

## KARATTERISTIK RESPONDEN

### Deskripsi Responden Jabatan Berkerja

Jabatan	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Staff	25	67,6	67,6	67,6
Team Leader	10	27,0	27,0	94,6
Site Manager	2	5,4	5,4	100,0
Total	37	100,0	100,0	

### Deskripsi Responden Lama\_Berkerja

Lama Berkerja	Frequency	Percent	Valid Percent	Cumulative Percent
Valid <1	7	18,9	18,9	18,9
1 - 3	17	45,9	45,9	64,9
>3	13	35,1	35,1	100,0
Total	37	100,0	100,0	

### Deskripsi Berdasarkan Jensi\_Kelamin

Jenis Kelamin	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-laki	13	35,1	35,1	35,1
Permempuan	24	64,9	64,9	100,0
Total	37	100,0	100,0	

### Deskripsi Berdasarkan Pendidikan Terakhir

Pendidikan Terakhir	Frequency	Percent	Valid Percent	Cumulative Percent
Valid SMA	9	24,3	24,3	24,3
D3	8	21,6	21,6	45,9
S1	20	54,1	54,1	100,0
Total	37	100,0	100,0	

## DESKRIPTIF STATISTIK

### Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation	
	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic
Stres_Kerja	37	2	4	3,05	,116	,705
Motivasi_Kerja	37	3	5	3,97	,072	,440

Kompensasi	37	2	5	3,30	,102	,618
Kepuasan_Kerja	37	2	5	3,81	,101	,616
Kinerja_Karyawan	37	3	5	4,00	,077	,471
Dukungan_Sosial	37	3	5	3,89	,108	,658
Valid N (listwise)	37					

### HASIL UJI VALIDITAS

Variabel	Item	$r_{hitung}$	$r_{tabel}$	Kondisi	Keterangan
(X1) Stres Kerja	X1.1	0,982	0,324	$r_{hitung} > r_{tabel}$	Valid
	X1.2	0,946	0,324	$r_{hitung} > r_{tabel}$	Valid
	X1.3	0,984	0,324	$r_{hitung} > r_{tabel}$	Valid
	X1.4	0,967	0,324	$r_{hitung} > r_{tabel}$	Valid
	X1.5	0,962	0,324	$r_{hitung} > r_{tabel}$	Valid
	X1.6	0,980	0,324	$r_{hitung} > r_{tabel}$	Valid
	X1.7	0,982	0,324	$r_{hitung} > r_{tabel}$	Valid

Variabel	Item	$r_{hitung}$	$r_{tabel}$	kondisi	Keterangan
(X2) Motivasi Kerja	X2.1	0,558	0,324	$r_{hitung} > r_{tabel}$	Valid
	X2.2	0,591	0,324	$r_{hitung} > r_{tabel}$	Valid
	X2.3	0,631	0,324	$r_{hitung} > r_{tabel}$	Valid
	X2.4	0,714	9,324	$r_{hitung} > r_{tabel}$	Valid
	X2.5	0,802	0,324	$r_{hitung} > r_{tabel}$	Valid
	X2.6	0,809	0,324	$r_{hitung} > r_{tabel}$	Valid
	X2.7	0,660	0,324	$r_{hitung} > r_{tabel}$	Valid
	X2.8	0,595	0,324	$r_{hitung} > r_{tabel}$	Valid
	X2.9	0,632	0,324	$r_{hitung} > r_{tabel}$	Valid
	X2.10	0,793	0,324	$r_{hitung} > r_{tabel}$	Valid
	X2.11	0,691	0,324	$r_{hitung} > r_{tabel}$	Valid

Variabel	Item	$r_{hitung}$	$r_{tabel}$	Kondisi	Keterangan
(X3) Kompensasi	X3.1	0,578	0,324	$r_{hitung} > r_{tabel}$	Valid
	X3.2	0,574	0,324	$r_{hitung} > r_{tabel}$	Valid

