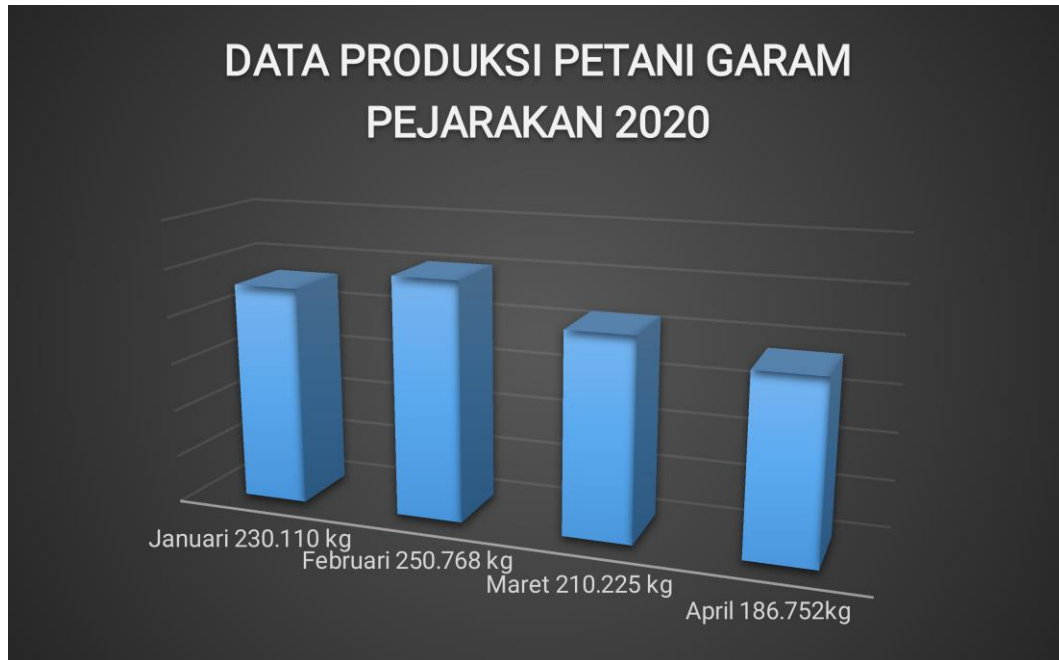




# LAMPIRAN

**LAMPIRAN 1**  
**DATA PRODUKSI GARAM PETANI GARAM DESA PEJARAKAN**  
**TAHUN 2020**



**LAMPIRAN 2**  
**KUESIONER PENELITIAN**



**KUESIONER PENELITIAN**  
**UNIVERSITAS PENDIDIKAN GANESHA**  
**FAKULTAS EKONOMI**  
**JURUSAN MANAJEMEN**  
**PRODI S1 MANAJEMEN**

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Kepada,

Yth, Bapak/Ibu, Saudara/i

Hal : Pengisian Kuesioner

Dengan Hormat,

Dalam rangka menyelesaikan studi di Undiksha, dengan Jurusan Manajemen, dengan ini saya mengadakan penelitian yang berjudul “ **Peran Motivasi Kerja Mediasi Lingkungan Kerja Terhadap Produktivitas Kerja Petani Garam Dsa Pejarakan** “

Maka dengan ini, saya mohon kesediaan Bapak/Ibu, Saudara/i untuk berkenan mengisi kuesioner ini. Atas kesediaan Bapak/Ibu, Saudara/i untuk berkenan mengisi kuesioner ini. Atas kesediaan dan bantuan Bapak/Ibu, Saudara/i yang turut berpartisipasi dalam mengisi kuesioner penelitian ini, saya ucapkan terimakasih.

Singaraja, 27 September 2020

Peneliti

Ketut Dina Meytasari  
NIM 1717041043

### A. Identitas Responden

(Beri tanda ✓ pada kotak jawaban)

1. Nama : .....
2. Alamat : .....
3. Usia.....tahun
4. Jenis Kelamin : Laki  Perempuan
5. Apakah anda melakukan pekerjaan dengan penuh tanggung jawab di kelompok tani garam Desa Pejarakan?  
 IYA  TIDAK

Jika anda menjawab IYA, silakan lanjutkan mengisi kuesioner, namun jika menjawab TIDAK silakan berhenti untuk mengisi kuesioner.

