

LAMPIRAN 1

KUESIONER

IDENTITAS RESPONDEN

No.	Jenis Kelamin	Usia (tahun)	Pendidikan	Status	Lama Kerja (tahun)
1					
2					
3					
4					
5					
6				Tetap	
7	Laki-laki	56	Sarjana	Tetap	27
8	Laki-laki	57	SLTA	tetap	31
9	Laki-laki	> 50	SLTA	Tetap	> 25
10	Laki-laki	51	Sarjana	Tetap	21
11	Laki-laki	43	SLTA	Tetap	22
12	Laki-laki	51	Sarjana	Tetap	22
13	Laki-laki	58	Pascasarjana	Tetap	31
14	Laki-laki	22	Sarjana	Temporer	8 bulan
15	Laki-laki	50	Sarjana	Tetap	23
16	Laki-laki	43	SLTA	Tetap	20
17	Perempuan	35	SLTA	Tetap	6
18	Laki-laki	47	Pascasarjana	Tetap	20
19	Laki-laki	25	Sarjana	Outsourcing	1
20	Laki-laki	47	SLTA		22
21	Laki-laki	44	SLTA	Tetap	22
22	Laki-laki	38	Sarjana		8
23	Perempuan	45	SLTA		23
24	Laki-laki	46	SLTA	Tetap	20
25					
26					
27	Perempuan		SLTA		
28	Laki-laki		Sarjana		
29	Perempuan	38	Sarjana	Tenaga Non Kependidikan	10
30	Laki-laki	45	SLTA	Tetap	23
31	Laki-laki	48	SLTA	Tetap	22
32	Perempuan	54	SLTA	Tenaga Pendidikan	29
33					

(identitas tidak diisi)	jenis kelamin				
(identitas tidak diisi)	laki				
(identitas tidak diisi)	perempuan				
(identitas tidak diisi)	21-30	2	0.09091	3	3
(identitas tidak diisi)	31-40	3	0.13636	4.5	4
	41-50	11	0.5	16.5	17
	>50	6	0.27273	9	9
		22			33
	SLTA	13	0.54167	17.875	16
	Diploma		0	0	2
	Sarjana	9	0.375	12.375	12
	Pascasarjana	2	0.08333	2.75	3
		24			33
		<5	2	0.08333	2.75
		5-Oct	2	0.08333	2.75
			20	0.83333	27.5

(identitas tidak diisi)
(identitas tidak diisi)

(identitas tidak diisi)

0.09091
0.12121
0.51515
0.27273

0.48485
0.06061
0.36364
0.09091

3 0.09091
3 0.09091
27 0.81818

LAMPIRAN 2
DATA HASIL PENELITIAN

1. Konflik Peran

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	6.1	6.1	6.1
	TS	8	24.2	24.2	30.3
	KS	7	21.2	21.2	51.5
	S	16	48.5	48.5	100.0
	Total	33	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	9.1	9.1	9.1
	TS	13	39.4	39.4	48.5
	KS	10	30.3	30.3	78.8
	S	7	21.2	21.2	100.0
	Total	33	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	9.1	9.1	9.1
	TS	18	54.5	54.5	63.6
	KS	8	24.2	24.2	87.9
	S	4	12.1	12.1	100.0
	Total	33	100.0	100.0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	12	36.4	36.4	36.4
	KS	15	45.5	45.5	81.8
	S	6	18.2	18.2	100.0
	Total	33	100.0	100.0	

X1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	9.1	9.1	9.1
	TS	8	24.2	24.2	33.3
	KS	13	39.4	39.4	72.7
	S	9	27.3	27.3	100.0
	Total	33	100.0	100.0	

X1.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	6.1	6.1	6.1
	TS	13	39.4	39.4	45.5
	KS	12	36.4	36.4	81.8
	S	6	18.2	18.2	100.0
	Total	33	100.0	100.0	

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X1.1	33	1.00	4.00	3.1212	.99240
X1.2	33	1.00	4.00	2.6364	.92932
X1.4	33	1.00	4.00	2.3939	.82687
X1.5	33	2.00	4.00	2.8182	.72692
X1.6	33	1.00	4.00	2.8485	.93946
X1.7	33	1.00	4.00	2.6667	.85391
Valid N (listwise)	33				

