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Petunjuk Pengisian :

Berilah tanda centang (  $\surd$  ) sesuai dengan pilihan anda pada kolom jawaban yang tersedia pada kolom dibawah ini.

Sangat Tidak Setuju (STS) = Skor 1

Tidak Setuju (TS) = Skor 2

Netral (N) = Skor 3

Setuju (S) = Skor 4

Sangat Setuju (SS) = Skor 5

| No                            | Pernyataan   | 1   | 2  | 3 | 4 | 5  |
|-------------------------------|--|-----|----|---|---|----|
|                               |  | STS | TS |   | S | SS |
| <b>Budaya Organisasi (X1)</b> |  |     |    |   |   |    |
| 1.                            | Setiap Bekerja saya lebih mengutamakan terhadap pelayanan umum daripada kepentingan pribadi/kelompok |     |    |   |   |    |
| 2.                            | Apabila di berikan tugas, saya berusaha menyelesaikan dengan tepat waktu                             |     |    |   |   |    |
| 3.                            | Jika timbul permasalahan di tempat kerja selalu di selesaikan bersama-sama                           |     |    |   |   |    |
| 4.                            | Pelayanan yang di berikan sesuai dengan prosedur yang telah di tetapkan                              |     |    |   |   |    |

| No                           | Pernyataan  | 1   | 2  | 3 | 4 | 5  |
|------------------------------|---|-----|----|---|---|----|
|                              |   | STS | TS |   | S | SS |
| <b>Lingkungan Kerja (X2)</b> |   |     |    |   |   |    |
| 1.                           | Keamanan di tempat kerja sudah mampu membuat saya bekerja dengan nyaman               |     |    |   |   |    |
| 2.                           | Saya menjalin hubungan baik dengan karyawan lain.                                     |     |    |   |   |    |
| 3.                           | Fasilitas yang di sediakan perusahaan telah sesuai dengan pekerjaan yang saya lakukan |     |    |   |   |    |

|    |  |  |  |  |  |  |
|----|--|--|--|--|--|--|
| 4. | Saya merasa nyaman dengan suasana kerja yang ada di perusahaan |  |  |  |  |  |
|----|--|--|--|--|--|--|

| No                           | Pernyataan   | 1   | 2  | 3 | 4 | 5  |
|------------------------------|--|-----|----|---|---|----|
|                              |  | STS | TS |   | S | SS |
| <b>Kinerja Karyawan (Y1)</b> |  |     |    |   |   |    |
| 1.                           | Saya selalu berusaha memperbaiki kesalahan yang pernah saya lakukan dalam melaksanakan pekerjaan |     |    |   |   |    |
| 2.                           | Saya selalu berusaha mencapai target kerja yang di tetapkan perusahaan                           |     |    |   |   |    |
| 3.                           | Saya mempunyai tanggung jawab dan komitmen dalam bekerja   |     |    |   |   |    |
| 4.                           | Saya memiliki pengetahuan atas pekerjaan yang saya lakukan                                       |     |    |   |   |    |

## Lampiran 2 Data Tabulasi

### Budaya Organisasi

| x1.1 | x1.2 | x1.3 | x1.4 | Total |
|------|------|------|------|-------|
| 4    | 4    | 4    | 4    | 16    |
| 4    | 4    | 4    | 5    | 17    |
| 5    | 4    | 4    | 3    | 16    |
| 2    | 3    | 4    | 4    | 13    |
| 5    | 4    | 4    | 4    | 17    |
| 4    | 3    | 3    | 5    | 15    |
| 4    | 4    | 3    | 3    | 14    |
| 2    | 4    | 3    | 3    | 12    |
| 5    | 4    | 4    | 5    | 18    |
| 4    | 4    | 3    | 5    | 16    |
| 4    | 3    | 5    | 4    | 16    |

