

## LAMPIRAN SPSS

### 1. Karakteristik responden

#### Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
laki-laki	32	30.5	30.5	30.5
Valid perempuan	73	69.5	69.5	100.0
Total	105	100.0	100.0	

#### Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
20-30	31	29.5	29.5	29.5
31-40	43	41.0	41.0	70.5
Valid 41-50	26	24.8	24.8	95.2
>50	5	4.8	4.8	100.0
Total	105	100.0	100.0	

#### Pendidikan

	Frequency	Percent	Valid Percent	Cumulative Percent
D3	33	31.4	31.4	31.4
Valid S1	72	68.6	68.6	100.0
Total	105	100.0	100.0	

#### Masa Kerja

	Frequency	Percent	Valid Percent	Cumulative Percent
0-3	27	25.7	25.7	25.7
Valid 4-7	56	53.3	53.3	79.0
8-10	22	21.0	21.0	100.0
Total	105	100.0	100.0	

2. Jawaban Hasil Kuisisioner

1). *Work Family Conflict*

**X1**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	2.9	2.9	2.9
3	31	29.5	29.5	32.4
Valid 4	54	51.4	51.4	83.8
5	17	16.2	16.2	100.0
Total	105	100.0	100.0	

**X2**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	3.8	3.8	3.8
3	24	22.9	22.9	26.7
Valid 4	43	41.0	41.0	67.6
5	34	32.4	32.4	100.0
Total	105	100.0	100.0	

**X3**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	1.9	1.9	1.9
3	22	21.0	21.0	22.9
Valid 4	40	38.1	38.1	61.0
5	41	39.0	39.0	100.0
Total	105	100.0	100.0	

**X4**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	3	2.9	2.9	2.9
Valid 2	3	2.9	2.9	5.7
3	25	23.8	23.8	29.5
4	45	42.9	42.9	72.4

5	29	27.6	27.6	100.0
Total	105	100.0	100.0	

**X5**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.0	1.0	1.0
2	1	1.0	1.0	1.9
3	31	29.5	29.5	31.4
4	40	38.1	38.1	69.5
5	32	30.5	30.5	100.0
Total	105	100.0	100.0	

**X6**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.0	1.0	1.0
2	10	9.5	9.5	10.5
3	37	35.2	35.2	45.7
4	37	35.2	35.2	81.0
5	20	19.0	19.0	100.0
Total	105	100.0	100.0	

**Work\_family**

	Frequency	Percent	Valid Percent	Cumulative Percent
16	2	1.9	1.9	1.9
17	2	1.9	1.9	3.8
18	4	3.8	3.8	7.6
19	4	3.8	3.8	11.4
20	6	5.7	5.7	17.1
21	11	10.5	10.5	27.6
22	11	10.5	10.5	38.1
23	12	11.4	11.4	49.5
24	8	7.6	7.6	57.1
25	13	12.4	12.4	69.5

26	15	14.3	14.3	83.8
27	9	8.6	8.6	92.4
28	3	2.9	2.9	95.2
29	5	4.8	4.8	100.0
Total	105	100.0	100.0	

## 2). Stres Kerja

### Z1

	Frequency	Percent	Valid Percent	Cumulative Percent
1	3	2.9	2.9	2.9
2	10	9.5	9.5	12.4
Valid 3	49	46.7	46.7	59.0
4	36	34.3	34.3	93.3
5	7	6.7	6.7	100.0
Total	105	100.0	100.0	

### Z2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	13	12.4	12.4	12.4
3	39	37.1	37.1	49.5
Valid 4	40	38.1	38.1	87.6
5	13	12.4	12.4	100.0
Total	105	100.0	100.0	

### Z3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	11	10.5	10.5	10.5
3	40	38.1	38.1	48.6
Valid 4	36	34.3	34.3	82.9
5	18	17.1	17.1	100.0
Total	105	100.0	100.0	

**Z4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.0	1.0	1.0
2	14	13.3	13.3	14.3
3	37	35.2	35.2	49.5
4	40	38.1	38.1	87.6
5	13	12.4	12.4	100.0
Total	105	100.0	100.0	

**Z5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	5	4.8	4.8	4.8
2	9	8.6	8.6	13.3
3	53	50.5	50.5	63.8
4	30	28.6	28.6	92.4
5	8	7.6	7.6	100.0
Total	105	100.0	100.0	

