KUESIONER

Identitas Responden

Responden dapat memberikan jawaban dengan memberikan *checklist* (√) pada kotak jawaban sesuai dengan identitas anda.

Nama :

Masa Kerja : Bulan/Tahun

Pendidikan :

- ☐ S1/Nurs
- ☐ D3
- ☐ SPK
- ☐ SLTA/Sederajat

Petunjuk Pengisian :

- Isilah sesuai dengan identitas dan keadaan anda yang sebenarnya.
- *Checklist* (√) jawaban anda pada kotak yang sesuai dengan situasi yang anda alami.
- Identitas anda akan dijamin kerahasiaannya.
- Keterangan Jawaban:

  STS : Sangat Tidak Setuju

  TS : Tidak Setuju

  KS : Kurang Setuju

  S : Setuju

  SS : Sangat Setuju

1. **Kinerja (Y)**

No	Pertanyaan	STS	TS	KS	S	SS
1.	Saya selalu memiliki semangat kerja tinggi dalam menjalankan dan melaksanakan pekerjaan					
2.	Saya tetap bekerja sesuai dengan tujuan organisasi					
3.	Saya mempunyai komitmen serta teliti dalam bekerja dan mampu memenangi persaingan					
4.	Saya mampu menyelesaikan pekerjaan sesuai dengan kemampuan, keahlian dan kualitas yang dimiliki					
5.	Saya dapat mengerjakan tugas yang diberikan secara tepat waktu agar bisa mengerjakan tugas yang lain					
6.	Saya dapat menyelesaikan tugas dan masalah yang dihadapi rumah sakit					
7.	Saya memiliki target dan kuantitas yang ingin diraih ke depan bersama organisasi					
8.	Saya mampu memahami kualitas standar kinerja mereka, menghilangkan kinerja yang buruk dan melanjutkan kerja yang baik					
9.	Hasil penilaian kinerja sebagai motivasi, evaluasi diri dan mengetahui potensi yang dimiliki					
10.	Saya mampu mengerjakan tugas yang diberikan pimpinan sesuai dengan kualitas dan ketepatan waktu					
11.	Saya mengikuti prosedur yang ada dikantor sehingga kualitas pekerjaan tetap terjaga					
12.	Saya tetap terampil dalam melaksanakan pekerjaan sesuai dengan tugas dan fungsi					
13.	Saya bekerja dengan efektif dan mempunyai semangat tinggi					
14.	Saya mempunyai komitmen kerja yang tinggi untuk selalu belajar dan meningkatkan kinerja					
15.	Saya mempunyai komitmen kerja untuk tetap bertahan dan meningkatkan kinerja demi kemajuan rumah sakit					

Mathis dan Jackson dalam Raharjo (2015)

2. Keselamatan Kerja (X1)

No	Pertanyaan	STS	TS	KS	S	SS
1.	Persediaan perlengkapan kerja yang cukup dapat mendukung terlaksananya pekerjaan saya dengan baik					
2.	Pengamanan dan penyimpanan barang dalam rumah sakit sudah sesuai dengan standar operasi prosedur					
3.	Kondisi suhu udara dalam ruangan kerja mendukung terlaksananya pekerjaan saya dengan baik					
4.	Sirkulasi udara disetoap ruangan kerja sudah memenuhi standar operasi prosedur					
5.	Rumah sakit menyediakan penerangan yang cukup					
6.	Rumah sakit mengontrol kondisi keadaan lamppu penerangan secara berkala					
7.	Pengamanan peralatan kerja sudah sesuai dengan standar operasional prosedur keselamatan dalam melaksanakan pekerjaan					
8.	Semua peralatan kerja dalam kondisi baik dan layak pakai sesuai standar operasional prosedur keselamatan kerja					
9.	Ditempat saya bekerja memberikan jaminan kesehatan pada setiap karyawan					
10.	Atasan saya selalu memberikan motivasi agar karyawan lebih giat dalam melaksanakan pekerjaanya					

Mangkunegara dalam Saputra (2017)

3. Kelelahan Kerja (*Burnout*) (X2)

No	Pertanyaan	STS	TS	KS	S	SS
1.	Saya merasa pekerjaan saya menguras emosi saya					
2.	Saya merasa sangat lelah pada akhir hari kerja					
3.	Saya merasa kelelahan ketika bangun pagi dan harus menghadapi hari lain di tempat					

No	Pertanyaan	STS	TS	KS	S	SS
	kerja					
4.	Bekerja dengan orang lain sepanjang hari menjadi beban bagi saya					
5.	Saya merasa kelelahan dengan pekerjaan saya					
6.	Saya merasa frustasi dengan pekerjaan saya					
7.	Saya merasa sangat keras dalam bekerja					
8.	Bekerja dengan orang lain secara langsung membuat saya merasa tertekan					
9.	Saya merasa tidak berdaya dan kelelahan					
10.	Saya merasa memperlakukan beberapa orang sebagai benda/objek					
11.	Saya menjadi lebih tidak bermoral atau tidak berperasaan terhadap orang lain karena pekerjaan saya					
12.	Saya khawatir pekerjaan ini membuat saya menjadi orang yang keras hati, tidak berperasaan, kurang simpatik dan lembut daripada sebelumnya					
13.	Saya tidak terlalu peduli dengan apa yang terjadi pada beberapa orang					
14.	Saya merasa orang lain menyalahkan saya karena beberapa masalah yang mereka alami					
15.	Saya mudah memahami perasaan orang lain tentang berbagai hal					
16.	Saya sangat efektif dalam menangani masalah					
17.	Saya merasa mempengaruhi kehidupan orang lain secara positif berkat pekerjaan saya					
18.	Saya merasa sangat penuh semangat dalam bekerja					
19.	Saya mudah menciptakan suasana yang nyaman					
20.	Saya merasa gembira setelah bekerja dengan rekan atau pasien saya					
21.	Saya telah mencapai banyak hal yang bermanfaat dalam pekerjaan ini					

