**Lampiran 3**

**Uji Validitas dan Reliabilitas**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Total |
| VAR00001 | Pearson Correlation | 1 | ,671\*\* | ,000 | ,160 | ,495\*\* | ,427\* | ,426\* | ,216 | ,541\*\* | ,414\* | ,761\*\* |
| Sig. (2-tailed) |  | ,000 | 1,000 | ,399 | ,005 | ,019 | ,019 | ,251 | ,002 | ,023 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00002 | Pearson Correlation | ,671\*\* | 1 | ,028 | ,241 | ,273 | ,256 | ,359 | ,280 | ,248 | ,380\* | ,663\*\* |
| Sig. (2-tailed) | ,000 |  | ,883 | ,199 | ,145 | ,172 | ,051 | ,134 | ,187 | ,038 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00003 | Pearson Correlation | ,000 | ,028 | 1 | ,532\*\* | ,096 | ,241 | ,221 | ,353 | ,023 | ,290 | ,372\* |
| Sig. (2-tailed) | 1,000 | ,883 |  | ,002 | ,613 | ,199 | ,242 | ,055 | ,904 | ,120 | ,043 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00004 | Pearson Correlation | ,160 | ,241 | ,532\*\* | 1 | ,297 | ,092 | ,096 | ,383\* | -,007 | ,320 | ,444\* |
| Sig. (2-tailed) | ,399 | ,199 | ,002 |  | ,111 | ,628 | ,612 | ,036 | ,970 | ,084 | ,014 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00005 | Pearson Correlation | ,495\*\* | ,273 | ,096 | ,297 | 1 | ,511\*\* | ,467\*\* | ,481\*\* | ,377\* | ,423\* | ,698\*\* |
| Sig. (2-tailed) | ,005 | ,145 | ,613 | ,111 |  | ,004 | ,009 | ,007 | ,040 | ,020 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00006 | Pearson Correlation | ,427\* | ,256 | ,241 | ,092 | ,511\*\* | 1 | ,159 | ,268 | ,103 | ,272 | ,513\*\* |
| Sig. (2-tailed) | ,019 | ,172 | ,199 | ,628 | ,004 |  | ,402 | ,153 | ,588 | ,146 | ,004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00007 | Pearson Correlation | ,426\* | ,359 | ,221 | ,096 | ,467\*\* | ,159 | 1 | ,561\*\* | ,343 | ,506\*\* | ,685\*\* |
| Sig. (2-tailed) | ,019 | ,051 | ,242 | ,612 | ,009 | ,402 |  | ,001 | ,063 | ,004 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00008 | Pearson Correlation | ,216 | ,280 | ,353 | ,383\* | ,481\*\* | ,268 | ,561\*\* | 1 | ,313 | ,558\*\* | ,690\*\* |
| Sig. (2-tailed) | ,251 | ,134 | ,055 | ,036 | ,007 | ,153 | ,001 |  | ,093 | ,001 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00009 | Pearson Correlation | ,541\*\* | ,248 | ,023 | -,007 | ,377\* | ,103 | ,343 | ,313 | 1 | ,188 | ,558\*\* |
| Sig. (2-tailed) | ,002 | ,187 | ,904 | ,970 | ,040 | ,588 | ,063 | ,093 |  | ,320 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00010 | Pearson Correlation | ,414\* | ,380\* | ,290 | ,320 | ,423\* | ,272 | ,506\*\* | ,558\*\* | ,188 | 1 | ,715\*\* |
| Sig. (2-tailed) | ,023 | ,038 | ,120 | ,084 | ,020 | ,146 | ,004 | ,001 | ,320 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00011 | Pearson Correlation | ,761\*\* | ,663\*\* | ,372\* | ,444\* | ,698\*\* | ,513\*\* | ,685\*\* | ,690\*\* | ,558\*\* | ,715\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,043 | ,014 | ,000 | ,004 | ,000 | ,000 | ,001 | ,000 |  |
| N | 30 | 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 |
| ,751 | 10 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **b. Semangat Kerja Karyawan (Y)**  **Correlations** | | | | | | | | | | | | |
