

# LAMPIRAN 1

## Lampiran 1

### KUESIONER

PENGARUH MOTIVASI, LINGKUNGAN KERJA DAN KOMITMEN  
ORGANISASI TERHADAP KINERJA KARYAWAN PADA CV. ARTHENIS  
TOUR & TRAVEL SURABAYA

Yth. Bapak / Ibu / Saudara / Saudari

Mohon kesediaan Bapak / Ibu / Saudara / Saudari untuk mengisi kuisisioner berikut dengan sejujur-jujurnya untuk keperluan penelitian ilmiah (skripsi). Data isian Anda akan dijaga kerahasiaannya. Atas kesediaan Bapak / Ibu / Saudara / Saudari, saya ucapkan terima kasih.

Hormat Saya,

Yanto

(Mahasiswa Jurusan Manajemen FE UNTAG)

## IDENTITAS RESPONDEN

- a. Nama : (boleh tidak diisi)
- b. Usia : tahun
- c. Jenis Kelamin : Pria / Wanita (lingkari pilihan Anda)
- d. Pendidikan terakhir : SLTA / DIII / S1 / S2 / S3 (lingkari pilihan Anda)
- e. Jabatan Kerja :

### A. PETUNJUK PENGISIAN

Beri jawaban atas pertanyaan berikut ini sesuai dengan pendapat Anda, dengan memberi tanda (√) pada kolom yang tersedia.

## MOTIVASI

No.	Pertanyaan	Sangat Setuju	Setuju	Netral	Tidak Setuju	Sangat Tidak Setuju
1.	Saya merasa puas dengan gaji yang saya terima saat ini.					
2.	Terpenuhinya kebutuhan sehari-hari mendorong saya bekerja lebih baik.					
3.	Saya mendapat jaminan kesehatan dari perusahaan.					
4.	Jaminan keamanan dari perusahaan membuat saya bekerja dengan nyaman.					
5.	Saya dengan rekan kerja saling membantu apabila terjadi masalah.					
6.	Komunikasi dengan rekan kerja terjalin dengan baik.					
7.	Atasan memberikan pujian apabila saya menyelesaikan pekerjaan tepat waktu.					
8.	Saya memperoleh penghargaan dari perusahaan atas prestasi kerja.					
9.	Saya diberi kesempatan oleh pimpinan untuk mengembangkan kemampuan saya.					
10.	Saya mendapat dukungan dari pimpinan dalam upaya pengembangan diri.					

## LINGKUNGAN KERJA

No.	Pertanyaan	Sangat Setuju	Setuju	Netral	Tidak Setuju	Sangat Tidak Setuju
1.	Kebersihan di perusahaan memberikan kenyamanan saat bekerja.					
2.	Saya ikut serta dalam menjaga kebersihan di perusahaan.					
3.	Penerangan di dalam ruangan sudah memadai.					
4.	Pencahayaan di ruangan kerja tidak menyilaukan.					
5.	Saya dapat beradaptasi dengan kondisi suhu udara dalam ruangan kerja.					
6.	Kondisi udara di dalam ruangan memberikan kesejukan.					
7.	Ruang kerja yang tenang sangat mendukung konsentrasi saya ketika bekerja.					
8.	Saya dapat berkonsentrasi dengan baik karena jauh dari kebisingan.					
9.	Fasilitas penunjang pekerjaan yang tersedia sudah memadai.					
10.	Jaminan keamanan lingkungan yang diberikan perusahaan membuat saya					

	bekerja dengan nyaman.					
11.	Hubungan antara karyawan dengan pimpinan terjalin dengan baik.					
12.	Hubungan antara karyawan dengan karyawan lain terjalin dengan baik.					

### KOMITMEN ORGANISASIONAL

No.	Pertanyaan	Sangat Setuju	Setuju	Netral	Tidak Setuju	Sangat Tidak Setuju
1.	Saya senang membanggakan perusahaan kepada orang di luar perusahaan.					
2.	Di perusahaan ini saya merasa seperti bagian dari keluarga.					
3.	Saat ini saya bekerja di perusahaan ini merupakan kebutuhan sekaligus keinginan.					
4.	Alasan saya tetap bekerja disini adalah perusahaan lain mungkin tidak memberikan fasilitas seperti yang saya dapat disini.					
5.	Saya mempunyai perasaan memiliki yang kuat terhadap perusahaan.					
6.	Salah satu alasan saya tetap bekerja disini adalah karena					

