

## Daftar Pustaka

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## **LAMPIRAN 1 : Daftar Riwayat Hidup Penulis**

### **BIODATA**

#### **Identitas Diri**

Nama Lengkap : Muh. Agitha Algifari  
Tempat Tanggal Lahir : Makassar, 25 Januari 2001  
Jenis Kelamin : Laki-laki  
Alamat : Jl. Dg Tata 3 Lr.7 Perumahan Taman Tata Regency  
Blok A No.2  
No. Telp : 089510132913  
E-mail : [catsalgifari@gmail.com](mailto:catsalgifari@gmail.com)

#### **Riwayat Pendidikan**

SD Inpres Sandikka : 2006-2012  
SMP Negeri 3 Makassar : 2012-2015  
SMA Negeri 3 Makassar : 2015-2018  
Universitas Hasanuddin : 2019-

#### **Riwayat Organisasi**

1. Anggota Keluarga Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Hasanuddin (KEMA FEB-UH).
2. Pengurus Ikatan Mahasiswa Manajemen (IMMAJ) Fakultas Ekonomi dan Bisnis Universitas Hasanuddin Periode 2022.

Demikian biodata ini dibuat dengan sebenar-benarnya,

Makassar, 29 Februari 2024

## **LAMPIRAN 2 : KUESIONER PENELITIAN**

### **KUESIONER PENELITIAN PENGARUH STRES KERJA DAN MOTIVASI TERHADAP KINERJA PERAWAT RSUD HAJI KOTA MAKASSAR**

#### **IDENTITAS RESPONDEN**

Nama :  
Jenis Kelamin :  
Umur :  
Masa Bekerja :  
Tingkat Pendidikan :  
Status Perkawinan :

#### **PETUNJUK PENGISIAN**

1. Pada lembar ini terdapat beberapa pernyataan yang akan Saudara/i isi dan diharapkan seluruh pernyataan dijawab dengan jujur dan sesuai dengan keadaan yang sebenarnya.
2. Silahkan pilih jawaban yang menurut Saudara/i paling sesuai dengan kondisi yang ada dengan memberikan tanda centang (✓) pada kolom yang tersedia.

Keterangan :

SS : Sangat Setuju

S : Setuju

R : Ragu-Ragu

TS : Tidak Setuju

STS: Sangat Tidak Setuju

### PERTANYAAN PENELITIAN

#### Stres Kerja (X1)

| NO | PERTANYAAN                                                                                                            | STS | TS | R | S | SS |
|----|-----------------------------------------------------------------------------------------------------------------------|-----|----|---|---|----|
| 1  | Saya merasa tertekan dalam pekerjaan (beban kerja)                                                                    |     |    |   |   |    |
| 2  | Saya ingin merasa cepat pulang (waktu kerja)                                                                          |     |    |   |   |    |
| 3  | Pekerjaan yang dilakukan tidak sesuai dengan ketrampilan/ilmu yang saya miliki (karakteristik tugas)                  |     |    |   |   |    |
| 4  | Saya mendapatkan evaluasi dari pimpinan terkait hasil pekerjaan saya (pengaruh kepemimpinan)                          |     |    |   |   |    |
| 5  | Saya memiliki hubungan yang tidak baik dengan rekan kerja (konflik kerja)                                             |     |    |   |   |    |
| 6  | Saya tidak mampu menyelesaikan pekerjaan (beban kerja)                                                                |     |    |   |   |    |
| 7  | Saya memperoleh pekerjaan lebih dari pimpinan untuk menggantikan rekan kerja yang tidak hadir (pengaruh kepemimpinan) |     |    |   |   |    |
| 8  | Saya merasa mudah capek akibat stres yang saya alami ketika bekerja (beban kerja)                                     |     |    |   |   |    |
| 9  | Saya kurang semangat dalam bekerja karena adanya persaingan yang tidak sehat antar karyawan (konflik kerja)           |     |    |   |   |    |
| 10 | Saya mendapat hukuman yang berat (pengaruh kepemimpinan)                                                              |     |    |   |   |    |

**MOTIVASI (X.2)**

| NO | PERTANYAAN                                                                                      | STS | TS | R | S | SS |
|----|-------------------------------------------------------------------------------------------------|-----|----|---|---|----|
| 1  | Saya ingin mencapai kesuksesan dalam bekerja. (kebutuhan berprestasi)                           |     |    |   |   |    |
| 2  | Pekerjaan yang diberikan sangat menantang. (kebutuhan aktualisasi diri)                         |     |    |   |   |    |
| 3  | Atasan memberikan penghargaan kepada bawahan. (kebutuhan penghargaan)                           |     |    |   |   |    |
| 4  | Situasi lingkungan kerja, baik dan menyenangkan (kebutuhan keamanan)                            |     |    |   |   |    |
| 5  | Hubungan kerja dengan sesama rekan kerja berjalan dengan baik (kebutuhan afiliasi)              |     |    |   |   |    |
| 6  | Besarnya gaji yang diperoleh sesuai dengan pekerjaan yang diperoleh (kebutuhan penghargaan)     |     |    |   |   |    |
| 7  | Saya mengembangkan keterampilan dan kemampuan saya selama bekerja (kebutuhan aktualisasi diri)  |     |    |   |   |    |
| 8  | Saya merasa aman bekerja di tempat ini (kebutuhan keamanan)                                     |     |    |   |   |    |
| 9  | Saya merasa puas dengan prestasi kerja yang telah saya capai selama ini (kebutuhan berprestasi) |     |    |   |   |    |
| 10 | Saya serius dan konsentrasi saat bekerja. (kebutuhan keamanan)                                  |     |    |   |   |    |

