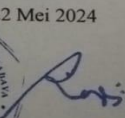


## LAMPIRAN

### Lampiran 1 Surat Pengantar Izin Penelitian

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                           |                                                                  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|
|                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>YAYASAN PERGURUAN 17 AGUSTUS 1945 SURABAYA</b>                                                                                                                                         |                                                                  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <b>UNIVERSITAS 17 AGUSTUS 1945 (UNTAG) SURABAYA</b>                                                                                                                                       |                                                                  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <b>FAKULTAS EKONOMI DAN BISNIS</b>                                                                                                                                                        |                                                                  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | PROGRAM STUDI MANAJEMEN (S1)<br>PROGRAM STUDI AKUNTANSI (S1)<br>PROGRAM STUDI EKONOMI PEMBANGUNAN (S1)<br>PROGRAM STUDI MAGISTER MANAJEMEN (S2)<br>PROGRAM STUDI DOKTOR ILMU EKONOMI (S3) | TERAKREDITASI<br>TERAKREDITASI<br>TERAKREDITASI<br>TERAKREDITASI |
| Kampus: Jl. Semolowaru 45 Surabaya 60118, Telp. (031) 5931800 Ext 140, 141, E-mail: <a href="mailto:feb@untag-sby.ac.id">feb@untag-sby.ac.id</a>                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                           |                                                                  |
| Nomor                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | : 1404/K/FEB/V/2024                                                                                                                                                                       |                                                                  |
| Lampiran                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | : -                                                                                                                                                                                       |                                                                  |
| Perihal                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | : <b>Permohonan Ijin Untuk Mengadakan Penelitian</b>                                                                                                                                      |                                                                  |
| Kepada                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | : Yth. Bapak/Ibu Pimpinan Dinas Perumahan Rakyat, Kawasan Permukiman dan Cipta Karya Provinsi Jawa Timur<br>Jl. Gayungan Kebonsari No. 169, Gayungan, Kec. Gayungan, Surabaya, Jawa Timur |                                                                  |
| <p><b>Dengan hormat,</b></p> <p>Sebagai salah satu persyaratan untuk menyelesaikan studi pada Program Strata 1, maka mahasiswa diwajibkan untuk menyusun dan mempertahankan skripsi sebagai hasil penerapan pelajaran teori serta praktek yang diperoleh berdasarkan penelitian. Sehubungan dengan hal tersebut, maka dengan ini kami mohon perkenan Bapak / Ibu untuk memberikan ijin kepada mahasiswa :</p>                                                                                                |                                                                                                                                                                                           |                                                                  |
| Nama                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | : DIAN ANGGRAENI                                                                                                                                                                          |                                                                  |
| N. P. M                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | : 1212000066                                                                                                                                                                              |                                                                  |
| Fakultas / Program Studi                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | : Ekonomi dan Bisnis / Manajemen                                                                                                                                                          |                                                                  |
| Alamat                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | : Nginden Baru I No. 10 Surabaya<br>Telp./HP. 082255065243                                                                                                                                |                                                                  |
| <p>Guna melakukan penelitian pada :<br/>DINAS PERUMAHAN RAKYAT, KAWASAN PERMUKIMAN DAN CIPTA KARYA<br/>PROVINSI JAWA TIMUR</p> <p>Untuk memperoleh data sesuai dengan Skripsi yang sedang disusunnya dengan judul :<br/>"PENGARUH BUDAYA ORGANISASI, MOTIVASI KINERJA, DAN LINGKUNGAN KERJA TERHADAP KINERJA DI SUB KEUNGAN DINAS PERUMAHAN RAKYAT, KAWASAN PEMUKIMAN DAN CIPTA KARYA PROVINSI JAWA TIMUR"</p> <p>Demikian permohonan kami, atas perhatian dan kerjasamanya kami sampaikan terima kasih.</p> |                                                                                                                                                                                           |                                                                  |
| Surabaya, 22 Mei 2024                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                           |                                                                  |
| <br><br>Prof. Dr. H. Slamet Riyadi, MSi., Ak. CA<br>NIP. 20220.93.0319                                                                                                                                                                                                                                                                |                                                                                                                                                                                           |                                                                  |

**KUESIONER****A. Identitas Responden**

1. Nama : .....
2. Jenis Kelamin : ☐ Laki-Laki ☐ Perempuan
3. Umur : ☐ < 29 tahun ☐ 29-35 Tahun  
☐ > 40 tahun
4. Status : ☐ PNS ☐ Honorer
5. Pendidikan : ☐ SD ☐ SMP ☐ SMA  
☐ Diploma ☐ Sarjana ☐ Magister

**B. Petunjuk Pengisian**

1. Angket terdiri dari lima kelompok pertanyaan yaitu: Berkaitandengan
  - a. Budaya Organisasi (X1)
  - b. Motivasi Kerja (X2)
  - c. Lingkungan Kerja (X3)
  - d. Kinerja Pegawai (Y)
2. Jawaban yang diberikan sesuai dengan situasi dan kondisi saat ini
3. Untuk jawaban yang Bapak/Ibu/Saudara/Saudari anggap sesuai,berilah tanda (✓) pada kolom yang tersedia.
4. Skala Likert yang digunakan ada 5 (lima) yaitu:
  - .Sangat Setuju (SS)
  - Setuju (S)
  - Netral (N)
  - Tidak Setuju(TS)
  - Sangat Tidak Setuju (STS)

