



# Lampiran

**Lampiran 1. Daftar nama dan jabatan karyawan**

| No | Nama                  | Jabatan                 | Jenis Kelamin | Pendidikan Terakhir |
|----|-----------------------|-------------------------|---------------|---------------------|
| 1  | Oma Praja Sukmana     | General Admin           | L             | Sarjana 1           |
| 2  | Anggita Brawidyastiti | General Admin           | P             | Sarjana 1           |
| 3  | Mochamad Solichin     | Finance & Accounting    | L             | SMK                 |
| 4  | Rani Rusmiadi         | Purchasing              | P             | Diploma 3           |
| 5  | Nengah Sudjana        | Finance & Accounting    | L             | Diploma 3           |
| 6  | I Kadek Dodi Arianto  | Warehouse               | L             | SMA                 |
| 7  | Made Suriadi          | Warehouse               | L             | SMK                 |
| 8  | Sadmoko Yoga Santosa  | Mechanical & Electrical | L             | SMK                 |
| 9  | Putu Hari Saputra     | Mechanical & Electrical | L             | SMK                 |
| 10 | Runi Rachmadi         | Mechanical & Electrical | L             | Sarjana 1           |
| 11 | Suprpto               | Mechanical & Electrical | L             | SMK                 |
| 12 | Arief Krisnanda       | Production Hatchery     | L             | SMA                 |
| 13 | Gede Agus Subawa      | Production Hatchery     | L             | SMK                 |
| 14 | Sahwarudin            | Production Hatchery     | L             | SMK                 |

|    |                               |                         |   |           |
|----|-------------------------------|-------------------------|---|-----------|
| 15 | Kadek Wena                    | Production Hatchery     | L | SMK       |
| 16 | Teguh Arifin                  | General Admin           | L | Diploma 3 |
| 17 | Wayan Mariada                 | General Admin           | L | Sarjana 1 |
| 18 | Dani Jatmika                  | Mechanical & Electrical | L | SMK       |
| 19 | Sarif Hidayat                 | QC Hatchery             | L | Sarjana 1 |
| 20 | Chairul Umam                  | QC Hatchery             | L | Sarjana 1 |
| 21 | Putu Yudha Wirastana          | Production Hatchery     | L | SMK       |
| 22 | Gede Prana Jaya Wirawan       | Production Hatchery     | L | SMA       |
| 23 | I Putu Alit Mei Pandi         | Production Hatchery     | L | SMA       |
| 24 | Kadek Eka Apriana             | Production Hatchery     | L | SMK       |
| 25 | Putu Dian Rusdiyanti          | QC Hatchery             | P | Diploma 3 |
| 26 | Dio Alif Syaputra             | Purchasing              | L | Sarjana 1 |
| 27 | Ni Made Nesiani               | Finance & Accounting    | P | SMK       |
| 28 | Ketut Budiarta                | Warehouse               | L | SMK       |
| 29 | I Putu Suwidnya               | Warehouse               | L | SMK       |
| 30 | I Nyoman Maha Indra Yogiswara | General Admin           | L | Sarjana 1 |
| 31 | Desak Ketut Nenik Juniartini  | Finance & Accounting    | P | Sarjana 1 |
| 32 | Putu Heru Krisna Ardi         | Finance & Accounting    | L | Sarjana 1 |

|    |                           |                      |   |           |
|----|---------------------------|----------------------|---|-----------|
| 33 | I Gusti Ayu Alit Ariani   | Finance & Accounting | P | Sarjana 1 |
| 34 | I Kadek Darma Kusuma Arta | Purchasing           | L | Diploma 3 |
| 35 | Yoga Adhi Nanda           | Administrasi         | L | SMK       |
| 36 | I Ketut Suwitra           | Security             | L | SMA       |
| 37 | Made Susila               | Security             | L | SMA       |
| 38 | Putu Alit                 | Cleaning Service     | L | SMP       |
| 39 | Komang Adiasa             | Cleaning Service     | L | SMA       |
| 40 | Siti Hamidah              | Cleaning Service     | P | SD        |
| 41 | Cholik Hidayat            | Cleaning Service     | L | SMA       |
| 42 | Mayye Ningsih             | Cleaning Service     | P | SMA       |



## **KUESIONER PENELITIAN**

### **Pengaruh Lingkungan Kerja Fisik dan Budaya Organisasi terhadap Kinerja Karyawan pada PT. Suri Tani Pemuka**

Kuesioner ini bertujuan untuk memperoleh data yang akan digunakan untuk mengetahui bagaimana pengaruh Lingkungan Kerja dan Budaya Organisasi terhadap Kinerja Karyawan. Saudara/i dimohonkan untuk memberikan jawaban atas pernyataan di bawah ini dengan lengkap dan jujur sesuai dengan pendapat sendiri, karena kejujuran dalam menjawab kuesioner akan menentukan hasil penilaian. Adapun tujuan penelitian ini semata-mata hanya untuk tujuan ilmiah dan segala identitas serta jawaban yang saudara/i berikan akan dijaga kerahasiannya.

