

LAMPIRAN 1. KUISIONER PENELITIAN

1. STRESS KERJA

- a. Beban kerja yang dihadapi melebihi kemampuan kerja saya, sedangkan pekerjaan harus cepat selesai.
- b. Pekerjaan yang dihadapi saya melebihi jumlah waktu kerja karyawan, sehingga banyak pegawai yang frustrasi.
- c. Konflik antara pimpinan dan pegawai sering terjadi, akan tetapi dapat diselesaikan dengan baik.
- d. Penilaian terhadap pegawai menyebabkan saya kesulitan dalam melaksanakan pekerjaan.
- e. Wewenang atau tanggung jawab yang tidak dijelaskan dengan baik, membuat para pegawai merasa tertekan.
- f. Situasi atau keadaan kerja yang tidak sehat menyebabkan hubungan antar pegawai kurang baik.
- g. Pegawai diperlakukan dengan tidak adil oleh atasan, sehingga para pegawai merasa tidak nyaman bekerja.
- h. Pimpinan selalu memperlakukan pegawai dengan baik, sehingga pegawai termotivasi dalam bekerja.
- i. Lingkungan kerja yang baik menunjang pekerjaan saya, sehingga pekerjaan dapat diselesaikan dengan tepat waktu.
- j. Gaji yang diberikan perusahaan sesuai dengan beban kerja yang diberikan kepada pegawai.

2. KOMPENSASI

- a. Gaji yang saya terima sudah memenuhi unsur minimal yang ditetapkan pemerintah.
- b. Gaji yang saya terima telah sesuai dengan prestasi yang saya hasilkan
- c. Tunjangan keluarga diluar perhitungan upah minimal secara layak.
- d. Tunjangan kesehatan sesuai dengan ketentuan yang diatur dalam perundang-undangan.
- e. Tunjangan hari raya atau keagamaan sesuai dengan ketentuan yang diatur oleh perundang-undangan.

- f. Mendapatkan tunjangan makan setiap masuk kerja.
- g. Tunjangan insentif (bonus kerja) yang saya terima telah sesuai.
- h. Setiap tahun menerima tunjangan jasa produksi.
- i. Pembagian bonus yang diberikan dilakukan secara proposional dan adil.
- j. Jika mengambil cuti tahunan, saya mendapat uang cuti dari perusahaan.
- k. Setiap tahun kami melakukan liburan bersama seluruh karyawan.

3. KEPUASAN KERJA

- a. Gajiyang saya terima sudah layak dan saya merasa puas.
- b. Selain gaji yang saya menerima tunjangan lainnya.
- c. Pekerjaan yang saya lakukan sangat menarik dan menyenangkan.
- d. Saya diberi tanggung jawab dan kepercayaan terhadap pekerjaan dan saya merasa puas.
- e. Saya diberi kesempatan seluas – luasnya untuk belajar, ini sangat menyenangkan.
- f. Saya puas atas system promosi yang ada karena berdasarkan presentasi.
- g. Saya memiliki peluang yang sama dengan yang lain untuk meraih posisi yang lebih baik.
- h. Atasan menunjukkan perhatian dan memberi nasihat.
- i. Atasan menuji saya apabila mencapai hasil yang baik.
- j. Atasan selalu membantu saya dalam menghadapi kesulitan pekerjaan.
- k. Beban kerja cukup cerdas dan membantu dalam pekerjaan.
- l. Rekan kerja menyenangkan dan bertanggung jawab atas pekerjaannya.
- m. Rekan kerja mendorong saya dalam melaksanakan pekerjaan dengan baik.

4. KINERJA

- a. Saya sangat efektif dalam memberi kontribusi pada kinerja perusahaan
- b. Saya kadang bekerja lebih kerasa dari pada yang saya perlukan, karena saya senang melakukan pekerjaan dengan baik.
- c. Saya merasa tidak senang ketika pekerjaan saya tidka sesuai dengan standar saya.
- d. Saya sering mencoba memikirkan cara melakukan pekerjaan dengan lebih efektif
- e. Saya merasa bangga dan puas ketika melakukan pekerjaan dengan baik.

