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**Lampiran 1**

**LEMBAR KUESIONER**

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Stres Kerja, Lingkungan Kerja, dan Motivasi Kerja Terhadap Kinerja Pegawai Puskesmas Kramat Kabupaten Tegal.

Kepada Yth,

Sdr. Responden

Di Tempat

Dengan hormat,

Dalam rangka menyelesaikan penelitian, saya Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari Sdr untuk mengisi kuesioner yang telah kami sediakan.

Adapun data yang kami minta adalah sesuai dengan kondisi yang dirasakan Sdr selama ini. Kami akan menjaga kerahasiaan karena data ini hanya untuk kepentingan penelitian.

Setiap jawaban yang diberikan merupakan bantuan yang tidak terniali harganya bagi peneliti ini.

Atas perhatian dan bantuannya, kami ucapkan terima kasih.

Tegal, 5 Juni 2023

Hormat saya,

Selvia Suci Lestari

**KARAKTERISTIK RESPONDEN**

**A. PETUNJUK PENGISIAN**

1. Mohon dengan hormat dan kesediaan Bapak/Ibu/Sdr untuk pengisi

Seluruh pernyataan yang ada.

2. Beri tanda () pada kolom yang tersedia :

**B. DATA RESPONDEN**

1. Jenis Kelamin : Laki-laki Perempuan

2. Pendidikan Terakhir : SMA/SMK/MA DIII

Sarjana Pascasarjana

3. Umur : <20 Tahun 21-30 Tahun

31-40 Tahun >41 Tahun

**C. KETERANGAN JAWABAN**

|  |  |
| --- | --- |
| Pernyataan | Bobot |
| Selalu (SL) | 5 |
| Sering (SR) | 4 |
| Biasanya (B) | 3 |
| Kadang-kadang (KD) | 2 |
| Belum Pernah (BP) | 1 |

|  |  |
| --- | --- |
| Pernyataan | Bobot |
| Sangat Setuju (SS) | 5 |
| Setuju (S) | 4 |
| Netral (N) | 3 |
| Tidak Setuju (TS) | 2 |
| Sangat TidakSetuju (STS) | 1 |

**Pertanyaan Kuesioner**

1. Kinerja Karyawan (Y)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | PERTANYAAN | ALTERNATIF  PILIHAN JAWABAN | | | | |
| SL | SR | B | KD | BP |
| **JUMLAH PEKERJAAN YANG DIHASILKAN** | | | | | | |
| 1. | Saya dapat menyelesaikan setiap pekerjaan sesuai target yang diberikan. |  |  |  |  |  |
| **KETEPATAN, KETERAMPILAN, DAN KEBERSIHAN** | | | | | | |
| 2. | Saya dapat menyelesaikan setiap pekerjaan yang diberikan tepat waktu. |  |  |  |  |  |
| **PEGAWAI HARUS MEMENUHI SYARAT PERUSAHAAN** | | | | | | |
| 3. | Saya memiliki kemampuan untuk menyelesaikan setiap pekerjaan yang diberikan. |  |  |  |  |  |
| **HASIL KERJA MELIPUTI INPUT DAN OUTPUT** | | | | | | |
| 4. | Menjaga kebersihan dalam melaksanakan pekerjaan. |  |  |  |  |  |
| **MENGIKUTI INSTRUKSI** | | | | | | |
| 5. | Saya memenuhi syarat pekerja yang ditetapkan oleh puskesmas kramat. |  |  |  |  |  |
| **KEMAMPUAN DAN INISIATIF** | | | | | | |
| 6. | Saya menghasilkan pekerjaan yang sesuai dengan yang diharapkan dipuskesmas kramat.. |  |  |  |  |  |
| **KEHATI-HATIAN SERTA KERAJINAN** | | | | | | |
| 7. | Mengikuti intruksi dalam menyelesaikan pekerjaan. |  |  |  |  |  |
| 8. | Memiliki insiatif dalam melaksanakan pekerjaan. |  |  |  |  |  |
| **SIKAP TERHADAP PEGAWAI LAIN** | | | | | | |
| 9. | Sikap pegawai sudah baik dalam berkerja. |  |  |  |  |  |
| **KERJASAMA DALAM PEKERJAAN** | | | | | | |
| 10. | Kerja sama dalam pekerjaan sudah berjalan dengan baik. |  |  |  |  |  |

1. Stres Kerja (X1)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | ALTERNATIF  PILIHAN JAWABAN | | | | |
| SS | S | N | TS | STS |
| **KETIDAKPASTIAN EKONOMI** | | | | | | |
| 1. | Saya stres karena kebijakan puskesmas kramat sering berubah karena dampak ketidakpastian ekonomi negara. |  |  |  |  |  |
| **KETIDAKPASTIAN TEKNOLOGI** | | | | | | |
| 2. | Saya stres karena tidak dapat mengikuti perkembangan teknologi yang begitu cepat. |  |  |  |  |  |
| **KETIDAKPASTIAN POLITIK** | | | | | | |
| 3. | Saya stres karena kebijakan puskesmas kramat sering berubah mengikuti kebijakan pemeritah pusat/ daerah yang terus mengalami perubahan. |  |  |  |  |  |
| **TUNTUTAN TUGAS** | | | | | | |
| 4. | Saya stres karena tuntutan tugas yang dikerjakan saya terlalu berat. |  |  |  |  |  |
| **TEKANAN PADA PEGAWAI** | | | | | | |
| 5. | Saya stres karena sering mendapatkan tekanan dalam menyelesaikan pekerjaan. |  |  |  |  |  |
| **TIDAK MENDAPAT BANTUAN DARI REKAN KERJA** | | | | | | |
| 6. | Saya stres apabila tidak mendapatkan bantuan dari rekan kerja. |  |  |  |  |  |
| **MASALAH KELUARGA** | | | | | | |
| 7. | Saya stres karena masalah keluarga. |  |  |  |  |  |
| **MASALAH EKONOMI** | | | | | | |
| 8. | Saya stres karena masalah ekonomi. |  |  |  |  |  |
| **MASALAH PRIBADI** | | | | | | |
| 9. | Saya stres kerja masalah pribadi. |  |  |  |  |  |
| **MASALAH DENGAN REKAN KERJA** | | | | | | |
| 10. | Saya stres karena ada masalah dengan rekan kerja. |  |  |  |  |  |

1. Lingkungan Kerja (X2)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | ALTERNATIF  PILIHAN JAWABAN | | | | |
| SS | S | N | TS | STS |
| **KENYAMANAN RUANG KERJA KARYAWAN** | | | | | | |
| 1. | Ruang kerja di puskesmas kramat nyaman untuk berkerja. |  |  |  |  |  |
| **SARANA DAN PRASARANA TEKNOLOGI YANG MENDUKUNG PELAKSANAAN KERJA** | | | | | | |
| 2. | Sarana dan prasarana dipuskesmas kramat mendukung pekerjaan. |  |  |  |  |  |
| **HUBUNGAN DENGAN ATASAN** | | | | | | |
| 3. | Hubungan pegawai dipuskesmas kramat dengan atasan harmonis. |  |  |  |  |  |
| **HUBUNGAN REKAN KERJA** | | | | | | |
| 4. | Hubungan saya dengan rekan kerja dipuskesmas kramat terjalin dengan baik. |  |  |  |  |  |
| **HUBUNGAN DENGAN BAWAHAN** | | | | | | |
| 5. | Hubungan pimpinan dipuskesmas kramat dengan bawahan baik. |  |  |  |  |  |

D. Motivasi Kerja (X3)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | ALTERNATIF  PILIHAN JAWABAN | | | | |
| SS | S | N | TS | STS |
| **KOMPENSASI** | | | | | | |
| 1. | Saya termotivasi untuk bekerja dengan baik karena kompensasi yang diberikan sesuai yang diharapkan. |  |  |  |  |  |
| **UPAH** | | | | | | |
| 2. | Saya termotivasi untuk bekerja dengan baik karena gaji/upah yang saya terima sesuai dengan pengorbanan saya dalam berkerja. |  |  |  |  |  |
| **BALAS JASA / PENGHARGAAN** | | | | | | |
| 3. | Saya termotivasi untuk berkerja dengan baik karena ada penghargaan yang diberikan kepada pegawai yang berprestasi. |  |  |  |  |  |
| **DISIPLIN** | | | | | | |
| 4. | Saya termotivasi untuk bekerja dengan baik dan displin dalam bekerja. |  |  |  |  |  |
| **PENUH RASA TANGGUNG JAWAB** | | | | | | |
| 5. | Saya termotivasi untuk bekerja dengan penuh  rasa tanggung jawab. |  |  |  |  |  |
| **KESUKARELAAN DAN KESEDIAN MENCAPAI TUJUAN ORGANISASI** | | | | | | |
| 6. | Puskesmas kramat membantu dalam pengembangan karier pegawai. |  |  |  |  |  |
| **MENUNJUKKAN HUBUNGAN KESEJAHTERAAN PEGAWAI** | | | | | | |
| 7. | Puskesmas kramat akan membantu pengembangan karier apabila prestasi kerja baik. |  |  |  |  |  |
| **MEMBANTU PEGAWAI MENYADARKAN KEMAMPUAN POTENSI** | | | | | | |
| 8. | Puskesmas kramat akan membantu pengembangan karier apabila sikap pegawai terhadap perusahaan baik. |  |  |  |  |  |

**Lampiran 2**

**Data Uji Validitas Dan Reliabilitas Variabel Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian Variabel Kinerja Pegawai (Y) | | | | | | | | | | Skor Total |
| Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 |
| 1 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 30 |
| 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 22 |
| 3 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 30 |
| 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 24 |
| 5 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 24 |
| 6 | 5 | 5 | 4 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 30 |
| 7 | 3 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 5 | 3 | 27 |
| 8 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 25 |
| 9 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 33 |
| 10 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 29 |
| 11 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 33 |
| 12 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 28 |
| 13 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 32 |
| 14 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 30 |
| 15 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 29 |
| 16 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 32 |
| 17 | 3 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 3 | 3 | 29 |
| 18 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 29 |
| 19 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 30 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 21 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 24 |
| 22 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 24 |
| 23 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 31 |
| 24 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 31 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 26 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 26 |
| 27 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 32 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 29 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 30 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 31 |

**Lampiran 3**

**Data Uji Validitas Dan Reliabilitas Variabel Stres Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian Variabel Stres Kerja (X1) | | | | | | | | | | Skor Total |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 |
| 1 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 3 | 2 | 18 |
| 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 27 |
| 3 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 3 | 1 | 15 |
| 4 | 2 | 2 | 1 | 3 | 2 | 2 | 3 | 1 | 2 | 3 | 21 |
| 5 | 1 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 1 | 2 | 21 |
| 6 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 3 | 2 | 1 | 16 |
| 7 | 1 | 3 | 2 | 3 | 1 | 2 | 2 | 1 | 1 | 3 | 19 |
| 8 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 22 |
| 9 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 13 |
| 10 | 2 | 2 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 18 |
| 11 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 2 | 12 |
| 12 | 1 | 2 | 2 | 1 | 2 | 3 | 3 | 2 | 1 | 2 | 19 |
| 13 | 2 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 2 | 1 | 14 |
| 14 | 2 | 1 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 22 |
| 15 | 1 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 16 |
| 16 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 11 |
| 17 | 2 | 3 | 1 | 1 | 2 | 2 | 3 | 2 | 2 | 2 | 20 |
| 18 | 1 | 2 | 1 | 2 | 2 | 1 | 2 | 1 | 1 | 2 | 15 |
| 19 | 1 | 2 | 1 | 1 | 2 | 1 | 2 | 2 | 1 | 2 | 15 |
| 20 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 21 | 2 | 3 | 3 | 2 | 3 | 2 | 2 | 1 | 2 | 2 | 22 |
| 22 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 21 |
| 23 | 1 | 2 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 13 |
| 24 | 1 | 2 | 1 | 1 | 2 | 1 | 2 | 1 | 1 | 1 | 13 |
| 25 | 2 | 2 | 1 | 3 | 1 | 3 | 2 | 2 | 2 | 2 | 20 |
| 26 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 3 | 18 |
| 27 | 2 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 2 | 1 | 13 |
| 28 | 2 | 2 | 2 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 18 |
| 29 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 30 | 1 | 2 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 12 |

