

REFERENCE

- Afandi, P. 2016. *Concept & Indikator: Human Resources Management for Management Research*. Yogyakarta: Deepublish
- Ajayi, S. (2018). Effect of Stress on Employee Performance and Job Satisfaction: A Case Study of Nigerian Banking Industry. <https://doi.org/10.2139/ssrn.3160620>
- Alkubaisi, M. M. (2015). How can Stress Affect Your Work Performance? Quantitative Field Study on Qatari Banking Sector. *Business and Management Research*, 4(1). <https://doi.org/10.5430/bmr.v4n1p99>
- Amin, G., & Hastayu, P. (2019). The Influence of Workload, Job Satisfaction And Working Environment Towards Woman Work Life Balance (Study Case In A Family Business).
- Arianti., M., N., K., D. (2017). *Pengaruh Lingkungan Kerja Dan Stres Kerja Terhadap Semangat Kerja Pegawai (Studi Pada Badan Kepegawaian Dan Pengembangan Sumber Daya Manusia Kota Batu, Jawa Timur)*. *Jurnal Ilmiah Mahasiswa FEB Universitas Brawijaya*. Vol.5. No. 2. <https://doi.org/10.36587/exc.v5i1.281>
- Asbath, Raunaqi. (2017). *Pengaruh Beban Kerja Terhadap Kinerja Karyawan dengan Stres Kerja Sebagai Variabel Intervening pada PT. Bank Jatim Cabang Bawean*.
- Azmi, A.N. & Genoveva, G. (2020). The Change of Indonesians Lifestyle towards Food Purchase Decision During Covid-19 Pandemic. *The 4th International Conference on Family Business and Entrepreneurship*, 226–237. <https://doi.org/10.33021/icfbe.v1i1.1376>
- Bahri, S. (2018). *Pengaruh Kepemimpinan, Lingkungan Kerja, Budaya Organisasi dan Motivasi Terhadap Kepuasan Kerja yang Berimplikasi Terhadap Kinerja Dosen*. Surabaya: CV. Jakad Publishing Surabaya

- Chandra, T., & Priyono, P. (2015). The Influence of Leadership Styles, Work Environment and Job Satisfaction of Employee Performance—Studies in the School of SMPN 10 Surabaya. *International Education Studies*, 9(1), 131. <https://doi.org/10.5539/ies.v9n1p131>
- D., Asmadin: Manajemen, J., Ekonomi, F., & Bisnis, D. (N.D.). *Pengaruh Beban Kerja Dan Lingkungan Kerja Terhadap Kinerja Karyawan Dengan Stres Kerja Sebagai Variabel Intervening (Studi Kasus Pada Pt. Mount Scopus Indonesia) Skripsi*.
- Dan, K., Kerja, L., Pt, P., & Indah, I. (2020). *Edunomika – Vol. 04, No. 01 (Februari 2020)*. 04(01), 69–87.
- Farida, Umi and Hartono, Sri (2016) *Buku Ajar Manajemen Sumber Daya Manusia Ii*. Universitas Muhammadiyah Ponorogo Press, Ponorogo. Isbn 978-602-1832-11-1
- Ghozali, Imam. (2016). *Aplikasi Analisis Multivariate dengan Program IBM SPSS 23, Edisi 8*. Semarang: Badan Penerbit Universitas Diponegoro.
- Ghozali, Imam. (2018). *Aplikasi Analisis Multivariate dengan Program IBM SPSS 25*. Badan Penerbit Universitas Diponegoro: Semarang
- Griffin, Ricky W & Ebert, Ronald J. (2019). “*Bisnis, Edisi Kedelapan Jilid 1*”. Erlangga: Jakarta.
- Hartono, A., & Rahadi, D. R. (2021). Work From Home Terhadap Kinerja Karyawan Pada Masa Pandemi Covid 19. *Jurnal Manajemen Bisnis*, 18(1), 16–21. <https://doi.org/10.38043/jmb.v18i1.2728>
- Handoko. (2015). *Manajemen Sumber Daya Manusia, Cetakan Pertama*. Bandung: Pustaka Setia, Bandung.
- Herdian, B. 2019. *Pengaruh Beban Kerja, Lingkungan Kerja Dan Stres Kerja Terhadap Kinerja Karyawan Pada PT.PLN (PERSERO) UIP KITSUM*.

