LAMPIRAN SPSS

Hasil Validitas dan Reliabilitas

Stress Kerja

Uji Validitas

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | Total\_X1 |
| X1.1 | Pearson Correlation | 1 | .734\*\* | .689\*\* | .644\*\* | .612\*\* | .876\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .000 |
| N | 110 | 110 | 110 | 110 | 110 | 110 |
| X1.2 | Pearson Correlation | .734\*\* | 1 | .722\*\* | .648\*\* | .490\*\* | .856\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .000 |
| N | 110 | 110 | 110 | 110 | 110 | 110 |
| X1.3 | Pearson Correlation | .689\*\* | .722\*\* | 1 | .694\*\* | .522\*\* | .861\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 |
| N | 110 | 110 | 110 | 110 | 110 | 110 |
| X1.4 | Pearson Correlation | .644\*\* | .648\*\* | .694\*\* | 1 | .628\*\* | .852\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 |
| N | 110 | 110 | 110 | 110 | 110 | 110 |
| X1.5 | Pearson Correlation | .612\*\* | .490\*\* | .522\*\* | .628\*\* | 1 | .770\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .000 |
| N | 110 | 110 | 110 | 110 | 110 | 110 |
| Total\_X1 | Pearson Correlation | .876\*\* | .856\*\* | .861\*\* | .852\*\* | .770\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  |
| N | 110 | 110 | 110 | 110 | 110 | 110 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |

Dari hasil uji validitas diatas didapatkan nilai dari r hitung untuk pertayaan no 1 sebesar **0,876**, dimana nilai tersebut lebih besar dari nilai r tabel sebesar **0,186 (110 Responden)**. Maka dapat disimpulkan pertayaan no 1 **Valid**.

Uji Reliabilitas

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 110 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 110 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .898 | 5 |

Dari hasil tabel uji reliabilitas didapatkan nilai Cronbach’s alpha sebesar **0,898**. Dimana nilai tersebut lebih besar dari 0,60. Maka dapat disimpulkan bahwa data **RELIABEL**

Karakteristik Responden

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Jenis Kelamin** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Laki-Laki | 47 | 42.7 | 42.7 | 42.7 |
| Perempuan | 63 | 57.3 | 57.3 | 100.0 |
| Total | 110 | 100.0 | 100.0 |  |

Berdasarkan tabel diatas dapat diketahui bahwa karakteristik responden berdasarkan jenis kelamin, sebagian besar adalah responden termasuk dalam kategori **Perempuan** yaitu sebanyak 63 responden (57,3%).

Descriptive

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Descriptive Statistics** | | | | | |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| Stress Kerja | 110 | 5 | 25 | 20.03 | 3.915 |
| Work Life Balance | 110 | 6 | 30 | 19.09 | 4.481 |
| Konflik Peran | 110 | 5 | 25 | 15.54 | 3.339 |
| Kinerja Karyawan | 110 | 6 | 30 | 23.93 | 4.575 |
| Valid N (listwise) | 110 |  |  |  |  |

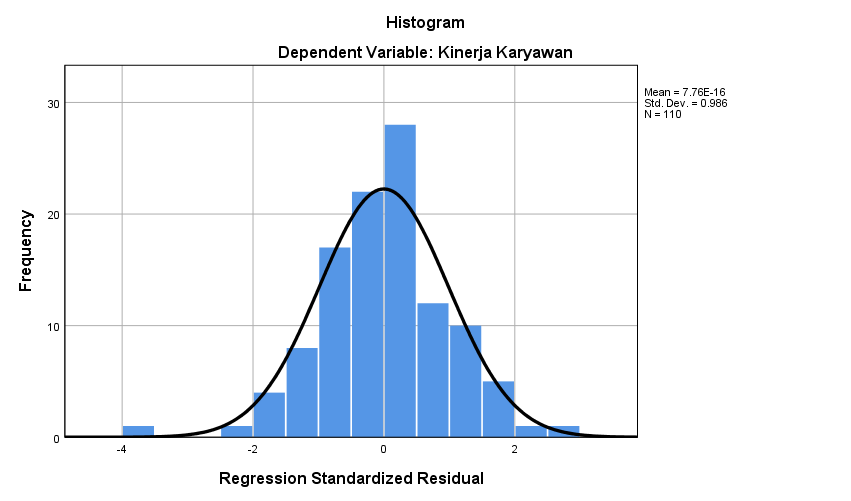
Berdasarkan tabel diatas dapat diketahui bahwa variabel Stress Kerja didapatkan nilai minimum 5 nilai maximum 25 dan nilai rata-rata (mean) 20,03.

