

DAFTAR GAMBAR

Gambar 2. 1 Hubungan stress kerja terhadap kinerja karyawan	32
Gambar 2. 2 Kerangka model analisis	38
Gambar 4. 1 Struktur Organisasi PT. Jaya Dagang Sentosa Surabaya	53
Gambar 4. 2 Scatterplot.....	70
Gambar 4. 3 Kurva Distribusi Uji t Pengaruh Konflik Peran Ganda (X_1) Terhadap Kinerja Karyawan Administrasi PT. Jaya Dagang Sentosa Surabaya (Y).....	76
Gambar 4. 4 Kurva Distribusi Uji t Pengaruh Konflik Kerja (X_2) Terhadap Kinerja Karyawan Administrasi PT. Jaya Dagang Sentosa Surabaya (Y).....	77
Gambar 4. 5 Kurva Distribusi Uji t Pengaruh Stress Kerja (X_3) Terhadap Kinerja Karyawan Administrasi PT. Jaya Dagang Sentosa Surabaya (Y)...	78

DAFTAR TABEL

Tabel 2. 1 Ringkasan Penelitian Terdahulu	33
Tabel 2. 2 Persamaan dan perbedaan penelitian terdahulu dengan saat ini	34
Tabel 3. 1 Skala pengukuran	44
Tabel 4. 1 Data Identitas Responden Mengenai Jenis Kelamin.....	57
Tabel 4. 2 Data Identitas Responden Mengenai Usia	57
Tabel 4. 3 Data Identitas Responden Mengenai Masa Kerja	58
Tabel 4. 4 Data Identitas Responden Mengenai Status Perkawinan	58
Tabel 4. 5 Data Identitas Responden Mengenai Pendapatan Rata-Rata (Per bulan)	59
Tabel 4. 6 Data Identitas Responden Mengenai Pendidikan Terakhir.....	60
Tabel 4. 7 Kategori Mean Masing-masing Variabel.....	61
Tabel 4. 8 Tanggapan Responden Mengenai Variabel Konflik Peran Ganda (X_1).....	62
Tabel 4. 9 Tanggapan Responden Mengenai Variabel Konflik Kerja (X_2)	62
Tabel 4. 10 Tanggapan Responden Mengenai Variabel Stres Kerja (X_3).....	63
Tabel 4. 11 Tanggapan Responden Mengenai Variabel Kinerja Karyawan (Y) ..	65
Tabel 4. 12 Uji Validitas	66
Tabel 4. 13 Hasil Pengujian Reliabilitas	67
Tabel 4. 14 Uji Normalitas Kolmogrov-Smirnov	68
Tabel 4. 15 Hasil Uji Multikolinieritas	69
Tabel 4. 16 Uji Autokorelasi.....	71
Tabel 4. 17 Hasil Pengujian Regresi Linier Berganda.....	72
Tabel 4. 18 Koefisien Determinasi.....	74
Tabel 4. 19 Hasil Analisis Uji t.....	76

DAFTAR LAMPIRAN

Lampiran I Kuesioner	88
Lampiran II Rekapitulasi Jawaban Responden	92

LAMPIRAN

Lampiran I Hasil Kuesioner

Kuesioner

PENGANTAR KUESIONER PENELITIAN KONFLIK PERAN GANDA,
KONFLIK KERJA DAN STRES KERJA TERHADAP KINERJA KARYAWAN
ADMINISTRASI PT JAYA DAGANG SENTOSA SURABAYA

Kepada Yth.

Ibu Responden

Dengan hormat,

Saya adalah mahasiswa Fakultas Ekonomi dan Bisnis Program Studi Manajemen Universitas Wijaya Kusuma Surabaya yang sedang melakukan penelitian tentang konflik peran ganda, konflik kerja dan stres kerja terhadap kinerja karyawan. Oleh karena itu untuk mengetahui seberapa besar pengaruh kinerja perempuan pekerja yang mempunyai konflik peran ganda, konflik kerja dan stress kerja maka dibutuhkan pendapat dari responden untuk melengkapi penelitian ini. Bersama ini saya mohon kesediaan Ibu untuk mengisi data kuesioner yang diberikan. Informasi yang Ibu berikan saya jamin kerahasiaan dan semata-mata digunakan hanya untuk kegiatan ilmiah.

Akhir kata, saya ucapkan terimakasih kepada responden yang telah bersedia meluangkan waktunya untuk mengisi kuesioner ini.

