



Lampiran 1

Kuesioner Penelitian

Kepada:

Yth, Karyawan Toko Bila Bakery

di Ponorogo

Dengan Hormat,

Perkenankanlah kami meminta kesediaan Saudara/i untuk berpartisipasi dalam mengisi dan menjawab seluruh pertanyaan yang ada dalam kuesioner ini. Penelitian ini digunakan untuk menyusun skripsi dengan judul **“PENGARUH *TECHNOSTRESS*, KEPEMIMPINAN SPRITUAL, DAN BUDAYA KERJA ISLAMI TERHADAP KINERJA KARYAWAN BILA BAKERY PONOROGO”**. Untuk itu, diharapkan para responden dapat memberikan jawaban yang sebenar-benarnya demi membantu penelitian ini.

Data responden dan semua informasi yang diberikan akan dijamin kerahasiaannya, oleh sebab itu dimohon untuk mengisi kuesioner dengan sebenarnya dan seobjektif mungkin.

Atas waktu dan kesediaannya saya ucapkan terima kasih, semoga penelitian ini bermanfaat bagi kita semua.

Hormat Saya,

Peneliti

(Deni Ilham Kurnia Sandi)

A. IDENTITAS RESPONDEN

Sebelum menjawab pertanyaan dalam kuesioner ini, mohon Saudara/I mengisi data terlebih dahulu. (Jawaban yang Saudara/I berikan diperlakukan secara rahasia).

Beri tanda untuk *checklist* (√) menjawab pilihan saudara

Nama.....(boleh diisi/tidak)

Jenis Kelamin : Pria Wanita

Usia : 19 - ≤ 25 tahun > 35 tahun

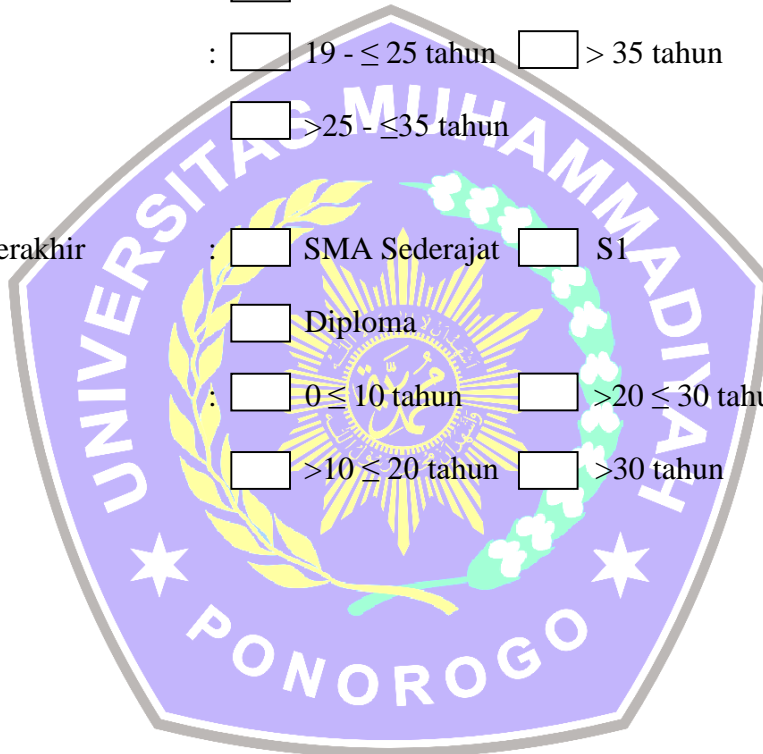
>25 - ≤35 tahun

Pendidikan Terakhir : SMA Sederajat S1

Diploma

Masa Kerja : 0 ≤ 10 tahun >20 ≤ 30 tahun

>10 ≤ 20 tahun >30 tahun



B. PETUNJUK PENGISIAN KUESIONER

1. Responden diharapkan membaca terlebih dahulu diskripsi masing-masing pertanyaan sebelum memberikan jawaban.
2. Responden dapat memberikan jawaban dengan memberikan tanda *checklist* (✓) pada salah satu pilihan jawaban yang tersedia. Hanya satu jawaban saja yang dimungkinkan untuk setiap pertanyaan.
3. Pada masing-masing pertanyaan terdapat lima alternatif jawaban yang mengacu pada teknik skala Likert, yaitu:

- Sangat Setuju (SS) = 5
- Setuju (S) = 4
- Netral (N) = 3
- Tidak Setuju (TS) = 2
- Sangat Tidak Setuju (STS) = 1



Technostress (X1)

No	Pernyataan Technostress (X3)	S	SS	N	TS	STS
1	Saya merasa stress karena setiap pekerjaan yang diberikan pada saya selalu berhubungan dengan teknologi					
2	Saya merasa stress karena bekerja dalam kecepatan tinggi dan jangka waktu yang lama					
3	Saya merasa stress karena kurang memiliki kemampuan dalam menggunakan teknologi baru					
4	Saya khawatir kehilangan pekerjaan karena tidak menguasai teknologi					
5	Saya merasa stress karena adanya perubahan tanpa henti pada perkembangan teknologi					

