

KUESIONER PENELITIAN

Terimakasih atas partipasi anda menjadi salah satu peserta survey dan secara sukarela mengisi kuesioner ini. Nama saya Sandro Septian Bahri mahasiswa Universitas 17 Agustus 1945 SURABAYA jurusan Ekonomi Manajemen, pada saat ini sedang mengadakan penelitian tentang kinerja karyawan pada PT. Roda Express Sukses Mandiri Surabaya sangat menghargai kejujuran anda dalam mengisi kuesioner ini. Peneliti menjamin kerahasiaan anda yang terkait dengan kuesioner. Hasil survey ini semata-mata akan digunakan untuk tujuan penelitian dan bukan tujuan komersial.

IDENTITAS RESPONDEN

NAMA :

UMUR :

PEND. TERAKHIR :

KELAMIN :

LAMA BEKERJA :

Petunjuk pengisian :

Pada pertanyaan di bawah ini, Anda dimohon untuk mengisi pertanyaan-pertanyaan tersebut dengan keadaan/kondisi yang sebenarnya.

Petunjuk pengisian silahkan anda pilih jawaban yang menurut anda paling sesuai dengan kondisi yang ada dengan jalan memberikan tanda (√) pada pilihan jawaban yang tersedia. Keterangan :

SS = Sangat Setuju
S = Setuju
RG = Ragu-ragu
TS = Tidak Setuju
STS = Sangat Tidak Setuju

MOTIVASI KERJA (X1)

PERNYATAAN	JAWABAN				
	SS	S	RG	TS	STS
1. Saya adalah orang yang tanggung jawab dalam melaksanakan tugas yang saya terima.					
2. Saya memiliki tugas dengan target yang jelas dalam melaksanakan pekerjaan.					
3. Saya memiliki tujuan yang jelas dan menantang dalam melaksanakan pekerjaan.					
4. Saya mendapat umpan balik dari hasil pekerjaan saya.					
5. Saya merasa senang dalam melaksanakan pekerjaan yang saya terima					
6. Saya selalu berusaha lebih baik dari orang lain dalam melaksanakan pekerjaan yang saya terima.					
7. Saya ingin mendapatkan prestasi dalam melaksanakan pekerjaan yang saya terima.					
8. Saya bekerja untuk memenuhi kebutuhan hidup dan menyelesaikan target kerja yang saya terima.					
9. Saya merasa senang apabila diberikan pujian atas hasil kerja yang saya lakukan.					
10. Saya merasa senang apabila diberikan insentif atas hasil kerja yang saya lakukan.					
11. Saya bekerja dengan harapan ingin memperoleh perhatian dari teman dan atasan					

TUNJANGAN KARYAWAN (X2)

PERNYATAAN	JAWABAN				
	SS	S	RG	TS	STS
1. Tunjangan masa kerja karyawan dapat membantu kinerja saya					
2. Tunjangan Jabatan dapat menunjang kinerja saya dalam mempertanggung jawabkan jabatan					
3. Perusahaan memberikan tunjangan makan kepada saya setiap kali masuk kerja dan datang tepat waktu					
4. Perusahaan memberikan tunjangan transport apabila saya datang tidak terlambat					
5. Perusahaan memberikan saya tunjangan hadir kepada saya apabila saya datang ke tempat kantor tepat waktu					
6. Setiap tahun saya mendapatkan tunjangan hari raya					
7. Tunjangan lembur diberikan perusahaan agar membantu kinerja saya apabila mendapat pekerjaan melebihi batas waktu kerja					

LINGKUNGAN KERJA (X3)

PERNYATAAN	JAWABAN				
	SS	S	RG	TS	STS
1. Tempat kerja yang saya tempati aman dapat membantu kinerja saya.					
2. Suasana tempat kerja yang tenang dan tidak bising dapat membantu kinerja saya.					
3. Bau yang sedap dalam tempat kerja dapat membantu kinerja saya.					
4. Sirkulasi udara yang baik dalam tempat kerja dapat membantu kinerja saya.					
5. Pencahayaan dalam tempat kerja yang cukup baik dan dapat membantu kinerja saya.					