	X3.3	0,589	0,324	$r_{hitung} > r_{tabel}$	Valid
	X3.4	0,605	0,324	$r_{hitung} > r_{tabel}$	Valid
	X3.5	0,810	0,324	$r_{hitung} > r_{tabel}$	Valid
	X3.6	0,604	0,324	$r_{hitung} > r_{tabel}$	Valid
	X3.7	0,646	0,324	$r_{hitung} > r_{tabel}$	Valid
	X3.8	0,612	0,324	$r_{hitung} > r_{tabel}$	Valid
	X3.9	0,689	0,324	$r_{hitung} > r_{tabel}$	Valid
	X3.10	0,752	0,324	$r_{hitung} > r_{tabel}$	Valid
	X3.11	0,741	0,324	$r_{hitung} > r_{tabel}$	Valid
	X3.12	0,898	0,324	$r_{hitung} > r_{tabel}$	Valid
	X3.13	0,604	0,324	$r_{hitung} > r_{tabel}$	Valid
	X3.14	0,696	0,324	$r_{hitung} > r_{tabel}$	Valid
	X3.15	0,737	0,324	$r_{hitung} > r_{tabel}$	Valid

Variabel	Item	$r_{hitung}$	$r_{tabel}$	Kondisi	Keterangan
(X4) Kepuasan Kerja	X4.1	0,687	0,324	$r_{hitung} > r_{tabel}$	Valid
	X4.2	0,899	0,324	$r_{hitung} > r_{tabel}$	Valid
	X4.3	0,618	0,324	$r_{hitung} > r_{tabel}$	Valid
	X4.4	0,607	0,324	$r_{hitung} > r_{tabel}$	Valid
	X4.5	0,727	0,324	$r_{hitung} > r_{tabel}$	Valid
	X4.6	0,912	0,324	$r_{hitung} > r_{tabel}$	Valid
	X4.7	0,840	0,324	$r_{hitung} > r_{tabel}$	Valid
	X4.8	0,788	0,324	$r_{hitung} > r_{tabel}$	Valid
	X4.9	0,888	0,324	$r_{hitung} > r_{tabel}$	Valid
	X4.10	0,884	0,324	$r_{hitung} > r_{tabel}$	Valid

Variabel	Item	$r_{hitung}$	$r_{tabel}$	Kondisi	keterangan
(Y) Kinreja Karyawan	Y1	0,559	0,324	$r_{hitung} > r_{tabel}$	Valid
	Y2	0,433	0,324	$r_{hitung} > r_{tabel}$	Valid
	Y3	0,871	0,324	$r_{hitung} > r_{tabel}$	Valid
	Y4	0,646	0,324	$r_{hitung} > r_{tabel}$	Valid
	Y5	0,530	0,324	$r_{hitung} > r_{tabel}$	Valid

	Y6	0,844	0,324	$r_{hitung} > r_{tabel}$	Valid
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Variabel	Item	$r_{hitung}$	$r_{tabel}$	Kondisi	Keterangan
(Z) Dukungan Sosial	Z1	0,606	0,324	$r_{hitung} > r_{tabel}$	Valid
	Z2	0,606	0,324	$r_{hitung} > r_{tabel}$	Valid
	Z3	0,631	0,324	$r_{hitung} > r_{tabel}$	Valid
	Z4	0,832	0,324	$r_{hitung} > r_{tabel}$	Valid
	Z5	0,937	0,324	$r_{hitung} > r_{tabel}$	Valid
	Z6	0,918	0,324	$r_{hitung} > r_{tabel}$	Valid
	Z7	0,761	0,324	$r_{hitung} > r_{tabel}$	Valid
	Z8	0,725	0,324	$r_{hitung} > r_{tabel}$	Valid
	Z9	0,740	0,324	$r_{hitung} > r_{tabel}$	Valid

