

BAB 5

KESIMPULAN DAN SARAN

5.1. Kesimpulan

Berdasarkan penelitian tentang pengaruh Analisis Faktor – Faktor Penyebab Keterlambatan Penyelesaian Pekerjaan Studi Kasus Pada Paket Pelebaran / Peningkatan Jalan Kertosono – Kediri – Tulungagung, maka peneliti mengambil beberapa kesimpulan guna menjawab rumusan masalah dan hipotesis yang telah dikemukakan sebelumnya. Kesimpulan yang dapat diambil terdiri dari:

1. Faktor yang berpengaruh terhadap keterlambatan pelaksanaan pekerjaan peningkatan / pelebaran jalan Kertosono – Kediri – Tulungagung adalah faktor Lingkungan Kerja dan Bahan/Material.
2. Faktor yang paling berpengaruh terhadap keterlambatan pelaksanaan pekerjaan peningkatan / pelebaran jalan Kertosono – Kediri – Tulungagung adalah faktor Lingkungan Kerja.
3. Peringkat / ranking faktor yang berpengaruh terhadap penyelesaian pekerjaan peningkatan / pelebaran jalan Kertosono – Kediri – Tulungagung berturun-turut adalah faktor Lingkungan Kerja dan berikutnya adalah faktor Bahan / Material.

Persepsi responden terhadap faktor penyebab keterlambatan penyelesaian pekerjaan paling banyak berpendapat bahwa faktor penyebab keterlambatan penyelesaian pekerjaan disebabkan oleh: Faktor Tenaga Kerja, seperti tenaga kerja kurang, pemogokan tenaga kerja; Faktor Desain

seperti perubahan pekerjaan / justifikasi teknis/ review design terhadap desain awal; Faktor Metode Pelaksanaan seperti produktivitas pekerjaan dilapangan rendah; Faktor Bahan / Material seperti keterlambatan pengiriman material dilapangan dan kekurangan material dilapangan; Faktor Keuangan seperti keterlambatan pembayaran oleh penyedia jasa kepada supplier / sub kontraktor; Faktor Peralatan seperti keterlambatan pengiriman peralatan ke lokasi proyek, peralatan yang ada di lapangan sering mengalami kerusakan; Faktor Lingkungan Kerja seperti kondisi cuaca yang buruk; Faktor Manajerial seperti lambatnya proses perubahan desain / justifikasi teknis / review design; lambat dalam persetujuan shop drawing.

4. Keterlambatan pelaksanaan pekerjaan yang diakibatkan oleh Faktor Lingkungan Kerja seperti kondisi cuaca yang buruk menimbulkan kerugian finansial sebesar Rp. 208.376.058,-.

5.2. Saran

Berdasarkan kesimpulan yang telah diuraikan diatas, maka peneliti akan memberikan saran dan masukan yang perlu diperhatikan oleh pihak-pihak yang berwenang guna perbaikan ke depannya, saran tersebut terdiri dari:

1. Diharapkan agar desain lebih di perhatikan untuk ketepatan waktu baik perencanaan maupun revisi desain yang diperlukan.

2. Kontraktor dalam menekan kerugian diharapkan lebih mengantisipasi cuaca serta pengendalian bahan material secara ketat dan berjenjang misalnya dengan membuat MoU dengan supplier.
3. Penelitian selanjutnya diharapkan dapat menambahkan atau mengembangkan variabel lain yang dapat berpengaruh terhadap keterlambatan pelaksanaan pekerjaan peningkatan / pelebaran jalan.

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Lampiran 1 Kuisisioner

KUESIONER PENELITIAN

Kepada Yth.

Para Responden.

di-tempat

Sehubungan dengan penyusunan Tesis kami yang berjudul “Analisis Faktor – Faktor Penyebab Keterlambatan Penyelesaian Pekerjaan Studi Kasus Pada Paket Pelebaran / Peningkatan Jalan Kertosono – Kediri – Tulungagung” untuk memenuhi persyaratan dalam mencapai gelar Magister Teknik Sipil, bersama ini kami mohon bantuan bapak/ibu/saudara untuk dapat mengisi kuisisioner sesuai dengan yang terjadi / dirasakan pada saat pelaksanaan pekerjaan dimaksud.

Demikian kami sampaikan, atas perhatian dan kerjasamanya diucapkan terima kasih.

I. DATA RESPONDEN

Mohon untuk melengkapi data-data yang ada dibawah ini sesuai dengan petunjuk, berilah tanda contreng (V) pada kotak pilihan sesuai dengan jawaban yang dikehendaki.

1. Jabatan Bapak/Ibu/Saudara dalam Proyek :

- PPK (Pemilik Proyek)
- Project Officer (Pemilik Proyek)
- Asisten (Pemilik Proyek)
- General Superintendent (Kontraktor)
- Site Manajer (Kontraktor)
- Pelaksana (Kontraktor)
- Site Engineer (Konsultan)
- Chief Inspector (Konsultan)
- Quality/Quantity Engineer (Konsultan)
- Inspector (Konsultan)
- Lain-lain

2. Pengalaman Kerja

- 1 – 3 Tahun
- 3 – 5 Tahun
- 5 – 10 Tahun
- > 10 Tahun

II. DATA PROYEK

1. Dibawah ini ada beberapa pernyataan yang diduga merupakan faktor-faktor yang mempengaruhi keterlambatan penyelesaian pekerjaan peningkatan / pelebaran jalan Kertosono – Kediri – Tulungagung.

Berilah tanda centang (V) di bawah kolom 1, 2, 3, 4 dan 5 berdasarkan pengetahuan anda mengenai tingkat pengaruh pernyataan / variabel tersebut.

Keterangan :

- 1 = Sangat tidak berpengaruh.
- 2 = Tidak berpengaruh.
- 3 = Agak berpengaruh
- 4 = Berpengaruh
- 5 = Sangat berpengaruh

Contoh pengisian :

Jika menurut anda “keterlambatan pembayaran oleh pemberi tugas (owner)” merupakan penyebab yang memiliki pengaruh yang “sangat berpengaruh” terhadap keterlambatan penyelesaian pekerjaan, maka diberi tanda centang (V) pada kolom tingkat keberpengaruhan variabel di sub nomor “5”. Apabila menurut anda “sangat tidak berpengaruh”, maka diberi tanda centang (V) pada kolom tingkat keberpengaruhan variabel di sub nomor “1”.

No.	Faktor – faktor penyebab keterlambatan	Variabel tingkat pengaruh terhadap keterlambatan penyelesaian pekerjaan				
		1	2	3	4	5
1.	Kondisi existing jalan / lingkungan sekitar proyek.					
2	Lokasi area kerja yang kurang representatif.					
3.	Kondisi Cuaca yang buruk.					
4.	Perubahan pekerjaan / justifikasi teknis / review design terhadap desain awal.					
5.	Keterlambatan pembayaran oleh pemilik proyek.					
6.	Keterlambatan dalam memberikan keputusan (pemilik proyek / Satker / PPK).					
7	Perubahan perencanaan dan spesifikasi.					
8.	Pekerjaan tambah.					
9.	Ketidakjelasan dalam perencanaan dan					

No.	Faktor – faktor penyebab keterlambatan	Variabel tingkat pengaruh terhadap keterlambatan penyelesaian pekerjaan				
		1	2	3	4	5
	spesifikasi teknis.					
10.	Dokumen perencanaan yang tidak lengkap.					
11.	Kurangnya tenaga ahli profesional yang sesuai bidangnya (Konsultan).					
12.	Lemahnya tenaga ahli profesional yang sesuai bidangnya (Konsultan).					
13.	Lambatnya proses perubahan desain / justifikasi teknis / review design.					
14.	Lambat dalam pengawasan dan pengambilan keputusan (Konsultan).					
15.	Lambat dalam persetujuan request pekerjaan.					
16.	Lambat dalam persetujuan shop drawing.					
17.	Keterlambatan pengajuan request pekerjaan (kontraktor).					
18.	Penjadwalan schedule pekerjaan yang kurang baik.					
19.	Keterlambatan pengiriman material dilapangan.					
20.	Kekurangan material dilapangan.					
21.	Produktivitas pekerjaan dilapangan rendah.					
22.	Tenaga kerja kurang.					
23.	Pemogokan Tenaga Kerja.					
24.	Kesalahan dalam menginterpretasikan gambar dan spesifikasi.					
25.	Keterlambatan pembayaran oleh penyedia jasa kepada suplier / sub kontraktor					
26.	Keterlambatan pengiriman peralatan ke lokasi proyek.					
27.	Peralatan yang ada dilapangan sering mengalami kerusakan.					
28.	Penghentian pelaksanaan pekerjaan pada saat lebaran, natal dan tahun baru.					