Skripsi. Program Studi Manajemen Universitas Muhammadiyah Sumatera Utara. Medan.

Irawanto, D. W., Novianti, K. R., & Roz, K. (2021). Work from home: Measuring satisfaction between work–life balance and work stress during the covid-19 pandemic in indonesia. *Economies*, 9(3).
<https://doi.org/10.3390/economies9030096>

Kasmir. (2017). *Manajemen Sumber Daya Manusia (Teori dan Praktik)*. PT Rajagrafindo Persada: Depok.

Mangkunegara, A. P. (2017). *Manajemen Sumber Daya Manusia Perusahaan*. Bandung: PT. Remaja Rosdakarya.

Meytri, O. :, Ekaristy, Y., & Liswandi, ; (n.d.). The Influence Of Teleworking, Work Stress, And Workload Toward Work-Life Balance During Wfh (Case Study In South Jakarta). *Jurnal Manajemen Kewirausahaan*, 19(02).
<https://doi.org/10.33370/jmk.v19i1.885>

Paramitadewi, Kadek Ferrania. (2017). ‘*Pengaruh Beban Kerja dan Kompensasi Terhadap Kinerja Pegawai Sekretariat Pemerintah Daerah Kabupaten Tabanan*’, e-jurnal Manajemen Unud, Vol.6, No.6. 2017, Hal. 3370-3397.

Putri, Nurhikmah. 2017. “Analisis Perbandingan Kinerja Karyawan Tetap Dengan Karyawan Outsourcing (Kontrak). Skripsi. Makassar. Fakultas Ekonomi Dan Bisnis Islam UIN Alauddin.

Rahmawati., I, Bagis., F, & Darmawan., A. (2021). *Analisis Pengaruh Pelatihan, Motivasi Dan Stress Kerja Terhadap Produktivitas Karyawan Pada PT Hyup Sung Indonesia*. Jurnal Manajemen.Vol.15. No.2.
<https://doi.org/10.32534/jv.v15i2.1088>

Retnowulan Akademi Sekretari dan Manajemen Bina Sarana Informatika Jakarta Jl Jatiwaringin Raya No, J., & Timur, J. (2017). *Pengaruh Gaya Kepemimpinan*

Transformasional Dan Human Capital Terhadap Kinerja Karyawan Pada Pt Barkah Jaya Mandiri. Xvii(1).

Riqi, M., & Hutabarat, E. (2020). *the Influence of Compensation, Teamwork, and Work Motivation Toward Job Performance At Pt. Telu Sukses Bersama in Cikarang. November, 337–346.*

Rivai, Veithzal. 2014. *Manajemen Sumber Daya Manusia untuk Perusahaan dari Teori ke Praktek*. Cetakan Pertama. Jakarta: Murai Kencana.

Robbins, Stephen P & Judge, Timothy A. (2015). *Perilaku Organisasi Edisi 16*. Salemba Empat: Jakarta.

Sedarmayanti. (2015). *Manajemen Sumber Daya Manusia*. Bandung: Refika Aditama.

Siagian, S. (2018). *Manajemen Sumber Daya Manusia*. Jakarta: PT Bumi Aksara.

Sugiyono. (2016). *Metode Penelitian Kuantitatif, Kualitatif Dan R&D*. Bandung: Penerbit Alfabeta.

Sugiyono. (2017). *Metode Penelitian Kombinasi*. Bandung: Alfabeta.