**Z6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	14	13.3	13.3	13.3
3	43	41.0	41.0	54.3
4	34	32.4	32.4	86.7
5	14	13.3	13.3	100.0
Total	105	100.0	100.0	

**Stress**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 12	3	2.9	2.9	2.9
14	4	3.8	3.8	6.7
15	3	2.9	2.9	9.5
16	3	2.9	2.9	12.4

17	6	5.7	5.7	18.1
18	5	4.8	4.8	22.9
19	13	12.4	12.4	35.2
20	12	11.4	11.4	46.7
21	15	14.3	14.3	61.0
22	11	10.5	10.5	71.4
23	6	5.7	5.7	77.1
24	11	10.5	10.5	87.6
25	4	3.8	3.8	91.4
26	4	3.8	3.8	95.2
27	4	3.8	3.8	99.0
28	1	1.0	1.0	100.0
Total	105	100.0	100.0	

### 3). Kinerja Perawat

#### K1

	Frequency	Percent	Valid Percent	Cumulative Percent
1	4	3.8	3.8	3.8
2	7	6.7	6.7	10.5
3	34	32.4	32.4	42.9
4	47	44.8	44.8	87.6
5	13	12.4	12.4	100.0
Total	105	100.0	100.0	

#### K2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	6.7	6.7	6.7
3	32	30.5	30.5	37.1
4	41	39.0	39.0	76.2
5	25	23.8	23.8	100.0
Total	105	100.0	100.0	

**K3**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	10	9.5	9.5	9.5
3	36	34.3	34.3	43.8
Valid 4	38	36.2	36.2	80.0
5	21	20.0	20.0	100.0
Total	105	100.0	100.0	

**K4**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	3	2.9	2.9	2.9
2	12	11.4	11.4	14.3
Valid 3	35	33.3	33.3	47.6
4	39	37.1	37.1	84.8
5	16	15.2	15.2	100.0
Total	105	100.0	100.0	

**K5**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	3	2.9	2.9	2.9
2	9	8.6	8.6	11.4
Valid 3	43	41.0	41.0	52.4
4	28	26.7	26.7	79.0
5	22	21.0	21.0	100.0
Total	105	100.0	100.0	

**K6**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	12	11.4	11.4	11.4
3	34	32.4	32.4	43.8
Valid 4	29	27.6	27.6	71.4
5	30	28.6	28.6	100.0
Total	105	100.0	100.0	

**K7**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.0	1.0	1.0
2	12	11.4	11.4	12.4
3	43	41.0	41.0	53.3
4	34	32.4	32.4	85.7
5	15	14.3	14.3	100.0
Total	105	100.0	100.0	

**K8**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	1.9	1.9	1.9
2	11	10.5	10.5	12.4
3	39	37.1	37.1	49.5
4	41	39.0	39.0	88.6
5	12	11.4	11.4	100.0
Total	105	100.0	100.0	

**Kinerja**

	Frequency	Percent	Valid Percent	Cumulative Percent
16	1	1.0	1.0	1.0
18	1	1.0	1.0	1.9
20	3	2.9	2.9	4.8
22	5	4.8	4.8	9.5
24	7	6.7	6.7	16.2
25	5	4.8	4.8	21.0
26	8	7.6	7.6	28.6
27	9	8.6	8.6	37.1
28	12	11.4	11.4	48.6
29	6	5.7	5.7	54.3
30	11	10.5	10.5	64.8
31	6	5.7	5.7	70.5
32	10	9.5	9.5	80.0



33	6	5.7	5.7	85.7
34	6	5.7	5.7	91.4
35	5	4.8	4.8	96.2
36	1	1.0	1.0	97.1
37	2	1.9	1.9	99.0
38	1	1.0	1.0	100.0
Total	105	100.0	100.0	

