

**LAMPIRAN 1**  
**PRA SURVEY**

Kepada Yth.  
Bapak/Ibu/Sdr/i.  
Karyawan PT Tatametrika Nusantara  
Jakarta

Perkenalkan nama saya Suci Artikawati dari Fakultas Ekonomi dan Bisnis, Jurusan Manajemen, Universitas Esa Unggul, ingin melakukan pra survey untuk memenuhi tugas akhir. Terima kasih atas partisipasi anda untuk meluangkan waktu dalam mengisi daftar pertanyaan pra survei ini, dengan tujuan sebagai data penelitian saya mengenai Pengaruh Beban kerja dan Lingkungan kerja terhadap Kinerja karyawan melalui Stres kerja sebagai variabel intervening. Saya berharap responden dapat menjawab dengan sebaik-baiknya.

Pertanyaan mengenai Beban kerja dan Lingkungan kerja terhadap Kinerja karyawan melalui Stres kerja sebagai variabel intervening

**IDENTITAS RESPONDEN**

Nama :  
Usia :

**Petunjuk Pengisian**

Jawablah pertanyaan dengan cara dibulatkan (YA/TIDAK) dan berikan alasannya.

1. Di dalam PT. Tatametrika Nusantara, apakah ada keluhan terhadap beban kerja fisik yang terlalu berat?

- a. YA
- b. TIDAK

Alasan:.....  
.....  
.....





9. Apakah pimpinan selalu memberikan arahan untuk mencapai tujuan dari pembangunan proyek tersebut?

a. YA

b. TIDAK

Alasan:.....  
.....

.....

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Lampiran 2

KUESIONER

Surat Permohonan Pengisian Kuesioner



Universitas  
**Esa Unggul**

**UNIVERSITAS ESA UNGGUL**  
**FAKULTAS EKONOMI DAN BISNIS**  
**LAMPIRAN LEMBAR KUESIONER**

Responden Yth,  
Saya mahasiswi Program Studi Manajemen, Fakultas Ekonomi dan Bisnis  
Universitas Esa Unggul.

Nama : Suci Artikawati  
NIM : 2015-11-196

Dengan adanya penelitian saya yang berjudul **Pengaruh Beban Kerja, dan Lingkungan Kerja terhadap Kinerja Karyawan melalui Stres Kerja sebagai variabel intervening (Studi Kasus pada PT Tatametrika Nusantara Puri Kembangan)** untuk menyelesaikan tugas akhir perkuliahan saya. Maka dari itu, saya mengharapkan kesediaan saudara/i untuk mengisi kuesioner ini.

Atas kesediaan saudara/i menjawab dengan sejujurnya dan sebaik-baiknya saya mengucapkan terima kasih.

**DATA UMUM RESPONDEN**

Petunjuk Pengisian :

Isilah jawaban singkat dari pertanyaan di bawah ini (seluruh data ini dirahasiakan dan akan dipergunakan untuk kepentingan penyusunan skripsi)

Beri tanda ceklist (✓) pada kolom jawaban yang tersedia.

Unit kerja / Bagian : .....

Jenis Kelamin : Laki-laki

Pendidikan : .....

Status : Belum Me  ah Menikah

Lama Bekerja : .....

Keterangan :

Keterangan	Skor
Sangat Tidak Setuju (STS)	1
Tidak Setuju (TS)	2
Setuju (S)	3
Sangat Setuju (SS)	4

**KUESIONER**

Disebarkan ke karyawan

NO.	PERNYATAAN  BEBAN KERJA	KETERANGAN			
		STS	TS	S	SS
		1	2	3	4
1.	Saya merasa sarana kerjanya sudah memadai serta kondisi kerja dan sikap pekerja yang sudah kondusif				
2.	Saya merasa pelimpahan tugas dan wewenang yang diberikan perusahaan sesuai dengan prosedur perusahaan				
3.	Saya mampu menghadapi tingkat kesulitan pekerjaan serta bertanggung jawab terhadap pekerjaan yang diberikan oleh perusahaan				
4.	Saya merasa pekerjaan yang dibebankan oleh perusahaan kepada pekerja sesuai dengan kemampuannya				
5.	Saya merasa kerjanya bisa mengontrol emosi kerjanya dalam menyelesaikan pekerjaan				
6.	Saya merasa mempunyai keinginan untuk menghasilkan kinerja yang baik				
	<b>LINGKUNGAN KERJA</b>				
7.	Saya merasa terkadang ada perasaan bosan kerja, kurang istirahat dan perasaan lelah dalam melakukan pekerjaan				
8.	Saya merasa pekerjaan yang rutin tanpa variasi membuat saya malas dalam bekerja				
9.	Saya mampu menciptakan sesuatu hal pekerjaan yang baru dan kreatif untuk mencapai target perusahaan				
10.	Saya merasa keletihan psikis membuat bosan kerja				
11.	keletihan fisiologis dapat meningkatkan kesalahan dalam bekerja dan kecelakaan kerja				
12.	Dapat berkomunikasi nyaman dengan pimpinan koordinasi lapangan				

NO.	PERNYATAAN	KETERANGAN			
	LINGKUNGAN KERJA	STS	TS	S	SS
		1	2	3	4
13.	Saya merasa pemimpin perusahaan cenderung menyempatkan waktu untuk menilai kinerja karyawan				
NO.	PERNYATAAN	KETERANGAN			
	STRES KERJA	STS	TS	S	SS
		1	2	3	4
14.	Saya merasa tugas yang diberikan perusahaan berlebihan				
15.	Saya merasa mendapatkan waktu istirahat yang kurang untuk menjalankan pekerjaan				
16.	Saya merasa menerima penugasan yang berbeda-beda dari pimpinan koordinasi lapangan				
17.	Saya merasa menerima tugas pekerjaan yang bertentangan satu sama lain				
18.	Saya merasa tidak jelas dalam hal ruang lingkup pekerjaan				
19.	Saya merasa prosedur atau instruksi kerja kurang jelas				
20.	Saya merasa atasan tidak memberitahukan dengan jelas perubahan-perubahan kebijaksanaan yang ada di perusahaan				
21.	Saya merasa atasan bertindak kurang adil dalam pembagian pekerjaan kepada bawahan				



Disebarkan kepemimpinan kepala unit

NO.	PERNYATAAN  KINERJA KARYAWAN	KETERANGAN			
		STS	TS	S	SS
		1	2	3	4
22.	Pekerja mampu mendapatkan hasil kerja sesuai dengan standar kerja yang telah ditetapkan perusahaan				
23.	Pekerja mampu menghadapi pekerjaan yang sesuai dengan kemampuan keterampilannya				
24.	Pekerja mampu mendapatkan hasil pekerjaan sesuai dengan standar kualitas yang diharapkan perusahaan				
25.	Pekerja mampu melakukan pekerjaan secara teliti				
26.	Pekerja mempunyai kemampuan dan keinginan untuk menyelesaikan pekerjaan dengan tepat waktu				
27.	Pekerja mampu mendapatkan hasil pekerjaan sesuai dengan yang direncanakan oleh pemimpin koordinasi lapangan				
28.	Pekerja disiplin dalam melakukan suatu pekerjaan				
29.	Pekerja mampu menjalankan tanggung jawab terhadap pekerjaannya				
30.	Pekerja dapat bekerja sama dalam menyelesaikan pekerjaan				
31.	Pekerja selalu hadir dan tepat waktu dalam jam masuk kerja				
32.	Pekerja dapat menyelesaikan pekerjaan lebih dari yang ditargetkan				
33.	Pekerja mempunyai hubungan baik dengan rekan kerja baik dengan atasan maupun karyawan				
34.	Menasehati atau memberitahu apabila terjadi kesalahan dalam melakukan pekerjaan				

