**Lampiran 1**

**PENGARUH MOTIVASI DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN DI CV. SAUDARA JAYA MEDAN SUNGGAL**

Yang bertanda tangan dibawah ini :

Nama : Hadi Saifullah Hasibuan

Npm : 173114180

Fakultas/Jurusan : Ekonomi/Manajemen

Semester : VIII

Bapak/Ibu, Saudara/I responden yang terhormat, Sehubungan dalam rangka pengumpulan data untuk melengkapi penelitian saya yang berjudul**:"Pengaruh Motivasi dan Lingkungan Kerja Terhadap Kinerja Karyawan CV”. Saudara Jaya Medan Sunggal”,** saya mengharapkan kesediaan Bapak/Ibu untuk menjawab dan mengisi beberapa pernyataan kuesioner yang diberikan dibawah ini.

Atas waktu yang Bapak/Ibu, Saudara/I telah luangkan, saya ucapkan terima kasih

Hormat Saya

Hadi Saifullah Hasibuan

**II. IDENTITAS RESPONDEN**

Nama ( boleh tidak dibuat ) : ……………………………………………………

No Responden : ……………………………………………………

Jenis Kelamin : ……………………………...……………………

Umur : ……………………………...……………………

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

**B. PETUNJUK PENGISIAN**

1. Pilihlah jawaban paling tepat menurut anda.

2. Bacalah setiap pertanyaan dengan seksama.

3. Isilah semua nomor dengan memilih satu antara 9 alternatif jawaban dengan memberikan tanda X pada kolom yang sudah disediakan.

4. Alternatif jawaban adalah sebagai berikut :

|  |  |
| --- | --- |
| Alternatif Jawaban | Skor |
| Sangat Setuju | 5 |
| Setuju | 4 |
| Kurang Setuju | 3 |
| Tidak Setuju | 2 |
| Sangat Tidak Setuju | 1 |

**C. DAFTAR PERTANYAAN**

**Motivasi (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
| **Penghargaan** | | | | | | |
| 1 | Karyawan akan memiliki motivasi kerja yang tinggi apabila diberikan penghargaan. |  |  |  |  |  |
| **Hubungan Sosial** | | | | | | |
| 2 | Karyawan pada CV. Saudara Jaya Medan Sunggal memiliki hubungan sosial yang baik antar karyawan. |  |  |  |  |  |
| **Kebutuhan Hidup** | | | | | | |
| 3 | Salah satu kunci motivasi kerja yang tinggi melalui menjaga kelangsungan hidup antar karyawan di CV. Saudara Jaya Medan Sunggal |  |  |  |  |  |
| **Keberhasilan dalam bekerja** | | | | | | |
|  | | | | | | |
| 4 | Kunci keberhasilan dalam bekerja yaitu dengan memiliki motivasi kerja yang tinggi |  |  |  |  |  |
| **Kebutuhan Fisiologis** | | | | | | |
| 5 | CV. Saudara Jaya Medan Sunggal selalu memberikan kebutuhan fisioligis kepada karyawannya agar dapat meningkatkan motivasi kerja. |  |  |  |  |  |
| **Kebutuhan Keselamatan** | | | | | | |
| 6 | CV. Saudara Jaya Medan Sunggal selalu memberikan kebutuhan keselamatan dalam bekerja kepada karyawannya agar dapat meningkatkan motivasi kerja. |  |  |  |  |  |
| **Kebutuhan Sosial** | | | | | | |
| 7 | CV. Saudara Jaya Medan Sunggal selalu memberikan kebutuhan sosial kepada karyawan agar dapat meningkatkan motivasi kerja. |  |  |  |  |  |
| **Kebutuhan Akan Penghargaan** | | | | | | |
| 8 | CV. Saudara Jaya Medan Sunggal selalu memberikan penghargaan kepada karyawan yang berprestasi agar dapat meningkatkan motivasi kerja. |  |  |  |  |  |
| **Aktualisasi Diri.** | | | | | | |
| 9 | CV. Saudara Jaya Medan Sunggal selalu memberikan aktualisasi diri kepada karyawan agar dapat menjadikan karyawannya menjadi lebih dapat meningkatkan motivasi kerja. |  |  |  |  |  |

**Lingkungan Kerja (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
| **Lingkungan Kerja Fisik** | | | | | | |
| 1 | Lokasi tempat kerja dibangun dengan pertimbangan keselamatan kerja, agar karyawan merasa nyaman dan aman dalam melakukan pekerjaannya. |  |  |  |  |  |
| 2 | Peralatan yang memadai sangat dibutuhkan karyawan karena akan mendukung karyawan dalam menyelesaikan tugas yang di embannya di dalam perusahaan. |  |  |  |  |  |
| **Lingkungan Kerja Non Fisik** | | | | | | |
| 3 | faktor yang dapat mempengaruhi karyawan tetap tinggal dalam satu organisasi adalah adanya hubungan yang harmonis dan kekeluargaan |  |  |  |  |  |
| 4 | Kerjasama antara karyawan harus dijaga dengan baik, karena akan mempengaruhi pekerjaan yang dilakukan karyawan. |  |  |  |  |  |
| **Perhatian dan dukungan pimpinan** | | | | | | |
| 5 | pimpinan harus sering memberikan penghargaan kepada karyawan. |  |  |  |  |  |
| 6 | pimpinan sering memberikan perhatian serta menghargai karyawan |  |  |  |  |  |
| **Kerjasama antar kelompok** | | | | | | |
| 7 | Karyawan pada CV. Saudara Jaya Medan Sunggal harus saling membantu dengan karyawan yang lain dalam melaksanakan pekerjaan. |  |  |  |  |  |
| 8 | Karyawan pada CV. Saudara Jaya Medan Sunggal harus memiliki hubungan yang baik agar terjalin kerjasama yang baik antar karyawan. |  |  |  |  |  |
| **Kelancaran komunikasi** | | | | | | |
| 9 | Karyawan harus memiliki komunikasi yang baik antar karyawan ataupun pimpinan |  |  |  |  |  |
| 10 | Karyawan harus saling terbuka kepada pimpinan ataupun karyawan yang lain. |  |  |  |  |  |

