

# LAMPIRAN



# KUISIONER PENELITIAN

Kepada Yth :

Bapak/Ibu/Saudara/i Karyawan

PT. Multijaya Adyaraya ULP Blambangan Umpu

Dengan ini saya :

Nama : Nanda Ayu Arianti

NPM : 2012110033

Fakultas : Ekonomi dan Bisnis IIB Darmajaya

Dalam rangka menyelesaikan tugas akhir pada Pendidikan Strata Satu, penulisan skripsi sebagai salah satu syarat dalam menyelesaikan studi pada Progam Studi S1 Manajemen Fakultas Ekonomi dan Bisnis IIB Darmajaya. Oleh karena itu, dengan judul "**Pengaruh Beban Kerja dan Self-Efficacy Terhadap Kinerja Karyawan PT. Multijaya Adyaraya ULP Blambangan Umpu**", saya mengharapkan kesediaan Bapak/Ibu/Saudara/I untuk dapat berpartisipasi dalam penelitian ini dengan mengisi kuesioner berdasarkan kondisi dan pengalaman yang dimiliki. Jawaban yang Bapak/Ibu berikan tidak akan berkaitan dengan citra diri atau kedudukan, karena kuesioner ini ditujukan untuk keperluan ilmiah dan penyelesaian tugas akhir studi. Semua jawaban yang Bapak/Ibu berikan akan dijaga kerahasiannya. Atas ketersediaan waktu, dukungan dan kerjasamanya, saya ucapkan terima kasih.

Hormat saya,

Nanda Ayu Arianti

2012110033

## DATA RESPONDEN

Kepada Yth Bapak/Ibu/Saudara/I untuk dapat menjawab seluruh pernyataan yang ada dengan jujur dan sesuai dengan keadaan yang sebenarnya.

### I. Identitas Responden

1. Nama : ..... (Bila bersedia)
2. Usia :  21-30 Tahun  31-40 Tahun  
 41-50 Tahun  51-60 Tahun  
 >60 Tahun
3. Lama Bekerja :  1-3 Tahun  4-6 Tahun  
 7-10 Tahun  >10 Tahun

### II. Petunjuk Pengisian Kuisisioner :

1. Jawablah pertanyaan yang diajukan dibawah ini dengan jujur dan benar.
2. Bacalah terlebih dahulu pertanyaan dengan cermat sebelum anda memulai untuk menjawabnya.
3. Pilihlah salah satu jawaban yang terdesia dengan cara memberi tanda checklist (  $\surd$  )
4. Isilah data responden berdasarkan kriteria sebagai berikut :
  - **SS** = **Sangat Setuju** : **5**
  - **S** = **Setuju** : **4**
  - **N** = **Netral** : **3**
  - **TS** = **Tidak Setuju** : **2**
  - **STS** = **Sangat Tidak Setuju** : **1**

## DAFTAR PERNYATAAN

### Beban Kerja (X1)

No.	Pernyataan	Jawaban				
		SS	S	N	TS	STS
		5	4	3	2	1
<b>Target yang harus dicapai</b>						
1.	Saya bisa menyelesaikan pekerjaan sesuai dengan target					
2.	Target yang diberikan perusahaan dalam pekerjaan sudah jelas.					
3.	Target yang harus saya capai dalam pekerjaan terlalu tinggi					
<b>Kondisi Pekerjaan</b>						
4.	Pekerjaan yang saya lakukan terlalu banyak					
5.	Lingkungan kerja yang mendukung memudahkan saya dalam bekerja					
6.	Peralatan kerja yang saya terima sesuai dengan pekerjaan yang saya kerjakan.					
<b>Penggunaan Waktu</b>						
7.	Saya dapat menyelesaikan pekerjaan tepat waktu					
<b>Standar Pekerjaan</b>						
8.	Beban kerja yang diberikan sudah sesuai dengan standar pekerjaan					
9.	Standar pekerjaan yang ditetapkan perusahaan terlalu tinggi					

*Self-Efficacy (X2)*

No.	Pernyataan	Jawaban				
		SS	S	N	TS	STS
		5	4	3	2	1
<b>Pengalaman akan Kesuksesan</b>						
1.	Saya menggunakan pengalaman saya sebagai langkah untuk mencapai keberhasilan					
2.	Saya memiliki pengalaman yang baik dalam menyelesaikan tugas					
<b>Pengalaman Individu Lain</b>						
3	Saya sering mengamati perilaku dan pengalaman yang dimiliki oleh rekan kerja					
4.	Saya menjadi termotivasi saat rekan kerja dapat menyelesaikan pekerjaan dengan baik					
<b>Persuasi Verbal</b>						
5.	Pemimpin memberikan saran dan kritik yang membangun					
6.	Pemimpin memiliki hubungan yang baik dengan karyawannya					
7.	Saya memiliki keyakinan terhadap kemampuan yang dimiliki untuk mengatasi hambatan atau kesulitan tugas yang dihadapi.					
<b>Keadaan Fisiologis</b>						
8.	Saya memiliki kemampuan untuk menyelesaikan pekerjaan					

