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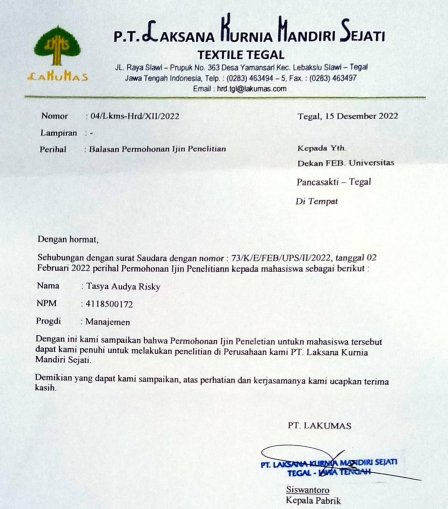
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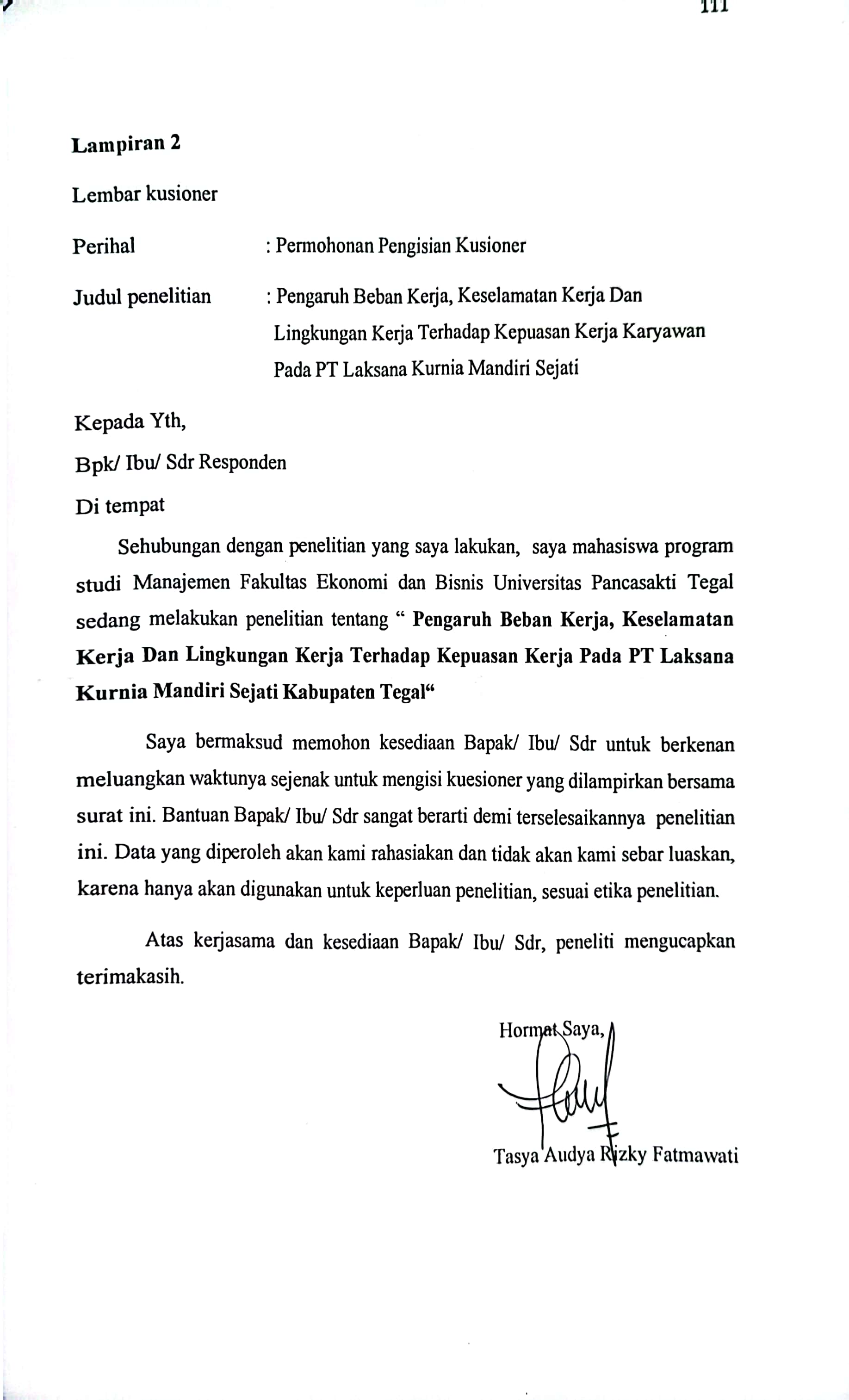
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**Lampiran 1**