**Kinerja Karyawan (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
| **Kualitas (Mutu)** | | | | | | |
| 1 | Kualitas kerja yang baik harus melewati suatu proses tertentu untuk menciptakan hasil yang baik |  |  |  |  |  |
| **Kuantitas (Jumlah)** | | | | | | |
| 2 | Kinerja karyawan yang baik dapat dilihat dari jumlah hasil akhir yang dikerjakan oleh karyawan CV. Saudara Jaya Medan Sunggal. |  |  |  |  |  |
| **Waktu (Jangka Waktu)** | | | | | | |
| 3 | Kinerja karyawan yang baik dapat dilihat dari cepat lambatnya suatu pekerjaan yang dilakukan oleh karyawan. |  |  |  |  |  |
| **Penekanan Biaya** | | | | | | |
| 4 | biaya yang sudah dianggarkan oleh perusahaan merupakan sebagain acuan agar tidak melebihi dari yang sudah dianggarkan oleh perusahaan kepada karyawan untuk menciptakan kinerja yang baik. |  |  |  |  |  |
| **Pengawasan** | | | | | | |
| 5 | Hasil kerja karyawan yang baik dilakukan melalui pengawasan dari pimpinan kepada karyawan pada CV. Saudara Jaya Medan Sunggal. |  |  |  |  |  |
| **Hubungan antar karyawan** | | | | | | |
| 6 | Komunikasi yang baik antar karyawan dan pimpinan adalah kunci kinerja yang baik. |  |  |  |  |  |
| **Kerja sama** | | | | | | |
| 7 | Karyawan pada CV. Saudara Jaya Medan Sunggal harus memiliki hubungan yang baik agar terjalin kerjasama yang baik antar karyawan. |  |  |  |  |  |
| **Tanggung Jawab** | | | | | | |
| 8 | Karyawan pada CV. Saudara Jaya Medan Sunggal harus mempunyai tanggung jawab pekerjaan yang dikerjakan. |  |  |  |  |  |
| **Inisiatif** | | | | | | |
| 9 | Inisatif yang tinggi harus dimiliki oleh karyawan CV. Saudara Jaya Medan Sunggal. |  |  |  |  |  |

**Lampiran 2**

**Tabulasi Data**

**Tabulasi Data Uji Validitas & Reliabilitas Variabel Motivasi (X1)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.TTL |
| 1 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 42 |
| 2 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 36 |
| 3 | 3 | 4 | 4 | 4 | 3 | 5 | 5 | 3 | 4 | 35 |
| 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 41 |
| 5 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 39 |
| 6 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 43 |
| 7 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 8 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 42 |
| 9 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 10 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 42 |
| 11 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 39 |
| 12 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 41 |
| 13 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 38 |
| 14 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 35 |
| 15 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 29 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 37 |
| 18 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 38 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 44 |
| 20 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 44 |
| 21 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 37 |
| 22 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 42 |
| 23 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 35 |
| 24 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 29 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 35 |
| 26 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 33 |
| 27 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 26 |
| 28 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 20 |
| 29 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 27 |
| 30 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 44 |

**Tabulasi Data Uji Validitas & Reliabilitas Variabel Lingkungan Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.TTL |
| 1 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 41 |
| 2 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 41 |
| 3 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 43 |
| 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 42 |
| 5 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 3 | 4 | 43 |
| 6 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 45 |
| 7 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 8 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 47 |
| 9 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 43 |
| 10 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 47 |
| 11 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 43 |
| 12 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 47 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 14 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 36 |
| 15 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 34 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 18 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 44 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 20 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 46 |
| 21 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 44 |
| 22 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 46 |
| 23 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 36 |
| 24 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 34 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 26 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 36 |
| 27 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 26 |
| 28 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 24 |
| 29 | 5 | 4 | 3 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 35 |
| 30 | 4 | 4 | 2 | 4 | 2 | 5 | 2 | 5 | 5 | 5 | 38 |

**Tabulasi Data Uji Validitas & Reliabilitas Kinerja Karyawan (Y)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.TTL |
| 1 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 37 |
| 2 | 3 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 38 |
| 3 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 42 |
| 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 33 |
| 5 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 16 |
| 6 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 32 |
| 7 | 5 | 5 | 4 | 3 | 4 | 5 | 3 | 4 | 5 | 38 |
| 8 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 36 |
| 9 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 42 |
| 10 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 38 |
| 11 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 38 |
| 12 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 38 |
| 13 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 40 |
| 14 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 38 |
| 15 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 37 |
| 16 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |
| 17 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 41 |
| 18 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 19 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 39 |
| 20 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 21 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 38 |
| 22 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 38 |
| 23 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 40 |
| 24 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 33 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 26 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |
| 27 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 39 |
| 28 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 43 |
| 29 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 43 |
| 30 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 34 |

