

## Lampiran 4

## Hasil Uji Validitas 30 Responden

## Stres Kerja

| Correlations |                     |        |        |       |       |        |        |        |
|--------------|---------------------|--------|--------|-------|-------|--------|--------|--------|
|              |                     | P1     | P2     | P3    | P4    | P5     | P6     | Total  |
| P1           | Pearson Correlation | 1      | ,509** | 0,079 | ,364* | -0,141 | -0,336 | ,430*  |
|              | Sig. (2-tailed)     |        | 0,004  | 0,679 | 0,048 | 0,456  | 0,069  | 0,018  |
|              | N                   | 30     | 30     | 30    | 30    | 30     | 30     | 30     |
| P2           | Pearson Correlation | ,509** | 1      | 0,327 | ,365* | 0,154  | 0,132  | ,711** |
|              | Sig. (2-tailed)     | 0,004  |        | 0,078 | 0,047 | 0,416  | 0,486  | 0,000  |
|              | N                   | 30     | 30     | 30    | 30    | 30     | 30     | 30     |
| P3           | Pearson Correlation | 0,079  | 0,327  | 1     | 0,327 | 0,279  | 0,164  | ,599** |
|              | Sig. (2-tailed)     | 0,679  | 0,078  |       | 0,078 | 0,136  | 0,385  | 0,000  |
|              | N                   | 30     | 30     | 30    | 30    | 30     | 30     | 30     |
| P4           | Pearson Correlation | ,364*  | ,365*  | 0,327 | 1     | 0,309  | 0,279  | ,756** |

Esa Unggu

**Motivasi**

|    |                     | <b>Correlations</b> |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |
|----|---------------------|---------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
|    |                     | P1                  | P2                 | P3                 | P4                 | P5                 | P6                 | P7                 | P8                 | P9                 | P10                | P11                | Total              |
| P1 | Pearson Correlation | 1                   | 0,331              | ,433 <sup>*</sup>  | ,476 <sup>**</sup> | ,472 <sup>**</sup> | ,378 <sup>*</sup>  | ,577 <sup>**</sup> | ,520 <sup>**</sup> | 0,331              | 0,236              | ,566 <sup>**</sup> | ,617 <sup>**</sup> |
|    | Sig. (2-tailed)     |                     | 0,074              | 0,017              | 0,008              | 0,008              | 0,039              | 0,001              | 0,003              | 0,074              | 0,209              | 0,001              | 0,000              |
|    | N                   | 30                  | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 |
| P2 | Pearson Correlation | 0,331               | 1                  | ,491 <sup>**</sup> | ,413 <sup>*</sup>  | ,464 <sup>**</sup> | 0,339              | 0,327              | ,607 <sup>**</sup> | ,464 <sup>**</sup> | 0,339              | ,535 <sup>**</sup> | ,621 <sup>**</sup> |
|    | Sig. (2-tailed)     | 0,074               |                    | 0,006              | 0,023              | 0,010              | 0,067              | 0,077              | 0,000              | 0,010              | 0,067              | 0,002              | 0,000              |
|    | N                   | 30                  | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 |
| P3 | Pearson Correlation | ,433 <sup>*</sup>   | ,491 <sup>**</sup> | 1                  | ,659 <sup>**</sup> | ,627 <sup>**</sup> | ,464 <sup>**</sup> | ,528 <sup>**</sup> | ,736 <sup>**</sup> | ,627 <sup>**</sup> | ,600 <sup>**</sup> | ,680 <sup>**</sup> | ,799 <sup>**</sup> |
|    | Sig. (2-tailed)     | 0,017               | 0,006              |                    | 0,000              | 0,000              | 0,010              | 0,003              | 0,000              | 0,000              | 0,000              | 0,000              | 0,000              |
|    | N                   | 30                  | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 |
| P4 | Pearson Correlation | ,476 <sup>**</sup>  | ,413 <sup>*</sup>  | ,659 <sup>**</sup> | 1                  | ,683 <sup>**</sup> | ,530 <sup>**</sup> | ,577 <sup>**</sup> | ,800 <sup>**</sup> | ,683 <sup>**</sup> | ,530 <sup>**</sup> | ,740 <sup>**</sup> | ,828 <sup>**</sup> |
|    | Sig. (2-tailed)     | 0,008               | 0,023              | 0,000              |                    | 0,000              | 0,003              | 0,001              | 0,000              | 0,000              | 0,003              | 0,000              | 0,000              |
|    | N                   | 30                  | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 |
| P5 | Pearson Correlation | ,472 <sup>**</sup>  | ,464 <sup>**</sup> | ,627 <sup>**</sup> | ,683 <sup>**</sup> | 1                  | ,741 <sup>**</sup> | ,736 <sup>**</sup> | ,741 <sup>**</sup> | ,732 <sup>**</sup> | ,473 <sup>**</sup> | ,935 <sup>**</sup> | ,889 <sup>**</sup> |
|    | Sig. (2-            | 0,008               | 0,010              | 0,000              | 0,000              |                    | 0,000              | 0,000              | 0,000              | 0,000              | 0,008              | 0,000              | 0,000              |