2. Ambiguitas**X2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	9.1	9.1	9.1
	KS	1	3.0	3.0	12.1
	S	26	78.8	78.8	90.9
	SS	3	9.1	9.1	100.0
	Total	33	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	3.0	3.0	3.0
	KS	3	9.1	9.1	12.1
	S	21	63.6	63.6	75.8
	SS	8	24.2	24.2	100.0
	Total	33	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	3.0	3.0	3.0
	KS	2	6.1	6.1	9.1
	S	26	78.8	78.8	87.9
	SS	4	12.1	12.1	100.0
	Total	33	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	3.0	3.0	3.0
	KS	3	9.1	9.1	12.1
	S	23	69.7	69.7	81.8
	SS	6	18.2	18.2	100.0
	Total	33	100.0	100.0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	3.0	3.0	3.0
	TS	1	3.0	3.0	6.1
	KS	1	3.0	3.0	9.1
	S	26	78.8	78.8	87.9
	SS	4	12.1	12.1	100.0
	Total	33	100.0	100.0	

X2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	3.0	3.0	3.0
	KS	1	3.0	3.0	6.1
	S	26	78.8	78.8	84.8
	SS	5	15.2	15.2	100.0
	Total	33	100.0	100.0	

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X2.1	33	1.00	4.00	2.1212	.69631
X2.2	33	1.00	4.00	1.9091	.67840
X2.3	33	1.00	4.00	2.0000	.55902
X2.4	33	1.00	4.00	1.9697	.63663
X2.5	33	1.00	4.00	1.9697	.52944
X2.6	33	1.00	4.00	1.9394	.55562
Valid N (listwise)	33				

3. Kinerja

Y1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	26	78.8	78.8	78.8
	SS	7	21.2	21.2	100.0
	Total	33	100.0	100.0	

Y2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	3.0	3.0	3.0
	KS	2	6.1	6.1	9.1
	S	26	78.8	78.8	87.9
	SS	4	12.1	12.1	100.0
	Total	33	100.0	100.0	

Y3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	3.0	3.0	3.0
	S	31	93.9	93.9	97.0
	SS	1	3.0	3.0	100.0
	Total	33	100.0	100.0	

Y4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	3.0	3.0	3.0
	KS	5	15.2	15.2	18.2
	S	25	75.8	75.8	93.9
	SS	2	6.1	6.1	100.0
	Total	33	100.0	100.0	

Y5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	3.0	3.0	3.0
	TS	1	3.0	3.0	6.1
	KS	2	6.1	6.1	12.1
	S	24	72.7	72.7	84.8
	SS	5	15.2	15.2	100.0
	Total	33	100.0	100.0	

Y6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	3	9.1	9.1	9.1
	S	27	81.8	81.8	90.9
	SS	3	9.1	9.1	100.0
	Total	33	100.0	100.0	

Y7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	3.0	3.0	3.0
	KS	1	3.0	3.0	6.1
	S	29	87.9	87.9	93.9
	SS	2	6.1	6.1	100.0
	Total	33	100.0	100.0	

Y8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	3.0	3.0	3.0
	KS	3	9.1	9.1	12.1
	S	24	72.7	72.7	84.8
	SS	5	15.2	15.2	100.0
	Total	33	100.0	100.0	

Y9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	3	9.1	9.1	9.1
	S	26	78.8	78.8	87.9
	SS	4	12.1	12.1	100.0
	Total	33	100.0	100.0	

Y10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	3.0	3.0	3.0
	KS	5	15.2	15.2	18.2
	S	25	75.8	75.8	93.9
	SS	2	6.1	6.1	100.0
	Total	33	100.0	100.0	

Y12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	3	9.1	9.1	9.1
	S	24	72.7	72.7	81.8
	SS	6	18.2	18.2	100.0
	Total	33	100.0	100.0	

Y13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	3.0	3.0	3.0
	KS	12	36.4	36.4	39.4
	S	13	39.4	39.4	78.8
	SS	7	21.2	21.2	100.0
	Total	33	100.0	100.0	

Y14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	3.0	3.0	3.0
	TS	1	3.0	3.0	6.1
	KS	4	12.1	12.1	18.2
	S	13	39.4	39.4	57.6
	SS	14	42.4	42.4	100.0
	Total	33	100.0	100.0	

Y15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	3.0	3.0	3.0
	KS	4	12.1	12.1	15.2
	S	21	63.6	63.6	78.8
	SS	7	21.2	21.2	100.0
	Total	33	100.0	100.0	

Y16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	3.0	3.0	3.0
	KS	1	3.0	3.0	6.1
	S	18	54.5	54.5	60.6
	SS	13	39.4	39.4	100.0
	Total	33	100.0	100.0	

Y17

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	3	9.1	9.1	9.1
KS	4	12.1	12.1	21.2
S	18	54.5	54.5	75.8
SS	8	24.2	24.2	100.0
Total	33	100.0	100.0	