Responden

(.....)

Lampiran 2 Data Penelitian

No	Jbtn	PK	X1				Sum _X1	Mean _X1	X2				Sum _X2	Mean _X2
			X1.1	X1.2	X1.3	X1.4			X2.1	X2.2	X2.3	X2.4		
1	3	3	4	4	4	4	16	4,00	4	4	4	4	16	4,00
2	7	4	4	4	5	5	18	4,50	4	4	4	5	17	4,25
3	9	4	4	4	5	5	18	4,50	5	4	5	5	19	4,75
4	6	4	4	4	4	4	16	4,00	4	4	4	3	15	3,75
5	10	4	5	5	4	4	18	4,50	5	5	5	4	19	4,75
6	2	3	4	4	5	5	18	4,50	4	4	4	5	17	4,25
7	2	3	3	4	4	4	15	3,75	5	5	5	4	19	4,75
8	7	4	5	5	4	4	18	4,50	4	5	4	4	17	4,25
9	1	3	4	4	4	4	16	4,00	4	5	5	4	18	4,50
10	4	3	2	2	1	1	6	1,50	3	2	2	2	9	2,25
11	11	4	3	3	3	4	13	3,25	3	3	3	1	10	2,50
12	6	4	4	4	3	4	15	3,75	4	5	4	4	17	4,25
13	4	3	2	2	2	1	7	1,75	3	3	3	1	10	2,50
14	2	3	5	5	4	5	19	4,75	4	4	4	4	16	4,00
15	6	3	3	2	3	3	11	2,75	2	2	3	3	10	2,50
16	3	3	5	4	4	4	17	4,25	2	1	1	1	5	1,25
17	7	4	2	2	2	2	8	2,00	2	2	1	1	6	1,50
18	9	4	2	2	2	2	8	2,00	2	2	2	1	7	1,75
19	10	3	1	2	3	2	8	2,00	1	2	2	1	6	1,50
20	10	3	1	2	2	1	6	1,50	1	2	1	1	5	1,25
21	10	4	1	2	2	2	7	1,75	2	1	2	1	6	1,50
22	10	3	2	2	2	2	8	2,00	2	2	2	1	7	1,75
23	10	4	2	2	2	1	7	1,75	2	1	1	1	5	1,25
24	10	3	1	1	2	1	5	1,25	1	2	1	1	5	1,25
25	10	4	2	2	2	2	8	2,00	2	1	1	1	5	1,25
26	3	1	2	2	2	2	8	2,00	2	2	1	1	6	1,50
27	1	4	4	4	5	5	18	4,50	2	1	1	3	7	1,75
28	8	4	5	5	5	5	20	5,00	4	3	3	4	14	3,50
29	2	3	5	5	4	5	19	4,75	4	2	3	3	12	3,00
30	6	3	3	2	3	3	11	2,75	2	3	3	3	11	2,75
31	3	3	5	4	4	4	17	4,25	1	1	1	1	4	1,00
32	7	4	2	2	2	2	8	2,00	3	5	4	4	16	4,00
33	9	4	2	2	2	2	8	2,00	4	2	4	3	13	3,25
34	7	4	4	4	5	5	18	4,50	3	3	2	3	11	2,75
35	9	4	4	4	5	5	18	4,50	1	1	2	1	5	1,25
36	6	4	4	4	4	4	16	4,00	2	2	2	1	7	1,75
37	10	4	5	5	4	4	18	4,50	2	4	2	4	12	3,00

No	X3		Sum _X3	Mean _X3	X4			Sum _X4	Mean _X4	X5			Sum _X5	Mean _X5
	X3.1	X3.2			X4.1	X4.2	X4.3			X5.1	X5.2	X5.3		
1	3	5	8	4,00	3	4	5	12	4,00	3	3	5	11	3,67
2	4	5	9	4,50	3	4	4	11	3,67	4	5	5	14	4,67
3	3	4	7	3,50	4	4	4	12	4,00	3	2	3	8	2,67
4	3	4	7	3,50	2	4	4	10	3,33	5	4	4	13	4,33
5	5	4	9	4,50	3	4	4	11	3,67	4	4	3	11	3,67
6	4	5	9	4,50	4	5	4	13	4,33	5	3	5	13	4,33
7	4	4	8	4,00	4	5	4	13	4,33	3	4	5	12	4,00
8	3	3	6	3,00	3	3	4	10	3,33	5	4	4	13	4,33
9	5	5	10	5,00	4	4	5	13	4,33	3	4	5	12	4,00
10	3	3	6	3,00	3	4	5	12	4,00	2	3	3	8	2,67
11	1	1	2	1,00	1	2	2	5	1,67	1	3	4	8	2,67
12	3	4	7	3,50	4	4	4	12	4,00	5	4	3	12	4,00
13	1	1	2	1,00	1	1	1	3	1,00	1	2	2	5	1,67
14	4	5	9	4,50	4	5	5	14	4,67	5	4	5	14	4,67
15	3	3	6	3,00	3	4	4	11	3,67	2	3	2	7	2,33
16	5	5	10	5,00	3	4	4	11	3,67	4	4	5	13	4,33
17	3	5	8	4,00	3	4	4	11	3,67	2	2	2	6	2,00
18	3	5	8	4,00	3	4	4	11	3,67	2	2	2	6	2,00
19	4	4	8	4,00	2	3	4	9	3,00	2	3	2	7	2,33
20	5	3	8	4,00	3	3	4	10	3,33	2	3	2	7	2,33
21	3	4	7	3,50	2	3	4	9	3,00	2	3	2	7	2,33
22	4	4	8	4,00	2	3	4	9	3,00	2	3	2	7	2,33
23	4	4	8	4,00	3	4	4	11	3,67	1	1	2	4	1,33
24	3	3	6	3,00	3	4	3	10	3,33	1	1	1	3	1,00
25	3	5	8	4,00	2	3	4	9	3,00	2	2	2	6	2,00
26	3	5	8	4,00	3	4	4	11	3,67	2	2	2	6	2,00
27	4	4	8	4,00	4	5	5	14	4,67	5	4	4	13	4,33
28	5	5	10	5,00	5	5	5	15	5,00	4	4	5	13	4,33
29	4	5	9	4,50	4	5	5	14	4,67	5	4	5	14	4,67
30	4	4	8	4,00	3	4	4	11	3,67	2	3	2	7	2,33
31	5	5	10	5,00	3	4	4	11	3,67	4	4	5	13	4,33
32	3	2	5	2,50	3	4	4	11	3,67	2	2	2	6	2,00
33	3	2	5	2,50	3	4	4	11	3,67	2	2	2	6	2,00
34	4	5	9	4,50	3	4	4	11	3,67	4	5	5	14	4,67
35	3	4	7	3,50	4	4	4	12	4,00	3	4	5	12	4,00
36	3	4	7	3,50	2	4	4	10	3,33	5	4	4	13	4,33
37	3	4	7	3,50	3	4	4	11	3,67	4	4	3	11	3,67

