# DAFTARA PUSTAKA

Achyana, Muhtya. (2016). “Faktor-Faktor Yang Mempengaruhi Beban Kerja *Room Attendant* di Grand Jatra Hotel Pekanbaru”. Jom FISIP Vol. 3 No. 2 – Oktober 2016.

Adamy, Marbawi. (2016). *Manajemen Sumber Daya Manusia: Teori, Praktik dan Penelitian*. Aceh: Unimal Press.

Agus Dwi Cahya, Novia Tri Ratnasari, & Yudi Prasetya Putra. (2021). “Pengaruh Lingkungan Kerja, Stress Kerja, dan Motivasi Kerja Terhadap Kinerja Karyawan (Studi Kasus Umkm Buah Baru Online (BBO) Di Gamping Yogyakarta.” Jurnal Bingkai Ekonomi . Vol. 6 No. 2 :16–26.

Arikunto. (2013). *Prosedur Penelitian Suatu Pendekatan Praktik*. Jakarta: Penerbit Rineka Cipta.

Aruna, Arya. (2018). “Pengaruh Gaya Kepemimpinan dan Beban Kerja Terhadap Turnover Intention Karyawan Pada CV. Daeng Kuliner Makassar.” *Journal Of Materials Processing Technology*". Vo1. 1 No. l. 25-33.

Ashford, S.J., Lee, C & Bobko, P. (1989). *Content, Cause, And Consequences Of Job Turnover: A Theory Based Measure and Subtantive Test. Academy of Management Journal*. Vol. 32 No. 4. https://doi.org/10.2307/256569.

Dina Novita, & Pinky Pininta Dewi. (2021). “Pengaruh Pengaruh *Job Insecurity* dan *Intention To Leave* Terhadap Kinerja Karyawan Kontrak Di Dinas Tenaga Kerja Kota Surabaya.” *Bussman Journal : Indonesian Journal Of Business And Management*. Vol. 1 No. 3: 343–51. Doi: 10.53363/Buss.V1i3.13.

Dyon Sastrosadarpo, Dewi Urip Wahyuni. (2018). "Pengaruh Stres Kerja, Kompetensi Dan Kompensasi Terhadap Kinerja Karyawan Pt. Media Bersama Sukses Surabaya".Jurnal Ilmu dan Riset Manajemen. Vol. 7 No. 2: 1-18.

Ghozali, Imam. (2018). *Aplikasi Analisis Multivariate Dengan Program Ibm Spss 25*. Semarang: Universitas Diponegoro.

Greenhalgh, L. & Rosenblatt, Z. (1984). *Job Insecurity: Towards Conceptual Clarity, Academic Of Manajemen Review*. https://doi.org/10.2307/258284.

Handoko, T. Hani. (2001). *Manajemen Personalia dan Sumber Daya Manusia*. Edisi 2. Yogyakarta: Bpfe.

Hasibuan, Malayu. (2014). *Manajemen Sumber Daya Manusia*. Edisi Revisi. Jakarta: Bumi Aksara.

Hazimah Hasna’ni, Setiani. (2022). “Pengaruh *Job Insecurity* dan Stress Kerja Dengan Lingkungan Kerja Sebagai Variabel Intervening Terhadap Kinerja Karyawan Pada Masa Pandemi Covid 19.” *E-Qien* Ekonomi Bisnis Jurnal Vol.10 No.2: 111–119.

Hermawati, Syofian. (2021). “Pengaruh Stres Kerja dan Beban Kerja Terhadap Kinerja Karyawan Di PT. Sentra Adi Purna Bengkulu" *Creative Reseacrh Mangement Journal*. Vol. 4 No. 1: 77–91.

Husin, Wiwin. (2021). “Pengaruh *Job Insecurity* dan Beban Kerja Terhadap Turnover Intention Pada PT. Telkom Akses Gorontalo.” *Gorontalo Management Research.* Vol. 4 No. 1:32. Doi: 10.32662/Gomares.V4i01.1724.

Mangkunegara, Anwar Prabu. (2008). *Manajemen Sumber Daya Manusia Perusahaan*. Cetakan Ke 7. Bandung: PT. Remaja Rosdakarya.

Mangkunegara, Anwar Prabu. (2011). *Evaluasi Kinerja Sumber Daya Manusia*. Edisi 2. Bandung: PT. Refika Aditama.

Manuaba. (2000). *Hubungan Beban Kerja Dan Kapasitas Kerja*. Jakarta: Rinek Cipta.

Marcella Devina Santoso, Yang & Tristiana Rijanti. (2022). “Pengaruh Stres Kerja, Beban Kerja, dan Lingkungan Kerja Terhadap Kinerja Karyawan Pt. Daiyaplas Semarang.” *E-Qien* Ekonomi Bisnis. Vol. 11 No. 1: 926 – 935.

Mashudi, Zetha Hayuning Pramesti, Dan Kholidin. (2020). “Pengaruh Komitmen Organisasi dan *Job Insecurity* Terhadap Kinerja Karyawan Di Pam Tirta Moedal Kota.” Vol. 6 No. 7. Senabisma: 47-59

Masram, Mu’ah. (2015). *Manajemen Sumber Daya Manusia*. Surabaya: Zifatama.

Mathis, Robert L, Jackson, & Johan H. (2009). *Manajemen Sumber Daya Manusia*. Jakarta: Penerbit Salemba Empat.

Mukhyi, Moh. Abdul, & Hadir Hudiyanto. (1996). *Pengantar Manajemen Sumber Daya Manusia*. Edisi 1. Depok: Penerbit Gunadarma.

Mulyadi. (2011). *Sistem Perencanaan dan Pengendalian Manajemen*. Jakarta: Salemba Empat.

Munandar, Jono, Kartika Lindawati, Yusrina Permanasari, R. Diky Indrawan, M. Syaefudin Andrianto, & Edward Siregar. (2014). *Pengantar Manajemen: Panduan Komprehensif Pengelolaan Organisasi*. Bogor: IPB Press.

Nur Sidik, Khalid Iskandar, Nur Afridah. (2022). "Pengaruh Disiplin Kerja Dan Stres Kerja Terhadap Kinerja Karyawan (Studi Kasus Pada Obyek Wisata Green Hills Kecamatan Sirampog)". Jurnal Kewarganegaraan. Vol. 6 No. 3: 5038-5048.

Paramitadewi, Kadek Ferrania. (2017). “Pengaruh Beban Kerja dan Kompensasi Terhadap Kinerja Pegawai Sekretariat Pemerintah Daerah Kabupaten Tabanan.” *E-Jurnal* Manajemen Universitas Udayana. Vol. 6 No. 6: 70–97.

Priansa, D.J. (2017). *Perilaku Organisasi Bisnis*. Bandung: Alfabeta.

Riniwati, Harusuko. (2011). *Mendongkrak Motivasi dan Kinerja*: Pendekatan Pemberdayaan SDM. Malang: UB Press.

Robbins & Judge. (2011). *Perilaku Organisasi*. Eddisi 12. Jakarta: Salemba Empat.

Rocky P Rindorindo, Sri Murni, Irvan Trang. (2019). "Pengaruh Beban Kerja, Stres Kerja Dan Kepuasan Kerja Terhadap Kinerja Karyawan Hotel Gran Puri". Jurnal EMBA. Vol. 7 No. 4 : 5953-5962.

Smithson, Cooper C, Lewis, & Dayer J. (2002) *Flexible Futures*: *Working and Work-Life Integration. Report on Phase* 2. London: *Institute of Chartered Accountants in England and Wales.*

Sopiah, Sangadji Mamang Etta. (2018). *Manajemen Sumber Daya Manusia Strategik*. Yogyakarta: Penerbit Andi.

Sugiyanti. (2017). Faktor-Faktor Yang Mempengaruhi Kinerja Room Attendant Di Hotel Grand Central Pekanbaru. JOM FISIP. Vol. 4 No. 2. Periode Oktober 2017.

Sugiyono. (2017). *Metode Penelitian Kuantitatif, Kualitatif, dan R & D*. Bandung: CV. Alfabeta.

Suliyanto. (2018). *Metode Penelitian Bisnis : Untuk Skripsi, Tesis dan Disertasi*. Yogyakarta: CV. Andi Offset.

Sutrisno. (2014). *Manajemen Sumber Daya Manusia*. Jakarta: Kencana.

Tarwaka. (2014). *Keselamatan Dan Kesempatan Kerja (K3) : Manajemen dan Implementasi K3 Di Tempat Kerja*. Surakarta: Harapan Press.

Triyono S, Wahyudi I, Harahap D. (2020). "Hubungan *Job Insecurity* dan *Job Stasfaction* Pada Karyawan Outsourcing Di PT. X". Jurnal Psikologi. Vol. No. 1: 25-35.

Widodo. (2015). *Manajemen Pengembangan Sumber Daya Manusia*. Yogyakarta: Pustaka Pelajar.

Yana Diana. (2019). “Pengaruh Beban Kerja Terhadap Kinerja Karyawan Di Housekeeping Departement Pada Hotel Bintang *Lagoon Resort*.” JurnalManajemen *Tools*. Vol. 11 No. 2: 193–205.

Yuliya Ahmad, Bernhard Tewal, Rita N. Taroreh. (2019). "Pengaruh Stres Kerja, Beban Kerja, Dan Lingkungan Kerja Terhadap Kinerja Karyawan Pada Pt. Fif Group Manado". SENABISMA. Vol. 7 No. 3: 2811 – 2820.

LAMPIRAN-LAMPIRAN

# LAMPIRAN

**Lampiran 1 Kuesioner Penelitian**

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Stres Kerja, Beban Kerja, dan *Job Insecurity* Terhadap Kinerja Karyawan Pada CV. Rodjo Tater Kabupaten Tegal.

Kepada Yth

Bapak/Ibu/Sdr

Di tempat

Dengan Hormat,

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

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

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi peneliti ini. Tujuan dari pengumpulan ini semata mata hanya untuk kepentingan akademis dalam bentuk penyusunan seminar proposal untuk skripsi pada program studi manajemen Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal

Tegal, 17 Mei 2023

Hormat Kami,

Tegar Pamungkas

1. **Identitas Responden**
2. Jenis Kelamin : Laki-Laki Perempuan
3. Pendidikan Terakhir : SMP SMA/SMK

DI/DII/DIII S1

1. Umur : 20-30 tahun 31-40 tahun

> 41 tahun

1. **Petunjuk Pengisian Kuesioner**

Berikan tanda checklist / centang (✔) pada kotak yang tersedia dijawaban yang anda pilih dan yang sesuai dengan kondisi sebenarnya yang ada pada CV. Rodjo Tater Kab. Tegal.

