



Lampiran I

Surat Izin Penelitian Dari Instansi



PEMERINTAH DAERAH DAERAH ISTIMEWA YOGYAKARTA
SEKRETARIAT DAERAH
 Kompleks Kepatihan, Danurejan, Telepon (0274) 562811 - 562814 (Hunting)
 YOGYAKARTA 55213

SURAT KETERANGAN / IJIN

070/REG/W/196/4/2015

Membaca Surat : **KAPRODI MAGISTER MANAJEMEN** Nomor : **0462/EKS/III**
 Tanggal : **27 MARET 2015** Perihal : **IJIN PENELITIAN/RISET**

Mengingat: 1. Peraturan Pemerintah Nomor 41 Tahun 2006, tentang Perizinan bagi Perguruan Tinggi Asing, Lembaga Penelitian dan Pengembangan Asing, Badan Usaha Asing dan Orang Asing dalam melakukan Kegiatan Penelitian dan Pengembangan di Indonesia;
 2. Peraturan Menteri Dalam Negeri Nomor 20 Tahun 2011, tentang Pedoman Penelitian dan Pengembangan di Lingkungan Kementerian Dalam Negeri dan Pemerintah Daerah;
 3. Peraturan Gubernur Daerah Istimewa Yogyakarta Nomor 37 Tahun 2008, tentang Rincian Tugas dan Fungsi Satuan Organisasi di Lingkungan Sekretariat Daerah dan Sekretariat Dewan Perwakilan Rakyat Daerah.
 4. Peraturan Gubernur Daerah Istimewa Yogyakarta Nomor 18 Tahun 2009 tentang Pedoman Pelayanan Perizinan, Rekomendasi Pelaksanaan Survei, Penelitian, Pendataan, Pengembangan, Pengkajian, dan Studi Lapangan di Daerah Istimewa Yogyakarta.

DILIJINKAN untuk melakukan kegiatan survei/penelitian/pendataan/pengembangan/pengkajian/studi lapangan kepada:

Nama : **DHONI INDRA PERDANA** NIP/NIM : **135002064**
 Alamat : **PROGRAM PASCA SARJANA , UNIVERSITAS ATMA JAYA YOGYAKARTA**
 Judul : **PENGARUH STRES KERJA , KECERDASAN EMOSIONAL DAN DUKUNGAN ORGANISASI TERHADAP KINERJA (STUDI PADA PNS DPPKA DIY)**
 Lokasi : **DINAS PENDAPATAN, PENGELOLAAN KEUANGAN DAN ASET DIY**
 Waktu : **8 APRIL 2015 s.d 8 JULI 2015**

Dengan Ketentuan

1. Menyerahkan surat keterangan/ijin survei/penelitian/pendataan/pengembangan/pengkajian/studi lapangan *) dari Pemerintah Daerah DIY kepada Bupati/Walikota melalui institusi yang berwenang mengeluarkan ijin dimaksud.
2. Menyerahkan soft copy hasil penelitiannya baik kepada Gubernur Daerah Istimewa Yogyakarta melalui Biro Administrasi Pembangunan Setda DIY dalam compact disk (CD) maupun mengunggah (upload) melalui website adbang.jogjaprov.go.id dan menunjukkan cetakan asli yang sudah disahkan dan dibubuhi cap institusi.
3. Ijin ini hanya dipergunakan untuk keperluan ilmiah, dan pemegang ijin wajib menaati ketentuan yang berlaku di lokasi kegiatan;
4. Ijin penelitian dapat diperpanjang maksimal 2 (dua) kali dengan menunjukkan surat ini kembali sebelum berakhir waktunya setelah mengajukan perpanjangan melalui website adbang.jogjaprov.go.id;
5. Ijin yang diberikan dapat dibatalkan sewaktu-waktu apabila pemegang ijin ini tidak memenuhi ketentuan yang berlaku.

Dikeluarkan di Yogyakarta
 Pada tanggal **8 APRIL 2015**

A.n Sekretaris Daerah
 Asisten Perekonomian dan Pembangunan
 Ub.
 Biro Administrasi Pembangunan



Dra. Puji Rahayu, M.Si
 NIP. 195406191985032006

Tembusan:

1. GUBERNUR DAERAH ISTIMEWA YOGYAKARTA (SEBAGAI LAPORAN)
2. DINAS PENDAPATAN, PENGELOLAAN KEUANGAN DAN ASET DIY
3. KAPRODI MAGISTER MANAJEMEN, UNIVERSITAS ATMA JAYA YOGYAKARTA
4. YANG BERSANGKUTAN



Lampiran II
KUESIONER

Yogyakarta, 13 April 2015

Kepada Yth.

Bapak/Ibu/Sdr/i

PNS di lingkungan Dinas Pendapatan, Pengelolaan Keuangan, dan Aset DIY

Di tempat

Dengan hormat,

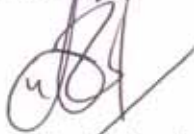
Sebelumnya saya ingin memperkenalkan diri terlebih dahulu, nama saya adalah Dhoni Indra Perdana, mahasiswa program pascasarjana yang saat ini sedang menyelesaikan studi di Magister Manajemen Universitas Atma Jaya Yogyakarta dengan konsentrasi Manajemen Sumber Daya Manusia.

Kuesioner ini merupakan instrument dalam penelitian tesis saya mengenai **"PENGARUH STRES KERJA, KECERDASAN EMOSIONAL DAN DUKUNGAN ORGANISASI TERHADAP KINERJA"**. Kuesioner ini merupakan kuesioner yang saya gunakan sebagai data primer dalam penelitian tesis saya sebagai syarat kelulusan dari Universitas Atma Jaya Yogyakarta.

Oleh karena itu, saya mohon kesediaan Bapak/Ibu/Sdr/i menjadi responden dengan berkenan meluangkan waktu untuk mengisi kuesioner penelitian ini secara lengkap sesuai dengan kondisi yang Bapak/Ibu/Sdr/i rasakan. Setiap jawaban yang Bapak/Ibu/Sdr/i berikan akan tetap **terjaga kerahasiaannya dan tidak kami publikasikan**. Kuesioner ini semata-mata hanya untuk kepentingan ilmiah (keilmuan) dan **tidak untuk ditujukan mempengaruhi kinerja Bapak/Ibu/Sdr/i**.

Demikian saya sampaikan, atas perhatian dan kerjasama Bapak/Ibu/Sdr/i sekalian saya ucapkan terimakasih.

Hormat Saya,



Dhoni Indra Perdana

KUESIONER

A. IDENTITAS RESPONDEN

*) Isilah titik titik di bawah ini sesuai dengan kondisi yang sebenarnya.

***) Berilah tanda lingkaran (0) pada jawaban yang anda anggap sesuai atau coret yang tidak perlu

Jenis Kelamin : L / P **)

Usia : ... tahun *)

Pendidikan : SD / SMP / SMA / S1 / S2 / S2 **)

Lama Bekerja : ... tahun *)

Status Pernikahan : belum menikah / menikah / lain-lain **)

B. BAGIAN I - (STRES KERJA – WORK STRESS)

Kuesioner ini menggunakan kuesioner yang dikembangkan oleh Parker and DeCotiis (1983).

Berilah tanda *lingkaran (0)* pada salah satu angka dari 1 (*sangat tidak setuju*), 2 (*tidak setuju*), 3 (*netral*), 4 (*setuju*), dan 5 (*sangat setuju*) pada skala yang ada untuk masing-masing pernyataan.

| No. | PERNYATAAN | RESPON JAWABAN | | | | |
|-----|--|----------------|---|---|---|---|
| | | 1 | 2 | 3 | 4 | 5 |
| 1 | Bekerja di sini membuat sulit untuk menikmati waktu bersama keluarga | 1 | 2 | 3 | 4 | 5 |
| 2 | Saya menghabiskan waktu saya di kantor | 1 | 2 | 3 | 4 | 5 |
| 3 | Bekerja di sini menyisakan sedikit waktu untuk kegiatan lainnya | 1 | 2 | 3 | 4 | 5 |
| 4 | Saya sering mendapatkan perasaan yang begitu dekat dengan kantor ini | 1 | 2 | 3 | 4 | 5 |
| 5 | Saya memiliki terlalu banyak pekerjaan dan terlalu sedikit waktu untuk menyelesaikannya | 1 | 2 | 3 | 4 | 5 |
| 6 | Saya terkadang takut bila telepon berdering di rumah karena panggilan itu mungkin saja berhubungan dengan pekerjaan saya | 1 | 2 | 3 | 4 | 5 |
| 7 | Saya merasa seperti tidak pernah memiliki hari libur | 1 | 2 | 3 | 4 | 5 |

| | | | | | | |
|----|--|---|---|---|---|---|
| 8 | Terlalu banyak orang yang setingkat dengan saya di kantor ini yang kelelahan | 1 | 2 | 3 | 4 | 5 |
| 9 | Saya merasa tidak nyaman atau resah sebagai akibat dari tuntutan pekerjaan | 1 | 2 | 3 | 4 | 5 |
| 10 | Pekerjaan saya meminta lebih dari yang seharusnya | 1 | 2 | 3 | 4 | 5 |
| 11 | Seringkali pekerjaan saya membuat saya merasa terpojok | 1 | 2 | 3 | 4 | 5 |
| 12 | Terkadang ketika saya memikirkan pekerjaan saya, saya merasa sesak di dada | 1 | 2 | 3 | 4 | 5 |
| 13 | Saya merasa bersalah saat saya mengambil cuti dari pekerjaan | 1 | 2 | 3 | 4 | 5 |

BAGIAN II - (KECERDASAN EMOSIONAL – *EMOTIONAL INTELLIGENCE*)

Kuesioner ini menggunakan kuesioner dari *The Self Report Emotional Intelligence Test (SREIT)* yang dikembangkan oleh Schutte et al., 1988.

