

## DAFTAR PUSTAKA

- Afilia, B. R. (2023). Analisis Pengaruh Jam Kerja dan Stres Kerja Terhadap Kinerja Karyawan Pada PT . PNM Mekaar KC Semarang Utara. *Jurnal Ekonomika, Bisnis Dan Teknologi (EBISTEK)*, 6(1), 1–9.
- Afsari, T., Levia, N. A., Salsa, P. A., & Octavia, D. G. (2024). Dukungan Keluarga dan Dukungan Sosial Dalam Meningkatkan Kinerja Karyawan. *IJM: Indonesian Journal of Multidisciplinary*, 2(4), 222-233.
- Aich, A., & Pal, M. K. (2023). Employment Potential in India: Rural-Urban Divide and Female Dominance Perspective. *International Journal of Research on Social and Natural Sciences* 8(2).
- Alam, P. F., Suarni, W., & Sunarjo, I. S. (2021). Beban Kerja dan Stres Kerja Perawat. *Jurnal Sublimapsi*, 2(1), 10.
- Almazan, J. U., Albougami, A. S., & Alamri, M. S. (2019). Exploring nurses' work-related stress in an acute care hospital in KSA. *Journal of Taibah University Medical Sciences*, 14(4), 376–382. <https://doi.org/10.1016/j.jtumed.2019.04.006>
- Almazan, J. U., Albougami, A. S., & Alamri, M. S. (2019). Exploring Nurses' Work-Related Stress In An Acute Care Hospital In Ksa. *Journal Of Taibah University Medical Sciences*, 14(4), 376–382.
- Amin M, Ekwinaldo Y, N. Y. (2020). Stress Kerja Dan Konflik Kerja Mempengaruhi Kinerja Perawat. *J Telenursing*, 2(1), 31–40.
- An, J., Liu, Y., Sun, Y., & Liu, C. (2020). Impact of work–family conflict, job stress and job satisfaction on seafarer performance. *International Journal of Environmental Research and Public Health*, 17(7). <https://doi.org/10.3390/ijerph17072191>
- Andinna Ananda Yusuff. (2023). *Pengaruh Motivasi Kerja, Kemampuan Kerja, dan Kedisiplinan terhadap Kinerja Pegawai*. Penerbit NEM.
- Anggraini, D., Nasution, M. I., & Prayogi, M. A. (2023). Optimalisasi Kinerja Pegawai: Stres Kerja dan Kualitas Kehidupan Kerja dengan Mediasi Kepuasan Kerja. *Jurnal Ilmiah Manajemen dan Bisnis*, 24(2), 170-198.
- Arlinda, N.N. (2019). Pengaruh Konflik Peran Ganda dan Stress Kerja Terhadap Kinerja Paramedis Wanita di Blud RS KonaweSelatan. *Jurnal Humaniora*. Vol (2) No (2).
- Asbari, M., Bernarto, I., Pramono, R., Purwanto, A., Hidayat, D., Sopa, A., Alamsyah, V. U., Senjaya, P., Fayzhall, M., & Mustofa. (2020). The effect of work-family conflict on job satisfaction and performance: A study of Indonesian female employees. *International Journal of Advanced Science and Technology*, 29(3), 6724–6748.
- Asnawi, M. (2022). The quality of audit recommendation: The effect of role conflict, role ambiguity and work stress. *Accounting*, 8(3), 315–322. <https://doi.org/10.5267/j.ac.2021.11.002>
- Baines, D., Brown, C., & Cabahug, F. (2024). The Shifting Labour Process in Professional Care: Recreating Dominance and the Managerialised Mental Health Social Worker. *The British Journal of Social Work*, 54(1), 475-493.
- Balatoni, I., Szépné, H. V., Kiss, T., Adamu, U. G., Szulc, A. M., & Csernoch, L. (2023, July). The importance of physical activity in preventing fatigue and burnout in healthcare workers. In *Healthcare* (Vol. 11, No. 13, p. 1915). MDPI.

- Biganeh, J., Ashtarinezhad, A., Behzadipour, D., Khanjani, N., Tavakoli Nik, A., & Bagheri Hosseinabadi, M. (2022). Investigating the relationship between job stress, workload and oxidative stress in nurses. *International Journal of Occupational Safety and Ergonomics*, 28(2), 1176–1182. <https://doi.org/10.1080/10803548.2021.1877456>
- Burhanuddin, T.D., & Mus, A.M. (2018). Pengaruh konflik peran ganda terhadap kinerja melalui stress kerja.
- Cahaya, S. (2019). Hubungan Shift Kerja Dengan Stres Kerja Pada Perawat Di Ruang Rawat Inap Di Rumah Sakit Umum Daerah Dr. Pirngadi Medan (Doctoral dissertation, Universitas Islam Negeri Sumatera Utara).
- Carneiro, dkk. (2021). Occupational stress, burnout and patient safety culture among workers from critical care and non critical care units in a hospital in Brazil. *Intensive and Critical Care Nursing*, 63.
- Chandra, R., & Kumar, S. (2023). Examining The Influence of Economic and Social Factors on Women in the Banking Industry: An Analytical Analysis. *Annual Review of Organizational Psychology and Cv.Merdeka Kreasi Group Penerbit Nasional*.
- Chatterjee, K., & Ambekar, P. (2017). Study of insomnia in rotating shift-workers. *Industrial Psychiatry Journal*, 26(1), 82. [https://doi.org/10.4103/ipj.ipj\\_59\\_17](https://doi.org/10.4103/ipj.ipj_59_17)
- Cokorda Gede Raditya, & Wayan Gede Supartha. (2023). Job stress mediate: Workload on employee performance. *World Journal of Advanced Research and Reviews*, 19(3), 177–188. <https://doi.org/10.30574/wjarr.2023.19.3.1774>
- Dahmayanti, A., Semmaila, B., & Mapparenta, M. (2024). Analisis Pengaruh Beban Kerja, Disiplin Kerja Dan Kompetensi SDM Terhadap Kinerja Pegawai Di Sekolah Tinggi Ilmu Islam Dan Bahasa Arab (STIBA) Makassar. *SEIKO: Journal of Management & Business*, 7(1), 589-603.
- Darus, F., Basrowi, R. W., Wasito, E., & Kartjito, M. S. (2023). Optimizing Workplace Support for Breastfeeding in Female Worker; A Narrative Review. *The Indonesian Journal of Community and Occupational Medicine*, 2(3), 136-42.
- Darwis, A. M., Asman, F. H., Kifayah, A. R., & Rosadi, S. N. A. D. A. (2022). MANUSIA DAN KESEHATAN. *jurnal ilmiah manusia dan kesehatan*, 5(3).
- Dewanta, E. B. 2018. *Pengaruh Work Family Conflict dan Stres Kerja terhadap Kinerja Karyawan Sandang Mekarjaya Yogyakarta*. Universitas Negeri Yogyakarta.
- Efeoglu, E., Ibrahim.2013. Work-Family Conflict and Its Association with Job Performance Family Satisfacation among Physicians. *Australian Journal of Basic and applied sciences*, 7(7), 43-48
- Efeoglu, I. E., Science, A., & Ozcan, S. (2015). Work-Family Conflict and Its Association with Job Performance and Family Satisfaction among Physicians. *Australian Journal of Basic and Applied Sciences*, 7(7), 43–48.
- Eryuda, F.(2017), Hubungan Shift Kerja dan Kelelahan Kerja dengan Stress Kerja dengan StressKerja Perawat do Instalasi Rawat Inap RSUD Dr.H.Absul Moeloek Bandar Lampung
- Faradilla, D. N. (2016). Pengaruh Stress Kerja, Sikap Dan Kecerdasan Emosional Terhadap Kinerja Perawat Di Ruang Rawat Inap RSUD Kota Surakarta. Universitas Muhammadiyah Surakarta.

- Ferdiawan, R. P., Raharjo, S. T., & Rachim, H. A. (2020). Coping strategi pada mahasiswa yang bekerja. *Prosiding Penelitian Dan Pengabdian Kepada Masyarakat*, 7(1), 199.
- Fil, J. R. (2021). Pengaruh Beban Kerja dan Lingkungan Kerja terhadap Kinerja Karyawan (Studi pada Perumda Air Minum Tirta Dhaha Kota Kediri). *Jimfeb*, 9(2), 1–10.
- Firmansyah A, Saleh A & Kadar K. (2021). Hubungan Shift kerja dan beban kerja terhadap kinerja pendokumentasian asuhan keperawatan polewali.
- Fitrianingrum,A. (2019). Hubungan antara tingkat stress kerja perawat dengan kinerja perawat di RSUD Muntilan kabupaten Magelang (*doctoral dissertation*, skripsi, Universitas Muhammadiyah Magelang)
- Galletta, M., Portoghese, I., Melis, P., Gonzalez, C. I. A., Finco, G., D'Aloja, E., Contu, P., & Campagna, M. (2019). The role of collective affective commitment in the relationship between work-family conflict and emotional exhaustion among nurses: A multilevel modeling approach. *BMC Nursing*, 18(1), 1–9. <https://doi.org/10.1186/s12912-019-0329-z>
- GRESTELINA MAKASSAR TAHUN 2022. Doctoral dissertation, Universitas Hasanuddin
- Priastuty, B. A. D. (2021). Hubungan antara Konflik Peran Ganda dengan Stres Kerja pada Tenaga
- Gibson, F., McGrath, A., & Reid, N.(1989). *Occupational stress in Social work. The British Journal of Social Work*,19(1), 1-18
- Hakman, Suhadi, & Nani, Y. (2021). Pengaruh Beban Kerja , Stres Kerja , Motivasi Kerja Terhadap Kinerja. *Nursing Care and Health Technology Journal*, 1(2), 47–54.
- Hamzah, W. (2015) 'Pengaruh beban kerja, lingkungan kerja, dan dukungan sosial terhadap', *Khazanah Al-Hikmah*, 3(2), pp. 125–145.
- Haziroh, A. L., Pramadanti, A. D., & Putri, R. A. R. (2022). Dampak Konflik Peran Ganda dan Self Efficacy Terhadap Kinerja Karyawan Perbankan di Semarang. *Jurnal Orientasi Bisnis dan Enterpreneurship*, 3(1).
- Hendarti, R. D. (2020). faktor yang berhubungan dengan stres kerja perawat rawat inap di RS Hermina Depok tahun 2020. In Universitas Esa Unggul.
- Hera, Rasyidin, & Hasmin. (2016). Pengaruh Konflik Peran Ganda , Beban Kerja Dan Perawat Wanita. *Jurnal Mirai Management*, 1(September), 119–135.
- Herniawayati, H., Arsenal, A., Aminulloh, H., Ishak, M., & Hakim, C. (2023). Multiple Role Conflict and Job Stress Effects on Nurse Performance. *International Journal of Economics and Management Research*, 2(1), 256-275.
- Hong, X., Liu, Q., & Zhang, M. (2021). Dual Stressors and Female Pre-school Teachers' Job Satisfaction During the COVID-19: The Mediation of Work-Family Conflict. *Frontiers in Psychology*, 12(June). <https://doi.org/10.3389/fpsyg.2021.691498>
- Hong, Y., Zhang, Y., Xue, P., Fang, X., Zhou, L., Wei, F., Lou, X., & Zou, H. (2022). The Influence of Long Working Hours, Occupational Stress, and Well-Being on Depression Among Couriers in Zhejiang, China. *Frontiers in Psychology*, 13(June). <https://doi.org/10.3389/fpsyg.2022.928928>
- I Komang Budiasa, I Made Sara, & Ni Wayan Siramiati. (2021). The Role of Work Stress in Mediating Workload and Work Environment on Crew Performance PT. Indonusa

- Tenggara Marine. *Jurnal Ekonomi & Bisnis JAGADITHA*, 8(1), 61–70.  
<https://doi.org/10.22225/jj.8.1.3124.61-70>
- Indriyani, A. (2009). Pengaruh konflik peran ganda dan stress kerja terhadap kinerja perawat Wanita rumah sakit (studi pada rumah sakit roemani Muhammadiyah semarang Doctoral sissertation, program pascasarjana Universitas Diponegoro).
- Intama, C. N., & Nadjib, M. (2022). Penyesuaian Insentif Berdasarkan Beban Kerja Tenaga Kesehatan Rumah Sakit Pada Masa Pandemi Covid-19: Sebuah Tinjauan Literatur. *Journals of Ners Community*, 13(6), 802-815.
- Islam, M. L. N., & Lo, J. (2024). Motivasi Kerja, Beban Kerja dan Stres Kerja Pada Kinerja Pegawai PT. Indonesia Power Suralaya PGU. *Jurnal Perilaku dan Strategi Bisnis*, 12(1), 32-46.
- Jumilastri, V. (2022). Hubungan beban kerja dengan stres kerja pada perawat ruang rawat inap di rsud dr. rasidin kota padang tahun 2022. Sekolah Tinggi Ilmu Kesehatan Alifah Padang.  
*Jurnal Kesehatan Masyarakat*, 2(1).
- Kabdiyono, E. L., Perkasa, D. H., Ekhsan, M., Abdullah, M. A. F., & Febrian, W. D. (2024). Kepemimpinan, Beban Kerja dan Burnout terhadap Kinerja Karyawan Perusahaan Garment di Kabupaten Tangerang. *Journal of Management and Bussiness (JOMB)*, 6(2), 496–509. <https://doi.org/https://doi.org/10.31539/jomb.v6i2.7206>
- Kabupaten Nganjuk. *Skripsi.Madiun.Stikes Bhakti Husada Mulia Madiun*.
- Kakemam, E., Raeissi, P., Raooifi, S., Soltani, A., Sokhanvar, M., Visentin, D., & Cleary, M. (2019). Occupational stress and associated risk factors among nurses: a cross-sectional study. *Contemporary Nurse*, 55(2–3), 237–249.  
<https://doi.org/10.1080/10376178.2019.1647791>
- Karakurt, N., Erden, Y., & Çelik, A. S. (2023). The relationship between nurses' work stress levels and work-family conflict during the COVID-19 pandemic and the affecting factors: A study from Turkey. *Archives of Psychiatric Nursing*, 42, 61-67.
- Kesehatan Wanita di Puskesmas. Character: *Jurnal Penelitian Psikologi*, 8(2).
- Khoirunnisa, G. A. (2021). gambaran stres kerja pada perawat rumah sakit umum holistic purawakarta.
- Kirana, N. D. K. N., Nuroctavia, A. N. A., & Handini, R. H. R. (2022). Peran Ganda Wanita Sebagai Ibu Rumah Tangga dan Pendamping Belajar Anak di Masa Pandemi: Pendidikan dan gender. *Jurnal Studi Gender dan Anak*, 9(01), 73-81.
- Kumar, P., Kumar, N., Aggarwal, P., & Yeap, J. A. L. (2021). Working in lockdown: the relationship between COVID-19 induced work stressors, job performance, distress, and life satisfaction. *Current Psychology*, 40(12), 6308–6323.  
<https://doi.org/10.1007/s12144-021-01567-0>
- Kurnia, I. D., & Sayekti, A. (2022). Analisis Pengaruh Work-Family Conflict terhadap Kinerja Dan Komitmen Organisasi (Studi pada Perawat Perempuan di RSUD Soedirman Kebumen). *Jurnal Manajemen Kesehatan Indonesia*, 10(3), 280–290.
- Kurniawati, M., & Mulyanto, H. (2024). Implementasi Employee Engagement dalam Memediasi Kepuasan Kerja dan Work-life Balance terhadap Kinerja Karyawan. *EKOMABIS: Jurnal Ekonomi Manajemen Bisnis*, 5(01), 29-40.