Kepemimpinan Spiritual (X2)

No	Pernyataan Kepemimpinan Spiritual (X2)	SS	S	N	TS	STS
1	Pemimpin memberikan motivasi kepada karyawan dengan selalu menjunjung tinggi nilai-nilai agama yang diyakini					
2	Pemimpin menggerakkan hati nurani untuk meyakini kualitas kerja setiap karyawan dalam proses pencapaian tujuan sebuah Toko					
3	Pemimpin mempunyai sikap sebuah perhatian kepada karyawan ketika ada masalah tidak mudah menghakimi tetapi mencari solusi untuk menyelesaikan masalah					
4	Saya percaya terhadap pekerjaan yang saya kerjakan adalah penting, berarti, dan bermakna bagi saya dan toko					
5	Pemimpin berdasarkan nilai spiritual mempunyai sifat menghargai kepada karyawan dengan cara ikut berpartisipasi secara langsung dalam pekerjaan di Billa Bakery					

Budaya Kerja Islami (X3)

No	Pernyataan Budaya Kerja Islami (X2)	SS	S	N	TS	STS
1	Pegawai menyepakati seluruh tujuan dan sasaran organisasi yang telah ditentukan					
2	Organisasi ini memiliki peraturan yang membimbing perilaku dan memberitahu apa yang boleh dan tidak boleh dilakukan pegawai berdasarkan nilai-nilai yang dimiliki					
3	Pegawai harus mematuhi nilai-nilai yang sudah ditetapkan di suatu instansi					
4	Didalam organisasi ini pekerja diselesaikan dengan kerjasama tim sesuai aturan dan nilai-nilai dalam penugasan dari atasan					

Kinerja Karyawan (Y)

No	Pernyataan Kinerja Karyawan (Y)	S	SS	N	TS	STS
1	Saya mampu bekerja dengan hasil yang sesuai kualitas yang ditentukan oleh instansi					
2	Saya mampu menyelesaikan pekerjaan dengan jumlah yang berlebih yang telah ditentukan oleh perusahaan					
3	Saya bekerja dengan efisiensi dalam menyelesaikan pekerjaan					
4	Saya bekerja dengan kreatif dalam menyelesaikan pekerjaan					
5	Saya bekerja dengan inisiatif dalam menyelesaikan pekerjaan					

LAMPIRAN 2

Statistics

		X1.1	X1.2	X1.3	X1.4	X1.5	TECHNOSTR ESS
N	Valid	50	50	50	50	50	50
	Missing	0	0	0	0	0	0

Frequency Table

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	4.0	4.0	4.0
	N	2	4.0	4.0	8.0
	S	29	58.0	58.0	66.0
	SS	17	34.0	34.0	100.0
	Total	50	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	4.0	4.0	4.0
	N	8	16.0	16.0	20.0
	S	23	46.0	46.0	66.0
	SS	17	34.0	34.0	100.0
	Total	50	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	2.0	2.0	2.0
	TS	1	2.0	2.0	4.0
	N	5	10.0	10.0	14.0
	S	29	58.0	58.0	72.0

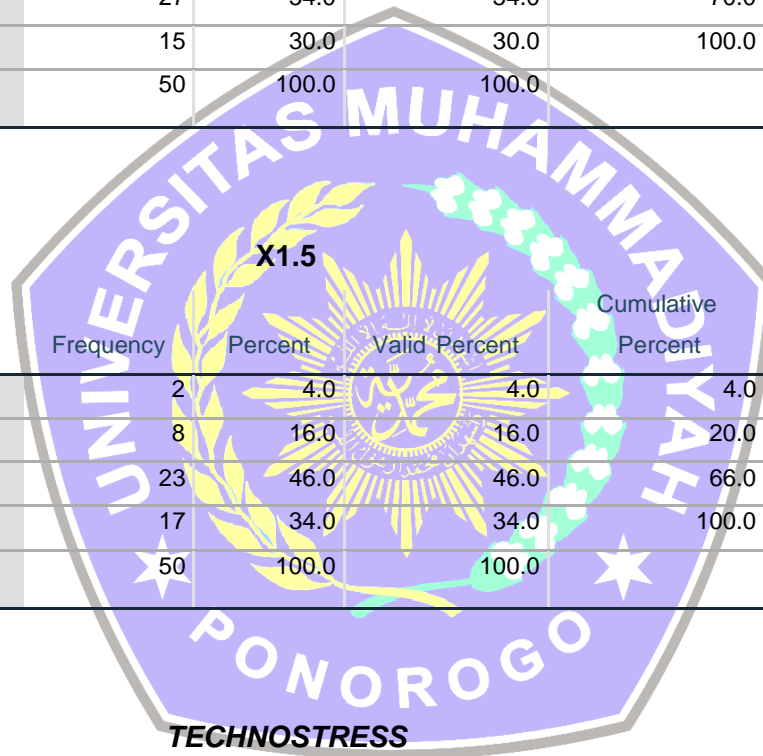
SS	14	28.0	28.0	100.0
Total	50	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	2.0	2.0	2.0
	TS	3	6.0	6.0	8.0
	N	4	8.0	8.0	16.0
	S	27	54.0	54.0	70.0
	SS	15	30.0	30.0	100.0
	Total	50	100.0	100.0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	4.0	4.0	4.0
	N	8	16.0	16.0	20.0
	S	23	46.0	46.0	66.0
	SS	17	34.0	34.0	100.0
	Total	50	100.0	100.0	



