

LAMPIRAN 1 KUESIONER PENELITIAN

KUESIONER PENELITIAN

**ANALISIS PENGARUH *WORK-FAMILY CONFLICT*, *BURNOUT* DAN STRES
KERJA TERHADAP KINERJA KARYAWAN ASRI MEDICAL CENTER
YOGYAKARTA**

Kepada Bapak/Ibu/Saudara responden yang terhormat

Saya Mahasiswa Jurusan Manajemen, Fakultas Ekonomi, Universitas Muhammadiyah Yogyakarta yang sedang melaksanakan penelitian dalam rangka menyelesaikan Tugas Akhir Skripsi.

Penelitian ini bertujuan untuk mengetahui tentang pengaruh *work-family conflict*, *burnout*, dan stres kerja terhadap kinerja Karyawan Asri Medical Center Yogyakarta.

Pada kesempatan ini saya sangat mengharapkan kesediaan Bapak/Ibu/Saudara berkenan menjadi responden dalam penelitian ini. Data yang diperoleh dalam penelitian ini hanya untuk kepentingan akademis.

Atas kebaikan hati dan partisipasi yang telah Bapak/Ibu/ Saudara berikan, saya sampaikan terimakasih.

Yogyakarta, 21 Oktober 2016
Hormat Saya,

Arif Budiman
20130410172

I. PETUNJUK PENGISIAN

- Pada pilihan berganda, beri tanda silang (x) pada jawaban yang paling sesuai
- Pada kolom titik-titik mohon berkenan untuk mengisi dengan jawaban yang paling sesuai

Karakteristik Responden

1. Nama : _____(jika tidak keberatan)
2. Usia : _____ tahun
3. Jenis Kelamin :
 - a. Pria
 - b. Wanita
4. Pendidikan Terakhir :
 - a. SD
 - b. SLTP
 - c. SLTA
 - d. Diploma
 - e. Sarjana (S1)
 - f. Pasca Sarjana
5. Lama Bekerja di Asri Medical Center Yogyakarta:
 - a. < 1 tahun
 - b. 1 – 3 tahun
 - c. > 3 tahun
6. Status Perkawinan:
 - a. Menikah
 - b. Lajang
 - c. Cerai
7. Jabatan/Status Pekerjaan:
 - a. Perawat
 - b. Dokter
 - c. Karyawan Lainnya

II. Petunjuk Pengisian Kuesioner

Mohon Bapak/Ibu/Saudara berkenan memilih salah satu opsi (STS/TS/KS/S/SS) yang paling sesuai dengan kondisi / pendapat Bapak/Ibu/Saudara dengan memberi tanda ✓ pada salah satu kotak yang sesuai dengan pilihan Anda.

Keterangan: STS : Sangat Tidak Setuju

TS : Tidak Setuju

KS : Kurang Setuju

S : Setuju

SS : Sangat Setuju

A. Variabel *Work-Family Conflict*

No.	Pertanyaan	STS	TS	KS	S	SS
1	Saya tidak mempunyai cukup waktu untuk berkumpul bersama keluarga					
2	Tuntutan pekerjaan membuat saya tidak ada waktu untuk kehidupan bermasyarakat					
3	Waktu libur saya digunakan untuk menyelesaikan pekerjaan					
4	Masalah keluarga menyita waktu dan pekerjaan saya					
5	Masalah keluarga menyebabkan produktivitas saya terganggu					
6	Tuntutan pekerjaan saat ini berpengaruh terhadap kehidupan keluarga saya					
7	Saya mendapat teguran dari keluarga yang diakibatkan dari pekerjaan					
8	Keluarga kurang memberi dukungan terhadap pekerjaan saya					
9	Saya sering merasa lelah setelah pulang kerja					

B. Variabel *Burnout*

No.	Pertanyaan	STS	TS	KS	S	SS
1	Saya merasa frustrasi dengan pekerjaan saat ini					
2	Saya merasa putus asa dengan pekerjaan saat ini					
3	Saya merasa jenuh dengan pekerjaan saya saat ini					
4	Saya merasa lesu ketika bangun pagi karena harus menjalani hari di tempat kerja					
5	Saya merasakan emosi saya terkuras karena pekerjaan					
6	Saya merasa bekerja terlalu keras dalam pekerjaan saya					
7	Saya merasa disalahkan atas masalah yang terjadi					
8	Saya merasa diberikan perlakuan yang berbeda dengan karyawan lain					
9	Saya tidak selalu memperlakukan seseorang dengan baik					
10	Menghadapi pasien dan bekerja untuk mereka seharian penuh membuat saya jenuh					
11	Saya benar-benar tidak peduli pada apa yang terjadi terhadap pasien					
12	Saya merasa karir saya tidak akan berubah					
13	Motivasi saya untuk berkeja saat ini sudah menurun					

14	Produktivitas kerja saya saat ini telah berkurang					
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C. Variabel Stres Kerja

No.	Pertanyaan	STS	TS	KS	S	SS
1	Tuntutan pekerjaan tidak sesuai dengan kemampuan saya					
2	Target dan tuntutan tugas terlalu tinggi sehingga memberatkan saya					
3	Saya merasa tersinggung bila ada rekan kerja yang menegur kesalahan saya					
4	Saya merasa resah apabila terdapat persaingan yang tidak sehat antara rekan kerja					
5	Saya merasa resah apabila tidak terdapat hubungan yang harmonis diantara rekan kerja					
6	Saya mendapatkan pekerjaan yang selalu kejar target untuk diselesaikan					
7	Saya tidak memahami tugas yang diberikan secara tiba-tiba					
8	Tanggung jawab yang diberikan kepada saya terasa meberatkan					
9	Terjadi penundaan pekerjaan karena waktu penyelesaian masih lama					
10	Saya tidak sanggup melakukan pekerjaan secara mendadak					