Hormat saya

Dhea Fairuza Ourotul Aini
NPM: 20420081

Bagian I : Identitas Responden

Berilah tanda silang (x) sesuai dengan jawaban yang anda pilih.

1. Saya bekerja di bagian administrasi PT Jaya Dagang Sentosa Surabaya :
 - a. Ya
 - b. Tidak (tidak perlu melanjutkan menjawab pertanyaan berikutnya)
2. Jenis Kelamin :
 - a. Pria
 - b. Wanita
3. Usia:
 - a. < 20 tahun
 - b. 20-24 tahun
 - c. 25-29 tahun
 - d. 30-34 tahun
 - e. 35-39 tahun
 - f. \geq 40 tahun
4. Masa Kerja :
 - a. < 1 tahun
 - b. 1 tahun
 - c. 2 tahun
 - d. 3 tahun
 - e. 4 tahun
 - f. \geq 5 tahun
5. Pendidikan Terakhir :
 - a. SMU sederajat
 - b. Diploma
 - c. Sarjana S1
 - d. Sarjana S2
6. Status Perkawinan :
 - a. Sudah Menikah
 - b. Belum Menikah
7. Penghasilan rata-rata per bulan :
 - a. Rp 1 juta
 - b. Rp 2 juta
 - c. Rp 3 juta
 - d. Rp 4 juta
 - e. Rp 5 juta atau lebih

Bagian II : Variabel Penelitian

Isi dan jawablah pertanyaan-pertanyaan dibawah ini sesuai dengan pilihan dan pendapat anda, beri tanda cek (√) didalam kolom yang sesuai pada :

STS : Sangat Tidak Setuju

TS : Tidak Setuju

KS : Kurang Setuju

S : Setuju

SS : Sangat Setuju

Variabel Konflik Peran Ganda (X1)

No	Pernyataan	STS	TS	KS	S	SS
1.	Saya mampu membagi waktu untuk keluarga dan pekerjaan.					
2.	Saya mampu mengendalikan tekanan pekerjaan sehingga tidak terbawa di dalam keluarga..					
3.	Saya mampu menyesuaikan perilaku dalam menghadapi pekerjaan dan keluarga.					

Variabel Konflik Kerja (X2)

No	Pernyataan	STS	TS	KS	S	SS
1.	Di tempat kerja saya, komunikasinya berjalan dengan baik.					
2.	Di tempat kerja saya, antar karyawan mampu memahami tujuan yang telah ditetapkan perusahaan.					
3.	Di tempat kerja saya, masing-masing karyawan dinilai dengan standar yang sama dan transparan.					
4.	Di tempat kerja saya, antar karyawan saling tergantung dalam menyelesaikan pekerjaan.					
5.	Di tempat kerja saya, suasana kerjanya nyaman dan terjalin rasa kebersamaan antar karyawan.					

Variabel Stres Kerja (X3)

No	Pernyataan	STS	TS	KS	S	SS
1.	Di tempat kerja saya, beban kerjanya normal (tidak berlebihan).					
2.	Pimpinan saya bersikap adil terhadap para karyawan.					
3.	Saya mampu mengoperasikan peralatan kerja dengan baik.					
4.	Di tempat kerja saya, lingkungannya mendukung untuk bekerja dengan nyaman.					
5.	Di tempat kerja saya, jenjang karirnya jelas dan transparan					

Variabel Kinerja Karyawan (Y)

No	Pernyataan	STS	TS	KS	S	SS
1.	Hasil kerja yang saya hasilkan memiliki kualitas yang memenuhi standar perusahaan					
2.	Saya dapat mencapai target kuantitas kerja yang ditetapkan perusahaan					
3.	Saya dapat melaksanakan pekerjaan dengan baik dan tanpa kesalahan.					
4.	Pekerjaan yang saya laksanakan dengan baik, saya pertanggungjawabkan sesuai dengan kebijakan operasional perusahaan.					

