**Lampiran 1:**

**KUESIONER**

Kepada Yth,

Bapak/Ibu/ Saudara/I Responden

di tempat

Bersama ini saya :

Nama : Maya Nur Aini

NPM : 183114002

Status : Mahasiswa Program Studi Manajemen, Fakultas Ekonomi Universitas Muslim Nusantara Alwashliyah Medan

Dalam rangka untuk penelitian skripsi program sarjana (S-1) Program Studi Manajemen Fakultas Ekonomi Universitas Muslim Nusantara Al Washliyah Medan, saya memerlukan informasi untuk mendukung penelitian yang saya lakukan dengan judul “Pengaruh Pelatihan, Penggunaan Teknologi informasi dan Lingkungan Kerja Terhadap Kinerja Karyawan Pada PT. Perkebunan Nusantara IV Medan”.

Untuk itu kami mohon kesediaan Bapak/ibu/Saudara/i berpartisipasi dalam penelitian ini dengan mengisi kuesioner yang terlampir. Kesediaan Bapak/Ibu/Saudara/i mengisi kuesioner ini sangat menentukan keberhasilan yang saya lakukan. Perlu Bapak/Ibu/Saudara/i ketahui seusai etika dalam penelitian, data yang saya peroleh akan dijaga kerahasiaannya dan digunakan semata-mata untuk kepentingan penelitian. Atas ketersediaan Bapak/Ibu/Saudara/i meluangkan waktu dalam mengisi kuesioner ini saya ucapkan terima kasih.

**Hormat Saya**

**Maya Nur Aini**

**Peneliti**

**II. IDENTITAS RESPONDEN**

Nama : ……………………………………..

Umur : …………… tahun

Jabatan : …………………………………….

Jenis Kelamin : Laki-Laki / Perempuan

Pendidikan Terakhir : ……………………………………..

Alamat : ……………………………………..

**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**

**KS : Kurang Setuju**

**TS : Tidak Setuju**

**STS : Sangat Tidak Setuju**

**IV. DAFTAR KUESIONER**

1. **Pelatihan (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
| **1** | **2** | **3** | | | | |
|  | **Instruktur** |  |  |  |  |  |
| 1. | Saya merasa instruktur yang ada dilakukan di PT. Perkebunan Nusantara IV Kota Medan dapat meningkatkan kinerja karyawan |  |  |  |  |  |
|  | **Peserta Pelatihan** |  |  |  |  |  |
| 2. | Saya merasakan Pelatihan yang dilaksanakan PT. Perkebunan Nusantara IV Kota Medan berakibat meningkatkan kinerja |  |  |  |  |  |
|  | **Materi** |  |  |  |  |  |
| 3. | Saya memahami Materi yang diberikan selama pelatihan sesuai dengan bidang yang dilakukan PT. Perkebunan Nusantara IV Kota Medan |  |  |  |  |  |
|  | **Metode** |  |  |  |  |  |
| 4. | Saya senang dengan Metode pelatihan yang diberikan sangat mempengaruhi kinerja di PT. Perkebunan Nusantara IV Kota Medan |  |  |  |  |  |
|  | **Tujuan Pelatihan** |  |  |  |  |  |
| 5. | Saya percaya Pelatihan yang dilakukan bertujuan untuk meningkatkan kinerja karyawan PT. Perkebunan Nusantara IV Kota Medan |  |  |  |  |  |
|  | **Fasilitas Pengembangan** |  |  |  |  |  |
| 6. | Saya puas dengan Fasilitas yang diberikan PT. Perkebunan Nusantara IV Kota Medan selama proses pelatihan |  |  |  |  |  |
|  | **Kurikulum** |  |  |  |  |  |
| 7. | Saya merasa Kurikulum dari materi yang diberikan selama pelatihan sesuai dengan kebutuhan karyawan PT. Perkebunan Nusantara IV Kota Medan |  |  |  |  |  |
|  | **Dana Pengembangan** |  |  |  |  |  |
| 8. | Saya mendapatkan dana pengembangan dari kantor pusat untuk proses pelatihan kinerja di PT. Perkebunan Nusantara IV Kota Medan |  |  |  |  |  |

1. **Penggunaan Teknologi Informasi (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
| **1** | **2** | **3** | | | | |
|  | ***Hardware* (Perangkat keras)** | **5** | **4** | **3** | **2** | **1** |
| 1. | Saya menggunakan fasilitas komputer (*Hardware*) dengan baik di PT. Perkebunan Nusantara IV Kota Medan telah menggunakan |  |  |  |  |  |
|  | ***Software* (Perangkat lunak)** |  |  |  |  |  |
| 2. | Saya mampu mengoperasikan komputer dengan baik saat bekerja di PT. Perkebunan Nusantara IV Kota Medan |  |  |  |  |  |
|  | **Database (Basis data)** |  |  |  |  |  |
| 3. | Saya terbantu dengan Database (Basis data) yang lengkap dapat mengatasi permasalahan saat bekerja di PT. Perkebunan Nusantara IV Kota Medan |  |  |  |  |  |
|  | ***Network* (Fasilitas jaringan dan komunikasi)** |  |  |  |  |  |
| 4. | Saya dapat mengakses informasi dengan cepat dikarenakan PT. Perkebunan Nusantara IV Kota Medan memiliki jaringan yang baik |  |  |  |  |  |
|  | ***People* (Orang)** |  |  |  |  |  |
| 5. | Saya menggunakan teknologi informasi dalam peningkatan kinerja personalia di PT. Perkebunan Nusantara IV Kota Medan |  |  |  |  |  |
|  | **Menjadi Pekerjaan Lebih Mudah (*Makes Job Easier*)** |  |  |  |  |  |
| 6. | Saya menggunakan Teknologi informasi yang dapat memudahkan karyawan dalam bekerja di PT. Perkebunan Nusantara IV Kota Medan |  |  |  |  |  |
|  | **Mengembangkan Kinerja Pekerjaan (*Improve The Job Performance*)** |  |  |  |  |  |
| 7. | Saya menggunakan teknologi informasi secara optimal karena dapat meningkatkan kinerja di PT. Perkebunan Nusantara IV Kota Medan |  |  |  |  |  |
|  | **Meningkatkan produktivitas *(increase productivity)*** |  |  |  |  |  |
| 8. | Perkebunan Nusantara IV Kota Medan |  |  |  |  |  |
|  | **Mempertinggi Efektivitas (*Enchance Effectiveness*)** |  |  |  |  |  |
| 9. | Saya bekerja secara efesien dapat meningkatkan efektivitas kerja PT. Perkebunan Nusantara IV Kota Medan |  |  |  |  |  |

