

## LAMPIRAN

### Lampiran 1 Kuesioner Penelitian

#### **Pengaruh Beban Kerja, Kompetensi dan Stres Kerja Terhadap Kinerja Perawat RSUD dr.Soedomo Trenggalek**

AssalamualaikumWr.Wb

Yth. Bapak/Ibu/Saudara/i

Di Tempat

Dengan Hormat, bersama ini saya Rendy Achmad Wahyu Subianto mahasiswa program studi manajemen fakultas ekonomi dan bisnis Universitas 17 Agustus 1945 Surabaya, pada saat ini sedang menyelesaikan skripsi saya yang berjudul : **“Pengaruh Beban Kerja, Kompetensi dan Stres Kerja Terhadap Kinerja Perawat RSUD dr.Soedomo Trenggalek”** untuk itu saya memohon kesediaan Bapak/Ibu/Saudara/i untuk meluangkan sedikit waktu guna mengisi kuesioner, Tujuan kuesioner ini semata-mata untuk kepentingan ilmiah, Oleh karena itu jawaban yang Bapak/Ibu/Saudara/i berikan sangat mendukung selesainya studi saya. Kuesioner ini tidak berkaitan dengan status atau kedudukan Bapak/Ibu/Saudara/i dalam perusahaan. Maka itu, mohon jawaban dipilih sesuai keadaan yang sebenarnya.

Saya menyampaikan apresiasi dan terima kasih atas kerjasama dan bantuan yang telah Bapak/Ibu/Saudara/I berikan

Hormat saya,

Rendy Achmad Wahyu

**KUEISIONER PENELITIAN**  
**“Pengaruh Beban Kerja, Kompetensi, Dan Stres**  
**Kerja terhadap Kinerja Perawat RSUD**  
**dr.Soedomo Trenggalek”**

A. Data Umum Responden :

1. Nama :
2. Usia :
3. Jenis kelamin :  Laki-laki  Perempuan
4. Lama bekerja :  < 1 tahun  1>5 tahun  
 5>10 tahun  <10 tahun
5. Pendidikan akhir :

B. Petunjuk Pengisian

1. Mohon memberi tanda silang ( X ) atau centang ( √ ) pada jawaban yang Bapak/Ibu anggap paling sesuai
2. Keterangan Alternatif Jawaban :
  - Sangat Setuju (SS) 5
  - Setuju (S) 4
  - Netral (N) 3
  - Tidak Setuju (TS) 2
  - Sangat Tidak Setuju (STS) 1

### 1. Beban kerja (X1)

| No                                 | Pernyataan   | STS | TS | N | S | SS |
|------------------------------------|--|-----|----|---|---|----|
|                                    |  |     |    |   |   |    |
| <b>BEBAN KERJA (X<sub>1</sub>)</b> |  |     |    |   |   |    |
| <b>Kondisi Pekerjaan</b>           |  |     |    |   |   |    |
| 1                                  | Dalam bekerja saya melaksanakan tugas sesuai dengan tugas pokok dan fungsi saya sebagai perawat RSUD |     |    |   |   |    |
| 2                                  | Saya sering mengambil pekerjaan yang seharusnya menjadi tugas teman lainnya.                         |     |    |   |   |    |
| <b>Penggunaan Waktu Kerja</b>      |  |     |    |   |   |    |
| 3                                  | Jam kerja untuk tiap-tiap shift saya rasa terlalu memberatkan.                                       |     |    |   |   |    |
| 4                                  | Saya merasa nyaman dengan pengaturan jadwal dinas diruangan.   |     |    |   |   |    |
| <b>Target yang harus dicapai</b>   |  |     |    |   |   |    |
| 5                                  | Target yang harus saya capai dalam pekerjaan terlalu tinggi  |     |    |   |   |    |
| 6                                  | Tugas yang selalu diberikan terkadang sifatnya mendadak dengan jangka waktu yang singkat             |     |    |   |   |    |

## 2. Kompetensi (X2)

| No                                | Pernyataan   | STS | TS | N | S | SS |
|-----------------------------------|--|-----|----|---|---|----|
| <b>KOMPETENSI (X<sub>2</sub>)</b> |  |     |    |   |   |    |
| <b>Motif</b>                      |  |     |    |   |   |    |
| 1.                                | Pemimpin memberikan dorongan dalam bekerja agar dapat lebih giat lagi dalam bekerja                |     |    |   |   |    |
| 2.                                | Saya selalu bersikap tanggap dalam melaksanakan pekerjaan yang diberikan.                          |     |    |   |   |    |
| <b>Sifat</b>                      |  |     |    |   |   |    |
| 3.                                | Saya mampu menganalisa permasalahan yang dihadapi dan mampu menyelesaikan permasalahan dengan baik |     |    |   |   |    |
| 4.                                | Saya memiliki watak pemahaman yang baik dalam bekerja secara efektif.                              |     |    |   |   |    |
| <b>Konsep Diri</b>                |  |     |    |   |   |    |
| 5.                                | Saya mempunyai minat yang tinggi terhadap pekerjaan yang dilakukan saat ini.                       |     |    |   |   |    |
| 6.                                | Saya mempunyai kepuasan terhadap pekerjaan yang dilakukan saat ini                                 |     |    |   |   |    |
| <b>Pengetahuan</b>                |  |     |    |   |   |    |
| 7.                                | Saya memiliki pengetahuan yang cukup dalam mengenai job desk pekerjaan yang telah diberikan        |     |    |   |   |    |
| 8.                                | Saya memiliki pengetahuan kerja yang dapat menyelesaikan pekerjaan dengan baik                     |     |    |   |   |    |
| <b>Ketrampilan</b>                |  |     |    |   |   |    |
| 9.                                | Keterampilan yang saya miliki akan membantu pegawai lainnya untuk meningkatkan kinerja             |     |    |   |   |    |
| 10.                               | Saya harus memiliki keterampilan sebagai dasar dalam penempatan kerja                              |     |    |   |   |    |

