



LAMPIRAN-LAMPIRAN

Lampiran 01. Kuesioner Penelitian

KUESIONER PENELITIAN

A. Motivasi

No	Pernyataan	SS	S	N	TS	STS
1.	Rekan kerja dan atasan mendukung saya untuk mencapai kinerja yang lebih baik.					
2.	Perusahaan memberikan fasilitas pendukung dan rasa aman dalam bekerja.					
3.	Hubungan antar pegawai di dalam perusahaan berjalan harmonis.					
4.	Perusahaan memberikan penghargaan atas prestasi kerja yang dicapai setiap pegawai.					
5.	Perusahaan kerap kali memberikan pekerjaan yang menantang untuk menguji kemampuan pegawai.					

B. Lingkungan Kerja

No	Pernyataan	SS	S	N	TS	STS
1.	Seluruh pegawai dalam perusahaan menjalin komunikasi dan hubungan yang baik.					
2.	Ruang kerja sangat nyaman dan jauh dari kebisingan.					
3.	Peraturan kerja dalam perusahaan dibuat fleksibel sesuai kebutuhan perusahaan dan tanpa memberatkan pegawai.					
4.	Penerangan dalam ruang kerja cukup baik sehingga pegawai merasa nyaman dalam bekerja.					
5.	Sirkulasi udara dalam ruangan kerja cukup baik.					

C. Kinerja Pegawai

No	Pernyataan	SS	S	N	TS	STS
1.	Seluruh pegawai selalu berusaha untuk memberikan kualitas kerja terbaik untuk perusahaan.					
2.	Kuantitas kerja masing-masing pegawai sesuai dengan jam kerja pegawai.					
3.	Masing-masing pegawai melaksanakan setiap pekerjaan dengan baik.					
4.	Setiap pegawai bertanggung jawab atas pekerjaan yang dikerjakan.					



Lampiran 02. Data Hasil Kuesioner Awal

Data Hasil Kuesioner Awal Motivasi Kerja Pegawai Perumda

NO	Nama Pegawai	Motivasi Kerja (X1)					TX1	Keterangan
		X1.1	X1.2	X1.3	X1.4	X1.5		
1	Made Agus Yudiarsana, SH	3	2	2	3	3	13	Sedang
2	Drs.Putu Dana Harta	2	2	2	3	2	11	Sedang
3	I Putu Suardhana, SE	2	2	3	1	2	10	Rendah
4	I Made Sulistiawan SE	2	2	2	1	2	9	Rendah
5	Komang Supertika	2	2	2	1	1	8	Rendah
6	I Dewa Ketut Suartana	1	3	3	1	2	10	Rendah
7	Putu Puspita	2	2	3	1	2	10	Rendah
8	Komang Sarjana	3	4	2	5	2	16	Tinggi
9	Made Wahyu Diana B	5	3	3	4	2	17	Tinggi
10	Komang Sonni, SE	2	2	2	2	2	10	Rendah
11	Gst. Made Juniarta	4	3	5	4	3	19	Tinggi
12	Ketut Ekanadi	5	3	4	5	4	21	Sangat Tinggi
13	I Putu Joni Sandiasa	5	2	3	4	5	19	Tinggi
14	Luh Meiraningsih	1	2	3	1	2	9	Rendah
15	Gede Dastra Aryana	2	2	3	1	2	10	Rendah
16	Komang Sukerti	2	2	2	2	2	10	Rendah
17	Ketut Susila Yasa	4	5	3	5	3	20	Tinggi
18	Made Kawit Darwati	4	4	2	3	2	15	Sedang
19	Kadek Adi Sawitri, A.Md	2	2	2	2	2	10	Rendah
20	Ni Putu Sri Wahyuni	2	2	2	3	2	11	Sedang
21	Ririn Indriani	3	4	5	5	3	20	Tinggi

22	I.A.K Ngurah Anggreni, SH	5	3	3	2	4	17	Tinggi
23	Putu Padma Maheswari, SP	5	2	2	3	3	15	Sedang
24	Putu Ari Tirtayani, A.Md	3	5	4	4	2	18	Tinggi
25	Komang Tiara Mawarni, SE	5	5	5	5	5	25	Sangat Tinggi
26	Made Ani Mulyani	4	3	4	4	3	18	Tinggi
27	Gede Magendra Gunawan	4	4	3	4	2	17	Tinggi
28	Gede Teddy Setiadi	4	5	4	5	3	21	Sangat Tinggi
29	Ketut Agus Panca Putra	4	3	2	4	3	16	Tinggi
30	Putu Kariasna	3	2	2	3	3	13	Sedang

