



LAMPIRAN

**Lampiran 01.Surat Izin Melakukan Observasi Dan Pengumpulan Data Ke
Perumda Air Minum Tirta Hita Buleleng.**



**KEMENTERIAN PENDIDIKAN, KEBUDAYAAN,
RISET, DAN TEKNOLOGI
UNIVERSITAS PENDIDIKAN GANESHA
FAKULTAS EKONOMI**

Jalan Udayana No. 11 Singaraja-Bali. Telepon : (0362) 26830
Website : <http://www.fe.undiksha.ac.id/>

Nomor : 1183/UN48.13.1/DL/2024

Singaraja, 20 Juni 2024

Lamp. : -

Hal : *Permohonan Data dan Penelitian*

Kepada Yth Kepala Perumda Air Minum Tirta Hita Buleleng

di-
Tempat

Dengan Hormat,

Wakil Dekan I Fakultas Ekonomi Universitas Pendidikan Ganesha menerangkan bahwa mahasiswa/i tersebut dibawah ini :

Nama : Ngakan Ketut Arif Narendra
NIM. : 2017041063
Fakultas : Ekonomi
Jurusan/Prodi. : Ekonomi & Akuntansi / S1 Manajemen

Bermaksud mengadakan penelitian lapangan untuk menempuh atau menyusun tugas akhir, skripsi dan melengkapi tugas lainnya. Sehubungan dengan hal tersebut, kami mohon izin agar mahasiswa kami dapat diterima dan diberikan data di tempat yang Bapak/Ibu/Sdr. Pimpin.

Demikian surat ini kami buat agar bisa digunakan sebagaimana mestinya. Atas perhatian dan kerjasamanya, kami sampaikan terima kasih.

a.n. Dekan,
Wakil Dekan I,



Dr. Dra. Ni Made Suci, M. Si.
NIP. 196810291993032001



**Balai
Sertifikasi
Elektronik**

Catatan :

- UU ITE No. 11 Tahun 2008 Pasal 5 ayat 1 "Informasi Elektronik dan/atau Dokumen Elektronik dan/atau hasil cetaknya merupakan alat bukti hukum yang sah"
- Dokumen ini tertanda ditandatangani secara elektronik menggunakan sertifikat elektronik yang diterbitkan BSE
- Surat ini dapat dibuktikan keasliannya dengan menggunakan *qr code* yang telah tersedia

Lampiran 02. Kuesioner Penelitian

**KUSIONER PENELITIAN UNIVERSITAS
PENDIDIKAN GANESHAFAKULTAS EKONOMI
JURUSAN MANAJEMEN PROGRAM
STUDI MANAJEMEN**

Kepada

Yth Bapak/Ibu, Saudara/i

Hal : Pengisian Kuesioner

Dengan Hormat,

Sehubungan dengan penelitian yang saya lakukan untuk menyelesaikan studi di Universitas Pendidikan Ganesha, saya mohon dengan hormat kesediaannya meluangkan waktu untuk mengisi kuisisioner ini secara sukarela. Kuisisioner ini bertujuan memperoleh data yang digunakan untuk mengetahui **“Pengaruh Lingkungan Kerja Dan Kepuasan Kerja Terhadap Kinerja Pegawai Perumda Air Minum Tirta Hita Buleleng”**. Data yang diperoleh hanya akan digunakan untuk tujuan akademik dan akan dipergunakan secara konfidensial. Diharapkan agar Bapak/Ibu, Saudara/I berkenan untuk menjawab seluruh pertanyaan yang ada dengan jujur. Atas kerjasama dan partisipasi yang diberikan saya ucapkan terima kasih.

Singaraja, 30 April 2024

Peneliti



Ngakan Ketut Arif Narendra
NIM. 2017041069

**Pengaruh Lingkungan Kerja Dan Kepuasan Kerja Terhadap Kinerja
Pegawai Perumda Air Minum Tirta Hita Buleleng**

I. Identitas Responden

Responden diharapkan menjawab pertanyaan-pertanyaan berikut dengan mengisi bagian yang kosong atau memberi tanda (✓) pada jawaban yang tersedia.

