

Lampiran Kuesioner Penelitian

KUESIONER PENELITIAN

Identitas Responden

Nama :

Jenis Kelamin :

Umur :

Pendidikan :

Salam Hormat.

Izinkan Penulis untuk memohon ketersediaan Waktu Bapak/Ibu/Saudara/Saudari untuk mengisi daftar pernyataan yang ada pada tabel dibawah ini sebagai tanda bahwa telah ikut mengapresiasi dalam penelitian yang berjudul “PENGARUH TEKANAN KERJA DAN LINGKUNGAN KERJA TERHADAP KINERJA PEGAWAI DIMEDIASI OLEH MOTIVASI DI PT. BANK NEGARA INDONESIA (PERSERO) TBK CABANG TEGAL” dengan cara menjawab pernyataan dengan tanda “rumput atau silang” pada kolom pilihan jawaban yang akan dijawab.

VARIABEL TEKANAN KERJA

No	Pernyataan	Pilihan Jawaban				
		SS	S	CS	TS	STS
Dimensi Tekanan Tugas						
1	Pegawai merasa mampu menyelesaikan banyak tugas dalam waktu yang terbatas karena terbiasa menghadapi beban kerja tinggi.					
2	Tekanan kerja yang tinggi mendorong Pegawai untuk bekerja lebih cepat dan efisien					
3	Pegawai terbiasa dengan kondisi kerja yang dinamis dan mampu menjaga stamina selama bekerja.					
4	Lingkungan kerja yang sibuk membuat Pegawai tetap aktif dan termotivasi untuk terus bergerak					

Dimensi tekanan peran						
5	Pegawai mampu menyesuaikan diri dengan berbagai peran yang diberikan oleh atasan.					
6	Menangani berbagai tugas di luar tanggung jawab utama memberi Pegawai pengalaman dan keterampilan tambahan.					
7	Ketidakjelasan tugas terkadang memberi Pegawai ruang untuk berinisiatif dan berinovasi.					
8	Pegawai melihat tantangan peran yang tidak pasti sebagai peluang untuk belajar dan bertumbuh.					
Dimensi tekanan antar pribadi						
9	Pegawai terbiasa mandiri dalam menyelesaikan pekerjaan tanpa terlalu bergantung pada orang lain.					
10	Dalam situasi minim dukungan, Pegawai justru termotivasi untuk lebih percaya pada kemampuan diri sendiri.					
11	Perbedaan pendapat di tempat kerja membantu Pegawai belajar mengelola emosi dan memperbaiki komunikasi.					
12	Konflik dengan rekan kerja membuat Pegawai lebih memahami pentingnya kerja sama tim dan toleransi.					
Dimensi struktur organisasi						
13	Prosedur kerja yang ketat tidak membantu Pegawai bekerja lebih tertib dan disiplin.					
14	Kepatuhan terhadap aturan membuat Pegawai merasa aman dan terlindungi dalam bekerja.					
15	Meski tidak selalu terlibat, Pegawai tetap berusaha menjalankan tugas dengan tanggung jawab penuh.					
16	Pegawai percaya bahwa keputusan manajemen dibuat demi kebaikan operasional Bank secara keseluruhan.					
Dimensi kepemimpinan organisasi						
17	Gaya kepemimpinan yang berbeda-beda memberi Pegawai pengalaman bekerja dengan berbagai tipe atasan.					

18	Dalam keterbatasan arahan, Pegawai belajar untuk lebih proaktif dan mengambil inisiatif sendiri.					
19	Ketika informasi kurang jelas, mengganggu hasil kerja Pegawai					
20	Kurangnya komunikasi mendorong Pegawai untuk meningkatkan keterampilan komunikasi dan kolaborasi pribadi.					

VARIABEL LINGKUNGAN KERJA

No	Pernyataan	Pilihan Jawaban				
		SS	S	CS	TS	STS
Dimensi Lingkungan Kerja Fisik						
1	Lingkungan fisik bank terasa nyaman dan mendukung Pegawai dalam bekerja secara maksimal.					
2	Fasilitas bangunan bank seperti ruang kerja, lobi, dan area umum terawat dengan baik dan membuat Pegawai betah bekerja.					
3	Semua peralatan kerja yang Pegawai butuhkan tidak tersedia dan dalam kondisi baik.					
4	Tersedianya peralatan yang memadai membantu Pegawai menyelesaikan tugas dengan lebih cepat dan efisien.					
5	Pegawai merasa dihargai karena perusahaan menyediakan tempat ibadah yang layak bagi karyawan.					
6	Ketersediaan tempat ibadah memudahkan Pegawai untuk tetap menjalankan ibadah tanpa mengganggu pekerjaan.					
Dimensi Lingkungan Kerja Non Fisik						
7	Atasan Pegawai memberikan arahan yang jelas dan bersikap terbuka terhadap masukan.					
8	Pegawai merasa dihargai dan didukung oleh atasan dalam menjalankan tugas sehari-hari.					
9	Pegawai memiliki hubungan kerja yang tidak baik dan dengan rekan-rekan sejawat.					

10	Kerja sama tim yang solid antar Pegawai membuat suasana kerja menjadi lebih menyenangkan.					
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VARIABEL MOTIVASI

No	Pernyataan	Pilihan Jawaban				
		SS	S	CS	TS	STS
Dimensi Kebutuhan Fisiologis						
1	Perusahaan memberikan seragam kerja yang nyaman dan sesuai standar profesional.					
2	Pegawai merasa penampilan kerja saya terjaga karena fasilitas pakaian kerja yang disediakan					
3	Pegawai mendapatkan akses makanan atau waktu istirahat yang cukup untuk memenuhi kebutuhan makan selama bekerja.					
4	Bank menyediakan atau mendukung konsumsi makanan sehat selama jam kerja.					
5	Gaji yang Pegawai terima cukup untuk membantu mencukupi kebutuhan tempat tinggal.					
6	Pegawai merasa pekerjaan ini mendukung stabilitas tempat tinggal saya secara ekonomi.					
Dimensi Kebutuhan Rasa Aman						
7	Pegawai merasa atasan saya memperlakukan karyawan dengan adil dan profesional.					
8	Tidak ada tekanan atau ancaman dari atasan dalam menjalankan tugas Pegawai					
9	Pegawai merasa aman secara fisik dan psikologis di tempat kerja.					
10	Lingkungan kerja mendukung kesehatan dan keselamatan kerja Pegawai sehari-hari.					
Dimensi Kebutuhan Sosial						
11	Pegawai memiliki kesempatan untuk berinteraksi dan bekerja sama dengan berbagai bagian di Bank					

12	Pekerjaan saya memungkinkan Pegawai memahami proses di berbagai bidang operasional.					
13	Pegawai sering berkomunikasi secara aktif dengan pelanggan dan pihak luar lainnya.					
14	Interaksi Pegawai dengan lingkungan sekitar mendukung hubungan baik antara Bank dan masyarakat.					
Dimensi Kebutuhan Penghargaan						
15	Kinerja Pegawai tidak pernah dihargai baik melalui pujian atau pengakuan dari atasan maupun rekan kerja.					
16	Pegawai merasa termotivasi karena upaya kerja saya dihargai secara positif.					
17	Pegawai menerima bonus sesuai dengan kinerja yang telah saya capai.					
18	Kebijakan pemberian bonus memberikan Pegawai semangat untuk bekerja lebih baik.					
Dimensi Kebutuhan Aktuaisasi Diri						
19	Pegawai melihat adanya peluang untuk promosi jabatan berdasarkan kinerja saya.					
20	Bank memberikan ruang bagi Pegawai untuk berkembang dalam jenjang karier.					
21	Bank mendukung pengembangan diri Pegawai melalui pelatihan atau program pendidikan lanjutan.					
22	Pegawai diberi kesempatan untuk belajar dan meningkatkan kompetensi secara formal.					

VARIABEL KINERJA PEGAWAI

No	Pernyataan	Pilihan Jawaban				
		SS	S	CS	TS	STS
Dimensi Ketepatan Penyelesaian Tugas						
1	Pegawai selalu menyelesaikan tugas sesuai dengan tenggat waktu yang telah ditentukan.					
2	Pegawai terbiasa mengatur waktu kerja secara efisien agar semua tugas selesai tepat waktu.					

3	Pegawai memastikan bahwa setiap tugas yang saya kerjakan memenuhi standar kualitas Bank					
4	Hasil pekerjaan Pegawai jarang memerlukan revisi karena dikerjakan dengan teliti dan profesional.					
Dimensi Kesesuaian Jam Kerja						
5	Pegawai selalu datang tepat waktu sesuai dengan jadwal kerja yang ditentukan.					
6	Pegawai memulai pekerjaan setiap hari dengan disiplin sejak awal jam kerja.					
7	Pegawai hanya meninggalkan tempat kerja setelah seluruh tanggung jawab saya selesai.					
8	Pegawai tidak patuh terhadap waktu pulang kerja dan cenderung meninggalkan pekerjaan sebelum waktunya.					
Dimensi Tingkat Kehadiran						
9	Pegawai hadir hampir setiap hari kerja dan jarang mengambil cuti tanpa alasan penting.					
10	Tingkat kehadiran Pegawai konsisten dan menunjukkan komitmen terhadap pekerjaan.					
11	Pegawai sesekali absen tanpa keterangan selama periode kerja.					
12	Pegawai menjaga kehadiran penuh karena menyadari pentingnya kontribusi saya dalam tim.					

Lampiran Surat Izin Penelitian

Nomor : 078/AKD/PPs STIEPARI/VII/2025
Lampiran : -
Hal : Permohonan Ijin Penelitian

Semarang, 22 Juli 2025

Kepada :
Yth. Kepala Kantor Bank Negara Indonesia
Cabang Tegal
di
Tegal

Sehubungan dengan dilaksanakannya kegiatan penelitian Tesis bagi mahasiswa program pascasarjana STIEPARI Semarang bersama ini kami mohon Bapak/Ibu Pimpinan untuk dapat memberikan ijin kepada mahasiswa di bawah ini :

Nama : Barlian Hari Wondo
NPM : 23610504
Program Studi : S2 Manajemen
Konsentrasi : Manajemen SDM
Judul Tesis : Pengaruh Tekanan Kerja dan Lingkungan Kerja Terhadap Kinerja Pegawai Dimediasi Oleh Motivasi di PT. Bank Negara Indonesia (Persero) Tbk. Cabang Tegal

Dalam rangka melakukan pengumpulan data dan penelitian yang termasuk dalam wilayah administrasi Instansi yang Bapak/Ibu pimpin.

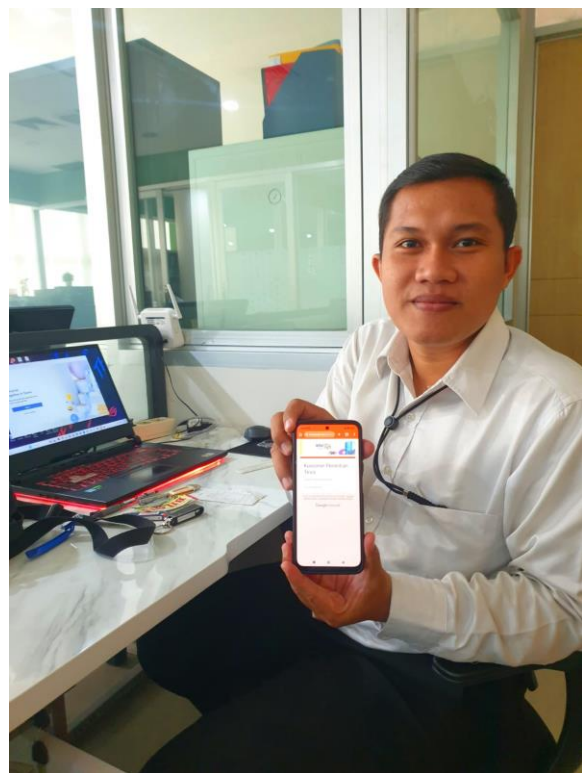
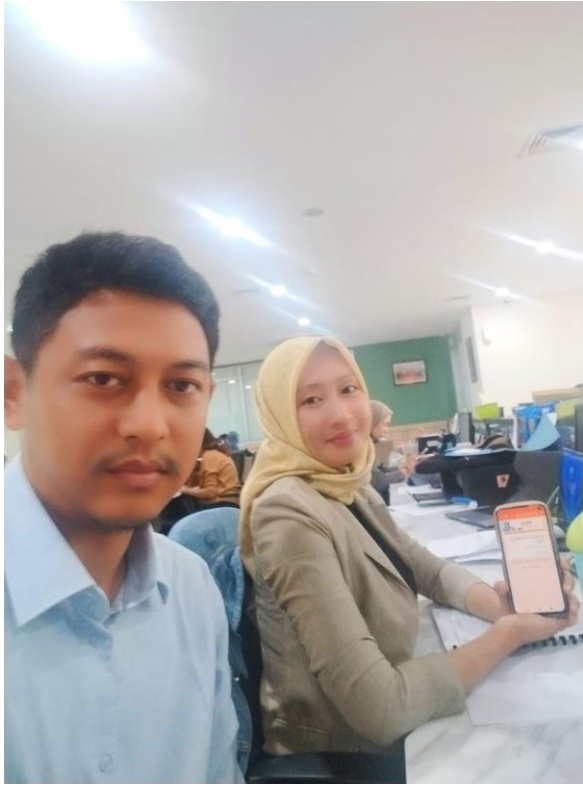
Demikian surat permohonan ini kami sampaikan, atas perhatian dan kerjasamanya kami ucapkan terima kasih.