Sugiyono. (2018). *Metode Penelitian Kombinasi*. Bandung: Alfabeta dan R&D. Bandung: Alfabeta.

Suma'mur, P. 2014. *Kesehatan Kerja Dalam Perspektif (HIPERKES)*, Jakarta: Sagung Seto.

Sumardjo, Mahendro, Priansa, Donni Juni. (2018). *Manajemen Pengembangan Sumberdaya Manusia: Konsep-Konsep Kunci*. Bandung: CV Alfabeta.

Tri, A., |pengaruh, H., Kerja, B., Lingkungan, D., Terhadap, K., Dimediasi, K., Kerja, S., & Manajemen, H. M. (N.D.). *Pengaruh Beban Kerja Dan Lingkungan Kerja Terhadap Kinerja Karyawan Dimediasi Stres Kerja*.

Wibowo, F. P. (2018). *Pengaruh Komunikasi, Konflik, Stres Kerja, Dan Lingkungan Kerja Terhadap Produktivitas Karyawan (Studi Kasus Di Perusahaan Perak Tom's Silver Yogyakarta)*. *Jurnal Manajemen Sumber Daya Manusia*, XII (2), 211-228.
<https://doi.org/10.35448/jmb.v11i2.6060>

APPENDIX

APPENDIX 1. 1 RESEARCH QUESTIONNAIRE

INSTRUCTIONS FOR FILLING OUT THE QUESTIONNAIRE

1. It is expected that the madam / sir / brother / sister reads and understands each item of the question carefully before filling in.
2. Mark the Check List on the options that you want.
3. One question item is for one answer.
4. All question items please be answered without exception.

ANSWER DESCRIPTION

- SA = Strongly Agree (5)
- A = Agree (4)
- N = Neutral (3)
- D = Disagree (2)
- SD = Strongly Disagree (1)

RESPONDENT PROFILE

1. Name of Institution / Agency: Astra Credit Company (ACC)
2. Name :
3. Gender : Male Female
4. Age : 20-30 Years Old 31-40 Years Old
 41-50 Years Old >50 Years Old
5. Level of Education : Senior High School
 Bachelor Degree
 Master Degree
 Doctoral Degree
6. Length of Employment : <2 Years

2-5 Years

5-10 Years

>10 Years

QUESTIONNAIRE WORK STRESS (X1)

No	Statement	SD	D	N	A	SA
		1	2	3	4	5
1	In carrying out my work, I was pressured by many regulations					
2	In my work, I am chased by time to complete the job well.					
3	The leader gave a strong reprimand to the employee who made a mistake at work.					
4	The roles I receive in this company often conflict with each other, making it confusing.					
5	The work I do in this company does not match my skills					
6	My hard work is not worth the results I receive					
7	The company set a target that was too high to burden me					
8	The burdensome demands of work often frustrate me					
9	The responsibility that the company gave me was very burdensome					

No	Statement	SD	D	N	A	SA
		1	2	3	4	5
10	The company's work targets did not match my expectations					
11	I feel unclear about the company's expectations of me					

QUESTIONNAIRE WORKLOAD (X2)

No	Statement	SD	D	N	A	SA
		1	2	3	4	5
1	The work target given is in accordance with the position occupied by the employee					
2	Employees are given work targets that must be completed within a specified time frame					
3	Employees can complete more work than the target set					
4	Employees receive work that is in line with their competencies					
5	Employees often coordinate with colleagues to complete work faster					
6	Employees are given a lot of work every day that needs to be completed promptly					
7	My daily workload is in line with my job standards.					

No	Statement	SD	D	N	A	SA
		1	2	3	4	5
8	The company's established job standards are too high					
9	The time to complete my work is sufficient					

QUESTIONNAIRE WORK ENVIRONMENT (X3)

No	Statement	SD	D	N	A	SA
		1	2	3	4	5
1	The indoor work room lighting fixtures are good and adequate.					
2	The temperature in the workplace doesn't effect my body temperature.					
3	The air ventilation in my workplace is already good enough.					
4	My workplace is far from noise.					
5	Noise in the workplace effects my concentration in working					
6	The color of the paint used on the walls in the workplace disturbs my comfort when working.					
7	The color scheme in the workplace makes me motivated in working.					

