

# **LAMPIRAN 1**

## **KUESIONER**

**PENGARUH DUKUNGAN SOSIAL DAN KESIAPAN PENSIUN  
TERHADAP KINERJA SUMBER DAYA MANUSIA  
MELALUI TINGKAT KECEMASAN  
(Studi Kasus Pada PNS di Kecamatan Limbangan Kabupaten Kendal)**



Disusun Oleh :

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SEMARANG**

**2019**

### Kuesioner

#### IDENTITAS RESPONDEN

Nama :

Umur :

Jenis Kelamin : Perempuan dan Laki-laki

#### **Petunjuk Pengisian:**

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

| STS | TS | N | S | SS |
|-----|----|---|---|----|
| 1   | 2  | 3 | 4 | 5  |

Keterangan :

STS : Sangat Tidak Setuju diberi nilai 1

TS : Tidak Setuju diberi nilai 2

N : Netral diberi nilai 3

S : Setuju diberi nilai 4

SS : Sangat Setuju diberi nilai 5

#### **1. Dukungan Sosial**

| No | Pernyataan                                                                                     | Jawaban/tanggapan |    |   |   |    |
|----|------------------------------------------------------------------------------------------------|-------------------|----|---|---|----|
|    |                                                                                                | STS               | TS | N | S | SS |
| 1. | Dalam bekerja saya merasakan dukungan / bantuan yang berarti dari pasangan hidup (suami/istri) |                   |    |   |   |    |
| 2. | Dalam bekerja saya merasakan dukungan / bantuan yang berarti dari keluarga.                    |                   |    |   |   |    |
| 3. | Dalam bekerja saya merasakan dukungan / bantuan yang berarti dari rekan kerja.                 |                   |    |   |   |    |
| 4. | Saya merasa nyaman apabila teman di lingkungan kerja memberi semangat kepada saya.             |                   |    |   |   |    |

## 2. Kesiapan Pensiun

| No | Pernyataan                                                                                                            | Jawaban/tanggapan |    |   |   |    |
|----|-----------------------------------------------------------------------------------------------------------------------|-------------------|----|---|---|----|
|    |                                                                                                                       | STS               | TS | N | S | SS |
| 1. | Saya sudah memiliki tabungan yang cukup untuk menghadapi masa-masa pensiun                                            |                   |    |   |   |    |
| 2. | Saya menjalani pola hidup sehat saat ini untuk menjaga kesehatan saya di masa tua                                     |                   |    |   |   |    |
| 3. | Saya memiliki pandangan yang positif terhadap pensiun dan saya menerima datangnya masa pensiun dengan ikhlas          |                   |    |   |   |    |
| 4. | Keluarga saya senang dengan datangnya pensiun karena saya jadi memiliki banyak waktu untuk berkumpul dengan keluarga. |                   |    |   |   |    |

## 3. Tingkat Kecemasan

| No | Pernyataan                                                                                                           | Jawaban/tanggapan |    |   |   |    |
|----|----------------------------------------------------------------------------------------------------------------------|-------------------|----|---|---|----|
|    |                                                                                                                      | STS               | TS | N | S | SS |
| 1. | Saya merasa dihormati oleh masyarakat di sekitar tempat tinggal saya, bila saya sudah pensiun.                       |                   |    |   |   |    |
| 2. | Masyarakat di sekitar tempat tinggal saya, menjunjung tinggi status sosial seorang guru.                             |                   |    |   |   |    |
| 3. | Saya tidak merasa cemas, bagaimana dapat mencukupi kebutuhan keluarga saya nanti, ketika saya sudah pensiun.         |                   |    |   |   |    |
| 4. | Semakin dekat masa pensiun, saya tidak merasa bingung bagaimana nanti menghabiskan waktu karena tidak bekerja lagi . |                   |    |   |   |    |

#### 4. Kinerja

| No  | Pernyataan                                                             | Jawaban/tanggapan |    |   |   |    |
|-----|------------------------------------------------------------------------|-------------------|----|---|---|----|
|     |                                                                        | STS               | TS | N | S | SS |
| 1.  | Cara mengajar saya jauh lebih baik dari karyawan lain.                 |                   |    |   |   |    |
| 2.  | Standar mengajar saya melebihi standar resmi yang ada.                 |                   |    |   |   |    |
| 3.  | Saya dapat melaksanakan pekerjaan secara tepat waktu.                  |                   |    |   |   |    |
| 4.  | Pengetahuan saya yang berkaitan dengan pekerjaan utamanya adalah baik. |                   |    |   |   |    |
| 5.. | Kreativitas saya dalam melaksanakan pekerjaan utamanaya adalah baik.   |                   |    |   |   |    |

