TABULASI PENELITIAN

PENGARUH LINGKUNGAN KERJA DAN STRES KERJA POSITIF

TERHADAP KINERJA GURU DAN TENAGA KEPENDIDIKAN SDIT AR-RAYYAN SURABAYA

No.	Jenis Kelamin	Jabatan	Usia	Masa Kerja (Tahun)	Pendidikan	Ketidakhadiran	Alasan	No.	1.1	1.2	1.3	1.4	1.5	1.6	1.7	1.8	Jumlah	2.1	2.2	2.3	2.4	2.5	2.6	2.7	Jumlah	3.1	3.2	3.3	3.4	3.5	3.6	3.7	3.8	3.9	Jumlah
1	Laki-Laki	Tendik	23	4	SMA	1-2 Kali	Sakit	1	5	5	5	5	5	5	5	5	40	5	5	5	5	5	5	5	35	5	5	5	5	5	5	5	5	5	45
2	Laki-Laki	Tendik	22	1	SMA	1-2 Kali	Sakit	2	3	4	4	4	2	5	5	3	30	1	2	2	2	4	4	3	18	5	3	3	3	4	4	1	3	3	29
3	Laki-Laki	Guru	26	3	S1	1-2 Kali	Tidak Nyaman	3	2	3	3	3	2	4	4	4	25	4	5	4	4	4	2	3	26	2	2	3	3	4	3	3	3	2	25
4	Laki-Laki	Guru	25	1	S1	1-2 Kali	Sakit	4	4	4	4	4	4	4	4	4	32	4	4	4	4	4	4	4	28	4	4	4	4	4	4	4	4	4	36
5	Laki-Laki	Guru	26	1	S1	1-2 Kali	Sakit	5	3	3	5	4	4	5	5	5	34	4	5	5	5	3	4	5	31	4	4	4	2	2	3	3	4	4	32
6	Laki-Laki	Guru	25	1	S1	1-2 Kali	Sakit	6	3	3	3	3	2	3	3	2	22	3	4	2	3	3	3	3	21	5	4	4	4	4	3	4	4	4	37
7	Laki-Laki	Guru	33	1	S1	1-2 Kali	Sakit	7	1	3	2	2	1	4	4	3	20	2	2	2	2	2	2	2	14	4	4	4	4	4	4	4	4	4	34
8	Perempuan	Tendik	26	6	S1	1-2 Kali	Sakit	8	4	5	4	3	3	4	4	3	30	3	3	3	3	4	3	2	21	4	4	4	4	4	4	3	4	4	35
9	Laki-Laki	Guru	28	1	S1	1-2 Kali	Tidak Nyaman	9	1	2	3	3	1	2	2	2	16	2	1	2	1	3	2	3	14	3	3	3	3	3	3	3	3	3	27
10	Laki-Laki	Guru	27	1	S1	5-6 Kali	Sakit	10	4	5	4	3	3	5	4	4	32	4	4	4	3	5	4	4	28	5	5	4	4	4	5	4	4	4	39
11	Laki-Laki	Guru	23	1	S1	1-2 Kali	Pribadi	11	3	3	3	5	3	5	5	5	32	2	2	2	2	4	2	4	18	5	5	5	5	5	5	4	5	5	42
12	Laki-Laki	Guru	23	1	S1	1-2 Kali	Pribadi	12	3	3	3	2	2	4	4	3	21	3	2	3	3	3	3	3	20	4	3	3	3	3	4	4	3	4	31
13	Laki-Laki	Guru	23	1	S1	1-2 Kali	Sakit	13	4	4	4	4	4	4	4	4	32	5	4	5	4	4	4	4	30	4	5	4	4	4	4	5	3	4	38
14	Laki-Laki	Tendik	29	4	S1	1-2 Kali	Sakit	14	1	1	4	3	4	5	4	4	26	3	4	3	3	2	3	4	26	4	4	5	4	4	4	4	3	3	35
15	Laki-Laki	Tendik	29	1	S1	3-4 Kali	Sakit	15	1	2	4	2	2	4	4	4	23	4	4	3	2	5	3	4	24	4	4	4	4	4	4	4	3	4	35
16	Laki-Laki	Tendik	36	2	SMA	1-2 Kali	Sakit	16	4	4	5	4	4	4	5	4	34	5	4	4	2	2	4	4	29	4	4	4	4	4	4	4	4	4	36
17	Laki-Laki	Tendik	28	3	SMA	1-2 Kali	Sakit	17	3	4	4	4	2	4	2	4	27	3	2	2	2	4	3	4	20	5	4	4	4	4	4	3	4	4	36
18	Perempuan	Guru	40	3	S1	1-2 Kali	Sakit	18	4	5	4	3	3	4	4	4	31	4	5	5	5	4	5	4	32	4	4	4	4	4	4	4	4	4	37
19	Perempuan	Guru	36	2	S1	1-2 Kali	Sakit	19	4	5	5	4	4	4	4	4	32	3	3	2	4	4	4	4	24	4	5	5	4	4	5	4	3	4	36
20	Perempuan	Guru	24	1	S1	1-2 Kali	Sakit	20	4	5	3	4	3	4	4	5	32	3	4	4	4	4	5	4	28	4	4	4	4	4	4	4	2	4	35
21	Perempuan	Guru	26	1	S1	1-2 Kali	Sakit	21	4	5	4	4	3	5	4	5	34	4	4	4	4	4	5	4	28	5	5	5	5	4	4	5	4	4	38
22	Perempuan	Guru	34	4	S1	1-2 Kali	Sakit	22	4	4	4	4	3	4	4	4	32	4	5	5	4	4	4	4	30	4	4	4	5	3	3	4	4	3	36
23	Perempuan	Guru	38	4	SMA	1-2 Kali	Sakit	23	4	4	4	5	3	4	3	4	31	4	3	4	3	4	4	4	26	4	3	4	3	3	4	4	3	4	32
24	Perempuan	Guru	26	1	S1	1-2 Kali	Sakit	24	4	4	3	4	3	4	3	4	33	3	3	3	3	4	4	4	24	4	4	4	5	3	4	4	4	3	35
25	Perempuan	Guru	35	3	S1	1-2 Kali	Sakit	25	4	4	3	3	3	4	5	5	32	4	4	4	3	4	4	3	26	4	4	4	4	4	4	4	4	5	37
26	Perempuan	Guru	40	3	S1	1-2 Kali	Sakit	26	5	5	4	4	2	5	5	5	34	4	4	3	3	4	4	3	24	4	3	4	5	3	3	3	4	4	33
27	Perempuan	Guru	34	3	S1	1-2 Kali	Sakit	27	5	5	4	5	4	4	4	4	33	3	4	3	3	5	4	4	26	4	4	4	4	4	5	4	4	4	36
28	Perempuan	Guru	46	4	S1	1-2 Kali	Sakit	31	5	5	5	5	3	4	4	4	35	4	4	4	5	4	4	4	28	4	4	4	5	5	4	3	4	4	39
29	Perempuan	Guru	35	3	S1	1-2 Kali	Sakit	28	4	4	4	4	4	3	4	4	30	3	3	3	3	3	3	3	21	4	4	3	4	3	3	3	3	4	35
30	Perempuan	Guru	27	1	SMA	1-2 Kali	Sakit	29	4	4	4	4	3	4	4	4	31	3	4	3	4	3	4	4	26	4	3	3	4	3	4	4	4	4	32
31	Perempuan	Guru	38	4	SMA	1-2 Kali	Sakit	30	4	4	3	3	4	5	3	4	31	3	3	3	4	3	4	4	26	3	3	3	3	3	4	3	3	4	32
32	Laki-Laki	Guru	23	1	SMA	1-2 Kali	Sakit	32	4	4	4	5	4	4	4	4	32	2	2	3	2	3	4	3	20	4	3	3	3	3	4	4	4	4	31
33	Laki-Laki	Guru	25	1	SMA	1-2 Kali	Pribadi	33	3	3	4	4	4	4	4	4	34	4	4	5	5	4	5	4	31	4	4	5	2	4	4	3	4	4	32
34	Laki-Laki	Guru	24	1	SMA	1-2 Kali	Sakit	34	3	3	4	3	3	5	4	4	32	3	4	4	4	5	4	4	28	3	4	4	5	4	4	4	2	4	35
35	Laki-Laki	Guru	51	1	SMA	1-2 Kali	Sakit	35	5	4	5	4	4	4	4	4	35	4	4	4	4	4	4	4	28	4	4	4	5	4	4	4	4	4	39