Atas kerjasama dan kesediaan saudara/i untuk mengisi kuesioner ini, saya ucapkan terima kasih.



Peneliti

Putu Tirza Gresika

NIM 1517041215

## Lampiran 2. Angket Kuisisioner

### A. Identitas Responden

|               |   |                      |
|---------------|---|----------------------|
| Nama          | : | .....                |
| Jabatan       | : | .....                |
| Jenis Kelamin | : | Laki-laki/Perempuan* |
| Usia          | : | .....                |

\*) Coret yang tidak perlu

### B. Petunjuk Pengisian Kuesioner

Demi kelancaran proses pengolahan data, peneliti mengharapkan karyawan dapat menjawab seluruh pertanyaan yang ada dengan keyakinan yang mendalam tanpa keraguan. Bila terdapat keraguan atas pertanyaan yang peneliti ajukan, karyawan dapat memilih salah satu jawaban yang dianggap paling mendekati dengan pendapat bapak/ibu sehingga semua pertanyaan memiliki jawaban.

Pada kuesioner ini karyawan diminta untuk memberikan tanda rumput (√) pada pilihan jawaban sesuai dengan pendapat/keadaan sebenarnya. Terdapat 5 pilihan jawaban sebagai berikut.

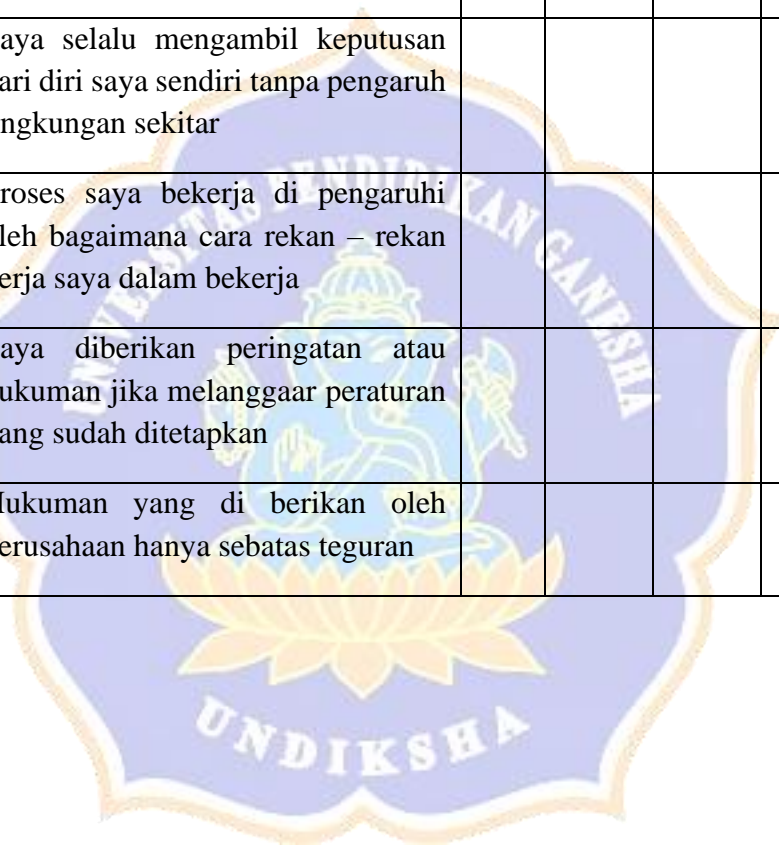
|     |   |                     |
|-----|---|---------------------|
| STS | : | Sangat Tidak Setuju |
| TS  | : | Tidak Setuju        |
| N   | : | Netral              |
| S   | : | Setuju              |
| SS  | : | Sangat Setuju       |

### Lingkungan Kerja Fisik

| No | Pertanyaan  | Alternatif Jawaban |   |   |    |     |
|----|---|--------------------|---|---|----|-----|
|    |   | SS                 | S | N | TS | STS |
| 1  | Pencahayaan di ruangan kerja saya, membantu untuk saya menyelesaikan pekerjaan                          |                    |   |   |    |     |
| 2  | Cahaya dalam ruang kerja saya tidak mengganggu indra penglihatan (terlalu terang ataupun terlalu gelap) |                    |   |   |    |     |
| 3  | Tubuh saya sudah nyaman dengan suhu pada ruang kerja saya   |                    |   |   |    |     |
| 4  | Pada saat/musim tertentu suhu pada ruang kerja saya, dapat menghambat pekerjaan saya                    |                    |   |   |    |     |
| 5  | Aroma kurang sedap yang timbul pada ruang kerja saya mengganggu saya dalam melakukan pekerjaan          |                    |   |   |    |     |
| 6  | Aroma kurang sedap di ruang kerja saya sampai tercium dari luar ruang kerja saya                        |                    |   |   |    |     |