Berilah tanda *lingkaran (O)* pada salah satu angka dari 1 (*sangat tidak setuju*), 2 (*tidak setuju*), 3 (*netral*), 4 (*setuju*), dan 5 (*sangat setuju*) pada skala yang ada untuk masing-masing pernyataan.

| No | PERNYATAAN | RESPONS JAWABAN | | | | |
|----|--|-----------------|---|---|---|---|
| | | 1 | 2 | 3 | 4 | 5 |
| 1 | Saya tahu kapan harus berbicara tentang masalah pribadi saya kepada orang lain | 1 | 2 | 3 | 4 | 5 |
| 2 | Ketika saya menghadapi rintangan, saya teringat saat dimana saya mengalami hal yang sama dan saya menyelesaikan rintangan tersebut | 1 | 2 | 3 | 4 | 5 |
| 3 | Saya berharap saya dapat bekerja dengan baik pada semua hal yang harus saya lakukan | 1 | 2 | 3 | 4 | 5 |
| 4 | Orang lain merasa mudah untuk terbuka kepada saya | 1 | 2 | 3 | 4 | 5 |
| 5 | Saya merasa sulit untuk memahami pesan-pesan non-verbal dari orang lain | 1 | 2 | 3 | 4 | 5 |
| 6 | Beberapa kejadian penting dalam kehidupan saya membuat saya mengevaluasi kembali hal apa yang penting dan tidak penting | 1 | 2 | 3 | 4 | 5 |
| 7 | Ketika suasana hati saya berubah, saya melihat adanya kesempatan | 1 | 2 | 3 | 4 | 5 |
| 8 | Emosi adalah salah satu hal yang membuat hidup saya berarti | 1 | 2 | 3 | 4 | 5 |

| | | | | | | |
|----|---|---|---|---|---|---|
| 9 | Saya sadar emosi saya karena saya mempunyai pengalaman dengan hal ini | 1 | 2 | 3 | 4 | 5 |
| 10 | Saya berharap hal-hal baik akan terjadi | 1 | 2 | 3 | 4 | 5 |
| 11 | Saya ingin berbagi perasaan yang saya alami dengan orang lain | 1 | 2 | 3 | 4 | 5 |
| 12 | Ketika saya mempunyai pengalaman emosi yang positif, saya tahu cara untuk mempertahankannya | 1 | 2 | 3 | 4 | 5 |
| 13 | Saya mengatur kegiatan yang menarik agar orang lain dapat menikmatinya | 1 | 2 | 3 | 4 | 5 |
| 14 | Saya mencari kegiatan yang membuat saya bahagia | 1 | 2 | 3 | 4 | 5 |
| 15 | Saya menyadari pesan non-verbal yang saya kirimkan ke orang lain | 1 | 2 | 3 | 4 | 5 |
| 16 | Saya menampilkan diri dengan cara yang terbaik dan memberikan kesan yang baik pada orang lain | 1 | 2 | 3 | 4 | 5 |
| 17 | Ketika saya berada dalam suasana hati yang positif, saya mudah untuk memecahkan masalah | 1 | 2 | 3 | 4 | 5 |
| 18 | Dengan melihat ekspresi wajah mereka, saya mengetahui emosi yang sedang dialami | 1 | 2 | 3 | 4 | 5 |
| 19 | Saya tahu mengapa emosi saya berubah | 1 | 2 | 3 | 4 | 5 |
| 20 | Ketika saya dalam suasana hati yang positif, saya menghasilkan ide-ide baru | 1 | 2 | 3 | 4 | 5 |
| 21 | Saya memiliki kemampuan untuk mengendalikan emosi saya | 1 | 2 | 3 | 4 | 5 |
| 22 | Saya dengan mudah mengenali emosi saya karena saya mengalaminya. | 1 | 2 | 3 | 4 | 5 |
| 23 | Saya memotivasi diri sendiri dengan membayangkan hasil yang baik dari tugas saya | 1 | 2 | 3 | 4 | 5 |
| 24 | Saya memberikan pujian kepada orang lain ketika mereka telah melakukan sesuatu dengan baik. | 1 | 2 | 3 | 4 | 5 |
| 25 | Saya memahami pesan non-verbal yang disampaikan orang lain | 1 | 2 | 3 | 4 | 5 |
| 26 | Ketika orang lain bercerita tentang peristiwa penting dalam hidupnya, saya merasa seolah-olah saya telah mengalami peristiwa tersebut | 1 | 2 | 3 | 4 | 5 |

| | | | | | | |
|----|---|---|---|---|---|---|
| 27 | Ketika saya merasakan perubahan emosi, saya cenderung untuk mengungkapkan ide-ide baru | 1 | 2 | 3 | 4 | 5 |
| 28 | Ketika saya dihadapkan dengan tantangan, saya putus asa karena saya yakin akan gagal | 1 | 2 | 3 | 4 | 5 |
| 29 | Saya mengetahui apa yang orang lain rasakan hanya dengan melihat ekspresi mereka | 1 | 2 | 3 | 4 | 5 |
| 30 | Saya membantu orang lain agar merasa lebih baik ketika mereka putus asa | 1 | 2 | 3 | 4 | 5 |
| 31 | Saya menggunakan suasana hati yang baik untuk membantu diri sendiri dan terus berusaha dalam menghadapi rintangan | 1 | 2 | 3 | 4 | 5 |
| 32 | Saya tahu perasaan orang lain dengan mendengarkan nada suara mereka. | 1 | 2 | 3 | 4 | 5 |
| 33 | Sulit bagi saya untuk memahami mengapa orang-orang merasakan sesuatu seperti itu | 1 | 2 | 3 | 4 | 5 |

BAGIAN III (DUKUNGAN ORGANISASI – *PERCEIVED ORGANIZATIONAL SUPPORT*)

Kuesioner ini menggunakan kuesioner versi singkat dari *Survey of Perceived Organizational Support* yang dikembangkan oleh Eisenberger et al., 1986.

Berilah tanda *lingkaran (O)* pada salah satu angka dari 1 (*sangat tidak setuju*), 2 (*tidak setuju*), 3 (*netral*), 4 (*setuju*), dan 5 (*sangat setuju*) pada skala yang ada untuk masing-masing pernyataan.

| No. | PERNYATAAN | RESPONS JAWABAN | | | | |
|-----|--|-----------------|---|---|---|---|
| | | 1 | 2 | 3 | 4 | 5 |
| 1 | Organisasi menghargai kontribusi saya secara baik | 1 | 2 | 3 | 4 | 5 |
| 2 | Organisasi gagal untuk menghargai usaha ekstra yang saya lakukan | 1 | 2 | 3 | 4 | 5 |
| 3 | Organisasi akan mengabaikan keluhan dari saya | 1 | 2 | 3 | 4 | 5 |
| 4 | Organisasi benar-benar mengerti tentang keadaan saya. | 1 | 2 | 3 | 4 | 5 |
| 5 | Meskipun saya melakukan pekerjaan yang terbaik, organisasi akan gagal memperhatikannya | 1 | 2 | 3 | 4 | 5 |
| 6 | Organisasi peduli tentang kepuasan saya secara umum di tempat kerja. | 1 | 2 | 3 | 4 | 5 |
| | | | | | | |

| | | | | | | |
|---|--|---|---|---|---|---|
| 7 | Organisasi memperlihatkan sedikit perhatian kepada saya. | 1 | 2 | 3 | 4 | 5 |
| 8 | Organisasi bangga terhadap penyelesaian pekerjaan saya. | 1 | 2 | 3 | 4 | 5 |

BAGIAN IV (KINERJA – JOB PERFORMANCE)

Kuesioner ini menggunakan kuesioner yang dikembangkan oleh Dubinsky and Mattson (1979) yang sudah dimodifikasi oleh Singh, Verbeke and Rhoads (1996).

Berilah tanda *lingkaran (O)* pada salah satu angka dari : 1 (*kinerja buruk*), 2 (*kinerja rendah*), 3 (*kinerja sedang*), 4 (*kinerja tinggi*) dan 5 (*kinerja sempurna*) pada skala yang ada untuk masing-masing pernyataan

| No. | PERNYATAAN | RESPONS JAWABAN | | | | |
|-----|--|-----------------|---|---|---|---|
| | | 1 | 2 | 3 | 4 | 5 |
| 1 | Bagaimana anda menilai diri anda sendiri dalam hal kemampuan anda untuk mencapai kuantitas pekerjaan yang dapat anda capai ? Misalnya : dokumen pekerjaan yang sudah anda selesaikan | 1 | 2 | 3 | 4 | 5 |
| 2 | Bagaimana anda menilai diri anda sendiri dalam hal kemampuan anda untuk mencapai tujuan pekerjaan anda ? | 1 | 2 | 3 | 4 | 5 |
| 3 | Bagaimana anda menilai diri anda sendiri dalam hal potensi kinerja anda di antara rekan sekerja anda? | 1 | 2 | 3 | 4 | 5 |
| 4 | Bagaimana anda menilai diri anda sendiri dalam hal kualitas kinerja anda mengenai hubungan ke masyarakat ? | 1 | 2 | 3 | 4 | 5 |
| 5 | Bagaimana anda menilai diri anda sendiri dalam hal kualitas kinerja anda mengenai manajemen waktu, perencanaan kemampuan, dan manajemen biaya ? | 1 | 2 | 3 | 4 | 5 |
| 6 | Bagaimana anda menilai diri anda sendiri dalam hal kualitas kinerja anda mengenai pengetahuan tentang pekerjaan anda, instansi, pelayanan kepada masyarakat ? | 1 | 2 | 3 | 4 | 5 |