- Lasao, N., Abbas, B., & Nur, M. (2024). Analisis Sistem Tata Kelola Manajemen Sumber Daya Manusia pada Rumah Sakit Umum Daerah Konawe Kepulauan. *Action Research Literate*, 8(6).
- Lestari, M, Ramadhaniyati ., Bhakti, Wida Kuswida & Rachmaningrum, R. (2021). Pengaruh Konflik Peran Ganda (Family Work Conflict) Terhadap Stres Kerja Perawat Wanita Di Rsud Dr. Soedarso Pontianak.
- Lelawati N, Septiani A & Kurniawan . (2023). Pengaruh Konflik Kerja, Dan Beban Kerja Terhadap Kinerja Karyawan PT. PLN (Persero) UP3 Kota Metro. Universitas Muhammadiyah Metro. *Jurnal Manajemen Diversifikasi*. Vol. 3. No. 2
- Loudoe, M. M., FoEh, J. E., & Niha, S. S. (2023). Pengaruh Stress Kerja, Beban Kerja, dan Kebutuhan Aktualisasi Diri Terhadap Prestasi Kerja Melalui Motivasi Kerja sebagai Variabel Intervening. *Jurnal Siber Multi Disiplin*, 1(2), 52-65.
- Madadzadeh, M., Barati, H., & Ahmadi Asour, A. (2018). The association between workload and job stress among nurses in Vasei hospital, Sabzevar city, Iran, in 2016. *Journal of Occupational Health and Epidemiology*, 7(2), 83–89. <https://doi.org/10.29252/johe.7.2.83>
- Made Dian Setiti, L., Arya Paramarta, W., Kerja, B., Kerja, S., & Karyawan, K. (2023). Beban Kerja Pengaruhnya Terhadap Kinerja Karyawan Aria Villas Seminyak Dengan Stres Kerja Sebagai Variabel Intervening Workload Influence on Employee Performance of Aria Villas Seminyak with Work Stress as a Variable Intervening. *Greenomika*, 05(1), 39–51. <https://journal.unusida.ac.id/index.php/gnk%7C>
- Maharani, A., Zeifuddin, A., Safitri, D. A., Rosada, H. S., & Anshori, M. I. (2023). Kesejahteraan Mental Karyawan dalam Era Digital: Dampak Teknologi pada Kesejahteraan Mental Karyawan dan Upaya untuk Mengatasi Stres Digital. *Jurnal Ekonomi, Bisnis dan Manajemen*, 2(4), 113-130.
- Maini, Y.-, & Tanno, A. (2021). Pengaruh Beban Kerja, Teamwork Dan Kepemimpinan Terhadap Kepuasan Kerja Dan Kinerja Pegawai (Studi Kasus Pada Bappeda Kota Payakumbuh). *Jurnal BONANZA: Manajemen Dan Bisnis*, 2(1), 31–50. <https://doi.org/10.47896/mb.v2i1.360>
- Manalu, H. (2020). Pengaruh Beban Kerja Dan Lingkungan Kerja Terhadap Kinerja KaryawanPT. Madu Nusantara Medan. *Jurnal Ilmiah Smart*, 4(2), 140–147. <https://ejournal.unsrat.ac.id/index.php/emba/article/F.R.Tjiabrat>
- Mariana, E. R,& Ramie, A. (2021). Analisis Hubungan Bebab Kerja dengan Stress Kerja Perawat: Literature Review, *JKM: Jurnal Keperawatan Merdeka*, 1(2), 158-156
- Mariati, L. H., & Raming, E. (2019). Hubungan Konflik Peran Ganda Dengan Kinerja Perawat Wanita Di Puskesmas Dampek Kabupaten Manggarai Timur Tahun 2019. *Jurnal Wawasan Kesehatan*, 4(1), 41–50. <https://stikessantupaulus.e-journal.id/JWK/article/view/59>
- Mayasari, N.M.D. (2020) “Efek Moderasi Dukungan Sosial Dalam Hubungan Konflik Pekerjaan Keluarga Dengan Stress Kerja Dosen Wanita Di Fakultas Ekonomi Undiksha’, *Bisma: Jurnal Manajemen* , 6(1), P.1. DOI:10.23887/BJM.V6I1.24398
- Meriam, R., Maslihah, S., & Chottidjah, S. (2024). Pengaruh Konflik Peran Ganda terhadap Work Engagement yang Dimoderasi oleh Hardiness pada Wanita Bekerja di BUMN yang Sudah Menikah. *Journal of Psychology and*

*Instruction*, 8(1).

- Mo, Y., Deng, L., Zhang, L., Lang, Q., Liao, C., Wang, N., Qin, M., & Huang, H. (2020). Work stress among Chinese nurses to support Wuhan in fighting against COVID-19 epidemic. *Journal of Nursing Management*, 28(5), 1002–1009. <https://doi.org/10.1111/jonm.13014>
- Mufidah, I., Ratnawati, R., & Rahayu, Y. N. (2024). The Impact of Work Familiy Conflict on the Performance of Women Employees: a Scope Review. *Formosa Journal of Applied Sciences*, 3(1), 353-362.
- Muis, M., Nai'em, M. F., Arsin, A. A., Darwis, A. M., Thamrin, Y., & Hans, N. A. P. (2021). The effect of multiple role conflicts and work stress on the work performance of female employees. *Gaceta Sanitaria*, 35(2018), S90–S93. <https://doi.org/10.1016/j.gaceta.2020.12.025>
- Mulang, H. (2024). Dampak konflik Peran Ganda Terhadap Performa Karyawan Wanita (Studi di Salah Satu Perusahaan di Kota Makassar). *Jesya (Jurnal Ekonomi dan Ekonomi Syariah)*, 7(1), 1117-1127. Chicago
- Mulawarman, W. G., Rahmat, A., & Mirnawati, M. (2024). Re-Orientation of Women's Career Self-Concept in The Transition Period of Motherhood. *British Journal of Global Ecology and Sustainable Development*, 24, 27-37.
- Mursidi & R. Iqbal Robbie. (2022). *Mengelola Stres untuk Meningkatkan Kinerja*. Pustaka Peradaban.
- Muslim, D., & Ilmi, Z. (2023). Pengaruh Beban Kerja Dan Stres Kerja Terhadap Kinerja Pegawai Yang Dimediasi Kepuasan Kerja Studi Empiris Pada Pegawai Satuan Polisi Pamong Praja Provinsi Kalimantan Timur. *Jurnal Ilmiah Multidisiplin Nusantara (JIMNU)*, 1(3), 173-183.
- Nabila, Y. A., Tanjung, N., Ginting, N. O., & Salianto, S. (2024). Pengaruh Tuntutan Pekerjaan Dengan Kesejahteraan Psikologis Pada Tenaga Pendidikan Sekolah Menengah Kejuruan. *Jurnal Review Pendidikan dan Pengajaran (JRPP)*, 7(3), 8127-8133.
- Ndossy, I. J. (2024). Transition to gender equality. *KAS African Law Study Library*, 10(4), 592-600.
- Nengah Weni, N., Gede Putu Kawiana, I., & Made Astrama, I. (2023). The Effect of Workload and Work Stress on Employee Performance with Burnout as A Mediation Variable (Case Study at a Health Laboratory in Denpasar City). *International Journal of Social Science, Education, Communication and Economics (SINOMICS JOURNAL)*, 2(2), 397–410. <https://doi.org/10.54443/sj.v2i2.145>
- Ni Kadek Suryani, Ida Ayu Putu Widani Sugianingrat, & Kadek Dewi Indah Sri Laksemmini. (2020). *Kinerja Sumber Daya Manusia*. Nilacakra.
- Nu'man, A. S., Djaharuddin, I., Nurmala, D. R., Hadi, A. J., Ahmad, H., Tahir, M., & Amin, M. A. (2024). Stres Kerja dan Keselamatan Pasien: Literature Review. *Media Publikasi Promosi Kesehatan Indonesia (MPPKI)*, 7(4), 871-898.
- Organizational Behavior Vol. 11:165-192.*
- Paembonan, L.C(2022). Pengaruh *Employee Engagement*, *Quality of work life* dan komitmen Organisasi Terhadap Turnover *Intetion* Perawat dari RS

- Pamungkas, R. A., Ruga, F. B. P., Kusumapradja, R., & Kusumapradja, R. (2022). Impact of Physical Workload and Mental Workload on Nurse Performance: A Path Analysis. *International Journal of Nursing and Health Services (IJNHS)*, 5(2), 219–225. <https://doi.org/10.35654/ijnhs.v5i2.604>
- Pien, L. C., Cheng, W. J., Chou, K. R., & Lin, L. C. (2021). Effect of work–family conflict, psychological job demand, and job control on the health status of nurses. *International Journal of Environmental Research and Public Health*, 18(7), 1–9. <https://doi.org/10.3390/ijerph18073540>
- Pratiwi, T. Y., & Betria, I. (2021). Konflik Peran Ganda Dan Stres Kerja Pada Karyawan Perempuan. *Jurnal Ilmiah Cano Ekonomos*, 10(2), 1-14.
- Purwasih, J. H. G. (2021). Kinerja Wanita Terhadap Kinerja Pada Masa Pandemi Covid-19. March.
- Putu Gangga Asteya. (2023). Job stress mediate: Workload on performance. *World Journal of Advanced Research and Reviews*, 19(2), 1335–1334. <https://doi.org/10.30574/wjarr.2023.19.2.1733>
- Rahmayati, T. E. (2020). Konflik Peran Ganda Pada Wanita Karier. *Juripol (Jurnal Institusi Politeknik Ganesha Medan)*, 3(1), 152–165. <https://doi.org/10.33395/juripol.v3i1.10920>
- Rahmayati, T. E. (2020). Konflik Peran Ganda Pada Wanita Karier: Konflik Peran Ganda Pada Wanita Karier. *Juripol (Jurnal Institusi Politeknik Ganesha Medan)*, 3(1), 152–165. <https://doi.org/10.33395/juripol.v3i1.10920>
- Rasminingsih, N. K. N., Wibawa, I. W. S., & Fahrianto, R. I. (2021). *Pengaruh beban kerja dan work family conflict terhadap kinerja karyawan yang dimoderasi dukungan sosial* (Doctoral dissertation, Udayana University).
- Rindorindo, R. P., Murni, S., & Trang, I. (2019). Pengaruh Beban Kerja, Stres Kerja Dan Kepuasan Kerja Terhadap Kinerja Karyawan Hotel Gran Puri. *Jurnal EMBA*, 7(4), 5953–5962. <https://ejournal.unsrat.ac.id/index.php/emba/article/view/26576/26198>
- Riyanto, A. A., Ariyanto, D. S. A. P., Ibnasya, P., & Falah, R. A. (2024). Kesehatan Mental Terhadap Kinerja Karyawan di Perusahaan JFE Shoji Steel Indonesia. *IJM: Indonesian Journal of Multidisciplinary*, 2(4), 42-51.
- Rumijati, A., & Arifiani, R. S. (2024). Exploring Social and Organizational Support's Role: The Effect of Work-Family Conflict on Work Stress. *Jurnal Economia*, 20(1), 21-34.
- Saleh, Lalu Muhammad. (2018). *Man Behind The Scene Aviation Safety*. Deepublish.
- Sattya Murti Fadila. (2021). Pengaruh Shift Kerja Terhadap Kelelahan Kerja Pada Pekerja PT Lotus Indah Textile Industries Di Kecamatan Sukomoro. (Doctoral dissertation, STIKES Bhakti Husada Mulia Madiun).
- Septyaningsih, R., & Palupiningdyah, P.(2017). Pengaruh Beban Kerja Berlebih dan konflik Pekerjaan Keluarga terhadap Kinerja melalui Kelelahan Emosional. *Management Analysis Journal*, 6(4), 461-472
- Setyawati, L. 2021. *Selintas tentang Kelelahan Kerja*. Yogyakarta: Amara Books.
- Setyowati, E., Sulisetyawati, S. D., & Saelan. (2019). Hubungan Perilaku Caring Perawat Dengan Kualitas Asuhan Keperawatan Pasien di Ruang ICU RSUD dr. Moewardi.

