

LAMPIRAN

Lampiran 1 Kuesioner Penelitian

Instrumen Penelitian

KUESIONER PENELITIAN

“Pengaruh Lingkungan Kerja, Kerjasama Tim, Dan Stres Kerja Terhadap Kinerja Karyawan CV. SINERGI KARYA SUKSES”

Kepada, Yth. Saudara/i

Dengan hormat,

Dalam rangka penyusunan skripsi, saya mohon kesediaan saudara/i untuk membantu mengisi kuesioner sebagaimana terlampir. Jawaban dalam kuesioner tersebut saya jadikan sebagai bahan penelitian yang berjudul “Pengaruh Lingkungan Kerja, Kerjasama Tim, Dan Stres Kerja Terhadap Kinerja Karyawan CV. SINERGI KARYA SUKSES”, maka saya :

Nama : Moch Fahad Rahmansyah

Fakultas / Jurusan : Ekonomi dan Bisnis / Manajemen

NBI : 1211900119

Dengan kerelaan saudara/i dalam mengisi pertanyaan kuesioner ini sangat membantu dalam penyelesaian studi saya. Saya sangat menghargai partisipasi saudara/i dan jawaban tersebut akan tetap saya pegang teguh kerahasiannya.

Atas perhatian dan partisipasi saudara/i dalam mengisi kuesioner ini kami ucapkan terimakasih. Semoga Tuhan membalas kebaikan saudara/i dengan berlipat ganda.

Hormat Saya

Moch Fahad Rahmansyah

Daftar Pertanyaan (Kuesioner) “Pengaruh Lingkungan Kerja, Kerjasama Tim, Dan Stres Kerja Terhadap Kinerja Karyawan CV. SINERGI KARYA SUKSES”

Petunjuk pengisian :

- 1) Isilah data diri anda sesuai dengan keadaan yang sebenarnya.
- 2) Berilah tanda checklist (√) pada salah satu pilihan jawaban yang tersedia sesuai dengan pendapat anda sebagai tenaga kerja pada komponen-komponen variabel.

Masing-masing pilihan jawaban memiliki makna sebagai berikut :

1. STS : apabila jawaban tersebut menurut anda Sangat Tidak Setuju
 2. TS : apabila jawaban tersebut menurut anda Tidak Setuju
 3. N : apabila jawaban tersebut menurut anda Netral
 4. S : apabila jawaban tersebut menurut anda Setuju
 5. SS : apabila jawaban tersebut menurut anda Sangat Setuju
- 3) Diharapkan untuk tidak menjawab lebih dari satu pilihan jawaban.

4) Identitas Responden :

1. Nama :(Boleh Di Kosongkan)
2. Jenis Kelamin : Laki-laki Perempuan
3. Usia : ±25 Tahun ± 30 Tahun ±35 Tahun
 ±40 Tahun
4. Pendidikan Terakhir : SMP SMA/SMK S1
5. Jabatan : Supervisor Karyawan Mandor
 Manajer
6. Lama Bekerja : >1 Tahun >2 Tahun >3 Tahun
 >4 Tahun

Variabel Lingkungan Kerja (X1)

| NO | PERTANYAAN | STS | TS | N | S | SS |
|-------------------------------|---|-----|----|---|---|----|
| Lingkungan Kerja Fisik | | | | | | |
| Pencahayaan | | | | | | |
| 1. | Penerangan/cahaya di tempat kerja sudah memadai | | | | | |
| 2. | Pencahayaan ditempat kerja sangat baik, sehingga membuat saya nyaman bekerja | | | | | |
| Sirkulasi ruang kerja | | | | | | |
| 1. | Jumlah ventilasi yang ada di ruang kerja membuat sirkulasi udara berjalan dengan baik | | | | | |
| 2. | Saya merasakan sirkulasi udara yang baik ditempat kerja | | | | | |
| Tata letak ruang | | | | | | |
| 1. | Penataan ruang kerja memberikan kenyamanan dalam bekerja | | | | | |
| 2. | Tata letak ruang kerja yang rapi | | | | | |
| Dekorasi | | | | | | |
| 1. | Dekorasi di ruang kerja saya yang rapi menambah kenyamanan saya dalam bekerja | | | | | |
| 2. | Tata warna dalam ruangan kerja berpengaruh secara psikologis terhadap nyaman saya dalam bekerja | | | | | |
| Fasilitas | | | | | | |
| 1. | Fasilitas kerja yang tersedia saat ini sudah cukup memadai | | | | | |
| 2. | Fasilitas yang tersedia di lingkungan kerja telah | | | | | |

| | | | | | | |
|--|---|--|--|--|--|--|
| | mendukung jalannya pekerjaan saya | | | | | |
| Lingkungan Non Kerja Fisik | | | | | | |
| Hubungan dengan pemimpin | | | | | | |
| 1. | Komunikasi antar bawahan dengan pimpinan sudah terjalin dengan baik | | | | | |
| 2. | Hubungan pimpinan dengan bawahan berjalan dengan baik | | | | | |
| Hubungan sesama antar rekan kerja | | | | | | |
| 1. | Komunikasi antara rekan kerja sangat harmonis | | | | | |
| 2. | Hubungan rekan kerja jarang terhambat | | | | | |

