

DAFTAR PERTANYAAN

A. KARAKTERISTIK RESPONDEN

Umur :
Jenis kelamin :
Status :
Masa kerja :
Pendidikan :

B. DAFTAR PERTANYAAN

Mohon diisi sesuai dengan keadaan Bapak/Ibu/ Saudara. Beri tanda silang (x) pada salah satu jawaban yang anda anggap paling benar.

Konflik (X₁)

1. Dalam bekerja Bapak/Ibu/ Saudara mengalami perbedaan sikap dengan karyawan lain.
 - a. Sangat Setuju
 - b. Setuju
 - c. Netral
 - d. Tidak setuju
 - e. Sangat tidak setuju
2. Bapak/Ibu/ Saudara merasakan adanya ketidakpuasan atas hasil pekerjaan karyawan lain.
 - a. Sangat Setuju
 - b. Setuju
 - c. Netral
 - d. Tidak setuju
 - e. Sangat tidak setuju
3. Dalam bekerja Bapak/Ibu/ Saudara mengalami atau terjadi perselisihan antar pekerja.

- a. Sangat Setuju
 - b. Setuju
 - c. Netral
 - d. Tidak setuju
 - e. Sangat tidak setuju
4. Bapak/Ibu/ Saudara memiliki perbedaan tujuan dan skala prioritas dalam bekerja di instansi.
- a. Sangat Setuju
 - b. Setuju
 - c. Netral
 - d. Tidak setuju
 - e. Sangat tidak setuju

Stress Kerja (X₂)

1. Bapak/Ibu/ Saudara merasa adanya kebosanan dalam bekerja di instansi.
- a. Sangat Setuju
 - b. Setuju
 - c. Netral
 - d. Tidak setuju
 - e. Sangat tidak setuju
2. Bapak/Ibu/ Saudara merasakan adanya ketidakpuasan atas hasil kerja yang dicapai.
- a. Sangat Setuju
 - b. Setuju
 - c. Netral
 - d. Tidak setuju
 - e. Sangat tidak setuju
3. Bapak/Ibu/ Saudara mengalami kecemasan dalam proses penyelesaian pekerjaan.
- a. Sangat Setuju

- b. Setuju
 - c. Netral
 - d. Tidak setuju
 - e. Sangat tidak setuju
4. Bapak/Ibu/ Saudara sering merasakan mudah marah apabila menyelesaikan tugas yang berat
- a. Sangat Setuju
 - b. Setuju
 - c. Netral
 - d. Tidak setuju
 - e. Sangat tidak setuju
5. Bapak/Ibu/ Saudara mengalami perubahan produktivitas dalam bekerja di instansi
- a. Sangat Setuju
 - b. Setuju
 - b. Netral
 - a. Tidak setuju
 - b. Sangat tidak setuju
6. Bapak/Ibu/ Saudara sering absen dalam bekerja.
- c. Sangat Setuju
 - d. Setuju
 - c. Netral
 - a. Tidak setuju
 - b. Sangat tidak setuju

Kinerja Karyawan (Y)

1. Kuantitas pekerjaan yang Bapak/Ibu/Saudara selesaikan sesuai dengan ketentuan instansi.
 - a. Sangat Setuju
 - b. Setuju
 - c. Netral
 - d. Tidak setuju
 - e. Sangat tidak setuju
2. Kualitas pekerjaan yang Bapak/Ibu/ Saudara hasilkan sesuai target yang ditetapkan oleh instansi.
 - a. Sangat Setuju
 - b. Setuju
 - c. Netral
 - d. Tidak setuju
 - e. Sangat tidak setuju
3. Ketepatan waktu yang Bapak/Ibu/ Saudara gunakan untuk menyelesaikan pekerjaan sesuai dengan target yang ditetapkan oleh instansi.
 - a. Sangat Setuju
 - b. Setuju
 - c. Netral
 - d. Tidak setuju
 - e. Sangat tidak setuju

