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LAMPIRAN 1**BIODATA****Identitas Diri**

Nama : Jumra
Tempat,Tanggal Lahir : Sengkang, 10 Mei 2000
Jenis Kelamin : Perempuan
Alamat Rumah : Jalan Damai Unhas, Lr 1
Telepon/ HP : 087763371771
Alamat E-mail : jummrahhhh@gmail.com

Riwayat Pendidikan**A. Pendidikan Formal**

2006 - 2013 : SDN 31 INALIPUE
2013 - 2016 : MTS AS'ADIYAH NO.2 BONTOUSE
2016 - 2019 : SMAN 3 WAJO

B. Pendidikan Non Formal

1. Pelatihan Basic Learning Skills, Character & Creativity (BALANCE)
Universitas Hasanuddin - 2019
2. Kuliah Kerja Nyata Tematik Gel.108 Pertanian Organik Bantaeng
Universitas Hasanuddin - 2022

Pengalaman Magang

1. PT. PLN Daya Makassar pada Bagian Sekretariat Periode Januari
2023 - Februari 2023

Pengalaman Organisasi

1. Sekretaris Umum Himpunan Pelajar Mahasiswa Wajo (HIPERMAWA)
Koperti Unhas Periode Tahun 2021-2022.

2. Sekretaris Dewan Permusyawaratan Anggota (DPA) HiperMawa Komisariat Tanasitolo 2022-2023.
3. Pengurus Anggota Dewan Permusyawaratan Anggota Koperti (DPAK) HIPERMAWA Unhas Periode tahun 2022 - 2023.

Demikian biodata ini dibuat dengan sebenarnya.

Makassar, 04 Mei 2023

A handwritten signature in black ink, appearing to read 'Jumra', with a horizontal line underneath the name.

Jumra

LAMPIRAN 2**KUESIONER PENELITIAN****Pengaruh Stres Kerja, Kemampuan Kerja dan Semangat Kerja terhadap Kinerja Karyawan PT Perkebunan Nusantara XIV Unit Keera Kabupaten Wajo**

Kepada Yth.

Bapak/Ibu Pegawai PT Perkebunan Nusantara XIV Unit Keera
di Tempat

Perihal: Permohonan Pengisian Kuesioner (Survey)

Assalamu'alaikum Warahmatullahi wabarakatuh.

Perkenalkan saya Jumra, Mahasiswa Program Studi Manajemen Fakultas Ekonomi dan Bisnis Universitas Hasanuddin. Sedang melakukan penelitian sebagai salah satu syarat untuk menyelesaikan tugas akhir atau skripsi saya yang berjudul "**Pengaruh Stres Kerja, Kemampuan Kerja dan Semangat Kerja terhadap Kinerja Karyawan PT Perkebunan Nusantara XIV Unit Keera Kabupaten Wajo**".

Sehubungan dengan hal tersebut, saya mohon bantuan Bapak/Ibu selaku pegawai untuk meluangkan waktunya dalam menjawab pertanyaan kuesioner di bawah ini dengan sejujurnya dan dengan lengkap. Semua informasi dan jawaban yang diberikan akan dirahasiakan dan hanya digunakan untuk kepentingan penyelesaian skripsi dan studi saya.

Atas kesediaan dan bantuan Bapak/Ibu untuk mengisi dan mengembalikan kuesioner ini, saya mengucapkan banyak terima kasih.

Wassalamu'alaikum Warahmatullahi wabarakatuh

Hormat Saya,


Jumra

PROFIL RESPONDEN

Untuk kelengkapan data penelitian, kami mohon Bapak/Ibu mengisi data dibawah ini dengan memberikan **tanda checklist (√)** pada tempat yang disediakan.