D. Variabel Kinerja Karyawan

No.	Pertanyaan	STS	TS	KS	S	SS
1	Saya memiliki kualitas kerja yang baik sesuai yang dibuthkan AMC					
2	Saya memiliki Skill yang dibutuhkan AMC					
3	Saya mampu menyelesaikan pekerjaan sesuai dengan watu yang ditentukan					
4	Saya selalu datang tepat waktu					
5	Saya selalu bekerja dengan sungguh-sungguh					
6	Dalam, melaksanakan pekerjaan saya tidak pernah melakukan kesalahan					
7	Saya mampu menyelesaikan setiap pekerjaan dengan baik.					
8	Saya bekerja sesuai dengan prosedur dan jadwal					
9	Dengan pengalaman yang saya miliki, saya mampu mengambil inisiatif dalam bekerja					
10	Dengan pengalaman yang saya miliki, saya lebih menguasai bidang tugas yang saya kerjakan					

LAMPIRAN 2 FREKUENSI KRAKTERISTIK RESPONDEN

Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 17 - 20 Tahun	1	1.7	1.7	1.7
21 - 30 Tahun	34	57.6	57.6	59.3
31 - 40 Tahun	14	23.7	23.7	83.1
41 - 50 Tahun	9	15.3	15.3	98.3
> 50 Tahun	1	1.7	1.7	100.0
Total	59	100.0	100.0	

Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-laki	18	30.5	30.5	30.5
Perempuan	41	69.5	69.5	100.0
Total	59	100.0	100.0	

Pendidikan

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid SLTP	3	5.1	5.1	5.1
SLTA	19	32.2	32.2	37.3
Diploma	12	20.3	20.3	57.6
Sarjana	23	39.0	39.0	96.6
Pascasarjana	2	3.4	3.4	100.0
Total	59	100.0	100.0	

Lama Kerja

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1 - 3 Tahun	35	59.3	59.3	59.3
> 3 Tahun	24	40.7	40.7	100.0
Total	59	100.0	100.0	

Status Pernikahan

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Menikah	59	100.0	100.0	100.0

Jabatan

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Perawat	17	28.8	28.8	28.8
Dokter	11	18.6	18.6	47.5
Karyawan Lain	31	52.5	52.5	100.0
Total	59	100.0	100.0	

LAMPIRAN 3 ANALISIS STATISTIK DESKRIPTIF

A. VARIABEL WORK FAMILIY CONFLICT

	N	Minimum	Maximum	Mean	Std. Deviation
WFC_1	59	1	5	2.15	.867
WFC_2	59	1	5	2.97	.909
WFC_3	59	1	4	2.56	.915
WFC_4	59	1	4	2.05	.936
WFC_5	59	1	4	1.81	.919
WFC_6	59	1	4	2.44	.726
WFC_7	59	1	5	2.03	.890
WFC_9	59	1	5	3.76	.678
Work Family Conflict	59	8	32	19.78	4.077
Valid N (listwise)	59				

B. VARIABEL BURNOUT

	N	Minimum	Maximum	Mean	Std. Deviation
BN_1	59	1	4	2.31	.815
BN_2	59	1	4	2.24	.773
BN_3	59	1	5	2.44	1.038
BN_4	59	1	4	2.42	.914
BN_5	59	1	4	2.44	.815
BN_6	59	1	4	2.22	.832
BN_7	59	1	4	2.20	.906
BN_8	59	1	4	2.29	.767
BN_9	59	1	4	2.19	.819
BN_10	59	1	4	2.34	.710
BN_11	59	1	4	2.02	.754
BN_12	59	1	4	2.53	.916
BN_13	59	1	4	2.36	.978
BN_14	59	1	4	2.19	.919
Burnout	59	17	47	32.17	6.956
Valid N (listwise)	59				

C. VARIABEL STRES KERJA

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
SK_1	59	1	3	2.08	.651
SK_3	59	1	4	2.17	.620
SK_4	59	1	5	2.78	1.084
SK_5	59	1	5	2.78	1.204
SK_6	59	1	5	2.51	.796
SK_7	59	1	4	2.20	.783
SK_8	59	1	4	2.27	.762
SK_9	59	1	4	2.42	.686
SK_10	59	1	4	1.89	.808
Stress Kerja	59	9	31	21.11	4.634
Valid N (listwise)	59				

D. VARIABEL KINERJA KARYAWAN**Descriptive Statistics**

	N	Minimum	Maximum	Mean	Std. Deviation
KK_1	59	1	5	3.76	.678
KK_2	59	1	5	3.88	.672
KK_3	59	1	5	3.92	.596
KK_4	59	1	5	3.90	.781
KK_5	59	1	5	4.17	.723
KK_6	59	1	5	3.39	.851
KK_7	59	1	5	3.75	.843
KK_8	59	1	5	3.97	.809
KK_9	59	1	5	3.90	.712
KK_10	59	1	5	3.86	.730
Kinerja Karyawan	59	10	46	38.49	5.315
Valid N (listwise)	59				