9.	Saya yakin dapat menyelesaikan pekerjaan dengan baik					
10.	Saya memiliki keinginan untuk sukses mencapai tujuan					

### Kinerja Karyawan (Y)

No.	Pernyataan	Jawaban				
		SS	S	N	TS	STS
		5	4	3	2	1
<b>Kuantitas kerja</b>						
1.	Saya dapat menyelesaikan pekerjaan dengan cepat					
2.	Pekerjaan dapat diselesaikan sesuai dengan waktu ditentukan					
<b>Kualitas kerja</b>						
3.	Saya dapat menyelesaikan pekerjaan dengan baik dan teliti					
4.	Saya dapat menyelesaikan pekerjaan sesuai standar yang ditetapkan pimpinan					
<b>Pengetahuan</b>						
5.	Saya memiliki pengetahuan yang cukup dalam menyelesaikan pekerjaan					
<b>Kreativitas</b>						
6.	Saya dapat melakukan pekerjaan sesuai dengan kemampuan yang saya miliki					

7.	Saya selalu ingin belajar hal baru dan memiliki rasa ingin tahu yang kuat dalam pekerjaan					
<b>Kerjasama</b>						
8.	Saya memiliki hubungan yang baik dengan rekan kerja saya					
9.	Saya mampu bekerja sama dengan tim					
10.	Saya dan tim saling berkomunikasi dengan jelas, dan percaya satu sama lain					
<b>Inisiatif</b>						
11.	Saya sering membantu rekan kerja dalam menyelesaikan pekerjaan					
<b>Kehandalan</b>						
12.	Saya bisa menyelesaikan semua pekerjaan yang diberikan perusahaan					
13.	Saya memiliki pengetahuan yang cukup dalam menyelesaikan pekerjaan					

Lampiran I Hasil Jawaban Responden

Variabel Beban Kerja (X1)

<b>No.</b>	<b>Butir 1</b>	<b>Butir 2</b>	<b>Butir 3</b>	<b>Butir 4</b>	<b>Butir 5</b>	<b>Butir 6</b>	<b>Butir 7</b>	<b>Butir 8</b>	<b>Butir 9</b>	<b>Total</b>
1	4	4	3	4	4	4	4	2	4	33
2	4	5	5	4	5	5	4	5	4	41
3	4	4	4	4	4	4	5	4	4	37
4	4	4	3	3	4	4	3	4	3	32
5	4	4	2	4	4	4	3	4	2	31
6	5	5	4	3	5	5	5	5	5	42
7	5	5	4	3	5	5	4	5	5	41
8	4	4	3	3	3	4	4	3	2	30
9	5	4	2	2	5	4	4	4	2	32
10	4	5	3	2	5	3	5	5	2	34
11	5	4	4	4	5	5	4	4	4	39
12	5	5	5	4	5	5	4	4	4	41
13	4	4	3	2	4	4	3	4	2	30
14	4	4	4	4	4	5	5	4	4	38
15	5	5	5	4	5	5	4	4	4	41
16	5	5	5	4	5	5	5	4	4	42
17	4	4	4	4	4	4	3	2	2	31
18	5	4	2	2	5	4	5	4	2	33
19	3	3	4	4	4	5	5	3	3	34
20	4	4	3	3	4	4	4	4	4	34
21	5	5	4	4	4	4	5	4	4	39
22	5	5	4	3	5	5	5	5	5	42
23	5	5	4	2	4	5	4	4	2	35
24	5	5	2	2	5	5	5	5	2	36
25	4	4	3	3	4	4	5	4	5	36



26	5	5	5	4	4	5	5	4	4	41
27	4	5	2	2	5	5	5	5	2	35
28	4	4	4	5	4	4	4	4	4	37
29	4	4	4	3	4	5	5	5	4	38
30	4	4	5	3	5	5	4	4	5	39
31	4	4	3	3	4	4	4	4	3	33
32	5	5	4	3	5	5	5	5	5	42
33	5	5	4	3	5	5	4	5	5	41
34	4	4	2	2	5	4	5	4	2	32
35	5	5	4	3	5	5	4	5	5	41
36	4	5	2	2	5	5	4	4	2	33
37	5	5	3	4	5	4	4	4	5	39
38	4	4	4	4	4	4	3	3	4	34
39	4	4	4	4	5	4	5	4	4	38
40	4	4	2	2	4	4	4	4	2	30
41	5	5	4	4	5	4	5	4	4	40
42	4	4	4	4	4	4	5	2	4	35
43	4	4	4	4	5	5	4	4	4	38
44	5	4	3	3	4	4	5	5	3	36
45	4	4	4	3	4	4	3	4	4	34
46	4	4	4	3	4	4	3	4	3	33
47	4	4	4	4	5	5	5	4	4	39
48	4	5	3	3	4	5	4	4	3	35
49	4	4	4	3	4	4	5	4	3	35
50	4	4	4	5	4	4	5	4	4	38
51	4	4	4	3	4	4	3	4	4	34
52	4	4	3	3	4	5	4	4	5	36
53	5	4	3	5	4	4	5	5	4	39
54	4	4	5	5	4	4	5	4	5	40
55	4	4	4	3	4	4	3	4	4	34