## Budaya Organisasi

| No | Pertanyaan  | Alternatif Jawaban |   |   |    |     |
|----|---|--------------------|---|---|----|-----|
|    |   | SS                 | S | N | TS | STS |
| 1  | Pimpinan saya tegas dalam mengambil keputusan   |                    |   |   |    |     |
| 2  | Pimpinan saya selalu mentolerir kebiasaan yang kurang bagus dari karyawan                   |                    |   |   |    |     |
| 3  | Saya selalu mengambil keputusan dari diri saya sendiri tanpa pengaruh lingkungan sekitar    |                    |   |   |    |     |
| 4  | Proses saya bekerja di pengaruhi oleh bagaimana cara rekan – rekan kerja saya dalam bekerja |                    |   |   |    |     |
| 5  | Saya diberikan peringatan atau hukuman jika melanggar peraturan yang sudah ditetapkan       |                    |   |   |    |     |
| 6  | Hukuman yang di berikan oleh perusahaan hanya sebatas teguran                               |                    |   |   |    |     |





### Kinerja Karyawan

| No | Pertanyaan  | Alternatif Jawaban |   |   |    |     |
|----|---|--------------------|---|---|----|-----|
|    |   | SS                 | S | N | TS | STS |
| 1  | Hasil kerja saya memenuhi standart perusahaan   |                    |   |   |    |     |
| 2  | Kualitas kerja saya melebihi dari rekan kerja saya  |                    |   |   |    |     |
| 3  | Saya mampu menyelesaikan pekerjaan sesuai dengan target yang sudah ditetapkan oleh perusahaan                     |                    |   |   |    |     |
| 4  | Hasil kerja saya belum memenuhi standart yang telah ditetapkan oleh perusahaan                                    |                    |   |   |    |     |
| 5  | Saya selalu tepat waktu saat sedang melakukan aktifitas saya di kantor  |                    |   |   |    |     |
| 6  | Saya dapat menyelesaikan pekerjaan lebih dari yang ditargetkan untuk saya (baik dalam hal jumlah maupun kualitas) |                    |   |   |    |     |

