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LAMPIRAN

Lampiran. 1**Lembar Kuesioner**

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Pelatihan kerja, Stress kerja, dan Beban kerja, terhadap Kinerja Karyawan PT. BPR Dhana Adiwerna

Kepada Yth

Sdr. Responden

Di tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, saya Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari Sdr untuk mengisi kuesioner yang telah saya sediakan. Adapun data yang saya minta adalah sesuai dengan kondisi yang dirasakan Sdr selama ini. Saya akan menjaga kerahasiaan karena data ini hanya untuk kepentingan penelitian. Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini. Atas perhatian dan bantuannya, saya ucapkan banyak terimakasih.

Tegal, 10 juni 2024

Hormat Saya,

Muhammad Sadam

A. Petunjuk Pengisian Kuesioner

1. Mohon memberi tanda centang (\surd) pada jawaban yang Bapak/Ibu anggap paling sesuai.
2. Dimohon Bapak/Ibu untuk mengisi pernyataan dengan jujur, baik dan benar karena tidak akan mempengaruhi penilaian pada kinerja.
3. Tidak ada jawaban yang benar atau salah sehingga Bapak/Ibu dimohon untuk mengisi semua pernyataan
4. Jawaban Bapak/Ibu akan terjamin kerahasiaannya.
5. Keterangan alternatif jawaban yang tersedia antara lain :
 - SS = Sangat Setuju
 - S = Setuju
 - N = Netral
 - TS = Tidak Setuju
 - STS = Sangat Tidak Setuju

B. Identitas Responden

1. Nama :
2. Jenis Kelamin :
 - a. Laki-laki
 - b. Perempuan
3. Umur :
 - a. 20-25 tahun
 - b. 25-30 tahun
 - c. 31-35 tahun
 - d. 36-40 tahun
4. Pendidikan Terakhir :
 - a. SMA / SMK
 - b. DIII
 - c. SI

Butir pertanyaan variabel kinerja (Y)

| No | Pernyataan | Jawaban | | | | |
|--|--|---------|----|---|---|----|
| | | STS | TS | N | S | SS |
| Volume Pekerjaan | | | | | | |
| 1 | Mampu menyelesaikan jumlah pekerjaan yang sudah ditetapkan | | | | | |
| 2 | Mampu menyelesaikan volume pekerjaan dalam waktu yang sudah ditentukan | | | | | |
| Hasil pekerjaan | | | | | | |
| 3 | Selalu merasa puas dengan setiap hasil pekerjaan yang dilaksanakan | | | | | |
| 4 | Pekerjaan yang dilakukan sudah memenuhi standar kualitas perusahaan | | | | | |
| Pemahaman karyawan | | | | | | |
| 5 | Selalu memahami terkait informasi yang berkaitan dengan pekerjaan | | | | | |
| 6 | Selalu memahami SOP dalam berkerja | | | | | |
| Ide kreatif dalam pekerjaan | | | | | | |
| 7 | Mampu beradaptasi dan bertahan dalam kondisi pekerjaan | | | | | |
| 8 | Dapat menyampaikan ide ide kreatif pada saat menyelesaikan pekerjaan | | | | | |
| Bekerja sama dengan rekan kerja | | | | | | |
| 9 | Selalu terlibat kerjasama dengan rekan kerja dan mampu memberikan kontribusi dalam mencapai tujuan | | | | | |
| 10 | Memiliki kerja sama yang baik dengan rekan kerja | | | | | |
| Bekerja tanpa ketergantungan | | | | | | |
| 11 | Dapat bertanggung jawab dan menyelesaikan tugas tanpa bantuan orang lain | | | | | |
| 12 | Mampu berkerja mandiri tanpa mengandalkan orang lain | | | | | |

| Ide-ide dan konsep pekerjaan | | | | | |
|--|---|--|--|--|--|
| 13 | Selalu memunculkan ide dalam menyelesaikan pekerjaan | | | | |
| 14 | Selalu mengusulkan konsep dalam menyelesaikan pekerjaan | | | | |
| Menghadapi permasalahan dalam pekerjaan | | | | | |
| 15 | Mampu mengatasi hambatan yang muncul dalam setiap pekerjaan | | | | |
| 16 | Dapat diandalkan dalam setiap permasalahan | | | | |

Butir pertanyaan variabel pelatihan kerja (XI)

| No | Pernyataan | Jawaban | | | | |
|---------------------------|--|---------|----|---|---|----|
| | | STS | TS | N | S | SS |
| Program pelatihan | | | | | | |
| 1 | Program pelatihan yang diberikan oleh perusahaan sudah sesuai | | | | | |
| 2 | Program pelatihan dapat meningkatkan kinerja bagi tingkat bawah maupun menengah | | | | | |
| Etika kerja | | | | | | |
| 3 | Etika kerja dalam pelatihan kerja di bank BPR Dhana Adiwerna dianggap dapat meningkatkan kinerja | | | | | |
| 4 | Program pelatihan ini mendorong praktik etika kerja di tempat kerja atau dalam kehidupan sehari-hari | | | | | |
| Pelatihan konkrit | | | | | | |
| 5 | Tujuan pelatihan kerja di bank BPR Dhana Adiwerna merupakan pelatihan konkrit yang terukur | | | | | |
| 6 | Tujuan pelatihan kerja di bank BPR Dhana Adiwerna membantu karyawan dalam mencapai kinerja yang maksimal | | | | | |
| Keterampilan kerja | | | | | | |
| 7 | Tujuan pelatihan kerja di bank BPR Dhana Adiwerna dapat meningkatkan keterampilan kerja | | | | | |
| 8 | Program pelatihan ini membantu meningkatkan keterampilan kerja yang spesifik | | | | | |
| Pengelolaan | | | | | | |
| 9 | Pengelolaan pelatihan kerja di bank BPR Dhana Adiwerna sudah dikelola dengan baik | | | | | |
| 10 | Materi pelatihan mengenai pengelolaan sudah sesuai dengan apa yang di ajarkan | | | | | |
| Psikologi kerja | | | | | | |

| | | | | | | |
|--|---|--|--|--|--|--|
| 11 | Mendapatkan materi pelatihan psikologi kerja dalam pelatihan yang dilaksanakan di bank BPR Dhana Adiwerna | | | | | |
| 12 | Materi pelatihan mengenai psikologi kerja sudah sesuai dengan apa yang di ajarkan | | | | | |
| Komunikasi kerja | | | | | | |
| 13 | Mendapatkan materi pelatihan kerja tentang komunikasi kerja | | | | | |
| 14 | Materi pelatihan mengenai komunikasi kerja sudah sesuai dengan apa yang di ajarkan | | | | | |
| Disiplin | | | | | | |
| 15 | Mendapatkan materi pelatihan kerja tentang kedisiplinan kerja | | | | | |
| 16 | Materi pelatihan mengenai disiplin kerja sudah sesuai dengan apa yang di ajarkan | | | | | |
| Pelatihan partisipatif | | | | | | |
| 17 | Metode pelatihan kerja yang diberikan menggunakan metode partisipatif | | | | | |
| 18 | Metode pelatihan yang di gunakan mencakup diskusi kelompok, konferensi dan simulasi | | | | | |
| Pegawai yang memenuhi kualifikasi | | | | | | |
| 19 | Pegawai yang memenuhi kualifikasi mendapatkan rekomendasi promosi dari pimpinan | | | | | |

Butir pertanyaan variabel stres kerja (X2)

| No | Pernyataan | Jawaban | | | | |
|---|---|---------|----|---|---|----|
| | | STS | TS | N | S | SS |
| Konflik peran | | | | | | |
| 1 | Tugas terlalu banyak untuk diselesaikan dengan waktu yang terbatas | | | | | |
| 2 | Sering menerima tugas yang bertentangan satu sama lain | | | | | |
| Ambiguitas peran | | | | | | |
| 3 | Selalu mematuhi kewajiban dalam melakukansetiap pekerjaan | | | | | |
| 4 | Tidak memiliki informasi yang cukup untuk menyelesaikan tugas-tugas | | | | | |
| Beban tanggung jawab | | | | | | |
| 5 | Dapat bertanggung jawab terhadap tugas yang dibebankan | | | | | |
| 6 | Terlalu banyak tugas untuk diselesaikan dalam waktu yang diberikan. | | | | | |
| Hubungan kurang baik antara seorang individu | | | | | | |
| 7 | Memiliki hubungan yang baik dengan rekan kerja | | | | | |
| 8 | Hubungan dengan atasan sering kali tidak harmonis | | | | | |
| Temperatur yang panas | | | | | | |
| 9 | Kurang fokus dalam bekerja ditempat yang memiliki temperatur panas terlalu tinggi | | | | | |
| 10 | Suhu panas di tempat kerja terlalu tinggi | | | | | |
| Kebisingan dan kegaduhan | | | | | | |
| 11 | Dapat berkonsentrasi bekerja ketika jauh dari kebisingan | | | | | |

| | | | | | | |
|-----------|--|--|--|--|--|--|
| 12 | Sering mengalami kelelahan fisik atau mental karena kebisingan di tempat kerja | | | | | |
|-----------|--|--|--|--|--|--|