**Tabulasi Data Kuesioner Variabel Motivasi (X1)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.TTL |
| 1 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 41 |
| 2 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 39 |
| 3 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 40 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 5 | 2 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 37 |
| 6 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 37 |
| 7 | 3 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 41 |
| 8 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 4 | 35 |
| 9 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 37 |
| 10 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 38 |
| 11 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 35 |
| 12 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 38 |
| 13 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 38 |
| 14 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 3 | 37 |
| 15 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 4 | 4 | 36 |
| 16 | 3 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 37 |
| 17 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 34 |
| 18 | 4 | 3 | 2 | 4 | 5 | 4 | 4 | 3 | 5 | 34 |
| 19 | 3 | 5 | 4 | 3 | 4 | 2 | 4 | 4 | 5 | 34 |
| 20 | 2 | 5 | 5 | 5 | 3 | 4 | 3 | 4 | 4 | 35 |
| 21 | 3 | 4 | 4 | 5 | 2 | 4 | 2 | 3 | 5 | 32 |
| 22 | 3 | 5 | 5 | 5 | 3 | 3 | 3 | 2 | 4 | 33 |
| 23 | 2 | 4 | 4 | 2 | 4 | 2 | 2 | 3 | 3 | 26 |
| 24 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 33 |
| 25 | 3 | 4 | 3 | 2 | 3 | 5 | 3 | 4 | 4 | 31 |
| 26 | 4 | 5 | 4 | 3 | 2 | 2 | 2 | 3 | 3 | 28 |
| 27 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 2 | 2 | 30 |
| 28 | 3 | 3 | 4 | 4 | 5 | 2 | 2 | 3 | 3 | 29 |
| 29 | 4 | 4 | 5 | 3 | 4 | 3 | 5 | 5 | 5 | 38 |
| 30 | 5 | 4 | 5 | 2 | 3 | 5 | 4 | 4 | 2 | 34 |
| 31 | 4 | 4 | 4 | 3 | 4 | 2 | 3 | 3 | 3 | 30 |
| 32 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 2 | 35 |
| 33 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 39 |
| 34 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 5 | 33 |
| 35 | 3 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 2 | 32 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 38 |
| 37 | 4 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 35 |
| 38 | 3 | 4 | 2 | 5 | 3 | 3 | 3 | 3 | 3 | 29 |
| 39 | 2 | 4 | 3 | 4 | 4 | 4 | 2 | 4 | 4 | 31 |
| 40 | 3 | 3 | 5 | 5 | 3 | 3 | 3 | 4 | 4 | 33 |
| 41 | 3 | 2 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 32 |
| 42 | 2 | 3 | 4 | 3 | 4 | 4 | 2 | 5 | 5 | 32 |
| 43 | 3 | 4 | 2 | 4 | 3 | 3 | 4 | 4 | 4 | 31 |
| 44 | 3 | 4 | 3 | 4 | 3 | 5 | 5 | 5 | 5 | 37 |
| 45 | 3 | 3 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 36 |
| 46 | 4 | 2 | 2 | 4 | 5 | 5 | 4 | 5 | 4 | 35 |
| 47 | 3 | 3 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 35 |
| 48 | 2 | 5 | 5 | 5 | 5 | 4 | 2 | 5 | 3 | 36 |
| 49 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 37 |
| 50 | 5 | 3 | 3 | 5 | 3 | 4 | 5 | 3 | 5 | 36 |
| 51 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 37 |
| 52 | 3 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 39 |
| 53 | 5 | 5 | 4 | 4 | 3 | 4 | 2 | 4 | 4 | 35 |
| 54 | 4 | 5 | 5 | 5 | 2 | 3 | 3 | 5 | 5 | 37 |
| 55 | 5 | 4 | 4 | 4 | 3 | 2 | 5 | 5 | 5 | 37 |
| 56 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 39 |
| 57 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 38 |
| 58 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 36 |
| 59 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 39 |
| 60 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 37 |
| 61 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 39 |
| 62 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 39 |
| 63 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 37 |
| 64 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 38 |
| 65 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 38 |
| 66 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 37 |
| 67 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 37 |
| 68 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 36 |
| 69 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 38 |
| 70 | 3 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 39 |
| 71 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 38 |
| 72 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 37 |
| 73 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 39 |
| 74 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 39 |
| 75 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 38 |
| 76 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 38 |
| 77 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 39 |
| 78 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 39 |
| 79 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 37 |
| 80 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 38 |

**Tabulasi Data Kuesioner Variabel Lingkungan Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.TTL |
| 1 | 5 | 5 | 5 | 3 | 4 | 5 | 3 | 4 | 4 | 4 | 42 |
| 2 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 44 |
| 3 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 45 |
| 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 46 |
| 6 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 44 |
| 7 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 45 |
| 8 | 3 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 43 |
| 9 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |
| 10 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 45 |
| 11 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 42 |
| 12 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 13 | 5 | 5 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 39 |
| 14 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 39 |
| 15 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 41 |
| 16 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 40 |
| 17 | 3 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 42 |
| 18 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 45 |
| 19 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 44 |
| 20 | 3 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 43 |
| 21 | 2 | 2 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 38 |
| 22 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 36 |
| 23 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 41 |
| 24 | 2 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 34 |
| 25 | 4 | 3 | 2 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 33 |
| 26 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 4 | 4 | 27 |
| 27 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 2 | 3 | 4 | 30 |
| 28 | 5 | 5 | 4 | 5 | 3 | 2 | 4 | 3 | 2 | 3 | 36 |
| 29 | 2 | 2 | 3 | 5 | 2 | 4 | 4 | 5 | 3 | 2 | 32 |
| 30 | 4 | 5 | 2 | 3 | 4 | 3 | 3 | 5 | 2 | 3 | 34 |
| 31 | 5 | 4 | 3 | 2 | 3 | 2 | 2 | 3 | 4 | 4 | 32 |
| 32 | 4 | 3 | 4 | 3 | 2 | 3 | 3 | 2 | 3 | 4 | 31 |
| 33 | 3 | 4 | 4 | 5 | 3 | 2 | 4 | 3 | 2 | 3 | 33 |
| 34 | 4 | 4 | 3 | 5 | 2 | 5 | 4 | 5 | 3 | 2 | 37 |
| 35 | 4 | 3 | 4 | 5 | 5 | 4 | 3 | 5 | 2 | 3 | 38 |
| 36 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 41 |
| 37 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 40 |
| 38 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 3 | 38 |
| 39 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 41 |
| 40 | 4 | 3 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| 41 | 3 | 5 | 4 | 4 | 4 | 3 | 5 | 3 | 3 | 3 | 37 |
| 42 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 36 |
| 44 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 40 |
| 45 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 37 |
| 46 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 36 |
| 47 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 41 |
| 48 | 3 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 4 | 43 |
| 49 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 5 | 41 |
| 50 | 4 | 3 | 5 | 5 | 3 | 5 | 4 | 4 | 4 | 5 | 42 |
| 51 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 5 | 40 |
| 52 | 5 | 5 | 5 | 5 | 3 | 5 | 3 | 5 | 5 | 5 | 46 |
| 53 | 4 | 3 | 4 | 5 | 5 | 4 | 2 | 4 | 4 | 2 | 37 |
| 54 | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 41 |
| 55 | 4 | 3 | 4 | 4 | 5 | 5 | 3 | 4 | 3 | 2 | 37 |
| 56 | 5 | 3 | 5 | 3 | 5 | 5 | 4 | 5 | 4 | 3 | 42 |
| 57 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 43 |
| 58 | 5 | 3 | 3 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | 40 |
| 59 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 41 |
| 60 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 2 | 41 |
| 61 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 39 |
| 62 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 43 |
| 63 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 42 |
| 64 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 38 |
| 65 | 5 | 3 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 41 |
| 66 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 67 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 40 |
| 68 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 2 | 5 | 38 |
| 69 | 5 | 3 | 4 | 4 | 4 | 4 | 2 | 4 | 3 | 4 | 37 |
| 70 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 41 |
| 71 | 5 | 3 | 5 | 4 | 4 | 5 | 3 | 2 | 2 | 4 | 37 |
| 72 | 4 | 4 | 4 | 4 | 5 | 4 | 2 | 3 | 4 | 3 | 37 |
| 73 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 2 | 4 | 39 |
| 74 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 38 |
| 75 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 5 | 3 | 40 |
| 76 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 2 | 2 | 4 | 36 |
| 77 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 42 |
| 78 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 40 |
| 79 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 41 |
| 80 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 42 |