KINERJA KARYAWAN (Y1)

PERNYATAAN	JAWABAN				
	SS	S	RG	TS	STS
1. Karyawan selalu menyelesaikan pekerjaannya dengan tepat waktu.					
2. Karyawan bersedia menyelesaikan pekerjaannya dengan baik, benar dan berkualitas.					
3. Karyawan bersedia menyelesaikan tugas tambahan yang diberikan.					

LAMPIRAN 2
DATA KARYAWAN
PT RODA EXPRESS SUKSES MANDIRI SURABAYA

No	Jenis Kelamin	Masa Kerja (Tahun)	Usia (Tahun)
1	Laki-laki	1	23
2	Perempuan	2	23
3	Laki-laki	2	23
4	Perempuan	2	22
5	Laki-laki	1	24
6	Laki-laki	3	30
7	Perempuan	1	23
8	Laki-laki	2	24
9	Laki-laki	1	24
10	Perempuan	2	24
11	Perempuan	1	24
12	Perempuan	1	24
13	Laki-laki	1	30
14	Perempuan	3	30
15	Perempuan	2	23
16	Perempuan	7	41
17	Laki-laki	7	41
18	Laki-laki	5	30
19	Laki-laki	5	32
20	Perempuan	5	34

No	JenisKelamin	MasaKerja (Tahun)	Usia (Tahun)
21	Perempuan	6	32
22	Laki-laki	7	33
23	Laki-laki	7	41
24	Perempuan	3	28
25	Perempuan	1	25
26	Perempuan	1	23
27	Perempuan	1	22
28	Laki-laki	1	21
29	Laki-laki	7	43
30	Perempuan	2	23
31	Laki-laki	2	33
32	Laki-laki	4	27
33	Perempuan	1	19
34	Laki-laki	7	41
35	Laki-laki	3	22
36	Laki-laki	1	18
37	Laki-laki	1	18
38	Laki-laki	1	22
39	Perempuan	4	36
40	Perempuan	4	36

No	MOTIVASI KERJA (X1)											$\Sigma X1$
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	
1	1	5	5	4	5	4	4	4	5	4	4	4
2	2	5	5	5	5	4	4	4	5	5	4	5
3	2	5	5	4	5	5	5	4	5	5	4	4
4	2	4	4	4	4	4	5	4	4	5	4	4
5	1	4	4	4	5	4	4	4	4	5	4	4
6	3	5	4	5	4	4	4	4	5	4	4	5
7	1	5	5	4	5	4	5	4	4	4	4	4
8	2	5	5	4	4	4	5	4	5	4	4	4
9	1	5	5	4	4	4	5	4	5	4	4	4
10	2	4	4	4	4	4	4	4	4	5	4	5
11	1	4	5	4	5	5	5	4	5	5	4	5
12	1	4	5	5	5	4	4	4	4	5	4	4
13	1	4	5	4	4	4	5	4	4	4	4	5
14	3	4	4	4	5	4	4	4	4	5	4	4
15	2	5	5	4	4	4	5	5	4	4	4	4
16	7	4	5	4	5	4	4	4	5	4	5	4
17	7	5	5	5	4	4	4	4	5	4	4	4
18	5	4	4	4	4	4	5	4	4	5	4	4
19	5	5	5	4	4	4	5	4	5	4	4	4
20	5	4	5	4	5	4	4	4	4	4	4	4
21	6	4	5	4	5	4	4	5	5	4	4	4
22	7	5	4	5	5	4	4	4	4	4	4	4
23	7	4	5	4	4	4	4	5	4	4	5	5
24	3	4	4	4	5	4	4	4	4	5	4	4
25	1	5	5	5	5	4	5	5	4	4	4	5
26	1	4	4	4	5	4	4	4	4	5	4	4
27	1	4	5	4	4	4	4	5	5	4	4	5
28	1	4	5	4	5	4	4	4	4	4	4	4
29	7	4	5	4	5	5	5	5	4	5	5	4
30	2	5	4	5	5	4	5	4	5	5	5	4
31	2	4	4	4	5	4	4	4	4	5	4	4
32	4	4	5	4	5	4	4	4	4	4	4	4
33	1	4	5	4	5	5	4	5	5	4	5	5
34	7	5	4	4	5	4	4	4	5	5	4	4
35	3	4	4	4	5	4	4	5	4	4	5	5
36	1	4	4	5	5	4	4	4	4	5	4	4
37	1	4	4	5	5	4	5	5	5	5	4	5
38	1	4	4	4	4	4	4	5	5	5	4	5
39	4	4	4	4	5	4	4	5	5	4	5	4
40	4	4	5	4	5	4	4	4	4	4	4	5
X	4,35	4,57	4,22	4,67	4,10	4,35	4,27	4,45	4,45	4,175	4,32	

