**Lampiran 1:**

**KUESIONER**

Lampiran 1

**I. IDENTITAS PEMBERI KUESIONER**

Nama : Rizka Hidayani Zebua

NPM : 163114069

Jenis Kelamin : Perempuan

Jurusan : Manajemen

Fakultas : Ekonomi

Perguruan Tinggi : Universitas Muslim Nusantara Al Washliya Medan

Judul Penelitian :“Analisis Usaha Pimpinan Memperbaiki Kondisi Lingkungan Kerja Terhadap Peningkatan Semangat Kerja Karyawan Pada PT. Sonia Mandiri Tekstil Medan.

**Medan, Juli 2020**

**Peneliti**

**Rizka Hidayani Zebua**

**163114069**

**II. IDENTITAS RESPONDEN**

Nama : Eka Fitriyani

Umur : 24 tahun

Jabatan : Staf Marketing

Jenis Kelamin : ~~Laki-Laki~~ / Perempuan

Pendidikan : SMA

**III. PETUNJUK PENGISIAN**

Pada setiap nomor pernyataan berilah tanda benar pada kolom yang tersedia sesuai dengan penilaian anda.

Keterangan jawaban:

**SS : Sangat Setuju S : Setuju**

**R : Ragu TS : Tidak Setuju**

**STS : Sangat Tidak Setuju**

1. **Lingkungan Kerja (X)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
| **1** | **2** | **3** | | | | |
| **Penerangan** | | **5** | **4** | **3** | **2** | **1** |
| 1. | Lingkungan Kerja Memiliki Penerangan Yang Baik |  |  | √ |  |  |
| **Temperatur** | |  |  |  |  |  |
| 2. | Ruangan Tempat Para Karyawan Bekerja Memiliki Temperatur Yang Baik |  | √ |  |  |  |
| **Kelembapan** | |  |  |  |  |  |
| 3. | Kelembapan Ruangan Sesuai Dengan Kein√ginan Para Karyawan |  | √ |  |  |  |
| **Sirkulasi** | |  |  |  |  |  |
| 4. | Sirkulasi Udara ruangan kerja Sangat Baik |  |  | √ |  |  |
| **Getaran** | |  |  |  |  |  |
| 5. | Pada Saat Melakukan Pekerjaannya Para Karyawan Tidak Terganggu Dengan Getaran | √ |  |  |  |  |
| **Bau** | |  |  |  |  |  |
| 6. | PT. Sonia Mandiri Tekstil Medan selalu memberikan pengharum ruangan di seluruh ruangan kerja | √ |  |  |  |  |
| **Tata Warna** | |  |  |  |  |  |
| 7. | Warna Cat Yang Digunakan PT. Sonia Mandiri Tekstil Medan Tidak Monoton. |  |  | √ |  |  |
| **Dekorasi** | |  |  |  |  |  |
| 8. | Bangunan PT. Sonia Mandiri Tekstil Medan Memiliki Dekorasi Yang Bagus | √ |  |  |  |  |
| **Musik** | |  |  |  |  |  |
| 9. | PT. Sonia Mandiri Tekstil Medan Selalu Memutar Musik Pada Saat Pegawai Merasa Bosan. | √ |  |  |  |  |
| **Keamanan** | |  |  |  |  |  |
| 10. | PT. Sonia Mandiri Tekstil Medan Memiliki Tingkat Keamanan Yang Baik |  |  | √ |  |  |

1. **Semangat Kerja (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
| **1** | **2** | **3** | | | | |
| **Absensi** | | **5** | **4** | **3** | **2** | **1** |
| 1. | Karyawan Selalu Melakukan Absensi Sebelum Melakukan Pekerjaan. |  |  | √ |  |  |
| 2. | Tidak Banyak Karyawan Yang Absen Dari Pekerjaanya Karena Alasan Yang Tidak Jelas |  | √ |  |  |  |
| 3. | Sebelum Pulang Karyawan Diharuskan Melakukan Absensi Terlebih Dahulu |  | √ |  |  |  |
| **Kerjasama** | |  |  |  |  |  |
| 4. | Para Karyawan Lain Saling Membantu Apabila Ada Pekerjaaa Yang Sulit |  |  | √ |  |  |
| 5. | Para Karyawan Bekerja Sama Dalam Melakukan Pekerjaanya | √ |  |  |  |  |
| 6. | Team Work Para Karyawan Dalam Melakukan Pekerjaan Sangat Bagus | √ |  |  |  |  |
| **Kepuasan** | |  |  |  |  |  |
| 7. | Para Karyawan Puas Dengan Hasil Kerja Yang Dilakukan |  |  | √ |  |  |
| 8. | Para Karyawan Tidak Pernah Mengeluh Pada Saat Melakukan Pekerjaanya | √ |  |  |  |  |
| **Disiplin** | |  |  |  |  |  |
| 9. | Para Karyawan Selalu Tepat Waktu Dalam Melakukan Pekerjaanya | √ |  |  |  |  |
| 10. | Karyawan Tidak Pernah Bersantai Pada Saat Jam Kerja |  |  | √ |  |  |