1. Nama :
2. Jenis Kelamin : Laki-laki Perempuan
3. Usia : Kurang dari 20 tahun
 20 – 30 tahun
 31 – 40 tahun
 41 – 50 tahun
 Lebih dari 50 tahun
4. Status Kepegawaian : Pegawai Tetap
5. Lama Bekerja : Kurang dari 2 thun
 2-5 tahun
 6-10 tahun
 11-1 5 tahun
 >15 tahun
6. Bidang :
 Bidang Keuangan dan Umum
 Bidang Teknik
 Bagian Tanaman

PETUNJUK PENGISIAN KUESIONER

1. Jawablah semua pernyataan di bawah ini dengan memberikan **tanda checklist (√)** padapilihan jawaban yang tersedia.

Adapun pilihan jawaban tersebut sebagai berikut:

Pernyataan Positif

- SS : Sangat Setuju : dengan bobot 5
- S : Setuju : dengan bobot 4
- KS : Kurang setuju : dengan bobot 3
- TS : Tidak Setuju : dengan bobot 4
- STS : Sangat Tidak Setuju : dengan bobot 1

Pernyataan Negatif

- SS : Sangat Setuju : dengan bobot 1
- S : Setuju : dengan bobot 2
- KS : Kurang setuju : dengan bobot 3
- TS : Tidak Setuju : dengan bobot 4
- STS : Sangat Tidak Setuju : dengan bobot 5

2. Pilihlah salah satu jawaban yang menurut Bapak/Ibu paling sesuai.

A. Kuesioner Stres Kerja (X1)

| No | Pernyataan | SS | S | KS | TS | STS |
|----|--|-----------------|----------|-----------------|----------------|-----------------------|
| | | (Sangat Setuju) | (Setuju) | (Kurang Setuju) | (Tidak Setuju) | (Sangat Tidak Setuju) |
| 1 | Saya merasa khawatir jika hasil kerja saya tidak sesuai target yang ditetapkan | | | | | |
| 2 | Terjadinya konflik dengan rekan kerja membuat saya gelisah dalam bekerja | | | | | |
| 3 | Saya merasa gelisah apabila saya tidak mampu menyelesaikan pekerjaan dengan baik | | | | | |
| 4 | Beban kerja yang terlalu banyak membuat saya tertekan | | | | | |

| | | | | | | |
|---|---|--|--|--|--|--|
| 5 | Adanya desakan waktu membuat saya tidak maksimal dalam bekerja | | | | | |
| 6 | Saya frustrasi ketika bekerja dibawah tekanan | | | | | |
| 7 | Saya frustrasi apabila tidak berhasil dalam menyelesaikan pekerjaan dengan baik | | | | | |

B. Kuesioner Kemampuan Kerja (X2)

| No | Pernyataan | SS | S | KS | TS | STS |
|----|---|-----------------|----------|-----------------|----------------|-----------------------|
| | | (Sangat Setuju) | (Setuju) | (Kurang Setuju) | (Tidak Setuju) | (Sangat Tidak Setuju) |
| 1 | Saya mampu menggunakan berbagai macam aplikasi komputer untuk mendukung aktivitas kerja | | | | | |
| 2 | Saya mampu menggunakan peralatan kerja yang dibutuhkan pada saat bekerja | | | | | |
| 3 | Saya mampu bekerja sesuai SOP (Standart operating procedur) | | | | | |
| 4 | Saya mampu menyelesaikan pekerjaan saya dengan metode yang tepat | | | | | |
| 5 | Saya memahami kebijakan-kebijakan manajemen perusahaan | | | | | |
| 6 | Saya memahami target yang ditetapkan oleh pihak manajemen perusahaan | | | | | |
| 7 | Saya mengetahui cara mencapai target melalui pekerjaan saya | | | | | |
| 8 | Saya dapat bekerja sama dengan rekan kerja dalam menyelesaikan pekerjaan | | | | | |
| 9 | Saya mampu bersosialisasi secara baik dengan atasan dan rekan kerja di lingkungan perusahaan | | | | | |
| 10 | Saya berinisiatif memberikan bantuan kepada sesama rekan kerja dalam mendukung penyelesaian pekerjaan | | | | | |
| 11 | Saya membantu rekan kerja bila mengalami kesulitan dalam hal-hal yang terkait dengan pekerjaan | | | | | |