Prodi S2 Manajemen

Dr. Runtariningsih, S.IP., M.Si.

Lampiran Dokumentasi Penelitian



Lampiran Tabulasi Penelitian

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REPONDEN 95	4	4	4	4	4	4	3	4	4	4	3	3	4	4	3	3	3	3	2	2	69
REPONDEN 96	4	4	4	4	4	4	3	3	4	4	4	3	4	4	5	3	5	3	5	3	77
REPONDEN 97	4	4	4	4	4	4	4	4	4	4	4	4	3	3	4	4	4	3	4	3	76
REPONDEN 98	4	4	4	4	4	4	4	3	4	4	4	4	4	4	2	3	3	3	3	2	71
REPONDEN 99	4	4	4	4	4	4	2	2	3	4	4	4	4	4	3	4	3	4	3	3	71
REPONDEN 100	3	3	3	3	3	3	4	2	3	2	3	4	4	4	3	4	3	4	4	3	65
REPONDEN 101	4	4	4	4	4	4	3	3	4	4	4	4	4	4	3	4	3	4	4	3	75
REPONDEN 102	4	4	4	4	4	4	3	2	4	2	3	4	4	4	4	4	3	4	4	5	74
REPONDEN 103	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	3	4	3	3	76
REPONDEN 104	4	4	4	4	4	4	3	3	4	4	4	3	3	5	4	4	4	4	3	2	74
REPONDEN 105	4	4	4	4	4	4	3	4	3	3	4	4	4	4	2	3	2	4	2	3	69
REPONDEN 106	4	4	4	4	4	4	3	4	4	5	4	5	5	5	4	3	5	4	4	5	84
REPONDEN 107	5	5	3	5	3	5	3	3	4	4	4	3	4	4	3	3	3	3	2	3	72
REPONDEN 108	4	4	4	4	4	4	2	4	4	2	4	2	4	4	3	4	3	4	4	4	72
REPONDEN 109	4	5	4	4	5	5	3	4	4	4	4	3	4	4	3	3	3	2	4	3	75
REPONDEN 110	4	4	4	4	4	4	4	4	3	5	4	3	4	4	3	4	4	4	3	3	76
REPONDEN 111	4	4	4	4	4	4	4	3	3	5	5	5	4	4	3	3	4	4	4	3	78
REPONDEN 112	4	4	4	4	4	4	4	4	3	4	3	2	4	4	4	4	4	4	4	4	76
REPONDEN 113	4	4	4	4	4	4	3	4	4	4	4	4	4	5	4	3	4	4	4	4	79
REPONDEN 114	4	4	4	4	4	4	4	4	4	3	3	3	4	4	2	2	3	4	4	4	72
REPONDEN 115	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	2	3	2	3	4	73
REPONDEN 116	4	4	5	5	4	5	4	4	4	4	4	4	3	3	3	3	4	4	4	4	79
REPONDEN 117	5	4	3	5	4	4	4	4	4	4	4	5	5	4	3	2	4	2	3	4	77
REPONDEN 118	4	4	4	3	4	3	5	5	5	4	4	5	5	4	4	4	4	4	3	4	82

NO	Lingkungan Kerja (X2)										
	1	2	3	4	5	6	7	8	9	10	JML
REPONDEN 1	4	4	4	4	4	4	4	4	4	4	40
REPONDEN 2	5	5	4	5	5	4	4	3	3	4	42
REPONDEN 3	5	5	5	5	4	5	5	5	5	5	49
REPONDEN 4	5	5	4	5	5	5	4	4	4	4	45
REPONDEN 5	5	5	5	5	5	4	4	4	4	4	45

REPONDEN 6	5	4	4	4	4	4	4	4	4	4	41
REPONDEN 7	5	5	5	5	5	4	4	4	4	4	45
REPONDEN 8	5	5	5	5	5	5	4	4	3	4	45
REPONDEN 9	5	5	4	5	5	5	5	5	5	5	49
REPONDEN 10	5	5	5	5	5	5	5	5	4	4	48
REPONDEN 11	4	4	4	4	4	4	4	5	4	4	41
REPONDEN 12	5	4	5	4	4	3	4	4	3	4	40
REPONDEN 13	3	3	3	3	3	3	4	3	4	4	33
REPONDEN 14	4	4	4	5	4	4	4	4	3	4	40
REPONDEN 15	4	4	3	4	4	4	4	4	4	4	39
REPONDEN 16	4	3	4	4	3	3	3	3	3	3	33
REPONDEN 17	3	3	3	3	4	3	3	3	4	3	32
REPONDEN 18	4	4	4	4	3	5	3	4	3	3	37
REPONDEN 19	4	4	4	4	4	4	3	5	3	3	38
REPONDEN 20	3	3	4	4	5	5	4	4	4	3	39
REPONDEN 21	3	5	5	4	4	4	5	5	4	3	42
REPONDEN 22	3	3	3	3	4	5	4	4	5	5	39
REPONDEN 23	4	4	4	5	3	5	5	5	4	5	44
REPONDEN 24	3	4	4	3	4	4	4	4	5	4	39
REPONDEN 25	3	3	3	3	3	5	5	5	4	5	39
REPONDEN 26	4	4	4	4	4	4	4	4	4	4	40
REPONDEN 27	4	4	4	4	4	4	5	3	4	5	41
REPONDEN 28	4	4	4	4	3	3	4	4	5	4	39
REPONDEN 29	3	3	3	3	4	4	5	3	4	3	35
REPONDEN 30	4	4	4	4	4	4	4	4	3	3	38
REPONDEN 31	4	3	4	4	4	4	4	4	4	4	39
REPONDEN 32	4	4	4	4	4	4	4	4	4	4	40
REPONDEN 33	4	4	4	4	4	4	4	4	4	4	40
REPONDEN 34	4	4	4	4	4	4	4	4	4	3	39
REPONDEN 35	5	5	5	5	5	5	5	5	5	5	50
REPONDEN 36	4	4	4	4	4	4	4	4	4	4	40
REPONDEN 37	4	4	4	4	4	4	4	4	4	4	40
REPONDEN 38	4	4	4	4	4	4	4	4	4	4	40
REPONDEN 39	5	5	5	5	5	5	5	5	5	5	50
REPONDEN 40	4	4	4	4	4	4	4	4	4	4	40
REPONDEN 41	4	4	4	4	4	4	4	4	4	4	40
REPONDEN 42	5	5	5	5	5	5	5	5	5	5	50
REPONDEN 43	5	5	4	4	5	5	5	5	5	5	48
REPONDEN 44	4	4	4	4	4	3	4	4	4	4	39
REPONDEN 45	4	4	4	4	4	4	4	4	4	4	40
REPONDEN 46	5	5	5	5	5	5	5	3	5	4	47

REPONDEN 47	4	4	3	4	4	4	4	4	4	4	39
REPONDEN 48	5	5	5	5	5	5	5	5	5	5	50
REPONDEN 49	4	5	4	4	4	4	3	4	4	4	40
REPONDEN 50	4	3	4	4	4	4	4	4	4	5	40
REPONDEN 51	4	4	4	4	4	3	4	4	4	4	39
REPONDEN 52	4	3	4	4	4	4	4	4	4	4	39
REPONDEN 53	4	4	4	4	4	4	4	4	4	4	40
REPONDEN 54	4	4	4	4	4	4	4	4	4	4	40
REPONDEN 55	4	4	4	4	4	4	4	4	4	3	39
REPONDEN 56	5	5	5	5	5	5	5	5	5	5	50
REPONDEN 57	4	4	4	4	4	4	4	4	4	4	40
REPONDEN 58	4	4	3	4	4	4	4	4	4	4	39
REPONDEN 59	5	5	4	4	4	4	4	4	5	5	44
REPONDEN 60	4	4	4	4	4	4	4	4	4	4	40
REPONDEN 61	4	4	4	4	4	4	4	4	4	3	39
REPONDEN 62	4	3	4	5	4	4	4	4	4	3	39
REPONDEN 63	4	4	5	4	4	4	3	3	3	3	37
REPONDEN 64	4	4	4	3	4	4	4	4	4	4	39
REPONDEN 65	3	3	3	3	3	3	4	4	4	3	33
REPONDEN 66	4	3	4	3	3	4	3	3	3	3	33
REPONDEN 67	4	4	5	4	4	3	4	4	4	4	40
REPONDEN 68	4	4	4	4	4	4	4	4	4	4	40
REPONDEN 69	3	4	4	4	4	4	4	4	4	4	39
REPONDEN 70	4	3	4	4	3	4	3	4	3	5	37
REPONDEN 71	4	4	4	4	4	4	4	4	4	4	40
REPONDEN 72	4	3	4	4	3	4	3	4	4	4	37
REPONDEN 73	3	3	4	4	3	4	4	4	4	4	37
REPONDEN 74	3	3	3	3	3	3	4	3	3	3	31
REPONDEN 75	3	3	3	3	3	4	5	4	3	4	35
REPONDEN 76	4	3	4	4	4	4	4	4	4	4	39
REPONDEN 77	4	4	3	5	3	5	5	4	4	5	42
REPONDEN 78	5	3	4	4	4	4	4	4	4	3	39
REPONDEN 79	4	4	4	4	4	4	4	3	3	4	38
REPONDEN 80	4	4	4	4	4	4	5	4	3	4	40
REPONDEN 81	4	4	3	4	4	4	3	4	4	4	38
REPONDEN 82	5	5	5	5	5	5	3	3	4	4	44
REPONDEN 83	4	4	3	4	4	4	4	4	4	4	39
REPONDEN 84	5	5	4	4	3	3	4	3	4	3	38
REPONDEN 85	4	4	5	4	4	3	4	4	3	4	39
REPONDEN 86	4	4	4	4	4	4	4	5	4	4	41
REPONDEN 87	3	4	4	4	4	3	4	4	4	3	37

REPONDEN 88	4	5	5	4	3	3	4	4	4	4	40
REPONDEN 89	4	4	4	4	4	4	5	3	4	4	40
REPONDEN 90	4	5	5	4	2	4	3	3	4	4	38
REPONDEN 91	3	4	4	3	4	4	4	4	4	3	37
REPONDEN 92	3	3	3	3	3	3	3	3	4	4	32
REPONDEN 93	3	4	3	4	4	4	3	4	4	4	37
REPONDEN 94	4	4	4	3	4	4	4	4	4	4	39
REPONDEN 95	4	4	4	4	4	4	3	3	3	3	36
REPONDEN 96	4	4	4	3	4	4	4	5	4	4	40
REPONDEN 97	2	4	3	4	5	5	3	4	4	4	38
REPONDEN 98	4	4	4	3	4	4	4	3	4	4	38
REPONDEN 99	4	3	4	4	4	5	3	3	4	4	38
REPONDEN 100	5	4	4	4	3	4	4	3	4	4	39
REPONDEN 101	4	5	4	4	4	5	4	4	4	5	43
REPONDEN 102	3	3	3	3	3	3	5	3	3	4	33
REPONDEN 103	4	3	4	4	3	4	4	3	3	4	36
REPONDEN 104	4	4	4	3	4	3	3	4	4	4	37
REPONDEN 105	3	4	4	4	3	4	4	3	4	4	37
REPONDEN 106	4	4	5	3	4	3	4	3	4	5	39
REPONDEN 107	3	4	4	4	3	4	3	3	3	3	34
REPONDEN 108	4	4	5	4	4	3	3	4	4	4	39
REPONDEN 109	5	4	4	4	3	4	4	3	4	4	39
REPONDEN 110	4	3	5	4	4	3	4	3	4	4	38
REPONDEN 111	5	5	5	5	5	5	3	4	4	4	45
REPONDEN 112	3	5	4	4	4	4	3	4	4	4	39
REPONDEN 113	4	4	4	4	3	4	4	3	3	4	37
REPONDEN 114	5	3	4	3	4	4	4	4	5	4	40
REPONDEN 115	4	4	4	4	4	4	3	4	4	4	39
REPONDEN 116	3	5	4	3	4	3	5	3	4	3	37
REPONDEN 117	4	4	4	4	4	4	4	4	4	4	40
REPONDEN 118	5	3	3	3	4	3	4	4	3	4	36