Keterangan pilihan jawaban :

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju

**KUESIONER**

1. **Kinerja Karyawan (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | N | TS | STS |
| 1 | Karyawan selalu datang tepat waktu |  |  |  |  |  |
| 2 | Karyawan selalu melakukan pekerjaan dengan teliti |  |  |  |  |  |
| 3 | Karyawan mempunyai keterampilan sesuai dengan pekerjaan |  |  |  |  |  |
| 4 | Karyawan selalu menjaga kebersihan |  |  |  |  |  |
| 5 | Karyawan mengerjakan tugas secara cepat |  |  |  |  |  |
| 6 | Karyawan selalu mengikuti arahan yang diberikan pemimpin |  |  |  |  |  |
| 7 | Karyawan berinisiatif dalam pengambilan keputusan oleh tim |  |  |  |  |  |
| 8 | Karyawan selalu berhati-hati dalam melakukan pekerjaan |  |  |  |  |  |
| 9 | Karyawan selalu rajin melaksanakan tugas |  |  |  |  |  |
| 10 | Karyawan memiliki sikap terhadap perusahaan |  |  |  |  |  |

1. **Stres Kerja (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | N | TS | STS |
| 1 | Karyawan diberikan target yang cukup tinggi |  |  |  |  |  |
| 2 | Jadwal yang diberikan sudah sesuai dengan prosedur |  |  |  |  |  |
| 3 | Pekerjaan yang diberikan tidak sesuai dengan posisi karyawan |  |  |  |  |  |
| 4 | Hubungan antar karyawan dengan sesama rekan kerja membantu karyawan dalam bekerja |  |  |  |  |  |
| 5 | Pemimpin bersikap ramah dan suka menanyakan tentang kelancaran pekerjaan |  |  |  |  |  |
| 6 | Struktur yang kaku dan tidak jelas mempengaruhi stres kerja karyawan |  |  |  |  |  |
| 7 | Karyawan memiliki stres karena adanya pelatihan yang tidak seimbang |  |  |  |  |  |
| 8 | Karyawan stres karena adanya tuntutan peran yang sangat tinggi |  |  |  |  |  |
| 9 | Karyawan mengerjakan tugasnya dengan penuh tanggung jawab |  |  |  |  |  |

1. **Beban Kerja (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | N | TS | STS |
| 1 | Kenyamanan di tempat kerja karyawan sudah mampu membuat karyawan bekerja dengan aman |  |  |  |  |  |
| 2 | Kebisingan suara di kantor menjadi hal biasa mengingat lokasi yang berada di depan jalan besar dan umum |  |  |  |  |  |
| 3 | Karyawan mempunyai sikap yang baik dalam bekerja. |  |  |  |  |  |
| 4 | Karyawan merasa kesulitan dalam melakukan pekerjaan |  |  |  |  |  |
| 5 | Karyawan bertanggung jawab atas kelalaian yang dikerjakan |  |  |  |  |  |
| 6 | Karyawan merasa waktu pekerjaan terlalu *overload* (berlebihan) |  |  |  |  |  |
| 7 | Karyawan sering mengerjakan tugas yang tidak sesuai dengan *job description* |  |  |  |  |  |
| 8 | Karyawan memiliki wewenang terhadap kinerjanya |  |  |  |  |  |
| 9 | Fasilitas dalam perusahaan kurang memadai |  |  |  |  |  |
| 10 | Karyawan merasa nyaman terhadap lingkungan kerja psikologi pada perusahaan |  |  |  |  |  |
| 11 | Jenis kelamin tidak mempengaruhi dalam bekerja |  |  |  |  |  |
| 12 | Faktor usia sangat mempengaruhi kualitas pekerjaan |  |  |  |  |  |
| 13 | Karyawan memiliki motivasi untuk tetap bekerja |  |  |  |  |  |
| 14 | Karyawan mempunyai persepsi untuk memperoleh hasil kerja yang baik |  |  |  |  |  |
| 15 | Karyawan berkeinginan untuk mendapatkan jenjang karir |  |  |  |  |  |
| 16 | Karyawan mengerjakan tugas dengan perasaan senang |  |  |  |  |  |

1. ***Job Insecurity* (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | N | TS | STS |
| 1 | Karyawan siap menerima sanksi jika melakukan kesalahan |  |  |  |  |  |
| 2 | Karyawan merasa perusahaan belum menepati janji kesempatan untuk menaikan gaji sesuai dengan besaran yang dijanjikan |  |  |  |  |  |
| 3 | Karyawan akan diberhentikan ketika kinerjanya tidak sesuai standar operasional prosedur (SOP) |  |  |  |  |  |
| 4 | Karyawan siap dipindahkan ke bidang lain kapan saja |  |  |  |  |  |
| 5 | Perusahaan akan memutuskan hubungan kerja pada karyawan yang tidak melakukan pekerjaan dengan semestinya, membocorkan rahasia perusahaan, ataupun melanggar peraturan yang telah ditetapkan |  |  |  |  |  |
| 6 | Karyawan merasa khawatir akan di diberhentikan jika melanggar peraturan |  |  |  |  |  |
| 7 | Karyawan tidak mendapatkan promosi jabatan |  |  |  |  |  |
| 8 | Pimpinan tidak pernah mengapresiasi kinerja karyawan |  |  |  |  |  |
| 9 | Tingginya beban kerja yang diberikan mengakibatkan karyawan tidak mampu menyelesaikan tugas sepenuhnya |  |  |  |  |  |
| 10 | Karyawan dapat mencegah terjadinya ancaman jika kinerjanya dinilai sangat mumpuni |  |  |  |  |  |

## 

**Lampiran 2   
 Jawaban Responden Pernyataan Responden Kinerja Karyawan (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Res | Pernyataan | | | | | | | | | | Total Skor |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|  | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
|  | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 44 |
|  | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 45 |
|  | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 3 | 41 |
|  | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
|  | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
|  | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 46 |
|  | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 42 |
|  | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 46 |
|  | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 41 |
|  | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 45 |
|  | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 43 |
|  | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 3 | 40 |
|  | 3 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 37 |
|  | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 43 |
|  | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 45 |
|  | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 37 |
|  | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 38 |
|  | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
|  | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 46 |
|  | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
|  | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 36 |
|  | 4 | 4 | 3 | 5 | 3 | 4 | 3 | 4 | 4 | 4 | 38 |
|  | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 45 |
|  | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 48 |
|  | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 41 |
|  | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 36 |
|  | 3 | 3 | 3 | 5 | 3 | 3 | 3 | 4 | 4 | 4 | 35 |
|  | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |
|  | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |
|  | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
|  | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 46 |
|  | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 47 |
|  | 5 | 5 | 3 | 5 | 2 | 3 | 3 | 3 | 5 | 3 | 37 |
|  | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 34 |
|  | 4 | 3 | 3 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 40 |
|  | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 2 | 5 | 4 | 42 |
|  | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 40 |
|  | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 4 | 31 |
|  | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 33 |
|  | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 33 |
|  | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 44 |

**Lampiran 3   
 Jawaban Responden Pernyataan Responden Stres Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | Pernyataan | | | | | | | | | Total Skor |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 1 | 5 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 41 |
| 2 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 40 |
| 3 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 42 |
| 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 41 |
| 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 42 |
| 6 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 41 |
| 7 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 5 | 38 |
| 8 | 3 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 39 |
| 9 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 41 |
| 10 | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 39 |
| 11 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 5 | 41 |
| 12 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 34 |
| 13 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 41 |
| 14 | 4 | 5 | 4 | 4 | 2 | 4 | 4 | 3 | 4 | 34 |
| 15 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 42 |
| 16 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 43 |
| 17 | 4 | 3 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 36 |
| 18 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 40 |
| 19 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 42 |
| 20 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 41 |
| 21 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 5 | 35 |
| 22 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 33 |
| 23 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 38 |
| 24 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 42 |
| 25 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 43 |
| 26 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 43 |
| 27 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 43 |
| 28 | 3 | 3 | 4 | 2 | 3 | 3 | 4 | 4 | 4 | 30 |
| 29 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 43 |
| 30 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 42 |
| 31 | 2 | 4 | 3 | 2 | 5 | 4 | 3 | 4 | 4 | 31 |
| 32 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 44 |
| 33 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 43 |
| 34 | 3 | 5 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 39 |
| 35 | 3 | 4 | 2 | 4 | 5 | 3 | 3 | 3 | 5 | 32 |
| 36 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 39 |
| 37 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 41 |
| 38 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 40 |
| 39 | 3 | 3 | 4 | 2 | 3 | 4 | 5 | 3 | 4 | 31 |
| 40 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 27 |
| 41 | 3 | 2 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 32 |
| 42 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 40 |

**Lampiran 4  
 Jawaban Responden Pernyataan Beban Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | Pernyataan | | | | | | | | | | | | | | | | Total Skor |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 1 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 73 |
| 2 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 64 |
| 3 | 4 | 4 | 3 | 3 | 5 | 3 | 4 | 3 | 2 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 59 |
| 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 69 |
| 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 4 | 72 |
| 6 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 3 | 5 | 5 | 5 | 5 | 71 |
| 7 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 72 |
| 8 | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 72 |
| 9 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 66 |
| 10 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 69 |
| 11 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 3 | 5 | 3 | 5 | 3 | 5 | 70 |
| 12 | 4 | 4 | 3 | 4 | 3 | 5 | 2 | 3 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 58 |
| 13 | 4 | 5 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 68 |
| 14 | 4 | 3 | 3 | 2 | 3 | 3 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 56 |
| 15 | 5 | 2 | 4 | 3 | 4 | 5 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 55 |
| 16 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 73 |
| 17 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 55 |
| 18 | 4 | 2 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 53 |
| 19 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 76 |
| 20 | 5 | 4 | 5 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 60 |
| 21 | 4 | 5 | 5 | 3 | 4 | 2 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 5 | 5 | 3 | 60 |
| 22 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 75 |
| 23 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 58 |
| 24 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 4 | 4 | 66 |
| 25 | 4 | 3 | 5 | 3 | 4 | 3 | 4 | 4 | 3 | 5 | 3 | 4 | 3 | 4 | 3 | 4 | 59 |
| 26 | 3 | 5 | 3 | 4 | 4 | 5 | 4 | 2 | 3 | 5 | 5 | 3 | 5 | 4 | 4 | 5 | 64 |
| 27 | 3 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 64 |
| 28 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 56 |
| 29 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 76 |
| 30 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 5 | 4 | 3 | 3 | 4 | 4 | 55 |
| 31 | 4 | 5 | 5 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 3 | 5 | 69 |
| 32 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 72 |
| 33 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 79 |
| 34 | 4 | 4 | 4 | 3 | 4 | 2 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 59 |
| 35 | 5 | 4 | 5 | 3 | 4 | 3 | 3 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 68 |
| 36 | 4 | 3 | 5 | 3 | 3 | 2 | 4 | 5 | 3 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 60 |
| 37 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 76 |
| 38 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 2 | 3 | 4 | 3 | 4 | 4 | 4 | 59 |
| 39 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 3 | 5 | 3 | 4 | 5 | 65 |
| 40 | 4 | 4 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 4 | 5 | 2 | 4 | 4 | 4 | 4 | 56 |
| 41 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 73 |
| 42 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 2 | 4 | 3 | 3 | 4 | 2 | 4 | 53 |

**Lampiran 5   
 Jawaban Responden Pernyataan Job Insecurity (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | Pernyataan | | | | | | | | | | Total Skor |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|  | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 41 |
|  | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 46 |
|  | 4 | 3 | 5 | 3 | 4 | 5 | 5 | 4 | 3 | 5 | 41 |
|  | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 44 |
|  | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 45 |
|  | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 45 |
|  | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
|  | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 46 |
|  | 5 | 3 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 3 | 40 |
|  | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 45 |
|  | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 46 |
|  | 5 | 3 | 5 | 3 | 5 | 4 | 3 | 4 | 3 | 5 | 40 |
|  | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 45 |
|  | 5 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 37 |
|  | 5 | 5 | 5 | 3 | 5 | 4 | 3 | 4 | 5 | 5 | 44 |
|  | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 45 |
|  | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 40 |
|  | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 35 |
|  | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 46 |
|  | 4 | 5 | 5 | 3 | 4 | 5 | 4 | 3 | 5 | 5 | 43 |
|  | 3 | 4 | 3 | 4 | 4 | 5 | 3 | 3 | 4 | 3 | 36 |
|  | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 37 |
|  | 5 | 3 | 5 | 4 | 4 | 4 | 3 | 2 | 4 | 3 | 37 |
|  | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 39 |
|  | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 5 | 46 |
|  | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 39 |
|  | 3 | 4 | 3 | 3 | 5 | 4 | 3 | 3 | 5 | 3 | 36 |
|  | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 4 | 43 |
|  | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
|  | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 40 |
|  | 5 | 4 | 4 | 3 | 4 | 5 | 3 | 3 | 5 | 4 | 40 |
|  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 48 |
|  | 5 | 3 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
|  | 5 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 40 |
|  | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 3 | 5 | 35 |
|  | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 39 |
|  | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 45 |
|  | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 3 | 5 | 4 | 39 |
|  | 4 | 3 | 3 | 4 | 3 | 5 | 3 | 3 | 3 | 4 | 35 |
|  | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
|  | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 34 |
|  | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 41 |