**Lampiran 4**

**Data Uji Validitas Dan Reliabilitas Variabel Lingkungan Kerja (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian Variabel Lingkungan Kerja (X2) | | | | | Skor Total |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 |
| 1 | 4 | 4 | 4 | 4 | 4 | 20 |
| 2 | 3 | 3 | 3 | 4 | 4 | 17 |
| 3 | 5 | 5 | 5 | 3 | 4 | 22 |
| 4 | 4 | 3 | 4 | 3 | 4 | 18 |
| 5 | 4 | 3 | 4 | 4 | 4 | 19 |
| 6 | 5 | 5 | 5 | 5 | 4 | 24 |
| 7 | 3 | 4 | 3 | 3 | 4 | 17 |
| 8 | 4 | 3 | 4 | 4 | 4 | 19 |
| 9 | 4 | 4 | 4 | 5 | 5 | 22 |
| 10 | 4 | 4 | 4 | 5 | 4 | 21 |
| 11 | 5 | 5 | 5 | 5 | 5 | 25 |
| 12 | 5 | 4 | 5 | 4 | 5 | 23 |
| 13 | 5 | 4 | 5 | 5 | 4 | 23 |
| 14 | 3 | 5 | 3 | 3 | 4 | 18 |
| 15 | 4 | 4 | 4 | 4 | 5 | 21 |
| 16 | 5 | 5 | 5 | 5 | 5 | 25 |
| 17 | 4 | 4 | 4 | 4 | 4 | 20 |
| 18 | 5 | 5 | 5 | 5 | 4 | 24 |
| 19 | 5 | 5 | 5 | 5 | 5 | 25 |
| 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 21 | 4 | 3 | 4 | 5 | 4 | 20 |
| 22 | 4 | 4 | 4 | 3 | 4 | 19 |
| 23 | 5 | 5 | 5 | 5 | 4 | 24 |
| 24 | 4 | 4 | 4 | 5 | 5 | 22 |
| 25 | 5 | 5 | 5 | 5 | 4 | 24 |
| 26 | 3 | 4 | 3 | 5 | 5 | 20 |
| 27 | 5 | 4 | 5 | 5 | 5 | 24 |
| 28 | 4 | 4 | 4 | 5 | 5 | 22 |
| 29 | 4 | 4 | 4 | 4 | 4 | 20 |
| 30 | 5 | 5 | 5 | 5 | 4 | 24 |

**Lampiran 5**

**Data Uji Validitas Dan Reliabilitas Variabel Motivasi Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian Variabel Motivasi Kerja (X3) | | | | | | | |  |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | Skor total |
| 1 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 36 |
| 2 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 27 |
| 3 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 35 |
| 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 29 |
| 5 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 29 |
| 6 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 35 |
| 7 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 31 |
| 8 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 29 |
| 9 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 38 |
| 10 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 35 |
| 11 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 38 |
| 12 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 33 |
| 13 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 37 |
| 14 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 35 |
| 15 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 34 |
| 16 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 37 |
| 17 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 34 |
| 18 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| 19 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 35 |
| 20 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 33 |
| 21 | 4 | 4 | 4 | 2 | 4 | 3 | 3 | 4 | 28 |
| 22 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 29 |
| 23 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 37 |
| 24 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 37 |
| 25 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| 26 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 33 |
| 27 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 38 |
| 28 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 33 |
| 29 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 30 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 37 |

**Lampiran 6**

**Uji Validitas Variabel Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Total\_Y |
| Y.1 | Pearson Correlation | 1 | .425\* | .425\* | .533\*\* | .469\*\* | .136 | .068 | .425\* | .533\*\* | 1.000\*\* | .671\*\* |
| Sig. (2-tailed) |  | .019 | .019 | .002 | .009 | .473 | .723 | .019 | .002 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.2 | Pearson Correlation | .425\* | 1 | .213 | .285 | .368\* | .286 | .056 | 1.000\*\* | .285 | .425\* | .572\*\* |
| Sig. (2-tailed) | .019 |  | .258 | .127 | .045 | .125 | .768 | .000 | .127 | .019 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.3 | Pearson Correlation | .425\* | .213 | 1 | .285 | .450\* | .450\* | .309 | .213 | .285 | .425\* | .690\*\* |
| Sig. (2-tailed) | .019 | .258 |  | .127 | .013 | .013 | .097 | .258 | .127 | .019 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.4 | Pearson Correlation | .533\*\* | .285 | .285 | 1 | .171 | .114 | .420\* | .285 | 1.000\*\* | .533\*\* | .627\*\* |
| Sig. (2-tailed) | .002 | .127 | .127 |  | .367 | .550 | .021 | .127 | .000 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.5 | Pearson Correlation | .469\*\* | .368\* | .450\* | .171 | 1 | .565\*\* | .084 | .368\* | .171 | .469\*\* | .702\*\* |
| Sig. (2-tailed) | .009 | .045 | .013 | .367 |  | .001 | .659 | .045 | .367 | .009 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.6 | Pearson Correlation | .136 | .286 | .450\* | .114 | .565\*\* | 1 | .406\* | .286 | .114 | .136 | .675\*\* |
| Sig. (2-tailed) | .473 | .125 | .013 | .550 | .001 |  | .026 | .125 | .550 | .473 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.7 | Pearson Correlation | .068 | .056 | .309 | .420\* | .084 | .406\* | 1 | .056 | .420\* | .068 | .537\*\* |
| Sig. (2-tailed) | .723 | .768 | .097 | .021 | .659 | .026 |  | .768 | .021 | .723 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.8 | Pearson Correlation | .425\* | 1.000\*\* | .213 | .285 | .368\* | .286 | .056 | 1 | .285 | .425\* | .572\*\* |
| Sig. (2-tailed) | .019 | .000 | .258 | .127 | .045 | .125 | .768 |  | .127 | .019 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.9 | Pearson Correlation | .533\*\* | .285 | .285 | 1.000\*\* | .171 | .114 | .420\* | .285 | 1 | .533\*\* | .627\*\* |
| Sig. (2-tailed) | .002 | .127 | .127 | .000 | .367 | .550 | .021 | .127 |  | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.10 | Pearson Correlation | 1.000\*\* | .425\* | .425\* | .533\*\* | .469\*\* | .136 | .068 | .425\* | .533\*\* | 1 | .671\*\* |
| Sig. (2-tailed) | .000 | .019 | .019 | .002 | .009 | .473 | .723 | .019 | .002 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total\_Y | Pearson Correlation | .671\*\* | .572\*\* | .690\*\* | .627\*\* | .702\*\* | .675\*\* | .537\*\* | .572\*\* | .627\*\* | .671\*\* | 1 |
| Sig. (2-tailed) | .000 | .001 | .000 | .000 | .000 | .000 | .002 | .001 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 7**

**Uji Validitas Variabel Stres Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | Total\_X1 |
| X1.1 | Pearson Correlation | 1 | -,093 | ,259 | ,142 | ,241 | ,453\* | ,098 | ,374\* | ,916\*\* | -,019 | ,530\*\* |
| Sig. (2-tailed) |  | ,626 | ,168 | ,455 | ,199 | ,012 | ,605 | ,042 | ,000 | ,920 | ,003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | -,093 | 1 | ,356 | ,326 | ,308 | ,292 | ,543\*\* | ,173 | -,152 | ,425\* | ,540\*\* |
| Sig. (2-tailed) | ,626 |  | ,054 | ,079 | ,098 | ,117 | ,002 | ,362 | ,423 | ,019 | ,002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | ,259 | ,356 | 1 | ,412\* | ,471\*\* | ,365\* | ,317 | ,301 | ,110 | ,357 | ,653\*\* |
| Sig. (2-tailed) | ,168 | ,054 |  | ,024 | ,009 | ,047 | ,088 | ,106 | ,561 | ,053 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | ,142 | ,326 | ,412\* | 1 | ,125 | ,449\* | ,403\* | ,224 | ,005 | ,604\*\* | ,633\*\* |
| Sig. (2-tailed) | ,455 | ,079 | ,024 |  | ,510 | ,013 | ,027 | ,234 | ,979 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | ,241 | ,308 | ,471\*\* | ,125 | 1 | ,279 | ,416\* | ,332 | ,160 | ,244 | ,584\*\* |
| Sig. (2-tailed) | ,199 | ,098 | ,009 | ,510 |  | ,136 | ,022 | ,073 | ,398 | ,193 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | ,453\* | ,292 | ,365\* | ,449\* | ,279 | 1 | ,374\* | ,498\*\* | ,405\* | ,351 | ,746\*\* |
| Sig. (2-tailed) | ,012 | ,117 | ,047 | ,013 | ,136 |  | ,042 | ,005 | ,026 | ,057 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | ,098 | ,543\*\* | ,317 | ,403\* | ,416\* | ,374\* | 1 | ,463\*\* | ,000 | ,419\* | ,690\*\* |
| Sig. (2-tailed) | ,605 | ,002 | ,088 | ,027 | ,022 | ,042 |  | ,010 | 1,000 | ,021 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | ,374\* | ,173 | ,301 | ,224 | ,332 | ,498\*\* | ,463\*\* | 1 | ,277 | ,117 | ,642\*\* |
| Sig. (2-tailed) | ,042 | ,362 | ,106 | ,234 | ,073 | ,005 | ,010 |  | ,139 | ,540 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | ,916\*\* | -,152 | ,110 | ,005 | ,160 | ,405\* | ,000 | ,277 | 1 | -,079 | ,406\* |
| Sig. (2-tailed) | ,000 | ,423 | ,561 | ,979 | ,398 | ,026 | 1,000 | ,139 |  | ,678 | ,026 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlation | -,019 | ,425\* | ,357 | ,604\*\* | ,244 | ,351 | ,419\* | ,117 | -,079 | 1 | ,575\*\* |
| Sig. (2-tailed) | ,920 | ,019 | ,053 | ,000 | ,193 | ,057 | ,021 | ,540 | ,678 |  | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total\_X1 | Pearson Correlation | ,530\*\* | ,540\*\* | ,653\*\* | ,633\*\* | ,584\*\* | ,746\*\* | ,690\*\* | ,642\*\* | ,406\* | ,575\*\* | 1 |
| Sig. (2-tailed) | ,003 | ,002 | ,000 | ,000 | ,001 | ,000 | ,000 | ,000 | ,026 | ,001 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 8**