# **LAMPIRAN 2**

## **TABULASI DATA**

### **RESPONDEN**

| X1.1 | X1.2 | X1.3 | X1.4 | X1 | X2.1 | X2.2 | X2.3 | X2.4 | X2 |
|------|------|------|------|----|------|------|------|------|----|
| 5    | 5    | 4    | 5    | 19 | 5    | 4    | 4    | 4    | 17 |
| 4    | 4    | 4    | 4    | 16 | 3    | 4    | 4    | 4    | 15 |
| 4    | 4    | 5    | 5    | 18 | 5    | 5    | 4    | 4    | 18 |
| 4    | 4    | 4    | 4    | 16 | 4    | 3    | 4    | 5    | 16 |
| 5    | 4    | 4    | 5    | 18 | 5    | 4    | 5    | 4    | 18 |
| 3    | 3    | 3    | 4    | 13 | 4    | 4    | 5    | 3    | 16 |
| 5    | 5    | 5    | 5    | 20 | 4    | 5    | 5    | 5    | 19 |
| 4    | 4    | 4    | 4    | 16 | 4    | 4    | 4    | 3    | 15 |
| 4    | 5    | 5    | 5    | 19 | 5    | 4    | 4    | 5    | 18 |
| 5    | 5    | 5    | 5    | 20 | 5    | 5    | 5    | 4    | 19 |
| 4    | 4    | 4    | 4    | 16 | 3    | 4    | 3    | 4    | 14 |
| 4    | 5    | 4    | 5    | 18 | 4    | 4    | 4    | 4    | 16 |
| 3    | 4    | 4    | 3    | 14 | 4    | 3    | 3    | 3    | 13 |
| 4    | 5    | 5    | 5    | 19 | 4    | 4    | 3    | 4    | 15 |
| 4    | 4    | 4    | 4    | 16 | 3    | 3    | 3    | 4    | 13 |
| 5    | 4    | 4    | 5    | 18 | 4    | 3    | 4    | 4    | 15 |
| 4    | 4    | 4    | 4    | 16 | 3    | 4    | 4    | 3    | 14 |
| 3    | 4    | 3    | 3    | 13 | 3    | 2    | 3    | 3    | 11 |
| 4    | 5    | 4    | 5    | 18 | 4    | 4    | 4    | 4    | 16 |
| 3    | 3    | 4    | 3    | 13 | 3    | 3    | 3    | 4    | 13 |
| 5    | 5    | 5    | 5    | 20 | 5    | 5    | 4    | 5    | 19 |
| 4    | 5    | 5    | 4    | 18 | 4    | 3    | 3    | 4    | 14 |
| 4    | 5    | 5    | 5    | 19 | 4    | 5    | 4    | 5    | 18 |
| 4    | 5    | 5    | 4    | 18 | 3    | 4    | 4    | 3    | 14 |
| 4    | 3    | 4    | 4    | 15 | 5    | 4    | 5    | 5    | 19 |
| 4    | 3    | 4    | 5    | 16 | 5    | 4    | 5    | 5    | 19 |
| 4    | 3    | 4    | 4    | 15 | 4    | 3    | 3    | 3    | 13 |
| 4    | 5    | 4    | 5    | 18 | 4    | 4    | 4    | 4    | 16 |
| 5    | 5    | 5    | 4    | 19 | 5    | 5    | 4    | 3    | 17 |
| 3    | 4    | 4    | 3    | 14 | 3    | 3    | 3    | 4    | 13 |
| 5    | 5    | 4    | 5    | 19 | 4    | 4    | 5    | 5    | 18 |
| 4    | 3    | 3    | 4    | 14 | 4    | 3    | 4    | 4    | 15 |
| 4    | 4    | 3    | 4    | 15 | 4    | 5    | 4    | 5    | 18 |
| 3    | 3    | 4    | 3    | 13 | 5    | 4    | 4    | 4    | 17 |
| 4    | 5    | 4    | 3    | 16 | 4    | 4    | 5    | 5    | 18 |
| 5    | 5    | 5    | 4    | 19 | 5    | 4    | 5    | 5    | 19 |
| 5    | 5    | 5    | 5    | 20 | 3    | 4    | 3    | 4    | 14 |
| 5    | 4    | 5    | 5    | 19 | 4    | 3    | 3    | 3    | 13 |

|   |   |   |   |    |   |   |   |   |    |
|---|---|---|---|----|---|---|---|---|----|
| 5 | 5 | 5 | 5 | 20 | 3 | 4 | 4 | 4 | 15 |
| 4 | 3 | 3 | 4 | 14 | 2 | 3 | 3 | 3 | 11 |
| 5 | 4 | 4 | 5 | 18 | 4 | 4 | 3 | 4 | 15 |
| 3 | 4 | 4 | 3 | 14 | 2 | 2 | 4 | 3 | 11 |
| 5 | 5 | 4 | 4 | 18 | 3 | 4 | 3 | 4 | 14 |
| 4 | 4 | 3 | 3 | 14 | 5 | 4 | 4 | 5 | 18 |
| 4 | 4 | 4 | 4 | 16 | 4 | 3 | 4 | 4 | 15 |
| 5 | 5 | 5 | 5 | 20 | 4 | 4 | 5 | 5 | 18 |
| 4 | 5 | 4 | 4 | 17 | 3 | 5 | 4 | 4 | 16 |
| 5 | 5 | 5 | 4 | 19 | 3 | 4 | 4 | 4 | 15 |
| 4 | 4 | 4 | 5 | 17 | 3 | 3 | 4 | 3 | 13 |
| 3 | 4 | 4 | 5 | 16 | 3 | 3 | 3 | 3 | 12 |