Asumsi Klasik

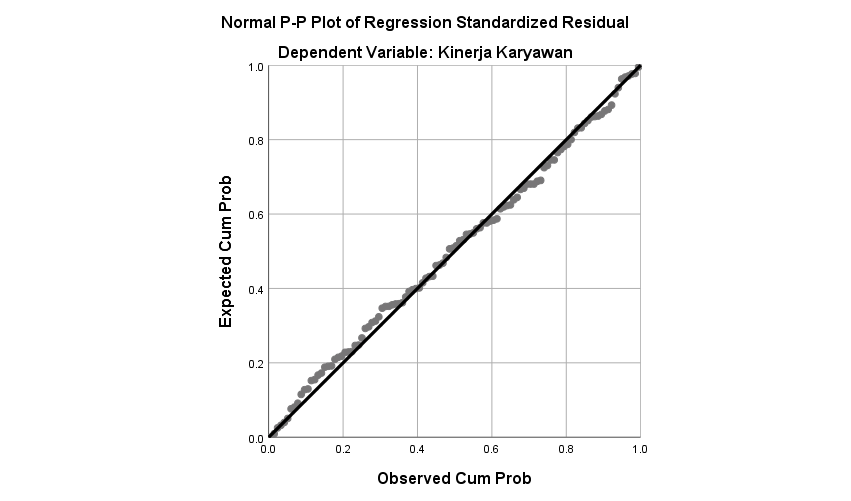
Uji Normalitas

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 110 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 2.84182497 |
| Most Extreme Differences | Absolute | .045 |
| Positive | .043 |
| Negative | -.045 |
| Test Statistic | | .045 |
| Asymp. Sig. (2-tailed) | | .200c,d |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

Berdasarkan Tabel diatas dapat diketahui nilai *asymp.sig* sebesar 0,200 > 0,05 sehingga dapat disimpulkan bahwa **Data Berdistribusi Normal**.



Dari gambar diatas dapat diketahui data berada didalam kurva dan tidak banyak data yang keluar dari dalam kurva maka **Data Berdistribusi Normal**.

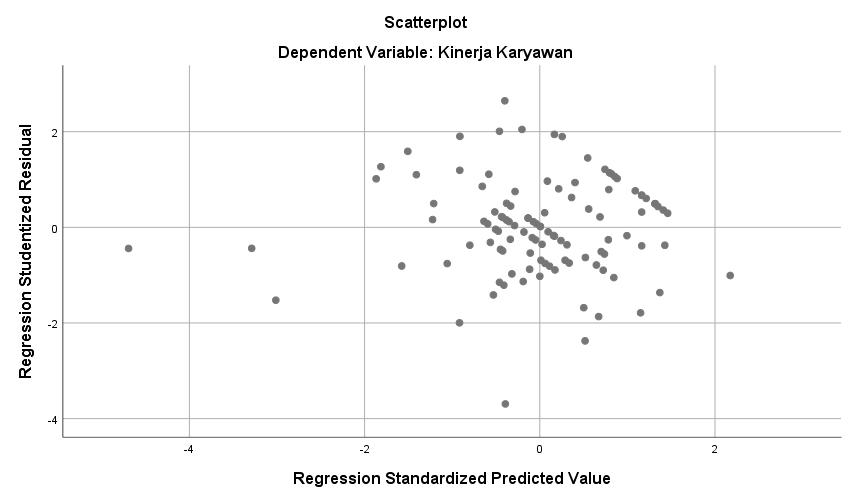


Dari gambar diatas dapat diketahui data berada digaris diagonal dan tidak melebar atau tidak menjauhi garis diagonal maka **Data Berdistribusi Normal**.

Uji Heteroskedastisitas

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 3.946 | 1.152 |  | 3.424 | .001 |
| Stress Kerja | -.012 | .047 | -.025 | -.247 | .805 |
| Work Life Balance | -.009 | .049 | -.022 | -.185 | .854 |
| Konflik Peran | -.088 | .061 | -.161 | -1.427 | .157 |
| a. Dependent Variable: ABS\_RES | | | | | | |

Berdasarkan tabel diatas dapat diketahui bahwa nilai probabilitas lebih besar dari 5% (0,05), dengan demikian variabel yang diajukan dalam penelitian **Tidak Terjadi Heterokedasitas**.