Lampiran 2. Hasil Uji Validitas dan Reliabilitas

1. Validitas

a. Stress Kerja

		Correlations										
		STR ESS KERJ A1	STRE SSKE RJA2	STRES SKERJA 3	STRE SSKE RJA4	STRE SSKE RJA5	STRE SSKE RJA6	STRE SSKE RJA7	STRE SSKE RJA8	STRE SSKE RJA9	STRE SSKE RJA10	STR ESS KER JA
STRESSKER JA1	Pearson Correlation	1	.478**	.076	.669**	.423**	.292*	-.025	.171	-.043	-.177	.585*
	Sig. (2-tailed)		.000	.557	.000	.001	.021	.844	.183	.739	.169	.000
	N	62	62	62	62	62	62	62	62	62	62	62
STRESSKER JA2	Pearson Correlation	.478*	1	.417**	.646**	.658**	.375**	.303*	-.183	.042	.033	.763*
	Sig. (2-tailed)	.000		.001	.000	.000	.003	.017	.155	.748	.800	.000
	N	62	62	62	62	62	62	62	62	62	62	62
STRESSKER JA3	Pearson Correlation	.076	.417**	1	.377**	.196	.288*	.130	-.119	.257*	.100	.587*
	Sig. (2-tailed)	.557	.001		.002	.126	.023	.313	.357	.043	.441	.000
	N	62	62	62	62	62	62	62	62	62	62	62
STRESSKER JA4	Pearson Correlation	.669*	.646**	.377**	1	.567**	.281*	.141	.041	.046	-.117	.754*
	Sig. (2-tailed)	.000	.000	.002		.000	.027	.275	.753	.725	.366	.000
	N	62	62	62	62	62	62	62	62	62	62	62
STRESSKER JA5	Pearson Correlation	.423*	.658**	.196	.567**	1	.445**	.187	-.267*	.179	-.082	.624*
	Sig. (2-tailed)	.001	.000	.126	.000		.000	.145	.036	.164	.527	.000
	N	62	62	62	62	62	62	62	62	62	62	62
STRESSKER JA6	Pearson Correlation	.292*	.375**	.288*	.281*	.445**	1	.323*	-.071	.097	-.011	.576*
	Sig. (2-tailed)	.021	.003	.023	.027	.000		.010	.585	.455	.930	.000
	N	62	62	62	62	62	62	62	62	62	62	62
STRESSKER JA7	Pearson Correlation	-.025	.303*	.130	.141	.187	.323*	1	-.247	-.021	.276*	.433*
	Sig. (2-tailed)	.844	.017	.313	.275	.145	.010		.053	.869	.030	.000
	N	62	62	62	62	62	62	62	62	62	62	62
STRESSKER JA8	Pearson Correlation	.171	-.183	-.119	.041	-.267*	-.071	-.247	1	-.139	-.194	.017

	Sig. (2-tailed)	.183	.155	.357	.753	.036	.585	.053		.282	.131	.897
	N	62	62	62	62	62	62	62	62	62	62	62
STRESSKER	Pearson											
	Correlation	-.043	.042	.257 ⁺	.046	.179	.097	-.021	-.139	1	.221	.286 ⁺
JA9	Sig. (2-tailed)	.739	.748	.043	.725	.164	.455	.869	.282		.085	.024
	N	62	62	62	62	62	62	62	62	62	62	62
STRESSKER	Pearson											
	Correlation	-.177	.033	.100	-.117	-.082	-.011	.276 ⁺	-.194	.221	1	.255 ⁺
JA10	Sig. (2-tailed)	.169	.800	.441	.366	.527	.930	.030	.131	.085		.046
	N	62	62	62	62	62	62	62	62	62	62	62
STRESSKER	Pearson											
	Correlation	.585 ⁺	.763 ^{**}	.587 ^{**}	.754 ^{**}	.624 ^{**}	.576 ^{**}	.433 ^{**}	.017	.286 ⁺	.255 ⁺	1
JA	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.897	.024	.046	
	N	62	62	62	62	62	62	62	62	62	62	62

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

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

*item kuisioner stress kerja no 8 tidak valid sehingga pengulangan olah data ada ditabel dibawah ini:

		Correlations									
		STR ESS KER JA1	STRE SSKE RJA2	STRES SKERJA 3	STRE SSKE RJA4	STRE SSKE RJA5	STRE SSKE RJA6	STRE SSKE RJA7	STRE SSKE RJA9	STRE SSKE RJA10	STRES SKERJ A
STRESSKERJ A1	Pearson	1	.478 ^{**}	.076	.669 ^{**}	.423 ^{**}	.292 ⁺	-.025	-.043	-.177	.585 ^{**}
	Correlation										
	Sig. (2-tailed)		.000	.557	.000	.001	.021	.844	.739	.169	.000
	N	62	62	62	62	62	62	62	62	62	62
STRESSKERJ A2	Pearson	.478 ⁺	1	.417 ^{**}	.646 ^{**}	.658 ^{**}	.375 ^{**}	.303 ⁺	.042	.033	.763 ^{**}
	Correlation										
	Sig. (2-tailed)	.000		.001	.000	.000	.003	.017	.748	.800	.000
	N	62	62	62	62	62	62	62	62	62	62
STRESSKERJ A3	Pearson	.076	.417 ^{**}	1	.377 ^{**}	.196	.288 ⁺	.130	.257 ⁺	.100	.587 ^{**}
	Correlation										
	Sig. (2-tailed)	.557	.001		.002	.126	.023	.313	.043	.441	.000

	N	62	62	62	62	62	62	62	62	62	62
STRESSKERJ A4	Pearson Correlation	.669 [*]	.646 ^{**}	.377 ^{**}	1	.567 ^{**}	.281 [*]	.141	.046	-.117	.754 ^{**}
	Sig. (2- tailed)	.000	.000	.002	.000	.027	.275	.725	.366	.000	
	N	62	62	62	62	62	62	62	62	62	62
STRESSKERJ A5	Pearson Correlation	.423 [*]	.658 ^{**}	.196	.567 ^{**}	1	.445 ^{**}	.187	.179	-.082	.624 ^{**}
	Sig. (2- tailed)	.001	.000	.126	.000	.000	.145	.164	.527	.000	
	N	62	62	62	62	62	62	62	62	62	62
STRESSKERJ A6	Pearson Correlation	.292 [*]	.375 ^{**}	.288 [*]	.281 [*]	.445 ^{**}	1	.323 [*]	.097	-.011	.576 ^{**}
	Sig. (2- tailed)	.021	.003	.023	.027	.000	.010	.455	.930	.000	
	N	62	62	62	62	62	62	62	62	62	62
STRESSKERJ A7	Pearson Correlation	-.025	.303 [*]	.130	.141	.187	.323 [*]	1	-.021	.276 [*]	.433 ^{**}
	Sig. (2- tailed)	.844	.017	.313	.275	.145	.010	.869	.030	.000	
	N	62	62	62	62	62	62	62	62	62	62
STRESSKERJ A9	Pearson Correlation	-.043	.042	.257 [*]	.046	.179	.097	-.021	1	.221	.286 [*]
	Sig. (2- tailed)	.739	.748	.043	.725	.164	.455	.869	.085	.024	
	N	62	62	62	62	62	62	62	62	62	62
STRESSKERJ A10	Pearson Correlation	-.177	.033	.100	-.117	-.082	-.011	.276 [*]	.221	1	.255 [*]
	Sig. (2- tailed)	.169	.800	.441	.366	.527	.930	.030	.085	.046	
	N	62	62	62	62	62	62	62	62	62	62
STRESSKERJ A	Pearson Correlation	.585 [*]	.763 ^{**}	.587 ^{**}	.754 ^{**}	.624 ^{**}	.576 ^{**}	.433 ^{**}	.286 [*]	.255 [*]	1
	Sig. (2- tailed)	.000	.000	.000	.000	.000	.000	.000	.024	.046	
	N	62	62	62	62	62	62	62	62	62	62

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

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

4. Kompensasi

Correlations

	KOMP ENSA SI1	KOMP ENSA SI2	KOMP ENSA SI3	KOMP ENSA SI4	KOMPE NSASI5	KOMP ENSA SI6	KOMP ENSA SI7	KOM PEN SASI 8	KOMP ENSA SI9	KOM PEN SASI 10	KOMP ENSA SI11	KOMP ENSA SI
KOMPE NSASI1 Pearson Correlati on Sig. (2- tailed) N	1	.869**	.741**	.750**	.781**	.718**	.690**	.562* .	.721**	.661* .	.739**	.891**
KOMPE NSASI2 Pearson Correlati on Sig. (2- tailed) N	.869**	1	.731**	.670**	.680**	.650**	.696**	.470* .	.562**	.526* .	.579**	.801**
KOMPE NSASI3 Pearson Correlati on Sig. (2- tailed) N	.741**	.731**	1	.689**	.722**	.813**	.664**	.515* .	.642**	.752* .	.649**	.853**
KOMPE NSASI4 Pearson Correlati on Sig. (2- tailed) N	.750**	.670**	.689**	1	.809**	.695**	.655**	.652* .	.670**	.695* .	.673**	.861**
KOMPE NSASI5 Pearson Correlati on Sig. (2- tailed) N	.781**	.680**	.722**	.809**	1	.751**	.762**	.645* .	.674**	.685* .	.744**	.892**
KOMPE NSASI6 Pearson Correlati on	.718**	.650**	.813**	.695**	.751**	1	.687**	.579* .	.655**	.765* .	.633**	.854**