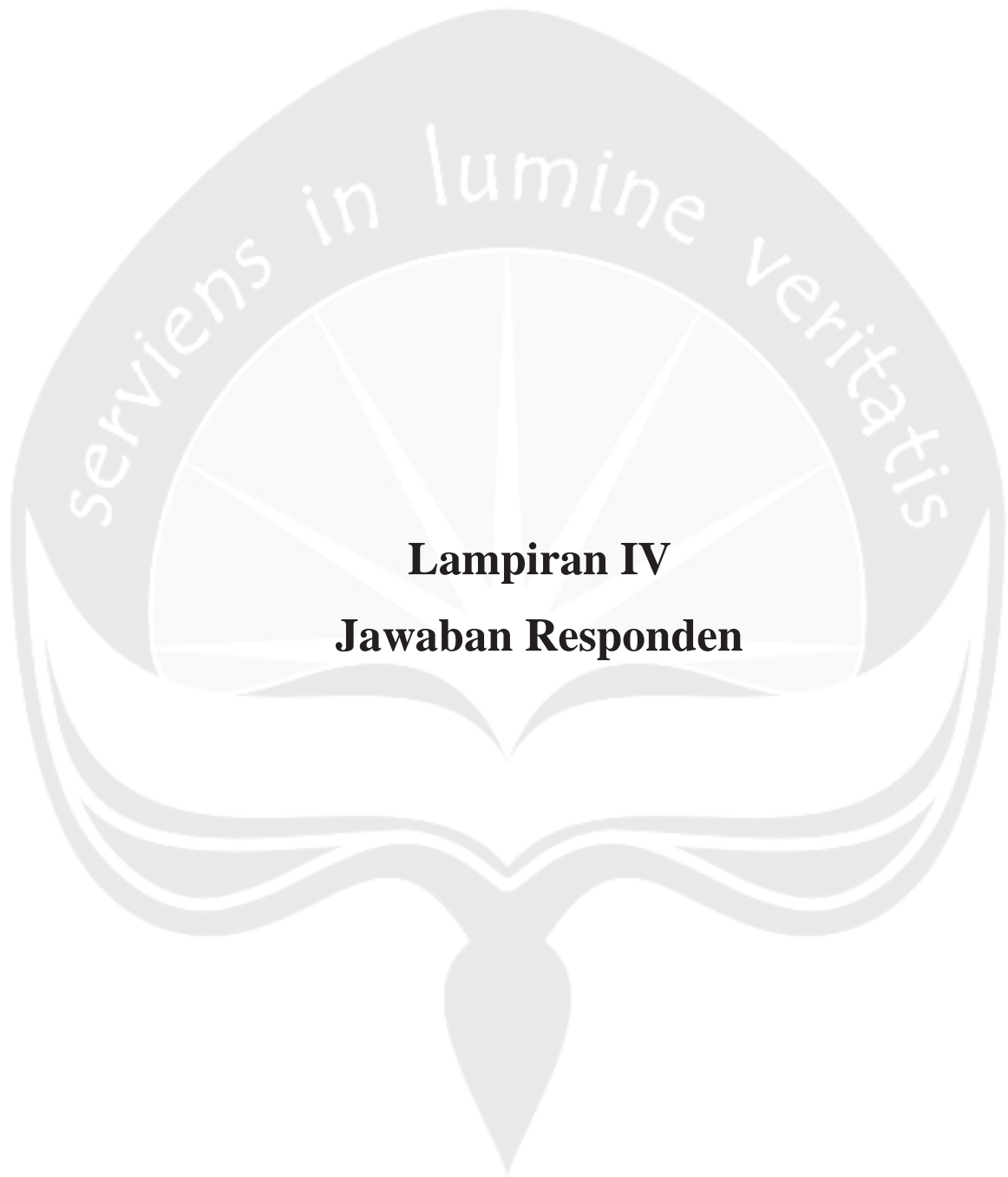
- TERIMA KASIH -



Lampiran III
Profil Responden

| No. | Jenis Kelamin | Usia | Pendidikan | Lama Bekerja | Status |
|-----|---------------|------|------------|--------------|---------------|
| 1 | Pria | 36 | S1 | 7 | Menikah |
| 2 | Pria | 56 | SD | 30 | Menikah |
| 3 | Wanita | 49 | S1 | 19 | Menikah |
| 4 | Pria | 46 | S1 | 22 | Menikah |
| 5 | Pria | 56 | SD | 38 | Menikah |
| 6 | Pria | 48 | SMP | 6 | Menikah |
| 7 | Pria | 45 | SMA | 25 | Menikah |
| 8 | Pria | 47 | S1 | 29 | Menikah |
| 9 | Wanita | 42 | D3 | 21 | Menikah |
| 10 | Wanita | 49 | SMA | 29 | Menikah |
| 11 | Pria | 50 | SMA | 30 | Menikah |
| 12 | Wanita | 39 | SMA | 17 | Menikah |
| 13 | Wanita | 38 | S1 | 10 | Menikah |
| 14 | Wanita | 48 | S1 | 29 | Menikah |
| 15 | Wanita | 39 | SMA | 17 | Menikah |
| 16 | Wanita | 57 | D3 | 25 | Menikah |
| 17 | Pria | 41 | S1 | 7 | Menikah |
| 18 | Pria | 48 | SMA | 26 | Menikah |
| 19 | Pria | 49 | SMA | 25 | Menikah |
| 20 | Wanita | 53 | SMA | 32 | Menikah |
| 21 | Pria | 47 | S1 | 22 | Menikah |
| 22 | Wanita | 33 | S2 | 4 | Menikah |
| 23 | Pria | 26 | S1 | 2 | Belum Menikah |
| 24 | Wanita | 30 | S1 | 6 | Menikah |
| 25 | Wanita | 46 | S1 | 19 | Menikah |
| 26 | Pria | 47 | S1 | 22 | Menikah |
| 27 | Wanita | 52 | SMA | 29 | Menikah |
| 28 | Pria | 26 | S1 | 2 | Belum Menikah |
| 29 | Pria | 35 | S1 | 9 | Menikah |
| 30 | Pria | 39 | S2 | 9 | Menikah |
| 31 | Wanita | 39 | D3 | 17 | Menikah |
| 32 | Wanita | 43 | SMA | 8 | Menikah |
| 33 | Wanita | 51 | D3 | 25 | Menikah |
| 34 | Pria | 53 | SMA | 30 | Menikah |
| 35 | Pria | 57 | D3 | 32 | Menikah |
| 36 | Pria | 49 | S1 | 24 | Menikah |
| 37 | Wanita | 47 | SMA | 25 | Menikah |
| 38 | Wanita | 52 | SMA | 30 | Menikah |
| 39 | Pria | 36 | S1 | 17 | Menikah |
| 40 | Pria | 49 | S1 | 7 | Menikah |
| 41 | Pria | 52 | SMA | 25 | Menikah |
| 42 | Wanita | 52 | SMA | 30 | Menikah |
| 43 | Pria | 34 | S1 | 2 | Menikah |
| 44 | Pria | 54 | S1 | 30 | Menikah |
| 45 | Pria | 45 | S1 | 25 | Menikah |
| 46 | Wanita | 36 | SMA | 5 | Menikah |
| 47 | Pria | 55 | SMA | 29 | Menikah |
| 48 | Wanita | 37 | SMA | 16 | Menikah |
| 49 | Pria | 30 | S1 | 4 | Menikah |
| 50 | Pria | 47 | S1 | 25 | Menikah |
| 51 | Wanita | 38 | S1 | 17 | Menikah |
| 52 | Wanita | 39 | S1 | 16 | Menikah |

| No. | Jenis Kelamin | Usia | Pendidikan | Lama Bekerja | Status |
|-----|---------------|------|------------|--------------|---------------|
| 53 | Pria | 50 | D3 | 23 | Menikah |
| 54 | Wanita | 47 | S1 | 28 | Menikah |
| 55 | Pria | 56 | SMA | 30 | Menikah |
| 56 | Wanita | 47 | SMA | 24 | Menikah |
| 57 | Pria | 47 | S1 | 22 | Menikah |
| 58 | Pria | 55 | SMA | 30 | Menikah |
| 59 | Wanita | 47 | S1 | 22 | Menikah |
| 60 | Pria | 50 | SMA | 26 | Menikah |
| 61 | Wanita | 29 | S1 | 2 | Belum Menikah |
| 62 | Wanita | 51 | SMA | 30 | Menikah |
| 63 | Wanita | 54 | SMA | 28 | Menikah |
| 64 | Wanita | 54 | SMA | 25 | Menikah |
| 65 | Wanita | 29 | S1 | 4 | Menikah |
| 66 | Wanita | 28 | S1 | 4 | Menikah |
| 67 | Wanita | 32 | S1 | 4 | Menikah |
| 68 | Wanita | 33 | S2 | 4 | Menikah |
| 69 | Wanita | 35 | S1 | 5 | Menikah |
| 70 | Pria | 36 | S1 | 6 | Belum Menikah |
| 71 | Pria | 39 | S1 | 6 | Belum Menikah |
| 72 | Pria | 40 | SMA | 18 | Menikah |
| 73 | Pria | 42 | S1 | 17 | Menikah |
| 74 | Wanita | 46 | S1 | 19 | Menikah |
| 75 | Pria | 48 | SMP | 25 | Menikah |
| 76 | Pria | 52 | SMA | 30 | Menikah |
| 77 | Pria | 55 | S1 | 30 | Menikah |
| 78 | Pria | 54 | SMP | 34 | Menikah |
| 79 | Pria | 44 | SMA | 7 | Menikah |
| 80 | Wanita | 36 | S2 | 10 | Menikah |
| 81 | Pria | 56 | SMA | 30 | Menikah |
| 82 | Pria | 28 | S1 | 2 | Belum Menikah |
| 83 | Pria | 54 | SMA | 25 | Menikah |
| 84 | Wanita | 47 | S1 | 24 | Menikah |
| 85 | Wanita | 45 | SMA | 25 | Menikah |
| 86 | Pria | 46 | SMA | 25 | Menikah |
| 87 | Wanita | 48 | S1 | 24 | Menikah |
| 88 | Wanita | 40 | S1 | 17 | Menikah |