1. **Lingkungan Kerja (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
| **1** | **2** | **3** | | | | |
|  | **Penerangan Ruangan** | **5** | **4** | **3** | **2** | **1** |
| 1. | Saya merasa nyaman dengan penerangan untuk penglihatan dalam menyelesaikan pekerjaan di PT. Perkebunan Nusantara IV Kota Medan |  |  |  |  |  |
|  | **Suhu Udara Ruangan** |  |  |  |  |  |
| 2. | Saya merasa nyaman dengan suhu udara tempat saya bekerja di PT. Perkebunan Nusantara IV Kota Medan |  |  |  |  |  |
|  | **Penggunaan Warna Ruangan** |  |  |  |  |  |
| 3. | Saya merasa Penggunaan warna di ruangan kerja PT. Perkebunan Nusantara IV Kota Medan tidak monoton |  |  |  |  |  |
|  | **Ruang Gerak Karyawan** |  |  |  |  |  |
| 4. | Saya merasa Penataan ruangan sangat fleksibel memudahkan saya bekerja di PT. Perkebunan Nusantara IV Kota Medan |  |  |  |  |  |
|  | **Keamanan Dalam Bekerja** |  |  |  |  |  |
| 5. | Saya percaya kemanan PT. Perkebunan Nusantara IV Kota Medan telah terjaga dengan baik sehingga merasa tenang dalam melaksanakan pekerjaan |  |  |  |  |  |
|  | **Fasilitas Ruangan** |  |  |  |  |  |
| 6. | Saya puas dengan kelengkapan Fasilitas kerja yang tersedia di ruangan kerja PT. Perkebunan Nusantara IV Kota Medan |  |  |  |  |  |
|  | **Hubungan antara karyawan dan pimpinan** |  |  |  |  |  |
| 7. | Saya senang karena hubungan kerja antar saya dengan pimpinan PT. Perkebunan Nusantara IV Kota Medan sangat baik |  |  |  |  |  |
|  | **Hubungan sesama rekan kerja yang baik** |  |  |  |  |  |
| 8. | Saya merasa nyaman karena hubungan kerja sesama karyawan PT. Perkebunan Nusantara IV Kota Medan sangat baik |  |  |  |  |  |

1. **Kinerja Karyawan (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
| **1** | **2** | **3** | | | | |
| **5** | **4** | **3** | **2** | **1** |
|  | **Efektivitas Menjalankan Pekerjaan Dengan Benar** |  |  |  |  |  |
| 1. | Saya menjalankan pekerjaan dengan efektif agar tercapai tujuan PT. Perkebunan Nusantara IV Kota Medan |  |  |  |  |  |
|  | **Melaksanakan Pekerjaan Tepat Waktu** |  |  |  |  |  |
| 2. | Saya melaksanakan pekerjaan dengan tepat waktu di PT. Perkebunan Nusantara IV Kota Medan |  |  |  |  |  |
|  | **Otoriter (Wewenang)** |  |  |  |  |  |
| 3. | Saya memiliki sikap yang patuh terhadap semua peraturan yang berlaku di dalam PT. Perkebunan Nusantara IV Kota Medan |  |  |  |  |  |
|  | **Tanggungjawab** |  |  |  |  |  |
| 4. | Saya memiliki tanggung jawab yang tinggi terhadap pekerjaan yang diberikan PT. Perkebunan Nusantara IV Kota Medan |  |  |  |  |  |
|  | **Inisiatif** |  |  |  |  |  |
| 5. | Saya memiliki inisiatif tersendiri dalam mengerjakan tugas yang diberikan PT. Perkebunan Nusantara IV Kota Medan |  |  |  |  |  |
|  | **Keadilan** |  |  |  |  |  |
| 6. | Saya puas dengan keadilan yang diberikan PT. Perkebunan Nusantara IV Kota Medan, dimana karyawan akan diberikan sangsi berupa surat peringatan jika memiliki kinerja yang buruk |  |  |  |  |  |
|  | **Daya Tanggap** |  |  |  |  |  |
| 7. | Saya memiliki daya tanggap yang baik dalam bekerja di PT. Perkebunan Nusantara IV Kota Medan |  |  |  |  |  |

**Lampiran 2: Tabulasi Responden**

Variabel Pelatihan (X1)

