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# LAMPIRAN

Lampiran 1

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian :Pengaruh Beban Kerja, Jam Kerja dan Stres Kerja Karyawan pada PT. BPRS Hikmah Bahari Tegal

Kepada Yth.

Bapak/Ibu/Sdr

Di tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, saya 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 sesuai dengan kondisi yang dirasakan Bapak/Ibu/Sdr selama ini. Kami akan menjaga kerahasiannya karena data ini hanya untuk kepentingan penelitian.

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini. Kami memberikan jangka waktu selama satu minggu setelah kuesioner ini kami sebarkan, agar Bapak/Ibu/Sdr dapat mengisinya.

Atas perhatian dan bantuannya, kami mengucapkan terima kasih.

Tegal, 27 Maret 2024

Hormat Saya,

Tiara Nurul Lestari

KARAKTERISTIK RESPONDEN

|  |  |
| --- | --- |
| 1. Jenis kelamin | : a. Laki- laki |
| b. Perempuan |
| 2. Pendidikan Terakhir | : a. SMP |
| b. SMA/ SMK |
| c. DIII |
| d. S1 |
| e. S2 |
| 3. Usia | : a. 20-30 tahun |
| b. 31-40 tahun |
| c. 41-50 tahun |
| d. > 50 tahun |
| 4. Masa Kerja | : a. < 1 tahun |
| b. 1-5 tahun |
| c. 6-10 tahun |
|  | d. > 10 tahun |

PETUNJUK PENGISIAN KUESIONER

1. Mohon dengan hormat kesediaan Bapak/Ibu/Saudara untuk menanggapi seluruh pernyataan yang ada.
2. Beri tanda check list (ƴ ) pada kolom yang tersedia.
3. Ada 5 alternatif jawaban, yaitu:

STS : Sangat Tidak Setuju

TS : Tidak Setuju

N : Netral

S : Setuju

SS : Sangat Setuju

1. KEPUASAN KERJA KARYAWAN (Y)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **STS** | **TS** | **N** | **S** | **SS** |
| 1. | Saya puas dengan kebijakan keamanan secara adil bagi karyawan |  |  |  |  |  |
| 2. | Kompensasi yang saya terima diakui dengan adil sesuai kontribusi saya |  |  |  |  |  |
| 3. | Saya puas dengan kompensasi yang saya terima. |  |  |  |  |  |
| 4. | Memiliki sikap saling menghargai sesama rekan kerja |  |  |  |  |  |
| 5. | Saya puas dalam pencapaian saya karena posisi yang saya dapat sesuai dengan karir |  |  |  |  |  |
| 6. | Saya puas dengan promosi yang saya dapatkan |  |  |  |  |  |
| 7. | Saya puas dengan pekerjaan saat ini karena sesuai dengan kemampuan yang saya miliki |  |  |  |  |  |
| 8. | Saya puas dalam bekerja karena dapat menambah pengalaman kerja |  |  |  |  |  |
| 9. | Saya merasa bahwa tim kerja saya mendukung satu sama lain |  |  |  |  |  |
| 10. | Saya merasa hubungan saya dengan atasan membantu dalam mencapai tujuan saya |  |  |  |  |  |

2. BEBAN KERJA KARYAWAN (X1)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **STS** | **TS** | **N** | **S** | **SS** |
| 1. | Saya dapat menyelesaikan pekerjaan sesuai dengan waktu yang ditentukan |  |  |  |  |  |
| 2. | Saya merasa jumlah waktu yang digunakan kurang untuk menyelesaikan tugas. |  |  |  |  |  |
| 3. | Saya dapat mengerjakan pekerjaan/ mencapai target dengan baik |  |  |  |  |  |
| 4. | Atasan selalu memonitoring tugas Ketika karywan sedang melakukan pekerjaan |  |  |  |  |  |
| 5. | Saya dapat mengambil keputusan Ketika melakukan pekerjaan |  |  |  |  |  |
| 6. | Sangat penting menjaga Kesehatan mental saat bekerja |  |  |  |  |  |
| 7. | Saya bekerja dengan perusahaan yang beresiko tinggi |  |  |  |  |  |
| 8. | Saya merasa bingung ketika tugas yang harus dikerjakan terlalu banyak |  |  |  |  |  |
| 9. | Saya sering merasa kebingungan ketika diberikan tugas terlalu berat |  |  |  |  |  |
| 10. | Saya merasa frustasi ketika tugas terus – menerus diberikan sehingga menumpuk pekerjaan |  |  |  |  |  |

3. JAM KERJA KARYAWAN (X2)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **STS** | **TS** | **N** | **S** | **SS** |
| 1. | Saya masuk kerja sesuai dengan jam kerja yang ditentukan oleh perusahaan |  |  |  |  |  |
| 2. | Saya dapat pulang kerja sesuai dengan jam yang ditentukan |  |  |  |  |  |
| 3. | Saya merasa waktu *refreshing breaks* atau istirahat dapat mengurangi tekanan dalam pekerjaan |  |  |  |  |  |
| 4. | Saya merasa adanya jam mingguan meningkatkan kepuasan saya. |  |  |  |  |  |
| 5. | Dengan adanya cuti dapat meningkatkan kesejahteraan saya dan rekan saya. |  |  |  |  |  |
| 6. | Saya merasa waktu cuti dapat memberikan saya kesempatan untuk melepas penat. |  |  |  |  |  |
| 7. | Saya merasa tugas yang diberikan terlalu banyak sehingga waktu kerja bertambah |  |  |  |  |  |
| 8. | Kompensasi lembur yang diberikan perusahaan kepada saya sesuai dengan ketentuan perusahaan |  |  |  |  |  |
| 9. | Saya merasa proses persetujuan lembur pada perusahaan berjalan transparan dan adil |  |  |  |  |  |
| 10. | Saya merasa adanya persetujuan terhadap jam lembur membantu saya mencapai tujuan pekerjaan. |  |  |  |  |  |

4. STRES KERJA KARYAWAN (X3)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **STS** | **TS** | **N** | **S** | **SS** |
| 1. | Saya kurang dapat berkonsentrasi dalam melakukan pekerjaan karena suasana kerja bising. |  |  |  |  |  |
| 2. | Penerangan cahaya kantor yang baik membuat saya nyaman dalam melakukan pekerjaan. |  |  |  |  |  |
| 3. | Saya merasa perancangan kantor yang baik membuat saya nyaman dalam bekerja |  |  |  |  |  |
| 4. | Kurangnya privasi di kantor dapat mengganggu kenyamanan saya |  |  |  |  |  |
| 5. | Saya merasa tugas yang saya kerjakan sulit. |  |  |  |  |  |
| 6. | Saya merasa peran yang saya jalankan kurang sesuai dengan kemampuan saya |  |  |  |  |  |
| 7. | Saya merasa bahwa karakter saya seringkali menjadi hambatan dalam mencapai tujuan. |  |  |  |  |  |
| 8. | Kepribadian saya seringkali membuat saya kurang dalam berinteraksi dengan orang lain. |  |  |  |  |  |
| 9. | Saya merasa perbedaan persepsi antara saya dan rekan kerja menyebabkan perdebatan |  |  |  |  |  |
| 10. | Saya merasa pengurangan karyawan menjadikan tingkat ketegangan dan kecemasan. |  |  |  |  |  |
| 11. | Restrukturisasi kantor membuat saya merasa cemas akan perubahan yang terjadi dalam pekerjaan. |  |  |  |  |  |
| 12. | Saya merasa merger dapat menjadikan tingkat ketidakpastian dan kebingungan di kantor. |  |  |  |  |  |

Lampiran 2

Hasil Tanggapan Kuesioner *Nonrespondent* Variabel Beban Kerja (X1)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (X1) 1 | (X1) 2 | (X1) 3 | (X1) 4 | (X1) 5 | (X1) 6 | (X1) 7 | (X1) 8 | (X1) 9 | (X1) 10 | Total |
| 1 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 46 |
| 2 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 47 |
| 3 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 46 |
| 4 | 3 | 3 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 42 |
| 5 | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | 44 |
| 6 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 7 | 5 | 4 | 2 | 4 | 5 | 5 | 3 | 4 | 5 | 5 | 42 |
| 8 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 9 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 44 |
| 10 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 11 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 12 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 13 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 46 |
| 14 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 46 |
| 15 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 43 |
| 16 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 47 |
| 17 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 36 |
| 18 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 45 |
| 19 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 20 | 3 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 42 |
| 21 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 38 |
| 22 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 23 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 39 |
| 24 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 46 |
| 25 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 27 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 28 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 29 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 30 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |

Hasil Tanggapan Kuesioner *Nonrespondent* Variabel Jam Kerja (X2)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (X2) 1 | (X2) 2 | (X2) 3 | (X2) 4 | (X2) 5 | (X2) 6 | (X2) 7 | (X2) 8 | (X2) 9 | (X2)10 | Total |
| 1 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 46 |
| ¹ | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 46 |
| 3 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 47 |
| 4 | 4 | 5 | 5 | 5 | 3 | 4 | 3 | 4 | 5 | 3 | 41 |
| 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |
| 6 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 47 |
| 7 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |
| 8 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 48 |
| 9 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 48 |
| 10 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 45 |
| 11 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 47 |
| 12 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 13 | 3 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 41 |
| 14 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 15 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 47 |
| 16 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 3 | 36 |
| 17 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 18 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 49 |
| 20 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 21 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 22 | 3 | 3 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 40 |
| 23 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 24 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 43 |
| 25 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 4 | 44 |
| 26 | 5 | 3 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 42 |
| 27 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 39 |
| 28 | 3 | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 3 | 5 | 41 |
| 29 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 47 |
| 30 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 5 | 3 | 3 | 38 |

Hasil Tanggapan Kuesioner *Nonrespondent* Variabel Stres Kerja (X3)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (X3) 1 | (X3) 2 | (X3) 3 | (X3) 4 | (X3) 5 | (X3) 6 | (X3) 7 | (X3) 8 | (X3) 9 | (X3) 10 | (X3) 11 | (X3) 12 | Total |
| 1 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 2 | 4 | 5 | 5 | 3 | 5 | 3 | 5 | 3 | 4 | 5 | 4 | 4 | 50 |
| 3 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 54 |
| 4 | 5 | 5 | 3 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 5 | 3 | 48 |
| 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 54 |
| 6 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 55 |
| 7 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 50 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 58 |
| 9 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 10 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 53 |
| 11 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 3 | 5 | 3 | 5 | 53 |
| 12 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | 54 |
| 13 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 57 |
| 14 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 52 |
| 15 | 3 | 3 | 5 | 3 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 49 |
| 16 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 50 |
| 17 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 50 |
| 18 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 55 |
| 19 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 54 |
| 20 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 51 |
| 21 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 57 |
| 22 | 3 | 4 | 3 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 44 |
| 23 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 51 |
| 24 | 3 | 5 | 4 | 3 | 5 | 4 | 5 | 5 | 4 | 3 | 3 | 3 | 47 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 59 |
| 26 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 49 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 58 |
| 28 | 3 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 56 |
| 29 | 3 | 4 | 3 | 5 | 4 | 3 | 5 | 3 | 4 | 4 | 4 | 4 | 46 |
| 30 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |

Hasil Tanggapan Kuesioner *Nonrespondent* Variabel Kepuasan Kerja (Y)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Total |
| 1 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 2 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 44 |
| 3 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 3 | 5 | 44 |
| 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 5 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 46 |
| 6 | 3 | 5 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 5 | 40 |
| 7 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 42 |
| 8 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 47 |
| 9 | 5 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 45 |
| 10 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 11 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 13 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 5 | 5 | 3 | 38 |
| 14 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 15 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 16 | 5 | 4 | 5 | 4 | 5 | 3 | 3 | 3 | 3 | 3 | 38 |
| 17 | 3 | 4 | 5 | 4 | 3 | 3 | 4 | 3 | 4 | 5 | 38 |
| 18 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 47 |
| 19 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 20 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 21 | 4 | 3 | 5 | 4 | 3 | 5 | 3 | 5 | 5 | 3 | 40 |
| 22 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 23 | 4 | 3 | 2 | 3 | 5 | 5 | 4 | 3 | 4 | 3 | 36 |
| 24 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 25 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 26 | 4 | 3 | 3 | 5 | 3 | 4 | 3 | 4 | 3 | 4 | 36 |
| 27 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 47 |
| 28 | 3 | 3 | 4 | 5 | 4 | 3 | 5 | 3 | 5 | 5 | 40 |
| 29 | 5 | 5 | 4 | 3 | 5 | 3 | 5 | 3 | 4 | 3 | 40 |
| 30 | 3 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 45 |

Hasil Tanggapan Responden Variabel Beban Kerja (X1)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | Total |
| 1 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 46 |
| 2 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 47 |
| 3 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 45 |
| 4 | 4 | 4 | 3 | 5 | 3 | 5 | 4 | 4 | 4 | 3 | 39 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 47 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 7 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
| 8 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 47 |
| 9 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |
| 10 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 11 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 39 |
| 12 | 5 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 46 |
| 13 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 14 | 3 | 4 | 4 | 3 | 5 | 3 | 4 | 3 | 4 | 3 | 36 |
| 15 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 46 |
| 16 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 4 | 46 |
| 17 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 44 |
| 18 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 46 |
| 19 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| 20 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 47 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 48 |
| 22 | 3 | 4 | 3 | 5 | 4 | 3 | 5 | 3 | 4 | 5 | 39 |
| 23 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 47 |
| 24 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 46 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 48 |
| 26 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 4 | 3 | 5 | 38 |
| 27 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 28 | 5 | 5 | 4 | 3 | 4 | 5 | 3 | 4 | 4 | 5 | 42 |
| 29 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 43 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 47 |
| 32 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 45 |
| 33 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 34 | 4 | 5 | 3 | 5 | 3 | 4 | 5 | 4 | 3 | 4 | 40 |
| 35 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 36 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 40 |
| 37 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 38 | 4 | 3 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 3 | 38 |
| 39 | 5 | 4 | 5 | 5 | 4 | 4 | 2 | 4 | 5 | 3 | 41 |
| 40 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 38 |
| 41 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 47 |
| 42 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 43 | 4 | 4 | 5 | 5 | 4 | 3 | 3 | 5 | 4 | 4 | 41 |
| 44 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 45 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 46 | 5 | 3 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 43 |
| 47 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 5 | 3 | 4 | 44 |
| 48 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 43 |
| 49 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 44 |
| 50 | 5 | 3 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 43 |
| 51 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 52 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 45 |
| 53 | 5 | 3 | 4 | 3 | 5 | 3 | 4 | 5 | 4 | 3 | 39 |
| 54 | 3 | 5 | 3 | 3 | 3 | 5 | 3 | 3 | 5 | 5 | 38 |
| 55 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 3 | 5 | 42 |
| 56 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 47 |
| 57 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 39 |
| 58 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 49 |
| 59 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 60 | 5 | 5 | 5 | 3 | 5 | 3 | 5 | 5 | 3 | 4 | 43 |
| 61 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 49 |
| 62 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 63 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 64 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 65 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 66 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 67 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 68 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 69 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 5 | 4 | 3 | 39 |
| 70 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 48 |
| 71 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 3 | 3 | 41 |