Surat Balasan Penelitian Perusahaan





IDENTITAS RESPONDEN

**A. PE£TUNJUK PENGISIAN**

1. Mohon dengan hormat dan kesediaan Bapak/Ibu/Sdr untuk pengisi seluruh pernyataan yang ada.

2. Beri tanda ( pada kolom yang tersedia :

**B. DATA RESPONDEN**

1. Nama :
2. Usia : 18 – 23 Tahun

24 – 33 Tahun

34 – 43 Tahun

>43 Tahun

3. Jenis Kelamin : Laki – laki Perempuan

4. Pendidikan : SMP SMK/SMK

D3 S1

5. Lama Bekerja :

**C. KETERANGAN JAWABAN**

Sangat Setuju ( SS )

Setuju ( S )

Netral ( N )

Tidak Setuju ( TS )

Sangat Tidak Setuju ( STS )

* + - 1. Kepuasan kerja (Y)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO | PERNYATAAN | ALTERNATIF PILIHAN JAWABAN | | | | |
| SS | S | N | TS | STS |
| **PEKERJAAN YANG MENANTANG** | | | | | | |
| 1 | Saya puas bekerja di PT. Laksana Kurnia Mandiri Sejati karena pekerjaan yang diberikan selalu menantang. |  |  |  |  |  |
| **PEKERJAAN MENYENANGKAN** | | | | | | |
| 2 | Saya puas bekerja di PT. Laksana Kurnia Mandiri Sejati karena pekerjaannya menyenangkan. |  |  |  |  |  |
| 3 | Saya puas bekerja di PT. Laksana Kurnia Mandiri Sejati karena pekerjaannya tidak membosankan. |  |  |  |  |  |
| **GAJI YANG DITERIMA DAPAT MEMENUHI KEBUTUHAN** | | | | | | |
| 4 | Saya puas bekerja di PT. Laksana Kurnia Mandiri Sejati karena gaji yang saya terima dapat memenuhi kebutuhan. |  |  |  |  |  |
| 5 | Saya puas bekerja di PT. Laksana Kurnia Mandiri Sejati karena gaji yang saya terima sesuai dengan beban pekerjaan. |  |  |  |  |  |
| **ADANYA KESEMPATAN YANG SAMA UNTUK PENINGKATAN KARIER ATAU DIPROMOSIKAN** | | | | | | |
| 6 | Saya puas bekerja di PT. Laksana Kurnia Mandiri Sejati karena perusahaan memberikan kesempatan yang sama dalam promosi jabatan. |  |  |  |  |  |
| 7 | Saya puas bekerja di PT. Laksana Kurnia Mandiri Sejati karena perusahaan memperlakukan dengan adil semua karyawan dalam promosi jabatan. |  |  |  |  |  |
| **ADANYA PROMOSI JABATAN ATAS PEKERJAAN YANG BAIK** | | | | | | |
| 8 | Saya puas bekerja di PT. Laksana Kurnia Mandiri Sejati karena hubungan atasan dengan karyawan harmonis. |  |  |  |  |  |
| **HUBUNGAN ATASAN DENGAN KARYAWAN** | | | | | | |
| 9 | Saya puas bekerja di PT. Laksana Kurnia Mandiri Sejati karena dapat bekerja sama dengan baik dengan rekan kerja. |  |  |  |  |  |
| **KERJASAMA ANTAR REKAN KERJA** | | | | | | |
| 10 | Saya puas bekerja di PT. Laksana Kurnia Mandiri Sejati karena rekan kerja bersedia membantu mengatasi kesulitan yang saya hadapi. |  |  |  |  |  |