1. Nama :
2. Jenis Kelamin : Laki-laki Perempuan
3. Umur :
4. Pendidikan Terakhir :
5. Lama Berkerja :

II. Petunjuk Pengisian Kuisisioner

1. Daftar pertanyaan di bawah ini hanya semata-mata untuk data penelitian dalam rangka penyelesaian studi
2. Jawablah pertanyaan di bawah ini sesuai dengan pendapat Bapak/Ibu
3. Apapun pilihan jawaban Bapak/Ibu tidak akan mempengaruhi hak dan kewajiban bapak ibu dalam pekerjaan.
4. Beri tanda silang (✓) pada salah satu jawaban atau tanggapan yang telah disediakan sesuai dengan keadaan yang Bapak/Ibu rasakan sesuai sepengetahuan Bapak/Ibu.

SS :Sangat Setuju

S : Setuju

N : Kurang Setuju

TS : Tidak Setuju

STS : Sangat Tidak Setuju

III. Butir Pertanyaan

A. Variabel Lingkungan Kerja

| No | Pernyataan | SS | S | N | TS | STS |
|----|---|----|---|---|----|-----|
| | | 5 | 4 | 3 | 2 | 1 |
| 1. | Saya merasa nyaman bekerja di kantor ini | | | | | |
| 2. | Saya memiliki hubungan yang baik dengan rekan kerja | | | | | |
| 3. | Saya menjalin hubungan yang baik dengan pimpinan | | | | | |
| 4. | Fasilitas yang ada membantu saya dalam menyelesaikan pekerjaan | | | | | |
| 5. | Tata letak peralatan kerja di tempat saya bekerja seperti meja, kursi, dll tersusun rapi di ruang | | | | | |

B. Variabel Kepuasan Kerja

| No | Pernyataan | SS | S | N | TS | STS |
|----|--|----|---|---|----|-----|
| | | 5 | 4 | 3 | 2 | 1 |
| 1. | Saya merasa mendapatkan gaji sesuai dengan apa yang saya inginkan | | | | | |
| 2. | Tunjangan kinerja yang saya terima sesuai dengan kinerja saya. | | | | | |
| 3. | Saya merasa kenaikan pangkat di tempat kerja sesuai dengan harapan saya | | | | | |
| 4. | Saya senang bekerja dengan rekan kerja yang dapat memberikan solusi ketika ada kesulitan/masalah dalam bekerja | | | | | |

C. Variabel Kinerja

| No | Pernyataan | SS | S | N | TS | STS |
|----|---|----|---|---|----|-----|
| | | 5 | 4 | 3 | 2 | 1 |
| 1. | Saya merasa bekerja dengan cekatan dan cepat. | | | | | |
| 2. | Saya mampu menyelesaikan pekerjaan yang sudah diberikan kepada saya sesuai dengan waktu yang ditentukan | | | | | |

| | | | | | | |
|----|---|--|--|--|--|--|
| 3. | Pekerjaan yang diberikan kepada saya sudah dikerjakan dengan baik dan teliti agar meminimalisir kesalahan | | | | | |
| 4. | Saya bertanggung jawab apabila ada kesalahan dalam pekerjaan saya | | | | | |