**Uji Validitas Variabel Lingkungan Kerja (X2)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | Total\_X2 |
| X2.1 | Pearson Correlation | 1 | .547\*\* | 1.000\*\* | .461\* | .139 | .884\*\* |
| Sig. (2-tailed) |  | .002 | .000 | .010 | .465 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .547\*\* | 1 | .547\*\* | .269 | .137 | .699\*\* |
| Sig. (2-tailed) | .002 |  | .002 | .151 | .470 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | 1.000\*\* | .547\*\* | 1 | .461\* | .139 | .884\*\* |
| Sig. (2-tailed) | .000 | .002 |  | .010 | .465 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .461\* | .269 | .461\* | 1 | .407\* | .722\*\* |
| Sig. (2-tailed) | .010 | .151 | .010 |  | .025 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .139 | .137 | .139 | .407\* | 1 | .436\* |
| Sig. (2-tailed) | .465 | .470 | .465 | .025 |  | .016 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| Total\_X2 | Pearson Correlation | .884\*\* | .699\*\* | .884\*\* | .722\*\* | .436\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .016 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |

**Lampiran 9**

**Uji Validitas Variabel Motivasi Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | Total\_X3 |
| X3.1 | Pearson Correlation | 1 | .214 | .231 | .265 | .188 | .446\* | .046 | .377\* | .534\*\* |
| Sig. (2-tailed) |  | .256 | .219 | .157 | .319 | .013 | .811 | .040 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | .214 | 1 | -.056 | .216 | .172 | .181 | .352 | .290 | .454\* |
| Sig. (2-tailed) | .256 |  | .767 | .252 | .363 | .337 | .057 | .120 | .012 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | .231 | -.056 | 1 | .373\* | .381\* | .445\* | .088 | .391\* | .578\*\* |
| Sig. (2-tailed) | .219 | .767 |  | .042 | .038 | .014 | .644 | .033 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | .265 | .216 | .373\* | 1 | .311 | .467\*\* | .352 | .502\*\* | .708\*\* |
| Sig. (2-tailed) | .157 | .252 | .042 |  | .094 | .009 | .057 | .005 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | .188 | .172 | .381\* | .311 | 1 | .373\* | .586\*\* | .320 | .669\*\* |
| Sig. (2-tailed) | .319 | .363 | .038 | .094 |  | .043 | .001 | .085 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | .446\* | .181 | .445\* | .467\*\* | .373\* | 1 | .317 | .482\*\* | .737\*\* |
| Sig. (2-tailed) | .013 | .337 | .014 | .009 | .043 |  | .087 | .007 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | .046 | .352 | .088 | .352 | .586\*\* | .317 | 1 | .225 | .595\*\* |
| Sig. (2-tailed) | .811 | .057 | .644 | .057 | .001 | .087 |  | .232 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | .377\* | .290 | .391\* | .502\*\* | .320 | .482\*\* | .225 | 1 | .729\*\* |
| Sig. (2-tailed) | .040 | .120 | .033 | .005 | .085 | .007 | .232 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total\_X3 | Pearson Correlation | .534\*\* | .454\* | .578\*\* | .708\*\* | .669\*\* | .737\*\* | .595\*\* | .729\*\* | 1 |
| Sig. (2-tailed) | .002 | .012 | .001 | .000 | .000 | .000 | .001 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |

**Lampiran 10**

**Uji Reliabilitas Variabel Kinerja Pegawai (Y)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .847 | 10 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| Y.1 | 36.9000 | 14.300 | .687 | .820 |
| Y.2 | 36.8000 | 15.131 | .554 | .832 |
| Y.3 | 36.8000 | 15.269 | .522 | .835 |
| Y.4 | 36.8333 | 14.351 | .623 | .825 |
| Y.5 | 37.0667 | 14.685 | .521 | .835 |
| Y.6 | 36.8667 | 15.223 | .415 | .845 |
| Y.7 | 36.9000 | 15.817 | .316 | .854 |
| Y.8 | 36.8000 | 15.131 | .554 | .832 |
| Y.9 | 36.8333 | 14.351 | .623 | .825 |
| Y.10 | 36.9000 | 14.300 | .687 | .820 |

**Lampiran 11**

**Uji Reliabilitas Variabel Stres Kerja (X1)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,804 | 10 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X1.1 | 15,9000 | 13,266 | ,426 | ,793 |
| X1.2 | 15,5333 | 12,809 | ,408 | ,794 |
| X1.3 | 15,9000 | 12,300 | ,545 | ,779 |
| X1.4 | 15,7333 | 11,995 | ,496 | ,785 |
| X1.5 | 15,7667 | 12,737 | ,469 | ,788 |
| X1.6 | 15,6667 | 11,678 | ,653 | ,766 |
| X1.7 | 15,4667 | 11,844 | ,577 | ,775 |
| X1.8 | 15,7667 | 11,909 | ,505 | ,784 |
| X1.9 | 15,8333 | 13,523 | ,262 | ,809 |
| X1.10 | 15,6333 | 12,792 | ,459 | ,789 |

**Lampiran 12**

**Uji Reliabilitas Variabel Lingkungan Kerja (X2)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .788 | 5 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X2.1 | 17.1333 | 3.568 | .790 | .668 |
| X2.2 | 17.2333 | 4.185 | .502 | .769 |
| X2.3 | 17.1333 | 3.568 | .790 | .668 |
| X2.4 | 17.0333 | 3.964 | .512 | .770 |
| X2.5 | 17.0667 | 5.306 | .260 | .823 |

**Lampiran 13**

**Uji Reliabilitas Variabel Motivasi Kerja (X3)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .781 | 8 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X3.1 | 29.2667 | 8.685 | .388 | .772 |
| X3.2 | 29.3667 | 8.999 | .298 | .784 |
| X3.3 | 29.4667 | 8.326 | .418 | .769 |
| X3.4 | 29.6333 | 7.689 | .574 | .742 |
| X3.5 | 29.5000 | 7.983 | .534 | .749 |
| X3.6 | 29.6667 | 7.816 | .629 | .734 |
| X3.7 | 29.6667 | 8.230 | .436 | .766 |
| X3.8 | 29.8000 | 7.476 | .593 | .738 |

**Lampiran 14**

**Data Penelitian Variabel Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian Variabel Kinerja Pegawai (Y) | | | | | | | | | | Skor Total |
| Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 |
| 1 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 30 |
| 2 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 29 |
| 3 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 31 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 29 |
| 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 31 |
| 6 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 30 |
| 7 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 32 |
| 8 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 22 |
| 9 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 30 |
| 10 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 22 |
| 11 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 30 |
| 12 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 24 |
| 13 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 24 |
| 14 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 31 |
| 15 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 25 |
| 16 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 25 |
| 17 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 31 |
| 18 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 29 |
| 19 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 33 |
| 20 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 29 |
| 21 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 31 |
| 22 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 30 |
| 23 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 29 |
| 24 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 32 |
| 25 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 31 |
| 26 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 30 |
| 27 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 30 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 29 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 24 |
| 30 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 24 |
| 31 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 31 |
| 32 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 31 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 34 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 26 |
| 35 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 30 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 29 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 38 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 31 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 27 |
| 40 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 30 |
| 41 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 31 |
| 42 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 30 |
| 43 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 31 |
| 44 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 31 |
| 45 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 30 |
| 46 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 32 |
| 47 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 29 |
| 48 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 26 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 50 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 32 |
| 51 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 30 |
| 52 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 24 |
| 53 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 54 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 30 |
| 55 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 24 |
| 56 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 24 |
| 57 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 31 |
| 58 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 25 |
| 59 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 25 |
| 60 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 31 |
| 61 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 29 |
| 62 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 33 |
| 63 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 29 |
| 64 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 31 |
| 65 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 30 |
| 66 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 29 |
| 67 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 32 |

**Lampiran 15**

**Data Penelitian Variabel Stres Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian Variabel Stres Kerja (X1) | | | | | | | | | | Skor Total |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 |
| 1 | 2 | 1 | 3 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 10 |
| 2 | 1 | 2 | 1 | 2 | 3 | 1 | 2 | 2 | 3 | 1 | 10 |
| 3 | 1 | 1 | 1 | 2 | 1 | 3 | 2 | 1 | 1 | 1 | 9 |
| 4 | 2 | 1 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 2 | 9 |
| 5 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | 2 | 9 |
| 6 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 1 | 2 | 10 |
| 7 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 7 |
| 8 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 17 |
| 9 | 2 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 8 |
| 10 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 16 |
| 11 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 10 |
| 12 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 14 |
| 13 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 11 |
| 14 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 2 | 9 |
| 15 | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 1 | 1 | 9 |
| 16 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 12 |
| 17 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 8 |
| 18 | 2 | 2 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 2 | 10 |
| 19 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 7 |
| 20 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 10 |
| 21 | 2 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 8 |
| 22 | 2 | 1 | 2 | 1 | 2 | 2 | 1 | 1 | 2 | 2 | 10 |
| 23 | 1 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 1 | 9 |
| 24 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 7 |
| 25 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 2 | 9 |
| 26 | 1 | 1 | 1 | 2 | 2 | 1 | 2 | 1 | 2 | 1 | 8 |
| 27 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | 1 | 8 |
| 28 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 11 |
| 29 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 14 |
| 30 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 13 |
| 31 | 1 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 1 | 1 | 8 |
| 32 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 7 |
| 33 | 2 | 1 | 1 | 2 | 1 | 2 | 2 | 1 | 1 | 2 | 9 |
| 34 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 11 |
| 35 | 2 | 2 | 1 | 1 | 1 | 2 | 1 | 2 | 1 | 2 | 9 |
| 36 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 11 |
| 37 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 10 |
| 38 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | 1 | 8 |
| 39 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | 2 | 9 |
| 40 | 1 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 9 |
| 41 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 7 |
| 42 | 1 | 1 | 2 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 8 |
| 43 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 7 |
| 44 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 10 |
| 45 | 2 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 1 | 2 | 9 |
| 46 | 1 | 1 | 2 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 8 |
| 47 | 2 | 2 | 1 | 1 | 1 | 2 | 1 | 2 | 1 | 2 | 9 |
| 48 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 11 |
| 49 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 6 |
| 50 | 1 | 1 | 1 | 2 | 1 | 2 | 2 | 1 | 1 | 1 | 8 |
| 51 | 2 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 1 | 2 | 9 |
| 52 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 14 |
| 53 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 10 |
| 54 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 10 |
| 55 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 14 |
| 56 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 11 |
| 57 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 2 | 9 |
| 58 | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 1 | 1 | 9 |
| 59 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 12 |
| 60 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 8 |
| 61 | 2 | 2 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 2 | 10 |
| 62 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 7 |
| 63 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 10 |
| 64 | 2 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 8 |
| 65 | 2 | 1 | 2 | 1 | 2 | 2 | 1 | 1 | 2 | 2 | 10 |
| 66 | 1 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 1 | 9 |
| 67 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 7 |

