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# **Lampiran**

**Lampiran 1  
KUESIONER PENELITIAN**

KUESIONER PENELITIAN

PENGARUH BEBAN KERJA, LINGKUNGAN KERJA NON FISIK DAN KELELAHAN KERJA TERHADAP KINERJA KARYAWAN BADAN PENANGGULANGAN BENCANA DAERAH KOTA TEGAL

Perihal : Permohonan Pengisian Kuesioner

Kepada Yth.

Bapak/Ibu/Saudara/I Responden karyawan

Badan Penanggulangan Bencana Daerah Kota Tegal

Assalamu’alaikum Wr. Wb

Dengan Hormat, dalam rangka menyelesaikan penelitian, saya M. Lutfi (4120600321) mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, memohon partisipasi dari saudara untuk mengisi kuesioner yang sudah saya siapkan.

Adapun data yang diminta adalah sesuai dengan kondisi yang dirasakan saudara selama ini, saya akan menjaga kerahasiaan karena data ini hanya digunakan untuk kepentingan penelitian, setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini. Atas perhatian dan bantuannya, saya ucapkan banyak terima kasih.

Hormat Saya,

M. Lutfi

**IDENTITAS RESPONDEN**

Bapak/ibu/Sdr/Sdri Karyawan Badan Penanggulangan Bencana Daerah Kota Tegal Silahkan untuk mengisi dengan memberikan tanda centang (  )

1. Nama :
2. Jenis Kelamin : a. Laki-laki

b. Perempuan

1. Usia :  21-30 th

 31-40 th

 > 41 th

1. Pendidikan Terakhir  : SMA/SMK/MA

 : D1/D2/D3  : S1

 : S2

1. Petunjuk pengisian :
   1. Jawaban masing-masing pernyataan dengan kondisi saat ini.
   2. Pilihlah salah satu jawaban dengan memberi tanda ( ✓ ) pada kolom yang tersedia.
   3. Keterangan jawaban sebagai berikut :

SS = Sangat Setuju (5)

S = Setuju (4)

N = Netral (3)

TS = Tidak Setuju (2)

STS = Sangat Tidak Setuju (1)

SL = Selalu (5)

SR = Sering (4)

B = Biasanya (3)

KD = Kadang-kadang (2)

BP = Belum Pernah (1)

1. **Pernyataan Variabel Kinerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **BP** | **KD** | **B** | **SR** | **SL** |
| **1** | **2** | **3** | **4** | **5** |
| **Kualitas kerja** | | | | | | |
| **1.** | Dapat menyelesaikan pekerjaan dengan baik dan rapih |  |  |  |  |  |
| **2.** | Dapat menyelesaikan pekerjaan yang diberikan |  |  |  |  |  |
| **Kuantitas kerja** | | | | | | |
| **3.** | Dapat menyelesaikan pekerjaan sesuai target yang diberikan |  |  |  |  |  |
| **4.** | Mampu menyelesaikan pekerjaan yang lebih banyak dari standar pekerjaan |  |  |  |  |  |
| **Pemahaman karyawan** | | | | | | |
| **5.** | Dapat memahami setiap pekerjaan yang diberikan |  |  |  |  |  |
| **6.** | Dapat menguasai bidang pekerjaan yang dikerjakan saat ini |  |  |  |  |  |
| **Mampu beradaptasi** | | | | | | |
| **7.** | Dapat beradaptasi dari setiap perubahan yang ada di BPBD Kota Tegal |  |  |  |  |  |
| **8.** | Dapat mengatasi rintangan atau hambatan apapun di tempat kerja |  |  |  |  |  |
| **Timbal balik antara karyawan** | | | | | | |
| **9.** | Saling membantu dalam menyelesaikan pekerjaan dengan rekan kerja |  |  |  |  |  |
| **10.** | Saling memberikan dukungan kepada rekan kerja dalam menyelesaikan pekerjaan |  |  |  |  |  |
| **Ide kreatif dalam pekerjaan** | | | | | | |
| **11.** | Kreatif dalam menyelesaikan pekerjaan |  |  |  |  |  |
| **12.** | Berbagi ide kreatif dengan rekan kerja dalam menyelesaikan pekerjaan |  |  |  |  |  |

1. **Pernyataan Variabel Beban Kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **STS** | **TS** | **N** | **S** | **SS** |
| **1** | **2** | **3** | **4** | **5** |
| **Menyelesaikan pekerjaan sesuai target** | | | | | | |
| **1.** | Target yang harus di capai di BPBD Kota Tegal terlalu tinggi sehingga membebani saya |  |  |  |  |  |
| **2.** | Beban kerja yang tinggi mengganggu konsentrasi dan fokus saya dalam menyelesaikan target pekerjaan |  |  |  |  |  |
| **Menyelesaikan pekerjaan sesuai jangka waktu**  **yang diberikan** | | | | | | |
| **3.** | Banyaknya pekerjaan yang harus diselesaikan terlalu banyak sehingga membebani saya |  |  |  |  |  |
| **4.** | Tidak mampu menyelesaikan pekerjaan sesuai dengan jangka waktu yang diberikan karena beban kerja yang tinggi |  |  |  |  |  |
| **Mengambil keputusan dengan cepat** | | | | | | |
| **5.** | Beban kerja yang tinggi menghambat saya dalam mengambil keputusan secara tepat |  |  |  |  |  |
| **6.** | Kondisi pekerjaan membebani saya dalam mengambil keputusan |  |  |  |  |  |
| **Mengatasi kejadian tak terduga** | | | | | | |
| **7.** | Kesulitan dalam menghadapi kejadian tak terduga karena adanya beban kerja yang tinggi |  |  |  |  |  |
| **8.** | Beban kerja yang tinggi dan jadwal yang ketat dapat menyulitkan saya dalam mengatasi kejadian tak terduga dengan efektif |  |  |  |  |  |
| **Waktu kerja** | | | | | | |
| **9.** | Saya terbebani karena waktu yang diberikan untuk menyelesaikan pekerjaan terlalu cepat |  |  |  |  |  |
| **10.** | Saya Kesulitan mengatur waktu kerja dengan baik saat menghadapi beban kerja yang tinggi |  |  |  |  |  |
| **Penyelesaian kerja sesuai standar/target** | | | | | | |
| **11.** | Beban kerja yang tinggi membuat saya sulit untuk menyelesaikan standar/target yang ditetapkan |  |  |  |  |  |
| **12.** | Tidak mampu menyelesaikan pekerjaan sesuai dengan standar atau target yang ditetapkan |  |  |  |  |  |

1. **Pernyataan Variabel Lingkungan Kerja Non Fisik**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **STS** | **TS** | **N** | **S** | **SS** |
| **1** | **2** | **3** | **4** | **5** |
| **Komunikasi yang baik** | | | | | | |
| **1.** | Komunikasi antar pegawai BPBD Kota Tegal berjalan dengan baik |  |  |  |  |  |
| **2.** | Komunikasi yang terbuka dan transparan di tempat kerja membantu mengurangi miskomunikasi antara rekan kerja |  |  |  |  |  |
| **Umpan balik** | | | | | | |
| **3.** | Pimpinan BPBD Kota Tegal memberikan respon umpan balik yang baik kepada pegawai |  |  |  |  |  |
| **4.** | Umpan balik yang saya terima dari pimpinan membantu saya untuk memperbaiki dan meningkatkan kinerja |  |  |  |  |  |
| **Menyeimbangkan peran diluar tempat kerja** | | | | | | |
| **5.** | Pegawai memiliki waktu yang memadai untuk melibatkan diri dalam peran di luar tempat kerja |  |  |  |  |  |
| **6.** | Mampu menjaga keseimbangan kerja antara tuntutan pekerjaan dan peran pribadi diluar pekerjaan |  |  |  |  |  |
| **Pelatihan karyawan** | | | | | | |
| **7.** | BPBD Kota Tegal memberikan pelatihan dan program pengembangan diri yang relevan dengan tugas dan tanggung jawab pekerjaan |  |  |  |  |  |
| **8.** | BPBD Kota Tegal memberikan sosialisasi terhadap pelatihan yang akan saya dapatkan |  |  |  |  |  |
| **Pendidikan karyawan** | | | | | | |
| **9.** | BPBD Kota Tegal memberikan kesempatan kepada pegawai untuk melanjutkan pendidikan ke jenjang yang lebih tinggi |  |  |  |  |  |
| **10.** | Pendidikan saya sesuai dengan pekerjaan yang diberikan |  |  |  |  |  |
| **Penghargaan kepada karyawan** | | | | | | |
| **11.** | BPBD Kota Tegal memberikan penghargaan pegawai yang memenuhi target |  |  |  |  |  |
| **12.** | BPBD Kota Tegal memberikan penghargaan kepada pegawai atas kinerja yang baik |  |  |  |  |  |
| **Kerjasama tim** | | | | | | |
| **13.** | Kerjasama tim di BPBD Kota Tegal terjalin dengan baik |  |  |  |  |  |
| **14.** | Saya bekerjasama dengan tim kerja untuk melakukan perencanaan dan strategi dalam bekerja |  |  |  |  |  |

1. **Pernyataan Variabel Kelelahan Kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **STS** | **S** | **N** | **S** | **SS** |
| **1** | **2** | **3** | **4** | **5** |
| **Emosional** | | | | | | |
| **1.** | Kelelahan bekerja di BPBD Kota Tegal mengakibatkan saya emosional |  |  |  |  |  |
| **2.** | Kelelahan kerja membuat saya sulit untuk mengontrol emosional |  |  |  |  |  |
| **Kelelahan berkepanjangan** | | | | | | |
| **3.** | Kelelahan bekerja di BPBD Kota Tegal mengakibatkan saya mengalami kelelahan yang berkepanjangan |  |  |  |  |  |
| **4.** | Kelelahan berkepanjangan membuat saya sulit menjalankan tugas dan target yang diberikan |  |  |  |  |  |
| **Sikap sinis** | | | | | | |
| **5.** | Kelelahan bekerja membuat saya sinis dengan rekan kerja |  |  |  |  |  |
| **6.** | Sikap sinis yang timbul diakibatkan karena kelelahan bekerja |  |  |  |  |  |
| **Rasa tidak mampu** | | | | | | |
| **7.** | Tidak mampu menyelesaikan pekerjaan karena kelelahan bekerja |  |  |  |  |  |
| **8.** | Tidak mampu berfikir kreatif dan menghasilkan ide baru akibat kelelahan kerja yang saya alami |  |  |  |  |  |
| **Kurangnya rasa percaya diri** | | | | | | |
| **9.** | Kelelahan bekerja mempengaruhi rasa percaya diri dalam menyelesaikan pekerjaan |  |  |  |  |  |
| **10.** | Tidak memiliki kepercayaan diri untuk menghadapi tantangan atau tekanan di tempat kerja karena kelelahan bekerja |  |  |  |  |  |