UJI KUALITAS INSTRUMEN KE-1

A. UJI VALIDITAS VARIABEL WORK FAMILY CONFLICT

Correlations

		WFC_1	WFC_2	WFC_3	WFC_4	WFC_5	WFC_6	WFC_7	WFC_8	WFC_9	Work Family Conflict
WFC_1	Pearson Correlation	1	.422**	.217	.118	.188	.247	.194	-.169	.209	.527**
	Sig. (2-tailed)		.001	.099	.375	.154	.059	.140	.202	.112	.000
	N	59	59	59	59	59	59	59	59	59	59
WFC_2	Pearson Correlation	.422**	1	.541**	.407**	.137	-.055	-.020	.008	.462**	.638**
	Sig. (2-tailed)	.001		.000	.001	.301	.677	.881	.950	.000	.000
	N	59	59	59	59	59	59	59	59	59	59
WFC_3	Pearson Correlation	.217	.541**	1	.671**	.454**	-.014	-.045	-.284*	.245	.638**
	Sig. (2-tailed)	.099	.000		.000	.000	.916	.736	.029	.061	.000
	N	59	59	59	59	59	59	59	59	59	59
WFC_4	Pearson Correlation	.118	.407**	.671**	1	.653**	.271*	.143	-.467**	.128	.672**
	Sig. (2-tailed)	.375	.001	.000		.000	.038	.281	.000	.334	.000
	N	59	59	59	59	59	59	59	59	59	59
WFC_5	Pearson Correlation	.188	.137	.454**	.653**	1	.203	.430**	-.199	.204	.691**
	Sig. (2-tailed)	.154	.301	.000	.000		.123	.001	.132	.120	.000
	N	59	59	59	59	59	59	59	59	59	59
WFC_6	Pearson Correlation	.247	-.055	-.014	.271*	.203	1	.430**	-.105	-.134	.384**
	Sig. (2-tailed)	.059	.677	.916	.038	.123		.001	.428	.311	.003
	N	59	59	59	59	59	59	59	59	59	59
WFC_7	Pearson Correlation	.194	-.020	-.045	.143	.430**	.430**	1	.092	.328*	.536**
	Sig. (2-tailed)	.140	.881	.736	.281	.001	.001		.487	.011	.000
	N	59	59	59	59	59	59	59	59	59	59
WFC_8	Pearson Correlation	-.169	.008	-.284*	-.467**	-.199	-.105	.092	1	.178	-.031
	Sig. (2-tailed)	.202	.950	.029	.000	.132	.428	.487		.178	.816
	N	59	59	59	59	59	59	59	59	59	59
WFC_9	Pearson Correlation	.209	.462**	.245	.128	.204	-.134	.328*	.178	1	.538**
	Sig. (2-tailed)	.112	.000	.061	.334	.120	.311	.011	.178		.000
	N	59	59	59	59	59	59	59	59	59	59
Work Family Conflict	Pearson Correlation	.527**	.638**	.638**	.672**	.691**	.384**	.536**	-.031	.538**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.003	.000	.816	.000	
	N	59	59	59	59	59	59	59	59	59	59

