

[illegible]

No Resp	X1-1	X1-2	X1-3	X1-4	X2-1	X2-2	X2-3	X2-4	X3-1	X3-2	X3-3	X3-4	X3-5	Y-1	Y-2	Y-3	Y-4	Y-5	Y-6	Skor Total
52	3	4	4	4	3	2	2	2	4	4	4	4	4	4	4	4	4	4	4	68
53	4	4	4	4	3	2	3	2	4	4	4	4	4	4	4	4	4	4	4	70
54	3	3	5	4	2	2	3	2	5	1	2	3	5	5	5	5	5	5	5	70
55	4	4	4	4	2	2	2	2	4	4	4	4	4	5	5	5	5	4	4	72
56	3	4	4	3	3	3	4	2	4	3	3	4	4	4	5	4	4	3	4	68
57	5	5	5	5	1	1	3	1	5	5	4	5	5	5	5	5	5	5	5	80
58	3	4	4	2	2	2	2	1	4	3	4	4	4	5	4	5	5	5	4	67
59	4	3	4	4	2	2	2	3	4	3	3	4	4	4	4	4	4	4	4	66
60	3	3	4	4	3	3	3	3	4	3	4	4	3	4	3	3	4	4	4	66
61	4	4	4	2	2	2	2	2	4	3	4	4	4	4	4	4	4	4	4	65
62	4	3	4	2	1	1	1	1	2	3	3	3	4	5	5	5	5	5	5	62
63	4	4	4	4	2	2	5	2	3	2	3	3	4	4	4	3	3	4	4	64
64	3	3	4	3	5	2	4	3	3	3	4	3	3	3	4	4	3	4	4	65
65	4	4	4	4	4	2	3	2	4	3	3	4	4	4	4	4	4	4	4	69
66	2	3	4	2	3	2	2	2	4	3	3	4	4	5	4	4	4	4	4	63
67	4	4	5	3	2	1	2	1	4	3	4	4	4	4	5	5	5	5	5	70
68	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	57
69	3	4	5	3	2	1	2	3	4	4	4	4	5	4	5	5	5	5	4	72
70	4	3	4	3	2	2	5	2	4	3	4	3	4	4	4	4	4	2	4	65
71	5	3	5	4	1	1	1	1	5	5	5	5	5	5	5	5	5	5	5	76
72	5	5	4	4	2	1	1	1	5	5	5	5	3	5	4	5	5	5	5	75
73	4	4	5	4	3	2	2	2	4	4	4	4	5	4	4	4	5	5	4	73
74	3	4	4	4	4	2	1	3	4	3	3	4	4	4	4	4	4	4	4	67
75	5	5	5	5	1	1	2	1	5	5	5	5	5	5	5	5	5	4	5	79
76	5	4	5	5	1	2	1	1	5	4	4	4	5	5	5	5	5	4	5	75
77	4	4	4	4	1	2	1	3	4	4	4	5	5	4	5	4	5	4	4	71
78	5	5	5	5	1	1	2	2	5	5	5	5	5	4	5	5	5	5	5	80