No	Jenis Kelamin	Jabatan	Usia		Pendidikan	Frekuensi	Alasan																																					
36	Perempuan	Guru	37	3	SMA	1-2 Kali	Sakit	4	4	3	4	3	4	5	4	3	3	4	31	5	4	3	4	4	4	4	4	26	4	3	4	3	4	3	4	3	4	32
37	Perempuan	Guru	25	1	SMA	1-2 Kali	Sakit	4	4	4	3	3	4	5	5	3	3	4	33	3	3	4	3	3	4	4	3	24	4	4	4	4	4	3	4	4	4	35
38	Perempuan	Guru	23	1	SMA	1-2 Kali	Sakit	4	4	5	5	4	3	4	3	2	4	32	3	4	2	2	3	3	3	4	20	4	5	4	5	4	4	4	4	4	38
39	Perempuan	Guru	24	1	S1	1-2 Kali	Sakit	3	4	3	3	2	2	2	2	4	3	22	4	5	4	4	4	4	4	3	28	4	4	5	4	5	4	4	4	4	39
40	Perempuan	Guru	24	1	S1	1-2 Kali	Sakit	4	4	4	4	4	3	4	4	4	3	32	4	5	4	4	4	4	4	3	28	4	4	4	5	4	4	4	2	4	35
41	Perempuan	Guru	31	1	S1	1-2 Kali	Sakit	4	5	4	5	4	4	5	5	4	4	34	4	4	4	5	5	4	4	4	28	4	4	4	4	3	4	2	4	4	36
42	Perempuan	Guru	21	2	SMA	1-2 Kali	Pribadi	3	3	4	4	5	2	4	4	2	2	32	5	5	4	4	5	2	4	4	22	5	5	5	3	4	5	4	2	3	34
43	Perempuan	Guru	20	1	SMA	1-2 Kali	Sakit	3	4	3	5	2	2	4	3	2	4	32	5	5	5	3	3	4	5	2	22	5	5	5	3	3	5	5	2	4	34
44	Perempuan	Guru	21	1	SMA	1-2 Kali	Sakit	4	3	4	2	3	3	4	4	4	4	30	5	5	4	4	4	4	4	4	28	4	4	3	4	3	4	4	3	4	36
45	Perempuan	Guru	23	1	SMA	1-2 Kali	Sakit	3	4	3	5	2	4	4	3	3	2	25	3	3	2	3	4	4	4	4	28	5	5	4	5	4	5	4	4	4	39
46	Perempuan	Guru	39	1	SMA	1-2 Kali	Sakit	4	4	4	4	3	3	5	5	4	4	33	4	4	4	4	4	4	4	4	25	4	3	4	3	3	4	3	3	4	33
47	Perempuan	Guru	20	1	SMA	1-2 Kali	Sakit	4	4	5	4	2	2	5	5	4	5	31	4	4	2	5	5	5	5	4	26	5	4	3	5	3	3	3	3	4	35
48	Perempuan	Guru	21	1	SMA	1-2 Kali	Sakit	3	5	5	5	5	5	5	5	4	5	37	4	3	5	5	5	5	5	5	34	5	4	5	1	5	5	5	5	4	36
49	Perempuan	Guru	20	1	SMA	1-2 Kali	Pribadi	3	3	4	4	2	2	4	4	2	4	31	3	2	4	3	3	3	3	4	23	3	3	3	3	3	3	4	3	3	33
50	Perempuan	Guru	20	1	SMA	1-2 Kali	Sakit	4	4	3	3	3	3	4	4	3	3	30	4	4	2	4	4	4	4	4	24	4	4	4	4	3	3	3	3	5	35
51	Perempuan	Guru	24	1	S1	1-2 Kali	Sakit	4	4	3	3	3	3	4	4	3	4	26	4	5	3	4	4	4	4	4	28	4	5	4	4	4	4	4	3	4	38
52	Perempuan	Guru	24	1	S1	1-2 Kali	Sakit	2	5	4	3	4	4	4	4	3	3	30	4	4	2	3	3	4	4	4	27	3	4	4	4	2	3	2	3	4	33
53	Perempuan	Guru	38	1	SMA	1-2 Kali	Sakit	4	3	5	5	3	4	4	4	4	5	33	5	3	4	5	4	2	2	4	24	4	4	4	4	4	4	3	4	4	33
54	Perempuan	Tendik	40	1	S1	1-2 Kali	Sakit	4	3	5	4	4	4	4	4	4	4	33	5	4	4	4	2	2	4	4	24	4	3	4	4	4	4	4	4	4	36
55	Laki-Laki	Guru	45	2	SMA	Tidak Pernah	Sakit	3	3	4	4	3	3	3	4	3	3	27	4	4	3	4	3	3	3	3	23	4	4	3	4	4	4	3	4	4	31
56	Laki-Laki	Tendik	30	4	S1	Tidak Pernah	Sakit	3	5	4	5	4	4	5	4	4	5	33	5	4	4	3	5	3	4	4	25	5	5	4	5	5	4	4	4	4	38
57	Laki-Laki	Guru	38	8	S1	Tidak Pernah	Sakit	5	5	5	4	4	4	5	4	4	3	35	4	4	3	4	4	4	4	4	27	4	4	5	4	5	4	4	4	4	37
