

Lampiran 1 Variabel Konflik Kerja

A. Uji Analisi Faktor

Correlation Matrix^a

		KK1	KK2	KK6	KK8
Correlation	KK1	1.000	.753	.526	.490
	KK2	.753	1.000	.563	.613
	KK6	.526	.563	1.000	.699
	KK8	.490	.613	.699	1.000
Sig. (1-tailed)	KK1		.000	.000	.001
	KK2	.000		.000	.000
	KK6	.000	.000		.000
	KK8	.001	.000	.000	

a. Determinant = .125

Inverse of Correlation Matrix

	KK1	KK2	KK6	KK8
KK1	2.398	-1.646	-.427	.133
KK2	-1.646	2.828	-.153	-.821
KK6	-.427	-.153	2.151	-1.201
KK8	.133	-.821	-1.201	2.278

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.729
Bartlett's Test of Sphericity	Approx. Chi-Square	72.307
	df	6
	Sig.	.000

Anti-image Matrices

		KK1	KK2	KK6	KK8
Anti-image Covariance	KK1	.417	-.243	-.083	.024
	KK2	-.243	.354	-.025	-.127
	KK6	-.083	-.025	.465	-.245
	KK8	.024	-.127	-.245	.439
Anti-image Correlation	KK1	.712 ^a	-.632	-.188	.057
	KK2	-.632	.713 ^a	-.062	-.323
	KK6	-.188	-.062	.764 ^a	-.543
	KK8	.057	-.323	-.543	.733 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
KK1	1.000	.678
KK2	1.000	.767
KK6	1.000	.684
KK8	1.000	.694

Extraction Method: Principal

Component Analysis.

Total Variance Explained

Compon ent	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.823	70.584	70.584	2.823	70.584	70.584
2	.638	15.955	86.539			
3	.323	8.065	94.604			
4	.216	5.396	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
KK1	.824
KK2	.876
KK6	.827
KK8	.833

Extraction Method: Principal
Component Analysis.

a. 1 components extracted.

Reproduced Correlations

		KK1	KK2	KK6	KK8
Reproduced Correlation	KK1	.678 ^a	.721	.681	.686
	KK2	.721	.767 ^a	.724	.729
	KK6	.681	.724	.684 ^a	.689
	KK8	.686	.729	.689	.694 ^a
Residual ^b	KK1		.031	-.156	-.196
	KK2	.031		-.161	-.116
	KK6	-.156	-.161		.010
	KK8	-.196	-.116	.010	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 4 (66.0%) nonredundant residuals with absolute values greater than 0.05.

Component Score**Coefficient Matrix**

	Component
	1
KK1	.292
KK2	.310
KK6	.293
KK8	.295

Extraction Method: Principal

Component Analysis.

Component Scores.

Component Score**Covariance Matrix**

Component	1
1	1.000

Extraction Method: Principal

Component Analysis.

Component Scores.

B. Uji Analisa Reliabelitas**Case Processing Summary**

		N	%
Cases	Valid	38	100,0
	Excluded ^a	0	,0
	Total	38	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,847	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KK1	12,0263	5,053	,708	,801
KK2	11,8158	4,587	,782	,768
KK6	11,5000	6,797	,672	,827
KK8	11,6316	6,347	,672	,817

Lampiran 2 Variabel Stres Kerja**A. Uji Analisi Faktor****Correlation Matrix^a**

		SK1	SK3	SK4	SK7	SK8	SK9
Correlation	SK1	1.000	.692	.570	.643	.811	.645
	SK3	.692	1.000	.549	.571	.722	.782
	SK4	.570	.549	1.000	.588	.474	.659
	SK7	.643	.571	.588	1.000	.684	.615
	SK8	.811	.722	.474	.684	1.000	.745
	SK9	.645	.782	.659	.615	.745	1.000
Sig. (1-tailed)	SK1		.000	.000	.000	.000	.000
	SK3	.000		.000	.000	.000	.000
	SK4	.000	.000		.000	.001	.000
	SK7	.000	.000	.000		.000	.000
	SK8	.000	.000	.001	.000		.000
	SK9	.000	.000	.000	.000	.000	

a. Determinant = .011

Inverse of Correlation Matrix

	SK1	SK3	SK4	SK7	SK8	SK9
SK1	3.604	-.769	-.888	-.194	-2.372	.749
SK3	-.769	3.090	.001	.003	-.400	-1.626
SK4	-.888	.001	2.260	-.717	1.110	-1.302
SK7	-.194	.003	-.717	2.274	-1.037	-.032
SK8	-2.372	-.400	1.110	-1.037	4.703	-1.753
SK9	.749	-1.626	-1.302	-.032	-1.753	3.972