No Resp	X1-1	X1-2	X1-3	X1-4	X2-1	X2-2	X2-3	X2-4	X3-1	X3-2	X3-3	X3-4	X3-5	Y-1	Y-2	Y-3	Y-4	Y-5	Y-6	Skor Total
79	4	4	4	4	2	2	2	2	3	5	4	3	4	4	4	4	4	5	4	68
80	1	3	5	5	1	1	2	1	3	2	4	5	5	5	5	5	5	4	5	67
81	4	4	4	4	2	2	4	2	4	4	4	4	4	4	4	4	4	3	4	69
82	5	5	5	5	1	2	1	2	3	3	3	4	4	5	5	5	5	5	5	73
83	5	2	5	4	1	1	1	1	5	4	2	5	5	5	5	5	5	5	5	71
84	4	4	4	4	2	2	2	2	4	4	4	4	4	4	4	4	4	4	4	68
85	4	4	4	4	2	2	4	1	4	4	4	4	4	4	4	4	4	4	4	69
86	4	3	4	3	3	2	5	1	3	3	3	4	4	4	5	4	4	3	4	66
87	4	4	4	4	3	1	2	2	4	4	4	4	4	4	5	4	4	4	4	69
88	4	4	4	4	4	2	2	2	3	4	4	4	4	4	4	4	4	3	3	67
89	5	5	4	3	2	2	3	2	5	3	2	3	5	5	5	5	5	5	5	74
90	4	4	4	4	2	2	4	2	4	4	4	4	4	4	4	4	4	4	4	70
91	4	4	4	4	2	2	5	3	5	3	4	4	5	4	4	4	4	4	4	73
92	5	5	5	5	2	2	1	1	5	5	5	5	5	5	5	5	5	5	5	81
93	3	2	4	2	2	5	5	2	3	2	2	3	3	4	4	3	3	4	4	60
94	5	5	4	3	2	2	1	2	5	3	2	3	5	5	5	5	5	5	5	72
95	3	3	4	3	5	2	2	2	4	3	3	4	4	4	4	5	4	3	5	67
96	4	3	4	3	2	2	2	1	4	3	4	3	4	4	4	4	4	2	4	61
97	5	5	5	5	2	2	1	1	5	5	3	4	4	5	5	5	5	5	5	77
98	3	5	4	5	5	1	5	1	3	3	4	4	3	4	3	4	3	3	4	67
99	3	3	4	4	2	2	2	2	3	3	2	4	4	4	5	4	4	3	4	62
100	3	3	4	3	2	2	1	2	4	3	3	4	4	4	4	5	4	3	5	63
101	4	5	5	5	1	1	1	2	4	4	4	5	5	5	5	5	4	5	5	75
102	4	4	4	1	3	4	3	4	4	3	3	4	4	4	4	4	4	4	4	69
103	5	4	5	3	2	1	1	1	4	3	5	4	4	5	5	4	5	4	5	70
104	3	3	3	3	3	5	3	3	3	3	3	3	3	3	3	3	3	3	3	59
105	3	4	5	3	2	1	2	3	4	4	4	4	5	5	4	4	4	5	4	70

No Resp	X1-1	X1-2	X1-3	X1-4	X2-1	X2-2	X2-3	X2-4	X3-1	X3-2	X3-3	X3-4	X3-5	Y-1	Y-2	Y-3	Y-4	Y-5	Y-6	Skor Total
133	3	2	4	2	3	2	5	5	3	2	2	3	3	4	4	3	3	4	4	61
134	5	5	4	3	2	2	4	3	5	3	2	3	5	4	3	4	3	5	4	69
135	4	4	5	3	3	2	1	1	4	4	3	3	5	5	5	4	5	5	5	71
136	4	5	5	2	5	2	4	3	4	3	3	4	3	4	3	3	3	4	3	67
137	3	4	4	4	2	2	4	3	4	4	4	4	3	3	4	4	4	4	4	68
138	4	3	4	4	5	3	4	3	4	4	4	3	4	3	4	5	4	4	4	73



Lampiran 02. Output Analisis Product Momen (*Pearson Correlation*)

Correlations		
		Stot
X1_1	Pearson Correlation	.639**
	Sig. (2-tailed)	0.000
	N	138
X1_2	Pearson Correlation	.663**
	Sig. (2-tailed)	0.000
	N	138
X1_3	Pearson Correlation	.632**
	Sig. (2-tailed)	0.000
	N	138
X1_4	Pearson Correlation	.575**
	Sig. (2-tailed)	0.000
	N	138
X2_1	Pearson Correlation	-.246**
	Sig. (2-tailed)	0.004
	N	138
X2_2	Pearson Correlation	-.289**
	Sig. (2-tailed)	0.001
	N	138
X2_3	Pearson Correlation	-.329**
	Sig. (2-tailed)	0.000
	N	138
X2_4	Pearson Correlation	-.286**
	Sig. (2-tailed)	0.001
	N	138
X3_1	Pearson Correlation	.702**
	Sig. (2-tailed)	0.000
	N	138
X3_2	Pearson Correlation	.658**
	Sig. (2-tailed)	0.000
	N	138

