

Lampiran

Lampiran 1 : Kuesioner

Nomor Responden :

KUESIONER

**Pengaruh Konflik Peran Ganda dan Stres Kerja Terhadap Kinerja
Karyawan Di PT. Mandiri Investama Sejati**

Berilah tanda Checklist pada jawaban yang benar identitas responden akan dirahasiakan dan tidak dipublikasikan

Identitas Responden

- 1. Usia** :
- | | |
|----------|----------|
| a. 17-27 | c. 39-49 |
| b. 28-38 | d. 50-60 |
- 2. Masa Kerja** :
- | | |
|-------------------|--------------------|
| a. 1 s/d 5 tahun | c. 11 s/d 15 tahun |
| b. 6 s/d 10 tahun | |
- 3. Pendidikan terakhir** :
- | | |
|--------|--------------------|
| a. SD | c. SMA / Sederajat |
| b. SMP | d. S1 / S2 |

• **Petunjuk Pengisian:**

Jawablah pertanyaan di bawah ini dengan sebenar-benarnya, Beri tanda (√) pada jawaban yang menurut anda tepat.

SS = Sangat Setuju

S = Setuju

STS = Sangat Tidak setuju

TS = Tidak Setuju

N = Netral

I. Konflik Peran Ganda

No	Pernyataan	SS	S	N	TS	STS
1.	Kurangnya waktu sebagai orang tua					
2.	Penggunaan waktu dalam mengurus rumah tangga masih kurang					
3.	Kurangnya waktu dalam mengurus anak					
4.	Keterbatasan waktu menyebabkan jarang bertemu dengan suami					
5.	Sering merasa lelah sepulang bekerja sehingga terbengkalinya urusan rumah tangga					

II. Stress Kerja

No	Pernyataan	SS	S	N	TS	STS
1.	Tekanan waktu yang tidak sesuai dengan kemampuan					
2.	Target kerja membuat situasi kerja menjadi beban					
3.	Situasi kerja yang tidak sehat, membuat hubungan antar karyawan tidak baik					
4.	Kurangnya komunikasi dengan atasan					
5.	Adanya perbedaan nilai karyawan					

III. Kinerja

No	Pernyataan	SS	S	N	TS	STS
1.	Hasil kerja yang berkualitas					
2.	Kuantitas hasil kerja yang meningkat					
3.	Ketepatan waktu dalam menyelesaikan pekerjaan					
4.	Usaha yang dicurahkan maksimal					
5.	Bersikap mandiri dalam melakukan pekerjaan					