**Lampiran 2  
Tabulasi Data Uji Validitas Dan Reliabilitas Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kode Responden | **Kinerja** | | | | | | | | | | | | |
| Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | Y.12 | Total |
| R-01 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 54 |
| R-02 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 53 |
| R-03 | 5 | 5 | 5 | 5 | 3 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 53 |
| R-04 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 3 | 4 | 49 |
| R-05 | 5 | 5 | 4 | 3 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 52 |
| R-06 | 4 | 4 | 3 | 5 | 4 | 5 | 3 | 5 | 5 | 3 | 5 | 5 | 51 |
| R-07 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 4 | 3 | 50 |
| R-08 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 3 | 4 | 3 | 5 | 4 | 49 |
| R-09 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 53 |
| R-10 | 3 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 5 | 50 |
| R-11 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 52 |
| R-12 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 51 |
| R-13 | 3 | 3 | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 3 | 4 | 48 |
| R-14 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 3 | 5 | 4 | 5 | 52 |
| R-15 | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 51 |
| R-16 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 4 | 1 | 45 |
| R-17 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 52 |
| R-18 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 53 |
| R-19 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 3 | 3 | 4 | 3 | 5 | 47 |
| R-20 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 5 | 52 |
| R-21 | 4 | 4 | 5 | 5 | 3 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 52 |
| R-22 | 3 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 5 | 3 | 4 | 4 | 50 |
| R-23 | 5 | 4 | 3 | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 5 | 52 |
| R-24 | 5 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 4 | 45 |
| R-25 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 3 | 4 | 5 | 53 |
| R-26 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 55 |
| R-27 | 5 | 3 | 3 | 5 | 1 | 3 | 5 | 3 | 3 | 2 | 4 | 2 | 39 |
| R-28 | 5 | 4 | 4 | 1 | 3 | 4 | 3 | 1 | 2 | 2 | 1 | 3 | 33 |
| R-29 | 3 | 5 | 3 | 5 | 2 | 3 | 5 | 4 | 4 | 5 | 5 | 2 | 46 |
| R-30 | 1 | 1 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 1 | 25 |

**Lampiran 3  
Tabulasi Data Uji Validitas Dan Reliabilitas Variabel Beban Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kode Responden | **Beban Kerja** | | | | | | | | | | | | |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | Total |
| R-01 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| R-02 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 41 |
| R-03 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| R-04 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 51 |
| R-05 | 4 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 49 |
| R-06 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 45 |
| R-07 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 58 |
| R-08 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| R-09 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| R-10 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 54 |
| R-11 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| R-12 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 56 |
| R-13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| R-14 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| R-15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| R-16 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 56 |
| R-17 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 53 |
| R-18 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 54 |
| R-19 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 3 | 3 | 47 |
| R-20 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 54 |
| R-21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 59 |
| R-22 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| R-23 | 3 | 2 | 1 | 5 | 3 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 46 |
| R-24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| R-25 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 54 |
| R-26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| R-27 | 5 | 3 | 3 | 3 | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 46 |
| R-28 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| R-29 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 45 |
| R-30 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 1 | 1 | 3 | 27 |

**Lampiran 4  
Tabulasi Data Uji Validitas Dan Reliabilitas Variabel Lingkungan Kerja Non Fisik (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kode Responden | **Lingkungan Kerja Non Fisik** | | | | | | | | | | | | |  |  |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 | X2.13 | X2.14 | Total |
| R-01 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 50 |
| R-02 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 59 |
| R-03 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 58 |
| R-04 | 4 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 58 |
| R-05 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 54 |
| R-06 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 66 |
| R-07 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 60 |
| R-08 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 55 |
| R-09 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 2 | 4 | 60 |
| R-10 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 2 | 63 |
| R-11 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 14 |
| R-12 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 2 | 61 |
| R-13 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 1 | 2 | 39 |
| R-14 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 2 | 62 |
| R-15 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 57 |
| R-16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 1 | 54 |
| R-17 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 3 | 60 |
| R-18 | 5 | 3 | 3 | 2 | 5 | 3 | 4 | 5 | 5 | 2 | 5 | 5 | 4 | 3 | 54 |
| R-19 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 67 |
| R-20 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 1 | 1 | 3 | 5 | 1 | 33 |
| R-21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| R-22 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 2 | 59 |
| R-23 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 65 |
| R-24 | 5 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 3 | 61 |
| R-25 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 1 | 60 |
| R-26 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 64 |
| R-27 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 63 |
| R-28 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 63 |
| R-29 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| R-30 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 64 |

**Lampiran 5  
Tabulasi Data Uji Validitas Dan Reliabilitas Variabel Kelelahan Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kode Responden | **Kelelahan Kerja** | | | | | | | | | | |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | Total |
| R-01 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| R-02 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 44 |
| R-03 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 49 |
| R-04 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 44 |
| R-05 | 3 | 2 | 1 | 5 | 3 | 5 | 4 | 4 | 5 | 4 | 36 |
| R-06 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| R-07 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 45 |
| R-08 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| R-09 | 5 | 3 | 3 | 3 | 5 | 4 | 4 | 4 | 5 | 3 | 39 |
| R-10 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| R-11 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 37 |
| R-12 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 45 |
| R-13 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| R-14 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 46 |
| R-15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| R-16 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| R-17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| R-18 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |
| R-19 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 45 |
| R-20 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
| R-21 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 41 |
| R-22 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| R-23 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 34 |
| R-24 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| R-25 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 43 |
| R-26 | 4 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 5 | 5 | 41 |
| R-27 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 37 |
| R-28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| R-29 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| R-30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |

**Lampiran 6  
Output Hasil Perhitungan Uji Validitas Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | Y.12 | Total |
| Y.1 | Pearson Correlation | 1 | .548\*\* | .274 | .012 | .136 | .274 | .310 | .025 | .047 | .075 | .231 | .446\* | .513\*\* |
| Sig. (2-tailed) |  | .002 | .143 | .951 | .475 | .143 | .096 | .894 | .804 | .694 | .219 | .013 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.2 | Pearson Correlation | .548\*\* | 1 | .469\*\* | .095 | .221 | .211 | .426\* | .454\* | .262 | .345 | .328 | .473\*\* | .718\*\* |
| Sig. (2-tailed) | .002 |  | .009 | .617 | .241 | .264 | .019 | .012 | .162 | .062 | .077 | .008 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.3 | Pearson Correlation | .274 | .469\*\* | 1 | .162 | .098 | .218 | .192 | .276 | .154 | .153 | .007 | .490\*\* | .526\*\* |
| Sig. (2-tailed) | .143 | .009 |  | .393 | .606 | .247 | .310 | .140 | .416 | .420 | .973 | .006 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.4 | Pearson Correlation | .012 | .095 | .162 | 1 | -.021 | .016 | .309 | .432\* | .447\* | .213 | .617\*\* | .195 | .519\*\* |
| Sig. (2-tailed) | .951 | .617 | .393 |  | .914 | .934 | .097 | .017 | .013 | .258 | .000 | .303 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.5 | Pearson Correlation | .136 | .221 | .098 | -.021 | 1 | .487\*\* | .153 | -.052 | .193 | .336 | .195 | .479\*\* | .499\*\* |
| Sig. (2-tailed) | .475 | .241 | .606 | .914 |  | .006 | .419 | .785 | .308 | .070 | .301 | .007 | .005 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.6 | Pearson Correlation | .274 | .211 | .218 | .016 | .487\*\* | 1 | .245 | -.060 | -.135 | .387\* | .082 | .409\* | .470\*\* |
| Sig. (2-tailed) | .143 | .264 | .247 | .934 | .006 |  | .193 | .753 | .477 | .035 | .667 | .025 | .009 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.7 | Pearson Correlation | .310 | .426\* | .192 | .309 | .153 | .245 | 1 | .154 | .046 | .374\* | .500\*\* | .151 | .558\*\* |
| Sig. (2-tailed) | .096 | .019 | .310 | .097 | .419 | .193 |  | .418 | .807 | .042 | .005 | .427 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.8 | Pearson Correlation | .025 | .454\* | .276 | .432\* | -.052 | -.060 | .154 | 1 | .292 | .345 | .494\*\* | .133 | .510\*\* |
| Sig. (2-tailed) | .894 | .012 | .140 | .017 | .785 | .753 | .418 |  | .117 | .062 | .006 | .483 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.9 | Pearson Correlation | .047 | .262 | .154 | .447\* | .193 | -.135 | .046 | .292 | 1 | -.099 | .247 | .403\* | .445\* |
| Sig. (2-tailed) | .804 | .162 | .416 | .013 | .308 | .477 | .807 | .117 |  | .603 | .188 | .027 | .014 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.10 | Pearson Correlation | .075 | .345 | .153 | .213 | .336 | .387\* | .374\* | .345 | -.099 | 1 | .393\* | .129 | .531\*\* |
| Sig. (2-tailed) | .694 | .062 | .420 | .258 | .070 | .035 | .042 | .062 | .603 |  | .032 | .498 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.11 | Pearson Correlation | .231 | .328 | .007 | .617\*\* | .195 | .082 | .500\*\* | .494\*\* | .247 | .393\* | 1 | .263 | .647\*\* |
| Sig. (2-tailed) | .219 | .077 | .973 | .000 | .301 | .667 | .005 | .006 | .188 | .032 |  | .160 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.12 | Pearson Correlation | .446\* | .473\*\* | .490\*\* | .195 | .479\*\* | .409\* | .151 | .133 | .403\* | .129 | .263 | 1 | .715\*\* |
| Sig. (2-tailed) | .013 | .008 | .006 | .303 | .007 | .025 | .427 | .483 | .027 | .498 | .160 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .513\*\* | .718\*\* | .526\*\* | .519\*\* | .499\*\* | .470\*\* | .558\*\* | .510\*\* | .445\* | .531\*\* | .647\*\* | .715\*\* | 1 |
| Sig. (2-tailed) | .004 | .000 | .003 | .003 | .005 | .009 | .001 | .004 | .014 | .003 | .000 | .000 |  |
| 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 7  
Output Hasil Perhitungan Uji Validitas Variabel Beban Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | Total |
| X1.1 | Pearson Correlation | 1 | .649\*\* | .676\*\* | .450\* | .723\*\* | .673\*\* | .715\*\* | .660\*\* | .666\*\* | .600\*\* | .552\*\* | .508\*\* | .830\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .013 | .000 | .000 | .000 | .000 | .000 | .000 | .002 | .004 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .649\*\* | 1 | .805\*\* | .488\*\* | .805\*\* | .498\*\* | .559\*\* | .616\*\* | .326 | .560\*\* | .513\*\* | .463\*\* | .774\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .006 | .000 | .005 | .001 | .000 | .078 | .001 | .004 | .010 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .676\*\* | .805\*\* | 1 | .421\* | .651\*\* | .378\* | .563\*\* | .500\*\* | .347 | .540\*\* | .454\* | .298 | .711\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .021 | .000 | .040 | .001 | .005 | .060 | .002 | .012 | .110 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .450\* | .488\*\* | .421\* | 1 | .404\* | .646\*\* | .587\*\* | .533\*\* | .437\* | .816\*\* | .721\*\* | .542\*\* | .746\*\* |
| Sig. (2-tailed) | .013 | .006 | .021 |  | .027 | .000 | .001 | .002 | .016 | .000 | .000 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .723\*\* | .805\*\* | .651\*\* | .404\* | 1 | .512\*\* | .536\*\* | .645\*\* | .502\*\* | .485\*\* | .535\*\* | .476\*\* | .769\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .027 |  | .004 | .002 | .000 | .005 | .007 | .002 | .008 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .673\*\* | .498\*\* | .378\* | .646\*\* | .512\*\* | 1 | .680\*\* | .696\*\* | .776\*\* | .749\*\* | .808\*\* | .639\*\* | .842\*\* |
| Sig. (2-tailed) | .000 | .005 | .040 | .000 | .004 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | .715\*\* | .559\*\* | .563\*\* | .587\*\* | .536\*\* | .680\*\* | 1 | .622\*\* | .612\*\* | .676\*\* | .510\*\* | .495\*\* | .791\*\* |
| Sig. (2-tailed) | .000 | .001 | .001 | .001 | .002 | .000 |  | .000 | .000 | .000 | .004 | .005 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | .660\*\* | .616\*\* | .500\*\* | .533\*\* | .645\*\* | .696\*\* | .622\*\* | 1 | .694\*\* | .715\*\* | .667\*\* | .528\*\* | .831\*\* |
| Sig. (2-tailed) | .000 | .000 | .005 | .002 | .000 | .000 | .000 |  | .000 | .000 | .000 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | .666\*\* | .326 | .347 | .437\* | .502\*\* | .776\*\* | .612\*\* | .694\*\* | 1 | .630\*\* | .727\*\* | .541\*\* | .761\*\* |
| Sig. (2-tailed) | .000 | .078 | .060 | .016 | .005 | .000 | .000 | .000 |  | .000 | .000 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlation | .600\*\* | .560\*\* | .540\*\* | .816\*\* | .485\*\* | .749\*\* | .676\*\* | .715\*\* | .630\*\* | 1 | .868\*\* | .588\*\* | .872\*\* |
| Sig. (2-tailed) | .000 | .001 | .002 | .000 | .007 | .000 | .000 | .000 | .000 |  | .000 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.11 | Pearson Correlation | .552\*\* | .513\*\* | .454\* | .721\*\* | .535\*\* | .808\*\* | .510\*\* | .667\*\* | .727\*\* | .868\*\* | 1 | .642\*\* | .846\*\* |
| Sig. (2-tailed) | .002 | .004 | .012 | .000 | .002 | .000 | .004 | .000 | .000 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.12 | Pearson Correlation | .508\*\* | .463\*\* | .298 | .542\*\* | .476\*\* | .639\*\* | .495\*\* | .528\*\* | .541\*\* | .588\*\* | .642\*\* | 1 | .701\*\* |
| Sig. (2-tailed) | .004 | .010 | .110 | .002 | .008 | .000 | .005 | .003 | .002 | .001 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .830\*\* | .774\*\* | .711\*\* | .746\*\* | .769\*\* | .842\*\* | .791\*\* | .831\*\* | .761\*\* | .872\*\* | .846\*\* | .701\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| 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  
Output Hasil Perhitungan Uji Validitas Variabel Lingkungan Kerja Non Fisik (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 | X2.13 | X2.14 | Total |
| X2.1 | Pearson Correlation | 1 | .583\*\* | .734\*\* | .654\*\* | .819\*\* | .781\*\* | .751\*\* | .780\*\* | .816\*\* | .671\*\* | .778\*\* | .757\*\* | .442\* | .438\* | .884\*\* |
| Sig. (2-tailed) |  | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .014 | .016 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .583\*\* | 1 | .634\*\* | .671\*\* | .608\*\* | .689\*\* | .585\*\* | .609\*\* | .519\*\* | .678\*\* | .692\*\* | .601\*\* | .525\*\* | .463\*\* | .789\*\* |
| Sig. (2-tailed) | .001 |  | .000 | .000 | .000 | .000 | .001 | .000 | .003 | .000 | .000 | .000 | .003 | .010 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .734\*\* | .634\*\* | 1 | .821\*\* | .705\*\* | .748\*\* | .719\*\* | .588\*\* | .741\*\* | .706\*\* | .734\*\* | .627\*\* | .568\*\* | .259 | .843\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .001 | .167 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .654\*\* | .671\*\* | .821\*\* | 1 | .576\*\* | .752\*\* | .656\*\* | .549\*\* | .688\*\* | .850\*\* | .686\*\* | .632\*\* | .470\*\* | .409\* | .838\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .001 | .000 | .000 | .002 | .000 | .000 | .000 | .000 | .009 | .025 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .819\*\* | .608\*\* | .705\*\* | .576\*\* | 1 | .717\*\* | .767\*\* | .717\*\* | .789\*\* | .575\*\* | .740\*\* | .720\*\* | .480\*\* | .273 | .831\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .001 |  | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .007 | .144 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .781\*\* | .689\*\* | .748\*\* | .752\*\* | .717\*\* | 1 | .728\*\* | .793\*\* | .789\*\* | .813\*\* | .703\*\* | .680\*\* | .513\*\* | .526\*\* | .910\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .004 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | .751\*\* | .585\*\* | .719\*\* | .656\*\* | .767\*\* | .728\*\* | 1 | .726\*\* | .796\*\* | .684\*\* | .642\*\* | .616\*\* | .431\* | .239 | .818\*\* |
| Sig. (2-tailed) | .000 | .001 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .017 | .204 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .780\*\* | .609\*\* | .588\*\* | .549\*\* | .717\*\* | .793\*\* | .726\*\* | 1 | .754\*\* | .607\*\* | .669\*\* | .651\*\* | .312 | .481\*\* | .818\*\* |
| Sig. (2-tailed) | .000 | .000 | .001 | .002 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .094 | .007 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | .816\*\* | .519\*\* | .741\*\* | .688\*\* | .789\*\* | .789\*\* | .796\*\* | .754\*\* | 1 | .683\*\* | .850\*\* | .713\*\* | .522\*\* | .280 | .874\*\* |
| Sig. (2-tailed) | .000 | .003 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .003 | .135 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | .671\*\* | .678\*\* | .706\*\* | .850\*\* | .575\*\* | .813\*\* | .684\*\* | .607\*\* | .683\*\* | 1 | .725\*\* | .623\*\* | .369\* | .438\* | .839\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 |  | .000 | .000 | .045 | .015 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.11 | Pearson Correlation | .778\*\* | .692\*\* | .734\*\* | .686\*\* | .740\*\* | .703\*\* | .642\*\* | .669\*\* | .850\*\* | .725\*\* | 1 | .723\*\* | .485\*\* | .331 | .861\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .007 | .074 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.12 | Pearson Correlation | .757\*\* | .601\*\* | .627\*\* | .632\*\* | .720\*\* | .680\*\* | .616\*\* | .651\*\* | .713\*\* | .623\*\* | .723\*\* | 1 | .601\*\* | .242 | .808\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .197 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.13 | Pearson Correlation | .442\* | .525\*\* | .568\*\* | .470\*\* | .480\*\* | .513\*\* | .431\* | .312 | .522\*\* | .369\* | .485\*\* | .601\*\* | 1 | .193 | .616\*\* |
| Sig. (2-tailed) | .014 | .003 | .001 | .009 | .007 | .004 | .017 | .094 | .003 | .045 | .007 | .000 |  | .306 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.14 | Pearson Correlation | .438\* | .463\*\* | .259 | .409\* | .273 | .526\*\* | .239 | .481\*\* | .280 | .438\* | .331 | .242 | .193 | 1 | .528\*\* |
| Sig. (2-tailed) | .016 | .010 | .167 | .025 | .144 | .003 | .204 | .007 | .135 | .015 | .074 | .197 | .306 |  | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .884\*\* | .789\*\* | .843\*\* | .838\*\* | .831\*\* | .910\*\* | .818\*\* | .818\*\* | .874\*\* | .839\*\* | .861\*\* | .808\*\* | .616\*\* | .528\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .003 |  |
| N | 30 | 30 | 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 9  
Output Hasil Perhitungan Uji Validitas Variabel Kelelahan Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | Total |
| X3.1 | Pearson Correlation | 1 | .602\*\* | .683\*\* | .238 | .686\*\* | .544\*\* | .677\*\* | .552\*\* | .548\*\* | .372\* | .800\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .205 | .000 | .002 | .000 | .002 | .002 | .043 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | .602\*\* | 1 | .771\*\* | .416\* | .774\*\* | .416\* | .500\*\* | .561\*\* | .214 | .539\*\* | .800\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .022 | .000 | .022 | .005 | .001 | .255 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | .683\*\* | .771\*\* | 1 | .380\* | .637\*\* | .344 | .547\*\* | .480\*\* | .297 | .518\*\* | .788\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .038 | .000 | .063 | .002 | .007 | .111 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | .238 | .416\* | .380\* | 1 | .283 | .465\*\* | .514\*\* | .354 | .197 | .694\*\* | .599\*\* |
| Sig. (2-tailed) | .205 | .022 | .038 |  | .130 | .010 | .004 | .055 | .297 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | .686\*\* | .774\*\* | .637\*\* | .283 | 1 | .424\* | .485\*\* | .592\*\* | .413\* | .348 | .773\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .130 |  | .020 | .007 | .001 | .023 | .059 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | .544\*\* | .416\* | .344 | .465\*\* | .424\* | 1 | .646\*\* | .578\*\* | .674\*\* | .525\*\* | .726\*\* |
| Sig. (2-tailed) | .002 | .022 | .063 | .010 | .020 |  | .000 | .001 | .000 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | .677\*\* | .500\*\* | .547\*\* | .514\*\* | .485\*\* | .646\*\* | 1 | .565\*\* | .549\*\* | .610\*\* | .807\*\* |
| Sig. (2-tailed) | .000 | .005 | .002 | .004 | .007 | .000 |  | .001 | .002 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | .552\*\* | .561\*\* | .480\*\* | .354 | .592\*\* | .578\*\* | .565\*\* | 1 | .586\*\* | .550\*\* | .776\*\* |
| Sig. (2-tailed) | .002 | .001 | .007 | .055 | .001 | .001 | .001 |  | .001 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.9 | Pearson Correlation | .548\*\* | .214 | .297 | .197 | .413\* | .674\*\* | .549\*\* | .586\*\* | 1 | .398\* | .633\*\* |
| Sig. (2-tailed) | .002 | .255 | .111 | .297 | .023 | .000 | .002 | .001 |  | .030 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.10 | Pearson Correlation | .372\* | .539\*\* | .518\*\* | .694\*\* | .348 | .525\*\* | .610\*\* | .550\*\* | .398\* | 1 | .737\*\* |
| Sig. (2-tailed) | .043 | .002 | .003 | .000 | .059 | .003 | .000 | .002 | .030 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .800\*\* | .800\*\* | .788\*\* | .599\*\* | .773\*\* | .726\*\* | .807\*\* | .776\*\* | .633\*\* | .737\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

