	1	4	4	2	2	3	2	4	1	4	3	2	3	4	3	2	4	2	71	
R59	3	3	4	3	4	4	1	4	4	2	2	3	2	4	1	4	3	2	3	4	3	2	4	3	72	
R60	3	3	3	3	3	3	3	3	3	2	2	3	2	3	2	3	3	2	3	3	3	3	3	2	66	
R61	3	3	3	3	3	3	3	3	3	2	2	3	2	3	2	3	2	3	3	3	3	2	2	3	65	
R62	3	3	3	3	3	3	3	3	3	2	2	3	2	3	2	3	3	2	3	3	3	2	2	3	65	
R63	2	3	4	4	2	3	4	4	3	2	2	3	3	2	3	4	3	3	2	3	2	3	2	2	68	
R64	3	3	4	3	3	4	1	4	4	2	2	3	2	3	2	3	2	3	3	2	3	2	4	2	68	
R65	3	3	4	3	4	4	1	4	4	2	2	3	3	3	1	4	1	2	3	2	4	2	3	3	68	
R66	4	3	1	1	3	3	3	4	3	2	2	3	3	2	3	4	3	4	3	2	1	2	3	3	65	
R67	4	4	3	2	3	3	2	3	3	2	2	3	2	3	2	3	3	2	2	3	3	2	3	3	65	
R68	3	3	3	2	2	3	2	3	3	2	2	3	2	3	2	3	3	2	3	3	3	2	3	3	64	
R69	3	3	2	2	3	3	3	3	3	2	2	3	2	3	2	3	3	2	2	3	2	2	3	3	62	
R70	3	3	2	2	3	3	3	3	3	3	3	3	2	3	2	3	3	2	2	3	2	2	3	3	64	
R71	3	3	2	2	3	3	3	3	3	2	2	3	2	3	2	3	2	3	3	3	3	2	3	3	64	
R72	4	4	3	2	4	3	2	4	3	2	2	3	1	2	3	4	3	2	3	3	2	2	3	3	67	
R73	4	4	4	2	3	3	3	4	4	2	2	3	1	3	3	4	3	2	4	3	2	4	3	4	73	

Lampiran 4 Tabulasi Data Kuesioner Skala *Workload* Setelah Direvisi

No	x2,1	x2,2	x2,3	x2,4	x2,5	x2,6	x2,7	x2,8	x2,9	x2,10	x2,12	x2,14	x2,15	x2,17	x2,18	x2,19	x2,20	x2,21	x2,22	x2,23	Total
R1	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	80
R2	3	3	2	3	3	3	2	3	3	3	3	3	2	3	3	3	3	2	2	3	55
R3	4	4	3	2	4	4	2	4	4	2	3	2	2	2	3	3	3	4	2	3	60
R4	3	3	2	2	4	3	2	4	4	2	3	4	1	3	2	3	3	3	2	3	56
R5	2	3	3	2	3	3	3	4	4	2	3	3	2	1	2	4	2	4	3	3	56
R6	2	3	3	2	3	3	3	4	4	2	3	3	2	1	2	4	2	4	3	3	56
R7	2	3	3	2	3	3	4	4	2	1	3	4	2	3	2	3	3	3	3	3	56
R8	4	3	2	2	4	2	4	4	3	2	3	2	2	3	3	3	2	4	2	3	57
R9	4	3	3	2	3	3	2	3	3	2	3	2	3	3	3	3	3	3	3	3	57
R10	3	3	3	3	3	3	3	3	3	2	4	3	3	2	3	3	3	3	2	4	59
R11	3	3	2	2	3	3	2	3	3	2	3	3	1	3	2	2	3	2	2	4	51
R12	3	3	2	3	3	3	2	3	3	2	3	3	2	2	2	3	3	2	3	3	53
R13	3	3	2	3	3	3	2	3	3	2	3	3	2	2	2	3	3	2	2	2	51
R14	2	3	3	3	3	3	2	3	3	1	2	3	2	2	2	3	2	3	2	3	50
R15	3	3	2	4	3	3	3	4	3	1	3	3	2	3	2	2	3	3	2	3	55
R16	4	4	4	4	4	4	4	4	4	1	4	4	4	3	4	4	3	3	2	4	72
R17	4	4	4	4	4	4	4	4	4	1	4	4	4	3	4	1	3	3	2	4	69
R18	3	3	3	2	4	4	3	4	4	2	3	3	4	4	2	4	4	4	3	3	66
R19	4	3	4	2	3	2	3	3	3	2	2	2	3	4	1	4	3	3	3	3	57
R20	1	4	3	3	4	2	4	4	4	1	4	3	2	2	3	3	2	2	1	3	55
R21	1	4	3	3	4	2	4	4	4	1	4	3	2	2	3	3	2	2	1	3	55
R22	3	3	3	2	3	3	3	3	3	1	4	4	1	2	2	3	4	4	1	4	56
R23	3	3	2	2	4	3	3	3	3	2	3	4	3	3	2	3	3	2	4	3	58
R24	3	3	2	2	4	3	3	3	3	2	3	4	3	3	2	3	3	2	4	3	58
R25	3	3	3	2	3	3	3	4	3	2	3	3	2	3	2	3	3	3	2	3	56
R26	2	2	3	2	3	3	3	3	3	2	3	3	2	4	2	3	3	3	2	3	54
R27	4	2	3	1	4	3	3	4	4	1	3	4	3	3	4	3	2	4	2	3	60
R28	3	4	4	3	1	1	4	1	1	1	4	3	4	4	3	4	1	1	2	4	53
R29	3	3	3	4	4	3	4	4	4	3	4	3	3	2	3	4	3	3	2	3	65
R30	3	4	4	3	4	4	4	4	4	2	3	4	4	4	2	3	4	4	3	3	70
R31	4	4	2	1	4	4	3	4	1	2	3	3	1	2	2	3	2	4	1	3	53
R32	4	3	2	2	3	4	3	4	4	1	4	3	2	1	3	2	3	4	1	3	56
R33	2	2	2	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	2	3	55
R34	4	4	2	1	4	3	3	4	3	2	3	3	1	2	2	4	3	4	2	3	57
R35	4	4	2	1	3	3	3	4	3	3	3	2	2	2	4	3	2	1	2	3	54
R36	3	3	2	2	4	4	3	3	4	2	3	3	2	2	2	3	3	3	2	3	56
R37	3	3	3	2	3	2	3	3	3	2	3	4	3	3	4	3	4	4	3	3	61
R38	2	3	2	2	4	2	2	4	4	2	3	3	2	2	3	3	3	3	2	3	54
R39	2	3	2	3	4	2	3	4	4	1	4	3	2	2	4	1	2	2	1	3	52
R40	4	3	2	3	4	2	3	4	4	1	4	3	2	2	4	1	2	2	1	3	54
R41	2	3	3	3	4	2	3	4	4	3	4	2	4	4	3	4	4	3	3	4	66
R42	3	3	3	2	3	3	3	3	3	2	3	3	2	3	3	3	2	3	3	3	56
R43	4	3	4	2	4	4	4	4	1	1	4	3	4	3	3	3	3	3	3	3	63
R44	2	3	3	1	4	4	1	4	4	1	3	3	2	3	2	3	3	4	1	3	54
R45	2	3	3	2	3	3	2	3	3	2	3	3	2	2	3	3	2	3	2	2	51
R46	3	3	3	2	3	3	3	3	3	2	3	3	3	3	3	2	2	3	2	3	55
R47	3	3	3	2	3	3	2	3	3	2	3	3	2	3	3	3	3	3	2	3	55
R48	3	3	3	3	2	2	3	3	3	2	3	3	2	3	2	3	3	3	2	3	54
R49	2	3	2	3	3	3	3	4	4	2	3	2	3	3	2	1	2	3	2	3	53
R50	3	3	3	3	3	3	3	3	3	2	3	2	3	3	2	3	2	3	2	3	55
R51	4	4	3	4	3	3	3	4	4	2	3	4	3	3	1	4	1	3	2	3	61
R52	4	4	3	4	3	3	3	4	4	2	3	4	3	3	1	4	2	3	2	3	62