| NO | LINGKUNGAN KERJA FISIK |   |   |   |   |   | X1 | BUDAYA ORGANISASI |   |   |   |   |   | X2 | KINERJA KARYAWAN |   |   |   |   |   | Y  |
|----|------------------------|---|---|---|---|---|----|-------------------|---|---|---|---|---|----|------------------|---|---|---|---|---|----|
|    |                        |   |   |   |   |   |    |                   |   |   |   |   |   |    |                  |   |   |   |   |   |    |
| 1  | 5                      | 5 | 5 | 3 | 5 | 5 | 28 | 5                 | 5 | 3 | 5 | 5 | 5 | 28 | 5                | 5 | 5 | 5 | 5 | 5 | 30 |
| 2  | 4                      | 3 | 5 | 4 | 3 | 5 | 24 | 4                 | 3 | 4 | 4 | 3 | 3 | 21 | 4                | 5 | 4 | 4 | 4 | 5 | 26 |
| 3  | 5                      | 5 | 5 | 5 | 5 | 5 | 30 | 3                 | 5 | 5 | 3 | 5 | 5 | 26 | 5                | 5 | 5 | 5 | 5 | 5 | 30 |
| 4  | 5                      | 3 | 3 | 5 | 3 | 3 | 22 | 5                 | 4 | 4 | 5 | 4 | 4 | 26 | 3                | 3 | 3 | 5 | 3 | 3 | 20 |
| 5  | 5                      | 5 | 5 | 5 | 5 | 5 | 30 | 3                 | 3 | 3 | 3 | 3 | 3 | 18 | 5                | 3 | 5 | 5 | 3 | 3 | 24 |
| 6  | 5                      | 3 | 5 | 3 | 3 | 5 | 24 | 4                 | 3 | 4 | 4 | 3 | 3 | 21 | 4                | 3 | 3 | 3 | 4 | 3 | 20 |
| 7  | 5                      | 5 | 5 | 5 | 5 | 5 | 30 | 3                 | 5 | 5 | 3 | 5 | 5 | 26 | 5                | 5 | 5 | 5 | 5 | 5 | 30 |
| 8  | 5                      | 3 | 3 | 3 | 3 | 3 | 20 | 4                 | 3 | 4 | 4 | 3 | 3 | 21 | 3                | 3 | 3 | 3 | 3 | 3 | 18 |
| 9  | 3                      | 4 | 3 | 4 | 4 | 4 | 22 | 4                 | 4 | 4 | 3 | 4 | 3 | 22 | 3                | 4 | 3 | 3 | 4 | 3 | 20 |
| 10 | 3                      | 3 | 3 | 3 | 3 | 3 | 18 | 4                 | 3 | 4 | 4 | 3 | 3 | 21 | 4                | 4 | 3 | 4 | 4 | 4 | 23 |
| 11 | 5                      | 5 | 5 | 5 | 5 | 5 | 30 | 5                 | 4 | 5 | 5 | 4 | 4 | 27 | 5                | 4 | 5 | 4 | 5 | 3 | 26 |
| 12 | 5                      | 3 | 5 | 3 | 3 | 5 | 24 | 3                 | 3 | 3 | 3 | 3 | 3 | 18 | 3                | 5 | 3 | 3 | 5 | 5 | 24 |
| 13 | 3                      | 5 | 4 | 5 | 5 | 4 | 26 | 5                 | 5 | 4 | 5 | 5 | 5 | 29 | 5                | 4 | 5 | 5 | 4 | 4 | 27 |
| 14 | 5                      | 5 | 5 | 5 | 5 | 5 | 30 | 3                 | 5 | 5 | 3 | 5 | 5 | 26 | 5                | 3 | 5 | 5 | 3 | 3 | 24 |
| 15 | 5                      | 3 | 3 | 3 | 3 | 3 | 20 | 4                 | 3 | 3 | 4 | 3 | 3 | 20 | 3                | 3 | 3 | 3 | 3 | 3 | 18 |
| 16 | 4                      | 5 | 5 | 5 | 5 | 5 | 29 | 5                 | 5 | 5 | 5 | 5 | 5 | 30 | 5                | 5 | 5 | 5 | 5 | 5 | 30 |
| 17 | 5                      | 3 | 5 | 5 | 3 | 5 | 26 | 3                 | 3 | 3 | 3 | 3 | 3 | 18 | 5                | 3 | 5 | 4 | 3 | 3 | 23 |
| 18 | 5                      | 5 | 5 | 5 | 4 | 5 | 29 | 3                 | 3 | 3 | 3 | 3 | 3 | 18 | 3                | 5 | 3 | 3 | 5 | 5 | 24 |
| 19 | 3                      | 3 | 3 | 3 | 3 | 3 | 18 | 3                 | 3 | 3 | 3 | 3 | 3 | 18 | 3                | 3 | 3 | 3 | 3 | 3 | 18 |
| 20 | 3                      | 3 | 3 | 3 | 3 | 3 | 18 | 3                 | 3 | 3 | 3 | 4 | 3 | 19 | 3                | 3 | 3 | 3 | 4 | 3 | 19 |
| 21 | 3                      | 3 | 3 | 3 | 3 | 3 | 18 | 3                 | 3 | 3 | 3 | 3 | 3 | 18 | 3                | 3 | 3 | 3 | 3 | 3 | 18 |
| 22 | 3                      | 3 | 3 | 4 | 3 | 3 | 19 | 3                 | 3 | 4 | 3 | 3 | 3 | 19 | 3                | 3 | 4 | 3 | 3 | 3 | 19 |
| 23 | 4                      | 3 | 3 | 3 | 3 | 3 | 19 | 3                 | 3 | 3 | 3 | 3 | 3 | 18 | 3                | 3 | 3 | 3 | 3 | 3 | 18 |