Lampiran 2 : Tabulasi Hasil Penelitian

No	X1.1	X1.2	X1.3	X1.4	X1.5	X1	X2.1	X2.2	X2.3	X2.4	X2.5	X2	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y
1	4	4	4	4	4	20	3	3	3	3	3	15	3	4	3	3	4	17
2	5	5	5	4	5	24	4	5	4	4	5	22	3	4	5	3	4	19
3	4	5	3	3	4	19	4	3	4	4	4	19	4	3	4	3	3	17
4	5	4	5	4	5	23	3	5	3	4	5	20	5	5	4	5	4	23
5	5	4	4	4	5	22	4	5	3	4	5	21	4	3	4	4	4	19
6	3	4	4	4	3	18	4	3	4	4	3	18	5	4	3	4	4	20
7	4	4	4	4	4	20	4	4	4	3	4	19	4	4	4	4	4	20
8	4	4	4	4	4	20	5	5	5	5	5	25	4	3	4	4	4	19
9	5	5	5	5	5	25	3	3	3	3	3	15	5	5	5	5	5	25
10	4	3	4	4	4	19	4	4	4	4	4	20	3	4	4	4	4	19
11	4	4	4	4	4	20	4	4	4	4	4	20	4	4	4	4	4	20
12	4	3	4	4	4	19	3	4	3	3	4	17	4	4	4	4	4	20
13	4	5	4	4	4	21	3	3	3	4	3	16	5	4	5	4	4	22
14	4	5	5	5	4	23	5	4	5	5	4	23	4	4	5	4	5	22
15	4	3	4	3	4	18	5	4	5	5	4	23	5	4	5	4	3	21
16	4	3	4	3	4	18	4	3	4	3	3	17	4	4	3	3	3	17
17	3	3	4	4	3	17	4	4	4	4	5	21	4	4	4	4	4	20
18	4	4	4	4	4	20	3	3	3	3	3	15	4	3	4	3	4	18
19	4	4	5	5	4	22	5	5	5	5	5	25	4	4	4	4	5	21
20	5	4	5	5	5	24	5	5	5	5	5	25	5	5	5	5	5	25
21	5	5	5	5	5	25	5	5	5	5	5	25	5	5	5	5	5	25
22	3	3	3	3	3	15	4	4	4	4	4	20	4	4	4	4	3	19
23	4	4	4	4	4	20	5	4	4	4	4	21	4	4	4	4	4	20
24	3	3	4	4	3	17	5	5	5	5	5	25	5	5	5	5	4	24
25	4	3	3	4	4	18	5	4	5	4	4	22	5	5	5	5	4	24
26	5	4	5	4	5	23	4	5	4	5	5	23	5	4	5	4	4	22
27	5	4	4	4	5	22	4	5	4	5	5	23	4	5	4	4	4	21
28	4	4	3	4	4	19	4	5	4	4	5	22	4	4	3	3	4	18
29	5	5	5	4	5	24	5	4	5	4	4	22	5	5	4	4	4	22
30	4	5	4	5	4	22	5	5	5	5	5	25	4	5	5	5	5	24
31	4	4	4	4	4	20	3	3	3	3	3	15	3	4	3	3	4	17
32	5	5	5	4	5	24	4	5	4	4	5	22	3	4	5	3	4	19
33	4	5	3	3	4	19	4	3	4	4	4	19	4	3	4	3	3	17
34	5	4	5	4	5	23	3	5	3	4	5	20	5	5	4	5	4	23
35	5	4	4	4	5	22	4	5	3	4	5	21	4	3	4	4	4	19
36	3	4	4	4	3	18	4	3	4	4	3	18	5	4	3	4	4	20
37	4	4	4	4	4	20	4	4	4	3	4	19	4	4	4	4	4	20
38	4	4	4	4	4	20	5	5	5	5	5	25	4	3	4	4	4	19

39	5	5	5	5	5	25	3	3	3	3	3	15	5	5	5	5	5	25
40	4	3	4	4	4	19	4	4	4	4	4	20	3	4	4	4	4	19
41	4	4	4	4	4	20	4	4	4	4	4	20	4	4	4	4	4	20
42	4	3	4	4	4	19	3	4	3	3	4	17	4	4	4	4	4	20
43	4	5	4	4	4	21	3	3	3	4	3	16	5	4	5	4	4	22
44	4	5	5	5	4	23	5	4	5	5	4	23	4	4	5	4	5	22
45	4	3	4	3	4	18	5	4	5	5	4	23	5	4	5	4	3	21
46	4	3	4	3	4	18	4	3	4	3	3	17	4	4	3	3	3	17
47	3	3	4	4	3	17	4	4	4	4	5	21	4	4	4	4	4	20
48	4	4	4	4	4	20	3	3	3	3	3	15	4	3	4	3	4	18
49	4	4	5	5	4	22	5	5	5	5	5	25	4	4	4	4	5	21
50	5	4	5	5	5	24	5	5	5	5	5	25	5	5	5	5	5	25
51	5	5	5	5	5	25	5	5	5	5	5	25	5	5	5	5	5	25
52	3	3	3	3	3	15	4	4	4	4	4	20	4	4	4	4	3	19
53	4	4	4	4	4	20	5	4	4	4	4	21	4	4	4	4	4	20
54	3	3	4	4	3	17	5	5	5	5	5	25	5	5	5	5	4	24
55	4	3	3	4	4	18	5	4	5	4	4	22	5	5	5	5	4	24
56	5	4	5	4	5	23	4	5	4	5	5	23	5	4	5	4	4	22
57	5	4	4	4	5	22	4	5	4	5	5	23	4	5	4	4	4	21
58	4	4	3	4	4	19	4	5	4	4	5	22	4	4	3	3	4	18
59	5	5	5	4	5	24	5	4	5	4	4	22	5	5	4	4	4	22
60	4	5	4	5	4	22	5	5	5	5	5	25	4	5	5	5	5	24

