



**LAMPIRAN**



Lampiran 1  
Kuesioner Penelitian

Kepada Yth,  
Bapak / Ibu Responden  
di Tempat

Dengan hormat,

Dalam rangka memenuhi tugas akhir sebagai mahasiswa Program Magister Sains Manajemen Universitas Katolik Soegijapranata, saya akan melakukan penelitian mengenai "Aspek-aspek yang berkaitan dengan situasi kerja yang terjadi".

Sehubungan dengan hal tersebut, kami mohon partisipasi Bapak / Ibu untuk memberikan informasi dengan mengisi kuesioner ini. Data yang saya perlukan adalah persepsi Bapak / Ibu yang akan dijaga kerahasiaannya dan semata-mata hanya untuk kepentingan akademik.

Besar harapan kami Bapak / Ibu dapat meluangkan sedikit waktu kerja untuk mengisi kuesioner sehingga saya dapat segera menerima kembali kuesioner ini. Atas kesediaan Bapak / Ibu dalam mengisi kuesioner ini kami ucapkan terima kasih.

Semarang, 29 Juli 2006

Hormat saya,

Setyadi Rahardjo, David  
Peneliti

#### IDENTITAS RESPONDEN

|                        |   |   |
|------------------------|---|---|
| 1. Usia                | : | .....<br>tahun  |
| 2. Masa kerja          | : | <input type="checkbox"/> kurang dari 1 tahun <input type="checkbox"/> Lebih dari 1 tahun  |
| 3. Bagian              | : | .....   |
| 4. Jabatan             | : | .....   |
| 5. Pendidikan terakhir | : | <input type="checkbox"/> SLTA <input type="checkbox"/> D-3 / Sarjana Muda <input type="checkbox"/> S-1<br><input type="checkbox"/> S-2 <input type="checkbox"/> Lainnya, sebutkan ..... |

Berikan tanda X pada  yang sesuai dengan keadaan Bapak / Ibu



|     |  |    |   |    |     |
|-----|--|----|---|----|-----|
|     | Procedure / SOP) dalam perusahaan maupun yang berkaitan dengan pekerjaan saya.                     |    |   |    |     |
| 4.  | Saya menggunakan peraturan pengetahuan dan ketrampilan dengan baik dalam melaksanakan tugas kerja. | SS | S | TS | STS |
| 5.  | Saya percaya terhadap kemampuan kerja yang saya miliki.  | SS | S | TS | STS |
| 6.  | Kemampuan yang saya miliki sangat membantu dalam menyelesaikan tugas kerja.                        | SS | S | TS | STS |
| 7.  | Saya dapat memahami cara kerja dan prosedur kerja yang digunakan.                                  | SS | S | TS | STS |
| 8.  | Saya selalu mengutamakan kerja sama tim dalam menyelesaikan pekerjaan.                             | SS | S | TS | STS |
| 9.  | Saya memiliki inisiatif dan kemandirian dalam bekerja.   | SS | S | TS | STS |
| 10. | Saya sering kali kurang mandiri dan hanya mengerjakan apa yang harus dikerjakan.                   | SS | S | TS | STS |
| 11. | Saya bersikap terbuka dan terus terang / jujur dalam pengawasan.                                   | SS | S | TS | STS |
| 12. | Ketika mendapat kesulitan kerja saya berinisiatif untuk mengatasi kesulitan tersebut.              | SS | S | TS | STS |
| 13. | Saya berusaha untuk meminimalkan terjadinya kesalahan dalam kerja.                                 | SS | S | TS | STS |
| 14. | Saya melakukan tugas yang diberikan dengan baik.   | SS | S | TS | STS |
| 15. | Saya dapat menyelesaikan tugas kerja yang diberikan tepat pada waktunya.                           | SS | S | TS | STS |
| 16. | Hasil kerja saya sudah sesuai dengan standar kerja yang ditetapkan.                                | SS | S | TS | STS |
| 17. | Saya mampu menyelesaikan pekerjaan sesuai yang telah ditetapkan perusahaan.                        | SS | S | TS | STS |
| 18. | Selama ini saya mapu menyelesaikan pekerjaan dengan cepat.   | SS | S | TS | STS |
| 19. | Saya selalu berusaha menyelesaikan pekerjaan dengan tepat waktu.                                   | SS | S | TS | STS |
| 20. | Saya tidak memiliki target untuk menyelesaikan tugas kerja.  | SS | S | TS | STS |

#### KEPUASAN KERJA

|    |  |    |   |    |     |
|----|--|----|---|----|-----|
| 1. | Saya memperoleh kenikmatan dalam pekerjaan saya.                                   | SS | S | TS | STS |
| 2. | Saya memandang pekerjaan saya kurang menyenangkan.                                 | SS | S | TS | STS |
| 3. | Saya memperoleh kenikmatan yang sangat nyata dalam pekerjaan saya.                 | SS | S | TS | STS |
| 4. | Saya sering bosan dengan pekerjaan saya.   | SS | S | TS | STS |
| 5. | Saya puas dengan gaji yang saya terima untuk pekerjaan saya.                       | SS | S | TS | STS |
| 6. | Kenaikan gaji yang saya terima setiap tahun dapat memuaskan hati.                  | SS | S | TS | STS |
| 7. | Fasilitas perusahaan untuk memenuhi kebutuhan keluarga masih belum memuaskan.      | SS | S | TS | STS |
| 8. | Perusahaan telah menyediakan berbagai fasilitas yang lebih baik dari harapan saya. | SS | S | TS | STS |

**KEINGINAN UNTUK PINDAH / KELUAR / MENINGGALKAN PEKERJAAN**

|    |   |    |   |    |     |
|----|---|----|---|----|-----|
| 1. | Saya dengan serius berpikir untuk keluar dari pekerjaan di perusahaan ini.  | SS | S | TS | STS |
| 2. | Saya sering berpikir untuk keluar dari pekerjaan.   | SS | S | TS | STS |
| 3. | Saya berpikir bahwa saya tidak akan bekerja di perusahaan ini untuk lima tahun lagi.  | SS | S | TS | STS |
| 4. | Saya sering berpikir keluar dari perusahaan saya sekarang.  | SS | S | TS | STS |
| 5. | Dengan adanya persaingan kerja yang tinggi dan kemampuan terbatas maka saya berpikir untuk tetap bekerja di perusahaan ini. | SS | S | TS | STS |
| 6. | Saya berencana tetap tinggal di perusahaan ini untuk mengembangkan karir dalam organisasi ini.                              | SS | S | TS | STS |
| 7. | Saya mungkin tidak mempunyai masa depan yang baik jika saya tetap tinggal dalam perusahaan ini.                             | SS | S | TS | STS |
| 8. | Perusahaan ini merupakan perusahaan yang menjajikan bagi karir dan masa depan saya.   | SS | S | TS | STS |
| 9. | Saya mungkin meninggalkan perusahaan dan pekerjaan saya untuk perusahaan yang lain tahun depan.                             | SS | S | TS | STS |