Lampiran 03. Tabulasi Data Penelitian

Tabulasi Data Sampel Kecil N=30

| Kinerja Pegawai | | | | | Lingkungan Kerja | | | | | | Kepuasan Kerja | | | | |
|-----------------|----|----|----|----|------------------|------|------|------|------|-----|----------------|------|------|------|-----|
| Y1 | Y2 | Y3 | Y4 | TY | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | TX1 | X2.1 | X2.2 | X2.3 | X2.4 | TX2 |
| 4 | 5 | 3 | 3 | 15 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 |
| 2 | 3 | 3 | 3 | 11 | 5 | 4 | 5 | 5 | 4 | 23 | 5 | 4 | 5 | 5 | 19 |
| 3 | 4 | 5 | 5 | 17 | 4 | 4 | 3 | 4 | 5 | 20 | 5 | 5 | 4 | 4 | 18 |
| 2 | 2 | 3 | 3 | 10 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 5 | 4 | 4 | 17 |
| 3 | 4 | 5 | 5 | 17 | 4 | 4 | 3 | 5 | 5 | 21 | 5 | 4 | 4 | 5 | 18 |
| 3 | 4 | 3 | 3 | 13 | 4 | 4 | 3 | 4 | 4 | 19 | 5 | 5 | 5 | 5 | 20 |
| 5 | 5 | 4 | 4 | 18 | 4 | 4 | 5 | 4 | 5 | 22 | 5 | 5 | 5 | 5 | 20 |
| 4 | 3 | 3 | 3 | 13 | 4 | 4 | 3 | 5 | 4 | 20 | 5 | 5 | 5 | 5 | 20 |
| 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 5 | 5 | 5 | 20 |
| 4 | 3 | 3 | 3 | 13 | 4 | 3 | 3 | 3 | 4 | 17 | 5 | 5 | 5 | 5 | 20 |
| 5 | 5 | 4 | 4 | 18 | 4 | 3 | 4 | 4 | 4 | 19 | 4 | 4 | 5 | 4 | 17 |
| 4 | 4 | 5 | 5 | 18 | 5 | 5 | 5 | 4 | 4 | 23 | 5 | 5 | 5 | 5 | 20 |
| 4 | 5 | 4 | 4 | 17 | 5 | 4 | 3 | 4 | 4 | 20 | 5 | 5 | 4 | 5 | 19 |
| 5 | 4 | 5 | 5 | 19 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 4 | 4 | 4 | 16 |
| 4 | 4 | 3 | 3 | 14 | 5 | 4 | 5 | 5 | 5 | 24 | 4 | 4 | 5 | 4 | 17 |
| 3 | 3 | 3 | 3 | 12 | 5 | 5 | 5 | 4 | 5 | 24 | 4 | 4 | 4 | 4 | 16 |
| 3 | 3 | 4 | 4 | 14 | 3 | 3 | 3 | 4 | 4 | 17 | 4 | 4 | 4 | 4 | 16 |
| 5 | 4 | 4 | 4 | 17 | 5 | 5 | 4 | 5 | 4 | 23 | 4 | 3 | 5 | 5 | 17 |
| 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 3 | 4 | 4 | 15 |
| 3 | 5 | 5 | 5 | 18 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 3 | 4 | 4 | 15 |
| 5 | 3 | 5 | 5 | 18 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 5 | 4 | 4 | 17 |
| 4 | 3 | 3 | 3 | 13 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 |
| 4 | 3 | 4 | 4 | 15 | 4 | 4 | 3 | 4 | 4 | 19 | 3 | 4 | 5 | 4 | 16 |
| 3 | 4 | 4 | 4 | 15 | 3 | 4 | 4 | 4 | 3 | 18 | 4 | 4 | 4 | 4 | 16 |
| 2 | 3 | 2 | 3 | 10 | 4 | 4 | 4 | 5 | 5 | 22 | 4 | 4 | 4 | 4 | 16 |
| 3 | 3 | 3 | 3 | 12 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 |
| 5 | 5 | 5 | 5 | 20 | 3 | 3 | 5 | 4 | 4 | 19 | 4 | 4 | 4 | 4 | 16 |
| 4 | 3 | 4 | 4 | 15 | 5 | 5 | 4 | 5 | 4 | 23 | 4 | 4 | 4 | 4 | 16 |
| 5 | 4 | 3 | 3 | 15 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 4 | 4 | 4 | 16 |
| 3 | 5 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 |