**Lampiran 16**

**Data Penelitian Variabel Lingkungan Kerja (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian Variabel Lingkungan Kerja (X2) | | | | | Skor Total |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 |
| 1 | 5 | 4 | 4 | 4 | 5 | 22 |
| 2 | 4 | 5 | 4 | 4 | 5 | 22 |
| 3 | 5 | 4 | 5 | 5 | 4 | 23 |
| 4 | 4 | 5 | 4 | 4 | 5 | 22 |
| 5 | 5 | 4 | 4 | 5 | 4 | 22 |
| 6 | 5 | 4 | 5 | 4 | 4 | 22 |
| 7 | 5 | 4 | 5 | 5 | 5 | 24 |
| 8 | 4 | 4 | 4 | 4 | 5 | 21 |
| 9 | 4 | 4 | 5 | 4 | 4 | 21 |
| 10 | 3 | 3 | 4 | 4 | 4 | 18 |
| 11 | 5 | 4 | 5 | 4 | 4 | 22 |
| 12 | 4 | 3 | 4 | 3 | 4 | 18 |
| 13 | 4 | 3 | 4 | 4 | 4 | 19 |
| 14 | 5 | 5 | 5 | 5 | 4 | 24 |
| 15 | 4 | 4 | 5 | 4 | 4 | 21 |
| 16 | 4 | 3 | 4 | 4 | 4 | 19 |
| 17 | 4 | 4 | 5 | 5 | 5 | 23 |
| 18 | 4 | 4 | 5 | 5 | 4 | 22 |
| 19 | 5 | 5 | 5 | 5 | 5 | 25 |
| 20 | 5 | 4 | 4 | 4 | 5 | 22 |
| 21 | 5 | 4 | 5 | 5 | 4 | 23 |
| 22 | 4 | 5 | 4 | 4 | 4 | 21 |
| 23 | 4 | 4 | 5 | 4 | 5 | 22 |
| 24 | 5 | 5 | 4 | 5 | 5 | 24 |
| 25 | 5 | 4 | 5 | 4 | 4 | 22 |
| 26 | 5 | 5 | 4 | 5 | 4 | 23 |
| 27 | 5 | 5 | 5 | 5 | 5 | 25 |
| 28 | 4 | 5 | 4 | 4 | 5 | 22 |
| 29 | 4 | 3 | 4 | 4 | 4 | 19 |
| 30 | 4 | 4 | 4 | 3 | 4 | 19 |
| 31 | 5 | 5 | 4 | 5 | 4 | 23 |
| 32 | 4 | 4 | 4 | 5 | 5 | 22 |
| 33 | 5 | 5 | 4 | 5 | 4 | 23 |
| 34 | 4 | 4 | 4 | 5 | 5 | 22 |
| 35 | 5 | 4 | 5 | 5 | 5 | 24 |
| 36 | 4 | 5 | 4 | 5 | 5 | 23 |
| 37 | 4 | 4 | 5 | 5 | 4 | 22 |
| 38 | 5 | 5 | 5 | 5 | 4 | 24 |
| 39 | 4 | 4 | 4 | 5 | 4 | 21 |
| 40 | 5 | 4 | 5 | 4 | 4 | 22 |
| 41 | 5 | 5 | 4 | 5 | 4 | 23 |
| 42 | 5 | 4 | 5 | 5 | 4 | 23 |
| 43 | 5 | 5 | 5 | 5 | 5 | 25 |
| 44 | 4 | 5 | 4 | 5 | 5 | 23 |
| 45 | 5 | 5 | 4 | 5 | 4 | 23 |
| 46 | 5 | 5 | 5 | 4 | 4 | 23 |
| 47 | 5 | 4 | 4 | 4 | 5 | 22 |
| 48 | 5 | 4 | 4 | 4 | 4 | 21 |
| 49 | 5 | 5 | 5 | 5 | 5 | 25 |
| 50 | 5 | 5 | 5 | 4 | 5 | 24 |
| 51 | 5 | 5 | 4 | 5 | 4 | 23 |
| 52 | 4 | 3 | 4 | 3 | 3 | 17 |
| 53 | 4 | 4 | 4 | 4 | 5 | 21 |
| 54 | 5 | 4 | 5 | 4 | 4 | 22 |
| 55 | 4 | 3 | 4 | 3 | 4 | 18 |
| 56 | 4 | 3 | 4 | 4 | 4 | 19 |
| 57 | 5 | 5 | 5 | 5 | 4 | 24 |
| 58 | 4 | 4 | 5 | 4 | 4 | 21 |
| 59 | 4 | 3 | 4 | 4 | 4 | 19 |
| 60 | 4 | 4 | 5 | 5 | 5 | 23 |
| 61 | 4 | 4 | 5 | 5 | 4 | 22 |
| 62 | 5 | 5 | 5 | 5 | 5 | 25 |
| 63 | 5 | 4 | 4 | 4 | 5 | 22 |
| 64 | 5 | 4 | 5 | 5 | 4 | 23 |
| 65 | 4 | 5 | 4 | 4 | 4 | 21 |
| 66 | 4 | 4 | 5 | 4 | 5 | 22 |
| 67 | 5 | 5 | 4 | 5 | 5 | 24 |

**Lampiran 17**

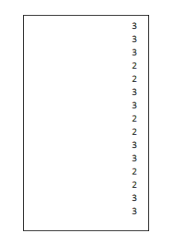
**Data Penelitian Variabel Motivasi Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian Variabel Motivasi Kerja (X3) | | | | | | | | Skor total |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 |
| 1 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 36 |
| 2 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 36 |
| 3 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 37 |
| 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 37 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 37 |
| 6 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 35 |
| 7 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 37 |
| 8 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 30 |
| 9 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 36 |
| 10 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 27 |
| 11 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 35 |
| 12 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 29 |
| 13 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 29 |
| 14 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 35 |
| 15 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 31 |
| 16 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 29 |
| 17 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 38 |
| 18 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 35 |
| 19 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 38 |
| 20 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 33 |
| 21 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 37 |
| 22 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 35 |
| 23 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 34 |
| 24 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 37 |
| 25 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 34 |
| 26 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| 27 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 35 |
| 28 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 33 |
| 29 | 4 | 4 | 4 | 2 | 4 | 3 | 3 | 4 | 28 |
| 30 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 29 |
| 31 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 37 |
| 32 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 37 |
| 33 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| 34 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 33 |
| 35 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 38 |
| 36 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 33 |
| 37 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 38 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 37 |
| 39 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 31 |
| 40 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 38 |
| 41 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 36 |
| 42 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 36 |
| 43 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 37 |
| 44 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 35 |
| 45 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 34 |
| 46 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 37 |
| 47 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 33 |
| 48 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 32 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 50 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 37 |
| 51 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 32 |
| 52 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 29 |
| 53 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 54 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 35 |
| 55 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 29 |
| 56 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 29 |
| 57 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 35 |
| 58 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 31 |
| 59 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 29 |
| 60 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 38 |
| 61 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 35 |
| 62 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 38 |
| 63 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 33 |
| 64 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 37 |
| 65 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 35 |
| 66 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 34 |
| 67 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 37 |

**Lampiran 18**

**Cara merubah Data Ordinal ke Data Interval dengan menggunakan prosedur MSI dengan Excel**

Bagaimana cara mengubah data ordinal menjadi data interval dengan menggunakan bantuan Excel? Untuk mengubah data ordinal menjadi data interval dengan menggunakan Excel kita dapat lakukan dengan cara sebagai berikut. Karena tidak semua program Excel mempunyai program tambahan penghitungan MSI; maka carilah dulu program tambahan ini yang dapat di cari di Internet, melalui Google Search. Nama filenya ialah stat97.xla. Kalau sudah ketemu, lakukan langkah berikutnya, yaitu mengubah data ordinal ke data interval. Sebagai contoh kita mempunyai nilai berskala ordinal seperti di bawah ini:



Ketikkan dalam Excel data diatas; atau kita dapat mengkopi dari SPSS secara langsung ke Excel.

**Cara mengubah data tersebut dapat dilakukan dengan cara sebagai berikut:**

• Buka excel

• Klik file stat97.xla > klik Enable Macro

• Masukkan data yang akan diubah. Dapat diketikkan atau kopi (dengan menggunakan perintah Copy - Paste) dari word atau SPSS di kolom A baris 1

• Pilih Add In >Statistics>Successive Interval

• Pilih Yes

• Pada saat kursor di Data Range Blok data yang ada sampai selesai, misalnya 15 data 89

• Kemudian pindah ke Cell Output.

• Klik di kolom baru untuk membuat output, misalny di kolom B baris 1

• Tekan Next

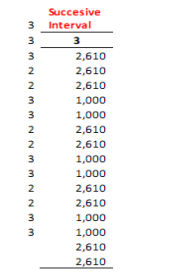
• Pilih Select all

• Isikan minimum value 1 dan maksimum value 9 (atau sesuai dengan jarak nilai terendah sampai dengan teratas)