Variabel Kerjasama Tim (X2)

| NO | PERTANYAAN | STS | TS | N | S | SS |
|-----------------------------------|--|-----|----|---|---|----|
| Mau Berkerjasama | | | | | | |
| 1. | Saya secara bersama-sama bertanggung jawab terhadap kinerja. | | | | | |
| 2. | Saya lebih memilih melakukan pekerjaan bersama-sama daripada melakukannya sendiri. | | | | | |
| Mengungkap Harapan Positif | | | | | | |
| 1. | Setiap karyawan memiliki andil yang kuat terhadap keberhasilan perusahaan. | | | | | |
| 2. | Setiap karyawan memiliki kesadaran yang tinggi mengerahkan potensi diri dalam mencapai tujuan. | | | | | |
| Menghargai Masukan | | | | | | |
| 1. | Pimpinan menerima dengan puas terhadap masukan saya. | | | | | |

| | | | | | | |
|------------------------------------|---|--|--|--|--|--|
| 2. | Dalam menjalankan tugas kami memiliki sikap saling ketergantungan berdasarkan urutan tugas. | | | | | |
| Memberikan Dorongan | | | | | | |
| 1. | Semangat yang dibangun merupakan dorongan bersama dalam mencapai tujuan yang akan dicapai. | | | | | |
| 2. | Saya lebih memilih melakukan pekerjaan bersama-sama daripada melakukannya sendiri. | | | | | |
| Membangun Semangat Kelompok | | | | | | |
| 1. | Dalam menjalankan tugas saya memiliki sikap saling ketergantungan berdasarkan urutan tugas. | | | | | |
| 2. | Setiap karyawan dianggap memiliki kontribusi yang tinggi dalam pencapaian tujuan. | | | | | |

Variabel Stres Kerja (X3)

| NO | PERTANYAAN | STS | TS | N | S | SS |
|-------------------------------|---|-----|----|---|---|----|
| Tuntutan Tugas | | | | | | |
| 1. | Target perusahaan dan tuntutan tugas terlalu tinggi. | | | | | |
| 2. | Anda merasa pekerjaan saudara terlalu padat dan merasa waktu istirahat yang diberikan perusahaan sangat terbatas. | | | | | |
| Tuntutan Peran | | | | | | |
| 1. | Peran yang anda terima di perusahaan sering bertentangan satu sama lain. | | | | | |
| 2. | Anda tidak tau apa yang menjadi tanggung jawab pekerjaan yang anda jalankan. | | | | | |
| Tuntutan Antar Pribadi | | | | | | |

| | | | | | | |
|--------------------------------|---|--|--|--|--|--|
| 1. | Keberhasilan karyawan lain menjadi pesaing kinerja anda. | | | | | |
| 2. | Anda sering mengalami konflik dengan diri sendiri sehingga membuat anda tidak berkonsentrasi saat bekerja. | | | | | |
| Struktur Organisasi | | | | | | |
| 1. | Alur perintah struktur organisasi yang tumpang tindih menjadi ketidaknyamanan bekerja. | | | | | |
| 2. | Struktur organisasi yang ada diperusahaan anda tidak sesuai. | | | | | |
| Kepemimpinan Organisasi | | | | | | |
| 1. | Sikap pemimpin dan tekanan kerja menjadikan iklim dalam perusahaan relative tidak kondusif. | | | | | |
| 2. | Anda merasa pimpinan atau atasan kurang memberikan arahan perbaikan ketika karyawan melakukan kesalahan saat bekerja. | | | | | |

Instrumen Penelitian

KUESIONER PENELITIAN

**“Pengaruh Lingkungan Kerja, Kerjasama Tim, Dan Stres Kerja Terhadap
Kinerja Karyawan CV. SINERGI KARYA SUKSES”**

Kepada, Yth. Bapak

Dengan hormat,

Dalam rangka penyusunan skripsi, saya mohon kesediaan Bapak untuk menilai kinerja dari karyawan bapak, yang namanya :

Dengan kerelaan bapak dalam menilai kinerja karyawan ini sangat membantu dalam penyelesaian studi saya. Saya sangat menghargai partisipasi bapak dan jawaban tersebut akan tetap saya pegang teguh kerahasiannya.

Atas perhatian dan partisipasi bapak dalam menilai kinerja karyawan ini kami ucapkan terimakasih. Semoga Tuhan membalas kebaikan bapak dengan berlipat ganda.

