

Lampiran 1



CURRICULUM VITAE

Weni Muslika Yuniarti, Lahir pada tanggal **12 Juni 1995**, di Purwokerto Kab. Kediri Jawa Timur. Bisa di panggil

Weni atau Reni Anak satu-satunya dari pasangan Wahyu Widodo dan Muslika. Tahun 2002 memulai Sekolah Dasar SDN Gentong dan lulus tahun 2008 kemudian di tahun yang sama melanjutkan ke jenjang Sekolah Menengah Pertama di SMP N 10 Pasuruan dan lulus tahun 2011. Kemudian melanjutkan di tingkat Sekolah Menengah Atas di SMK PGRI 2 Pasuruan dan lulus tahun 2014. Tahun 2015 melanjutkan Studi di Universitas Yudharta Pasuruan Fakultas Ilmu Sosial dan Politik jurusan Administrasi Bisnis dan berhasil menyelesaikan studi S1 pada Tahun 2019.

Lampiran 2

KUESIONER

A. IDENTITAS RESPONDEN

Petunjuk Pengisian : Jawablah identitas diri anda dengan jujur dan benar.

1. Nama :
2. Jenis Kelamin : • Laki-laki • Perempuan
3. Usia : • <25Tahun • 25-45Tahun • >45Tahun
4. Pendidikan : • SLTA • Diploma • S1 • S2

B. DAFTAR PERTANYAAN

Petunjuk Pengisian : Jawablah Pertanyaan berikut dengan memberikan tanda centang (✓) pada kolom jawaban yang telah disediakan. Setiap kolom jawaban memiliki skor sebagai berikut :

1. STS (Sangat Tidak Setuju) : 1
2. TS (Tidak Setuju) : 2
3. N(Netral) : 3
4. S (setuju) : 4
5. SS (Sangat Setuju) : 5

Pernyataan berikut bertujuan untuk mengetahui Pengaruh Stres Kerja dan Beban Kerja Terhadap *Turnover Intention* karyawan PT. BOMA BISMA INDRA (Persero)

- a. Variabel Stres Kerja (X1)

No	Stres Kerja	STS	TS	N	S	SS
1.	Saya tidak punya cukup waktu untuk menyelesaikan semua pekerjaan saya					
2.	Beban tugas pekerjaan saya terlalu berat bagi saya					
3.	Saya harus berkerja super cepat dalam menyelesaikan pekerjaan saya					
4.	Pekerjaan saya jarang membahayakan fisik saya					
5.	Kecelakaan yang serius sering kali terjadi dalam pekerjaan					

b. Variabel Beban Kerja (X2)

No	Beban Kerja	STS	TS	N	S	SS
1.	Saya tiak memiliki waktu yang cukup menyelesaikan pekerjaan saya.					
2.	Saya harus berkerja sangat keras dalam pekerjaan saya.					
3.	Saya harus berkerja dengan cepat untuk menyelesaikan pekerjaan saya.					
4.	Saya merasa beban kerja yang saya terima terlalu tinggi.					
5.	Saya merasa tertekan atas beban kerja yang saya terima					

c. Variabel *Job Insecurity* (X3)

No	<i>Job Insecurity</i>	STS	TS	N	S	SS
1.	Pentingnya pekerjaan saya					
2.	Ketakutan karyawan jika terjadi pemecatan					
3.	Perasaan khawatir terhadap karir masa depan					

4.	Ketidak amanan dalam keberlanjutan pekerjaan					
----	--	--	--	--	--	--

d. *Turnovrt Intention* (Y)

No	<i>Turnover Intention</i>	STS	TS	N	S	SS
1.	Saya memiliki kesempatan untuk meninggalkan organisasi					
2.	Saya berkeinginan untuk meninggalkan pekerjaan yang sekarang					
3.	Saya berencana untuk mencari pekerjaan baru dalam waktu dekat					

