**Lampiran 1**

**KUESIONER**

Kepada Yth

Bapak/Ibu Responden

Di

Medan

Puji syukur kita panjatkan kehadirat Allah SWT karena atas limpahan rahmat, hidayah dan taufik-Nya lah sehingga angket penelitian ini yang berjudul

“Pengaruh Stres Kerja Terhadap Kinerja Karyawan Pada PT. Telkom Kota Medan” Sehubungan dengan hal tersebut, maka mohon kesediaan Ibu untuk mengisi angket ini walaupun disadari bahwa kesibukan selalu menyertai aktivitas, tugas dan pekerjaan Ibu. Dalam mengisi angket ini, mohon kesediannya untuk menjawab secara jujur dan objektif, serta tidak merasa ragu karena angket ini hanya untuk kebutuhan penelitian, yang tidak sama sekali dimaksudkan untuk memberi penilaian yang dapat merugikan akademik Ibu.

Atas kesediaan dan kerjasama yang baik ini diucapkan banyak terima kasih, semoga Allah SWT meridhoi kita semua, Amin.

Medan, Mei 2021

Peneliti

Zuliana Hasibuan

1. **IDENTITAS RESPONDEN**

Nama (boleh tidak asli) : ...........................................................................

Jenis Kelamin : ...........................................................................

Umur : ...........................................................................

Pendidikan : ……………………………………………………..

1. **PETUNJUK PENGISIAN**
2. Bacalah baik-baik setiap pernyataan dalam angket ini sebelum menjawabnya.
3. Berilah jawaban dengan memberi tanda (√) pada kolom yang tersedia.

SS = Sangat Setuju

S = Setuju

RR = Ragu-Ragu

TS = Tidak Setuju

STS = Sangat Tidak Setuju

1. Bila ada sesuatu yang kurang jelas mohon ditanyakan pada peneliti.

**Stres Kerja (X)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **RR** | **TS** | **STS** |
| **Beban kerja** | | | | | | |
| 1 | Beban kerja yang berlebihan dapat menyebabkan stres kerja pada karyawan |  |  |  |  |  |
| 2 | Munculnya stres kerja karyawan disebabakan oleh beban karyawan yang tidak sesuai dengan kemampuan individu |  |  |  |  |  |
| **Sikap Pemimpin** | | | | | | |
| 3 | Sikap pimpinan yang memahami situasi karyawannya dapat mengurangi stres kerja |  |  |  |  |  |
| 4 | Pimpinan yang terlalu keras dapat menyebabkan munculnya stres kerja karyawan |  |  |  |  |  |
| **Waktu Kerja** | | | | | | |
| 5 | Waktu kerja karyawan yang melebihi jam kerja kantor dapat menyebabkan stres kerja |  |  |  |  |  |
| 6 | Karyawan yang setiap harinya hanya menghabiskan waktunya untuk melakukan pekerjaan kantor sangat mudah untuk stres |  |  |  |  |  |
| **Konflik** | | | | | | |
| 7 | Karyawan yang tidak memiliki konflik pasti akan terhindar dari stres kerja |  |  |  |  |  |
| 8 | Konflik dengan sesama karyawan dapat menyebabkan stres kerja |  |  |  |  |  |
| **Komunikasi** | | | | | | |
| 9 | Dengan komunikasi yang baik pimpinan dapat mengatasi stres kerja karyawan |  |  |  |  |  |
| 10 | Melalui komunikasi langsung dengan para karyawan pimpinan akan mengetahui permasalahan karyawannya |  |  |  |  |  |

**Kinerja Karyawan (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **RR** | **TS** | **STS** |
| **Kualitas (mutu)** | | | | | | |
| 1 | Karyawan memiliki skill/keahlian dalam menyelesaikan pekerjaan yang diberikan perusahaan |  |  |  |  |  |
| 2 | Karyawan mampu dalam menyelesaikan pekerjaan yang diberikan sesuai dengan target yang ditetapkan |  |  |  |  |  |
| **Kuantitas (jumlah)** | | | | | | |
| 3 | Kuantitas kerja yang diberikan sesuai dengan standar kerja yang ditentukan |  |  |  |  |  |
| 4 | Menyelesaikan pekerjaan lebih dari yang ditargetkan menjadi kepuasan tersendiri bagi karyawan |  |  |  |  |  |
| **Waktu (jangka waktu)** | | | | | | |
| 5 | Seluruh karyawan mampu menyelesaikan pekerjaan dengan tepat dan cepat sesuai waktu yang ditentukan |  |  |  |  |  |
| 6 | Target yang diberikan perusahaan harus dapat dicapai dalam waktu singkat |  |  |  |  |  |
| **Pengawasan** | | | | | | |
| 7 | Karyawan berkomitmen dan bertanggung jawab atas pekerjaan meskipun tanpa pengawasan dari perusahaan |  |  |  |  |  |
| 8 | Karyawan berusaha melakukan pekerjaan dengan baik meskipun tanpa pengawasan |  |  |  |  |  |
| **Hubungan antara Karyawan** | | | | | | |
| 9 | Seluruh karyawan mampu menjalin hubungan dan komunikasi yang baik kepada karyawan yang lain |  |  |  |  |  |
| 10 | Pimpinan dan karyawan selalu menjaga terciptanya hubungan yang harmonis dalam lingkungan kerja |  |  |  |  |  |

**Lampiran 2**

**TABULASI DATA VARIABEL STRES KERJA (X)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Item Pernyataan** | | | | | | | | | | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 23 |
| 2 | 2 | 1 | 3 | 2 | 2 | 1 | 3 | 1 | 1 | 1 | 17 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 4 | 2 | 35 |
| 4 | 5 | 5 | 4 | 1 | 5 | 4 | 4 | 4 | 4 | 5 | 41 |
| 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 44 |
| 6 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 21 |
| 7 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 3 | 2 | 41 |
| 8 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 4 | 28 |
| 9 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 26 |
| 10 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 26 |
| 11 | 4 | 4 | 3 | 2 | 1 | 4 | 2 | 4 | 4 | 4 | 32 |
| 12 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 46 |
| 13 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 14 | 5 | 4 | 2 | 4 | 4 | 1 | 4 | 4 | 4 | 5 | 37 |
| 15 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 44 |
| 16 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 1 | 4 | 35 |
| 17 | 5 | 2 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 38 |
| 18 | 4 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 39 |
| 19 | 4 | 5 | 5 | 5 | 3 | 5 | 3 | 5 | 4 | 5 | 44 |
| 20 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 1 | 3 | 24 |
| 21 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 26 |
| 22 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 46 |
| 23 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 1 | 39 |
| 24 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 28 |
| 25 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 47 |
| 26 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 1 | 5 | 44 |
| 27 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 2 | 4 | 3 | 32 |
| 28 | 4 | 5 | 4 | 5 | 5 | 1 | 4 | 5 | 5 | 5 | 43 |
| 29 | 5 | 4 | 1 | 2 | 5 | 5 | 5 | 4 | 5 | 5 | 41 |
| 30 | 1 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 44 |
| 31 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 32 | 5 | 4 | 5 | 2 | 5 | 5 | 5 | 4 | 5 | 5 | 45 |
| 33 | 2 | 1 | 3 | 3 | 1 | 3 | 3 | 3 | 3 | 3 | 25 |
| 34 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 32 |
| 35 | 5 | 4 | 5 | 5 | 2 | 4 | 5 | 5 | 5 | 5 | 45 |
| 36 | 4 | 3 | 3 | 4 | 3 | 3 | 1 | 3 | 3 | 4 | 31 |
| 37 | 4 | 5 | 5 | 4 | 5 | 2 | 5 | 5 | 5 | 4 | 44 |
| 38 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 39 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 47 |
| 40 | 4 | 5 | 5 | 5 | 4 | 5 | 2 | 2 | 5 | 5 | 42 |
| 41 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 29 |
| 42 | 4 | 3 | 3 | 4 | 3 | 2 | 3 | 2 | 3 | 3 | 30 |
| 43 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 27 |
| 44 | 1 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 45 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 27 |
| 46 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 27 |
| 47 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 48 | 3 | 4 | 5 | 1 | 4 | 3 | 3 | 3 | 3 | 5 | 34 |
| 49 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 50 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 2 | 40 |
| 51 | 4 | 4 | 4 | 4 | 4 | 1 | 2 | 4 | 3 | 4 | 34 |
| 52 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 53 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 54 | 5 | 5 | 3 | 4 | 5 | 4 | 1 | 4 | 2 | 5 | 38 |
| 55 | 3 | 5 | 2 | 4 | 2 | 4 | 4 | 2 | 4 | 3 | 33 |
| 56 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 36 |
| 57 | 4 | 5 | 5 | 2 | 5 | 5 | 4 | 1 | 3 | 5 | 39 |
| 58 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 5 | 40 |
| 59 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 18 |
| 60 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 1 | 16 |
| 60 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 34 |
| 62 | 5 | 3 | 1 | 3 | 4 | 2 | 3 | 3 | 4 | 5 | 33 |
| 63 | 3 | 2 | 3 | 1 | 3 | 3 | 2 | 2 | 3 | 3 | 25 |
| 64 | 3 | 3 | 3 | 1 | 2 | 3 | 1 | 5 | 4 | 3 | 28 |
| 65 | 3 | 1 | 2 | 2 | 3 | 2 | 2 | 4 | 2 | 2 | 23 |
| 66 | 3 | 4 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 30 |
| 67 | 4 | 3 | 3 | 2 | 2 | 4 | 3 | 4 | 4 | 3 | 32 |
| 68 | 3 | 4 | 3 | 3 | 4 | 2 | 2 | 4 | 3 | 3 | 31 |
| 69 | 1 | 3 | 4 | 4 | 3 | 2 | 3 | 3 | 2 | 2 | 27 |
| 70 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 48 |
| 71 | 5 | 4 | 4 | 1 | 4 | 5 | 4 | 3 | 3 | 5 | 38 |
| 72 | 5 | 5 | 5 | 3 | 5 | 5 | 3 | 5 | 5 | 5 | 46 |
| 73 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 5 | 39 |
| 74 | 5 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 3 | 44 |
| 75 | 5 | 2 | 2 | 3 | 3 | 2 | 4 | 2 | 2 | 3 | 28 |
| 76 | 5 | 5 | 4 | 3 | 5 | 3 | 5 | 1 | 3 | 5 | 39 |
| 77 | 4 | 3 | 3 | 3 | 5 | 3 | 5 | 3 | 3 | 3 | 35 |
| 78 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 45 |
| 79 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 47 |
| 80 | 3 | 3 | 4 | 4 | 3 | 5 | 4 | 3 | 1 | 3 | 33 |
| 81 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 47 |
| 82 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 83 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 84 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 38 |
| **Total** | **159** | **167** | **166** | **163** | **165** | **159** | **163** | **158** | **162** | **171** | **3028** |