Lampiran II Rekapitulasi Jawaban Responden

Rekapitulasi Jawaban Responden Variabel Konflik Peran Ganda (X1)

No	Pertanyaan			Total
	X1.1	X2.2	X3.3	
1	4	4	4	12
2	4	3	3	10
3	3	3	4	10
4	3	3	4	10
5	4	4	4	12
6	4	4	4	12
7	5	3	4	12
8	4	4	4	12
9	4	4	4	12
10	4	4	4	12
11	4	4	4	12
12	4	3	4	11
13	3	3	3	9
14	5	4	4	13
15	4	3	3	10
16	3	3	3	9
17	5	4	4	13
18	3	3	3	9
19	3	3	3	9
20	3	3	3	9
21	3	3	3	9
22	3	3	3	9
23	4	3	3	10
24	4	4	3	11
25	4	4	4	12
26	4	4	4	12
27	4	4	4	12
28	3	3	3	9
29	3	3	3	9
30	3	3	3	9
31	2	2	2	6

32	3	3	3	9
33	1	1	1	3
34	3	3	3	9
35	2	2	2	6
36	1	1	1	3
37	1	1	1	3
38	3	3	3	9
39	3	3	3	9
40	1	1	1	3
41	3	3	3	9
42	4	3	4	11
43	3	3	3	9
44	2	2	3	7
45	4	4	3	11
46	3	3	3	9
47	3	3	2	8
48	3	3	3	9
49	3	3	3	9
50	3	3	3	9

**Rekapitulasi Jawaban Responden
Variabel Konflik Kerja (X2)**

No	Pertanyaan					Total
	X2.1	X2.2	X2.3	X2.4	X2.5	
1	4	4	3	3	3	17
2	2	2	2	2	2	10
3	3	4	3	3	4	17
4	3	3	3	3	3	15
5	4	3	3	3	3	16
6	4	4	4	4	4	20
7	4	5	5	4	5	23
8	4	4	4	4	4	20
9	4	4	4	4	4	20
10	4	4	4	4	4	20
11	4	4	4	4	4	20
12	4	3	4	3	3	17
13	3	3	2	3	1	12
14	5	4	4	4	5	22

15	3	4	3	3	3	16
16	3	3	2	3	2	13
17	4	4	3	1	4	16
18	3	3	2	3	2	13
19	3	3	1	3	2	12
20	3	3	3	3	3	15
21	3	3	3	3	3	15
22	3	3	3	3	3	15
23	3	3	3	3	3	15
24	4	3	3	4	3	17
25	3	3	2	3	3	14
26	4	3	2	3	3	15
27	4	4	3	3	3	17
28	2	2	2	2	2	10
29	2	3	3	2	2	12
30	2	2	2	2	3	11
31	2	2	1	4	3	12
32	2	2	2	3	3	12
33	1	1	1	1	1	5
34	3	2	3	3	3	14
35	2	2	2	2	2	10
36	1	1	1	2	2	7
37	1	1	1	1	1	5
38	2	2	2	2	2	10
39	2	3	2	2	3	12
40	1	1	1	1	1	5
41	3	2	2	2	2	11
42	2	2	3	3	3	13
43	2	2	1	1	1	7
44	1	1	1	1	1	5
45	2	2	3	1	1	9
46	3	3	2	3	2	13
47	2	3	2	3	2	12
48	2	3	2	3	2	12
49	3	3	2	3	2	13
50	2	2	2	2	2	10

**Rekapitulasi Jawaban Responden
Variabel Stres Kerja (X3)**

No	Pertanyaan					Total
	X3.1	X3.2	X3.3	X3.4	X3.5	
1	3	3	4	3	2	15
2	1	3	4	3	2	13
3	4	3	4	4	3	18
4	3	3	4	4	3	17
5	3	3	3	3	3	15
6	2	4	4	4	4	18
7	5	5	5	5	5	25
8	4	4	4	4	4	20
9	4	4	4	4	4	20
10	2	4	4	4	4	18
11	2	4	4	4	4	18
12	3	3	4	3	3	16
13	1	2	4	2	3	12
14	4	4	4	4	3	19
15	3	3	4	3	3	16
16	1	2	4	2	1	10
17	2	4	4	3	4	17
18	1	2	4	2	1	10
19	1	2	4	2	1	10
20	3	3	3	3	3	15
21	3	3	3	3	3	15
22	3	3	3	3	3	15
23	2	2	4	3	2	13
24	2	2	4	3	3	14
25	1	3	4	3	3	14
26	2	2	4	3	3	14
27	1	2	4	3	1	11
28	2	2	2	3	3	12
29	2	3	3	2	3	13
30	2	2	2	2	2	10
31	2	2	2	2	2	10
32	2	3	2	3	3	13