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.819
Bartlett's Test of Sphericity	Approx. Chi-Square
	155.515
	Df
	15
	Sig.
	.000

Anti-image Matrices

		SK1	SK3	SK4	SK7	SK8	SK9
Anti-image Covariance	SK1	.277	-.069	-.109	-.024	-.140	.052
	SK3	-.069	.324	.000	.000	-.028	-.132
	SK4	-.109	.000	.443	-.140	.104	-.145
	SK7	-.024	.000	-.140	.440	-.097	-.004
	SK8	-.140	-.028	.104	-.097	.213	-.094
	SK9	.052	-.132	-.145	-.004	-.094	.252
Anti-image Correlation	SK1	.813 ^a	-.230	-.311	-.068	-.576	.198
	SK3	-.230	.889 ^a	.000	.001	-.105	-.464
	SK4	-.311	.000	.765 ^a	-.316	.340	-.435
	SK7	-.068	.001	-.316	.904 ^a	-.317	-.011
	SK8	-.576	-.105	.340	-.317	.770 ^a	-.406
	SK9	.198	-.464	-.435	-.011	-.406	.797 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
SK1	1.000	.751
SK3	1.000	.737
SK4	1.000	.560
SK7	1.000	.653
SK8	1.000	.783
SK9	1.000	.779

Extraction Method: Principal
Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.262	71.040	71.040	4.262	71.040	71.040
2	.588	9.794	80.834			
3	.475	7.921	88.755			
4	.330	5.508	94.263			
5	.225	3.751	98.014			
6	.119	1.986	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
SK1	.866
SK3	.859
SK4	.748
SK7	.808
SK8	.885
SK9	.883

Extraction Method:
Principal Component
Analysis.

a. 1 componentsextracted.

Reproduced Correlations

		SK1	SK3	SK4	SK7	SK8	SK9
Reproduced Correlation	SK1	.751 ^a	.744	.648	.700	.767	.765
	SK3	.744	.737 ^a	.642	.694	.760	.758
	SK4	.648	.642	.560 ^a	.605	.662	.660
	SK7	.700	.694	.605	.653 ^a	.715	.713
	SK8	.767	.760	.662	.715	.783 ^a	.781
	SK9	.765	.758	.660	.713	.781	.779 ^a
Residual ^b	SK1		-.052	-.078	-.057	.044	-.120
	SK3	-.052		-.094	-.123	-.038	.024
	SK4	-.078	-.094		-.016	-.189	-.002
	SK7	-.057	-.123	-.016		-.031	-.098
	SK8	.044	-.038	-.189	-.031		-.036
	SK9	-.120	.024	-.002	-.098	-.036	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 8 (53.0%) nonredundant residuals with absolute values greater than 0.05.

Component Score Coefficient Matrix

	Component
	1
SK1	.203
SK3	.201
SK4	.176
SK7	.190
SK8	.208
SK9	.207

**Component Score
Coefficient Matrix**

	Component
	1
SK1	.203
SK3	.201
SK4	.176
SK7	.190
SK8	.208
SK9	.207

Extraction Method: Principal
Component Analysis.
Component Scores.

**Component Score
Covariance Matrix**

Compon ent	1
1	1.000

Extraction Method:
Principal Component
Analysis.
Component Scores.

B. Uji Analisa Reliabelitas

Reliability Statistics

Cronbach's Alpha	N of Items
.918	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
SK1	19,5263	17,553	,797	,899
SK3	19,4474	16,686	,789	,900
SK4	19,3158	18,708	,655	,917
SK7	19,5000	17,932	,722	,909
SK8	19,5526	16,903	,821	,895
SK9	19,7632	16,294	,824	,895