NO	Motivasi (Z)																						
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	JML

REPONDE N 1	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	88
REPONDE N 2	5	4	5	5	5	5	5	5	5	5	5	4	5	4	4	5	4	4	4	5	4	10 1
REPONDE N 3	5	4	4	4	4	4	4	5	4	5	5	5	5	5	4	5	4	5	5	5	5	10 1
REPONDE N 4	5	4	4	4	4	4	4	4	5	5	5	5	4	4	4	5	5	5	4	5	4	97
REPONDE N 5	4	4	4	4	4	4	4	4	4	4	4	5	5	5	4	4	4	4	4	4	4	91
REPONDE N 6	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	88
REPONDE N 7	4	4	4	4	4	4	4	4	4	4	4	5	5	5	4	4	4	4	4	4	4	91
REPONDE N 8	5	5	5	5	5	5	4	5	5	5	5	5	5	5	4	5	5	5	5	5	5	10 7
REPONDE N 9	5	5	5	5	5	5	5	5	5	5	5	5	5	4	5	5	5	5	5	5	5	10 9
REPONDE N 10	5	5	5	4	4	5	4	5	5	5	5	5	5	4	5	4	5	5	5	5	5	10 5
REPONDE N 11	5	4	4	4	3	3	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	88
REPONDE N 12	4	3	4	3	5	4	3	4	4	4	3	3	4	4	3	3	5	5	4	4	4	84
REPONDE N 13	4	3	3	4	5	3	4	4	5	4	4	3	3	3	3	3	3	3	3	3	3	76
REPONDE N 14	4	3	3	3	5	4	3	4	4	4	3	4	4	4	4	5	5	4	5	4	3	86
REPONDE N 15	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	3	87
REPONDE N 16	4	5	3	4	5	3	3	3	5	4	4	4	4	3	3	4	3	4	4	5	4	86
REPONDE N 17	4	3	4	4	3	4	4	3	4	3	4	3	4	4	3	3	4	3	3	5	3	79
REPONDE N 18	4	4	4	3	4	3	3	3	5	4	4	4	3	3	5	4	3	3	3	5	4	81
REPONDE N 19	3	3	3	3	3	3	3	3	3	3	3	4	4	4	4	4	4	4	4	4	4	77
REPONDE N 20	3	4	5	5	3	5	4	3	4	4	4	5	5	5	5	5	5	5	5	5	5	99
REPONDE N 21	3	5	5	4	4	3	4	3	3	3	5	3	4	4	4	4	4	4	4	3	4	85
REPONDE N 22	5	5	5	5	5	5	5	5	5	5	5	4	4	4	5	4	3	4	4	4	5	10 1
REPONDE N 23	3	5	4	4	4	3	4	5	4	3	4	4	4	3	5	3	4	3	5	4	5	87
REPONDE N 24	3	4	3	4	3	4	5	4	5	4	3	4	4	4	4	4	4	4	4	4	4	86
REPONDE N 25	5	4	4	4	4	3	4	5	3	4	3	4	4	3	5	3	5	5	5	4	4	89
REPONDE N 26	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	88
REPONDE N 27	4	4	4	5	4	3	4	5	4	4	3	4	4	4	4	4	4	5	4	5	3	89
REPONDE N 28	4	4	3	5	4	4	5	4	4	4	4	3	3	3	3	3	3	3	3	3	3	78
REPONDE N 29	4	3	4	4	4	4	4	3	4	4	3	4	4	4	4	4	4	5	4	4	4	86
REPONDE N 30	3	3	3	3	3	3	3	3	3	3	3	3	3	4	4	4	3	3	3	5	5	73
REPONDE N 31	4	4	4	4	4	4	4	4	4	4	4	4	4	5	4	4	4	4	5	5	5	92
REPONDE N 32	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	88

REPONDE N 33	4	4	4	4	4	4	4	4	4	4	4	5	4	4	4	5	5	5	5	5	5	5	5	97
REPONDE N 34	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	5	5	5	5	97
REPONDE N 35	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	4	5	5	4	5	4	4	4	10 5
REPONDE N 36	4	4	4	4	4	4	4	4	4	4	4	3	5	5	5	5	5	5	5	5	5	5	5	98
REPONDE N 37	4	5	5	4	3	4	5	5	5	5	5	5	5	4	5	4	3	4	4	4	4	3	4	94
REPONDE N 38	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	88
REPONDE N 39	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	88
REPONDE N 40	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	11 0
REPONDE N 41	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	4	5	4	5	4	4	5	92
REPONDE N 42	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	88
REPONDE N 43	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	4	5	5	4	5	4	92
REPONDE N 44	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	2	4	4	2	2	4	4	82
REPONDE N 45	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	3	87
REPONDE N 46	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	88
REPONDE N 47	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	5	4	4	5	94
REPONDE N 48	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	5	5	5	5	96
REPONDE N 49	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	88
REPONDE N 50	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	5	5	5	5	5	97
REPONDE N 51	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	4	5	5	5	4	4	5	93
REPONDE N 52	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	4	4	5	5	5	5	5	94
REPONDE N 53	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	89
REPONDE N 54	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	4	4	4	4	4	4	4	4	10 2
REPONDE N 55	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	4	4	5	4	5	3	4	4	92
REPONDE N 56	4	5	5	4	4	4	5	5	5	5	5	5	5	4	5	5	4	5	4	5	5	4	5	10 2
REPONDE N 57	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	4	4	3	3	4	84
REPONDE N 58	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	4	4	4	4	4	4	4	4	10 2
REPONDE N 59	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	88
REPONDE N 60	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	5	4	4	5	94
REPONDE N 61	4	4	3	4	4	4	3	4	4	4	4	4	4	4	4	5	5	5	5	5	5	5	5	94
REPONDE N 62	3	3	3	3	3	3	4	4	4	5	4	3	3	4	4	4	4	5	5	4	5	5	4	85
REPONDE N 63	5	4	5	3	4	4	4	4	3	5	3	3	4	4	4	4	4	4	4	4	4	4	4	87
REPONDE N 64	3	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	2	2	5	4	85

REPONDE N 65	3	3	3	3	3	3	4	4	3	5	3	4	5	4	3	5	4	4	4	2	4	3	79
REPONDE N 66	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	3	4	85
REPONDE N 67	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	5	5	5	5	5	97
REPONDE N 68	4	4	4	4	4	4	3	3	3	3	3	3	3	3	5	4	4	4	4	4	4	5	82
REPONDE N 69	3	3	3	3	3	3	4	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4	83
REPONDE N 70	4	4	4	4	4	4	3	3	4	4	4	3	3	4	4	4	4	4	4	4	4	4	84
REPONDE N 71	4	4	3	4	4	4	4	4	4	4	4	4	4	4	5	5	4	4	4	5	4	5	91
REPONDE N 72	4	4	4	3	4	4	4	4	3	4	4	3	4	5	3	4	4	3	3	3	4	3	81
REPONDE N 73	4	4	4	4	4	3	3	3	3	3	3	3	3	3	4	4	4	4	4	5	5	4	81
REPONDE N 74	4	3	4	4	4	4	4	4	4	4	4	4	4	4	5	4	4	4	5	5	4	5	91
REPONDE N 75	3	4	4	4	4	4	4	4	4	4	4	5	4	5	5	4	5	5	5	5	5	5	96
REPONDE N 76	3	5	5	4	4	4	4	3	4	4	4	3	3	4	5	5	4	4	4	5	4	5	90
REPONDE N 77	5	4	4	4	4	4	3	4	4	5	3	3	4	4	4	5	5	4	5	4	4	4	90
REPONDE N 78	4	4	4	3	3	4	3	3	4	3	4	5	3	4	4	5	5	5	5	5	4	4	88
REPONDE N 79	5	3	4	3	4	3	4	4	3	3	3	4	5	4	5	5	5	5	5	2	5	5	89
REPONDE N 80	4	4	4	4	3	4	4	4	3	4	5	4	5	5	4	4	5	3	4	4	4	4	89
REPONDE N 81	5	3	3	3	3	4	3	3	3	3	3	3	3	3	5	5	5	5	5	4	5	5	84
REPONDE N 82	5	4	4	3	4	4	4	4	4	5	4	3	3	4	4	5	5	5	5	4	4	4	91
REPONDE N 83	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	87
REPONDE N 84	4	4	4	4	4	5	3	4	3	5	5	4	4	4	4	4	2	3	4	4	3	4	85
REPONDE N 85	4	5	5	4	4	5	4	4	4	4	4	5	4	5	4	4	4	4	4	4	4	4	93
REPONDE N 86	4	3	4	4	4	3	4	5	4	4	4	3	3	4	4	4	4	4	4	4	4	4	85
REPONDE N 87	4	3	5	4	4	3	5	4	4	4	3	3	4	4	4	4	4	4	4	4	4	4	86
REPONDE N 88	5	4	4	4	4	4	4	4	3	3	4	5	3	4	5	4	5	5	5	4	3	5	91
REPONDE N 89	4	4	3	4	4	4	4	3	4	3	3	4	5	4	4	4	4	4	4	4	4	4	85
REPONDE N 90	3	4	5	4	4	4	3	4	4	4	5	4	5	5	5	5	5	5	5	5	5	5	98
REPONDE N 91	4	4	4	4	4	4	4	4	3	4	3	3	4	4	4	4	4	4	4	4	4	4	85
REPONDE N 92	4	4	4	4	4	4	4	4	4	4	4	5	3	4	4	4	4	4	4	4	4	4	88
REPONDE N 93	4	3	3	4	3	5	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	85
REPONDE N 94	5	3	5	4	4	4	3	4	4	4	5	4	5	5	4	4	4	4	4	4	4	4	91
REPONDE N 95	4	5	4	4	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	87
REPONDE N 96	4	4	3	3	5	4	4	4	4	5	4	3	3	4	4	4	4	4	4	4	4	4	86

REPONDE N 97	4	5	4	4	4	4	4	4	3	5	3	3	4	4	4	4	4	4	4	4	4	87
REPONDE N 98	3	4	4	4	3	4	3	3	3	3	3	3	3	3	4	4	4	4	4	4	4	78
REPONDE N 99	4	4	4	3	4	4	4	4	3	5	4	5	4	3	3	3	4	4	4	4	3	84
REPONDE N 100	4	4	4	3	4	4	4	3	4	4	4	3	3	4	4	4	4	4	5	5	5	87
REPONDE N 101	4	4	4	4	4	4	5	3	4	4	3	3	4	4	4	4	4	4	4	4	4	86
REPONDE N 102	4	4	3	3	4	4	4	4	4	4	4	5	3	4	5	5	5	5	5	5	5	94
REPONDE N 103	4	3	4	4	4	4	5	3	4	4	5	4	4	4	5	5	5	5	5	5	5	96
REPONDE N 104	4	3	4	4	4	3	4	3	3	3	4	5	4	5	4	5	5	4	5	4	4	88
REPONDE N 105	4	3	4	4	4	4	4	4	4	3	4	3	3	4	5	5	5	5	5	5	5	92
REPONDE N 106	4	4	4	4	3	4	5	4	4	3	3	3	4	4	4	3	4	4	4	4	3	83
REPONDE N 107	4	5	3	3	4	4	4	4	4	4	4	5	3	4	4	4	4	4	4	4	4	87
REPONDE N 108	4	4	4	4	4	4	4	4	3	3	3	4	5	4	4	4	4	4	4	4	4	86
REPONDE N 109	4	4	4	4	3	4	4	4	4	4	5	4	5	5	5	5	5	5	5	5	5	98
REPONDE N 110	4	4	3	3	3	4	3	3	4	3	3	3	4	4	5	4	5	4	5	4	4	84
REPONDE N 111	4	4	4	4	4	3	4	4	3	3	4	5	3	4	4	4	4	4	4	4	4	85
REPONDE N 112	4	5	4	4	4	4	4	3	4	5	3	4	5	4	4	5	4	5	5	4	5	93
REPONDE N 113	4	4	5	5	4	4	3	4	4	4	5	4	5	5	4	2	4	4	2	2	4	86
REPONDE N 114	3	4	3	5	4	4	4	5	4	4	4	4	4	4	3	4	4	4	4	4	3	86
REPONDE N 115	4	3	4	4	3	4	4	5	3	5	3	4	5	4	4	4	4	4	4	4	4	87
REPONDE N 116	4	3	4	3	3	3	3	4	4	4	5	4	5	5	5	5	5	5	5	4	4	92
REPONDE N 117	4	4	4	4	5	4	3	4	4	4	4	4	4	4	5	5	5	5	5	5	5	96
REPONDE N 118	4	4	4	4	4	4	4	4	3	5	4	3	3	4	4	4	4	4	4	4	4	86