No	Pertanyaan	STS	TS	KS	S	SS
22.	Saya menangani masalah dengan sangat tenang					

Maslach dan Jackson (1986)

4. Beban Kerja (X3)

No	Pertanyaan	STS	TS	KS	S	SS
1.	Pekerjaan saya membutuhkan perhatian yang tinggi					
2.	Pekerjaan saya melibatkan pemrosesan informasi yang rumit					
3.	Pekerjaan saya membutuhkan pemikiran dan memilih berbagai alternatif yang ada					
4.	Saya harus membuat keputusan yang sulit					
5.	Pekerjaan saya membutuhkan banyak pengetahuan					
6.	Saya harus bekerja secara konstan dan tidak bisa beristirahat di luar karena peraturan yang ketat					
7.	Pekerjaan saya berlebihan bahkan sulit dilakukan oleh pekerja yang berpengalaman					
8.	Saya sering bekerja dengan interupsi yang mengganggu					
9.	Saya tidak bisa menghentikan pekerjaan saya ketika saya butuh sesuatu					
10.	Kecepatan dalam bekerja mebebani saya					
11.	Pekerjaan saya membutuhkan kecepatan dalam mencapai tugas yang diberikan					
12.	Mengumpulkan tugas/laporan adalah normal bagi saya					
13.	Pekerjaan saya tidak boleh ada kesalahan					
14.	Saya harus memberikan tanggapan yang sangat tepat					
15.	Kesalahan dalam bekerja bisa berakibat fatal					
16.	Dalam mengetahui informasi, pekerjaan saya sulit untuk mendapatkannya					
17.	Saya kesulitan melupakan masalah pekerjaan saya					

No	Pertanyaan	STS	TS	KS	S	SS
18.	Pekerjaan saya membuat saya gugup					
19.	Pekerjaan saya mempengaruhi hubungan pribadi saya					
20.	Pekerjaan saya membutuhkan tanggung jawab yang besar					
21.	Saya merasa sangat lelah secara fisik					
22.	Saya harus berurusan dengan informasi yang tidak mudah dipahami					
23.	Pekerjaan saya membutuhkan banyak informasi					
24.	Pekerjaan saya banyak mempengaruhi saya secara emosional					
25.	Pekerjaan saya membutuhkan dalam menghalam sejumlah data yang besar					
26.	Pekerjaan saya intens secara mental					
27.	Saya harus melakukan pencarian dan pengumpulan informasi untuk melaksanakan tugas saya					
28.	Ketika saya selesai bekerja, saya merasa kelelahan fisik					
29.	Pekerjaan saya mempengaruhi kesehatan saya					

Hart dan Staveland (1988) dalam Valdehita et. al (2017)

Karakteristik Responden

Lampiran 1

Masa Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-3 Tahun	34	41.5	41.5	41.5
	4-6 Tahun	36	43.9	43.9	85.4
	7-9 Tahun	12	14.6	14.6	100.0
	Total	82	100.0	100.0	

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SLTA/Sederajat	2	2.4	2.4	2.4
	SPK	1	1.2	1.2	3.7
	D3	41	50.0	50.0	53.7
	S1/Ners	38	46.3	46.3	100.0
	Total	82	100.0	100.0	

Lampiran Descriptive

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Kinerja	82	37	75	60.32	6.698
Keselamatan Kerja	82	25	50	38.00	5.560
Kelelahan Kerja	82	38	98	64.26	11.684
Beban Kerja	82	59	132	97.00	13.943
Valid N (listwise)	82				