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No Responden** | **Nomor Item Peryataan** | | | | | | | | **Total X1** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| 1 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 33 |
| 2 | 4 | 2 | 5 | 5 | 4 | 4 | 5 | 4 | 33 |
| 3 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 33 |
| 4 | 4 | 2 | 5 | 5 | 4 | 4 | 5 | 4 | 33 |
| 5 | 4 | 2 | 5 | 5 | 4 | 4 | 5 | 3 | 32 |
| 6 | 4 | 2 | 5 | 5 | 4 | 4 | 5 | 3 | 32 |
| 7 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 31 |
| 8 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 31 |
| 9 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 31 |
| 10 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 31 |
| 11 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 31 |
| 12 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 31 |
| 13 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 31 |
| 14 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 31 |
| 15 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 31 |
| 16 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 31 |
| 17 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 31 |
| 18 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 31 |
| 19 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 31 |
| 20 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 30 |
| 21 | 4 | 3 | 4 | 5 | 4 | 4 | 2 | 4 | 30 |
| 22 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 30 |
| 23 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 30 |
| 24 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 30 |
| 25 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 2 | 29 |
| 26 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 29 |
| 27 | 4 | 2 | 3 | 5 | 4 | 4 | 3 | 4 | 29 |
| 28 | 4 | 4 | 4 | 4 | 1 | 4 | 4 | 4 | 29 |
| 29 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 29 |
| 30 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 2 | 29 |
| 31 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 29 |
| 32 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 2 | 29 |
| 33 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 29 |
| 34 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 28 |
| 35 | 4 | 4 | 4 | 3 | 4 | 4 | 2 | 2 | 27 |
| 36 | 4 | 4 | 3 | 1 | 4 | 4 | 3 | 4 | 27 |
| 37 | 2 | 2 | 3 | 5 | 4 | 4 | 3 | 4 | 27 |
| 38 | 4 | 3 | 4 | 2 | 4 | 4 | 2 | 4 | 27 |
| 39 | 2 | 4 | 1 | 4 | 4 | 4 | 4 | 4 | 27 |
| 40 | 4 | 4 | 1 | 4 | 4 | 4 | 4 | 2 | 27 |
| 41 | 4 | 2 | 4 | 4 | 4 | 4 | 1 | 4 | 27 |
| 42 | 4 | 4 | 1 | 4 | 4 | 4 | 4 | 2 | 27 |
| 43 | 4 | 1 | 4 | 4 | 2 | 4 | 4 | 4 | 27 |
| 44 | 4 | 4 | 4 | 3 | 4 | 4 | 2 | 2 | 27 |
| 45 | 4 | 4 | 4 | 3 | 4 | 4 | 2 | 2 | 27 |
| 46 | 2 | 4 | 4 | 2 | 4 | 4 | 2 | 4 | 26 |
| 47 | 2 | 4 | 4 | 2 | 4 | 4 | 2 | 4 | 26 |
| 48 | 4 | 4 | 4 | 3 | 2 | 3 | 2 | 4 | 26 |
| 49 | 4 | 4 | 4 | 3 | 2 | 3 | 2 | 4 | 26 |
| 50 | 4 | 4 | 4 | 3 | 2 | 3 | 2 | 4 | 26 |
| 51 | 4 | 4 | 4 | 3 | 2 | 3 | 2 | 4 | 26 |
| 52 | 4 | 4 | 4 | 3 | 2 | 3 | 2 | 4 | 26 |
| 53 | 4 | 4 | 4 | 3 | 2 | 3 | 2 | 4 | 26 |
| 54 | 4 | 4 | 4 | 3 | 2 | 3 | 2 | 4 | 26 |
| 55 | 4 | 1 | 4 | 4 | 4 | 4 | 1 | 4 | 26 |
| 56 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 2 | 26 |
| 57 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 2 | 26 |
| 58 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 2 | 26 |
| 59 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 2 | 26 |
| 60 | 4 | 3 | 3 | 2 | 4 | 4 | 3 | 2 | 25 |
| 61 | 4 | 3 | 3 | 2 | 4 | 4 | 3 | 2 | 25 |
| 62 | 4 | 2 | 3 | 1 | 4 | 4 | 3 | 4 | 25 |
| 63 | 1 | 4 | 3 | 3 | 4 | 4 | 2 | 4 | 25 |
| 64 | 4 | 3 | 3 | 2 | 4 | 4 | 3 | 2 | 25 |
| 65 | 4 | 3 | 3 | 2 | 4 | 4 | 3 | 2 | 25 |
| 66 | 4 | 3 | 3 | 2 | 4 | 4 | 3 | 2 | 25 |
| 67 | 4 | 3 | 3 | 2 | 4 | 4 | 3 | 2 | 25 |
| 68 | 4 | 3 | 3 | 2 | 4 | 4 | 3 |  | 25 |
| 69 | 4 | 3 | 3 | 2 | 4 | 4 | 3 | 2 | 25 |
| 70 | 1 | 2 | 5 | 1 | 4 | 4 | 3 | 4 | 24 |
| 71 | 2 | 2 | 4 | 2 | 4 | 4 | 2 | 4 | 24 |
| 72 | 1 | 4 | 4 | 1 | 4 | 4 | 2 | 4 | 24 |
| 73 | 4 | 4 | 4 | 2 | 3 | 2 | 3 | 2 | 24 |
| 74 | 4 | 4 | 4 | 2 | 3 | 2 | 3 | 2 | 24 |
| 75 | 2 | 4 | 4 | 4 | 3 | 2 | 3 | 2 | 24 |
| 76 | 2 | 4 | 4 | 4 | 3 | 2 | 3 | 2 | 24 |
| 77 | 1 | 2 | 5 | 1 | 4 | 4 | 3 | 4 | 24 |
| 78 | 4 | 3 | 1 | 2 | 4 | 4 | 3 | 2 | 23 |
| 79 | 4 | 3 | 1 | 3 | 4 | 4 | 2 | 2 | 23 |
| 80 | 4 | 3 | 1 | 2 | 4 | 4 | 3 | 2 | 23 |
| 81 | 4 | 3 | 1 | 3 | 4 | 4 | 2 | 2 | 23 |
| 82 | 4 | 3 | 1 | 2 | 4 | 4 | 3 | 2 | 23 |
| 83 | 4 | 3 | 1 | 3 | 4 | 4 | 2 | 2 | 23 |
| 84 | 4 | 3 | 1 | 2 | 4 | 4 | 3 | 2 | 23 |
| 85 | 4 | 3 | 1 | 3 | 4 | 4 | 2 | 2 | 23 |
| 86 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 4 | 22 |
| 87 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 4 | 22 |
| 88 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 4 | 22 |
| 89 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 4 | 22 |
| 90 | 2 | 3 | 3 | 2 | 4 | 4 | 1 | 2 | 21 |
| 91 | 4 | 3 | 1 | 2 | 4 | 4 | 1 | 2 | 21 |
| 92 | 2 | 3 | 1 | 3 | 4 | 4 | 2 | 2 | 21 |
| 93 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 4 | 21 |
| 94 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 4 | 21 |
| 95 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 4 | 21 |
| 96 | 2 | 3 | 3 | 2 | 4 | 4 | 1 | 2 | 21 |
| 97 | 4 | 3 | 1 | 2 | 4 | 4 | 1 | 2 | 21 |
| 98 | 2 | 3 | 1 | 3 | 4 | 4 | 2 | 2 | 21 |
| 99 | 2 | 3 | 3 | 2 | 4 | 4 | 1 | 2 | 21 |
| 100 | 4 | 3 | 1 | 2 | 4 | 4 | 1 | 2 | 21 |
| 101 | 2 | 3 | 1 | 3 | 4 | 4 | 2 | 2 | 21 |
| 102 | 2 | 3 | 3 | 2 | 4 | 4 | 1 | 2 | 21 |
| 103 | 4 | 3 | 1 | 2 | 4 | 4 | 1 | 2 | 21 |
| 104 | 2 | 3 | 1 | 3 | 4 | 4 | 2 | 2 | 21 |
| 105 | 1 | 3 | 3 | 2 | 4 | 4 | 1 | 2 | 20 |
| 106 | 1 | 3 | 3 | 2 | 4 | 4 | 1 | 2 | 20 |
| 107 | 1 | 3 | 3 | 2 | 4 | 4 | 1 | 2 | 20 |
| 108 | 1 | 3 | 3 | 2 | 4 | 4 | 1 | 2 | 20 |
| **∑X1** | 365 | 358 | 346 | 342 | 392 | 397 | 291 | 317 | 2808 |