### LAMPIRAN 3 DOKUMENTASI

#### 1.1 Dokumentasi Pekerja Lapangan:



## 1.2 Dokumentasi Pemasangan Instalasi Listrik



## LAMPIRAN 4

## Data Karakteristik 30 Responden

Keterangan		Jumlah Responden	Total
Jenis Kelamin	Laki-laki	30	30
	Perempuan	-	
Status Responden	Belum Menikah	17	30
	Menikah	13	
Tingkat Pendidikan	Dibawah SMA/Sederajat	9	30
	SMA/ Sederajat	21	
	Diploma I/II/III	-	
Tingkat Usia	21-30 Tahun	18	30
	31-40 Tahun	7	
	41-50 Tahun	3	
	> 50 Tahun	2	
Lama Bekerja	<1 tahun	8	30
	1-2 tahun	6	
	3-4 tahun	9	
	>4 tahun	7	

## Data Karakteristik 69 Responden

Keterangan		Jumlah Responden	Total
Jenis Kelamin	Laki-laki	69	69
	Perempuan	-	
Status Responden	Belum Menikah	33	69
	Menikah	36	
Tingkat Pendidikan	Dibawah SMA/Sederajat	29	69
	SMA/ Sederajat	40	
	Diploma I/II/III	-	
Tingkat Usia	21-30 Tahun	34	69
	31-40 Tahun	20	
	41-50 Tahun	10	
	> 50 Tahun	5	
Lama Bekerja	<1 tahun	15	69
	1-2 tahun	25	
	3-4 tahun	22	
	>4 tahun	7	



## Lampiran 5 Tabulasi Kuesioner

## Lampiran 5.1 Variabel Beban Kerja

No	BEBAN KERJA (X1)						TOTAL
	P1	P2	P3	P4	P5	P6	
1	3	2	2	2	2	2	13
2	3	3	3	3	3	3	18
3	3	2	3	3	2	3	16
4	3	2	2	2	3	2	14
5	3	2	2	2	3	2	14
6	4	4	4	4	4	4	24
7	3	3	2	2	3	3	16
8	3	3	3	3	2	3	17
9	4	4	4	4	4	4	24
10	2	3	2	3	3	2	15
11	3	3	2	3	3	3	17
12	2	3	2	3	2	2	14
13	3	3	3	3	3	2	17
14	3	3	2	3	2	3	16
15	2	2	3	3	2	3	15
16	3	3	3	3	3	3	18
17	3	2	2	3	3	3	16
18	3	2	3	2	2	3	15
19	3	2	3	3	3	3	17
20	4	3	2	4	3	3	19
21	3	3	3	3	3	3	18
22	4	3	3	2	4	2	18
23	3	3	2	1	3	4	16
24	3	4	3	4	4	3	21
25	4	3	3	3	3	3	19
26	4	3	3	4	3	3	20
27	4	2	3	4	3	4	20
28	4	3	3	2	3	3	18
29	4	3	1	3	3	3	17
30	4	1	4	2	2	3	16
31	2	1	2	3	4	3	15
32	1	2	2	3	2	1	11
33	2	1	3	3	4	3	16
34	4	3	2	2	3	4	18
35	4	3	2	1	1	2	13
36	1	2	3	4	4	3	17
37	1	1	2	3	2	2	11
38	3	3	4	3	2	1	16

39	1	2	3	3	4	2	15
40	3	3	3	3	3	3	18
41	3	2	2	3	3	3	16
42	3	2	3	2	2	3	15
43	3	2	3	3	3	3	17
44	4	3	2	4	3	3	19
45	3	3	3	3	3	3	18
46	4	3	3	2	4	2	18
47	3	3	2	1	3	4	16
48	3	4	3	4	4	3	21
49	4	3	3	3	3	3	19
50	4	3	3	4	3	3	20
51	4	2	3	4	3	4	20
52	4	3	3	2	3	3	18
53	4	3	1	3	3	3	17
54	4	1	4	2	2	3	16
55	3	2	2	2	2	2	13
56	3	3	3	3	3	3	18
57	3	2	3	3	2	3	16
58	3	2	2	2	3	2	14
59	3	2	2	2	3	2	14
60	4	4	4	4	4	4	24
61	3	3	2	2	3	3	16
62	3	3	3	3	2	3	17
63	4	4	4	4	4	4	24
64	2	3	2	3	3	2	15
65	3	3	2	3	3	3	17
66	2	3	2	3	2	2	14
67	3	3	3	3	3	2	17
68	3	3	2	3	2	3	16
69	2	2	3	3	2	3	15

**Lampiran 5.2 Variabel Lingkungan Kerja**

No	LINGKUNGAN KERJA (X2)							Total
	P7	P8	P9	P10	P11	P12	P13	
1	2	1	2	1	2	3	4	15
2	3	2	1	2	3	3	4	18
3	2	1	3	4	3	4	3	20
4	1	2	3	3	2	3	1	15
5	4	3	2	3	2	1	1	16
6	2	3	4	2	1	2	2	16
7	1	2	3	2	3	3	2	16

8	2	1	3	2	1	3	1	13
9	2	2	3	2	2	3	4	18
10	3	4	3	2	1	2	1	16
11	1	2	3	4	3	2	3	18
12	3	4	3	2	1	2	2	17
13	3	2	1	2	3	4	3	18
14	2	3	4	3	2	1	2	17
15	1	2	3	4	4	3	2	19
16	2	1	2	3	4	3	2	17
17	2	3	4	4	3	2	3	21
18	3	4	3	2	1	2	3	18
19	2	1	3	1	2	3	3	15
20	1	2	3	4	3	2	1	16
21	3	4	3	2	1	2	3	18
22	1	2	3	4	3	2	2	17
23	2	3	4	3	2	1	2	17
24	2	3	4	3	2	1	2	17
25	2	1	2	3	4	3	2	17
26	3	4	4	3	2	1	2	19
27	3	2	1	2	3	4	3	18
28	2	3	4	3	2	1	2	17
29	1	2	3	4	4	3	1	18
30	3	3	2	1	2	2	2	15
31	2	2	3	2	3	4	2	18
32	2	3	4	3	2	1	2	17
33	2	1	2	3	3	4	2	17
34	3	4	3	2	1	2	3	18
35	3	4	3	2	1	1	2	16
36	2	1	2	3	2	2	1	13
37	1	2	3	4	3	2	1	16
38	2	1	2	3	4	3	2	17
39	1	2	4	3	2	1	2	15
40	4	3	2	1	1	2	3	16
41	1	1	2	1	2	3	2	12
42	2	3	4	3	2	1	2	17
43	2	3	4	3	1	2	1	16
44	2	1	2	1	2	3	4	15
45	2	3	4	3	2	1	1	16
46	2	1	2	3	4	3	2	17
47	2	1	2	3	3	4	3	18
48	4	3	2	1	2	1	1	14
49	2	3	3	2	1	2	2	15
50	2	3	4	4	3	2	1	19



