# LAMPIRAN

**Lampiran 1 Kartu Bimbingan Skripsi**

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**Lampiran 2 Surat Persetujuan Melakukan Penelitian**



**Lampiran 3 Kuesioner**

KATA PENGANTAR KUESIONER

Dengan hormat,

Perkenankanlah saya meminta kesediaan Bapak, Ibu, Saudara/i untuk

berpartisipasi dalam mengisi dan menjawab seluruh pertanyaan yang ada dalam

kuesioner ini. Penelitian ini digunakan untuk menyusun skripsi dengan judul

“Pengaruh Lingkungan Kerja dan Motivasi Kerja terhadap Kinerja Guru dan Pegawai SMP Negeri 11 Surabaya”.

Untuk itu diharapkan para responden dapat memberikan jawaban yang sebenar benarnya demi membantu penelitian ini, untuk jawaban akan dirahasiakan yang mengetahui hanya peneliti. Atas waktu dan kesediaannya saya ucapkan terima kasih, semoga penelitian ini bermanfaat bagi kita semua.

Surabaya, 20 April 2020

Ananda Nadine

I. IDENTITAS RESPONDEN

1. Jenis Kelamin : a. Laki-Laki b. Perempuan

2. Pendidikan Terakhir : a. SMU b. D-3 c. S-1 d. S-2 e. S-3

3. Jabatan : ..................................................

4. Lama Bekerja : a. 1 – 5 Tahun b. 6 – 10 Tahun c. 11 – 15 Tahun

d. Lebih dari 15 Tahun

5. Usia anda Saat ini : a. < 25 Tahun b. 25 – 35 Tahun c. 36 – 45 Tahun

d. 46 – 55 Tahun e. Lebih 55 Tahun

II. PETUNJUK PENGISIAN

1. Kuesioner ditujukan untuk seluruh guru dan pegawai SMP Negeri 11 Surabaya.

2. Bapak/Ibu diharapkan dapat memberikan jawaban yang paling sesuai dengan persepsi Bapak/Ibu terhadap penelitian ini.

3. Berilah tanda (√) pada kolom pertanyaan kuesioner yang sesuai dengan pilihan jawaban Bapak/Ibu.

4. Pilihan Jawaban yaitu sangat setuju (SS), setuju (S), ragu-ragu/netral (R), tidak setuju (TS) dan sangat tidak setuju (STS).

Dengan Keterangan Alternatif Jawaban dan Skor :

a. S = Setuju (5)

b. SS = Sangat Setuju (4)

c. RR = Ragu-Ragu (3)

d.TS = Tidak Setuju (2)

e. STS = Sangat Tidak Setuju (1)

5. Atas kesediaan Bapak/Ibu menjawab kuesioner ini, saya ucapkan terima

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| **No** | **Pertanyaan** | **Jawaban** | | | | |
| **I** | **Lingkungan Kerja** | **SS** | **S** | **RR** | **TS** | **STS** |
| 1. | Penerangan di ruangan kerja saya baik karena di dukung dengan lampu yang terang dan bantuan sinar matahari. |  |  |  |  |  |
| 2. | Pencahayaan di tempat kerja saya tidak menyilaukan. |  |  |  |  |  |
| 3. | Saya dapat beradaptasi dengan kelembapan di tempat kerja. |  |  |  |  |  |
| 4. | Sirkulasi udara diruang kerja saya sudah cukup baik. |  |  |  |  |  |
| 5. | Tempat kerja saya jauh dari kebisingan. |  |  |  |  |  |
| 6. | Saya dapat berkonsentrasi dengan baik dalam bekerja karena jauh dari kebisingan. |  |  |  |  |  |
| 7. | Pewarnaan ruangan terasa nyaman dalam pengelihatan. |  |  |  |  |  |
| 8. | Di dalam ruangan kerja, pewarnaan ruangan sudah tertata dengan baik sehingga dapat menunjang saya dalam bekerja. |  |  |  |  |  |
| 9. | Ruang gerak yang di berikan sekolah membuat saya nyaman. |  |  |  |  |  |
| 10. | Ruang gerak yang di berikan sekolaha membuat saya dapat leluasa bergerak dengan baik dan mendukung proses kerja. |  |  |  |  |  |
| 11. | Fasilitas yang diberikan perusahaan sesuai dengan kebutuhan pekerjaan saya. |  |  |  |  |  |
| 12. | Fasilitas yang tersedia di lingkungan kerja telah mendukung jalannya pekerjaan saya. |  |  |  |  |  |
| 13. | Tempat kerja saya tidak terdapat bau-bauan yang tidak sedap. |  |  |  |  |  |
| 14. | Pengharum ruangan terdapat di tempat kerja saya untuk mengatasi bau tidak sedap. |  |  |  |  |  |
| 15. | Atasan saya selalu memberikan motivasi kepada saya. |  |  |  |  |  |
| 16. | Atasan saya memberikan bimbingan kerja agar saya dapat melaksanakan pekerjaan tanpa kesalahan. |  |  |  |  |  |
| 17. | Saya berinteraksi kepada semua guru dan pegawai. |  |  |  |  |  |
| 18. | Rekan kerja saya sangat baik dalam bekerja sama. |  |  |  |  |  |
| 19. | Komunikasi dengan semua guru dan pegawai berjalan dengan baik . |  |  |  |  |  |
| 20. | Saya berdiskusi dengan guru dan pegawai untuk memecahkan suatu masalah dalam pekerjaan. |  |  |  |  |  |
| 21. | Satuan keamanan di tempat kerja saya sudah bekerja dengan baik sehingga saya merasa aman. |  |  |  |  |  |
| 22. | Keamanan di tempat kerja sudah mampu membuat saya bekerja dengan nyaman. |  |  |  |  |  |