**SKOR JAWABAN RESPONDEN
VARIABEL KONFLIK (X₁)**

| No. | Item 1 | Item 2 | Item 3 | Item 4 | X1 |
|-----|--------|--------|--------|--------|----|
| 1 | 4 | 4 | 5 | 5 | 18 |
| 2 | 4 | 4 | 4 | 4 | 16 |
| 3 | 5 | 4 | 4 | 3 | 16 |
| 4 | 4 | 4 | 4 | 4 | 16 |
| 5 | 4 | 3 | 3 | 3 | 13 |
| 6 | 4 | 4 | 4 | 3 | 15 |
| 7 | 4 | 4 | 4 | 5 | 17 |
| 8 | 4 | 4 | 5 | 3 | 16 |
| 9 | 5 | 4 | 4 | 5 | 18 |
| 10 | 4 | 4 | 4 | 4 | 16 |
| 11 | 3 | 4 | 3 | 3 | 13 |
| 12 | 4 | 5 | 4 | 5 | 18 |
| 13 | 4 | 4 | 5 | 5 | 18 |
| 14 | 4 | 3 | 3 | 5 | 15 |
| 15 | 3 | 4 | 4 | 3 | 14 |
| 16 | 4 | 3 | 3 | 3 | 13 |
| 17 | 5 | 5 | 4 | 4 | 18 |
| 18 | 4 | 5 | 4 | 4 | 17 |
| 19 | 4 | 3 | 4 | 3 | 14 |
| 20 | 4 | 4 | 4 | 4 | 16 |
| 21 | 4 | 4 | 4 | 3 | 15 |
| 22 | 4 | 4 | 4 | 4 | 16 |
| 23 | 4 | 3 | 3 | 3 | 13 |
| 24 | 5 | 4 | 4 | 3 | 16 |
| 25 | 4 | 4 | 4 | 5 | 17 |
| 26 | 3 | 4 | 3 | 3 | 13 |
| 27 | 4 | 5 | 4 | 4 | 17 |
| 28 | 5 | 5 | 4 | 4 | 18 |
| 29 | 4 | 3 | 3 | 3 | 13 |
| 30 | 3 | 4 | 4 | 4 | 15 |
| 31 | 4 | 4 | 4 | 4 | 16 |
| 32 | 4 | 4 | 4 | 5 | 17 |
| 33 | 4 | 3 | 3 | 3 | 13 |
| 34 | 3 | 4 | 5 | 4 | 16 |
| 35 | 5 | 5 | 4 | 4 | 18 |
| 36 | 4 | 4 | 4 | 4 | 16 |
| 37 | 4 | 4 | 5 | 4 | 17 |
| 38 | 4 | 4 | 5 | 5 | 18 |
| 39 | 4 | 5 | 5 | 4 | 18 |
| 40 | 4 | 3 | 3 | 5 | 15 |
| 41 | 4 | 4 | 4 | 3 | 15 |
| 42 | 4 | 3 | 4 | 3 | 14 |
| 43 | 3 | 3 | 4 | 3 | 13 |
| 44 | 3 | 4 | 4 | 3 | 14 |
| 45 | 4 | 4 | 5 | 4 | 17 |

| | | | | | |
|----|---|---|---|---|----|
| 46 | 4 | 4 | 5 | 5 | 18 |
| 47 | 4 | 5 | 4 | 4 | 17 |
| 48 | 4 | 4 | 4 | 4 | 16 |
| 49 | 4 | 3 | 4 | 4 | 15 |
| 50 | 4 | 4 | 5 | 3 | 16 |
| 51 | 4 | 4 | 5 | 5 | 18 |
| 52 | 3 | 5 | 4 | 4 | 16 |
| 53 | 4 | 4 | 4 | 3 | 15 |
| 54 | 3 | 4 | 3 | 4 | 14 |
| 55 | 3 | 3 | 4 | 3 | 13 |
| 56 | 4 | 4 | 3 | 4 | 15 |
| 57 | 3 | 4 | 4 | 3 | 14 |
| 58 | 4 | 4 | 5 | 4 | 17 |
| 59 | 4 | 3 | 4 | 4 | 15 |
| 60 | 4 | 4 | 4 | 4 | 16 |
| 61 | 5 | 5 | 4 | 4 | 18 |
| 62 | 3 | 4 | 5 | 3 | 15 |
| 63 | 4 | 5 | 4 | 5 | 18 |
| 64 | 3 | 3 | 4 | 4 | 14 |
| 65 | 4 | 5 | 3 | 5 | 17 |
| 66 | 3 | 4 | 4 | 4 | 15 |
| 67 | 3 | 3 | 4 | 5 | 15 |
| 68 | 4 | 4 | 4 | 4 | 16 |
| 69 | 3 | 3 | 4 | 4 | 14 |
| 70 | 3 | 4 | 4 | 3 | 14 |
| 71 | 4 | 3 | 3 | 4 | 14 |
| 72 | 4 | 3 | 3 | 4 | 14 |
| 73 | 4 | 3 | 4 | 3 | 14 |
| 74 | 3 | 4 | 4 | 4 | 15 |
| 75 | 4 | 4 | 3 | 3 | 14 |
| 76 | 4 | 4 | 5 | 5 | 18 |
| 77 | 4 | 5 | 5 | 4 | 18 |
| 78 | 3 | 4 | 4 | 4 | 15 |
| 79 | 4 | 4 | 4 | 5 | 17 |
| 80 | 3 | 4 | 4 | 5 | 16 |
| 81 | 4 | 3 | 3 | 5 | 15 |
| 82 | 4 | 5 | 5 | 4 | 18 |
| 83 | 3 | 4 | 5 | 5 | 17 |
| 84 | 4 | 4 | 5 | 5 | 18 |
| 85 | 3 | 3 | 4 | 3 | 13 |
| 86 | 4 | 4 | 4 | 3 | 15 |