1. Variabel Penggunaan Teknologi Informasi (X2)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No Responden** | **Nomor Item Peryataan** | | | | | | | | | **Total X2** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** |
| 1 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 2 | 5 | 37 |
| 2 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 36 |
| 3 | 2 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 36 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 36 |
| 5 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 36 |
| 6 | 2 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 7 | 2 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 35 |
| 8 | 2 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 9 | 2 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 34 |
| 10 | 2 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 34 |
| 11 | 2 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 5 | 34 |
| 12 | 2 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 34 |
| 13 | 2 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 34 |
| 14 | 2 | 4 | 5 | 4 | 4 | 4 | 3 | 2 | 5 | 33 |
| 15 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 4 | 2 | 33 |
| 16 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 33 |
| 17 | 4 | 5 | 4 | 5 | 5 | 2 | 3 | 2 | 3 | 33 |
| 18 | 4 | 5 | 4 | 5 | 5 | 2 | 3 | 2 | 3 | 33 |
| 19 | 2 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 2 | 32 |
| 20 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 2 | 3 | 32 |
| 21 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 4 | 1 | 32 |
| 22 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 2 | 32 |
| 23 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 2 | 32 |
| 24 | 2 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 2 | 31 |
| 25 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 2 | 2 | 31 |
| 26 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 2 | 2 | 31 |
| 27 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 2 | 2 | 31 |
| 28 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 4 | 2 | 31 |
| 29 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 2 | 31 |
| 30 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 2 | 4 | 31 |
| 31 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 2 | 4 | 31 |
| 32 | 2 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 2 | 31 |
| 33 | 2 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 2 | 30 |
| 34 | 2 | 4 | 5 | 4 | 4 | 4 | 3 | 2 | 1 | 29 |
| 35 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 2 | 2 | 29 |
| 36 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 2 | 2 | 29 |
| 37 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 2 | 2 | 29 |
| 38 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 2 | 2 | 29 |
| 39 | 3 | 2 | 3 | 2 | 4 | 4 | 5 | 3 | 2 | 28 |
| 40 | 4 | 2 | 4 | 2 | 2 | 4 | 4 | 4 | 2 | 28 |
| 41 | 4 | 2 | 4 | 2 | 2 | 4 | 4 | 4 | 2 | 28 |
| 42 | 3 | 2 | 3 | 2 | 4 | 4 | 5 | 3 | 2 | 28 |
| 43 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 4 | 27 |
| 44 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 4 | 27 |
| 45 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 4 | 27 |
| 46 | 3 | 2 | 3 | 2 | 4 | 4 | 4 | 3 | 2 | 27 |
| 47 | 2 | 3 | 2 | 3 | 3 | 4 | 4 | 2 | 4 | 27 |
| 48 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 4 | 27 |
| 49 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 4 | 27 |
| 50 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 4 | 27 |
| 51 | 3 | 2 | 3 | 2 | 4 | 4 | 4 | 3 | 2 | 27 |
| 52 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 4 | 27 |
| 53 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 4 | 27 |
| 54 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 4 | 27 |
| 55 | 3 | 2 | 3 | 2 | 4 | 4 | 4 | 3 | 2 | 27 |
| 56 | 2 | 3 | 2 | 3 | 4 | 4 | 2 | 2 | 4 | 26 |
| 57 | 3 | 2 | 3 | 2 | 4 | 4 | 3 | 3 | 2 | 26 |
| 58 | 3 | 2 | 3 | 2 | 4 | 4 | 3 | 3 | 2 | 26 |
| 59 | 3 | 2 | 3 | 2 | 4 | 4 | 3 | 3 | 2 | 26 |
| 60 | 3 | 2 | 3 | 2 | 2 | 4 | 4 | 2 | 4 | 26 |
| 61 | 3 | 2 | 3 | 2 | 2 | 4 | 4 | 2 | 4 | 26 |
| 62 | 2 | 3 | 2 | 3 | 4 | 4 | 2 | 2 | 4 | 26 |
| 63 | 3 | 2 | 3 | 2 | 4 | 4 | 3 | 3 | 2 | 26 |
| 64 | 3 | 2 | 3 | 2 | 4 | 4 | 3 | 3 | 2 | 26 |
| 65 | 3 | 2 | 3 | 2 | 4 | 4 | 3 | 3 | 2 | 26 |
| 66 | 2 | 3 | 2 | 3 | 4 | 4 | 2 | 2 | 4 | 26 |
| 67 | 3 | 2 | 3 | 2 | 4 | 4 | 3 | 3 | 2 | 26 |
| 68 | 3 | 2 | 3 | 2 | 4 | 4 | 3 | 3 | 2 | 26 |
| 69 | 2 | 3 | 2 | 3 | 4 | 4 | 1 | 2 | 4 | 25 |
| 70 | 2 | 3 | 2 | 3 | 4 | 4 | 1 | 2 | 4 | 25 |
| 71 | 2 | 3 | 2 | 3 | 4 | 4 | 1 | 2 | 4 | 25 |
| 72 | 2 | 3 | 2 | 3 | 4 | 4 | 2 | 2 | 3 | 25 |
| 73 | 2 | 3 | 2 | 3 | 4 | 4 | 2 | 2 | 3 | 25 |
| 74 | 2 | 3 | 2 | 3 | 4 | 4 | 2 | 2 | 3 | 25 |
| 75 | 2 | 3 | 2 | 3 | 4 | 2 | 3 | 2 | 4 | 25 |
| 76 | 2 | 3 | 2 | 3 | 4 | 4 | 1 | 2 | 4 | 25 |
| 77 | 2 | 3 | 2 | 3 | 4 | 4 | 1 | 2 | 4 | 25 |
| 78 | 2 | 3 | 2 | 3 | 4 | 4 | 1 | 2 | 4 | 25 |
| 79 | 2 | 3 | 2 | 3 | 4 | 4 | 2 | 2 | 3 | 25 |
| 80 | 2 | 3 | 2 | 3 | 4 | 4 | 2 | 2 | 3 | 25 |
| 81 | 2 | 3 | 2 | 3 | 4 | 4 | 2 | 2 | 3 | 25 |
| 82 | 2 | 3 | 2 | 3 | 4 | 4 | 1 | 2 | 4 | 25 |
| 83 | 2 | 3 | 2 | 3 | 4 | 4 | 1 | 2 | 4 | 25 |
| 84 | 2 | 3 | 2 | 3 | 4 | 4 | 1 | 2 | 4 | 25 |
| 85 | 2 | 3 | 2 | 3 | 4 | 4 | 2 | 2 | 3 | 25 |
| 86 | 2 | 3 | 2 | 3 | 4 | 4 | 2 | 2 | 3 | 25 |
| 87 | 2 | 3 | 2 | 3 | 4 | 4 | 2 | 2 | 3 | 25 |
| 88 | 2 | 3 | 2 | 3 | 3 | 4 | 1 | 2 | 4 | 24 |
| 89 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 4 | 24 |
| 90 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 4 | 24 |
| 91 | 3 | 2 | 3 | 2 | 2 | 4 | 1 | 2 | 4 | 23 |
| 92 | 2 | 3 | 2 | 3 | 4 | 2 | 3 | 2 | 2 | 23 |
| 93 | 3 | 2 | 3 | 2 | 2 | 4 | 1 | 2 | 4 | 23 |
| 94 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 22 |
| 95 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 22 |
| 96 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 22 |
| 97 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 22 |
| 98 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 22 |
| 99 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 22 |
| 100 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 22 |
| 101 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 22 |
| 102 | 3 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 22 |
| 103 | 3 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 21 |
| 104 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 21 |
| 105 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 21 |
| 106 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 21 |
| 107 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 21 |
| 108 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 21 |
| **∑X2** | 288 | 338 | 340 | 338 | 396 | 387 | 303 | 271 | 317 | **2976** |