	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	62	62	62	62	62	62	62	62	62	62	62	62
KOMPE NSASI7	Pearson Correlati on	.690**	.696**	.664**	.655**	.762**	.687**	1	.589*	.691**	.554*	.697**	.831**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	62	62	62	62	62	62	62	62	62	62	62	62
KOMPE NSASI8	Pearson Correlati on	.562**	.470**	.515**	.652**	.645**	.579**	.589**	1	.622**	.734*	.587**	.752**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	62	62	62	62	62	62	62	62	62	62	62	62
KOMPE NSASI9	Pearson Correlati on	.721**	.562**	.642**	.670**	.674**	.655**	.691**	.622*	1	.626*	.756**	.826**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	62	62	62	62	62	62	62	62	62	62	62	62
KOMPE NSASI10	Pearson Correlati on	.661**	.526**	.752**	.695**	.685**	.765**	.554**	.734*	.626**	1	.713**	.835**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	62	62	62	62	62	62	62	62	62	62	62	62
KOMPE NSASI110	Pearson Correlati on	.739**	.579**	.649**	.673**	.744**	.633**	.697**	.587*	.756**	.713*	1	.849**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	62	62	62	62	62	62	62	62	62	62	62	62
KOMPE NSASI111	Pearson Correlati on	.891**	.801**	.853**	.861**	.892**	.854**	.831**	.752*	.826**	.835*	.849**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	62	62	62	62	62	62	62	62	62	62	62	62

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

KEPU ASAN 6	Pearson	.392*													
	Correlation		.348**	.423*	.027	.182	1	.487*	.408*	.242	.308*	.405*	-.236	-.046	.563**
	Sig. (2-tailed)	.002	.006	.001	.832	.158	.000	.001	.058	.015	.001	.065	.721	.000	.000
	N	62	62	62	62	62	62	62	62	62	62	62	62	62	62
KEPU ASAN 7	Pearson	.403*													
	Correlation		.350**	.401*	-.036	.220	.487*	1	.517*	.317*	.371*	.361*	.103	.181	.637**
	Sig. (2-tailed)	.001	.005	.001	.780	.086	.000	.000	.012	.003	.004	.427	.160	.000	.000
	N	62	62	62	62	62	62	62	62	62	62	62	62	62	62
KEPU ASAN 8	Pearson	.379*													
	Correlation		.520**	.396*	.371*	.283*	.408*	.517*	1	.604*	.819*	.459*	.284*	-.025	.823**
	Sig. (2-tailed)	.002	.000	.001	.003	.026	.001	.000	.000	.000	.000	.025	.846	.000	.000
	N	62	62	62	62	62	62	62	62	62	62	62	62	62	62
KEPU ASAN 9	Pearson	.311*													
	Correlation		.546**	.040	.581*	.268*	.242	.317*	.604*	1	.668*	.295*	.045	.089	.702**
	Sig. (2-tailed)	.014	.000	.756	.000	.035	.058	.012	.000	.000	.020	.727	.490	.000	.000
	N	62	62	62	62	62	62	62	62	62	62	62	62	62	62
KEPU ASAN 10	Pearson	.296*													
	Correlation		.571**	.395*	.457*	.327*	.308*	.371*	.819*	.668*	1	.531*	.200	.052	.813**
	Sig. (2-tailed)	.020	.000	.001	.000	.010	.015	.003	.000	.000	.000	.000	.119	.686	.000
	N	62	62	62	62	62	62	62	62	62	62	62	62	62	62
KEPU ASAN 11	Pearson	.252*													
	Correlation		.286*	.354*	.152	.423*	.405*	.361*	.459*	.295*	.531*	1	.199	.117	.628**
	Sig. (2-tailed)	.048	.024	.005	.239	.001	.001	.004	.000	.020	.000	.121	.364	.000	.000
	N	62	62	62	62	62	62	62	62	62	62	62	62	62	62
KEPU ASAN 12	Pearson														
Correlation		-.153	-.090	.034	.242	.235	-.236	.103	.284*	.045	.200	.199	1	.290*	.201