### Kinerja (Y)

| NO | PERTANYAAN                                                                                                                      | STS | TS | R | S | SS |
|----|---------------------------------------------------------------------------------------------------------------------------------|-----|----|---|---|----|
| 1  | Kualitas kerja saya sudah memenuhi standar yang telah ditetapkan.<br>(Kualitas)                                                 |     |    |   |   |    |
| 2  | Saya selalu berusaha untuk meningkatkan kualitas kerja saya<br>(kualitas)                                                       |     |    |   |   |    |
| 3  | Jumlah dari hasil pekerjaan saya tangani selalu memenuhi target yang telah ditetapkan (kuantitas)                               |     |    |   |   |    |
| 4  | Saya dapat menyelesaikan tugas yang telah menjadi tanggung jawab saya dengan hasil yang memuaskan.<br>(kuantitas)               |     |    |   |   |    |
| 5  | Saya menguasai bidang pekerjaan yang saya kerjakan saat ini.<br>(kualitas)                                                      |     |    |   |   |    |
| 6  | Saya memiliki keterampilan yang sangat baik dalam melaksanakan pekerjaan saya. (kualitas)                                       |     |    |   |   |    |
| 7  | Saya sangat menjaga ketepatan waktu dan kesempurnaan hasil pekerjaan (tepat waktu)                                              |     |    |   |   |    |
| 8  | Saya selalu menyelesaikan pekerjaan yang telah menjadi tanggung jawab saya dalam kurun waktu tertentu dengan baik (tepat waktu) |     |    |   |   |    |
| 9  | Saya tidak pernah absen dari pekerjaan saya tanpa alasan.<br>(disiplin)                                                         |     |    |   |   |    |
| 10 | Saya selalu berusaha melaksanakan tugas dengan baik dan sesuai aturan (disiplin)                                                |     |    |   |   |    |

### LAMPIRAN 3 : TABULASI KUESIONER

#### VARIABEL STRES KERJA (X1)

| NO | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | TOTAL |
|----|------|------|------|------|------|------|------|------|------|-------|-------|
| 1  | 1    | 1    | 4    | 4    | 1    | 4    | 4    | 4    | 4    | 4     | 31    |
| 2  | 4    | 4    | 3    | 5    | 4    | 4    | 4    | 4    | 4    | 4     | 40    |
| 3  | 1    | 3    | 1    | 3    | 2    | 2    | 2    | 2    | 1    | 3     | 20    |
| 4  | 1    | 2    | 3    | 4    | 1    | 1    | 2    | 2    | 1    | 2     | 19    |
| 5  | 2    | 3    | 1    | 2    | 1    | 2    | 1    | 2    | 2    | 1     | 17    |
| 6  | 2    | 3    | 2    | 3    | 1    | 2    | 2    | 1    | 1    | 2     | 19    |
| 7  | 1    | 3    | 1    | 3    | 1    | 1    | 2    | 3    | 1    | 1     | 17    |
| 8  | 2    | 3    | 2    | 3    | 2    | 1    | 2    | 3    | 1    | 1     | 20    |
| 9  | 3    | 4    | 4    | 2    | 2    | 2    | 4    | 3    | 4    | 2     | 30    |
| 10 | 1    | 3    | 2    | 2    | 1    | 1    | 2    | 2    | 2    | 2     | 18    |
| 11 | 1    | 3    | 2    | 1    | 1    | 1    | 1    | 2    | 2    | 1     | 15    |
| 12 | 4    | 3    | 2    | 5    | 2    | 2    | 2    | 3    | 3    | 2     | 28    |
| 13 | 1    | 3    | 1    | 2    | 1    | 1    | 2    | 2    | 1    | 2     | 16    |
| 14 | 1    | 2    | 1    | 2    | 1    | 1    | 2    | 2    | 2    | 2     | 16    |
| 15 | 2    | 2    | 2    | 4    | 2    | 2    | 3    | 4    | 2    | 4     | 27    |
| 16 | 1    | 1    | 1    | 4    | 1    | 1    | 1    | 1    | 1    | 1     | 13    |
| 17 | 1    | 1    | 1    | 4    | 1    | 1    | 1    | 1    | 1    | 1     | 13    |
| 18 | 1    | 4    | 2    | 3    | 1    | 1    | 4    | 2    | 1    | 1     | 20    |
| 19 | 2    | 4    | 1    | 2    | 1    | 1    | 4    | 2    | 2    | 1     | 20    |
| 20 | 4    | 4    | 5    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 41    |
| 21 | 2    | 2    | 2    | 4    | 2    | 2    | 2    | 2    | 2    | 2     | 22    |
| 22 | 2    | 2    | 2    | 3    | 3    | 2    | 3    | 2    | 3    | 3     | 25    |
| 23 | 2    | 4    | 2    | 2    | 2    | 2    | 4    | 4    | 2    | 2     | 26    |
| 24 | 2    | 4    | 2    | 4    | 2    | 2    | 4    | 4    | 2    | 2     | 28    |
| 25 | 2    | 2    | 3    | 4    | 2    | 2    | 4    | 4    | 3    | 2     | 28    |
| 26 | 2    | 4    | 4    | 3    | 3    | 2    | 3    | 4    | 3    | 2     | 30    |
| 27 | 2    | 2    | 3    | 2    | 2    | 2    | 4    | 4    | 2    | 2     | 25    |
| 28 | 4    | 4    | 4    | 3    | 2    | 3    | 4    | 4    | 4    | 2     | 34    |
| 29 | 2    | 2    | 3    | 2    | 3    | 2    | 4    | 2    | 4    | 2     | 26    |
| 30 | 2    | 2    | 2    | 3    | 2    | 2    | 4    | 4    | 2    | 3     | 26    |
| 31 | 2    | 2    | 2    | 2    | 2    | 3    | 4    | 4    | 2    | 1     | 24    |
| 32 | 2    | 2    | 2    | 3    | 2    | 2    | 2    | 4    | 2    | 2     | 23    |
| 33 | 4    | 4    | 3    | 4    | 2    | 2    | 4    | 4    | 2    | 2     | 31    |
| 34 | 3    | 4    | 4    | 4    | 2    | 2    | 4    | 4    | 2    | 2     | 31    |
| 35 | 3    | 4    | 4    | 4    | 2    | 2    | 4    | 4    | 2    | 2     | 31    |
| 36 | 3    | 4    | 4    | 3    | 3    | 3    | 4    | 4    | 3    | 3     | 34    |
| 37 | 2    | 3    | 2    | 2    | 2    | 3    | 3    | 2    | 3    | 2     | 24    |
| 38 | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2     | 20    |