No	Statement	SD	D	N	A	SA
		1	2	3	4	5
8	The color scheme in the workplace makes me motivated in working.					
9	The layout of work equipment such as desks, chairs, etc. is neatly arranged in the workroom.					
10	My work room is spacious and feels comfortable.					

QUESTIONNAIRE WORK ENVIRONMENT (X3)

No	Statement	SD	D	N	A	SA
		1	2	3	4	5
1	Employees are given the opportunity to take initiative in achieving the company's set work targets.					
2	Employees strive to meet the company's established work targets.					
3	Employees can exceed the volume of work set by the company.					
4	Employees can complete their work according to the planned standards.					
5	The tasks assigned to employees can be completed quickly and without any obstacles.					
6	Employees are capable of completing work with a					

No	Statement	SD	D	N	A	SA
		1	2	3	4	5
	high level of difficulty.					
7	Employees behave politely and honestly to leaders and co-workers.					
8	Employees are always willing to help colleagues when they encounter problems at work.					
9	Employees always do assignments on time.					
10	Employees never delay work					
11	Employees disciplined time in work					

APPENDIX 1. 2 TABULATION DATA

No	Work Stress (X1)											Total X1
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	
1.	3	3	5	4	4	4	1	2	3	4	4	37
2.	3	3	5	4	4	4	1	4	3	3	3	37
3.	3	3	4	3	3	3	1	2	3	3	3	31
4.	3	3	4	3	3	3	1	2	3	3	3	31
5.	3	3	4	3	3	3	1	2	3	3	3	31
6.	3	3	2	3	3	3	1	2	3	3	3	29
7.	3	3	5	4	4	4	1	2	3	3	3	35
8.	3	3	4	3	3	3	1	2	3	3	3	31
9.	3	3	5	4	4	4	1	2	3	4	4	37
10.	3	3	5	4	4	4	1	2	3	3	3	35
11.	3	3	4	4	2	3	2	2	2	2	2	29
12.	3	3	5	4	4	4	1	2	3	3	3	35
13.	3	3	4	3	3	3	3	3	3	3	3	34
14.	2	3	5	4	4	4	4	3	2	4	4	39
15.	4	4	4	3	3	3	3	3	3	4	4	38

No	Work Stress (X1)											Total X1
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	
16.	3	4	5	3	3	3	4	1	3	3	3	35
17.	4	4	4	4	4	4	3	3	3	4	4	41
18.	2	3	5	4	3	3	4	2	4	4	4	38
19.	3	3	4	3	3	3	2	2	3	4	4	34
20.	4	4	5	4	4	4	3	3	3	3	3	40
21.	3	3	5	3	4	3	2	4	4	4	4	39
22.	3	3	4	3	3	3	4	4	4	3	3	37
23.	2	2	5	4	4	3	3	3	3	4	4	37
24.	4	4	5	4	4	4	4	4	4	3	3	43
25.	4	3	4	4	4	4	3	3	3	4	4	40
26.	3	3	5	4	4	4	2	3	3	4	4	39
27.	4	4	4	3	3	3	4	4	4	4	4	41
28.	4	4	5	4	4	3	2	4	3	4	4	41
29.	3	3	5	3	3	3	3	3	3	4	4	37
30.	3	3	4	4	4	4	2	4	4	3	3	38
31.	2	3	5	4	3	3	3	4	4	3	3	37
32.	4	3	5	3	3	4	4	4	4	4	4	42
33.	4	4	5	4	4	4	4	4	4	3	3	43
34.	3	3	4	4	4	4	1	3	3	3	3	35
35.	4	4	5	3	3	3	4	4	4	4	4	42
36.	3	4	4	4	4	4	4	4	4	3	3	41
37.	4	3	4	4	4	4	3	3	3	4	4	40
38.	4	4	5	3	3	2	2	3	4	4	4	38
39.	3	4	4	2	2	3	3	3	3	3	3	33
40.	3	3	5	4	4	4	4	4	4	3	3	41
41.	4	4	4	3	3	3	4	4	4	4	4	41
42.	3	3	5	4	4	4	3	3	3	3	3	38
43.	4	3	4	4	4	4	4	4	4	3	3	41
44.	3	4	5	4	3	3	3	4	3	4	4	40
45.	4	4	5	4	3	4	3	3	4	4	4	42
46.	2	2	5	3	3	3	3	3	3	3	3	33
47.	4	4	4	4	4	4	4	4	4	3	4	43
48.	3	4	5	4	4	4	3	3	3	4	4	41
49.	4	4	5	4	4	4	3	4	4	3	4	43
50.	3	3	4	3	3	3	4	3	3	4	4	37
51.	4	3	5	2	3	3	4	3	3	4	4	38