Lampiran 2  
Output Uji Validitas dan Reliabilitas

# Reliability

\*\*\*\*\* Method 1 (space saver) will be used for this analysis \*\*\*\*\*

## RELIABILITY ANALYSIS - SCALE (ALPHA)

|     |     | Mean   | Std Dev | Cases |
|-----|-----|--------|---------|-------|
| 1.  | S1  | 2,0333 | ,6149   | 30,0  |
| 2.  | S2  | 2,0000 | ,3714   | 30,0  |
| 3.  | S3  | 2,1667 | ,6989   | 30,0  |
| 4.  | S4  | 2,2667 | ,9444   | 30,0  |
| 5.  | S5  | 2,3000 | ,6513   | 30,0  |
| 6.  | S6  | 2,0667 | ,7397   | 30,0  |
| 7.  | S7  | 2,7667 | ,7279   | 30,0  |
| 8.  | S8  | 2,5000 | ,7768   | 30,0  |
| 9.  | S9  | 2,0667 | ,6397   | 30,0  |
| 10. | S10 | 2,2000 | ,4842   | 30,0  |
| 11. | S11 | 1,6667 | ,4795   | 30,0  |
| 12. | S12 | 2,1667 | ,4611   | 30,0  |
| 13. | S13 | 2,1000 | ,5477   | 30,0  |
| 14. | S14 | 2,5333 | ,7761   | 30,0  |
| 15. | S15 | 2,4333 | ,7739   | 30,0  |
| 16. | S16 | 2,0000 | ,6948   | 30,0  |
| 17. | S17 | 1,9333 | ,6397   | 30,0  |
| 18. | S18 | 1,9667 | ,6149   | 30,0  |
| 19. | S19 | 2,2000 | ,7611   | 30,0  |
| 20. | S20 | 2,2000 | ,7144   | 30,0  |
| 21. | S21 | 2,1333 | ,5713   | 30,0  |
| 22. | S22 | 2,4667 | ,6288   | 30,0  |
| 23. | S23 | 2,2000 | ,6103   | 30,0  |
| 24. | S24 | 1,9333 | ,6915   | 30,0  |
| 25. | S25 | 2,3333 | ,7112   | 30,0  |
| 26. | S26 | 2,4333 | ,7739   | 30,0  |
| 27. | S27 | 2,1000 | ,6618   | 30,0  |
| 28. | S28 | 1,6000 | ,4983   | 30,0  |
| 29. | S29 | 1,8000 | ,5509   | 30,0  |
| 30. | S30 | 1,8333 | ,3790   | 30,0  |

| Statistics for | Mean    | Variance | Std Dev | N of Variables |
|----------------|---------|----------|---------|----------------|
| SCALE          | 64,4000 | 63,1448  | 7,9464  | 30             |

## RELIABILITY ANALYSIS - SCALE (ALPHA)

### Item-total Statistics

| Scale Mean | Scale Variance | Corrected Item- | Alpha |
|------------|----------------|-----------------|-------|
|------------|----------------|-----------------|-------|



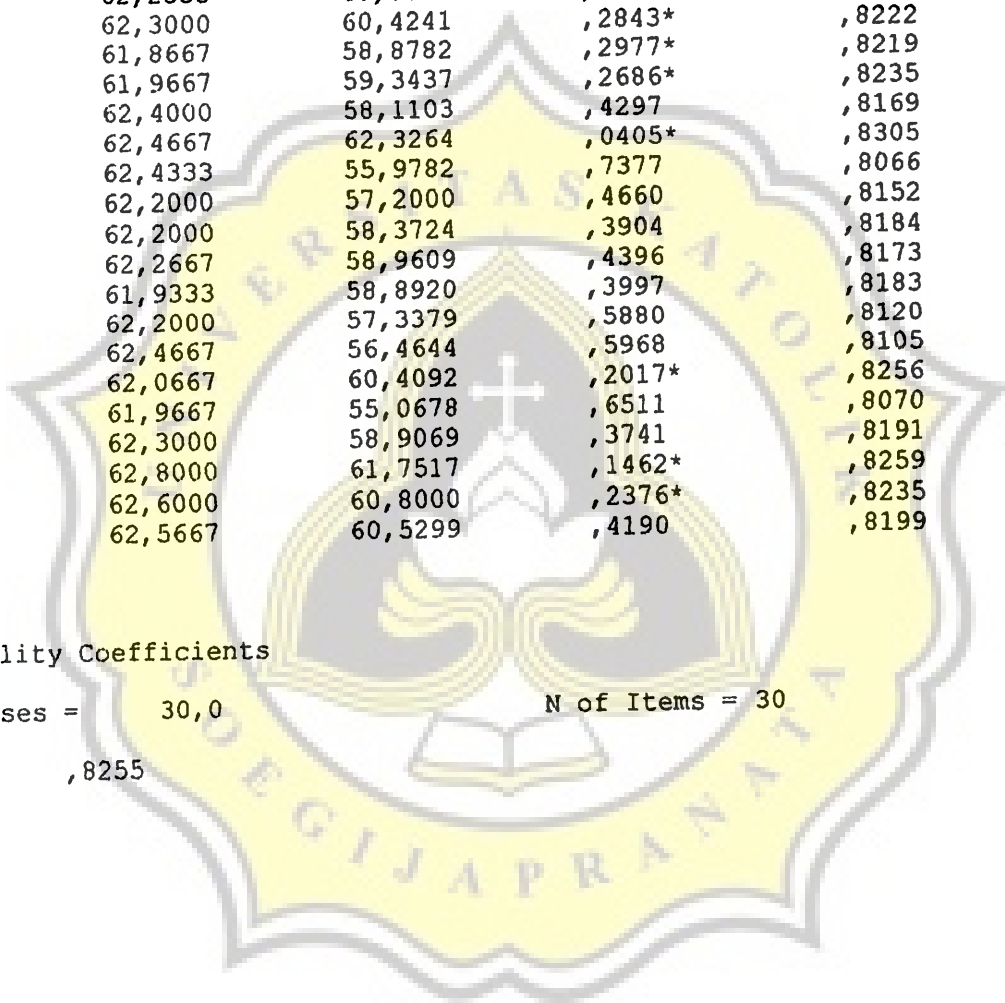
|     | if Item Deleted | if Item Deleted | Total Correlation | if Item Deleted |
|-----|-----------------|-----------------|-------------------|-----------------|
| S1  | 62,3667         | 60,3092         | ,2573*            | ,8231           |
| S2  | 62,4000         | 61,0759         | ,3327             | ,8217           |
| S3  | 62,2333         | 59,1506         | ,3261             | ,8209           |
| S4  | 62,1323         | 54,5333         | ,5534             | ,8103           |
| S5  | 62,1000         | 61,1276         | ,1564*            | ,8267           |
| S6  | 62,3333         | 55,9540         | ,6004             | ,8097           |
| S7  | 61,6333         | 67,9644         | -,4457*           | ,8494           |
| S8  | 61,9000         | 55,2655         | ,6300             | ,8079           |
| S9  | 62,3333         | 61,6782         | ,1052*            | ,8283           |
| S10 | 62,2000         | 61,5448         | ,1797*            | ,8250           |
| S11 | 62,7333         | 61,6506         | ,1679*            | ,8252           |
| S12 | 62,2333         | 60,8057         | ,2957*            | ,8220           |
| S13 | 62,3000         | 60,4241         | ,2843*            | ,8222           |
| S14 | 61,8667         | 58,8782         | ,2977*            | ,8219           |
| S15 | 61,9667         | 59,3437         | ,2686*            | ,8235           |
| S16 | 62,4000         | 58,1103         | ,4297             | ,8169           |
| S17 | 62,4667         | 62,3264         | ,0405*            | ,8305           |
| S18 | 62,4333         | 55,9782         | ,7377             | ,8066           |
| S19 | 62,2000         | 57,2000         | ,4660             | ,8152           |
| S20 | 62,2000         | 58,3724         | ,3904             | ,8184           |
| S21 | 62,2667         | 58,9609         | ,4396             | ,8173           |
| S22 | 61,9333         | 58,8920         | ,3997             | ,8183           |
| S23 | 62,2000         | 57,3379         | ,5880             | ,8120           |
| S24 | 62,4667         | 56,4644         | ,5968             | ,8105           |
| S25 | 62,0667         | 60,4092         | ,2017*            | ,8256           |
| S26 | 61,9667         | 55,0678         | ,6511             | ,8070           |
| S27 | 62,3000         | 58,9069         | ,3741             | ,8191           |
| S28 | 62,8000         | 61,7517         | ,1462*            | ,8259           |
| S29 | 62,6000         | 60,8000         | ,2376*            | ,8235           |
| S30 | 62,5667         | 60,5299         | ,4190             | ,8199           |

