UNIVERSITAS MUHAMMADIYAH YOGYAKARTA

LMX1	LMX2	LMX3	LMX4	LMX5	LMX6	LMX7	LMX8	LMX9	LMX10	LMX11	LMXtotal
4	3	3	3	4	3	3	5	5	3	3	39
1	2	2	4	1	1	4	1	3	4	3	27
4	4	4	4	4	2	4	3	4	5	5	44
3	3	3	4	3	3	3	3	3	3	2	32
3	2	2	3	1	2	4	4	1	3	2	27
4	3	3	4	4	3	3	4	4	3	2	36
5	4	4	5	4	3	4	4	4	3	2	40
2	3	3	4	4	3	4	1	3	2	3	32
4	5	5	5	4	4	5	3	5	5	5	50
5	4	4	4	3	3	4	5	4	4	3	43
5	5	5	5	4	3	3	4	4	4	4	44
3	4	4	4	4	3	4	4	3	3	3	39
5	5	5	4	5	4	4	5	4	4	4	47
3	2	2	4	2	5	4	4	4	5	4	40
4	4	4	5	5	4	5	5	5	5	5	50
4	5	5	5	4	2	3	4	4	4	4	40
5	4	4	4	4	5	4	3	4	4	3	44
4	4	4	4	4	3	4	3	3	4	4	43
5	4	4	3	3	3	4	4	4	3	3	39
5	5	5	3	3	5	3	2	5	3	2	38
5	4	4	5	5	5	5	5	5	5	4	52
3	4	4	3	3	3	3	5	4	4	4	41
4	4	4	3	3	3	3	3	3	3	3	37
5	5	5	5	5	4	4	4	4	4	4	46
4	4	4	5	4	4	4	3	4	3	3	42
4	5	5	5	3	3	4	5	5	4	5	49
2	2	2	3	4	3	3	2	3	3	2	28
3	4	4	4	4	4	4	4	4	4	4	43
4	4	4	4	4	4	3	3	4	4	4	42
4	4	4	4	4	4	4	3	4	3	3	40
4	5	5	5	4	4	4	4	4	4	3	45

											Total
4	4	5	4	4	4	3	5	4	4	4	45
4	4	5	3	2	4	2	2	4	4	3	37
4	5	5	5	5	4	4	5	4	5	4	50
3	3	4	3	3	3	4	3	3	3	3	35
3	4	4	3	3	3	4	2	2	3	3	34
5	5	4	3	3	3	5	5	5	4	4	46
5	5	5	3	3	3	5	5	4	4	4	46
5	5	5	5	5	5	4	4	4	4	4	50
4	4	4	3	3	4	5	5	3	4	4	43
4	5	4	4	5	5	4	5	4	3	3	46
3	4	4	2	3	3	4	5	4	4	3	39
4	4	4	4	4	4	4	4	4	4	4	44
3	4	4	4	2	3	5	4	4	4	5	42
2	2	3	5	4	4	2	2	4	4	4	36
4	5	4	3	3	4	5	4	3	2	3	40
4	3	4	3	3	3	4	4	4	2	3	37
Mean 3,81	3,96	4,30	3,62	3,34	3,68	3,74	3,91	3,72	3,51	3,45	
Min 1	2	3	1	1	2	1	1	2	2	2	
Max 5	5	5	5	5	5	5	5	5	5	5	
Total											41,04

Lampiran 2

KNFP1	KNFP2	KNFP3	KNFP4	KNFP5	KNFP6	KNFP7	KNFP8	KNFP9	KNFPtotal
3	1	3	3	4	2	3	3	4	26
4	2	4	4	4	1	5	2	1	27
4	4	4	4	2	2	4	2	3	29
3	3	3	4	3	4	4	4	4	32
3	4	3	3	4	5	1	5	5	33
4	3	3	3	4	2	3	4	2	28
3	2	2	2	2	2	2	2	2	19
2	1	2	2	2	2	4	5	3	23
4	3	3	4	5	3	4	3	4	33
3	2	3	3	2	2	4	2	2	23
4	1	4	4	1	2	1	3	5	25
4	3	3	3	4	2	3	3	3	28
4	5	3	4	4	4	4	5	4	37
3	2	1	1	4	2	4	5	5	27
5	4	4	4	4	3	4	5	4	37
3	4	4	4	4	3	4	4	2	32
4	1	3	3	4	3	4	3	5	30
4	4	2	2	4	2	4	2	2	26
2	2	3	3	4	2	2	3	3	24
3	1	2	2	3	2	5	4	4	26
4	2	4	4	5	3	5	2	3	32
5	3	4	4	4	3	4	1	2	30
3	3	3	3	3	3	3	3	3	27
4	4	2	2	4	4	5	5	5	35
3	2	3	3	4	5	4	3	2	29
5	1	4	2	2	4	5	1	1	25
2	3	3	3	3	4	4	4	4	30
3	2	4	4	3	3	3	3	2	27
4	3	4	3	3	3	3	3	3	29
4	3	2	2	1	3	4	2	3	24
4	3	3	3	3	2	4	2	3	27

									Total
4	2	3	3	3	3	3	1	1	23
3	1	4	4	3	2	4	4	4	29
4	3	2	2	4	4	4	2	1	26
3	3	4	4	3	3	4	3	4	31
4	2	4	4	4	3	4	3	3	31
4	2	3	3	4	3	5	4	3	31
3	3	3	3	3	1	4	3	3	26
3	2	4	4	4	3	3	1	1	25
4	3	3	4	4	2	3	5	4	32
4	4	4	4	3	3	4	2	2	30
2	2	3	3	3	4	2	4	4	27
4	3	3	3	4	3	4	4	4	32
4	3	2	2	3	4	3	4	5	30
3	2	3	3	2	3	4	4	5	29
4	2	3	3	5	4	5	5	2	33
4	2	3	3	3	4	4	5	4	33
Mean 3,55	2,55	3,09	3,15	3,38	2,89	3,68	3,23	3,15	
Min 2	1	1	1	1	1	1	1	1	
Max 5	5	4	4	5	5	5	5	5	
Total									28,68

STRS1	STRS2	STRS3	STRS5	STRS6	STRS7	STRS8	STRS9	STRStotal
3	4	3	4	4	5	3	4	30
4	4	4	5	3	3	3	5	31
2	2	2	3	2	2	2	2	17
3	3	4	4	4	3	4	4	29
5	5	4	5	2	3	5	5	34
3	3	3	2	2	3	3	3	22
2	1	1	3	3	3	2	1	16
4	3	4	3	2	4	3	2	25
4	5	4	4	3	4	3	2	29
4	4	3	2	2	3	3	2	23
4	4	4	1	1	1	4	3	22
3	2	2	4	2	2	2	2	19
3	3	4	3	4	4	3	4	28
4	4	4	1	1	1	2	1	18
4	5	4	4	3	4	4	2	30
3	2	2	3	2	2	2	2	18
4	4	3	3	4	3	3	3	27
3	3	2	3	3	3	3	2	22
2	2	2	3	2	3	3	2	19
3	2	1	2	2	3	2	1	16
2	2	2	2	2	2	2	2	16
3	2	3	4	4	4	3	1	24
3	3	3	3	3	3	3	3	24
4	4	5	5	4	3	3	1	29
4	2	4	2	4	3	4	1	24
2	2	4	5	4	4	3	3	27
4	3	4	3	3	3	3	3	26
3	3	4	3	4	3	3	3	26
3	4	4	3	3	4	3	3	27
3	2	3	3	3	2	3	2	21
4	3	2	2	3	2	3	2	21