	saya percaya bahwa loyalitas itu penting.					
--	---	--	--	--	--	--

## KINERJA KARYAWAN

No.	Pertanyaan	Sangat Setuju	Setuju	Netral	Tidak Setuju	Sangat Tidak Setuju
1.	Saya mampu menyelesaikan pekerjaan dengan benar.					
2.	Saya memiliki pengalaman sebelumnya dalam melakukan pekerjaan ini.					
3.	Pekerjaan yang saya lakukan sudah mencapai target yang ditentukan perusahaan.					
4.	Saya dapat menyelesaikan pekerjaan lebih dari yang ditargetkan.					
5.	Saya mampu menyelesaikan pekerjaan dengan tepat waktu.					
6.	Saya sadar disiplin waktu adalah kewajiban para karyawan.					
7.	Saya meminimalisir sekecil mungkin tingkat kesalahan yang terjadi dalam hasil pekerjaan saya.					
8.	Saya menggunakan waktu secara efisien dalam menyelesaikan tugas yang diberikan.					

9.	Saya mampu menyelesaikan pekerjaan tanpa diperintah.					
10.	Saya berinisiatif mencari solusi untuk menyelesaikan pekerjaan yang sulit.					



# LAMPIRAN 2

## Lampiran 2

### Tabulasi Data Jawaban Responden

No.	Motivasi										Sum X1	Mean X1
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10		
1	4	4	4	4	4	4	4	5	4	4	37	4,11
2	5	5	5	5	5	5	5	5	5	5	45	5,00
3	4	4	5	4	5	5	5	4	5	4	41	4,56
4	5	4	5	5	5	5	5	5	5	5	44	4,89
5	4	5	5	4	5	5	5	5	5	4	43	4,78
6	4	4	5	4	4	4	4	4	5	4	38	4,22
7	4	4	5	4	5	4	5	5	5	4	41	4,56
8	5	5	5	5	5	5	5	5	5	5	45	5
9	4	4	4	4	4	4	4	4	4	4	36	4
10	3	4	4	3	3	4	3	3	4	3	31	3,44
11	3	3	3	3	3	3	3	3	3	3	27	3,00
12	4	4	4	4	4	4	4	4	4	4	36	4
13	4	5	5	4	4	5	3	4	5	4	39	4,33
14	3	3	4	3	3	4	4	4	4	3	32	3,56
15	4	4	4	4	4	4	4	4	4	4	36	4,00
16	4	4	4	4	4	4	4	4	4	4	36	4
17	4	4	4	4	4	4	4	4	4	4	36	4,00
18	4	4	4	4	4	4	4	4	4	4	36	4,00
19	4	4	4	4	4	4	4	4	4	4	36	4,00
20	4	4	4	4	4	4	3	4	4	4	35	3,89
21	5	5	5	5	5	5	4	4	5	5	43	4,78
22	4	4	4	4	4	4	4	3	4	4	35	3,89
23	3	4	5	3	4	4	4	4	5	3	36	4,00
24	4	3	4	4	4	4	4	4	4	4	35	3,89
25	5	4	5	5	5	4	4	4	5	5	41	4,56
26	5	4	4	5	4	4	3	4	4	5	37	4,11
27	5	4	5	5	4	4	4	5	5	5	41	4,56
28	3	4	4	3	4	3	4	4	4	3	33	3,67
29	4	4	4	4	4	4	4	3	4	4	35	3,89
30	4	4	5	4	4	5	3	3	5	4	37	4,11