Lampiran 7 Hasil Uji Validitas Instrumen *Supportive Work Environment*

		Correlations															
		x1.1	x1.2	x1.3	x1.4	x1.5	x1.6	x1.7	x1.8	x1.9	x1.10	x1.11	x1.12	x1.13	x1.14	x1.15	Total
x1.1	Pearson Correlation	1	.778**	.572**	.508**	.609**	.657**	.602**	.600**	.602**	.472**	.509**	.674**	.572**	.492**	.474**	.771**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x1.2	Pearson Correlation	.778**	1	.510**	.498**	.596**	.646**	.586**	.589**	.498**	.378**	.599**	.662**	.563**	.485**	.471**	.748**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x1.3	Pearson Correlation	.572**	.510**	1	.613**	.470**	.633**	.652**	.609**	.652**	.420**	.463**	.547**	.644**	.507**	.499**	.739**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x1.4	Pearson Correlation	.508**	.498**	.613**	1	.591**	.611**	.608**	.691**	.561**	.476**	.468**	.580**	.557**	.635**	.540**	.753**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x1.5	Pearson Correlation	.609**	.596**	.470**	.591**	1	.713**	.704**	.646**	.661**	.612**	.553**	.583**	.676**	.590**	.498**	.808**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x1.6	Pearson Correlation	.657**	.646**	.633**	.611**	.713**	1	.791**	.660**	.791**	.556**	.485**	.689**	.633**	.599**	.485**	.842**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x1.7	Pearson Correlation	.602**	.586**	.652**	.608**	.704**	.791**	1	.672**	.834**	.542**	.515**	.570**	.652**	.527**	.490**	.827**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x1.8	Pearson Correlation	.600**	.589**	.609**	.691**	.646**	.660**	.672**	1	.672**	.622**	.594**	.681**	.730**	.743**	.582**	.852**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x1.9	Pearson Correlation	.602**	.498**	.652**	.561**	.661**	.791**	.834**	.672**	1	.657**	.515**	.615**	.751**	.571**	.490**	.839**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x1.10	Pearson Correlation	.472**	.378**	.420**	.476**	.612**	.556**	.542**	.622**	.657**	1	.516**	.528**	.650**	.652**	.585**	.742**
	Sig. (2-tailed)	.000	.001	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x1.11	Pearson Correlation	.509**	.599**	.463**	.468**	.553**	.485**	.515**	.594**	.515**	.516**	1	.694**	.565**	.484**	.606**	.727**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x1.12	Pearson Correlation	.674**	.662**	.547**	.580**	.583**	.689**	.570**	.681**	.615**	.528**	.694**	1	.655**	.665**	.563**	.820**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x1.13	Pearson Correlation	.572**	.563**	.644**	.557**	.676**	.633**	.652**	.730**	.751**	.650**	.565**	.655**	1	.717**	.612**	.843**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x1.14	Pearson Correlation	.492**	.485**	.507**	.635**	.590**	.599**	.527**	.743**	.571**	.652**	.484**	.665**	.717**	1	.579**	.782**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x1.15	Pearson Correlation	.474**	.471**	.499**	.540**	.498**	.485**	.490**	.582**	.490**	.585**	.606**	.563**	.612**	.579**	1	.716**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
Total	Pearson Correlation	.771**	.748**	.739**	.753**	.808**	.842**	.827**	.852**	.839**	.742**	.727**	.820**	.843**	.782**	.716**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78

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

Lampiran 8 Hasil Uji Validitas Instrumen *Workload*

		Correlations																								Total	
		x2.1	x2.2	x2.3	x2.4	x2.5	x2.6	x2.7	x2.8	x2.9	x2.10	x2.11	x2.12	x2.13	x2.14	x2.15	x2.16	x2.17	x2.18	x2.19	x2.20	x2.21	x2.22	x2.23	x2.24		
x2.1	Pearson Correlation	1	.352*																								
	Sig. (2-tailed)		.002																								.022
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x2.2	Pearson Correlation	.352*	1																								
	Sig. (2-tailed)	.002																									.004
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x2.3	Pearson Correlation	-.036	.185	1																							
	Sig. (2-tailed)	.754	.104																								.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x2.4	Pearson Correlation	-.124	.130	.324*	1																						
	Sig. (2-tailed)	.280	.257	.004																							.008
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x2.5	Pearson Correlation	.159	.177	-.072	-.138	1																					
	Sig. (2-tailed)	.165	.120	.530	.230																						.002
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x2.6	Pearson Correlation	.199	.046	.293*	.012	.370*	1																				
	Sig. (2-tailed)	.081	.687	.009	.917	.001																					.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x2.7	Pearson Correlation	.025	.203	.049	.154	-.075	-.284*	1																			
	Sig. (2-tailed)	.829	.074	.668	.177	.511	.012																				.012
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x2.8	Pearson Correlation	.009	.186	.153	-.025	.541*	.395*	.006	1																		
	Sig. (2-tailed)	.938	.103	.182	.830	.000	.000	.962	.000																		.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x2.9	Pearson Correlation	-.120	.040	.152	.174	.430*	.216	-.178	.553*	1																	
	Sig. (2-tailed)	.296	.729	.183	.128	.000	.058	.119	.000																		.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x2.10	Pearson Correlation	-.034	-.041	-.026	.054	-.010	.149	-.179	-.005	.137	1																
	Sig. (2-tailed)	.765	.724	.824	.637	.928	.193	.117	.965	.232																	.003
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x2.11	Pearson Correlation	.111	.034	-.071	-.038	-.103	.094	-.177	-.032	.072	.689*	1															
	Sig. (2-tailed)	.332	.770	.538	.742	.368	.413	.121	.780	.531	.000																.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x2.12	Pearson Correlation	.060	.229*	.107	.242*	.165	-.116	.378*	.102	.103	-.232*	-.440**	1														
	Sig. (2-tailed)	.605	.044	.353	.033	.149	.310	.001	.372	.369	.041	.000															.011
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x2.13	Pearson Correlation	-.118	-.224*	.098	.193	-.251*	.052	-.128	.004	-.022	.514*	.435*	-.162	1													
	Sig. (2-tailed)	.302	.049	.393	.091	.027	.648	.263	.915	.852	.000	.000	.156														.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x2.14	Pearson Correlation	-.041	.019	.267*	.083	.191	.224*	.034	.199	.299*	-.055	-.084	.191	-.162	1												
	Sig. (2-tailed)	.719	.871	.018	.468	.094	.049	.766	.081	.008	.632	.467	.094	.156													.007
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x2.15	Pearson Correlation	.166	.164	.286*	.289*	-.032	-.035	.549*	-.112	-.071	-.011	-.073	.199	.008	-.120	1											
	Sig. (2-tailed)	.146	.152	.011	.010	.779	.761	.000	.330	.539	.921	.526	.081	.943	.294												.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x2.16	Pearson Correlation	.028	.270*	-.066	-.071	.251*	.012	-.025	.282*	.137	-.021	-.044	.151	-.246*	.104	-.177	1										
	Sig. (2-tailed)	.806	.017	.564	.539	.027	.914	.825	.012	.232	.852	.705	.186	.030	.364	.121											.002
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x2.17	Pearson Correlation	.167	.023	.288*	.120	-.099	-.060	.164	-.243*	-.162	.191	.070	-.117	.146	.021	.507*	1										
	Sig. (2-tailed)	.143	.844	.011	.296	.390	.605	.152	.032	.157	.094	.541	.309	.203	.856	.000											.002
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x2.18	Pearson Correlation	.052	.016	.074	-.011	.134	-.011	.342*	.154	.094	-.046	-.085	.373*	-.124	-.039	.350*	.123	-.061	1								
	Sig. (2-tailed)	.652	.891	.519	.925	.241	.925	.002	.178	.415	.687	.461	.001	.281	.735	.002	.282	.658									.005
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x2.19	Pearson Correlation	.018	.139	.236*	.013	-.005	-.028	.084	-.076	-.056	.266*	.215	-.104	.245*	.031	.184	.010	.138	-.220	1							
	Sig. (2-tailed)	.876	.224	.037	.913	.968	.807	.466	.510	.625	.019	.058	.365	.031	.787	.108	.934	.228	.053								.007
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
x2.20	Pearson Correlation	-.002	-.110	.313*	-.028	.222	.404*	-.142	.168	.242	.306*	.150	-.015	-.007	.333*	.025	-.010	.291*	.070	.009	1						