Data Hasil Kuesioner Awal Lingkungan Kerja Pegawai Perumda

NO	Nama Pegawai	Lingkungan Kerja (X2)					TX2	Keterangan
		X2.1	X2.2	X2.3	X2.4	X2.5		
1	Made Agus Yudiarsana, SH	3	4	2	3	2	14	Sedang
2	Drs.Putu Dana Harta	3	3	4	2	4	16	Tinggi
3	I Putu Suardhana, SE	3	3	2	3	4	15	Sedang
4	I Made Sulistiawan SE	3	3	3	4	2	15	Sedang
5	Komang Supertika	4	3	3	4	3	17	Tinggi
6	I Dewa Ketut Suartana	3	4	4	3	2	16	Tinggi
7	Putu Puspita	3	3	3	2	4	15	Sedang
8	Komang Sarjana	3	4	2	3	3	15	Sedang
9	Made Wahyu Diana B	5	3	3	4	2	17	Tinggi
10	Komang Sonni, SE	2	2	2	2	2	10	Rendah
11	Gst. Made Juniarta	3	3	2	3	3	14	Sedang
12	Ketut Ekanadi	3	3	2	3	2	13	Sedang
13	I Putu Joni Sandiasa	4	3	3	4	5	19	Tinggi

14	Luh Meiraningsih	1	2	3	1	2	9	Rendah
15	Gede Dastra Aryana	2	2	2	2	2	10	Rendah
16	Komang Sukerti	4	2	3	4	3	16	Tinggi
17	Ketut Susila Yasa	4	5	3	5	3	20	Tinggi
18	Made Kawit Darwati	1	2	3	2	2	10	Rendah
19	Kadek Adi Sawitri, A.Md	2	2	2	2	2	10	Rendah
20	Ni Putu Sri Wahyuni	2	2	2	2	3	11	Sedang
21	Ririn Indriani	2	2	2	2	2	10	Rendah
22	I.A.K Ngurah Anggreni, SH	5	5	2	2	4	18	Tinggi
23	Putu Padma Maheswari, SP	2	2	2	2	3	11	Sedang
24	Putu Ari Tirtayani, A.Md	3	5	4	4	2	18	Tinggi
25	Komang Tiara Mawarni, SE	3	5	4	4	5	21	Sangat Tinggi
26	Made Ani Mulyani	1	2	2	1	2	8	Rendah
27	Gede Magendra Gunawan	1	2	3	1	3	10	Rendah
28	Gede Teddy Setiadi	1	2	3	1	2	9	Rendah
29	Ketut Agus Panca Putra	2	2	3	1	2	10	Rendah
30	Putu Kariasna	3	2	4	3	4	16	Tinggi

Data Hasil Kuesioner Awal Kinerja Pegawai Perumda

NO	Nama Pegawai	Kinerja Pegawai (Y)					Keterangan
		Y.1	Y.2	Y.3	Y.4	TY	
1	Made Agus Yudiarsana, SH	3	2	3	2	10	Sedang
2	Drs.Putu Dana Harta	2	2	1	2	7	Rendah
3	I Putu Suardhana, SE	2	2	2	2	8	Rendah
4	I Made Sulistiawan SE	2	3	1	1	7	Rendah
5	Komang Supertika	3	3	3	3	12	Sedang