**Tabulasi Data Kuesioner Variabel Kinerja Karyawan (Y)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.TTL |
| 1 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 39 |
| 2 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 36 |
| 3 | 3 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 5 | 39 |
| 4 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 41 |
| 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 41 |
| 6 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 4 | 5 | 40 |
| 7 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 41 |
| 8 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 39 |
| 9 | 2 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 39 |
| 10 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 39 |
| 11 | 3 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 40 |
| 12 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 34 |
| 13 | 4 | 3 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 35 |
| 14 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 36 |
| 15 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| 16 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 37 |
| 17 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 4 | 5 | 39 |
| 18 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 39 |
| 19 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 36 |
| 20 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 39 |
| 21 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 35 |
| 22 | 4 | 3 | 2 | 4 | 5 | 3 | 3 | 4 | 4 | 32 |
| 23 | 3 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 34 |
| 24 | 2 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 3 | 35 |
| 25 | 3 | 4 | 4 | 5 | 2 | 3 | 3 | 4 | 2 | 30 |
| 26 | 3 | 5 | 5 | 5 | 3 | 2 | 2 | 3 | 3 | 31 |
| 27 | 2 | 4 | 4 | 2 | 4 | 3 | 3 | 2 | 4 | 28 |
| 28 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 3 | 3 | 34 |
| 29 | 3 | 4 | 3 | 2 | 3 | 2 | 5 | 5 | 4 | 31 |
| 30 | 4 | 5 | 4 | 3 | 2 | 4 | 5 | 2 | 4 | 33 |
| 31 | 4 | 4 | 4 | 4 | 3 | 2 | 2 | 3 | 3 | 29 |
| 32 | 3 | 3 | 4 | 4 | 5 | 3 | 3 | 2 | 4 | 31 |
| 33 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 3 | 3 | 36 |
| 34 | 5 | 4 | 5 | 2 | 3 | 2 | 5 | 5 | 4 | 35 |
| 35 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 2 | 4 | 34 |
| 36 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 41 |
| 37 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 39 |
| 38 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 30 |
| 39 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 35 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 41 | 4 | 3 | 3 | 5 | 4 | 3 | 3 | 3 | 3 | 31 |
| 42 | 3 | 4 | 2 | 5 | 3 | 4 | 4 | 4 | 4 | 33 |
| 43 | 2 | 4 | 3 | 4 | 4 | 3 | 3 | 5 | 5 | 33 |
| 44 | 3 | 3 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 35 |
| 45 | 3 | 2 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 32 |
| 46 | 2 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 28 |
| 47 | 3 | 4 | 2 | 4 | 3 | 5 | 5 | 5 | 4 | 35 |
| 48 | 3 | 4 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 34 |
| 49 | 3 | 3 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 35 |
| 50 | 4 | 2 | 2 | 4 | 5 | 4 | 5 | 4 | 5 | 35 |
| 51 | 5 | 5 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 37 |
| 52 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 5 | 38 |
| 53 | 5 | 5 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 37 |
| 54 | 4 | 5 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 39 |
| 55 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 35 |
| 56 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 40 |
| 57 | 5 | 3 | 5 | 5 | 5 | 3 | 4 | 3 | 4 | 37 |
| 58 | 5 | 4 | 5 | 4 | 3 | 3 | 5 | 3 | 5 | 37 |
| 59 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 41 |
| 60 | 4 | 4 | 5 | 4 | 3 | 5 | 5 | 3 | 3 | 36 |
| 61 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 37 |
| 62 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 3 | 4 | 38 |
| 63 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 4 | 36 |
| 64 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 3 | 4 | 38 |
| 65 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 4 | 36 |
| 66 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 3 | 4 | 36 |
| 67 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 3 | 4 | 36 |
| 68 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 34 |
| 69 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | 37 |
| 70 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 5 | 36 |
| 71 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 3 | 4 | 35 |
| 72 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 38 |
| 73 | 4 | 4 | 5 | 4 | 3 | 5 | 5 | 3 | 5 | 38 |
| 74 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 37 |
| 75 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 39 |
| 76 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 4 | 36 |
| 77 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 39 |
| 78 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 37 |
| 79 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 37 |
| 80 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 36 |