No	Work Stress (X1)											Total X1
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	
52.	3	4	4	4	4	4	3	3	4	4	4	41
53.	3	3	4	4	4	4	4	4	4	3	3	40
54.	4	4	5	3	4	4	3	3	4	4	4	42
55.	3	3	4	3	3	3	3	3	3	4	4	36
56.	4	3	5	4	4	4	4	4	4	3	3	42
57.	4	4	5	4	3	3	4	4	3	4	4	42
58.	3	3	4	4	4	4	3	3	3	4	4	39
59.	4	3	5	3	3	3	3	3	3	4	4	38
60.	3	4	5	4	4	4	2	3	3	4	4	40
61.	4	4	4	3	3	3	1	2	3	4	4	35
62.	3	3	4	3	3	3	2	2	3	3	3	32
63.	3	3	5	4	2	2	1	3	3	4	4	34
64.	4	4	4	3	3	3	4	4	4	4	4	41
65.	3	4	5	4	4	4	2	3	3	3	3	38
66.	4	4	4	3	2	2	3	3	3	4	4	36
67.	3	3	5	4	4	4	4	4	4	4	4	43

No	Workload (X2)									Total X2
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	
1.	4	5	5	4	4	5	5	4	5	41
2.	4	5	5	4	4	5	5	4	5	41
3.	4	5	5	4	4	5	5	4	5	41
4.	4	5	5	4	4	5	5	4	5	41
5.	3	5	5	5	5	5	5	5	5	43
6.	4	5	5	4	4	5	5	4	5	41
7.	4	5	5	4	4	5	5	4	5	41
8.	4	5	5	4	4	5	5	4	5	41
9.	4	5	5	4	4	5	5	4	5	41
10.	4	5	5	4	4	5	5	4	5	41
11.	4	4	4	4	4	4	4	3	4	35
12.	4	5	5	4	4	5	5	4	5	41
13.	4	5	5	4	4	5	5	4	5	41
14.	4	4	4	4	4	4	4	4	4	36
15.	4	5	5	5	5	5	5	4	5	43
16.	3	4	4	4	4	4	4	4	4	35

