



**LAMPIRAN 1**  
**Pengantar Kuesioner**

## PENGANTAR KUESIONER



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**KUESIONER PENELITIAN**  
**PENGARUH STRES KERJA, LINGKUNGAN KERJA**  
**DAN KOMPENSASI TERHADAP KESEJAHTERAAN**  
**KARYAWAN PADA RUMAH SAKIT UMUM**  
**KALIWATES (RSUK) JEMBER**

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Kepada :

Yth. Bapak/Ibu/Sdr responden

Di tempat

Dengan hormat,

Kuesioner ini ditujukan untuk karyawan guna memperoleh data yang akan dipergunakan untuk penulisan tugas akhir (skripsi) sebagai salah satu syarat untuk memperoleh gelar sarjana. Adapaun judul yang saya buat yaitu **"Pengaruh Stres Kerja, Lingkungan Kerja dan Kompensasi Terhadap Kinerja Karyawan Rumah Sakit Umum Kaliwates (RSUK)"**. Dengan segenap kerendahan hati, saya memohon kesediaan Bapak/Ibu untuk bersedia meluangkan waktu mengisi kuesioner ini dengan jujur dan apa adanya.

Informasi Bapak/Ibu berikan hanya digunakan kepentingan terbatas, dalam artian hanya diperlukan untuk penelitian ini saja. Peneliti menjamin rahasia pribadi juga jawaban Bapak/Ibu dalam memberikan kebenaran data pada peneliti.

Atas bantuan dan kerjasamanya Bapak/Ibu/Saudara saya ucapkan terimakasih.

Hormat Saya,

**Nurul Ihsan**  
**Nim 14.10.411.241**



**LAMPIRAN 2**  
**Identitas Responden**

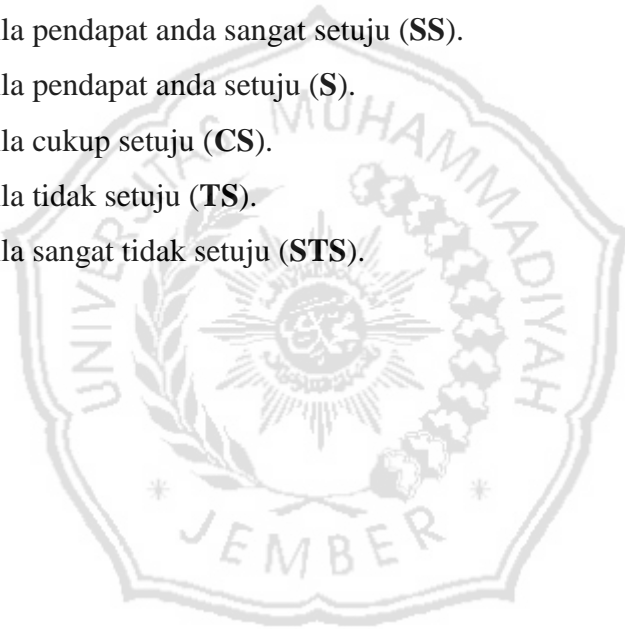
## KUESIONER PENELITIAN

Identitas responden :

1. Jenis Kelamin : .....
2. Usia : .....
3. Pendidikan Terakhir : .....
4. Lama Bekerja : .....

Berilah tanda cek list (✓) pada jawaban yang di pilih.

1. Bila pendapat anda sangat setuju (**SS**).
2. Bila pendapat anda setuju (**S**).
3. Bila cukup setuju (**CS**).
4. Bila tidak setuju (**TS**).
5. Bila sangat tidak setuju (**STS**).





**LAMPIRAN 3**  
**Pengisian Kuesioner**

## KUISIONER PENELITIAN

### A. Stres Kerja ( $X_1$ )

No	Pernyataan	SS	S	CS	TS	STS
1.	Saya tidak memiliki konflik dengan teman kerja yang menimbulkan ketidaknyamanan dalam bekerja.					
2	Saya merasa tertekan dengan beban kerja yang berlebih.					
3	Saya dituntut untuk menyelesaikan tugas tepat waktu yang ditetapkan atasan.					
4	Saya tidak merasa tertekan hubungan yang tidak harmonis dengan teman.					

### B. Lingkungan Kerja ( $X_2$ )

No	Pernyataan	SS	S	CS	TS	STS
1	Saya merasa penerangan ditempat kerja memberikan kenyamanan dalam bekerja.					
2	Saya merasa kebisingan dapat mengganggu konsentrasi dalam bekerja.					
3	Saya merasa aman dengan adanya jaminan keamanan lingkungan yang diberikan perusahaan.					
4	Saya merasa nyaman untuk bekerja dengan adanya suhu udara yang ideal.					

C. Kompensasi (X<sub>3</sub>)

No	Pernyataan	SS	S	CS	TS	STS
1	Saya menerima upah setiap bulan, sesuai dengan beban pekerjaan yang di kerjakan.					
2	Saya mendapat tambahan kompensasi di atas atau di luar gaji atau upah yang diberikan oleh kantor.					
3	Saya mendapat tunjangan kesehatan, hari raya, program pensiun atau liburan.					
4	Saya mendapat fasilitas, sesuai dengan yang di butuhkan.					