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| **No** | **Pertanyaan** | **Jawaban** | | | | | | |
| **II** | **Motivasi Kerja** | **SS** | **S** | **RR** | | **TS** | | **STS** |
| 1. | Saya mendapatkan kesempatan yang sama untuk mendapatkan promosi jabatan. |  |  |  | |  | |  |
| 2. | Saya bekerja keras untuk mendapatkan promosi jabatan. |  |  |  | |  | |  |
| 3. | Saya tidak pernah absen tanpa alasan yang jelas. |  |  |  | |  | |  |
| 4. | Saya selalu menyelesaikan pekerjaan dengan tepat waktu. |  |  |  | |  | |  |
| 5. | Saya bertanggung jawab atas kedudukan yang saya jalani. |  |  |  | |  | |  |
| 6. | Saya bertanggung jawab atas suatu tugas atau pekerjaan yang saya kerjakan. |  |  |  | |  | |  |
| 7. | Saya memperoleh penghargaan atas prestasi kerja saya. |  |  |  | |  | |  |
| 8. | Atasan memberikan pujian bila saya menyelesaikan pekerjaan tepat waktu. |  |  |  | |  | |  |
| 9. | Saya mendapat dukungan dalam melaksanakan pekerjaan dari atasan dan teman sejawat. |  |  |  | |  | |  |
| 10. | Kinerja saya dinilai adil oleh atasan saya. |  |  |  | |  | |  |
| 11. | Saya memperoleh pekerjaan yang tetap di sekolah. |  |  |  | |  | |  |
| 12. | Saya mendapatkan status atau kedudukan yang jelas di perusahaan. |  |  |  | |  | |  |
| **No** | **Pertanyaan** | **Jawabaan** | | | | | | |
| **III** | **Kinerja** | **SS** | **S** | **RR** | **TS** | | **STS** | |
| 1. | Saya dapat menyelesaikan pekerjaan dengan baik dan teliti. |  |  |  |  | |  | |
| 2. | Saya dapat meminimalisasi tingkat kesalahan saya dalam bekerja. |  |  |  |  | |  | |
| 3. | Saya mampu mencapai target yang ditetapkan pimpinan. |  |  |  |  | |  | |
| 4. | Produktifitas saya mampu meningkatkan nilai kerja saya. |  |  |  |  | |  | |
| 5. | Saya memiliki pengetahuan atas pekerjaan yang saya lakukan. |  |  |  |  | |  | |
| 6. | Saya memiliki pengalaman sebelumnya dalam melakukan pekerjaan ini. |  |  |  |  | |  | |
| 7. | Saya mengutamakan kerja sama dengan rekan kerja. |  |  |  |  | |  | |
| 8. | Saya menjalankan prinsip ringan sama dijinjing, berat sama dipikul. |  |  |  |  | |  | |
| 9. | Saya selalu masuk dan pulang kerja tepat pada waktunya. |  |  |  |  | |  | |
| 10. | Saya disiplin waktu dalam bekerja. |  |  |  |  | |  | |
| 11. | Saya melakukan pekerjaan sesuai dengan prosedur yang di tetapkan. |  |  |  |  | |  | |
| 12. | Saya mampu untuk bekerja secara efektif dan efisien. |  |  |  |  | |  | |
| 13. | Saya bersedia mengakui kesalahan dalam pekerjaan. |  |  |  |  | |  | |
| 14. | Saya memiliki kemampuan untuk menerima konsekuensi atas segala keputusan yang diambil. |  |  |  |  | |  | |
| 15. | Saya mempunyai komitmen dan tanggung jawab dalam bekerja. |  |  |  |  | |  | |
| 16. | Saya memegang teguh peraturan dalam melaksanakan pekerjaan. |  |  |  |  | |  | |