Lampiran 3 : Uji Validitas dan Realibilitas X1

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1
X1.1	Pearson Correlation	1	.502**	.589**	.335	1.000**	.865**
	Sig. (2-tailed)		.005	.001	.071	.000	.000
	N	30	30	30	30	30	30
X1.2	Pearson Correlation	.502**	1	.430*	.478**	.502**	.751**
	Sig. (2-tailed)	.005		.018	.008	.005	.000
	N	30	30	30	30	30	30
X1.3	Pearson Correlation	.589**	.430*	1	.608**	.589**	.803**
	Sig. (2-tailed)	.001	.018		.000	.001	.000
	N	30	30	30	30	30	30
X1.4	Pearson Correlation	.335	.478**	.608**	1	.335	.680**
	Sig. (2-tailed)	.071	.008	.000		.071	.000
	N	30	30	30	30	30	30
X1.5	Pearson Correlation	1.000**	.502**	.589**	.335	1	.865**
	Sig. (2-tailed)	.000	.005	.001	.071		.000
	N	30	30	30	30	30	30
X1	Pearson Correlation	.865**	.751**	.803**	.680**	.865**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30

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

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

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

Reliability Statistics

Cronbach's Alpha	N of Items
.851	5

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

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	16.40	4.248	.775	.790
X1.2	16.57	4.392	.576	.848
X1.3	16.40	4.455	.681	.815
X1.4	16.50	5.017	.528	.852
X1.5	16.40	4.248	.775	.790

Lampiran 4 : Uji Validitas dan Realibilitas X2

Correlations

	X2.1	X2.2	X2.3	X2.4	X2.5	X2
Pearson Correlation	1	.477**	.943**	.717**	.467**	.846**
X2.1 Sig. (2-tailed)		.008	.000	.000	.009	.000
N	30	30	30	30	30	30
Pearson Correlation	.477**	1	.431*	.676**	.948**	.839**
X2.2 Sig. (2-tailed)	.008		.018	.000	.000	.000
N	30	30	30	30	30	30
Pearson Correlation	.943**	.431*	1	.722**	.429*	.827**
X2.3 Sig. (2-tailed)	.000	.018		.000	.018	.000
N	30	30	30	30	30	30
Pearson Correlation	.717**	.676**	.722**	1	.675**	.891**
X2.4 Sig. (2-tailed)	.000	.000	.000		.000	.000
N	30	30	30	30	30	30
Pearson Correlation	.467**	.948**	.429*	.675**	1	.836**
X2.5 Sig. (2-tailed)	.009	.000	.018	.000		.000
N	30	30	30	30	30	30
Pearson Correlation	.846**	.839**	.827**	.891**	.836**	1
X2 Sig. (2-tailed)	.000	.000	.000	.000	.000	
N	30	30	30	30	30	30

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

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

Case Processing Summary

	N	%
Valid	30	100.0
Cases Excluded ^a	0	.0
Total	30	100.0

Reliability Statistics

Cronbach's Alpha	N of Items
.901	5

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

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	16.63	6.861	.755	.880
X2.2	16.63	6.723	.737	.884
X2.3	16.70	6.907	.724	.886
X2.4	16.67	6.713	.826	.865
X2.5	16.57	6.806	.735	.884