**Lampiran 6   
 Uji Validitas Variabel Kinerja Karyawan (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Kinerja Karyawan |
| Y.1 | Pearson Correlation | 1 | .381\* | .428\*\* | .372\* | .456\*\* | .491\*\* | .307\* | .325\* | .658\*\* | .298 | .764\*\* |
| Sig. (2-tailed) |  | .013 | .005 | .015 | .002 | .001 | .048 | .036 | .000 | .055 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| Y.2 | Pearson Correlation | .381\* | 1 | .322\* | .391\* | .340\* | .279 | .261 | -.073 | .410\*\* | .108 | .540\*\* |
| Sig. (2-tailed) | .013 |  | .037 | .010 | .028 | .074 | .095 | .644 | .007 | .496 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| Y.3 | Pearson Correlation | .428\*\* | .322\* | 1 | .253 | .293 | .351\* | .373\* | .155 | .258 | .292 | .603\*\* |
| Sig. (2-tailed) | .005 | .037 |  | .106 | .060 | .022 | .015 | .328 | .100 | .061 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| Y.4 | Pearson Correlation | .372\* | .391\* | .253 | 1 | .283 | .110 | .088 | .335\* | .462\*\* | .017 | .519\*\* |
| Sig. (2-tailed) | .015 | .010 | .106 |  | .069 | .490 | .580 | .030 | .002 | .916 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| Y.5 | Pearson Correlation | .456\*\* | .340\* | .293 | .283 | 1 | .558\*\* | .530\*\* | .296 | .434\*\* | .429\*\* | .759\*\* |
| Sig. (2-tailed) | .002 | .028 | .060 | .069 |  | .000 | .000 | .057 | .004 | .005 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| Y.6 | Pearson Correlation | .491\*\* | .279 | .351\* | .110 | .558\*\* | 1 | .197 | .174 | .492\*\* | .245 | .634\*\* |
| Sig. (2-tailed) | .001 | .074 | .022 | .490 | .000 |  | .211 | .270 | .001 | .118 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| Y.7 | Pearson Correlation | .307\* | .261 | .373\* | .088 | .530\*\* | .197 | 1 | .340\* | .304 | .434\*\* | .618\*\* |
| Sig. (2-tailed) | .048 | .095 | .015 | .580 | .000 | .211 |  | .028 | .050 | .004 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| Y.8 | Pearson Correlation | .325\* | -.073 | .155 | .335\* | .296 | .174 | .340\* | 1 | .285 | .330\* | .507\*\* |
| Sig. (2-tailed) | .036 | .644 | .328 | .030 | .057 | .270 | .028 |  | .067 | .033 | .001 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| Y.9 | Pearson Correlation | .658\*\* | .410\*\* | .258 | .462\*\* | .434\*\* | .492\*\* | .304 | .285 | 1 | .199 | .716\*\* |
| Sig. (2-tailed) | .000 | .007 | .100 | .002 | .004 | .001 | .050 | .067 |  | .207 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| Y.10 | Pearson Correlation | .298 | .108 | .292 | .017 | .429\*\* | .245 | .434\*\* | .330\* | .199 | 1 | .547\*\* |
| Sig. (2-tailed) | .055 | .496 | .061 | .916 | .005 | .118 | .004 | .033 | .207 |  | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| Kinerja Karyawan | Pearson Correlation | .764\*\* | .540\*\* | .603\*\* | .519\*\* | .759\*\* | .634\*\* | .618\*\* | .507\*\* | .716\*\* | .547\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .000 |  |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| \*. 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 | Stres Kerja |
| X1.1 | Pearson Correlation | 1 | .416\*\* | .477\*\* | .529\*\* | .123 | .239 | .455\*\* | .139 | .327\* | .675\*\* |
| Sig. (2-tailed) |  | .006 | .001 | .000 | .437 | .127 | .002 | .379 | .034 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X1.2 | Pearson Correlation | .416\*\* | 1 | .313\* | .511\*\* | .138 | .206 | .319\* | .168 | .355\* | .619\*\* |
| Sig. (2-tailed) | .006 |  | .044 | .001 | .382 | .189 | .039 | .289 | .021 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X1.3 | Pearson Correlation | .477\*\* | .313\* | 1 | .487\*\* | .156 | .257 | .575\*\* | .311\* | .268 | .676\*\* |
| Sig. (2-tailed) | .001 | .044 |  | .001 | .325 | .101 | .000 | .045 | .087 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X1.4 | Pearson Correlation | .529\*\* | .511\*\* | .487\*\* | 1 | .326\* | .309\* | .422\*\* | .342\* | .625\*\* | .818\*\* |
| Sig. (2-tailed) | .000 | .001 | .001 |  | .035 | .046 | .005 | .027 | .000 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X1.5 | Pearson Correlation | .123 | .138 | .156 | .326\* | 1 | .533\*\* | .041 | .355\* | .237 | .537\*\* |
| Sig. (2-tailed) | .437 | .382 | .325 | .035 |  | .000 | .796 | .021 | .131 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X1.6 | Pearson Correlation | .239 | .206 | .257 | .309\* | .533\*\* | 1 | .153 | .288 | .110 | .568\*\* |
| Sig. (2-tailed) | .127 | .189 | .101 | .046 | .000 |  | .332 | .064 | .486 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X1.7 | Pearson Correlation | .455\*\* | .319\* | .575\*\* | .422\*\* | .041 | .153 | 1 | .291 | .124 | .597\*\* |
| Sig. (2-tailed) | .002 | .039 | .000 | .005 | .796 | .332 |  | .061 | .434 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X1.8 | Pearson Correlation | .139 | .168 | .311\* | .342\* | .355\* | .288 | .291 | 1 | .110 | .543\*\* |
| Sig. (2-tailed) | .379 | .289 | .045 | .027 | .021 | .064 | .061 |  | .487 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X1.9 | Pearson Correlation | .327\* | .355\* | .268 | .625\*\* | .237 | .110 | .124 | .110 | 1 | .530\*\* |
| Sig. (2-tailed) | .034 | .021 | .087 | .000 | .131 | .486 | .434 | .487 |  | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| Stres Kerja | Pearson Correlation | .675\*\* | .619\*\* | .676\*\* | .818\*\* | .537\*\* | .568\*\* | .597\*\* | .543\*\* | .530\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | |

## 

**Lampiran 8   
 Uji Validitas Variabel Beban Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 | X2.13 | X2.14 | X2.15 | X2.16 | Beban Kerja |
| X2.1 | Pearson Correlation | 1 | .146 | .484\*\* | .134 | .306\* | .294 | .096 | .328\* | .284 | .309\* | .195 | .421\*\* | .284 | .280 | .208 | .211 | .515\*\* |
| Sig. (2-tailed) |  | .357 | .001 | .396 | .049 | .059 | .547 | .034 | .068 | .047 | .216 | .005 | .068 | .072 | .187 | .179 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X2.2 | Pearson Correlation | .146 | 1 | .336\* | .202 | .489\*\* | .288 | .203 | -.009 | .248 | .367\* | .320\* | .268 | .475\*\* | .475\*\* | .461\*\* | .477\*\* | .621\*\* |
| Sig. (2-tailed) | .357 |  | .030 | .200 | .001 | .065 | .198 | .956 | .114 | .017 | .039 | .086 | .001 | .001 | .002 | .001 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X2.3 | Pearson Correlation | .484\*\* | .336\* | 1 | .156 | .450\*\* | .181 | .324\* | .481\*\* | .439\*\* | .358\* | .050 | .311\* | .336\* | .345\* | .344\* | .287 | .613\*\* |
| Sig. (2-tailed) | .001 | .030 |  | .325 | .003 | .251 | .036 | .001 | .004 | .020 | .753 | .045 | .029 | .025 | .026 | .065 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X2.4 | Pearson Correlation | .134 | .202 | .156 | 1 | .185 | .480\*\* | .489\*\* | .195 | .529\*\* | .099 | .249 | .278 | .425\*\* | .152 | .351\* | .212 | .554\*\* |
| Sig. (2-tailed) | .396 | .200 | .325 |  | .240 | .001 | .001 | .216 | .000 | .534 | .112 | .075 | .005 | .335 | .023 | .177 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X2.5 | Pearson Correlation | .306\* | .489\*\* | .450\*\* | .185 | 1 | .423\*\* | .293 | .159 | .278 | .474\*\* | .335\* | .365\* | .357\* | .248 | .423\*\* | .504\*\* | .671\*\* |
| Sig. (2-tailed) | .049 | .001 | .003 | .240 |  | .005 | .059 | .316 | .074 | .002 | .030 | .017 | .020 | .113 | .005 | .001 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X2.6 | Pearson Correlation | .294 | .288 | .181 | .480\*\* | .423\*\* | 1 | .349\* | .237 | .499\*\* | .113 | .359\* | .244 | .359\* | .151 | .084 | .411\*\* | .598\*\* |
| Sig. (2-tailed) | .059 | .065 | .251 | .001 | .005 |  | .023 | .131 | .001 | .475 | .019 | .120 | .019 | .339 | .597 | .007 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X2.7 | Pearson Correlation | .096 | .203 | .324\* | .489\*\* | .293 | .349\* | 1 | .284 | .467\*\* | .203 | .169 | .147 | .365\* | .323\* | .466\*\* | .281 | .581\*\* |
| Sig. (2-tailed) | .547 | .198 | .036 | .001 | .059 | .023 |  | .069 | .002 | .196 | .286 | .352 | .017 | .037 | .002 | .071 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X2.8 | Pearson Correlation | .328\* | -.009 | .481\*\* | .195 | .159 | .237 | .284 | 1 | .380\* | .190 | .180 | .316\* | .304 | .129 | .304 | -.022 | .463\*\* |
| Sig. (2-tailed) | .034 | .956 | .001 | .216 | .316 | .131 | .069 |  | .013 | .228 | .255 | .042 | .050 | .415 | .050 | .888 | .002 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X2.9 | Pearson Correlation | .284 | .248 | .439\*\* | .529\*\* | .278 | .499\*\* | .467\*\* | .380\* | 1 | .103 | .150 | .489\*\* | .207 | .119 | .255 | .262 | .606\*\* |
| Sig. (2-tailed) | .068 | .114 | .004 | .000 | .074 | .001 | .002 | .013 |  | .518 | .343 | .001 | .188 | .453 | .103 | .093 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X2.10 | Pearson Correlation | .309\* | .367\* | .358\* | .099 | .474\*\* | .113 | .203 | .190 | .103 | 1 | .278 | .268 | .387\* | .252 | .317\* | .314\* | .536\*\* |
| Sig. (2-tailed) | .047 | .017 | .020 | .534 | .002 | .475 | .196 | .228 | .518 |  | .075 | .086 | .011 | .107 | .041 | .043 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X2.11 | Pearson Correlation | .195 | .320\* | .050 | .249 | .335\* | .359\* | .169 | .180 | .150 | .278 | 1 | .091 | .636\*\* | .176 | .367\* | .477\*\* | .548\*\* |
| Sig. (2-tailed) | .216 | .039 | .753 | .112 | .030 | .019 | .286 | .255 | .343 | .075 |  | .566 | .000 | .266 | .017 | .001 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X2.12 | Pearson Correlation | .421\*\* | .268 | .311\* | .278 | .365\* | .244 | .147 | .316\* | .489\*\* | .268 | .091 | 1 | .274 | .155 | .340\* | .189 | .542\*\* |
| Sig. (2-tailed) | .005 | .086 | .045 | .075 | .017 | .120 | .352 | .042 | .001 | .086 | .566 |  | .079 | .327 | .028 | .231 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X2.13 | Pearson Correlation | .284 | .475\*\* | .336\* | .425\*\* | .357\* | .359\* | .365\* | .304 | .207 | .387\* | .636\*\* | .274 | 1 | .380\* | .618\*\* | .477\*\* | .741\*\* |
| Sig. (2-tailed) | .068 | .001 | .029 | .005 | .020 | .019 | .017 | .050 | .188 | .011 | .000 | .079 |  | .013 | .000 | .001 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X2.14 | Pearson Correlation | .280 | .475\*\* | .345\* | .152 | .248 | .151 | .323\* | .129 | .119 | .252 | .176 | .155 | .380\* | 1 | .320\* | .362\* | .516\*\* |
| Sig. (2-tailed) | .072 | .001 | .025 | .335 | .113 | .339 | .037 | .415 | .453 | .107 | .266 | .327 | .013 |  | .039 | .019 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X2.15 | Pearson Correlation | .208 | .461\*\* | .344\* | .351\* | .423\*\* | .084 | .466\*\* | .304 | .255 | .317\* | .367\* | .340\* | .618\*\* | .320\* | 1 | .266 | .653\*\* |
| Sig. (2-tailed) | .187 | .002 | .026 | .023 | .005 | .597 | .002 | .050 | .103 | .041 | .017 | .028 | .000 | .039 |  | .088 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X2.16 | Pearson Correlation | .211 | .477\*\* | .287 | .212 | .504\*\* | .411\*\* | .281 | -.022 | .262 | .314\* | .477\*\* | .189 | .477\*\* | .362\* | .266 | 1 | .614\*\* |
| Sig. (2-tailed) | .179 | .001 | .065 | .177 | .001 | .007 | .071 | .888 | .093 | .043 | .001 | .231 | .001 | .019 | .088 |  | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| Beban Kerja | Pearson Correlation | .515\*\* | .621\*\* | .613\*\* | .554\*\* | .671\*\* | .598\*\* | .581\*\* | .463\*\* | .606\*\* | .536\*\* | .548\*\* | .542\*\* | .741\*\* | .516\*\* | .653\*\* | .614\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .002 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| \*\*. 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 Job Insecurity (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | Job Insecurity |
| X3.1 | Pearson Correlation | 1 | .077 | .544\*\* | .341\* | .342\* | .207 | .332\* | .141 | .137 | .328\* | .560\*\* |
| Sig. (2-tailed) |  | .629 | .000 | .027 | .027 | .188 | .032 | .373 | .387 | .034 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X3.2 | Pearson Correlation | .077 | 1 | .295 | .275 | .330\* | .141 | .326\* | .242 | .465\*\* | .110 | .568\*\* |
| Sig. (2-tailed) | .629 |  | .057 | .078 | .033 | .373 | .035 | .123 | .002 | .490 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X3.3 | Pearson Correlation | .544\*\* | .295 | 1 | .207 | .376\* | .327\* | .551\*\* | .400\*\* | .374\* | .318\* | .739\*\* |
| Sig. (2-tailed) | .000 | .057 |  | .189 | .014 | .035 | .000 | .009 | .015 | .040 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X3.4 | Pearson Correlation | .341\* | .275 | .207 | 1 | .166 | .415\*\* | .308\* | .120 | .116 | .304 | .557\*\* |
| Sig. (2-tailed) | .027 | .078 | .189 |  | .295 | .006 | .047 | .451 | .464 | .050 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X3.5 | Pearson Correlation | .342\* | .330\* | .376\* | .166 | 1 | .240 | .223 | .229 | .239 | .341\* | .576\*\* |
| Sig. (2-tailed) | .027 | .033 | .014 | .295 |  | .125 | .156 | .145 | .128 | .027 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X3.6 | Pearson Correlation | .207 | .141 | .327\* | .415\*\* | .240 | 1 | .430\*\* | .114 | .346\* | .164 | .569\*\* |
| Sig. (2-tailed) | .188 | .373 | .035 | .006 | .125 |  | .005 | .471 | .025 | .299 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X3.7 | Pearson Correlation | .332\* | .326\* | .551\*\* | .308\* | .223 | .430\*\* | 1 | .385\* | .266 | .227 | .694\*\* |
| Sig. (2-tailed) | .032 | .035 | .000 | .047 | .156 | .005 |  | .012 | .089 | .148 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X3.8 | Pearson Correlation | .141 | .242 | .400\*\* | .120 | .229 | .114 | .385\* | 1 | .163 | .339\* | .536\*\* |
| Sig. (2-tailed) | .373 | .123 | .009 | .451 | .145 | .471 | .012 |  | .301 | .028 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X3.9 | Pearson Correlation | .137 | .465\*\* | .374\* | .116 | .239 | .346\* | .266 | .163 | 1 | .089 | .545\*\* |
| Sig. (2-tailed) | .387 | .002 | .015 | .464 | .128 | .025 | .089 | .301 |  | .576 | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X3.10 | Pearson Correlation | .328\* | .110 | .318\* | .304 | .341\* | .164 | .227 | .339\* | .089 | 1 | .552\*\* |
| Sig. (2-tailed) | .034 | .490 | .040 | .050 | .027 | .299 | .148 | .028 | .576 |  | .000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| Job Insecurity | Pearson Correlation | .560\*\* | .568\*\* | .739\*\* | .557\*\* | .576\*\* | .569\*\* | .694\*\* | .536\*\* | .545\*\* | .552\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 10**

