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## Lampiran 1. Surat Ijin Penelitian



PEMERINTAH KABUPATEN TEGAL  
DINAS KESEHATAN  
**RSUD SURADADI**

Alamat : Jl. Raya Tegal – Pemasang KM. 12 Suradadi  
email : rsudsuradadi\_tegal@yahoo.co.id Telp & Fax (0283) 4532151, IGD (0283) 4532183  
Tegal 52182

**SURAT PERSETUJUAN PENELITIAN**

Nomor : 445/28/ 0603 /2023

Yang bertandatangan dibawah ini :

Nama : dr. ABDUL HOFUR, M.Kes  
NIP : 198012072009031002  
Pangkat/Gol.Ruang : Pembina / IV a  
Jabatan : Direktur  
Instansi : RSUD Suradadi Kabupaten Tegal

Dengan ini memberikan ijin, kepada :

Nama : YENI YULIANA  
No. Mahasiswa : 4119500143  
Judul Skripsi : Pengaruh Stres Kerja, Beban Kerja, Karakteristik Individu Terhadap Kinerja perawat RSUD Suradadi Kabupaten Tegal.  
Program Studi : S-1 Manajemen  
Perguruan Tinggi : Universitas Pancasakti Tegal

Untuk melaksanakan penelitian dan pengambilan data di RSUD Suradadi Kabupaten Tegal.

Demikian surat ijin ini kami buat untuk dapat dipergunakan, atas perhatian dan kerjasamanya kami ucapkan terima kasih.

Suradadi, 28 Februari 2023  
Direktur RSUD Suradadi  
Kabupaten Tegal

  
dr. ABDUL HOFUR, M.Kes  
NIP. 198012072009031002

## Lampiran 2. Lembar Kuesioner

**LEMBAR KUESIONER**

Perihal : Permohonan Pengisian Kuesioner  
Judul Penelitian : Pengaruh Stres Kerja, Beban Kerja, Karakteristik Individu Terhadap Kinerja Perawat RSUD Suradadi 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 ternilai harganya bagi penelitian ini. Atas perhatian dan bantuannya, kami mengucapkan terima kasih.

Tegal, Mei 2023  
Hormat Saya

Yeni Yuliana  
(4119500143)

## KARAKTERISTIK RESPONDEN

### A. PETUNJUK PENGISIAN

1. Mohon dengan hormat dan kesediaan Bapak/ Ibu/ Sdr untuk mengisi seluruh pernyataan yang ada.
2. Beri tanda (ceklist) pada kolom yang tersedia.

### B. DATA RESPONDEN

1. Jenis Kelamin :  Laki-laki  
 Perempuan
2. Pendidikan Terakhir :  SD/ SMP  
 SMA  
 D3/S1
3. Umur :  23-35 tahun  
 36-40 tahun  
 41-45 tahun  
 > 45 tahun

### C. KETERANGAN JAWABAN

- Sangat tidak setuju (STS) : 1
- Tidak setuju (TS) : 2
- Netral (N) : 3
- Setuju (S) : 4
- Sangat setuju (SS) : 5



## A. Pernyataan Variabel Kinerja (Y)

No.	Pernyataan	Jawaban Responden				
		STS	TS	N	S	SS
1.	Perawat dapat menyelesaikan tugas yang telah menjadi tanggung jawabnya dengan hasil yang memuaskan.					
2.	Perawat menggunakan seragam kerja dengan rapi sesuai dengan persyaratan standar pekerjaannya					
3.	Kualitas kerja perawat sudah memenuhi standar yang telah ditetapkan rumah sakit.					
4.	Perawat memiliki kualitas, dan menguasai bidang pekerjaan yang dikerjakan.					
5.	perawat memahami dengan jelas tugas-tugas yang diberikan sehingga mempermudah dalam melakukan pekerjaan.					
6.	Perawat selalu menyelesaikan pekerjaan yang telah menjadi tanggung jawab saya dalam kurun waktu tertentu dengan baik.					
7.	Perawat selalu hadir dalam bekerja sesuai dengan peraturan yang ada.					
8.	Perawat tidak pernah absen dari					

	pekerjaan tanpa alasan.					
9.	Perawat dapat bekerja dengan baik saat bekerja dalam tim dan dapat membina kerja sama yang baik dengan rekan kerja yang lain.					
10.	Perawat secara bersama-sama bertanggung jawab terhadap kualitas kerja, dan hasil kerjanya.					

#### B. Pernyataan Variabel Stres Kerja (X1)

No.	Pernyataan	Jawaban Responden				
		STS	TS	N	S	SS
1.	Perawat memiliki tuntutan dan tugas pekerjaan cukup tinggi.					
2.	Perawat terkadang melakukan pekerjaan apa yang seharusnya menjadi tugas rekan kerja lainnya, sehingga merasa terbebani.					
3.	Keadilan pemimpin sudah diterapkan dengan baik pada instansi.					
4.	Pimpinan berani bertindak tegas dalam mengambil keputusan yang berkaitan dengan pekerjaan para perawat.					
5.	perawat mempunyai banyak pekerjaan yang harus diselesaikan dalam waktu					

	yang sama, sehingga sulit untuk selesai dengan waktu yang ditentukan.					
6.	Pekerjaan yang kompleks membuat perawat sulit membagi waktu.					
7.	Perawat mempunyai visi yang berbeda dalam tugas atau pekerjaan dengan rekan kerjanya. Sehingga merasa lelah secara mental dengan pekerjaannya.					
8.	Perawat terkadang mengalami konflik dengan pimpinannya.					
9.	Komunikasi perawat terjalin dengan baik dengan sesama rekan kerjanya.					
10.	Dengan adanya bersosialisasi antar rekan kerja, maka perawat merasa terbantu untuk melaksanakan pekerjaan dengan cepat dan tepat waktu.					

C. Pernyataan Variabel Beban Kerja (X2)

No.	Pernyataan	Jawaban Responden				
		STS	TS	N	S	SS
1.	Perawat merasa nyaman bekerja di Rumah Sakit tersebut.					
2.	Rumah sakit menyediakan fasilitas yang mendukung suasana kerja dengan kondusif.					

3.	Perawat selalu teliti dalam menyelesaikan pekerjaannya.					
4.	Perawat memiliki waktu istirahat yang sangat terbatas.					
5.	Perawat merasa lebih bosan dengan aktivitas pekerjaan pada shift malam, dibandingkan bekerja pada shift pagi dan siang.					
6.	Dalam bekerja perawat menjalankan tugas dan wewenang sesuai dengan pekerjaannya sebagai seorang perawat.					
7.	Keamanan di tempat kerja mampu membuat perawat bekerja dengan nyaman.					
8.	Kebersihan lingkungan di Rumah Sakit sudah dikelola secara bersih dan rapi.					
9.	Perawat merasa senang dengan hasil kerjanya selama ini.					
10.	Perawat merasa puas karena saat ini dapat menyelesaikan pekerjaan dengan baik seperti yang diharapkan.					
11.	Perawat mampu menggunakan potensi diri dengan baik dan mampu bekerja dengan penuh rasa tanggung jawab.					

#### D. Pernyataan Variabel Karakteristik Individu (X3)

No.	Pernyataan	Jawaban Responden				
		STS	TS	N	S	SS
1.	Perawat setuju dengan usia yang sangat berpengaruh terhadap produktivitas tenaga kerja.					
2.	Perawat merasa bangga menjadi bagian dari rumah sakit tempat bekerja.					
3.	Perawat memiliki daya saing dalam bekerja dengan sesama rekan kerjanya.					
4.	Dengan pengetahuan dan keterampilan yang perawat peroleh akan memudahkan dalam menyelesaikan pekerjaan.					
5.	Perawat memiliki tingkat kompetensi yang tinggi dan mampu belajar berusaha untuk mengikuti perkembangan yang ada.					
6.	Pemberian sanksi hukuman diberikan kepada siapapun yang melanggar peraturan, tanpa melihat jabatan					
7.	Perawat mampu menggunakan peralatan kerja dengan efektif, efisien, dan selalu memenuhi standart yang telah ditetapkan oleh rumah sakit dalam bekerja.					
8.	Perawat tidak pernah mengeluh terhadap beban kerja yang sudah menjadi					



R-18	4	4	5	5	5	5	5	5	5	4	47
R-19	5	4	5	5	5	5	5	5	5	5	49
R-20	5	5	4	4	4	4	5	4	4	5	44
R-21	5	5	4	4	4	4	3	4	4	4	41
R-22	4	4	3	3	3	3	3	3	3	4	33
R-23	4	4	5	5	5	4	5	5	5	4	46
R-24	4	4	5	4	4	5	4	5	4	4	43
R-25	4	4	4	4	4	4	3	4	4	5	40
R-26	4	4	4	5	3	5	2	5	4	5	41
R-27	4	4	5	4	4	4	4	4	4	4	41
R-28	4	4	4	3	3	4	4	4	4	4	38
R-29	4	4	5	5	5	5	5	5	5	4	47
R-30	4	4	5	5	5	5	5	5	4	4	46

Kode resp	Kinerja										Y
	Successive Interval										
	5	4	4	4	4	4	4	5	5	5	
R-01	5,621	4,000	4,423	4,458	4,378	4,549	4,227	5,412	5,522	5,602	48,193
R-02	4,000	4,000	4,423	5,905	4,378	4,549	4,227	4,114	5,522	4,000	45,119
R-03	4,000	5,711	4,423	4,458	4,378	4,549	4,227	5,412	4,204	5,602	46,964
R-04	5,621	5,711	4,423	5,905	5,782	4,549	5,318	5,412	3,000	5,602	51,324
R-05	5,621	5,711	4,423	4,458	4,378	4,549	4,227	4,114	4,204	5,602	47,286
R-06	5,621	5,711	5,846	5,905	4,378	6,030	4,227	5,412	5,522	5,602	54,256
R-07	4,000	4,000	4,423	4,458	5,782	4,549	3,262	4,114	5,522	4,000	44,11
R-08	4,000	4,000	3,000	4,458	4,378	4,549	4,227	4,114	4,204	4,000	40,929
R-09	4,000	4,000	3,000	4,458	4,378	3,000	4,227	4,114	3,000	4,000	38,176
R-10	5,621	4,000	4,423	5,905	5,782	4,549	3,262	3,000	5,522	5,602	47,667
R-11	4,000	4,000	4,423	4,458	4,378	4,549	5,318	5,412	5,522	5,602	47,662
R-12	4,000	4,000	4,423	4,458	4,378	4,549	3,262	3,000	4,204	4,000	40,274
R-13	5,621	4,000	4,423	4,458	4,378	4,549	3,262	3,000	3,000	5,602	42,293
R-14	4,000	4,000	5,846	5,905	5,782	6,030	5,318	5,412	5,522	4,000	51,816
R-15	4,000	4,000	4,423	4,458	4,378	6,030	3,262	4,114	5,522	4,000	44,188
R-16	5,621	5,711	4,423	4,458	5,782	4,549	3,262	5,412	4,204	5,602	49,024
R-17	5,621	4,000	5,846	5,905	5,782	6,030	5,318	5,412	5,522	4,000	53,437
R-18	4,000	4,000	5,846	5,905	5,782	6,030	5,318	5,412	5,522	4,000	51,816
R-19	5,621	4,000	5,846	5,905	5,782	6,030	5,318	5,412	5,522	5,602	55,039
R-20	5,621	5,711	4,423	4,458	4,378	4,549	5,318	4,114	4,204	5,602	48,377

R-21	5,621	5,711	4,423	4,458	4,378	4,549	3,262	4,114	4,204	4,000	44,72
R-22	4,000	4,000	3,000	3,000	3,000	3,000	3,262	3,000	3,000	4,000	33,262
R-23	4,000	4,000	5,846	5,905	5,782	4,549	5,318	5,412	5,522	4,000	50,335
R-24	4,000	4,000	5,846	4,458	4,378	6,030	4,227	5,412	4,204	4,000	46,555
R-25	4,000	4,000	4,423	4,458	4,378	4,549	3,262	4,114	4,204	5,602	42,99
R-26	4,000	4,000	4,423	5,905	3,000	6,030	2,000	5,412	4,204	5,602	44,577
R-27	4,000	4,000	5,846	4,458	4,378	4,549	4,227	4,114	4,204	4,000	43,775
R-28	4,000	4,000	4,423	3,000	3,000	4,549	4,227	4,114	4,204	4,000	39,516
R-29	4,000	4,000	5,846	5,905	5,782	6,030	5,318	5,412	5,522	4,000	51,816
R-30	4,000	4,000	5,846	5,905	5,782	6,030	5,318	5,412	4,204	4,000	50,497