|   |   |   |   |    |
|---|---|---|---|----|
| 2 | 4 | 4 | 2 | 12 |
| 3 | 3 | 4 | 4 | 14 |
| 4 | 3 | 4 | 4 | 15 |
| 4 | 4 | 5 | 4 | 17 |
| 4 | 4 | 4 | 5 | 17 |
| 4 | 3 | 4 | 4 | 15 |
| 4 | 4 | 3 | 4 | 15 |
| 3 | 4 | 4 | 3 | 14 |
| 5 | 4 | 4 | 4 | 17 |
| 4 | 5 | 4 | 4 | 17 |
| 4 | 5 | 4 | 5 | 18 |
| 5 | 4 | 4 | 4 | 17 |
| 4 | 5 | 5 | 4 | 18 |
| 4 | 4 | 4 | 3 | 15 |
| 2 | 3 | 5 | 4 | 14 |
| 5 | 5 | 4 | 4 | 18 |
| 5 | 4 | 4 | 4 | 17 |
| 4 | 4 | 3 | 4 | 15 |
| 3 | 4 | 3 | 2 | 12 |
| 4 | 4 | 5 | 5 | 18 |
| 4 | 4 | 5 | 5 | 18 |
| 4 | 4 | 4 | 4 | 16 |
| 4 | 5 | 5 | 5 | 19 |
| 2 | 3 | 4 | 4 | 13 |
| 5 | 5 | 5 | 5 | 20 |
| 2 | 3 | 5 | 4 | 14 |
| 3 | 4 | 4 | 4 | 15 |
| 4 | 3 | 3 | 4 | 14 |
| 4 | 2 | 3 | 3 | 12 |
| 5 | 4 | 4 | 4 | 17 |
| 4 | 5 | 5 | 5 | 19 |
| 2 | 3 | 2 | 4 | 11 |
| 4 | 4 | 5 | 5 | 18 |
| 4 | 4 | 4 | 4 | 16 |
| 4 | 5 | 3 | 5 | 17 |
| 4 | 5 | 4 | 4 | 17 |
| 4 | 4 | 5 | 5 | 18 |
| 4 | 4 | 4 | 4 | 16 |
| 2 | 3 | 3 | 4 | 12 |

## Lingkungan Kerja

| x2.1 | x2.2 | x2.3 | x2.4 | Total |
|------|------|------|------|-------|
| 5    | 4    | 4    | 4    | 17    |
| 4    | 4    | 4    | 5    | 17    |
| 4    | 4    | 4    | 4    | 16    |
| 3    | 3    | 4    | 4    | 14    |
| 4    | 4    | 4    | 5    | 17    |
| 4    | 4    | 3    | 4    | 15    |
| 4    | 3    | 4    | 4    | 15    |
| 4    | 4    | 4    | 3    | 15    |
| 5    | 5    | 5    | 5    | 20    |
| 4    | 4    | 5    | 5    | 18    |
| 4    | 5    | 5    | 4    | 18    |
| 4    | 4    | 3    | 4    | 15    |
| 4    | 4    | 3    | 3    | 14    |
| 4    | 4    | 3    | 4    | 15    |
| 4    | 5    | 4    | 4    | 17    |
| 5    | 3    | 4    | 4    | 16    |
| 3    | 3    | 4    | 4    | 14    |
| 3    | 4    | 4    | 3    | 14    |
| 4    | 4    | 3    | 3    | 14    |
| 3    | 4    | 5    | 5    | 17    |
| 4    | 4    | 5    | 5    | 18    |
| 5    | 5    | 4    | 3    | 17    |
| 5    | 3    | 4    | 4    | 16    |
| 4    | 5    | 5    | 5    | 19    |
| 4    | 3    | 3    | 3    | 13    |
| 4    | 4    | 4    | 3    | 15    |
| 2    | 4    | 3    | 3    | 12    |
| 4    | 3    | 5    | 5    | 17    |
| 4    | 4    | 4    | 3    | 15    |
| 4    | 4    | 3    | 3    | 14    |
| 4    | 4    | 5    | 5    | 18    |
| 4    | 5    | 4    | 4    | 17    |
| 4    | 4    | 4    | 4    | 16    |
| 5    | 4    | 4    | 4    | 17    |
| 4    | 3    | 3    | 4    | 14    |
| 4    | 5    | 5    | 5    | 19    |
| 4    | 3    | 3    | 5    | 15    |

