**Lampiran A**

KUESIONER

1. Identitas Penulis

Nama : Helmi Damayanti

Npm : 163114310

Jurusan : Manajemen

Fakultas : Ekonomi

Umur : 22 Tahun

Jenis Kelamin : Perempuan

Alamat : Garu II, jalan Nusa Indah. Gg Keluarga

Perguruan Tinggi : Universitas Muslim Nusantara Al-Washliyah Medan

Judul Skripsi : Pengaruh Lingkungan Kerja Fisik Dan Non Fisik Terhadap Kinerja Pegawai Negeri Sipil Balai Diklat PUPR Wilayah I Medan.

Dengan ini memohon kepada Bapak/Ibu untuk mengisi daftar kuesioner ini. Informasi yang Bapak/Ibu berikan semata-mata untuk melengkapi data penelitian dalam rangka penyusunan skripsi ini. Untuk itu, mohon kiranya Bapak/Ibu untuk mengisi kuisioner ini dengan jawaban sebenar-benarnya. Besar harapan saya kiranya atas bantuan Bapak/Ibu membantu saya untuk pengisian kuisioner ini. Demikian hal ini saya sampaikan. Atas perhatiannya dan kerja samanya saya ucapkan terima kasih.

1. Identitas Responden

Keterangan : berikan tanda (ceklis **)** pada kotak yang sesuai dengan identitas anda

No. responden

1. Jenis Kelamin : Laki-laki Perempuan

1. Umur : >21 tahun 30-40 tahun

>40 tahun

1. Pendidikan : b SMA S1 S2
2. Petunjuk Pengisian :

Pilihlah jawaban paling tepat menurut anda.

1. Bacalah setiap pernyataan dengan seksama
2. Isilah semua nomor dengan memilih 1 diantara 10 alternatif jawaban dengan memberikan tanda ceklis pada kolom yang sudah disediakan.
3. Alternative jawaban adalah sebagai berikut :

Keterangan : Nilai

SS = Sangat Setuju 5

S = Setuju 4

R = Ragu-ragu 3

TS = Tidak Setuju 2

STS = Sangat Tidak Setuju 1

Kuisioner Penelitian

1. Variabel X1 (Lingkungan Kerja Fisik)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | Jawaban | | | | | | | | |
| SS | | S | R | | TS | | STS | |
| 1. Bangunan Tempat Kerja | | | | | | | | | | |
| 1.  2.  3. | Keamanan ditempat kerja sudah mampu membuat saya bekerja dengan nyaman  Warna ruangan mempengaruhi kinerja saya  Penataan cahaya ruangan mempengaruhi kinerja saya |  |  | | |  | |  | |  |
| 1. Peralatan Kerja | | | | | | | | | | |
| 1.  2.  3. | Meletakkan peralatan dengan teratur mempermudah pekerjaan saya  Semua peralatan kerja dalam kondisi baik dan layak pakai  Tersedia seluruh peralatan administrasi yang saya perlukan |  |  | | |  | |  | |  |
| 1. Fasilitas | | | | | | | | | | |
| 1.  2. | Fasilitas yang tersedia dilingkungan kerja telah mendukung jalannya pekerjaan saya  Kelengkapan fasilitas tempat ibadah yang disediakan berfungsi dengan baik |  |  | | |  | |  | |  |
| 1. Tersedianya Sarana Angkutan | | | | | | | | | | |
| 1.  2. | Sarana angkutan yang tersedia di lingkungan kerja telah mendukung jalannya pekerjaan saya  Jumlah sarana angkutan yang ada sudah sesuai dengan kebutuhan dan dalam kondisi yang baik |  |  | | |  | |  | |  |

