

LAMPIRAN

Lampiran 01. Surat Izin Penelitian



KEMENTERIAN PENDIDIKAN, KEBUDAYAAN,
RISET, DAN TEKNOLOGI
UNIVERSITAS PENDIDIKAN GANESHA
FAKULTAS EKONOMI

Jalan Udayana No. 11 Singaraja-Bali. Telepon : (0362) 26830
Website : <http://www.fe.undiksha.ac.id/>

Nomor : 1949/UN48.13.1/DL/2023
Lamp. : -
Hal : *Permohonan Data dan Penelitian*

Singaraja, 23 Oktober 2023

Kepada Yth. Kepala Coop TLM Indonesia, Cabang Buleleng
di-
Tempat

Dengan Hormat,

Wakil Dekan I Fakultas Ekonomi Universitas Pendidikan Ganesha menerangkan bahwa mahasiswa/i tersebut dibawah ini :

Nama : Esa Kurniawan A.D. Nassa
NIM. : 2017041216
Fakultas : Ekonomi
Jurusan/Prodi. : Manajemen/Manajemen

Bermaksud mengadakan penelitian lapangan untuk menempuh atau menyusun tugas akhir, skripsi dan melengkapi tugas lainnya. Sehubungan dengan hal tersebut, kami mohon izin agar mahasiswa kami dapat diterima dan diberikan data di tempat yang Bapak/Ibu/Sdr. Pimpin.

Demikian surat ini kami buat agar bisa digunakan sebagaimana mestinya. Atas perhatian dan kerjasamanya, kami sampaikan terima kasih.

a.n. Dekan,
Wakil Dekan I,



Dr. Dra. Ni Made Suci, M. Si.
NIP. 196810291993032001



Catatan :

- UU ITE No. 11 Tahun 2008 Pasal 5 ayat 1 "Informasi Elektronik dan/atau Dokumen Elektronik dan/atau hasil cetaknya merupakan alat bukti hukum yang sah"
- Dokumen ini tertanda ditandatangani secara elektronik menggunakan sertifikat elektronik yang diterbitkan BsrE
- Surat ini dapat dibuktikan keasliannya dengan menggunakan *qr code* yang telah tersedia



KEMENTERIAN PENDIDIKAN, KEBUDAYAAN,
RISET, DAN TEKNOLOGI
UNIVERSITAS PENDIDIKAN GANESHA
FAKULTAS EKONOMI

Jalan Udayana No. 11 Singaraja-Bali. Telepon : (0362) 26830
Website : <http://www.fe.undiksha.ac.id/>

Nomor : 935/UN48.13.1/DL/2024

Singaraja, 17 Mei 2024

Lamp. : -

Hal : *Permohonan Data dan Penelitian*

Kepada Yth. Koperasi Kredit Swastiastu Singaraja
di-
Tempat

Dengan Hormat,

Wakil Dekan I Fakultas Ekonomi Universitas Pendidikan Ganesha menerangkan bahwa mahasiswa/i tersebut dibawah ini :

Nama : Esa Kurniawan AD Nassa
NIM. : 2017041216
Fakultas : Ekonomi
Jurusan/Prodi. : S1 Manajemen

Bermaksud mengadakan penelitian lapangan untuk menempuh atau menyusun tugas akhir, skripsi dan melengkapi tugas lainnya. Sehubungan dengan hal tersebut, kami mohon izin agar mahasiswa kami dapat diterima dan diberikan data di tempat yang Bapak/Ibu/Sdr. Pimpin.

Demikian surat ini kami buat agar bisa digunakan sebagaimana mestinya. Atas perhatian dan kerjasamanya, kami sampaikan terima kasih.

a.n. Dekan,
Wakil Dekan I,



Dr. Dra. Ni Made Suci, M. Si.
NIP. 196810291993032001



Balai
Sertifikasi
Elektronik

Catatan :

- UU ITE No. 11 Tahun 2008 Pasal 5 ayat 1 "Informasi Elektronik dan/atau Dokumen Elektronik dan/atau hasil cetaknya merupakan alat bukti hukum yang sah"
- Dokumen ini tertanda ditandatangani secara elektronik menggunakan sertifikat elektronik yang diterbitkan BsRE
- Surat ini dapat dibuktikan keasliannya dengan menggunakan qr code yang telah tersedia

Lampiran 02. Kuesioner**KUESIONER PENELITIAN**

Perihal : Permohonan Pengisian Kuesioner
Lampiran : Kuesioner Penelitian
Kepada,

Yth, Bapak/Ibu/ Karyawan Coop TLM Indonesia Cabang Buleleng
Dengan Hormat,

Dalam rangka penyusunan tugas akhir (skripsi) sebagai mahasiswa Program Strata 1 (S1) Universitas Pendidikan Ganesha, maka dengan ini saya:

Nama : Esa Kurniawan A. D. Nassa

Nim : 2017041216

Program Studi/Jurusan : Manajemen/Manajemen

Bermaksud melakukan penelitian mengenai “Pengaruh Stres Kerja dan Kompensasi terhadap Kinerja Coop TLM Indonesia Cabang Buleleng”.

Untuk itu saya mohon kesediaan Bapak/Ibu untuk menjadi responden dan menjawab seluruh item pertanyaan atau pernyataan dalam kuesioner ini secara objektif sesuai dengan petunjuk pengisian. Kuesioner ini nantinya akan saya gunakan semata – mata untuk keperluan ilmiah dan kerahasiaan identitas akan tetap terjaga. Atas kerja sama bantuan dan kesediaan Bapak/Ibu untuk mengisi dan menjawab semua pertanyaan atau pernyataan dalam kuesioner ini, saya ucapkan Terima Kasih.

Hormat Saya,

Esa Kurniawan A. D. Nassa
NIM 2017041216

KUESIONER PENELITIAN

Perihal : Permohonan Pengisian Kuesioner
Lampiran : Kuesioner Penelitian
Kepada,

Yth, Bapak/Ibu/ Karyawan Koperasi Kredit Swastiastu
Dengan Hormat,

Dalam rangka penyusunan tugas akhir (skripsi) sebagai mahasiswa Program Strata 1 (S1) Universitas Pendidikan Ganesha, maka dengan ini saya:

Nama : Esa Kurniawan A. D. Nassa
Nim : 2017041216
Program Studi/Jurusan : Manajemen/Manajemen

Bermaksud melakukan penelitian mengenai “Pengaruh Stres Kerja dan Kompensasi terhadap Kinerja Coop TLM Indonesia Cabang Buleleng”.