33	1	1	1	1	1	5
34	3	3	3	3	3	15
35	2	1	1	1	1	6
36	2	1	1	1	1	6
37	1	1	1	1	1	5
38	2	2	2	2	2	10
39	3	2	3	2	2	12
40	1	1	1	1	1	5
41	2	3	2	3	3	13
42	3	3	2	2	2	12
43	1	1	1	3	3	9
44	1	1	1	3	2	8
45	1	3	3	2	2	11
46	1	2	4	2	3	12
47	1	2	4	2	2	11
48	1	3	4	2	2	12
49	1	2	4	2	2	11
50	1	2	4	2	2	11

**Rekapitulasi Jawaban Responden
Variabel Kinerja Karyawan**

No	Pertanyaan				Total
	Y1	Y2	Y3	Y4	
1	2	3	3	3	11
2	2	3	3	3	11
3	4	4	3	4	15
4	4	4	3	4	15
5	3	3	3	3	12
6	4	4	4	4	16
7	5	5	3	5	18
8	4	4	4	4	16
9	4	4	4	4	16
10	4	4	4	4	16
11	4	4	4	4	16
12	4	4	4	5	17
13	4	4	4	5	17
14	5	5	5	4	19
15	4	3	4	4	15
16	4	4	4	4	16

17	4	4	3	4	15
18	3	3	3	4	13
19	4	4	3	4	15
20	3	3	3	3	12
21	3	3	3	3	12
22	3	3	3	3	12
23	3	4	4	3	14
24	4	4	4	3	15
25	3	4	4	4	15
26	4	4	4	3	15
27	4	4	4	4	16
28	2	2	3	3	10
29	2	3	3	2	10
30	2	3	3	2	10
31	3	3	2	2	10
32	3	3	3	3	12
33	1	1	1	1	4
34	3	3	3	3	12
35	1	1	1	1	4
36	1	1	1	1	4
37	1	1	1	1	4
38	2	2	2	2	8
39	3	2	3	2	10
40	1	1	1	1	4
41	3	3	3	3	12
42	2	3	3	2	10
43	3	2	3	2	10
44	2	2	2	2	8
45	2	3	3	2	10
46	4	4	3	4	15
47	4	4	3	4	15
48	4	4	4	4	16
49	4	4	3	4	15
50	4	4	4	4	16

MEAN
Frequencies
Statistics

		X1.1	X1.2	X1.3	TOTAL_X1
N	Valid	50	50	50	50
	Missing	0	0	0	0
Mean		3.2400	3.0600	3.1200	9.4200

Frequency Table
X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	8.0	8.0	8.0
	2	3	6.0	6.0	14.0
	3	23	46.0	46.0	60.0
	4	17	34.0	34.0	94.0
	5	3	6.0	6.0	100.0
Total		50	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	8.0	8.0	8.0
	2	3	6.0	6.0	14.0
	3	29	58.0	58.0	72.0
	4	14	28.0	28.0	100.0
Total		50	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent

Valid	1	4	8.0	8.0	8.0
	2	3	6.0	6.0	14.0
	3	26	52.0	52.0	66.0
	4	17	34.0	34.0	100.0
	Total	50	100.0	100.0	

**Frequencies
Statistics**

		X2.1	X2.2	X2.3	X2.4	X2.5	TOTAL_X 2
N	Valid	50	50	50	50	50	50
	Missing	0	0	0	0	0	0
Mean		2.8000	2.8000	2.5000	2.7000	2.6400	13.4400

**Frequency Table
X2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	5	10.0	10.0	10.0
	2	15	30.0	30.0	40.0
	3	16	32.0	32.0	72.0
	4	13	26.0	26.0	98.0
	5	1	2.0	2.0	100.0
	Total	50	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	5	10.0	10.0	10.0
	2	13	26.0	26.0	36.0
	3	20	40.0	40.0	76.0
	4	11	22.0	22.0	98.0

5	1	2.0	2.0	100.0
Total	50	100.0	100.0	

X2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	8	16.0	16.0	16.0
2	18	36.0	36.0	52.0
3	16	32.0	32.0	84.0
4	7	14.0	14.0	98.0
5	1	2.0	2.0	100.0
Total	50	100.0	100.0	

X2.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	7	14.0	14.0	14.0
2	10	20.0	20.0	34.0
3	24	48.0	48.0	82.0
4	9	18.0	18.0	100.0
Total	50	100.0	100.0	