Lampiran 3 Variabel Kepuasan Kerja

A. Uji Analisa Faktor

Correlation Matrix^a

		KPK1	KPK3	KPK5	KPK6	KPK8
Correlation	KPK1	1.000	.424	.436	.433	.442
	KPK3	.424	1.000	.494	.371	.415
	KPK5	.436	.494	1.000	.708	.811
	KPK6	.433	.371	.708	1.000	.749
	KPK8	.442	.415	.811	.749	1.000
Sig. (1-tailed)	KPK1		.004	.003	.003	.003
	KPK3	.004		.001	.011	.005
	KPK5	.003	.001		.000	.000
	KPK6	.003	.011	.000		.000
	KPK8	.003	.005	.000	.000	

a. Determinant = .076

Inverse of Correlation Matrix

	KPK1	KPK3	KPK5	KPK6	KPK8
KPK1	1.394	-.374	-.067	-.256	-.216
KPK3	-.374	1.425	-.579	.022	.027
KPK5	-.067	-.579	3.404	-.684	-1.979
KPK6	-.256	.022	-.684	2.490	-1.207
KPK8	-.216	.027	-1.979	-1.207	3.593

Anti-image Matrices

		KPK1	KPK3	KPK5	KPK6	KPK8
Anti-image Covariance	KPK1	.718	-.188	-.014	-.074	-.043
	KPK3	-.188	.702	-.119	.006	.005
	KPK5	-.014	-.119	.294	-.081	-.162
	KPK6	-.074	.006	-.081	.402	-.135
	KPK8	-.043	.005	-.162	-.135	.278
Anti-image Correlation	KPK1	.883 ^a	-.265	-.031	-.137	-.096
	KPK3	-.265	.840 ^a	-.263	.012	.012
	KPK5	-.031	-.263	.781 ^a	-.235	-.566
	KPK6	-.137	.012	-.235	.854 ^a	-.403
	KPK8	-.096	.012	-.566	-.403	.763 ^a

a. Measures of Sampling Adequacy(MSA)

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.811
Bartlett's Test of Sphericity	Approx. Chi-Square	88.943
	Df	10
	Sig.	.000

Communalities

	Initial	Extraction
KPK1	1.000	.435
KPK3	1.000	.422
KPK5	1.000	.797
KPK6	1.000	.714
KPK8	1.000	.790

Extraction Method: Principal
Component Analysis.

Total Variance Explained

Compon ent	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.159	63.174	63.174	3.159	63.174	63.174
2	.783	15.665	78.839			
3	.587	11.743	90.582			
4	.292	5.835	96.417			
5	.179	3.583	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
KPK1	.659
KPK3	.650
KPK5	.893
KPK6	.845
KPK8	.889

Extraction Method: Principal
Component Analysis.

a. 1 components extracted.

Reproduced Correlations

		KPK1	KPK3	KPK5	KPK6	KPK8
Reproduced Correlation	KPK1	.435 ^a	.429	.589	.557	.586
	KPK3	.429	.422 ^a	.580	.549	.578
	KPK5	.589	.580	.797 ^a	.755	.793
	KPK6	.557	.549	.755	.714 ^a	.751
	KPK8	.586	.578	.793	.751	.790 ^a
Residual ^b	KPK1		-.005	-.153	-.124	-.144
	KPK3	-.005		-.086	-.178	-.163
	KPK5	-.153	-.086		-.047	.018
	KPK6	-.124	-.178	-.047		-.002
	KPK8	-.144	-.163	.018	-.002	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 6 (60.0%) nonredundant residuals with absolute values greater than 0.05.

Component Score

Coefficient Matrix

	Component
	1
KPK1	.209
KPK3	.206
KPK5	.283
KPK6	.268
KPK8	.281

Extraction Method: Principal

Component Analysis.

Component Scores.

Component Score**Covariance Matrix**

Component	1
1	1.000

B. Uji Analisa Faktor**Case Processing Summary**

		N	%
Cases	Valid	38	100,0
	Excluded ^a	0	,0
	Total	38	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,833	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KPK1	13,2368	11,105	,544	,824
KPK2	12,0526	9,835	,513	,842
KPK3	11,6842	9,844	,718	,778
KPK4	11,5000	9,338	,689	,784
KPK5	11,5263	9,607	,747	,769

Lampiran 4 Output SEM

DATE: 6/ 5/2015

TIME: 4:43

L I S R E L 8.70

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file C:\Users\user\Documents\Skripsi Rere\Rere_Lisrel\smintah2.pr2:

raw data from file mentah2.psf
latent variables: KK SK KPK
relationship:

KK1=KK
KK2=KK
KK6=KK
KK8=KK
SK1=SK
SK3=SK
SK4=SK
SK7=SK
SK8=SK
SK9=SK
KPK3=KPK
KPK5=KPK
KPK6=KPK
KPK7=KPK
KPK8=KPK

SK=KK
KPK=KK SK

options: sc
path diagram
end of problem

Sample Size = 38

OUTPUT

Covariance Matrix

	SK1	SK3	SK4	SK7	SK8	SK9
SK1	0.85					
SK3	0.67	1.11				
SK4	0.47	0.52	0.80			
SK7	0.56	0.57	0.50	0.89		
SK8	0.74	0.75	0.42	0.64	0.98	
SK9	0.64	0.88	0.63	0.62	0.79	1.15
KPK3	-0.38	-0.17	-0.41	-0.37	-0.33	-0.22
KPK5	-0.17	-0.14	-0.26	-0.03	-0.03	-0.18
KPK6	-0.29	-0.29	-0.25	-0.27	-0.23	-0.27
KPK7	-0.22	-0.26	-0.24	-0.09	-0.04	-0.20
KPK8	-0.38	-0.39	-0.35	-0.34	-0.26	-0.40
KK1	0.42	0.31	0.39	0.35	0.46	0.65
KK2	0.52	0.37	0.42	0.42	0.63	0.59
KK6	0.21	0.19	0.23	0.20	0.26	0.35
KK8	0.27	0.35	0.19	0.30	0.46	0.50

Covariance Matrix

	KPK3	KPK5	KPK6	KPK7	KPK8	KK1
KPK3	0.73					
KPK5	0.42	1.35				
KPK6	0.37	0.50	0.87			
KPK7	0.39	0.49	0.59	1.12		
KPK8	0.36	0.46	0.63	0.76	0.90	
KK1	-0.09	-0.37	-0.12	0.14	-0.17	1.16
KK2	-0.31	-0.09	-0.08	-0.03	-0.17	0.91
KK6	-0.04	-0.05	-0.05	-	-0.05	0.38
KK8	-0.13	-0.05	-0.04	-0.04	-0.09	0.42

Covariance Matrix

	KK2	KK6	KK8
KK2	1.27		
KK6	0.43	0.46	
KK8	0.54	0.37	0.62

Number of Iterations = 41

LISREL Estimates (Maximum Likelihood)

