1. **Blueprint Skala *Hardiness Personality***

Tabel Skala *Hardiness Personality*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Aspek | Aitem Favorable | | Aitem Unfavorable | |
| Nomor | Jumlah | Nomor | Jumlah |
| *Commitment* | 1,4,7,10,14 | 5 | - | 0 |
| *Control* | 3,6,9,12,15 | 5 | - | 0 |
| *Challenge* | 2,5,8,11,13 | 5 | - | 0 |
| **Sub Total** |  | 15 |  |  |
| **Total** |  |  |  | 15 |

1. **Blueprint Skala Stress Kerja**

Tabel Skala Stress kerja

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Aspek | Aitem Favorable | | Aitem Unfavorable | |
| Nomor | Jumlah | Nomor | Jumlah |
| Aspek Psikologis | 1,2,3,4,5,6,7,8 | 8 | - | 0 |
| Aspek Fisiologis | 9,10,11,12,13,14,15,16,17 | 9 | - | 0 |
| Gejala Perilaku | 18,19,20 | 3 | - | 0 |
| **Sub Total** |  | 20 |  |  |
| **Total** |  |  |  | 20 |