Lampiran 4. Data Tabulasi Instrumen Uji Coba Variabel Stres Kerja

Kode resp	Stres Kerja										X1
	1	2	3	4	5	6	7	8	9	10	
R-01	4	4	4	4	5	3	3	4	4	3	38
R-02	5	4	4	4	4	5	5	5	5	5	46
R-03	4	4	4	4	5	4	4	4	5	4	42
R-04	3	5	4	5	5	5	4	4	5	5	45
R-05	3	4	4	4	4	5	5	3	3	4	39
R-06	3	4	5	4	5	4	5	5	5	3	43
R-07	4	4	4	3	4	5	5	4	5	4	42
R-08	4	4	4	4	4	4	5	4	4	4	41
R-09	4	4	3	4	4	4	4	4	3	4	38
R-10	5	5	4	3	3	4	4	5	3	5	41
R-11	3	4	4	5	5	4	4	3	3	4	39
R-12	3	4	4	3	3	4	4	4	2	4	35
R-13	5	4	4	3	3	5	3	4	4	5	40
R-14	4	5	5	5	5	5	5	4	5	3	46
R-15	5	4	4	3	4	4	4	4	4	4	40
R-16	4	5	4	4	4	5	4	5	3	3	41
R-17	4	5	5	5	5	5	5	4	4	4	46



R-18	3	5	5	5	5	5	4	5	5	4	46
R-19	5	5	5	5	5	4	5	5	4	4	47
R-20	5	4	4	5	4	4	5	5	5	5	46
R-21	4	4	4	3	4	5	3	4	3	3	37
R-22	4	3	3	3	3	5	3	5	4	4	37
R-23	5	5	4	5	5	5	5	4	5	5	48
R-24	4	4	5	4	5	4	4	4	3	4	41
R-25	5	4	4	3	4	4	4	3	4	4	39
R-26	5	3	4	3	5	3	5	5	4	3	40
R-27	4	4	4	4	4	5	5	5	4	5	44
R-28	4	3	4	4	4	5	3	3	4	4	38
R-29	4	5	5	5	5	5	3	5	4	4	45
R-30	3	5	5	5	5	5	5	5	5	5	48

Kode resp	Stres Kerja										X1
	Successive Interval										
	4	4	4	4	5	3	3	4	4	3	
R-01	4,223	4,423	4,641	4,116	5,466	3,000	3,000	4,248	4,139	3,000	40,256
R-02	5,471	4,423	4,641	4,116	4,159	5,685	5,308	5,580	5,318	5,632	50,332
R-03	4,223	4,423	4,641	4,116	5,466	4,269	4,091	4,248	5,318	4,309	45,102
R-04	3,000	5,846	4,641	5,250	5,466	5,685	4,091	4,248	5,318	5,632	49,176
R-05	3,000	4,423	4,641	4,116	4,159	5,685	5,308	3,000	3,137	4,309	41,776
R-06	3,000	4,423	6,172	4,116	5,466	4,269	5,308	5,580	5,318	3,000	46,652
R-07	4,223	4,423	4,641	3,000	4,159	5,685	5,308	4,248	5,318	4,309	45,312
R-08	4,223	4,423	4,641	4,116	4,159	4,269	5,308	4,248	4,139	4,309	43,833
R-09	4,223	4,423	3,000	4,116	4,159	4,269	4,091	4,248	3,137	4,309	39,973
R-10	5,471	5,846	4,641	3,000	3,000	4,269	4,091	5,580	3,137	5,632	44,666
R-11	3,000	4,423	4,641	5,250	5,466	4,269	4,091	3,000	3,137	4,309	41,585
R-12	3,000	4,423	4,641	3,000	3,000	4,269	4,091	4,248	2,000	4,309	36,980
R-13	5,471	4,423	4,641	3,000	3,000	5,685	3,000	4,248	4,139	5,632	43,239
R-14	4,223	5,846	6,172	5,250	5,466	5,685	5,308	4,248	5,318	3,000	50,515
R-15	5,471	4,423	4,641	3,000	4,159	4,269	4,091	4,248	4,139	4,309	42,749
R-16	4,223	5,846	4,641	4,116	4,159	5,685	4,091	5,580	3,137	3,000	44,476
R-17	4,223	5,846	6,172	5,250	5,466	5,685	5,308	4,248	4,139	4,309	50,645
R-18	3,000	5,846	6,172	5,250	5,466	5,685	4,091	5,580	5,318	4,309	50,716
R-19	5,471	5,846	6,172	5,250	5,466	4,269	5,308	5,580	4,139	4,309	51,810
R-20	5,471	4,423	4,641	5,250	4,159	4,269	5,308	5,580	5,318	5,632	50,050

R-21	4,223	4,423	4,641	3,000	4,159	5,685	3,000	4,248	3,137	3,000	39,515
R-22	4,223	3,000	3,000	3,000	3,000	5,685	3,000	5,580	4,139	4,309	38,936
R-23	5,471	5,846	4,641	5,250	5,466	5,685	5,308	4,248	5,318	5,632	52,864
R-24	4,223	4,423	6,172	4,116	5,466	4,269	4,091	4,248	3,137	4,309	44,453
R-25	5,471	4,423	4,641	3,000	4,159	4,269	4,091	3,000	4,139	4,309	41,501
R-26	5,471	3,000	4,641	3,000	5,466	3,000	5,308	5,580	4,139	3,000	42,605
R-27	4,223	4,423	4,641	4,116	4,159	5,685	5,308	5,580	4,139	5,632	47,905
R-28	4,223	3,000	4,641	4,116	4,159	5,685	3,000	3,000	4,139	4,309	40,271
R-29	4,223	5,846	6,172	5,250	5,466	5,685	3,000	5,580	4,139	4,309	49,670
R-30	3,000	5,846	6,172	5,250	5,466	5,685	5,308	5,580	5,318	5,632	53,257

Lampiran 5. Data Tabulasi Instrumen Uji Coba Variabel Beban Kerja

Kode resp	Beban Kerja											X2
	1	2	3	4	5	6	7	8	9	10	11	
R-01	3	3	4	3	5	5	5	5	4	4	4	45
R-02	3	3	4	3	4	4	5	3	5	4	3	41
R-03	4	4	4	5	5	4	5	3	4	4	5	47
R-04	4	4	5	5	5	5	5	5	5	5	4	52
R-05	5	4	3	4	4	4	5	4	4	4	5	46
R-06	5	5	5	5	5	5	5	5	5	4	4	53
R-07	3	3	4	4	3	5	5	5	4	5	3	44
R-08	3	4	5	5	5	4	5	4	4	4	3	46
R-09	3	4	5	4	5	3	3	3	4	4	4	42
R-10	4	3	4	4	4	5	5	5	5	5	5	49
R-11	5	4	4	4	4	5	5	5	5	5	4	50
R-12	3	4	4	4	5	4	3	4	4	5	5	45
R-13	4	4	4	4	3	4	4	4	5	4	4	44
R-14	5	5	5	5	5	5	5	5	5	3	5	53
R-15	4	3	4	4	4	4	4	4	4	4	3	42
R-16	5	4	4	4	5	5	5	5	5	5	5	52
R-17	5	5	5	5	5	4	4	4	4	5	4	50

R-18	5	5	5	5	4	4	4	4	4	4	4	48
R-19	5	5	5	5	5	4	4	3	4	3	5	48
R-20	4	5	5	5	5	5	4	4	3	5	4	49
R-21	4	4	4	4	4	5	3	3	4	5	5	45
R-22	3	3	3	3	3	4	4	4	4	4	3	38
R-23	5	5	5	5	5	4	3	4	4	4	4	48
R-24	4	5	5	5	5	3	3	3	5	5	3	46
R-25	3	4	4	4	5	4	5	4	5	5	4	47
R-26	5	5	4	5	5	4	4	4	5	5	4	50
R-27	4	4	5	4	4	4	3	4	5	4	3	44
R-28	4	4	4	4	4	4	4	4	4	4	4	44
R-29	5	5	4	4	4	4	4	4	4	4	5	47
R-30	5	5	5	5	5	4	3	4	4	4	4	48

Kode resp	Beban Kerja											X2
	Successive Interval											
	3	3	4	3	5	5	5	5	4	4	4	
R-01	3,000	3,000	4,411	3,000	5,449	6,030	5,220	5,632	4,676	4,458	4,223	49,099
R-02	3,000	3,000	4,411	3,000	4,101	4,549	5,220	3,000	6,193	4,458	3,000	43,932
R-03	4,059	4,177	4,411	5,663	5,449	4,549	5,220	3,000	4,676	4,458	5,471	51,133
R-04	4,059	4,177	5,847	5,663	5,449	6,030	5,220	5,632	6,193	5,905	4,223	58,398
R-05	5,198	4,177	3,000	4,288	4,101	4,549	5,220	4,309	4,676	4,458	5,471	49,447
R-06	5,198	5,426	5,847	5,663	5,449	6,030	5,220	5,632	6,193	4,458	4,223	59,339
R-07	3,000	3,000	4,411	4,288	3,000	6,030	5,220	5,632	4,676	5,905	3,000	48,163
R-08	3,000	4,177	5,847	5,663	5,449	4,549	5,220	4,309	4,676	4,458	3,000	50,348
R-09	3,000	4,177	5,847	4,288	5,449	3,000	3,000	3,000	4,676	4,458	4,223	45,118
R-10	4,059	3,000	4,411	4,288	4,101	6,030	5,220	5,632	6,193	5,905	5,471	54,311
R-11	5,198	4,177	4,411	4,288	4,101	6,030	5,220	5,632	6,193	5,905	4,223	55,379
R-12	3,000	4,177	4,411	4,288	5,449	4,549	3,000	4,309	4,676	5,905	5,471	49,236
R-13	4,059	4,177	4,411	4,288	3,000	4,549	4,050	4,309	6,193	4,458	4,223	47,717
R-14	5,198	5,426	5,847	5,663	5,449	6,030	5,220	5,632	6,193	3,000	5,471	59,129
R-15	4,059	3,000	4,411	4,288	4,101	4,549	4,050	4,309	4,676	4,458	3,000	44,902
R-16	5,198	4,177	4,411	4,288	5,449	6,030	5,220	5,632	6,193	5,905	5,471	57,975
R-17	5,198	5,426	5,847	5,663	5,449	4,549	4,050	4,309	4,676	5,905	4,223	55,296
R-18	5,198	5,426	5,847	5,663	4,101	4,549	4,050	4,309	4,676	4,458	4,223	52,500
R-19	5,198	5,426	5,847	5,663	5,449	4,549	4,050	3,000	4,676	3,000	5,471	52,330
R-20	4,059	5,426	5,847	5,663	5,449	6,030	4,050	4,309	3,000	5,905	4,223	53,962

R-21	4,059	4,177	4,411	4,288	4,101	6,030	3,000	3,000	4,676	5,905	5,471	49,120
R-22	3,000	3,000	3,000	3,000	3,000	4,549	4,050	4,309	4,676	4,458	3,000	40,042
R-23	5,198	5,426	5,847	5,663	5,449	4,549	3,000	4,309	4,676	4,458	4,223	52,798
R-24	4,059	5,426	5,847	5,663	5,449	3,000	3,000	3,000	6,193	5,905	3,000	50,543
R-25	3,000	4,177	4,411	4,288	5,449	4,549	5,220	4,309	6,193	5,905	4,223	51,724
R-26	5,198	5,426	4,411	5,663	5,449	4,549	4,050	4,309	6,193	5,905	4,223	55,377
R-27	4,059	4,177	5,847	4,288	4,101	4,549	3,000	4,309	6,193	4,458	3,000	47,981
R-28	4,059	4,177	4,411	4,288	4,101	4,549	4,050	4,309	4,676	4,458	4,223	47,301
R-29	5,198	5,426	4,411	4,288	4,101	4,549	4,050	4,309	4,676	4,458	5,471	50,938
R-30	5,198	5,426	5,847	5,663	5,449	4,549	3,000	4,309	4,676	4,458	4,223	52,798