|    |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|----|
| 39 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 2 | 2 | 34 |
| 40 | 2 | 4 | 1 | 4 | 1 | 1 | 2 | 4 | 1 | 1 | 21 |
| 41 | 2 | 4 | 2 | 4 | 2 | 1 | 5 | 5 | 2 | 2 | 29 |
| 42 | 2 | 2 | 2 | 4 | 2 | 2 | 4 | 4 | 2 | 3 | 27 |
| 43 | 2 | 4 | 2 | 4 | 2 | 2 | 4 | 4 | 2 | 3 | 29 |
| 44 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 2 | 2 | 33 |
| 45 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 46 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 47 | 2 | 4 | 2 | 4 | 2 | 2 | 4 | 4 | 2 | 2 | 28 |
| 48 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 4 | 2 | 2 | 24 |
| 49 | 2 | 2 | 1 | 1 | 2 | 1 | 2 | 2 | 1 | 1 | 15 |
| 50 | 2 | 2 | 2 | 4 | 2 | 2 | 4 | 4 | 2 | 2 | 26 |
| 51 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 52 | 2 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 2 | 2 | 28 |
| 53 | 4 | 4 | 4 | 3 | 2 | 2 | 4 | 4 | 2 | 2 | 31 |
| 54 | 4 | 4 | 3 | 4 | 2 | 2 | 4 | 4 | 2 | 2 | 31 |
| 55 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 23 |
| 56 | 4 | 4 | 2 | 4 | 2 | 2 | 4 | 4 | 2 | 2 | 30 |
| 57 | 4 | 4 | 2 | 4 | 2 | 2 | 4 | 4 | 2 | 2 | 30 |
| 58 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 59 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 4 | 2 | 2 | 24 |
| 60 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 61 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 62 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 15 |
| 63 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 22 |
| 64 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 1 | 2 | 17 |
| 65 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 66 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 67 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 68 | 4 | 4 | 2 | 2 | 2 | 2 | 4 | 4 | 2 | 2 | 28 |
| 69 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 70 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 71 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 72 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 73 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 24 |
| 74 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 21 |
| 75 | 2 | 3 | 2 | 2 | 1 | 2 | 3 | 2 | 1 | 2 | 20 |
| 76 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 77 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 78 | 2 | 2 | 2 | 4 | 2 | 2 | 4 | 4 | 2 | 2 | 26 |
| 79 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 80 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 37 |
| 81 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |

|     |   |   |   |   |   |   |   |   |   |   |    |
|-----|---|---|---|---|---|---|---|---|---|---|----|
| 82  | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 83  | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 84  | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 4 | 2 | 2 | 24 |
| 85  | 4 | 2 | 2 | 2 | 2 | 3 | 2 | 4 | 2 | 2 | 25 |
| 86  | 4 | 4 | 2 | 2 | 2 | 2 | 3 | 4 | 2 | 2 | 27 |
| 87  | 3 | 3 | 2 | 3 | 2 | 2 | 4 | 4 | 2 | 2 | 27 |
| 88  | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 89  | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 90  | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 91  | 2 | 4 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 24 |
| 92  | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 22 |
| 93  | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 23 |
| 94  | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 95  | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 23 |
| 96  | 4 | 4 | 3 | 4 | 2 | 3 | 4 | 4 | 2 | 2 | 32 |
| 97  | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 98  | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 99  | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 23 |
| 100 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 22 |
| 101 | 2 | 3 | 3 | 2 | 1 | 3 | 2 | 2 | 2 | 2 | 22 |
| 102 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 23 |
| 103 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 21 |
| 104 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 22 |
| 105 | 4 | 2 | 2 | 4 | 2 | 2 | 2 | 4 | 2 | 2 | 26 |
| 106 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 21 |
| 107 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 21 |
| 108 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 22 |
| 109 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 4 | 2 | 2 | 23 |
| 110 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 23 |
| 111 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 22 |
| 112 | 5 | 2 | 2 | 2 | 3 | 2 | 2 | 4 | 3 | 2 | 27 |
| 113 | 5 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 24 |
| 114 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 115 | 4 | 2 | 2 | 3 | 2 | 2 | 2 | 4 | 2 | 2 | 25 |
| 116 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
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| 119 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 28 |
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| 122 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 123 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 23 |
| 124 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 23 |

|     |   |   |   |   |   |   |   |   |   |   |    |
|-----|---|---|---|---|---|---|---|---|---|---|----|
| 125 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 22 |
| 126 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 127 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 23 |
| 128 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 22 |
| 129 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 25 |
| 130 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 25 |
| 131 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 132 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 24 |
| 133 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 24 |
| 134 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 23 |
| 135 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 136 | 2 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 23 |
| 137 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 23 |
| 138 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 23 |
| 139 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 140 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 24 |
| 141 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 23 |
| 142 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 22 |
| 143 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 22 |
| 144 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 21 |
| 145 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 24 |
| 146 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 147 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 21 |
| 148 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 149 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 150 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 22 |