								Total
2	2	1	3	2	3	2	2	17
3	2	5	3	4	5	4	5	31
5	4	5	4	3	3	3	3	30
3	3	3	3	3	2	2	2	21
2	2	4	5	5	4	4	3	29
4	3	2	3	3	3	3	3	24
3	3	2	3	2	2	2	1	18
3	3	5	5	5	5	3	4	33
4	4	3	4	2	2	3	2	24
3	2	3	4	3	2	2	3	22
4	4	4	4	2	5	4	3	30
4	3	3	3	3	2	3	2	23
4	3	5	4	5	5	5	5	36
4	2	3	3	2	4	3	2	23
4	3	4	3	3	4	3	2	26
3	4	4	3	3	2	3	2	24
Mean 3,34	3,02	3,28	3,28	2,94	3,09	3,00	2,55	
Min 2	1	1	1	1	1	2	1	
Max 5	5	5	5	5	5	5	5	
Total								24,49

KNJ1	KNJ2	KNJ3	KNJ4	KNJ5	KNJ6	KNJ7	KNJ8	KNJ9	KNJ10	KNJ11	KNJtotal
3	3	3	3	4	4	3	4	3	4	3	37
4	3	3	3	3	3	2	2	3	2	2	30
3	3	3	4	3	4	4	4	3	3	3	37
3	3	3	3	3	3	3	3	3	3	3	33
2	4	1	1	4	3	1	1	1	1	1	22
4	4	4	4	4	4	4	3	4	4	3	42
4	4	3	3	4	4	3	4	4	4	4	42
3	3	2	2	4	4	4	3	3	2	4	32
5	4	5	4	5	5	4	5	5	5	5	52
4	4	4	4	4	4	4	5	4	5	5	48
2	3	3	3	3	3	3	2	3	2	2	29
3	4	4	3	3	3	3	4	3	3	4	36
4	5	5	4	3	5	4	3	5	3	4	44
4	4	4	4	4	2	3	5	4	5	4	44
3	3	4	4	4	4	5	5	4	4	3	46
3	4	4	4	4	3	4	4	4	3	4	40
4	4	4	4	4	4	4	5	4	4	3	43
4	4	4	3	4	4	4	4	4	4	3	41
4	3	3	3	4	3	4	4	4	4	4	41
3	5	5	4	4	4	4	5	5	4	4	43
5	4	4	3	3	4	4	5	5	4	5	47
3	3	3	5	4	4	4	4	4	4	4	42
4	4	4	3	4	3	3	3	4	3	4	39
3	3	5	5	5	4	5	5	5	5	5	49
3	3	4	4	4	5	4	4	3	4	3	39
4	4	4	4	5	5	5	5	4	5	5	48
3	3	3	3	2	1	3	2	3	4	3	30
4	4	4	4	4	4	4	4	4	4	4	42
3	3	2	3	3	4	4	4	3	4	3	36
3	3	3	3	4	3	4	4	4	4	4	39
4	4	4	4	4	4	4	4	4	5	4	43

											Total
4	3	3	4	4	4	4	4	4	4	4	42
5	3	3	3	5	4	5	5	5	3	4	45
4	4	4	2	4	3	5	4	4	5	4	43
3	3	3	3	3	3	3	3	3	3	3	33
3	4	4	2	4	3	3	3	2	3	2	33
4	4	5	4	5	5	5	5	4	5	5	51
3	4	4	3	4	4	4	5	4	4	4	43
4	4	4	4	4	4	4	3	5	5	5	46
3	3	3	4	4	4	3	3	4	3	5	39
4	4	3	2	3	3	3	4	4	3	4	37
2	3	3	3	4	4	4	3	3	2	3	34
4	4	4	4	4	4	4	4	4	4	4	44
5	5	3	4	4	5	4	3	1	4	1	39
4	5	4	4	4	3	4	4	3	4	4	43
4	5	4	5	3	4	4	4	3	4	3	43
3	3	3	4	4	4	4	4	3	4	4	40
Mean 3,53	3,72	3,53	3,34	3,79	3,79	3,87	3,77	3,53	3,72	3,64	
Min 2	2	2	1	1	3	1	1	1	1	1	
Max 5	5	5	5	5	5	5	5	5	5	5	
Total											40,23

Lampiran 5

Leader Member Exchange (Liden, 1998)

No	Pertanyaan	STS	TS	N	S	SS
1	Saya sangat terkesan dengan pengetahuan atasan saya mengenai pekerjaannya.					
2	Saya mengagumi keahlian profesional atasan saya.					
3	Saya menghormati pengetahuan atasan saya dan kompetensinya dalam pekerjaan.					
4	Atasan saya akan membela saya jika ada yang "Menyerang" saya.					
5	Atasan saya mempertahankan (Membela) pekerjaan saya, terhadap seorang yang lebih tinggi meskipun atasan saya kurang mempunyai pengetahuan mengenai masalahnya.					
6	Atasan saya akan membela saya terhadap pihak lain dalam organisasi jika saya membuat kesalahan dengan jujur.					
7	Atasan saya mempunyai banyak selera humor.					
8	Atasan saya termasuk orang yang akan disukai sebagai teman .					
9	Saya bersedia untuk melakukan usaha ekstra melebihi dari yang diwajibkan untuk memenuhi tujuan kerja yang diinginkan atasan saya.					
10	Saya tidak berkeberatan bekerja dengan sangat keras untuk atasan saya.					
11	Saya bersedia bekerja untuk atasan saya melebihi apa yang diminta dalam uraian pekerjaan saya.					

Kuesioner Konflik Peran (Agustina, 2009)

No	Pertanyaan	STS	TS	N	S	SS
1	Saya melakukan tugas-tugas yang harus dilakukan diluar kebiasaan saya dalam menyelesaikan penugasan?					
2	Saya perlu melanggar peraturan atau kebijakan untuk bisa melaksanakan suatu penugasan?					

3	Saya menerima penugasan dari dua atau lebih atasan.					
4	Saya melakukan penugasan yang Mungkin ditolak oleh orang lain sebab pengetahuan yang tak memadai tentang pekerjaan yang dilakukan.					
5	Saya melakukan pekerjaan yang sebenarnya menurut saya tidak perlu.					
6	Dalam menjalankan akivitas, saya bekerja dengan dua tim kerja atau lebih dengan cara kerja yang berbeda-beda.					
7	Saya menerima penugasan tanpa didukung sumberdaya manusia yang memadai? Misalnya anggota yang kurang Kompeten/ sulit bekerja sama.					
8	Saya menerima penugasan tanpa sumber daya yang mencukupi misalnya peralatan elektronik, Transportasi, dll untuk melaksanakan tugas.					