### 3. Uji Validitas

#### Correlations

		X1	X2	X3	X4	X5	X6	Work family
X1	Pearson Correlation	1	.146	.384**	.152	.249**	.159	.536**
	Sig. (1-tailed)		.069	.000	.061	.005	.052	.000
	N	105	105	105	105	105	105	105
X2	Pearson Correlation	.146	1	.234**	.306**	.201*	.205*	.573**
	Sig. (1-tailed)	.069		.008	.001	.020	.018	.000
	N	105	105	105	105	105	105	105
X3	Pearson Correlation	.384**	.234**	1	.447**	.188*	.338**	.701**
	Sig. (1-tailed)	.000	.008		.000	.028	.000	.000
	N	105	105	105	105	105	105	105
X4	Pearson Correlation	.152	.306**	.447**	1	.259**	.184*	.661**
	Sig. (1-tailed)	.061	.001	.000		.004	.030	.000
	N	105	105	105	105	105	105	105
X5	Pearson Correlation	.249**	.201*	.188*	.259**	1	.235**	.583**
	Sig. (1-tailed)	.005	.020	.028	.004		.008	.000
	N	105	105	105	105	105	105	105
X6	Pearson Correlation	.159	.205*	.338**	.184*	.235**	1	.599**
	Sig. (1-tailed)	.052	.018	.000	.030	.008		.000
	N	105	105	105	105	105	105	105
Work family	Pearson Correlation	.536**	.573**	.701**	.661**	.583**	.599**	1
	Sig. (1-tailed)	.000	.000	.000	.000	.000	.000	
	N	105	105	105	105	105	105	105

\*\* . Correlation is significant at the 0.01 level (1-tailed).

\* . Correlation is significant at the 0.05 level (1-tailed).

**Correlations**

		Z1	Z2	Z3	Z4	Z5	Z6	Stress
Z1	Pearson Correlation	1	.246**	.268**	.309**	.331**	.235**	.591**
	Sig. (1-tailed)		.006	.003	.001	.000	.008	.000
	N	105	105	105	105	105	105	105
Z2	Pearson Correlation	.246**	1	.485**	.362**	.239**	.534**	.715**
	Sig. (1-tailed)	.006		.000	.000	.007	.000	.000
	N	105	105	105	105	105	105	105
Z3	Pearson Correlation	.268**	.485**	1	.318**	.302**	.412**	.699**
	Sig. (1-tailed)	.003	.000		.000	.001	.000	.000
	N	105	105	105	105	105	105	105
Z4	Pearson Correlation	.309**	.362**	.318**	1	.319**	.275**	.651**
	Sig. (1-tailed)	.001	.000	.000		.000	.002	.000
	N	105	105	105	105	105	105	105
Z5	Pearson Correlation	.331**	.239**	.302**	.319**	1	.345**	.637**
	Sig. (1-tailed)	.000	.007	.001	.000		.000	.000
	N	105	105	105	105	105	105	105
Z6	Pearson Correlation	.235**	.534**	.412**	.275**	.345**	1	.701**
	Sig. (1-tailed)	.008	.000	.000	.002	.000		.000
	N	105	105	105	105	105	105	105
Stress	Pearson Correlation	.591**	.715**	.699**	.651**	.637**	.701**	1
	Sig. (1-tailed)	.000	.000	.000	.000	.000	.000	
	N	105	105	105	105	105	105	105

\*\* . Correlation is significant at the 0.01 level (1-tailed).

**Correlations**

		K1	K2	K3	K4	K5	K6	K7	K8	Kinerja
K1	Pearson Correlation	1	.359**	.323**	.145	.190*	.335**	.107	.119	.556**
	Sig. (1-tailed)		.000	.000	.071	.026	.000	.140	.113	.000
	N	105	105	105	105	105	105	105	105	105
K2	Pearson Correlation	.359**	1	.349**	.118	.242**	.548**	.216*	.376**	.686**
	Sig. (1-tailed)	.000		.000	.116	.006	.000	.014	.000	.000
	N	105	105	105	105	105	105	105	105	105
K3	Pearson Correlation	.323**	.349**	1	.310**	.126	.356**	.148	.043	.571**
	Sig. (1-tailed)	.000	.000		.001	.100	.000	.066	.331	.000
	N	105	105	105	105	105	105	105	105	105
K4	Pearson Correlation	.145	.118	.310**	1	.235**	.070	.040	.172*	.461**
	Sig. (1-tailed)	.071	.116	.001		.008	.240	.341	.040	.000