Asumsi Klasik

Lampiran 2

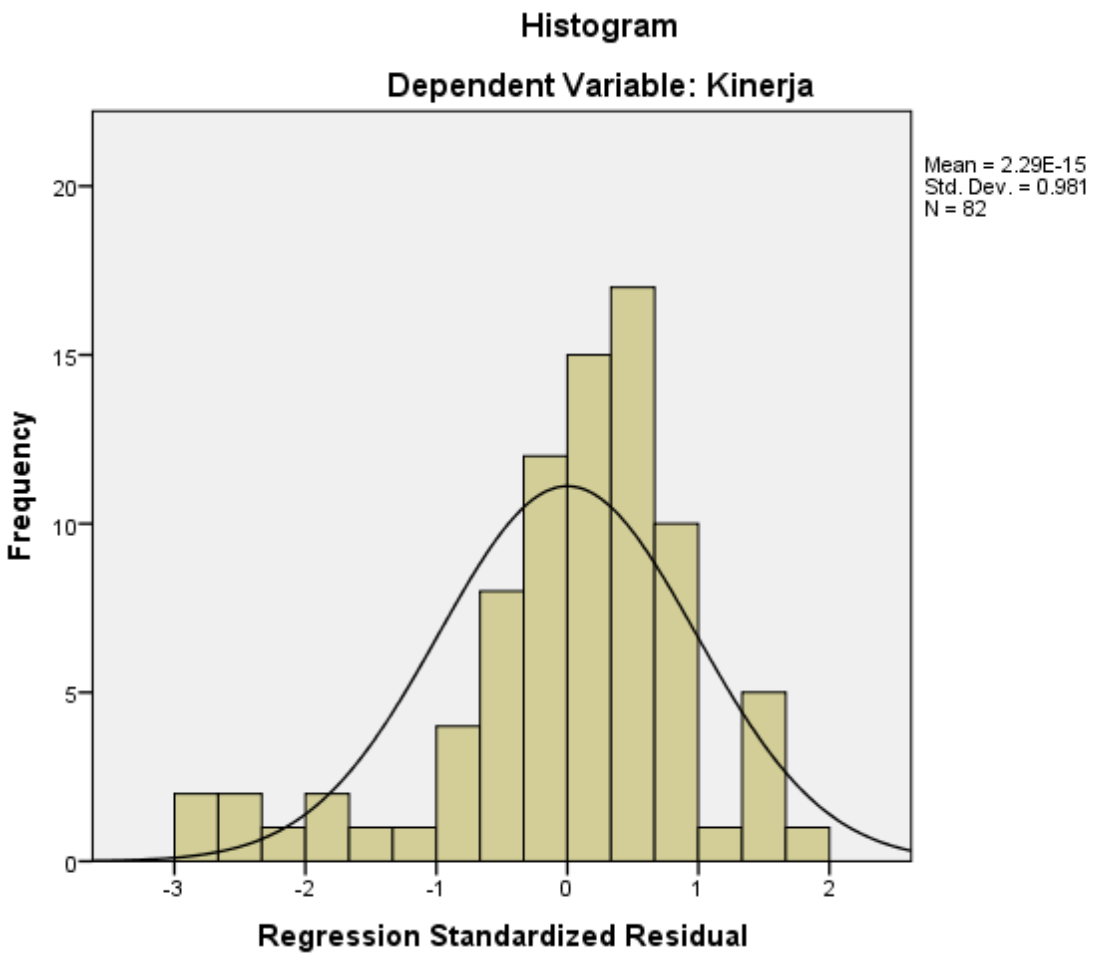
Uji Normalitas

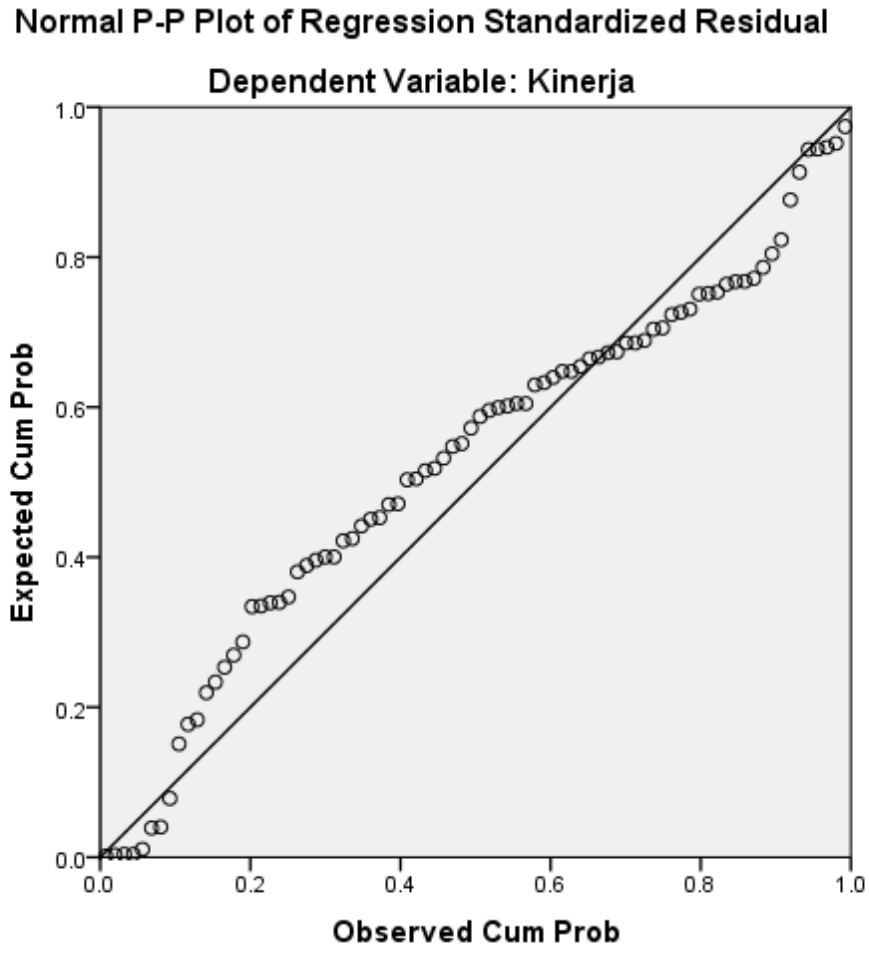
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		82
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	4.61243677
Most Extreme Differences	Absolute	.136
	Positive	.102
	Negative	-.136
Kolmogorov-Smirnov Z		1.231
Asymp. Sig. (2-tailed)		.096

a. Test distribution is Normal.

b. Calculated from data.


Histogram
Dependent Variable: Kinerja
Mean = 2.29E-15
Std. Dev. = 0.981
N = 82
Frequency
20
15
10
5
0
-3
-2
-1
0
1
2
Regression Standardized Residual


Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Kinerja
Expected Cum Prob
Observed Cum Prob
0.0
0.2
0.4
0.6
0.8
1.0