C. Semangat Kerja (X3)

| No | Pernyataan | SS | S | KS | TS | STS |
|----|---|-----------------|----------|-----------------|----------------|-----------------------|
| | | (Sangat Setuju) | (Setuju) | (Kurang Setuju) | (Tidak Setuju) | (Sangat Tidak Setuju) |
| 1 | Saya selalu hadir tepat waktu | | | | | |
| 2 | Saya tidak pernah absen saat hari kerja | | | | | |
| 3 | Saya bertanggung jawab terhadap pekerjaan saya | | | | | |
| 4 | Setiap melaksanakan setiap tugas saya dengan penuh tanggung jawab | | | | | |
| 5 | Saya menjalin hubungan yang harmonis dengan sesama rekan kerja | | | | | |
| 6 | Saya menjalin hubungan yang baik dengan atasan | | | | | |
| 7 | Saya selalu bersedia bekerja sama dengan rekan kerja saya dalam menyelesaikan suatu pekerjaan | | | | | |
| 8 | Saya selalu berkordinasi dengan rekan kerja dalam menyelesaikan tugas bersama | | | | | |
| 9 | Saya selalu senang dalam melaksanakan pekerjaan | | | | | |
| 10 | Saya selalu merasa senang terhadap tugas yang saya kerjakan | | | | | |

D. Kinerja Pegawai (Y)

| No | Pernyataan | SS | S | KS | TS | STS |
|----|--|-----------------|----------|-----------------|----------------|-----------------------|
| | | (Sangat Setuju) | (Setuju) | (Kurang Setuju) | (Tidak Setuju) | (Sangat Tidak Setuju) |
| 1 | Saya dapat menyelesaikan pekerjaan sesuai dengan standar yang ditetapkan | | | | | |
| 2 | Saya dapat mengurangi tingkat kesalahan dalam bekerja | | | | | |
| 3 | Saya selalu menyelesaikan pekerjaan sesuai dengan target yang diinginkan | | | | | |
| 4 | Saya selalu berhasil menyelesaikan beberapa tugas ketika bekerja | | | | | |
| 5 | Saya selalu menyelesaikan pekerjaan secara tepat waktu | | | | | |

TABULASI DATA

| Jenis Kelamin | Usia | Status Kepegawaian | Lama Bekerja | Bidang | Stres Kerja (X1) | | | | | | | Kemampuan Kerja (X2) | | | | | | | | | | Semangat Kerja (X3) | | | | | | | | | | D. Kinerja Pegawai (Y) | | | | | | | | | |
|---------------|------|--------------------|--------------|--------|------------------|------|------|------|------|------|------|----------------------|------|------|------|------|------|------|------|------|-------|---------------------|------|------|------|------|------|------|------|------|------|------------------------|-----|-----|-----|-----|-----|---|---|---|---|
| | | | | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | | | | |
| 2 | 3 | 1 | 2 | 1 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | |
| 1 | 2 | 1 | 2 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 1 | 5 | 4 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 |
| 1 | 1 | 1 | 2 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | |
| 2 | 1 | 1 | 2 | 1 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 1 | 1 | 1 | 2 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 1 | 2 | 1 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 2 | 1 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 1 | 1 | 1 | 3 | 2 | 4 | 3 | 4 | 4 | 3 | 2 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | |
| 2 | 1 | 1 | 2 | 1 | 4 | 3 | 4 | 2 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 1 | 1 | 1 | 1 | 2 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 1 | 1 | 1 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 1 | 1 | 1 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 1 | 1 | 1 | 2 | 2 | 4 | 3 | 4 | 3 | 1 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 1 | 1 | 1 | 2 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 1 | 3 | 1 | 4 | 2 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | |
| 1 | 3 | 1 | 3 | 2 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | |
| 1 | 3 | 1 | 5 | 1 | 4 | 2 | 5 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | |
| 1 | 1 | 1 | 2 | 2 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | |
| 1 | 1 | 1 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | |
| 1 | 4 | 1 | 5 | 1 | 4 | 5 | 4 | 2 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 1 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 1 | 4 |
| 1 | 4 | 1 | 5 | 1 | 5 | 2 | 4 | 1 | 4 | 3 | 2 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 |
| 1 | 1 | 1 | 4 | 2 | 5 | 5 | 5 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 1 | 2 | 1 | 5 | 2 | 4 | 3 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 1 | 1 | 1 | 2 | 2 | 5 | 5 | 5 | 5 | 2 | 2 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 5 |
| 1 | 4 | 1 | 5 | 1 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 1 | 1 | 1 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | |
| 1 | 1 | 1 | 2 | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 2 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | |
| 1 | 3 | 1 | 4 | 1 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 1 | 1 | 1 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 1 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 2 | |
| 1 | 1 | 1 | 2 | 2 | 5 | 4 | 4 | 2 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 1 | 3 | 1 | 5 | 2 | 2 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 1 | 3 | 1 | 5 | 2 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 2 | 2 | 1 | 4 | 2 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 2 | 1 | 1 | 1 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 2 | 2 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | |
| 2 | 1 | 1 | 2 | 2 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 1 | 2 | 1 | 2 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 1 | 3 | 1 | 3 | 1 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 2 | 2 | 1 | 4 | 2 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 1 | 1 | 1 | 2 | 2 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 3 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 1 | 1 | 1 | 2 | 1 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 2 | 2 | 1 | 3 | 2 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 2 | 3 | 1 | 3 | 1 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 2 | 1 | 1 | 2 | 2 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 2 | 1 | 1 | 2 | 1 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 2 | 3 | 1 | 4 | 2 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 1 | 2 | 1 | 3 | 2 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 2 | 1 | 1 | 3 | 2 | 5 | 5 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 1 | 2 | 1 | 2 | 1 | 4 | 4 | 5 | 4 | 4</ | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

