



**LAMPIRAN**





**A.1. ALAT UKUR UJI COBA**

## UJI COBA ALAT UKUR PENELITIAN

Selamat pagi/siang/sore/malam

Saya Anindita Bagas Utama mahasiswa Sarjana Psikologi Universitas Katolik Soegijapranata yang sedang melakukan uji coba alat ukur penelitian. Saya membutuhkan bantuan anda untuk mengisi kuisisioner ini dengan sebenarnya. Oleh karena itu, saya meminta kesediaan Anda untuk menjadi partisipan dalam penelitian ini. Data yang saya dapatkan dari kuisisioner ini hanya digunakan untuk kepentingan dalam penelitian saja.

Sebelum mengisi kuisisioner, Anda diharapkan untuk membaca petunjuk pengisian agar tidak terjadi kekeliruan dalam menjawab. Tidak ada jawaban salah dari jawaban yang Anda berikan. Jawaban Anda akan dijaga kerahasiaannya dan hanya akan digunakan untuk kepentingan penelitian.

Penelitian ini membutuhkan waktu pengerjaan 10-15 menit. Mohon untuk mempersiapkan waktu Anda dan jawablah sesuai dengan kondisi Anda saat ini.

\* Wajib

Informed Consent / Lembar Persetujuan: "Saya telah membaca keterangan terkait penelitian dan menyatakan kesediaan saya untuk berpartisipasi dalam penelitian ini tanpa adanya paksaan dari pihak manapun. Saya juga akan memberikan informasi yang sebenarnya dan sesuai dengan kondisi saya saat ini" \* \*

- Ya, saya bersedia untuk melanjutkan pengisian kuisisioner
- Tidak, saya tidak bersedia

Nama (boleh inisial) \*

Jawaban Anda

Dinas Tempat Bekerja

Jawaban Anda

Status

- ASN
- NON ASN

Berikutnya

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## UJI COBA ALAT UKUR PENELITIAN

\* Wajib

### Skala 1

Dalam skala ini terdapat 40 buah pernyataan, Anda diminta untuk membaca dengan teliti pada masing-masing pernyataan dan memberikan jawaban sesuai dengan kondisi Anda saat ini

1. Atasan ketika memberi tugas sesuai dengan kemampuan saya \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai

2. Atasan mencari tahu apa yang saya inginkan \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai

3. Atasan selalu memandang sebei mata apa yang saya kerjakan \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai

4. Saya tidak tahu apa visi misi yang dimiliki oleh atasan \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai



5. Saya percaya akan kepemimpinan atasan saya \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

6. Saya bangga dengan atasan saya \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

7. Ide saya dipandang sebelah mata oleh atasan \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

8. Atasan menghendaki saya menyelesaikan tugas dengan cara lama (konvensional) \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

9. Atasan tidak menghargai hasil kerib-  
baik saya \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

10. Keputusan yang diambil oleh atasan tanpa mempertimbangkan kondisi saya sebelumnya \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

11. Saya mendapat dukungan penuh dari atasan atas apa yang saya kerjakan \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

12. Atasan memberi semangat di setiap pekerjaan saya \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

13. Saya tidak respek kepada atasan \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

14. Atasan tidak komitmen dengan keputusannya sendiri \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

15. Saya diberi kebebasan atasan untuk mengasah kreatifitas \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

16. Atasan memastikan cara berpikir secara matang sebelum bertindak \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai

17. Atasan selalu mempertimbangkan kondisi saya \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai

18. Saya tidak pernah mendapat semangat dari atasan \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai

19. Keputusan yang diambil oleh atasan sering berubah-ubah \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai

20. Atasan meminta saya menyelesaikan tugas dengan cara baru \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai

21. Atasan tidak memberi perhatian kepada saya \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai

22. Atasan menjelaskan visi dan misinya secara sederhana \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai

23. Atasan saya merupakan pribadi yang menyenangkan \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai

24. Tidak pernah diberi kesempatan oleh atasan untuk menyampaikan gagasan saya sendiri \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai

25. Saya mendapat perhatian secara pribadi dari atasan \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai

26. Atasan memberi saya penghargaan atas hasil kerja baik saya \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai

27. Saya merasa atasan kurang mendorong saya untuk berhasil \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

28. Atasan terlalu menuntut standar pekerjaan yang tinggi \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

29. Saya hormat kepada atasan \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

30. Dibenak saya, atasan merupakan simbol kesuksesan \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

31. Atasan selalu menyalahkan saya \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

32. Atasan tidak mendukung inovasi baru yang saya ciptakan \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

33. Tugas yang diberi atasan bukan bagian dari kemampuan saya \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

34. Atasan bersikap tidak acuh atas apa yang saya butuhkan \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

35. Atasan optimis bahwa saya dapat menyelesaikan tugas yang diberikan \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

36. Atasan memberi ucapan-ucapan yang membesarkan hati \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

37. Atasan menghambat kinerja saya \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

38. Saya tidak merasa diberi teladan yang baik oleh atasan \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai



39. Atasan memberi kesempatan untuk menyampaikan inovasi baru \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai

40. Atasan percaya saya dapat menghadapi masalah dengan rasional \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai

Kembali

Berikutnya

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## UJI COBA ALAT UKUR PENELITIAN

\* Wajib

Skala 2

Dalam skala ini terdapat 30 buah pernyataan, Anda diminta untuk membaca dengan teliti pada masing-masing pernyataan dan memberikan jawaban sesuai dengan kondisi Anda saat ini

1. Saya mudah cemas \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai

2. Saya sering merasa gelisah belakangan ini \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai

3. Saya tidak pernah merasa mual \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai


4. Laju detak jantung saya stabil \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai

5. Saya terlambat menyelesaikan tugas yang diberikan \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai





6. Rasa malas saya muncul setiap akan berangkat ke kantor \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

7. Saya bekerja dengan tenang \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

8. Saya pergi ke kantor dengan semangat \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

9. Saya cepat merasa lelah \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

10. Asam lambung saya sering naik \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

11. Tugas yang diberikan dapat saya selesaikan tepat waktu \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

12. Saya menjalin komunikasi yang baik dengan rekan kerja \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

13. Saya mudah marah \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

14. Belakangan ini saya sering menunda pekerjaan \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

15. Saya berangkat ke kantor selalu dalam kondisi bugar \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

16. Saya tidak pernah merasa pusing \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

17. Saya memiliki hubungan kurang baik dengan rekan kerja \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

18. Belakangan ini, porsi makan saya bertambah \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai



19. Selama di kantor, emosi bisa saya kontrol \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

20. Saya mengerjakan tugas dengan fokus \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

21. Saya merasakan nyeri di dada \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

22. Saya sulit tidur pada malam hari \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

23. Pola makan saya teratur \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

24. Saya mengerjakan tugas yang diberikan secara maksimal \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

25. Saya kehilangan semangat kerja \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

26. Tensi darah saya normal \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

27. Saya merasa kurang percaya diri \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

28. Saya menerima ketika mendapat teguran atas kinerja saya \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

29. Jantung saya berdetak kencang \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

30. Saya tidak mengeluh ketika ada pekerjaan tambahan \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

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## **A.2. ALAT UKUR PENELITIAN SESUNGGUHNYA**



## KUESIONER PENELITIAN

Salam Sejahtera untuk Saudara/i sekalian.

Responden yang terhormat, perkenalkan saya Anindita Bagas Utama (Dito) mahasiswa Fakultas Psikologi Universitas Katolik Soegijapranata Semarang. Dengan ini saya menyampaikan kuesioner penelitian dalam rangka memenuhi Tugas Akhir untuk memperoleh gelar Sarjana Psikologi.

Adapun responden yang memenuhi kriteria, yaitu:

1. Pria/Wanita
2. Berstatus ASN atau NON-ASN Pemerintah Kota Semarang
3. Bersedia menjadi responden dengan mengisi kuesioner di bawah ini.

Peneliti memahami waktu Saudara/i sangatlah terbatas dan berharga, namun peneliti juga berharap kesediaan Saudara/i untuk membantu penelitian ini dengan mengisi secara lengkap kuesioner yang terlampir.

Peneliti mengucapkan terima kasih yang sebesar-besarnya atas kesediaan Saudara/i telah meluangkan waktu untuk menjawab semua pertanyaan dalam kuesioner ini.

Note: Perlu diketahui bahwa tidak ada jawaban benar atau salah dalam pengisian kuesioner ini, sehingga Saudara/i diharapkan untuk mengisi dengan jujur dan sesuai dengan kondisi Saudara/i saat ini. Identitas dan data pribadi akan dijaga kerahasiaannya sesuai dengan Kode Etik Psikologi.

Terima Kasih, Sehat selalu.

\* Required

**Informed Consent / Lembar Persetujuan:** "Saya telah membaca keterangan terkait penelitian dan menyatakan kesediaan saya untuk berpartisipasi dalam penelitian ini tanpa adanya paksaan dari pihak manapun. Saya juga akan memberikan informasi yang sebenarnya dan sesuai dengan kondisi saya saat ini"

- Ya, saya bersedia untuk melanjutkan pengisian kuisisioner
- Tidak, saya tidak bersedia

Nama / Inisial \*

Your answer

Status Pegawai \*

- ASN
- NON-ASN

Dinas Tempat Bekerja \*

Your answer

Next

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## KUESIONER PENELITIAN

\* Yg dibutuhkan

Skala 1

Petunjuk:

1. Pada skala 1 ini terdapat 33 pernyataan. Harus baik-baik setiap pernyataan dalam nya dengan pengalaman Saudara / i. Berilah jawaban yang sesuai dengan kondisi Saudara / i yang sebenarnya.
2. Tidak ada jawaban yang salah, seluruh jawaban Saudara / i adalah benar.
3. Jawaban Saudara / i akan dijaga kerahasiaannya sesuai dengan Kode Etik Psikologi dan hanya akan digunakan untuk keperluan penelitian.

Terima kasih.

1. Atasan ketika memberi tugas sesuai dengan kemampuan saya \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai

2. Atasan mencari tahu apa yang saya inginkan \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai

3. Atasan selalu memandang sebelah mata apa yang saya kerjakan \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai

4. Saya tidak tahu apa visi misi yang dimiliki oleh atasan \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai

5. Saya percaya akan kepemimpinan atasan saya \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

6. Saya bangga dengan atasan saya \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

7. Ide saya dipandang sebelah mata oleh atasan \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

8. Atasan tidak menghargai hasil kerja baik saya \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

9. Keputusan yang diambil oleh atasan tanpa mempertimbangkan kondisi saya sebelumnya \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

10. Atasan memberi semangat di setiap pekerjaan saya \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

11. Saya tidak respek kepada atasan \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

12. Atasan tidak komitmen dengan keputusannya sendiri \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

13. Saya diberi kebebasan atasan untuk mengasah kreatifitas \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

14. Atasan memastikan cara berpikir secara matang sebelum bertindak \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

15. Atasan selalu mempertimbangkan kondisi saya \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

16. Saya tidak pernah mendapat semangat dari atasan \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai



17. Keputusan yang diambil oleh atasan sering berubah-ubah \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

18. Atasan tidak memberi perhatian kepada saya \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

19. Atasan menjelaskan visi dan misinya dengan sederhana \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

20. Atasan saya merupakan pribadi yang menyenangkan \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

21. Tidak pernah diberi kesempatan oleh atasan untuk menyampaikan gagasan saya sendiri \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

22. Atasan beri saya penghargaan atas hasil kerja baik saya \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

23. Saya merasa tidak nyaman kurang mendorong saya untuk berhasil \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

24. Atasan terlalu menuntut standar pekerjaan yang tinggi \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

25. Atasan selalu menyalahkan saya \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

26. Atasan tidak mendukung inovasi baru yang saya ciptakan \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

27. Tugas yang diberi atasan bukan bagian dari kemampuan saya \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

28. Atasan optimis bahwa saya dapat menyelesaikan tugas yang diberikan \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

29. Atasan memberi ucapan-ucapan yang membesarkan hati \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

30. Atasan menghambat kinerja saya \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai



31. Saya tidak diberi teladan yang baik oleh atasan \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai

32. Atasan memberi kesempatan untuk menyampaikan inovasi baru \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai

33. Atasan percaya saya dapat menghadapi masalah dengan rasional \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai

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## KUESIONER PENELITIAN

\* Yg dibutuhkan

### Skala 2

Petunjuk:

1. Pada skala 1 ini terdapat 26 pernyataan. Harus baik-baik setiap pernyataan dalam nya dengan pengalaman Saudara / i. Berilah jawaban yang sesuai dengan kondisi Saudara / i yang sebenarnya.
2. Tidak ada jawaban yang salah, seluruh jawaban Saudara / i adalah benar.
3. Jawaban Saudara / i akan dijaga kerahasiaannya sesuai dengan Kode Etik Psikologi dan hanya akan digunakan untuk keperluan penelitian.

Terima kasih.

1. Saya mudah cemas \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai

2. Saya sering merasa gelisah belakangan ini \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai

3. Laju detak jantung saya stabil \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai

4. Saya terlambat menyelesaikan tugas yang diberikan \*

- Sangat Sesuai
- Sesuai
- Tidak Sesuai
- Sangat Tidak Sesuai

5. Saya percaya akan kepemimpinan atasan saya \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

6. Saya bangga dengan atasan saya \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

7. Ide saya dipandang sebelah mata oleh atasan \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

8. Atasan tidak menghargai hasil kerja baik saya \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

9. Keputusan yang diambil oleh atasan tanpa mempertimbangkan kondisi saya sebelumnya \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

10. Atasan memberi semangat di setiap pekerjaan saya \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

11. Saya menjalin komunikasi yang baik dengan rekan kerja \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

12. Saya mudah marah \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

13. Belakangan ini saya sering melakukan pekerjaan \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

14. Saya berangkat ke kantor selalu dalam kondisi bugar \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

15. Saya tidak pernah merasa pusing \*


- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai

16. Saya memiliki hubungan yang kurang baik dengan rekan kerja \*

- Sangat Sesuai  
 Sesuai  
 Tidak Sesuai  
 Sangat Tidak Sesuai







17. Selama kantor, emosi bisa saya kontrol \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

18. Saya merasakan nyeri di dada \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

19. Saya sulit tidur pada malam hari \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

20. Pola makan saya teratur \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

21. Saya mengerjakan tugas yang diberikan secara maksimal \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

22. Saya Kehilangan semangat kerja \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

23. Tensi darah saya normal \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

24. Saya merasa kurang percaya diri \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

25. Saya menerima ketika mendapat penghargaan atas kinerja saya \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

26. Jantung saya berdetak kencang \*

Sangat Sesuai

Sesuai

Tidak Sesuai

Sangat Tidak Sesuai

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## **B. DATA UJI COBA**

**B.1. DATA UJI COBA SKALA KEPEMIMPINAN  
TRANSFORMASIONAL**



| No. | X  |    |    |    |    |    |    |    |    |     |     |     |     |     |     |     |     |     |     |     |
|-----|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
|     | X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | X9 | X10 | X11 | X12 | X13 | X14 | X15 | X16 | X17 | X18 | X19 | X20 |
| 1   | 3  | 3  | 4  | 4  | 4  | 4  | 4  | 3  | 4  | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   |
| 2   | 3  | 3  | 3  | 2  | 3  | 3  | 3  | 3  | 3  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   |
| 3   | 4  | 3  | 3  | 3  | 3  | 3  | 3  | 4  | 3  | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 4   | 4  | 2  | 3  | 2  | 4  | 3  | 4  | 3  | 4  | 3   | 4   | 3   | 4   | 2   | 4   | 4   | 4   | 4   | 3   | 4   |
| 5   | 2  | 3  | 2  | 3  | 4  | 3  | 2  | 3  | 3  | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 2   |
| 6   | 3  | 2  | 2  | 4  | 3  | 3  | 3  | 4  | 3  | 3   | 4   | 4   | 4   | 3   | 4   | 4   | 3   | 4   | 2   | 3   |
| 7   | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 2  | 3  | 2   | 3   | 2   | 4   | 3   | 3   | 3   | 4   | 3   | 3   | 2   |
| 8   | 3  | 3  | 4  | 4  | 4  | 4  | 4  | 3  | 3  | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 2   | 4   |
| 9   | 4  | 3  | 3  | 4  | 4  | 3  | 3  | 3  | 4  | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 3   | 3   |
| 10  | 3  | 3  | 3  | 4  | 3  | 2  | 3  | 3  | 3  | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 2   | 2   |
| 11  | 4  | 4  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 3   | 3   | 4   | 4   | 4   | 4   | 3   | 4   | 3   | 3   |
| 12  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 3   | 3   | 4   | 4   | 4   | 4   | 3   | 4   | 3   | 2   |
| 13  | 2  | 3  | 3  | 2  | 2  | 2  | 3  | 4  | 3  | 3   | 3   | 2   | 3   | 2   | 3   | 2   | 3   | 3   | 2   | 3   |
| 14  | 3  | 2  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 15  | 2  | 3  | 3  | 3  | 3  | 3  | 3  | 2  | 3  | 2   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 1   | 1   | 4   |
| 16  | 3  | 4  | 3  | 3  | 4  | 4  | 3  | 4  | 3  | 3   | 1   | 2   | 4   | 3   | 3   | 4   | 3   | 3   | 3   | 4   |
| 17  | 3  | 3  | 2  | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 3   | 2   | 3   | 2   | 3   | 3   | 3   | 3   | 2   | 3   |
| 18  | 3  | 2  | 4  | 1  | 3  | 1  | 2  | 3  | 1  | 3   | 4   | 3   | 1   | 2   | 2   | 4   | 3   | 2   | 3   | 4   |
| 19  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 20  | 2  | 2  | 2  | 2  | 3  | 2  | 2  | 2  | 2  | 2   | 3   | 2   | 2   | 1   | 3   | 2   | 2   | 2   | 1   | 3   |
| 21  | 3  | 3  | 3  | 2  | 4  | 4  | 2  | 2  | 3  | 3   | 4   | 3   | 4   | 3   | 3   | 4   | 2   | 2   | 3   | 4   |
| 22  | 4  | 2  | 1  | 3  | 3  | 3  | 2  | 1  | 1  | 1   | 3   | 4   | 2   | 2   | 3   | 2   | 3   | 2   | 1   | 2   |
| 23  | 3  | 2  | 3  | 3  | 3  | 3  | 3  | 2  | 3  | 3   | 3   | 2   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 2   |



| No. | X   |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     | Total |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|
|     | X21 | X22 | X23 | X24 | X25 | X26 | X27 | X28 | X29 | X30 | X31 | X32 | X33 | X34 | X35 | X36 | X37 | X38 | X39 | X40 |       |
| 1   | 4   | 3   | 4   | 4   | 1   | 3   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 1   | 4   | 3   | 4   | 4   | 4   | 4   | 145   |
| 2   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 116   |
| 3   | 3   | 3   | 4   | 4   | 4   | 3   | 3   | 3   | 4   | 3   | 4   | 4   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 130   |
| 4   | 4   | 3   | 4   | 4   | 2   | 4   | 4   | 4   | 4   | 2   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 142   |
| 5   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 4   | 2   | 3   | 3   | 2   | 2   | 4   | 3   | 4   | 2   | 3   | 3   | 116   |
| 6   | 3   | 3   | 3   | 4   | 2   | 3   | 3   | 3   | 4   | 4   | 4   | 4   | 3   | 3   | 4   | 4   | 3   | 3   | 4   | 4   | 133   |
| 7   | 3   | 3   | 4   | 3   | 2   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 2   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 117   |
| 8   | 4   | 3   | 4   | 4   | 1   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 147   |
| 9   | 3   | 4   | 3   | 3   | 2   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 130   |
| 10  | 2   | 3   | 4   | 4   | 4   | 3   | 2   | 2   | 2   | 1   | 2   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 112   |
| 11  | 4   | 2   | 3   | 3   | 2   | 3   | 3   | 2   | 3   | 2   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 124   |
| 12  | 4   | 2   | 3   | 3   | 2   | 3   | 3   | 2   | 3   | 2   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 121   |
| 13  | 3   | 2   | 3   | 3   | 2   | 1   | 2   | 3   | 3   | 2   | 4   | 3   | 2   | 3   | 4   | 2   | 3   | 2   | 3   | 3   | 106   |
| 14  | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 118   |
| 15  | 4   | 3   | 4   | 2   | 3   | 4   | 4   | 2   | 4   | 3   | 4   | 1   | 2   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 127   |
| 16  | 3   | 3   | 4   | 3   | 2   | 3   | 3   | 2   | 4   | 3   | 4   | 3   | 3   | 3   | 4   | 4   | 3   | 3   | 3   | 4   | 128   |
| 17  | 2   | 2   | 3   | 3   | 3   | 2   | 2   | 3   | 3   | 3   | 3   | 2   | 2   | 3   | 3   | 3   | 2   | 2   | 2   | 3   | 107   |
| 18  | 3   | 3   | 4   | 3   | 1   | 3   | 3   | 2   | 4   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 111   |
| 19  | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 117   |
| 20  | 2   | 2   | 3   | 2   | 2   | 3   | 1   | 1   | 3   | 3   | 2   | 2   | 2   | 2   | 3   | 2   | 3   | 3   | 2   | 2   | 87    |
| 21  | 1   | 3   | 4   | 3   | 4   | 3   | 2   | 1   | 4   | 4   | 3   | 2   | 3   | 2   | 4   | 4   | 3   | 2   | 4   | 4   | 121   |
| 22  | 2   | 1   | 3   | 2   | 3   | 3   | 2   | 2   | 4   | 2   | 2   | 3   | 2   | 2   | 2   | 2   | 3   | 3   | 3   | 3   | 94    |
| 23  | 3   | 3   | 3   | 3   | 1   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 113   |