Lampiran 6. Data Tabulasi Instrumen Uji Coba Variabel Karakteristik Individu

Kode resp	Karakteristik Individu											X3
	1	2	3	4	5	6	7	8	9	10	11	
R-01	5	4	4	3	3	4	5	5	5	5	4	47
R-02	4	4	4	3	3	4	3	4	4	5	3	41
R-03	4	5	4	5	4	4	4	3	4	5	4	46
R-04	5	5	4	4	4	4	5	5	5	5	4	50
R-05	5	5	4	5	5	5	5	5	5	4	3	51
R-06	5	5	5	5	5	5	5	5	5	5	4	54
R-07	4	4	4	3	3	3	5	5	5	5	4	45
R-08	4	4	3	3	3	3	4	4	4	4	3	39
R-09	4	4	3	4	3	4	3	3	3	3	3	37
R-10	5	4	4	4	4	4	5	5	5	5	4	49
R-11	4	4	4	4	5	5	5	5	5	5	4	50
R-12	4	4	4	3	3	4	4	3	5	5	3	42
R-13	5	4	4	4	4	4	5	4	5	5	4	48
R-14	4	4	5	5	5	5	4	5	4	4	5	50
R-15	4	4	4	4	4	4	4	4	4	4	3	43
R-16	5	5	4	4	5	4	5	3	5	5	3	48
R-17	5	4	5	5	5	5	5	4	4	5	5	52

R-18	4	4	5	5	5	4	4	5	4	5	4	49
R-19	5	4	5	5	5	5	4	5	3	4	3	48
R-20	5	5	4	4	4	4	5	5	5	5	4	50
R-21	5	5	4	4	4	4	5	3	5	5	5	49
R-22	4	4	3	3	3	3	4	4	4	4	3	39
R-23	4	4	5	5	5	4	4	4	4	4	3	46
R-24	4	4	5	5	4	4	4	3	3	4	4	44
R-25	4	4	4	3	3	3	3	4	5	3	4	40
R-26	4	4	4	5	5	4	4	5	5	3	3	46
R-27	4	4	5	4	4	5	4	3	4	4	4	45
R-28	4	4	4	4	4	4	4	4	4	4	4	44
R-29	4	4	5	5	5	4	3	4	4	4	3	45
R-30	4	4	5	5	5	4	4	4	4	4	5	48

Kode resp	Karakteristik Individu											X3
	Successive Interval											
	5	4	4	3	3	4	5	5	5	5	4	
R-01	5,621	4,000	4,423	3,000	3,000	4,471	5,580	5,278	5,607	5,553	4,332	50,866
R-02	4,000	4,000	4,423	3,000	3,000	4,471	3,000	4,093	4,243	5,553	3,000	42,783
R-03	4,000	5,711	4,423	5,278	4,059	4,471	4,248	3,000	4,243	5,553	4,332	49,318
R-04	5,621	5,711	4,423	4,093	4,059	4,471	5,580	5,278	5,607	5,553	4,332	54,728
R-05	5,621	5,711	4,423	5,278	5,198	5,926	5,580	5,278	5,607	4,196	3,000	55,819
R-06	5,621	5,711	5,846	5,278	5,198	5,926	5,580	5,278	5,607	5,553	4,332	59,930
R-07	4,000	4,000	4,423	3,000	3,000	3,000	5,580	5,278	5,607	5,553	4,332	47,773
R-08	4,000	4,000	3,000	3,000	3,000	3,000	4,248	4,093	4,243	4,196	3,000	39,780
R-09	4,000	4,000	3,000	4,093	3,000	4,471	3,000	3,000	3,000	3,000	3,000	37,564
R-10	5,621	4,000	4,423	4,093	4,059	4,471	5,580	5,278	5,607	5,553	4,332	53,017
R-11	4,000	4,000	4,423	4,093	5,198	5,926	5,580	5,278	5,607	5,553	4,332	53,991
R-12	4,000	4,000	4,423	3,000	3,000	4,471	4,248	3,000	5,607	5,553	3,000	44,302
R-13	5,621	4,000	4,423	4,093	4,059	4,471	5,580	4,093	5,607	5,553	4,332	51,833
R-14	4,000	4,000	5,846	5,278	5,198	5,926	4,248	5,278	4,243	4,196	5,580	53,793
R-15	4,000	4,000	4,423	4,093	4,059	4,471	4,248	4,093	4,243	4,196	3,000	44,826
R-16	5,621	5,711	4,423	4,093	5,198	4,471	5,580	3,000	5,607	5,553	3,000	52,258
R-17	5,621	4,000	5,846	5,278	5,198	5,926	5,580	4,093	4,243	5,553	5,580	56,918
R-18	4,000	4,000	5,846	5,278	5,198	4,471	4,248	5,278	4,243	5,553	4,332	52,446
R-19	5,621	4,000	5,846	5,278	5,198	5,926	4,248	5,278	3,000	4,196	3,000	51,591
R-20	5,621	5,711	4,423	4,093	4,059	4,471	5,580	5,278	5,607	5,553	4,332	54,728

R-21	5,621	5,711	4,423	4,093	4,059	4,471	5,580	3,000	5,607	5,553	5,580	53,699
R-22	4,000	4,000	3,000	3,000	3,000	3,000	4,248	4,093	4,243	4,196	3,000	39,780
R-23	4,000	4,000	5,846	5,278	5,198	4,471	4,248	4,093	4,243	4,196	3,000	48,573
R-24	4,000	4,000	5,846	5,278	4,059	4,471	4,248	3,000	3,000	4,196	4,332	46,430
R-25	4,000	4,000	4,423	3,000	3,000	3,000	3,000	4,093	5,607	3,000	4,332	41,455
R-26	4,000	4,000	4,423	5,278	5,198	4,471	4,248	5,278	5,607	3,000	3,000	48,502
R-27	4,000	4,000	5,846	4,093	4,059	5,926	4,248	3,000	4,243	4,196	4,332	47,943
R-28	4,000	4,000	4,423	4,093	4,059	4,471	4,248	4,093	4,243	4,196	4,332	46,158
R-29	4,000	4,000	5,846	5,278	5,198	4,471	3,000	4,093	4,243	4,196	3,000	47,325
R-30	4,000	4,000	5,846	5,278	5,198	4,471	4,248	4,093	4,243	4,196	5,580	51,153

Lampiran 7. Hasil Validitas dan Reliabilitas Variabel Kinerja

Correlations

		item_1	item_2	item_3	item_4	item_5	item_6	item_7	item_8	item_9	item_10	total
item_1	Pearson Correlation	1	,376**	,049	,155	,226	,012	,038	,004	-,026	,067	,410*
	Sig. (2-tailed)		,000	,798	,413	,229	,950	,842	,982	,890	,524	,025
	N	30	30	30	30	30	30	30	30	30	30	30
item_2	Pearson Correlation	,376**	1	,456**	,435**	,355**	,418**	,211*	,006	-,171	-,117	,511**
	Sig. (2-tailed)	,000		,000	,000	,000	,000	,041	,952	,100	,261	,000
	N	30	30	30	30	30	30	30	30	30	30	30
item_3	Pearson Correlation	,049	,456**	1	,605**	,529**	,770**	,508**	,578**	,538**	,067	,768**
	Sig. (2-tailed)	,798	,000		,000	,003	,000	,004	,001	,002	,523	,000
	N	30	30	30	30	30	30	30	30	30	30	30
item_4	Pearson Correlation	,155	,435**	,605**	1	,653**	,617**	,396*	,512**	,492**	-,004	,775**
	Sig. (2-tailed)	,413	,000	,000		,000	,000	,030	,004	,006	,972	,000
	N	30	30	30	30	30	30	30	30	30	30	30
item_5	Pearson Correlation	,226	,355**	,529**	,653**	1	,360	,521**	,389*	,436*	-,038	,710**
	Sig. (2-tailed)	,229	,000	,003	,000		,050	,003	,033	,016	,714	,000
	N	30	30	30	30	30	30	30	30	30	30	30
item_6	Pearson Correlation	,012	,418**	,770**	,617**	,360	1	,273	,587**	,554**	-,077	,701**
	Sig. (2-tailed)	,950	,000	,000	,000	,050		,144	,001	,002	,459	,000
	N	30	30	30	30	30	30	30	30	30	30	30
item_7	Pearson Correlation	,038	,211*	,508**	,396*	,521**	,273	1	,539**	,299	,071	,612**
	Sig. (2-tailed)											
	N											

## Correlations

	item_1	item_2	item_3	item_4	item_5	item_6	item_7	item_8	item_9	item_10	total
Sig. (2-tailed)	,842	,041	,004	,030	,003	,144		,002	,108	,497	,000
N	30	30	30	30	30	30	30	30	30	30	30
item_8 Pearson Correlation	,004	,006	,578**	,512**	,389*	,587**	,539**	1	,386*	,294**	,740**
Sig. (2-tailed)	,982	,952	,001	,004	,033	,001	,002		,035	,004	,000
N	30	30	30	30	30	30	30	30	30	30	30
item_9 Pearson Correlation	-,026	-,171	,538**	,492**	,436*	,554**	,299	,386*	1	,270**	,593**
Sig. (2-tailed)	,890	,100	,002	,006	,016	,002	,108	,035		,009	,001
N	30	30	30	30	30	30	30	30	30	30	30
item_10 Pearson Correlation	,067	-,117	,067	-,004	-,038	-,077	,071	,294**	,270**	1,000	,423**
Sig. (2-tailed)	,524	,261	,523	,972	,714	,459	,497	,004	,009		,000
N	30	30	30	30	30	30	30	30	30	30	30
total Pearson Correlation	,410*	,511**	,768**	,775**	,710**	,701**	,612**	,740**	,593**	,423**	1
Sig. (2-tailed)	,025	,000	,000	,000	,000	,000	,000	,000	,001	,000	
N	30	30	30	30	30	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).

## Reliability Statistics

Cronbach's Alpha	N of Items
,795	10



## Lampiran 8. Hasil Validitas dan Reliabilitas Variabel Stres Kerja

## Correlations

	item_1	item_2	item_3	item_4	item_5	item_6	item_7	item_8	item_9	item_10	total
item_1 Pearson Correlation	1	-,123	-,205	-,285	-,254	-,169	,081	,146	,044	,242	,560
Sig. (2-tailed)		,504	,260	,114	,161	,354	,659	,425	,812	,182	,006
N	30	30	30	30	30	30	30	30	30	30	30
item_2 Pearson Correlation	-,123	1	,559**	,598**	,368*	,322	,232	,245	,193	,202	,694**
Sig. (2-tailed)	,504		,001	,000	,045	,083	,217	,191	,306	,283	,000
N	30	30	30	30	30	30	30	30	30	30	30
item_3 Pearson Correlation	-,205	,559**	1	,523**	,621**	,116	,297	,210	,281	-,123	,629**
Sig. (2-tailed)	,260	,001		,003	,000	,543	,111	,264	,133	,516	,000
N	30	30	30	30	30	30	30	30	30	30	30
item_4 Pearson Correlation	-,285	,598**	,523**	1	,700**	,239	,319	,109	,409*	,182	,731**
Sig. (2-tailed)	,114	,000	,003		,000	,204	,086	,565	,025	,336	,000
N	30	30	30	30	30	30	30	30	30	30	30
item_5 Pearson Correlation	-,254	,368*	,621**	,700**	1	-,125	,283	,031	,439*	-,253	,544**
Sig. (2-tailed)	,161	,045	,000	,000		,510	,130	,871	,015	,177	,002
N	30	30	30	30	30	30	30	30	30	30	30
item_6 Pearson Correlation	-,169	,322	,116	,239	-,125	1	-,014	,027	,241	,313	,363*
Sig. (2-tailed)	,354	,083	,543	,204	,510		,941	,888	,199	,092	,049
N	30	30	30	30	30	30	30	30	30	30	30
item_7 Pearson Correlation	,081	,232	,297	,319	,283	-,014	1	,208	,373*	,161	,563**

## Correlations

	item_1	item_2	item_3	item_4	item_5	item_6	item_7	item_8	item_9	item_10	total
Sig. (2-tailed)	,659	,217	,111	,086	,130	,941		,271	,042	,394	,001
N	30	30	30	30	30	30	30	30	30	30	30
item_8 Pearson Correlation	,146	,245	,210	,109	,031	,027	,208	1	,276	,109	,463*
Sig. (2-tailed)	,425	,191	,264	,565	,871	,888	,271		,140	,568	,010
N	30	30	30	30	30	30	30	30	30	30	30
item_9 Pearson Correlation	,044	,193	,281	,409*	,439*	,241	,373*	,276	1	,234	,690**
Sig. (2-tailed)	,812	,306	,133	,025	,015	,199	,042	,140		,213	,000
N	30	30	30	30	30	30	30	30	30	30	30
item_10 Pearson Correlation	,242	,202	-,123	,182	-,253	,313	,161	,109	,234	1	,396*
Sig. (2-tailed)	,182	,283	,516	,336	,177	,092	,394	,568	,213		,030
N	30	30	30	30	30	30	30	30	30	30	30
total Pearson Correlation	,561	,694**	,629**	,731**	,544**	,363*	,563**	,463*	,690**	,396*	1
Sig. (2-tailed)	,006	,000	,000	,000	,002	,049	,001	,010	,000	,030	
N	30	30	30	30	30	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).