| Y1.1 | Y1.2 | Y1.3 | Y1.4 | Y1 | Y2.1 | Y2.2 | Y2.3 | Y2.4 | Y2.5 | Y2 |
|------|------|------|------|----|------|------|------|------|------|----|
| 3    | 4    | 4    | 3    | 14 | 4    | 5    | 4    | 4    | 4    | 21 |
| 4    | 5    | 4    | 4    | 17 | 4    | 3    | 4    | 4    | 4    | 19 |
| 4    | 3    | 3    | 4    | 14 | 5    | 5    | 5    | 4    | 3    | 22 |
| 5    | 4    | 4    | 3    | 16 | 4    | 4    | 3    | 5    | 4    | 20 |
| 4    | 3    | 3    | 4    | 14 | 5    | 5    | 4    | 5    | 4    | 23 |
| 4    | 5    | 5    | 5    | 19 | 3    | 4    | 3    | 3    | 3    | 16 |
| 3    | 3    | 3    | 4    | 13 | 4    | 4    | 4    | 5    | 4    | 21 |
| 5    | 4    | 5    | 4    | 18 | 4    | 3    | 4    | 4    | 3    | 18 |
| 4    | 5    | 4    | 3    | 16 | 3    | 4    | 5    | 4    | 5    | 21 |
| 4    | 3    | 3    | 4    | 14 | 5    | 4    | 5    | 5    | 4    | 23 |
| 4    | 5    | 4    | 5    | 18 | 4    | 4    | 3    | 4    | 4    | 19 |
| 4    | 4    | 3    | 4    | 15 | 4    | 4    | 4    | 5    | 4    | 21 |
| 5    | 5    | 4    | 5    | 19 | 3    | 3    | 4    | 4    | 4    | 18 |
| 3    | 3    | 3    | 3    | 12 | 4    | 4    | 5    | 4    | 5    | 22 |
| 4    | 4    | 3    | 4    | 15 | 4    | 4    | 4    | 4    | 4    | 20 |
| 3    | 4    | 3    | 4    | 14 | 4    | 5    | 4    | 5    | 5    | 23 |
| 4    | 4    | 4    | 3    | 15 | 5    | 3    | 5    | 4    | 4    | 21 |
| 4    | 4    | 4    | 5    | 17 | 4    | 4    | 3    | 4    | 3    | 18 |
| 3    | 4    | 3    | 4    | 14 | 4    | 4    | 5    | 5    | 4    | 22 |
| 5    | 5    | 5    | 5    | 20 | 3    | 3    | 3    | 4    | 4    | 17 |
| 4    | 4    | 3    | 3    | 14 | 5    | 5    | 3    | 5    | 5    | 23 |
| 3    | 4    | 5    | 5    | 17 | 3    | 3    | 5    | 4    | 4    | 19 |
| 4    | 3    | 3    | 3    | 13 | 4    | 4    | 5    | 4    | 3    | 20 |
| 4    | 4    | 4    | 4    | 16 | 2    | 2    | 5    | 4    | 4    | 17 |
| 3    | 4    | 4    | 3    | 14 | 3    | 3    | 5    | 5    | 4    | 20 |
| 5    | 4    | 4    | 3    | 16 | 4    | 4    | 4    | 4    | 3    | 19 |

|   |   |   |   |    |   |   |   |   |   |    |
|---|---|---|---|----|---|---|---|---|---|----|
| 4 | 4 | 5 | 5 | 18 | 3 | 3 | 4 | 3 | 3 | 16 |
| 3 | 3 | 4 | 4 | 14 | 4 | 3 | 3 | 4 | 5 | 19 |
| 3 | 3 | 3 | 3 | 12 | 4 | 4 | 4 | 4 | 4 | 20 |
| 5 | 5 | 4 | 5 | 19 | 3 | 3 | 3 | 3 | 4 | 16 |
| 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 20 |
| 5 | 5 | 5 | 4 | 19 | 3 | 3 | 4 | 3 | 4 | 17 |
| 4 | 4 | 5 | 5 | 18 | 4 | 4 | 3 | 4 | 3 | 18 |
| 5 | 5 | 4 | 5 | 19 | 3 | 3 | 3 | 3 | 3 | 15 |
| 3 | 4 | 4 | 4 | 15 | 4 | 3 | 4 | 4 | 4 | 19 |
| 4 | 4 | 3 | 3 | 14 | 5 | 4 | 4 | 5 | 4 | 22 |
| 4 | 4 | 4 | 5 | 17 | 4 | 3 | 4 | 3 | 5 | 19 |
| 5 | 5 | 4 | 4 | 18 | 3 | 3 | 4 | 4 | 4 | 18 |
| 3 | 4 | 4 | 3 | 14 | 4 | 4 | 3 | 4 | 4 | 19 |
| 4 | 4 | 5 | 4 | 17 | 2 | 3 | 2 | 2 | 3 | 12 |
| 3 | 3 | 4 | 3 | 13 | 5 | 4 | 4 | 3 | 4 | 20 |
| 3 | 4 | 4 | 4 | 15 | 4 | 3 | 3 | 3 | 3 | 16 |
| 4 | 3 | 3 | 3 | 13 | 5 | 4 | 4 | 4 | 4 | 21 |
| 3 | 3 | 3 | 3 | 12 | 3 | 4 | 3 | 3 | 3 | 16 |
| 4 | 5 | 5 | 4 | 18 | 2 | 2 | 3 | 3 | 2 | 12 |
| 4 | 3 | 4 | 3 | 14 | 5 | 5 | 3 | 4 | 4 | 21 |
| 4 | 4 | 4 | 4 | 16 | 3 | 3 | 4 | 4 | 4 | 18 |
| 3 | 3 | 4 | 4 | 14 | 2 | 3 | 4 | 5 | 5 | 19 |
| 5 | 4 | 4 | 4 | 17 | 3 | 3 | 4 | 4 | 3 | 17 |
| 4 | 4 | 5 | 5 | 18 | 4 | 2 | 3 | 3 | 4 | 16 |