|    |   |   |   |   |   |   |    |   |   |   |   |   |   |    |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|----|---|---|---|---|---|---|----|---|---|---|---|---|---|----|
| 24 | 4 | 3 | 3 | 3 | 3 | 3 | 19 | 4 | 3 | 4 | 4 | 3 | 3 | 21 | 4 | 3 | 3 | 4 | 3 | 3 | 20 |
| 25 | 3 | 3 | 3 | 4 | 3 | 3 | 19 | 4 | 3 | 3 | 4 | 3 | 3 | 20 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 26 | 3 | 3 | 3 | 3 | 3 | 3 | 18 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 3 | 4 | 4 | 23 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 3 | 3 | 3 | 4 | 3 | 3 | 19 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 3 | 3 | 4 | 3 | 3 | 20 | 3 | 3 | 4 | 4 | 3 | 3 | 20 |
| 29 | 4 | 5 | 5 | 3 | 5 | 5 | 27 | 3 | 4 | 4 | 3 | 4 | 4 | 22 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 30 | 3 | 3 | 5 | 5 | 3 | 5 | 24 | 3 | 3 | 3 | 3 | 3 | 3 | 18 | 5 | 4 | 5 | 4 | 4 | 4 | 26 |
| 31 | 5 | 3 | 3 | 3 | 3 | 3 | 20 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 3 | 5 | 3 | 3 | 5 | 5 | 24 |
| 32 | 5 | 5 | 3 | 5 | 5 | 3 | 26 | 3 | 5 | 4 | 3 | 5 | 5 | 25 | 3 | 3 | 5 | 5 | 3 | 3 | 22 |
| 33 | 4 | 5 | 5 | 3 | 5 | 5 | 27 | 3 | 4 | 3 | 3 | 4 | 4 | 21 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 35 | 5 | 3 | 3 | 3 | 3 | 3 | 20 | 3 | 3 | 4 | 3 | 3 | 3 | 19 | 4 | 3 | 3 | 5 | 3 | 3 | 21 |
| 36 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 3 | 5 | 5 | 5 | 28 |
| 37 | 5 | 5 | 5 | 3 | 5 | 5 | 28 | 4 | 3 | 4 | 4 | 3 | 3 | 21 | 3 | 3 | 5 | 3 | 3 | 3 | 20 |
| 38 | 5 | 4 | 3 | 4 | 4 | 3 | 23 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 3 | 4 | 3 | 4 | 4 | 4 | 22 |
| 39 | 3 | 3 | 3 | 3 | 3 | 3 | 18 | 4 | 3 | 4 | 4 | 3 | 3 | 21 | 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| 40 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 3 | 4 | 3 | 3 | 4 | 4 | 21 | 5 | 3 | 5 | 4 | 3 | 3 | 23 |
| 41 | 5 | 3 | 5 | 5 | 3 | 5 | 26 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 3 | 5 | 3 | 3 | 5 | 5 | 24 |
| 42 | 3 | 5 | 4 | 5 | 5 | 4 | 26 | 5 | 5 | 4 | 5 | 5 | 5 | 29 | 5 | 4 | 5 | 5 | 4 | 4 | 27 |



## Lampiran 4. Hasil Validitas dan Reliabilitas

### a. Variabel Lingkungan Kerja Fisik (X<sub>1</sub>)

|                  |                     | Correlations |        |        |        |        |        | Lingkungan Kerja |
|------------------|---------------------|--------------|--------|--------|--------|--------|--------|------------------|
|                  |                     | X1.1         | X1.2   | X1.3   | X1.4   | X1.5   | X1.6   |                  |
| X1.1             | Pearson Correlation | 1            | .318'  | .448** | .248   | .300   | .419** | .572**           |
|                  | Sig. (2-tailed)     |              | .040   | .003   | .114   | .053   | .006   | .000             |
|                  | N                   | 42           | 42     | 42     | 42     | 42     | 42     | 42               |
| X1.2             | Pearson Correlation | .318'        | 1      | .588** | .521** | .987** | .599** | .858**           |
|                  | Sig. (2-tailed)     | .040         |        | .000   | .000   | .000   | .000   | .000             |
|                  | N                   | 42           | 42     | 42     | 42     | 42     | 42     | 42               |
| X1.3             | Pearson Correlation | .448**       | .588** | 1      | .468** | .572** | .987** | .868**           |
|                  | Sig. (2-tailed)     | .003         | .000   |        | .002   | .000   | .000   | .000             |
|                  | N                   | 42           | 42     | 42     | 42     | 42     | 42     | 42               |
| X1.4             | Pearson Correlation | .248         | .521** | .468** | 1      | .501** | .476** | .684**           |
|                  | Sig. (2-tailed)     | .114         | .000   | .002   |        | .001   | .001   | .000             |
|                  | N                   | 42           | 42     | 42     | 42     | 42     | 42     | 42               |
| X1.5             | Pearson Correlation | .300         | .987** | .572** | .501** | 1      | .584** | .843**           |
|                  | Sig. (2-tailed)     | .053         | .000   | .000   | .001   |        | .000   | .000             |
|                  | N                   | 42           | 42     | 42     | 42     | 42     | 42     | 42               |
| X1.6             | Pearson Correlation | .419**       | .599** | .987** | .476** | .584** | 1      | .868**           |
|                  | Sig. (2-tailed)     | .006         | .000   | .000   | .001   | .000   |        | .000             |
|                  | N                   | 42           | 42     | 42     | 42     | 42     | 42     | 42               |
| Lingkungan Kerja | Pearson Correlation | .572**       | .858** | .868** | .684** | .843** | .868** | 1                |
|                  | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   | .000   |                  |
|                  | N                   | 42           | 42     | 42     | 42     | 42     | 42     | 42               |

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

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

### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 42 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 42 | 100.0 |

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

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .876             | 6          |

b. Variabel Budaya Organisasi (X<sub>2</sub>)