LAMPIRAN 3 SPSS

Karakteristik responden

JENIS KELAMIN

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|-----------|---------|---------------|--------------------|
| Valid | LAKI LAKI | 46 | 74.2 | 74.2 | 74.2 |
| | PEREMPUAN | 16 | 25.8 | 25.8 | 100.0 |
| | Total | 62 | 100.0 | 100.0 | |

USIA

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------|-----------|---------|---------------|--------------------|
| Valid | 20-30 TAHUN | 30 | 48.4 | 48.4 | 48.4 |
| | 31-40 TAHUN | 14 | 22.6 | 22.6 | 71.0 |
| | 41-50 TAHUN | 16 | 25.8 | 25.8 | 96.8 |
| | > 50 TAHUN | 2 | 3.2 | 3.2 | 100.0 |
| | Total | 62 | 100.0 | 100.0 | |

STATUS KEPEGAWAIAN

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | PEGAWAI TETAP | 62 | 100.0 | 100.0 | 100.0 |

MASA KERJA

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------|-----------|---------|---------------|--------------------|
| Valid | < 2 TAHUN | 1 | 1.6 | 1.6 | 1.6 |
| | 2-5 TAHUN | 31 | 50.0 | 50.0 | 51.6 |
| | 6-10 TAHUN | 13 | 21.0 | 21.0 | 72.6 |
| | 11-15 TAHUN | 8 | 12.9 | 12.9 | 85.5 |
| | > 15 TAHUN | 9 | 14.5 | 14.5 | 100.0 |
| | Total | 62 | 100.0 | 100.0 | |

BIDANG

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------------|-----------|---------|---------------|--------------------|
| Valid | KEUANGAN DAN UMUM | 22 | 35.5 | 35.5 | 35.5 |
| | TEKNIK | 40 | 64.5 | 64.5 | 100.0 |
| | Total | 62 | 100.0 | 100.0 | |