**Lampiran 4 Tabulasi Data**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Lingkungan Kerja | | | | | | | | | | | | | | | | | | | | | | | |
| No | Subyek | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | |
| 1 | MMH | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | |
| 2 | SD | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | |
| 3 | LE | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | |
| 4 | NP | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | |
| 5 | WNI | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | |
| 6 | YTN | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | |
| 7 | CH | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 2 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | |
| 8 | IR | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | |
| 9 | MAF | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | |
| 10 | HRT | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | |
| 11 | AS | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | |
| 12 | SN | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | |
| 13 | DPS | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | |
| 14 | LSI | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | |
| 15 | MR | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | |
| 16 | MH | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | |
| 17 | MS | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | |
| 18 | MY | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | |
| 19 | MA | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | |
| 20 | M | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | |
| 21 | MYS | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | |
| 22 | MNR | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | |
| 23 | ENQ | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | |
| 24 | ANA | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | |
| 25 | MAM | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | |
| 26 | ASP | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | |
| 27 | ML | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | |
| 28 | SFM | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | |
| 29 | MYB | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | |
| 30 | MR | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | |
| 31 | SLMH | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | |
| 32 | ASF | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | |
| 33 | ARF | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | |
| 34 | ANE | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | |
| 35 | TRA | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | |
| 36 | SAH | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | |
| 37 | LNP | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | |
| 38 | MEH | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | |
| 39 | KBG | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 3 | 4 | 3 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | |
| 40 | ARE | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | |
| 41 | BAY | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | |
| 42 | MCA | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | |
| 43 | APW | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | |
| 44 | ESR | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 2 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | |
| 45 | FA | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | |
| 46 | MM | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | |
| 47 | ARSK | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | |
| 48 | YW | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 1 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | |
| 49 | SHS | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | |
| 50 | ARLN | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | |

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| Motivasi Kerja | | | | | | | | | | | | | |
| No | Subyek | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 |
| 1 | MMH | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |
| 2 | SD | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |
| 3 | LE | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 |
| 4 | NP | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 |
| 5 | WNI | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 |
| 6 | YTN | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 7 | CH | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 8 | IR | 3 | 3 | 3 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 3 | 3 |
| 9 | MAF | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |
| 10 | HRT | 3 | 5 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 5 |
| 11 | AS | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |
| 12 | SN | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 |
| 13 | DPS | 4 | 4 | 3 | 4 | 1 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 14 | LSI | 4 | 5 | 3 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 15 | MR | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 |
| 16 | MH | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 |
| 17 | MS | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 5 |
| 18 | MY | 4 | 4 | 3 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 5 |
| 19 | MA | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 |
| 20 | M | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 |
| 21 | MYS | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 |
| 22 | MNR | 4 | 3 | 2 | 3 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 23 | ENQ | 4 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 4 |
| 24 | ANA | 2 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 4 |
| 25 | MAM | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 26 | ASP | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 |
| 27 | ML | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 |
| 28 | SFM | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 |
| 29 | MYB | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |
| 30 | MR | 2 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 |
| 31 | SLMH | 2 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 |
| 32 | ASF | 2 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 |
| 33 | ARF | 2 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 |
| 34 | ANE | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 35 | TRA | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 36 | SAH | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 37 | LNP | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 38 | MEH | 2 | 2 | 3 | 3 | 3 | 4 | 5 | 5 | 4 | 4 | 3 | 2 |
| 39 | KBG | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |
| 40 | ARE | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 |
| 41 | BAY | 2 | 2 | 2 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 |
| 42 | MCA | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 |
| 43 | APW | 2 | 3 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 5 |
| 44 | ESR | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 |
| 45 | FA | 3 | 3 | 3 | 3 | 3 | 5 | 5 | 5 | 4 | 5 | 3 | 5 |
| 46 | MM | 3 | 3 | 3 | 3 | 3 | 5 | 5 | 3 | 5 | 5 | 4 | 4 |
| 47 | ARSK | 4 | 4 | 3 | 3 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 4 |
| 48 | YW | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 49 | SHS | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 |
| 50 | ARLN | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 |

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| Kinerja | | | | | | | | | | | | | | | | | |
| No | Subyek | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 |
| 1 | MMH | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |
| 2 | SD | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |
| 3 | LE | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 |
| 4 | NP | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 |
| 5 | WNI | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 |
| 6 | YTN | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 7 | CH | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 8 | IR | 3 | 3 | 3 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 |
| 9 | MAF | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |
| 10 | HRT | 3 | 5 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 |
| 11 | AS | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |
| 12 | SN | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 |
| 13 | DPS | 4 | 4 | 3 | 4 | 1 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 14 | LSI | 4 | 5 | 3 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 15 | MR | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 |
| 16 | MH | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 |
| 17 | MS | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 |
| 18 | MY | 4 | 4 | 3 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 |
| 19 | MA | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 |
| 20 | M | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 |
| 21 | MYS | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 |
| 22 | MNR | 4 | 3 | 2 | 3 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 23 | ENQ | 4 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 5 | 4 | 4 |
| 24 | ANA | 2 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 4 |
| 25 | MAM | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
| 26 | ASP | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 |
| 27 | ML | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 |
| 28 | SFM | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 |
| 29 | MYB | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |
| 30 | MR | 2 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 |
| 31 | SLMH | 2 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 |
| 32 | ASF | 2 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 |
| 33 | ARF | 2 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 |
| 34 | ANE | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 35 | TRA | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 36 | SAH | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 37 | LNP | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 38 | MEH | 2 | 2 | 3 | 3 | 3 | 4 | 5 | 5 | 4 | 4 | 3 | 2 | 4 | 4 | 5 | 5 |
| 39 | KBG | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |
| 40 | ARE | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 3 |
| 41 | BAY | 2 | 2 | 2 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 |
| 42 | MCA | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 |
| 43 | APW | 2 | 3 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 3 |
| 44 | ESR | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 |
| 45 | FA | 3 | 3 | 3 | 3 | 3 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 5 | 5 |
| 46 | MM | 3 | 3 | 3 | 3 | 3 | 5 | 5 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 |
| 47 | ARSK | 4 | 4 | 3 | 3 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 |
| 48 | YW | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 49 | SHS | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 |
| 50 | ARLN | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 |