Dari gambar diatas diketahui bahwa data berada diatas atau dibawah dari 0 dan data lebih cenderung menyebar atau tidak membentuk pola-pola tertentu maka **Tidak Terjadi Heteroskedasititas**

Uji Multikolinearitas

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta |  |  | Tolerance | VIF |
| 1 | (Constant) | 6.653 | 1.834 |  | 3.628 | .000 |  |  |
| Stress Kerja | .772 | .076 | .661 | 10.220 | .000 | .871 | 1.148 |
| Work Life Balance | .310 | .077 | .303 | 4.006 | .000 | .635 | 1.575 |
| Konflik Peran | -.264 | .098 | -.193 | -2.696 | .008 | .714 | 1.401 |
| a. Dependent Variable: Kinerja Karyawan | | | | | | | | |

Berdasarkan tabel diatas dapat diketahui bahwa nilai *tolerance value* > 0,10 atau nilai VIF < 10 maka **Tidak Terjadi Multikolinieritas**.

Uji Regresi Linear Berganda

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .784a | .614 | .603 | 2.882 |
| a. Predictors: (Constant), Konflik Peran, Stress Kerja, Work Life Balance | | | | |

Berdasarkan tabel diatas menunjukkan besarnya koefisien determinasi (*Adjusted R2*) = 0,603, artinya variabel bebas secara bersama–sama mempengaruhi variabel terikat sebesar **60,3%** sisanya sebesar 39,7% dipengaruhi oleh variabel lain yang tidak dimasukkan dalam model penelitian.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 1401.138 | 3 | 467.046 | 56.240 | .000b |
| Residual | 880.281 | 106 | 8.305 |  |  |
| Total | 2281.418 | 109 |  |  |  |
| a. Dependent Variable: Kinerja Karyawan | | | | | | |
| b. Predictors: (Constant), Konflik Peran, Stress Kerja, Work Life Balance | | | | | | |

Dari hasil uji F pada tabel diatas diperoleh F hitung sebesar 56.240 dan probabilitas sebesar 0,000. Karena sig Fhitung<5% (0,000 < 0,05), dapat disimpulkan bahwa Konflik Peran, Stress Kerja, Work Life Balance secara **Bersama-Sama Berpengaruh** terhadap Kinerja Karyawan.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 6.653 | 1.834 |  | 3.628 | .000 |
| Stress Kerja | .772 | .076 | .661 | 10.220 | .000 |
| Work Life Balance | .310 | .077 | .303 | 4.006 | .000 |
| Konflik Peran | -.264 | .098 | -.193 | -2.696 | .008 |
| a. Dependent Variable: Kinerja Karyawan | | | | | | |

* Berdasarkan uji regresi parsial, diperoleh nilai t-hitung sebesar 10.220 koefisien regresi (beta) 0,772 dengan probabilitas (p) = 0,000. Berdasarkan hasil olah data dimana nilai probabilitas (p) ≤ 0,05 dapat disimpulkan bahwa Stress Kerja **Berpengaruh Positif Dan Signifikan** terhadap Kinerja Karyawan. Hipotesis 1 **Diterima**.
* Berdasarkan uji regresi parsial, diperoleh nilai t-hitung sebesar 4.006 koefisien regresi (beta) 0,310 dengan probabilitas (p) = 0,000. Berdasarkan hasil olah data dimana nilai probabilitas (p) ≤ 0,05 dapat disimpulkan bahwa Work Life Balance **Berpengaruh Positif Dan Signifikan** terhadap Kinerja Karyawan. Hipotesis 2 **Diterima**.
* Berdasarkan uji regresi parsial, diperoleh nilai t-hitung sebesar -2.696 koefisien regresi (beta) -0,264 dengan probabilitas (p) = 0,008. Berdasarkan hasil olah data dimana nilai probabilitas (p) ≤ 0,05 dapat disimpulkan bahwa Konflik Peran **Berpengaruh Negatif Dan Signifikan** terhadap Kinerja Karyawan. Hipotesis 3 **Diterima**.