### 3. Stres kerja (X3)

| No                                  | Pernyataan  | STS | TS | N | S | SS |
|-------------------------------------|---|-----|----|---|---|----|
| <b>STRES KERJA (X<sub>3</sub>)</b>  |   |     |    |   |   |    |
| <b>Beban Kerja</b>                  |   |     |    |   |   |    |
| 1.                                  | saya terhindar dari stres kerja, karena beban kerja yang diberikan pada saya terasa adil dan wajar      |     |    |   |   |    |
| 2.                                  | Beban kerja Saya berpengaruh secara fisik   |     |    |   |   |    |
| <b>Sikap Pimpinan</b>               |   |     |    |   |   |    |
| 3.                                  | Saya terhindar dari stres kerja karena sikap pimpinan saya yang adil                                    |     |    |   |   |    |
| 4.                                  | Saya terhindar dari stress kerja karena saya tidak memiliki konflik dengan atasan atau rekan kerja saya |     |    |   |   |    |
| <b>Peralatan kerja</b>              |   |     |    |   |   |    |
| 5.                                  | Saya terhindar dari stres karena peralatan kerja yang disediakan sangat memadai                         |     |    |   |   |    |
| <b>Kondisi dan lingkungan kerja</b> |   |     |    |   |   |    |
| 6.                                  | Iklim kerja ditempat saya bekerja membuat saya merasa nyaman  |     |    |   |   |    |
| 7.                                  | Saya tidak stres di tempat kerja karena saya tidak mempunyai masalah pribadi dengan keluarga saya.      |     |    |   |   |    |
| <b>Suatu pekerjaan dan karir</b>    |   |     |    |   |   |    |
| 8.                                  | Saya merasa Job Description yang diberikan sesuai dengan posisi saya                                    |     |    |   |   |    |
| 9.                                  | Saya merasa Kurangnya kesempatan untuk maju   |     |    |   |   |    |

#### 4. Kinerja (Y)

| No                           | Pertanyaan   | STS | T<br>S | N | S | SS |
|------------------------------|--|-----|--------|---|---|----|
| <b>Kualitas Hasil Kerja</b>  |  |     |        |   |   |    |
| 1.                           | Saya Mengerjakan tugas kerja dengan teliti merupakan bagian dari kinerja pegawai yang berkualitas.               |     |        |   |   |    |
| 2.                           | Dalam kualitas kinerja pegawai dapat diukur dari pemahaman dan keterampilan yang baik dalam pekerjaan.           |     |        |   |   |    |
| <b>Kuantitas Hasil Kerja</b> |  |     |        |   |   |    |
| 3.                           | Mampu mengerjakan tugas pekerjaan sesuai dengan batas yang ditentukan merupakan kuantitas dalam kinerja pegawai. |     |        |   |   |    |
| 4.                           | Pekerjaan yang saya lakukan dapat mencapai target yang ditentukan oleh instansi.                                 |     |        |   |   |    |
| <b>Disiplin kerja</b>        |  |     |        |   |   |    |
| 5.                           | Saya tidak pernah menunda-nunda waktu pekerjaan yang menjadi tanggung jawab.                                     |     |        |   |   |    |
| 6.                           | Saya selalu tepat waktu dalam menyelesaikan pekerjaan yang telah ditetapkan                                      |     |        |   |   |    |
| <b>Inisiatif</b>             |  |     |        |   |   |    |
| 7.                           | Saya memiliki inisiatif dalam menyelesaikan suatu pekerjaan yang diberikan atasan.                               |     |        |   |   |    |
| 8.                           | Saya berusaha untuk terus bergerak   |     |        |   |   |    |

|                     |  |  |  |  |  |  |
|---------------------|--|--|--|--|--|--|
|                     | untuk melakukan beberapa hal walau keadaan sulit.  |  |  |  |  |  |
| <b>Ketelitian</b>   |  |  |  |  |  |  |
| 9.                  | Saya selalu mengerjakan pekerjaan dengan teliti dan berhati hati sehingga tidak ada kesalahan.       |  |  |  |  |  |
| 10.                 | saya selalu meneliti ulang dalam hasil pekerjaan   |  |  |  |  |  |
| <b>Kepemimpinan</b> |  |  |  |  |  |  |
| 11.                 | Saya memiliki pemimpin perilaku yang baik.   |  |  |  |  |  |
| 12.                 | Seseorang pemimpin dapat memiliki jiwa dan karakteristik yang tegas saat mengambil sebuah keputusan. |  |  |  |  |  |