NO	Kinerja (Y)													
	1	2	3	4	5	6	7	8	9	10	11	12	JML	
REPONDEN 1	4	3	3	4	4	4	4	5	4	4	3	4	39	
REPONDEN 2	3	5	4	3	4	3	4	4	4	3	4	4	37	
REPONDEN 3	4	5	3	4	4	4	4	5	4	4	3	3	41	
REPONDEN 4	3	5	4	3	4	3	4	4	4	3	4	3	37	
REPONDEN 5	4	4	4	4	4	4	4	4	4	4	3	3	40	
REPONDEN 6	4	5	3	3	3	3	3	5	4	4	3	3	37	
REPONDEN 7	4	3	4	4	3	4	3	4	3	4	4	3	36	
REPONDEN 8	3	4	3	3	3	3	3	5	4	4	4	3	35	
REPONDEN 9	3	3	3	4	3	3	4	3	3	2	5	5	31	

REPONDEN 10	5	3	5	4	3	4	3	4	4	4	3	3	39
REPONDEN 11	4	4	3	4	3	4	3	3	3	5	5	4	36
REPONDEN 12	5	5	5	5	5	5	5	5	5	5	4	5	50
REPONDEN 13	3	3	3	3	3	3	3	3	3	3	4	4	30
REPONDEN 14	4	3	4	5	4	5	4	5	4	3	4	5	41
REPONDEN 15	4	4	3	4	5	4	5	3	4	3	4	4	39
REPONDEN 16	4	4	4	4	4	4	4	4	4	4	4	3	40
REPONDEN 17	5	4	3	4	5	4	5	4	4	3	3	3	41
REPONDEN 18	4	4	4	4	4	4	4	4	4	4	4	3	40
REPONDEN 19	4	4	4	4	3	4	3	4	4	3	5	4	37
REPONDEN 20	3	3	3	3	3	3	3	3	3	3	4	4	30
REPONDEN 21	5	4	3	4	3	4	3	3	4	3	4	4	36
REPONDEN 22	4	4	4	5	4	5	4	4	3	4	4	4	41
REPONDEN 23	4	4	4	4	4	4	4	4	4	4	4	4	40
REPONDEN 24	5	3	4	4	4	4	4	4	4	4	4	4	40
REPONDEN 25	4	4	4	4	4	4	4	4	4	4	4	4	40
REPONDEN 26	4	4	4	4	4	4	4	4	4	4	3	3	40
REPONDEN 27	4	4	3	4	4	4	4	3	4	3	3	3	37
REPONDEN 28	3	3	3	4	4	4	4	3	4	4	4	4	36
REPONDEN 29	3	3	3	3	3	3	3	3	3	3	3	5	30
REPONDEN 30	4	3	3	3	3	3	3	3	4	4	4	4	33
REPONDEN 31	3	4	3	4	4	4	4	4	4	4	4	4	38
REPONDEN 32	4	4	4	3	5	3	5	3	5	4	4	4	40
REPONDEN 33	4	5	3	4	4	5	4	4	2	4	3	4	39
REPONDEN 34	3	4	4	4	4	4	4	4	4	4	4	4	39
REPONDEN 35	4	4	4	4	4	4	4	4	4	4	3	4	40
REPONDEN 36	3	4	4	3	4	3	4	4	4	4	4	4	37
REPONDEN 37	4	4	4	5	4	4	2	4	4	4	5	4	39
REPONDEN 38	3	4	4	3	4	3	4	4	4	4	4	4	37
REPONDEN 39	4	5	5	4	4	4	4	3	3	3	4	4	39
REPONDEN 40	3	4	4	5	4	5	4	4	3	4	5	4	40
REPONDEN 41	4	4	4	4	4	4	4	4	4	4	4	4	40
REPONDEN 42	3	3	4	4	4	4	4	4	3	4	5	4	37
REPONDEN 43	4	4	5	5	4	5	4	3	3	3	4	3	40
REPONDEN 44	4	4	4	4	4	4	4	4	4	4	3	3	40
REPONDEN 45	3	4	5	5	4	5	4	2	4	5	3	4	41
REPONDEN 46	4	3	4	4	3	4	3	4	4	4	4	4	37
REPONDEN 47	3	3	3	4	4	5	3	2	3	3	4	4	33
REPONDEN 48	3	3	4	3	4	3	4	4	4	3	4	3	35
REPONDEN 49	4	4	2	5	4	4	4	4	4	4	3	4	39
REPONDEN 50	4	4	4	4	4	4	4	4	4	4	4	3	40

REPONDEN 51	4	4	4	4	3	4	3	4	4	4	4	4	38
REPONDEN 52	3	2	4	3	4	3	4	5	5	5	4	4	38
REPONDEN 53	4	4	4	4	3	4	3	4	4	4	4	4	38
REPONDEN 54	4	4	4	4	4	4	4	4	4	4	3	3	40
REPONDEN 55	4	5	4	4	4	4	4	3	4	4	4	4	40
REPONDEN 56	4	4	5	4	4	4	2	4	5	5	4	3	41
REPONDEN 57	3	3	3	3	3	3	3	3	3	3	4	4	30
REPONDEN 58	4	4	3	4	4	4	4	3	4	3	5	3	37
REPONDEN 59	5	4	4	4	3	4	3	4	3	4	4	4	38
REPONDEN 60	4	4	4	4	4	4	4	4	4	4	5	4	40
REPONDEN 61	4	4	4	5	3	2	3	4	3	3	4	4	35
REPONDEN 62	5	3	4	4	4	4	4	3	4	4	5	4	39
REPONDEN 63	4	4	4	5	4	5	4	4	3	3	5	5	40
REPONDEN 64	4	4	4	4	4	4	4	4	4	4	4	4	40
REPONDEN 65	4	4	3	5	4	5	4	2	3	3	4	4	37
REPONDEN 66	5	5	5	5	5	5	5	5	5	5	4	4	50
REPONDEN 67	4	3	5	4	4	4	4	4	4	3	4	4	39
REPONDEN 68	4	4	4	4	4	4	4	4	4	4	4	4	40
REPONDEN 69	5	4	5	4	4	3	4	4	5	4	3	3	42
REPONDEN 70	4	4	4	4	4	4	4	4	4	4	3	2	40
REPONDEN 71	3	4	3	4	4	3	3	4	4	4	4	3	36
REPONDEN 72	3	3	3	3	3	3	3	3	3	3	4	4	30
REPONDEN 73	3	4	3	3	4	3	3	2	5	4	4	4	34
REPONDEN 74	4	5	4	4	3	4	4	4	4	4	4	4	40
REPONDEN 75	4	4	4	4	4	4	4	4	4	4	4	4	40
REPONDEN 76	4	4	4	4	4	4	4	5	5	3	3	4	41
REPONDEN 77	4	4	4	4	4	4	4	4	4	4	3	4	40
REPONDEN 78	4	4	4	4	2	4	4	4	4	4	3	3	38
REPONDEN 79	4	4	4	3	4	3	3	4	4	4	3	4	37
REPONDEN 80	4	4	4	3	4	4	4	3	3	3	4	4	36
REPONDEN 81	3	3	3	3	3	3	3	3	3	3	3	5	30
REPONDEN 82	3	3	3	3	2	4	4	4	4	3	4	4	33
REPONDEN 83	4	4	4	4	4	4	5	4	3	4	4	4	40
REPONDEN 84	5	3	5	3	5	4	4	2	4	4	4	4	39
REPONDEN 85	4	4	4	4	4	4	4	4	4	5	4	4	41
REPONDEN 86	4	4	4	4	4	4	5	5	3	4	4	4	41
REPONDEN 87	4	4	4	4	4	4	4	4	4	4	4	4	40
REPONDEN 88	4	3	4	4	4	4	2	4	3	4	3	3	36
REPONDEN 89	4	4	4	4	4	4	4	4	4	4	4	3	40
REPONDEN 90	4	3	4	4	4	4	4	3	3	4	4	4	37
REPONDEN 91	4	4	4	3	3	3	4	3	4	5	4	3	37

REPONDEN 92	4	5	4	4	3	2	4	4	3	4	3	3	37
REPONDEN 93	4	4	4	4	4	4	4	4	4	4	4	4	40
REPONDEN 94	4	4	4	4	3	4	5	3	3	3	2	4	37
REPONDEN 95	4	5	4	3	3	3	4	2	4	4	4	4	36
REPONDEN 96	4	4	4	4	4	4	4	4	4	4	3	3	40
REPONDEN 97	4	5	4	2	4	5	3	4	3	4	4	4	38
REPONDEN 98	3	4	3	4	4	4	4	3	4	3	4	4	36
REPONDEN 99	3	3	3	3	3	3	3	3	2	3	4	4	29
REPONDEN 100	4	3	4	4	4	3	2	4	3	3	4	4	34
REPONDEN 101	4	4	4	4	4	4	4	4	4	4	5	5	40
REPONDEN 102	4	4	4	4	4	4	4	4	4	4	4	4	40
REPONDEN 103	3	4	3	4	4	4	4	4	4	4	4	4	38
REPONDEN 104	4	3	4	5	5	5	4	4	3	2	3	4	39
REPONDEN 105	3	4	3	4	4	4	2	4	4	4	4	5	36
REPONDEN 106	4	4	4	4	4	4	4	4	4	4	3	3	40
REPONDEN 107	4	4	4	3	4	4	4	5	4	5	3	4	41
REPONDEN 108	4	4	4	2	5	5	3	4	4	4	4	3	39
REPONDEN 109	3	3	3	3	3	3	3	3	3	3	4	4	30
REPONDEN 110	4	4	4	3	4	3	3	3	4	4	4	3	36
REPONDEN 111	3	4	3	4	3	4	4	4	5	4	3	4	38
REPONDEN 112	4	4	4	4	4	4	4	4	4	4	4	3	40
REPONDEN 113	3	5	3	2	3	3	4	4	4	4	4	4	35
REPONDEN 114	4	4	4	3	4	4	3	4	5	3	4	3	38
REPONDEN 115	4	5	2	4	3	3	4	3	4	4	5	5	36
REPONDEN 116	4	4	4	4	4	4	4	4	4	4	4	4	40
REPONDEN 117	4	5	4	4	3	3	4	4	4	4	3	4	39
REPONDEN 118	5	5	2	5	4	5	5	4	5	5	4	4	53

Lampiran Olah Data SPSS

HASIL OLAH DATA VARIABEL TEKANAN KERJA X1

Frequencies

		Statistics																				x1.k esel uruh an
		x1 .1	x1 .2	x1 .3	x1 .4	x1 .5	x1 .6	x1 .7	x1 .8	x1 .9	x1 0	x1 1	x1 2	x1 3	x1 4	x1 5	x1 6	x1 7	x1 8	x1 9	x1 0	118
N	Valid	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	118
	Missing	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	0
Mean		3.	3.	3.	3.	3.	3.	3.	3.	3.	3.	3.	3.	3.	3.	3.	3.	3.	3.	3.	3.	77.2
		76	75	87	93	96	81	80	77	90	97	97	87	96	81	76	75	87	93	96	81	1

Frequency Table

		x1.1			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	3.4	3.4	3.4
	3	33	28.0	28.0	31.4
	4	68	57.6	57.6	89.0
	5	13	11.0	11.0	100.0
	Total	118	100.0	100.0	

		x1.2			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	4.2	4.2	4.2
	3	30	25.4	25.4	29.7
	4	73	61.9	61.9	91.5
	5	10	8.5	8.5	100.0
	Total	118	100.0	100.0	

		x1.3			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	.8	.8	.8
	3	24	20.3	20.3	21.2
	4	82	69.5	69.5	90.7
	5	11	9.3	9.3	100.0
	Total	118	100.0	100.0	

		x1.4			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	4.2	4.2	4.2
	3	18	15.3	15.3	19.5