Lampiran 5 : Uji Validitas dan Realibilitas Y

Correlations

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y
Y1.1	Pearson Correlation	1	.472**	.408*	.623**	.136	.703**
	Sig. (2-tailed)		.009	.025	.000	.475	.000
	N	30	30	30	30	30	30
Y1.2	Pearson Correlation	.472**	1	.379*	.703**	.426*	.787**
	Sig. (2-tailed)	.009		.039	.000	.019	.000
	N	30	30	30	30	30	30
Y1.3	Pearson Correlation	.408*	.379*	1	.590**	.395*	.740**
	Sig. (2-tailed)	.025	.039		.001	.031	.000
	N	30	30	30	30	30	30
Y1.4	Pearson Correlation	.623**	.703**	.590**	1	.525**	.912**
	Sig. (2-tailed)	.000	.000	.001		.003	.000
	N	30	30	30	30	30	30
Y1.5	Pearson Correlation	.136	.426*	.395*	.525**	1	.640**
	Sig. (2-tailed)	.475	.019	.031	.003		.000
	N	30	30	30	30	30	30
Y	Pearson Correlation	.703**	.787**	.740**	.912**	.640**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30

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

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

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

Reliability Statistics

Cronbach's Alpha	N of Items
.816	5

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

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1.1	16.50	4.190	.527	.803
Y1.2	16.60	3.903	.647	.767
Y1.3	16.53	3.982	.567	.792
Y1.4	16.73	3.444	.841	.702
Y1.5	16.70	4.493	.463	.818

Lampiran 6 : Deskripsi analisis variabel X1

Statistics

		X1.1	X1.2	X1.3	X1.4	X1.5
N	Valid	60	60	60	60	60
	Missing	0	0	0	0	0
Mean		4.17	4.00	4.17	4.07	4.17

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	8	13.3	13.3	13.3
	S	34	56.7	56.7	70.0
	SS	18	30.0	30.0	100.0
	Total	60	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	16	26.7	26.7	26.7
	S	28	46.7	46.7	73.3
	SS	16	26.7	26.7	100.0
	Total	60	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	8	13.3	13.3	13.3
	S	34	56.7	56.7	70.0
	SS	18	30.0	30.0	100.0
	Total	60	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	8	13.3	13.3	13.3
	S	40	66.7	66.7	80.0
	SS	12	20.0	20.0	100.0
	Total	60	100.0	100.0	

X1.5

	Frequency	Percent	Valid Percent	Cumulative Percent
N	8	13.3	13.3	13.3
S	34	56.7	56.7	70.0
SS	18	30.0	30.0	100.0
Total	60	100.0	100.0	

Lampiran 7 : Deskripsi analisis variabel X2

Statistics

		X2.1	X2.2	X2.3	X2.4	X2.5
N	Valid	60	60	60	60	60
	Missing	0	0	0	0	0
Mean		4.17	4.17	4.10	4.13	4.23

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	12	20.0	20.0	20.0
	S	26	43.3	43.3	63.3
	SS	22	36.7	36.7	100.0
	Total	60	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	14	23.3	23.3	23.3
	S	22	36.7	36.7	60.0
	SS	24	40.0	40.0	100.0
	Total	60	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	14	23.3	23.3	23.3
	S	26	43.3	43.3	66.7
	SS	20	33.3	33.3	100.0
	Total	60	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	12	20.0	20.0	20.0
	S	28	46.7	46.7	66.7
	SS	20	33.3	33.3	100.0
	Total	60	100.0	100.0	

X2.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid N	12	20.0	20.0	20.0
S	22	36.7	36.7	56.7
SS	26	43.3	43.3	100.0
Total	60	100.0	100.0	

Lampiran 8 : Deskripsi analisis variabel Y

Statistics

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5
N	Valid	60	60	60	60	60
	Missing	0	0	0	0	0
Mean		4.27	4.17	4.23	4.03	4.07

Y1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	6	10.0	10.0	10.0
	S	32	53.3	53.3	63.3
	SS	22	36.7	36.7	100.0
	Total	60	100.0	100.0	

Y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	8	13.3	13.3	13.3
	S	34	56.7	56.7	70.0
	SS	18	30.0	30.0	100.0
	Total	60	100.0	100.0	

Y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	8	13.3	13.3	13.3
	S	30	50.0	50.0	63.3
	SS	22	36.7	36.7	100.0
	Total	60	100.0	100.0	

Y1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid N	12	20.0	20.0	20.0
S	34	56.7	56.7	76.7
SS	14	23.3	23.3	100.0
Total	60	100.0	100.0	

