

Lampiran 1 Koesioner Penelitian

Kelelahan Kerja

Identitas Responden

1. Nama Responden :
2. No Responden :
3. Jenis Kelamin :
4. Lama Masa Kerja :
5. Bidang kerja :
6. Pendidikan Terakhir :

Koesioner Kelelahan Kerja

PETUNJUK PENGISIAN

Berdasarkan atas pengalaman ibu/bapak, berilah tanda () pada bobot nilai alternative jawaban yang paling merefleksi persepi ibu/bapak pada setiap pertanyaan. Instrument kelelahan kerja disusun dengan menggunakan skala likert.

Untuk jawaban sangat setuju (SS) diberi nilai 5, setuju (S) diberi nilai 4, ragu-ragu (R) diberi nilai 3, tidak setuju (TS) diberi nilai 2, sangat tidak setuju (STS) diberi nilai 1.

NO	KETERANGAN	STS	TS	R	S	SS
1	<i>Physical Echaustion</i>					
	Saya merasa pekerjaan kantor membuat saya pusing, mual, susah tidur.					
2	<i>Emosional exhaustion</i>					
	Saya merasa pekerjaan kantor membuat saya stress, hilangnya kepercayaan dan tertekan sekali					
3	<i>Diminished personal accomplishment</i>					
	Saya merasa rendahnya motivasi kerja dan selalu ada yang kurang dengan hasil kerja saya					
4	<i>depersonalization.</i>					

	Saya cepat merasa tersinggung jika ada sedikit masalah pekerjaan dan bersikap sinis.					
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KOESIONER 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, optimal atau berlebihan.

Pada pemberian peringkat terhadap koesioner beban kerja Anda diminta memberi peringkat erhadap keenam indikator beban mental. Rating yang diberikan adalah subyektif tergantung pada beban mental yang dirasakan oleh responden selama menjalani pekerjaan.

1. *mental demand*

seberapa banyak pekerjaan anda menuntut kekuatan mental?

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
---	---	---	---	---	---	---	---	---	----	----	----	----	----	----	----	----	----	----	----

sangat rendah

sangat tinggi

2. *physical demand*

Seberapa banyak pekerjaan yang menuntut aktivitas fisik anda?

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
---	---	---	---	---	---	---	---	---	----	----	----	----	----	----	----	----	----	----	----

Sangat rendah

sangat tinggi

3. *temporal demand*

Seberapa terburu-buru anda dalam melakukan pekerjaan ?

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
---	---	---	---	---	---	---	---	---	----	----	----	----	----	----	----	----	----	----	----

Sangat rendah

sangat tinggi

4. *performance*

Seberapa sering anda mampu menyelesaikan pekerjaan dengan sukses sesuai dengan target?

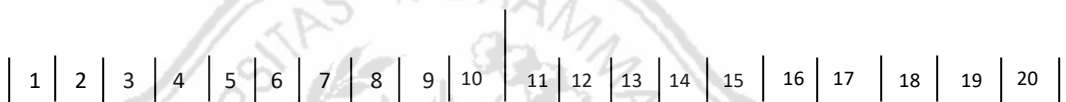


Sangat rendah

sangat tinggi

5. *effort*

Seberapa keras anda harus bekerja untuk mencapai tingkat kinerja Anda ?

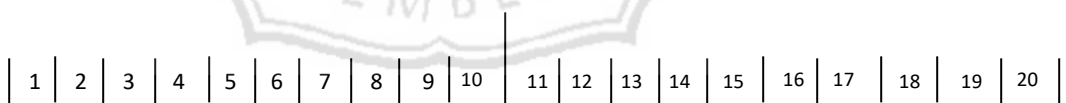


Sangat rendah

sangat tinggi

6. *Frustration*

Seberapa besar anda merasa tidak aman, kecil hati, jengkel, stres, dan jengkel akibat pekerjaan anda ?