## Hasil Uji Reliabilitas Stres Kerja (X1)

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .798 | 9 |

**Hasil Uji Reliabilitas Beban Kerja (X2)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .872 | 16 |

**Hasil Uji Reliabilitas *Job Insecurity* (X3)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .790 | 10 |

**Hasil Uji Reliabilitas Kinerja Karyawan (Y)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .825 | 10 |

**Lampiran 11   
 Data Uji MSI Kinerja Karyawan (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Resp** | ***Succesive Interval*** | | | | | | | | | | **Total Skor** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 2,088 | 3,689 | 2,180 | 3,614 | 4,447 | 2,265 | 3,661 | 2,920 | 4,356 | 2,203 | 31,423 |
| 2 | 3,243 | 3,689 | 2,180 | 2,244 | 4,447 | 2,265 | 2,328 | 2,920 | 2,909 | 3,471 | 29,697 |
| 3 | 2,088 | 2,335 | 3,382 | 3,614 | 3,387 | 2,265 | 2,328 | 4,314 | 4,356 | 3,471 | 31,541 |
| 4 | 3,243 | 2,335 | 2,180 | 2,244 | 3,387 | 3,566 | 1,000 | 2,920 | 4,356 | 1,000 | 26,231 |
| 5 | 3,243 | 2,335 | 3,382 | 3,614 | 3,387 | 2,265 | 2,328 | 2,920 | 2,909 | 2,203 | 28,587 |
| 6 | 3,243 | 2,335 | 3,382 | 2,244 | 3,387 | 3,566 | 2,328 | 2,920 | 4,356 | 3,471 | 31,233 |
| 7 | 2,088 | 3,689 | 2,180 | 3,614 | 4,447 | 3,566 | 3,661 | 2,920 | 2,909 | 3,471 | 32,546 |
| 8 | 2,088 | 2,335 | 2,180 | 2,244 | 3,387 | 3,566 | 2,328 | 4,314 | 2,909 | 2,203 | 27,553 |
| 9 | 3,243 | 3,689 | 1,000 | 2,244 | 4,447 | 2,265 | 3,661 | 4,314 | 4,356 | 3,471 | 32,691 |
| 10 | 2,088 | 2,335 | 3,382 | 2,244 | 2,405 | 2,265 | 3,661 | 2,920 | 2,909 | 2,203 | 26,412 |
| 11 | 2,088 | 2,335 | 2,180 | 3,614 | 4,447 | 3,566 | 2,328 | 4,314 | 4,356 | 2,203 | 31,431 |
| 12 | 2,088 | 3,689 | 3,382 | 3,614 | 3,387 | 3,566 | 1,000 | 2,920 | 2,909 | 2,203 | 28,758 |
| 13 | 2,088 | 2,335 | 2,180 | 3,614 | 2,405 | 2,265 | 2,328 | 4,314 | 2,909 | 1,000 | 25,439 |
| 14 | 1,000 | 2,335 | 1,000 | 3,614 | 3,387 | 2,265 | 1,000 | 2,920 | 2,909 | 1,000 | 21,430 |
| 15 | 1,000 | 3,689 | 2,180 | 3,614 | 3,387 | 2,265 | 2,328 | 4,314 | 2,909 | 3,471 | 29,158 |
| 16 | 3,243 | 2,335 | 3,382 | 3,614 | 3,387 | 2,265 | 2,328 | 4,314 | 2,909 | 3,471 | 31,249 |
| 17 | 1,000 | 2,335 | 1,000 | 2,244 | 2,405 | 1,000 | 2,328 | 4,314 | 2,909 | 2,203 | 21,738 |
| 18 | 2,088 | 3,689 | 2,180 | 2,244 | 2,405 | 2,265 | 1,000 | 2,920 | 2,909 | 1,000 | 22,700 |
| 19 | 3,243 | 2,335 | 3,382 | 3,614 | 4,447 | 2,265 | 3,661 | 4,314 | 4,356 | 3,471 | 35,089 |
| 20 | 3,243 | 2,335 | 3,382 | 2,244 | 3,387 | 3,566 | 2,328 | 4,314 | 4,356 | 3,471 | 32,627 |
| 21 | 2,088 | 3,689 | 3,382 | 2,244 | 4,447 | 2,265 | 3,661 | 2,920 | 2,909 | 3,471 | 31,077 |
| 22 | 1,000 | 2,335 | 1,000 | 2,244 | 2,405 | 1,000 | 2,328 | 2,920 | 2,909 | 2,203 | 20,344 |
| 23 | 2,088 | 2,335 | 1,000 | 3,614 | 2,405 | 2,265 | 1,000 | 2,920 | 2,909 | 2,203 | 22,739 |
| 24 | 3,243 | 2,335 | 2,180 | 3,614 | 4,447 | 2,265 | 2,328 | 4,314 | 4,356 | 2,203 | 31,286 |
| 25 | 3,243 | 3,689 | 3,382 | 3,614 | 4,447 | 2,265 | 3,661 | 4,314 | 4,356 | 2,203 | 35,175 |
| 26 | 2,088 | 2,335 | 2,180 | 2,244 | 3,387 | 3,566 | 3,661 | 2,920 | 2,909 | 1,000 | 26,289 |
| 27 | 1,000 | 1,000 | 1,000 | 1,000 | 2,405 | 2,265 | 2,328 | 2,920 | 2,909 | 3,471 | 20,299 |
| 28 | 1,000 | 1,000 | 1,000 | 3,614 | 2,405 | 1,000 | 1,000 | 2,920 | 2,909 | 2,203 | 19,052 |
| 29 | 3,243 | 2,335 | 2,180 | 3,614 | 4,447 | 3,566 | 2,328 | 4,314 | 4,356 | 2,203 | 32,587 |
| 30 | 3,243 | 2,335 | 2,180 | 3,614 | 4,447 | 3,566 | 2,328 | 4,314 | 4,356 | 2,203 | 32,587 |
| 31 | 1,000 | 2,335 | 3,382 | 2,244 | 3,387 | 2,265 | 2,328 | 2,920 | 2,909 | 2,203 | 24,973 |
| 32 | 3,243 | 2,335 | 2,180 | 3,614 | 4,447 | 2,265 | 3,661 | 4,314 | 2,909 | 3,471 | 32,440 |
| 33 | 3,243 | 2,335 | 3,382 | 3,614 | 3,387 | 2,265 | 3,661 | 4,314 | 4,356 | 3,471 | 34,029 |
| 34 | 3,243 | 3,689 | 1,000 | 3,614 | 1,000 | 1,000 | 1,000 | 1,771 | 4,356 | 1,000 | 21,674 |
| 35 | 1,000 | 1,000 | 1,000 | 2,244 | 2,405 | 1,000 | 2,328 | 2,920 | 2,909 | 1,000 | 17,807 |
| 36 | 2,088 | 1,000 | 1,000 | 1,000 | 4,447 | 3,566 | 2,328 | 2,920 | 2,909 | 3,471 | 24,730 |
| 37 | 2,088 | 3,689 | 2,180 | 2,244 | 4,447 | 3,566 | 2,328 | 1,000 | 4,356 | 2,203 | 28,101 |
| 38 | 2,088 | 3,689 | 3,382 | 2,244 | 2,405 | 2,265 | 2,328 | 1,771 | 2,909 | 2,203 | 25,285 |
| 39 | 1,000 | 1,000 | 1,000 | 1,000 | 2,405 | 1,000 | 1,000 | 2,920 | 1,000 | 2,203 | 14,528 |
| 40 | 1,000 | 1,000 | 2,180 | 2,244 | 2,405 | 1,000 | 1,000 | 1,771 | 1,671 | 2,203 | 16,474 |
| 41 | 1,000 | 1,000 | 2,180 | 1,000 | 2,405 | 1,000 | 2,328 | 2,920 | 1,671 | 1,000 | 16,504 |
| 42 | 3,243 | 2,335 | 2,180 | 2,244 | 2,405 | 3,566 | 2,328 | 4,314 | 4,356 | 3,471 | 30,443 |

