

# **LAMPIRAN 1**

# **KUESIONER**

## **KUESIONER PENELITIAN**

### **PENGARUH BUDAYA ORGANISASI, LINGKUNGAN KERJA, DAN STRES KERJA TERHADAP KINERJA KARYAWAN PT SKY LINE JAYA SURABAYA**

**Kepada responden yang terhormat,**

Kuesioner ini bertujuan untuk pengumpulan data yang berhubungan dengan Budaya Organisasi, Lingkungan Hidup, dan Stres Kerja Terhadap Kinerja Karyawan PT Sky line Jaya. Penelitian ini dilakukan dalam rangka penulisan skripsi di Fakultas Ekonomi dan Bisnis Program Studi Manajemen Universitas Wijaya Kusuma Surabaya. Saya sangat menghargai partisipasi anda dalam menjawab kuesioner ini. Atas kesediaannya dalam meluangkan waktu untuk mengisi kuesioner ini, saya ucapkan terima kasih.

Hormat Saya,

Fina Tri Rahayu

#### **KRITERIA RESPONDEN**

1. Apakah anda karyawan PT Sky Line Jaya?
  - a. Ya
  - b. Tidak
2. Apakah anda masih aktif bekerja di PT Sky Line Jaya?
  - a. Ya
  - b. Tidak

Apabila jawaban anda “Ya” maka silakan melanjutkan menjawab pertanyaan berikut ini:

#### IDENTITAS RESPONDEN

Berikan tanda centang (✓) pada pilihan jawaban yang anda anggap benar.

Nama/Inisial responden :

Jenis Kelamin :

- a. Laki-laki
- b. Perempuan

Usia :

- a. 22 tahun sampai 30 tahun
- b. 31 tahun sampai 40 tahun
- c. 41 tahun sampai 50 tahun
- d. 51 tahun sampai 60 tahun
- e. Diatas 60 tahun

### Variabel Budaya Organisasi

No.	Pernyataan	STS	TS	N	S	SS
<i>Kesadaran Diri</i>						
1.	Karyawan mampu untuk menjalankan program dan penyatuan visi dan misi perusahaan					
<i>Keagresifan atau Performa</i>						
2.	Apabila diberikan tugas saya berusaha menyelesaikan dengan tepat waktu					
<i>Orientasi Tim</i>						
3.	Pekerjaan yang saya lakukan mengutamakan kerja sama tim					
<i>Kepribadian</i>						
4.	Dalam bekerja saya di tuntut untuk berfikir inovatif dan berani dalam mengambil keputusan					

### Variabel Lingkungan Kerja

No.	Pernyataan	STS	TS	N	S	SS
<i>Penerangan yang Cukup</i>						
1.	Penerangan yang ada dan cukup baik di ruangan kerja telah sesuai dengan kebutuhan					
<i>Pertukaran Udara yang Baik</i>						
2.	Kondisi udara di ruang kerja memberikan kenyamanan dalam bekerja					
<i>Kebisingan Bunyi yang tidak di Kehendaki oleh Telinga</i>						

3.	Suasana tempat kerja karyawan dapat memberikan kenyamanan dalam bekerja					
<b><i>Keamanan Kerja</i></b>						
4.	Keamanan di tempat kerja sudah mampu membuat saya bekerja dengan nyaman					
<b><i>Kebersihan Lingkungan</i></b>						
5.	Saya ikut menjaga kebersihan tempat saya bekerja					

### **Variabel Stres Kerja**

No.	Pernyataan	STS	TS	N	S	SS
<b><i>Beban Kerja yang Terlalu Berlebihan</i></b>						
1.	Saya merasa <i>job description</i> yang diberikan sesuai dengan posisi daya					
<b><i>Tekanan dan Sikap Pimpinan yang Kurang Adil dan Wajar</i></b>						
2.	Saya merasa pimpinan kurang memberikan arahan perbaikan ketika karyawan melakukan kesalahan kerja					
<b><i>Waktu dan Peralatan Kerja yang Kurang Memadai</i></b>						
3.	Saya merasa fasilitas yang disediakan perusahaan kurang memadai					
<b><i>Konflik antar Pribadi dengan Pimpinan/ Kelompok Kerja</i></b>						
4.	Saya merasa sulit menyelesaikan masalah dengan rekan kerja					