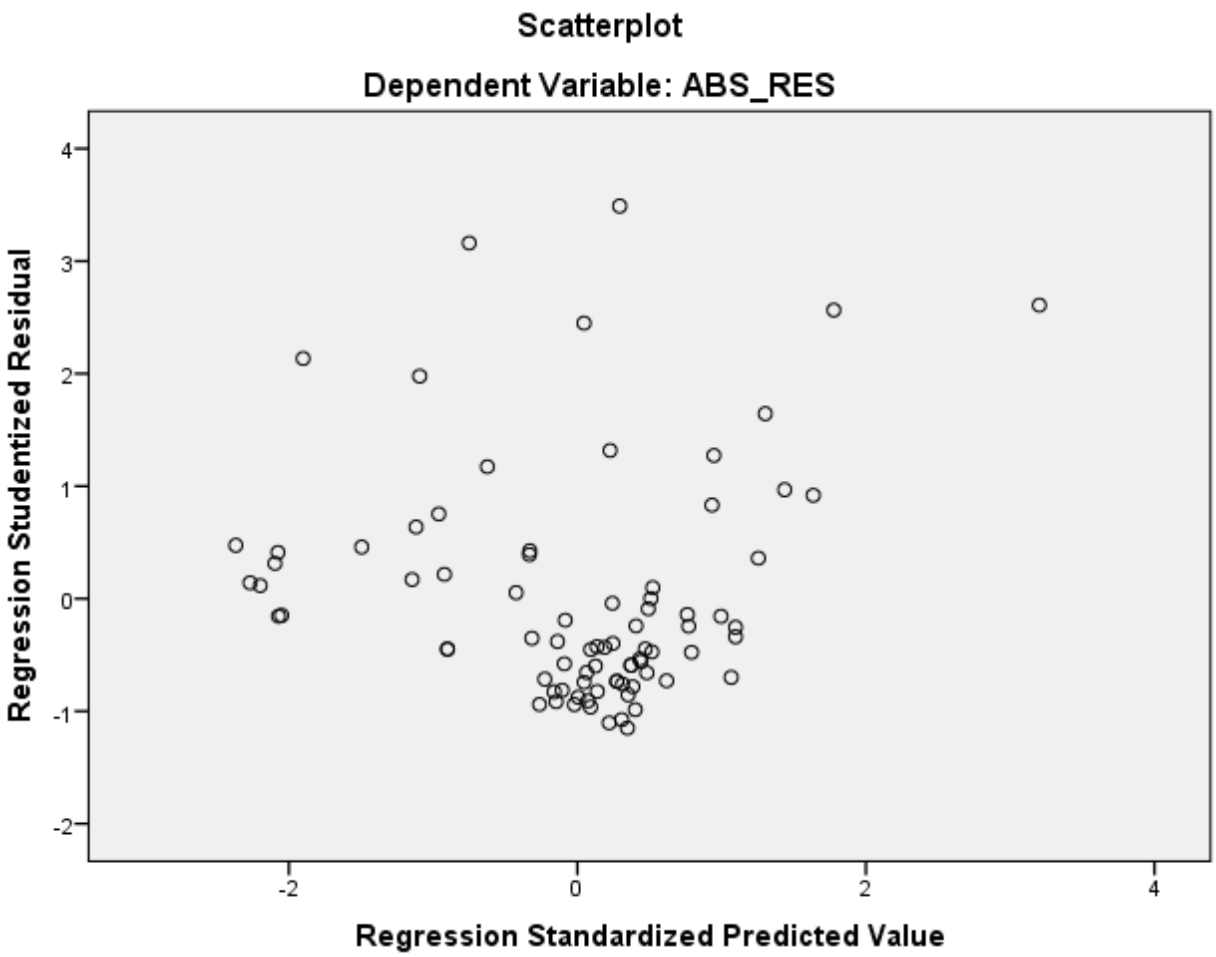
Lampiran 3

Uji Heteroskedastisitas

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.688	4.371		.844	.401
	Keselamatan Kerja	-.081	.070	-.140	-1.145	.256
	Kelelahan Kerja	.046	.038	.167	1.184	.240
	Beban Kerja	-.002	.029	-.011	-.085	.932

a. Dependent Variable: ABS_RES


Scatterplot
Dependent Variable: ABS_RES
Regression Studentized Residual
Regression Standardized Predicted Value
4
3
2
1
0
-1
-2
-2
0
2
4

Lampiran 4

Uji Multikolinearitas

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	60.475	6.531		9.259	.000		
	Keselamatan Kerja	.533	.105	.442	5.062	.000	.796	1.257
	Kelelahan Kerja	-.157	.057	-.274	-2.727	.008	.604	1.655
	Beban Kerja	-.107	.044	-.222	-2.433	.017	.732	1.366

a. Dependent Variable: Kinerja

Lampiran 5

Hasil Uji Regresi Linear Berganda

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.725[a]	.526	.508	4.700

a. Predictors: (Constant), Beban Kerja, Keselamatan Kerja, Kelelahan Kerja

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1910.516	3	636.839	28.826	.000[b]
	Residual	1723.240	78	22.093		
	Total	3633.756	81			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Beban Kerja, Keselamatan Kerja, Kelelahan Kerja

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	60.475	6.531		9.259	.000
	Keselamatan Kerja	.533	.105	.442	5.062	.000
	Kelelahan Kerja	-.157	.057	-.274	-2.727	.008
	Beban Kerja	-.107	.044	-.222	-2.433	.017

a. Dependent Variable: Kinerja

Lampiran 6

Uji Kualitas Instrumen

Validitas dan Reliabilitas

a. Kinerja Karyawan

1. Validitas

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	Y.13	Y.14	Y.15	Y
Y.1	Pearson Correlation	1	.748**	.767**	.813**	.791**	.603**	.702**	.638**	.817**	.692**	.681**	.752**	.833**	.770**	.706**	.901**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
Y.2	Pearson Correlation	.748**	1	.652**	.704**	.712**	.547**	.746**	.690**	.711**	.547**	.608**	.620**	.679**	.678**	.642**	.814**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
Y.3	Pearson Correlation	.767**	.652**	1	.737**	.610**	.579**	.523**	.731**	.651**	.521**	.534**	.560**	.684**	.670**	.610**	.787**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
Y.4	Pearson Correlation	.813**	.704**	.737**	1	.802**	.627**	.688**	.670**	.795**	.683**	.576**	.622**	.751**	.731**	.610**	.860**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82