D. Kinerja Karyawan (Y)

No	Pernyataan	SS	S	CS	TS	STS
1	Saya mempunyai target kinerja yang harus dicapai dalam suatu perusahaan.					
2	Saya teliti dalam melaksanakan pekerjaan yang di terima.					
3	Saya telah melakukan pekerjaan yang maksimal					
4	Saya dapat memenuhi standar kerja yang telah di tentukan.					

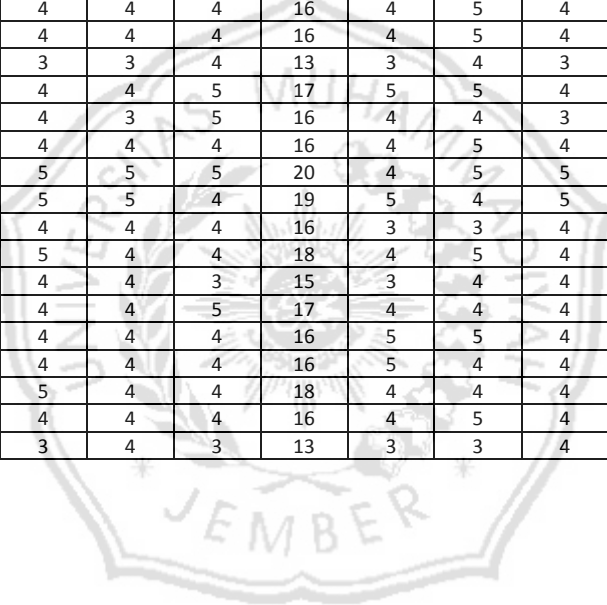


**LAMPIRAN 4**  
**Rekapitulasi Kuesioner**



No	X1.1	X1.2	X1.3	X1.4	X1	X2.1	X2.2	X2.3	X2.4	X2	X3.1	X3.2	X3.3	X3.4	X3	Y1	Y2	Y3	Y4	Y
1.	4	4	4	4	16	4	4	4	5	17	5	5	4	4	18	4	4	4	4	16
2.	5	5	4	5	19	5	5	4	4	18	4	4	4	5	17	4	4	5	5	18
3.	4	4	4	4	16	4	4	4	5	17	4	4	4	4	16	4	4	4	4	16
4.	3	5	4	4	16	5	5	5	4	19	4	4	5	5	18	4	5	5	3	17
5.	4	4	3	4	15	4	4	4	3	15	3	3	4	4	14	3	4	4	4	15
6.	4	4	4	4	16	4	4	4	5	17	5	4	4	4	17	4	4	4	4	16
7.	3	4	5	3	15	4	4	4	4	16	5	5	4	4	18	5	4	4	3	16
8.	3	4	5	3	15	4	4	5	5	18	4	4	5	4	17	5	5	4	3	17
9.	3	3	3	3	12	3	5	3	3	14	3	2	3	3	11	3	3	3	3	12
10.	2	3	3	2	10	3	4	3	3	13	3	3	3	3	12	3	3	3	2	11
11.	4	5	4	4	17	5	5	4	5	19	4	5	4	5	18	4	4	5	4	17
12.	5	5	4	5	19	5	5	5	5	20	5	5	5	5	20	4	5	5	5	19
13.	5	5	4	5	19	5	5	4	4	18	4	4	4	5	17	4	4	5	5	18
14.	5	4	4	5	18	4	4	4	5	17	5	5	4	4	18	4	4	4	5	17
15.	5	4	3	5	17	4	4	3	3	14	4	4	3	4	15	3	3	4	5	15
16.	5	4	5	5	19	4	4	5	4	17	4	5	5	4	18	5	5	4	5	19
17.	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16
18.	5	4	5	5	19	4	4	5	5	18	4	4	5	4	17	5	5	4	5	19
19.	5	4	4	5	18	4	4	4	3	15	3	3	4	4	14	4	4	4	5	17
20.	4	4	3	4	15	4	4	4	4	16	3	4	4	4	15	3	4	4	4	15
21.	5	5	5	5	20	5	5	5	4	19	5	5	5	5	20	5	5	5	5	20
22.	4	5	4	4	17	5	5	4	4	18	4	4	4	5	17	4	4	5	4	17
23.	5	4	4	5	18	4	4	5	4	17	5	5	5	4	19	4	5	4	5	18
24.	4	4	4	4	16	4	4	5	4	17	5	5	5	4	19	4	5	4	4	17
25.	5	4	4	5	18	4	4	4	5	17	4	4	4	4	16	4	4	4	5	17
26.	4	4	4	4	16	4	4	4	3	15	4	3	4	4	15	4	4	4	4	16
27.	4	5	4	4	17	5	5	4	4	18	4	4	4	5	17	4	4	5	4	17
28.	3	4	3	3	13	4	4	4	4	16	5	3	4	4	16	3	4	4	3	14
29.	4	5	4	4	17	5	5	5	5	20	4	5	5	5	19	4	5	5	4	18
30.	4	4	4	4	16	4	4	4	3	15	4	4	4	4	16	4	4	4	4	16
31.	5	5	5	5	20	5	5	5	4	19	5	4	5	5	19	5	5	5	5	20
32.	4	4	3	4	15	4	4	4	4	16	5	4	4	4	17	3	4	4	4	15
33.	5	5	5	5	20	5	5	5	4	19	5	5	5	5	20	5	5	5	5	20
34.	4	4	3	4	15	4	4	4	4	16	5	4	4	4	17	3	4	4	4	15
35.	5	4	5	5	19	4	4	4	4	16	5	5	4	4	18	5	4	4	5	18
36.	4	4	3	4	15	4	4	3	3	14	3	3	3	4	13	3	3	4	4	14
37.	5	4	5	5	19	4	4	5	4	17	5	5	5	4	19	5	5	4	5	19
38.	5	4	5	5	19	4	4	5	4	17	4	5	5	4	18	5	5	4	5	19
39.	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16
40.	5	4	4	5	18	4	4	5	4	17	5	4	5	4	18	4	5	4	5	18
41.	4	4	5	4	17	4	4	4	4	16	4	4	4	4	16	5	4	4	4	17
42.	5	4	5	5	19	4	4	4	4	16	5	5	4	4	18	5	4	4	5	18

