

## Lampiran 1

Kuesioner Penelitian

### “Stres Kerja dan Lingkungan Kerja Terhadap Tingkat *Labour Turnover* di CV Hakai Technology Industries Surabaya”

#### A. Petunjuk Pengisian

Dalam memudahkan responden dalam mengisi keesioner penelitian, maka penulis memberikan petunjuk pengisian untuk mempermudah responden dalam mengisi kuesioner

1. Bacalah setiap pertanyaan dengan seksama.
2. Isilah semua nomor dengan memilih satu diantara 5 alternatif jawaban dengan memberikan tanda centang (√) pada kolom yang sudah disediakan.
3. Alternatif jawaban yang diberikan adalah sebagai berikut :

SS : Sangat Setuju

S : Setuju

KS : Kurang Setuju

TS : Tidak Setuju

STS : Sangat Tidak Setuju

#### B. Identitas Responden

Nama :

Jenis Kelamin :  Laki-Laki  
 Perempuan

Usia : Tahun

Pendidikan Terakhir :  SD  
 SMP  
 SMA/SMK  
 Perguruan Tinggi

- Bagian Unit Kerja :  Divisi Band Heater  
 Divisi Bubut  
 Divisi Tabular Heater  
 Divisi Chilller  
 Divisi Thermocouple  
 Divisi Catridge Heater  
 Marketing  
 Admin

- Pendapatan :  < Rp. 2.000.0000  
 Rp. 2.000.000 – Rp. 4.000.000  
 > Rp. 4.000.000

### C. Daftar Pertanyaan

| Stres Kerja (X1)              |   |     |    |    |   |    |
|-------------------------------|---|-----|----|----|---|----|
| No                            | Pertanyaan  | STS | TS | KS | S | SS |
| <b>Faktor Intrinsik</b>       |   |     |    |    |   |    |
| 1.                            | Tuntutan tugas yang diberikan perusahaan sesuai dengan kemampuan yang dimiliki karyawan           |     |    |    |   |    |
| 2.                            | Perusahaan memberikan deadline kerja yang sesuai kepada karyawan untuk menyelesaikan pekerjaannya |     |    |    |   |    |
| 3.                            | Perusahaan memberikan kepercayaan yang cukup bagi karyawan untuk mengambil keputusan              |     |    |    |   |    |
| <b>Peran Dalam Organisasi</b> |   |     |    |    |   |    |
| 4.                            | Saya memiliki harapan yang besar  |     |    |    |   |    |

|                                 |   |            |           |           |          |           |
|---------------------------------|---|------------|-----------|-----------|----------|-----------|
|                                 | mengenai pekerjaan saat ini   |            |           |           |          |           |
| 5.                              | Jobsdesk yang diberikan perusahaan jelas  |            |           |           |          |           |
| 6.                              | Saya merasa bertanggung jawab atas semua pekerjaan yang telah saya lakukan                                |            |           |           |          |           |
| <b>Hubungan Di Tempat Kerja</b> |   |            |           |           |          |           |
| 7.                              | Hubungan karyawan dengan atasan di tempat kerja terjalin dengan baik                                      |            |           |           |          |           |
| 8.                              | Hubungan antar karyawan di tempat kerja terjalin dengan baik  |            |           |           |          |           |
| <b>Pengembangan Karir</b>       |   |            |           |           |          |           |
| 9.                              | Perusahaan memberikan kejelasan kepada karyawan mengenai jenjang karir kedepannya                         |            |           |           |          |           |
| 10.                             | Perusahaan mempromosikan karyawan yang berprestasi sesuai dengan kompetensi masing masing dan secara adil |            |           |           |          |           |
| <b>Lingkungan Kerja (X2)</b>    |   |            |           |           |          |           |
| <b>No</b>                       | <b>Pertanyaan</b>   | <b>STS</b> | <b>TS</b> | <b>KS</b> | <b>S</b> | <b>SS</b> |
| <b>Lingkungan Kerja Fisik</b>   |   |            |           |           |          |           |
| 11.                             | Peralatan kerja yang disediakan perusahaan cukup lengkap dan dalam kondisi yang layak digunakan           |            |           |           |          |           |
| 12.                             | Suhu udara ditempat kerja membuat saya nyaman dalam bekerja   |            |           |           |          |           |
| 13.                             | Penerangan ditempat kerja cukup bagus membuat penglihatan saya jelas dan tidak menghambat pekerjaan       |            |           |           |          |           |
| 14.                             | Perusahaan memperhatikan keamanan   |            |           |           |          |           |