**SKOR JAWABAN RESPONDEN VARIABEL
STRESS KERJA (X₂)**

| No. | Item 1 | Item 2 | Item 3 | Item 4 | Item 5 | Item 6 | X2 |
|-----|--------|--------|--------|--------|--------|--------|----|
| 1 | 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 2 | 3 | 4 | 4 | 5 | 4 | 4 | 24 |
| 3 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 4 | 4 | 3 | 5 | 4 | 4 | 4 | 24 |
| 5 | 4 | 4 | 4 | 3 | 3 | 4 | 22 |
| 6 | 3 | 4 | 3 | 4 | 4 | 4 | 22 |
| 7 | 4 | 4 | 4 | 5 | 4 | 4 | 25 |
| 8 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 9 | 4 | 3 | 3 | 3 | 4 | 3 | 20 |
| 10 | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 11 | 4 | 3 | 4 | 3 | 3 | 3 | 20 |
| 12 | 3 | 4 | 4 | 5 | 4 | 5 | 25 |
| 13 | 4 | 5 | 4 | 4 | 5 | 4 | 26 |
| 14 | 3 | 4 | 3 | 3 | 4 | 3 | 20 |
| 15 | 3 | 4 | 3 | 3 | 3 | 3 | 19 |
| 16 | 4 | 3 | 3 | 3 | 3 | 4 | 20 |
| 17 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 18 | 5 | 4 | 4 | 4 | 3 | 4 | 24 |
| 19 | 4 | 4 | 3 | 3 | 4 | 3 | 21 |
| 20 | 4 | 5 | 4 | 4 | 4 | 4 | 25 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 22 | 3 | 3 | 4 | 4 | 3 | 4 | 21 |
| 23 | 4 | 4 | 4 | 3 | 3 | 4 | 22 |
| 24 | 3 | 4 | 3 | 3 | 3 | 5 | 21 |
| 25 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 26 | 3 | 4 | 3 | 3 | 4 | 3 | 20 |
| 27 | 4 | 5 | 4 | 4 | 3 | 4 | 24 |
| 28 | 4 | 4 | 4 | 5 | 4 | 4 | 25 |
| 29 | 4 | 3 | 3 | 3 | 3 | 3 | 19 |
| 30 | 3 | 4 | 3 | 4 | 3 | 4 | 21 |
| 31 | 3 | 4 | 3 | 3 | 4 | 4 | 21 |
| 32 | 4 | 4 | 4 | 5 | 4 | 5 | 26 |
| 33 | 4 | 3 | 3 | 3 | 3 | 4 | 20 |
| 34 | 3 | 4 | 4 | 5 | 4 | 4 | 24 |
| 35 | 4 | 5 | 4 | 4 | 4 | 4 | 25 |
| 36 | 4 | 3 | 4 | 4 | 4 | 4 | 23 |
| 37 | 3 | 4 | 3 | 3 | 3 | 4 | 20 |
| 38 | 5 | 4 | 5 | 4 | 4 | 4 | 26 |
| 39 | 4 | 5 | 4 | 4 | 4 | 5 | 26 |
| 40 | 3 | 4 | 4 | 3 | 3 | 4 | 21 |
| 41 | 4 | 4 | 3 | 4 | 3 | 4 | 22 |
| 42 | 4 | 3 | 4 | 3 | 4 | 3 | 21 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 45 | 3 | 4 | 5 | 4 | 4 | 4 | 24 |