|  | | | | | | | | | | | | |
|  | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Total |
| VAR00001 | Pearson Correlation | 1 | ,390\* | ,500\*\* | ,339 | ,394\* | ,390\* | ,397\* | ,397\* | ,500\*\* | ,260 | ,636\*\* |
| Sig. (2-tailed) |  | ,033 | ,005 | ,067 | ,031 | ,033 | ,030 | ,030 | ,005 | ,166 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00002 | Pearson Correlation | ,390\* | 1 | ,313 | ,041 | ,288 | 1,000\*\* | ,297 | ,149 | ,313 | ,117 | ,512\*\* |
| Sig. (2-tailed) | ,033 |  | ,092 | ,829 | ,123 | ,000 | ,111 | ,433 | ,092 | ,540 | ,004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00003 | Pearson Correlation | ,500\*\* | ,313 | 1 | ,469\*\* | ,484\*\* | ,313 | ,391\* | ,391\* | 1,000\*\* | ,365\* | ,805\*\* |
| Sig. (2-tailed) | ,005 | ,092 |  | ,009 | ,007 | ,092 | ,033 | ,033 | ,000 | ,047 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00004 | Pearson Correlation | ,339 | ,041 | ,469\*\* | 1 | ,757\*\* | ,041 | ,317 | ,562\*\* | ,469\*\* | ,364\* | ,655\*\* |
| Sig. (2-tailed) | ,067 | ,829 | ,009 |  | ,000 | ,829 | ,087 | ,001 | ,009 | ,048 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00005 | Pearson Correlation | ,394\* | ,288 | ,484\*\* | ,757\*\* | 1 | ,288 | ,537\*\* | ,659\*\* | ,484\*\* | ,364\* | ,760\*\* |
| Sig. (2-tailed) | ,031 | ,123 | ,007 | ,000 |  | ,123 | ,002 | ,000 | ,007 | ,048 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00006 | Pearson Correlation | ,390\* | 1,000\*\* | ,313 | ,041 | ,288 | 1 | ,297 | ,149 | ,313 | ,117 | ,512\*\* |
| Sig. (2-tailed) | ,033 | ,000 | ,092 | ,829 | ,123 |  | ,111 | ,433 | ,092 | ,540 | ,004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00007 | Pearson Correlation | ,397\* | ,297 | ,391\* | ,317 | ,537\*\* | ,297 | 1 | ,559\*\* | ,391\* | ,485\*\* | ,673\*\* |
| Sig. (2-tailed) | ,030 | ,111 | ,033 | ,087 | ,002 | ,111 |  | ,001 | ,033 | ,007 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00008 | Pearson Correlation | ,397\* | ,149 | ,391\* | ,562\*\* | ,659\*\* | ,149 | ,559\*\* | 1 | ,391\* | ,554\*\* | ,708\*\* |
| Sig. (2-tailed) | ,030 | ,433 | ,033 | ,001 | ,000 | ,433 | ,001 |  | ,033 | ,001 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00009 | Pearson Correlation | ,500\*\* | ,313 | 1,000\*\* | ,469\*\* | ,484\*\* | ,313 | ,391\* | ,391\* | 1 | ,365\* | ,805\*\* |
| Sig. (2-tailed) | ,005 | ,092 | ,000 | ,009 | ,007 | ,092 | ,033 | ,033 |  | ,047 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00010 | Pearson Correlation | ,260 | ,117 | ,365\* | ,364\* | ,364\* | ,117 | ,485\*\* | ,554\*\* | ,365\* | 1 | ,657\*\* |
| Sig. (2-tailed) | ,166 | ,540 | ,047 | ,048 | ,048 | ,540 | ,007 | ,001 | ,047 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00011 | Pearson Correlation | ,636\*\* | ,512\*\* | ,805\*\* | ,655\*\* | ,760\*\* | ,512\*\* | ,673\*\* | ,708\*\* | ,805\*\* | ,657\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,004 | ,000 | ,000 | ,000 | ,004 | ,000 | ,000 | ,000 | ,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| |  |  | | --- | --- | | **Reliability Statistics** | | | Cronbach's Alpha | N of Items | | ,761 | 11 | | | | | | | | | | | | | |