Butir pertanyaan variabel beban kerja (X3)

| No | Pernyataan | Jawaban | | | | |
|---|--|---------|----|---|----|---|
| | | STS | TS | N | SS | S |
| Menyelesaikan pekerjaan sesuai target | | | | | | |
| 1 | Target yang harus di capai di bank BPR Dhana Adiwerna 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 | Tidak mampu menyelesaikan pekerjaan sesuai dengan jangka waktu yang diberikan karena beban kerja yang tinggi | | | | | |
| 4 | Banyaknya pekerjaan yang harus diselesaikan terlalu banyak sehingga membebani saya | | | | | |
| 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 | Beban kerja yang tinggi dan jadwal yang ketat dapat menyulitkan saya dalam mengatasi kejadian tak terduga dengan efektif | | | | | |
| 8 | Kesulitan dalam menghadapi kejadian tak terduga karena adanya beban kerja yang tinggi | | | | | |
| Waktu kerja | | | | | | |
| 9 | Terbebani karena waktu yang diberikan untuk menyelesaikan pekerjaan terlalu cepat | | | | | |
| 10 | 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 | | | | |

Lampiran 2

Data Uji Validitas Dan Reliabilitas Variabel Kinerja

| Responden | Y1.1 | Y1.2 | Y1.3 | Y1.4 | Y1.5 | Y1.6 | Y1.7 | Y1.8 | Y1.9 | Y1.10 | Y1.11 | Y1.12 | Y1.13 | Y1.14 | Y1.15 | Y1.16 | Total |
|-----------|------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 79 |
| 2 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 69 |
| 3 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 62 |
| 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 68 |
| 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 72 |
| 6 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 69 |
| 7 | 5 | 5 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 56 |
| 8 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 62 |
| 9 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 69 |
| 10 | 5 | 3 | 4 | 5 | 4 | 4 | 1 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 66 |
| 11 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 72 |
| 12 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 72 |
| 13 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 77 |
| 14 | 4 | 2 | 4 | 5 | 4 | 3 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 61 |
| 15 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 48 |
| 16 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 76 |
| 17 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 73 |
| 18 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 71 |
| 19 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 74 |
| 20 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 64 |

| | | | | | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 21 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 73 |
| 22 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 77 |
| 23 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 72 |
| 24 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 76 |
| 25 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 73 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 77 |
| 27 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 66 |
| 28 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 67 |
| 29 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 73 |
| 30 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 3 | 4 | 3 | 3 | 2 | 3 | 62 |

Lampiran 3

Data Uji Validitas Dan Reliabilitas Variabel Pelatihan Kerja

| Responden | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | X1.13 | X1.14 | X1.15 | X1.16 | X1.17 | X1.18 | X1.19 | Total |
|-----------|------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 94 |
| 2 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 79 |
| 3 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 74 |
| 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 87 |
| 6 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 81 |
| 7 | 5 | 5 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 66 |
| 8 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 73 |
| 9 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 83 |
| 10 | 5 | 3 | 4 | 5 | 4 | 4 | 1 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 79 |
| 11 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 86 |
| 12 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 85 |
| 13 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 92 |
| 14 | 4 | 2 | 4 | 5 | 4 | 3 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 73 |
| 15 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 57 |
| 16 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 91 |
| 17 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 87 |
| 18 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 83 |
| 19 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 88 |
| 20 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 3 | 76 |

| | | | | | | | | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 21 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 87 |
| 22 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 92 |
| 23 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 84 |
| 24 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 90 |
| 25 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 85 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 91 |
| 27 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 78 |
| 28 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 79 |
| 29 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 83 |
| 30 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 5 | 73 |

Lampiran 4

Data Uji Validitas Dan Reliabilitas Variabel Stres Kerja

| Responden | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 | Total |
|-----------|------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|
| 1 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 52 |
| 2 | 5 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 49 |
| 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 44 |
| 4 | 3 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 5 | 3 | 3 | 5 | 48 |
| 5 | 5 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 5 | 3 | 3 | 4 | 51 |
| 6 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 57 |
| 7 | 5 | 3 | 2 | 3 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 44 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 9 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 52 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 11 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 53 |
| 12 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 54 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 14 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 50 |
| 15 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 58 |
| 18 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 50 |
| 19 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 55 |
| 20 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 49 |

| | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 21 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 53 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 23 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 52 |
| 24 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 54 |
| 25 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 57 |
| 26 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 58 |
| 27 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 49 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 29 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 47 |
| 30 | 5 | 3 | 3 | 4 | 5 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 44 |

Lampiran 5

Data Uji Validitas Dan Reliabilitas Variabel Beban Kerja

| Responden | 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 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 55 |
| 2 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 51 |
| 3 | 4 | 4 | 4 | 3 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 41 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 52 |
| 5 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 3 | 1 | 5 | 4 | 5 | 46 |
| 6 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 52 |
| 7 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 5 | 5 | 4 | 4 | 46 |
| 8 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 48 |
| 9 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 56 |
| 10 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 57 |
| 11 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 44 |
| 12 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 54 |
| 13 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 14 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 5 | 50 |
| 15 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 16 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 17 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 55 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 50 |
| 19 | 5 | 4 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 46 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 52 |

| | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 21 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| 22 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 23 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 52 |
| 24 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 51 |
| 25 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 57 |
| 27 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 42 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 29 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 46 |
| 30 | 3 | 4 | 3 | 5 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 40 |

| | | | | | | | | | | | | | | | | | | |
|------|---------------------|-------|--------|--------|--------|--------|--------|-------|--------|-------|--------|--------|-------|--------|--------|--------|--------|--------|
| Y1.4 | Pearson Correlation | .285 | .008 | .400* | 1 | .549** | .309 | .019 | .499** | .370* | .539** | .394* | .329 | .500** | .546** | .503** | .655** | .677** |
| | Sig. (2-tailed) | .127 | .966 | .029 | | .002 | .097 | .919 | .005 | .044 | .002 | .031 | .076 | .005 | .002 | .005 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.5 | Pearson Correlation | .447* | .489** | .493** | .549** | 1 | .484** | .427* | .525** | .294 | .435* | .431* | .204 | .352 | .337 | .259 | .362* | .705** |
| | Sig. (2-tailed) | .013 | .006 | .006 | .002 | | .007 | .019 | .003 | .114 | .016 | .017 | .280 | .056 | .068 | .167 | .050 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.6 | Pearson Correlation | .189 | .375* | .245 | .309 | .484** | 1 | .319 | .368* | .192 | .492** | .500** | .325 | .498** | .510** | .481** | .480** | .690** |
| | Sig. (2-tailed) | .318 | .041 | .192 | .097 | .007 | | .086 | .045 | .308 | .006 | .005 | .079 | .005 | .004 | .007 | .007 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.7 | Pearson Correlation | -.023 | .445* | .150 | .019 | .427* | .319 | 1 | .274 | .262 | .297 | .140 | .397* | .303 | .118 | .124 | .180 | .471** |
| | Sig. (2-tailed) | .904 | .014 | .428 | .919 | .019 | .086 | | .143 | .161 | .111 | .461 | .030 | .104 | .534 | .513 | .342 | .009 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.8 | Pearson Correlation | .229 | .302 | .284 | .499** | .525** | .368* | .274 | 1 | .368* | .483** | .239 | .354 | .492** | .382* | .235 | .490** | .641** |

| | | | | | | | | | | | | | | | | | | |
|-------|---------------------|--------|------|--------|--------|-------|--------|-------|--------|--------|--------|-------|--------|--------|--------|--------|--------|--------|
| | Sig. (2-tailed) | .223 | .104 | .128 | .005 | .003 | .045 | .143 | | .046 | .007 | .203 | .055 | .006 | .037 | .211 | .006 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.9 | Pearson Correlation | .101 | .054 | .535** | .370* | .294 | .192 | .262 | .368* | 1 | .635** | .117 | .387* | .329 | .144 | .286 | .248 | .511** |
| | Sig. (2-tailed) | .594 | .775 | .002 | .044 | .114 | .308 | .161 | .046 | | .000 | .538 | .034 | .076 | .446 | .126 | .187 | .004 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.10 | Pearson Correlation | .300 | .335 | .290 | .539** | .435* | .492** | .297 | .483** | .635** | 1 | .448* | .741** | .451* | .447* | .511** | .560** | .787** |
| | Sig. (2-tailed) | .107 | .070 | .120 | .002 | .016 | .006 | .111 | .007 | .000 | | .013 | .000 | .012 | .013 | .004 | .001 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.11 | Pearson Correlation | .587** | .275 | -.026 | .394* | .431* | .500** | .140 | .239 | .117 | .448* | 1 | .420* | .605** | .477** | .512** | .441* | .658** |
| | Sig. (2-tailed) | .001 | .141 | .890 | .031 | .017 | .005 | .461 | .203 | .538 | .013 | | .021 | .000 | .008 | .004 | .015 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.12 | Pearson Correlation | .290 | .267 | .135 | .329 | .204 | .325 | .397* | .354 | .387* | .741** | .420* | 1 | .464** | .371* | .439* | .476** | .660** |
| | Sig. (2-tailed) | .120 | .154 | .478 | .076 | .280 | .079 | .030 | .055 | .034 | .000 | .021 | | .010 | .044 | .015 | .008 | .000 |

| | | | | | | | | | | | | | | | | | | |
|--|---------------------|--------|--------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|----|
| Total | Pearson Correlation | .494** | .474** | .394* | .677** | .705** | .690** | .471** | .641** | .511** | .787** | .658** | .660** | .744** | .688** | .646** | .759** | 1 |
| | Sig. (2-tailed) | .005 | .008 | .031 | .000 | .000 | .000 | .009 | .000 | .004 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 30 | 30 | 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 7