Y18

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	1	3.0	3.0	3.0
KS	9	27.3	27.3	30.3
S	16	48.5	48.5	78.8
SS	7	21.2	21.2	100.0
Total	33	100.0	100.0	

Y19

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	2	6.1	6.1	6.1
KS	12	36.4	36.4	42.4
S	15	45.5	45.5	87.9
SS	4	12.1	12.1	100.0
Total	33	100.0	100.0	

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Y1	33	4.00	5.00	4.2121	.41515
Y2	33	2.00	5.00	4.0000	.55902
Y3	33	2.00	5.00	3.9697	.39409
Y4	33	2.00	5.00	3.8485	.56575
Y5	33	1.00	5.00	3.9394	.78817
Y6	33	3.00	5.00	4.0000	.43301
Y7	33	2.00	5.00	3.9697	.46669
Y8	33	2.00	5.00	4.0000	.61237
Y9	33	3.00	5.00	4.0303	.46669
Y10	33	2.00	5.00	3.8485	.56575
Y12	33	3.00	5.00	4.0909	.52223
Y13	33	2.00	5.00	3.7879	.81997
Y14	33	1.00	5.00	4.1515	.97215
Y15	33	1.00	5.00	4.0000	.79057
Y16	33	2.00	5.00	4.3030	.68396
Y17	33	2.00	5.00	3.9394	.86384
Y18	33	2.00	5.00	3.8788	.78093
Y19	33	2.00	5.00	3.6364	.78335

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Y1	33	4.00	5.00	4.2121	.41515
Y2	33	2.00	5.00	4.0000	.55902
Y3	33	2.00	5.00	3.9697	.39409
Y4	33	2.00	5.00	3.8485	.56575
Y5	33	1.00	5.00	3.9394	.78817
Y6	33	3.00	5.00	4.0000	.43301
Y7	33	2.00	5.00	3.9697	.46669
Y8	33	2.00	5.00	4.0000	.61237
Y9	33	3.00	5.00	4.0303	.46669
Y10	33	2.00	5.00	3.8485	.56575
Y12	33	3.00	5.00	4.0909	.52223
Y13	33	2.00	5.00	3.7879	.81997
Y14	33	1.00	5.00	4.1515	.97215
Y15	33	1.00	5.00	4.0000	.79057
Y16	33	2.00	5.00	4.3030	.68396
Y17	33	2.00	5.00	3.9394	.86384
Y18	33	2.00	5.00	3.8788	.78093
Y19	33	2.00	5.00	3.6364	.78335
Valid N (listwise)	33				

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.789 ^a	.623	.598	4.87996

a. Predictors: (Constant), ambiguitas, konflik peran

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1181.457	2	590.729	24.806	.000 ^a
	Residual	714.421	30	23.814		
	Total	1895.879	32			

a. Predictors: (Constant), ambiguitas, konflik peran

b. Dependent Variable: kinerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	105.679	4.912		21.515	.000
	konflik peran	-1.044	.277	-.471	-3.773	.001
	ambiguitas	-1.416	.386	-.458	-3.668	.001

a. Dependent Variable: kinerja

Validitas

Correlations

		X1.1	X1.2	X1.4	X1.5	X1.6	X1.7	X1
X1.1	Pearson Correlation	1	.151	.207	.378	.322	.529**	.671**
	Sig. (2-tailed)		.402	.249	.030	.068	.002	.000
	N	33	33	33	33	33	33	33
X1.2	Pearson Correlation	.151	1	.477**	.130	.400*	.158	.598**
	Sig. (2-tailed)	.402		.005	.470	.021	.381	.000
	N	33	33	33	33	33	33	33
X1.4	Pearson Correlation	.207	.477**	1	.175	.200	.236	.573**
	Sig. (2-tailed)	.249	.005		.330	.265	.186	.000
	N	33	33	33	33	33	33	33
X1.5	Pearson Correlation	.378*	.130	.175	1	.416*	.453**	.618**
	Sig. (2-tailed)	.030	.470	.330		.016	.008	.000
	N	33	33	33	33	33	33	33
X1.6	Pearson Correlation	.322	.400*	.200	.416*	1	.558**	.741**
	Sig. (2-tailed)	.068	.021	.265	.016		.001	.000
	N	33	33	33	33	33	33	33
X1.7	Pearson Correlation	.529**	.158	.236	.453**	.558**	1	.741**
	Sig. (2-tailed)	.002	.381	.186	.008	.001		.000
	N	33	33	33	33	33	33	33
X1	Pearson Correlation	.671**	.598**	.573**	.618**	.741**	.741**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	33	33	33	33	33	33	33