KEPU ASAN 3	Pearson												
	Correlation	.226	.135	1	.061	.216	.423**	.401**	.396**	.040	.395**	.354*	.484*
	Sig. (2-tailed)	.078	.294		.638	.092	.001	.001	.001	.756	.001	.005	.000
	N	62	62	62	62	62	62	62	62	62	62	62	62
KEPU ASAN 4	Pearson												
	Correlation	.126	.281*	.061	1	.450**	.027	-.036	.371**	.581*	.457**	.152	.500*
	Sig. (2-tailed)	.328	.027	.638		.000	.832	.780	.003	.000	.000	.239	.000
	N	62	62	62	62	62	62	62	62	62	62	62	62
KEPU ASAN 5	Pearson												
	Correlation	-.146	-.012	.216	.450*	1	.182	.220	.283*	.268*	.327**	.423*	.430*
	Sig. (2-tailed)	.259	.924	.092	.000		.158	.086	.026	.035	.010	.001	.000
	N	62	62	62	62	62	62	62	62	62	62	62	62
KEPU ASAN 6	Pearson												
	Correlation	.392*	.348**	.423*	.027	.182	1	.487**	.408**	.242	.308*	.405*	.563*
	Sig. (2-tailed)	.002	.006	.001	.832	.158		.000	.001	.058	.015	.001	.000
	N	62	62	62	62	62	62	62	62	62	62	62	62
KEPU ASAN 7	Pearson												
	Correlation	.403*	.350**	.401*	-.036	.220	.487**	1	.517**	.317*	.371**	.361*	.637*
	Sig. (2-tailed)	.001	.005	.001	.780	.086	.000		.000	.012	.003	.004	.000
	N	62	62	62	62	62	62	62	62	62	62	62	62
KEPU ASAN 8	Pearson												
	Correlation	.379*	.520**	.396*	.371*	.283*	.408**	.517**	1	.604*	.819**	.459*	.823*
	Sig. (2-tailed)	.002	.000	.001	.003	.026	.001	.000		.000	.000	.000	.000
	N	62	62	62	62	62	62	62	62	62	62	62	62
KEPU ASAN 9	Pearson												
	Correlation	.311*	.546**	.040	.581*	.268*	.242	.317*	.604**	1	.668**	.295*	.702*

	Sig. (2-tailed)	.014	.000	.756	.000	.035	.058	.012	.000		.000	.020	.000
	N	62	62	62	62	62	62	62	62	62	62	62	62
KEPU	Pearson												
ASAN	Correlation	.296*	.571**	.395*	.457*	.327**	.308*	.371**	.819**	.668*	1	.531*	.813*
10	Sig. (2-tailed)	.020	.000	.001	.000	.010	.015	.003	.000	.000		.000	.000
	N	62	62	62	62	62	62	62	62	62	62	62	62
	Pearson												
KEPU	Correlation	.252*	.286*	.354*	.152	.423**	.405**	.361**	.459**	.295*	.531**	1	.628*
ASAN	Sig. (2-tailed)	.048	.024	.005	.239	.001	.001	.004	.000	.020	.000		.000
11	N	62	62	62	62	62	62	62	62	62	62	62	62
	Pearson												
KEPU	Correlation	.602*	.710**	.484*	.500*	.430**	.563**	.637**	.823**	.702*	.813**	.628*	1
ASAN	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	62	62	62	62	62	62	62	62	62	62	62	62

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

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

d. kinerja

Correlations

		KINERJA1	KINERJA2	KINERJA3	KINERJA4	KINERJA5	KINERJA
KINERJA1	Pearson Correlation	1	.737**	.379**	.368**	.025	.797**
	Sig. (2-tailed)		.000	.002	.003	.844	.000
	N	62	62	62	62	62	62
KINERJA2	Pearson Correlation	.737**	1	.260*	.520**	.043	.809**
	Sig. (2-tailed)	.000		.041	.000	.740	.000
	N	62	62	62	62	62	62
KINERJA3	Pearson Correlation	.379**	.260*	1	.059	.014	.642**
	Sig. (2-tailed)	.002	.041		.651	.915	.000
	N	62	62	62	62	62	62
KINERJA4	Pearson Correlation	.368**	.520**	.059	1	.412**	.623**
	Sig. (2-tailed)	.003	.000	.651		.001	.000
	N	62	62	62	62	62	62
KINERJA5	Pearson Correlation	.025	.043	.014	.412**	1	.331**
	Sig. (2-tailed)	.844	.740	.915	.001		.009
	N	62	62	62	62	62	62
KINERJA	Pearson Correlation	.797**	.809**	.642**	.623**	.331**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.009	
	N	62	62	62	62	62	62