* + - 1. Beban Kerja ( X1 )

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO | PERNYATAAN | ALTERNATIF PILIHAN JAWABAN | | | | |
| SS | S | N | TS | STS |
| **TARGET KERJA YANG DITETAPKAN** | | | | | | |
| 1 | Target kerja yang diberikan perusahaan kepada karyawan terlalu tinggi. |  |  |  |  |  |
| **WAKTU PENYELESAIAN TARGET** | | | | | | |
| 2 | Target waktu yang diberikan perusahaan dalam menyelesaikan pekerjaan terlalu cepat. |  |  |  |  |  |
| **VOLUME KERJA YANG DIBERIKAN** | | | | | | |
| 3 | Volume kerja yang diberikan perusahaan terlalu banyak. |  |  |  |  |  |
| **HASIL YANG DIDAPAT SETELAH PENCAPAI TARGET** | | | | | | |
| 4 | Hasil pekerjaan saya tidak mencapai target. |  |  |  |  |  |
| **KARYAWAN TIDAK MEMAHAMI PEKERJAAAN DENGAN BAIK** | | | | | | |
| 5 | Saya tidak memahami pekerjaan yang diberikan dengan baik. |  |  |  |  |  |
| **PEMBAGIAN JOBDESK YANG TIDAK SESUAI** | | | | | | |
| 6 | Pembagian pekerjaan tidak sesuai dengan keahlian karyawan |  |  |  |  |  |
| **RUANG KERJA TIDAK NYAMAN** | | | | | | |
| 7 | Ruang kerja karyawan tidak nyaman untuk bekerja. |  |  |  |  |  |
| **LAMA WAKTU KERJA BERLEBIHAN** | | | | | | |
| 8 | Lamanya waktu kerja melebihi standar jam kerja. |  |  |  |  |  |
| **LINGKUNGAN KERJA TIDAK SESUAI STANDAR** | | | | | | |
| 9 | Lingkungan kerjanya tidak sesuai dengan standar pekerjaan. |  |  |  |  |  |

* + - 1. Keselamatan Kerja ( X2 )

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO | PERNYATAAN | ALTERNATIF PILIHAN JAWABAN | | | | |
| SS | S | N | TS | STS |
| **PENEMPATAN BENDA ATAU BARANG DILAKUKAN DENGAN DIBERI TANDA - TANDA, BATAS - BATAS, DAN PERINGATAN YANG CUKUP** | | | | | | |
| 1 | Penempatan benda berbahaya di tempat kerja diberi tanda dengan jelas. |  |  |  |  |  |
| **PENYEDIAAN PERLENGKAPAN YANG MAMPU UNTUK DIGUNAKAN SEBAGAI ALAT PENCEGAHAN, PERTOLONGAN DAN PERLINDUNGAN** | | | | | | |
| 2 | Peralatan keamanan diberi petunjuk penggunaan yang mudah dipahami. |  |  |  |  |  |
| **KELENGKAPAN ALAT-ALAT PERLINDUNG DIRI** | | | | | | |
| 3 | Perusahaan menyediakan pelengkapan Alat Pelindung Diri (APD) dalam kondisi baik dan layak. |  |  |  |  |  |
| **PEMAHAMAN PENGGUNAAN PERALATAN DENGAN MENGADAKAN SOSIALISASI** | | | | | | |
| 4 | Perusahaan menyediakan alat pelindung diri lengkap untuk bekerja. |  |  |  |  |  |
| **SANKSI UNTUK PELANGGARAN PERATURAN KESELAMATAN** | | | | | | |
| 5 | Perusahaan memberikan pemahaman penggunaan peralatan dengan mengadakan sosialisasi |  |  |  |  |  |
| **ATURAN KETERTIBAN ORGANISASI ATAU PEKERJAAN DIPERLAKUKAN SECARA MERATA KEPADA SEMUA** | | | | | | |
| 6 | Perusahaan memberikan sanksi kepada karyawan yang melakukan pelanggaran keselamatan. |  |  |  |  |  |
| **PEGAWAI TANPA KECUALI** | | | | | | |
| 7 | Perusahaan memberikan aturan ketertiban yang adil kepada semua karyawan. |  |  |  |  |  |
| **PERAWATAN ATAU PEMBERIAN ASURANSI TERHADAP PARA PEGAWAI YANG MELAKUKAN PEKERJAAN BERBAHAYA DAN BERESIKO** | | | | | | |
| 8 | Perusahaan memberikan asuransi kecelakaan kerja kepada karyawan. |  |  |  |  |  |