1-8.

- Seitz, M.A. Impact of nurse fatigue and nursing handoffs on patient and nurse safety. Jurnal University of Texas at Tyler 2016.
- Shieva Nur. (2019). Hubungan Beban Kerja dengan Tingkat Stres Kerja Pegawai rekam medis di RSUKabupaten Tangerang. *Ilmiah Kesehatan Indonesia*, 2(2), 1–14
- Siamsa, S., & Aprilius, A. (2023). Workload and Work Stress in Affecting Employee Performance. *Technium Social Sciences Journal*, 49, 389–392.
- Sudirman, A. A., Haedar, H., & Nurmala, N. (2024). Pengaruh Motivasi Dan Komunikasi Terhadap Kepuasan Kerja Karyawan. *Income: Digital Business Journal*, 2(2), 64-70.
- Sumendap, R. F., & Tumuju, T. (2023). Pastoral Konseling Bagi Kesehatan Mental “Studi Kasus Pastoral Konseling Preventif Pada Fenomena Bunuh Diri”. *POIMEN Jurnal Pastoral Konseling*, 4(1), 96-112.
- Susanto, V& Mogi, J. A. 2016. Analisa Pengaruh Work Family Conflict, Job Stress and Job Performance (Case Study Spa Employee in Bali). *European Journal of Business and Management*. 6(32).
- Susijawati, N., Maryam, S & Lisa, H. S. (2017). Konflik Peran Ganda, Disiplin Dan Komitmen Organisasi Terhadap Kinerja Perawat Pada RSUD Gunung Jati Kota Cirebon. *Jurnal Logika*, 19 (1).
- Sutrisno, E., Komari, N., & Sulistyowati, S. Deteksi Stres Kerja pada Pegawai dan Manajemen Stres Dikaitkan dengan Strategi Koping Individu dan Peran Organisasi. *MBIC-Journal Confrence*, 1(6), 605-619.
- Syaputra, A. N., & Martha, L. (2024). Pengaruh Stres Kerja dan Beban Kerja terhadap Kinerja Perawat Bunda Medical Center (BMC) Padang. *JURMA: Jurnal Riset Manajemen*, 2(1), 379–398.
- Ta’An, W. F., Alhurani, J., Alhalal, E., Al-Dwaikat, T. N., & Al-Faouri, I. (2020). Nursing empowerment: How job performance is affected by a structurally empowered work environment. *Journal of Nursing Administration*, 50(12), 635–641. <https://doi.org/10.1097/NNA.0000000000000951>
- Terry, D. L., & Woo, M. J. (2021). Burnout, job satisfaction, and work-family conflict among rural medical providers. *Psychology, Health and Medicine*, 26(2), 196–203. <https://doi.org/10.1080/13548506.2020.1750663>
- Thania, I., Pritasari, S. P., Theresia, V., Suryaputra, A. F., & Yosua, I. (2021). Stres akibat konflik peran ganda dan coping stress pada ibu yang bekerja dari rumah selama pandemi. *Jurnal Ilmiah Psikologi MIND SET*, 1(01), 25-50.
- Tjokorda Bagus Putra Marhaendra. (2022). *Ergonomi Dinamika Beban Kerja*. Penerbit Andi.
- Tjokro, C.I. (2015). Pengaruh konflik Peran Ganda dan Stress Kerja terhadap Kinerja Perawat Rumah Sakit Umum Dr.M. Haulussy Ambon. “ARTHAVID[“YA,17(1).
- Trisna, D. B., Herman, S., & Abdul, M. M. (2018). Pengaruh konflik peran ganda Terhadap Kinerja melalui Stres Kerja. *Jurnal Organisasi Dan Manajemen*, 10(1), 1–18.



- Tualai, M. M., & Aima, M. H. (2022). the Effect of Work-Family Conflict and Workload on Employee Performance Mediated By Work Stress on Female Employees With Families in the Fiscal Policy Agency. *Dinasti International Journal of Management Science*, 3(4), 668–681. <https://doi.org/10.31933/dijms.v3i4.1135>
- Uliasi, J. (2021). Hubungan antara shift kerja dengan stress kerja terhadap karyawan. In *Prosiding Seminar Nasional Kesehatan Masyarakat (SNKM) Universitas Esa Unggul* (Vol. 1, No. 01).
- Undang-Undang Republik Indonesia 2003 . Undang-Undang RI Nomor 13 Tahun 2003 Tentang Ketenagakerjaan. Jakarta.
- Utami, dkk. (2021). managemen stress kerja (suatu pendekatan integrasi sains dalam islam).
- Vahedian-Azimi, A., Hajiesmaeili, M., Kangasniemi, M., Fornés-Vives, J., Hunsucker, R. L., Rahimibashar, F., Pourhoseingholi, M. A., Farrokhvar, L., & Miller, A. C. (2019). Effects of Stress on Critical Care Nurses: A National Cross-Sectional Study. *Journal of Intensive Care Medicine*, 34(4), 311–322. <https://doi.org/10.1177/0885066617696853>
- Wahdiniawati, S. A., Lubis, F. M., Erlianti, D., Sari, V. B. M., Uhai, S., & Febrian, W. D. (2024). Keseimbangan Kehidupan Kerja: Mewujudkan Kesejahteraan Karyawan Melalui Manajemen Sdm Yang Berkelanjutan. *Jurnal Review Pendidikan Dan Pengajaran (JRPP)*, 7(1), 728-738.
- Wahyuni, I., & Dirdjo, M. (2020). Hubungan Kelebihan Waktu Kerja dengan Kelelahan Kerja dan Kinerjapada Perawat di Ruang Perawatan Intensif RSUD Abdul Wahab Sjahranie Samarinda. *Borneo Student Research*, 1(3), 1715–1724. <https://journals.umkt.ac.id/index.php/bsr/article/view/991>
- Wen, B., Zhou, X., Hu, Y., & Zhang, X. (2020). Role Stress and Turnover Intention of Front-Line Hotel Employees: The Roles of Burnout and Service Climate. *Frontiers in Psychology*, 11(January), 1–13. <https://doi.org/10.3389/fpsyg.2020.00036>
- Widiastuti, N., & Wening, N. (2024). Pengaruh Beban Kerja, Stres Kerja Dan Kepuasan Kerja Terhadap Kinerja Karyawan Kantor BPJS Kesehatan Cabang Magelang. *Jurnal Manajemen Kreatif dan Inovasi*, 2(2), 44-56.
- Wongsansukcharoen, J., & Thaweepaiboonwong, J. (2023). Effect of innovations in human resource practices, innovation capabilities, and competitive advantage on small and medium enterprises' performance in Thailand. *European Research on Management and Business Economics*, 29(1), 100210.
- Wu, G., Hu, Z., & Zheng, J. (2019). Wu, G., Wu, Y., Li, H., & Dan, C. (2018). Job burnout, work-family conflict and project performance for construction professionals: The moderating role of organizational support. *International journal of environmental research and public health*, 15(12), 2. *International Journal of Environmental Research and Public Health*, 16(13).
- Yani, A., Ramlawati, R., & Amang, B. (2024). Faktor-Faktor yang Mempengaruhi Stres Kerja dan Kepuasan Kerja Perawat. *SEIKO: Journal of Management & Business*, 7(1).
- Yao, X., Wen, S., Song, Z., & Wang, J. (2024). Work–family conflict categories and support strategies for married female nurses: a latent profile analysis. *Frontiers in Public Health*, 12, 1324147.22

- Yildiz, B., Yildiz, H., & Ayaz Arda, O. (2021). Relationship between work–family conflict and turnover intention in nurses: A meta-analytic review. *Journal of Advanced Nursing*, 77(8), 3317–3330. <https://doi.org/10.1111/jan.14846>
- Yudhaningsih, N. M. (2021). Pengaruh Konflik Peran Ganda Dan Stress Kerja Terhadap Kinerja Perawat. *Jurnal Ilmiah Satyagraha*, 4(1), 47–64. <https://doi.org/10.47532/jis.v4i1.230>
- Zakiah, Z., Karim, U. N., Dewi, A., Nuraini, S., Sutandi, A., & Alnur, R. D. (2023). Workload and Stress Level in Non-COVID-19 Zoning Nurses at National Central Public Hospital Jakarta. *Kemas: Jurnal Kesehatan Masyarakat Nasional (National Public Health Journal)*, 18(3), 186-190.
- Zaky, M. (2022). Dampak keseimbangan kehidupan kerja dan kehidupan pribadi terhadap kepuasan dan kinerja karyawan. *Branding: Jurnal Manajemen dan Bisnis*, 1(1).
- Zhang, X., Jiang, Z., Yuan, X., Wang, Y., Huang, D., Hu, R., Zhou, J., & Chen, F. (2021). Nurses reports of actual work hours and preferred work hours per shift among frontline nurses during coronavirus disease 2019 (COVID-19) epidemic: A cross-sectional survey. *International Journal of Nursing Studies Advances*, 3(March), 100026. <https://doi.org/10.1016/j.ijnsa.2021.100026>

**L  
A  
M  
P  
I  
R  
A  
N**

## Lampiran 1. Kuesioner Penelitian

Kepada Responden yang terhormat,

Sehubungan dengan ini saya selaku penulis, memberitahukan bahwa, penulis adalah mahasiswa magister Fakultas Kesehatan Masyarakat Universitas Hasanuddin, Program Magister Keselamatan dan Kesehatan Masyarakat, yang sedang melaksanakan penelitian sebagai bahan untuk penyusunan Tesis. Pengumpulan data yang dilakukan adalah mengenai:

**“Pengaruh Konflik Peran Ganda, Beban Kerja, Stress Kerja dan Waktu Kerja Terhadap Kinerja Perawat Wanita di Rumah Sakit Stella Maris Tahun 2024“.**

Untuk itu besar harapan penulis atas kesediaan responden dalam berpartisipasi dan dapat meluangkan waktu untuk mengisi kuesioner ini dengan cara menjawab setiap pertanyaan-pertanyaan yang sudah disediakan di dalam kuisoner ini dengan jujur dan benar. Informasi yang saudara berikan hanya digunakan untuk kepentingan terbatas yakni guna menyelesaikan penelitian saja, Sehingga mengenai identitas saudara(i) akan dijamin kerahasiaannya.

Atas kesediaan dan perhatiannya, penulis mengucapkan terima kasih. Serta saya mohon maaf apabila ada kalimat dalam penelitian yang kurang dapat dimengerti.

Makassar, Mei 2024 Hormat saya,

Peneliti

## 1. Identitas Responden

Nomor Responden :  
Nama Responden :  
Umur :  
Lama Pernikahan :  
Pendidikan Terakhir :  
Jumlah Anak :  
Lama Kerja :  > 8 jam/hari  
 ≤ 8 jam/hari

## 2. Kuesioner Beban Kerja

Pada pengukuran ini, Anda diminta untuk mengisi kuesioner yang bertujuan untuk mengukur beban kerja pekerjaan yang Anda lakukan setiap hari. Hasil dari pengukuran ini adalah untuk menentukan apakah pekerjaan yang Anda laksanakan memiliki beban kerja rendah (*underload*), optimal (*optimal load*), atau berlebihan (*overload*). Kuesioner ini terbagi menjadi dua tahap sebagai berikut:

### a) Pemberian Bobot

Pada bagian ini Anda diminta untuk **memilih salah satu dari dua indikator yang dirasakan lebih dominan** menimbulkan beban kerja mental terhadap pekerjaan tersebut. Kuesioner yang diberikan berupa perbandingan berpasangan.

### b) Pemberian Peringkat

Pada bagian ini Anda diminta memberi peringkat terhadap keenam indikator beban mental. **Rating yang diberikan adalah subyektif tergantung pada beban mental yang dirasakan** oleh responden selama menjalani pekerjaan. Pada **masing-masing faktor terdapat skala 0-100** atau rendah sampai dengan tinggi.

Indikator Skala Peringkat		
Dimensi	Pembebanan	Keterangan
<b>Mental Demand (MD)</b>	Rendah, Tinggi	Seberapa besar aktivitas mental dan perseptual yang dibutuhkan untuk melihat, mengingat dan mencari. Apakah pekerjaan tersebut sulit, sederhana atau kompleks. Longgar atau ketat.
<b>Physical Demand (PD)</b>	Rendah, Tinggi	Jumlah aktivitas fisik yang dibutuhkan (misalnya mendorong, menarik dan mengontrol putaran).
<b>Temporal Demand (TD)</b>	Rendah, Tinggi	Jumlah tekanan yang berkaitan dengan waktu yang dirasakan selama elemen pekerjaan berlangsung. Apakah pekerjaan perlahan atau santai atau cepat dan melelahkan.
<b>Own Performance (OP)</b>	Tidak Tepat, Sempurna	Seberapa besar keberhasilan seseorang di dalam pekerjaannya dan seberapa puas dengan hasil kerjanya.
<b>Frustration Level (FR)</b>	Rendah, Tinggi	Seberapa tidak aman, putus asa, tersinggung, terganggu, dibandingkan dengan perasaan aman, puas, nyaman dan kepuasan diri yang dirasakan.