### Variabel Kinerja Karyawan

No.	Pernyataan	STS	TS	N	S	SS
<i>Kualitas Kerja</i>						
1.	Karyawan mampu untuk memenuhi kualitas kerja yang ditentukan					
<i>Kuantitas Kerja</i>						
2.	Karyawan melakukan pekerjaan sesuai dengan kuantitas yang diberikan					
<i>Pelaksanaan Tugas</i>						
3.	Bersedia melakukan kerjasama dengan rekan kerja					
<i>Tanggungjawab</i>						
4.	Karyawan mampu untuk bertanggungjawab terhadap pekerjaannya					

**LAMPIRAN II**  
**DATA TABULASI**

*Variabel Budaya Organisasi (X<sub>1</sub>)*

X1.1	X1.2	X1.3	X1.4	Total X1
5	5	5	5	20
5	5	5	5	20
4	4	4	4	16
5	5	5	5	20
4	4	4	4	16
4	4	5	4	17
5	5	4	4	18
4	4	4	5	17
5	5	5	5	20
4	5	4	5	18
5	4	5	4	18
4	4	4	4	16
5	5	5	5	20
4	5	5	4	18
4	4	4	4	16
4	4	4	4	16
4	4	4	4	16
5	5	5	5	20
5	5	5	5	20
4	4	4	4	16
5	5	5	4	19
4	5	4	5	18
4	4	5	4	17
5	5	5	5	20
5	5	5	5	20
4	4	4	4	16
5	5	5	5	20



4	5	4	4	17
5	5	5	5	20
5	5	5	5	20
4	4	4	4	16
4	4	4	4	16
4	4	4	4	16
5	5	5	4	19
4	4	4	4	16
5	5	5	4	19
4	4	4	5	17
5	4	5	4	18
4	5	5	4	18
4	5	5	5	19
4	5	5	4	18
5	4	5	5	19
4	5	4	5	18
4	5	4	5	18
4	4	4	5	17
5	5	5	5	20
4	5	4	4	17
4	4	5	4	17
4	5	5	4	18
4	4	5	4	17

*Variabel Lingkungan Kerja (X<sub>2</sub>)*

X2.1	X2.2	X2.3	X2.4	X2.5	Total X2
5	5	5	5	5	25
5	5	5	5	5	25
4	4	4	4	5	21
5	5	5	5	5	25
4	4	4	4	5	21
5	5	5	5	5	25
4	4	5	4	4	21
4	4	5	4	4	21
5	5	5	5	5	25
4	4	5	5	5	23
5	5	4	4	5	23
4	4	4	4	5	21
5	5	5	5	5	25
5	4	4	5	5	23
4	4	4	4	4	20
4	4	4	4	4	20
4	4	4	4	4	20
5	5	5	5	5	25
5	5	5	5	5	25
4	4	4	5	5	22
5	4	5	5	5	24
4	4	5	5	5	23
5	5	4	4	5	23
5	5	5	5	5	25
5	4	5	5	5	24
4	5	5	5	5	24
5	5	5	5	5	25

4	4	4	4	4	20
5	5	5	5	5	25
5	5	5	5	5	25
4	4	4	4	4	20
4	4	4	4	4	20
4	4	5	4	4	21
5	4	5	4	5	23
4	4	5	5	4	22
5	5	5	5	5	25
4	5	5	5	5	24
5	4	4	5	5	23
5	4	4	5	5	23
5	5	5	4	5	24
5	5	4	4	5	23
5	5	4	5	5	24
4	5	4	5	5	23
4	4	5	5	5	23
4	5	5	5	5	24
5	5	5	5	5	25
4	4	4	4	5	21
5	5	5	5	5	25
4	4	4	4	5	21
5	5	5	5	5	25

*Variabel Stres Kerja (X<sub>3</sub>)*

X3.1	X3.2	X3.3	X3.4	Total X3
4	4	5	5	18
5	4	5	5	19
4	4	4	4	16
5	4	5	5	19
4	4	4	4	16
4	5	5	5	19
5	4	5	5	19
4	4	5	4	17
5	5	5	5	20
5	4	5	4	18
5	4	5	4	18
4	4	4	4	16
5	5	5	5	20
5	5	5	4	19
4	4	4	4	16
4	4	4	4	16
5	4	5	4	18
5	5	5	5	20
5	5	5	5	20
4	4	4	4	16
4	4	4	5	17
5	4	5	5	19
4	4	4	4	16
5	4	5	5	19
4	5	5	4	18
4	5	4	4	17
5	5	5	5	20