No	X6		Sum_X 6	Mean_X 6	X7			Sum_X 7	Mean_X 7
	X6. 1	X6. 2			X7. 1	X7. 2	X7. 3		
1	5	5	10	5,00	4	4	4	12	4,00
2	5	5	10	5,00	3	4	4	11	3,67
3	4	5	9	4,50	3	2	4	9	3,00
4	3	4	7	3,50	2	3	3	8	2,67
5	4	3	7	3,50	2	3	3	8	2,67
6	5	5	10	5,00	4	4	5	13	4,33
7	5	4	9	4,50	4	4	5	13	4,33
8	4	5	9	4,50	2	3	4	9	3,00
9	5	5	10	5,00	2	2	2	6	2,00
10	1	1	2	1,00	2	2	2	6	2,00
11	1	5	6	3,00	3	2	3	8	2,67
12	4	3	7	3,50	2	3	3	8	2,67
13	1	1	2	1,00	2	1	2	5	1,67
14	5	5	10	5,00	4	4	5	13	4,33
15	3	3	6	3,00	3	3	4	10	3,33
16	4	5	9	4,50	4	3	4	11	3,67
17	5	5	10	5,00	1	1	1	3	1,00
18	5	5	10	5,00	2	2	2	6	2,00
19	5	4	9	4,50	1	1	1	3	1,00
20	4	4	8	4,00	1	2	1	4	1,33
21	4	3	7	3,50	1	1	2	4	1,33
22	5	2	7	3,50	1	1	1	3	1,00
23	4	2	6	3,00	1	1	1	3	1,00
24	3	4	7	3,50	1	2	1	4	1,33
25	5	5	10	5,00	1	1	2	4	1,33
26	5	5	10	5,00	1	1	1	3	1,00
27	5	4	9	4,50	4	4	5	13	4,33
28	5	5	10	5,00	4	3	4	11	3,67
29	5	5	10	5,00	4	4	5	13	4,33
30	3	3	6	3,00	3	3	4	10	3,33
31	4	5	9	4,50	4	3	4	11	3,67
32	5	5	10	5,00	1	1	1	3	1,00
33	5	5	10	5,00	2	2	2	6	2,00
34	5	5	10	5,00	3	4	4	11	3,67
35	4	5	9	4,50	3	2	4	9	3,00
36	3	4	7	3,50	2	3	3	8	2,67
37	4	3	7	3,50	2	3	3	8	2,67

No	X8						Sum _X8	Mean _X8	Y		
	X8.1	X8.2	X8.3	X8.4	X8.5	X8.6					
1	4	5	4	2	2	4	21	3,50	2	-2,00	-1,67
2	5	5	4	4	4	5	27	4,50	3	-1,50	-1,67
3	3	5	5	3	3	4	23	3,83	3	-1,50	0,33
4	5	4	4	3	3	4	23	3,83	4	0,00	-0,33
5	4	5	5	4	5	5	28	4,67	3	-1,50	-0,67
6	4	5	4	5	4	5	27	4,50	4	-0,50	-0,33
7	5	5	3	3	4	5	25	4,17	3	-0,75	-1,00
8	5	4	5	3	3	5	25	4,17	3	-1,50	-1,33
9	5	5	4	3	3	4	24	4,00	3	-1,00	-1,00
10	2	5	2	2	2	1	14	2,33	1	-0,50	-1,67
11	3	5	1	1	1	1	12	2,00	1	-2,25	-1,67
12	4	5	4	3	4	5	25	4,17	3	-0,75	-1,00
13	3	5	1	1	1	1	12	2,00	1	-0,75	-0,67
14	5	5	4	4	4	5	27	4,50	3	-1,75	-1,67
15	3	3	2	2	3	3	16	2,67	3	0,25	0,67
16	4	3	3	3	3	4	20	3,33	5	0,75	0,67
17	1	1	1	1	1	1	6	1,00	1	-1,00	-1,00
18	1	1	1	1	1	1	6	1,00	1	-1,00	-1,00
19	1	2	1	1	1	1	7	1,17	1	-1,00	-1,33
20	1	2	1	1	1	1	7	1,17	1	-0,50	-1,33
21	1	2	1	1	1	2	8	1,33	1	-0,75	-1,33
22	1	1	1	1	1	1	6	1,00	1	-1,00	-1,33
23	1	2	1	1	1	1	7	1,17	1	-0,75	-0,33
24	1	1	1	1	1	1	6	1,00	1	-0,25	0,00
25	1	1	1	1	1	1	6	1,00	1	-1,00	-1,00
26	1	1	1	1	1	1	6	1,00	1	-1,00	-1,00
27	4	5	4	5	4	5	27	4,50	4	-0,50	-0,33
28	4	5	5	5	5	5	29	4,83	2	-3,00	-2,33
29	5	5	4	4	4	5	27	4,50	3	-1,75	-1,67
30	3	3	2	2	3	3	16	2,67	3	0,25	0,67
31	4	3	3	3	3	4	20	3,33	5	0,75	0,67
32	1	1	1	1	1	1	6	1,00	1	-1,00	-1,00
33	1	1	1	1	1	1	6	1,00	1	-1,00	-1,00
34	5	5	4	4	4	5	27	4,50	3	-1,50	-1,67
35	3	5	5	3	3	4	23	3,83	1	-3,50	-3,00
36	5	4	4	3	3	4	23	3,83	4	0,00	-0,33
37	4	5	5	4	5	5	28	4,67	2	-2,50	-1,67

Lampiran3 StatistikDeskriptif

JBTN

	Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid PPK	2	5.4	5.4	5.4
Project Of ficer	4	10.8	10.8	16.2
Asisten	4	10.8	10.8	27.0
General Superintendent	2	5.4	5.4	32.4
Pelaksana	5	13.5	13.5	45.9
Site Engineer	5	13.5	13.5	59.5
Chief Inspector	1	2.7	2.7	62.2
Quality /Quantity Engineer	4	10.8	10.8	73.0
Inspector	9	24.3	24.3	97.3
Lain-Lain	1	2.7	2.7	100.0
Total	37	100.0	100.0	

PK

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1-3 Tahun	1	2.7	2.7	2.7
5-10 Tahun	16	43.2	43.2	45.9
> 10 Tahun	20	54.1	54.1	100.0
Total	37	100.0	100.0	

Statistics

	X1.1	X1.2	X1.3	X1.4
N Valid	37	37	37	37
Missing	0	0	0	0
Mean	3.2432	3.2432	3.3243	3.2973
Std. Deviation	1.36230	1.23391	1.20310	1.43110
Minimum	1.00	1.00	1.00	1.00
Maximum	5.00	5.00	5.00	5.00

X1.1

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	Sangat Tidak Berpengaruh	4	10.8	10.8	10.8
	Tidak Berpengaruh	10	27.0	27.0	37.8
	Agak Berpengaruh	4	10.8	10.8	48.6
	Berpengaruh	11	29.7	29.7	78.4
	Sangat Berpengaruh	8	21.6	21.6	100.0
	Total	37	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	Sangat Tidak Berpengaruh	1	2.7	2.7	2.7
	Tidak Berpengaruh	15	40.5	40.5	43.2
	Agak Berpengaruh	1	2.7	2.7	45.9
	Berpengaruh	14	37.8	37.8	83.8
	Sangat Berpengaruh	6	16.2	16.2	100.0
	Total	37	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	Sangat Tidak Berpengaruh	1	2.7	2.7	2.7
	Tidak Berpengaruh	12	32.4	32.4	35.1
	Agak Berpengaruh	5	13.5	13.5	48.6
	Berpengaruh	12	32.4	32.4	81.1
	Sangat Berpengaruh	7	18.9	18.9	100.0
	Total	37	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Berpengaruh	5	13.5	13.5	13.5
	Tidak Berpengaruh	9	24.3	24.3	37.8
	Agak Berpengaruh	2	5.4	5.4	43.2
	Berpengaruh	12	32.4	32.4	75.7
	Sangat Berpengaruh	9	24.3	24.3	100.0
	Total	37	100.0	100.0	

Statistics

		X2.1	X2.2	X2.3	X2.4
N	Valid	37	37	37	37
	Missing	0	0	0	0
Mean		2.8378	2.8108	2.7297	2.5405
Std. Deviation		1.23634	1.39120	1.36725	1.48314
Minimum		1.00	1.00	1.00	1.00
Maximum		5.00	5.00	5.00	5.00