| No. | Y  |    |    |    |    |    |    |    |    |     |     |     |     |     |     |
|-----|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|
|     | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | Y12 | Y13 | Y14 | Y15 |
| 1   | 4  | 3  | 2  | 2  | 1  | 3  | 2  | 2  | 3  | 1   | 1   | 1   | 2   | 2   | 3   |
| 2   | 3  | 3  | 3  | 2  | 2  | 2  | 2  | 2  | 2  | 2   | 2   | 2   | 2   | 2   | 2   |
| 3   | 1  | 1  | 2  | 2  | 2  | 2  | 1  | 4  | 2  | 1   | 2   | 1   | 1   | 3   | 2   |
| 4   | 2  | 2  | 1  | 2  | 1  | 1  | 1  | 1  | 1  | 2   | 1   | 1   | 1   | 2   | 2   |
| 5   | 2  | 2  | 3  | 2  | 2  | 1  | 2  | 1  | 2  | 2   | 2   | 1   | 1   | 2   | 2   |
| 6   | 2  | 2  | 3  | 2  | 2  | 2  | 2  | 1  | 2  | 1   | 2   | 1   | 3   | 2   | 2   |
| 7   | 2  | 2  | 2  | 2  | 2  | 1  | 2  | 2  | 2  | 1   | 2   | 1   | 1   | 2   | 2   |
| 8   | 1  | 1  | 3  | 2  | 2  | 1  | 1  | 1  | 2  | 1   | 1   | 1   | 2   | 1   | 2   |
| 9   | 2  | 2  | 3  | 3  | 2  | 2  | 2  | 2  | 2  | 2   | 2   | 2   | 1   | 2   | 2   |
| 10  | 2  | 2  | 3  | 2  | 2  | 2  | 2  | 1  | 1  | 1   | 1   | 2   | 2   | 1   | 1   |
| 11  | 2  | 2  | 2  | 2  | 2  | 2  | 1  | 1  | 2  | 3   | 2   | 2   | 2   | 2   | 1   |
| 12  | 2  | 2  | 2  | 2  | 2  | 2  | 1  | 1  | 2  | 3   | 2   | 2   | 2   | 2   | 1   |
| 13  | 4  | 3  | 2  | 3  | 1  | 2  | 2  | 3  | 2  | 3   | 1   | 1   | 2   | 3   | 2   |
| 14  | 2  | 2  | 3  | 2  | 2  | 2  | 2  | 2  | 2  | 2   | 2   | 2   | 2   | 2   | 2   |
| 15  | 2  | 2  | 3  | 1  | 1  | 1  | 1  | 1  | 1  | 1   | 1   | 1   | 1   | 1   | 1   |
| 16  | 4  | 4  | 1  | 3  | 1  | 2  | 3  | 2  | 4  | 3   | 1   | 1   | 3   | 2   | 2   |
| 17  | 2  | 2  | 2  | 3  | 3  | 3  | 2  | 2  | 3  | 2   | 2   | 3   | 2   | 2   | 1   |



| No. | Y   |     |     |     |     |     |     |     |     |     |     |     |     |     |     | Total |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|
|     | Y16 | Y17 | Y18 | Y19 | Y20 | Y21 | Y22 | Y23 | Y24 | Y25 | Y26 | Y27 | Y28 | Y29 | Y30 |       |
| 1   | 4   | 2   | 3   | 2   | 1   | 2   | 1   | 1   | 1   | 2   | 2   | 4   | 1   | 3   | 2   | 63    |
| 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 63    |
| 3   | 2   | 1   | 3   | 1   | 2   | 2   | 3   | 2   | 2   | 2   | 2   | 3   | 1   | 2   | 2   | 57    |
| 4   | 3   | 1   | 3   | 2   | 3   | 1   | 1   | 2   | 1   | 1   | 2   | 3   | 1   | 2   | 1   | 48    |
| 5   | 3   | 1   | 2   | 1   | 2   | 1   | 3   | 4   | 2   | 1   | 2   | 3   | 1   | 2   | 1   | 56    |
| 6   | 3   | 1   | 3   | 1   | 1   | 2   | 3   | 2   | 1   | 1   | 1   | 1   | 1   | 2   | 1   | 53    |
| 7   | 2   | 1   | 3   | 2   | 2   | 2   | 1   | 2   | 2   | 2   | 2   | 2   | 2   | 1   | 3   | 55    |
| 8   | 3   | 1   | 3   | 1   | 1   | 1   | 3   | 2   | 1   | 1   | 1   | 1   | 1   | 2   | 1   | 45    |
| 9   | 3   | 4   | 3   | 2   | 2   | 2   | 2   | 2   | 2   | 1   | 2   | 2   | 2   | 1   | 4   | 65    |
| 10  | 1   | 1   | 3   | 1   | 2   | 1   | 1   | 2   | 1   | 1   | 1   | 2   | 2   | 1   | 2   | 47    |
| 11  | 3   | 1   | 3   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 1   | 2   | 1   | 57    |
| 12  | 3   | 1   | 3   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 1   | 2   | 1   | 57    |
| 13  | 3   | 1   | 3   | 2   | 2   | 2   | 3   | 1   | 1   | 2   | 1   | 3   | 1   | 3   | 2   | 64    |
| 14  | 3   | 2   | 3   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 63    |
| 15  | 3   | 1   | 4   | 1   | 1   | 1   | 1   | 1   | 1   | 1   | 1   | 1   | 2   | 1   | 4   | 43    |
| 16  | 2   | 1   | 4   | 3   | 1   | 4   | 2   | 3   | 3   | 2   | 1   | 3   | 1   | 3   | 2   | 71    |
| 17  | 1   | 1   | 1   | 4   | 1   | 1   | 1   | 3   | 3   | 4   | 2   | 1   | 4   | 2   | 1   | 64    |



## **C. UJI VALIDITAS DAN UJI RELIABILITAS**





## Reliability (PUTARAN KE-1)

| Case Processing Summary |                       |    |       |
|-------------------------|-----------------------|----|-------|
|                         |                       | N  | %     |
| Cases                   | Valid                 | 40 | 100,0 |
|                         | Excluded <sup>a</sup> | 0  | ,0    |
|                         | Total                 | 40 | 100,0 |

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

| Reliability Statistics |             |
|------------------------|-------------|
| Cronbach's Alpha       | N of Aitems |
| ,910                   | 40          |

| Aitem-Total Statistics |                             |                                 |                                   |                                   |
|------------------------|-----------------------------|---------------------------------|-----------------------------------|-----------------------------------|
|                        | Scale Mean if Aitem Deleted | Scale Variance if Aitem Deleted | Corrected Aitem-Total Correlation | Cronbach's Alpha if Aitem Deleted |
| X1                     | 115,58                      | 222,404                         | ,330                              | ,909                              |
| X2                     | 115,95                      | 218,767                         | ,390                              | ,908                              |
| X3                     | 116,15                      | 216,285                         | ,477                              | ,907                              |
| X4                     | 115,98                      | 220,128                         | ,330                              | ,909                              |
| X5                     | 115,50                      | 218,769                         | ,569                              | ,906                              |
| X6                     | 115,53                      | 220,615                         | ,364                              | ,908                              |
| X7                     | 115,95                      | 218,049                         | ,480                              | ,907                              |
| X8                     | 116,15                      | 226,644                         | ,074                              | ,912                              |
| X9                     | 116,00                      | 219,538                         | ,364                              | ,908                              |
| X10                    | 116,35                      | 219,721                         | ,351                              | ,909                              |
| X11                    | 115,70                      | 224,677                         | ,172                              | ,911                              |
| X12                    | 115,73                      | 215,794                         | ,556                              | ,906                              |
| X13                    | 115,58                      | 211,122                         | ,611                              | ,905                              |
| X14                    | 115,85                      | 210,900                         | ,635                              | ,905                              |
| X15                    | 115,68                      | 215,815                         | ,535                              | ,906                              |
| X16                    | 115,58                      | 212,404                         | ,646                              | ,905                              |
| X17                    | 115,63                      | 219,112                         | ,569                              | ,907                              |
| X18                    | 115,83                      | 216,302                         | ,490                              | ,907                              |
| X19                    | 116,08                      | 216,328                         | ,504                              | ,907                              |

| X20                           | 115,83                         | 222,917                            | ,203                                  | ,911                                 |
|-------------------------------|--------------------------------|------------------------------------|---------------------------------------|--------------------------------------|
| <b>Aitem-Total Statistics</b> |                                |                                    |                                       |                                      |
|                               | Scale Mean if<br>Aitem Deleted | Scale Variance if<br>Aitem Deleted | Corrected Aitem-<br>Total Correlation | Cronbach's Alpha<br>if Aitem Deleted |
| X21                           | 115,88                         | 214,779                            | ,535                                  | ,906                                 |
| X22                           | 116,03                         | 220,128                            | ,322                                  | ,909                                 |
| X23                           | 115,48                         | 216,410                            | ,481                                  | ,907                                 |
| X24                           | 115,85                         | 218,387                            | ,414                                  | ,908                                 |
| X25                           | 116,23                         | 228,589                            | -,009                                 | ,914                                 |
| X26                           | 115,83                         | 218,251                            | ,447                                  | ,907                                 |
| X27                           | 116,08                         | 207,763                            | ,812                                  | ,902                                 |
| X28                           | 116,33                         | 220,430                            | ,267                                  | ,910                                 |
| X29                           | 115,23                         | 223,256                            | ,290                                  | ,909                                 |
| X30                           | 115,58                         | 223,174                            | ,208                                  | ,911                                 |
| X31                           | 115,60                         | 213,682                            | ,653                                  | ,905                                 |
| X32                           | 115,95                         | 215,536                            | ,503                                  | ,907                                 |
| X33                           | 116,13                         | 218,830                            | ,430                                  | ,908                                 |
| X34                           | 116,05                         | 223,331                            | ,237                                  | ,910                                 |
| X35                           | 115,48                         | 219,128                            | ,472                                  | ,907                                 |
| X36                           | 115,65                         | 213,823                            | ,611                                  | ,905                                 |
| X37                           | 115,63                         | 218,548                            | ,491                                  | ,907                                 |
| X38                           | 115,75                         | 218,654                            | ,462                                  | ,907                                 |
| X39                           | 115,60                         | 217,323                            | ,574                                  | ,906                                 |
| X40                           | 115,35                         | 219,362                            | ,586                                  | ,907                                 |

| <b>Aitem</b> | <b>r hitung</b> | <b>R tabel (n=38)</b> | <b>Kesimpulan</b> |
|--------------|-----------------|-----------------------|-------------------|
| <b>X1</b>    | 0,368           | 0,312                 | Valid             |
| <b>X2</b>    | 0,436           | 0,312                 | Valid             |
| <b>X3</b>    | 0,520           | 0,312                 | Valid             |
| <b>X4</b>    | 0,379           | 0,312                 | Valid             |
| <b>X5</b>    | 0,595           | 0,312                 | Valid             |
| <b>X6</b>    | 0,407           | 0,312                 | Valid             |
| <b>X7</b>    | 0,518           | 0,312                 | Valid             |
| <b>X8</b>    | 0,129           | 0,312                 | Tidak Valid       |
| <b>X9</b>    | 0,411           | 0,312                 | Valid             |
| <b>X10</b>   | 0,399           | 0,312                 | Valid             |
| <b>X11</b>   | 0,221           | 0,312                 | Tidak Valid       |
| <b>X12</b>   | 0,592           | 0,312                 | Valid             |
| <b>X13</b>   | 0,650           | 0,312                 | Valid             |
| <b>X14</b>   | 0,671           | 0,312                 | Valid             |
| <b>X15</b>   | 0,573           | 0,312                 | Valid             |
| <b>X16</b>   | 0,678           | 0,312                 | Valid             |



| <b>Aitem</b> | <b>r hitung</b> | <b>R tabel (n=38)</b> | <b>Kesimpulan</b> |
|--------------|-----------------|-----------------------|-------------------|
| X17          | 0,594           | 0,312                 | Valid             |
| X18          | 0,532           | 0,312                 | Valid             |
| X19          | 0,544           | 0,312                 | Valid             |
| X20          | 0,259           | 0,312                 | Tidak Valid       |
| X21          | 0,576           | 0,312                 | Valid             |
| X22          | 0,373           | 0,312                 | Valid             |
| X23          | 0,523           | 0,312                 | Valid             |
| X24          | 0,459           | 0,312                 | Valid             |
| X25          | 0,053           | 0,312                 | Tidak Valid       |
| X26          | 0,488           | 0,312                 | Valid             |
| X27          | 0,831           | 0,312                 | Valid             |
| X28          | 0,327           | 0,312                 | Valid             |
| X29          | 0,329           | 0,312                 | Valid             |
| X30          | 0,262           | 0,312                 | Tidak Valid       |
| X31          | 0,682           | 0,312                 | Valid             |
| X32          | 0,545           | 0,312                 | Valid             |
| X33          | 0,471           | 0,312                 | Valid             |
| X34          | 0,283           | 0,312                 | Tidak Valid       |
| X35          | 0,507           | 0,312                 | Valid             |
| X36          | 0,645           | 0,312                 | Valid             |
| X37          | 0,526           | 0,312                 | Valid             |
| X38          | 0,499           | 0,312                 | Valid             |
| X39          | 0,604           | 0,312                 | Valid             |
| X40          | 0,610           | 0,312                 | Valid             |

## Reliability (PUTARAN KE-2)

| Case Processing Summary |                       |    |       |
|-------------------------|-----------------------|----|-------|
|                         |                       | N  | %     |
| Cases                   | Valid                 | 40 | 100,0 |
|                         | Excluded <sup>a</sup> | 0  | ,0    |
|                         | Total                 | 40 | 100,0 |

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

| Reliability Statistics |             |
|------------------------|-------------|
| Cronbach's Alpha       | N of Aitems |
| ,921                   | 34          |

| Aitem-Total Statistics |                                |                                    |                                       |                                      |
|------------------------|--------------------------------|------------------------------------|---------------------------------------|--------------------------------------|
|                        | Scale Mean if<br>Aitem Deleted | Scale Variance if<br>Aitem Deleted | Corrected Aitem-<br>Total Correlation | Cronbach's Alpha<br>if Aitem Deleted |
| X1                     | 98,45                          | 197,946                            | ,313                                  | ,921                                 |
| X2                     | 98,83                          | 193,840                            | ,405                                  | ,920                                 |
| X3                     | 99,03                          | 192,128                            | ,465                                  | ,919                                 |
| X4                     | 98,85                          | 195,208                            | ,342                                  | ,921                                 |
| X5                     | 98,38                          | 194,035                            | ,581                                  | ,918                                 |
| X6                     | 98,40                          | 196,349                            | ,345                                  | ,921                                 |
| X7                     | 98,83                          | 193,379                            | ,488                                  | ,919                                 |
| Aitem-Total Statistics |                                |                                    |                                       |                                      |
|                        | Scale Mean if<br>Aitem Deleted | Scale Variance if<br>Aitem Deleted | Corrected Aitem-<br>Total Correlation | Cronbach's Alpha<br>if Aitem Deleted |
| X9                     | 98,88                          | 195,087                            | ,357                                  | ,921                                 |
| X10                    | 99,23                          | 194,794                            | ,364                                  | ,920                                 |
| X12                    | 98,60                          | 191,887                            | ,534                                  | ,918                                 |
| X13                    | 98,45                          | 186,767                            | ,620                                  | ,917                                 |
| X14                    | 98,73                          | 186,153                            | ,661                                  | ,916                                 |
| X15                    | 98,55                          | 191,485                            | ,532                                  | ,918                                 |
| X16                    | 98,45                          | 188,664                            | ,627                                  | ,917                                 |
| X17                    | 98,50                          | 194,718                            | ,558                                  | ,918                                 |
| X18                    | 98,70                          | 191,036                            | ,527                                  | ,918                                 |
| X19                    | 98,95                          | 191,587                            | ,519                                  | ,918                                 |
| X21                    | 98,75                          | 189,423                            | ,580                                  | ,918                                 |

|     |       |         |      |      |
|-----|-------|---------|------|------|
| X22 | 98,90 | 195,528 | ,320 | ,921 |
| X23 | 98,35 | 191,721 | ,492 | ,919 |
| X24 | 98,73 | 193,281 | ,439 | ,919 |
| X26 | 98,70 | 193,549 | ,455 | ,919 |
| X27 | 98,95 | 183,433 | ,831 | ,914 |
| X28 | 99,20 | 196,164 | ,251 | ,923 |
| X29 | 98,10 | 198,913 | ,264 | ,921 |
| X31 | 98,48 | 189,589 | ,646 | ,917 |
| X32 | 98,83 | 191,020 | ,509 | ,919 |
| X33 | 99,00 | 194,000 | ,443 | ,919 |
| X35 | 98,35 | 194,849 | ,457 | ,919 |
| X36 | 98,53 | 190,410 | ,573 | ,918 |
| X37 | 98,50 | 193,077 | ,541 | ,918 |
| X38 | 98,63 | 194,035 | ,465 | ,919 |
| X39 | 98,48 | 193,179 | ,557 | ,918 |
| X40 | 98,23 | 194,948 | ,575 | ,918 |

| Aitem | r hitung | R tabel (n=38) | Kesimpulan  |
|-------|----------|----------------|-------------|
| X1    | 0,354    | 0,312          | Valid       |
| X2    | 0,454    | 0,312          | Valid       |
| X3    | 0,512    | 0,312          | Valid       |
| X4    | 0,394    | 0,312          | Valid       |
| X5    | 0,608    | 0,312          | Valid       |
| X6    | 0,390    | 0,312          | Valid       |
| X7    | 0,527    | 0,312          | Valid       |
| X9    | 0,408    | 0,312          | Valid       |
| X10   | 0,415    | 0,312          | Valid       |
| X12   | 0,573    | 0,312          | Valid       |
| X13   | 0,661    | 0,312          | Valid       |
| X14   | 0,697    | 0,312          | Valid       |
| X15   | 0,572    | 0,312          | Valid       |
| X16   | 0,662    | 0,312          | Valid       |
| X17   | 0,586    | 0,312          | Valid       |
| X18   | 0,569    | 0,312          | Valid       |
| X19   | 0,560    | 0,312          | Valid       |
| X21   | 0,619    | 0,312          | Valid       |
| X22   | 0,375    | 0,312          | Valid       |
| X23   | 0,537    | 0,312          | Valid       |
| X24   | 0,485    | 0,312          | Valid       |
| X26   | 0,498    | 0,312          | Valid       |
| X27   | 0,849    | 0,312          | Valid       |
| X28   | 0,316    | 0,312          | Valid       |
| X29   | 0,306    | 0,312          | Tidak Valid |
| X31   | 0,677    | 0,312          | Valid       |

| Aitem | r hitung | R tabel (n=38) | Kesimpulan |
|-------|----------|----------------|------------|
| X32   | 0,554    | 0,312          | Valid      |
| X33   | 0,485    | 0,312          | Valid      |
| X35   | 0,494    | 0,312          | Valid      |
| X36   | 0,611    | 0,312          | Valid      |
| X37   | 0,575    | 0,312          | Valid      |
| X38   | 0,505    | 0,312          | Valid      |
| X39   | 0,589    | 0,312          | Valid      |
| X40   | 0,601    | 0,312          | Valid      |

### Reliability (PUTARAN KE-3)

| Case Processing Summary |                       |    |       |
|-------------------------|-----------------------|----|-------|
|                         |                       | N  | %     |
| Cases                   | Valid                 | 40 | 100,0 |
|                         | Excluded <sup>a</sup> | 0  | ,0    |
|                         | Total                 | 40 | 100,0 |