Hasil Tanggapan Responden Variabel Jam Kerja X2

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | Total |
| 1 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 44 |
| 2 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 46 |
| 3 | 5 | 4 | 5 | 3 | 5 | 4 | 4 | 4 | 5 | 4 | 43 |
| 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |
| 6 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 7 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 45 |
| 8 | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 45 |
| 9 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 45 |
| 10 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 46 |
| 11 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 44 |
| 12 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 13 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 46 |
| 14 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 46 |
| 15 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 44 |
| 16 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 17 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 19 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 42 |
| 20 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 22 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 23 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 46 |
| 24 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 47 |
| 25 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 45 |
| 26 | 5 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 45 |
| 27 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 3 | 41 |
| 28 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 29 | 4 | 3 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 41 |
| 30 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 45 |
| 31 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 32 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 5 | 37 |
| 33 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 46 |
| 34 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 47 |
| 35 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 47 |
| 36 | 4 | 3 | 3 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 41 |
| 37 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 38 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 38 |
| 39 | 5 | 5 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 46 |
| 40 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 47 |
| 41 | 5 | 3 | 4 | 5 | 5 | 3 | 5 | 5 | 4 | 4 | 43 |
| 42 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 42 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 44 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 38 |
| 45 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 46 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 5 | 36 |
| 47 | 4 | 5 | 4 | 4 | 5 | 3 | 3 | 5 | 5 | 4 | 42 |
| 48 | 5 | 3 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 43 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 50 | 4 | 3 | 3 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | 39 |
| 51 | 5 | 4 | 4 | 5 | 5 | 3 | 4 | 3 | 5 | 4 | 42 |
| 52 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 45 |
| 53 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 54 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 36 |
| 55 | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 5 | 3 | 43 |
| 56 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 42 |
| 57 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 45 |
| 58 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 44 |
| 59 | 3 | 4 | 3 | 4 | 4 | 5 | 3 | 3 | 5 | 4 | 38 |
| 60 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 47 |
| 61 | 5 | 4 | 3 | 4 | 4 | 5 | 3 | 3 | 5 | 3 | 39 |
| 62 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 3 | 44 |
| 63 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 47 |
| 64 | 3 | 4 | 4 | 5 | 3 | 3 | 5 | 3 | 5 | 3 | 38 |
| 65 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 47 |
| 66 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 67 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 68 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 69 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 48 |
| 70 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 71 | 4 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 42 |

Hasil Tanggapan Responden Variabel Stres Kerja (X3)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | X3.11 | X3.12 | Total |
| 1 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 55 |
| 2 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 55 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 56 |
| 4 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 52 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 55 |
| 6 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 54 |
| 7 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 57 |
| 8 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 3 | 5 | 53 |
| 9 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 57 |
| 10 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 58 |
| 11 | 5 | 3 | 3 | 5 | 3 | 4 | 4 | 3 | 5 | 3 | 4 | 4 | 46 |
| 12 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 58 |
| 13 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 55 |
| 14 | 3 | 3 | 4 | 3 | 5 | 5 | 3 | 3 | 3 | 5 | 4 | 3 | 44 |
| 15 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 57 |
| 16 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 54 |
| 17 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 58 |
| 18 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 57 |
| 19 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 57 |
| 20 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 21 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 56 |
| 22 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 56 |
| 23 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 55 |
| 24 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 58 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 58 |
| 26 | 3 | 5 | 5 | 4 | 3 | 4 | 3 | 5 | 3 | 5 | 4 | 4 | 48 |
| 27 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 50 |
| 28 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 53 |
| 29 | 4 | 3 | 3 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 49 |
| 30 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 57 |
| 31 | 5 | 4 | 5 | 3 | 3 | 3 | 5 | 4 | 4 | 4 | 5 | 4 | 49 |
| 32 | 3 | 5 | 4 | 3 | 4 | 5 | 3 | 5 | 3 | 5 | 4 | 4 | 48 |
| 33 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 55 |
| 34 | 3 | 5 | 4 | 4 | 5 | 3 | 3 | 5 | 5 | 5 | 3 | 5 | 50 |
| 35 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 3 | 5 | 3 | 49 |
| 36 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 55 |
| 37 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 57 |
| 38 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 57 |
| 39 | 5 | 3 | 3 | 5 | 3 | 3 | 3 | 3 | 5 | 3 | 3 | 3 | 42 |
| 40 | 5 | 4 | 3 | 3 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 3 | 50 |
| 41 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 57 |
| 42 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 57 |
| 43 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 56 |
| 44 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 57 |
| 45 | 4 | 5 | 3 | 3 | 4 | 3 | 5 | 4 | 4 | 5 | 3 | 3 | 46 |
| 46 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 58 |
| 47 | 3 | 5 | 3 | 4 | 5 | 4 | 4 | 3 | 3 | 5 | 5 | 5 | 49 |
| 48 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 56 |
| 49 | 3 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 5 | 3 | 47 |
| 50 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 51 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 56 |
| 52 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 57 |
| 53 | 5 | 3 | 3 | 4 | 5 | 5 | 5 | 3 | 4 | 3 | 5 | 5 | 50 |
| 54 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 59 |
| 55 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 57 |
| 56 | 4 | 3 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 3 | 5 | 3 | 45 |
| 57 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 58 | 3 | 4 | 3 | 4 | 5 | 5 | 3 | 5 | 3 | 5 | 5 | 5 | 50 |
| 59 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 56 |
| 60 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 61 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 62 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 63 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 64 | 3 | 5 | 3 | 4 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 51 |
| 65 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 56 |
| 66 | 4 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 3 | 5 | 3 | 3 | 48 |
| 67 | 5 | 4 | 3 | 5 | 5 | 3 | 5 | 4 | 4 | 5 | 4 | 3 | 50 |
| 68 | 3 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 5 | 3 | 5 | 51 |
| 69 | 3 | 5 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 51 |
| 70 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 59 |
| 71 | 3 | 3 | 5 | 3 | 4 | 4 | 5 | 3 | 4 | 3 | 3 | 5 | 45 |

Hasil Tanggapan Responden Kepuasan Kerja (Y)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Y 1 | Y 2 | Y 3 | Y 4 | Y 5 | Y 6 | Y 7 | Y 8 | Y 9 | Y 10 | Total |
| 1 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 47 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 49 |
| 3 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 5 | 3 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 5 | 45 |
| 6 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 44 |
| 7 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 45 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 48 |
| 9 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 45 |
| 10 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 45 |
| 11 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 46 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 48 |
| 13 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 46 |
| 14 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 42 |
| 15 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 44 |
| 16 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 17 | 5 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 3 | 5 | 44 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 46 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 48 |
| 20 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 21 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 43 |
| 22 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 46 |
| 23 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 24 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 25 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 47 |
| 26 | 4 | 4 | 5 | 3 | 3 | 5 | 4 | 3 | 4 | 5 | 40 |
| 27 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 28 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 44 |
| 29 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 30 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 47 |
| 31 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 45 |
| 32 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 43 |
| 33 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 48 |
| 34 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 35 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 36 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 43 |
| 37 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 38 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 41 |
| 39 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 40 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 47 |
| 41 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 48 |
| 42 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 41 |
| 43 | 3 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 3 | 39 |
| 44 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 47 |
| 45 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 47 |
| 46 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 46 |
| 47 | 5 | 4 | 3 | 5 | 4 | 2 | 4 | 3 | 4 | 3 | 37 |
| 48 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 49 | 3 | 4 | 3 | 3 | 4 | 5 | 3 | 3 | 4 | 3 | 35 |
| 50 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 51 | 3 | 4 | 3 | 3 | 3 | 5 | 3 | 4 | 3 | 5 | 36 |
| 52 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 45 |
| 53 | 4 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 5 | 4 | 44 |
| 54 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 45 |
| 55 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 46 |
| 56 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 57 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 48 |
| 58 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 44 |
| 59 | 3 | 3 | 4 | 3 | 4 | 3 | 5 | 4 | 3 | 5 | 37 |
| 60 | 3 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 3 | 42 |
| 61 | 4 | 5 | 3 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 42 |
| 62 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 3 | 40 |
| 63 | 3 | 5 | 4 | 5 | 4 | 3 | 3 | 4 | 3 | 5 | 39 |
| 64 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 65 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 46 |
| 66 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 67 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 68 | 4 | 4 | 4 | 3 | 5 | 4 | 3 | 4 | 3 | 3 | 37 |
| 69 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 70 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 3 | 4 | 41 |
| 71 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |

Lampiran 3

**Hasil Wawancara**

|  |  |  |
| --- | --- | --- |
| **No** | **Pertanyaan** | **Jawaban** |
| 1. | Bagaimana tingkat beban kerja yang dihadapi bapak/ ibu di PT. BPRS HIKMAH BAHARI Tegal | Tingkat beban kerja yang ada di perusahaan cukup tinggi, karena adanya tugas selain tugas pokok karyawan mengalami tekanan kerja dan kelelahan |
| 2. | Apakah dengan adanya beban kerja yang di tanggung karyawan dapat mengakibatkan kesulitan dalam mengerjakan tugas pokok | Ya, karena waktu yang seharusnya digunakan untuk mengerjakan tugas pokok tetapi digunakan untuk tugas tambahan yang harus diselesaikan saat itu juga, yang mengakibatkan karyawan merasa kesulitan dalam mengerjakan tugas |
| 3. | Permasalahan apa saja yang terjadi yang berhubungan dengan kepuasan kerja karyawan pada PT. BPRS HIKMAH BAHARI Tegal | Terdapat permasalahan pada beberapa karyawan berhubungan dengan tugas yang dikerjakan dan waktu yang dikerjakan kurang maksimal. |
| 4. | Apakah jam kerja karyawan sesuai | Adanya tugas yang diberikan melebihi jam kerja sehingga karyawan harus lembur untuk menyelesaikan tugas tersebut. |
| 5. | Apakah karyawan mengalami stres kerja | Ya, beberapa karyawan mengalami stres kerja karena tingkat pekerjaan yang tinggi. |
| 6. | Bagaimana upaya yang dilakukan karyawan jika mengalami stres kerja | Jika mengalami stres kerja karyawan biasanya akan datang terlambat, tidak menyelesaikan tugas dengan tepat waktu, menyepelekan tugas, dan pulang lebih cepat. |
| 7. | Faktor apa saja yang dapat meningkatkan kepuasan kerja karyawan PT. BPRS HIKMAH BAHARI Tegal | Faktor yang dapat meningkatkan kepuasan kerja adalah hubungan sosial antara atasan dengan bawahan atau sesama pegawai, dari segi pekerjaan, waktu kerja, kompensasi promosi dan fasilitas yang diberikan |
| 8. | Apa upaya dilakukan pemimpin untuk menyikapi terkait beban kerja yang cukup tinggi | Memberikan pemahaman kepada karyawan jika beban kerja yang baik dapat meningkatkan *skill* karyawan |
| 9. | Berapa jumlah karyawan yang ada di PT. BPRS HIKMAH Bahari Tegal? | 71 Karyawan |
| 10. | Apakah target setiap bulannya selalu tercapai? | Tidak selalu, terkadang ada naik dan turunnya dalam pencapaian target. |
| 11. | Untuk sistem lembur pada PT. BPRS HIKMAH Bahari Tegal bagaimana? | Untuk sistem lembur pada PT. BPRS HIKMAH dilakukan setelah jam kerja selesai, akan tetapi ada jeda 1 jam setelah jam kerja itu selesai digunakan untuk istirahat atau digunakan untuk mengerjakan tugas yang belum terselesaikan. |



Lampiran 4

Latar Pendidikan Karyawan

|  |  |  |  |
| --- | --- | --- | --- |
| No | Nama | Jurusan & Kampus | Bagian |
| 1 | Tri Budi S | STIE Kerjasama/ ilmu ekonomi dan Pembangunan | Kepala divisi Bisnis |
| 2 | Diana Khristina | IAIN Walisongo/ Perbankan syariah | SPV akunting |
| 3 | Dyah Eka T | Undip/ Biologi | SPV Audit Internal |
| 4 | Tokhidin | SMP Negeri 6 Brebes | Staf bag. Umum |
| 5 | M. Nizar S | IAIN Sumatera Utara/ manajemen dakwah | Kabag UKM dan Sindikasi |
| 6 | A. zaenudin | STAIN Pekalongan/ Tarbiyah | Kabag Fix Income |
| 7 | Bambang N. | UIN Jakarta/ Psikologi | Koord. SDM |
| 8 | Roikhatul J. | UPS Tegal/ Pendidikan Ekonomi | Koord. Marketing |
| 9 | Dhani Rahutami | Univ. Telkom Bandung/ Sistem Informasi | SPV Operasional |
| 10 | Rohmatika M. | Univ. Negeri Semarang/ Pendidikan tata kecantikan | Staf audit internal |
| 11 | Qiqi Rizqiani | STAIN Pekalongan/ Ekonomi Syariah | Admin pembiayaan |
| 12 | Rizka R. | Univ. PGRI Semarang/ Pendidikan Bahasa dan Sastra Indonesia | CS |
| 13 | Tarmidi | SMK Dinamika Tegal/ Teknik Otomotif | Scurity |
| 14 | Anggah P. | Univ. Teknologi Yogyakarta/ Akuntansi | SPV Manriks dan kepatuhan |
| 15 | Hendar Puspo | UPS/ Teknik Mesin | Pincab |
| 16 | Seftiara Mayang | Unisula Semarang/ Akuntansi | Akunting |
| 17 | Fadhillah Amin | Poltek/ Teknik Komputer | Remedial |
| 18 | Eri K. | IAIN/Hukum Keuangan Islam | Pincab |
| 19 | Irfan Adi R. | Poltek Trisila Darma/ Sistem Informasi | Koord. Kum |
| 20 | M. Nasrudin | UIN Walisongo/ Ilmu Falak | Koord. AO |
| 21 | Fatkhul Azis | UPS Tegal/ Manajemen | Koord. AO |
| 22 | Nugrahani D. | Univ. Jendral Sudirman/ D3 Akuntansi | Koord. Operasional |
| 23 | Rahajeng S. | Poltek Harber/ Akuntansi | Staf pelaporan |
| 24 | Leni Tri W. | IAIN Purwakarta/D3 Perbankan Syariah | Teller |
| 25 | Aditya Mandira | Unsoed/Sastra Inggris | AO sindikasi |
| 26 | Dwi Raharjo | SMA Negeri 4 Tegal | Security |
| 27 | Slamet Irawan | SMK DWP Tegal/ Otomotif | Security |
| 28 | Ulfa Shaena | UM Pekajangan pekalongan/ Akuntansi | Koord. Operasional |
| 29 | M. Teguh Dwi | Undip/ Ilmu perpustakaan | CS |
| 30 | M. Ridwan | SMA Ihsaniyah Tegal | Secutity |
| 31 | M. Fuad Hasyim | MAN/ IPS | Security |
| 32 | Erdiyan Nur A. | UNS/ Hukum | Staf legal |
| 33 | Zuhroida | UPS Tegal/ Pendidikan Bahasa Indonesia | Staf SDM |
| 34 | Kurniawan | SMA N 3 Tegal/ Teknik bangunan | OB |
| 35 | Sukma Prakoso | SMK Al Ikhlas/ Farmasi | OB |
| 36 | Tanda Lovia | UPS Tegal/ Pend. Bahasa Inggris | Adm Dana |
| 37 | Tri Yuli Yanto | Poltek harber/ Teknik Elektronika | Staf IT |
| 38 | Sabqiyan K. | MA/ IPS | Scurity |
| 39 | Nabila W. | Univ. Negeri Semarang/ Hukum | Scurity |
| 40 | Shintia | Poltek Harber/ Teknik komputer | Support AO Sindikasi |
| 41 | Riza Tribuana | Poltek Harber/ Teknik computer | Teller |
| 42 | Indah Rozalina | Stikes Surya Global/ Konsentrasi manajemen rumah sakit | Staf Reviewer |
| 43 | Agus Riyanto | SMA Maarif NU 1 Ajibarang | Security |
| 44 | Deni Irwanto | Unsoed/ Ekonomi Pembangunan | Koord. AO |
| 45 | Nurul Handika | Ekonomi | AO |
| 46 | Alfan Dwi R. | UPS Tegal/ Ekonomi | AO |
| 47 | Andika Putra P. | SMK YPT Tegal | Driver |
| 48 | Adi Nugroho | SMA N 1 Dukuhturi/ IPS | Driver |
| 49 | Bayu Ramadhan | MAN Pemalang/ Ips | Remedial |
| 50 | Muh. Fahmi | UIN KH. Abdurrahman Wahid/ Perbankan Syariah | AO |
| 51 | Arbi Ginardo | UIN KH. Abdurrahman Wahid/ Ekonomi dan bisnis islam | AO |
| 52 | Arsy Maulana | UPS Tegal/ Ilmu komunikasi | AO |
| 53 | Eko agus Dwi | IAIN Pekalongan/ Ilmu Ekonomi | AO |
| 54 | Arina Nur I. | UIN Prof. KH Saefudin/Ekonomi | CS |
| 55 | Galih Rizki | UMP/ Akuntansi | AO |
| 56 | Waja | SMK Dwi Bakti Ciledug/ Teknik mesin | Petugas lapangan KUM |
| 57 | Akhmad Azmi | SMK Pusponegoro/ Teknik Elektronika | Petugas lapangan KUM |
| 58 | Deska Putri | Unsoed/ Peternakan | AO |
| 59 | Husain Nabil | SMA N 3 Tegal/IPA | Petugas lapangan KUM |
| 60 | Titin Khumaeroh | IAIN Semarang/ Ekonomi Islam | Funding |
| 61 | Agung Saputra | Unsoed/ Pertanian | Petugas lapangan KUM |
| 62 | M. Awaludin | SMK Islamiyah/ Teknik Otomitif | Petugas lapangan KUM |
| 63 | Dimas Reza | UPS Tegal/ Ilmu Komunikasi | AO |
| 64 | Rizki Dwi P. | Poltek Harber/ Akuntansi | Adm. Legal |
| 65 | Insay Razi | Poltek Harber/ Teknik Komputer | Staff IT |
| 66 | Hanang Dwi L. | UMP / Akuntansi | AO |
| 67 | Ivan Bagas | UPM / Akuntansi | AO |
| 68 | Rifqi Ahdiyati | SMA Negeri 1 Pemalang | AO Sindikasi |
| 69 | Asrini P. | Unnes/ Akuntansi | Kabag Operasional |
| 70 | M. Yuliyanto | UPS Tegal/ Pendidikan Ekonomi | Koord. Remedial |
| 71 | Fajar Dwi W | Undip/ Administrasi Pajak | AO |