Reliability Coefficients

N of Cases = 30,0

N of Items = 30

Alpha = ,8255



# Reliability

\*\*\*\*\* Method 1 (space saver) will be used for this analysis \*\*\*\*\*

## RELIABILITY ANALYSIS - SCALE (ALPHA)

|     |     | Mean   | Std Dev | Cases |
|-----|-----|--------|---------|-------|
| 1.  | K1  | 3,2333 | ,6261   | 30,0  |
| 2.  | K2  | 3,1667 | ,4611   | 30,0  |
| 3.  | K3  | 3,2000 | ,4068   | 30,0  |
| 4.  | K4  | 3,1000 | ,5477   | 30,0  |
| 5.  | K5  | 3,2667 | ,4498   | 30,0  |
| 6.  | K6  | 3,3667 | ,4901   | 30,0  |
| 7.  | K7  | 3,3667 | ,6149   | 30,0  |
| 8.  | K8  | 3,2333 | ,4302   | 30,0  |
| 9.  | K9  | 3,3667 | ,6149   | 30,0  |
| 10. | K10 | 3,2333 | ,4302   | 30,0  |
| 11. | K11 | 3,1000 | ,4807   | 30,0  |
| 12. | K12 | 2,1333 | ,6288   | 30,0  |
| 13. | K13 | 3,3333 | ,4795   | 30,0  |
| 14. | K14 | 3,1667 | ,5307   | 30,0  |
| 15. | K15 | 2,6667 | ,7581   | 30,0  |
| 16. | K16 | 3,4000 | ,4983   | 30,0  |
| 17. | K17 | 3,3000 | ,4661   | 30,0  |
| 18. | K18 | 3,2667 | ,6397   | 30,0  |
| 19. | K19 | 3,2000 | ,4842   | 30,0  |
| 20. | K20 | 3,1000 | ,5477   | 30,0  |
| 21. | K21 | 3,2000 | ,4068   | 30,0  |
| 22. | K22 | 3,0333 | ,6149   | 30,0  |
| 23. | K23 | 3,1667 | ,4611   | 30,0  |
| 24. | K24 | 3,2667 | ,5208   | 30,0  |

| Statistics for SCALE | Mean    | Variance | Std Dev | N of Variables |
|----------------------|---------|----------|---------|----------------|
|                      | 75,8667 | 57,4299  | 7,5783  | 24             |

## RELIABILITY ANALYSIS - SCALE (ALPHA)

### Item-total Statistics

|    | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Alpha if Item Deleted |
|----|----------------------------|--------------------------------|----------------------------------|-----------------------|
| K1 | 72,6333                    | 56,8609                        | ,0187*                           | ,9278                 |
| K2 | 72,7000                    | 52,2172                        | ,7503                            | ,9138                 |
| K3 | 72,6667                    | 52,1609                        | ,8684                            | ,9127                 |

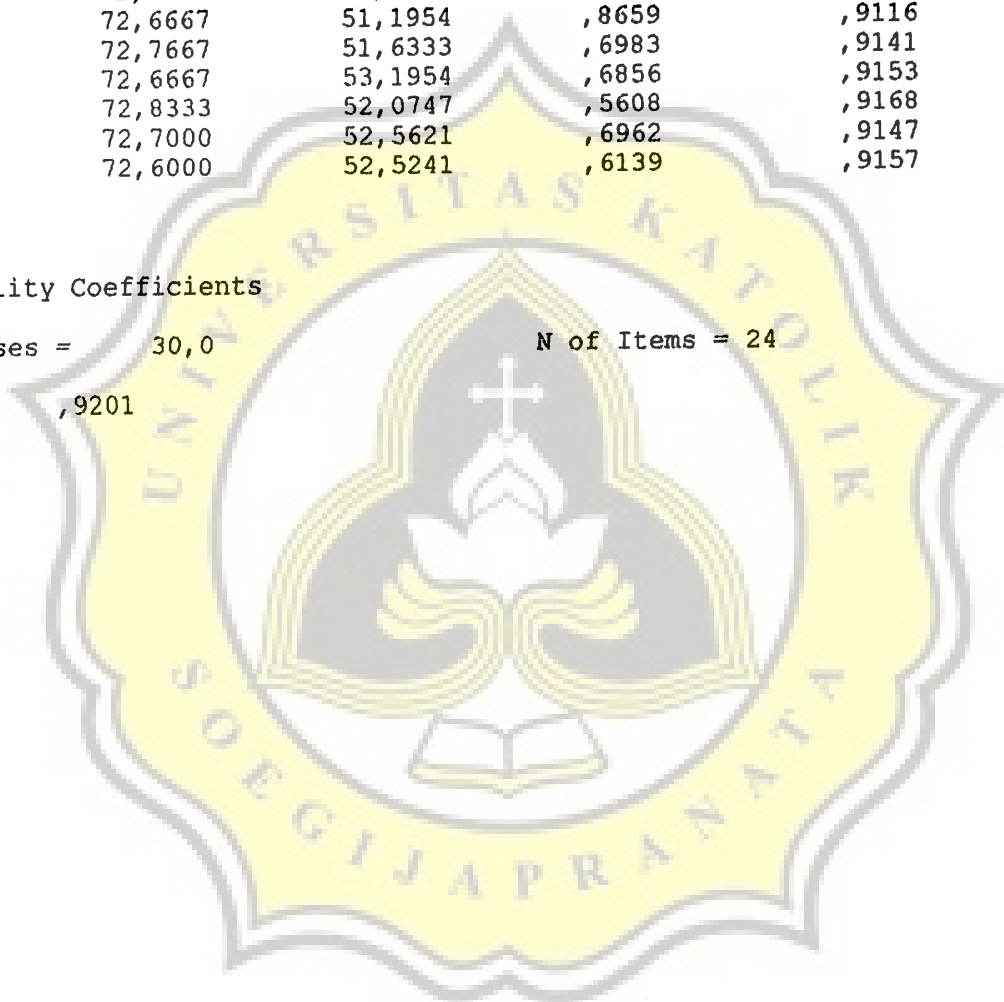
|     |         |         |        |       |
|-----|---------|---------|--------|-------|
| K4  | 72,7667 | 53,0126 | ,5162  | ,9175 |
| K5  | 72,6000 | 52,5931 | ,7104  | ,9145 |
| K6  | 72,5000 | 53,0862 | ,5745  | ,9165 |
| K7  | 72,5000 | 51,2241 | ,6620  | ,9146 |
| K8  | 72,6333 | 51,5506 | ,9218  | ,9115 |
| K9  | 72,5000 | 52,7414 | ,4826  | ,9184 |
| K10 | 72,6333 | 52,5161 | ,7584  | ,9140 |
| K11 | 72,7667 | 52,8747 | ,6186  | ,9158 |
| K12 | 73,7333 | 56,2713 | ,0809* | ,9267 |
| K13 | 72,5333 | 52,2575 | ,7130  | ,9142 |
| K14 | 72,7000 | 51,6655 | ,7187  | ,9138 |
| K15 | 73,2000 | 55,4069 | ,1283* | ,9282 |
| K16 | 72,4667 | 52,6713 | ,6236  | ,9156 |
| K17 | 72,5667 | 51,5644 | ,8438  | ,9122 |
| K18 | 72,6000 | 56,3862 | ,0660* | ,9272 |
| K19 | 72,6667 | 51,1954 | ,8659  | ,9116 |
| K20 | 72,7667 | 51,6333 | ,6983  | ,9141 |
| K21 | 72,6667 | 53,1954 | ,6856  | ,9153 |
| K22 | 72,8333 | 52,0747 | ,5608  | ,9168 |
| K23 | 72,7000 | 52,5621 | ,6962  | ,9147 |
| K24 | 72,6000 | 52,5241 | ,6139  | ,9157 |