|           |   |            |           |           |          |           |
|-----------|---|------------|-----------|-----------|----------|-----------|
|           | tempat kerja  |            |           |           |          |           |
|           | <b>Lingkungan Kerja Non Fisik</b>   |            |           |           |          |           |
| 15.       | Hubungan karyawan dengan atasan terjalin dengan baik  |            |           |           |          |           |
| 16.       | Hubungan dengan sesama rekan kerja terjalin dengan baik   |            |           |           |          |           |
|           | <b>Labour Turnover (Y)</b>  |            |           |           |          |           |
| <b>No</b> | <b>Pertanyaan</b>   | <b>STS</b> | <b>TS</b> | <b>KS</b> | <b>S</b> | <b>SS</b> |
|           | <b>Pikiran-Pikiran Untuk Berhenti (<i>Thoughts of Quitting</i>)</b>   |            |           |           |          |           |
| 17.       | Saya merasa puas dengan pekerjaan saat ini  |            |           |           |          |           |
| 18.       | Saya berfikir untuk tetap di perusahaan saat ini  |            |           |           |          |           |
| 19.       | Saya berfikir untuk selalu hadir tepat waktu ke tempat kerja  |            |           |           |          |           |
|           | <b>Keinginan Untuk Meninggalkan (<i>Intention to Quit</i>)</b>  |            |           |           |          |           |
| 20.       | Saya memiliki keinginan untuk tetap dengan pekerjaan saat ini   |            |           |           |          |           |
| 21.       | Saya ingin tetap berada di perusahaan untuk saat ini  |            |           |           |          |           |
|           | <b>Keinginan Untuk Mencari Pekerjaan Lain (<i>Intention To Search For Another Job</i>)</b>                  |            |           |           |          |           |
| 22.       | Saya sedang tidak mencari pekerjaan yang lebih baik dari sekarang karena pekerjaan saat ini sudah mencukupi |            |           |           |          |           |
| 23.       | Saya tidak mencari kesempatan yang baik untuk meninggalkan perusahaan                                       |            |           |           |          |           |