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

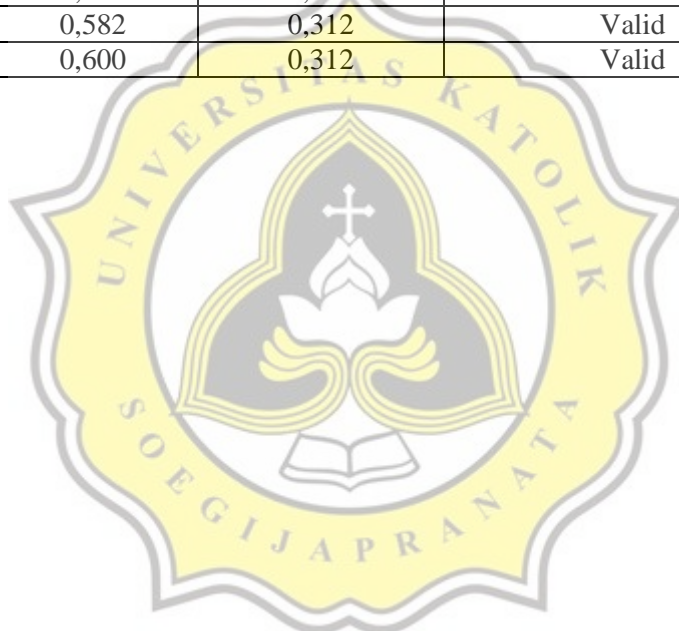
| Reliability Statistics |             |
|------------------------|-------------|
| Cronbach's Alpha       | N of Aitems |
| ,921                   | 33          |

| Aitem-Total Statistics |                             |                                 |                                   |                                   |
|------------------------|-----------------------------|---------------------------------|-----------------------------------|-----------------------------------|
|                        | Scale Mean if Aitem Deleted | Scale Variance if Aitem Deleted | Corrected Aitem-Total Correlation | Cronbach's Alpha if Aitem Deleted |
| X1                     | 94,90                       | 193,015                         | ,304                              | ,921                              |
| X2                     | 95,28                       | 188,615                         | ,414                              | ,920                              |
| X3                     | 95,48                       | 186,820                         | ,478                              | ,919                              |
| X4                     | 95,30                       | 190,010                         | ,347                              | ,921                              |
| X5                     | 94,83                       | 189,071                         | ,576                              | ,918                              |
| Aitem-Total Statistics |                             |                                 |                                   |                                   |
|                        | Scale Mean if Aitem Deleted | Scale Variance if Aitem Deleted | Corrected Aitem-Total Correlation | Cronbach's Alpha if Aitem Deleted |
| X6                     | 94,85                       | 191,464                         | ,336                              | ,921                              |
| X7                     | 95,28                       | 188,204                         | ,495                              | ,919                              |
| X9                     | 95,33                       | 189,917                         | ,362                              | ,921                              |
| X10                    | 95,68                       | 189,558                         | ,372                              | ,921                              |
| X12                    | 95,05                       | 187,074                         | ,524                              | ,918                              |

|     |       |         |      |      |
|-----|-------|---------|------|------|
| X13 | 94,90 | 181,631 | ,628 | ,917 |
| X14 | 95,18 | 181,225 | ,661 | ,916 |
| X15 | 95,00 | 186,462 | ,533 | ,918 |
| X16 | 94,90 | 183,631 | ,629 | ,917 |
| X17 | 94,95 | 189,638 | ,560 | ,919 |
| X18 | 95,15 | 185,874 | ,534 | ,918 |
| X19 | 95,40 | 186,759 | ,510 | ,919 |
| X21 | 95,20 | 184,369 | ,583 | ,918 |
| X22 | 95,35 | 190,592 | ,315 | ,921 |
| X23 | 94,80 | 186,779 | ,489 | ,919 |
| X24 | 95,18 | 188,148 | ,443 | ,920 |
| X26 | 95,15 | 188,592 | ,451 | ,919 |
| X27 | 95,40 | 178,605 | ,828 | ,914 |
| X28 | 95,65 | 191,003 | ,255 | ,923 |
| X31 | 94,93 | 184,738 | ,639 | ,917 |
| X32 | 95,28 | 186,204 | ,501 | ,919 |
| X33 | 95,45 | 188,715 | ,454 | ,919 |
| X35 | 94,80 | 189,908 | ,451 | ,919 |
| X36 | 94,98 | 185,358 | ,575 | ,918 |
| X37 | 94,95 | 188,254 | ,530 | ,919 |
| X38 | 95,08 | 189,097 | ,460 | ,919 |
| X39 | 94,93 | 188,276 | ,550 | ,918 |
| X40 | 94,68 | 189,917 | ,574 | ,919 |

| Aitem      | r hitung | R tabel (n=38) | Kesimpulan |
|------------|----------|----------------|------------|
| <b>X1</b>  | 0,345    | 0,312          | Valid      |
| <b>X2</b>  | 0,463    | 0,312          | Valid      |
| <b>X3</b>  | 0,525    | 0,312          | Valid      |
| <b>X4</b>  | 0,400    | 0,312          | Valid      |
| <b>X5</b>  | 0,604    | 0,312          | Valid      |
| <b>X6</b>  | 0,382    | 0,312          | Valid      |
| <b>X7</b>  | 0,535    | 0,312          | Valid      |
| <b>X9</b>  | 0,413    | 0,312          | Valid      |
| <b>X10</b> | 0,423    | 0,312          | Valid      |
| <b>X12</b> | 0,564    | 0,312          | Valid      |
| <b>X13</b> | 0,668    | 0,312          | Valid      |
| <b>X14</b> | 0,698    | 0,312          | Valid      |
| <b>X15</b> | 0,574    | 0,312          | Valid      |
| <b>X16</b> | 0,665    | 0,312          | Valid      |
| <b>X17</b> | 0,588    | 0,312          | Valid      |
| <b>X18</b> | 0,576    | 0,312          | Valid      |
| <b>X19</b> | 0,553    | 0,312          | Valid      |

| <b>Aitem</b> | <b>r hitung</b> | <b>R tabel (n=38)</b> | <b>Kesimpulan</b> |
|--------------|-----------------|-----------------------|-------------------|
| <b>X21</b>   | 0,623           | 0,312                 | Valid             |
| <b>X22</b>   | 0,370           | 0,312                 | Valid             |
| <b>X23</b>   | 0,534           | 0,312                 | Valid             |
| <b>X24</b>   | 0,490           | 0,312                 | Valid             |
| <b>X26</b>   | 0,495           | 0,312                 | Valid             |
| <b>X27</b>   | 0,847           | 0,312                 | Valid             |
| <b>X28</b>   | 0,319           | 0,312                 | Valid             |
| <b>X31</b>   | 0,671           | 0,312                 | Valid             |
| <b>X32</b>   | 0,547           | 0,312                 | Valid             |
| <b>X33</b>   | 0,497           | 0,312                 | Valid             |
| <b>X35</b>   | 0,489           | 0,312                 | Valid             |
| <b>X36</b>   | 0,613           | 0,312                 | Valid             |
| <b>X37</b>   | 0,565           | 0,312                 | Valid             |
| <b>X38</b>   | 0,501           | 0,312                 | Valid             |
| <b>X39</b>   | 0,582           | 0,312                 | Valid             |
| <b>X40</b>   | 0,600           | 0,312                 | Valid             |



## **C.2. VALIDITAS DAN RELIABILITAS SKALA STRES KERJA**



## Reliability (PUTARAN KE-1)

| Case Processing Summary |                       |    |       |
|-------------------------|-----------------------|----|-------|
|                         |                       | N  | %     |
| Cases                   | Valid                 | 40 | 100,0 |
|                         | Excluded <sup>a</sup> | 0  | ,0    |
|                         | Total                 | 40 | 100,0 |

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

| Reliability Statistics |             |
|------------------------|-------------|
| Cronbach's Alpha       | N of Aitems |
| ,874                   | 30          |

| Aitem-Total Statistics |                             |                                 |                                   |                                   |
|------------------------|-----------------------------|---------------------------------|-----------------------------------|-----------------------------------|
|                        | Scale Mean if Aitem Deleted | Scale Variance if Aitem Deleted | Corrected Aitem-Total Correlation | Cronbach's Alpha if Aitem Deleted |
| Y1                     | 56,23                       | 133,358                         | ,375                              | ,872                              |
| Y2                     | 56,43                       | 135,225                         | ,399                              | ,871                              |
| Y3                     | 56,58                       | 139,071                         | ,196                              | ,876                              |
| Y4                     | 56,55                       | 133,228                         | ,571                              | ,867                              |
| Y5                     | 56,65                       | 135,669                         | ,344                              | ,872                              |
| Y6                     | 56,58                       | 132,353                         | ,556                              | ,867                              |
| Y7                     | 57,00                       | 135,744                         | ,495                              | ,869                              |
| Y8                     | 56,73                       | 131,076                         | ,628                              | ,865                              |
| Y9                     | 56,53                       | 131,435                         | ,664                              | ,865                              |
| Y10                    | 56,70                       | 131,138                         | ,514                              | ,868                              |
| Y11                    | 56,90                       | 138,656                         | ,345                              | ,872                              |
| Y12                    | 57,00                       | 132,872                         | ,494                              | ,868                              |
| Y13                    | 56,63                       | 133,522                         | ,473                              | ,869                              |
| Y14                    | 56,63                       | 131,369                         | ,694                              | ,865                              |
| Y15                    | 56,60                       | 132,400                         | ,521                              | ,868                              |
| Y16                    | 56,33                       | 135,097                         | ,338                              | ,872                              |
| Y17                    | 57,05                       | 136,562                         | ,321                              | ,873                              |
| Y18                    | 55,73                       | 144,666                         | -,074                             | ,883                              |
| Y19                    | 56,75                       | 130,756                         | ,612                              | ,865                              |
| Y20                    | 56,88                       | 142,471                         | ,044                              | ,878                              |
| Y21                    | 56,85                       | 136,233                         | ,394                              | ,871                              |
| Y22                    | 56,83                       | 135,225                         | ,384                              | ,871                              |



|     |       |         |      |      |
|-----|-------|---------|------|------|
| Y23 | 56,65 | 134,644 | ,463 | ,869 |
| Y24 | 56,78 | 132,846 | ,589 | ,867 |
| Y25 | 56,78 | 131,461 | ,548 | ,867 |
| Y26 | 57,03 | 136,333 | ,452 | ,870 |
| Y27 | 56,58 | 134,404 | ,350 | ,872 |
| Y28 | 56,90 | 137,067 | ,295 | ,873 |
| Y29 | 56,55 | 135,228 | ,454 | ,870 |
| Y30 | 56,78 | 140,846 | ,081 | ,880 |

| Aitem | r hitung | R tabel (n=38) | Kesimpulan  |
|-------|----------|----------------|-------------|
| Y1    | 0,451    | 0,312          | Valid       |
| Y2    | 0,458    | 0,312          | Valid       |
| Y3    | 0,265    | 0,312          | Tidak Valid |
| Y4    | 0,613    | 0,312          | Valid       |
| Y5    | 0,411    | 0,312          | Valid       |
| Y6    | 0,603    | 0,312          | Valid       |
| Y7    | 0,536    | 0,312          | Valid       |
| Y8    | 0,670    | 0,312          | Valid       |
| Y9    | 0,699    | 0,312          | Valid       |
| Y10   | 0,574    | 0,312          | Valid       |
| Y11   | 0,389    | 0,312          | Valid       |
| Y12   | 0,549    | 0,312          | Valid       |
| Y13   | 0,529    | 0,312          | Valid       |
| Y14   | 0,726    | 0,312          | Valid       |
| Y15   | 0,574    | 0,312          | Valid       |
| Y16   | 0,410    | 0,312          | Valid       |
| Y17   | 0,386    | 0,312          | Valid       |
| Y18   | 0,006    | 0,312          | Tidak Valid |
| Y19   | 0,657    | 0,312          | Valid       |
| Y20   | 0,108    | 0,312          | Tidak Valid |
| Y21   | 0,447    | 0,312          | Valid       |
| Y22   | 0,445    | 0,312          | Valid       |
| Y23   | 0,515    | 0,312          | Valid       |
| Y24   | 0,630    | 0,312          | Valid       |
| Y25   | 0,600    | 0,312          | Valid       |
| Y26   | 0,496    | 0,312          | Valid       |
| Y27   | 0,424    | 0,312          | Valid       |
| Y28   | 0,361    | 0,312          | Valid       |
| Y29   | 0,504    | 0,312          | Valid       |
| Y30   | 0,166    | 0,312          | Tidak Valid |

## Reliability (PUTARAN KE-2)

| Case Processing Summary |                       |    |       |
|-------------------------|-----------------------|----|-------|
|                         |                       | N  | %     |
| Cases                   | Valid                 | 40 | 100,0 |
|                         | Excluded <sup>a</sup> | 0  | ,0    |
|                         | Total                 | 40 | 100,0 |

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

| Reliability Statistics |             |
|------------------------|-------------|
| Cronbach's Alpha       | N of Aitems |
| ,895                   | 26          |

| Aitem-Total Statistics |                             |                                 |                                   |                                   |
|------------------------|-----------------------------|---------------------------------|-----------------------------------|-----------------------------------|
|                        | Scale Mean if Aitem Deleted | Scale Variance if Aitem Deleted | Corrected Aitem-Total Correlation | Cronbach's Alpha if Aitem Deleted |
| Y1                     | 47,68                       | 126,379                         | ,353                              | ,895                              |
| Y2                     | 47,88                       | 127,856                         | ,391                              | ,893                              |
| Y4                     | 48,00                       | 126,359                         | ,534                              | ,890                              |
| Y5                     | 48,10                       | 127,426                         | ,378                              | ,894                              |
| Y6                     | 48,03                       | 124,384                         | ,584                              | ,889                              |
| Y7                     | 48,45                       | 128,459                         | ,477                              | ,892                              |
| Y8                     | 48,18                       | 124,148                         | ,601                              | ,889                              |
| Y9                     | 47,98                       | 123,820                         | ,676                              | ,887                              |
| Y10                    | 48,15                       | 123,105                         | ,543                              | ,890                              |
| Y11                    | 48,35                       | 130,900                         | ,355                              | ,894                              |
| Y12                    | 48,45                       | 125,279                         | ,500                              | ,891                              |
| Y13                    | 48,08                       | 125,199                         | ,517                              | ,890                              |
| Y14                    | 48,08                       | 123,507                         | ,722                              | ,887                              |
| Y15                    | 48,05                       | 124,664                         | ,536                              | ,890                              |
| Y16                    | 47,78                       | 127,461                         | ,343                              | ,895                              |
| Y17                    | 48,50                       | 129,744                         | ,282                              | ,896                              |
| Y19                    | 48,20                       | 122,523                         | ,656                              | ,887                              |
| Y21                    | 48,30                       | 128,626                         | ,397                              | ,893                              |
| Y22                    | 48,28                       | 127,794                         | ,378                              | ,894                              |
| Y23                    | 48,10                       | 126,913                         | ,475                              | ,891                              |

|     |       |         |      |      |
|-----|-------|---------|------|------|
| Y24 | 48,23 | 124,794 | ,624 | ,889 |
| Y25 | 48,23 | 123,666 | ,567 | ,889 |
| Y26 | 48,48 | 128,871 | ,446 | ,892 |
| Y27 | 48,03 | 128,179 | ,293 | ,896 |
| Y28 | 48,35 | 128,951 | ,322 | ,895 |
| Y29 | 48,00 | 126,872 | ,503 | ,891 |

| <b>Aitem</b> | <b>r hitung</b> | <b>R tabel (n=38)</b> | <b>Kesimpulan</b> |
|--------------|-----------------|-----------------------|-------------------|
| Y1           | 0,433           | 0,312                 | Valid             |
| Y2           | 0,452           | 0,312                 | Valid             |
| Y4           | 0,580           | 0,312                 | Valid             |
| Y5           | 0,445           | 0,312                 | Valid             |
| Y6           | 0,631           | 0,312                 | Valid             |
| Y7           | 0,521           | 0,312                 | Valid             |
| Y8           | 0,646           | 0,312                 | Valid             |
| Y9           | 0,711           | 0,312                 | Valid             |
| Y10          | 0,602           | 0,312                 | Valid             |
| Y11          | 0,400           | 0,312                 | Valid             |
| Y12          | 0,557           | 0,312                 | Valid             |
| Y13          | 0,571           | 0,312                 | Valid             |
| Y14          | 0,752           | 0,312                 | Valid             |
| Y15          | 0,589           | 0,312                 | Valid             |
| Y16          | 0,417           | 0,312                 | Valid             |
| Y17          | 0,350           | 0,312                 | Valid             |
| Y19          | 0,698           | 0,312                 | Valid             |
| Y21          | 0,451           | 0,312                 | Valid             |
| Y22          | 0,442           | 0,312                 | Valid             |
| Y23          | 0,527           | 0,312                 | Valid             |
| Y24          | 0,664           | 0,312                 | Valid             |
| Y25          | 0,619           | 0,312                 | Valid             |
| Y26          | 0,491           | 0,312                 | Valid             |
| Y27          | 0,373           | 0,312                 | Valid             |
| Y28          | 0,388           | 0,312                 | Valid             |
| Y29          | 0,552           | 0,312                 | Valid             |



**D.1. DATA PENELITIAN VARIABEL KEPEMIMPINAN  
TRANSFORMASIONAL**





| No. | X  |    |    |    |    |    |    |    |     |     |     |     |     |     |     |     |     |     |
|-----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
|     | X1 | X2 | X3 | X4 | X5 | X6 | X7 | X9 | X10 | X12 | X13 | X14 | X15 | X16 | X17 | X18 | X19 | X21 |
| 24  | 3  | 3  | 2  | 3  | 3  | 3  | 3  | 3  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 25  | 1  | 2  | 2  | 4  | 2  | 2  | 2  | 3  | 3   | 4   | 3   | 2   | 4   | 3   | 3   | 3   | 2   | 3   |
| 26  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 27  | 4  | 3  | 3  | 4  | 4  | 4  | 3  | 3  | 3   | 4   | 4   | 3   | 4   | 4   | 3   | 4   | 3   | 4   |
| 28  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 29  | 3  | 3  | 3  | 3  | 3  | 3  | 2  | 3  | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 3   |
| 30  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 31  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   |
| 32  | 3  | 2  | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 3   | 3   | 2   | 2   | 2   | 2   | 3   | 2   | 3   |
| 33  | 3  | 3  | 3  | 4  | 3  | 3  | 3  | 4  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 2   |
| 34  | 4  | 4  | 3  | 2  | 3  | 3  | 2  | 2  | 2   | 2   | 3   | 2   | 3   | 3   | 3   | 2   | 2   | 2   |
| 35  | 3  | 2  | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 3   | 3   | 2   | 2   | 2   | 2   | 3   | 2   | 3   |
| 36  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 3   | 3   | 2   | 3   | 2   | 3   | 3   | 2   | 3   |
| 37  | 2  | 1  | 2  | 2  | 1  | 1  | 2  | 2  | 1   | 1   | 1   | 2   | 1   | 2   | 1   | 1   | 2   | 1   |
| 38  | 3  | 2  | 2  | 2  | 3  | 3  | 3  | 3  | 2   | 3   | 3   | 2   | 3   | 2   | 2   | 3   | 2   | 3   |
| 39  | 3  | 3  | 4  | 3  | 3  | 3  | 3  | 3  | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 4   | 3   |
| 40  | 3  | 3  | 2  | 3  | 3  | 3  | 3  | 3  | 3   | 2   | 3   | 2   | 3   | 3   | 3   | 3   | 2   | 2   |
| 41  | 3  | 2  | 4  | 1  | 3  | 1  | 2  | 1  | 3   | 3   | 1   | 2   | 2   | 4   | 3   | 2   | 3   | 3   |
| 42  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 43  | 2  | 2  | 2  | 2  | 3  | 2  | 2  | 2  | 2   | 2   | 2   | 1   | 3   | 2   | 2   | 2   | 1   | 2   |
| 44  | 3  | 3  | 3  | 2  | 4  | 4  | 2  | 3  | 3   | 3   | 4   | 3   | 3   | 4   | 2   | 2   | 3   | 1   |
| 45  | 4  | 2  | 1  | 3  | 3  | 3  | 2  | 1  | 1   | 4   | 2   | 2   | 3   | 2   | 3   | 2   | 1   | 2   |