Lampiran IV
Jawaban Responden

| Responden | Variabel Stres Kerja | | | | | | | | | | | | | Total |
|-----------|----------------------|---|---|---|---|---|---|---|---|----|----|----|----|-------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | |
| 1 | 1 | 4 | 2 | 4 | 3 | 5 | 1 | 3 | 2 | 3 | 1 | 3 | 1 | 33 |
| 2 | 2 | 4 | 3 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 2 | 3 | 2 | 48 |
| 3 | 3 | 4 | 3 | 2 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 25 |
| 4 | 1 | 2 | 2 | 2 | 4 | 2 | 1 | 2 | 3 | 4 | 3 | 1 | 1 | 28 |
| 5 | 2 | 1 | 2 | 1 | 2 | 3 | 1 | 2 | 2 | 3 | 1 | 3 | 2 | 25 |
| 6 | 2 | 1 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 2 | 1 | 2 | 1 | 20 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 53 |
| 8 | 2 | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 4 | 2 | 2 | 32 |
| 9 | 3 | 4 | 4 | 4 | 3 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 42 |
| 10 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 4 | 1 | 2 | 25 |
| 11 | 3 | 5 | 5 | 5 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 45 |
| 12 | 2 | 4 | 4 | 4 | 4 | 2 | 2 | 1 | 1 | 2 | 3 | 2 | 2 | 33 |
| 13 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 3 | 3 | 2 | 3 | 28 |
| 14 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 30 |
| 15 | 2 | 4 | 4 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 40 |
| 16 | 3 | 1 | 1 | 2 | 3 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 22 |
| 17 | 2 | 2 | 2 | 4 | 2 | 2 | 1 | 1 | 2 | 2 | 3 | 1 | 2 | 26 |
| 18 | 2 | 5 | 4 | 3 | 1 | 3 | 3 | 3 | 2 | 5 | 2 | 2 | 3 | 38 |
| 19 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 61 |
| 20 | 2 | 4 | 2 | 4 | 4 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 31 |
| 21 | 2 | 4 | 2 | 4 | 4 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 31 |
| 22 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 1 | 2 | 3 | 1 | 1 | 2 | 22 |
| 23 | 3 | 3 | 3 | 2 | 2 | 1 | 4 | 1 | 4 | 3 | 3 | 3 | 4 | 36 |
| 24 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 4 | 3 | 2 | 2 | 34 |
| 25 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 41 |
| 26 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 19 |
| 27 | 2 | 3 | 3 | 4 | 2 | 1 | 2 | 1 | 2 | 3 | 2 | 2 | 3 | 30 |
| 28 | 3 | 3 | 1 | 2 | 3 | 2 | 2 | 3 | 2 | 4 | 3 | 2 | 1 | 31 |
| 29 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 38 |
| 30 | 2 | 4 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 4 | 3 | 4 | 3 | 35 |
| 31 | 4 | 4 | 4 | 3 | 2 | 2 | 4 | 2 | 2 | 2 | 3 | 2 | 3 | 37 |
| 32 | 2 | 4 | 4 | 4 | 2 | 2 | 1 | 4 | 2 | 3 | 3 | 2 | 1 | 34 |

| Responden | Variabel Stres Kerja | | | | | | | | | | | | | Total | |
|-----------|----------------------|---|---|---|---|---|---|---|---|----|----|----|----|-------|----|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | | |
| 33 | 2 | 2 | 2 | 5 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 29 |
| 34 | 1 | 1 | 2 | 1 | 2 | 1 | 2 | 3 | 1 | 1 | 1 | 2 | 1 | 1 | 19 |
| 35 | 2 | 2 | 2 | 2 | 4 | 4 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 32 |
| 36 | 2 | 4 | 2 | 5 | 3 | 1 | 1 | 1 | 1 | 2 | 5 | 1 | 4 | 4 | 32 |
| 37 | 2 | 4 | 2 | 5 | 3 | 1 | 1 | 1 | 1 | 2 | 5 | 1 | 4 | 4 | 32 |
| 38 | 2 | 2 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 4 | 4 | 33 |
| 39 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 2 | 2 | 4 | 3 | 2 | 2 | 2 | 38 |
| 40 | 4 | 3 | 2 | 4 | 4 | 4 | 1 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 44 |
| 41 | 2 | 3 | 3 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 34 |
| 42 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 27 |
| 43 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 27 |
| 44 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 30 |
| 45 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 2 | 5 | 4 | 4 | 4 | 4 | 4 | 54 |
| 46 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 40 |
| 47 | 3 | 4 | 5 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 47 |
| 48 | 2 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 47 |
| 49 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 5 | 5 | 4 | 3 | 4 | 4 | 41 |
| 50 | 4 | 3 | 4 | 4 | 2 | 5 | 2 | 4 | 1 | 5 | 4 | 1 | 2 | 2 | 41 |
| 51 | 2 | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 31 |
| 52 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 3 | 1 | 3 | 2 | 3 | 3 | 27 |
| 53 | 2 | 3 | 3 | 4 | 3 | 2 | 2 | 1 | 2 | 2 | 3 | 2 | 4 | 4 | 33 |
| 54 | 2 | 3 | 3 | 4 | 3 | 2 | 2 | 1 | 2 | 2 | 3 | 2 | 4 | 4 | 33 |
| 55 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 56 | 2 | 2 | 3 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 18 |
| 57 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 1 | 1 | 3 | 3 | 1 | 1 | 1 | 26 |
| 58 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 31 |
| 59 | 2 | 4 | 2 | 4 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 4 | 2 | 2 | 34 |
| 60 | 2 | 3 | 2 | 4 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 34 |
| 61 | 3 | 4 | 3 | 4 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 38 |
| 62 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 18 |
| 63 | 2 | 3 | 4 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 45 |
| 64 | 2 | 1 | 4 | 3 | 3 | 1 | 3 | 4 | 4 | 5 | 1 | 1 | 3 | 3 | 35 |

| Responden | KECERDASAN EMOSIONAL | | | | | | | | | | | | | | | | | | Skor Total | |
|-----------|----------------------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|------------|--|
| | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | | |
| 46 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 2 | 3 | 104 | |
| 47 | 2 | 2 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 100 | |
| 48 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 139 | |
| 49 | 3 | 4 | 3 | 3 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 108 | |
| 50 | 5 | 5 | 3 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 2 | 5 | 5 | 3 | 4 | 134 | |
| 51 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 2 | 4 | 4 | 3 | 4 | 122 | |
| 52 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 137 | |
| 53 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 125 | |
| 54 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 126 | |
| 55 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 3 | 4 | 112 | |
| 56 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 2 | 107 | |
| 57 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 2 | 2 | 5 | 4 | 5 | 5 | 4 | 4 | 134 | |
| 58 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 2 | 2 | 106 | |
| 59 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 128 | |
| 60 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 2 | 4 | 3 | 3 | 4 | 3 | 3 | 107 | |
| 61 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 125 | |
| 62 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 152 | |
| 63 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 2 | 118 | |
| 64 | 4 | 3 | 2 | 1 | 5 | 5 | 5 | 3 | 1 | 3 | 1 | 2 | 3 | 3 | 3 | 5 | 2 | 3 | 110 | |
| 65 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 2 | 126 | |
| 66 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 2 | 135 | |
| 67 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 2 | 135 | |
| 68 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 2 | 135 | |
| 69 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 121 | |
| 70 | 4 | 5 | 3 | 4 | 5 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 5 | 2 | 4 | 4 | 3 | 3 | 129 | |
| 71 | 4 | 5 | 3 | 4 | 5 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 5 | 2 | 4 | 4 | 3 | 3 | 129 | |
| 72 | 3 | 2 | 3 | 5 | 4 | 2 | 2 | 2 | 2 | 3 | 1 | 1 | 1 | 1 | 2 | 2 | 3 | 2 | 82 | |
| 73 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 122 | |
| 74 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 4 | 4 | 3 | 3 | 121 | |
| 75 | 4 | 5 | 4 | 5 | 4 | 2 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 130 | |
| 76 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 126 | |
| 77 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 2 | 143 | |
| 78 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 150 | |
| 79 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 5 | 4 | 3 | 120 | |
| 80 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 103 | |
| 81 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 2 | 3 | 3 | 4 | 3 | 126 | |
| 82 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 2 | 2 | 123 | |
| 83 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 159 | |
| 84 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 140 | |
| 85 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 2 | 125 | |
| 86 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 2 | 4 | 4 | 4 | 2 | 118 | |
| 87 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 152 | |
| 88 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 118 | |

| Responden | Kuesioner Variabel Dukungan Organisasi | | | | | | | | Skor Total |
|-----------|--|---|---|---|---|---|---|---|------------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | |
| 1 | 2 | 2 | 3 | 2 | 1 | 2 | 3 | 3 | 18 |
| 2 | 1 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 25 |
| 3 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 6 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 37 |
| 7 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 31 |
| 8 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 31 |
| 9 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 32 |
| 10 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 38 |
| 11 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 31 |
| 12 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 30 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 14 | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 29 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 16 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 38 |
| 17 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 33 |
| 18 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 31 |
| 19 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 20 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 33 |
| 22 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 34 |
| 23 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 32 |
| 24 | 4 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 23 |
| 25 | 2 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 27 |
| 26 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 27 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 31 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 30 | 4 | 3 | 3 | 4 | 3 | 3 | 2 | 4 | 26 |
| 31 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 25 |
| 32 | 4 | 4 | 5 | 4 | 2 | 3 | 4 | 4 | 30 |
| 33 | 3 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 29 |
| 34 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 38 |
| 35 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 29 |
| 36 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 18 |
| 37 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 37 |
| 38 | 4 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 23 |
| 39 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 29 |
| 40 | 3 | 4 | 3 | 2 | 2 | 2 | 3 | 3 | 22 |
| 41 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 30 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 44 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 45 | 5 | 4 | 2 | 5 | 2 | 4 | 5 | 4 | 31 |
| 46 | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 3 | 33 |
| 47 | 4 | 2 | 3 | 4 | 2 | 3 | 3 | 3 | 24 |
| 48 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 49 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 26 |
| 50 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 38 |
| 51 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 28 |
| 52 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 28 |
| 53 | 4 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 20 |
| 54 | 4 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 20 |
| 55 | 3 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 25 |
| 56 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 3 | 34 |