	4	75	63.6	63.6	83.1
	5	20	16.9	16.9	100.0
	Total	118	100.0	100.0	

x1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	2.5	2.5	2.5
	3	18	15.3	15.3	17.8
	4	78	66.1	66.1	83.9
	5	19	16.1	16.1	100.0
	Total	118	100.0	100.0	

x1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	6.8	6.8	6.8
	3	30	25.4	25.4	32.2
	4	56	47.5	47.5	79.7
	5	24	20.3	20.3	100.0
	Total	118	100.0	100.0	

x1.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	2.5	2.5	2.5
	3	30	25.4	25.4	28.0
	4	73	61.9	61.9	89.8
	5	12	10.2	10.2	100.0
	Total	118	100.0	100.0	

x1.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	4.2	4.2	4.2
	3	28	23.7	23.7	28.0
	4	74	62.7	62.7	90.7
	5	11	9.3	9.3	100.0
	Total	118	100.0	100.0	

x1.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	.8	.8	.8
	3	21	17.8	17.8	18.6
	4	85	72.0	72.0	90.7
	5	11	9.3	9.3	100.0
	Total	118	100.0	100.0	

x1.10

		Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	2	5	4.2	4.2	4.2
	3	15	12.7	12.7	16.9
	4	77	65.3	65.3	82.2
	5	21	17.8	17.8	100.0
	Total	118	100.0	100.0	

x1.11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	1.7	1.7	1.7
	3	18	15.3	15.3	16.9
	4	80	67.8	67.8	84.7
	5	18	15.3	15.3	100.0
	Total	118	100.0	100.0	

x1.12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	5.9	5.9	5.9
	3	27	22.9	22.9	28.8
	4	58	49.2	49.2	78.0
	5	26	22.0	22.0	100.0
	Total	118	100.0	100.0	

x1.13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	2.5	2.5	2.5
	3	18	15.3	15.3	17.8
	4	78	66.1	66.1	83.9
	5	19	16.1	16.1	100.0
	Total	118	100.0	100.0	

x1.14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	6.8	6.8	6.8
	3	30	25.4	25.4	32.2
	4	56	47.5	47.5	79.7
	5	24	20.3	20.3	100.0
	Total	118	100.0	100.0	

x1.15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	3.4	3.4	3.4
	3	33	28.0	28.0	31.4
	4	68	57.6	57.6	89.0
	5	13	11.0	11.0	100.0
	Total	118	100.0	100.0	

x1.16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	4.2	4.2	4.2
	3	30	25.4	25.4	29.7
	4	73	61.9	61.9	91.5
	5	10	8.5	8.5	100.0
	Total	118	100.0	100.0	

x1.17

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	.8	.8	.8
	3	24	20.3	20.3	21.2
	4	82	69.5	69.5	90.7
	5	11	9.3	9.3	100.0
	Total	118	100.0	100.0	

x1.18

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	4.2	4.2	4.2
	3	18	15.3	15.3	19.5
	4	75	63.6	63.6	83.1
	5	20	16.9	16.9	100.0
	Total	118	100.0	100.0	

x1.19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	2.5	2.5	2.5
	3	18	15.3	15.3	17.8
	4	78	66.1	66.1	83.9
	5	19	16.1	16.1	100.0
	Total	118	100.0	100.0	

x1.20

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	6.8	6.8	6.8
	3	30	25.4	25.4	32.2
	4	56	47.5	47.5	79.7
	5	24	20.3	20.3	100.0
	Total	118	100.0	100.0	

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	118	100.0
	Excluded ^a	0	.0
	Total	118	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.646	21

HASIL OLAH DATA VARIABEL LINGKUNGAN KERJA (X2)

Statistics

		x2.1	x2.2	x2.3	x2.4	x2.5	x2.6	x2.7	x2.8	x2.9	x2.10	x2.jml
N	Valid	118	118	118	118	118	118	118	118	118	118	118
	Missing	0	0	0	0	0	0	0	0	0	0	0
Mean		4.02	3.99	4.03	3.98	3.93	4.01	3.98	3.89	3.93	3.96	39.73

Frequency Table

x2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	.8	.8	.8
	3	22	18.6	18.6	19.5
	4	69	58.5	58.5	78.0
	5	26	22.0	22.0	100.0
	Total	118	100.0	100.0	

x2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	27	22.9	22.9	22.9
	4	65	55.1	55.1	78.0
	5	26	22.0	22.0	100.0
	Total	118	100.0	100.0	

x2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	19	16.1	16.1	16.1
	4	76	64.4	64.4	80.5
	5	23	19.5	19.5	100.0
	Total	118	100.0	100.0	

x2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	22	18.6	18.6	18.6
	4	76	64.4	64.4	83.1
	5	20	16.9	16.9	100.0
	Total	118	100.0	100.0	

x2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	.8	.8	.8
	3	24	20.3	20.3	21.2
	4	75	63.6	63.6	84.7
	5	18	15.3	15.3	100.0
	Total	118	100.0	100.0	

x2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	22	18.6	18.6	18.6
	4	73	61.9	61.9	80.5
	5	23	19.5	19.5	100.0
	Total	118	100.0	100.0	

x2.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	23	19.5	19.5	19.5
	4	74	62.7	62.7	82.2
	5	21	17.8	17.8	100.0
	Total	118	100.0	100.0	

x2.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	29	24.6	24.6	24.6
	4	73	61.9	61.9	86.4
	5	16	13.6	13.6	100.0
	Total	118	100.0	100.0	

x2.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	22	18.6	18.6	18.6
	4	82	69.5	69.5	88.1
	5	14	11.9	11.9	100.0
	Total	118	100.0	100.0	

x2.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	23	19.5	19.5	19.5
	4	77	65.3	65.3	84.7
	5	18	15.3	15.3	100.0
	Total	118	100.0	100.0	

Correlations

		Correlations										
		x2.1	x2.2	x2.3	x2.4	x2.5	x2.6	x2.7	x2.8	x2.9	x2.10	x2.jml
x2.1	Pearson Correlation	1	.477**	.535**	.579**	.414**	.289**	.189*	.215*	.213*	.328**	.677**
	Sig. (2-tailed)		.000	.000	.000	.000	.001	.040	.020	.021	.000	.000
	N	118	118	118	118	118	118	118	118	118	118	118
x2.2	Pearson Correlation	.477**	1	.553**	.572**	.488**	.348**	.207*	.289**	.321**	.257**	.719**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.025	.001	.000	.005	.000
	N	118	118	118	118	118	118	118	118	118	118	118
x2.3	Pearson Correlation	.535**	.553**	1	.526**	.373**	.161	.095	.174	.163	.149	.592**
	Sig. (2-tailed)	.000	.000		.000	.000	.083	.307	.059	.078	.107	.000
	N	118	118	118	118	118	118	118	118	118	118	118
x2.4	Pearson Correlation	.579**	.572**	.526**	1	.478**	.530**	.185*	.322**	.178	.288**	.738**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.044	.000	.054	.002	.000
	N	118	118	118	118	118	118	118	118	118	118	118
x2.5	Pearson Correlation	.414**	.488**	.373**	.478**	1	.444**	.221*	.385**	.360**	.201*	.689**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.016	.000	.000	.029	.000
	N	118	118	118	118	118	118	118	118	118	118	118
x2.6	Pearson Correlation	.289**	.348**	.161	.530**	.444**	1	.248**	.409**	.327**	.398**	.652**
	Sig. (2-tailed)	.001	.000	.083	.000	.000		.007	.000	.000	.000	.000
	N	118	118	118	118	118	118	118	118	118	118	118
x2.7	Pearson Correlation	.189*	.207*	.095	.185*	.221*	.248**	1	.338**	.351**	.376**	.500**
	Sig. (2-tailed)	.040	.025	.307	.044	.016	.007		.000	.000	.000	.000
	N	118	118	118	118	118	118	118	118	118	118	118
x2.8	Pearson Correlation	.215*	.289**	.174	.322**	.385**	.409**	.338**	1	.410**	.366**	.610**
	Sig. (2-tailed)	.020	.001	.059	.000	.000	.000	.000		.000	.000	.000
	N	118	118	118	118	118	118	118	118	118	118	118
x2.9	Pearson Correlation	.213*	.321**	.163	.178	.360**	.327**	.351**	.410**	1	.464**	.582**
	Sig. (2-tailed)	.021	.000	.078	.054	.000	.000	.000	.000		.000	.000
	N	118	118	118	118	118	118	118	118	118	118	118
x2.10	Pearson Correlation	.328**	.257**	.149	.288**	.201*	.398**	.376**	.366**	.464**	1	.594**
	Sig. (2-tailed)	.000	.005	.107	.002	.029	.000	.000	.000	.000		.000
	N	118	118	118	118	118	118	118	118	118	118	118

x2.j ml	Pearson Correlation	.677**	.719**	.592**	.738**	.689**	.652**	.500**	.610**	.582**	.594**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	118	118	118	118	118	118	118	118	118	118	118

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

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

RELIABILITY

```

/VARIABLES=x2.1 x2.2 x2.3 x2.4 x2.5 x2.6 x2.7 x2.8 x2.9 x2.10
x2.jml
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA.

```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	118	100.0
	Excluded ^a	0	.0
	Total	118	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.757	11

HASIL OLAH DATA VARIABEL MOTIVASI (Z)

Frequencies

[DataSet0]

		Statistics																											
		z1	z2	z3	z4	z5	z6	z7	z8	z9	z10	z11	z12	z13	z14	z15	z16	z17	z18	z19	z20	z21	z22	z23	z24	z25	z26	z27	z28
N	Valid	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
	Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean		4.04	3.99	3.99	3.99	3.99	3.99	3.99	3.99	3.99	4.00	3.99	3.99	4.00	4.01	4.02	4.01	4.02	4.02	4.02	4.02	4.02	4.02	4.02	4.02	4.02	4.02	4.02	89.65

Frequency Table

		z1			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	15	12.7	12.7	12.7
	4	83	70.3	70.3	83.1
	5	20	16.9	16.9	100.0
	Total	118	100.0	100.0	

		z2			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	22	18.6	18.6	18.6
	4	76	64.4	64.4	83.1
	5	20	16.9	16.9	100.0
	Total	118	100.0	100.0	

		z3			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	21	17.8	17.8	17.8
	4	77	65.3	65.3	83.1
	5	20	16.9	16.9	100.0
	Total	118	100.0	100.0	

		z4			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	21	17.8	17.8	17.8
	4	82	69.5	69.5	87.3
	5	15	12.7	12.7	100.0
	Total	118	100.0	100.0	

		z5			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	21	17.8	17.8	17.8

	4	82	69.5	69.5	87.3
	5	15	12.7	12.7	100.0
	Total	118	100.0	100.0	

z6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	21	17.8	17.8	17.8
	4	84	71.2	71.2	89.0
	5	13	11.0	11.0	100.0
	Total	118	100.0	100.0	

z7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	21	17.8	17.8	17.8
	4	82	69.5	69.5	87.3
	5	15	12.7	12.7	100.0
	Total	118	100.0	100.0	

z8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	22	18.6	18.6	18.6
	4	78	66.1	66.1	84.7
	5	18	15.3	15.3	100.0
	Total	118	100.0	100.0	

z9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	23	19.5	19.5	19.5
	4	78	66.1	66.1	85.6
	5	17	14.4	14.4	100.0
	Total	118	100.0	100.0	

z10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	19	16.1	16.1	16.1
	4	74	62.7	62.7	78.8
	5	25	21.2	21.2	100.0
	Total	118	100.0	100.0	

z11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	28	23.7	23.7	23.7
	4	67	56.8	56.8	80.5
	5	23	19.5	19.5	100.0
	Total	118	100.0	100.0	

z12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	28	23.7	23.7	23.7
	4	64	54.2	54.2	78.0

	5	26	22.0	22.0	100.0
	Total	118	100.0	100.0	

z13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	23	19.5	19.5	19.5
	4	69	58.5	58.5	78.0
	5	26	22.0	22.0	100.0
	Total	118	100.0	100.0	

z14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	11	9.3	9.3	9.3
	4	80	67.8	67.8	77.1
	5	27	22.9	22.9	100.0
	Total	118	100.0	100.0	

z15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	10	8.5	8.5	8.5
	4	71	60.2	60.2	68.6
	5	37	31.4	31.4	100.0
	Total	118	100.0	100.0	

z16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	1.7	1.7	1.7
	3	10	8.5	8.5	10.2
	4	70	59.3	59.3	69.5
	5	36	30.5	30.5	100.0
	Total	118	100.0	100.0	

z17

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	.8	.8	.8
	3	7	5.9	5.9	6.8
	4	69	58.5	58.5	65.3
	5	41	34.7	34.7	100.0
	Total	118	100.0	100.0	

z18

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	9	7.6	7.6	7.6
	4	71	60.2	60.2	67.8
	5	38	32.2	32.2	100.0
	Total	118	100.0	100.0	

z19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	2.5	2.5	2.5
	3	7	5.9	5.9	8.5
	4	62	52.5	52.5	61.0
	5	46	39.0	39.0	100.0
	Total	118	100.0	100.0	

z20

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	4.2	4.2	4.2
	3	7	5.9	5.9	10.2
	4	68	57.6	57.6	67.8
	5	38	32.2	32.2	100.0
	Total	118	100.0	100.0	

z21

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	12	10.2	10.2	10.2
	4	73	61.9	61.9	72.0
	5	33	28.0	28.0	100.0
	Total	118	100.0	100.0	

z22

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	.8	.8	.8
	3	9	7.6	7.6	8.5
	4	71	60.2	60.2	68.6
	5	37	31.4	31.4	100.0
	Total	118	100.0	100.0	