58	Laki-Laki	Guru	50	1	S1	3-4 Kali	Sakit	4	4	2	4	1	2	3	4	2	2	21	3	4	2	3	3	4	4	2	16	4	3	4	4	4	4	4	4	4	33

```
CORRELATIONS
  /VARIABLES=item_1 item_2 item_3 item_4 item_5 item_6 item_7 item_8 Skor_
total
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

Correlations

[DataSet0]

Correlations

		item_1	item_2	item_3	item_4	item_5
item_1	Pearson Correlation	1	,633**	,349**	,537**	,490**
	Sig. (2-tailed)		,000	,007	,000	,000
	N	58	58	58	58	58
item_2	Pearson Correlation	,633**	1	-,018	,340**	,238
	Sig. (2-tailed)	,000		,896	,009	,073
	N	58	58	58	58	58
item_3	Pearson Correlation	,349**	-,018	1	,378**	,496**
	Sig. (2-tailed)	,007	,896		,003	,000
	N	58	58	58	58	58
item_4	Pearson Correlation	,537**	,340**	,378**	1	,421**
	Sig. (2-tailed)	,000	,009	,003		,001
	N	58	58	58	58	58
item_5	Pearson Correlation	,490**	,238	,496**	,421**	1
	Sig. (2-tailed)	,000	,073	,000	,001	
	N	58	58	58	58	58
item_6	Pearson Correlation	,125	,185	,267*	,294*	,267*
	Sig. (2-tailed)	,350	,164	,043	,025	,043
	N	58	58	58	58	58
item_7	Pearson Correlation	,109	,289*	,048	,064	,386**
	Sig. (2-tailed)	,415	,028	,723	,632	,003
	N	58	58	58	58	58
item_8	Pearson Correlation	,425**	,256	,413**	,320*	,495**
	Sig. (2-tailed)	,001	,052	,001	,014	,000
	N	58	58	58	58	58
Skor_total	Pearson Correlation	,724**	,572**	,559**	,628**	,746**
	Sig. (2-tailed)	,000	,000	,000	,000	,000
	N	58	58	58	58	58

Correlations

		item_6	item_7	item_8	Skor_total
item_1	Pearson Correlation	,125	,109	,425**	,724**
	Sig. (2-tailed)	,350	,415	,001	,000
	N	58	58	58	58
item_2	Pearson Correlation	,185	,289*	,256	,572**
	Sig. (2-tailed)	,164	,028	,052	,000
	N	58	58	58	58
item_3	Pearson Correlation	,267*	,048	,413**	,559**
	Sig. (2-tailed)	,043	,723	,001	,000
	N	58	58	58	58
item_4	Pearson Correlation	,294*	,064	,320*	,628**
	Sig. (2-tailed)	,025	,632	,014	,000
	N	58	58	58	58
item_5	Pearson Correlation	,267*	,386**	,495**	,746**
	Sig. (2-tailed)	,043	,003	,000	,000
	N	58	58	58	58
item_6	Pearson Correlation	1	,622**	,581**	,606**
	Sig. (2-tailed)		,000	,000	,000
	N	58	58	58	58
item_7	Pearson Correlation	,622**	1	,630**	,599**
	Sig. (2-tailed)	,000		,000	,000
	N	58	58	58	58
item_8	Pearson Correlation	,581**	,630**	1	,780**
	Sig. (2-tailed)	,000	,000		,000
	N	58	58	58	58
Skor_total	Pearson Correlation	,606**	,599**	,780**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	58	58	58	58

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

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