Sangat rendah

sangat tinggi

Lampiran 2

Tabel rekapitulasi kuesioner

No	Beban Kerja						Kelelahan Kerja			
	x1	x2	x3	x4	x5	x6	y1	y2	y3	y4
1	12	7	7	15	16	4	2	1	2	2
2	15	15	10	15	15	5	2	2	4	2
3	17	16	12	13	18	7	2	2	2	1
4	11	15	7	15	13	4	2	2	4	1
5	14	12	12	11	11	11	3	3	3	4
6	17	10	12	16	18	10	2	2	2	2
7	13	8	10	15	12	12	2	2	2	3
8	17	10	5	10	20	2	1	1	1	1
9	20	20	13	15	20	15	2	2	3	2
10	11	11	10	13	15	13	4	3	3	4
11	12	10	6	12	14	6	2	3	2	1
12	12	10	7	15	18	14	2	2	4	1
13	13	6	18	9	16	8	3	2	3	1
14	7	5	18	18	18	4	1	1	2	2
15	10	10	14	14	17	6	2	1	3	2
16	15	13	18	17	19	11	4	3	2	4
17	14	12	19	12	16	15	4	3	4	2
18	16	15	11	12	9	7	3	3	4	2
19	19	11	16	13	19	11	3	2	5	4
20	18	16	19	15	15	18	4	3	4	4
21	17	15	19	17	18	19	3	2	5	3
22	15	19	16	18	18	17	4	3	4	4
23	16	12	11	11	16	18	3	2	4	3
24	11	13	18	16	19	12	2	2	4	3
25	9	12	17	15	16	13	3	4	2	3

Lampiran 3
Tabel Frekuensi

Frequencies

Statistics

		x1	x2	x3	x4	x5	x6
N	Valid	25	25	25	25	25	25
	Missing	0	0	0	0	0	0

Frequency Table

x1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	7.00	1	4.0	4.0	4.0
	9.00	1	4.0	4.0	8.0
	10.00	1	4.0	4.0	12.0
	11.00	3	12.0	12.0	24.0
	12.00	3	12.0	12.0	36.0
	13.00	2	8.0	8.0	44.0
	14.00	2	8.0	8.0	52.0
	15.00	3	12.0	12.0	64.0
	16.00	2	8.0	8.0	72.0
	17.00	4	16.0	16.0	88.0
	18.00	1	4.0	4.0	92.0
	19.00	1	4.0	4.0	96.0
	20.00	1	4.0	4.0	100.0
	Total	25	100.0	100.0	

x2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	5.00	1	4.0	4.0	4.0
	6.00	1	4.0	4.0	8.0

7.00	1	4.0	4.0	12.0
8.00	1	4.0	4.0	16.0
10.00	5	20.0	20.0	36.0
11.00	2	8.0	8.0	44.0
12.00	4	16.0	16.0	60.0
13.00	2	8.0	8.0	68.0
15.00	4	16.0	16.0	84.0
16.00	2	8.0	8.0	92.0
19.00	1	4.0	4.0	96.0
20.00	1	4.0	4.0	100.0
Total	25	100.0	100.0	

x3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 5.00	1	4.0	4.0	4.0
6.00	1	4.0	4.0	8.0
7.00	3	12.0	12.0	20.0
10.00	3	12.0	12.0	32.0
11.00	2	8.0	8.0	40.0
12.00	3	12.0	12.0	52.0
13.00	1	4.0	4.0	56.0
14.00	1	4.0	4.0	60.0
16.00	2	8.0	8.0	68.0
17.00	1	4.0	4.0	72.0
18.00	4	16.0	16.0	88.0
19.00	3	12.0	12.0	100.0
Total	25	100.0	100.0	

x4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 9.00	1	4.0	4.0	4.0
10.00	1	4.0	4.0	8.0

11.00	2	8.0	8.0	16.0
12.00	3	12.0	12.0	28.0
13.00	3	12.0	12.0	40.0
14.00	1	4.0	4.0	44.0
15.00	8	32.0	32.0	76.0
16.00	2	8.0	8.0	84.0
17.00	2	8.0	8.0	92.0
18.00	2	8.0	8.0	100.0
Total	25	100.0	100.0	

x5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 9.00	1	4.0	4.0	4.0
11.00	1	4.0	4.0	8.0
12.00	1	4.0	4.0	12.0
13.00	1	4.0	4.0	16.0
14.00	1	4.0	4.0	20.0
15.00	3	12.0	12.0	32.0
16.00	5	20.0	20.0	52.0
17.00	1	4.0	4.0	56.0
18.00	6	24.0	24.0	80.0
19.00	3	12.0	12.0	92.0
20.00	2	8.0	8.0	100.0
Total	25	100.0	100.0	

x6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	1	4.0	4.0	4.0
4.00	3	12.0	12.0	16.0
5.00	1	4.0	4.0	20.0
6.00	2	8.0	8.0	28.0
7.00	2	8.0	8.0	36.0
8.00	1	4.0	4.0	40.0
10.00	1	4.0	4.0	44.0