Stres Kerja (Yuliawan, 2012)

No	Pertanyaan	STS	TS	N	S	SS
1	Beban kerja yang dihadapi melebihi kemampuan kerja saya, sedangkan pekerjaan harus cepat selesai .					
2	Pekerjaan yang saya hadapi melebihi jumlah waktu kerja mahasiswa pada umumnya, sehingga membuat saya frustasi .					
3	Wewenang atau tanggung jawab yang tidak dijelaskan dengan baik, membuat saya merasa tertekan .					
4	Konflik antara pimpinan dan anggota sering terjadi, akan tetapi dapat diselesaikan dengan baik .					
5	Situasi atau keadaan pekerjaan yang tidak sehat menyebabkan hubungan antara saya dan anggota lain menjadi tidak baik.					
6	Peralatan kerja seperti Printer, Komputer, dll yang kurang memadai dapat menghambat kerja saya,					

	sehingga sulit untuk menyelesaikan pekerjaan dengan tepat					
7	Balas jasa yang berupa Apresiasi terlalu rendah menyebabkan saya kurang termotivasi, sehingga saya dan banyak Anggota lain yang mengeluh .					
8	Penilaiann atasan terhadap anggota menyebabkan saya kesulitan dalam melaksanakan pekerjaan organisasi.					
9	Saya diperlakukan dengan tidak adil oleh atasan, sehingga saya merasa tidak nyaman dalam bekerja.					

Kuesioner Kinerja (Yuliawan. 2016)

No	Pernyataan	STS	TS	N	S	SS
1	Kualitas kerja saya baik, karena selalu dibekali pelatihan internal organisasi secara berkesinambungan.					
2	Kualitas kerja saya sangat baik, sehingga saya dapat dipercaya oleh atasan saya dalam melaksanakan suatu pekerjaan.					
3	Kreatifitas saya menunjang dalam menyelesaikan tugas organisasi yang diberikan kepada saya saya, sehingga dapat memotivasi anggota lain.					
4	Saya selalu disiplin datang dan pulang tepat waktu dalam menghadiri kegiatan organisasi , sehingga saya tidak pernah dikenai sanksi.					
5	Saya tidak pernah berbohong didalam menyelesaikan tugas organisasi saya, sehingga atasan saya selalu percaya terhadap hasil pekerjaan saya.					
6	Tugas organisasi yang diberikan oleh atasan kepada saya selalu saya kerjakan dengan baik, maka satiap tugas organisasi dapat diselesaikan dengan tepat.					
7	Loyalitas saya terhadap organisasi dapat saya pertanggungjawabkan dengan baik, karena setiap inbtruksi atasan selalu saya kerjakan.					
8	Atasan saya selalu memperlakukan anggota dengan baik sehingga anggota termotivasi dalam menyelesaikan tugas organisasi.					
9	Apresiasi yang diberikan oleh organisasi					

	kepada anggota organisasi sesuai dengan tugas yang diberikan.				
10	Lingkungan organisasi yang baik menunjang pekerjaan saya, sehingga tugas organisasi yang diberikan kepada saya dapat diselesaikan tepat waktu.				
11	Apresiasi yang diberikan oleh organisasi kepada anggota sesuai dengan kontribusi yang diberikan oleh anggota				

Lampiran 6

Tabel Validitas

Leader Member Exchange

Correlations

		LMX1	LMX2	LMX3	LMX4	LMX5	LMX6	LMX7	LMX8	LMX9	LMX10	LMX11	LMXtotal
LMX1	Pearson Correlation	1	.723**	.479**	.263	.403**	.111	.454**	.500**	.269	.275	.171	.689**
	Sig. (2-tailed)		.000	.001	.074	.005	.458	.001	.000	.067	.061	.251	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47
LMX2	Pearson Correlation	.723**	1	.660**	.253	.390**	.118	.380**	.560**	.234	.413**	.363*	.744**
	Sig. (2-tailed)	.000		.000	.087	.007	.428	.008	.000	.114	.004	.012	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47
LMX3	Pearson Correlation	.479**	.660**	1	.161	.232	.025	.051	.374**	.229	.341*	.200	.518**
	Sig. (2-tailed)	.001	.000		.279	.117	.869	.732	.010	.122	.019	.178	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47
LMX4	Pearson Correlation	.263	.253	.161	1	.566**	.321*	.137	.325*	.279	.487**	.334*	.606**
	Sig. (2-tailed)	.074	.087	.279		.000	.028	.357	.026	.057	.001	.022	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47
LMX5	Pearson Correlation	.403**	.390**	.232	.566**	1	.423**	.218	.374**	.200	.302*	.247	.640**

	Sig. (2-tailed)	.005	.007	.117	.000		.003	.142	.010	.177	.039	.094	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47
LMX6	Pearson Correlation	.111	.118	.025	.321*	.423**	1	.005	.094	.258	.350*	.265	.401**
	Sig. (2-tailed)	.458	.428	.869	.028	.003		.972	.530	.080	.016	.072	.005
	N	47	47	47	47	47	47	47	47	47	47	47	47
LMX7	Pearson Correlation	.454**	.380**	.051	.137	.218	.005	1	.447**	.237	.204	.302*	.540**
	Sig. (2-tailed)	.001	.008	.732	.357	.142	.972		.002	.109	.169	.039	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47
LMX8	Pearson Correlation	.500**	.560**	.374**	.325*	.374**	.094	.447**	1	.427**	.405**	.325*	.718**
	Sig. (2-tailed)	.000	.000	.010	.026	.010	.530	.002		.003	.005	.026	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47
LMX9	Pearson Correlation	.269	.234	.229	.279	.200	.258	.237	.427**	1	.699**	.593**	.625**
	Sig. (2-tailed)	.067	.114	.122	.057	.177	.080	.109	.003		.000	.000	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47
LMX10	Pearson Correlation	.275	.413**	.341*	.487**	.302*	.350*	.204	.405**	.699**	1	.703**	.737**
	Sig. (2-tailed)	.061	.004	.019	.001	.039	.016	.169	.005	.000		.000	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47
LMX11	Pearson Correlation	.171	.363*	.200	.334*	.247	.265	.302*	.325*	.593**	.703**	1	.645**
	Sig. (2-tailed)	.251	.012	.178	.022	.094	.072	.039	.026	.000	.000		.000

		47	47	47	47	47	47	47	47	47	47	47	47
LMXtotal	Pearson Correlation	.689**	.744**	.518**	.606**	.640**	.401**	.540**	.718**	.625**	.737**	.645**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.005	.000	.000	.000	.000	.000	
	N	47	47	47	47	47	47	47	47	47	47	47	47

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

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

Konflik Peran

Correlations

		KNFP1	KNFP2	KNFP3	KNFP4	KNFP5	KNFP6	KNFP7	KNFP8	KNFP9	KNFPtotal
KNFP1	Pearson Correlation	1	.252	.105	.149	.279	.055	.313*	-.237	-.162	.348*
	Sig. (2-tailed)		.087	.484	.318	.058	.714	.032	.108	.276	.017
	N	47	47	47	47	47	47	47	47	47	47
KNFP2	Pearson Correlation	.252	1	.107	.166	.140	.227	.007	.140	.038	.520**
	Sig. (2-tailed)	.087		.476	.265	.350	.124	.964	.349	.802	.000
	N	47	47	47	47	47	47	47	47	47	47
KNFP3	Pearson Correlation	.105	.107	1	.917**	.014	-.047	-.080	-.180	-.127	.320*
	Sig. (2-tailed)	.484	.476		.000	.926	.753	.594	.226	.394	.028
	N	47	47	47	47	47	47	47	47	47	47
KNFP4	Pearson Correlation	.149	.166	.917**	1	.095	-.007	-.050	-.057	-.045	.449**
	Sig. (2-tailed)	.318	.265	.000		.527	.961	.740	.701	.766	.002
	N	47	47	47	47	47	47	47	47	47	47
KNFP5	Pearson Correlation	.279	.140	.014	.095	1	.194	.282	.108	-.143	.471**
	Sig. (2-tailed)	.058	.350	.926	.527		.191	.055	.472	.337	.001
	N	47	47	47	47	47	47	47	47	47	47