Output SPSS 22 Uji Validitas Variabel Pelatihan Kerja

| | | 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 | X1.13 | X1.14 | X1.15 | X1.16 | X1.17 | X1.18 | X1.19 | Total |
| X1.1 | Pearson Correlation | 1 | .505** | .237 | .413* | .376* | .059 | -.012 | .252 | .310 | .377* | .299 | .278 | .124 | .186 | .335 | .283 | .377* | .366* | .298 | .489** |
| | Sig. (2-tailed) | | .004 | .208 | .023 | .041 | .756 | .951 | .180 | .095 | .040 | .109 | .137 | .515 | .324 | .070 | .130 | .040 | .047 | .110 | .006 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .505** | 1 | .190 | .024 | .460* | .344 | .415* | .274 | .083 | .303 | .240 | .292 | .099 | .149 | .045 | .093 | .231 | .427* | .060 | .442* |
| | Sig. (2-tailed) | .004 | | .315 | .898 | .011 | .063 | .023 | .143 | .663 | .104 | .202 | .117 | .602 | .431 | .814 | .623 | .220 | .019 | .754 | .015 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .237 | .190 | 1 | .400* | .493** | .245 | .150 | .284 | .535** | .290 | -.026 | .135 | .140 | .111 | .062 | .119 | .071 | .195 | .385* | .405* |
| | Sig. (2-tailed) | .208 | .315 | | .029 | .006 | .192 | .428 | .128 | .002 | .120 | .890 | .478 | .461 | .559 | .746 | .531 | .709 | .302 | .035 | .026 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .413* | .024 | .400* | 1 | .549** | .309 | .019 | .499** | .370* | .539** | .394* | .329 | .500** | .546** | .503** | .655** | .662** | .449* | .635** | .720** |

| | | | | | | | | | | | | | | | | | | | | | |
|------|---------------------|-------|-------|--------|--------|--------|--------|-------|--------|-------|--------|--------|-------|--------|--------|--------|--------|--------|--------|-------|--------|
| | Sig. (2-tailed) | .023 | .898 | .029 | | .002 | .097 | .919 | .005 | .044 | .002 | .031 | .076 | .005 | .002 | .005 | .000 | .000 | .013 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .376* | .460* | .493** | .549** | 1 | .484** | .427* | .525** | .294 | .435* | .431* | .204 | .352 | .337 | .259 | .362* | .467** | .362* | .372* | .678** |
| | Sig. (2-tailed) | .041 | .011 | .006 | .002 | | .007 | .019 | .003 | .114 | .016 | .017 | .280 | .056 | .068 | .167 | .050 | .009 | .050 | .043 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .059 | .344 | .245 | .309 | .484** | 1 | .319 | .368* | .192 | .492** | .500** | .325 | .498** | .510** | .481** | .480** | .253 | .547** | .198 | .644** |
| | Sig. (2-tailed) | .756 | .063 | .192 | .097 | .007 | | .086 | .045 | .308 | .006 | .005 | .079 | .005 | .004 | .007 | .007 | .177 | .002 | .294 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | -.012 | .415* | .150 | .019 | .427* | .319 | 1 | .274 | .262 | .297 | .140 | .397* | .303 | .118 | .124 | .180 | .297 | .338 | .189 | .458* |
| | Sig. (2-tailed) | .951 | .023 | .428 | .919 | .019 | .086 | | .143 | .161 | .111 | .461 | .030 | .104 | .534 | .513 | .342 | .111 | .068 | .316 | .011 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | .252 | .274 | .284 | .499** | .525** | .368* | .274 | 1 | .368* | .483** | .239 | .354 | .492** | .382* | .235 | .490** | .512** | .328 | .410* | .636** |
| | Sig. (2-tailed) | .180 | .143 | .128 | .005 | .003 | .045 | .143 | | .046 | .007 | .203 | .055 | .006 | .037 | .211 | .006 | .004 | .076 | .024 | .000 |

| | | | | | | | | | | | | | | | | | | | | | |
|-------|---------------------|-------|------|------|--------|--------|--------|------|--------|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| X1.13 | Pearson Correlation | .124 | .099 | .140 | .500** | .352 | .498** | .303 | .492** | .329 | .451* | .605** | .464** | 1 | .706** | .582** | .678** | .680** | .439* | .521** | .748** |
| | Sig. (2-tailed) | .515 | .602 | .461 | .005 | .056 | .005 | .104 | .006 | .076 | .012 | .000 | .010 | | .000 | .001 | .000 | .000 | .015 | .003 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.14 | Pearson Correlation | .186 | .149 | .111 | .546** | .337 | .510** | .118 | .382* | .144 | .447* | .477** | .371* | .706** | 1 | .443* | .723** | .547** | .654** | .292 | .678** |
| | Sig. (2-tailed) | .324 | .431 | .559 | .002 | .068 | .004 | .534 | .037 | .446 | .013 | .008 | .044 | .000 | | .014 | .000 | .002 | .000 | .118 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.15 | Pearson Correlation | .335 | .045 | .062 | .503** | .259 | .481** | .124 | .235 | .286 | .511** | .512** | .439* | .582** | .443* | 1 | .726** | .533** | .412* | .431* | .664** |
| | Sig. (2-tailed) | .070 | .814 | .746 | .005 | .167 | .007 | .513 | .211 | .126 | .004 | .004 | .015 | .001 | .014 | | .000 | .002 | .024 | .017 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.16 | Pearson Correlation | .283 | .093 | .119 | .655** | .362* | .480** | .180 | .490** | .248 | .560** | .441* | .476** | .678** | .723** | .726** | 1 | .668** | .551** | .380* | .758** |
| | Sig. (2-tailed) | .130 | .623 | .531 | .000 | .050 | .007 | .342 | .006 | .187 | .001 | .015 | .008 | .000 | .000 | .000 | | .000 | .002 | .039 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.17 | Pearson Correlation | .377* | .231 | .071 | .662** | .467** | .253 | .297 | .512** | .268 | .535** | .499** | .488** | .680** | .547** | .533** | .668** | 1 | .425* | .482** | .744** |

| | | | | | | | | | | | | | | | | | | | | | |
|-------|---------------------|--------|-------|-------|--------|--------|--------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | Sig. (2-tailed) | .040 | .220 | .709 | .000 | .009 | .177 | .111 | .004 | .153 | .002 | .005 | .006 | .000 | .002 | .002 | .000 | | .019 | .007 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.18 | Pearson Correlation | .366* | .427* | .195 | .449* | .362* | .547** | .338 | .328 | .248 | .479** | .370* | .320 | .439* | .654** | .412* | .551** | .425* | 1 | .112 | .672** |
| | Sig. (2-tailed) | .047 | .019 | .302 | .013 | .050 | .002 | .068 | .076 | .187 | .007 | .044 | .085 | .015 | .000 | .024 | .002 | .019 | | .557 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.19 | Pearson Correlation | .298 | .060 | .385* | .635** | .372* | .198 | .189 | .410* | .638** | .603** | .401* | .629** | .521** | .292 | .431* | .380* | .482** | .112 | 1 | .660** |
| | Sig. (2-tailed) | .110 | .754 | .035 | .000 | .043 | .294 | .316 | .024 | .000 | .000 | .028 | .000 | .003 | .118 | .017 | .039 | .007 | .557 | | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .489** | .442* | .405* | .720** | .678** | .644** | .458* | .636** | .543** | .793** | .628** | .672** | .748** | .678** | .664** | .758** | .744** | .672** | .660** | 1 |
| | Sig. (2-tailed) | .006 | .015 | .026 | .000 | .000 | .000 | .011 | .000 | .002 | .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 | 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 SPSS 22 Uji Validitas Variabel Stres Kerja

| Correlations | | | | | | | | | | | | | | |
|--------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 | Total |
| X2.1 | Pearson Correlation | 1 | .249 | .277 | .179 | .517** | .350 | .237 | .549** | .321 | .267 | .460* | .062 | .532** |
| | Sig. (2-tailed) | | .185 | .138 | .345 | .003 | .058 | .207 | .002 | .083 | .153 | .011 | .744 | .002 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .249 | 1 | .661** | .652** | .125 | .718** | .504** | .734** | .623** | .403* | .439* | .461* | .785** |
| | Sig. (2-tailed) | .185 | | .000 | .000 | .511 | .000 | .005 | .000 | .000 | .027 | .015 | .010 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .277 | .661** | 1 | .390* | .398* | .476** | .364* | .554** | .511** | .520** | .723** | .521** | .782** |
| | Sig. (2-tailed) | .138 | .000 | | .033 | .029 | .008 | .048 | .001 | .004 | .003 | .000 | .003 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .179 | .652** | .390* | 1 | .128 | .520** | .639** | .585** | .414* | .286 | .339 | .401* | .655** |
| | Sig. (2-tailed) | .345 | .000 | .033 | | .500 | .003 | .000 | .001 | .023 | .125 | .067 | .028 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .517** | .125 | .398* | .128 | 1 | .301 | .273 | .294 | .363* | .423* | .606** | .476** | .592** |
| | Sig. (2-tailed) | .003 | .511 | .029 | .500 | | .106 | .144 | .114 | .049 | .020 | .000 | .008 | .001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .350 | .718** | .476** | .520** | .301 | 1 | .520** | .578** | .530** | .414* | .301 | .382* | .718** |