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Berpengaruh	5	13.5	13.5	13.5
	Tidak Berpengaruh	13	35.1	35.1	48.6
	Agak Berpengaruh	5	13.5	13.5	62.2
	Berpengaruh	11	29.7	29.7	91.9
	Sangat Berpengaruh	3	8.1	8.1	100.0
	Total	37	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Berpengaruh	7	18.9	18.9	18.9
	Tidak Berpengaruh	12	32.4	32.4	51.4
	Agak Berpengaruh	5	13.5	13.5	64.9
	Berpengaruh	7	18.9	18.9	83.8
	Sangat Berpengaruh	6	16.2	16.2	100.0
	Total	37	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	Sangat Tidak Berpengaruh	9	24.3	24.3	24.3
	Tidak Berpengaruh	9	24.3	24.3	48.6
	Agak Berpengaruh	6	16.2	16.2	64.9
	Berpengaruh	9	24.3	24.3	89.2
	Sangat Berpengaruh	4	10.8	10.8	100.0
	Total	37	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	Sangat Tidak Berpengaruh	16	43.2	43.2	43.2
	Tidak Berpengaruh	1	2.7	2.7	45.9
	Agak Berpengaruh	7	18.9	18.9	64.9
	Berpengaruh	10	27.0	27.0	91.9
	Sangat Berpengaruh	3	8.1	8.1	100.0
	Total	37	100.0	100.0	

Statistics

		X3.1	X3.2
N	Valid	37	37
	Missing	0	0
Mean		3.5135	3.9730
Std. Deviation		.96095	1.11770
Minimum		1.00	1.00
Maximum		5.00	5.00

X3.1

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	Sangat Tidak Berpengaruh	2	5.4	5.4	5.4
	Agak Berpengaruh	18	48.6	48.6	54.1
	Berpengaruh	11	29.7	29.7	83.8
	Sangat Berpengaruh	6	16.2	16.2	100.0
	Total	37	100.0	100.0	

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Berpengaruh	2	5.4	5.4	5.4
	Tidak Berpengaruh	2	5.4	5.4	10.8
	Agak Berpengaruh	5	13.5	13.5	24.3
	Berpengaruh	14	37.8	37.8	62.2
	Sangat Berpengaruh	14	37.8	37.8	100.0
	Total	37	100.0	100.0	

Statistics

		X4.1	X4.2	X4.3
N	Valid	37	37	37
	Missing	0	0	0
Mean		3.0541	3.1892	3.2973
Std. Deviation		1.37328	1.02301	1.33052
Minimum		1.00	1.00	1.00
Maximum		5.00	5.00	5.00

X4.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Berpengaruh	4	10.8	10.8	10.8
	Tidak Berpengaruh	13	35.1	35.1	45.9
	Agak Berpengaruh	5	13.5	13.5	59.5
	Berpengaruh	7	18.9	18.9	78.4
	Sangat Berpengaruh	8	21.6	21.6	100.0
	Total	37	100.0	100.0	

X4.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Berpengaruh	2	5.4	5.4	5.4
	Tidak Berpengaruh	8	21.6	21.6	27.0
	Agak Berpengaruh	10	27.0	27.0	54.1
	Berpengaruh	15	40.5	40.5	94.6
	Sangat Berpengaruh	2	5.4	5.4	100.0
	Total	37	100.0	100.0	

X4.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Berpengaruh	1	2.7	2.7	2.7
	Tidak Berpengaruh	14	37.8	37.8	40.5
	Agak Berpengaruh	6	16.2	16.2	56.8
	Berpengaruh	5	13.5	13.5	70.3
	Sangat Berpengaruh	11	29.7	29.7	100.0
	Total	37	100.0	100.0	

Statistics

		X5.1	X5.2	X5.3
N	Valid	37	37	37
	Missing	0	0	0
Mean		3.0270	3.8649	4.0270
Std. Deviation		.86559	.82199	.76327
Minimum		1.00	1.00	1.00
Maximum		5.00	5.00	5.00

X5.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Berpengaruh	2	5.4	5.4	5.4
	Tidak Berpengaruh	6	16.2	16.2	21.6
	Agak Berpengaruh	19	51.4	51.4	73.0
	Berpengaruh	9	24.3	24.3	97.3
	Sangat Berpengaruh	1	2.7	2.7	100.0
	Total	37	100.0	100.0	

X5.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Berpengaruh	1	2.7	2.7	2.7
	Tidak Berpengaruh	1	2.7	2.7	5.4
	Agak Berpengaruh	6	16.2	16.2	21.6
	Berpengaruh	23	62.2	62.2	83.8
	Sangat Berpengaruh	6	16.2	16.2	100.0
	Total	37	100.0	100.0	

X5.3

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	Sangat Tidak Berpengaruh	1	2.7	2.7	2.7
	Tidak Berpengaruh	1	2.7	2.7	5.4
	Agak Berpengaruh	1	2.7	2.7	8.1
	Berpengaruh	27	73.0	73.0	81.1
	Sangat Berpengaruh	7	18.9	18.9	100.0
	Total	37	100.0	100.0	

Statistics

		X6.1	X6.2
N	Valid	37	37
	Missing	0	0
Mean		4.1081	4.1081
Std. Deviation		1.17340	1.19684
Minimum		1.00	1.00
Maximum		5.00	5.00

X6.1

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	Sangat Tidak Berpengaruh	3	8.1	8.1	8.1
	Agak Berpengaruh	5	13.5	13.5	21.6
	Berpengaruh	11	29.7	29.7	51.4
	Sangat Berpengaruh	18	48.6	48.6	100.0
	Total	37	100.0	100.0	

X6.2

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	Sangat Tidak Berpengaruh	2	5.4	5.4	5.4
	Tidak Berpengaruh	2	5.4	5.4	10.8
	Agak Berpengaruh	6	16.2	16.2	27.0
	Berpengaruh	7	18.9	18.9	45.9
	Sangat Berpengaruh	20	54.1	54.1	100.0
	Total	37	100.0	100.0	

Statistics

		X7.1	X7.2	X7.3
N	Valid	37	37	37
	Missing	0	0	0
Mean		2.4054	2.4865	2.9459
Std. Deviation		1.14162	1.09599	1.39336
Minimum		1.00	1.00	1.00
Maximum		4.00	4.00	5.00

X7.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Berpengaruh	10	27.0	27.0	27.0
	Tidak Berpengaruh	11	29.7	29.7	56.8
	Agak Berpengaruh	7	18.9	18.9	75.7
	Berpengaruh	9	24.3	24.3	100.0
Total		37	100.0	100.0	

X7.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Berpengaruh	9	24.3	24.3	24.3
	Tidak Berpengaruh	9	24.3	24.3	48.6
	Agak Berpengaruh	11	29.7	29.7	78.4
	Berpengaruh	8	21.6	21.6	100.0
Total		37	100.0	100.0	

X7.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Berpengaruh	8	21.6	21.6	21.6
	Tidak Berpengaruh	7	18.9	18.9	40.5
	Agak Berpengaruh	6	16.2	16.2	56.8
	Berpengaruh	11	29.7	29.7	86.5
	Sangat Berpengaruh	5	13.5	13.5	100.0
Total		37	100.0	100.0	

Statistics

		X8.1	X8.2	X8.3	X8.4	X8.5	X8.6
N	Valid	37	37	37	37	37	37
	Missing	0	0	0	0	0	0
Mean		3.0541	3.5135	2.7838	2.4595	2.5676	3.0811
Std. Deviation		1.61496	1.67700	1.60096	1.36615	1.40516	1.76978
Minimum		1.00	1.00	1.00	1.00	1.00	1.00
Maximum		5.00	5.00	5.00	5.00	5.00	5.00

X8.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Berpengaruh	12	32.4	32.4	32.4
	Tidak Berpengaruh	1	2.7	2.7	35.1
	Agak Berpengaruh	6	16.2	16.2	51.4
	Berpengaruh	9	24.3	24.3	75.7
	Sangat Berpengaruh	9	24.3	24.3	100.0
Total		37	100.0	100.0	