X2.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	7	14.0	14.0	14.0
2	15	30.0	30.0	44.0
3	19	38.0	38.0	82.0
4	7	14.0	14.0	96.0
5	2	4.0	4.0	100.0
Total	50	100.0	100.0	

**Frequencies
Statistics**

		X3.1	X3.2	X3.3	X3.4	X3.5	TOTAL_X 3
N	Valid	50	50	50	50	50	50
	Missing	0	0	0	0	0	0
Mean		2.0800	2.5600	3.1600	2.6800	2.5200	13.0000

**Frequency Table
X3.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	18	36.0	36.0	36.0
	2	16	32.0	32.0	68.0
	3	11	22.0	22.0	90.0
	4	4	8.0	8.0	98.0
	5	1	2.0	2.0	100.0
Total		50	100.0	100.0	

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	7	14.0	14.0	14.0
	2	17	34.0	34.0	48.0
	3	18	36.0	36.0	84.0
	4	7	14.0	14.0	98.0
	5	1	2.0	2.0	100.0
Total		50	100.0	100.0	

X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
--	--	-----------	---------	------------------	-----------------------

Valid	1	7	14.0	14.0	14.0
	2	7	14.0	14.0	28.0
	3	8	16.0	16.0	44.0
	4	27	54.0	54.0	98.0
	5	1	2.0	2.0	100.0
	Total	50	100.0	100.0	

X3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	5	10.0	10.0	10.0
	2	16	32.0	32.0	42.0
	3	20	40.0	40.0	82.0
	4	8	16.0	16.0	98.0
	5	1	2.0	2.0	100.0
	Total	50	100.0	100.0	

X3.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	9	18.0	18.0	18.0
	2	14	28.0	28.0	46.0
	3	20	40.0	40.0	86.0
	4	6	12.0	12.0	98.0
	5	1	2.0	2.0	100.0
	Total	50	100.0	100.0	

Frequencies Statistics

		Y1	Y2	Y3	Y4	TOTAL_ Y
N	Valid	50	50	50	50	50
	Missing	0	0	0	0	0
Mean		3.1200	3.2200	3.1000	3.1400	12.5800

Frequency Table

Y1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	5	10.0	10.0	10.0
2	9	18.0	18.0	28.0
3	13	26.0	26.0	54.0
4	21	42.0	42.0	96.0
5	2	4.0	4.0	100.0
Total	50	100.0	100.0	

Y2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	5	10.0	10.0	10.0
2	5	10.0	10.0	20.0
3	16	32.0	32.0	52.0
4	22	44.0	44.0	96.0
5	2	4.0	4.0	100.0
Total	50	100.0	100.0	

Y3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	5	10.0	10.0	10.0
2	3	6.0	6.0	16.0
3	25	50.0	50.0	66.0
4	16	32.0	32.0	98.0
5	1	2.0	2.0	100.0
Total	50	100.0	100.0	

Y4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	5	10.0	10.0	10.0
2	9	18.0	18.0	28.0
3	13	26.0	26.0	54.0
4	20	40.0	40.0	94.0
5	3	6.0	6.0	100.0
Total	50	100.0	100.0	

**UJI VALIDITAS
KONFLIK PERAN GANDA (X1)
Correlations**

		X1.1	X1.2	X1.3	TOTAL_X 1
X1.1	Pearson Correlation	1	.891**	.866**	.963**
	Sig. (2-tailed)		.000	.000	.000
	N	50	50	50	50
X1.2	Pearson Correlation	.891**	1	.871**	.959**
	Sig. (2-tailed)	.000		.000	.000
	N	50	50	50	50
X1.3	Pearson Correlation	.866**	.871**	1	.951**
	Sig. (2-tailed)	.000	.000		.000
	N	50	50	50	50
TOTAL_X 1	Pearson Correlation	.963**	.959**	.951**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	50	50	50	50

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

KONFLIK KERJA (X2)

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	TOTAL_X 2
X2.1	Pearson Correlation	1	.855**	.772**	.716**	.757**	.917**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	50	50	50	50	50	50
X2.2	Pearson Correlation	.855**	1	.783**	.701**	.768**	.918**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	50	50	50	50	50	50
X2.3	Pearson Correlation	.772**	.783**	1	.628**	.800**	.892**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	50	50	50	50	50	50
X2.4	Pearson Correlation	.716**	.701**	.628**	1	.718**	.837**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	50	50	50	50	50	50
X2.5	Pearson Correlation	.757**	.768**	.800**	.718**	1	.906**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	50	50	50	50	50	50
TOTAL_X 2	Pearson Correlation	.917**	.918**	.892**	.837**	.906**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	50	50	50	50	50	50