No	Workload (X2)									Total X2
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	
17.	4	5	5	4	4	5	5	4	5	41
18.	4	4	4	4	4	4	4	4	4	36
19.	4	5	5	4	4	5	5	4	5	41
20.	4	4	4	5	4	4	4	4	4	37
21.	3	4	4	4	4	4	4	4	4	35
22.	3	5	5	4	4	5	5	4	5	40
23.	4	4	4	4	4	4	4	4	4	36
24.	3	5	5	4	4	5	5	4	5	40
25.	4	5	5	4	4	5	5	4	5	41
26.	4	5	5	5	5	5	5	4	5	43
27.	3	4	4	4	4	4	4	4	4	35
28.	4	5	5	4	4	5	5	4	5	41
29.	4	4	4	4	4	4	4	4	4	36
30.	3	4	4	4	4	4	4	4	4	35
31.	3	5	5	4	4	5	5	4	5	40
32.	3	5	5	4	4	5	5	4	5	40
33.	3	4	4	4	4	4	4	4	4	35
34.	5	4	4	4	4	4	4	4	4	37
35.	3	5	5	4	4	5	5	4	5	40
36.	4	5	5	4	4	5	5	4	5	41
37.	3	4	4	4	4	4	4	4	4	35
38.	4	4	4	4	4	4	4	4	4	36
39.	4	5	5	4	4	5	5	4	5	41
40.	3	4	4	4	4	4	4	4	4	35
41.	3	5	5	4	4	5	5	4	5	40
42.	4	4	4	4	4	4	4	4	4	36
43.	4	4	5	4	4	5	5	4	5	40
44.	3	5	5	4	4	5	5	4	5	40
45.	4	4	4	4	4	4	4	4	4	36
46.	3	4	4	4	4	4	4	4	4	35
47.	4	5	5	4	4	5	5	4	5	41
48.	3	4	4	4	4	4	4	4	4	35
49.	4	5	5	4	4	5	5	4	5	41
50.	3	4	4	4	4	4	4	4	4	35
51.	3	5	5	4	4	5	5	4	5	40
52.	3	4	4	4	4	4	4	4	4	35

No	Workload (X2)									Total X2
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	
53.	3	5	4	4	4	4	4	4	4	36
54.	4	5	5	4	4	5	5	4	5	41
55.	4	4	4	4	4	4	4	4	4	36
56.	3	4	4	4	4	4	4	4	4	35
57.	4	5	5	4	4	5	5	4	5	41
58.	4	4	4	3	4	4	4	4	4	35
59.	3	4	4	4	4	4	4	4	4	35
60.	4	4	5	4	5	5	5	4	5	41
61.	4	5	5	4	4	5	5	4	5	41
62.	4	4	4	4	4	4	4	3	4	35
63.	4	4	4	4	4	4	4	3	4	35
64.	3	4	4	3	4	5	4	4	4	35
65.	4	4	4	5	4	5	4	3	4	37
66.	4	5	5	4	4	5	5	4	5	41
67.	4	5	5	4	4	5	5	4	5	41

No	Work Environment (X3)										Total X3
	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	
1.	4	3	3	4	4	4	4	4	4	4	38
2.	4	3	3	4	4	4	4	4	4	4	38
3.	4	3	3	4	4	4	4	4	4	4	38
4.	4	3	3	4	4	4	4	4	4	4	38
5.	5	3	3	5	5	5	5	5	5	5	46
6.	4	3	3	4	4	4	4	4	4	4	38
7.	4	3	3	4	4	4	4	4	4	4	38
8.	4	3	3	4	4	4	4	4	4	4	38
9.	4	3	3	4	4	4	4	4	4	4	38
10.	4	3	3	4	4	4	4	4	4	4	38
11.	4	3	3	3	3	4	4	5	5	4	38
12.	4	3	3	4	4	4	4	4	4	4	38
13.	4	3	3	4	4	4	4	4	4	4	38
14.	4	3	3	4	4	4	4	4	4	4	38
15.	4	4	4	4	4	4	4	4	4	4	40
16.	4	4	4	4	4	4	4	3	3	3	37
17.	4	4	4	4	4	4	4	4	3	4	39