|   |   |   |   |    |
|---|---|---|---|----|
| 4 | 4 | 4 | 3 | 15 |
| 4 | 4 | 4 | 3 | 15 |
| 3 | 3 | 2 | 4 | 12 |
| 5 | 5 | 4 | 5 | 19 |
| 4 | 4 | 4 | 5 | 17 |
| 3 | 3 | 2 | 4 | 12 |
| 4 | 4 | 4 | 5 | 17 |
| 5 | 4 | 4 | 4 | 17 |
| 5 | 4 | 4 | 5 | 18 |
| 4 | 4 | 5 | 4 | 17 |
| 4 | 4 | 4 | 4 | 16 |
| 4 | 4 | 4 | 5 | 17 |
| 2 | 4 | 3 | 3 | 12 |

### Kinerja Karyawan

| y1.1 | y1.2 | y1.3 | y1.4 | Total |
|------|------|------|------|-------|
| 5    | 4    | 5    | 5    | 19    |
| 4    | 4    | 5    | 4    | 17    |
| 4    | 4    | 4    | 4    | 16    |
| 4    | 4    | 4    | 3    | 15    |
| 4    | 3    | 4    | 5    | 16    |
| 4    | 3    | 3    | 3    | 13    |
| 3    | 4    | 4    | 4    | 15    |
| 4    | 4    | 4    | 3    | 15    |
| 5    | 4    | 5    | 4    | 18    |
| 4    | 4    | 4    | 4    | 16    |
| 5    | 5    | 4    | 4    | 18    |
| 4    | 3    | 4    | 4    | 15    |
| 4    | 3    | 5    | 3    | 15    |
| 3    | 4    | 4    | 4    | 15    |
| 5    | 4    | 5    | 4    | 18    |
| 5    | 4    | 5    | 5    | 19    |
| 3    | 4    | 3    | 3    | 13    |
| 4    | 3    | 4    | 4    | 15    |
| 4    | 5    | 4    | 4    | 17    |
| 4    | 4    | 3    | 5    | 16    |
| 4    | 4    | 5    | 4    | 17    |



|   |   |   |   |    |
|---|---|---|---|----|
| 4 | 5 | 4 | 5 | 18 |
| 5 | 4 | 4 | 4 | 17 |
| 4 | 4 | 4 | 5 | 17 |
| 4 | 4 | 3 | 3 | 14 |
| 3 | 4 | 5 | 3 | 15 |
| 3 | 4 | 4 | 4 | 15 |
| 5 | 4 | 3 | 5 | 17 |
| 3 | 4 | 3 | 3 | 13 |
| 4 | 3 | 4 | 4 | 15 |
| 4 | 4 | 5 | 4 | 17 |
| 4 | 5 | 5 | 4 | 18 |
| 4 | 4 | 5 | 4 | 17 |
| 4 | 5 | 5 | 5 | 19 |
| 3 | 4 | 4 | 3 | 14 |
| 4 | 5 | 5 | 5 | 19 |
| 4 | 3 | 4 | 4 | 15 |
| 4 | 4 | 3 | 4 | 15 |
| 4 | 3 | 3 | 4 | 14 |
| 3 | 4 | 3 | 3 | 13 |
| 5 | 5 | 5 | 5 | 20 |
| 4 | 5 | 5 | 5 | 19 |
| 3 | 3 | 3 | 4 | 13 |
| 4 | 4 | 4 | 4 | 16 |
| 4 | 4 | 4 | 5 | 17 |
| 5 | 5 | 4 | 3 | 17 |
| 4 | 3 | 5 | 5 | 17 |
| 5 | 5 | 4 | 4 | 18 |
| 4 | 5 | 5 | 4 | 18 |
| 3 | 4 | 4 | 3 | 14 |