**Lampiran 2 Tabulasi Variabel Beban Kerja (X1)**

| <b>Beban Kerja (X1)</b> |          |          |          |          |          |              |
|-------------------------|----------|----------|----------|----------|----------|--------------|
| <b>1</b>                | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> | <b>6</b> | <b>Total</b> |
| 4                       | 4        | 4        | 4        | 4        | 3        | 23           |
| 4                       | 3        | 4        | 4        | 4        | 3        | 22           |
| 4                       | 3        | 4        | 4        | 3        | 3        | 21           |
| 5                       | 5        | 5        | 5        | 5        | 5        | 30           |
| 4                       | 4        | 4        | 4        | 4        | 4        | 24           |
| 5                       | 4        | 5        | 4        | 4        | 4        | 26           |
| 5                       | 4        | 4        | 4        | 4        | 5        | 26           |
| 4                       | 4        | 4        | 4        | 3        | 3        | 22           |
| 5                       | 4        | 4        | 5        | 4        | 4        | 26           |
| 5                       | 5        | 5        | 5        | 5        | 5        | 30           |
| 5                       | 4        | 5        | 4        | 4        | 5        | 27           |
| 4                       | 3        | 4        | 4        | 5        | 5        | 25           |
| 4                       | 3        | 4        | 4        | 5        | 5        | 25           |
| 3                       | 3        | 3        | 3        | 3        | 4        | 19           |
| 4                       | 3        | 4        | 4        | 3        | 3        | 21           |
| 4                       | 4        | 4        | 4        | 4        | 4        | 24           |

|   |   |   |   |   |   |    |
|---|---|---|---|---|---|----|
| 5 | 4 | 4 | 5 | 5 | 5 | 28 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 5 | 4 | 4 | 4 | 4 | 25 |
| 5 | 5 | 4 | 5 | 5 | 4 | 28 |
| 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 4 | 4 | 4 | 4 | 4 | 3 | 23 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 4 | 5 | 5 | 4 | 4 | 4 | 26 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 4 | 4 | 3 | 3 | 4 | 3 | 21 |
| 4 | 4 | 3 | 3 | 4 | 4 | 22 |
| 4 | 3 | 4 | 4 | 4 | 4 | 23 |
| 4 | 4 | 5 | 5 | 5 | 5 | 28 |
| 5 | 5 | 3 | 3 | 3 | 3 | 22 |
| 3 | 4 | 4 | 4 | 3 | 4 | 22 |
| 5 | 4 | 5 | 5 | 5 | 4 | 28 |
| 4 | 4 | 4 | 3 | 4 | 5 | 24 |
| 4 | 4 | 4 | 5 | 5 | 4 | 26 |
| 5 | 5 | 3 | 4 | 4 | 4 | 25 |
| 5 | 4 | 3 | 3 | 3 | 3 | 21 |
| 3 | 5 | 4 | 3 | 3 | 3 | 21 |
| 4 | 3 | 5 | 4 | 3 | 4 | 23 |
| 4 | 5 | 4 | 5 | 4 | 3 | 25 |
| 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 5 | 4 | 4 | 5 | 5 | 4 | 27 |



|   |   |   |   |   |   |    |
|---|---|---|---|---|---|----|
| 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 4 | 4 | 5 | 4 | 4 | 25 |
| 5 | 5 | 4 | 4 | 4 | 3 | 25 |
| 4 | 5 | 5 | 4 | 4 | 4 | 26 |
| 4 | 4 | 5 | 4 | 4 | 4 | 25 |
| 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 3 | 3 | 3 | 4 | 3 | 4 | 20 |
| 3 | 3 | 3 | 4 | 3 | 4 | 20 |
| 5 | 5 | 5 | 4 | 3 | 5 | 27 |
| 3 | 4 | 4 | 3 | 3 | 4 | 21 |
| 4 | 5 | 4 | 4 | 3 | 4 | 24 |
| 4 | 5 | 5 | 4 | 4 | 4 | 26 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| 5 | 4 | 4 | 5 | 4 | 4 | 26 |
| 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 3 | 3 | 4 | 3 | 3 | 3 | 19 |
| 5 | 5 | 5 | 4 | 4 | 3 | 26 |
| 4 | 5 | 4 | 4 | 4 | 4 | 25 |



|   |   |   |   |   |   |   |   |   |   |    |
|---|---|---|---|---|---|---|---|---|---|----|
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 45 |
| 5 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 42 |
| 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 45 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 44 |
| 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 47 |
| 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 44 |
| 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 36 |
| 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 35 |
| 5 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 44 |
| 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 36 |
| 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 43 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 38 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 5 | 5 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 40 |
| 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 37 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 33 |