No	Work Environment (X3)										Total X3
	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	
18.	4	3	3	4	4	4	4	4	4	4	38
19.	4	3	3	4	4	4	4	4	4	4	38
20.	4	4	4	4	4	4	4	4	3	3	38
21.	4	3	3	4	4	4	4	4	3	4	37
22.	4	3	3	4	4	4	4	4	4	4	38
23.	4	2	2	4	4	4	4	3	4	3	34
24.	4	4	4	4	4	4	4	4	4	4	40
25.	4	3	3	4	4	4	4	4	3	4	37
26.	4	3	3	4	4	4	4	4	4	5	39
27.	4	4	4	4	4	4	4	3	4	4	39
28.	4	4	4	4	4	4	4	3	3	4	38
29.	4	3	3	4	4	4	4	4	4	4	38
30.	4	3	3	4	4	4	4	3	4	3	36
31.	4	3	3	4	4	4	4	4	3	4	37
32.	4	3	3	4	4	4	4	4	4	4	38
33.	4	4	4	4	4	4	4	5	3	4	40
34.	4	3	3	4	4	4	4	4	4	4	38
35.	4	4	4	4	4	4	4	4	3	3	38
36.	4	4	4	4	4	4	4	4	4	4	40
37.	4	3	3	4	4	4	4	5	4	3	38
38.	4	4	4	4	4	4	4	4	4	4	40
39.	4	4	4	4	4	4	4	4	4	4	40
40.	4	3	3	4	4	4	4	3	4	3	36
41.	4	4	4	4	4	4	4	4	5	4	41
42.	4	3	3	4	5	4	4	3	3	3	36
43.	4	3	3	4	5	4	4	4	3	4	38
44.	4	4	4	4	4	4	4	4	4	4	40
45.	4	4	4	4	4	4	4	3	3	3	37
46.	4	2	2	4	4	4	4	4	3	4	35
47.	4	4	4	4	4	4	4	4	4	4	40
48.	4	4	4	4	4	5	4	4	4	3	40
49.	4	4	4	4	4	4	4	4	3	4	39
50.	4	3	4	4	4	4	4	4	3	3	37
51.	4	3	4	4	4	4	5	4	5	4	41
52.	4	4	4	4	4	4	4	3	5	4	40
53.	4	3	3	4	4	4	4	4	3	3	36

No	Work Environment (X3)										Total X3
	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	
54.	4	4	4	4	4	4	4	3	5	4	40
55.	4	3	3	5	4	4	4	4	5	4	40
56.	4	3	4	4	4	5	4	4	4	4	40
57.	4	4	4	4	5	5	4	5	4	4	43
58.	4	3	4	4	4	5	4	5	5	4	42
59.	3	3	3	3	3	4	4	3	4	3	33
60.	4	4	4	4	5	4	5	4	4	4	42
61.	4	5	4	5	5	5	5	4	4	4	45
62.	4	3	4	4	4	3	4	3	5	3	37
63.	4	3	3	4	4	5	4	4	5	4	40
64.	4	4	4	4	5	3	4	4	3	3	38
65.	4	4	4	4	4	4	5	4	5	4	42
66.	4	4	4	5	5	4	4	5	5	4	44
67.	4	3	4	4	5	4	4	4	5	4	41

No	Employee Performance (Y)											Total Y
	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y9	Y10	Y11	Y12	
1.	4	3	4	4	4	4	5	5	4	4	4	45
2.	4	3	4	4	4	4	5	5	4	4	4	45
3.	4	3	4	4	4	4	5	5	4	4	4	45
4.	4	3	4	4	4	4	5	5	4	4	4	45
5.	5	4	5	4	3	3	5	5	5	5	5	49
6.	4	3	4	4	4	4	5	5	4	4	4	45
7.	4	3	4	4	4	4	5	5	4	4	4	45
8.	4	3	4	4	4	4	5	5	4	4	4	45
9.	4	3	4	4	4	4	5	5	4	4	4	45
10.	4	3	4	4	4	4	5	5	4	4	4	45
11.	4	4	4	4	4	4	4	4	5	5	5	47
12.	4	3	4	4	4	4	5	5	4	4	4	45
13.	4	3	4	4	4	4	5	5	4	4	4	45
14.	4	3	4	4	4	4	4	4	4	4	4	43
15.	4	3	4	4	4	4	5	5	4	4	4	45
16.	4	3	3	4	3	3	4	4	4	4	4	40
17.	4	3	4	4	3	4	5	5	3	4	3	42
18.	4	3	4	4	3	4	4	4	4	4	4	42