## Reliability Statistics

Cronbach's Alpha	N of Items
,794	10

## Lampiran 9. Hasil Validitas dan Reliabilitas Variabel Beban Kerja

## Correlations

		item_1	item_2	item_3	item_4	item_5	item_6	item_7	item_8	item_9	item_10	item_11	total
item_1	Pearson Correlation	1	,698**	,241	,546**	,180	,141	,158	,169	,069	,595**	,439*	,644**
	Sig. (2-tailed)		,000	,199	,002	,341	,458	,406	,371	,687	,000	,015	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30
item_2	Pearson Correlation	,698**	1	,616**	,792**	,517**	-,183	-,188	-,154	,146	,633**	,284	,582**
	Sig. (2-tailed)	,000		,000	,000	,003	,333	,319	,416	,395	,000	,129	,001
	N	30	30	30	30	30	30	30	30	30	30	30	30
item_3	Pearson Correlation	,241	,616**	1	,710**	,566**	-,095	-,175	-,060	,070	,509**	-,134	,456*
	Sig. (2-tailed)	,199	,000		,000	,001	,616	,356	,755	,687	,002	,479	,011
	N	30	30	30	30	30	30	30	30	30	30	30	30
item_4	Pearson Correlation	,546**	,792**	,710**	1	,571**	-,060	,052	-,053	,369*	,416*	,156	,660**
	Sig. (2-tailed)	,002	,000	,000		,001	,752	,787	,783	,027	,012	,410	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30
item_5	Pearson Correlation	,180	,517**	,566**	,571**	1	-,068	-,001	-,061	,219	-,204	,264	,562**
	Sig. (2-tailed)	,341	,003	,001	,001		,722	,995	,751	,199	,232	,158	,001
	N	30	30	30	30	30	30	30	30	30	30	30	30
item_6	Pearson Correlation	,141	-,183	-,095	-,060	-,068	1	,531**	,725**	,247	,165	,278	,503**
	Sig. (2-tailed)	,458	,333	,616	,752	,722		,003	,000	,147	,336	,138	,005
	N	30	30	30	30	30	30	30	30	30	30	30	30
item_7	Pearson Correlation	,158	-,188	-,175	,052	-,001	,531**	1	,627**	,460**	-,102	-,020	,427*
	Sig. (2-tailed)	,406	,319	,356	,787	,995	,003		,000	,005	,552	,907	,019

## Correlations

	item_1	item_2	item_3	item_4	item_5	item_6	item_7	item_8	item_9	item_10	item_11	total	
N	30	30	30	30	30	30	30	30	30	30	30	30	
item_8	Pearson Correlation	,169	-,154	-,060	-,053	-,061	,725**	,627**	1	,440**	,063	,058	,509**
	Sig. (2-tailed)	,371	,416	,755	,783	,751	,000	,000		,007	,716	,762	,004
	N	30	30	30	30	30	30	30	30	30	30	30	30
item_9	Pearson Correlation	,069	,146	,070	,369*	,219	,247	,460**	,440**	1	,279	,149	,593**
	Sig. (2-tailed)	,687	,395	,687	,027	,199	,147	,005	,007		,099	,385	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30
item_10	Pearson Correlation	,595**	,633**	,509**	,416*	-,204	,165	-,102	,063	,279	1	,316	,634**
	Sig. (2-tailed)	,000	,000	,002	,012	,232	,336	,552	,716	,099		,061	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30
item_11	Pearson Correlation	,439*	,284	-,134	,156	,264	,278	-,020	,058	,149	,316	1	,454*
	Sig. (2-tailed)	,015	,129	,479	,410	,158	,138	,907	,762	,385	,061		,012
	N	30	30	30	30	30	30	30	30	30	30	30	30
total	Pearson Correlation	,644**	,582**	,456*	,660**	,562**	,503**	,427*	,509**	,593**	,634**	,454*	1
	Sig. (2-tailed)	,000	,001	,011	,000	,001	,005	,019	,004	,000	,000	,012	
	N	30	30	30	30	30	30	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).

## Reliability Statistics

Cronbach's Alpha	N of Items
,754	11

## Lampiran 10. Hasil Validitas dan Reliabilitas Variabel Karakteristik Individu

		Correlations											
		item_1	item_2	item_3	item_4	item_5	item_6	item_7	item_8	item_9	item_10	item_11	total
item_1	Pearson Correlation	1	,562**	,049	,096	,213	,336	,726**	,288	,428*	,484**	,198	,677**
	Sig. (2-tailed)		,001	,798	,613	,259	,069	,000	,123	,018	,007	,295	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30
item_2	Pearson Correlation	,562**	1	-,081	,179	,196	,172	,483**	-,006	,416*	,385*	,102	,514**
	Sig. (2-tailed)	,001		,670	,344	,300	,363	,007	,973	,022	,036	,591	,004
	N	30	30	30	30	30	30	30	30	30	30	30	30
item_3	Pearson Correlation	,049	-,081	1	,688**	,676**	,572**	,006	,129	-,215	,085	,386*	,538**
	Sig. (2-tailed)	,798	,670		,000	,000	,001	,975	,498	,254	,657	,035	,002
	N	30	30	30	30	30	30	30	30	30	30	30	30
item_4	Pearson Correlation	,096	,179	,688**	1	,863**	,605**	,028	,126	-,319	-,142	,202	,537**
	Sig. (2-tailed)	,613	,344	,000		,000	,000	,883	,506	,086	,455	,284	,002
	N	30	30	30	30	30	30	30	30	30	30	30	30
item_5	Pearson Correlation	,213	,196	,676**	,863**	1	,664**	,229	,290	-,033	,011	,175	,689**
	Sig. (2-tailed)	,259	,300	,000	,000		,000	,223	,120	,862	,955	,356	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30
item_6	Pearson Correlation	,336	,172	,572**	,605**	,664**	1	,261	,186	-,091	,145	,227	,653**
	Sig. (2-tailed)	,069	,363	,001	,000	,000		,163	,324	,634	,446	,229	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30
item_7	Pearson Correlation	,726**	,483**	,006	,028	,229	,261	1	,367*	,614**	,653**	,374*	,743**
	Sig. (2-tailed)	,000	,007	,975	,883	,223	,163		,046	,000	,000	,042	,000

## Correlations

	item_1	item_2	item_3	item_4	item_5	item_6	item_7	item_8	item_9	item_10	item_11	total
N	30	30	30	30	30	30	30	30	30	30	30	30
item_8 Pearson Correlation	,288	-,006	,129	,126	,290	,186	,367*	1	,342	,136	,091	,476**
item_8 Sig. (2-tailed)	,123	,973	,498	,506	,120	,324	,046		,065	,473	,632	,008
item_8 N	30	30	30	30	30	30	30	30	30	30	30	30
item_9 Pearson Correlation	,428*	,416*	-,215	-,319	-,033	-,091	,614**	,342	1	,441*	,146	,422*
item_9 Sig. (2-tailed)	,018	,022	,254	,086	,862	,634	,000	,065		,015	,442	,020
item_9 N	30	30	30	30	30	30	30	30	30	30	30	30
item_10 Pearson Correlation	,484**	,385*	,085	-,142	,011	,145	,653**	,136	,441*	1	,317	,549**
item_10 Sig. (2-tailed)	,007	,036	,657	,455	,955	,446	,000	,473	,015		,088	,002
item_10 N	30	30	30	30	30	30	30	30	30	30	30	30
item_11 Pearson Correlation	,198	,102	,386*	,202	,175	,227	,374*	,091	,146	,317	1	,517**
item_11 Sig. (2-tailed)	,295	,591	,035	,284	,356	,229	,042	,632	,442	,088		,003
item_11 N	30	30	30	30	30	30	30	30	30	30	30	30
total Pearson Correlation	,677**	,514**	,538**	,537**	,689**	,653**	,743**	,476**	,422*	,549**	,517**	1
total Sig. (2-tailed)	,000	,004	,002	,002	,000	,000	,000	,008	,020	,002	,003	
total N	30	30	30	30	30	30	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).

## Reliability Statistics

Cronbach's Alpha	N of Items
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	,795	11
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Lampiran 11. Data Tabulasi Penelitian Variabel Kinerja

Kode resp	Kinerja										Y
	1	2	3	4	5	6	7	8	9	10	
R-01	4	4	4	3	4	4	4	5	4	4	40
R-02	5	4	4	4	4	4	4	5	5	5	44
R-03	4	4	4	5	4	4	4	4	5	4	42
R-04	4	5	4	4	4	4	4	5	4	5	43
R-05	5	5	4	5	5	4	5	5	3	5	46
R-06	5	5	4	4	4	4	4	4	4	5	43
R-07	5	5	5	5	4	5	4	5	5	5	48
R-08	4	4	4	4	5	4	3	4	5	4	41
R-09	4	4	3	4	4	4	4	4	4	4	39
R-10	4	4	3	4	4	3	4	4	3	4	37
R-11	5	4	4	5	5	4	3	3	5	5	43
R-12	3	3	3	3	3	3	3	3	3	3	30
R-13	5	5	4	5	5	5	5	5	5	5	49
R-14	4	4	5	4	5	4	5	5	5	5	46
R-15	4	4	4	3	4	4	4	3	4	4	38
R-16	5	3	5	2	5	4	4	4	4	4	40
R-17	4	4	4	4	4	4	5	5	5	5	44
R-18	3	3	4	4	4	4	4	4	4	4	38
R-19	5	5	5	5	5	5	4	5	5	5	49
R-20	5	5	5	5	5	4	5	4	4	4	46
R-21	4	4	4	4	4	3	4	4	4	4	39
R-22	5	5	5	4	4	5	4	4	4	4	44
R-23	4	4	4	3	4	4	4	3	4	4	38
R-24	4	4	3	5	5	5	5	5	5	5	46
R-25	5	5	5	4	5	5	5	5	5	4	48
R-26	5	4	5	4	4	4	4	4	4	5	43
R-27	4	4	4	3	4	4	4	4	4	4	39
R-28	5	4	5	4	5	5	4	4	3	4	43
R-29	5	5	5	5	5	5	5	4	4	4	47
R-30	5	5	5	3	3	3	5	3	3	5	40
R-31	4	4	3	3	3	4	4	4	4	4	37
R-32	4	4	3	4	4	3	4	3	4	4	37
R-33	4	3	4	4	4	4	3	3	3	3	35
R-34	4	4	4	4	5	5	4	5	4	5	44
R-35	4	4	4	2	5	4	4	4	4	4	39
R-36	4	4	4	3	4	4	4	3	4	4	38



Kode resp	Kinerja										Y
	1	2	3	4	5	6	7	8	9	10	
R-37	4	4	4	4	4	4	4	4	4	4	40
R-38	4	4	4	4	4	3	4	4	4	4	39
R-39	4	4	3	4	4	3	4	3	4	4	37
R-40	5	4	5	4	5	5	5	5	5	5	48
R-41	5	5	5	3	3	3	5	3	3	5	40
R-42	5	5	5	5	5	5	5	5	5	5	50
R-43	4	5	4	3	4	5	5	4	4	3	41
R-44	5	5	5	3	3	3	5	3	3	5	40
R-45	5	3	5	2	5	4	4	4	4	4	40
R-46	4	2	4	2	5	4	4	4	3	5	37
R-47	4	4	5	5	4	4	4	3	3	3	39
R-48	4	5	3	4	3	5	5	3	4	3	39
R-49	3	4	4	3	3	4	2	3	3	4	33
R-50	3	5	3	4	2	4	4	3	4	3	35
R-51	5	4	4	2	4	5	4	4	4	5	41
R-52	3	3	4	3	4	2	4	4	4	4	35
R-53	4	3	5	3	4	4	4	3	3	4	37
R-54	3	4	4	2	4	2	2	3	5	2	31
R-55	4	4	2	4	5	4	4	5	4	5	41
R-56	5	4	4	5	4	4	3	4	4	4	41
R-57	3	4	5	5	4	4	5	5	4	4	43
R-58	5	5	5	4	5	5	5	4	5	3	46
R-59	3	3	3	3	3	3	3	3	3	3	30
R-60	3	4	4	5	5	4	4	4	5	4	42
R-61	5	5	5	5	4	5	5	4	4	4	46
R-62	5	4	4	5	4	5	4	3	4	5	43