**TABULASI DATA VARIABEL KINERJA KARYAWAN (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Item Pernyataan** | | | | | | | | | | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 3 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 2 | 5 | 40 |
| 2 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 3 | 5 | 5 | 4 | 4 | 2 | 5 | 5 | 4 | 4 | 5 | 43 |
| 4 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 27 |
| 5 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 33 |
| 6 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 7 | 2 | 2 | 2 | 3 | 3 | 1 | 2 | 3 | 1 | 3 | 22 |
| 8 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 9 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 10 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 11 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 2 | 4 | 33 |
| 12 | 2 | 2 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 29 |
| 13 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 4 | 4 | 3 | 29 |
| 14 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 26 |
| 15 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 27 |
| 16 | 2 | 3 | 1 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 39 |
| 17 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 3 | 3 | 39 |
| 18 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 27 |
| 19 | 2 | 4 | 2 | 2 | 3 | 5 | 2 | 2 | 3 | 3 | 28 |
| 20 | 5 | 5 | 5 | 3 | 5 | 5 | 3 | 4 | 3 | 5 | 43 |
| 21 | 3 | 2 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 2 | 28 |
| 22 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 25 |
| 23 | 2 | 3 | 3 | 2 | 3 | 1 | 2 | 3 | 3 | 3 | 25 |
| 24 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 25 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 33 |
| 26 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 1 | 17 |
| 27 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 2 | 4 | 41 |
| 28 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 4 | 28 |
| 29 | 3 | 3 | 2 | 2 | 1 | 3 | 2 | 3 | 3 | 3 | 25 |
| 30 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 28 |
| 31 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 27 |
| 32 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 5 | 28 |
| 33 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 46 |
| 34 | 5 | 4 | 1 | 5 | 5 | 5 | 4 | 5 | 1 | 4 | 39 |
| 35 | 1 | 2 | 2 | 3 | 1 | 2 | 2 | 1 | 2 | 1 | 17 |
| 36 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 37 | 2 | 3 | 3 | 2 | 3 | 1 | 2 | 3 | 3 | 2 | 24 |
| 38 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 1 | 25 |
| 39 | 2 | 1 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 3 | 18 |
| 40 | 2 | 3 | 3 | 2 | 3 | 3 | 1 | 2 | 1 | 2 | 22 |
| 41 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 43 |
| 42 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 42 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 48 |
| 44 | 4 | 2 | 4 | 2 | 4 | 2 | 4 | 3 | 4 | 4 | 33 |
| 45 | 4 | 3 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 40 |
| 46 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 41 |
| 47 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 1 | 24 |
| 48 | 4 | 1 | 5 | 4 | 4 | 4 | 1 | 4 | 4 | 4 | 35 |
| 49 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 25 |
| 50 | 2 | 3 | 3 | 2 | 3 | 1 | 2 | 3 | 3 | 2 | 24 |
| 51 | 5 | 4 | 4 | 5 | 5 | 4 | 2 | 5 | 5 | 5 | 44 |
| 52 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 29 |
| 53 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 26 |
| 54 | 4 | 5 | 5 | 2 | 4 | 1 | 5 | 4 | 4 | 5 | 39 |
| 55 | 4 | 3 | 4 | 2 | 3 | 3 | 4 | 4 | 3 | 4 | 34 |
| 56 | 5 | 5 | 5 | 2 | 4 | 5 | 5 | 4 | 4 | 3 | 42 |
| 57 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 1 | 2 | 23 |
| 58 | 4 | 5 | 5 | 4 | 5 | 1 | 5 | 1 | 5 | 4 | 39 |
| 59 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 46 |
| 60 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 46 |
| 61 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 26 |
| 62 | 4 | 3 | 4 | 3 | 3 | 1 | 3 | 1 | 4 | 3 | 29 |
| 63 | 1 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 43 |
| 64 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| 65 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 47 |
| 66 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 67 | 4 | 2 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 43 |
| 68 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 47 |
| 69 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 2 | 5 | 44 |
| 70 | 1 | 2 | 2 | 1 | 1 | 2 | 3 | 2 | 3 | 3 | 20 |
| 71 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 33 |
| 72 | 2 | 3 | 2 | 2 | 3 | 1 | 1 | 2 | 3 | 3 | 22 |
| 73 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 44 |
| 74 | 1 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 24 |
| 75 | 4 | 5 | 5 | 5 | 5 | 5 | 1 | 3 | 5 | 5 | 43 |
| 76 | 2 | 3 | 3 | 3 | 2 | 3 | 4 | 2 | 3 | 2 | 27 |
| 77 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 43 |
| 78 | 2 | 2 | 3 | 3 | 1 | 1 | 1 | 2 | 3 | 2 | 20 |
| 79 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 27 |
| 80 | 5 | 4 | 5 | 5 | 1 | 5 | 5 | 4 | 5 | 5 | 44 |
| 81 | 1 | 2 | 2 | 2 | 1 | 3 | 1 | 3 | 1 | 2 | 18 |
| 82 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 44 |
| 83 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 17 |
| 84 | 3 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 3 | 4 | 35 |
| **Total** | **142** | **152** | **151** | **146** | **154** | **159** | **152** | **155** | **145** | **161** | **2870** |