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

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

B. UJI VALIDITAS VARIABEL BURNOUT

Correlations

	BN_1	BN_2	BN_3	BN_4	BN_5	BN_6	BN_7	BN_8	BN_9	BN_10	BN_11	BN_12	BN_13	BN_14	Burnout	
BN_1	Pearson Correlation Sig. (2-tailed) N	1 .540** 59	.470** .000 59	.287* .028 59	.443** .000 59	.332* .010 59	.382** .003 59	.022 .866 59	.249 .057 59	.265* .042 59	.244 .063 59	.243 .063 59	.424** .001 59	.176 .182 59	.626** .000 59	
BN_2	Pearson Correlation Sig. (2-tailed) N	.540** .000 59	1 .000 59	.619** .000 59	.270* .039 59	.488** .000 59	.427** .001 59	.398** .002 59	.144 .275 59	.228 .082 59	.354** .006 59	.348** .007 59	.064 .628 59	.456** .000 59	.471** .000 59	.714** .000 59
BN_3	Pearson Correlation Sig. (2-tailed) N	.470** .000 59	.619** .000 59	1 .000 59	.200 .130 59	.418** .001 59	.425** .001 59	.343** .008 59	.054 .683 59	.226 .085 59	.355** .006 59	.188 .153 59	.133 .315 59	.471** .000 59	.491** .000 59	.682** .000 59
BN_4	Pearson Correlation Sig. (2-tailed) N	.287* .028 59	.270* .039 59	.200 .130 59	1 .033 59	.277* .033 59	.147 .266 59	.123 .352 59	.266 .042 59	.100 .480 59	.094 .166 59	.315* .015 59	.183 .166 59	.368** .004 59	.192 .145 59	.477** .000 59
BN_5	Pearson Correlation Sig. (2-tailed) N	.443** .000 59	.488** .000 59	.418** .001 59	.277* .033 59	1 .000 59	.515** .002 59	.390** .002 59	.262* .045 59	.004 .976 59	.184 .162 59	.100 .452 59	.192 .144 59	.340** .008 59	.280* .032 59	.604** .000 59
BN_6	Pearson Correlation Sig. (2-tailed) N	.332* .010 59	.427** .001 59	.425** .001 59	.147 .266 59	.515** .000 59	1 .000 59	.443** .008 59	.223 .089 59	.369** .004 59	.309* .017 59	.049 .713 59	.162 .220 59	.347** .007 59	.351** .006 59	.628** .000 59
BN_7	Pearson Correlation Sig. (2-tailed) N	.382** .003 59	.398** .002 59	.343** .008 59	.123 .352 59	.390** .002 59	.443** .000 59	1 .000 59	.361** .005 59	.180 .172 59	.320* .013 59	.121 .361 59	.222 .091 59	.364** .005 59	.244 .063 59	.605** .000 59
BN_8	Pearson Correlation Sig. (2-tailed) N	.022 .866 59	.144 .275 59	.054 .683 59	.266* .042 59	.262* .045 59	.223 .089 59	.361** .005 59	1 .039 59	.270* .311 59	.134 .129 59	.200 .129 59	.272* .037 59	.183 .166 59	-.004 .975 59	.404** .001 59
BN_9	Pearson Correlation Sig. (2-tailed) N	.249 .057 59	.228 .082 59	.226 .085 59	.100 .451 59	.004 .976 59	.369** .004 59	.180 .172 59	.270* .039 59	1 .005 59	.364** .005 59	.357** .005 59	.212 .108 59	.303* .020 59	.228 .083 59	.493** .000 59
BN_10	Pearson Correlation Sig. (2-tailed) N	.265* .042 59	.354** .006 59	.355** .006 59	.094 .480 59	.184 .162 59	.309* .017 59	.320* .013 59	.134 .311 59	.364** .005 59	1 .008 59	.343** .008 59	.252 .055 59	.320* .014 59	.457** .000 59	.571** .000 59
BN_11	Pearson Correlation Sig. (2-tailed) N	.244 .063 59	.348** .007 59	.188 .153 59	.315* .015 59	.100 .452 59	.049 .713 59	.121 .361 59	.200 .129 59	.357** .005 59	.343** .008 59	1 .922 59	-.013 .922 59	.202 .125 59	.269* .039 59	.440** .000 59
BN_12	Pearson Correlation Sig. (2-tailed) N	.243 .063 59	.064 .628 59	.133 .315 59	.183 .166 59	.192 .144 59	.162 .220 59	.222 .091 59	.272* .037 59	.212 .108 59	.252 .055 59	-.013 .922 59	1 .922 59	.615** .000 59	.168 .202 59	.470** .000 59
BN_13	Pearson Correlation Sig. (2-tailed) N	.424** .001 59	.456** .000 59	.471** .000 59	.368** .004 59	.340** .008 59	.347** .007 59	.364** .005 59	.183 .166 59	.303* .020 59	.320* .014 59	.202 .125 59	.615** .000 59	1 .922 59	.577** .000 59	.756** .000 59
BN_14	Pearson Correlation Sig. (2-tailed) N	.176 .182 59	.471** .000 59	.491** .000 59	.192 .145 59	.280* .032 59	.351** .006 59	.244 .063 59	-.004 .975 59	.228 .083 59	.457** .000 59	.269* .039 59	.168 .202 59	.577** .000 59	1 .922 59	.616** .000 59
Burnout	Pearson Correlation Sig. (2-tailed) N	.626** .000 59	.714** .000 59	.682** .000 59	.477** .000 59	.604** .000 59	.628** .000 59	.605** .000 59	.404** .001 59	.493** .000 59	.571** .000 59	.440** .000 59	.470** .000 59	.756** .000 59	.616** .000 59	1 59

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

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

C. UJI VALIDITAS VARIABEL STRES KERJA

Correlations

		SK_1	SK_2	SK_3	SK_4	SK_5	SK_6	SK_7	SK_8	SK_9	SK_10	Stress Kerja
SK_1	Pearson Correlation	1	-.067	.348**	.271*	.068	.348**	.642**	.648**	.493**	.094	.607**
	Sig. (2-tailed)		.612	.007	.038	.608	.007	.000	.000	.000	.479	.000
	N	59	59	59	59	59	59	59	59	59	59	59
SK_2	Pearson Correlation	-.067	1	.294*	-.061	.076	-.104	-.192	.023	.195	.252	.222
	Sig. (2-tailed)	.612		.024	.647	.567	.431	.145	.865	.139	.054	.092
	N	59	59	59	59	59	59	59	59	59	59	59
SK_3	Pearson Correlation	.348**	.294*	1	.313*	.189	.172	.247	.266*	.184	.184	.516**
	Sig. (2-tailed)	.007	.024		.016	.151	.194	.059	.042	.164	.163	.000
	N	59	59	59	59	59	59	59	59	59	59	59
SK_4	Pearson Correlation	.271*	-.061	.313*	1	.649**	.152	.277*	.324*	.010	.065	.598**
	Sig. (2-tailed)	.038	.647	.016		.000	.250	.034	.012	.938	.622	.000
	N	59	59	59	59	59	59	59	59	59	59	59
SK_5	Pearson Correlation	.068	.076	.189	.649**	1	.317*	.268*	.348**	.015	.487**	.687**
	Sig. (2-tailed)	.608	.567	.151	.000		.015	.040	.007	.909	.000	.000
	N	59	59	59	59	59	59	59	59	59	59	59
SK_6	Pearson Correlation	.348**	-.104	.172	.152	.317*	1	.550**	.622**	.190	.212	.590**
	Sig. (2-tailed)	.007	.431	.194	.250	.015		.000	.000	.150	.108	.000
	N	59	59	59	59	59	59	59	59	59	59	59
SK_7	Pearson Correlation	.642**	-.192	.247	.277*	.268*	.550**	1	.686**	.504**	.322*	.716**
	Sig. (2-tailed)	.000	.145	.059	.034	.040	.000		.000	.000	.013	.000
	N	59	59	59	59	59	59	59	59	59	59	59
SK_8	Pearson Correlation	.648**	.023	.266*	.324*	.348**	.622**	.686**	1	.439**	.249	.774**
	Sig. (2-tailed)	.000	.865	.042	.012	.007	.000	.000		.001	.057	.000
	N	59	59	59	59	59	59	59	59	59	59	59
SK_9	Pearson Correlation	.493**	.195	.184	.010	.015	.190	.504**	.439**	1	.138	.483**
	Sig. (2-tailed)	.000	.139	.164	.938	.909	.150	.000	.001		.298	.000
	N	59	59	59	59	59	59	59	59	59	59	59
SK_10	Pearson Correlation	.094	.252	.184	.065	.487**	.212	.322*	.249	.138	1	.535**
	Sig. (2-tailed)	.479	.054	.163	.622	.000	.108	.013	.057	.298		.000
	N	59	59	59	59	59	59	59	59	59	59	59
Stress Kerja	Pearson Correlation	.607**	.222	.516**	.598**	.687**	.590**	.716**	.774**	.483**	.535**	1
	Sig. (2-tailed)	.000	.092	.000	.000	.000	.000	.000	.000	.000	.000	
	N	59	59	59	59	59	59	59	59	59	59	59