<b>Effort (EF)</b>	Rendah, Tinggi	Seberapa keras kerja mental dan fisik yang dibutuhkan untuk menyelesaikan pekerjaan.
--------------------	----------------	--

a) Pemberian bobot

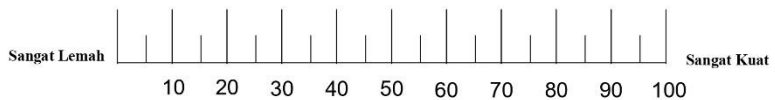
Berikan tanda **Checklist** (✓) pada salah satu dari dua indikator yang dirasakan lebih dominan menimbulkan beban kerja mental terhadap pekerjaan Anda.

No	Indikator Beban Mental			
1	MD ( <i>Mental Demand</i> )	<input type="checkbox"/>	Vs	<input type="checkbox"/> PD ( <i>Physical Demand</i> )
2	MD ( <i>Mental Demand</i> )	<input type="checkbox"/>	Vs	<input type="checkbox"/> TD ( <i>Temporal Demand</i> )
3	MD ( <i>Mental Demand</i> )	<input type="checkbox"/>	Vs	<input type="checkbox"/> OP ( <i>Own Performance</i> )
4	MD ( <i>Mental Demand</i> )	<input type="checkbox"/>	Vs	<input type="checkbox"/> EF ( <i>Effort</i> )
5	MD ( <i>Mental Demand</i> )	<input type="checkbox"/>	Vs	<input type="checkbox"/> FR ( <i>Frustration</i> )
6	PD ( <i>Physical Demand</i> )	<input type="checkbox"/>	Vs	<input type="checkbox"/> TD ( <i>Temporal Demand</i> )
7	PD ( <i>Physical Demand</i> )	<input type="checkbox"/>	Vs	<input type="checkbox"/> OP ( <i>Own Performance</i> )
8	PD ( <i>Physical Demand</i> )	<input type="checkbox"/>	Vs	<input type="checkbox"/> EF ( <i>Effort</i> )
9	PD ( <i>Physical Demand</i> )	<input type="checkbox"/>	Vs	<input type="checkbox"/> FR ( <i>Frustration</i> )
10	TD ( <i>Temporal Demand</i> )	<input type="checkbox"/>	Vs	<input type="checkbox"/> OP ( <i>Own Performance</i> )
11	TD ( <i>Temporal Demand</i> )	<input type="checkbox"/>	Vs	<input type="checkbox"/> EF ( <i>Effort</i> )
12	TD ( <i>Temporal Demand</i> )	<input type="checkbox"/>	Vs	<input type="checkbox"/> FR ( <i>Frustration</i> )
13	OP ( <i>Own Performance</i> )	<input type="checkbox"/>	Vs	<input type="checkbox"/> EF ( <i>Effort</i> )
14	OP ( <i>Own Performance</i> )	<input type="checkbox"/>	Vs	<input type="checkbox"/> FR ( <i>Frustration</i> )
15	EF ( <i>Effort</i> )	<input type="checkbox"/>	Vs	<input type="checkbox"/> FR ( <i>Frustration</i> )

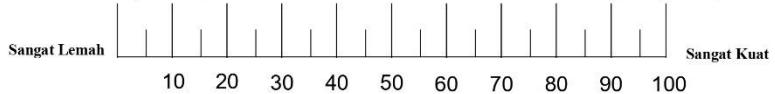
b) Pemberian peringkat

Instruksi : berilah penilaian yang menunjukkan besarnya pengaruh masing-masing faktor terhadap pekerjaan yang sedang tekuni dalam skala 0-100!

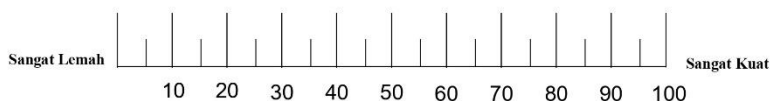
**Mental demand** (seberapa besar tuntutan mental dalam melaksanakan pekerjaan?)



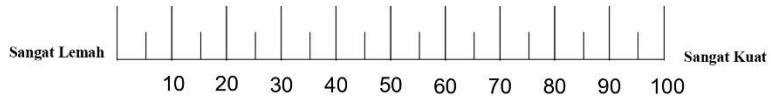
**Physical Demand** (seberapa besar tuntutan fisik dalam melaksanakan pekerjaan?)



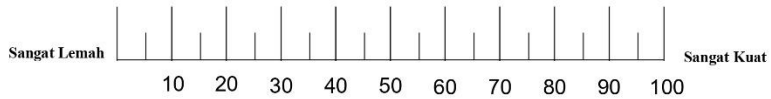
**Temporal Demand** (seberapa besar perasaan tergesa-gesa dalam menyelesaikan pekerjaan?)



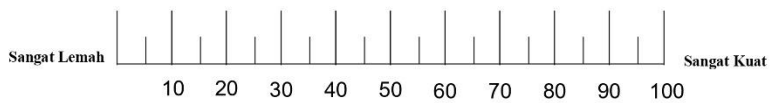
**Own Performance** (seberapa besar kesuksesan Anda dalam menyelesaikan tugas yang telah diperintahkan kepada Anda?)



**Effort** (seberapa besar usaha yang Anda keluarkan untuk mencapai tingkatan performa kerja saat ini?)



**Frustration** (Seberapa besar rasa tidak aman, terganggu, stress, terluka dan berkecil hati saat mengerjakan tuntutan pekerjaan?)



**3. Kuesioner Kinerja Karyawan**

Berikan tanda centang (✓) untuk jawaban yang sesuai dengan yang Anda rasakan.

Keterangan:

SS : Sangat Setuju

S : Setuju

R : Ragu

TS : Tidak Setuju

STS : Sangat Tidak Setuju

No.	Pertanyaan	SS	S	R	TS	STS
1.	Saya berhasil mencapai target dalam menyelesaikan pekerjaan					
2.	Selama bekerja, saya berusaha lebih baik dari rekan kerja yang lain					
3.	Saya menghasilkan pekerjaan yang berkualitas					
4.	Saya mampu menyelesaikan semua pekerjaan yang menjadi tugas pokok					
5.	Saya menyelesaikan pekerjaan tepat waktu					
6.	Saya memaksimalkan waktu yang ada dalam bekerja					

**4. Kuesioner Stres Kerja**

Berikan tanda centang (✓) untuk jawaban yang sesuai dengan yang Anda rasakan.

Keterangan:

SS : Sangat Setuju

S : Setuju

R : Ragu

TS : Tidak Setuju

STS : Sangat Tidak Setuju

No.	Pertanyaan	SS	S	R	TS	STS
1.	Saya tidak punya cukup waktu untuk menyelesaikan semua pekerjaan yang diberikan pimpinan Rumah sakit					

2.	Saya merasakan adanya konflik dengan rekan kerja lain karena perbedaan pemahaman					
3.	Saya memperbolehkan peralatan yang kurang memadai untuk bekerja					
4.	Saya kurang mendapatkan penjelasan mengenai jabatan, peran, wewenang dan tanggung jawab dalam struktur organisasi rumah sakit					
5.	Saya merasa kesulitan terkait waktu yang diberikan pimpinan dalam menyelesaikan pekerjaan yang diberikan					
6.	Saya bekerja tidak sesuai dengan disiplin ilmu saya					

#### 5. Kuesioner Konflik Peran Ganda

Berikan tanda centang (✓) untuk jawaban yang sesuai dengan yang Anda rasakan.

Keterangan:

SS : Sangat Setuju

S : Setuju

R : Ragu

TS : Tidak Setuju

STS : Sangat Tidak Setuju

No.	Pertanyaan	SS	S	R	TS	STS
<b>Pekerjaan - Keluarga</b>						
1.	Pekerjaan saya menghalangi waktu untuk bertemu dengan keluarga					
2.	Sepulang kerja, saya terlalu letih untuk menjalankan aktivitas bersama dengan suami dan anak-anak					
3.	Jam kerja saya mengurangi waktu saya untuk bersama dengan anak saya					
4.	Setiba di rumah dari tempat kerja, saya sudah kehabisan tenaga untuk menjalankan peran saya sebagai orang tua					
5.	Saya menghabiskan banyak waktu di kantor sehingga tidak dapat lagi mengurus pekerjaan rumah					
6.	Saat saya kembali ke rumah, saya tidak lagi memiliki tenaga untuk mengatur rumah tangga					
7.	Karena tuntutan pekerjaan, saya sering marah di rumah					
<b>Keluarga-Pekerjaan</b>						
8.	Tuntutan urusan keluarga membatasi jumlah jam kerja saya di rumah sakit					
9.	Kekhawatiran tentang apa yang akan terjadi di rumah, membuat saya sulit bekerja dengan baik					
10.	Saya sangat letih mengurus pekerjaan di rumah sehingga					



	saya sudah keletihan saat bekerja					
11.	Keluarga saya mengganggu sehingga saya susah untuk bekerja					
12.	Jadwal kerja saya sering konflik dengan kehidupan keluarga saya					
13.	Keluarga saya tidak menyukai pekerjaan dibawa ke rumah					
14.	Karena masalah keluarga, saya sering marah di rumah sakit					

## Lampiran 2. Uji Validitas dan Reliabilitas Instrumen Kuisisioner

Variabel	Item pertanyaan	R hitung	P value	Keterangan	Croanbach Alpha
Kinerja	Kinerja 1	0.655	0.00*	Valid	0,607
	Kinerja 2	0.681	0.00*	Valid	
	Kinerja 3	0.656	0.00*	Valid	
	Kinerja 4	0.648	0.00*	Valid	
	Kinerja 5	0.533	0.00*	Valid	
Stress Kerja	Stress Kerja 1	0.637	0.00*	Valid	0,815
	Stress Kerja 2	0.733	0.00*	Valid	
	Stress Kerja 3	0.746	0.00*	Valid	
	Stress Kerja 4	0.8	0.00*	Valid	
	Stress Kerja 5	0.718	0.00*	Valid	
	Stress Kerja 6	0.716	0.00*	Valid	
Konflik Pekerjaan-Keluarga	Pekerjaan-Keluarga 1	0.634	0.00*	Valid	0,841
	Pekerjaan-Keluarga 2	0.664	0.00*	Valid	
	Pekerjaan-Keluarga 3	0.758	0.00*	Valid	
	Pekerjaan-Keluarga 4	0.668	0.00*	Valid	
	Pekerjaan-Keluarga 5	0.872	0.00*	Valid	
	Pekerjaan-Keluarga 6	0.768	0.00*	Valid	
	Pekerjaan-Keluarga 7	0.659	0.00*	Valid	
Konflik Keluarga-Pekerjaan	Keluarga-Pekerjaan 1	0.799	0.00*	Valid	0,717
	Keluarga-Pekerjaan 2	0.707	0.00*	Valid	
	Keluarga-Pekerjaan 3	0.771	0.00*	Valid	
	Keluarga-Pekerjaan 4	0.618	0.00*	Valid	
	Keluarga-Pekerjaan 5	0.661	0.00*	Valid	
	Keluarga-Pekerjaan 6	0.494	0.00*	Valid	
	Keluarga-Pekerjaan 7	0.611	0.00*	Valid	

\*P-value < 0.05: Tolak H0 (Pernyataan Valid)

## Lampiran 3 Lampiran Analisis Statistik SPSS

### Karakteristik Responden

#### Umur\_Kategori

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid < 35 tahun	38	41.8	41.8	41.8
>= 35 tahun	53	58.2	58.2	100.0
Total	91	100.0	100.0	

#### Unit Kerja

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Benadeth 1	9	9.9	9.9	9.9
Benadeth 2	3	3.3	3.3	13.2
ICU	17	18.7	18.7	31.9
IGD	12	13.2	13.2	45.1
OK	4	4.4	4.4	49.5
poli	14	15.4	15.4	64.8
Santa maria	4	4.4	4.4	69.2
Yosep 6	1	1.1	1.1	70.3
Yoseph 2	6	6.6	6.6	76.9
yoseph 3	7	7.7	7.7	84.6
Yoseph 3	3	3.3	3.3	87.9
Yoseph 5	4	4.4	4.4	92.3
Yoseph 6	7	7.7	7.7	100.0
Total	91	100.0	100.0	

#### Waktu kerja

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	55	60.4	60.4	60.4
2.00	36	39.6	39.6	100.0
Total	91	100.0	100.0	

#### BK Kategori

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Ringan	11	12.1	12.1	12.1

Sedang	64	70.3	70.3	82.4
Berat	16	17.6	17.6	100.0
Total	91	100.0	100.0	

#### PK\_Kategori

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Mengalami	78	85.7	85.7	85.7
	Mengalami	13	14.3	14.3	100.0
	Total	91	100.0	100.0	

#### KP\_Kategori

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Mengalami	91	100.0	100.0	100.0

#### SK\_Kategori

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Stress Ringan	81	89.0	89.0	89.0
	Stress Sedang	10	11.0	11.0	100.0
	Total	91	100.0	100.0	

#### Kinerja\_Kategori

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Mengalami Penurunan	6	6.6	6.6	6.6
	Mengalami Penurunan	85	93.4	93.4	100.0
	Total	91	100.0	100.0	

### Analisis Bivariat

#### Unit\_Kerja \* PK\_Kategori Crosstabulation

			PK Kategori		Total
			Tidak Mengalami	Mengalami	
Unit_Kerja	Benadeth 1	Count	9	0	9
		% of Total	9.9%	0.0%	9.9%
	Benadeth 2	Count	3	0	3
		% of Total	3.3%	0.0%	3.3%
	ICU	Count	12	5	17

	% of Total	13.2%	5.5%	18.7%
IGD	Count	12	0	12
	% of Total	13.2%	0.0%	13.2%
OK	Count	4	0	4
	% of Total	4.4%	0.0%	4.4%
poli	Count	8	6	14
	% of Total	8.8%	6.6%	15.4%
Santa maria	Count	4	0	4
	% of Total	4.4%	0.0%	4.4%
Yosep 6	Count	1	0	1
	% of Total	1.1%	0.0%	1.1%
Yoseph 2	Count	6	0	6
	% of Total	6.6%	0.0%	6.6%
yoseph 3	Count	6	1	7
	% of Total	6.6%	1.1%	7.7%
Yoseph 3	Count	3	0	3
	% of Total	3.3%	0.0%	3.3%
Yoseph 5	Count	4	0	4
	% of Total	4.4%	0.0%	4.4%
Yoseph 6	Count	6	1	7
	% of Total	6.6%	1.1%	7.7%
Total	Count	78	13	91
	% of Total	85.7%	14.3%	100.0%

### Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	20.176 <sup>a</sup>	12	.064
Likelihood Ratio	23.439	12	.024
N of Valid Cases	91		

a. 19 cells (73.1%) have expected count less than 5. The minimum expected count is .14.

