

LAMPIRAN 1
PENGANTAR KUESIONER



**ANALISIS PENGARUH STRES KERJA DAN KOMPENSASI TERHADAP
KINERJA KARYAWAN**

(Studi Kasus pada Karyawan PT Surya Madistrindo Bondowoso)

Kepada Yth.

Sdr. Karyawan PT Surya Madistrindo Bondowoso
di tempat

Berkaitan dengan kegiatan penelitian yang saya lakukan dengan judul “Analisis Pengaruh Stres Kerja Dan Kompensasi Terhadap Kinerja Karyawan (Studi Kasus pada Karyawan PT Surya Madistrindo Bondowoso)” sebagai salah satu syarat untuk memperoleh gelar Sarjana Ekonomi pada Universitas Muhammadiyah Jember, maka dengan ini saya mengharapkan bantuan saudara untuk mengisi daftar Pernyataan yang saya sertakan di bawah ini.

Agar memperoleh masukan yang berarti, saya berharap kuesioner ini diisi dengan keadaan yang sebenarnya. Semua sumber dan data yang diperoleh dijamin kerahasiaannya.

Atas perhatian dan bantuannya saya mengucapkan banyak terimakasih.

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NIM. 10.10.411.148

LAMPIRAN 2
PETUNJUK PENGISIAN KUESIONER PENELITIAN

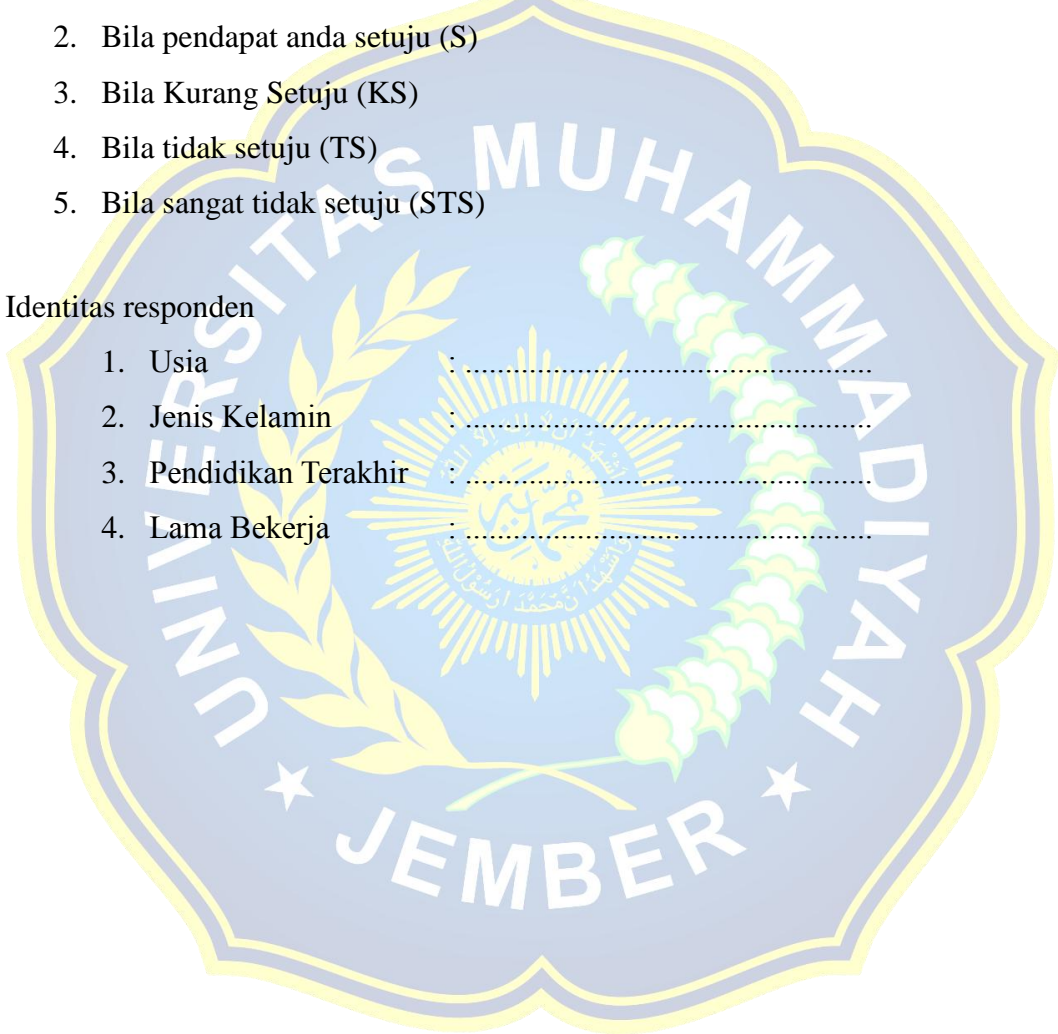
Petunjuk Pengisian:

Berilah tanda *chek list* (√) pada jawaban yang dipilih.

1. Bila pendapat anda sangat setuju (SS)
2. Bila pendapat anda setuju (S)
3. Bila Kurang Setuju (KS)
4. Bila tidak setuju (TS)
5. Bila sangat tidak setuju (STS)

Identitas responden

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



LAMPIRAN 3
KUESIONER PENELITIAN

No	Pernyataan	Pilihan Jawaban				
	Stres Kerja (X ₁)	STS	TS	KS	S	SS
1	Ada perasaan jenuh terhadap tugas-tugas yang ditugaskan					
2	Sering kehilangan semangat ketika bekerja					
3	Anda pernah merasa tidak mampu untuk menyelesaikan tugas anda					
	Kompensasi (X₂)					
1	Upah yang Anda terima sudah sesuai dengan kerja yang sudah Anda selesaikan					
2	Merasa dihargai akan keterampilan yang dimiliki terkait pekerjaan					
3	Adanya jam isihoma sangat membantu anda untuk menyegarkan pada saat setelah masuk kerja lagi					
	Kinerja Karyawan (Y)					
1	Anda selalu mengutamakan kualitas hasil pekerjaan					
2	Anda selalu dapat memenuhi target kerja yang ditetapkan perusahaan					
3	Pekerjaan diselesaikan tepat waktu baik awal pengerjaan samapi waktu selesainya					
4	Menyelesaikan pekerjaan dengan cara yang sudah ditentukan perusahaan					
5	Anda tidak harus dibantu rekan kerja dalam menyelesaikan tugas kerja					
6	Merampungkan pekerjaan merupakan bentuk tanggung jawab anda kepada perusahaan					

LAMPIRAN 4
REKAPITULASI KUESIONER

No	X1.1	X1.2	X1.3	X1	X2.1	X2.2	X2.3	X2	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y
1	2	1	2	5	4	4	5	13	4	4	5	4	5	4	26
2	2	1	1	4	4	4	5	13	4	4	5	5	5	4	27
3	1	2	2	5	5	4	5	14	5	5	4	4	5	5	28
4	2	2	2	6	4	3	3	10	3	4	4	4	3	4	22
5	1	2	2	5	4	5	4	13	5	5	2	5	5	5	27
6	2	2	1	5	4	4	5	13	4	4	4	5	4	4	25
7	2	2	2	6	5	4	4	13	4	5	4	4	4	4	25
8	2	3	2	7	4	4	4	12	4	4	3	4	4	4	23
9	1	1	1	3	4	4	5	13	4	5	5	5	4	5	28
10	2	2	1	5	4	4	5	13	5	5	4	5	4	4	27
11	1	2	2	5	4	4	4	12	4	5	4	4	4	5	26
12	2	2	2	6	4	4	5	13	5	4	4	4	4	4	25
13	1	1	2	4	5	4	5	14	5	5	5	4	5	5	29
14	2	2	3	7	3	3	4	10	4	4	4	3	3	4	22
15	2	2	1	5	5	4	5	14	5	5	4	5	5	4	28
16	1	1	1	3	4	5	5	14	5	4	5	5	4	5	28
17	3	2	3	8	4	3	4	11	4	4	4	3	4	3	22
18	1	1	2	4	5	4	4	13	4	5	5	4	5	5	28
19	1	1	2	4	4	4	4	12	4	5	5	4	4	5	27
20	1	1	1	3	5	4	5	14	5	5	5	5	5	5	30
21	2	1	1	4	5	5	5	15	4	4	5	5	4	4	26
22	3	3	3	9	3	4	3	10	4	3	3	3	3	3	19
23	2	2	1	5	4	5	4	13	5	4	4	5	5	4	27
24	3	3	3	9	3	3	3	9	3	2	3	3	3	3	17
25	2	2	1	5	4	4	4	12	4	5	4	5	5	4	27
26	2	2	2	6	4	4	4	12	4	4	4	4	4	4	24
27	2	2	2	6	4	4	4	12	2	4	4	4	5	5	25
28	1	2	2	5	4	4	4	12	5	4	4	4	4	5	26
29	1	1	2	4	5	5	5	15	4	4	5	4	4	5	26
30	3	2	2	7	4	3	3	10	3	3	4	4	4	3	21
31	2	2	1	5	5	4	5	14	4	4	4	5	4	4	25