Kode resp	Kinerja										Y
	Successive Interval										
	4	4	4	3	4	4	4	5	4	4	
R-01	4,219	4,275	4,280	2,966	4,232	4,129	4,012	5,397	4,307	4,211	42,029
R-02	5,531	4,275	4,280	3,877	4,232	4,129	4,012	5,397	5,625	5,548	46,907
R-03	4,219	4,275	4,280	5,023	4,232	4,129	4,012	4,209	5,625	4,211	44,216
R-04	4,219	5,644	4,280	3,877	4,232	4,129	4,012	5,397	4,307	5,548	45,646
R-05	5,531	5,644	4,280	5,023	5,579	4,129	5,419	5,397	3,000	5,548	49,552
R-06	5,531	5,644	4,280	3,877	4,232	4,129	4,012	4,209	4,307	5,548	45,771
R-07	5,531	5,644	5,579	5,023	4,232	5,455	4,012	5,397	5,625	5,548	52,047
R-08	4,219	4,275	4,280	3,877	5,579	4,129	2,812	4,209	5,625	4,211	43,216
R-09	4,219	4,275	3,137	3,877	4,232	4,129	4,012	4,209	4,307	4,211	40,608
R-10	4,219	4,275	3,137	3,877	4,232	2,986	4,012	4,209	3,000	4,211	38,157
R-11	5,531	4,275	4,280	5,023	5,579	4,129	2,812	3,000	5,625	5,548	45,802
R-12	3,000	3,043	3,137	2,966	3,043	2,986	2,812	3,000	3,000	3,043	30,031
R-13	5,531	5,644	4,280	5,023	5,579	5,455	5,419	5,397	5,625	5,548	53,503
R-14	4,219	4,275	5,579	3,877	5,579	4,129	5,419	5,397	5,625	5,548	49,648
R-15	4,219	4,275	4,280	2,966	4,232	4,129	4,012	3,000	4,307	4,211	39,632
R-16	5,531	3,043	5,579	2,000	5,579	4,129	4,012	4,209	4,307	4,211	42,602
R-17	4,219	4,275	4,280	3,877	4,232	4,129	5,419	5,397	5,625	5,548	47,002
R-18	3,000	3,043	4,280	3,877	4,232	4,129	4,012	4,209	4,307	4,211	39,301
R-19	5,531	5,644	5,579	5,023	5,579	5,455	4,012	5,397	5,625	5,548	53,394
R-20	5,531	5,644	5,579	5,023	5,579	4,129	5,419	4,209	4,307	4,211	49,633
R-21	4,219	4,275	4,280	3,877	4,232	2,986	4,012	4,209	4,307	4,211	40,608
R-22	5,531	5,644	5,579	3,877	4,232	5,455	4,012	4,209	4,307	4,211	47,058
R-23	4,219	4,275	4,280	2,966	4,232	4,129	4,012	3,000	4,307	4,211	39,632
R-24	4,219	4,275	3,137	5,023	5,579	5,455	5,419	5,397	5,625	5,548	49,677
R-25	5,531	5,644	5,579	3,877	5,579	5,455	5,419	5,397	5,625	4,211	52,318
R-26	5,531	4,275	5,579	3,877	4,232	4,129	4,012	4,209	4,307	5,548	45,7
R-27	4,219	4,275	4,280	2,966	4,232	4,129	4,012	4,209	4,307	4,211	40,841
R-28	5,531	4,275	5,579	3,877	5,579	5,455	4,012	4,209	3,000	4,211	45,728
R-29	5,531	5,644	5,579	5,023	5,579	5,455	5,419	4,209	4,307	4,211	50,958
R-30	5,531	5,644	5,579	2,966	3,043	2,986	5,419	3,000	3,000	5,548	42,718
R-31	4,219	4,275	3,137	2,966	3,043	4,129	4,012	4,209	4,307	4,211	38,509
R-32	4,219	4,275	3,137	3,877	4,232	2,986	4,012	3,000	4,307	4,211	38,255
R-33	4,219	3,043	4,280	3,877	4,232	4,129	2,812	3,000	3,000	3,043	35,636
R-34	4,219	4,275	4,280	3,877	5,579	5,455	4,012	5,397	4,307	5,548	46,949
R-35	4,219	4,275	4,280	2,000	5,579	4,129	4,012	4,209	4,307	4,211	41,222
R-36	4,219	4,275	4,280	2,966	4,232	4,129	4,012	3,000	4,307	4,211	39,632
R-37	4,219	4,275	4,280	3,877	4,232	4,129	4,012	4,209	4,307	4,211	41,751
R-38	4,219	4,275	4,280	3,877	4,232	2,986	4,012	4,209	4,307	4,211	40,608

Kode resp	Kinerja										Y
	Successive Interval										
	4	4	4	3	4	4	4	5	4	4	
R-39	4,219	4,275	3,137	3,877	4,232	2,986	4,012	3,000	4,307	4,211	38,255
R-40	5,531	4,275	5,579	3,877	5,579	5,455	5,419	5,397	5,625	5,548	52,286
R-41	5,531	5,644	5,579	2,966	3,043	2,986	5,419	3,000	3,000	5,548	42,718
R-42	5,531	5,644	5,579	5,023	5,579	5,455	5,419	5,397	5,625	5,548	54,801
R-43	4,219	5,644	4,280	2,966	4,232	5,455	5,419	4,209	4,307	3,043	43,776
R-44	5,531	5,644	5,579	2,966	3,043	2,986	5,419	3,000	3,000	5,548	42,718
R-45	5,531	3,043	5,579	2,000	5,579	4,129	4,012	4,209	4,307	4,211	42,602
R-46	4,219	2,000	4,280	2,000	5,579	4,129	4,012	4,209	3,000	5,548	38,978
R-47	4,219	4,275	5,579	5,023	4,232	4,129	4,012	3,000	3,000	3,043	40,513
R-48	4,219	5,644	3,137	3,877	3,043	5,455	5,419	3,000	4,307	3,043	41,145
R-49	3,000	4,275	4,280	2,966	3,043	4,129	2,000	3,000	3,000	4,211	33,905
R-50	3,000	5,644	3,137	3,877	2,000	4,129	4,012	3,000	4,307	3,043	36,15
R-51	5,531	4,275	4,280	2,000	4,232	5,455	4,012	4,209	4,307	5,548	43,85
R-52	3,000	3,043	4,280	2,966	4,232	2,000	4,012	4,209	4,307	4,211	36,262
R-53	4,219	3,043	5,579	2,966	4,232	4,129	4,012	3,000	3,000	4,211	38,392
R-54	3,000	4,275	4,280	2,000	4,232	2,000	2,000	3,000	5,625	2,000	32,412
R-55	4,219	4,275	2,000	3,877	5,579	4,129	4,012	5,397	4,307	5,548	43,344
R-56	5,531	4,275	4,280	5,023	4,232	4,129	2,812	4,209	4,307	4,211	43,009
R-57	3,000	4,275	5,579	5,023	4,232	4,129	5,419	5,397	4,307	4,211	45,572
R-58	5,531	5,644	5,579	3,877	5,579	5,455	5,419	4,209	5,625	3,043	49,963
R-59	3,000	3,043	3,137	2,966	3,043	2,986	2,812	3,000	3,000	3,043	30,031
R-60	3,000	4,275	4,280	5,023	5,579	4,129	4,012	4,209	5,625	4,211	44,344
R-61	5,531	5,644	5,579	5,023	4,232	5,455	5,419	4,209	4,307	4,211	49,611
R-62	5,531	4,275	4,280	5,023	4,232	5,455	4,012	3,000	4,307	5,548	45,663

Lampiran 12. Data Tabulasi Penelitian Variabel Stres Kerja

Kode resp	Stres Kerja										X1
	1	2	3	4	5	6	7	8	9	10	
R-01	4	4	4	3	4	4	4	4	4	4	39
R-02	4	4	4	4	5	3	3	4	4	3	38
R-03	5	4	4	4	4	5	5	5	5	5	46
R-04	4	4	4	4	5	4	4	4	5	4	42
R-05	3	5	4	5	5	5	4	4	5	5	45
R-06	3	4	4	4	4	5	5	3	3	4	39
R-07	3	4	5	4	5	4	5	5	5	3	43
R-08	4	4	4	3	4	5	5	4	5	4	42
R-09	4	4	4	4	4	4	5	4	4	4	41
R-10	4	4	3	4	4	4	4	4	3	4	38
R-11	5	5	4	3	3	4	4	5	3	5	41
R-12	3	3	3	3	3	3	3	3	3	3	30
R-13	5	5	5	4	4	5	5	5	5	4	47
R-14	5	5	4	4	4	5	5	5	5	4	46
R-15	4	3	3	3	3	4	3	5	5	4	37
R-16	4	5	5	4	4	5	4	5	5	5	46
R-17	5	4	4	4	5	4	5	4	4	4	43
R-18	4	4	4	4	4	4	4	4	4	3	39
R-19	5	5	5	4	4	5	4	4	4	3	43
R-20	5	5	5	5	4	5	5	5	5	5	49
R-21	4	4	3	4	3	4	4	4	4	4	38
R-22	4	4	4	3	4	5	4	4	4	4	40
R-23	4	3	3	3	4	4	3	4	4	4	36
R-24	3	4	3	3	2	5	5	5	5	4	39
R-25	5	5	5	5	5	5	3	5	5	4	47
R-26	4	5	5	4	2	5	4	4	5	3	41
R-27	4	4	4	4	5	4	5	4	5	4	43
R-28	4	5	4	5	4	4	5	3	4	4	42
R-29	5	5	5	5	4	5	5	5	5	5	49
R-30	5	5	5	4	3	5	3	5	5	5	45
R-31	3	3	3	3	3	4	4	4	4	4	35
R-32	3	4	4	3	4	4	4	4	4	4	38
R-33	4	4	3	4	3	4	3	3	4	4	36
R-34	3	3	5	5	4	3	4	5	3	3	38
R-35	4	4	4	3	4	4	5	5	3	3	39
R-36	4	3	3	3	4	4	3	4	4	4	36

Kode resp	Stres Kerja										X1
	1	2	3	4	5	6	7	8	9	10	
R-37	4	4	4	4	4	4	4	4	4	4	40
R-38	4	4	3	4	3	4	4	4	4	4	38
R-39	3	4	4	3	4	4	4	4	4	4	38
R-40	5	5	5	5	5	5	5	5	5	5	50
R-41	5	5	5	4	3	5	3	5	5	5	45
R-42	5	5	5	5	5	5	4	5	5	3	47
R-43	4	3	3	3	3	3	4	4	3	4	34
R-44	5	5	5	4	3	5	3	5	5	5	45
R-45	4	5	5	4	4	5	4	5	5	5	46
R-46	3	4	4	3	5	3	4	2	4	3	35
R-47	5	4	3	3	5	5	5	3	5	3	41
R-48	3	5	3	3	4	3	5	5	4	3	38
R-49	4	3	3	5	4	3	4	5	3	5	39
R-50	2	4	2	4	2	4	5	3	4	3	33
R-51	4	3	4	3	4	4	4	4	5	4	39
R-52	4	4	5	4	4	3	4	3	4	3	38
R-53	4	3	4	4	3	4	3	4	3	4	36
R-54	3	5	3	4	3	3	2	3	3	2	31
R-55	5	5	4	3	3	4	3	4	4	4	39
R-56	5	4	5	4	4	3	4	3	3	3	38
R-57	4	5	4	4	5	5	5	5	4	3	44
R-58	5	4	5	5	5	5	4	3	5	4	45
R-59	3	3	3	3	3	3	3	3	4	4	32
R-60	3	5	4	4	3	3	4	4	5	5	40
R-61	5	4	5	5	4	5	5	5	4	4	46
R-62	5	5	3	4	4	4	5	5	5	5	45