**TOTAL TABULASI DATA VARIABEL X DAN Y**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **No** | **X** | **Y** | **X2** | **Y2** | **X.Y** |
| 1 | 23 | 40 | 529 | 1600 | 920 |
| 2 | 17 | 48 | 289 | 2304 | 816 |
| 3 | 35 | 43 | 1225 | 1849 | 1505 |
| 4 | 41 | 27 | 1681 | 729 | 1107 |
| 5 | 44 | 33 | 1936 | 1089 | 1452 |
| 6 | 21 | 48 | 441 | 2304 | 1008 |
| 7 | 41 | 22 | 1681 | 484 | 902 |
| 8 | 28 | 49 | 784 | 2401 | 1372 |
| 9 | 26 | 48 | 676 | 2304 | 1248 |
| 10 | 26 | 48 | 676 | 2304 | 1248 |
| 11 | 32 | 33 | 1024 | 1089 | 1056 |
| 12 | 46 | 29 | 2116 | 841 | 1334 |
| 13 | 44 | 29 | 1936 | 841 | 1276 |
| 14 | 37 | 26 | 1369 | 676 | 962 |
| 15 | 44 | 27 | 1936 | 729 | 1188 |
| 16 | 35 | 39 | 1225 | 1521 | 1365 |
| 17 | 38 | 39 | 1444 | 1521 | 1482 |
| 18 | 39 | 27 | 1521 | 729 | 1053 |
| 19 | 44 | 28 | 1936 | 784 | 1232 |
| 20 | 24 | 43 | 576 | 1849 | 1032 |
| 21 | 26 | 28 | 676 | 784 | 728 |
| 22 | 46 | 25 | 2116 | 625 | 1150 |
| 23 | 39 | 25 | 1521 | 625 | 975 |
| 24 | 28 | 48 | 784 | 2304 | 1344 |
| 25 | 47 | 33 | 2209 | 1089 | 1551 |
| 26 | 44 | 17 | 1936 | 289 | 748 |
| 27 | 32 | 41 | 1024 | 1681 | 1312 |
| 28 | 43 | 28 | 1849 | 784 | 1204 |
| 29 | 41 | 25 | 1681 | 625 | 1025 |
| 30 | 44 | 28 | 1936 | 784 | 1232 |
| 31 | 48 | 27 | 2304 | 729 | 1296 |
| 32 | 45 | 28 | 2025 | 784 | 1260 |
| 33 | 25 | 46 | 625 | 2116 | 1150 |
| 34 | 32 | 39 | 1024 | 1521 | 1248 |
| 35 | 45 | 17 | 2025 | 289 | 765 |
| 36 | 31 | 41 | 961 | 1681 | 1271 |
| 37 | 44 | 24 | 1936 | 576 | 1056 |
| 38 | 48 | 25 | 2304 | 625 | 1200 |
| 39 | 47 | 18 | 2209 | 324 | 846 |
| 40 | 42 | 22 | 1764 | 484 | 924 |
| 41 | 29 | 43 | 841 | 1849 | 1247 |
| 42 | 30 | 42 | 900 | 1764 | 1260 |
| 43 | 27 | 48 | 729 | 2304 | 1296 |
| 44 | 38 | 33 | 1444 | 1089 | 1254 |
| 45 | 27 | 40 | 729 | 1600 | 1080 |
| 46 | 27 | 41 | 729 | 1681 | 1107 |
| 47 | 48 | 24 | 2304 | 576 | 1152 |
| 48 | 34 | 35 | 1156 | 1225 | 1190 |
| 49 | 42 | 25 | 1764 | 625 | 1050 |
| 50 | 40 | 24 | 1600 | 576 | 960 |
| 51 | 34 | 44 | 1156 | 1936 | 1496 |
| 52 | 47 | 29 | 2209 | 841 | 1363 |
| 53 | 41 | 26 | 1681 | 676 | 1066 |
| 54 | 38 | 39 | 1444 | 1521 | 1482 |
| 55 | 33 | 34 | 1089 | 1156 | 1122 |
| 56 | 36 | 42 | 1296 | 1764 | 1512 |
| 57 | 39 | 23 | 1521 | 529 | 897 |
| 58 | 40 | 39 | 1600 | 1521 | 1560 |
| 59 | 18 | 46 | 324 | 2116 | 828 |
| 60 | 16 | 46 | 256 | 2116 | 736 |
| 61 | 34 | 26 | 1156 | 676 | 884 |
| 62 | 33 | 29 | 1089 | 841 | 957 |
| 63 | 25 | 43 | 625 | 1849 | 1075 |
| 64 | 28 | 47 | 784 | 2209 | 1316 |
| 65 | 23 | 47 | 529 | 2209 | 1081 |
| 66 | 30 | 49 | 900 | 2401 | 1470 |
| 67 | 32 | 43 | 1024 | 1849 | 1376 |
| 68 | 31 | 47 | 961 | 2209 | 1457 |
| 69 | 27 | 44 | 729 | 1936 | 1188 |
| 70 | 48 | 20 | 2304 | 400 | 960 |
| 71 | 38 | 33 | 1444 | 1089 | 1254 |
| 72 | 46 | 22 | 2116 | 484 | 1012 |
| 73 | 39 | 44 | 1521 | 1936 | 1716 |
| 74 | 44 | 24 | 1936 | 576 | 1056 |
| 75 | 28 | 43 | 784 | 1849 | 1204 |
| 76 | 39 | 27 | 1521 | 729 | 1053 |
| 77 | 35 | 43 | 1225 | 1849 | 1505 |
| 78 | 45 | 20 | 2025 | 400 | 900 |
| 79 | 47 | 27 | 2209 | 729 | 1269 |
| 80 | 33 | 44 | 1089 | 1936 | 1452 |
| 81 | 47 | 18 | 2209 | 324 | 846 |
| 82 | 30 | 44 | 900 | 1936 | 1320 |
| 83 | 42 | 17 | 1764 | 289 | 714 |
| 84 | 38 | 35 | 1444 | 1225 | 1330 |
| **Total** | **2371** | **2318** | **88789** | **86166** | **77660** |

**TABULASI DATA VARIABEL STRES KERJA (X)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Item Pernyataan** | | | | | | | | | | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 27 |
| 2 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 18 |
| 3 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 32 |
| 5 | 1 | 2 | 2 | 2 | 1 | 1 | 3 | 1 | 2 | 2 | 17 |
| 6 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 7 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 23 |
| 8 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| 9 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 16 |
| 10 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 16 |
| 11 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 28 |
| 12 | 4 | 3 | 5 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 38 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 14 | 5 | 2 | 3 | 3 | 3 | 2 | 4 | 2 | 2 | 5 | 31 |
| 15 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 26 |
| 16 | 4 | 3 | 4 | 3 | 5 | 3 | 5 | 3 | 3 | 5 | 38 |
| 17 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 27 |
| 18 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 46 |
| 19 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 16 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 21 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| 22 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 27 |
| 23 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 26 |
| 24 | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 16 |
| 25 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 26 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 27 |
| 27 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| 28 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 5 | 3 | 3 | 30 |
| 29 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 38 |
| 30 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 47 |
| **∑X** | **99** | **92** | **103** | **96** | **96** | **100** | **102** | **101** | **103** | **102** |  |
| **∑Y** |  |  |  |  |  |  |  |  |  |  | **994** |
| **(∑X2)** | **9801** | **8464** | **10609** | **9216** | **9216** | **10000** | **10404** | **10201** | **10609** | **10404** |  |
| **(∑Y2)** |  |  |  |  |  |  |  |  |  |  | **988036** |
| **∑X.Y** | **3768** | **3403** | **3866** | **3667** | **3537** | **3746** | **3839** | **3744** | **3810** | **3820** |  |
| **∑X2** | **393** | **318** | **407** | **368** | **344** | **384** | **404** | **389** | **395** | **402** |  |
| **∑Y2** |  |  |  |  |  |  |  |  |  |  | **37200** |

**TABULASI DATA VARIABEL KINERJA KARYAWAN (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Item Pernyataan** | | | | | | | | | | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 47 |
| 2 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 45 |
| 3 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 17 |
| 4 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 1 | 16 |
| 5 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 27 |
| 6 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 47 |
| 7 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 8 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 27 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 10 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 47 |
| 11 | 4 | 5 | 5 | 2 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 12 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 39 |
| 13 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 37 |
| 14 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 15 | 3 | 3 | 2 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 33 |
| 16 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 24 |
| 17 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 18 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 35 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 20 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 21 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 27 |
| 22 | 1 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 24 |
| 23 | 1 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 24 | 4 | 4 | 4 | 5 | 2 | 4 | 5 | 4 | 4 | 4 | 40 |
| 25 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 26 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 27 |
| 27 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 28 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 29 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 29 |
| 30 | 1 | 2 | 2 | 3 | 3 | 1 | 2 | 2 | 2 | 1 | 19 |
| **∑X** | **96** | **106** | **110** | **105** | **108** | **109** | **110** | **107** | **112** | **111** |  |
| **∑Y** |  |  |  |  |  |  |  |  |  |  | **1074** |
| **(∑X2)** | **9216** | **11236** | **12100** | **11025** | **11664** | **11881** | **12100** | **11449** | **12544** | **12321** |  |
| **(∑Y2)** |  |  |  |  |  |  |  |  |  |  | **1153476** |
| **∑X.Y** | **3801** | **4093** | **4245** | **4018** | **4121** | **4240** | **4241** | **4165** | **4290** | **4306** |  |
| **∑X2** | **358** | **410** | **440** | **403** | **418** | **437** | **438** | **421** | **446** | **453** |  |
| **∑Y2** |  |  |  |  |  |  |  |  |  |  | **41520** |