4	5	4	4	17
5	5	5	5	20
5	5	5	5	20
4	4	4	4	16
4	4	4	4	16
5	4	5	4	18
5	4	4	4	17
5	5	4	5	19
5	5	5	5	20
5	4	5	4	18
4	4	4	4	16
5	5	5	5	20
4	5	5	4	18
5	4	5	4	18
4	4	4	5	17
5	4	5	4	18
5	4	4	5	18
4	4	4	5	17
5	5	5	5	20
4	4	4	4	16
4	4	4	5	17
4	4	4	4	16
4	4	4	5	17

*Variabel Kinerja Karyawan (Y)*

Y1.1	Y1.2	Y1.3	Y1.4	Total Y1
5	5	5	5	20
5	5	5	5	20
4	4	4	4	16
5	5	5	5	20
4	4	4	4	16
5	5	5	5	20
5	4	4	4	17
5	4	4	5	18
5	5	5	5	20
5	5	4	5	19
4	4	5	4	17
4	4	4	4	16
5	5	5	5	20
4	5	5	5	19
4	4	4	4	16
4	4	4	4	16
4	4	4	4	16
5	5	5	4	19
5	5	5	5	20
4	4	4	4	16
5	5	5	5	20
5	5	4	5	19
4	4	5	4	17
5	5	5	5	20
5	5	5	4	19
4	5	4	4	17
5k	5	5	5	20

4	4	4	4	16
5	5	5	5	20
5	5	5	5	20
4	4	4	4	16
4	4	4	4	16
5	4	4	4	17
5	4	5	4	18
5	5	4	4	18
5	5	5	4	19
5	4	4	4	17
4	5	5	5	19
4	5	5	5	19
5	4	5	4	18
4	4	5	5	18
4	5	5	4	18
4	5	4	4	17
5	4	4	5	18
4	5	4	4	17
5	5	5	5	20
4	4	4	4	16
4	4	5	5	18
4	4	4	4	16
4	4	5	5	18

**LAMPIRAN III**  
**HASIL OLAH DATA**  
**SPSS**



```

FREQUENCIES VARIABLES=X1.1 X1.2 X1.3 X1.4
  /STATISTICS=MEAN
  /ORDER=ANALYSIS.

```

## Frequencies

		Statistics			
		X1.1	X1.2	X1.3	X1.4
N	Valid	50	50	50	50
	Missing	0	0	0	0
Mean		4.40	4.56	4.56	4.44

## Frequency Table

### X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	30	60.0	60.0	60.0
	SS	20	40.0	40.0	100.0
	Total	50	100.0	100.0	

### X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	22	44.0	44.0	44.0
	SS	28	56.0	56.0	100.0
	Total	50	100.0	100.0	

### X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	22	44.0	44.0	44.0
	SS	28	56.0	56.0	100.0
	Total	50	100.0	100.0	

### X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	28	56.0	56.0	56.0
	SS	22	44.0	44.0	100.0
	Total	50	100.0	100.0	

```
FREQUENCIES VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5  
/STATISTICS=MEAN  
/ORDER=ANALYSIS.
```

## Frequencies

### Statistics

		X2.1	X2.2	X2.3	X2.4	X2.5
N	Valid	50	50	50	50	50
	Missing	0	0	0	0	0
Mean		4.54	4.50	4.60	4.62	4.80

## Frequency Table

### X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	23	46.0	46.0	46.0
	SS	27	54.0	54.0	100.0
	Total	50	100.0	100.0	

### X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	25	50.0	50.0	50.0
	SS	25	50.0	50.0	100.0
	Total	50	100.0	100.0	

### X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	20	40.0	40.0	40.0
	SS	30	60.0	60.0	100.0
	Total	50	100.0	100.0	

### X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	19	38.0	38.0	38.0
	SS	31	62.0	62.0	100.0
	Total	50	100.0	100.0	

### X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	10	20.0	20.0	20.0
	SS	40	80.0	80.0	100.0
	Total	50	100.0	100.0	

```
FREQUENCIES VARIABLES=X3.1 X3.2 X3.3 X3.4  
  /STATISTICS=MEAN  
  /ORDER=ANALYSIS.
```