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

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

D. UJI VALIDITAS VARIABEL KINERJA KARYAWAN

Correlations

		KK_1	KK_2	KK_3	KK_4	KK_5	KK_6	KK_7	KK_8	KK_9	KK_10	KK
KK_1	Pearson Correlation	1	.732**	.590**	.474**	.470**	.223	.556**	.519**	.663**	.700**	.808**
	Sig. (2-tailed)		.000	.000	.000	.000	.090	.000	.000	.000	.000	.000
	N	59	59	59	59	59	59	59	59	59	59	59
KK_2	Pearson Correlation	.732**	1	.535**	.437**	.433**	.082	.525**	.500**	.732**	.599**	.755**
	Sig. (2-tailed)	.000		.000	.001	.001	.536	.000	.000	.000	.000	.000
	N	59	59	59	59	59	59	59	59	59	59	59
KK_3	Pearson Correlation	.590**	.535**	1	.463**	.635**	.406**	.403**	.531**	.467**	.647**	.770**
	Sig. (2-tailed)	.000	.000		.000	.000	.001	.002	.000	.000	.000	.000
	N	59	59	59	59	59	59	59	59	59	59	59
KK_4	Pearson Correlation	.474**	.437**	.463**	1	.672**	.294*	.536**	.622**	.353**	.459**	.743**
	Sig. (2-tailed)	.000	.001	.000		.000	.024	.000	.000	.006	.000	.000
	N	59	59	59	59	59	59	59	59	59	59	59
KK_5	Pearson Correlation	.470**	.433**	.635**	.672**	1	.395**	.581**	.541**	.269*	.534**	.768**
	Sig. (2-tailed)	.000	.001	.000	.000		.002	.000	.000	.040	.000	.000
	N	59	59	59	59	59	59	59	59	59	59	59
KK_6	Pearson Correlation	.223	.082	.406**	.294*	.395**	1	.141	.195	.095	.281*	.445**
	Sig. (2-tailed)	.090	.536	.001	.024	.002		.288	.139	.474	.031	.000
	N	59	59	59	59	59	59	59	59	59	59	59
KK_7	Pearson Correlation	.556**	.525**	.403**	.536**	.581**	.141	1	.493**	.359**	.532**	.717**
	Sig. (2-tailed)	.000	.000	.002	.000	.000	.288		.000	.005	.000	.000
	N	59	59	59	59	59	59	59	59	59	59	59
KK_8	Pearson Correlation	.519**	.500**	.531**	.622**	.541**	.195	.493**	1	.473**	.547**	.754**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.139	.000		.000	.000	.000
	N	59	59	59	59	59	59	59	59	59	59	59
KK_9	Pearson Correlation	.663**	.732**	.467**	.353**	.269*	.095	.359**	.473**	1	.603**	.679**
	Sig. (2-tailed)	.000	.000	.000	.006	.040	.474	.005	.000		.000	.000
	N	59	59	59	59	59	59	59	59	59	59	59
KK_10	Pearson Correlation	.700**	.599**	.647**	.459**	.534**	.281*	.532**	.547**	.603**	1	.808**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.031	.000	.000	.000		.000
	N	59	59	59	59	59	59	59	59	59	59	59
KK	Pearson Correlation	.808**	.755**	.770**	.743**	.768**	.445**	.717**	.754**	.679**	.808**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	59	59	59	59	59	59	59	59	59	59	59

