

LAMPIRAN

Lampiran 1. Daftar Pernyataan

Identitas Responden

1. Nama :
2. Jenis Kelamin : L/P
3. Umur :
4. Pendidikan Terakhir : SMA/D3/S1/S2/S3

Petunjuk Pengisian:

Berikan penilaian bapak/ibu dengan tanda (x) menurut keadaan yang sesungguhnya dengan kriteria sebagai berikut:

STS	TS	N	S	SS
1	2	3	4	5

A. Kinerja Sumber Daya Manusia (SDM)

No	Pernyataan	Jawaban/tanggapan				
		STS	TS	N	S	SS
1.	Kualitas kerja saya ini jauh lebih baik dari sumber daya manusia lain.					
2.	Kuantitas kerja saya ini melebihi rata-rata dari sumber daya manusia lain.					
3.	Saya dapat melaksanakan pekerjaan secara tepat waktu.					

B. Karakteristik Pekerjaan

No	Pernyataan	Jawaban/tanggapan				
		STS	TS	N	S	SS
1.	Pekerjaan ini menuntut saya untuk melakukan variasi ketrampilan dalam melaksanakan pekerjaan					

2.	Saya mempunyai kesempatan untuk menyelesaikan satu pekerjaan secara keseluruhan (identitas tugas)					
3.	Saya mendapatkan umpan balik pekerjaan dari atasan tentang seberapa baik keberhasilan pekerjaan saya					

C. Pembelajaran Organisasi

No	Pernyataan	Jawaban/tanggapan				
		STS	TS	N	S	SS
1.	Pekerjaan ini menuntut saya memiliki kemampuan untuk kerjasama tim di organisasi.					
2.	Pekerjaan saya memusatkan segala usahanya pada visi bersama.					
3.	Saya memiliki kemampuan untuk dialog diantara anggota organisasi.					

D. Stress Kerja

No	Pernyataan	Jawaban/tanggapan				
		STS	TS	N	S	SS
1.	Saya diberi banyak tugas pada bersamaan sehingga susah mengaturnya kondisi pekerjaan					
2.	Saya sering mengalami stress peran sehingga membuat saya tidak berkonsentrasi saat bekerja					
3.	Tanggung jawab yang diberikan kepada saya sangat memberatkan sehingga membuat saya beban lebih					

Lampiran 2. Statistik Deskriptif

Statistik Deskriptif Pembelajaran Organisasi

		Statistics		
		X1.1	X1.2	X1.3
N	Valid	54	54	54
	Missing	0	0	0
Mean		3.8519	3.8889	3.6481
Std. Deviation		.95971	1.04008	.91440
Minimum		2.00	1.00	2.00
Maximum		5.00	5.00	5.00

Statistik Deskriptif Stres Kerja

		Statistics		
		X2.1	X2.2	X2.3
N	Valid	54	54	54
	Missing	0	0	0
Mean		2.2407	2.2407	2.2778
Std. Deviation		1.02672	.90980	.87775
Minimum		1.00	1.00	1.00
Maximum		4.00	5.00	4.00

Statistik Deskriptif Karakteristik Pekerjaan

		Statistics		
		Y1.1	Y1.2	Y1.3
N	Valid	54	54	54
	Missing	0	0	0
Mean		3.6296	3.7963	3.6667
Std. Deviation		.87516	.91897	.89020
Minimum		2.00	2.00	2.00
Maximum		5.00	5.00	5.00

Statistik Deskriptif Kinerja SDM

		Statistics		
		Y2.1	Y2.2	Y2.3
N	Valid	54	54	54
	Missing	0	0	0
Mean		3.8148	3.7963	3.7037
Std. Deviation		.95313	.80984	.88231
Minimum		2.00	2.00	2.00
Maximum		5.00	5.00	5.00