### B. Petunjuk Pengisian Kuesioner

Silakan anda pilih jawaban yang menurut anda paling sesuai dengan kondisi yang ada dengan memberikan tanda centang (✓) pada pilihan jawaban yang tersedia.

Keterangan

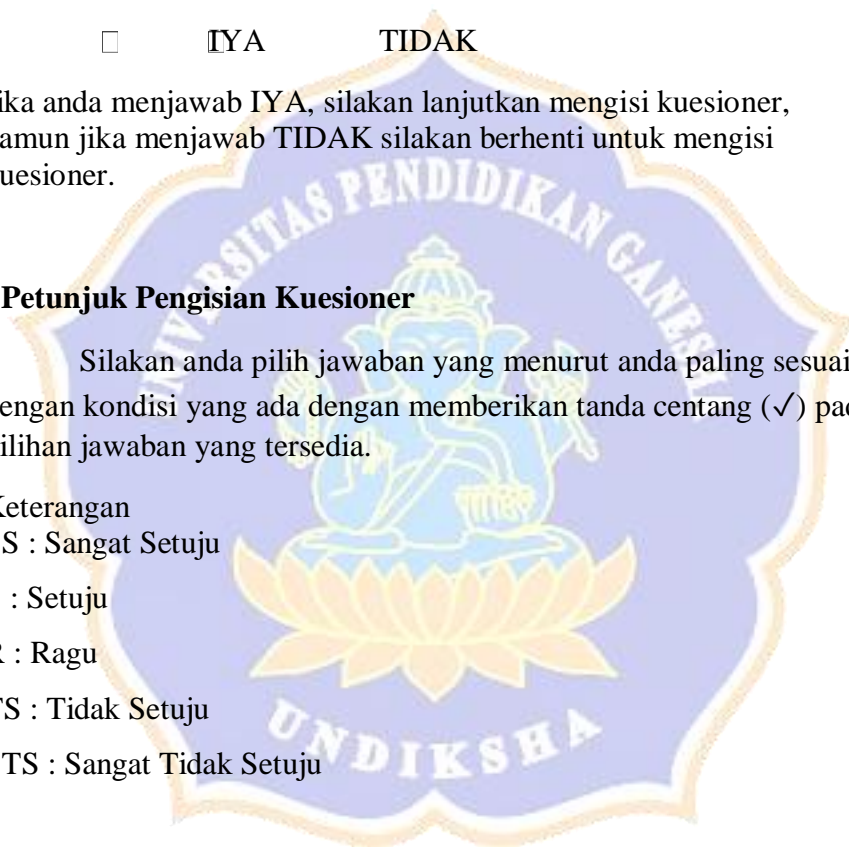
SS : Sangat Setuju

S : Setuju

R : Ragu

TS : Tidak Setuju

STS : Sangat Tidak Setuju



### C. Draf Pernyataan

#### Produktivitas Kerja

No	Pernyataan	SS	S	N	STS	TS
	Produktivitas Kerja	5	4	3	2	1
1	Anda memiliki keterampilan dalam memasarkan garam sesuai kebutuhan dan harapan pelanggan.					
2	Anda bekerja mengolah garam setiap hari hingga tibanya waktu panen garam.					
3	Anda mengolah garam secara efektif sesuai dengan standar yang ditetapkan.					
4	Waktu yang Anda pergunakan dalam mengolah garam berkualitas sesuai dengan jadwal panen.					

#### Lingkungan Kerja

No	Pernyataan	SS	S	N	STS	TS
	Lingkungan Kerja	5	4	3	2	1
5	Anda merasa nyaman dengan suasana kerja yang ada di kelompok tani garam Desa Pejarakan.					
6	Anda menjalin hubungan yang baik antara petani garam.					
7	Terdapat fasilitas pendukung seperti sekop, slender, alat untuk membuat kincir angin dan lain-lain guna untuk menunjang pekerjaan Anda.					