11.00	3	12.0	12.0	56.0
12.00	2	8.0	8.0	64.0
13.00	2	8.0	8.0	72.0
14.00	1	4.0	4.0	76.0
15.00	2	8.0	8.0	84.0
17.00	1	4.0	4.0	88.0
18.00	2	8.0	8.0	96.0
19.00	1	4.0	4.0	100.0
Total	25	100.0	100.0	

Frequencies

Statistics

		y1	y2	y3	y4
N	Valid	25	25	25	25
	Missing	0	0	0	0

y1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	8.0	8.0	8.0
	2.00	11	44.0	44.0	52.0
	3.00	7	28.0	28.0	80.0
	4.00	5	20.0	20.0	100.0
Total		25	100.0	100.0	

y2

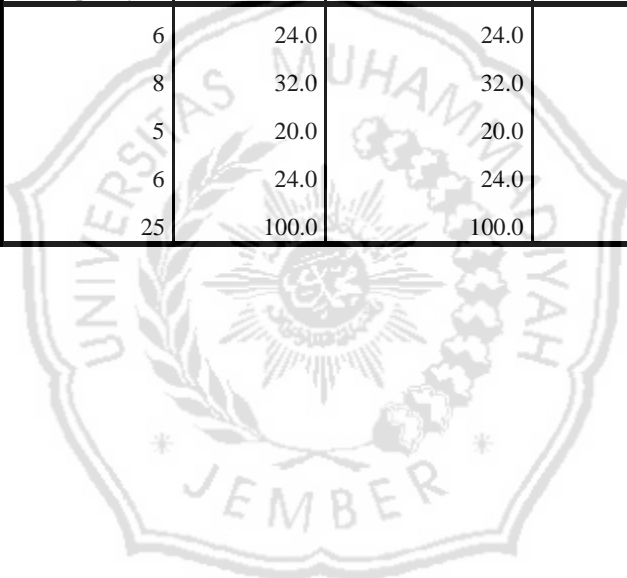
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	4	16.0	16.0	16.0
	2.00	12	48.0	48.0	64.0
	3.00	8	32.0	32.0	96.0
	4.00	1	4.0	4.0	100.0
Total		25	100.0	100.0	

y3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	4.0	4.0	4.0
	2.00	8	32.0	32.0	36.0
	3.00	5	20.0	20.0	56.0
	4.00	9	36.0	36.0	92.0
	5.00	2	8.0	8.0	100.0
Total		25	100.0	100.0	

y4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	6	24.0	24.0	24.0
	2.00	8	32.0	32.0	56.0
	3.00	5	20.0	20.0	76.0
	4.00	6	24.0	24.0	100.0
Total		25	100.0	100.0	



Lampiran 4
Hasil Uji Validitas

Correlations

		Correlations						
		x1	x2	x3	x4	x5	x6	X
x1	Pearson Correlation	1	.554**	.036	-.170	.200	.337	.537**
	Sig. (2-tailed)		.004	.863	.417	.339	.100	.006
	N	25	25	25	25	25	25	25
x2	Pearson Correlation	.554**	1	.135	.236	.057	.431*	.662**
	Sig. (2-tailed)	.004		.520	.256	.786	.032	.000
	N	25	25	25	25	25	25	25
x3	Pearson Correlation	.036	.135	1	.309	.270	.495*	.673**
	Sig. (2-tailed)	.863	.520		.132	.192	.012	.000
	N	25	25	25	25	25	25	25
x4	Pearson Correlation	-.170	.236	.309	1	.311	.208	.445*
	Sig. (2-tailed)	.417	.256	.132		.130	.319	.026
	N	25	25	25	25	25	25	25
x5	Pearson Correlation	.200	.057	.270	.311	1	.128	.462*
	Sig. (2-tailed)	.339	.786	.192	.130		.541	.020
	N	25	25	25	25	25	25	25
x6	Pearson Correlation	.337	.431*	.495*	.208	.128	1	.794**
	Sig. (2-tailed)	.100	.032	.012	.319	.541		.000