| | | | | | | | | | | | | | | |
|--|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|----|
| Total | Pearson Correlation | .532** | .785** | .782** | .655** | .592** | .718** | .692** | .767** | .740** | .657** | .793** | .630** | 1 |
| | Sig. (2-tailed) | .002 | .000 | .000 | .000 | .001 | .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). | | | | | | | | | | | | | | |

| | | | | | | | | | | | | | | |
|-------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| X3.7 | Pearson Correlation | .287 | .335 | .391* | .060 | .318 | .608** | 1 | .564** | .477** | .376* | .570** | .337 | .655** |
| | Sig. (2-tailed) | .124 | .070 | .033 | .754 | .087 | .000 | | .001 | .008 | .040 | .001 | .068 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | .344 | .451* | .443* | .418* | .289 | .745** | .564** | 1 | .577** | .543** | .525** | .431* | .783** |
| | Sig. (2-tailed) | .063 | .012 | .014 | .022 | .121 | .000 | .001 | | .001 | .002 | .003 | .017 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.9 | Pearson Correlation | .173 | .144 | .635** | .295 | .149 | .422* | .477** | .577** | 1 | .397* | .548** | .312 | .651** |
| | Sig. (2-tailed) | .361 | .447 | .000 | .113 | .433 | .020 | .008 | .001 | | .030 | .002 | .093 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.10 | Pearson Correlation | .603** | .591** | .459* | .219 | .261 | .611** | .376* | .543** | .397* | 1 | .613** | .606** | .761** |
| | Sig. (2-tailed) | .000 | .001 | .011 | .246 | .163 | .000 | .040 | .002 | .030 | | .000 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.11 | Pearson Correlation | .455* | .431* | .427* | .340 | .326 | .502** | .570** | .525** | .548** | .613** | 1 | .616** | .779** |
| | Sig. (2-tailed) | .012 | .017 | .019 | .066 | .079 | .005 | .001 | .003 | .002 | .000 | | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.12 | Pearson Correlation | .191 | .465** | .219 | .416* | .124 | .453* | .337 | .431* | .312 | .606** | .616** | 1 | .631** |
| | Sig. (2-tailed) | .311 | .010 | .246 | .022 | .513 | .012 | .068 | .017 | .093 | .000 | .000 | | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .640** | .670** | .738** | .497** | .531** | .848** | .655** | .783** | .651** | .761** | .779** | .631** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .005 | .003 | .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 10

Output SPSS 22 Uji Reliabilitas Variabel Kinerja

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 30 | 96.8 |
| | Excluded ^a | 1 | 3.2 |
| | Total | 31 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .890 | 16 |

Lampiran 11**Output SPSS 22 Uji Reliabilitas Variabel Pelatihan Kerja****Case Processing Summary**

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 30 | 96.8 |
| | Excluded ^a | 1 | 3.2 |
| | Total | 31 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .913 | 19 |

Lampiran 12**Output SPSS 22 Uji Reliabilitas Variabel Stres Kerja****Case Processing Summary**

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 30 | 96.8 |
| | Excluded ^a | 1 | 3.2 |
| | Total | 31 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .901 | 12 |

Lampiran 13**Output SPSS 22 Uji Reliabilitas Variabel Beban Kerja****Case Processing Summary**

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 30 | 96.8 |
| | Excluded ^a | 1 | 3.2 |
| | Total | 31 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .893 | 12 |

Lampiran 14

Perhitungan MSI Variabel Kinerja

Successive Interval

| Responden | Y1.1 | Y1.2 | Y1.3 | Y1.4 | Y1.5 | Y1.6 | Y1.7 | Y1.8 | Y1.9 | Y1.10 | Y1.11 | Y1.12 | Y1.13 | Y1.14 | Y1.15 | Y1.16 | Total |
|-----------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
| 1 | 3,791 | 4,193 | 3,712 | 3,407 | 3,921 | 2,007 | 4,135 | 3,584 | 4,254 | 3,685 | 3,412 | 3,721 | 3,782 | 3,309 | 4,386 | 3,500 | 58,798 |
| 2 | 3,791 | 2,860 | 2,354 | 2,140 | 3,921 | 3,245 | 2,816 | 2,168 | 2,723 | 2,269 | 3,412 | 2,333 | 3,782 | 3,309 | 2,068 | 2,149 | 45,341 |
| 3 | 1,000 | 1,817 | 2,354 | 2,140 | 2,429 | 2,007 | 4,135 | 2,168 | 2,723 | 2,269 | 2,114 | 2,333 | 2,378 | 1,000 | 3,138 | 2,149 | 36,154 |
| 4 | 2,365 | 2,860 | 2,354 | 2,140 | 3,921 | 3,245 | 4,135 | 3,584 | 2,723 | 2,269 | 2,114 | 2,333 | 2,378 | 2,021 | 3,138 | 2,149 | 43,729 |
| 5 | 3,791 | 4,193 | 2,354 | 3,407 | 3,921 | 2,007 | 4,135 | 2,168 | 2,723 | 3,685 | 3,412 | 3,721 | 2,378 | 3,309 | 2,068 | 2,149 | 49,421 |
| 6 | 2,365 | 2,860 | 3,712 | 1,000 | 2,429 | 3,245 | 4,135 | 2,168 | 4,254 | 3,685 | 2,114 | 3,721 | 2,378 | 2,021 | 3,138 | 2,149 | 45,373 |
| 7 | 3,791 | 4,193 | 2,354 | 1,000 | 2,429 | 1,000 | 1,937 | 1,000 | 2,723 | 1,000 | 2,114 | 1,000 | 1,000 | 1,000 | 2,068 | 1,000 | 29,609 |
| 8 | 2,365 | 2,860 | 1,000 | 1,000 | 2,429 | 2,007 | 2,816 | 2,168 | 2,723 | 2,269 | 2,114 | 2,333 | 2,378 | 2,021 | 3,138 | 2,149 | 35,771 |
| 9 | 2,365 | 2,860 | 1,000 | 2,140 | 2,429 | 1,000 | 4,135 | 3,584 | 4,254 | 3,685 | 2,114 | 3,721 | 3,782 | 2,021 | 3,138 | 3,500 | 45,727 |
| 10 | 3,791 | 1,817 | 2,354 | 3,407 | 2,429 | 2,007 | 1,000 | 3,584 | 4,254 | 3,685 | 3,412 | 2,333 | 2,378 | 2,021 | 3,138 | 2,149 | 43,759 |
| 11 | 2,365 | 2,860 | 1,000 | 2,140 | 2,429 | 3,245 | 4,135 | 2,168 | 4,254 | 3,685 | 3,412 | 3,721 | 3,782 | 3,309 | 4,386 | 2,149 | 49,040 |
| 12 | 2,365 | 4,193 | 2,354 | 3,407 | 2,429 | 3,245 | 2,816 | 3,584 | 2,723 | 3,685 | 2,114 | 3,721 | 2,378 | 3,309 | 3,138 | 3,500 | 48,959 |
| 13 | 2,365 | 2,860 | 3,712 | 3,407 | 3,921 | 3,245 | 4,135 | 3,584 | 4,254 | 3,685 | 3,412 | 3,721 | 3,782 | 3,309 | 3,138 | 3,500 | 56,028 |
| 14 | 2,365 | 1,000 | 2,354 | 3,407 | 2,429 | 1,000 | 1,575 | 2,168 | 2,723 | 2,269 | 1,000 | 2,333 | 2,378 | 3,309 | 3,138 | 3,500 | 36,948 |
| 15 | 1,000 | 1,817 | 1,000 | 1,000 | 1,000 | 1,000 | 1,937 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,068 | 1,000 | 18,822 |
| 16 | 3,791 | 4,193 | 2,354 | 3,407 | 3,921 | 3,245 | 4,135 | 3,584 | 4,254 | 3,685 | 2,114 | 3,721 | 2,378 | 2,021 | 4,386 | 3,500 | 54,687 |
| 17 | 2,365 | 2,860 | 3,712 | 3,407 | 3,921 | 3,245 | 2,816 | 2,168 | 4,254 | 3,685 | 2,114 | 2,333 | 2,378 | 3,309 | 4,386 | 3,500 | 50,453 |
| 18 | 3,791 | 4,193 | 2,354 | 2,140 | 3,921 | 2,007 | 2,816 | 3,584 | 2,723 | 3,685 | 3,412 | 3,721 | 2,378 | 2,021 | 3,138 | 2,149 | 48,034 |
| 19 | 3,791 | 2,860 | 2,354 | 3,407 | 3,921 | 2,007 | 4,135 | 3,584 | 2,723 | 2,269 | 3,412 | 2,333 | 3,782 | 3,309 | 4,386 | 3,500 | 51,773 |