Hormat Saya

Moch Fahad Rahmansyah

Variabel Kinerja Karyawan (Y)

| NO | PERTANYAAN | STS | TS | N | S | SS |
|------------------------|---|-----|----|---|---|----|
| Kualitas | | | | | | |
| 1. | Menurut pendapat bapak karyawan yang namanya tersebut di atas mampu menyelesaikan pekerjaan sesuai dengan kualitas yang ditentukan. | | | | | |
| 2. | Menurut pendapat bapak karyawan yang namanya tersebut di atas mampu menonjolkan kualitas dengan meminimalisir keselarasan kerja. | | | | | |
| Kuantitas | | | | | | |
| 1. | Menurut pendapat bapak karyawan yang namanya tersebut di atas mampu menyelesaikan kuantitas pekerjaan yang diberikan. | | | | | |
| 2. | Menurut pendapat bapak karyawan yang namanya tersebut di atas mampu menyelesaikan tugas yang diberikan secara konsisten. | | | | | |
| Ketepatan Waktu | | | | | | |
| 1. | Menurut pendapat bapak karyawan yang namanya tersebut di atas memenuhi target waktu kerja yang diharapkan. | | | | | |
| 2. | Menurut pendapat bapak karyawan yang namanya tersebut di atas bekerja sesuai dengan standart perusahaan dengan waktu yang ditetapkan. | | | | | |
| Efektivitas | | | | | | |
| 1. | Menurut pendapat bapak karyawan yang namanya tersebut di atas bersedia lembur kerja jika pekerjaan belum diselesaikan dengan tuntas. | | | | | |
| 2. | Menurut pendapat bapak karyawan yang namanya tersebut di atas mampu menyelesaikan pekerjaan yang ada dengan efektif dan tidak menunda-nunda | | | | | |

| | | | | | | |
|--------------------|--|--|--|--|--|--|
| | pekerjaan. | | | | | |
| Kemandirian | | | | | | |
| 1. | Menurut pendapat bapak karyawan yang namanya tersebut di atas bersedia melakukan pekerjaan tanpa harus diperintah dan diminta dahulu oleh atasan. | | | | | |
| 2. | Menurut pendapat bapak karyawan yang namanya tersebut di atas mengerjakan pekerjaan yang sudah ditentukan dengan benar sampai pekerjaan itu selesai. | | | | | |

Lampiran 2 Karakteristik Responden

Karakteristik Responden Berdasarkan Jenis Kelamin

| Jenis Kelamin | Responden | Persentase (%) |
|---------------|-----------|----------------|
| Laki – Laki | 40 | 100% |

Karakteristik Responden Berdasarkan Pendidikan

| Pendidikan | Responden | Persentase (%) |
|------------|-----------|----------------|
| SMA/SMK | 40 | 100% |

Karakteristik Responden Berdasarkan Jabatan

| Jabatan | Responden | Persentase (%) |
|----------|-----------|----------------|
| Karyawan | 40 | 100% |

Karakteristik Responden Berdasarkan Usia

| Usia | Responden | Persentase (%) |
|-----------|-----------|----------------|
| > 1 Tahun | 4 | 10% |
| > 2 Tahun | 12 | 30% |
| > 3 Tahun | 14 | 35% |
| > 4 Tahun | 10 | 25% |

Lampiran 3 Tabulasi Data
(VARIABEL X1)