Untuk itu saya mohon kesediaan Bapak/Ibu untuk menjadi responden dan menjawab seluruh item pertanyaan atau pernyataan dalam kuesioner ini secara objektif sesuai dengan petunjuk pengisian. Kuesioner ini nantinya akan saya gunakan semata – mata untuk keperluan ilmiah dan kerahasiaan identitas akan tetap terjaga. Atas kerja sama bantuan dan kesediaan Bapak/Ibu untuk mengisi dan menjawab semua pertanyaan atau pernyataan dalam kuesioner ini, saya ucapkan Terima Kasih.

Hormat Saya,

Esa Kurniawan A. D. Nassa
NIM 2017041216

A. IDENTITAS RESPONDEN(berikan tanda \surd pada kotak jawaban)

1. Nama :
2. Alamat :
3. Usia :
4. Jenis Kelamin : Laki-laki Perempuan

B. PETUNJUK PENGISIAN

Silahkan anda pilih jawaban yang menurut anda paling sesuai dengan kondisi yang ada dengan memberikan (\surd) pada pilihan jawaban yang tersedia.

Keterangan:

- SS : Sangat Setuju
 S : Setuju
 N : Netral
 TS : Tidak Setuju
 STS : Sangat Tidak Setuju

C. Draft Pernyataan**Kinerja Karyawan**

| No | Pernyataan | STS | TS | N | S | SS |
|-----------|--|-----|----|---|---|----|
| | | 1 | 2 | 3 | 4 | 5 |
| A. | Kualitas Kerja | | | | | |
| 1. | Saya mengerjakan pekerjaan sesuai dengan standar yang ditentukan | | | | | |
| 2. | Saya mampu mengerjakan tugas sesuai kualitas/mutu | | | | | |
| B. | Kuantitas | | | | | |

| No | Pernyataan | STS | TS | N | S | SS |
|-----------|--|-----|----|---|---|----|
| | | 1 | 2 | 3 | 4 | 5 |
| 3. | Kualitas pekerjaan saya sudah memenuhi standar yang telah ditetapkan oleh perusahaan tempat saya kerja | | | | | |
| 4. | Saya menyelesaikan tugas sesuai target kinerja yang telah saya buat | | | | | |
| C. | Ketetapan waktu | | | | | |
| 5. | Saya selalu menyelesaikan pekerjaan tepat waktu | | | | | |
| 6. | Saya datang dan pulang kerja sesuai dengan jam kerja yang ditetapkan | | | | | |

Stres Kerja

| No | Pernyataan | STS | TS | N | S | SS |
|-----------|---|-----|----|---|---|----|
| | | 1 | 2 | 3 | 4 | 5 |
| A. | Perilaku Pribadi | | | | | |
| 7. | Saya merasa kesulitan untuk memberikan ide yang inovatif dan kreatif mengenai masalah pekerjaan | | | | | |
| 8. | Saya suka menunda pekerjaan | | | | | |
| B. | Beban Kerja | | | | | |
| 9. | Beban kerja yang diberikan sesuai dengan ketentuan kerja yang diterapkan | | | | | |

| | | | | | | |
|-----------|---|--|--|--|--|--|
| 10. | Pekerjaan yang saya dapatkan melebihi kapasitas saya | | | | | |
| C. | Psikologi | | | | | |
| 11. | Saya merasa kecewa bila tidak dapat menyelesaikan pekerjaan tepat waktu | | | | | |
| 12. | Saya tidak dapat bekerja dengan maksimal ketika ada masalah keluarga | | | | | |

Kompensasi

| No | Pernyataan | STS | TS | N | S | SS |
|-----------|--|-----|----|---|---|----|
| | | 1 | 2 | 3 | 4 | 5 |
| A. | Gaji | | | | | |
| 13. | Gaji yang saya dapat sudah sesuai dengan tanggung jawab yang diberikan | | | | | |
| 14. | Gaji saya sudah cukup untuk kehidupan saya sehari-hari | | | | | |
| B. | Insentif | | | | | |
| 15. | Insentif (bonus/komisi) yang diterima telah sesuai dengan kualitas pekerjaan yang dihasilkan | | | | | |
| 16. | Insentif (bonus/komisi) yang diberikan mampu memenuhi sebagian kebutuhan pokok saya | | | | | |
| C. | Asuransi | | | | | |

| No | Pernyataan | STS | TS | N | S | SS |
|-----------|---|-----|----|---|---|----|
| | | 1 | 2 | 3 | 4 | 5 |
| 17. | Tunjangan kesehatan yang diberikan oleh perusahaan membuat saya aman, terutama bila diberikan pekerjaan yang beresiko | | | | | |
| 18. | Pemberian tunjangan kesehatan membuat saya loyal terhadap perusahaan | | | | | |
| D. | Fasilitas | | | | | |
| 19. | Fasilitas yang diberikan perusahaan di tempat saya bekerja sudah cukup | | | | | |
| 20. | Perusahaan selalu memperhatikan pemenuhan akan kebutuhan dan fasilitas untuk karyawan | | | | | |