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

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

1. Ambiguitas Peran

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2
X2.1	Pearson Correlation	1	.487**	.482**	.291	.180	.423*	.727**
	Sig. (2-tailed)		.004	.005	.101	.317	.014	.000
	N	33	33	33	33	33	33	33
X2.2	Pearson Correlation	.487**	1	.659**	.428	.166	.565**	.827**
	Sig. (2-tailed)	.004		.000	.013	.356	.001	.000
	N	33	33	33	33	33	33	33
X2.3	Pearson Correlation	.482**	.659**	1	.263	.211	.402*	.740**
	Sig. (2-tailed)	.005	.000		.139	.238	.020	.000
	N	33	33	33	33	33	33	33
X2.4	Pearson Correlation	.291	.428	.263	1	.646**	.083	.668**
	Sig. (2-tailed)	.101	.013	.139		.000	.646	.000
	N	33	33	33	33	33	33	33
X2.5	Pearson Correlation	.180	.166	.211	.646**	1	-.113	.495**
	Sig. (2-tailed)	.317	.356	.238	.000		.532	.003
	N	33	33	33	33	33	33	33
X2.6	Pearson Correlation	.423*	.565**	.402*	.083	-.113	1	.583**
	Sig. (2-tailed)	.014	.001	.020	.646	.532		.000
	N	33	33	33	33	33	33	33
X2	Pearson Correlation	.727**	.827**	.740**	.668**	.495**	.583**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.003	.000	
	N	33	33	33	33	33	33	33

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

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

	Sig. (2-tailed)	.123	.000	.001		.000	.002	.000	.039	.004	.017	.145	.269	.001	.000	.002	.089	.078	.011	.000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
Y5	Pearson Correlation	.232	.709*	.698*	.750*	1	.458*	.675*	.453*	.600*	.609*	.317	.173	.665*	.652*	.615*	.178	.343	.621*	.805*
	Sig. (2-tailed)	.195	.000	.000	.000		.007	.000	.008	.000	.000	.072	.336	.000	.000	.000	.322	.051	.000	.000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
Y6	Pearson Correlation	.522*	.516*	.366*	.510*	.458*	1	.619*	.471*	.464*	.255	.138	.176	.223	.456*	.317	.251	.000	.092	.516*
	Sig. (2-tailed)	.002	.002	.036	.002	.007		.000	.006	.007	.152	.443	.327	.213	.008	.073	.159	1.000	.610	.002
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
Y7	Pearson Correlation	.357*	.599*	.844*	.574*	.675*	.619*	1	.328	.578*	.574*	.268	.228	.561*	.593*	.617*	.460*	.333	.482*	.780*
	Sig. (2-tailed)	.042	.000	.000	.000	.000	.000		.062	.000	.000	.131	.203	.001	.000	.000	.007	.059	.005	.000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
Y8	Pearson Correlation	.492*	.365*	.259	.361*	.453*	.471*	.328	1	.437*	.541*	.489*	.187	.472*	.516*	.448*	.177	.131	.326	.603*
	Sig. (2-tailed)	.004	.037	.146	.039	.008	.006	.062		.011	.001	.004	.298	.006	.002	.009	.324	.468	.064	.000

Y18	Pearson Correlation	.178	.143	.292	.311	.343	.000	.333	.131	.525*	.523*	.181	.349*	.478*	.253	.422*	.452*	1	.539*	.574*
	Sig. (2-tailed)	.321	.427	.099	.078	.051	1.000	.059	.468	.002	.002	.313	.047	.005	.155	.014	.008		.001	.000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
Y19	Pearson Correlation	.149	.428*	.469*	.436*	.621*	.092	.482*	.326	.373*	.647*	.542*	.363*	.444*	.353*	.620*	.474*	.539*	1	.722*
	Sig. (2-tailed)	.409	.013	.006	.011	.000	.610	.005	.064	.033	.000	.001	.038	.010	.044	.000	.005	.001		.000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
Y	Pearson Correlation	.399*	.697*	.707*	.718*	.805*	.516*	.780*	.603*	.708*	.761*	.577*	.447*	.764*	.796*	.831*	.560*	.574*	.722*	1
	Sig. (2-tailed)	.022	.000	.000	.000	.000	.002	.000	.000	.000	.000	.000	.009	.000	.000	.000	.001	.000	.000	
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33

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

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

Reliabilitas

Reliability Statistics

Cronbach's Alpha	N of Items
.735	6

Reliability Statistics

Cronbach's Alpha	N of Items
.765	6

Reliability Statistics

Cronbach's Alpha	N of Items
.918	18