51	2	1	3	2	1	2	1	12
52	1	2	3	4	4	3	2	19
53	3	2	1	2	3	2	2	15
54	3	2	1	1	1	2	2	12
55	3	4	3	2	1	2	3	18
56	4	3	2	1	2	3	4	19
57	2	1	2	3	4	3	1	16
58	1	2	3	4	3	2	1	16
59	4	3	2	1	2	3	4	19
60	2	3	4	2	1	2	3	17
61	4	2	3	2	1	4	4	20
62	2	1	3	1	4	3	1	15
63	2	1	2	1	2	3	2	13
64	4	4	3	2	1	1	2	17
65	4	3	3	2	1	1	3	17
66	3	2	1	2	3	2	3	16
67	2	1	2	3	2	1	3	14
68	1	2	3	2	2	3	3	16
69	3	2	4	3	3	2	2	19

### Lampiran 5.3 Variabel Stres Kerja

No	STRES KERJA (Z)								TOTAL
	P14	P15	P16	P17	P18	P19	P20	P21	
1	2	2	2	2	3	2	2	2	17
2	3	3	3	3	3	3	3	3	24
3	2	3	2	2	3	2	3	3	20
4	2	2	2	2	3	2	2	2	17
5	2	2	3	3	3	2	2	2	19
6	4	4	4	4	4	4	4	4	32
7	3	3	3	3	3	3	2	2	22
8	3	3	3	3	3	3	3	3	24
9	4	4	4	4	4	4	4	4	32
10	1	1	1	1	2	3	2	3	14
11	2	3	3	3	3	3	2	3	22
12	2	2	3	2	2	3	2	3	19
13	3	3	3	3	3	3	3	3	24
14	3	3	4	3	3	3	2	3	24
15	3	2	2	2	2	2	3	3	19
16	3	3	3	3	3	3	3	3	24
17	3	2	3	3	3	2	2	3	21

18	2	2	3	3	3	2	3	2	20
19	2	3	2	3	3	2	3	3	21
20	3	3	3	2	4	3	2	4	24
21	2	3	3	2	3	3	3	3	22
22	3	3	3	3	4	3	3	2	24
23	3	2	3	4	3	3	2	1	21
24	2	3	1	3	3	4	3	4	23
25	2	3	3	4	4	3	3	3	25
26	2	3	1	3	4	3	3	4	23
27	3	2	3	4	4	2	3	4	25
28	2	3	2	4	4	3	3	2	23
29	4	3	1	4	4	3	1	3	23
30	4	3	1	3	4	1	4	2	22
31	1	2	2	2	3	3	2	1	16
32	2	3	4	3	2	1	2	3	20
33	1	1	1	2	3	4	3	2	17
34	4	4	3	2	1	1	2	3	20
35	2	2	3	4	3	2	1	2	19
36	4	3	2	1	1	2	3	4	20
37	4	4	3	3	2	2	1	1	20
38	3	2	1	2	3	4	3	2	20
39	1	2	3	4	3	2	1	2	18
40	3	3	3	3	3	3	3	3	24
41	3	2	3	3	3	2	2	3	21
42	2	2	3	3	3	2	3	2	20
43	2	3	2	3	3	2	3	3	21
44	3	3	3	2	4	3	2	4	24
45	2	3	3	2	3	3	3	3	22
46	3	3	3	3	4	3	3	2	24
47	3	2	3	4	3	3	2	1	21
48	2	3	1	3	3	4	3	4	23
49	2	3	3	4	4	3	3	3	25
50	2	3	1	3	4	3	3	4	23
51	3	2	3	4	4	2	3	4	25
52	2	3	2	4	4	3	3	2	23
53	4	3	1	4	4	3	1	3	23
54	4	3	1	3	4	1	4	2	22
55	2	2	2	2	3	2	2	2	17
56	3	3	3	3	3	3	3	3	24
57	2	3	2	2	3	2	3	3	20
58	2	2	2	2	3	2	2	2	17
59	2	2	3	3	3	2	2	2	19
60	4	4	4	4	4	4	4	4	32

61	3	3	3	3	3	3	2	2	22
62	3	3	3	3	3	3	3	3	24
63	4	4	4	4	4	4	4	4	32
64	1	1	1	1	2	3	2	3	14
65	2	3	3	3	3	3	2	3	22
66	2	2	3	2	2	3	2	3	19
67	3	3	3	3	3	3	3	3	24
68	3	3	4	3	3	3	2	3	24
69	3	2	2	2	2	2	3	3	19

Lampiran 5.4 Variabel Kinerja Karyawan

No	KINERJA KARYAWAN (Y)													TOTAL
	P22	P23	P24	P25	P26	P27	P28	P29	P30	P31	P32	P33	P34	
1	2	2	2	2	3	2	2	2	2	2	2	2	2	27
2	3	3	3	3	3	3	3	3	3	3	3	3	3	39
3	2	3	2	2	3	2	3	3	2	3	3	3	2	33
4	2	2	2	2	3	2	2	2	3	2	2	2	2	28
5	2	2	3	3	3	2	2	2	3	2	3	3	2	32
6	4	4	4	4	4	4	4	4	4	4	4	4	4	52
7	3	3	3	3	3	3	2	2	3	3	3	3	3	37
8	3	3	3	3	3	3	3	3	2	3	3	3	3	38
9	4	4	4	4	4	4	4	4	4	4	4	4	4	52
10	1	1	1	1	2	3	2	3	3	2	2	2	2	25
11	2	3	3	3	3	3	2	3	3	3	3	3	2	36
12	2	2	3	2	2	3	2	3	2	2	3	2	2	30
13	3	3	3	3	3	3	3	3	3	2	2	3	2	36
14	3	3	4	3	3	3	2	3	2	3	3	2	3	37
15	3	2	2	2	2	2	3	3	2	3	3	2	2	31
16	3	3	3	3	3	3	3	3	3	3	3	3	3	39
17	3	2	3	3	3	2	2	3	3	3	3	2	2	34
18	2	2	3	3	3	2	3	2	2	3	2	3	3	33
19	2	3	2	3	3	2	3	3	3	3	2	3	2	34
20	3	3	3	2	4	3	2	4	3	3	4	3	3	40
21	2	3	3	2	3	3	3	3	3	3	3	3	3	37
22	3	3	3	3	4	3	3	2	4	2	4	3	4	41
23	3	2	3	4	3	3	2	1	3	4	4	3	3	38
24	2	3	1	3	3	4	3	4	4	3	4	3	1	38
25	2	3	3	4	4	3	3	3	3	3	4	3	1	39
26	2	3	1	3	4	3	3	4	3	3	1	3	3	36
27	3	2	3	4	4	2	3	4	3	4	4	3	3	42
28	2	3	2	4	4	3	3	2	3	3	4	3	2	38
29	4	3	1	4	4	3	1	3	3	3	3	1	3	36