Lampiran 3

Stres Kerja (X1)

No	X1.1	X1.2	X1.3	X1.4	X1.5	TOTAL
1	4	4	4	4	4	20
2	4	5	4	5	4	22
3	5	5	5	5	5	25
4	4	4	5	4	4	21
5	4	3	5	4	4	20
6	5	4	4	5	5	23
7	4	5	5	3	5	22
8	4	4	4	4	4	20

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

51	5	5	5	5	5	25
52	1	4	4	5	4	18
53	4	5	4	5	5	23
54	5	4	5	5	4	23
55	4	4	4	3	4	19
56	5	5	4	4	4	22
57	1	4	4	5	4	18
58	4	5	4	5	5	23
59	5	4	5	5	4	23
60	4	4	4	3	4	19
61	5	5	4	4	4	22
62	4	5	4	4	5	22
63	5	5	3	5	5	23
64	4	3	3	4	4	18
65	5	4	4	5	5	23
66	4	4	4	4	5	21
67	3	4	4	4	4	19
68	5	5	3	5	5	23
69	2	4	4	5	5	20
70	2	5	5	5	5	22
71	5	4	4	4	4	21
72	5	4	5	4	5	23
73	4	4	4	5	3	20
74	5	4	4	4	5	22
75	4	4	4	5	5	22
76	3	4	5	4	5	21
77	4	2	4	4	4	18
78	5	4	3	4	4	20
79	4	5	4	5	4	22
80	4	5	5	5	5	24

Beban Kerja (X2)

No	X2.1	X2.2	X2.3	X2.4	X2.5	TOTAL
1	5	4	4	4	5	22
2	5	4	4	5	4	22
3	4	4	3	4	5	20
4	3	4	4	5	5	21
5	4	4	5	3	4	20
6	3	5	4	4	5	21

7	5	4	5	3	5	22
8	4	4	3	5	4	20
9	5	2	4	3	5	19
10	5	5	4	4	4	22
11	5	4	3	2	4	18
12	4	5	5	3	5	22
13	4	4	4	4	5	21
14	4	5	4	3	5	21
15	3	4	4	4	4	19
16	5	4	4	4	4	21
17	4	4	3	4	3	18
18	3	5	5	5	4	22
19	5	4	4	4	5	22
20	5	4	4	5	5	23
21	4	5	4	5	5	23
22	4	4	5	5	4	22
23	4	4	3	4	4	19
24	3	4	3	4	4	18
25	5	4	4	5	5	23
26	4	3	4	5	4	20
27	5	5	5	5	4	24
28	4	5	5	5	5	24
29	3	5	5	4	4	21
30	4	3	5	4	5	21
31	4	4	5	4	5	22
32	5	4	5	3	5	22
33	4	5	4	4	4	21
34	4	5	4	5	5	23
35	4	4	5	4	5	22
36	5	5	4	5	4	23
37	4	3	4	3	4	18
38	4	3	5	4	4	20
39	5	4	4	5	5	23
40	5	4	4	5	4	22
41	3	4	4	5	4	20
42	4	5	3	5	4	21
43	4	4	4	4	5	21
44	5	5	4	4	5	23
45	1	3	4	4	5	17
46	4	3	4	4	4	19
47	5	4	4	4	5	22
48	5	5	5	5	4	24

49	5	5	5	4	5	24
50	5	5	5	5	4	24
51	4	4	4	4	5	21
52	4	5	4	5	4	22
53	4	4	5	5	5	23
54	5	4	4	4	5	22
55	3	4	4	5	4	20
56	4	3	5	4	5	21
57	5	5	4	4	4	22
58	5	4	3	2	4	18
59	4	5	5	3	5	22
60	4	4	4	4	5	21
61	4	5	4	3	5	21
62	3	4	4	4	4	19
63	5	4	4	4	4	21
64	4	4	3	4	3	18
65	3	5	5	5	4	22
66	5	4	4	4	5	22
67	5	4	4	5	5	23
68	4	5	4	5	5	23
69	4	4	5	5	4	22
70	4	4	3	4	4	19
71	3	4	3	4	4	18
72	5	4	4	5	5	23
73	4	3	4	5	4	20
74	5	5	5	5	4	24
75	4	5	5	5	5	24
76	3	5	5	4	4	21
77	4	3	5	4	5	21
78	4	4	5	4	5	22
79	5	4	5	3	5	22
80	4	5	4	4	4	21