Measurement Equations

$$SK1 = 0.78 * SK, \text{ Errorvar.} = 0.24, R^2 = 0.71$$

(0.069)
3.52

$$SK3 = 0.86 * SK, \text{ Errorvar.} = 0.36, R^2 = 0.68$$

(0.14) (0.098)
6.17 3.65

$$\text{SK4} = 0.60 * \text{SK}, \text{Errorvar.} = 0.43, R^2 = 0.46$$

(0.13)	(0.11)
4.63	4.04

$$\text{SK7} = 0.70 * \text{SK}, \text{Errorvar.} = 0.39, R^2 = 0.56$$

(0.13)	(0.100)
5.34	3.91

$$\text{SK8} = 0.87 * \text{SK}, \text{Errorvar.} = 0.22, R^2 = 0.78$$

(0.13)	(0.068)
6.93	3.21

$$\text{SK9} = 0.93 * \text{SK}, \text{Errorvar.} = 0.29, R^2 = 0.74$$

(0.14)	(0.087)
6.68	3.39

$$\text{KPK3} = 0.46 * \text{KPK}, \text{Errorvar.} = 0.51, R^2 = 0.30$$

(0.12)
4.10

$$\text{KPK5} = 0.58 * \text{KPK}, \text{Errorvar.} = 1.02, R^2 = 0.25$$

(0.23)	(0.25)
2.47	4.14

$$\text{KPK6} = 0.73 * \text{KPK}, \text{Errorvar.} = 0.33, R^2 = 0.62$$

(0.22)	(0.097)
3.30	3.45

$$\text{KPK7} = 0.85 * \text{KPK}, \text{Errorvar.} = 0.41, R^2 = 0.64$$

(0.25)	(0.12)
3.33	3.36

$$\text{KPK8} = 0.87 * \text{KPK}, \text{Errorvar.} = 0.15, R^2 = 0.83$$

(0.25)	(0.081)
3.50	1.91

$$\text{KK1} = 0.85 * \text{KK}, \text{Errorvar.} = 0.44, R^2 = 0.62$$

(0.16)	(0.13)
5.46	3.33

$$\text{KK2} = 0.97 * \text{KK}, \text{Errorvar.} = 0.33, R^2 = 0.74$$

(0.16)	(0.13)
6.23	2.60

$$\text{KK6} = 0.49 * \text{KK}, \text{Errorvar.} = 0.23, R^2 = 0.51$$

(0.10)	(0.061)
4.78	3.69

$$\text{KK8} = 0.59 * \text{KK}, \text{Errorvar.} = 0.27, R^2 = 0.56$$

(0.12)	(0.077)
5.11	3.54

Structural Equations

$$SK = 0.67 * KK, \text{ Errorvar.} = 0.55, R^2 = 0.45$$

(0.17)	(0.20)
3.85	2.83

$$KPK = 0.60 * SK - 0.24 * KK, \text{ Errorvar.} = 0.78, R^2 = 0.22$$

(0.29)	(0.25)	(0.46)
2.05	-0.96	1.69

Reduced Form Equations

$$SK = 0.67 * KK, \text{ Errorvar.} = 0.55, R^2 = 0.45$$

(0.17)
3.85

$$KPK = 0.16 * KK, \text{ Errorvar.} = 0.98, R^2 = 0.025$$

(0.19)
0.83

Correlation Matrix of Independent Variables

KK

1.00

Covariance Matrix of Latent Variables

	SK	KPK	KK
	-----	-----	-----
SK	1.00		
KPK	0.44	1.00	
KK	0.67	0.16	1.00

Goodness of Fit Statistics

Degrees of Freedom = 87

Minimum Fit Function Chi-Square = 149.15 (P = 0.00)

Normal Theory Weighted Least Squares Chi-Square = 106.36 (P = 0.078)

Estimated Non-centrality Parameter (NCP) = 19.36

90 Percent Confidence Interval for NCP = (0.0 ; 49.60)

Minimum Fit Function Value = 4.03

Population Discrepancy Function Value (F0) = 0.52

90 Percent Confidence Interval for F0 = (0.0 ; 1.34)

Root Mean Square Error of Approximation (RMSEA) = 0.078

90 Percent Confidence Interval for RMSEA = (0.0 ; 0.12)

P-Value for Test of Close Fit (RMSEA < 0.05) = 0.21

Expected Cross-Validation Index (ECVI) = 4.66

90 Percent Confidence Interval for ECVI = (4.14 ; 5.48)

ECVI for Saturated Model = 6.49

ECVI for Independence Model = 19.73

Chi-Square for Independence Model with 105 Degrees of Freedom = 699.91

Independence AIC = 729.91

Model AIC = 172.36

Saturated AIC = 240.00

Independence CAIC = 769.47

Model CAIC = 259.40

Saturated CAIC = 556.51

Normed Fit Index (NFI) = 0.79

Non-Normed Fit Index (NNFI) = 0.87

Parsimony Normed Fit Index (PNFI) = 0.65

Comparative Fit Index (CFI) = 0.90

Incremental Fit Index (IFI) = 0.90

Relative Fit Index (RFI) = 0.74

Critical N (CN) = 30.92

Root Mean Square Residual (RMR) = 0.089

Standardized RMR = 0.095

Goodness of Fit Index (GFI) = 0.72

Adjusted Goodness of Fit Index (AGFI) = 0.62

Parsimony Goodness of Fit Index (PGFI) = 0.52

The Modification Indices Suggest to Add an Error Covariance
Between and Decrease in Chi-Square New Estimate

KK2	KK1	8.3	0.36
-----	-----	-----	------

Standardized Solution

LAMBDA-Y

	SK	KPK
SK1	0.78	--
SK3	0.86	--
SK4	0.60	--
SK7	0.70	--
SK8	0.87	--
SK9	0.93	--
KPK3	--	0.46
KPK5	--	0.58
KPK6	--	0.73
KPK7	--	0.85
KPK8	--	0.87

LAMBDA-X

	KK
KK1	0.85
KK2	0.97
KK6	0.49
KK8	0.59

BETA

	SK	KPK
SK	--	--
KPK	0.60	--

GAMMA

	KK
SK	0.67
KPK	-0.24

Correlation Matrix of ETA and KSI

	SK	KPK	KK
SK	1.00		
KPK	0.44	1.00	
KK	0.67	0.16	1.00

PSI

Note: This matrix is diagonal.