**Lampiran 5 Karakteristik Responden**

|  |  |  |  |
| --- | --- | --- | --- |
| NAMA | Jenis Kelamin | Usia | Masa Kerja |
| MMH | Laki-laki | <25 | 1-5 |
| SD | Perempuan | 36-45 | 6-10 |
| LE | Perempuan | 36-45 | >15 |
| NP | Perempuan | >55 | 6-10 |
| WNI | Laki-laki | 46-55 | >15 |
| YTN | Laki-laki | <25 | >15 |
| CH | Perempuan | 25-35 | 6-10 |
| IR | Perempuan | 46-55 | >15 |
| MAF | Perempuan | 36-45 | 6-10 |
| HRT | Laki-laki | <25 | 1-5 |
| AS | Perempuan | 36-45 | 11-15 |
| SN | Laki-laki | 25-35 | >15 |
| DPS | Perempuan | 36-45 | 11-15 |
| LSI | Perempuan | 25-35 | 6-10 |
| MR | Laki-laki | <25 | 11-15 |
| MH | Perempuan | 36-45 | >15 |
| MS | Laki-laki | 36-45 | >15 |
| MY | Laki-laki | 25-35 | 6-10 |
| MA | Perempuan | >55 | 11-15 |
| M | Laki-laki | 25-35 | 6-10 |
| MYS | Perempuan | 46-55 | >15 |
| MNR | Laki-laki | >55 | >15 |
| ENQ | Laki-laki | 36-45 | 6-10 |
| ANA | Perempuan | 25-35 | 11-15 |
| MAM | Laki-laki | 36-45 | >15 |
| ASP | Perempuan | <25 | 11-15 |
| ML | Perempuan | 36-45 | >15 |
| SFM | Laki-laki | 36-45 | 11-15 |
| MYB | Perempuan | 25-35 | 1-5 |
| MR | Perempuan | 36-45 | 11-15 |
| SLMH | Laki-laki | <25 | >15 |
| ASF | Perempuan | 46-55 | >15 |
| ARF | Laki-laki | 25-35 | 6-10 |
| ANE | Perempuan | 36-45 | 1-5 |
| TRA | Perempuan | 25-35 | 11-15 |
| SAH | Perempuan | 36-45 | >15 |
| LNP | Perempuan | 46-55 | 6-10 |
| MEH | Laki-laki | <25 | 1-5 |
| KBG | Perempuan | 46-55 | >15 |
| ARE | Laki-laki | 25-35 | >15 |
| BAY | Perempuan | 36-45 | 6-10 |
| MCA | Laki-laki | <25 | 1-5 |
| APW | Perempuan | 36-45 | >15 |
| ESR | Laki-laki | 36-45 | 11-15 |
| FA | Perempuan | 25-35 | 6-10 |
| MM | Laki-laki | 36-45 | >15 |
| ARSK | Perempuan | 46-55 | 11-15 |
| YW | Perempuan | <25 | 6-10 |
| SHS | Perempuan | 36-45 | 11-15 |
| ARLN | Laki-laki | >55 | 1-5 |

**Lampiran 6 Hasil Statistik Karakteristik Responden**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Usia** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | <25 | 9 | 18.0 | 18.0 | 18.0 |
| >55 | 4 | 8.0 | 8.0 | 26.0 |
| 25-35 | 11 | 22.0 | 22.0 | 48.0 |
| 36-45 | 19 | 38.0 | 38.0 | 86.0 |
| 46-55 | 7 | 14.0 | 14.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Jenis kelamin** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Laki-lak | 21 | 42.0 | 42.0 | 42.0 |
| Perempua | 29 | 58.0 | 58.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Lama Bekerja** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | >15 | 18 | 36.0 | 36.0 | 36.0 |
| 1-5 | 7 | 14.0 | 14.0 | 50.0 |
| 11-15 | 12 | 24.0 | 24.0 | 74.0 |
| 6-10 | 13 | 26.0 | 26.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