Lampiran 9 Hasil Uji Validitas Instrumen *Workload* Setelah Direvisi

		Correlations																					
		x2.1	x2.2	x2.3	x2.4	x2.5	x2.6	x2.7	x2.8	x2.9	x2.10	x2.12	x2.14	x2.15	x2.17	x2.18	x2.19	x2.20	x2.21	x2.22	x2.23	Total	
x2.1	Pearson Correlation	1	.352 ^{**}	-.036	-.124	.159	.199	.025	.009	-.120	-.034	.060	-.041	.166	.167	.052	.018	-.002	.014	.152	.048	.260 ^{**}	
	Sig. (2-tailed)		.002	.754	.280	.165	.081	.829	.938	.296	.765	.605	.719	.146	.143	.652	.876	.987	.905	.183	.678	.022	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
x2.2	Pearson Correlation	.352 ^{**}	1	.185	.130	.177	.046	.203	.186	.040	-.041	.229 [*]	.019	.164	.023	.016	.139	-.110	-.111	-.046	.128	.323 ^{**}	
	Sig. (2-tailed)	.002		.104	.257	.120	.687	.074	.103	.729	.724	.044	.871	.152	.844	.891	.224	.339	.333	.690	.265	.004	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
x2.3	Pearson Correlation	-.036	.185	1	.324 ^{**}	-.072	.293 ^{**}	.049	.153	.152	-.026	.107	.267 ^{**}	.286 ^{**}	.288 ^{**}	.074	.236 ^{**}	.313 ^{**}	.365 ^{**}	.046	.383 ^{**}	.539 ^{**}	
	Sig. (2-tailed)	.754	.104		.004	.530	.009	.668	.182	.183	.824	.353	.018	.011	.011	.519	.037	.005	.001	.688	.001	.000	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
x2.4	Pearson Correlation	-.124	.130	.324 ^{**}	1	-.138	.012	.154	-.025	.174	.054	.242 ^{**}	.083	.289 ^{**}	.120	-.011	.013	-.028	-.094	.044	.108	.300 ^{**}	
	Sig. (2-tailed)	.280	.257	.004		.230	.917	.177	.830	.128	.637	.033	.468	.010	.296	.925	.913	.805	.411	.704	.348	.008	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
x2.5	Pearson Correlation	.159	.177	-.072	-.138	1	.370 ^{**}	-.075	.541 ^{**}	.430 ^{**}	-.010	.165	.191	-.032	-.099	.134	-.005	.222	.231 ^{**}	.019	.060	.395 ^{**}	
	Sig. (2-tailed)	.165	.120	.530	.230		.001	.511	.000	.000	.928	.149	.094	.779	.390	.241	.988	.051	.042	.871	.602	.000	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
x2.6	Pearson Correlation	.199	.046	.293 ^{**}	.012	.370 ^{**}	1	-.284 ^{**}	.395 ^{**}	.216	.149	-.116	.224 [*]	-.035	-.060	-.011	-.028	.404 ^{**}	.417 ^{**}	.004	.151	.405 ^{**}	
	Sig. (2-tailed)	.081	.687	.009	.917	.001		.012	.000	.058	.193	.310	.049	.761	.605	.925	.807	.000	.000	.000	.071	.186	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
x2.7	Pearson Correlation	.025	.203	.049	.154	-.075	-.284 ^{**}	1	.006	-.178	-.179	.378 ^{**}	.034	.549 ^{**}	.164	.342 ^{**}	.094	-.142	.006	.064	-.023	.285 ^{**}	
	Sig. (2-tailed)	.829	.074	.668	.177	.511	.012		.962	.119	.117	.001	.766	.000	.152	.002	.466	.216	.957	.580	.840	.012	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
x2.8	Pearson Correlation	.009	.186	.153	-.025	.541 ^{**}	.395 ^{**}	.006	1	.553 ^{**}	-.005	.102	.199	-.112	-.243 ^{**}	.154	-.076	.168	.383 ^{**}	-.228 ^{**}	.069	.420 ^{**}	
	Sig. (2-tailed)	.938	.103	.182	.830	.000	.000	.962		.000	.965	.372	.081	.330	.032	.176	.510	.141	.001	.045	.548	.000	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
x2.9	Pearson Correlation	-.120	.040	.152	.174	.430 ^{**}	.216	-.178	.553 ^{**}	1	.137	.103	.299 ^{**}	-.071	-.162	.094	-.056	.242 ^{**}	.294 ^{**}	-.168	.158	.425 ^{**}	
	Sig. (2-tailed)	.296	.729	.183	.128	.000	.058	.119	.000		.232	.369	.008	.539	.157	.415	.825	.033	.009	.141	.166	.000	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
x2.10	Pearson Correlation	-.034	-.041	-.026	.054	-.010	.149	-.179	-.005	.137	1	-.232 ^{**}	-.055	-.011	.191	-.046	.266 ^{**}	.306 ^{**}	.017	.304 ^{**}	.029	.335 ^{**}	
	Sig. (2-tailed)	.765	.724	.824	.637	.928	.193	.117	.965	.232		.041	.632	.921	.094	.687	.019	.006	.883	.007	.804	.003	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
x2.12	Pearson Correlation	.060	.229 [*]	.107	.242 ^{**}	.165	-.116	.378 ^{**}	.102	.103	-.232 ^{**}	1	.191	.199	-.117	.373 ^{**}	-.104	-.015	-.120	-.159	.368 ^{**}	.286 ^{**}	
	Sig. (2-tailed)	.605	.044	.353	.033	.149	.310	.001	.372	.369	.041		.094	.081	.309	.001	.365	.897	.294	.164	.001	.011	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
x2.14	Pearson Correlation	-.041	.019	.267 ^{**}	.083	.191	.224 [*]	.034	.199	.299 ^{**}	-.055	.191	1	-.120	.021	-.039	.031	.333 ^{**}	.258 ^{**}	.015	.290 ^{**}	.407 ^{**}	
	Sig. (2-tailed)	.719	.871	.018	.468	.094	.049	.766	.081	.008	.632	.094		.294	.856	.735	.787	.003	.022	.895	.010	.000	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
x2.15	Pearson Correlation	.166	.164	.286 ^{**}	.289 ^{**}	-.032	-.035	.549 ^{**}	-.112	-.071	-.011	.199	-.120	1	.507 ^{**}	.350 ^{**}	.184	.025	-.038	.357 ^{**}	.126	.475 ^{**}	
	Sig. (2-tailed)	.146	.152	.011	.010	.779	.761	.000	.330	.539	.921	.081	.294		.000	.002	.108	.828	.741	.001	.270	.000	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
x2.17	Pearson Correlation	.167	.023	.288 ^{**}	.120	-.099	-.060	.164	-.243 ^{**}	-.162	.191	-.117	.021	.507 ^{**}	1	-.051	.138	.291 ^{**}	-.103	.322 ^{**}	.226 ^{**}	.351 ^{**}	
	Sig. (2-tailed)	.143	.844	.011	.296	.390	.805	.152	.032	.157	.094	.309	.856	.000		.658	.228	.010	.371	.004	.046	.002	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
x2.18	Pearson Correlation	.052	.016	.074	-.011	.134	-.011	.342 ^{**}	.154	.094	-.046	.373 ^{**}	-.039	.350 ^{**}	-.051	1	-.220	.070	-.028	-.200	.196	.318 ^{**}	
	Sig. (2-tailed)	.652	.891	.519	.925	.241	.925	.002	.178	.415	.687	.001	.735	.002	.658		.053	.543	.809	.079	.085	.005	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
x2.19	Pearson Correlation	.018	.139	.236 ^{**}	.013	-.005	-.028	.084	-.076	-.056	.266 ^{**}	-.104	.031	.184	.138	-.220	1	.009	.192	.369 ^{**}	.050	.303 ^{**}	
	Sig. (2-tailed)	.876	.224	.037	.913	.968	.807	.466	.510	.625	.019	.365	.787	.108	.228	.053		.939	.092	.001	.666	.007	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
x2.20	Pearson Correlation	-.002	-.110	.313 ^{**}	-.028	.222	.404 ^{**}	-.142	.168	.242 ^{**}	.306 ^{**}	-.015	.333 ^{**}	.025	.291 ^{**}	.070	.009	1	.347 ^{**}	-.119	.347 ^{**}	.507 ^{**}	
	Sig. (2-tailed)	.987	.339	.005	.805	.051	.000	.216	.141	.033	.006	.897	.003	.828	.010	.543	.939		.002	.298	.002	.000	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
x2.21	Pearson Correlation	.014	-.111	.365 ^{**}	-.094	.231 [*]	.417 ^{**}	.006	.383 ^{**}	.294 ^{**}	.017	-.120	.258 ^{**}	-.038	-.103	-.028	.192	.347 ^{**}	1	-.056	.086	.378 ^{**}	
	Sig. (2-tailed)	.905	.333	.001	.411	.042	.000	.957	.001	.009	.883	.294	.022	.741	.371	.809	.092	.002		.629	.453	.001	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
x2.22	Pearson Correlation	.152	-.046	.046	.044	.019	.004	.064	-.228 ^{**}	-.168	.304 ^{**}	-.159	.015	.357 ^{**}	.322 ^{**}	-.200	.369 ^{**}	.119	-.056	1	-.052	.272 ^{**}	
	Sig. (2-tailed)	.183	.690	.688	.704	.871	.971	.580	.045	.141	.007	.164	.										