Lampiran 03. Tabulasi Data

Stres Kerja (X₁)

| No | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1 |
|----|------|------|------|------|------|------|----|
| 1 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 2 | 4 | 4 | 4 | 5 | 4 | 4 | 25 |
| 3 | 2 | 3 | 3 | 3 | 3 | 3 | 17 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 5 | 5 | 5 | 5 | 3 | 5 | 5 | 28 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 8 | 3 | 3 | 3 | 4 | 4 | 4 | 21 |
| 9 | 4 | 4 | 4 | 3 | 4 | 3 | 22 |
| 10 | 4 | 3 | 3 | 3 | 3 | 4 | 20 |
| 11 | 3 | 3 | 4 | 3 | 3 | 4 | 20 |
| 12 | 5 | 5 | 5 | 5 | 2 | 5 | 27 |
| 13 | 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 14 | 4 | 4 | 5 | 4 | 4 | 4 | 25 |
| 15 | 4 | 5 | 4 | 4 | 4 | 4 | 25 |
| 16 | 3 | 4 | 4 | 3 | 3 | 4 | 21 |
| 17 | 3 | 5 | 5 | 5 | 5 | 5 | 28 |
| 18 | 4 | 4 | 5 | 5 | 4 | 4 | 26 |
| 19 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 20 | 5 | 5 | 5 | 5 | 5 | 2 | 27 |
| 21 | 5 | 5 | 5 | 4 | 4 | 5 | 28 |
| 22 | 5 | 4 | 3 | 3 | 3 | 3 | 21 |
| 23 | 4 | 3 | 4 | 3 | 4 | 3 | 21 |
| 24 | 4 | 5 | 4 | 4 | 4 | 5 | 26 |
| 25 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 26 | 4 | 4 | 4 | 5 | 4 | 3 | 25 |
| 27 | 5 | 4 | 4 | 4 | 5 | 4 | 26 |
| 28 | 3 | 4 | 3 | 3 | 3 | 3 | 19 |
| 29 | 3 | 3 | 4 | 4 | 5 | 5 | 24 |
| 30 | 5 | 4 | 3 | 4 | 4 | 5 | 25 |
| 31 | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |


Kompensasi (X₂)

| No | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2 |
|----|------|------|------|------|------|------|------|------|----|
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 29 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 6 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 5 | 36 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 8 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 28 |
| 9 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 30 |
| 10 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 29 |
| 11 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 28 |
| 12 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 38 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 15 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 33 |
| 16 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 29 |
| 17 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 31 |
| 18 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 37 |
| 19 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 35 |
| 20 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 35 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 22 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 23 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 26 |
| 24 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 29 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 27 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 26 |
| 28 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 29 |
| 29 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 30 |
| 30 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 32 |
| 31 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 29 |
| 32 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 38 |

Kinerja (Y)

| No | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y |
|----|----|----|----|----|----|----|----|
| 1 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 3 | 3 | 3 | 3 | 4 | 3 | 4 | 20 |

| | | | | | | | |
|----|---|---|---|---|---|---|-----------|
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 6 | 5 | 5 | 4 | 4 | 5 | 5 | 28 |
| 7 | 5 | 5 | 4 | 5 | 5 | 4 | 28 |
| 8 | 4 | 4 | 3 | 3 | 4 | 3 | 23 |
| 9 | 4 | 4 | 3 | 4 | 5 | 4 | 24 |
| 10 | 5 | 3 | 3 | 4 | 5 | 3 | 23 |
| 11 | 4 | 3 | 4 | 4 | 3 | 4 | 22 |
| 12 | 5 | 4 | 4 | 4 | 4 | 5 | 26 |
| 13 | 5 | 5 | 4 | 5 | 4 | 5 | 28 |
| 14 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 15 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 17 | 5 | 4 | 5 | 4 | 4 | 5 | 27 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 19 | 5 | 3 | 5 | 4 | 5 | 4 | 26 |
| 20 | 5 | 5 | 4 | 4 | 4 | 5 | 27 |
| 21 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 22 | 5 | 4 | 5 | 4 | 4 | 4 | 26 |
| 23 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 25 | 5 | 4 | 4 | 4 | 4 | 5 | 26 |
| 26 | 5 | 5 | 5 | 4 | 5 | 4 | 28 |
| 27 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 28 | 4 | 4 | 3 | 4 | 4 | 4 | 22 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 31 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 32 | 5 | 5 | 5 | 5 | 4 | 4 | 28 |



Lampiran 04. Hasil Output SPSS

A. Stres Kerja (X₂)

| | | Correlations | | | | | | |
|------|-----------------------------------|--------------|--------|--------|--------|--------|--------|---------|
| | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1 |
| X1.1 | Pearson Correlation | 1 | ,584** | ,421* | ,353* | ,252 | ,226 | ,679** |
| | Sig. (2-tailed) | | ,000 | ,016 | ,048 | ,164 | ,213 | ,000 |
| | Sum of Squares and Cross-products | 21,875 | 10,750 | 7,750 | 7,000 | 5,000 | 4,813 | 57,125 |
| | Covariance | ,706 | ,347 | ,250 | ,226 | ,161 | ,155 | 1,843 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X1.2 | Pearson Correlation | ,584** | 1 | ,677** | ,539** | ,299 | ,370* | ,808** |
| | Sig. (2-tailed) | ,000 | | ,000 | ,001 | ,096 | ,037 | ,000 |
| | Sum of Squares and Cross-products | 10,750 | 15,500 | 10,500 | 9,000 | 5,000 | 6,625 | 57,250 |
| | Covariance | ,347 | ,500 | ,339 | ,290 | ,161 | ,214 | 1,847 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X1.3 | Pearson Correlation | ,421* | ,677** | 1 | ,599** | ,419* | ,370* | ,808** |
| | Sig. (2-tailed) | ,016 | ,000 | | ,000 | ,017 | ,037 | ,000 |
| | Sum of Squares and Cross-products | 7,750 | 10,500 | 15,500 | 10,000 | 7,000 | 6,625 | 57,250 |
| | Covariance | ,250 | ,339 | ,500 | ,323 | ,226 | ,214 | 1,847 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X1.4 | Pearson Correlation | ,353* | ,539** | ,599** | 1 | ,389* | ,311 | ,760** |
| | Sig. (2-tailed) | ,048 | ,001 | ,000 | | ,028 | ,083 | ,000 |
| | Sum of Squares and Cross-products | 7,000 | 9,000 | 10,000 | 18,000 | 7,000 | 6,000 | 58,000 |
| | Covariance | ,226 | ,290 | ,323 | ,581 | ,226 | ,194 | 1,871 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X1.5 | Pearson Correlation | ,252 | ,299 | ,419* | ,389* | 1 | ,207 | ,602** |
| | Sig. (2-tailed) | ,164 | ,096 | ,017 | ,028 | | ,255 | ,000 |
| | Sum of Squares and Cross-products | 5,000 | 5,000 | 7,000 | 7,000 | 18,000 | 4,000 | 46,000 |
| | Covariance | ,161 | ,161 | ,226 | ,226 | ,581 | ,129 | 1,484 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X1.6 | Pearson Correlation | ,226 | ,370* | ,370* | ,311 | ,207 | 1 | ,582** |
| | Sig. (2-tailed) | ,213 | ,037 | ,037 | ,083 | ,255 | | ,000 |
| | Sum of Squares and Cross-products | 4,813 | 6,625 | 6,625 | 6,000 | 4,000 | 20,719 | 47,688 |
| | Covariance | ,155 | ,214 | ,214 | ,194 | ,129 | ,668 | 1,538 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X1 | Pearson Correlation | ,679** | ,808** | ,808** | ,760** | ,602** | ,582** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | Sum of Squares and Cross-products | 57,125 | 57,250 | 57,250 | 58,000 | 46,000 | 47,688 | 323,875 |
| | Covariance | 1,843 | 1,847 | 1,847 | 1,871 | 1,484 | 1,538 | 10,448 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 |