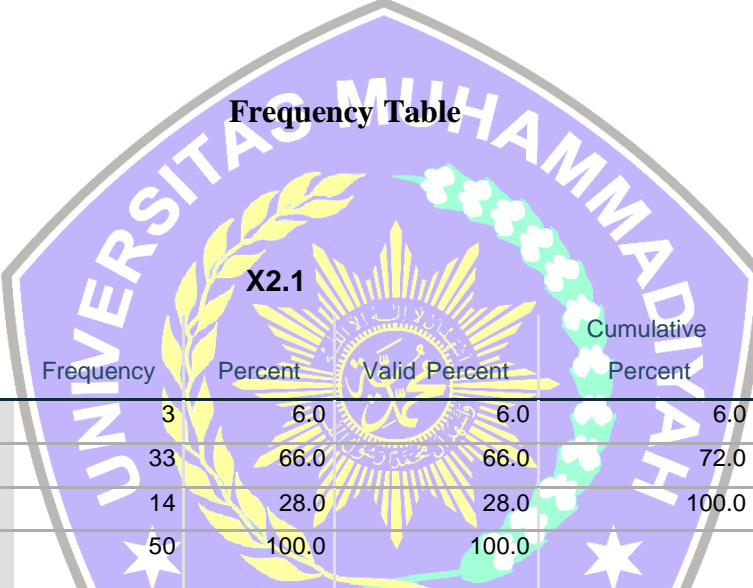
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	10	1	2.0	2.0	2.0
	11	1	2.0	2.0	4.0
	15	1	2.0	2.0	6.0
	16	3	6.0	6.0	12.0
	17	2	4.0	4.0	16.0
	18	4	8.0	8.0	24.0
	19	1	2.0	2.0	26.0
	20	9	18.0	18.0	44.0
	21	8	16.0	16.0	60.0

22	6	12.0	12.0	72.0
23	3	6.0	6.0	78.0
24	6	12.0	12.0	90.0
25	5	10.0	10.0	100.0
Total	50	100.0	100.0	

Statistics

		X2.1	X2.2	X2.3	X2.4	X2.5	KEP SPIRITUAL
N	Valid	50	50	50	50	50	50
	Missing	0	0	0	0	0	0

Frequency Table



		X2.1		X2.2	
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	3	6.0	6.0	6.0
	S	33	66.0	66.0	72.0
	SS	14	28.0	28.0	100.0
	Total	50	100.0	100.0	

		X2.2		X2.3	
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.0	2.0	2.0
	N	2	4.0	4.0	6.0
	S	32	64.0	64.0	70.0
	SS	15	30.0	30.0	100.0
	Total	50	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.0	2.0	2.0
	N	5	10.0	10.0	12.0
	S	29	58.0	58.0	70.0
	SS	15	30.0	30.0	100.0
	Total	50	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.0	2.0	2.0
	S	33	66.0	66.0	68.0
	SS	16	32.0	32.0	100.0
	Total	50	100.0	100.0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	4.0	4.0	4.0
	S	31	62.0	62.0	66.0
	SS	17	34.0	34.0	100.0
	Total	50	100.0	100.0	

KEP SPIRITUAL

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	17	4	8.0	8.0	8.0
	19	3	6.0	6.0	14.0
	20	16	32.0	32.0	46.0
	21	1	2.0	2.0	48.0
	22	11	22.0	22.0	70.0
	23	11	22.0	22.0	92.0
	24	4	8.0	8.0	100.0

Total	50	100.0	100.0
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Statistics

		X3.1	X3.2	X3.3	X3.4	BUD KERJA ISLAMI
N	Valid	50	50	50	50	50
	Missing	0	0	0	0	0

Frequency Table

X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	2.0	2.0	2.0
	TS	1	2.0	2.0	4.0
	N	2	4.0	4.0	8.0
	S	24	48.0	48.0	56.0
	SS	22	44.0	44.0	100.0
	Total	50	100.0	100.0	

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.0	2.0	2.0
	N	3	6.0	6.0	8.0
	S	21	42.0	42.0	50.0
	SS	25	50.0	50.0	100.0
	Total	50	100.0	100.0	