* + - 1. Lingkungan Kerja (X3)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO | PERNYATAAN | ALTERNATIF PILIHAN JAWABAN | | | | |
| SS | S | N | TS | STS |
| **PENERANGAN** | | | | | | |
| 1 | Penerangan di tempat kerja baik dan nyaman untuk bekerja. |  |  |  |  |  |
| **PEWARNAAN** | | | | | | |
| 2 | Pewarnaan di tempat kerja nyaman untuk bekerja. |  |  |  |  |  |
| **KEBERSIHAN** | | | | | | |
| 3 | Kebersihan di tempat kerja terjaga dengan baik. |  |  |  |  |  |
| 4 | Lingkungan kerja di perusahaan bersih dan nyaman untuk bekerja. |  |  |  |  |  |
| **PERTUKARAN UDARA** | | | | | | |
| 5 | Sirkulasi udara di tempat kerja baik dan nyaman untuk bekerja. |  |  |  |  |  |
| **SUARA/KEBISINGAN** | | | | | | |
| 6 | Tingkat kebisingan di tempat kerja tidak mengganggu karyawan dalam bekerja. |  |  |  |  |  |
| **KEAMANAN** | | | | | | |
| 7 | Keamanan di perusahaan terjaga dengan baik. |  |  |  |  |  |
| **HUBUNGAN DENGAN REKAN KERJA** | | | | | | |
| 8 | Hubungan antar karyawan di perusahaan harmonis. |  |  |  |  |  |
| **HUBUNGAN ATASAN DENGAN KARYAWAN** | | | | | | |
| 9 | Hubungan atasan dengan bawahan di perusahaan harmonis. |  |  |  |  |  |
| **KERJASAMA ANTAR KARYAWAN** | | | | | | |
| 10 | Kerjasama antar karyawan sudah terjalin dengan baik. |  |  |  |  |  |

**Lampiran 3**

**Data Uji Validitas Dan Reliabilitas Variabel Kepuasan Kerja** **(Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian Variabel Kepuasan Kerja (Y) | | | | | | | | | | Skor Total |
| Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 |
| 1 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 42 |
| 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 32 |
| 3 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 44 |
| 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 34 |
| 5 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 34 |
| 6 | 5 | 5 | 4 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 45 |
| 7 | 3 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 5 | 3 | 38 |
| 8 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 37 |
| 9 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 47 |
| 10 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 11 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 46 |
| 12 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 40 |
| 13 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 47 |
| 14 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 15 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 16 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 45 |
| 17 | 3 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 3 | 3 | 39 |
| 18 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 41 |
| 19 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 43 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 21 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 35 |
| 22 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 35 |
| 23 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 45 |
| 24 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 44 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 26 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 37 |
| 27 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 47 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 41 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 30 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 44 |