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

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

| Reliability Statistics | |
|------------------------|------------|
| Cronbach's Alpha | N of Items |
| ,859 | 6 |

B. Kompensasi (X₂)

| Correlations | | | | | | | | | | |
|--------------|-----------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2 |
| X2.1 | Pearson Correlation | 1 | ,711** | ,690** | ,550** | ,885** | ,636** | ,580** | ,816** | ,873** |
| | Sig. (2-tailed) | | ,000 | ,000 | ,001 | ,000 | ,000 | ,000 | ,000 | ,000 |
| | Sum of Squares and Cross-products | 12,000 | 9,500 | 10,000 | 8,500 | 11,250 | 8,500 | 8,500 | 10,750 | 79,000 |
| | Covariance | ,387 | ,306 | ,323 | ,274 | ,363 | ,274 | ,274 | ,347 | 2,548 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X2.2 | Pearson Correlation | ,711** | 1 | ,635** | ,603** | ,755** | ,798** | ,590** | ,635** | ,859** |
| | Sig. (2-tailed) | ,000 | | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| | Sum of Squares and Cross-products | 9,500 | 14,875 | 10,250 | 10,375 | 10,688 | 11,875 | 9,625 | 9,313 | 86,500 |
| | Covariance | ,306 | ,480 | ,331 | ,335 | ,345 | ,383 | ,310 | ,300 | 2,790 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X2.3 | Pearson Correlation | ,690** | ,635** | 1 | ,550** | ,659** | ,635** | ,834** | ,621** | ,851** |
| | Sig. (2-tailed) | ,000 | ,000 | | ,001 | ,000 | ,000 | ,000 | ,000 | ,000 |
| | Sum of Squares and Cross-products | 10,000 | 10,250 | 17,500 | 10,250 | 10,125 | 10,250 | 14,750 | 9,875 | 93,000 |
| | Covariance | ,323 | ,331 | ,565 | ,331 | ,327 | ,331 | ,476 | ,319 | 3,000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X2.4 | Pearson Correlation | ,550** | ,603** | ,550** | 1 | ,516** | ,603** | ,590** | ,505** | ,752** |
| | Sig. (2-tailed) | ,001 | ,000 | ,001 | | ,003 | ,000 | ,000 | ,003 | ,000 |
| | Sum of Squares and Cross-products | 8,500 | 10,375 | 10,250 | 19,875 | 8,438 | 10,375 | 11,125 | 8,563 | 87,500 |
| | Covariance | ,274 | ,335 | ,331 | ,641 | ,272 | ,335 | ,359 | ,276 | 2,823 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X2.5 | Pearson Correlation | ,885** | ,755** | ,659** | ,516** | 1 | ,614** | ,552** | ,719** | ,848** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,003 | | ,000 | ,001 | ,000 | ,000 |
| | Sum of Squares and Cross-products | 11,250 | 10,688 | 10,125 | 8,438 | 13,469 | 8,688 | 8,563 | 10,031 | 81,250 |
| | Covariance | ,363 | ,345 | ,327 | ,272 | ,434 | ,280 | ,276 | ,324 | 2,621 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X2.6 | Pearson Correlation | ,636** | ,798** | ,635** | ,603** | ,614** | 1 | ,590** | ,635** | ,829** |

| | | | | | | | | | | |
|------|-----------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | | ,000 | ,000 | ,000 |
| | Sum of Squares and Cross-products | 8,500 | 11,875 | 10,250 | 10,375 | 8,688 | 14,875 | 9,625 | 9,313 | 83,500 |
| | Covariance | ,274 | ,383 | ,331 | ,335 | ,280 | ,480 | ,310 | ,300 | 2,694 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X2.7 | Pearson Correlation | ,580** | ,590** | ,834** | ,590** | ,552** | ,590** | 1 | ,587** | ,811** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,001 | ,000 | | ,000 | ,000 |
| | Sum of Squares and Cross-products | 8,500 | 9,625 | 14,750 | 11,125 | 8,563 | 9,625 | 17,875 | 9,438 | 89,500 |
| | Covariance | ,274 | ,310 | ,476 | ,359 | ,276 | ,310 | ,577 | ,304 | 2,887 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X2.8 | Pearson Correlation | ,816** | ,635** | ,621** | ,505** | ,719** | ,635** | ,587** | 1 | ,823** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,003 | ,000 | ,000 | ,000 | | ,000 |
| | Sum of Squares and Cross-products | 10,750 | 9,313 | 9,875 | 8,563 | 10,031 | 9,313 | 9,438 | 14,469 | 81,750 |
| | Covariance | ,347 | ,300 | ,319 | ,276 | ,324 | ,300 | ,304 | ,467 | 2,637 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X2 | Pearson Correlation | ,873** | ,859** | ,851** | ,752** | ,848** | ,829** | ,811** | ,823** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | Sum of Squares and Cross-products | 79,000 | 86,500 | 93,000 | 87,500 | 81,250 | 83,500 | 89,500 | 81,750 | 682,000 |
| | Covariance | 2,548 | 2,790 | 3,000 | 2,823 | 2,621 | 2,694 | 2,887 | 2,637 | 22,000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |

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

| Reliability Statistics | |
|------------------------|------------|
| Cronbach's Alpha | N of Items |
| ,933 | 8 |