X8.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Berpengaruh	8	21.6	21.6	21.6
	Tidak Berpengaruh	4	10.8	10.8	32.4
	Agak Berpengaruh	4	10.8	10.8	43.2
	Berpengaruh	3	8.1	8.1	51.4
	Sangat Berpengaruh	18	48.6	48.6	100.0
Total		37	100.0	100.0	

X8.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Berpengaruh	14	37.8	37.8	37.8
	Tidak Berpengaruh	3	8.1	8.1	45.9
	Agak Berpengaruh	3	8.1	8.1	54.1
	Berpengaruh	11	29.7	29.7	83.8
	Sangat Berpengaruh	6	16.2	16.2	100.0
Total		37	100.0	100.0	

X8.4

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	Sangat Tidak Berpengaruh	14	37.8	37.8	37.8
	Tidak Berpengaruh	4	10.8	10.8	48.6
	Agak Berpengaruh	10	27.0	27.0	75.7
	Berpengaruh	6	16.2	16.2	91.9
	Sangat Berpengaruh	3	8.1	8.1	100.0
	Total	37	100.0	100.0	

X8.5

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	Sangat Tidak Berpengaruh	14	37.8	37.8	37.8
	Tidak Berpengaruh	2	5.4	5.4	43.2
	Agak Berpengaruh	10	27.0	27.0	70.3
	Berpengaruh	8	21.6	21.6	91.9
	Sangat Berpengaruh	3	8.1	8.1	100.0
	Total	37	100.0	100.0	

X8.6

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	Sangat Tidak Berpengaruh	14	37.8	37.8	37.8
	Tidak Berpengaruh	1	2.7	2.7	40.5
	Agak Berpengaruh	2	5.4	5.4	45.9
	Berpengaruh	8	21.6	21.6	67.6
	Sangat Berpengaruh	12	32.4	32.4	100.0
	Total	37	100.0	100.0	

Lampiran 4 Uji Normalitas

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		37
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	.80788040
Most Extreme Differences	Absolute	.107
	Positive	.107
	Negative	-.073
Kolmogorov-Smirnov Z		.654
Asymp. Sig. (2-tailed)		.786

a. Test distribution is Normal.

b. Calculated from data.

Lampiran 5 Uji Multikolinearitas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.132	.360		.366	.716		
	Lingkungan Kerja	.819	.126	.739	6.489	.000	1.000	1.000
2	(Constant)	-.391	.414		-.944	.352		
	Lingkungan Kerja	.469	.198	.423	2.374	.023	.367	2.728
	Bahan/Material	.452	.203	.397	2.224	.033	.367	2.728

a. Dependent Variable: Y

Lampiran 6 Uji Validitas

Correlations

Correlations

		X1.1	X1.2	X1.3	X1.4	Sum_X1
X1.1	Pearson Correlation	1	.939**	.815**	.874**	.951**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	37	37	37	37	37
X1.2	Pearson Correlation	.939**	1	.844**	.886**	.959**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	37	37	37	37	37
X1.3	Pearson Correlation	.815**	.844**	1	.943**	.941**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	37	37	37	37	37
X1.4	Pearson Correlation	.874**	.886**	.943**	1	.970**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	37	37	37	37	37
Sum_X1	Pearson Correlation	.951**	.959**	.941**	.970**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	37	37	37	37	37

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

Correlations

Correlations

		X2.1	X2.2	X2.3	X2.4	Sum_X2
X2.1	Pearson Correlation	1	.757**	.877**	.791**	.919**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	37	37	37	37	37
X2.2	Pearson Correlation	.757**	1	.849**	.791**	.919**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	37	37	37	37	37
X2.3	Pearson Correlation	.877**	.849**	1	.800**	.950**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	37	37	37	37	37
X2.4	Pearson Correlation	.791**	.791**	.800**	1	.918**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	37	37	37	37	37
Sum_X2	Pearson Correlation	.919**	.919**	.950**	.918**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	37	37	37	37	37

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

Correlations

Correlations

		X3.1	X3.2	Sum_X3
X3.1	Pearson Correlation	1	.608**	.880**
	Sig. (2-tailed)		.000	.000
	N	37	37	37
X3.2	Pearson Correlation	.608**	1	.913**
	Sig. (2-tailed)	.000		.000
	N	37	37	37
Sum_X3	Pearson Correlation	.880**	.913**	1
	Sig. (2-tailed)	.000	.000	
	N	37	37	37

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

Correlations

Correlations

		X4.1	X4.2	X4.3	Sum_X4
X4.1	Pearson Correlation	1	.764**	.690**	.909**
	Sig. (2-tailed)		.000	.000	.000
	N	37	37	37	37
X4.2	Pearson Correlation	.764**	1	.753**	.910**
	Sig. (2-tailed)	.000		.000	.000
	N	37	37	37	37
X4.3	Pearson Correlation	.690**	.753**	1	.902**
	Sig. (2-tailed)	.000	.000		.000
	N	37	37	37	37
Sum_X4	Pearson Correlation	.909**	.910**	.902**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	37	37	37	37

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

Correlations

Correlations

		X5.1	X5.2	X5.3	Sum_X5
X5.1	Pearson Correlation	1	.825**	.672**	.918**
	Sig. (2-tailed)		.000	.000	.000
	N	37	37	37	37
X5.2	Pearson Correlation	.825**	1	.759**	.944**
	Sig. (2-tailed)	.000		.000	.000
	N	37	37	37	37
X5.3	Pearson Correlation	.672**	.759**	1	.878**
	Sig. (2-tailed)	.000	.000		.000
	N	37	37	37	37
Sum_X5	Pearson Correlation	.918**	.944**	.878**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	37	37	37	37

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

Correlations

Correlations

		X6.1	X6.2	Sum_X6
X6.1	Pearson Correlation	1	.565**	.882**
	Sig. (2-tailed)		.000	.000
	N	37	37	37
X6.2	Pearson Correlation	.565**	1	.887**
	Sig. (2-tailed)	.000		.000
	N	37	37	37
Sum_X6	Pearson Correlation	.882**	.887**	1
	Sig. (2-tailed)	.000	.000	
	N	37	37	37

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

Correlations

Correlations

		X7.1	X7.2	X7.3	Sum_X7
X7.1	Pearson Correlation	1	.815**	.922**	.955**
	Sig. (2-tailed)		.000	.000	.000
	N	37	37	37	37
X7.2	Pearson Correlation	.815**	1	.873**	.933**
	Sig. (2-tailed)	.000		.000	.000
	N	37	37	37	37
X7.3	Pearson Correlation	.922**	.873**	1	.979**
	Sig. (2-tailed)	.000	.000		.000
	N	37	37	37	37
Sum_X7	Pearson Correlation	.955**	.933**	.979**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	37	37	37	37

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

Correlations

Correlations

		X8.1	X8.2	X8.3	X8.4	X8.5	X8.6	Sum_X8
X8.1	Pearson Correlation	1	.831**	.832**	.819**	.831**	.902**	.931**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000
	N	37	37	37	37	37	37	37
X8.2	Pearson Correlation	.831**	1	.787**	.755**	.757**	.762**	.875**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000
	N	37	37	37	37	37	37	37
X8.3	Pearson Correlation	.832**	.787**	1	.885**	.883**	.928**	.946**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000
	N	37	37	37	37	37	37	37
X8.4	Pearson Correlation	.819**	.755**	.885**	1	.946**	.926**	.944**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000
	N	37	37	37	37	37	37	37
X8.5	Pearson Correlation	.831**	.757**	.883**	.946**	1	.942**	.950**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000
	N	37	37	37	37	37	37	37
X8.6	Pearson Correlation	.902**	.762**	.928**	.926**	.942**	1	.972**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000
	N	37	37	37	37	37	37	37
Sum_X8	Pearson Correlation	.931**	.875**	.946**	.944**	.950**	.972**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	37	37	37	37	37	37	37

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

Lampiran 7 Uji Reliabilitas

Reliability Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	37	100.0
	Excluded ^a	0	.0
	Total	37	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.967	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	9.8649	13.898	.909	.958
X1.2	9.8649	14.676	.930	.953
X1.3	9.7838	15.119	.900	.962
X1.4	9.8108	13.158	.942	.950

