

## Lampiran 1 Dokumentasi



## Lampiran 2 Kuesioner

### KUESIONER

#### 1. Data responden

- a. Nama :
- b. Alamat :
- c. Jenis kelamin\* : ☐ Pria ☐ Wanita
- d. Usia : ..... Tahun
- e. Pendidikan terakhir\* : ☐ SLTP ☐ Diploma/Sarjana  
☐ SLTA
- f. Masa kerja\* : ☐ < 1 Tahun  
☐ 1-5 Tahun  
☐ > 5 Tahun

Responden

TTD

(.....)

\*Berilah tanda check list ( √ ) pada jawaban yang sesuai dengan data diri anda.

#### PETUNJUK PENGISIAN

1. Kuesioner ini terdiri dari pertanyaan dengan 5 alternatif jawaban.
2. Setiap pertanyaan hanya memerlukan 1 (satu) jawaban.
3. Cara mengisi jawaban dengan cara memberi tanda check list (√) pada kolom yang sesuai pilihan anda.
4. Jawablah semua pertanyaan yang ada dan tidak ada jawaban yang benar atau salah.

Keterangan :

SS = Sangat Setuju

S = Setuju

N = Netral

TS = Tidak Setuju

STS = Sangat Tidak Setuju

##### i. Konflik Kerja (X1)

| No | Pernyataan                                                                    | SS | S | N | TS | STS |
|----|-------------------------------------------------------------------------------|----|---|---|----|-----|
| 1. | Saya sering mengalami keterlambatan dalam menyelesaikan tugas yang diberikan. |    |   |   |    |     |
| 2. | Tujuan saya dan rekan kerja kadang berbeda, sehingga mengganggu kerja sama.   |    |   |   |    |     |
| 3. | Perbedaan pendapat dengan rekan kerja membuat pekerjaan jadi tidak efisien.   |    |   |   |    |     |

|    |                                                                                   |  |  |  |  |  |
|----|-----------------------------------------------------------------------------------|--|--|--|--|--|
| 4. | Rekan kerja saya sering mementingkan urusan pribadi daripada kepentingan bersama. |  |  |  |  |  |
|----|-----------------------------------------------------------------------------------|--|--|--|--|--|

ii. Stress Kerja (X2)

| No | Pernyataan                                                    | SS | S | N | TS | STS |
|----|---------------------------------------------------------------|----|---|---|----|-----|
| 1. | Saya merasa sulit mengatur beban kerja saya.                  |    |   |   |    |     |
| 2. | Jadwal kerja yang padat membuat saya tertekan.                |    |   |   |    |     |
| 3. | Saya kurang paham dengan tugas dan tanggung jawab saya.       |    |   |   |    |     |
| 4. | Saya merasa pimpinan kurang peduli dengan kesejahteraan guru. |    |   |   |    |     |
| 5. | Saya merasa tidak ada kesempatan untuk naik jabatan.          |    |   |   |    |     |
| 6. | Atasan saya kadang mengawasi terlalu ketat.                   |    |   |   |    |     |

iii. Kinerja Guru (Y)

| No | Pernyataan                                             | SS | S | N | TS | STS |
|----|--------------------------------------------------------|----|---|---|----|-----|
| 1. | Saya memiliki kualitas kerja yang baik                 |    |   |   |    |     |
| 2. | Saya memiliki kuantitas kerja yang baik                |    |   |   |    |     |
| 3. | Saya sering kesulitan menyelesaikan tugas tepat waktu. |    |   |   |    |     |
| 4. | Saya mampu menyelesaikan tugas secara efektif          |    |   |   |    |     |

|    |                                               |  |  |  |  |  |
|----|-----------------------------------------------|--|--|--|--|--|
| 5. | Saya mampu menyelesaikan tugas secara mandiri |  |  |  |  |  |
|----|-----------------------------------------------|--|--|--|--|--|