1. Variabel Lingkugan Kerja (X3)

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No responden** | **Nomor Item Pernyataan** | | | | | | | | **Total X3** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| 1 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 33 |
| 2 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 33 |
| 3 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 33 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 2 | 32 |
| 5 | 2 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 31 |
| 6 | 2 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 31 |
| 7 | 2 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 31 |
| 8 | 2 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 31 |
| 9 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 4 | 31 |
| 10 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 4 | 31 |
| 11 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 31 |
| 12 | 2 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 31 |
| 13 | 2 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 31 |
| 14 | 2 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 31 |
| 15 | 2 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 30 |
| 16 | 2 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 30 |
| 17 | 2 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 30 |
| 18 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 30 |
| 19 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 30 |
| 20 | 4 | 5 | 4 | 5 | 5 | 2 | 3 | 2 | 30 |
| 21 | 2 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 29 |
| 22 | 2 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 29 |
| 23 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 2 | 29 |
| 24 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 2 | 29 |
| 25 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 2 | 29 |
| 26 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 2 | 29 |
| 27 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 4 | 29 |
| 28 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 29 |
| 29 | 2 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 29 |
| 30 | 2 | 4 | 5 | 4 | 4 | 4 | 3 | 2 | 28 |
| 31 | 2 | 4 | 5 | 4 | 4 | 4 | 3 | 2 | 28 |
| 32 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 2 | 27 |
| 33 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 2 | 27 |
| 34 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 2 | 27 |
| 35 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 2 | 27 |
| 36 | 3 | 2 | 3 | 2 | 4 | 4 | 5 | 3 | 26 |
| 37 | 4 | 2 | 4 | 2 | 2 | 4 | 4 | 4 | 26 |
| 38 | 3 | 2 | 3 | 2 | 4 | 4 | 5 | 3 | 26 |
| 39 | 3 | 2 | 3 | 2 | 4 | 4 | 4 | 3 | 25 |
| 40 | 3 | 2 | 3 | 2 | 4 | 4 | 4 | 3 | 25 |
| 41 | 3 | 2 | 3 | 2 | 4 | 4 | 4 | 3 | 25 |
| 42 | 3 | 2 | 3 | 2 | 4 | 4 | 3 | 3 | 24 |
| 43 | 3 | 2 | 3 | 2 | 4 | 4 | 3 | 3 | 24 |
| 44 | 3 | 2 | 3 | 2 | 4 | 4 | 3 | 3 | 24 |
| 45 | 3 | 2 | 3 | 2 | 4 | 4 | 3 | 3 | 24 |
| 46 | 3 | 2 | 3 | 2 | 4 | 4 | 3 | 3 | 24 |
| 47 | 3 | 2 | 3 | 2 | 4 | 4 | 3 | 3 | 24 |
| 48 | 3 | 2 | 3 | 2 | 4 | 4 | 3 | 3 | 24 |
| 49 | 3 | 2 | 3 | 2 | 4 | 4 | 3 | 3 | 24 |
| 50 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 23 |
| 51 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 23 |
| 52 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 23 |
| 53 | 2 | 3 | 2 | 3 | 3 | 4 | 4 | 2 | 23 |
| 54 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 23 |
| 55 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 23 |
| 56 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 23 |
| 57 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 23 |
| 58 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 23 |
| 59 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 23 |
| 60 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 23 |
| 61 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 23 |
| 62 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 23 |
| 63 | 2 | 3 | 2 | 3 | 4 | 4 | 2 | 2 | 22 |
| 64 | 2 | 3 | 2 | 3 | 4 | 4 | 2 | 2 | 22 |
| 65 | 2 | 3 | 2 | 3 | 4 | 4 | 2 | 2 | 22 |
| 66 | 2 | 3 | 2 | 3 | 4 | 4 | 2 | 2 | 22 |
| 67 | 3 | 2 | 3 | 2 | 2 | 4 | 4 | 2 | 22 |
| 68 | 2 | 3 | 2 | 3 | 4 | 4 | 2 | 2 | 22 |
| 69 | 2 | 3 | 2 | 3 | 4 | 4 | 2 | 2 | 22 |
| 70 | 2 | 3 | 2 | 3 | 4 | 4 | 2 | 2 | 22 |
| 71 | 2 | 3 | 2 | 3 | 4 | 4 | 2 | 2 | 22 |
| 72 | 2 | 3 | 2 | 3 | 4 | 4 | 2 | 2 | 22 |
| 73 | 2 | 3 | 2 | 3 | 4 | 4 | 2 | 2 | 22 |
| 74 | 2 | 3 | 2 | 3 | 4 | 4 | 2 | 2 | 22 |
| 75 | 2 | 3 | 2 | 3 | 4 | 4 | 2 | 2 | 22 |
| 76 | 2 | 3 | 2 | 3 | 4 | 4 | 2 | 2 | 22 |
| 77 | 2 | 3 | 2 | 3 | 4 | 4 | 2 | 2 | 22 |
| 78 | 2 | 3 | 2 | 3 | 4 | 4 | 1 | 2 | 21 |
| 79 | 2 | 3 | 2 | 3 | 4 | 4 | 1 | 2 | 21 |
| 80 | 2 | 3 | 2 | 3 | 4 | 4 | 1 | 2 | 21 |
| 81 | 2 | 3 | 2 | 3 | 4 | 2 | 3 | 2 | 21 |
| 82 | 2 | 3 | 2 | 3 | 4 | 2 | 3 | 2 | 21 |
| 83 | 2 | 3 | 2 | 3 | 4 | 4 | 1 | 2 | 21 |
| 84 | 2 | 3 | 2 | 3 | 4 | 4 | 1 | 2 | 21 |
| 85 | 2 | 3 | 2 | 3 | 4 | 4 | 1 | 2 | 21 |
| 86 | 2 | 3 | 2 | 3 | 4 | 4 | 1 | 2 | 21 |
| 87 | 2 | 3 | 2 | 3 | 4 | 4 | 1 | 2 | 21 |
| 88 | 2 | 3 | 2 | 3 | 4 | 4 | 1 | 2 | 21 |
| 89 | 2 | 3 | 2 | 3 | 4 | 4 | 1 | 2 | 21 |
| 90 | 2 | 3 | 2 | 3 | 4 | 4 | 1 | 2 | 21 |
| 91 | 2 | 3 | 2 | 3 | 4 | 4 | 1 | 2 | 21 |
| 92 | 2 | 3 | 2 | 3 | 3 | 4 | 1 | 2 | 20 |
| 93 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 20 |
| 94 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 20 |
| 95 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 20 |
| 96 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 20 |
| 97 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 19 |
| 98 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 19 |
| 99 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 19 |
| 100 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 19 |
| 101 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 19 |
| 102 | 3 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 19 |
| 103 | 3 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 19 |
| 104 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 19 |
| 105 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 19 |
| 106 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 19 |
| 107 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 19 |
| 108 | 3 | 2 | 3 | 2 | 2 | 4 | 1 | 2 | 19 |
| **∑X3** | 277 | 333 | 329 | 338 | 404 | 397 | 295 | 269 | **2642** |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 1. Variabel Kinerja Karyawan (Y) | | | |  |  |  |
| **No Responden** | **Nomor Item Peryataan** | | | | | | | **Total Y** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** |
| 1 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 34 |
| 2 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 34 |
| 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 34 |
| 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 34 |
| 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 33 |
| 6 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 33 |
| 7 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 33 |
| 8 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 33 |
| 9 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 33 |
| 10 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 33 |
| 11 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 33 |
| 12 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 33 |
| 13 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 33 |
| 14 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 33 |
| 15 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 33 |
| 16 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 33 |
| 17 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 33 |
| 18 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 33 |
| 19 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 33 |
| 20 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 33 |
| 21 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 33 |
| 22 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 33 |
| 23 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 33 |
| 24 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 33 |
| 25 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 33 |
| 26 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 33 |
| 27 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 33 |
| 28 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 33 |
| 29 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 32 |
| 30 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 32 |
| 31 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 32 |
| 32 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 32 |
| 33 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 31 |
| 34 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 31 |
| 35 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 31 |
| 36 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 31 |
| 37 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 31 |
| 38 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 31 |
| 39 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 31 |
| 40 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 31 |
| 41 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 31 |
| 42 | 5 | 2 | 4 | 4 | 5 | 5 | 5 | 30 |
| 43 | 2 | 5 | 4 | 4 | 5 | 5 | 5 | 30 |
| 44 | 5 | 2 | 4 | 4 | 5 | 5 | 5 | 30 |
| 45 | 5 | 5 | 4 | 4 | 5 | 2 | 5 | 30 |
| 46 | 5 | 5 | 4 | 4 | 5 | 2 | 5 | 30 |
| 47 | 5 | 5 | 4 | 4 | 5 | 2 | 5 | 30 |
| 48 | 5 | 5 | 4 | 4 | 5 | 2 | 5 | 30 |
| 49 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 30 |
| 50 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 30 |
| 51 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 30 |
| 52 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 30 |
| 53 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 30 |
| 54 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 30 |
| 55 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 30 |
| 56 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 30 |
| 57 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 30 |
| 58 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 30 |
| 59 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 30 |
| 60 | 3 | 5 | 4 | 4 | 5 | 5 | 3 | 29 |
| 61 | 3 | 5 | 4 | 4 | 5 | 5 | 3 | 29 |
| 62 | 3 | 5 | 4 | 4 | 5 | 5 | 3 | 29 |
| 63 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 29 |
| 64 | 3 | 5 | 4 | 4 | 5 | 5 | 3 | 29 |
| 65 | 3 | 5 | 4 | 4 | 5 | 5 | 3 | 29 |
| 66 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 28 |
| 67 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 28 |
| 68 | 2 | 4 | 4 | 4 | 4 | 5 | 5 | 28 |
| 69 | 4 | 5 | 4 | 4 | 5 | 2 | 4 | 28 |
| 70 | 4 | 5 | 4 | 4 | 5 | 2 | 4 | 28 |
| 71 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 72 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 73 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 74 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 75 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 76 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 28 |
| 77 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 28 |
| 78 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 28 |
| 79 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 28 |
| 80 | 2 | 5 | 4 | 4 | 5 | 5 | 2 | 27 |
| 81 | 2 | 5 | 4 | 4 | 5 | 5 | 2 | 27 |
| 82 | 2 | 5 | 4 | 4 | 5 | 5 | 2 | 27 |
| 83 | 2 | 2 | 4 | 4 | 5 | 5 | 5 | 27 |
| 84 | 2 | 2 | 4 | 4 | 5 | 5 | 5 | 27 |
| 85 | 4 | 5 | 4 | 4 | 4 | 2 | 4 | 27 |
| 86 | 2 | 5 | 4 | 4 | 5 | 5 | 2 | 27 |
| 87 | 2 | 5 | 4 | 4 | 5 | 5 | 2 | 27 |
| 88 | 2 | 5 | 4 | 4 | 5 | 5 | 2 | 27 |
| 89 | 2 | 5 | 4 | 4 | 5 | 5 | 2 | 27 |
| 90 | 2 | 5 | 4 | 4 | 5 | 5 | 2 | 27 |
| 91 | 2 | 5 | 4 | 4 | 5 | 5 | 2 | 27 |
| 92 | 2 | 5 | 4 | 4 | 5 | 5 | 2 | 27 |
| 93 | 2 | 5 | 4 | 4 | 5 | 5 | 2 | 27 |
| 94 | 3 | 3 | 3 | 4 | 5 | 5 | 3 | 26 |
| 95 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 26 |
| 96 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 26 |
| 97 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 26 |
| 98 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 26 |
| 99 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 26 |
| 100 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 26 |
| 101 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 26 |
| 102 | 3 | 3 | 3 | 4 | 5 | 5 | 3 | 26 |
| 103 | 2 | 3 | 4 | 4 | 5 | 5 | 2 | 25 |
| 104 | 2 | 3 | 4 | 4 | 5 | 5 | 2 | 25 |
| 105 | 2 | 3 | 4 | 4 | 5 | 5 | 2 | 25 |
| 106 | 2 | 3 | 4 | 4 | 5 | 5 | 2 | 25 |
| 107 | 4 | 4 | 2 | 4 | 2 | 4 | 4 | 24 |
| 108 | 4 | 4 | 2 | 4 | 2 | 4 | 4 | 24 |
| **∑Y** | 420 | 482 | 411 | 436 | 505 | 503 | 444 | **3201** |