Correlations		
		Stot
X3_3	Pearson Correlation	.610**
	Sig. (2-tailed)	0.000
	N	138
X3_4	Pearson Correlation	.613**
	Sig. (2-tailed)	0.000
	N	138
X3_5	Pearson Correlation	.656**
	Sig. (2-tailed)	0.000
	N	138
Y_1	Pearson Correlation	.524**
	Sig. (2-tailed)	0.000
	N	138
Y_2	Pearson Correlation	.517**
	Sig. (2-tailed)	0.000
	N	138
Y_3	Pearson Correlation	.625**
	Sig. (2-tailed)	0.000
	N	138
Y_4	Pearson Correlation	.679**
	Sig. (2-tailed)	0.000
	N	138
Y_5	Pearson Correlation	.652**
	Sig. (2-tailed)	0.000
	N	138
Y_6	Pearson Correlation	.629**
	Sig. (2-tailed)	0.000
	N	138
Stot	Pearson Correlation	1
	Sig. (2-tailed)	
	N	138

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

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

Lampiran 03. Reliabilitas Instrumen

Scale: Reliabilitas Instrumen Pengukur Indikator Lingkungan Kerja (X1)**Case Processing Summary**

		N	%
Cases	Valid	138	100.0
	Excluded ^a	0	.0
	Total	138	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
.705	.713	4

Item Statistics

	Mean	Std. Deviation	N
X1_1	4.0072	.85004	138
X1_2	3.9783	.80570	138
X1_3	4.3406	.56019	138
X1_4	3.7609	.93242	138

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	4.022	3.761	4.341	.580	1.154	.057	4
Item Variances	.639	.314	.869	.556	2.770	.055	4

Scale: Reliabilitas Instrumen Pengukur Indikator Beban Kerja (X2)

Case Processing Summary

		N	%
Cases	Valid	138	100.0
	Excluded ^a	0	.0
	Total	138	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
.699	.717	4

Item Statistics

	Mean	Std. Deviation	N
X2_1	2.4855	1.21569	138
X2_2	1.9710	.79176	138
X2_3	2.5362	1.17864	138
X2_4	2.1377	.97556	138

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	2.283	1.971	2.536	.565	1.287	.075	4
Item Variances	1.111	.627	1.478	.851	2.357	.157	4

Scale: Reliabilitas Instrumen Pengukur Indikator Kepuasan Kerja (X3)

Case Processing Summary

		N	%
Cases	Valid	138	100.0
	Excluded ^a	0	.0
	Total	138	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
.797	.798	5

Item Statistics

	Mean	Std. Deviation	N
X3_1	4.1014	.72786	138
X3_2	3.5580	.92032	138
X3_3	3.7464	.92066	138
X3_4	3.9493	.75766	138
X3_5	4.2391	.66787	138

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	3.919	3.558	4.239	.681	1.191	.074	5
Item Variances	.649	.446	.848	.402	1.900	.035	5

Scale: Reliabilitas Instrumen Pengukur Indikator Kinerja Karyawan (Y)

Case Processing Summary

		N	%
Cases	Valid	138	100.0
	Excluded ^a	0	.0
	Total	138	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
.889	.896	6

Item Statistics

	Mean	Std. Deviation	N
Y_1	4.3043	.63486	138
Y_2	4.3551	.61372	138
Y_3	4.3333	.62002	138
Y_4	4.3478	.65793	138
Y_5	4.1014	.82205	138
Y_6	4.3478	.62377	138

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	4.298	4.101	4.355	.254	1.062	.010	6
Item Variances	.444	.377	.676	.299	1.794	.013	6