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

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

A. UJI RELIABILITAS VARIABEL WORK FAMILY CONFLICT

Reliability Statistics

Cronbach's Alpha	N of Items
.663	9

B. UJI RELIABILITAS VARIABEL BURNOUT

Reliability Statistics

Cronbach's Alpha	N of Items
.847	14

C. UJI RELIABILITAS VARIABEL STRES KERJA

Reliability Statistics

Cronbach's Alpha	N of Items
.767	10

D. UJI RELIABILITAS VARIABEL KINERJA KARYAWAN

Reliability Statistics

Cronbach's Alpha	N of Items
.894	10

UJI KUALITAS INSTRUMEN KE-2

A. UJI VALIDITAS VARIABEL WORK FAMILY CONFLICT

Correlations

		WFC_1	WFC_2	WFC_3	WFC_4	WFC_5	WFC_6	WFC_7	WFC_9	Work Family Conflict
WFC_1	Pearson Correlation	1	.422**	.217	.118	.188	.247	.194	.209	.546**
	Sig. (2-tailed)		.001	.099	.375	.154	.059	.140	.112	.000
	N	59	59	59	59	59	59	59	59	59
WFC_2	Pearson Correlation	.422**	1	.541**	.407**	.137	-.055	-.020	.462**	.621**
	Sig. (2-tailed)	.001		.000	.001	.301	.677	.881	.000	.000
	N	59	59	59	59	59	59	59	59	59
WFC_3	Pearson Correlation	.217	.541**	1	.671**	.454**	-.014	-.045	.245	.676**
	Sig. (2-tailed)	.099	.000		.000	.000	.916	.736	.061	.000
	N	59	59	59	59	59	59	59	59	59
WFC_4	Pearson Correlation	.118	.407**	.671**	1	.653**	.271*	.143	.128	.744**
	Sig. (2-tailed)	.375	.001	.000		.000	.038	.281	.334	.000
	N	59	59	59	59	59	59	59	59	59
WFC_5	Pearson Correlation	.188	.137	.454**	.653**	1	.203	.430**	.204	.712**
	Sig. (2-tailed)	.154	.301	.000	.000		.123	.001	.120	.000
	N	59	59	59	59	59	59	59	59	59
WFC_6	Pearson Correlation	.247	-.055	-.014	.271*	.203	1	.430**	-.134	.395**
	Sig. (2-tailed)	.059	.677	.916	.038	.123		.001	.311	.002
	N	59	59	59	59	59	59	59	59	59
WFC_7	Pearson Correlation	.194	-.020	-.045	.143	.430**	.430**	1	.328*	.506**
	Sig. (2-tailed)	.140	.881	.736	.281	.001	.001		.011	.000
	N	59	59	59	59	59	59	59	59	59
WFC_9	Pearson Correlation	.209	.462**	.245	.128	.204	-.134	.328*	1	.492**
	Sig. (2-tailed)	.112	.000	.061	.334	.120	.311	.011		.000
	N	59	59	59	59	59	59	59	59	59
Work Family Conflict	Pearson Correlation	.546**	.621**	.676**	.744**	.712**	.395**	.506**	.492**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.002	.000	.000	
	N	59	59	59	59	59	59	59	59	59

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

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

B. UJI VALIDITAS VARIABEL BURNOUT

Correlations

		BN_1	BN_2	BN_3	BN_4	BN_5	BN_6	BN_7	BN_8	BN_9	BN_10	BN_11	BN_12	BN_13	BN_14	Burnout
BN_1	Pearson Correlation	1	.540**	.470**	.287*	.443**	.332*	.382**	.022	.249	.265*	.244	.243	.424**	.176	.626**
	Sig. (2-tailed)		.000	.000	.028	.000	.010	.003	.866	.057	.042	.063	.063	.001	.182	.000
	N	59	59	59	59	59	59	59	59	59	59	59	59	59	59	59
BN_2	Pearson Correlation	.540**	1	.619**	.270*	.488**	.427**	.398**	.144	.228	.354**	.348**	.064	.456**	.471**	.714**
	Sig. (2-tailed)	.000		.000	.039	.000	.001	.002	.275	.082	.006	.007	.628	.000	.000	.000
	N	59	59	59	59	59	59	59	59	59	59	59	59	59	59	59
BN_3	Pearson Correlation	.470**	.619**	1	.200	.418**	.425**	.343**	.054	.226	.355**	.188	.133	.471**	.491**	.682**
	Sig. (2-tailed)	.000	.000		.130	.001	.001	.008	.683	.085	.006	.153	.315	.000	.000	.000
	N	59	59	59	59	59	59	59	59	59	59	59	59	59	59	59
BN_4	Pearson Correlation	.287*	.270*	.200	1	.277*	.147	.123	.266*	.100	.094	.315*	.183	.368**	.192	.477**
	Sig. (2-tailed)	.028	.039	.130		.033	.266	.352	.042	.451	.480	.015	.166	.004	.145	.000
	N	59	59	59	59	59	59	59	59	59	59	59	59	59	59	59
BN_5	Pearson Correlation	.443**	.488**	.418**	.277*	1	.515**	.390**	.262*	.004	.184	.100	.192	.340**	.280*	.604**
	Sig. (2-tailed)	.000	.000	.001	.033		.000	.002	.045	.976	.162	.452	.144	.008	.032	.000
	N	59	59	59	59	59	59	59	59	59	59	59	59	59	59	59
BN_6	Pearson Correlation	.332*	.427**	.425**	.147	.515**	1	.443**	.223	.369**	.309*	.049	.162	.347**	.351**	.628**
	Sig. (2-tailed)	.010	.001	.001	.266	.000		.000	.089	.004	.017	.713	.220	.007	.006	.000
	N	59	59	59	59	59	59	59	59	59	59	59	59	59	59	59
BN_7	Pearson Correlation	.382**	.398**	.343**	.123	.390**	.443**	1	.361**	.180	.320*	.121	.222	.364**	.244	.605**
	Sig. (2-tailed)	.003	.002	.008	.352	.002	.000		.005	.172	.013	.361	.091	.005	.063	.000
	N	59	59	59	59	59	59	59	59	59	59	59	59	59	59	59
BN_8	Pearson Correlation	.022	.144	.054	.266*	.262*	.223	.361**	1	.270*	.134	.200	.272*	.183	-.004	.404**
	Sig. (2-tailed)	.866	.275	.683	.042	.045	.089	.005		.039	.311	.129	.037	.166	.975	.001
	N	59	59	59	59	59	59	59	59	59	59	59	59	59	59	59
BN_9	Pearson Correlation	.249	.228	.226	.100	.004	.369**	.180	.270*	1	.364**	.357**	.212	.303*	.228	.493**
	Sig. (2-tailed)	.057	.082	.085	.451	.976	.004	.172	.039		.005	.005	.108	.020	.083	.000
	N	59	59	59	59	59	59	59	59	59	59	59	59	59	59	59
BN_10	Pearson Correlation	.265*	.354**	.355**	.094	.184	.309*	.320*	.134	.364**	1	.343**	.252	.320*	.457**	.571**
	Sig. (2-tailed)	.042	.006	.006	.480	.162	.017	.013	.311	.005		.008	.055	.014	.000	.000
	N	59	59	59	59	59	59	59	59	59	59	59	59	59	59	59
BN_11	Pearson Correlation	.244	.348**	.188	.315*	.100	.049	.121	.200	.357**	.343**	1	-.013	.202	.269*	.440**
	Sig. (2-tailed)	.063	.007	.153	.015	.452	.713	.361	.129	.005	.008		.922	.125	.039	.000
	N	59	59	59	59	59	59	59	59	59	59	59	59	59	59	59
BN_12	Pearson Correlation	.243	.064	.133	.183	.192	.162	.222	.272*	.212	.252	-.013	1	.615**	.168	.470**
	Sig. (2-tailed)	.063	.628	.315	.166	.144	.220	.091	.037	.108	.055	.922		.000	.202	.000
	N	59	59	59	59	59	59	59	59	59	59	59	59	59	59	59
BN_13	Pearson Correlation	.424**	.456**	.471**	.368**	.340**	.347**	.364**	.183	.303*	.320*	.202	.615**	1	.577**	.756**
	Sig. (2-tailed)	.001	.000	.000	.004	.008	.007	.005	.166	.020	.014	.125	.000		.000	.000
	N	59	59	59	59	59	59	59	59	59	59	59	59	59	59	59
BN_14	Pearson Correlation	.176	.471**	.491**	.192	.280*	.351**	.244	-.004	.228	.457**	.269*	.168	.577**	1	.616**
	Sig. (2-tailed)	.182	.000	.000	.145	.032	.006	.063	.975	.083	.000	.039	.202	.000		.000
	N	59	59	59	59	59	59	59	59	59	59	59	59	59	59	59
Burnout	Pearson Correlation	.626**	.714**	.682**	.477**	.604**	.628**	.605**	.404**	.493**	.571**	.440**	.470**	.756**	.616**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000	.000	
	N	59	59	59	59	59	59	59	59	59	59	59	59	59	59	59