**Lampiran 3: Uji Validitas Dan Reliabilitas**

* + - 1. Uji Validitas dan Realibilitas Variabel Pelatihan (X1)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | VAR00001 | VAR00002 | VAR00003 | VAR00004 | VAR00005 | VAR00006 | VAR00007 | VAR00008 | Pelatihan (X1) |
| VAR00001 | Pearson Correlation | 1 | .949\*\* | .891\*\* | .856\*\* | .616\*\* | .669\*\* | .705\*\* | .714\*\* | .788\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00002 | Pearson Correlation | .949\*\* | 1 | .880\*\* | .849\*\* | .472\*\* | .575\*\* | .635\*\* | .801\*\* | .688\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .008 | .001 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00003 | Pearson Correlation | .891\*\* | .880\*\* | 1 | .920\*\* | .691\*\* | .763\*\* | .805\*\* | .771\*\* | .880\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00004 | Pearson Correlation | .856\*\* | .849\*\* | .920\*\* | 1 | .656\*\* | .829\*\* | .869\*\* | .786\*\* | .888\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00005 | Pearson Correlation | .616\*\* | .472\*\* | .691\*\* | .656\*\* | 1 | .745\*\* | .767\*\* | .362\* | .887\*\* |
| Sig. (2-tailed) | .000 | .008 | .000 | .000 |  | .000 | .000 | .049 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00006 | Pearson Correlation | .669\*\* | .575\*\* | .763\*\* | .829\*\* | .745\*\* | 1 | .958\*\* | .436\* | .905\*\* |
| Sig. (2-tailed) | .000 | .001 | .000 | .000 | .000 |  | .000 | .016 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00007 | Pearson Correlation | .705\*\* | .635\*\* | .805\*\* | .869\*\* | .767\*\* | .958\*\* | 1 | .484\*\* | .935\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  | .007 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00008 | Pearson Correlation | .714\*\* | .801\*\* | .771\*\* | .786\*\* | .362\* | .436\* | .484\*\* | 1 | .584\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .049 | .016 | .007 |  | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pelatihan (X1) | Pearson Correlation | .788\*\* | .688\*\* | .880\*\* | .888\*\* | .887\*\* | .905\*\* | .935\*\* | .584\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .001 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .953 | 8 |