Tabulasi Data Sampel Besar N=71

| Kinerja Pegawai | | | | | Lingkungan Kerja | | | | | | Kepuasan Kerja | | | | |
|-----------------|----|----|----|----|------------------|------|------|------|------|-----|----------------|------|------|------|-----|
| Y1 | Y2 | Y3 | Y4 | TY | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | TX1 | X2.1 | X2.2 | X2.3 | X2.4 | TX2 |
| 5 | 5 | 5 | 4 | 19 | 5 | 4 | 5 | 4 | 5 | 23 | 5 | 4 | 5 | 4 | 18 |
| 4 | 5 | 5 | 5 | 19 | 5 | 4 | 5 | 5 | 5 | 24 | 5 | 5 | 5 | 4 | 19 |
| 5 | 5 | 4 | 5 | 19 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 5 | 4 | 5 | 18 |
| 5 | 4 | 5 | 3 | 17 | 5 | 4 | 3 | 4 | 4 | 20 | 5 | 4 | 3 | 4 | 16 |
| 5 | 4 | 4 | 4 | 17 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 4 | 4 | 4 | 17 |
| 5 | 5 | 5 | 4 | 19 | 5 | 5 | 5 | 4 | 5 | 24 | 4 | 5 | 5 | 5 | 19 |
| 5 | 5 | 5 | 3 | 18 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 4 | 3 | 4 | 15 |
| 5 | 5 | 4 | 4 | 18 | 5 | 4 | 5 | 5 | 5 | 24 | 5 | 5 | 4 | 4 | 18 |
| 4 | 5 | 5 | 5 | 19 | 5 | 5 | 5 | 4 | 5 | 24 | 5 | 5 | 4 | 4 | 18 |
| 4 | 4 | 5 | 5 | 18 | 5 | 5 | 4 | 4 | 4 | 22 | 5 | 4 | 3 | 5 | 17 |
| 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 4 | 3 | 3 | 15 |
| 5 | 5 | 4 | 4 | 18 | 5 | 4 | 5 | 5 | 4 | 23 | 5 | 4 | 3 | 5 | 17 |
| 5 | 4 | 4 | 4 | 17 | 4 | 4 | 5 | 4 | 4 | 21 | 5 | 5 | 2 | 4 | 16 |
| 5 | 4 | 4 | 4 | 17 | 5 | 4 | 4 | 4 | 4 | 21 | 4 | 4 | 3 | 4 | 15 |
| 4 | 4 | 4 | 4 | 16 | 5 | 4 | 4 | 4 | 4 | 21 | 4 | 4 | 4 | 4 | 16 |
| 4 | 5 | 5 | 5 | 19 | 5 | 4 | 5 | 5 | 5 | 24 | 4 | 5 | 5 | 5 | 19 |
| 4 | 4 | 4 | 4 | 16 | 5 | 4 | 4 | 4 | 4 | 21 | 4 | 4 | 4 | 4 | 16 |