56	4	4	5	5	4	4	4	4	3	37
57	4	4	2	2	4	4	4	4	2	30
58	4	4	3	3	4	4	4	4	3	33

Variabel Self-Efficacy (X2)

No.	Butir 1	Butir 2	Butir 3	Butir 4	Butir 5	Butir 6	Butir 7	Butir 8	Butir 9	Butir 10	Total
1	4	4	4	4	4	4	4	4	4	4	40
2	5	4	5	5	5	5	4	4	5	4	46
3	4	4	4	4	4	4	4	4	4	4	40
4	4	4	4	4	4	4	4	4	4	4	40
5	4	4	4	4	5	5	4	4	4	4	42
6	4	4	5	5	5	5	5	5	5	5	48
7	5	5	4	3	5	5	4	5	5	5	46
8	4	4	4	4	4	4	4	4	4	4	40
9	5	4	4	5	5	5	4	4	5	5	46
10	5	4	5	5	5	5	5	5	5	5	49
11	5	5	5	5	5	5	5	5	4	5	49
12	5	4	4	4	5	5	4	5	5	5	46
13	4	4	4	4	4	4	4	4	4	4	40
14	4	4	4	5	4	4	4	4	5	5	43
15	5	4	4	4	5	5	4	5	5	5	46
16	5	4	4	4	5	5	4	5	5	5	46
17	4	4	4	4	4	4	4	4	4	4	40
18	5	4	4	5	4	5	4	4	5	4	44
19	3	3	4	3	5	5	3	3	4	4	37
20	4	4	4	4	4	4	4	5	4	4	41
21	4	4	4	4	4	4	4	4	4	4	40
22	5	5	4	3	5	5	4	5	5	5	46

23	5	5	4	5	5	5	5	5	5	5	49
24	4	4	5	5	5	5	4	4	5	5	46
25	4	4	4	4	4	4	4	4	4	4	40
26	5	4	4	5	5	5	4	4	5	4	45
27	4	4	5	5	5	5	5	5	5	4	47
28	5	4	5	5	4	5	4	5	5	5	47
29	3	4	4	5	5	5	4	4	4	5	43
30	4	4	3	4	4	4	4	3	4	4	38
31	4	4	3	3	3	4	4	4	4	4	37
32	5	5	4	3	5	5	4	5	5	5	46
33	5	5	5	5	5	5	5	5	5	5	50
34	4	3	5	5	4	4	4	4	4	4	41
35	5	5	5	5	5	5	5	5	5	5	50
36	4	4	4	5	4	4	4	4	4	4	41
37	4	4	4	4	4	4	4	4	5	5	42
38	4	4	4	4	4	4	4	4	4	5	41
39	4	5	5	5	5	5	4	4	4	4	45
40	4	4	4	4	5	4	4	4	4	4	41
41	5	5	4	4	5	4	4	4	4	5	44
42	4	4	4	4	4	4	4	4	4	5	41
43	4	4	4	5	4	5	4	4	4	5	43
44	5	5	4	4	4	5	4	5	4	5	45
45	4	4	4	5	4	4	4	4	4	5	42
46	4	4	4	4	4	4	4	4	4	4	40
47	4	4	4	5	5	5	4	4	5	5	45
48	4	5	5	5	5	5	5	5	5	5	49
49	4	4	4	4	4	4	4	4	4	4	40
50	4	4	4	5	4	4	4	4	4	4	41
51	4	4	4	4	5	5	4	4	5	4	43
52	4	4	4	4	5	5	4	4	4	4	42

53	5	4	4	5	5	5	4	4	5	5	46
54	4	4	4	4	4	4	4	4	4	4	40
55	4	4	4	4	4	4	4	4	4	4	40
56	4	4	4	5	5	5	4	4	5	5	45
57	4	4	4	4	4	4	4	4	4	5	41
58	4	4	4	4	4	4	4	4	4	4	40

Variabel Kinerja Karyawan (Y)