### Unit\_Kerja \* KP\_Kategori Crosstabulation

			KP Kategori	
			Tidak Mengalami	Total
Unit_Kerja	Benadeth 1	Count	9	9
		% of Total	9.9%	9.9%
	Benadeth 2	Count	3	3
		% of Total	3.3%	3.3%
	ICU	Count	17	17
		% of Total	18.7%	18.7%

IGD	Count	12	12
	% of Total	13.2%	13.2%
OK	Count	4	4
	% of Total	4.4%	4.4%
poli	Count	14	14
	% of Total	15.4%	15.4%
Santa maria	Count	4	4
	% of Total	4.4%	4.4%
Yosep 6	Count	1	1
	% of Total	1.1%	1.1%
Yoseph 2	Count	6	6
	% of Total	6.6%	6.6%
yoseph 3	Count	7	7
	% of Total	7.7%	7.7%
Yoseph 3	Count	3	3
	% of Total	3.3%	3.3%
Yoseph 5	Count	4	4
	% of Total	4.4%	4.4%
Yoseph 6	Count	7	7
	% of Total	7.7%	7.7%
Total	Count	91	91
	% of Total	100.0%	100.0%

### Chi-Square Tests

	Value
Pearson Chi-Square	. <sup>a</sup>
N of Valid Cases	91

a. No statistics are computed because KP\_Kategori is a constant.

### Unit\_Kerja \* BK\_Kategori Crosstabulation

			BK Kategori			Total
			Ringan	Sedang	Berat	
Unit_Kerja	Benadeth 1	Count	0	6	3	9
		% of Total	0.0%	6.6%	3.3%	9.9%
	Benadeth 2	Count	0	0	3	3
		% of Total	0.0%	0.0%	3.3%	3.3%
	ICU	Count	2	13	2	17
		% of Total	2.2%	14.3%	2.2%	18.7%
	IGD	Count	0	11	1	12
		% of Total	0.0%	12.1%	1.1%	13.2%
	OK	Count	4	0	0	4

	% of Total	4.4%	0.0%	0.0%	4.4%
poli	Count	0	11	3	14
	% of Total	0.0%	12.1%	3.3%	15.4%
Santa maria	Count	0	4	0	4
	% of Total	0.0%	4.4%	0.0%	4.4%
Yosep 6	Count	0	1	0	1
	% of Total	0.0%	1.1%	0.0%	1.1%
Yoseph 2	Count	2	4	0	6
	% of Total	2.2%	4.4%	0.0%	6.6%
yoseph 3	Count	1	5	1	7
	% of Total	1.1%	5.5%	1.1%	7.7%
Yoseph 3	Count	0	1	2	3
	% of Total	0.0%	1.1%	2.2%	3.3%
Yoseph 5	Count	1	3	0	4
	% of Total	1.1%	3.3%	0.0%	4.4%
Yoseph 6	Count	1	5	1	7
	% of Total	1.1%	5.5%	1.1%	7.7%
Total	Count	11	64	16	91
	% of Total	12.1%	70.3%	17.6%	100.0%

#### Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	62.591 <sup>a</sup>	24	.000
Likelihood Ratio	51.925	24	.001
N of Valid Cases	91		

a. 35 cells (89.7%) have expected count less than 5. The minimum expected count is .12.

#### Unit\_Kerja \* Waktu kerja Crosstabulation

			Waktu kerja		Total
			1.00	2.00	
Unit_Kerja	Benadeth 1	Count	7	2	9
		% of Total	7.7%	2.2%	9.9%
	Benadeth 2	Count	1	2	3
		% of Total	1.1%	2.2%	3.3%
	ICU	Count	14	3	17
		% of Total	15.4%	3.3%	18.7%
	IGD	Count	7	5	12
		% of Total	7.7%	5.5%	13.2%
	OK	Count	0	4	4
		% of Total	0.0%	4.4%	4.4%

poli	Count	8	6	14
	% of Total	8.8%	6.6%	15.4%
Santa maria	Count	1	3	4
	% of Total	1.1%	3.3%	4.4%
Yosep 6	Count	1	0	1
	% of Total	1.1%	0.0%	1.1%
Yoseph 2	Count	1	5	6
	% of Total	1.1%	5.5%	6.6%
yoseph 3	Count	7	0	7
	% of Total	7.7%	0.0%	7.7%
Yoseph 3	Count	2	1	3
	% of Total	2.2%	1.1%	3.3%
Yoseph 5	Count	1	3	4
	% of Total	1.1%	3.3%	4.4%
Yoseph 6	Count	5	2	7
	% of Total	5.5%	2.2%	7.7%
Total	Count	55	36	91
	% of Total	60.4%	39.6%	100.0%

#### Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	26.314 <sup>a</sup>	12	.010
Likelihood Ratio	30.938	12	.002
N of Valid Cases	91		

a. 20 cells (76.9%) have expected count less than 5. The minimum expected count is .40.

#### Unit\_Kerja \* SK\_Kategori Crosstabulation

			SK Kategori		Total
			Stress Ringan	Stress Sedang	
Unit_Kerja	Benadeth 1	Count	8	1	9
		% of Total	8.8%	1.1%	9.9%
	Benadeth 2	Count	3	0	3
		% of Total	3.3%	0.0%	3.3%
	ICU	Count	12	5	17
		% of Total	13.2%	5.5%	18.7%
	IGD	Count	11	1	12
		% of Total	12.1%	1.1%	13.2%
	OK	Count	4	0	4
		% of Total	4.4%	0.0%	4.4%
	poli	Count	11	3	14



	% of Total	12.1%	3.3%	15.4%
Santa maria	Count	4	0	4
	% of Total	4.4%	0.0%	4.4%
Yosep 6	Count	1	0	1
	% of Total	1.1%	0.0%	1.1%
Yoseph 2	Count	6	0	6
	% of Total	6.6%	0.0%	6.6%
yoseph 3	Count	7	0	7
	% of Total	7.7%	0.0%	7.7%
Yoseph 3	Count	3	0	3
	% of Total	3.3%	0.0%	3.3%
Yoseph 5	Count	4	0	4
	% of Total	4.4%	0.0%	4.4%
Yoseph 6	Count	7	0	7
	% of Total	7.7%	0.0%	7.7%
Total	Count	81	10	91
	% of Total	89.0%	11.0%	100.0%

#### Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	12.360 <sup>a</sup>	12	.417
Likelihood Ratio	14.716	12	.257
N of Valid Cases	91		

a. 19 cells (73.1%) have expected count less than 5. The minimum expected count is .11.

#### Unit\_Kerja \* CC kategori Crosstabulation

		CC kategori			Total	
		Tidak Stress	Ringan	Sedang		
Unit_Kerja	Benadeth 1	Count	6	3	0	9
		% of Total	6.6%	3.3%	0.0%	9.9%
	Benadeth 2	Count	2	1	0	3
		% of Total	2.2%	1.1%	0.0%	3.3%
	ICU	Count	10	5	2	17
		% of Total	11.0%	5.5%	2.2%	18.7%
	IGD	Count	8	4	0	12
		% of Total	8.8%	4.4%	0.0%	13.2%
	OK	Count	4	0	0	4
		% of Total	4.4%	0.0%	0.0%	4.4%
	poli	Count	9	4	1	14
		% of Total	9.9%	4.4%	1.1%	15.4%

Santa maria	Count	2	2	0	4
	% of Total	2.2%	2.2%	0.0%	4.4%
Yosep 6	Count	1	0	0	1
	% of Total	1.1%	0.0%	0.0%	1.1%
Yoseph 2	Count	5	1	0	6
	% of Total	5.5%	1.1%	0.0%	6.6%
yoseph 3	Count	4	2	1	7
	% of Total	4.4%	2.2%	1.1%	7.7%
Yoseph 3	Count	1	2	0	3
	% of Total	1.1%	2.2%	0.0%	3.3%
Yoseph 5	Count	4	0	0	4
	% of Total	4.4%	0.0%	0.0%	4.4%
Yoseph 6	Count	4	3	0	7
	% of Total	4.4%	3.3%	0.0%	7.7%
Total	Count	60	27	4	91
	% of Total	65.9%	29.7%	4.4%	100.0%

### Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	14.508 <sup>a</sup>	24	.934
Likelihood Ratio	17.662	24	.819
N of Valid Cases	91		

a. 34 cells (87.2%) have expected count less than 5. The minimum expected count is .04.

### Unit Kerja \* Kinerja Kategori Crosstabulation

		Kinerja Kategori		Total	
		Tidak Mengalami Penurunan	Mengalami Penurunan		
Unit_Kerja	Benadeth 1	Count	0	9	9
		% of Total	0.0%	9.9%	9.9%
	Benadeth 2	Count	0	3	3
		% of Total	0.0%	3.3%	3.3%
	ICU	Count	3	14	17
		% of Total	3.3%	15.4%	18.7%
	IGD	Count	1	11	12
		% of Total	1.1%	12.1%	13.2%
	OK	Count	0	4	4
		% of Total	0.0%	4.4%	4.4%
	poli	Count	0	14	14
		% of Total	0.0%	15.4%	15.4%

Santa maria	Count	0	4	4
	% of Total	0.0%	4.4%	4.4%
Yosep 6	Count	0	1	1
	% of Total	0.0%	1.1%	1.1%
Yoseph 2	Count	1	5	6
	% of Total	1.1%	5.5%	6.6%
yoseph 3	Count	1	6	7
	% of Total	1.1%	6.6%	7.7%
Yoseph 3	Count	0	3	3
	% of Total	0.0%	3.3%	3.3%
Yoseph 5	Count	0	4	4
	% of Total	0.0%	4.4%	4.4%
Yoseph 6	Count	0	7	7
	% of Total	0.0%	7.7%	7.7%
Total	Count	6	85	91
	% of Total	6.6%	93.4%	100.0%

### Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	8.552 <sup>a</sup>	12	.741
Likelihood Ratio	10.348	12	.585
N of Valid Cases	91		

a. 19 cells (73.1%) have expected count less than 5. The minimum expected count is .07.

### Correlations

#### Notes

Output Created		14-AUG-2024 05:42:45
Comments		
Input	Data	C:\Users\Acer\AppData\Local\Microsoft\Windows\INetCache\IE\IEIRFVSHX\data_rekap[1].sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	91
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.

Cases Used		Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=PK_Kategori KP_Kategori BK_Kategori Kinerja_Kategori /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.02

**Correlations**

		PK_Kategori	KP_Kategori	BK_Kategori	Kinerja_Kategori
PK_Kategori	Pearson Correlation	1	. <sup>a</sup>	.243 <sup>*</sup>	-.271 <sup>**</sup>
	Sig. (2-tailed)		.	.020	.009
	N	91	91	91	91
KP_Kategori	Pearson Correlation	. <sup>a</sup>	. <sup>a</sup>	. <sup>a</sup>	. <sup>a</sup>
	Sig. (2-tailed)	.	.	.	.
	N	91	91	91	91
BK_Kategori	Pearson Correlation	.243 <sup>*</sup>	. <sup>a</sup>	1	-.090
	Sig. (2-tailed)	.020	.		.394
	N	91	91	91	91
Kinerja_Kategori	Pearson Correlation	-.271 <sup>**</sup>	. <sup>a</sup>	-.090	1
	Sig. (2-tailed)	.009	.	.394	
	N	91	91	91	91

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

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

a. Cannot be computed because at least one of the variables is constant.

#### NONPAR CORR

```

/VARIABLES=PK_Kategori KP_Kategori BK_Kategori Kinerja_Kategori
/PRINT=SPEARMAN TWOTAIL NOSIG
/MISSING=PAIRWISE.