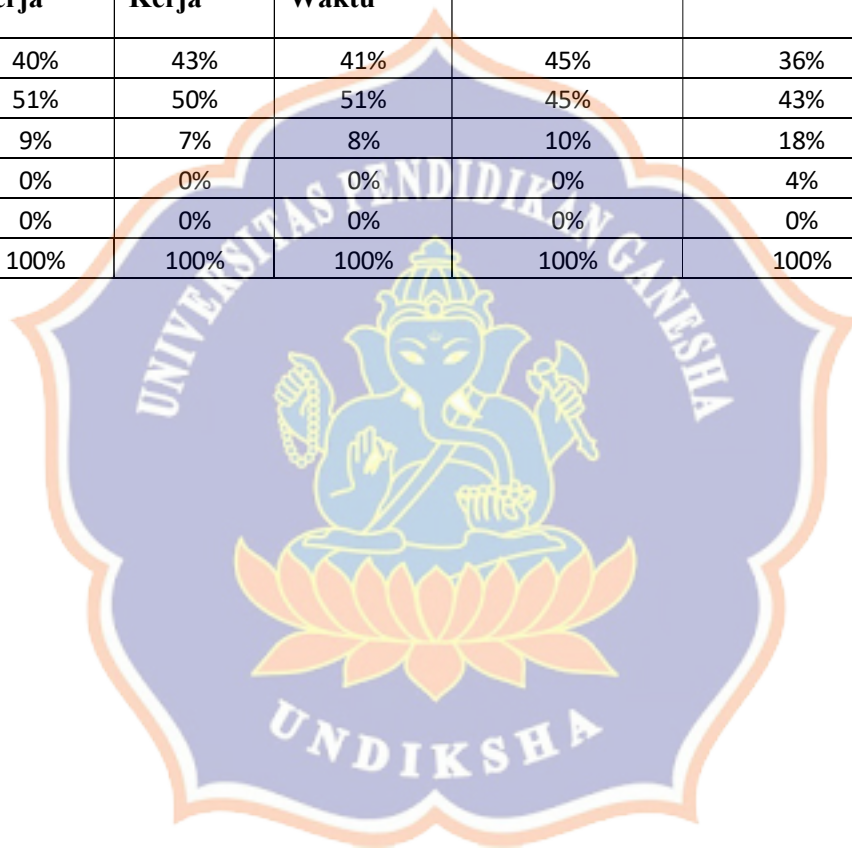
Lampiran 04. Deskripsi Persentase Skor Indikator Variabel

Variabel Lingkungan Kerja (X1)				
Skor	1. Kondisi Fisik	2. Fasilitas	3. Hubungan Sosial	4. Keseimbangan Kerja-Hidup
5	30%	28%	38%	22%
4	46%	44%	57%	44%
3	20%	25%	4%	23%
2	2%	3%	0%	10%
1	1%	0%	0%	1%
jml	100%	100%	100%	100%

Variabel Beban Kerja (X2)				
Skor	1. Jumlah Tugas	2. Tingkat Kesulitan	3. Tekanan Waktu	4. Jam Kerja
5	11%	1%	7%	3%
4	7%	1%	14%	4%
3	22%	17%	25%	27%
2	38%	54%	33%	38%
1	21%	27%	21%	29%
jml	100%	100%	100%	100%

Variabel Kepuasan Kerja (X3)					
Skor	1. Pekerjaan	2. Upah	3. Promosi	4. Pengawas	5. Rekan Kerja
5	31%	16%	21%	25%	37%
4	49%	36%	43%	47%	50%
3	20%	37%	25%	27%	13%
2	1%	9%	9%	1%	0%
1	0%	1%	1%	0%	0%
jml	100%	100%	100%	100%	100%

Variabel Kinerja Karyawan (Y)						
Skor	1. Kuantitas Kerja	2. Kualitas Kerja	3. Ketepatan Waktu	4. Efektivitas	5. Kemandirian	6. Komitmen kerja
5	40%	43%	41%	45%	36%	43%
4	51%	50%	51%	45%	43%	49%
3	9%	7%	8%	10%	18%	8%
2	0%	0%	0%	0%	4%	0%
1	0%	0%	0%	0%	0%	0%
jml	100%	100%	100%	100%	100%	100%





Lampiran 05. Validitas dan Reliabilitas Konstruk

	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
Lingkungan Kerja (X1)	0.713	0.714	0.823	0.537
Beban Kerja (X2)	0.717	0.716	0.825	0.541
Kepuasan Kerja (X3)	0.798	0.799	0.86	0.552
Kinerja Karyawan (Y)	0.896	0.897	0.92	0.659



Lampiran 06. Skor Variabel Laten Penelitian (Bentuk Skor z)