Lampiran 10 Hasil Uji Validitas Instrumen *Work Engagement*

		Correlations																			Total
		y01	y02	y03	y04	y05	y06	y07	y08	y09	y10	y11	y12	y13	y14	y15	y16	y17	y18	y19	
y01	Pearson Correlation	1	.233*	.698**	.470**	.393**	.295**	.209	.191	.415**	.576**	.333**	.616**	.176	.327**	-.071	.529**	.400**	.389**	.485**	.770**
	Sig. (2-tailed)		.040	.000	.000	.000	.009	.066	.094	.000	.000	.003	.000	.124	.003	.534	.000	.000	.000	.000	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
y02	Pearson Correlation	.233*	1	.176	.255**	.030	.183	.246*	.389**	.134	-.068	.172	.226*	.195	.199	-.099	.062	.161	.107	.186	.393**
	Sig. (2-tailed)	.040		.123	.024	.796	.109	.029	.000	.241	.556	.133	.046	.087	.081	.389	.590	.160	.351	.103	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
y03	Pearson Correlation	.698**	.176	1	.476**	.447**	.339**	.214	.145	.302**	.484**	.325**	.615**	.201	.374**	-.011	.520**	.355**	.246*	.386**	.735**
	Sig. (2-tailed)	.000	.123		.000	.000	.002	.060	.206	.007	.000	.004	.000	.078	.001	.927	.000	.001	.030	.000	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
y04	Pearson Correlation	.470**	.255**	.476**	1	.417**	.188	-.123	-.101	.351**	.045	.379**	.286**	.100	.122	.255**	.403**	.138	.135	.342**	.503**
	Sig. (2-tailed)	.000	.024	.000		.000	.100	.282	.379	.002	.693	.001	.011	.382	.289	.024	.000	.228	.237	.002	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
y05	Pearson Correlation	.393**	.030	.447**	.417**	1	.015	.024	.105	.140	.309**	.206	.366**	.179	.014	-.018	.530**	.232*	.159	.351**	.494**
	Sig. (2-tailed)	.000	.796	.000	.000		.900	.833	.361	.220	.006	.070	.001	.117	.900	.875	.000	.041	.165	.002	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
y06	Pearson Correlation	.295**	.183	.339**	.188	.015	1	.424**	.260*	.202	.131	.209	.247*	.253*	.177	-.332**	.026	.154	.070	.060	.431**
	Sig. (2-tailed)	.009	.109	.002	.100	.900		.000	.021	.077	.251	.066	.029	.025	.121	.003	.821	.177	.543	.603	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
y07	Pearson Correlation	.209	.245*	.214	-.123	.024	.424**	1	.605**	-.086	-.172	-.023	.096	.588**	.028	-.291**	.107	.274*	.166	.048	.416**
	Sig. (2-tailed)	.066	.029	.060	.282	.833	.000		.000	.452	.132	.845	.402	.000	.809	.010	.353	.015	.146	.677	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
y08	Pearson Correlation	.191	.389**	.145	-.101	.105	.260*	.605**	1	.064	.033	-.076	.064	.446**	.010	-.324**	.134	.169	.138	.129	-.024
	Sig. (2-tailed)	.094	.000	.206	.379	.361	.021	.000		.576	.777	.510	.577	.000	.934	.004	.242	.138	.229	.837	.001
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
y09	Pearson Correlation	.415**	.134	.302**	.351**	.140	.202	-.086	.064	1	.432**	.209	.328**	-.125	.183	.010	.218	.342**	.330**	.063	.438**
	Sig. (2-tailed)	.000	.241	.007	.002	.220	.077	.452	.576		.000	.066	.003	.274	.109	.931	.056	.002	.003	.585	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
y10	Pearson Correlation	.576**	-.068	.484**	.045	.309**	.131	.172	.033	.432**	1	.389**	.441**	.131	.187	-.069	.470**	.564**	.488**	.284*	.591**
	Sig. (2-tailed)	.000	.556	.000	.693	.006	.251	.132	.777	.000		.000	.000	.253	.101	.548	.000	.000	.000	.012	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
y11	Pearson Correlation	.333**	.172	.325**	.379**	.206	.209	-.023	-.076	.209	.389**	1	.478**	.214	.301**	.381**	.301**	.205	.309**	.407**	.557**
	Sig. (2-tailed)	.003	.133	.004	.001	.070	.066	.845	.510	.066	.000		.000	.060	.007	.001	.007	.072	.006	.000	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
y12	Pearson Correlation	.616**	.226*	.615**	.286*	.366**	.247*	.096	.064	.328**	.441**	.478**	1	-.082	.514**	-.083	.371**	.280*	.324**	.413**	.641**
	Sig. (2-tailed)	.000	.046	.000	.011	.001	.029	.402	.577	.003	.000	.000		.476	.000	.471	.001	.013	.004	.000	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
y13	Pearson Correlation	.176	.195	.201	.100	.179	.253*	.588**	.446**	-.125	.131	.214	-.082	1	-.030	.003	.209	.121	.138	.180	.433**
	Sig. (2-tailed)	.124	.087	.078	.382	.117	.025	.000	.000	.274	.253	.060	.476		.792	.981	.066	.292	.227	.116	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
y14	Pearson Correlation	.327**	.199	.374**	.122	.014	.177	.028	.010	-.183	.187	.301**	.514**	-.030	1	.343**	.120	.191	.305**	.353**	.467**
	Sig. (2-tailed)	.003	.081	.001	.289	.900	.121	.809	.934	.109	.101	.007	.000	.792		.002	.297	.094	.007	.002	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
y15	Pearson Correlation	-.071	-.099	-.011	.255**	-.018	-.332**	-.291**	-.324**	.010	-.069	.381**	-.083	.003	.343**	1	.155	-.004	.208	.313**	.114
	Sig. (2-tailed)	.534	.389	.927	.024	.875	.003	.010	.004	.931	.548	.001	.471	.981	.002		.175	.975	.068	.005	.322
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
y16	Pearson Correlation	.529**	.062	.520**	.403**	.530**	.026	.107	.134	.218	.470**	.301**	.371**	.209	.120	.155	1	.529**	.501**	.446**	.656**
	Sig. (2-tailed)	.000	.590	.000	.000	.000	.821	.353	.242	.056	.000	.007	.001	.066	.297	.175		.000	.000	.000	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
y17	Pearson Correlation	.400**	.161	.355**	.138	.232*	.154	.274*	.169	.342**	.564**	.205	.280*	.121	.191	-.004	.529**	1	.830**	.365**	.626**
	Sig. (2-tailed)	.000	.160	.001	.228	.041	.177	.015	.138	.002	.000	.072	.013	.292	.094	.975	.000		.000	.001	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
y18	Pearson Correlation	.389**	.107	.246*	.135	.159	.070	.166	.138	.330**	.488**	.309**	.324**	.138	.305**	.208	.501**	.830**	1	.411**	.615**
	Sig. (2-tailed)	.000	.351	.030	.237	.165	.543	.146	.229	.003	.000	.006	.004	.227	.007	.068	.000	.000		.000	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
y19	Pearson Correlation	.485**	.186	.386**	.342**	.351**	.060	.048	-.024	.063	.284*	.407**	.413**	.180	.353**	.313**	.446**	.365**	.411**	1	.609**
	Sig. (2-tailed)	.000	.103	.000	.002	.002	.603	.677	.837	.585	.012	.000	.000	.116	.002	.005	.000	.001	.000		.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78
Total	Pearson Correlation	.770**	.393**	.735**	.503**	.494**	.431**	.416**	.364**	.439**	.591**	.557**	.641**	.433**	.467**	.114	.656**	.626**	.615**	.609**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.322	.000	.000	.000	.000	.000
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78