Uji validitas dan realilitas

| | | Correlations | | | | | | | |
|--------|---------------------|--------------|------|------|------|------|------|------|--------|
| | | X01 | X02 | X03 | X04 | X05 | X06 | X07 | TOTAL1 |
| X01 | Pearson Correlation | 1 | .425 | .649 | .406 | .472 | .357 | .492 | .731 |
| | Sig. (2-tailed) | | .001 | .000 | .001 | .000 | .004 | .000 | .000 |
| | N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| X02 | Pearson Correlation | .425 | 1 | .269 | .502 | .320 | .418 | .434 | .659 |
| | Sig. (2-tailed) | .001 | | .035 | .000 | .011 | .001 | .000 | .000 |
| | N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| X03 | Pearson Correlation | .649 | .269 | 1 | .379 | .340 | .264 | .442 | .632 |
| | Sig. (2-tailed) | .000 | .035 | | .002 | .007 | .038 | .000 | .000 |
| | N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| X04 | Pearson Correlation | .406 | .502 | .379 | 1 | .661 | .383 | .449 | .764 |
| | Sig. (2-tailed) | .001 | .000 | .002 | | .000 | .002 | .000 | .000 |
| | N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| X05 | Pearson Correlation | .472 | .320 | .340 | .661 | 1 | .495 | .387 | .750 |
| | Sig. (2-tailed) | .000 | .011 | .007 | .000 | | .000 | .002 | .000 |
| | N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| X06 | Pearson Correlation | .357 | .418 | .264 | .383 | .495 | 1 | .709 | .731 |
| | Sig. (2-tailed) | .004 | .001 | .038 | .002 | .000 | | .000 | .000 |
| | N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| X07 | Pearson Correlation | .492 | .434 | .442 | .449 | .387 | .709 | 1 | .778 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .002 | .000 | | .000 |
| | N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| TOTAL1 | Pearson Correlation | .731 | .659 | .632 | .764 | .750 | .731 | .778 | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

| | | | | | | | | | | | | | |
|--------|---------------------|--------|--------|--------|--------|--------|--------|-------|--------|--------|--------|--------|--------|
| | Sig. (2-tailed) | .936 | .397 | .221 | .309 | .398 | .730 | .079 | | .049 | .992 | .207 | .003 |
| | N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| X17 | Pearson Correlation | .134 | .055 | .238 | .107 | .117 | .148 | .153 | .251* | 1 | .404** | .400** | .522** |
| | Sig. (2-tailed) | .299 | .672 | .062 | .407 | .365 | .251 | .235 | .049 | | .001 | .001 | .000 |
| | N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| X18 | Pearson Correlation | .499** | .023 | .113 | .328** | .152 | .303* | -.081 | .001 | .404** | 1 | .274* | .582** |
| | Sig. (2-tailed) | .000 | .862 | .382 | .009 | .239 | .017 | .533 | .992 | .001 | | .031 | .000 |
| | N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| X19 | Pearson Correlation | .236 | .219 | .123 | .095 | .236 | .201 | -.234 | .162 | .400** | .274* | 1 | .482** |
| | Sig. (2-tailed) | .064 | .087 | .340 | .462 | .065 | .118 | .067 | .207 | .001 | .031 | | .000 |
| | N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| TOTAL2 | Pearson Correlation | .634** | .372** | .519** | .487** | .642** | .620** | .238 | .371** | .522** | .582** | .482** | 1 |
| | Sig. (2-tailed) | .000 | .003 | .000 | .000 | .000 | .000 | .062 | .003 | .000 | .000 | .000 | |
| | N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |

*. Correlation is significant at the 0.05 level (2-tailed).