30	4	3	1	3	4	1	4	2	2	3	3	3	3	36
31	1	2	2	2	3	3	2	1	1	1	2	3	4	27
32	2	3	4	3	2	1	2	3	4	3	2	1	2	32
33	1	1	1	2	3	4	3	2	1	1	2	3	4	28
34	4	4	3	2	1	1	2	3	3	4	4	3	2	36
35	2	2	3	4	3	2	1	2	3	4	3	2	1	32
36	4	3	2	1	1	2	3	4	3	2	1	2	3	31
37	4	4	3	3	2	2	1	1	2	2	3	3	4	34
38	3	2	1	2	3	4	3	2	1	1	2	3	4	31
39	1	2	3	4	3	2	1	2	3	3	4	3	2	33
40	3	3	3	3	3	3	3	3	3	3	3	3	3	39
41	3	2	3	3	3	2	2	3	3	3	3	2	2	34
42	2	2	3	3	3	2	3	2	2	3	2	3	3	33
43	2	3	2	3	3	2	3	3	3	3	2	3	2	34
44	3	3	3	2	4	3	2	4	3	3	4	3	3	40
45	2	3	3	2	3	3	3	3	3	3	3	3	3	37
46	3	3	3	3	4	3	3	2	4	2	4	3	4	41
47	3	2	3	4	3	3	2	1	3	4	4	3	3	38
48	2	3	1	3	3	4	3	4	4	3	4	3	1	38
49	2	3	3	4	4	3	3	3	3	3	4	3	1	39
50	2	3	1	3	4	3	3	4	3	3	1	3	3	36
51	3	2	3	4	4	2	3	4	3	4	4	3	3	42
52	2	3	2	4	4	3	3	2	3	3	4	3	2	38
53	4	3	1	4	4	3	1	3	3	3	3	1	3	36
54	4	3	1	3	4	1	4	2	2	3	3	3	3	36
55	2	2	2	2	3	2	2	2	2	2	2	2	2	27
56	3	3	3	3	3	3	3	3	3	3	3	3	3	39
57	2	3	2	2	3	2	3	3	2	3	3	3	2	33
58	2	2	2	2	3	2	2	2	3	2	2	2	2	28
59	2	2	3	3	3	2	2	2	3	2	3	3	2	32
60	4	4	4	4	4	4	4	4	4	4	4	4	4	52
61	3	3	3	3	3	3	2	2	3	3	3	3	3	37
62	3	3	3	3	3	3	3	3	2	3	3	3	3	38
63	4	4	4	4	4	4	4	4	4	4	4	4	4	52
64	1	1	1	1	2	3	2	3	3	2	2	2	2	25
65	2	3	3	3	3	3	2	3	3	3	3	3	2	36
66	2	2	3	2	2	3	2	3	2	2	3	2	2	30
67	3	3	3	3	3	3	3	3	3	2	2	3	2	36
68	3	3	4	3	3	3	2	3	2	3	3	2	3	37
69	3	2	2	2	2	2	3	3	2	3	3	2	2	31

Lampiran 6 Tabulasi Uji Validitas

N O	BEBAN KERJA						LINGKUNGAN KERJA						STRES KERJA						KINERJA KARYAWAN										TOTAL						
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P1 0	P1 1	P1 2	P1 3	P1 4	P1 5	P1 6	P1 7	P1 8	P1 9	P2 0	P2 1	P2 2	P2 3	P2 4	P2 5	P2 6	P2 7	P2 8		P2 9	P3 0	P3 1	P3 2	P3 3	P3 4
1	3	2	2	2	2	2	2	1	2	1	2	3	4	2	2	2	2	2	2	2	2	2	2	2	3	2	2	2	2	2	2	2	2	2	71
2	3	3	3	3	3	3	3	2	1	2	3	3	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	102
3	3	2	3	3	2	3	2	1	3	4	3	4	3	3	3	2	3	2	2	2	2	2	3	2	3	3	2	3	3	3	3	2	2	87	
4	3	2	2	2	3	2	1	2	3	3	2	3	1	2	2	2	2	2	2	2	2	2	2	2	3	2	2	2	3	2	2	2	2	72	
5	3	2	2	2	3	2	4	3	2	3	2	1	1	3	3	2	3	2	2	2	2	2	2	3	3	3	2	2	2	3	2	3	3	2	85
6	4	4	4	4	4	4	2	3	4	2	1	2	2	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	136
7	3	3	2	2	3	3	1	2	3	2	3	3	2	2	2	2	3	3	3	3	2	3	3	3	3	3	3	2	2	3	3	3	3	3	90
8	3	3	3	3	2	3	2	1	3	2	1	3	1	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	99
9	4	4	4	4	4	4	2	2	3	2	2	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	136
10	2	3	2	3	3	2	3	4	3	2	1	2	1	3	3	2	2	3	1	2	1	1	1	1	1	2	3	2	3	3	2	2	2	68	
11	3	3	2	3	3	3	1	2	3	4	3	2	3	2	3	3	3	2	2	2	3	2	3	3	3	3	3	2	3	3	3	3	3	2	91
12	2	3	2	3	2	2	3	4	3	2	1	2	2	2	2	3	2	2	3	3	2	2	2	3	2	2	3	2	2	3	2	3	2	2	81
13	3	3	3	3	3	2	3	2	1	2	3	4	3	3	3	2	3	2	1	2	2	3	3	3	3	3	3	3	3	3	2	2	3	2	88
14	3	3	2	3	2	3	2	3	4	3	2	1	2	2	2	3	2	3	4	3	3	3	3	4	3	3	3	2	3	2	3	3	2	3	95
15	2	2	3	3	2	3	1	2	3	4	4	3	2	2	3	3	2	3	2	3	3	3	2	2	2	2	2	3	3	2	3	3	2	2	85
16	3	3	3	3	3	3	2	1	2	3	4	3	2	3	3	3	2	3	2	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	99
17	3	2	2	3	3	3	2	3	4	4	3	2	3	2	2	3	3	3	3	3	2	3	2	3	3	3	2	2	3	3	3	3	2	2	90
18	3	2	3	2	2	3	3	4	3	2	1	2	3	3	3	3	3	3	3	3	3	2	2	3	3	3	2	3	2	2	3	2	3	3	90
19	3	2	3	3	3	3	2	1	3	1	2	3	3	3	2	3	2	3	3	3	3	2	3	2	3	3	2	3	3	3	3	2	3	2	90
20	4	3	2	4	3	3	1	2	3	4	3	2	1	4	3	3	2	3	3	4	3	3	3	3	2	4	3	2	4	3	3	4	3	3	102
21	3	3	3	3	3	3	3	4	3	2	1	2	3	4	3	3	2	3	3	3	3	2	3	3	2	3	3	3	3	3	3	3	3	3	99
22	4	3	3	2	4	2	1	2	3	4	3	2	2	4	2	3	1	3	3	4	3	3	3	3	3	4	3	3	2	4	2	4	3	4	103
23	3	3	2	1	3	4	2	3	4	3	2	1	2	4	1	3	2	3	4	3	1	3	2	3	4	3	3	2	1	3	4	4	3	3	95
24	3	4	3	4	4	3	2	3	4	3	2	1	2	4	2	1	3	4	2	4	3	2	3	1	3	3	4	3	4	4	3	4	3	1	102
25	4	3	3	3	3	3	2	1	2	3	4	3	2	4	3	2	3	3	4	4	3	2	3	3	4	4	3	3	3	3	4	3	1	104	