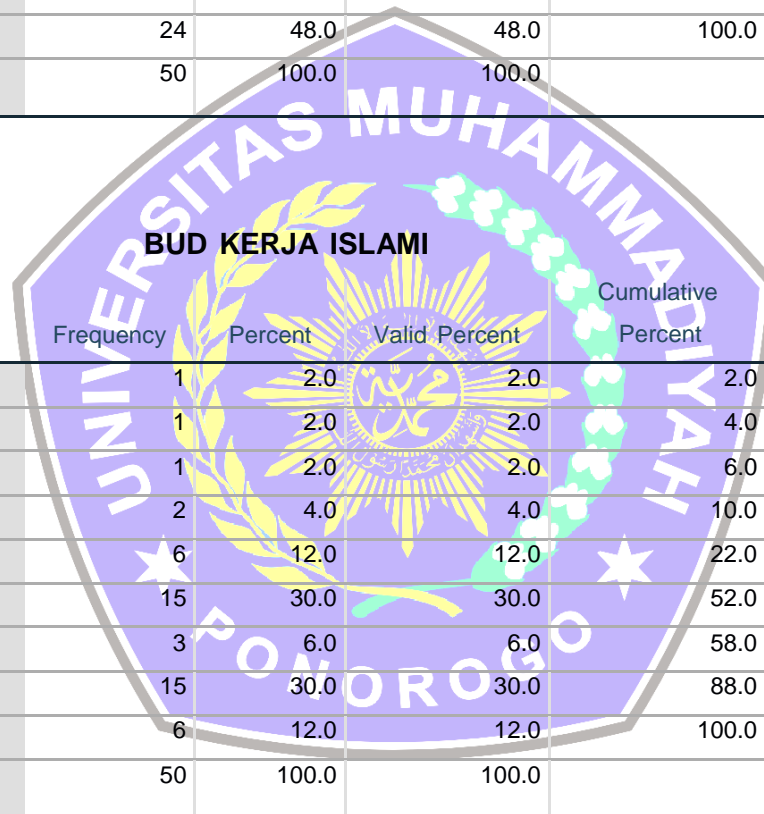
X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.0	2.0	2.0

N	3	6.0	6.0	8.0
S	21	42.0	42.0	50.0
SS	25	50.0	50.0	100.0
Total	50	100.0	100.0	

X3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.0	2.0	2.0
	N	2	4.0	4.0	6.0
	S	23	46.0	46.0	52.0
	SS	24	48.0	48.0	100.0
	Total	50	100.0	100.0	



BUD KERJA ISLAMI

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	9	1	2.0	2.0	2.0
	12	1	2.0	2.0	4.0
	14	1	2.0	2.0	6.0
	15	2	4.0	4.0	10.0
	16	6	12.0	12.0	22.0
	17	15	30.0	30.0	52.0
	18	3	6.0	6.0	58.0
	19	15	30.0	30.0	88.0
	20	6	12.0	12.0	100.0
	Total	50	100.0	100.0	

Statistics

		Y1	Y2	Y3	Y4	Y5	KINERJA
N	Valid	50	50	50	50	50	50
	Missing	0	0	0	0	0	0

Frequency Table

Y1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.0	2.0	2.0
	N	1	2.0	2.0	4.0
	S	24	48.0	48.0	52.0
	SS	24	48.0	48.0	100.0
	Total	50	100.0	100.0	

Y2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	2.0	2.0	2.0
	TS	1	2.0	2.0	4.0
	N	2	4.0	4.0	8.0
	S	24	48.0	48.0	56.0
	SS	22	44.0	44.0	100.0
	Total	50	100.0	100.0	

Y3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.0	2.0	2.0
	N	3	6.0	6.0	8.0
	S	21	42.0	42.0	50.0
	SS	25	50.0	50.0	100.0
	Total	50	100.0	100.0	