	N	25	25	25	25	25	25	25
X	Pearson Correlation	.537**	.662**	.673**	.445*	.462*	.794**	1
	Sig. (2-tailed)	.006	.000	.000	.026	.020	.000	
	N	25	25	25	25	25	25	25

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

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

Correlations

		Correlations				
		y1	y2	y3	y4	Y
y1	Pearson Correlation	1	.727**	.426*	.668**	.902**
	Sig. (2-tailed)		.000	.034	.000	.000
	N	25	25	25	25	25
y2	Pearson Correlation	.727**	1	.161	.447*	.709**
	Sig. (2-tailed)	.000		.443	.025	.000
	N	25	25	25	25	25
y3	Pearson Correlation	.426*	.161	1	.295	.649**
	Sig. (2-tailed)	.034	.443		.152	.000
	N	25	25	25	25	25
y4	Pearson Correlation	.668**	.447*	.295	1	.804**
	Sig. (2-tailed)	.000	.025	.152		.000
	N	25	25	25	25	25
Y	Pearson Correlation	.902**	.709**	.649**	.804**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	25	25	25	25	25

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

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

Lampiran 5 Hasil Uji Reliabilitas

RELIABILITY

```
/VARIABLES=x1 x2 x3 x4 x5 x6
/SCALE ('ALL VARIABLES') ALL
/MODEL=ALPHA.
```

Reliability Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	25	100.0
	Excluded ^a	0	.0
	Total	25	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.657	6

RELIABILITY

```
/VARIABLES=y1 y2 y3 y4
/SCALE ('ALL VARIABLES') ALL
/MODEL=ALPHA.
```

Reliability Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	25	100.0
	Excluded ^a	0	.0
	Total	25	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.752	4



Lampiran 6

Uji asumsi klasik

1. Uji Heteroskedastisitas

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	X ^b		Enter

a. Dependent Variable: AbsRes

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.065 ^a	.004	-.039	.37325

a. Predictors: (Constant), X

b. Dependent Variable: AbsRes

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.014	1	.014	.098	.758 ^b
	Residual	3.204	23	.139		
	Total	3.218	24			

a. Dependent Variable: AbsRes

b. Predictors: (Constant), X

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.318	.454		.700	.491
	X	.010	.034	.065	.312	.758

a. Dependent Variable: AbsRes

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	.4225	.5011	.4574	.02380	25
Residual	-.42131	.68634	.00000	.36539	25
Std. Predicted Value	-1.466	1.839	.000	1.000	25
Std. Residual	-1.129	1.839	.000	.979	25

a. Dependent Variable: AbsRes

Hypothesis Test Summary

	Null Hypothesis	Test	Sig.	Decision
1	The distribution of Unstandardized Residual is normal with mean 0.00000 and standard deviation 0.611.	One-Sample Kolmogorov-Smirnov Test	.200 ^{1,2}	Retain the null hypothesis.
2	The distribution of Standardized Residual is normal with mean 0.00000 and standard deviation 0.979.	One-Sample Kolmogorov-Smirnov Test	.200 ^{1,2}	Retain the null hypothesis.

Asymptotic significances are displayed. The significance level is .05.

¹Lilliefors Corrected

²This is a lower bound of the true significance.

2. Normalitas residual

Descriptive Statistics

	Mean	Std. Deviation	N
Kelelahan Kerja (Y)	2.60000	.746520	25
Beban Kerja (X)	13.5467	2.20083	25

Correlations

		Kelelahan Kerja (Y)	Beban Kerja (X)
Pearson Correlation	Kelelahan Kerja (Y)	1.000	.574
	Beban Kerja (X)	.574	1.000
Sig. (1-tailed)	Kelelahan Kerja (Y)	.	.001
	Beban Kerja (X)	.001	.
N	Kelelahan Kerja (Y)	25	25
	Beban Kerja (X)	25	25

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Beban Kerja (X) ^b		Enter

a. Dependent Variable: Kelelahan Kerja (Y)

b. All requested variables entered.