Job Insecurity (X3)

No	X3.1	X3.2	X3.3	X3.4	TOTAL
1	5	4	4	4	17
2	5	4	4	5	18
3	4	4	3	4	15
4	3	4	4	5	16

5	4	2	5	3	14
6	2	4	3	4	13
7	4	5	4	5	18
8	4	3	4	4	15
9	5	4	4	4	17
10	5	5	5	5	20
11	5	5	5	4	19
12	5	5	5	5	20
13	4	4	4	4	16
14	4	5	4	5	18
15	4	4	5	5	18
16	4	4	3	4	15
17	3	4	3	4	14
18	5	4	4	5	18
19	4	3	4	5	16
20	5	5	5	5	20
21	4	5	5	5	19
22	3	5	5	4	17
23	4	3	5	4	16
24	4	4	5	4	17
25	5	4	5	3	17
26	4	5	4	4	17
27	4	5	4	5	18
28	3	4	5	4	16
29	5	5	4	5	19
30	4	5	3	3	15
31	3	4	4	5	16
32	4	3	5	4	16
33	4	4	4	5	17
34	5	4	5	5	19
35	5	5	4	5	19
36	3	4	4	5	16
37	5	4	3	5	17
38	4	5	2	5	16
39	5	4	4	4	17
40	4	5	4	4	17
41	5	3	5	4	17
42	4	3	4	4	15
43	5	4	5	4	18
44	4	4	4	4	16
45	4	5	4	3	16
46	3	4	4	4	15

47	5	4	4	4	17
48	4	4	3	4	15
49	3	5	5	5	18
50	5	4	4	4	17
51	5	4	4	4	17
52	5	5	5	5	20
53	5	5	5	4	19
54	5	5	5	5	20
55	4	4	4	4	16
56	4	5	4	5	18
57	5	5	5	5	20
58	5	5	5	4	19
59	5	5	5	5	20
60	4	4	4	4	16
61	4	5	4	5	18
62	4	4	5	5	18
63	4	4	3	4	15
64	3	4	3	4	14
65	5	4	4	5	18
66	4	3	4	5	16
67	5	5	5	5	20
68	4	5	5	5	19
69	3	5	5	4	17
70	4	3	5	4	16
71	4	4	5	4	17
72	5	4	5	3	17
73	4	5	4	4	17
74	4	5	4	5	18
75	3	4	5	4	16
76	5	5	4	5	19
77	4	5	3	3	15
78	3	4	4	5	16
79	4	3	5	4	16
80	4	4	4	5	17

Turnover Intention (Y)

No	Y1.1	Y1.2	Y1.3	TOTAL
1	4	2	4	10
2	4	5	5	14

3	4	4	4	12
4	5	5	5	15
5	4	4	3	11
6	2	5	5	12
7	5	5	5	15
8	5	4	4	13
9	5	4	5	14
10	4	4	4	12
11	4	5	4	13
12	5	5	5	15
13	4	4	5	13
14	4	3	5	12
15	5	4	4	13
16	4	5	5	14
17	4	4	4	12
18	5	5	5	15
19	1	4	4	9
20	4	5	4	13
21	5	4	5	14
22	4	4	4	12
23	5	5	4	14
24	4	5	4	13
25	5	5	3	13
26	4	3	3	10
27	5	4	4	13
28	4	4	4	12
29	3	4	4	11
30	5	5	2	12
31	1	4	2	7
32	2	5	5	12
33	5	4	4	13
34	5	4	5	14
35	4	4	4	12
36	5	4	4	13
37	4	4	4	12
38	3	4	5	12
39	4	2	4	10
40	5	4	3	12
41	4	5	4	13
42	2	5	5	12
43	5	5	4	14
44	3	4	3	10