Kode resp	Stres Kerja										X1
	Successive Interval										
	4	4	4	3	4	4	4	4	4	4	
R-01	4,392	4,205	4,478	3,000	4,207	4,160	4,349	4,240	4,141	4,564	41,735
R-02	4,392	4,205	4,478	4,310	5,450	3,000	3,258	4,240	4,141	3,364	40,837
R-03	5,611	4,205	4,478	4,310	4,207	5,407	5,579	5,488	5,397	5,830	50,511
R-04	4,392	4,205	4,478	4,310	5,450	4,160	4,349	4,240	5,397	4,564	45,544
R-05	3,295	5,484	4,478	5,578	5,450	5,407	4,349	4,240	5,397	5,830	49,507
R-06	3,295	4,205	4,478	4,310	4,207	5,407	5,579	3,179	3,000	4,564	42,223
R-07	3,295	4,205	5,644	4,310	5,450	4,160	5,579	5,488	5,397	3,364	46,891
R-08	4,392	4,205	4,478	3,000	4,207	5,407	5,579	4,240	5,397	4,564	45,469
R-09	4,392	4,205	4,478	4,310	4,207	4,160	5,579	4,240	4,141	4,564	44,275
R-10	4,392	4,205	3,397	4,310	4,207	4,160	4,349	4,240	3,000	4,564	40,823
R-11	5,611	5,484	4,478	3,000	3,106	4,160	4,349	5,488	3,000	5,830	44,505
R-12	3,295	3,000	3,397	3,000	3,106	3,000	3,258	3,179	3,000	3,364	31,598
R-13	5,611	5,484	5,644	4,310	4,207	5,407	5,579	5,488	5,397	4,564	51,692
R-14	5,611	5,484	4,478	4,310	4,207	5,407	5,579	5,488	5,397	4,564	50,525
R-15	4,392	3,000	3,397	3,000	3,106	4,160	3,258	5,488	5,397	4,564	39,761
R-16	4,392	5,484	5,644	4,310	4,207	5,407	4,349	5,488	5,397	5,830	50,508
R-17	5,611	4,205	4,478	4,310	5,450	4,160	5,579	4,240	4,141	4,564	46,737
R-18	4,392	4,205	4,478	4,310	4,207	4,160	4,349	4,240	4,141	3,364	41,845
R-19	5,611	5,484	5,644	4,310	4,207	5,407	4,349	4,240	4,141	3,364	46,758
R-20	5,611	5,484	5,644	5,578	4,207	5,407	5,579	5,488	5,397	5,830	54,225
R-21	4,392	4,205	3,397	4,310	3,106	4,160	4,349	4,240	4,141	4,564	40,863
R-22	4,392	4,205	4,478	3,000	4,207	5,407	4,349	4,240	4,141	4,564	42,983
R-23	4,392	3,000	3,397	3,000	4,207	4,160	3,258	4,240	4,141	4,564	38,359
R-24	3,295	4,205	3,397	3,000	2,000	5,407	5,579	5,488	5,397	4,564	42,332
R-25	5,611	5,484	5,644	5,578	5,450	5,407	3,258	5,488	5,397	4,564	51,882
R-26	4,392	5,484	5,644	4,310	2,000	5,407	4,349	4,240	5,397	3,364	44,588
R-27	4,392	4,205	4,478	4,310	5,450	4,160	5,579	4,240	5,397	4,564	46,774
R-28	4,392	5,484	4,478	5,578	4,207	4,160	5,579	3,179	4,141	4,564	45,762
R-29	5,611	5,484	5,644	5,578	4,207	5,407	5,579	5,488	5,397	5,830	54,225
R-30	5,611	5,484	5,644	4,310	3,106	5,407	3,258	5,488	5,397	5,830	49,535
R-31	3,295	3,000	3,397	3,000	3,106	4,160	4,349	4,240	4,141	4,564	37,251
R-32	3,295	4,205	4,478	3,000	4,207	4,160	4,349	4,240	4,141	4,564	40,638
R-33	4,392	4,205	3,397	4,310	3,106	4,160	3,258	3,179	4,141	4,564	38,711
R-34	3,295	3,000	5,644	5,578	4,207	3,000	4,349	5,488	3,000	3,364	40,924
R-35	4,392	4,205	4,478	3,000	4,207	4,160	5,579	5,488	3,000	3,364	41,871
R-36	4,392	3,000	3,397	3,000	4,207	4,160	3,258	4,240	4,141	4,564	38,359
R-37	4,392	4,205	4,478	4,310	4,207	4,160	4,349	4,240	4,141	4,564	43,045
R-38	4,392	4,205	3,397	4,310	3,106	4,160	4,349	4,240	4,141	4,564	40,863

Kode resp	Stres Kerja										X1
	Successive Interval										
	4	4	4	3	4	4	4	4	4	4	
R-39	3,295	4,205	4,478	3,000	4,207	4,160	4,349	4,240	4,141	4,564	40,638
R-40	5,611	5,484	5,644	5,578	5,450	5,407	5,579	5,488	5,397	5,830	55,468
R-41	5,611	5,484	5,644	4,310	3,106	5,407	3,258	5,488	5,397	5,830	49,535
R-42	5,611	5,484	5,644	5,578	5,450	5,407	4,349	5,488	5,397	3,364	51,772
R-43	4,392	3,000	3,397	3,000	3,106	3,000	4,349	4,240	3,000	4,564	36,048
R-44	5,611	5,484	5,644	4,310	3,106	5,407	3,258	5,488	5,397	5,830	49,535
R-45	4,392	5,484	5,644	4,310	4,207	5,407	4,349	5,488	5,397	5,830	50,508
R-46	3,295	4,205	4,478	3,000	5,450	3,000	4,349	2,000	4,141	3,364	37,281
R-47	5,611	4,205	3,397	3,000	5,450	5,407	5,579	3,179	5,397	3,364	44,589
R-48	3,295	5,484	3,397	3,000	4,207	3,000	5,579	5,488	4,141	3,364	40,955
R-49	4,392	3,000	3,397	5,578	4,207	3,000	4,349	5,488	3,000	5,830	42,24
R-50	2,000	4,205	2,000	4,310	2,000	4,160	5,579	3,179	4,141	3,364	34,937
R-51	4,392	3,000	4,478	3,000	4,207	4,160	4,349	4,240	5,397	4,564	41,787
R-52	4,392	4,205	5,644	4,310	4,207	3,000	4,349	3,179	4,141	3,364	40,791
R-53	4,392	3,000	4,478	4,310	3,106	4,160	3,258	4,240	3,000	4,564	38,507
R-54	3,295	5,484	3,397	4,310	3,106	3,000	2,000	3,179	3,000	2,000	32,77
R-55	5,611	5,484	4,478	3,000	3,106	4,160	3,258	4,240	4,141	4,564	42,042
R-56	5,611	4,205	5,644	4,310	4,207	3,000	4,349	3,179	3,000	3,364	40,868
R-57	4,392	5,484	4,478	4,310	5,450	5,407	5,579	5,488	4,141	3,364	48,093
R-58	5,611	4,205	5,644	5,578	5,450	5,407	4,349	3,179	5,397	4,564	49,384
R-59	3,295	3,000	3,397	3,000	3,106	3,000	3,258	3,179	4,141	4,564	33,939
R-60	3,295	5,484	4,478	4,310	3,106	3,000	4,349	4,240	5,397	5,830	43,488
R-61	5,611	4,205	5,644	5,578	4,207	5,407	5,579	5,488	4,141	4,564	50,424
R-62	5,611	5,484	3,397	4,310	4,207	4,160	5,579	5,488	5,397	5,830	49,462







Kode resp	Beban Kerja											X2
	Sucessive Interval											
	3	4	4	4	4	4	4	4	3	4	3	
R-01	3,000	4,296	4,404	4,339	4,394	4,508	4,431	4,596	3,000	4,613	2,936	44,517
R-02	3,000	3,000	3,000	4,339	3,000	3,000	2,000	4,596	4,426	4,613	2,936	37,909
R-03	3,000	4,296	4,404	4,339	4,394	4,508	4,431	4,596	4,426	4,613	4,029	47,036
R-04	5,426	5,650	5,819	5,731	5,815	4,508	5,830	6,099	5,851	6,117	5,376	62,220
R-05	4,162	4,296	4,404	5,731	4,394	4,508	3,137	4,596	4,426	4,613	5,376	49,643
R-06	4,162	4,296	4,404	4,339	4,394	4,508	4,431	4,596	4,426	4,613	4,029	48,199
R-07	5,426	5,650	5,819	5,731	5,815	4,508	4,431	4,596	5,851	6,117	5,376	59,318
R-08	4,162	4,296	4,404	4,339	4,394	4,508	4,431	4,596	3,000	4,613	4,029	46,773
R-09	5,426	5,650	4,404	4,339	4,394	5,973	5,830	6,099	5,851	6,117	5,376	59,457
R-10	4,162	4,296	5,819	5,731	5,815	4,508	4,431	4,596	5,851	6,117	5,376	56,702
R-11	5,426	5,650	5,819	5,731	5,815	5,973	5,830	6,099	5,851	6,117	5,376	63,685
R-12	5,426	5,650	4,404	4,339	5,815	5,973	5,830	6,099	5,851	6,117	5,376	60,878
R-13	4,162	5,650	4,404	5,731	5,815	4,508	4,431	4,596	4,426	6,117	5,376	55,215
R-14	4,162	5,650	4,404	5,731	5,815	4,508	4,431	4,596	4,426	6,117	5,376	55,215
R-15	5,426	5,650	4,404	5,731	5,815	4,508	4,431	4,596	4,426	6,117	5,376	56,478
R-16	4,162	5,650	4,404	5,731	5,815	4,508	4,431	4,596	5,851	6,117	5,376	56,640
R-17	5,426	4,296	5,819	5,731	5,815	4,508	4,431	4,596	4,426	4,613	4,029	53,690
R-18	5,426	5,650	5,819	5,731	5,815	5,973	5,830	6,099	5,851	6,117	5,376	63,685
R-19	5,426	5,650	5,819	5,731	5,815	4,508	4,431	4,596	4,426	6,117	5,376	57,894
R-20	5,426	4,296	5,819	4,339	3,000	4,508	4,431	4,596	4,426	4,613	4,029	49,483
R-21	4,162	4,296	4,404	4,339	5,815	5,973	4,431	6,099	5,851	6,117	5,376	56,862
R-22	4,162	4,296	4,404	4,339	5,815	5,973	3,137	4,596	3,000	4,613	2,936	47,270
R-23	4,162	4,296	4,404	4,339	4,394	4,508	4,431	4,596	4,426	4,613	4,029	48,199
R-24	3,000	3,000	3,000	3,000	3,000	3,000	3,137	3,000	3,000	3,000	2,000	32,137
R-25	4,162	4,296	4,404	3,000	4,394	4,508	4,431	4,596	4,426	4,613	4,029	46,860
R-26	4,162	4,296	4,404	4,339	4,394	5,973	4,431	4,596	4,426	4,613	4,029	49,664
R-27	4,162	4,296	4,404	3,000	4,394	4,508	4,431	4,596	4,426	4,613	4,029	46,860
R-28	5,426	4,296	4,404	4,339	4,394	4,508	4,431	4,596	4,426	4,613	4,029	49,462
R-29	4,162	4,296	4,404	4,339	4,394	5,973	5,830	6,099	5,851	6,117	5,376	56,841
R-30	5,426	4,296	5,819	4,339	4,394	5,973	5,830	4,596	4,426	6,117	5,376	56,591
R-31	4,162	4,296	4,404	4,339	4,394	5,973	5,830	6,099	5,851	6,117	5,376	56,841
R-32	5,426	5,650	5,819	5,731	5,815	4,508	4,431	4,596	4,426	4,613	4,029	55,043
R-33	4,162	4,296	4,404	4,339	4,394	5,973	5,830	6,099	5,851	6,117	5,376	56,841
R-34	4,162	3,000	4,404	4,339	4,394	4,508	4,431	4,596	4,426	4,613	4,029	46,903
R-35	5,426	5,650	5,819	4,339	4,394	4,508	4,431	4,596	4,426	6,117	5,376	55,081
R-36	3,000	4,296	3,000	4,339	4,394	4,508	4,431	4,596	4,426	4,613	4,029	45,632
R-37	5,426	5,650	4,404	4,339	4,394	4,508	4,431	4,596	4,426	4,613	5,376	52,162
R-38	4,162	4,296	4,404	4,339	4,394	5,973	4,431	4,596	4,426	4,613	4,029	49,664