6	I Dewa Ketut Suartana	3	2	3	2	10	Sedang
7	Putu Puspita	3	2	2	2	9	Sedang
8	Komang Sarjana	2	2	2	1	7	Rendah
9	Made Wahyu Diana B	2	2	2	2	8	Rendah
10	Komang Sonni, SE	2	2	2	2	8	Rendah
11	Gst. Made Juniarta	3	5	4	3	15	Tinggi
12	Ketut Ekanadi	2	3	1	1	7	Rendah
13	I Putu Joni Sandiasa	4	3	4	5	16	Tinggi
14	Luh Meiraningsih	1	3	1	3	8	Rendah
15	Gede Dastra Aryana	2	2	2	2	8	Rendah
16	Komang Sukerti	2	2	2	1	7	Rendah
17	Ketut Susila Yasa	2	3	1	1	7	Rendah
18	Made Kawit Darwati	2	2	2	2	8	Rendah
19	Kadek Adi Sawitri, A.Md	3	3	4	2	12	Sedang
20	Ni Putu Sri Wahyuni	2	2	2	1	7	Rendah
21	Ririn Indriani	2	2	3	2	9	Sedang
22	I.A.K Ngurah Anggreni, SH	5	2	2	4	13	Tinggi
23	Putu Padma Maheswari, SP	2	2	2	3	9	Sedang
24	Putu Ari Tirtayani, A.Md	2	3	2	1	8	Rendah
25	Komang Tiara Mawarni, SE	2	3	1	1	7	Rendah
26	Made Ani Mulyani	1	3	1	3	8	Rendah
27	Gede Magendra Gunawan	2	3	2	2	9	Sedang
28	Gede Teddy Setiadi	1	3	1	3	8	Rendah
29	Ketut Agus Panca Putra	3	2	3	3	11	Sedang
30	Putu Kariasna	2	2	3	2	9	Sedang

Ketentuan Skor Tertinggi, Skor Terendah dan Interval Rentangan Skor Kuesioner Awal dan Kuesioner Secara Total Variabel Kinerja Pegawai , Lingkungan Kerja, dan Motivasi.

Ketentuan Skor Tertinggi, Skor Terendah dan Interval Rentangan Skor Kuesioner Awal Kinerja Pegawai.

1. Ketentuan Skor Tertinggi, Skor Terendah dan Interval Rentangan Skor Kuesioner Awal

- (1) Apabila jawaban SS diberikan skor 5
- (2) Apabila jawaban S diberikan skor 4
- (3) Apabila jawaban N diberikan skor 3
- (4) Apabila jawaban TS diberikan skor 2
- (5) Apabila jawaban STS diberikan skor 1

a) Skor Tertinggi = nilai tertinggi x jumlah pernyataan x jumlah responden

b) Skor Terendah = nilai terendah x jumlah pernyataan x jumlah responden

Nilai tertinggi = 5

Nilai terendah = 1

Jumlah pernyataan = 4

Jumlah responden = 1

Skor Tertinggi = $5 \times 4 \times 1 = 20$

Skor Terendah = $1 \times 4 \times 1 = 4$

Interval = $\frac{\text{Skor Tertinggi} - \text{Skor Terendah}}{5} = \frac{20 - 4}{5} = 3,2 = 3$

Interval 5

Rentangan Skor

Rentangan Skor Variabel	Keterangan Responden
20-17	Sangat Tinggi
16-13	Tinggi

12-9	Sedang
8-5	Rendah
4-1	Sangat Rendah

Ketentuan Skor Tertinggi, Skor Terendah dan Interval Rentangan Skor Kuesioner Awal Motivasi.

2. Ketentuan Skor Tertinggi, Skor Terendah dan Interval Rentangan Skor Kuesioner Awal

- (1) Apabila jawaban SS diberikan skor 5
- (2) Apabila jawaban S diberikan skor 4
- (3) Apabila jawaban N diberikan skor 3
- (4) Apabila jawaban TS diberikan skor 2
- (5) Apabila jawaban STS diberikan skor 1

a) Skor Tertinggi = nilai tertinggi x jumlah pernyataan x jumlah responden

b) Skor Terendah = nilai terendah x jumlah pernyataan x jumlah responden

Nilai tertinggi = 5

Nilai terendah = 1

Jumlah pernyataan = 5

Jumlah responden = 1

Skor Tertinggi = $5 \times 5 \times 1 = 25$

Skor Terendah = $1 \times 5 \times 1 = 5$

Interval = $\frac{\text{Skor Tertinggi} - \text{Skor Terendah}}{5} = \frac{25 - 5}{5} = 4$

Interval 5

Rentangan Skor

Rentangan Skor Variabel	Keterangan Responden
25-21	Sangat Tinggi
20-16	Tinggi
15-11	Sedang
10-6	Rendah
5-1	Sangat Rendah

Ketentuan Skor Tertinggi, Skor Terendah dan Interval Rentangan Skor Kuesioner Awal Lingkungan Kerja.