Y1.5

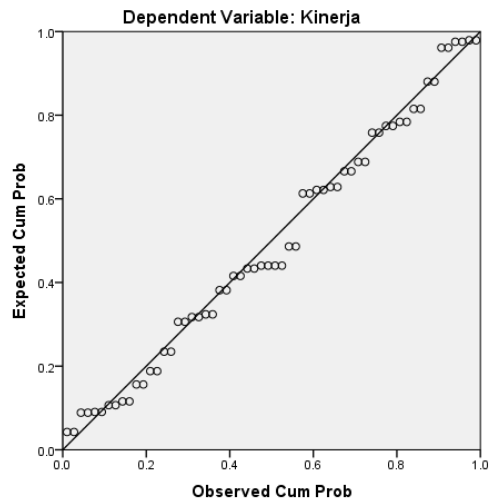
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid N	8	13.3	13.3	13.3
S	40	66.7	66.7	80.0
SS	12	20.0	20.0	100.0
Total	60	100.0	100.0	

Lampiran 9 : Uji Normalitas

Descriptive Statistics

	Mean	Std. Deviation	N
Kinerja	20.77	2.424	60
Konflik_Peran_Ganda	20.57	2.573	60
Stres_Kerja	20.80	3.193	60

Normal P-P Plot of Regression Standardized Residual



One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		60
Normal Parameters ^{a,b}	Mean	0E-7
	Std. Deviation	1.95333596
	Absolute	.094
Most Extreme Differences	Positive	.094
	Negative	-.064
Kolmogorov-Smirnov Z		.728
Asymp. Sig. (2-tailed)		.664

a. Test distribution is Normal.

b. Calculated from data.

Lampiran 10 : Persamaan Regresi

Descriptive Statistics

	Mean	Std. Deviation	N
Kinerja	20.77	2.424	60
Konflik_Peran_Ganda	20.57	2.573	60
Stres_Kerja	20.80	3.193	60

Correlations

		Kinerja	Konflik_Peran_Ganda	Stres_Kerja
Pearson Correlation	Kinerja	1.000	.483	.432
	Konflik_Peran_Ganda	.483	1.000	.200
	Stres_Kerja	.432	.200	1.000
Sig. (1-tailed)	Kinerja	.	.000	.000
	Konflik_Peran_Ganda	.000	.	.063
	Stres_Kerja	.000	.063	.
N	Kinerja	60	60	60
	Konflik_Peran_Ganda	60	60	60
	Stres_Kerja	60	60	60

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Stres_Kerja, Konflik_Peran_Ganda ^b	.	Enter

a. Dependent Variable: Kinerja

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.592 ^a	.351	.328	1.987	.351	15.397	2	57	.000

a. Predictors: (Constant), Stres_Kerja, Konflik_Peran_Ganda

b. Dependent Variable: Kinerja

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	121.618	2	60.809	15.397	.000 ^b
	Residual	225.116	57	3.949		
	Total	346.733	59			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Stres_Kerja, Konflik_Peran_Ganda

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	7.238	2.455		2.948	.005					
	Konflik_Peran_Ganda	.390	.103	.414	3.798	.000	.483	.449	.405	.960	1.042
	Stres_Kerja	.265	.083	.349	3.206	.002	.432	.391	.342	.960	1.042

a. Dependent Variable: Kinerja

Lampiran 11 : Uji Linieritas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja * Konflik_Peran_Ganda		(Combined)	191.900	9	21.322	6.886	.000
	Between Groups	Linearity	81.028	1	81.028	26.166	.000
		Deviation from Linearity	110.872	8	13.859	4.475	.000
	Within Groups		154.833	50	3.097		
	Total		346.733	59			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja * Stres_Kerja		(Combined)	122.400	9	13.600	3.031	.006
	Between Groups	Linearity	64.641	1	64.641	14.407	.000
		Deviation from Linearity	57.759	8	7.220	1.609	.146
	Within Groups		224.333	50	4.487		
	Total		346.733	59			