|   |   |   |   |   |   |   |   |   |   |    |
|---|---|---|---|---|---|---|---|---|---|----|
| 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 44 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 38 |
| 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 46 |
| 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 40 |
| 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 40 |
| 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 41 |
| 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 34 |
| 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 33 |
| 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 37 |
| 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 4 | 5 | 4 | 4 | 3 | 3 | 3 | 5 | 5 | 39 |
| 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 34 |
| 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 37 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 2 | 35 |
| 4 | 4 | 3 | 4 | 5 | 2 | 3 | 3 | 4 | 4 | 36 |
| 5 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 35 |
| 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 46 |
| 3 | 5 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 29 |
| 2 | 4 | 2 | 2 | 4 | 4 | 3 | 4 | 4 | 3 | 34 |
| 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 39 |
| 4 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 39 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 38 |
| 5 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 41 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 37 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 39 |
| 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 37 |
| 4 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 5 | 4 | 40 |

|   |   |   |   |   |   |   |   |   |   |    |
|---|---|---|---|---|---|---|---|---|---|----|
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 37 |
| 4 | 3 | 5 | 4 | 3 | 5 | 3 | 5 | 4 | 4 | 39 |
| 3 | 5 | 4 | 5 | 4 | 3 | 4 | 3 | 5 | 4 | 41 |

#### Lampiran 4 Tabulasi Variabel Stres Kerja (X3)

| Stres Kerja (X3) |   |   |   |   |   |   |   |   |       |
|------------------|---|---|---|---|---|---|---|---|-------|
| 1                | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | Total |
| 4                | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 34    |
| 4                | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 35    |
| 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27    |
| 5                | 4 | 3 | 3 | 5 | 4 | 5 | 3 | 2 | 34    |
| 5                | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 43    |
| 5                | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45    |
| 4                | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 2 | 36    |
| 5                | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45    |
| 5                | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 44    |
| 4                | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36    |
| 4                | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 39    |
| 4                | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36    |
| 4                | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36    |
| 5                | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 2 | 39    |
| 5                | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45    |
| 5                | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 36    |
| 4                | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36    |
| 5                | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 31    |
| 5                | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45    |
| 5                | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 40    |
| 5                | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 39    |
| 5                | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 2 | 40    |
| 3                | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 31    |
| 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27    |
| 5                | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 44    |
| 4                | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 33    |



|   |   |   |   |   |   |   |   |   |    |
|---|---|---|---|---|---|---|---|---|----|
| 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 38 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 4 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 5 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 4 | 3 | 3 | 3 | 5 | 5 | 4 | 4 | 2 | 33 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 33 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 34 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 35 |
| 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 41 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 4 | 4 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 35 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 37 |
| 4 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 39 |
| 4 | 4 | 3 | 3 | 3 | 3 | 3 | 5 | 5 | 33 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 37 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 36 |
| 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 34 |
| 3 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 39 |
| 4 | 5 | 3 | 3 | 4 | 5 | 4 | 5 | 3 | 36 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 34 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 35 |
| 4 | 4 | 3 | 3 | 5 | 5 | 4 | 4 | 3 | 35 |
| 4 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 35 |
| 4 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | 38 |
| 4 | 4 | 4 | 3 | 5 | 5 | 3 | 4 | 4 | 36 |
| 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 33 |
| 3 | 4 | 2 | 4 | 3 | 3 | 3 | 4 | 3 | 29 |
| 4 | 4 | 5 | 3 | 4 | 4 | 4 | 2 | 4 | 34 |





|   |   |   |   |   |   |   |   |   |   |   |   |    |
|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 55 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 52 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 54 |
| 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 47 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 51 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 59 |
| 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 50 |
| 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 40 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 42 |
| 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 44 |
| 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 40 |
| 4 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 46 |
| 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 42 |
| 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 54 |
| 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 53 |
| 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 52 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 51 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 48 |
| 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 54 |
| 3 | 3 | 3 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 3 | 47 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 51 |
| 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 46 |
| 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 55 |
| 4 | 3 | 4 | 4 | 3 | 3 | 5 | 3 | 4 | 3 | 4 | 5 | 45 |
| 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 52 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 45 |

|   |   |   |   |   |   |   |   |   |   |   |   |    |
|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 4 | 4 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 34 |
| 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 47 |
| 5 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 47 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 37 |
| 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 47 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 52 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 51 |
| 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 41 |
| 4 | 4 | 5 | 5 | 5 | 5 | 5 | 1 | 3 | 2 | 4 | 4 | 47 |
| 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 49 |
| 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 54 |
| 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 52 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 51 |
| 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 53 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 47 |
| 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 51 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 52 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 51 |
| 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 54 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 3 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 46 |
| 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 52 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 49 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 51 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 49 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 46 |
| 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 3 | 53 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 49 |



|   |                     |        |        |        |        |        |        |        |
|---|---------------------|--------|--------|--------|--------|--------|--------|--------|
| X1.3  | Pearson Correlation | .335** | .455** | 1      | .551** | .446** | .421** | .742** |
|   | Sig. (2-tailed)     | .001   | .000   |        | .000   | .000   | .000   | .000   |
|   | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100    |
| X1.4  | Pearson Correlation | .430** | .336** | .551** | 1      | .584** | .438** | .780** |
|   | Sig. (2-tailed)     | .000   | .001   | .000   |        | .000   | .000   | .000   |
|   | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100    |
| X1.5  | Pearson Correlation | .445** | .342** | .446** | .584** | 1      | .526** | .781** |
|   | Sig. (2-tailed)     | .000   | .001   | .000   | .000   |        | .000   | .000   |
|   | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100    |
| X1.6  | Pearson Correlation | .234*  | .167   | .421** | .438** | .526** | 1      | .643** |
|   | Sig. (2-tailed)     | .019   | .096   | .000   | .000   | .000   |        | .000   |
|   | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100    |
| total_X1  | Pearson Correlation | .683** | .657** | .742** | .780** | .781** | .643** | 1      |
|   | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   |        |
|   | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100    |
| ** . Correlation is significant at the 0.01 level (2-tailed). |                     |        |        |        |        |        |        |        |
| * . Correlation is significant at the 0.05 level (2-tailed).  |                     |        |        |        |        |        |        |        |