**Lampiran 2:**

**Tabulasi Data Variabel Lingkungan Kerja (X)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No Responden** | **Nomor Item Pernyataan** | | | | | | | | | | **Jumlah** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 5 | 4 | 4 | 3 | 4 | 3 | 5 | 3 | 4 | 5 | 40 |
| 2 | 4 | 2 | 5 | 2 | 5 | 5 | 5 | 3 | 5 | 5 | 41 |
| 3 | 3 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 40 |
| 4 | 5 | 4 | 5 | 3 | 4 | 3 | 4 | 3 | 4 | 5 | 40 |
| 5 | 4 | 5 | 5 | 2 | 5 | 5 | 5 | 3 | 5 | 5 | 44 |
| 6 | 3 | 4 | 5 | 3 | 3 | 4 | 5 | 3 | 5 | 5 | 40 |
| 7 | 3 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 2 | 5 | 40 |
| 8 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 47 |
| 9 | 3 | 4 | 4 | 3 | 5 | 5 | 3 | 5 | 5 | 3 | 40 |
| 10 | 4 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 5 | 45 |
| 11 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 12 | 4 | 5 | 5 | 2 | 5 | 5 | 5 | 3 | 5 | 5 | 44 |
| 13 | 5 | 5 | 5 | 2 | 5 | 1 | 5 | 4 | 3 | 5 | 40 |
| 14 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 47 |
| 15 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 16 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 17 | 5 | 2 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 40 |
| 18 | 4 | 5 | 5 | 2 | 5 | 4 | 5 | 5 | 5 | 5 | 45 |
| 19 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 20 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 3 | 3 | 40 |
| 21 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 45 |
| 22 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 40 |
| 23 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 45 |
| 24 | 3 | 4 | 2 | 4 | 3 | 2 | 4 | 4 | 4 | 3 | 33 |
| 25 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 45 |
| 26 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 47 |
| 27 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 45 |
| 28 | 5 | 5 | 4 | 4 | 5 | 2 | 5 | 4 | 5 | 5 | 44 |
| 29 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 45 |
| 30 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 40 |
| 31 | 3 | 4 | 4 | 4 | 2 | 4 | 3 | 4 | 2 | 3 | 33 |
| 32 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 4 | 5 | 5 | 43 |
| 33 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 43 |
| 34 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 5 | 5 | 41 |
| 35 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 45 |
| 36 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 43 |
| 37 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 33 |
| 38 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 4 | 5 | 5 | 43 |
| 39 | 3 | 4 | 2 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 33 |
| 40 | 5 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 41 |
| 41 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 42 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| 44 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 45 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 46 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| 47 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 44 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| 49 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 50 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
|  | ∑X | | | | | | | | | | 2112 |

**Tabulasi Data Variabel Semangat Kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No Responden** | **Nomor Item Pernyataan** | | | | | | | | | | **Jumlah** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 4 | 5 | 2 | 5 | 5 | 3 | 5 | 5 | 5 | 2 | 41 |
| 2 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 4 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 47 |
| 5 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 2 | 44 |
| 6 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 47 |
| 7 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 8 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 47 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 2 | 46 |
| 10 | 4 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 47 |
| 11 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 47 |
| 12 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 13 | 5 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 47 |
| 14 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 15 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 16 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 17 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 46 |
| 18 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 47 |
| 19 | 5 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 47 |
| 20 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 21 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 46 |
| 22 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 46 |
| 23 | 2 | 4 | 4 | 5 | 4 | 2 | 5 | 5 | 5 | 4 | 40 |
| 24 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 46 |
| 25 | 5 | 4 | 5 | 5 | 4 | 4 | 2 | 5 | 5 | 4 | 43 |
| 26 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 43 |
| 27 | 5 | 4 | 4 | 4 | 4 | 2 | 5 | 5 | 4 | 4 | 41 |
| 28 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 43 |
| 29 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 43 |
| 30 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 43 |
| 31 | 4 | 4 | 4 | 4 | 4 | 2 | 5 | 4 | 4 | 4 | 39 |
| 32 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 33 | 4 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 39 |
| 34 | 5 | 4 | 4 | 4 | 4 | 2 | 5 | 4 | 4 | 4 | 40 |
| 35 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 36 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 37 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 38 | 4 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 39 |
| 39 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 40 | 4 | 2 | 4 | 4 | 4 | 2 | 5 | 4 | 4 | 4 | 37 |
| 41 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 42 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 1 | 38 |
| 44 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 39 |
| 45 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 46 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 1 | 38 |
| 47 | 5 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 39 |
| 48 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 35 |
| 49 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 41 |
| 50 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 41 |
|  | ∑Y | | | | | | | | | | 3156 |