**Lampiran 3**

**TABEL R (KOEFISIEN KORELASI SEDERHANA)**

**Tabel r untuk df = 1 – 50**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  | **Tingkat signifikansi untuk uji satu arah** | | | | | | |  |
|  | **df = (N-2)** |  | **0.05** | **0.025** | **0.01** | **0.005** |  |  | **0.0005** |  |
|  |  | **Tingkat signifikansi untuk uji dua arah** | | | | | |  |  |
|  |  |  |  |  |
|  |  |  | **0.1** | **0.05** | **0.02** | **0.01** |  |  | **0.001** |  |
|  | **1** |  | 0.9877 | 0.9969 | 0.9995 | 0.9999 |  |  | 1.0000 |  |
|  | **2** |  | 0.9000 | 0.9500 | 0.9800 | 0.9900 |  |  | 0.9990 |  |
|  | **3** |  | 0.8054 | 0.8783 | 0.9343 | 0.9587 |  |  | 0.9911 |  |
|  | **4** |  | 0.7293 | 0.8114 | 0.8822 | 0.9172 |  |  | 0.9741 |  |
|  | **5** |  | 0.6694 | 0.7545 | 0.8329 | 0.8745 |  |  | 0.9509 |  |
|  | **6** |  | 0.6215 | 0.7067 | 0.7887 | 0.8343 |  |  | 0.9249 |  |
|  | **7** |  | 0.5822 | 0.6664 | 0.7498 | 0.7977 |  |  | 0.8983 |  |
|  | **8** |  | 0.5494 | 0.6319 | 0.7155 | 0.7646 |  |  | 0.8721 |  |
|  | **9** |  | 0.5214 | 0.6021 | 0.6851 | 0.7348 |  |  | 0.8470 |  |
|  | **10** |  | 0.4973 | 0.5760 | 0.6581 | 0.7079 |  |  | 0.8233 |  |
|  | **11** |  | 0.4762 | 0.5529 | 0.6339 | 0.6835 |  |  | 0.8010 |  |
|  | **12** |  | 0.4575 | 0.5324 | 0.6120 | 0.6614 |  |  | 0.7800 |  |
|  | **13** |  | 0.4409 | 0.5140 | 0.5923 | 0.6411 |  |  | 0.7604 |  |
|  | **14** |  | 0.4259 | 0.4973 | 0.5742 | 0.6226 |  |  | 0.7419 |  |
|  | **15** |  | 0.4124 | 0.4821 | 0.5577 | 0.6055 |  |  | 0.7247 |  |
|  | **16** |  | 0.4000 | 0.4683 | 0.5425 | 0.5897 |  |  | 0.7084 |  |
|  | **17** |  | 0.3887 | 0.4555 | 0.5285 | 0.5751 |  |  | 0.6932 |  |
|  | **18** |  | 0.3783 | 0.4438 | 0.5155 | 0.5614 |  |  | 0.6788 |  |
|  | **19** |  | 0.3687 | 0.4329 | 0.5034 | 0.5487 |  |  | 0.6652 |  |
|  | **20** |  | 0.3598 | 0.4227 | 0.4921 | 0.5368 |  |  | 0.6524 |  |
|  | **21** |  | 0.3515 | 0.4132 | 0.4815 | 0.5256 |  |  | 0.6402 |  |
|  | **22** |  | 0.3438 | 0.4044 | 0.4716 | 0.5151 |  |  | 0.6287 |  |
|  | **23** |  | 0.3365 | 0.3961 | 0.4622 | 0.5052 |  |  | 0.6178 |  |
|  | **24** |  | 0.3297 | 0.3882 | 0.4534 | 0.4958 |  |  | 0.6074 |  |
|  | **25** |  | 0.3233 | 0.3809 | 0.4451 | 0.4869 |  |  | 0.5974 |  |
|  | **26** |  | 0.3172 | 0.3739 | 0.4372 | 0.4785 |  |  | 0.5880 |  |
|  | **27** |  | 0.3115 | 0.3673 | 0.4297 | 0.4705 |  |  | 0.5790 |  |
|  | **28** |  | 0.3061 | **0.3610** | 0.4226 | 0.4629 |  |  | 0.5703 |  |
|  | **29** |  | 0.3009 | 0.3550 | 0.4158 | 0.4556 |  |  | 0.5620 |  |
|  | **30** |  | 0.2960 | 0.3494 | 0.4093 | 0.4487 |  |  | 0.5541 |  |
|  | **31** |  | 0.2913 | 0.3440 | 0.4032 | 0.4421 |  |  | 0.5465 |  |
|  | **32** |  | 0.2869 | 0.3388 | 0.3972 | 0.4357 |  |  | 0.5392 |  |
|  | **33** |  | 0.2826 | 0.3338 | 0.3916 | 0.4296 |  |  | 0.5322 |  |
|  | **34** |  | 0.2785 | 0.3291 | 0.3862 | 0.4238 |  |  | 0.5254 |  |
|  | **35** |  | 0.2746 | 0.3246 | 0.3810 | 0.4182 |  |  | 0.5189 |  |
|  | **36** |  | 0.2709 | 0.3202 | 0.3760 | 0.4128 |  |  | 0.5126 |  |
|  | **37** |  | 0.2673 | 0.3160 | 0.3712 | 0.4076 |  |  | 0.5066 |  |
|  | **38** |  | 0.2638 | 0.3120 | 0.3665 | 0.4026 |  |  | 0.5007 |  |
|  | **39** |  | 0.2605 | 0.3081 | 0.3621 | 0.3978 |  |  | 0.4950 |  |
|  | **40** |  | 0.2573 | 0.3044 | 0.3578 | 0.3932 |  |  | 0.4896 |  |
|  | **41** |  | 0.2542 | 0.3008 | 0.3536 | 0.3887 |  |  | 0.4843 |  |
|  | **42** |  | 0.2512 | 0.2973 | 0.3496 | 0.3843 |  |  | 0.4791 |  |
|  | **43** |  | 0.2483 | 0.2940 | 0.3457 | 0.3801 |  |  | 0.4742 |  |
|  | **44** |  | 0.2455 | 0.2907 | 0.3420 | 0.3761 |  |  | 0.4694 |  |
|  | **45** |  | 0.2429 | 0.2876 | 0.3384 | 0.3721 |  |  | 0.4647 |  |
|  | **46** |  | 0.2403 | 0.2845 | 0.3348 | 0.3683 |  |  | 0.4601 |  |
|  | **47** |  | 0.2377 | 0.2816 | 0.3314 | 0.3646 |  |  | 0.4557 |  |
|  | **48** |  | 0.2353 | 0.2787 | 0.3281 | 0.3610 |  |  | 0.4514 |  |
|  | **49** |  | 0.2329 | 0.2759 | 0.3249 | 0.3575 |  |  | 0.4473 |  |
|  | **50** |  | 0.2306 | 0.2732 | 0.3218 | 0.3542 |  |  | 0.4432 |  |
|  | **51** |  | 0.2284 | 0.2706 | 0.3188 | 0.3509 |  |  | 0.4393 |  |
|  | **52** |  | 0.2262 | 0.2681 | 0.3158 | 0.3477 |  |  | 0.4354 |  |
|  | **53** |  | 0.2241 | 0.2656 | 0.3129 | 0.3445 |  |  | 0.4317 |  |
|  | **54** |  | 0.2221 | 0.2632 | 0.3102 | 0.3415 |  |  | 0.4280 |  |
|  | **55** |  | 0.2201 | 0.2609 | 0.3074 | 0.3385 |  |  | 0.4244 |  |
|  | **56** |  | 0.2181 | 0.2586 | 0.3048 | 0.3357 |  |  | 0.4210 |  |
|  | **57** |  | 0.2162 | 0.2564 | 0.3022 | 0.3328 |  |  | 0.4176 |  |
|  | **58** |  | 0.2144 | 0.2542 | 0.2997 | 0.3301 |  |  | 0.4143 |  |
|  | **59** |  | 0.2126 | 0.2521 | 0.2972 | 0.3274 |  |  | 0.4110 |  |
|  | **60** |  | 0.2108 | 0.2500 | 0.2948 | 0.3248 |  |  | 0.4079 |  |
|  | **61** |  | 0.2091 | 0.2480 | 0.2925 | 0.3223 |  |  | 0.4048 |  |
|  | **62** |  | 0.2075 | 0.2461 | 0.2902 | 0.3198 |  |  | 0.4018 |  |
|  | **63** |  | 0.2058 | 0.2441 | 0.2880 | 0.3173 |  |  | 0.3988 |  |
|  | **64** |  | 0.2042 | 0.2423 | 0.2858 | 0.3150 |  |  | 0.3959 |  |
|  | **65** |  | 0.2027 | 0.2404 | 0.2837 | 0.3126 |  |  | 0.3931 |  |
|  | **66** |  | 0.2012 | 0.2387 | 0.2816 | 0.3104 |  |  | 0.3903 |  |
|  | **67** |  | 0.1997 | 0.2369 | 0.2796 | 0.3081 |  |  | 0.3876 |  |
|  | **68** |  | 0.1982 | 0.2352 | 0.2776 | 0.3060 |  |  | 0.3850 |  |
|  | **69** |  | 0.1968 | 0.2335 | 0.2756 | 0.3038 |  |  | 0.3823 |  |
|  | **70** |  | 0.1954 | 0.2319 | 0.2737 | 0.3017 |  |  | 0.3798 |  |
|  | **71** |  | 0.1940 | 0.2303 | 0.2718 | 0.2997 |  |  | 0.3773 |  |
|  | **72** |  | 0.1927 | 0.2287 | 0.2700 | 0.2977 |  |  | 0.3748 |  |
|  | **73** |  | 0.1914 | 0.2272 | 0.2682 | 0.2957 |  |  | 0.3724 |  |
|  | **74** |  | 0.1901 | 0.2257 | 0.2664 | 0.2938 |  |  | 0.3701 |  |
|  | **75** |  | 0.1888 | 0.2242 | 0.2647 | 0.2919 |  |  | 0.3678 |  |
|  | **76** |  | 0.1876 | 0.2227 | 0.2630 | 0.2900 |  |  | 0.3655 |  |
|  | **77** |  | 0.1864 | 0.2213 | 0.2613 | 0.2882 |  |  | 0.3633 |  |
|  | **78** |  | 0.1852 | 0.2199 | 0.2597 | 0.2864 |  |  | 0.3611 |  |
|  | **79** |  | 0.1841 | 0.2185 | 0.2581 | 0.2847 |  |  | 0.3589 |  |
|  | **80** |  | 0.1829 | 0.2172 | 0.2565 | 0.2830 |  |  | 0.3568 |  |
|  | **81** |  | 0.1818 | 0.2159 | 0.2550 | 0.2813 |  |  | 0.3547 |  |
|  | **82** |  | 0.1807 | 0.2146 | 0.2535 | 0.2796 |  |  | 0.3527 |  |
|  | **83** |  | 0.1796 | 0.2133 | 0.2520 | 0.2780 |  |  | 0.3507 |  |
|  | **84** |  | 0.1786 | 0.2120 | 0.2505 | 0.2764 |  |  | 0.3487 |  |
|  | **85** |  | 0.1775 | 0.2108 | 0.2491 | 0.2748 |  |  | 0.3468 |  |
|  | **86** |  | 0.1765 | 0.2096 | 0.2477 | 0.2732 |  |  | 0.3449 |  |
|  | **87** |  | 0.1755 | 0.2084 | 0.2463 | 0.2717 |  |  | 0.3430 |  |
|  | **88** |  | 0.1745 | 0.2072 | 0.2449 | 0.2702 |  |  | 0.3412 |  |
|  | **89** |  | 0.1735 | 0.2061 | 0.2435 | 0.2687 |  |  | 0.3393 |  |
|  | **90** |  | 0.1726 | 0.2050 | 0.2422 | 0.2673 |  |  | 0.3375 |  |
|  | **91** |  | 0.1716 | 0.2039 | 0.2409 | 0.2659 |  |  | 0.3358 |  |
|  | **92** |  | 0.1707 | 0.2028 | 0.2396 | 0.2645 |  |  | 0.3341 |  |
|  | **93** |  | 0.1698 | 0.2017 | 0.2384 | 0.2631 |  |  | 0.3323 |  |
|  | **94** |  | 0.1689 | 0.2006 | 0.2371 | 0.2617 |  |  | 0.3307 |  |
|  | **95** |  | 0.1680 | 0.1996 | 0.2359 | 0.2604 |  |  | 0.3290 |  |
|  | **96** |  | 0.1671 | 0.1986 | 0.2347 | 0.2591 |  |  | 0.3274 |  |
|  | **97** |  | 0.1663 | 0.1975 | 0.2335 | 0.2578 |  |  | 0.3258 |  |
|  | **98** |  | 0.1654 | 0.1966 | 0.2324 | 0.2565 |  |  | 0.3242 |  |
|  | **99** |  | 0.1646 | 0.1956 | 0.2312 | 0.2552 |  |  | 0.3226 |  |
|  | **100** |  | 0.1638 | 0.1946 | 0.2301 | 0.2540 |  |  | 0.3211 |  |