**Lampiran 11   
 Data Uji MSI Stres Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Resp** | ***Succesive Interval*** | | | | | | | | | **Total Skor** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** |
| 1 | 4,116 | 2,877 | 4,356 | 3,560 | 2,636 | 1,000 | 3,547 | 3,318 | 2,636 | 28,047 |
| 2 | 4,116 | 4,116 | 2,952 | 3,560 | 2,636 | 3,345 | 2,211 | 1,000 | 2,636 | 26,572 |
| 3 | 2,984 | 4,116 | 4,356 | 2,369 | 3,881 | 3,345 | 2,211 | 3,318 | 2,636 | 29,216 |
| 4 | 4,116 | 2,877 | 4,356 | 3,560 | 2,636 | 2,143 | 3,547 | 3,318 | 1,000 | 27,553 |
| 5 | 4,116 | 4,116 | 4,356 | 3,560 | 2,636 | 2,143 | 3,547 | 2,109 | 2,636 | 29,220 |
| 6 | 4,116 | 2,877 | 4,356 | 3,560 | 3,881 | 3,345 | 2,211 | 1,000 | 2,636 | 27,982 |
| 7 | 4,116 | 4,116 | 4,356 | 2,369 | 2,636 | 1,000 | 2,211 | 1,000 | 2,636 | 24,441 |
| 8 | 2,174 | 2,000 | 4,356 | 3,560 | 2,636 | 2,143 | 3,547 | 3,318 | 2,636 | 26,370 |
| 9 | 4,116 | 4,116 | 2,952 | 3,560 | 1,817 | 2,143 | 3,547 | 3,318 | 2,636 | 28,207 |
| 10 | 4,116 | 4,116 | 2,952 | 3,560 | 2,636 | 1,000 | 3,547 | 2,109 | 1,000 | 25,037 |
| 11 | 4,116 | 4,116 | 4,356 | 3,560 | 2,636 | 1,000 | 3,547 | 2,109 | 2,636 | 28,077 |
| 12 | 2,984 | 2,877 | 2,952 | 1,772 | 1,817 | 1,000 | 2,211 | 2,109 | 2,636 | 20,358 |
| 13 | 4,116 | 2,877 | 4,356 | 3,560 | 3,881 | 2,143 | 3,547 | 1,000 | 2,636 | 28,116 |
| 14 | 2,984 | 4,116 | 2,952 | 2,369 | 1,000 | 2,143 | 2,211 | 1,000 | 1,000 | 19,775 |
| 15 | 2,174 | 4,116 | 4,356 | 3,560 | 3,881 | 3,345 | 3,547 | 3,318 | 1,000 | 29,297 |
| 16 | 4,116 | 4,116 | 4,356 | 2,369 | 3,881 | 3,345 | 3,547 | 3,318 | 1,000 | 30,049 |
| 17 | 2,984 | 2,000 | 2,952 | 2,369 | 3,881 | 3,345 | 1,000 | 2,109 | 1,000 | 21,639 |
| 18 | 4,116 | 2,877 | 2,952 | 3,560 | 2,636 | 2,143 | 2,211 | 3,318 | 2,636 | 26,449 |
| 19 | 4,116 | 2,877 | 4,356 | 3,560 | 3,881 | 2,143 | 2,211 | 3,318 | 2,636 | 29,099 |
| 20 | 2,984 | 4,116 | 2,952 | 3,560 | 3,881 | 2,143 | 2,211 | 3,318 | 2,636 | 27,801 |
| 21 | 2,984 | 4,116 | 2,952 | 2,369 | 1,817 | 1,000 | 2,211 | 1,000 | 2,636 | 21,086 |
| 22 | 2,984 | 2,000 | 2,952 | 1,772 | 2,636 | 1,000 | 2,211 | 2,109 | 1,000 | 18,663 |
| 23 | 2,174 | 4,116 | 2,952 | 3,560 | 2,636 | 2,143 | 2,211 | 2,109 | 2,636 | 24,537 |
| 24 | 2,984 | 2,877 | 2,952 | 3,560 | 3,881 | 3,345 | 3,547 | 3,318 | 2,636 | 29,099 |
| 25 | 2,984 | 4,116 | 4,356 | 3,560 | 3,881 | 3,345 | 3,547 | 2,109 | 2,636 | 30,534 |
| 26 | 4,116 | 4,116 | 2,952 | 3,560 | 3,881 | 2,143 | 3,547 | 3,318 | 2,636 | 30,270 |
| 27 | 4,116 | 4,116 | 2,952 | 3,560 | 2,636 | 3,345 | 3,547 | 3,318 | 2,636 | 30,226 |
| 28 | 2,174 | 2,000 | 2,952 | 1,000 | 1,817 | 1,000 | 2,211 | 2,109 | 1,000 | 16,263 |
| 29 | 4,116 | 4,116 | 2,952 | 3,560 | 3,881 | 3,345 | 3,547 | 2,109 | 2,636 | 30,262 |
| 30 | 4,116 | 2,877 | 4,356 | 3,560 | 2,636 | 3,345 | 2,211 | 3,318 | 2,636 | 29,056 |
| 31 | 1,000 | 2,877 | 1,771 | 1,000 | 3,881 | 2,143 | 1,000 | 2,109 | 1,000 | 16,781 |
| 32 | 4,116 | 4,116 | 4,356 | 3,560 | 3,881 | 3,345 | 3,547 | 2,109 | 2,636 | 31,667 |
| 33 | 2,984 | 4,116 | 4,356 | 3,560 | 3,881 | 2,143 | 3,547 | 3,318 | 2,636 | 30,542 |
| 34 | 2,174 | 4,116 | 2,952 | 3,560 | 3,881 | 2,143 | 1,000 | 3,318 | 2,636 | 25,781 |
| 35 | 2,174 | 2,877 | 1,000 | 2,369 | 3,881 | 1,000 | 1,000 | 1,000 | 2,636 | 17,936 |
| 36 | 4,116 | 4,116 | 2,952 | 2,369 | 2,636 | 2,143 | 3,547 | 2,109 | 1,000 | 24,988 |
| 37 | 4,116 | 2,877 | 2,952 | 3,560 | 3,881 | 3,345 | 2,211 | 2,109 | 2,636 | 27,687 |
| 38 | 4,116 | 2,877 | 2,952 | 2,369 | 3,881 | 3,345 | 2,211 | 2,109 | 2,636 | 26,496 |
| 39 | 2,174 | 2,000 | 2,952 | 1,000 | 1,817 | 2,143 | 3,547 | 1,000 | 1,000 | 17,632 |
| 40 | 2,174 | 2,000 | 1,771 | 1,772 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 12,716 |
| 41 | 2,174 | 1,000 | 1,771 | 1,772 | 3,881 | 2,143 | 2,211 | 2,109 | 1,000 | 18,060 |
| 42 | 4,116 | 4,116 | 2,952 | 1,772 | 3,881 | 3,345 | 2,211 | 3,318 | 1,000 | 26,711 |