**Motivasi Kerja**

No	Pernyataan	SS	S	N	STS	TS
	Motivasi kerja	5	4	3	2	1
8	Adanya keinginan untuk menyelesaikan pekerjaan yang akan meningkatkan motivasi diri anda dalam menyelesaikan pekerjaan.					
9	Dengan adanya pemberian motivasi dari pimpinan organisasi petani garam maka tingkat usaha anda dalam bekerja akan semakin meningkat.					
10	Dengan motivasi akan meningkatkan kegigihan anda dalam bekerja					



**LAMPIRAN 3**  
**DATA PENELITIAN**

**1. Hasil Kuesioner Untuk Uji Validitas dan Reliabilitas Variabel Lingkungan Kerja**

**Data Ordinal**

No.	1	2	3	Total
1	4	5	4	13
2	4	4	4	12
3	5	4	4	13
4	4	5	4	13
5	3	4	4	11
6	5	5	5	15
7	4	4	5	13
8	4	5	4	13
9	4	4	3	11
10	4	4	4	12
11	4	4	4	12
12	4	4	4	12
13	4	4	4	12
14	4	4	4	12
15	4	3	3	10
16	4	4	4	12
17	3	3	4	10
18	4	4	4	12
19	5	4	5	14
20	4	4	4	12
21	4	4	3	11
22	4	4	4	12
23	3	3	4	10
24	5	5	5	15
25	3	3	4	10
26	4	3	3	10
27	4	5	5	14
28	4	4	4	12
29	3	4	3	10
30	4	4	4	12

**Data Interval**

No.	1	2	3	Total
1	2.549	3.899	2.499	8.947
2	2.549	2.452	2.499	7.499
3	4.114	2.452	2.499	9.064
4	2.549	3.899	2.499	8.947
5	1.000	2.452	2.499	5.951
6	4.114	3.899	3.998	12.011
7	2.549	2.452	3.998	8.998
8	2.549	3.899	2.499	8.947
9	2.549	2.452	1.000	6.000
10	2.549	2.452	2.499	7.499
11	2.549	2.452	2.499	7.499
12	2.549	2.452	2.499	7.499
13	2.549	2.452	2.499	7.499
14	2.549	2.452	2.499	7.499
15	2.549	1.000	1.000	4.549
16	2.549	2.452	2.499	7.499
17	1.000	1.000	2.499	4.499
18	2.549	2.452	2.499	7.499
19	4.114	2.452	3.998	10.563
20	2.549	2.452	2.499	7.499
21	2.549	2.452	1.000	6.000
22	2.549	2.452	2.499	7.499
23	1.000	1.000	2.499	4.499
24	4.114	3.899	3.998	12.011
25	1.000	1.000	2.499	4.499
26	2.549	1.000	1.000	4.549
27	2.549	3.899	3.998	10.446
28	2.549	2.452	2.499	7.499
29	1.000	2.452	1.000	4.452
30	2.549	2.452	2.499	7.499



## 2. Hasil Kuesioner Untuk Uji Validitas dan Reliabilitas Variabel Motivasi Kerja

### Data Ordinal

No.	1	2	3	Total
1	4	5	5	14
2	3	4	3	10
3	4	4	4	12
4	5	4	4	13
5	4	5	4	13
6	4	4	5	13
7	4	3	4	11
8	4	4	4	12
9	4	4	4	12
10	3	4	4	11
11	3	4	3	10
12	4	4	4	12
13	4	4	4	12
14	4	3	3	10
15	4	4	4	12
16	4	3	3	10
17	4	4	4	12
18	4	4	4	12
19	4	4	4	12
20	5	5	4	14
21	5	5	5	15
22	5	4	4	13
23	4	4	4	12
24	5	5	5	15
25	4	4	4	12
26	5	5	5	15
27	3	3	4	10
28	3	4	4	11
29	4	4	4	12
30	4	4	3	11

**Data Interval**

<b>No.</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>Total</b>
1	2.452	4.014	3.998	10.464
2	1.000	2.518	1.000	4.518
3	2.452	2.518	2.499	7.468
4	3.899	2.518	2.499	8.916
5	2.452	4.014	2.499	8.965
6	2.452	2.518	3.998	8.967
7	2.452	1.000	2.499	5.951
8	2.452	2.518	2.499	7.468
9	2.452	2.518	2.499	7.468
10	1.000	2.518	2.499	6.017
11	1.000	2.518	1.000	4.518
12	2.452	2.518	2.499	7.468
13	2.452	2.518	2.499	7.468
14	2.452	1.000	1.000	4.452
15	2.452	2.518	2.499	7.468
16	2.452	1.000	1.000	4.452
17	2.452	2.518	2.499	7.468
18	2.452	2.518	2.499	7.468
19	2.452	2.518	2.499	7.468
20	3.899	4.014	2.499	10.412
21	3.899	4.014	3.998	11.911
22	3.899	2.518	2.499	8.916
23	2.452	2.518	2.499	7.468
24	3.899	4.014	3.998	11.911
25	2.452	2.518	2.499	7.468
26	3.899	4.014	3.998	11.911
27	1.000	1.000	2.499	4.499
28	1.000	2.518	2.499	6.017
29	2.452	2.518	2.499	7.468
30	2.452	2.518	1.000	5.969