Reliability
Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	37	100.0
	Excluded ^a	0	.0
	Total	37	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.943	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	8.0811	15.743	.863	.928
X2.2	8.1081	14.710	.853	.929
X2.3	8.1892	14.435	.908	.911
X2.4	8.3784	14.131	.844	.934

Reliability
Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	37	100.0
	Excluded ^a	0	.0
	Total	37	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.751	2

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3.1	3.9730	1.249	.608	. ^a
X3.2	3.5135	.923	.608	. ^a

- a. The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

Reliability Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	37	100.0
	Excluded ^a	0	.0
	Total	37	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.882	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X4.1	6.4865	4.868	.770	.843
X4.2	6.3514	6.179	.825	.817
X4.3	6.2432	5.078	.763	.845

Reliability
Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	37	100.0
	Excluded ^a	0	.0
	Total	37	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.900	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X5.1	7.8919	2.210	.801	.861
X5.2	7.0541	2.219	.868	.800
X5.3	6.8919	2.599	.747	.904

Reliability
Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	37	100.0
	Excluded ^a	0	.0
	Total	37	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.722	2

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X6.1	4.1081	1.432	.565	. ^a
X6.2	4.1081	1.377	.565	. ^a

a. The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

**Reliability
Scale: ALL VARIABLES**

Case Processing Summary

		N	%
Cases	Valid	37	100.0
	Excluded ^a	0	.0
	Total	37	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.948	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X7.1	5.4324	5.808	.904	.918
X7.2	5.3514	6.179	.863	.950
X7.3	4.8919	4.544	.943	.898

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	37	100.0
	Excluded ^a	0	.0
	Total	37	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.970	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X8.1	14.4054	54.026	.899	.964
X8.2	13.9459	54.886	.816	.973
X8.3	14.6757	53.781	.921	.962
X8.4	15.0000	57.056	.923	.963
X8.5	14.8919	56.377	.930	.962
X8.6	14.3784	50.742	.956	.959

Lampiran 8 Analisis Faktor

Tenaga Kerja

Factor Analysis

Correlation Matrix^a

		X1.1	X1.2	X1.3	X1.4
Correlation	X1.1	1.000	.939	.815	.874
	X1.2	.939	1.000	.844	.886
	X1.3	.815	.844	1.000	.943
	X1.4	.874	.886	.943	1.000
Sig. (1-tailed)	X1.1		.000	.000	.000
	X1.2	.000		.000	.000
	X1.3	.000	.000		.000
	X1.4	.000	.000	.000	

a. Determinant = .003

Inverse of Correlation Matrix

	X1.1	X1.2	X1.3	X1.4
X1.1	9.226	-7.115	1.260	-2.945
X1.2	-7.115	10.151	-1.319	-1.535
X1.3	1.260	-1.319	9.183	-8.590
X1.4	-2.945	-1.535	-8.590	13.031

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.785
Bartlett's Test of Sphericity	Approx. Chi-Square	201.570
	df	6
	Sig.	.000

Anti-image Matrices

		X1.1	X1.2	X1.3	X1.4
Anti-image Covariance	X1.1	.108	-.076	.015	-.025
	X1.2	-.076	.099	-.014	-.012
	X1.3	.015	-.014	.109	-.072
	X1.4	-.025	-.012	-.072	.077
Anti-image Correlation	X1.1	.785 ^a	-.735	.137	-.269
	X1.2	-.735	.805 ^a	-.137	-.133
	X1.3	.137	-.137	.776 ^a	-.785
	X1.4	-.269	-.133	-.785	.775 ^a

a. Measures of Sampling Adequacy (MSA)

Communalities

	Initial	Extraction
X1.1	.892	.862
X1.2	.901	.900
X1.3	.891	.838
X1.4	.923	.935

Extraction Method: Principal Axis Factoring.

Total Variance Explained

Factor	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.650	91.257	91.257	3.535	88.381	88.381
2	.240	6.003	97.260			
3	.062	1.552	98.812			
4	.048	1.188	100.000			

Extraction Method: Principal Axis Factoring.

Factor Matrix^a

	Factor
	1
X1.1	.928
X1.2	.949
X1.3	.915
X1.4	.967

Extraction Method: Principal Axis Factoring.

a. 1 factors extracted. 6 iterations required.

Reproduced Correlations

		X1.1	X1.2	X1.3	X1.4
Reproduced Correlation	X1.1	.862 ^b	.881	.850	.898
	X1.2	.881	.900 ^b	.869	.918
	X1.3	.850	.869	.838 ^b	.885
	X1.4	.898	.918	.885	.935 ^b
Residual ^a	X1.1		.058	-.035	-.024
	X1.2	.058		-.025	-.032
	X1.3	-.035	-.025		.058
	X1.4	-.024	-.032	.058	

Extraction Method: Principal Axis Factoring.

- a. Residuals are computed between observed and reproduced correlations. There are 2 (33.0%) nonredundant residuals with absolute values greater than 0.05.
- b. Reproduced communalities

Desain

Factor Analysis

Correlation Matrix^a

		X2.1	X2.2	X2.3	X2.4
Correlation	X2.1	1.000	.757	.877	.791
	X2.2	.757	1.000	.849	.791
	X2.3	.877	.849	1.000	.800
	X2.4	.791	.791	.800	1.000
Sig. (1-tailed)	X2.1		.000	.000	.000
	X2.2	.000		.000	.000
	X2.3	.000	.000		.000
	X2.4	.000	.000	.000	

a. Determinant = .018

Inverse of Correlation Matrix

	X2.1	X2.2	X2.3	X2.4
X2.1	4.824	.305	-3.453	-1.297
X2.2	.305	4.105	-2.664	-1.359
X2.3	-3.453	-2.664	6.714	-.530
X2.4	-1.297	-1.359	-.530	3.526

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.820
Bartlett's Test of Sphericity	Approx. Chi-Square	135.437
	df	6
	Sig.	.000

Anti-image Matrices

		X2.1	X2.2	X2.3	X2.4
Anti-image Covariance	X2.1	.207	.015	-.107	-.076
	X2.2	.015	.244	-.097	-.094
	X2.3	-.107	-.097	.149	-.022
	X2.4	-.076	-.094	-.022	.284
Anti-image Correlation	X2.1	.807 ^a	.069	-.607	-.314
	X2.2	.069	.831 ^a	-.507	-.357
	X2.3	-.607	-.507	.770 ^a	-.109
	X2.4	-.314	-.357	-.109	.888 ^a

a. Measures of Sampling Adequacy (MSA)

Communalities

	Initial	Extraction
X2.1	.793	.805
X2.2	.756	.775
X2.3	.851	.909
X2.4	.716	.760

Extraction Method: Principal Axis Factoring.

Total Variance Explained

Factor	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.434	85.842	85.842	3.249	81.224	81.224
2	.248	6.188	92.031			
3	.222	5.550	97.581			
4	.097	2.419	100.000			

Extraction Method: Principal Axis Factoring.

Factor Matrix^a

	Factor
	1
X2.1	.897
X2.2	.880
X2.3	.953
X2.4	.872

Extraction Method: Principal Axis Factoring.

a. 1 factors extracted. 6 iterations required.

Reproduced Correlations

		X2.1	X2.2	X2.3	X2.4
Reproduced Correlation	X2.1	.805 ^b	.790	.855	.782
	X2.2	.790	.775 ^b	.839	.767
	X2.3	.855	.839	.909 ^b	.831
	X2.4	.782	.767	.831	.760 ^b
Residual ^a	X2.1		-.033	.022	.009
	X2.2	-.033		.009	.024
	X2.3	.022	.009		-.031
	X2.4	.009	.024	-.031	

Extraction Method: Principal Axis Factoring.

a. Residuals are computed between observed and reproduced correlations.
There are 0 (.0%) nonredundant residuals with absolute values greater than 0.05.

b. Reproduced communalities

Metode -Pelaksanaan

Factor Analysis

Correlation Matrix^a

		X3.1	X3.2
Correlation	X3.1	1.000	.608
	X3.2	.608	1.000
Sig. (1-tailed)	X3.1		.000
	X3.2	.000	

a. Determinant = .630

Inverse of Correlation Matrix

	X3.1	X3.2
X3.1	1.587	-.965
X3.2	-.965	1.587

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.500
Bartlett's Test of Sphericity	Approx. Chi-Square df	15.930 1
	Sig.	.000

Anti-image Matrices

		X3.1	X3.2
Anti-image Covariance	X3.1	.630	-.383
	X3.2	-.383	.630
Anti-image Correlation	X3.1	.500 ^a	-.608
	X3.2	-.608	.500 ^a

a. Measures of Sampling Adequacy (MSA)

Communalities

	Initial	Extraction
X3.1	.370	.607
X3.2	.370	.607

Extraction Method: Principal Axis Factoring.