```

## Nonparametric Correlations

Notes		
Output Created		14-AUG-2024 05:42:45
Comments		
Input	Data	C:\Users\Acer\AppData\Local\Microsoft\Windows\INetCache\IE\IEIRFVSHX\data_rekap[1].sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	91
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		NONPAR CORR /VARIABLES=PK_Kategori KP_Kategori BK_Kategori Kinerja_Kategori /PRINT=SPEARMAN TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.00
	Number of Cases Allowed	449389 cases <sup>a</sup>

a. Based on availability of workspace memory

## Correlations

			PK_Kategori	KP_Kategori	BK_Kategori	Kinerja_Kategori
Spearman's rho	PK_Kategori	Correlation Coefficient	1.000	.	.243*	-.271**
		Sig. (2-tailed)	.	.	.020	.009
		N	91	91	91	91
	KP_Kategori	Correlation Coefficient	.	.	.	.
		Sig. (2-tailed)	.	.	.	.
		N	91	91	91	91
	BK_Kategori	Correlation Coefficient	.243*	.	1.000	-.091
		Sig. (2-tailed)	.020	.	.	.390
		N	91	91	91	91

Kinerja_Kategori	Correlation Coefficient	-.271**	.	-.091	1.000
	Sig. (2-tailed)	.009	.	.390	.
	N	91	91	91	91

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

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

#### CORRELATIONS

```

/VARIABLES=PK_Kategori KP_Kategori BK_Kategori SK_Kategori
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

```

#### Correlations

		Notes
Output Created		14-AUG-2024 05:45:51
Comments		
Input	Data	C:\Users\Acer\AppData\Local\Microsoft\Windows\INetCache\IE\IEIRFVSHX\data_rekap[1].sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	91
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=PK_Kategori KP_Kategori BK_Kategori SK_Kategori /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.01

**Correlations**

		PK_Kategori	KP_Kategori	BK_Kategori	SK_Kategori
PK_Kategori	Pearson Correlation	1	. <sup>a</sup>	.243 <sup>*</sup>	.317 <sup>**</sup>
	Sig. (2-tailed)		.	.020	.002
	N	91	91	91	91
KP_Kategori	Pearson Correlation	. <sup>a</sup>	. <sup>a</sup>	. <sup>a</sup>	. <sup>a</sup>
	Sig. (2-tailed)	.	.	.	.
	N	91	91	91	91
BK_Kategori	Pearson Correlation	.243 <sup>*</sup>	. <sup>a</sup>	1	.152
	Sig. (2-tailed)	.020	.		.149
	N	91	91	91	91
SK_Kategori	Pearson Correlation	.317 <sup>**</sup>	. <sup>a</sup>	.152	1
	Sig. (2-tailed)	.002	.	.149	
	N	91	91	91	91

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

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

a. Cannot be computed because at least one of the variables is constant.

**NONPAR CORR**

```

/VARIABLES=PK_Kategori KP_Kategori BK_Kategori SK_Kategori
/PRINT=SPEARMAN TWOTAIL NOSIG
/MISSING=PAIRWISE.

```

**Nonparametric Correlations**

<b>Notes</b>		
Output Created		14-AUG-2024 05:45:51
Comments		
Input	Data	C:\Users\Acer\AppData\Local\Microsoft\Windows\INetCache\IE\IEIRFVSHX\data_rekap[1].sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	91

Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		NONPAR CORR /VARIABLES=PK_Kategori KP_Kategori BK_Kategori SK_Kategori /PRINT=SPEARMAN TWO-TAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.03
	Number of Cases Allowed	449389 cases <sup>a</sup>

a. Based on availability of workspace memory

### Correlations

			PK_Kategori	KP_Kategori	BK_Kategori	SK_Kategori
Spearman's rho	PK_Kategori	Correlation Coefficient	1.000	.	.243*	.317**
		Sig. (2-tailed)	.	.	.020	.002
		N	91	91	91	91
	KP_Kategori	Correlation Coefficient	.	.	.	.
		Sig. (2-tailed)	.	.	.	.
		N	91	91	91	91
	BK_Kategori	Correlation Coefficient	.243*	.	1.000	.153
		Sig. (2-tailed)	.020	.	.	.149
		N	91	91	91	91
	SK_Kategori	Correlation Coefficient	.317**	.	.153	1.000
		Sig. (2-tailed)	.002	.	.149	.
		N	91	91	91	91

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

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

### Notes

Output Created	14-AUG-2024 05:46:11
Comments	
Input	Data
	C:\Users\Acer\AppData\Local\Microsoft\Windows\INetCache\IE\IEIRFVSHX\data_rekap[1].sav



	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	91
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=PK_Kategori KP_Kategori BK_Kategori CC_kategori /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.02

### Correlations

		PK_Kategori	KP_Kategori	BK_Kategori	CC_kategori
PK_Kategori	Pearson Correlation	1	. <sup>a</sup>	.243*	.220*
	Sig. (2-tailed)		.	.020	.036
	N	91	91	91	91
KP_Kategori	Pearson Correlation	. <sup>a</sup>	. <sup>a</sup>	. <sup>a</sup>	. <sup>a</sup>
	Sig. (2-tailed)	.	.	.	.
	N	91	91	91	91
BK_Kategori	Pearson Correlation	.243*	. <sup>a</sup>	1	.201
	Sig. (2-tailed)	.020	.		.056
	N	91	91	91	91
CC_kategori	Pearson Correlation	.220*	. <sup>a</sup>	.201	1
	Sig. (2-tailed)	.036	.	.056	
	N	91	91	91	91

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

a. Cannot be computed because at least one of the variables is constant.

### NONPAR CORR

```

/VARIABLES=PK_Kategori KP_Kategori BK_Kategori CC_kategori
/PRINT=SPEARMAN TWOTAIL NOSIG
/MISSING=PAIRWISE.

```

## Nonparametric Correlations

		Notes
Output Created		14-AUG-2024 05:46:11
Comments		
Input	Data	C:\Users\Acer\AppData\Local\Microsoft\Windows\INetCache\IE\IEIRFVSHX\data_rekap[1].sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	91
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		NONPAR CORR /VARIABLES=PK_Kategori KP_Kategori BK_Kategori CC_kategori /PRINT=SPEARMAN TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.03
	Number of Cases Allowed	449389 cases <sup>a</sup>

a. Based on availability of workspace memory

### Correlations

			PK_Kate gori	KP_Kate gori	BK_Kate gori	CC_kate gori
Spearman's rho	PK_Kate gori	Correlation Coefficient	1.000	.	.243*	.153
		Sig. (2-tailed)	.	.	.020	.148
		N	91	91	91	91
	KP_Kate gori	Correlation Coefficient	.	.	.	.
		Sig. (2-tailed)	.	.	.	.
		N	91	91	91	91
	BK_Kate gori	Correlation Coefficient	.243*	.	1.000	.201
		Sig. (2-tailed)	.020	.	.	.056
		N	91	91	91	91

CC_kategori	Correlation Coefficient	.153	.	.201	1.000
	Sig. (2-tailed)	.148	.	.056	.
	N	91	91	91	91

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

CROSSTABS

```

/TABLES=PK_Kategori BY SK_Kategori
/FORMAT=AVALUE TABLES
/CELLS=COUNT
/COUNT ROUND CELL.

```

Crosstabs

Notes

Output Created	14-AUG-2024 05:59:40	
Comments		
Input	Data	C:\Users\Acer\AppData\Local\Microsoft\Windows\INetCache\IE\EIRFVSHX\data_rekap[1].sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each table are based on all the cases with valid data in the specified range(s) for all variables in each table.
Syntax	CROSSTABS /TABLES=PK_Kategori BY SK_Kategori /FORMAT=AVALUE TABLES /CELLS=COUNT /COUNT ROUND CELL.	
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.02
	Dimensions Requested	2

**Case Processing Summary**

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
PK_Kategori * SK_Kategori	91	100.0%	0	0.0%	91	100.0%

**PK\_Kategori \* SK\_Kategori Crosstabulation**

Count		SK_Kategori		Total
		Stress Ringan	Stress Sedang	
PK_Kategori	Tidak Mengalami	74	4	78
	Mengalami	9	4	13
Total		83	8	91

**CROSSTABS**

```

/TABLES=PK_Kategori BY SK_Kategori
/FORMAT=AVALUE TABLES
/CELLS=COUNT ROW
/COUNT ROUND CELL.

```

**Crosstabs****Notes**

Output Created	14-AUG-2024 06:00:08	
Comments		
Input	Data	C:\Users\Acer\AppData\Local\Microsoft\Windows\INetCache\IE\IEIRFVSHX\data_rekap[1].sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	91
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.

Cases Used		Statistics for each table are based on all the cases with valid data in the specified range(s) for all variables in each table.
Syntax	CROSSTABS /TABLES=PK_Kategori BY SK_Kategori /FORMAT=AVALUE TABLES /CELLS=COUNT ROW /COUNT ROUND CELL.	
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.05
	Dimensions Requested	2
	Cells Available	524245

### Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
PK_Kategori * SK_Kategori	91	100.0%	0	0.0%	91	100.0%

### PK\_Kategori \* SK\_Kategori Crosstabulation

PK_Kategori	SK_Kategori		SK_Kategori		Total
			Stress Ringan	Stress Sedang	
Tidak Mengalami	Mengalami	Count	74	4	78
		% within PK_Kategori	94.9%	5.1%	100.0%
	Tidak Mengalami	Count	9	4	13
		% within PK_Kategori	69.2%	30.8%	100.0%
Total	Count	83	8	91	
	% within PK_Kategori	91.2%	8.8%	100.0%	

### CROSSTABS

```

/TABLES=KP_Kategori BY SK_Kategori
/FORMAT=AVALUE TABLES
/CELLS=COUNT ROW
/COUNT ROUND CELL.

```

### Crosstabs

**Notes**

Output Created		14-AUG-2024 06:28:02
Comments		
Input	Data	C:\Users\Acer\AppData\Local\Microsoft\Windows\INetCache\IE\EIFVSHX\data_rekap[1].sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	91
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each table are based on all the cases with valid data in the specified range(s) for all variables in each table.
Syntax		CROSSTABS /TABLES=KP_Kategori BY SK_Kategori /FORMAT=AVALUE TABLES /CELLS=COUNT ROW /COUNT ROUND CELL.
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.09
	Dimensions Requested	2
	Cells Available	524245

**Case Processing Summary**

	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
KP_Kategori * SK_Kategori	91	100.0%	0	0.0%	91	100.0%

**KP\_Kategori \* SK\_Kategori Crosstabulation**

KP_Kategori	Tidak Mengalami		SK_Kategori	
			Stress Ringan	Stress Sedang
KP_Kategori	Tidak Mengalami	Count	83	8
		% within KP_Kategori	91.2%	8.8%
Total		Count	83	8
		% within KP_Kategori	91.2%	8.8%

GET

```
FILE='C:\Users\Acer\AppData\Local\Microsoft\Windows\INetCache\IE\EIRFVSHX\data  
_validitas[1].sav'.  
DATASET NAME DataSet2 WINDOW=FRONT.  
DATASET ACTIVATE DataSet1.  
DATASET CLOSE DataSet2.  
CROSSTABS  
  /TABLES=PK_Kategori BY CC_kategori  
  /FORMAT=AVALUE TABLES  
  /CELLS=COUNT ROW  
  /COUNT ROUND CELL.
```

### Crosstabs

		Notes
Output Created		14-AUG-2024 06:30:05
Comments		
Input	Data	C:\Users\Acer\AppData\Local\Microsoft\Windows\INetCache\IE\EIRFVSHX\data_rekap[1].sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	91
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each table are based on all the cases with valid data in the specified range(s) for all variables in each table.
Syntax		CROSSTABS /TABLES=PK_Kategori BY CC_kategori /FORMAT=AVALUE TABLES /CELLS=COUNT ROW /COUNT ROUND CELL.
Resources	Processor Time	00:00:00.05
	Elapsed Time	00:00:00.02
	Dimensions Requested	2

**Case Processing Summary**

	Cases					
	Valid		Missing		N	Total Percent
	N	Percent	N	Percent		
PK_Kategori * CC_kategori	91	100.0%	0	0.0%	91	100.0%

**PK\_Kategori \* CC\_kategori Crosstabulation**

			CC_kategori			Total
			Tidak Stress	Ringan	Sedang	
PK_Kategori	Tidak Mengalami	Count	53	24	1	78
		% within PK_Kategori	67.9%	30.8%	1.3%	100.0%
PK_Kategori	Mengalami	Count	7	3	3	13
		% within PK_Kategori	53.8%	23.1%	23.1%	100.0%
Total		Count	60	27	4	91
		% within PK_Kategori	65.9%	29.7%	4.4%	100.0%

**Crosstabs****Notes**

Output Created	14-AUG-2024 06:47:12	
Comments		
Input	Data	C:\Users\Acer\AppData\Local\Microsoft\Windows\INetCache\IE\IEIRFVSHX\data_rekap[1].sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	91
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each table are based on all the cases with valid data in the specified range(s) for all variables in each table.



Syntax	CROSSTABS /TABLES=KP_Kategori BY SK_Kategori /FORMAT=AVALUE TABLES /CELLS=COUNT ROW /COUNT ROUND CELL.	
Resources	Processor Time	00:00:00.05
	Elapsed Time	00:00:00.08
	Dimensions Requested	2
	Cells Available	524245

### Case Processing Summary

	Cases					
	N	Valid Percent	N	Missing Percent	N	Total Percent
KP_Kategori * SK_Kategori	91	100.0%	0	0.0%	91	100.0%

### KP\_Kategori \* SK\_Kategori Crosstabulation

KP_Kategori	SK_Kategori	SK_Kategori		Total
		Stress Ringan	Stress Sedang	
Tidak mengalami	Count	83	8	91
	% within KP_Kategori	91.2%	8.8%	100.0%
Total	Count	83	8	91
	% within KP_Kategori	91.2%	8.8%	100.0%

### Crosstabs

#### Notes

Output Created	14-AUG-2024 06:54:56	
Comments		
Input	Data	C:\Users\Acer\AppData\Local\Microsoft\Windows\INetCache\IE\IEIRFVSHX\data_rekap[1].sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	91
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.