• Tekan Next

• Tekan Finish

**Keluaran akan menjadi seperti di bawah ini:**

****

**Lampiran 19**

**Tabulasi Data MSI Penelitian Responden Variabel Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |  |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** |  |
| 3.865 | 2.628 | 4.084 | 2.436 | 2.471 | 2.410 | 2.402 | 2.436 | 2.471 | 2.628 | 27.831 |
| 2.436 | 2.628 | 2.582 | 3.864 | 2.471 | 2.410 | 2.402 | 3.864 | 2.471 | 2.628 | 27.756 |
| 3.865 | 2.628 | 2.582 | 3.864 | 2.471 | 3.819 | 2.402 | 3.864 | 2.471 | 2.628 | 30.594 |
| 2.436 | 2.628 | 4.084 | 2.436 | 2.471 | 2.410 | 2.402 | 2.436 | 2.471 | 2.628 | 26.402 |
| 3.865 | 4.182 | 2.582 | 2.436 | 3.932 | 2.410 | 2.402 | 2.436 | 3.932 | 4.182 | 32.359 |
| 2.436 | 2.628 | 4.084 | 2.436 | 2.471 | 3.819 | 2.402 | 2.436 | 2.471 | 2.628 | 27.812 |
| 3.865 | 4.182 | 4.084 | 2.436 | 2.471 | 2.410 | 3.805 | 2.436 | 2.471 | 4.182 | 32.343 |
| 1.000 | 1.000 | 1.000 | 1.000 | 2.471 | 1.000 | 1.000 | 1.000 | 2.471 | 1.000 | 12.943 |
| 2.436 | 2.628 | 2.582 | 2.436 | 2.471 | 3.819 | 3.805 | 2.436 | 2.471 | 2.628 | 27.713 |
| 1.000 | 2.628 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.628 | 13.255 |
| 3.865 | 4.182 | 2.582 | 2.436 | 2.471 | 2.410 | 2.402 | 2.436 | 2.471 | 4.182 | 29.437 |
| 2.436 | 1.000 | 2.582 | 1.000 | 2.471 | 1.000 | 1.000 | 1.000 | 2.471 | 1.000 | 15.961 |
| 1.000 | 2.628 | 2.582 | 1.000 | 1.000 | 2.410 | 1.000 | 1.000 | 1.000 | 2.628 | 16.247 |
| 3.865 | 2.628 | 2.582 | 3.864 | 2.471 | 2.410 | 3.805 | 3.864 | 2.471 | 2.628 | 30.587 |
| 1.000 | 1.000 | 2.582 | 2.436 | 1.000 | 2.410 | 2.402 | 2.436 | 1.000 | 1.000 | 17.266 |
| 2.436 | 2.628 | 2.582 | 2.436 | 1.000 | 1.000 | 1.000 | 2.436 | 1.000 | 2.628 | 19.145 |
| 3.865 | 2.628 | 2.582 | 3.864 | 3.932 | 2.410 | 2.402 | 3.864 | 3.932 | 2.628 | 32.106 |
| 2.436 | 2.628 | 4.084 | 2.436 | 2.471 | 2.410 | 2.402 | 2.436 | 2.471 | 2.628 | 26.402 |
| 3.865 | 2.628 | 4.084 | 2.436 | 3.932 | 3.819 | 3.805 | 2.436 | 3.932 | 2.628 | 33.565 |
| 2.436 | 2.628 | 4.084 | 2.436 | 2.471 | 2.410 | 2.402 | 2.436 | 2.471 | 2.628 | 26.402 |
| 3.865 | 4.182 | 2.582 | 3.864 | 2.471 | 2.410 | 2.402 | 3.864 | 2.471 | 4.182 | 32.293 |
| 3.865 | 2.628 | 2.582 | 3.864 | 2.471 | 2.410 | 2.402 | 3.864 | 2.471 | 2.628 | 29.184 |
| 2.436 | 2.628 | 2.582 | 3.864 | 2.471 | 2.410 | 2.402 | 3.864 | 2.471 | 2.628 | 27.756 |
| 2.436 | 4.182 | 4.084 | 2.436 | 3.932 | 3.819 | 2.402 | 2.436 | 3.932 | 4.182 | 33.842 |
| 2.436 | 2.628 | 4.084 | 2.436 | 2.471 | 3.819 | 3.805 | 2.436 | 2.471 | 2.628 | 29.215 |
| 2.436 | 2.628 | 2.582 | 2.436 | 2.471 | 3.819 | 3.805 | 2.436 | 2.471 | 2.628 | 27.713 |
| 2.436 | 2.628 | 2.582 | 3.864 | 2.471 | 3.819 | 2.402 | 3.864 | 2.471 | 2.628 | 29.165 |
| 2.436 | 2.628 | 2.582 | 2.436 | 2.471 | 2.410 | 2.402 | 2.436 | 2.471 | 2.628 | 24.900 |
| 1.000 | 2.628 | 1.000 | 2.436 | 1.000 | 1.000 | 2.402 | 2.436 | 1.000 | 2.628 | 17.530 |
| 2.436 | 2.628 | 1.000 | 1.000 | 1.000 | 2.410 | 1.000 | 1.000 | 1.000 | 2.628 | 16.101 |
| 2.436 | 4.182 | 2.582 | 3.864 | 2.471 | 2.410 | 3.805 | 3.864 | 2.471 | 4.182 | 32.267 |
| 2.436 | 4.182 | 2.582 | 2.436 | 3.932 | 3.819 | 2.402 | 2.436 | 3.932 | 4.182 | 32.340 |
| 2.436 | 2.628 | 2.582 | 2.436 | 2.471 | 2.410 | 2.402 | 2.436 | 2.471 | 2.628 | 24.900 |
| 2.436 | 1.000 | 2.582 | 2.436 | 2.471 | 1.000 | 2.402 | 2.436 | 2.471 | 1.000 | 20.235 |
| 3.865 | 2.628 | 4.084 | 2.436 | 2.471 | 2.410 | 2.402 | 2.436 | 2.471 | 2.628 | 27.831 |
| 2.436 | 2.628 | 2.582 | 2.436 | 2.471 | 2.410 | 3.805 | 2.436 | 2.471 | 2.628 | 26.303 |
| 2.436 | 2.628 | 2.582 | 2.436 | 2.471 | 2.410 | 2.402 | 2.436 | 2.471 | 2.628 | 24.900 |
| 2.436 | 4.182 | 2.582 | 2.436 | 3.932 | 3.819 | 2.402 | 2.436 | 3.932 | 4.182 | 32.340 |
| 2.436 | 2.628 | 2.582 | 2.436 | 2.471 | 2.410 | 1.000 | 2.436 | 2.471 | 2.628 | 23.498 |
| 2.436 | 4.182 | 2.582 | 2.436 | 2.471 | 3.819 | 2.402 | 2.436 | 2.471 | 4.182 | 29.418 |
| 3.865 | 2.628 | 4.084 | 2.436 | 2.471 | 2.410 | 3.805 | 2.436 | 2.471 | 2.628 | 29.234 |
| 2.436 | 2.628 | 4.084 | 2.436 | 3.932 | 2.410 | 2.402 | 2.436 | 3.932 | 2.628 | 29.324 |
| 2.436 | 2.628 | 2.582 | 2.436 | 3.932 | 3.819 | 3.805 | 2.436 | 3.932 | 2.628 | 30.634 |
| 2.436 | 2.628 | 2.582 | 3.864 | 2.471 | 3.819 | 3.805 | 3.864 | 2.471 | 2.628 | 30.568 |
| 2.436 | 2.628 | 2.582 | 3.864 | 3.932 | 2.410 | 2.402 | 3.864 | 3.932 | 2.628 | 30.677 |
| 3.865 | 2.628 | 4.084 | 3.864 | 2.471 | 3.819 | 2.402 | 3.864 | 2.471 | 2.628 | 32.096 |
| 2.436 | 2.628 | 2.582 | 3.864 | 2.471 | 2.410 | 2.402 | 3.864 | 2.471 | 2.628 | 27.756 |
| 2.436 | 2.628 | 2.582 | 1.000 | 2.471 | 1.000 | 2.402 | 1.000 | 2.471 | 2.628 | 20.618 |
| 3.865 | 4.182 | 4.084 | 3.864 | 3.932 | 3.819 | 3.805 | 3.864 | 3.932 | 4.182 | 39.529 |
| 3.865 | 2.628 | 4.084 | 2.436 | 3.932 | 2.410 | 3.805 | 2.436 | 3.932 | 2.628 | 32.156 |
| 2.436 | 4.182 | 2.582 | 2.436 | 2.471 | 2.410 | 3.805 | 2.436 | 2.471 | 4.182 | 29.412 |
| 2.436 | 2.628 | 1.000 | 2.436 | 1.000 | 1.000 | 1.000 | 2.436 | 1.000 | 2.628 | 17.564 |
| 2.436 | 2.628 | 2.582 | 2.436 | 2.471 | 2.410 | 2.402 | 2.436 | 2.471 | 2.628 | 24.900 |
| 3.865 | 4.182 | 2.582 | 2.436 | 2.471 | 2.410 | 2.402 | 2.436 | 2.471 | 4.182 | 29.437 |
| 2.436 | 1.000 | 2.582 | 1.000 | 2.471 | 1.000 | 1.000 | 1.000 | 2.471 | 1.000 | 15.961 |
| 1.000 | 2.628 | 2.582 | 1.000 | 1.000 | 2.410 | 1.000 | 1.000 | 1.000 | 2.628 | 16.247 |
| 3.865 | 2.628 | 2.582 | 3.864 | 2.471 | 2.410 | 3.805 | 3.864 | 2.471 | 2.628 | 30.587 |
| 1.000 | 1.000 | 2.582 | 2.436 | 1.000 | 2.410 | 2.402 | 2.436 | 1.000 | 1.000 | 17.266 |
| 2.436 | 2.628 | 2.582 | 2.436 | 1.000 | 1.000 | 1.000 | 2.436 | 1.000 | 2.628 | 19.145 |
| 3.865 | 2.628 | 2.582 | 3.864 | 3.932 | 2.410 | 2.402 | 3.864 | 3.932 | 2.628 | 32.106 |
| 2.436 | 2.628 | 4.084 | 2.436 | 2.471 | 2.410 | 2.402 | 2.436 | 2.471 | 2.628 | 26.402 |
| 3.865 | 2.628 | 4.084 | 2.436 | 3.932 | 3.819 | 3.805 | 2.436 | 3.932 | 2.628 | 33.565 |
| 2.436 | 2.628 | 4.084 | 2.436 | 2.471 | 2.410 | 2.402 | 2.436 | 2.471 | 2.628 | 26.402 |
| 3.865 | 4.182 | 2.582 | 3.864 | 2.471 | 2.410 | 2.402 | 3.864 | 2.471 | 4.182 | 32.293 |
| 3.865 | 2.628 | 2.582 | 3.864 | 2.471 | 2.410 | 2.402 | 3.864 | 2.471 | 2.628 | 29.184 |
| 2.436 | 2.628 | 2.582 | 3.864 | 2.471 | 2.410 | 2.402 | 3.864 | 2.471 | 2.628 | 27.756 |
| 2.436 | 4.182 | 4.084 | 2.436 | 3.932 | 3.819 | 2.402 | 2.436 | 3.932 | 4.182 | 33.842 |