Y.5	Pearson Correlation	.791**	.712**	.610**	.802**	1	.651**	.757**	.564**	.722**	.797**	.681**	.635**	.725**	.742**	.664**	.859**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
Y.6	Pearson Correlation	.603**	.547**	.579**	.627**	.651**	1	.656**	.595**	.571**	.746**	.656**	.690**	.705**	.718**	.692**	.793**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
Y.7	Pearson Correlation	.702**	.746**	.523**	.688**	.757**	.656**	1	.661**	.664**	.669**	.763**	.654**	.766**	.674**	.640**	.833**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
Y.8	Pearson Correlation	.638**	.690**	.731**	.670**	.564**	.595**	.661**	1	.693**	.567**	.657**	.559**	.694**	.669**	.644**	.798**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
Y.9	Pearson Correlation	.817**	.711**	.651**	.795**	.722**	.571**	.664**	.693**	1	.705**	.684**	.682**	.752**	.827**	.757**	.876**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
Y.10	Pearson Correlation	.692**	.547**	.521**	.683**	.797**	.746**	.669**	.567**	.705**	1	.659**	.700**	.712**	.675**	.645**	.816**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82

Y.11	Pearson Correlation	.681**	.608**	.534**	.576**	.681**	.656**	.763**	.657**	.684**	.659**	1	.734**	.780**	.747**	.661**	.823**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
Y.12	Pearson Correlation	.752**	.620**	.560**	.622**	.635**	.690**	.654**	.559**	.682**	.700**	.734**	1	.766**	.745**	.669**	.823**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
Y.13	Pearson Correlation	.833**	.679**	.684**	.751**	.725**	.705**	.766**	.694**	.752**	.712**	.780**	.766**	1	.821**	.720**	.906**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
Y.14	Pearson Correlation	.770**	.678**	.670**	.731**	.742**	.718**	.674**	.669**	.827**	.675**	.747**	.745**	.821**	1	.777**	.891**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
Y.15	Pearson Correlation	.706**	.642**	.610**	.610**	.664**	.692**	.640**	.644**	.757**	.645**	.661**	.669**	.720**	.777**	1	.826**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
Y	Pearson Correlation	.901**	.814**	.787**	.860**	.859**	.793**	.833**	.798**	.876**	.816**	.823**	.823**	.906**	.891**	.826**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82

2. Reliabilitas

Variabel	Cronbach's Alpha	N of Items
Kinerja Karyawan	.970	15

b. Keselamatan Kerja

1. Validitas

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1
X1.1	Pearson Correlation	1	.737**	.617**	.621**	.723**	.600**	.527**	.632**	.637**	.695**	.840**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82
X1.2	Pearson Correlation	.737**	1	.659**	.605**	.551**	.615**	.514**	.652**	.660**	.631**	.816**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82
X1.3	Pearson Correlation	.617**	.659**	1	.683**	.582**	.613**	.545**	.567**	.721**	.617**	.809**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82
X1.4	Pearson Correlation	.621**	.605**	.683**	1	.581**	.524**	.606**	.563**	.639**	.591**	.784**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82
X1.5	Pearson Correlation	.723**	.551**	.582**	.581**	1	.619**	.488**	.629**	.615**	.760**	.808**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82

X1.6	Pearson Correlation	.600**	.615**	.613**	.524**	.619**	1	.591**	.720**	.701**	.699**	.820**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82
X1.7	Pearson Correlation	.527**	.514**	.545**	.606**	.488**	.591**	1	.596**	.617**	.592**	.738**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82
X1.8	Pearson Correlation	.632**	.652**	.567**	.563**	.629**	.720**	.596**	1	.607**	.662**	.812**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82
X1.9	Pearson Correlation	.637**	.660**	.721**	.639**	.615**	.701**	.617**	.607**	1	.739**	.852**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82
X1.10	Pearson Correlation	.695**	.631**	.617**	.591**	.760**	.699**	.592**	.662**	.739**	1	.862**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	82	82	82	82	82	82	82	82	82	82	82
X1	Pearson Correlation	.840**	.816**	.809**	.784**	.808**	.820**	.738**	.812**	.852**	.862**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	82	82	82	82	82	82	82	82	82	82	82

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

2. Reliabilitas

Variabel	Cronbach's Alpha	N of Items
Keselamatan Kerja	.944	10

c. Kelelahan Kerja

1. Validitas

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.13	X2.14	X2.15	X2.16	X2.17	X2.18	X2.19	X2.20	X2.21	X2.22	X2
X2.1	Pearson Correlation	1	.684**	.667**	.695**	.645**	.646**	.562**	.615**	.592**	.685**	.568**	.609**	.632**	.554**	.517**	.594**	.546**	.595**	.552**	.675**	.692**	.765**	.802**
	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
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X2.2	Pearson Correlation	.684**	1	.766**	.702**	.651**	.621**	.626**	.744**	.681**	.628**	.540**	.684**	.638**	.609**	.644**	.603**	.616**	.655**	.538**	.623**	.560**	.626**	.823**
	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
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X2.3	Pearson Correlation	.667**	.766**	1	.718**	.668**	.727**	.587**	.677**	.672**	.555**	.658**	.667**	.725**	.583**	.618**	.560**	.618**	.630**	.543**	.554**	.541**	.602**	.817**
	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
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X2.4	Pearson Correlation	.695**	.702**	.718**	1	.511**	.628**	.606**	.657**	.690**	.669**	.603**	.630**	.678**	.669**	.572**	.500**	.544**	.591**	.521**	.514**	.542**	.578**	.786**
	Sig. (2-	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000

	tailed)																							
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X2.5	Pearson Correlation	.645**	.651**	.668**	.511**	1	.581**	.589**	.666**	.584**	.651**	.472**	.585**	.596**	.566**	.533**	.569**	.559**	.598**	.486**	.559**	.477**	.538**	.747**
	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
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X2.6	Pearson Correlation	.646**	.621**	.727**	.628**	.581**	1	.534**	.571**	.662**	.618**	.659**	.585**	.653**	.584**	.538**	.544**	.565**	.555**	.464**	.558**	.588**	.599**	.769**
	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
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X2.7	Pearson Correlation	.562**	.626**	.587**	.606**	.589**	.534**	1	.586**	.667**	.627**	.645**	.620**	.547**	.622**	.687**	.623**	.637**	.709**	.684**	.564**	.586**	.597**	.799**
	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
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X2.8	Pearson Correlation	.615**	.744**	.677**	.657**	.666**	.571**	.586**	1	.574**	.646**	.590**	.743**	.678**	.574**	.572**	.601**	.629**	.614**	.466**	.554**	.508**	.576**	.788**
	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
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X2.9	Pearson Correl	.592**	.681**	.672**	.690**	.584**	.662**	.667**	.574**	1	.653**	.548**	.621**	.713**	.782**	.570**	.626**	.647**	.696**	.596**	.616**	.618**	.633**	.827**

