

KUISIONER PENELITIAN
PENGARUH LINGKUNGAN KERJA DAN PENGALAMAN KERJA
TERHADAP KINERJA PENGURUS PADA KOPERASI DI KABUPATEN
BULELENG

Kepada yang terhormat:

Bapak/Ibu/Anda

di – tempat

Dengan hormat, bersama ini saya yang bertanda tangan dibawah ini:

Nama :

NIM :

Jurusan :

Fakultas :

Saat ini sedang melaksanakan penelitian untuk menyelesaikan tugas akhir (skripsi) yang berjudul **“PENGARUH LINGKUNGAN KERJA DAN PENGALAMAN KERJA TERHADAP KINERJA PENGURUS PADA KOPERASI DI KABUPATEN BULELENG”**

Untuk itu, saya mohon kepada Bapak/Ibu/Anda berkenan untuk mengisi kuesioner ini dengan lengkap, jujur, dan tanpa dipengaruhi oleh pihak lain. Kuesioner ini di pergunakan sepenuhnya untuk kepentingan ilmiah dan data diolah secara *agregat*. Saya berjanji dan berkomitmen untuk menjaga kerahasiaan dari data yang diberikan.

Atas kerjasama, bantuan, perhatian serta waktu luang yang Bapak/Ibu/Anda berikan, saya ucapkan terima kasih.

Hormat saya,

Terdapat kriteria yang harus dipenuhi oleh responden dalam pengisian kuesioner ini, yaitu Pengurus (Ketua/ wakil ketua) Koperasi yang ada di wilayah Kabupaten Buleleng

A. IDENTITAS RESPONDEN

Nama :

Umur :

Jenis Kelamin : a. Laki-laki b. Perempuan

Pendidikan :

B. DAFTAR PERNYATAAN

Berilah tanda (X) pada salah satu jawaban yang paling sesuai dengan pendapat anda. Keterangan :

Simbol	Alternatif Jawaban	Nilai
SS	Sangat Setuju	5
S	Setuju	4
KS	Kurang Setuju	3
TS	Tidak Setuju	2
STS	Sangat Tidak Setuju	1

Kinerja Pengurus

No	Pernyataan	SS	S	KS	TS	STS
Jumlah Pekerjaan						
1.	Melakukan pekerjaan sesuai dengan target output yang harus dihasilkan perorangan per satu jam.					
2.	Melakukan pekerjaan sesuai dengan jumlah siklus aktifitas yang diselesaikan.					
Kualitas Pekerjaan						
3.	Melakukan pekerjaan sesuai dengan kemampuan yang dimiliki.					
Ketepatan waktu						
4.	Melakukan pekerjaan sesuai ketentuan perusahaan.					
5.	Menyelesaikan pekerjaan sesuai dengan deadline yang telah ditentukan.					
6.	Memanfaatkan waktu pengerjaan secara optimal untuk menghasilkan output yang diharapkan oleh perusahaan.					
Kehadiran						
7.	Pengurus datang tepat waktu					
8.	Melakukan pekerjaan sesuai dengan jam kerja yang telah ditentukan					
Kemampuan Kerjasama						
9.	Membantu atasan/bawahan dengan memberikan saran untuk peningkatan produktivitas perusahaan.					
10.	Menghargai rekan kerja satu sama lain dan bekerja sama dengan rekan kerja secara baik.					

Lingkungan Kerja

No.	Pernyataan	SS	S	KS	TS	STS
Lingkungan Kerja Fisik						
1.	Penerangan/cahaya di tempat kerja sudah memadai					
2.	Sirkulasi udara di tempat kerja sudah memadai					
3.	Tidak ada kebisingan di tempat kerja					
4.	Tidak ada bau tidak sedap di tempat kerja					
5.	Keamanan di tempat kerja sudah baik					
Lingkungan Kerja Non Fisik						
6.	Pengawasan sudah dilakukan secara benar					