No.	Butir 1	Butir 2	Butir 3	Butir 4	Butir 5	Butir 6	Butir 7	Butir 8	Butir 9	Butir 10	Butir 11	Butir 12	Butir 13	Total
1	4	4	4	4	4	4	4	4	4	4	4	4	4	52
2	4	5	5	4	5	5	4	5	5	5	5	5	4	61
3	4	4	4	4	4	4	5	4	4	4	4	4	4	53
4	4	4	4	4	4	4	5	5	5	5	4	4	4	56
5	4	4	4	4	4	4	5	5	5	5	4	4	4	56
6	4	4	5	5	5	5	5	5	5	5	5	5	5	63
7	4	4	5	5	5	5	5	5	5	5	5	5	5	63
8	4	4	4	4	4	4	4	4	4	4	4	4	4	52
9	5	5	5	4	4	4	5	4	4	4	4	4	4	56
10	4	5	4	5	3	5	5	5	5	5	5	4	4	59
11	5	5	5	5	4	5	5	5	5	5	5	5	5	64
12	5	5	5	5	5	5	5	5	5	5	5	5	5	65
13	4	4	4	4	4	4	4	4	4	4	4	5	5	54
14	5	4	4	4	4	4	4	4	5	4	4	4	4	54
15	5	5	5	5	5	5	5	5	5	5	5	5	5	65
16	5	5	5	5	5	5	5	5	5	5	5	5	5	65
17	4	4	4	4	4	4	4	4	4	4	4	4	4	52
18	4	4	5	5	5	4	5	5	5	5	4	4	4	59
19	3	3	3	3	3	3	4	4	4	4	3	3	3	43

20	4	4	4	4	4	4	4	4	4	4	4	4	4	52
21	4	4	4	4	4	4	4	4	4	4	4	4	4	52
22	4	4	5	5	5	5	5	5	5	5	5	5	5	63
23	5	5	5	4	5	5	5	5	5	5	5	5	5	64
24	4	5	5	5	4	4	5	5	5	5	5	5	4	61
25	4	4	4	4	4	4	5	4	4	4	4	4	4	53
26	4	4	4	5	4	5	5	5	5	5	5	4	4	59
27	4	5	4	5	4	4	5	5	5	5	5	4	4	59
28	4	5	5	5	5	5	5	5	5	5	5	5	5	64
29	3	3	4	4	4	4	5	5	4	4	4	4	4	52
30	3	3	4	4	3	4	4	4	4	4	4	3	3	47
31	4	3	3	4	4	4	4	4	4	4	3	4	4	49
32	4	4	5	5	5	5	5	5	5	5	5	5	5	63
33	4	4	5	5	5	5	5	5	5	5	5	5	5	63
34	3	4	3	4	4	4	4	5	5	5	4	5	5	55
35	4	4	5	5	5	5	5	5	5	5	5	5	5	63
36	4	4	4	5	4	4	5	5	5	5	4	4	4	57
37	4	3	4	4	3	4	5	5	4	5	4	4	3	52
38	4	4	4	4	4	4	4	4	4	4	4	4	4	52
39	1	5	5	5	4	5	5	4	5	4	5	4	4	56
40	4	4	4	4	4	4	4	4	5	4	5	4	5	55
41	4	4	5	5	4	4	4	4	5	5	4	5	5	58
42	4	4	4	4	4	4	4	4	4	4	4	4	4	52
43	4	4	4	4	4	4	5	5	5	4	5	4	4	56
44	4	3	3	4	4	4	4	3	4	4	5	4	4	50
45	3	3	3	3	3	3	4	4	4	4	4	4	4	46
46	4	4	4	5	4	4	4	5	4	4	4	5	4	55
47	4	4	4	4	4	5	5	4	5	5	4	5	4	57
48	4	4	4	5	4	4	5	5	5	5	4	4	4	57
49	3	4	4	5	4	4	4	4	4	4	5	4	4	53

50	3	4	4	4	4	5	4	4	4	5	4	4	4	53
51	4	4	5	5	4	4	4	5	5	5	4	4	4	57
52	4	4	4	4	4	4	4	4	4	4	4	4	4	52
53	5	5	5	4	4	4	5	4	4	4	4	4	4	56
54	3	4	4	4	4	4	4	4	4	4	4	3	4	50
55	4	4	4	4	4	4	4	4	4	4	4	4	4	52
56	4	4	4	4	4	5	5	4	4	4	4	5	4	55
57	4	4	4	4	4	4	4	4	4	4	4	4	4	52
58	4	4	4	4	4	4	4	4	4	4	4	4	4	52

Lampiran II Hasil Uji Frekuensi Karakteristik Responden

**USIA**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	21-30	15	25.9	25.9	25.9
	31-40	16	27.6	27.6	53.4
	41-50	25	43.1	43.1	96.6
	51-60	2	3.4	3.4	100.0
	Total	58	100.0	100.0	

A. Berdasarkan Usia

**LAMA BEKERJA**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-3	9	15.5	15.5	15.5
	4-6	10	17.2	17.2	32.8
	7-10	23	39.7	39.7	72.4
	>10	16	27.6	27.6	100.0
	Total	58	100.0	100.0	