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

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

2. Uji reliabilitas

a. Stress kerja

Reliability Statistics

Cronbach's Alpha	N of Items
.700	9

b. Kompensasi

Reliability Statistics

Cronbach's Alpha	N of Items
.958	11

c. Kepuasan kerja

Reliability Statistics

Cronbach's Alpha	N of Items
.847	11

d. Kinerja

Reliability Statistics

Cronbach's Alpha	N of Items
.639	5

Lampiran 3. Hasil Analisis Deskriptif

a. Analisis Statistik Deskriptif Variabel Stress Kerja

		Statistics									
		STRES SKERJA 1	STRES SKERJA 2	STRES SKERJA 3	STRES SKERJA 4	STRES SKERJA 5	STRES SKERJA 6	STRES SKERJA 7	STRES SKERJA 9	STRES SKERJA 10	
N	Valid	62	62	62	62	62	62	62	62	62	
	Missing	0	0	0	0	0	0	0	0	0	
	Mean	3.74	3.90	3.42	3.71	3.82	3.82	3.35	2.03	2.77	
	Median	4.00	4.00	4.00	4.00	4.00	4.00	4.00	2.00	3.00	
	Minimum	2	2	1	1	2	2	2	1	1	
	Maximum	5	5	5	5	5	5	5	3	5	

b. Analisis Statistik Deskriptif Kompensasi

		Statistics										
		KOMP ENSA SI1	KOMP ENSA SI2	KOMP ENSA SI3	KOMP ENSA SI4	KOMP ENSA SI5	KOMP ENSA SI6	KOMP ENSA SI7	KOMP ENSA SI8	KOMP ENSA SI9	KOMP ENSA SI10	KOMP ENSA SI11
N	Valid	62	62	62	62	62	62	62	62	62	62	62
	Missing	0	0	0	0	0	0	0	0	0	0	0
	Mean	2.92	2.97	2.68	3.02	2.97	2.71	3.03	2.68	3.18	2.53	2.82
	Median	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	2.00	3.00
	Minimum	1	1	1	1	1	1	1	1	1	1	1
	Maximum	4	4	4	5	4	4	5	5	5	5	5

c. Analisis Statistik Deskriptif Kepuasan kerja

Statistics

		KEPU ASAN 1	KEPU ASAN 2	KEPU ASAN 3	KEPU ASAN 4	KEPU ASAN 5	KEPU ASAN 6	KEPU ASAN 7	KEPU ASAN 8	KEPU ASAN 9	KEPU ASAN 10	KEPU ASAN 11
N	Valid	62	62	62	62	62	62	62	62	62	62	62
	Missing	0	0	0	0	0	0	0	0	0	0	0
Mean		2.82	2.97	3.50	3.90	3.81	3.26	3.39	3.48	3.42	3.37	3.44
Median		3.00	3.00	3.00	4.00	4.00	3.00	3.00	3.50	3.00	3.00	3.00
Minimum		1	1	3	3	2	2	2	2	2	2	2
Maximum		5	4	5	5	5	5	5	5	5	4	4

d. Analisis Statistik Deskriptif Kinerja

Statistics

		KINERJA1	KINERJA2	KINERJA3	KINERJA4	KINERJA5
N	Valid	62	62	62	62	62
	Missing	0	0	0	0	0
Mean		4.02	3.76	3.55	4.02	4.31
Median		4.00	4.00	4.00	4.00	4.00
Minimum		2	1	1	3	3
Maximum		5	5	5	5	5