**Correlations**

|                   |                     | X2.1   | X2.2   | X2.3   | X2.4   | X2.5   | X2.6   | Budaya Organisasi |
|-------------------|---------------------|--------|--------|--------|--------|--------|--------|-------------------|
| X2.1              | Pearson Correlation | 1      | .365*  | .372*  | .978** | .338*  | .352*  | .697**            |
|                   | Sig. (2-tailed)     |        | .017   | .015   | .000   | .029   | .022   | .000              |
|                   | N                   | 42     | 42     | 42     | 42     | 42     | 42     | 42                |
| X2.2              | Pearson Correlation | .365*  | 1      | .597** | .350*  | .982** | .982** | .903**            |
|                   | Sig. (2-tailed)     | .017   |        | .000   | .023   | .000   | .000   | .000              |
|                   | N                   | 42     | 42     | 42     | 42     | 42     | 42     | 42                |
| X2.3              | Pearson Correlation | .372*  | .597** | 1      | .358*  | .566** | .583** | .714**            |
|                   | Sig. (2-tailed)     | .015   | .000   |        | .020   | .000   | .000   | .000              |
|                   | N                   | 42     | 42     | 42     | 42     | 42     | 42     | 42                |
| X2.4              | Pearson Correlation | .978** | .350*  | .358*  | 1      | .324*  | .376*  | .694**            |
|                   | Sig. (2-tailed)     | .000   | .023   | .020   |        | .037   | .014   | .000              |
|                   | N                   | 42     | 42     | 42     | 42     | 42     | 42     | 42                |
| X2.5              | Pearson Correlation | .338*  | .982** | .566** | .324*  | 1      | .964** | .883**            |
|                   | Sig. (2-tailed)     | .029   | .000   | .000   | .037   |        | .000   | .000              |
|                   | N                   | 42     | 42     | 42     | 42     | 42     | 42     | 42                |
| X2.6              | Pearson Correlation | .352*  | .982** | .583** | .376*  | .964** | 1      | .899**            |
|                   | Sig. (2-tailed)     | .022   | .000   | .000   | .014   | .000   |        | .000              |
|                   | N                   | 42     | 42     | 42     | 42     | 42     | 42     | 42                |
| Budaya Organisasi | Pearson Correlation | .697** | .903** | .714** | .694** | .883** | .899** | 1                 |
|                   | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   |                   |
|                   | N                   | 42     | 42     | 42     | 42     | 42     | 42     | 42                |

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

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

**Case Processing Summary**

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 42 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 42 | 100.0 |

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

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .889             | 6          |

c. Variabel Kinerja Karyawan (Y)



**Correlations**

|                  |                     | Y.1                | Y.2                | Y.3                | Y.4                | Y.5                | Y.6                | Kinerja Karyawan   |
|------------------|---------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Y.1              | Pearson Correlation | 1                  | .323 <sup>*</sup>  | .720 <sup>**</sup> | .709 <sup>**</sup> | .339 <sup>*</sup>  | .310 <sup>*</sup>  | .779 <sup>**</sup> |
|                  | Sig. (2-tailed)     |                    | .037               | .000               | .000               | .028               | .046               | .000               |
|                  | N                   | 42                 | 42                 | 42                 | 42                 | 42                 | 42                 | 42                 |
| Y.2              | Pearson Correlation | .323 <sup>*</sup>  | 1                  | .147               | .220               | .932 <sup>**</sup> | .968 <sup>**</sup> | .800 <sup>**</sup> |
|                  | Sig. (2-tailed)     | .037               |                    | .351               | .162               | .000               | .000               | .000               |
|                  | N                   | 42                 | 42                 | 42                 | 42                 | 42                 | 42                 | 42                 |
| Y.3              | Pearson Correlation | .720 <sup>**</sup> | .147               | 1                  | .584 <sup>**</sup> | .128               | .136               | .630 <sup>**</sup> |
|                  | Sig. (2-tailed)     | .000               | .351               |                    | .000               | .420               | .390               | .000               |
|                  | N                   | 42                 | 42                 | 42                 | 42                 | 42                 | 42                 | 42                 |
| Y.4              | Pearson Correlation | .709 <sup>**</sup> | .220               | .584 <sup>**</sup> | 1                  | .159               | .245               | .665 <sup>**</sup> |
|                  | Sig. (2-tailed)     | .000               | .162               | .000               |                    | .315               | .118               | .000               |
|                  | N                   | 42                 | 42                 | 42                 | 42                 | 42                 | 42                 | 42                 |
| Y.5              | Pearson Correlation | .339 <sup>*</sup>  | .932 <sup>**</sup> | .128               | .159               | 1                  | .869 <sup>**</sup> | .763 <sup>**</sup> |
|                  | Sig. (2-tailed)     | .028               | .000               | .420               | .315               |                    | .000               | .000               |
|                  | N                   | 42                 | 42                 | 42                 | 42                 | 42                 | 42                 | 42                 |
| Y.6              | Pearson Correlation | .310 <sup>*</sup>  | .968 <sup>**</sup> | .136               | .245               | .869 <sup>**</sup> | 1                  | .786 <sup>**</sup> |
|                  | Sig. (2-tailed)     | .046               | .000               | .390               | .118               | .000               |                    | .000               |
|                  | N                   | 42                 | 42                 | 42                 | 42                 | 42                 | 42                 | 42                 |
| Kinerja Karyawan | Pearson Correlation | .779 <sup>**</sup> | .800 <sup>**</sup> | .630 <sup>**</sup> | .665 <sup>**</sup> | .763 <sup>**</sup> | .786 <sup>**</sup> | 1                  |
|                  | Sig. (2-tailed)     | .000               | .000               | .000               | .000               | .000               | .000               |                    |
|                  | N                   | 42                 | 42                 | 42                 | 42                 | 42                 | 42                 | 42                 |