B. Berdasarkan Lama Bekerja

Lampiran III Hasil Uji Frekuensi Jawaban Responden

1. Variabel Beban Kerja (X1)

**BK1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	1	1.7	1.7	1.7
	S	37	63.8	63.8	65.5
	SS	20	34.5	34.5	100.0
	Total	58	100.0	100.0	

**BK2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	1	1.7	1.7	1.7
	S	37	63.8	63.8	65.5
	SS	20	34.5	34.5	100.0
	Total	58	100.0	100.0	

**BK3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	9	15.5	15.5	15.5
	N	14	24.1	24.1	39.7
	S	27	46.6	46.6	86.2
	SS	8	13.8	13.8	100.0
	Total	58	100.0	100.0	

**BK4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	11	19.0	19.0	19.0
	N	22	37.9	37.9	56.9
	S	20	34.5	34.5	91.4
	SS	5	8.6	8.6	100.0
	Total	58	100.0	100.0	

**BK5**

		Frequency	Percent	Valid Percent	Cumulative Percent

Valid	N	1	1.7	1.7	1.7
	S	33	56.9	56.9	58.6
	SS	24	41.4	41.4	100.0
	Total	58	100.0	100.0	

**BK6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	1	1.7	1.7	1.7
	S	33	56.9	56.9	58.6
	SS	24	41.4	41.4	100.0
	Total	58	100.0	100.0	

**BK7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	9	15.5	15.5	15.5
	S	24	41.4	41.4	56.9
	SS	25	43.1	43.1	100.0
	Total	58	100.0	100.0	

**BK8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	5.2	5.2	5.2
	N	3	5.2	5.2	10.3
	S	39	67.2	67.2	77.6
	SS	13	22.4	22.4	100.0
	Total	58	100.0	100.0	



**BK9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	14	24.1	24.1	24.1
	N	9	15.5	15.5	39.7
	S	24	41.4	41.4	81.0
	SS	11	19.0	19.0	100.0
	Total	58	100.0	100.0	

## 2. Variabel Self-Efficacy (X2)

**SE1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	2	3.4	3.4	3.4
	S	37	63.8	63.8	67.2
	SS	19	32.8	32.8	100.0
	Total	58	100.0	100.0	

**SE2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	2	3.4	3.4	3.4
	S	45	77.6	77.6	81.0
	SS	11	19.0	19.0	100.0
	Total	58	100.0	100.0	

**SE3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	2	3.4	3.4	3.4
	S	44	75.9	75.9	79.3
	SS	12	20.7	20.7	100.0
	Total	58	100.0	100.0	

**SE4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	5	8.6	8.6	8.6
	S	28	48.3	48.3	56.9
	SS	25	43.1	43.1	100.0
	Total	58	100.0	100.0	

**SE5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	1	1.7	1.7	1.7
	S	28	48.3	48.3	50.0
	SS	29	50.0	50.0	100.0
	Total	58	100.0	100.0	

**SE6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	27	46.6	46.6	46.6
	SS	31	53.4	53.4	100.0
	Total	58	100.0	100.0	

**SE7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	1	1.7	1.7	1.7
	S	49	84.5	84.5	86.2
	SS	8	13.8	13.8	100.0
	Total	58	100.0	100.0	

**SE8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	2	3.4	3.4	3.4
	S	39	67.2	67.2	70.7
	SS	17	29.3	29.3	100.0
	Total	58	100.0	100.0	

**SE9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	33	56.9	56.9	56.9
	SS	25	43.1	43.1	100.0
	Total	58	100.0	100.0	

**SE10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	29	50.0	50.0	50.0
	SS	29	50.0	50.0	100.0
	Total	58	100.0	100.0	

## 3. Variabel Kinerja Karyawan (Y)

**KK1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1.7	1.7	1.7
	N	8	13.8	13.8	15.5
	S	41	70.7	70.7	86.2
	SS	8	13.8	13.8	100.0
	Total	58	100.0	100.0	

**KK2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	7	12.1	12.1	12.1
	S	38	65.5	65.5	77.6
	SS	13	22.4	22.4	100.0
	Total	58	100.0	100.0	

**KK3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	5	8.6	8.6	8.6
	S	33	56.9	56.9	65.5
	SS	20	34.5	34.5	100.0
	Total	58	100.0	100.0	

**KK4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	2	3.4	3.4	3.4
	S	33	56.9	56.9	60.3
	SS	23	39.7	39.7	100.0
	Total	58	100.0	100.0	

**KK5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	5	8.6	8.6	8.6
	S	40	69.0	69.0	77.6
	SS	13	22.4	22.4	100.0
	Total	58	100.0	100.0	

**KK6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	2	3.4	3.4	3.4
	S	37	63.8	63.8	67.2
	SS	19	32.8	32.8	100.0
	Total	58	100.0	100.0	

**KK7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	27	46.6	46.6	46.6
	SS	31	53.4	53.4	100.0
	Total	58	100.0	100.0	