# **LAMPIRAN 3**

## **HASIL ANALISIS**

### **DATA**

## ANALISIS DESKRIPTIF

### Frequencies

| Statistics     |         |        |        |        |                 |
|----------------|---------|--------|--------|--------|-----------------|
|                | x1.1    | x1.2   | x1.3   | x1.4   | Dukungan Sosial |
| N              | Valid   | 50     | 50     | 50     | 50              |
|                | Missing | 0      | 0      | 0      | 0               |
| Mean           |         | 4.1600 | 4.2800 | 4.2000 | 4.2800          |
| Std. Deviation |         | .68094 | .72955 | .63888 | .72955          |

| x1.1  |           |         |               |                       |
|-------|-----------|---------|---------------|-----------------------|
|       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
| Valid | 3.00      | 8       | 16.0          | 16.0                  |
|       | 4.00      | 26      | 52.0          | 68.0                  |
|       | 5.00      | 16      | 32.0          | 100.0                 |
|       | Total     | 50      | 100.0         | 100.0                 |

| x1.2  |           |         |               |                       |
|-------|-----------|---------|---------------|-----------------------|
|       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
| Valid | 3.00      | 8       | 16.0          | 16.0                  |
|       | 4.00      | 20      | 40.0          | 56.0                  |
|       | 5.00      | 22      | 44.0          | 100.0                 |
|       | Total     | 50      | 100.0         | 100.0                 |

| x1.3 |           |         |               |                       |
|------|-----------|---------|---------------|-----------------------|
|      | Frequency | Percent | Valid Percent | Cumulative<br>Percent |

|       |       |    |       |       |       |
|-------|-------|----|-------|-------|-------|
|       | 3.00  | 6  | 12.0  | 12.0  | 12.0  |
| Valid | 4.00  | 28 | 56.0  | 56.0  | 68.0  |
|       | 5.00  | 16 | 32.0  | 32.0  | 100.0 |
|       | Total | 50 | 100.0 | 100.0 |       |

**x1.4**

|       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|---------|---------------|--------------------|
|       | 3.00      | 8       | 16.0          | 16.0               |
| Valid | 4.00      | 20      | 40.0          | 56.0               |
|       | 5.00      | 22      | 44.0          | 100.0              |
|       | Total     | 50      | 100.0         |                    |

**Statistics**

|                | x2.1    | x2.2   | x2.3   | x2.4   | Kesiapan<br>Pensiun |
|----------------|---------|--------|--------|--------|---------------------|
| N              | Valid   | 50     | 50     | 50     | 50                  |
|                | Missing | 0      | 0      | 0      | 0                   |
| Mean           |         | 3.8600 | 3.8000 | 3.9000 | 4.0000              |
| Std. Deviation |         | .83324 | .75593 | .70711 | .72843              |

**x2.1**

|       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|---------|---------------|--------------------|
|       | 2.00      | 2       | 4.0           | 4.0                |
|       | 3.00      | 15      | 30.0          | 34.0               |
| Valid | 4.00      | 21      | 42.0          | 76.0               |
|       | 5.00      | 12      | 24.0          | 100.0              |
|       | Total     | 50      | 100.0         |                    |

**x2.2**

|            | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| 2.00       | 2         | 4.0     | 4.0           | 4.0                |
| 3.00       | 14        | 28.0    | 28.0          | 32.0               |
| Valid 4.00 | 26        | 52.0    | 52.0          | 84.0               |
| 5.00       | 8         | 16.0    | 16.0          | 100.0              |
| Total      | 50        | 100.0   | 100.0         |                    |

**x2.3**

|            | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| 3.00       | 15        | 30.0    | 30.0          | 30.0               |
| Valid 4.00 | 25        | 50.0    | 50.0          | 80.0               |
| 5.00       | 10        | 20.0    | 20.0          | 100.0              |
| Total      | 50        | 100.0   | 100.0         |                    |

**x2.4**

|            | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| 3.00       | 13        | 26.0    | 26.0          | 26.0               |
| Valid 4.00 | 24        | 48.0    | 48.0          | 74.0               |
| 5.00       | 13        | 26.0    | 26.0          | 100.0              |
| Total      | 50        | 100.0   | 100.0         |                    |

**Statistics**

|                | y1.1   | y1.2   | y1.3   | y1.4   | Tingkat Kecemasan |
|----------------|--------|--------|--------|--------|-------------------|
| N Valid        | 50     | 50     | 50     | 50     | 50                |
| Missing        | 0      | 0      | 0      | 0      | 0                 |
| Mean           | 3.9000 | 3.9600 | 3.9000 | 3.9200 | 15.6800           |
| Std. Deviation | .70711 | .69869 | .70711 | .75160 | 2.17068           |

**y1.1**

|            | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 3.00 | 15        | 30.0    | 30.0          | 30.0               |
| 4.00       | 25        | 50.0    | 50.0          | 80.0               |
| 5.00       | 10        | 20.0    | 20.0          | 100.0              |
| Total      | 50        | 100.0   | 100.0         |                    |

**y1.2**

|            | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 3.00 | 13        | 26.0    | 26.0          | 26.0               |
| 4.00       | 26        | 52.0    | 52.0          | 78.0               |
| 5.00       | 11        | 22.0    | 22.0          | 100.0              |
| Total      | 50        | 100.0   | 100.0         |                    |

**y1.3**

|            | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 3.00 | 15        | 30.0    | 30.0          | 30.0               |
| 4.00       | 25        | 50.0    | 50.0          | 80.0               |
| 5.00       | 10        | 20.0    | 20.0          | 100.0              |
| Total      | 50        | 100.0   | 100.0         |                    |