NO	BEBAN KERJA						LINGKUNGAN KERJA							STRES KERJA						KINERJA KARYAWAN										TOTAL					
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	P22	P23	P24	P25	P26	P27	P28	P29		P30	P31	P32	P33	P34
26	4	3	3	4	3	3	3	4	4	3	2	1	2	4	3	2	3	4	2	4	3	2	3	1	3	4	3	3	4	3	3	1	3	3	100
27	4	2	3	4	3	4	3	2	1	2	3	4	3	2	2	3	4	3	3	3	4	3	2	3	4	4	2	3	4	3	4	4	3	3	104
28	4	3	3	2	3	3	2	3	4	3	2	1	2	4	3	2	3	3	2	4	3	2	3	2	4	4	3	3	2	3	3	4	3	2	98
29	4	3	1	3	3	3	1	2	3	4	4	3	1	4	3	4	3	1	4	1	3	4	3	1	4	4	3	1	3	3	3	3	1	3	92
30	4	1	4	2	2	3	3	3	2	1	2	2	2	4	3	1	3	3	3	3	3	4	3	1	3	4	1	4	2	2	3	3	3	3	95

Lampiran 7 Uji Validitas Responden

Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	P22	P23	P24	P25
P1	Pearson Correlation	1	.149	.336	.208	.432 <sup>*</sup>	.426 <sup>*</sup>	.393 <sup>*</sup>	.408 <sup>*</sup>	.429 <sup>*</sup>	.084	.322	.139	.174	.606 <sup>**</sup>	.278	.113	.413 <sup>*</sup>	.250	.436 <sup>*</sup>	.425 <sup>*</sup>	.605 <sup>**</sup>	.473 <sup>**</sup>	.600 <sup>**</sup>	.063	.664 <sup>**</sup>
	Sig. (2-tailed)		.433	.070	.270	.017	.019	.032	.025	.018	.660	.083	.465	.359	.000	.137	.553	.023	.184	.016	.019	.000	.008	.000	.739	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P2	Pearson Correlation	.149	1	.093	.446 <sup>*</sup>	.629 <sup>**</sup>	.263	.386 <sup>*</sup>	.329	.228	.260	.256	.237	.288	.401 <sup>*</sup>	.252	.330	.164	.404 <sup>*</sup>	.222	.415 <sup>*</sup>	.219	.135	.505 <sup>**</sup>	.307	.284
	Sig. (2-tailed)	.433		.623	.014	.000	.161	.035	.076	.226	.166	.173	.208	.122	.028	.180	.075	.388	.027	.238	.023	.244	.478	.004	.098	.129
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P3	Pearson Correlation	.336	.093	1	.292	.206	.399 <sup>*</sup>	.200	.749 <sup>**</sup>	.292	.476 <sup>**</sup>	.207	.611 <sup>**</sup>	.319	.402 <sup>*</sup>	.489 <sup>**</sup>	-.042	.386 <sup>*</sup>	.647 <sup>**</sup>	.074	.580 <sup>**</sup>	.554 <sup>**</sup>	.275	.521 <sup>**</sup>	.144	.268
	Sig. (2-tailed)	.070	.623		.118	.276	.029	.290	.000	.117	.008	.272	.000	.086	.028	.006	.825	.035	.000	.696	.001	.001	.142	.003	.448	.153
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P4	Pearson Correlation	.208	.446 <sup>*</sup>	.292	1	.316	.336	.117	.218	.073	.345	.367 <sup>*</sup>	.303	.012	.126	.448 <sup>*</sup>	.263	.417 <sup>*</sup>	.403 <sup>*</sup>	.048	.322	.567 <sup>**</sup>	.147	.396 <sup>*</sup>	.063	.042
	Sig. (2-tailed)	.270	.014	.118		.089	.069	.537	.248	.703	.062	.046	.104	.951	.506	.013	.160	.022	.027	.802	.082	.001	.438	.030	.742	.828
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P5	Pearson Correlation	.432 <sup>*</sup>	.629 <sup>**</sup>	.206	.316	1	.235	.416 <sup>*</sup>	.444 <sup>*</sup>	.231	.264	.219	.191	.086	.480 <sup>**</sup>	.138	.182	.206	.418 <sup>*</sup>	.122	.398 <sup>*</sup>	.265	.182	.404 <sup>*</sup>	.138	.401 <sup>*</sup>
	Sig. (2-tailed)	.017	.000	.276	.089		.212	.022	.014	.218	.159	.246	.312	.650	.007	.466	.337	.276	.021	.520	.029	.157	.337	.027	.466	.028
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P6	Pearson Correlation	.426 <sup>*</sup>	.263	.399 <sup>*</sup>	.336	.235	1	.498 <sup>**</sup>	.481 <sup>**</sup>	.418 <sup>*</sup>	.142	.493 <sup>**</sup>	.353	.254	.289	.172	.438 <sup>*</sup>	.559 <sup>**</sup>	.528 <sup>**</sup>	.601 <sup>**</sup>	.414 <sup>*</sup>	.524 <sup>**</sup>	.512 <sup>**</sup>	.445 <sup>*</sup>	.297	.636 <sup>**</sup>
	Sig. (2-tailed)	.019	.161	.029	.069	.212		.005	.007	.021	.454	.006	.055	.176	.121	.364	.016	.001	.003	.000	.023	.003	.004	.014	.111	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P7	Pearson Correlation	.393 <sup>*</sup>	.386 <sup>*</sup>	.200	.117	.416 <sup>*</sup>	.498 <sup>**</sup>	1	.356	.189	.278	.261	.212	.067	.348	.022	.243	.200	.254	.504 <sup>**</sup>	.476 <sup>**</sup>	.356	.411 <sup>*</sup>	.347	.401 <sup>*</sup>	.493 <sup>**</sup>
	Sig. (2-tailed)	.032	.035	.290	.537	.022	.005		.053	.317	.136	.163	.261	.724	.059	.910	.195	.290	.175	.005	.008	.053	.024	.060	.028	.006
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P8	Pearson Correlation	.408 <sup>*</sup>	.329	.749 <sup>**</sup>	.218	.444 <sup>*</sup>	.481 <sup>**</sup>	.356	1	.354	.322	.384 <sup>*</sup>	.474 <sup>**</sup>	.261	.437 <sup>*</sup>	.389 <sup>*</sup>	.031	.439 <sup>*</sup>	.617 <sup>**</sup>	.135	.597 <sup>**</sup>	.412 <sup>*</sup>	.175	.584 <sup>**</sup>	.427 <sup>*</sup>	.388 <sup>*</sup>
	Sig. (2-tailed)	.025	.076	.000	.248	.014	.007	.053		.055	.083	.036	.008	.164	.016	.034	.870	.015	.000	.476	.000	.024	.354	.001	.018	.034
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