**VARIABEL MOTIVASI (X2)**

| NO | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | TOTAL |
|----|------|------|------|------|------|------|------|------|------|-------|-------|
| 1  | 4    | 4    | 4    | 5    | 5    | 4    | 4    | 5    | 5    | 5     | 45    |
| 2  | 5    | 5    | 4    | 5    | 5    | 4    | 4    | 5    | 4    | 5     | 46    |
| 3  | 5    | 4    | 4    | 5    | 5    | 3    | 5    | 5    | 5    | 5     | 46    |
| 4  | 5    | 3    | 4    | 5    | 4    | 3    | 3    | 5    | 5    | 5     | 42    |
| 5  | 5    | 4    | 4    | 4    | 4    | 3    | 4    | 5    | 5    | 3     | 41    |
| 6  | 5    | 5    | 5    | 4    | 5    | 3    | 4    | 5    | 5    | 4     | 45    |
| 7  | 5    | 5    | 4    | 5    | 5    | 3    | 4    | 5    | 5    | 4     | 45    |
| 8  | 5    | 5    | 4    | 5    | 4    | 3    | 4    | 5    | 5    | 5     | 45    |
| 9  | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 50    |
| 10 | 5    | 5    | 4    | 5    | 5    | 3    | 4    | 5    | 5    | 4     | 45    |
| 11 | 5    | 4    | 4    | 4    | 5    | 4    | 4    | 5    | 5    | 4     | 44    |
| 12 | 5    | 3    | 4    | 4    | 5    | 3    | 3    | 5    | 5    | 4     | 41    |
| 13 | 5    | 4    | 5    | 5    | 4    | 3    | 4    | 5    | 5    | 5     | 45    |
| 14 | 5    | 5    | 5    | 4    | 4    | 3    | 4    | 5    | 5    | 4     | 44    |
| 15 | 4    | 4    | 4    | 4    | 4    | 5    | 4    | 4    | 4    | 4     | 41    |
| 16 | 5    | 4    | 4    | 5    | 5    | 5    | 1    | 5    | 5    | 5     | 44    |
| 17 | 4    | 4    | 4    | 5    | 5    | 4    | 4    | 5    | 5    | 5     | 45    |
| 18 | 5    | 3    | 2    | 4    | 5    | 4    | 4    | 5    | 2    | 3     | 37    |
| 19 | 5    | 4    | 4    | 4    | 4    | 4    | 4    | 5    | 4    | 4     | 42    |
| 20 | 4    | 4    | 3    | 4    | 4    | 3    | 4    | 3    | 4    | 4     | 37    |
| 21 | 4    | 2    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 38    |
| 22 | 4    | 2    | 4    | 4    | 4    | 4    | 5    | 4    | 5    | 4     | 40    |
| 23 | 5    | 5    | 5    | 2    | 2    | 5    | 2    | 2    | 2    | 5     | 35    |
| 24 | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40    |
| 25 | 4    | 4    | 4    | 5    | 4    | 4    | 4    | 4    | 4    | 4     | 41    |
| 26 | 4    | 5    | 5    | 5    | 4    | 2    | 4    | 5    | 5    | 5     | 44    |
| 27 | 4    | 5    | 5    | 4    | 4    | 4    | 5    | 4    | 4    | 5     | 44    |
| 28 | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 50    |
| 29 | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40    |
| 30 | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40    |
| 31 | 4    | 5    | 4    | 5    | 5    | 5    | 4    | 5    | 4    | 5     | 46    |
| 32 | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40    |
| 33 | 5    | 5    | 5    | 5    | 5    | 3    | 5    | 5    | 5    | 5     | 48    |
| 34 | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4     | 39    |
| 35 | 4    | 4    | 4    | 5    | 5    | 5    | 5    | 5    | 4    | 5     | 46    |
| 36 | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40    |
| 37 | 4    | 4    | 5    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 41    |
| 38 | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40    |
| 39 | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40    |
| 40 | 4    | 4    | 4    | 5    | 5    | 5    | 5    | 4    | 5    | 4     | 45    |

|    |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|----|
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 43 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 42 |
| 43 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 43 |
| 44 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 2 | 5 | 46 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 46 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 47 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 48 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 45 |
| 49 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 50 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 44 |
| 51 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 44 |
| 52 | 4 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 46 |
| 53 | 4 | 4 | 2 | 2 | 4 | 2 | 4 | 3 | 3 | 4 | 32 |
| 54 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 3 | 4 | 5 | 36 |
| 55 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 56 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 38 |
| 57 | 5 | 3 | 4 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 44 |
| 58 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 59 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 45 |
| 60 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 61 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 43 |
| 62 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 63 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 64 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 44 |
| 65 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 66 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 45 |
| 67 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 68 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 39 |
| 69 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 70 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 71 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 43 |
| 72 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 73 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 45 |
| 74 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 44 |
| 75 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 43 |
| 76 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 77 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 78 | 4 | 4 | 4 | 4 | 4 | 1 | 4 | 3 | 4 | 4 | 36 |
| 79 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 80 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 37 |
| 81 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 82 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 83 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 43 |

|     |   |   |   |   |   |   |   |   |   |   |    |
|-----|---|---|---|---|---|---|---|---|---|---|----|
| 84  | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 42 |
| 85  | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 45 |
| 86  | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 3 | 4 | 40 |
| 87  | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 44 |
| 88  | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 42 |
| 89  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 90  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 91  | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 92  | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 44 |
| 93  | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 44 |
| 94  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 95  | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 43 |
| 96  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 97  | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 44 |
| 98  | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 44 |
| 99  | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 100 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 101 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 46 |
| 102 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 45 |
| 103 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 104 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 105 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 106 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 44 |
| 107 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 108 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 47 |
| 109 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 110 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 45 |
| 111 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 47 |
| 112 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 113 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 114 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 115 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 47 |
| 116 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 46 |
| 117 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 46 |
| 118 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 119 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 43 |
| 120 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 121 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 46 |
| 122 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 123 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 124 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 125 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 126 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 46 |

|     |   |   |   |   |   |   |   |   |   |   |    |
|-----|---|---|---|---|---|---|---|---|---|---|----|
| 127 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 128 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 129 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 46 |
| 130 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 48 |
| 131 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 44 |
| 132 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 133 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| 134 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 135 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |
| 136 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 137 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| 138 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 46 |
| 139 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 45 |
| 140 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 141 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 46 |
| 142 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |
| 143 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 5 | 4 | 45 |
| 144 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| 145 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 44 |
| 146 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 147 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 46 |
| 148 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 47 |
| 149 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 150 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 44 |