Lampiran 4. Hasil uji asumsi klasik

a. Uji multikolonialitas

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	9.457	4.753		1.990	.051	
	STRESSKERJA	.072	.083	.108	.865	.390	.981
	KOMPENSASI	.012	.058	.037	.201	.841	.454
	KEPUASAN	.163	.103	.292	1.586	.118	.454

a. Dependent Variable: KINERJA

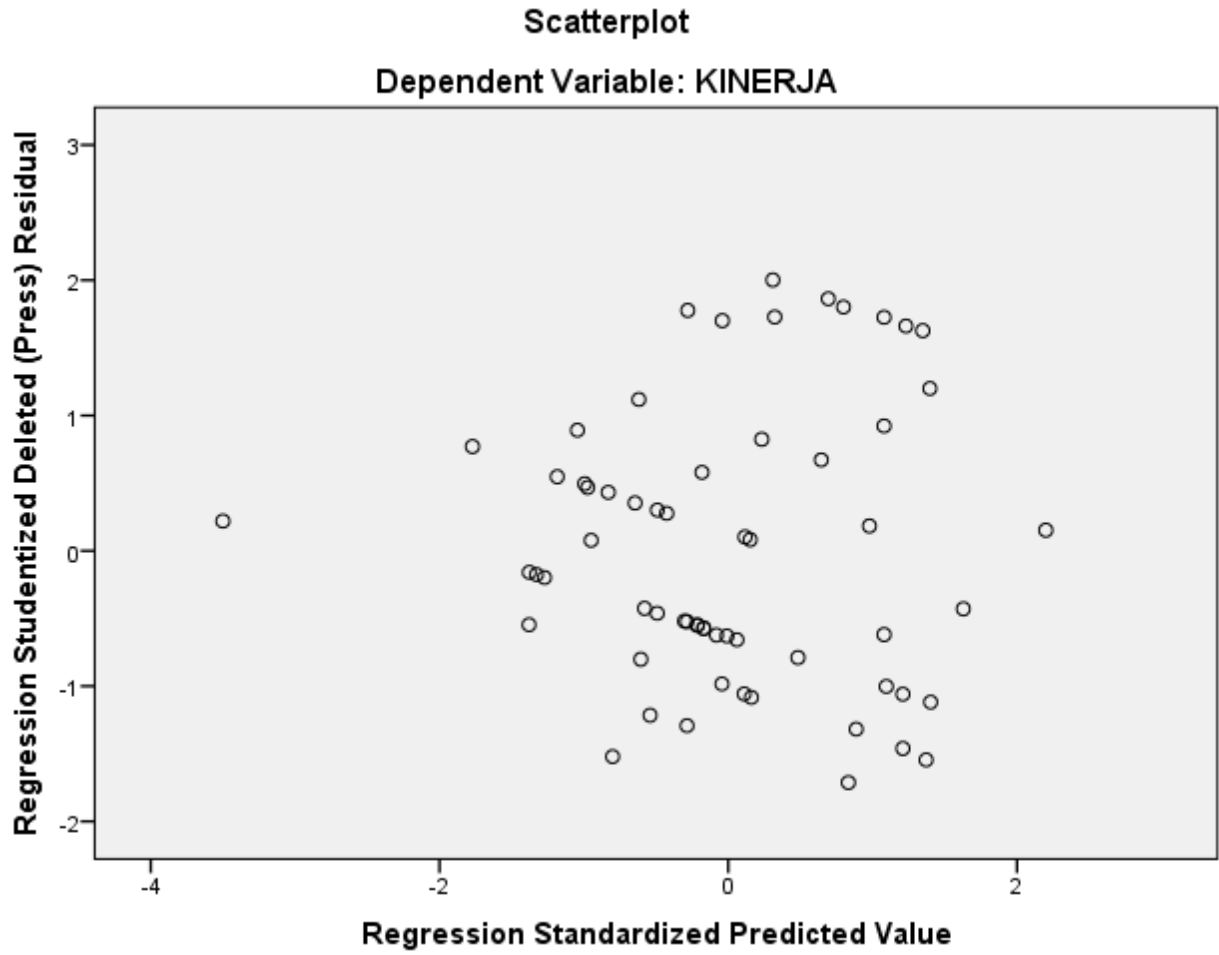
Coefficient Correlations^a

Model		KEPUASAN	STRESSKERJA	KOMPENSASI
1	Correlations	KEPUASAN	1.000	.059
		STRESSKERJA	.059	1.000
		KOMPENSASI	-.734	.040
	Covariances	KEPUASAN	.011	.001
		STRESSKERJA	.001	.007
		KOMPENSASI	-.004	.000