### 3. Hasil Kuesioner Untuk Uji Validitas dan Reliabilitas Variabel Produktivitas Kerja

#### Data Ordinal

No.	1	2	3	4	Total
1	4	5	4	4	17
2	5	4	4	5	18
3	4	4	4	4	16
4	4	4	4	4	16
5	4	4	4	4	16
6	4	4	4	4	16
7	4	5	5	4	18
8	4	4	4	4	16
9	5	4	5	4	18
10	4	3	3	4	14
11	4	4	4	4	16
12	4	4	4	4	16
13	4	4	4	4	16
14	4	4	4	4	16
15	4	4	4	4	16
16	4	4	3	4	15
17	3	4	4	3	14
18	4	3	3	4	14
19	4	4	4	4	16
20	5	5	4	5	19
21	4	4	4	4	16
22	3	3	4	3	13
23	4	4	4	4	16
24	4	3	3	4	14
25	5	5	5	5	20
26	3	3	3	4	13
27	3	4	4	3	14
28	5	4	5	5	19
29	4	4	4	4	16
30	4	4	4	3	15

**Data Interval**

<b>No.</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>Total</b>
1	2.565	4.114	2.549	2.615	11.842
2	4.114	2.549	2.549	4.229	13.440
3	2.565	2.549	2.549	2.615	10.277
4	2.565	2.549	2.549	2.615	10.277
5	2.565	2.549	2.549	2.615	10.277
6	2.565	2.549	2.549	2.615	10.277
7	2.565	4.114	4.114	2.615	13.407
8	2.565	2.549	2.549	2.615	10.277
9	4.114	2.549	4.114	2.615	13.390
10	2.565	1.000	1.000	2.615	7.180
11	2.565	2.549	2.549	2.615	10.277
12	2.565	2.549	2.549	2.615	10.277
13	2.565	2.549	2.549	2.615	10.277
14	2.565	2.549	2.549	2.615	10.277
15	2.565	2.549	2.549	2.615	10.277
16	2.565	2.549	1.000	2.615	8.728
17	1.000	2.549	2.549	1.000	7.097
18	2.565	1.000	1.000	2.615	7.180
19	2.565	2.549	2.549	2.615	10.277
20	4.114	4.114	2.549	4.229	15.005
21	2.565	2.549	2.549	2.615	10.277
22	1.000	1.000	2.549	1.000	5.549
23	2.565	2.549	2.549	2.615	10.277
24	2.565	1.000	1.000	2.615	7.180
25	4.114	4.114	4.114	4.229	16.570
26	1.000	1.000	1.000	2.615	5.615
27	1.000	2.549	2.549	1.000	7.097
28	4.114	2.549	4.114	4.229	15.005
29	2.565	2.549	2.549	2.615	10.277
30	2.565	2.549	2.549	1.000	8.662

#### 4. Hasil Kuesioner Untuk Analisis Regresi Linier Berganda Variabel Lingkungan Kerja

##### Data Ordinal

Responden	1	2	3	X1
1	4	5	5	14
2	4	4	4	12
3	5	4	5	14
4	3	3	4	10
5	4	4	4	12
6	5	5	5	15
7	4	4	3	11
8	5	5	4	14
9	5	4	5	14
10	4	4	3	11
11	3	3	4	10
12	4	4	3	11
13	3	3	4	10
14	4	4	4	12
15	4	4	5	13
16	4	4	3	11
17	5	4	4	13
18	3	3	4	10
19	4	4	4	12
20	4	4	3	11
21	5	5	5	15
22	4	5	4	13
23	5	5	4	14
24	4	4	3	11
25	5	4	4	13
26	5	5	5	15
27	4	4	4	12
28	5	4	5	14
29	5	5	4	14
30	4	4	4	12
31	4	4	3	11
32	4	4	4	12
33	4	4	3	11
34	4	4	5	13
35	5	4	5	14
36	4	4	4	12
37	5	4	5	14
38	3	3	4	10
39	4	4	4	12
40	4	4	4	12

<b>Responden</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>X1</b>
41	4	4	3	11
42	4	4	4	12
43	4	4	3	11
44	4	4	4	12
45	4	4	4	12
46	3	3	4	10
47	3	3	4	10
48	5	5	5	15
49	5	5	5	15
50	3	3	4	10