Lampiran 3. Uji Validitas Data

Pembelajaran Organisasi

Correlations

		X1.1	X1.2	X1.3	PO
X1.1	Pearson Correlation	1	.815**	.670**	.928**
	Sig. (1-tailed)		.000	.000	.000
	Sum of Squares and Cross-products	48.815	43.111	31.185	123.111
	Covariance	.921	.813	.588	2.323
	N	54	54	54	54
X1.2	Pearson Correlation	.815**	1	.613**	.913**
	Sig. (1-tailed)	.000		.000	.000
	Sum of Squares and Cross-products	43.111	57.333	30.889	131.333
	Covariance	.813	1.082	.583	2.478
	N	54	54	54	54
X1.3	Pearson Correlation	.670**	.613**	1	.841**
	Sig. (1-tailed)	.000	.000		.000
	Sum of Squares and Cross-products	31.185	30.889	44.315	106.389
	Covariance	.588	.583	.836	2.007
	N	54	54	54	54
PO	Pearson Correlation	.928**	.913**	.841**	1
	Sig. (1-tailed)	.000	.000	.000	
	Sum of Squares and Cross-products	123.111	131.333	106.389	360.833
	Covariance	2.323	2.478	2.007	6.808
	N	54	54	54	54

** . Correlation is significant at the 0.01 level (1-tailed).

Stress Kerja**Correlations**

		X2.1	X2.2	X2.3	SK
X2.1	Pearson Correlation	1	.603**	.762**	.892**
	Sig. (1-tailed)		.000	.000	.000
	Sum of Squares and Cross-products	55.870	29.870	36.389	122.130
	Covariance	1.054	.564	.687	2.304
	N	54	54	54	54
X2.2	Pearson Correlation	.603**	1	.742**	.866**
	Sig. (1-tailed)	.000		.000	.000
	Sum of Squares and Cross-products	29.870	43.870	31.389	105.130
	Covariance	.564	.828	.592	1.984
	N	54	54	54	54
X2.3	Pearson Correlation	.762**	.742**	1	.927**
	Sig. (1-tailed)	.000	.000		.000
	Sum of Squares and Cross-products	36.389	31.389	40.833	108.611
	Covariance	.687	.592	.770	2.049
	N	54	54	54	54
SK	Pearson Correlation	.892**	.866**	.927**	1
	Sig. (1-tailed)	.000	.000	.000	
	Sum of Squares and Cross-products	122.130	105.130	108.611	335.870
	Covariance	2.304	1.984	2.049	6.337
	N	54	54	54	54

** . Correlation is significant at the 0.01 level (1-tailed).

Karakteristik Pekerjaan**Correlations**

		Y1.1	Y1.2	Y1.3	KP
Y1.1	Pearson Correlation	1	.702**	.735**	.901**
	Sig. (1-tailed)		.000	.000	.000
	Sum of Squares and Cross-products	40.593	29.926	30.333	100.852
	Covariance	.766	.565	.572	1.903
	N	54	54	54	54
Y1.2	Pearson Correlation	.702**	1	.700**	.894**
	Sig. (1-tailed)	.000		.000	.000
	Sum of Squares and Cross-products	29.926	44.759	30.333	105.019
	Covariance	.565	.845	.572	1.981
	N	54	54	54	54
Y1.3	Pearson Correlation	.735**	.700**	1	.902**
	Sig. (1-tailed)	.000	.000		.000
	Sum of Squares and Cross-products	30.333	30.333	42.000	102.667
	Covariance	.572	.572	.792	1.937
	N	54	54	54	54
KP	Pearson Correlation	.901**	.894**	.902**	1
	Sig. (1-tailed)	.000	.000	.000	
	Sum of Squares and Cross-products	100.852	105.019	102.667	308.537
	Covariance	1.903	1.981	1.937	5.821
	N	54	54	54	54