45	4	4	4	12
46	4	3	5	12
47	4	5	5	14
48	5	5	5	15
49	4	4	4	12
50	5	4	5	14
51	4	4	4	12
52	5	5	5	15
53	4	4	3	11
54	2	5	5	12
55	5	5	5	15
56	5	4	4	13
57	4	4	4	12
58	4	5	4	13
59	5	5	5	15
60	4	4	5	13
61	4	3	5	12
62	5	4	4	13
63	4	5	5	14
64	4	4	4	12
65	5	5	5	15
66	1	4	4	9
67	4	5	4	13
68	5	4	5	14
69	4	4	4	12
70	5	5	4	14
71	4	5	4	13
72	5	5	3	13
73	4	3	3	10
74	5	4	4	13
75	4	4	4	12
76	3	4	4	11
77	5	5	2	12
78	2	4	2	8
79	2	5	5	12
80	5	4	4	13

Uji Validitas

X1

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1
X1.1	Pearson Correlation	1	.079	-.033	-.098	.149	.579**
	Sig. (2-tailed)		.484	.773	.389	.188	.000
	N	80	80	80	80	80	80
X1.2	Pearson Correlation	.079	1	.124	.288**	.253*	.619**
	Sig. (2-tailed)	.484		.275	.010	.024	.000
	N	80	80	80	80	80	80
X1.3	Pearson Correlation	-.033	.124	1	-.072	.057	.402**
	Sig. (2-tailed)	.773	.275		.527	.614	.000
	N	80	80	80	80	80	80
X1.4	Pearson Correlation	-.098	.288**	-.072	1	.244*	.414**
	Sig. (2-tailed)	.389	.010	.527		.029	.000
	N	80	80	80	80	80	80
X1.5	Pearson Correlation	.149	.253*	.057	.244*	1	.577**

	Sig. (2-tailed)	.188	.024	.614	.029		.000
	N	80	80	80	80	80	80
X1	Pearson Correlation	.579**	.619**	.402**	.414**	.577**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	80	80	80	80	80	80

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

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

X2

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2
X2.1	Pearson Correlation	1	.053	.029	-.082	.129	.487**
	Sig. (2-tailed)		.643	.795	.468	.254	.000
	N	80	80	80	80	80	80
X2.2	Pearson Correlation	.053	1	.134	.192	-.054	.538**
	Sig. (2-tailed)	.643		.236	.088	.635	.000
	N	80	80	80	80	80	80
X2.3	Pearson Correlation	.029	.134	1	.096	.291**	.586**
	Sig. (2-tailed)	.795	.236		.396	.009	.000
	N	80	80	80	80	80	80
X2.4	Pearson Correlation	-.082	.192	.096	1	-.110	.478**
	Sig. (2-tailed)	.468	.088	.396		.332	.000
	N	80	80	80	80	80	80
X2.5	Pearson Correlation	.129	-.054	.291**	-.110	1	.420**
	Sig. (2-tailed)	.254	.635	.009	.332		.000
	N	80	80	80	80	80	80
X2	Pearson Correlation	.487**	.538**	.586**	.478**	.420**	1