KNFP6	Pearson Correlation	.055	.227	-.047	-.007	.194	1	.010	.228	.127	.473**
	Sig. (2-tailed)	.714	.124	.753	.961	.191		.948	.123	.396	.001
	N	47	47	47	47	47	47	47	47	47	47
KNFP7	Pearson Correlation	.313*	.007	-.080	-.050	.282	.010	1	-.009	-.180	.300*
	Sig. (2-tailed)	.032	.964	.594	.740	.055	.948		.952	.227	.040
	N	47	47	47	47	47	47	47	47	47	47
KNFP8	Pearson Correlation	-.237	.140	-.180	-.057	.108	.228	-.009	1	.661**	.563**
	Sig. (2-tailed)	.108	.349	.226	.701	.472	.123	.952		.000	.000
	N	47	47	47	47	47	47	47	47	47	47
KNFP9	Pearson Correlation	-.162	.038	-.127	-.045	-.143	.127	-.180	.661**	1	.433**
	Sig. (2-tailed)	.276	.802	.394	.766	.337	.396	.227	.000		.002
	N	47	47	47	47	47	47	47	47	47	47
KNFPtotal	Pearson Correlation	.348*	.520**	.320*	.449**	.471**	.473**	.300*	.563**	.433**	1
	Sig. (2-tailed)	.017	.000	.028	.002	.001	.001	.040	.000	.002	
	N	47	47	47	47	47	47	47	47	47	47

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

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

Stres

Correlations

		STRS1	STRS2	STRS3	STRS4	STRS5	STRS6	STRS7	STRS8	STRS9	STRStotal
STRS1	Pearson Correlation	1	.675**	.467**	-.121	.016	-.111	.017	.440**	.152	.427**
	Sig. (2-tailed)		.000	.001	.419	.915	.457	.910	.002	.309	.003
	N	47	47	47	47	47	47	47	47	47	47
STRS2	Pearson Correlation	.675**	1	.486**	.031	.152	-.090	.041	.389**	.250	.519**
	Sig. (2-tailed)	.000		.001	.839	.307	.549	.782	.007	.090	.000
	N	47	47	47	47	47	47	47	47	47	47
STRS3	Pearson Correlation	.467**	.486**	1	.177	.367*	.458**	.417**	.632**	.492**	.833**
	Sig. (2-tailed)	.001	.001		.234	.011	.001	.004	.000	.000	.000
	N	47	47	47	47	47	47	47	47	47	47
STRS4	Pearson Correlation	-.121	.031	.177	1	.090	.187	.235	-.140	-.234	.249
	Sig. (2-tailed)	.419	.839	.234		.548	.208	.112	.349	.113	.091
	N	47	47	47	47	47	47	47	47	47	47
STRS5	Pearson Correlation	.016	.152	.367*	.090	1	.528**	.482**	.291*	.407**	.634**
	Sig. (2-tailed)	.915	.307	.011	.548		.000	.001	.047	.005	.000
	N	47	47	47	47	47	47	47	47	47	47

STRS6	Pearson Correlation	-.111	-.090	.458**	.187	.528**	1	.599**	.381**	.387**	.640**
	Sig. (2-tailed)	.457	.549	.001	.208	.000		.000	.008	.007	.000
	N	47	47	47	47	47	47	47	47	47	47
STRS7	Pearson Correlation	.017	.041	.417**	.235	.482**	.599**	1	.473**	.445**	.704**
	Sig. (2-tailed)	.910	.782	.004	.112	.001	.000		.001	.002	.000
	N	47	47	47	47	47	47	47	47	47	47
STRS8	Pearson Correlation	.440**	.389**	.632**	-.140	.291*	.381**	.473**	1	.568**	.723**
	Sig. (2-tailed)	.002	.007	.000	.349	.047	.008	.001		.000	.000
	N	47	47	47	47	47	47	47	47	47	47
STRS9	Pearson Correlation	.152	.250	.492**	-.234	.407**	.387**	.445**	.568**	1	.654**
	Sig. (2-tailed)	.309	.090	.000	.113	.005	.007	.002	.000		.000
	N	47	47	47	47	47	47	47	47	47	47
STRStotal	Pearson Correlation	.427**	.519**	.833**	.249	.634**	.640**	.704**	.723**	.654**	1
	Sig. (2-tailed)	.003	.000	.000	.091	.000	.000	.000	.000	.000	
	N	47	47	47	47	47	47	47	47	47	47

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

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

Kinerja

Correlations

		KNJ1	KNJ2	KNJ3	KNJ4	KNJ5	KNJ6	KNJ7	KNJ8	KNJ9	KNJ10	KNJ11	KNJtotal
KNJ1	Pearson Correlation	1	.349*	.342*	.212	.273	.164	.510**	.432**	.419**	.488**	.325*	.617**
	Sig. (2-tailed)		.016	.019	.153	.063	.270	.000	.002	.003	.001	.026	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47
KNJ2	Pearson Correlation	.349*	1	.488**	.244	.272	.061	.264	.168	.090	.290*	.068	.428**
	Sig. (2-tailed)	.016		.001	.099	.065	.682	.073	.260	.549	.048	.649	.003
	N	47	47	47	47	47	47	47	47	47	47	47	47
KNJ3	Pearson Correlation	.342*	.488**	1	.279	.398**	.244	.546**	.455**	.443**	.627**	.371*	.699**
	Sig. (2-tailed)	.019	.001		.057	.006	.098	.000	.001	.002	.000	.010	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47
KNJ4	Pearson Correlation	.212	.244	.279	1	.013	.349*	.476**	.275	.294*	.397**	.217	.522**
	Sig. (2-tailed)	.153	.099	.057		.933	.016	.001	.062	.045	.006	.143	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47
KNJ5	Pearson Correlation	.273	.272	.398**	.013	1	.469**	.415**	.344*	.303*	.213	.322*	.529**
	Sig. (2-tailed)	.063	.065	.006	.933		.001	.004	.018	.039	.151	.027	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47