Lampiran 5

**Strruktur Organisasi**

**PT BPRS Hikmah Bahari Tegal**

RUPS

Komisaris

DPS

Direktur Utama

Direktur

Unit Kerja Khusus

SPV Audit

Internal

SPV

Manrisk & Kepatuhan

Unit Manajemen

Staf Internal

Reviewer

Kepala Bagian Operasional, Keuangan, SDM & Umum

Kepala Bagian Support & IT

Kepala Cabang Batang

Kepala Cabang Purwokerto



Lampiran 6

Metode Suksesif Interval Nonrespondent Beban Kerja (X1)

|  |  |
| --- | --- |
| **Suksesif Interval** | |
| **(X1) 1** | **(X1) 2** | **(X1) 3** | **(X1) 4** | **(X1) 5** | **(X1) 6** | **(X1) 7** | **(X1) 8** | **(X1) 9** | **(X1)10** |  |
| 3,360 | 3,500 | 3,675 | 2,481 | 2,262 | 3,921 | 1,000 | 3,252 | 3,821 | 2,711 | 29,984 |
| 2,068 | 3,500 | 3,675 | 3,972 | 3,772 | 3,921 | 2,021 | 3,252 | 2,320 | 2,711 | 31,213 |
| 3,360 | 2,149 | 3,675 | 3,972 | 3,772 | 3,921 | 2,021 | 1,894 | 3,821 | 1,000 | 29,587 |
| 1,000 | 1,000 | 3,675 | 2,481 | 2,262 | 3,921 | 3,309 | 3,252 | 2,320 | 1,000 | 24,220 |
| 3,360 | 2,149 | 2,231 | 3,972 | 1,000 | 3,921 | 2,021 | 1,894 | 3,821 | 2,711 | 27,081 |
| 3,360 | 2,149 | 3,675 | 3,972 | 3,772 | 2,429 | 3,309 | 3,252 | 3,821 | 2,711 | 32,451 |
| 3,360 | 2,149 | 1,000 | 2,481 | 3,772 | 3,921 | 1,000 | 1,894 | 3,821 | 2,711 | 26,110 |
| 3,360 | 3,500 | 3,675 | 2,481 | 3,772 | 3,921 | 2,021 | 3,252 | 3,821 | 2,711 | 32,515 |
| 2,068 | 1,000 | 3,675 | 2,481 | 3,772 | 2,429 | 3,309 | 3,252 | 3,821 | 1,000 | 26,807 |
| 2,068 | 3,500 | 3,675 | 3,972 | 3,772 | 3,921 | 3,309 | 1,894 | 3,821 | 2,711 | 32,644 |
| 3,360 | 3,500 | 3,675 | 2,481 | 3,772 | 3,921 | 3,309 | 3,252 | 3,821 | 2,711 | 33,803 |
| 3,360 | 3,500 | 3,675 | 3,972 | 3,772 | 2,429 | 3,309 | 3,252 | 3,821 | 2,711 | 33,802 |
| 3,360 | 2,149 | 3,675 | 3,972 | 2,262 | 2,429 | 3,309 | 3,252 | 3,821 | 1,000 | 29,230 |
| 3,360 | 3,500 | 3,675 | 2,481 | 3,772 | 2,429 | 3,309 | 1,894 | 2,320 | 2,711 | 29,452 |
| 3,360 | 3,500 | 3,675 | 2,481 | 2,262 | 2,429 | 2,021 | 1,000 | 3,821 | 1,000 | 25,550 |
| 2,068 | 2,149 | 3,675 | 3,972 | 3,772 | 3,921 | 3,309 | 3,252 | 2,320 | 2,711 | 31,150 |
| 2,068 | 2,149 | 1,575 | 2,481 | 2,262 | 1,000 | 1,000 | 1,000 | 2,320 | 1,000 | 16,855 |
| 1,000 | 3,500 | 2,231 | 3,972 | 3,772 | 3,921 | 2,021 | 3,252 | 2,320 | 2,711 | 28,701 |
| 2,068 | 3,500 | 2,231 | 2,481 | 3,772 | 3,921 | 3,309 | 3,252 | 3,821 | 2,711 | 31,066 |
| 1,000 | 3,500 | 3,675 | 1,000 | 2,262 | 2,429 | 2,021 | 3,252 | 2,320 | 2,711 | 24,171 |
| 1,000 | 2,149 | 2,231 | 2,481 | 2,262 | 2,429 | 1,000 | 1,894 | 1,000 | 2,711 | 19,157 |
| 2,068 | 3,500 | 3,675 | 3,972 | 3,772 | 3,921 | 3,309 | 3,252 | 3,821 | 2,711 | 34,002 |
| 2,068 | 1,000 | 2,231 | 2,481 | 2,262 | 2,429 | 3,309 | 1,000 | 2,320 | 1,000 | 20,100 |
| 2,068 | 3,500 | 2,231 | 2,481 | 3,772 | 3,921 | 2,021 | 3,252 | 3,821 | 2,711 | 29,778 |
| 3,360 | 2,149 | 3,675 | 3,972 | 3,772 | 2,429 | 3,309 | 3,252 | 2,320 | 2,711 | 30,950 |
| 3,360 | 3,500 | 3,675 | 3,972 | 3,772 | 3,921 | 2,021 | 3,252 | 3,821 | 2,711 | 34,006 |
| 2,068 | 3,500 | 3,675 | 3,972 | 3,772 | 3,921 | 3,309 | 3,252 | 2,320 | 2,711 | 32,501 |
| 3,360 | 2,149 | 3,675 | 3,972 | 3,772 | 2,429 | 3,309 | 3,252 | 3,821 | 2,711 | 32,451 |
| 3,360 | 2,149 | 3,675 | 3,972 | 3,772 | 2,429 | 3,309 | 3,252 | 3,821 | 2,711 | 32,451 |
| 3,360 | 3,500 | 3,675 | 3,972 | 2,262 | 3,921 | 3,309 | 3,252 | 3,821 | 2,711 | 33,784 |

Metode Suksesif Interval *Nonrespondent* Jam Kerja (X2)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **(X2) 1** | **(X2) 2** | **(X2) 3** | **(X2) 4** | **(X2) 5** | **(X2) 6** | **(X2) 7** | **(X2) 8** | **(X2) 9** | **(X2) 10** |  |
| 3,500 | 2,114 | 3,093 | 2,429 | 3,209 | 3,584 | 3,685 | 3,436 | 2,004 | 2,101 | 29,155 |
| 3,500 | 3,412 | 1,000 | 3,921 | 3,209 | 3,584 | 2,269 | 3,436 | 2,004 | 3,449 | 29,785 |
| 3,500 | 2,114 | 3,093 | 2,429 | 3,209 | 3,584 | 2,269 | 3,436 | 3,436 | 3,449 | 30,520 |
| 2,149 | 3,412 | 3,093 | 3,921 | 1,000 | 2,168 | 1,000 | 2,004 | 3,436 | 1,000 | 23,185 |
| 3,500 | 3,412 | 1,866 | 2,429 | 3,209 | 3,584 | 2,269 | 3,436 | 3,436 | 2,101 | 29,244 |
| 3,500 | 3,412 | 1,866 | 3,921 | 1,924 | 2,168 | 3,685 | 3,436 | 3,436 | 3,449 | 30,799 |
| 2,149 | 2,114 | 3,093 | 3,921 | 3,209 | 3,584 | 2,269 | 3,436 | 3,436 | 2,101 | 29,313 |
| 3,500 | 3,412 | 3,093 | 3,921 | 1,000 | 3,584 | 3,685 | 3,436 | 3,436 | 3,449 | 32,518 |
| 3,500 | 3,412 | 3,093 | 3,921 | 1,924 | 3,584 | 3,685 | 3,436 | 3,436 | 2,101 | 32,094 |
| 2,149 | 3,412 | 3,093 | 2,429 | 3,209 | 2,168 | 3,685 | 1,000 | 3,436 | 3,449 | 28,032 |
| 3,500 | 3,412 | 1,866 | 3,921 | 3,209 | 3,584 | 3,685 | 2,004 | 3,436 | 2,101 | 30,719 |
| 3,500 | 3,412 | 3,093 | 2,429 | 3,209 | 3,584 | 2,269 | 3,436 | 3,436 | 3,449 | 31,819 |
| 1,000 | 1,000 | 3,093 | 3,921 | 1,924 | 2,168 | 3,685 | 2,004 | 2,004 | 2,101 | 22,901 |
| 3,500 | 3,412 | 1,866 | 3,921 | 3,209 | 3,584 | 2,269 | 3,436 | 3,436 | 3,449 | 32,083 |
| 3,500 | 2,114 | 3,093 | 3,921 | 3,209 | 2,168 | 3,685 | 3,436 | 3,436 | 2,101 | 30,665 |
| 2,149 | 1,000 | 1,000 | 2,429 | 1,000 | 1,000 | 2,269 | 2,004 | 3,436 | 1,000 | 17,287 |
| 2,149 | 3,412 | 3,093 | 3,921 | 3,209 | 3,584 | 2,269 | 3,436 | 3,436 | 3,449 | 31,960 |
| 2,149 | 2,114 | 3,093 | 3,921 | 3,209 | 3,584 | 3,685 | 3,436 | 3,436 | 3,449 | 32,077 |
| 3,500 | 3,412 | 3,093 | 3,921 | 3,209 | 3,584 | 3,685 | 2,004 | 3,436 | 3,449 | 33,294 |
| 2,149 | 3,412 | 3,093 | 2,429 | 3,209 | 3,584 | 3,685 | 3,436 | 3,436 | 3,449 | 31,884 |
| 3,500 | 2,114 | 3,093 | 3,921 | 3,209 | 2,168 | 3,685 | 3,436 | 3,436 | 3,449 | 32,013 |
| 1,000 | 1,000 | 1,000 | 2,429 | 1,924 | 3,584 | 2,269 | 3,436 | 2,004 | 3,449 | 22,095 |
| 3,500 | 2,114 | 3,093 | 3,921 | 3,209 | 3,584 | 3,685 | 3,436 | 3,436 | 3,449 | 33,428 |
| 2,149 | 2,114 | 3,093 | 3,921 | 1,924 | 2,168 | 3,685 | 2,004 | 2,004 | 2,101 | 25,164 |
| 3,500 | 2,114 | 1,866 | 2,429 | 3,209 | 3,584 | 1,000 | 3,436 | 3,436 | 2,101 | 26,676 |
| 3,500 | 1,000 | 1,000 | 2,429 | 3,209 | 2,168 | 2,269 | 3,436 | 2,004 | 3,449 | 24,465 |
| 2,149 | 2,114 | 1,000 | 2,429 | 1,924 | 3,584 | 2,269 | 1,000 | 2,004 | 2,101 | 20,574 |
| 1,000 | 3,412 | 1,866 | 2,429 | 3,209 | 1,000 | 3,685 | 2,004 | 1,000 | 3,449 | 23,054 |
| 2,149 | 3,412 | 3,093 | 3,921 | 1,924 | 2,168 | 3,685 | 3,436 | 3,436 | 3,449 | 30,676 |
| 2,149 | 2,114 | 3,093 | 1,000 | 1,000 | 2,168 | 2,269 | 3,436 | 1,000 | 1,000 | 19,230 |

Metode Suksesif Interval *Nonrespondent* Stres Kerja (X3)