| | | | | | | | |
|----|---|---|---|---|---|---|----|
| 46 | 4 | 3 | 5 | 5 | 5 | 4 | 26 |
| 47 | 4 | 4 | 4 | 5 | 4 | 4 | 25 |
| 48 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 49 | 3 | 4 | 3 | 3 | 3 | 4 | 20 |
| 50 | 4 | 3 | 4 | 4 | 3 | 4 | 22 |
| 51 | 5 | 4 | 5 | 4 | 4 | 4 | 26 |
| 52 | 3 | 4 | 3 | 3 | 3 | 3 | 19 |
| 53 | 2 | 5 | 4 | 3 | 3 | 4 | 21 |
| 54 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 55 | 5 | 3 | 3 | 3 | 4 | 3 | 21 |
| 56 | 3 | 4 | 3 | 4 | 3 | 4 | 21 |
| 57 | 4 | 3 | 4 | 4 | 4 | 4 | 23 |
| 58 | 4 | 4 | 4 | 4 | 4 | 3 | 23 |
| 59 | 3 | 4 | 3 | 3 | 3 | 4 | 20 |
| 60 | 4 | 4 | 4 | 4 | 3 | 5 | 24 |
| 61 | 4 | 4 | 4 | 5 | 5 | 4 | 26 |
| 62 | 3 | 4 | 3 | 5 | 4 | 4 | 23 |
| 63 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 64 | 4 | 3 | 4 | 3 | 3 | 4 | 21 |
| 65 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 66 | 3 | 4 | 3 | 4 | 4 | 4 | 22 |
| 67 | 3 | 4 | 4 | 3 | 4 | 3 | 21 |
| 68 | 4 | 3 | 3 | 4 | 4 | 4 | 22 |
| 69 | 4 | 3 | 4 | 4 | 4 | 4 | 23 |
| 70 | 3 | 4 | 4 | 3 | 4 | 4 | 22 |
| 71 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 72 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 73 | 3 | 3 | 4 | 4 | 3 | 3 | 20 |
| 74 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 75 | 3 | 4 | 3 | 4 | 3 | 3 | 20 |
| 76 | 4 | 5 | 4 | 4 | 4 | 4 | 25 |
| 77 | 4 | 4 | 4 | 5 | 5 | 4 | 26 |
| 78 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 79 | 4 | 4 | 5 | 5 | 4 | 4 | 26 |
| 80 | 4 | 3 | 3 | 4 | 4 | 4 | 22 |
| 81 | 3 | 4 | 3 | 3 | 4 | 3 | 20 |
| 82 | 4 | 4 | 4 | 3 | 4 | 4 | 23 |
| 83 | 3 | 3 | 3 | 3 | 3 | 4 | 19 |
| 84 | 4 | 3 | 5 | 5 | 4 | 5 | 26 |
| 85 | 4 | 3 | 3 | 3 | 4 | 4 | 21 |
| 86 | 4 | 4 | 3 | 4 | 4 | 4 | 23 |

**SKOR JAWABAN RESPONDEN
VARIABEL KINERJA KARYAWAN (Y)**

| No. | Item 1 | Item 2 | Item 3 | Y |
|-----|--------|--------|--------|----|
| 1 | 4 | 5 | 4 | 13 |
| 2 | 4 | 4 | 4 | 12 |
| 3 | 4 | 3 | 5 | 12 |
| 4 | 3 | 4 | 3 | 10 |
| 5 | 4 | 3 | 4 | 11 |
| 6 | 3 | 4 | 3 | 10 |
| 7 | 3 | 4 | 5 | 12 |
| 8 | 4 | 4 | 4 | 12 |
| 9 | 4 | 3 | 3 | 10 |
| 10 | 4 | 3 | 4 | 11 |
| 11 | 3 | 4 | 4 | 11 |
| 12 | 5 | 4 | 4 | 13 |
| 13 | 4 | 4 | 5 | 13 |
| 14 | 4 | 3 | 4 | 11 |
| 15 | 4 | 3 | 4 | 11 |
| 16 | 3 | 4 | 3 | 10 |
| 17 | 5 | 4 | 4 | 13 |
| 18 | 4 | 4 | 4 | 12 |
| 19 | 3 | 3 | 4 | 10 |
| 20 | 3 | 4 | 5 | 12 |
| 21 | 3 | 4 | 4 | 11 |
| 22 | 4 | 3 | 3 | 10 |
| 23 | 3 | 4 | 4 | 11 |
| 24 | 3 | 4 | 3 | 10 |
| 25 | 3 | 4 | 4 | 11 |
| 26 | 4 | 3 | 4 | 11 |
| 27 | 3 | 4 | 5 | 12 |
| 28 | 5 | 4 | 4 | 13 |
| 29 | 4 | 4 | 3 | 11 |
| 30 | 3 | 3 | 5 | 11 |
| 31 | 3 | 4 | 4 | 11 |
| 32 | 4 | 4 | 4 | 12 |
| 33 | 3 | 4 | 3 | 10 |
| 34 | 4 | 3 | 4 | 11 |
| 35 | 5 | 4 | 4 | 13 |
| 36 | 4 | 4 | 3 | 11 |
| 37 | 4 | 4 | 4 | 12 |
| 38 | 4 | 5 | 4 | 13 |
| 39 | 4 | 5 | 4 | 13 |
| 40 | 3 | 4 | 5 | 12 |
| 41 | 4 | 3 | 4 | 11 |
| 42 | 3 | 3 | 4 | 10 |
| 43 | 4 | 3 | 5 | 12 |
| 44 | 4 | 4 | 3 | 11 |
| 45 | 4 | 4 | 4 | 12 |