| No | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | X1.13 | X1.14 | Total |
|----|------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|-------|-------|
| 1 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 2 | 3 | 40 |
| 2 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 60 |
| 3 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 60 |
| 4 | 3 | 3 | 2 | 4 | 3 | 2 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 2 | 40 |
| 5 | 3 | 2 | 3 | 2 | 3 | 2 | 4 | 4 | 3 | 2 | 3 | 4 | 3 | 2 | 40 |
| 6 | 2 | 2 | 3 | 3 | 2 | 3 | 4 | 2 | 4 | 5 | 3 | 2 | 3 | 2 | 40 |
| 7 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 62 |
| 8 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 68 |
| 9 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 65 |
| 10 | 2 | 3 | 5 | 4 | 3 | 4 | 5 | 2 | 3 | 5 | 4 | 2 | 3 | 5 | 50 |
| 11 | 2 | 3 | 2 | 4 | 3 | 3 | 2 | 3 | 2 | 4 | 4 | 3 | 3 | 2 | 40 |
| 12 | 3 | 4 | 3 | 4 | 3 | 3 | 2 | 2 | 4 | 3 | 2 | 4 | 3 | 2 | 42 |
| 13 | 2 | 4 | 3 | 4 | 2 | 3 | 4 | 3 | 4 | 4 | 2 | 2 | 3 | 2 | 42 |
| 14 | 2 | 4 | 3 | 3 | 2 | 4 | 3 | 2 | 4 | 3 | 3 | 2 | 2 | 3 | 40 |
| 15 | 2 | 2 | 3 | 4 | 2 | 4 | 3 | 2 | 3 | 5 | 4 | 3 | 4 | 2 | 43 |
| 16 | 2 | 4 | 3 | 2 | 3 | 3 | 4 | 3 | 2 | 4 | 3 | 2 | 3 | 2 | 40 |
| 17 | 2 | 4 | 4 | 2 | 5 | 4 | 5 | 2 | 4 | 5 | 4 | 4 | 3 | 2 | 50 |
| 18 | 2 | 4 | 2 | 3 | 3 | 2 | 4 | 4 | 3 | 2 | 3 | 3 | 2 | 3 | 40 |
| 19 | 2 | 3 | 2 | 4 | 3 | 5 | 3 | 3 | 2 | 4 | 2 | 3 | 2 | 2 | 40 |
| 20 | 2 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 2 | 40 |
| 21 | 3 | 2 | 2 | 3 | 4 | 2 | 2 | 4 | 5 | 2 | 4 | 2 | 3 | 2 | 40 |
| 22 | 3 | 3 | 2 | 3 | 4 | 2 | 3 | 4 | 2 | 3 | 4 | 2 | 3 | 2 | 40 |
| 23 | 5 | 5 | 5 | 5 | 4 | 5 | 2 | 4 | 5 | 3 | 5 | 4 | 5 | 3 | 60 |
| 24 | 2 | 4 | 2 | 3 | 3 | 2 | 4 | 2 | 3 | 2 | 3 | 4 | 3 | 3 | 40 |
| 25 | 3 | 2 | 3 | 4 | 2 | 2 | 2 | 2 | 5 | 4 | 2 | 2 | 3 | 4 | 40 |
| 26 | 3 | 3 | 3 | 4 | 2 | 4 | 3 | 3 | 2 | 4 | 3 | 2 | 3 | 2 | 41 |
| 27 | 3 | 4 | 3 | 2 | 4 | 2 | 4 | 4 | 2 | 3 | 3 | 4 | 3 | 4 | 45 |
| 28 | 2 | 4 | 2 | 4 | 4 | 2 | 2 | 4 | 2 | 2 | 4 | 4 | 5 | 4 | 45 |
| 29 | 2 | 2 | 4 | 4 | 3 | 2 | 4 | 3 | 2 | 4 | 3 | 2 | 2 | 3 | 40 |
| 30 | 3 | 4 | 5 | 5 | 2 | 3 | 3 | 4 | 5 | 2 | 3 | 2 | 2 | 3 | 46 |
| 31 | 2 | 3 | 4 | 2 | 2 | 4 | 4 | 4 | 3 | 2 | 4 | 2 | 2 | 2 | 40 |
| 32 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 65 |
| 33 | 5 | 4 | 3 | 5 | 3 | 3 | 4 | 4 | 2 | 5 | 2 | 5 | 5 | 5 | 55 |
| 34 | 4 | 5 | 3 | 3 | 4 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 40 |
| 35 | 4 | 3 | 2 | 4 | 2 | 5 | 5 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 56 |
| 36 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 65 |
| 37 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 65 |
| 38 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 4 | 40 |
| 39 | 2 | 4 | 2 | 2 | 3 | 4 | 2 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 40 |
| 40 | 4 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 2 | 37 |

VARIABEL X2

| No | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | Total |
|----|------|------|------|------|------|------|------|------|------|-------|-------|
| 1 | 5 | 5 | 4 | 3 | 4 | 4 | 3 | 5 | 3 | 4 | 40 |
| 2 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 3 | 2 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 41 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 48 |
| 6 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 41 |
| 7 | 4 | 5 | 5 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 43 |
| 8 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 42 |
| 9 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 40 |
| 10 | 5 | 3 | 5 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 30 |
| 11 | 5 | 5 | 5 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 40 |
| 12 | 3 | 4 | 4 | 5 | 5 | 3 | 4 | 3 | 4 | 5 | 40 |
| 13 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 42 |
| 14 | 5 | 5 | 5 | 2 | 5 | 4 | 4 | 3 | 3 | 4 | 40 |
| 15 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 2 | 5 | 44 |
| 16 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 17 | 5 | 4 | 2 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 40 |
| 18 | 4 | 5 | 4 | 3 | 4 | 2 | 5 | 4 | 4 | 4 | 39 |
| 19 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 44 |
| 20 | 2 | 5 | 2 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 36 |
| 21 | 5 | 4 | 2 | 3 | 5 | 2 | 5 | 5 | 4 | 5 | 40 |
| 22 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 39 |
| 23 | 5 | 4 | 3 | 3 | 5 | 5 | 2 | 4 | 5 | 3 | 39 |
| 24 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 42 |
| 25 | 4 | 3 | 4 | 5 | 5 | 3 | 5 | 4 | 4 | 2 | 39 |
| 26 | 5 | 4 | 5 | 2 | 4 | 4 | 4 | 5 | 5 | 2 | 40 |
| 27 | 2 | 3 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 39 |
| 28 | 3 | 4 | 5 | 3 | 3 | 4 | 4 | 5 | 4 | 5 | 40 |
| 29 | 5 | 3 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 5 | 40 |
| 30 | 4 | 2 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 40 |
| 31 | 5 | 2 | 5 | 3 | 4 | 4 | 5 | 3 | 3 | 5 | 39 |
| 32 | 5 | 5 | 4 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 33 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 4 | 5 | 4 | 42 |
| 34 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 35 | 5 | 2 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 36 | 2 | 5 | 4 | 2 | 3 | 5 | 5 | 4 | 5 | 5 | 40 |
| 37 | 3 | 3 | 4 | 4 | 5 | 2 | 2 | 3 | 5 | 2 | 33 |
| 38 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 5 | 27 |
| 39 | 4 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 23 |
| 40 | 2 | 3 | 4 | 3 | 4 | 2 | 2 | 4 | 3 | 2 | 29 |