Reliability Coefficients

N of Cases = 30,0

N of Items = 24

Alpha = ,9201



# Reliability

\*\*\*\*\* Method 1 (space saver) will be used for this analysis \*\*\*\*\*

## RELIABILITY ANALYSIS - SCALE (ALPHA)

|     |       | Mean   | Std Dev | Cases |
|-----|-------|--------|---------|-------|
| 1.  | KEP1  | 1,9333 | ,6397   | 30,0  |
| 2.  | KEP2  | 2,8667 | ,6814   | 30,0  |
| 3.  | KEP3  | 3,1333 | ,5074   | 30,0  |
| 4.  | KEP4  | 1,8667 | ,8996   | 30,0  |
| 5.  | KEP5  | 2,4667 | ,5713   | 30,0  |
| 6.  | KEP6  | 2,7000 | ,6513   | 30,0  |
| 7.  | KEP7  | 3,0000 | ,4549   | 30,0  |
| 8.  | KEP8  | 2,7000 | ,7022   | 30,0  |
| 9.  | KEP9  | 2,6333 | ,6149   | 30,0  |
| 10. | KEP10 | 2,7333 | ,7397   | 30,0  |
| 11. | KEP11 | 2,1333 | ,5713   | 30,0  |
| 12. | KEP12 | 2,0333 | ,6687   | 30,0  |
| 13. | KEP13 | 1,5333 | ,5074   | 30,0  |
| 14. | KEP14 | 1,7333 | ,6915   | 30,0  |
| 15. | KEP15 | 2,2333 | ,8976   | 30,0  |

| Statistics for SCALE | Mean    | Variance | Std Dev | N of Variables |
|----------------------|---------|----------|---------|----------------|
|                      | 35,7000 | 18,7690  | 4,3323  | 15             |

### Item-total Statistics

|       | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|-----------------------|
| KEP1  | 33,7667                    | 17,4264                        | ,1748*                           | ,6924                 |
| KEP2  | 32,8333                    | 16,9713                        | ,2375*                           | ,6856                 |
| KEP3  | 32,5667                    | 18,8057                        | -,0669*                          | ,7119                 |
| KEP4  | 33,8333                    | 19,2471                        | -,1631*                          | ,7512                 |
| KEP5  | 33,2333                    | 17,6333                        | ,1686*                           | ,6919                 |
| KEP6  | 33,0000                    | 14,8276                        | ,7013                            | ,6261                 |
| KEP7  | 32,7000                    | 16,8379                        | ,4619                            | ,6660                 |
| KEP8  | 33,0000                    | 14,7586                        | ,6519                            | ,6290                 |
| KEP9  | 33,0667                    | 15,9954                        | ,4870                            | ,6559                 |
| KEP10 | 32,9667                    | 18,1023                        | ,0190*                           | ,7150                 |
| KEP11 | 33,5667                    | 15,4264                        | ,6720                            | ,6368                 |
| KEP12 | 33,6667                    | 15,8851                        | ,4572                            | ,6577                 |
| KEP13 | 34,1667                    | 18,0747                        | ,1012*                           | ,6972                 |
| KEP14 | 33,9667                    | 14,9989                        | ,6146                            | ,6351                 |
| KEP15 | 33,4667                    | 15,6358                        | ,3277                            | ,6757                 |

RELIABILITY ANALYSIS - SCALE (ALPHA)

Reliability Coefficients

N of Cases = 30,0

N of Items = 15

Alpha = ,6929



# Reliability

\*\*\*\*\* Method 1 (space saver) will be used for this analysis \*\*\*\*\*

## RELIABILITY ANALYSIS - SCALE (ALPHA)

|     |      | Mean   | Std Dev | Cases |
|-----|------|--------|---------|-------|
| 1.  | KK1  | 2,4667 | ,6288   | 30,0  |
| 2.  | KK2  | 2,3667 | ,7649   | 30,0  |
| 3.  | KK3  | 2,5667 | ,7739   | 30,0  |
| 4.  | KK4  | 2,3000 | ,7497   | 30,0  |
| 5.  | KK5  | 2,6667 | ,6609   | 30,0  |
| 6.  | KK6  | 3,2333 | ,6789   | 30,0  |
| 7.  | KK   | 2,4333 | ,6789   | 30,0  |
| 8.  | KK8  | 2,5667 | ,7279   | 30,0  |
| 9.  | KK9  | 2,8333 | ,5921   | 30,0  |
| 10. | KK10 | 2,5000 | ,7311   | 30,0  |

| Statistics for | Mean    | Variance | Std Dev | N of Variables |
|----------------|---------|----------|---------|----------------|
| SCALE          | 25,9333 | 20,2023  | 4,4947  | 10             |

### Item-total Statistics

|      | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|-----------------------|
| KK1  | 23,4667                    | 17,0161                        | ,5380                            | ,8262                 |
| KK2  | 23,5667                    | 15,2885                        | ,7237                            | ,8064                 |
| KK3  | 23,3667                    | 15,6885                        | ,6386                            | ,8155                 |
| KK4  | 23,6333                    | 15,6885                        | ,6654                            | ,8129                 |
| KK5  | 23,2667                    | 18,0644                        | ,3068                            | ,8461                 |
| KK6  | 22,7000                    | 18,0793                        | ,2879*                           | ,8478                 |
| KK7  | 23,5000                    | 16,8793                        | ,5131                            | ,8281                 |
| KK8  | 23,3667                    | 16,4471                        | ,5463                            | ,8251                 |
| KK9  | 23,1000                    | 17,1966                        | ,5407                            | ,8264                 |
| KK10 | 23,4333                    | 16,1851                        | ,5921                            | ,8205                 |