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **(X3) 1** | **(X3) 2** | **(X3) 3** | **(X3) 4** | **(X3) 5** | **(X3) 6** | **(X3) 7** | **(X3) 8** | **(X3) 9** | **(X3) 10** | **(X3) 11** | **(X3) 12** |  |
| 3,351 | 2,219 | 2,292 | 3,143 | 3,388 | 3,500 | 3,399 | 3,412 | 3,641 | 3,634 | 3,412 | 3,309 | 38,701 |
| 2,096 | 3,634 | 3,641 | 1,000 | 3,388 | 1,000 | 3,399 | 1,000 | 2,292 | 3,634 | 2,114 | 2,021 | 29,218 |
| 3,351 | 2,219 | 2,292 | 3,143 | 3,388 | 3,500 | 2,052 | 3,412 | 2,292 | 3,634 | 2,114 | 2,021 | 33,419 |
| 3,351 | 3,634 | 1,000 | 1,914 | 1,000 | 2,149 | 3,399 | 2,114 | 1,000 | 2,219 | 3,412 | 1,000 | 26,193 |
| 2,096 | 2,219 | 2,292 | 3,143 | 3,388 | 3,500 | 3,399 | 3,412 | 2,292 | 3,634 | 1,000 | 3,309 | 33,685 |
| 3,351 | 3,634 | 3,641 | 1,914 | 3,388 | 3,500 | 3,399 | 2,114 | 3,641 | 2,219 | 2,114 | 2,021 | 34,936 |
| 2,096 | 1,000 | 2,292 | 1,000 | 3,388 | 2,149 | 2,052 | 1,000 | 3,641 | 3,634 | 3,412 | 3,309 | 28,974 |
| 3,351 | 3,634 | 3,641 | 3,143 | 3,388 | 3,500 | 3,399 | 2,114 | 3,641 | 3,634 | 3,412 | 2,021 | 38,878 |
| 3,351 | 3,634 | 3,641 | 3,143 | 3,388 | 2,149 | 3,399 | 3,412 | 3,641 | 3,634 | 3,412 | 3,309 | 40,114 |
| 3,351 | 2,219 | 3,641 | 1,914 | 3,388 | 3,500 | 2,052 | 2,114 | 2,292 | 3,634 | 2,114 | 2,021 | 32,240 |
| 3,351 | 3,634 | 2,292 | 3,143 | 1,943 | 2,149 | 3,399 | 3,412 | 1,000 | 3,634 | 1,000 | 3,309 | 32,266 |
| 3,351 | 2,219 | 3,641 | 3,143 | 1,943 | 3,500 | 1,000 | 3,412 | 2,292 | 2,219 | 3,412 | 3,309 | 33,444 |
| 2,096 | 3,634 | 3,641 | 3,143 | 3,388 | 2,149 | 3,399 | 2,114 | 3,641 | 3,634 | 3,412 | 3,309 | 37,560 |
| 2,096 | 3,634 | 2,292 | 3,143 | 3,388 | 3,500 | 2,052 | 3,412 | 2,292 | 2,219 | 2,114 | 1,000 | 31,143 |
| 1,000 | 1,000 | 3,641 | 1,000 | 3,388 | 2,149 | 3,399 | 2,114 | 1,000 | 2,219 | 3,412 | 3,309 | 27,631 |
| 2,096 | 2,219 | 2,292 | 3,143 | 1,943 | 3,500 | 1,000 | 2,114 | 2,292 | 3,634 | 2,114 | 2,021 | 28,369 |
| 3,351 | 2,219 | 1,000 | 1,914 | 3,388 | 2,149 | 2,052 | 1,000 | 2,292 | 2,219 | 3,412 | 3,309 | 28,307 |
| 2,096 | 3,634 | 2,292 | 3,143 | 3,388 | 3,500 | 3,399 | 2,114 | 3,641 | 3,634 | 2,114 | 2,021 | 34,975 |
| 3,351 | 2,219 | 3,641 | 1,914 | 3,388 | 2,149 | 3,399 | 3,412 | 2,292 | 1,000 | 3,412 | 3,309 | 33,488 |
| 2,096 | 3,634 | 2,292 | 3,143 | 1,943 | 3,500 | 2,052 | 2,114 | 2,292 | 2,219 | 2,114 | 2,021 | 29,421 |
| 3,351 | 3,634 | 2,292 | 3,143 | 3,388 | 2,149 | 2,052 | 3,412 | 3,641 | 3,634 | 3,412 | 3,309 | 37,418 |
| 1,000 | 2,219 | 1,000 | 3,143 | 1,943 | 1,000 | 1,000 | 2,114 | 2,292 | 2,219 | 2,114 | 1,000 | 21,045 |
| 2,096 | 3,634 | 2,292 | 1,914 | 1,000 | 3,500 | 2,052 | 3,412 | 1,000 | 3,634 | 2,114 | 3,309 | 29,958 |
| 1,000 | 3,634 | 2,292 | 1,000 | 3,388 | 2,149 | 3,399 | 3,412 | 2,292 | 1,000 | 1,000 | 1,000 | 25,567 |
| 3,351 | 3,634 | 3,641 | 3,143 | 3,388 | 3,500 | 3,399 | 3,412 | 3,641 | 2,219 | 3,412 | 3,309 | 40,050 |
| 2,096 | 2,219 | 2,292 | 1,000 | 3,388 | 2,149 | 2,052 | 3,412 | 2,292 | 2,219 | 1,000 | 3,309 | 27,430 |
| 3,351 | 3,634 | 3,641 | 3,143 | 3,388 | 3,500 | 3,399 | 2,114 | 2,292 | 3,634 | 3,412 | 3,309 | 38,817 |
| 1,000 | 3,634 | 2,292 | 1,914 | 3,388 | 3,500 | 3,399 | 3,412 | 3,641 | 3,634 | 3,412 | 3,309 | 36,536 |
| 1,000 | 2,219 | 1,000 | 3,143 | 1,943 | 1,000 | 3,399 | 1,000 | 2,292 | 2,219 | 2,114 | 2,021 | 23,351 |
| 2,096 | 3,634 | 2,292 | 3,143 | 3,388 | 3,500 | 3,399 | 3,412 | 3,641 | 3,634 | 3,412 | 3,309 | 38,861 |

Metode Suksesif Interval *Nonrespondent* Kepuasan Kerja (Y)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Y1** | **Y2** | **Y3** | **Y4** | **Y5** | **Y6** | **Y7** | **Y8** | **Y9** | **Y10** |  |
| 2,033 | 2,017 | 3,931 | 3,642 | 2,993 | 1,972 | 3,301 | 2,066 | 1,902 | 2,994 | 26,849 |
| 2,033 | 3,206 | 2,521 | 2,232 | 2,993 | 3,151 | 1,958 | 2,066 | 3,251 | 1,831 | 25,241 |
| 3,314 | 2,017 | 2,521 | 3,642 | 1,773 | 1,972 | 3,301 | 3,307 | 1,000 | 2,994 | 25,840 |
| 2,033 | 3,206 | 3,931 | 2,232 | 2,993 | 3,151 | 1,958 | 2,066 | 3,251 | 2,994 | 27,814 |
| 1,000 | 2,017 | 3,931 | 3,642 | 2,993 | 3,151 | 1,958 | 3,307 | 3,251 | 2,994 | 28,243 |
| 1,000 | 3,206 | 2,521 | 2,232 | 1,000 | 1,000 | 3,301 | 2,066 | 1,902 | 2,994 | 21,222 |
| 2,033 | 2,017 | 2,521 | 3,642 | 1,773 | 3,151 | 3,301 | 2,066 | 1,902 | 1,000 | 23,406 |
| 3,314 | 3,206 | 3,931 | 3,642 | 2,993 | 1,972 | 3,301 | 2,066 | 3,251 | 1,831 | 29,506 |
| 3,314 | 1,000 | 2,521 | 3,642 | 2,993 | 1,972 | 3,301 | 2,066 | 3,251 | 2,994 | 27,052 |
| 3,314 | 3,206 | 3,931 | 2,232 | 2,993 | 1,972 | 3,301 | 3,307 | 3,251 | 2,994 | 30,500 |
| 3,314 | 2,017 | 3,931 | 3,642 | 2,993 | 3,151 | 3,301 | 3,307 | 3,251 | 2,994 | 31,900 |
| 3,314 | 3,206 | 3,931 | 3,642 | 2,993 | 3,151 | 3,301 | 3,307 | 3,251 | 1,831 | 31,926 |
| 2,033 | 1,000 | 2,521 | 2,232 | 1,000 | 1,000 | 1,958 | 3,307 | 3,251 | 1,000 | 19,300 |
| 3,314 | 3,206 | 3,931 | 3,642 | 2,993 | 1,972 | 3,301 | 3,307 | 3,251 | 2,994 | 31,910 |
| 3,314 | 2,017 | 3,931 | 3,642 | 2,993 | 3,151 | 3,301 | 2,066 | 3,251 | 2,994 | 30,659 |
| 3,314 | 2,017 | 3,931 | 2,232 | 2,993 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 19,487 |
| 1,000 | 2,017 | 3,931 | 2,232 | 1,000 | 1,000 | 1,958 | 1,000 | 1,902 | 2,994 | 19,034 |
| 3,314 | 3,206 | 2,521 | 2,232 | 2,993 | 3,151 | 3,301 | 2,066 | 3,251 | 2,994 | 29,029 |
| 2,033 | 3,206 | 3,931 | 3,642 | 2,993 | 3,151 | 3,301 | 3,307 | 3,251 | 1,831 | 30,645 |
| 3,314 | 3,206 | 2,521 | 3,642 | 2,993 | 3,151 | 3,301 | 3,307 | 3,251 | 2,994 | 31,680 |
| 2,033 | 1,000 | 3,931 | 2,232 | 1,000 | 3,151 | 1,000 | 3,307 | 3,251 | 1,000 | 21,904 |
| 3,314 | 3,206 | 3,931 | 3,642 | 1,773 | 3,151 | 3,301 | 3,307 | 3,251 | 2,994 | 31,870 |
| 2,033 | 1,000 | 1,000 | 1,000 | 2,993 | 3,151 | 1,958 | 1,000 | 1,902 | 1,000 | 17,037 |
| 3,314 | 2,017 | 3,931 | 2,232 | 2,993 | 3,151 | 3,301 | 3,307 | 3,251 | 2,994 | 30,490 |
| 3,314 | 3,206 | 3,931 | 2,232 | 2,993 | 3,151 | 3,301 | 3,307 | 3,251 | 2,994 | 31,680 |
| 2,033 | 1,000 | 1,578 | 3,642 | 1,000 | 1,972 | 1,000 | 2,066 | 1,000 | 1,831 | 17,120 |
| 3,314 | 3,206 | 2,521 | 3,642 | 2,993 | 1,972 | 1,958 | 3,307 | 3,251 | 2,994 | 29,157 |
| 1,000 | 1,000 | 2,521 | 3,642 | 1,773 | 1,000 | 3,301 | 1,000 | 3,251 | 2,994 | 21,481 |
| 3,314 | 3,206 | 2,521 | 1,000 | 2,993 | 1,000 | 3,301 | 1,000 | 1,902 | 1,000 | 21,238 |

Metode Suksesif Interval Beban Kerja (X1)

|  |  |
| --- | --- |
| **Suksesif Interval** | |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **Total** |
| 3,468 | 3,291 | 3,296 | 1,958 | 2,053 | 3,291 | 4,204 | 2,040 | 3,461 | 1,991 | 29,053 |
| 3,468 | 3,291 | 3,296 | 3,254 | 2,053 | 3,291 | 2,881 | 3,339 | 2,110 | 3,265 | 30,249 |
| 3,468 | 3,291 | 3,296 | 1,958 | 2,053 | 1,968 | 2,881 | 3,339 | 2,110 | 3,265 | 27,629 |
| 2,053 | 1,968 | 1,000 | 3,254 | 1,000 | 3,291 | 2,881 | 2,040 | 2,110 | 1,000 | 20,598 |
| 3,468 | 3,291 | 3,296 | 3,254 | 3,468 | 1,968 | 4,204 | 2,040 | 3,461 | 1,991 | 30,440 |
| 3,468 | 3,291 | 3,296 | 3,254 | 3,468 | 3,291 | 4,204 | 3,339 | 3,461 | 3,265 | 34,337 |
| 3,468 | 3,291 | 1,999 | 1,958 | 3,468 | 1,968 | 4,204 | 2,040 | 3,461 | 1,991 | 27,846 |
| 3,468 | 1,968 | 3,296 | 3,254 | 2,053 | 3,291 | 4,204 | 3,339 | 2,110 | 3,265 | 30,249 |
| 3,468 | 1,968 | 1,999 | 3,254 | 3,468 | 3,291 | 4,204 | 3,339 | 3,461 | 1,991 | 30,443 |
| 2,053 | 1,968 | 3,296 | 3,254 | 3,468 | 3,291 | 2,881 | 2,040 | 3,461 | 3,265 | 28,977 |
| 2,053 | 1,968 | 1,000 | 1,958 | 2,053 | 1,968 | 1,970 | 3,339 | 2,110 | 1,991 | 20,411 |
| 3,468 | 1,000 | 1,999 | 3,254 | 3,468 | 3,291 | 2,881 | 3,339 | 3,461 | 3,265 | 29,425 |
| 3,468 | 1,968 | 3,296 | 3,254 | 3,468 | 3,291 | 4,204 | 2,040 | 3,461 | 3,265 | 31,714 |
| 1,000 | 1,968 | 1,999 | 1,000 | 3,468 | 1,000 | 2,881 | 1,000 | 2,110 | 1,000 | 17,426 |
| 2,053 | 1,968 | 3,296 | 1,958 | 3,468 | 3,291 | 4,204 | 3,339 | 3,461 | 1,991 | 29,029 |
| 3,468 | 3,291 | 3,296 | 3,254 | 3,468 | 1,968 | 4,204 | 1,000 | 3,461 | 1,991 | 29,401 |
| 2,053 | 3,291 | 3,296 | 3,254 | 3,468 | 1,000 | 2,881 | 2,040 | 2,110 | 3,265 | 26,658 |
| 3,468 | 3,291 | 1,999 | 1,958 | 2,053 | 3,291 | 2,881 | 3,339 | 3,461 | 3,265 | 29,006 |
| 2,053 | 3,291 | 3,296 | 3,254 | 2,053 | 3,291 | 4,204 | 2,040 | 3,461 | 3,265 | 30,209 |
| 3,468 | 1,968 | 3,296 | 3,254 | 3,468 | 3,291 | 4,204 | 3,339 | 3,461 | 1,000 | 30,749 |
| 3,468 | 3,291 | 3,296 | 3,254 | 3,468 | 3,291 | 4,204 | 2,040 | 3,461 | 1,991 | 31,764 |
| 1,000 | 1,968 | 1,000 | 3,254 | 2,053 | 1,000 | 4,204 | 1,000 | 2,110 | 3,265 | 20,854 |
| 2,053 | 3,291 | 3,296 | 3,254 | 1,000 | 3,291 | 4,204 | 3,339 | 3,461 | 3,265 | 30,455 |
| 3,468 | 3,291 | 1,999 | 3,254 | 2,053 | 1,968 | 4,204 | 3,339 | 2,110 | 3,265 | 28,951 |
| 3,468 | 3,291 | 3,296 | 3,254 | 3,468 | 3,291 | 4,204 | 2,040 | 3,461 | 1,991 | 31,764 |
| 2,053 | 1,000 | 1,000 | 1,958 | 3,468 | 1,968 | 1,970 | 2,040 | 1,000 | 3,265 | 19,721 |
| 1,000 | 3,291 | 3,296 | 3,254 | 3,468 | 3,291 | 4,204 | 3,339 | 3,461 | 3,265 | 31,869 |
| 3,468 | 3,291 | 1,999 | 1,000 | 2,053 | 3,291 | 1,970 | 2,040 | 2,110 | 3,265 | 24,488 |
| 3,468 | 1,000 | 1,999 | 1,958 | 3,468 | 3,291 | 4,204 | 3,339 | 2,110 | 1,000 | 25,836 |
| 3,468 | 3,291 | 3,296 | 3,254 | 3,468 | 3,291 | 2,881 | 3,339 | 3,461 | 3,265 | 33,014 |
| 3,468 | 3,291 | 3,296 | 3,254 | 3,468 | 3,291 | 4,204 | 2,040 | 2,110 | 1,991 | 30,413 |
| 2,053 | 3,291 | 1,999 | 1,958 | 3,468 | 1,968 | 4,204 | 2,040 | 3,461 | 3,265 | 27,706 |
| 3,468 | 3,291 | 3,296 | 3,254 | 3,468 | 3,291 | 4,204 | 3,339 | 3,461 | 3,265 | 34,337 |
| 2,053 | 3,291 | 1,000 | 3,254 | 1,000 | 1,968 | 4,204 | 2,040 | 1,000 | 1,991 | 21,801 |
| 3,468 | 3,291 | 3,296 | 3,254 | 3,468 | 3,291 | 4,204 | 3,339 | 3,461 | 1,991 | 33,063 |
| 2,053 | 3,291 | 1,000 | 1,958 | 3,468 | 1,968 | 2,881 | 2,040 | 2,110 | 1,000 | 21,769 |
| 3,468 | 3,291 | 3,296 | 1,958 | 3,468 | 3,291 | 4,204 | 3,339 | 3,461 | 3,265 | 33,040 |
| 2,053 | 1,000 | 3,296 | 3,254 | 1,000 | 1,000 | 2,881 | 2,040 | 2,110 | 1,000 | 19,635 |
| 3,468 | 1,968 | 3,296 | 3,254 | 2,053 | 1,968 | 1,000 | 2,040 | 3,461 | 1,000 | 23,509 |
| 2,053 | 1,968 | 1,000 | 1,000 | 3,468 | 1,968 | 2,881 | 1,000 | 2,110 | 1,991 | 19,439 |
| 3,468 | 3,291 | 3,296 | 1,958 | 3,468 | 3,291 | 2,881 | 3,339 | 2,110 | 3,265 | 30,367 |
| 2,053 | 3,291 | 1,999 | 3,254 | 3,468 | 1,968 | 4,204 | 3,339 | 3,461 | 3,265 | 30,302 |
| 2,053 | 1,968 | 3,296 | 3,254 | 2,053 | 1,000 | 1,970 | 3,339 | 2,110 | 1,991 | 23,036 |
| 3,468 | 3,291 | 3,296 | 1,958 | 2,053 | 3,291 | 4,204 | 3,339 | 3,461 | 3,265 | 31,626 |
| 3,468 | 3,291 | 3,296 | 1,958 | 3,468 | 3,291 | 4,204 | 3,339 | 2,110 | 3,265 | 31,690 |
| 3,468 | 1,000 | 3,296 | 1,958 | 2,053 | 3,291 | 2,881 | 3,339 | 2,110 | 1,991 | 25,387 |
| 3,468 | 3,291 | 1,999 | 3,254 | 3,468 | 3,291 | 1,970 | 3,339 | 1,000 | 1,991 | 27,072 |
| 2,053 | 1,968 | 1,999 | 1,000 | 2,053 | 3,291 | 2,881 | 3,339 | 3,461 | 3,265 | 25,310 |
| 1,000 | 3,291 | 3,296 | 1,958 | 3,468 | 1,968 | 4,204 | 3,339 | 2,110 | 1,991 | 26,625 |
| 3,468 | 1,000 | 1,999 | 1,000 | 2,053 | 3,291 | 2,881 | 3,339 | 3,461 | 3,265 | 25,757 |
| 3,468 | 3,291 | 3,296 | 3,254 | 3,468 | 3,291 | 4,204 | 3,339 | 3,461 | 3,265 | 34,337 |
| 3,468 | 3,291 | 1,000 | 3,254 | 3,468 | 3,291 | 2,881 | 1,000 | 3,461 | 3,265 | 28,379 |
| 3,468 | 1,000 | 1,999 | 1,000 | 3,468 | 1,000 | 2,881 | 3,339 | 2,110 | 1,000 | 21,264 |
| 1,000 | 3,291 | 1,000 | 1,000 | 1,000 | 3,291 | 1,970 | 1,000 | 3,461 | 3,265 | 20,279 |
| 2,053 | 1,968 | 1,999 | 3,254 | 3,468 | 1,968 | 4,204 | 1,000 | 1,000 | 3,265 | 24,179 |
| 3,468 | 3,291 | 3,296 | 3,254 | 3,468 | 3,291 | 1,970 | 3,339 | 3,461 | 1,991 | 30,830 |
| 3,468 | 1,000 | 1,999 | 1,958 | 2,053 | 3,291 | 2,881 | 1,000 | 1,000 | 1,991 | 20,640 |
| 3,468 | 3,291 | 3,296 | 3,254 | 3,468 | 3,291 | 4,204 | 2,040 | 3,461 | 3,265 | 33,038 |
| 2,053 | 3,291 | 3,296 | 3,254 | 3,468 | 3,291 | 4,204 | 3,339 | 2,110 | 3,265 | 31,572 |
| 3,468 | 3,291 | 3,296 | 1,000 | 3,468 | 1,000 | 4,204 | 3,339 | 1,000 | 1,991 | 26,057 |
| 3,468 | 3,291 | 3,296 | 3,254 | 3,468 | 3,291 | 4,204 | 2,040 | 3,461 | 3,265 | 33,038 |
| 3,468 | 3,291 | 3,296 | 1,958 | 3,468 | 3,291 | 2,881 | 3,339 | 3,461 | 3,265 | 31,717 |
| 3,468 | 3,291 | 1,999 | 3,254 | 3,468 | 3,291 | 4,204 | 3,339 | 3,461 | 3,265 | 33,040 |
| 2,053 | 3,291 | 3,296 | 3,254 | 3,468 | 3,291 | 4,204 | 2,040 | 3,461 | 3,265 | 31,623 |
| 3,468 | 1,968 | 1,999 | 3,254 | 3,468 | 1,968 | 4,204 | 3,339 | 3,461 | 3,265 | 30,393 |
| 3,468 | 3,291 | 3,296 | 3,254 | 3,468 | 3,291 | 4,204 | 3,339 | 3,461 | 3,265 | 34,337 |
| 3,468 | 1,968 | 3,296 | 3,254 | 3,468 | 3,291 | 4,204 | 3,339 | 3,461 | 3,265 | 33,014 |
| 3,468 | 3,291 | 3,296 | 3,254 | 3,468 | 3,291 | 4,204 | 3,339 | 2,110 | 3,265 | 32,987 |
| 3,468 | 1,968 | 1,999 | 1,000 | 2,053 | 1,000 | 2,881 | 3,339 | 2,110 | 1,000 | 20,818 |
| 3,468 | 3,291 | 3,296 | 3,254 | 3,468 | 1,968 | 4,204 | 2,040 | 3,461 | 3,265 | 31,714 |
| 3,468 | 3,291 | 1,999 | 3,254 | 2,053 | 1,968 | 4,204 | 1,000 | 1,000 | 1,000 | 23,238 |