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

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

Lampiran 11 Hasil Uji Validitas Instrumen *Work Engagement* Setelah Direvisi

		Correlations																			Total
		y01	y02	y03	y04	y05	y06	y07	y08	y09	y10	y11	y12	y13	y14	y16	y17	y18	y19		
y01	Pearson Correlation	1	.233*	.698**	.470**	.393**	.295**	.209	-.191	.415**	.576**	.333**	.616**	.176	.327**	.529**	.400**	.389**	.485**	.770**	
	Sig. (2-tailed)		.040	.000	.000	.000	.009	.066	.094	.000	.000	.003	.000	.124	.003	.000	.000	.000	.000	.000	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
y02	Pearson Correlation	.233*	1	.176	.255*	.030	.183	.248*	.389**	.134	-.068	.172	.226*	.195	.199	.062	.161	.107	.186	.393**	
	Sig. (2-tailed)	.040		.123	.024	.796	.109	.029	.000	.241	.556	.133	.046	.087	.081	.590	.160	.351	.103	.000	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
y03	Pearson Correlation	.698**	.176	1	.476**	.447**	.339**	.214	.145	.302**	.484**	.325**	.615**	.201	.374**	.520**	.355**	.246*	.386**	.735**	
	Sig. (2-tailed)	.000	.123		.000	.000	.002	.060	.206	.007	.000	.004	.000	.078	.001	.000	.001	.030	.000	.000	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
y04	Pearson Correlation	.470**	.255*	.476**	1	.417**	.188	-.123	-.101	.351**	.045	.379**	.286*	.100	.122	.403**	.138	.135	.342**	.503**	
	Sig. (2-tailed)	.000	.024	.000		.000	.100	.282	.379	.002	.693	.001	.011	.382	.289	.000	.228	.237	.002	.000	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
y05	Pearson Correlation	.393**	.030	.447**	.417**	1	.015	.024	.105	.140	.309**	.206	.366**	.179	.014	.530**	.232*	.159	.351**	.494**	
	Sig. (2-tailed)	.000	.796	.000	.000		.900	.833	.361	.220	.006	.070	.001	.117	.900	.000	.041	.165	.002	.000	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
y06	Pearson Correlation	.295**	-.183	.339**	.188	.015	1	.424**	.260*	.202	.131	.209	.247**	.253**	.177	.026	.154	.070	.080	.431**	
	Sig. (2-tailed)	.009	.109	.002	.100	.900		.000	.021	.077	.251	.066	.029	.025	.121	.821	.177	.543	.603	.000	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
y07	Pearson Correlation	.209	.248*	.214	-.123	.024	.424**	1	.605**	-.086	.172	-.023	.096	.588**	.028	.107	.274*	.166	.048	.416**	
	Sig. (2-tailed)	.066	.029	.060	.282	.833	.000		.000	.452	.132	.845	.402	.000	.809	.353	.015	.146	.677	.000	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
y08	Pearson Correlation	.191	.389**	.145	-.101	.105	.260*	.605**	1	.064	.033	-.076	.064	.446**	.010	.134	.169	.138	-.024	.364**	
	Sig. (2-tailed)	.094	.000	.206	.379	.361	.021	.000		.576	.777	.510	.577	.000	.934	.242	.138	.229	.837	.001	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
y09	Pearson Correlation	.415**	.134	.302**	.351**	.140	.202	-.086	.064	1	.432**	.209	.328**	-.125	.183	.218	.342**	.330**	.063	.439**	
	Sig. (2-tailed)	.000	.241	.007	.002	.220	.077	.452	.576		.000	.066	.003	.274	.109	.056	.002	.003	.585	.000	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
y10	Pearson Correlation	.576**	-.068	.484**	.045	.309**	.131	.172	.033	.432**	1	.389**	.441**	.131	.187	.470**	.564**	.488**	.284*	.591**	
	Sig. (2-tailed)	.000	.556	.000	.693	.006	.251	.132	.777	.000		.000	.000	.253	.101	.000	.000	.000	.012	.000	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
y11	Pearson Correlation	.333**	.172	.325**	.379**	.206	.209	-.023	-.076	.209	.389**	1	.478**	.214	.301**	.301**	.205	.309**	.407**	.557**	
	Sig. (2-tailed)	.003	.133	.004	.001	.070	.066	.845	.510	.066	.000		.000	.060	.007	.007	.072	.006	.000	.000	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
y12	Pearson Correlation	.616**	.226*	.615**	.286*	.366**	.247*	.096	.064	.328**	.441**	.478**	1	-.082	.514**	.371**	.280*	.324**	.413**	.641**	
	Sig. (2-tailed)	.000	.046	.000	.011	.001	.029	.402	.577	.003	.000	.000		.476	.000	.001	.013	.004	.000	.000	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
y13	Pearson Correlation	.176	.195	.201	.100	.179	.253*	.588**	.446**	-.125	.131	.214	-.082	1	-.030	.209	.121	.138	.180	.433**	
	Sig. (2-tailed)	.124	.087	.078	.382	.117	.025	.000	.000	.274	.253	.060	.476		.792	.066	.292	.227	.116	.000	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
y14	Pearson Correlation	.327**	.199	.374**	.122	.014	.177	.028	.010	.183	.187	.301**	.514**	-.030	1	.120	.191	.305**	.353**	.467**	
	Sig. (2-tailed)	.003	.081	.001	.289	.900	.121	.809	.934	.109	.101	.007	.000	.792		.297	.094	.007	.002	.000	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
y16	Pearson Correlation	.529**	.062	.520**	.403**	.530**	.026	.107	.134	.218	.470**	.301**	.371**	.209	.120	1	.529**	.501**	.446**	.656**	
	Sig. (2-tailed)	.000	.590	.000	.000	.000	.821	.353	.242	.056	.000	.007	.001	.066	.297		.000	.000	.000	.000	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
y17	Pearson Correlation	.400**	.161	.355**	.138	.232*	.154	.274*	.169	.342**	.564**	.205	.280*	.121	.191	.529**	1	.830**	.365**	.626**	
	Sig. (2-tailed)	.000	.160	.001	.228	.041	.177	.015	.138	.002	.000	.072	.013	.292	.094	.000		.000	.001	.000	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
y18	Pearson Correlation	.389**	.107	.246*	.135	.159	.166	.138	.330**	.488**	.309**	.324**	.138	.305**	.501**	.830**	1	.411**	.615**		
	Sig. (2-tailed)	.000	.351	.030	.237	.165	.543	.146	.229	.003	.000	.006	.004	.227	.007	.000		.000	.000	.000	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
y19	Pearson Correlation	.485**	.186	.386**	.342**	.351**	.060	.048	-.024	.063	.284*	.407**	.413**	.180	.353**	.448**	.365**	.411**	1	.609**	
	Sig. (2-tailed)	.000	.103	.000	.002	.002	.603	.677	.837	.585	.012	.000	.000	.116	.002	.000	.001	.000	.000	.000	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
Total	Pearson Correlation	.770**	.393**	.735**	.503**	.494**	.431**	.416**	.364**	.439**	.591**	.557**	.641**	.433**	.467**	.656**	.626**	.615**	.609**	1	
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	

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

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

Lampiran 12 Hasil Uji Reliabilitas *Supportive Work Environment*

Case Processing Summary

		N	%
Cases	Valid	78	100.0
	Excluded ^a	0	.0
	Total	78	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.955	15

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x1.1	45.6667	32.589	.734	.953
x1.2	45.6795	32.558	.706	.953
x1.3	45.7436	33.050	.700	.953
x1.4	45.7949	32.763	.715	.953
x1.5	45.7564	32.031	.773	.952
x1.6	45.7051	32.289	.817	.951
x1.7	45.8077	31.716	.795	.951
x1.8	45.7564	32.472	.829	.951
x1.9	45.8077	31.638	.808	.951
x1.10	45.8077	31.950	.692	.954
x1.11	45.6026	32.528	.681	.954
x1.12	45.7051	32.185	.790	.951
x1.13	45.7436	32.453	.819	.951
x1.14	45.7308	32.303	.745	.952
x1.15	45.6923	32.995	.673	.954

Lampiran 13 Hasil Uji Reliabilitas *Workload*

Case Processing Summary

		N	%
Cases	Valid	78	100.0
	Excluded ^a	0	.0
	Total	78	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.681	20

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x2.1	54.1923	26.027	.127	.686
x2.2	53.9487	26.439	.237	.673
x2.3	54.2821	23.712	.480	.644
x2.4	54.6154	25.772	.174	.680
x2.5	53.8462	25.586	.295	.666
x2.6	54.1410	25.110	.322	.663
x2.7	54.2692	25.836	.166	.681
x2.8	53.6538	25.528	.293	.666
x2.9	53.8462	25.353	.270	.668
x2.10	55.2051	26.685	.119	.682
x2.12	53.9744	26.545	.227	.673
x2.14	54.0897	25.433	.286	.667
x2.15	54.7051	23.717	.412	.650
x2.17	54.3846	25.538	.248	.671
x2.18	54.5897	25.855	.163	.681
x2.19	54.1667	26.141	.171	.678
x2.20	54.3462	24.411	.398	.654
x2.21	54.1923	25.040	.289	.666
x2.22	54.9744	26.337	.145	.681
x2.23	54.0128	25.649	.372	.662

Lampiran 14 Hasil Uji Reliabilitas *Work Engagement*

Case Processing Summary

		N	%
Cases	Valid	78	100.0
	Excluded ^a	0	.0
	Total	78	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.851	18