43.	4	4	4	4	16	4	4	4	3	15	4	4	4	4	16	4	4	4	4	16
44.	5	4	5	5	19	4	4	5	4	17	4	4	5	4	17	5	5	4	5	19
45.	5	4	5	5	19	4	4	4	5	17	4	5	4	4	17	5	4	4	5	18
46.	5	5	4	5	19	5	5	4	4	18	5	5	4	5	19	4	4	5	5	18
47.	4	4	4	4	16	4	4	4	4	16	5	4	4	4	17	4	4	4	4	16
48.	4	4	4	4	16	4	4	4	5	17	4	4	4	4	16	4	4	4	4	16
49.	5	5	5	5	20	5	5	5	5	20	5	5	5	5	20	5	5	5	5	20
50.	5	4	5	5	19	4	4	4	5	17	4	5	4	4	17	5	4	4	5	18
51.	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16
52.	3	4	4	3	14	4	4	4	3	15	3	3	4	4	14	4	4	4	3	15
53.	3	3	3	3	12	3	3	3	3	12	3	3	3	3	12	3	3	3	3	12
54.	4	4	4	4	16	4	4	4	4	16	4	5	4	4	17	4	4	4	4	16
55.	5	4	4	5	18	4	4	4	4	16	4	5	4	4	17	4	4	4	5	17
56.	5	3	4	5	17	3	3	3	4	13	3	4	3	3	13	4	3	3	5	15
57.	5	4	4	5	18	4	4	4	5	17	5	5	4	4	18	4	4	4	5	17
58.	5	4	5	5	19	4	4	3	5	16	4	4	3	4	15	5	3	4	5	17
59.	4	4	4	4	16	4	4	4	4	16	4	5	4	4	17	4	4	4	4	16
60.	5	5	5	5	20	5	5	5	5	20	4	5	5	5	19	5	5	5	5	20
61.	5	5	5	5	20	5	5	5	4	19	5	4	5	5	19	5	5	5	5	20
62.	4	4	3	4	15	4	4	4	4	16	3	3	4	4	14	3	4	4	4	15
63.	5	5	5	5	20	5	5	4	4	18	4	5	4	5	18	5	4	5	5	19
64.	4	4	4	4	16	4	4	4	3	15	3	4	4	4	15	4	4	4	4	16
65.	5	4	5	5	19	4	4	4	5	17	4	4	4	4	16	5	4	4	5	18
66.	5	4	4	5	18	4	4	4	4	16	5	5	4	4	18	4	4	4	5	17
67.	5	4	3	5	17	4	4	4	4	16	5	4	4	4	17	3	4	4	5	16
68.	5	5	4	5	19	5	5	4	4	18	4	4	4	5	17	4	4	5	5	18
69.	5	4	4	5	18	4	4	4	4	16	4	5	4	4	17	4	4	4	5	17
70.	3	3	4	3	13	3	3	4	3	13	3	3	4	3	13	4	4	3	3	14





**LAMPIRAN 5**  
**Frekuensi Pernyataan**  
**Responden**

## 1. Stres Kerja

### Statistics

		x1.1	x1.2	x1.3	x1.4	x1
N	Valid	70	70	70	70	70
	Missing	0	0	0	0	0

### x1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1,4	1,4	1,4
	3	8	11,4	11,4	12,9
	4	26	37,1	37,1	50,0
	5	35	50,0	50,0	100,0
	Total	70	100,0	100,0	

### x1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	7,1	7,1	7,1
	4	48	68,6	68,6	75,7
	5	17	24,3	24,3	100,0
	Total	70	100,0	100,0	

### x1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	12	17,1	17,1	17,1
	4	37	52,9	52,9	70,0
	5	21	30,0	30,0	100,0
	Total	70	100,0	100,0	

**x1.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1,4	1,4	1,4
	3	7	10,0	10,0	11,4
	4	27	38,6	38,6	50,0
	5	35	50,0	50,0	100,0
	Total	70	100,0	100,0	