| | | | | |
|----|---|---|---|----|
| 46 | 5 | 4 | 4 | 13 |
| 47 | 4 | 4 | 4 | 12 |
| 48 | 4 | 3 | 4 | 11 |
| 49 | 4 | 4 | 3 | 11 |
| 50 | 3 | 4 | 4 | 11 |
| 51 | 4 | 5 | 5 | 14 |
| 52 | 3 | 4 | 4 | 11 |
| 53 | 4 | 5 | 3 | 12 |
| 54 | 3 | 3 | 3 | 9 |
| 55 | 3 | 3 | 4 | 10 |
| 56 | 3 | 4 | 4 | 11 |
| 57 | 4 | 4 | 3 | 11 |
| 58 | 4 | 3 | 5 | 12 |
| 59 | 3 | 4 | 4 | 11 |
| 60 | 4 | 3 | 4 | 11 |
| 61 | 4 | 4 | 5 | 13 |
| 62 | 4 | 3 | 3 | 10 |
| 63 | 4 | 5 | 4 | 13 |
| 64 | 3 | 4 | 3 | 10 |
| 65 | 4 | 4 | 4 | 12 |
| 66 | 3 | 4 | 4 | 11 |
| 67 | 4 | 3 | 4 | 11 |
| 68 | 3 | 5 | 3 | 11 |
| 69 | 4 | 4 | 4 | 12 |
| 70 | 4 | 4 | 4 | 12 |
| 71 | 4 | 4 | 3 | 11 |
| 72 | 4 | 4 | 4 | 12 |
| 73 | 4 | 3 | 3 | 10 |
| 74 | 3 | 4 | 4 | 11 |
| 75 | 4 | 3 | 3 | 10 |
| 76 | 4 | 5 | 4 | 13 |
| 77 | 5 | 4 | 4 | 13 |
| 78 | 3 | 3 | 3 | 9 |
| 79 | 4 | 4 | 4 | 12 |
| 80 | 4 | 3 | 3 | 10 |
| 81 | 3 | 3 | 4 | 10 |
| 82 | 4 | 4 | 5 | 13 |
| 83 | 3 | 4 | 5 | 12 |
| 84 | 5 | 4 | 4 | 13 |
| 85 | 3 | 4 | 3 | 10 |
| 86 | 4 | 4 | 3 | 11 |

Frequency Table

X1.1

| | Frequency | Percentage | Valid Percentage | Cumulative Percent |
|---------|-----------|------------|------------------|--------------------|
| Valid 3 | 22 | 25,6 | 25,6 | 25,6 |
| 4 | 57 | 66,3 | 66,3 | 91,9 |
| 5 | 7 | 8,1 | 8,1 | 100,0 |
| Total | 86 | 100,0 | 100,0 | |

X1.2

| | Frequency | Percentage | Valid Percentage | Cumulative Percent |
|---------|-----------|------------|------------------|--------------------|
| Valid 3 | 21 | 24,4 | 24,4 | 24,4 |
| 4 | 51 | 59,3 | 59,3 | 83,7 |
| 5 | 14 | 16,3 | 16,3 | 100,0 |
| Total | 86 | 100,0 | 100,0 | |

X1.3

| | Frequency | Percentage | Valid Percentage | Cumulative Percent |
|---------|-----------|------------|------------------|--------------------|
| Valid 3 | 16 | 18,6 | 18,6 | 18,6 |
| 4 | 52 | 60,5 | 60,5 | 79,1 |
| 5 | 18 | 20,9 | 20,9 | 100,0 |
| Total | 86 | 100,0 | 100,0 | |

X1.4

| | Frequency | Percentage | Valid Percentage | Cumulative Percent |
|---------|-----------|------------|------------------|--------------------|
| Valid 3 | 28 | 32,6 | 32,6 | 32,6 |
| 4 | 37 | 43,0 | 43,0 | 75,6 |
| 5 | 21 | 24,4 | 24,4 | 100,0 |
| Total | 86 | 100,0 | 100,0 | |

X2.1

| | Frequency | Percentage | Valid Percentage | Cumulative Percent |
|---------|-----------|------------|------------------|--------------------|
| Valid 2 | 1 | 1,2 | 1,2 | 1,2 |
| 3 | 29 | 33,7 | 33,7 | 34,9 |
| 4 | 51 | 59,3 | 59,3 | 94,2 |
| 5 | 5 | 5,8 | 5,8 | 100,0 |
| Total | 86 | 100,0 | 100,0 | |

X2.2

| | frequenc | Percent | alid Perce | Cumulative Percent |
|---------|----------|---------|------------|--------------------|
| Valid 3 | 23 | 26,7 | 26,7 | 26,7 |
| 4 | 56 | 65,1 | 65,1 | 91,9 |
| 5 | 7 | 8,1 | 8,1 | 100,0 |
| Total | 86 | 100,0 | 100,0 | |