2). Variabel X2 (Lingkungan Kerja Non Fisik)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | Jawaban | | | | | | | | |
| SS | | S | R | | TS | | STS | |
| 1. Prosedur Kerja | | | | | | | | | | |
| 1.  2. | Saya menjalin hubungan baik dengan pegawai lainnya  Rangkaian tata pelaksanaan kerja diatur secara berurutan |  |  | | |  | |  | |  |
| 1. Standar Kerja | | | | | | | | | | |
| 1. | Standar kerja yang ditetapkan atasan membantu pengevaluasian kinerja sehingga pemberian upah dan lainnya sesuai dengan kinerja pegawai |  |  | | |  | |  | |  |
| 1. Pertanggung Jawaban Supervisor | | | | | | | | | | |
| 1.  2. | Penyusunan tugas sesuai dengan kemampuan masing-masing karyawan  Mampu secara spontan menangani masalah kerja yang tidak selesai |  |  | | |  | |  | |  |
| 1. Kejelasan Tugas | | | | | | | | | | |
| 1.  2. | Memahami dan mampu melaksanakan pekerjaan berdasarkan instruksi dari atasan  Dalam pembagian tugas, diperlukan menata uraian jabatan yang telah ada sesuai dengan keahlian masing-masing pegawai |  |  | | |  | |  | |  |
| 1. Sistem Penghargaan | | | | | | | | | | |
| 1. | Karyawan harus banyak minat dan kecakapan dalam berbagai bidang (multi skill) untuk mendapatkan penghargaan |  |  | | |  | |  | |  |
| 1. Hubungan Antar Karyawan | | | | | | | | | | |
| 1.  2. | Para karyawan memiliki hubungan yang harmonis  Hubungan baik antara karyawan akan membuat kerja nyaman dan semangat |  |  | | |  | |  | |  |

1. Variabel Y (Kinerja Pegawai)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | Jawaban | | | | | | | | |
| SS | | S | R | | TS | | STS | |
| 1. Efisiensi | | | | | | | | | | |
| 1.  2.  3. | Saya menerima dengan baik setiap saran untuk meningkatkan kinerja saya.  Saya selalu memanfaatkan waktu yang tersedia semaksimal mungkin dalam mengerjakan tugas  Saya mengerkan tugas sesuai dengan aturan yang ditetapkan |  |  | | |  | |  | |  |
| 1. Efektivitas | | | | | | | | | | |
| 1.  2. | Atasan memberikan penjelasan mengenai kekurangan dan perbaikan kinerja  Memiliki kemampuan kerjasama yang baik dengan karyawan lain |  |  | | |  | |  | |  |
| 1. Keadilan | | | | | | | | | | |
| 1.  2. | Para pegawai mendapat perlakuan secara adil  Pembagian tanggung jawab sesuai dengan kemampuan masing-masing pegawai |  |  | | |  | |  | |  |
| 1. Daya tanggap | | | | | | | | | | |
| 1.  2.  3. | Saya bertanggung jawab dalam melaksanakan pekerjaan tertentu  Saya selalu berusaha mencapai target kerja yang ditetapkan perusahaan  Dapat menyelesaikan pekerjaan dengan teliti dan tepat waktu sesuai yang diharapakan |  |  | | |  | |  | |  |

**Lampiran B**

**Tabulasi Data Responden Terhadap Variabel X1**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No.Responden | Lingkungan Kerja Fisik | | | | | | | | | | Jumlah |
| x1.1 | x1.2 | x1.3 | x1.4 | x1.5 | x1.6 | x1.7 | x1.8 | x1.9 | x1.10 |
| 1 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 2 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 40 |
| 3 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 47 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 5 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 46 |
| 6 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 7 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 8 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 10 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 44 |
| 11 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 41 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 39 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 14 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 15 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 40 |
| 16 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 43 |
| 17 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 39 |
| 22 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 23 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 46 |
| 24 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 47 |
| 25 | 5 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 46 |
| 26 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 27 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 30 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 34 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 35 |
| 35 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 41 |
| 36 | 3 | 5 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 41 |
| 37 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 42 |
| 38 | 3 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 40 |
| 39 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 46 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 41 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 5 | 35 |
| 42 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 43 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 44 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 39 |
| 46 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 47 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 39 |
| 49 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 46 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **X** | 202 | 206 | 210 | 203 | 198 | 209 | 203 | 199 | 200 | 203 |  |
| **Y** |  |  |  |  |  |  |  |  |  |  | 2033 |
| **(X)2** | 40804 | 42436 | 44100 | 41209 | 39204 | 43681 | 41209 | 39601 | 40000 | 41209 |  |
| **(Y)2** |  |  |  |  |  |  |  |  |  |  | 413453 |
| **X.Y** | 8452 | 8590 | 8794 | 8509 | 8292 | 8760 | 37011 | 8318 | 8372 | 8486 |  |
| **X2** | 864 | 882 | 914 | 853 | 814 | 907 | 857 | 819 | 832 | 853 |  |
| **Y** |  |  |  |  |  |  |  |  |  |  | 113584 |