## Frequencies

### Statistics

		X3.1	X3.2	X3.3	X3.4
N	Valid	50	50	50	50
	Missing	0	0	0	0
Mean		4.52	4.34	4.56	4.48

## Frequency Table

### X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	24	48.0	48.0	48.0
	SS	26	52.0	52.0	100.0
	Total	50	100.0	100.0	

### X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	33	66.0	66.0	66.0
	SS	17	34.0	34.0	100.0
	Total	50	100.0	100.0	

### X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	22	44.0	44.0	44.0
	SS	28	56.0	56.0	100.0
	Total	50	100.0	100.0	

### X3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	26	52.0	52.0	52.0
	SS	24	48.0	48.0	100.0
	Total	50	100.0	100.0	

```
FREQUENCIES VARIABLES=Y1 Y2 Y3 Y4 Y  
  /STATISTICS=MEAN  
  /ORDER=ANALYSIS.
```

## Frequencies

### Statistics

		Y1	Y2	Y3	Y4	Y
N	Valid	50	50	50	50	50
	Missing	0	0	0	0	0
Mean		4.52	4.52	4.54	4.46	18.04

### Frequency Table

#### Y1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	24	48.0	48.0	48.0
	SS	26	52.0	52.0	100.0
	Total	50	100.0	100.0	

#### Y2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	24	48.0	48.0	48.0
	SS	26	52.0	52.0	100.0
	Total	50	100.0	100.0	

#### Y3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	23	46.0	46.0	46.0
	SS	27	54.0	54.0	100.0
	Total	50	100.0	100.0	

#### Y4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	27	54.0	54.0	54.0
	SS	23	46.0	46.0	100.0
	Total	50	100.0	100.0	

**Y**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	16	12	24.0	24.0	24.0
	17	8	16.0	16.0	40.0
	18	9	18.0	18.0	58.0
	19	8	16.0	16.0	74.0
	20	13	26.0	26.0	100.0
	Total	50	100.0	100.0	

CORRELATIONS

```
/VARIABLES=X1.1 X1.2 X1.3 X1.4 X1  
/PRINT=TWOTAIL NOSIG  
/MISSING=PAIRWISE.
```

## Correlations

### Correlations

		X1.1	X1.2	X1.3	X1.4	Budaya Organisasi
X1.1	Pearson Correlation	1	.477**	.642**	.428**	.833**
	Sig. (2-tailed)		.000	.000	.002	.000
	N	50	50	50	50	50
X1.2	Pearson Correlation	.477**	1	.432**	.461**	.777**
	Sig. (2-tailed)	.000		.002	.001	.000
	N	50	50	50	50	50
X1.3	Pearson Correlation	.642**	.432**	1	.218	.751**
	Sig. (2-tailed)	.000	.002		.129	.000
	N	50	50	50	50	50
X1.4	Pearson Correlation	.428**	.461**	.218	1	.691**
	Sig. (2-tailed)	.002	.001	.129		.000
	N	50	50	50	50	50
Budaya Organisasi	Pearson Correlation	.833**	.777**	.751**	.691**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	50	50	50	50	50

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

CORRELATIONS

```
/VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2  
/PRINT=TWOTAIL NOSIG  
/MISSING=PAIRWISE.
```

## Correlations

### Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5
X2.1	Pearson Correlation	1	.602**	.311*	.435**	.542**
	Sig. (2-tailed)		.000	.028	.002	.000
	N	50	50	50	50	50
X2.2	Pearson Correlation	.602**	1	.408**	.453**	.500**
	Sig. (2-tailed)	.000		.003	.001	.000
	N	50	50	50	50	50
X2.3	Pearson Correlation	.311*	.408**	1	.538**	.204
	Sig. (2-tailed)	.028	.003		.000	.155
	N	50	50	50	50	50
X2.4	Pearson Correlation	.435**	.453**	.538**	1	.536**
	Sig. (2-tailed)	.002	.001	.000		.000
	N	50	50	50	50	50
X2.5	Pearson Correlation	.542**	.500**	.204	.536**	1
	Sig. (2-tailed)	.000	.000	.155	.000	
	N	50	50	50	50	50
Lingkungan Kerja	Pearson Correlation	.774**	.797**	.669**	.789**	.718**
	Sig. (2-tailed)	.000	.000	.000	.000	.000
	N	50	50	50	50	50