| Correlations |                     |        |        |        |        |        |        |        |        |        |        |        |        |
|--------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|              |                     | P1     | P2     | P3     | P4     | P5     | P6     | P7     | P8     | P9     | P10    | P11    | Total  |
|              | tailed)             |        |        |        |        |        |        |        |        |        |        |        |        |
|              | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| P6           | Pearson Correlation | ,378*  | 0,339  | ,464** | ,530** | ,741** | 1      | ,627** | ,598** | ,473** | ,598** | ,802** | ,766** |
|              | Sig. (2-tailed)     | 0,039  | 0,067  | 0,010  | 0,003  | 0,000  |        | 0,000  | 0,000  | 0,008  | 0,000  | 0,000  | 0,000  |
|              | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| P7           | Pearson Correlation | ,577** | 0,327  | ,528** | ,577** | ,736** | ,627** | 1      | ,627** | ,600** | 0,355  | ,816** | ,790** |
|              | Sig. (2-tailed)     | 0,001  | 0,077  | 0,003  | 0,001  | 0,000  | 0,000  |        | 0,000  | 0,000  | 0,055  | 0,000  | 0,000  |
|              | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| P8           | Pearson Correlation | ,520** | ,607** | ,736** | ,800** | ,741** | ,598** | ,627** | 1      | ,741** | ,464** | ,802** | ,892** |
|              | Sig. (2-tailed)     | 0,003  | 0,000  | 0,000  | 0,000  | 0,000  | 0,000  | 0,000  |        | 0,000  | 0,010  | 0,000  | 0,000  |
|              | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| P9           | Pearson Correlation | 0,331  | ,464** | ,627** | ,683** | ,732** | ,473** | ,600** | ,741** | 1      | 0,339  | ,668** | ,779** |
|              | Sig. (2-tailed)     | 0,074  | 0,010  | 0,000  | 0,000  | 0,000  | 0,008  | 0,000  | 0,000  |        | 0,067  | 0,000  | 0,000  |
|              | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| P10          | Pearson Correlation | 0,236  | 0,339  | ,600** | ,530** | ,473** | ,598** | 0,355  | ,464** | 0,339  | 1      | ,535** | ,640** |
|              | Sig. (2-            | 0,209  | 0,067  | 0,000  | 0,003  | 0,008  | 0,000  | 0,055  | 0,010  | 0,067  |        | 0,002  | 0,000  |

| Correlations                                                 |                     |        |        |        |        |        |        |        |        |        |        |        |        |
|--------------------------------------------------------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|                                                              |                     | P1     | P2     | P3     | P4     | P5     | P6     | P7     | P8     | P9     | P10    | P11    | Total  |
|                                                              | tailed)             |        |        |        |        |        |        |        |        |        |        |        |        |
|                                                              | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| P11                                                          | Pearson Correlation | ,566** | ,535** | ,680** | ,740** | ,935** | ,802** | ,816** | ,802** | ,668** | ,535** | 1      | ,944** |
|                                                              | Sig. (2-tailed)     | 0,001  | 0,002  | 0,000  | 0,000  | 0,000  | 0,000  | 0,000  | 0,000  | 0,000  | 0,002  |        | 0,000  |
|                                                              | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| TOTAL                                                        | Pearson Correlation | ,617** | ,621** | ,799** | ,828** | ,889** | ,766** | ,790** | ,892** | ,779** | ,640** | ,944** | 1      |
|                                                              | Sig. (2-tailed)     | 0,000  | 0,000  | 0,000  | 0,000  | 0,000  | 0,000  | 0,000  | 0,000  | 0,000  | 0,000  | 0,000  |        |
|                                                              | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| *. Correlation is significant at the 0.05 level (2-tailed).  |                     |        |        |        |        |        |        |        |        |        |        |        |        |
| **. Correlation is significant at the 0.01 level (2-tailed). |                     |        |        |        |        |        |        |        |        |        |        |        |        |