**Tabulasi Jawaban Responden Terhadap Variabel X2**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No,Responden | Lingkungan Kerja Non Fisik | | | | | | | | | | Jumlah |
| x2.1 | x2.2 | x2.3 | x2.4 | x2.5 | x2.6 | x2.7 | x2.8 | x2.9 | x2.10 |
| 1 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 2 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 3 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 6 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 43 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 8 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 9 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 39 |
| 10 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 44 |
| 11 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 42 |
| 12 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 40 |
| 13 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 15 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 41 |
| 16 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 17 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 19 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 20 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 37 |
| 21 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 40 |
| 22 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 23 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 45 |
| 24 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 46 |
| 25 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 48 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 28 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 30 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 31 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| 32 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 33 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 34 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 35 |
| 35 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 42 |
| 36 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 43 |
| 37 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 42 |
| 38 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 39 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 43 |
| 40 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 41 | 3 | 4 | 3 | 3 | 5 | 3 | 3 | 4 | 5 | 5 | 38 |
| 42 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 43 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 44 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 41 |
| 45 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 38 |
| 46 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 31 |
| 47 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 39 |
| 48 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 41 |
| 49 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 47 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **X** | 212 | 202 | 204 | 203 | 201 | 210 | 207 | 199 | 200 | 203 |  |
| **Y** |  |  |  |  |  |  |  |  |  |  | 2041 |
| **(X)2** | 44944 | 40804 | 41616 | 41209 | 40401 | 44100 | 42849 | 39601 | 40000 | 41209 |  |
| **(Y)2** |  |  |  |  |  |  |  |  |  |  | 416733 |
| **X.Y** | 8892 | 8487 | 8577 | 8536 | 8404 | 8833 | 8687 | 8358 | 8404 | 8525 |  |
| **X2** | 938 | 844 | 866 | 853 | 837 | 916 | 887 | 821 | 832 | 853 |  |
| **Y** |  |  |  |  |  |  |  |  |  |  | 85703 |

**Tabulasi Jawaban Responden Terhadap Variabel Y**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No.Responden | **Kinerja** | | | | | | | | | | Jumlah |
| y1 | y2 | y3 | y4 | y5 | y6 | y7 | y8 | y9 | y10 |
| 1 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 40 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 9 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 10 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 43 |
| 11 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 44 |
| 12 | 5 | 4 | 3 | 5 | 3 | 4 | 3 | 3 | 3 | 3 | 36 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 15 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 16 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 17 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 36 |
| 21 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 22 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| 23 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 44 |
| 24 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 46 |
| 25 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 45 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 28 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 29 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 38 |
| 32 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 34 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 32 |
| 35 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 43 |
| 36 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 37 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 32 |
| 38 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 39 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 40 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 41 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 58 |
| 42 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 32 |
| 43 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 45 | 5 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 35 |
| 46 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 32 |
| 47 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 48 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 47 |
| 49 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 42 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **X** | 205 | 199 | 196 | 200 | 205 | 204 | 195 | 199 | 192 | 199 |  |
| **Y** |  |  |  |  |  |  |  |  |  |  | 1994 |
| **(X)2** | 42025 | 39601 | 38416 | 40000 | 42025 | 41616 | 38025 | 39601 | 36864 | 39601 |  |
| **(Y)2** |  |  |  |  |  |  |  |  |  |  | 397774 |
| **X.Y** | 8439 | 8197 | 8095 | 8247 | 8482 | 8431 | 8069 | 8209 | 7942 | 8219 |  |
| **X2** | 873 | 821 | 808 | 838 | 881 | 870 | 879 | 825 | 870 | 825 |  |
| **Y** |  |  |  |  |  |  |  |  |  |  | 82330 |