Model Summary^b

Model	R	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
				R Square Change	F Change	df1	df2	Sig. F Change	
1	.574 ^a	.329	.624445	.329	11.301	1	23	.003	1.828

a. Predictors: (Constant), Beban Kerja (X)

b. Dependent Variable: Kelelahan Kerja (Y)

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	4.407	1	4.407	11.301	.003 ^b
	Residual	8.968	23	.390		
	Total	13.375	24			

a. Dependent Variable: Kelelahan Kerja (Y)

b. Predictors: (Constant), Beban Kerja (X)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.038	.794		-.047	.963
	Beban Kerja (X)	.195	.058	.574	3.362	.003

a. Dependent Variable: Kelelahan Kerja (Y)

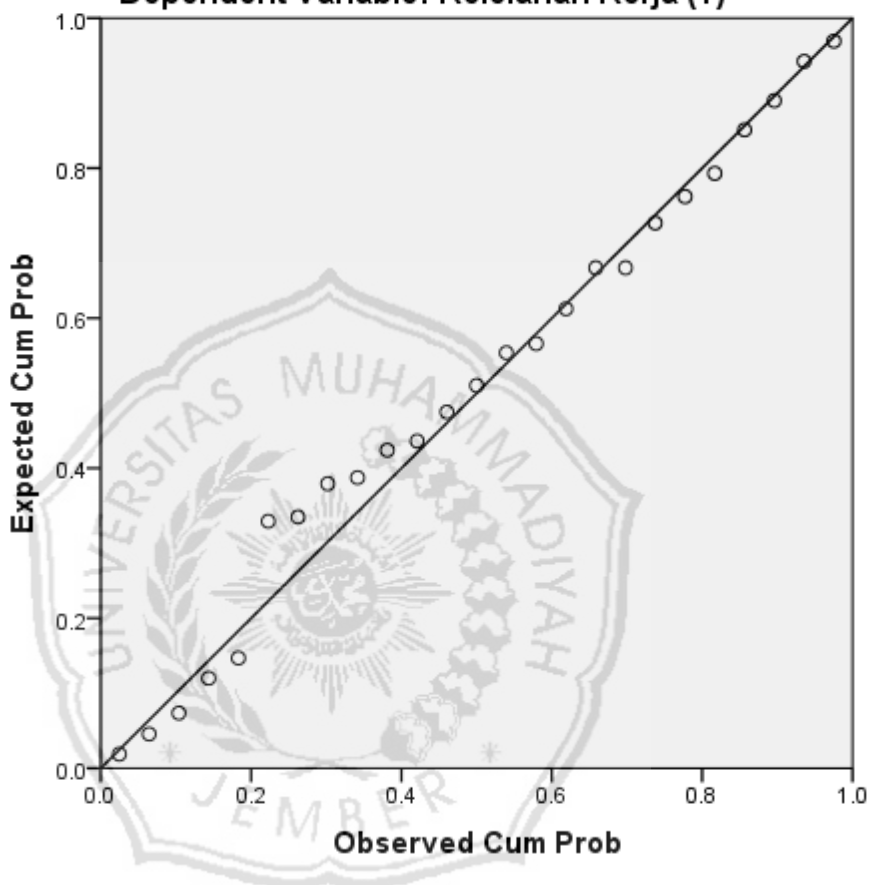
Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	1.94198	3.36969	2.60000	.428494	25
Std. Predicted Value	-1.536	1.796	.000	1.000	25
Standard Error of Predicted Value	.125	.261	.172	.041	25
Adjusted Predicted Value	1.97278	3.49503	2.60075	.434501	25
Residual	-1.298859	1.168627	.000000	.611298	25
Std. Residual	-2.080	1.871	.000	.979	25
Stud. Residual	-2.146	1.927	-.001	1.018	25
Deleted Residual	-1.382617	1.238445	-.000746	.662198	25
Stud. Deleted Residual	-2.347	2.058	-.007	1.062	25
Mahal. Distance	.003	3.227	.960	.965	25
Cook's Distance	.000	.304	.042	.067	25
Centered Leverage Value	.000	.134	.040	.040	25

a. Dependent Variable: Kelelahan Kerja (Y)