**y1.4**

|            | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 3.00 | 16        | 32.0    | 32.0          | 32.0               |
| 4.00       | 22        | 44.0    | 44.0          | 76.0               |
| 5.00       | 12        | 24.0    | 24.0          | 100.0              |
| Total      | 50        | 100.0   | 100.0         |                    |

**Statistics**

|                |         | y2.1   | y2.2   | y2.3   | y2.4   | y2.5   | Kinerja SDM |
|----------------|---------|--------|--------|--------|--------|--------|-------------|
| N              | Valid   | 50     | 50     | 50     | 50     | 50     | 50          |
|                | Missing | 0      | 0      | 0      | 0      | 0      | 0           |
| Mean           |         | 3.7400 | 3.6000 | 3.8400 | 3.9600 | 3.8400 | 18.9800     |
| Std. Deviation |         | .85261 | .78246 | .76559 | .72731 | .68094 | 2.57531     |

**y2.1**

|            | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| 2.00       | 4         | 8.0     | 8.0           | 8.0                |
| 3.00       | 14        | 28.0    | 28.0          | 36.0               |
| Valid 4.00 | 23        | 46.0    | 46.0          | 82.0               |
| 5.00       | 9         | 18.0    | 18.0          | 100.0              |
| Total      | 50        | 100.0   | 100.0         |                    |

**y2.2**

|            | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| 2.00       | 3         | 6.0     | 6.0           | 6.0                |
| 3.00       | 20        | 40.0    | 40.0          | 46.0               |
| Valid 4.00 | 21        | 42.0    | 42.0          | 88.0               |
| 5.00       | 6         | 12.0    | 12.0          | 100.0              |
| Total      | 50        | 100.0   | 100.0         |                    |

**y2.3**

|            | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| 2.00       | 1         | 2.0     | 2.0           | 2.0                |
| 3.00       | 16        | 32.0    | 32.0          | 34.0               |
| Valid 4.00 | 23        | 46.0    | 46.0          | 80.0               |
| 5.00       | 10        | 20.0    | 20.0          | 100.0              |
| Total      | 50        | 100.0   | 100.0         |                    |

**y2.4**

|            | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| 2.00       | 1         | 2.0     | 2.0           | 2.0                |
| 3.00       | 11        | 22.0    | 22.0          | 24.0               |
| Valid 4.00 | 27        | 54.0    | 54.0          | 78.0               |
| 5.00       | 11        | 22.0    | 22.0          | 100.0              |
| Total      | 50        | 100.0   | 100.0         |                    |

**y2.5**

|            | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| 2.00       | 1         | 2.0     | 2.0           | 2.0                |
| 3.00       | 13        | 26.0    | 26.0          | 28.0               |
| Valid 4.00 | 29        | 58.0    | 58.0          | 86.0               |
| 5.00       | 7         | 14.0    | 14.0          | 100.0              |
| Total      | 50        | 100.0   | 100.0         |                    |

## HASIL UJI VALIDITAS

|                 |                     | Correlations |        |        |        |                 |
|-----------------|---------------------|--------------|--------|--------|--------|-----------------|
|                 |                     | x1.1         | x1.2   | x1.3   | x1.4   | Dukungan Sosial |
| x1.1            | Pearson Correlation | 1            | .524** | .488** | .606** | .822**          |
|                 | Sig. (2-tailed)     |              | .000   | .000   | .000   | .000            |
|                 | N                   | 50           | 50     | 50     | 50     | 50              |
| x1.2            | Pearson Correlation | .524**       | 1      | .622** | .387** | .798**          |
|                 | Sig. (2-tailed)     | .000         |        | .000   | .006   | .000            |
|                 | N                   | 50           | 50     | 50     | 50     | 50              |
| x1.3            | Pearson Correlation | .488**       | .622** | 1      | .447** | .791**          |
|                 | Sig. (2-tailed)     | .000         | .000   |        | .001   | .000            |
|                 | N                   | 50           | 50     | 50     | 50     | 50              |
| x1.4            | Pearson Correlation | .606**       | .387** | .447** | 1      | .773**          |
|                 | Sig. (2-tailed)     | .000         | .006   | .001   |        | .000            |
|                 | N                   | 50           | 50     | 50     | 50     | 50              |
| Dukungan Sosial | Pearson Correlation | .822**       | .798** | .791** | .773** | 1               |
|                 | Sig. (2-tailed)     | .000         | .000   | .000   | .000   |                 |
|                 | N                   | 50           | 50     | 50     | 50     | 50              |

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



## Correlations

|                  |                     | x2.1   | x2.2   | x2.3   | x2.4   | Kesiapan<br>Pensiun |
|------------------|---------------------|--------|--------|--------|--------|---------------------|
| x2.1             | Pearson Correlation | 1      | .473** | .495** | .471** | .802**              |
|                  | Sig. (2-tailed)     |        | .001   | .000   | .001   | .000                |
|                  | N                   | 50     | 50     | 50     | 50     | 50                  |
| x2.2             | Pearson Correlation | .473** | 1      | .458** | .445** | .766**              |
|                  | Sig. (2-tailed)     | .001   |        | .001   | .001   | .000                |
|                  | N                   | 50     | 50     | 50     | 50     | 50                  |
| x2.3             | Pearson Correlation | .495** | .458** | 1      | .475** | .772**              |
|                  | Sig. (2-tailed)     | .000   | .001   |        | .000   | .000                |
|                  | N                   | 50     | 50     | 50     | 50     | 50                  |
| x2.4             | Pearson Correlation | .471** | .445** | .475** | 1      | .763**              |
|                  | Sig. (2-tailed)     | .001   | .001   | .000   |        | .000                |
|                  | N                   | 50     | 50     | 50     | 50     | 50                  |
| Kesiapan Pensiun | Pearson Correlation | .802** | .766** | .772** | .763** | 1                   |
|                  | Sig. (2-tailed)     | .000   | .000   | .000   | .000   |                     |
|                  | N                   | 50     | 50     | 50     | 50     | 50                  |