**Lampiran C**

**Hasil Perhitungan Uji Validitas**

**Uji Validitas X1 SPSS IBM 20.00**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | x1.1 | x1.2 | x1.3 | x1.4 | x1.5 | x1.6 | x1.7 | x1.8 | x1.9 | x1.10 | Jumlah |
| x1.1 | Pearson Correlation | 1 | .191 | .535\*\* | .725\*\* | .644\*\* | .516\*\* | .490\*\* | .387\*\* | .451\*\* | .328\* | .730\*\* |
| Sig. (2-tailed) |  | .189 | .000 | .000 | .000 | .000 | .000 | .006 | .001 | .021 | .000 |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| x1.2 | Pearson Correlation | .191 | 1 | .210 | .258 | .308\* | .339\* | .349\* | .106 | .012 | .041 | .404\*\* |
| Sig. (2-tailed) | .189 |  | .147 | .073 | .031 | .017 | .014 | .470 | .937 | .778 | .004 |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| x1.3 | Pearson Correlation | .535\*\* | .210 | 1 | .772\*\* | .604\*\* | .765\*\* | .468\*\* | .499\*\* | .530\*\* | .463\*\* | .811\*\* |
| Sig. (2-tailed) | .000 | .147 |  | .000 | .000 | .000 | .001 | .000 | .000 | .001 | .000 |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| x1.4 | Pearson Correlation | .725\*\* | .258 | .772\*\* | 1 | .752\*\* | .816\*\* | .577\*\* | .665\*\* | .615\*\* | .583\*\* | .935\*\* |
| Sig. (2-tailed) | .000 | .073 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| x1.5 | Pearson Correlation | .644\*\* | .308\* | .604\*\* | .752\*\* | 1 | .576\*\* | .249 | .561\*\* | .395\*\* | .520\*\* | .772\*\* |
| Sig. (2-tailed) | .000 | .031 | .000 | .000 |  | .000 | .085 | .000 | .005 | .000 | .000 |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| x1.6 | Pearson Correlation | .516\*\* | .339\* | .765\*\* | .816\*\* | .576\*\* | 1 | .516\*\* | .478\*\* | .509\*\* | .523\*\* | .841\*\* |
| Sig. (2-tailed) | .000 | .017 | .000 | .000 | .000 |  | .000 | .001 | .000 | .000 | .000 |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| x1.7 | Pearson Correlation | .490\*\* | .349\* | .468\*\* | .577\*\* | .249 | .516\*\* | 1 | .195 | .343\* | .289\* | .632\*\* |
| Sig. (2-tailed) | .000 | .014 | .001 | .000 | .085 | .000 |  | .178 | .016 | .044 | .000 |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| x1.8 | Pearson Correlation | .387\*\* | .106 | .499\*\* | .665\*\* | .561\*\* | .478\*\* | .195 | 1 | .596\*\* | .665\*\* | .700\*\* |
| Sig. (2-tailed) | .006 | .470 | .000 | .000 | .000 | .001 | .178 |  | .000 | .000 | .000 |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| x1.9 | Pearson Correlation | .451\*\* | .012 | .530\*\* | .615\*\* | .395\*\* | .509\*\* | .343\* | .596\*\* | 1 | .615\*\* | .700\*\* |
| Sig. (2-tailed) | .001 | .937 | .000 | .000 | .005 | .000 | .016 | .000 |  | .000 | .000 |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| x1.10 | Pearson Correlation | .328\* | .041 | .463\*\* | .583\*\* | .520\*\* | .523\*\* | .289\* | .665\*\* | .615\*\* | 1 | .687\*\* |
| Sig. (2-tailed) | .021 | .778 | .001 | .000 | .000 | .000 | .044 | .000 | .000 |  | .000 |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| Jumlah | Pearson Correlation | .730\*\* | .404\*\* | .811\*\* | .935\*\* | .772\*\* | .841\*\* | .632\*\* | .700\*\* | .700\*\* | .687\*\* | 1 |
| Sig. (2-tailed) | .000 | .004 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