# KINERJA (Y)

| NO | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y,7 | Y.8 | Y.9 | Y.10 | TOTAL |
|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|-------|
| 1  | 2   | 2   | 2   | 3   | 2   | 4   | 2   | 2   | 4   | 4    | 27    |
| 2  | 4   | 5   | 4   | 5   | 4   | 4   | 4   | 5   | 5   | 4    | 44    |
| 3  | 5   | 5   | 5   | 5   | 5   | 5   | 4   | 4   | 4   | 5    | 47    |
| 4  | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 4   | 4   | 5    | 48    |
| 5  | 5   | 5   | 4   | 5   | 5   | 5   | 4   | 5   | 4   | 5    | 47    |
| 6  | 5   | 4   | 5   | 5   | 5   | 4   | 4   | 4   | 3   | 5    | 44    |
| 7  | 5   | 5   | 5   | 4   | 5   | 5   | 4   | 5   | 3   | 5    | 46    |
| 8  | 5   | 5   | 4   | 4   | 5   | 5   | 4   | 5   | 4   | 5    | 46    |
| 9  | 4   | 4   | 4   | 4   | 4   | 5   | 5   | 5   | 5   | 5    | 45    |
| 10 | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 4   | 4    | 48    |
| 11 | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 3   | 4    | 41    |
| 12 | 5   | 5   | 4   | 4   | 5   | 5   | 5   | 5   | 5   | 5    | 48    |
| 13 | 5   | 5   | 4   | 5   | 5   | 4   | 5   | 5   | 5   | 4    | 47    |
| 14 | 5   | 5   | 4   | 5   | 5   | 5   | 5   | 5   | 4   | 5    | 48    |
| 15 | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40    |
| 16 | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 41    |
| 17 | 2   | 2   | 2   | 3   | 2   | 4   | 2   | 2   | 4   | 4    | 27    |
| 18 | 3   | 3   | 4   | 4   | 4   | 4   | 3   | 5   | 5   | 5    | 40    |
| 19 | 4   | 5   | 4   | 5   | 5   | 5   | 5   | 5   | 4   | 5    | 47    |
| 20 | 4   | 4   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 48    |
| 21 | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40    |
| 22 | 5   | 5   | 5   | 4   | 5   | 4   | 5   | 4   | 5   | 4    | 46    |
| 23 | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40    |
| 24 | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 50    |
| 25 | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 4   | 3   | 4    | 40    |
| 26 | 5   | 5   | 5   | 4   | 4   | 5   | 4   | 4   | 4   | 4    | 44    |
| 27 | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4    | 39    |
| 28 | 4   | 4   | 4   | 5   | 4   | 5   | 4   | 5   | 4   | 5    | 44    |
| 29 | 4   | 4   | 4   | 5   | 4   | 5   | 4   | 5   | 4   | 5    | 44    |
| 30 | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 50    |
| 31 | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 50    |
| 32 | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40    |
| 33 | 5   | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4    | 41    |
| 34 | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 50    |
| 35 | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4    | 39    |
| 36 | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 5   | 5   | 5    | 44    |
| 37 | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40    |
| 38 | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40    |
| 39 | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 50    |
| 40 | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 50    |



|    |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|----|
| 41 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 41 |
| 42 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 44 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 44 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 46 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 47 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 48 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 44 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 50 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 51 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 52 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 53 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 38 |
| 54 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 55 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 56 | 4 | 4 | 4 | 3 | 2 | 2 | 4 | 4 | 4 | 4 | 35 |
| 57 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 48 |
| 58 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 59 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 46 |
| 60 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 61 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 62 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 63 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 64 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 65 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 66 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 67 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 68 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 41 |
| 69 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 70 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 71 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 39 |
| 72 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 73 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 45 |
| 74 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 75 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 76 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 46 |
| 77 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 78 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 79 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 80 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 37 |
| 81 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |
| 82 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 83 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 44 |

|     |   |   |   |   |   |   |   |   |   |   |    |
|-----|---|---|---|---|---|---|---|---|---|---|----|
| 84  | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 43 |
| 85  | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 86  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 87  | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 45 |
| 88  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 89  | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 46 |
| 90  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 91  | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 43 |
| 92  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| 93  | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 44 |
| 94  | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 45 |
| 95  | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 44 |
| 96  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 97  | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 46 |
| 98  | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 44 |
| 99  | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 44 |
| 100 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 101 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 102 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 103 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 48 |
| 104 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 105 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 42 |
| 106 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 45 |
| 107 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 46 |
| 108 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 109 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 46 |
| 110 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 111 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 47 |
| 112 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 113 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 46 |
| 114 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 115 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 116 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 117 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 118 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 46 |
| 119 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 46 |
| 120 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 121 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 45 |
| 122 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 45 |
| 123 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 45 |
| 124 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 42 |
| 125 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 126 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |

|     |   |   |   |   |   |   |   |   |   |   |    |
|-----|---|---|---|---|---|---|---|---|---|---|----|
| 127 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 128 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 42 |
| 129 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 43 |
| 130 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| 131 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 47 |
| 132 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 133 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 134 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 48 |
| 135 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 136 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 137 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 42 |
| 138 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 139 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| 140 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 47 |
| 141 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 142 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 143 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 144 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 145 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 146 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 147 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| 148 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 149 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 150 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |

## LAMPIRAN 4 : UJI VALIDITAS DAN RELIABILITAS

### UJI VALIDITAS

#### 1. VARIABEL STRES KERJA (X.1)

|      |                     | Correlations |        |        |        |        |        |        |        |        |        |          |
|------|---------------------|--------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|----------|
|      |                     | X1.1         | X1.2   | X1.3   | X1.4   | X1.5   | X1.6   | X1.7   | X1.8   | X1.9   | X1.10  | TOTAL_X1 |
| X1.1 | Pearson Correlation | 1            | .456** | .403** | .339** | .371** | .385** | .374** | .486** | .329** | .159   | .693**   |
|      | Sig. (2-tailed)     |              | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .053   | .000     |
|      | N                   | 150          | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150      |
| X1.2 | Pearson Correlation | .456**       | 1      | .348** | .387** | .073   | .099   | .572** | .464** | .109   | .028   | .611**   |
|      | Sig. (2-tailed)     | .000         |        | .000   | .000   | .377   | .228   | .000   | .000   | .185   | .737   | .000     |
|      | N                   | 150          | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150      |
| X1.3 | Pearson Correlation | .403**       | .348** | 1      | .269** | .434** | .557** | .471** | .399** | .497** | .363** | .728**   |
|      | Sig. (2-tailed)     | .000         | .000   |        | .001   | .000   | .000   | .000   | .000   | .000   | .000   | .000     |
|      | N                   | 150          | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150      |
| X1.4 | Pearson Correlation | .339**       | .387** | .269** | 1      | .029   | .119   | .485** | .500** | .104   | .300** | .601**   |
|      | Sig. (2-tailed)     | .000         | .000   | .001   |        | .726   | .148   | .000   | .000   | .206   | .000   | .000     |
|      | N                   | 150          | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150      |
| X1.5 | Pearson Correlation | .371**       | .073   | .434** | .029   | 1      | .456** | .160   | .177*  | .486** | .413** | .500**   |
|      | Sig. (2-tailed)     | .000         | .377   | .000   | .726   |        | .000   | .050   | .030   | .000   | .000   | .000     |
|      | N                   | 150          | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150      |

|          |                     |        |        |        |        |        |        |        |        |        |        |        |
|----------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| X1.6     | Pearson Correlation | .385** | .099   | .557** | .119   | .456** | 1      | .271** | .235** | .476** | .482** | .588** |
|          | Sig. (2-tailed)     | .000   | .228   | .000   | .148   | .000   |        | .001   | .004   | .000   | .000   | .000   |
|          | N                   | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    |
| X1.7     | Pearson Correlation | .374** | .572** | .471** | .485** | .160   | .271** | 1      | .635** | .374** | .234** | .764** |
|          | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .050   | .001   |        | .000   | .000   | .004   | .000   |
|          | N                   | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    |
| X1.8     | Pearson Correlation | .486** | .464** | .399** | .500** | .177*  | .235** | .635** | 1      | .231** | .217** | .738** |
|          | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .030   | .004   | .000   |        | .004   | .008   | .000   |
|          | N                   | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    |
| X1.9     | Pearson Correlation | .329** | .109   | .497** | .104   | .486** | .476** | .374** | .231** | 1      | .462** | .581** |
|          | Sig. (2-tailed)     | .000   | .185   | .000   | .206   | .000   | .000   | .000   | .004   |        | .000   | .000   |
|          | N                   | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    |
| X1.10    | Pearson Correlation | .159   | .028   | .363** | .300** | .413** | .482** | .234** | .217** | .462** | 1      | .508** |
|          | Sig. (2-tailed)     | .053   | .737   | .000   | .000   | .000   | .000   | .004   | .008   | .000   |        | .000   |
|          | N                   | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    |
| TOTAL_X1 | Pearson Correlation | .693** | .611** | .728** | .601** | .500** | .588** | .764** | .738** | .581** | .508** | 1      |
|          | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        |
|          | N                   | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    |

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

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

## 2. VARIABEL MOTIVASI (X.2)

|      |                     | Correlations |        |        |        |        |        |        |        |        |        |          |
|------|---------------------|--------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|----------|
|      |                     | X2.1         | X2.2   | X2.3   | X2.4   | X2.5   | X2.6   | X2.7   | X2.8   | X2.9   | X2.10  | TOTAL_X2 |
| X2.1 | Pearson Correlation | 1            | .289** | .332** | .401** | .411** | .159   | .139   | .412** | .377** | .315** | .568**   |
|      | Sig. (2-tailed)     |              | .000   | .000   | .000   | .000   | .052   | .090   | .000   | .000   | .000   | .000     |
|      | N                   | 150          | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150      |
| X2.2 | Pearson Correlation | .289**       | 1      | .458** | .309** | .371** | .300** | .292** | .310** | .240** | .400** | .621**   |
|      | Sig. (2-tailed)     | .000         |        | .000   | .000   | .000   | .000   | .000   | .000   | .003   | .000   | .000     |
|      | N                   | 150          | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150      |
| X2.3 | Pearson Correlation | .332**       | .458** | 1      | .326** | .274** | .383** | .348** | .387** | .418** | .439** | .679**   |
|      | Sig. (2-tailed)     | .000         | .000   |        | .000   | .001   | .000   | .000   | .000   | .000   | .000   | .000     |
|      | N                   | 150          | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150      |
| X2.4 | Pearson Correlation | .401**       | .309** | .326** | 1      | .471** | .199*  | .400** | .607** | .526** | .439** | .718**   |
|      | Sig. (2-tailed)     | .000         | .000   | .000   |        | .000   | .015   | .000   | .000   | .000   | .000   | .000     |
|      | N                   | 150          | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150      |
| X2.5 | Pearson Correlation | .411**       | .371** | .274** | .471** | 1      | .266** | .357** | .609** | .422** | .320** | .693**   |
|      | Sig. (2-tailed)     | .000         | .000   | .001   | .000   |        | .001   | .000   | .000   | .000   | .000   | .000     |
|      | N                   | 150          | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150      |
| X2.6 | Pearson Correlation | .159         | .300** | .383** | .199*  | .266** | 1      | .250** | .309** | .117   | .276** | .549**   |
|      | Sig. (2-tailed)     | .052         | .000   | .000   | .015   | .001   |        | .002   | .000   | .153   | .001   | .000     |
|      | N                   | 150          | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150      |
| X2.7 | Pearson Correlation | .139         | .292** | .348** | .400** | .357** | .250** | 1      | .304** | .323** | .250** | .585**   |