	N	105	105	105	105	105	105	105	105	105
	Pearson Correlation	.190*	.242**	.126	.235**	1	.467**	.281**	.284**	.628**
K5	Sig. (1-tailed)	.026	.006	.100	.008		.000	.002	.002	.000
	N	105	105	105	105	105	105	105	105	105
	Pearson Correlation	.335**	.548**	.356**	.070	.467**	1	.341**	.099	.706**
K6	Sig. (1-tailed)	.000	.000	.000	.240	.000		.000	.156	.000
	N	105	105	105	105	105	105	105	105	105
	Pearson Correlation	.107	.216*	.148	.040	.281**	.341**	1	.214*	.505**
K7	Sig. (1-tailed)	.140	.014	.066	.341	.002	.000		.014	.000
	N	105	105	105	105	105	105	105	105	105
	Pearson Correlation	.119	.376**	.043	.172*	.284**	.099	.214*	1	.491**
K8	Sig. (1-tailed)	.113	.000	.331	.040	.002	.156	.014		.000
	N	105	105	105	105	105	105	105	105	105
	Pearson Correlation	.556**	.686**	.571**	.461**	.628**	.706**	.505**	.491**	1
Kinerja	Sig. (1-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	105	105	105	105	105	105	105	105	105

\*\* . Correlation is significant at the 0.01 level (1-tailed).

\* . Correlation is significant at the 0.05 level (1-tailed).

#### 4. Reliabilitas

##### Scale: WORK FAMILY

###### Case Processing Summary

		N	%
Cases	Valid	105	100.0
	Excluded <sup>a</sup>	0	.0
	Total	105	100.0

a. Listwise deletion based on all variables in the procedure.

###### Reliability Statistics

Cronbach's Alpha	N of Items
.660	6

## Scale: STRES

### Case Processing Summary

		N	%
Cases	Valid	105	100.0
	Excluded <sup>a</sup>	0	.0
	Total	105	100.0

a. Listwise deletion based on all variables in the procedure.

### Reliability Statistics

Cronbach's Alpha	N of Items
.749	6

## Scale: KINERJA

### Case Processing Summary

		N	%
Cases	Valid	105	100.0
	Excluded <sup>a</sup>	0	.0
	Total	105	100.0

a. Listwise deletion based on all variables in the procedure.

### Reliability Statistics

Cronbach's Alpha	N of Items
.712	8

## 5. Uji Linearitas

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
(Combined)			801.349	13	61.642	4.860	.000
Kinerja *	Between	Linearity	735.853	1	735.853	58.016	.000
	Groups	Deviation	65.496	12	5.458	.430	.947
Work_fam	from Linearity						
ily	Within Groups		1154.213	91	12.684		
Total			1955.562	104			

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
(Combined)			745.635	15	49.709	3.657	.000
Kinerja *	Between	Linearity	473.100	1	473.100	34.800	.000
	Groups	Deviation	272.536	14	19.467	1.432	.155
Stress	from Linearity						
Within Groups			1209.927	89	13.595		
Total			1955.562	104			

## 6. Uji Multikolinearitas

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	5.550	2.602		2.133	.035		
1 Work_family	.685	.113	.494	6.046	.000	.821	1.218
Stress	.347	.100	.283	3.464	.001	.821	1.218

a. Dependent Variable: Kinerja

## 7. Analisis Jalur

### 1. X-Y

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.613 <sup>a</sup>	.376	.370	3.441

a. Predictors: (Constant), Work\_family

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	735.853	1	735.853	62.140	.000 <sup>b</sup>
	Residual	1219.708	103	11.842		
	Total	1955.562	104			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Work\_family

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.797	2.554		3.445	.001
	Work_family	.851	.108	.613	7.883	.000

a. Dependent Variable: Kinerja

## 2. X-Z

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.423 <sup>a</sup>	.179	.171	3.220

a. Predictors: (Constant), Work\_family

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	233.251	1	233.251	22.496	.000 <sup>b</sup>
	Residual	1067.949	103	10.368		
	Total	1301.200	104			

a. Dependent Variable: Stress

b. Predictors: (Constant), Work\_family

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.365	2.389		3.919	.000
	Work_family	.479	.101	.423	4.743	.000

a. Dependent Variable: Stress

### 3. Z-Y

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.492 <sup>a</sup>	.242	.235	3.794

a. Predictors: (Constant), Stress

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	473.100	1	473.100	32.870	.000 <sup>b</sup>
	Residual	1482.462	103	14.393		
	Total	1955.562	104			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Stress

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	16.331	2.198		7.430	.000
	Stress	.603	.105	.492	5.733	.000

a. Dependent Variable: Kinerja