**LAMPIRAN-3**

**HASIL PENGOLAHAN DATA**

**(Deskripsi Jawaban Responden)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Motivasi** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Setuju | 11 | 13.8 | 13.8 | 100.0 |
| Setuju | 34 | 42.5 | 42.5 | 86.3 |
| Kurang Setuju | 29 | 36.3 | 36.3 | 43.8 |
| Tidak Setuju | 6 | 7.5 | 7.5 | 7.5 |
| Total | 80 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Motivasi** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Setuju | 24 | 30.0 | 30.0 | 100.0 |
| Setuju | 44 | 55.0 | 55.0 | 70.0 |
| Kurang Setuju | 10 | 12.5 | 12.5 | 15.0 |
| Tidak Setuju | 2 | 2.5 | 2.5 | 2.5 |
| Total | 80 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Motivasi** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Setuju | 25 | 31.3 | 31.3 | 100.0 |
| Setuju | 41 | 51.3 | 51.3 | 68.8 |
| Kurang Setuju | 9 | 11.3 | 11.3 | 17.5 |
| Tidak Setuju | 5 | 6.3 | 6.3 | 6.3 |
| Total | 80 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Motivasi** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Setuju | 27 | 33.8 | 33.8 | 100.0 |
| Setuju | 41 | 51.3 | 51.3 | 66.3 |
| Kurang Setuju | 9 | 11.3 | 11.3 | 15.0 |
| Tidak Setuju | 3 | 3.8 | 3.8 | 3.8 |
| Total | 80 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Motivasi** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Setuju | 16 | 20.0 | 20.0 | 100.0 |
| Setuju | 43 | 53.8 | 53.8 | 80.0 |
| Kurang Setuju | 18 | 22.5 | 22.5 | 26.3 |
| Tidak Setuju | 3 | 3.8 | 3.8 | 3.8 |
| Total | 80 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Motivasi** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Setuju | 22 | 27.5 | 27.5 | 100.0 |
| Setuju | 40 | 50.0 | 50.0 | 72.5 |
| Kurang Setuju | 12 | 15.0 | 15.0 | 22.5 |
| Tidak Setuju | 6 | 7.5 | 7.5 | 7.5 |
| Total | 80 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Motivasi** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Setuju | 23 | 28.8 | 28.8 | 100.0 |
| Setuju | 36 | 45.0 | 45.0 | 71.3 |
| Kurang Setuju | 13 | 16.3 | 16.3 | 26.3 |
| Tidak Setuju | 8 | 10.0 | 10.0 | 10.0 |
| Total | 80 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Motivasi** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Setuju | 15 | 18.8 | 18.8 | 100.0 |
| Setuju | 53 | 66.3 | 66.3 | 81.3 |
| Kurang Setuju | 10 | 12.5 | 12.5 | 15.0 |
| Tidak Setuju | 2 | 2.5 | 2.5 | 2.5 |
| Total | 80 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Motivasi** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Setuju | 24 | 30.0 | 30.0 | 100.0 |
| Setuju | 43 | 53.8 | 53.8 | 70.0 |
| Kurang Setuju | 9 | 11.3 | 11.3 | 16.3 |
| Tidak Setuju | 4 | 5.0 | 5.0 | 5.0 |
| Total | 80 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Lingkungan Kerja** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Setuju | 16 | 20.0 | 20.0 | 100.0 |
| Setuju | 31 | 38.8 | 38.8 | 80.0 |
| Kurang Setuju | 29 | 36.3 | 36.3 | 41.3 |
| Tidak Setuju | 4 | 5.0 | 5.0 | 5.0 |
| Total | 80 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Lingkungan Kerja** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Setuju | 24 | 30.0 | 30.0 | 100.0 |
| Setuju | 44 | 55.0 | 55.0 | 70.0 |
| Kurang Setuju | 10 | 12.5 | 12.5 | 15.0 |
| Tidak Setuju | 2 | 2.5 | 2.5 | 2.5 |
| Total | 80 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Lingkungan Kerja** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Setuju | 20 | 25.0 | 25.0 | 100.0 |
| Setuju | 46 | 57.5 | 57.5 | 75.0 |
| Kurang Setuju | 12 | 15.0 | 15.0 | 17.5 |
| Tidak Setuju | 2 | 2.5 | 2.5 | 2.5 |
| Total | 80 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Lingkungan Kerja** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Setuju | 24 | 30.0 | 30.0 | 100.0 |
| Setuju | 39 | 48.8 | 48.8 | 70.0 |
| Kurang Setuju | 13 | 16.3 | 16.3 | 21.3 |
| Tidak Setuju | 4 | 5.0 | 5.0 | 5.0 |
| Total | 80 | 100.0 | 100.0 |  |
| **Lingkungan Kerja** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Setuju | 24 | 30.0 | 30.0 | 100.0 |
| Setuju | 39 | 48.8 | 48.8 | 70.0 |
| Kurang Setuju | 13 | 16.3 | 16.3 | 21.3 |
| Tidak Setuju | 4 | 5.0 | 5.0 | 5.0 |
| Total | 80 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Lingkungan Kerja** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Setuju | 18 | 22.5 | 22.5 | 100.0 |
| Setuju | 34 | 42.5 | 42.5 | 77.5 |
| Kurang Setuju | 23 | 28.8 | 28.8 | 35.0 |
| Tidak Setuju | 5 | 6.3 | 6.3 | 6.3 |
| Total | 80 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Lingkungan Kerja** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Setuju | 24 | 30.0 | 30.0 | 100.0 |
| Setuju | 36 | 45.0 | 45.0 | 70.0 |
| Kurang Setuju | 16 | 20.0 | 20.0 | 25.0 |
| Tidak Setuju | 4 | 5.0 | 5.0 | 5.0 |
| Total | 80 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Lingkungan Kerja** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Setuju | 18 | 22.5 | 22.5 | 100.0 |
| Setuju | 36 | 45.0 | 45.0 | 77.5 |
| Kurang Setuju | 18 | 22.5 | 22.5 | 32.5 |
| Tidak Setuju | 8 | 10.0 | 10.0 | 10.0 |
| Total | 80 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Lingkungan Kerja** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Setuju | 18 | 22.5 | 22.5 | 100.0 |
| Setuju | 38 | 47.5 | 47.5 | 77.5 |
| Kurang Setuju | 19 | 23.8 | 23.8 | 30.0 |
| Tidak Setuju | 5 | 6.3 | 6.3 | 6.3 |
| Total | 80 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Kinerja Karyawan** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Setuju | 22 | 27.5 | 27.5 | 100.0 |
| Setuju | 35 | 43.8 | 43.8 | 72.5 |
| Kurang Setuju | 18 | 22.5 | 22.5 | 28.8 |
| Tidak Setuju | 5 | 6.3 | 6.3 | 6.3 |
| Total | 80 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Kinerja Karyawan** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Setuju | 20 | 25.0 | 25.0 | 100.0 |
| Setuju | 49 | 61.3 | 61.3 | 75.0 |
| Kurang Setuju | 9 | 11.3 | 11.3 | 13.8 |
| Tidak Setuju | 2 | 2.5 | 2.5 | 2.5 |
| Total | 80 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Kinerja Karyawan** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Setuju | 27 | 33.8 | 33.8 | 100.0 |
| Setuju | 36 | 45.0 | 45.0 | 66.3 |
| Kurang Setuju | 12 | 15.0 | 15.0 | 21.3 |
| Tidak Setuju | 5 | 6.3 | 6.3 | 6.3 |
| Total | 80 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Kinerja Karyawan** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Setuju | 25 | 31.3 | 31.3 | 100.0 |
| Setuju | 42 | 52.5 | 52.5 | 68.8 |
| Kurang Setuju | 10 | 12.5 | 12.5 | 16.3 |
| Tidak Setuju | 3 | 3.8 | 3.8 | 3.8 |
| Total | 80 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Kinerja Karyawan** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Setuju | 12 | 15.0 | 15.0 | 100.0 |
| Setuju | 34 | 42.5 | 42.5 | 85.0 |
| Kurang Setuju | 32 | 40.0 | 40.0 | 42.5 |
| Tidak Setuju | 2 | 2.5 | 2.5 | 2.5 |
| Total | 80 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Kinerja Karyawan** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Setuju | 21 | 26.3 | 26.3 | 100.0 |
| Setuju | 42 | 52.5 | 52.5 | 73.8 |
| Kurang Setuju | 13 | 16.3 | 16.3 | 21.3 |
| Tidak Setuju | 4 | 5.0 | 5.0 | 5.0 |
| Total | 80 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Kinerja Karyawan** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Setuju | 31 | 38.8 | 38.8 | 100.0 |
| Setuju | 38 | 47.5 | 47.5 | 61.3 |
| Kurang Setuju | 9 | 11.3 | 11.3 | 13.8 |
| Tidak Setuju | 2 | 2.5 | 2.5 | 2.5 |
| Total | 80 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Kinerja Karyawan** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Setuju | 16 | 20.0 | 20.0 | 100.0 |
| Setuju | 31 | 38.8 | 38.8 | 80.0 |
| Kurang Setuju | 29 | 36.3 | 36.3 | 41.3 |
| Tidak Setuju | 4 | 5.0 | 5.0 | 5.0 |
| Total | 80 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Kinerja Karyawan** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Setuju | 21 | 26.3 | 26.3 | 100.0 |
| Setuju | 47 | 58.8 | 58.8 | 73.8 |
| Kurang Setuju | 11 | 13.8 | 13.8 | 15.0 |
| Tidak Setuju | 1 | 1.3 | 1.3 | 1.3 |
| Total | 80 | 100.0 | 100.0 |  |

