1. **Hasil Analisis JASP**
2. **Variabel Demografik**

|  |  |  |  |
| --- | --- | --- | --- |
| **Variabel Demografik** | | **Jumlah** | **Persentase** |
| **Usia** | 21-30 | 32 | 32% |
| 31-40 | 27 | 27% |
| 41-50 | 41 | 41% |
| **Status Perkawinan** | Berkeluarga | 77 | 77% |
| Lajang | 23 | 23% |
| **Mitra Driver** | Go-Jek | 48 | 48% |
| Grab | 52 | 52% |
| She-Jek | 0 | 0% |
| Maxim | 0 | 0% |
| In-Driver | 0 | 0% |
| **Lama Bekerja** | 1 tahun | 20 | 20% |
| 2 tahun | 41 | 41% |
| 3 tahun | 37 | 37% |
| lebih4tahun | 2 | 2% |

1. **Descriptive Statistics**

| **Descriptive Statistics** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  | | **Hardiness Personality** | | **Stress Kerja** | |
| Valid |  | 100 |  | 100 |  |
| Missing |  | 0 |  | 0 |  |
| Mean |  | 56.990 |  | 33.870 |  |
| Std. Deviation |  | 2.976 |  | 10.965 |  |
| Minimum |  | 48.000 |  | 20.000 |  |
| Maximum |  | 60.000 |  | 61.000 |  |
|  | | | | | |

1. **Tingkat Kategori *Hardiness Personality***

|  |  |  |  |
| --- | --- | --- | --- |
| **Kategori** | **Interval kelas** | **F** | **%** |
| Sangat Tinggi | >59,9 | 27 | 27 |
| Tinggi | 56,9-59,9 | 35 | 35 |
| Rendah | 54-56,9 | 25 | 25 |
| Sangat Rendah | <54 | 13 | 13 |

1. **Tingkat Kategori Stress Kerja**

|  |  |  |  |
| --- | --- | --- | --- |
| **Kategori** | **Interval kelas** | **f** | **%** |
| Sangat Tinggi | >44,8 | 20 | 20 |
| Tinggi | 33,8-44,8 | 28 | 28 |
| Rendah | 22,9-33,8 | 31 | 31 |
| Sangat Rendah | <22,9 | 21 | 21 |

1. **Validitas dan Realibilitas Skala *Hardiness Personality***

| **Frequentist Scale Reliability Statistics** | | | |
| --- | --- | --- | --- |
| **Estimate** | | **Cronbach's α** | |
| Point estimate |  | 0.760 |  |
|  | | | |