C. Kinerja (Y)

| | | Correlations | | | | | | |
|----|-----------------------------------|--------------|--------|--------|--------|--------|--------|--------|
| | | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y |
| Y1 | Pearson Correlation | 1 | ,598** | ,683** | ,440* | ,665** | ,455** | ,828** |
| | Sig. (2-tailed) | | ,000 | ,000 | ,012 | ,000 | ,009 | ,000 |
| | Sum of Squares and Cross-products | 8,875 | 7,063 | 8,438 | 3,813 | 7,375 | 4,688 | 39,563 |
| | Covariance | ,286 | ,228 | ,272 | ,123 | ,238 | ,151 | 1,276 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Y2 | Pearson Correlation | ,598** | 1 | ,579** | ,550** | ,563** | ,576** | ,857** |

| | | | | | | | | |
|--|-----------------------------------|--------|--------|--------|--------|--------|--------|---------|
| | Sig. (2-tailed) | ,000 | | ,001 | ,001 | ,001 | ,001 | ,000 |
| | Sum of Squares and Cross-products | 7,063 | 15,719 | 9,531 | 6,344 | 8,313 | 7,906 | 54,469 |
| | Covariance | ,228 | ,507 | ,307 | ,205 | ,268 | ,255 | 1,757 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Y3 | Pearson Correlation | ,683** | ,579** | 1 | ,489** | ,465** | ,546** | ,823** |
| | Sig. (2-tailed) | ,000 | ,001 | | ,005 | ,007 | ,001 | ,000 |
| | Sum of Squares and Cross-products | 8,438 | 9,531 | 17,219 | 5,906 | 7,188 | 7,844 | 54,781 |
| | Covariance | ,272 | ,307 | ,555 | ,191 | ,232 | ,253 | 1,767 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Y4 | Pearson Correlation | ,440* | ,550** | ,489** | 1 | ,375* | ,376* | ,645** |
| | Sig. (2-tailed) | ,012 | ,001 | ,005 | | ,035 | ,034 | ,000 |
| | Sum of Squares and Cross-products | 3,813 | 6,344 | 5,906 | 8,469 | 4,063 | 3,781 | 30,094 |
| | Covariance | ,123 | ,205 | ,191 | ,273 | ,131 | ,122 | ,971 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Y5 | Pearson Correlation | ,665** | ,563** | ,465** | ,375* | 1 | ,267 | ,733** |
| | Sig. (2-tailed) | ,000 | ,001 | ,007 | ,035 | | ,140 | ,000 |
| | Sum of Squares and Cross-products | 7,375 | 8,313 | 7,188 | 4,063 | 13,875 | 3,438 | 43,813 |
| | Covariance | ,238 | ,268 | ,232 | ,131 | ,448 | ,111 | 1,413 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Y6 | Pearson Correlation | ,455** | ,576** | ,546** | ,376* | ,267 | 1 | ,670** |
| | Sig. (2-tailed) | ,009 | ,001 | ,001 | ,034 | ,140 | | ,000 |
| | Sum of Squares and Cross-products | 4,688 | 7,906 | 7,844 | 3,781 | 3,438 | 11,969 | 37,156 |
| | Covariance | ,151 | ,255 | ,253 | ,122 | ,111 | ,386 | 1,199 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Y | Pearson Correlation | ,828** | ,857** | ,823** | ,645** | ,733** | ,670** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | Sum of Squares and Cross-products | 39,563 | 54,469 | 54,781 | 30,094 | 43,813 | 37,156 | 257,219 |
| | Covariance | 1,276 | 1,757 | 1,767 | ,971 | 1,413 | 1,199 | 8,297 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| **. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | |
| *. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | |

| Reliability Statistics | |
|------------------------|------------|
| Cronbach's Alpha | N of Items |
| ,794 | 6 |

Lampiran 05. Tabulasi Data Uji Validitas dan Reliabilitas

| No | STRES KERJA | | | | | | TOTAL | KOMPENSASI | | | | | | | | TOTAL | KOMPENSASI | | | | | | TOTAL |
|----|-------------|------|------|------|------|------|-------|------------|------|------|------|------|------|------|------|-------|------------|------|------|------|------|------|-------|
| | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1 | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2 | Y1.1 | Y1.2 | Y1.3 | Y1.4 | Y1.5 | Y1.6 | Y1 |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 38 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 2 | 3 | 4 | 4 | 3 | 4 | 3 | 21 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 34 | 5 | 4 | 5 | 4 | 5 | 5 | 28 |
| 3 | 3 | 3 | 4 | 3 | 4 | 3 | 20 | 5 | 4 | 4 | 2 | 5 | 2 | 4 | 5 | 31 | 5 | 4 | 5 | 5 | 5 | 5 | 29 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 5 | 5 | 4 | 5 | 5 | 5 | 4 | 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 6 | 4 | 4 | 5 | 5 | 4 | 4 | 26 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 3 | 36 | 5 | 4 | 5 | 5 | 5 | 5 | 29 |
| 7 | 3 | 3 | 3 | 3 | 4 | 3 | 19 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 | 4 | 5 | 5 | 5 | 5 | 4 | 28 |
| 8 | 3 | 4 | 3 | 4 | 4 | 3 | 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 9 | 4 | 5 | 5 | 4 | 5 | 4 | 27 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 31 | 4 | 5 | 4 | 5 | 4 | 5 | 27 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 29 | 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 11 | 4 | 4 | 5 | 4 | 5 | 4 | 26 | 4 | 4 | 5 | 4 | 3 | 5 | 5 | 3 | 33 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 12 | 4 | 4 | 5 | 4 | 4 | 4 | 25 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 3 | 36 | 5 | 4 | 4 | 5 | 4 | 4 | 26 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 37 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 14 | 4 | 4 | 4 | 4 | 5 | 4 | 25 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 34 | 5 | 4 | 4 | 5 | 4 | 4 | 26 |
| 15 | 4 | 4 | 5 | 5 | 5 | 4 | 27 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 27 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 17 | 4 | 4 | 5 | 5 | 5 | 4 | 27 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 28 | 5 | 4 | 4 | 5 | 4 | 4 | 26 |
| 18 | 4 | 3 | 4 | 4 | 4 | 3 | 22 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 38 | 4 | 4 | 4 | 4 | 4 | 3 | 23 |
| 19 | 4 | 4 | 4 | 4 | 4 | 3 | 23 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 36 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 20 | 4 | 4 | 4 | 4 | 3 | 4 | 23 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 34 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 36 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 22 | 4 | 4 | 5 | 5 | 5 | 4 | 27 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 37 | 4 | 3 | 4 | 4 | 4 | 4 | 23 |
| 23 | 3 | 4 | 4 | 3 | 3 | 4 | 21 | 5 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 29 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 24 | 4 | 4 | 5 | 5 | 4 | 4 | 26 | 5 | 4 | 3 | 5 | 3 | 4 | 5 | 3 | 32 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 25 | 4 | 3 | 4 | 4 | 3 | 3 | 21 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 34 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 39 | 4 | 3 | 3 | 4 | 3 | 4 | 21 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 26 | 4 | 4 | 3 | 4 | 3 | 3 | 21 |
| 28 | 4 | 3 | 4 | 4 | 4 | 4 | 23 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 34 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 31 | 4 | 4 | 4 | 4 | 4 | 3 | 23 |
| 30 | 4 | 4 | 5 | 5 | 4 | 4 | 26 | 5 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 33 | 5 | 4 | 4 | 5 | 4 | 4 | 26 |
| 31 | 5 | 4 | 5 | 3 | 5 | 4 | 26 | 3 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 32 | 5 | 4 | 5 | 3 | 5 | 5 | 27 |
| 32 | 3 | 5 | 4 | 4 | 5 | 4 | 25 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 37 | 3 | 5 | 4 | 4 | 5 | 5 | 26 |