**Budaya Organisasi (X1)**

| <b>No.</b> | <b>Indikator</b>          | <b>Pernyataan</b>                                                                       | <b>SS</b> | <b>S</b> | <b>N</b> | <b>TS</b> | <b>STS</b> |
|------------|---------------------------|-----------------------------------------------------------------------------------------|-----------|----------|----------|-----------|------------|
| 1.         | Inovasi                   | Saya dalam menyelesaikan pekerjaan,dapat melakukan inovasi baru yang yang memberi citra |           |          |          |           |            |
| 2.         | Perhatian terhadap detail | Saya memperhatikan pada suatu detail yang cermat terhadap pekerjaan                     |           |          |          |           |            |
| 3.         | Orientasi Hasil           | Hasil pekerjaan saya merupakan tolak ukur penilaian hasil kerja dalam pekerjaan         |           |          |          |           |            |
| 4.         | Orintasi individu         | Saya dalam melaksanakan pekerjaan mempertimbangkan keselamatan dan Kesehatan pegawai    |           |          |          |           |            |
| 5.         | Orintasi Tim              | Kesuksesan orientasi di ciptakan Bersama pegawai lain yang merupana badian dari tim     |           |          |          |           |            |
| 6.         | Agresifitas               | Selalu mencetuskan gagasan baru dalam mencapai target kerja                             |           |          |          |           |            |
| 7.         | Stabilitas                | Pencapain hasil kerja tetap di pertahankan pada setiap unit kerja                       |           |          |          |           |            |

**Motivasi (X2)**

| <b>No.</b> | <b>Indikator</b> | <b>Pernyataan</b>                                                                                                                              | <b>SS</b> | <b>S</b> | <b>N</b> | <b>TS</b> | <b>STS</b> |
|------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------|-----------|----------|----------|-----------|------------|
| 1.         | Gaji             | Pegawai dinas perumahan rakyat, Kawasan perkukiman dan cipta karya provinsi jawa timur merasa puas atas gaji/reward yang di berikan            |           |          |          |           |            |
| 2.         | Supervisi        | Pimpinan atau atasan selalu memberikan pujian dan dukungan atas hasil kerja pegawainya yang baik                                               |           |          |          |           |            |
| 3.         | Hubungan kerja   | Pegawai dinas perumahan rakyat, Kawasan perkukiman dan cipta karya provinsi jawa timur menjalin hubungan yang harmonis dengan atasan/ pimpinan |           |          |          |           |            |
| 4.         | Pengakuan        | Pegawai dinas perumahan rakyat, Kawasan perkukiman dan cipta karya provinsi jawa timur mendapatkan pujian ketika menjalankan tugas dengan baik |           |          |          |           |            |

**Lingkungan kerja (X3)**

| <b>No.</b> | <b>Indikator</b>             | <b>Pernyataan</b>                                                                                        | <b>SS</b> | <b>S</b> | <b>N</b> | <b>TS</b> | <b>STS</b> |
|------------|------------------------------|----------------------------------------------------------------------------------------------------------|-----------|----------|----------|-----------|------------|
| 1.         | Penerangan                   | Perlengkapan penerangan lampu dalam ruangan kerja sudah baik dan memadai                                 |           |          |          |           |            |
| 2.         | Suhu udara                   | Temperatur ditempat kerja tidak mempengaruhi suhu tubuh saya                                             |           |          |          |           |            |
| 3.         | Suara Bising                 | Tempat kerja saya jauh dari kebisingan                                                                   |           |          |          |           |            |
| 4.         | Penggunaan Warna             | Warna cat dinding yang di pakai di tempat bekerja tidak mengganggu kenyamanan saya                       |           |          |          |           |            |
| 5.         | Ruang Gerak Yang di Perlukan | Tata letak peralatan kerja seperti meja, kursi dll tersusun rapi di ruang kerja                          |           |          |          |           |            |
| 6.         | Keamana Kerja                | Keamanan ditempat kerja sudah mampu membuat saya bekerja dengan nyaman                                   |           |          |          |           |            |
| 7.         | Hubugan Karyawan             | Saya memiliki sikap yang terbuka sehingga dapat bekerja sama dengan siapa saja dalam sebuah tim/kelompok |           |          |          |           |            |

**Kinerja Pegawai (Y)**

| <b>NO.</b> | <b>Indikator</b> | <b>Pernyataan</b>                                                                                                                                                                                           | <b>SS</b> | <b>S</b> | <b>N</b> | <b>TS</b> | <b>STS</b> |
|------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|----------|----------|-----------|------------|
| 1.         | Kuantitas Kerja  | pegawai Dinas perumahan rakyat, Kawasan permukiman dan cipta karya provinsi jawa timur dapat menyelesaikan semua tugas yang menjadi tanggung jawabnya dengan hasil memuaskan                                |           |          |          |           |            |
| 2.         | Kualitas Kerja   | Kualitas kerja pegawai Dinas perumahan rakyat, Kawasan permukiman dan cipta karya provinsi jawa timur sudah memenuhi standard yang sudah ditetapkan                                                         |           |          |          |           |            |
| 3.         | Keandalan Kerja  | Pegawai Dinas perumahan rakyat, Kawasan permukiman dan cipta karya provinsi jawa timur selalu menyelesaikan pekerjaan yang telah menjadi tanggung jawab dalam kurun waktu yang telah ditetapkan dengan baik |           |          |          |           |            |
| 4.         | Sikap Kerja      | Pegawai Dinas perumahan rakyat, Kawasan permukiman dan cipta karya provinsi jawa timur mengutamakan kejujuran dalam bekerja                                                                                 |           |          |          |           |            |