```
RELIABILITY
  /VARIABLES=item_1 item_2 item_3 item_4 item_5 item_6 item_7 item_8
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

[DataSet0]

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	58	100,0
	Excluded[a]	0	,0
	Total	58	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,804	8

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
item_1	26,90	14,936	,587	,771
item_2	26,47	16,779	,420	,796
item_3	26,59	16,913	,405	,798
item_4	26,50	16,886	,512	,784
item_5	27,47	14,850	,621	,765
item_6	26,29	17,228	,495	,787
item_7	26,47	16,288	,437	,795
item_8	26,10	15,568	,695	,757

```
CORRELATIONS
  /VARIABLES=item_1 item_2 item_3 item_4 item_5 item_6 item_7 Skor_total
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

Correlations

[DataSet0]

Correlations

		item_1	item_2	item_3	item_4	item_5
item_1	Pearson Correlation	1	,695**	,439**	,480**	,155
	Sig. (2-tailed)		,000	,001	,000	,244
	N	58	58	58	58	58
item_2	Pearson Correlation	,695**	1	,457**	,664**	,270*
	Sig. (2-tailed)	,000		,000	,000	,040
	N	58	58	58	58	58
item_3	Pearson Correlation	,439**	,457**	1	,341**	-,051
	Sig. (2-tailed)	,001	,000		,009	,705
	N	58	58	58	58	58
item_4	Pearson Correlation	,480**	,664**	,341**	1	,563**
	Sig. (2-tailed)	,000	,000	,009		,000
	N	58	58	58	58	58
item_5	Pearson Correlation	,155	,270*	-,051	,563**	1
	Sig. (2-tailed)	,244	,040	,705	,000	
	N	58	58	58	58	58
item_6	Pearson Correlation	,583**	,612**	,560**	,455**	,159
	Sig. (2-tailed)	,000	,000	,000	,000	,234
	N	58	58	58	58	58
item_7	Pearson Correlation	,556**	,556**	,318*	,554**	,494**
	Sig. (2-tailed)	,000	,000	,015	,000	,000
	N	58	58	58	58	58
Skor_total	Pearson Correlation	,773**	,849**	,622**	,803**	,486**
	Sig. (2-tailed)	,000	,000	,000	,000	,000
	N	58	58	58	58	58

Correlations

		item_6	item_7	Skor_total
item_1	Pearson Correlation	,583**	,556**	,773**
	Sig. (2-tailed)	,000	,000	,000
	N	58	58	58
item_2	Pearson Correlation	,612**	,556**	,849**
	Sig. (2-tailed)	,000	,000	,000
	N	58	58	58
item_3	Pearson Correlation	,560**	,318*	,622**
	Sig. (2-tailed)	,000	,015	,000
	N	58	58	58
item_4	Pearson Correlation	,455**	,554**	,803**
	Sig. (2-tailed)	,000	,000	,000
	N	58	58	58
item_5	Pearson Correlation	,159	,494**	,486**
	Sig. (2-tailed)	,234	,000	,000
	N	58	58	58
item_6	Pearson Correlation	1	,630**	,782**
	Sig. (2-tailed)		,000	,000
	N	58	58	58
item_7	Pearson Correlation	,630**	1	,771**
	Sig. (2-tailed)	,000		,000
	N	58	58	58
Skor_total	Pearson Correlation	,782**	,771**	1
	Sig. (2-tailed)	,000	,000	
	N	58	58	58

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

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

```
RELIABILITY
  /VARIABLES=item_1 item_2 item_3 item_4 item_5 item_6 item_7
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

[DataSet0]