Metode Suksesif Interval Jam Kerja (X2)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** | **Total** |
| 3,461 | 1,999 | 3,551 | 3,690 | 2,070 | 3,351 | 2,059 | 2,171 | 3,747 | 1,000 | 27,099 |
| 3,461 | 3,296 | 3,551 | 2,253 | 3,448 | 2,069 | 2,059 | 3,526 | 2,272 | 3,442 | 29,378 |
| 3,461 | 1,999 | 3,551 | 1,000 | 3,448 | 2,069 | 2,059 | 2,171 | 3,747 | 2,146 | 25,651 |
| 3,461 | 3,296 | 3,551 | 2,253 | 2,070 | 3,351 | 3,361 | 3,526 | 3,747 | 3,442 | 32,057 |
| 3,461 | 1,999 | 2,144 | 3,690 | 3,448 | 3,351 | 2,059 | 3,526 | 3,747 | 2,146 | 29,571 |
| 2,110 | 3,296 | 3,551 | 3,690 | 3,448 | 2,069 | 3,361 | 3,526 | 3,747 | 3,442 | 32,240 |
| 3,461 | 3,296 | 3,551 | 2,253 | 3,448 | 3,351 | 2,059 | 2,171 | 2,272 | 2,146 | 28,009 |
| 3,461 | 3,296 | 2,144 | 3,690 | 1,000 | 2,069 | 2,059 | 3,526 | 3,747 | 3,442 | 28,435 |
| 2,110 | 1,999 | 2,144 | 3,690 | 3,448 | 3,351 | 3,361 | 2,171 | 3,747 | 2,146 | 28,166 |
| 3,461 | 3,296 | 2,144 | 3,690 | 2,070 | 2,069 | 2,059 | 3,526 | 3,747 | 3,442 | 29,504 |
| 2,110 | 3,296 | 3,551 | 3,690 | 2,070 | 3,351 | 1,000 | 2,171 | 3,747 | 2,146 | 27,132 |
| 2,110 | 3,296 | 2,144 | 3,690 | 3,448 | 2,069 | 3,361 | 3,526 | 3,747 | 3,442 | 30,833 |
| 3,461 | 1,999 | 3,551 | 3,690 | 2,070 | 3,351 | 2,059 | 3,526 | 3,747 | 2,146 | 29,600 |
| 3,461 | 3,296 | 2,144 | 3,690 | 3,448 | 2,069 | 3,361 | 2,171 | 2,272 | 3,442 | 29,354 |
| 2,110 | 1,999 | 3,551 | 2,253 | 3,448 | 2,069 | 3,361 | 2,171 | 3,747 | 2,146 | 26,855 |
| 2,110 | 3,296 | 3,551 | 3,690 | 3,448 | 3,351 | 3,361 | 3,526 | 3,747 | 3,442 | 33,522 |
| 3,461 | 1,999 | 2,144 | 2,253 | 3,448 | 2,069 | 2,059 | 3,526 | 2,272 | 2,146 | 25,377 |
| 3,461 | 3,296 | 3,551 | 3,690 | 3,448 | 3,351 | 3,361 | 3,526 | 2,272 | 3,442 | 33,398 |
| 3,461 | 3,296 | 2,144 | 3,690 | 2,070 | 1,000 | 2,059 | 2,171 | 2,272 | 2,146 | 24,309 |
| 2,110 | 1,999 | 3,551 | 3,690 | 3,448 | 2,069 | 3,361 | 3,526 | 3,747 | 3,442 | 30,943 |
| 3,461 | 3,296 | 3,551 | 3,690 | 3,448 | 3,351 | 3,361 | 3,526 | 2,272 | 2,146 | 32,102 |
| 3,461 | 3,296 | 2,144 | 3,690 | 2,070 | 3,351 | 3,361 | 3,526 | 3,747 | 3,442 | 32,087 |
| 2,110 | 1,999 | 3,551 | 3,690 | 3,448 | 3,351 | 3,361 | 2,171 | 3,747 | 2,146 | 29,573 |
| 1,000 | 3,296 | 3,551 | 3,690 | 2,070 | 3,351 | 3,361 | 3,526 | 3,747 | 3,442 | 31,033 |
| 2,110 | 3,296 | 3,551 | 2,253 | 3,448 | 3,351 | 3,361 | 2,171 | 2,272 | 2,146 | 27,959 |
| 3,461 | 3,296 | 2,144 | 1,000 | 3,448 | 2,069 | 3,361 | 2,171 | 3,747 | 3,442 | 28,138 |
| 2,110 | 3,296 | 3,551 | 2,253 | 2,070 | 2,069 | 1,000 | 3,526 | 2,272 | 1,000 | 23,148 |
| 1,000 | 3,296 | 2,144 | 3,690 | 3,448 | 3,351 | 3,361 | 3,526 | 3,747 | 3,442 | 31,005 |
| 2,110 | 1,000 | 3,551 | 2,253 | 3,448 | 1,000 | 2,059 | 3,526 | 2,272 | 2,146 | 23,366 |
| 3,461 | 3,296 | 2,144 | 3,690 | 2,070 | 3,351 | 3,361 | 2,171 | 3,747 | 1,000 | 28,290 |
| 3,461 | 3,296 | 3,551 | 2,253 | 3,448 | 3,351 | 3,361 | 3,526 | 3,747 | 2,146 | 32,140 |
| 2,110 | 1,000 | 2,144 | 1,000 | 1,000 | 2,069 | 1,000 | 2,171 | 2,272 | 3,442 | 18,208 |
| 3,461 | 3,296 | 3,551 | 2,253 | 3,448 | 3,351 | 3,361 | 3,526 | 1,000 | 2,146 | 29,393 |
| 2,110 | 3,296 | 3,551 | 2,253 | 3,448 | 3,351 | 3,361 | 2,171 | 3,747 | 3,442 | 30,730 |
| 3,461 | 3,296 | 3,551 | 3,690 | 3,448 | 1,000 | 3,361 | 3,526 | 3,747 | 2,146 | 31,226 |
| 2,110 | 1,000 | 1,000 | 3,690 | 3,448 | 1,000 | 3,361 | 2,171 | 3,747 | 2,146 | 23,672 |
| 3,461 | 3,296 | 3,551 | 3,690 | 3,448 | 3,351 | 3,361 | 3,526 | 3,747 | 3,442 | 34,873 |
| 1,000 | 1,999 | 3,551 | 2,253 | 1,000 | 2,069 | 2,059 | 2,171 | 2,272 | 1,000 | 19,375 |
| 3,461 | 3,296 | 2,144 | 3,690 | 2,070 | 3,351 | 1,000 | 3,526 | 3,747 | 3,442 | 29,727 |
| 3,461 | 3,296 | 3,551 | 2,253 | 3,448 | 2,069 | 3,361 | 2,171 | 3,747 | 3,442 | 30,798 |
| 3,461 | 1,000 | 2,144 | 3,690 | 3,448 | 1,000 | 3,361 | 3,526 | 2,272 | 2,146 | 26,047 |
| 2,110 | 3,296 | 3,551 | 2,253 | 3,448 | 2,069 | 2,059 | 2,171 | 2,272 | 1,000 | 24,230 |
| 3,461 | 3,296 | 3,551 | 3,690 | 3,448 | 3,351 | 3,361 | 3,526 | 3,747 | 3,442 | 34,873 |
| 2,110 | 1,000 | 3,551 | 2,253 | 2,070 | 2,069 | 2,059 | 2,171 | 1,000 | 1,000 | 19,284 |
| 3,461 | 3,296 | 2,144 | 3,690 | 3,448 | 3,351 | 3,361 | 3,526 | 3,747 | 2,146 | 32,170 |
| 2,110 | 1,000 | 1,000 | 1,000 | 1,000 | 2,069 | 2,059 | 1,000 | 2,272 | 3,442 | 16,953 |
| 2,110 | 3,296 | 2,144 | 2,253 | 3,448 | 1,000 | 1,000 | 3,526 | 3,747 | 2,146 | 24,670 |
| 3,461 | 1,000 | 3,551 | 2,253 | 2,070 | 2,069 | 3,361 | 2,171 | 2,272 | 3,442 | 25,649 |
| 3,461 | 3,296 | 3,551 | 3,690 | 3,448 | 3,351 | 2,059 | 3,526 | 3,747 | 3,442 | 33,572 |
| 2,110 | 1,000 | 1,000 | 2,253 | 2,070 | 1,000 | 3,361 | 2,171 | 2,272 | 3,442 | 20,678 |
| 3,461 | 1,999 | 2,144 | 3,690 | 3,448 | 1,000 | 2,059 | 1,000 | 3,747 | 2,146 | 24,694 |
| 3,461 | 3,296 | 3,551 | 2,253 | 2,070 | 3,351 | 2,059 | 2,171 | 2,272 | 3,442 | 27,926 |
| 3,461 | 3,296 | 3,551 | 3,690 | 3,448 | 3,351 | 3,361 | 3,526 | 3,747 | 3,442 | 34,873 |
| 1,000 | 1,000 | 2,144 | 2,253 | 2,070 | 1,000 | 1,000 | 2,171 | 2,272 | 2,146 | 17,055 |
| 3,461 | 1,999 | 2,144 | 3,690 | 1,000 | 3,351 | 2,059 | 3,526 | 3,747 | 1,000 | 25,977 |
| 2,110 | 1,999 | 2,144 | 3,690 | 2,070 | 2,069 | 3,361 | 1,000 | 3,747 | 2,146 | 24,335 |
| 3,461 | 1,999 | 3,551 | 2,253 | 3,448 | 2,069 | 2,059 | 3,526 | 3,747 | 2,146 | 28,259 |
| 1,000 | 3,296 | 3,551 | 3,690 | 3,448 | 2,069 | 3,361 | 1,000 | 2,272 | 3,442 | 27,129 |
| 1,000 | 1,999 | 1,000 | 2,253 | 2,070 | 3,351 | 1,000 | 1,000 | 3,747 | 2,146 | 19,565 |
| 2,110 | 3,296 | 3,551 | 3,690 | 3,448 | 3,351 | 3,361 | 2,171 | 2,272 | 3,442 | 30,692 |
| 3,461 | 1,999 | 1,000 | 2,253 | 2,070 | 3,351 | 1,000 | 1,000 | 3,747 | 1,000 | 20,880 |
| 3,461 | 3,296 | 2,144 | 3,690 | 3,448 | 2,069 | 3,361 | 3,526 | 1,000 | 1,000 | 26,995 |
| 3,461 | 1,999 | 3,551 | 3,690 | 2,070 | 3,351 | 2,059 | 3,526 | 3,747 | 3,442 | 30,896 |
| 1,000 | 1,999 | 2,144 | 3,690 | 1,000 | 1,000 | 3,361 | 1,000 | 3,747 | 1,000 | 19,940 |
| 3,461 | 1,999 | 3,551 | 3,690 | 3,448 | 3,351 | 2,059 | 3,526 | 2,272 | 3,442 | 30,799 |
| 2,110 | 3,296 | 3,551 | 3,690 | 3,448 | 3,351 | 3,361 | 3,526 | 3,747 | 3,442 | 33,522 |
| 3,461 | 1,999 | 3,551 | 2,253 | 3,448 | 3,351 | 2,059 | 2,171 | 2,272 | 2,146 | 26,711 |
| 2,110 | 3,296 | 3,551 | 2,253 | 3,448 | 2,069 | 3,361 | 3,526 | 3,747 | 3,442 | 30,803 |
| 3,461 | 3,296 | 3,551 | 3,690 | 3,448 | 3,351 | 3,361 | 2,171 | 3,747 | 2,146 | 32,221 |
| 3,461 | 3,296 | 3,551 | 3,690 | 3,448 | 3,351 | 3,361 | 3,526 | 3,747 | 3,442 | 34,873 |
| 2,110 | 3,296 | 3,551 | 2,253 | 2,070 | 3,351 | 1,000 | 2,171 | 2,272 | 2,146 | 24,220 |