Sumber: Data primer yang diolah 2017



LAMPIRAN 5
FREKUENSI PERNYATAAN RESPONDEN

1. Stres Kerja

Statistics

		X1.1	X1.2	X1.3
N	Valid	31	31	31
	Missing	0	0	0
Mean		1.77	1.77	1.77
Median		2.00	2.00	2.00
Mode		2	2	2
Sum		55	55	55

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	11	35.5	35.5	35.5
	2	16	51.6	51.6	87.1
	3	4	12.9	12.9	100.0
Total		31	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	10	32.3	32.3	32.3
	2	18	58.1	58.1	90.3
	3	3	9.7	9.7	100.0
Total		31	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	11	35.5	35.5	35.5
	2	16	51.6	51.6	87.1
	3	4	12.9	12.9	100.0
	Total	31	100.0	100.0	

2. Kompensasi**Statistics**

		X2.1	X2.2	X2.3
N	Valid	31	31	31
	Missing	0	0	0
Mean		4.19	4.00	4.32
Median		4.00	4.00	4.00
Mode		4	4	5
Sum		130	124	134

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	9.7	9.7	9.7
	4	19	61.3	61.3	71.0
	5	9	29.0	29.0	100.0
	Total	31	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	16.1	16.1	16.1
	4	21	67.7	67.7	83.9
	5	5	16.1	16.1	100.0
Total		31	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	12.9	12.9	12.9
	4	13	41.9	41.9	54.8
	5	14	45.2	45.2	100.0
Total		31	100.0	100.0	

3. Kinerja Karyawan

Statistics

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6
N	Valid	31	31	31	31	31	31
	Missing	0	0	0	0	0	0
Mean		4.16	4.26	4.16	4.29	4.23	4.26
Median		4.00	4.00	4.00	4.00	4.00	4.00
Mode		4	4	4	4	4	4
Sum		129	132	129	133	131	132

Y.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	3.2	3.2	3.2
	3	3	9.7	9.7	12.9
	4	17	54.8	54.8	67.7
	5	10	32.3	32.3	100.0
	Total	31	100.0	100.0	

Y.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	3.2	3.2	3.2
	3	2	6.5	6.5	9.7
	4	16	51.6	51.6	61.3
	5	12	38.7	38.7	100.0
	Total	31	100.0	100.0	

Y.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	3.2	3.2	3.2
	3	3	9.7	9.7	12.9
	4	17	54.8	54.8	67.7
	5	10	32.3	32.3	100.0
	Total	31	100.0	100.0	