| Responden | Kuesioner Variabel Dukungan Organisasi | | | | | | | | Skor Total |
|-----------|--|---|---|---|---|---|---|---|------------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | |
| 57 | 5 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 31 |
| 58 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 27 |
| 59 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 27 |
| 60 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 27 |
| 61 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 29 |
| 62 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 38 |
| 63 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 31 |
| 64 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 29 |
| 65 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 20 |
| 66 | 4 | 3 | 3 | 4 | 5 | 3 | 3 | 4 | 29 |
| 67 | 4 | 3 | 3 | 4 | 5 | 3 | 3 | 4 | 29 |
| 68 | 4 | 3 | 3 | 4 | 5 | 3 | 3 | 4 | 29 |
| 69 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 28 |
| 70 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 3 | 28 |
| 71 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 3 | 28 |
| 72 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 26 |
| 73 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 31 |
| 74 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 31 |
| 75 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 31 |
| 76 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 77 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 36 |
| 78 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 34 |
| 79 | 3 | 2 | 3 | 4 | 4 | 3 | 4 | 3 | 26 |
| 80 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 81 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 82 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 29 |
| 83 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 37 |
| 84 | 5 | 5 | 4 | 4 | 5 | 4 | 2 | 3 | 32 |
| 85 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 35 |
| 86 | 4 | 4 | 4 | 2 | 4 | 2 | 3 | 2 | 25 |
| 87 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 37 |
| 88 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 26 |

| Responden | Kuesioner Variabel Kinerja | | | | | | Skor Total |
|-----------|----------------------------|---|---|---|---|---|------------|
| | 1 | 2 | 3 | 4 | 5 | 6 | |
| 1 | 4 | 3 | 3 | 3 | 3 | 3 | 19 |
| 2 | 1 | 2 | 4 | 4 | 3 | 5 | 19 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 5 | 4 | 5 | 5 | 5 | 3 | 5 | 27 |
| 6 | 3 | 3 | 5 | 5 | 5 | 5 | 26 |
| 7 | 4 | 4 | 3 | 3 | 3 | 3 | 20 |
| 8 | 3 | 3 | 4 | 4 | 4 | 4 | 22 |
| 9 | 3 | 4 | 4 | 3 | 3 | 4 | 21 |
| 10 | 5 | 4 | 4 | 5 | 4 | 4 | 26 |
| 11 | 4 | 3 | 4 | 4 | 4 | 4 | 23 |
| 12 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 15 | 4 | 4 | 4 | 3 | 4 | 4 | 23 |
| 16 | 4 | 4 | 5 | 5 | 5 | 5 | 28 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 18 | 4 | 3 | 4 | 5 | 3 | 4 | 23 |
| 19 | 3 | 3 | 3 | 2 | 3 | 3 | 17 |
| 20 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 21 | 3 | 4 | 3 | 4 | 3 | 3 | 20 |
| 22 | 3 | 4 | 3 | 4 | 3 | 3 | 20 |
| 23 | 3 | 4 | 3 | 4 | 4 | 4 | 22 |
| 24 | 4 | 3 | 3 | 3 | 4 | 4 | 21 |
| 25 | 3 | 3 | 4 | 4 | 4 | 3 | 21 |
| 26 | 4 | 4 | 4 | 5 | 5 | 5 | 27 |
| 27 | 3 | 4 | 3 | 4 | 3 | 3 | 20 |
| 28 | 4 | 4 | 4 | 3 | 4 | 4 | 23 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 30 | 4 | 4 | 3 | 3 | 3 | 3 | 20 |
| 31 | 4 | 4 | 3 | 3 | 3 | 4 | 21 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 34 | 5 | 4 | 5 | 5 | 5 | 5 | 29 |
| 35 | 4 | 4 | 4 | 3 | 4 | 4 | 23 |
| 36 | 5 | 4 | 4 | 5 | 4 | 4 | 26 |
| 37 | 5 | 4 | 4 | 4 | 4 | 5 | 26 |
| 38 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 39 | 4 | 4 | 4 | 3 | 4 | 4 | 23 |
| 40 | 3 | 2 | 3 | 4 | 3 | 4 | 19 |
| 41 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 42 | 3 | 4 | 3 | 4 | 4 | 4 | 22 |
| 43 | 3 | 4 | 3 | 4 | 4 | 4 | 22 |
| 44 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |

| Responden | Kuesioner Variabel Kinerja | | | | | | Skor Total |
|-----------|----------------------------|---|---|---|---|---|------------|
| | 1 | 2 | 3 | 4 | 5 | 6 | |
| 45 | 3 | 4 | 3 | 3 | 3 | 3 | 19 |
| 46 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 47 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 48 | 4 | 3 | 3 | 3 | 3 | 3 | 19 |
| 49 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 50 | 5 | 4 | 4 | 3 | 5 | 5 | 26 |
| 51 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 53 | 4 | 4 | 4 | 3 | 4 | 3 | 22 |
| 54 | 4 | 4 | 4 | 3 | 4 | 3 | 22 |
| 55 | 3 | 5 | 3 | 2 | 3 | 3 | 19 |
| 56 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 58 | 4 | 3 | 3 | 2 | 3 | 4 | 19 |
| 59 | 4 | 4 | 3 | 4 | 3 | 4 | 22 |
| 60 | 4 | 3 | 4 | 4 | 3 | 4 | 22 |
| 61 | 3 | 3 | 4 | 4 | 4 | 4 | 22 |
| 62 | 5 | 4 | 3 | 5 | 5 | 5 | 27 |
| 63 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 64 | 5 | 3 | 4 | 4 | 3 | 3 | 22 |
| 65 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 66 | 3 | 4 | 4 | 3 | 3 | 3 | 20 |
| 67 | 3 | 4 | 4 | 3 | 3 | 3 | 20 |
| 68 | 3 | 4 | 4 | 3 | 3 | 3 | 20 |
| 69 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 70 | 4 | 4 | 3 | 3 | 3 | 4 | 21 |
| 71 | 4 | 4 | 3 | 3 | 3 | 4 | 21 |
| 72 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 73 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 74 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 75 | 4 | 4 | 3 | 3 | 4 | 4 | 22 |
| 76 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 77 | 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 78 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 79 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 80 | 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| 81 | 5 | 5 | 4 | 5 | 3 | 5 | 27 |
| 82 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 83 | 4 | 5 | 5 | 4 | 4 | 4 | 26 |
| 84 | 3 | 4 | 3 | 4 | 3 | 3 | 20 |
| 85 | 4 | 4 | 4 | 3 | 4 | 3 | 22 |
| 86 | 2 | 4 | 4 | 4 | 4 | 4 | 22 |
| 87 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 88 | 4 | 3 | 3 | 3 | 3 | 4 | 20 |



Lampiran V

Hasil Uji Validitas dan Reliabilitas

Hasil Pengujian Validitas : Stres Kerja

Correlations

| | | Total_St |
|------|---------------------|--------------------|
| St1 | Pearson Correlation | .542 ^{**} |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| St2 | Pearson Correlation | .650 ^{**} |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| St3 | Pearson Correlation | .669 ^{**} |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| St4 | Pearson Correlation | .586 ^{**} |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| St5 | Pearson Correlation | .586 ^{**} |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| St6 | Pearson Correlation | .652 ^{**} |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| St7 | Pearson Correlation | .655 ^{**} |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| St8 | Pearson Correlation | .626 ^{**} |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| St9 | Pearson Correlation | .721 ^{**} |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| St10 | Pearson Correlation | .604 ^{**} |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| St11 | Pearson Correlation | .603 ^{**} |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| St12 | Pearson Correlation | .722 ^{**} |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| St13 | Pearson Correlation | .646 ^{**} |
| | Sig. (2-tailed) | .000 |
| | N | 88 |

| | | |
|----------|---------------------|----|
| Total_St | Pearson Correlation | 1 |
| | Sig. (2-tailed) | |
| | N | 88 |

Hasil Pengujian Validitas : Kecerdasan Emosional

Correlations

| | | Total_KE |
|------|---------------------|----------|
| KE1 | Pearson Correlation | .537** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| KE2 | Pearson Correlation | .495** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| KE3 | Pearson Correlation | .674** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| KE4 | Pearson Correlation | .524** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| KE5 | Pearson Correlation | .443** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| KE6 | Pearson Correlation | .489** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| KE7 | Pearson Correlation | .494** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| KE8 | Pearson Correlation | .550** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| KE9 | Pearson Correlation | .704** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| KE10 | Pearson Correlation | .344** |
| | Sig. (2-tailed) | .001 |
| | N | 88 |
| KE11 | Pearson Correlation | .585** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |

| | | |
|----------|---------------------|--------|
| KE12 | Pearson Correlation | .676** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| KE13 | Pearson Correlation | .647** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| KE14 | Pearson Correlation | .705** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| KE15 | Pearson Correlation | .624** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| KE16 | Pearson Correlation | .717** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| KE17 | Pearson Correlation | .662** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| Total_KE | Pearson Correlation | 1 |
| | Sig. (2-tailed) | |
| | N | 88 |