|          |                     |        |        |        |        |        |        |        |        |        |        |        |
|----------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|          | Sig. (2-tailed)     | .090   | .000   | .000   | .000   | .000   | .002   |        | .000   | .000   | .002   | .000   |
|          | N                   | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    |
| X2.8     | Pearson Correlation | .412** | .310** | .387** | .607** | .609** | .309** | .304** | 1      | .442** | .334** | .731** |
|          | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        | .000   | .000   | .000   |
|          | N                   | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    |
| X2.9     | Pearson Correlation | .377** | .240** | .418** | .526** | .422** | .117   | .323** | .442** | 1      | .313** | .645** |
|          | Sig. (2-tailed)     | .000   | .003   | .000   | .000   | .000   | .153   | .000   | .000   |        | .000   | .000   |
|          | N                   | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    |
| X2.10    | Pearson Correlation | .315** | .400** | .439** | .439** | .320** | .276** | .250** | .334** | .313** | 1      | .622** |
|          | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .001   | .002   | .000   | .000   |        | .000   |
|          | N                   | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    |
| TOTAL_X2 | Pearson Correlation | .568** | .621** | .679** | .718** | .693** | .549** | .585** | .731** | .645** | .622** | 1      |
|          | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        |
|          | N                   | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    |

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

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

### 3. VARIABEL KINERJA

|    |                     | Correlations |        |        |        |        |        |        |        |        |        | TOTAL_Y1 |
|----|---------------------|--------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|----------|
|    |                     | Y1           | Y2     | Y3     | Y4     | Y5     | Y6     | Y7     | Y8     | Y9     | Y10    | 0        |
| Y1 | Pearson Correlation | 1            | .659** | .639** | .537** | .603** | .402** | .599** | .539** | .319** | .459** | .775**   |
|    | Sig. (2-tailed)     |              | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000     |
|    | N                   | 150          | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150      |
| Y2 | Pearson Correlation | .659**       | 1      | .548** | .569** | .608** | .453** | .643** | .633** | .381** | .430** | .798**   |
|    | Sig. (2-tailed)     | .000         |        | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000     |
|    | N                   | 150          | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150      |
| Y3 | Pearson Correlation | .639**       | .548** | 1      | .458** | .507** | .470** | .513** | .477** | .348** | .345** | .715**   |
|    | Sig. (2-tailed)     | .000         | .000   |        | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000     |
|    | N                   | 150          | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150      |
| Y4 | Pearson Correlation | .537**       | .569** | .458** | 1      | .557** | .548** | .606** | .614** | .444** | .483** | .777**   |
|    | Sig. (2-tailed)     | .000         | .000   | .000   |        | .000   | .000   | .000   | .000   | .000   | .000   | .000     |
|    | N                   | 150          | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150      |
| Y5 | Pearson Correlation | .603**       | .608** | .507** | .557** | 1      | .489** | .590** | .622** | .340** | .413** | .778**   |
|    | Sig. (2-tailed)     | .000         | .000   | .000   | .000   |        | .000   | .000   | .000   | .000   | .000   | .000     |
|    | N                   | 150          | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150      |
| Y6 | Pearson Correlation | .402**       | .453** | .470** | .548** | .489** | 1      | .414** | .471** | .437** | .543** | .698**   |
|    | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   |        | .000   | .000   | .000   | .000   | .000     |
|    | N                   | 150          | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150      |



|           |                     |        |        |        |        |        |        |        |        |        |        |        |
|-----------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Y7        | Pearson Correlation | .599** | .643** | .513** | .606** | .590** | .414** | 1      | .617** | .512** | .489** | .806** |
|           | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   |        | .000   | .000   | .000   | .000   |
|           | N                   | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    |
| Y8        | Pearson Correlation | .539** | .633** | .477** | .614** | .622** | .471** | .617** | 1      | .425** | .582** | .801** |
|           | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        | .000   | .000   | .000   |
|           | N                   | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    |
| Y9        | Pearson Correlation | .319** | .381** | .348** | .444** | .340** | .437** | .512** | .425** | 1      | .383** | .620** |
|           | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        | .000   | .000   |
|           | N                   | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    |
| Y10       | Pearson Correlation | .459** | .430** | .345** | .483** | .413** | .543** | .489** | .582** | .383** | 1      | .675** |
|           | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        | .000   |
|           | N                   | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    |
| TOTAL_Y10 | Pearson Correlation | .775** | .798** | .715** | .777** | .778** | .698** | .806** | .801** | .620** | .675** | 1      |
|           | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        |
|           | N                   | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    | 150    |

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

## UJI RELIABILITAS

### 1. Variabel Stres Kerja (X.1)

#### Reliability Statistics

|            |            |
|------------|------------|
| Cronbach's |            |
| Alpha      | N of Items |
| .834       | 10         |

### 2. Variabel Motivasi (X.2)

#### Reliability Statistics

|            |            |
|------------|------------|
| Cronbach's |            |
| Alpha      | N of Items |
| .833       | 10         |