## Kompetensi (X2)

| 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      | .397** | .427** | .492** | .345** | .319** | .366** | .337** | .292** | .343** | .505**   |
|              | Sig. (2-tailed)     |        | .000   | .000   | .000   | .000   | .001   | .000   | .001   | .003   | .000   | .000     |
|              | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100      |
| X2.2         | Pearson Correlation | .397** | 1      | .411** | .324** | .439** | .255*  | .283** | .327** | .440** | .198*  | .592**   |
|              | Sig. (2-tailed)     | .000   |        | .000   | .001   | .000   | .011   | .004   | .001   | .000   | .048   | .000     |
|              | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100      |
| X2.3         | Pearson Correlation | .427** | .411** | 1      | .486** | .341** | .465** | .525** | .623** | .489** | .528** | .754**   |



|              |                            |            |            |            |            |            |            |            |            |            |        |     |
|--------------|----------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--------|-----|
| total<br>_X2 | Pearson<br>Correlati<br>on | .505<br>** | .592<br>** | .754<br>** | .707<br>** | .612<br>** | .674<br>** | .717<br>** | .670<br>** | .753<br>** | .655** | 1   |
|              | Sig. (2-<br>tailed)        | .000       | .000       | .000       | .000       | .000       | .000       | .000       | .000       | .000       | .000   |     |
|              | N                          | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100    | 100 |

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

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

### Stres Kerja (X3)

|      |                        | Correlations |            |            |            |            |            |            |            |            |              |  |
|------|------------------------|--------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------|--|
|      |                        | X3.1         | X3.2       | X3.3       | X3.4       | X3.5       | X3.6       | X3.7       | X3.8       | X3.9       | Tota<br>l_X3 |  |
| X3.1 | Pearson<br>Correlation | 1            | .494<br>** | .533<br>** | .378<br>** | .491<br>** | .545<br>** | .503<br>** | .412<br>** | .232<br>*  | .714<br>**   |  |
|      | Sig. (2-<br>tailed)    |              | .000       | .000       | .000       | .000       | .000       | .000       | .000       | .020       | .000         |  |
|      | N                      | 100          | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100          |  |
| X3.2 | Pearson<br>Correlation | .494<br>**   | 1          | .640<br>** | .489<br>** | .371<br>** | .409<br>** | .347<br>** | .553<br>** | .341<br>** | .736<br>**   |  |
|      | Sig. (2-<br>tailed)    | .000         |            | .000       | .000       | .000       | .000       | .000       | .000       | .001       | .000         |  |
|      | N                      | 100          | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100          |  |
| X3.3 | Pearson<br>Correlation | .533<br>**   | .640<br>** | 1          | .593<br>** | .363<br>** | .355<br>** | .399<br>** | .293<br>** | .287<br>** | .710<br>**   |  |
|      | Sig. (2-<br>tailed)    | .000         | .000       |            | .000       | .000       | .000       | .000       | .003       | .004       | .000         |  |
|      | N                      | 100          | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100          |  |
| X3.4 | Pearson<br>Correlation | .378<br>**   | .489<br>** | .593<br>** | 1          | .379<br>** | .374<br>** | .431<br>** | .565<br>** | .349<br>** | .734<br>**   |  |
|      | Sig. (2-<br>tailed)    | .000         | .000       | .000       |            | .000       | .000       | .000       | .000       | .000       | .000         |  |
|      | N                      | 100          | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100          |  |
| X3.5 | Pearson<br>Correlation | .491<br>**   | .371<br>** | .363<br>** | .379<br>** | 1          | .694<br>** | .536<br>** | .326<br>** | .215<br>*  | .684<br>**   |  |
|      | Sig. (2-<br>tailed)    | .000         | .000       | .000       | .000       |            | .000       | .000       | .001       | .032       | .000         |  |
|      | N                      | 100          | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100          |  |
| X3.6 | Pearson<br>Correlation | .545<br>**   | .409<br>** | .355<br>** | .374<br>** | .694<br>** | 1          | .485<br>** | .406<br>** | .286<br>** | .716<br>**   |  |