### Lampiran 3 Data Tabulasi Responden

#### Data Tabulasi Responden

#### Konflik Kerja

| NO  | KONFLIK KERJA (X1) |      |      |      |    | Rata - Rata |
|-----|--------------------|------|------|------|----|-------------|
|     | X1_1               | X1_2 | X1_3 | X1_4 | X1 |             |
| 1.  | 4                  | 3    | 3    | 4    | 14 | 6           |
| 2.  | 4                  | 3    | 2    | 3    | 12 | 5           |
| 3.  | 3                  | 2    | 3    | 4    | 12 | 5           |
| 4.  | 4                  | 3    | 4    | 2    | 13 | 5           |
| 5.  | 5                  | 3    | 3    | 4    | 15 | 6           |
| 6.  | 2                  | 4    | 3    | 3    | 12 | 5           |
| 7.  | 3                  | 4    | 3    | 4    | 14 | 6           |
| 8.  | 3                  | 3    | 2    | 3    | 11 | 4           |
| 9.  | 3                  | 4    | 3    | 5    | 15 | 6           |
| 10. | 4                  | 2    | 3    | 4    | 13 | 5           |
| 11. | 5                  | 3    | 3    | 2    | 13 | 5           |
| 12. | 3                  | 3    | 4    | 4    | 14 | 6           |
| 13. | 4                  | 3    | 4    | 2    | 13 | 5           |
| 14. | 4                  | 4    | 3    | 5    | 16 | 6           |
| 15. | 3                  | 3    | 4    | 3    | 13 | 5           |
| 16. | 2                  | 2    | 4    | 4    | 12 | 5           |
| 17. | 4                  | 3    | 3    | 3    | 13 | 5           |
| 18. | 4                  | 2    | 4    | 2    | 12 | 5           |
| 19. | 4                  | 3    | 2    | 4    | 13 | 5           |
| 20. | 3                  | 3    | 3    | 5    | 14 | 6           |
| 21. | 3                  | 3    | 2    | 4    | 12 | 5           |
| 22. | 3                  | 5    | 3    | 5    | 16 | 6           |
| 23. | 5                  | 3    | 5    | 4    | 17 | 7           |
| 24. | 3                  | 3    | 4    | 3    | 13 | 5           |
| 25. | 5                  | 4    | 3    | 4    | 16 | 6           |
| 26. | 3                  | 3    | 4    | 5    | 15 | 6           |
| 27. | 2                  | 2    | 4    | 4    | 12 | 5           |
| 28. | 3                  | 3    | 4    | 5    | 15 | 6           |
| 29. | 2                  | 4    | 3    | 3    | 12 | 5           |
| 30. | 4                  | 5    | 2    | 2    | 13 | 5           |
| 31. | 5                  | 4    | 5    | 2    | 16 | 6           |
| 32. | 5                  | 5    | 4    | 5    | 19 | 8           |
| 33. | 5                  | 4    | 4    | 5    | 18 | 7           |
| 34. | 5                  | 4    | 4    | 5    | 18 | 7           |
| 35. | 4                  | 5    | 5    | 5    | 19 | 8           |
| 36. | 5                  | 4    | 4    | 4    | 17 | 7           |
| 37. | 5                  | 5    | 5    | 4    | 19 | 8           |
| 38. | 4                  | 4    | 5    | 5    | 18 | 7           |

|     |   |   |   |   |    |   |
|-----|---|---|---|---|----|---|
| 39. | 4 | 5 | 5 | 5 | 19 | 8 |
| 40. | 5 | 4 | 5 | 4 | 18 | 7 |
| 41. | 4 | 5 | 4 | 5 | 18 | 7 |
| 42. | 4 | 5 | 4 | 5 | 18 | 7 |
| 43. | 4 | 4 | 4 | 4 | 16 | 6 |
| 44. | 5 | 4 | 4 | 5 | 18 | 7 |
| 45. | 5 | 4 | 4 | 4 | 17 | 7 |
| 46. | 5 | 4 | 5 | 5 | 19 | 8 |
| 47. | 5 | 4 | 5 | 4 | 18 | 7 |
| 48. | 4 | 5 | 4 | 5 | 18 | 7 |
| 49. | 5 | 4 | 4 | 4 | 17 | 7 |
| 50. | 5 | 4 | 4 | 5 | 18 | 7 |
| 51. | 5 | 4 | 5 | 4 | 18 | 7 |
| 52. | 4 | 5 | 5 | 4 | 18 | 7 |
| 53. | 4 | 5 | 4 | 5 | 18 | 7 |
| 54. | 4 | 4 | 5 | 5 | 18 | 7 |
| 55. | 5 | 5 | 5 | 4 | 19 | 8 |