** . Correlation is significant at the 0.01 level (1-tailed).

Kinerja Sumber Daya Manusia**Correlations**

		Y2.1	Y2.2	Y2.3	KSDM
Y2.1	Pearson Correlation	1	.708**	.674**	.914**
	Sig. (1-tailed)		.000	.000	.000
	Sum of Squares and Cross-products	48.148	28.963	30.037	107.148
	Covariance	.908	.546	.567	2.022
	N	54	54	54	54
Y2.2	Pearson Correlation	.708**	1	.574**	.858**
	Sig. (1-tailed)	.000		.000	.000
	Sum of Squares and Cross-products	28.963	34.759	21.741	85.463
	Covariance	.546	.656	.410	1.613
	N	54	54	54	54
Y2.3	Pearson Correlation	.674**	.574**	1	.857**
	Sig. (1-tailed)	.000	.000		.000
	Sum of Squares and Cross-products	30.037	21.741	41.259	93.037
	Covariance	.567	.410	.778	1.755
	N	54	54	54	54
KSDM	Pearson Correlation	.914**	.858**	.857**	1
	Sig. (1-tailed)	.000	.000	.000	
	Sum of Squares and Cross-products	107.148	85.463	93.037	285.648
	Covariance	2.022	1.613	1.755	5.390
	N	54	54	54	54

** . Correlation is significant at the 0.01 level (1-tailed).

Lampiran 4. Uji Reliabilitas Data

Pembelajaran Organisasi

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.875	.875	3

Item Statistics

	Mean	Std. Deviation	N
X1.1	3.8519	.95971	54
X1.2	3.8889	1.04008	54
X1.3	3.6481	.91440	54

Inter-Item Correlation Matrix

	X1.1	X1.2	X1.3
X1.1	1.000	.815	.670
X1.2	.815	1.000	.613
X1.3	.670	.613	1.000

Stress Kerja

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.872	.876	3

Item Statistics

	Mean	Std. Deviation	N
X2.1	2.2407	1.02672	54
X2.2	2.2407	.90980	54
X2.3	2.2778	.87775	54

Inter-Item Correlation Matrix

	X2.1	X2.2	X2.3
X2.1	1.000	.603	.762
X2.2	.603	1.000	.742
X2.3	.762	.742	1.000

Karakteristik Pekerjaan**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.881	.881	3

Item Statistics

	Mean	Std. Deviation	N
Y1.1	3.6296	.87516	54
Y1.2	3.7963	.91897	54
Y1.3	3.6667	.89020	54

Inter-Item Correlation Matrix

	Y1.1	Y1.2	Y1.3
Y1.1	1.000	.702	.735
Y1.2	.702	1.000	.700
Y1.3	.735	.700	1.000

Kinerja S**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.848	.849	3

Sumber Daya Manusia**Item Statistics**

	Mean	Std. Deviation	N
Y2.1	3.8148	.95313	54
Y2.2	3.7963	.80984	54
Y2.3	3.7037	.88231	54

Inter-Item Correlation Matrix

	Y2.1	Y2.2	Y2.3
Y2.1	1.000	.708	.674
Y2.2	.708	1.000	.574
Y2.3	.674	.574	1.000

Lampiran 5. Regresi Linier Berganda

Persamaan 1**Descriptive Statistics**

	Mean	Std. Deviation	N
KP	11.0926	2.41277	54
PO	11.3889	2.60925	54
SK	6.7593	2.51737	54

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.777 ^a	.604	.589	1.54720	.604	38.944	2	51	.000	1.872