**Lampiran 20**

**Tabulasi Data MSI Penelitian Responden Variabel Stres Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |  |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** |  |
| 2,545 | 1,000 | 3,797 | 1,000 | 1,000 | 2,491 | 1,000 | 1,000 | 1,000 | 2,545 | 17,377 |
| 1,000 | 2,460 | 1,000 | 2,432 | 3,824 | 1,000 | 2,432 | 2,460 | 3,824 | 1,000 | 21,432 |
| 1,000 | 1,000 | 1,000 | 2,432 | 1,000 | 4,069 | 2,432 | 1,000 | 1,000 | 1,000 | 15,932 |
| 2,545 | 1,000 | 2,436 | 2,432 | 1,000 | 1,000 | 2,432 | 1,000 | 1,000 | 2,545 | 17,388 |
| 2,545 | 2,460 | 1,000 | 1,000 | 2,426 | 1,000 | 1,000 | 2,460 | 2,426 | 2,545 | 18,861 |
| 2,545 | 1,000 | 2,436 | 2,432 | 1,000 | 2,491 | 2,432 | 1,000 | 1,000 | 2,545 | 18,879 |
| 2,545 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,545 | 13,089 |
| 4,360 | 3,948 | 3,797 | 3,750 | 3,824 | 2,491 | 3,750 | 3,948 | 3,824 | 4,360 | 38,053 |
| 2,545 | 1,000 | 1,000 | 1,000 | 1,000 | 2,491 | 1,000 | 1,000 | 1,000 | 2,545 | 14,580 |
| 2,545 | 2,460 | 3,797 | 3,750 | 3,824 | 4,069 | 3,750 | 2,460 | 3,824 | 2,545 | 33,024 |
| 2,545 | 2,460 | 1,000 | 1,000 | 2,426 | 2,491 | 1,000 | 2,460 | 2,426 | 2,545 | 20,352 |
| 2,545 | 3,948 | 2,436 | 3,750 | 2,426 | 2,491 | 3,750 | 3,948 | 2,426 | 2,545 | 30,263 |
| 1,000 | 2,460 | 2,436 | 2,432 | 2,426 | 2,491 | 2,432 | 2,460 | 2,426 | 1,000 | 21,562 |
| 2,545 | 1,000 | 1,000 | 1,000 | 2,426 | 2,491 | 1,000 | 1,000 | 2,426 | 2,545 | 17,431 |
| 1,000 | 1,000 | 2,436 | 2,432 | 1,000 | 2,491 | 2,432 | 1,000 | 1,000 | 1,000 | 15,790 |
| 2,545 | 2,460 | 2,436 | 2,432 | 2,426 | 2,491 | 2,432 | 2,460 | 2,426 | 2,545 | 24,651 |
| 1,000 | 1,000 | 2,436 | 2,432 | 1,000 | 1,000 | 2,432 | 1,000 | 1,000 | 1,000 | 14,299 |
| 2,545 | 2,460 | 2,436 | 1,000 | 2,426 | 1,000 | 1,000 | 2,460 | 2,426 | 2,545 | 20,297 |
| 1,000 | 1,000 | 1,000 | 1,000 | 2,426 | 1,000 | 1,000 | 1,000 | 2,426 | 1,000 | 12,852 |
| 1,000 | 2,460 | 2,436 | 1,000 | 2,426 | 2,491 | 1,000 | 2,460 | 2,426 | 1,000 | 18,698 |
| 2,545 | 1,000 | 2,436 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,545 | 14,525 |
| 2,545 | 1,000 | 2,436 | 1,000 | 2,426 | 2,491 | 1,000 | 1,000 | 2,426 | 2,545 | 18,867 |
| 1,000 | 2,460 | 1,000 | 2,432 | 1,000 | 2,491 | 2,432 | 2,460 | 1,000 | 1,000 | 17,274 |
| 1,000 | 2,460 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,460 | 1,000 | 1,000 | 12,920 |
| 2,545 | 1,000 | 1,000 | 1,000 | 2,426 | 2,491 | 1,000 | 1,000 | 2,426 | 2,545 | 17,431 |
| 1,000 | 1,000 | 1,000 | 2,432 | 2,426 | 1,000 | 2,432 | 1,000 | 2,426 | 1,000 | 15,715 |
| 1,000 | 2,460 | 1,000 | 1,000 | 2,426 | 1,000 | 1,000 | 2,460 | 2,426 | 1,000 | 15,772 |
| 2,545 | 2,460 | 2,436 | 1,000 | 2,426 | 2,491 | 1,000 | 2,460 | 2,426 | 2,545 | 21,787 |
| 2,545 | 2,460 | 3,797 | 2,432 | 3,824 | 2,491 | 2,432 | 2,460 | 3,824 | 2,545 | 28,809 |
| 2,545 | 2,460 | 2,436 | 2,432 | 2,426 | 4,069 | 2,432 | 2,460 | 2,426 | 2,545 | 26,229 |
| 1,000 | 2,460 | 1,000 | 2,432 | 1,000 | 1,000 | 2,432 | 2,460 | 1,000 | 1,000 | 15,784 |
| 1,000 | 1,000 | 1,000 | 1,000 | 2,426 | 1,000 | 1,000 | 1,000 | 2,426 | 1,000 | 12,852 |
| 2,545 | 1,000 | 1,000 | 2,432 | 1,000 | 2,491 | 2,432 | 1,000 | 1,000 | 2,545 | 17,443 |
| 1,000 | 2,460 | 2,436 | 2,432 | 2,426 | 2,491 | 2,432 | 2,460 | 2,426 | 1,000 | 21,562 |
| 2,545 | 2,460 | 1,000 | 1,000 | 1,000 | 2,491 | 1,000 | 2,460 | 1,000 | 2,545 | 17,500 |
| 2,545 | 2,460 | 2,436 | 2,432 | 1,000 | 2,491 | 2,432 | 2,460 | 1,000 | 2,545 | 21,799 |
| 1,000 | 2,460 | 2,436 | 1,000 | 2,426 | 2,491 | 1,000 | 2,460 | 2,426 | 1,000 | 18,698 |
| 1,000 | 2,460 | 1,000 | 1,000 | 2,426 | 1,000 | 1,000 | 2,460 | 2,426 | 1,000 | 15,772 |
| 2,545 | 2,460 | 1,000 | 1,000 | 2,426 | 1,000 | 1,000 | 2,460 | 2,426 | 2,545 | 18,861 |
| 1,000 | 2,460 | 1,000 | 2,432 | 2,426 | 1,000 | 2,432 | 2,460 | 2,426 | 1,000 | 18,635 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,491 | 1,000 | 1,000 | 1,000 | 1,000 | 11,491 |
| 1,000 | 1,000 | 2,436 | 1,000 | 2,426 | 1,000 | 1,000 | 1,000 | 2,426 | 1,000 | 14,287 |
| 1,000 | 2,460 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,460 | 1,000 | 1,000 | 12,920 |
| 1,000 | 2,460 | 1,000 | 2,432 | 2,426 | 2,491 | 2,432 | 2,460 | 2,426 | 1,000 | 20,126 |
| 2,545 | 2,460 | 1,000 | 2,432 | 1,000 | 1,000 | 2,432 | 2,460 | 1,000 | 2,545 | 18,873 |
| 1,000 | 1,000 | 2,436 | 1,000 | 2,426 | 1,000 | 1,000 | 1,000 | 2,426 | 1,000 | 14,287 |
| 2,545 | 2,460 | 1,000 | 1,000 | 1,000 | 2,491 | 1,000 | 2,460 | 1,000 | 2,545 | 17,500 |
| 2,545 | 2,460 | 2,436 | 2,432 | 1,000 | 2,491 | 2,432 | 2,460 | 1,000 | 2,545 | 21,799 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 10,000 |
| 1,000 | 1,000 | 1,000 | 2,432 | 1,000 | 2,491 | 2,432 | 1,000 | 1,000 | 1,000 | 14,354 |
| 2,545 | 2,460 | 1,000 | 2,432 | 1,000 | 1,000 | 2,432 | 2,460 | 1,000 | 2,545 | 18,873 |
| 2,545 | 3,948 | 2,436 | 2,432 | 3,824 | 2,491 | 2,432 | 3,948 | 3,824 | 2,545 | 30,423 |
| 1,000 | 2,460 | 2,436 | 1,000 | 2,426 | 2,491 | 1,000 | 2,460 | 2,426 | 1,000 | 18,698 |
| 2,545 | 2,460 | 1,000 | 1,000 | 2,426 | 2,491 | 1,000 | 2,460 | 2,426 | 2,545 | 20,352 |
| 2,545 | 3,948 | 2,436 | 3,750 | 2,426 | 2,491 | 3,750 | 3,948 | 2,426 | 2,545 | 30,263 |
| 1,000 | 2,460 | 2,436 | 2,432 | 2,426 | 2,491 | 2,432 | 2,460 | 2,426 | 1,000 | 21,562 |
| 2,545 | 1,000 | 1,000 | 1,000 | 2,426 | 2,491 | 1,000 | 1,000 | 2,426 | 2,545 | 17,431 |
| 1,000 | 1,000 | 2,436 | 2,432 | 1,000 | 2,491 | 2,432 | 1,000 | 1,000 | 1,000 | 15,790 |
| 2,545 | 2,460 | 2,436 | 2,432 | 2,426 | 2,491 | 2,432 | 2,460 | 2,426 | 2,545 | 24,651 |
| 1,000 | 1,000 | 2,436 | 2,432 | 1,000 | 1,000 | 2,432 | 1,000 | 1,000 | 1,000 | 14,299 |
| 2,545 | 2,460 | 2,436 | 1,000 | 2,426 | 1,000 | 1,000 | 2,460 | 2,426 | 2,545 | 20,297 |
| 1,000 | 1,000 | 1,000 | 1,000 | 2,426 | 1,000 | 1,000 | 1,000 | 2,426 | 1,000 | 12,852 |
| 1,000 | 2,460 | 2,436 | 1,000 | 2,426 | 2,491 | 1,000 | 2,460 | 2,426 | 1,000 | 18,698 |
| 2,545 | 1,000 | 2,436 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,545 | 14,525 |
| 2,545 | 1,000 | 2,436 | 1,000 | 2,426 | 2,491 | 1,000 | 1,000 | 2,426 | 2,545 | 18,867 |
| 1,000 | 2,460 | 1,000 | 2,432 | 1,000 | 2,491 | 2,432 | 2,460 | 1,000 | 1,000 | 17,274 |
| 1,000 | 2,460 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,460 | 1,000 | 1,000 | 12,920 |

**Lampiran 21**

**Tabulasi Data MSI Penelitian Responden Variabel Lingkungan Kerja (X2)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** |  |
| 4.273 | 2.278 | 1.000 | 2.364 | 4.508 | 14.422 |
| 2.728 | 3.624 | 1.000 | 2.364 | 4.508 | 14.225 |
| 4.273 | 2.278 | 2.597 | 3.804 | 2.944 | 15.896 |
| 2.728 | 3.624 | 1.000 | 2.364 | 4.508 | 14.225 |
| 4.273 | 2.278 | 1.000 | 3.804 | 2.944 | 14.299 |
| 4.273 | 2.278 | 2.597 | 2.364 | 2.944 | 14.456 |
| 4.273 | 2.278 | 2.597 | 3.804 | 4.508 | 17.459 |
| 2.728 | 2.278 | 1.000 | 2.364 | 4.508 | 12.878 |
| 2.728 | 2.278 | 2.597 | 2.364 | 2.944 | 12.911 |
| 1.000 | 1.000 | 1.000 | 2.364 | 2.944 | 8.309 |
| 4.273 | 2.278 | 2.597 | 2.364 | 2.944 | 14.456 |
| 2.728 | 1.000 | 1.000 | 1.000 | 2.944 | 8.673 |
| 2.728 | 1.000 | 1.000 | 2.364 | 2.944 | 10.037 |
| 4.273 | 3.624 | 2.597 | 3.804 | 2.944 | 17.242 |
| 2.728 | 2.278 | 2.597 | 2.364 | 2.944 | 12.911 |
| 2.728 | 1.000 | 1.000 | 2.364 | 2.944 | 10.037 |
| 2.728 | 2.278 | 2.597 | 3.804 | 4.508 | 15.915 |
| 2.728 | 2.278 | 2.597 | 3.804 | 2.944 | 14.351 |
| 4.273 | 3.624 | 2.597 | 3.804 | 4.508 | 18.806 |
| 4.273 | 2.278 | 1.000 | 2.364 | 4.508 | 14.422 |
| 4.273 | 2.278 | 2.597 | 3.804 | 2.944 | 15.896 |
| 2.728 | 3.624 | 1.000 | 2.364 | 2.944 | 12.661 |
| 2.728 | 2.278 | 2.597 | 2.364 | 4.508 | 14.475 |
| 4.273 | 3.624 | 1.000 | 3.804 | 4.508 | 17.209 |
| 4.273 | 2.278 | 2.597 | 2.364 | 2.944 | 14.456 |
| 4.273 | 3.624 | 1.000 | 3.804 | 2.944 | 15.645 |
| 4.273 | 3.624 | 2.597 | 3.804 | 4.508 | 18.806 |
| 2.728 | 3.624 | 1.000 | 2.364 | 4.508 | 14.225 |
| 2.728 | 1.000 | 1.000 | 2.364 | 2.944 | 10.037 |
| 2.728 | 2.278 | 1.000 | 1.000 | 2.944 | 9.950 |
| 4.273 | 3.624 | 1.000 | 3.804 | 2.944 | 15.645 |
| 2.728 | 2.278 | 1.000 | 3.804 | 4.508 | 14.318 |
| 4.273 | 3.624 | 1.000 | 3.804 | 2.944 | 15.645 |
| 2.728 | 2.278 | 1.000 | 3.804 | 4.508 | 14.318 |
| 4.273 | 2.278 | 2.597 | 3.804 | 4.508 | 17.459 |
| 2.728 | 3.624 | 1.000 | 3.804 | 4.508 | 15.665 |
| 2.728 | 2.278 | 2.597 | 3.804 | 2.944 | 14.351 |
| 4.273 | 3.624 | 2.597 | 3.804 | 2.944 | 17.242 |
| 2.728 | 2.278 | 1.000 | 3.804 | 2.944 | 12.754 |
| 4.273 | 2.278 | 2.597 | 2.364 | 2.944 | 14.456 |
| 4.273 | 3.624 | 1.000 | 3.804 | 2.944 | 15.645 |
| 4.273 | 2.278 | 2.597 | 3.804 | 2.944 | 15.896 |
| 4.273 | 3.624 | 2.597 | 3.804 | 4.508 | 18.806 |
| 2.728 | 3.624 | 1.000 | 3.804 | 4.508 | 15.665 |
| 4.273 | 3.624 | 1.000 | 3.804 | 2.944 | 15.645 |
| 4.273 | 3.624 | 2.597 | 2.364 | 2.944 | 15.803 |
| 4.273 | 2.278 | 1.000 | 2.364 | 4.508 | 14.422 |
| 4.273 | 2.278 | 1.000 | 2.364 | 2.944 | 12.859 |
| 4.273 | 3.624 | 2.597 | 3.804 | 4.508 | 18.806 |
| 4.273 | 3.624 | 2.597 | 2.364 | 4.508 | 17.366 |
| 4.273 | 3.624 | 1.000 | 3.804 | 2.944 | 15.645 |
| 2.728 | 1.000 | 1.000 | 1.000 | 1.000 | 6.728 |
| 2.728 | 2.278 | 1.000 | 2.364 | 4.508 | 12.878 |
| 4.273 | 2.278 | 2.597 | 2.364 | 2.944 | 14.456 |
| 2.728 | 1.000 | 1.000 | 1.000 | 2.944 | 8.673 |
| 2.728 | 1.000 | 1.000 | 2.364 | 2.944 | 10.037 |
| 4.273 | 3.624 | 2.597 | 3.804 | 2.944 | 17.242 |
| 2.728 | 2.278 | 2.597 | 2.364 | 2.944 | 12.911 |
| 2.728 | 1.000 | 1.000 | 2.364 | 2.944 | 10.037 |
| 2.728 | 2.278 | 2.597 | 3.804 | 4.508 | 15.915 |
| 2.728 | 2.278 | 2.597 | 3.804 | 2.944 | 14.351 |
| 4.273 | 3.624 | 2.597 | 3.804 | 4.508 | 18.806 |
| 4.273 | 2.278 | 1.000 | 2.364 | 4.508 | 14.422 |
| 4.273 | 2.278 | 2.597 | 3.804 | 2.944 | 15.896 |
| 2.728 | 3.624 | 1.000 | 2.364 | 2.944 | 12.661 |
| 2.728 | 2.278 | 2.597 | 2.364 | 4.508 | 14.475 |
| 4.273 | 3.624 | 1.000 | 3.804 | 4.508 | 17.209 |