	ation																								
	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	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X2.10	Pearson Correlation	.685**	.628**	.555**	.669**	.651**	.618**	.627**	.646**	.653**	1	.470**	.618**	.667**	.578**	.620**	.575**	.533**	.558**	.482**	.531**	.560**	.597**	.769**	
	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	
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X2.11	Pearson Correlation	.568**	.540**	.658**	.603**	.472**	.659**	.645**	.590**	.548**	.470**	1	.628**	.647**	.669**	.565**	.558**	.618**	.648**	.514**	.565**	.501**	.513**	.755**	
	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	
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X2.12	Pearson Correlation	.609**	.684**	.667**	.630**	.585**	.585**	.620**	.743**	.621**	.618**	.628**	1	.665**	.610**	.546**	.565**	.603**	.620**	.497**	.586**	.519**	.612**	.787**	
	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	
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X2.13	Pearson Correlation	.632**	.638**	.725**	.678**	.596**	.653**	.547**	.678**	.713**	.667**	.647**	.665**	1	.627**	.555**	.531**	.641**	.601**	.476**	.542**	.549**	.589**	.794**	
	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	
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82

X2.14	Pearson Correlation	.554**	.609**	.583**	.669**	.566**	.584**	.622**	.574**	.782**	.578**	.669**	.610**	.627**	1	.547**	.565**	.621**	.754**	.640**	.600**	.563**	.579**	.799**
	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
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X2.15	Pearson Correlation	.517**	.644**	.618**	.572**	.533**	.538**	.687**	.572**	.570**	.620**	.565**	.546**	.555**	.547**	1	.604**	.725**	.655**	.699**	.581**	.659**	.615**	.783**
	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
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X2.16	Pearson Correlation	.594**	.603**	.560**	.500**	.569**	.544**	.623**	.601**	.626**	.575**	.558**	.565**	.531**	.565**	.604**	1	.629**	.748**	.654**	.727**	.633**	.644**	.785**
	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
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X2.17	Pearson Correlation	.546**	.616**	.618**	.544**	.559**	.565**	.637**	.629**	.647**	.533**	.618**	.603**	.641**	.621**	.725**	.629**	1	.678**	.699**	.686**	.685**	.641**	.812**
	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
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X2.18	Pearson Correlation	.595**	.655**	.630**	.591**	.598**	.555**	.709**	.614**	.696**	.558**	.648**	.620**	.601**	.754**	.655**	.748**	.678**	1	.653**	.712**	.664**	.724**	.845**
	Sig. (2-	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000

	tailed)																							
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X2 .19	Pearson Correlation	.552**	.538**	.543**	.521**	.486**	.464**	.684**	.466**	.596**	.482**	.514**	.497**	.476**	.640**	.699**	.654**	.699**	.653**	1	.659**	.709**	.644**	.761**
	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
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X2 .20	Pearson Correlation	.675**	.623**	.554**	.514**	.559**	.558**	.564**	.554**	.616**	.531**	.565**	.586**	.542**	.600**	.581**	.727**	.686**	.712**	.659**	1	.768**	.815**	.804**
	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
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X2 .21	Pearson Correlation	.692**	.560**	.541**	.542**	.477**	.588**	.586**	.508**	.618**	.560**	.501**	.519**	.549**	.563**	.659**	.633**	.685**	.664**	.709**	.768**	1	.867**	.792**
	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
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X2 .22	Pearson Correlation	.765**	.626**	.602**	.578**	.538**	.599**	.597**	.576**	.633**	.597**	.513**	.612**	.589**	.579**	.615**	.644**	.641**	.724**	.644**	.815**	.867**	1	.823**
	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
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X2	Pearson Correl	.802**	.823**	.817**	.786**	.747**	.769**	.799**	.788**	.827**	.769**	.755**	.787**	.794**	.799**	.783**	.785**	.812**	.845**	.761**	.804**	.792**	.823**	1

ation																							
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	
N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82

2. Reliabilitas

Variabel	Cronbach's Alpha	N of Items
Kelelahan Kerja	.972	22

d. Beban Kerja

1. Validitas

Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	X3.12	X3.13	X3.14	X3.15	X3.16	X3.17	X3.18	X3.19	X3.20	X3.21	X3.22	X3.23	X3.24	X3.25	X3.26	X3.27	X3.28	X3.29	X3
X3.1	Pearson Correlation	1	.586**	.675**	.533**	.667**	.577**	.458**	.433**	.499**	.536**	.557**	.569**	.641**	.631**	.641**	.448**	.391**	.361**	.414**	.582**	.315**	.438**	.539**	.569**	.461**	.554**	.526**	.395**	.386**	.712**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.001	.000	.000	.004	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X3.2	Pearson Correlation	.586**	1	.757**	.597**	.601**	.623**	.658**	.507**	.562**	.640**	.522**	.477**	.602**	.579**	.506**	.568**	.437**	.550**	.549**	.449**	.468**	.578**	.387**	.570**	.488**	.499**	.510**	.461**	.495**	.748**
	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	.000	.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X3.3	Pearson Corr	.675**	.757**	1	.536**	.611**	.567**	.524**	.434**	.499**	.506**	.639**	.503**	.589**	.599**	.526**	.565**	.425**	.522**	.497**	.493**	.404**	.494**	.501**	.529**	.470**	.508**	.513**	.364**	.421**	.723**