No	TUNJANGAN KARYAWAN (X2)							$\Sigma X2$
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	
1	4	5	5	4	5	4	4	31
2	5	5	4	4	4	4	4	30
3	4	5	4	4	4	4	5	30
4	4	4	5	4	4	4	4	29
5	4	5	4	4	4	4	4	29
6	4	4	5	5	4	4	5	31
7	4	4	5	4	5	4	5	31
8	4	4	5	4	5	4	5	31
9	4	5	5	5	4	4	4	31
10	4	4	4	4	4	4	5	29
11	5	5	4	4	4	4	4	30
12	4	4	5	5	4	5	4	31
13	4	5	4	4	4	4	5	30
14	4	4	5	4	4	4	4	29
15	5	4	4	4	4	5	5	31
16	5	5	4	4	4	5	4	31
17	4	5	5	5	4	4	4	31
18	4	4	5	4	4	4	4	29
19	4	4	5	4	5	4	5	31
20	4	5	4	4	4	4	4	29
21	4	5	5	5	4	4	4	31
22	4	4	4	4	5	4	5	30
23	5	5	4	4	4	5	4	31
24	4	4	4	4	4	4	5	29
25	5	5	4	4	4	4	4	30
26	4	4	4	4	4	4	5	29
27	5	5	4	4	4	5	4	31
28	4	4	5	4	4	4	4	29
29	4	5	4	5	4	4	4	30
30	5	4	5	4	4	4	4	30

No	TUNJANGAN KARYAWAN (X2)							$\Sigma X2$
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	
31	5	5	4	4	4	5	4	31
32	4	5	4	4	4	4	4	29
33	5	4	4	4	5	4	4	30
34	4	5	4	5	4	5	4	31
35	5	5	4	4	4	4	5	31
36	4	4	4	4	4	5	5	30
37	4	5	4	5	4	4	4	30
38	5	4	4	4	5	5	4	31
39	5	5	4	4	4	5	4	31
40	4	5	4	4	4	4	5	30
X	4,32	4,55	4,35	4,20	4,17	4,25	4,35	

No	LINGKUNGAN KERJA (X3)					$\Sigma X3$
	X3.1	X3.2	X3.3	X3.4	X3.5	
1	4	4	5	5	4	22
2	5	4	5	5	4	23
3	5	4	4	4	5	22
4	4	4	4	5	4	21
5	4	4	5	4	4	21
6	4	4	4	5	5	22
7	4	4	5	5	4	22
8	5	5	4	4	4	22
9	4	4	5	5	4	22
10	4	5	4	4	4	21
11	5	4	4	4	5	22
12	4	4	5	5	4	22
13	4	5	4	4	5	22
14	4	4	4	5	4	21
15	4	5	4	5	4	22
16	5	4	4	5	4	22
17	4	4	5	5	4	22
18	4	5	4	4	4	21
19	4	4	5	5	4	22
20	4	5	4	4	5	22