**x1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	10	1	1,4	1,4	1,4
	12	2	2,9	2,9	4,3
	13	2	2,9	2,9	7,1
	14	1	1,4	1,4	8,6
	15	8	11,4	11,4	20,0
	16	16	22,9	22,9	42,9
	17	8	11,4	11,4	54,3
	18	9	12,9	12,9	67,1
	19	16	22,9	22,9	90,0
	20	7	10,0	10,0	100,0
	Total	70	100,0	100,0	

## 2. Lingkungan Kerja

**Statistics**

		x2.1	x2.2	x2.3	x2.4	x2
N	Valid	70	70	70	70	70
	Missing	0	0	0	0	0

**x2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	7,1	7,1	7,1
	4	48	68,6	68,6	75,7
	5	17	24,3	24,3	100,0
	Total	70	100,0	100,0	

**x2.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	4,3	4,3	4,3
	4	49	70,0	70,0	74,3
	5	18	25,7	25,7	100,0
	Total	70	100,0	100,0	

**x2.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	10,0	10,0	10,0
	4	45	64,3	64,3	74,3
	5	18	25,7	25,7	100,0
	Total	70	100,0	100,0	

**x2.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	13	18,6	18,6	18,6
	4	39	55,7	55,7	74,3
	5	18	25,7	25,7	100,0
	Total	70	100,0	100,0	

x2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	12	1	1,4	1,4	1,4
	13	3	4,3	4,3	5,7
	14	3	4,3	4,3	10,0
	15	7	10,0	10,0	20,0
	16	20	28,6	28,6	48,6
	17	17	24,3	24,3	72,9
	18	9	12,9	12,9	85,7
	19	6	8,6	8,6	94,3
	20	4	5,7	5,7	100,0
Total		70	100,0	100,0	

### 3. Kompensasi

#### Statistics

		x3.1	x3.2	x3.3	x3.4	x3
N	Valid	70	70	70	70	70
	Missing	0	0	0	0	0

x3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	12	17,1	17,1	17,1
	4	34	48,6	48,6	65,7
	5	24	34,3	34,3	100,0
Total		70	100,0	100,0	

**x3.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1,4	1,4	1,4
	3	10	14,3	14,3	15,7
	4	32	45,7	45,7	61,4
	5	27	38,6	38,6	100,0
	Total	70	100,0	100,0	

**x3.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	10,0	10,0	10,0
	4	45	64,3	64,3	74,3
	5	18	25,7	25,7	100,0
	Total	70	100,0	100,0	

**x3.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	7,1	7,1	7,1
	4	48	68,6	68,6	75,7
	5	17	24,3	24,3	100,0
	Total	70	100,0	100,0	



**x3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	11	1	1,4	1,4	1,4
	12	2	2,9	2,9	4,3
	13	3	4,3	4,3	8,6
	14	4	5,7	5,7	14,3
	15	5	7,1	7,1	21,4
	16	11	15,7	15,7	37,1
	17	19	27,1	27,1	64,3
	18	13	18,6	18,6	82,9
	19	8	11,4	11,4	94,3
	20	4	5,7	5,7	100,0
Total		70	100,0	100,0	

#### 4. Kinerja Karyawan

##### Statistics

		y1	y2	y3	y4	y
N	Valid	70	70	70	70	70
	Missing	0	0	0	0	0

**y1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	12	17,1	17,1	17,1
	4	37	52,9	52,9	70,0
	5	21	30,0	30,0	100,0
Total		70	100,0	100,0	

**y2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	10,0	10,0	10,0
	4	45	64,3	64,3	74,3
	5	18	25,7	25,7	100,0
	Total	70	100,0	100,0	

**y3**

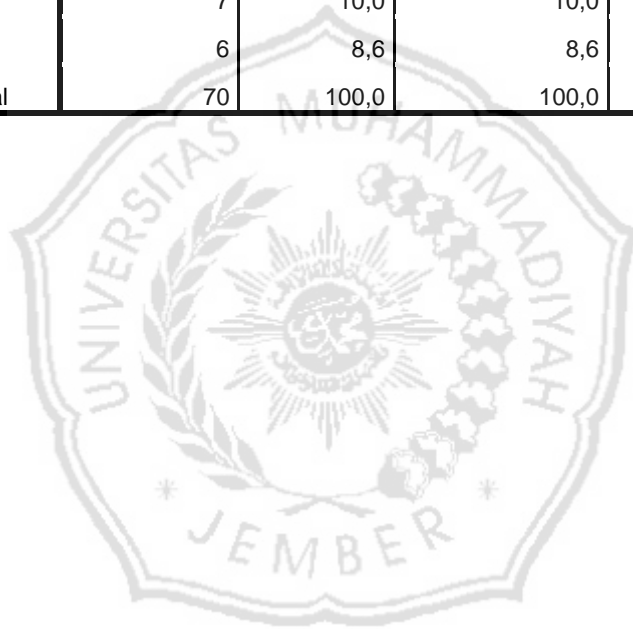
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	7,1	7,1	7,1
	4	48	68,6	68,6	75,7
	5	17	24,3	24,3	100,0
	Total	70	100,0	100,0	