**Hasil Perhitungan Uji Validitas**

**Uji Validitas X2 SPSS IBM 20.00**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | |
|  | | x2.1 | x2.2 | x2.3 | x2.4 | x2.5 | x2.6 | x2.7 | x2.8 | x2.9 | x2.10 | Jumlah |
| x2.1 | Pearson Correlation | 1 | .133 | .397\*\* | .425\*\* | .023 | .407\*\* | .459\*\* | .369\*\* | .149 | .045 | .514\*\* |
| Sig. (2-tailed) |  | .361 | .005 | .002 | .876 | .004 | .001 | .009 | .306 | .758 | .000 |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| x2.2 | Pearson Correlation | .133 | 1 | .585\*\* | .700\*\* | .286\* | .617\*\* | .476\*\* | .635\*\* | .565\*\* | .958\*\* | .829\*\* |
| Sig. (2-tailed) | .361 |  | .000 | .000 | .047 | .000 | .001 | .000 | .000 | .000 | .000 |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| x2.3 | Pearson Correlation | .397\*\* | .585\*\* | 1 | .626\*\* | .082 | .656\*\* | .498\*\* | .445\*\* | .392\*\* | .484\*\* | .744\*\* |
| Sig. (2-tailed) | .005 | .000 |  | .000 | .576 | .000 | .000 | .001 | .005 | .000 | .000 |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| x2.4 | Pearson Correlation | .425\*\* | .700\*\* | .626\*\* | 1 | .187 | .794\*\* | .687\*\* | .611\*\* | .615\*\* | .583\*\* | .884\*\* |
| Sig. (2-tailed) | .002 | .000 | .000 |  | .199 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| x2.5 | Pearson Correlation | .023 | .286\* | .082 | .187 | 1 | .111 | -.010 | .292\* | .185 | .350\* | .342\* |
| Sig. (2-tailed) | .876 | .047 | .576 | .199 |  | .447 | .947 | .042 | .203 | .014 | .016 |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| x2.6 | Pearson Correlation | .407\*\* | .617\*\* | .656\*\* | .794\*\* | .111 | 1 | .696\*\* | .429\*\* | .496\*\* | .505\*\* | .818\*\* |
| Sig. (2-tailed) | .004 | .000 | .000 | .000 | .447 |  | .000 | .002 | .000 | .000 | .000 |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| x2.7 | Pearson Correlation | .459\*\* | .476\*\* | .498\*\* | .687\*\* | -.010 | .696\*\* | 1 | .262 | .435\*\* | .361\* | .698\*\* |
| Sig. (2-tailed) | .001 | .001 | .000 | .000 | .947 | .000 |  | .068 | .002 | .011 | .000 |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| x2.8 | Pearson Correlation | .369\*\* | .635\*\* | .445\*\* | .611\*\* | .292\* | .429\*\* | .262 | 1 | .547\*\* | .611\*\* | .735\*\* |
| Sig. (2-tailed) | .009 | .000 | .001 | .000 | .042 | .002 | .068 |  | .000 | .000 | .000 |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| x2.9 | Pearson Correlation | .149 | .565\*\* | .392\*\* | .615\*\* | .185 | .496\*\* | .435\*\* | .547\*\* | 1 | .615\*\* | .706\*\* |
| Sig. (2-tailed) | .306 | .000 | .005 | .000 | .203 | .000 | .002 | .000 |  | .000 | .000 |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| x2.10 | Pearson Correlation | .045 | .958\*\* | .484\*\* | .583\*\* | .350\* | .505\*\* | .361\* | .611\*\* | .615\*\* | 1 | .763\*\* |
| Sig. (2-tailed) | .758 | .000 | .000 | .000 | .014 | .000 | .011 | .000 | .000 |  | .000 |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| Jumlah | Pearson Correlation | .514\*\* | .829\*\* | .744\*\* | .884\*\* | .342\* | .818\*\* | .698\*\* | .735\*\* | .706\*\* | .763\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .016 | .000 | .000 | .000 | .000 | .000 |  |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