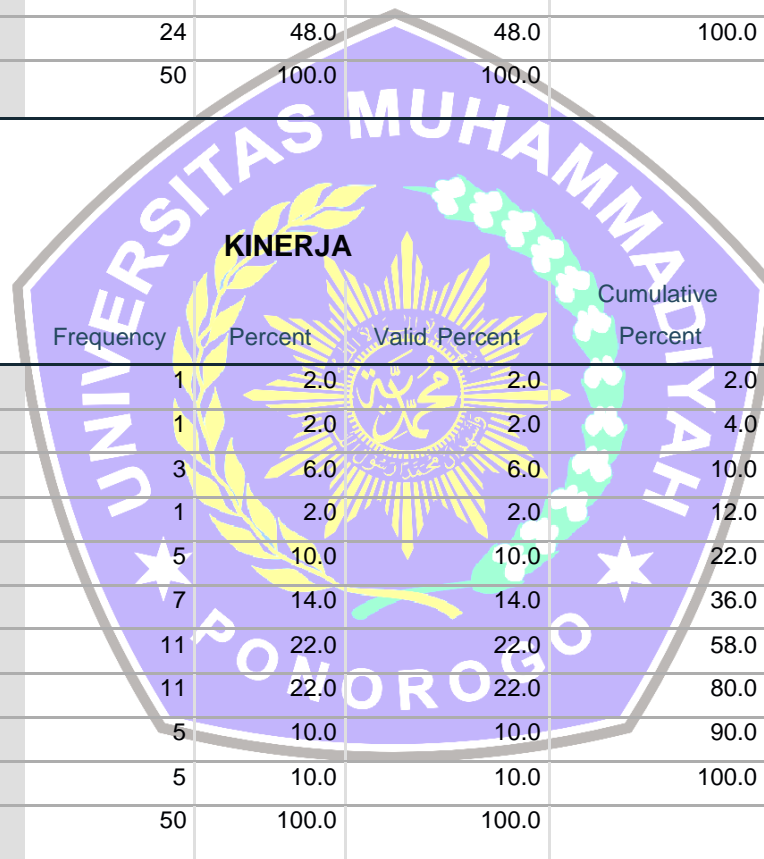
Y4

		Frequency	Percent	Valid Percent	Cumulative Percent

Valid	N	6	12.0	12.0	12.0
	S	22	44.0	44.0	56.0
	SS	22	44.0	44.0	100.0
	Total	50	100.0	100.0	

Y5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.0	2.0	2.0
	N	5	10.0	10.0	12.0
	S	20	40.0	40.0	52.0
	SS	24	48.0	48.0	100.0
	Total	50	100.0	100.0	



KINERJA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	12	1	2.0	2.0	2.0
	17	1	2.0	2.0	4.0
	18	3	6.0	6.0	10.0
	19	1	2.0	2.0	12.0
	20	5	10.0	10.0	22.0
	21	7	14.0	14.0	36.0
	22	11	22.0	22.0	58.0
	23	11	22.0	22.0	80.0
	24	5	10.0	10.0	90.0
	25	5	10.0	10.0	100.0
	Total	50	100.0	100.0	

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	TECHNOSTR ESS
X1.1	Pearson Correlation	1	.598**	.291*	.465**	.598**	.694**
	Sig. (2-tailed)		.000	.040	.001	.000	.000
	N	50	50	50	50	50	50

X1.2	Pearson Correlation	.598**	1	.580**	.716**	1.000**	.941**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	50	50	50	50	50	50
X1.3	Pearson Correlation	.291*	.580**	1	.530**	.580**	.723**
	Sig. (2-tailed)	.040	.000		.000	.000	.000
	N	50	50	50	50	50	50
X1.4	Pearson Correlation	.465**	.716**	.530**	1	.716**	.840**
	Sig. (2-tailed)	.001	.000	.000		.000	.000
	N	50	50	50	50	50	50
X1.5	Pearson Correlation	.598**	1.000**	.580**	.716**	1	.941**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	50	50	50	50	50	50
TECHNOSTRESS	Pearson Correlation	.694**	.941**	.723**	.840**	.941**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	50	50	50	50	50	50

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

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

CORRELATIONS

```

/VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

```

Correlations

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	KEP SPIRITUAL
X2.1	Pearson Correlation	1	-.026	.618**	.648**	.177	.747**
	Sig. (2-tailed)		.860	.000	.000	.219	.000
	N	50	50	50	50	50	50
X2.2	Pearson Correlation	-.026	1	.304*	-.178	.506**	.541**
	Sig. (2-tailed)	.860		.032	.216	.000	.000
	N	50	50	50	50	50	50
X2.3	Pearson Correlation	.618**	.304*	1	.354*	-.004	.729**
	Sig. (2-tailed)						
	N	50	50	50	50	50	50

	Sig. (2-tailed)	.000	.032		.012	.980	.000
	N	50	50	50	50	50	50
X2.4	Pearson Correlation	.648**	-.178	.354*	1	.019	.555**
	Sig. (2-tailed)	.000	.216	.012		.894	.000
	N	50	50	50	50	50	50
X2.5	Pearson Correlation	.177	.506**	-.004	.019	1	.561**
	Sig. (2-tailed)	.219	.000	.980	.894		.000
	N	50	50	50	50	50	50
KEP SPIRITUAL	Pearson Correlation	.747**	.541**	.729**	.555**	.561**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000
	N	50	50	50	50	50	50

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

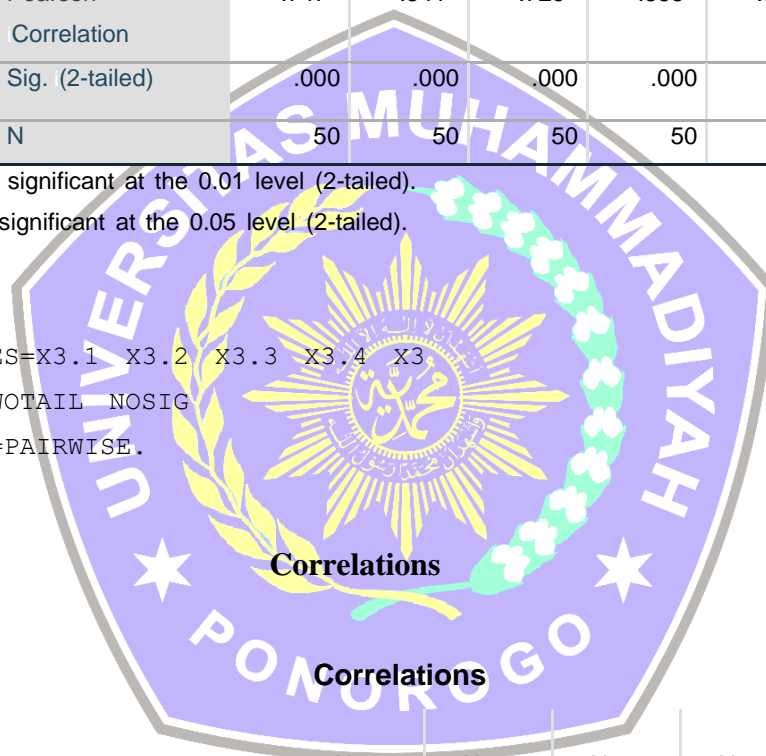
* . Correlation is significant at the 0.05 level (2-tailed).