Correlations

		Correlations																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
		z1	z2	z3	z4	z5	z6	z7	z8	z9	z10	z11	z12	z13	z14	z15	z16	z17	z18	z19	z20	z21	z22	z23	z24	z25	z26	z27	z28	z29	z30	z31	z32	z33	z34	z35	z36	z37	z38	z39	z40	z41	z42	z43	z44	z45	z46	z47	z48	z49	z50	z51	z52	z53	z54	z55	z56	z57	z58	z59	z60	z61	z62	z63	z64	z65	z66	z67	z68	z69	z70	z71	z72	z73	z74	z75	z76	z77	z78	z79	z80	z81	z82	z83	z84	z85	z86	z87	z88	z89	z90	z91	z92	z93	z94	z95	z96	z97	z98	z99	z100	z101	z102	z103	z104	z105	z106	z107	z108	z109	z110	z111	z112	z113	z114	z115	z116	z117	z118	z119	z120	z121	z122	z123	z124	z125	z126	z127	z128	z129	z130	z131	z132	z133	z134	z135	z136	z137	z138	z139	z140	z141	z142	z143	z144	z145	z146	z147	z148	z149	z150	z151	z152	z153	z154	z155	z156	z157	z158	z159	z160	z161	z162	z163	z164	z165	z166	z167	z168	z169	z170	z171	z172	z173	z174	z175	z176	z177	z178	z179	z180	z181	z182	z183	z184	z185	z186	z187	z188	z189	z190	z191	z192	z193	z194	z195	z196	z197	z198	z199	z200	z201	z202	z203	z204	z205	z206	z207	z208	z209	z210	z211	z212	z213	z214	z215	z216	z217	z218	z219	z220	z221	z222	z223	z224	z225	z226	z227	z228	z229	z230	z231	z232	z233	z234	z235	z236	z237	z238	z239	z240	z241	z242	z243	z244	z245	z246	z247	z248	z249	z250	z251	z252	z253	z254	z255	z256	z257	z258	z259	z260	z261	z262	z263	z264	z265	z266	z267	z268	z269	z270	z271	z272	z273	z274	z275	z276	z277	z278	z279	z280	z281	z282	z283	z284	z285	z286	z287	z288	z289	z290	z291	z292	z293	z294	z295	z296	z297	z298	z299	z300	z301	z302	z303	z304	z305	z306	z307	z308	z309	z310	z311	z312	z313	z314	z315	z316	z317	z318	z319	z320	z321	z322	z323	z324	z325	z326	z327	z328	z329	z330	z331	z332	z333	z334	z335	z336	z337	z338	z339	z340	z341	z342	z343	z344	z345	z346	z347	z348	z349	z350	z351	z352	z353	z354	z355	z356	z357	z358	z359	z360	z361	z362	z363	z364	z365	z366	z367	z368	z369	z370	z371	z372	z373	z374	z375	z376	z377	z378	z379	z380	z381	z382	z383	z384	z385	z386	z387	z388	z389	z390	z391	z392	z393	z394	z395	z396	z397	z398	z399	z400	z401	z402	z403	z404	z405	z406	z407	z408	z409	z410	z411	z412	z413	z414	z415	z416	z417	z418	z419	z420	z421	z422	z423	z424	z425	z426	z427	z428	z429	z430	z431	z432	z433	z434	z435	z436	z437	z438	z439	z440	z441	z442	z443	z444	z445	z446	z447	z448	z449	z450	z451	z452	z453	z454	z455	z456	z457	z458	z459	z460	z461	z462	z463	z464	z465	z466	z467	z468	z469	z470	z471	z472	z473	z474	z475	z476	z477	z478	z479	z480	z481	z482	z483	z484	z485	z486	z487	z488	z489	z490	z491	z492	z493	z494	z495	z496	z497	z498	z499	z500	z501	z502	z503	z504	z505	z506	z507	z508	z509	z510	z511	z512	z513	z514	z515	z516	z517	z518	z519	z520	z521	z522	z523	z524	z525	z526	z527	z528	z529	z530	z531	z532	z533	z534	z535	z536	z537	z538	z539	z540	z541	z542	z543	z544	z545	z546	z547	z548	z549	z550	z551	z552	z553	z554	z555	z556	z557	z558	z559	z560	z561	z562	z563	z564	z565	z566	z567	z568	z569	z570	z571	z572	z573	z574	z575	z576	z577	z578	z579	z580	z581	z582	z583	z584	z585	z586	z587	z588	z589	z590	z591	z592	z593	z594	z595	z596	z597	z598	z599	z600	z601	z602	z603	z604	z605	z606	z607	z608	z609	z610	z611	z612	z613	z614	z615	z616	z617	z618	z619	z620	z621	z622	z623	z624	z625	z626	z627	z628	z629	z630	z631	z632	z633	z634	z635	z636	z637	z638	z639	z640	z641	z642	z643	z644	z645	z646	z647	z648	z649	z650	z651	z652	z653	z654	z655	z656	z657	z658	z659	z660	z661	z662	z663	z664	z665	z666	z667	z668	z669	z670	z671	z672	z673	z674	z675	z676	z677	z678	z679	z680	z681	z682	z683	z684	z685	z686	z687	z688	z689	z690	z691	z692	z693	z694	z695	z696	z697	z698	z699	z700	z701	z702	z703	z704	z705	z706	z707	z708	z709	z710	z711	z712	z713	z714	z715	z716	z717	z718	z719	z720	z721	z722	z723	z724	z725	z726	z727	z728	z729	z730	z731	z732	z733	z734	z735	z736	z737	z738	z739	z740	z741	z742	z743	z744	z745	z746	z747	z748	z749	z750	z751	z752	z753	z754	z755	z756	z757	z758	z759	z760	z761	z762	z763	z764	z765	z766	z767	z768	z769	z770	z771	z772	z773	z774	z775	z776	z777	z778	z779	z780	z781	z782	z783	z784	z785	z786	z787	z788	z789	z790	z791	z792	z793	z794	z795	z796	z797	z798	z799	z800	z801	z802	z803	z804	z805	z806	z807	z808	z809	z810	z811	z812	z813	z814	z815	z816	z817	z818	z819	z820	z821	z822	z823	z824	z825	z826	z827	z828	z829	z830	z831	z832	z833	z834	z835	z836	z837	z838	z839	z840	z841	z842	z843	z844	z845	z846	z847	z848	z849	z850	z851	z852	z853	z854	z855	z856	z857	z858	z859	z860	z861	z862	z863	z864	z865	z866	z867	z868	z869	z870	z871	z872	z873	z874	z875	z876	z877	z878	z879	z880	z881	z882	z883	z884	z885	z886	z887	z888	z889	z890	z891	z892	z893	z894	z895	z896	z897	z898	z899	z900	z901	z902	z903	z904	z905	z906	z907	z908	z909	z910	z911	z912	z913	z914	z915	z916	z917	z918	z919	z920	z921	z922	z923	z924	z925	z926	z927	z928	z929	z930	z931	z932	z933	z934	z935	z936	z937	z938	z939	z940	z941	z942	z943	z944	z945	z946	z947	z948	z949	z950	z951	z952	z953	z954	z955	z956	z957	z958	z959	z960	z961	z962	z963	z964	z965	z966	z967	z968	z969	z970	z971	z972	z973	z974	z975	z976	z977	z978	z979	z980	z981	z982	z983	z984	z985	z986	z987	z988	z989	z990	z991	z992	z993	z994	z995	z996	z997	z998	z999	z1000
z1	Pearson	1	.159	.345	.206	.405	.362	.206	.380	.276	.353	.243	.210	.215	.066	.102	.146	.171	.209	.218	.067	-.023	.125	.466																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
	Sig. (2-tailed)		.085	.000	.025	.000	.000	.025	.000	.002	.000	.008	.023	.019	.479	.270	.116	.064	.023	.018	.469	.801	.178	.000																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
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z2	Pearson	.159	1	.434	.411	.333	.397	.307	.292	.365	.329	.366	.335	.356	.110	.110	.110	-.014	-.058	.012	.032	.066	.105	.461																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
	Sig. (2-tailed)	.085		.000	.000	.000	.000	.001	.001	.000	.000	.000	.000	.002	.235	.246	.883	.535	.894	.729	.476	.259	.173	.000																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
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z 3	Pearson Correlation	.345**	.434**	1	.469**	.286**	.403**	.312**	.321**	.247**	.308**	.481**	.255**	.380**	.395**	.201*	.026	.125	.130	.090	.083	.102	.193*	.568**
	Sig. (2-tailed)	.000	.000		.000	.002	.000	.001	.000	.007	.001	.000	.005	.000	.000	.029	.778	.177	.161	.335	.369	.274	.036	.000
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
z 4	Pearson Correlation	.206*	.411**	.469**	1	.356**	.451**	.440**	.419**	.390**	.210*	.370**	.271**	.363**	.191*	.062	-.021	-.060	.039	-.030	.087	.002	.109	.488**
	Sig. (2-tailed)	.025	.000	.000		.000	.000	.000	.000	.022	.000	.003	.000	.039	.039	.504	.822	.516	.674	.750	.349	.985	.241	.000
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
z 5	Pearson Correlation	.405**	.333**	.286**	.356**	1	.335**	.188*	.339**	.364**	.337**	.276**	.157	.099	-.005	-.043	.074	-.035	.066	.060	.044	.054	.033	.400**
	Sig. (2-tailed)	.000	.000	.002	.000		.000	.042	.000	.000	.000	.002	.089	.084	.955	.647	.426	.707	.480	.519	.634	.562	.721	.000
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
z 6	Pearson Correlation	.362**	.397**	.403**	.451**	.335**	1	.307**	.294**	.346**	.429**	.356**	.326**	.326**	.320**	.159	.110	.110	.136	.144	.164	.092	.176	.581**
	Sig. (2-tailed)	.000	.000	.000	.000		.001	.001	.000	.000	.000	.000	.000	.000	.000	.158	.086	.238	.142	.119	.076	.321	.057	.000
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
z 7	Pearson Correlation	.206*	.307**	.312**	.488**	.107**	.31	.472**	.390**	.362**	.252**	.248**	.219*	.218*	-.016	-.045	-.009	-.014	.015	-.020	-.050	-.017	-.402**	
	Sig. (2-tailed)	.025	.001	.001	.000	.042	.001	.000	.000	.000	.006	.007	.017	.017	.860	.632	.919	.881	.870	.830	.888	.555	.800	
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
z 8	Pearson Correlation	.380**	.292**	.321**	.419**	.339**	.294**	.472**	1	.372**	.556**	.396**	.387**	.365**	.279**	.047	-.051	-.098	.100	.109	-.006	-.007	-.003	.529**
	Sig. (2-tailed)	.000	.001	.000	.000	.000	.001	.000		.000	.000	.000	.000	.000	.002	.610	.587	.290	.282	.242	.950	.939	.976	.000
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
z 9	Pearson Correlation	.276**	.365**	.247**	.390**	.364**	.346**	.390**	.372**	1	.416**	.484**	.343**	.208*	.207*	.084	.070	.039	.112	.057	.265**	.051	.103	.537**
	Sig. (2-tailed)	.002	.000	.007	.000	.000	.000	.000		.000	.000	.000	.000	.024	.024	.667	.551	.737	.225	.540	.004	.883	.670	.000
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
z 10	Pearson Correlation	.353**	.329**	.308**	.210*	.337**	.429**	.356**	.516**	.416**	1	.387**	.229*	.299**	.257**	-.104	.126	-.014	.108	.047	.076	.046	-.076	.490**
	Sig. (2-tailed)	.000	.000	.001	.022	.000	.000	.000	.000		.000	.000	.013	.001	.005	.265	.174	.877	.243	.613	.413	.625	.416	.000
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118