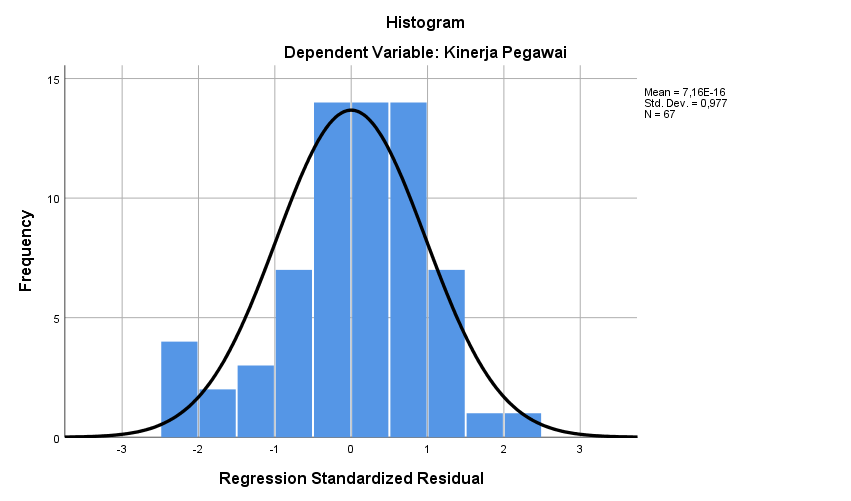
**Lampiran 22**

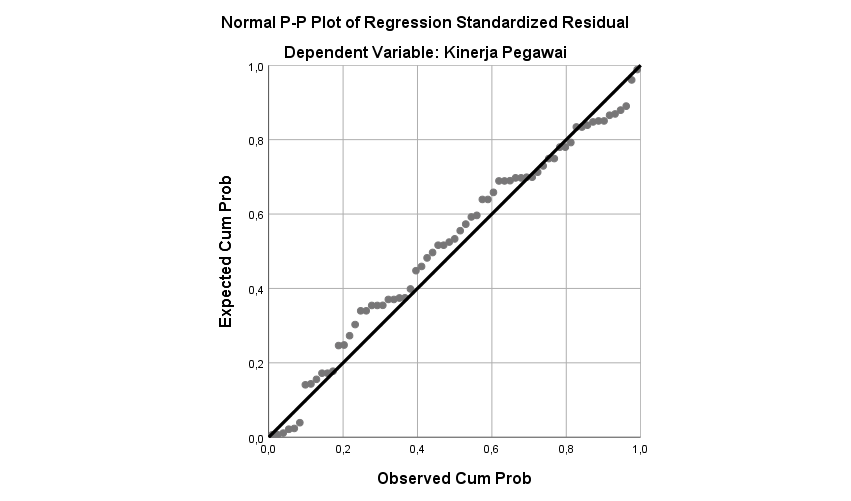
**Tabulasi Data MSI Penelitian Responden Variabel Motivasi Kerja (X3)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** |  |
| 2.536 | 4.178 | 3.718 | 3.202 | 3.718 | 2.555 | 3.884 | 3.287 | 27.079 |
| 4.040 | 2.664 | 3.718 | 4.587 | 2.321 | 4.048 | 2.449 | 3.287 | 27.114 |
| 2.536 | 4.178 | 2.321 | 4.587 | 3.718 | 4.048 | 3.884 | 3.287 | 28.560 |
| 4.040 | 2.664 | 3.718 | 4.587 | 2.321 | 2.555 | 3.884 | 4.728 | 28.496 |
| 4.040 | 4.178 | 3.718 | 4.587 | 3.718 | 2.555 | 2.449 | 3.287 | 28.532 |
| 4.040 | 4.178 | 2.321 | 4.587 | 3.718 | 2.555 | 2.449 | 2.000 | 25.848 |
| 4.040 | 4.178 | 2.321 | 3.202 | 3.718 | 4.048 | 3.884 | 3.287 | 28.679 |
| 4.040 | 2.664 | 2.321 | 1.973 | 1.000 | 1.000 | 2.449 | 3.287 | 18.733 |
| 4.040 | 4.178 | 2.321 | 3.202 | 3.718 | 4.048 | 2.449 | 3.287 | 27.244 |
| 1.000 | 2.664 | 1.000 | 3.202 | 1.000 | 1.000 | 2.449 | 2.000 | 14.314 |
| 2.536 | 2.664 | 3.718 | 3.202 | 3.718 | 2.555 | 3.884 | 3.287 | 25.564 |
| 2.536 | 2.664 | 1.000 | 3.202 | 2.321 | 1.000 | 2.449 | 2.000 | 17.171 |
| 4.040 | 2.664 | 2.321 | 1.973 | 1.000 | 2.555 | 1.000 | 2.000 | 17.552 |
| 2.536 | 2.664 | 3.718 | 4.587 | 3.718 | 2.555 | 2.449 | 3.287 | 25.513 |
| 4.040 | 2.664 | 1.000 | 3.202 | 2.321 | 2.555 | 1.000 | 3.287 | 20.068 |
| 2.536 | 2.664 | 2.321 | 1.973 | 2.321 | 2.555 | 2.449 | 1.000 | 17.818 |
| 4.040 | 4.178 | 2.321 | 4.587 | 3.718 | 4.048 | 3.884 | 3.287 | 30.064 |
| 4.040 | 2.664 | 3.718 | 3.202 | 3.718 | 2.555 | 2.449 | 3.287 | 25.632 |
| 4.040 | 4.178 | 2.321 | 4.587 | 3.718 | 2.555 | 3.884 | 4.728 | 30.011 |
| 4.040 | 2.664 | 3.718 | 3.202 | 2.321 | 2.555 | 2.449 | 2.000 | 22.948 |
| 4.040 | 2.664 | 3.718 | 4.587 | 3.718 | 4.048 | 2.449 | 3.287 | 28.511 |
| 4.040 | 2.664 | 3.718 | 4.587 | 2.321 | 2.555 | 2.449 | 3.287 | 25.620 |
| 2.536 | 2.664 | 3.718 | 3.202 | 3.718 | 2.555 | 2.449 | 3.287 | 24.128 |
| 2.536 | 4.178 | 3.718 | 4.587 | 2.321 | 4.048 | 2.449 | 4.728 | 28.565 |
| 2.536 | 2.664 | 2.321 | 3.202 | 3.718 | 2.555 | 3.884 | 3.287 | 24.167 |
| 4.040 | 4.178 | 2.321 | 3.202 | 2.321 | 2.555 | 2.449 | 3.287 | 24.353 |
| 2.536 | 4.178 | 2.321 | 3.202 | 3.718 | 2.555 | 3.884 | 3.287 | 25.682 |
| 2.536 | 4.178 | 2.321 | 3.202 | 2.321 | 2.555 | 3.884 | 2.000 | 22.998 |
| 2.536 | 2.664 | 2.321 | 1.000 | 2.321 | 1.000 | 1.000 | 3.287 | 16.129 |
| 2.536 | 1.000 | 2.321 | 3.202 | 1.000 | 2.555 | 1.000 | 3.287 | 16.901 |
| 4.040 | 4.178 | 2.321 | 3.202 | 2.321 | 4.048 | 3.884 | 4.728 | 28.723 |
| 4.040 | 4.178 | 3.718 | 4.587 | 2.321 | 2.555 | 2.449 | 4.728 | 28.576 |
| 4.040 | 4.178 | 2.321 | 3.202 | 2.321 | 2.555 | 2.449 | 3.287 | 24.353 |
| 4.040 | 4.178 | 2.321 | 3.202 | 2.321 | 1.000 | 2.449 | 3.287 | 22.798 |
| 4.040 | 2.664 | 3.718 | 3.202 | 3.718 | 4.048 | 3.884 | 4.728 | 30.002 |
| 2.536 | 4.178 | 3.718 | 3.202 | 2.321 | 2.555 | 1.000 | 3.287 | 22.798 |
| 2.536 | 4.178 | 2.321 | 3.202 | 2.321 | 2.555 | 2.449 | 3.287 | 22.849 |
| 4.040 | 2.664 | 3.718 | 4.587 | 2.321 | 4.048 | 2.449 | 4.728 | 28.554 |
| 2.536 | 2.664 | 2.321 | 1.973 | 2.321 | 2.555 | 2.449 | 3.287 | 20.105 |
| 2.536 | 4.178 | 3.718 | 4.587 | 2.321 | 4.048 | 3.884 | 4.728 | 30.001 |
| 2.536 | 4.178 | 2.321 | 4.587 | 3.718 | 2.555 | 3.884 | 3.287 | 27.067 |
| 4.040 | 4.178 | 2.321 | 3.202 | 3.718 | 4.048 | 2.449 | 3.287 | 27.244 |
| 2.536 | 4.178 | 3.718 | 4.587 | 2.321 | 4.048 | 3.884 | 3.287 | 28.560 |
| 4.040 | 4.178 | 3.718 | 3.202 | 3.718 | 2.555 | 2.449 | 2.000 | 25.860 |
| 2.536 | 2.664 | 3.718 | 3.202 | 2.321 | 2.555 | 2.449 | 4.728 | 24.172 |
| 4.040 | 4.178 | 2.321 | 3.202 | 3.718 | 4.048 | 3.884 | 3.287 | 28.679 |
| 2.536 | 2.664 | 2.321 | 4.587 | 2.321 | 2.555 | 2.449 | 3.287 | 22.719 |
| 2.536 | 2.664 | 3.718 | 1.973 | 2.321 | 2.555 | 2.449 | 3.287 | 21.502 |
| 4.040 | 4.178 | 3.718 | 4.587 | 3.718 | 4.048 | 3.884 | 4.728 | 32.902 |
| 4.040 | 4.178 | 2.321 | 4.587 | 2.321 | 4.048 | 2.449 | 4.728 | 28.672 |
| 2.536 | 2.664 | 3.718 | 3.202 | 1.000 | 2.555 | 2.449 | 3.287 | 21.410 |
| 1.000 | 1.000 | 1.000 | 3.202 | 3.718 | 2.555 | 2.449 | 2.000 | 16.924 |
| 4.040 | 2.664 | 2.321 | 3.202 | 2.321 | 2.555 | 2.449 | 3.287 | 22.838 |
| 2.536 | 2.664 | 3.718 | 3.202 | 3.718 | 2.555 | 3.884 | 3.287 | 25.564 |
| 2.536 | 2.664 | 1.000 | 3.202 | 2.321 | 1.000 | 2.449 | 2.000 | 17.171 |
| 4.040 | 2.664 | 2.321 | 1.973 | 1.000 | 2.555 | 1.000 | 2.000 | 17.552 |
| 2.536 | 2.664 | 3.718 | 4.587 | 3.718 | 2.555 | 2.449 | 3.287 | 25.513 |
| 4.040 | 2.664 | 1.000 | 3.202 | 2.321 | 2.555 | 1.000 | 3.287 | 20.068 |
| 2.536 | 2.664 | 2.321 | 1.973 | 2.321 | 2.555 | 2.449 | 1.000 | 17.818 |
| 4.040 | 4.178 | 2.321 | 4.587 | 3.718 | 4.048 | 3.884 | 3.287 | 30.064 |
| 4.040 | 2.664 | 3.718 | 3.202 | 3.718 | 2.555 | 2.449 | 3.287 | 25.632 |
| 4.040 | 4.178 | 2.321 | 4.587 | 3.718 | 2.555 | 3.884 | 4.728 | 30.011 |
| 4.040 | 2.664 | 3.718 | 3.202 | 2.321 | 2.555 | 2.449 | 2.000 | 22.948 |
| 4.040 | 2.664 | 3.718 | 4.587 | 3.718 | 4.048 | 2.449 | 3.287 | 28.511 |
| 4.040 | 2.664 | 3.718 | 4.587 | 2.321 | 2.555 | 2.449 | 3.287 | 25.620 |
| 2.536 | 2.664 | 3.718 | 3.202 | 3.718 | 2.555 | 2.449 | 3.287 | 24.128 |
| 2.536 | 4.178 | 3.718 | 4.587 | 2.321 | 4.048 | 2.449 | 4.728 | 28.565 |