CORRELATIONS

/VARIABLES=X3.1 X3.2 X3.3 X3.4 X3

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.



		X3.1	X3.2	X3.3	X3.4	BUD KERJA ISLAMI
X3.1	Pearson Correlation	1	.358	.358	.337	.733
	Sig. (2-tailed)		.011	.011	.017	.000
	N	50	50	50	50	50
X3.2	Pearson Correlation	.358	1	1.000**	.087	.832**
	Sig. (2-tailed)	.011		.000	.548	.000
	N	50	50	50	50	50
X3.3	Pearson Correlation	.358	1.000**	1	.087	.832**
	Sig. (2-tailed)	.011	.000		.548	.000
	N	50	50	50	50	50
X3.4	Pearson Correlation	.337	.087	.087	1	.507**

	Sig. (2-tailed)	.017	.548	.548		.000
	N	50	50	50	50	50
BUD KERJA ISLAMI	Pearson Correlation	.733**	.832**	.832**	.507**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	50	50	50	50	50

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

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

CORRELATIONS

/VARIABLES=Y1 Y2 Y3 Y4 Y5 Y

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

Correlations

		Y1	Y2	Y3	Y4	Y5	KINERJA
Y1	Pearson Correlation	1	.340	.073	.339	.165	.551**
	Sig. (2-tailed)		.016	.616	.016	.253	.000
	N	50	50	50	50	50	50
Y2	Pearson Correlation	.340	1	.358	.044	.467**	.692**
	Sig. (2-tailed)	.016		.011	.762	.001	.000
	N	50	50	50	50	50	50
Y3	Pearson Correlation	.073	.358	1	.367**	.634**	.733**
	Sig. (2-tailed)	.616	.011		.009	.000	.000
	N	50	50	50	50	50	50
Y4	Pearson Correlation	.339	.044	.367**	1	.263	.579**
	Sig. (2-tailed)	.016	.762	.009		.065	.000
	N	50	50	50	50	50	50
Y5	Pearson Correlation	.165	.467**	.634**	.263	1	.772**
	Sig. (2-tailed)	.253	.001	.000	.065		.000
	N	50	50	50	50	50	50
KINERJA	Pearson Correlation	.551**	.692**	.733**	.579**	.772**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	50	50	50	50	50	50

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

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	.0
	Total	50	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.887	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	16.32	8.508	.558	.896
X1.2	16.44	6.823	.900	.820
X1.3	16.46	8.049	.574	.896
X1.4	16.50	7.031	.725	.864
X1.5	16.44	6.823	.900	.820

RELIABILITY

```

/VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/SUMMARY=TOTAL.

```

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	.0
	Total	50	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.607	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	16.92	2.442	.572	.453
X2.2	16.92	2.810	.255	.607
X2.3	16.98	2.265	.481	.482
X2.4	16.86	2.817	.296	.585
X2.5	16.88	2.720	.253	.613

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	.0
	Total	50	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.702	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3.1	13.20	2.571	.453	.667
X3.2	13.10	2.459	.669	.523
X3.3	13.10	2.459	.669	.523
X3.4	13.10	3.439	.214	.783

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	.0
	Total	50	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.689	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1	17.36	4.480	.322	.686
Y2	17.48	3.724	.439	.644

Y3	17.38	3.791	.545	.596
Y4	17.46	4.335	.339	.681
Y5	17.44	3.558	.588	.572

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	BUD KERJA ISLAM, KEP SPIRITUAL, <i>TECHNOSTRESS</i> ^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	.934 ^a	.873	.865	.883

a. Predictors: (Constant), BUD KERJA ISLAM, KEP SPIRITUAL, *TECHNOSTRESS*

b. Dependent Variable: KINERJA

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	246.675	3	82.225	105.344	.000 ^b
	Residual	35.905	46	.781		
	Total	282.580	49			

a. Dependent Variable: KINERJA

b. Predictors: (Constant), BUD KERJA ISLAM, KEP SPIRITUAL, *TECHNOSTRESS*

Coefficients^a

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients		
1	(Constant)	5.021	1.810		2.774	.008
	<i>TECHNOSTRESS</i>	-.006	.042	-.008	-.132	.896
	KEP SPIRITUAL	-.082	.066	-.066	-1.242	.221
	BUD KERJA ISLAMI	1.063	.067	.931	15.795	.000