| **Pearson's Correlations** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Variable** | |  | | **X1** | | **X2** | | **X3** | | **X4** | | **X5** | | **X6** | | **X7** | | **X8** | | **X9** | | **X10** | | **X11** | | **X12** | | **X13** | | **X14** | | **X15** | | **Hardiness Personality** | |
| 1. X1 |  | Pearson's r |  | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  | p-value |  | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 2. X2 |  | Pearson's r |  | 0.231 | \* | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  | p-value |  | 0.021 |  | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3. X3 |  | Pearson's r |  | 0.099 |  | 0.551 | \*\*\* | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  | p-value |  | 0.327 |  | < .001 |  | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4. X4 |  | Pearson's r |  | 0.472 | \*\*\* | 0.412 | \*\*\* | 0.377 | \*\*\* | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  | p-value |  | < .001 |  | < .001 |  | < .001 |  | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 5. X5 |  | Pearson's r |  | 0.148 |  | 0.092 |  | 0.070 |  | 0.234 | \* | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  | p-value |  | 0.142 |  | 0.364 |  | 0.490 |  | 0.019 |  | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 6. X6 |  | Pearson's r |  | -0.009 |  | 0.294 | \*\* | 0.389 | \*\*\* | 0.175 |  | 0.220 | \* | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  | p-value |  | 0.932 |  | 0.003 |  | < .001 |  | 0.081 |  | 0.028 |  | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 7. X7 |  | Pearson's r |  | 0.160 |  | 0.034 |  | 0.220 | \* | 0.184 |  | -0.015 |  | 0.220 | \* | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  | p-value |  | 0.112 |  | 0.738 |  | 0.028 |  | 0.067 |  | 0.881 |  | 0.028 |  | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 8. X8 |  | Pearson's r |  | 0.090 |  | 0.162 |  | 0.332 | \*\*\* | 0.063 |  | 0.016 |  | 0.268 | \*\* | 0.600 | \*\*\* | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  | p-value |  | 0.374 |  | 0.108 |  | < .001 |  | 0.533 |  | 0.877 |  | 0.007 |  | < .001 |  | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 9. X9 |  | Pearson's r |  | 0.028 |  | 0.022 |  | 0.121 |  | 0.137 |  | 0.097 |  | 0.251 | \* | 0.329 | \*\*\* | 0.231 | \* | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  | p-value |  | 0.786 |  | 0.828 |  | 0.230 |  | 0.173 |  | 0.338 |  | 0.012 |  | < .001 |  | 0.021 |  | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 10. X10 |  | Pearson's r |  | 0.131 |  | 0.133 |  | 0.192 |  | 0.232 | \* | 0.142 |  | 0.111 |  | 0.290 | \*\* | 0.270 | \*\* | 0.203 | \* | — |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  | p-value |  | 0.195 |  | 0.188 |  | 0.056 |  | 0.020 |  | 0.160 |  | 0.270 |  | 0.003 |  | 0.007 |  | 0.043 |  | — |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 11. X11 |  | Pearson's r |  | 0.009 |  | -0.079 |  | -0.013 |  | 0.178 |  | 0.125 |  | 0.069 |  | 0.109 |  | -0.034 |  | 0.347 | \*\*\* | 0.199 | \* | — |  |  |  |  |  |  |  |  |  |  |  |
|  |  | p-value |  | 0.932 |  | 0.432 |  | 0.897 |  | 0.076 |  | 0.217 |  | 0.497 |  | 0.280 |  | 0.736 |  | < .001 |  | 0.047 |  | — |  |  |  |  |  |  |  |  |  |  |  |
| 12. X12 |  | Pearson's r |  | -0.143 |  | -0.004 |  | 0.086 |  | 0.015 |  | 6.382e -4 |  | 0.086 |  | 0.201 | \* | 0.185 |  | 0.278 | \*\* | 0.183 |  | 0.409 | \*\*\* | — |  |  |  |  |  |  |  |  |  |
|  |  | p-value |  | 0.157 |  | 0.965 |  | 0.394 |  | 0.879 |  | 0.995 |  | 0.394 |  | 0.045 |  | 0.066 |  | 0.005 |  | 0.069 |  | < .001 |  | — |  |  |  |  |  |  |  |  |  |
| 13. X13 |  | Pearson's r |  | 0.201 | \* | 0.135 |  | 0.243 | \* | 0.376 | \*\*\* | 0.123 |  | 0.314 | \*\* | 0.328 | \*\*\* | 0.149 |  | 0.327 | \*\*\* | 0.226 | \* | 0.354 | \*\*\* | 0.413 | \*\*\* | — |  |  |  |  |  |  |  |
|  |  | p-value |  | 0.045 |  | 0.179 |  | 0.015 |  | < .001 |  | 0.224 |  | 0.001 |  | < .001 |  | 0.139 |  | < .001 |  | 0.024 |  | < .001 |  | < .001 |  | — |  |  |  |  |  |  |  |
| 14. X14 |  | Pearson's r |  | 0.247 | \* | 0.272 | \*\* | 0.157 |  | 0.241 | \* | 0.276 | \*\* | 0.157 |  | 0.078 |  | -0.052 |  | 0.252 | \* | 0.161 |  | 0.281 | \*\* | 0.033 |  | 0.422 | \*\*\* | — |  |  |  |  |  |
|  |  | p-value |  | 0.013 |  | 0.006 |  | 0.118 |  | 0.016 |  | 0.005 |  | 0.118 |  | 0.439 |  | 0.609 |  | 0.011 |  | 0.110 |  | 0.005 |  | 0.748 |  | < .001 |  | — |  |  |  |  |  |
| 15. X15 |  | Pearson's r |  | 0.082 |  | 0.316 | \*\* | 0.114 |  | 0.212 | \* | -0.101 |  | 0.292 | \*\* | 0.316 | \*\* | 0.205 | \* | 0.205 | \* | 0.151 |  | -0.115 |  | 0.225 | \* | 0.250 | \* | 0.136 |  | — |  |  |  |
|  |  | p-value |  | 0.419 |  | 0.001 |  | 0.258 |  | 0.034 |  | 0.319 |  | 0.003 |  | 0.001 |  | 0.041 |  | 0.041 |  | 0.134 |  | 0.256 |  | 0.025 |  | 0.012 |  | 0.176 |  | — |  |  |  |
| 16. Hardiness Personality |  | Pearson's r |  | 0.352 | \*\*\* | 0.397 | \*\*\* | 0.483 | \*\*\* | 0.544 | \*\*\* | 0.353 | \*\*\* | 0.483 | \*\*\* | 0.599 | \*\*\* | 0.510 | \*\*\* | 0.576 | \*\*\* | 0.513 | \*\*\* | 0.433 | \*\*\* | 0.410 | \*\*\* | 0.680 | \*\*\* | 0.517 | \*\*\* | 0.378 | \*\*\* | — |  |
|  |  | p-value |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | — |  |
|  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| \* p < .05, \*\* p < .01, \*\*\* p < .001 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