## Correlations

		Lingkungan Kerja
X2.1	Pearson Correlation	.774**
	Sig. (2-tailed)	.000
	N	50
X2.2	Pearson Correlation	.797**
	Sig. (2-tailed)	.000
	N	50
X2.3	Pearson Correlation	.669**
	Sig. (2-tailed)	.000
	N	50
X2.4	Pearson Correlation	.789**
	Sig. (2-tailed)	.000
	N	50
X2.5	Pearson Correlation	.718**
	Sig. (2-tailed)	.000
	N	50
Lingkungan Kerja	Pearson Correlation	1
	Sig. (2-tailed)	
	N	50

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

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

### CORRELATIONS

/VARIABLES=X3.1 X3.2 X3.3 X3.4 X3

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

## Correlations

## Correlations

		X3.1	X3.2	X3.3	X3.4	Stres Kerja
X3.1	Pearson Correlation	1	.267	.681 **	.362 **	.792 **
	Sig. (2-tailed)		.061	.000	.010	.000
	N	50	50	50	50	50
X3.2	Pearson Correlation	.267	1	.381 **	.325 *	.663 **
	Sig. (2-tailed)	.061		.006	.021	.000
	N	50	50	50	50	50
X3.3	Pearson Correlation	.681 **	.381 **	1	.287 *	.803 **
	Sig. (2-tailed)	.000	.006		.043	.000
	N	50	50	50	50	50
X3.4	Pearson Correlation	.362 **	.325 *	.287 *	1	.676 **
	Sig. (2-tailed)	.010	.021	.043		.000
	N	50	50	50	50	50
Stres Kerja	Pearson Correlation	.792 **	.663 **	.803 **	.676 **	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	50	50	50	50	50

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

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

### CORRELATIONS

```

/VARIABLES=Y1 Y2 Y3 Y4 Y
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

```

## Correlations

## Correlations

		Y1	Y2	Y3	Y4	Kinerja Karyawan
Y1	Pearson Correlation	1	.439**	.318*	.405**	.709**
	Sig. (2-tailed)		.001	.024	.004	.000
	N	50	50	50	50	50
Y2	Pearson Correlation	.439**	1	.479**	.485**	.788**
	Sig. (2-tailed)	.001		.000	.000	.000
	N	50	50	50	50	50
Y3	Pearson Correlation	.318*	.479**	1	.530**	.762**
	Sig. (2-tailed)	.024	.000		.000	.000
	N	50	50	50	50	50
Y4	Pearson Correlation	.405**	.485**	.530**	1	.793**
	Sig. (2-tailed)	.004	.000	.000		.000
	N	50	50	50	50	50
Kinerja Karyawan	Pearson Correlation	.709**	.788**	.762**	.793**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	50	50	50	50	50

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

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

```

RELIABILITY
/VARIABLES=X1.1 X1.2 X1.3 X1.4
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE SCALE
/SUMMARY=TOTAL.

```

## Reliability

[DataSet0] C:\Users\HP\Documents\PERKULIAHAN\data fina fix bgt.sav

### Scale: ALL VARIABLES

#### Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded <sup>a</sup>	0	.0
	Total	50	100.0

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
.760	4

#### Item Statistics

	Mean	Std. Deviation	N
X1.1	4.40	.495	50
X1.2	4.56	.501	50
X1.3	4.56	.501	50
X1.4	4.44	.501	50

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	13.56	1.313	.677	.638
X1.2	13.40	1.388	.580	.692
X1.3	13.40	1.429	.538	.715
X1.4	13.52	1.520	.448	.762

### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
17.96	2.325	1.525	4

#### RELIABILITY

```
/VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5  
/SCALE('ALL VARIABLES') ALL  
/MODEL=ALPHA  
/STATISTICS=DESCRIPTIVE SCALE  
/SUMMARY=TOTAL.
```

## Reliability

### Scale: ALL VARIABLES

#### Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded <sup>a</sup>	0	.0
	Total	50	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.804	5

### Item Statistics

	Mean	Std. Deviation	N
X2.1	4.54	.503	50
X2.2	4.50	.505	50
X2.3	4.60	.495	50
X2.4	4.62	.490	50
X2.5	4.80	.404	50

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	18.52	2.091	.616	.757
X2.2	18.56	2.047	.649	.746
X2.3	18.46	2.294	.468	.803
X2.4	18.44	2.088	.644	.748
X2.5	18.26	2.360	.579	.772

### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
23.06	3.241	1.800	5

RELIABILITY

/VARIABLES=X3.1 X3.2 X3.3 X3.4

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/STATISTICS=DESCRIPTIVE SCALE

/SUMMARY=TOTAL.