**Lampiran 4**

**Data Uji Validitas Dan Reliabilitas Variabel Beban Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian Variabel Beban Kerja (X1) | | | | | | | | | Skor Total |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 |
| 1 | 2 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 11 |
| 2 | 2 | 1 | 2 | 1 | 2 | 2 | 1 | 1 | 2 | 14 |
| 3 | 1 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 14 |
| 4 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 11 |
| 5 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 13 |
| 6 | 1 | 1 | 1 | 2 | 2 | 1 | 2 | 1 | 2 | 13 |
| 7 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | 13 |
| 8 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 16 |
| 9 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 21 |
| 10 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 21 |
| 11 | 1 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 1 | 13 |
| 12 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 11 |
| 13 | 2 | 1 | 1 | 2 | 1 | 2 | 2 | 1 | 1 | 13 |
| 14 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 17 |
| 15 | 2 | 2 | 1 | 1 | 1 | 2 | 1 | 2 | 1 | 13 |
| 16 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 16 |
| 17 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 15 |
| 18 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | 13 |
| 19 | 1 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 14 |
| 20 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 11 |
| 21 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 15 |
| 22 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 22 |
| 23 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 17 |
| 24 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 13 |
| 25 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 15 |
| 26 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 18 |
| 27 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 12 |
| 28 | 2 | 2 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 15 |
| 29 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 11 |
| 30 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 15 |

**Lampiran 5**

**Data Uji Validitas Dan Reliabilitas Variabel Keselamatan Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian Variabel Keselamatan Kerja (X2) | | | | | | | | Skor Total |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 |
| 1 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 34 |
| 2 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 26 |
| 3 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 36 |
| 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 28 |
| 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 30 |
| 6 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 38 |
| 7 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 28 |
| 8 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 9 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 36 |
| 10 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 35 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 38 |
| 12 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 36 |
| 13 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 38 |
| 14 | 3 | 5 | 3 | 3 | 4 | 4 | 4 | 5 | 31 |
| 15 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 35 |
| 16 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 39 |
| 17 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 33 |
| 18 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 36 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 38 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 21 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 31 |
| 22 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 30 |
| 23 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 37 |
| 24 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 35 |
| 25 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 36 |
| 26 | 3 | 4 | 3 | 5 | 5 | 4 | 3 | 4 | 31 |
| 27 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 28 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 35 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 30 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 38 |

**Lampiran 6**

**Data Uji Validitas Dan Reliabilitas Variabel Lingkungan Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian Variabel Lingkungan Kerja (X3) | | | | | | | | | | Skor total |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 |
| 1 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 45 |
| 2 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 33 |
| 3 | 4 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 4 | 43 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 35 |
| 5 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 39 |
| 6 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 46 |
| 7 | 5 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 37 |
| 8 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 9 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| 10 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
| 11 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 46 |
| 12 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 44 |
| 13 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 14 | 5 | 4 | 5 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 42 |
| 15 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 43 |
| 16 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 17 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 18 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 44 |
| 19 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 44 |
| 20 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 21 | 4 | 4 | 4 | 2 | 4 | 4 | 5 | 3 | 4 | 3 | 37 |
| 22 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 37 |
| 23 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 46 |
| 24 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 46 |
| 25 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 44 |
| 26 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 3 | 40 |
| 27 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 28 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 44 |
| 29 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 30 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |

**Lampiran 7**

**Uji Validitas Variabel Kepuasan Kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | Y.01 | Y.02 | Y.03 | Y.04 | Y.05 | Y.06 | Y.07 | Y.08 | Y.09 | Y.10 | Total\_Y |
| Y.01 | Pearson Correlation | 1 | .425\* | .425\* | .533\*\* | .469\*\* | .136 | .068 | .425\* | .533\*\* | 1.000\*\* | .762\*\* |
| Sig. (2-tailed) |  | .019 | .019 | .002 | .009 | .473 | .723 | .019 | .002 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.02 | Pearson Correlation | .425\* | 1 | .213 | .285 | .368\* | .286 | .056 | 1.000\*\* | .285 | .425\* | .647\*\* |
| Sig. (2-tailed) | .019 |  | .258 | .127 | .045 | .125 | .768 | .000 | .127 | .019 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.03 | Pearson Correlation | .425\* | .213 | 1 | .285 | .450\* | .450\* | .309 | .213 | .285 | .425\* | .619\*\* |
| Sig. (2-tailed) | .019 | .258 |  | .127 | .013 | .013 | .097 | .258 | .127 | .019 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.04 | Pearson Correlation | .533\*\* | .285 | .285 | 1 | .171 | .114 | .420\* | .285 | 1.000\*\* | .533\*\* | .717\*\* |
| Sig. (2-tailed) | .002 | .127 | .127 |  | .367 | .550 | .021 | .127 | .000 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.05 | Pearson Correlation | .469\*\* | .368\* | .450\* | .171 | 1 | .565\*\* | .084 | .368\* | .171 | .469\*\* | .638\*\* |
| Sig. (2-tailed) | .009 | .045 | .013 | .367 |  | .001 | .659 | .045 | .367 | .009 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.06 | Pearson Correlation | .136 | .286 | .450\* | .114 | .565\*\* | 1 | .406\* | .286 | .114 | .136 | .549\*\* |
| Sig. (2-tailed) | .473 | .125 | .013 | .550 | .001 |  | .026 | .125 | .550 | .473 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.07 | Pearson Correlation | .068 | .056 | .309 | .420\* | .084 | .406\* | 1 | .056 | .420\* | .068 | .459\* |
| Sig. (2-tailed) | .723 | .768 | .097 | .021 | .659 | .026 |  | .768 | .021 | .723 | .011 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.08 | Pearson Correlation | .425\* | 1.000\*\* | .213 | .285 | .368\* | .286 | .056 | 1 | .285 | .425\* | .647\*\* |
| Sig. (2-tailed) | .019 | .000 | .258 | .127 | .045 | .125 | .768 |  | .127 | .019 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.09 | Pearson Correlation | .533\*\* | .285 | .285 | 1.000\*\* | .171 | .114 | .420\* | .285 | 1 | .533\*\* | .717\*\* |
| Sig. (2-tailed) | .002 | .127 | .127 | .000 | .367 | .550 | .021 | .127 |  | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.10 | Pearson Correlation | 1.000\*\* | .425\* | .425\* | .533\*\* | .469\*\* | .136 | .068 | .425\* | .533\*\* | 1 | .762\*\* |
| Sig. (2-tailed) | .000 | .019 | .019 | .002 | .009 | .473 | .723 | .019 | .002 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total\_Y | Pearson Correlation | .762\*\* | .647\*\* | .619\*\* | .717\*\* | .638\*\* | .549\*\* | .459\* | .647\*\* | .717\*\* | .762\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .002 | .011 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 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). | | | | | | | | | | | | |