Total Variance Explained

Factor	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1.608	80.406	80.406	1.214	60.719	60.719
2	.392	19.594	100.000			

Extraction Method: Principal Axis Factoring.

Factor Matrix^a

	Factor
	1
X3.1	.779
X3.2	.779

Extraction Method: Principal Axis Factoring.

- a. 1 factors extracted. 8 iterations required.

Reproduced Correlations

		X3.1	X3.2
Reproduced Correlation	X3.1	.607 ^b	.607
	X3.2	.607	.607 ^b
Residual ^a	X3.1		.001
	X3.2	.001	

Extraction Method: Principal Axis Factoring.

- a. Residuals are computed between observed and reproduced correlations. There are 0 (.0%) nonredundant residuals with absolute values greater than 0.05.
- b. Reproduced communalities

Bahan/Material

Factor Analysis

Correlation Matrix^a

		X4.1	X4.2	X4.3
Correlation	X4.1	1.000	.764	.690
	X4.2	.764	1.000	.753
	X4.3	.690	.753	1.000
Sig. (1-tailed)	X4.1		.000	.000
	X4.2	.000		.000
	X4.3	.000	.000	

- a. Determinant = .167

Inverse of Correlation Matrix

	X4.1	X4.2	X4.3
X4.1	2.589	-1.458	-.688
X4.2	-1.458	3.135	-1.355
X4.3	-.688	-1.355	2.496

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.741
Bartlett's Test of Sphericity	Approx. Chi-Square	61.148
	df	3
	Sig.	.000

Anti-image Matrices

		X4.1	X4.2	X4.3
Anti-image Covariance	X4.1	.386	-.180	-.107
	X4.2	-.180	.319	-.173
	X4.3	-.107	-.173	.401
Anti-image Correlation	X4.1	.760 ^a	-.512	-.271
	X4.2	-.512	.698 ^a	-.484
	X4.3	-.271	-.484	.772 ^a

a. Measures of Sampling Adequacy (MSA)

Communalities

	Initial	Extraction
X4.1	.614	.700
X4.2	.681	.832
X4.3	.599	.682

Extraction Method: Principal Axis Factoring.

Total Variance Explained

Factor	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.472	82.401	82.401	2.214	73.797	73.797
2	.310	10.336	92.737			
3	.218	7.263	100.000			

Extraction Method: Principal Axis Factoring.

Factor Matrix^a

	Factor
	1
X4.1	.837
X4.2	.912
X4.3	.826

Extraction Method: Principal Axis Factoring.

a. 1 factors extracted. 10 iterations required.

Reproduced Correlations

		X4.1	X4.2	X4.3
Reproduced Correlation	X4.1	.700 ^b	.763	.691
	X4.2	.763	.832 ^b	.753
	X4.3	.691	.753	.682 ^b
Residual ^a	X4.1		.000	-.001
	X4.2	.000		.000
	X4.3	-.001	.000	

Extraction Method: Principal Axis Factoring.

a. Residuals are computed between observed and reproduced correlations. There are 0 (.0%) nonredundant residuals with absolute values greater than 0.05.

b. Reproduced communalities

Keuangan

Factor Analysis

Correlation Matrix^a

		X5.1	X5.2	X5.3
Correlation	X5.1	1.000	.825	.672
	X5.2	.825	1.000	.759
	X5.3	.672	.759	1.000
Sig. (1-tailed)	X5.1		.000	.000
	X5.2	.000		.000
	X5.3	.000	.000	

a. Determinant = .133

Inverse of Correlation Matrix

	X5.1	X5.2	X5.3
X5.1	3.182	-2.366	-.342
X5.2	-2.366	4.116	-1.533
X5.3	-.342	-1.533	2.393

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.715
Bartlett's Test of Sphericity	Approx. Chi-Square	68.827
	df	3
	Sig.	.000

Anti-image Matrices

		X5.1	X5.2	X5.3
Anti-image Covariance	X5.1	.314	-.181	-.045
	X5.2	-.181	.243	-.156
	X5.3	-.045	-.156	.418
Anti-image Correlation	X5.1	.719 ^a	-.654	-.124
	X5.2	-.654	.653 ^a	-.489
	X5.3	-.124	-.489	.802 ^a

a. Measures of Sampling Adequacy (MSA)

Communalities

	Initial	Extraction
X5.1	.686	.732
X5.2	.757	.929
X5.3	.582	.618

Extraction Method: Principal Axis Factoring.

Total Variance Explained

Factor	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.505	83.510	83.510	2.279	75.978	75.978
2	.336	11.215	94.725			
3	.158	5.275	100.000			

Extraction Method: Principal Axis Factoring.

Factor Matrix^a

	Factor
	1
X5.1	.855
X5.2	.964
X5.3	.786

Extraction Method: Principal Axis Factoring.

a. 1 factors extracted. 12 iterations required.

Reproduced Correlations

		X5.1	X5.2	X5.3
Reproduced Correlation	X5.1	.732 ^b	.825	.673
	X5.2	.825	.929 ^b	.758
	X5.3	.673	.758	.618 ^b
Residual ^a	X5.1		.000	-.001
	X5.2	.000		.001
	X5.3	-.001	.001	

Extraction Method: Principal Axis Factoring.

a. Residuals are computed between observed and reproduced correlations. There are 0 (.0%) nonredundant residuals with absolute values greater than 0.05.

b. Reproduced communalities

Peralatan

Factor Analysis

Correlation Matrix^a

		X6.1	X6.2
Correlation	X6.1	1.000	.565
	X6.2	.565	1.000
Sig. (1-tailed)	X6.1		.000
	X6.2	.000	

a. Determinant = .681

Inverse of Correlation Matrix

	X6.1	X6.2
X6.1	1.469	-.830
X6.2	-.830	1.469

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.500
Bartlett's Test of Sphericity	Approx. Chi-Square	13.269
	df	1
	Sig.	.000

Anti-image Matrices

		X6.1	X6.2
Anti-image Covariance	X6.1	.681	-.385
	X6.2	-.385	.681
Anti-image Correlation	X6.1	.500 ^a	-.565
	X6.2	-.565	.500 ^a

a. Measures of Sampling Adequacy (MSA)

Communalities

	Initial	Extraction
X6.1	.319	.564
X6.2	.319	.564

Extraction Method: Principal Axis Factoring.

Total Variance Explained

Factor	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1.565	78.252	78.252	1.128	56.409	56.409
2	.435	21.748	100.000			

Extraction Method: Principal Axis Factoring.

Factor Matrix^a

	Factor
	1
X6.1	.751
X6.2	.751

Extraction Method: Principal Axis Factoring.

- a. 1 factors extracted. 8 iterations required.

Reproduced Correlations

		X6.1	X6.2
Reproduced Correlation	X6.1	.564 ^b	.564
	X6.2	.564	.564 ^b
Residual ^a	X6.1		.001
	X6.2	.001	

Extraction Method: Principal Axis Factoring.