Case ID	Beban Kerja (X2)	Kepuasan Kerja (X3)	Kinerja Karyawan (Y)	Lingkungan Kerja (X1)
1	1.014	1.797	1.309	1.688
2	0.524	0.225	-0.495	-0.276
3	0.556	1.401	0.121	1.279
4	-0.334	1.797	0.335	0.945
5	-0.754	1.797	0.35	0.945
6	0.6	-0.467	0.413	0.87
7	-0.679	1.118	0.987	1.688
8	-0.334	-0.226	-0.506	-0.15
9	-1.682	1.797	1.309	1.688
10	0.594	0.084	1.049	-0.938
11	0.626	-1.684	-1.165	-1.705
12	-0.371	0.508	0.417	-0.529
13	1.014	-0.891	-0.203	-0.484
14	-1.067	-0.709	1.049	-0.41
15	-1.682	1.797	1.309	1.688
16	0.249	-0.226	-0.247	-0.559
17	-1.682	1.797	1.309	1.688
18	1.014	1.273	0.091	1.354
19	-1.682	1.556	1.309	1.688
20	-0.334	-0.184	-0.576	-0.15
21	1.258	-1.078	-0.836	-0.484
22	-0.711	1.118	1.309	1.019
23	2.87	-2.126	-2.139	-1.63
24	0.356	-0.581	-0.576	-1.245
25	1.014	0.379	1.309	0.617
26	0.011	-0.918	-2.201	0.945
27	0.011	0.057	-0.576	-0.15
28	1.014	0.453	0.987	0.259
29	1.29	-1.233	-1.398	-0.887
30	1.91	-1.233	-2.058	-0.962
31	1.014	-0.509	-0.836	-0.887
32	-1.062	1.797	1.309	1.688
33	0.081	1.515	1.309	1.688
34	0.739	-1.57	-0.836	-0.887
35	-0.334	-0.75	-0.55	-1.296
36	-0.334	-0.226	-0.576	-0.15
37	1.835	-2.281	-1.498	-0.818
38	0.487	-0.313	0.095	-0.15
39	1.528	-1.146	-0.836	-1.227

Case ID	Beban Kerja (X2)	Kepuasan Kerja (X3)	Kinerja Karyawan (Y)	Lingkungan Kerja (X1)
40	1.748	-0.226	0.06	-0.15
41	1.527	0.636	-0.576	0.876
42	0.951	-0.427	0.021	0.542
43	0.524	0.977	1.309	0.259
44	1.046	-1.206	0.091	-0.553
45	-0.102	0.453	1.309	0.276
46	-1.682	1.797	0.976	1.688
47	0.287	0.225	-0.238	0.542
48	-1.682	1.515	1.309	1.688
49	-0.76	0.949	1.309	1.688
50	0.788	-1.57	-1.173	-0.962
51	0.901	0.057	-0.576	-0.15
52	-0.058	0.057	-0.576	-0.559
53	0.249	0.057	-0.576	-0.15
54	-0.026	-0.796	1.309	-0.269
55	-0.334	0.057	0.72	-0.15
56	0.977	-0.467	-0.513	-0.893
57	-1.067	1.556	1.309	1.688
58	-0.679	-0.226	0.657	-1.227
59	0.011	-0.467	-0.576	-0.553
60	1.014	-0.677	-1.231	-0.962
61	-0.334	-0.226	-0.576	-0.818
62	-1.682	-1.629	1.309	-1.221
63	0.588	-1.515	-1.247	-0.15
64	1.452	-1.442	-1.217	-1.296
65	0.524	-0.467	-0.576	-0.15
66	-0.058	-0.467	-0.273	-2.039
67	-1.099	-0.226	1.006	0.208
68	1.014	-1.684	-2.461	-1.988
69	-0.409	0.508	0.677	-0.201
70	0.588	-0.595	-1.095	-0.887
71	-1.682	1.797	1.309	0.549
72	-1.407	0.896	0.987	0.661
73	-0.058	0.508	0.021	0.542
74	0.255	-0.467	-0.576	-0.559
75	-1.375	1.797	1.049	1.688
76	-1.262	0.904	1.049	1.285
77	-0.572	0.877	0.084	-0.15
78	-1.03	1.797	1.006	1.688
79	-0.334	-0.426	-0.316	-0.15
80	-1.375	-0.084	1.049	-0.753
81	0.281	0.057	-0.836	-0.15
82	-0.917	-0.863	1.309	1.688