**Hasil Perhitungan Uji Validitas**

**Uji Validitas Y SPSS IBM 20.00**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | y1 | y2 | y3 | y4 | y5 | y6 | y7 | y8 | y9 | y10 | Jumlah |
| y1 | Pearson Correlation | 1 | .674\*\* | .417\*\* | .563\*\* | .441\*\* | .647\*\* | .538\*\* | .401\*\* | .591\*\* | .526\*\* | .717\*\* |
| Sig. (2-tailed) |  | .000 | .003 | .000 | .002 | .000 | .000 | .004 | .000 | .000 | .000 |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| y2 | Pearson Correlation | .674\*\* | 1 | .456\*\* | .645\*\* | .720\*\* | .584\*\* | .645\*\* | .532\*\* | .681\*\* | .532\*\* | .802\*\* |
| Sig. (2-tailed) | .000 |  | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| y3 | Pearson Correlation | .417\*\* | .456\*\* | 1 | .307\* | .507\*\* | .449\*\* | .609\*\* | .498\*\* | .728\*\* | .597\*\* | .705\*\* |
| Sig. (2-tailed) | .003 | .001 |  | .032 | .000 | .001 | .000 | .000 | .000 | .000 | .000 |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| y4 | Pearson Correlation | .563\*\* | .645\*\* | .307\* | 1 | .634\*\* | .583\*\* | .398\*\* | .354\* | .425\*\* | .459\*\* | .675\*\* |
| Sig. (2-tailed) | .000 | .000 | .032 |  | .000 | .000 | .005 | .013 | .002 | .001 | .000 |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| y5 | Pearson Correlation | .441\*\* | .720\*\* | .507\*\* | .634\*\* | 1 | .707\*\* | .769\*\* | .628\*\* | .627\*\* | .628\*\* | .840\*\* |
| Sig. (2-tailed) | .002 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| y6 | Pearson Correlation | .647\*\* | .584\*\* | .449\*\* | .583\*\* | .707\*\* | 1 | .715\*\* | .563\*\* | .662\*\* | .671\*\* | .826\*\* |
| Sig. (2-tailed) | .000 | .000 | .001 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| y7 | Pearson Correlation | .538\*\* | .645\*\* | .609\*\* | .398\*\* | .769\*\* | .715\*\* | 1 | .787\*\* | .869\*\* | .787\*\* | .891\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .005 | .000 | .000 |  | .000 | .000 | .000 | .000 |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| y8 | Pearson Correlation | .401\*\* | .532\*\* | .498\*\* | .354\* | .628\*\* | .563\*\* | .787\*\* | 1 | .710\*\* | .822\*\* | .785\*\* |
| Sig. (2-tailed) | .004 | .000 | .000 | .013 | .000 | .000 | .000 |  | .000 | .000 | .000 |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| y9 | Pearson Correlation | .591\*\* | .681\*\* | .728\*\* | .425\*\* | .627\*\* | .662\*\* | .869\*\* | .710\*\* | 1 | .826\*\* | .889\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .002 | .000 | .000 | .000 | .000 |  | .000 | .000 |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| y10 | Pearson Correlation | .526\*\* | .532\*\* | .597\*\* | .459\*\* | .628\*\* | .671\*\* | .787\*\* | .822\*\* | .826\*\* | 1 | .856\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| Jumlah | Pearson Correlation | .717\*\* | .802\*\* | .705\*\* | .675\*\* | .840\*\* | .826\*\* | .891\*\* | .785\*\* | .889\*\* | .856\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 | 49 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

**Lampiran D**

**Hasil Perhitungan Uji Reliabilitas**

**Uji Reliabilitas X1 SPSS IBM 20.00**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 49 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 49 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .895 | 10 |

**Uji Reliabilitas X2 SPSS IBM 20.00**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 49 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 49 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .882 | 10 |

**Uji Reliabilitas Y SPSS IBM 20.00**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 49 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 49 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .935 | 10 |