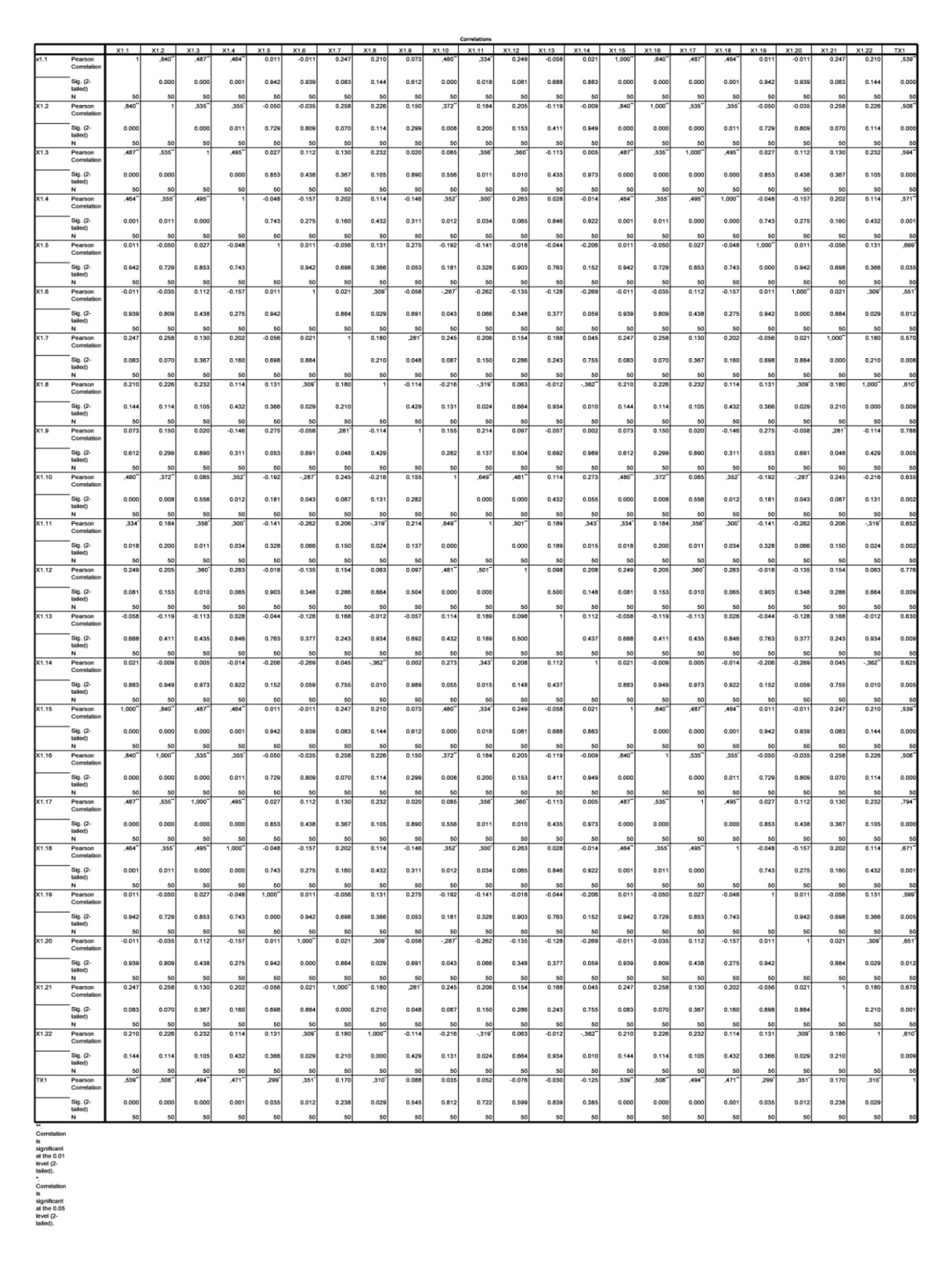
**Lampiran 7 Deskripsi Tanggapan Responden**