**Lampiran 2**

| <b>NO</b> | <b>X.1</b> | <b>X.2</b> | <b>X.3</b> | <b>X.4</b> | <b>X.5</b> | <b>X.6</b> | <b>X.7</b> | <b>TOTAL X.1</b> |
|-----------|------------|------------|------------|------------|------------|------------|------------|------------------|
| 1         | 4          | 5          | 5          | 4          | 5          | 5          | 4          | 32               |
| 2         | 5          | 5          | 5          | 5          | 5          | 5          | 5          | 35               |
| 3         | 4          | 4          | 5          | 3          | 5          | 4          | 4          | 29               |
| 4         | 5          | 3          | 5          | 5          | 4          | 5          | 4          | 31               |
| 5         | 5          | 5          | 5          | 5          | 5          | 4          | 5          | 34               |
| 6         | 4          | 5          | 4          | 5          | 4          | 5          | 5          | 32               |
| 7         | 5          | 5          | 4          | 4          | 3          | 5          | 5          | 31               |
| 8         | 5          | 5          | 5          | 5          | 5          | 5          | 5          | 35               |
| 9         | 4          | 3          | 4          | 4          | 4          | 4          | 4          | 27               |
| 10        | 5          | 5          | 4          | 3          | 3          | 5          | 5          | 30               |
| 11        | 4          | 4          | 5          | 4          | 5          | 4          | 5          | 31               |
| 12        | 5          | 4          | 5          | 3          | 5          | 5          | 5          | 32               |
| 13        | 4          | 5          | 4          | 4          | 3          | 4          | 4          | 28               |
| 14        | 4          | 3          | 3          | 3          | 4          | 5          | 3          | 25               |
| 15        | 5          | 5          | 4          | 4          | 5          | 5          | 4          | 32               |
| 16        | 3          | 4          | 4          | 5          | 4          | 3          | 4          | 27               |
| 17        | 5          | 4          | 5          | 5          | 5          | 5          | 5          | 34               |
| 18        | 5          | 5          | 5          | 5          | 5          | 5          | 5          | 35               |
| 19        | 5          | 5          | 5          | 5          | 5          | 5          | 5          | 35               |
| 20        | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 28               |
| 21        | 4          | 5          | 4          | 5          | 5          | 5          | 4          | 32               |
| 22        | 4          | 5          | 5          | 5          | 5          | 5          | 5          | 34               |
| 23        | 3          | 3          | 4          | 3          | 4          | 4          | 5          | 26               |
| 24        | 5          | 4          | 5          | 4          | 5          | 5          | 5          | 33               |
| 25        | 5          | 5          | 3          | 3          | 3          | 4          | 4          | 27               |
| 26        | 4          | 5          | 5          | 5          | 5          | 5          | 5          | 34               |
| 27        | 4          | 5          | 4          | 3          | 4          | 5          | 5          | 30               |
| 28        | 5          | 5          | 4          | 4          | 3          | 5          | 4          | 30               |
| 29        | 3          | 3          | 4          | 4          | 4          | 4          | 4          | 26               |
| 30        | 5          | 5          | 4          | 5          | 5          | 5          | 5          | 34               |
| 31        | 5          | 5          | 5          | 4          | 4          | 5          | 5          | 33               |

|    |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|----|
| 32 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 32 |
| 33 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 32 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 35 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 27 |
| 36 | 4 | 3 | 5 | 4 | 5 | 5 | 3 | 29 |
| 37 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 33 |
| 38 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 25 |
| 39 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 31 |
| 40 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 41 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 30 |
| 42 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 43 | 3 | 3 | 4 | 3 | 4 | 5 | 3 | 25 |
| 44 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 45 | 3 | 4 | 4 | 3 | 3 | 3 | 5 | 25 |
| 46 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 25 |
| 47 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 33 |
| 48 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 24 |
| 49 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 34 |
| 50 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 51 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 26 |
| 52 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 32 |
| 53 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 34 |
| 54 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |

| NO. | X.1 | X.2 | X.3 | X.4 | TOTAL X2 |
|-----|-----|-----|-----|-----|----------|
| 1   | 1   | 2   | 3   | 4   | TOTAL X2 |
| 2   | 3   | 5   | 5   | 4   | 17       |
| 3   | 4   | 3   | 5   | 4   | 16       |
| 4   | 3   | 4   | 3   | 5   | 15       |
| 5   | 5   | 5   | 5   | 5   | 20       |
| 6   | 4   | 4   | 4   | 5   | 17       |
| 7   | 4   | 5   | 5   | 5   | 19       |
| 8   | 4   | 4   | 3   | 5   | 16       |

|    |   |   |   |   |           |
|----|---|---|---|---|-----------|
| 9  | 5 | 4 | 5 | 3 | <b>17</b> |
| 10 | 4 | 4 | 4 | 4 | <b>16</b> |
| 11 | 5 | 4 | 3 | 3 | <b>15</b> |
| 12 | 5 | 4 | 5 | 5 | <b>19</b> |
| 13 | 4 | 5 | 4 | 4 | <b>17</b> |
| 14 | 3 | 4 | 4 | 5 | <b>16</b> |
| 15 | 4 | 4 | 4 | 5 | <b>17</b> |
| 16 | 5 | 5 | 5 | 5 | <b>20</b> |
| 17 | 4 | 4 | 4 | 4 | <b>16</b> |
| 18 | 5 | 5 | 5 | 5 | <b>20</b> |
| 19 | 4 | 5 | 5 | 5 | <b>19</b> |
| 20 | 5 | 5 | 5 | 5 | <b>20</b> |
| 21 | 4 | 4 | 4 | 4 | <b>16</b> |
| 22 | 4 | 4 | 4 | 5 | <b>17</b> |
| 23 | 5 | 5 | 5 | 4 | <b>19</b> |
| 24 | 5 | 5 | 5 | 5 | <b>20</b> |
| 25 | 4 | 5 | 5 | 4 | <b>18</b> |
| 26 | 4 | 4 | 4 | 4 | <b>16</b> |
| 27 | 5 | 5 | 5 | 5 | <b>20</b> |
| 28 | 4 | 4 | 5 | 5 | <b>18</b> |
| 29 | 5 | 4 | 5 | 5 | <b>19</b> |
| 30 | 4 | 4 | 4 | 4 | <b>16</b> |
| 31 | 4 | 4 | 5 | 5 | <b>18</b> |
| 32 | 3 | 5 | 3 | 3 | <b>14</b> |
| 33 | 5 | 5 | 5 | 4 | <b>19</b> |
| 34 | 3 | 3 | 3 | 4 | <b>13</b> |
| 35 | 5 | 5 | 5 | 5 | <b>20</b> |
| 36 | 5 | 5 | 5 | 5 | <b>20</b> |
| 37 | 4 | 4 | 4 | 4 | <b>16</b> |
| 38 | 4 | 4 | 4 | 4 | <b>16</b> |
| 39 | 5 | 5 | 5 | 5 | <b>20</b> |
| 40 | 4 | 4 | 4 | 5 | <b>17</b> |
| 41 | 5 | 5 | 5 | 5 | <b>20</b> |
| 42 | 4 | 5 | 5 | 5 | <b>19</b> |