Case ID	Beban Kerja (X2)	Kepuasan Kerja (X3)	Kinerja Karyawan (Y)	Lingkungan Kerja (X1)
83	-1.682	0.791	1.309	0.146
84	-0.334	0.057	-0.576	-0.15
85	-0.064	0.057	-0.576	-0.15
86	0.519	-0.863	-0.513	-0.887
87	-0.479	0.057	-0.254	-0.15
88	0.217	-0.339	-1.165	-0.15
89	-0.026	-0.231	1.309	0.327
90	0.281	0.057	-0.576	-0.15
91	0.933	0.621	-0.576	-0.15
92	-0.986	1.797	1.309	1.688
93	1.85	-2.208	-1.247	-2.033
94	-0.641	-0.231	1.309	0.327
95	0.492	-0.467	-0.173	-1.296
96	-0.679	-0.595	-1.095	-0.887
97	-0.986	0.495	1.309	1.688
98	0.649	-1.073	-1.495	0.178
99	-0.334	-1.104	-0.513	-0.962
100	-0.641	-0.467	-0.173	-1.296
101	-1.337	0.877	0.971	1.279
102	1.78	-0.467	-0.576	-1.153
103	-1.407	0.015	0.716	0.617
104	1.855	-1.684	-2.461	-1.988
105	-0.409	0.508	-0.013	-0.201
106	1.107	-0.595	-1.095	-0.887
107	-1.682	1.797	1.309	0.549
108	-1.099	0.613	0.649	-0.031
109	-0.609	0.508	0.021	0.542
110	1.014	-0.467	-0.576	-0.893
111	-1.375	1.064	0.72	1.688
112	-0.647	0.252	0.712	1.285
113	0.043	0.877	0.084	-0.15
114	-0.479	0.694	-0.63	0.996
115	0.394	-0.185	-0.639	-0.553
116	-1.099	-0.084	1.049	-0.753
117	0.217	0.057	-0.836	-0.15
118	-0.917	-0.863	1.309	1.688
119	-1.375	0.791	1.309	0.146
120	-0.334	0.057	-0.576	-0.15
121	-0.026	-0.313	-0.576	-0.15
122	0.455	-1.314	-0.21	-0.887
123	-0.722	-1.005	0.417	-0.15
124	0.426	-0.339	-0.862	-0.15
125	-0.641	-0.231	1.309	0.327

Case ID	Beban Kerja (X2)	Kepuasan Kerja (X3)	Kinerja Karyawan (Y)	Lingkungan Kerja (X1)
126	-0.447	0.057	-0.277	-0.15
127	-0.754	-0.226	-0.583	-0.842
128	1.246	-0.339	-1.165	-0.15
129	-0.366	-0.231	1.049	0.327
130	0.318	0.325	0.387	-1.585
131	0.837	0.621	-0.879	-0.15
132	-1.131	1.797	1.309	1.688
133	1.899	-2.208	-1.247	-2.033
134	0.626	-0.231	-0.976	0.327
135	-0.711	-0.103	0.976	0.208
136	1.452	-0.918	-1.898	0.276
137	0.626	-0.394	-0.879	-0.559
138	1.873	-0.313	-0.546	-0.553



Lampiran 07. Skor Variabel Laten Penelitian (Bentuk Skor T)

Case ID	Beban Kerja (X2)	Kepuasan Kerja (X3)	Kinerja Karyawan (Y)	Lingkungan Kerja (X1)
1	60.14	67.97	63.09	66.88
2	55.24	52.25	45.05	47.24
3	55.56	64.01	51.21	62.79
4	46.66	67.97	53.35	59.45
5	42.46	67.97	53.5	59.45
6	56	45.33	54.13	58.7
7	43.21	61.18	59.87	66.88
8	46.66	47.74	44.94	48.5
9	33.18	67.97	63.09	66.88
10	55.94	50.84	60.49	40.62
11	56.26	33.16	38.35	32.95
12	46.29	55.08	54.17	44.71
13	60.14	41.09	47.97	45.16
14	39.33	42.91	60.49	45.9
15	33.18	67.97	63.09	66.88
16	52.49	47.74	47.53	44.41
17	33.18	67.97	63.09	66.88
18	60.14	62.73	50.91	63.54
19	33.18	65.56	63.09	66.88
20	46.66	48.16	44.24	48.5
21	62.58	39.22	41.64	45.16
22	42.89	61.18	63.09	60.19
23	78.7	28.74	28.61	33.7
24	53.56	44.19	44.24	37.55
25	60.14	53.79	63.09	56.17
26	50.11	40.82	27.99	59.45
27	50.11	50.57	44.24	48.5
28	60.14	54.53	59.87	52.59
29	62.9	37.67	36.02	41.13
30	69.1	37.67	29.42	40.38
31	60.14	44.91	41.64	41.13
32	39.38	67.97	63.09	66.88
33	50.81	65.15	63.09	66.88
34	57.39	34.3	41.64	41.13
35	46.66	42.5	44.5	37.04
36	46.66	47.74	44.24	48.5
37	68.35	27.19	35.02	41.82
38	54.87	46.87	50.95	48.5
39	65.28	38.54	41.64	37.73
40	67.48	47.74	50.6	48.5
41	65.27	56.36	44.24	58.76