Metode Suksesif Interval Stres Kerja (X3)

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** | **X3.11** | **X3.12** | **Total** |
| 3,128 | 3,250 | 1,922 | 2,155 | 3,441 | 3,286 | 3,194 | 3,188 | 1,000 | 3,335 | 3,139 | 1,999 | 33,037 |
| 3,128 | 1,924 | 3,126 | 2,155 | 3,441 | 3,286 | 3,194 | 3,188 | 1,882 | 3,335 | 1,000 | 3,296 | 32,957 |
| 3,128 | 3,250 | 3,126 | 3,533 | 3,441 | 3,286 | 3,194 | 3,188 | 3,106 | 1,983 | 1,000 | 1,999 | 34,235 |
| 1,941 | 1,924 | 3,126 | 2,155 | 3,441 | 1,000 | 1,945 | 3,188 | 1,882 | 3,335 | 1,866 | 3,296 | 29,101 |
| 3,128 | 3,250 | 3,126 | 3,533 | 3,441 | 3,286 | 3,194 | 1,856 | 1,882 | 1,983 | 1,866 | 1,999 | 32,545 |
| 3,128 | 1,924 | 1,000 | 2,155 | 3,441 | 2,011 | 1,945 | 3,188 | 3,106 | 3,335 | 3,139 | 3,296 | 31,669 |
| 3,128 | 3,250 | 1,922 | 3,533 | 3,441 | 3,286 | 3,194 | 1,856 | 3,106 | 1,983 | 3,139 | 3,296 | 35,134 |
| 1,941 | 1,924 | 3,126 | 2,155 | 1,964 | 3,286 | 1,945 | 3,188 | 3,106 | 3,335 | 1,000 | 3,296 | 30,267 |
| 3,128 | 3,250 | 3,126 | 3,533 | 3,441 | 2,011 | 3,194 | 1,856 | 3,106 | 1,983 | 3,139 | 3,296 | 35,063 |
| 1,941 | 3,250 | 3,126 | 3,533 | 3,441 | 3,286 | 3,194 | 3,188 | 1,882 | 3,335 | 3,139 | 3,296 | 36,612 |
| 3,128 | 1,000 | 1,000 | 3,533 | 1,000 | 2,011 | 1,945 | 1,000 | 3,106 | 1,000 | 1,866 | 1,999 | 22,588 |
| 3,128 | 3,250 | 1,922 | 3,533 | 3,441 | 3,286 | 3,194 | 3,188 | 1,882 | 3,335 | 3,139 | 3,296 | 36,595 |
| 3,128 | 1,924 | 3,126 | 3,533 | 1,964 | 2,011 | 3,194 | 3,188 | 3,106 | 1,983 | 1,866 | 3,296 | 32,320 |
| 1,000 | 1,000 | 1,922 | 1,000 | 3,441 | 3,286 | 1,000 | 1,000 | 1,000 | 3,335 | 1,866 | 1,000 | 20,849 |
| 3,128 | 3,250 | 3,126 | 3,533 | 3,441 | 2,011 | 1,945 | 3,188 | 3,106 | 1,983 | 3,139 | 3,296 | 35,147 |
| 3,128 | 1,924 | 1,922 | 2,155 | 3,441 | 3,286 | 1,945 | 3,188 | 3,106 | 3,335 | 1,866 | 1,999 | 31,296 |
| 3,128 | 3,250 | 3,126 | 3,533 | 3,441 | 2,011 | 3,194 | 3,188 | 3,106 | 1,983 | 3,139 | 3,296 | 36,396 |
| 3,128 | 3,250 | 1,922 | 3,533 | 1,964 | 3,286 | 3,194 | 3,188 | 3,106 | 3,335 | 3,139 | 1,999 | 35,044 |
| 1,941 | 3,250 | 3,126 | 3,533 | 3,441 | 2,011 | 3,194 | 3,188 | 3,106 | 1,983 | 3,139 | 3,296 | 35,208 |
| 1,941 | 3,250 | 3,126 | 3,533 | 3,441 | 3,286 | 3,194 | 3,188 | 3,106 | 3,335 | 3,139 | 3,296 | 37,836 |
| 1,000 | 3,250 | 3,126 | 3,533 | 3,441 | 3,286 | 3,194 | 3,188 | 3,106 | 1,983 | 3,139 | 1,999 | 34,245 |
| 1,941 | 1,924 | 3,126 | 3,533 | 3,441 | 1,000 | 3,194 | 3,188 | 3,106 | 3,335 | 3,139 | 3,296 | 34,224 |
| 1,941 | 3,250 | 3,126 | 2,155 | 3,441 | 3,286 | 1,945 | 1,856 | 3,106 | 3,335 | 3,139 | 1,999 | 32,579 |
| 3,128 | 3,250 | 1,922 | 3,533 | 3,441 | 3,286 | 3,194 | 3,188 | 3,106 | 3,335 | 1,866 | 3,296 | 36,546 |
| 3,128 | 3,250 | 3,126 | 3,533 | 3,441 | 3,286 | 1,000 | 3,188 | 3,106 | 3,335 | 3,139 | 3,296 | 36,829 |
| 1,000 | 3,250 | 3,126 | 2,155 | 1,000 | 2,011 | 1,000 | 3,188 | 1,000 | 3,335 | 1,866 | 1,999 | 24,930 |
| 1,000 | 1,000 | 1,922 | 3,533 | 3,441 | 3,286 | 1,945 | 1,856 | 1,000 | 1,983 | 3,139 | 3,296 | 27,400 |
| 1,941 | 3,250 | 3,126 | 2,155 | 3,441 | 2,011 | 1,000 | 1,856 | 3,106 | 3,335 | 1,866 | 3,296 | 30,383 |
| 1,941 | 1,000 | 1,000 | 3,533 | 1,964 | 3,286 | 1,945 | 1,856 | 1,000 | 1,983 | 3,139 | 3,296 | 25,942 |
| 3,128 | 3,250 | 3,126 | 3,533 | 3,441 | 2,011 | 3,194 | 3,188 | 3,106 | 3,335 | 1,866 | 1,999 | 35,178 |
| 3,128 | 1,924 | 3,126 | 1,000 | 1,000 | 1,000 | 3,194 | 1,856 | 1,882 | 1,983 | 3,139 | 1,999 | 25,232 |
| 1,000 | 3,250 | 1,922 | 1,000 | 1,964 | 3,286 | 1,000 | 3,188 | 1,000 | 3,335 | 1,866 | 1,999 | 24,809 |
| 3,128 | 1,924 | 3,126 | 3,533 | 3,441 | 2,011 | 3,194 | 3,188 | 3,106 | 1,983 | 1,866 | 1,999 | 32,500 |
| 1,000 | 3,250 | 1,922 | 2,155 | 3,441 | 1,000 | 1,000 | 3,188 | 3,106 | 3,335 | 1,000 | 3,296 | 27,693 |
| 1,000 | 1,924 | 3,126 | 3,533 | 3,441 | 2,011 | 3,194 | 1,000 | 1,882 | 1,000 | 3,139 | 1,000 | 26,251 |
| 1,941 | 1,924 | 1,922 | 3,533 | 3,441 | 3,286 | 3,194 | 3,188 | 3,106 | 1,983 | 3,139 | 1,999 | 32,656 |
| 3,128 | 3,250 | 3,126 | 3,533 | 3,441 | 3,286 | 1,945 | 3,188 | 1,000 | 3,335 | 3,139 | 3,296 | 35,668 |
| 3,128 | 3,250 | 3,126 | 3,533 | 3,441 | 1,000 | 3,194 | 3,188 | 3,106 | 1,983 | 3,139 | 3,296 | 35,385 |
| 3,128 | 1,000 | 1,000 | 3,533 | 1,000 | 1,000 | 1,000 | 1,000 | 3,106 | 1,000 | 1,000 | 1,000 | 18,767 |
| 3,128 | 1,924 | 1,000 | 1,000 | 3,441 | 3,286 | 1,000 | 3,188 | 3,106 | 3,335 | 1,866 | 1,000 | 27,275 |
| 1,941 | 3,250 | 3,126 | 2,155 | 3,441 | 2,011 | 3,194 | 3,188 | 3,106 | 3,335 | 3,139 | 3,296 | 35,183 |
| 3,128 | 1,924 | 3,126 | 3,533 | 3,441 | 3,286 | 3,194 | 3,188 | 1,882 | 3,335 | 3,139 | 1,999 | 35,176 |
| 3,128 | 3,250 | 1,922 | 3,533 | 1,964 | 3,286 | 1,945 | 3,188 | 1,882 | 3,335 | 3,139 | 3,296 | 33,868 |
| 1,941 | 3,250 | 3,126 | 2,155 | 3,441 | 3,286 | 3,194 | 3,188 | 3,106 | 3,335 | 3,139 | 1,999 | 35,161 |
| 1,941 | 3,250 | 1,000 | 1,000 | 1,964 | 1,000 | 3,194 | 1,856 | 1,882 | 3,335 | 1,000 | 1,000 | 22,422 |
| 3,128 | 3,250 | 3,126 | 2,155 | 3,441 | 3,286 | 3,194 | 3,188 | 3,106 | 1,983 | 3,139 | 3,296 | 36,293 |
| 1,000 | 3,250 | 1,000 | 2,155 | 3,441 | 2,011 | 1,945 | 1,000 | 1,000 | 3,335 | 3,139 | 3,296 | 26,572 |
| 1,941 | 3,250 | 3,126 | 2,155 | 3,441 | 2,011 | 3,194 | 3,188 | 3,106 | 3,335 | 3,139 | 1,999 | 33,885 |
| 1,000 | 3,250 | 3,126 | 3,533 | 1,964 | 2,011 | 1,000 | 1,000 | 1,882 | 1,000 | 3,139 | 1,000 | 23,905 |
| 3,128 | 3,250 | 1,922 | 3,533 | 3,441 | 3,286 | 3,194 | 3,188 | 3,106 | 3,335 | 3,139 | 3,296 | 37,818 |
| 1,941 | 3,250 | 3,126 | 2,155 | 1,964 | 2,011 | 3,194 | 3,188 | 3,106 | 3,335 | 3,139 | 3,296 | 33,705 |
| 3,128 | 1,924 | 1,922 | 3,533 | 3,441 | 3,286 | 3,194 | 3,188 | 3,106 | 3,335 | 3,139 | 1,999 | 35,195 |
| 3,128 | 1,000 | 1,000 | 2,155 | 3,441 | 3,286 | 3,194 | 1,000 | 1,882 | 1,000 | 3,139 | 3,296 | 27,522 |
| 3,128 | 3,250 | 3,126 | 3,533 | 3,441 | 3,286 | 1,945 | 3,188 | 3,106 | 3,335 | 3,139 | 3,296 | 37,774 |
| 3,128 | 3,250 | 3,126 | 2,155 | 3,441 | 3,286 | 1,945 | 3,188 | 3,106 | 3,335 | 3,139 | 1,999 | 35,099 |
| 1,941 | 1,000 | 1,000 | 2,155 | 3,441 | 1,000 | 1,945 | 3,188 | 1,000 | 1,000 | 3,139 | 1,000 | 21,810 |
| 3,128 | 3,250 | 3,126 | 3,533 | 3,441 | 3,286 | 3,194 | 3,188 | 3,106 | 3,335 | 3,139 | 3,296 | 39,023 |
| 1,000 | 1,924 | 1,000 | 2,155 | 3,441 | 3,286 | 1,000 | 3,188 | 1,000 | 3,335 | 3,139 | 3,296 | 27,765 |
| 1,941 | 3,250 | 3,126 | 2,155 | 1,964 | 2,011 | 3,194 | 3,188 | 3,106 | 3,335 | 3,139 | 3,296 | 33,705 |
| 3,128 | 3,250 | 3,126 | 2,155 | 3,441 | 3,286 | 3,194 | 3,188 | 3,106 | 3,335 | 3,139 | 3,296 | 37,645 |
| 3,128 | 3,250 | 3,126 | 3,533 | 3,441 | 2,011 | 3,194 | 3,188 | 3,106 | 3,335 | 3,139 | 3,296 | 37,748 |
| 3,128 | 3,250 | 1,922 | 2,155 | 3,441 | 3,286 | 3,194 | 3,188 | 3,106 | 3,335 | 3,139 | 3,296 | 36,441 |
| 3,128 | 3,250 | 3,126 | 3,533 | 3,441 | 2,011 | 3,194 | 3,188 | 3,106 | 3,335 | 3,139 | 3,296 | 37,748 |
| 1,000 | 3,250 | 1,000 | 2,155 | 3,441 | 3,286 | 1,945 | 3,188 | 1,000 | 1,983 | 3,139 | 3,296 | 28,684 |
| 3,128 | 3,250 | 1,922 | 3,533 | 3,441 | 3,286 | 1,945 | 3,188 | 1,882 | 3,335 | 3,139 | 1,999 | 34,048 |
| 1,941 | 3,250 | 3,126 | 2,155 | 1,964 | 3,286 | 1,000 | 1,856 | 1,000 | 3,335 | 1,000 | 1,000 | 24,912 |
| 3,128 | 1,924 | 1,000 | 3,533 | 3,441 | 1,000 | 3,194 | 1,856 | 1,882 | 3,335 | 1,866 | 1,000 | 27,160 |
| 1,000 | 3,250 | 1,922 | 3,533 | 1,964 | 1,000 | 3,194 | 1,856 | 3,106 | 3,335 | 1,000 | 3,296 | 28,455 |
| 1,000 | 3,250 | 1,000 | 3,533 | 1,964 | 3,286 | 3,194 | 1,856 | 3,106 | 1,983 | 1,000 | 3,296 | 28,468 |
| 3,128 | 3,250 | 3,126 | 3,533 | 3,441 | 3,286 | 1,945 | 3,188 | 3,106 | 3,335 | 3,139 | 3,296 | 37,774 |
| 1,000 | 1,000 | 3,126 | 1,000 | 1,964 | 2,011 | 3,194 | 1,000 | 1,882 | 1,000 | 1,000 | 3,296 | 21,474 |