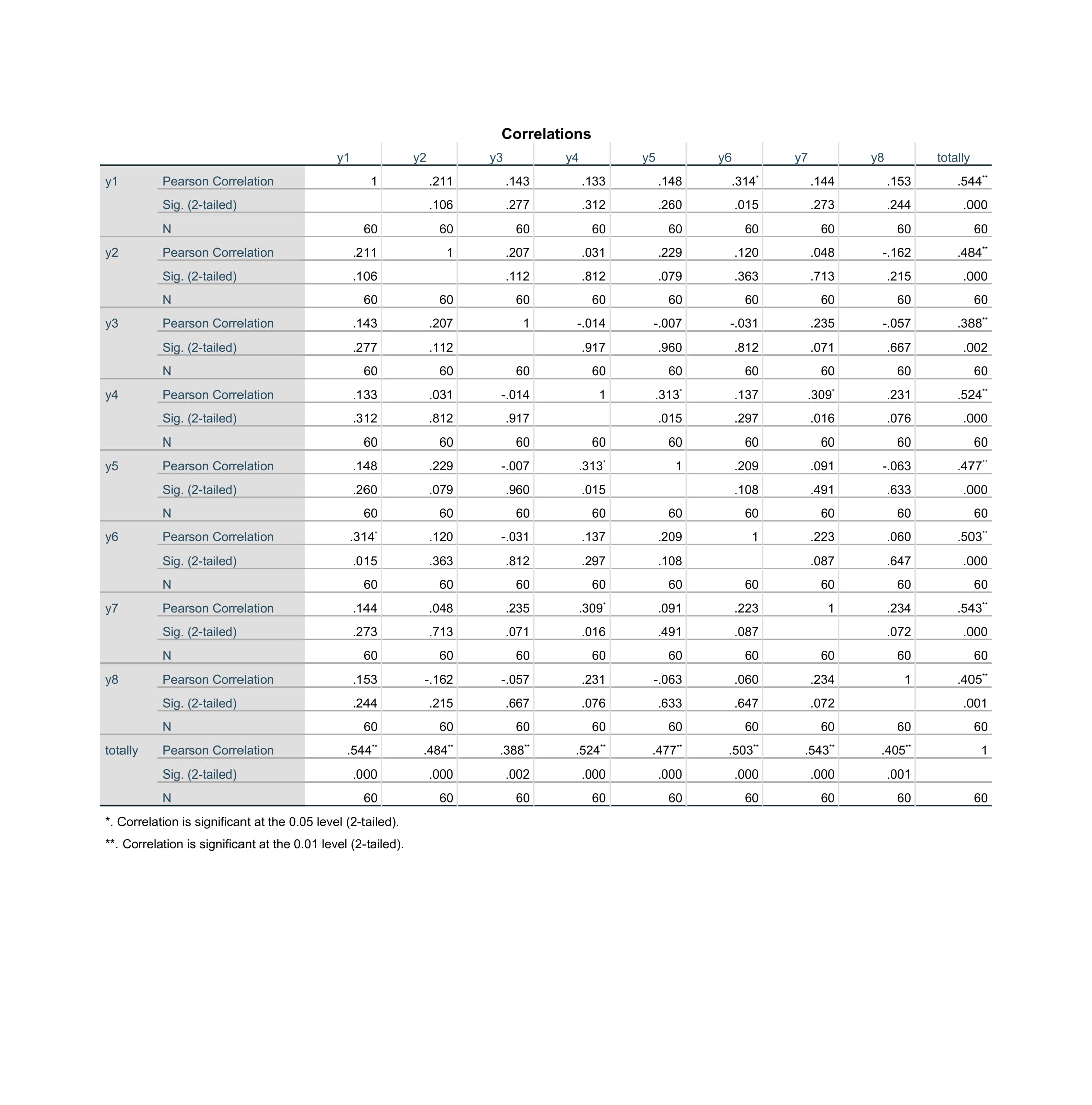
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Descriptive Statistics** | | | | | | | |
|  | N | Range | Minimum | Maximum | Mean | | Std. Deviation |
| Statistic | Statistic | Statistic | Statistic | Statistic | Std. Error | Statistic |
| x1.1 | 50 | 1 | 4 | 5 | 4,32 | ,067 | ,471 |
| x1.2 | 50 | 1 | 4 | 5 | 4,40 | ,070 | ,495 |
| x1.3 | 50 | 1 | 4 | 5 | 4,30 | ,065 | ,463 |
| x1.4 | 50 | 1 | 4 | 5 | 4,22 | ,059 | ,418 |
| x1.5 | 50 | 1 | 4 | 5 | 4,12 | ,046 | ,328 |
| x1.6 | 50 | 1 | 4 | 5 | 4,32 | ,067 | ,471 |
| x1.7 | 50 | 2 | 3 | 5 | 4,42 | ,081 | ,575 |
| x1.8 | 50 | 2 | 3 | 5 | 4,18 | ,062 | ,438 |
| x1.9 | 50 | 2 | 3 | 5 | 4,18 | ,093 | ,661 |
| x1.10 | 50 | 2 | 3 | 5 | 4,32 | ,088 | ,621 |
| x1.11 | 50 | 2 | 3 | 5 | 4,22 | ,082 | ,582 |
| x1.12 | 50 | 2 | 3 | 5 | 4,36 | ,080 | ,563 |
| x1.13 | 50 | 2 | 3 | 5 | 4,24 | ,088 | ,625 |
| x1.14 | 50 | 4 | 1 | 5 | 3,66 | ,127 | ,895 |
| x1.15 | 50 | 1 | 4 | 5 | 4,32 | ,067 | ,471 |
| x1.16 | 50 | 1 | 4 | 5 | 4,40 | ,070 | ,495 |
| x1.17 | 50 | 1 | 4 | 5 | 4,30 | ,065 | ,463 |
| x1.18 | 50 | 1 | 4 | 5 | 4,22 | ,059 | ,418 |
| x1.19 | 50 | 1 | 4 | 5 | 4,12 | ,046 | ,328 |
| x1.20 | 50 | 1 | 4 | 5 | 4,32 | ,067 | ,471 |
| x1.21 | 50 | 2 | 3 | 5 | 4,42 | ,081 | ,575 |
| x1.22 | 50 | 2 | 3 | 5 | 4,18 | ,062 | ,438 |
| x1 | 50 | 63 | 88 | 151 | 119,02 | 2,382 | 16,843 |
| Valid N (listwise) | 50 |  |  |  |  |  |  |