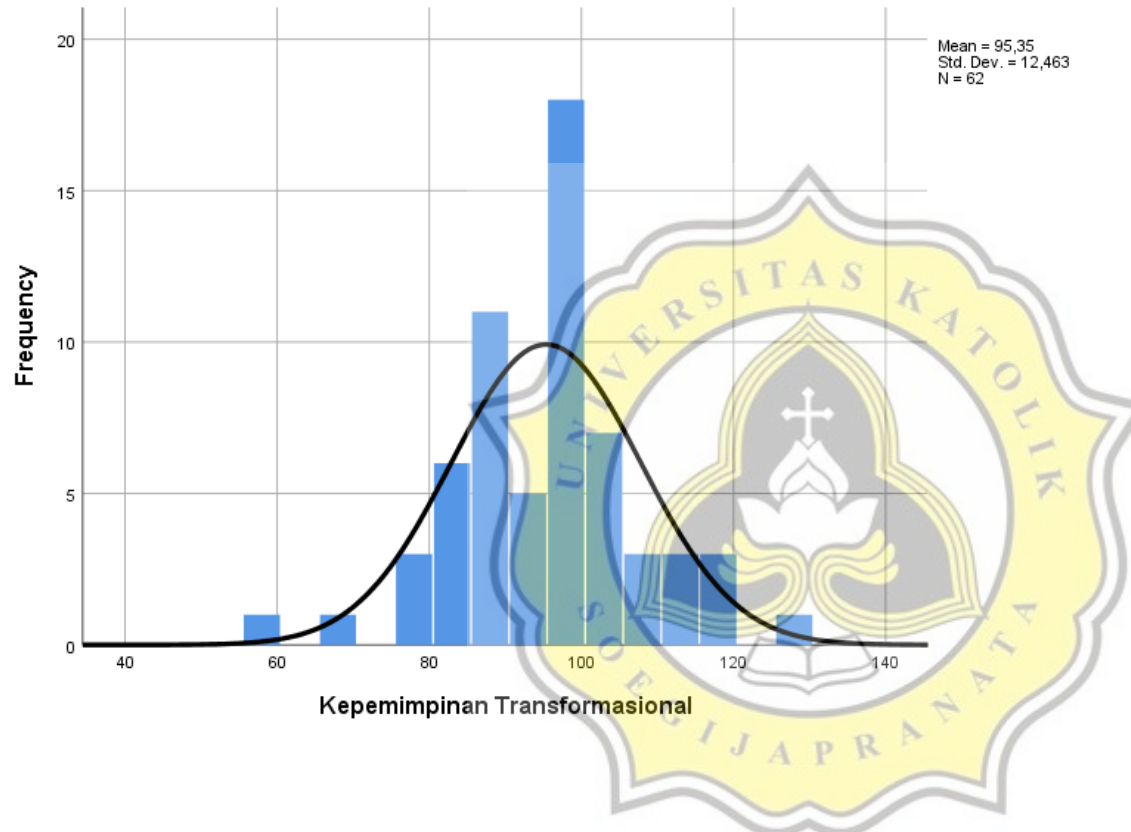
| No. | X  |    |    |    |    |    |    |    |     |     |     |     |     |     |     |     |     |     |
|-----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
|     | X1 | X2 | X3 | X4 | X5 | X6 | X7 | X9 | X10 | X12 | X13 | X14 | X15 | X16 | X17 | X18 | X19 | X21 |
| 46  | 3  | 2  | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 2   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 47  | 4  | 3  | 1  | 3  | 4  | 4  | 3  | 3  | 1   | 3   | 2   | 2   | 2   | 3   | 2   | 2   | 3   | 2   |
| 48  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   |
| 49  | 3  | 3  | 2  | 3  | 3  | 3  | 3  | 3  | 3   | 2   | 3   | 2   | 3   | 3   | 3   | 3   | 2   | 2   |
| 50  | 3  | 3  | 2  | 3  | 3  | 2  | 3  | 2  | 3   | 2   | 3   | 2   | 2   | 2   | 3   | 3   | 2   | 3   |
| 51  | 4  | 4  | 3  | 3  | 4  | 4  | 4  | 3  | 2   | 4   | 4   | 4   | 3   | 4   | 3   | 3   | 4   | 3   |
| 52  | 4  | 4  | 3  | 3  | 4  | 4  | 3  | 3  | 2   | 4   | 4   | 4   | 4   | 3   | 4   | 3   | 4   | 3   |
| 53  | 3  | 1  | 3  | 3  | 4  | 4  | 4  | 4  | 1   | 3   | 3   | 4   | 3   | 2   | 3   | 1   | 4   | 3   |
| 54  | 2  | 4  | 2  | 1  | 4  | 4  | 3  | 3  | 2   | 2   | 4   | 1   | 4   | 3   | 3   | 3   | 2   | 2   |
| 55  | 4  | 4  | 1  | 1  | 4  | 4  | 1  | 1  | 1   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   |
| 56  | 3  | 1  | 3  | 1  | 2  | 4  | 2  | 4  | 2   | 2   | 1   | 3   | 1   | 1   | 2   | 3   | 3   | 3   |
| 57  | 4  | 2  | 4  | 4  | 3  | 4  | 2  | 2  | 1   | 4   | 3   | 4   | 2   | 4   | 4   | 2   | 2   | 4   |
| 58  | 4  | 2  | 1  | 2  | 3  | 4  | 1  | 2  | 1   | 4   | 4   | 1   | 3   | 4   | 4   | 3   | 2   | 1   |
| 59  | 2  | 3  | 3  | 2  | 2  | 2  | 3  | 3  | 3   | 2   | 3   | 2   | 3   | 2   | 3   | 3   | 2   | 3   |
| 60  | 3  | 2  | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 61  | 2  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 2   | 4   | 4   | 4   | 4   | 4   | 4   | 1   | 1   | 4   |
| 62  | 3  | 4  | 3  | 3  | 4  | 4  | 3  | 3  | 3   | 2   | 4   | 3   | 3   | 4   | 3   | 3   | 3   | 3   |





| No. | X   |     |     |     |     |     |     |     |     |     |     |     |     |     |     | Total |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|
|     | X22 | X23 | X24 | X26 | X27 | X28 | X31 | X32 | X33 | X35 | X36 | X37 | X38 | X39 | X40 |       |
| 24  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 97    |
| 25  | 3   | 2   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 4   | 4   | 3   | 3   | 4   | 4   | 97    |
| 26  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 99    |
| 27  | 3   | 4   | 3   | 4   | 4   | 3   | 4   | 4   | 3   | 4   | 4   | 4   | 3   | 3   | 4   | 118   |
| 28  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 99    |
| 29  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 4   | 4   | 3   | 3   | 2   | 3   | 96    |
| 30  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 99    |
| 31  | 4   | 4   | 4   | 4   | 4   | 1   | 4   | 4   | 4   | 4   | 1   | 4   | 4   | 4   | 4   | 126   |
| 32  | 2   | 2   | 3   | 3   | 2   | 3   | 3   | 2   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 88    |
| 33  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 4   | 4   | 3   | 3   | 102   |
| 34  | 2   | 2   | 2   | 2   | 3   | 2   | 3   | 3   | 2   | 2   | 2   | 3   | 3   | 3   | 3   | 84    |
| 35  | 2   | 2   | 3   | 3   | 2   | 3   | 3   | 2   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 88    |
| 36  | 3   | 3   | 3   | 1   | 1   | 1   | 2   | 3   | 2   | 3   | 3   | 3   | 3   | 2   | 3   | 87    |
| 37  | 3   | 2   | 3   | 1   | 4   | 2   | 2   | 2   | 1   | 2   | 2   | 2   | 1   | 3   | 2   | 58    |
| 38  | 2   | 2   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 88    |
| 39  | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 103   |
| 40  | 2   | 3   | 3   | 2   | 2   | 3   | 3   | 2   | 2   | 3   | 3   | 2   | 2   | 2   | 3   | 86    |
| 41  | 3   | 4   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 88    |
| 42  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 98    |
| 43  | 2   | 3   | 2   | 3   | 1   | 1   | 2   | 2   | 2   | 3   | 2   | 3   | 3   | 2   | 2   | 69    |
| 44  | 3   | 4   | 3   | 3   | 2   | 1   | 3   | 2   | 3   | 4   | 4   | 3   | 2   | 4   | 4   | 97    |
| 45  | 1   | 3   | 2   | 3   | 2   | 2   | 2   | 3   | 2   | 2   | 2   | 3   | 3   | 3   | 3   | 77    |

| No. | X   |     |     |     |     |     |     |     |     |     |     |     |     |     |     | Total |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|
|     | X22 | X23 | X24 | X26 | X27 | X28 | X31 | X32 | X33 | X35 | X36 | X37 | X38 | X39 | X40 |       |
| 46  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 97    |
| 47  | 4   | 4   | 3   | 2   | 2   | 1   | 4   | 2   | 1   | 4   | 4   | 3   | 2   | 2   | 4   | 89    |
| 48  | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 96    |
| 49  | 2   | 3   | 3   | 2   | 2   | 3   | 3   | 2   | 2   | 3   | 3   | 2   | 2   | 2   | 3   | 86    |
| 50  | 3   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 3   | 3   | 2   | 3   | 2   | 2   | 3   | 81    |
| 51  | 3   | 4   | 1   | 4   | 4   | 2   | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 115   |
| 52  | 3   | 4   | 3   | 2   | 3   | 1   | 4   | 3   | 3   | 4   | 4   | 4   | 3   | 3   | 3   | 110   |
| 53  | 1   | 4   | 3   | 4   | 3   | 2   | 1   | 1   | 2   | 1   | 2   | 3   | 4   | 3   | 3   | 90    |
| 54  | 4   | 3   | 3   | 2   | 1   | 1   | 3   | 1   | 4   | 3   | 4   | 3   | 3   | 4   | 4   | 92    |
| 55  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 117   |
| 56  | 1   | 1   | 3   | 4   | 1   | 2   | 2   | 3   | 4   | 4   | 1   | 4   | 3   | 4   | 3   | 81    |
| 57  | 1   | 3   | 2   | 4   | 3   | 4   | 3   | 3   | 3   | 3   | 4   | 2   | 3   | 3   | 4   | 100   |
| 58  | 2   | 1   | 1   | 2   | 2   | 4   | 2   | 4   | 2   | 4   | 3   | 1   | 1   | 3   | 4   | 82    |
| 59  | 2   | 3   | 3   | 1   | 2   | 3   | 4   | 3   | 2   | 4   | 2   | 3   | 2   | 3   | 3   | 86    |
| 60  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 98    |
| 61  | 3   | 4   | 2   | 4   | 4   | 2   | 4   | 1   | 2   | 3   | 4   | 4   | 4   | 4   | 4   | 104   |
| 62  | 2   | 4   | 3   | 3   | 3   | 2   | 4   | 3   | 3   | 4   | 4   | 3   | 3   | 3   | 4   | 106   |



Gambar 1. Distribusi Persebaran Kepemimpinan Transformasional

## **D.2. DATA PENELITIAN VARIABEL STRES KERJA**



| No. | Y  |    |    |    |    |    |    |    |     |     |     |     |     |     |
|-----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|
|     | Y1 | Y2 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | Y12 | Y13 | Y14 | Y15 |
| 1   | 2  | 2  | 1  | 2  | 1  | 2  | 1  | 2  | 1   | 1   | 1   | 3   | 3   | 1   |
| 2   | 2  | 1  | 1  | 1  | 2  | 1  | 2  | 1  | 1   | 2   | 1   | 1   | 1   | 1   |
| 3   | 2  | 3  | 1  | 2  | 4  | 1  | 2  | 2  | 2   | 2   | 1   | 3   | 3   | 3   |
| 4   | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2   | 2   | 2   | 2   | 2   | 2   |
| 5   | 3  | 3  | 2  | 2  | 2  | 2  | 2  | 3  | 3   | 2   | 2   | 3   | 2   | 2   |
| 6   | 2  | 2  | 1  | 2  | 2  | 2  | 1  | 2  | 2   | 2   | 1   | 2   | 2   | 1   |
| 7   | 3  | 3  | 2  | 2  | 2  | 2  | 3  | 4  | 4   | 1   | 2   | 2   | 2   | 3   |
| 8   | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 3  | 4   | 1   | 1   | 1   | 1   | 2   |
| 9   | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2   | 2   | 2   | 2   | 2   | 2   |
| 10  | 2  | 2  | 1  | 2  | 1  | 1  | 1  | 1  | 2   | 1   | 1   | 2   | 1   | 2   |
| 11  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 3   | 2   | 2   | 2   | 2   | 2   |
| 12  | 4  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2   | 2   | 2   | 2   | 2   | 2   |
| 13  | 2  | 2  | 2  | 2  | 1  | 2  | 1  | 2  | 1   | 2   | 1   | 1   | 2   | 2   |
| 14  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 3   | 2   | 1   | 1   | 1   | 2   |
| 15  | 2  | 2  | 2  | 2  | 1  | 2  | 1  | 1  | 1   | 1   | 1   | 1   | 1   | 1   |
| 16  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2   | 2   | 2   | 2   | 2   | 3   |
| 17  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 1   | 2   | 2   | 2   | 2   | 2   |
| 18  | 3  | 2  | 1  | 2  | 2  | 2  | 2  | 2  | 2   | 2   | 2   | 2   | 2   | 2   |
| 19  | 4  | 4  | 1  | 4  | 4  | 1  | 1  | 4  | 4   | 1   | 1   | 4   | 4   | 1   |
| 20  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 3  | 2   | 2   | 1   | 3   | 2   | 2   |
| 21  | 4  | 2  | 3  | 4  | 4  | 4  | 3  | 1  | 4   | 2   | 4   | 1   | 4   | 2   |
| 22  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2   | 2   | 2   | 2   | 2   | 2   |
| 23  | 3  | 2  | 2  | 3  | 2  | 2  | 3  | 3  | 3   | 3   | 2   | 3   | 3   | 3   |

| No. | Y  |    |    |    |    |    |    |    |     |     |     |     |     |     |
|-----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|
|     | Y1 | Y2 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | Y12 | Y13 | Y14 | Y15 |
| 24  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2   | 2   | 2   | 2   | 2   | 2   |
| 25  | 1  | 1  | 1  | 2  | 2  | 1  | 1  | 1  | 1   | 1   | 1   | 1   | 1   | 1   |
| 26  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2   | 2   | 2   | 2   | 2   | 2   |
| 27  | 1  | 1  | 2  | 2  | 1  | 2  | 1  | 2  | 2   | 2   | 1   | 1   | 2   | 2   |
| 28  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2   | 2   | 2   | 2   | 2   | 2   |
| 29  | 2  | 2  | 2  | 2  | 2  | 1  | 2  | 2  | 3   | 2   | 2   | 3   | 2   | 2   |
| 30  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 1   | 2   | 1   | 2   | 1   | 1   |
| 31  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1   | 1   | 1   | 1   | 1   | 1   |
| 32  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2   | 2   | 1   | 2   | 2   | 3   |
| 33  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2   | 2   | 2   | 2   | 2   | 2   |
| 34  | 2  | 3  | 2  | 2  | 3  | 3  | 3  | 2  | 3   | 2   | 2   | 2   | 2   | 2   |
| 35  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2   | 2   | 1   | 2   | 2   | 3   |
| 36  | 2  | 3  | 2  | 2  | 2  | 2  | 2  | 3  | 4   | 2   | 2   | 3   | 2   | 2   |
| 37  | 2  | 2  | 2  | 2  | 4  | 3  | 3  | 3  | 2   | 2   | 2   | 2   | 3   | 2   |
| 38  | 2  | 2  | 2  | 2  | 1  | 1  | 1  | 1  | 1   | 2   | 1   | 2   | 2   | 1   |
| 39  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2   | 2   | 2   | 2   | 2   | 2   |
| 40  | 2  | 2  | 3  | 3  | 3  | 2  | 2  | 3  | 2   | 2   | 3   | 2   | 2   | 1   |
| 41  | 2  | 2  | 1  | 3  | 1  | 1  | 1  | 1  | 1   | 2   | 1   | 1   | 1   | 1   |
| 42  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2   | 2   | 2   | 2   | 2   | 2   |
| 43  | 4  | 4  | 3  | 3  | 3  | 2  | 3  | 3  | 1   | 3   | 1   | 2   | 3   | 3   |
| 44  | 4  | 3  | 2  | 2  | 3  | 2  | 3  | 3  | 4   | 1   | 1   | 2   | 1   | 2   |
| 45  | 2  | 2  | 3  | 2  | 3  | 3  | 3  | 2  | 3   | 2   | 4   | 2   | 3   | 3   |

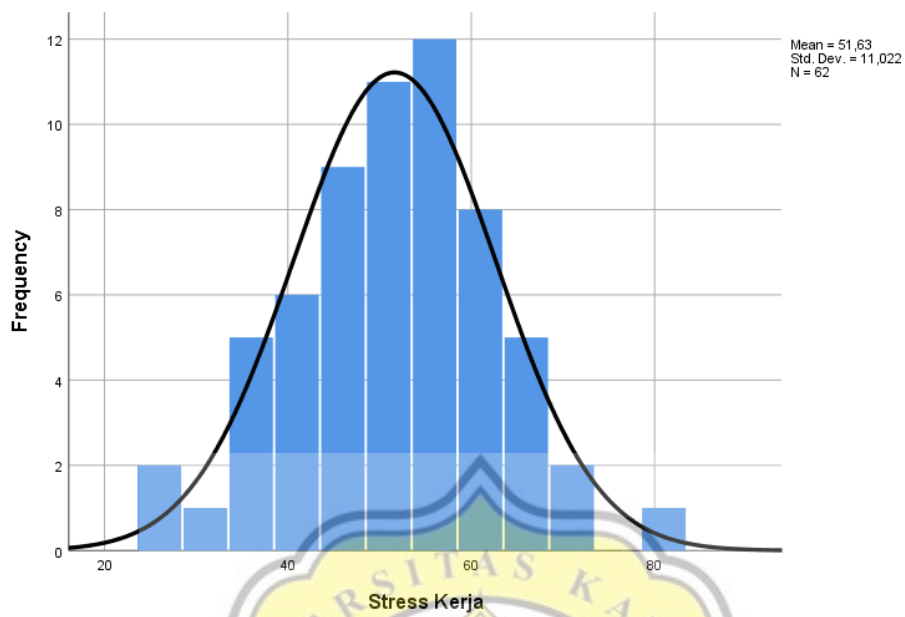
| No. | Y  |    |    |    |    |    |    |    |     |     |     |     |     |     |
|-----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|
|     | Y1 | Y2 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | Y12 | Y13 | Y14 | Y15 |
| 46  | 2  | 2  | 2  | 2  | 2  | 3  | 3  | 3  | 1   | 2   | 2   | 2   | 2   | 2   |
| 47  | 4  | 3  | 2  | 1  | 2  | 1  | 2  | 2  | 1   | 1   | 2   | 2   | 1   | 3   |
| 48  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2   | 2   | 2   | 2   | 2   | 2   |
| 49  | 2  | 2  | 3  | 3  | 3  | 2  | 2  | 3  | 2   | 2   | 3   | 2   | 2   | 1   |
| 50  | 2  | 2  | 1  | 1  | 1  | 2  | 4  | 2  | 4   | 3   | 2   | 2   | 3   | 3   |
| 51  | 3  | 4  | 2  | 2  | 2  | 1  | 1  | 1  | 1   | 2   | 1   | 2   | 1   | 1   |
| 52  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1   | 2   | 1   | 1   | 1   | 1   |
| 53  | 3  | 1  | 3  | 4  | 2  | 1  | 2  | 3  | 3   | 3   | 4   | 1   | 3   | 4   |
| 54  | 3  | 2  | 2  | 1  | 3  | 1  | 1  | 2  | 2   | 2   | 1   | 2   | 2   | 2   |
| 55  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1   | 1   | 1   | 1   | 1   | 1   |
| 56  | 4  | 2  | 3  | 2  | 2  | 1  | 3  | 3  | 3   | 1   | 4   | 4   | 3   | 2   |
| 57  | 4  | 2  | 3  | 4  | 3  | 1  | 2  | 3  | 1   | 1   | 1   | 2   | 2   | 1   |
| 58  | 1  | 2  | 1  | 4  | 4  | 1  | 2  | 2  | 4   | 2   | 1   | 4   | 3   | 3   |
| 59  | 4  | 4  | 3  | 1  | 2  | 2  | 3  | 2  | 3   | 1   | 1   | 2   | 3   | 2   |
| 60  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2   | 2   | 2   | 2   | 2   | 2   |
| 61  | 2  | 2  | 1  | 1  | 1  | 1  | 1  | 1  | 1   | 1   | 1   | 1   | 1   | 1   |
| 62  | 4  | 4  | 3  | 1  | 2  | 3  | 2  | 4  | 3   | 1   | 1   | 3   | 2   | 2   |