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

**Lampiran 10  
Hasil Perhitungan Uji Reliabilitas Variabel Kinerja (Y)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .795 | 12 |

**Lampiran 11  
Hasil Perhitungan Uji Reliabilitas Variabel Beban Kerja (X1)**

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .944 | 12 |

**Lampiran 12  
Hasil Perhitungan Uji Reliabilitas Variabel Lingkungan Kerja Non Fisik (X2)**

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .952 | 14 |

**Lampiran 13  
Hasil Perhitungan Uji Reliabilitas Variabel Kelelahan Kerja (X3)**

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .775 | 11 |

**Lampiran 14  
Data Penelitian Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kode Responden | **Kinerja** | | | | | | | | | | | | |
| Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | Y.12 | Total |
| 1 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 53 |
| 2 | 3 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 47 |
| 3 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 5 | 50 |
| 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 53 |
| 5 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 3 | 4 | 5 | 5 | 53 |
| 6 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 51 |
| 7 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 53 |
| 8 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 3 | 51 |
| 9 | 4 | 5 | 3 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 50 |
| 10 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 50 |
| 11 | 3 | 4 | 3 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 47 |
| 12 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 51 |
| 13 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 53 |
| 14 | 5 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 5 | 3 | 44 |
| 15 | 4 | 3 | 4 | 5 | 3 | 5 | 3 | 4 | 5 | 4 | 4 | 3 | 47 |
| 16 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 53 |
| 17 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 51 |
| 18 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 3 | 5 | 4 | 52 |
| 19 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 53 |
| 20 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 53 |
| 21 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 49 |
| 22 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 53 |
| 23 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 54 |
| 24 | 5 | 4 | 5 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 48 |
| 25 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 53 |
| 26 | 5 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 48 |
| 27 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 53 |
| 28 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 54 |
| 29 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 55 |
| 30 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 55 |
| 31 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 52 |
| 32 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 56 |
| 33 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 56 |
| 34 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 50 |

**Lampiran 15  
Data Penelitian Variabel Beban Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kode Responden | **Beban Kerja** | | | | | | | | | | | | |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | Total |
| 1 | 3 | 5 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 45 |
| 2 | 2 | 5 | 3 | 3 | 4 | 3 | 4 | 2 | 4 | 5 | 5 | 5 | 45 |
| 3 | 2 | 4 | 3 | 3 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 43 |
| 4 | 2 | 5 | 4 | 4 | 4 | 3 | 4 | 2 | 2 | 3 | 3 | 4 | 40 |
| 5 | 2 | 5 | 4 | 4 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 4 | 44 |
| 6 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 47 |
| 7 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 48 |
| 8 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 2 | 4 | 5 | 2 | 3 | 44 |
| 9 | 2 | 5 | 1 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 51 |
| 10 | 3 | 5 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 3 | 3 | 4 | 43 |
| 11 | 4 | 5 | 4 | 4 | 4 | 4 | 1 | 4 | 4 | 3 | 4 | 4 | 45 |
| 12 | 3 | 5 | 4 | 2 | 3 | 3 | 4 | 3 | 4 | 2 | 3 | 3 | 39 |
| 13 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 56 |
| 14 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 56 |
| 15 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 5 | 51 |
| 16 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 50 |
| 17 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 54 |
| 18 | 5 | 3 | 1 | 1 | 3 | 1 | 1 | 4 | 4 | 4 | 1 | 1 | 29 |
| 19 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 47 |
| 20 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 44 |
| 21 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 46 |
| 22 | 3 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 3 | 4 | 47 |
| 23 | 3 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 40 |
| 24 | 5 | 5 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 47 |
| 25 | 5 | 5 | 3 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 48 |
| 26 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 53 |
| 27 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 2 | 5 | 50 |
| 28 | 5 | 5 | 4 | 4 | 3 | 3 | 5 | 2 | 4 | 3 | 4 | 4 | 46 |
| 29 | 2 | 5 | 4 | 4 | 3 | 4 | 4 | 2 | 4 | 4 | 3 | 4 | 43 |
| 30 | 2 | 5 | 4 | 4 | 4 | 3 | 4 | 2 | 3 | 3 | 4 | 4 | 42 |
| 31 | 4 | 5 | 5 | 5 | 5 | 3 | 5 | 2 | 3 | 3 | 4 | 4 | 48 |
| 32 | 3 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 40 |
| 33 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 50 |
| 34 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 50 |

**Lampiran 16  
Data Penelitian Variabel Lingkungan Kerja Non Fisik (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kode Responden | **Lingkungan Kerja Non Fisik** | | | | | | | | | | | | | | |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 | X2.13 | X2.14 | Total |
| 1 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 59 |
| 2 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 57 |
| 3 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 3 | 5 | 3 | 4 | 4 | 56 |
| 4 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 57 |
| 5 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 57 |
| 6 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 5 | 63 |
| 7 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 61 |
| 8 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 3 | 4 | 4 | 58 |
| 9 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 56 |
| 10 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 55 |
| 11 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 52 |
| 12 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 3 | 4 | 4 | 4 | 56 |
| 13 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 63 |
| 14 | 4 | 5 | 3 | 5 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 5 | 52 |
| 15 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 55 |
| 16 | 5 | 4 | 5 | 3 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 3 | 60 |
| 17 | 5 | 4 | 3 | 5 | 3 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 58 |
| 18 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 60 |
| 19 | 5 | 4 | 5 | 3 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 60 |
| 20 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 62 |
| 21 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 61 |
| 22 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 62 |
| 23 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 64 |
| 24 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 52 |
| 25 | 4 | 5 | 3 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 3 | 5 | 61 |
| 26 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 5 | 59 |
| 27 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 59 |
| 28 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 60 |
| 29 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 65 |
| 30 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 63 |
| 31 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 65 |
| 32 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 63 |
| 33 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 63 |
| 34 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 60 |

**Lampiran 17  
Data Penelitian Variabel Kelelahan Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kode Responden | **Kelelahan Kerja** | | | | | | | | | | |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | Total |
| 1 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 40 |
| 2 | 2 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 40 |
| 3 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 40 |
| 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 44 |
| 6 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 5 | 44 |
| 7 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 8 | 5 | 3 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 41 |
| 9 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 42 |
| 10 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 5 | 42 |
| 11 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 38 |
| 12 | 3 | 3 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 3 | 40 |
| 13 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 44 |
| 14 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 3 | 37 |
| 15 | 4 | 3 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 5 | 42 |
| 16 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 43 |
| 17 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 40 |
| 18 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 3 | 3 | 5 | 41 |
| 19 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 45 |
| 20 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 45 |
| 21 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 40 |
| 22 | 5 | 4 | 5 | 5 | 3 | 5 | 3 | 3 | 4 | 4 | 41 |
| 23 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 40 |
| 24 | 3 | 4 | 3 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 40 |
| 25 | 3 | 4 | 5 | 3 | 5 | 4 | 5 | 3 | 5 | 5 | 42 |
| 26 | 5 | 3 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 42 |
| 27 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 45 |
| 28 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 42 |
| 29 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 43 |
| 30 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 31 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 44 |
| 32 | 5 | 4 | 5 | 5 | 5 | 5 | 6 | 5 | 4 | 4 | 48 |
| 33 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 47 |
| 34 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 44 |