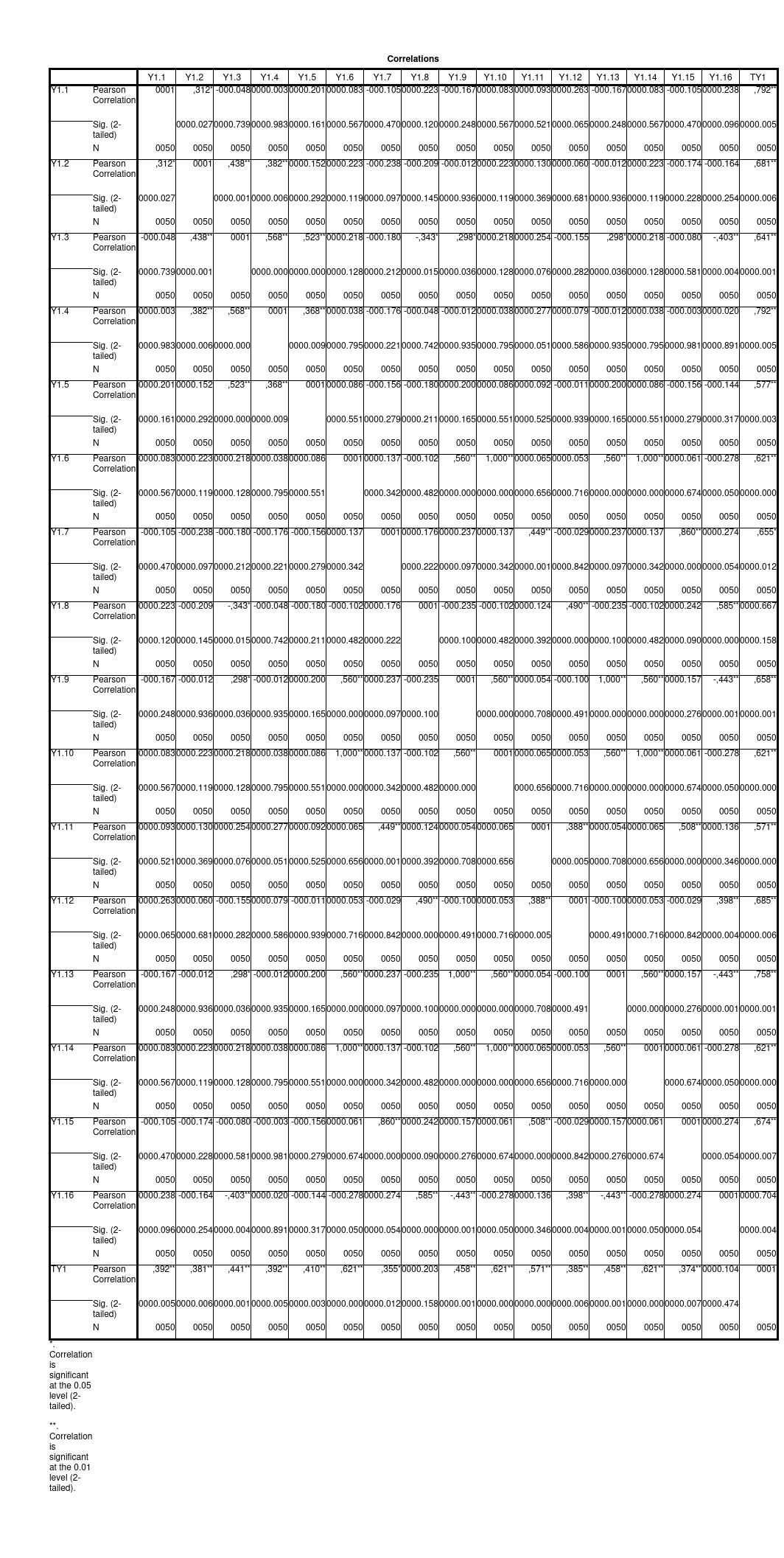
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Descriptive Statistics** | | | | | | | |
|  | N | Range | Minimum | Maximum | Mean | | Std. Deviation |
| Statistic | Statistic | Statistic | Statistic | Statistic | Std. Error | Statistic |
| x2.1 | 50 | 3 | 2 | 5 | 3,34 | ,127 | ,895 |
| x2.2 | 50 | 3 | 2 | 5 | 3,76 | ,084 | ,591 |
| x2.3 | 50 | 3 | 2 | 5 | 3,80 | ,107 | ,756 |
| x2.4 | 50 | 2 | 3 | 5 | 3,82 | ,062 | ,438 |
| x2.5 | 50 | 4 | 1 | 5 | 3,78 | ,108 | ,764 |
| x2.6 | 50 | 1 | 4 | 5 | 4,60 | ,070 | ,495 |
| x2.7 | 50 | 2 | 3 | 5 | 4,44 | ,076 | ,541 |
| x2.8 | 50 | 2 | 3 | 5 | 4,38 | ,080 | ,567 |
| x2.9 | 50 | 1 | 4 | 5 | 4,32 | ,067 | ,471 |
| x2.10 | 50 | 1 | 4 | 5 | 4,60 | ,070 | ,495 |
| x2.11 | 50 | 2 | 3 | 5 | 4,20 | ,090 | ,639 |
| x2.12 | 50 | 3 | 2 | 5 | 4,34 | ,089 | ,626 |
| x2 | 50 | 18 | 40 | 58 | 49,38 | ,457 | 3,232 |
| Valid N (listwise) | 50 |  |  |  |  |  |  |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Descriptive Statistics** | | | | | | | |
|  | N | Range | Minimum | Maximum | Mean | | Std. Deviation |
| Statistic | Statistic | Statistic | Statistic | Statistic | Std. Error | Statistic |
| y1 | 50 | 3 | 2 | 5 | 3,34 | ,127 | ,895 |
| y2 | 50 | 3 | 2 | 5 | 3,76 | ,084 | ,591 |
| y3 | 50 | 3 | 2 | 5 | 3,80 | ,107 | ,756 |
| y4 | 50 | 2 | 3 | 5 | 3,82 | ,062 | ,438 |
| y5 | 50 | 4 | 1 | 5 | 3,78 | ,108 | ,764 |
| y6 | 50 | 1 | 4 | 5 | 4,60 | ,070 | ,495 |
| y7 | 50 | 2 | 3 | 5 | 4,44 | ,076 | ,541 |
| y8 | 50 | 2 | 3 | 5 | 4,38 | ,080 | ,567 |
| y9 | 50 | 1 | 4 | 5 | 4,32 | ,067 | ,471 |
| y10 | 50 | 1 | 4 | 5 | 4,60 | ,070 | ,495 |
| y11 | 50 | 2 | 3 | 5 | 4,20 | ,090 | ,639 |
| y12 | 50 | 3 | 2 | 5 | 4,34 | ,089 | ,626 |
| y13 | 50 | 1 | 4 | 5 | 4,32 | ,067 | ,471 |
| y14 | 50 | 1 | 4 | 5 | 4,60 | ,070 | ,495 |
| y15 | 50 | 2 | 3 | 5 | 4,44 | ,076 | ,541 |
| y16 | 50 | 2 | 3 | 5 | 4,36 | ,080 | ,563 |
| Y | 50 | 21 | 57 | 78 | 67,10 | ,554 | 3,919 |
| Valid N (listwise) | 50 |  |  |  |  |  |  |