P9	Pearson Correlation	.429 <sup>*</sup>	.228	.292	.073	.231	.418 <sup>*</sup>	.189	.354	1	.221	.514 <sup>**</sup>	-.152	.316	.280	.247	.596 <sup>**</sup>	.104	.308	.489 <sup>**</sup>	.252	.392 <sup>*</sup>	.654 <sup>**</sup>	.417 <sup>*</sup>	.415 <sup>*</sup>	.291
	Sig. (2-tailed)	.018	.226	.117	.703	.218	.021	.317	.055		.241	.004	.423	.089	.135	.188	.001	.583	.098	.006	.180	.032	.000	.022	.022	.118
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P10	Pearson Correlation	.084	.260	.476 <sup>**</sup>	.345	.264	.142	.278	.322	.221	1	.297	.448 <sup>*</sup>	.227	.018	.435 <sup>*</sup>	.281	.262	.351	.148	.350	.514 <sup>**</sup>	.348	.476 <sup>**</sup>	.304	.203
	Sig. (2-tailed)	.660	.166	.008	.062	.159	.454	.136	.083	.241		.112	.013	.228	.925	.016	.132	.162	.057	.435	.058	.004	.060	.008	.103	.283
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P11	Pearson Correlation	.322	.256	.207	.367 <sup>*</sup>	.219	.493 <sup>**</sup>	.261	.384 <sup>*</sup>	.514 <sup>**</sup>	.297	1	.207	.529 <sup>**</sup>	.169	.223	.687 <sup>**</sup>	.276	.176	.656 <sup>**</sup>	.225	.453 <sup>*</sup>	.430 <sup>*</sup>	.475 <sup>**</sup>	.607 <sup>**</sup>	.400 <sup>*</sup>
	Sig. (2-tailed)	.083	.173	.272	.046	.246	.006	.163	.036	.004	.112		.271	.003	.373	.236	.000	.140	.353	.000	.233	.012	.018	.008	.000	.028
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P12	Pearson Correlation	.139	.237	.611 <sup>**</sup>	.303	.191	.353	.212	.474 <sup>**</sup>	-.152	.448 <sup>*</sup>	.207	1	.514 <sup>**</sup>	.200	.367 <sup>*</sup>	-.157	.503 <sup>**</sup>	.475 <sup>**</sup>	.100	.404 <sup>*</sup>	.320	.144	.459 <sup>*</sup>	.211	.345
	Sig. (2-tailed)	.465	.208	.000	.104	.312	.055	.261	.008	.423	.013	.271		.004	.290	.046	.407	.005	.008	.599	.027	.084	.449	.011	.264	.062
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P13	Pearson Correlation	.174	.288	.319	.012	.086	.254	.067	.261	.316	.227	.529 <sup>**</sup>	.514 <sup>**</sup>	1	.408 <sup>*</sup>	.206	.225	.127	.259	.386 <sup>*</sup>	.269	.120	.403 <sup>*</sup>	.431 <sup>*</sup>	.222	.323
	Sig. (2-tailed)	.359	.122	.086	.951	.650	.176	.724	.164	.089	.228	.003	.004		.025	.276	.232	.502	.166	.035	.151	.529	.027	.017	.238	.081
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P14	Pearson Correlation	.606 <sup>**</sup>	.401 <sup>*</sup>	.402 <sup>*</sup>	.126	.480 <sup>**</sup>	.289	.348	.437 <sup>*</sup>	.280	.018	.169	.200	.408 <sup>*</sup>	1	.371 <sup>*</sup>	.005	.115	.380 <sup>*</sup>	.273	.459 <sup>*</sup>	.269	.219	.495 <sup>**</sup>	-.168	.374 <sup>*</sup>
	Sig. (2-tailed)	.000	.028	.028	.506	.007	.121	.059	.016	.135	.925	.373	.290	.025		.044	.978	.546	.039	.145	.011	.150	.245	.005	.374	.042
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P15	Pearson Correlation	.278	.252	.489 <sup>**</sup>	.448 <sup>*</sup>	.138	.172	.022	.389 <sup>*</sup>	.247	.435 <sup>*</sup>	.223	.367 <sup>*</sup>	.206	.371 <sup>*</sup>	1	.227	.489 <sup>**</sup>	.174	-.040	.108	.459 <sup>*</sup>	.227	.481 <sup>**</sup>	.097	.089
	Sig. (2-tailed)	.137	.180	.006	.013	.466	.364	.910	.034	.188	.016	.236	.046	.276	.044		.227	.006	.357	.834	.572	.011	.227	.007	.611	.641
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P16	Pearson Correlation	.113	.330	-.042	.263	.182	.438 <sup>*</sup>	.243	.031	.596 <sup>**</sup>	.281	.687 <sup>**</sup>	-.157	.225	.005	.227	1	.085	.011	.575 <sup>**</sup>	.035	.377 <sup>*</sup>	.470 <sup>**</sup>	.256	.564 <sup>**</sup>	.302
	Sig. (2-tailed)	.553	.075	.825	.160	.337	.016	.195	.870	.001	.132	.000	.407	.232	.978	.227		.657	.955	.001	.853	.040	.009	.172	.001	.104
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P17	Pearson Correlation	.413 <sup>*</sup>	.164	.386 <sup>*</sup>	.417 <sup>*</sup>	.206	.559 <sup>**</sup>	.200	.439 <sup>*</sup>	.104	.262	.276	.503 <sup>**</sup>	.127	.115	.489 <sup>**</sup>	.085	1	.231	.186	.100	.490 <sup>**</sup>	.338	.372 <sup>*</sup>	.144	.577 <sup>**</sup>
	Sig. (2-tailed)	.023	.388	.035	.022	.276	.001	.290	.015	.583	.162	.140	.005	.502	.546	.006	.657		.219	.325	.599	.006	.068	.043	.448	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P18	Pearson Correlation	.250	.404 <sup>*</sup>	.647 <sup>**</sup>	.403 <sup>*</sup>	.418 <sup>*</sup>	.528 <sup>**</sup>	.254	.617 <sup>**</sup>	.308	.351	.176	.475 <sup>**</sup>	.259	.380 <sup>*</sup>	.174	.011	.231	1	.208	.844 <sup>**</sup>	.412 <sup>*</sup>	.140	.341	.156	.230
	Sig. (2-tailed)																									
	N																									