No.	Lingkungan Kerja												Sum X2	Mean X2
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12		
1	4	4	4	4	4	4	4	4	4	4	4	4	48	4,00
2	5	5	5	5	5	5	5	5	5	5	5	5	60	5,00
3	5	5	5	5	5	4	4	5	5	4	4	5	56	4,67
4	5	5	5	5	5	5	4	5	5	5	4	5	58	4,83
5	5	5	5	5	5	4	5	5	4	5	5	5	58	4,83
6	4	4	4	4	5	4	4	4	5	4	4	4	50	4,17
7	5	5	5	4	5	4	4	4	4	4	4	5	53	4,42
8	5	5	5	5	5	5	5	5	5	5	5	5	60	5,00
9	4	4	4	4	4	4	4	4	4	4	4	4	48	4,00
10	3	3	3	4	4	3	4	3	4	4	4	3	42	3,50
11	3	3	3	3	3	3	3	3	3	3	3	3	36	3,00
12	4	4	4	4	4	4	4	4	4	4	4	4	48	4,00
13	4	4	4	5	5	4	5	4	5	5	5	4	54	4,50
14	4	3	3	4	4	3	3	3	3	5	3	3	41	3,42
15	4	4	4	4	4	4	4	4	4	4	4	4	48	4,00
16	4	4	4	4	4	4	4	4	4	4	4	4	48	4,00
17	4	4	4	4	4	4	4	4	4	4	4	4	48	4,00
18	4	4	4	4	4	4	4	4	4	4	4	4	48	4,00
19	4	4	4	4	4	4	4	4	4	4	4	4	48	4,00
20	4	4	4	4	4	4	4	4	3	4	4	4	47	3,92
21	4	4	5	5	5	5	5	5	4	5	5	4	56	4,67
22	4	4	4	4	4	4	4	4	3	4	4	4	47	3,92
23	3	3	4	4	5	3	4	3	3	4	4	3	43	3,58
24	3	3	4	4	4	4	3	3	4	4	3	3	42	3,50
25	4	4	5	4	5	5	4	4	4	5	4	4	52	4,33
26	4	4	4	4	4	5	4	4	4	4	4	4	49	4,08
27	5	4	4	4	5	5	4	4	5	5	4	4	53	4,42
28	3	4	4	3	4	3	4	4	4	4	4	4	45	3,75
29	4	4	4	4	4	4	4	4	3	4	4	4	47	3,92
30	4	5	4	5	5	4	4	4	3	5	4	5	52	4,33

No.	Komitmen Organisasional						Sum X3	Mean X3
	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6		
1	4	4	4	5	4	4	25	4,17
2	5	5	5	5	5	5	30	5
3	5	4	5	4	5	5	28	4,67
4	5	5	5	5	5	5	30	5,00
5	5	4	5	5	5	5	29	4,83
6	5	4	4	4	5	4	26	4,33
7	5	3	5	5	5	4	27	4,50
8	5	5	5	5	5	5	30	5,00
9	4	4	4	4	4	4	24	4
10	4	4	3	3	3	4	21	3,5
11	4	3	3	3	4	3	20	3,33
12	4	4	4	4	4	4	24	4,00
13	5	4	3	4	4	5	25	4,17
14	4	3	4	4	3	4	22	3,67
15	4	4	4	4	4	4	24	4,00
16	4	4	4	4	4	4	24	4,00
17	4	4	4	4	4	4	24	4,00
18	4	4	4	4	4	4	24	4,00
19	4	4	4	4	4	4	24	4,00
20	4	3	3	4	4	4	22	3,67
21	4	4	4	4	4	5	25	4,17
22	4	4	4	3	4	4	23	3,83
23	5	3	4	4	4	4	24	4,00
24	4	3	4	4	4	4	23	3,83
25	4	4	4	4	5	4	25	4,17
26	4	4	3	4	4	4	23	3,83
27	4	5	4	5	5	4	27	4,5
28	4	4	4	4	4	3	23	3,83
29	5	3	4	3	3	4	22	3,67
30	4	3	3	3	4	5	22	3,67

No.	Kinerja Karyawan										Sum Y	Mean Y
	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10		
1	4	4	5	4	4	4	4	4	4	4	41	4,1
2	5	5	5	5	5	5	5	5	5	5	50	5
3	5	5	4	5	5	4	4	5	4	4	45	4,5
4	5	5	5	5	5	5	4	5	5	4	48	4,8
5	5	5	5	5	5	5	5	5	4	5	49	4,9
6	4	4	4	4	4	4	4	4	4	4	40	4
7	4	5	5	5	4	4	4	5	4	4	44	4,4
8	5	5	5	5	5	5	5	5	5	5	50	5
9	4	4	4	4	4	4	4	4	4	4	40	4
10	4	3	3	3	4	4	4	3	3	4	35	3,5
11	3	3	3	3	3	3	3	3	3	3	30	3
12	4	4	4	4	4	4	4	4	4	4	40	4
13	5	4	4	3	5	5	5	4	4	5	44	4,4
14	4	3	4	4	4	5	3	4	3	3	37	3,7
15	4	4	4	4	4	4	4	4	4	4	40	4
16	4	4	4	4	4	4	4	4	4	4	40	4
17	4	4	4	4	4	4	4	4	4	4	40	4
18	4	4	4	4	4	4	4	4	4	4	40	4
19	4	4	4	4	4	4	4	4	4	4	40	4
20	4	4	4	3	4	4	4	4	4	4	39	3,9
21	5	5	4	4	5	5	5	4	5	5	47	4,7
22	4	4	3	4	4	4	4	4	4	4	39	3,9
23	4	4	4	4	4	4	4	3	3	4	38	3,8
24	4	4	4	4	4	4	3	3	4	3	37	3,7
25	4	5	4	4	4	5	4	4	5	4	43	4,3
26	4	4	4	3	4	4	4	4	5	4	40	4
27	4	4	5	4	4	5	4	5	5	4	44	4,4
28	3	4	4	4	3	4	4	3	3	4	36	3,6
29	4	4	3	4	4	4	4	4	4	4	39	3,9
30	5	4	3	3	5	5	4	4	4	4	41	4,1