Cases Used		Statistics for each table are based on all the cases with valid data in the specified range(s) for all variables in each table.
Syntax	CROSSTABS /TABLES=KP_Kategori BY CC_kategori /FORMAT=AVALUE TABLES /CELLS=COUNT ROW /COUNT ROUND CELL.	
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.12
	Dimensions Requested	2
	Cells Available	524245

### Case Processing Summary

	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
KP_Kategori * CC_kategori	91	100.0%	0	0.0%	91	100.0%

### KP\_Kategori \* CC\_kategori Crosstabulation

KP_Kategori	Tidak Mengalami		CC_kategori			Total
			Tidak Stress	Ringan	Sedang	
KP_Kategori	Tidak Mengalami	Count	60	27	4	91
		% within KP_Kategori	65.9%	29.7%	4.4%	100.0%
Total		Count	60	27	4	91
		% within KP_Kategori	65.9%	29.7%	4.4%	100.0%

CROSSTABS  
/TABLES=BK\_Kategori BY SK\_Kategori  
/FORMAT=AVALUE TABLES  
/CELLS=COUNT ROW  
/COUNT ROUND CELL.

### Crosstabs

**Notes**

Output Created		14-AUG-2024 09:45:04
Comments		
Input	Data	C:\Users\Acer\AppData\Local\Microsoft\Windows\INetCache\IE\IEIRFVSHX\data_rekap[1].sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	91
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each table are based on all the cases with valid data in the specified range(s) for all variables in each table.
Syntax		CROSSTABS /TABLES=BK_Kategori BY SK_Kategori /FORMAT=AVALUE TABLES /CELLS=COUNT ROW /COUNT ROUND CELL.
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.03
	Dimensions Requested	2
	Cells Available	524245

**Case Processing Summary**

	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
BK_Kategori *	91	100.0%	0	0.0%	91	100.0%
SK_Kategori						%

### BK\_Kategori \* SK\_Kategori Crosstabulation

		SK_Kategori		Total	
		Stress Ringan	Stress Sedang		
BK_Kategori	Ringan	Count	15	0	15
		% within BK_Kategori	100.0%	0.0%	100.0%
	Sedang	Count	57	6	63
		% within BK_Kategori	90.5%	9.5%	100.0%
	Berat	Count	11	2	13
		% within BK_Kategori	84.6%	15.4%	100.0%
Total		Count	83	8	91
		% within BK_Kategori	91.2%	8.8%	100.0%

#### CROSSTABS

```

/TABLES=BK_Kategori BY CC_kategori
/FORMAT=AVALUE TABLES
/CELLS=COUNT ROW
/COUNT ROUND CELL.

```

#### Crosstabs

Notes		
Output Created		14-AUG-2024 09:48:39
Comments		
Input	Data	C:\Users\Acer\AppData\Local\Microsoft\Windows\INetCache\IE\IEIRFVSHX\data_rekap[1].sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each table are based on all the cases with valid data in the specified range(s) for all variables in each table.

Syntax	CROSSTABS /TABLES=BK_Kategori BY CC_kategori /FORMAT=AVALUE TABLES /CELLS=COUNT ROW /COUNT ROUND CELL.	
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.03
	Dimensions Requested	2
	Cells Available	524245

### Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
BK_Kategori * CC_kategori	91	100.0%	0	0.0%	91	100.0%

### BK\_Kategori \* CC\_kategori Crosstabulation

BK_Kategori	CC_kategori		CC_kategori			Total
			Tidak Stress	Ringan	Sedang	
Ringan	Count		13	2	0	15
		% within BK_Kategori	86.7%	13.3%	0.0%	100.0%
	Sedang	Count	40	20	3	63
		% within BK_Kategori	63.5%	31.7%	4.8%	100.0%
	Berat	Count	7	5	1	13
		% within BK_Kategori	53.8%	38.5%	7.7%	100.0%
Total	Count	60	27	4	91	
	% within BK_Kategori	65.9%	29.7%	4.4%	100.0%	

```

CROSSTABS
/TABLES=BK_Kategori BY Kinerja_Kategori
/FORMAT=AVALUE TABLES
/CELLS=COUNT ROW
/COUNT ROUND CELL.

```

### Crosstabs

**Notes**

Output Created		14-AUG-2024 09:54:33
Comments		
Input	Data	C:\Users\Acer\AppData\Local\Microsoft\Windows\INetCache\IE\EIFVSHX\data_rekap[1].sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	91
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each table are based on all the cases with valid data in the specified range(s) for all variables in each table.
Syntax		CROSSTABS /TABLES=BK_Kategori BY Kinerja_Kategori /FORMAT=AVALUE TABLES /CELLS=COUNT ROW /COUNT ROUND CELL.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.02
	Dimensions Requested	2
	Cells Available	524245

### Case Processing Summary

	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
BK_Kategori * Kinerja_Kategori	91	100.0%	0	0.0%	91	100.0%

### BK\_Kategori \* Kinerja\_Kategori Crosstabulation

		Kinerja_Kategori		Total	
		Tidak Mengalami Penurunan	Mengalami Penurunan		
BK_Kategori	Ringan	Count	0	15	15
		% within BK_Kategori	0.0%	100.0%	100.0%
	Sedang	Count	5	58	63
		% within BK_Kategori	7.9%	92.1%	100.0%
	Berat	Count	1	12	13
		% within BK_Kategori	7.7%	92.3%	100.0%
Total		Count	6	85	91
		% within BK_Kategori	6.6%	93.4%	100.0%

### CORRELATIONS

```

/VARIABLES=PK_Kategori KP_Kategori BK_Kategori CC_kategori SK_Kategori
Kinerja_Kategori
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

```

## Correlations

### Notes

Output Created		14-AUG-2024 09:57:06
Comments		
Input	Data	C:\Users\Acer\AppData\Local\Microsoft\Windows\NetCache\IE\IIRFVSHX\data_rekap[1].sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	91
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=PK_Kategori KP_Kategori BK_Kategori CC_kategori SK_Kategori Kinerja_Kategori /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.03

### Correlations

		PK_Kategori	KP_Kategori	BK_Kategori	CC_kategori	SK_Kategori	Kinerja_Kategori
PK_Kategori	Pearson Correlation	1	. <sup>a</sup>	.243 <sup>*</sup>	.220 <sup>*</sup>	.317 <sup>**</sup>	-.271 <sup>**</sup>
	Sig. (2-tailed)		.	.020	.036	.002	.009
	N	91	91	91	91	91	91
KP_Kategori	Pearson Correlation	. <sup>a</sup>	. <sup>a</sup>	. <sup>a</sup>	. <sup>a</sup>	. <sup>a</sup>	. <sup>a</sup>
	Sig. (2-tailed)		.	.	.	.	.
	N	91	91	91	91	91	91
BK_Kategori	Pearson Correlation	.243 <sup>*</sup>	. <sup>a</sup>	1	.201	.152	-.090
	Sig. (2-tailed)	.020	.		.056	.149	.394
	N	91	91	91	91	91	91



CC_kategori	Pearson Correlation	.220 <sup>*</sup>	. <sup>a</sup>	.201	1	.267 <sup>*</sup>	-.365 <sup>**</sup>
	Sig. (2-tailed)	.036	.	.056		.010	.000
	N	91	91	91	91	91	91
SK_Kategori	Pearson Correlation	.317 <sup>**</sup>	. <sup>a</sup>	.152	.267 <sup>*</sup>	1	-.387 <sup>**</sup>
	Sig. (2-tailed)	.002	.	.149	.010		.000
	N	91	91	91	91	91	91
Kinerja_Kategori	Pearson Correlation	-.271 <sup>**</sup>	. <sup>a</sup>	-.090	-.365 <sup>**</sup>	-.387 <sup>**</sup>	1
	Sig. (2-tailed)	.009	.	.394	.000	.000	
	N	91	91	91	91	91	91

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

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

a. Cannot be computed because at least one of the variables is constant.

#### NONPAR CORR

```

/VARIABLES=PK_Kategori KP_Kategori BK_Kategori CC_kategori SK_Kategori
Kinerja_Kategori
/PRINT=SPEARMAN TWOTAIL NOSIG
/MISSING=PAIRWISE.

```

#### Nonparametric Correlations

##### Notes

Output Created	14-AUG-2024 09:57:06	
Comments		
Input	Data	C:\Users\Acer\AppData\Local\Microsoft\Windows\INetCache\IE\IEIRFVSHX\data_rekap[1].sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	91
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.

Syntax	NONPAR CORR /VARIABLES=PK_Kategori KP_Kategori BK_Kategori CC_kategori SK_Kategori Kinerja_Kategori /PRINT=SPEARMAN TWOTAIL NOSIG /MISSING=PAIRWISE.	
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.02
	Number of Cases Allowed	349525 cases <sup>a</sup>

a. Based on availability of workspace memory

			Correlations					
			PK_Kate gori	KP_Kat egori	BK_Kate gori	CC_ kate gori	SK_Kate gori	Kinerj a_Kat egori
Spearman's rho	PK_Kate gori	Correlation Coefficient	1.000	.	.243*	.153	.317**	-.271**
		Sig. (2-tailed)	.	.	.020	.148	.002	.009
		N	91	91	91	91	91	91
KP_Kate gori	KP_Kate gori	Correlation Coefficient	.	.	.	.	.	.
		Sig. (2-tailed)	.	.	.	.	.	.
		N	91	91	91	91	91	91
BK_Kate gori	BK_Kate gori	Correlation Coefficient	.243*	.	1.000	.201	.153	-.091
		Sig. (2-tailed)	.020	.	.	.056	.149	.390
		N	91	91	91	91	91	91
CC_kate gori	CC_kate gori	Correlation Coefficient	.153	.	.201	1.000	.222*	-.259*
		Sig. (2-tailed)	.148	.	.056	.	.035	.013
		N	91	91	91	91	91	91
SK_Kate gori	SK_Kate gori	Correlation Coefficient	.317**	.	.153	.222*	1.000	-.387**
		Sig. (2-tailed)	.002	.	.149	.035	.	.000
		N	91	91	91	91	91	91
Kinerja_K ategori	Kinerja_K ategori	Correlation Coefficient	-.271**	.	-.091	-.259*	-.387**	1.000
		Sig. (2-tailed)	.009	.	.390	.013	.000	.
		N	91	91	91	91	91	91

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

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

#### CROSSTABS

```
/TABLES=PK_Kategori BY Kinerja_Kategori
/FORMAT=AVALUE TABLES
```

/CELLS=COUNT ROW  
/COUNT ROUND CELL.

## Crosstabs

		Notes
Output Created		14-AUG-2024 09:57:55
Comments		
Input	Data	C:\Users\Acer\AppData\Local\Microsoft\Windows\INetCache\IE\IEIRFVSHX\data_rekap[1].sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	91
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each table are based on all the cases with valid data in the specified range(s) for all variables in each table.
Syntax	CROSSTABS /TABLES=PK_Kategori BY Kinerja_Kategori /FORMAT=AVALUE TABLES /CELLS=COUNT ROW /COUNT ROUND CELL.	
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.03
	Dimensions Requested	2
	Cells Available	524245

### Case Processing Summary

	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
PK_Kategori *	91	100.0%	0	0.0%	91	100.0%
Kinerja_Kategori						

### PK\_Kategori \* Kinerja\_Kategori Crosstabulation

		Kinerja_Kategori		Total	
		Tidak Mengalami Penurunan	Mengalami Penurunan		
PK_Kategori	Tidak Mengalami	Count	3	75	78
		% within PK_Kategori	3.8%	96.2%	100.0%
	Mengalami	Count	3	10	13
		% within PK_Kategori	23.1%	76.9%	100.0%
Total	Count		6	85	91
	% within PK_Kategori		6.6%	93.4%	100.0%

### Crosstabs

#### Notes

Output Created	14-AUG-2024 09:58:11	
Comments		
Input	Data	C:\Users\Acer\AppData\Local\Microsoft\Windows\INetCache\IE\EIFVSHX\data_rekap[1].sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	91
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each table are based on all the cases with valid data in the specified range(s) for all variables in each table.
Syntax	CROSSTABS /TABLES=KP_Kategori BY Kinerja_Kategori /FORMAT=AVALUE TABLES /CELLS=COUNT ROW /COUNT ROUND CELL.	
Resources	Processor Time	00:00:00.02

Elapsed Time	00:00:00.02
Dimensions Requested	2
Cells Available	524245

**Case Processing Summary**

	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
KP_Kategori * Kinerja_Kategori	91	100.0%	0	0.0%	91	100.0%

**KP\_Kategori \* Kinerja\_Kategori Crosstabulation**

KP_Kategori	Tidak Mengalami	Count	Kinerja_Kategori		Total
			Tidak Mengalami Penurunan	Mengalami Penurunan	
		6	85	91	
		% within KP_Kategori	6.6%	93.4%	100.0%
Total		6	85	91	
		% within KP_Kategori	6.6%	93.4%	100.0%

```

CROSSTABS
  /TABLES=SK_Kategori CC_kategori BY Kinerja_Kategori
  /FORMAT=AVALUE TABLES
  /CELLS=COUNT ROW
  /COUNT ROUND CELL.