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	58	100,0
	Excluded[a]	0	,0
	Total	58	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,845	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
item_1	21,74	14,055	,667	,814
item_2	21,60	13,015	,765	,796
item_3	21,88	15,055	,461	,847
item_4	21,64	13,498	,701	,808
item_5	21,14	16,507	,323	,862
item_6	21,60	14,173	,685	,811
item_7	21,33	15,838	,711	,820

```
CORRELATIONS
  /VARIABLES=item_1 item_2 item_3 item_4 item_5 item_6 item_7 item_8 item_
9 Skor_total
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

Correlations

[DataSet0]

Correlations

		item_1	item_2	item_3	item_4	item_5
item_1	Pearson Correlation	1	,287*	-,019	,229	,167
	Sig. (2-tailed)		,029	,890	,084	,210
	N	58	58	58	58	58
item_2	Pearson Correlation	,287*	1	,572**	,364**	,488**
	Sig. (2-tailed)	,029		,000	,005	,000
	N	58	58	58	58	58
item_3	Pearson Correlation	-,019	,572**	1	,218	,315*
	Sig. (2-tailed)	,890	,000		,101	,016
	N	58	58	58	58	58
item_4	Pearson Correlation	,229	,364**	,218	1	,179
	Sig. (2-tailed)	,084	,005	,101		,178
	N	58	58	58	58	58
item_5	Pearson Correlation	,167	,488**	,315*	,179	1
	Sig. (2-tailed)	,210	,000	,016	,178	
	N	58	58	58	58	58
item_6	Pearson Correlation	,257	,204	-,094	,517**	,244
	Sig. (2-tailed)	,052	,125	,481	,000	,064
	N	58	58	58	58	58
item_7	Pearson Correlation	,249	,179	,236	,035	,273*
	Sig. (2-tailed)	,060	,179	,074	,794	,038
	N	58	58	58	58	58
item_8	Pearson Correlation	,049	,437**	,214	,300*	,084
	Sig. (2-tailed)	,717	,001	,107	,022	,531
	N	58	58	58	58	58
item_9	Pearson Correlation	,138	,494**	,503**	,002	,239
	Sig. (2-tailed)	,300	,000	,000	,988	,071
	N	58	58	58	58	58
Skor_total	Pearson Correlation	,443**	,793**	,566**	,563**	,613**
	Sig. (2-tailed)	,000	,000	,000	,000	,000
	N	58	58	58	58	58

Correlations

		item_6	item_7	item_8	item_9	Skor_total
item_1	Pearson Correlation	,257	,249	,049	,138	,443**
	Sig. (2-tailed)	,052	,060	,717	,300	,000
	N	58	58	58	58	58
item_2	Pearson Correlation	,204	,179	,437**	,494**	,793**
	Sig. (2-tailed)	,125	,179	,001	,000	,000
	N	58	58	58	58	58
item_3	Pearson Correlation	-,094	,236	,214	,503**	,566**
	Sig. (2-tailed)	,481	,074	,107	,000	,000
	N	58	58	58	58	58
item_4	Pearson Correlation	,517**	,035	,300*	,002	,563**
	Sig. (2-tailed)	,000	,794	,022	,988	,000
	N	58	58	58	58	58
item_5	Pearson Correlation	,244	,273*	,084	,239	,613**
	Sig. (2-tailed)	,064	,038	,531	,071	,000
	N	58	58	58	58	58
item_6	Pearson Correlation	1	,165	,201	-,153	,505**
	Sig. (2-tailed)		,216	,130	,251	,000
	N	58	58	58	58	58
item_7	Pearson Correlation	,165	1	,067	,189	,478**
	Sig. (2-tailed)	,216		,620	,154	,000
	N	58	58	58	58	58
item_8	Pearson Correlation	,201	,067	1	,398**	,552**
	Sig. (2-tailed)	,130	,620		,002	,000
	N	58	58	58	58	58
item_9	Pearson Correlation	-,153	,189	,398**	1	,519**
	Sig. (2-tailed)	,251	,154	,002		,000
	N	58	58	58	58	58
Skor_total	Pearson Correlation	,505**	,478**	,552**	,519**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	58	58	58	58	58

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

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

```
RELIABILITY
  /VARIABLES=item_1 item_2 item_3 item_4 item_5 item_6 item_7 item_8 item_9
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

[DataSet0]

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	58	100,0
	Excluded[a]	0	,0
	Total	58	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,722	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
item_1	30,88	9,722	,294	,714
item_2	31,17	7,900	,694	,638
item_3	31,10	9,042	,411	,695
item_4	31,16	9,256	,430	,693
item_5	31,14	8,577	,443	,689
item_6	30,98	9,000	,291	,722
item_7	31,07	9,364	,299	,715
item_8	31,60	8,910	,371	,703
item_9	31,17	9,549	,393	,700

```
>Warning # 849 in column 23.  Text: in_ID
>The LOCALE subcommand of the SET command has an invalid parameter.  It co
uld
>not be mapped to a valid backend locale.
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT Y
  /METHOD=ENTER X1 X2
  /SAVE RESID.
```

Regression

[DataSet0]

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Eustress, Lingkungan Kerja[b]	.	Enter

a. Dependent Variable: Kinerja

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,420[a]	,177	,147	3,07087

a. Predictors: (Constant), Eustress, Lingkungan Kerja

b. Dependent Variable: Kinerja

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	111,267	2	55,634	5,899	,005[b]
	Residual	518,664	55	9,430		
	Total	629,931	57			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Eustress, Lingkungan Kerja