7.	Suasana kerja antar karyawan baik					
8.	Kompensasi yang diberikan sudah adil dan sesuai.					
9.	Hubungan dan perlakuan antar karyawan berjalan dengan baik					
10.	Aman dari bentuk intimidasi antar karyawan.					
11.	Komunikasi antar karyawan berjalan dengan baik					
12.	Perusahaan tidak membeda-bedakan antar karyawan satu dengan lainnya					

Pengalaman Kerja

No.	Pernyataan	SS	S	KS	TS	STS
1.	Waktu bekerja dipusahaan ini memudahkan dalam bekerja					
2.	Pengetahuan dan ketrampilan tentang pekerjaan sudah sesuai dengan <i>jobdesk</i> perusahaan					
3.	Menguasai pekerjaan dan peralatan kerja yang disediakan oleh perusahaan					



Lampiran 4 deskriptif penelitian

Statistics

	N		Mean	Minimum	Maximum	Sum
	Valid					
Y1	88		3.31	1	5	291
Y2	88		3.28	2	5	289
Y3	88		3.41	1	5	300
Y4	88		3.24	1	5	285
Y5	88		3.33	1	5	293
Y6	88		3.30	2	5	290
Y7	88		3.42	1	5	301
Y8	88		3.30	1	5	290
Y9	88		3.19	2	5	281
Y10	88		3.34	1	5	294
Kinerja Pengurus	88		3.3114	1.30	5.00	291.40
X1.1	88		3.23	1	5	284
X1.2	88		3.23	1	5	284
X1.3	88		3.40	1	5	299
X1.4	88		3.45	1	5	304
X1.5	88		3.42	1	5	301
X1.6	88		3.43	1	5	302
X1.7	88		3.22	1	5	283
X1.8	88		3.19	1	5	281
X1.9	88		3.43	2	5	302
X1.10	88		3.49	1	5	307
X1.11	88		3.55	1	5	312
X1.12	88		3.27	1	5	288
Lingkungan Kerja	88		3.3594	1.58	5.00	295.63
X2.1	88		3.39	1	5	298
X2.2	88		3.47	1	5	305
X2.3	88		3.66	2	5	322
Pengalaman Kerja	88		3.5039	1.33	5.00	308.34

Y1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	10	11.4	11.4	11.4
2	11	12.5	12.5	23.9
3	18	20.5	20.5	44.3
4	40	45.5	45.5	89.8
5	9	10.2	10.2	100.0
Total	88	100.0	100.0	

Y2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	23	26.1	26.1	26.1
3	28	31.8	31.8	58.0
4	26	29.5	29.5	87.5
5	11	12.5	12.5	100.0
Total	88	100.0	100.0	

Y3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	4	4.5	4.5	4.5
2	17	19.3	19.3	23.9
3	15	17.0	17.0	40.9
4	43	48.9	48.9	89.8
5	9	10.2	10.2	100.0
Total	88	100.0	100.0	

Y4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	11	12.5	12.5	12.5
2	13	14.8	14.8	27.3
3	16	18.2	18.2	45.5
4	40	45.5	45.5	90.9
5	8	9.1	9.1	100.0
Total	88	100.0	100.0	

Y5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	9	10.2	10.2	10.2
2	12	13.6	13.6	23.9
3	18	20.5	20.5	44.3
4	39	44.3	44.3	88.6
5	10	11.4	11.4	100.0
Total	88	100.0	100.0	

Y6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	23	26.1	26.1	26.1
3	28	31.8	31.8	58.0
4	25	28.4	28.4	86.4
5	12	13.6	13.6	100.0
Total	88	100.0	100.0	

Y7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	4	4.5	4.5	4.5
2	18	20.5	20.5	25.0
3	14	15.9	15.9	40.9
4	41	46.6	46.6	87.5
5	11	12.5	12.5	100.0
Total	88	100.0	100.0	

Y8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	10	11.4	11.4	11.4
2	12	13.6	13.6	25.0
3	17	19.3	19.3	44.3
4	40	45.5	45.5	89.8
5	9	10.2	10.2	100.0
Total	88	100.0	100.0	

Y9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	25	28.4	28.4	28.4
3	29	33.0	33.0	61.4
4	26	29.5	29.5	90.9
5	8	9.1	9.1	100.0
Total	88	100.0	100.0	