```

**Crosstabs**

**Notes**

Output Created	14-AUG-2024 09:58:22
Comments	
Input	Data
	C:\Users\Acer\AppData\Local\Microsoft\Windows\INetCache\IE\IEIRFVSHX\data_rekap[1].sav
	Active Dataset
	DataSet1
	Filter
	<none>
	Weight
	<none>
	Split File
	<none>

	N of Rows in Working Data File	91
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each table are based on all the cases with valid data in the specified range(s) for all variables in each table.
Syntax		CROSSTABS /TABLES=SK_Kategori CC_kategori BY Kinerja_Kategori /FORMAT=AVALUE TABLES /CELLS=COUNT ROW /COUNT ROUND CELL.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.02
	Dimensions Requested	2
	Cells Available	524245

### Case Processing Summary

	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
SK_Kategori * Kinerja_Kategori	91	100.0%	0	0.0%	91	100.0%
CC_kategori * Kinerja_Kategori	91	100.0%	0	0.0%	91	100.0%

### SK\_Kategori \* Kinerja\_Kategori Crosstabulation

		Kinerja_Kategori		Total	
		Tidak Mengalami Penurunan	Mengalami Penurunan		
SK_Kategori	Stress Ringan	Count	3	80	83
		% within SK_Kategori	3.6%	96.4%	100.0%
	Stress Sedang	Count	3	5	8
		% within SK_Kategori	37.5%	62.5%	100.0%
Total		Count	6	85	91
		% within SK_Kategori	6.6%	93.4%	100.0%

### CC\_kategori \* Kinerja\_Kategori Crosstabulation

		Kinerja_Kategori		Total	
		Tidak Mengalami Penurunan	Mengalami Penurunan		
CC_kategori	Tidak Stress	Count	2	58	60
		% within CC_kategori	3.3%	96.7%	100.0%
	Ringan	Count	1	26	27
		% within CC_kategori	3.7%	96.3%	100.0%
	Sedang	Count	3	1	4
		% within CC_kategori	75.0%	25.0%	100.0%
Total	Count	6	85	91	
	% within CC_kategori	6.6%	93.4%	100.0%	

### Notes

Output Created	14-AUG-2024 12:56:59	
Comments		
Input	Data	C:\Users\Acer\AppData\Local\Microsoft\Windows\INetCache\IE\EIFVSHX\data_rekap[1].sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	91
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each table are based on all the cases with valid data in the specified range(s) for all variables in each table.
Syntax	CROSSTABS /TABLES=LK BY SK_Kategori /FORMAT=AVALUE TABLES /CELLS=COUNT ROW /COUNT ROUND CELL.	
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.02
	Dimensions Requested	2

FREQUENCIES VARIABLES=LK  
/ORDER=ANALYSIS.

CROSSTABS  
/TABLES=LK BY SK\_Kategori  
/FORMAT=AVALUE TABLES  
/CELLS=COUNT ROW  
/COUNT ROUND CELL.

### Crosstabs

		Notes
Output Created		14-AUG-2024 13:20:19
Comments		
Input	Data	C:\Users\Acer\AppData\Local\Microsoft\Windows\INetCache\IE\IEIRFVSHX\data_rekap[1].sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	91
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each table are based on all the cases with valid data in the specified range(s) for all variables in each table.
Syntax		CROSSTABS /TABLES=LK BY SK_Kategori /FORMAT=AVALUE TABLES /CELLS=COUNT ROW /COUNT ROUND CELL.
Resources	Processor Time	00:00:00.03



Elapsed Time	00:00:00.03
Dimensions Requested	2
Cells Available	524245

**Case Processing Summary**

	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
Waktu Kerja * SK_Kategori	91	100.0%	0	0.0%	91	100.0%

**Waktu Kerja \* SK\_Kategori Crosstabulation**

Waktu Kerja			SK_Kategori		Total
			Stress Ringan	Stress Sedang	
>8 jam/hari	Count	48	7	55	
	% within Waktu Kerja	87.3%	12.7%	100.0%	
≤ 8 jam/hari	Count	35	1	36	
	% within Waktu Kerja	97.2%	2.8%	100.0%	
Total		Count	83	8	91
		% within Waktu Kerja	91.2%	8.8%	100.0%

```

CROSSTABS
  /TABLES=LK BY CC_kategori
  /FORMAT=AVALUE TABLES
  /CELLS=COUNT ROW
  /COUNT ROUND CELL.

```

**Crosstabs**

**Notes**

Output Created	14-AUG-2024 13:20:33	
Comments		
Input	Data	C:\Users\Acer\AppData\Local\Microsoft\Windows\INetCache\IE\IEIRFVSHX\data_rekap[1].sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>

	Split File	<none>
	N of Rows in Working Data File	91
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each table are based on all the cases with valid data in the specified range(s) for all variables in each table.
Syntax		CROSSTABS /TABLES=LK BY CC_kategori /FORMAT=AVALUE TABLES /CELLS=COUNT ROW /COUNT ROUND CELL.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.02
	Dimensions Requested	2
	Cells Available	524245

### Case Processing Summary

	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
Waktu Kerja * CC_kategori	91	100.0%	0	0.0%	91	100.0%

### Waktu Kerja \* CC\_kategori Crosstabulation

			CC_kategori		
			Tidak Stress	Ringan	Sedang
Waktu Kerja	>8 jam/hari	Count	33	18	4
		% within Waktu Kerja	60.0%	32.7%	7.3%
	≤ 8 jam/hari	Count	27	9	0
		% within Waktu Kerja	75.0%	25.0%	0.0%
Total		Count	60	27	4
		% within Waktu Kerja	65.9%	29.7%	4.4%

CROSSTABS

/TABLES=LK BY Kinerja\_Kategori

/FORMAT=AVALUE TABLES

/CELLS=COUNT ROW

/COUNT ROUND CELL.

**Crosstabs**

**Notes**

Output Created		14-AUG-2024 13:20:51
Comments		
Input	Data	C:\Users\Acer\AppData\Local\Microsoft\Windows\INetCache\IE\EIFRVSHX\data_rekap[1].sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	91
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each table are based on all the cases with valid data in the specified range(s) for all variables in each table.
Syntax		CROSSTABS /TABLES=LK BY Kinerja_Kategori /FORMAT=AVALUE TABLES /CELLS=COUNT ROW /COUNT ROUND CELL.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.01
	Dimensions Requested	2
	Cells Available	524245

**Case Processing Summary**

	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
Waktu Kerja * Kinerja_Kategori	91	100.0%	0	0.0%	91	100.0%

**Waktu Kerja \* Kinerja\_Kategori Crosstabulation**

Kinerja\_Kategori | Total

			Tidak Mengalami Penurunan	Mengalami Penurunan	
Waktu Kerja	>8 jam/hari	Count	4	51	55
		% within Waktu Kerja	7.3%	92.7%	100.0%
	≤ 8 jam/hari	Count	2	34	36
		% within Waktu Kerja	5.6%	94.4%	100.0%
Total		Count	6	85	91
		% within Waktu Kerja	6.6%	93.4%	100.0%

## Correlations

### Notes

Output Created	14-AUG-2024 13:21:24	
Comments		
Input	Data	C:\Users\Acer\AppData\Local\Microsoft\Windows\INetCache\IE\IEIRFVSHX\data_rekap[1].sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	91
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax	CORRELATIONS /VARIABLES=LK SK_Kategori CC_kategori Kinerja_Kategori /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.	
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.02

### Correlations

		Waktu Kerja	SK_Kategori	CC_kategori	Kinerja_Kategori
Waktu Kerja	Pearson Correlation	1	-.172	-.191	.034

	Sig. (2-tailed)		.103	.070	.750
	N	91	91	91	91
SK_Kategori	Pearson Correlation	-.172	1	.267*	-.387**
	Sig. (2-tailed)	.103		.010	.000
	N	91	91	91	91
CC_kategori	Pearson Correlation	-.191	.267*	1	-.365**
	Sig. (2-tailed)	.070	.010		.000
	N	91	91	91	91
Kinerja_Kategori	Pearson Correlation	.034	-.387**	-.365**	1
	Sig. (2-tailed)	.750	.000	.000	
	N	91	91	91	91

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

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

#### NONPAR CORR

```

/VARIABLES=LK SK_Kategori CC_kategori Kinerja_Kategori
/PRINT=SPEARMAN TWOTAIL NOSIG
/MISSING=PAIRWISE.

```

### Nonparametric Correlations

Notes		
Output Created		14-AUG-2024 13:21:24
Comments		
Input	Data	C:\Users\Acer\AppData\Local\Microsoft\Windows\INetCache\IE\EIFRVSHX\data_rekap[1].sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	91
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.

Syntax	NONPAR CORR /VARIABLES=LK SK_Kategori CC_kategori Kinerja_Kategori /PRINT=SPEARMAN TWOTAIL NOSIG /MISSING=PAIRWISE.	
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.01
	Number of Cases Allowed	449389 cases <sup>a</sup>

a. Based on availability of workspace memory

### Correlations

			Waktu Kerja	SK_Kategori	CC_kategori	Kinerja_Kategori
Spearman's rho	Waktu Kerja	Correlation Coefficient	1.000	-.172	-.172	.034
		Sig. (2-tailed)	.	.103	.103	.750
		N	91	91	91	91
	SK_Kategori	Correlation Coefficient	-.172	1.000	.222*	-.387**
		Sig. (2-tailed)	.103	.	.035	.000
		N	91	91	91	91
	CC_kategori	Correlation Coefficient	-.172	.222*	1.000	-.259*
		Sig. (2-tailed)	.103	.035	.	.013
		N	91	91	91	91
	Kinerja_Kategori	Correlation Coefficient	.034	-.387**	-.259*	1.000
		Sig. (2-tailed)	.750	.000	.013	.
		N	91	91	91	91

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

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

## Lampiran 4. Rekomendasi Persetujuan Etik



KEMENTERIAN PENDIDIKAN KEBUDAYAAN,  
RISET DAN TEKNOLOGI  
UNIVERSITASHASANUDDIN  
FAKULTAS KESEHATAN MASYARAKAT

Jl. Perintis Kemerdekaan Km.10 Makassar 90245, Telp.(0411) 585658,  
e-mail : fkm.unhas@gmail.com, website: <https://fkm.unhas.ac.id/>

**SURAT KETERANGAN ATASAN YANG BERWENANG**  
Nomor: 03649/UN.4.14.8/PT.01.04/2024

Yang bertanda tangan dibawah ini:

Nama : Prof. Dr. dr. Syamsiar S. Russeng, MS  
NIP : 195912211987022001  
Pangkat/Golongan : Pembina Tk.I/ IV.b  
Jabatan : Ketua Program Studi S2 Keselamatan dan Kesehatan Kerja Fakultas Kesehatan Masyarakat Universitas Hasanuddin

dengan ini menerangkan bahwa:

Nama : Zubaidah Putri Daeng Barang  
No. Pokok/NIM : K032222002  
Program Studi : S2 Keselamatan dan Kesehatan Kerja  
Judul Penelitian : Pengaruh Beban Kerja, Konflik Peran Ganda, Waktu Kerja, dan Stress Kerja Terhadap Kinerja Perawat Wanita di Rumah Sakit Stella Maris 2024

Disetujui untuk melakukan penelitian dengan judul tersebut diatas:

Demikian disampaikan untuk dapat dipergunakan sebagaimana mestinya.

Makassar, 3 Mei 2024  
Ketua Program Studi S2 Keselamatan  
dan Kesehatan Kerja,



Prof. Dr. dr. Syamsiar S. Russeng, M.S.  
NIP 195912211987022001

## Lampiran 5. Surat Keterangan Penelitian



KEMENTERIAN PENDIDIKAN KEBUDAYAAN,  
RISET DAN TEKNOLOGI  
UNIVERSITASHASANUDDIN  
FAKULTAS KESEHATAN MASYARAKAT  
Jl. Perintis Kemerdekaan Km.10 Makassar 90245, Telp.(0411) 585658,  
e-mail : fkm.unhas@gmail.com, website: https://fkm.unhas.ac.id/

Nomor : 04429/UN4.14.1/PT.01.04/2024  
Lamp. : ---  
Hal : Izin Penelitian

27 Mei 2024

Yth. : Direktur Rumah Sakit Stella Maris  
Tempat

Dengan hormat, kami sampaikan bahwa mahasiswa Program Magister Keselamatan dan Kesehatan Kerja Fakultas Kesehatan Masyarakat Universitas Hasanuddin yang tersebut di bawah ini :

Nama : Zubaidah Putri Daeng Barang  
Nomor Pokok : K032222002  
Program Studi : Keselamatan dan Kesehatan Kerja

Bermaksud melakukan penelitian dalam rangka persiapan penulisan tesis dengan judul "**Pengaruh Beban Kerja, Konflik Peran Ganda, Waktu Kerja Dan Stress Kerja Terhadap Kinerja Perawat di Rumah Sakit Stella Maris Tahun 2024**".

Pembimbing : 1. Prof. Dr. Atjo Wahyu, SKM., M.Kes  
2. Prof. Dr. Lalu Muhammad Saleh, SKM., M.Kes  
Waktu Penelitian : Mei - Juni 2024

Sehubungan dengan hal tersebut, kami mohon kebijaksanaan Bapak/Ibu kiranya berkenan memberi izin kepada yang bersangkutan

Atas perhatian dan kerjasamanya, disampaikan terima kasih.

an. Dekan  
Wakil Dekan Bidang Akademik dan Kemahasiswaan



Dr. Wahiduddin, SKM., M.Kes.  
NIP. 197604072005011004

Tembusan Yth:

1. Dekan FKM Unhas (Sebagai Laporan);
2. Ketua Program Studi S2 Keselamatan dan Kesehatan Kerja FKM Unhas;



## Lampiran 6. Dokumentasi Penelitian





## Lampiran 7. Riwayat Hidup Peneliti

### DAFTAR RIWAYAT HIDUP



#### A. Identitas Diri

1. Nama : Zubaidah Putri Daeng Barang
2. NIM : K032222002
3. Agama : Islam
4. Tempat/Tanggal Lahir : Ternate, 21 Agustus 2000
5. Alamat : Minasaupa Blok N11/12

#### B. Riwayat Pendidikan

1. SDIT Albina Tahun 2012
2. SMPIT Nurul Hasan Tahun 2015
3. SMA DARUL ISTIQOMAH Tahun 2018
4. Universitas Hasanuddin

#### C. Riwayat Penelitian