## Stress Kerja

| NO  | STRESS KERJA (X2) |      |      |      |      |      |    | Rata-Rata |
|-----|-------------------|------|------|------|------|------|----|-----------|
|     | X2_1              | X2_2 | X2_3 | X2_4 | X2_5 | X2_6 | X2 |           |
| 1.  | 3                 | 3    | 4    | 3    | 4    | 5    | 22 | 6         |
| 2.  | 4                 | 3    | 5    | 4    | 3    | 5    | 24 | 7         |
| 3.  | 5                 | 3    | 4    | 5    | 3    | 4    | 24 | 7         |
| 4.  | 4                 | 4    | 5    | 4    | 3    | 5    | 25 | 7         |
| 5.  | 4                 | 3    | 5    | 4    | 3    | 5    | 24 | 7         |
| 6.  | 5                 | 4    | 5    | 4    | 5    | 3    | 26 | 7         |
| 7.  | 3                 | 4    | 5    | 5    | 3    | 4    | 24 | 7         |
| 8.  | 4                 | 3    | 5    | 4    | 5    | 3    | 24 | 7         |
| 9.  | 3                 | 2    | 4    | 5    | 4    | 5    | 23 | 7         |
| 10. | 3                 | 4    | 2    | 2    | 3    | 4    | 18 | 5         |
| 11. | 4                 | 3    | 4    | 4    | 3    | 3    | 21 | 6         |
| 12. | 4                 | 3    | 4    | 4    | 3    | 4    | 22 | 6         |
| 13. | 3                 | 3    | 5    | 3    | 3    | 2    | 19 | 5         |
| 14. | 2                 | 3    | 3    | 3    | 4    | 3    | 18 | 5         |
| 15. | 3                 | 4    | 2    | 2    | 3    | 5    | 19 | 5         |
| 16. | 4                 | 3    | 3    | 3    | 3    | 3    | 19 | 5         |
| 17. | 3                 | 3    | 3    | 3    | 3    | 4    | 19 | 5         |
| 18. | 3                 | 2    | 2    | 4    | 2    | 5    | 18 | 5         |
| 19. | 4                 | 4    | 4    | 4    | 2    | 2    | 20 | 6         |
| 20. | 4                 | 3    | 3    | 2    | 4    | 3    | 19 | 5         |
| 21. | 4                 | 3    | 4    | 5    | 4    | 4    | 24 | 7         |
| 22. | 4                 | 4    | 3    | 3    | 3    | 4    | 21 | 6         |
| 23. | 3                 | 3    | 2    | 4    | 4    | 4    | 20 | 6         |
| 24. | 3                 | 4    | 5    | 2    | 3    | 3    | 20 | 6         |
| 25. | 3                 | 3    | 2    | 5    | 4    | 3    | 20 | 6         |
| 26. | 3                 | 4    | 4    | 4    | 4    | 5    | 24 | 7         |
| 27. | 5                 | 5    | 4    | 5    | 5    | 3    | 27 | 8         |
| 28. | 3                 | 3    | 4    | 5    | 4    | 5    | 24 | 7         |
| 29. | 4                 | 4    | 3    | 3    | 4    | 4    | 22 | 6         |
| 30. | 4                 | 5    | 4    | 3    | 4    | 4    | 24 | 7         |
| 31. | 3                 | 4    | 5    | 4    | 5    | 3    | 24 | 7         |
| 32. | 5                 | 4    | 5    | 5    | 4    | 5    | 28 | 8         |
| 33. | 4                 | 5    | 4    | 5    | 4    | 5    | 27 | 8         |
| 34. | 4                 | 4    | 3    | 3    | 4    | 4    | 22 | 6         |
| 35. | 5                 | 4    | 5    | 4    | 5    | 4    | 27 | 8         |
| 36. | 4                 | 5    | 4    | 5    | 5    | 4    | 27 | 8         |
| 37. | 5                 | 5    | 5    | 5    | 4    | 5    | 29 | 8         |
| 38. | 4                 | 5    | 4    | 5    | 5    | 4    | 27 | 8         |
| 39. | 4                 | 5    | 4    | 5    | 4    | 5    | 27 | 8         |
| 40. | 4                 | 4    | 5    | 4    | 5    | 4    | 26 | 7         |
| 41. | 5                 | 4    | 4    | 5    | 4    | 5    | 27 | 8         |