a. Predictors: (Constant), SK, PO

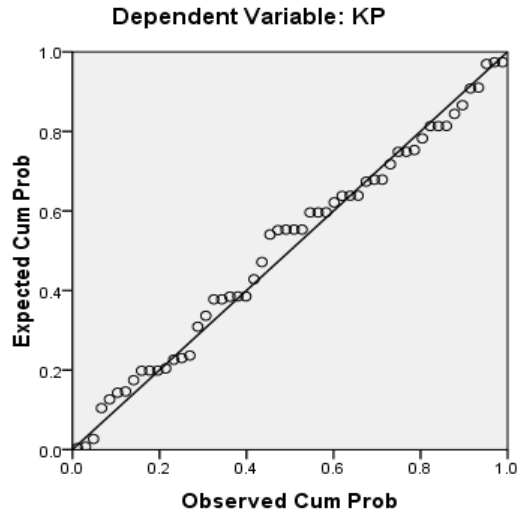
b. Dependent Variable: KP

Coefficients^a

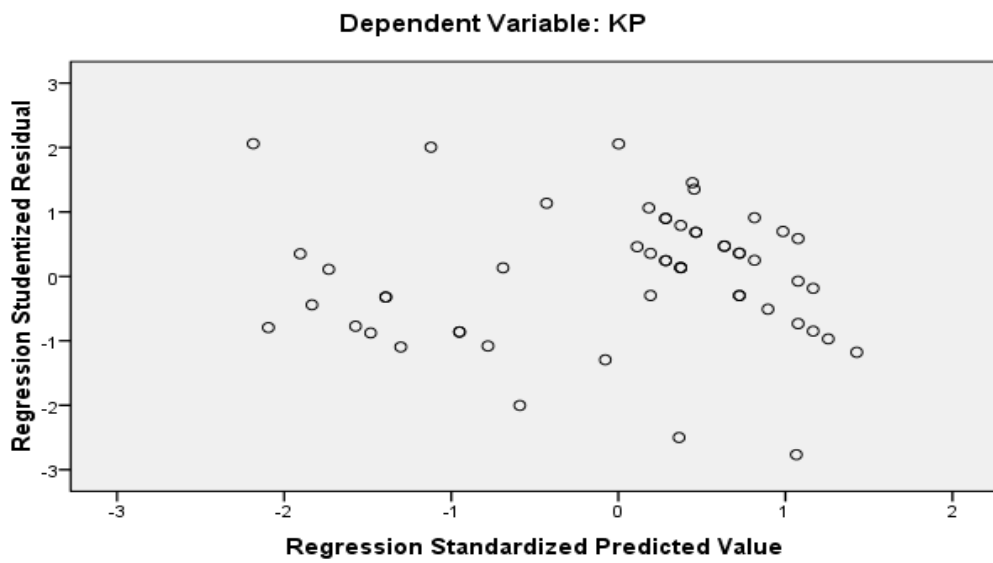
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	4.737	1.270		3.728	.000					
PO	.659	.084	.712	7.805	.000	.758	.738	.688	.932	1.073
SK	-.169	.087	-.177	1.937	.058	-.363	-.262	.171	.932	1.073

a. Dependent Variable: KP

Normal P-P Plot of Regression Standardized Residual



Scatterplot



Persamaan 2

Descriptive Statistics

	Mean	Std. Deviation	N
X1.1	3.8519	.95971	54
X1.2	3.8889	1.04008	54
X1.3	3.6481	.91440	54
PO	11.3889	2.60925	54

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				Durbin-Watson	
					R Square Change	F Change	df1	df2		Sig. F Change
1	.777 ^a	.604	.589	1.54720	.604	38.944	2	51	.000	1.872

a. Predictors: (Constant), SK, PO

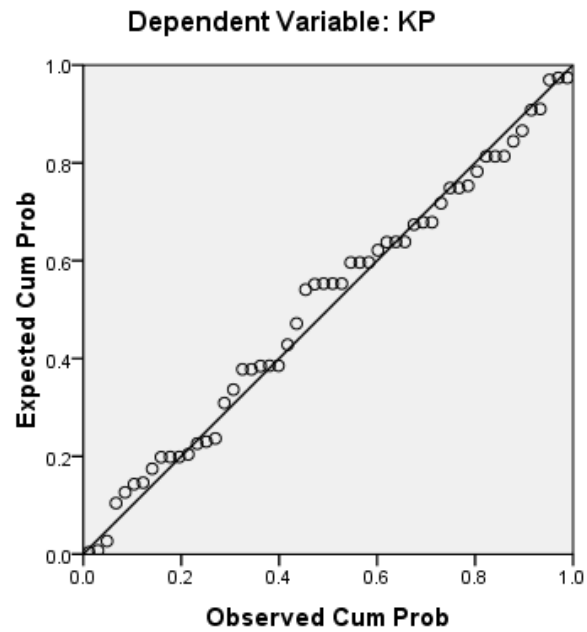
b. Dependent Variable: KP

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	4.737	1.270		3.728	.000					
PO	.659	.084	.712	7.805	.000	.758	.738	.688	.932	1.073
SK	-.169	.087	-.177	1.937	.058	-.363	-.262	.171	.932	1.073

a. Dependent Variable: KP

Normal P-P Plot of Regression Standardized Residual



Scatterplot