1. **Validitas dan Realibilitas Skala Stress Kerja**

| **Frequentist Scale Reliability Statistics** | | | |
| --- | --- | --- | --- |
| **Estimate** | | **Cronbach's α** | |
| Point estimate |  | 0.920 |  |
|  | | | |

| **Pearson's Correlations** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Variable** | |  | | **Y1** | | **Y2** | | **Y3** | | **Y4** | | **Y5** | | **Y6** | | **Y7** | | **Y8** | | **Y9** | | **Y10** | | **Y11** | | **Y12** | | **Y13** | | **Y14** | | **Y15** | | **Y16** | | **Y17** | | **Y18** | | **Y19** | | **Y20** | | **Stress Kerja** | |
| 1. Y1 |  | Pearson's r |  | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  | p-value |  | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 2. Y2 |  | Pearson's r |  | 0.485 | \*\*\* | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  | p-value |  | < .001 |  | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3. Y3 |  | Pearson's r |  | 0.545 | \*\*\* | 0.763 | \*\*\* | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  | p-value |  | < .001 |  | < .001 |  | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4. Y4 |  | Pearson's r |  | 0.736 | \*\*\* | 0.446 | \*\*\* | 0.508 | \*\*\* | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  | p-value |  | < .001 |  | < .001 |  | < .001 |  | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 5. Y5 |  | Pearson's r |  | 0.704 | \*\*\* | 0.568 | \*\*\* | 0.555 | \*\*\* | 0.814 | \*\*\* | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  | p-value |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 6. Y6 |  | Pearson's r |  | 0.404 | \*\*\* | 0.482 | \*\*\* | 0.544 | \*\*\* | 0.493 | \*\*\* | 0.506 | \*\*\* | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  | p-value |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 7. Y7 |  | Pearson's r |  | 0.593 | \*\*\* | 0.305 | \*\* | 0.382 | \*\*\* | 0.612 | \*\*\* | 0.539 | \*\*\* | 0.511 | \*\*\* | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  | p-value |  | < .001 |  | 0.002 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 8. Y8 |  | Pearson's r |  | 0.226 | \* | 0.496 | \*\*\* | 0.457 | \*\*\* | 0.448 | \*\*\* | 0.468 | \*\*\* | 0.732 | \*\*\* | 0.414 | \*\*\* | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  | p-value |  | 0.024 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 9. Y9 |  | Pearson's r |  | 0.399 | \*\*\* | 0.364 | \*\*\* | 0.484 | \*\*\* | 0.531 | \*\*\* | 0.630 | \*\*\* | 0.415 | \*\*\* | 0.352 | \*\*\* | 0.423 | \*\*\* | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  | p-value |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 10. Y10 |  | Pearson's r |  | 0.434 | \*\*\* | 0.455 | \*\*\* | 0.517 | \*\*\* | 0.490 | \*\*\* | 0.425 | \*\*\* | 0.506 | \*\*\* | 0.336 | \*\*\* | 0.524 | \*\*\* | 0.522 | \*\*\* | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  | p-value |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 11. Y11 |  | Pearson's r |  | 0.514 | \*\*\* | 0.408 | \*\*\* | 0.571 | \*\*\* | 0.587 | \*\*\* | 0.517 | \*\*\* | 0.427 | \*\*\* | 0.421 | \*\*\* | 0.395 | \*\*\* | 0.660 | \*\*\* | 0.668 | \*\*\* | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  | p-value |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 12. Y12 |  | Pearson's r |  | 0.312 | \*\* | 0.380 | \*\*\* | 0.496 | \*\*\* | 0.487 | \*\*\* | 0.439 | \*\*\* | 0.530 | \*\*\* | 0.288 | \*\* | 0.484 | \*\*\* | 0.471 | \*\*\* | 0.586 | \*\*\* | 0.407 | \*\*\* | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  | p-value |  | 0.002 |  | < .001 |  | .01 |  | < .001 |  | < .001 |  | < .001 |  | 0.004 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 13. Y13 |  | Pearson's r |  | 0.263 | \*\* | 0.381 | \*\*\* | .34 | \*\*\* | 0.413 | \*\*\* | 0.453 | \*\*\* | 0.478 | \*\*\* | 0.289 | \*\* | 0.515 | \*\*\* | 0.500 | \*\*\* | 0.458 | \*\*\* | 0.510 | \*\*\* | 0.479 | \*\*\* | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  | p-value |  | 0.008 |  | < .001 |  | <.01 |  | < .001 |  | < .001 |  | < .001 |  | 0.004 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 14. Y14 |  | Pearson's r |  | 0.342 | \*\*\* | 0.267 | \*\* | 0291 | \*\* | 0.541 | \*\*\* | 0.486 | \*\*\* | 0.412 | \*\*\* | 0.336 | \*\*\* | 0.415 | \*\*\* | 0.479 | \*\*\* | 0.556 | \*\*\* | 0.538 | \*\*\* | 0.407 | \*\*\* | 0.677 | \*\*\* | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  | p-value |  | < .001 |  | 0.007 |  | 0.003 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | — |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 15. Y15 |  | Pearson's r |  | 0.136 |  | 0.247 | \* | 0.103 |  | 0.171 |  | 0.184 |  | 0.335 | \*\*\* | 0.137 |  | 0.275 | \*\* | 0.068 |  | 0.203 | \* | 0.086 |  | 0.404 | \*\*\* | 0.249 | \* | 0.171 |  | — |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  | p-value |  | 0.176 |  | 0.013 |  | 0.309 |  | 0.089 |  | 0.066 |  | < .001 |  | 0.175 |  | 0.006 |  | 0.504 |  | 0.043 |  | 0.393 |  | < .001 |  | 0.012 |  | 0.090 |  | — |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 16. Y16 |  | Pearson's r |  | 0.246 | \* | 0.361 | \*\*\* | 0.379 | \*\*\* | 0.295 | \*\* | 0.246 | \* | 0.398 | \*\*\* | 0.211 | \* | 0.372 | \*\*\* | 0.273 | \*\* | 0.533 | \*\*\* | 0.468 | \*\*\* | 0.561 | \*\*\* | 0.499 | \*\*\* | 0.430 | \*\*\* | 0.413 | \*\*\* | — |  |  |  |  |  |  |  |  |  |  |  |
|  |  | p-value |  | 0.014 |  | < .001 |  | < .001 |  | 0.003 |  | 0.014 |  | < .001 |  | 0.035 |  | < .001 |  | 0.006 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | — |  |  |  |  |  |  |  |  |  |  |  |
| 17. Y17 |  | Pearson's r |  | 0.238 | \* | 0.278 | \*\* | 0.292 | \*\* | 0.219 | \* | 0.250 | \* | 0.269 | \*\* | 0.205 | \* | 0.289 | \*\* | 0.222 | \* | 0.461 | \*\*\* | 0.363 | \*\*\* | 0.409 | \*\*\* | 0.469 | \*\*\* | 0.437 | \*\*\* | 0.232 | \* | 0.694 | \*\*\* | — |  |  |  |  |  |  |  |  |  |
|  |  | p-value |  | 0.017 |  | 0.005 |  | 0.003 |  | 0.028 |  | 0.012 |  | 0.007 |  | 0.041 |  | 0.004 |  | 0.026 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | 0.020 |  | < .001 |  | — |  |  |  |  |  |  |  |  |  |
| 18. Y18 |  | Pearson's r |  | 0.129 |  | 0.255 | \* | 0.341 | \*\*\* | 0.142 |  | 0.108 |  | 0.392 | \*\*\* | 0.142 |  | 0.360 | \*\*\* | 0.179 |  | 0.412 | \*\*\* | 0.119 |  | 0.374 | \*\*\* | 0.208 | \* | 0.134 |  | 0.249 | \* | 0.335 | \*\*\* | 0.245 | \* | — |  |  |  |  |  |  |  |
|  |  | p-value |  | 0.199 |  | 0.010 |  | < .001 |  | 0.158 |  | 0.286 |  | < .001 |  | 0.159 |  | < .001 |  | 0.074 |  | < .001 |  | 0.238 |  | < .001 |  | 0.038 |  | 0.183 |  | 0.012 |  | < .001 |  | 0.014 |  | — |  |  |  |  |  |  |  |
| 19. Y19 |  | Pearson's r |  | 0.103 |  | 0.178 |  | 0.333 | \*\*\* | 0.135 |  | 0.076 |  | 0.254 | \* | 0.078 |  | 0.233 | \* | 0.172 |  | 0.355 | \*\*\* | 0.073 |  | 0.438 | \*\*\* | 0.175 |  | 0.131 |  | 0.206 | \* | 0.218 | \* | 0.166 |  | 0.685 | \*\*\* | — |  |  |  |  |  |
|  |  | p-value |  | 0.308 |  | 0.076 |  | < .001 |  | 0.182 |  | 0.454 |  | 0.011 |  | 0.442 |  | 0.020 |  | 0.087 |  | < .001 |  | 0.472 |  | < .001 |  | 0.081 |  | 0.194 |  | 0.040 |  | 0.030 |  | 0.098 |  | < .001 |  | — |  |  |  |  |  |
| 20. Y20 |  | Pearson's r |  | 0.030 |  | 0.149 |  | 0.243 | \* | 0.065 |  | 0.058 |  | 0.126 |  | 0.141 |  | 0.135 |  | 0.093 |  | 0.187 |  | 0.097 |  | 0.333 | \*\*\* | 0.035 |  | -0.022 |  | 0.292 | \*\* | 0.168 |  | 0.073 |  | 0.319 | \*\* | 0.368 | \*\*\* | — |  |  |  |
|  |  | p-value |  | 0.767 |  | 0.139 |  | 0.015 |  | 0.523 |  | 0.567 |  | 0.212 |  | 0.163 |  | 0.180 |  | 0.359 |  | 0.062 |  | 0.339 |  | < .001 |  | 0.731 |  | 0.826 |  | 0.003 |  | 0.096 |  | 0.469 |  | 0.001 |  | < .001 |  | — |  |  |  |
| 21. Stress Kerja |  | Pearson's r |  | 0.675 | \*\*\* | 0.655 | \*\*\* | 0.727 | \*\*\* | 0.782 | \*\*\* | 0.777 | \*\*\* | 0.720 | \*\*\* | 0.606 | \*\*\* | 0.676 | \*\*\* | 0.695 | \*\*\* | 0.762 | \*\*\* | 0.744 | \*\*\* | 0.708 | \*\*\* | 0.692 | \*\*\* | 0.681 | \*\*\* | 0.353 | \*\*\* | 0.623 | \*\*\* | 0.540 | \*\*\* | 0.407 | \*\*\* | 0.348 | \*\*\* | 0.221 | \* | — |  |
|  |  | p-value |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | < .001 |  | 0.027 |  | — |  |
|  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| \* p < .05, \*\* p < .01, \*\*\* p < .001 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