KNJ6	Pearson Correlation	.164	.061	.244	.349*	.469**	1	.430**	.370*	.129	.282	.164	.470**
	Sig. (2-tailed)	.270	.682	.098	.016	.001		.003	.010	.387	.055	.270	.001
	N	47	47	47	47	47	47	47	47	47	47	47	47
KNJ7	Pearson Correlation	.510**	.264	.546**	.476**	.415**	.430**	1	.724**	.573**	.728**	.592**	.871**
	Sig. (2-tailed)	.000	.073	.000	.001	.004	.003		.000	.000	.000	.000	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47
KNJ8	Pearson Correlation	.432**	.168	.455**	.275	.344*	.370*	.724**	1	.629**	.635**	.637**	.795**
	Sig. (2-tailed)	.002	.260	.001	.062	.018	.010	.000		.000	.000	.000	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47
KNJ9	Pearson Correlation	.419**	.090	.443**	.294*	.303*	.129	.573**	.629**	1	.551**	.810**	.754**
	Sig. (2-tailed)	.003	.549	.002	.045	.039	.387	.000	.000		.000	.000	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47
KNJ10	Pearson Correlation	.488**	.290*	.627**	.397**	.213	.282	.728**	.635**	.551**	1	.564**	.809**
	Sig. (2-tailed)	.001	.048	.000	.006	.151	.055	.000	.000	.000		.000	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47
KNJ11	Pearson Correlation	.325*	.068	.371*	.217	.322*	.164	.592**	.637**	.810**	.564**	1	.734**
	Sig. (2-tailed)	.026	.649	.010	.143	.027	.270	.000	.000	.000	.000		.000
	N	47	47	47	47	47	47	47	47	47	47	47	47
KNJtotal	Pearson Correlation	.617**	.428**	.699**	.522**	.529**	.470**	.871**	.795**	.754**	.809**	.734**	1

Sig. (2-tailed)	.000	.003	.000	.000	.000	.001	.000	.000	.000	.000	.000
N	47	47	47	47	47	47	47	47	47	47	47

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

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

Lampiran 7

Reliabilitas

a. *Leader Member Exchange*

Case Processing Summary

		N	%
Cases	Valid	47	100.0
	Excluded[a]	0	.0
	Total	47	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.755	12

b. Konflik Peran

Case Processing Summary

		N	%
Cases	Valid	47	100.0
	Excluded[a]	0	.0
	Total	47	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.668	10

c. Stres

Case Processing Summary

		N	%
Cases	Valid	47	100.0
	Excluded[a]	0	.0
	Total	47	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.762	9

d. Kinerja

Case Processing Summary

		N	%
Cases	Valid	47	100.0
	Excluded[a]	0	.0
	Total	47	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.762	12

Lampiran 8

Tabel Multikolinieritas

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	LMXtotal	.970	1.031
	KNFPtotal	.871	1.147
	STRStotal	.862	1.160

a. Dependent Variable: KNJtotal

Lampiran 9

Grafik Scatterpot (Uji Heterokedasitas)

Scatterplot

Dependent Variable: KNJtotal
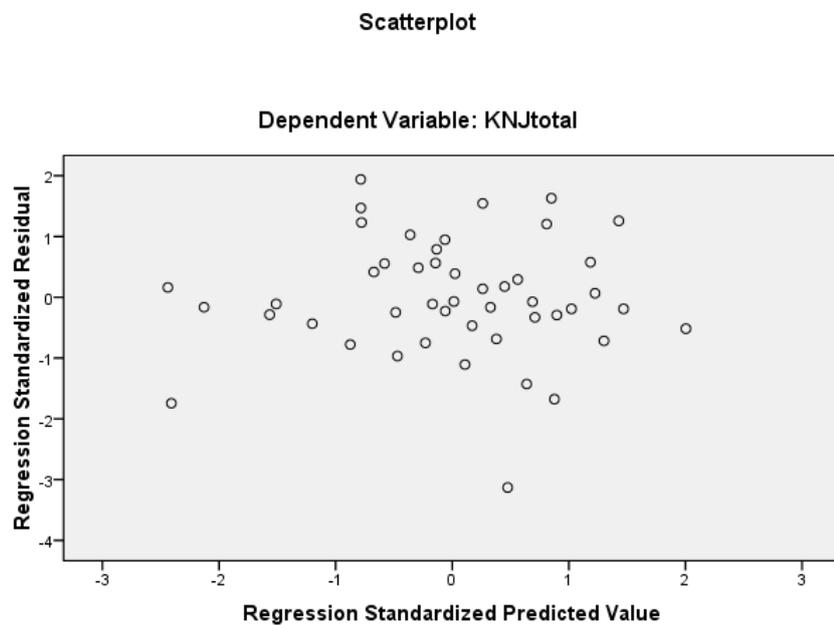

```
NPAR TESTS
  /K-S(NORMAL)=RES_9
  /MISSING ANALYSIS.
```

Lampiran 10

Tabel Kormogorov-Semirnov (Uji Normalitas)

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		47
Normal Parameters[a]	Mean	.0000000
	Std. Deviation	4.12715745
Most Extreme Differences	Absolute	.090
	Positive	.082
	Negative	-.090
Kolmogorov-Smirnov Z		.615
Asymp. Sig. (2-tailed)		.844

a. Test distribution is Normal.

Lampiran 11

Grafik Normalitas

Normal P-P Plot of Regression Standardized Residual
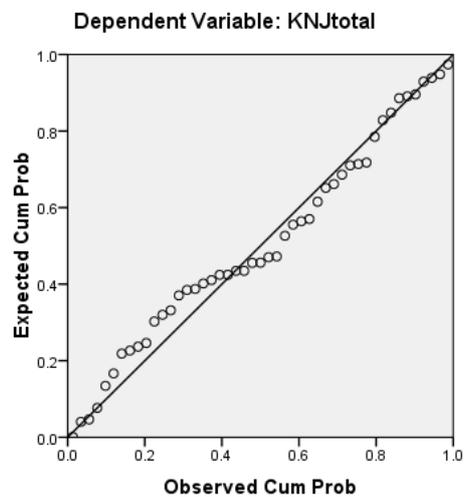
Dependent Variable: KNJtotal

```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS BCOV R ANOVA COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT STRSTotal
  /METHOD=ENTER LMXTotal KNFPTotal
  /SCATTERPLOT=(*ZRESID ,*ZPRED)
  /RESIDUALS DURBIN HIST(ZRESID) NORM(ZRESID)
  /SAVE RESID.
```

Regression

[DataSet1] D:\ADP 18\KULIAH\SKRIPSI\Responden\SPSS 1.2\Data Mentah.sav

Variables Entered/Removed

Mode l	Variables Entered	Variables Removed	Method
1	KNFPTotal, LMXTotal	.	Enter

a. All requested variables entered.

b. Dependent Variable: STRSTotal

Model Summary

Mode l	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.371a	.138	.098	4.86126	2.221

a. Predictors: (Constant), KNFPTotal, LMXTotal

b. Dependent Variable: STRSTotal

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	165.943	2	82.971	3.511	.038a
	Residual	1039.802	44	23.632		
	Total	1205.745	46			

a. Predictors: (Constant), KNFPTotal, LMXTotal

b. Dependent Variable: STRSTotal

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	16.168	7.083		2.283	.027		
	LMXTotal	-.128	.119	-.150	-1.069	.291	.995	1.005
	KNFPTotal	.473	.189	.350	2.495	.016	.995	1.005

a. Dependent Variable: STRSTotal

Coefficient Correlations[a]