**KK8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	1	1.7	1.7	1.7
	S	29	50.0	50.0	51.7
	SS	28	48.3	48.3	100.0
	Total	58	100.0	100.0	

**KK9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	28	48.3	48.3	48.3
	SS	30	51.7	51.7	100.0
	Total	58	100.0	100.0	

**KK10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	30	51.7	51.7	51.7
	SS	28	48.3	48.3	100.0
	Total	58	100.0	100.0	

**KK11**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	2	3.4	3.4	3.4
	S	34	58.6	58.6	62.1
	SS	22	37.9	37.9	100.0
	Total	58	100.0	100.0	

**KK12**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid N	3	5.2	5.2	5.2
S	35	60.3	60.3	65.5
SS	20	34.5	34.5	100.0
Total	58	100.0	100.0	

**KK13**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid N	3	5.2	5.2	5.2
S	39	67.2	67.2	72.4
SS	16	27.6	27.6	100.0
Total	58	100.0	100.0	

Lampiran IV Hasil Uji Validitas

1. Variabel Beban kerja (X1)

**Correlations**

		BK1	BK2	BK3	BK4	BK5	BK6	BK7	BK8	BK9	Total Beban Kerja
BK1	Pearson Correlation	1	.662**	.107	-.048	.487**	.292*	.228	.429**	.244	.560**
	Sig. (2-tailed)		.000	.422	.723	.000	.026	.086	.001	.065	.000
	N	58	58	58	58	58	58	58	58	58	58
BK2	Pearson Correlation	.662**	1	.145	-.164	.553**	.422**	.180	.479**	.179	.551**
	Sig. (2-tailed)	.000		.278	.218	.000	.001	.177	.000	.179	.000
	N	58	58	58	58	58	58	58	58	58	58
BK3	Pearson Correlation	.107	.145	1	.622**	.055	.308*	.043	-.037	.616**	.674**
	Sig. (2-tailed)	.422	.278		.000	.682	.019	.749	.784	.000	.000
	N	58	58	58	58	58	58	58	58	58	58
BK4	Pearson Correlation	-.048	-.164	.622**	1	-.170	-.020	.103	-.264*	.494**	.458**
	Sig. (2-tailed)	.723	.218	.000		.202	.881	.440	.045	.000	.000
	N	58	58	58	58	58	58	58	58	58	58

	N	58	58	58	58	58	58	58	58	58	58
BK5	Pearson Correlation	.487**	.553**	.055	-.170	1	.433**	.261*	.449**	.197	.522**
	Sig. (2-tailed)	.000	.000	.682	.202		.001	.048	.000	.137	.000
	N	58	58	58	58	58	58	58	58	58	58
BK6	Pearson Correlation	.292*	.422**	.308*	-.020	.433**	1	.169	.306*	.323*	.567**
	Sig. (2-tailed)	.026	.001	.019	.881	.001		.206	.020	.014	.000
	N	58	58	58	58	58	58	58	58	58	58
BK7	Pearson Correlation	.228	.180	.043	.103	.261*	.169	1	.276*	.164	.455**
	Sig. (2-tailed)	.086	.177	.749	.440	.048	.206		.036	.218	.000
	N	58	58	58	58	58	58	58	58	58	58
BK8	Pearson Correlation	.429**	.479**	-.037	-.264*	.449**	.306*	.276*	1	.185	.463**
	Sig. (2-tailed)	.001	.000	.784	.045	.000	.020	.036		.166	.000
	N	58	58	58	58	58	58	58	58	58	58
BK9	Pearson Correlation	.244	.179	.616**	.494**	.197	.323*	.164	.185	1	.771**
	Sig. (2-tailed)	.065	.179	.000	.000	.137	.014	.218	.166		.000
	N	58	58	58	58	58	58	58	58	58	58
Total Beban Kerja	Pearson Correlation	.560**	.551**	.674**	.458**	.522**	.567**	.455**	.463**	.771**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	58	58	58	58	58	58	58	58	58	58