### UJI REABILITAS

#### Hasil Uji Reliabilitas Stres Kerja

##### Reliability Statistics

Cronbach's Alpha	N of Items
,723	7

#### Hasil Uji Reliabilitas Motivasi Kerja

##### Reliability Statistics

Cronbach's Alpha	N of Items
,750	11

#### Hasil Uji Reliabilitas Kompensasi

##### Reliability Statistics

Cronbach's Alpha	N of Items
,863	15

### Hasil Uji Reliabilitas Kepuasan Kerja

#### Reliability Statistics

Cronbach's Alpha	N of Items
,883	10

### Hasil Uji Reliabilitas Kinerja Karyawan

#### Reliability Statistics

Cronbach's Alpha	N of Items
,777	6

### Hasil Uji Reliabilitas Dukungan Sosial

#### Reliability Statistics

Cronbach's Alpha	N of Items
,840	9

## UJI NORMALITAS

### Hasil pengujian Normalitas Model 1

#### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		37
Normal Parameters <sup>a,b</sup>	Mean	0E-7
	Std. Deviation	1,71550056
	Absolute	,105
Most Extreme Differences	Positive	,105
	Negative	-,104
Kolmogorov-Smirnov Z		,641
Asymp. Sig. (2-tailed)		,806

a. Test distribution is Normal.

b. Calculated from data.

### Hasil Pengujian Normalitas Model 2

#### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		37
Normal Parameters <sup>a,b</sup>	Mean	0E-7

	Std. Deviation	1,67033253
	Absolute	,126
Most Extreme Differences	Positive	,126
	Negative	-,122
Kolmogorov-Smirnov Z		,764
Asymp. Sig. (2-tailed)		,603

- a. Test distribution is Normal.  
b. Calculated from data.

## UJI MULTIKOLONIERITAS

### Hasil Uji Multikolonieritas Model 1

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	5,425	3,784		1,434	,161		
	StresKerja	-,101	,079	-,151	-1,280	,210	,840	1,190
	Motivasi Kerja	,283	,088	,413	3,221	,003	,712	1,404
	Kompensasi	-,060	,055	-,173	-1,087	,285	,462	2,164
	Kepuasan Kerja	,299	,090	,600	3,338	,002	,362	2,761