3. Ketentuan Skor Tertinggi, Skor Terendah dan Interval Rentangan Skor Kuesioner Awal

- (1) Apabila jawaban SS diberikan skor 5
- (2) Apabila jawaban S diberikan skor 4
- (3) Apabila jawaban N diberikan skor 3
- (4) Apabila jawaban TS diberikan skor 2
- (5) Apabila jawaban STS diberikan skor 1

a) Skor Tertinggi = nilai tertinggi x jumlah pernyataan x jumlah responden

b) Skor Terendah = nilai terendah x jumlah pernyataan x jumlah responden

Nilai tertinggi = 5

Nilai terendah = 1

Jumlah pernyataan = 5

Jumlah responden = 1

Skor Tertinggi = $5 \times 5 \times 1 = 25$

Skor Terendah = $1 \times 5 \times 1 = 5$

Interval = Skor Tertinggi-Skor Terendah = $25 - 5 = 4$

Interval 5

Rentangan Skor

Rentangan Skor Variabel	Keterangan Responden
25-21	Sangat Tinggi
20-16	Tinggi
15-11	Sedang
10-6	Rendah
5-1	Sangat Rendah

Lampiran 03. Data Hasil Kuesioner Penelitian

No	MOTIVASI (X1)						LINGKUNGAN KERJA (X2)						KINERJA PEGAWAI (Y)				
	X1.1	X1.2	X1.3	X1.4	X1.5	TX1	X2.1	X2.2	X2.3	X2.4	X2.5	TX2	Y.1	Y.2	Y.3	Y.4	TY
1	3	3	3	3	3	15	3	3	3	3	3	15	3	4	4	3	14
2	3	2	2	3	3	13	2	3	3	3	2	13	2	3	3	3	11
3	4	4	4	4	4	20	4	4	4	4	4	20	4	5	4	5	18
4	4	3	3	3	4	17	3	2	3	4	3	15	3	5	4	3	15
5	3	4	4	3	4	18	4	3	4	3	4	18	4	5	4	4	17
6	3	3	3	4	3	16	3	3	3	3	3	15	3	3	5	3	14
7	3	4	4	3	4	18	4	4	3	2	4	17	3	4	4	3	14
8	4	3	5	5	4	21	4	3	5	3	3	18	4	5	5	4	18
9	2	4	3	2	3	14	3	2	2	3	4	14	3	4	2	5	14
10	4	3	3	3	4	17	2	2	4	3	4	15	5	4	5	4	18
11	2	2	2	3	2	11	2	2	2	2	2	10	2	3	2	2	9
12	3	3	3	3	3	15	3	3	3	3	3	15	3	3	4	3	13
13	4	5	4	4	4	21	4	4	4	5	5	22	5	5	5	4	19
14	3	3	2	3	3	14	2	3	3	2	3	13	3	4	2	3	12
15	5	4	4	3	5	21	4	5	5	4	5	23	5	5	5	5	20
16	4	4	4	3	4	19	4	4	4	4	4	20	5	4	5	4	18
17	2	3	2	3	2	12	2	3	3	2	2	12	3	2	5	2	12
18	4	4	4	4	4	20	4	4	4	4	4	20	4	4	4	5	17
19	4	3	3	3	3	16	3	3	3	3	3	15	3	3	4	3	13
20	4	4	2	3	3	16	3	4	3	2	4	16	4	3	4	5	16
21	3	3	3	2	3	14	2	3	3	2	2	12	4	3	3	3	13
22	3	3	3	3	3	15	3	3	3	3	3	15	3	3	4	3	13
23	3	3	3	2	3	14	3	3	3	3	3	15	3	3	3	3	12
24	3	3	3	3	3	15	3	3	3	3	3	15	3	3	3	3	12
25	4	4	4	4	4	20	4	3	4	4	3	18	4	4	4	4	16
26	3	3	3	3	3	15	4	2	3	2	3	14	3	4	3	4	14
27	3	2	3	2	3	13	3	2	2	3	3	13	3	4	2	4	13
28	3	3	3	4	3	16	3	3	3	3	3	15	3	2	3	4	12
29	3	3	4	3	4	17	3	4	3	4	4	18	4	4	5	4	17
30	4	4	4	4	4	20	4	4	4	4	4	20	5	4	4	5	18
31	3	2	3	3	2	13	3	3	3	3	3	15	3	3	3	3	12
32	4	4	4	4	4	20	4	4	4	4	4	20	4	4	4	4	16
33	3	2	3	4	3	15	3	3	2	3	2	13	3	3	3	3	12
34	4	4	4	3	4	19	4	4	3	4	4	19	3	4	4	3	14
35	3	3	3	4	3	16	4	5	4	4	5	22	4	5	5	4	18