- a. Residuals are computed between observed and reproduced correlations. There are 0 (.0%) nonredundant residuals with absolute values greater than 0.05.
- b. Reproduced communalities

Lingkungan Kerja

Factor Analysis

Correlation Matrix^a

		X7.1	X7.2	X7.3
Correlation	X7.1	1.000	.815	.922
	X7.2	.815	1.000	.873
	X7.3	.922	.873	1.000
Sig. (1-tailed)	X7.1		.000	.000
	X7.2	.000		.000
	X7.3	.000	.000	

- a. Determinant = .036

Inverse of Correlation Matrix

	X7.1	X7.2	X7.3
X7.1	6.708	-.283	-5.939
X7.2	-.283	4.204	-3.407
X7.3	-5.939	-3.407	9.450

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.728
Bartlett's Test of Sphericity	Approx. Chi-Square	113.997
	df	3
	Sig.	.000

Anti-image Matrices

		X7.1	X7.2	X7.3
Anti-image Covariance	X7.1	.149	-.010	-.094
	X7.2	-.010	.238	-.086
	X7.3	-.094	-.086	.106
Anti-image Correlation	X7.1	.730 ^a	-.053	-.746
	X7.2	-.053	.829 ^a	-.541
	X7.3	-.746	-.541	.655 ^a

a. Measures of Sampling Adequacy (MSA)

Communalities

	Initial	Extraction
X7.1	.851	.862
X7.2	.762	.772
X7.3	.894	.986

Extraction Method: Principal Axis Factoring.

Total Variance Explained

Factor	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.741	91.350	91.350	2.619	87.316	87.316
2	.192	6.395	97.745			
3	.068	2.255	100.000			

Extraction Method: Principal Axis Factoring.

Factor Matrix^a

	Factor
	1
X7.1	.929
X7.2	.878
X7.3	.993

Extraction Method: Principal Axis Factoring.

a. 1 factors extracted. 10 iterations required.

Reproduced Correlations

		X7.1	X7.2	X7.3
Reproduced Correlation	X7.1	.862 ^b	.816	.922
	X7.2	.816	.772 ^b	.872
	X7.3	.922	.872	.986 ^b
Residual ^a	X7.1		-.001	.000
	X7.2	-.001		.001
	X7.3	.000	.001	

Extraction Method: Principal Axis Factoring.

a. Residuals are computed between observed and reproduced correlations. There are 0 (.0%) nonredundant residuals with absolute values greater than 0.05.

b. Reproduced communalities

Manajerial

Factor Analysis

Correlation Matrix^a

		X8.1	X8.2	X8.3	X8.4	X8.5	X8.6
Correlation	X8.1	1.000	.831	.832	.819	.831	.902
	X8.2	.831	1.000	.787	.755	.757	.762
	X8.3	.832	.787	1.000	.885	.883	.928
	X8.4	.819	.755	.885	1.000	.946	.926
	X8.5	.831	.757	.883	.946	1.000	.942
	X8.6	.902	.762	.928	.926	.942	1.000
Sig. (1-tailed)	X8.1		.000	.000	.000	.000	.000
	X8.2	.000		.000	.000	.000	.000
	X8.3	.000	.000		.000	.000	.000
	X8.4	.000	.000	.000		.000	.000
	X8.5	.000	.000	.000	.000		.000
	X8.6	.000	.000	.000	.000	.000	

a. Determinant = 6.16E-005

Inverse of Correlation Matrix

	X8.1	X8.2	X8.3	X8.4	X8.5	X8.6
X8.1	8.420	-3.538	2.076	.826	1.909	-9.388
X8.2	-3.538	4.258	-2.356	-.735	-1.380	4.113
X8.3	2.076	-2.356	8.756	-1.101	1.127	-8.242
X8.4	.826	-.735	-1.101	11.032	-6.665	-3.106
X8.5	1.909	-1.380	1.127	-6.665	13.836	-8.570
X8.6	-9.388	4.113	-8.242	-3.106	-8.570	24.930

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy .		.840
Bartlett's Test of Sphericity	Approx. Chi-Square	321.536
	df	15
	Sig.	.000

Anti-image Matrices

		X8.1	X8.2	X8.3	X8.4	X8.5	X8.6
Anti-image Covariance	X8.1	.119	-.099	.028	.009	.016	-.045
	X8.2	-.099	.235	-.063	-.016	-.023	.039
	X8.3	.028	-.063	.114	-.011	.009	-.038
	X8.4	.009	-.016	-.011	.091	-.044	-.011
	X8.5	.016	-.023	.009	-.044	.072	-.025
	X8.6	-.045	.039	-.038	-.011	-.025	.040
Anti-image Correlation	X8.1	.804 ^a	-.591	.242	.086	.177	-.648
	X8.2	-.591	.812 ^a	-.386	-.107	-.180	.399
	X8.3	.242	-.386	.873 ^a	-.112	.102	-.558
	X8.4	.086	-.107	-.112	.914 ^a	-.539	-.187
	X8.5	.177	-.180	.102	-.539	.869 ^a	-.461
	X8.6	-.648	.399	-.558	-.187	-.461	.778 ^a

a. Measures of Sampling Adequacy (MSA)

Communalities

	Initial	Extraction
X8.1	.881	.824
X8.2	.765	.679
X8.3	.886	.878
X8.4	.909	.889
X8.5	.928	.903
X8.6	.960	.958

Extraction Method: Principal Axis Factoring.

Total Variance Explained

Factor	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	5.269	87.812	87.812	5.132	85.528	85.528
2	.348	5.802	93.614			
3	.170	2.829	96.442			
4	.131	2.179	98.622			
5	.055	.922	99.544			
6	.027	.456	100.000			

Extraction Method: Principal Axis Factoring.

Factor Matrix^a

	Factor
	1
X8.1	.908
X8.2	.824
X8.3	.937
X8.4	.943
X8.5	.950
X8.6	.979

Extraction Method: Principal Axis Factoring.

a. 1 factors extracted. 4 iterations required.

Reproduced Correlations

		X8.1	X8.2	X8.3	X8.4	X8.5	X8.6
Reproduced Correlation	X8.1	.824 ^b	.748	.851	.856	.863	.888
	X8.2	.748	.679 ^b	.772	.777	.783	.807
	X8.3	.851	.772	.878 ^b	.884	.891	.917
	X8.4	.856	.777	.884	.889 ^b	.896	.923
	X8.5	.863	.783	.891	.896	.903 ^b	.930
	X8.6	.888	.807	.917	.923	.930	.958 ^b
Residual ^a	X8.1		.082	-.019	-.036	-.032	.014
	X8.2	.082		.015	-.022	-.027	-.044
	X8.3	-.019	.015		.001	-.007	.011
	X8.4	-.036	-.022	.001		.049	.004
	X8.5	-.032	-.027	-.007	.049		.011
	X8.6	.014	-.044	.011	.004	.011	

Extraction Method: Principal Axis Factoring.

- a. Residuals are computed between observed and reproduced correlations. There are 1 (6.0%) nonredundant residuals with absolute values greater than 0.05.
- b. Reproduced communalities

Lampiran 9 Analisis Regresi Linier Berganda (Metode Stepwise)

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Lingkungan Kerja	.	Stepwise (Criteria: Probability-of-F-to-enter <= .050, Probability-of-F-to-remove >= .100).
2	Bahan/Material	.	Stepwise (Criteria: Probability-of-F-to-enter <= .050, Probability-of-F-to-remove >= .100).

a. Dependent Variable: Y

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.739 ^a	.546	.533	.87691
2	.777 ^b	.604	.580	.83130

a. Predictors: (Constant), Lingkungan Kerja

b. Predictors: (Constant), Lingkungan Kerja, Bahan/Material

ANOVA^c

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	32.383	1	32.383	42.112	.000 ^a
	Residual	26.914	35	.769		
	Total	59.297	36			
2	Regression	35.801	2	17.901	25.903	.000 ^b
	Residual	23.496	34	.691		
	Total	59.297	36			

a. Predictors: (Constant), Lingkungan Kerja

b. Predictors: (Constant), Lingkungan Kerja, Bahan/Material

c. Dependent Variable: Y

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	.132	.360		.366	.716			
	Lingkungan Kerja	.819	.126	.739	6.489	.000	.739	.739	.739
2	(Constant)	-.391	.414		-.944	.352			
	Lingkungan Kerja	.469	.198	.423	2.374	.023	.739	.377	.256
	Bahan/Material	.452	.203	.397	2.224	.033	.734	.356	.240

a. Dependent Variable: Y