## Reliability

**Scale: ALL VARIABLES**

## Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded <sup>a</sup>	0	.0
	Total	50	100.0

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

## Reliability Statistics

Cronbach's Alpha	N of Items
.715	4

## Item Statistics

	Mean	Std. Deviation	N
X3.1	4.52	.505	50
X3.2	4.34	.479	50
X3.3	4.56	.501	50
X3.4	4.48	.505	50

## Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3.1	13.38	1.220	.590	.596
X3.2	13.56	1.435	.409	.705
X3.3	13.34	1.209	.610	.584
X3.4	13.42	1.391	.409	.708

## Scale Statistics

Mean	Variance	Std. Deviation	N of Items
17.90	2.133	1.460	4

RELIABILITY

```

/VARIABLES=Y1 Y2 Y3 Y4
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
  
```

/STATISTICS=DESCRIPTIVE SCALE

/SUMMARY=TOTAL.

## Reliability

### Scale: ALL VARIABLES

#### Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded <sup>a</sup>	0	.0
	Total	50	100.0

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
.761	4

#### Item Statistics

	Mean	Std. Deviation	N
Y1	4.52	.505	50
Y2	4.52	.505	50
Y3	4.54	.503	50
Y4	4.46	.503	50

#### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1	13.52	1.520	.475	.748
Y2	13.52	1.398	.598	.683
Y3	13.50	1.439	.558	.705
Y4	13.58	1.391	.607	.678



### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
18.04	2.366	1.538	4

REGRESSION

```

/DESCRIPTIVES MEAN STDDEV CORR SIG N
/MISSING LISTWISE
/STATISTICS COEFF OUTS BCOV R ANOVA COLLIN TOL
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT Y
/METHOD=ENTER X1 X2 X3
/SCATTERPLOT=( *SRESID , *ZPRED)
/RESIDUALS DURBIN HISTOGRAM(ZRESID) NORMPROB(ZRESID) .
    
```

## Regression

### Descriptive Statistics

	Mean	Std. Deviation	N
Kinerja Karyawan	18.04	1.538	50
Budaya Organisasi	17.96	1.525	50
Lingkungan Kerja	23.06	1.800	50
Stres Kerja	17.90	1.460	50

### Correlations

		Kinerja Karyawan	Budaya Organisasi	Lingkungan Kerja
Pearson Correlation	Kinerja Karyawan	1.000	.836	.839
	Budaya Organisasi	.836	1.000	.759
	Lingkungan Kerja	.839	.759	1.000
	Stres Kerja	.774	.704	.654
Sig. (1-tailed)	Kinerja Karyawan	.	.000	.000
	Budaya Organisasi	.000	.	.000
	Lingkungan Kerja	.000	.000	.
	Stres Kerja	.000	.000	.000
N	Kinerja Karyawan	50	50	50
	Budaya Organisasi	50	50	50
	Lingkungan Kerja	50	50	50
	Stres Kerja	50	50	50

## Correlations

		Stres Kerja
Pearson Correlation	Kinerja Karyawan	.774
	Budaya Organisasi	.704
	Lingkungan Kerja	.654
	Stres Kerja	1.000
Sig. (1-tailed)	Kinerja Karyawan	.000
	Budaya Organisasi	.000
	Lingkungan Kerja	.000
	Stres Kerja	.
N	Kinerja Karyawan	50
	Budaya Organisasi	50
	Lingkungan Kerja	50
	Stres Kerja	50

## Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	Stres Kerja, Lingkungan Kerja, Budaya Organisasi <sup>b</sup>	.	Enter

a. Dependent Variable: Kinerja Karyawan

b. All requested variables entered.