Lampiran 04. Output SPSS

Correlations

		Correlations					
		X1.1	X1.2	X1.3	X1.4	X1.5	Motivasi (X1)
X1.1	Pearson Correlation	1	.517**	.575**	.390*	.783**	.822**
	Sig. (2-tailed)		.001	.000	.020	.000	.000
	N	35	35	35	35	35	35
X1.2	Pearson Correlation	.517**	1	.572**	.227	.671**	.763**
	Sig. (2-tailed)	.001		.000	.190	.000	.000
	N	35	35	35	35	35	35
X1.3	Pearson Correlation	.575**	.572**	1	.457**	.786**	.863**
	Sig. (2-tailed)	.000	.000		.006	.000	.000
	N	35	35	35	35	35	35
X1.4	Pearson Correlation	.390*	.227	.457**	1	.311	.599**
	Sig. (2-tailed)	.020	.190	.006		.069	.000
	N	35	35	35	35	35	35
X1.5	Pearson Correlation	.783**	.671**	.786**	.311	1	.899**
	Sig. (2-tailed)	.000	.000	.000	.069		.000
	N	35	35	35	35	35	35
Motivasi (X1)	Pearson Correlation	.822**	.763**	.863**	.599**	.899**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	35	35	35	35	35	35

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

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



Correlations

		Correlations					Lingkungan Kerja (X2)
		X2.1	X2.2	X2.3	X2.4	X2.5	
X2.1	Pearson Correlation	1	.557**	.574**	.596**	.669**	.827**
	Sig. (2-tailed)		.001	.000	.000	.000	.000
	N	35	35	35	35	35	35
X2.2	Pearson Correlation	.557**	1	.569**	.493**	.649**	.806**
	Sig. (2-tailed)	.001		.000	.003	.000	.000
	N	35	35	35	35	35	35
X2.3	Pearson Correlation	.574**	.569**	1	.513**	.571**	.787**
	Sig. (2-tailed)	.000	.000		.002	.000	.000
	N	35	35	35	35	35	35
X2.4	Pearson Correlation	.596**	.493**	.513**	1	.612**	.789**
	Sig. (2-tailed)	.000	.003	.002		.000	.000
	N	35	35	35	35	35	35
X2.5	Pearson Correlation	.669**	.649**	.571**	.612**	1	.866**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	35	35	35	35	35	35
Lingkungan Kerja (X2)	Pearson Correlation	.827**	.806**	.787**	.789**	.866**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	35	35	35	35	35	35

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



Correlations

		Correlations				
		Y.1	Y.2	Y.3	Y.4	Kinerja Pegawai (Y)
Y.1	Pearson Correlation	1	.533**	.619**	.669**	.902**
	Sig. (2-tailed)		.001	.000	.000	.000
	N	35	35	35	35	35
Y.2	Pearson Correlation	.533**	1	.329	.518**	.757**
	Sig. (2-tailed)	.001		.053	.001	.000
	N	35	35	35	35	35
Y.3	Pearson Correlation	.619**	.329	1	.195	.710**
	Sig. (2-tailed)	.000	.053		.261	.000
	N	35	35	35	35	35
Y.4	Pearson Correlation	.669**	.518**	.195	1	.749**
	Sig. (2-tailed)	.000	.001	.261		.000
	N	35	35	35	35	35
Kinerja Pegawai (Y)	Pearson Correlation	.902**	.757**	.710**	.749**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	35	35	35	35	35

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

Reliability

Case Processing Summary

		N	%
Cases	Valid	35	100.0
	Excluded ^a	0	.0
	Total	35	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.849	.849	5