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

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

C. UJI VALIDITAS VARIABEL KINERJA KARYAWAN

Correlations

		SK_1	SK_3	SK_4	SK_5	SK_6	SK_7	SK_8	SK_9	SK_10	Stress Kerja
SK_1	Pearson Correlation	1	.348**	.271*	.068	.348**	.642**	.648**	.493**	.094	.632**
	Sig. (2-tailed)		.007	.038	.608	.007	.000	.000	.000	.479	.000
	N	59	59	59	59	59	59	59	59	59	59
SK_3	Pearson Correlation	.348**	1	.313*	.189	.172	.247	.266*	.184	.184	.479**
	Sig. (2-tailed)	.007		.016	.151	.194	.059	.042	.164	.163	.000
	N	59	59	59	59	59	59	59	59	59	59
SK_4	Pearson Correlation	.271*	.313*	1	.649**	.152	.277*	.324*	.010	.065	.622**
	Sig. (2-tailed)	.038	.016		.000	.250	.034	.012	.938	.622	.000
	N	59	59	59	59	59	59	59	59	59	59
SK_5	Pearson Correlation	.068	.189	.649**	1	.317*	.268*	.348**	.015	.487**	.691**
	Sig. (2-tailed)	.608	.151	.000		.015	.040	.007	.909	.000	.000
	N	59	59	59	59	59	59	59	59	59	59
SK_6	Pearson Correlation	.348**	.172	.152	.317*	1	.550**	.622**	.190	.212	.622**
	Sig. (2-tailed)	.007	.194	.250	.015		.000	.000	.150	.108	.000
	N	59	59	59	59	59	59	59	59	59	59
SK_7	Pearson Correlation	.642**	.247	.277*	.268*	.550**	1	.686**	.504**	.322*	.765**
	Sig. (2-tailed)	.000	.059	.034	.040	.000		.000	.000	.013	.000
	N	59	59	59	59	59	59	59	59	59	59
SK_8	Pearson Correlation	.648**	.266*	.324*	.348**	.622**	.686**	1	.439**	.249	.788**
	Sig. (2-tailed)	.000	.042	.012	.007	.000	.000		.001	.057	.000
	N	59	59	59	59	59	59	59	59	59	59
SK_9	Pearson Correlation	.493**	.184	.010	.015	.190	.504**	.439**	1	.138	.462**
	Sig. (2-tailed)	.000	.164	.938	.909	.150	.000	.001		.298	.000
	N	59	59	59	59	59	59	59	59	59	59
SK_10	Pearson Correlation	.094	.184	.065	.487**	.212	.322*	.249	.138	1	.506**
	Sig. (2-tailed)	.479	.163	.622	.000	.108	.013	.057	.298		.000
	N	59	59	59	59	59	59	59	59	59	59
Stress Kerja	Pearson Correlation	.632**	.479**	.622**	.691**	.622**	.765**	.788**	.462**	.506**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	59	59	59	59	59	59	59	59	59	59