z 1 1	Pearson Correlation	.243**	.366**	.481**	.370**	.276**	.356**	.252**	.396**	.484**	.387**	1	.438**	.263**	.438**	.157	.118	.093	.072	.083	.177	.129	.213*	.596**
	Sig. (2-tailed)	.008	.000	.000	.000	.002	.000	.006	.000	.000	.000		.000	.004	.000	.090	.204	.317	.440	.374	.055	.165	.021	.000
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
z 1 2	Pearson Correlation	.210*	.335**	.255**	.271**	.157	.326**	.248**	.387**	.343**	.229*	.438**	1	.449**	.461**	.180	.181	.239**	.269**	.265**	.145	.113	.152	.591**
	Sig. (2-tailed)	.023	.000	.005	.003	.089	.000	.007	.000	.000	.013	.000		.000	.000	.051	.050	.009	.003	.004	.116	.221	.100	.000
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
z 1 3	Pearson Correlation	.215*	.156	.380**	.363**	.099	.326**	.219*	.365**	.208*	.299**	.263**	.449**	1	.564**	.052	.151	.200*	.164	.156	-.083	.144	.136	.509**
	Sig. (2-tailed)	.019	.092	.000	.000	.284	.000	.017	.000	.024	.001	.004	.000		.000	.578	.104	.030	.075	.091	.373	.120	.141	.000
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
z 1 4	Pearson Correlation	.066	.110	.395**	.191*	-.005	.320**	.218*	.279**	.207*	.257**	.438**	.461**	.564**	1	.113	.237**	.321**	.187*	.191*	.089	.160	.188*	.526**
	Sig. (2-tailed)	.479	.235	.000	.339	.955	.000	.017	.002	.024	.005	.000	.000	.000		.221	.010	.000	.043	.039	.340	.083	.042	.000
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
z 1 5	Pearson Correlation	.102	.108	.201*	.062	-.043	.131	-.016	.047	.084	-.104	.157	.180	.052	.113	1	.442**	.515**	.530**	.575**	.404**	.492**	.777**	.524**
	Sig. (2-tailed)	.270	.246	.029	.504	.647	.158	.860	.610	.367	.265	.090	.051	.578	.221		.000	.000	.000	.000	.000	.000	.000	.000
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
z 1 6	Pearson Correlation	.146	-.014	.026	.021	.074	.159	-.045	.051	.070	.26	.118	.181	.151	.237**	.442**	1	.517**	.551**	.642**	.454**	.87**	.50**	.520**
	Sig. (2-tailed)	.116	.883	.778	.822	.426	.086	.632	.587	.451	.174	.204	.050	.104	.010	.000		.000	.000	.000	.000	.000	.000	.000
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
z 1 7	Pearson Correlation	.171	-.058	.125	-.060	-.035	.110	-.009	.098	.039	-.014	.093	.239**	.200*	.321**	.515**	.517**	1	.701**	.652**	.278**	.409**	.524**	.525**
	Sig. (2-tailed)	.064	.535	.177	.516	.707	.238	.919	.090	.73	.77	.317	.09	.30	.00	.00	.00		.000	.000	.002	.000	.000	.000
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
z 1 8	Pearson Correlation	.209*	-.012	.130	.039	.066	.136	-.014	.100	.112	.108	.072	.269**	.164	.187*	.530**	.551**	.701**	1	.634**	.361**	.514**	.610**	.581**
	Sig. (2-tailed)	.023	.894	.161	.674	.480	.142	.881	.282	.225	.243	.440	.03	.75	.43	.00	.00	.00		.000	.000	.000	.000	.000
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118

z 1 9	Pearson	.218	.032	.090	-.030	.060	.144	.015	.109	.057	.047	.083	.265	.156	.191	.575	.642	.652	.634	1	.533	.420	.538	.587
	Correlation																							
	Sig. (2-tailed)	.018	.729	.335	.750	.519	.119	.870	.242	.540	.613	.374	.004	.091	.039	.000	.000	.000	.000		.000	.000	.000	.000
z 2 0	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
	Pearson	.067	.066	.083	.087	.044	.164	-.020	-.006	.265	.076	.177	.145	-.083	.089	.404	.454	.278	.361	.533	1	.383	.353	.455
	Sig. (2-tailed)	.469	.476	.369	.349	.634	.076	.830	.950	.004	.413	.055	.116	.373	.340	.000	.000	.002	.000	.000		.000	.000	.000
z 2 1	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
	Pearson	-.023	.105	.102	.002	.054	.092	-.050	-.007	.051	.046	.129	.113	.144	.160	.492	.487	.409	.514	.420	.383	1	.477	.461
	Sig. (2-tailed)	.801	.259	.274	.985	.562	.321	.588	.939	.583	.625	.165	.221	.120	.183	.000	.000	.000	.000	.000	.000		.000	.000
z 2 2	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
	Pearson	.125	.126	.193	.109	.033	.176	-.017	-.003	.103	-.076	.213	.152	.136	.188	.777	.450	.524	.610	.538	.353	.477	1	.555
	Sig. (2-tailed)	.178	.173	.036	.241	.757	.855	.976	.967	.216	.416	.021	.100	.141	.042	.000	.000	.000	.000	.000	.000	.000		.000
z j m l	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
	Pearson	.466	.461	.568	.488	.400	.581	.402	.529	.537	.490	.596	.591	.509	.526	.524	.520	.525	.581	.587	.555	.461	.555	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	

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

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	118	100.0
	Excluded ^a	0	.0
	Total	118	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.739	23

HASIL OLAH DATA VARIABEL KINERJA (Y)

Frequencies

[DataSet0]

		Statistics												y.keseluruhan
		y1	y2	y3	y4	y5	y6	y7	y8	y9	y10	y11	y12	
N	Valid	118	118	118	118	118	118	118	118	118	118	118	118	118
	Missing	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean		3.83	3.89	3.75	3.83	3.77	3.84	3.75	3.75	3.81	3.78	3.83	3.79	38.07

Frequency Table

		y1			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	31	26.3	26.3	26.3
	4	76	64.4	64.4	90.7
	5	11	9.3	9.3	100.0
	Total	118	100.0	100.0	

		y2			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	.8	.8	.8
	3	28	23.7	23.7	24.6
	4	72	61.0	61.0	85.6
	5	17	14.4	14.4	100.0
	Total	118	100.0	100.0	

		y3			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	2.5	2.5	2.5
	3	33	28.0	28.0	30.5
	4	72	61.0	61.0	91.5
	5	10	8.5	8.5	100.0
	Total	118	100.0	100.0	

		y4			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	2.5	2.5	2.5
	3	28	23.7	23.7	26.3
	4	73	61.9	61.9	88.1
	5	14	11.9	11.9	100.0
	Total	118	100.0	100.0	

		y5			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	1.7	1.7	1.7
	3	31	26.3	26.3	28.0
	4	77	65.3	65.3	93.2
	5	8	6.8	6.8	100.0
	Total	118	100.0	100.0	

		y6			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	1.7	1.7	1.7
	3	30	25.4	25.4	27.1
	4	71	60.2	60.2	87.3
	5	15	12.7	12.7	100.0
	Total	118	100.0	100.0	

		y7			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	4.2	4.2	4.2
	3	29	24.6	24.6	28.8
	4	75	63.6	63.6	92.4
	5	9	7.6	7.6	100.0
	Total	118	100.0	100.0	

		y8			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	5.1	5.1	5.1
	3	28	23.7	23.7	28.8
	4	73	61.9	61.9	90.7
	5	11	9.3	9.3	100.0
	Total	118	100.0	100.0	

		y9			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	1.7	1.7	1.7
	3	30	25.4	25.4	27.1
	4	75	63.6	63.6	90.7
	5	11	9.3	9.3	100.0
	Total	118	100.0	100.0	

		y10			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	1.7	1.7	1.7
	3	32	27.1	27.1	28.8
	4	74	62.7	62.7	91.5

	5	10	8.5	8.5	100.0
	Total	118	100.0	100.0	

y11					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	.8	.8	.8
	3	30	25.4	25.4	26.3
	4	75	63.6	63.6	89.8
	5	12	10.2	10.2	100.0
	Total	118	100.0	100.0	

y12					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	.8	.8	.8
	3	32	27.1	27.1	28.0
	4	76	64.4	64.4	92.4
	5	9	7.6	7.6	100.0
	Total	118	100.0	100.0	

Reliability

Scale: ALL VARIABLES

Case Processing Summary			
		N	%
Cases	Valid	118	100.0
	Excluded ^a	0	.0
	Total	118	100.0

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

Reliability Statistics		
Cronbach's Alpha	N of Items	
.683	13	

Analisis regresi, uji Anova, Determinasi, Parsial

X1 DAN X2 TERHADAP Z
[DataSet0]

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	x2, x1 ^b	.	Enter

a. Dependent Variable: z

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.425 ^a	.212	.216	6.285

a. Predictors: (Constant), x2, x1

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1000.826	2	500.413	12.670	.000 ^b
	Residual	4541.928	115	39.495		
	Total	5542.754	117			

a. Dependent Variable: z

b. Predictors: (Constant), x2, x1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	58.146	12.027		5.834	.000
	x1	.024	.138	.115	2.176	.003
	x2	.446	.148	.324	3.021	.000

a. Dependent Variable: z

X1, X2 DAN Z TERHADAP Y

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	z, x1, x2 ^b	.	Enter

a. Dependent Variable: y

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.527 ^a	.263	.260	3.662

a. Predictors: (Constant), z, x1, x2

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2225.091	3	8.364	11.624	.001 ^b
	Residual	1528.367	114	13.407		
	Total	1553.458	117			

a. Dependent Variable: y

b. Predictors: (Constant), z, x1, x2

Coefficients^a

Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	31.193	7.687		10.058	.000
	x1	.098	.081	.114	2.022	.004
	x2	.261	.296	.265	4.635	.007
	z	.219	.254	.235	3.345	.011

a. Dependent Variable: y

NILAI UJI VALIDITAS VARIABEL TEKANAN KERJA (X1)

		Correlations																				x1.kes eluruh an
		x1.1	x1.2	x1.3	x1.4	x1.5	x1.6	x1.7	x1.8	x1.9	x1.1 0	x1.1 1	x1.1 2	x1.1 3	x1.1 4	x1.1 5	x1.1 6	x1.1 7	x1.1 8	x1.1 9	x1.2 0	
x1.1	Pearson Correlatio n	1	.481 **	.517 **	.374 **	.362 **	.502 **	-. 224 *	-. 174	-. 088	-. 035	-. 060	-. 250 **	.054	.205 *	-. 156	-. 299 **	-. 189 *	-. 246 **	-. 138	-. 256 **	.227 [*]
	Sig. (2- tailed)		.000	.000	.000	.000	.000	.015	.060	.345	.706	.520	.006	.560	.026	.091	.001	.041	.007	.135	.005	.013
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
x1.2	Pearson Correlatio n	.481 **	1	.367 **	.510 **	.252 **	.342 **	-. 199 *	-. 169	-. 071	-. 019	-. 063	-. 152	.173	.357 **	-. 114	-. 337 **	-. 132	-. 183 *	-. 084	-. 253 **	.284 ^{**}
	Sig. (2- tailed)	.000		.000	.000	.006	.000	.031	.068	.442	.840	.498	.099	.061	.000	.220	.000	.155	.047	.363	.006	.002
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
x1.3	Pearson Correlatio n	.517 **	.367 **	1	.281 **	.502 **	.385 **	-. 165	-. 100	-. 126	.011	.012	-. 275 **	.150	.203 *	-. 189 *	-. 313 **	-. 132	-. 174	.009	-. 232 *	.261 ^{**}
	Sig. (2- tailed)	.000	.000		.002	.000	.000	.074	.281	.174	.908	.896	.003	.106	.027	.041	.001	.153	.060	.927	.011	.004
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
x1.4	Pearson Correlatio n	.374 **	.510 **	.281 **	1	.447 **	.459 **	-. 219 *	-. 251 **	-. 242 **	-. 093	-. 205 *	-. 208 *	.069	.212 *	-. 069	-. 274 **	-. 022	-. 183 *	-. 082	-. 153	.237 ^{**}
	Sig. (2- tailed)	.000	.000	.002		.000	.000	.017	.006	.008	.316	.026	.024	.457	.021	.457	.003	.813	.047	.378	.098	.010
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
x1.5	Pearson Correlatio n	.362 **	.252 **	.502 **	.447 **	1	.428 **	-. 205 *	-. 160	-. 182 *	-. 042	-. 090	-. 123	.119	.064	-. 196 *	-. 223 *	-. 109	-. 214 *	-. 004	-. 173	.233 [*]
	Sig. (2- tailed)	.000	.006	.000	.000		.000	.026	.083	.048	.655	.332	.185	.201	.489	.033	.015	.240	.020	.963	.061	.011
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118