	SK	KPK
	0.55	0.78

Regression Matrix ETA on KSI (Standardized)

	KK
SK	0.67
KPK	0.16

Completely Standardized Solution

LAMBDA-Y

	SK	KPK
SK1	0.85	--
SK3	0.82	--
SK4	0.68	--
SK7	0.75	--
SK8	0.88	--
SK9	0.86	--
KPK3	--	0.54
KPK5	--	0.50
KPK6	--	0.79
KPK7	--	0.80
KPK8	--	0.91

LAMBDA-X

KK

KK1	0.79
KK2	0.86
KK6	0.71
KK8	0.75

BETA

	SK	KPK
	-----	-----
SK	--	--
KPK	0.60	--

GAMMA

	KK

SK	0.67
KPK	-0.24

Correlation Matrix of ETA and KSI

	SK	KPK	KK
	-----	-----	-----
SK	1.00		
KPK	0.44	1.00	
KK	0.67	0.16	1.00

PSI

Note: This matrix is diagonal.

	SK	KPK
	-----	-----
	0.55	0.78

THETA-EPS

	SK1	SK3	SK4	SK7	SK8	SK9
	-----	-----	-----	-----	-----	-----
	0.29	0.32	0.54	0.44	0.22	0.26

THETA-EPS

	KPK3	KPK5	KPK6	KPK7	KPK8
	-----	-----	-----	-----	-----
	0.70	0.75	0.38	0.36	0.17

THETA-DELTA

KK1	KK2	KK6	KK8
0.38	0.26	0.49	0.44

Regression Matrix ETA on KSI (Standardized)

KK	
SK	0.67
KPK	0.16

Time used: 0.094 Seconds

LAMPIRAN 5 HASIL PRETEST

Respon nden	Konflik								Stres									Kepuasan								
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	
1	4	3	2	2	2	5	4	5	4	4	4	4	4	3	3	3	4	3	1	2	4	4	2	4		
2	2	3	3	2	3	3	3	4	3	3	4	4	3	3	3	2	4	4	4	1	1	3	4	2	4	
3	2	4	3	2	2	4	4	4	5	3	4	2	2	2	4	4	2	5	4	2	2	4	3	3	4	
4	2	2	2	2	2	5	5	5	4	2	5	5	3	2	4	2	1	4	3	3	2	4	4	3	4	
5	4	4	4	2	2	4	4	4	4	5	4	5	4	4	4	5	4	3	2	2	2	4	4	4	4	
6	4	3	3	3	3	4	4	5	4	4	4	5	4	4	4	3	3	4	3	2	1	4	5	5	5	
7	2	3	3	2	2	5	5	5	5	5	5	5	5	5	5	3	3	5	5	2	2	4	5	5	5	
8	2	2	2	2	2	4	4	4	4	2	4	2	4	5	5	4	4	3	5	1	1	3	3	4	4	
9	2	3	3	2	3	4	3	4	4	3	4	4	4	4	4	4	2	3	2	2	2	4	4	4	4	
10	4	3	2	2	1	4	3	4	4	4	4	4	4	4	3	3	3	3	2	2	4	4	4	4	4	
11	4	3	2	2	5	4	5	4	4	4	4	4	4	4	3	3	3	4	3	1	2	4	4	2	4	
12	2	2	2	2	3	3	4	3	3	4	4	4	3	5	4	4	2	2	2	2	2	4	4	4	4	
13	2	4	3	2	2	4	4	4	4	3	4	2	2	2	4	4	2	4	3	2	2	4	3	3	3	
14	4	4	2	2	3	5	5	4	4	4	4	4	4	4	4	5	3	2	2	2	3	2	3	3	3	
15	4	4	4	2	2	4	4	5	4	5	4	5	4	3	3	4	3	2	2	2	2	2	2	2	2	
16	4	3	2	2	1	4	3	4	4	4	4	4	4	4	4	3	3	3	3	2	1	2	2	3	3	
17	4	5	3	3	3	4	4	5	5	3	5	5	5	5	5	5	5	3	2	1	1	3	3	3	3	
18	4	4	3	3	3	4	5	5	5	2	5	5	5	5	5	5	5	2	1	1	1	2	2	2	2	
19	5	5	2	2	2	5	5	5	5	2	5	5	5	5	5	5	5	1	1	1	1	4	4	4	4	
20	5	5	4	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4	2	2	2	2	4	4	4	
21	4	4	4	2	2	4	4	4	4	5	4	5	4	4	4	5	4	3	2	2	2	4	4	4	4	
22	4	3	2	2	5	4	5	4	4	4	4	4	4	4	3	3	3	4	3	1	2	4	4	2	4	
23	4	3	3	2	3	3	4	3	3	4	3	3	3	2	3	3	4	4	1	1	3	4	2	2	2	
24	4	4	4	2	2	4	4	4	4	5	4	5	4	4	4	5	4	3	2	2	2	4	4	4	4	
25	5	5	5	2	2	5	5	5	5	5	5	5	5	5	5	5	5	2	2	2	2	5	5	5	5	
26	2	2	2	2	2	4	4	3	2	2	2	2	2	3	3	2	2	2	4	4	4	4	4	4	4	
27	4	4	4	4	4	5	5	4	4	4	4	4	4	4	4	3	2	2	2	2	2	4	4	4	4	
28	2	4	3	2	4	4	4	4	4	4	4	4	4	4	4	4	3	2	2	2	2	4	4	4	4	
29	4	4	2	2	1	4	3	4	4	4	4	4	4	4	3	3	3	3	2	1	1	1	2	3	3	
30	4	4	4	2	2	4	3	4	4	4	4	4	5	5	4	4	2	2	2	1	2	1	2	4	4	
31	5	5	2	2	2	5	5	5	5	2	5	5	5	5	5	5	5	1	1	1	1	1	4	4	4	
32	2	2	2	2	3	3	4	3	3	4	4	4	4	4	3	3	4	1	1	1	1	1	2	2	2	
33	4	4	4	2	2	4	4	4	4	5	4	5	4	4	4	5	4	4	4	2	1	4	3	5	4	
34	4	4	2	1	2	5	4	4	2	1	4	4	5	2	2	2	4	2	1	1	3	4	4	4	4	
35	5	5	2	2	2	4	4	4	4	4	4	4	4	5	4	4	4	3	2	1	1	2	4	4	4	
36	4	5	2	1	2	4	4	4	2	2	1	4	4	5	5	2	2	3	2	1	1	4	4	4	4	
37	5	5	2	1	1	5	4	4	4	3	1	4	4	5	2	3	2	2	2	1	1	1	4	4	4	
38	4	4	4	2	2	4	4	4	4	5	4	5	4	4	4	5	4	3	2	2	2	4	4	4	4	