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	25,400	2,891		8,787	,000
	Lingkungan Kerja	,157	,112	,214	1,407	,165
	Eustress	,193	,115	,255	1,676	,099

a. Dependent Variable: Kinerja

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	30,6177	38,4447	35,0345	1,39716	58
Residual	-9,34905	8,09451	,00000	3,01652	58
Std. Predicted Value	-3,161	2,441	,000	1,000	58
Std. Residual	-3,044	2,636	,000	,982	58

a. Dependent Variable: Kinerja

```
NPAR TESTS
  /K-S(NORMAL)=RES_1
  /MISSING ANALYSIS.
```

NPar Tests

[DataSet0]

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		58
Normal Parameters[a,b]	Mean	0E-7
	Std. Deviation	3,01651550
Most Extreme Differences	Absolute	,081
	Positive	,068
	Negative	-,081
Kolmogorov-Smirnov Z		,613
Asymp. Sig. (2-tailed)		,846

a. Test distribution is Normal.

b. Calculated from data.

```
REGRESSION
  /DESCRIPTIVES MEAN STDDEV CORR SIG N
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT Y
  /METHOD=ENTER X1 X2
  /SCATTERPLOT=(*SRESID ,*ZPRED)
  /RESIDUALS DURBIN HISTOGRAM(ZRESID) NORMPROB(ZRESID).
```

Regression

[DataSet0]

Descriptive Statistics

	Mean	Std. Deviation	N
Kinerja	35,03	3,324	58
Lingkungan Kerja	30,3966	4,53423	58
Eustress	25,1552	4,40017	58

Correlations

		Kinerja	Lingkungan Kerja	Eustress
Pearson Correlation	Kinerja	1,000	,367	,383
	Lingkungan Kerja	,367	1,000	,597
	Eustress	,383	,597	1,000
Sig. (1-tailed)	Kinerja	.	,002	,001
	Lingkungan Kerja	,002	.	,000
	Eustress	,001	,000	.
N	Kinerja	58	58	58
	Lingkungan Kerja	58	58	58
	Eustress	58	58	58

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Eustress, Lingkungan Kerja[b]	.	Enter

a. Dependent Variable: Kinerja

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,420[a]	,177	,147	3,071	1,812

a. Predictors: (Constant), Eustress, Lingkungan Kerja

b. Dependent Variable: Kinerja

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	111,267	2	55,634	5,899	,005[b]
	Residual	518,664	55	9,430		
	Total	629,931	57			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Eustress, Lingkungan Kerja

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	25,400	2,891		8,787	,000
	Lingkungan Kerja	,157	,112	,214	1,407	,165
	Eustress	,193	,115	,255	1,676	,099

Coefficients[a]

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Lingkungan Kerja	,644	1,553
	Eustress	,644	1,553

a. Dependent Variable: Kinerja

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Lingkungan Kerja	Eustress
1	1	2,976	1,000	,00	,00	,00
	2	,015	14,223	,69	,00	,61
	3	,009	17,996	,31	1,00	,39

a. Dependent Variable: Kinerja

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	30,62	38,44	35,03	1,397	58
Std. Predicted Value	-3,161	2,441	,000	1,000	58
Standard Error of Predicted Value	,411	1,391	,661	,228	58
Adjusted Predicted Value	30,77	37,96	35,00	1,400	58
Residual	-9,349	8,095	,000	3,017	58
Std. Residual	-3,044	2,636	,000	,982	58
Stud. Residual	-3,147	2,796	,005	1,023	58
Deleted Residual	-9,991	9,109	,033	3,277	58
Stud. Deleted Residual	-3,444	2,991	,005	1,056	58
Mahal. Distance	,037	10,719	1,966	2,229	58
Cook's Distance	,000	,327	,030	,065	58
Centered Leverage Value	,001	,188	,034	,039	58

a. Dependent Variable: Kinerja

Charts

Histogram

Dependent Variable: Kinerja

Mean = -7,02E-16
Std. Dev. = 0,982
N = 58
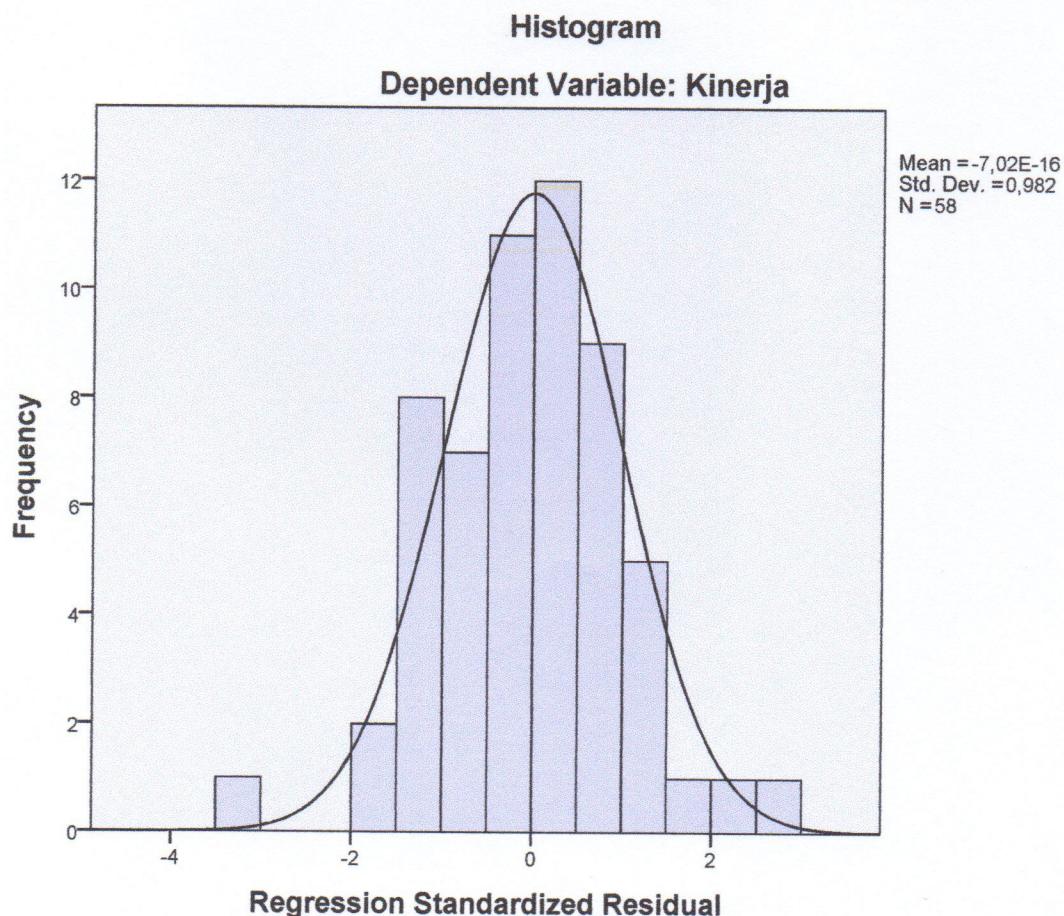
Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Kinerja