VARIABEL X3

| No | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | Total |
|----|------|------|------|------|------|------|------|------|------|-------|-------|
| 1 | 3 | 4 | 4 | 5 | 3 | 5 | 5 | 3 | 5 | 3 | 40 |
| 2 | 4 | 4 | 5 | 2 | 4 | 5 | 5 | 4 | 3 | 4 | 40 |
| 3 | 2 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 2 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 39 |
| 5 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 41 |
| 6 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 42 |
| 7 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 42 |
| 8 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 3 | 41 |
| 9 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 2 | 41 |
| 10 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 45 |
| 11 | 3 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 40 |
| 12 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 38 |
| 13 | 2 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 3 | 2 | 37 |
| 14 | 4 | 3 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 42 |
| 15 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 42 |
| 16 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 42 |
| 17 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 42 |
| 18 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 42 |
| 19 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 44 |
| 20 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 41 |
| 21 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 43 |
| 22 | 5 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 4 | 5 | 41 |
| 23 | 4 | 5 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 4 | 40 |
| 24 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 43 |
| 25 | 5 | 4 | 3 | 4 | 3 | 5 | 3 | 5 | 5 | 5 | 42 |
| 26 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 47 |
| 27 | 4 | 3 | 5 | 4 | 3 | 5 | 3 | 5 | 3 | 4 | 39 |
| 28 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 5 | 39 |
| 29 | 5 | 3 | 4 | 4 | 5 | 3 | 3 | 5 | 4 | 3 | 39 |
| 30 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 40 |
| 31 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 44 |
| 32 | 3 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 42 |
| 33 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 3 | 5 | 44 |
| 34 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 3 | 3 | 4 | 41 |
| 35 | 5 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 41 |
| 36 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 45 |
| 37 | 2 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 37 |
| 38 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 4 | 2 | 24 |
| 39 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 | 23 |
| 40 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 4 | 3 | 3 | 25 |

VARIABEL (Y)

| No | Y1.1 | Y1.2 | Y1.3 | Y1.4 | Y1.5 | Y1.6 | Y1.7 | Y1.8 | Y1.9 | Y1.10 | Total |
|----|------|------|------|------|------|------|------|------|------|-------|-------|
| 1 | 5 | 3 | 2 | 4 | 4 | 4 | 4 | 5 | 2 | 3 | 36 |
| 2 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 45 |
| 3 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 42 |
| 4 | 5 | 4 | 4 | 5 | 3 | 4 | 3 | 3 | 5 | 3 | 39 |
| 5 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 43 |
| 6 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 2 | 4 | 5 | 41 |
| 7 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 43 |
| 8 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| 9 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 45 |
| 10 | 4 | 4 | 2 | 5 | 5 | 4 | 3 | 4 | 3 | 5 | 39 |
| 11 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 42 |
| 12 | 3 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 2 | 5 | 5 | 41 |
| 14 | 3 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 40 |
| 15 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 2 | 40 |
| 16 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 41 |
| 17 | 4 | 4 | 3 | 5 | 5 | 5 | 2 | 3 | 5 | 5 | 41 |
| 18 | 3 | 2 | 4 | 3 | 2 | 2 | 5 | 3 | 2 | 4 | 30 |
| 19 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 44 |
| 20 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 21 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 39 |
| 22 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 4 | 5 | 4 | 40 |
| 23 | 5 | 3 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 41 |
| 24 | 3 | 3 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 2 | 37 |
| 25 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 5 | 3 | 39 |
| 26 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 2 | 40 |
| 27 | 3 | 4 | 4 | 3 | 3 | 5 | 5 | 4 | 4 | 5 | 40 |
| 28 | 4 | 4 | 3 | 5 | 5 | 4 | 3 | 5 | 4 | 5 | 42 |
| 29 | 5 | 3 | 4 | 4 | 2 | 4 | 4 | 5 | 3 | 2 | 36 |
| 30 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 40 |
| 31 | 2 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 39 |
| 32 | 5 | 3 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 42 |
| 33 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 43 |
| 34 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 40 |
| 35 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 45 |
| 36 | 5 | 3 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 3 | 42 |
| 37 | 4 | 5 | 2 | 3 | 5 | 2 | 5 | 4 | 5 | 5 | 40 |
| 38 | 4 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 24 |
| 39 | 2 | 2 | 3 | 5 | 2 | 2 | 3 | 3 | 2 | 2 | 26 |
| 40 | 2 | 2 | 4 | 2 | 3 | 4 | 2 | 2 | 5 | 4 | 30 |