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

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

2. Variabel *Self-Efficacy* (X2)

**Correlations**

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	TOTAL_X2
X2.1	Pearson Correlation	1	.540**	.219	.111	.357**	.455**	.345**	.617**	.575**	.427**	.683**
	Sig. (2-tailed)		.000	.099	.406	.006	.000	.008	.000	.000	.001	.000
	N	58	58	58	58	58	58	58	58	58	58	58
X2.2	Pearson Correlation	.540**	1	.205	-.006	.337**	.324*	.505**	.579**	.243	.424**	.589**
	Sig. (2-tailed)	.000		.122	.962	.010	.013	.000	.000	.066	.001	.000
	N	58	58	58	58	58	58	58	58	58	58	58
X2.3	Pearson Correlation	.219	.205	1	.567**	.434**	.425**	.579**	.471**	.355**	.225	.658**
	Sig. (2-tailed)	.099	.122		.000	.001	.001	.000	.000	.006	.090	.000
	N	58	58	58	58	58	58	58	58	58	58	58
X2.4	Pearson Correlation	.111	-.006	.567**	1	.223	.291*	.480**	.098	.297*	.219	.505**
	Sig. (2-tailed)	.406	.962	.000		.093	.027	.000	.465	.024	.099	.000
	N	58	58	58	58	58	58	58	58	58	58	58
X2.5	Pearson Correlation	.357**	.337**	.434**	.223	1	.780**	.312*	.365**	.583**	.388**	.710**
	Sig. (2-tailed)	.006	.010	.001	.093		.000	.017	.005	.000	.003	.000
	N	58	58	58	58	58	58	58	58	58	58	58
X2.6	Pearson Correlation	.455**	.324*	.425**	.291*	.780**	1	.300*	.473**	.673**	.449**	.770**
	Sig. (2-tailed)	.000	.013	.001	.027	.000		.022	.000	.000	.000	.000
	N	58	58	58	58	58	58	58	58	58	58	58
X2.7	Pearson Correlation	.345**	.505**	.579**	.480**	.312*	.300*	1	.647**	.370**	.322*	.697**



	Sig. (2-tailed)	.008	.000	.000	.000	.017	.022		.000	.004	.014	.000
	N	58	58	58	58	58	58	58	58	58	58	58
X2.8	Pearson Correlation	.617**	.579**	.471**	.098	.365**	.473**	.647**	1	.514**	.507**	.759**
	Sig. (2-tailed)	.000	.000	.000	.465	.005	.000	.000		.000	.000	.000
	N	58	58	58	58	58	58	58	58	58	58	58
X2.9	Pearson Correlation	.575**	.243	.355**	.297*	.583**	.673**	.370**	.514**	1	.522**	.763**
	Sig. (2-tailed)	.000	.066	.006	.024	.000	.000	.004	.000		.000	.000
	N	58	58	58	58	58	58	58	58	58	58	58
X2.10	Pearson Correlation	.427**	.424**	.225	.219	.388**	.449**	.322*	.507**	.522**	1	.661**
	Sig. (2-tailed)	.001	.001	.090	.099	.003	.000	.014	.000	.000		.000
	N	58	58	58	58	58	58	58	58	58	58	58
TOTAL_X2	Pearson Correlation	.683**	.589**	.658**	.505**	.710**	.770**	.697**	.759**	.763**	.661**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	58	58	58	58	58	58	58	58	58	58	58

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

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

### 3. Variabel Kinerja Karyawan (Y)

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	TOT AL_ Y
Y.1	Pearson Correlation	1	.379 **	.339 **	.148	.362 **	.194	.243	.218	.187	.235	.147	.372 **	.334 *	.458* *
	Sig. (2- tailed)		.003	.009	.266	.005	.144	.066	.101	.159	.076	.270	.004	.010	.000
	N	58	58	58	58	58	58	58	58	58	58	58	58	58	58
Y.2	Pearson Correlation	.379 **	1	.665 **	.481 **	.452 **	.525 **	.406 **	.348 **	.471 **	.364 **	.545 **	.441 **	.434 **	.694* *
	Sig. (2- tailed)	.003		.000	.000	.000	.000	.002	.007	.000	.005	.000	.001	.001	.000
	N	58	58	58	58	58	58	58	58	58	58	58	58	58	58
Y.3	Pearson Correlation	.339 **	.665 **	1	.656 **	.685 **	.631 **	.515 **	.484 **	.528 **	.501 **	.570 **	.544 **	.523 **	.810* *
	Sig. (2- tailed)	.009	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	58	58	58	58	58	58	58	58	58	58	58	58	58	58
Y.4	Pearson Correlation	.148	.481 **	.656 **	1	.531 **	.590 **	.491 **	.605 **	.639 **	.621 **	.624 **	.500 **	.496 **	.772* *
	Sig. (2- tailed)	.266	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	58	58	58	58	58	58	58	58	58	58	58	58	58	58
Y.5	Pearson Correlation	.362 **	.452 **	.685 **	.531 **	1	.648 **	.367 **	.437 **	.503 **	.456 **	.544 **	.668 **	.740 **	.780* *
	Sig. (2- tailed)	.005	.000	.000	.000		.000	.005	.001	.000	.000	.000	.000	.000	.000
	N	58	58	58	58	58	58	58	58	58	58	58	58	58	58
Y.6	Pearson Correlation	.194	.525 **	.631 **	.590 **	.648 **	1	.521 **	.437 **	.539 **	.577 **	.673 **	.649 **	.573 **	.791* *
	Sig. (2- tailed)	.144	.000	.000	.000	.000		.000	.001	.000	.000	.000	.000	.000	.000
	N	58	58	58	58	58	58	58	58	58	58	58	58	58	58
Y.7	Pearson Correlation	.243	.406 **	.515 **	.491 **	.367 **	.521 **	1	.621 **	.551 **	.556 **	.465 **	.367 **	.266 *	.662* *