Y10

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	6	6.8	6.8	6.8
2	19	21.6	21.6	28.4
3	11	12.5	12.5	40.9
4	43	48.9	48.9	89.8
5	9	10.2	10.2	100.0
Total	88	100.0	100.0	

X1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	8	9.1	9.1	9.1
2	17	19.3	19.3	28.4
3	24	27.3	27.3	55.7
4	25	28.4	28.4	84.1
5	14	15.9	15.9	100.0
Total	88	100.0	100.0	

X1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	5	5.7	5.7	5.7
2	21	23.9	23.9	29.5
3	21	23.9	23.9	53.4
4	31	35.2	35.2	88.6
5	10	11.4	11.4	100.0
Total	88	100.0	100.0	

X1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	5	5.7	5.7	5.7
2	19	21.6	21.6	27.3
3	20	22.7	22.7	50.0
4	24	27.3	27.3	77.3
5	20	22.7	22.7	100.0
Total	88	100.0	100.0	

X1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	8	9.1	9.1	9.1
2	8	9.1	9.1	18.2
3	22	25.0	25.0	43.2
4	36	40.9	40.9	84.1
5	14	15.9	15.9	100.0
Total	88	100.0	100.0	

X1.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.1	1.1	1.1
2	21	23.9	23.9	25.0
3	18	20.5	20.5	45.5
4	36	40.9	40.9	86.4
5	12	13.6	13.6	100.0
Total	88	100.0	100.0	

X1.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.1	1.1	1.1
2	21	23.9	23.9	25.0
3	17	19.3	19.3	44.3
4	37	42.0	42.0	86.4
5	12	13.6	13.6	100.0
Total	88	100.0	100.0	

X1.7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	8	9.1	9.1	9.1
2	17	19.3	19.3	28.4
3	24	27.3	27.3	55.7
4	26	29.5	29.5	85.2
5	13	14.8	14.8	100.0
Total	88	100.0	100.0	

X1.8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	6	6.8	6.8	6.8
2	21	23.9	23.9	30.7
3	20	22.7	22.7	53.4
4	32	36.4	36.4	89.8
5	9	10.2	10.2	100.0
Total	88	100.0	100.0	

X1.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	21	23.9	23.9	23.9
	3	23	26.1	26.1	50.0
	4	29	33.0	33.0	83.0
	5	15	17.0	17.0	100.0
	Total	88	100.0	100.0	

X1.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	4.5	4.5	4.5
	2	13	14.8	14.8	19.3
	3	20	22.7	22.7	42.0
	4	38	43.2	43.2	85.2
	5	13	14.8	14.8	100.0
	Total	88	100.0	100.0	

X1.11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.3	2.3	2.3
	2	15	17.0	17.0	19.3
	3	20	22.7	22.7	42.0
	4	35	39.8	39.8	81.8
	5	16	18.2	18.2	100.0
	Total	88	100.0	100.0	

X1.12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	6	6.8	6.8	6.8
	2	22	25.0	25.0	31.8
	3	11	12.5	12.5	44.3
	4	40	45.5	45.5	89.8
	5	9	10.2	10.2	100.0
	Total	88	100.0	100.0	