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

## Correlations

|                   |                     | y1.1   | y1.2   | y1.3   | y1.4   | Tingkat<br>Kecemasan |
|-------------------|---------------------|--------|--------|--------|--------|----------------------|
| y1.1              | Pearson Correlation | 1      | .529** | .306*  | .292*  | .697**               |
|                   | Sig. (2-tailed)     |        | .000   | .031   | .040   | .000                 |
|                   | N                   | 50     | 50     | 50     | 50     | 50                   |
| y1.2              | Pearson Correlation | .529** | 1      | .529** | .460** | .826**               |
|                   | Sig. (2-tailed)     | .000   |        | .000   | .001   | .000                 |
|                   | N                   | 50     | 50     | 50     | 50     | 50                   |
| y1.3              | Pearson Correlation | .306*  | .529** | 1      | .484** | .763**               |
|                   | Sig. (2-tailed)     | .031   | .000   |        | .000   | .000                 |
|                   | N                   | 50     | 50     | 50     | 50     | 50                   |
| y1.4              | Pearson Correlation | .292*  | .460** | .484** | 1      | .747**               |
|                   | Sig. (2-tailed)     | .040   | .001   | .000   |        | .000                 |
|                   | N                   | 50     | 50     | 50     | 50     | 50                   |
| Tingkat Kecemasan | Pearson Correlation | .697** | .826** | .763** | .747** | 1                    |
|                   | Sig. (2-tailed)     | .000   | .000   | .000   | .000   |                      |
|                   | N                   | 50     | 50     | 50     | 50     | 50                   |

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

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

|             |                     | Correlations |        |        |        |        |             |
|-------------|---------------------|--------------|--------|--------|--------|--------|-------------|
|             |                     | y2.1         | y2.2   | y2.3   | y2.4   | y2.5   | Kinerja SDM |
| y2.1        | Pearson Correlation | 1            | .636** | .154   | .378** | .208   | .732**      |
|             | Sig. (2-tailed)     |              | .000   | .286   | .007   | .147   | .000        |
|             | N                   | 50           | 50     | 50     | 50     | 50     | 50          |
| y2.2        | Pearson Correlation | .636**       | 1      | .061   | .438** | .184   | .705**      |
|             | Sig. (2-tailed)     | .000         |        | .672   | .001   | .201   | .000        |
|             | N                   | 50           | 50     | 50     | 50     | 50     | 50          |
| y2.3        | Pearson Correlation | .154         | .061   | 1      | .428** | .263   | .557**      |
|             | Sig. (2-tailed)     | .286         | .672   |        | .002   | .065   | .000        |
|             | N                   | 50           | 50     | 50     | 50     | 50     | 50          |
| y2.4        | Pearson Correlation | .378**       | .438** | .428** | 1      | .440** | .784**      |
|             | Sig. (2-tailed)     | .007         | .001   | .002   |        | .001   | .000        |
|             | N                   | 50           | 50     | 50     | 50     | 50     | 50          |
| y2.5        | Pearson Correlation | .208         | .184   | .263   | .440** | 1      | .592**      |
|             | Sig. (2-tailed)     | .147         | .201   | .065   | .001   |        | .000        |
|             | N                   | 50           | 50     | 50     | 50     | 50     | 50          |
| Kinerja SDM | Pearson Correlation | .732**       | .705** | .557** | .784** | .592** | 1           |
|             | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   |             |
|             | N                   | 50           | 50     | 50     | 50     | 50     | 50          |

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

## HASIL UJI RELIABILITAS

(X1)

**Reliability Statistics**

| Cronbach's<br>Alpha | N of Items |
|---------------------|------------|
| .806                | 4          |

X2

**Reliability Statistics**

| Cronbach's<br>Alpha | N of Items |
|---------------------|------------|
| .778                | 4          |

Y1

**Reliability Statistics**

| Cronbach's<br>Alpha | N of Items |
|---------------------|------------|
| .752                | 4          |

Y2

**Reliability Statistics**

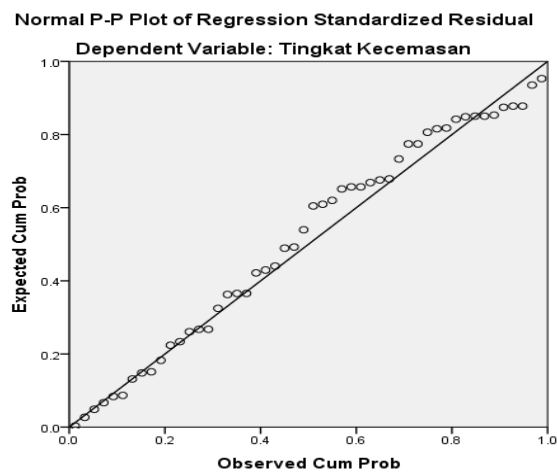
| Cronbach's<br>Alpha | N of Items |
|---------------------|------------|
| .700                | 5          |