Lampiran 3 Uji Validitas

Budaya Organisasi

|                   |                     | X1.1   | X1.2   | X1.3   | X1.4   | Budaya Organisasi |
|-------------------|---------------------|--------|--------|--------|--------|-------------------|
| X1.1              | Pearson Correlation | 1      | .430** | .171   | .317*  | .743**            |
|                   | Sig. (2-tailed)     |        | .002   | .236   | .025   | .000              |
|                   | N                   | 50     | 50     | 50     | 50     | 50                |
| X1.2              | Pearson Correlation | .430** | 1      | .268   | .246   | .692**            |
|                   | Sig. (2-tailed)     | .002   |        | .060   | .085   | .000              |
|                   | N                   | 50     | 50     | 50     | 50     | 50                |
| X1.3              | Pearson Correlation | .171   | .268   | 1      | .332*  | .622**            |
|                   | Sig. (2-tailed)     | .236   | .060   |        | .018   | .000              |
|                   | N                   | 50     | 50     | 50     | 50     | 50                |
| X1.4              | Pearson Correlation | .317*  | .246   | .332*  | 1      | .681**            |
|                   | Sig. (2-tailed)     | .025   | .085   | .018   |        | .000              |
|                   | N                   | 50     | 50     | 50     | 50     | 50                |
| Budaya Organisasi | Pearson Correlation | .743** | .692** | .622** | .681** | 1                 |
|                   | Sig. (2-tailed)     | .000   | .000   | .000   | .000   |                   |
|                   | N                   | 50     | 50     | 50     | 50     | 50                |

### Lingkungan Kerja

|                  |                     | X2.1   | X2.2   | X2.3   | X2.4   | Lingkungan Kerja |
|------------------|---------------------|--------|--------|--------|--------|------------------|
| X2.1             | Pearson Correlation | 1      | .238   | .309*  | .235   | .638**           |
|                  | Sig. (2-tailed)     |        | .097   | .029   | .100   | .000             |
|                  | N                   | 50     | 50     | 50     | 50     | 50               |
| X2.2             | Pearson Correlation | .238   | 1      | .419** | .094   | .600**           |
|                  | Sig. (2-tailed)     | .097   |        | .002   | .518   | .000             |
|                  | N                   | 50     | 50     | 50     | 50     | 50               |
| X2.3             | Pearson Correlation | .309*  | .419** | 1      | .464** | .813**           |
|                  | Sig. (2-tailed)     | .029   | .002   |        | .001   | .000             |
|                  | N                   | 50     | 50     | 50     | 50     | 50               |
| X2.4             | Pearson Correlation | .235   | .094   | .464** | 1      | .685**           |
|                  | Sig. (2-tailed)     | .100   | .518   | .001   |        | .000             |
|                  | N                   | 50     | 50     | 50     | 50     | 50               |
| Lingkungan Kerja | Pearson Correlation | .638** | .600** | .813** | .685** | 1                |
|                  | Sig. (2-tailed)     | .000   | .000   | .000   | .000   |                  |
|                  | N                   | 50     | 50     | 50     | 50     | 50               |

## Kinerja Karyawan

|                  |                     | Y1     | Y2     | Y3     | Y4     | Kinerja Karyawan |
|------------------|---------------------|--------|--------|--------|--------|------------------|
| Y1               | Pearson Correlation | 1      | .244   | .307*  | .403** | .700**           |
|                  | Sig. (2-tailed)     |        | .088   | .030   | .004   | .000             |
|                  | N                   | 50     | 50     | 50     | 50     | 50               |
|                  | Pearson Correlation | .244   | 1      | .294*  | .174   | .614**           |
| Y2               | Sig. (2-tailed)     | .088   |        | .039   | .227   | .000             |
|                  | N                   | 50     | 50     | 50     | 50     | 50               |
|                  | Pearson Correlation | .307*  | .294*  | 1      | .308*  | .715**           |
|                  | Sig. (2-tailed)     | .030   | .039   |        | .029   | .000             |
| Y3               | N                   | 50     | 50     | 50     | 50     | 50               |
|                  | Pearson Correlation | .403** | .174   | .308*  | 1      | .700**           |
|                  | Sig. (2-tailed)     | .004   | .227   | .029   |        | .000             |
|                  | N                   | 50     | 50     | 50     | 50     | 50               |
| Kinerja Karyawan | Pearson Correlation | .700** | .614** | .715** | .700** | 1                |
|                  | Sig. (2-tailed)     | .000   | .000   | .000   | .000   |                  |
|                  | N                   | 50     | 50     | 50     | 50     | 50               |

### Lampiran 4 Uji Realibilitas

#### Budaya Organisasi

##### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .620             | 4          |