# LAMPIRAN 3

### Lampiran 3

#### Deskripsi Karakteristik Responden

##### Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	16	53.3	53.3	53.3
	Wanita	14	46.7	46.7	100.0
	Total	30	100.0	100.0	

##### Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	21-25 thn	19	63.3	63.3	63.3
	26-30 thn	9	30.0	30.0	93.3
	31-35 thn	2	6.7	6.7	100.0
	Total	30	100.0	100.0	

##### Pendidikan Terakhir

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA	17	56.7	56.7	56.7
	D3	3	10.0	10.0	66.7
	S1	10	33.3	33.3	100.0
	Total	30	100.0	100.0	

## Variabel Penelitian

### 1. Motivasi (X1)

#### Frequencies

Statistics

	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10
N Valid	30	30	30	30	30	30	30	30	30	30
Missing	0	0	0	0	0	0	0	0	0	0
Mean	4.07	4.07	4.40	4.07	4.17	4.20	4.00	4.07	4.40	4.07
Std. Deviation	.640	.521	.563	.640	.592	.551	.643	.640	.563	.640

#### Frequency Table

X1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Netral	5	16.7	16.7	16.7
Setuju	18	60.0	60.0	76.7
Sangat Setuju	7	23.3	23.3	100.0
Total	30	100.0	100.0	

X1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Netral	3	10.0	10.0	10.0
Setuju	22	73.3	73.3	83.3
Sangat Setuju	5	16.7	16.7	100.0
Total	30	100.0	100.0	



**X1.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	1	3.3	3.3	3.3
	Setuju	16	53.3	53.3	56.7
	Sangat Setuju	13	43.3	43.3	100.0
	Total	30	100.0	100.0	

**X1.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	5	16.7	16.7	16.7
	Setuju	18	60.0	60.0	76.7
	Sangat Setuju	7	23.3	23.3	100.0
	Total	30	100.0	100.0	

**X1.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	3	10.0	10.0	10.0
	Setuju	19	63.3	63.3	73.3
	Sangat Setuju	8	26.7	26.7	100.0
	Total	30	100.0	100.0	

**X1.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	2	6.7	6.7	6.7
	Setuju	20	66.7	66.7	73.3
	Sangat Setuju	8	26.7	26.7	100.0
	Total	30	100.0	100.0	

**X1.7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	6	20.0	20.0	20.0
	Setuju	18	60.0	60.0	80.0
	Sangat Setuju	6	20.0	20.0	100.0
	Total	30	100.0	100.0	

**X1.8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	5	16.7	16.7	16.7
	Setuju	18	60.0	60.0	76.7
	Sangat Setuju	7	23.3	23.3	100.0
	Total	30	100.0	100.0	

**X1.9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	1	3.3	3.3	3.3
	Setuju	16	53.3	53.3	56.7
	Sangat Setuju	13	43.3	43.3	100.0
	Total	30	100.0	100.0	

**X1.10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	5	16.7	16.7	16.7
	Setuju	18	60.0	60.0	76.7
	Sangat Setuju	7	23.3	23.3	100.0
	Total	30	100.0	100.0	

## 2. Lingkungan Kerja (X2)

### Frequencies

		Statistics											
		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12
N	Valid	30	30	30	30	30	30	30	30	30	30	30	30
	Missing	0	0	0	0	0	0	0	0	0	0	0	0
Mean		4.07	4.07	4.17	4.20	4.40	4.07	4.07	4.03	4.00	4.30	4.07	4.07
Std. Deviation		.640	.640	.592	.551	.563	.640	.521	.615	.695	.535	.521	.640

### Frequency Table

#### X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	5	16.7	16.7	16.7
	Setuju	18	60.0	60.0	76.7
	Sangat Setuju	7	23.3	23.3	100.0
	Total	30	100.0	100.0	

#### X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	5	16.7	16.7	16.7
	Setuju	18	60.0	60.0	76.7
	Sangat Setuju	7	23.3	23.3	100.0
	Total	30	100.0	100.0	

**X2.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	3	10.0	10.0	10.0
	Setuju	19	63.3	63.3	73.3
	Sangat Setuju	8	26.7	26.7	100.0
	Total	30	100.0	100.0	