## HASIL Uji ASUMSI KLASIK

### 1. Uji Normalitas (*Probability Plot & Kolmogorov-Smirnov*)

#### Persamaan 1

#### Chart



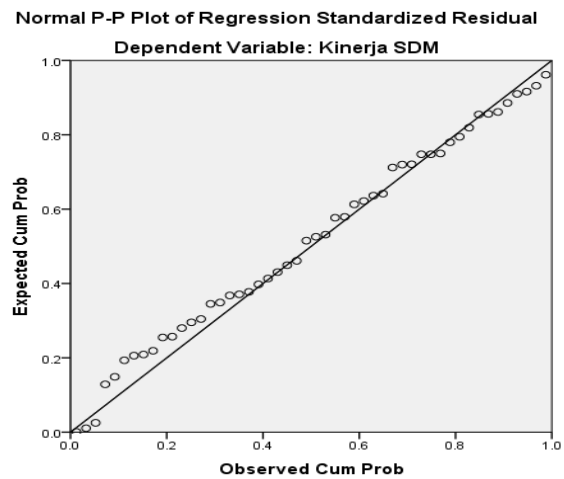
#### One-Sample Kolmogorov-Smirnov Test

|                                  |                | Unstandardized<br>Residual |
|----------------------------------|----------------|----------------------------|
| N                                |                | 50                         |
| Normal Parameters <sup>a,b</sup> | Mean           | .0000000                   |
|                                  | Std. Deviation | 1.62798712                 |
|                                  | Absolute       | .107                       |
| Most Extreme Differences         | Positive       | .077                       |
|                                  | Negative       | -.107                      |
| Kolmogorov-Smirnov Z             |                | .755                       |
| Asymp. Sig. (2-tailed)           |                | .618                       |

a. Test distribution is Normal.

b. Calculated from data.

## Persamaan 2



### One-Sample Kolmogorov-Smirnov Test

|                                  |                | Unstandardized<br>Residual |
|----------------------------------|----------------|----------------------------|
| N                                |                | 50                         |
| Normal Parameters <sup>a,b</sup> | Mean           | .0000000                   |
|                                  | Std. Deviation | 1.70057671                 |
|                                  | Absolute       | .086                       |
| Most Extreme Differences         | Positive       | .042                       |
|                                  | Negative       | -.086                      |
| Kolmogorov-Smirnov Z             |                | .607                       |
| Asymp. Sig. (2-tailed)           |                | .854                       |

a. Test distribution is Normal.

b. Calculated from data.

## 2. Uji Multikolinearitas (Nilai *Tolerance* & VIF)

Model 1

| Coefficients <sup>a</sup> |                  |                         |       |
|---------------------------|------------------|-------------------------|-------|
| Model                     |                  | Collinearity Statistics |       |
|                           |                  | Tolerance               | VIF   |
| 1                         | Dukungan Sosial  | .819                    | 1.221 |
|                           | Kesiapan Pensiun | .819                    | 1.221 |

a. Dependent Variable: Tingkat Kecemasan

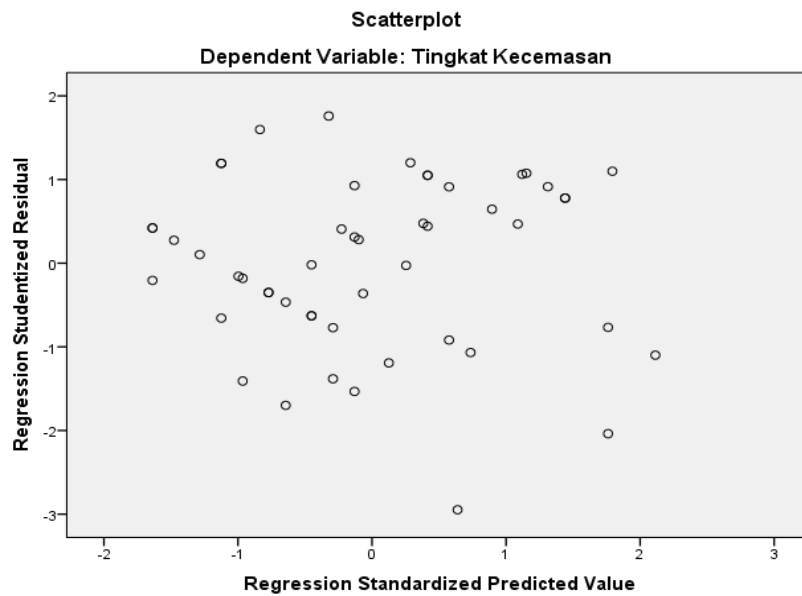
MODEL 2

| Coefficients <sup>a</sup> |                   |                         |       |
|---------------------------|-------------------|-------------------------|-------|
| Model                     |                   | Collinearity Statistics |       |
|                           |                   | Tolerance               | VIF   |
| 1                         | Dukungan Sosial   | .590                    | 1.694 |
|                           | Kesiapan Pensiun  | .751                    | 1.331 |
|                           | Tingkat Kecemasan | .562                    | 1.778 |