Case ID	Beban Kerja (X2)	Kepuasan Kerja (X3)	Kinerja Karyawan (Y)	Lingkungan Kerja (X1)
42	59.51	45.73	50.21	55.42
43	55.24	59.77	63.09	52.59
44	60.46	37.94	50.91	44.47
45	48.98	54.53	63.09	52.76
46	33.18	67.97	59.76	66.88
47	52.87	52.25	47.62	55.42
48	33.18	65.15	63.09	66.88
49	42.4	59.49	63.09	66.88
50	57.88	34.3	38.27	40.38
51	59.01	50.57	44.24	48.5
52	49.42	50.57	44.24	44.41
53	52.49	50.57	44.24	48.5
54	49.74	42.04	63.09	47.31
55	46.66	50.57	57.2	48.5
56	59.77	45.33	44.87	41.07
57	39.33	65.56	63.09	66.88
58	43.21	47.74	56.57	37.73
59	50.11	45.33	44.24	44.47
60	60.14	43.23	37.69	40.38
61	46.66	47.74	44.24	41.82
62	33.18	33.71	63.09	37.79
63	55.88	34.85	37.53	48.5
64	64.52	35.58	37.83	37.04
65	55.24	45.33	44.24	48.5
66	49.42	45.33	47.27	29.61
67	39.01	47.74	60.06	52.08
68	60.14	33.16	25.39	30.12
69	45.91	55.08	56.77	47.99
70	55.88	44.05	39.05	41.13
71	33.18	67.97	63.09	55.49
72	35.93	58.96	59.87	56.61
73	49.42	55.08	50.21	55.42
74	52.55	45.33	44.24	44.41
75	36.25	67.97	60.49	66.88
76	37.38	59.04	60.49	62.85
77	44.28	58.77	50.84	48.5
78	39.7	67.97	60.06	66.88
79	46.66	45.74	46.84	48.5
80	36.25	49.16	60.49	42.47
81	52.81	50.57	41.64	48.5
82	40.83	41.37	63.09	66.88
83	33.18	57.91	63.09	51.46
84	46.66	50.57	44.24	48.5

Case ID	Beban Kerja (X2)	Kepuasan Kerja (X3)	Kinerja Karyawan (Y)	Lingkungan Kerja (X1)
85	49.36	50.57	44.24	48.5
86	55.19	41.37	44.87	41.13
87	45.21	50.57	47.46	48.5
88	52.17	46.61	38.35	48.5
89	49.74	47.69	63.09	53.27
90	52.81	50.57	44.24	48.5
91	59.33	56.21	44.24	48.5
92	40.14	67.97	63.09	66.88
93	68.5	27.92	37.53	29.67
94	43.59	47.69	63.09	53.27
95	54.92	45.33	48.27	37.04
96	43.21	44.05	39.05	41.13
97	40.14	54.95	63.09	66.88
98	56.49	39.27	35.05	51.78
99	46.66	38.96	44.87	40.38
100	43.59	45.33	48.27	37.04
101	36.63	58.77	59.71	62.79
102	67.8	45.33	44.24	38.47
103	35.93	50.15	57.16	56.17
104	68.55	33.16	25.39	30.12
105	45.91	55.08	49.87	47.99
106	61.07	44.05	39.05	41.13
107	33.18	67.97	63.09	55.49
108	39.01	56.13	56.49	49.69
109	43.91	55.08	50.21	55.42
110	60.14	45.33	44.24	41.07
111	36.25	60.64	57.2	66.88
112	43.53	52.52	57.12	62.85
113	50.43	58.77	50.84	48.5
114	45.21	56.94	43.7	59.96
115	53.94	48.15	43.61	44.47
116	39.01	49.16	60.49	42.47
117	52.17	50.57	41.64	48.5
118	40.83	41.37	63.09	66.88
119	36.25	57.91	63.09	51.46
120	46.66	50.57	44.24	48.5
121	49.74	46.87	44.24	48.5
122	54.55	36.86	47.9	41.13
123	42.78	39.95	54.17	48.5
124	54.26	46.61	41.38	48.5
125	43.59	47.69	63.09	53.27
126	45.53	50.57	47.23	48.5
127	42.46	47.74	44.17	41.58