| 5 | 5 | 4 | 4 | 18 | 5 | 5 | 4 | 4 | 5 | 23 | 5 | 4 | 4 | 4 | 17 |
| 4 | 4 | 5 | 4 | 17 | 4 | 4 | 4 | 4 | 5 | 21 | 4 | 5 | 4 | 4 | 17 |
| 5 | 5 | 5 | 3 | 18 | 4 | 4 | 4 | 4 | 5 | 21 | 5 | 4 | 4 | 4 | 17 |
| 5 | 4 | 4 | 5 | 18 | 4 | 4 | 4 | 4 | 5 | 21 | 4 | 4 | 4 | 5 | 17 |
| 5 | 4 | 5 | 4 | 18 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 4 | 4 | 18 |
| 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 |
| 5 | 4 | 4 | 4 | 17 | 5 | 4 | 4 | 4 | 5 | 22 | 5 | 4 | 3 | 4 | 16 |
| 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 |
| 5 | 4 | 4 | 4 | 17 | 4 | 4 | 5 | 4 | 4 | 21 | 4 | 5 | 4 | 4 | 17 |
| 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 3 | 4 | 4 | 16 |
| 4 | 4 | 5 | 5 | 18 | 5 | 5 | 5 | 4 | 4 | 23 | 5 | 4 | 3 | 5 | 17 |
| 4 | 5 | 4 | 5 | 18 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 4 | 4 | 5 | 18 |
| 5 | 4 | 5 | 4 | 18 | 5 | 5 | 4 | 4 | 4 | 22 | 5 | 4 | 4 | 4 | 17 |
| 5 | 5 | 4 | 4 | 18 | 5 | 4 | 4 | 4 | 4 | 21 | 5 | 4 | 4 | 4 | 17 |
| 5 | 4 | 5 | 5 | 19 | 5 | 5 | 4 | 5 | 5 | 24 | 5 | 5 | 4 | 4 | 18 |
| 4 | 5 | 4 | 4 | 17 | 5 | 5 | 4 | 4 | 5 | 23 | 5 | 5 | 4 | 4 | 18 |
| 5 | 5 | 4 | 5 | 19 | 5 | 5 | 4 | 5 | 5 | 24 | 5 | 4 | 4 | 5 | 18 |
| 5 | 4 | 4 | 4 | 17 | 5 | 5 | 5 | 4 | 4 | 23 | 4 | 4 | 3 | 5 | 16 |
| 4 | 4 | 4 | 5 | 17 | 5 | 5 | 4 | 4 | 5 | 23 | 4 | 4 | 3 | 5 | 16 |
| 4 | 4 | 5 | 5 | 18 | 5 | 5 | 4 | 5 | 5 | 24 | 5 | 5 | 4 | 4 | 18 |
| 4 | 5 | 4 | 5 | 18 | 5 | 4 | 5 | 4 | 5 | 23 | 4 | 4 | 5 | 5 | 18 |
| 4 | 5 | 5 | 4 | 18 | 5 | 4 | 5 | 4 | 5 | 23 | 5 | 5 | 4 | 4 | 18 |
| 4 | 5 | 5 | 4 | 18 | 5 | 5 | 5 | 4 | 4 | 23 | 4 | 5 | 3 | 4 | 16 |
| 5 | 4 | 5 | 5 | 19 | 5 | 4 | 5 | 4 | 5 | 23 | 5 | 4 | 4 | 5 | 18 |