**Lampiran 12  
 Data Uji MSI Beban Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Resp** | ***Succesive Interval*** | | | | | | | | | | | | | | | | **Total Skor** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** | **14** | **15** | **16** |
| 1 | 3,716 | 2,713 | 3,197 | 3,577 | 2,172 | 3,735 | 3,453 | 4,599 | 3,580 | 4,128 | 4,272 | 3,451 | 3,159 | 3,325 | 4,083 | 4,401 | 57,561 |
| 2 | 2,338 | 4,048 | 3,197 | 3,577 | 2,172 | 1,923 | 2,273 | 3,224 | 3,580 | 2,893 | 2,224 | 3,451 | 1,985 | 3,325 | 2,862 | 4,401 | 47,473 |
| 3 | 2,338 | 2,713 | 1,000 | 2,446 | 3,427 | 1,923 | 3,453 | 2,000 | 1,000 | 1,928 | 3,140 | 3,451 | 1,985 | 3,325 | 4,083 | 3,097 | 41,311 |
| 4 | 2,338 | 2,713 | 3,197 | 4,717 | 2,172 | 2,656 | 3,453 | 3,224 | 4,783 | 2,893 | 4,272 | 4,656 | 3,159 | 2,224 | 2,862 | 3,097 | 52,417 |
| 5 | 2,338 | 4,048 | 3,197 | 3,577 | 3,427 | 3,735 | 3,453 | 4,599 | 3,580 | 4,128 | 4,272 | 3,451 | 3,159 | 2,224 | 4,083 | 3,097 | 56,370 |
| 6 | 3,716 | 2,713 | 3,197 | 3,577 | 2,172 | 3,735 | 4,717 | 3,224 | 3,580 | 1,928 | 4,272 | 2,319 | 3,159 | 4,546 | 4,083 | 4,401 | 55,339 |
| 7 | 3,716 | 2,713 | 2,017 | 4,717 | 3,427 | 2,656 | 3,453 | 3,224 | 2,405 | 4,128 | 4,272 | 3,451 | 3,159 | 4,546 | 4,083 | 4,401 | 56,366 |
| 8 | 3,716 | 2,713 | 2,017 | 4,717 | 1,000 | 3,735 | 4,717 | 4,599 | 4,783 | 2,893 | 4,272 | 3,451 | 3,159 | 3,325 | 4,083 | 3,097 | 56,277 |
| 9 | 2,338 | 4,048 | 2,017 | 3,577 | 2,172 | 2,656 | 2,273 | 4,599 | 3,580 | 2,893 | 3,140 | 4,656 | 1,985 | 3,325 | 2,862 | 3,097 | 49,218 |
| 10 | 2,338 | 2,713 | 2,017 | 4,717 | 2,172 | 2,656 | 4,717 | 3,224 | 4,783 | 1,928 | 3,140 | 4,656 | 3,159 | 3,325 | 4,083 | 3,097 | 52,725 |
| 11 | 3,716 | 4,048 | 3,197 | 3,577 | 3,427 | 3,735 | 3,453 | 2,000 | 4,783 | 4,128 | 2,224 | 4,656 | 1,000 | 4,546 | 1,928 | 4,401 | 54,819 |
| 12 | 2,338 | 2,713 | 1,000 | 3,577 | 1,000 | 3,735 | 1,000 | 2,000 | 2,405 | 1,928 | 3,140 | 3,451 | 3,159 | 3,325 | 1,928 | 3,097 | 39,798 |
| 13 | 2,338 | 4,048 | 3,197 | 2,446 | 3,427 | 2,656 | 3,453 | 3,224 | 3,580 | 4,128 | 3,140 | 2,319 | 1,985 | 3,325 | 4,083 | 4,401 | 51,749 |
| 14 | 2,338 | 1,718 | 1,000 | 1,000 | 1,000 | 1,923 | 3,453 | 3,224 | 2,405 | 4,128 | 3,140 | 3,451 | 1,985 | 3,325 | 1,928 | 2,000 | 38,018 |
| 15 | 3,716 | 1,000 | 2,017 | 2,446 | 2,172 | 3,735 | 2,273 | 3,224 | 3,580 | 1,928 | 2,224 | 2,319 | 1,000 | 2,224 | 1,000 | 3,097 | 37,955 |
| 16 | 2,338 | 4,048 | 3,197 | 3,577 | 3,427 | 2,656 | 3,453 | 4,599 | 4,783 | 2,893 | 4,272 | 3,451 | 3,159 | 4,546 | 4,083 | 3,097 | 57,580 |
| 17 | 2,338 | 1,718 | 2,017 | 2,446 | 2,172 | 1,923 | 2,273 | 3,224 | 2,405 | 2,893 | 3,140 | 2,319 | 1,000 | 3,325 | 1,928 | 2,000 | 37,119 |
| 18 | 2,338 | 1,000 | 2,017 | 4,717 | 1,000 | 2,656 | 3,453 | 3,224 | 3,580 | 1,928 | 1,000 | 2,319 | 1,000 | 2,224 | 1,928 | 1,000 | 35,384 |
| 19 | 3,716 | 4,048 | 3,197 | 3,577 | 3,427 | 3,735 | 3,453 | 3,224 | 4,783 | 2,893 | 4,272 | 4,656 | 3,159 | 4,546 | 4,083 | 4,401 | 61,170 |
| 20 | 3,716 | 2,713 | 3,197 | 2,446 | 2,172 | 1,923 | 2,273 | 3,224 | 2,405 | 2,893 | 3,140 | 3,451 | 1,985 | 2,224 | 2,862 | 2,000 | 42,624 |
| 21 | 2,338 | 4,048 | 3,197 | 2,446 | 2,172 | 1,000 | 3,453 | 2,000 | 2,405 | 2,893 | 2,224 | 2,319 | 1,985 | 4,546 | 4,083 | 2,000 | 43,110 |
| 22 | 3,716 | 4,048 | 2,017 | 3,577 | 3,427 | 3,735 | 3,453 | 3,224 | 3,580 | 4,128 | 4,272 | 4,656 | 3,159 | 4,546 | 4,083 | 4,401 | 60,021 |
| 23 | 2,338 | 2,713 | 2,017 | 2,446 | 2,172 | 2,656 | 2,273 | 3,224 | 3,580 | 2,893 | 2,224 | 3,451 | 1,000 | 2,224 | 2,862 | 2,000 | 40,073 |
| 24 | 3,716 | 2,713 | 2,017 | 3,577 | 3,427 | 3,735 | 3,453 | 3,224 | 3,580 | 2,893 | 4,272 | 3,451 | 1,985 | 1,000 | 2,862 | 3,097 | 49,002 |
| 25 | 2,338 | 1,718 | 3,197 | 2,446 | 2,172 | 1,923 | 3,453 | 3,224 | 2,405 | 4,128 | 2,224 | 3,451 | 1,000 | 3,325 | 1,928 | 3,097 | 42,030 |
| 26 | 1,000 | 4,048 | 1,000 | 3,577 | 2,172 | 3,735 | 3,453 | 1,000 | 2,405 | 4,128 | 4,272 | 2,319 | 3,159 | 3,325 | 2,862 | 4,401 | 46,855 |
| 27 | 1,000 | 2,713 | 1,000 | 4,717 | 2,172 | 2,656 | 4,717 | 3,224 | 3,580 | 4,128 | 3,140 | 2,319 | 1,985 | 3,325 | 2,862 | 3,097 | 46,634 |
| 28 | 2,338 | 2,713 | 1,000 | 2,446 | 2,172 | 1,923 | 2,273 | 3,224 | 2,405 | 2,893 | 2,224 | 3,451 | 1,985 | 2,224 | 2,862 | 2,000 | 38,134 |
| 29 | 3,716 | 4,048 | 3,197 | 3,577 | 3,427 | 3,735 | 4,717 | 4,599 | 3,580 | 4,128 | 4,272 | 3,451 | 3,159 | 4,546 | 2,862 | 4,401 | 61,416 |
| 30 | 1,000 | 1,000 | 1,000 | 2,446 | 2,172 | 1,923 | 2,273 | 3,224 | 3,580 | 1,928 | 4,272 | 3,451 | 1,000 | 2,224 | 2,862 | 3,097 | 37,453 |
| 31 | 2,338 | 4,048 | 3,197 | 2,446 | 3,427 | 3,735 | 3,453 | 3,224 | 3,580 | 2,893 | 4,272 | 2,319 | 3,159 | 4,546 | 1,928 | 4,401 | 52,967 |
| 32 | 2,338 | 2,713 | 3,197 | 4,717 | 3,427 | 3,735 | 4,717 | 4,599 | 3,580 | 2,893 | 2,224 | 3,451 | 3,159 | 4,546 | 4,083 | 3,097 | 56,479 |
| 33 | 3,716 | 4,048 | 3,197 | 4,717 | 3,427 | 3,735 | 4,717 | 4,599 | 4,783 | 4,128 | 4,272 | 4,656 | 3,159 | 4,546 | 4,083 | 3,097 | 64,881 |
| 34 | 2,338 | 2,713 | 2,017 | 2,446 | 2,172 | 1,000 | 3,453 | 2,000 | 3,580 | 2,893 | 2,224 | 3,451 | 1,985 | 2,224 | 2,862 | 4,401 | 41,760 |
| 35 | 3,716 | 2,713 | 3,197 | 2,446 | 2,172 | 1,923 | 2,273 | 4,599 | 2,405 | 4,128 | 3,140 | 4,656 | 3,159 | 4,546 | 4,083 | 3,097 | 52,253 |
| 36 | 2,338 | 1,718 | 3,197 | 2,446 | 1,000 | 1,000 | 3,453 | 4,599 | 2,405 | 2,893 | 3,140 | 2,319 | 3,159 | 3,325 | 2,862 | 3,097 | 42,951 |
| 37 | 3,716 | 2,713 | 3,197 | 3,577 | 3,427 | 3,735 | 4,717 | 4,599 | 4,783 | 4,128 | 3,140 | 4,656 | 3,159 | 3,325 | 4,083 | 4,401 | 61,356 |
| 38 | 1,000 | 2,713 | 2,017 | 3,577 | 1,000 | 2,656 | 4,717 | 3,224 | 3,580 | 1,000 | 2,224 | 3,451 | 1,000 | 3,325 | 2,862 | 3,097 | 41,443 |
| 39 | 1,000 | 2,713 | 2,017 | 3,577 | 3,427 | 3,735 | 3,453 | 3,224 | 2,405 | 2,893 | 4,272 | 2,319 | 3,159 | 2,224 | 2,862 | 4,401 | 47,680 |
| 40 | 2,338 | 2,713 | 1,000 | 3,577 | 1,000 | 1,000 | 2,273 | 2,000 | 2,405 | 2,893 | 4,272 | 1,000 | 1,985 | 3,325 | 2,862 | 3,097 | 37,741 |
| 41 | 3,716 | 2,713 | 3,197 | 4,717 | 3,427 | 2,656 | 3,453 | 3,224 | 3,580 | 4,128 | 4,272 | 4,656 | 3,159 | 3,325 | 2,862 | 4,401 | 57,484 |
| 42 | 2,338 | 2,713 | 1,000 | 2,446 | 1,000 | 2,656 | 2,273 | 3,224 | 2,405 | 1,000 | 3,140 | 2,319 | 1,000 | 3,325 | 1,000 | 3,097 | 34,935 |

**Lampiran 13   
 Data Uji MSI Job Insecurity (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Resp** | ***Succesive Interval*** | | | | | | | | | | **Total Skor** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 2,349 | 3,243 | 2,052 | 2,198 | 2,348 | 1,000 | 3,243 | 3,519 | 2,084 | 2,020 | 24,058 |
| 2 | 3,806 | 3,243 | 3,297 | 2,198 | 3,719 | 2,179 | 2,156 | 4,861 | 2,084 | 3,176 | 30,718 |
| 3 | 2,349 | 1,000 | 3,297 | 1,000 | 2,348 | 3,507 | 3,243 | 3,519 | 1,000 | 3,176 | 24,440 |
| 4 | 2,349 | 3,243 | 3,297 | 2,198 | 2,348 | 3,507 | 2,156 | 3,519 | 3,335 | 2,020 | 27,974 |
| 5 | 3,806 | 3,243 | 3,297 | 2,198 | 3,719 | 2,179 | 2,156 | 2,276 | 3,335 | 3,176 | 29,384 |
| 6 | 3,806 | 3,243 | 2,052 | 3,277 | 2,348 | 3,507 | 2,156 | 3,519 | 3,335 | 2,020 | 29,264 |
| 7 | 3,806 | 2,088 | 3,297 | 3,277 | 3,719 | 3,507 | 3,243 | 3,519 | 3,335 | 3,176 | 32,968 |
| 8 | 2,349 | 3,243 | 2,052 | 3,277 | 2,348 | 3,507 | 2,156 | 4,861 | 3,335 | 3,176 | 30,304 |
| 9 | 3,806 | 1,000 | 2,052 | 1,000 | 2,348 | 3,507 | 3,243 | 3,519 | 2,084 | 1,000 | 23,560 |
| 10 | 2,349 | 2,088 | 3,297 | 2,198 | 2,348 | 3,507 | 2,156 | 4,861 | 3,335 | 3,176 | 29,315 |
| 11 | 3,806 | 3,243 | 3,297 | 3,277 | 3,719 | 3,507 | 2,156 | 3,519 | 3,335 | 1,000 | 30,860 |
| 12 | 3,806 | 1,000 | 3,297 | 1,000 | 3,719 | 2,179 | 1,000 | 3,519 | 1,000 | 3,176 | 23,695 |
| 13 | 3,806 | 3,243 | 3,297 | 1,000 | 2,348 | 3,507 | 3,243 | 3,519 | 3,335 | 2,020 | 29,320 |
| 14 | 3,806 | 1,000 | 2,052 | 2,198 | 1,000 | 2,179 | 1,000 | 2,276 | 2,084 | 2,020 | 19,615 |
| 15 | 3,806 | 3,243 | 3,297 | 1,000 | 3,719 | 2,179 | 1,000 | 3,519 | 3,335 | 3,176 | 28,274 |
| 16 | 3,806 | 3,243 | 2,052 | 3,277 | 3,719 | 3,507 | 2,156 | 3,519 | 1,000 | 3,176 | 29,455 |
| 17 | 3,806 | 2,088 | 2,052 | 1,000 | 3,719 | 2,179 | 2,156 | 2,276 | 2,084 | 2,020 | 23,378 |
| 18 | 2,349 | 2,088 | 2,052 | 1,000 | 2,348 | 1,000 | 1,000 | 3,519 | 1,000 | 1,000 | 17,356 |
| 19 | 3,806 | 3,243 | 3,297 | 2,198 | 3,719 | 2,179 | 2,156 | 3,519 | 3,335 | 3,176 | 30,628 |
| 20 | 2,349 | 3,243 | 3,297 | 1,000 | 2,348 | 3,507 | 2,156 | 2,276 | 3,335 | 3,176 | 26,687 |
| 21 | 1,000 | 2,088 | 1,000 | 2,198 | 2,348 | 3,507 | 1,000 | 2,276 | 2,084 | 1,000 | 18,501 |
| 22 | 2,349 | 2,088 | 1,000 | 1,000 | 2,348 | 1,000 | 1,000 | 3,519 | 2,084 | 3,176 | 19,564 |
| 23 | 3,806 | 1,000 | 3,297 | 2,198 | 2,348 | 2,179 | 1,000 | 1,000 | 2,084 | 1,000 | 19,912 |
| 24 | 2,349 | 2,088 | 3,297 | 1,000 | 1,000 | 2,179 | 2,156 | 3,519 | 3,335 | 1,000 | 21,923 |
| 25 | 3,806 | 2,088 | 3,297 | 3,277 | 2,348 | 3,507 | 3,243 | 2,276 | 3,335 | 3,176 | 30,353 |
| 26 | 2,349 | 2,088 | 2,052 | 1,000 | 2,348 | 2,179 | 2,156 | 2,276 | 3,335 | 2,020 | 21,802 |
| 27 | 1,000 | 2,088 | 1,000 | 1,000 | 3,719 | 2,179 | 1,000 | 2,276 | 3,335 | 1,000 | 18,596 |
| 28 | 3,806 | 2,088 | 2,052 | 2,198 | 3,719 | 3,507 | 2,156 | 2,276 | 3,335 | 2,020 | 27,157 |
| 29 | 3,806 | 2,088 | 3,297 | 3,277 | 2,348 | 3,507 | 3,243 | 3,519 | 3,335 | 3,176 | 31,597 |
| 30 | 3,806 | 2,088 | 2,052 | 2,198 | 1,000 | 1,000 | 2,156 | 3,519 | 2,084 | 3,176 | 23,079 |
| 31 | 3,806 | 2,088 | 2,052 | 1,000 | 2,348 | 3,507 | 1,000 | 2,276 | 3,335 | 2,020 | 23,432 |
| 32 | 3,806 | 3,243 | 3,297 | 3,277 | 3,719 | 3,507 | 3,243 | 3,519 | 2,084 | 3,176 | 32,871 |
| 33 | 3,806 | 1,000 | 3,297 | 1,000 | 3,719 | 3,507 | 3,243 | 4,861 | 3,335 | 3,176 | 30,944 |
| 34 | 3,806 | 1,000 | 3,297 | 2,198 | 2,348 | 2,179 | 1,000 | 3,519 | 2,084 | 2,020 | 23,451 |
| 35 | 2,349 | 1,000 | 1,000 | 2,198 | 2,348 | 2,179 | 1,000 | 1,000 | 1,000 | 3,176 | 17,250 |
| 36 | 2,349 | 1,000 | 2,052 | 2,198 | 2,348 | 2,179 | 1,000 | 3,519 | 2,084 | 3,176 | 21,905 |
| 37 | 3,806 | 3,243 | 3,297 | 3,277 | 2,348 | 3,507 | 3,243 | 2,276 | 2,084 | 2,020 | 29,102 |
| 38 | 2,349 | 3,243 | 2,052 | 1,000 | 2,348 | 2,179 | 1,000 | 2,276 | 3,335 | 2,020 | 21,802 |
| 39 | 2,349 | 1,000 | 1,000 | 2,198 | 1,000 | 3,507 | 1,000 | 2,276 | 1,000 | 2,020 | 17,351 |
| 40 | 2,349 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,276 | 1,000 | 1,000 | 12,625 |
| 41 | 2,349 | 2,088 | 1,000 | 1,000 | 1,000 | 2,179 | 1,000 | 2,276 | 2,084 | 1,000 | 15,975 |
| 42 | 2,349 | 3,243 | 3,297 | 1,000 | 2,348 | 2,179 | 3,243 | 3,519 | 2,084 | 1,000 | 24,263 |