**Data Interval**

<b>Responden</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>X1</b>
1	2.327	3.921	3.647	9.895
2	2.327	2.463	2.318	7.108
3	3.680	2.463	3.647	9.790
4	1.000	1.000	2.318	4.318
5	2.327	2.463	2.318	7.108
6	3.680	3.921	3.647	11.248
7	2.327	2.463	1.000	5.791
8	3.680	3.921	2.318	9.918
9	3.680	2.463	3.647	9.790
10	2.327	2.463	1.000	5.791
11	1.000	1.000	2.318	4.318
12	2.327	2.463	1.000	5.791
13	1.000	1.000	2.318	4.318
14	2.327	2.463	2.318	7.108
15	2.327	2.463	3.647	8.438
16	2.327	2.463	1.000	5.791
17	3.680	2.463	2.318	8.461
18	1.000	1.000	2.318	4.318
19	2.327	2.463	2.318	7.108
20	2.327	2.463	1.000	5.791
21	3.680	3.921	3.647	11.248
22	2.327	3.921	2.318	8.565
23	3.680	3.921	2.318	9.918
24	2.327	2.463	1.000	5.791
25	3.680	2.463	2.318	8.461
26	3.680	3.921	3.647	11.248
27	2.327	2.463	2.318	7.108
28	3.680	2.463	3.647	9.790
29	3.680	3.921	2.318	9.918
30	2.327	2.463	2.318	7.108
31	2.327	2.463	1.000	5.791
32	2.327	2.463	2.318	7.108
33	2.327	2.463	1.000	5.791
34	2.327	2.463	3.647	8.438
35	3.680	2.463	3.647	9.790
36	2.327	2.463	2.318	7.108
37	3.680	2.463	3.647	9.790
38	1.000	1.000	2.318	4.318
39	2.327	2.463	2.318	7.108
40	2.327	2.463	2.318	7.108
41	2.327	2.463	1.000	5.791
42	2.327	2.463	2.318	7.108

Responden	1	2	3	X1
43	2.327	2.463	1.000	5.791
44	2.327	2.463	2.318	7.108
45	2.327	2.463	2.318	7.108
46	1.000	1.000	2.318	4.318
47	1.000	1.000	2.318	4.318
48	3.680	3.921	3.647	11.248
49	3.680	3.921	3.647	11.248
50	1.000	1.000	2.318	4.318





## 5. Hasil Kuesioner Untuk Analisis Regresi Linier Berganda Variabel Motivasi Kerja

### Data Ordinal

Responden	1	2	3	X2
1	4	4	4	12
2	4	4	3	11
3	5	4	4	13
4	3	5	4	12
5	4	3	3	10
6	4	4	5	13
7	3	4	3	10
8	4	4	5	13
9	3	3	4	10
10	4	4	4	12
11	3	3	4	10
12	4	5	4	13
13	3	4	4	11
14	4	4	5	13
15	4	4	5	13
16	3	4	3	10
17	4	4	4	12
18	3	4	3	10
19	4	4	4	12
20	4	3	3	10
21	4	4	4	12
22	4	4	4	12
23	4	5	4	13
24	5	4	3	12
25	4	3	4	11
26	5	5	4	14
27	4	3	4	11
28	5	5	4	14
29	4	3	4	11
30	4	4	4	12
31	4	4	3	11
32	5	4	4	13
33	4	4	3	11
34	4	5	4	13
35	5	4	4	13
36	4	3	4	11
37	3	5	4	12
38	4	4	3	11

<b>Responden</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>X2</b>
39	4	4	4	12
40	4	3	4	11
41	3	4	4	11
42	3	4	4	11
43	4	3	4	11
44	4	4	3	11
45	4	4	4	12
46	3	4	4	11
47	4	3	4	11
48	5	5	5	15
49	4	4	5	13
50	3	3	4	10