### Reliability Coefficients

N of Cases = 30,0

N of Items = 10

Alpha = ,8408



Lampiran 3  
Output Uji Validitas dan Reliabilitas  
Dengan Koreksi

# Reliability

\*\*\*\*\* Method 1 (space saver) will be used for this analysis \*\*\*\*\*

## RELIABILITY ANALYSIS - SCALE (ALPHA)

|     |     | Mean   | Std Dev | Cases |
|-----|-----|--------|---------|-------|
| 1.  | S2  | 2,0000 | ,3714   | 30,0  |
| 2.  | S3  | 2,1667 | ,6989   | 30,0  |
| 3.  | S4  | 2,2667 | ,9444   | 30,0  |
| 4.  | S6  | 2,0667 | ,7397   | 30,0  |
| 5.  | S8  | 2,5000 | ,7768   | 30,0  |
| 6.  | S16 | 2,0000 | ,6948   | 30,0  |
| 7.  | S18 | 1,9667 | ,6149   | 30,0  |
| 8.  | S19 | 2,2000 | ,7611   | 30,0  |
| 9.  | S20 | 2,2000 | ,7144   | 30,0  |
| 10. | S21 | 2,1333 | ,5713   | 30,0  |
| 11. | S22 | 2,4667 | ,6288   | 30,0  |
| 12. | S23 | 2,2000 | ,6103   | 30,0  |
| 13. | S24 | 1,9333 | ,6915   | 30,0  |
| 14. | S26 | 2,4333 | ,7739   | 30,0  |
| 15. | S27 | 2,1000 | ,6618   | 30,0  |
| 16. | S30 | 1,8333 | ,3790   | 30,0  |

| Statistics for | Mean    | Variance | Std Dev | N of Variables |
|----------------|---------|----------|---------|----------------|
| SCALE          | 34,4667 | 39,4299  | 6,2793  | 16             |

| Item-total Statistics | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Alpha if Item Deleted |
|-----------------------|----------------------------|--------------------------------|----------------------------------|-----------------------|
| S2                    | 32,4667                    | 37,9816                        | ,3062                            | ,8674                 |
| S3                    | 32,3000                    | 36,6310                        | ,3731                            | ,8701                 |
| S4                    | 32,2000                    | 31,4759                        | ,6664                            | ,8508                 |
| S6                    | 32,4000                    | 34,0414                        | ,5609                            | ,8566                 |
| S8                    | 31,9667                    | 32,7230                        | ,6868                            | ,8498                 |
| S16                   | 32,4667                    | 35,9816                        | ,3558                            | ,8663                 |
| S18                   | 32,5000                    | 34,3966                        | ,6454                            | ,8536                 |
| S19                   | 32,2667                    | 33,9264                        | ,5554                            | ,8569                 |
| S20                   | 32,2667                    | 34,4782                        | ,5294                            | ,8582                 |
| S21                   | 32,3333                    | 37,0575                        | ,3941                            | ,8677                 |
| S22                   | 32,0000                    | 35,8621                        | ,4212                            | ,8630                 |
| S23                   | 32,2667                    | 34,2023                        | ,6802                            | ,8521                 |
| S24                   | 32,5333                    | 33,8437                        | ,6349                            | ,8532                 |
| S26                   | 32,0333                    | 32,7230                        | ,6899                            | ,8496                 |
| S27                   | 32,3667                    | 36,2402                        | ,3454                            | ,8664                 |
| S30                   | 32,6333                    | 37,8264                        | ,3131                            | ,8667                 |



RELIABILITY ANALYSIS - SCALE (ALPHA)

Reliability Coefficients

N of Cases = 30,0

N of Items = 16

Alpha = ,8672



# Reliability

\*\*\*\*\* Method 1 (space saver) will be used for this analysis \*\*\*\*\*

## RELIABILITY ANALYSIS - SCALE (ALPHA)

|     |     | Mean   | Std Dev | Cases |
|-----|-----|--------|---------|-------|
| 1.  | K2  | 3,1667 | ,4611   | 30,0  |
| 2.  | K3  | 3,2000 | ,4068   | 30,0  |
| 3.  | K4  | 3,1000 | ,5477   | 30,0  |
| 4.  | K5  | 3,2667 | ,4498   | 30,0  |
| 5.  | K6  | 3,3667 | ,4901   | 30,0  |
| 6.  | K7  | 3,3667 | ,6149   | 30,0  |
| 7.  | K8  | 3,2333 | ,4302   | 30,0  |
| 8.  | K9  | 3,3667 | ,6149   | 30,0  |
| 9.  | K10 | 3,2333 | ,4302   | 30,0  |
| 10. | K11 | 3,1000 | ,4807   | 30,0  |
| 11. | K13 | 3,3333 | ,4795   | 30,0  |
| 12. | K14 | 3,1667 | ,5307   | 30,0  |
| 13. | K16 | 3,4000 | ,4983   | 30,0  |
| 14. | K17 | 3,3000 | ,4661   | 30,0  |
| 15. | K19 | 3,2000 | ,4842   | 30,0  |
| 16. | K20 | 3,1000 | ,5477   | 30,0  |
| 17. | K21 | 3,2000 | ,4068   | 30,0  |
| 18. | K22 | 3,0333 | ,6149   | 30,0  |
| 19. | K23 | 3,1667 | ,4611   | 30,0  |
| 20. | K24 | 3,2667 | ,5208   | 30,0  |

| Statistics for SCALE | Mean    | Variance | Std Dev | N of Variables |
|----------------------|---------|----------|---------|----------------|
|                      | 64,5667 | 52,0471  | 7,2144  | 20             |

## RELIABILITY ANALYSIS - SCALE (ALPHA)

### Item-total Statistics

|    | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Alpha if Item Deleted |
|----|----------------------------|--------------------------------|----------------------------------|-----------------------|
| K2 | 61,4000                    | 47,0759                        | ,7520                            | ,9478                 |
| K3 | 61,3667                    | 46,8609                        | ,9014                            | ,9463                 |
| K4 | 61,4667                    | 47,5678                        | ,5532                            | ,9509                 |
| K5 | 61,3000                    | 47,4586                        | ,7078                            | ,9485                 |
| K6 | 61,2000                    | 47,9586                        | ,5669                            | ,9504                 |
| K7 | 61,2000                    | 46,0276                        | ,6761                            | ,9492                 |
| K8 | 61,3333                    | 46,3678                        | ,9378                            | ,9456                 |
| K9 | 61,2000                    | 47,2000                        | ,5289                            | ,9518                 |