Item Statistics

	Mean	Std. Deviation	N
X1.1	3.3429	.68354	35
X1.2	3.2571	.74134	35
X1.3	3.2571	.74134	35
X1.4	3.2286	.68966	35
X1.5	3.3714	.68966	35

Inter-Item Correlation Matrix

	X1.1	X1.2	X1.3	X1.4	X1.5
X1.1	1.000	.517	.575	.390	.783
X1.2	.517	1.000	.572	.227	.671
X1.3	.575	.572	1.000	.457	.786
X1.4	.390	.227	.457	1.000	.311
X1.5	.783	.671	.786	.311	1.000

Inter-Item Covariance Matrix

	X1.1	X1.2	X1.3	X1.4	X1.5
X1.1	.467	.262	.292	.184	.369
X1.2	.262	.550	.314	.116	.343
X1.3	.292	.314	.550	.234	.402
X1.4	.184	.116	.234	.476	.148
X1.5	.369	.343	.402	.148	.476

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X1.1	13.1143	5.163	.713	.653	.804
X1.2	13.2000	5.224	.611	.455	.831
X1.3	13.2000	4.812	.763	.685	.788
X1.4	13.2286	6.005	.403	.289	.880
X1.5	13.0857	4.845	.831	.819	.771

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
16.4571	7.844	2.80066	5

Reliability**Case Processing Summary**

		N	%
Cases	Valid	35	100.0
	Excluded ^a	0	.0
	Total	35	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.873	.874	5

Item Statistics

	Mean	Std. Deviation	N
X2.1	3.2286	.73106	35
X2.2	3.2286	.80753	35
X2.3	3.2857	.75035	35
X2.4	3.1714	.78537	35
X2.5	3.3714	.84316	35

Inter-Item Correlation Matrix

	X2.1	X2.2	X2.3	X2.4	X2.5
X2.1	1.000	.557	.574	.596	.669
X2.2	.557	1.000	.569	.493	.649
X2.3	.574	.569	1.000	.513	.571
X2.4	.596	.493	.513	1.000	.612
X2.5	.669	.649	.571	.612	1.000

Inter-Item Covariance Matrix

	X2.1	X2.2	X2.3	X2.4	X2.5
X2.1	.534	.329	.315	.342	.413
X2.2	.329	.652	.345	.313	.442
X2.3	.315	.345	.563	.303	.361
X2.4	.342	.313	.303	.617	.405
X2.5	.413	.442	.361	.405	.711

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X2.1	13.0571	6.879	.729	.542	.840
X2.2	13.0571	6.703	.683	.490	.851
X2.3	13.0000	7.000	.667	.449	.854
X2.4	13.1143	6.869	.662	.455	.856
X2.5	12.9143	6.257	.769	.601	.829

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
16.2857	10.210	3.19532	5

Reliability

Case Processing Summary

		N	%
Cases	Valid	35	100.0
	Excluded ^a	0	.0
	Total	35	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.777	.785	4

Item Statistics

	Mean	Std. Deviation	N
Y.1	3.5143	.81787	35
Y.2	3.7429	.85209	35
Y.3	3.8000	.96406	35
Y.4	3.6286	.84316	35

Inter-Item Correlation Matrix

	Y.1	Y.2	Y.3	Y.4
Y.1	1.000	.533	.619	.669
Y.2	.533	1.000	.329	.518
Y.3	.619	.329	1.000	.195
Y.4	.669	.518	.195	1.000

Inter-Item Covariance Matrix

	Y.1	Y.2	Y.3	Y.4
Y.1	.669	.371	.488	.461
Y.2	.371	.726	.271	.372
Y.3	.488	.271	.929	.159
Y.4	.461	.372	.159	.711

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Y.1	11.1714	3.970	.811	.703	.606
Y.2	10.9429	4.526	.560	.339	.735
Y.3	10.8857	4.516	.448	.476	.801
Y.4	11.0571	4.585	.550	.562	.740

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
14.6857	7.281	2.69827	4

Regression

Descriptive Statistics

	Mean	Std. Deviation	N
Kinerja Pegawai (Y)	14.6857	2.69827	35
Motivasi (X1)	16.4571	2.80066	35
Lingkungan Kerja (X2)	16.2857	3.19532	35