|          |                            |            |            |            |            |            |            |            |            |            |            |            |            |        |
|----------|----------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--------|
| Y.<br>3  | Pearson<br>Correlati<br>on | .49<br>6** | .43<br>2** | 1          | .52<br>9** | .36<br>1** | .39<br>1** | .40<br>3** | .20<br>1*  | .41<br>2** | .384*<br>* | .293<br>** | .199<br>*  | .650** |
|          | Sig. (2-<br>tailed)        | .00<br>0   | .00<br>0   |            | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .04<br>5   | .00<br>0   | .000       | .003       | .047       | .000   |
|          | N                          | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100    |
| Y.<br>4  | Pearson<br>Correlati<br>on | .33<br>6** | .32<br>6** | .52<br>9** | 1          | .55<br>6** | .57<br>9** | .49<br>1** | .22<br>0*  | .35<br>6** | .393*<br>* | .190       | .266<br>** | .673** |
|          | Sig. (2-<br>tailed)        | .00<br>1   | .00<br>1   | .00<br>0   |            | .00<br>0   | .00<br>0   | .00<br>0   | .02<br>8   | .00<br>0   | .000       | .058       | .008       | .000   |
|          | N                          | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100    |
| Y.<br>5  | Pearson<br>Correlati<br>on | .32<br>7** | .35<br>9** | .36<br>1** | .55<br>6** | 1          | .58<br>3** | .59<br>0** | .34<br>3** | .42<br>9** | .415*<br>* | .371<br>** | .163       | .707** |
|          | Sig. (2-<br>tailed)        | .00<br>1   | .00<br>0   | .00<br>0   | .00<br>0   |            | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .000       | .000       | .106       | .000   |
|          | N                          | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100    |
| Y.<br>6  | Pearson<br>Correlati<br>on | .39<br>8** | .38<br>7** | .39<br>1** | .57<br>9** | .58<br>3** | 1          | .58<br>8** | .40<br>0** | .39<br>6** | .465*<br>* | .394<br>** | .171       | .738** |
|          | Sig. (2-<br>tailed)        | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   |            | .00<br>0   | .00<br>0   | .00<br>0   | .000       | .000       | .089       | .000   |
|          | N                          | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100    |
| Y.<br>7  | Pearson<br>Correlati<br>on | .37<br>9** | .34<br>4** | .40<br>3** | .49<br>1** | .59<br>0** | .58<br>8** | 1          | .41<br>6** | .46<br>8** | .413*<br>* | .395<br>** | .308<br>** | .746** |
|          | Sig. (2-<br>tailed)        | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   |            | .00<br>0   | .00<br>0   | .000       | .000       | .002       | .000   |
|          | N                          | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100    |
| Y.<br>8  | Pearson<br>Correlati<br>on | .29<br>0** | .28<br>2** | .20<br>1*  | .22<br>0*  | .34<br>3** | .40<br>0** | .41<br>6** | 1          | .42<br>9** | .429*<br>* | .321<br>** | .130       | .572** |
|          | Sig. (2-<br>tailed)        | .00<br>3   | .00<br>4   | .04<br>5   | .02<br>8   | .00<br>0   | .00<br>0   | .00<br>0   |            | .00<br>0   | .000       | .001       | .197       | .000   |
|          | N                          | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100    |
| Y.<br>9  | Pearson<br>Correlati<br>on | .36<br>0** | .34<br>7** | .41<br>2** | .35<br>6** | .42<br>9** | .39<br>6** | .46<br>8** | .42<br>9** | 1          | .470*<br>* | .264<br>** | .268<br>** | .665** |
|          | Sig. (2-<br>tailed)        | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   |            | .000       | .008       | .007       | .000   |
|          | N                          | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100    |
| Y.<br>10 | Pearson<br>Correlati<br>on | .41<br>2** | .39<br>9** | .38<br>4** | .39<br>3** | .41<br>5** | .46<br>5** | .41<br>3** | .42<br>9** | .47<br>0** | 1          | .349<br>** | .308<br>** | .705** |
|          | Sig. (2-<br>tailed)        | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   |            | .000       | .002       | .000   |

|  |                            |            |            |            |            |            |            |            |            |            |            |            |            |        |
|--|----------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--------|
|  | N                          | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100    |
| Y.<br>11   | Pearson<br>Correlati<br>on | .18<br>9   | .20<br>8*  | .29<br>3** | .19<br>0   | .37<br>1** | .39<br>4** | .39<br>5** | .32<br>1** | .26<br>4** | .349*<br>* | 1          | .481<br>** | .565** |
|  | Sig. (2-<br>tailed)        | .06<br>0   | .03<br>8   | .00<br>3   | .05<br>8   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>1   | .00<br>8   | .000       |            | .000       | .000   |
|  | N                          | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100    |
| Y.<br>12   | Pearson<br>Correlati<br>on | .14<br>5   | .16<br>1   | .19<br>9*  | .26<br>6** | .16<br>3   | .17<br>1   | .30<br>8** | .13<br>0   | .26<br>8** | .308*<br>* | .481<br>** | 1          | .468** |
|  | Sig. (2-<br>tailed)        | .15<br>1   | .10<br>9   | .04<br>7   | .00<br>8   | .10<br>6   | .08<br>9   | .00<br>2   | .19<br>7   | .00<br>7   | .002       | .000       |            | .000   |
|  | N                          | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100    |
| tot<br>al<br>-<br>Y  | Pearson<br>Correlati<br>on | .65<br>1** | .64<br>1** | .65<br>0** | .67<br>3** | .70<br>7** | .73<br>8** | .74<br>6** | .57<br>2** | .66<br>5** | .705*<br>* | .565<br>** | .468<br>** | 1      |
|  | Sig. (2-<br>tailed)        | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .000       | .000       | .000       |        |
|  | N                          | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100        | 100    |
| **. Correlation is significant at the 0.01 level (2-tailed). |                            |            |            |            |            |            |            |            |            |            |            |            |            |        |
| *. Correlation is significant at the 0.05 level (2-tailed).  |                            |            |            |            |            |            |            |            |            |            |            |            |            |        |