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
y01	52.8590	21.707	.737	.830
y02	52.7564	23.771	.315	.850
y03	52.7692	22.206	.691	.833
y04	52.7564	23.823	.411	.846
y05	52.8974	23.080	.407	.846
y06	53.0513	22.751	.351	.851
y07	53.0769	23.371	.355	.848
y08	52.9231	23.630	.301	.851
y09	52.8462	23.612	.353	.848
y10	52.8974	22.976	.537	.840
y11	52.8974	23.782	.458	.844
y12	52.8333	22.582	.592	.838
y13	53.1538	23.249	.325	.851
y14	53.0256	23.792	.349	.848
y16	52.6923	22.761	.582	.838
y17	52.6282	22.834	.568	.839
y18	52.6795	23.104	.532	.841
y19	52.8205	22.591	.493	.842

Lampiran 15 Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

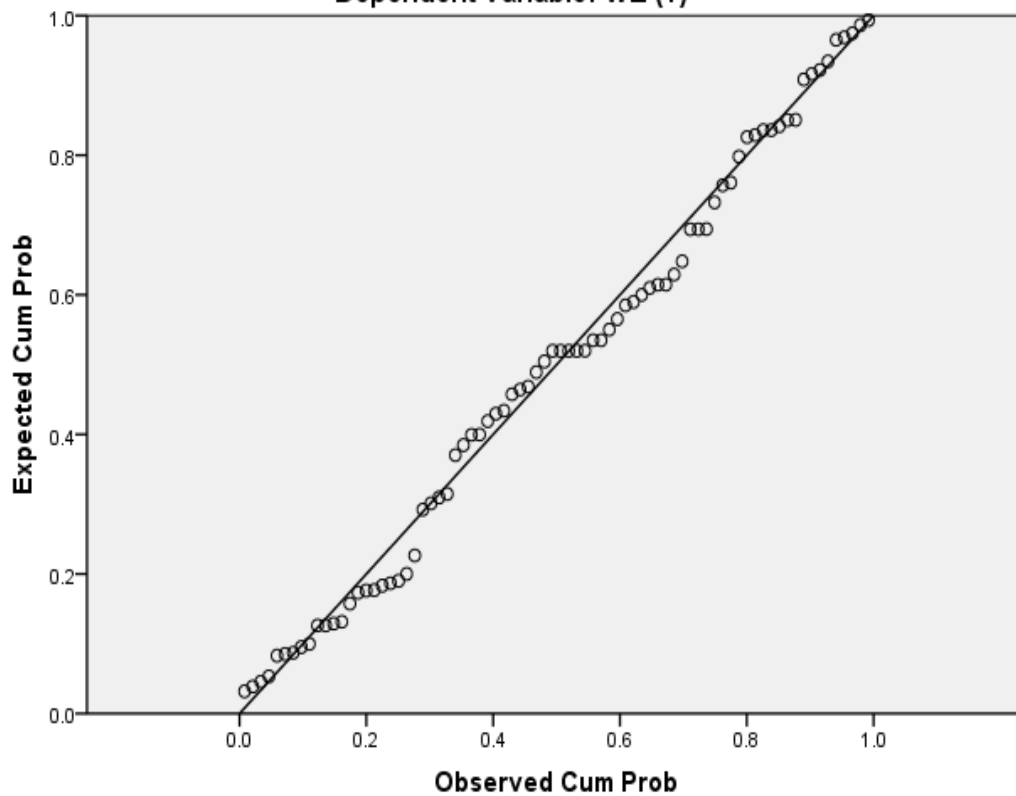
		Unstandardized Residual
N		78
Normal Parameters ^{a, b}	Mean	.0000000
	Std. Deviation	3.88692771
Most Extreme Differences	Absolute	.072
	Positive	.072
	Negative	-.039
Kolmogorov-Smirnov Z		.637
Asymp. Sig. (2-tailed)		.811

a. Test distribution is Normal.

b. Calculated from data.

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: WE (Y)



Lampiran 16 Hasil Uji Linearitas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
WE * SWE	Between Groups	(Combined)	1150.535	14	82.181	6.273	.000
		Linearity	764.912	1	764.912	58.382	.000
		Deviation from Linearity	385.623	13	29.663	2.264	.016
	Within Groups		825.414	63	13.102		
	Total		1975.949	77			

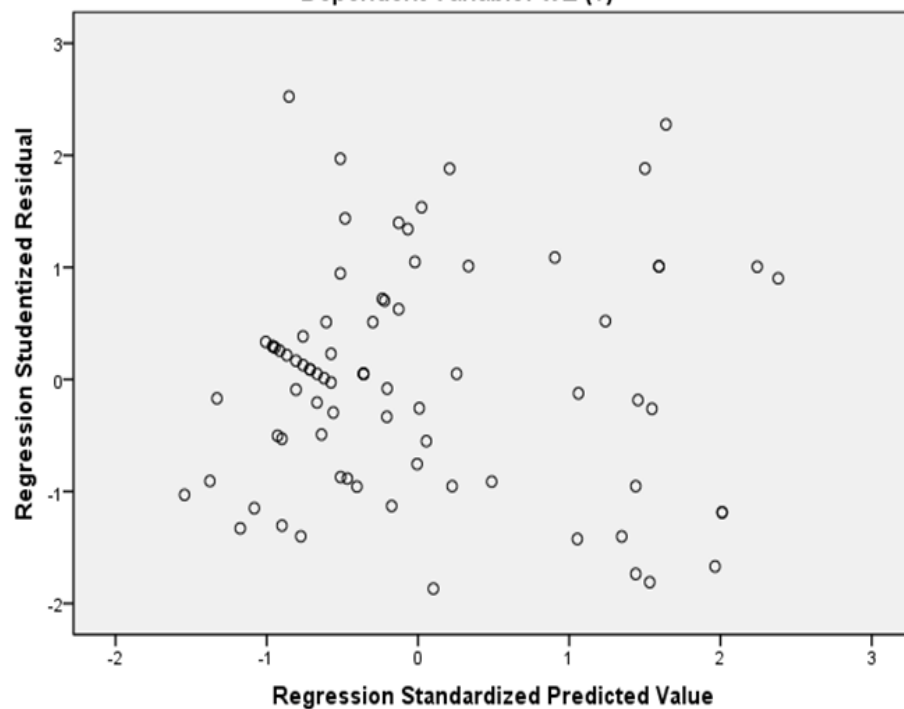
ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
WE * WL	Between Groups	(Combined)	698.555	20	34.928	1.559	.097
		Linearity	114.009	1	114.009	5.087	.028
		Deviation from Linearity	584.546	19	30.766	1.373	.178
	Within Groups		1277.394	57	22.410		
	Total		1975.949	77			

Lampiran 17 Hasil Uji Heteroskedastisitas

Scatterplot

Dependent Variable: WE (Y)



Lampiran 18 Hasil Uji Multikolinueritas

Model		Coefficients ^a						Collinearity Statistics	
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Tolerance	VIF	
		B	Std. Error	Beta					
1	(Constant)	22.879	5.713		4.005	.000			
	SWE (X1)	.500	.074	.600	6.711	.000	.981	1.020	
	WL (X2)	.151	.086	.157	1.754	.084	.981	1.020	

a. Dependent Variable: WE (Y)

Lampiran 19 Hasil Regresi Linear Berganda

Model		Coefficients ^a						Collinearity Statistics	
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Tolerance	VIF	
		B	Std. Error	Beta					
1	(Constant)	22.879	5.713		4.005	.000			
	SWE (X1)	.500	.074	.600	6.711	.000	.981	1.020	
	WL (X2)	.151	.086	.157	1.754	.084	.981	1.020	

a. Dependent Variable: WE (Y)

Lampiran 20 Hasil Uji T

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	22.879	5.713		4.005	.000	
	SWE (X1)	.500	.074	.600	6.711	.000	.981 1.020
	WL (X2)	.151	.086	.157	1.754	.084	.981 1.020

a. Dependent Variable: WE (Y)

Lampiran 21 Hasil Uji F

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	812.617	2	406.308	26.195	.000 ^a
	Residual	1163.332	75	15.511		
	Total	1975.949	77			

a. Predictors: (Constant), WL (X2), SWE (X1)

b. Dependent Variable: WE (Y)

Lampiran 22 Kartu Konsultasi Pembimbing 1



**KEMENTERIAN AGAMA REPUBLIK INDONESIA
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Website: www.pi.uin-antasari.ac.id; E-mail: psikologi.islam@uin-antasari.ac.id