	elation 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	.000	.000	.000	.000	.001	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X3.4	Pearson Correlation	.533**	.597**	.536**	1	.432**	.517**	.674**	.481**	.734**	.681**	.524**	.509**	.646**	.545**	.530**	.618**	.582**	.607**	.584**	.535**	.545**	.723**	.516**	.671**	.575**	.627**	.481**	.552**	.650**	.792**
	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	.000	.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X3.5	Pearson Correlation	.667**	.601**	.611**	.432**	1	.555**	.443**	.448**	.449**	.521**	.565**	.579**	.607**	.588**	.600**	.462**	.468**	.399**	.482**	.600**	.514**	.509**	.579**	.545**	.485**	.555**	.651**	.407**	.434**	.727**
	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	.000	.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X3.6	Pearson Correlation	.577**	.623**	.567**	.517**	.555**	1	.580**	.554**	.537**	.605**	.544**	.470**	.554**	.606**	.505**	.546**	.543**	.482**	.453**	.460**	.444**	.606**	.442**	.568**	.549**	.562**	.492**	.382**	.456**	.728**

	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	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X37	Pearson Correlation	.458**	.658**	.524**	.674**	.443**	.580**	1	.560**	.631**	.716**	.585**	.536**	.534**	.510**	.435**	.642**	.566**	.705**	.580**	.427**	.563**	.696**	.446**	.607**	.517**	.511**	.416**	.569**	.536**	.763**		
	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	.000	.000	.000	.000	.000	.000	.000		
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82		
X38	Pearson Correlation	.433**	.507**	.434**	.481**	.448**	.554**	.560**	1	.525**	.690**	.490**	.443**	.453**	.482**	.469**	.645**	.633**	.591**	.611**	.463**	.490**	.602**	.312**	.584**	.551**	.613**	.447**	.568**	.535**	.716**		
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.004	.000	.000	.000	.000	.000	.000	.000		
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82		
X39	Pearson Correlation	.499**	.562**	.499**	.734**	.449**	.537**	.631**	.525**	1	.646**	.545**	.402**	.535**	.538**	.401**	.671**	.603**	.586**	.568**	.430**	.457**	.594**	.439**	.587**	.392**	.588**	.401**	.535**	.608**	.733**		
	Sig. (2-	.00	.00	.00	.00	.00	.00	.00	.00		.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		

	tailed)	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	0	0
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X310	Pearson Correlation	.536**	.640**	.506**	.681**	.521**	.605**	.716**	.690**	.644**	1	.478**	.520**	.530**	.532**	.545**	.568**	.654**	.611**	.524**	.501**	.494**	.636**	.385**	.608**	.479**	.536**	.459**	.624**	.606**	.774**
	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	.000	.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X311	Pearson Correlation	.557**	.522**	.639**	.524**	.565**	.544**	.585**	.490**	.545**	.478**	1	.486**	.624**	.686**	.521**	.585**	.546**	.559**	.556**	.560**	.512**	.591**	.518**	.544**	.547**	.591**	.636**	.412**	.549**	.758**
	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	.000	.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X312	Pearson Correlation	.569**	.477**	.503**	.509**	.579**	.470**	.536**	.443**	.402**	.520**	.486**	1	.525**	.520**	.619**	.538**	.443**	.407**	.570**	.453**	.528**	.515**	.593**	.554**	.562**	.573**	.528**	.430**	.471**	.706**
	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	.000	.000	.000	.000	.000	.000	.000

	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X3.13	Pearson Correlation	.641**	.602**	.589**	.646**	.607**	.554**	.534**	.453**	.535**	.530**	.624**	.525**	1	.697**	.651**	.539**	.575**	.590**	.553**	.607**	.506**	.550**	.609**	.608**	.576**	.579**	.640**	.469**	.526**	.790**		
	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	.000	.000	.000	.000	.000	.000	.000		
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X3.14	Pearson Correlation	.631**	.579**	.599**	.545**	.588**	.606**	.510**	.482**	.538**	.532**	.686**	.520**	.697**	1	.576**	.545**	.503**	.489**	.524**	.495**	.475**	.497**	.581**	.606**	.561**	.540**	.521**	.345**	.535**	.752**		
	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	.000	.000	.000	.000	.001	.000	.000		
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X3.15	Pearson Correlation	.641**	.506**	.526**	.530**	.600**	.505**	.435**	.469**	.401**	.545**	.521**	.619**	.651**	.576**	1	.445**	.517**	.443**	.538**	.655**	.462**	.511**	.594**	.614**	.515**	.641**	.535**	.515**	.490**	.739**		
	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	.000	.000	.000	.000	.000	.000	.000		
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82

X3.16	Pearson Correlation	.448**	.568**	.565**	.618**	.462**	.546**	.642**	.645**	.671**	.568**	.585**	.538**	.539**	.545**	.445**	1	.640**	.709**	.675**	.474**	.640**	.665**	.426**	.618**	.543**	.597**	.541**	.490**	.526**	.777**
	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	.000	.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X3.17	Pearson Correlation	.391**	.437**	.425**	.582**	.468**	.543**	.566**	.633**	.603**	.654**	.546**	.443**	.575**	.503**	.517**	.640**	1	.574**	.618**	.544**	.665**	.633**	.417**	.651**	.552**	.542**	.540**	.543**	.509**	.750**
	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	.000	.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X3.18	Pearson Correlation	.361**	.550**	.522**	.607**	.399**	.482**	.705**	.591**	.586**	.611**	.559**	.407**	.590**	.489**	.443**	.709**	.574**	1	.590**	.445**	.586**	.589**	.413**	.598**	.564**	.493**	.538**	.491**	.503**	.732**
	Sig. (2-tailed)	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X3.	Pearso	.41	.54	.49	.58	.48	.45	.58	.61	.56	.52	.55	.57	.55	.52	.53	.67	.61	.59	1	.49	.66	.68	.51	.65	.62	.64	.53	.54	.46	.76