**LAMPIRAN-4**

**HASIL PENGOLAHAN DATA**

**(Uji Instrumen)**

**Uji Validitas & Reliabilitas Variabel Motivasi (X1)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 |
| X1.1 | Pearson Correlation | 1 | .778\*\* | .730\*\* | .844\*\* | .897\*\* | .477\*\* | .467\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .008 | .009 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .778\*\* | 1 | .705\*\* | .750\*\* | .668\*\* | .422\* | .356 |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .020 | .053 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .730\*\* | .705\*\* | 1 | .777\*\* | .839\*\* | .328 | .293 |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .077 | .116 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .844\*\* | .750\*\* | .777\*\* | 1 | .736\*\* | .394\* | .392\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .031 | .032 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .897\*\* | .668\*\* | .839\*\* | .736\*\* | 1 | .366\* | .372\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .047 | .043 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .477\*\* | .422\* | .328 | .394\* | .366\* | 1 | .557\*\* |
| Sig. (2-tailed) | .008 | .020 | .077 | .031 | .047 |  | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | .467\*\* | .356 | .293 | .392\* | .372\* | .557\*\* | 1 |
| Sig. (2-tailed) | .009 | .053 | .116 | .032 | .043 | .001 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | .897\*\* | .668\*\* | .839\*\* | .736\*\* | 1.000\*\* | .366\* | .372\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .047 | .043 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | .790\*\* | .865\*\* | .664\*\* | .776\*\* | .683\*\* | .394\* | .392\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .031 | .032 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.TOTAL | Pearson Correlation | .941\*\* | .845\*\* | .841\*\* | .873\*\* | .898\*\* | .587\*\* | .584\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .001 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Correlations** | | | | |
|  | | X1.8 | X1.9 | X1.TOTAL |
| X1.1 | Pearson Correlation | .897\*\* | .790\*\* | .941\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |
| N | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .668\*\* | .865\*\* | .845\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |
| N | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .839\*\* | .664\*\* | .841\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |
| N | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .736\*\* | .776\*\* | .873\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |
| N | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | 1.000\*\* | .683\*\* | .898\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |
| N | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .366\* | .394\* | .587\*\* |
| Sig. (2-tailed) | .047 | .031 | .001 |
| N | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | .372\* | .392\* | .584\*\* |
| Sig. (2-tailed) | .043 | .032 | .001 |
| N | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | 1 | .683\*\* | .898\*\* |
| Sig. (2-tailed) |  | .000 | .000 |
| N | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | .683\*\* | 1 | .851\*\* |
| Sig. (2-tailed) | .000 |  | .000 |
| N | 30 | 30 | 30 |
| X1.TOTAL | Pearson Correlation | .898\*\* | .851\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 |  |
| N | 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 |
| .935 | 9 |

**Uji Validitas & Reliabilitas Variabel Lingkungan Kerja (X2)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 |
| X2.1 | Pearson Correlation | 1 | .659\*\* | .267 | .705\*\* | .621\*\* | .176 | .267 |
| Sig. (2-tailed) |  | .000 | .154 | .000 | .000 | .352 | .154 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .659\*\* | 1 | .529\*\* | .972\*\* | .626\*\* | .394\* | .529\*\* |
| Sig. (2-tailed) | .000 |  | .003 | .000 | .000 | .031 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .267 | .529\*\* | 1 | .463\*\* | .512\*\* | .565\*\* | 1.000\*\* |
| Sig. (2-tailed) | .154 | .003 |  | .010 | .004 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .705\*\* | .972\*\* | .463\*\* | 1 | .561\*\* | .325 | .463\*\* |
| Sig. (2-tailed) | .000 | .000 | .010 |  | .001 | .080 | .010 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .621\*\* | .626\*\* | .512\*\* | .561\*\* | 1 | .252 | .512\*\* |
| Sig. (2-tailed) | .000 | .000 | .004 | .001 |  | .179 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .176 | .394\* | .565\*\* | .325 | .252 | 1 | .565\*\* |
| Sig. (2-tailed) | .352 | .031 | .001 | .080 | .179 |  | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | .267 | .529\*\* | 1.000\*\* | .463\*\* | .512\*\* | .565\*\* | 1 |
| Sig. (2-tailed) | .154 | .003 | .000 | .010 | .004 | .001 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .117 | .477\*\* | .587\*\* | .405\* | .290 | .790\*\* | .587\*\* |
| Sig. (2-tailed) | .537 | .008 | .001 | .026 | .120 | .000 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | .234 | .422\* | .585\*\* | .356 | .155 | .865\*\* | .585\*\* |
| Sig. (2-tailed) | .214 | .020 | .001 | .053 | .413 | .000 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | .356 | .328 | .516\*\* | .256 | .459\* | .664\*\* | .516\*\* |
| Sig. (2-tailed) | .053 | .077 | .004 | .173 | .011 | .000 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.TOTAL | Pearson Correlation | .585\*\* | .793\*\* | .817\*\* | .734\*\* | .676\*\* | .749\*\* | .817\*\* |
| Sig. (2-tailed) | .001 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | |
|  | | X2.8 | X2.9 | X2.10 | X2.TOTAL |
| X2.1 | Pearson Correlation | .117 | .234 | .356 | .585\*\* |
| Sig. (2-tailed) | .537 | .214 | .053 | .001 |
| N | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .477\*\* | .422\* | .328 | .793\*\* |
| Sig. (2-tailed) | .008 | .020 | .077 | .000 |
| N | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .587\*\* | .585\*\* | .516\*\* | .817\*\* |
| Sig. (2-tailed) | .001 | .001 | .004 | .000 |
| N | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .405\* | .356 | .256 | .734\*\* |
| Sig. (2-tailed) | .026 | .053 | .173 | .000 |
| N | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .290 | .155 | .459\* | .676\*\* |
| Sig. (2-tailed) | .120 | .413 | .011 | .000 |
| N | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .790\*\* | .865\*\* | .664\*\* | .749\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | .587\*\* | .585\*\* | .516\*\* | .817\*\* |
| Sig. (2-tailed) | .001 | .001 | .004 | .000 |
| N | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | 1 | .778\*\* | .730\*\* | .773\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | .778\*\* | 1 | .705\*\* | .759\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | .730\*\* | .705\*\* | 1 | .742\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 |
| X2.TOTAL | Pearson Correlation | .773\*\* | .759\*\* | .742\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 |  |
| N | 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 |
| .911 | 10 |