X2.1

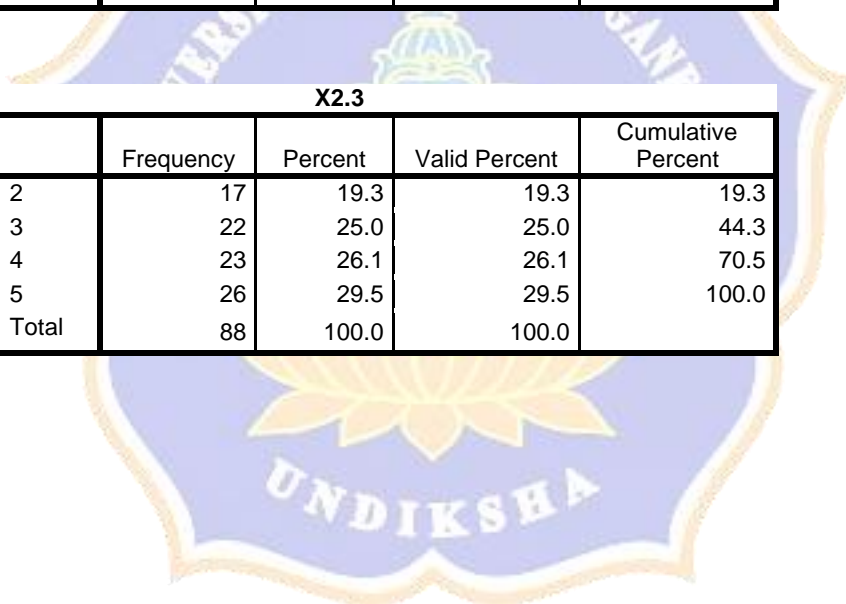
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	5	5.7	5.7	5.7
2	19	21.6	21.6	27.3
3	11	12.5	12.5	39.8
4	43	48.9	48.9	88.6
5	10	11.4	11.4	100.0
Total	88	100.0	100.0	

X2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	2.3	2.3	2.3
2	16	18.2	18.2	20.5
3	27	30.7	30.7	51.1
4	25	28.4	28.4	79.5
5	18	20.5	20.5	100.0
Total	88	100.0	100.0	

X2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	17	19.3	19.3	19.3
3	22	25.0	25.0	44.3
4	23	26.1	26.1	70.5
5	26	29.5	29.5	100.0
Total	88	100.0	100.0	



**Lampiran 5 Uji Validitas Instrumen Penelitian
Kinerja Pengurus**

		Correlations										Kinerja Pengurus
		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	
Y1	Pearson Correlation	1	.766**	.884**	.969**	.966**	.733**	.854**	.946**	.748**	.875**	.950**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	88	88	88	88	88	88	88	88	88	88	88
Y2	Pearson Correlation	.766**	1	.752**	.756**	.744**	.971**	.727**	.744**	.920**	.760**	.872**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	88	88	88	88	88	88	88	88	88	88	88
Y3	Pearson Correlation	.884**	.752**	1	.869**	.881**	.738**	.966**	.863**	.750**	.956**	.938**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	88	88	88	88	88	88	88	88	88	88	88
Y4	Pearson Correlation	.969**	.756**	.869**	1	.954**	.743**	.867**	.973**	.774**	.908**	.958**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	88	88	88	88	88	88	88	88	88	88	88
Y5	Pearson Correlation	.966**	.744**	.881**	.954**	1	.770**	.887**	.979**	.748**	.856**	.955**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	88	88	88	88	88	88	88	88	88	88	88
Y6	Pearson Correlation	.733**	.971**	.738**	.743**	.770**	1	.754**	.769**	.917**	.746**	.872**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	88	88	88	88	88	88	88	88	88	88	88
Y7	Pearson Correlation	.854**	.727**	.966**	.867**	.887**	.754**	1	.879**	.758**	.943**	.935**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	88	88	88	88	88	88	88	88	88	88	88
Y8	Pearson Correlation	.946**	.744**	.863**	.973**	.979**	.769**	.879**	1	.755**	.872**	.954**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	88	88	88	88	88	88	88	88	88	88	88
Y9	Pearson Correlation	.748**	.920**	.750**	.774**	.748**	.917**	.758**	.755**	1	.776**	.873**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	88	88	88	88	88	88	88	88	88	88	88
Y10	Pearson Correlation	.875**	.760**	.956**	.908**	.856**	.746**	.943**	.872**	.776**	1	.941**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	88	88	88	88	88	88	88	88	88	88	88
Kinerja Pengurus	Pearson Correlation	.950**	.872**	.938**	.958**	.955**	.872**	.935**	.954**	.873**	.941**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	88	88	88	88	88	88	88	88	88	88	88