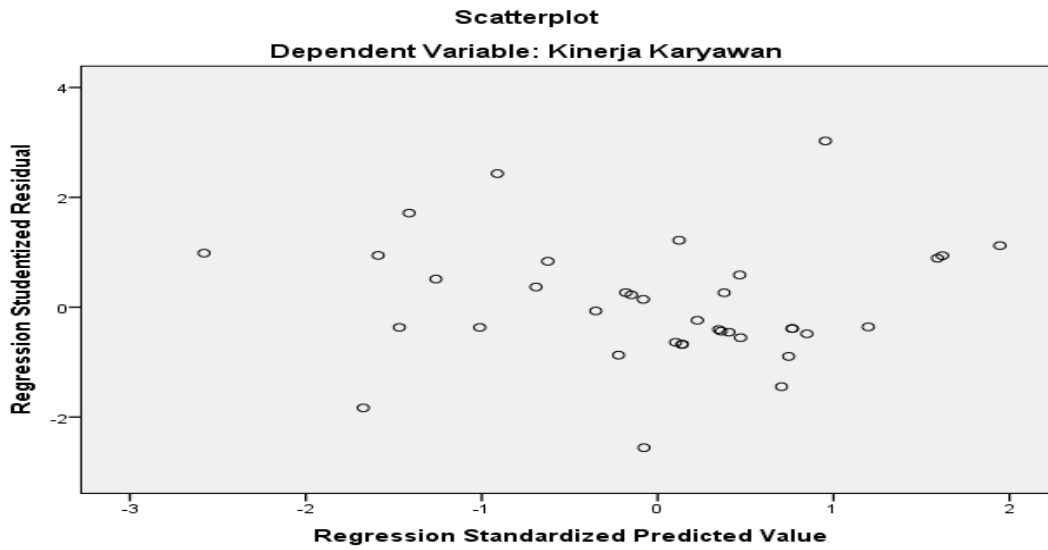
a. Dependent Variable: Kinerja Karyawan

### Hasil Uji Multikolonieritas Model 2

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	23,732	,300		78,981	,000		
	Zscore: StresKerja	-,427	,330	-,152	-1,291	,207	,686	1,458
	Zscore: Motivasi Kerja	1,508	,356	,538	4,232	,000	,590	1,696
	Zscore: Kompensasi	-,757	,429	-,270	-1,763	,089	,406	2,463
	Zscore: Kepuasan Kerja	1,536	,461	,548	3,329	,002	,351	2,845
	Z1	,280	,300	,118	,935	,358	,596	1,678
	Z2	,943	,433	,302	2,178	,038	,495	2,019
	Z3	1,074	,418	,477	2,568	,016	,276	3,621
	Z4	-,829	,465	-,364	-1,783	,085	,229	4,373

a. Dependent Variable: Kinerja Karyawan

## UJI HETERKOSKEDASITAS



## ANALISIS LINEAR BERGANDA

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	6,905	4,392		1,572	,127
StresKerja	-,285	,636	-,424	-,448	,658
Motivasi Kerja	,398	,569	,582	,701	,489
Kompensasi	-,535	,407	-1,540	-1,314	,200
Kepuasan Kerja	,836	,666	1,677	1,256	,220
MRA_1	,005	,017	,307	,289	,775
MRA_2	-,003	,017	-,335	-,203	,841
MRA_3	,013	,011	2,222	1,181	,248
MRA_4	-,016	,019	-1,929	-,822	,418

a. Dependent Variable: Kinerja Karyawan

## KOEFSISIEN DETERMINASI

### Uji Determinasi Model 1

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

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,791 <sup>a</sup>	,625	,578	1,81956

- a. Predictors: (Constant), Kepuasan Kerja, StresKerja, Motivasi Kerja, Kompensasi
- b. Dependent Variable: Kinerja Karyawan

### Uji Detreminasi Model 2

#### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,803 <sup>a</sup>	,645	,543	1,89398

- a. Predictors: (Constant), MRA\_4, StresKerja, Motivasi Kerja, Kompensasi, Kepuasan Kerja, MRA\_1, MRA\_2, MRA\_3
- b. Dependent Variable: Kinerja Karyawan

### UJI F

#### Uji F model 1

##### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	176,811	4	44,203	13,351	,000 <sup>b</sup>
	Residual	105,946	32	3,311		
	Total	282,757	36			

- a. Dependent Variable: Kinerja Karyawan
- b. Predictors: (Constant), Kepuasan Kerja, StresKerja, Motivasi Kerja, Kompensasi

#### Uji F model 2

##### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	182,316	8	22,790	6,353	,000 <sup>b</sup>
	Residual	100,440	28	3,587		
	Total	282,757	36			

- a. Dependent Variable: Kinerja Karyawan
- b. Predictors: (Constant), MRA\_4, StresKerja, Motivasi Kerja, Kompensasi, Kepuasan Kerja, MRA\_1, MRA\_2, MRA\_3



## UJI T

### Uji t model 1

#### Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	5,425	3,784		1,434	,161
	StresKerja	-,101	,079	-,151	-1,280	,210
	Motivasi Kerja	,283	,088	,413	3,221	,003
	Kompensasi	-,060	,055	-,173	-1,087	,285
	Kepuasan Kerja	,299	,090	,600	3,338	,002

a. Dependent Variable: Kinerja Karyawan

### Uji t model 2

#### Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	6,905	4,392		1,572	,127
	StresKerja	-,285	,636	-,424	-,448	,658
	Motivasi Kerja	,398	,569	,582	,701	,489
	Kompensasi	-,535	,407	-1,540	-1,314	,200
	Kepuasan Kerja	,836	,666	1,677	1,256	,220
	MRA_1	,005	,017	,307	,289	,775
	MRA_2	-,003	,017	-,335	-,203	,841
	MRA_3	,013	,011	2,222	1,181	,248
	MRA_4	-,016	,019	-1,929	-,822	,418

a. Dependent Variable: Kinerja Karyawan

# LAMPIRAN