	Sig. (2-tailed)	.066	.002	.000	.000	.005	.000		.000	.000	.000	.000	.005	.044	.000
	N	58	58	58	58	58	58	58	58	58	58	58	58	58	58
Y.8	Pearson Correlation	.218	.348	.484	.605	.437	.437	.621	1	.715	.776	.459	.470	.366	.720*
	Sig. (2-tailed)	.101	.007	.000	.000	.001	.001	.000		.000	.000	.000	.000	.005	.000
	N	58	58	58	58	58	58	58	58	58	58	58	58	58	58
Y.9	Pearson Correlation	.187	.471	.528	.639	.503	.539	.551	.715	1	.795	.613	.508	.542	.788*
	Sig. (2-tailed)	.159	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	58	58	58	58	58	58	58	58	58	58	58	58	58	58
Y.10	Pearson Correlation	.235	.364	.501	.621	.456	.577	.556	.776	.795	1	.467	.544	.441	.761*
	Sig. (2-tailed)	.076	.005	.000	.000	.000	.000	.000	.000	.000		.000	.000	.001	.000
	N	58	58	58	58	58	58	58	58	58	58	58	58	58	58
Y.11	Pearson Correlation	.147	.545	.570	.624	.544	.673	.465	.459	.613	.467	1	.521	.574	.754*
	Sig. (2-tailed)	.270	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	58	58	58	58	58	58	58	58	58	58	58	58	58	58
Y.12	Pearson Correlation	.372	.441	.544	.500	.668	.649	.367	.470	.508	.544	.521	1	.775	.775*
	Sig. (2-tailed)	.004	.001	.000	.000	.000	.000	.005	.000	.000	.000	.000		.000	.000
	N	58	58	58	58	58	58	58	58	58	58	58	58	58	58
Y.13	Pearson Correlation	.334	.434	.523	.496	.740	.573	.266	.366	.542	.441	.574	.775	.775	.744*
	Sig. (2-tailed)	.010	.001	.000	.000	.000	.000	.044	.005	.000	.001	.000	.000		.000
	N	58	58	58	58	58	58	58	58	58	58	58	58	58	58
TOT	Pearson Correlation	.458	.694	.810	.772	.780	.791	.662	.720	.788	.761	.754	.775	.744	1
AL_	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
Y	N	58	58	58	58	58	58	58	58	58	58	58	58	58	58

Lampiran V Hasil Uji Reliabilitas

1. Variabel Beban Kerja (X1)

Cronbach's Alpha	N of Items
.713	9

2. Variabel *Self-Efficacy* (X2)

Cronbach's Alpha	N of Items
.864	10

3. Variabel Kinerja Karyawan (Y)

Cronbach's Alpha	N of Items
.925	13

Lampiran VI Hasil Uji Normalitas

		Unstandardized Residual
N		58
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	2.99255665
Most Extreme Differences	Absolute	.081
	Positive	.045
	Negative	-.081
Test Statistic		.081
Asymp. Sig. (2-tailed)		.200 <sup>c,d</sup>

a. Test distribution is Normal.

b. Calculated from data.

Lampiran VII Hasil Uji Multikolinieritas

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	-.198	5.408		-.037	.971		
BEBAN	.167	.129	.117	1.294	.201	.735	1.360
SELF EFFICACY	1.157	.139	.753	8.341	.000	.735	1.360

a. Dependent Variable: KINERJA

Lampiran VIII Hasil Uji Heterokedastisitas

**Correlations**

			BEBA N	SELF EFFICACY	Unstandar dized Residual
Spearman's rho	BEBAN	Correlation Coefficient	1.000	.525**	-.048
		Sig. (2-tailed)	.	.000	.718
		N	58	58	58
	SELF EFFICACY	Correlation Coefficient	.525**	1.000	.005
		Sig. (2-tailed)	.000	.	.972
		N	58	58	58
	Unstandardized Residual	Correlation Coefficient	-.048	.005	1.000
		Sig. (2-tailed)	.718	.972	.
		N	58	58	58

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

Lampiran IX Hasil Uji Regresi Linier Berganda, Uji t (Parsial) & Uji F (Simultan)

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.819 <sup>a</sup>	.671	.659	3.046

a. Predictors: (Constant), SELF EFFICACY, BEBAN

b. Dependent Variable: KINERJA

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1039.474	2	519.737	56.000	.000 <sup>b</sup>
	Residual	510.458	55	9.281		
	Total	1549.931	57			

a. Dependent Variable: KINERJA

b. Predictors: (Constant), SELF EFFICACY, BEBAN

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.198	5.408		-.037	.971
	BEBAN	.167	.129	.117	1.294	.201
	SELF EFFICACY	1.157	.139	.753	8.341	.000

a. Dependent Variable: KINERJA