X2.3

| | frequenc | Percent | alid Perce | Cumulative Percent |
|---------|----------|---------|------------|--------------------|
| Valid 3 | 30 | 34,9 | 34,9 | 34,9 |
| 4 | 49 | 57,0 | 57,0 | 91,9 |
| 5 | 7 | 8,1 | 8,1 | 100,0 |
| Total | 86 | 100,0 | 100,0 | |

X2.4

| | frequenc | Percent | alid Perce | Cumulative Percent |
|---------|----------|---------|------------|--------------------|
| Valid 3 | 30 | 34,9 | 34,9 | 34,9 |
| 4 | 43 | 50,0 | 50,0 | 84,9 |
| 5 | 13 | 15,1 | 15,1 | 100,0 |
| Total | 86 | 100,0 | 100,0 | |

X2.5

| | frequenc | Percent | alid Perce | Cumulative Percent |
|---------|----------|---------|------------|--------------------|
| Valid 3 | 31 | 36,0 | 36,0 | 36,0 |
| 4 | 50 | 58,1 | 58,1 | 94,2 |
| 5 | 5 | 5,8 | 5,8 | 100,0 |
| Total | 86 | 100,0 | 100,0 | |

X2.6

| | frequenc | Percent | alid Perce | Cumulative Percent |
|---------|----------|---------|------------|--------------------|
| Valid 3 | 17 | 19,8 | 19,8 | 19,8 |
| 4 | 56 | 65,1 | 65,1 | 84,9 |
| 5 | 13 | 15,1 | 15,1 | 100,0 |
| Total | 86 | 100,0 | 100,0 | |

Y1.1

| | frequenc | Percent | alid Perce | Cumulative Percent |
|---------|----------|---------|------------|-----------------------|
| Valid 3 | 31 | 36,0 | 36,0 | 36,0 |
| 4 | 48 | 55,8 | 55,8 | 91,9 |
| 5 | 7 | 8,1 | 8,1 | 100,0 |
| Total | 86 | 100,0 | 100,0 | |

Y1.2

| | frequenc | Percent | alid Perce | Cumulative Percent |
|---------|----------|---------|------------|-----------------------|
| Valid 3 | 26 | 30,2 | 30,2 | 30,2 |
| 4 | 52 | 60,5 | 60,5 | 90,7 |
| 5 | 8 | 9,3 | 9,3 | 100,0 |
| Total | 86 | 100,0 | 100,0 | |

Y1.3

| | frequenc | Percent | alid Perce | Cumulative Percent |
|---------|----------|---------|------------|-----------------------|
| Valid 3 | 24 | 27,9 | 27,9 | 27,9 |
| 4 | 49 | 57,0 | 57,0 | 84,9 |
| 5 | 13 | 15,1 | 15,1 | 100,0 |
| Total | 86 | 100,0 | 100,0 | |

Hasil Uji Validitas

Correlations

| | | X1.1 | X1.2 | X1.3 | X1.4 | Konflik |
|---------|---------------------|-------|-------|-------|-------|---------|
| X1.1 | Pearson Correlation | 1 | ,258* | ,012 | ,134 | ,504* |
| | Sig. (2-tailed) | | ,016 | ,915 | ,220 | ,000 |
| | N | 86 | 86 | 86 | 86 | 86 |
| X1.2 | Pearson Correlation | ,258* | 1 | ,356* | ,231* | ,716* |
| | Sig. (2-tailed) | ,016 | | ,001 | ,032 | ,000 |
| | N | 86 | 86 | 86 | 86 | 86 |
| X1.3 | Pearson Correlation | ,012 | ,356* | 1 | ,226* | ,629* |
| | Sig. (2-tailed) | ,915 | ,001 | | ,036 | ,000 |
| | N | 86 | 86 | 86 | 86 | 86 |
| X1.4 | Pearson Correlation | ,134 | ,231* | ,226* | 1 | ,680* |
| | Sig. (2-tailed) | ,220 | ,032 | ,036 | | ,000 |
| | N | 86 | 86 | 86 | 86 | 86 |
| Konflik | Pearson Correlation | ,504* | ,716* | ,629* | ,680* | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | |
| | N | 86 | 86 | 86 | 86 | 86 |