Model			KNFPTotal	LMXTotal
1	Correlations	KNFPTotal	1.000	-.072
		LMXTotal	-.072	1.000
	Covariances	KNFPTotal	.036	-.002
		LMXTotal	-.002	.014

a. Dependent Variable: STRSTotal

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	LMXTotal	KNFPTotal
1	1	2.976	1.000	.00	.00	.00
	2	.018	13.037	.00	.65	.42
	3	.007	21.180	.99	.35	.58

a. Dependent Variable: STRSTotal

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	20.0468	28.3218	24.4894	1.89933	47
Residual	-8.66059	11.39280	.00000	4.75441	47
Std. Predicted Value	-2.339	2.018	.000	1.000	47
Std. Residual	-1.782	2.344	.000	.978	47

a. Dependent Variable: STRSTotal

Charts

Histogram

Dependent Variable: STRSTotal
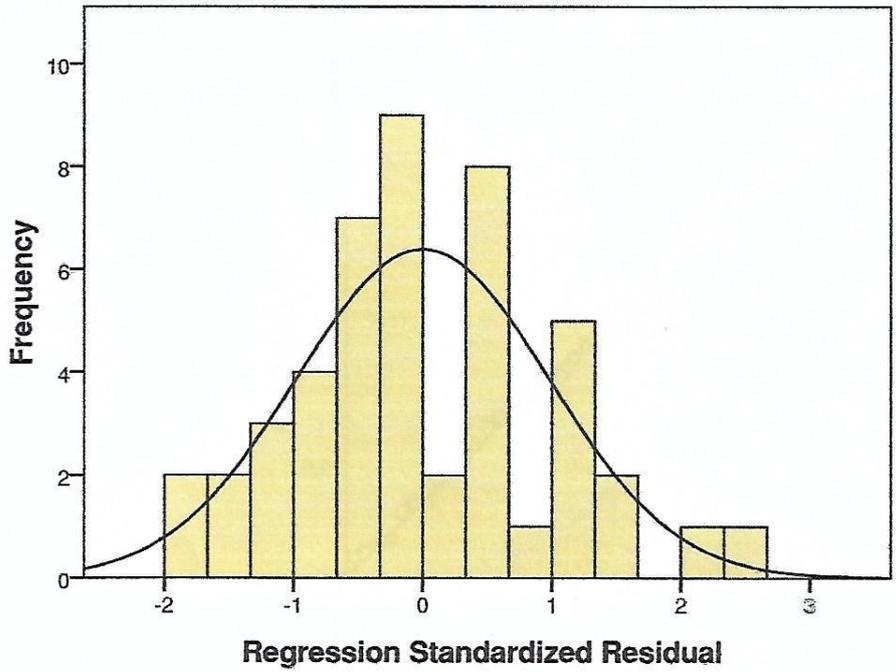
Mean =4.13E-16
Std. Dev. =0.978
N =47

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: STRSTotal
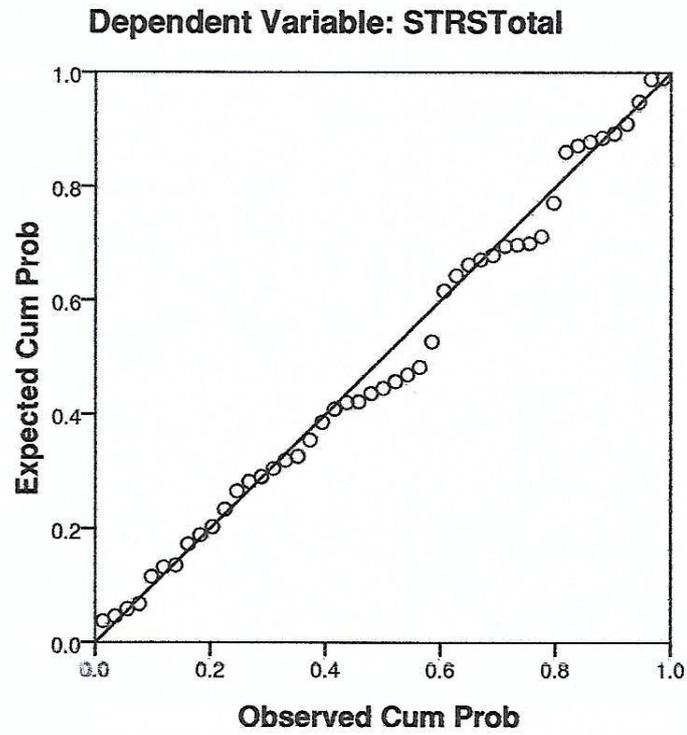
Scatterplot

Dependent Variable: STRSTotal
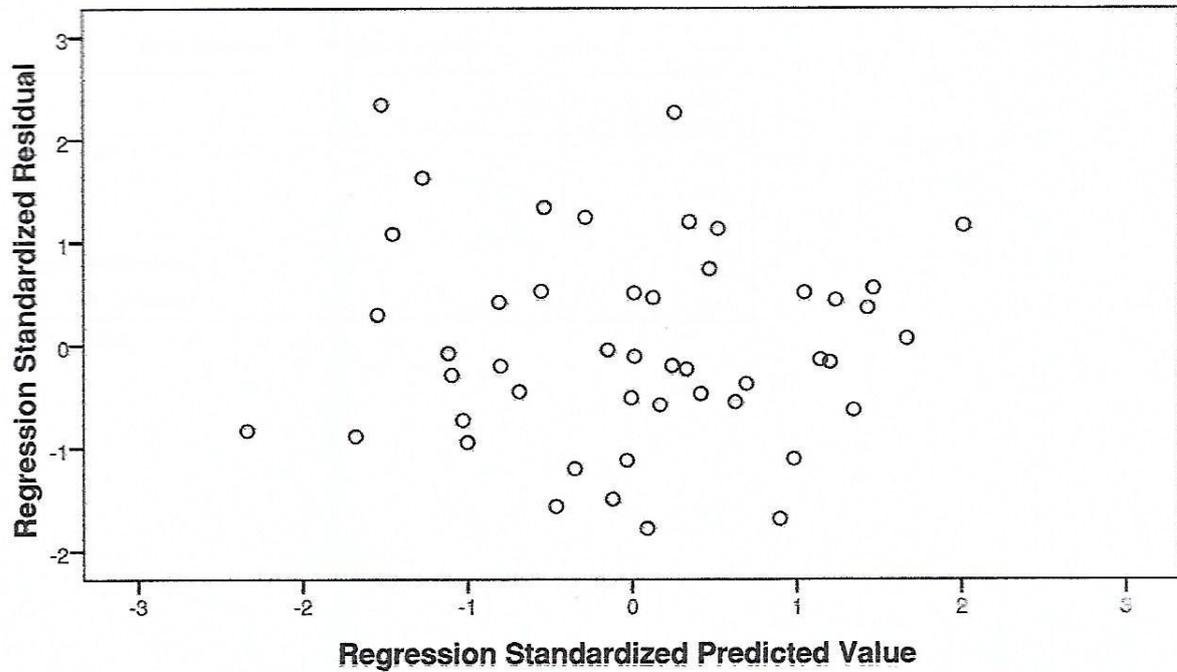
NPAR TESTS
  /K-S(NORMAL)=RES_4
  /MISSING ANALYSIS.