a. Dependent Variable: KINERJA

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	12.89	24.78	21.78	2.244	50
Residual	-3.198	.972	.000	.856	50
Std. Predicted Value	-3.961	1.338	.000	1.000	50
Std. Residual	-3.619	1.101	.000	.969	50

a. Dependent Variable: KINERJA

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
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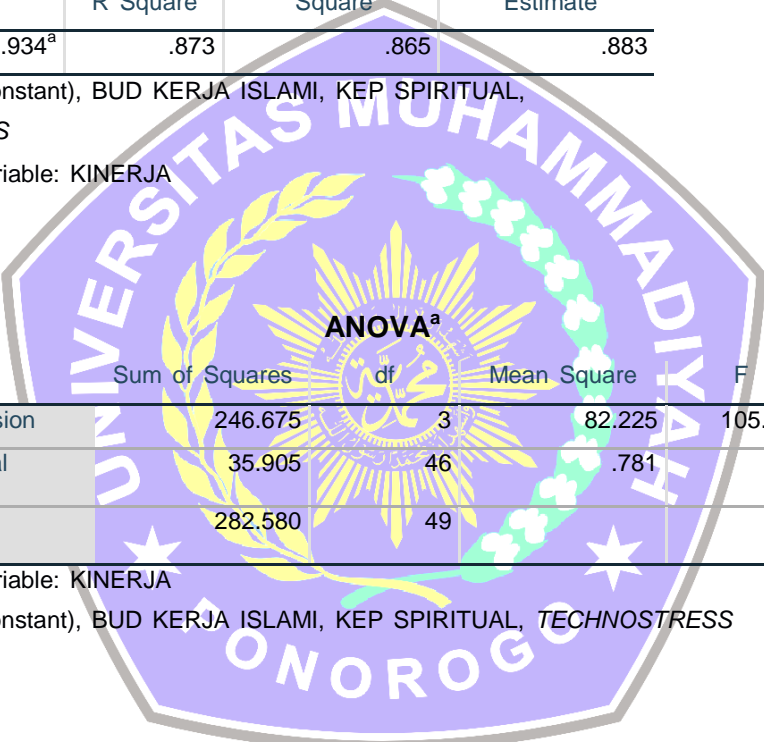
1	BUD KERJA ISLAMI, KEP SPIRITUAL, TECHNOSTRES S ^b	. Enter
---	---	---------

- 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	.934 ^a	.873	.865	.883

- a. Predictors: (Constant), BUD KERJA ISLAMI, KEP SPIRITUAL, TECHNOSTRESS
b. Dependent Variable: KINERJA



ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	246.675	3	82.225	105.344	.000 ^b
	Residual	35.905	46	.781		
	Total	282.580	49			

- a. Dependent Variable: KINERJA
b. Predictors: (Constant), BUD KERJA ISLAMI, KEP SPIRITUAL, TECHNOSTRESS

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	5.021	1.810		2.774	.008		

<i>TECHNOSTRESS</i>	-0.06	.042	-0.008	-.132	.896	.794	1.260
KEP SPIRITUAL	-.082	.066	-.066	-1.242	.221	.980	1.021
BUD KERJA ISLAMI	1.063	.067	.931	15.795	.000	.795	1.257

a. Dependent Variable: KINERJA

Coefficient Correlations^a

Model		BUD KERJA ISLAMI		
		ISLAMI	KEP SPIRITUAL	<i>TECHNOSTRESS</i>
1	Correlations	BUD KERJA ISLAMI	1.000	-.448
		KEP SPIRITUAL	.117	1.000
		<i>TECHNOSTRESS</i>	-.448	-.126
1	Covariances	BUD KERJA ISLAMI	.005	-.001
		KEP SPIRITUAL	.001	.004
		<i>TECHNOSTRESS</i>	-.001	.000

a. Dependent Variable: KINERJA

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	<i>TECHNOSTRESS</i>	KEP SPIRITUAL	BUD KERJA ISLAMI
1	1	3.969	1.000	.00	.00	.00	.00
	2	.018	14.821	.03	.65	.13	.01
	3	.010	19.684	.00	.35	.13	.71
	4	.003	35.763	.97	.00	.74	.28

a. Dependent Variable: KINERJA

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	12.89	24.78	21.78	2.244	50
Residual	-3.198	.972	.000	.856	50
Std. Predicted Value	-3.961	1.338	.000	1.000	50
Std. Residual	-3.619	1.101	.000	.969	50

a. Dependent Variable: KINERJA

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	BUD KERJA ISLAM, KEP SPIRITUAL, <i>TECHNOSTRESS</i> ^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	.934 ^a	.873	.865	.883	1.970

a. Predictors: (Constant), BUD KERJA ISLAM, KEP SPIRITUAL, *TECHNOSTRESS*

b. Dependent Variable: KINERJA

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	246.675	3	82.225	105.344	.000 ^b
	Residual	35.905	46	.781		
	Total	282.580	49			

a. Dependent Variable: KINERJA

b. Predictors: (Constant), BUD KERJA ISLAM, KEP SPIRITUAL, *TECHNOSTRESS*

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.021	1.810		2.774	.008
	<i>TECHNOSTRESS</i>	-.006	.042	-.008	-.132	.896