|    |   |   |   |   |           |
|----|---|---|---|---|-----------|
| 43 | 4 | 5 | 5 | 4 | <b>18</b> |
| 44 | 5 | 4 | 4 | 5 | <b>18</b> |
| 45 | 5 | 5 | 4 | 5 | <b>19</b> |
| 46 | 3 | 4 | 5 | 4 | <b>16</b> |
| 47 | 5 | 5 | 4 | 4 | <b>18</b> |
| 48 | 5 | 4 | 4 | 4 | <b>17</b> |
| 49 | 4 | 4 | 4 | 4 | <b>16</b> |
| 50 | 5 | 4 | 4 | 5 | <b>18</b> |
| 51 | 5 | 5 | 5 | 5 | <b>20</b> |
| 52 | 4 | 4 | 4 | 4 | <b>16</b> |
| 53 | 3 | 4 | 5 | 5 | <b>17</b> |
| 54 | 4 | 5 | 5 | 5 | <b>19</b> |
|    | 4 | 5 | 5 | 5 | <b>19</b> |

|  | NO | X.1 | X.2 | X.3 | X.4 | X.5 | X.6 | X.7 |                     |
|--|----|-----|-----|-----|-----|-----|-----|-----|---------------------|
|  | 1  | 1   | 2   | 3   | 4   | 5   | 6   | 7   | <b>TOTAL<br/>X3</b> |
|  | 2  | 5   | 5   | 5   | 5   | 5   | 5   | 5   | <b>35</b>           |
|  | 3  | 5   | 4   | 4   | 5   | 4   | 4   | 5   | <b>31</b>           |
|  | 4  | 4   | 4   | 3   | 4   | 4   | 4   | 4   | <b>27</b>           |
|  | 5  | 4   | 4   | 5   | 5   | 5   | 4   | 3   | <b>30</b>           |
|  | 6  | 4   | 3   | 4   | 3   | 3   | 3   | 4   | <b>24</b>           |
|  | 7  | 3   | 4   | 4   | 3   | 5   | 5   | 4   | <b>28</b>           |
|  | 8  | 4   | 5   | 5   | 4   | 5   | 4   | 5   | <b>32</b>           |
|  | 9  | 5   | 5   | 5   | 5   | 4   | 5   | 5   | <b>34</b>           |
|  | 10 | 4   | 4   | 4   | 4   | 4   | 5   | 4   | <b>29</b>           |
|  | 11 | 5   | 4   | 3   | 3   | 4   | 4   | 5   | <b>28</b>           |
|  | 12 | 4   | 5   | 4   | 4   | 5   | 4   | 4   | <b>30</b>           |
|  | 13 | 4   | 2   | 3   | 5   | 3   | 4   | 4   | <b>25</b>           |
|  | 14 | 5   | 4   | 4   | 5   | 4   | 4   | 4   | <b>30</b>           |
|  | 15 | 5   | 3   | 5   | 5   | 4   | 4   | 5   | <b>31</b>           |
|  | 16 | 5   | 3   | 4   | 4   | 5   | 5   | 5   | <b>31</b>           |
|  | 17 | 4   | 4   | 4   | 5   | 4   | 4   | 5   | <b>30</b>           |
|  | 18 | 5   | 5   | 5   | 5   | 5   | 5   | 5   | <b>35</b>           |
|  | 19 | 5   | 4   | 5   | 4   | 5   | 5   | 4   | <b>32</b>           |
|  | 20 | 5   | 5   | 5   | 5   | 5   | 5   | 5   | <b>35</b>           |
|  | 21 | 4   | 4   | 4   | 4   | 4   | 4   | 4   | <b>28</b>           |
|  | 22 | 4   | 3   | 4   | 4   | 3   | 3   | 3   | <b>24</b>           |
|  | 23 | 5   | 5   | 4   | 5   | 4   | 5   | 5   | <b>33</b>           |
|  | 24 | 4   | 5   | 5   | 5   | 5   | 5   | 3   | <b>32</b>           |
|  | 25 | 5   | 4   | 4   | 5   | 4   | 4   | 5   | <b>31</b>           |
|  | 26 | 5   | 5   | 5   | 4   | 5   | 5   | 5   | <b>34</b>           |
|  | 27 | 5   | 4   | 5   | 5   | 5   | 5   | 5   | <b>34</b>           |
|  | 28 | 4   | 5   | 4   | 4   | 4   | 4   | 3   | <b>28</b>           |
|  | 29 | 4   | 3   | 4   | 4   | 5   | 3   | 5   | <b>28</b>           |

|  |    |   |   |   |   |   |   |   |    |
|--|----|---|---|---|---|---|---|---|----|
|  | 30 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 29 |
|  | 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
|  | 32 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
|  | 33 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 33 |
|  | 34 | 4 | 5 | 5 | 4 | 3 | 3 | 3 | 27 |
|  | 35 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
|  | 36 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
|  | 37 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 30 |
|  | 38 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
|  | 39 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 34 |
|  | 40 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 30 |
|  | 41 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
|  | 42 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 34 |
|  | 43 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 34 |
|  | 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
|  | 45 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 30 |
|  | 46 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 29 |
|  | 47 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 34 |
|  | 48 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 34 |
|  | 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
|  | 50 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 33 |
|  | 51 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
|  | 52 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
|  | 53 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
|  | 54 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
|  |    | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |

| NO. | X.1 | X.2 | X.3 | X.4 |                |
|-----|-----|-----|-----|-----|----------------|
| 1   | 1   | 2   | 3   | 4   | <b>TOTAL Y</b> |
| 2   | 5   | 4   | 5   | 5   | <b>19</b>      |

|    |   |   |   |   |           |
|----|---|---|---|---|-----------|
| 3  | 3 | 5 | 4 | 5 | <b>17</b> |
| 4  | 5 | 4 | 4 | 3 | <b>16</b> |
| 5  | 5 | 5 | 5 | 5 | <b>20</b> |
| 6  | 3 | 3 | 5 | 4 | <b>15</b> |
| 7  | 4 | 5 | 5 | 5 | <b>19</b> |
| 8  | 5 | 5 | 5 | 3 | <b>18</b> |
| 9  | 5 | 5 | 5 | 5 | <b>20</b> |
| 10 | 5 | 5 | 5 | 5 | <b>20</b> |
| 11 | 3 | 5 | 5 | 5 | <b>18</b> |
| 12 | 5 | 5 | 5 | 4 | <b>19</b> |
| 13 | 3 | 4 | 5 | 4 | <b>16</b> |
| 14 | 4 | 5 | 4 | 5 | <b>18</b> |
| 15 | 4 | 4 | 4 | 4 | <b>16</b> |
| 16 | 5 | 5 | 5 | 5 | <b>20</b> |
| 17 | 5 | 5 | 5 | 4 | <b>19</b> |
| 18 | 5 | 5 | 5 | 5 | <b>20</b> |
| 19 | 5 | 5 | 5 | 5 | <b>20</b> |
| 20 | 5 | 5 | 5 | 5 | <b>20</b> |
| 21 | 4 | 5 | 4 | 4 | <b>17</b> |
| 22 | 5 | 5 | 5 | 5 | <b>20</b> |
| 23 | 4 | 5 | 4 | 5 | <b>18</b> |
| 24 | 5 | 4 | 5 | 3 | <b>17</b> |
| 25 | 5 | 5 | 5 | 5 | <b>20</b> |
| 26 | 4 | 5 | 5 | 4 | <b>18</b> |
| 27 | 5 | 5 | 5 | 5 | <b>20</b> |
| 28 | 4 | 5 | 5 | 3 | <b>17</b> |
| 29 | 2 | 4 | 4 | 4 | <b>14</b> |
| 30 | 5 | 4 | 4 | 3 | <b>16</b> |
| 31 | 4 | 4 | 4 | 5 | <b>17</b> |
| 32 | 5 | 5 | 5 | 5 | <b>20</b> |
| 33 | 5 | 5 | 4 | 5 | <b>19</b> |

|    |   |   |   |   |           |
|----|---|---|---|---|-----------|
| 34 | 2 | 3 | 4 | 4 | <b>13</b> |
| 35 | 5 | 5 | 5 | 5 | <b>20</b> |
| 36 | 4 | 5 | 5 | 5 | <b>19</b> |
| 37 | 3 | 5 | 4 | 4 | <b>16</b> |
| 38 | 3 | 4 | 5 | 3 | <b>15</b> |
| 39 | 5 | 3 | 5 | 4 | <b>17</b> |
| 40 | 4 | 5 | 4 | 4 | <b>17</b> |
| 41 | 5 | 5 | 5 | 5 | <b>20</b> |
| 42 | 5 | 5 | 4 | 4 | <b>18</b> |
| 43 | 5 | 4 | 5 | 5 | <b>19</b> |
| 44 | 5 | 3 | 3 | 2 | <b>13</b> |
| 45 | 5 | 5 | 5 | 4 | <b>19</b> |
| 46 | 4 | 4 | 4 | 4 | <b>16</b> |
| 47 | 5 | 4 | 5 | 5 | <b>19</b> |
| 48 | 4 | 5 | 5 | 5 | <b>19</b> |
| 49 | 5 | 4 | 3 | 5 | <b>17</b> |
| 50 | 5 | 5 | 4 | 4 | <b>18</b> |
| 51 | 5 | 5 | 5 | 5 | <b>20</b> |
| 52 | 4 | 4 | 4 | 5 | <b>17</b> |
| 53 | 4 | 4 | 4 | 4 | <b>16</b> |
| 54 | 5 | 5 | 5 | 5 | <b>20</b> |
|    | 5 | 5 | 5 | 5 | <b>20</b> |

### Lampiran 3 Karakteristik Responden

| No.   | Jenis Kelamin | Frekuensi | Presentase |
|-------|---------------|-----------|------------|
| 1.    | Laki-Laki     | 33        | 61.11 %    |
| 2.    | Perempuan     | 21        | 38.89 %    |
| Total |               | 54        | 100 %      |

| Usia<br>(Tahun) | Frekuensi | Presentase<br>(%) |
|-----------------|-----------|-------------------|
| 27-29           | 16        | 29.63%            |
| 30-32           | 11        | 20.37%            |
| 33-35           | 17        | 31.48%            |
| 36-38           | 10        | 18.52%            |
| <b>Total</b>    | <b>54</b> | <b>100%</b>       |

| Pendidikan<br>Terakhir | Frekuensi | Presentase<br>(%) |
|------------------------|-----------|-------------------|
| SMA                    | 3         | 5.56%             |
| D3                     | 14        | 25.93%            |
| S1                     | 30        | 55.56%            |
| Magister               | 7         | 12.96%            |
| <b>Total</b>           | <b>54</b> | <b>100%</b>       |

| <b>No.</b>   | <b>Jenis<br/>Kelamin</b> | <b>Frekuensi</b> | <b>Presentase<br/>(%)</b> |
|--------------|--------------------------|------------------|---------------------------|
| 1            | Laki-Laki                | 33               | 61.11%                    |
| 2            | Perempuan                | 21               | 38.89%                    |
| <b>Total</b> |                          | <b>54</b>        | <b>100%</b>               |