** . Correlation is significant at the 0.01 level (2-tailed).

Correlations

| | | X21 | X22 | X23 | X24 | X25 | X26 | X27 | X28 | X29 | X30 | TOTAL3 |
|-----|---------------------|------|------|-------|------|-------|------|------|------|------|------|--------|
| X21 | Pearson Correlation | 1 | .627 | .430 | .434 | .283 | .375 | .339 | .457 | .435 | .187 | .760 |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .026 | .003 | .007 | .000 | .000 | .147 | .000 |
| | N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| X22 | Pearson Correlation | .627 | 1 | .521 | .404 | .263 | .346 | .363 | .388 | .404 | .060 | .739 |
| | Sig. (2-tailed) | .000 | | .000 | .001 | .039 | .006 | .004 | .002 | .001 | .642 | .000 |
| | N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| X23 | Pearson Correlation | .430 | .521 | 1 | .403 | -.021 | .031 | .076 | .294 | .390 | .163 | .534 |
| | Sig. (2-tailed) | .000 | .000 | | .001 | .870 | .809 | .558 | .020 | .002 | .205 | .000 |
| | N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| X24 | Pearson Correlation | .434 | .404 | .403 | 1 | .152 | .311 | .234 | .315 | .501 | .275 | .622 |
| | Sig. (2-tailed) | .000 | .001 | .001 | | .239 | .014 | .068 | .013 | .000 | .030 | .000 |
| | N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| X25 | Pearson Correlation | .283 | .263 | -.021 | .152 | 1 | .836 | .608 | .352 | .392 | .358 | .615 |
| | Sig. (2-tailed) | .026 | .039 | .870 | .239 | | .000 | .000 | .005 | .002 | .004 | .000 |
| | N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| X26 | Pearson Correlation | .375 | .346 | .031 | .311 | .836 | 1 | .559 | .352 | .392 | .285 | .662 |
| | Sig. (2-tailed) | .003 | .006 | .809 | .014 | .000 | | .000 | .005 | .002 | .025 | .000 |
| | N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| X27 | Pearson Correlation | .339 | .363 | .076 | .234 | .608 | .559 | 1 | .500 | .275 | .026 | .581 |
| | Sig. (2-tailed) | .007 | .004 | .558 | .068 | .000 | .000 | | .000 | .030 | .840 | .000 |
| | N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| X28 | Pearson Correlation | .457 | .388 | .294 | .315 | .352 | .352 | .500 | 1 | .478 | .124 | .627 |
| | Sig. (2-tailed) | .000 | .002 | .020 | .013 | .005 | .005 | .000 | | .000 | .335 | .000 |
| | N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| X29 | Pearson Correlation | .435 | .404 | .390 | .501 | .392 | .392 | .275 | .478 | 1 | .553 | .747 |
| | Sig. (2-tailed) | .000 | .001 | .002 | .000 | .002 | .002 | .030 | .000 | | .000 | .000 |
| | N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| X30 | Pearson Correlation | .187 | .060 | .163 | .275 | .358 | .285 | .026 | .124 | .553 | 1 | .477 |

| | | | | | | | | | | | | |
|--------|---------------------|------|------|------|------|------|------|------|------|------|------|------|
| | Sig. (2-tailed) | .147 | .642 | .205 | .030 | .004 | .025 | .840 | .335 | .000 | | .000 |
| | N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| TOTAL3 | Pearson Correlation | .760 | .739 | .534 | .622 | .615 | .662 | .581 | .627 | .747 | .477 | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Correlations

| | | X32 | X33 | X34 | X35 | X36 | TOTALY |
|--------|---------------------|------|------|------|------|------|--------|
| X32 | Pearson Correlation | 1 | .157 | .445 | .513 | .248 | .674 |
| | Sig. (2-tailed) | | .224 | .000 | .000 | .052 | .000 |
| | N | 62 | 62 | 62 | 62 | 62 | 62 |
| X33 | Pearson Correlation | .157 | 1 | .029 | .085 | .132 | .399 |
| | Sig. (2-tailed) | .224 | | .823 | .513 | .306 | .001 |
| | N | 62 | 62 | 62 | 62 | 62 | 62 |
| X34 | Pearson Correlation | .445 | .029 | 1 | .447 | .268 | .661 |
| | Sig. (2-tailed) | .000 | .823 | | .000 | .035 | .000 |
| | N | 62 | 62 | 62 | 62 | 62 | 62 |
| X35 | Pearson Correlation | .513 | .085 | .447 | 1 | .529 | .833 |
| | Sig. (2-tailed) | .000 | .513 | .000 | | .000 | .000 |
| | N | 62 | 62 | 62 | 62 | 62 | 62 |
| X36 | Pearson Correlation | .248 | .132 | .268 | .529 | 1 | .688 |
| | Sig. (2-tailed) | .052 | .306 | .035 | .000 | | .000 |
| | N | 62 | 62 | 62 | 62 | 62 | 62 |
| TOTALY | Pearson Correlation | .674 | .399 | .661 | .833 | .688 | 1 |
| | Sig. (2-tailed) | .000 | .001 | .000 | .000 | .000 | |
| | N | 62 | 62 | 62 | 62 | 62 | 62 |

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Realibilitas**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .779 | 8 |