**Data Interval**

<b>Responden</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>X2</b>
1	2.438	2.408	2.491	7.337
2	2.438	2.408	1.000	5.846
3	3.885	2.408	2.491	8.784
4	1.000	3.816	2.491	7.307
5	2.438	1.000	1.000	4.438
6	2.438	2.408	4.013	8.859
7	1.000	2.408	1.000	4.408
8	2.438	2.408	4.013	8.859
9	1.000	1.000	2.491	4.491
10	2.438	2.408	2.491	7.337
11	1.000	1.000	2.491	4.491
12	2.438	3.816	2.491	8.745
13	1.000	2.408	2.491	5.899
14	2.438	2.408	4.013	8.859
15	2.438	2.408	4.013	8.859
16	1.000	2.408	1.000	4.408
17	2.438	2.408	2.491	7.337
18	1.000	2.408	1.000	4.408
19	2.438	2.408	2.491	7.337
20	2.438	1.000	1.000	4.438
21	2.438	2.408	2.491	7.337
22	2.438	2.408	2.491	7.337
23	2.438	3.816	2.491	8.745
24	3.885	2.408	1.000	7.293
25	2.438	1.000	2.491	5.929
26	3.885	3.816	2.491	10.193
27	2.438	1.000	2.491	5.929
28	3.885	3.816	2.491	10.193
29	2.438	1.000	2.491	5.929
30	2.438	2.408	2.491	7.337
31	2.438	2.408	1.000	5.846
32	3.885	2.408	2.491	8.784
33	2.438	2.408	1.000	5.846
34	2.438	3.816	2.491	8.745
35	3.885	2.408	2.491	8.784
36	2.438	1.000	2.491	5.929
37	1.000	3.816	2.491	7.307
38	2.438	2.408	1.000	5.846
39	2.438	2.408	2.491	7.337
40	2.438	1.000	2.491	5.929
41	1.000	2.408	2.491	5.899

Responden	1	2	3	X2
42	1.000	2.408	2.491	5.899
43	2.438	1.000	2.491	5.929
44	2.438	2.408	1.000	5.846
45	2.438	2.408	2.491	7.337
46	1.000	2.408	2.491	5.899
47	2.438	1.000	2.491	5.929
48	3.885	3.816	4.013	11.714
49	2.438	2.408	4.013	8.859
50	1.000	1.000	2.491	4.491



## 6. Hasil Kuesioner Untuk Analisis Regresi Linier Berganda Variabel Produktivitas Kerja

### Data Ordinal

Responden	1	2	3	4	Y
1	4	4	4	4	16
2	4	3	4	4	15
3	4	5	4	4	17
4	3	4	4	3	14
5	4	4	3	4	15
6	4	5	5	4	18
7	4	4	3	3	14
8	5	4	5	4	18
9	4	4	4	4	16
10	4	3	3	4	14
11	3	4	4	4	15
12	4	4	4	4	16
13	3	3	4	4	14
14	4	4	5	4	17
15	4	4	5	4	17
16	4	4	3	3	14
17	4	3	5	4	16
18	4	3	4	3	14
19	4	4	4	4	16
20	4	3	4	3	14
21	5	4	4	5	18
22	4	4	4	4	16
23	4	5	5	4	18
24	4	4	3	4	15
25	4	3	4	4	15
26	5	5	4	5	19
27	4	3	3	4	14
28	5	5	4	5	19
29	4	5	4	3	16
30	4	3	4	4	15
31	4	4	4	4	16
32	4	5	4	4	17
33	4	3	4	4	15
34	5	4	5	4	18
35	4	4	5	4	17
36	4	4	4	3	15
37	4	4	5	4	17

<b>Responden</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>Y</b>
38	4	3	3	4	14
39	4	5	4	4	17
40	4	3	4	3	14
41	3	4	3	4	14
42	4	4	3	4	15
43	3	4	4	4	15
44	4	4	4	4	16
45	4	3	4	4	15
46	4	4	3	4	15
47	4	3	5	4	16
48	5	4	5	4	18
49	5	4	4	5	18
50	4	4	4	3	15