x1.6	Pearson Correlation	.502**	.342**	.385**	.459**	.428**	1	-.228*	-.350**	-.286**	-.188*	-.196*	-.283**	.049	.219*	-.181*	-.360**	-.160	-.197*	-.046	-.245**	.140
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.013	.000	.002	.041	.033	.002	.602	.017	.049	.000	.084	.033	.618	.007	.130
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
x1.7	Pearson Correlation	-.224*	-.199*	-.165	-.219*	-.205*	-.228*	1	.520**	.449**	.366**	.263**	.464**	-.102	-.354**	.140	.254**	.210*	.120	.041	.197*	.352**
	Sig. (2-tailed)	.015	.031	.074	.017	.026	.013		.000	.000	.000	.004	.000	.269	.000	.130	.005	.023	.196	.663	.032	.000
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
x1.8	Pearson Correlation	-.174	-.169	-.100	-.251**	-.160	-.350**	.520**	1	.426**	.462**	.210*	.303**	-.160	-.320**	.140	.193*	.148	.112	.037	.258**	.317**
	Sig. (2-tailed)	.060	.068	.281	.006	.083	.000	.000		.000	.000	.023	.001	.083	.000	.129	.037	.109	.227	.694	.005	.000
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
x1.9	Pearson Correlation	-.088	-.071	-.126	-.242**	-.182*	-.286**	.449**	.426**	1	.240**	.425**	.390**	-.182*	-.154	.186*	.139	.125	.049	.085	.183*	.345**
	Sig. (2-tailed)	.345	.442	.174	.008	.048	.002	.000	.000		.009	.000	.000	.048	.095	.044	.132	.179	.599	.361	.047	.000
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
x1.10	Pearson Correlation	-.035	-.019	.011	-.093	-.042	-.188*	.366**	.462**	.240**	1	.462**	.414**	-.080	-.129	.109	.092	.187*	.119	.035	.211*	.494**
	Sig. (2-tailed)	.706	.840	.908	.316	.655	.041	.000	.000	.009		.000	.000	.390	.163	.241	.321	.043	.200	.706	.022	.000
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
x1.11	Pearson Correlation	-.060	-.063	.012	-.205*	-.090	-.196*	.263**	.210*	.425**	.462**	1	.433**	-.112	-.146	.184*	.021	.136	.074	.083	.188*	.398**
	Sig. (2-tailed)	.520	.498	.896	.026	.332	.033	.004	.023	.000	.000		.000	.228	.115	.046	.826	.142	.424	.373	.042	.000
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118

x1.12	Pearson Correlation	-	-	-	-	-	-	.464**	.303**	.390**	.414**	.433**	1	-	-	.218*	.127	.131	.148	.086	.276**	.386**
	Sig. (2-tailed)	.250**	.152	.275**	.208*	.123	.283**							.139	.221*							
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
x1.13	Pearson Correlation	.054	.173	.150	.069	.119	.049	-	-	-	-	-	-	1	.428**	-	-	-	-	-	-	.054
	Sig. (2-tailed)							.102	.160	.182*	.080	.112	.139			.158	.144	.156	.233*	.127	.157	
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
x1.14	Pearson Correlation	.205*	.357**	.203*	.212*	.064	.219*	-	-	-	-	-	-	.428**	1	-	-	-	-	-	-	.077
	Sig. (2-tailed)							.354**	.320**	.154	.129	.146	.221*			.122	.269**	.141	.182*	.094	.282**	
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
x1.15	Pearson Correlation	-	-	-	-	-	-	.140	.140	.186*	.109	.184*	.218*	-	-	1	.481**	.517**	.374**	.362**	.502**	.488**
	Sig. (2-tailed)	.156	.114	.189*	.069	.196*	.181*							.158	.122							
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
x1.16	Pearson Correlation	-	-	-	-	-	-	.254**	.193*	.139	.092	.021	.127	-	-	.481**	1	.367**	.510**	.252**	.342**	.238**
	Sig. (2-tailed)	.299**	.337**	.313**	.274**	.223*	.360**							.144	.269**							
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
x1.17	Pearson Correlation	-	-	-	-	-	-	.210*	.148	.125	.187*	.136	.131	-	-	.517**	.367**	1	.281**	.502**	.385**	.452**
	Sig. (2-tailed)	.189*	.132	.132	.022	.109	.160							.156	.141							
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118

x1.18	Pearson Correlation	-	-	-	-	-	-	.120	.112	.049	.119	.074	.148	-	-	.374	.510	.281	1	.447	.459	.341**
		.246**	.183*	.174	.183*	.214*	.197*							.233*	.182*	**	**	**		**	**	
	Sig. (2-tailed)	.007	.047	.060	.047	.020	.033	.196	.227	.599	.200	.424	.110	.011	.048	.000	.000	.002		.000	.000	.000
x1.19	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
	Pearson Correlation	-	-	.009	-	-	-	.041	.037	.085	.035	.083	.086	-	-	.362	.252	.502	.447	1	.428	.441**
		.138	.084		.082	.004	.046							.127	.094	**	**	**	**		**	
x1.19	Sig. (2-tailed)	.135	.363	.927	.378	.963	.618	.663	.694	.361	.706	.373	.352	.169	.312	.000	.006	.000	.000		.000	.000
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
x1.20	Pearson Correlation	-	-	-	-	-	-	.197	.258	.183	.211	.188	.276	-	-	.502	.342	.385	.459	.428	1	.446**
		.256**	.253**	.232*	.153	.173	.245**	*	**	*	*	*	**	.157	.282**	**	**	**	**	**	**	
	Sig. (2-tailed)	.005	.006	.011	.098	.061	.007	.032	.005	.047	.022	.042	.002	.089	.002	.000	.000	.000	.000	.000		.000
x1.20	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118
	Pearson Correlation	.227	.284	.261	.237	.233	.240	.352	.317	.345	.494	.398	.386	.254	.277	.488	.238	.452	.341	.441	.446	1
		*	**	**	**	*		**	**	**	**	**	**			**	**	**	**	**	**	
x1.kese luruhan	Sig. (2-tailed)	.013	.002	.004	.010	.011	.030	.000	.000	.000	.000	.000	.000	.013	.008	.000	.009	.000	.000	.000	.000	
	N	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118	118

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

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

NILAI UJI VALIDITAS VARIABEL KINERJA (Y)

Correlations

		y1	y2	y3	y4	y5	y6	y7	y8	y9	y10	y11	y12	y.keseluruhan
y1	Pearson Correlation	1	.229*	.374**	.353**	.263**	.337**	.225*	.174	.220*	.256**	-.108	-.159	.622**
	Sig. (2-tailed)		.013	.000	.000	.004	.000	.014	.059	.017	.005	.243	.085	.000
	N	118	118	118	118	118	118	118	118	118	118	118	118	118
y2	Pearson Correlation	.229*	1	.059	.098	.114	.101	.300**	.171	.227*	.286**	-.071	-.109	.481**
	Sig. (2-tailed)	.013		.527	.292	.219	.278	.001	.064	.013	.002	.444	.238	.000
	N	118	118	118	118	118	118	118	118	118	118	118	118	118
y3	Pearson Correlation	.374**	.059	1	.164	.302**	.211*	.115	.191*	.159	.230*	-.042	-.187*	.433**
	Sig. (2-tailed)	.000	.527		.076	.001	.022	.217	.038	.085	.012	.648	.043	.000
	N	118	118	118	118	118	118	118	118	118	118	118	118	118
y4	Pearson Correlation	.353**	.098	.164	1	.229*	.533**	.256**	.152	.002	.076	.035	.106	.536**
	Sig. (2-tailed)	.000	.292	.076		.012	.000	.005	.100	.982	.414	.709	.252	.000
	N	118	118	118	118	118	118	118	118	118	118	118	118	118
y5	Pearson Correlation	.263**	.114	.302**	.229*	1	.435**	.378**	.133	.275**	.142	.010	-.068	.567**
	Sig. (2-tailed)	.004	.219	.001	.012		.000	.000	.150	.003	.124	.913	.467	.000
	N	118	118	118	118	118	118	118	118	118	118	118	118	118
y6	Pearson Correlation	.337**	.101	.211*	.533**	.435**	1	.263**	.120	.006	.145	.039	.067	.583**
	Sig. (2-tailed)	.000	.278	.022	.000	.000		.004	.196	.946	.117	.678	.472	.000
	N	118	118	118	118	118	118	118	118	118	118	118	118	118
y7	Pearson Correlation	.225*	.300**	.115	.256**	.378**	.263**	1	.125	.214*	.114	-.110	.037	.558**
	Sig. (2-tailed)	.014	.001	.217	.005	.000	.004		.178	.020	.218	.237	.693	.000
	N	118	118	118	118	118	118	118	118	118	118	118	118	118
y8	Pearson Correlation	.174	.171	.191*	.152	.133	.120	.125	1	.288**	.294**	-.162	-.130	.478**
	Sig. (2-tailed)	.059	.064	.038	.100	.150	.196	.178		.002	.001	.079	.159	.000

	N	118	118	118	118	118	118	118	118	118	118	118	118	118
y9	Pearson Correlation	.220*	.227*	.159	.002	.275**	.006	.214*	.288**	1	.426**	-.067	-.163	.519**
	Sig. (2-tailed)	.017	.013	.085	.982	.003	.946	.020	.002		.000	.474	.077	.000
	N	118	118	118	118	118	118	118	118	118	118	118	118	118
y10	Pearson Correlation	.256**	.286**	.230*	.076	.142	.145	.114	.294**	.426**	1	-.032	-.131	.548**
	Sig. (2-tailed)	.005	.002	.012	.414	.124	.117	.218	.001	.000		.728	.156	.000
	N	118	118	118	118	118	118	118	118	118	118	118	118	118
y11	Pearson Correlation	-.108	-.071	-.042	.035	.010	.039	-.110	-.162	-.067	.032	1	.335**	-.084
	Sig. (2-tailed)	.243	.444	.648	.709	.913	.678	.237	.079	.474	.728		.000	.365
	N	118	118	118	118	118	118	118	118	118	118	118	118	118
y12	Pearson Correlation	-.159	-.109	-.187*	.106	-.068	.067	.037	-.130	-.163	.131	.335**	1	-.118
	Sig. (2-tailed)	.085	.238	.043	.252	.467	.472	.693	.159	.077	.156	.000		.203
	N	118	118	118	118	118	118	118	118	118	118	118	118	118
y.keseluruhan	Pearson Correlation	.622**	.481**	.433**	.536**	.567**	.583**	.558**	.478**	.519**	.548**	.284	.218	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.005	.003	
	N	118	118	118	118	118	118	118	118	118	118	118	118	118

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

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

LEMBAR KONSULTASI TESIS
PROGRAM PASCASARJANA
STIEPARI SEMARANG

Nama Mahasiswa : Barlian Hari Wondo, SE.

NPM : 23610504

Dosen Pembimbing 1 : Dr. Bambang Guritno, MM, MBA,

Dosen Pembimbing 2 : Dr. Ir. Sapto Supriyanto, M.M

No	Hari, tanggal	Uraian	Paraf Dosen Pembimbing
1	Rabu, 28 Mei 2025	Penetapan judul tesis “ Pengaruh Stres Kerja dan Lingkungan Kerja Terhadap Kinerja di Mediasi oleh Motivasi Kerja di BNI 46 Cabang Tegal” Catatan Dosbing 1 : X1. Stres Kerja X2, Lingkungan Kerja Z, Motivasi Kerja Y, Kinerja New Judul : PENGARUH STRES BEKERJA DAN LINGKUNGAN KERJA TERHADAP KINERJA PEGAWAI YANG DI MEDIASI OLEH MOTIVASI DI KANTOR CABANG BANK NEGARA INDONESIA 1946 , KOTA TEGAL. ACC, JUDUL TGL, 05.06.2025	
	Sabtu, 23 Agustus 2025	LENGKAPI ABSTRAN DAN PERNYATAAN KEASLIAN TESIS REVISI SIDANG TESIS 23.08.2025	

No	Hari, tanggal	Uraian	Paraf Dosen Pembimbing
	Senin, 30 Juni 2025	PENGARUH TEKANAN KERJA DAN LINGKUNGAN KERJA TERHADAP KINERJA PEGAWAI DIMEDIASI OLEH MOTIVASI DI PT. BANK NEGARA INDONESIA (PERSERO) TBK CABANG TEGAL. Catatan Dosen 2 REVISI JUDUL TGL, 30.06.2025	

No	Hari, tanggal	Uraian	Paraf Dosen Pembimbing

BIODATA



Barlian Hari Wondo, lahir di Jakarta pada tanggal 9 April 1990. Penulis adalah anak kedua dari empat bersaudara pasangan Subarman Syafi'i dan Lili Yasmi. Sejak Sekolah Dasar hingga Sarjana Muda berdomisili di Jakarta, awal berkarir di

Jakarta dan menikah pada tahun 2019 saat ini menetap dan berkarir di Kota Tegal.

Saat ini penulis merupakan Pegawai Bank BNI yang aktif dan antusias dengan pengalaman kerja lebih dari 10 tahun, serta memiliki keahlian di bidang analisis pemasaran dan pengolahan data.

Dengan ketekunan, motivasi tinggi untuk terus belajar dan berusaha, penulis telah menyelesaikan pengerjaan tesis ini. Semoga dengan penulisan tesis ini dapat memberikan kontribusi praktik profesional di dunia kerja dan pendidikan.

Penulis saat ini melanjutkan pendidikan Magister (Sumber Daya Manusia) di STIEPARI sebagai bentuk pengembangan diri dan peningkatan profesionalisme di bidang manajemen perbankan.