| | | | | | | | | | | | | | | | | | |
|----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
| 20 | 2,365 | 4,193 | 2,354 | 1,000 | 2,429 | 2,007 | 2,816 | 3,584 | 2,723 | 2,269 | 1,000 | 2,333 | 2,378 | 3,309 | 2,068 | 2,149 | 38,976 |
| 21 | 2,365 | 2,860 | 2,354 | 3,407 | 3,921 | 3,245 | 2,816 | 3,584 | 2,723 | 2,269 | 3,412 | 2,333 | 3,782 | 3,309 | 4,386 | 3,500 | 50,266 |
| 22 | 3,791 | 4,193 | 2,354 | 3,407 | 3,921 | 3,245 | 2,816 | 3,584 | 2,723 | 3,685 | 3,412 | 3,721 | 3,782 | 3,309 | 4,386 | 3,500 | 55,828 |
| 23 | 3,791 | 2,860 | 2,354 | 2,140 | 2,429 | 3,245 | 2,816 | 3,584 | 2,723 | 2,269 | 3,412 | 3,721 | 3,782 | 3,309 | 3,138 | 3,500 | 49,073 |
| 24 | 2,365 | 2,860 | 3,712 | 3,407 | 3,921 | 3,245 | 2,816 | 3,584 | 4,254 | 3,685 | 3,412 | 2,333 | 3,782 | 3,309 | 4,386 | 3,500 | 54,570 |
| 25 | 3,791 | 4,193 | 2,354 | 2,140 | 3,921 | 3,245 | 2,816 | 2,168 | 2,723 | 3,685 | 3,412 | 3,721 | 2,378 | 2,021 | 4,386 | 3,500 | 50,455 |
| 26 | 3,791 | 4,193 | 3,712 | 3,407 | 3,921 | 3,245 | 4,135 | 3,584 | 4,254 | 3,685 | 2,114 | 2,333 | 3,782 | 3,309 | 3,138 | 3,500 | 56,101 |
| 27 | 2,365 | 4,193 | 2,354 | 2,140 | 3,921 | 3,245 | 2,816 | 3,584 | 2,723 | 2,269 | 2,114 | 1,000 | 2,378 | 2,021 | 2,068 | 2,149 | 41,339 |
| 28 | 3,791 | 2,860 | 1,000 | 2,140 | 2,429 | 2,007 | 2,816 | 2,168 | 2,723 | 2,269 | 3,412 | 2,333 | 2,378 | 3,309 | 3,138 | 3,500 | 42,276 |
| 29 | 3,791 | 4,193 | 1,000 | 2,140 | 3,921 | 3,245 | 4,135 | 3,584 | 2,723 | 3,685 | 3,412 | 2,333 | 2,378 | 3,309 | 3,138 | 3,500 | 50,488 |
| 30 | 2,365 | 2,860 | 3,712 | 2,140 | 3,921 | 1,000 | 4,135 | 3,584 | 4,254 | 2,269 | 1,000 | 2,333 | 1,000 | 1,000 | 1,000 | 1,000 | 37,572 |

Lampiran 15

Perhitungan MSI Variabel Pelatihan Kerja

Successive Interval

| Responden | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | X1.13 | X1.14 | X1.15 | X1.16 | X1.17 | X1.18 | X1.19 | Total |
|-----------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
| 1 | 3,914 | 4,254 | 3,712 | 3,407 | 3,921 | 2,007 | 4,135 | 3,584 | 4,254 | 3,685 | 3,412 | 3,721 | 3,782 | 3,309 | 4,386 | 3,500 | 3,847 | 3,500 | 3,297 | 69,625 |
| 2 | 1,000 | 2,905 | 2,354 | 2,140 | 3,921 | 3,245 | 2,816 | 2,168 | 2,723 | 2,269 | 3,412 | 2,333 | 3,782 | 3,309 | 2,068 | 2,149 | 2,426 | 2,149 | 2,052 | 49,221 |
| 3 | 1,000 | 1,817 | 2,354 | 2,140 | 2,429 | 2,007 | 4,135 | 2,168 | 2,723 | 2,269 | 2,114 | 2,333 | 2,378 | 1,000 | 3,138 | 2,149 | 2,426 | 2,149 | 2,052 | 42,781 |
| 4 | 2,468 | 2,905 | 2,354 | 2,140 | 3,921 | 3,245 | 4,135 | 3,584 | 2,723 | 2,269 | 2,114 | 2,333 | 2,378 | 2,021 | 3,138 | 2,149 | 2,426 | 2,149 | 2,052 | 50,503 |
| 5 | 3,914 | 4,254 | 2,354 | 3,407 | 3,921 | 2,007 | 4,135 | 2,168 | 2,723 | 3,685 | 3,412 | 3,721 | 2,378 | 3,309 | 2,068 | 2,149 | 3,847 | 3,500 | 3,297 | 60,249 |
| 6 | 2,468 | 2,905 | 3,712 | 1,000 | 2,429 | 3,245 | 4,135 | 2,168 | 4,254 | 3,685 | 2,114 | 3,721 | 2,378 | 2,021 | 3,138 | 2,149 | 1,000 | 3,500 | 2,052 | 52,073 |
| 7 | 3,914 | 4,254 | 2,354 | 1,000 | 2,429 | 1,000 | 1,937 | 1,000 | 2,723 | 1,000 | 2,114 | 1,000 | 1,000 | 1,000 | 2,068 | 1,000 | 1,000 | 2,149 | 1,000 | 33,942 |
| 8 | 2,468 | 2,905 | 1,000 | 1,000 | 2,429 | 2,007 | 2,816 | 2,168 | 2,723 | 2,269 | 2,114 | 2,333 | 2,378 | 2,021 | 3,138 | 2,149 | 2,426 | 1,000 | 2,052 | 41,396 |
| 9 | 2,468 | 2,905 | 1,000 | 2,140 | 2,429 | 1,000 | 4,135 | 3,584 | 4,254 | 3,685 | 2,114 | 3,721 | 3,782 | 2,021 | 3,138 | 3,500 | 3,847 | 2,149 | 3,297 | 55,167 |
| 10 | 3,914 | 1,817 | 2,354 | 3,407 | 2,429 | 2,007 | 1,000 | 3,584 | 4,254 | 3,685 | 3,412 | 2,333 | 2,378 | 2,021 | 3,138 | 2,149 | 2,426 | 2,149 | 3,297 | 51,753 |
| 11 | 2,468 | 2,905 | 1,000 | 2,140 | 2,429 | 3,245 | 4,135 | 2,168 | 4,254 | 3,685 | 3,412 | 3,721 | 3,782 | 3,309 | 4,386 | 2,149 | 2,426 | 3,500 | 3,297 | 58,410 |
| 12 | 2,468 | 4,254 | 2,354 | 3,407 | 2,429 | 3,245 | 2,816 | 3,584 | 2,723 | 3,685 | 2,114 | 3,721 | 2,378 | 3,309 | 3,138 | 3,500 | 2,426 | 3,500 | 2,052 | 57,101 |
| 13 | 2,468 | 2,905 | 3,712 | 3,407 | 3,921 | 3,245 | 4,135 | 3,584 | 4,254 | 3,685 | 3,412 | 3,721 | 3,782 | 3,309 | 3,138 | 3,500 | 3,847 | 3,500 | 3,297 | 66,820 |
| 14 | 2,468 | 1,000 | 2,354 | 3,407 | 2,429 | 1,000 | 1,575 | 2,168 | 2,723 | 2,269 | 1,000 | 2,333 | 2,378 | 3,309 | 3,138 | 3,500 | 2,426 | 2,149 | 2,052 | 43,679 |
| 15 | 1,000 | 1,817 | 1,000 | 1,000 | 1,000 | 1,000 | 1,937 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,068 | 1,000 | 1,000 | 1,000 | 1,000 | 21,822 |
| 16 | 3,914 | 4,254 | 2,354 | 3,407 | 3,921 | 3,245 | 4,135 | 3,584 | 4,254 | 3,685 | 2,114 | 3,721 | 2,378 | 2,021 | 4,386 | 3,500 | 3,847 | 3,500 | 3,297 | 65,515 |
| 17 | 2,468 | 2,905 | 3,712 | 3,407 | 3,921 | 3,245 | 2,816 | 2,168 | 4,254 | 3,685 | 2,114 | 2,333 | 2,378 | 3,309 | 4,386 | 3,500 | 2,426 | 3,500 | 3,297 | 59,823 |
| 18 | 2,468 | 4,254 | 2,354 | 2,140 | 3,921 | 2,007 | 2,816 | 3,584 | 2,723 | 3,685 | 3,412 | 3,721 | 2,378 | 2,021 | 3,138 | 2,149 | 2,426 | 2,149 | 3,297 | 54,643 |
| 19 | 3,914 | 2,905 | 2,354 | 3,407 | 3,921 | 2,007 | 4,135 | 3,584 | 2,723 | 2,269 | 3,412 | 2,333 | 3,782 | 3,309 | 4,386 | 3,500 | 3,847 | 3,500 | 2,052 | 61,339 |