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

STRES KERJA (X3)

Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	TOTAL_X 3
X3.1	Pearson Correlation	1	.637**	.244	.631**	.587**	.742**
	Sig. (2-tailed)		.000	.088	.000	.000	.000
	N	50	50	50	50	50	50
X3.2	Pearson Correlation	.637**	1	.630**	.784**	.790**	.924**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	50	50	50	50	50	50
X3.3	Pearson Correlation	.244	.630**	1	.561**	.443**	.710**
	Sig. (2-tailed)	.088	.000		.000	.001	.000
	N	50	50	50	50	50	50
X3.4	Pearson Correlation	.631**	.784**	.561**	1	.819**	.908**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	50	50	50	50	50	50
X3.5	Pearson Correlation	.587**	.790**	.443**	.819**	1	.869**
	Sig. (2-tailed)	.000	.000	.001	.000		.000
	N	50	50	50	50	50	50
TOTAL_X 3	Pearson Correlation	.742**	.924**	.710**	.908**	.869**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	50	50	50	50	50	50

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

KINERJA KARYAWAN (Y)

Correlations

	Y1	Y2	Y3	Y4	TOTAL_ Y
--	----	----	----	----	-------------

Y1	Pearson Correlation	1	.905**	.799**	.890**	.956**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	50	50	50	50	50
Y2	Pearson Correlation	.905**	1	.844**	.880**	.964**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	50	50	50	50	50
Y3	Pearson Correlation	.799**	.844**	1	.778**	.901**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	50	50	50	50	50
Y4	Pearson Correlation	.890**	.880**	.778**	1	.946**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	50	50	50	50	50
TOTAL_Y	Pearson Correlation	.956**	.964**	.901**	.946**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	50	50	50	50	50

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

UJI RELIABILITAS KONFLIK PERAN GANDA (X1)

Reliability Statistics

Cronbach's Alpha	N of Items
.952	3

KONFLIK KERJA (X2)

Reliability Statistics

Cronbach's Alpha	N of Items
.938	5

STRESS KERJA (X3)

Reliability Statistics

Cronbach's Alpha	N of Items
.880	5

KINERJA KARYAWAN (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
.957	4

UJI NORMALITAS

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		50
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	2.22777605
Most Extreme Differences	Absolute	.134
	Positive	.134
	Negative	-.122
Kolmogorov-Smirnov Z		.949
Asymp. Sig. (2-tailed)		.329
a. Test distribution is Normal.		

UJI MULTIKOLONIERITAS

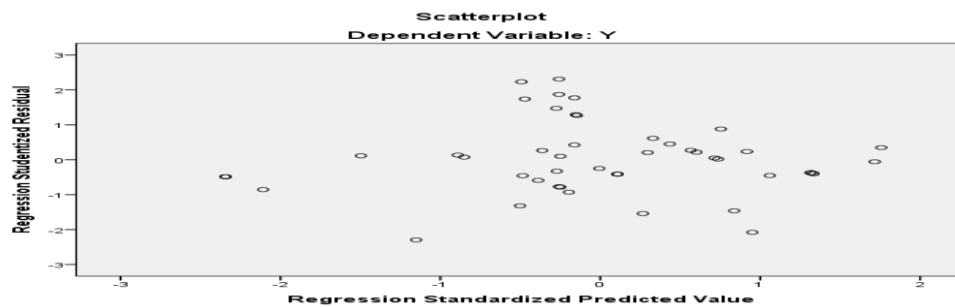
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.077	1.273		.846	.402		
	TOTAL_X1	.662	.232	.425	2.855	.006	.317	3.153
	TOTAL_X2	.366	.189	.412	1.936	.059	.155	6.447