Correlations

		Kinerja Pegawai (Y)	Motivasi (X1)	Lingkungan Kerja (X2)
Pearson Correlation	Kinerja Pegawai (Y)	1.000	.845	.864
	Motivasi (X1)	.845	1.000	.872
	Lingkungan Kerja (X2)	.864	.872	1.000
Sig. (1-tailed)	Kinerja Pegawai (Y)	.	.000	.000
	Motivasi (X1)	.000	.	.000
	Lingkungan Kerja (X2)	.000	.000	.
N	Kinerja Pegawai (Y)	35	35	35
	Motivasi (X1)	35	35	35
	Lingkungan Kerja (X2)	35	35	35

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Lingkungan Kerja (X2), Motivasi (X1) ^b	.	Enter

a. Dependent Variable: Kinerja Pegawai (Y)

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.884 ^a	.781	.767	1.30266	.781	56.939	2	32	.000

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

b. Dependent Variable: Kinerja Pegawai (Y)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	193.241	2	96.621	56.939	.000 ^b
	Residual	54.302	32	1.697		
	Total	247.543	34			

a. Dependent Variable: Kinerja Pegawai (Y)

b. Predictors: (Constant), Lingkungan Kerja (X2), Motivasi (X1)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	1.335	1.331		1.003	.323					
Motivasi (X1)	.368	.163	.382	2.257	.031	.845	.371	.187	.239	4.184
Lingkungan Kerja (X2)	.448	.143	.530	3.130	.004	.864	.484	.259	.239	4.184

a. Dependent Variable: Kinerja Pegawai (Y)

Coefficient Correlations^a

Model		Lingkungan Kerja (X2)	Motivasi (X1)
1	Correlations	Lingkungan Kerja (X2)	1.000
		Motivasi (X1)	-.872
	Covariances	Lingkungan Kerja (X2)	.020
		Motivasi (X1)	-.020

a. Dependent Variable: Kinerja Pegawai (Y)

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Motivasi (X1)	Lingkungan Kerja (X2)
1	1	2.976	1.000	.00	.00	.00
	2	.020	12.117	.88	.03	.11
	3	.004	27.593	.12	.97	.89

a. Dependent Variable: Kinerja Pegawai (Y)

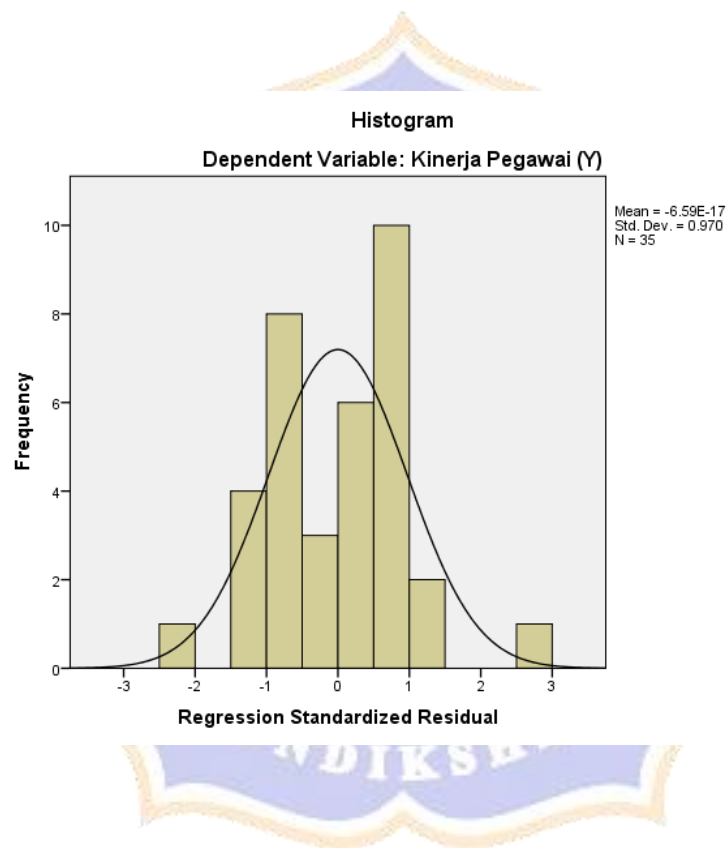
Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	9.8623	19.3643	14.6857	2.38402	35
Std. Predicted Value	-2.023	1.962	.000	1.000	35
Standard Error of Predicted Value	.224	.910	.359	.130	35
Adjusted Predicted Value	10.0133	19.2396	14.6570	2.35458	35
Residual	-2.83719	3.68988	.00000	1.26377	35