**Lampiran 3:**

**Hasil Output SPSS**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Model Summary** | | | | | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | | | | |
| R Square Change | F Change | df1 | df2 | Sig. F Change |
| 1 | .928a | .860 | .858 | 1.419 | .860 | 295.980 | 1 | 48 | .000 |
| a. Predictors: (Constant), lingkungan kerja | | | | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 596.193 | 1 | 596.193 | 295.980 | .000b |
| Residual | 96.687 | 48 | 2.014 |  |  |
| Total | 692.880 | 49 |  |  |  |
| a. Dependent Variable: semangat kerja | | | | | | |
| b. Predictors: (Constant), lingkungan kerja | | | | | | |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Correlations | | | Collinearity Statistics | |
| B | Std. Error | Beta | Zero-order | Partial | Part | Tolerance | VIF |
| 1 | (Constant) | 6.430 | 2.154 |  | 2.986 | .004 |  |  |  |  |  |
| lingkungan kerja | .876 | .051 | .928 | 17.204 | .000 | .928 | .928 | .928 | 1.000 | 1.000 |
| a. Dependent Variable: semangat kerja | | | | | | | | | | | |

**Lampiran 4:**

**Hasil Uji Validitas Dan Hasil Uji Reliabilitas**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Variabel** | **Pernyataan** | **rhitung** | **rtabel** | **Keterangan** |
| Lingkungan Kerja (X) | Pernyataan 1 | 0.696 | 0.361 | Valid |
| Pernyataan 2 | 0.527 | 0.361 | Valid |
| Pernyataan 3 | 0.884 | 0.361 | Valid |
| Pernyataan 4 | 0.802 | 0.361 | Valid |
| Pernyataan 5 | 0.897 | 0.361 | Valid |
| Pernyataan 6 | 0.758 | 0.361 | Valid |
| Pernyataan 7 | 0.897 | 0.361 | Valid |
| Pernyataan 8 | 0.884 | 0.361 | Valid |
| Pernyataan 9 | 0.529 | 0.361 | Valid |
| Pernyataan 10 | 0.758 | 0.361 | Valid |
|  |  |  |  |  |
| Semangat Kerja (Y) | Pernyataan 1 | 0.878 | 0.361 | Valid |
| Pernyataan 2 | 0.675 | 0.361 | Valid |
| Pernyataan 3 | 0.878 | 0.361 | Valid |
| Pernyataan 4 | 0.790 | 0.361 | Valid |
| Pernyataan 5 | 0.846 | 0.361 | Valid |
| Pernyataan 6 | 0.880 | 0.361 | Valid |
| Pernyataan 7 | 0.885 | 0.361 | Valid |
| Pernyataan 8 | 0.732 | 0.361 | Valid |
| Pernyataan 9 | 0.675 | 0.361 | Valid |
| Pernyataan 10 | 0.878 | 0.361 | Valid |

*Sumber : Data primer diolah, 2019*

**Tabel 4.26 Hasil Uji Reliabilitasi**

|  |  |  |
| --- | --- | --- |
| Variabel | *Cronbach’s Alpha* Hitung | Keterangan |
| Lingkungan Kerja | 0.947 | Reliabel |
| Semangat Kerja | 0.963 | Reliabel |

Sumber : Pengolahan Data Menggunakan SPSS 2.2 (2020)

**Lampiran 5:**

1. Variabel Lingkungan Kerja (X)
2. Pernyataan I
3. Pernyataan II
4. Pernyataan III
5. Pernyataan IV
6. Pernyataan V
7. Pernyataan VI
8. Pernyataan VII
9. Pernyataan VIII
10. Pernyataan IX
11. Pernyataan X
12. Variabel Semangat Kerja (Y)
13. Pernyataan I

0.878

1. Pernyataan II

0.675

1. Pernyataan III

0.878

1. Pernyataan IV

0.790

1. Pernyataan V

0.846

1. Pernyataan VI

880

1. Pernyataan VII

0.885

1. Pernyataan VIII

0.732

1. Pernyataan IX

=0.675

1. Pernyataan X
2. Uji Reabilitasi
3. Variabel Lingkungan Kerja (X)
4. Variabel Semangat Kerja (Y)
5. Uji r
6. ryx
7. Uji t

Perhitungan dengan rumus adalah :

1. Uji D