 A watermark logo for UNDIKSHA (Universitas Pendidikan Indonesia) is visible at the bottom of the page, featuring a blue and yellow shield with the text 'UNDIKSHA' in white.

| | | | | | | | | | | |
|------|---------------------|--------|--------|--------|--------|---------|--------|--------|---------|--------|
| X2.3 | Pearson Correlation | ,376* | ,602** | 1 | ,542** | ,502** | ,362* | ,352* | ,502** | ,792** |
| | Sig. (2-tailed) | ,034 | ,000 | | ,001 | ,003 | ,042 | ,048 | ,003 | ,000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X2.4 | Pearson Correlation | ,484** | ,326 | ,542** | 1 | ,326 | ,521** | ,354* | ,326 | ,730** |
| | Sig. (2-tailed) | ,005 | ,068 | ,001 | | ,069 | ,002 | ,047 | ,069 | ,000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X2.5 | Pearson Correlation | ,408* | ,356* | ,502** | ,326 | 1 | ,131 | ,180 | 1,000** | ,734** |
| | Sig. (2-tailed) | ,020 | ,046 | ,003 | ,069 | | ,474 | ,326 | ,000 | ,000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X2.6 | Pearson Correlation | ,171 | ,218 | ,362* | ,521** | ,131 | 1 | ,291 | ,131 | ,550** |
| | Sig. (2-tailed) | ,350 | ,231 | ,042 | ,002 | ,474 | | ,106 | ,474 | ,001 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X2.7 | Pearson Correlation | ,381* | ,172 | ,352* | ,354* | ,180 | ,291 | 1 | ,180 | ,546** |
| | Sig. (2-tailed) | ,032 | ,348 | ,048 | ,047 | ,326 | ,106 | | ,326 | ,001 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X2.8 | Pearson Correlation | ,408* | ,356* | ,502** | ,326 | 1,000** | ,131 | ,180 | 1 | ,734** |
| | Sig. (2-tailed) | ,020 | ,046 | ,003 | ,069 | ,000 | ,474 | ,326 | | ,000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X2 | Pearson Correlation | ,636** | ,615** | ,792** | ,730** | ,734** | ,550** | ,546** | ,734** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,001 | ,001 | ,000 | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |

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

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

| Reliability Statistics | |
|------------------------|------------|
| Cronbach's Alpha | N of Items |
| ,819 | 8 |

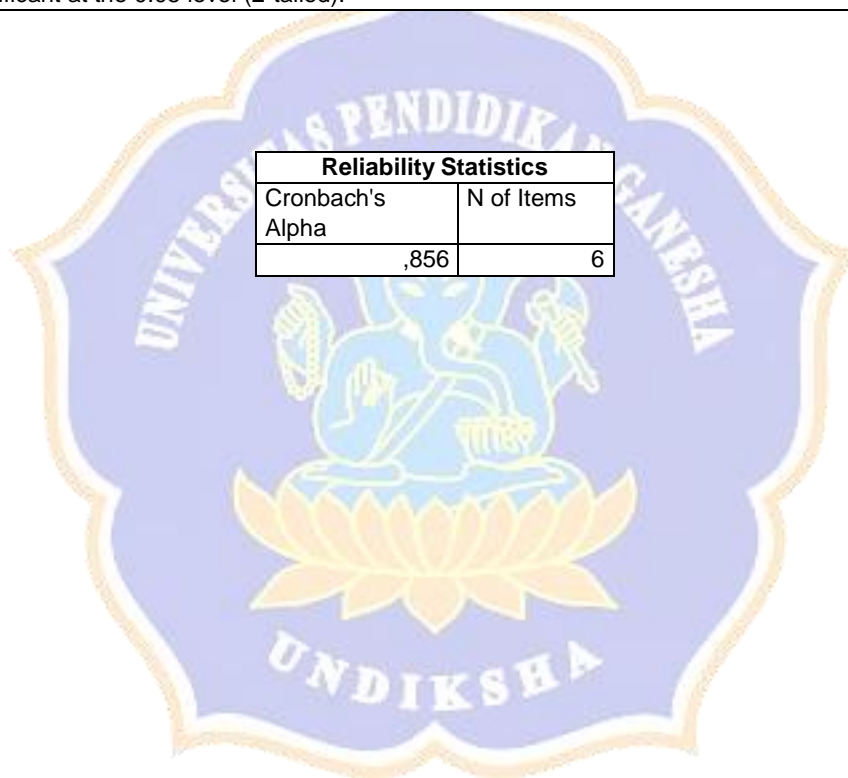
C. Kinerja (Y)