**X2.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	2	6.7	6.7	6.7
	Setuju	20	66.7	66.7	73.3
	Sangat Setuju	8	26.7	26.7	100.0
	Total	30	100.0	100.0	

**X2.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	1	3.3	3.3	3.3
	Setuju	16	53.3	53.3	56.7
	Sangat Setuju	13	43.3	43.3	100.0
	Total	30	100.0	100.0	

**X2.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	5	16.7	16.7	16.7
	Setuju	18	60.0	60.0	76.7
	Sangat Setuju	7	23.3	23.3	100.0
	Total	30	100.0	100.0	

**X2.7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	3	10.0	10.0	10.0
	Setuju	22	73.3	73.3	83.3
	Sangat Setuju	5	16.7	16.7	100.0
	Total	30	100.0	100.0	

**X2.8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	5	16.7	16.7	16.7
	Setuju	19	63.3	63.3	80.0
	Sangat Setuju	6	20.0	20.0	100.0
	Total	30	100.0	100.0	

**X2.9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	7	23.3	23.3	23.3
	Setuju	16	53.3	53.3	76.7
	Sangat Setuju	7	23.3	23.3	100.0
	Total	30	100.0	100.0	

**X2.10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	1	3.3	3.3	3.3
	Setuju	19	63.3	63.3	66.7
	Sangat Setuju	10	33.3	33.3	100.0
	Total	30	100.0	100.0	

**X2.11**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	3	10.0	10.0	10.0
	Setuju	22	73.3	73.3	83.3
	Sangat Setuju	5	16.7	16.7	100.0
	Total	30	100.0	100.0	

**X2.12**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	5	16.7	16.7	16.7
	Setuju	18	60.0	60.0	76.7
	Sangat Setuju	7	23.3	23.3	100.0
	Total	30	100.0	100.0	

### 3. Komitmen Organisasional (X3)

#### Frequencies

		Statistics					
		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6
N	Valid	30	30	30	30	30	30
	Missing	0	0	0	0	0	0
Mean		4.33	3.87	4.00	4.07	4.20	4.20
Std. Deviation		.479	.629	.643	.640	.610	.551

#### Frequency Table

##### X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	20	66.7	66.7	66.7
	Sangat Setuju	10	33.3	33.3	100.0
	Total	30	100.0	100.0	

##### X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	8	26.7	26.7	26.7
	Setuju	18	60.0	60.0	86.7
	Sangat Setuju	4	13.3	13.3	100.0
	Total	30	100.0	100.0	

**X3.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	6	20.0	20.0	20.0
	Setuju	18	60.0	60.0	80.0
	Sangat Setuju	6	20.0	20.0	100.0
	Total	30	100.0	100.0	

**X3.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	5	16.7	16.7	16.7
	Setuju	18	60.0	60.0	76.7
	Sangat Setuju	7	23.3	23.3	100.0
	Total	30	100.0	100.0	

**X3.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	3	10.0	10.0	10.0
	Setuju	18	60.0	60.0	70.0
	Sangat Setuju	9	30.0	30.0	100.0
	Total	30	100.0	100.0	

**X3.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	2	6.7	6.7	6.7
	Setuju	20	66.7	66.7	73.3
	Sangat Setuju	8	26.7	26.7	100.0
	Total	30	100.0	100.0	



#### 4. Kinerja Karyawan (Y)

##### Frequencies

		Statistics									
		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10
N	Valid	30	30	30	30	30	30	30	30	30	30
	Missing	0	0	0	0	0	0	0	0	0	0
Mean		4.20	4.17	4.07	4.00	4.20	4.30	4.07	4.07	4.07	4.07
Std. Deviation		.551	.592	.640	.643	.551	.535	.521	.640	.640	.521

##### Frequency Table

###### Y1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	2	6.7	6.7	6.7
	Setuju	20	66.7	66.7	73.3
	Sangat Setuju	8	26.7	26.7	100.0
	Total	30	100.0	100.0	

###### Y2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	3	10.0	10.0	10.0
	Setuju	19	63.3	63.3	73.3
	Sangat Setuju	8	26.7	26.7	100.0
	Total	30	100.0	100.0	

**Y3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	5	16.7	16.7	16.7
	Setuju	18	60.0	60.0	76.7
	Sangat Setuju	7	23.3	23.3	100.0
	Total	30	100.0	100.0	

**Y4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	6	20.0	20.0	20.0
	Setuju	18	60.0	60.0	80.0
	Sangat Setuju	6	20.0	20.0	100.0
	Total	30	100.0	100.0	