TOTAL_X 3	.027	.196	.029	.139	.890	.159	6.284
--------------	------	------	------	------	------	------	-------

a. Dependent Variable: TOTAL_Y

UJI HETEROSKEDASTISITAS



UJI AUTOKORELASI

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.869 ^a	.756	.734	2,03935	1,849

a. Predictors: (Constant), LAG_Y, TOTAL_X3, TOTAL_X1, TOTAL_X2

b. Dependent Variable: TOTAL_Y

REGRESI LINIER BERGANDA

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.077	1.273		.846	.402
	TOTAL_X1	.662	.232	.425	2.855	.006
	TOTAL_X2	.366	.189	.412	1.936	.059
	TOTAL_X3	.027	.196	.029	.139	.890

a. Dependent Variable: TOTAL_Y

KOEFISIAN DETERMINAN

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.823 ^a	.677	.656	2.29927

a. Predictors: (Constant), TOTAL_X3, TOTAL_X1, TOTAL_X2

UJI T
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.077	1.273		.846	.402
	TOTAL_X1	.662	.232	.425	2.855	.006
	TOTAL_X2	.366	.189	.412	1.936	.059
	TOTAL_X3	.027	.196	.029	.139	.890

a. Dependent Variable: TOTAL_Y

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
1	0.9877	0.9969	0.9995	0.9999	1.0000
2	0.9000	0.9500	0.9800	0.9900	0.9990
3	0.8054	0.8783	0.9343	0.9587	0.9911
4	0.7293	0.8114	0.8822	0.9172	0.9741
5	0.6694	0.7545	0.8329	0.8745	0.9509
6	0.6215	0.7067	0.7887	0.8343	0.9249
7	0.5822	0.6664	0.7498	0.7977	0.8983
8	0.5494	0.6319	0.7155	0.7646	0.8721
9	0.5214	0.6021	0.6851	0.7348	0.8470
10	0.4973	0.5760	0.6581	0.7079	0.8233
11	0.4762	0.5529	0.6339	0.6835	0.8010
12	0.4575	0.5324	0.6120	0.6614	0.7800
13	0.4409	0.5140	0.5923	0.6411	0.7604

14	0.4259	0.4973	0.5742	0.6226	0.7419
15	0.4124	0.4821	0.5577	0.6055	0.7247
16	0.4000	0.4683	0.5425	0.5897	0.7084
17	0.3887	0.4555	0.5285	0.5751	0.6932
18	0.3783	0.4438	0.5155	0.5614	0.6788
19	0.3687	0.4329	0.5034	0.5487	0.6652
20	0.3598	0.4227	0.4921	0.5368	0.6524
21	0.3515	0.4132	0.4815	0.5256	0.6402
22	0.3438	0.4044	0.4716	0.5151	0.6287
23	0.3365	0.3961	0.4622	0.5052	0.6178
24	0.3297	0.3882	0.4534	0.4958	0.6074
25	0.3233	0.3809	0.4451	0.4869	0.5974
26	0.3172	0.3739	0.4372	0.4785	0.5880
27	0.3115	0.3673	0.4297	0.4705	0.5790
28	0.3061	0.3610	0.4226	0.4629	0.5703
29	0.3009	0.3550	0.4158	0.4556	0.5620
30	0.2960	0.3494	0.4093	0.4487	0.5541
31	0.2913	0.3440	0.4032	0.4421	0.5465
32	0.2869	0.3388	0.3972	0.4357	0.5392
33	0.2826	0.3338	0.3916	0.4296	0.5322
34	0.2785	0.3291	0.3862	0.4238	0.5254
35	0.2746	0.3246	0.3810	0.4182	0.5189
36	0.2709	0.3202	0.3760	0.4128	0.5126
37	0.2673	0.3160	0.3712	0.4076	0.5066
38	0.2638	0.3120	0.3665	0.4026	0.5007
39	0.2605	0.3081	0.3621	0.3978	0.4950
40	0.2573	0.3044	0.3578	0.3932	0.4896
41	0.2542	0.3008	0.3536	0.3887	0.4843
42	0.2512	0.2973	0.3496	0.3843	0.4791
43	0.2483	0.2940	0.3457	0.3801	0.4742
44	0.2455	0.2907	0.3420	0.3761	0.4694
45	0.2429	0.2876	0.3384	0.3721	0.4647
46	0.2403	0.2845	0.3348	0.3683	0.4601
47	0.2377	0.2816	0.3314	0.3646	0.4557
48	0.2353	0.2787	0.3281	0.3610	0.4514
49	0.2329	0.2759	0.3249	0.3575	0.4473
50	0.2306	0.2732	0.3218	0.3542	0.4432