	Sig. (2-tailed) N	.184 30	.027 30	.000 30	.027 30	.021 30	.003 30	.175 30	.000 30	.098 30	.057 30	.353 30	.008 30	.166 30	.039 30	.357 30	.955 30	.219 30		.269 30	.000 30	.024 30	.461 30	.065 30	.411 30	.220 30
P19	Pearson Correlation Sig. (2-tailed) N	.436 <sup>**</sup> .016 30	.222 .238 30	.074 .696 30	.048 .802 30	.122 .520 30	.601 <sup>**</sup> .000 30	.504 <sup>**</sup> .005 30	.135 .476 30	.489 <sup>**</sup> .006 30	.148 .435 30	.656 <sup>**</sup> .000 30	.100 .599 30	.386 <sup>**</sup> .035 30	.273 .145 30	-.040 .834 30	.575 <sup>**</sup> .001 30	.186 .325 30	.208 .269 30	1 .074 30	.331 .016 30	.437 <sup>**</sup> .001 30	.575 <sup>**</sup> .027 30	.402 <sup>**</sup> .009 30	.466 <sup>**</sup> .001 30	.580 <sup>**</sup> .001 30
P20	Pearson Correlation Sig. (2-tailed) N	.425 <sup>*</sup> .019 30	.415 <sup>*</sup> .023 30	.580 <sup>**</sup> .001 30	.322 .082 30	.398 <sup>*</sup> .029 30	.414 <sup>*</sup> .023 30	.476 <sup>**</sup> .008 30	.597 <sup>**</sup> .000 30	.252 .180 30	.350 .058 30	.225 .233 30	.404 <sup>*</sup> .027 30	.269 .151 30	.459 <sup>*</sup> .011 30	.108 .572 30	.035 .853 30	.100 .599 30	.844 <sup>**</sup> .000 30	.331 .074 30	1 .006 30	.487 <sup>**</sup> .439 30	.147 .015 30	.439 <sup>*</sup> .158 30	.264 .082 30	.322 .082 30
P21	Pearson Correlation Sig. (2-tailed) N	.605 <sup>**</sup> .000 30	.219 .244 30	.554 <sup>**</sup> .001 30	.567 <sup>**</sup> .001 30	.265 .157 30	.524 <sup>**</sup> .003 30	.356 .053 30	.412 <sup>*</sup> .024 30	.392 <sup>*</sup> .032 30	.514 <sup>**</sup> .004 30	.453 <sup>*</sup> .012 30	.320 .084 30	.120 .529 30	.269 .150 30	.459 <sup>*</sup> .011 30	.377 <sup>**</sup> .040 30	.490 <sup>**</sup> .006 30	.412 <sup>*</sup> .024 30	.437 <sup>**</sup> .016 30	.487 <sup>**</sup> .006 30	1 .016 30	.436 <sup>*</sup> .000 30	.629 <sup>**</sup> .208 30	.236 .007 30	.483 <sup>**</sup> .007 30
P22	Pearson Correlation Sig. (2-tailed) N	.473 <sup>**</sup> .008 30	.135 .478 30	.275 .142 30	.147 .438 30	.182 .337 30	.512 <sup>**</sup> .004 30	.411 <sup>*</sup> .024 30	.175 .354 30	.654 <sup>**</sup> .000 30	.348 .060 30	.430 <sup>*</sup> .018 30	.144 .449 30	.403 <sup>*</sup> .027 30	.219 .245 30	.227 .227 30	.470 <sup>**</sup> .009 30	.338 .068 30	.140 .461 30	.575 <sup>**</sup> .001 30	.147 .439 30	.436 <sup>*</sup> .016 30	1 .002 30	.533 <sup>**</sup> .092 30	.313 .002 30	.532 <sup>**</sup> .002 30
P23	Pearson Correlation Sig. (2-tailed) N	.600 <sup>**</sup> .000 30	.505 <sup>**</sup> .004 30	.521 <sup>**</sup> .003 30	.396 <sup>*</sup> .030 30	.404 <sup>*</sup> .027 30	.445 <sup>*</sup> .014 30	.347 .060 30	.584 <sup>**</sup> .001 30	.417 <sup>*</sup> .022 30	.476 <sup>**</sup> .008 30	.475 <sup>**</sup> .008 30	.459 <sup>*</sup> .011 30	.431 <sup>*</sup> .017 30	.495 <sup>**</sup> .005 30	.481 <sup>**</sup> .007 30	.256 .172 30	.372 <sup>*</sup> .043 30	.341 .065 30	.402 <sup>*</sup> .027 30	.439 <sup>*</sup> .015 30	.629 <sup>**</sup> .000 30	.533 <sup>**</sup> .002 30	1 .106 30	.301 .005 30	.499 <sup>**</sup> .005 30
P24	Pearson Correlation Sig. (2-tailed) N	.063 .739 30	.307 .098 30	.144 .448 30	.063 .742 30	.138 .466 30	.297 .111 30	.401 <sup>*</sup> .028 30	.427 <sup>*</sup> .018 30	.415 <sup>*</sup> .022 30	.304 .103 30	.607 <sup>**</sup> .000 30	.211 .264 30	.222 .238 30	-.168 .374 30	.097 .611 30	.564 <sup>**</sup> .001 30	.144 .448 30	.156 .411 30	.466 <sup>**</sup> .009 30	.264 .158 30	.236 .208 30	.313 .092 30	.301 .106 30	1 .301 30	.300 .107 30
P25	Pearson Correlation Sig. (2-tailed) N	.664 <sup>**</sup> .000 30	.284 .129 30	.268 .153 30	.042 .828 30	.401 <sup>*</sup> .028 30	.636 <sup>**</sup> .000 30	.493 <sup>**</sup> .006 30	.388 <sup>*</sup> .034 30	.291 .118 30	.203 .283 30	.400 <sup>*</sup> .028 30	.345 .062 30	.323 .081 30	.374 <sup>*</sup> .042 30	.089 .641 30	.302 .104 30	.577 <sup>**</sup> .001 30	.230 .220 30	.580 <sup>**</sup> .001 30	.322 .082 30	.483 <sup>**</sup> .007 30	.532 <sup>**</sup> .002 30	.499 <sup>**</sup> .005 30	.300 .107 30	1 .300 30
P26	Pearson Correlation Sig. (2-tailed) N	1.000 <sup>**</sup> 0.000 30	.149 .433 30	.336 .070 30	.208 .270 30	.432 <sup>*</sup> .017 30	.426 <sup>*</sup> .019 30	.393 <sup>*</sup> .032 30	.408 <sup>*</sup> .025 30	.429 <sup>*</sup> .018 30	.084 .660 30	.322 .083 30	.139 .465 30	.174 .359 30	.606 <sup>**</sup> .000 30	.278 .137 30	.113 .553 30	.413 <sup>*</sup> .023 30	.250 .184 30	.436 <sup>*</sup> .016 30	.425 <sup>*</sup> .019 30	.605 <sup>**</sup> .000 30	.473 <sup>**</sup> .008 30	.600 <sup>**</sup> .000 30	.063 .739 30	.664 <sup>**</sup> .000 30
P27	Pearson Correlation Sig. (2-tailed)	.149 .433	1.000 <sup>**</sup> 0.000	.093 .623	.446 <sup>*</sup> .014	.629 <sup>**</sup> .000	.263 .161	.386 <sup>*</sup> .035	.329 .076	.228 .226	.260 .166	.256 .173	.237 .208	.288 .122	.401 <sup>*</sup> .028	.252 .180	.330 .075	.164 .388	.404 <sup>*</sup> .027	.222 .238	.415 <sup>*</sup> .023	.219 .244	.135 .478	.505 <sup>**</sup> .004	.307 .098	.284 .129