Lampiran 16

Perhitungan MSI Variabel Stres Kerja

Successive Interval

| Responden | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 | Total |
|-----------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
| 1 | 2,052 | 2,177 | 4,539 | 1,000 | 3,500 | 4,079 | 2,317 | 2,770 | 3,737 | 2,447 | 2,312 | 3,641 | 34,573 |
| 2 | 3,399 | 1,000 | 2,201 | 2,288 | 3,500 | 2,580 | 2,317 | 2,770 | 3,737 | 2,447 | 2,312 | 1,000 | 29,553 |
| 3 | 2,052 | 2,177 | 2,201 | 2,288 | 1,000 | 2,580 | 2,317 | 2,770 | 2,317 | 2,447 | 1,000 | 1,000 | 24,151 |
| 4 | 1,000 | 2,177 | 2,201 | 3,663 | 2,149 | 2,580 | 3,737 | 2,770 | 3,737 | 1,000 | 1,000 | 3,641 | 29,657 |
| 5 | 3,399 | 3,426 | 3,316 | 3,663 | 1,000 | 4,079 | 2,317 | 4,318 | 2,317 | 1,000 | 1,000 | 2,292 | 32,128 |
| 6 | 2,052 | 3,426 | 4,539 | 3,663 | 3,500 | 4,079 | 2,317 | 4,318 | 3,737 | 2,447 | 2,312 | 3,641 | 40,032 |
| 7 | 3,399 | 1,000 | 1,000 | 1,000 | 3,500 | 2,580 | 2,317 | 2,770 | 2,317 | 1,000 | 1,000 | 2,292 | 24,177 |
| 8 | 3,399 | 2,177 | 3,316 | 2,288 | 2,149 | 2,580 | 2,317 | 2,770 | 2,317 | 2,447 | 2,312 | 2,292 | 30,366 |
| 9 | 3,399 | 1,000 | 3,316 | 2,288 | 3,500 | 2,580 | 3,737 | 2,770 | 2,317 | 2,447 | 3,624 | 3,641 | 34,621 |
| 10 | 2,052 | 2,177 | 3,316 | 2,288 | 2,149 | 2,580 | 2,317 | 2,770 | 2,317 | 2,447 | 2,312 | 2,292 | 29,019 |
| 11 | 2,052 | 3,426 | 3,316 | 2,288 | 3,500 | 4,079 | 2,317 | 2,770 | 3,737 | 2,447 | 2,312 | 3,641 | 35,887 |
| 12 | 3,399 | 2,177 | 4,539 | 2,288 | 3,500 | 2,580 | 3,737 | 2,770 | 3,737 | 2,447 | 3,624 | 2,292 | 37,092 |
| 13 | 3,399 | 3,426 | 4,539 | 3,663 | 3,500 | 4,079 | 3,737 | 4,318 | 3,737 | 3,899 | 3,624 | 3,641 | 45,563 |
| 14 | 1,000 | 2,177 | 3,316 | 3,663 | 2,149 | 2,580 | 3,737 | 2,770 | 2,317 | 2,447 | 2,312 | 3,641 | 32,111 |
| 15 | 1,000 | 1,000 | 2,201 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 13,201 |
| 16 | 3,399 | 3,426 | 4,539 | 3,663 | 3,500 | 4,079 | 3,737 | 4,318 | 3,737 | 3,899 | 3,624 | 3,641 | 45,563 |
| 17 | 3,399 | 3,426 | 4,539 | 3,663 | 3,500 | 4,079 | 3,737 | 4,318 | 3,737 | 2,447 | 3,624 | 2,292 | 42,762 |
| 18 | 3,399 | 2,177 | 3,316 | 2,288 | 2,149 | 2,580 | 2,317 | 2,770 | 2,317 | 2,447 | 2,312 | 2,292 | 30,366 |
| 19 | 3,399 | 3,426 | 3,316 | 2,288 | 2,149 | 4,079 | 3,737 | 4,318 | 3,737 | 3,899 | 2,312 | 2,292 | 38,954 |

| | | | | | | | | | | | | | |
|----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
| 20 | 2,052 | 2,177 | 2,201 | 3,663 | 2,149 | 4,079 | 3,737 | 2,770 | 2,317 | 2,447 | 1,000 | 2,292 | 30,886 |
| 21 | 3,399 | 2,177 | 3,316 | 3,663 | 3,500 | 4,079 | 3,737 | 2,770 | 2,317 | 2,447 | 2,312 | 2,292 | 36,010 |
| 22 | 3,399 | 3,426 | 4,539 | 3,663 | 3,500 | 4,079 | 3,737 | 4,318 | 3,737 | 3,899 | 3,624 | 3,641 | 45,563 |
| 23 | 3,399 | 2,177 | 3,316 | 2,288 | 3,500 | 2,580 | 2,317 | 4,318 | 2,317 | 2,447 | 2,312 | 2,292 | 33,265 |
| 24 | 3,399 | 3,426 | 3,316 | 3,663 | 2,149 | 4,079 | 3,737 | 4,318 | 3,737 | 1,000 | 2,312 | 2,292 | 37,429 |
| 25 | 3,399 | 3,426 | 3,316 | 3,663 | 3,500 | 2,580 | 3,737 | 4,318 | 3,737 | 2,447 | 2,312 | 3,641 | 40,078 |
| 26 | 3,399 | 3,426 | 3,316 | 3,663 | 3,500 | 4,079 | 3,737 | 2,770 | 3,737 | 3,899 | 3,624 | 3,641 | 42,792 |
| 27 | 2,052 | 2,177 | 2,201 | 2,288 | 2,149 | 4,079 | 3,737 | 2,770 | 2,317 | 2,447 | 2,312 | 2,292 | 30,823 |
| 28 | 2,052 | 2,177 | 3,316 | 2,288 | 2,149 | 2,580 | 2,317 | 2,770 | 2,317 | 2,447 | 2,312 | 2,292 | 29,019 |
| 29 | 2,052 | 1,000 | 2,201 | 2,288 | 2,149 | 2,580 | 2,317 | 2,770 | 3,737 | 2,447 | 2,312 | 1,000 | 26,856 |
| 30 | 3,399 | 1,000 | 2,201 | 2,288 | 3,500 | 2,580 | 1,000 | 2,770 | 1,000 | 1,000 | 1,000 | 2,292 | 24,031 |

Lampiran 17

Perhitungan MSI Variabel Beban Kerja

Successive Interval

| Responden | 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 | 2,750 | 2,750 | 3,475 | 2,863 | 2,799 | 3,078 | 2,799 | 3,078 | 3,304 | 3,078 | 3,078 | 3,577 | 36,629 |
| 2 | 2,750 | 1,000 | 1,817 | 2,863 | 1,000 | 1,000 | 2,799 | 3,078 | 3,304 | 3,078 | 3,078 | 3,577 | 29,343 |
| 3 | 2,750 | 2,750 | 3,475 | 2,863 | 1,000 | 3,078 | 2,799 | 3,078 | 3,304 | 3,078 | 3,078 | 3,577 | 34,830 |
| 4 | 1,000 | 2,750 | 3,475 | 2,863 | 2,799 | 3,078 | 1,000 | 3,078 | 3,304 | 3,078 | 1,000 | 1,993 | 29,418 |
| 5 | 2,750 | 2,750 | 3,475 | 2,863 | 2,799 | 3,078 | 2,799 | 3,078 | 3,304 | 3,078 | 3,078 | 3,577 | 36,629 |
| 6 | 2,750 | 2,750 | 1,817 | 2,863 | 2,799 | 3,078 | 2,799 | 3,078 | 3,304 | 3,078 | 3,078 | 3,577 | 34,970 |
| 7 | 2,750 | 2,750 | 3,475 | 2,863 | 2,799 | 3,078 | 2,799 | 3,078 | 3,304 | 3,078 | 3,078 | 3,577 | 36,629 |
| 8 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 3,078 | 1,000 | 1,000 | 3,304 | 1,000 | 3,078 | 1,993 | 19,453 |
| 9 | 2,750 | 2,750 | 3,475 | 2,863 | 2,799 | 3,078 | 2,799 | 3,078 | 3,304 | 3,078 | 3,078 | 3,577 | 36,629 |
| 10 | 2,750 | 2,750 | 3,475 | 2,863 | 2,799 | 3,078 | 2,799 | 3,078 | 3,304 | 3,078 | 3,078 | 3,577 | 36,629 |
| 11 | 2,750 | 2,750 | 3,475 | 1,000 | 2,799 | 3,078 | 2,799 | 3,078 | 3,304 | 3,078 | 3,078 | 3,577 | 34,766 |
| 12 | 1,000 | 2,750 | 3,475 | 2,863 | 2,799 | 3,078 | 2,799 | 3,078 | 3,304 | 3,078 | 3,078 | 3,577 | 34,879 |
| 13 | 2,750 | 1,000 | 3,475 | 2,863 | 2,799 | 3,078 | 2,799 | 3,078 | 3,304 | 3,078 | 3,078 | 1,000 | 32,302 |
| 14 | 2,750 | 2,750 | 3,475 | 2,863 | 2,799 | 1,000 | 1,000 | 3,078 | 3,304 | 3,078 | 3,078 | 3,577 | 32,752 |
| 15 | 2,750 | 2,750 | 3,475 | 2,863 | 2,799 | 3,078 | 2,799 | 3,078 | 3,304 | 3,078 | 3,078 | 3,577 | 36,629 |
| 16 | 2,750 | 2,750 | 3,475 | 2,863 | 2,799 | 3,078 | 2,799 | 3,078 | 3,304 | 3,078 | 3,078 | 3,577 | 36,629 |
| 17 | 2,750 | 2,750 | 3,475 | 2,863 | 2,799 | 3,078 | 1,000 | 3,078 | 3,304 | 3,078 | 3,078 | 3,577 | 34,830 |
| 18 | 2,750 | 2,750 | 3,475 | 2,863 | 1,000 | 3,078 | 2,799 | 3,078 | 3,304 | 3,078 | 3,078 | 3,577 | 34,830 |
| 19 | 2,750 | 2,750 | 3,475 | 2,863 | 1,000 | 3,078 | 2,799 | 3,078 | 3,304 | 3,078 | 3,078 | 3,577 | 34,830 |