| | | | | | | | | | | | | | | | |
|---|---|---|---|----|---|---|---|---|---|----|---|---|---|---|----|
| 5 | 5 | 5 | 4 | 19 | 5 | 4 | 5 | 4 | 5 | 23 | 4 | 5 | 4 | 5 | 18 |
| 4 | 5 | 5 | 4 | 18 | 5 | 4 | 5 | 5 | 5 | 24 | 5 | 5 | 4 | 5 | 19 |
| 4 | 4 | 4 | 4 | 16 | 4 | 5 | 4 | 4 | 4 | 21 | 3 | 4 | 4 | 4 | 15 |
| 4 | 5 | 4 | 5 | 18 | 5 | 4 | 5 | 4 | 5 | 23 | 4 | 5 | 5 | 4 | 18 |
| 5 | 4 | 5 | 4 | 18 | 4 | 5 | 5 | 3 | 5 | 22 | 5 | 5 | 5 | 4 | 19 |
| 5 | 4 | 5 | 4 | 18 | 5 | 4 | 5 | 4 | 5 | 23 | 5 | 4 | 5 | 4 | 18 |
| 4 | 5 | 4 | 4 | 17 | 5 | 4 | 4 | 5 | 4 | 22 | 5 | 4 | 4 | 5 | 18 |
| 4 | 5 | 5 | 5 | 19 | 5 | 4 | 5 | 4 | 5 | 23 | 5 | 4 | 4 | 5 | 18 |
| 5 | 5 | 5 | 4 | 19 | 5 | 4 | 5 | 5 | 5 | 24 | 5 | 5 | 4 | 5 | 19 |
| 4 | 5 | 4 | 4 | 17 | 5 | 5 | 5 | 4 | 4 | 23 | 5 | 4 | 4 | 4 | 17 |
| 5 | 5 | 5 | 4 | 19 | 5 | 4 | 5 | 5 | 4 | 23 | 5 | 5 | 5 | 4 | 19 |
| 5 | 5 | 4 | 4 | 18 | 5 | 5 | 4 | 4 | 4 | 22 | 4 | 4 | 4 | 4 | 16 |
| 5 | 4 | 4 | 4 | 17 | 5 | 4 | 4 | 5 | 4 | 22 | 5 | 4 | 5 | 4 | 18 |
| 5 | 4 | 5 | 4 | 18 | 5 | 4 | 5 | 4 | 3 | 21 | 5 | 3 | 5 | 5 | 18 |
| 5 | 5 | 4 | 5 | 19 | 5 | 4 | 4 | 5 | 5 | 23 | 5 | 5 | 4 | 5 | 19 |
| 5 | 4 | 5 | 4 | 18 | 5 | 4 | 5 | 5 | 4 | 23 | 5 | 4 | 4 | 4 | 17 |
| 4 | 5 | 4 | 5 | 18 | 5 | 4 | 5 | 4 | 5 | 23 | 4 | 5 | 4 | 5 | 18 |
| 4 | 4 | 5 | 4 | 17 | 5 | 4 | 4 | 5 | 5 | 23 | 5 | 4 | 4 | 4 | 17 |
| 5 | 4 | 5 | 5 | 19 | 5 | 4 | 5 | 4 | 5 | 23 | 5 | 4 | 5 | 5 | 19 |
| 4 | 3 | 5 | 5 | 17 | 5 | 4 | 3 | 4 | 4 | 20 | 5 | 5 | 4 | 4 | 18 |
| 5 | 5 | 3 | 4 | 17 | 4 | 4 | 4 | 3 | 5 | 20 | 4 | 3 | 4 | 5 | 16 |
| 4 | 4 | 4 | 4 | 16 | 4 | 4 | 5 | 5 | 4 | 22 | 4 | 5 | 4 | 4 | 17 |
| 4 | 5 | 3 | 4 | 16 | 3 | 3 | 4 | 5 | 3 | 18 | 3 | 3 | 4 | 4 | 14 |
| 4 | 5 | 4 | 4 | 17 | 5 | 4 | 5 | 5 | 4 | 23 | 5 | 4 | 3 | 4 | 16 |
| 4 | 3 | 4 | 5 | 16 | 5 | 4 | 3 | 4 | 4 | 20 | 4 | 4 | 3 | 4 | 15 |
| 4 | 4 | 4 | 4 | 16 | 5 | 3 | 4 | 3 | 3 | 18 | 4 | 3 | 3 | 4 | 14 |
| 5 | 3 | 4 | 5 | 17 | 5 | 4 | 4 | 4 | 3 | 20 | 4 | 5 | 3 | 5 | 17 |
| 5 | 4 | 4 | 5 | 18 | 5 | 5 | 4 | 5 | 4 | 23 | 4 | 5 | 4 | 5 | 18 |
| 4 | 4 | 3 | 5 | 16 | 5 | 3 | 4 | 3 | 4 | 19 | 4 | 3 | 3 | 5 | 15 |
| 4 | 4 | 4 | 4 | 16 | 5 | 4 | 4 | 3 | 4 | 20 | 4 | 5 | 3 | 3 | 15 |