Correlations

| | | Total_KE |
|------|---------------------|----------|
| KE18 | Pearson Correlation | .468** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| KE19 | Pearson Correlation | .661** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| KE20 | Pearson Correlation | .531** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| KE21 | Pearson Correlation | .565** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| KE22 | Pearson Correlation | .674** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| KE23 | Pearson Correlation | .746** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |

| | | |
|----------|---------------------|--------|
| KE24 | Pearson Correlation | .616** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| KE25 | Pearson Correlation | .622** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| KE26 | Pearson Correlation | .470** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| KE27 | Pearson Correlation | .607** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| KE28 | Pearson Correlation | .558** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| KE29 | Pearson Correlation | .445** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| KE30 | Pearson Correlation | .710** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| KE31 | Pearson Correlation | .764** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| KE32 | Pearson Correlation | .660** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| KE33 | Pearson Correlation | .412** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| Total_KE | Pearson Correlation | 1 |
| | Sig. (2-tailed) | |
| | N | 88 |

Hasil Pengujian Validitas : Dukungan Organisasi

Correlations

| | | Total_DO |
|----------|---------------------|----------|
| DO1 | Pearson Correlation | .515** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| DO2 | Pearson Correlation | .791** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| DO3 | Pearson Correlation | .784** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| DO4 | Pearson Correlation | .752** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| DO5 | Pearson Correlation | .773** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| DO6 | Pearson Correlation | .836** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| DO7 | Pearson Correlation | .813** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| DO8 | Pearson Correlation | .775** |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| Total_DO | Pearson Correlation | 1 |
| | Sig. (2-tailed) | |
| | N | 88 |

Hasil Pengujian Validitas : Kinerja

Correlations

| | | Total_Kj |
|----------|---------------------|--------------------|
| Kj1 | Pearson Correlation | .681 ^{**} |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| Kj2 | Pearson Correlation | .580 ^{**} |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| Kj3 | Pearson Correlation | .760 ^{**} |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| Kj4 | Pearson Correlation | .756 ^{**} |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| Kj5 | Pearson Correlation | .780 ^{**} |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| Kj6 | Pearson Correlation | .801 ^{**} |
| | Sig. (2-tailed) | .000 |
| | N | 88 |
| Total_Kj | Pearson Correlation | 1 |
| | Sig. (2-tailed) | |
| | N | 88 |

Hasil Pengujian Reliabilitas : Stres Kerja

Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 88 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 88 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .877 | 13 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| St1 | 30.8068 | 65.376 | .460 | .873 |
| St2 | 30.3750 | 62.237 | .568 | .867 |
| St3 | 30.3523 | 61.863 | .589 | .866 |
| St4 | 30.0227 | 63.034 | .489 | .872 |
| St5 | 30.5341 | 64.137 | .502 | .871 |
| St6 | 31.0568 | 62.721 | .575 | .867 |
| St7 | 30.9886 | 63.230 | .584 | .867 |
| St8 | 31.0000 | 62.759 | .540 | .869 |
| St9 | 30.9545 | 61.009 | .653 | .863 |
| St10 | 30.3182 | 63.070 | .515 | .870 |
| St11 | 30.5114 | 64.000 | .522 | .870 |
| St12 | 31.0114 | 61.368 | .656 | .863 |
| St13 | 30.7955 | 62.670 | .567 | .867 |

Hasil Pengujian Reliabilitas : Kecerdasan Emosional

Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 88 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 88 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .936 | 33 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| KE1 | 119.7955 | 227.038 | .497 | .935 |
| KE2 | 119.5909 | 231.095 | .463 | .935 |
| KE3 | 119.5114 | 225.609 | .647 | .934 |
| KE4 | 120.2159 | 228.217 | .486 | .935 |
| KE5 | 120.2273 | 228.247 | .393 | .936 |
| KE6 | 119.6023 | 229.897 | .453 | .935 |
| KE7 | 120.0000 | 229.586 | .457 | .935 |
| KE8 | 120.1477 | 224.495 | .504 | .935 |
| KE9 | 119.8068 | 227.468 | .684 | .934 |
| KE10 | 119.9432 | 229.319 | .276 | .939 |
| KE11 | 120.0909 | 226.612 | .551 | .935 |
| KE12 | 119.8409 | 225.354 | .649 | .934 |
| KE13 | 119.8636 | 225.039 | .616 | .934 |
| KE14 | 119.5227 | 224.091 | .679 | .933 |
| KE15 | 120.0114 | 226.310 | .593 | .934 |
| KE16 | 119.6023 | 223.254 | .690 | .933 |
| KE17 | 119.4886 | 225.954 | .634 | .934 |
| KE18 | 119.8523 | 229.668 | .428 | .936 |
| KE19 | 119.8977 | 223.449 | .628 | .934 |
| KE20 | 119.6477 | 227.219 | .490 | .935 |
| KE21 | 119.8636 | 227.039 | .529 | .935 |
| KE22 | 119.7727 | 225.051 | .646 | .934 |
| KE23 | 119.7273 | 223.189 | .723 | .933 |
| KE24 | 119.5227 | 224.965 | .581 | .934 |

| | | | | |
|------|----------|---------|------|------|
| KE25 | 119.9659 | 227.665 | .594 | .934 |
| KE26 | 120.2500 | 227.523 | .421 | .936 |
| KE27 | 120.2955 | 225.222 | .571 | .934 |
| KE28 | 119.7159 | 225.378 | .515 | .935 |
| KE29 | 120.2045 | 227.751 | .392 | .937 |
| KE30 | 119.6932 | 224.744 | .685 | .933 |
| KE31 | 119.6250 | 222.076 | .742 | .933 |
| KE32 | 120.0455 | 223.262 | .627 | .934 |
| KE33 | 120.2955 | 229.153 | .360 | .937 |



Hasil Pengujian Reliabilitas : Dukungan Organisasi

Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 88 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 88 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .893 | 8 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| DO1 | 25.9773 | 22.068 | .391 | .903 |
| DO2 | 26.0568 | 19.319 | .711 | .875 |
| DO3 | 26.0795 | 19.591 | .707 | .876 |
| DO4 | 25.9886 | 20.310 | .675 | .879 |
| DO5 | 26.0568 | 19.158 | .683 | .879 |
| DO6 | 26.1250 | 19.076 | .774 | .869 |
| DO7 | 26.2159 | 18.608 | .732 | .873 |
| DO8 | 26.1477 | 20.104 | .703 | .877 |

Hasil Pengujian Reliabilitas : Kinerja

Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 88 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 88 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .819 | 6 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Kj1 | 18.3636 | 5.797 | .505 | .810 |
| Kj2 | 18.3523 | 6.461 | .415 | .823 |
| Kj3 | 18.4205 | 5.856 | .647 | .779 |
| Kj4 | 18.4091 | 5.463 | .606 | .786 |
| Kj5 | 18.4432 | 5.652 | .665 | .773 |
| Kj6 | 18.2955 | 5.544 | .692 | .767 |



Jenis Kelamin

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|--------------|-----------|---------|---------------|--------------------|
| Pria | 47 | 53.4 | 53.4 | 53.4 |
| Valid Wanita | 41 | 46.6 | 46.6 | 100.0 |
| Total | 88 | 100.0 | 100.0 | |

Tingkat Pendidikan

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------|-----------|---------|---------------|--------------------|
| D3 | 6 | 6.8 | 6.8 | 6.8 |
| S1 | 41 | 46.6 | 46.6 | 53.4 |
| S2 | 4 | 4.5 | 4.5 | 58.0 |
| Valid SD | 2 | 2.3 | 2.3 | 60.2 |
| SMA | 32 | 36.4 | 36.4 | 96.6 |
| SMP | 3 | 3.4 | 3.4 | 100.0 |
| Total | 88 | 100.0 | 100.0 | |

Masa Kerja

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------------|-----------|---------|---------------|-----------------------|
| 2.00 | 5 | 5.7 | 5.7 | 5.7 |
| 4.00 | 6 | 6.8 | 6.8 | 12.5 |
| 5.00 | 2 | 2.3 | 2.3 | 14.8 |
| 6.00 | 4 | 4.5 | 4.5 | 19.3 |
| 7.00 | 4 | 4.5 | 4.5 | 23.9 |
| 8.00 | 1 | 1.1 | 1.1 | 25.0 |
| 9.00 | 2 | 2.3 | 2.3 | 27.3 |
| 10.00 | 2 | 2.3 | 2.3 | 29.5 |
| 16.00 | 2 | 2.3 | 2.3 | 31.8 |
| 17.00 | 7 | 8.0 | 8.0 | 39.8 |
| 18.00 | 1 | 1.1 | 1.1 | 40.9 |
| 19.00 | 3 | 3.4 | 3.4 | 44.3 |
| Valid 21.00 | 1 | 1.1 | 1.1 | 45.5 |
| 22.00 | 5 | 5.7 | 5.7 | 51.1 |
| 23.00 | 1 | 1.1 | 1.1 | 52.3 |
| 24.00 | 4 | 4.5 | 4.5 | 56.8 |
| 25.00 | 13 | 14.8 | 14.8 | 71.6 |
| 26.00 | 2 | 2.3 | 2.3 | 73.9 |
| 28.00 | 2 | 2.3 | 2.3 | 76.1 |
| 29.00 | 5 | 5.7 | 5.7 | 81.8 |
| 30.00 | 12 | 13.6 | 13.6 | 95.5 |
| 32.00 | 2 | 2.3 | 2.3 | 97.7 |
| 34.00 | 1 | 1.1 | 1.1 | 98.9 |
| 38.00 | 1 | 1.1 | 1.1 | 100.0 |
| Total | 88 | 100.0 | 100.0 | |