Metode Suksesif Interval Kepuasan Kerja (Y)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Y 1** | **Y 2** | **Y 3** | **Y 4** | **Y 5** | **Y 6** | **Y 7** | **Y 8** | **Y 9** | **Y 10** | **Total** |
| 3,354 | 2,131 | 3,565 | 3,386 | 3,386 | 4,141 | 3,382 | 2,256 | 3,312 | 2,091 | 31,003 |
| 3,354 | 3,482 | 3,565 | 3,386 | 3,386 | 4,141 | 3,382 | 2,256 | 3,312 | 3,469 | 33,733 |
| 2,031 | 3,482 | 3,565 | 2,002 | 2,002 | 4,141 | 2,079 | 2,256 | 3,312 | 3,469 | 28,340 |
| 3,354 | 3,482 | 3,565 | 3,386 | 3,386 | 4,141 | 2,079 | 3,643 | 3,312 | 3,469 | 33,816 |
| 1,000 | 3,482 | 3,565 | 3,386 | 3,386 | 4,141 | 1,000 | 3,643 | 1,989 | 3,469 | 29,060 |
| 3,354 | 2,131 | 3,565 | 2,002 | 2,002 | 4,141 | 2,079 | 2,256 | 1,989 | 3,469 | 26,989 |
| 3,354 | 2,131 | 3,565 | 3,386 | 1,000 | 2,761 | 2,079 | 3,643 | 3,312 | 3,469 | 28,699 |
| 3,354 | 3,482 | 3,565 | 3,386 | 3,386 | 4,141 | 3,382 | 2,256 | 3,312 | 2,091 | 32,355 |
| 3,354 | 2,131 | 2,117 | 2,002 | 3,386 | 4,141 | 2,079 | 3,643 | 3,312 | 2,091 | 28,256 |
| 2,031 | 2,131 | 3,565 | 2,002 | 3,386 | 2,761 | 3,382 | 2,256 | 3,312 | 3,469 | 28,295 |
| 2,031 | 3,482 | 3,565 | 3,386 | 2,002 | 4,141 | 1,000 | 3,643 | 3,312 | 3,469 | 30,031 |
| 3,354 | 3,482 | 3,565 | 3,386 | 3,386 | 4,141 | 2,079 | 3,643 | 1,989 | 3,469 | 32,493 |
| 3,354 | 3,482 | 2,117 | 2,002 | 3,386 | 2,761 | 3,382 | 2,256 | 3,312 | 3,469 | 29,522 |
| 3,354 | 1,000 | 2,117 | 3,386 | 2,002 | 2,761 | 3,382 | 1,000 | 3,312 | 2,091 | 24,406 |
| 3,354 | 2,131 | 3,565 | 3,386 | 2,002 | 2,761 | 3,382 | 1,000 | 3,312 | 2,091 | 26,985 |
| 3,354 | 3,482 | 2,117 | 2,002 | 3,386 | 2,761 | 3,382 | 3,643 | 3,312 | 3,469 | 30,909 |
| 3,354 | 2,131 | 3,565 | 3,386 | 2,002 | 1,856 | 3,382 | 3,643 | 1,000 | 3,469 | 27,788 |
| 3,354 | 3,482 | 3,565 | 3,386 | 3,386 | 4,141 | 1,000 | 2,256 | 3,312 | 2,091 | 29,973 |
| 3,354 | 3,482 | 3,565 | 3,386 | 3,386 | 4,141 | 2,079 | 3,643 | 3,312 | 2,091 | 32,439 |
| 3,354 | 1,000 | 3,565 | 3,386 | 3,386 | 4,141 | 2,079 | 2,256 | 1,989 | 2,091 | 27,247 |
| 2,031 | 1,000 | 3,565 | 2,002 | 3,386 | 2,761 | 2,079 | 3,643 | 3,312 | 2,091 | 25,871 |
| 3,354 | 2,131 | 2,117 | 3,386 | 3,386 | 2,761 | 3,382 | 3,643 | 1,989 | 3,469 | 29,618 |
| 2,031 | 3,482 | 3,565 | 2,002 | 3,386 | 4,141 | 3,382 | 3,643 | 3,312 | 3,469 | 32,413 |
| 3,354 | 3,482 | 2,117 | 3,386 | 3,386 | 4,141 | 3,382 | 3,643 | 1,989 | 3,469 | 32,349 |
| 3,354 | 3,482 | 2,117 | 3,386 | 3,386 | 4,141 | 2,079 | 2,256 | 3,312 | 3,469 | 30,982 |
| 2,031 | 2,131 | 3,565 | 1,000 | 1,000 | 4,141 | 2,079 | 1,000 | 1,989 | 3,469 | 22,405 |
| 1,000 | 2,131 | 3,565 | 3,386 | 3,386 | 4,141 | 3,382 | 3,643 | 3,312 | 3,469 | 31,413 |
| 2,031 | 3,482 | 2,117 | 2,002 | 3,386 | 4,141 | 2,079 | 2,256 | 1,989 | 3,469 | 26,953 |
| 2,031 | 3,482 | 3,565 | 3,386 | 3,386 | 4,141 | 3,382 | 3,643 | 3,312 | 2,091 | 32,419 |
| 2,031 | 3,482 | 2,117 | 3,386 | 2,002 | 4,141 | 3,382 | 3,643 | 3,312 | 3,469 | 30,966 |
| 2,031 | 3,482 | 3,565 | 3,386 | 2,002 | 2,761 | 2,079 | 2,256 | 3,312 | 3,469 | 28,344 |
| 3,354 | 2,131 | 2,117 | 2,002 | 3,386 | 2,761 | 3,382 | 2,256 | 1,989 | 2,091 | 25,470 |
| 3,354 | 3,482 | 3,565 | 3,386 | 3,386 | 4,141 | 2,079 | 2,256 | 3,312 | 3,469 | 32,430 |
| 2,031 | 3,482 | 2,117 | 3,386 | 3,386 | 2,761 | 3,382 | 3,643 | 3,312 | 3,469 | 30,969 |
| 3,354 | 3,482 | 3,565 | 3,386 | 3,386 | 4,141 | 3,382 | 3,643 | 3,312 | 3,469 | 35,119 |
| 2,031 | 1,000 | 3,565 | 2,002 | 3,386 | 2,761 | 2,079 | 3,643 | 1,989 | 3,469 | 25,925 |
| 2,031 | 3,482 | 3,565 | 3,386 | 3,386 | 4,141 | 3,382 | 3,643 | 3,312 | 3,469 | 33,796 |
| 3,354 | 2,131 | 3,565 | 1,000 | 2,002 | 4,141 | 2,079 | 2,256 | 1,000 | 2,091 | 23,619 |
| 3,354 | 3,482 | 3,565 | 3,386 | 3,386 | 4,141 | 3,382 | 3,643 | 1,989 | 3,469 | 33,797 |
| 3,354 | 2,131 | 3,565 | 3,386 | 3,386 | 2,761 | 3,382 | 3,643 | 3,312 | 2,091 | 31,010 |
| 3,354 | 3,482 | 3,565 | 3,386 | 3,386 | 2,761 | 2,079 | 3,643 | 3,312 | 3,469 | 32,437 |
| 2,031 | 2,131 | 3,565 | 3,386 | 3,386 | 1,856 | 1,000 | 2,256 | 1,989 | 2,091 | 23,691 |
| 1,000 | 1,000 | 3,565 | 3,386 | 2,002 | 2,761 | 3,382 | 2,256 | 1,000 | 1,000 | 21,352 |
| 3,354 | 2,131 | 3,565 | 3,386 | 2,002 | 4,141 | 2,079 | 3,643 | 3,312 | 3,469 | 31,081 |
| 3,354 | 3,482 | 3,565 | 2,002 | 3,386 | 2,761 | 3,382 | 2,256 | 3,312 | 3,469 | 30,970 |
| 3,354 | 2,131 | 3,565 | 2,002 | 3,386 | 2,761 | 3,382 | 3,643 | 3,312 | 2,091 | 29,627 |
| 3,354 | 2,131 | 1,000 | 3,386 | 2,002 | 1,000 | 2,079 | 1,000 | 1,989 | 1,000 | 18,942 |
| 2,031 | 3,482 | 3,565 | 3,386 | 2,002 | 4,141 | 3,382 | 3,643 | 3,312 | 3,469 | 32,413 |
| 1,000 | 2,131 | 1,000 | 1,000 | 2,002 | 4,141 | 1,000 | 1,000 | 1,989 | 1,000 | 16,263 |
| 3,354 | 3,482 | 3,565 | 3,386 | 3,386 | 4,141 | 2,079 | 3,643 | 3,312 | 3,469 | 33,816 |
| 1,000 | 2,131 | 1,000 | 1,000 | 1,000 | 4,141 | 1,000 | 2,256 | 1,000 | 3,469 | 17,996 |
| 3,354 | 2,131 | 2,117 | 2,002 | 3,386 | 2,761 | 3,382 | 3,643 | 3,312 | 2,091 | 28,180 |
| 2,031 | 3,482 | 3,565 | 3,386 | 1,000 | 4,141 | 2,079 | 2,256 | 3,312 | 2,091 | 27,344 |
| 3,354 | 3,482 | 2,117 | 3,386 | 2,002 | 4,141 | 3,382 | 2,256 | 1,989 | 2,091 | 28,202 |
| 3,354 | 1,000 | 2,117 | 3,386 | 3,386 | 4,141 | 3,382 | 2,256 | 3,312 | 3,469 | 29,803 |
| 3,354 | 3,482 | 3,565 | 3,386 | 3,386 | 4,141 | 3,382 | 3,643 | 3,312 | 2,091 | 33,742 |
| 3,354 | 3,482 | 3,565 | 3,386 | 3,386 | 4,141 | 3,382 | 2,256 | 1,989 | 3,469 | 32,410 |
| 3,354 | 3,482 | 3,565 | 2,002 | 3,386 | 1,856 | 2,079 | 2,256 | 3,312 | 2,091 | 27,385 |
| 1,000 | 1,000 | 2,117 | 1,000 | 2,002 | 1,856 | 3,382 | 2,256 | 1,000 | 3,469 | 19,083 |
| 1,000 | 2,131 | 2,117 | 3,386 | 1,000 | 4,141 | 3,382 | 3,643 | 3,312 | 1,000 | 25,111 |
| 2,031 | 3,482 | 1,000 | 3,386 | 3,386 | 2,761 | 1,000 | 2,256 | 1,989 | 3,469 | 24,761 |
| 2,031 | 2,131 | 2,117 | 2,002 | 3,386 | 4,141 | 2,079 | 1,000 | 1,989 | 1,000 | 21,876 |
| 1,000 | 3,482 | 2,117 | 3,386 | 2,002 | 1,856 | 1,000 | 2,256 | 1,000 | 3,469 | 21,569 |
| 2,031 | 3,482 | 3,565 | 3,386 | 3,386 | 4,141 | 2,079 | 3,643 | 3,312 | 3,469 | 32,493 |
| 3,354 | 2,131 | 3,565 | 3,386 | 2,002 | 4,141 | 3,382 | 2,256 | 1,989 | 3,469 | 29,675 |
| 3,354 | 3,482 | 3,565 | 3,386 | 3,386 | 4,141 | 3,382 | 3,643 | 3,312 | 3,469 | 35,119 |
| 3,354 | 3,482 | 3,565 | 3,386 | 3,386 | 4,141 | 3,382 | 3,643 | 3,312 | 3,469 | 35,119 |
| 2,031 | 2,131 | 2,117 | 1,000 | 3,386 | 2,761 | 1,000 | 2,256 | 1,000 | 1,000 | 18,682 |
| 3,354 | 3,482 | 3,565 | 3,386 | 3,386 | 4,141 | 3,382 | 3,643 | 3,312 | 3,469 | 35,119 |
| 3,354 | 2,131 | 2,117 | 2,002 | 1,000 | 4,141 | 3,382 | 2,256 | 1,000 | 2,091 | 23,475 |
| 2,031 | 3,482 | 3,565 | 2,002 | 3,386 | 4,141 | 3,382 | 3,643 | 3,312 | 2,091 | 31,036 |

Lampiran 7

Uji Validitas Variabel Kepuasan Kerja (Y)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | |
|  | | Y01 | Y02 | Y03 | Y04 | Y05 | Y06 | Y07 | Y08 | Y09 | Y10 | Total |
| Y01 | Pearson Correlation | 1 | .267 | .115 | .036 | .472\*\* | .330 | .250 | .343 | .094 | .013 | .509\*\* |
| Sig. (2-tailed) |  | .154 | .544 | .851 | .008 | .075 | .183 | .064 | .623 | .946 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y02 | Pearson Correlation | .267 | 1 | .404\* | .034 | .459\* | .136 | .441\* | .249 | .296 | .324 | .626\*\* |
| Sig. (2-tailed) | .154 |  | .027 | .857 | .011 | .472 | .015 | .185 | .112 | .081 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y03 | Pearson Correlation | .115 | .404\* | 1 | .300 | .215 | .072 | .213 | .365\* | .392\* | .343 | .577\*\* |
| Sig. (2-tailed) | .544 | .027 |  | .107 | .254 | .704 | .258 | .047 | .032 | .064 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y04 | Pearson Correlation | .036 | .034 | .300 | 1 | .071 | .132 | .282 | .402\* | .162 | .436\* | .464\*\* |
| Sig. (2-tailed) | .851 | .857 | .107 |  | .711 | .486 | .131 | .028 | .391 | .016 | .010 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y05 | Pearson Correlation | .472\*\* | .459\* | .215 | .071 | 1 | .361\* | .388\* | .071 | .356 | .221 | .628\*\* |
| Sig. (2-tailed) | .008 | .011 | .254 | .711 |  | .050 | .034 | .709 | .054 | .240 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y06 | Pearson Correlation | .330 | .136 | .072 | .132 | .361\* | 1 | .090 | .478\*\* | .383\* | .078 | .538\*\* |
| Sig. (2-tailed) | .075 | .472 | .704 | .486 | .050 |  | .636 | .008 | .037 | .681 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y07 | Pearson Correlation | .250 | .441\* | .213 | .282 | .388\* | .090 | 1 | .196 | .361\* | .474\*\* | .621\*\* |
| Sig. (2-tailed) | .183 | .015 | .258 | .131 | .034 | .636 |  | .298 | .050 | .008 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y08 | Pearson Correlation | .343 | .249 | .365\* | .402\* | .071 | .478\*\* | .196 | 1 | .450\* | .287 | .653\*\* |
| Sig. (2-tailed) | .064 | .185 | .047 | .028 | .709 | .008 | .298 |  | .013 | .124 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y09 | Pearson Correlation | .094 | .296 | .392\* | .162 | .356 | .383\* | .361\* | .450\* | 1 | .325 | .644\*\* |
| Sig. (2-tailed) | .623 | .112 | .032 | .391 | .054 | .037 | .050 | .013 |  | .079 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y10 | Pearson Correlation | .013 | .324 | .343 | .436\* | .221 | .078 | .474\*\* | .287 | .325 | 1 | .596\*\* |
| Sig. (2-tailed) | .946 | .081 | .064 | .016 | .240 | .681 | .008 | .124 | .079 |  | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .509\*\* | .626\*\* | .577\*\* | .464\*\* | .628\*\* | .538\*\* | .621\*\* | .653\*\* | .644\*\* | .596\*\* | 1 |
| Sig. (2-tailed) | .004 | .000 | .001 | .010 | .000 | .002 | .000 | .000 | .000 | .001 |  |
| 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). | | | | | | | | | | | | | |