**Lampiran 4**

**Titik Presentase Distribusi t Tabel**

| **Pr** | **0.25** | **0.10** | **0.05** | **0.025** | **0.01** | **0.005** | **0.001** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **df** | **0.50** | **0.20** | **0.10** | **0.050** | **0.02** | **0.010** | **0.002** |
| **1** | 1.00000 | 3.07768 | 6.31375 | 12.70620 | 31.82052 | 63.65674 | 318.30884 |
| **2** | 0.81650 | 1.88562 | 2.91999 | 4.30265 | 6.96456 | 9.92484 | 22.32712 |
| **3** | 0.76489 | 1.63774 | 2.35336 | 3.18245 | 4.54070 | 5.84091 | 10.21453 |
| **4** | 0.74070 | 1.53321 | 2.13185 | 2.77645 | 3.74695 | 4.60409 | 7.17318 |
| **5** | 0.72669 | 1.47588 | 2.01505 | 2.57058 | 3.36493 | 4.03214 | 5.89343 |
| **6** | 0.71756 | 1.43976 | 1.94318 | 2.44691 | 3.14267 | 3.70743 | 5.20763 |
| **7** | 0.71114 | 1.41492 | 1.89458 | 2.36462 | 2.99795 | 3.49948 | 4.78529 |
| **8** | 0.70639 | 1.39682 | 1.85955 | 2.30600 | 2.89646 | 3.35539 | 4.50079 |
| **9** | 0.70272 | 1.38303 | 1.83311 | 2.26216 | 2.82144 | 3.24984 | 4.29681 |
| **10** | 0.69981 | 1.37218 | 1.81246 | 2.22814 | 2.76377 | 3.16927 | 4.14370 |
| **11** | 0.69745 | 1.36343 | 1.79588 | 2.20099 | 2.71808 | 3.10581 | 4.02470 |
| **12** | 0.69548 | 1.35622 | 1.78229 | 2.17881 | 2.68100 | 3.05454 | 3.92963 |
| **13** | 0.69383 | 1.35017 | 1.77093 | 2.16037 | 2.65031 | 3.01228 | 3.85198 |
| **14** | 0.69242 | 1.34503 | 1.76131 | 2.14479 | 2.62449 | 2.97684 | 3.78739 |
| **15** | 0.69120 | 1.34061 | 1.75305 | 2.13145 | 2.60248 | 2.94671 | 3.73283 |
| **16** | 0.69013 | 1.33676 | 1.74588 | 2.11991 | 2.58349 | 2.92078 | 3.68615 |
| **17** | 0.68920 | 1.33338 | 1.73961 | 2.10982 | 2.56693 | 2.89823 | 3.64577 |
| **18** | 0.68836 | 1.33039 | 1.73406 | 2.10092 | 2.55238 | 2.87844 | 3.61048 |
| **19** | 0.68762 | 1.32773 | 1.72913 | 2.09302 | 2.53948 | 2.86093 | 3.57940 |
| **20** | 0.68695 | 1.32534 | 1.72472 | 2.08596 | 2.52798 | 2.84534 | 3.55181 |
| **21** | 0.68635 | 1.32319 | 1.72074 | 2.07961 | 2.51765 | 2.83136 | 3.52715 |
| **22** | 0.68581 | 1.32124 | 1.71714 | 2.07387 | 2.50832 | 2.81876 | 3.50499 |
| **23** | 0.68531 | 1.31946 | 1.71387 | 2.06866 | 2.49987 | 2.80734 | 3.48496 |
| **24** | 0.68485 | 1.31784 | 1.71088 | 2.06390 | 2.49216 | 2.79694 | 3.46678 |
| **25** | 0.68443 | 1.31635 | 1.70814 | 2.05954 | 2.48511 | 2.78744 | 3.45019 |
| **26** | 0.68404 | 1.31497 | 1.70562 | 2.05553 | 2.47863 | 2.77871 | 3.43500 |
| **27** | 0.68368 | 1.31370 | 1.70329 | 2.05183 | 2.47266 | 2.77068 | 3.42103 |
| **28** | 0.68335 | 1.31253 | 1.70113 | 2.04841 | 2.46714 | 2.76326 | 3.40816 |
| **29** | 0.68304 | 1.31143 | 1.69913 | 2.04523 | 2.46202 | 2.75639 | 3.39624 |
| **30** | 0.68276 | 1.31042 | 1.69726 | 2.04227 | 2.45726 | 2.75000 | 3.38518 |
| **31** | 0.68249 | 1.30946 | 1.69552 | 2.03951 | 2.45282 | 2.74404 | 3.37490 |
| **32** | 0.68223 | 1.30857 | 1.69389 | 2.03693 | 2.44868 | 2.73848 | 3.36531 |
| **33** | 0.68200 | 1.30774 | 1.69236 | 2.03452 | 2.44479 | 2.73328 | 3.35634 |
| **34** | 0.68177 | 1.30695 | 1.69092 | 2.03224 | 2.44115 | 2.72839 | 3.34793 |
| **35** | 0.68156 | 1.30621 | 1.68957 | 2.03011 | 2.43772 | 2.72381 | 3.34005 |
| **36** | 0.68137 | 1.30551 | 1.68830 | 2.02809 | 2.43449 | 2.71948 | 3.33262 |
| **37** | 0.68118 | 1.30485 | 1.68709 | 2.02619 | 2.43145 | 2.71541 | 3.32563 |
| **38** | 0.68100 | 1.30423 | 1.68595 | 2.02439 | 2.42857 | 2.71156 | 3.31903 |
| **39** | 0.68083 | 1.30364 | 1.68488 | 2.02269 | 2.42584 | 2.70791 | 3.31279 |
| **40** | 0.68067 | 1.30308 | 1.68385 | 2.02108 | 2.42326 | 2.70446 | 3.30688 |
| **41** | 0.68052 | 1.30254 | 1.68288 | 2.01954 | 2.42080 | 2.70118 | 3.30127 |
| **42** | 0.68038 | 1.30204 | 1.68195 | 2.01808 | 2.41847 | 2.69807 | 3.29595 |
| **43** | 0.68024 | 1.30155 | 1.68107 | 2.01669 | 2.41625 | 2.69510 | 3.29089 |
| **44** | 0.68011 | 1.30109 | 1.68023 | 2.01537 | 2.41413 | 2.69228 | 3.28607 |
| **45** | 0.67998 | 1.30065 | 1.67943 | 2.01410 | 2.41212 | 2.68959 | 3.28148 |
| **46** | 0.67986 | 1.30023 | 1.67866 | 2.01290 | 2.41019 | 2.68701 | 3.27710 |
| **47** | 0.67975 | 1.29982 | 1.67793 | 2.01174 | 2.40835 | 2.68456 | 3.27291 |
| **48** | 0.67964 | 1.29944 | 1.67722 | 2.01063 | 2.40658 | 2.68220 | 3.26891 |
| **49** | 0.67953 | 1.29907 | 1.67655 | 2.00958 | 2.40489 | 2.67995 | 3.26508 |
| **50** | 0.67943 | 1.29871 | 1.67591 | 2.00856 | 2.40327 | 2.67779 | 3.26141 |
| **51** | 0.67933 | 1.29837 | 1.67528 | 2.00758 | 2.40172 | 2.67572 | 3.25789 |
| **52** | 0.67924 | 1.29805 | 1.67469 | 2.00665 | 2.40022 | 2.67373 | 3.25451 |
| **53** | 0.67915 | 1.29773 | 1.67412 | 2.00575 | 2.39879 | 2.67182 | 3.25127 |
| **54** | 0.67906 | 1.29743 | 1.67356 | 2.00488 | 2.39741 | 2.66998 | 3.24815 |
| **55** | 0.67898 | 1.29713 | 1.67303 | 2.00404 | 2.39608 | 2.66822 | 3.24515 |
| **56** | 0.67890 | 1.29685 | 1.67252 | 2.00324 | 2.39480 | 2.66651 | 3.24226 |
| **57** | 0.67882 | 1.29658 | 1.67203 | 2.00247 | 2.39357 | 2.66487 | 3.23948 |
| **58** | 0.67874 | 1.29632 | 1.67155 | 2.00172 | 2.39238 | 2.66329 | 3.23680 |