**Data Interval**

<b>Responden</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>Y</b>
1	2.693	2.369	2.372	2.611	10.045
2	2.693	1.000	2.372	2.611	8.677
3	2.693	3.723	2.372	2.611	11.399
4	1.000	2.369	2.372	1.000	6.741
5	2.693	2.369	1.000	2.611	8.673
6	2.693	3.723	3.746	2.611	12.773
7	2.693	2.369	1.000	1.000	7.062
8	4.345	2.369	3.746	2.611	13.071
9	2.693	2.369	2.372	2.611	10.045
10	2.693	1.000	1.000	2.611	7.305
11	1.000	2.369	2.372	2.611	8.352
12	2.693	2.369	2.372	2.611	10.045
13	1.000	1.000	2.372	2.611	6.983
14	2.693	2.369	3.746	2.611	11.419
15	2.693	2.369	3.746	2.611	11.419
16	2.693	2.369	1.000	1.000	7.062
17	2.693	1.000	3.746	2.611	10.050
18	2.693	1.000	2.372	1.000	7.065
19	2.693	2.369	2.372	2.611	10.045
20	2.693	1.000	2.372	1.000	7.065
21	4.345	2.369	2.372	4.316	13.402
22	2.693	2.369	2.372	2.611	10.045
23	2.693	3.723	3.746	2.611	12.773
24	2.693	2.369	1.000	2.611	8.673
25	2.693	1.000	2.372	2.611	8.677
26	4.345	3.723	2.372	4.316	14.756
27	2.693	1.000	1.000	2.611	7.305
28	4.345	3.723	2.372	4.316	14.756
29	2.693	3.723	2.372	1.000	9.788
30	2.693	1.000	2.372	2.611	8.677
31	2.693	2.369	2.372	2.611	10.045
32	2.693	3.723	2.372	2.611	11.399
33	2.693	1.000	2.372	2.611	8.677
34	4.345	2.369	3.746	2.611	13.071
35	2.693	2.369	3.746	2.611	11.419
36	2.693	2.369	2.372	1.000	8.434
37	2.693	2.369	3.746	2.611	11.419
38	2.693	1.000	1.000	2.611	7.305
39	2.693	3.723	2.372	2.611	11.399
40	2.693	1.000	2.372	1.000	7.065
41	1.000	2.369	1.000	2.611	6.980

<b>Responden</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>Y</b>
42	2.693	2.369	1.000	2.611	8.673
43	1.000	2.369	2.372	2.611	8.352
44	2.693	2.369	2.372	2.611	10.045
45	2.693	1.000	2.372	2.611	8.677
46	2.693	2.369	1.000	2.611	8.673
47	2.693	1.000	3.746	2.611	10.050
48	4.345	2.369	3.746	2.611	13.071
49	4.345	2.369	2.372	4.316	13.402
50	2.693	2.369	2.372	1.000	8.434





### 7. Tabulasi Data Analisis Regresi Linier Berganda

No.	X <sub>1</sub>	X <sub>2</sub>	Y
1	9.895	7.337	10.045
2	7.108	5.846	8.677
3	9.790	8.784	11.399
4	4.318	7.307	6.741
5	7.108	4.438	8.673
6	11.248	8.859	12.773
7	5.791	4.408	7.062
8	9.918	8.859	13.071
9	9.790	4.491	10.045
10	5.791	7.337	7.305
11	4.318	4.491	8.352
12	5.791	8.745	10.045
13	4.318	5.899	6.983
14	7.108	8.859	11.419
15	8.438	8.859	11.419
16	5.791	4.408	7.062
17	8.461	7.337	10.050
18	4.318	4.408	7.065
19	7.108	7.337	10.045
20	5.791	4.438	7.065
21	11.248	7.337	13.402
22	8.565	7.337	10.045
23	9.918	8.745	12.773
24	5.791	7.293	8.673
25	8.461	5.929	8.677
26	11.248	10.193	14.756
27	7.108	5.929	7.305
28	9.790	10.193	14.756
29	9.918	5.929	9.788
30	7.108	7.337	8.677
31	5.791	5.846	10.045
32	7.108	8.784	11.399
33	5.791	5.846	8.677
34	8.438	8.745	13.071
35	9.790	8.784	11.419
36	7.108	5.929	8.434
37	9.790	7.307	11.419
38	4.318	5.846	7.305
39	7.108	7.337	11.399
40	7.108	5.929	7.065

No.	X <sub>1</sub>	X <sub>2</sub>	Y
41	5.791	5.899	6.980
42	7.108	5.899	8.673
43	5.791	5.929	8.352
44	7.108	5.846	10.045
45	7.108	7.337	8.677
46	4.318	5.899	8.673
47	4.318	5.929	10.050
48	11.248	11.714	13.071
49	11.248	8.859	13.402
50	4.318	4.491	8.434