Scatterplot
Dependent Variable: Kinerja
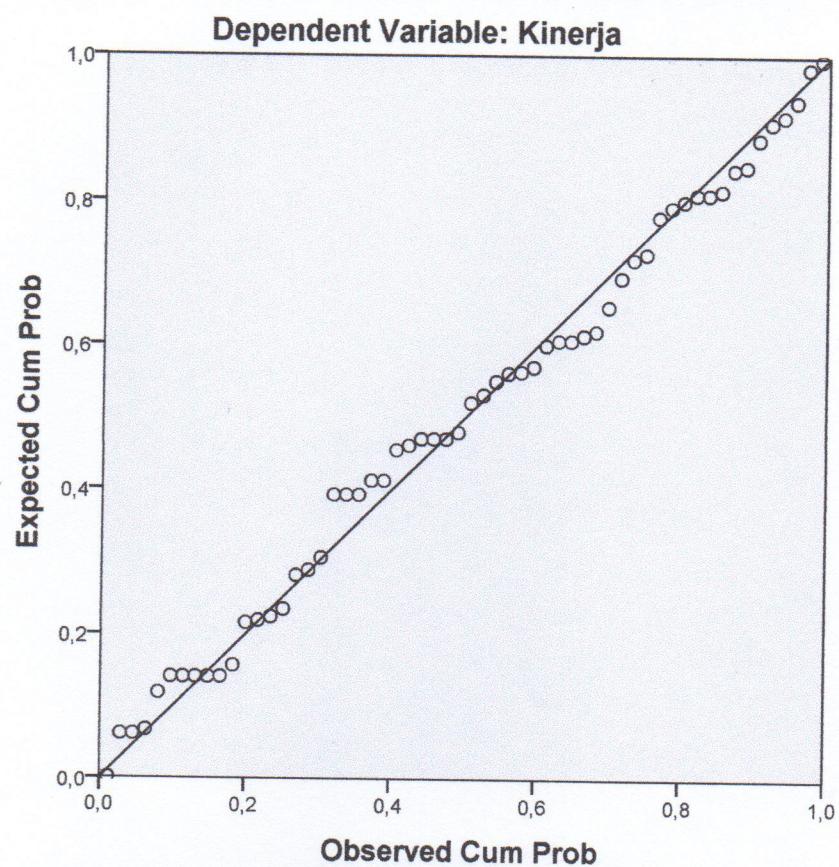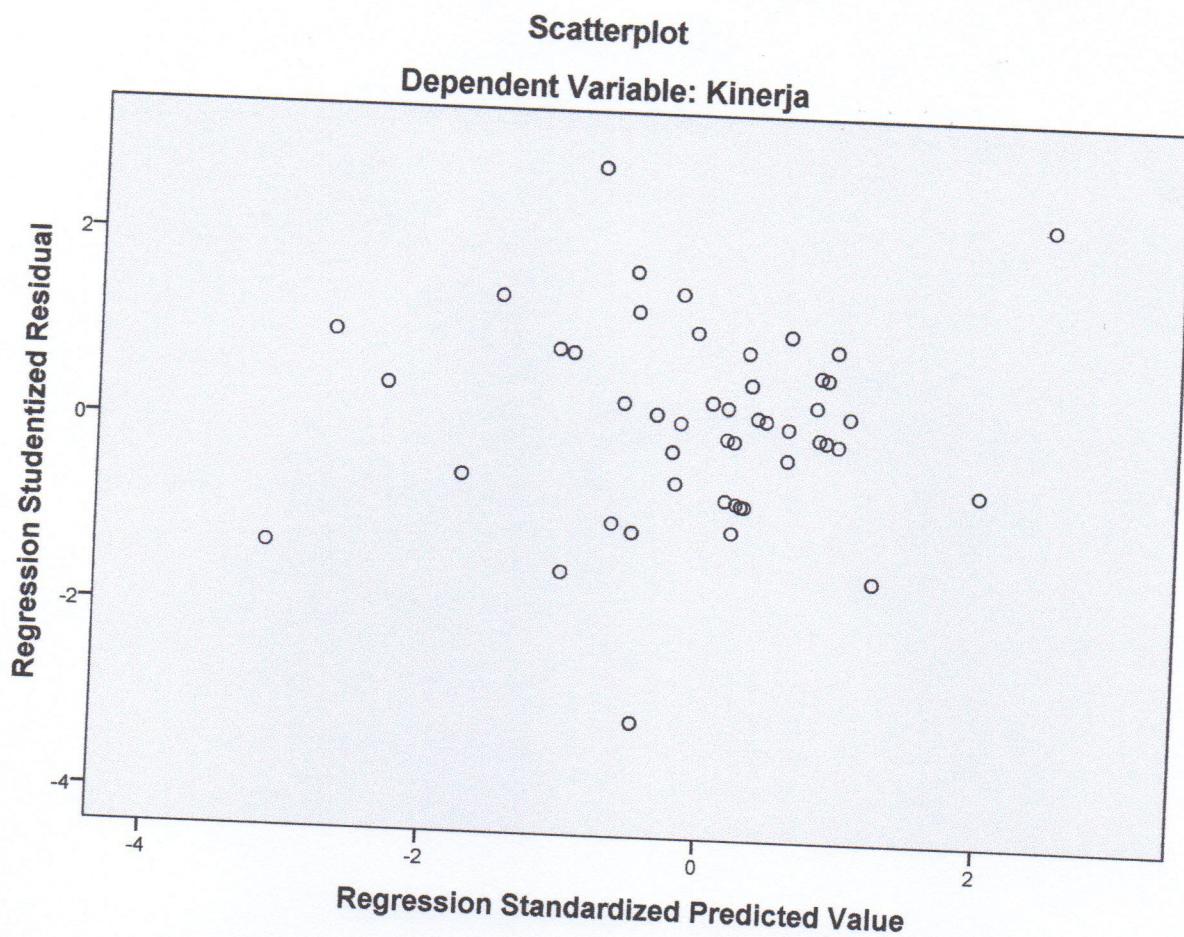
KUESIONER PENELITIAN