Kode resp	Beban Kerja											X2
	Sucessive Interval											
	3	4	4	4	4	4	4	4	3	4	3	
R-39	4,162	4,296	4,404	4,339	4,394	4,508	4,431	4,596	4,426	4,613	4,029	48,199
R-40	4,162	4,296	4,404	4,339	4,394	4,508	3,137	3,000	3,000	6,117	2,936	44,293
R-41	5,426	4,296	4,404	4,339	4,394	4,508	4,431	4,596	4,426	4,613	5,376	50,808
R-42	5,426	5,650	4,404	4,339	4,394	4,508	4,431	4,596	4,426	6,117	4,029	52,320
R-43	3,000	4,296	4,404	4,339	4,394	3,000	3,137	4,596	4,426	4,613	2,936	43,140
R-44	3,000	3,000	3,000	3,000	3,000	5,973	3,137	3,000	5,851	4,613	4,029	41,602
R-45	3,000	3,000	4,404	4,339	4,394	4,508	3,137	4,596	4,426	4,613	4,029	44,446
R-46	3,000	3,000	3,000	3,000	3,000	3,000	3,137	3,000	3,000	4,613	2,936	34,685
R-47	4,162	5,650	5,819	5,731	5,815	5,973	4,431	6,099	5,851	6,117	4,029	59,677
R-48	5,426	5,650	5,819	5,731	5,815	5,973	4,431	6,099	5,851	6,117	5,376	62,286
R-49	5,426	5,650	5,819	5,731	5,815	5,973	4,431	6,099	5,851	6,117	5,376	62,286
R-50	3,000	4,296	4,404	4,339	5,815	5,973	5,830	6,099	4,426	6,117	4,029	54,328
R-51	5,426	5,650	5,819	5,731	5,815	4,508	4,431	4,596	4,426	4,613	4,029	55,043
R-52	5,426	5,650	5,819	5,731	5,815	4,508	4,431	4,596	4,426	4,613	4,029	55,043
R-53	5,426	4,296	5,819	4,339	4,394	5,973	4,431	6,099	5,851	4,613	5,376	56,616
R-54	5,426	5,650	5,819	5,731	5,815	5,973	5,830	6,099	5,851	6,117	5,376	63,685
R-55	5,426	5,650	5,819	5,731	5,815	5,973	5,830	6,099	5,851	6,117	5,376	63,685
R-56	3,000	3,000	3,000	3,000	4,394	4,508	5,830	4,596	4,426	6,117	4,029	45,900
R-57	5,426	5,650	5,819	5,731	5,815	5,973	5,830	6,099	5,851	6,117	5,376	63,685
R-58	4,162	3,000	4,404	5,731	4,394	5,973	4,431	6,099	5,851	4,613	4,029	52,687
R-59	4,162	4,296	5,819	5,731	4,394	5,973	3,137	6,099	4,426	3,000	4,029	51,067
R-60	4,162	4,296	4,404	5,731	4,394	4,508	3,137	4,596	4,426	4,613	5,376	49,643
R-61	4,162	4,296	5,819	5,731	5,815	4,508	4,431	4,596	4,426	4,613	4,029	52,426
R-62	4,162	4,296	4,404	4,339	4,394	4,508	4,431	4,596	4,426	4,613	4,029	48,199

Lampiran 14. Data Tabulasi Penelitian Variabel Karakteristik Individu

Kode resp	Karakteristik Individu											X3
	1	2	3	4	5	6	7	8	9	10	11	
R-01	4	4	4	4	4	4	3	4	4	4	4	43
R-02	3	3	4	3	5	5	5	5	4	4	3	44
R-03	3	3	4	3	4	4	5	3	5	4	5	43
R-04	4	4	4	5	5	4	5	3	4	4	5	47
R-05	4	4	5	5	5	5	5	5	5	5	4	52
R-06	5	4	3	4	4	4	5	4	4	4	4	45
R-07	5	5	5	5	5	5	5	5	5	4	5	54
R-08	3	3	4	4	3	5	5	5	4	5	4	45
R-09	3	4	5	5	5	4	5	4	4	4	4	47
R-10	3	4	5	4	5	3	3	3	4	4	5	43
R-11	4	3	4	4	4	5	5	5	5	5	4	48
R-12	3	4	4	3	4	4	3	3	3	3	4	38
R-13	5	5	4	5	4	5	5	5	5	5	3	51
R-14	5	4	5	4	3	3	3	4	5	5	5	46
R-15	4	5	5	5	5	5	5	4	4	4	4	50
R-16	4	4	4	4	3	4	4	4	5	4	4	44
R-17	5	5	4	5	4	4	4	4	4	5	5	49
R-18	4	5	4	5	4	5	4	4	4	4	4	47
R-19	5	4	3	4	3	3	4	5	5	4	5	45
R-20	5	4	4	5	5	4	4	4	5	5	4	49
R-21	4	4	5	3	4	3	5	3	4	4	4	43
R-22	4	3	4	4	3	3	4	5	5	4	4	43
R-23	4	3	4	3	4	3	4	4	4	3	3	39
R-24	3	4	4	4	3	4	4	5	5	5	4	45
R-25	5	3	3	4	3	4	3	5	5	4	5	44
R-26	4	4	3	5	3	4	4	4	5	4	3	43
R-27	3	3	4	4	3	4	3	4	4	5	4	41
R-28	4	4	4	4	4	4	4	4	4	4	4	44
R-29	5	5	4	4	5	4	4	5	5	5	4	50
R-30	5	3	4	4	4	4	4	3	4	4	5	44
R-31	3	5	5	5	4	5	5	4	4	4	3	47
R-32	3	3	3	3	3	3	3	3	4	4	5	37
R-33	4	4	4	4	5	5	4	4	4	3	5	46
R-34	4	5	5	5	5	4	5	5	3	4	3	48
R-35	4	5	4	4	5	4	5	4	4	5	5	49
R-36	4	5	5	5	5	4	5	4	4	3	4	48

Kode resp	Karakteristik Individu											X3
	1	2	3	4	5	6	7	8	9	10	11	
R-37	4	3	3	4	5	3	3	4	4	4	4	41
R-38	4	4	5	5	5	4	5	4	4	4	4	48
R-39	3	5	5	3	3	4	4	3	4	4	4	42
R-40	5	4	4	5	5	5	5	5	5	5	4	52
R-41	5	5	5	4	5	4	5	4	5	3	4	49
R-42	5	5	5	5	4	4	5	5	4	5	4	51
R-43	4	4	4	5	3	3	4	4	4	5	3	43
R-44	5	4	4	4	4	5	4	3	5	3	2	43
R-45	4	4	5	5	4	4	4	4	5	5	3	47
R-46	3	4	4	4	4	4	4	4	4	4	4	43
R-47	5	5	5	4	5	4	5	4	3	4	4	48
R-48	4	4	5	4	5	5	4	5	3	4	4	47
R-49	4	4	4	4	4	3	4	4	5	4	3	43
R-50	4	4	4	4	5	4	5	4	3	4	5	46
R-51	4	5	4	5	5	4	5	5	4	4	4	49
R-52	4	4	4	5	3	4	4	3	4	4	4	43
R-53	4	4	5	4	5	4	5	4	4	3	5	47
R-54	3	4	4	5	4	5	3	3	2	2	4	39
R-55	5	5	5	5	4	4	4	4	4	3	5	48
R-56	5	5	5	5	4	5	4	4	3	4	4	48
R-57	4	5	4	4	4	5	5	4	3	4	5	47
R-58	5	4	4	4	5	5	5	5	4	4	4	49
R-59	3	4	4	5	4	4	4	3	4	3	5	43
R-60	4	4	4	5	4	5	4	4	5	5	3	47
R-61	5	4	4	5	5	4	5	5	4	4	4	49
R-62	5	5	4	4	4	4	4	4	5	4	5	48

Kode resp	Karakteristik Individu											X3
	Sucessive Interval											
	4	4	4	4	4	4	3	4	4	4	4	
R-01	4,202	4,289	4,448	4,271	4,138	4,338	3,000	4,286	4,207	4,364	4,344	45,886
R-02	3,000	3,000	4,448	3,000	5,362	5,696	5,475	5,598	4,207	4,364	3,137	47,286
R-03	3,000	3,000	4,448	3,000	4,138	4,338	5,475	3,000	5,579	4,364	5,679	46,020
R-04	4,202	4,289	4,448	5,629	5,362	4,338	5,475	3,000	4,207	4,364	5,679	50,992
R-05	4,202	4,289	5,883	5,629	5,362	5,696	5,475	5,598	5,579	5,751	4,344	57,808
R-06	5,443	4,289	3,000	4,271	4,138	4,338	5,475	4,286	4,207	4,364	4,344	48,155
R-07	5,443	5,611	5,883	5,629	5,362	5,696	5,475	5,598	5,579	4,364	5,679	60,318
R-08	3,000	3,000	4,448	4,271	3,000	5,696	5,475	5,598	4,207	5,751	4,344	48,789
R-09	3,000	4,289	5,883	5,629	5,362	4,338	5,475	4,286	4,207	4,364	4,344	51,177
R-10	3,000	4,289	5,883	4,271	5,362	3,000	3,000	3,000	4,207	4,364	5,679	46,054
R-11	4,202	3,000	4,448	4,271	4,138	5,696	5,475	5,598	5,579	5,751	4,344	52,501
R-12	3,000	4,289	4,448	3,000	4,138	4,338	3,000	3,000	2,992	3,092	4,344	39,640
R-13	5,443	5,611	4,448	5,629	4,138	5,696	5,475	5,598	5,579	5,751	3,137	56,504
R-14	5,443	4,289	5,883	4,271	3,000	3,000	3,000	4,286	5,579	5,751	5,679	50,181
R-15	4,202	5,611	5,883	5,629	5,362	5,696	5,475	4,286	4,207	4,364	4,344	55,059
R-16	4,202	4,289	4,448	4,271	3,000	4,338	4,176	4,286	5,579	4,364	4,344	47,297
R-17	5,443	5,611	4,448	5,629	4,138	4,338	4,176	4,286	4,207	5,751	5,679	53,705
R-18	4,202	5,611	4,448	5,629	4,138	5,696	4,176	4,286	4,207	4,364	4,344	51,100
R-19	5,443	4,289	3,000	4,271	3,000	3,000	4,176	5,598	5,579	4,364	5,679	48,399
R-20	5,443	4,289	4,448	5,629	5,362	4,338	4,176	4,286	5,579	5,751	4,344	53,645
R-21	4,202	4,289	5,883	3,000	4,138	3,000	5,475	3,000	4,207	4,364	4,344	45,902
R-22	4,202	3,000	4,448	4,271	3,000	3,000	4,176	5,598	5,579	4,364	4,344	45,981
R-23	4,202	3,000	4,448	3,000	4,138	3,000	4,176	4,286	4,207	3,092	3,137	40,685
R-24	3,000	4,289	4,448	4,271	3,000	4,338	4,176	5,598	5,579	5,751	4,344	48,794
R-25	5,443	3,000	3,000	4,271	3,000	4,338	3,000	5,598	5,579	4,364	5,679	47,271
R-26	4,202	4,289	3,000	5,629	3,000	4,338	4,176	4,286	5,579	4,364	3,137	46,000
R-27	3,000	3,000	4,448	4,271	3,000	4,338	3,000	4,286	4,207	5,751	4,344	43,644
R-28	4,202	4,289	4,448	4,271	4,138	4,338	4,176	4,286	4,207	4,364	4,344	47,062
R-29	5,443	5,611	4,448	4,271	5,362	4,338	4,176	5,598	5,579	5,751	4,344	54,921
R-30	5,443	3,000	4,448	4,271	4,138	4,338	4,176	3,000	4,207	4,364	5,679	47,063
R-31	3,000	5,611	5,883	5,629	4,138	5,696	5,475	4,286	4,207	4,364	3,137	51,425
R-32	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	4,207	4,364	5,679	38,249
R-33	4,202	4,289	4,448	4,271	5,362	5,696	4,176	4,286	4,207	3,092	5,679	49,708
R-34	4,202	5,611	5,883	5,629	5,362	4,338	5,475	5,598	2,992	4,364	3,137	52,590
R-35	4,202	5,611	4,448	4,271	5,362	4,338	5,475	4,286	4,207	5,751	5,679	53,630
R-36	4,202	5,611	5,883	5,629	5,362	4,338	5,475	4,286	4,207	3,092	4,344	52,428
R-37	4,202	3,000	3,000	4,271	5,362	3,000	3,000	4,286	4,207	4,364	4,344	43,036
R-38	4,202	4,289	5,883	5,629	5,362	4,338	5,475	4,286	4,207	4,364	4,344	52,379