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

Lingkungan Kerja

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	Lingkungan Kerja
X1.1	Pearson Correlation Sig. (2-tailed)	1	.667**	.676**	.920**	.624**	.612**	.988**	.657**	.631**	.868**	.858**	.619**	.873**
			.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	88	88	88	88	88	88	88	88	88	88	88	88	88
X1.2	Pearson Correlation Sig. (2-tailed)	.667**	1	.951**	.587**	.834**	.841**	.659**	.987**	.911**	.587**	.592**	.930**	.910**
		.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	88	88	88	88	88	88	88	88	88	88	88	88	88
X1.3	Pearson Correlation Sig. (2-tailed)	.676**	.951**	1	.603**	.840**	.845**	.670**	.943**	.945**	.604**	.602**	.905**	.914**
		.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	88	88	88	88	88	88	88	88	88	88	88	88	88
X1.4	Pearson Correlation Sig. (2-tailed)	.920**	.587**	.603**	1	.603**	.598**	.916**	.584**	.588**	.894**	.883**	.568**	.836**
		.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	88	88	88	88	88	88	88	88	88	88	88	88	88
X1.5	Pearson Correlation Sig. (2-tailed)	.624**	.834**	.840**	.603**	1	.973**	.635**	.848**	.845**	.553**	.537**	.904**	.874**
		.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	88	88	88	88	88	88	88	88	88	88	88	88	88
X1.6	Pearson Correlation Sig. (2-tailed)	.612**	.841**	.845**	.598**	.973**	1	.623**	.855**	.850**	.527**	.520**	.910**	.870**
		.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	88	88	88	88	88	88	88	88	88	88	88	88	88
X1.7	Pearson Correlation Sig. (2-tailed)	.988**	.659**	.670**	.916**	.635**	.623**	1	.666**	.641**	.854**	.835**	.636**	.874**
		.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	88	88	88	88	88	88	88	88	88	88	88	88	88
X1.8	Pearson Correlation Sig. (2-tailed)	.657**	.987**	.943**	.584**	.848**	.855**	.666**	1	.924**	.585**	.583**	.945**	.913**
		.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	88	88	88	88	88	88	88	88	88	88	88	88	88
X1.9	Pearson Correlation Sig. (2-tailed)	.631**	.911**	.945**	.588**	.845**	.850**	.641**	.924**	1	.579**	.563**	.882**	.891**
		.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	88	88	88	88	88	88	88	88	88	88	88	88	88
X1.10	Pearson Correlation Sig. (2-tailed)	.868**	.587**	.604**	.894**	.553**	.527**	.854**	.585**	.579**	1	.976**	.557**	.820**
		.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	88	88	88	88	88	88	88	88	88	88	88	88	88
X1.11	Pearson Correlation Sig. (2-tailed)	.858**	.592**	.602**	.883**	.537**	.520**	.835**	.583**	.563**	.976**	1	.551**	.811**
		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	88	88	88	88	88	88	88	88	88	88	88	88	88
X1.12	Pearson Correlation Sig. (2-tailed)	.619**	.930**	.905**	.568**	.904**	.910**	.636**	.945**	.882**	.557**	.551**	1	.896**
		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	88	88	88	88	88	88	88	88	88	88	88	88	88
Lingkungan Kerja	Pearson Correlation Sig. (2-tailed)	.873**	.910**	.914**	.836**	.874**	.870**	.874**	.913**	.891**	.820**	.811**	.896**	1
		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	88	88	88	88	88	88	88	88	88	88	88	88	88

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

Pengalaman Kerja

Correlations

		X2.1	X2.2	X2.3	Pengalaman Kerja
X2.1	Pearson Correlation	1	.866**	.844**	.958**
	Sig. (2-tailed)		.000	.000	.000
	N	88	88	88	88
X2.2	Pearson Correlation	.866**	1	.799**	.940**
	Sig. (2-tailed)	.000		.000	.000
	N	88	88	88	88
X2.3	Pearson Correlation	.844**	.799**	1	.934**
	Sig. (2-tailed)	.000	.000		.000
	N	88	88	88	88
Pengalaman Kerja	Pearson Correlation	.958**	.940**	.934**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	88	88	88	88