**Uji Validitas & Reliabilitas Variabel Kinerja Karyawan (Y)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 |
| Y.1 | Pearson Correlation | 1 | .615\*\* | .595\*\* | .454\* | .708\*\* | .597\*\* | .515\*\* |
| Sig. (2-tailed) |  | .000 | .001 | .012 | .000 | .000 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.2 | Pearson Correlation | .615\*\* | 1 | .736\*\* | .420\* | .728\*\* | .729\*\* | .439\* |
| Sig. (2-tailed) | .000 |  | .000 | .021 | .000 | .000 | .015 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.3 | Pearson Correlation | .595\*\* | .736\*\* | 1 | .563\*\* | .636\*\* | .636\*\* | .678\*\* |
| Sig. (2-tailed) | .001 | .000 |  | .001 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.4 | Pearson Correlation | .454\* | .420\* | .563\*\* | 1 | .652\*\* | .437\* | .465\*\* |
| Sig. (2-tailed) | .012 | .021 | .001 |  | .000 | .016 | .010 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.5 | Pearson Correlation | .708\*\* | .728\*\* | .636\*\* | .652\*\* | 1 | .675\*\* | .508\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .000 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.6 | Pearson Correlation | .597\*\* | .729\*\* | .636\*\* | .437\* | .675\*\* | 1 | .452\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .016 | .000 |  | .012 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.7 | Pearson Correlation | .515\*\* | .439\* | .678\*\* | .465\*\* | .508\*\* | .452\* | 1 |
| Sig. (2-tailed) | .004 | .015 | .000 | .010 | .004 | .012 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.8 | Pearson Correlation | .607\*\* | .559\*\* | .488\*\* | .278 | .745\*\* | .530\*\* | .500\*\* |
| Sig. (2-tailed) | .000 | .001 | .006 | .136 | .000 | .003 | .005 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.9 | Pearson Correlation | .597\*\* | .729\*\* | .636\*\* | .437\* | .675\*\* | 1.000\*\* | .452\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .016 | .000 | .000 | .012 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.TOTAL | Pearson Correlation | .795\*\* | .835\*\* | .834\*\* | .647\*\* | .873\*\* | .871\*\* | .686\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Correlations** | | | | |
|  | | Y.8 | Y.9 | Y.TOTAL |
| Y.1 | Pearson Correlation | .607\*\* | .597\*\* | .795\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |
| N | 30 | 30 | 30 |
| Y.2 | Pearson Correlation | .559\*\* | .729\*\* | .835\*\* |
| Sig. (2-tailed) | .001 | .000 | .000 |
| N | 30 | 30 | 30 |
| Y.3 | Pearson Correlation | .488\*\* | .636\*\* | .834\*\* |
| Sig. (2-tailed) | .006 | .000 | .000 |
| N | 30 | 30 | 30 |
| Y.4 | Pearson Correlation | .278 | .437\* | .647\*\* |
| Sig. (2-tailed) | .136 | .016 | .000 |
| N | 30 | 30 | 30 |
| Y.5 | Pearson Correlation | .745\*\* | .675\*\* | .873\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |
| N | 30 | 30 | 30 |
| Y.6 | Pearson Correlation | .530\*\* | 1.000\*\* | .871\*\* |
| Sig. (2-tailed) | .003 | .000 | .000 |
| N | 30 | 30 | 30 |
| Y.7 | Pearson Correlation | .500\*\* | .452\* | .686\*\* |
| Sig. (2-tailed) | .005 | .012 | .000 |
| N | 30 | 30 | 30 |
| Y.8 | Pearson Correlation | 1 | .530\*\* | .720\*\* |
| Sig. (2-tailed) |  | .003 | .000 |
| N | 30 | 30 | 30 |
| Y.9 | Pearson Correlation | .530\*\* | 1 | .871\*\* |
| Sig. (2-tailed) | .003 |  | .000 |
| N | 30 | 30 | 30 |
| Y.TOTAL | Pearson Correlation | .720\*\* | .871\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 |  |
| N | 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 |
| .924 | 9 |

**LAMPIRAN-5**

**HASIL PENGOLAHAN DATA**

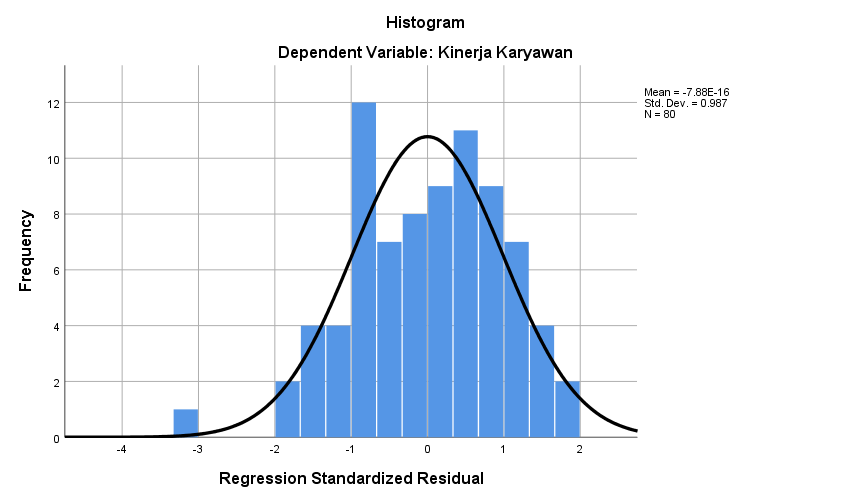
|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 6.677 | 2.807 |  | 2.379 | .020 |  |  |
| Motivasi | .330 | .081 | .334 | 4.088 | .000 | .772 | 1.295 |
| Lingkungan Kerja | .441 | .064 | .560 | 6.856 | .000 | .772 | 1.295 |
| a. Dependent Variable: Kinerja Karyawan | | | | | | | | |