19	n Correlation	4**	9**	7**	4**	2**	3**	0**	1**	8**	4**	6**	0**	3**	4**	8**	5**	8**	0**		0**	5**	6**	9**	9**	0**	6**	3**	8**	6**	8**
	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	.000	.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X3.20	Pearson Correlation	.582**	.449**	.493**	.535**	.600**	.460**	.427**	.463**	.430**	.501**	.560**	.453**	.607**	.495**	.655**	.474**	.544**	.445**	.490**	1	.462**	.549**	.636**	.670**	.633**	.667**	.673**	.548**	.578**	.741**
	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	.000	.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X3.21	Pearson Correlation	.315**	.468**	.404**	.545**	.514**	.444**	.563**	.490**	.457**	.494**	.512**	.528**	.506**	.475**	.462**	.640**	.665**	.586**	.665**	.462**	1	.689**	.537**	.644**	.595**	.524**	.593**	.568**	.508**	.727**
	Sig. (2-tailed)	.004	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X3.22	Pearson Corr	.438**	.578**	.494**	.723**	.509**	.606**	.696**	.602**	.594**	.636**	.591**	.515**	.550**	.497**	.511**	.665**	.633**	.589**	.686**	.549**	.689**	1	.524**	.720**	.603**	.626**	.543**	.634**	.674**	.812**

19	n Correlation	4**	9**	7**	4**	2**	3**	0**	1**	8**	4**	6**	0**	3**	4**	8**	5**	8**	0**		0**	5**	6**	9**	9**	0**	6**	3**	8**	6**	8**
	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	.000	.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X3.20	Pearson Correlation	.582**	.449**	.493**	.535**	.600**	.460**	.427**	.463**	.430**	.501**	.560**	.453**	.607**	.495**	.655**	.474**	.544**	.445**	.490**	1	.462**	.549**	.636**	.670**	.633**	.667**	.673**	.548**	.578**	.741**
	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	.000	.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X3.21	Pearson Correlation	.315**	.468**	.404**	.545**	.514**	.444**	.563**	.490**	.457**	.494**	.512**	.528**	.506**	.475**	.462**	.640**	.665**	.586**	.665**	.462**	1	.689**	.537**	.644**	.595**	.524**	.593**	.568**	.508**	.727**
	Sig. (2-tailed)	.004	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X3.22	Pearson Corr	.438**	.578**	.494**	.723**	.509**	.606**	.696**	.602**	.594**	.636**	.591**	.515**	.550**	.497**	.511**	.665**	.633**	.589**	.686**	.549**	.689**	1	.524**	.720**	.603**	.626**	.543**	.634**	.674**	.812**

	elation 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	.000	.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X3.23	Pearson Correlation	.539**	.387**	.501**	.516**	.579**	.442**	.446**	.312**	.439**	.385**	.518**	.593**	.609**	.581**	.594**	.426**	.417**	.413**	.519**	.636**	.537**	.524**	1	.616**	.536**	.579**	.531**	.499**	.571**	.703**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.004	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X3.24	Pearson Correlation	.569**	.570**	.529**	.671**	.545**	.568**	.607**	.584**	.587**	.608**	.544**	.554**	.608**	.606**	.614**	.618**	.651**	.598**	.659**	.670**	.644**	.720**	.616**	1	.674**	.710**	.595**	.559**	.636**	.835**
	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	.000		.000	.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X3.25	Pearson Correlation	.461**	.488**	.470**	.575**	.485**	.549**	.517**	.551**	.392**	.479**	.547**	.562**	.576**	.561**	.515**	.543**	.552**	.564**	.620**	.633**	.595**	.603**	.536**	.674**	1	.680**	.705**	.463**	.587**	.757**
	Correlation																														

	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	.000	.000		.000	.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X3.26	Pearson Correlation	.554**	.499**	.508**	.627**	.555**	.562**	.511**	.613**	.588**	.536**	.591**	.573**	.579**	.540**	.641**	.597**	.542**	.493**	.646**	.667**	.524**	.626**	.579**	.710**	.680**	1	.621**	.524**	.640**	.797**
	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	.000	.000	.000		.000	.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X3.27	Pearson Correlation	.526**	.510**	.513**	.481**	.651**	.492**	.416**	.447**	.401**	.459**	.636**	.528**	.640**	.521**	.535**	.541**	.540**	.538**	.533**	.673**	.593**	.543**	.531**	.595**	.705**	.621**	1	.433**	.543**	.743**
	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	.000	.000	.000	.000		.000	.000	.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X3.28	Pearson Correlation	.395**	.461**	.364**	.552**	.407**	.382**	.569**	.568**	.535**	.624**	.412**	.430**	.469**	.345**	.515**	.490**	.543**	.491**	.548**	.548**	.568**	.634**	.499**	.559**	.463**	.524**	.433**	1	.643**	.687**
	Sig. (2-	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	.00

	tailed)	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X3.29	Pearson Correlation	.386**	.495**	.421**	.650**	.434**	.456**	.536**	.535**	.608**	.606**	.549**	.471**	.526**	.535**	.490**	.526**	.509**	.503**	.466**	.578**	.508**	.674**	.571**	.636**	.587**	.640**	.543**	.643**	1	.738**
	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	.000	.000	.000	.000	.000	.000		.000
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82
X3	Pearson Correlation	.712**	.748**	.723**	.792**	.727**	.728**	.763**	.716**	.733**	.774**	.758**	.706**	.790**	.752**	.739**	.777**	.750**	.732**	.768**	.741**	.727**	.812**	.703**	.835**	.757**	.797**	.743**	.687**	.738**	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	.000	.000	.000	.000	.000	.000	.000	
	N	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82	82

2. Reliabilitas

Variabel	Cronbach's Alpha	N of Items
Beban Kerja	.972	29