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



Lampiran 6 Uji Reliabilitas Instrumen Penelitian Kinerja Pengurus

Case Processing Summary

		N	%
Cases	Valid	88	100.0
	Excluded ^a	0	.0
	Total	88	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.981	10

Lingkungan Kerja

Case Processing Summary

		N	%
Cases	Valid	88	100.0
	Excluded ^a	0	.0
	Total	88	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.972	12

Pengalaman Kerja

Case Processing Summary

		N	%
Cases	Valid	88	100.0
	Excluded ^a	0	.0
	Total	88	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.939	3

Lampiran 7 Uji Asumsi Klasik
Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		88
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	.67682352
Most Extreme Differences	Absolute	.072
	Positive	.072
	Negative	-.059
Test Statistic		.072
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 Multikoleniaritas

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Pengalaman Kerja , Lingkungan Kerja ^b		Enter

a. Dependent Variable: Kinerja Pengurus

b. All requested variables entered.

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.493	.291		1.694	.094		
	Lingkungan Kerja	.246	.093	.236	2.656	.009	.663	1.508
	Pengalaman Kerja	.569	.087	.582	6.552	.000	.663	1.508

a. Dependent Variable: Kinerja Pengurus

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Lingkungan Kerja	Pengalaman Kerja
1	1	2.925	1.000	.01	.01	.01
	2	.042	8.303	.98	.13	.29
	3	.033	9.450	.01	.86	.71

a. Dependent Variable: Kinerja Pengurus

Uji Heteroskedastisitas

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Pengalaman Kerja , Lingkungan Kerja ^b		Enter

a. Dependent Variable: ABS_RES

b. All requested variables entered.

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.578	.167		3.456	.001
	Lingkungan Kerja	-.040	.053	-.099	-.745	.458
	Pengalaman Kerja	.030	.050	.080	.600	.550

a. Dependent Variable: ABS_RES



Lampiran 8 Analisis Regresi Linear Berganda

Descriptive Statistics

	Mean	Std. Deviation	N
Kinerja Pengurus	3.3114	1.01420	88
Lingkungan Kerja	3.3594	.97345	88
Pengalaman Kerja	3.5039	1.03904	88

Correlations

		Kinerja Pengurus	Lingkungan Kerja	Pengalaman Kerja
Pearson Correlation	Kinerja Pengurus	1.000	.574	.720
	Lingkungan Kerja	.574	1.000	.581
	Pengalaman Kerja	.720	.581	1.000
Sig. (1-tailed)	Kinerja Pengurus	.	.000	.000
	Lingkungan Kerja	.000	.	.000
	Pengalaman Kerja	.000	.000	.
N	Kinerja Pengurus	88	88	88
	Lingkungan Kerja	88	88	88
	Pengalaman Kerja	88	88	88

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Pengalaman Kerja , Lingkungan Kerja ^b	.	Enter

a. Dependent Variable: Kinerja Pengurus

b. All requested variables entered.

Analisis Determinasi

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.745 ^a	.555	.544	.68474

a. Predictors: (Constant), Pengalaman Kerja , Lingkungan Kerja

b. Dependent Variable: Kinerja Pengurus

Hasil Uji F

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	49.635	2	24.817	52.930	.000 ^b
	Residual	39.854	85	.469		
	Total	89.489	87			

a. Dependent Variable: Kinerja Pengurus

b. Predictors: (Constant), Pengalaman Kerja , Lingkungan Kerja

Hasil Uji t

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.493	.291		1.694	.094
	Lingkungan Kerja	.246	.093	.236	2.656	.009
	Pengalaman Kerja	.569	.087	.582	6.552	.000

a. Dependent Variable: Kinerja Pengurus

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	1.8311	4.4425	3.3114	.75532	88
Residual	-1.36132	1.52660	.00000	.67682	88
Std. Predicted Value	-1.960	1.498	.000	1.000	88
Std. Residual	-1.988	2.229	.000	.988	88