Lampiran 0.4 Hasil Output SPSS Uji Validitas dan Reliabilitas Penelitian

Uji Validitas Kinerja (Y)

| | | Correlations | | | | |
|----|---------------------|--------------|--------|--------|--------|--------|
| | | Y1 | Y2 | Y3 | Y4 | TY |
| Y1 | Pearson Correlation | 1 | ,405* | ,362* | ,308 | ,689** |
| | Sig. (2-tailed) | | ,026 | ,049 | ,098 | ,000 |
| | N | 30 | 30 | 30 | 30 | 30 |
| Y2 | Pearson Correlation | ,405* | 1 | ,423* | ,412* | ,718** |
| | Sig. (2-tailed) | ,026 | | ,020 | ,024 | ,000 |
| | N | 30 | 30 | 30 | 30 | 30 |
| Y3 | Pearson Correlation | ,362* | ,423* | 1 | ,977** | ,870** |
| | Sig. (2-tailed) | ,049 | ,020 | | ,000 | ,000 |
| | N | 30 | 30 | 30 | 30 | 30 |
| Y4 | Pearson Correlation | ,308 | ,412* | ,977** | 1 | ,847** |
| | Sig. (2-tailed) | ,098 | ,024 | ,000 | | ,000 |
| | N | 30 | 30 | 30 | 30 | 30 |
| TY | Pearson Correlation | ,689** | ,718** | ,870** | ,847** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | |
| | N | 30 | 30 | 30 | 30 | 30 |

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



Uji Validitas Lingkungan Kerja (X₁)

Correlations

| | | X1.1 | X1.2 | X1.3 | X1.4 | TX1 |
|------|---------------------|--------|--------|--------|--------|--------|
| X1.1 | Pearson Correlation | 1 | ,607** | ,355 | ,807** | ,871** |
| | Sig. (2-tailed) | | ,000 | ,054 | ,000 | ,000 |
| | N | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | ,607** | 1 | ,273 | ,421* | ,759** |
| | Sig. (2-tailed) | ,000 | | ,144 | ,020 | ,000 |
| | N | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | ,355 | ,273 | 1 | ,636** | ,682** |
| | Sig. (2-tailed) | ,054 | ,144 | | ,000 | ,000 |
| | N | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | ,807** | ,421* | ,636** | 1 | ,877** |
| | Sig. (2-tailed) | ,000 | ,020 | ,000 | | ,000 |
| | N | 30 | 30 | 30 | 30 | 30 |
| TX1 | Pearson Correlation | ,871** | ,759** | ,682** | ,877** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | |
| | N | 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).



Uji Validitas Kepuasan Kerja (X₂)

Correlations

| | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | TX2 |
|--------------------------|--------|--------|--------|--------|--------|--------|
| X2.1 Pearson Correlation | 1 | ,716** | ,350 | ,443* | ,361 | ,774** |
| Sig. (2-tailed) | | ,000 | ,058 | ,014 | ,050 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 Pearson Correlation | ,716** | 1 | ,330 | ,463** | ,231 | ,829** |
| Sig. (2-tailed) | ,000 | | ,075 | ,010 | ,220 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 Pearson Correlation | ,350 | ,330 | 1 | ,259 | ,257 | ,610** |
| Sig. (2-tailed) | ,058 | ,075 | | ,168 | ,171 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 Pearson Correlation | ,443* | ,463** | ,259 | 1 | ,367* | ,634** |
| Sig. (2-tailed) | ,014 | ,010 | ,168 | | ,046 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 Pearson Correlation | ,361 | ,231 | ,257 | ,367* | 1 | ,559** |
| Sig. (2-tailed) | ,050 | ,220 | ,171 | ,046 | | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| TX2 Pearson Correlation | ,774** | ,829** | ,610** | ,634** | ,559** | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,001 | |
| N | 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).

Uji Realibilitas Kinerja (Y)**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,780 | 4 |

Uji Realibilitas Lingkungan Kerja (X₁)**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,801 | 4 |

Uji Realibilitas Kepuasan Kerja (X₂)**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,736 | 5 |



Lampiran 0.5 Hasil Output SPSS Uji Asumsi Klasik

Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N | | 71 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | .51268211 |
| Most Extreme Differences | Absolute | .086 |
| | Positive | .086 |
| | Negative | -.075 |
| Test Statistic | | .086 |
| Asymp. Sig. (2-tailed) | | .200 ^{c,d} |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Uji Multikoloniaritas