NPar Tests

[DataSet1] D:\ADP 18\KULIAH\SKRIPSI\Responden\SPSS 1.2\Data Mentah.sav

One-Sample Kolmogorov-Smirnov Test

		Unstandardiz ed Residual
N		47
Normal Parameters a	Mean	.0000000
	Std. Deviation	4.75440780

a. Test distribution is Normal.

One-Sample Kolmogorov-Smirnov Test

		Unstandardiz ed Residual
Most Extreme Differences	Absolute	.092
	Positive	.092
	Negative	-.057
Kolmogorov-Smirnov Z		.632
Asymp. Sig. (2-tailed)		.820

a. Test distribution is Normal.

```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS BCOV R ANOVA COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT KNJTotal
  /METHOD=ENTER LMXTotal KNFPTotal STRSTotal
  /SCATTERPLOT=(*ZRESID ,*ZPRED)
  /RESIDUALS DURBIN HIST(ZRESID) NORM(ZRESID)
  /SAVE RESID.
```

Regression

[DataSet1] D:\ADP 18\KULIAH\SKRIPSI\Responden\SPSS 1.2\Data Mentah.sav

Variables Entered/Removed

Mode l	Variables Entered	Variables Removed	Method
1	STRSTotal, LMXTotal, KNFPTotala	.	Enter

a. All requested variables entered.

b. Dependent Variable: KNJTotal

Model Summary

Mode l	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.735a	.541	.509	4.26870	2.084

a. Predictors: (Constant), STRSTotal, LMXTotal, KNFPTotal

b. Dependent Variable: KNJTotal

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	922.888	3	307.629	16.882	.000a
	Residual	783.538	43	18.222		
	Total	1706.426	46			

a. Predictors: (Constant), STRSTotal, LMXTotal, KNFPTotal

b. Dependent Variable: KNJTotal

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	10.663	6.578		1.621	.112		
	LMXTotal	.727	.106	.719	6.852	.000	.970	1.031
	KNFPTotal	.068	.178	.043	.385	.702	.871	1.147
	STRSTotal	-.092	.132	-.077	-.692	.493	.862	1.160

a. Dependent Variable: KNJTotal

Coefficient Correlations[a]

Model			STRSTotal	LMXTotal	KNFPTotal
1	Correlations	STRSTotal	1.000	.159	-.352
		LMXTotal	.159	1.000	-.123
		KNFPTotal	-.352	-.123	1.000
	Covariances	STRSTotal	.018	.002	-.008
		LMXTotal	.002	.011	-.002
		KNFPTotal	-.008	-.002	.032

a. Dependent Variable: KNJTotal

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	LMXTotal	KNFPTotal	STRSTotal
1	1	3.944	1.000	.00	.00	.00	.00
	2	.036	10.490	.01	.20	.00	.60
	3	.013	17.126	.01	.39	.65	.35
	4	.006	24.764	.99	.41	.35	.04

a. Dependent Variable: KNJTotal

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	29.3092	49.2081	40.2340	4.47915	47
Residual	-1.3361E1	8.28058	.00000	4.12716	47
Std. Predicted Value	-2.439	2.004	.000	1.000	47
Std. Residual	-3.130	1.940	.000	.967	47

a. Dependent Variable: KNJTotal

Charts

Histogram

Dependent Variable: KNJTotal
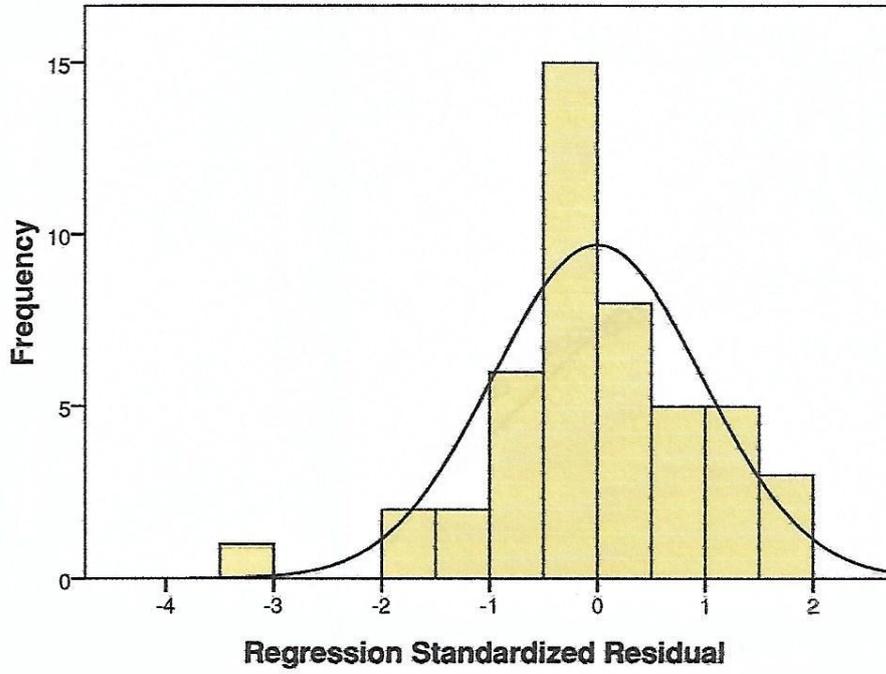

Mean =1.43E-15
Std. Dev. =0.967
N =47

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: KNJTotal
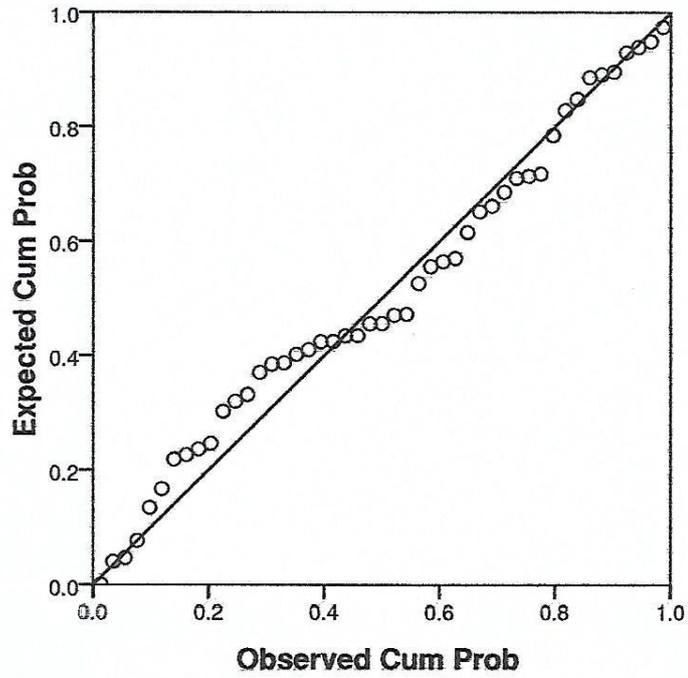
Scatterplot