**Lampiran 23**

**Uji Asumsi Klasik (Uji Normalitas)**





|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 67 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | 2,15874098 |
| Most Extreme Differences | Absolute | ,097 |
| Positive | ,075 |
| Negative | -,097 |
| Test Statistic | | ,097 |
| Asymp. Sig. (2-tailed) | | ,190c |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |

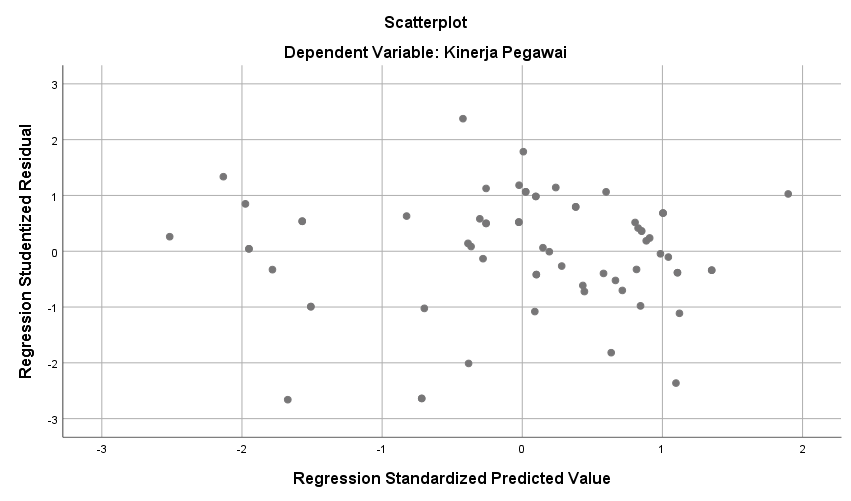
**Lampiran 24**

**Uji Asumsi Klasik (Uji Multikolonieritas)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 3,071 | 4,286 |  | ,716 | ,476 |  |  |
| Stres Kerja | -,188 | ,091 | -,167 | -2,072 | ,042 | ,318 | 3,144 |
| Lingkungan Kerja | ,397 | ,195 | ,181 | 2,031 | ,047 | ,261 | 3,837 |
| Motivasi Kerja | ,878 | ,129 | ,633 | 6,800 | ,000 | ,239 | 4,188 |
| a. Dependent Variable: Kinerja Pegawai | | | | | | | | |

**Lampiran 25**

**Uji Asumsi Klasik (Uji Heteroskedastisitas)**



|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 3,071 | 4,286 |  | ,716 | ,476 |
| Stres Kerja | -,188 | ,091 | -,167 | -2,072 | ,042 |
| Lingkungan Kerja | ,397 | ,195 | ,181 | 2,031 | ,047 |
| Motivasi Kerja | ,878 | ,129 | ,633 | 6,800 | ,000 |
| a. Dependent Variable: Kinerja Pegawai | | | | | | | |

**Lampiran 26**

**Analisis Regresi Linier Berganda**

|  |  |  |  |
| --- | --- | --- | --- |
| **Descriptive Statistics** | | | |
|  | Mean | Std. Deviation | N |
| Kinerja Pegawai | 26,75400 | 5,983071 | 67 |
| Stres Kerja | 18,75309 | 5,328598 | 67 |
| Lingkungan Kerja | 14,39043 | 2,726736 | 67 |
| Motivasi Kerja | 24,49052 | 4,313214 | 67 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | |
|  | | Kinerja Pegawai | Stres Kerja | Lingkungan Kerja | Motivasi Kerja |
| Pearson Correlation | Kinerja Pegawai | 1,000 | -,816 | ,843 | ,919 |
| Stres Kerja | -,816 | 1,000 | -,781 | -,802 |
| Lingkungan Kerja | ,843 | -,781 | 1,000 | ,841 |
| Motivasi Kerja | ,919 | -,802 | ,841 | 1,000 |
| Sig. (1-tailed) | Kinerja Pegawai | . | ,000 | ,000 | ,000 |
| Stres Kerja | ,000 | . | ,000 | ,000 |
| Lingkungan Kerja | ,000 | ,000 | . | ,000 |
| Motivasi Kerja | ,000 | ,000 | ,000 | . |
| N | Kinerja Pegawai | 67 | 67 | 67 | 67 |
| Stres Kerja | 67 | 67 | 67 | 67 |
| Lingkungan Kerja | 67 | 67 | 67 | 67 |
| Motivasi Kerja | 67 | 67 | 67 | 67 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Motivasi Kerja, Stres Kerja, Lingkungan Kerjab | . | Enter |
| a. Dependent Variable: Kinerja Pegawai | | | |
| b. All requested variables entered. | | | |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 3,071 | 4,286 |  | ,716 | ,476 |
| Stres Kerja | -,188 | ,091 | -,167 | -2,072 | ,042 |
| Lingkungan Kerja | ,397 | ,195 | ,181 | 2,031 | ,047 |
| Motivasi Kerja | ,878 | ,129 | ,633 | 6,800 | ,000 |
| a. Dependent Variable: Kinerja Pegawai | | | | | | | |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Collinearity Diagnosticsa** | | | | | | | |
| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | | | |
| (Constant) | Stres Kerja | Lingkungan Kerja | Motivasi Kerja |
| 1 | 1 | 3,872 | 1,000 | ,00 | ,00 | ,00 | ,00 |
| 2 | ,120 | 5,683 | ,00 | ,13 | ,01 | ,01 |
| 3 | ,005 | 27,304 | ,02 | ,03 | ,94 | ,56 |
| 4 | ,003 | 36,669 | ,98 | ,84 | ,05 | ,43 |
| a. Dependent Variable: Kinerja Pegawai | | | | | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Residuals Statisticsa** | | | | | |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 12,71602 | 37,34118 | 26,75400 | 5,580051 | 67 |
| Std. Predicted Value | -2,516 | 1,897 | ,000 | 1,000 | 67 |
| Standard Error of Predicted Value | ,311 | 1,433 | ,509 | ,180 | 67 |
| Adjusted Predicted Value | 12,63862 | 37,17567 | 26,81282 | 5,529472 | 67 |
| Residual | -5,485001 | 5,018604 | ,000000 | 2,158741 | 67 |
| Std. Residual | -2,482 | 2,271 | ,000 | ,977 | 67 |
| Stud. Residual | -2,660 | 2,376 | -,012 | 1,033 | 67 |
| Deleted Residual | -7,722225 | 5,491865 | -,058822 | 2,440600 | 67 |
| Stud. Deleted Residual | -2,801 | 2,470 | -,019 | 1,059 | 67 |
| Mahal. Distance | ,323 | 26,771 | 2,955 | 3,597 | 67 |
| Cook's Distance | ,000 | 1,284 | ,038 | ,161 | 67 |
| Centered Leverage Value | ,005 | ,406 | ,045 | ,055 | 67 |
| a. Dependent Variable: Kinerja Pegawai | | | | | |

**Lampiran 27**

**Uji Signifikansi Parsial (Uji t)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 3,071 | 4,286 |  | ,716 | ,476 |
| Stres Kerja | -,188 | ,091 | -,167 | -2,072 | ,042 |
| Lingkungan Kerja | ,397 | ,195 | ,181 | 2,031 | ,047 |
| Motivasi Kerja | ,878 | ,129 | ,633 | 6,800 | ,000 |
| a. Dependent Variable: Kinerja Pegawai | | | | | | | |

**Lampiran 28**

**Uji Signifikansi Simultan (Uji F)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 2055,040 | 3 | 685,013 | 140,312 | ,000b |
| Residual | 307,571 | 63 | 4,882 |  |  |
| Total | 2362,611 | 66 |  |  |  |
| a. Dependent Variable: Kinerja Pegawai | | | | | | |
| b. Predictors: (Constant), Motivasi Kerja, Stres Kerja, Lingkungan Kerja | | | | | | |

**Lampiran 29**

**Analisis Koefisien Determinasi**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | ,933a | ,870 | ,864 | 2,209542 | 1,856 |
| a. Predictors: (Constant), Motivasi Kerja, Stres Kerja, Lingkungan Kerja | | | | | |
| b. Dependent Variable: Kinerja Pegawai | | | | | |

**Lampiran 30**

**Surat Perizinan Pukesmas Kramat**

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