**Lampiran 15**

**r Tabel**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **df = (N-2)** | **Tingkat signifikan untuk uji satu arah** | | | | |
| **0,05** | **0,025** | **0,01** | **0,005** | **0,0005** |
| **Tingkat signifikan untuk uji dua arah** | | | | |
| **0,1** | **0,05** | **0,02** | **0,01** | **0,001** |
| **1** | 0.9877 | 0.9969 | 0.9995 | 0.9999 | 1.0000 |
| **2** | 0.9000 | 0.9500 | 0.9800 | 0.9900 | 0.9990 |
| **3** | 0.8054 | 0.8783 | 0.9343 | 0.9587 | 0.9911 |
| **4** | 0.7293 | 0.8114 | 0.8822 | 0.9172 | 0.9741 |
| **5** | 0.6694 | 0.7545 | 0.8329 | 0.8745 | 0.9509 |
| **6** | 0.6215 | 0.7067 | 0.7887 | 0.8343 | 0.9249 |
| **7** | 0.5822 | 0.6664 | 0.7498 | 0.7977 | 0.8983 |
| **8** | 0.5494 | 0.6319 | 0.7155 | 0.7646 | 0.8721 |
| **9** | 0.5214 | 0.6021 | 0.6851 | 0.7348 | 0.8470 |
| **10** | 0.4973 | 0.5760 | 0.6581 | 0.7079 | 0.8233 |
| **11** | 0.4762 | 0.5529 | 0.6339 | 0.6835 | 0.8010 |
| **12** | 0.4575 | 0.5324 | 0.6120 | 0.6614 | 0.7800 |
| **13** | 0.4409 | 0.5140 | 0.5923 | 0.6411 | 0.7604 |
| **14** | 0.4259 | 0.4973 | 0.5742 | 0.6226 | 0.7419 |
| **15** | 0.4124 | 0.4821 | 0.5577 | 0.6055 | 0.7247 |
| **16** | 0.4000 | 0.4683 | 0.5425 | 0.5897 | 0.7084 |
| **17** | 0.3887 | 0.4555 | 0.5285 | 0.5751 | 0.6932 |
| **18** | 0.3783 | 0.4438 | 0.5155 | 0.5614 | 0.6788 |
| **19** | 0.3687 | 0.4329 | 0.5034 | 0.5487 | 0.6652 |
| **20** | 0.3598 | 0.4227 | 0.4921 | 0.5368 | 0.6524 |
| **21** | 0.3515 | 0.4132 | 0.4815 | 0.5256 | 0.6402 |
| **22** | 0.3438 | 0.4044 | 0.4716 | 0.5151 | 0.6287 |
| **23** | 0.3365 | 0.3961 | 0.4622 | 0.5052 | 0.6178 |
| **24** | 0.3297 | 0.3882 | 0.4534 | 0.4958 | 0.6074 |
| **25** | 0.3233 | 0.3809 | 0.4451 | 0.4869 | 0.5974 |
| **26** | 0.3172 | 0.3739 | 0.4372 | 0.4785 | 0.5880 |
| **27** | 0.3115 | 0.3673 | 0.4297 | 0.4705 | 0.5790 |
| **28** | 0.3061 | 0.3610 | 0.4226 | 0.4629 | 0.5703 |
| **29** | 0.3009 | 0.3550 | 0.4158 | 0.4556 | 0.5620 |
| **30** | 0.2960 | 0.3494 | 0.4093 | 0.4487 | 0.5541 |
| **31** | 0.2913 | 0.3440 | 0.4032 | 0.4421 | 0.5465 |
| **32** | 0.2869 | 0.3388 | 0.3972 | 0.4357 | 0.5392 |
| **33** | 0.2826 | 0.3338 | 0.3916 | 0.4296 | 0.5322 |
| **34** | 0.2785 | 0.3291 | 0.3862 | 0.4238 | 0.5254 |
| **35** | 0.2746 | 0.3246 | 0.3810 | 0.4182 | 0.5189 |
| **36** | 0.2709 | 0.3202 | 0.3760 | 0.4128 | 0.5126 |
| **37** | 0.2673 | 0.3160 | 0.3712 | 0.4076 | 0.5066 |
| **38** | 0.2638 | 0.3120 | 0.3665 | 0.4026 | 0.5007 |
| **39** | 0.2605 | 0.3081 | 0.3621 | 0.3978 | 0.4950 |
| **40** | 0.2573 | 0.3044 | 0.3578 | 0.3932 | 0.4896 |
| **41** | 0.2542 | 0.3008 | 0.3536 | 0.3887 | 0.4843 |
| **42** | 0.2512 | 0.2973 | 0.3496 | 0.3843 | 0.4791 |
| **43** | 0.2483 | 0.2940 | 0.3457 | 0.3801 | 0.4742 |

**Lampiran 14   
 t Tabel**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Pr**  **df** | **0.25**  **0.50** | **0.10**  **0.20** | **0.05**  **0.10** | **0.025**  **0.050** | **0.01**  **0.02** | **0.005**  **0.010** | **0.001**  **0.002** |
| **1** | 1.00000 | 3.07768 | 6.31375 | 12.70620 | 31.82052 | 63.65674 | 318.30884 |
| **2** | 0.81650 | 1.88562 | 2.91999 | 4.30265 | 6.96456 | 9.92484 | 22.32712 |
| **3** | 0.76489 | 1.63774 | 2.35336 | 3.18245 | 4.54070 | 5.84091 | 10.21453 |
| **4** | 0.74070 | 1.53321 | 2.13185 | 2.77645 | 3.74695 | 4.60409 | 7.17318 |
| **5** | 0.72669 | 1.47588 | 2.01505 | 2.57058 | 3.36493 | 4.03214 | 5.89343 |
| **6** | 0.71756 | 1.43976 | 1.94318 | 2.44691 | 3.14267 | 3.70743 | 5.20763 |
| **7** | 0.71114 | 1.41492 | 1.89458 | 2.36462 | 2.99795 | 3.49948 | 4.78529 |
| **8** | 0.70639 | 1.39682 | 1.85955 | 2.30600 | 2.89646 | 3.35539 | 4.50079 |
| **9** | 0.70272 | 1.38303 | 1.83311 | 2.26216 | 2.82144 | 3.24984 | 4.29681 |
| **10** | 0.69981 | 1.37218 | 1.81246 | 2.22814 | 2.76377 | 3.16927 | 4.14370 |
| **11** | 0.69745 | 1.36343 | 1.79588 | 2.20099 | 2.71808 | 3.10581 | 4.02470 |
| **12** | 0.69548 | 1.35622 | 1.78229 | 2.17881 | 2.68100 | 3.05454 | 3.92963 |
| **13** | 0.69383 | 1.35017 | 1.77093 | 2.16037 | 2.65031 | 3.01228 | 3.85198 |
| **14** | 0.69242 | 1.34503 | 1.76131 | 2.14479 | 2.62449 | 2.97684 | 3.78739 |
| **15** | 0.69120 | 1.34061 | 1.75305 | 2.13145 | 2.60248 | 2.94671 | 3.73283 |
| **16** | 0.69013 | 1.33676 | 1.74588 | 2.11991 | 2.58349 | 2.92078 | 3.68615 |
| **17** | 0.68920 | 1.33338 | 1.73961 | 2.10982 | 2.56693 | 2.89823 | 3.64577 |
| **18** | 0.68836 | 1.33039 | 1.73406 | 2.10092 | 2.55238 | 2.87844 | 3.61048 |
| **19** | 0.68762 | 1.32773 | 1.72913 | 2.09302 | 2.53948 | 2.86093 | 3.57940 |
| **20** | 0.68695 | 1.32534 | 1.72472 | 2.08596 | 2.52798 | 2.84534 | 3.55181 |
| **21** | 0.68635 | 1.32319 | 1.72074 | 2.07961 | 2.51765 | 2.83136 | 3.52715 |
| **22** | 0.68581 | 1.32124 | 1.71714 | 2.07387 | 2.50832 | 2.81876 | 3.50499 |
| **23** | 0.68531 | 1.31946 | 1.71387 | 2.06866 | 2.49987 | 2.80734 | 3.48496 |
| **24** | 0.68485 | 1.31784 | 1.71088 | 2.06390 | 2.49216 | 2.79694 | 3.46678 |
| **25** | 0.68443 | 1.31635 | 1.70814 | 2.05954 | 2.48511 | 2.78744 | 3.45019 |
| **26** | 0.68404 | 1.31497 | 1.70562 | 2.05553 | 2.47863 | 2.77871 | 3.43500 |
| **27** | 0.68368 | 1.31370 | 1.70329 | 2.05183 | 2.47266 | 2.77068 | 3.42103 |
| **28** | 0.68335 | 1.31253 | 1.70113 | 2.04841 | 2.46714 | 2.76326 | 3.40816 |
| **29** | 0.68304 | 1.31143 | 1.69913 | 2.04523 | 2.46202 | 2.75639 | 3.39624 |
| **30** | 0.68276 | 1.31042 | 1.69726 | 2.04227 | 2.45726 | 2.75000 | 3.38518 |
| **31** | 0.68249 | 1.30946 | 1.69552 | 2.03951 | 2.45282 | 2.74404 | 3.37490 |
| **32** | 0.68223 | 1.30857 | 1.69389 | 2.03693 | 2.44868 | 2.73848 | 3.36531 |
| **33** | 0.68200 | 1.30774 | 1.69236 | 2.03452 | 2.44479 | 2.73328 | 3.35634 |
| **34** | 0.68177 | 1.30695 | 1.69092 | 2.03224 | 2.44115 | 2.72839 | 3.34793 |
| **35** | 0.68156 | 1.30621 | 1.68957 | 2.03011 | 2.43772 | 2.72381 | 3.34005 |
| **36** | 0.68137 | 1.30551 | 1.68830 | 2.02809 | 2.43449 | 2.71948 | 3.33262 |
| **37** | 0.68118 | 1.30485 | 1.68709 | 2.02619 | 2.43145 | 2.71541 | 3.32563 |
| **38** | 0.68100 | 1.30423 | 1.68595 | 2.02439 | 2.42857 | 2.71156 | 3.31903 |
| **39** | 0.68083 | 1.30364 | 1.68488 | 2.02269 | 2.42584 | 2.70791 | 3.31279 |
| **40** | 0.68067 | 1.30308 | 1.68385 | 2.02108 | 2.42326 | 2.70446 | 3.30688 |