## Lampiran 4 Lampiran 4 Uji Validitas Instrumen

### 1. Uji Validitas X1

|                   |                     | Correlations |        |        |        |        |        |        | Budaya Organisasi |
|-------------------|---------------------|--------------|--------|--------|--------|--------|--------|--------|-------------------|
|                   |                     | X1.1         | X1.2   | X1.3   | X1.4   | X1.5   | X1.6   | X1.7   |                   |
| X1.1              | Pearson Correlation | 1            | .553** | .379** | .422** | .335*  | .565** | .455** | .756**            |
|                   | Sig. (2-tailed)     |              | .000   | .005   | .001   | .013   | .000   | .001   | .000              |
|                   | N                   | 54           | 54     | 54     | 54     | 54     | 54     | 54     | 54                |
| X1.2              | Pearson Correlation | .553**       | 1      | .284*  | .349** | .251   | .546** | .546** | .731**            |
|                   | Sig. (2-tailed)     | .000         |        | .037   | .010   | .067   | .000   | .000   | .000              |
|                   | N                   | 54           | 54     | 54     | 54     | 54     | 54     | 54     | 54                |
| X1.3              | Pearson Correlation | .379**       | .284*  | 1      | .476** | .595** | .369** | .331*  | .677**            |
|                   | Sig. (2-tailed)     | .005         | .037   |        | .000   | .000   | .006   | .015   | .000              |
|                   | N                   | 54           | 54     | 54     | 54     | 54     | 54     | 54     | 54                |
| X1.4              | Pearson Correlation | .422**       | .349** | .476** | 1      | .477** | .241   | .342*  | .683**            |
|                   | Sig. (2-tailed)     | .001         | .010   | .000   |        | .000   | .079   | .011   | .000              |
|                   | N                   | 54           | 54     | 54     | 54     | 54     | 54     | 54     | 54                |
| X1.5              | Pearson Correlation | .335*        | .251   | .595** | .477** | 1      | .453** | .338*  | .692**            |
|                   | Sig. (2-tailed)     | .013         | .067   | .000   | .000   |        | .001   | .012   | .000              |
|                   | N                   | 54           | 54     | 54     | 54     | 54     | 54     | 54     | 54                |
| X1.6              | Pearson Correlation | .565**       | .546** | .369** | .241   | .453** | 1      | .342*  | .708**            |
|                   | Sig. (2-tailed)     | .000         | .000   | .006   | .079   | .001   |        | .011   | .000              |
|                   | N                   | 54           | 54     | 54     | 54     | 54     | 54     | 54     | 54                |
| X1.7              | Pearson Correlation | .455**       | .546** | .331*  | .342*  | .338*  | .342*  | 1      | .678**            |
|                   | Sig. (2-tailed)     | .001         | .000   | .015   | .011   | .012   | .011   |        | .000              |
|                   | N                   | 54           | 54     | 54     | 54     | 54     | 54     | 54     | 54                |
| Budaya Organisasi | Pearson Correlation | .756**       | .731** | .677** | .683** | .692** | .708** | .678** | 1                 |
|                   | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   | .000   | .000   |                   |
|                   | N                   | 54           | 54     | 54     | 54     | 54     | 54     | 54     | 54                |

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

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

### 2. Uji Validitas X2

|                |                     | Correlations |        |        |        | Motivasi Kerja |
|----------------|---------------------|--------------|--------|--------|--------|----------------|
|                |                     | X2.1         | X2.2   | X2.3   | X2.4   |                |
| X2.1           | Pearson Correlation | 1            | .368** | .346*  | .192   | .697**         |
|                | Sig. (2-tailed)     |              | .006   | .010   | .164   | .000           |
|                | N                   | 54           | 54     | 54     | 54     | 54             |
| X2.2           | Pearson Correlation | .368**       | 1      | .488** | .223   | .719**         |
|                | Sig. (2-tailed)     | .006         |        | .000   | .106   | .000           |
|                | N                   | 54           | 54     | 54     | 54     | 54             |
| X2.3           | Pearson Correlation | .346*        | .488** | 1      | .354** | .783**         |
|                | Sig. (2-tailed)     | .010         | .000   |        | .009   | .000           |
|                | N                   | 54           | 54     | 54     | 54     | 54             |
| X2.4           | Pearson Correlation | .192         | .223   | .354** | 1      | .618**         |
|                | Sig. (2-tailed)     | .164         | .106   | .009   |        | .000           |
|                | N                   | 54           | 54     | 54     | 54     | 54             |
| Motivasi Kerja | Pearson Correlation | .697**       | .719** | .783** | .618** | 1              |
|                | Sig. (2-tailed)     | .000         | .000   | .000   | .000   |                |
|                | N                   | 54           | 54     | 54     | 54     | 54             |