Usia

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------------|-----------|---------|---------------|-----------------------|
| 26.00 | 2 | 2.3 | 2.3 | 2.3 |
| 28.00 | 2 | 2.3 | 2.3 | 4.5 |
| 29.00 | 2 | 2.3 | 2.3 | 6.8 |
| 30.00 | 2 | 2.3 | 2.3 | 9.1 |
| 32.00 | 1 | 1.1 | 1.1 | 10.2 |
| 33.00 | 2 | 2.3 | 2.3 | 12.5 |
| 34.00 | 1 | 1.1 | 1.1 | 13.6 |
| 35.00 | 2 | 2.3 | 2.3 | 15.9 |
| 36.00 | 5 | 5.7 | 5.7 | 21.6 |
| 37.00 | 1 | 1.1 | 1.1 | 22.7 |
| 38.00 | 2 | 2.3 | 2.3 | 25.0 |
| 39.00 | 6 | 6.8 | 6.8 | 31.8 |
| 40.00 | 2 | 2.3 | 2.3 | 34.1 |
| 41.00 | 1 | 1.1 | 1.1 | 35.2 |
| 42.00 | 2 | 2.3 | 2.3 | 37.5 |
| Valid 43.00 | 1 | 1.1 | 1.1 | 38.6 |
| 44.00 | 1 | 1.1 | 1.1 | 39.8 |
| 45.00 | 3 | 3.4 | 3.4 | 43.2 |
| 46.00 | 4 | 4.5 | 4.5 | 47.7 |
| 47.00 | 10 | 11.4 | 11.4 | 59.1 |
| 48.00 | 5 | 5.7 | 5.7 | 64.8 |
| 49.00 | 5 | 5.7 | 5.7 | 70.5 |
| 50.00 | 3 | 3.4 | 3.4 | 73.9 |
| 51.00 | 2 | 2.3 | 2.3 | 76.1 |
| 52.00 | 5 | 5.7 | 5.7 | 81.8 |
| 53.00 | 2 | 2.3 | 2.3 | 84.1 |
| 54.00 | 5 | 5.7 | 5.7 | 89.8 |
| 55.00 | 3 | 3.4 | 3.4 | 93.2 |
| 56.00 | 4 | 4.5 | 4.5 | 97.7 |
| 57.00 | 2 | 2.3 | 2.3 | 100.0 |
| Total | 88 | 100.0 | 100.0 | |

Descriptives

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|----------------------|----|---------|---------|---------|----------------|
| Stres Kerja | 88 | 18.000 | 61.000 | 33.227 | 8.547 |
| Kecerdasan Emosional | 88 | 76.000 | 165.000 | 123.614 | 15.501 |
| Dukungan Organisasi | 88 | 18.000 | 40.000 | 29.807 | 5.044 |
| Kinerja | 88 | 17.000 | 29.000 | 22.057 | 2.838 |
| Valid N (listwise) | 88 | | | | |

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|----------------------|----|---------|---------|--------|----------------|
| Stres Kerja | 88 | 1.38 | 4.69 | 2.5559 | .65746 |
| Kecerdasan Emosional | 88 | 2.30 | 5.00 | 3.7459 | .46973 |
| Dukungan Organisasi | 88 | 2.25 | 5.00 | 3.7259 | .63054 |
| Kinerja | 88 | 2.83 | 4.83 | 3.6761 | .47300 |
| Valid N (listwise) | 88 | | | | |

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|----|---------|---------|---------|----------------|
| St1 | 88 | 1.00 | 5.00 | 2.4205 | .91879 |
| St2 | 88 | 1.00 | 5.00 | 2.8523 | 1.07788 |
| St3 | 88 | 1.00 | 5.00 | 2.8750 | 1.08079 |
| St4 | 88 | 1.00 | 5.00 | 3.2045 | 1.12607 |
| St5 | 88 | 1.00 | 5.00 | 2.6932 | .98679 |
| St6 | 88 | 1.00 | 5.00 | 2.1705 | 1.01960 |
| St7 | 88 | 1.00 | 5.00 | 2.2386 | .95886 |
| St8 | 88 | 1.00 | 5.00 | 2.2273 | 1.06918 |
| St9 | 88 | 1.00 | 5.00 | 2.2727 | 1.06918 |
| St10 | 88 | 1.00 | 5.00 | 2.9091 | 1.07891 |
| St11 | 88 | 1.00 | 5.00 | 2.7159 | .97023 |
| St12 | 88 | 1.00 | 5.00 | 2.2159 | 1.03334 |
| St13 | 88 | 1.00 | 5.00 | 2.4318 | 1.03719 |
| Total_St | 88 | 18.00 | 61.00 | 33.2273 | 8.54700 |
| Valid N (listwise) | 88 | | | | |

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|----|---------|---------|----------|----------------|
| KE1 | 88 | 2.00 | 5.00 | 3.8182 | .83797 |
| KE2 | 88 | 2.00 | 5.00 | 4.0227 | .62473 |
| KE3 | 88 | 1.00 | 5.00 | 4.1023 | .72777 |
| KE4 | 88 | 2.00 | 5.00 | 3.3977 | .78110 |
| KE5 | 88 | 1.00 | 5.00 | 3.3864 | .93994 |
| KE6 | 88 | 2.00 | 5.00 | 4.0114 | .71910 |
| KE7 | 88 | 2.00 | 5.00 | 3.6136 | .73394 |
| KE8 | 88 | 1.00 | 5.00 | 3.4659 | .98201 |
| KE9 | 88 | 2.00 | 5.00 | 3.8068 | .60378 |
| KE10 | 88 | 1.00 | 5.00 | 3.6705 | 1.15193 |
| KE11 | 88 | 1.00 | 5.00 | 3.5227 | .78751 |
| KE12 | 88 | 1.00 | 5.00 | 3.7727 | .73855 |
| KE13 | 88 | 1.00 | 5.00 | 3.7500 | .79148 |
| KE14 | 88 | 2.00 | 5.00 | 4.0909 | .76769 |
| KE15 | 88 | 1.00 | 5.00 | 3.6023 | .75109 |
| KE16 | 88 | 2.00 | 5.00 | 4.0114 | .79502 |
| KE17 | 88 | 2.00 | 5.00 | 4.1250 | .72417 |
| KE18 | 88 | 2.00 | 5.00 | 3.7614 | .77303 |
| KE19 | 88 | 1.00 | 5.00 | 3.7159 | .85700 |
| KE20 | 88 | 1.00 | 5.00 | 3.9659 | .83664 |
| KE21 | 88 | 1.00 | 5.00 | 3.7500 | .79148 |
| KE22 | 88 | 1.00 | 5.00 | 3.8409 | .75637 |
| KE23 | 88 | 1.00 | 5.00 | 3.8864 | .76462 |
| KE24 | 88 | 1.00 | 5.00 | 4.0909 | .83922 |
| KE25 | 88 | 2.00 | 5.00 | 3.6477 | .67874 |
| KE26 | 88 | 1.00 | 5.00 | 3.3636 | .93688 |
| KE27 | 88 | 1.00 | 5.00 | 3.3182 | .83797 |
| KE28 | 88 | 1.00 | 5.00 | 3.8977 | .91022 |
| KE29 | 88 | 1.00 | 5.00 | 3.4091 | .97834 |
| KE30 | 88 | 1.00 | 5.00 | 3.9205 | .73064 |
| KE31 | 88 | 1.00 | 5.00 | 3.9886 | .79502 |
| KE32 | 88 | 1.00 | 5.00 | 3.5682 | .86828 |
| KE33 | 88 | 2.00 | 5.00 | 3.3182 | .94133 |
| Total_KE | 88 | 76.00 | 165.00 | 123.6136 | 15.50115 |
| Valid N (listwise) | 88 | | | | |

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|----|---------|---------|---------|----------------|
| DO1 | 88 | 1.00 | 5.00 | 3.8295 | .76145 |
| DO2 | 88 | 2.00 | 5.00 | 3.7500 | .86103 |
| DO3 | 88 | 2.00 | 5.00 | 3.7273 | .82667 |
| DO4 | 88 | 2.00 | 5.00 | 3.8182 | .75117 |
| DO5 | 88 | 1.00 | 5.00 | 3.7500 | .91287 |
| DO6 | 88 | 2.00 | 5.00 | 3.6818 | .83797 |
| DO7 | 88 | 2.00 | 5.00 | 3.5909 | .94244 |
| DO8 | 88 | 2.00 | 5.00 | 3.6591 | .75637 |
| Total_DO | 88 | 18.00 | 40.00 | 29.8068 | 5.04430 |
| Valid N (listwise) | 88 | | | | |

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|----|---------|---------|---------|----------------|
| Kj1 | 88 | 1.00 | 5.00 | 3.6932 | .71692 |
| Kj2 | 88 | 2.00 | 5.00 | 3.7045 | .59033 |
| Kj3 | 88 | 3.00 | 5.00 | 3.6364 | .59077 |
| Kj4 | 88 | 2.00 | 5.00 | 3.6477 | .72777 |
| Kj5 | 88 | 3.00 | 5.00 | 3.6136 | .63303 |
| Kj6 | 88 | 3.00 | 5.00 | 3.7614 | .64317 |
| Total_Kj | 88 | 17.00 | 29.00 | 22.0568 | 2.83799 |
| Valid N (listwise) | 88 | | | | |



Hasil Uji Hipotesis 1

Regression

Variables Entered/Removed^p

| Model | Variables Entered | Variables Removed | Method |
|-------|--------------------------|-------------------|--------|
| 1 | Stres Kerja ^a | | Enter |

a. All requested variables entered.