**Y5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	2	6.7	6.7	6.7
	Setuju	20	66.7	66.7	73.3
	Sangat Setuju	8	26.7	26.7	100.0
	Total	30	100.0	100.0	

**Y6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	1	3.3	3.3	3.3
	Setuju	19	63.3	63.3	66.7
	Sangat Setuju	10	33.3	33.3	100.0
	Total	30	100.0	100.0	

**Y7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	3	10.0	10.0	10.0
	Setuju	22	73.3	73.3	83.3
	Sangat Setuju	5	16.7	16.7	100.0
	Total	30	100.0	100.0	

**Y8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	5	16.7	16.7	16.7
	Setuju	18	60.0	60.0	76.7
	Sangat Setuju	7	23.3	23.3	100.0
	Total	30	100.0	100.0	

**Y9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	5	16.7	16.7	16.7
	Setuju	18	60.0	60.0	76.7
	Sangat Setuju	7	23.3	23.3	100.0
	Total	30	100.0	100.0	

**Y10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	3	10.0	10.0	10.0
	Setuju	22	73.3	73.3	83.3
	Sangat Setuju	5	16.7	16.7	100.0
	Total	30	100.0	100.0	

# LAMPIRAN 4



	Sig. (2-tailed)	.002	.000	.000	.002	.000		.033	.056	.000	.002	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.7	Pearson Correlation	.335	.309	.476**	.335	.724**	.389*	1	.670**	.476**	.335	.675**
	Sig. (2-tailed)	.070	.097	.008	.070	.000	.033		.000	.008	.070	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.8	Pearson Correlation	.494**	.400*	.498**	.494**	.607**	.352	.670**	1	.498**	.494**	.719**
	Sig. (2-tailed)	.005	.028	.005	.005	.000	.056	.000		.005	.005	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.9	Pearson Correlation	.498**	.611**	1.000**	.498**	.724**	.734**	.476**	.498**	1	.498**	.841**
	Sig. (2-tailed)	.005	.000	.000	.005	.000	.000	.008	.005		.005	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.10	Pearson Correlation	1.000**	.504**	.498**	1.000**	.698**	.548**	.335	.494**	.498**	1	.796**
	Sig. (2-tailed)	.000	.005	.005	.000	.000	.002	.070	.005	.005		.000
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.796**	.726**	.841**	.796**	.911**	.780**	.675**	.719**	.841**	.796**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30

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

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

## 2. Lingkungan Kerja (X2)

Correlations

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	TOTAL
X2.1 Pearson Correlation	1	.831**	.698*	.646*	.593*	.663*	.504**	.783*	.543*	.544*	.504**	.831**	.847**
Sig. (2-tailed)		.000	.000	.000	.001	.000	.005	.000	.002	.002	.005	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.2 Pearson Correlation	.831*	1	.789*	.646*	.593*	.579*	.607**	.871*	.466*	.443*	.607**	1.000**	.875**
Sig. (2-tailed)	.000		.000	.000	.001	.001	.000	.000	.010	.014	.000	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.3 Pearson Correlation	.698*	.789**	1	.634*	.724*	.698*	.634**	.837*	.503*	.490*	.634**	.789**	.869**
Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.005	.006	.000	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.4 Pearson Correlation	.646*	.646**	.634*	1	.734*	.548*	.673**	.692*	.450*	.725*	.673**	.646**	.821**
Sig. (2-tailed)	.000	.000	.000		.000	.002	.000	.000	.012	.000	.000	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.5 Pearson Correlation	.593*	.593**	.724*	.734*	1	.498*	.611**	.558*	.529*	.732*	.611**	.593**	.793**
Sig. (2-tailed)	.001	.001	.000	.000		.005	.000	.001	.003	.000	.000	.001	.000