**y4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1,4	1,4	1,4
	3	8	11,4	11,4	12,9
	4	26	37,1	37,1	50,0
	5	35	50,0	50,0	100,0
	Total	70	100,0	100,0	

y

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	11	1	1,4	1,4	1,4
	12	2	2,9	2,9	4,3
	14	3	4,3	4,3	8,6
	15	8	11,4	11,4	20,0
	16	16	22,9	22,9	42,9
	17	15	21,4	21,4	64,3
	18	12	17,1	17,1	81,4
	19	7	10,0	10,0	91,4
	20	6	8,6	8,6	100,0
Total		70	100,0	100,0	





# **LAMPIRAN 6**

## **Hasil Uji Validitas**

## 1. Stres Kerja

```

CORRELATIONS
/VARIABLES=X1.1 X1.2 X1.3 X1.4 X1
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.
  
```

**Correlations**

		X1.1	X1.2	X1.3	X1.4	X1
X1.1	Pearson Correlation	1	,389**	,453**	,987**	,912**
	Sig. (2-tailed)		,001	,000	,000	,000
	N	70	70	70	70	70
X1.2	Pearson Correlation	,389**	1	,336**	,429**	,630**
	Sig. (2-tailed)	,001		,005	,000	,000
	N	70	70	70	70	70
X1.3	Pearson Correlation	,453**	,336**	1	,460**	,706**
	Sig. (2-tailed)	,000	,005		,000	,000
	N	70	70	70	70	70
X1.4	Pearson Correlation	,987**	,429**	,460**	1	,924**
	Sig. (2-tailed)	,000	,000	,000		,000
	N	70	70	70	70	70
X1	Pearson Correlation	,912**	,630**	,706**	,924**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	70	70	70	70	70

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

## 2. Lingkungan Kerja

CORRELATIONS

/VARIABLES=X2.1 X2.2 X2.3 X2.4 X2

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

Correlations

		X2.1	X2.2	X2.3	X2.4	X2
X2.1	Pearson Correlation	1	,872**	,516**	,329**	,867**
	Sig. (2-tailed)		,000	,000	,005	,000
	N	70	70	70	70	70
X2.2	Pearson Correlation	,872**	1	,376**	,211	,772**
	Sig. (2-tailed)	,000		,001	,079	,000
	N	70	70	70	70	70
X2.3	Pearson Correlation	,516**	,376**	1	,345**	,739**
	Sig. (2-tailed)	,000	,001		,003	,000
	N	70	70	70	70	70
X2.4	Pearson Correlation	,329**	,211	,345**	1	,665**
	Sig. (2-tailed)	,005	,079	,003		,000
	N	70	70	70	70	70
X2	Pearson Correlation	,867**	,772**	,739**	,665**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	70	70	70	70	70

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

### 3. Kompensasi

CORRELATIONS  
 /VARIABLES=X3.1 X3.2 X3.3 X3.4 X3  
 /PRINT=TWOTAIL NOSIG  
 /MISSING=PAIRWISE.

		Correlations				
		X3.1	X3.2	X3.3	X3.4	X3
X3.1	Pearson Correlation	1	,598**	,467**	,382**	,810**
	Sig. (2-tailed)		,000	,000	,001	,000
	N	70	70	70	70	70
X3.2	Pearson Correlation	,598**	1	,460**	,416**	,825**
	Sig. (2-tailed)	,000		,000	,000	,000
	N	70	70	70	70	70
X3.3	Pearson Correlation	,467**	,460**	1	,516**	,763**
	Sig. (2-tailed)	,000	,000		,000	,000
	N	70	70	70	70	70
X3.4	Pearson Correlation	,382**	,416**	,516**	1	,706**
	Sig. (2-tailed)	,001	,000	,000		,000
	N	70	70	70	70	70
X3	Pearson Correlation	,810**	,825**	,763**	,706**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	70	70	70	70	70

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

#### 4. Kinerja Karyawan

CORRELATIONS  
 /VARIABLES=Y1 Y2 Y3 Y4 Y  
 /PRINT=TWOTAIL NOSIG  
 /MISSING=PAIRWISE.

Correlations

		Y1	Y2	Y3	Y4	Y
Y1	Pearson Correlation	1	,536**	,336**	,453**	,788**
	Sig. (2-tailed)		,000	,005	,000	,000
	N	70	70	70	70	70
Y2	Pearson Correlation	,536**	1	,516**	,305*	,757**
	Sig. (2-tailed)	,000		,000	,010	,000
	N	70	70	70	70	70
Y3	Pearson Correlation	,336**	,516**	1	,389**	,708**
	Sig. (2-tailed)	,005	,000		,001	,000
	N	70	70	70	70	70
Y4	Pearson Correlation	,453**	,305*	,389**	1	,751**
	Sig. (2-tailed)	,000	,010	,001		,000
	N	70	70	70	70	70
Y	Pearson Correlation	,788**	,757**	,708**	,751**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	70	70	70	70	70