### Kinerja Karyawan

| Correlations |                     |    |        |        |        |        |        |        |        |        |        |        |       |        |
|--------------|---------------------|----|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|--------|
|              |                     | P1 | P2     | P3     | P4     | P5     | P6     | P7     | P8     | P9     | P10    | P11    | P12   | Total  |
| P1           | Pearson Correlation | 1  | ,875** | ,802** | ,802** | ,800** | ,548** | ,741** | ,732** | ,875** | ,802** | ,530** | 0,330 | ,884** |
|              | Sig. (2-tailed)     |    | 0,000  | 0,000  | 0,000  | 0,000  | 0,002  | 0,000  | 0,000  | 0,000  | 0,000  | 0,003  | 0,075 | 0,000  |

|       |       |       |       |
|-------|-------|-------|-------|
| 0,000 | 0,011 | 0,164 | 0,000 |
|-------|-------|-------|-------|

|     |                     | Correlations |         |        |        |        |        |        |        |        |        |        |        |        |
|-----|---------------------|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|     |                     | P1           | P2      | P3     | P4     | P5     | P6     | P7     | P8     | P9     | P10    | P11    | P12    | Total  |
| P6  | Pearson Correlation | ,548**       | ,530**  | ,471** | ,471** | 0,357  | 1      | ,530** | ,548** | ,530** | ,605** | ,493** | 0,144  | ,622** |
|     | Sig. (2-tailed)     | 0,002        | 0,003   | 0,009  | 0,009  | 0,052  |        | 0,003  | 0,002  | 0,003  | 0,000  | 0,006  | 0,448  | 0,000  |
|     | N                   | 30           | 30      | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| P7  | Pearson Correlation | ,741**       | ,866**  | ,802** | ,802** | ,683** | ,530** | 1      | ,875** | ,866** | ,935** | ,413*  | ,473** | ,899** |
|     | Sig. (2-tailed)     | 0,000        | 0,000   | 0,000  | 0,000  | 0,000  | 0,003  |        | 0,000  | 0,000  | 0,000  | 0,023  | 0,008  | 0,000  |
|     | N                   | 30           | 30      | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| P8  | Pearson Correlation | ,732**       | ,875**  | ,802** | ,802** | ,665** | ,548** | ,875** | 1      | ,875** | ,935** | ,530** | 0,330  | ,897** |
|     | Sig. (2-tailed)     | 0,000        | 0,000   | 0,000  | 0,000  | 0,000  | 0,002  | 0,000  |        | 0,000  | 0,000  | 0,003  | 0,075  | 0,000  |
|     | N                   | 30           | 30      | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| P9  | Pearson Correlation | ,875**       | 1,000** | ,935** | ,935** | ,818** | ,530** | ,866** | ,875** | 1      | ,935** | ,548** | ,473** | ,979** |
|     | Sig. (2-tailed)     | 0,000        | 0,000   | 0,000  | 0,000  | 0,000  | 0,003  | 0,000  | 0,000  |        | 0,000  | 0,002  | 0,008  | 0,000  |
|     | N                   | 30           | 30      | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| P10 | Pearson Correlation | ,802**       | ,935**  | ,867** | ,867** | ,740** | ,605** | ,935** | ,935** | ,935** | 1      | ,471** | ,401*  | ,949** |

|    |    |    |    |
|----|----|----|----|
| 30 | 30 | 30 | 30 |
|----|----|----|----|