	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.6	Pearson Correlation	.663 <sup>+</sup>	.579 <sup>**</sup>	.698 <sup>+</sup>	.548 <sup>+</sup>	.498 <sup>+</sup>	1	.504 <sup>**</sup>	.695 <sup>+</sup>	.543 <sup>+</sup>	.544 <sup>+</sup>	.504 <sup>**</sup>	.579 <sup>**</sup>	.763 <sup>**</sup>
	Sig. (2-tailed)	.000	.001	.000	.002	.005		.005	.000	.002	.002	.005	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.7	Pearson Correlation	.504 <sup>+</sup>	.607 <sup>**</sup>	.634 <sup>+</sup>	.673 <sup>+</sup>	.611 <sup>+</sup>	.504 <sup>+</sup>	1	.746 <sup>+</sup>	.476 <sup>+</sup>	.545 <sup>+</sup>	1.000 <sup>**</sup>	.607 <sup>**</sup>	.800 <sup>**</sup>
	Sig. (2-tailed)	.005	.000	.000	.000	.000	.005		.000	.008	.002	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.8	Pearson Correlation	.783 <sup>+</sup>	.871 <sup>**</sup>	.837 <sup>+</sup>	.692 <sup>+</sup>	.558 <sup>+</sup>	.695 <sup>+</sup>	.746 <sup>**</sup>	1	.565 <sup>+</sup>	.493 <sup>+</sup>	.746 <sup>**</sup>	.871 <sup>**</sup>	.915 <sup>**</sup>
	Sig. (2-tailed)	.000	.000	.000	.000	.001	.000	.000		.001	.006	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.9	Pearson Correlation	.543 <sup>+</sup>	.466 <sup>**</sup>	.503 <sup>+</sup>	.450 <sup>+</sup>	.529 <sup>+</sup>	.543 <sup>+</sup>	.476 <sup>**</sup>	.565 <sup>+</sup>	1	.371 <sup>+</sup>	.476 <sup>**</sup>	.466 <sup>**</sup>	.668 <sup>**</sup>
	Sig. (2-tailed)	.002	.010	.005	.012	.003	.002	.008	.001		.044	.008	.010	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.10	Pearson Correlation	.544 <sup>+</sup>	.443 <sup>+</sup>	.490 <sup>+</sup>	.725 <sup>+</sup>	.732 <sup>+</sup>	.544 <sup>+</sup>	.545 <sup>**</sup>	.493 <sup>+</sup>	.371 <sup>+</sup>	1	.545 <sup>**</sup>	.443 <sup>+</sup>	.695 <sup>**</sup>
	Sig. (2-tailed)	.002	.014	.006	.000	.000	.002	.002	.006	.044		.002	.014	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.11	Pearson Correlation	.504 <sup>+</sup>	.607 <sup>**</sup>	.634 <sup>+</sup>	.673 <sup>+</sup>	.611 <sup>+</sup>	.504 <sup>+</sup>	1.000 <sup>**</sup>	.746 <sup>+</sup>	.476 <sup>+</sup>	.545 <sup>+</sup>	1	.607 <sup>**</sup>	.800 <sup>**</sup>



	Sig. (2-tailed)	.005	.000	.000	.000	.000	.005	.000	.000	.008	.002		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.12	Pearson Correlation	.831*	1.000**	.789*	.646*	.593*	.579*	.607**	.871*	.466*	.443*	.607**	1	.875**
	Sig. (2-tailed)	.000	.000	.000	.000	.001	.001	.000	.000	.010	.014	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.847*	.875**	.869*	.821*	.793*	.763*	.800**	.915*	.668*	.695*	.800**	.875**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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

### 3. Komitmen Organisasional (X3)

Correlations

	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	TOTAL
X3.1 Pearson Correlation	1	.152	.559**	.375*	.471**	.522**	.656**
Sig. (2-tailed)		.421	.001	.041	.009	.003	.000
N	30	30	30	30	30	30	30
X3.2 Pearson Correlation	.152	1	.426*	.537**	.521**	.378*	.692**
Sig. (2-tailed)	.421		.019	.002	.003	.039	.000
N	30	30	30	30	30	30	30
X3.3 Pearson Correlation	.559**	.426*	1	.670**	.615**	.389*	.823**
Sig. (2-tailed)	.001	.019		.000	.000	.033	.000
N	30	30	30	30	30	30	30
X3.4 Pearson Correlation	.375*	.537**	.670**	1	.671**	.352	.821**
Sig. (2-tailed)	.041	.002	.000		.000	.056	.000
N	30	30	30	30	30	30	30
X3.5 Pearson Correlation	.471**	.521**	.615**	.671**	1	.390*	.826**
Sig. (2-tailed)	.009	.003	.000	.000		.033	.000
N	30	30	30	30	30	30	30
X3.6 Pearson Correlation	.522**	.378*	.389*	.352	.390*	1	.657**
Sig. (2-tailed)	.003	.039	.033	.056	.033		.000
N	30	30	30	30	30	30	30
TOTAL Pearson Correlation	.656**	.692**	.823**	.821**	.826**	.657**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
N	30	30	30	30	30	30	30