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

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





## **LAMPIRAN 7**

# **Hasil Uji Reliabilitas**

## 1. Stres Kerja

```
RELIABILITY  
/VARIABLES=X1.1 X1.2 X1.3 X1.4 X1  
/SCALE('ALL VARIABLES') ALL  
/MODEL=ALPHA.
```

**Case Processing Summary**

		N	%
Cases	Valid	70	100,0
	Excluded <sup>a</sup>	0	,0
	Total	70	100,0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
,816	5

## 2. Lingkungan Kerja

```
RELIABILITY  
/VARIABLES=X2.1 X2.2 X2.3 X2.4 X2  
/SCALE('ALL VARIABLES') ALL  
/MODEL=ALPHA.
```

**Case Processing Summary**

		N	%
Cases	Valid	70	100,0
	Excluded <sup>a</sup>	0	,0
	Total	70	100,0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
,799	5

### 3. Kompensasi

```
RELIABILITY  
/VARIABLES=X3.1 X3.2 X3.3 X3.4 X3  
/SCALE('ALL VARIABLES') ALL  
/MODEL=ALPHA.
```

		N	%
Cases	Valid	70	100,0
	Excluded <sup>a</sup>	0	,0
	Total	70	100,0

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

Cronbach's Alpha	N of Items
,807	5

### 4. Kinerja Karyawan

```
RELIABILITY  
/VARIABLES=Y1 Y2 Y3 Y4 Y  
/SCALE('ALL VARIABLES') ALL  
/MODEL=ALPHA.
```

		N	%
Cases	Valid	70	100,0
	Excluded <sup>a</sup>	0	,0
	Total	70	100,0

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

Cronbach's Alpha	N of Items
,798	5



**LAMPIRAN 8**  
**Hasil Analisis Regresi**  
**Linear Berganda**

```

REGRESSION
/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA COLLIN TOL
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT Y
/METHOD=ENTER X1 X2 X3
/SCATTERPLOT=( *ZRESID , *ZPRED)
/RESIDUALS HIST(ZRESID) NORM(ZRESID)
/CASEWISE PLOT(ZRESID) OUTLIERS(3) .

```

**Variables Entered/Removed<sup>b</sup>**

Model	Variables Entered	Variables Removed	Method
1	X3, X1, X2 <sup>a</sup>	.	Enter

a. All requested variables entered.

b. Dependent Variable: Y

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,973 <sup>a</sup>	,948	,945	,448

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	239,326	3	79,775	397,083	,000 <sup>a</sup>
	Residual	13,260	66	,201		
	Total	252,586	69			

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	,008	,531		,014	,989		
X1	,589	,036	,667	16,154	,000	,467	2,141
X2	,244	,058	,221	4,183	,000	,286	3,499
X3	,163	,053	,171	3,059	,003	,255	3,917

a. Dependent Variable: Y

**Collinearity Diagnostics<sup>a</sup>**

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	X1	X2	X3
1	1	3,985	1,000	,00	,00	,00	,00
	2	,009	21,494	,83	,16	,00	,04
	3	,005	28,434	,06	,83	,12	,16
	4	,002	45,832	,11	,01	,88	,80

a. Dependent Variable: Y

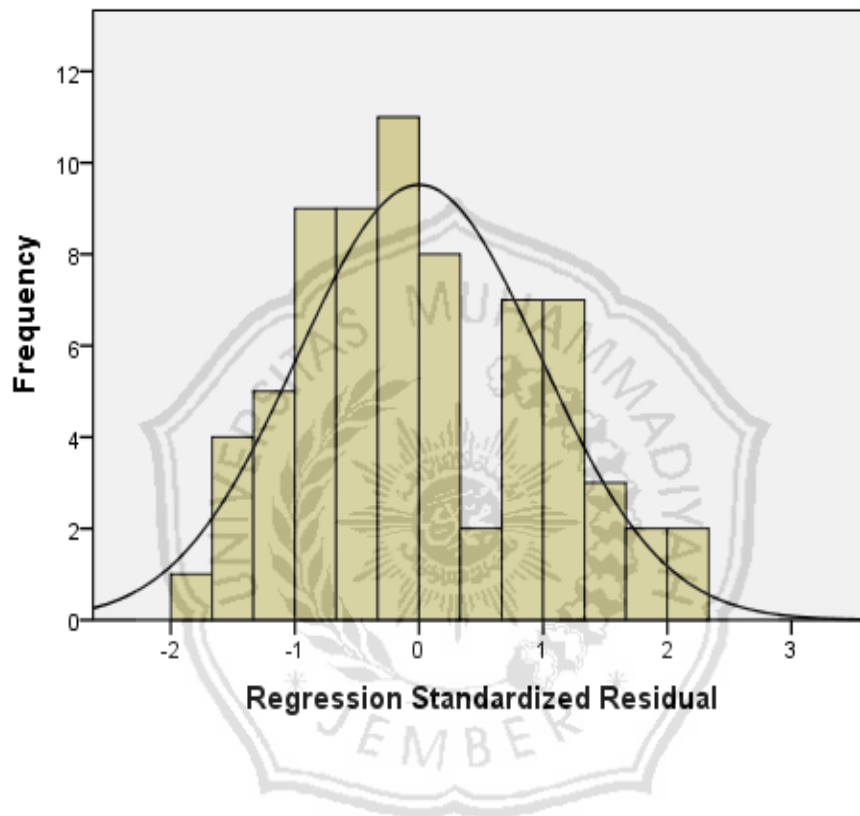
**Residuals Statistics<sup>a</sup>**

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	11,03	19,93	16,81	1,862	70
Residual	-,880	1,045	,000	,438	70
Std. Predicted Value	-3,108	1,671	,000	1,000	70
Std. Residual	-1,963	2,332	,000	,978	70