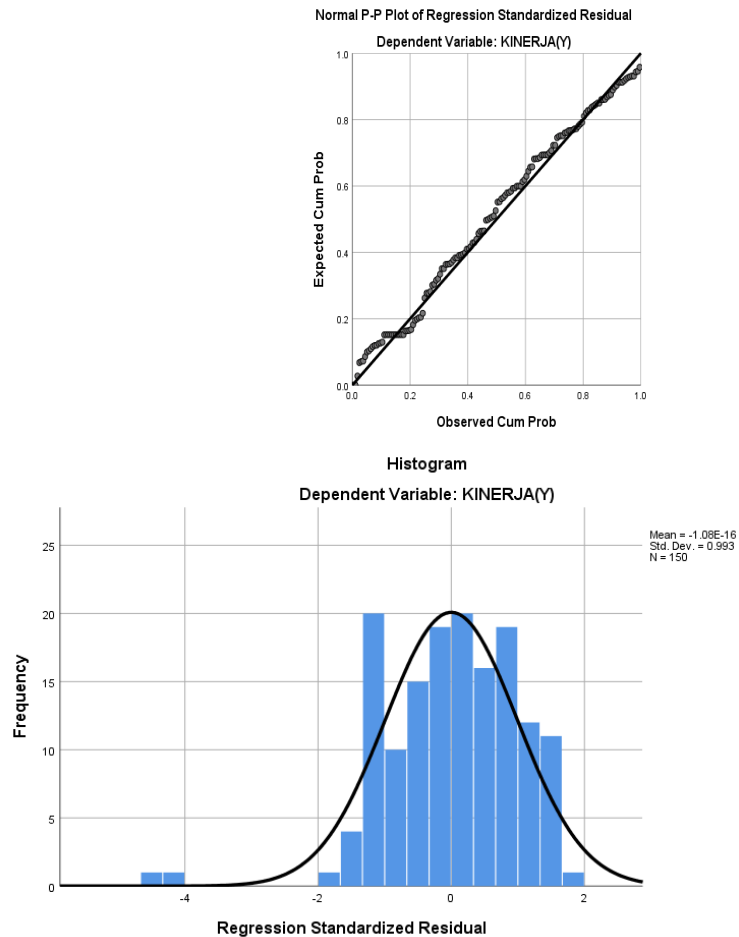
### 3. Variabel Kinerja (Y)

#### Reliability Statistics

|            |            |
|------------|------------|
| Cronbach's |            |
| Alpha      | N of Items |
| .910       | 10         |

## LAMPIRAN 5 : HASIL UJI ASUMSI KLASIK

### 1. Hasil Uji Normalitas

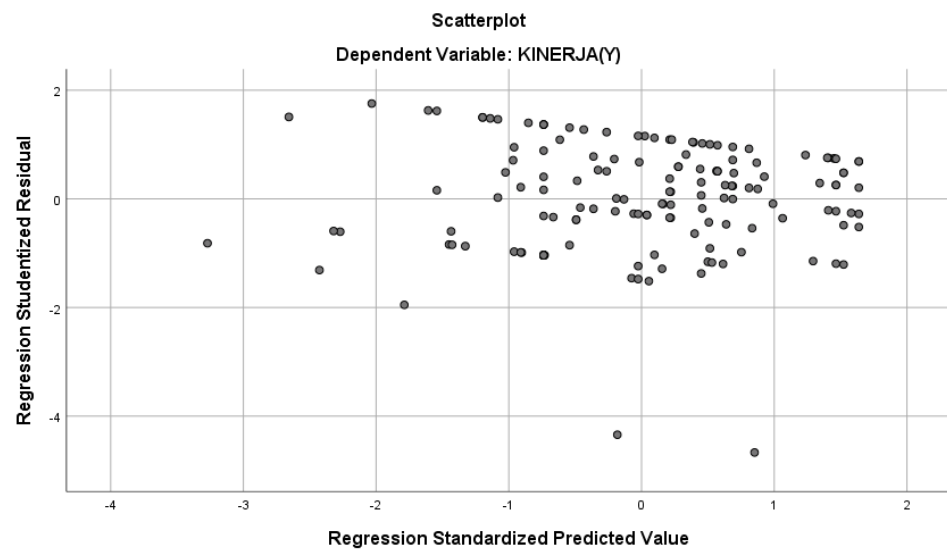


### 2. Uji Multikolinearitas

| Coefficients <sup>a</sup> |              |                             |            |                           |       |      |                         |       |
|---------------------------|--------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
|                           |              | Unstandardized Coefficients |            | Standardized Coefficients |       |      | Collinearity Statistics |       |
| Model                     |              | B                           | Std. Error | Beta                      | t     | Sig. | Tolerance               | VIF   |
| 1                         | (Constant)   | 34.339                      | 4.641      |                           | 7.399 | .000 |                         |       |
|                           | STRES(X1)    | -.069                       | .073       | -.076                     | -.937 | .350 | .966                    | 1.035 |
|                           | MOTIVASI(X2) | .284                        | .091       | .251                      | 3.114 | .002 | .966                    | 1.035 |

a. Dependent Variable: KINERJA(Y)

### 3. Uji Heteroskedastisitas



## LAMPIRAN 6 : HASIL UJI HIPOTESIS

### Uji T

| Coefficients <sup>a</sup> |               |                             |            |                           |       |      |
|---------------------------|---------------|-----------------------------|------------|---------------------------|-------|------|
|                           |               | Unstandardized Coefficients |            | Standardized Coefficients |       |      |
| Model                     |               | B                           | Std. Error | Beta                      | t     | Sig. |
| 1                         | (Constant)    | 34.339                      | 4.641      |                           | 7.399 | .000 |
|                           | STRES (X1)    | -.069                       | .073       | -.076                     | -.937 | .350 |
|                           | MOTIVASI (X2) | .284                        | .091       | .251                      | 3.114 | .002 |

a. Dependent Variable: KINERJA (Y)

### Uji F

| ANOVA <sup>a</sup> |            |                |     |             |       |                   |
|--------------------|------------|----------------|-----|-------------|-------|-------------------|
| Model              |            | Sum of Squares | df  | Mean Square | F     | Sig.              |
| 1                  | Regression | 212.388        | 2   | 106.194     | 6.034 | .003 <sup>b</sup> |
|                    | Residual   | 2587.006       | 147 | 17.599      |       |                   |
|                    | Total      | 2799.393       | 149 |             |       |                   |

a. Dependent Variable: KINERJA (Y)

b. Predictors: (Constant), MOTIVASI (X2), STRES (X1)

### Koefisien Determinasi (R)

| Model Summary |                   |          |                   |                            |
|---------------|-------------------|----------|-------------------|----------------------------|
| Model         | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1             | .275 <sup>a</sup> | .076     | .063              | 4.19508                    |

a. Predictors: (Constant), MOTIVASI (X2), STRES (X1)