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

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

**Case Processing Summary**

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 42 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 42 | 100.0 |

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

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .830             | 6          |

## Lampiran 5. Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

|                                  |                | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N                                |                | 42                      |
| Normal Parameters <sup>a,b</sup> | Mean           | .0000000                |
|                                  | Std. Deviation | 2.58169438              |
| Most Extreme Differences         | Absolute       | .106                    |
|                                  | Positive       | .067                    |
|                                  | Negative       | -.106                   |
| Kolmogorov-Smirnov Z             |                | .685                    |
| Asymp. Sig. (2-tailed)           |                | .736                    |

a. Test distribution is Normal.

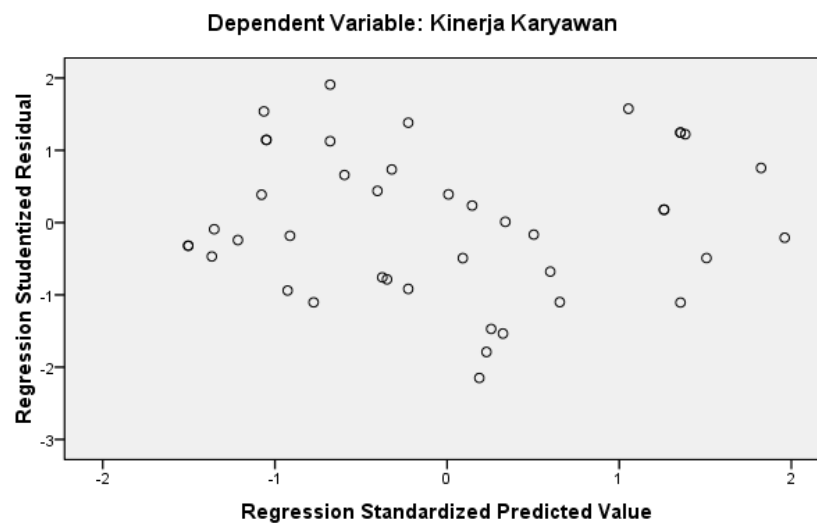
b. Calculated from data.

### 1. Lampiran Uji Multikolinearitas

| Varibel                                  | Tolerance | VIF   | Keputusan                          |
|--|-----------|-------|------------------------------------|
| Lingkungan Kerja Fisik (X <sub>1</sub> ) | 0,769     | 1,300 | tidak ada gejala multikolinearitas |
| Budaya Organisasi (X <sub>2</sub> )      | 0,769     | 1,300 | tidak ada gejala multikolinearitas |

### 2. Lampiran Uji Heteroskedastisitas

Scatterplot





## Lampiran 6. Hasil Analisis Regresi Linear Berganda

### Descriptive Statistics

|                        | Mean    | Std. Deviation | N  |
|------------------------|---------|----------------|----|
| Kinerja Karyawan       | 23.0238 | 3.80941        | 42 |
| Lingkungan Kerja Fisik | 24.1190 | 4.40732        | 42 |
| Budaya Organisasi      | 22.3810 | 3.67558        | 42 |

### Correlations

|                     |                        | Kinerja Karyawan | Lingkungan Kerja | Budaya Organisasi |
|---------------------|------------------------|------------------|------------------|-------------------|
| Pearson Correlation | Kinerja Karyawan       | 1.000            | .642             | .623              |
|                     | Lingkungan Kerja Fisik | .642             | 1.000            | .480              |
|                     | Budaya Organisasi      | .623             | .480             | 1.000             |
| Sig. (1-tailed)     | Kinerja Karyawan       | .                | .000             | .000              |
|                     | Lingkungan Kerja Fisik | .000             | .                | .001              |
|                     | Budaya Organisasi      | .000             | .001             | .                 |
| N                   | Kinerja Karyawan       | 42               | 42               | 42                |
|                     | Lingkungan Kerja Fisik | 42               | 42               | 42                |
|                     | Budaya Organisasi      | 42               | 42               | 42                |