## Lampiran 7 Uji Reliabilitas

### 1. Beban Kerja (X1)

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| .807                   | 6          |

### 2. Kompetensi (X2)

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| .872                   | 10         |

### 3. Stres Kerja (X3)

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
|                        |            |

|      |   |
|------|---|
| .849 | 9 |
|------|---|

#### 4. Kinerja (Y)

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| .874                   | 12         |

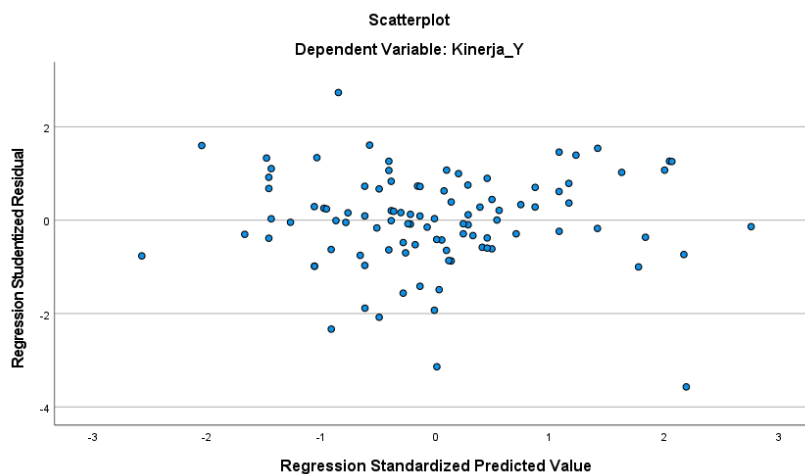
#### Lampiran 8 Uji Normalitas

| One-Sample Kolmogorov-Smirnov Test   |                         |             |                         |
|--|-------------------------|-------------|-------------------------|
|  |                         |             | Unstandardized Residual |
| N  |                         |             | 100                     |
| Normal Parameters <sup>a,b</sup>   | Mean                    |             | .0000000                |
|  | Std. Deviation          |             | 4.70731480              |
| Most Extreme Differences   | Absolute                |             | .079                    |
|  | Positive                |             | .048                    |
|  | Negative                |             | -.079                   |
| Test Statistic   |                         |             | .079                    |
| Asymp. Sig. (2-tailed) <sup>c</sup>  |                         |             | .124                    |
| Monte Carlo Sig. (2-tailed) <sup>d</sup>   | Sig.                    |             | .121                    |
|  | 99% Confidence Interval | Lower Bound | .113                    |
|  |                         | Upper Bound | .130                    |
| a. Test distribution is Normal.  |                         |             |                         |
| b. Calculated from data.   |                         |             |                         |
| c. Lilliefors Significance Correction.   |                         |             |                         |
| d. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 299883525. |                         |             |                         |

#### Lampiran 9 Uji Multikolinearitas

| Coefficients <sup>a</sup> |                |                             |            |                           |       |      |                         |       |
|---------------------------|----------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| Model                     |                | Unstandardized Coefficients |            | Standardized Coefficients | T     | Sig. | Collinearity Statistics |       |
|                           |                | B                           | Std. Error | Beta                      |       |      | Tolerance               | VIF   |
| 1                         | (Constant)     | 19.971                      | 7.132      |                           | 2.800 | .006 |                         |       |
|                           | Beban_kerja_X1 | .482                        | .197       | .251                      | 2.449 | .016 | .831                    | 1.204 |
|                           | Kompetensi_X2  | .263                        | .122       | .219                      | 2.161 | .033 | .844                    | 1.185 |
|                           | Stres_Kerja_X3 | .176                        | .115       | .143                      | 1.524 | .131 | .983                    | 1.017 |

### Lampiran 10 Uji Heteroskedastisitas



### Lampiran 11 Uji Regresi Linear Berganda

| Coefficients <sup>a</sup> |  |  |  |  |  |  |  |  |
|---------------------------|--|--|--|--|--|--|--|--|
|---------------------------|--|--|--|--|--|--|--|--|

| Model |                | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|----------------|-----------------------------|------------|---------------------------|-------|------|
|       |                | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant)     | 19.971                      | 7.132      |                           | 2.800 | .006 |
|       | beban_kerja_X1 | 0,482                       | 0,197      | .251                      | 2.449 | .016 |
|       | Kompetensi_X2  | 0,263                       | 0,122      | .219                      | 2.161 | .033 |
|       | Stres_Kerja_X3 | 0,176                       | 0,115      | .143                      | 1.524 | .131 |

a. Dependent Variable: Kinerja\_Y

### Lampiran 12 Koefisien Determinan (R2)

#### Model Summary<sup>b</sup>

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .743 <sup>a</sup> | 0,551    | 0,532             | 3,534                      |