**Lampiran 8 Hasil Uji Validita**

****





**Lampiran 9 Hasil Uji Reabilitas**

|  |  |
| --- | --- |
| **Reliability Statistics X1** | |
| Cronbach's Alpha | N of Items |
| ,781 | 22 |

|  |  |
| --- | --- |
| **Reliability Statistics X2** | |
| Cronbach's Alpha | N of Items |
| ,608 | 12 |

|  |  |
| --- | --- |
| **Reliability Statistics Y** | |
| Cronbach's Alpha | N of Items |
| ,671 | 16 |

**Lampiran 10 Hasil Analisis Regresi Linier Berganda**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 6,402 | 2,407 |  | 2,659 | ,011 |
| x1 | ,016 | ,008 | ,069 | 2,021 | ,049 |
| x2 | 1,190 | ,042 | ,982 | 28,576 | ,000 |
| a. Dependent Variable: y | | | | | | |

**Lampiran 11 Hasil Uji Koefisien Determinasi (R2)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,973a | ,946 | ,944 | ,930 |
| a. Predictors: (Constant), x2, x1 | | | | |

**Lampiran 12 Hasil Uji normalitas**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 50 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | ,91039081 |
| Most Extreme Differences | Absolute | ,088 |
| Positive | ,088 |
| Negative | -,077 |
| Test Statistic | | ,088 |
| Asymp. Sig. (2-tailed) | | ,200c,d |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

**Lampiran 13 Hasil uji Heterokedastisitas**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 3,280 | 1,149 |  | 2,854 | ,006 |
| TX1 | ,004 | ,004 | ,150 | 1,143 | ,259 |
| TX2 | ,062 | ,020 | ,407 | 3,094 | ,303 |
| a. Dependent Variable: abs\_res | | | | | | |

**Lampiran 14 Hasil Uji Multikolinieritas**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 6,402 | 2,407 |  | 2,659 | ,011 |  |  |
| x1 | ,016 | ,008 | ,069 | 2,021 | ,049 | ,973 | 1,028 |
| x2 | 1,190 | ,042 | ,982 | 28,576 | ,000 | ,973 | 1,028 |
| a. Dependent Variable: y | | | | | | | |

**Lampiran 15 Hasil Uji T**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 6,402 | 2,407 |  | 2,659 | ,011 |
| x1 | ,016 | ,008 | ,069 | 2,021 | ,049 |
| x2 | 1,190 | ,042 | ,982 | 28,576 | ,000 |
| a. Dependent Variable: y | | | | | | |

**Lampiran 16 Hasi Uji F**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 711,888 | 2 | 355,944 | 411,934 | ,000b |
| Residual | 40,612 | 47 | ,864 |  |  |
| Total | 752,500 | 49 |  |  |  |
| a. Dependent Variable: y | | | | | | |
| b. Predictors: (Constant), x2, x1 | | | | | | |