| | | | | | | | | | | | | | |
|----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
| 20 | 2,750 | 2,750 | 3,475 | 2,863 | 2,799 | 3,078 | 2,799 | 3,078 | 3,304 | 3,078 | 3,078 | 3,577 | 36,629 |
| 21 | 2,750 | 2,750 | 3,475 | 1,000 | 2,799 | 3,078 | 1,000 | 3,078 | 3,304 | 3,078 | 3,078 | 3,577 | 32,967 |
| 22 | 2,750 | 1,000 | 3,475 | 2,863 | 2,799 | 3,078 | 2,799 | 3,078 | 3,304 | 3,078 | 3,078 | 3,577 | 34,879 |
| 23 | 2,750 | 2,750 | 3,475 | 2,863 | 2,799 | 3,078 | 2,799 | 3,078 | 3,304 | 1,000 | 3,078 | 3,577 | 34,551 |
| 24 | 2,750 | 2,750 | 3,475 | 2,863 | 2,799 | 3,078 | 2,799 | 3,078 | 3,304 | 3,078 | 3,078 | 1,993 | 35,045 |
| 25 | 1,000 | 1,000 | 3,475 | 2,863 | 2,799 | 3,078 | 2,799 | 3,078 | 3,304 | 3,078 | 3,078 | 1,993 | 31,545 |
| 26 | 2,750 | 2,750 | 3,475 | 2,863 | 2,799 | 3,078 | 2,799 | 3,078 | 3,304 | 3,078 | 3,078 | 3,577 | 36,629 |
| 27 | 2,750 | 2,750 | 1,817 | 2,863 | 2,799 | 3,078 | 2,799 | 3,078 | 1,000 | 3,078 | 1,000 | 3,577 | 30,588 |
| 28 | 1,000 | 2,750 | 3,475 | 2,863 | 2,799 | 3,078 | 2,799 | 3,078 | 3,304 | 3,078 | 3,078 | 3,577 | 34,879 |
| 29 | 1,000 | 1,000 | 3,475 | 1,000 | 2,799 | 3,078 | 2,799 | 1,000 | 3,304 | 3,078 | 3,078 | 3,577 | 29,188 |
| 30 | 2,750 | 2,750 | 3,475 | 2,863 | 2,799 | 3,078 | 2,799 | 3,078 | 3,304 | 3,078 | 3,078 | 1,993 | 35,045 |

Lampiran 18

Data Penelitian Variabel Kinerja

| Responden | Y1.1 | Y1.2 | Y1.3 | Y1.4 | Y1.5 | Y1.6 | Y1.7 | Y1.8 | Y1.9 | Y1.10 | Y1.11 | Y1.12 | Y1.13 | Y1.14 | Y1.15 | Y1.16 | Total |
|-----------|------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 79 |
| 2 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 69 |
| 3 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 62 |
| 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 68 |
| 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 72 |
| 6 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 69 |
| 7 | 5 | 5 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 56 |
| 8 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 62 |
| 9 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 69 |
| 10 | 5 | 3 | 4 | 5 | 4 | 4 | 1 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 66 |
| 11 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 72 |
| 12 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 72 |
| 13 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 77 |
| 14 | 4 | 2 | 4 | 5 | 4 | 3 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 61 |
| 15 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 48 |
| 16 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 76 |
| 17 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 73 |
| 18 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 71 |
| 19 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 74 |
| 20 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 64 |

| | | | | | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 21 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 73 |
| 22 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 77 |
| 23 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 72 |
| 24 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 76 |
| 25 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 73 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 77 |
| 27 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 66 |
| 28 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 67 |
| 29 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 73 |
| 30 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 3 | 4 | 3 | 3 | 2 | 3 | 62 |

Lampiran 19

Data Penelitian Variabel Pelatihan Kerja

| Responden | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | X1.13 | X1.14 | X1.15 | X1.16 | X1.17 | X1.18 | X1.19 | Total |
|-----------|------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 94 |
| 2 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 79 |
| 3 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 74 |
| 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 87 |
| 6 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 81 |
| 7 | 5 | 5 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 66 |
| 8 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 73 |
| 9 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 83 |
| 10 | 5 | 3 | 4 | 5 | 4 | 4 | 1 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 79 |
| 11 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 86 |
| 12 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 85 |
| 13 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 92 |
| 14 | 4 | 2 | 4 | 5 | 4 | 3 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 73 |
| 15 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 57 |
| 16 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 91 |
| 17 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 87 |
| 18 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 83 |
| 19 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 88 |
| 20 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 3 | 76 |

| | | | | | | | | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 21 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 87 |
| 22 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 92 |
| 23 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 84 |
| 24 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 90 |
| 25 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 85 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 91 |
| 27 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 78 |
| 28 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 79 |
| 29 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 83 |
| 30 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 5 | 73 |

Lampiran 20

Data Penelitian Variabel Stres Kerja

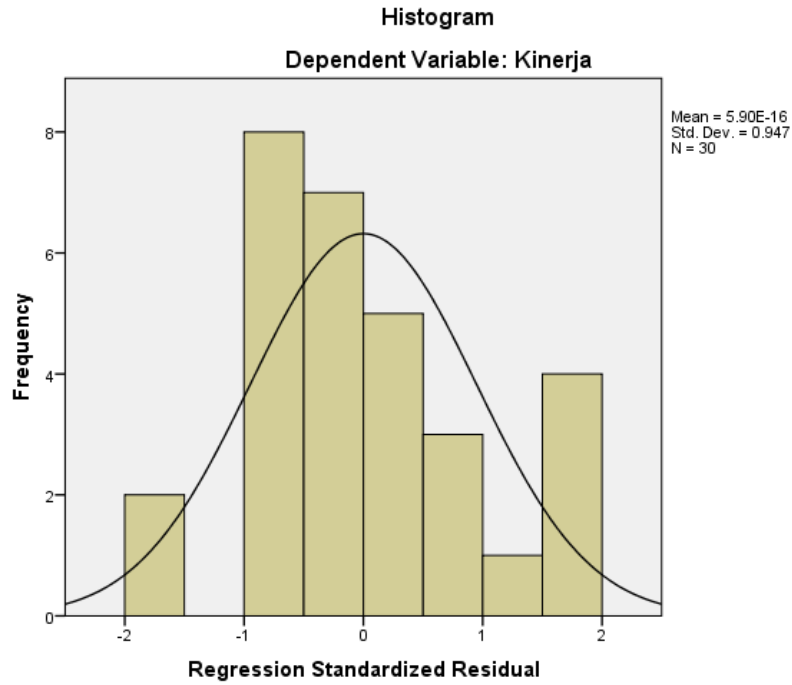
| Responden | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 | Total |
|-----------|------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|
| 1 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 52 |
| 2 | 5 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 48 |
| 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 44 |
| 4 | 3 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 5 | 3 | 3 | 5 | 48 |
| 5 | 5 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 3 | 3 | 4 | 50 |
| 6 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 56 |
| 7 | 5 | 3 | 2 | 3 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 44 |
| 8 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| 9 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 52 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 11 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 53 |
| 12 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 54 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 14 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 50 |
| 15 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 58 |
| 18 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| 19 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 55 |
| 20 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 49 |

| | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 21 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 53 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 23 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 51 |
| 24 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 54 |
| 25 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 56 |
| 26 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 58 |
| 27 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 49 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 29 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 46 |
| 30 | 5 | 3 | 3 | 4 | 5 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 44 |

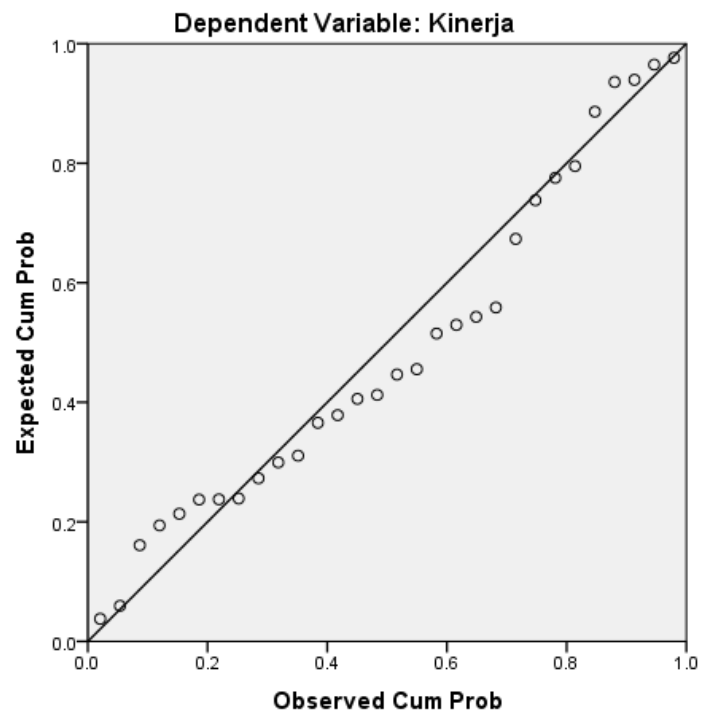
Lampiran 22

Hasil Uji Asumsi Klasik

Uji Normalitas



Normal P-P Plot of Regression Standardized Residual



One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|----------------|----------------------------|
| N | | 30 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | .76408198 |
| Most Extreme Differences | Absolute | .138 |
| | Positive | .138 |
| | Negative | -.081 |
| Test Statistic | | .138 |
| Asymp. Sig. (2-tailed) | | .149 ^c |

a. Test distribution is Normal.

b. Calculated from data.