## Lingkungan Kerja

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .628             | 4          |

## Kinerja Karyawan

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .618             | 4          |

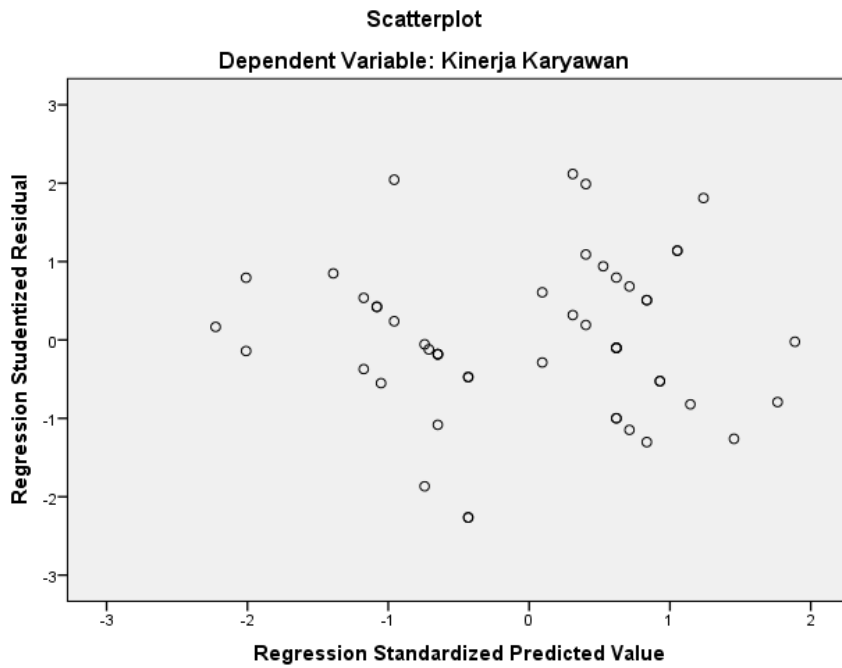
## Lampiran 5 Uji Multikolonieritas

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

| Model | Unstandardized Coefficients |            | Standardized Coefficients | t    | Sig.  | Collinearity Statistics |            |
|-------|-----------------------------|------------|---------------------------|------|-------|-------------------------|------------|
|       | B                           | Std. Error | Beta                      |      |       | Tolerance               | VIF        |
| 1     | (Constant)                  | 3.639      | 1.358                     |      | 2.680 | .010                    |            |
|       | Budaya Organisasi           | .326       | .111                      | .376 | 2.936 | .005                    | .455 2.198 |
|       | Lingkungan Kerja            | .467       | .122                      | .488 | 3.810 | .000                    | .455 2.198 |

a. Dependent Variable: Kinerja Karyawan

Lampiran 6 Uji Heteroskedastitas



Lampiran 7 Uji Normalitas

**One-Sample Kolmogorov-Smirnov Test**

|                                  |                | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N                                |                | 50                      |
| Normal Parameters <sup>a,b</sup> | Mean           | 0E-7                    |
|                                  | Std. Deviation | 1.10689270              |
|                                  | Absolute       | .075                    |
| Most Extreme Differences         | Positive       | .069                    |
|                                  | Negative       | -.075                   |
| Kolmogorov-Smirnov Z             |                | .533                    |
| Asymp. Sig. (2-tailed)           |                | .939                    |

### Lampiran 8 Regresi Linier Berganda

| Model | Unstandardized Coefficients |            | Standardized Coefficients | t    | Sig.  |       |
|-------|-----------------------------|------------|---------------------------|------|-------|-------|
|       | B                           | Std. Error | Beta                      |      |       |       |
|       | 1                           | (Constant) | 3.639                     |      |       | 1.358 |
|       | Budaya Organisasi           | .326       | .111                      | .376 | 2.936 | .005  |
|       | Lingkungan Kerja            | .467       | .122                      | .488 | 3.810 | .000  |