a. Dependent Variable: Kinerja Pengurus



55	4	5	5	4	4	5	5	4	5	5	4,60
56	4	4	4	4	4	4	4	4	4	4	4,00
57	5	5	4	5	5	5	4	5	5	4	4,70
58	1	2	2	1	1	2	2	1	2	2	1,60
59	3	4	4	3	3	4	4	3	4	4	3,60
60	4	3	3	4	4	3	3	4	3	3	3,40
61	3	5	4	3	3	5	4	3	5	4	3,90
62	5	3	5	5	5	3	5	5	3	5	4,40
63	3	3	5	3	3	3	5	3	3	5	3,60
64	4	3	5	4	4	3	5	4	3	5	4,00
65	2	2	2	2	2	2	2	2	2	2	2,00
66	3	3	3	3	3	3	3	3	3	3	3,00
67	3	3	3	3	3	3	3	3	3	3	3,00
68	4	3	4	4	4	3	4	4	3	4	3,70

83	3	3	3	2	2	2	2	2	2	2	2,30
84	4	3	4	4	4	3	4	4	3	4	3,70
85	3	4	3	3	3	4	3	3	4	3	3,30
86	4	4	4	4	4	4	5	4	4	4	4,10
87	4	4	4	4	4	4	4	4	4	4	4,00
88	4	3	4	4	4	3	4	4	3	4	3,70
JUMLAH	291	289	300	285	293	290	301	290	281	294	291,4
RATA- RATA	3,31	3,28	3,41	3,24	3,33	3,30	3,42	3,30	3,19	3,34	3,31



LAMPIRAN TABULASI

Variabel x

X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1	X2.1	X2.2	X2.3	X2
5	5	5	5	4	5	4	4	4	4	5	4	4,50	5	5	5	5,00
5	3	3	5	5	4	5	3	3	5	5	4	4,17	2	3	3	2,67
3	3	4	4	4	4	3	3	4	4	4	4	3,67	4	3	4	3,67
3	3	3	3	2	2	2	2	2	4	4	2	2,67	4	3	4	3,67
3	3	3	4	3	3	3	3	3	4	5	3	3,33	4	4	5	4,33
2	3	3	3	3	4	3	3	3	2	2	4	2,92	4	5	4	4,33
4	4	4	4	4	4	4	4	4	4	5	4	4,08	5	5	5	5,00
1	2	2	1	2	2	1	2	2	1	2	2	1,67	2	3	3	2,67
3	5	5	4	5	5	3	5	5	4	4	5	4,42	4	4	4	4,00
2	2	2	2	2	1	2	1	2	2	2	1	1,75	2	2	2	2,00
2	1	1	2	1	2	2	1	2	2	2	1	1,58	1	2	2	1,67

5	4	4	5	4	4	5	4	4	5	5	4	4,42	4	5	5	4,67
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1	2	2	1	2	2	1	2	2	1	2	2	1,67	2	2	2	2,00
4	4	4	4	4	4	4	4	4	4	4	4	4,00	4	4	3	3,67
3	3	3	3	3	3	3	3	3	3	3	3	3,00	3	3	3	3,00
3	2	2	3	2	2	3	2	2	3	3	2	2,42	3	3	3	3,00
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3	5	5	3	5	5	3	5	5	3	3	5	4,17	4	5	4	4,33
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3	4	4	3	4	4	3	4	4	3	3	4	3,58	4	4	4	4,00
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4	3	3	4	3	3	4	3	3	4	4	3	3,42	4	4	3	3,67

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5	4	5	5	4	4	5	4	5	5	5	4	4,58	1	1	2	1,33
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2	1	1	3	3	3	2	1	2	3	3	1	2,08	1	2	2	1,67
5	4	4	5	4	4	5	4	4	5	5	4	4,42	4	5	5	4,67

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3	5	5	3	5	5	3	5	5	3	3	5	4,17	4	5	4	4,33
284	284	299	304	301	302	283	281	302	307	312	288	295,58	298	305	322	308,333
3,23	3,23	3,40	3,45	3,42	3,43	3,22	3,19	3,43	3,49	3,55	3,27	3,36	3,39	3,47	3,66	3,50

Lampiran Dokumentasi