KEP SPIRITUAL	-.082	.066	-.066	-1.242	.221
BUD KERJA ISLAMI	1.063	.067	.931	15.795	.000

a. Dependent Variable: KINERJA

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	12.89	24.78	21.78	2.244	50
Residual	-3.198	.972	.000	.856	50
Std. Predicted Value	-3.961	1.338	.000	1.000	50
Std. Residual	-3.619	1.101	.000	.969	50

a. Dependent Variable: KINERJA



SURAT IZIN PENELITIAN



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Akreditasi Institusi B oleh BAN-PT
(SK Nomor 77/SK/BAN-PT/Ak-PPJ/PT/IV/2020)

Nomor : 956/IV.4/PN/2022
Hal : Ijin Penelitian

Ponorogo, 15 September 2022

Kepada :

Yth. Kepala Bila Bakery
Jl. Gajah Mada No.22 Surodikraman Kab. Ponorogo

Assalaamualaikum wr. wb.

Yang bertanda tangan di bawah ini :

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NIK : 19701016 199904 12
Jabatan : Wakil Dekan Fakultas Ekonomi
Universitas Muhammadiyah Ponorogo

Menerangkan bahwa mahasiswa :

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Semester : XI
Jurusan : Manajemen
No HP : 083845477351
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Lama Penelitian : 3 bulan
Bidang : MSDM
Judul Skripsi : Pengaruh Technostress Kepemimpinan Spiritual Dan Budaya Kerja
Islami Terhadap Kinerja Karyawan Bila Bakery Ponorogo

Adalah benar-benar mahasiswa Fakultas Ekonomi Universitas Muhammadiyah Ponorogo. Dalam hal ini mohon diberi kesempatan untuk mengadakan penelitian pada Instansi/Perusahaan yang Bapak/Ibu Pimpin guna melaksanakan tugas skripsi.

Demikian atas perhatian dan kerjasamanya, kami sampaikan terima kasih.

Wassalaamualaikum wr. wb.

Wakil Dekan,

Dr. SLAMET SANTOSO., M.Si
NIK 19701016 199904 12

BERITA ACARA



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Akreditasi Institusi B oleh BAN-PT
(SK Nomor : 77/SK/BAN-PT/Ak-PPJ/PT/IV/2020)

BERITA ACARA BIMBINGAN SKRIPSI

1. Nama Mahasiswa : DENI ILHAM KURNIA SANDI
2. NIM : 17414474
3. Jurusan : Manajemen
4. Bidang : Msdm
5. Alamat : Rt 03 rw02 ds. Mrayan kec. Ngrayun kab. Ponorogo
6. Judul Skripsi : Pengaruh Technostress, Kepemimpinan Spiritual, dan Budaya Kerja Islami terhadap Kinerja Karyawan Bila Bakery Ponorogo
7. Masa Pembimbingan : September 2022 s/d Agustus 2023
8. Tanggal Mengajukan Skripsi : 14 september 2022
9. Konsultasi : Proposal

Tanggal Disetujui	BAB	Paraf Pembimbing
4 Jan 2022	acc judul	
	Bimbingan Proposal	
	Bimbingan Proposal (1 B)	
	Bimbingan Hipotesis	
	Bimbingan Kerangka	
	ACC Proposal	
10 April 2022	Proposal ACC	
18 Mei 2022	Finaliser	
	Bimbingan Bab 1-2-3	
	Bimbingan Kaitroner	
	ACC Bab 2-3	

Tanggal Disetujui	BAB	Paraf Pembimbing
Bab 1, 2, 3	Bab 44 - 45	
28-11-2022	Indikator : penyelesaian tugas?	
	Kuisiorer : Pridaya Garga	
29-11-2022	ACE Bab 1, 2, 3	
	Bimbingan Analisis Data	
	Bimbingan Penulisan	
	Bimbingan Bab 5	
	ACC Bab 46	
25-Jan-2023	Bab 4, 5	
	- Kuisi tabel Perilaku Andalulu	
	- Tabel jumlah responden	
	- Referensi spiritual cdk	
	ACC Bab 4, 5	
	Cek plagiasi	
31 Jan 2023	Daftar ujian	

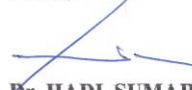
10. Tanggal Selesai Penulisan Skripsi : _____
11. Keterangan Bimbingan Telah Selesai : _____
12. Telah Di Evaluasi/Di Uji Dengan Nilai : _____ (angka)
 _____ (huruf)

Pembimbing,



NANING KRISTİYANA, S.E., M.M.
 NIDN. 1975092120150312

Ponorogo, 15 September 2022
 Dekan,



Dr. HADI SUMARSONO, M.Si
 NIP. 19760508 200501 1 002