* + - 1. Uji Validitas dan Realibilitas Variabel Penggunaan Teknologi Informasi (X2)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | VAR00001 | VAR00002 | VAR00003 | VAR00004 | VAR00005 | VAR00006 | VAR00007 | VAR00008 | VAR00009 | Penggunaan Teknologi Informasi (X1) |
| VAR00001 | Pearson Correlation | 1 | .601\*\* | .924\*\* | .834\*\* | .618\*\* | .847\*\* | .656\*\* | .813\*\* | .805\*\* | .803\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00002 | Pearson Correlation | .601\*\* | 1 | .576\*\* | .791\*\* | .853\*\* | .585\*\* | .499\*\* | .598\*\* | .700\*\* | .820\*\* |
| Sig. (2-tailed) | .000 |  | .001 | .000 | .000 | .001 | .005 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00003 | Pearson Correlation | .924\*\* | .576\*\* | 1 | .849\*\* | .520\*\* | .950\*\* | .820\*\* | .910\*\* | .694\*\* | .809\*\* |
| Sig. (2-tailed) | .000 | .001 |  | .000 | .003 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00004 | Pearson Correlation | .834\*\* | .791\*\* | .849\*\* | 1 | .734\*\* | .875\*\* | .708\*\* | .813\*\* | .775\*\* | .876\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00005 | Pearson Correlation | .618\*\* | .853\*\* | .520\*\* | .734\*\* | 1 | .459\* | .355 | .454\* | .816\*\* | .682\*\* |
| Sig. (2-tailed) | .000 | .000 | .003 | .000 |  | .011 | .054 | .012 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00006 | Pearson Correlation | .847\*\* | .585\*\* | .950\*\* | .875\*\* | .459\* | 1 | .850\*\* | .913\*\* | .612\*\* | .824\*\* |
| Sig. (2-tailed) | .000 | .001 | .000 | .000 | .011 |  | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00007 | Pearson Correlation | .656\*\* | .499\*\* | .820\*\* | .708\*\* | .355 | .850\*\* | 1 | .930\*\* | .474\*\* | .770\*\* |
| Sig. (2-tailed) | .000 | .005 | .000 | .000 | .054 | .000 |  | .000 | .008 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00008 | Pearson Correlation | .813\*\* | .598\*\* | .910\*\* | .813\*\* | .454\* | .913\*\* | .930\*\* | 1 | .605\*\* | .845\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .012 | .000 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00009 | Pearson Correlation | .805\*\* | .700\*\* | .694\*\* | .775\*\* | .816\*\* | .612\*\* | .474\*\* | .605\*\* | 1 | .790\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .008 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Penggunaan Teknologi Informasi (X2) | Pearson Correlation | .803\*\* | .820\*\* | .809\*\* | .876\*\* | .682\*\* | .824\*\* | .770\*\* | .845\*\* | .790\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .952 | 9 |

1. Uji Validitas dan Realibilitas Variabel Lingkungan Kerja (X3)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | |
|  | | | | VAR00001 | | VAR00002 | VAR00003 | VAR00004 | VAR00005 | VAR00006 | VAR00007 | VAR00008 | Lingkungan Kerja (X3) |
| VAR00001 | | Pearson Correlation | | 1 | | .718\*\* | .655\*\* | .789\*\* | .737\*\* | .750\*\* | .467\*\* | .778\*\* | .647\*\* |
| Sig. (2-tailed) | |  | | .000 | .000 | .000 | .000 | .000 | .009 | .000 | .000 |
| N | | 30 | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00002 | | Pearson Correlation | | .718\*\* | | 1 | .444\* | .670\*\* | .978\*\* | .509\*\* | .317 | .528\*\* | .486\*\* |
| Sig. (2-tailed) | | .000 | |  | .014 | .000 | .000 | .004 | .088 | .003 | .006 |
| N | | 30 | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00003 | | Pearson Correlation | | .655\*\* | | .444\* | 1 | .815\*\* | .435\* | .873\*\* | .749\*\* | .863\*\* | .807\*\* |
| Sig. (2-tailed) | | .000 | | .014 |  | .000 | .016 | .000 | .000 | .000 | .000 |
| N | | 30 | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00004 | | Pearson Correlation | | .789\*\* | | .670\*\* | .815\*\* | 1 | .655\*\* | .934\*\* | .694\*\* | .936\*\* | .852\*\* |
| Sig. (2-tailed) | | .000 | | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 |
| N | | 30 | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00005 | | Pearson Correlation | | .737\*\* | | .978\*\* | .435\* | .655\*\* | 1 | .498\*\* | .310 | .517\*\* | .476\*\* |
| Sig. (2-tailed) | | .000 | | .000 | .016 | .000 |  | .005 | .096 | .003 | .008 |
| N | | 30 | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00006 | | Pearson Correlation | | .750\*\* | | .509\*\* | .873\*\* | .934\*\* | .498\*\* | 1 | .716\*\* | .982\*\* | .844\*\* |
| Sig. (2-tailed) | | .000 | | .004 | .000 | .000 | .005 |  | .000 | .000 | .000 |
| N | | 30 | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00007 | | Pearson Correlation | | .467\*\* | | .317 | .749\*\* | .694\*\* | .310 | .716\*\* | 1 | .710\*\* | .911\*\* |
| Sig. (2-tailed) | | .009 | | .088 | .000 | .000 | .096 | .000 |  | .000 | .000 |
| N | | 30 | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00008 | | Pearson Correlation | | .778\*\* | | .528\*\* | .863\*\* | .936\*\* | .517\*\* | .982\*\* | .710\*\* | 1 | .845\*\* |
| Sig. (2-tailed) | | .000 | | .003 | .000 | .000 | .003 | .000 | .000 |  | .000 |
| N | | 30 | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Lingkungan Kerja (X3) | | Pearson Correlation | | .647\*\* | | .486\*\* | .807\*\* | .852\*\* | .476\*\* | .844\*\* | .911\*\* | .845\*\* | 1 |
| Sig. (2-tailed) | | .000 | | .006 | .000 | .000 | .008 | .000 | .000 | .000 |  |
| N | | 30 | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | |
| **Reliability Statistics** | | | |
| Cronbach's Alpha | | N of Items | |
| .931 | | 8 | |