| Correlations | | | | | | | | |
|--------------|---------------------|--------|--------|--------|--------|--------|--------|--------|
| | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y |
| Y.1 | Pearson Correlation | 1 | ,225 | ,583** | ,533** | ,431* | ,347 | ,677** |
| | Sig. (2-tailed) | | ,216 | ,000 | ,002 | ,014 | ,052 | ,000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Y.2 | Pearson Correlation | ,225 | 1 | ,540** | ,461** | ,606** | ,399* | ,701** |
| | Sig. (2-tailed) | ,216 | | ,001 | ,008 | ,000 | ,024 | ,000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Y.3 | Pearson Correlation | ,583** | ,540** | 1 | ,410* | ,953** | ,639** | ,904** |

| | | | | | | | | |
|-----|---------------------|--------|--------|--------|--------|--------|--------|--------|
| | Sig. (2-tailed) | ,000 | ,001 | | ,020 | ,000 | ,000 | ,000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Y.4 | Pearson Correlation | ,533** | ,461** | ,410* | 1 | ,363* | ,281 | ,658** |
| | Sig. (2-tailed) | ,002 | ,008 | ,020 | | ,041 | ,119 | ,000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Y.5 | Pearson Correlation | ,431* | ,606** | ,953** | ,363* | 1 | ,691** | ,888** |
| | Sig. (2-tailed) | ,014 | ,000 | ,000 | ,041 | | ,000 | ,000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Y.6 | Pearson Correlation | ,347 | ,399* | ,639** | ,281 | ,691** | 1 | ,746** |
| | Sig. (2-tailed) | ,052 | ,024 | ,000 | ,119 | ,000 | | ,000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Y | Pearson Correlation | ,677** | ,701** | ,904** | ,658** | ,888** | ,746** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 |

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

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



| | | | | | | | | | | | |
|---|------------|-------|-------|------|-------|------|------|------|------|------|-------|
| 1 | (Constant) | 7,816 | 2,894 | | 2,701 | ,011 | | | | | |
| | X1 | ,530 | ,119 | ,595 | 4,452 | ,000 | ,734 | ,637 | ,521 | ,768 | 1,303 |
| | X2 | ,177 | ,082 | ,288 | 2,155 | ,040 | ,575 | ,372 | ,252 | ,768 | 1,303 |

a. Dependent Variable: Y

Uji Heteroskedasitas

| Coefficients ^a | | | | | | |
|---------------------------|------------|-----------------------------|------------|---------------------------|--------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 1,617 | 1,517 | | 1,065 | ,296 |
| | X1 | ,157 | ,062 | ,460 | 2,508 | ,018 |
| | X2 | -,121 | ,043 | -,516 | -2,809 | ,009 |

a. Dependent Variable: Abs_RES



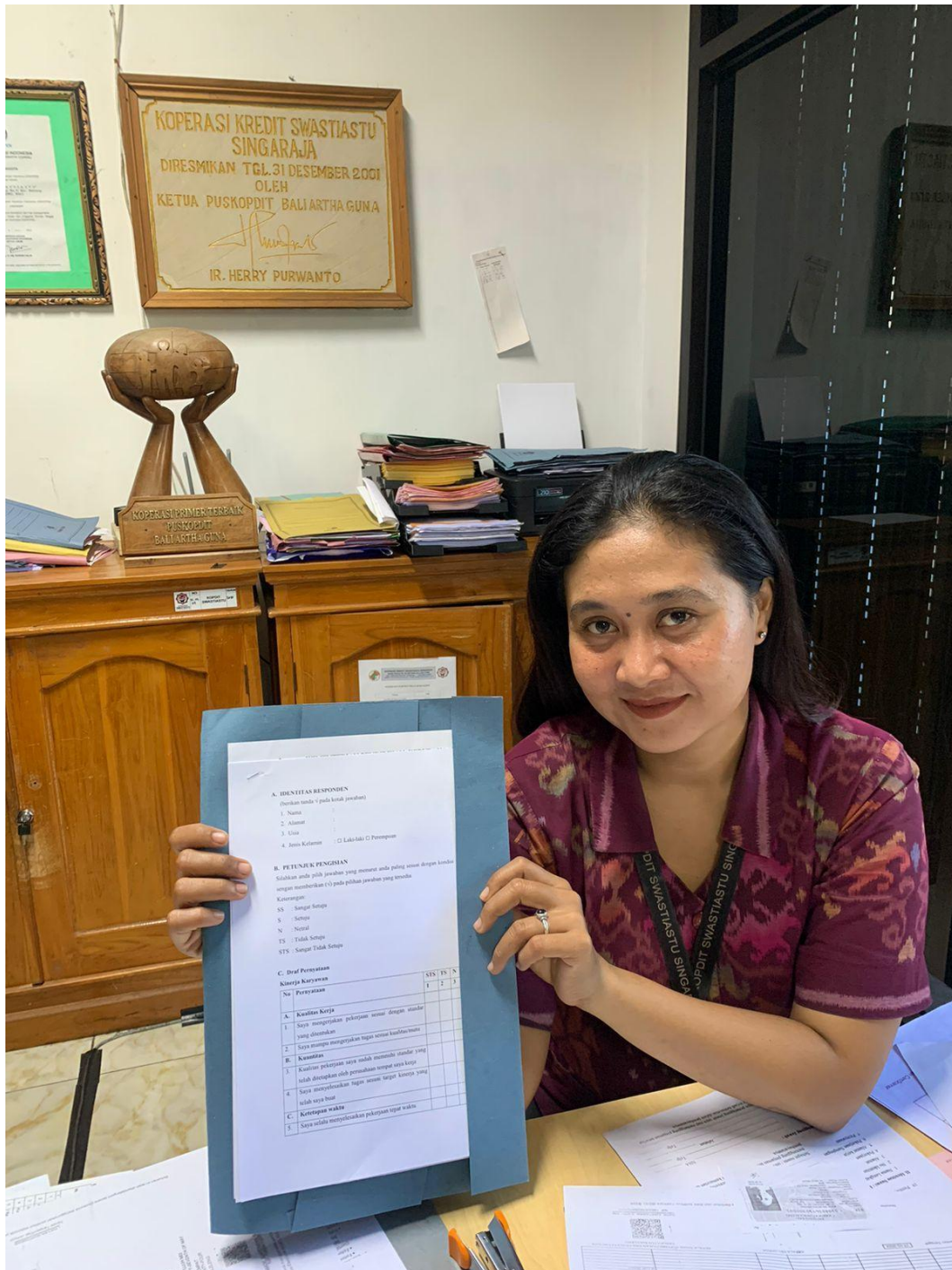
Lampiran 08. Analisis Regresi Linear Berganda