Kode resp	Karakteristik Individu											X3
	Sucessive Interval											
	4	4	4	4	4	4	3	4	4	4	4	
R-39	3,000	5,611	5,883	3,000	3,000	4,338	4,176	3,000	4,207	4,364	4,344	44,922
R-40	5,443	4,289	4,448	5,629	5,362	5,696	5,475	5,598	5,579	5,751	4,344	57,614
R-41	5,443	5,611	5,883	4,271	5,362	4,338	5,475	4,286	5,579	3,092	4,344	53,684
R-42	5,443	5,611	5,883	5,629	4,138	4,338	5,475	5,598	4,207	5,751	4,344	56,416
R-43	4,202	4,289	4,448	5,629	3,000	3,000	4,176	4,286	4,207	5,751	3,137	46,124
R-44	5,443	4,289	4,448	4,271	4,138	5,696	4,176	3,000	5,579	3,092	2,000	46,132
R-45	4,202	4,289	5,883	5,629	4,138	4,338	4,176	4,286	5,579	5,751	3,137	51,407
R-46	3,000	4,289	4,448	4,271	4,138	4,338	4,176	4,286	4,207	4,364	4,344	45,861
R-47	5,443	5,611	5,883	4,271	5,362	4,338	5,475	4,286	2,992	4,364	4,344	52,369
R-48	4,202	4,289	5,883	4,271	5,362	5,696	4,176	5,598	2,992	4,364	4,344	51,177
R-49	4,202	4,289	4,448	4,271	4,138	3,000	4,176	4,286	5,579	4,364	3,137	45,889
R-50	4,202	4,289	4,448	4,271	5,362	4,338	5,475	4,286	2,992	4,364	5,679	49,705
R-51	4,202	5,611	4,448	5,629	5,362	4,338	5,475	5,598	4,207	4,364	4,344	53,577
R-52	4,202	4,289	4,448	5,629	3,000	4,338	4,176	3,000	4,207	4,364	4,344	45,996
R-53	4,202	4,289	5,883	4,271	5,362	4,338	5,475	4,286	4,207	3,092	5,679	51,084
R-54	3,000	4,289	4,448	5,629	4,138	5,696	3,000	3,000	2,000	2,000	4,344	41,543
R-55	5,443	5,611	5,883	5,629	4,138	4,338	4,176	4,286	4,207	3,092	5,679	52,481
R-56	5,443	5,611	5,883	5,629	4,138	5,696	4,176	4,286	2,992	4,364	4,344	52,562
R-57	4,202	5,611	4,448	4,271	4,138	5,696	5,475	4,286	2,992	4,364	5,679	51,161
R-58	5,443	4,289	4,448	4,271	5,362	5,696	5,475	5,598	4,207	4,364	4,344	53,497
R-59	3,000	4,289	4,448	5,629	4,138	4,338	4,176	3,000	4,207	3,092	5,679	45,995
R-60	4,202	4,289	4,448	5,629	4,138	5,696	4,176	4,286	5,579	5,751	3,137	51,330
R-61	5,443	4,289	4,448	5,629	5,362	4,338	5,475	5,598	4,207	4,364	4,344	53,496
R-62	5,443	5,611	4,448	4,271	4,138	4,338	4,176	4,286	5,579	4,364	5,679	52,332

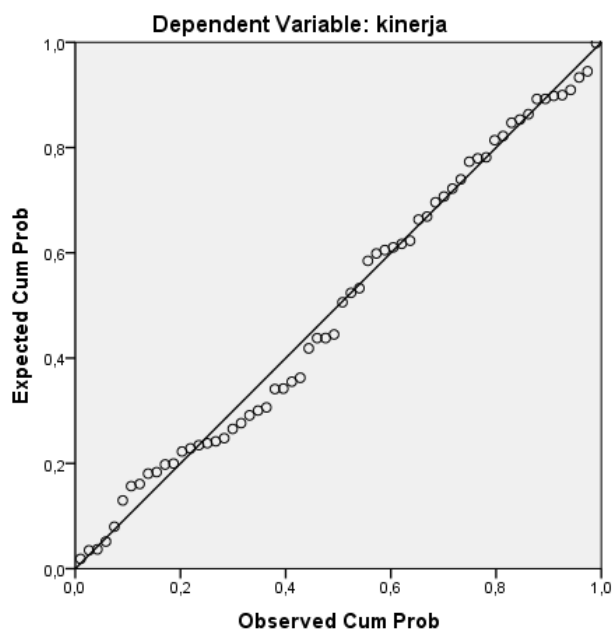
## Lampiran 15. Hasil SPSS

## HASIL UJI NORMALITAS

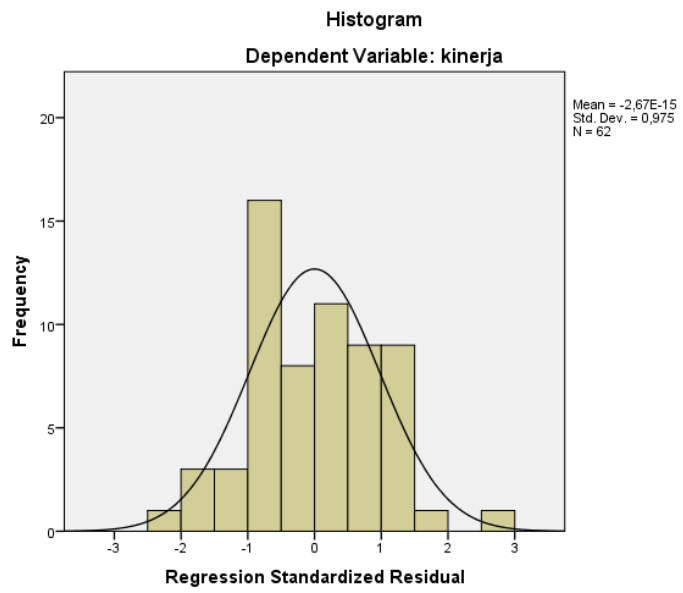
One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		62
Normal Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	3,16460589
Most Extreme Differences	Absolute	,076
	Positive	,076
	Negative	-,054
Test Statistic		,076
Asymp. Sig. (2-tailed)		,200 <sup>c,d</sup>

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

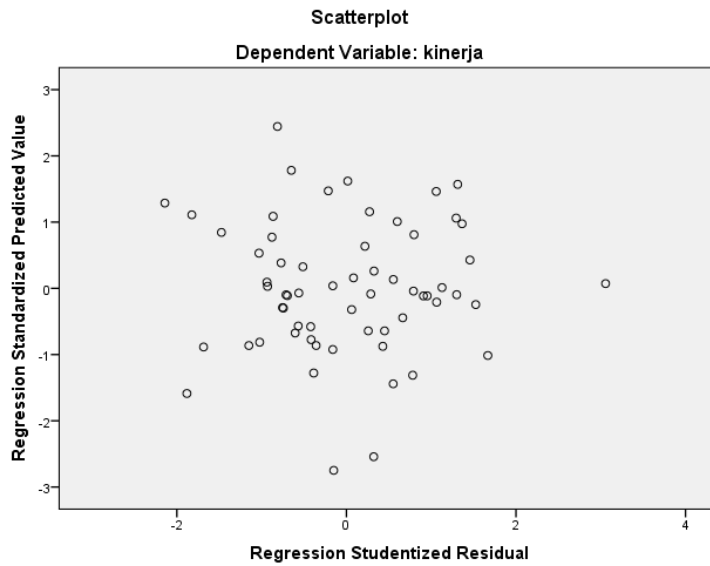
## Normal P-P Plot of Regression Standardized Residual







HASIL UJI HETEROSKEDASTISITAS



## HASIL UJI MULTIKOLINERITAS

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	6,298	5,494		1,146	,256		
stres_kerja	,625	,087	,612	7,218	,000	,754	1,327
beban_kerja	,166	,059	,211	2,809	,007	,964	1,038
karakteristik_individu	,367	,106	,296	3,482	,001	,749	1,335

a. Dependent Variable: kinerja

## UJI AUTOKORELASI

Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,828 <sup>a</sup>	,686	,670	3,245417	1,969

a. Predictors: (Constant), karakteristik\_individu, beban\_kerja, stres\_kerja

b. Dependent Variable: kinerja

## ANALISIS STATISTIK DESCRIPTIVE

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
kinerja	62	30,031	54,801	43,33548	5,646799
stres_kerja	63	31,598	55,468	44,03165	5,482188
beban_kerja	62	32,137	63,685	52,40805	7,145921
karakteristik_individu	62	38,249	60,318	49,63932	4,550989
Valid N (listwise)	62				

## UJI REGRESI LINIER BERGANDA

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	6,298	5,494		1,146	,256
stres_kerja	,625	,087	,612	7,218	,000
beban_kerja	,166	,059	,211	2,809	,007
karakteristik_individu	,367	,106	,296	3,482	,001

a. Dependent Variable: kinerja

## HASIL UJI T PARSIAL

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	6,298	5,494		1,146	,256
stres_kerja	,625	,087	,612	7,218	,000
beban_kerja	,166	,059	,211	2,809	,007
karakteristik_individu	,367	,106	,296	3,482	,001

a. Dependent Variable: kinerja

## HASIL UJI F SIMULTAN

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

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	1334,168	3	444,723	42,223	,000 <sup>b</sup>
Residual	610,899	58	10,533		
Total	1945,067	61			

a. Dependent Variable: kinerja

b. Predictors: (Constant), karakteristik\_individu, beban\_kerja, stres\_kerja

## HASIL UJI KOEFISIEN DETERMINASI

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,828 <sup>a</sup>	,686	,670	3,245417

a. Predictors: (Constant), karakteristik\_individu, beban\_kerja, stres\_kerja

## Lampiran 16

## Dokumentasi saat pembagian Kuesioner



Lampiran 17. Distribusi Nilai  $r_{\text{tabel}}$ **DISTRIBUSI NILAI  $r_{\text{tabel}}$  SIGNIFIKANSI 5% dan 1%**

N	The Level of Significance		N	The Level of Significance	
	5%	1%		5%	1%
3	0.997	0.999	38	0.320	0.413
4	0.950	0.990	39	0.316	0.408
5	0.878	0.959	40	0.312	0.403
6	0.811	0.917	41	0.308	0.398
7	0.754	0.874	42	0.304	0.393
8	0.707	0.834	43	0.301	0.389
9	0.666	0.798	44	0.297	0.384
10	0.632	0.765	45	0.294	0.380
11	0.602	0.735	46	0.291	0.376
12	0.576	0.708	47	0.288	0.372
13	0.553	0.684	48	0.284	0.368
14	0.532	0.661	49	0.281	0.364
15	0.514	0.641	50	0.279	0.361
16	0.497	0.623	55	0.266	0.345
17	0.482	0.606	60	0.254	0.330
18	0.468	0.590	65	0.244	0.317
19	0.456	0.575	70	0.235	0.306
20	0.444	0.561	75	0.227	0.296
21	0.433	0.549	80	0.220	0.286
22	0.432	0.537	85	0.213	0.278
23	0.413	0.526	90	0.207	0.267
24	0.404	0.515	95	0.202	0.263
25	0.396	0.505	100	0.195	0.256
26	0.388	0.496	125	0.176	0.230
27	0.381	0.487	150	0.159	0.210
28	0.374	0.478	175	0.148	0.194
29	0.367	0.470	200	0.138	0.181
30	<b>0.361</b>	0.463	300	0.113	0.148
31	0.355	0.456	400	0.098	0.128
32	0.349	0.449	500	0.088	0.115
33	0.344	0.442	600	0.080	0.105
34	0.339	0.436	700	0.074	0.097
35	0.334	0.430	800	0.070	0.091
36	0.329	0.424	900	0.065	0.086
37	0.325	0.418	1000	0.062	0.081