|     |   |   |   |   |   |   |    |   |
|-----|---|---|---|---|---|---|----|---|
| 42. | 4 | 3 | 5 | 5 | 3 | 5 | 25 | 7 |
| 43. | 5 | 3 | 4 | 5 | 4 | 5 | 26 | 7 |
| 44. | 4 | 4 | 4 | 5 | 5 | 5 | 27 | 8 |
| 45. | 4 | 4 | 4 | 5 | 5 | 5 | 27 | 8 |
| 46. | 3 | 5 | 5 | 3 | 4 | 5 | 25 | 7 |
| 47. | 5 | 4 | 5 | 4 | 5 | 4 | 27 | 8 |
| 48. | 5 | 4 | 3 | 5 | 5 | 5 | 27 | 8 |
| 49. | 5 | 4 | 5 | 4 | 4 | 5 | 27 | 8 |
| 50. | 5 | 5 | 4 | 5 | 4 | 4 | 27 | 8 |
| 51. | 4 | 4 | 3 | 5 | 5 | 4 | 25 | 7 |
| 52. | 5 | 4 | 4 | 5 | 5 | 4 | 27 | 8 |
| 53. | 4 | 5 | 3 | 5 | 4 | 4 | 25 | 7 |
| 54. | 5 | 3 | 5 | 4 | 5 | 4 | 26 | 7 |
| 55. | 5 | 4 | 4 | 5 | 3 | 5 | 26 | 7 |

## Kinerja

| NO  | KINERJA (Y) |     |     |     |     |    | Rata-Rata |
|-----|-------------|-----|-----|-----|-----|----|-----------|
|     | Y 1         | Y 2 | Y 3 | Y 4 | Y 5 | Y  |           |
| 1.  | 3           | 4   | 3   | 3   | 4   | 17 | 6         |
| 2.  | 4           | 4   | 4   | 4   | 4   | 20 | 7         |
| 3.  | 4           | 4   | 4   | 5   | 5   | 22 | 7         |
| 4.  | 4           | 4   | 3   | 4   | 4   | 19 | 6         |
| 5.  | 3           | 4   | 3   | 3   | 4   | 17 | 6         |
| 6.  | 4           | 4   | 4   | 4   | 2   | 18 | 6         |
| 7.  | 4           | 4   | 3   | 4   | 5   | 20 | 7         |
| 8.  | 4           | 3   | 3   | 3   | 2   | 15 | 5         |
| 9.  | 4           | 4   | 4   | 4   | 4   | 20 | 7         |
| 10. | 4           | 5   | 4   | 4   | 5   | 22 | 7         |
| 11. | 4           | 4   | 2   | 4   | 4   | 18 | 6         |
| 12. | 3           | 4   | 3   | 3   | 4   | 17 | 6         |
| 13. | 3           | 4   | 4   | 3   | 3   | 17 | 6         |
| 14. | 4           | 5   | 4   | 4   | 5   | 22 | 7         |
| 15. | 4           | 3   | 3   | 4   | 3   | 17 | 6         |
| 16. | 5           | 3   | 4   | 5   | 3   | 20 | 7         |
| 17. | 4           | 4   | 4   | 4   | 4   | 20 | 7         |
| 18. | 4           | 3   | 3   | 4   | 4   | 18 | 6         |
| 19. | 5           | 4   | 5   | 5   | 3   | 22 | 7         |
| 20. | 4           | 5   | 4   | 4   | 3   | 20 | 7         |
| 21. | 4           | 4   | 4   | 4   | 4   | 20 | 7         |
| 22. | 5           | 4   | 4   | 5   | 4   | 22 | 7         |
| 23. | 3           | 4   | 4   | 3   | 4   | 18 | 6         |
| 24. | 4           | 4   | 3   | 4   | 3   | 18 | 6         |
| 25. | 5           | 5   | 4   | 5   | 5   | 24 | 8         |
| 26. | 4           | 4   | 4   | 4   | 5   | 21 | 7         |
| 27. | 3           | 3   | 3   | 3   | 3   | 15 | 5         |
| 28. | 5           | 4   | 3   | 5   | 4   | 21 | 7         |
| 29. | 4           | 4   | 2   | 4   | 4   | 18 | 6         |
| 30. | 4           | 3   | 4   | 4   | 4   | 19 | 6         |
| 31. | 4           | 4   | 4   | 4   | 4   | 20 | 7         |
| 32. | 4           | 4   | 4   | 4   | 4   | 20 | 7         |
| 33. | 2           | 4   | 3   | 2   | 4   | 15 | 5         |
| 34. | 5           | 5   | 4   | 5   | 4   | 23 | 8         |
| 35. | 5           | 4   | 3   | 5   | 4   | 21 | 7         |
| 36. | 4           | 4   | 4   | 4   | 5   | 21 | 7         |
| 37. | 5           | 4   | 5   | 5   | 4   | 23 | 8         |
| 38. | 3           | 4   | 4   | 4   | 3   | 18 | 6         |
| 39. | 4           | 5   | 4   | 4   | 3   | 20 | 7         |
| 40. | 4           | 4   | 5   | 4   | 4   | 21 | 7         |
| 41. | 4           | 4   | 5   | 4   | 3   | 20 | 7         |