Case ID	Beban Kerja (X2)	Kepuasan Kerja (X3)	Kinerja Karyawan (Y)	Lingkungan Kerja (X1)
128	62.46	46.61	38.35	48.5
129	46.34	47.69	60.49	53.27
130	53.18	53.25	53.87	34.15
131	58.37	56.21	41.21	48.5
132	38.69	67.97	63.09	66.88
133	68.99	27.92	37.53	29.67
134	56.26	47.69	40.24	53.27
135	42.89	48.97	59.76	52.08
136	64.52	40.82	31.02	52.76
137	56.26	46.06	41.21	44.41
138	68.73	46.87	44.54	44.47



Lampiran 08. Nilai Statistik *Outer Models*

Outer Models	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
X1-1 ← Lingkungan Kerja (X1)	0.724	0.723	0.062	11.647	0.000
X1-2 ← Lingkungan Kerja (X1)	0.778	0.773	0.059	13.255	0.000
X1-3 ← Lingkungan Kerja (X1)	0.719	0.722	0.043	16.527	0.000
X1-4 ← Lingkungan Kerja (X1)	0.709	0.705	0.054	13.202	0.000
X2-1 ← Beban Kerja (X2)	0.736	0.733	0.043	17.148	0.000
X2-2 ← Beban Kerja (X2)	0.768	0.767	0.041	18.666	0.000
X2-3 ← Beban Kerja (X2)	0.705	0.705	0.049	14.476	0.000
X2-4 ← Beban Kerja (X2)	0.731	0.731	0.055	13.4	0.000
X3-1 ← Kepuasan Kerja (X3)	0.735	0.733	0.039	19.044	0.000
X3-2 ← Kepuasan Kerja (X3)	0.766	0.758	0.053	14.457	0.000
X3-3 ← Kepuasan Kerja (X3)	0.723	0.719	0.063	11.449	0.000
X3-4 ← Kepuasan Kerja (X3)	0.782	0.78	0.036	21.952	0.000
X3-5 ← Kepuasan Kerja (X3)	0.706	0.709	0.054	13.008	0.000
Y-1 ← Kinerja Karyawan (Y)	0.801	0.799	0.037	21.529	0.000
Y-2 ← Kinerja Karyawan (Y)	0.798	0.799	0.037	21.539	0.000
Y-3 ← Kinerja Karyawan (Y)	0.842	0.841	0.029	28.711	0.000
Y-4 ← Kinerja Karyawan (Y)	0.872	0.871	0.024	36.526	0.000
Y-5 ← Kinerja Karyawan (Y)	0.726	0.724	0.036	20.311	0.000
Y-6 ← Kinerja Karyawan (Y)	0.823	0.824	0.03	27.207	0.000

Lampiran 09. *Inner Models* Konstelasi Variabel

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
Beban Kerja (X2) → Kepuasan Kerja (X3)	-0.258	-0.256	0.066	3.898	0
Beban Kerja (X2) → Kinerja Karyawan (Y)	-0.456	-0.457	0.077	5.908	0
Kepuasan Kerja (X3) → Kinerja Karyawan (Y)	0.227	0.221	0.112	2.019	0.044
Lingkungan Kerja (X1) → Kepuasan Kerja (X3)	0.627	0.627	0.07	8.91	0
Lingkungan Kerja (X1) → Kinerja Karyawan (Y)	0.213	0.22	0.105	2.024	0.043