Dependent Variable: KNJTotal
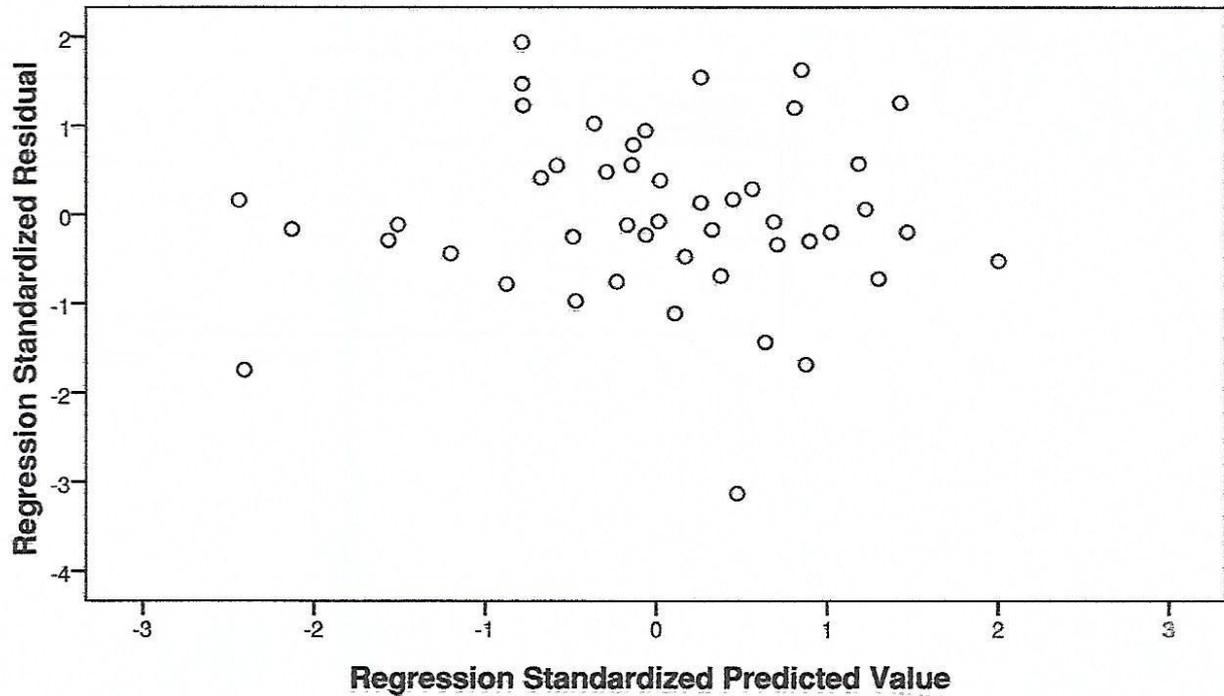

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NPAR TESTS
  /K-S(NORMAL)=RES_5
  /MISSING ANALYSIS.
```

NPar Tests

[DataSet1] D:\ADP 18\KULIAH\SKRIPSI\Responden\SPSS 1.2\Data Mentah.sav

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		47
Normal Parameters a	Mean	.0000000
	Std. Deviation	4.12715745

a. Test distribution is Normal.

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
Most Extreme Differences	Absolute	.090
	Positive	.082
	Negative	-.090
Kolmogorov-Smirnov Z		.615
Asymp. Sig. (2-tailed)		.844

a. Test distribution is Normal.

```
GET
  FILE='D:\ADP 18\KULIAH\SKRIPSI\Responden\SPSS 1.2\Data Mentah.sav'.
DATASET NAME DataSet0 WINDOW=FRONT.
DESCRIPTIVES VARIABLES=LMX1 LMX2 LMX3 LMX4 LMX5 LMX6 LMX7 LMX8 LMX9 LMX10 LMX11
  /STATISTICS=MEAN STDDEV MIN MAX.
```

Descriptives

[DataSet1] D:\ADP 18\KULIAH\SKRIPSI\Responden\SPSS 1.2\Data Mentah.sav

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
LMX1	47	1.00	5.00	3.8085	.92403
LMX2	47	2.00	5.00	3.9574	.93151
LMX3	47	3.00	5.00	4.2979	.62258
LMX4	47	1.00	5.00	3.6170	.94531
LMX5	47	1.00	5.00	3.3404	.93893
LMX6	47	2.00	5.00	3.6809	.66288
LMX7	47	1.00	5.00	3.7447	1.07275
LMX8	47	1.00	5.00	3.9149	.95165
LMX9	47	2.00	5.00	3.7234	.74315
LMX10	47	2.00	5.00	3.5106	.90583
LMX11	47	2.00	5.00	3.4468	.82905
Valid N (listwise)	47				

```
DESCRIPTIVES VARIABLES=KNFP1 KNFP2 KNFP3 KNFP4 KNFP5 KNFP6 KNFP7 KNFP8 KNFP9
  /STATISTICS=MEAN STDDEV MIN MAX.
```

Descriptives

[DataSet1] D:\ADP 18\KULIAH\SKRIPSI\Responden\SPSS 1.2\Data Mentah.sav

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
KNFP1	47	2.00	5.00	3.5532	.74625
KNFP2	47	1.00	5.00	2.5532	.99583
KNFP3	47	1.00	4.00	3.0851	.77543
KNFP4	47	1.00	4.00	3.1489	.80700
KNFP5	47	1.00	5.00	3.3830	.94531
KNFP6	47	1.00	5.00	2.8936	.93795
KNFP7	47	1.00	5.00	3.6809	.95795
KNFP8	47	1.00	5.00	3.2340	1.23733
KNFP9	47	1.00	5.00	3.1489	1.23321
Valid N (listwise)	47				

DESCRIPTIVES VARIABLES=STRS1 STRS2 STRS3 STRS5 STRS6 STRS7 STRS8 STRS9
  /STATISTICS=MEAN STDDEV MIN MAX.

Descriptives

[DataSet1] D:\ADP 18\KULIAH\SKRIPSI\Responden\SPSS 1.2\Data Mentah.sav

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
STRS1	47	2.00	5.00	3.3404	.78786
STRS2	47	1.00	5.00	3.0213	.96660
STRS3	47	1.00	5.00	3.2766	1.09747
STRS5	47	1.00	5.00	3.2766	.99350
STRS6	47	1.00	5.00	2.9362	.98696
STRS7	47	1.00	5.00	3.0851	1.03902
STRS8	47	2.00	5.00	3.0000	.75181
STRS9	47	1.00	5.00	2.5532	1.11917
Valid N (listwise)	47				

DESCRIPTIVES VARIABLES=KNJ1 KNJ2 KNJ3 KNJ4 KNJ5 KNJ6 KNJ7 KNJ8 KNJ9 KNJ10 KNJ11
  /STATISTICS=MEAN STDDEV MIN MAX.

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
KNJ1	47	2.00	5.00	3.5319	.74749
KNJ2	47	2.00	5.00	3.7234	.74315
KNJ3	47	2.00	5.00	3.5319	.65445
KNJ4	47	1.00	5.00	3.3404	.89142
KNJ5	47	1.00	5.00	3.7872	.77841
KNJ6	47	3.00	5.00	3.7872	.58741
KNJ7	47	1.00	5.00	3.8723	.92353
KNJ8	47	1.00	5.00	3.7660	.86509
KNJ9	47	1.00	5.00	3.5319	.95214
KNJ10	47	1.00	5.00	3.7234	.94873
KNJ11	47	1.00	5.00	3.6383	.98743
Valid N (listwise)	47				