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .715 | 12 |

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .754 | 11 |

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .759 | 6 |

Uji Regresi Berganda**Coefficients^a**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. |
|-------|-----------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 1.151 | 2.633 | | .437 | .664 |
| | STRES KERJA | -.330 | .103 | -.070 | -.746 | .000 |
| | KEMAMPUAN KERJA | .348 | .070 | .532 | 5.001 | .000 |
| | SEMANGAT KERJA | .255 | .054 | .520 | 4.549 | .001 |

a. Dependent Variable: KINERJA KARYAWAN

UJI T**Coefficients^a**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. |
|-------|-----------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 1.151 | 2.633 | | .437 | .664 |
| | STRES KERJA | -.330 | .103 | -.070 | -.746 | .000 |
| | KEMAMPUAN KERJA | .348 | .070 | .532 | 5.001 | .000 |
| | SEMANGAT KERJA | .255 | .054 | .520 | 4.549 | .001 |

a. Dependent Variable: KINERJA KARYAWAN

UJI F**ANOVA^a**

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 195.497 | 3 | 65.166 | 26.950 | .000 ^b |
| | Residual | 140.245 | 58 | 2.418 | | |
| | Total | 335.742 | 61 | | | |

a. Dependent Variable: KINERJA KARYAWAN

b. Predictors: (Constant), SEMANGAT KERJA, STRES KERJA, KEMAMPUAN KERJA

Determinasi

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .763 ^a | .582 | .561 | 1.555 |

a. Predictors: (Constant), SEMANGAT KERJA, STRES KERJA, KEMAMPUAN KERJA

b. Dependent Variable: KINERJA KARYAWAN

Normalitas

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N | | 62 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | 1.51627763 |
| Most Extreme Differences | Absolute | .074 |
| | Positive | .074 |
| | Negative | -.043 |
| Test Statistic | | .074 |
| Asymp. Sig. (2-tailed) | | .200 ^{c,a} |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Linearitas

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|--------------------------------|----------------|--------------------------|----------------|----|-------------|--------|------|
| KINERJA KARYAWAN * STRES KERJA | Between Groups | (Combined) | 181.085 | 15 | 12.072 | 3.591 | .000 |
| | | Linearity | 130.459 | 1 | 130.459 | 38.803 | .000 |
| | | Deviation from Linearity | 50.626 | 14 | 3.616 | 1.076 | .403 |
| | Within Groups | | 154.657 | 46 | 3.362 | | |
| Total | | | 335.742 | 61 | | | |

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|------------------------------------|----------------|--------------------------|----------------|----|-------------|--------|------|
| KINERJA KARYAWAN * KEMAMPUAN KERJA | Between Groups | (Combined) | 208.192 | 14 | 14.871 | 5.480 | .000 |
| | | Linearity | 159.640 | 1 | 159.640 | 58.825 | .000 |
| | | Deviation from Linearity | 48.552 | 13 | 3.735 | 1.376 | .207 |
| | Within Groups | | 127.550 | 47 | 2.714 | | |
| Total | | | 335.742 | 61 | | | |

ANOVA Table

| | | | Sum of | df | Mean | F | Sig. |
|---------------|---------|----------------|---------|----|--------|--------|------|
| | | | Squares | | Square | | |
| KINERJA | Between | (Combined) | 168.225 | 18 | 9.346 | 2.399 | .010 |
| KARYAWAN * | Groups | Linearity | 46.560 | 1 | 46.560 | 11.952 | .001 |
| SEMANGAT | | Deviation from | 121.665 | 17 | 7.157 | 1.837 | .054 |
| KERJA | | Linearity | | | | | |
| Within Groups | | | 167.517 | 43 | 3.896 | | |
| Total | | | 335.742 | 61 | | | |

Hasil Uji Heteroskedastisitas

| Model | | Unstandardized | | Standardized | T | Sig. |
|-------|-----------------|----------------|------------|--------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 3.575 | 1.466 | | 2.438 | .018 |
| | STRES KERJA | -.011 | .029 | -.058 | -.386 | .701 |
| | KEMAMPUAN KERJA | -.068 | .039 | .278 | 1.752 | .085 |
| | SEMANGAT KERJA | .026 | .030 | .132 | .867 | .390 |

Sumber : Data Primer yang diolah, 2023