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Kelelahan Kerja (Y)



3. Linieritas

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Kelelahan Kerja * Beban Kerja	25	100.0%	0	0.0%	25	100.0%

Report

Kelelahan Kerja

Beban Kerja	Mean	N	Std. Deviation
10.00	2.0000	1	.
10.17	1.7500	1	.
10.67	1.0000	1	.
10.83	2.2500	1	.
11.67	2.2500	4	.61237
11.83	2.6250	2	.88388
12.17	3.5000	1	.
12.50	2.5000	1	.
12.67	2.2500	1	.
13.67	3.0000	1	.
13.83	1.8750	2	.17678
14.00	3.0000	1	.
14.67	3.2500	1	.
14.83	3.1250	2	.53033
15.50	3.2500	1	.
16.83	3.7500	1	.
17.17	3.0000	2	1.06066
17.50	3.2500	1	.
Total	2.6000	25	.74652

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kelelahan Kerja	Between	(Combined)	10.031	17	.590	1.235	.409
* Beban Kerja	Groups	Linearity	4.928	1	4.928	10.316	.015
		Deviation from Linearity	5.103	16	.319	.668	.763
	Within Groups		3.344	7	.478		
	Total		13.375	24			

Measures of Association

	R	R Squared	Eta	Eta Squared
Kelelahan Kerja * Beban Kerja	.607	.368	.866	.750



Lampiran 7 Hasil Uji Regresi Sederhana

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	X ^b	.	Enter

a. Dependent Variable: Y

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.607 ^a	.368	.341	.60603

a. Predictors: (Constant), X

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	4.928	1	4.928	13.417	.001 ^b
	Residual	8.447	23	.367		
	Total	13.375	24			

a. Dependent Variable: Y

b. Predictors: (Constant), X

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.061	.736		-.082	.935
	X	.200	.055	.607	3.663	.001

a. Dependent Variable: Y

Lampiran 8

R tabel

Tabel r product Moment (Sig = 0,05)

Df	R	df	R	Df	R	df	R
1	0.9969	26	0.3739	51	0.2706	76	0.2227
2	0.9500	27	0.3673	52	0.2681	77	0.2213
3	0.8783	28	0.3610	53	0.2656	78	0.2199
4	0.8114	29	0.3550	54	0.2632	79	0.2165
5	0.7545	30	0.3494	55	0.2609	80	0.2162
6	0.7067	31	0.3440	56	0.2586	81	0.2159
7	0.6664	32	0.3388	57	0.2564	82	0.2146
8	0.6319	33	0.3388	58	0.2542	83	0.2133
9	0.6021	34	0.3291	59	0.2521	84	0.2120
10	0.5760	35	0.3246	60	0.2500	85	0.2108
11	0.5529	36	0.3202	61	0.2480	86	0.2096
12	0.5324	37	0.3160	62	0.2461	87	0.2084
13	0.5140	38	0.3120	63	0.2441	88	0.2072
14	0.4973	39	0.3081	64	0.2423	89	0.2061
15	0.4821	40	0.3044	65	0.2404	90	0.2050
16	0.4683	41	0.3008	66	0.2387	91	0.2039
17	0.4555	42	0.2973	67	0.2369	92	0.2028
18	0.4438	43	0.2940	68	0.2352	93	0.2017
19	0.4329	44	0.2907	69	0.2335	94	0.2006
20	0.4227	45	0.2876	70	0.2319	95	0.1996
21	0.4132	46	0.2845	71	0.2303	96	0.1986
22	0.4044	47	0.2816	72	0.2287	97	0.1975
23	0.3961	48	0.2787	73	0.2272	98	0.1966
24	0.3882	49	0.2759	74	0.2257	99	0.1956
25	0.3809	50	0.2732	75	0.2242	100	0.1946

Lampiran 9 Dokumentasi