No	LINGKUNGAN KERJA (X3)					$\Sigma X3$
	X3.1	X3.2	X3.3	X3.4	X3.5	
21	4	4	5	5	4	22
22	4	4	5	4	5	22
23	5	4	4	5	4	22
24	4	4	5	4	4	21
25	5	5	4	4	5	23
26	4	4	5	4	4	21
27	5	4	4	5	4	22
28	4	4	4	5	4	21
29	4	5	5	4	5	23
30	5	5	4	4	5	23
31	4	4	5	5	4	22
32	5	4	4	4	4	21
33	4	5	5	5	4	23
34	5	4	4	5	4	22
35	4	4	5	4	5	22
36	4	4	5	4	5	22
37	5	5	4	5	4	23
38	4	4	5	5	4	22
39	4	5	4	5	4	22
40	4	4	5	4	5	22
X	4,30	4,30	4,47	4,55	4,3	

No	KINERJA KARYAWAN			
	Y1.1	Y1.2	Y1.3	$\Sigma Y1$
1	5	4	4	13
2	5	5	4	14
3	4	5	5	14
4	4	4	4	12
5	4	4	4	12
6	5	4	4	13
7	5	4	4	13
8	5	4	4	13
9	5	4	4	13
10	4	4	4	12
11	5	4	5	14
12	5	4	4	13
13	4	5	4	13
14	4	4	4	12
15	4	5	4	13
16	5	5	3	13
17	4	4	5	13
18	4	4	4	12
19	5	4	4	13
20	4	4	4	12

No	KINERJA KARYAWAN			
	Y1.1	Y1.2	Y1.3	$\Sigma Y1$
21	5	3	5	13
22	4	5	4	13
23	3	5	5	13
24	4	4	4	12
25	5	4	5	14
26	4	4	4	12
27	4	5	4	13
28	4	4	4	12
29	5	5	4	14
30	4	5	5	14
31	5	4	4	13
32	4	4	4	12
33	4	5	5	14
34	5	4	4	13
35	5	4	4	13
36	4	4	5	13
37	5	4	5	14
38	5	4	4	13
39	4	5	4	13
40	4	4	5	13
X	4,42	4,27	4,25	

LAMPIRAN 3
DESKRIPSI KARAKTERISTIK RESPONDEN

Statistics

		Usia Responden	Jenis Kelamin Responden	Lama Bekerja Responden	Pendidikan Terakhir Responden
N	Valid	40	40	40	40
	Missing	0	0	0	0

Usia Responden

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<25	21	52,5	52,5	52,5
	26-35	11	27,5	27,5	80
	36-45	8	20	20	100
	Total	40	100,0	100,0	

Jenis Kelamin Responden

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	19	48	48	48
	Perempuan	21	52	52	100,0
	Total	40	100,0	100,0	

Lama Bekerja Responden

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	15	37,5	37,5	37,5
	2-3	12	30	30	67,5
	3-4	3	7,5	7,5	82,5
	4-10	10	25	25	100,0
	Total	40	100,0	100,0	

Pendidikan Terakhir Responden

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid SMA	11	27,5	27,5	27,5
SMK	9	22,5	22,5	50
Diploma	4	10	10	60
Sarjana	16	40	40	100,0
Total	40	100,0	100,0	

LAMPIRAN 4

HASIL DISTRIBUSI JAWABAN RESPONDEN

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	26	65	65	65
	5	14	35	35	100
	Total	40	100,0	100,0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	17	42,5	42,5	42,5
	5	23	57,5	57,5	100
	Total	40	100,0	100,0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	31	77,5	77,5	77,5
	5	9	22,5	22,5	100
	Total	40	100,0	100,0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	13	32,5	32,5	32,5
	5	27	67,5	67,5	100
	Total	40	100,0	100,0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	36	90	90	90
	5	4	10	10	100
	Total	40	100,0	100,0	

X1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	26	65	65	65
	5	14	35	35	100
	Total	40	100,0	100,0	

X1.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	29	72,5	72,5	72,5
	5	11	27,5	27,5	100
	Total	40	100,0	100,0	

X1.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	22	55	55	55
	5	18	45	45	100
	Total	40	100,0	100,0	

X1.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	22	55	55	55
	5	18	45	45	100
	Total	40	100,0	100,0	

X1.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	33	82,5	82,5	82,5
	5	7	17,5	17,5	100
	Total	40	100,0	100,0	