| Coefficients ^a | | | | | | |
|---------------------------|----------------|-----------------------------|------------|---------------------------|-------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 7,816 | 2,894 | | 2,701 | ,011 |
| | STRES | ,530 | ,119 | ,595 | 4,452 | ,000 |
| | KOMPENSA SI | ,177 | ,082 | ,288 | 2,155 | ,040 |

a. Dependent Variable: KINERJA

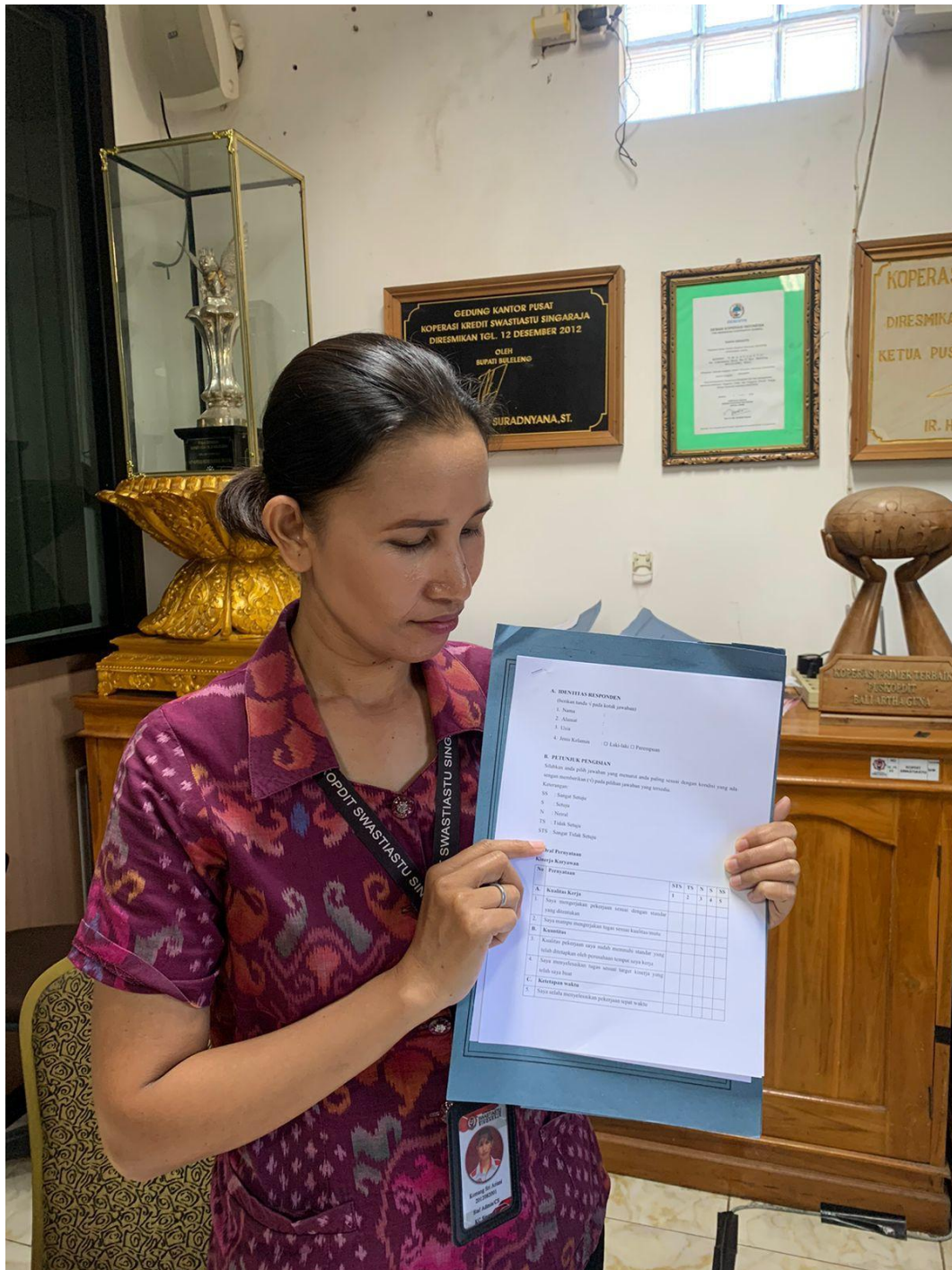


Lampiran 09. Dokumentasi









RIWAYAT HIDUP



Kurniawan A. D. Nassa lahir di Lobeama pada Esatanggal 24 April 2000. Penulis lahir dari pasangan suami istri bapak Darius Nassa dan Sofia Nassa Selly. Penulis berkebangsaan Indonesia dan beragama Kristen. Kini penulis beralamat di Jalan Jalak Putih Utama No 61, Kelurahan Banyuasri, Kabupaten Buleleng , Bali. Penulis menyelesaikan Pendidikan dasar di SD Negeri Temas

dan lulus pada tahun 2014. Kemudian, penulis melanjutkan di SMP Satu Atap Oeko dan lulus pada tahun 2017, penulis lulus SMA pada tahun 2020 di SMA Negeri 1 Rote Barat Laut dan melanjutkan ke Jurusan Manajemen di Universitas Pendidikan Ganesha 2020. Pada semester akhir 2024 penulis menyelesaikan Tugas Akhir yang Berjudul “Pengaruh Stres Kerja dan Kompensasi terhadap Kinerja Karyawan Coop TLM Indonesia Cabang Buleleng”. Selanjutnya pada tahun 2024 sampaidengan penulisan skripsi ini, penulis masih terdaftar sebagai mahasiswa Program Studi S1 Manajemen di Universitas Pendidikan Ganesha.