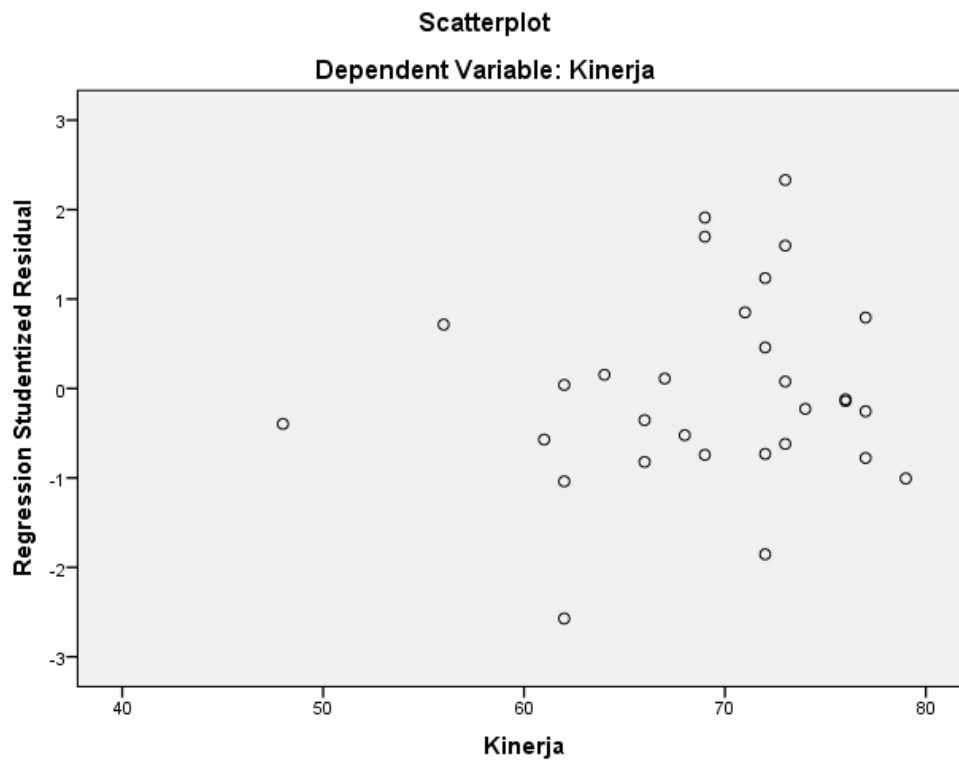
c. Lilliefors Significance Correction.

Lampiran 23

Hasil Uji Multikolinieritas

| Coefficients ^a | | | | | | | |
|---------------------------|-----------------------------|------------|---------------------------|--------|------|-------------------------|-------|
| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 (Constant) | 13.581 | 4.347 | | 3.124 | .004 | | |
| Pelatihan Kerja | .900 | .035 | 1.079 | 25.394 | .000 | .260 | 3.843 |
| Stres Kerja | -.114 | .052 | -.092 | -2.184 | .038 | .264 | 3.792 |
| Beban Kerja | -.208 | .073 | -.063 | -2.851 | .008 | .975 | 1.026 |

a. Dependent Variable: Kinerja

Lampiran 24**Hasil Uji Heteroskedastisitas**

Lampiran 25**Hasil Uji Autokorelasi****Model Summary^b**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | .994 ^a | .988 | .986 | .807 | 2.141 |

a. Predictors: (Constant), Beban Kerja, Stres Kerja, Pelatihan Kerja

b. Dependent Variable: Kinerja

Lampiran 26

Hasil Analisis Regresi Linier Berganda

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-----------------|-----------------------------|------------|---------------------------|--------|------|-------------------------|-------|
| | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 (Constant) | 13.581 | 4.347 | | 3.124 | .004 | | |
| Pelatihan Kerja | .900 | .035 | 1.079 | 25.394 | .000 | .260 | 3.843 |
| Stres Kerja | -.114 | .052 | -.092 | -2.184 | .038 | .264 | 3.792 |
| Beban Kerja | -.208 | .073 | -.063 | -2.851 | .008 | .975 | 1.026 |

a. Dependent Variable: Kinerja

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|--|-------------------|--------|
| 1 | Beban Kerja, Stres Kerja, Pelatihan Kerja ^b | | Enter |

a. Dependent Variable: Kinerja

b. All requested variables entered.

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|---------|-------------------|
| 1 | Regression | 1369.869 | 3 | 456.623 | 701.218 | .000 ^b |
| | Residual | 16.931 | 26 | .651 | | |
| | Total | 1386.800 | 29 | | | |

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Beban Kerja, Stres Kerja, Pelatihan Kerja

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | .994 ^a | .988 | .986 | .807 | 2.141 |

a. Predictors: (Constant), Beban Kerja, Stres Kerja, Pelatihan Kerja

b. Dependent Variable: Kinerja

Lampiran 27

Hasil Uji Hipotesis Uji t

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-----------------|-----------------------------|------------|---------------------------|--------|------|
| | B | Std. Error | Beta | | |
| 1 (Constant) | 13.581 | 4.347 | | 3.124 | .004 |
| Pelatihan Kerja | .900 | .035 | 1.079 | 25.394 | .000 |
| Stres Kerja | -.114 | .052 | -.092 | -2.184 | .038 |
| Beban Kerja | -.208 | .073 | -.063 | -2.851 | .008 |

a. Dependent Variable: Kinerja

Hasil Uji Simultan Uji F

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|---------|-------------------|
| 1 | Regression | 1369.869 | 3 | 456.623 | 701.218 | .000 ^b |
| | Residual | 16.931 | 26 | .651 | | |
| | Total | 1386.800 | 29 | | | |

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Beban Kerja, Stres Kerja, Pelatihan Kerja

Lampiran 28**Hasil Uji Koefisien Determinasi****Model Summary^b**



| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | .994 ^a | .988 | .986 | .807 | 2.141 |

a. Predictors: (Constant), Beban Kerja, Stres Kerja, Pelatihan Kerja

b. Dependent Variable: Kinerja


Lampiran 29

Surat Ijin Penelitian

| | |
|--|--|
|  | YAYASAN PENDIDIKAN PANCASAKTI TEGAL UNIVERSITAS PANCASAKTI TEGAL FAKULTAS EKONOMI DAN BISNIS Jalan Halmahera KM 1 Kota Tegal 52121 Sekretariat : Telp (0283) 355720 Web : http://feb.upstegal.ac.id , email : feb@upstegal.ac.id |
| | <hr/> |
| Nomor | : 77/K/E/FEB/UPS/II/2024 Tegal, 12 Februari 2024 |
| Lampiran | : - |
| Perihal | : Ijin Penelitian Dan Permintaan Data |
| Kepada | : Yth. Direktur PT. BPR Dhana Adiwerna Jl. Raya Lemahduwur No.28 A, Kajen, Lemahduwur, Kec. Adiwerna, Di – Kab. Tegal |
| <p>Dengan hormat, salah satu syarat untuk menyelesaikan program sarjana (S1) Fakultas Ekonomi dan Bisnis mahasiswa diwajibkan mengadakan penelitian sebagai bahan menyusun skripsi.</p> <p>Berkenaan dengan hal itu, mohon perkenaan Bapak/Ibu membantu memberi data yang diperlukan dalam penelitian tersebut kepada mahasiswa:</p> | |
| N a m a | : Muhammad Sadam |
| NPM | : 4120600084 |
| Program Studi | : Manajemen |
| Judul Skripsi | : Pengaruh Pelatihan Kerja Stress Kerja Dan Beban Kerja Terhadap Kinerja. |
| <p>Atas bantuan dan kerjasama yang baik kami ucapkan terimakasih,</p> | |
| <div style="display: flex; align-items: center; justify-content: center;">  </div> <p style="text-align: center;"> Dekan Dr. Dien Noviany R., S.E., M.M., Akt., CA NIDN/0628117502 </p> | |

Lampiran 30

Surat Balasan Ijin Penelitian

 **BPR DHANA ADIWERNA**
Jl. Raya Lemahduwur No. 28-A, Telp. 0851 0031 7739, (0283) 443142
Adiwerna Tegal - 52194

Surat Keterangan
Nomor : 133/adi/VII/2024


Yang bertanda tangan dibawah ini,
N a m a : Untung Muldiyanto, SH.
Jabatan : Direktur PT. BPR DHANA ADIWERNA
A l a m a t : Jl. Raya Lemahduwur No.28 A, Adiwerna, Kab Tegal.

menerangkan dengan sebenarnya bahwa :

N a m a : Muhammad Sadam
N P M : 4120600084
Prodi : Manajemen

Telah melaksanakan kegiatan Penelitian mengenai Pengaruh Pelatihan Kerja, Stress Kerja dan Beban Kerja Terhadap Kinerja Pada PT. BPR DHANA ADIWERNA, TEGAL.

Demikian Surat Keterangan ini dibuat untuk dipergunakan dimana perlu.

Adiwerna, 05 Juli 2024
PT/BPR DHANA ADIWERNA

Untung Muldiyanto, SH.
Direktur.