| No. | Y   |     |     |     |     |     |     |     |     |     |     |     | Total |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|
|     | Y16 | Y17 | Y19 | Y21 | Y22 | Y23 | Y24 | Y25 | Y26 | Y27 | Y28 | Y29 |       |
| 1   | 2   | 1   | 1   | 1   | 2   | 2   | 1   | 1   | 1   | 3   | 1   | 2   | 41    |
| 2   | 3   | 1   | 1   | 1   | 1   | 3   | 2   | 1   | 1   | 3   | 1   | 2   | 38    |
| 3   | 3   | 1   | 1   | 1   | 2   | 3   | 2   | 3   | 1   | 3   | 2   | 1   | 54    |
| 4   | 2   | 2   | 2   | 1   | 1   | 2   | 2   | 1   | 2   | 2   | 2   | 1   | 48    |
| 5   | 3   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 3   | 2   | 2   | 59    |
| 6   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 1   | 2   | 2   | 2   | 2   | 47    |
| 7   | 3   | 2   | 3   | 3   | 4   | 3   | 1   | 2   | 4   | 4   | 1   | 4   | 69    |
| 8   | 3   | 1   | 1   | 1   | 4   | 3   | 1   | 1   | 2   | 1   | 1   | 1   | 40    |
| 9   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 52    |
| 10  | 1   | 1   | 3   | 1   | 1   | 1   | 1   | 1   | 1   | 3   | 1   | 2   | 37    |
| 11  | 3   | 2   | 2   | 2   | 3   | 3   | 3   | 2   | 2   | 2   | 2   | 2   | 57    |
| 12  | 3   | 2   | 2   | 2   | 3   | 3   | 2   | 2   | 2   | 3   | 2   | 2   | 58    |
| 13  | 3   | 1   | 1   | 2   | 3   | 3   | 1   | 1   | 2   | 3   | 1   | 2   | 46    |
| 14  | 3   | 1   | 2   | 1   | 1   | 3   | 2   | 1   | 1   | 1   | 1   | 1   | 44    |
| 15  | 2   | 1   | 2   | 1   | 3   | 1   | 1   | 1   | 1   | 1   | 2   | 1   | 36    |
| 16  | 3   | 2   | 2   | 2   | 2   | 3   | 2   | 2   | 3   | 3   | 2   | 2   | 57    |
| 17  | 3   | 2   | 2   | 1   | 1   | 1   | 1   | 2   | 2   | 2   | 2   | 2   | 48    |
| 18  | 2   | 2   | 1   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 3   | 2   | 52    |
| 19  | 1   | 4   | 1   | 4   | 4   | 1   | 1   | 4   | 1   | 4   | 1   | 4   | 68    |
| 20  | 3   | 2   | 2   | 2   | 3   | 2   | 2   | 1   | 2   | 3   | 2   | 1   | 54    |
| 21  | 4   | 3   | 2   | 2   | 4   | 4   | 4   | 4   | 2   | 4   | 4   | 3   | 82    |
| 22  | 2   | 3   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 53    |
| 23  | 3   | 2   | 3   | 3   | 3   | 3   | 2   | 2   | 3   | 3   | 2   | 2   | 68    |

| No. | Y   |     |     |     |     |     |     |     |     |     |     |     | Total |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|
|     | Y16 | Y17 | Y19 | Y21 | Y22 | Y23 | Y24 | Y25 | Y26 | Y27 | Y28 | Y29 |       |
| 24  | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 52    |
| 25  | 1   | 1   | 2   | 2   | 3   | 3   | 1   | 1   | 1   | 1   | 2   | 1   | 35    |
| 26  | 3   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 53    |
| 27  | 2   | 1   | 2   | 1   | 2   | 2   | 2   | 1   | 1   | 2   | 2   | 1   | 41    |
| 28  | 2   | 2   | 2   | 2   | 2   | 3   | 2   | 2   | 2   | 2   | 2   | 2   | 53    |
| 29  | 3   | 2   | 2   | 2   | 2   | 3   | 2   | 2   | 2   | 2   | 2   | 2   | 55    |
| 30  | 3   | 2   | 1   | 1   | 1   | 2   | 2   | 1   | 2   | 2   | 2   | 2   | 45    |
| 31  | 1   | 1   | 1   | 1   | 1   | 1   | 1   | 1   | 1   | 1   | 1   | 1   | 26    |
| 32  | 3   | 1   | 2   | 2   | 2   | 3   | 2   | 2   | 2   | 2   | 2   | 2   | 53    |
| 33  | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 52    |
| 34  | 3   | 2   | 2   | 2   | 3   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 59    |
| 35  | 3   | 1   | 2   | 2   | 2   | 3   | 2   | 2   | 2   | 2   | 2   | 2   | 53    |
| 36  | 3   | 2   | 2   | 2   | 3   | 3   | 1   | 2   | 2   | 2   | 2   | 2   | 59    |
| 37  | 3   | 2   | 2   | 2   | 2   | 2   | 3   | 3   | 2   | 2   | 2   | 2   | 61    |
| 38  | 2   | 1   | 1   | 2   | 2   | 2   | 2   | 1   | 2   | 2   | 2   | 2   | 42    |
| 39  | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 1   | 2   | 1   | 2   | 1   | 49    |
| 40  | 1   | 1   | 4   | 1   | 1   | 3   | 3   | 4   | 2   | 1   | 4   | 2   | 59    |
| 41  | 1   | 2   | 2   | 2   | 1   | 2   | 2   | 2   | 1   | 2   | 2   | 2   | 40    |
| 42  | 3   | 3   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 54    |
| 43  | 2   | 1   | 2   | 1   | 1   | 3   | 3   | 4   | 2   | 4   | 3   | 3   | 67    |
| 44  | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 52    |
| 45  | 1   | 1   | 2   | 2   | 3   | 3   | 1   | 1   | 1   | 1   | 2   | 1   | 35    |





Gambar 2. Distribusi Persebaran Stres Kerja



## **E. TRANSFORMASI DATA ORDINAL KE INTERVAL**



## **E.1 TRANSFORMASI DATA KEPEMIMPINAN TRANSFORMASIONAL**



| No. | X     |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|     | X1    | X2    | X3    | X4    | X5    | X6    | X7    | X9    | X10   | X12   | X13   | X14   | X15   | X16   | X17   | X18   | X19   | X21   |
| 1   | 2,871 | 3,264 | 4,551 | 4,426 | 3,075 | 3,105 | 4,773 | 4,470 | 4,401 | 3,240 | 4,099 | 4,320 | 4,367 | 4,679 | 4,964 | 3,045 | 2,137 | 3,189 |
| 2   | 2,871 | 3,264 | 3,173 | 3,079 | 3,075 | 3,105 | 4,773 | 4,470 | 3,019 | 3,240 | 4,099 | 4,320 | 4,367 | 4,679 | 4,964 | 4,470 | 3,213 | 4,724 |
| 3   | 2,871 | 2,132 | 2,017 | 3,079 | 1,760 | 3,105 | 3,285 | 3,000 | 1,939 | 2,161 | 2,679 | 1,990 | 1,878 | 3,390 | 2,137 | 1,872 | 1,000 | 3,189 |
| 4   | 2,871 | 3,264 | 3,173 | 1,963 | 3,075 | 3,105 | 3,285 | 3,000 | 3,019 | 3,240 | 2,679 | 3,052 | 3,009 | 3,390 | 3,499 | 3,045 | 3,213 | 3,189 |
| 5   | 2,871 | 2,132 | 3,173 | 1,963 | 3,075 | 1,904 | 3,285 | 3,000 | 3,019 | 2,161 | 2,679 | 3,052 | 3,009 | 3,390 | 3,499 | 1,872 | 2,137 | 3,189 |
| 6   | 4,292 | 2,132 | 4,551 | 1,963 | 3,075 | 3,105 | 4,773 | 4,470 | 4,401 | 3,240 | 4,099 | 4,320 | 4,367 | 4,679 | 4,964 | 4,470 | 4,401 | 3,189 |
| 7   | 2,871 | 3,264 | 2,017 | 1,963 | 3,075 | 3,105 | 2,015 | 3,000 | 1,939 | 3,240 | 2,679 | 3,052 | 3,009 | 3,390 | 3,499 | 1,872 | 2,137 | 1,936 |
| 8   | 4,292 | 2,132 | 2,017 | 4,426 | 4,571 | 3,105 | 3,285 | 1,804 | 1,939 | 4,455 | 4,099 | 1,000 | 1,878 | 4,679 | 3,499 | 4,470 | 2,137 | 3,189 |
| 9   | 2,871 | 3,264 | 3,173 | 3,079 | 3,075 | 3,105 | 3,285 | 3,000 | 3,019 | 4,455 | 2,679 | 3,052 | 4,367 | 3,390 | 3,499 | 3,045 | 3,213 | 3,189 |
| 10  | 4,292 | 2,132 | 3,173 | 4,426 | 4,571 | 3,105 | 4,773 | 4,470 | 4,401 | 4,455 | 4,099 | 3,052 | 4,367 | 3,390 | 3,499 | 4,470 | 3,213 | 3,189 |
| 11  | 2,871 | 3,264 | 3,173 | 3,079 | 3,075 | 3,105 | 3,285 | 3,000 | 3,019 | 3,240 | 2,679 | 3,052 | 3,009 | 3,390 | 3,499 | 3,045 | 3,213 | 3,189 |
| 12  | 4,292 | 3,264 | 3,173 | 3,079 | 3,075 | 3,105 | 3,285 | 3,000 | 3,019 | 4,455 | 4,099 | 3,052 | 3,009 | 4,679 | 3,499 | 3,045 | 3,213 | 3,189 |
| 13  | 4,292 | 4,525 | 3,173 | 4,426 | 4,571 | 4,492 | 3,285 | 3,000 | 3,019 | 4,455 | 4,099 | 3,052 | 4,367 | 4,679 | 3,499 | 4,470 | 2,137 | 3,189 |
| 14  | 2,871 | 3,264 | 3,173 | 3,079 | 3,075 | 1,904 | 3,285 | 3,000 | 3,019 | 2,161 | 2,679 | 3,052 | 3,009 | 2,219 | 2,137 | 3,045 | 3,213 | 3,189 |
| 15  | 2,871 | 2,132 | 2,017 | 1,963 | 3,075 | 4,492 | 3,285 | 3,000 | 3,019 | 3,240 | 2,679 | 3,052 | 3,009 | 3,390 | 3,499 | 3,045 | 3,213 | 3,189 |
| 16  | 2,871 | 3,264 | 3,173 | 3,079 | 3,075 | 3,105 | 3,285 | 3,000 | 3,019 | 3,240 | 2,679 | 3,052 | 3,009 | 3,390 | 3,499 | 3,045 | 3,213 | 3,189 |
| 17  | 4,292 | 3,264 | 3,173 | 3,079 | 3,075 | 3,105 | 3,285 | 3,000 | 3,019 | 4,455 | 2,679 | 3,052 | 3,009 | 4,679 | 4,964 | 3,045 | 3,213 | 3,189 |
| 18  | 1,000 | 1,000 | 2,017 | 3,079 | 3,075 | 3,105 | 3,285 | 4,470 | 4,401 | 3,240 | 2,679 | 3,052 | 4,367 | 3,390 | 3,499 | 3,045 | 2,137 | 1,936 |
| 19  | 4,292 | 4,525 | 1,000 | 1,000 | 4,571 | 4,492 | 1,000 | 1,000 | 1,000 | 4,455 | 1,000 | 1,000 | 4,367 | 4,679 | 4,964 | 1,000 | 1,000 | 1,000 |
| 20  | 2,871 | 2,132 | 2,017 | 3,079 | 1,760 | 1,904 | 2,015 | 1,804 | 1,939 | 2,161 | 2,679 | 3,052 | 1,878 | 3,390 | 3,499 | 3,045 | 1,000 | 1,936 |
| 21  | 1,000 | 2,132 | 4,551 | 3,079 | 1,000 | 1,904 | 2,015 | 4,470 | 4,401 | 1,000 | 4,099 | 3,052 | 1,000 | 2,219 | 2,137 | 4,470 | 4,401 | 3,189 |
| 22  | 2,871 | 3,264 | 3,173 | 1,963 | 3,075 | 3,105 | 3,285 | 3,000 | 3,019 | 3,240 | 2,679 | 3,052 | 3,009 | 3,390 | 3,499 | 3,045 | 3,213 | 3,189 |
| 23  | 2,871 | 3,264 | 2,017 | 1,963 | 3,075 | 3,105 | 3,285 | 3,000 | 3,019 | 2,161 | 2,679 | 3,052 | 3,009 | 3,390 | 3,499 | 3,045 | 2,137 | 3,189 |

| No. | X     |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|     | X1    | X2    | X3    | X4    | X5    | X6    | X7    | X9    | X10   | X12   | X13   | X14   | X15   | X16   | X17   | X18   | X19   | X21   |
| 24  | 2,871 | 3,264 | 2,017 | 3,079 | 3,075 | 3,105 | 3,285 | 3,000 | 3,019 | 3,240 | 2,679 | 3,052 | 3,009 | 3,390 | 3,499 | 3,045 | 3,213 | 3,189 |
| 25  | 1,000 | 2,132 | 2,017 | 4,426 | 1,760 | 1,904 | 2,015 | 3,000 | 3,019 | 4,455 | 2,679 | 1,990 | 4,367 | 3,390 | 3,499 | 3,045 | 2,137 | 3,189 |
| 26  | 2,871 | 3,264 | 3,173 | 3,079 | 3,075 | 3,105 | 3,285 | 3,000 | 3,019 | 3,240 | 2,679 | 3,052 | 3,009 | 3,390 | 3,499 | 3,045 | 3,213 | 3,189 |
| 27  | 4,292 | 3,264 | 3,173 | 4,426 | 4,571 | 4,492 | 3,285 | 3,000 | 3,019 | 4,455 | 4,099 | 3,052 | 4,367 | 4,679 | 3,499 | 4,470 | 3,213 | 4,724 |
| 28  | 2,871 | 3,264 | 3,173 | 3,079 | 3,075 | 3,105 | 3,285 | 3,000 | 3,019 | 3,240 | 2,679 | 3,052 | 3,009 | 3,390 | 3,499 | 3,045 | 3,213 | 3,189 |
| 29  | 2,871 | 3,264 | 3,173 | 3,079 | 3,075 | 3,105 | 2,015 | 3,000 | 1,939 | 3,240 | 2,679 | 3,052 | 3,009 | 3,390 | 3,499 | 3,045 | 2,137 | 3,189 |
| 30  | 2,871 | 3,264 | 3,173 | 3,079 | 3,075 | 3,105 | 3,285 | 3,000 | 3,019 | 3,240 | 2,679 | 3,052 | 3,009 | 3,390 | 3,499 | 3,045 | 3,213 | 3,189 |
| 31  | 4,292 | 4,525 | 4,551 | 4,426 | 4,571 | 4,492 | 4,773 | 4,470 | 4,401 | 4,455 | 4,099 | 4,320 | 4,367 | 4,679 | 4,964 | 4,470 | 4,401 | 4,724 |
| 32  | 2,871 | 2,132 | 3,173 | 3,079 | 3,075 | 3,105 | 3,285 | 3,000 | 3,019 | 3,240 | 2,679 | 1,990 | 1,878 | 2,219 | 2,137 | 3,045 | 2,137 | 3,189 |
| 33  | 2,871 | 3,264 | 3,173 | 4,426 | 3,075 | 3,105 | 3,285 | 4,470 | 3,019 | 3,240 | 2,679 | 3,052 | 3,009 | 3,390 | 3,499 | 4,470 | 3,213 | 1,936 |
| 34  | 4,292 | 4,525 | 3,173 | 1,963 | 3,075 | 3,105 | 2,015 | 1,804 | 1,939 | 2,161 | 2,679 | 1,990 | 3,009 | 3,390 | 3,499 | 1,872 | 2,137 | 1,936 |
| 35  | 2,871 | 2,132 | 3,173 | 3,079 | 3,075 | 3,105 | 3,285 | 3,000 | 3,019 | 3,240 | 2,679 | 1,990 | 1,878 | 2,219 | 2,137 | 3,045 | 2,137 | 3,189 |
| 36  | 2,871 | 3,264 | 3,173 | 3,079 | 3,075 | 3,105 | 3,285 | 3,000 | 3,019 | 3,240 | 2,679 | 1,990 | 3,009 | 2,219 | 3,499 | 3,045 | 2,137 | 3,189 |
| 37  | 1,713 | 1,000 | 2,017 | 1,963 | 1,000 | 1,000 | 2,015 | 1,804 | 1,000 | 1,000 | 1,000 | 1,990 | 1,000 | 2,219 | 1,000 | 1,000 | 2,137 | 1,000 |
| 38  | 2,871 | 2,132 | 2,017 | 1,963 | 3,075 | 3,105 | 3,285 | 3,000 | 1,939 | 3,240 | 2,679 | 1,990 | 3,009 | 2,219 | 2,137 | 3,045 | 2,137 | 3,189 |
| 39  | 2,871 | 3,264 | 4,551 | 3,079 | 3,075 | 3,105 | 3,285 | 3,000 | 3,019 | 3,240 | 2,679 | 4,320 | 3,009 | 3,390 | 3,499 | 3,045 | 4,401 | 3,189 |
| 40  | 2,871 | 3,264 | 2,017 | 3,079 | 3,075 | 3,105 | 3,285 | 3,000 | 3,019 | 2,161 | 2,679 | 1,990 | 3,009 | 3,390 | 3,499 | 3,045 | 2,137 | 1,936 |
| 41  | 2,871 | 2,132 | 4,551 | 1,000 | 3,075 | 1,000 | 2,015 | 1,000 | 3,019 | 3,240 | 1,000 | 1,990 | 1,878 | 4,679 | 3,499 | 1,872 | 3,213 | 3,189 |
| 42  | 2,871 | 3,264 | 3,173 | 3,079 | 3,075 | 3,105 | 3,285 | 3,000 | 1,939 | 3,240 | 2,679 | 3,052 | 3,009 | 3,390 | 3,499 | 3,045 | 3,213 | 3,189 |
| 43  | 1,713 | 2,132 | 2,017 | 1,963 | 3,075 | 1,904 | 2,015 | 1,804 | 1,939 | 2,161 | 1,600 | 1,000 | 3,009 | 2,219 | 2,137 | 1,872 | 1,000 | 1,936 |
| 44  | 2,871 | 3,264 | 3,173 | 1,963 | 4,571 | 4,492 | 2,015 | 3,000 | 3,019 | 3,240 | 4,099 | 3,052 | 3,009 | 4,679 | 2,137 | 1,872 | 3,213 | 1,000 |
| 45  | 4,292 | 2,132 | 1,000 | 3,079 | 3,075 | 3,105 | 2,015 | 1,000 | 1,000 | 4,455 | 1,600 | 1,990 | 3,009 | 2,219 | 3,499 | 1,872 | 1,000 | 1,936 |