a. Dependent Variable: Kinerja SDM

### 3. Uji Heterokedastisitas

#### Model 1



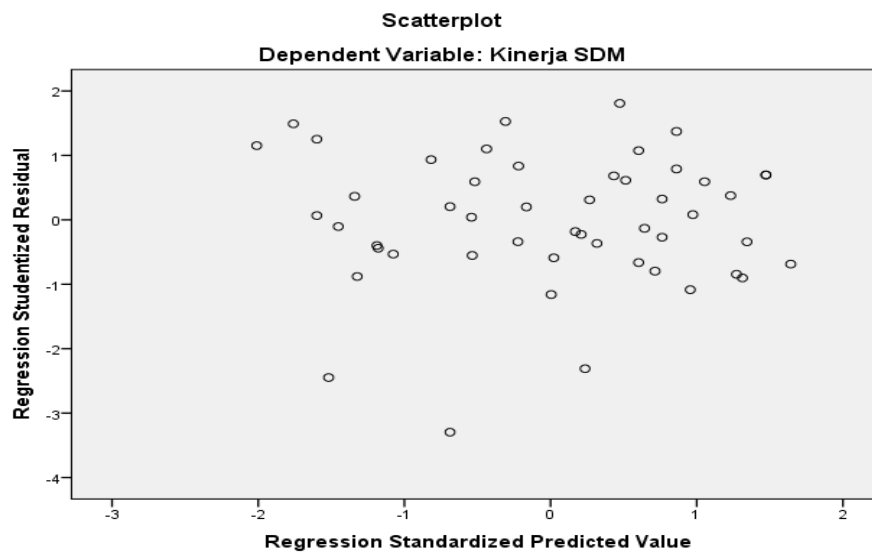
#### Uji Gletzer

##### Coefficients<sup>a</sup>

| Model            | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|------------------|-----------------------------|------------|---------------------------|--------|------|
|                  | B                           | Std. Error | Beta                      |        |      |
| 1 (Constant)     | 3.700                       | 1.079      |                           | 3.429  | .001 |
| Dukungan Sosial  | -.086                       | .063       | -.211                     | -1.374 | .176 |
| Kesiapan Pensiun | -.058                       | .059       | -.150                     | -.975  | .335 |

a. Dependent Variable: Residual1

## Model 2



## Uji Gletzer

### Coefficients<sup>a</sup>

| Model | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|-----------------------------|------------|---------------------------|-------|------|
|       | B                           | Std. Error | Beta                      |       |      |
| 1     |                             |            |                           |       |      |
|       | (Constant)                  | 8.290      | 2.846                     | 2.913 | .006 |
|       | Dukungan Sosial             | -.138      | .088                      | -.283 | .121 |
|       | Kesiapan Pensiun            | -.123      | .073                      | -.267 | .100 |
|       | Tingkat Kecemasan           | -.175      | .091                      | -.351 | .062 |

a. Dependent Variable: Residual2



## HASIL UJI REGRESI LINEAR BERGANDA

### Output Regresi persamaan 1

#### Regression

**Variables Entered/Removed<sup>a</sup>**

| Model | Variables Entered                              | Variables Removed | Method |
|-------|------------------------------------------------|-------------------|--------|
| 1     | Kesiapan Pensiun, Dukungan Sosial <sup>b</sup> | .                 | Enter  |

a. Dependent Variable: Tingkat Kecemasan

b. All requested variables entered.

**Model Summary<sup>b</sup>**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .661 <sup>a</sup> | .438     | .414              | 1.66226                    |

a. Predictors: (Constant), Kesiapan Pensiun, Dukungan Sosial

b. Dependent Variable: Tingkat Kecemasan

**ANOVA<sup>a</sup>**

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 101.013        | 2  | 50.507      | 18.279 | .000 <sup>b</sup> |
|       | Residual   | 129.867        | 47 | 2.763       |        |                   |
|       | Total      | 230.880        | 49 |             |        |                   |

a. Dependent Variable: Tingkat Kecemasan

b. Predictors: (Constant), Kesiapan Pensiun, Dukungan Sosial

**Coefficients<sup>a</sup>**

| Model |                  | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|------------------|-----------------------------|------------|---------------------------|--------|------|
|       |                  | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant)       | 27.830                      | 2.034      |                           | 13.681 | .000 |
|       | Dukungan Sosial  | -.506                       | .119       | -.516                     | -4.268 | .000 |
|       | Kesiapan Pensiun | -.230                       | .112       | -.249                     | -2.061 | .045 |

a. Dependent Variable: Tingkat Kecemasan

## Regression

### Persamaan 2

**Variables Entered/Removed<sup>a</sup>**

| Model | Variables Entered                                                 | Variables Removed | Method |
|-------|-------------------------------------------------------------------|-------------------|--------|
| 1     | Tingkat Kecemasan, Kesiapan Pensiun, Dukungan Sosial <sup>b</sup> | .                 | Enter  |

a. Dependent Variable: Kinerja SDM

b. All requested variables entered.

**Model Summary<sup>b</sup>**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .751 <sup>a</sup> | .564     | .536              | 1.75515                    |

a. Predictors: (Constant), Tingkat Kecemasan, Kesiapan Pensiun, Dukungan Sosial

b. Dependent Variable: Kinerja SDM

**ANOVA<sup>a</sup>**

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 183.274        | 3  | 61.091      | 19.831 | .000 <sup>b</sup> |
|       | Residual   | 141.706        | 46 | 3.081       |        |                   |
|       | Total      | 324.980        | 49 |             |        |                   |

a. Dependent Variable: Kinerja SDM

b. Predictors: (Constant), Tingkat Kecemasan, Kesiapan Pensiun, Dukungan Sosial

**Coefficients<sup>a</sup>**

| Model |                   | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|-------------------|-----------------------------|------------|---------------------------|--------|------|
|       |                   | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant)        | 12.340                      | 4.794      |                           | 2.574  | .013 |
|       | Dukungan Sosial   | .467                        | .148       | .401                      | 3.162  | .003 |
|       | Kesiapan Pensiun  | .250                        | .123       | .228                      | 2.032  | .048 |
|       | Tingkat Kecemasan | -.328                       | .154       | -.277                     | -2.131 | .038 |

a. Dependent Variable: Kinerja SDM