**ampiran 15   
 F Tabel**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Df untuk penyebut**  **(N2)** | Df untuk pembilang (N1) | | | | | | | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| **1** | 161 | 199 | 216 | 225 | 230 | 234 | 237 | 239 | 241 | 242 | 243 | 244 | 245 | 245 | 246 |
| **2** | 18.51 | 19.00 | 19.16 | 19.25 | 19.30 | 19.33 | 19.35 | 19.37 | 19.38 | 19.40 | 19.40 | 19.41 | 19.42 | 19.42 | 19.43 |
| **3** | 10.13 | 9.55 | 9.28 | 9.12 | 9.01 | 8.94 | 8.89 | 8.85 | 8.81 | 8.79 | 8.76 | 8.74 | 8.73 | 8.71 | 8.70 |
| **4** | 7.71 | 6.94 | 6.59 | 6.39 | 6.26 | 6.16 | 6.09 | 6.04 | 6.00 | 5.96 | 5.94 | 5.91 | 5.89 | 5.87 | 5.86 |
| **5** | 6.61 | 5.79 | 5.41 | 5.19 | 5.05 | 4.95 | 4.88 | 4.82 | 4.77 | 4.74 | 4.70 | 4.68 | 4.66 | 4.64 | 4.62 |
| **6** | 5.99 | 5.14 | 4.76 | 4.53 | 4.39 | 4.28 | 4.21 | 4.15 | 4.10 | 4.06 | 4.03 | 4.00 | 3.98 | 3.96 | 3.94 |
| **7** | 5.59 | 4.74 | 4.35 | 4.12 | 3.97 | 3.87 | 3.79 | 3.73 | 3.68 | 3.64 | 3.60 | 3.57 | 3.55 | 3.53 | 3.51 |
| **8** | 5.32 | 4.46 | 4.07 | 3.84 | 3.69 | 3.58 | 3.50 | 3.44 | 3.39 | 3.35 | 3.31 | 3.28 | 3.26 | 3.24 | 3.22 |
| **9** | 5.12 | 4.26 | 3.86 | 3.63 | 3.48 | 3.37 | 3.29 | 3.23 | 3.18 | 3.14 | 3.10 | 3.07 | 3.05 | 3.03 | 3.01 |
| **10** | 4.96 | 4.10 | 3.71 | 3.48 | 3.33 | 3.22 | 3.14 | 3.07 | 3.02 | 2.98 | 2.94 | 2.91 | 2.89 | 2.86 | 2.85 |
| **11** | 4.84 | 3.98 | 3.59 | 3.36 | 3.20 | 3.09 | 3.01 | 2.95 | 2.90 | 2.85 | 2.82 | 2.79 | 2.76 | 2.74 | 2.72 |
| **12** | 4.75 | 3.89 | 3.49 | 3.26 | 3.11 | 3.00 | 2.91 | 2.85 | 2.80 | 2.75 | 2.72 | 2.69 | 2.66 | 2.64 | 2.62 |
| **13** | 4.67 | 3.81 | 3.41 | 3.18 | 3.03 | 2.92 | 2.83 | 2.77 | 2.71 | 2.67 | 2.63 | 2.60 | 2.58 | 2.55 | 2.53 |
| **14** | 4.60 | 3.74 | 3.34 | 3.11 | 2.96 | 2.85 | 2.76 | 2.70 | 2.65 | 2.60 | 2.57 | 2.53 | 2.51 | 2.48 | 2.46 |
| **15** | 4.54 | 3.68 | 3.29 | 3.06 | 2.90 | 2.79 | 2.71 | 2.64 | 2.59 | 2.54 | 2.51 | 2.48 | 2.45 | 2.42 | 2.40 |
| **16** | 4.49 | 3.63 | 3.24 | 3.01 | 2.85 | 2.74 | 2.66 | 2.59 | 2.54 | 2.49 | 2.46 | 2.42 | 2.40 | 2.37 | 2.35 |
| **17** | 4.45 | 3.59 | 3.20 | 2.96 | 2.81 | 2.70 | 2.61 | 2.55 | 2.49 | 2.45 | 2.41 | 2.38 | 2.35 | 2.33 | 2.31 |
| **18** | 4.41 | 3.55 | 3.16 | 2.93 | 2.77 | 2.66 | 2.58 | 2.51 | 2.46 | 2.41 | 2.37 | 2.34 | 2.31 | 2.29 | 2.27 |
| **19** | 4.38 | 3.52 | 3.13 | 2.90 | 2.74 | 2.63 | 2.54 | 2.48 | 2.42 | 2.38 | 2.34 | 2.31 | 2.28 | 2.26 | 2.23 |
| **20** | 4.35 | 3.49 | 3.10 | 2.87 | 2.71 | 2.60 | 2.51 | 2.45 | 2.39 | 2.35 | 2.31 | 2.28 | 2.25 | 2.22 | 2.20 |
| **21** | 4.32 | 3.47 | 3.07 | 2.84 | 2.68 | 2.57 | 2.49 | 2.42 | 2.37 | 2.32 | 2.28 | 2.25 | 2.22 | 2.20 | 2.18 |
| **22** | 4.30 | 3.44 | 3.05 | 2.82 | 2.66 | 2.55 | 2.46 | 2.40 | 2.34 | 2.30 | 2.26 | 2.23 | 2.20 | 2.17 | 2.15 |
| **23** | 4.28 | 3.42 | 3.03 | 2.80 | 2.64 | 2.53 | 2.44 | 2.37 | 2.32 | 2.27 | 2.24 | 2.20 | 2.18 | 2.15 | 2.13 |
| **24** | 4.26 | 3.40 | 3.01 | 2.78 | 2.62 | 2.51 | 2.42 | 2.36 | 2.30 | 2.25 | 2.22 | 2.18 | 2.15 | 2.13 | 2.11 |
| **25** | 4.24 | 3.39 | 2.99 | 2.76 | 2.60 | 2.49 | 2.40 | 2.34 | 2.28 | 2.24 | 2.20 | 2.16 | 2.14 | 2.11 | 2.09 |
| **26** | 4.23 | 3.37 | 2.98 | 2.74 | 2.59 | 2.47 | 2.39 | 2.32 | 2.27 | 2.22 | 2.18 | 2.15 | 2.12 | 2.09 | 2.07 |
| **27** | 4.21 | 3.35 | 2.96 | 2.73 | 2.57 | 2.46 | 2.37 | 2.31 | 2.25 | 2.20 | 2.17 | 2.13 | 2.10 | 2.08 | 2.06 |
| **28** | 4.20 | 3.34 | 2.95 | 2.71 | 2.56 | 2.45 | 2.36 | 2.29 | 2.24 | 2.19 | 2.15 | 2.12 | 2.09 | 2.06 | 2.04 |
| **29** | 4.18 | 3.33 | 2.93 | 2.70 | 2.55 | 2.43 | 2.35 | 2.28 | 2.22 | 2.18 | 2.14 | 2.10 | 2.08 | 2.05 | 2.03 |
| **30** | 4.17 | 3.32 | 2.92 | 2.69 | 2.53 | 2.42 | 2.33 | 2.27 | 2.21 | 2.16 | 2.13 | 2.09 | 2.06 | 2.04 | 2.01 |
| **31** | 4.16 | 3.30 | 2.91 | 2.68 | 2.52 | 2.41 | 2.32 | 2.25 | 2.20 | 2.15 | 2.11 | 2.08 | 2.05 | 2.03 | 2.00 |
| **32** | 4.15 | 3.29 | 2.90 | 2.67 | 2.51 | 2.40 | 2.31 | 2.24 | 2.19 | 2.14 | 2.10 | 2.07 | 2.04 | 2.01 | 1.99 |
| **33** | 4.14 | 3.28 | 2.89 | 2.66 | 2.50 | 2.39 | 2.30 | 2.23 | 2.18 | 2.13 | 2.09 | 2.06 | 2.03 | 2.00 | 1.98 |
| **34** | 4.13 | 3.28 | 2.88 | 2.65 | 2.49 | 2.38 | 2.29 | 2.23 | 2.17 | 2.12 | 2.08 | 2.05 | 2.02 | 1.99 | 1.97 |
| **35** | 4.12 | 3.27 | 2.87 | 2.64 | 2.49 | 2.37 | 2.29 | 2.22 | 2.16 | 2.11 | 2.07 | 2.04 | 2.01 | 1.99 | 1.96 |
| **36** | 4.11 | 3.26 | 2.87 | 2.63 | 2.48 | 2.36 | 2.28 | 2.21 | 2.15 | 2.11 | 2.07 | 2.03 | 2.00 | 1.98 | 1.95 |
| **37** | 4.11 | 3.25 | 2.86 | 2.63 | 2.47 | 2.36 | 2.27 | 2.20 | 2.14 | 2.10 | 2.06 | 2.02 | 2.00 | 1.97 | 1.95 |
| **38** | 4.10 | 3.24 | 2.85 | 2.62 | 2.46 | 2.35 | 2.26 | 2.19 | 2.14 | 2.09 | 2.05 | 2.02 | 1.99 | 1.96 | 1.94 |
| **39** | 4.09 | 3.24 | 2.85 | 2.61 | 2.46 | 2.34 | 2.26 | 2.19 | 2.13 | 2.08 | 2.04 | 2.01 | 1.98 | 1.95 | 1.93 |
| **40** | 4.08 | 3.23 | 2.84 | 2.61 | 2.45 | 2.34 | 2.25 | 2.18 | 2.12 | 2.08 | 2.04 | 2.00 | 1.97 | 1.95 | 1.92 |
| **41** | 4.08 | 3.23 | 2.83 | 2.60 | 2.44 | 2.33 | 2.24 | 2.17 | 2.12 | 2.07 | 2.03 | 2.00 | 1.97 | 1.94 | 1.92 |
| **42** | 4.07 | 3.22 | 2.83 | 2.59 | 2.44 | 2.32 | 2.24 | 2.17 | 2.11 | 2.06 | 2.03 | 1.99 | 1.96 | 1.94 | 1.91 |
| **43** | 4.07 | 3.21 | 2.82 | 2.59 | 2.43 | 2.32 | 2.23 | 2.16 | 2.11 | 2.06 | 2.02 | 1.99 | 1.96 | 1.93 | 1.91 |
| **44** | 4.06 | 3.21 | 2.82 | 2.58 | 2.43 | 2.31 | 2.23 | 2.16 | 2.10 | 2.05 | 2.01 | 1.98 | 1.95 | 1.92 | 1.90 |
| **45** | 4.06 | 3.20 | 2.81 | 2.58 | 2.42 | 2.31 | 2.22 | 2.15 | 2.10 | 2.05 | 2.01 | 1.97 | 1.94 | 1.92 | 1.89 |

**Lampiran 16   
 Surat Ijin Penelitian**