Y.4

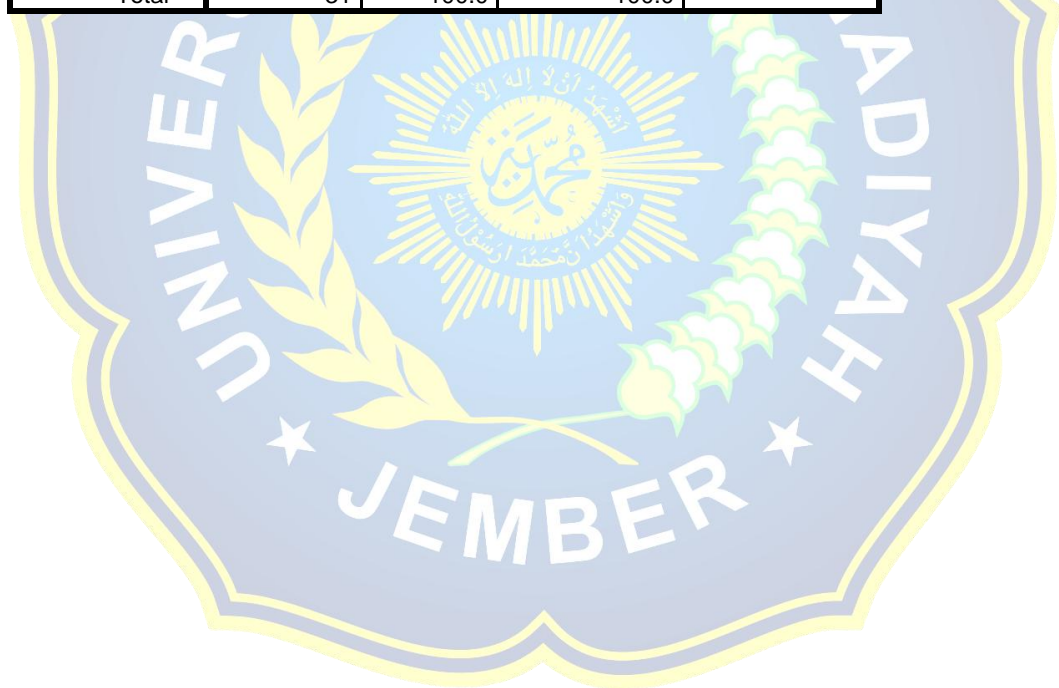
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	12.9	12.9	12.9
	4	14	45.2	45.2	58.1
	5	13	41.9	41.9	100.0
	Total	31	100.0	100.0	

Y.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	12.9	12.9	12.9
	4	16	51.6	51.6	64.5
	5	11	35.5	35.5	100.0
	Total	31	100.0	100.0	

Y.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	12.9	12.9	12.9
	4	15	48.4	48.4	61.3
	5	12	38.7	38.7	100.0
	Total	31	100.0	100.0	



LAMPIRAN 6
HASIL UJI VALIDITAS

1. Stres Kerja

Correlations

		X1.1	X1.2	X1.3	X1
X1.1	Pearson Correlation	1	.599**	.329	.808**
	Sig. (2-tailed)		.000	.070	.000
	N	31	31	31	31
X1.2	Pearson Correlation	.599**	1	.438*	.841**
	Sig. (2-tailed)	.000		.014	.000
	N	31	31	31	31
X1.3	Pearson Correlation	.329	.438*	1	.744**
	Sig. (2-tailed)	.070	.014		.000
	N	31	31	31	31
X1	Pearson Correlation	.808**	.841**	.744**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	31	31	31	31