|     |   |   |   |   |   |    |   |
|-----|---|---|---|---|---|----|---|
| 42. | 5 | 5 | 4 | 5 | 4 | 23 | 8 |
| 43. | 3 | 4 | 4 | 3 | 4 | 18 | 6 |
| 44. | 3 | 4 | 5 | 4 | 3 | 19 | 6 |
| 45. | 4 | 4 | 4 | 4 | 4 | 20 | 7 |
| 46. | 4 | 4 | 5 | 4 | 4 | 21 | 7 |
| 47. | 4 | 3 | 4 | 4 | 3 | 18 | 6 |
| 48. | 4 | 4 | 4 | 4 | 3 | 19 | 6 |
| 49. | 4 | 4 | 4 | 3 | 3 | 18 | 6 |
| 50. | 4 | 4 | 4 | 4 | 4 | 20 | 7 |
| 51. | 4 | 4 | 4 | 4 | 4 | 20 | 7 |
| 52. | 4 | 4 | 5 | 4 | 4 | 21 | 7 |
| 53. | 4 | 4 | 5 | 4 | 4 | 21 | 7 |
| 54. | 4 | 4 | 4 | 4 | 4 | 20 | 7 |
| 55. | 5 | 4 | 4 | 5 | 4 | 22 | 7 |

Lampiran 2 Lampiran 4 Hasil Output SPSS

3. Uji Validitas

**Correlations**

|       |                     | X1_1   | X1_2   | X1_3   | X1_4   | TOTAL  |
|-------|---------------------|--------|--------|--------|--------|--------|
| X1_1  | Pearson Correlation | 1      | .364** | .388** | .082   | .662** |
|       | Sig. (2-tailed)     |        | .006   | .003   | .551   | .000   |
|       | N                   | 55     | 55     | 55     | 55     | 55     |
| X1_2  | Pearson Correlation | .364** | 1      | .334*  | .382** | .751** |
|       | Sig. (2-tailed)     | .006   |        | .013   | .004   | .000   |
|       | N                   | 55     | 55     | 55     | 55     | 55     |
| X1_3  | Pearson Correlation | .388** | .334*  | 1      | .255   | .711** |
|       | Sig. (2-tailed)     | .003   | .013   |        | .060   | .000   |
|       | N                   | 55     | 55     | 55     | 55     | 55     |
| X1_4  | Pearson Correlation | .082   | .382** | .255   | 1      | .635** |
|       | Sig. (2-tailed)     | .551   | .004   | .060   |        | .000   |
|       | N                   | 55     | 55     | 55     | 55     | 55     |
| TOTAL | Pearson Correlation | .662** | .751** | .711** | .635** | 1      |
|       | Sig. (2-tailed)     | .000   | .000   | .000   | .000   |        |
|       | N                   | 55     | 55     | 55     | 55     | 55     |