Uji Validitas Variabel Beban Kerja

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | |
|  | | X101 | X102 | X103 | X104 | X105 | X106 | X107 | X108 | X109 | X110 | Total |
| X101 | Pearson Correlation | 1 | .126 | .159 | .333 | .120 | -.033 | .118 | -.014 | .660\*\* | .089 | .477\*\* |
| Sig. (2-tailed) |  | .506 | .401 | .072 | .528 | .861 | .535 | .941 | .000 | .642 | .008 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X102 | Pearson Correlation | .126 | 1 | .196 | .044 | .253 | .362\* | -.114 | .241 | .198 | .594\*\* | .501\*\* |
| Sig. (2-tailed) | .506 |  | .300 | .816 | .178 | .050 | .549 | .200 | .293 | .001 | .005 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X103 | Pearson Correlation | .159 | .196 | 1 | .294 | .170 | .073 | .578\*\* | .470\*\* | .136 | .048 | .610\*\* |
| Sig. (2-tailed) | .401 | .300 |  | .115 | .370 | .702 | .001 | .009 | .472 | .800 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X104 | Pearson Correlation | .333 | .044 | .294 | 1 | .271 | .211 | .372\* | .268 | .214 | .210 | .576\*\* |
| Sig. (2-tailed) | .072 | .816 | .115 |  | .148 | .263 | .043 | .152 | .256 | .265 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X105 | Pearson Correlation | .120 | .253 | .170 | .271 | 1 | .203 | .321 | .423\* | .176 | .351 | .573\*\* |
| Sig. (2-tailed) | .528 | .178 | .370 | .148 |  | .283 | .084 | .020 | .352 | .057 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X106 | Pearson Correlation | -.033 | .362\* | .073 | .211 | .203 | 1 | .006 | .394\* | .257 | .383\* | .480\*\* |
| Sig. (2-tailed) | .861 | .050 | .702 | .263 | .283 |  | .977 | .031 | .170 | .036 | .007 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X107 | Pearson Correlation | .118 | -.114 | .578\*\* | .372\* | .321 | .006 | 1 | .365\* | .185 | .004 | .550\*\* |
| Sig. (2-tailed) | .535 | .549 | .001 | .043 | .084 | .977 |  | .047 | .328 | .985 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X108 | Pearson Correlation | -.014 | .241 | .470\*\* | .268 | .423\* | .394\* | .365\* | 1 | .200 | .499\*\* | .687\*\* |
| Sig. (2-tailed) | .941 | .200 | .009 | .152 | .020 | .031 | .047 |  | .290 | .005 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X109 | Pearson Correlation | .660\*\* | .198 | .136 | .214 | .176 | .257 | .185 | .200 | 1 | .028 | .557\*\* |
| Sig. (2-tailed) | .000 | .293 | .472 | .256 | .352 | .170 | .328 | .290 |  | .881 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X110 | Pearson Correlation | .089 | .594\*\* | .048 | .210 | .351 | .383\* | .004 | .499\*\* | .028 | 1 | .528\*\* |
| Sig. (2-tailed) | .642 | .001 | .800 | .265 | .057 | .036 | .985 | .005 | .881 |  | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .477\*\* | .501\*\* | .610\*\* | .576\*\* | .573\*\* | .480\*\* | .550\*\* | .687\*\* | .557\*\* | .528\*\* | 1 |
| Sig. (2-tailed) | .008 | .005 | .000 | .001 | .001 | .007 | .002 | .000 | .001 | .003 |  |
| 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). | | | | | | | | | | | | | |

Uji Validitas Variabel Jam Kerja

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | |
|  | | X201 | X202 | X203 | X204 | X205 | X206 | X207 | X208 | X209 | X210 | Total |
| X201 | Pearson Correlation | 1 | .299 | .061 | .184 | .313 | .409\* | -.005 | .394\* | .476\*\* | .144 | .597\*\* |
| Sig. (2-tailed) |  | .108 | .748 | .331 | .093 | .025 | .977 | .031 | .008 | .447 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X202 | Pearson Correlation | .299 | 1 | .301 | .263 | .164 | .239 | .142 | .003 | .315 | .272 | .565\*\* |
| Sig. (2-tailed) | .108 |  | .106 | .160 | .386 | .203 | .453 | .989 | .090 | .145 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X203 | Pearson Correlation | .061 | .301 | 1 | .275 | .061 | .108 | .386\* | .154 | .299 | .030 | .509\*\* |
| Sig. (2-tailed) | .748 | .106 |  | .142 | .750 | .569 | .035 | .416 | .109 | .873 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X204 | Pearson Correlation | .184 | .263 | .275 | 1 | .083 | .141 | .339 | .085 | .478\*\* | .224 | .541\*\* |
| Sig. (2-tailed) | .331 | .160 | .142 |  | .665 | .458 | .067 | .655 | .008 | .233 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X205 | Pearson Correlation | .313 | .164 | .061 | .083 | 1 | .375\* | .150 | .192 | .192 | .554\*\* | .579\*\* |
| Sig. (2-tailed) | .093 | .386 | .750 | .665 |  | .041 | .429 | .310 | .310 | .002 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X206 | Pearson Correlation | .409\* | .239 | .108 | .141 | .375\* | 1 | -.128 | .345 | .345 | .284 | .567\*\* |
| Sig. (2-tailed) | .025 | .203 | .569 | .458 | .041 |  | .501 | .062 | .062 | .128 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X207 | Pearson Correlation | -.005 | .142 | .386\* | .339 | .150 | -.128 | 1 | -.077 | .012 | .359 | .401\* |
| Sig. (2-tailed) | .977 | .453 | .035 | .067 | .429 | .501 |  | .685 | .950 | .051 | .028 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X208 | Pearson Correlation | .394\* | .003 | .154 | .085 | .192 | .345 | -.077 | 1 | .179 | .258 | .454\* |
| Sig. (2-tailed) | .031 | .989 | .416 | .655 | .310 | .062 | .685 |  | .343 | .169 | .012 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X209 | Pearson Correlation | .476\*\* | .315 | .299 | .478\*\* | .192 | .345 | .012 | .179 | 1 | .176 | .625\*\* |
| Sig. (2-tailed) | .008 | .090 | .109 | .008 | .310 | .062 | .950 | .343 |  | .353 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X210 | Pearson Correlation | .144 | .272 | .030 | .224 | .554\*\* | .284 | .359 | .258 | .176 | 1 | .608\*\* |
| Sig. (2-tailed) | .447 | .145 | .873 | .233 | .002 | .128 | .051 | .169 | .353 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .597\*\* | .565\*\* | .509\*\* | .541\*\* | .579\*\* | .567\*\* | .401\* | .454\* | .625\*\* | .608\*\* | 1 |
| Sig. (2-tailed) | .001 | .001 | .004 | .002 | .001 | .001 | .028 | .012 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | |

Uji Validitas Variabel Stres Kerja

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | |
|  | | X301 | X302 | X303 | X304 | X305 | X306 | X307 | X308 | X309 | X310 | X311 | X312 | Total |
| X301 | Pearson Correlation | 1 | .183 | .332 | .303 | .076 | .346 | .034 | .173 | .129 | .183 | .301 | .259 | .572\*\* |
| Sig. (2-tailed) |  | .334 | .073 | .103 | .690 | .061 | .860 | .361 | .498 | .334 | .106 | .167 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X302 | Pearson Correlation | .183 | 1 | .121 | .318 | -.090 | .202 | .361\* | .267 | .202 | .130 | -.038 | -.188 | .405\* |
| Sig. (2-tailed) | .334 |  | .524 | .086 | .635 | .285 | .050 | .154 | .285 | .492 | .842 | .320 | .026 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X303 | Pearson Correlation | .332 | .121 | 1 | -.068 | .447\* | .297 | .261 | .172 | .252 | .121 | .243 | .347 | .582\*\* |
| Sig. (2-tailed) | .073 | .524 |  | .722 | .013 | .111 | .164 | .363 | .179 | .524 | .196 | .061 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X304 | Pearson Correlation | .303 | .318 | -.068 | 1 | -.122 | .352 | -.098 | .263 | .260 | .318 | .139 | .022 | .469\*\* |
| Sig. (2-tailed) | .103 | .086 | .722 |  | .519 | .056 | .607 | .161 | .165 | .086 | .465 | .906 | .009 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X305 | Pearson Correlation | .076 | -.090 | .447\* | -.122 | 1 | .112 | .333 | .053 | .614\*\* | .090 | .132 | .260 | .464\*\* |
| Sig. (2-tailed) | .690 | .635 | .013 | .519 |  | .557 | .072 | .782 | .000 | .635 | .487 | .165 | .010 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X306 | Pearson Correlation | .346 | .202 | .297 | .352 | .112 | 1 | -.037 | .441\* | .222 | .282 | .087 | .165 | .584\*\* |
| Sig. (2-tailed) | .061 | .285 | .111 | .056 | .557 |  | .845 | .015 | .238 | .131 | .647 | .383 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X307 | Pearson Correlation | .034 | .361\* | .261 | -.098 | .333 | -.037 | 1 | .035 | .186 | .040 | .106 | .174 | .386\* |
| Sig. (2-tailed) | .860 | .050 | .164 | .607 | .072 | .845 |  | .854 | .325 | .833 | .579 | .359 | .035 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X308 | Pearson Correlation | .173 | .267 | .172 | .263 | .053 | .441\* | .035 | 1 | .031 | -.038 | -.136 | .213 | .423\* |
| Sig. (2-tailed) | .361 | .154 | .363 | .161 | .782 | .015 | .854 |  | .872 | .842 | .474 | .258 | .020 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X309 | Pearson Correlation | .129 | .202 | .252 | .260 | .614\*\* | .222 | .186 | .031 | 1 | .282 | .384\* | .207 | .619\*\* |
| Sig. (2-tailed) | .498 | .285 | .179 | .165 | .000 | .238 | .325 | .872 |  | .131 | .036 | .272 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X310 | Pearson Correlation | .183 | .130 | .121 | .318 | .090 | .282 | .040 | -.038 | .282 | 1 | .114 | .339 | .471\*\* |
| Sig. (2-tailed) | .334 | .492 | .524 | .086 | .635 | .131 | .833 | .842 | .131 |  | .547 | .067 | .009 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X311 | Pearson Correlation | .301 | -.038 | .243 | .139 | .132 | .087 | .106 | -.136 | .384\* | .114 | 1 | .345 | .458\* |
| Sig. (2-tailed) | .106 | .842 | .196 | .465 | .487 | .647 | .579 | .474 | .036 | .547 |  | .062 | .011 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X312 | Pearson Correlation | .259 | -.188 | .347 | .022 | .260 | .165 | .174 | .213 | .207 | .339 | .345 | 1 | .533\*\* |
| Sig. (2-tailed) | .167 | .320 | .061 | .906 | .165 | .383 | .359 | .258 | .272 | .067 | .062 |  | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .572\*\* | .405\* | .582\*\* | .469\*\* | .464\*\* | .584\*\* | .386\* | .423\* | .619\*\* | .471\*\* | .458\* | .533\*\* | 1 |
| Sig. (2-tailed) | .001 | .026 | .001 | .009 | .010 | .001 | .035 | .020 | .000 | .009 | .011 | .002 |  |
| N | 30 | 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). | | | | | | | | | | | | | | | |

Lampiran 8

Uji Reabilitas variabel Kepuasan Kerja (Y)

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .786 | 10 |

Uji Reabilitas Variabel Beban Kerja (X1)

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .743 | 10 |

Uji Reabilitas Variabel Jam Kerja (X2)

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .735 | 10 |

Uji Reabilitas Variabel Stres Kerja (X3)

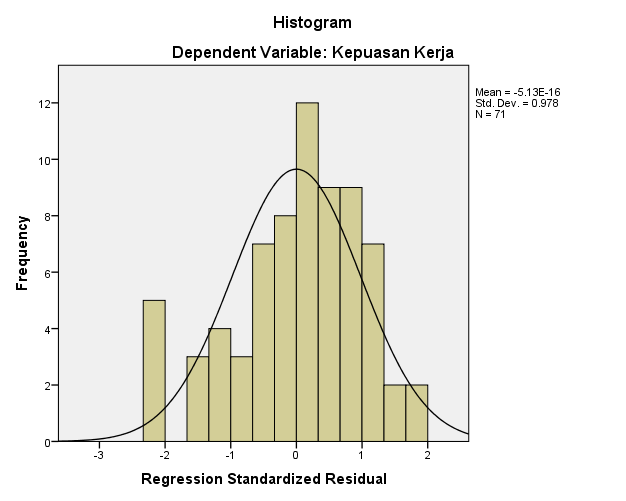
|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .723 | 12 |

Lampiran 9

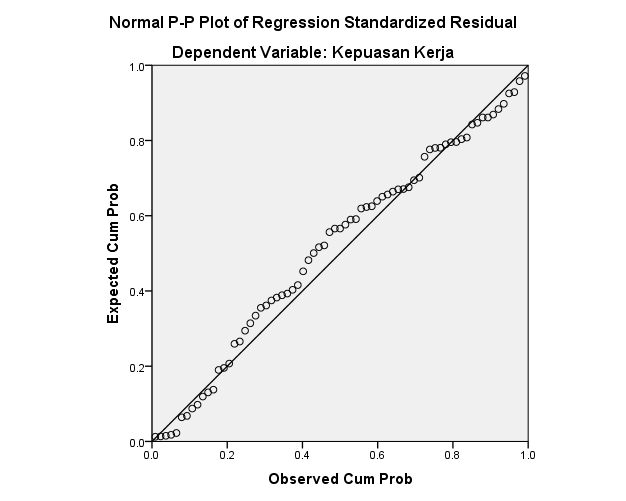
Hasil Uji Olah SPSS Versi 22

Uji Kolmogrov- smirnov Test

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 71 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 2.54920313 |
| Most Extreme Differences | Absolute | .093 |
| Positive | .050 |
| Negative | -.093 |
| Test Statistic | | .093 |
| Asymp. Sig. (2-tailed) | | .200c,d |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

Grafik Histogram Uji Normalitas  


Grafik Normal Plot



Uji Heterokedastisitas



Uji Parsial (Uji t)

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 85.034 | 5.101 |  | 16.669 | .000 |  |  |
| Beban Kerja | -.405 | .077 | -.481 | -5.240 | .000 | .866 | 1.154 |
| Jam Kerja | -.252 | .080 | -.276 | -3.153 | .002 | .956 | 1.046 |
| Stres Kerja | -.195 | .069 | -.254 | -2.825 | .006 | .903 | 1.107 |
| a. Dependent Variable: Kepuasan Kerja | | | | | | | | |

Uji Simultan (Uji F)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 475.757 | 3 | 158.586 | 93.431 | .000b |
| Residual | 113.723 | 67 | 1.697 |  |  |
| Total | 589.480 | 70 |  |  |  |
| a. Dependent Variable: Kepuasan Kerja | | | | | | |
| b. Predictors: (Constant), Stres Kerja, Jam Kerja, Beban Kerja | | | | | | |

Koefisien Determinasi

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .898a | .807 | .798 | 1.30282 |
| a. Predictors: (Constant), Stres Kerja, Jam Kerja, Beban Kerja | | | | |
| b. Dependent Variable: Kepuasan Kerja | | | | |

Lampiran 10

Surat Balasan Ijin Penelitian