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

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

D. UJI VALIDITAS VARIABEL KINERJA KARYAWAN

Correlations

		KK_1	KK_2	KK_3	KK_4	KK_5	KK_6	KK_7	KK_8	KK_9	KK_10	Kinerja Karyawan
KK_1	Pearson Correlation	1	.732**	.590**	.474**	.470**	.223	.556**	.519**	.663**	.700**	.808**
	Sig. (2-tailed)		.000	.000	.000	.000	.090	.000	.000	.000	.000	.000
	N	59	59	59	59	59	59	59	59	59	59	59
KK_2	Pearson Correlation	.732**	1	.535**	.437**	.433**	.082	.525**	.500**	.732**	.599**	.755**
	Sig. (2-tailed)	.000		.000	.001	.001	.536	.000	.000	.000	.000	.000
	N	59	59	59	59	59	59	59	59	59	59	59
KK_3	Pearson Correlation	.590**	.535**	1	.463**	.635**	.406**	.403**	.531**	.467**	.647**	.770**
	Sig. (2-tailed)	.000	.000		.000	.000	.001	.002	.000	.000	.000	.000
	N	59	59	59	59	59	59	59	59	59	59	59
KK_4	Pearson Correlation	.474**	.437**	.463**	1	.672**	.294*	.536**	.622**	.353**	.459**	.743**
	Sig. (2-tailed)	.000	.001	.000		.000	.024	.000	.000	.006	.000	.000
	N	59	59	59	59	59	59	59	59	59	59	59
KK_5	Pearson Correlation	.470**	.433**	.635**	.672**	1	.395**	.581**	.541**	.269*	.534**	.768**
	Sig. (2-tailed)	.000	.001	.000	.000		.002	.000	.000	.040	.000	.000
	N	59	59	59	59	59	59	59	59	59	59	59
KK_6	Pearson Correlation	.223	.082	.406**	.294*	.395**	1	.141	.195	.095	.281*	.445**
	Sig. (2-tailed)	.090	.536	.001	.024	.002		.288	.139	.474	.031	.000
	N	59	59	59	59	59	59	59	59	59	59	59
KK_7	Pearson Correlation	.556**	.525**	.403**	.536**	.581**	.141	1	.493**	.359**	.532**	.717**
	Sig. (2-tailed)	.000	.000	.002	.000	.000	.288		.000	.005	.000	.000
	N	59	59	59	59	59	59	59	59	59	59	59
KK_8	Pearson Correlation	.519**	.500**	.531**	.622**	.541**	.195	.493**	1	.473**	.547**	.754**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.139	.000		.000	.000	.000
	N	59	59	59	59	59	59	59	59	59	59	59
KK_9	Pearson Correlation	.663**	.732**	.467**	.353**	.269*	.095	.359**	.473**	1	.603**	.679**
	Sig. (2-tailed)	.000	.000	.000	.006	.040	.474	.005	.000		.000	.000
	N	59	59	59	59	59	59	59	59	59	59	59
KK_10	Pearson Correlation	.700**	.599**	.647**	.459**	.534**	.281*	.532**	.547**	.603**	1	.808**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.031	.000	.000	.000		.000
	N	59	59	59	59	59	59	59	59	59	59	59
Kinerja Karyawan	Pearson Correlation	.808**	.755**	.770**	.743**	.768**	.445**	.717**	.754**	.679**	.808**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	59	59	59	59	59	59	59	59	59	59	59

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

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

A. UJI RELIABILITAS VARIABEL WORK FAMILY CONFLICT

Reliability Statistics

Cronbach's Alpha	N of Items
.736	8

B. UJI RELIABILITAS VARIABEL BURNOUT

Reliability Statistics

Cronbach's Alpha	N of Items
.847	14

C. UJI RELIABILITAS VARIABEL STRES KERJA

Reliability Statistics

Cronbach's Alpha	N of Items
.791	9

D. UJI RELIABILITAS VARIABEL KINERJA KARYAWAN

Reliability Statistics

Cronbach's Alpha	N of Items
.894	10

LAMPIRAN UJI ASUMSI KLASIK

A. UJI NORMALITAS

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		59
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	3.85182877
Most Extreme Differences	Absolute	.174
	Positive	.174
	Negative	-.169
Kolmogorov-Smirnov Z		1.333
Asymp. Sig. (2-tailed)		.057

a. Test distribution is Normal.

b. Calculated from data.

B. UJI MULTIKOLINIERITAS

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	17.751	3.066		5.789	.000		
	Work Family Conflict	.173	.168	.133	1.029	.308	.574	1.743
	Burnout	.285	.084	.373	3.402	.001	.794	1.260
	Stress Kerja	.386	.153	.337	2.525	.015	.537	1.861

a. Dependent Variable: Kinerja Karyawan

C. UJI HETEROSKEDASTISITAS

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.324	2.212		3.763	.000
	Work Family Conflict	.004	.121	.005	.033	.974
	Burnout	-.081	.060	-.189	-1.341	.185
	Stress Kerja	-.160	.110	-.249	-1.455	.151

a. Dependent Variable: RES2

LAMPIRAN 6 ANALISIS REGRESI LINIER BERGANDA

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.689 ^a	.475	.446	3.955

a. Predictors: (Constant), Stress Kerja, Burnout, Work Family Conflict

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	778.224	3	259.408	16.580	.000 ^b
	Residual	860.522	55	15.646		
	Total	1638.746	58			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Stress Kerja, Burnout, Work Family Conflict

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	17.751	3.066		5.789	.000
	Work Family Conflict	.173	.168	.133	1.029	.308
	Burnout	-.285	.084	-.373	-3.402	.001
	Stress Kerja	-.386	.153	-.337	-2.525	.015

a. Dependent Variable: Kinerja Karyawan