**Lampiran 18  
Pengolahan Data Interval (MSI) Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kode Responden | **Kinerja** | | | | | | | | | | | | |
| Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | Y.12 | Total |
| 1 | 2,439 | 3,521 | 2,151 | 3,659 | 2,355 | 2,348 | 2,108 | 3,792 | 3,562 | 2,426 | 2,439 | 3,562 | 34,364 |
| 2 | 1,000 | 2,230 | 2,151 | 3,659 | 1,000 | 2,348 | 3,428 | 2,355 | 2,243 | 2,426 | 1,000 | 2,243 | 26,084 |
| 3 | 2,439 | 3,521 | 1,000 | 3,659 | 2,355 | 2,348 | 3,428 | 3,792 | 1,000 | 1,000 | 2,439 | 3,562 | 30,544 |
| 4 | 2,439 | 3,521 | 2,151 | 3,659 | 3,759 | 2,348 | 3,428 | 2,355 | 2,243 | 2,426 | 2,439 | 3,562 | 34,332 |
| 5 | 3,888 | 3,521 | 3,360 | 2,274 | 3,759 | 1,000 | 2,108 | 3,792 | 1,000 | 2,426 | 3,888 | 3,562 | 34,579 |
| 6 | 3,888 | 2,230 | 2,151 | 3,659 | 2,355 | 2,348 | 1,000 | 3,792 | 2,243 | 2,426 | 3,888 | 2,243 | 32,224 |
| 7 | 3,888 | 2,230 | 1,000 | 3,659 | 3,759 | 2,348 | 3,428 | 2,355 | 2,243 | 3,848 | 3,888 | 2,243 | 34,889 |
| 8 | 3,888 | 1,000 | 2,151 | 2,274 | 3,759 | 3,729 | 2,108 | 2,355 | 3,562 | 2,426 | 3,888 | 1,000 | 32,143 |
| 9 | 2,439 | 3,521 | 1,000 | 2,274 | 3,759 | 2,348 | 1,000 | 2,355 | 3,562 | 2,426 | 2,439 | 3,562 | 30,687 |
| 10 | 2,439 | 2,230 | 3,360 | 3,659 | 2,355 | 1,000 | 2,108 | 2,355 | 2,243 | 3,848 | 2,439 | 2,243 | 30,280 |
| 11 | 1,000 | 2,230 | 1,000 | 1,000 | 3,759 | 2,348 | 3,428 | 3,792 | 2,243 | 2,426 | 1,000 | 2,243 | 26,468 |
| 12 | 2,439 | 2,230 | 1,000 | 3,659 | 2,355 | 3,729 | 2,108 | 3,792 | 3,562 | 2,426 | 2,439 | 2,243 | 31,984 |
| 13 | 3,888 | 2,230 | 3,360 | 2,274 | 3,759 | 2,348 | 3,428 | 1,000 | 2,243 | 3,848 | 3,888 | 2,243 | 34,509 |
| 14 | 3,888 | 1,000 | 1,000 | 2,274 | 2,355 | 2,348 | 1,000 | 2,355 | 1,000 | 1,000 | 3,888 | 1,000 | 23,109 |
| 15 | 2,439 | 1,000 | 2,151 | 3,659 | 1,000 | 3,729 | 1,000 | 2,355 | 3,562 | 2,426 | 2,439 | 1,000 | 26,762 |
| 16 | 2,439 | 2,230 | 3,360 | 3,659 | 2,355 | 3,729 | 3,428 | 3,792 | 2,243 | 2,426 | 2,439 | 2,243 | 34,344 |
| 17 | 2,439 | 3,521 | 3,360 | 2,274 | 2,355 | 1,000 | 2,108 | 3,792 | 2,243 | 2,426 | 2,439 | 3,562 | 31,521 |
| 18 | 3,888 | 2,230 | 2,151 | 3,659 | 3,759 | 2,348 | 3,428 | 3,792 | 1,000 | 1,000 | 3,888 | 2,243 | 33,386 |
| 19 | 3,888 | 2,230 | 3,360 | 2,274 | 2,355 | 2,348 | 3,428 | 2,355 | 2,243 | 3,848 | 3,888 | 2,243 | 34,461 |
| 20 | 2,439 | 1,000 | 2,151 | 3,659 | 2,355 | 3,729 | 3,428 | 3,792 | 3,562 | 2,426 | 2,439 | 3,562 | 34,545 |
| 21 | 2,439 | 1,000 | 2,151 | 2,274 | 2,355 | 2,348 | 3,428 | 2,355 | 3,562 | 3,848 | 2,439 | 1,000 | 29,201 |
| 22 | 3,888 | 2,230 | 2,151 | 3,659 | 2,355 | 3,729 | 2,108 | 2,355 | 3,562 | 2,426 | 3,888 | 2,243 | 34,597 |
| 23 | 2,439 | 3,521 | 1,000 | 3,659 | 3,759 | 2,348 | 2,108 | 3,792 | 3,562 | 3,848 | 2,439 | 3,562 | 36,038 |
| 24 | 3,888 | 2,230 | 3,360 | 1,000 | 2,355 | 1,000 | 2,108 | 1,000 | 2,243 | 2,426 | 3,888 | 2,243 | 27,742 |
| 25 | 3,888 | 3,521 | 1,000 | 2,274 | 2,355 | 2,348 | 3,428 | 3,792 | 3,562 | 1,000 | 3,888 | 3,562 | 34,620 |
| 26 | 3,888 | 1,000 | 2,151 | 1,000 | 1,000 | 2,348 | 3,428 | 2,355 | 3,562 | 2,426 | 3,888 | 1,000 | 28,048 |
| 27 | 2,439 | 2,230 | 3,360 | 2,274 | 2,355 | 3,729 | 2,108 | 3,792 | 3,562 | 3,848 | 2,439 | 2,243 | 34,380 |
| 28 | 2,439 | 3,521 | 2,151 | 2,274 | 3,759 | 3,729 | 3,428 | 2,355 | 2,243 | 3,848 | 2,439 | 3,562 | 35,751 |
| 29 | 2,439 | 3,521 | 2,151 | 3,659 | 3,759 | 3,729 | 2,108 | 3,792 | 3,562 | 2,426 | 2,439 | 3,562 | 37,149 |
| 30 | 2,439 | 3,521 | 3,360 | 2,274 | 3,759 | 3,729 | 3,428 | 3,792 | 2,243 | 2,426 | 2,439 | 3,562 | 36,973 |
| 31 | 3,888 | 2,230 | 2,151 | 2,274 | 2,355 | 2,348 | 3,428 | 2,355 | 2,243 | 3,848 | 3,888 | 2,243 | 33,253 |
| 32 | 3,888 | 2,230 | 3,360 | 3,659 | 3,759 | 3,729 | 3,428 | 3,792 | 2,243 | 2,426 | 3,888 | 2,243 | 38,645 |
| 33 | 3,888 | 3,521 | 3,360 | 2,274 | 3,759 | 3,729 | 3,428 | 3,792 | 1,000 | 2,426 | 3,888 | 3,562 | 38,628 |
| 34 | 2,439 | 2,230 | 3,360 | 2,274 | 2,355 | 2,348 | 2,108 | 2,355 | 2,243 | 3,848 | 2,439 | 2,243 | 30,243 |