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

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



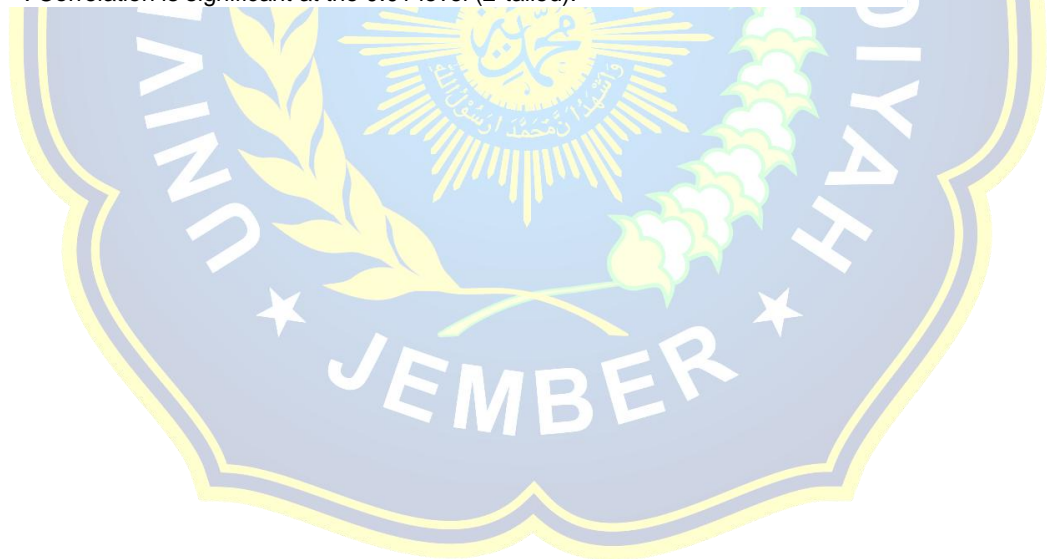
2. Kompensasi

Correlations

		X2.1	X2.2	X2.3	X2
X2.1	Pearson Correlation	1	.384*	.558**	.797**
	Sig. (2-tailed)		.033	.001	.000
	N	31	31	31	31
X2.2	Pearson Correlation	.384*	1	.494**	.757**
	Sig. (2-tailed)	.033		.005	.000
	N	31	31	31	31
X2.3	Pearson Correlation	.558**	.494**	1	.867**
	Sig. (2-tailed)	.001	.005		.000
	N	31	31	31	31
X2	Pearson Correlation	.797**	.757**	.867**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	31	31	31	31

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

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



3. Kinerja Karyawan

Correlations

	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y
Y.1 Pearson Correlation	1	.480**	.074	.232	.330	.314	.590**
Sig. (2-tailed)		.006	.694	.208	.069	.086	.000
N	31	31	31	31	31	31	31
Y.2 Pearson Correlation	.480**	1	.293	.441*	.560**	.667**	.827**
Sig. (2-tailed)	.006		.109	.013	.001	.000	.000
N	31	31	31	31	31	31	31
Y.3 Pearson Correlation	.074	.293	1	.232	.263	.380*	.544**
Sig. (2-tailed)	.694	.109		.208	.154	.035	.002
N	31	31	31	31	31	31	31
Y.4 Pearson Correlation	.232	.441*	.232	1	.573**	.401*	.685**
Sig. (2-tailed)	.208	.013	.208		.001	.025	.000
N	31	31	31	31	31	31	31
Y.5 Pearson Correlation	.330	.560**	.263	.573**	1	.453*	.755**
Sig. (2-tailed)	.069	.001	.154	.001		.011	.000
N	31	31	31	31	31	31	31
Y.6 Pearson Correlation	.314	.667**	.380*	.401*	.453*	1	.768**
Sig. (2-tailed)	.086	.000	.035	.025	.011		.000
N	31	31	31	31	31	31	31
Y Pearson Correlation	.590**	.827**	.544**	.685**	.755**	.768**	1
Sig. (2-tailed)	.000	.000	.002	.000	.000	.000	
N	31	31	31	31	31	31	31

** . 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

Case Processing Summary

		N	%
Cases	Valid	31	100.0
	Excluded ^a	0	.0
	Total	31	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.711	.715	3

2. Kompensasi

Case Processing Summary

		N	%
Cases	Valid	31	100.0
	Excluded ^a	0	.0
	Total	31	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.734	.734	3

3. Kinerja Karyawan

Case Processing Summary

		N	%
Cases	Valid	31	100.0
	Excluded ^a	0	.0
	Total	31	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.783	.786	6

LAMPIRAN 8

HASIL UJI UJI REGRESI, UJI ASUMSI KLASIK DAN UJI HIPOTESIS

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	X2, X1 ^b	.	Enter

a. Dependent Variable: Y

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.929 ^a	.862	.853	1.129

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	223.429	2	111.715	87.700	.000 ^b
	Residual	35.667	28	1.274		
	Total	259.097	30			