LAMPIRAN 6 HASIL KUESIONER

Respon den	Konflik				Stres							Kepuasan Kerja			
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	4	4	5	5	3	5	4	4	4	4	2	2	4	4	4
2	4	4	4	4	4	4	5	4	4	4	2	3	3	2	3
3	2	2	4	4	2	2	2	2	2	2	3	4	4	4	4
4	2	1	2	2	2	2	3	2	2	1	2	2	4	4	4
5	5	5	5	5	5	5	5	5	5	5	1	1	2	2	2
6	4	3	4	5	4	4	2	3	4	4	4	4	5	5	5
7	4	4	4	3	5	5	5	5	4	4	2	3	3	4	3
8	2	2	4	4	4	4	5	5	4	4	1	3	4	4	4
9	2	3	4	4	4	4	4	4	4	2	2	4	2	4	4
10	5	5	5	5	5	5	5	5	5	5	1	1	2	2	2
11	4	4	4	3	5	5	5	4	4	4	2	3	4	4	3
12	4	4	4	5	3	5	4	4	4	4	2	2	4	4	4
13	4	4	4	5	5	5	5	5	5	5	1	2	2	2	2
14	2	2	5	4	4	4	5	5	4	4	1	3	3	4	4
15	2	4	4	4	4	4	2	4	4	2	2	4	3	3	3
16	4	4	4	4	4	4	4	4	4	4	2	4	4	4	4
17	4	5	4	5	5	5	5	5	5	5	1	3	4	4	2
18	4	4	5	4	4	4	4	4	4	5	2	3	2	3	3
19	5	5	5	5	5	5	5	5	5	5	1	4	2	2	1
20	5	5	4	4	4	4	4	4	4	4	2	2	4	5	5
21	4	5	4	4	4	4	4	4	5	4	2	4	4	4	4
22	2	4	4	4	4	4	4	3	4	3	1	4	4	2	4
23	2	4	4	4	4	4	4	3	3	3	1	4	4	2	4
24	5	5	5	5	5	5	5	5	5	5	1	1	2	2	2
25	3	3	3	3	4	4	4	4	3	3	2	3	3	3	3
26	3	5	4	4	4	4	4	4	5	4	2	4	4	4	4
27	4	5	4	4	2	1	4	5	2	2	1	4	4	4	4
28	5	5	5	5	5	5	5	5	5	5	2	5	5	5	5
29	2	2	3	3	3	4	4	3	3	4	1	1	2	1	2
30	3	2	4	3	2	2	2	3	2	2	4	4	4	4	4
31	4	4	5	4	4	4	4	4	4	3	2	2	4	4	4
32	5	5	4	4	4	4	4	4	4	4	1	2	2	4	4
33	4	4	4	4	4	4	4	4	5	4	1	4	3	5	4
34	4	4	5	4	2	4	5	2	2	4	4	4	4	4	4
35	3	2	3	2	4	4	4	4	3	3	2	3	3	3	3
36	4	4	4	4	4	4	4	3	3	3	1	1	2	3	3
37	5	5	5	4	4	1	4	2	3	2	1	1	4	4	4
38	4	4	4	4	4	4	4	4	5	4	2	4	3	5	4