a. Dependent Variable: Y

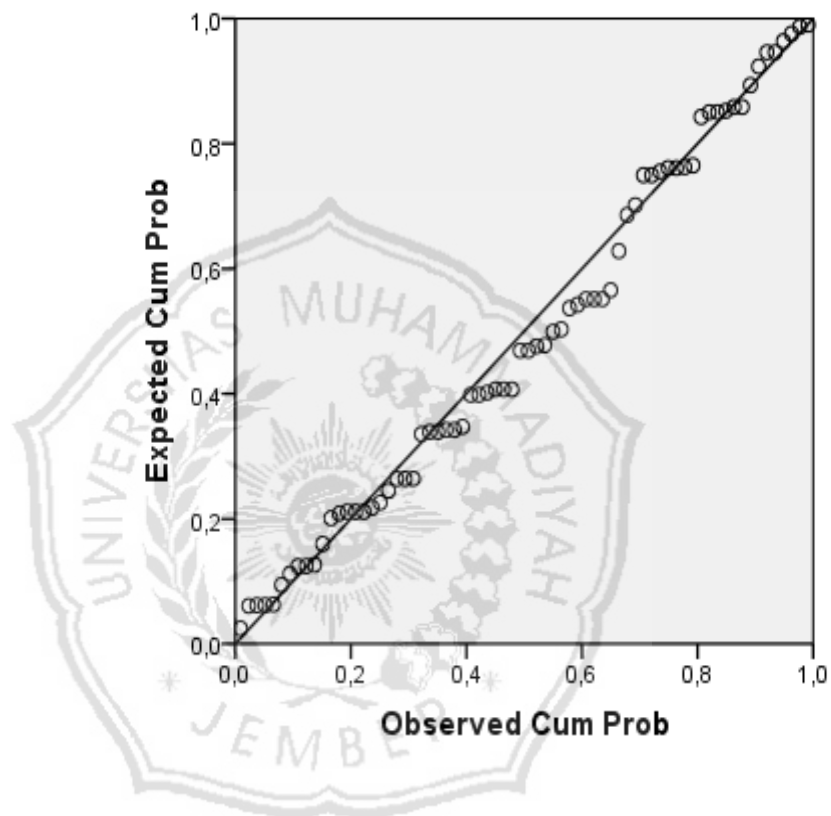
## Histogram

Dependent Variable: Y



### Normal P-P Plot of Regression Standardized Residual

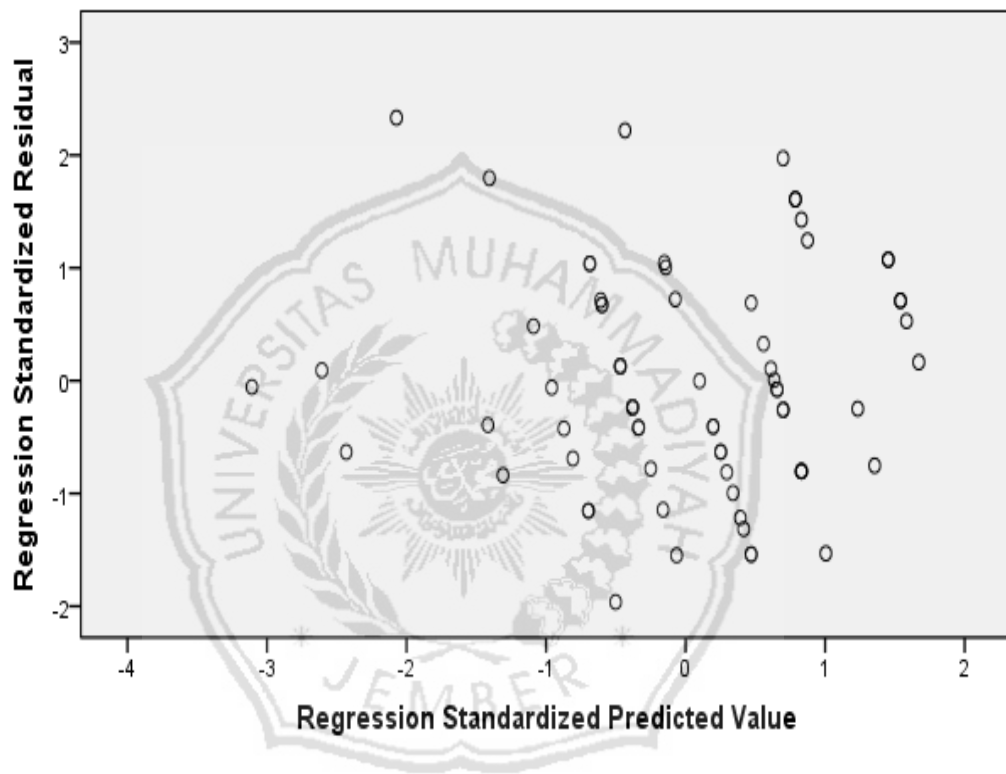
Dependent Variable: Y





## Scatterplot

Dependent Variable: Y





**LAMPIRAN 9**  
**Tabel R product Moment,**  
**dan Distribusi T**

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

Sumber: Sugiyono (2010 : 455)