**Lampiran 19  
Pengolahan Data Interval (MSI) Variabel Beban Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kode Responden | **Beban Kerja** | | | | | | | | | | | | |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | Total |
| 1 | 2,034 | 3,590 | 2,028 | 3,494 | 2,303 | 2,657 | 3,034 | 2,000 | 3,405 | 3,276 | 3,437 | 3,071 | 34,329 |
| 2 | 1,000 | 3,590 | 2,028 | 2,198 | 2,303 | 2,657 | 3,034 | 1,000 | 3,405 | 4,583 | 4,744 | 4,447 | 34,989 |
| 3 | 1,000 | 1,969 | 2,028 | 2,198 | 3,620 | 2,657 | 3,034 | 2,929 | 2,041 | 3,276 | 3,437 | 3,071 | 31,259 |
| 4 | 1,000 | 3,590 | 3,073 | 3,494 | 2,303 | 2,657 | 3,034 | 1,000 | 1,000 | 2,107 | 2,379 | 3,071 | 28,708 |
| 5 | 1,000 | 3,590 | 3,073 | 3,494 | 2,303 | 2,657 | 3,034 | 1,000 | 3,405 | 3,276 | 3,437 | 3,071 | 33,339 |
| 6 | 2,034 | 3,590 | 3,073 | 3,494 | 2,303 | 2,657 | 3,034 | 2,929 | 3,405 | 3,276 | 3,437 | 3,071 | 36,303 |
| 7 | 2,768 | 3,590 | 3,073 | 3,494 | 2,303 | 4,071 | 3,034 | 2,000 | 3,405 | 3,276 | 3,437 | 3,071 | 37,521 |
| 8 | 2,768 | 1,969 | 2,028 | 3,494 | 3,620 | 4,071 | 3,034 | 1,000 | 3,405 | 4,583 | 1,693 | 1,889 | 33,553 |
| 9 | 1,000 | 3,590 | 1,000 | 5,089 | 3,620 | 4,071 | 4,301 | 4,120 | 3,405 | 4,583 | 4,744 | 4,447 | 43,972 |
| 10 | 2,034 | 3,590 | 3,073 | 3,494 | 2,303 | 2,657 | 1,541 | 2,929 | 3,405 | 2,107 | 2,379 | 3,071 | 32,584 |
| 11 | 2,768 | 3,590 | 3,073 | 3,494 | 2,303 | 4,071 | 1,000 | 2,929 | 3,405 | 2,107 | 3,437 | 3,071 | 35,248 |
| 12 | 2,034 | 3,590 | 3,073 | 1,564 | 1,000 | 2,657 | 3,034 | 2,000 | 3,405 | 1,000 | 2,379 | 1,889 | 27,625 |
| 13 | 2,034 | 3,590 | 4,301 | 3,494 | 3,620 | 4,071 | 4,301 | 4,120 | 4,952 | 4,583 | 4,744 | 4,447 | 48,259 |
| 14 | 3,690 | 3,590 | 4,301 | 3,494 | 3,620 | 4,071 | 4,301 | 2,929 | 3,405 | 4,583 | 4,744 | 4,447 | 47,176 |
| 15 | 3,690 | 1,969 | 4,301 | 2,198 | 2,303 | 4,071 | 3,034 | 2,000 | 4,952 | 4,583 | 3,437 | 4,447 | 40,985 |
| 16 | 3,690 | 1,969 | 3,073 | 3,494 | 2,303 | 2,657 | 3,034 | 2,929 | 3,405 | 3,276 | 4,744 | 4,447 | 39,021 |
| 17 | 2,034 | 1,969 | 3,073 | 3,494 | 3,620 | 4,071 | 4,301 | 4,120 | 4,952 | 4,583 | 4,744 | 4,447 | 45,409 |
| 18 | 3,690 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,929 | 3,405 | 3,276 | 1,000 | 1,000 | 21,300 |
| 19 | 2,768 | 3,590 | 3,073 | 3,494 | 2,303 | 4,071 | 2,046 | 2,929 | 2,041 | 3,276 | 3,437 | 3,071 | 36,098 |
| 20 | 2,768 | 3,590 | 3,073 | 3,494 | 1,000 | 4,071 | 2,046 | 2,929 | 2,041 | 3,276 | 2,379 | 1,889 | 32,555 |
| 21 | 2,768 | 3,590 | 3,073 | 3,494 | 2,303 | 2,657 | 2,046 | 2,000 | 3,405 | 3,276 | 3,437 | 3,071 | 35,119 |
| 22 | 2,034 | 3,590 | 4,301 | 3,494 | 2,303 | 2,657 | 3,034 | 2,000 | 4,952 | 3,276 | 2,379 | 3,071 | 37,091 |
| 23 | 2,034 | 3,590 | 2,028 | 2,198 | 1,000 | 2,657 | 2,046 | 2,000 | 3,405 | 3,276 | 2,379 | 1,889 | 28,502 |
| 24 | 3,690 | 3,590 | 2,028 | 3,494 | 2,303 | 2,657 | 2,046 | 2,929 | 3,405 | 3,276 | 3,437 | 3,071 | 35,926 |
| 25 | 3,690 | 3,590 | 2,028 | 2,198 | 2,303 | 2,657 | 4,301 | 2,929 | 3,405 | 3,276 | 3,437 | 3,071 | 36,885 |
| 26 | 2,768 | 3,590 | 4,301 | 5,089 | 3,620 | 5,551 | 3,034 | 2,929 | 3,405 | 3,276 | 3,437 | 3,071 | 44,071 |
| 27 | 3,690 | 3,590 | 4,301 | 3,494 | 2,303 | 4,071 | 4,301 | 2,000 | 3,405 | 3,276 | 1,693 | 4,447 | 40,572 |
| 28 | 3,690 | 3,590 | 3,073 | 3,494 | 1,000 | 2,657 | 4,301 | 1,000 | 3,405 | 2,107 | 3,437 | 3,071 | 34,825 |
| 29 | 1,000 | 3,590 | 3,073 | 3,494 | 1,000 | 4,071 | 3,034 | 1,000 | 3,405 | 3,276 | 2,379 | 3,071 | 32,393 |
| 30 | 1,000 | 3,590 | 3,073 | 3,494 | 2,303 | 2,657 | 3,034 | 1,000 | 2,041 | 2,107 | 3,437 | 3,071 | 30,806 |
| 31 | 2,768 | 3,590 | 4,301 | 5,089 | 3,620 | 2,657 | 4,301 | 1,000 | 2,041 | 2,107 | 3,437 | 3,071 | 37,982 |
| 32 | 2,034 | 3,590 | 2,028 | 2,198 | 1,000 | 2,657 | 2,046 | 2,000 | 2,041 | 2,107 | 3,437 | 3,071 | 28,209 |
| 33 | 2,034 | 3,590 | 4,301 | 3,494 | 2,303 | 4,071 | 3,034 | 2,000 | 3,405 | 4,583 | 3,437 | 4,447 | 40,700 |
| 34 | 2,034 | 3,590 | 3,073 | 3,494 | 3,620 | 4,071 | 3,034 | 2,929 | 3,405 | 3,276 | 3,437 | 4,447 | 40,411 |

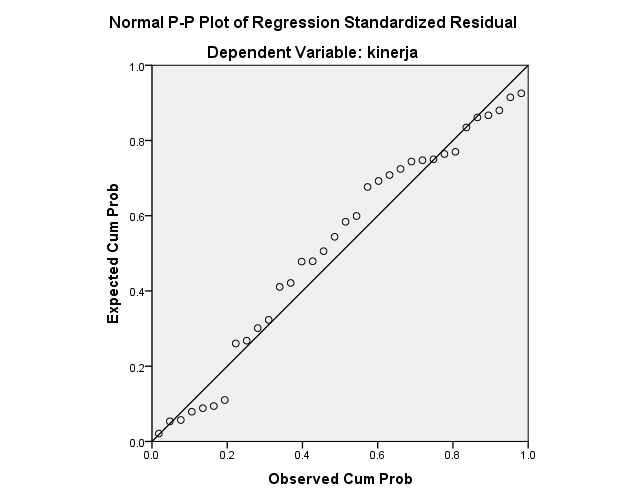
**Lampiran 20  
Pengolahan Data Interval (MSI) Variabel Lingkungan Kerja Non Fisik (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kode Responden | **Lingkungan Kerja Non Fisik** | | | | | | | | | | | | | | |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 | X2.13 | X2.14 | Total |
| 1 | 2,562 | 3,801 | 2,086 | 3,617 | 2,435 | 1,000 | 2,225 | 2,190 | 2,355 | 2,269 | 2,602 | 3,705 | 2,086 | 3,617 | 36,552 |
| 2 | 2,562 | 2,399 | 3,363 | 2,282 | 2,435 | 2,187 | 2,225 | 2,190 | 1,000 | 2,269 | 2,602 | 2,346 | 3,363 | 2,282 | 33,504 |
| 3 | 4,047 | 1,000 | 2,086 | 2,282 | 3,866 | 2,187 | 2,225 | 1,000 | 3,792 | 1,000 | 4,104 | 1,000 | 2,086 | 2,282 | 32,957 |
| 4 | 2,562 | 2,399 | 2,086 | 2,282 | 1,000 | 1,000 | 3,494 | 3,417 | 3,792 | 2,269 | 2,602 | 2,346 | 2,086 | 2,282 | 33,618 |
| 5 | 2,562 | 2,399 | 3,363 | 2,282 | 2,435 | 2,187 | 1,000 | 2,190 | 2,355 | 2,269 | 2,602 | 2,346 | 3,363 | 2,282 | 33,634 |
| 6 | 4,047 | 2,399 | 3,363 | 3,617 | 3,866 | 2,187 | 2,225 | 2,190 | 3,792 | 1,000 | 4,104 | 2,346 | 3,363 | 3,617 | 42,116 |
| 7 | 4,047 | 2,399 | 2,086 | 2,282 | 2,435 | 2,187 | 3,494 | 2,190 | 3,792 | 3,622 | 4,104 | 2,346 | 2,086 | 2,282 | 39,352 |
| 8 | 2,562 | 1,000 | 2,086 | 2,282 | 3,866 | 3,436 | 3,494 | 1,000 | 3,792 | 3,622 | 2,602 | 1,000 | 2,086 | 2,282 | 35,110 |
| 9 | 2,562 | 1,000 | 2,086 | 3,617 | 2,435 | 2,187 | 1,000 | 3,417 | 2,355 | 2,269 | 2,602 | 1,000 | 2,086 | 3,617 | 32,235 |
| 10 | 2,562 | 2,399 | 3,363 | 1,000 | 2,435 | 2,187 | 2,225 | 1,000 | 2,355 | 2,269 | 2,602 | 2,346 | 3,363 | 1,000 | 31,107 |
| 11 | 2,562 | 1,000 | 2,086 | 1,000 | 2,435 | 2,187 | 2,225 | 2,190 | 2,355 | 2,269 | 2,602 | 1,000 | 2,086 | 1,000 | 26,998 |
| 12 | 1,000 | 2,399 | 2,086 | 2,282 | 2,435 | 2,187 | 3,494 | 1,000 | 3,792 | 3,622 | 1,000 | 2,346 | 2,086 | 2,282 | 32,011 |
| 13 | 4,047 | 2,399 | 3,363 | 2,282 | 2,435 | 3,436 | 3,494 | 2,190 | 2,355 | 3,622 | 4,104 | 2,346 | 3,363 | 2,282 | 41,717 |
| 14 | 2,562 | 3,801 | 1,000 | 3,617 | 2,435 | 1,000 | 1,000 | 1,000 | 2,355 | 1,000 | 2,602 | 1,000 | 1,000 | 3,617 | 27,990 |
| 15 | 2,562 | 2,399 | 1,000 | 2,282 | 2,435 | 3,436 | 3,494 | 2,190 | 1,000 | 2,269 | 2,602 | 2,346 | 1,000 | 2,282 | 31,297 |
| 16 | 4,047 | 2,399 | 3,363 | 1,000 | 3,866 | 3,436 | 2,225 | 1,000 | 2,355 | 3,622 | 4,104 | 2,346 | 3,363 | 1,000 | 38,127 |
| 17 | 4,047 | 2,399 | 1,000 | 3,617 | 1,000 | 1,000 | 3,494 | 2,190 | 3,792 | 3,622 | 2,602 | 2,346 | 1,000 | 3,617 | 35,726 |
| 18 | 2,562 | 3,801 | 3,363 | 2,282 | 2,435 | 2,187 | 2,225 | 2,190 | 2,355 | 2,269 | 2,602 | 3,705 | 3,363 | 2,282 | 37,621 |
| 19 | 4,047 | 2,399 | 3,363 | 1,000 | 1,000 | 2,187 | 3,494 | 3,417 | 2,355 | 3,622 | 4,104 | 2,346 | 3,363 | 1,000 | 37,697 |
| 20 | 2,562 | 3,801 | 3,363 | 2,282 | 2,435 | 3,436 | 2,225 | 2,190 | 3,792 | 2,269 | 2,602 | 3,705 | 3,363 | 2,282 | 40,306 |
| 21 | 4,047 | 2,399 | 2,086 | 3,617 | 3,866 | 2,187 | 1,000 | 2,190 | 2,355 | 2,269 | 4,104 | 3,705 | 2,086 | 3,617 | 39,530 |
| 22 | 2,562 | 2,399 | 3,363 | 2,282 | 3,866 | 3,436 | 2,225 | 2,190 | 3,792 | 3,622 | 2,602 | 2,346 | 3,363 | 2,282 | 40,329 |
| 23 | 4,047 | 3,801 | 2,086 | 3,617 | 2,435 | 3,436 | 2,225 | 1,000 | 3,792 | 3,622 | 4,104 | 3,705 | 2,086 | 3,617 | 43,575 |
| 24 | 2,562 | 2,399 | 1,000 | 1,000 | 2,435 | 1,000 | 2,225 | 3,417 | 2,355 | 2,269 | 2,602 | 2,346 | 1,000 | 1,000 | 27,612 |
| 25 | 2,562 | 3,801 | 1,000 | 3,617 | 3,866 | 1,000 | 3,494 | 3,417 | 2,355 | 3,622 | 2,602 | 3,705 | 1,000 | 3,617 | 39,660 |
| 26 | 2,562 | 2,399 | 3,363 | 3,617 | 2,435 | 3,436 | 2,225 | 1,000 | 2,355 | 1,000 | 2,602 | 2,346 | 3,363 | 3,617 | 36,321 |
| 27 | 2,562 | 2,399 | 3,363 | 2,282 | 2,435 | 2,187 | 1,000 | 3,417 | 3,792 | 2,269 | 2,602 | 2,346 | 3,363 | 2,282 | 36,298 |
| 28 | 4,047 | 1,000 | 2,086 | 3,617 | 2,435 | 2,187 | 3,494 | 3,417 | 2,355 | 2,269 | 4,104 | 1,000 | 2,086 | 3,617 | 37,716 |
| 29 | 2,562 | 3,801 | 3,363 | 2,282 | 3,866 | 3,436 | 3,494 | 2,190 | 3,792 | 3,622 | 2,602 | 3,705 | 3,363 | 2,282 | 44,358 |
| 30 | 4,047 | 2,399 | 3,363 | 2,282 | 3,866 | 1,000 | 2,225 | 3,417 | 3,792 | 3,622 | 4,104 | 2,346 | 3,363 | 2,282 | 42,108 |
| 31 | 4,047 | 2,399 | 3,363 | 3,617 | 3,866 | 3,436 | 1,000 | 3,417 | 3,792 | 2,269 | 4,104 | 2,346 | 3,363 | 3,617 | 44,637 |
| 32 | 1,000 | 3,801 | 3,363 | 2,282 | 3,866 | 3,436 | 2,225 | 3,417 | 3,792 | 3,622 | 1,000 | 3,705 | 3,363 | 2,282 | 41,154 |
| 33 | 2,562 | 3,801 | 2,086 | 3,617 | 2,435 | 3,436 | 2,225 | 2,190 | 3,792 | 3,622 | 2,602 | 3,705 | 2,086 | 3,617 | 41,777 |
| 34 | 2,562 | 2,399 | 3,363 | 2,282 | 3,866 | 2,187 | 1,000 | 3,417 | 3,792 | 2,269 | 2,602 | 2,346 | 3,363 | 2,282 | 37,729 |