KUESIONER PENELITIAN

Nama : _____ Status Pernikahan : _____
 Jenis Kelamin : Laki-laki/Perempuan* Pekerjaan (bagian) : _____
 *(coret yang bukan) Pendidikan Terakhir : _____
 Usia : _____ Lama Bekerja : _____

*Petunjuk pengisian:

Mohon anda memberi tanda silang (X) pada jawaban yang anda pilih dan menuliskan jawaban pada tempat yang disediakan. Penilaian dapat dilakukan dengan skala sebagai berikut :

Sangat Setuju (SS) = 5
 Setuju (S) = 4
 Setuju/Tidak Setuju (S/TS) = 3
 Tidak setuju (TS) = 2
 Sangat Tidak Setuju (STS) = 1

I. Instrumen Variabel Konflik Kerja

No	Pertanyaan	STS	TS	S/TS	S	SS
1	Koordinasi dengan pimpinan tidak berjalan dengan baik	1	2	3	4	5
2	Saya sebagai karyawan tidak merasa dilibatkan dalam proses penetapan sasaran koperasi	1	2	3	4	5
3	Sistem kontrol atau pengendalian yang diterapkan koperasi tidak berjalan dengan baik	1	2	3	4	5
4	Selama ini koperasi belum menetapkan sasaran-sasaran yang ingin dicapai secara jelas sebagai tolak ukur karyawan dalam bekerja	1	2	3	4	5

Terima kasih atas kesediaan Anda mengisi Quisioner ini

II. Instrumen Variabel Stress Kerja

No	Pertanyaan	STS	TS	S/TS	S	SS
5	Tuntutan dari atasan bertentangan dengan tugas – tugas saya	1	2	3	4	5
6	Saya mendapat banyak tugas (pekerjaan) yang tak mungkin dapat diselesaikan dalam satu hari normal	1	2	3	4	5
7	Beban kerja yang diterima sangat berpengaruh pada kondisi mental saya	1	2	3	4	5
8	Tenggang waktu untuk menyelesaikan belum sesuai dengan banyaknya beban pekerjaan yang saya terima	1	2	3	4	5
9	Saya merasa peran saya dalam koperasi tidak jelas	1	2	3	4	5
10	Saya tidak tahu kepada siapa saya bertanggung jawab	1	2	3	4	5

III. Instrumen Variabel Kepuasan Kerja

No	Pertanyaan	STS	TS	S/TS	S	SS
11	Saya memiliki kesempatan untuk mengerjakan pekerjaan dengan “cara” saya sendiri	1	2	3	4	5
12	Gaji yang saya diterima setiap bulan telah sesuai dengan pekerjaan saya	1	2	3	4	5
13	Pekerjaan yang telah saya lakukan sangat dihargai oleh atasan saya	1	2	3	4	5
14	Saya merasa nyaman dengan lingkungan kerja yang mendukung dalam penyelesaian pekerjaan saya	1	2	3	4	5
15	Keamanan di tempat kerja membuat saya merasa tenang	1	2	3	4	5

Terima kasih atas kesediaan Anda mengisi Quisioner ini