**LAMPIRAN 4**  
**HASIL *OUTPUT* SPSS**

**1. Output SPSS Uji Validitas dan Reliabilitas Kuesioner Lingkungan Kerja**

**Output SPSS Uji Validitas Kuesioner Lingkungan Kerja**

		<b>Correlations</b>			
		Item1	Item2	Item3	Total
Item1	Pearson Correlation	1	.507**	.424*	.797**
	Sig. (2-tailed)		.004	.020	.000
	N	30	30	30	30
Item2	Pearson Correlation	.507**	1	.477**	.826**
	Sig. (2-tailed)	.004		.008	.000
	N	30	30	30	30
Item3	Pearson Correlation	.424*	.477**	1	.789**
	Sig. (2-tailed)	.020	.008		.000
	N	30	30	30	30
Total	Pearson Correlation	.797**	.826**	.789**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	30	30	30	30

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

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



**Output SPSS Uji Reliabilitas Kuesioner Lingkungan Kerja**

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
.726	3

## 2. Output SPSS Uji Validitas dan Reliabilitas Kuesioner Motivasi Kerja

### Output SPSS Uji Validitas Kuesioner Motivasi Kerja

		Correlations			
		Item1	Item2	Item3	Total
Item1	Pearson Correlation	1	.473**	.477**	.791**
	Sig. (2-tailed)		.008	.008	.000
	N	30	30	30	30
Item2	Pearson Correlation	.473**	1	.603**	.839**
	Sig. (2-tailed)	.008		.000	.000
	N	30	30	30	30
Item3	Pearson Correlation	.477**	.603**	1	.841**
	Sig. (2-tailed)	.008	.000		.000
	N	30	30	30	30
Total	Pearson Correlation	.791**	.839**	.841**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	30	30	30	30

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

### Output SPSS Uji Reliabilitas Kuesioner Motivasi Kerja

Reliability Statistics	
Cronbach's Alpha	N of Items
.763	3

### 3. Output SPSS Uji Validitas dan Reliabilitas Kuesioner Motivasi Kerja

#### Output SPSS Uji Validitas Kuesioner Motivasi Kerja

		Correlations				
		Item1	Item2	Item3	Item4	Total
Item1	Pearson Correlation	1	.450*	.450*	.826**	.862**
	Sig. (2-tailed)		.013	.013	.000	.000
	N	30	30	30	30	30
Item2	Pearson Correlation	.450*	1	.664**	.355	.784**
	Sig. (2-tailed)	.013		.000	.054	.000
	N	30	30	30	30	30
Item3	Pearson Correlation	.450*	.664**	1	.237	.747**
	Sig. (2-tailed)	.013	.000		.207	.000
	N	30	30	30	30	30
Item4	Pearson Correlation	.826**	.355	.237	1	.764**
	Sig. (2-tailed)	.000	.054	.207		.000
	N	30	30	30	30	30
Total	Pearson Correlation	.862**	.784**	.747**	.764**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	30	30	30	30	30

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

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



#### Output SPSS Uji Reliabilitas Kuesioner Motivasi Kerja

##### Reliability Statistics

Cronbach's Alpha	N of Items
.798	4

#### 4. Output Analisis Deskriptif

##### Descriptive Statistics

	N	Minimum	Maximum	Sum	Mean	Std. Deviation
X1_ORDINAL	50	10	15	612	12.24	1.598
X2_ORDINAL	50	10	15	586	11.72	1.213
Y_ORDINAL	50	14	19	792	15.84	1.490
Valid N (listwise)	50					



## 5. Output SPSS Analisis Jalur

### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics			Sig. F Change
						F Change	df1	df2	
1	.873 <sup>a</sup>	.762	.752	1.111283	.762	75.372	2	47	.000

a. Predictors: (Constant), X2, X1

### ANOVA<sup>a</sup>

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	186.161	2	93.081	75.372	.000 <sup>b</sup>
	Residual	58.043	47	1.235		
	Total	244.204	49			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error				Beta	Zero-order	Partial
1	(Constant)	1.921	.670		2.866	.006			
	X1	.492	.094	.484	5.234	.000	.791	.607	.372
	X2	.611	.117	.481	5.202	.000	.790	.604	.370

a. Dependent Variable: Y

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics			Sig. F Change
						F Change	df1	df2	
1	.639 <sup>a</sup>	.408	.396	1.366382	.408	33.079	1	48	.000

a. Predictors: (Constant), X1

**ANOVA<sup>a</sup>**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	61.759	1	61.759	33.079	.000 <sup>b</sup>
	Residual	89.616	48	1.867		
	Total	151.374	49			

a. Dependent Variable: X2

b. Predictors: (Constant), X1

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	3.134	.689		4.550	.000			
	X1	.511	.089	.639	5.751	.000	.639	.639	.639

a. Dependent Variable: X2