**TABEL PENGUJIAN
NILAI t**

df	□			
	0,10	0,05	0,025	0,010
1	3,078	6,314	12,706	31,821
2	1,886	2,920	4,303	6,965
3	1,638	2,353	3,182	4,541
4	1,533	2,132	2,776	3,747
5	1,476	2,015	2,571	3,365
6	1,440	1,943	2,447	3,143
7	1,415	1,895	2,365	2,998
8	1,397	1,860	2,306	2,896
9	1,383	1,833	2,262	2,821
10	1,372	1,812	2,228	2,764
11	1,363	1,796	2,201	2,718
12	1,356	1,782	2,179	2,681
13	1,350	1,771	2,160	2,650
14	1,345	1,761	2,145	2,624
15	1,341	1,753	2,131	2,602
16	1,337	1,746	2,120	2,583
17	1,333	1,740	2,110	2,567
18	1,330	1,734	2,101	2,552
19	1,328	1,729	2,093	2,539
20	1,325	1,725	2,086	2,528
21	1,323	1,721	2,080	2,518
22	1,321	1,717	2,074	2,508
23	1,319	1,714	2,069	2,500
24	1,318	1,711	2,064	2,492
25	1,316	1,708	2,060	2,485
26	1,315	1,706	2,056	2,479
27	1,314	1,703	2,052	2,473
28	1,313	1,701	2,048	2,467
29	1,311	1,699	2,045	2,462
30	1,310	1,697	2,042	2,457
31	1,309	1,696	2,040	2,453
32	1,309	1,694	2,037	2,449
33	1,308	1,692	2,035	2,445
34	1,307	1,691	2,032	2,441
35	1,306	1,690	2,030	2,438
36	1,306	1,688	2,028	2,434
37	1,305	1,687	2,026	2,431
38	1,304	1,686	2,024	2,429
39	1,304	1,685	2,023	2,426
40	1,303	1,684	2,021	2,423
41	1,303	1,683	2,020	2,421
42	1,302	1,682	2,018	2,418

df	□			
	0,10	0,05	0,025	0,010
51	1,298	1,675	2,008	2,402
52	1,298	1,675	2,007	2,400
53	1,298	1,674	2,006	2,399
54	1,297	1,674	2,005	2,397
55	1,297	1,673	2,004	2,396
56	1,297	1,673	2,003	2,395
57	1,297	1,672	2,002	2,394
58	1,296	1,672	2,002	2,392
59	1,296	1,671	2,001	2,391
60	1,296	1,671	2,000	2,390
61	1,296	1,670	2,000	2,389
62	1,295	1,670	1,999	2,388
63	1,295	1,669	1,998	2,387
64	1,295	1,669	1,998	2,386
65	1,295	1,669	1,997	2,385
66	1,295	1,668	1,997	2,384
67	1,294	1,668	1,996	2,383
68	1,294	1,668	1,995	2,382
69	1,294	1,667	1,995	2,382
70	1,294	1,667	1,994	2,381
71	1,294	1,667	1,994	2,380
72	1,293	1,666	1,993	2,379
73	1,293	1,666	1,993	2,379
74	1,293	1,666	1,993	2,378
75	1,293	1,665	1,992	2,377
76	1,293	1,665	1,992	2,376
77	1,293	1,665	1,991	2,376
78	1,292	1,665	1,991	2,375
79	1,292	1,664	1,990	2,374
80	1,292	1,664	1,990	2,374
81	1,292	1,664	1,990	2,373
82	1,292	1,664	1,989	2,373
83	1,292	1,663	1,989	2,372
84	1,292	1,663	1,989	2,372
85	1,292	1,663	1,988	2,371
86	1,291	1,663	1,988	2,370
87	1,291	1,663	1,988	2,370
88	1,291	1,662	1,987	2,369
89	1,291	1,662	1,987	2,369
90	1,291	1,662	1,987	2,368
91	1,291	1,662	1,986	2,368
92	1,291	1,662	1,986	2,368

43	1,302	1,681	2,017	2,416	93	1,291	1,661	1,986	2,367
44	1,301	1,680	2,015	2,414	94	1,291	1,661	1,986	2,367
45	1,301	1,679	2,014	2,412	95	1,291	1,661	1,985	2,366
46	1,300	1,679	2,013	2,410	96	1,290	1,661	1,985	2,366
47	1,300	1,678	2,012	2,408	97	1,290	1,661	1,985	2,365
48	1,299	1,677	2,011	2,407	98	1,290	1,661	1,984	2,365
49	1,299	1,677	2,010	2,405	99	1,290	1,660	1,984	2,365
50	1,299	1,676	2,009	2,403	100	1,290	1,660	1,984	2,364