## Lampiran 2 : Hasil Output SPSS 29

### a. Uji Validitas Stres Kerja (X1)

|       |                     | Correlations |        |        |        |        |        |        |        |        |        |        |
|-------|---------------------|--------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|       |                     | Q.01         | Q.02   | Q.03   | Q.04   | Q.05   | Q.06   | Q.07   | Q.08   | Q.09   | Q.10   | Total  |
| Q.01  | Pearson Correlation | 1            | .495** | .557** | .575** | .517** | .618** | .596** | .760** | .563** | .617** | .827** |
|       | Sig. (2-tailed)     |              | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  |
|       | N                   | 50           | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     |
| Q.02  | Pearson Correlation | .495**       | 1      | .422** | .560** | .419** | .442** | .546** | .560** | .480** | .517** | .688** |
|       | Sig. (2-tailed)     | <.001        |        | .002   | <.001  | .002   | .001   | <.001  | <.001  | <.001  | <.001  | <.001  |
|       | N                   | 50           | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     |
| Q.03  | Pearson Correlation | .557**       | .422** | 1      | .500** | .584** | .690** | .325*  | .493** | .533** | .583** | .736** |
|       | Sig. (2-tailed)     | <.001        | .002   |        | <.001  | <.001  | <.001  | .021   | <.001  | <.001  | <.001  | <.001  |
|       | N                   | 50           | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     |
| Q.04  | Pearson Correlation | .575**       | .560** | .500** | 1      | .804** | .528** | .379** | .549** | .596** | .492** | .776** |
|       | Sig. (2-tailed)     | <.001        | <.001  | <.001  |        | <.001  | <.001  | .007   | <.001  | <.001  | <.001  | <.001  |
|       | N                   | 50           | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     |
| Q.05  | Pearson Correlation | .517**       | .419** | .584** | .804** | 1      | .544** | .305*  | .509** | .708** | .612** | .778** |
|       | Sig. (2-tailed)     | <.001        | .002   | <.001  | <.001  |        | <.001  | .031   | <.001  | <.001  | <.001  | <.001  |
|       | N                   | 50           | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     |
| Q.06  | Pearson Correlation | .618**       | .442** | .690** | .528** | .544** | 1      | .399** | .557** | .657** | .610** | .790** |
|       | Sig. (2-tailed)     | <.001        | .001   | <.001  | <.001  | <.001  |        | .004   | <.001  | <.001  | <.001  | <.001  |
|       | N                   | 50           | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     |
| Q.07  | Pearson Correlation | .596**       | .546** | .325*  | .379** | .305*  | .399** | 1      | .599** | .452** | .501** | .660** |
|       | Sig. (2-tailed)     | <.001        | <.001  | .021   | .007   | .031   | .004   |        | <.001  | <.001  | <.001  | <.001  |
|       | N                   | 50           | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     |
| Q.08  | Pearson Correlation | .760**       | .560** | .493** | .549** | .509** | .557** | .599** | 1      | .605** | .678** | .827** |
|       | Sig. (2-tailed)     | <.001        | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  |        | <.001  | <.001  |
|       | N                   | 50           | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     |
| Q.09  | Pearson Correlation | .563**       | .480** | .533** | .596** | .708** | .657** | .452** | .605** | 1      | .715** | .813** |
|       | Sig. (2-tailed)     | <.001        | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  |        | <.001  |
|       | N                   | 50           | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     |
| Q.10  | Pearson Correlation | .617**       | .517** | .583** | .492** | .612** | .610** | .501** | .678** | .715** | 1      | .814** |
|       | Sig. (2-tailed)     | <.001        | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  |        |
|       | N                   | 50           | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     |
| Total | Pearson Correlation | .827**       | .688** | .736** | .776** | .778** | .790** | .660** | .827** | .813** | .814** | 1      |
|       | Sig. (2-tailed)     | <.001        | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  |
|       | N                   | 50           | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     |

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

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

b. Uji Validitas Lingkungan Kerja (X2)

|       |                     | Correlations |        |        |        |        |        |        |
|-------|---------------------|--------------|--------|--------|--------|--------|--------|--------|
|       |                     | Q.1          | Q.2    | Q.3    | Q.4    | Q.5    | Q.6    | Total  |
| Q.1   | Pearson Correlation | 1            | .452** | .614** | .212   | .295*  | .245   | .704** |
|       | Sig. (2-tailed)     |              | <,001  | <,001  | .139   | .038   | .087   | <,001  |
|       | N                   | 50           | 50     | 50     | 50     | 50     | 50     | 50     |
| Q.2   | Pearson Correlation | .452**       | 1      | .622** | .329*  | .226   | -.048  | .637** |
|       | Sig. (2-tailed)     | <,001        |        | <,001  | .019   | .114   | .742   | <,001  |
|       | N                   | 50           | 50     | 50     | 50     | 50     | 50     | 50     |
| Q.3   | Pearson Correlation | .614**       | .622** | 1      | .464** | .354*  | .139   | .777** |
|       | Sig. (2-tailed)     | <,001        | <,001  |        | <,001  | .012   | .337   | <,001  |
|       | N                   | 50           | 50     | 50     | 50     | 50     | 50     | 50     |
| Q.4   | Pearson Correlation | .212         | .329*  | .464** | 1      | .317*  | .204   | .653** |
|       | Sig. (2-tailed)     | .139         | .019   | <,001  |        | .025   | .156   | <,001  |
|       | N                   | 50           | 50     | 50     | 50     | 50     | 50     | 50     |
| Q.5   | Pearson Correlation | .295*        | .226   | .354*  | .317*  | 1      | .212   | .650** |
|       | Sig. (2-tailed)     | .038         | .114   | .012   | .025   |        | .140   | <,001  |
|       | N                   | 50           | 50     | 50     | 50     | 50     | 50     | 50     |
| Q.6   | Pearson Correlation | .245         | -.048  | .139   | .204   | .212   | 1      | .476** |
|       | Sig. (2-tailed)     | .087         | .742   | .337   | .156   | .140   |        | <,001  |
|       | N                   | 50           | 50     | 50     | 50     | 50     | 50     | 50     |
| Total | Pearson Correlation | .704**       | .637** | .777** | .653** | .650** | .476** | 1      |
|       | Sig. (2-tailed)     | <,001        | <,001  | <,001  | <,001  | <,001  | <,001  |        |
|       | N                   | 50           | 50     | 50     | 50     | 50     | 50     | 50     |