KARTU KONSULTASI SKRIPSI

Nama : Nursilla
NIM : 210103040052
Judul : PENGARUH SUPPORTIVE WORK ENVIRONMENT
DAN WORKLOAD TERHADAP WORK ENGAGEMENT
PADA KARYAWAN DI LEMBAGA PENYIARAN PUBLIK
RADIO REPUBLIK INDONESIA WILAYAH
BANJARMASIN

Dosen Pembimbing
1. Musfichin, M.A
2. Dra. Mulyani, M.Ag

No.	Tanggal	Topik Bahasan (Diisi Mahasiswa ybs.)	Tanda Tangan
1	15 November 2024	membahas materi skripsi	<i>[Signature]</i>
2	18 November 2024	membahas skala validasi	<i>[Signature]</i>
3	21 November 2024	membahas kembangkan materi skripsi	<i>[Signature]</i>
4	25 November 2024	konsultasi bagian	<i>[Signature]</i>
5	28 November 2024	konsultasi revisi	<i>[Signature]</i>
6	29 November 2024	revisi skala variabel kedu	<i>[Signature]</i>
7	2 Desember 2024	konsultasi revisi	<i>[Signature]</i>
8	4 Desember 2024	konsultasi revisi	<i>[Signature]</i>
9	9 Desember 2024	konsultasi revisi	<i>[Signature]</i>
10	10 Desember 2024	konsultasi penyebaran kuesioner	<i>[Signature]</i>
11	12 Desember 2024	konsultasi terkait hasil kuesioner	<i>[Signature]</i>
12	18 Desember 2024	membahas terkait hasil skripsi	<i>[Signature]</i>
...			

Banjarmasin, 18 Desember 2024
Ketua Prodi Psikologi Islam

[Signature]
Dra. Mulyani, M.Ag

Lampiran 23 Kartu Konsultasi Pembimbing 2



KEMENTERIAN AGAMA REPUBLIK INDONESIA
UNIVERSITAS ISLAM NEGERI ANTASARI BANJARMASIN
FAKULTAS USHULUDDIN DAN HUMANIORA
PROGRAM STUDI PSIKOLOGI ISLAM

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KARTU KONSULTASI SKRIPSI

Nama : Nursilla
 NIM : 210103040052
 Judul : PENGARUH SUPPORTIVE WORK ENVIRONMENT DAN WORKLOAD TERHADAP WORK ENGAGEMENT PADA KARYAWAN DI LEMBAGA PENYIARAN PUBLIK RADIO REPUBLIK INDONESIA WILAYAH BANJARMASIN

Dosen Pembimbing
 1. Musfichin, M.A
 2. Dra. Mulyani, M.Ag

No.	Tanggal	Topik Bahasan (Diisi Mahasiswa ybs.)	Tanda Tangan
1	15 November 2024	membahas materi skripsi	
2	18 November 2024	membahas skala pengisian	
3	21 November 2024	membahas kembali materi skripsi	
4	25 November 2024	Konsultasi: revision	
5	28 November 2024	Konsultasi: revision	
6	29 November 2024	Pengertian skala uraian kedua	
7	2 Desember 2024	Konsultasi: revision	
8	4 Desember 2024	Konsultasi: revision	
9	9 Desember 2024	Konsultasi: revision	
10	10 Desember 2024	Konsultasi Penyusunan Kuesioner	
11	16 Desember 2024	membahas terkait hasil skripsi	
12	18 Desember 2024	Konsultasi: revision dan persiapan	
...			

Banjarmasin, 18 Desember 2024
 Ketua Prodi Psikologi Islam

Dra. Mulyani, M.Ag

Lampiran 24 Dokumentasi Kegiatan



Lampiran 25 Surat Izin Riset



KEMENTERIAN AGAMA REPUBLIK INDONESIA
UNIVERSITAS ISLAM NEGERI ANTASARI BANJARMASIN
FAKULTAS USHULUDDIN DAN HUMANIORA
 Jalan Jenderal Ahmad Yani Km. 4.5 Banjarmasin 70235
 Telepon (0511) 3266593
 Website: fuh.uin-antasari.ac.id; E-mail: fuh@uin-antasari.ac.id

Nomor : 3059/Un.14/III.3/TL.00/12/2024 09 Desember 2024
 Sifat : Biasa
 Lampiran : 1 (Satu) Lembar
 Hal : Riset dalam Rangka Penyusunan Skripsi

Yth. Kepala
 Lembaga Penyiaran Publik radio Republik Indonesia (LPP RRI)
 Banjarmasin

Assalamu'alaikum wr. wb.

Dengan Hormat, bersama ini kami mohon izin serta bantuan Bapak/Ibu agar berkenan kiranya memberikan informasi/data yang diperlukan mahasiswa(i) :

Nama : Nursilla
 NIM : 210103040052
 Jurusan : S1 Psikologi Islam
 Alamat : Jl. Panglima Wangkang Marabahan Kota Barito Kuala

sehubungan dengan penelitian yang akan dilaksanakan sebagaimana surat riset terlampir.

Kami sampaikan pula sebagai Satker berpredikat Zona Integritas Wilayah Bebas Korupsi (ZI-WBK), menuju Zona Integritas Wilayah Birokrasi Bersih Melayani (ZI-WBBM) UIN Antasari Banjarmasin berkomitmen terus menjaga integritas serta meningkatkan Kualitas Kinerja dan Pelayanan.

Demikian permohonan ini disampaikan, atas perhatian dan perkenan Bapak/Ibu serta kerjasamanya kami ucapkan terima kasih.

Wassalamu'alaikum wr. wb.

Dekan,

 Dzikri Mirwana

Lebih Baik Melayani , Lebih Baik Melayani



**KEMENTERIAN AGAMA REPUBLIK INDONESIA
UNIVERSITAS ISLAM NEGERI ANTASARI BANJARMASIN
FAKULTAS USHULUDDIN DAN HUMANIORA**

Jalan Jenderal Ahmad Yani Km. 4.5 Banjarmasin 70235
Telepon (0511) 3266593
Website: fuh.uin-antasari.ac.id; E-mail: fuh@uin-antasari.ac.id

SURAT RISET

Nomor: 3057/Un.14/III.3/PP.00.9/12/2024

Dekan Fakultas Ushuluddin dan Humaniora UIN Antasari Banjarmasin dengan ini menugaskan :

Nama : Nursilla
NIM : 210103040052
Semester : VII (Tujuh)
Jurusan : S1 Psikologi Islam
Alamat Sekarang : Jl. Panglima Wangkang Marabahan Kota Barito Kuala
Untuk : Melakukan riset / penelitian ilmiah dalam rangka pengumpulan data untuk penyusunan skripsi dengan judul:

PENGARUH SUPPORTIVE WORK ENVIRONMENT DAN WORKLOAD TERHADAP WORK ENGAGEMENT PADA KARYAWAN DI LEMBAGA PENYIARAN PUBLIK RADIO REPUBLIK INDONESIA WILAYAH BANJARMASIN

Tempat yang dituju : Lembaga Penyiaran Publik Radio Republik Indonesia Wilayah Banjarmasin
Barang yang dibawa : Seperangkat Alat Penelitian
Lamanya Riset : 1 (Satu) Bulan
Dari Tanggal : 09 Desember 2024
Sampai Tanggal : 09 Januari 2024

Kami sampaikan pula sebagai Satker berpredikat Zona Integritas Wilayah Bebas Korupsi (ZI-WBK), menuju Zona Integritas Wilayah Birokrasi Bersih Melayani (ZI-WBBM) UIN Antasari Banjarmasin berkomitmen terus menjaga integritas serta meningkatkan Kualitas Kinerja dan Pelayanan.

Demikian surat riset ini diberikan kepada yang bersangkutan agar pihak-pihak terkait dapat memberikan bantuan sepenuhnya.

Banjarmasin, 09 Desember 2024

Dekan


Dzikri Nirwana

Melayani Lebih Baik , Lebih Baik Melayani

Lampiran 26 Surat Selesai Riset

Nomor : 156/RRI-BJM/TU/12/2024
Lampiran : -
Perihal : Selesai Riset

Kepada Yth :

Dekan Fakultas Ushuluddin dan Humaniora
UIN Antasari Banjarmasin
di -


Banjarmasin

Berdasarkan Surat Nomor : 3057/Un. 14/III.3/PP.00.9/12/2024 Tanggal 09 Desember 2024 Untuk Melakukan Riset / Penelitian Ilmiah dalam rangka pengumpulan data untuk penyusunan skripsi dengan judul "**Pengaruh Supportive Work Environment Dan Workload Terhadap Work Engagement Pada Karyawan Di lembaga Penyiaran Publik Radio Republik Indonesia Wilayah Banjarmasin**", Bersama ini disampaikan bahwa atas nama Saudari Nursilla telah menyelesaikan riset terhadap skripsinya.