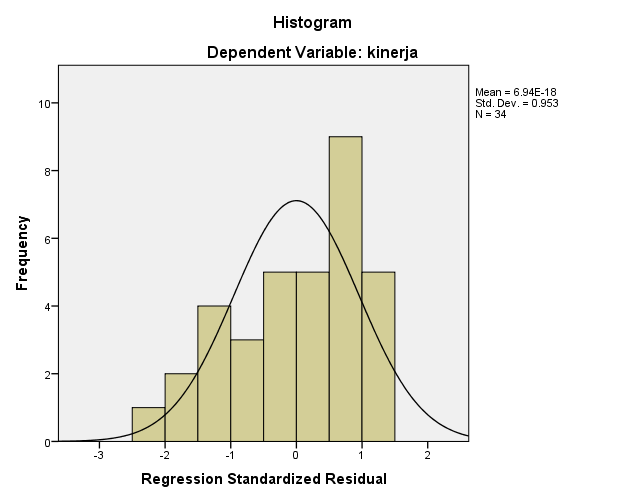
**Lampiran 21  
Pengolahan Data Interval (MSI) Variabel Kelelahan Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kode Responden | **Kelelahan Kerja** | | | | | | | | | | |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | Total |
| 1 | 3,071 | 3,544 | 2,165 | 2,475 | 2,355 | 3,708 | 2,049 | 1,000 | 1,000 | 2,204 | 23,570 |
| 2 | 1,000 | 2,267 | 2,165 | 3,924 | 2,355 | 2,315 | 3,275 | 2,225 | 2,555 | 2,204 | 24,286 |
| 3 | 3,071 | 2,267 | 1,000 | 2,475 | 2,355 | 2,315 | 3,275 | 3,494 | 2,555 | 1,000 | 23,807 |
| 4 | 3,071 | 3,544 | 2,165 | 3,924 | 3,759 | 2,315 | 2,049 | 2,225 | 2,555 | 2,204 | 27,810 |
| 5 | 4,447 | 3,544 | 3,459 | 2,475 | 2,355 | 1,000 | 2,049 | 3,494 | 4,050 | 2,204 | 29,077 |
| 6 | 4,447 | 3,544 | 2,165 | 3,924 | 2,355 | 2,315 | 1,000 | 3,494 | 2,555 | 3,510 | 29,309 |
| 7 | 3,071 | 2,267 | 2,165 | 2,475 | 3,759 | 2,315 | 2,049 | 2,225 | 2,555 | 2,204 | 25,085 |
| 8 | 4,447 | 1,000 | 1,000 | 2,475 | 3,759 | 2,315 | 3,275 | 2,225 | 4,050 | 1,000 | 25,546 |
| 9 | 3,071 | 3,544 | 1,000 | 2,475 | 2,355 | 3,708 | 2,049 | 2,225 | 4,050 | 2,204 | 26,681 |
| 10 | 3,071 | 2,267 | 2,165 | 3,924 | 2,355 | 2,315 | 1,000 | 3,494 | 2,555 | 3,510 | 26,656 |
| 11 | 1,889 | 1,000 | 2,165 | 2,475 | 3,759 | 2,315 | 1,000 | 2,225 | 2,555 | 2,204 | 21,587 |
| 12 | 1,889 | 1,000 | 3,459 | 3,924 | 3,759 | 3,708 | 2,049 | 1,000 | 2,555 | 1,000 | 24,342 |
| 13 | 4,447 | 2,267 | 3,459 | 2,475 | 3,759 | 2,315 | 3,275 | 1,000 | 2,555 | 3,510 | 29,061 |
| 14 | 3,071 | 1,000 | 2,165 | 2,475 | 2,355 | 3,708 | 1,000 | 2,225 | 1,000 | 1,000 | 19,999 |
| 15 | 3,071 | 1,000 | 2,165 | 3,924 | 1,000 | 3,708 | 3,275 | 2,225 | 2,555 | 3,510 | 26,432 |
| 16 | 3,071 | 2,267 | 3,459 | 3,924 | 2,355 | 1,000 | 3,275 | 3,494 | 2,555 | 2,204 | 27,604 |
| 17 | 3,071 | 2,267 | 3,459 | 2,475 | 2,355 | 1,000 | 2,049 | 2,225 | 2,555 | 2,204 | 23,660 |
| 18 | 4,447 | 1,000 | 2,165 | 2,475 | 3,759 | 2,315 | 3,275 | 1,000 | 1,000 | 3,510 | 24,945 |
| 19 | 3,071 | 2,267 | 3,459 | 2,475 | 3,759 | 3,708 | 3,275 | 2,225 | 2,555 | 3,510 | 30,303 |
| 20 | 3,071 | 2,267 | 3,459 | 2,475 | 2,355 | 3,708 | 3,275 | 3,494 | 4,050 | 2,204 | 30,358 |
| 21 | 3,071 | 1,000 | 2,165 | 2,475 | 2,355 | 2,315 | 3,275 | 3,494 | 2,555 | 1,000 | 23,704 |
| 22 | 4,447 | 2,267 | 3,459 | 3,924 | 1,000 | 3,708 | 1,000 | 1,000 | 2,555 | 2,204 | 25,564 |
| 23 | 3,071 | 3,544 | 2,165 | 1,000 | 1,000 | 2,315 | 2,049 | 2,225 | 2,555 | 3,510 | 23,433 |
| 24 | 1,889 | 2,267 | 1,000 | 2,475 | 2,355 | 3,708 | 1,000 | 3,494 | 4,050 | 2,204 | 24,442 |
| 25 | 1,889 | 2,267 | 3,459 | 1,000 | 3,759 | 2,315 | 3,275 | 1,000 | 4,050 | 3,510 | 26,523 |
| 26 | 4,447 | 1,000 | 3,459 | 1,000 | 2,355 | 3,708 | 2,049 | 2,225 | 4,050 | 2,204 | 26,498 |
| 27 | 3,071 | 2,267 | 3,459 | 3,924 | 3,759 | 2,315 | 2,049 | 3,494 | 2,555 | 3,510 | 30,402 |
| 28 | 3,071 | 2,267 | 1,000 | 2,475 | 2,355 | 3,708 | 3,275 | 2,225 | 2,555 | 3,510 | 26,441 |
| 29 | 3,071 | 3,544 | 2,165 | 3,924 | 3,759 | 2,315 | 2,049 | 1,000 | 4,050 | 2,204 | 28,080 |
| 30 | 3,071 | 3,544 | 3,459 | 2,475 | 3,759 | 2,315 | 3,275 | 3,494 | 4,050 | 3,510 | 32,950 |
| 31 | 4,447 | 2,267 | 2,165 | 2,475 | 2,355 | 3,708 | 3,275 | 2,225 | 2,555 | 3,510 | 28,982 |
| 32 | 4,447 | 2,267 | 3,459 | 3,924 | 3,759 | 3,708 | 6,000 | 3,494 | 2,555 | 2,204 | 35,817 |
| 33 | 4,447 | 3,544 | 3,459 | 2,475 | 3,759 | 3,708 | 3,275 | 2,225 | 2,555 | 3,510 | 32,956 |
| 34 | 3,071 | 2,267 | 3,459 | 2,475 | 2,355 | 3,708 | 3,275 | 2,225 | 2,555 | 3,510 | 28,900 |