Yth. Responden

Assalammualaikum Warahmatullahi Wabarakatuh

Segala puji bagi Allah Azza Wa Jalla, hinga sampai saat ini kita masih dapat merasakan nikmat yang berlimpah.

Dengan segala hormat, perkenankanlah saya meminta kesediaan Bapak, Ibu, Saudara/i untuk mengisi jawaban dari seluruh pertanyaan yang ada dalam kuisioner ini. Instrumen penelitian bertujuan untuk menginvestigasi tiga faktor yang terdiri dari faktor lingkungan kerja dan faktor stres kerja yang mempengaruhi kinerja guru dan tenaga kependidikan dalam ruang lingkup SDIT Ar-Rayyan Surabaya.

Besar harapan saya, agar para responden dapat memberikan jawaban denga sebenar-benarnya demi membantu proses aktualisasi penelitian ini. Atas perhatian dan kerjasamanya saya ucapkan terima kasih.

Wassalammualaikum Warahmatullahi Wabarakatuh

Hormat Saya,

Peneliti

PETUNJUK PENGISIAN KUESIONER

- Dalam pengisian kuisioner ini, mohon untuk menyertakan jawaban yang sesuai dengan keadaan yang anda rasakan.
- Pilihlah jawaban yang sesuai dengan memberi tanda (√) pada kolom jawaban yang anda pilih.
- Keterangan Jawaban :
  - Sangat Tidak Setuju (STS)
  - Tidak Setuju (TS)
  - Netral (N)
  - Setuju (N)
  - Sangat Setuju (SS)

IDENTITAS RESPONDEN

1. Jenis Kelamin   : ☐ L   ☐ P

2. Jabatan   : ☐ Guru   ☐ Tendik

3. Usia   : ....

4. Masa Kerja   : ....

5. Pendidikan Terakhir : ....

6. Berapa kali dalam sebulan anda tidak masuk kerja :

    ☐ 1-2 kali   ☐ 3-4 kali   ☐ 5-6 kali   ☐ lebih dari 6 kali

7. Alasan yang membuat tidak masuk kerja :

    ☐ Sakit

    ☐ Keperluan Pribadi

    ☐ Tidak nyaman dengan lingkungan kerja

PERTANYAAN KUESIONER

1. Variabel Lingkungan Kerja

No.	PERNYATAAN	STS	TS	N	S	SS
1.	Hubungan dan komunikasi kerja dengan atasan terjalin dengan baik.					
2.	Hubungan dan komunikasi kerja dengan sesama rekan kerja terjalin dengan baik.					
3.	Saya dapat berkonsentrasi dengan baik karena jauh dari kebisingan.					
4.	Tingkat kebisingan tidak berlangsung secara terus menerus, sehingga lebih mudah untuk menemukan titik konsentrasi dalam melakukan pekerjaan.					
5.	Peraturan di tempat saya bekerja, sudah cukup baik untuk membentuk sistem yang dapat membantu menyelesaikan pekerjaan dengan tepat.					