## Lampiran 8 Uji Reliabilitas

Cronbach's Alpha	N of Item
.943	34

## Lampiran 9 Output Analisis Jalur SPSS

### Lampiran 9.1 Analisis Jalur Tahap 1

```

REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS CI(95) R ANOVA CHANGE
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT Z
  /METHOD=ENTER X1 X2
  /SCATTERPLOT=(*SRESID ,*ZPRED)
  /RESIDUALS DURBIN NORMPROB(ZRESID)
  /CASEWISE PLOT(ZRESID) OUTLIERS(3).
    
```

### Regression

Notes		
Output Created		15-FEB-2019 19:23:25
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data	69
	File	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.

Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS CI(95) R ANOVA CHANGE /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Z /METHOD=ENTER X1 X2 /SCATTERPLOT=(*SRESID ,*ZPRED) /RESIDUALS DURBIN NORMPROB(ZRESID) /CASEWISE PLOT(ZRESID) OUTLIERS(3).
Resources	Processor Time	00:00:04.89
	Elapsed Time	00:00:03.33
	Memory Required	2944 bytes
	Additional Memory Required for Residual Plots	320 bytes

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	X2, X1 <sup>b</sup>	.	Enter

a. Dependent Variable: Z

b. All requested variables entered.

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics		
					R Square Change	F Change	df1
1	.836 <sup>a</sup>	.699	.689	2.03746	.699	76.494	2

**Model Summary<sup>b</sup>**

Model	Change Statistics		
	df2	Sig. F Change	
1	66	.000	2.397

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Z

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	635.091	2	317.545	76.494	.000 <sup>b</sup>
	Residual	273.982	66	4.151		
	Total	909.072	68			

a. Dependent Variable: Z

b. Predictors: (Constant), X2, X1

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B
		B	Std. Error	Beta			Lower Bound
1	(Constant)	4.727	2.723		1.736	.087	- .709
	X1	1.108	.090	.831	12.259	.000	.928
	X2	-.097	.128	-.051	-.752	.045	-.353

**Coefficients<sup>a</sup>**

Model		95.0% Confidence Interval for B	
		Upper Bound	Lower Bound
1	(Constant)	10.163	
	X1	1.289	
	X2	.160	

a. Dependent Variable: Z

**Residuals Statistics<sup>a</sup>**

	Minimum	Maximum	Mean	Std. Deviation	N

Predicted Value	15.2744	30.0679	21.8841	3.05607	69
Std. Predicted Value	-2.163	2.678	.000	1.000	69
Standard Error of Predicted Value	.251	.799	.403	.136	69
Adjusted Predicted Value	14.8447	29.7172	21.8660	3.04812	69
Residual	-5.80396	4.72556	.00000	2.00727	69
Std. Residual	-2.849	2.319	.000	.985	69
Stud. Residual	-2.883	2.423	.004	1.010	69
Deleted Residual	-5.94423	5.15528	.01804	2.11082	69
Stud. Deleted Residual	-3.060	2.519	.000	1.035	69
Mahal. Distance	.049	9.461	1.971	2.129	69
Cook's Distance	.000	.178	.018	.035	69
Centered Leverage Value	.001	.139	.029	.031	69

a. Dependent Variable: Z

### Lampiran 9.2 Analisis Jalur Tahap 2

```

REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS CI(95) R ANOVA CHANGE
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT Y
  /METHOD=ENTER X1 X2 Z
  /SCATTERPLOT=( *SRESID , *ZPRED)
  /RESIDUALS DURBIN NORMPROB(ZRESID)
  /CASEWISE PLOT(ZRESID) OUTLIERS(3) .
    
```

### Regression

#### Notes

Output Created	04-FEB-2019 06:43:37	
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data	69
	File	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.

Syntax	Cases Used	Statistics are based on cases with no missing values for any variable used. REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS CI(95) R ANOVA CHANGE /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X2 Z /SCATTERPLOT=(*SRESID ,*ZPRED) /RESIDUALS DURBIN NORMPROB(ZRESID) /CASEWISE PLOT(ZRESID) OUTLIERS(3).
	Resources	Processor Time 00:00:01.50 Elapsed Time 00:00:01.64 Memory Required 3472 bytes Additional Memory Required for Residual Plots 304 bytes

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	Z, X1, X2 <sup>b</sup>	.	Enter

- a. Dependent Variable: Y
- b. All requested variables entered.

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics		
					R Square Change	F Change	df1
1	.975 <sup>a</sup>	.950	.948	1.31672	.950	410.134	3

**Model Summary<sup>b</sup>**

Model	Change Statistics	
	df2	Sig. F Change



1	65	.000	1.820
---	----	------	-------

a. Predictors: (Constant), Z, X1, X2

b. Dependent Variable: Y

ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2133.219	3	711.073	410.134	.000 <sup>b</sup>
	Residual	112.694	65	1.734		
	Total	2245.913	68			

a. Dependent Variable: Y

b. Predictors: (Constant), Z, X1, X2

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.162	1.052		1.104	.274
	X1	.226	.106	.108	2.138	.036
	X2	.221	.091	.124	2.435	.018
	Z	1.221	.104	.777	11.783	.000

Coefficients<sup>a</sup>

Model		95.0% Confidence Interval for B	
		Lower Bound	Upper Bound
1	(Constant)	-.940	3.263
	X1	.015	.437
	X2	.040	.402
	Z	1.014	1.428

a. Dependent Variable: Y

Residuals Statistics<sup>a</sup>

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	24.0784	51.8494	35.8261	5.60097	69
Std. Predicted Value	-2.097	2.861	.000	1.000	69

Standard Error of Predicted Value	.171	.544	.299	.106	69
Adjusted Predicted Value	23.9072	51.8232	35.8222	5.60717	69
Residual	-2.06753	3.15877	.00000	1.28735	69
Std. Residual	-1.570	2.399	.000	.978	69
Stud. Residual	-1.635	2.443	.001	1.007	69
Deleted Residual	-2.24143	3.27611	.00385	1.36602	69
Stud. Deleted Residual	-1.657	2.544	.006	1.023	69
Mahal. Distance	.163	10.636	2.957	2.940	69
Cook's Distance	.000	.205	.015	.029	69
Centered Leverage Value	.002	.156	.043	.043	69

a. Dependent Variable: Y