Sig. (2-tailed)	.000	.000	.000	.000	.000	
N	80	80	80	80	80	80

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

X3

Correlations

		X3.1	X3.2	X3.3	X3.4	X3
X3.1	Pearson Correlation	1	.149	.246*	.094	.646**
	Sig. (2-tailed)		.189	.028	.408	.000
	N	80	80	80	80	80
X3.2	Pearson Correlation	.149	1	-.006	.291**	.598**
	Sig. (2-tailed)	.189		.956	.009	.000
	N	80	80	80	80	80
X3.3	Pearson Correlation	.246*	-.006	1	.070	.566**
	Sig. (2-tailed)	.028	.956		.535	.000
	N	80	80	80	80	80
X3.4	Pearson Correlation	.094	.291**	.070	1	.572**
	Sig. (2-tailed)	.408	.009	.535		.000
	N	80	80	80	80	80
X3	Pearson Correlation	.646**	.598**	.566**	.572**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	80	80	80	80	80

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

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

X4

Correlations

		Y.1	Y.2	Y.3	Y
Y.1	Pearson Correlation	1	.075	.091	.715**
	Sig. (2-tailed)		.511	.420	.000
	N	80	80	80	80
Y.2	Pearson Correlation	.075	1	.164	.556**
	Sig. (2-tailed)	.511		.145	.000
	N	80	80	80	80

Y.3	Pearson Correlation	.091	.164	1	.621**
	Sig. (2-tailed)	.420	.145		.000
	N	80	80	80	80
Y	Pearson Correlation	.715**	.556**	.621**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	80	80	80	80

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

UJI RELIABILITAS

X1

Reliability Statistics

Cronbach's Alpha	N of Items
.670	6

X2

Reliability Statistics

Cronbach's Alpha	N of Items
.660	6

X3

Reliability Statistics

Cronbach's Alpha	N of Items
.717	5

Y

Reliability Statistics

Cronbach's Alpha	N of Items
.722	4

ANALISIS REGRESI LINIER BERGANDA**Coefficients^a**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.785	3.121		1.854	.068
	X1	.204	.094	.235	2.168	.033
	X2	-.077	.106	-.081	-.723	.472
	X3	.233	.110	.238	2.117	.038

a. Dependent Variable: Y

KOEFISIEN DETERMINASI**Model Summary^b**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.334 ^a	.112	.076	1.567

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y

UJI T

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.785	3.121		1.854	.068
	X1	.204	.094	.235	2.168	.033
	X2	-.077	.106	-.081	-.723	.472
	X3	.233	.110	.238	2.117	.038

a. Dependent Variable: Y

UJI F

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	23.411	3	7.804	3.179	.029 ^b
	Residual	186.539	76	2.454		
	Total	209.950	79			

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X1, X2

STATISTIK DESKRIPTIF

X1

X1.1				
	Frequency	Percent	Valid Percent	Cumulative Percent

Valid	1	3	3.8	3.8	3.8
	2	5	6.3	6.3	10.0
	3	6	7.5	7.5	17.5
	4	35	43.8	43.8	61.3
	5	31	38.8	38.8	100.0
	Total	80	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.5	2.5	2.5
	3	4	5.0	5.0	7.5
	4	44	55.0	55.0	62.5
	5	30	37.5	37.5	100.0
	Total	80	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.5	2.5	2.5
	3	9	11.3	11.3	13.8
	4	44	55.0	55.0	68.8
	5	25	31.3	31.3	100.0
	Total	80	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	5.0	5.0	5.0
	4	36	45.0	45.0	50.0
	5	40	50.0	50.0	100.0
	Total	80	100.0	100.0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	3.8	3.8	3.8
	4	33	41.3	41.3	45.0
	5	44	55.0	55.0	100.0
	Total	80	100.0	100.0	

Statistics

		X1.1	X1.2	X1.3	X1.4	X1.5	X1
N	Valid	80	80	80	80	80	80
	Missing	0	0	0	0	0	0
Mean		4.08	4.28	4.15	4.45	4.51	21.46
Std. Error of Mean		.115	.075	.080	.066	.064	.210
Std. Deviation		1.028	.675	.713	.593	.574	1.876
Sum		326	342	332	356	361	1717