b. Dependent Variable: Kinerja

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .545 ^a | .298 | .289 | 2.39237 |

a. Predictors: (Constant), Stres Kerja

ANOVA^p

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 208.500 | 1 | 208.500 | 36.429 | .000 ^a |
| | Residual | 492.215 | 86 | 5.723 | | |
| | Total | 700.716 | 87 | | | |

a. Predictors: (Constant), Stres Kerja

b. Dependent Variable: Kinerja

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|-------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 28.075 | 1.029 | | 27.278 | .000 |
| | Stres Kerja | -.181 | .030 | -.545 | -6.036 | .000 |

a. Dependent Variable: Kinerja

Hasil Uji Hipotesis 2

Regression

Variables Entered/Removed^b

| Model | Variables Entered | Variables Removed | Method |
|-------|-----------------------------------|-------------------|--------|
| 1 | Kecerdasan Emosional ^a | | Enter |

a. All requested variables entered.

b. Dependent Variable: Kinerja

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .526 ^a | .277 | .268 | 2.42777 |

a. Predictors: (Constant), Kecerdasan Emosional

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 193.825 | 1 | 193.825 | 32.885 | .000 ^a |
| | Residual | 506.890 | 86 | 5.894 | | |
| | Total | 700.716 | 87 | | | |

a. Predictors: (Constant), Kecerdasan Emosional

b. Dependent Variable: Kinerja

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|----------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 10.154 | 2.092 | | 4.854 | .000 |
| | Kecerdasan Emosional | .096 | .017 | .526 | 5.735 | .000 |

a. Dependent Variable: Kinerja

Hasil Uji Hipotesis 3

Regression

Variables Entered/Removed^b

| Model | Variables Entered | Variables Removed | Method |
|-------|----------------------------------|-------------------|---------|
| 1 | Dukungan Organisasi ^a | | . Enter |

a. All requested variables entered.

b. Dependent Variable: Kinerja

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .587 ^a | .344 | .337 | 2.31113 |

a. Predictors: (Constant), Dukungan Organisasi

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 241.364 | 1 | 241.364 | 45.188 | .000 ^a |
| | Residual | 459.352 | 86 | 5.341 | | |
| | Total | 700.716 | 87 | | | |

a. Predictors: (Constant), Dukungan Organisasi

b. Dependent Variable: Kinerja

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|---------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 12.215 | 1.485 | | 8.227 | .000 |
| | Dukungan Organisasi | .330 | .049 | .587 | 6.722 | .000 |

a. Dependent Variable: Kinerja

Hasil Uji Hipotesis 4

Regression

Variables Entered/Removed^p

| Model | Variables Entered | Variables Removed | Method |
|-------|---|-------------------|---------|
| 1 | Dukungan Organisasi, Kecerdasan Emosional, Stres Kerja ^a | | . Enter |

a. All requested variables entered.

b. Dependent Variable: Kinerja

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .728 ^a | .529 | .513 | 1.98115 |

a. Predictors: (Constant), Dukungan Organisasi, Kecerdasan Emosional, Stres Kerja

ANOVA^p

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 371.021 | 3 | 123.674 | 31.510 | .000 ^a |
| | Residual | 329.695 | 84 | 3.925 | | |
| | Total | 700.716 | 87 | | | |

a. Predictors: (Constant), Dukungan Organisasi, Kecerdasan Emosional, Stres Kerja

b. Dependent Variable: Kinerja

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|----------------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 11.352 | 2.763 | | 4.108 | .000 |
| | Stres Kerja | -.085 | .029 | -.257 | -2.950 | .004 |
| | Kecerdasan Emosional | .058 | .015 | .319 | 3.917 | .000 |
| | Dukungan Organisasi | .212 | .048 | .377 | 4.438 | .000 |

a. Dependent Variable: Kinerja



Lampiran VIII
TABEL DISTRIBUSI R

**TABEL DISTRIBUSI R
(TARAF SIGNIFIKANSI 5%)**

| N | r | N | r | N | r | N | r | N | r | N | r |
|----|-------|----|-------|-----|-------------|-----|-------|-----|-------|-----|-------|
| 1 | 0.997 | 41 | 0.301 | 81 | 0.216 | 121 | 0.177 | 161 | 0.154 | 201 | 0.138 |
| 2 | 0.95 | 42 | 0.297 | 82 | 0.215 | 122 | 0.176 | 162 | 0.153 | 202 | 0.137 |
| 3 | 0.878 | 43 | 0.294 | 83 | 0.213 | 123 | 0.176 | 163 | 0.153 | 203 | 0.137 |
| 4 | 0.811 | 44 | 0.291 | 84 | 0.212 | 124 | 0.175 | 164 | 0.152 | 204 | 0.137 |
| 5 | 0.754 | 45 | 0.288 | 85 | 0.211 | 125 | 0.174 | 165 | 0.152 | 205 | 0.136 |
| 6 | 0.707 | 46 | 0.285 | 86 | 0.21 | 126 | 0.174 | 166 | 0.151 | 206 | 0.136 |
| 7 | 0.666 | 47 | 0.282 | 87 | 0.208 | 127 | 0.173 | 167 | 0.151 | 207 | 0.136 |
| 8 | 0.632 | 48 | 0.279 | 88 | 0.207 | 128 | 0.172 | 168 | 0.151 | 208 | 0.135 |
| 9 | 0.602 | 49 | 0.276 | 89 | 0.206 | 129 | 0.172 | 169 | 0.15 | 209 | 0.135 |
| 10 | 0.576 | 50 | 0.273 | 90 | 0.205 | 130 | 0.171 | 170 | 0.15 | 210 | 0.135 |
| 11 | 0.553 | 51 | 0.271 | 91 | 0.204 | 131 | 0.17 | 171 | 0.149 | 211 | 0.134 |
| 12 | 0.532 | 52 | 0.268 | 92 | 0.203 | 132 | 0.17 | 172 | 0.149 | 212 | 0.134 |
| 13 | 0.514 | 53 | 0.266 | 93 | 0.202 | 133 | 0.169 | 173 | 0.148 | 213 | 0.134 |
| 14 | 0.497 | 54 | 0.263 | 94 | 0.201 | 134 | 0.168 | 174 | 0.148 | 214 | 0.134 |
| 15 | 0.482 | 55 | 0.261 | 95 | 0.2 | 135 | 0.168 | 175 | 0.148 | 215 | 0.133 |
| 16 | 0.468 | 56 | 0.259 | 96 | 0.199 | 136 | 0.167 | 176 | 0.147 | 216 | 0.133 |
| 17 | 0.456 | 57 | 0.256 | 97 | 0.198 | 137 | 0.167 | 177 | 0.147 | 217 | 0.133 |
| 18 | 0.444 | 58 | 0.254 | 98 | 0.197 | 138 | 0.166 | 178 | 0.146 | 218 | 0.132 |
| 19 | 0.433 | 59 | 0.252 | 99 | 0.196 | 139 | 0.165 | 179 | 0.146 | 219 | 0.132 |
| 20 | 0.423 | 60 | 0.25 | 100 | 0.195 | 140 | 0.165 | 180 | 0.146 | 220 | 0.132 |
| 21 | 0.413 | 61 | 0.248 | 101 | 0.194 | 141 | 0.164 | 181 | 0.145 | 221 | 0.131 |
| 22 | 0.404 | 62 | 0.246 | 102 | 0.193 | 142 | 0.164 | 182 | 0.145 | 222 | 0.131 |
| 23 | 0.396 | 63 | 0.244 | 103 | 0.192 | 143 | 0.163 | 183 | 0.144 | 223 | 0.131 |
| 24 | 0.388 | 64 | 0.242 | 104 | 0.191 | 144 | 0.163 | 184 | 0.144 | 224 | 0.131 |
| 25 | 0.381 | 65 | 0.24 | 105 | 0.19 | 145 | 0.162 | 185 | 0.144 | 225 | 0.13 |
| 26 | 0.374 | 66 | 0.239 | 106 | 0.189 | 146 | 0.161 | 186 | 0.143 | 226 | 0.13 |
| 27 | 0.367 | 67 | 0.237 | 107 | 0.188 | 147 | 0.161 | 187 | 0.143 | 227 | 0.13 |
| 28 | 0.361 | 68 | 0.235 | 108 | 0.187 | 148 | 0.16 | 188 | 0.142 | 228 | 0.129 |
| 29 | 0.355 | 69 | 0.234 | 109 | 0.187 | 149 | 0.16 | 189 | 0.142 | 229 | 0.129 |
| 30 | 0.349 | 70 | 0.232 | 110 | 0.186 | 150 | 0.159 | 190 | 0.142 | 230 | 0.129 |
| 31 | 0.344 | 71 | 0.23 | 111 | 0.185 | 151 | 0.159 | 191 | 0.141 | 231 | 0.129 |
| 32 | 0.339 | 72 | 0.229 | 112 | 0.184 | 152 | 0.158 | 192 | 0.141 | 232 | 0.128 |
| 33 | 0.334 | 73 | 0.227 | 113 | 0.183 | 153 | 0.158 | 193 | 0.141 | 233 | 0.128 |
| 34 | 0.329 | 74 | 0.226 | 114 | 0.182 | 154 | 0.157 | 194 | 0.14 | 234 | 0.128 |
| 35 | 0.325 | 75 | 0.224 | 115 | 0.182 | 155 | 0.157 | 195 | 0.14 | 235 | 0.127 |
| 36 | 0.32 | 76 | 0.223 | 116 | 0.181 | 156 | 0.156 | 196 | 0.139 | 236 | 0.127 |
| 37 | 0.316 | 77 | 0.221 | 117 | 0.18 | 157 | 0.156 | 197 | 0.139 | 237 | 0.127 |
| 38 | 0.312 | 78 | 0.22 | 118 | 0.179 | 158 | 0.155 | 198 | 0.139 | 238 | 0.127 |
| 39 | 0.308 | 79 | 0.219 | 119 | 0.179 | 159 | 0.155 | 199 | 0.138 | 239 | 0.126 |
| 40 | 0.304 | 80 | 0.217 | 120 | 0.178 | 160 | 0.154 | 200 | 0.138 | 240 | 0.126 |