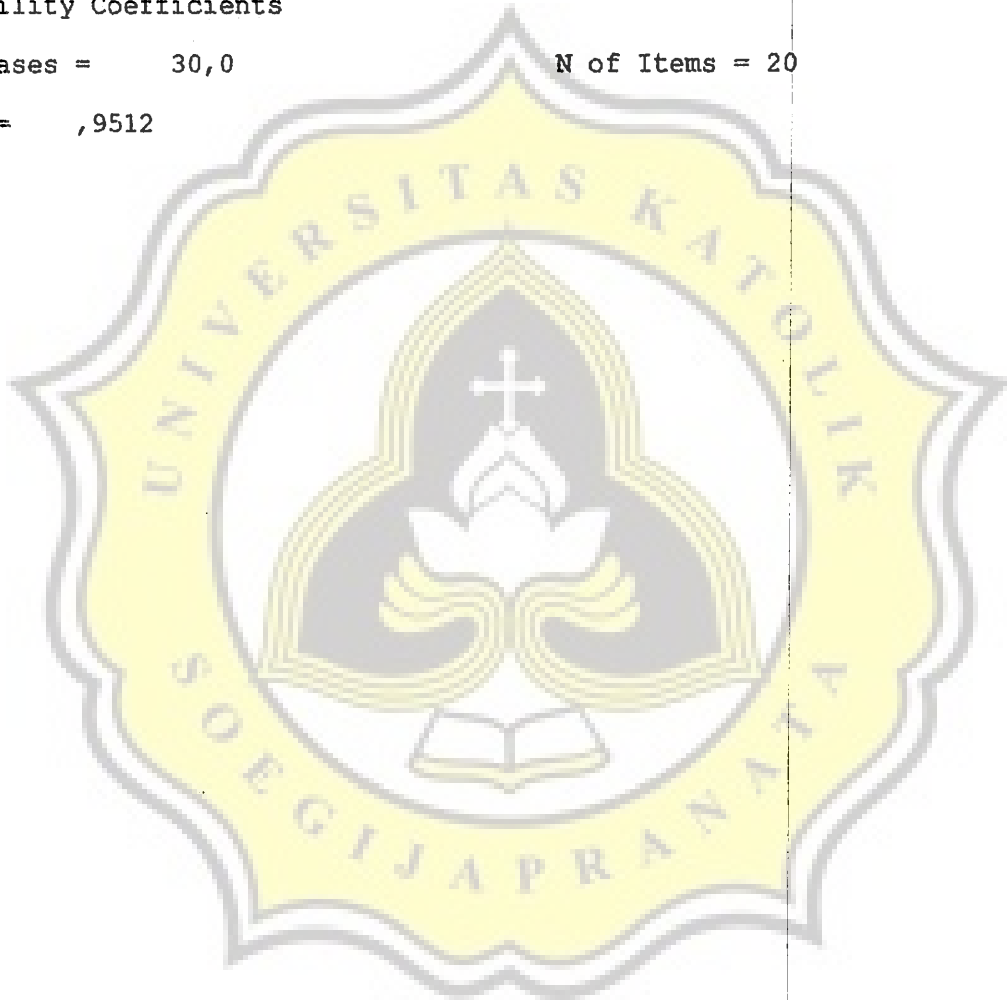
|     |         |         |       |       |
|-----|---------|---------|-------|-------|
| K10 | 61,3333 | 47,4713 | ,7407 | ,9481 |
| K11 | 61,4667 | 48,2575 | ,5329 | ,9509 |
| K13 | 61,2333 | 47,0126 | ,7307 | ,9481 |
| K14 | 61,4000 | 46,6621 | ,7039 | ,9484 |
| K16 | 61,1667 | 47,4540 | ,6329 | ,9495 |
| K17 | 61,2667 | 46,4092 | ,8536 | ,9464 |
| K19 | 61,3667 | 46,0333 | ,8795 | ,9459 |
| K20 | 61,4667 | 46,3264 | ,7270 | ,9481 |
| K21 | 61,3667 | 48,0333 | ,6824 | ,9489 |
| K22 | 61,5333 | 46,8092 | ,5775 | ,9509 |
| K23 | 61,4000 | 47,3517 | ,7064 | ,9485 |
| K24 | 61,3000 | 47,5276 | ,5916 | ,9502 |

Reliability Coefficients

N of Cases = 30,0

N of Items = 20

Alpha = ,9512



# Reliability

\*\*\*\*\* Method 1 (space saver) will be used for this analysis \*\*\*\*\*

## RELIABILITY ANALYSIS - SCALE (ALPHA)

|    |       | Mean   | Std Dev | Cases |
|----|-------|--------|---------|-------|
| 1. | KEP6  | 2,7000 | ,6513   | 30,0  |
| 2. | KEP7  | 3,0000 | ,4549   | 30,0  |
| 3. | KEP8  | 2,7000 | ,7022   | 30,0  |
| 4. | KEP9  | 2,6333 | ,6149   | 30,0  |
| 5. | KEP11 | 2,1333 | ,5713   | 30,0  |
| 6. | KEP12 | 2,0333 | ,6687   | 30,0  |
| 7. | KEP14 | 1,7333 | ,6915   | 30,0  |
| 8. | KEP15 | 2,2333 | ,8976   | 30,0  |

| Statistics for | Mean    | Variance | Std Dev | N of Variables |
|----------------|---------|----------|---------|----------------|
| SCALE          | 19,1667 | 13,2471  | 3,6397  | 8              |

### Item-total Statistics

|       | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|-----------------------|
| KEP6  | 16,4667                    | 9,4989                         | ,8281                            | ,7815                 |
| KEP7  | 16,1667                    | 11,5920                        | ,4676                            | ,8292                 |
| KEP8  | 16,4667                    | 9,9126                         | ,6426                            | ,8057                 |
| KEP9  | 16,5333                    | 11,0851                        | ,4356                            | ,8318                 |
| KEP11 | 17,0333                    | 10,3782                        | ,6907                            | ,8032                 |
| KEP12 | 17,1333                    | 10,1885                        | ,6118                            | ,8102                 |
| KEP14 | 17,4333                    | 10,3230                        | ,5505                            | ,8184                 |
| KEP15 | 16,9333                    | 10,0644                        | ,4174                            | ,8474                 |

### Reliability Coefficients

N of Cases = 30,0

N of Items = 8

Alpha = ,8357

# Reliability

\*\*\*\*\* Method 1 (space saver) will be used for this analysis \*\*\*\*\*

## RELIABILITY ANALYSIS - SCALE (ALPHA)

|    |      | Mean   | Std Dev | Cases |
|----|------|--------|---------|-------|
| 1. | KK1  | 2,4667 | ,6288   | 30,0  |
| 2. | KK2  | 2,3667 | ,7649   | 30,0  |
| 3. | KK3  | 2,5667 | ,7739   | 30,0  |
| 4. | KK4  | 2,3000 | ,7497   | 30,0  |
| 5. | KK5  | 2,6667 | ,6609   | 30,0  |
| 6. | KK7  | 2,4333 | ,6789   | 30,0  |
| 7. | KK8  | 2,5667 | ,7279   | 30,0  |
| 8. | KK9  | 2,8333 | ,5921   | 30,0  |
| 9. | KK10 | 2,5000 | ,7311   | 30,0  |

| Statistics for | Mean    | Variance | Std Dev | N of Variables |
|----------------|---------|----------|---------|----------------|
| SCALE          | 22,7000 | 18,0793  | 4,2520  | 9              |

### Item-total Statistics

|      | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|-----------------------|
| KK1  | 20,2333                    | 14,9437                        | ,5636                            | ,8325                 |
| KK2  | 20,3333                    | 13,4023                        | ,7307                            | ,8129                 |
| KK3  | 20,1333                    | 14,0506                        | ,5912                            | ,8293                 |
| KK4  | 20,4000                    | 13,6966                        | ,6885                            | ,8181                 |
| KK5  | 20,0333                    | 15,9644                        | ,3178                            | ,8553                 |
| KK7  | 20,2667                    | 14,8230                        | ,5347                            | ,8350                 |
| KK8  | 20,1333                    | 14,6713                        | ,5161                            | ,8372                 |
| KK9  | 19,8667                    | 15,2230                        | ,5423                            | ,8348                 |
| KK10 | 20,2000                    | 14,2345                        | ,6001                            | ,8282                 |