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

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

Correlations

| | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | stress Kerja |
|----------|---------------------|-------|-------|-------|-------|-------|-------|--------------|
| X2.1 | Pearson Correlation | 1 | -,099 | ,395* | ,227* | ,279* | ,193 | ,531* |
| | Sig. (2-tailed) | | ,362 | ,000 | ,035 | ,009 | ,075 | ,000 |
| | N | 86 | 86 | 86 | 86 | 86 | 86 | 86 |
| X2.2 | Pearson Correlation | -,099 | 1 | ,129 | ,178 | ,151 | ,256* | ,414* |
| | Sig. (2-tailed) | ,362 | | ,237 | ,100 | ,165 | ,018 | ,000 |
| | N | 86 | 86 | 86 | 86 | 86 | 86 | 86 |
| X2.3 | Pearson Correlation | ,395* | ,129 | 1 | ,499* | ,341* | ,360* | ,730* |
| | Sig. (2-tailed) | ,000 | ,237 | | ,000 | ,001 | ,001 | ,000 |
| | N | 86 | 86 | 86 | 86 | 86 | 86 | 86 |
| X2.4 | Pearson Correlation | ,227* | ,178 | ,499* | 1 | ,475* | ,442* | ,771* |
| | Sig. (2-tailed) | ,035 | ,100 | ,000 | | ,000 | ,000 | ,000 |
| | N | 86 | 86 | 86 | 86 | 86 | 86 | 86 |
| X2.5 | Pearson Correlation | ,279* | ,151 | ,341* | ,475* | 1 | ,200 | ,648* |
| | Sig. (2-tailed) | ,009 | ,165 | ,001 | ,000 | | ,065 | ,000 |
| | N | 86 | 86 | 86 | 86 | 86 | 86 | 86 |
| X2.6 | Pearson Correlation | ,193 | ,256* | ,360* | ,442* | ,200 | 1 | ,653* |
| | Sig. (2-tailed) | ,075 | ,018 | ,001 | ,000 | ,065 | | ,000 |
| | N | 86 | 86 | 86 | 86 | 86 | 86 | 86 |
| Stress K | Pearson Correlation | ,531* | ,414* | ,730* | ,771* | ,648* | ,653* | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | N | 86 | 86 | 86 | 86 | 86 | 86 | 86 |

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

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

Correlations

| | | Y1.1 | Y1.2 | Y1.3 | Kinerja Karyawan |
|------------------|---------------------|-------|-------|-------|------------------|
| Y1.1 | Pearson Correlation | 1 | ,032 | ,028 | ,587* |
| | Sig. (2-tailed) | | ,772 | ,799 | ,000 |
| | N | 86 | 86 | 86 | 86 |
| Y1.2 | Pearson Correlation | ,032 | 1 | ,021 | ,574* |
| | Sig. (2-tailed) | ,772 | | ,846 | ,000 |
| | N | 86 | 86 | 86 | 86 |
| Y1.3 | Pearson Correlation | ,028 | ,021 | 1 | ,617* |
| | Sig. (2-tailed) | ,799 | ,846 | | ,000 |
| | N | 86 | 86 | 86 | 86 |
| Kinerja Karyawan | Pearson Correlation | ,587* | ,574* | ,617* | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | |
| | N | 86 | 86 | 86 | 86 |

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

Reliability

Case Processing Summary

| | N | % |
|-------------|----|-------|
| Case: Valid | 86 | 100,0 |
| Excluded | 0 | ,0 |
| Total | 86 | 100,0 |

a. Listwise deletion based on all variables in the procedure

Reliability Statistic

| Cronbach's Alpha | Number of Items |
|------------------|-----------------|
| ,743 | 5 |

Item Statistics

| | Mean | Std. Deviation | N |
|---------|-------|----------------|----|
| X1.1 | 3,83 | ,557 | 86 |
| X1.2 | 3,92 | ,636 | 86 |
| X1.3 | 4,02 | ,632 | 86 |
| X1.4 | 3,92 | ,755 | 86 |
| Konflik | 15,69 | 1,647 | 86 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|---------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X1.1 | 27,55 | 9,310 | ,361 | ,748 |
| X1.2 | 27,45 | 8,251 | ,600 | ,688 |
| X1.3 | 27,35 | 8,630 | ,490 | ,716 |
| X1.4 | 27,45 | 8,039 | ,523 | ,699 |
| Konflik | 15,69 | 2,712 | 1,000 | ,505 |

Scale Statistics

| Mean | Variance | Std. Deviation | Number of Items |
|-------|----------|----------------|-----------------|
| 31,37 | 10,848 | 3,294 | 5 |

Reliability

Case Processing Summary

| | N | % |
|-------------|----|-------|
| Case: Valid | 86 | 100,0 |
| Excluded | 0 | ,0 |
| Total | 86 | 100,0 |

a. Listwise deletion based on all variables in the procedure

Reliability Statistic

| Cronbach's Alpha | Number of Items |
|------------------|-----------------|
| ,752 | 7 |