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

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.912 <sup>a</sup>	.832	.822	.650	2.200

a. Predictors: (Constant), Stres Kerja, Lingkungan Kerja, Budaya Organisasi

b. Dependent Variable: Kinerja Karyawan

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	96.497	3	32.166	76.178	.000 <sup>b</sup>
	Residual	19.423	46	.422		
	Total	115.920	49			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Stres Kerja, Lingkungan Kerja, Budaya Organisasi

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.177	1.288		-.914	.366
	Budaya Organisasi	.340	.103	.337	3.296	.002
	Lingkungan Kerja	.347	.082	.406	4.228	.000
	Stres Kerja	.286	.093	.271	3.084	.003

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

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Budaya Organisasi	.349	2.869
	Lingkungan Kerja	.395	2.531
	Stres Kerja	.471	2.125

a. Dependent Variable: Kinerja Karyawan

### Coefficient Correlations<sup>a</sup>

Model			Stres Kerja	Lingkungan Kerja	Budaya Organisasi
1	Correlations	Stres Kerja	1.000	-.259	-.421
		Lingkungan Kerja	-.259	1.000	-.556
		Budaya Organisasi	-.421	-.556	1.000
	Covariances	Stres Kerja	.009	-.002	-.004
		Lingkungan Kerja	-.002	.007	-.005
		Budaya Organisasi	-.004	-.005	.011

a. Dependent Variable: Kinerja Karyawan

### Collinearity Diagnostics<sup>a</sup>

Model	Dimension	Eigenvalue	Condition Index	(Constant)	Variance Proportions	
					Budaya Organisasi	Lingkungan Kerja
1	1	3.992	1.000	.00	.00	.00
	2	.004	31.705	.94	.10	.02
	3	.002	42.118	.00	.09	.26
	4	.002	51.457	.06	.80	.72

### Collinearity Diagnostics<sup>a</sup>

Model	Dimension	Variance ...
		Stres Kerja
1	1	.00
	2	.04
	3	.91
	4	.05

a. Dependent Variable: Kinerja Karyawan

### Residuals Statistics<sup>a</sup>

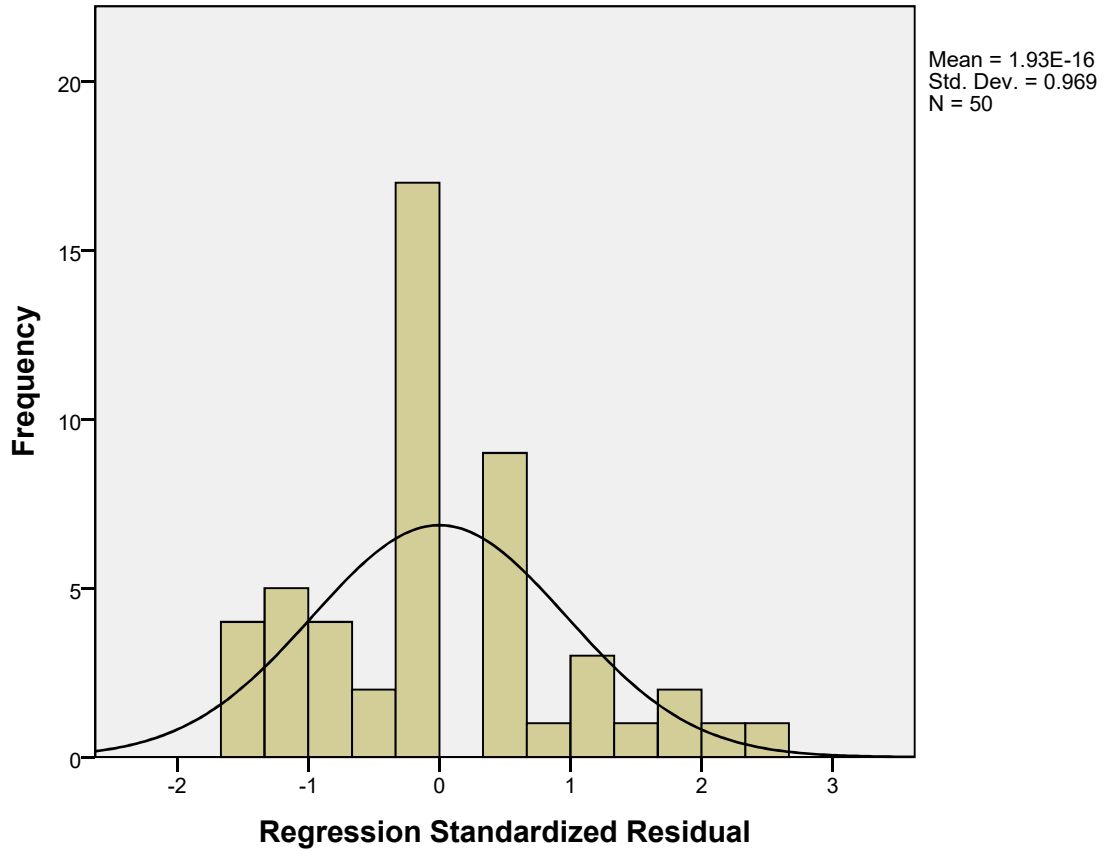
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	15.77	20.01	18.04	1.403	50
Std. Predicted Value	-1.618	1.401	.000	1.000	50
Standard Error of Predicted Value	.093	.267	.178	.045	50
Adjusted Predicted Value	15.75	20.08	18.04	1.401	50
Residual	-1.068	1.538	.000	.630	50
Std. Residual	-1.644	2.366	.000	.969	50
Stud. Residual	-1.713	2.470	.002	1.011	50
Deleted Residual	-1.159	1.675	.002	.687	50
Stud. Deleted Residual	-1.751	2.623	.009	1.039	50
Mahal. Distance	.016	7.323	2.940	1.897	50
Cook's Distance	.000	.245	.023	.045	50
Centered Leverage Value	.000	.149	.060	.039	50