a. Dependent Variable: KINERJA

b. Uji heterokedastisitas

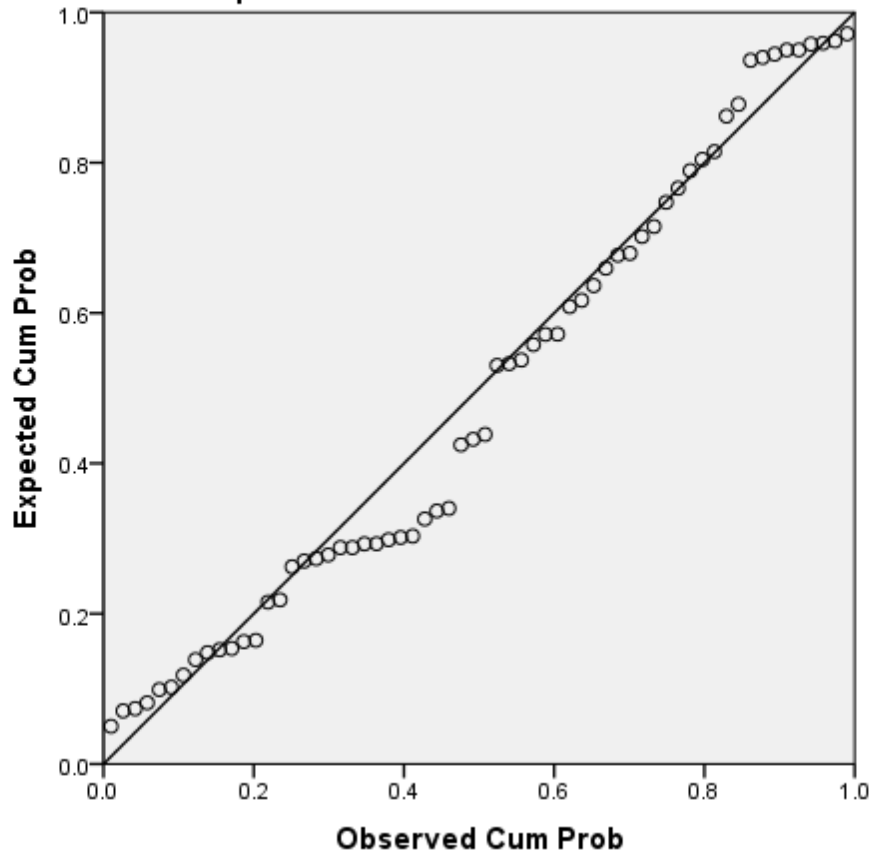
Diagram Scatterplot



c. Uji Normalitas

Diagram P – Plot

Normal P-P Plot of Regression Standardized Residual
Dependent Variable: KINERJA



Uji One-Sample Kolmogorov-Smirnov Test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		62
Normal Parameters ^{a,b}	Mean	0E-7
	Std. Deviation	2.60351088
	Absolute	.131
Most Extreme Differences	Positive	.131
	Negative	-.086
Kolmogorov-Smirnov Z		1.035
Asymp. Sig. (2-tailed)		.234

a. Test distribution is Normal.

b. Calculated from data.

Lampiran 5. Hasil Uji Hipotesis dan Path Analysis

1. Pengaruh Stress Kerja dan Kompensasi terhadap Kepuasan Kerja

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.739 ^a	.546	.531	3.381	1.687

a. Predictors: (Constant), KOMPENSASI, STRESSKERJA

b. Dependent Variable: KEPUASAN

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	33.957	4.083		8.316	.000		
	STRESSKERJA	-.048	.105	-.040	-.456	.650	.985	1.015
	KOMPENSASI	.411	.050	.733	8.298	.000	.985	1.015
	ASI							

a. Dependent Variable: KEPUASAN

2. Pengaruh Stress Kerja, Kompensasi, dan Kepuasan Kerja terhadap Kinerja

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.325 ^a	.105	.059	2.670	1.542

a. Predictors: (Constant), KEPUASAN, STRESSKERJA, KOMPENSASI

b. Dependent Variable: KINERJA

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics		
	B	Std. Error	Beta			Tolerance	VIF	
1	(Constant)	9.457	4.753		1.990	.051		
	STRESSKE	.072	.083	.108	.865	.390	.981	1.019
	RJA							
	KOMPENSA	.012	.058	.037	.201	.841	.454	2.200
	SI							
	KEPUASAN	.163	.103	.292	1.586	.118	.454	2.205

a. Dependent Variable: KINERJA