a. Predictors: (Constant), Stres\_Kerja\_X3, Kompetensi\_X2, beban\_kerja\_X1

b. Dependent Variable: Kinerja\_Y

### Lampiran 13 Uji t

| Coefficients <sup>a</sup> |  |                             |            |                           |   |      |
|---------------------------|--|-----------------------------|------------|---------------------------|---|------|
| Model                     |  | Unstandardized Coefficients |            | Standardized Coefficients | t | Sig. |
|                           |  | B                           | Std. Error | Beta                      |   |      |

|                                  |                |        |       |      |       |      |
|----------------------------------|----------------|--------|-------|------|-------|------|
| 1                                | (Constant)     | 19.971 | 7.132 |      | 2.800 | .006 |
|                                  | beban_kerja_X1 | 0,482  | 0,197 | .251 | 2.449 | .016 |
|                                  | Kompetensi_X2  | 0,263  | 0,122 | .219 | 2.161 | .033 |
|                                  | Stres_Kerja_X3 | 0,176  | 0,115 | .143 | 1.524 | .131 |
| a. Dependent Variable: Kinerja_Y |                |        |       |      |       |      |

### Lampiran 14 Uji F


| ANOVA <sup>a</sup>   |            |                |    |             |       |                   |
|--|------------|----------------|----|-------------|-------|-------------------|
| Model  |            | Sum of Squares | df | Mean Square | F     | Sig.              |
| 1  | Regression | 432.318        | 3  | 144.106     | 6.306 | .001 <sup>b</sup> |
|  | Residual   | 2193.722       | 96 | 22.851      |       |                   |
|  | Total      | 2626.040       | 99 |             |       |                   |
| a. Dependent Variable: Kinerja_Y   |            |                |    |             |       |                   |
| b. Predictors: (Constant), Stres_Kerja_X3, Kompetensi_X2, beban_kerja_X1 |            |                |    |             |       |                   |

## Lampiran 15 Kartu Bimbingan

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**FAKULTAS EKONOMI DAN BISNIS**  
 Kampus: Jl. Semolowaru 45 Surabaya 60118, Telp. (031) 5925289, 081216781170 E-mail: feb@untag-sby.ac.id

**SEMESTER**  
Gasal / Genap  
**2022 / 2023**

**KARTU BIMBINGAN SKRIPSI**

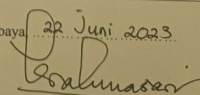


Nama Mahasiswa / NBI : Rendy Achmad Wahyu Subianto / 21400032  
 Nama Pembimbing : Prof. Dr. dr. Ida Ayu Brahmasari, D.Pd., D.H.E., M.P.A.  
 Judul Skripsi : Pengaruh Beban Kerja Kompetensi Dan Sifat Kerja terhadap Kinerja Perawat R.SUD. di Gedung Tranggalek

Mulai Program Skripsi : Semester ..... Thn. Ak. .... Selesai Bimbingan Tanggal .....

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| 4   | 6-4-2023          | III         | Metode Penelitian                       | P     |
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 Th. Ak. : \_\_\_\_\_  
 Paraf Kajur : \_\_\_\_\_

Surabaya, 22 Juni 2023  
  
 ( Nama dan tanda tangan Pembimbing )

## Lampiran 16 Surat penelitian

**PEMERINTAH KABUPATEN TRENGGALEK**  
**DINAS KESEHATAN, PENGENDALIAN PENDUDUK**  
**DAN KELUARGA BERENCANA**  
**RUMAH SAKIT UMUM DAERAH dr. SOEDOMO**  
Jl. Dr. Soetomo No. 02 Telp. (0355) 793110  
Email : rsuddrsoedomo\_trenggalek@yahoo.co.id  
TRENGGALEK 66312

---

**SURAT KETERANGAN**

Nomor : 420/ ~~185~~ /406.010.001/18.00/2023

Yang bertanda tangan di bawah ini:

Nama : **dr. BAKHTIAR ARIFIN**  
NIP : 19720115 200212 1 005  
Pangkat/Gol. : Pembina (IV/a)  
Jabatan : Kabid Pengembangan dan Pengendalian RSUD dr. SOEDOMO  
Kabupaten Trenggalek

Dengan ini menerangkan bahwa:

Nama : **RENDY ACHMAD WAHYU SUBIANTO**  
NIM : 1211900323  
Program Studi : S1 Manajemen  
Institusi Pendidikan : Universitas 17 Agustus 1945 (UNTAG) Surabaya

Telah melaksanakan survei penelitian dengan judul: **"Pengaruh Beban Kerja, Kompetensi, dan Stres Kerja terhadap Kinerja Perawat RSUD dr. SOEDOMO Trenggalek"**

Demikian surat keterangan ini diberikan untuk dapat digunakan sebagaimana mestinya.

Trenggalek, 30 Mei 2023  
a.n. **DIREKTUR RSUD dr. SOEDOMO**  
**KABUPATEN TRENGGALEK**  
Kabid Pengembangan dan Pengendalian,

  
**dr. BAKHTIAR ARIFIN**  
Pembina  
NIP-19720115 200212 1 005



## Lampiran 17 Hasil uji plagiasi

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