**Lampiran 22   
Output SPSS Uji Asumsi Klasik Uji Normalitas**



|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 34 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 1982.68939773 |
| Most Extreme Differences | Absolute | .126 |
| Positive | .107 |
| Negative | -.126 |
| Test Statistic | | .126 |
| Asymp. Sig. (2-tailed) | | .192c |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |

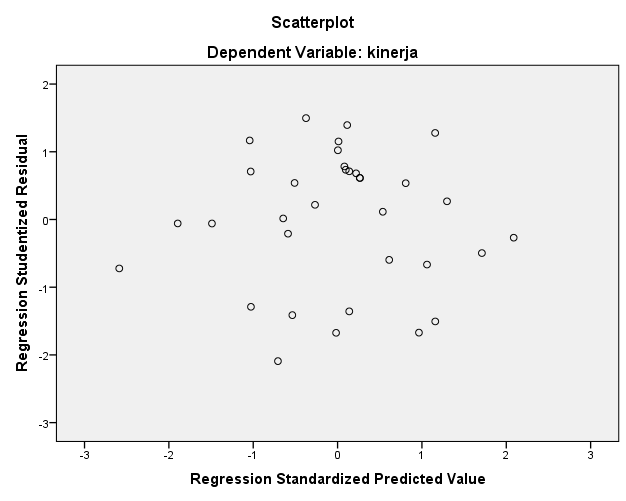


|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 12823.458 | 4129.750 |  | 3.105 | .004 |  |  |
| beban kerja | -.163 | .061 | -.260 | -2.652 | .013 | .988 | 1.012 |
| lingkungan kerja non fisik | .402 | .091 | .518 | 4.437 | .000 | .696 | 1.437 |
| kelelahan kerja | -.400 | .128 | -.363 | -3.117 | .004 | .700 | 1.429 |
| a. Dependent Variable: kinerja | | | | | | | | |

**Lampiran 23  
Output SPSS Uji Asumsi Klasik Uji Multikolonieritas**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .846a | .716 | .687 | 2079.46218 | 2.317 |
| a. Predictors: (Constant), kelelahan kerja, beban kerja, lingkungan kerja non fisik | | | | | |
| b. Dependent Variable: kinerja | | | | | |

**Lampiran 24  
Output SPSS Uji Asumsi Klasik Uji Autokorelasi**

**Lampiran 25  
Output SPSS Uji Asumsi Klasik Uji Heterokedastisitas**

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | kelelahan kerja, beban kerja, lingkungan kerja non fisikb | . | Enter |
| a. Dependent Variable: kinerja | | | |
| b. All requested variables entered. | | | |

**Lampiran 26  
Output SPSS Uji Regresi Linier Berganda**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .846a | .716 | .687 | 2079.46218 | 2.317 |
| a. Predictors: (Constant), kelelahan kerja, beban kerja, lingkungan kerja non fisik | | | | | |
| b. Dependent Variable: kinerja | | | | | |

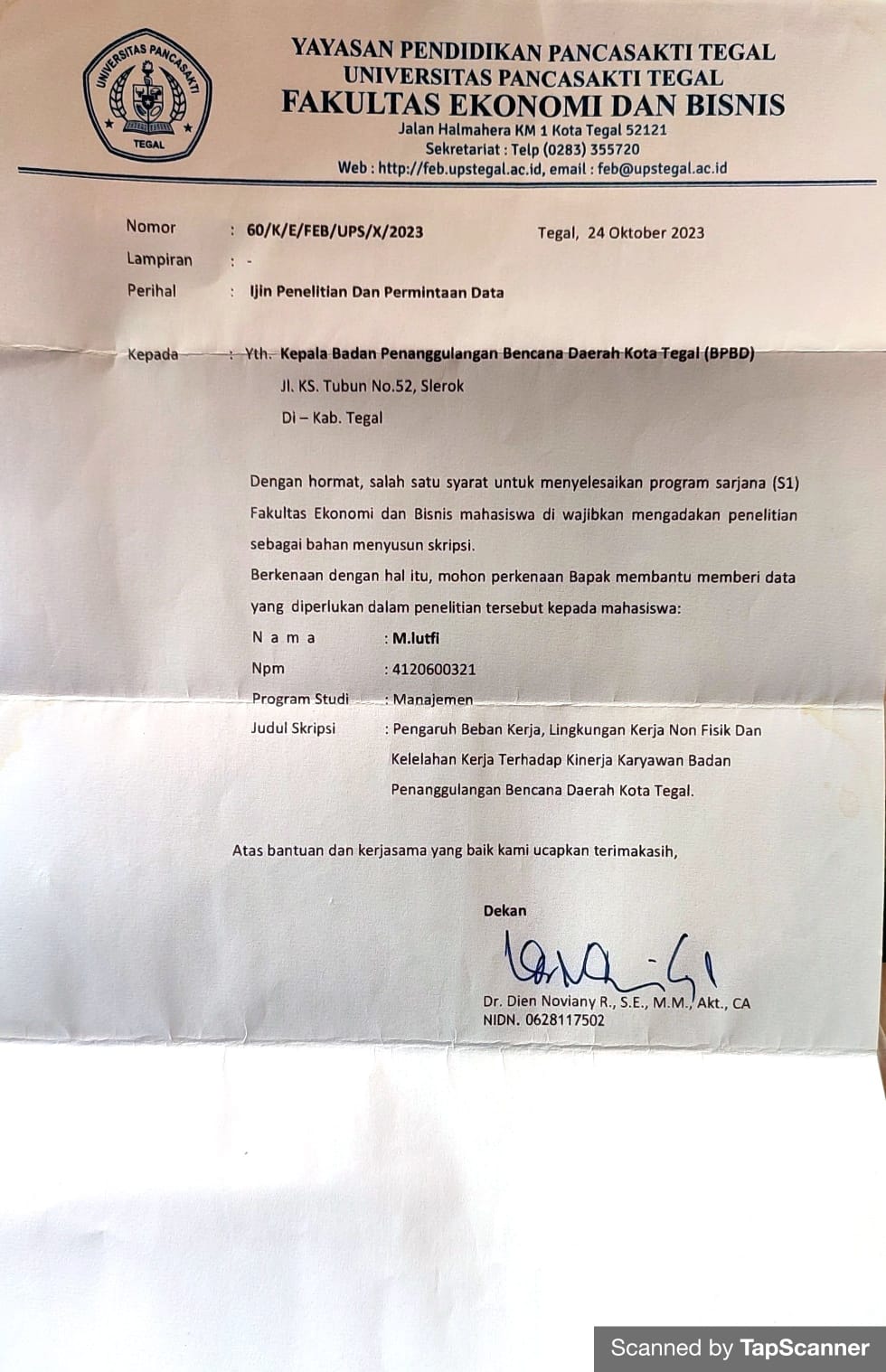
|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 326905218.850 | 3 | 108968406.283 | 25.200 | .000b |
| Residual | 129724889.179 | 30 | 4324162.973 |  |  |
| Total | 456630108.029 | 33 |  |  |  |
| a. Dependent Variable: kinerja | | | | | | |
| b. Predictors: (Constant), kelelahan kerja, beban kerja, lingkungan kerja non fisik | | | | | | |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 12823.458 | 4129.750 |  | 3.105 | .004 |  |  |
| beban kerja | -.163 | .061 | -.260 | -2.652 | .013 | .988 | 1.012 |
| lingkungan kerja non fisik | .402 | .091 | .518 | 4.437 | .000 | .696 | 1.437 |
| kelelahan kerja | -.400 | .128 | -.363 | -3.117 | .004 | .700 | 1.429 |
| a. Dependent Variable: kinerja | | | | | | | | |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Collinearity Diagnosticsa** | | | | | | | |
| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | | | |
| (Constant) | beban kerja | lingkungan kerja non fisik | kelelahan kerja |
| 1 | 1 | 3.960 | 1.000 | .00 | .00 | .00 | .00 |
| 2 | .028 | 11.973 | .00 | .61 | .08 | .06 |
| 3 | .007 | 23.738 | .00 | .01 | .80 | .74 |
| 4 | .006 | 26.638 | 1.00 | .38 | .12 | .21 |
| a. Dependent Variable: kinerja | | | | | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Residuals Statisticsa** | | | | | |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 24397.5098 | 39113.5508 | 32543.6176 | 3147.41461 | 34 |
| Std. Predicted Value | -2.588 | 2.087 | .000 | 1.000 | 34 |
| Standard Error of Predicted Value | 383.014 | 1129.774 | 687.070 | 194.347 | 34 |
| Adjusted Predicted Value | 24859.7832 | 39309.7773 | 32547.4948 | 3140.36642 | 34 |
| Residual | -4233.51855 | 2998.83374 | .00000 | 1982.68940 | 34 |
| Std. Residual | -2.036 | 1.442 | .000 | .953 | 34 |
| Stud. Residual | -2.092 | 1.497 | -.001 | 1.001 | 34 |
| Deleted Residual | -4469.94141 | 3231.96899 | -3.87720 | 2188.79108 | 34 |
| Stud. Deleted Residual | -2.226 | 1.530 | -.009 | 1.021 | 34 |
| Mahal. Distance | .149 | 8.770 | 2.912 | 2.252 | 34 |
| Cook's Distance | .000 | .085 | .026 | .024 | 34 |
| Centered Leverage Value | .005 | .266 | .088 | .068 | 34 |
| a. Dependent Variable: kinerja | | | | | |

**Lampiran 27  
Surat Izin Penelitian**



**Lampiran 28  
Surat Balasan Izin Penelitian**