| No. | X     |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|     | X1    | X2    | X3    | X4    | X5    | X6    | X7    | X9    | X10   | X12   | X13   | X14   | X15   | X16   | X17   | X18   | X19   | X21   |
| 46  | 2,871 | 2,132 | 3,173 | 3,079 | 3,075 | 3,105 | 3,285 | 3,000 | 3,019 | 2,161 | 4,099 | 3,052 | 3,009 | 3,390 | 3,499 | 3,045 | 3,213 | 3,189 |
| 47  | 4,292 | 3,264 | 1,000 | 3,079 | 4,571 | 4,492 | 3,285 | 3,000 | 1,000 | 3,240 | 1,600 | 1,990 | 1,878 | 3,390 | 2,137 | 1,872 | 3,213 | 1,936 |
| 48  | 2,871 | 3,264 | 3,173 | 3,079 | 3,075 | 3,105 | 3,285 | 3,000 | 1,939 | 3,240 | 2,679 | 3,052 | 3,009 | 3,390 | 3,499 | 3,045 | 3,213 | 1,936 |
| 49  | 2,871 | 3,264 | 2,017 | 3,079 | 3,075 | 3,105 | 3,285 | 3,000 | 3,019 | 2,161 | 2,679 | 1,990 | 3,009 | 3,390 | 3,499 | 3,045 | 2,137 | 1,936 |
| 50  | 2,871 | 3,264 | 2,017 | 3,079 | 3,075 | 1,904 | 3,285 | 1,804 | 3,019 | 2,161 | 2,679 | 1,990 | 1,878 | 2,219 | 3,499 | 3,045 | 2,137 | 3,189 |
| 51  | 4,292 | 4,525 | 3,173 | 3,079 | 4,571 | 4,492 | 4,773 | 3,000 | 1,939 | 4,455 | 4,099 | 4,320 | 3,009 | 4,679 | 3,499 | 3,045 | 4,401 | 3,189 |
| 52  | 4,292 | 4,525 | 3,173 | 3,079 | 4,571 | 4,492 | 3,285 | 3,000 | 1,939 | 4,455 | 4,099 | 4,320 | 4,367 | 3,390 | 4,964 | 3,045 | 4,401 | 3,189 |
| 53  | 2,871 | 1,000 | 3,173 | 3,079 | 4,571 | 4,492 | 4,773 | 4,470 | 1,000 | 3,240 | 2,679 | 4,320 | 3,009 | 2,219 | 3,499 | 1,000 | 4,401 | 3,189 |
| 54  | 1,713 | 4,525 | 2,017 | 1,000 | 4,571 | 4,492 | 3,285 | 3,000 | 1,939 | 2,161 | 4,099 | 1,000 | 4,367 | 3,390 | 3,499 | 3,045 | 2,137 | 1,936 |
| 55  | 4,292 | 4,525 | 1,000 | 1,000 | 4,571 | 4,492 | 1,000 | 1,000 | 1,000 | 4,455 | 4,099 | 4,320 | 4,367 | 4,679 | 4,964 | 4,470 | 4,401 | 4,724 |
| 56  | 2,871 | 1,000 | 3,173 | 1,000 | 1,760 | 4,492 | 2,015 | 4,470 | 1,939 | 2,161 | 1,000 | 3,052 | 1,000 | 1,000 | 2,137 | 3,045 | 3,213 | 3,189 |
| 57  | 4,292 | 2,132 | 4,551 | 4,426 | 3,075 | 4,492 | 2,015 | 1,804 | 1,000 | 4,455 | 2,679 | 4,320 | 1,878 | 4,679 | 4,964 | 1,872 | 2,137 | 4,724 |
| 58  | 4,292 | 2,132 | 1,000 | 1,963 | 3,075 | 4,492 | 1,000 | 1,804 | 1,000 | 4,455 | 4,099 | 1,000 | 3,009 | 4,679 | 4,964 | 3,045 | 2,137 | 1,000 |
| 59  | 1,713 | 3,264 | 3,173 | 1,963 | 1,760 | 1,904 | 3,285 | 3,000 | 3,019 | 2,161 | 2,679 | 1,990 | 3,009 | 2,219 | 3,499 | 3,045 | 2,137 | 3,189 |
| 60  | 2,871 | 2,132 | 3,173 | 3,079 | 3,075 | 3,105 | 3,285 | 3,000 | 3,019 | 3,240 | 2,679 | 3,052 | 3,009 | 3,390 | 3,499 | 3,045 | 3,213 | 3,189 |
| 61  | 1,713 | 3,264 | 3,173 | 3,079 | 3,075 | 3,105 | 3,285 | 3,000 | 1,939 | 4,455 | 4,099 | 4,320 | 4,367 | 4,679 | 4,964 | 1,000 | 1,000 | 4,724 |
| 62  | 2,871 | 4,525 | 3,173 | 3,079 | 4,571 | 4,492 | 3,285 | 3,000 | 3,019 | 2,161 | 4,099 | 3,052 | 3,009 | 4,679 | 3,499 | 3,045 | 3,213 | 3,189 |

| No. | X     |       |       |       |       |       |       |       |       |       |       |       |       |       |       | Total   |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|
|     | X22   | X23   | X24   | X26   | X27   | X28   | X31   | X32   | X33   | X35   | X36   | X37   | X38   | X39   | X40   |         |
| 1   | 3,108 | 4,328 | 4,593 | 3,188 | 3,033 | 3,209 | 4,571 | 4,724 | 2,046 | 4,419 | 4,530 | 3,170 | 3,171 | 4,613 | 5,256 | 126,937 |
| 2   | 4,551 | 4,328 | 4,593 | 4,542 | 4,371 | 3,209 | 4,571 | 4,724 | 3,361 | 4,419 | 3,240 | 4,658 | 4,707 | 4,613 | 3,710 | 132,504 |
| 3   | 3,108 | 1,982 | 1,914 | 2,015 | 1,935 | 1,000 | 1,904 | 3,167 | 3,361 | 4,419 | 2,095 | 1,860 | 1,878 | 1,986 | 5,256 | 81,363  |
| 4   | 3,108 | 3,055 | 3,145 | 3,188 | 3,033 | 3,209 | 3,149 | 3,167 | 3,361 | 3,012 | 3,240 | 3,170 | 3,171 | 1,000 | 3,710 | 100,788 |
| 5   | 3,108 | 3,055 | 3,145 | 3,188 | 3,033 | 3,209 | 3,149 | 1,905 | 3,361 | 3,012 | 3,240 | 3,170 | 3,171 | 3,217 | 3,710 | 96,084  |
| 6   | 3,108 | 3,055 | 4,593 | 3,188 | 3,033 | 3,209 | 3,149 | 3,167 | 3,361 | 3,012 | 4,530 | 4,658 | 3,171 | 4,613 | 5,256 | 125,595 |
| 7   | 3,108 | 1,982 | 1,914 | 3,188 | 3,033 | 2,068 | 3,149 | 3,167 | 2,046 | 3,012 | 2,095 | 3,170 | 3,171 | 1,986 | 3,710 | 88,861  |
| 8   | 4,551 | 3,055 | 4,593 | 2,015 | 3,033 | 2,068 | 4,571 | 3,167 | 3,361 | 4,419 | 2,095 | 4,658 | 4,707 | 3,217 | 5,256 | 111,743 |
| 9   | 3,108 | 3,055 | 3,145 | 3,188 | 3,033 | 2,068 | 3,149 | 3,167 | 3,361 | 3,012 | 3,240 | 1,860 | 3,171 | 3,217 | 3,710 | 104,243 |
| 10  | 1,935 | 3,055 | 1,914 | 3,188 | 3,033 | 2,068 | 3,149 | 3,167 | 3,361 | 1,812 | 2,095 | 3,170 | 3,171 | 3,217 | 3,710 | 111,122 |
| 11  | 3,108 | 3,055 | 3,145 | 3,188 | 3,033 | 3,209 | 3,149 | 3,167 | 3,361 | 3,012 | 3,240 | 3,170 | 3,171 | 3,217 | 3,710 | 104,121 |
| 12  | 3,108 | 4,328 | 3,145 | 3,188 | 3,033 | 3,209 | 3,149 | 3,167 | 3,361 | 3,012 | 3,240 | 3,170 | 3,171 | 3,217 | 3,710 | 110,740 |
| 13  | 3,108 | 3,055 | 4,593 | 3,188 | 3,033 | 2,068 | 4,571 | 3,167 | 3,361 | 3,012 | 3,240 | 4,658 | 3,171 | 3,217 | 3,710 | 119,882 |
| 14  | 3,108 | 1,982 | 3,145 | 2,015 | 3,033 | 3,209 | 3,149 | 3,167 | 3,361 | 3,012 | 2,095 | 3,170 | 1,878 | 3,217 | 3,710 | 94,626  |
| 15  | 3,108 | 3,055 | 3,145 | 3,188 | 3,033 | 2,068 | 3,149 | 3,167 | 3,361 | 3,012 | 3,240 | 3,170 | 3,171 | 4,613 | 3,710 | 102,360 |
| 16  | 1,935 | 3,055 | 3,145 | 3,188 | 3,033 | 3,209 | 3,149 | 3,167 | 3,361 | 3,012 | 3,240 | 3,170 | 3,171 | 3,217 | 3,710 | 102,948 |
| 17  | 3,108 | 4,328 | 3,145 | 3,188 | 3,033 | 3,209 | 3,149 | 3,167 | 3,361 | 3,012 | 3,240 | 3,170 | 3,171 | 3,217 | 3,710 | 110,786 |
| 18  | 3,108 | 1,000 | 4,593 | 4,542 | 4,371 | 3,209 | 3,149 | 3,167 | 3,361 | 3,012 | 3,240 | 3,170 | 3,171 | 3,217 | 5,256 | 104,343 |
| 19  | 4,551 | 4,328 | 1,000 | 4,542 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 4,419 | 4,530 | 1,000 | 1,000 | 4,613 | 5,256 | 86,585  |
| 20  | 1,935 | 1,982 | 1,914 | 3,188 | 1,935 | 2,068 | 3,149 | 3,167 | 3,361 | 3,012 | 3,240 | 3,170 | 3,171 | 1,986 | 3,710 | 83,148  |
| 21  | 1,000 | 1,982 | 4,593 | 3,188 | 4,371 | 2,068 | 4,571 | 1,905 | 4,931 | 1,000 | 3,240 | 3,170 | 1,878 | 1,000 | 2,000 | 91,018  |
| 22  | 3,108 | 3,055 | 3,145 | 2,015 | 1,935 | 2,068 | 3,149 | 3,167 | 3,361 | 3,012 | 3,240 | 3,170 | 3,171 | 3,217 | 3,710 | 99,592  |
| 23  | 3,108 | 3,055 | 3,145 | 2,015 | 3,033 | 3,209 | 3,149 | 3,167 | 3,361 | 3,012 | 3,240 | 3,170 | 3,171 | 3,217 | 3,710 | 98,521  |

| No. | X     |       |       |       |       |       |       |       |       |       |       |       |       |       |       | Total   |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|
|     | X22   | X23   | X24   | X26   | X27   | X28   | X31   | X32   | X33   | X35   | X36   | X37   | X38   | X39   | X40   |         |
| 24  | 3,108 | 3,055 | 3,145 | 3,188 | 3,033 | 3,209 | 3,149 | 3,167 | 3,361 | 3,012 | 3,240 | 1,860 | 3,171 | 3,217 | 3,710 | 101,655 |
| 25  | 3,108 | 1,982 | 3,145 | 3,188 | 4,371 | 3,209 | 3,149 | 3,167 | 3,361 | 4,419 | 4,530 | 3,170 | 3,171 | 4,613 | 5,256 | 103,864 |
| 26  | 3,108 | 3,055 | 3,145 | 3,188 | 3,033 | 3,209 | 3,149 | 3,167 | 3,361 | 3,012 | 3,240 | 3,170 | 3,171 | 3,217 | 3,710 | 104,121 |
| 27  | 3,108 | 4,328 | 3,145 | 4,542 | 4,371 | 3,209 | 4,571 | 4,724 | 3,361 | 4,419 | 4,530 | 4,658 | 3,171 | 3,217 | 5,256 | 130,691 |
| 28  | 3,108 | 3,055 | 3,145 | 3,188 | 3,033 | 3,209 | 3,149 | 3,167 | 3,361 | 3,012 | 3,240 | 3,170 | 3,171 | 3,217 | 3,710 | 104,121 |
| 29  | 3,108 | 3,055 | 3,145 | 3,188 | 3,033 | 3,209 | 3,149 | 3,167 | 2,046 | 4,419 | 4,530 | 3,170 | 3,171 | 1,986 | 3,710 | 100,846 |
| 30  | 3,108 | 3,055 | 3,145 | 3,188 | 3,033 | 3,209 | 3,149 | 3,167 | 3,361 | 3,012 | 3,240 | 3,170 | 3,171 | 3,217 | 3,710 | 104,121 |
| 31  | 4,551 | 4,328 | 4,593 | 4,542 | 4,371 | 1,000 | 4,571 | 4,724 | 4,931 | 4,419 | 1,000 | 4,658 | 4,707 | 4,613 | 5,256 | 143,249 |
| 32  | 1,935 | 1,982 | 3,145 | 3,188 | 1,935 | 3,209 | 3,149 | 1,905 | 3,361 | 1,812 | 3,240 | 3,170 | 3,171 | 3,217 | 3,710 | 91,381  |
| 33  | 3,108 | 3,055 | 3,145 | 3,188 | 3,033 | 3,209 | 3,149 | 3,167 | 2,046 | 3,012 | 3,240 | 4,658 | 4,707 | 3,217 | 3,710 | 108,820 |
| 34  | 1,935 | 1,982 | 1,914 | 2,015 | 3,033 | 2,068 | 3,149 | 3,167 | 2,046 | 1,812 | 2,095 | 3,170 | 3,171 | 3,217 | 3,710 | 87,046  |
| 35  | 1,935 | 1,982 | 3,145 | 3,188 | 1,935 | 3,209 | 3,149 | 1,905 | 3,361 | 1,812 | 3,240 | 3,170 | 3,171 | 3,217 | 3,710 | 91,381  |
| 36  | 3,108 | 3,055 | 3,145 | 1,000 | 1,000 | 1,000 | 1,904 | 3,167 | 2,046 | 3,012 | 3,240 | 3,170 | 3,171 | 1,986 | 3,710 | 90,592  |
| 37  | 3,108 | 1,982 | 3,145 | 1,000 | 4,371 | 2,068 | 1,904 | 1,905 | 1,000 | 1,812 | 2,095 | 1,860 | 1,000 | 3,217 | 2,000 | 58,323  |
| 38  | 1,935 | 1,982 | 3,145 | 3,188 | 3,033 | 2,068 | 3,149 | 3,167 | 3,361 | 3,012 | 3,240 | 3,170 | 3,171 | 3,217 | 3,710 | 91,581  |
| 39  | 3,108 | 3,055 | 4,593 | 3,188 | 3,033 | 3,209 | 3,149 | 3,167 | 3,361 | 3,012 | 3,240 | 3,170 | 3,171 | 3,217 | 3,710 | 109,404 |
| 40  | 1,935 | 3,055 | 3,145 | 2,015 | 1,935 | 3,209 | 3,149 | 1,905 | 2,046 | 3,012 | 3,240 | 1,860 | 1,878 | 1,986 | 3,710 | 88,638  |
| 41  | 3,108 | 4,328 | 3,145 | 3,188 | 3,033 | 2,068 | 3,149 | 3,167 | 3,361 | 3,012 | 3,240 | 3,170 | 3,171 | 3,217 | 3,710 | 93,290  |
| 42  | 3,108 | 3,055 | 3,145 | 3,188 | 3,033 | 3,209 | 3,149 | 3,167 | 3,361 | 3,012 | 3,240 | 3,170 | 3,171 | 3,217 | 3,710 | 103,041 |
| 43  | 1,935 | 3,055 | 1,914 | 3,188 | 1,000 | 1,000 | 1,904 | 1,905 | 2,046 | 3,012 | 2,095 | 3,170 | 3,171 | 1,986 | 2,000 | 68,876  |
| 44  | 3,108 | 4,328 | 3,145 | 3,188 | 1,935 | 1,000 | 3,149 | 1,905 | 3,361 | 4,419 | 4,530 | 3,170 | 1,878 | 4,613 | 5,256 | 103,652 |
| 45  | 1,000 | 3,055 | 1,914 | 3,188 | 1,935 | 2,068 | 1,904 | 3,167 | 2,046 | 1,812 | 2,095 | 3,170 | 3,171 | 3,217 | 3,710 | 79,729  |

| No. | X     |       |       |       |       |       |       |       |       |       |       |       |       |       |       | Total   |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|
|     | X22   | X23   | X24   | X26   | X27   | X28   | X31   | X32   | X33   | X35   | X36   | X37   | X38   | X39   | X40   |         |
| 46  | 3,108 | 3,055 | 3,145 | 3,188 | 3,033 | 3,209 | 3,149 | 3,167 | 3,361 | 3,012 | 2,095 | 3,170 | 3,171 | 3,217 | 3,710 | 102,187 |
| 47  | 4,551 | 4,328 | 3,145 | 2,015 | 1,935 | 1,000 | 4,571 | 1,905 | 1,000 | 4,419 | 4,530 | 3,170 | 1,878 | 1,986 | 5,256 | 94,926  |
| 48  | 3,108 | 3,055 | 3,145 | 3,188 | 3,033 | 2,068 | 3,149 | 3,167 | 3,361 | 3,012 | 3,240 | 3,170 | 3,171 | 3,217 | 3,710 | 100,647 |
| 49  | 1,935 | 3,055 | 3,145 | 2,015 | 1,935 | 3,209 | 3,149 | 1,905 | 2,046 | 3,012 | 3,240 | 1,860 | 1,878 | 1,986 | 3,710 | 88,638  |
| 50  | 3,108 | 1,982 | 1,914 | 2,015 | 1,935 | 2,068 | 1,904 | 1,905 | 3,361 | 3,012 | 2,095 | 3,170 | 1,878 | 1,986 | 3,710 | 83,158  |
| 51  | 3,108 | 4,328 | 1,000 | 4,542 | 4,371 | 2,068 | 4,571 | 3,167 | 3,361 | 4,419 | 4,530 | 4,658 | 4,707 | 4,613 | 5,256 | 127,240 |
| 52  | 3,108 | 4,328 | 3,145 | 2,015 | 3,033 | 1,000 | 4,571 | 3,167 | 3,361 | 4,419 | 4,530 | 4,658 | 3,171 | 3,217 | 3,710 | 120,021 |
| 53  | 1,000 | 4,328 | 3,145 | 4,542 | 3,033 | 2,068 | 1,000 | 1,000 | 2,046 | 1,000 | 2,095 | 3,170 | 4,707 | 3,217 | 3,710 | 97,049  |
| 54  | 4,551 | 3,055 | 3,145 | 2,015 | 1,000 | 1,000 | 3,149 | 1,000 | 4,931 | 3,012 | 4,530 | 3,170 | 3,171 | 4,613 | 5,256 | 99,774  |
| 55  | 4,551 | 4,328 | 4,593 | 4,542 | 4,371 | 4,648 | 4,571 | 4,724 | 4,931 | 4,419 | 4,530 | 4,658 | 4,707 | 4,613 | 5,256 | 132,804 |
| 56  | 1,000 | 1,000 | 3,145 | 4,542 | 1,000 | 2,068 | 1,904 | 3,167 | 4,931 | 4,419 | 1,000 | 4,658 | 3,171 | 4,613 | 3,710 | 86,846  |
| 57  | 1,000 | 3,055 | 1,914 | 4,542 | 3,033 | 4,648 | 3,149 | 3,167 | 3,361 | 3,012 | 4,530 | 1,860 | 3,171 | 3,217 | 5,256 | 108,410 |
| 58  | 1,935 | 1,000 | 1,000 | 2,015 | 1,935 | 4,648 | 1,904 | 4,724 | 2,046 | 4,419 | 3,240 | 1,000 | 1,000 | 3,217 | 5,256 | 88,485  |
| 59  | 1,935 | 3,055 | 3,145 | 1,000 | 1,935 | 3,209 | 4,571 | 3,167 | 2,046 | 4,419 | 2,095 | 3,170 | 1,878 | 3,217 | 3,710 | 89,562  |
| 60  | 3,108 | 3,055 | 3,145 | 3,188 | 3,033 | 3,209 | 3,149 | 3,167 | 3,361 | 3,012 | 3,240 | 3,170 | 3,171 | 3,217 | 3,710 | 102,990 |
| 61  | 3,108 | 4,328 | 1,914 | 4,542 | 4,371 | 2,068 | 4,571 | 1,000 | 2,046 | 3,012 | 4,530 | 4,658 | 4,707 | 4,613 | 5,256 | 113,965 |
| 62  | 1,935 | 4,328 | 3,145 | 3,188 | 3,033 | 2,068 | 4,571 | 3,167 | 3,361 | 4,419 | 4,530 | 3,170 | 3,171 | 3,217 | 5,256 | 114,522 |