### Reliability Coefficients

N of Cases = 30,0

N of Items = 9

Alpha = ,8478



Lampiran 4  
Analisis Perolehan Skor

ANALISIS SKOR LIKERT

| RES/NO | SUMBER STRES |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    | X  |
|--------|--------------|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|
|        | 1            | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |    |
| 1      | 3            | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 3  | 2  | 3  | 2  | 3  | 2  | 2  | 38 |
| 2      | 2            | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 2  | 2  | 2  | 2  | 1  | 3  | 31 |    |
| 3      | 3            | 2 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4  | 3  | 2  | 2  | 3  | 3  | 46 |    |
| 4      | 3            | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3  | 3  | 3  | 3  | 2  | 2  | 38 |    |
| 5      | 2            | 2 | 4 | 2 | 2 | 2 | 3 | 1 | 4 | 3  | 2  | 2  | 2  | 1  | 37 |    |    |
| 6      | 2            | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 1 | 2  | 2  | 2  | 2  | 2  | 28 |    |    |
| 7      | 2            | 3 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 2  | 2  | 2  | 1  | 2  | 30 |    |    |
| 8      | 2            | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2  | 2  | 2  | 2  | 2  | 31 |    |    |
| 9      | 2            | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 2  | 2  | 35 |    |    |
| 10     | 3            | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 2  | 2  | 37 |    |    |
| 11     | 2            | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 2  | 2  | 35 |    |    |
| 12     | 2            | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 2  | 2  | 33 |    |    |
| 13     | 2            | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 2  | 1  | 37 |    |    |
| 14     | 2            | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 2  | 2  | 38 |    |    |
| 15     | 2            | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 2  | 2  | 34 |    |    |
| 16     | 2            | 1 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 3  | 2  | 2  | 2  | 2  | 34 |    |    |
| 17     | 2            | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 2  | 2  | 34 |    |    |
| 18     | 2            | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 2  | 2  | 39 |    |    |
| 19     | 2            | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 2  | 2  | 38 |    |    |
| 20     | 2            | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 2  | 2  | 35 |    |    |
| 21     | 2            | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 2  | 2  | 38 |    |    |
| 22     | 3            | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 2  | 2  | 35 |    |    |
| 23     | 2            | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 2  | 2  | 35 |    |    |
| 24     | 2            | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 2  | 2  | 35 |    |    |
| 25     | 2            | 4 | 4 | 3 | 1 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 2  | 2  | 48 |    |    |
| 26     | 2            | 2 | 4 | 3 | 3 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 2  | 2  | 43 |    |    |
| 27     | 2            | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 2  | 2  | 32 |    |    |
| 28     | 2            | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 2  | 2  | 32 |    |    |
| 29     | 2            | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 2 | 2  | 2  | 2  | 1  | 2  | 24 |    |    |
| 30     | 2            | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 2  | 2  | 32 |    |    |
| 31     | 2            | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 2  | 2  | 33 |    |    |
| 32     | 2            | 1 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2  | 2  | 2  | 2  | 2  | 39 |    |    |
| 33     | 3            | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 2  | 2  | 35 |    |    |
| 34     | 2            | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 2  | 2  | 31 |    |    |
| 35     | 2            | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 2  | 2  | 31 |    |    |
| 36     | 1            | 1 | 1 | 1 | 3 | 3 | 2 | 2 | 2 | 2  | 2  | 2  | 2  | 2  | 4  |    |    |
| 37     | 3            | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 2  | 2  | 37 |    |    |
| 38     | 2            | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 2  | 2  | 31 |    |    |
| 39     | 3            | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 2  | 2  | 28 |    |    |

JUMLAH 85 79 90 70 92 88 78 89 83 86 86 86 79 89 87 74

HASIL TANGGAPAN RESPONDEN

|        |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
|--------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|
| SS     | 0  | 1  | 4  | 6  | 1  | 2  | 0  | 5  | 5  | 2  | 1  | 0  | 0  | 3  | 7  | 7  |
| S      | 6  | 5  | 6  | 27 | 23 | 25 | 5  | 16 | 26 | 7  | 10 | 10 | 6  | 25 | 17 | 30 |
| TS     | 30 | 27 | 27 | 5  | 15 | 12 | 29 | 16 | 6  | 27 | 26 | 27 | 28 | 8  | 14 | 1  |
| STS    | 1  | 6  | 2  | 1  | 0  | 0  | 5  | 0  | 2  | 3  | 2  | 2  | 5  | 3  | 1  | 1  |
| JUMLAH | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |

| KINERJA |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |
|---------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|--|
| 1       | 2  | 3  | 4  | 5  | 6  | 7  | 8  | 9  | 10 | 11 | 12 | 13 | 14 | 15 |  |
| 0       | 5  | 0  | 6  | 12 | 6  | 7  | 15 | 5  | 0  | 7  | 5  | 11 | 6  | 6  |  |
| 1       | 34 | 2  | 33 | 25 | 30 | 32 | 22 | 34 | 7  | 30 | 32 | 28 | 33 | 31 |  |
| 35      | 0  | 34 | 0  | 2  | 1  | 0  | 2  | 0  | 32 | 2  | 2  | 2  | 0  | 2  |  |
| 3       | 0  | 3  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  |  |
| 39      | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |  |

119 122 118 123 127 124 124 130 122 110 122 120 126 123 121

ANALISIS :

| RES/NO | KEPUJASAN KERJA |   |   |   |   |   |   |   |   |    | KEINGINAN KELUAR |   |   |   |   |   |   |   |   |    |
|--------|-----------------|---|---|---|---|---|---|---|---|----|------------------|---|---|---|---|---|---|---|---|----|
|        | 1               | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 1                | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 1      | 3               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 2      | 3               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 3      | 3               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 4      | 3               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 5      | 4               | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4                | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  |
| 6      | 2               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 7      | 3               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 8      | 3               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 9      | 2               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 10     | 3               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 11     | 3               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 12     | 3               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 13     | 3               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 14     | 3               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 15     | 3               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 16     | 3               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 17     | 3               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 18     | 2               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 19     | 3               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 20     | 3               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 21     | 3               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 22     | 3               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 23     | 3               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 24     | 3               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 25     | 3               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 26     | 3               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 27     | 3               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 28     | 3               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 29     | 4               | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4                | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  |
| 30     | 3               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 31     | 3               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 32     | 3               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 33     | 3               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 34     | 3               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 35     | 3               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 36     | 4               | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4                | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  |
| 37     | 4               | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4                | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  |
| 38     | 3               | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3                | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  |
| 39     | 4               | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4                | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  |