### Model Summary<sup>b</sup>

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1     | .735 <sup>a</sup> | .541     | .517              | 2.64706                    | 1.993         |

a. Predictors: (Constant), Budaya Organisasi, Lingkungan Kerja Fisik

b. Dependent Variable: Kinerja Karyawan

### ANOVA<sup>b</sup>

| Model |            | Sum of Squares | Df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 321.705        | 2  | 160.853     | 22.956 | .000 <sup>a</sup> |
|       | Residual   | 273.271        | 39 | 7.007       |        |                   |
|       | Total      | 594.976        | 41 |             |        |                   |

a. Predictors: (Constant), Budaya Organisasi, Lingkungan Kerja Fisik

b. Dependent Variable: Kinerja Karyawan

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

| Model | Unstandardized Coefficients |            | Standardized Coefficients | t    | Sig.  |      |
|-------|-----------------------------|------------|---------------------------|------|-------|------|
|       | B                           | Std. Error | Beta                      |      |       |      |
| 1     | (Constant)                  | 4.252      | 2.819                     |      | 1.508 | .140 |
|       | Lingkungan Kerja Fisik      | .385       | .107                      | .445 | 3.600 | .001 |
|       | Budaya Organisasi           | .424       | .128                      | .409 | 3.305 | .002 |

a. Dependent Variable: Kinerja Karyawan



## Lampiran 8. Hasil Distribusi F

FREQUENCIES VARIABLES=jabatan JK Pendidikan /ORDER=ANALYSIS.

### Frequencies

#### Notes

|                        |                                |  |
|------------------------|--------------------------------|--|
| Output Created         |                                | 12-Jun-2020 22:40:09   |
| Comments               |                                |  |
| Input                  | Active Dataset                 | DataSet0   |
|                        | Filter                         | <none>   |
|                        | Weight                         | <none>   |
|                        | Split File                     | <none>   |
|                        | N of Rows in Working Data File | 42   |
| Missing Value Handling | Definition of Missing          | User-defined missing values are treated as missing.                    |
|                        | Cases Used                     | Statistics are based on all cases with valid data.                     |
| Syntax                 |                                | FREQUENCIES<br>VARIABLES=jabatan JK Pendidikan<br><br>/ORDER=ANALYSIS. |
| Resources              | Processor Time                 | 00:00:00.047   |
|                        | Elapsed Time                   | 00:00:00.006   |

[DataSet0]

**Statistics**

|   |         | jabatan | Jenis Kelamin | Pendidikan |
|---|---------|---------|---------------|------------|
| N | Valid   | 42      | 42            | 42         |
|   | Missing | 0       | 0             | 0          |



## Frequency Table

### Jabatan

|       |                        | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------------------------|-----------|---------|---------------|--------------------|
| Valid | Cleaning servis        | 5         | 11.9    | 11.9          | 11.9               |
|       | Security               | 2         | 4.8     | 4.8           | 16.7               |
|       | Warehouse              | 4         | 9.5     | 9.5           | 26.2               |
|       | Admin                  | 1         | 2.4     | 2.4           | 28.6               |
|       | Production Hatchery    | 8         | 19.0    | 19.0          | 47.6               |
|       | Purchasing             | 3         | 7.1     | 7.1           | 54.8               |
|       | Mechanical & Electrial | 5         | 11.9    | 11.9          | 66.7               |
|       | QC Hatchery            | 3         | 7.1     | 7.1           | 73.8               |
|       | Financial & Accounting | 6         | 14.3    | 14.3          | 88.1               |
|       | General Admin          | 5         | 11.9    | 11.9          | 100.0              |
|       | Total                  | 42        | 100.0   | 100.0         |                    |

### Jenis Kelamin

|       |           | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|-----------|---------|---------------|--------------------|
| Valid | Laki-laki | 34        | 81.0    | 81.0          | 81.0               |
|       | Perempuan | 8         | 19.0    | 19.0          | 100.0              |
|       | Total     | 42        | 100.0   | 100.0         |                    |



### Pendidikan

|       |            | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------------|-----------|---------|---------------|--------------------|
| Valid | SD         | 1         | 2.4     | 2.4           | 2.4                |
|       | SMP        | 1         | 2.4     | 2.4           | 4.8                |
|       | SMK        | 15        | 35.7    | 35.7          | 40.5               |
|       | SMA        | 9         | 21.4    | 21.4          | 61.9               |
|       | DEPLOMA 3  | 5         | 11.9    | 11.9          | 73.8               |
|       | SARJANA S1 | 11        | 26.2    | 26.2          | 100.0              |
|       | Total      | 42        | 100.0   | 100.0         |                    |