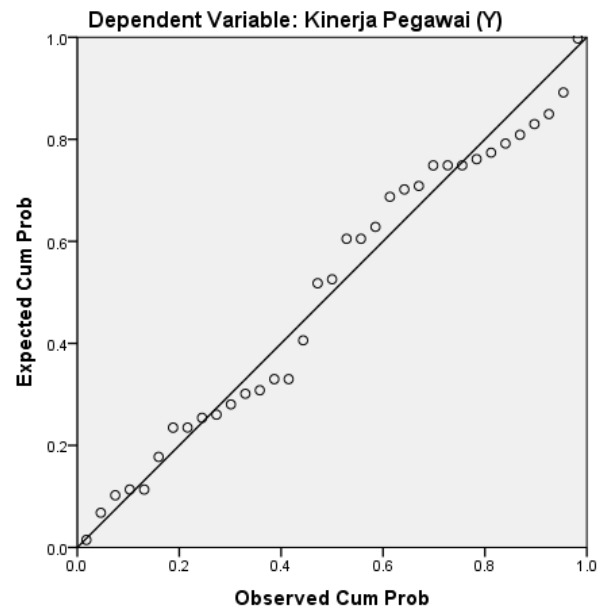
Std. Residual	-2.178	2.833	.000	.970	35
Stud. Residual	-2.238	2.937	.009	1.010	35
Deleted Residual	-2.99668	3.96704	.02869	1.37613	35
Stud. Deleted Residual	-2.399	3.382	.016	1.061	35
Mahal. Distance	.038	15.624	1.943	2.743	35
Cook's Distance	.000	.313	.031	.062	35
Centered Leverage Value	.001	.460	.057	.081	35

a. Dependent Variable: Kinerja Pegawai (Y)

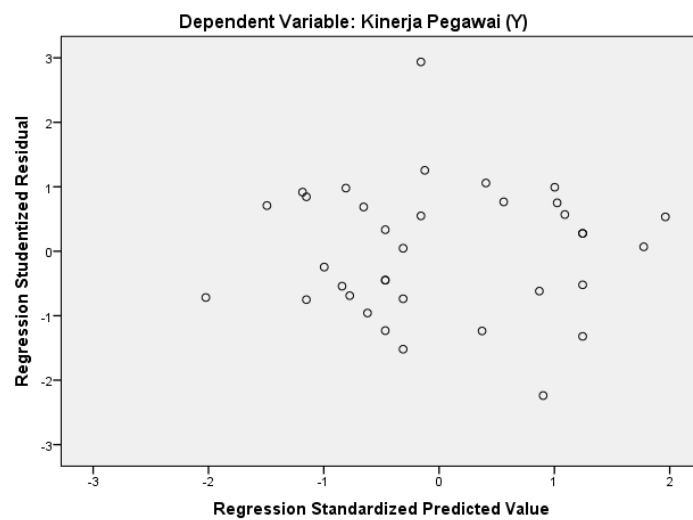
Charts



Normal P-P Plot of Regression Standardized Residual



Scatterplot



NPar Tests (Uji Normalitas)

One-Sample Kolmogorov-Smirnov Test			Unstandardized Residual
N			35
Normal Parameters ^{a,b}	Mean		0E-7
	Std. Deviation		1.26376716
	Absolute		.104
Most Extreme Differences	Positive		.104
	Negative		-.094
Kolmogorov-Smirnov Z			.613
Asymp. Sig. (2-tailed)			.847

a. Test distribution is Normal.

b. Calculated from data.

Uji Heteroskedastisitas dengan metode Glejser

Coefficients ^a						
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	1.061	.752		1.412	.168
	Motivasi (X1)	.059	.092	.228	.636	.529
	Lingkungan Kerja (X2)	-.062	.081	-.273	-.762	.451

a. Dependent Variable: Abs_Res