| | | | | | | | | | | | | |
|------|---------------------|-------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|-------------------|-------------------|--------------------|--------------------|
| X2.2 | Pearson Correlation | .172 | 1 | .163 | .159 | .197 | .235 | .300 | .374 ⁺ | .323 ⁺ | .251 | .613 ^{**} |
| | Sig. (2-tailed) | .288 | | .316 | .327 | .223 | .144 | .060 | .017 | .042 | .117 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| X2.3 | Pearson Correlation | .108 | .163 | 1 | .194 | .111 | .322 ⁺ | .070 | .170 | .246 | -.082 | .433 ^{**} |
| | Sig. (2-tailed) | .507 | .316 | | .231 | .497 | .043 | .668 | .295 | .126 | .616 | .005 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| X2.4 | Pearson Correlation | .108 | .159 | .194 | 1 | .405 ^{**} | .175 | .383 ⁺ | .329 ⁺ | .253 | .111 | .589 ^{**} |
| | Sig. (2-tailed) | .509 | .327 | .231 | | .010 | .281 | .015 | .038 | .116 | .494 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| X2.5 | Pearson Correlation | .189 | .197 | .111 | .405 ^{**} | 1 | .107 | .186 | .290 | .339 ⁺ | -.052 | .502 ^{**} |
| | Sig. (2-tailed) | .243 | .223 | .497 | .010 | | .512 | .249 | .069 | .033 | .748 | .001 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| X2.6 | Pearson Correlation | .081 | .235 | .322 ⁺ | .175 | .107 | 1 | .232 | .270 | .340 ⁺ | .159 | .551 ^{**} |
| | Sig. (2-tailed) | .617 | .144 | .043 | .281 | .512 | | .149 | .092 | .032 | .329 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| X2.7 | Pearson Correlation | .191 | .300 | .070 | .383 ⁺ | .186 | .232 | 1 | .319 ⁺ | .239 | .453 ^{**} | .646 ^{**} |
| | Sig. (2-tailed) | .239 | .060 | .668 | .015 | .249 | .149 | | .045 | .137 | .003 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| X2.8 | Pearson Correlation | .249 | .374 ⁺ | .170 | .329 ⁺ | .290 | .270 | .319 ⁺ | 1 | .332 ⁺ | .137 | .642 ^{**} |
| | Sig. (2-tailed) | .121 | .017 | .295 | .038 | .069 | .092 | .045 | | .036 | .398 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| X2.9 | Pearson Correlation | -.125 | .323 ⁺ | .246 | .253 | .339 ⁺ | .340 ⁺ | .239 | .332 ⁺ | 1 | -.083 | .517 ^{**} |

| | | | | | | | | | | | | |
|-------|---------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| X3.4 | Pearson Correlation | .378 [*] | .462 ^{**} | .310 | 1 | .268 | .119 | .152 | .319 [*] | .372 [*] | .422 ^{**} | .670 ^{**} |
| | Sig. (2-tailed) | .016 | .003 | .052 | | .094 | .466 | .349 | .045 | .018 | .007 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| X3.5 | Pearson Correlation | .394 [*] | .278 | .054 | .268 | 1 | .046 | .121 | .605 ^{**} | .178 | .180 | .545 ^{**} |
| | Sig. (2-tailed) | .012 | .083 | .742 | .094 | | .779 | .458 | .000 | .271 | .267 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| X3.6 | Pearson Correlation | .422 ^{**} | .311 | .180 | .119 | .046 | 1 | .201 | .385 [*] | .153 | .173 | .531 ^{**} |
| | Sig. (2-tailed) | .007 | .051 | .265 | .466 | .779 | | .214 | .014 | .345 | .286 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| X3.7 | Pearson Correlation | .197 | .240 | .180 | .152 | .121 | .201 | 1 | -.122 | .233 | .173 | .411 ^{**} |
| | Sig. (2-tailed) | .224 | .136 | .265 | .349 | .458 | .214 | | .454 | .148 | .286 | .008 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| X3.8 | Pearson Correlation | .492 ^{**} | .380 [*] | .157 | .319 [*] | .605 ^{**} | .385 [*] | -.122 | 1 | .178 | .048 | .606 ^{**} |
| | Sig. (2-tailed) | .001 | .015 | .334 | .045 | .000 | .014 | .454 | | .271 | .768 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| X3.9 | Pearson Correlation | .290 | .265 | .079 | .372 [*] | .178 | .153 | .233 | .178 | 1 | .262 | .513 ^{**} |
| | Sig. (2-tailed) | .070 | .099 | .627 | .018 | .271 | .345 | .148 | .271 | | .102 | .001 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| X3.10 | Pearson Correlation | .450 ^{**} | .284 | .300 | .422 ^{**} | .180 | .173 | .173 | .048 | .262 | 1 | .597 ^{**} |
| | Sig. (2-tailed) | .004 | .075 | .060 | .007 | .267 | .286 | .286 | .768 | .102 | | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| TOTAL | Pearson Correlation | .722 ^{**} | .645 ^{**} | .433 ^{**} | .670 ^{**} | .545 ^{**} | .531 ^{**} | .411 ^{**} | .606 ^{**} | .513 ^{**} | .597 ^{**} | 1 |

| | | | | | | | | | | | | |
|--|-----------------|------|------|------|------|------|------|------|------|------|------|----|
| | Sig. (2-tailed) | .000 | .000 | .005 | .000 | .000 | .000 | .008 | .000 | .001 | .000 | |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| *. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| **. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