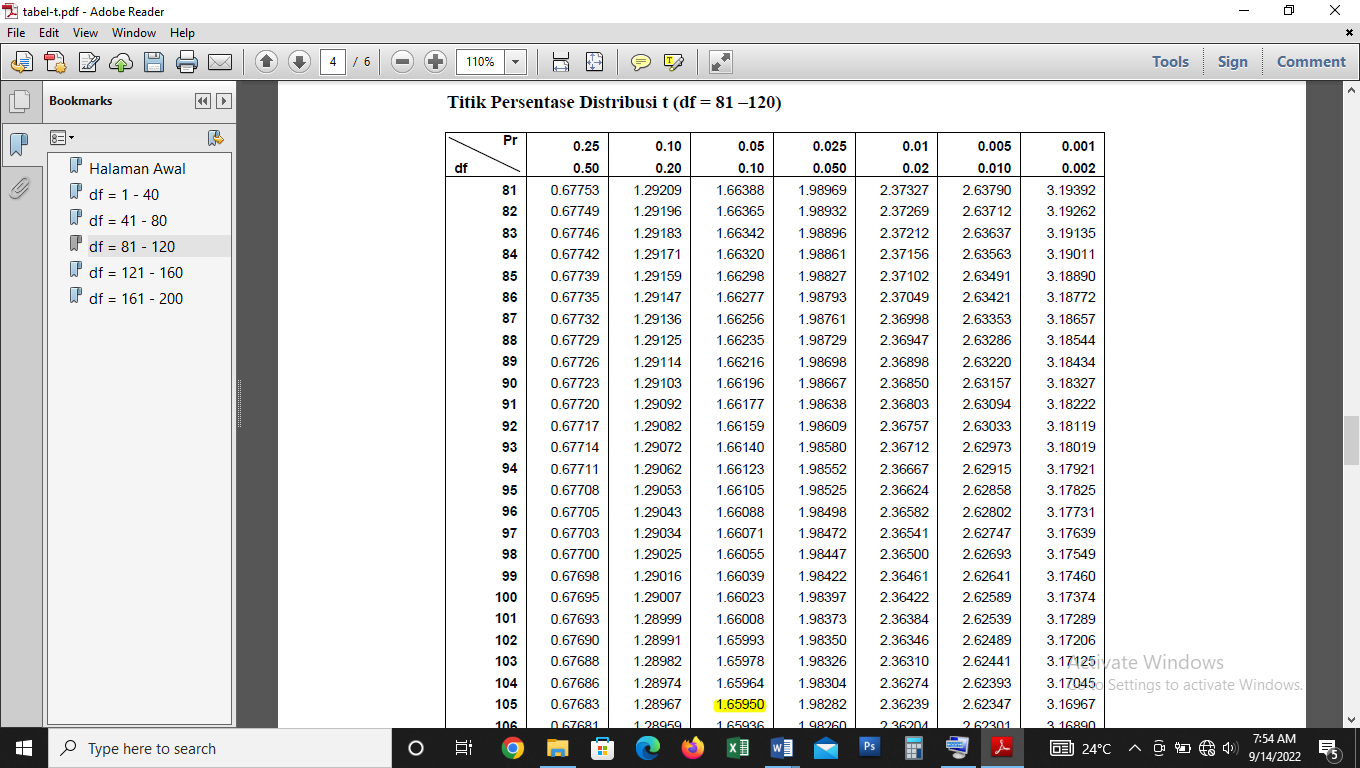
1. Uji Validitas dan Realibilitas Variabel Kinerja Karyawan (Y)

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | |
|  | | VAR00001 | VAR00002 | VAR00003 | VAR00004 | VAR00005 | VAR00006 | VAR00007 | Kinerja Karyawan (Y) |
| VAR00001 | Pearson Correlation | 1 | .959\*\* | .797\*\* | .840\*\* | .946\*\* | .906\*\* | .940\*\* | .944\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00002 | Pearson Correlation | .959\*\* | 1 | .806\*\* | .864\*\* | .984\*\* | .954\*\* | .940\*\* | .947\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00003 | Pearson Correlation | .797\*\* | .806\*\* | 1 | .917\*\* | .808\*\* | .810\*\* | .811\*\* | .769\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00004 | Pearson Correlation | .840\*\* | .864\*\* | .917\*\* | 1 | .858\*\* | .888\*\* | .885\*\* | .843\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00005 | Pearson Correlation | .946\*\* | .984\*\* | .808\*\* | .858\*\* | 1 | .956\*\* | .929\*\* | .953\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00006 | Pearson Correlation | .906\*\* | .954\*\* | .810\*\* | .888\*\* | .956\*\* | 1 | .957\*\* | .955\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00007 | Pearson Correlation | .940\*\* | .940\*\* | .811\*\* | .885\*\* | .929\*\* | .957\*\* | 1 | .958\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kinerja Karyawan (Y) | Pearson Correlation | .944\*\* | .947\*\* | .769\*\* | .843\*\* | .953\*\* | .955\*\* | .958\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | |

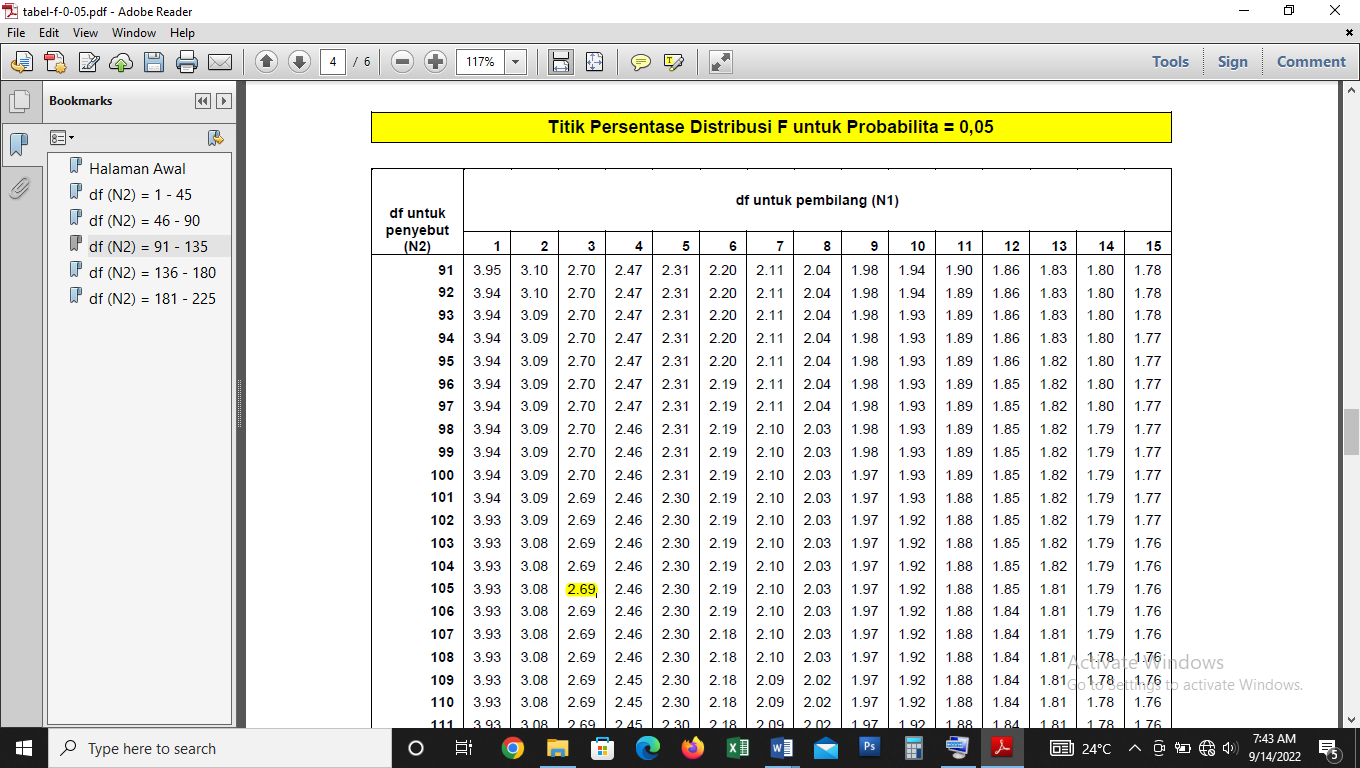
|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .979 | 7 |

**Lampiran 4:**

1. T Tabel



1. F Tabel



1. R Tabel