Item Statistics

| | Mean | Std. Deviation | N |
|----------|-------|----------------|----|
| X2.1 | 3,70 | ,595 | 86 |
| X2.2 | 3,81 | ,564 | 86 |
| X2.3 | 3,73 | ,602 | 86 |
| X2.4 | 3,80 | ,683 | 86 |
| X2.5 | 3,70 | ,575 | 86 |
| X2.6 | 3,95 | ,592 | 86 |
| Stress K | 22,70 | 2,276 | 86 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|----------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X2.1 | 41,70 | 18,190 | ,427 | ,738 |
| X2.2 | 41,58 | 18,905 | ,304 | ,753 |
| X2.3 | 41,66 | 17,073 | ,658 | ,708 |
| X2.4 | 41,59 | 16,385 | ,698 | ,695 |
| X2.5 | 41,70 | 17,649 | ,565 | ,722 |
| X2.6 | 41,44 | 17,544 | ,568 | ,720 |
| Stress K | 22,70 | 5,178 | 1,000 | ,694 |

Scale Statistics

| Mean | Variance | Std. Deviation | Number of Items |
|-------|----------|----------------|-----------------|
| 45,40 | 20,712 | 4,551 | 7 |

Reliability

Case Processing Summary

| | N | % |
|-------------|----|-------|
| Case: Valid | 86 | 100,0 |
| Excluded | 0 | ,0 |
| Total | 86 | 100,0 |

a. Listwise deletion based on all variables in the procedure

Reliability Statistic

| Cronbach's Alpha | Number of Items |
|------------------|-----------------|
| ,684 | 4 |

Item Statistics

| | Mean | Std. Deviation | N |
|--------------|-------|----------------|----|
| Y1.1 | 3,72 | ,607 | 86 |
| Y1.2 | 3,79 | ,596 | 86 |
| Y1.3 | 3,87 | ,647 | 86 |
| Kinerja Kary | 11,38 | 1,097 | 86 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Y1.1 | 19,05 | 3,621 | ,358 | ,681 |
| Y1.2 | 18,98 | 3,670 | ,346 | ,686 |
| Y1.3 | 18,90 | 3,483 | ,378 | ,670 |
| Kinerja Kary | 11,38 | 1,204 | 1,000 | ,076 |

Scale Statistics

| Mean | Variance | Std. Deviation | Number of Items |
|-------|----------|----------------|-----------------|
| 22,77 | 4,816 | 2,195 | 4 |

Hasil Analisis Regression

Descriptive Statistics

| | Mean | Std. Deviation | N |
|------------------|-------|----------------|----|
| Kinerja Karyawan | 11,38 | 1,097 | 86 |
| Konflik | 15,69 | 1,647 | 86 |
| Stress Kerja | 22,70 | 2,276 | 86 |

Correlations

| | Kinerja Karyawan | Konflik | Stress Kerja |
|---------------------|---------------------------|----------------------|----------------------|
| Pearson Correlation | Kinerja Karyawan 1,000 | Konflik ,686 | Stress Kerja ,730 |
| | Konflik ,686 | 1,000 | Stress Kerja ,621 |
| | Stress Kerja ,730 | Stress Kerja ,621 | 1,000 |
| Sig. (1-tailed) | Kinerja Karyawan . | Konflik ,000 | Stress Kerja ,000 |
| | Konflik ,000 | . | Stress Kerja ,000 |
| | Stress Kerja ,000 | Stress Kerja ,000 | . |
| N | Kinerja Karyawan 86 | Konflik 86 | Stress Kerja 86 |
| | Konflik 86 | 86 | 86 |
| | Stress Kerja 86 | 86 | 86 |

Variables Entered/Removed

| Model | Variables Entered | Variables Removed | Method |
|-------|-------------------------|-------------------|--------|
| 1 | Stress Kerja Konflik | . | Enter |

a.All requested variables entered

b.Dependent Variable: Kinerja Karyawan

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of Estimate |
|-------|-------------------|----------|-------------------|------------------------|
| 1 | ,788 ^a | ,621 | ,612 | ,683 |

a.Predictors: (Constant), Stress Kerja

ANOVA

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 63,570 | 2 | 31,785 | 68,050 | ,000 ^a |
| | Residual | 38,768 | 83 | ,467 | | |
| | Total | 102,337 | 85 | | | |

a.Predictors: (Constant), Stress Kerja, Konflik

b.Dependent Variable: Kinerja Karyawan

Coefficients

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Confidence Interval | |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|---------------------|-------------|
| | | B | Std. Error | Beta | | | Lower Bound | Upper Bound |
| 1 | (Constant) | 2,009 | ,807 | | 2,489 | ,015 | ,404 | 3,614 |
| | Konflik | ,252 | ,057 | ,378 | 4,390 | ,000 | ,138 | ,366 |
| | Stress K | ,239 | ,042 | ,495 | 5,745 | ,000 | ,156 | ,321 |

a. Dependent Variable: Kinerja Karyawan