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

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



Y8	Pearson Correlation	.646**	.698**	.663**	.670**	.646**	.544**	.504**	1	.663**	.504**	.848**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.002	.005		.000	.005	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Y9	Pearson Correlation	.548**	.698**	.494**	.335	.548**	.544**	.504**	.663**	1	.504**	.753**
	Sig. (2-tailed)	.002	.000	.005	.070	.002	.002	.005	.000		.005	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Y10	Pearson Correlation	.673**	.634**	.400*	.309	.673**	.545**	1.000**	.504**	.504**	1	.780**
	Sig. (2-tailed)	.000	.000	.028	.097	.000	.002	.000	.005	.005		.000
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.836**	.870**	.706**	.671**	.836**	.739**	.780**	.848**	.753**	.780**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30

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

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

# LAMPIRAN 5

## Lampiran 5

### Uji Reliabilitas

#### 1. Motivasi (X1)

**Case Processing Summary**

		N	%
Cases	Valid	30	100.0
	Excluded <sup>a</sup>	0	.0
	Total	30	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.932	10

#### 2. Lingkungan Kerja (X2)

**Case Processing Summary**

		N	%
Cases	Valid	30	100.0
	Excluded <sup>a</sup>	0	.0
	Total	30	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.951	12

### 3. Komitmen Organisasional (X3)

**Case Processing Summary**

		N	%
Cases	Valid	30	100.0
	Excluded <sup>a</sup>	0	.0
	Total	30	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.842	6

### 4. Kinerja Karyawan (Y)

**Case Processing Summary**

		N	%
Cases	Valid	30	100.0
	Excluded <sup>a</sup>	0	.0
	Total	30	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.927	10

# LAMPIRAN 6



## Lampiran 6

### Analisis Regresi Linier Berganda

**Variables Entered/Removed<sup>b</sup>**

Model	Variables Entered	Variables Removed	Method
1	Komitmen Organisasional (X3), Lingkungan Kerja (X2), Motivasi (X1) <sup>a</sup>		. Enter

a. All requested variables entered.

b. Dependent Variable: Kinerja Karyawan (Y)

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.987 <sup>a</sup>	.975	.972	.760

a. Predictors: (Constant), Komitmen Organisasional (X3), Lingkungan Kerja (X2), Motivasi (X1)

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	585.792	3	195.264	33.827	.000 <sup>a</sup>
	Residual	15.008	26	.577		
	Total	600.800	29			

a. Predictors: (Constant), Komitmen Organisasional (X3), Lingkungan Kerja (X2), Motivasi (X1)

b. Dependent Variable: Kinerja Karyawan (Y)

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.198	1.321		.907	.373	
	Motivasi (X1)	.508	.141	.470	3.604	.001	.457
	Lingkungan Kerja (X2)	.362	.087	.461	4.177	.000	.379
	Komitmen Organisasional (X3)	.124	.129	.073	.956	.348	.167

a. Dependent Variable: Kinerja Karyawan (Y)

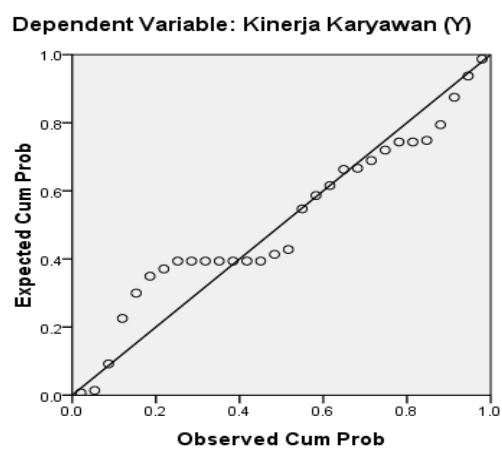
# LAMPIRAN 7

## Lampiran 7

### Uji Asumsi Klasik

#### 1. Uji Normalitas Charts

Normal P-P Plot of Regression Standardized Residual



#### Npar Test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		30
Normal Parameters <sup>a</sup>	Mean	.0000000
	Std. Deviation	.86261161
Most Extreme Differences	Absolute	.175
	Positive	.110
	Negative	-.175
Kolmogorov-Smirnov Z		.956
Asymp. Sig. (2-tailed)		.320

a. Test distribution is Normal.

## 2. Uji Multikolinieritas

**Coefficients<sup>a</sup>**

Model		Collinearity Statistics	
		Tolerance	VIF
1	Motivasi (X1)	.457	9.675
	Lingkungan Kerja (X2)	.379	8.684
	Komitmen Organisasional (X3)	.167	5.998

a. Dependent Variable: Kinerja Karyawan (Y)

## 3. Uji Heteroskedastisitas

### Charts

#### Scatterplot