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

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

### 3. Uji Validitas X3

|                  |                     | Correlations |        |        |        |        |        |        |                  |
|------------------|---------------------|--------------|--------|--------|--------|--------|--------|--------|------------------|
|                  |                     | X3.1         | X3.2   | X3.3   | X3.4   | X3.5   | X3.6   | X3.7   | Lingkungan Kerja |
| X3.1             | Pearson Correlation | 1            | .358** | .455** | .518** | .331*  | .467** | .506** | .713**           |
|                  | Sig. (2-tailed)     |              | .008   | .001   | .000   | .014   | .000   | .000   | .000             |
|                  | N                   | 54           | 54     | 54     | 54     | 54     | 54     | 54     | 54               |
| X3.2             | Pearson Correlation | .358**       | 1      | .543** | .336*  | .514** | .537** | .214   | .723**           |
|                  | Sig. (2-tailed)     | .008         |        | .000   | .013   | .000   | .000   | .120   | .000             |
|                  | N                   | 54           | 54     | 54     | 54     | 54     | 54     | 54     | 54               |
| X3.3             | Pearson Correlation | .455**       | .543** | 1      | .472** | .442** | .468** | .240   | .731**           |
|                  | Sig. (2-tailed)     | .001         | .000   |        | .000   | .001   | .000   | .080   | .000             |
|                  | N                   | 54           | 54     | 54     | 54     | 54     | 54     | 54     | 54               |
| X3.4             | Pearson Correlation | .518**       | .336*  | .472** | 1      | .269*  | .489** | .337*  | .676**           |
|                  | Sig. (2-tailed)     | .000         | .013   | .000   |        | .049   | .000   | .013   | .000             |
|                  | N                   | 54           | 54     | 54     | 54     | 54     | 54     | 54     | 54               |
| X3.5             | Pearson Correlation | .331*        | .514** | .442** | .269*  | 1      | .558** | .361** | .705**           |
|                  | Sig. (2-tailed)     | .014         | .000   | .001   | .049   |        | .000   | .007   | .000             |
|                  | N                   | 54           | 54     | 54     | 54     | 54     | 54     | 54     | 54               |
| X3.6             | Pearson Correlation | .467**       | .537** | .468** | .489** | .558** | 1      | .426** | .795**           |
|                  | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   |        | .001   | .000             |
|                  | N                   | 54           | 54     | 54     | 54     | 54     | 54     | 54     | 54               |
| X3.7             | Pearson Correlation | .506**       | .214   | .240   | .337*  | .361** | .426** | 1      | .622**           |
|                  | Sig. (2-tailed)     | .000         | .120   | .080   | .013   | .007   | .001   |        | .000             |
|                  | N                   | 54           | 54     | 54     | 54     | 54     | 54     | 54     | 54               |
| Lingkungan Kerja | Pearson Correlation | .713**       | .723** | .731** | .676** | .705** | .795** | .622** | 1                |
|                  | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   | .000   | .000   |                  |
|                  | N                   | 54           | 54     | 54     | 54     | 54     | 54     | 54     | 54               |

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

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

### 4. Uji Validitas Y

|                 |                     | Correlations |        |        |        |                 |
|-----------------|---------------------|--------------|--------|--------|--------|-----------------|
|                 |                     | Y.1          | Y.2    | Y.3    | Y.4    | Kinerja Pegawai |
| Y.1             | Pearson Correlation | 1            | .299*  | .237   | .149   | .664**          |
|                 | Sig. (2-tailed)     |              | .028   | .084   | .284   | .000            |
|                 | N                   | 54           | 54     | 54     | 54     | 54              |
| Y.2             | Pearson Correlation | .299*        | 1      | .349** | .443** | .740**          |
|                 | Sig. (2-tailed)     | .028         |        | .010   | .001   | .000            |
|                 | N                   | 54           | 54     | 54     | 54     | 54              |
| Y.3             | Pearson Correlation | .237         | .349** | 1      | .303*  | .635**          |
|                 | Sig. (2-tailed)     | .084         | .010   |        | .026   | .000            |
|                 | N                   | 54           | 54     | 54     | 54     | 54              |
| Y.4             | Pearson Correlation | .149         | .443** | .303*  | 1      | .699**          |
|                 | Sig. (2-tailed)     | .284         | .001   | .026   |        | .000            |
|                 | N                   | 54           | 54     | 54     | 54     | 54              |
| Kinerja Pegawai | Pearson Correlation | .664**       | .740** | .635** | .699** | 1               |
|                 | Sig. (2-tailed)     | .000         | .000   | .000   | .000   |                 |
|                 | N                   | 54           | 54     | 54     | 54     | 54              |

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

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

## Lampiran 5 Uji Reliabilitas Instrumen

### 1. Uji Reliabilitas X1

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| .828                   | 7          |

### 2. Uji Reliabilitas X2

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| .660                   | 4          |

### 3. Uji Reliabilitas X3

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| .832                   | 7          |

### 4. Uji Reliabilitas Y

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| .606                   | 4          |

## Lampiran 6 Lampiran 6 Uji Normalitas

### One-Sample Kolmogorov-Smirnov Test

|                                  |                | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N                                |                | 54                      |
| Normal Parameters <sup>a,b</sup> | Mean           | .0000000                |
|                                  | Std. Deviation | 1.50294352              |
| Most Extreme Differences         | Absolute       | .097                    |
|                                  | Positive       | .068                    |
|                                  | Negative       | -.097                   |
| Test Statistic                   |                | .097                    |
| Asymp. Sig. (2-tailed)           |                | .200 <sup>c,d</sup>     |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