| **59** | 0.67867 | 1.29607 | 1.67109 | 2.00100 | 2.39123 | 2.66176 | 3.23421 |
| **60** | 0.67860 | 1.29582 | 1.67065 | 2.00030 | 2.39012 | 2.66028 | 3.23171 |
| **61** | 0.67853 | 1.29558 | 1.67022 | 1.99962 | 2.38905 | 2.65886 | 3.22930 |
| **62** | 0.67847 | 1.29536 | 1.66980 | 1.99897 | 2.38801 | 2.65748 | 3.22696 |
| **63** | 0.67840 | 1.29513 | 1.66940 | 1.99834 | 2.38701 | 2.65615 | 3.22471 |
| **64** | 0.67834 | 1.29492 | 1.66901 | 1.99773 | 2.38604 | 2.65485 | 3.22253 |
| **65** | 0.67828 | 1.29471 | 1.66864 | 1.99714 | 2.38510 | 2.65360 | 3.22041 |
| **66** | 0.67823 | 1.29451 | 1.66827 | 1.99656 | 2.38419 | 2.65239 | 3.21837 |
| **67** | 0.67817 | 1.29432 | 1.66792 | 1.99601 | 2.38330 | 2.65122 | 3.21639 |
| **68** | 0.67811 | 1.29413 | 1.66757 | 1.99547 | 2.38245 | 2.65008 | 3.21446 |
| **69** | 0.67806 | 1.29394 | 1.66724 | 1.99495 | 2.38161 | 2.64898 | 3.21260 |
| **70** | 0.67801 | 1.29376 | 1.66691 | 1.99444 | 2.38081 | 2.64790 | 3.21079 |
| **71** | 0.67796 | 1.29359 | 1.66660 | 1.99394 | 2.38002 | 2.64686 | 3.20903 |
| **72** | 0.67791 | 1.29342 | 1.66629 | 1.99346 | 2.37926 | 2.64585 | 3.20733 |
| **73** | 0.67787 | 1.29326 | 1.66600 | 1.99300 | 2.37852 | 2.64487 | 3.20567 |
| **74** | 0.67782 | 1.29310 | 1.66571 | 1.99254 | 2.37780 | 2.64391 | 3.20406 |
| **75** | 0.67778 | 1.29294 | 1.66543 | 1.99210 | 2.37710 | 2.64298 | 3.20249 |
| **76** | 0.67773 | 1.29279 | 1.66515 | 1.99167 | 2.37642 | 2.64208 | 3.20096 |
| **77** | 0.67769 | 1.29264 | 1.66488 | 1.99125 | 2.37576 | 2.64120 | 3.19948 |
| **78** | 0.67765 | 1.29250 | 1.66462 | 1.99085 | 2.37511 | 2.64034 | 3.19804 |
| **79** | 0.67761 | 1.29236 | 1.66437 | 1.99045 | 2.37448 | 2.63950 | 3.19663 |
| **80** | 0.67757 | 1.29222 | 1.66412 | 1.99006 | 2.37387 | 2.63869 | 3.19526 |
| **81** | 0.67753 | 1.29209 | 1.66388 | 1.98969 | 2.37327 | 2.63790 | 3.19392 |
| **82** | 0.67749 | 1.29196 | 1.66365 | 1.98932 | 2.37269 | 2.63712 | 3.19262 |
| **83** | 0.67746 | 1.29183 | 1.66342 | 1.98896 | 2.37212 | 2.63637 | 3.19135 |
| **84** | 0.67742 | 1.29171 | 1.66320 | 1.98861 | 2.37156 | 2.63563 | 3.19011 |
| **85** | 0.67739 | 1.29159 | 1.66298 | 1.98827 | 2.37102 | 2.63491 | 3.18890 |
| **86** | 0.67735 | 1.29147 | 1.66277 | 1.98793 | 2.37049 | 2.63421 | 3.18772 |
| **87** | 0.67732 | 1.29136 | 1.66256 | 1.98761 | 2.36998 | 2.63353 | 3.18657 |
| **88** | 0.67729 | 1.29125 | 1.66235 | 1.98729 | 2.36947 | 2.63286 | 3.18544 |
| **89** | 0.67726 | 1.29114 | 1.66216 | 1.98698 | 2.36898 | 2.63220 | 3.18434 |
| **90** | 0.67723 | 1.29103 | 1.66196 | 1.98667 | 2.36850 | 2.63157 | 3.18327 |
| **91** | 0.67720 | 1.29092 | 1.66177 | 1.98638 | 2.36803 | 2.63094 | 3.18222 |
| **92** | 0.67717 | 1.29082 | 1.66159 | 1.98609 | 2.36757 | 2.63033 | 3.18119 |
| **93** | 0.67714 | 1.29072 | 1.66140 | 1.98580 | 2.36712 | 2.62973 | 3.18019 |
| **94** | 0.67711 | 1.29062 | 1.66123 | 1.98552 | 2.36667 | 2.62915 | 3.17921 |
| **95** | 0.67708 | 1.29053 | 1.66105 | 1.98525 | 2.36624 | 2.62858 | 3.17825 |
| **96** | 0.67705 | 1.29043 | 1.66088 | 1.98498 | 2.36582 | 2.62802 | 3.17731 |
| **97** | 0.67703 | 1.29034 | 1.66071 | 1.98472 | 2.36541 | 2.62747 | 3.17639 |
| **98** | 0.67700 | 1.29025 | **1.66055** | 1.98447 | 2.36500 | 2.62693 | 3.17549 |
| **99** | 0.67698 | 1.29016 | 1.66039 | 1.98422 | 2.36461 | 2.62641 | 3.17460 |
| **100** | 0.67695 | 1.29007 | 1.66023 | 1.98397 | 2.36422 | 2.62589 | 3.17374 |
| **101** | 0.67693 | 1.28999 | 1.66008 | 1.98373 | 2.36384 | 2.62539 | 3.17289 |
| **102** | 0.67690 | 1.28991 | 1.65993 | 1.98350 | 2.36346 | 2.62489 | 3.17206 |
| **103** | 0.67688 | 1.28982 | 1.65978 | 1.98326 | 2.36310 | 2.62441 | 3.17125 |
| **104** | 0.67686 | 1.28974 | 1.65964 | 1.98304 | 2.36274 | 2.62393 | 3.17045 |
| **105** | 0.67683 | 1.28967 | 1.65950 | 1.98282 | 2.36239 | 2.62347 | 3.16967 |
| **106** | 0.67681 | 1.28959 | 1.65936 | 1.98260 | 2.36204 | 2.62301 | 3.16890 |
| **107** | 0.67679 | 1.28951 | 1.65922 | 1.98238 | 2.36170 | 2.62256 | 3.16815 |
| **108** | 0.67677 | 1.28944 | 1.65909 | 1.98217 | 2.36137 | 2.62212 | 3.16741 |
| **109** | 0.67675 | 1.28937 | 1.65895 | 1.98197 | 2.36105 | 2.62169 | 3.16669 |
| **110** | 0.67673 | 1.28930 | 1.65882 | 1.98177 | 2.36073 | 2.62126 | 3.16598 |
| **111** | 0.67671 | 1.28922 | 1.65870 | 1.98157 | 2.36041 | 2.62085 | 3.16528 |
| **112** | 0.67669 | 1.28916 | 1.65857 | 1.98137 | 2.36010 | 2.62044 | 3.16460 |
| **113** | 0.67667 | 1.28909 | 1.65845 | 1.98118 | 2.35980 | 2.62004 | 3.16392 |
| **114** | 0.67665 | 1.28902 | 1.65833 | 1.98099 | 2.35950 | 2.61964 | 3.16326 |
| **115** | 0.67663 | 1.28896 | 1.65821 | 1.98081 | 2.35921 | 2.61926 | 3.16262 |
| **116** | 0.67661 | 1.28889 | 1.65810 | 1.98063 | 2.35892 | 2.61888 | 3.16198 |
| **117** | 0.67659 | 1.28883 | 1.65798 | 1.98045 | 2.35864 | 2.61850 | 3.16135 |
| **118** | 0.67657 | 1.28877 | 1.65787 | 1.98027 | 2.35837 | 2.61814 | 3.16074 |
| **119** | 0.67656 | 1.28871 | 1.65776 | 1.98010 | 2.35809 | 2.61778 | 3.16013 |
| **120** | 0.67654 | 1.28865 | 1.65765 | 1.97993 | 2.35782 | 2.61742 | 3.15954 |