a. Dependent Variable: Kinerja Karyawan

## Charts

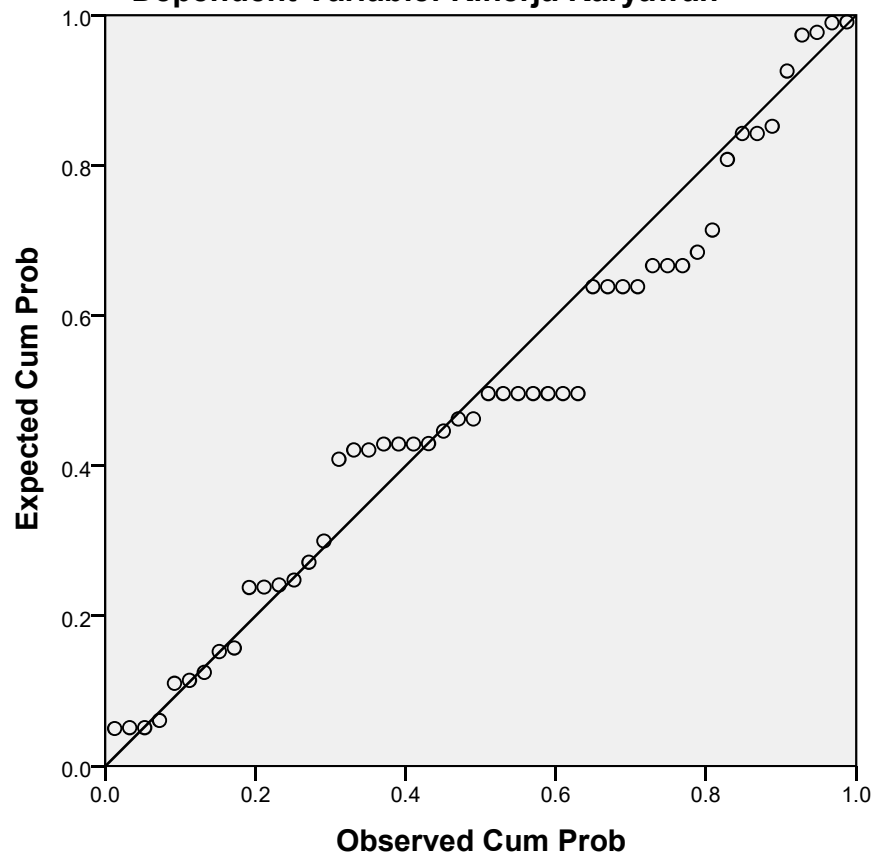
# Histogram

Dependent Variable: Kinerja Karyawan



# Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Kinerja Karyawan





### Scatterplot

Dependent Variable: Kinerja Karyawan