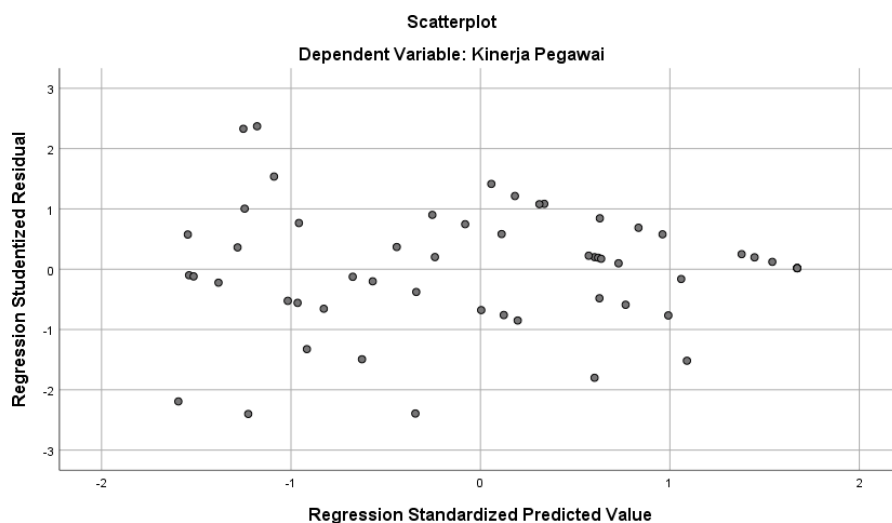
## Lampiran 7 Uji Multikolinearitas

### Coefficients<sup>a</sup>

|       |                   | Unstandardized Coefficients |            | Standardized Coefficients |       |      | Collinearity Statistics |       |
|-------|-------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| Model |                   | B                           | Std. Error | Beta                      | t     | Sig. | Tolerance               | VIF   |
| 1     | (Constant)        | 2.373                       | 2.794      |                           | .849  | .400 |                         |       |
|       | Budaya Organisasi | .157                        | .064       | .285                      | 2.447 | .018 | .908                    | 1.102 |
|       | Motivasi Kerja    | .268                        | .133       | .249                      | 2.013 | .049 | .801                    | 1.248 |
|       | Lingkungan Kerja  | .193                        | .072       | .322                      | 2.662 | .010 | .841                    | 1.189 |

a. Dependent Variable: Kinerja Pegawai

## Lampiran 8 Uji Heteroskedastisitas



## Lampiran 9 Regresi Linier Berganda dan Uji t

Coefficients<sup>a</sup>

| Model |                   | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|-------------------|-----------------------------|------------|---------------------------|-------|------|
|       |                   | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant)        | 2.373                       | 2.794      |                           | .849  | .400 |
|       | Budaya Organisasi | .157                        | .064       | .285                      | 2.447 | .018 |
|       | Motivasi Kerja    | .268                        | .133       | .249                      | 2.013 | .049 |
|       | Lingkungan Kerja  | .193                        | .072       | .322                      | 2.662 | .010 |

a. Dependent Variable: Kinerja Pegawai

## Lampiran 10 Uji F

ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 75.263         | 3  | 25.088      | 10.478 | .000 <sup>b</sup> |
|       | Residual   | 119.718        | 50 | 2.394       |        |                   |
|       | Total      | 194.981        | 53 |             |        |                   |

a. Dependent Variable: Kinerja Pegawai

b. Predictors: (Constant), Lingkungan Kerja, Budaya Organisasi, Motivasi Kerja

**Lampiran 11 Koefisien Determinasi ( $R^2$ )**

| <b>Model Summary</b> |                   |          |                   |                            |
|----------------------|-------------------|----------|-------------------|----------------------------|
| Model                | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1                    | .621 <sup>a</sup> | .386     | .349              | 1.547                      |

a. Predictors: (Constant), Lingkungan Kerja, Budaya Organisasi, Motivasi Kerja

## Lampiran 12 Kartu Bimbingan



**UNIVERSITAS 17 AGUSTUS 1945 (UNTAG) SURABAYA**  
**FAKULTAS EKONOMI DAN BISNIS**  
 Kampus: Jl. Semolowaru 45 Surabaya 60118, Telp (031) 5931800 Pst 140&141 E-mail: feb@untag-sby.ac.id

**SEMESTER**  
**Genap / Genap**  
**2023 - 2024**

**KARTU BIMBINGAN SKRIPSI**



**Nama Mahasiswa / NBI :** Dian Anggraeni

**Nama Pembimbing :** Dr. Riyadi Nugroho, mm

**Judul Skripsi :** Pengaruh Budaya organisasi, motivasi, Kerja dan Lingkungan Kerja di Sub Kevangan Dinas Perumahan Rakyat, Kawasan Permukiman Provinsi Jawa Timur

**Mulai Program Skripsi : Semester** ..... **Thn. Ak** ..... **Selesai Bimbingan Tanggal** .....

| No. | HARI /<br>TANGGAL | KONSENTRASI |                                | PARAF |
|-----|-------------------|-------------|--------------------------------|-------|
|     |                   | BAB / HAL   | KETERANGAN REVISI              |       |
| 1.  | Sabtu - 10        | BAB I       | Pendahuluan                    | f     |
| 2.  | Sabtu - 16        | BAB II      | Kajian Pustaka                 | f     |
| 3.  | minggu - 29       | BAB III     | Metodologi Penelitian          | f     |
| 4.  |                   | acc         | Ujia Proposal                  | f     |
| 5.  | Sabtu - 8         | BAB 1,2,3   | Perbaikan                      | f     |
| 6.  | Sabtu 1-06-24     | BAB IV      | Hasil Dan Pembahasan           | f     |
| 7.  | Sabtu 8-06-2024   | BAB V       | Kesimpulan dan saran, Lampiran | f     |
| 8.  | Senin 10-06-2024  | BAB I-V     | acc                            | f     |
|     |                   |             |                                |       |
|     |                   |             |                                |       |
|     |                   |             |                                |       |
|     |                   |             |                                |       |
|     |                   |             |                                |       |
|     |                   |             |                                |       |
|     |                   |             |                                |       |

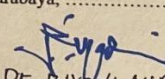
Perpanjangan I

Semester : \_\_\_\_\_

Th. Ak : \_\_\_\_\_

Paraf Kujur : \_\_\_\_\_

Surabaya, .....

  
 Dr. Riyadi Nugroho, mm  
 (Nama dan tanda tangan Pembimbing)

### Lampran 13 Hasil Turnitin

PENGARUH BUDAYA ORGANISASI, MOTIVASI KERJA DAN LINGKUNGAN KERJA, TERHADAP KINERJA PEGAWAI DI SUB KEUANGAN DINAS PERUMAHAN RAKYAT, KAWASAN PERMUKIMAN DAN CIPTA KARYA PROVINSI JAWA TIMUR

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