X1.11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	27	67,5	67,5	67,5
	5	13	32,5	32,5	100
	Total	40	100,0	100,0	

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	27	67,5	67,5	67,5
	5	13	32,5	32,5	100
	Total	40	100,0	100,0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	18	45	45	45
	5	22	55	55	100
	Total	40	100,0	100,0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	26	65	65	65
	5	14	35	35	100
	Total	40	100,0	100,0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	32	80	80	80
	5	8	20	20	100
	Total	40	100,0	100,0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	33	82,5	82,5	82,5
	5	7	17,5	17,5	100
	Total	40	100,0	100,0	

X2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	30	75	75	75
	5	10	25	25	100
	Total	40	100,0	100,0	

X2.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	26	65	65	65
	5	14	35	35	100
	Total	40	100,0	100,0	

X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	28	70	70	70
	5	12	30	30	100
	Total	40	100,0	100,0	

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	28	70	70	70
	5	12	30	30	100
	Total	40	100,0	100,0	

X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	21	52,5	52,5	52,5
	5	19	47,5	47,5	100
	Total	40	100,0	100,0	

X3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	18	45	45	45
	5	22	55	55	100
	Total	40	100,0	100,0	

X3.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	28	70	70	70
	5	12	30	30	100
	Total	40	100,0	100,0	

Y.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	2,5	2,5	2,5
	4	21	52,5	52,5	55
	5	18	45	45	100
	Total	40	100,0	100,0	

Y.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	2,5	2,5	2,5
	4	27	67,5	67,5	70
	5	12	30	30	100
	Total	40	100,0	100,0	

Y.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	2,5	2,5	2,5
	4	28	27,5	27,5	30
	5	11	70	70	100
	Total	40	100,0	100,0	

LAMPIRAN 5
UJI VALIDITAS
MOTIVASI KERJA (X1)

Correlations

	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	TOTAL
X1.1 Pearson Correlation	1	.544**	.390*	.257	.257	.302	.473**	.515**	-.111	.348*	.348*	.580**
Sig. (2-tailed)		.000	.013	.110	.110	.059	.002	.001	.495	.028	.028	.000
N	40	40	40	40	40	40	40	40	40	40	40	40
X1.2 Pearson Correlation	.544**	1	.434**	.413**	.413**	.354*	.535**	.676**	.137	.313*	.313*	.689**
Sig. (2-tailed)	.000		.005	.008	.008	.025	.000	.000	.398	.049	.049	.000
N	40	40	40	40	40	40	40	40	40	40	40	40
X1.3 Pearson Correlation	.390*	.434**	1	.368*	.368*	.408**	.289	.533**	.185	.385*	.385*	.636**
Sig. (2-tailed)	.013	.005		.020	.020	.009	.070	.000	.254	.014	.014	.000
N	40	40	40	40	40	40	40	40	40	40	40	40
X1.4 Pearson Correlation	.257	.413**	.368*	1	1.000**	.551**	.600**	.448**	.458**	.247	.247	.753**
Sig. (2-tailed)	.110	.008	.020		.000	.000	.000	.004	.003	.125	.125	.000
N	40	40	40	40	40	40	40	40	40	40	40	40
X1.5 Pearson Correlation	.257	.413**	.368*	1.000**	1	.551**	.600**	.448**	.458**	.247	.247	.753**
Sig. (2-tailed)	.110	.008	.020	.000		.000	.000	.004	.003	.125	.125	.000
N	40	40	40	40	40	40	40	40	40	40	40	40
X1.6 Pearson Correlation	.302	.354*	.408**	.551**	.551**	1	.556**	.603**	.201	.629**	.629**	.775**
Sig. (2-tailed)	.059	.025	.009	.000	.000		.000	.000	.214	.000	.000	.000
N	40	40	40	40	40	40	40	40	40	40	40	40
X1.7 Pearson Correlation	.473**	.535**	.289	.600**	.600**	.556**	1	.646**	.168	.429**	.429**	.769**
Sig. (2-tailed)	.002	.000	.070	.000	.000	.000		.000	.301	.006	.006	.000
N	40	40	40	40	40	40	40	40	40	40	40	40
X1.8 Pearson Correlation	.515**	.676**	.533**	.448**	.448**	.603**	.646**	1	.212	.495**	.495**	.815**
Sig. (2-tailed)	.001	.000	.000	.004	.004	.000	.000		.189	.001	.001	.000
N	40	40	40	40	40	40	40	40	40	40	40	40
X1.9 Pearson Correlation	-.111	.137	.185	.458**	.458**	.201	.168	.212	1	-.074	-.074	.347*
Sig. (2-tailed)	.495	.398	.254	.003	.003	.214	.301	.189		.651	.651	.028
N	40	40	40	40	40	40	40	40	40	40	40	40
X1.10 Pearson Correlation	.348*	.313*	.385*	.247	.247	.629**	.429**	.495**	-.074	1	1.000**	.667**
Sig. (2-tailed)	.028	.049	.014	.125	.125	.000	.006	.001	.651		.000	.000
N	40	40	40	40	40	40	40	40	40	40	40	40
X1.11 Pearson Correlation	.348*	.313*	.385*	.247	.247	.629**	.429**	.495**	-.074	1.000**	1	.667**
Sig. (2-tailed)	.028	.049	.014	.125	.125	.000	.006	.001	.651	.000		.000
N	40	40	40	40	40	40	40	40	40	40	40	40
TOTAL Pearson Correlation	.580**	.689**	.636**	.753**	.753**	.775**	.769**	.815**	.347*	.667**	.667**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.028	.000	.000	
N	40	40	40	40	40	40	40	40	40	40	40	40