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 6.981 | .880 | | 7.937 | .000 | | |
| | X1 | .131 | .056 | .239 | 2.349 | .022 | .444 | 2.253 |
| | X2 | .450 | .072 | .636 | 6.263 | .000 | .444 | 2.253 |

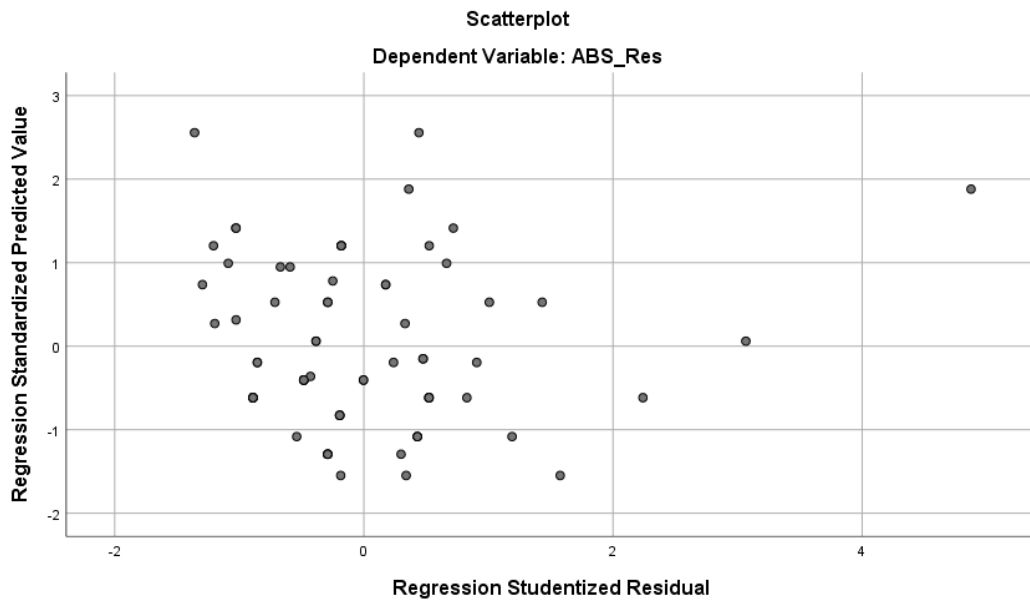
a. Dependent Variable: Y1

Uji Heteroskedasitas

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 1.623 | .547 | | 2.967 | .004 |
| | X1 | -.041 | .035 | -.209 | -1.191 | .238 |
| | X2 | -.019 | .045 | -.074 | -.420 | .676 |

a. Dependent Variable: ABS_Res



Lampiran 0.6 Hasil Output SPSS Uji Hipotesis

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized | t | Sig. |
|-------|------------|-----------------------------|------------|----------------------|-------|------|
| | | B | Std. Error | Coefficients Beta | | |
| 1 | (Constant) | 6.981 | .880 | | 7.937 | .000 |
| | X1 | .131 | .056 | .239 | 2.349 | .022 |
| | X2 | .450 | .072 | .636 | 6.263 | .000 |

a. Dependent Variable: Y1

Koefisien Detarminasi (R²)

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .830 ^a | .688 | .679 | .520 |

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y1

Uji F

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 40.642 | 2 | 20.321 | 75.103 | .000 ^b |
| | Residual | 18.399 | 68 | .271 | | |
| | Total | 59.041 | 70 | | | |

a. Dependent Variable: Y1

b. Predictors: (Constant), X2, X1

Uji t

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized | t | Sig. |
|-------|------------|-----------------------------|------------|----------------------|-------|------|
| | | B | Std. Error | Coefficients Beta | | |
| 1 | (Constant) | 6.981 | .880 | | 7.937 | .000 |
| | X1 | .131 | .056 | .239 | 2.349 | .022 |
| | X2 | .450 | .072 | .636 | 6.263 | .000 |

a. Dependent Variable: Y1

Lampiran 7 Dokumentasi Observasi dan Wawancara