**Lampiran 5**

**HASIL UJI SPSS**

**Frequency Table Stres Kerja (X)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **P\_1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 27 | 32.1 | 32.1 | 32.1 |
| 4 | 25 | 29.8 | 29.8 | 61.9 |
| 3 | 16 | 19.0 | 19.0 | 81.0 |
| 2 | 10 | 11.9 | 11.9 | 92.9 |
| 1 | 6 | 7.1 | 7.1 | 100.0 |
| Total | 84 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **P\_2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 28 | 33.3 | 33.3 | 33.3 |
| 4 | 23 | 27.4 | 27.4 | 60.7 |
| 3 | 21 | 25.0 | 25.0 | 85.7 |
| 2 | 8 | 9.5 | 9.5 | 95.2 |
| 1 | 4 | 4.8 | 4.8 | 100.0 |
| Total | 84 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **P\_3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 26 | 31.0 | 31.0 | 31.0 |
| 4 | 18 | 21.4 | 21.4 | 52.4 |
| 3 | 24 | 28.6 | 28.6 | 81.0 |
| 2 | 14 | 16.7 | 16.7 | 97.6 |
| 1 | 2 | 2.4 | 2.4 | 100.0 |
| Total | 84 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **P\_4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 23 | 27.4 | 27.4 | 27.4 |
| 4 | 21 | 25.0 | 25.0 | 52.4 |
| 3 | 18 | 21.4 | 21.4 | 73.8 |
| 2 | 17 | 20.2 | 20.2 | 94.0 |
| 1 | 5 | 6.0 | 6.0 | 100.0 |
| Total | 84 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **P\_5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 23 | 27.4 | 27.4 | 27.4 |
| 4 | 28 | 33.3 | 33.3 | 60.7 |
| 3 | 21 | 25.0 | 25.0 | 85.7 |
| 2 | 9 | 10.7 | 10.7 | 96.4 |
| 1 | 3 | 3.6 | 3.6 | 100.0 |
| Total | 84 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **P\_6** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 19 | 22.6 | 22.6 | 22.6 |
| 4 | 26 | 31.0 | 31.0 | 53.6 |
| 3 | 20 | 23.8 | 23.8 | 77.4 |
| 2 | 13 | 15.5 | 15.5 | 92.9 |
| 1 | 6 | 7.1 | 7.1 | 100.0 |
| Total | 84 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **P\_7** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 20 | 23.8 | 23.8 | 23.8 |
| 4 | 26 | 31.0 | 31.0 | 54.8 |
| 3 | 24 | 28.6 | 28.6 | 83.3 |
| 2 | 11 | 13.1 | 13.1 | 96.4 |
| 1 | 3 | 3.6 | 3.6 | 100.0 |
| Total | 84 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **P\_8** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 20 | 23.8 | 23.8 | 23.8 |
| 4 | 27 | 32.1 | 32.1 | 56.0 |
| 3 | 20 | 23.8 | 23.8 | 79.8 |
| 2 | 13 | 15.5 | 15.5 | 95.2 |
| 1 | 4 | 4.8 | 4.8 | 100.0 |
| Total | 84 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **P\_9** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 22 | 26.2 | 26.2 | 26.2 |
| 4 | 24 | 28.6 | 28.6 | 54.8 |
| 3 | 21 | 25.0 | 25.0 | 79.8 |
| 2 | 11 | 13.1 | 13.1 | 92.9 |
| 1 | 6 | 7.1 | 7.1 | 100.0 |
| Total | 84 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **P\_10** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 29 | 34.5 | 34.5 | 34.5 |
| 4 | 16 | 19.0 | 19.0 | 53.6 |
| 3 | 27 | 32.1 | 32.1 | 85.7 |
| 2 | 8 | 9.5 | 9.5 | 95.2 |
| 1 | 4 | 4.8 | 4.8 | 100.0 |
| Total | 84 | 100.0 | 100.0 |  |