**Lampiran E**

**Hasil Perhitungan SPSS**

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Lingkungan Kerja Non Fisik (X2), Lingkungan Kerja Fisik (X1)b | . | Enter |
| a. Dependent Variable: Kinerja (Y) | | | |
| b. All requested variables entered. | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .438a | .192 | .157 | 4.56456 |
| a. Predictors: (Constant), Lingkungan Kerja Non Fisik (X2), Lingkungan Kerja Fisik (X1) | | | | |
| b. Dependent Variable: Kinerja (Y) | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 227.988 | 2 | 113.994 | 5.471 | .007b |
| Residual | 958.420 | 46 | 20.835 |  |  |
| Total | 1186.408 | 48 |  |  |  |
| a. Dependent Variable: Kinerja (Y) | | | | | | |
| b. Predictors: (Constant), Lingkungan Kerja Non Fisik (X2), Lingkungan Kerja Fisik (X1) | | | | | | |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 28.975 | 7.325 |  | 3.956 | .000 |
| Lingkungan Kerja Fisik (X1) | -1.294 | .483 | -1.004 | -2.677 | .010 |
| Lingkungan Kerja Non Fisik (X2) | 1.571 | .492 | 1.197 | 3.191 | .003 |
| a. Dependent Variable: Kinerja (Y) | | | | | | | |

**Lampiran F**

**Hasil Asumsi Klasik SPSS IBM 20.00**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .438a | .192 | .157 | 4.56456 | 1.843 |
| a. Predictors: (Constant), Lingkungan Kerja Non Fisik (X2), Lingkungan Kerja Fisik (X1)  b. Dependent Variable: Kinerja (Y)   |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | **ANOVAa** | | | | | | | | Model | | Sum of Squares | df | Mean Square | F | Sig. | | 1 | Regression | 227.988 | 2 | 113.994 | 5.471 | .007b | | Residual | 958.420 | 46 | 20.835 |  |  | | Total | 1186.408 | 48 |  |  |  | | a. Dependent Variable: Kinerja (Y) | | | | | | | | b. Predictors: (Constant), Lingkungan Kerja Non Fisik (X2), Lingkungan Kerja Fisik (X1) | | | | | | | | | | | | |
|  | | | | | |
| |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | | **Coefficientsa** | | | | | | | | | | Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | | | B | Std. Error | Beta | Tolerance | VIF | | 1 | (Constant) | 28.975 | 7.325 |  | 3.956 | .000 |  |  | | Lingkungan Kerja Fisik (X1) | -1.294 | .483 | -1.004 | -2.677 | .010 | .125 | 8.013 | | Lingkungan Kerja Non Fisik (X2) | 1.571 | .492 | 1.197 | 3.191 | .003 | .125 | 8.013 | | a. Dependent Variable: Kinerja (Y) | | | | | | | | | | | | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Residuals Statisticsa** | | | | | |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 35.3139 | 44.8248 | 40.6939 | 2.17939 | 49 |
| Std. Predicted Value | -2.469 | 1.895 | .000 | 1.000 | 49 |
| Standard Error of Predicted Value | .661 | 2.068 | 1.076 | .347 | 49 |
| Adjusted Predicted Value | 35.1938 | 44.8041 | 40.7283 | 2.21089 | 49 |
| Residual | -11.21781 | 7.10906 | .00000 | 4.46845 | 49 |
| Std. Residual | -2.458 | 1.557 | .000 | .979 | 49 |
| Stud. Residual | -2.626 | 1.607 | -.004 | 1.023 | 49 |
| Deleted Residual | -12.81172 | 7.73799 | -.03442 | 4.88602 | 49 |
| Stud. Deleted Residual | -2.818 | 1.636 | -.012 | 1.051 | 49 |
| Mahal. Distance | .026 | 8.877 | 1.959 | 2.004 | 49 |
| Cook's Distance | .000 | .327 | .033 | .072 | 49 |
| Centered Leverage Value | .001 | .185 | .041 | .042 | 49 |
| a. Dependent Variable: Kinerja (Y) | | | | | |