1. **Uji Normalitas**

| **Shapiro-Wilk Test for Bivariate Normality** | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | |  | |  | | **Shapiro-Wilk** | | **p** | |
| Hardiness Personality |  | - |  | Stress Kerja |  | 0.950 |  | < .001 |  |
|  | | | | | | | | | |

**Assumption checks**

1. **Uji Hipotesis**

| **Spearman's Correlations** | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Variable** | |  | | **Hardiness Personality** | | **Stress Kerja** | |
| 1. Hardiness Personality |  | Spearman's rho |  | — |  |  |  |
|  |  | p-value |  | — |  |  |  |
| 2. Stress Kerja |  | Spearman's rho |  | -0.798 | \*\*\* | — |  |
|  |  | p-value |  | < .001 |  | — |  |
|  | | | | | | | |
| \* p < .05, \*\* p < .01, \*\*\* p < .001 | | | | | | | |

1. **Uji R-Square**

| **Model Summary - Stress Kerja** | | | | | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | | | | | | | | | **Durbin-Watson** | | | | | |
| **Model** | | **R** | | **R²** | | **Adjusted R²** | | **RMSE** | | **Autocorrelation** | | **Statistic** | | **P** | |
| H₀ |  | 0.000 |  | 0.000 |  | 0.000 |  | 10.965 |  | -0.045 |  | 2.059 |  | 0.767 |  |
| H₁ |  | 0.779 |  | 0.607 |  | 0.603 |  | 6.905 |  | -0.215 |  | 2.417 |  | 0.036 |  |