JUMLAH 118 123 118 124 116 114 116 115 108 88 85 81 102 84 91 89 91 98 91 100 115 84

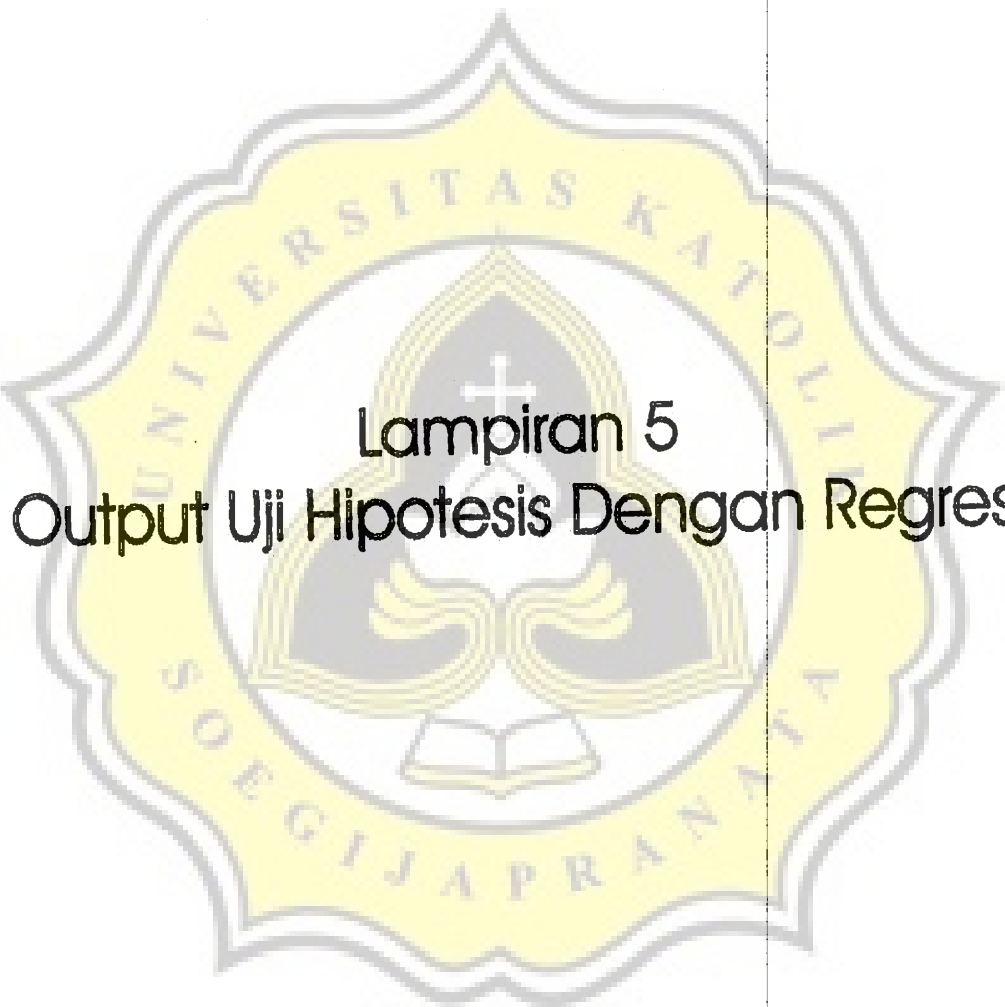
HASIL TAI

|        |    |    |    |    |    |
|--------|----|----|----|----|----|
| SS     | 5  | 7  | 6  | 8  | 0  |
| S      | 31 | 31 | 28 | 30 | 3  |
| TS     | 3  | 1  | 5  | 1  | 32 |
| STS    | 0  | 0  | 0  | 0  | 4  |
| JUMLAH | 39 | 39 | 39 | 39 | 39 |

|    |    |    |    |    |    |    |    |
|----|----|----|----|----|----|----|----|
| 5  | 0  | 8  | 2  | 1  | 2  | 8  | 7  |
| 28 | 3  | 22 | 9  | 10 | 8  | 22 | 11 |
| 8  | 34 | 8  | 28 | 24 | 22 | 7  | 20 |
| 0  | 2  | 1  | 2  | 4  | 6  | 2  | 1  |
| 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |

|    |    |    |    |    |    |    |    |    |
|----|----|----|----|----|----|----|----|----|
| 3  | 3  | 4  | 4  | 1  | 5  | 4  | 0  | 4  |
| 10 | 12 | 15 | 11 | 20 | 18 | 17 | 7  | 9  |
| 28 | 19 | 18 | 17 | 14 | 15 | 27 | 25 |    |
| 0  | 5  | 2  | 8  | 1  | 2  | 3  | 5  | 1  |
| 38 | 39 | 38 | 38 | 39 | 39 | 39 | 39 | 38 |





Lampiran 5  
Output Uji Hipotesis Dengan Regresi

## Descriptives

### Descriptive Statistics

|                    | N  | Minimum | Maximum | Mean  | Std. Deviation |
|--------------------|----|---------|---------|-------|----------------|
| sumber stres       | 39 | 24      | 46      | 34,67 | 4,74           |
| kinerja            | 39 | 57      | 78      | 62,38 | 5,47           |
| kepuasan kerja     | 39 | 11      | 27      | 20,64 | 3,17           |
| k keluar           | 39 | 15      | 36      | 22,33 | 4,96           |
| Valid N (listwise) | 39 |         |         |       |                |

## Regression

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

| Model | Variables Entered | Variables Removed | Method |
|-------|-------------------|-------------------|--------|
| 1     | sumber stres      |                   | Enter  |

a. All requested variables entered.

b. Dependent Variable: kinerja

### Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | ,219 <sup>a</sup> | ,048     | ,022              | 5,41                       |

a. Predictors: (Constant), sumber stres

### ANOVA<sup>b</sup>

| Model |            | Sum of Squares | df | Mean Square | F     | Sig.              |
|-------|------------|----------------|----|-------------|-------|-------------------|
| 1     | Regression | 54,718         | 1  | 54,718      | 1,870 | ,180 <sup>a</sup> |
|       | Residual   | 1082,513       | 37 | 29,257      |       |                   |
|       | Total      | 1137,231       | 38 |             |       |                   |

a. Predictors: (Constant), sumber stres

b. Dependent Variable: kinerja

### Coefficients<sup>a</sup>

| Model |              | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|--------------|-----------------------------|------------|---------------------------|--------|------|
|       |              | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant)   | 71,166                      | 6,480      |                           | 10,983 | ,000 |
|       | sumber stres | -,253                       | ,185       | -,219                     | -1,368 | ,180 |

a. Dependent Variable: kinerja

## Regression

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

| Model | Variables Entered | Variables Removed | Method |
|-------|-------------------|-------------------|--------|
| 1     | sumber stres      |                   | Enter  |

a. All requested variables entered.

b. Dependent Variable: kepuasan kerja

### Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | ,747 <sup>a</sup> | ,557     | ,548              | 2,14                       |

a. Predictors: (Constant), sumber stres

### ANOVA<sup>b</sup>

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 213,500        | 1  | 213,500     | 46,612 | ,000 <sup>a</sup> |
|       | Residual   | 169,474        | 37 | 4,580       |        |                   |
|       | Total      | 382,974        | 38 |             |        |                   |

a. Predictors: (Constant), sumber stres

b. Dependent Variable: kepuasan kerja

### Coefficients<sup>a</sup>

| Model |              | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|--------------|-----------------------------|------------|---------------------------|--------|------|
|       |              | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant)   | 37,988                      | 2,564      |                           | 14,817 | ,000 |
|       | sumber stres | -,500                       | ,073       | -,747                     | -6,827 | ,000 |

a. Dependent Variable: kepuasan kerja

# Regression

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

| Model | Variables Entered | Variables Removed | Method |
|-------|-------------------|-------------------|--------|
| 1     | sumber stres      |                   | Enter  |

a. All requested variables entered.

b. Dependent Variable: k keluar

## Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | ,519 <sup>a</sup> | ,269     | ,250              | 4,30                       |

a. Predictors: (Constant), sumber stres

## ANOVA<sup>b</sup>

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 251,772        | 1  | 251,772     | 13,641 | ,001 <sup>a</sup> |
|       | Residual   | 682,894        | 37 | 18,457      |        |                   |
|       | Total      | 934,667        | 38 |             |        |                   |

a. Predictors: (Constant), sumber stres

b. Dependent Variable: k keluar

## Coefficients<sup>a</sup>

| Model |              | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|--------------|-----------------------------|------------|---------------------------|-------|------|
|       |              | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant)   | 3,496                       | 5,147      |                           | ,679  | ,501 |
|       | sumber stres | ,543                        | ,147       | ,519                      | 3,693 | ,001 |

a. Dependent Variable: k keluar

## SURAT KETERANGAN

Yang bertanda tangan di bawah ini :

Nama : Hindra Laksana  
Jabatan : Pimpinan Bagian Operation

Dengan ini menerangkan bahwa :

Nama : Setyadi Rahardjo, David  
NIM : 03.90.0003  
Jurusan : Magister Sains Management  
Universitas Katolik Soegijapranata – Semarang

Telah melakukan penelitian tentang Pengaruh Sumber Stres Kerja Terhadap Kinerja, Kepuasan Kerja dan Keinginan Untuk Keluar di Pasaraya Sri Ratu, Jl. Pemuda 29 – 35 Semarang dan Pasaraya Sri Ratu, Jl. MT. Haryono 922 – 924 (Peterongan) Semarang.

Demikian Surat Keterangan ini dibuat dan agar dipergunakan dengan sebagaimana mestinya.

Semarang, 31 Juli 2006

  
Hindra Laksana  
Pimpinan

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