Tabel Distribusi t			
Df	0,1	0,05	0,025
1	3.0777	6.3138	12.7062
2	1.8856	2.9200	4.3027
3	1.6377	2.3534	3.1824
4	1.5332	2.1318	2.7764
5	1.4759	2.0150	2.5706
6	1.4398	1.9432	2.4469
7	1.4149	1.8946	2.3646
8	1.3968	1.8595	2.3060
9	1.3830	1.8331	2.2622
10	1.3722	1.8125	2.2281
11	1.3634	1.7959	2.2010
12	1.3562	1.7823	2.1788
13	1.3502	1.7709	2.1604
14	1.3450	1.7613	2.1448
15	1.3406	1.7531	2.1314
16	1.3368	1.7459	2.1199
17	1.3334	1.7396	2.1098
18	1.3304	1.7341	2.1009
19	1.3277	1.7291	2.0930
20	1.3253	1.7247	2.0860
21	1.3232	1.7207	2.0796
22	1.3212	1.7171	2.0739
23	1.3195	1.7139	2.0687
24	1.3178	1.7109	2.0639
25	1.3163	1.7081	2.0595
26	1.3150	1.7056	2.0555
27	1.3137	1.7033	2.0518
28	1.3125	1.7011	2.0484
29	1.3114	1.6991	2.0452
30	1.3104	1.6973	2.0423
31	1.3095	1.6955	2.0395
32	1.3086	1.6939	2.0369
33	1.3077	1.6924	2.0345
34	1.3070	1.6909	2.0322
35	1.3062	1.6896	2.0301
36	1.3055	1.6883	2.0281
37	1.3049	1.6871	2.0262
38	1.3042	1.6860	2.0244
39	1.3036	1.6849	2.0227
40	1.3031	1.6839	2.0211
41	1.3025	1.6829	2.0195
42	1.3020	1.6820	2.0181
43	1.3016	1.6811	2.0167
44	1.3011	1.6802	2.0154
45	1.3006	1.6794	2.0141
46	1.3002	1.6787	2.0129
47	1.2998	1.6779	2.0117
48	1.2994	1.6772	2.0106
49	1.2991	1.6766	2.0096
50	1.2987	1.6759	2.0086
51	1.2984	1.6753	2.0076

52	1.2980	1.6747	2.0066
53	1.2977	1.6741	2.0057
54	1.2974	1.6736	2.0049
55	1.2971	1.6730	2.0040
56	1.2969	1.6725	2.0032
57	1.2966	1.6720	2.0025
58	1.2963	1.6716	2.0017
59	1.2961	1.6711	2.0010
60	1.2958	1.6706	2.0003
61	1.2956	1.6702	1.9996
62	1.2954	1.6698	1.9990
63	1.2951	1.6694	1.9983
64	1.2949	1.6690	1.9977
65	1.2947	1.6686	1.9971
66	1.2945	1.6683	1.9966
67	1.2943	1.6679	1.9960
68	1.2941	1.6676	1.9955
69	1.2939	1.6672	1.9949
70	1.2938	1.6669	1.9944
71	1.2936	1.6666	1.9939
72	1.2934	1.6663	1.9935
73	1.2933	1.6660	1.9930
74	1.2931	1.6657	1.9925
75	1.2929	1.6654	1.9921
76	1.2928	1.6652	1.9917
77	1.2926	1.6649	1.9913
78	1.2925	1.6646	1.9908
79	1.2924	1.6644	1.9905
80	1.2922	1.6641	1.9901
81	1.2921	1.6639	1.9897
82	1.2920	1.6636	1.9893
83	1.2918	1.6634	1.9890
84	1.2917	1.6632	1.9886
85	1.2916	1.6630	1.9883
86	1.2915	1.6628	1.9879
87	1.2914	1.6626	1.9876
88	1.2912	1.6624	1.9873
89	1.2911	1.6622	1.987
90	1.291	1.6623	1.9867
91	1.2909	1.6618	1.9864
92	1.2908	1.6616	1.9861
93	1.2907	1.6614	1.9858
94	1.2906	1.6612	1.9855
95	1.2905	1.6611	1.9853
96	1.2904	1.6609	1.985
97	1.2903	1.6607	1.9847
98	1.2902	1.6606	1.9845
99	1.2902	1.6604	1.9842
100	1.2901	1.6602	1.984

Sumber: Sugiyono (2007 : 188)



# **LAMPIRAN 10**

# **DOKUMENTASI**