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

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

## Correlations

|       |                     | X2_1   | X2_2   | X2_3   | X2_4   | X2_5   | X2_6   | TOTAL  |
|-------|---------------------|--------|--------|--------|--------|--------|--------|--------|
| X2_1  | Pearson Correlation | 1      | .310*  | .345** | .445** | .327*  | .146   | .704** |
|       | Sig. (2-tailed)     |        | .021   | .010   | .001   | .015   | .288   | .000   |
|       | N                   | 55     | 55     | 55     | 55     | 55     | 55     | 55     |
| X2_2  | Pearson Correlation | .310*  | 1      | .162   | .157   | .354** | .080   | .549** |
|       | Sig. (2-tailed)     | .021   |        | .238   | .253   | .008   | .563   | .000   |
|       | N                   | 55     | 55     | 55     | 55     | 55     | 55     | 55     |
| X2_3  | Pearson Correlation | .345** | .162   | 1      | .231   | .205   | .053   | .573** |
|       | Sig. (2-tailed)     | .010   | .238   |        | .090   | .133   | .700   | .000   |
|       | N                   | 55     | 55     | 55     | 55     | 55     | 55     | 55     |
| X2_4  | Pearson Correlation | .445** | .157   | .231   | 1      | .334*  | .323*  | .709** |
|       | Sig. (2-tailed)     | .001   | .253   | .090   |        | .013   | .016   | .000   |
|       | N                   | 55     | 55     | 55     | 55     | 55     | 55     | 55     |
| X2_5  | Pearson Correlation | .327*  | .354** | .205   | .334*  | 1      | .019   | .615** |
|       | Sig. (2-tailed)     | .015   | .008   | .133   | .013   |        | .892   | .000   |
|       | N                   | 55     | 55     | 55     | 55     | 55     | 55     | 55     |
| X2_6  | Pearson Correlation | .146   | .080   | .053   | .323*  | .019   | 1      | .450** |
|       | Sig. (2-tailed)     | .288   | .563   | .700   | .016   | .892   |        | .001   |
|       | N                   | 55     | 55     | 55     | 55     | 55     | 55     | 55     |
| TOTAL | Pearson Correlation | .704** | .549** | .573** | .709** | .615** | .450** | 1      |
|       | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .001   |        |
|       | N                   | 55     | 55     | 55     | 55     | 55     | 55     | 55     |

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

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

### Correlations

|       |                     | Y1     | Y2     | Y3     | Y4     | Y5     | TOTAL  |
|-------|---------------------|--------|--------|--------|--------|--------|--------|
| Y1    | Pearson Correlation | 1      | .167   | .192   | .894** | .113   | .750** |
|       | Sig. (2-tailed)     |        | .222   | .160   | .000   | .412   | .000   |
|       | N                   | 55     | 55     | 55     | 55     | 55     | 55     |
| Y2    | Pearson Correlation | .167   | 1      | .204   | .218   | .361** | .563** |
|       | Sig. (2-tailed)     | .222   |        | .136   | .109   | .007   | .000   |
|       | N                   | 55     | 55     | 55     | 55     | 55     | 55     |
| Y3    | Pearson Correlation | .192   | .204   | 1      | .272*  | -.029  | .534** |
|       | Sig. (2-tailed)     | .160   | .136   |        | .044   | .831   | .000   |
|       | N                   | 55     | 55     | 55     | 55     | 55     | 55     |
| Y4    | Pearson Correlation | .894** | .218   | .272*  | 1      | .197   | .819** |
|       | Sig. (2-tailed)     | .000   | .109   | .044   |        | .149   | .000   |
|       | N                   | 55     | 55     | 55     | 55     | 55     | 55     |
| Y5    | Pearson Correlation | .113   | .361** | -.029  | .197   | 1      | .519** |
|       | Sig. (2-tailed)     | .412   | .007   | .831   | .149   |        | .000   |
|       | N                   | 55     | 55     | 55     | 55     | 55     | 55     |
| TOTAL | Pearson Correlation | .750** | .563** | .534** | .819** | .519** | 1      |
|       | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   |        |
|       | N                   | 55     | 55     | 55     | 55     | 55     | 55     |

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

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

#### 4. Uji Reliabilitas

##### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .630             | 4          |

##### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .643             | 6          |

##### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .626             | 5          |

#### 5. Uji Asumsi Klasik

##### a. Uji Normalitas

##### One-Sample Kolmogorov-Smirnov Test

|                                   |                | Unstandardized Residual |
|-----------------------------------|----------------|-------------------------|
| N                                 |                | 55                      |
| Normal Parameters <sup>a, b</sup> | Mean           | .0000000                |
|                                   | Std. Deviation | 1.82731446              |
| Most Extreme Differences          | Absolute       | .067                    |
|                                   | Positive       | .061                    |
|                                   | Negative       | -.067                   |
| Test Statistic                    |                | .067                    |
| Asymp. Sig. (2-tailed)            |                | .200 <sup>c, d</sup>    |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

b. Uji Heteroskedastisitas  
d)

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

| Model |               | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|---------------|-----------------------------|------------|---------------------------|--------|------|
|       |               | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant)    | 2.924                       | 1.176      |                           | 2.486  | .016 |
|       | Konflik Kerja | -.076                       | .072       | -.180                     | -1.065 | .292 |
|       | Stress Kerja  | -.012                       | .059       | -.034                     | -.200  | .842 |

a. Dependent Variable: Abs\_RES

c. Uji Multikolinearitas

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

| Model |               | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|---------------|-----------------------------|------------|---------------------------|--------|------|
|       |               | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant)    | 2.924                       | 1.176      |                           | 2.486  | .016 |
|       | Konflik Kerja | -.076                       | .072       | -.180                     | -1.065 | .292 |
|       | Stress Kerja  | -.012                       | .059       | -.034                     | -.200  | .842 |

a. Dependent Variable: Abs\_RES

6. Analisis Regresi Linear Berganda

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

| Model |               | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|---------------|-----------------------------|------------|---------------------------|--------|------|
|       |               | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant)    | 18.344                      | 2.014      |                           | 9.110  | .000 |
|       | Konflik Kerja | .469                        | .123       | .582                      | 3.814  | .000 |
|       | Stress Kerja  | -.252                       | .101       | -.379                     | -2.483 | .016 |

a. Dependent Variable: Kinerja

7. Uji Parsial (Uji t)

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

| Model |               | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|---------------|-----------------------------|------------|---------------------------|--------|------|
|       |               | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant)    | 18.344                      | 2.014      |                           | 9.110  | .000 |
|       | Konflik Kerja | .469                        | .123       | .582                      | 3.814  | .000 |
|       | Stress Kerja  | -.252                       | .101       | -.379                     | -2.483 | .016 |

a. Dependent Variable: Kinerja

8. Uji Pengaruh Simultan (Uji F)

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

| Model |            | Sum of Squares | df | Mean Square | F     | Sig.              |
|-------|------------|----------------|----|-------------|-------|-------------------|
| 1     | Regression | 50.672         | 2  | 25.336      | 7.307 | .002 <sup>b</sup> |
|       | Residual   | 180.310        | 52 | 3.468       |       |                   |
|       | Total      | 230.982        | 54 |             |       |                   |

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Stress Kerja, Konflik Kerja

9. Uji Koefisien Determinasi (R<sup>2</sup>)

**Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .468 <sup>a</sup> | .219     | .189              | 1.862                      |

a. Predictors: (Constant), Stress Kerja, Konflik Kerja

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## **BIODATA PENULIS**

Penulis dilahirkan di Depok pada tanggal 28 Desember 2001 sebagai anak pertama dari dua saudara dari pasangan (alm) Nurtaufiq dan Maysaroh. Saat ini ia bertempat tinggal di Pondok Pesantren Al-Ihya 'Ulumaddin Kesugihan Kabupaten Cilacap. Alamat Email: [azahras792@gmail.com](mailto:azahras792@gmail.com). Pendidikan dasar di tempuh di MI Hidayatul Athfal, pendidikan menengah pertama di Al Hidayah Islamic Boarding School, dan pendidikan menengah atas di Pondok Pesantren Azzikra Depok lulus pada tahun 2019. Pada tahun 2021, penulis diterima di Jurusan Manajemen Fakultas Ekonomi Universitas Nahdlatul Ulama Al-Ghazali Cilacap.