**Frequency Table Kinerja Karyawan (Y)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **P\_1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 20 | 23.8 | 23.8 | 23.8 |
| 4 | 19 | 22.6 | 22.6 | 46.4 |
| 3 | 9 | 10.7 | 10.7 | 57.1 |
| 2 | 29 | 34.5 | 34.5 | 91.7 |
| 1 | 7 | 8.3 | 8.3 | 100.0 |
| Total | 84 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **P\_2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 16 | 19.0 | 19.0 | 19.0 |
| 4 | 23 | 27.4 | 27.4 | 46.4 |
| 3 | 30 | 35.7 | 35.7 | 82.1 |
| 2 | 13 | 15.5 | 15.5 | 97.6 |
| 1 | 2 | 2.4 | 2.4 | 100.0 |
| Total | 84 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **P\_3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 21 | 25.0 | 25.0 | 25.0 |
| 4 | 22 | 26.2 | 26.2 | 51.2 |
| 3 | 22 | 26.2 | 26.2 | 77.4 |
| 2 | 17 | 20.2 | 20.2 | 97.6 |
| 1 | 2 | 2.4 | 2.4 | 100.0 |
| Total | 84 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **P\_4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 19 | 22.6 | 22.6 | 22.6 |
| 4 | 18 | 21.4 | 21.4 | 44.0 |
| 3 | 19 | 22.6 | 22.6 | 66.7 |
| 2 | 26 | 31.0 | 31.0 | 97.6 |
| 1 | 2 | 2.4 | 2.4 | 100.0 |
| Total | 84 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **P\_5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 25 | 29.8 | 29.8 | 29.8 |
| 4 | 13 | 15.5 | 15.5 | 45.2 |
| 3 | 27 | 32.1 | 32.1 | 77.4 |
| 2 | 11 | 13.1 | 13.1 | 90.5 |
| 1 | 8 | 9.5 | 9.5 | 100.0 |
| Total | 84 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **P\_6** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 28 | 33.3 | 33.3 | 33.3 |
| 4 | 14 | 16.7 | 16.7 | 50.0 |
| 3 | 23 | 27.4 | 27.4 | 77.4 |
| 2 | 9 | 10.7 | 10.7 | 88.1 |
| 1 | 10 | 11.9 | 11.9 | 100.0 |
| Total | 84 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **P\_7** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 25 | 29.8 | 29.8 | 29.8 |
| 4 | 13 | 15.5 | 15.5 | 45.2 |
| 3 | 26 | 31.0 | 31.0 | 76.2 |
| 2 | 14 | 16.7 | 16.7 | 92.9 |
| 1 | 6 | 7.1 | 7.1 | 100.0 |
| Total | 84 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **P\_8** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 16 | 19.0 | 19.0 | 19.0 |
| 4 | 24 | 28.6 | 28.6 | 47.6 |
| 3 | 23 | 27.4 | 27.4 | 75.0 |
| 2 | 18 | 21.4 | 21.4 | 96.4 |
| 1 | 3 | 3.6 | 3.6 | 100.0 |
| Total | 84 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **P\_9** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 18 | 21.4 | 21.4 | 21.4 |
| 4 | 17 | 20.2 | 20.2 | 41.7 |
| 3 | 32 | 38.1 | 38.1 | 79.8 |
| 2 | 11 | 13.1 | 13.1 | 92.9 |
| 1 | 6 | 7.1 | 7.1 | 100.0 |
| Total | 84 | 100.0 | 100.0 |  |

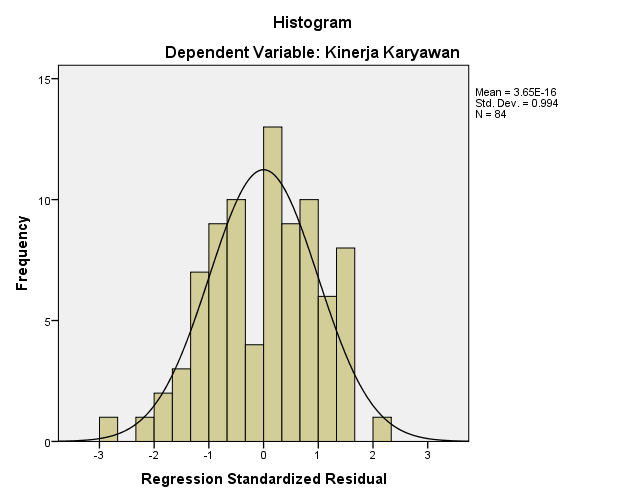
|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **P\_10** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 24 | 28.6 | 28.6 | 28.6 |
| 4 | 23 | 27.4 | 27.4 | 56.0 |
| 3 | 21 | 25.0 | 25.0 | 81.0 |
| 2 | 12 | 14.3 | 14.3 | 95.2 |
| 1 | 4 | 4.8 | 4.8 | 100.0 |
| Total | 84 | 100.0 | 100.0 |  |

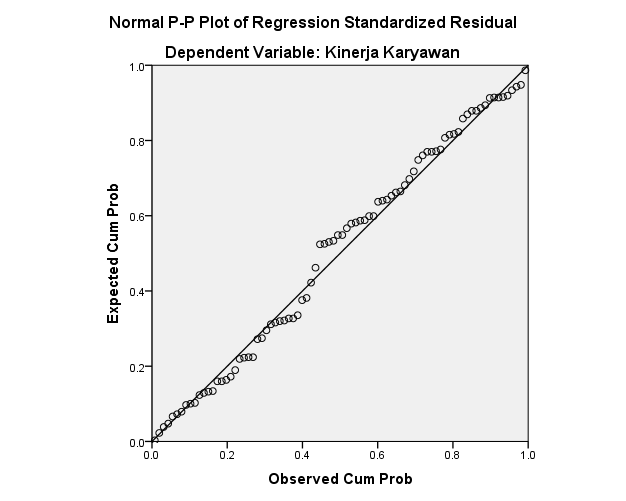
**Hasil Uji Regeresi**

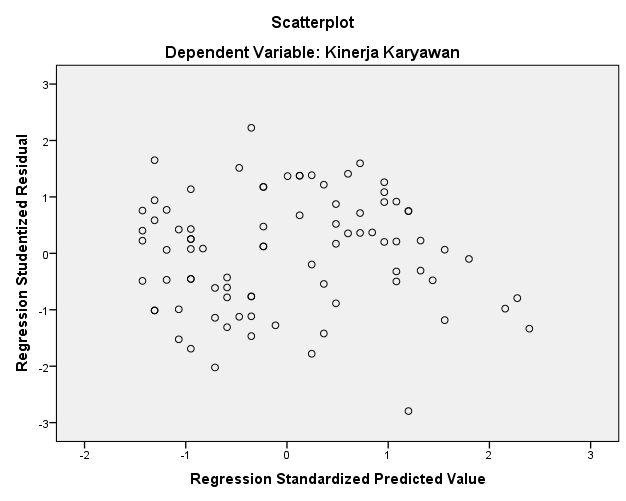
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .815a | .664 | .660 | 5.726 |
| a. Predictors: (Constant), Stres Kerja | | | | |
| b. Dependent Variable: Kinerja Karyawan | | | | |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics |
| B | Std. Error | Beta | Tolerance |
| 1 | (Constant) | 68.621 | 2.777 |  | 24.707 | .000 |  |
| Stres Kerja | -.956 | .075 | -.815 | -12.731 | .000 | 1.000 |

|  |  |  |
| --- | --- | --- |
| **Coefficientsa** | | |
| Model | | Collinearity Statistics |
| VIF |
| 1 | (Constant) |  |
| Stres Kerja | 1.000 |
| a. Dependent Variable: Kinerja Karyawan | | |







|  |  |  |  |
| --- | --- | --- | --- |
| **Correlations** | | | |
|  | | Stres Kerja | Kinerja Karyawan |
| Stres Kerja | Pearson Correlation | 1 | -.815\*\* |
| Sig. (2-tailed) |  | .000 |
| N | 84 | 84 |
| Kinerja Karyawan | Pearson Correlation | -.815\*\* | 1 |
| Sig. (2-tailed) | .000 |  |
| N | 84 | 84 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | |

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 84 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 5.69165245 |
| Most Extreme Differences | Absolute | .084 |
| Positive | .058 |
| Negative | -.084 |
| Kolmogorov-Smirnov Z | | .768 |
| Asymp. Sig. (2-tailed) | | .598 |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |

**Validitas dan Reliabilitas Stres Kerja (X)**

|  |  |  |
| --- | --- | --- |
| **Correlations** | | |
|  | | Total\_Item |
| P\_1 | Pearson Correlation | .917\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| P\_2 | Pearson Correlation | .907\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| P\_3 | Pearson Correlation | .950\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| P\_4 | Pearson Correlation | .955\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| P\_5 | Pearson Correlation | .899 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| P\_6 | Pearson Correlation | .931\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| P\_7 | Pearson Correlation | .930\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| P\_8 | Pearson Correlation | .870\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| P\_9 | Pearson Correlation | .946\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| P\_10 | Pearson Correlation | .908\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Total\_Item | Pearson Correlation | 1\*\* |
| Sig. (2-tailed) |  |
| N | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .979 | 10 |

**Validitas dan Reliabilitas Kinerja Karyawan (Y)**

|  |  |  |
| --- | --- | --- |
| **Correlations** | | |
|  | | Total\_Item |
| P\_1 | Pearson Correlation | .922\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| P\_2 | Pearson Correlation | .904\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| P\_3 | Pearson Correlation | .915\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| P\_4 | Pearson Correlation | .784\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| P\_5 | Pearson Correlation | .850 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| P\_6 | Pearson Correlation | .952\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| P\_7 | Pearson Correlation | .929\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| P\_8 | Pearson Correlation | .962\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| P\_9 | Pearson Correlation | .959\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| P\_10 | Pearson Correlation | .922\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Total\_Item | Pearson Correlation | 1\*\* |
| Sig. (2-tailed) |  |
| N | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .976 | 10 |