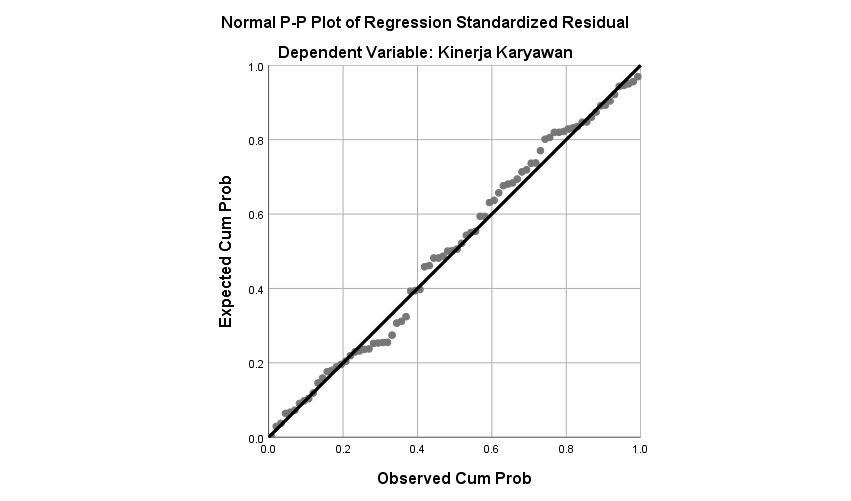
**(Uji Asumsi Klasik)**

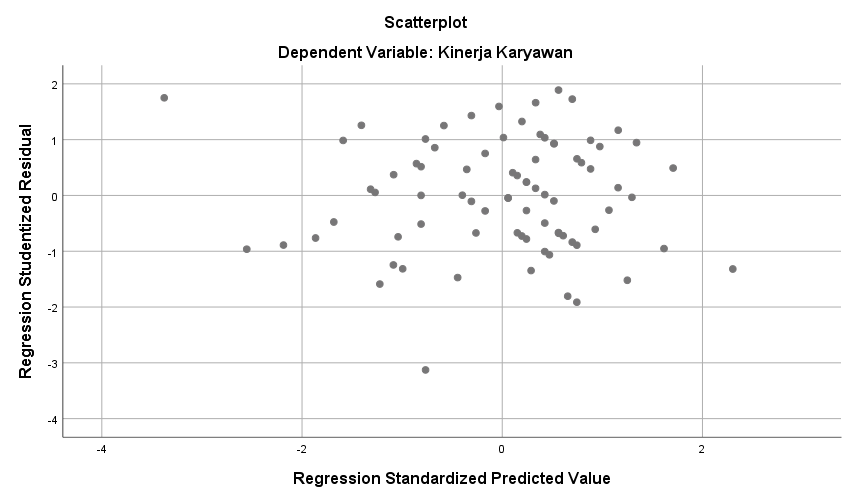
|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 457.221 | 2 | 228.611 | 58.564 | .000b |
| Residual | 300.579 | 77 | 3.904 |  |  |
| Total | 757.800 | 79 |  |  |  |
| a. Dependent Variable: Kinerja Karyawan | | | | | | |
| b. Predictors: (Constant), Lingkungan Kerja, Motivasi | | | | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .777a | .603 | .593 | 1.976 |
| a. Predictors: (Constant), Lingkungan Kerja, Motivasi | | | | |
| b. Dependent Variable: Kinerja Karyawan | | | | |

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 80 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 1.95058811 |
| Most Extreme Differences | Absolute | .073 |
| Positive | .073 |
| Negative | -.067 |
| Test Statistic | | .073 |
| Asymp. Sig. (2-tailed) | | .200c,d |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

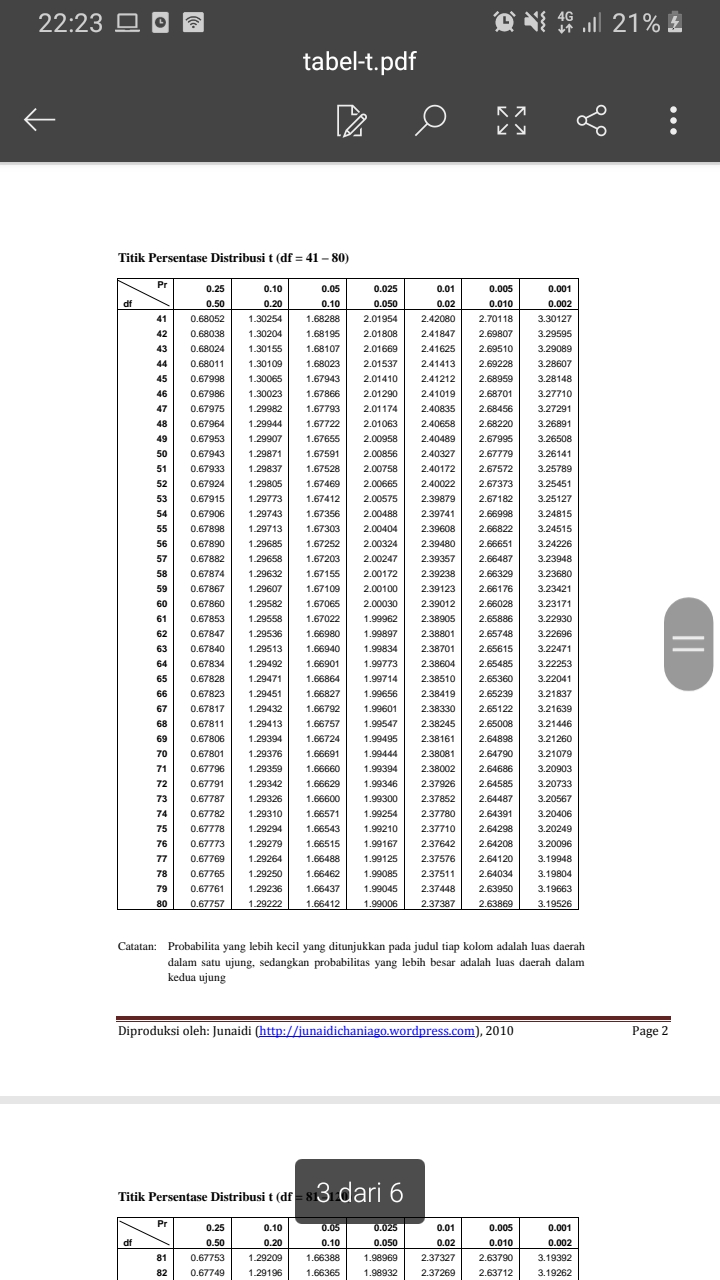






**LAMPIRAN-6**

**T Tabel**



**F Tabel**