a. Dependent Variable: Kinerja Karyawan

### Lampiran 9 Uji F (Simultan)

#### ANOVA<sup>a</sup>

| Model | Sum of Squares | df      | Mean Square | F      | Sig.   |                   |
|-------|----------------|---------|-------------|--------|--------|-------------------|
| 1     | Regression     | 111.345 | 2           | 55.672 | 43.584 | .000 <sup>b</sup> |
|       | Residual       | 60.035  | 47          | 1.277  |        |                   |
|       | Total          | 171.380 | 49          |        |        |                   |

a. Dependent Variable: Kinerja Karyawan

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

### Lampiran 10 Uji t (Parsial)

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

| Model | Unstandardized Coefficients |            | Standardized Coefficients | t    | Sig.  |       |
|-------|-----------------------------|------------|---------------------------|------|-------|-------|
|       | B                           | Std. Error | Beta                      |      |       |       |
|       | 1                           | (Constant) | 3.639                     |      |       | 1.358 |
|       | Budaya Organisasi           | .326       | .111                      | .376 | 2.936 | .005  |
|       | Lingkungan Kerja            | .467       | .122                      | .488 | 3.810 | .000  |

## Lampiran 11 Koefisien Determinasi


**Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .806 <sup>a</sup> | .650     | .635              | 1.130                      |

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



Lampiran 12 Kartu Bimbingan Skripsi




**UNIVERSITAS 17 AGUSTUS 1945 (UNTAG) SURABAYA**  
**FAKULTAS EKONOMI DAN BISNIS**  
 Kampus: Jl. Semolowaru 45 Surabaya 60118, Telp (031) 5925289, 081216781170 E-mail: feb@untag-sby.ac.id

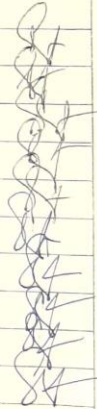
**SEMESTER**  
**Genap/ Genap**  
**2019 / 2020**

**06 MAR 2020**

**KARTU BIMBINGAN SKRIPSI**




Nama Mahasiswa / NBI : Suprayitno / 1211600041  
 Nama Pembimbing : Drs. E. Sigit S. MM  
 Judul Skripsi : Pengaruh Budaya Organisasi  
dan Lingkungan Kerja Terhadap Kinerja Karyawan  
Manajemen Lingsang PT. Sumber Agung Dwi Putra Tuban  
 Mulai Program Skripsi : Semester 8 Thn. Ak. 2016 Selesai Bimbingan Tanggal .....

| No. | HARI /<br>TANGGAL | KONSENTRASI |  | PARAF  |
|-----|-------------------|-------------|--|--|
|     |                   | BAB / HAL   | KETERANGAN REVISI                      |  |
| 1.  | Rabu/11-03-20     | Bab I       | Bimbingan judul skripsi                |  |
| 2.  | Jumat/20-03-20    |             | Menentukan Fenomena yg ada dalam objek |  |
| 3.  | Senin/13-04-20    | Bab 1-3     | Pengajuan Proposal                     |  |
| 4.  | Selasa/21-04-20   | Proposal    | ACC Proposal                           |  |
| 5.  | Jumat/19-06-20    | Kuisisioner | Pengajuan Kuisisioner                  |  |
| 6.  | Jumat/19-06-20    | Kuisisioner | ACC Kuisisioner                        |  |
| 7.  | Kamis/02-07-20    | Bab 4-5     | Konsultasi bab 4-5                     |  |
| 8.  | Kamis/02-07-20    | Bab 4-5     | Pengajuan Bab 4-5                      |  |
| 9.  | Kamis/02-07-20    | Bab 4-5     | ACC Bab 4-5                            |  |

Perpanjangan I \_\_\_\_\_  
 Semester : \_\_\_\_\_  
 Th. Ak. : \_\_\_\_\_  
 Paraf Kajar : \_\_\_\_\_

Surabaya, 11 Maret 2020...

  
 ( Nama dan Tanda tangan Pembimbing )  
E. Sigit S. MM

Dipindai dengan CamScanner

## Lampiran 13 Hasil Turnitin

### PENGARUH BUDAYA ORGANISASI DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN PADA PT. SUMBER AGUNG DWI PUTRA

#### ORIGINALITY REPORT

|                  |                  |              |                |
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