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

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

c. Uji Validitas *Labour Turnover* (Y)

|       |                     | <b>Correlations</b> |        |        |        |        |        |        |        |
|-------|---------------------|---------------------|--------|--------|--------|--------|--------|--------|--------|
|       |                     | Q.01                | Q.02   | Q.03   | Q.04   | Q.05   | Q.06   | Q.07   | Total  |
| Q.01  | Pearson Correlation | 1                   | .794** | .588** | .849** | .747** | .610** | .628** | .889** |
|       | Sig. (2-tailed)     |                     | <,001  | <,001  | <,001  | <,001  | <,001  | <,001  | <,001  |
|       | N                   | 50                  | 50     | 50     | 50     | 50     | 50     | 50     | 50     |
| Q.02  | Pearson Correlation | .794**              | 1      | .594** | .738** | .754** | .673** | .556** | .867** |
|       | Sig. (2-tailed)     | <,001               |        | <,001  | <,001  | <,001  | <,001  | <,001  | <,001  |
|       | N                   | 50                  | 50     | 50     | 50     | 50     | 50     | 50     | 50     |
| Q.03  | Pearson Correlation | .588**              | .594** | 1      | .552** | .707** | .487** | .431** | .756** |
|       | Sig. (2-tailed)     | <,001               | <,001  |        | <,001  | <,001  | <,001  | .002   | <,001  |
|       | N                   | 50                  | 50     | 50     | 50     | 50     | 50     | 50     | 50     |
| Q.04  | Pearson Correlation | .849**              | .738** | .552** | 1      | .829** | .573** | .624** | .886** |
|       | Sig. (2-tailed)     | <,001               | <,001  | <,001  |        | <,001  | <,001  | <,001  | <,001  |
|       | N                   | 50                  | 50     | 50     | 50     | 50     | 50     | 50     | 50     |
| Q.05  | Pearson Correlation | .747**              | .754** | .707** | .829** | 1      | .603** | .597** | .901** |
|       | Sig. (2-tailed)     | <,001               | <,001  | <,001  | <,001  |        | <,001  | <,001  | <,001  |
|       | N                   | 50                  | 50     | 50     | 50     | 50     | 50     | 50     | 50     |
| Q.06  | Pearson Correlation | .610**              | .673** | .487** | .573** | .603** | 1      | .752** | .787** |
|       | Sig. (2-tailed)     | <,001               | <,001  | <,001  | <,001  | <,001  |        | <,001  | <,001  |
|       | N                   | 50                  | 50     | 50     | 50     | 50     | 50     | 50     | 50     |
| Q.07  | Pearson Correlation | .628**              | .556** | .431** | .624** | .597** | .752** | 1      | .773** |
|       | Sig. (2-tailed)     | <,001               | <,001  | .002   | <,001  | <,001  | <,001  |        | <,001  |
|       | N                   | 50                  | 50     | 50     | 50     | 50     | 50     | 50     | 50     |
| Total | Pearson Correlation | .889**              | .867** | .756** | .886** | .901** | .787** | .773** | 1      |
|       | Sig. (2-tailed)     | <,001               | <,001  | <,001  | <,001  | <,001  | <,001  | <,001  |        |
|       | N                   | 50                  | 50     | 50     | 50     | 50     | 50     | 50     | 50     |

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

**d. Uji Reliabilitas Stres Kerja (X1)**

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .923             | 10         |

**e. Uji Reliabilitas Lingkungan Kerja (X2)**

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .702             | 6          |

**f. Uji Reliabilitas Labour Turnover (Y)**

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .927             | 7          |