## **E.2 TRANSFORMASI DATA STRES KERJA**

| No. | Y     |       |       |       |       |       |       |       |       |       |       |       |       |       |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|     | Y1    | Y2    | Y4    | Y5    | Y6    | Y7    | Y8    | Y9    | Y10   | Y11   | Y12   | Y13   | Y14   | Y15   |
| 1   | 2,466 | 2,537 | 1,000 | 2,489 | 1,000 | 2,435 | 1,000 | 2,308 | 1,000 | 1,000 | 1,000 | 3,567 | 3,506 | 1,000 |
| 2   | 2,466 | 1,000 | 1,000 | 1,000 | 2,373 | 1,000 | 2,326 | 1,000 | 1,000 | 2,543 | 1,000 | 1,000 | 1,000 | 1,000 |
| 3   | 2,466 | 3,737 | 1,000 | 2,489 | 4,228 | 1,000 | 2,326 | 2,308 | 2,158 | 2,543 | 1,000 | 3,567 | 3,506 | 3,535 |
| 4   | 2,466 | 2,537 | 2,387 | 2,489 | 2,373 | 2,435 | 2,326 | 2,308 | 2,158 | 2,543 | 2,366 | 2,399 | 2,335 | 2,326 |
| 5   | 3,482 | 3,737 | 2,387 | 2,489 | 2,373 | 2,435 | 2,326 | 3,449 | 2,972 | 2,543 | 2,366 | 3,567 | 2,335 | 2,326 |
| 6   | 2,466 | 2,537 | 1,000 | 2,489 | 2,373 | 2,435 | 1,000 | 2,308 | 2,158 | 2,543 | 1,000 | 2,399 | 2,335 | 1,000 |
| 7   | 3,482 | 3,737 | 2,387 | 2,489 | 2,373 | 2,435 | 3,535 | 4,494 | 3,811 | 1,000 | 2,366 | 2,399 | 2,335 | 3,535 |
| 8   | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 3,449 | 3,811 | 1,000 | 1,000 | 1,000 | 1,000 | 2,326 |
| 9   | 2,466 | 2,537 | 2,387 | 2,489 | 2,373 | 2,435 | 2,326 | 2,308 | 2,158 | 2,543 | 2,366 | 2,399 | 2,335 | 2,326 |
| 10  | 2,466 | 2,537 | 1,000 | 2,489 | 1,000 | 1,000 | 1,000 | 1,000 | 2,158 | 1,000 | 1,000 | 2,399 | 1,000 | 2,326 |
| 11  | 2,466 | 2,537 | 2,387 | 2,489 | 2,373 | 2,435 | 2,326 | 2,308 | 2,972 | 2,543 | 2,366 | 2,399 | 2,335 | 2,326 |
| 12  | 4,213 | 2,537 | 2,387 | 2,489 | 2,373 | 2,435 | 2,326 | 2,308 | 2,158 | 2,543 | 2,366 | 2,399 | 2,335 | 2,326 |
| 13  | 2,466 | 2,537 | 2,387 | 2,489 | 1,000 | 2,435 | 1,000 | 2,308 | 1,000 | 2,543 | 1,000 | 1,000 | 2,335 | 2,326 |
| 14  | 2,466 | 2,537 | 2,387 | 2,489 | 2,373 | 2,435 | 2,326 | 2,308 | 2,972 | 2,543 | 1,000 | 1,000 | 1,000 | 2,326 |
| 15  | 2,466 | 2,537 | 2,387 | 2,489 | 1,000 | 2,435 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 |
| 16  | 2,466 | 2,537 | 2,387 | 2,489 | 2,373 | 2,435 | 2,326 | 2,308 | 2,158 | 2,543 | 2,366 | 2,399 | 2,335 | 3,535 |
| 17  | 2,466 | 2,537 | 2,387 | 2,489 | 2,373 | 2,435 | 2,326 | 2,308 | 1,000 | 2,543 | 2,366 | 2,399 | 2,335 | 2,326 |
| 18  | 3,482 | 2,537 | 1,000 | 2,489 | 2,373 | 2,435 | 2,326 | 2,308 | 2,158 | 2,543 | 2,366 | 2,399 | 2,335 | 2,326 |
| 19  | 4,213 | 4,486 | 1,000 | 4,320 | 4,228 | 1,000 | 1,000 | 4,494 | 3,811 | 1,000 | 1,000 | 4,407 | 4,530 | 1,000 |
| 20  | 2,466 | 2,537 | 2,387 | 2,489 | 2,373 | 2,435 | 2,326 | 3,449 | 2,158 | 2,543 | 1,000 | 3,567 | 2,335 | 2,326 |
| 21  | 4,213 | 2,537 | 3,769 | 4,320 | 4,228 | 4,611 | 3,535 | 1,000 | 3,811 | 2,543 | 3,778 | 1,000 | 4,530 | 2,326 |
| 22  | 2,466 | 2,537 | 2,387 | 2,489 | 2,373 | 2,435 | 2,326 | 2,308 | 2,158 | 2,543 | 2,366 | 2,399 | 2,335 | 2,326 |
| 23  | 3,482 | 2,537 | 2,387 | 3,644 | 2,373 | 2,435 | 3,535 | 3,449 | 2,972 | 4,206 | 2,366 | 3,567 | 3,506 | 3,535 |

| No. | Y     |       |       |       |       |       |       |       |       |       |       |       |       |       |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|     | Y1    | Y2    | Y4    | Y5    | Y6    | Y7    | Y8    | Y9    | Y10   | Y11   | Y12   | Y13   | Y14   | Y15   |
| 24  | 2,466 | 2,537 | 2,387 | 2,489 | 2,373 | 2,435 | 2,326 | 2,308 | 2,158 | 2,543 | 2,366 | 2,399 | 2,335 | 2,326 |
| 25  | 1,000 | 1,000 | 1,000 | 2,489 | 2,373 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 |
| 26  | 2,466 | 2,537 | 2,387 | 2,489 | 2,373 | 2,435 | 2,326 | 2,308 | 2,158 | 2,543 | 2,366 | 2,399 | 2,335 | 2,326 |
| 27  | 1,000 | 1,000 | 2,387 | 2,489 | 1,000 | 2,435 | 1,000 | 2,308 | 2,158 | 2,543 | 1,000 | 1,000 | 2,335 | 2,326 |
| 28  | 2,466 | 2,537 | 2,387 | 2,489 | 2,373 | 2,435 | 2,326 | 2,308 | 2,158 | 2,543 | 2,366 | 2,399 | 2,335 | 2,326 |
| 29  | 2,466 | 2,537 | 2,387 | 2,489 | 2,373 | 1,000 | 2,326 | 2,308 | 2,972 | 2,543 | 2,366 | 3,567 | 2,335 | 2,326 |
| 30  | 2,466 | 2,537 | 2,387 | 2,489 | 2,373 | 2,435 | 2,326 | 2,308 | 1,000 | 2,543 | 1,000 | 2,399 | 1,000 | 1,000 |
| 31  | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 |
| 32  | 2,466 | 2,537 | 2,387 | 2,489 | 2,373 | 2,435 | 2,326 | 2,308 | 2,158 | 2,543 | 1,000 | 2,399 | 2,335 | 3,535 |
| 33  | 2,466 | 2,537 | 2,387 | 2,489 | 2,373 | 2,435 | 2,326 | 2,308 | 2,158 | 2,543 | 2,366 | 2,399 | 2,335 | 2,326 |
| 34  | 2,466 | 3,737 | 2,387 | 2,489 | 3,446 | 3,737 | 3,535 | 2,308 | 2,972 | 2,543 | 2,366 | 2,399 | 2,335 | 2,326 |
| 35  | 2,466 | 2,537 | 2,387 | 2,489 | 2,373 | 2,435 | 2,326 | 2,308 | 2,158 | 2,543 | 1,000 | 2,399 | 2,335 | 3,535 |
| 36  | 2,466 | 3,737 | 2,387 | 2,489 | 2,373 | 2,435 | 2,326 | 3,449 | 3,811 | 2,543 | 2,366 | 3,567 | 2,335 | 2,326 |
| 37  | 2,466 | 2,537 | 2,387 | 2,489 | 4,228 | 3,737 | 3,535 | 3,449 | 2,158 | 2,543 | 2,366 | 2,399 | 3,506 | 2,326 |
| 38  | 2,466 | 2,537 | 2,387 | 2,489 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,543 | 1,000 | 2,399 | 2,335 | 1,000 |
| 39  | 2,466 | 2,537 | 2,387 | 2,489 | 2,373 | 2,435 | 2,326 | 2,308 | 2,158 | 2,543 | 2,366 | 2,399 | 2,335 | 2,326 |
| 40  | 2,466 | 2,537 | 3,769 | 3,644 | 3,446 | 2,435 | 2,326 | 3,449 | 2,158 | 2,543 | 3,227 | 2,399 | 2,335 | 1,000 |
| 41  | 2,466 | 2,537 | 1,000 | 3,644 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,543 | 1,000 | 1,000 | 1,000 | 1,000 |
| 42  | 2,466 | 2,537 | 2,387 | 2,489 | 2,373 | 2,435 | 2,326 | 2,308 | 2,158 | 2,543 | 2,366 | 2,399 | 2,335 | 2,326 |
| 43  | 4,213 | 4,486 | 3,769 | 3,644 | 3,446 | 2,435 | 3,535 | 3,449 | 1,000 | 4,206 | 1,000 | 2,399 | 3,506 | 3,535 |
| 44  | 4,213 | 3,737 | 2,387 | 2,489 | 3,446 | 2,435 | 3,535 | 3,449 | 3,811 | 1,000 | 1,000 | 2,399 | 1,000 | 2,326 |
| 45  | 2,466 | 2,537 | 3,769 | 2,489 | 3,446 | 3,737 | 3,535 | 2,308 | 2,972 | 2,543 | 3,778 | 2,399 | 3,506 | 3,535 |

| No. | Y     |       |       |       |       |       |       |       |       |       |       |       |       |       |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|     | Y1    | Y2    | Y4    | Y5    | Y6    | Y7    | Y8    | Y9    | Y10   | Y11   | Y12   | Y13   | Y14   | Y15   |
| 46  | 2,466 | 2,537 | 2,387 | 2,489 | 2,373 | 3,737 | 3,535 | 3,449 | 1,000 | 2,543 | 2,366 | 2,399 | 2,335 | 2,326 |
| 47  | 4,213 | 3,737 | 2,387 | 1,000 | 2,373 | 1,000 | 2,326 | 2,308 | 1,000 | 1,000 | 2,366 | 2,399 | 1,000 | 3,535 |
| 48  | 2,466 | 2,537 | 2,387 | 2,489 | 2,373 | 2,435 | 2,326 | 2,308 | 2,158 | 2,543 | 2,366 | 2,399 | 2,335 | 2,326 |
| 49  | 2,466 | 2,537 | 3,769 | 3,644 | 3,446 | 2,435 | 2,326 | 3,449 | 2,158 | 2,543 | 3,227 | 2,399 | 2,335 | 1,000 |
| 50  | 2,466 | 2,537 | 1,000 | 1,000 | 1,000 | 2,435 | 4,714 | 2,308 | 3,811 | 4,206 | 2,366 | 2,399 | 3,506 | 3,535 |
| 51  | 3,482 | 4,486 | 2,387 | 2,489 | 2,373 | 1,000 | 1,000 | 1,000 | 1,000 | 2,543 | 1,000 | 2,399 | 1,000 | 1,000 |
| 52  | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,543 | 1,000 | 1,000 | 1,000 | 1,000 |
| 53  | 3,482 | 1,000 | 3,769 | 4,320 | 2,373 | 1,000 | 2,326 | 3,449 | 2,972 | 4,206 | 3,778 | 1,000 | 3,506 | 4,714 |
| 54  | 3,482 | 2,537 | 2,387 | 1,000 | 3,446 | 1,000 | 1,000 | 2,308 | 2,158 | 2,543 | 1,000 | 2,399 | 2,335 | 2,326 |
| 55  | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 |
| 56  | 4,213 | 2,537 | 3,769 | 2,489 | 2,373 | 1,000 | 3,535 | 3,449 | 2,972 | 1,000 | 3,778 | 4,407 | 3,506 | 2,326 |
| 57  | 4,213 | 2,537 | 3,769 | 4,320 | 3,446 | 1,000 | 2,326 | 3,449 | 1,000 | 1,000 | 1,000 | 2,399 | 2,335 | 1,000 |
| 58  | 1,000 | 2,537 | 1,000 | 4,320 | 4,228 | 1,000 | 2,326 | 2,308 | 3,811 | 2,543 | 1,000 | 4,407 | 3,506 | 3,535 |
| 59  | 4,213 | 4,486 | 3,769 | 1,000 | 2,373 | 2,435 | 3,535 | 2,308 | 2,972 | 1,000 | 1,000 | 2,399 | 3,506 | 2,326 |
| 60  | 2,466 | 2,537 | 2,387 | 2,489 | 2,373 | 2,435 | 2,326 | 2,308 | 2,158 | 2,543 | 2,366 | 2,399 | 2,335 | 2,326 |
| 61  | 2,466 | 2,537 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 |
| 62  | 4,213 | 4,486 | 3,769 | 1,000 | 2,373 | 3,737 | 2,326 | 4,494 | 2,972 | 1,000 | 1,000 | 3,567 | 2,335 | 2,326 |



| No. | Y     |       |       |       |       |       |       |       |       |       |       |       | Total  |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
|     | Y16   | Y17   | Y19   | Y21   | Y22   | Y23   | Y24   | Y25   | Y26   | Y27   | Y28   | Y29   |        |
| 1   | 1,948 | 1,000 | 1,000 | 1,000 | 2,209 | 2,184 | 1,000 | 1,000 | 1,000 | 3,062 | 1,000 | 2,470 | 45,182 |
| 2   | 3,066 | 1,000 | 1,000 | 1,000 | 1,000 | 3,299 | 2,382 | 1,000 | 1,000 | 3,062 | 1,000 | 2,470 | 40,988 |
| 3   | 3,066 | 1,000 | 1,000 | 1,000 | 2,209 | 3,299 | 2,382 | 3,222 | 1,000 | 3,062 | 2,420 | 1,000 | 60,524 |
| 4   | 1,948 | 2,331 | 2,396 | 1,000 | 1,000 | 2,184 | 2,382 | 1,000 | 2,443 | 2,163 | 2,420 | 1,000 | 55,714 |
| 5   | 3,066 | 2,331 | 2,396 | 2,409 | 2,209 | 2,184 | 2,382 | 2,337 | 2,443 | 3,062 | 2,420 | 2,470 | 68,496 |
| 6   | 1,948 | 2,331 | 2,396 | 2,409 | 2,209 | 2,184 | 2,382 | 1,000 | 2,443 | 2,163 | 2,420 | 2,470 | 54,398 |
| 7   | 3,066 | 2,331 | 3,480 | 3,466 | 3,916 | 3,299 | 1,000 | 2,337 | 4,289 | 3,987 | 1,000 | 4,571 | 77,120 |
| 8   | 3,066 | 1,000 | 1,000 | 1,000 | 3,916 | 3,299 | 1,000 | 1,000 | 2,443 | 1,000 | 1,000 | 1,000 | 41,309 |
| 9   | 1,948 | 2,331 | 2,396 | 2,409 | 2,209 | 2,184 | 2,382 | 2,337 | 2,443 | 2,163 | 2,420 | 2,470 | 61,140 |
| 10  | 1,000 | 1,000 | 3,480 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 3,062 | 1,000 | 2,470 | 40,387 |
| 11  | 3,066 | 2,331 | 2,396 | 2,409 | 3,086 | 3,299 | 3,635 | 2,337 | 2,443 | 2,163 | 2,420 | 2,470 | 66,316 |
| 12  | 3,066 | 2,331 | 2,396 | 2,409 | 3,086 | 3,299 | 2,382 | 2,337 | 2,443 | 3,062 | 2,420 | 2,470 | 66,897 |
| 13  | 3,066 | 1,000 | 1,000 | 2,409 | 3,086 | 3,299 | 1,000 | 1,000 | 2,443 | 3,062 | 1,000 | 2,470 | 51,661 |
| 14  | 3,066 | 1,000 | 2,396 | 1,000 | 1,000 | 3,299 | 2,382 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 49,304 |
| 15  | 1,948 | 1,000 | 2,396 | 1,000 | 3,086 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,420 | 1,000 | 39,164 |
| 16  | 3,066 | 2,331 | 2,396 | 2,409 | 2,209 | 3,299 | 2,382 | 2,337 | 3,647 | 3,062 | 2,420 | 2,470 | 66,686 |
| 17  | 3,066 | 2,331 | 2,396 | 1,000 | 1,000 | 1,000 | 1,000 | 2,337 | 2,443 | 2,163 | 2,420 | 2,470 | 55,915 |
| 18  | 1,948 | 2,331 | 1,000 | 2,409 | 2,209 | 2,184 | 2,382 | 2,337 | 2,443 | 2,163 | 3,558 | 2,470 | 60,509 |
| 19  | 1,000 | 4,172 | 1,000 | 4,066 | 3,916 | 1,000 | 1,000 | 3,819 | 1,000 | 3,987 | 1,000 | 4,571 | 71,021 |
| 20  | 3,066 | 2,331 | 2,396 | 2,409 | 3,086 | 2,184 | 2,382 | 1,000 | 2,443 | 3,062 | 2,420 | 1,000 | 62,170 |
| 21  | 4,872 | 3,360 | 2,396 | 2,409 | 3,916 | 4,542 | 4,679 | 3,819 | 2,443 | 3,987 | 4,222 | 3,759 | 90,604 |
| 22  | 1,948 | 3,360 | 2,396 | 2,409 | 2,209 | 2,184 | 2,382 | 2,337 | 2,443 | 2,163 | 2,420 | 2,470 | 62,168 |
| 23  | 3,066 | 2,331 | 3,480 | 3,466 | 3,086 | 3,299 | 2,382 | 2,337 | 3,647 | 3,062 | 2,420 | 2,470 | 79,042 |

| No. | Y     |       |       |       |       |       |       |       |       |       |       |       | Total  |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
|     | Y16   | Y17   | Y19   | Y21   | Y22   | Y23   | Y24   | Y25   | Y26   | Y27   | Y28   | Y29   |        |
| 24  | 1,948 | 2,331 | 2,396 | 2,409 | 2,209 | 2,184 | 2,382 | 2,337 | 2,443 | 2,163 | 2,420 | 2,470 | 61,140 |
| 25  | 1,000 | 1,000 | 2,396 | 2,409 | 3,086 | 3,299 | 1,000 | 1,000 | 1,000 | 1,000 | 2,420 | 1,000 | 37,473 |
| 26  | 3,066 | 2,331 | 2,396 | 2,409 | 2,209 | 2,184 | 2,382 | 2,337 | 2,443 | 2,163 | 2,420 | 2,470 | 62,257 |
| 27  | 1,948 | 1,000 | 2,396 | 1,000 | 2,209 | 2,184 | 2,382 | 1,000 | 1,000 | 2,163 | 2,420 | 1,000 | 45,683 |
| 28  | 1,948 | 2,331 | 2,396 | 2,409 | 2,209 | 3,299 | 2,382 | 2,337 | 2,443 | 2,163 | 2,420 | 2,470 | 62,255 |
| 29  | 3,066 | 2,331 | 2,396 | 2,409 | 2,209 | 3,299 | 2,382 | 2,337 | 2,443 | 2,163 | 2,420 | 2,470 | 63,920 |
| 30  | 3,066 | 2,331 | 1,000 | 1,000 | 1,000 | 2,184 | 2,382 | 1,000 | 2,443 | 2,163 | 2,420 | 2,470 | 51,721 |
| 31  | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 26,000 |
| 32  | 3,066 | 1,000 | 2,396 | 2,409 | 2,209 | 3,299 | 2,382 | 2,337 | 2,443 | 2,163 | 2,420 | 2,470 | 61,885 |
| 33  | 1,948 | 2,331 | 2,396 | 2,409 | 2,209 | 2,184 | 2,382 | 2,337 | 2,443 | 2,163 | 2,420 | 2,470 | 61,140 |
| 34  | 3,066 | 2,331 | 2,396 | 2,409 | 3,086 | 2,184 | 2,382 | 2,337 | 2,443 | 2,163 | 2,420 | 2,470 | 68,732 |
| 35  | 3,066 | 1,000 | 2,396 | 2,409 | 2,209 | 3,299 | 2,382 | 2,337 | 2,443 | 2,163 | 2,420 | 2,470 | 61,885 |
| 36  | 3,066 | 2,331 | 2,396 | 2,409 | 3,086 | 3,299 | 1,000 | 2,337 | 2,443 | 2,163 | 2,420 | 2,470 | 68,030 |
| 37  | 3,066 | 2,331 | 2,396 | 2,409 | 2,209 | 2,184 | 3,635 | 3,222 | 2,443 | 2,163 | 2,420 | 2,470 | 71,073 |
| 38  | 1,948 | 1,000 | 1,000 | 2,409 | 2,209 | 2,184 | 2,382 | 1,000 | 2,443 | 2,163 | 2,420 | 2,470 | 47,784 |
| 39  | 1,948 | 2,331 | 2,396 | 2,409 | 2,209 | 2,184 | 2,382 | 1,000 | 2,443 | 1,000 | 2,420 | 1,000 | 57,169 |
| 40  | 1,000 | 1,000 | 4,169 | 1,000 | 1,000 | 3,299 | 3,635 | 3,819 | 2,443 | 1,000 | 4,222 | 2,470 | 66,791 |
| 41  | 1,000 | 2,331 | 2,396 | 2,409 | 1,000 | 2,184 | 2,382 | 2,337 | 1,000 | 2,163 | 2,420 | 2,470 | 45,281 |
| 42  | 3,066 | 3,360 | 2,396 | 2,409 | 2,209 | 2,184 | 2,382 | 2,337 | 2,443 | 2,163 | 2,420 | 2,470 | 63,286 |
| 43  | 1,948 | 1,000 | 2,396 | 1,000 | 1,000 | 3,299 | 3,635 | 3,819 | 2,443 | 3,987 | 3,558 | 3,759 | 76,467 |
| 44  | 1,000 | 4,172 | 2,396 | 1,000 | 1,000 | 3,299 | 2,382 | 2,337 | 1,000 | 1,000 | 1,000 | 2,470 | 60,283 |
| 45  | 3,066 | 2,331 | 3,480 | 2,409 | 2,209 | 2,184 | 2,382 | 2,337 | 3,647 | 3,062 | 3,558 | 2,470 | 76,153 |