No	Employee Performance (Y)											Total Y
	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y9	Y10	Y11	Y12	
19.	4	4	4	4	4	4	5	5	4	4	4	46
20.	4	3	3	4	3	4	4	4	4	4	3	40
21.	4	3	4	4	3	3	4	4	3	4	3	39
22.	4	3	4	3	3	3	5	5	4	4	4	42
23.	4	3	3	4	3	4	4	4	4	3	4	40
24.	4	3	4	4	4	3	5	5	4	4	4	44
25.	5	3	4	4	4	4	5	5	3	4	3	44
26.	5	3	5	5	4	4	5	5	4	4	4	48
27.	4	3	4	4	4	3	4	4	4	3	4	41
28.	4	3	4	5	4	4	5	5	3	3	3	43
29.	4	3	4	4	4	4	4	4	4	4	4	43
30.	4	3	3	4	4	3	4	4	4	3	4	40
31.	4	3	4	3	4	3	5	5	4	4	3	42
32.	4	3	4	4	3	3	5	5	4	4	4	43
33.	4	3	4	5	3	3	4	4	3	3	3	39
34.	5	3	4	4	4	5	4	4	4	4	4	45
35.	4	3	3	4	3	3	5	5	4	4	3	41
36.	4	3	4	4	4	4	5	5	4	4	4	45
37.	4	3	3	3	3	4	4	4	4	4	4	40
38.	4	3	4	3	4	4	4	4	4	4	4	42
39.	4	3	4	5	4	4	5	5	4	4	4	46
40.	4	3	3	4	4	3	4	4	4	3	4	40
41.	4	3	4	4	3	3	5	5	4	4	4	43
42.	5	3	3	4	3	4	4	4	4	3	3	40
43.	4	4	4	4	3	4	4	5	4	4	3	43
44.	4	3	4	4	4	3	5	5	4	4	4	44
45.	4	3	3	4	4	4	4	4	3	4	3	40
46.	4	3	4	4	3	3	4	4	4	4	3	40
47.	5	4	4	4	4	4	5	5	4	4	4	47
48.	4	3	3	4	4	3	4	4	3	4	4	40
49.	4	4	4	4	4	4	5	5	4	4	3	45
50.	4	3	3	4	3	3	4	4	4	4	4	40
51.	4	3	4	4	3	3	5	5	4	4	4	43
52.	4	3	4	4	4	3	4	4	4	3	4	41
53.	3	4	3	3	4	3	5	4	4	4	3	40
54.	3	3	4	4	4	4	5	5	4	3	4	43
55.	5	3	4	4	4	4	4	4	4	4	4	44

No	Employee Performance (Y)											Total Y
	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y9	Y10	Y11	Y12	
56.	3	3	4	3	4	3	4	4	4	4	4	40
57.	4	5	4	4	4	4	5	5	4	4	4	47
58.	4	3	4	4	3	4	4	4	4	4	3	41
59.	4	3	3	4	3	3	4	4	3	4	3	38
60.	4	3	4	3	3	4	4	5	4	4	3	41
61.	4	5	4	3	4	4	5	5	4	4	4	46
62.	4	3	3	3	4	4	4	4	4	3	4	40
63.	4	3	4	4	4	4	4	4	4	4	4	43
64.	4	3	3	3	3	4	4	4	4	4	4	40
65.	4	3	4	5	4	4	4	4	4	4	4	44
66.	4	3	4	5	3	4	5	5	4	3	4	44
67.	4	3	4	4	4	4	5	5	4	4	4	45