| Correlations | | | | | | | | | | | | |
|--------------|---------------------|-------|--------|--------|-------|--------|--------|-------|-------|--------|--------|--------|
| | | Y1.1 | Y1.2 | Y1.3 | Y1.4 | Y1.5 | Y1.6 | Y1.7 | Y1.8 | Y1.9 | Y1.10 | TOTAL |
| Y1.1 | Pearson Correlation | 1 | .237 | .212 | .295 | .222 | .359* | .285 | .222 | .193 | .027 | .562** |
| | Sig. (2-tailed) | | .140 | .190 | .065 | .169 | .023 | .075 | .169 | .233 | .870 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Y1.2 | Pearson Correlation | .237 | 1 | .237 | .377* | .533** | .457** | .241 | .358* | .433** | .460** | .779** |
| | Sig. (2-tailed) | .140 | | .141 | .016 | .000 | .003 | .134 | .023 | .005 | .003 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Y1.3 | Pearson Correlation | .212 | .237 | 1 | .062 | .069 | .523** | .117 | .123 | .265 | -.068 | .443** |
| | Sig. (2-tailed) | .190 | .141 | | .702 | .671 | .001 | .473 | .451 | .098 | .676 | .004 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Y1.4 | Pearson Correlation | .295 | .377* | .062 | 1 | .192 | .146 | .168 | .291 | .015 | .117 | .473** |
| | Sig. (2-tailed) | .065 | .016 | .702 | | .236 | .369 | .299 | .068 | .926 | .471 | .002 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Y1.5 | Pearson Correlation | .222 | .533** | .069 | .192 | 1 | .330* | .032 | .270 | .406** | .410** | .626** |
| | Sig. (2-tailed) | .169 | .000 | .671 | .236 | | .037 | .843 | .091 | .009 | .009 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Y1.6 | Pearson Correlation | .359* | .457** | .523** | .146 | .330* | 1 | -.066 | .268 | .292 | .240 | .634** |

| | | | | | | | | | | | | |
|--|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | Sig. (2-tailed) | .023 | .003 | .001 | .369 | .037 | | .686 | .095 | .067 | .136 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Y1.7 | Pearson Correlation | .285 | .241 | .117 | .168 | .032 | -.066 | 1 | .155 | .035 | .373* | .439** |
| | Sig. (2-tailed) | .075 | .134 | .473 | .299 | .843 | .686 | | .339 | .833 | .018 | .005 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Y1.8 | Pearson Correlation | .222 | .358* | .123 | .291 | .270 | .268 | .155 | 1 | .040 | .033 | .481** |
| | Sig. (2-tailed) | .169 | .023 | .451 | .068 | .091 | .095 | .339 | | .807 | .841 | .002 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Y1.9 | Pearson Correlation | .193 | .433** | .265 | .015 | .406** | .292 | .035 | .040 | 1 | .269 | .534** |
| | Sig. (2-tailed) | .233 | .005 | .098 | .926 | .009 | .067 | .833 | .807 | | .093 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Y1.10 | Pearson Correlation | .027 | .460** | -.068 | .117 | .410** | .240 | .373* | .033 | .269 | 1 | .546** |
| | Sig. (2-tailed) | .870 | .003 | .676 | .471 | .009 | .136 | .018 | .841 | .093 | | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| TOTAL | Pearson Correlation | .562** | .779** | .443** | .473** | .626** | .634** | .439** | .481** | .534** | .546** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .004 | .002 | .000 | .000 | .005 | .002 | .000 | .000 | |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| *. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| **. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

Lampiran 5 Uji Reabilitas

Variabel Lingkungan Kerja (X1)

| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| .899 | 14 |

Variabel Kerjasama Tim (X2)

| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| .703 | 10 |

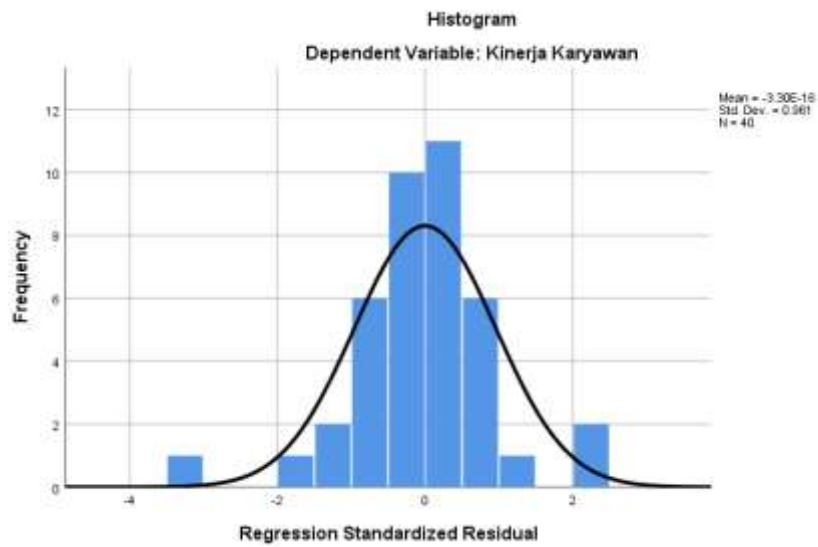
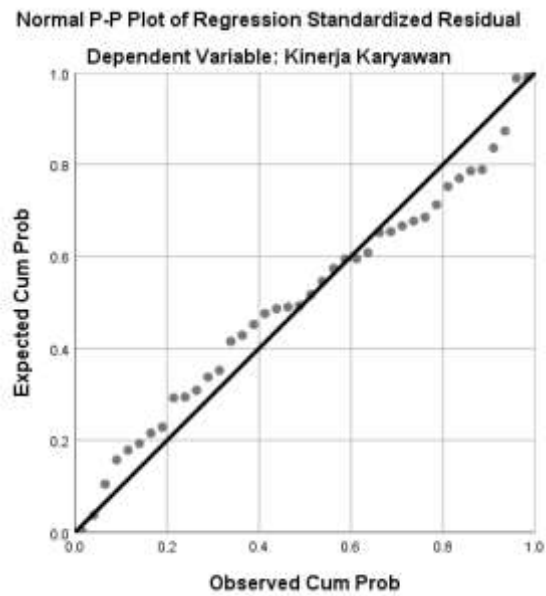
Variabel Stres Kerja (X3)

| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| .770 | 10 |

Variabel (Y)

| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| .743 | 10 |

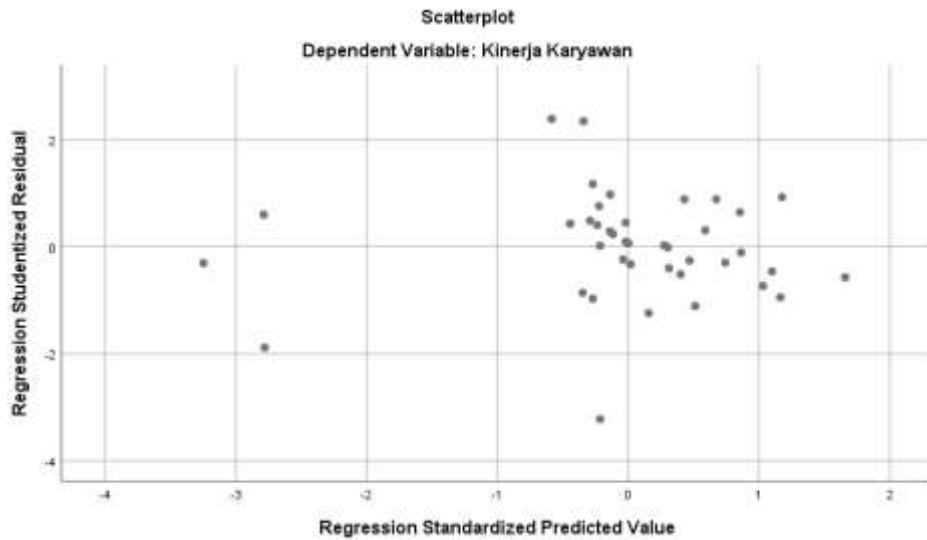
Lampiran 6 Normalitas Data



One Sample Kolmogrov – Smirnov Test

| One-Sample Kolmogorov-Smirnov Test | | |
|------------------------------------|----------------|-------------------------|
| | | Unstandardized Residual |
| N | | 40 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | 2.74556578 |
| Most Extreme Differences | Absolute | .089 |
| | Positive | .085 |
| | Negative | -.089 |
| Test Statistic | | .089 |
| Asymp. Sig. (2-tailed) | | .200 ^{c,d} |

Lampiran 7 Uji Heteroskedastisitas



Lampiran 8 Analisis Regresi Linier Berganda
Hasil Uji Regresi Linier Berganda

| Coefficients ^a | | | | | | |
|---------------------------|------------|----------------|------------|--------------|-------|-------|
| Model | | Unstandardized | | Standardized | T | Sig. |
| | | Coefficients | | Coefficients | | |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 0,091 | 4,351 | | 0,021 | 0,983 |
| | Total_x1 | 0,172 | 0,048 | 0,331 | 3,568 | 0,001 |
| | Total_x2 | 0,404 | 0,122 | 0,404 | 3,303 | 0,002 |
| | Total_x3 | 0,389 | 0,127 | 0,379 | 3,065 | 0,004 |

Lampiran 9 Uji Hipotesis
1. Uji t (parsial)

| Coefficients ^a | | | | | | |
|---------------------------|------------|----------------|------------|--------------|-------|-------|
| Model | | Unstandardized | | Standardized | T | Sig. |
| | | Coefficients | | Coefficients | | |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 0,091 | 4,351 | | 0,021 | 0,983 |
| | Total_x1 | 0,172 | 0,048 | 0,331 | 3,568 | 0,001 |
| | Total_x2 | 0,404 | 0,122 | 0,404 | 3,303 | 0,002 |
| | Total_x3 | 0,389 | 0,127 | 0,379 | 3,065 | 0,004 |

2. Uji F (Simultan)

| ANOVA ^a | | | | | | |
|--------------------|------------|----------------|----|-------------|--------|-------|
| Model | | Sum of Squares | Df | Mean Square | F | Sig. |
| 1 | Regression | 713.706 | 3 | 237,902 | 28.108 | ,000b |
| | Residual | 304.694 | 36 | 8,464 | | |
| | Total | 1018.400 | 39 | | | |