X2**X2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.3	1.3	1.3
	3	12	15.0	15.0	16.3
	4	38	47.5	47.5	63.8
	5	29	36.3	36.3	100.0
	Total	80	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.3	1.3	1.3
	3	9	11.3	11.3	12.5
	4	43	53.8	53.8	66.3
	5	27	33.8	33.8	100.0
	Total	80	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	11	13.8	13.8	13.8
	4	42	52.5	52.5	66.3
	5	27	33.8	33.8	100.0
	Total	80	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.5	2.5	2.5
	3	10	12.5	12.5	15.0
	4	38	47.5	47.5	62.5
	5	30	37.5	37.5	100.0
	Total	80	100.0	100.0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	2.5	2.5	2.5
	4	38	47.5	47.5	50.0

5	40	50.0	50.0	100.0
Total	80	100.0	100.0	

Statistics

	X2.1	X2.2	X2.3	X2.4	X2.5	X2
N Valid	80	80	80	80	80	80
Missing	0	0	0	0	0	0
Mean	4.18	4.20	4.20	4.20	4.48	21.25
Std. Error of Mean	.087	.076	.074	.084	.062	.193
Std. Deviation	.776	.683	.664	.753	.551	1.725
Sum	334	336	336	336	358	1700

X3

X3.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.3	1.3	1.3
3	12	15.0	15.0	16.3
4	38	47.5	47.5	63.8
5	29	36.3	36.3	100.0
Total	80	100.0	100.0	

X3.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.3	1.3	1.3
3	9	11.3	11.3	12.5
4	38	47.5	47.5	60.0
5	32	40.0	40.0	100.0
Total	80	100.0	100.0	

X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.3	1.3	1.3
	3	10	12.5	12.5	13.8
	4	37	46.3	46.3	60.0
	5	32	40.0	40.0	100.0
	Total	80	100.0	100.0	

X3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	7.5	7.5	7.5
	4	38	47.5	47.5	55.0
	5	36	45.0	45.0	100.0
	Total	80	100.0	100.0	

Statistics

		X3.1	X3.2	X3.3	X3.4	X3
N	Valid	80	80	80	80	80
	Missing	0	0	0	0	0
Mean		4.19	4.26	4.25	4.38	17.08
Std. Error of Mean		.082	.079	.081	.070	.186
Std. Deviation		.731	.707	.720	.624	1.659
Sum		335	341	340	350	1366

Y

Y.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	3.8	3.8	3.8
	2	6	7.5	7.5	11.3
	3	4	5.0	5.0	16.3
	4	36	45.0	45.0	61.3
	5	31	38.8	38.8	100.0
	Total	80	100.0	100.0	

Y.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.5	2.5	2.5
	3	5	6.3	6.3	8.8
	4	41	51.3	51.3	60.0
	5	32	40.0	40.0	100.0
	Total	80	100.0	100.0	

Y.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	5.0	5.0	5.0
	3	8	10.0	10.0	15.0
	4	39	48.8	48.8	63.8
	5	29	36.3	36.3	100.0
	Total	80	100.0	100.0	

Statistics

		Y.1	Y.2	Y.3	Y
N	Valid	80	80	80	80
	Missing	0	0	0	0
Mean		4.08	4.29	4.16	12.53
Std. Error of Mean		.116	.078	.090	.182
Std. Deviation		1.041	.697	.803	1.630
Sum		326	343	333	1002

UJI NORMALITAS

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		80
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.53663611
Most Extreme Differences	Absolute	.098
	Positive	.057
	Negative	-.098
Test Statistic		.098
Asymp. Sig. (2-tailed)		.055 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

1	(Constant)	5.785	3.121		1.854	.068		
	X1	.204	.094	.235	2.168	.033	.994	1.006
	X2	-.077	.106	-.081	-.723	.472	.926	1.080
	X3	.233	.110	.238	2.117	.038	.927	1.079

a. Dependent Variable: Y