Demikian disampaikan atas perhatiannya diucapkan terima kasih.

Banjarmasin, 19 Desember 2024
Kepala Bagian Fata Usaha,

Muhammad Marzuki, S.Sos, M.I.Kom
NIP. 19690803 199703 1 005



RADIO REPUBLIK INDONESIA BANJARMASIN
Jl.A. Yani KM 3,5 No. 07 Banjarmasin
Nomor Telp. (0511) 3252601, 3252238 Nomor Fax. (0511)3252238

Lampiran 27 Sertifikat Komprehensif



KEMENTERIAN AGAMA REPUBLIK INDONESIA
 UNIVERSITAS ISLAM NEGERI
 ANTASARI BANJARMASIN
 FAKULTAS USHULUDDIN DAN HUMANIORA
 Jalan A. Yani Km. 4.5 Banjarmasin 70235 Telepon (0511) 3266593
 e-mail: fuh@uin-antasari.ac.id website: http://www.fuh.uin-antasari.ac.id.

SERTIFIKAT

Nomor: 1308/Un.14/III.3/PP.01.1/12/2024


Dekan Fakultas Ushuluddin dan Humaniora UIN Antasari Banjarmasin dengan ini memberikan sertifikat kepada :

N a m a : NURSILLA
 N I M : 210103040052

Telah L U L U S dalam menempuh UJIAN KOMPREHENSIF pada Jurusan Psikologi Islam dengan nilai akhir 80,00 (A) bobot : 3,75

Demikian sertifikat ini diberikan kepada yang bersangkutan untuk dipergunakan sebagaimana mestinya.

Banjarmasin, 20 Desember 2024



Zikri Nirwana, M.Ag
 NIP. 197812272003121002

Lampiran 28 Surat Keterangan Submit Jurnal



**KEMENTERIAN AGAMA REPUBLIK INDONESIA
UNIVERSITAS ISLAM NEGERI ANTASARI BANJARMASIN
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Website: www.pi.uin-antasari.ac.id; E-mail: psikologi.islam@uin-antasari.ac.id

SURAT KETERANGAN SUBMIT JURNAL

Nomor: 3318/Un.14/III.3/PP.00.9/12/2024

Dengan ini menerangkan bahwa:

Judul Karya Ilmiah : PENGARUH SUPPORTIVE WORK ENVIRONMENT DAN WORKLOAD
TERHADAP WORK ENGAGEMENT PADA KARYAWAN DI LEMBAGA
PENYIARAN PUBLIK RADIO REPUBLIK INDONESIA WILAYAH
BANJARMASIN
Nama : Nursilla
NIM : 210103040052
Program Studi : Psikologi Islam

Karya ilmiah tersebut telah disubmit untuk dipublikasikan di Jurnal Psikoborneo : Jurnal Ilmiah Psikologi (<https://e-journals.unmul.ac.id/index.php/psikoneo/index>) dan saat ini masih dalam proses evaluasi. Keputusan akhir mengenai publikasi sepenuhnya menjadi wewenang pihak jurnal.

Demikian surat keterangan ini disampaikan untuk dipergunakan sebagaimana mestinya.

Banjarmasin, 20 Desember 2024

a.n. Ketua Prodi Psikologi Islam

Sekretaris,



Musfichin, M.A

NIP 197903242023211012

Lampiran 29 Surat Keterangan Bebas Plagiasi



**KEMENTERIAN AGAMA REPUBLIK INDONESIA
UNIVERSITAS ISLAM NEGERI ANTASARI BANJARMASIN
FAKULTAS USHULUDDIN DAN HUMANIORA
PROGRAM STUDI PSIKOLOGI ISLAM**

Jalan Jenderal Ahmad Yani Km. 4.5 Banjarmasin 70235 Telepon (0511) 3266593
Website: www.pi.uin-antasari.ac.id; E-mail: psikologi.islam@uin-antasari.ac.id

Surat Keterangan Bebas Plagiasi

Nomor: 3334/Un.14/III.3/PP.00.9/12/2024

Ketua Program Studi Psikologi Islam menerangkan bahwa karya ilmiah:

Nama	: Nursilla
NIM	: 210103040052
Semester	: VII (Tujuh)
Tahun Akademik	: Ganjil 2024/2025
Prodi	: Pskologi Islam
Jenis Karya Ilmiah	: Skripsi
Judul Karya Ilmiah	: PENGARUH SUPPORTIVE WORK ENVIRONMENT DAN WORKLOAD TERHADAP WORK ENGAGEMENT PADA KARYAWAN DI LEMBAGA PENYIARAN PUBLIK RADIO REPUBLIK INDONESIA WILAYAH BANJARMASIN

Telah dinyatakan bebas dari unsur plagiasi menggunakan *DrillBit Plagiarism Detection Software* dengan *similarity* sebesar 25% dan *excluded < 8 words*. Hasil uji menunjukkan bahwa karya ilmiah ini mulai dari Bab I hingga Bab V memiliki persentase kesamaan sebesar **12%** (terlampir).

Demikian surat keterangan bebas plagiasi ini dibuat, agar dapat dipergunakan sebagaimana mestinya.

Banjarmasin, 21 Desember 2024
a.n. Ketua Prodi Psikologi Islam
Sekretaris,



Musfichin, M.A

Lampiran 30 Surat Keterangan Pergantian Judul



**KEMENTERIAN AGAMA REPUBLIK INDONESIA
UNIVERSITAS ISLAM NEGERI ANTASARI BANJARMASIN
FAKULTAS USHULUDDIN DAN HUMANIORA
PROGRAM STUDI PSIKOLOGI ISLAM**

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SURAT KETERANGAN

Nomor: 93/Un.14/III.3/PP.00.9/01/2025

Ketua Program Studi Psikologi Islam Fakultas Ushuluddin dan Humaniora UIN Antasari Banjarmasin, menerangkan mahasiswa berikut :

Nama : Nursilla
NIM : 210103040052
Semester : VII (Tujuh)
Tahun Akademik : Ganjil 2024/2025
Dosen Pembimbing 1: Musfichin, M.A
Dosen Pembimbing 2: Dra. Mulyani, M.Ag
Judul Skripsi : Pengaruh Supportive Work Environment dan Beban Kerja terhadap Work Engagement pada Karyawan di LPP RRI Banjarmasin

Dengan ini, kami menerangkan bahwa judul skripsi telah diubah menjadi "**PENGARUH SUPPORTIVE WORK ENVIRONMENT DAN WORKLOAD TERHADAP WORK ENGAGEMENT PADA KARYAWAN DI LEMBAGA PENYIARAN PUBLIK RADIO REPUBLIK INDONESIA WILAYAH BANJARMASIN**" sesuai dengan persetujuan dosen pembimbing.

Demikian surat keterangan perubahan judul ini dibuat, agar dapat dipergunakan sebagaimana mestinya.

Banjarmasin, 13 Januari 2025

a.n. Ketua Prodi Psikologi Islam

Sekretaris,



Musfichin, M.A

NIP 197903242023211012

DAFTAR RIWAYAT HIDUP

1. Nama Lengkap : Nursilla
2. Tempat dan Tanggal Lahir : Sungai Lulut, 16 Juli 2003
3. Agama : Islam
4. Kebangsaan : Indonesia
5. Alamat : Jalan Panglima Wankang, RT. 13 RW. 04
Marabahan Kota, Kab. Barito Kuala, Kalimantan Selatan
6. No HP/Alamat e-mail : 081351348083/nursilla710@gmail.com
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 - Sekolah Dasar : SDN Penghulu
 - SLTP : MTSN 2 Barito Kuala
 - SLTA : MAN 1 Barito Kuala
 - Pendidikan Tinggi : UIN Antasari Banjarmasin (2021-2025)
8. Orang Tua
 - Ayah
 - Nama : Azrumi
 - Pekerjaan : Wiraswasta
 - Alamat : Jalan Panglima Wankang, RT. 13 RW. 04
Marabahan Kota, Kab. Barito Kuala, Kalimantan Selatan
 - Ibu
 - Nama : Emelda Indarayana
 - Pekerjaan : Ibu Rumah Tangga

Alamat : Jalan Veteran, Banjarmasin, Kalimantan
Selatan

9. Saudara : 1 orang

10. Pengalaman Organisasi :

Lembaga Penyiaran Publik Radio Republik Indonesia (LPP RRI) Wilayah
Banjarmasin, (Praktek Kerja Psikologi) (2024)

Rutan Kelas IIB Kandungan (Kuliah Kerja Nyata) (2024)

Banua Volunteer Hub by Muda Mudi Banua Foundation

Banjarbaru, 18 Desember 2024

Nursilla