** Correlation is significant at the 0.01 level (2-tailed).

* Correlation is significant at the 0.05 level (2-tailed).

TUNJANGAN KARYAWAN (X2)

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	TOTAL
X2.1	Pearson Correlation	1	.527**	.341*	.305	.341*	.504**	.341*	.623**
	Sig. (2-tailed)		.000	.031	.056	.031	.001	.031	.000
	N	40	40	40	40	40	40	40	40
X2.2	Pearson Correlation	.527**	1	.361*	.292	.204	.536**	.283	.602**
	Sig. (2-tailed)	.000		.022	.067	.206	.000	.077	.000
	N	40	40	40	40	40	40	40	40
X2.3	Pearson Correlation	.341*	.361*	1	.839**	.714**	.464**	.642**	.868**
	Sig. (2-tailed)	.031	.022		.000	.000	.003	.000	.000
	N	40	40	40	40	40	40	40	40
X2.4	Pearson Correlation	.305	.292	.839**	1	.691**	.353*	.691**	.836**
	Sig. (2-tailed)	.056	.067	.000		.000	.025	.000	.000
	N	40	40	40	40	40	40	40	40
X2.5	Pearson Correlation	.341*	.204	.714**	.691**	1	.366*	.428**	.747**
	Sig. (2-tailed)	.031	.206	.000	.000		.020	.006	.000
	N	40	40	40	40	40	40	40	40
X2.6	Pearson Correlation	.504**	.536**	.464**	.353*	.366*	1	.464**	.688**
	Sig. (2-tailed)	.001	.000	.003	.025	.020		.003	.000
	N	40	40	40	40	40	40	40	40
X2.7	Pearson Correlation	.341*	.283	.642**	.691**	.428**	.464**	1	.762**
	Sig. (2-tailed)	.031	.077	.000	.000	.006	.003		.000
	N	40	40	40	40	40	40	40	40
TOTAL	Pearson Correlation	.623**	.602**	.868**	.836**	.747**	.688**	.762**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	40	40	40	40	40	40	40	40

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

LINGKUNGAN KERJA (X3)

Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	TOTAL
X3.1	Pearson Correlation	1	.500**	.731**	.559**	.478**	.851**
	Sig. (2-tailed)		.001	.000	.000	.002	.000
	N	40	40	40	40	40	40
X3.2	Pearson Correlation	.500**	1	.365*	.373*	.287	.654**
	Sig. (2-tailed)	.001		.020	.018	.072	.000
	N	40	40	40	40	40	40
X3.3	Pearson Correlation	.731**	.365*	1	.686**	.470**	.853**
	Sig. (2-tailed)	.000	.020		.000	.002	.000
	N	40	40	40	40	40	40
X3.4	Pearson Correlation	.559**	.373*	.686**	1	.578**	.815**
	Sig. (2-tailed)	.000	.018	.000		.000	.000
	N	40	40	40	40	40	40
X3.5	Pearson Correlation	.478**	.287	.470**	.578**	1	.704**
	Sig. (2-tailed)	.002	.072	.002	.000		.000
	N	40	40	40	40	40	40
TOTAL	Pearson Correlation	.851**	.654**	.853**	.815**	.704**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	40	40	40	40	40	40

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

KINERJA KARYAWAN (Y1)

Correlations

		Y1.1	Y1.2	Y1.3	TOTAL
Y1.1	Pearson Correlation	1	.584**	.264	.814**
	Sig. (2-tailed)		.000	.099	.000
	N	40	40	40	40
Y1.2	Pearson Correlation	.584**	1	.283	.809**
	Sig. (2-tailed)	.000		.076	.000
	N	40	40	40	40
Y1.3	Pearson Correlation	.264	.283	1	.671**
	Sig. (2-tailed)	.099	.076		.000
	N	40	40	40	40
TOTAL	Pearson Correlation	.814**	.809**	.671**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	40	40	40	40

** . Correlation is significant at the 0.01 level (2-tailed).

LAMPIRAN 6
UJI RELIABILITAS
MOTIVASI KERJA (X1)

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded ^a	0	.0
	Total	40	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.882	11

TUNJANGAN KARYAWAN (X2)

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded ^a	0	.0
	Total	40	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.858	7

LINGKUNGAN KERJA (X3)

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded ^a	0	.0
	Total	40	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.834	5

KINERJA KARYAWAN (Y1)

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded ^a	0	.0
	Total	40	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.845	3

LAMPIRAN 7

UJI REGRESI LINIER BERGANDA

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	X3, X1, X2 ^b	.	Enter

- a. Dependent Variable: Y1
 b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.974 ^a	.950	.945	.158

- a. Predictors: (Constant), X3, X1, X2

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	16.996	3	5.665	222.641	.000 ^b
	Residual	.904	36	.025		
	Total	17.900	39			

- a. Dependent Variable: Y1
 b. Predictors: (Constant), X3, X1, X2

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-9.331	1.066		-8.775	.000		
	X1	.254	.028	.657	9.020	.000	.265	3.779
	X2	.099	.036	.120	2.750	.009	.736	1.358
	X3	.325	.087	.295	3.752	.001	.226	4.419

- a. Dependent Variable: Y1

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	X1	X2	X3
1	1	3.999	1.000	.00	.00	.00	.00
	2	.001	68.650	.13	.19	.16	.01
	3	.000	105.118	.83	.00	.67	.00
	4	.000	183.317	.04	.81	.17	.98

- a. Dependent Variable: Y1

LAMPIRAN 8

Uji Signifikan Parameter Individual (Uji T)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-9.331	1.066		-8.775	.000
X1	.254	.028	.657	9.020	.000
X2	.099	.036	.120	2.750	.009
X3	.325	.087	.295	3.752	.001

a. Dependent Variable: Y1

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	11.58	14.15	13.03	.923	40
Residual	-3.021	2.384	.000	1.034	40
Std. Predicted Value	-1.561	1.224	.000	1.000	40
Std. Residual	-2.806	2.214	.000	.961	40

a. Dependent Variable: Y1

LAMPIRAN 9

Uji Signifikan Simultan (Uji F)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	X3, X1, X2 ^b	.	Enter

a. Dependent Variable: Y1

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.974 ^a	.950	.945	.158	.974 ^a

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y1

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	16.996	3	5.665	222.641	.000 ^b
	Residual	.904	36	.025		
	Total	17.900	39			

a. Dependent Variable: Y1

b. Predictors: (Constant), X3, X1, X2