| No. | Y     |       |       |       |       |       |       |       |       |       |       |       | Total  |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
|     | Y16   | Y17   | Y19   | Y21   | Y22   | Y23   | Y24   | Y25   | Y26   | Y27   | Y28   | Y29   |        |
| 46  | 3,066 | 2,331 | 2,396 | 2,409 | 2,209 | 2,184 | 2,382 | 2,337 | 2,443 | 2,163 | 2,420 | 2,470 | 64,751 |
| 47  | 1,000 | 2,331 | 1,000 | 1,000 | 1,000 | 2,184 | 2,382 | 2,337 | 1,000 | 3,987 | 1,000 | 2,470 | 52,336 |
| 48  | 3,066 | 3,360 | 2,396 | 2,409 | 2,209 | 2,184 | 2,382 | 2,337 | 2,443 | 2,163 | 2,420 | 2,470 | 63,286 |
| 49  | 1,000 | 1,000 | 4,169 | 1,000 | 1,000 | 3,299 | 3,635 | 3,819 | 2,443 | 1,000 | 4,222 | 2,470 | 66,791 |
| 50  | 3,066 | 3,360 | 3,480 | 3,466 | 2,209 | 2,184 | 3,635 | 1,000 | 2,443 | 1,000 | 2,420 | 2,470 | 68,016 |
| 51  | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 39,158 |
| 52  | 1,000 | 1,000 | 1,000 | 2,409 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,163 | 1,000 | 1,000 | 30,114 |
| 53  | 1,000 | 1,000 | 2,396 | 2,409 | 3,916 | 4,542 | 1,000 | 3,222 | 1,000 | 1,000 | 3,558 | 3,759 | 70,695 |
| 54  | 1,948 | 1,000 | 1,000 | 2,409 | 1,000 | 2,184 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,470 | 46,930 |
| 55  | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 26,000 |
| 56  | 3,066 | 3,360 | 4,169 | 4,066 | 3,916 | 2,184 | 2,382 | 2,337 | 2,443 | 3,987 | 1,000 | 3,759 | 78,022 |
| 57  | 3,066 | 1,000 | 1,000 | 2,409 | 1,000 | 1,000 | 3,635 | 1,000 | 1,000 | 1,000 | 1,000 | 2,470 | 53,372 |
| 58  | 3,066 | 2,331 | 2,396 | 1,000 | 2,209 | 1,000 | 2,382 | 2,337 | 1,000 | 3,062 | 2,420 | 2,470 | 63,195 |
| 59  | 3,066 | 1,000 | 2,396 | 2,409 | 3,086 | 1,000 | 1,000 | 2,337 | 1,000 | 3,062 | 1,000 | 3,759 | 62,436 |
| 60  | 3,066 | 2,331 | 2,396 | 2,409 | 2,209 | 2,184 | 2,382 | 2,337 | 2,443 | 2,163 | 2,420 | 2,470 | 62,257 |
| 61  | 3,066 | 1,000 | 1,000 | 4,066 | 1,000 | 4,542 | 1,000 | 3,819 | 4,289 | 3,987 | 2,420 | 1,000 | 48,192 |
| 62  | 1,948 | 1,000 | 4,169 | 4,066 | 2,209 | 3,299 | 3,635 | 2,337 | 1,000 | 3,062 | 1,000 | 3,759 | 71,084 |

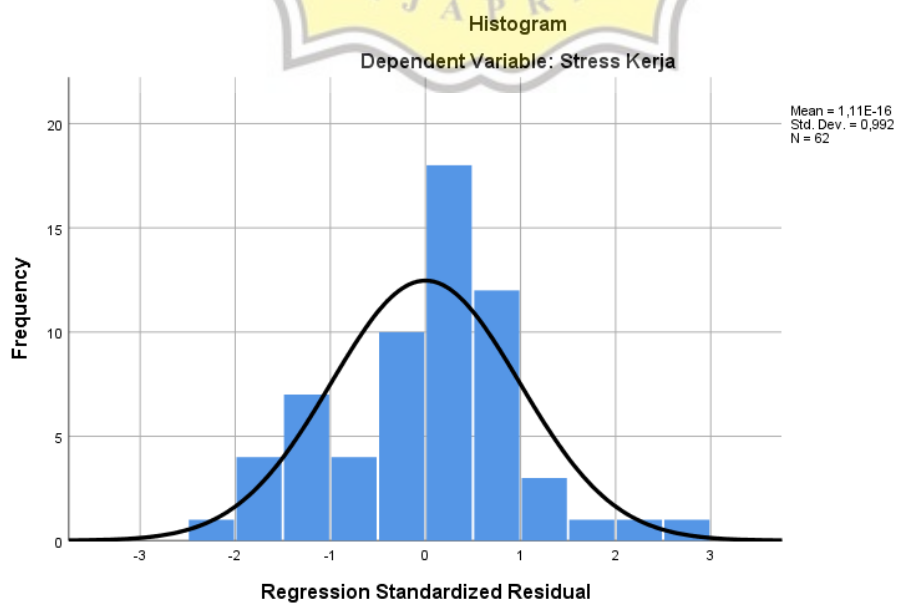


**F. UJI ASUMSI KLASIK**

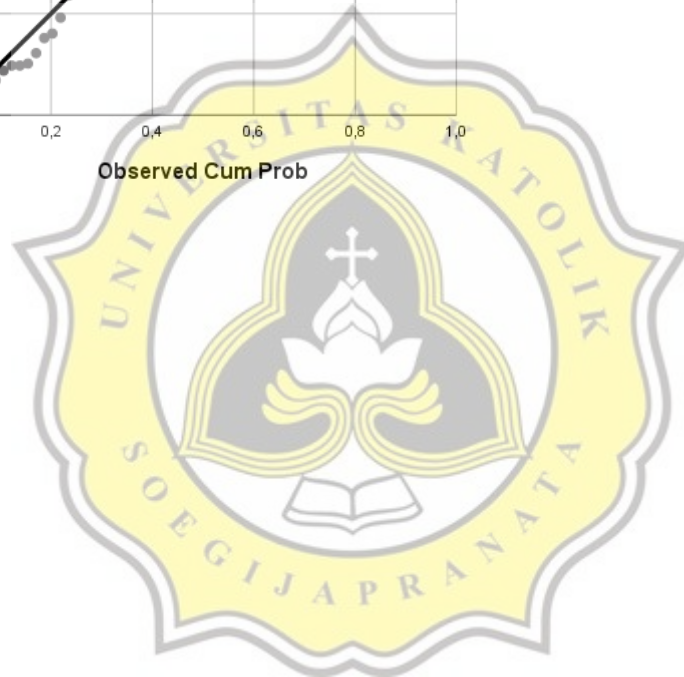
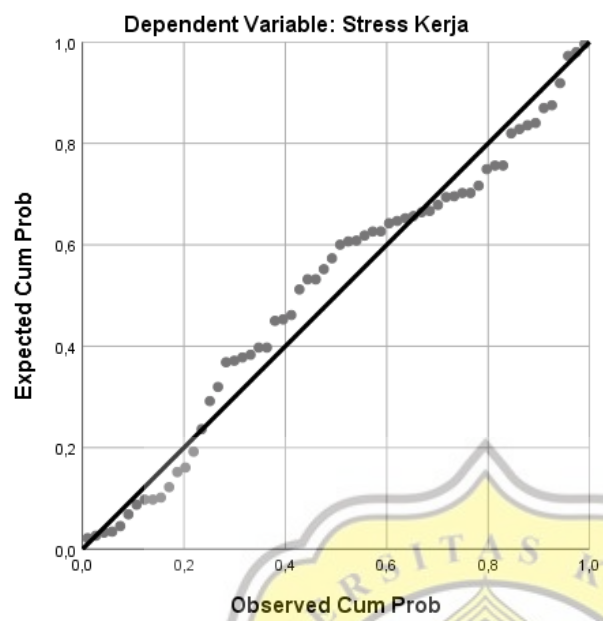


| Descriptive Statistics        |    |         |         |           |                |
|-------------------------------|----|---------|---------|-----------|----------------|
|                               | N  | Minimum | Maximum | Mean      | Std. Deviation |
| Kepemimpinan Transformasional | 62 | 58,323  | 143,249 | 101,57348 | 15,530106      |
| Stres Kerja                   | 62 | 26,000  | 90,604  | 58,54448  | 13,194393      |
| Valid N (listwise)            | 62 |         |         |           |                |

| One-Sample Kolmogorov-Smirnov Test     |                | Unstandardized Residual |
|--|----------------|-------------------------|
| N                                      |                | 62                      |
| Normal Parameters <sup>a,b</sup>       | Mean           | ,0000000                |
|  | Std. Deviation | 9,68355660              |
| Most Extreme Differences               | Absolute       | ,101                    |
|  | Positive       | ,081                    |
|  | Negative       | -,101                   |
| Test Statistic                         |                | ,101                    |
| Asymp. Sig. (2-tailed)                 |                | ,187 <sup>c</sup>       |
| a. Test distribution is Normal.        |                |                         |
| b. Calculated from data.               |                |                         |
| c. Lilliefors Significance Correction. |                |                         |



Normal P-P Plot of Regression Standardized Residual





**F.2. LINIERITAS**



**CURVE FIT****Model Description**

|   |   |                                  |
|---|---|----------------------------------|
| Model Name  |   | MOD_1                            |
| Dependent Variable                                | 1 | Stres Kerja                      |
| Equation  | 1 | Linear                           |
| Independent Variable                              |   | Kepemimpinan<br>Transformasional |
| Constant  |   | Included                         |
| Variable Whose Values Label Observations in Plots |   | Unspecified                      |

**Case Processing Summary**

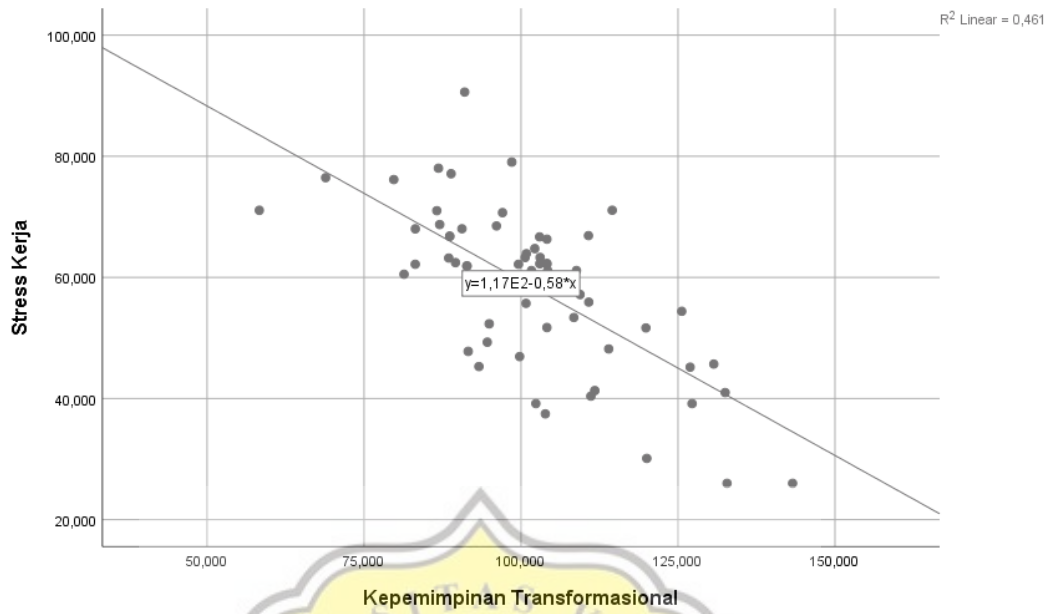
|   | Cases    |         |          |         |       |         |
|---|----------|---------|----------|---------|-------|---------|
|   | Included |         | Excluded |         | Total |         |
|   | N        | Percent | N        | Percent | N     | Percent |
| Stres Kerja *<br>Kepemimpinan<br>Transformasional | 62       | 100,0%  | 0        | 0,0%    | 62    | 100,0%  |

**ANOVA Table**

|   |                | Sum of Squares                       | df | Mean Square | F       | Sig. |
|---|----------------|--------------------------------------|----|-------------|---------|------|
| Stres Kerja *<br>Kepemimpinan<br>Transformasional | Between Groups | (Combined)<br>10502,624              | 56 | 187,547     | 8,016   | ,014 |
|   |                | Linearity<br>4899,565                | 1  | 4899,565    | 209,404 | ,000 |
|   |                | Deviation from Linearity<br>5603,059 | 55 | 101,874     | 4,354   | ,052 |
|   | Within Groups  | 116,988                              | 5  | 23,398      |         |      |
|   | Total          | 10619,612                            | 61 |             |         |      |

**Measures of Association**

|  | R     | R Squared | Eta  | Eta Squared |
|--|-------|-----------|------|-------------|
| Stres Kerja * Kepemimpinan<br>Transformasional | -,679 | ,461      | ,994 | ,989        |

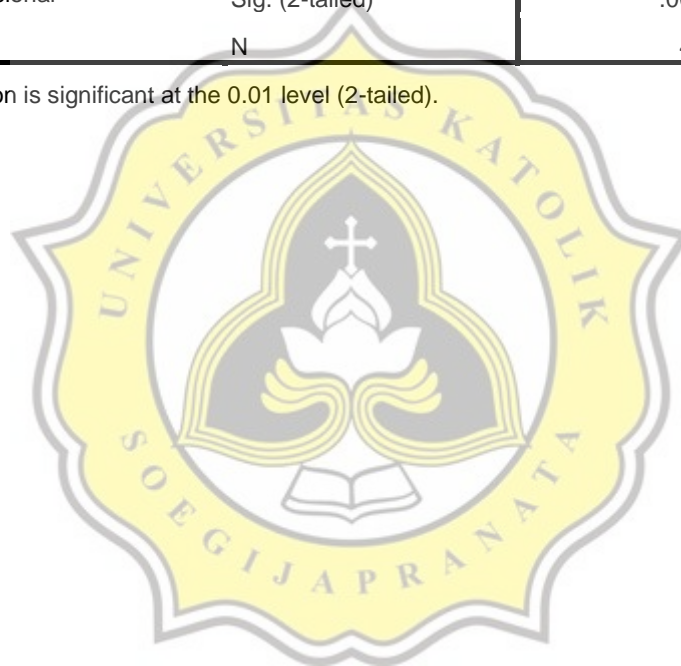




## Correlations

|                               |                     | Stress Kerja | Kepemimpinan Transformasional |
|-------------------------------|---------------------|--------------|-------------------------------|
| Stress Kerja                  | Pearson Correlation | 1            | -.697**                       |
|                               | Sig. (2-tailed)     |              | .000                          |
|                               | N                   | 40           | 40                            |
| Kepemimpinan Transformasional | Pearson Correlation | -.697**      | 1                             |
|                               | Sig. (2-tailed)     | .000         |                               |
|                               | N                   | 40           | 40                            |

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





## **H. UJI ANALISIS DESKRIPTIF**

| Statistics     |         |    |
|----------------|---------|----|
| Status Pegawai |         |    |
| N              | Valid   | 62 |
|                | Missing | 0  |

| Status Pegawai |         |           |         |               |                    |
|----------------|---------|-----------|---------|---------------|--------------------|
|                |         | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid          | ASN     | 37        | 59,7    | 59,7          | 59,7               |
|                | Non-ASN | 25        | 40,3    | 40,3          | 100,0              |
|                | Total   | 62        | 100,0   | 100,0         |                    |





## T-Test

### Group Statistics

|       | 1=ASN 2=NON=ASN | N  | Mean  | Std. Deviation | Std. Error Mean |
|-------|-----------------|----|-------|----------------|-----------------|
| Hasil | ASN             | 37 | 51.54 | 8.471          | 1.393           |
|       | NON-ASN         | 25 | 51.76 | 14.181         | 2.836           |

### Independent Samples Test

|       |                             | Levene's Test for Equality of Variances |      | t-test for Equality of Means |        |                 |                 |                       | 95% Confidence Interval of the Difference |       |
|-------|-----------------------------|---|------|------------------------------|--------|-----------------|-----------------|-----------------------|---|-------|
|       |                             | F                                       | Sig. | t                            | df     | Sig. (2-tailed) | Mean Difference | Std. Error Difference | Lower                                     | Upper |
| Hasil | Equal variances assumed     | 5.528                                   | .022 | -.076                        | 60     | .939            | -.219           | 2.877                 | -5.974                                    | 5.536 |
|       | Equal variances not assumed |   |      | -.069                        | 35.588 | .945            | -.219           | 3.160                 | -6.630                                    | 6.191 |





020/Unika/FP/R-QSR/I/07

**FAKULTAS PSIKOLOGI**  
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**Unika**  
**SOEGIJAPRANATA**



N o m o r : 0230/B.7.3/FP/XII/2020  
 Lamp. : -  
 H a l : **Ijin Penelitian**

Semarang, 22 Desember 2020

**Kepada Yth.**

**PLT. Dinas Arsip dan Perpustakaan Kota Semarang**  
**Jl. Pemuda No. 175**  
**Semarang**

Dengan hormat,

Kami mohon bantuan Bapak/Ibu/Saudara/i, untuk berkenan memberikan ijin kepada mahasiswa/i Fakultas Psikologi Unika Soegijapranata Semarang tersebut di bawah ini :

N a m a : **Anindita Bagas Utama**  
 NIM / NIRM : **15.E1.0262**  
 Tempat /Tgl/Lahir : Semarang, 08 November 1997  
 A l a m a t : Jl. Kanguru II No. 3, Gayamsari, Semarang

untuk mengadakan penelitian di Dinas Arsip dan Perpustakaan Kota Semarang dalam rangka penyusunan tugas Skripsi dengan judul "**Hubungan Antara Gaya Kepemimpinan Transformasional Dengan Stress Kerja Pada Pegawai Dinas X Pemerintah Kota Semarang**", di bawah bimbingan Dosen Pembimbing Kuriake Kharismawan, S.Psi., M.Si

Demikian atas bantuan serta kerja sama Bapak/Ibu, kami ucapkan terima kasih.

**Ka. Progd. Sarjana Psikologi,**





**Tembusan :**

- Yang bersangkutan

*Doc. by D/srt penelitian*

mo





7.13% PLAGIARISM APPROXIMATELY

## Report #12205511

PENDAHULUAN Latar Belakang Manusia dalam kehidupannya akan menciptakan dan mencapai kebahagiaan, salahsatu cara untuk mencapai itu yaitu dengan bekerja. Bekerja juga berfungsi untuk memenuhi kebutuhan dan mencapai tujuan-tujuan dalam hidup. Bekerja dihadapkan pada berbagai permasalahan dalam pekerjaan seperti, beban kerja yang berlebih, deadline yang menumpuk ataupun perubahan pola kerja, belum lagi hubungan antar pekerja yang terkadang tidak berjalan dengan baik. Permasalahan-permasalahan di atas tentunya memberikan efek-efek psikologis pada pekerja, yaitu munculnya stres kerja. Stres kerja mengakibatkan munculnya depresi, kelelahan kronis, mudah marah, gelisah, dan kualitas kerja yang rendah (Richards dalam Christiana & Setyoningrum, 2019). Stres kerja dapat terjadi pada semua jenis dan level pekerjaan. Kondisi stres kerja diperparah dengan adanya Pandemi Covid-19 yang terjadi seluruh dunia pada awal tahun 2020, termasuk juga Indonesia. Dampak dari pandemi ini dialami seluruh pekerja termasuk salah satunya yaitu pegawai pemerintah, Aparatur Sipil Negara (ASN) ataupun Non ASN yang sering disebut juga sebagai pegawai kontrak. Pemerintah pusat melalui Menteri Pemberdayaan Aparatur Negara dan Reformasi Birokrasi (Menteri PAN-RB) mengeluarkan Surat Edaran yang menyatakan bahwa adanya penyesuaian

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AUTHOR  
 ANDRE KURNIAWAN

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