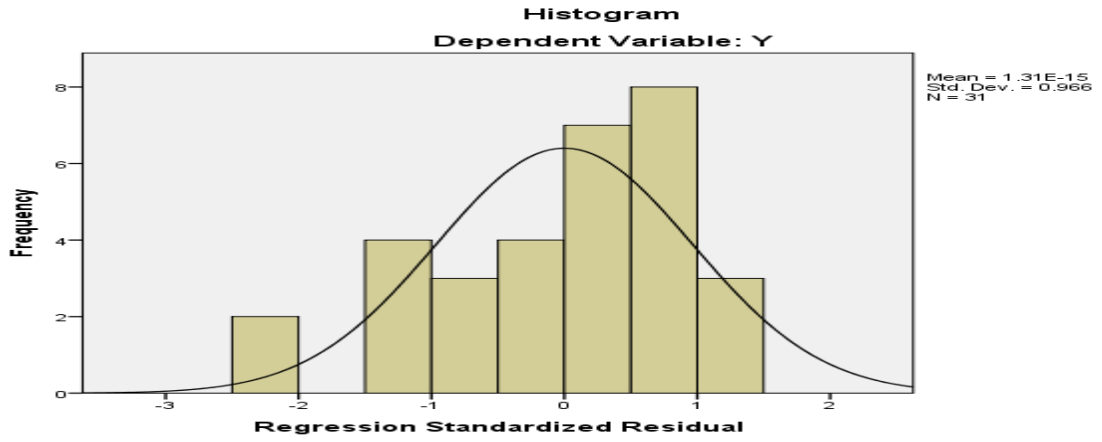
a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

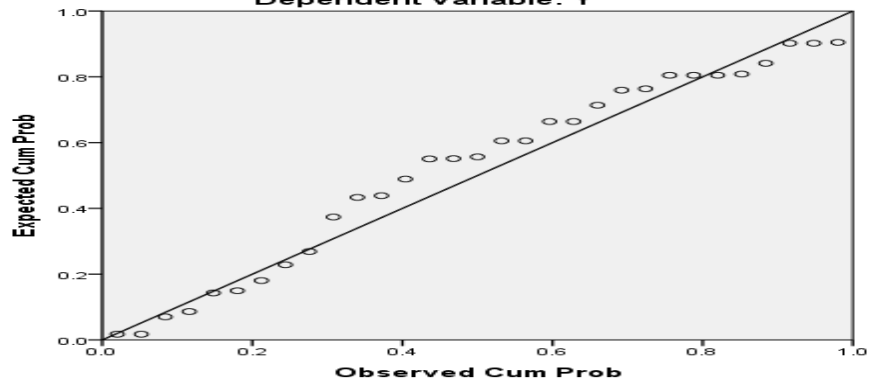
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	26.078	3.724		7.002	.000		
	X1	-1.332	.215	-.706	-6.197	.000	.379	2.642
	X2	.509	.220	.264	2.317	.028	.379	2.642

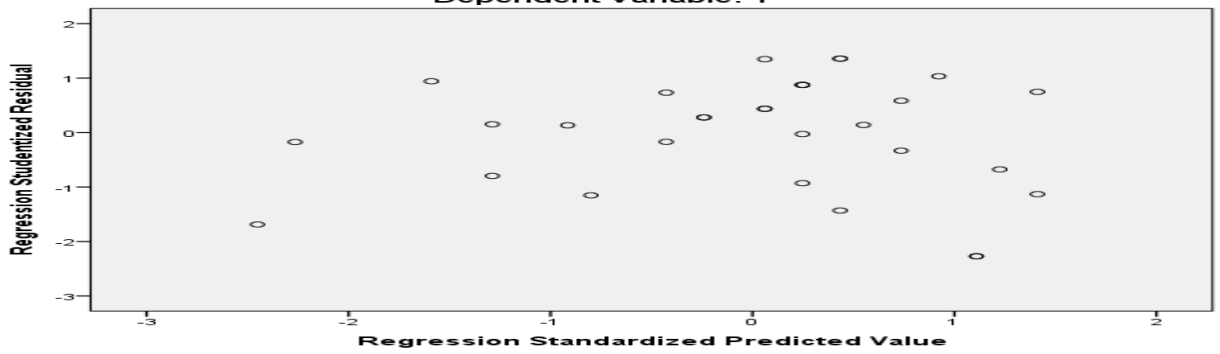
a. Dependent Variable: Y



Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Y



Scatterplot
Dependent Variable: Y



LAMPIRAN 9:
TABEL R PRODUCT MOMENT

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: Data primer yang diolah 201