**Lampiran 8**

**Uji Validitas Variabel Beban Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | Total\_X1 |
| X1.1 | Pearson Correlation | 1 | ,000 | ,356 | ,108 | ,124 | ,496\*\* | ,059 | ,000 | ,124 | ,410\* |
| Sig. (2-tailed) |  | 1,000 | ,053 | ,571 | ,514 | ,005 | ,756 | 1,000 | ,514 | ,025 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | ,000 | 1 | ,235 | ,401\* | ,144 | ,360 | ,310 | ,893\*\* | ,144 | ,660\*\* |
| Sig. (2-tailed) | 1,000 |  | ,212 | ,028 | ,447 | ,050 | ,096 | ,000 | ,447 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | ,356 | ,235 | 1 | ,333 | ,368\* | ,368\* | ,316 | ,263 | ,368\* | ,678\*\* |
| Sig. (2-tailed) | ,053 | ,212 |  | ,072 | ,045 | ,045 | ,089 | ,161 | ,045 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | ,108 | ,401\* | ,333 | 1 | -,067 | ,435\* | ,958\*\* | ,344 | -,067 | ,671\*\* |
| Sig. (2-tailed) | ,571 | ,028 | ,072 |  | ,725 | ,016 | ,000 | ,063 | ,725 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | ,124 | ,144 | ,368\* | -,067 | 1 | ,192 | -,110 | ,040 | 1,000\*\* | ,494\*\* |
| Sig. (2-tailed) | ,514 | ,447 | ,045 | ,725 |  | ,309 | ,562 | ,832 | ,000 | ,006 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | ,496\*\* | ,360 | ,368\* | ,435\* | ,192 | 1 | ,331 | ,283 | ,192 | ,684\*\* |
| Sig. (2-tailed) | ,005 | ,050 | ,045 | ,016 | ,309 |  | ,074 | ,130 | ,309 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | ,059 | ,310 | ,316 | ,958\*\* | -,110 | ,331 | 1 | ,347 | -,110 | ,607\*\* |
| Sig. (2-tailed) | ,756 | ,096 | ,089 | ,000 | ,562 | ,074 |  | ,060 | ,562 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | ,000 | ,893\*\* | ,263 | ,344 | ,040 | ,283 | ,347 | 1 | ,040 | ,606\*\* |
| Sig. (2-tailed) | 1,000 | ,000 | ,161 | ,063 | ,832 | ,130 | ,060 |  | ,832 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | ,124 | ,144 | ,368\* | -,067 | 1,000\*\* | ,192 | -,110 | ,040 | 1 | ,494\*\* |
| Sig. (2-tailed) | ,514 | ,447 | ,045 | ,725 | ,000 | ,309 | ,562 | ,832 |  | ,006 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total\_X1 | Pearson Correlation | ,410\* | ,660\*\* | ,678\*\* | ,671\*\* | ,494\*\* | ,684\*\* | ,607\*\* | ,606\*\* | ,494\*\* | 1 |
| Sig. (2-tailed) | ,025 | ,000 | ,000 | ,000 | ,006 | ,000 | ,000 | ,000 | ,006 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | |

**Lampiran 9**

**Uji Validitas Variabel Keselamatan Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | X2.01 | X2.02 | X2.03 | X2.04 | X2.05 | X2.06 | X2.07 | X2.08 | Total\_X2 |
| X2.01 | Pearson Correlation | 1 | .547\*\* | 1.000\*\* | .461\* | .139 | .379\* | .509\*\* | .429\* | .838\*\* |
| Sig. (2-tailed) |  | .002 | .000 | .010 | .465 | .039 | .004 | .018 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.02 | Pearson Correlation | .547\*\* | 1 | .547\*\* | .269 | .137 | .360 | .447\* | .417\* | .694\*\* |
| Sig. (2-tailed) | .002 |  | .002 | .151 | .470 | .051 | .013 | .022 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.03 | Pearson Correlation | 1.000\*\* | .547\*\* | 1 | .461\* | .139 | .379\* | .509\*\* | .429\* | .838\*\* |
| Sig. (2-tailed) | .000 | .002 |  | .010 | .465 | .039 | .004 | .018 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.04 | Pearson Correlation | .461\* | .269 | .461\* | 1 | .407\* | .287 | .289 | .325 | .654\*\* |
| Sig. (2-tailed) | .010 | .151 | .010 |  | .025 | .125 | .121 | .079 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.05 | Pearson Correlation | .139 | .137 | .139 | .407\* | 1 | .262 | .118 | .331 | .426\* |
| Sig. (2-tailed) | .465 | .470 | .465 | .025 |  | .161 | .533 | .074 | .019 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.06 | Pearson Correlation | .379\* | .360 | .379\* | .287 | .262 | 1 | .373\* | .381\* | .621\*\* |
| Sig. (2-tailed) | .039 | .051 | .039 | .125 | .161 |  | .043 | .038 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.07 | Pearson Correlation | .509\*\* | .447\* | .509\*\* | .289 | .118 | .373\* | 1 | .445\* | .675\*\* |
| Sig. (2-tailed) | .004 | .013 | .004 | .121 | .533 | .043 |  | .014 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.08 | Pearson Correlation | .429\* | .417\* | .429\* | .325 | .331 | .381\* | .445\* | 1 | .682\*\* |
| Sig. (2-tailed) | .018 | .022 | .018 | .079 | .074 | .038 | .014 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total\_X2 | Pearson Correlation | .838\*\* | .694\*\* | .838\*\* | .654\*\* | .426\* | .621\*\* | .675\*\* | .682\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .019 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | |

**Lampiran 10**

**Uji Validitas Variabel Lingkungan Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X3.01 | X3.02 | X3.03 | X3.04 | X3.05 | X3.06 | X3.07 | X3.08 | X3.09 | X3. 10 | Total\_X3 |
| X3.01 | Pearson Correlation | 1 | .214 | .231 | .265 | .188 | .174 | .276 | .446\* | .231 | .446\* | .522\*\* |
| Sig. (2-tailed) |  | .256 | .219 | .157 | .319 | .357 | .140 | .013 | .219 | .013 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.02 | Pearson Correlation | .214 | 1 | -.056 | .216 | .172 | .159 | .528\*\* | .181 | -.056 | .181 | .386\* |
| Sig. (2-tailed) | .256 |  | .767 | .252 | .363 | .400 | .003 | .337 | .767 | .337 | .035 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.03 | Pearson Correlation | .231 | -.056 | 1 | .373\* | .381\* | .429\* | .325 | .445\* | 1.000\*\* | .445\* | .719\*\* |
| Sig. (2-tailed) | .219 | .767 |  | .042 | .038 | .018 | .079 | .014 | .000 | .014 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.04 | Pearson Correlation | .265 | .216 | .373\* | 1 | .311 | .215 | .168 | .467\*\* | .373\* | .467\*\* | .598\*\* |
| Sig. (2-tailed) | .157 | .252 | .042 |  | .094 | .255 | .376 | .009 | .042 | .009 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.05 | Pearson Correlation | .188 | .172 | .381\* | .311 | 1 | .379\* | .287 | .373\* | .381\* | .373\* | .599\*\* |
| Sig. (2-tailed) | .319 | .363 | .038 | .094 |  | .039 | .125 | .043 | .038 | .043 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.06 | Pearson Correlation | .174 | .159 | .429\* | .215 | .379\* | 1 | .461\* | .509\*\* | .429\* | .509\*\* | .674\*\* |
| Sig. (2-tailed) | .357 | .400 | .018 | .255 | .039 |  | .010 | .004 | .018 | .004 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.07 | Pearson Correlation | .276 | .528\*\* | .325 | .168 | .287 | .461\* | 1 | .289 | .325 | .289 | .629\*\* |
| Sig. (2-tailed) | .140 | .003 | .079 | .376 | .125 | .010 |  | .121 | .079 | .121 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.08 | Pearson Correlation | .446\* | .181 | .445\* | .467\*\* | .373\* | .509\*\* | .289 | 1 | .445\* | 1.000\*\* | .790\*\* |
| Sig. (2-tailed) | .013 | .337 | .014 | .009 | .043 | .004 | .121 |  | .014 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.09 | Pearson Correlation | .231 | -.056 | 1.000\*\* | .373\* | .381\* | .429\* | .325 | .445\* | 1 | .445\* | .719\*\* |
| Sig. (2-tailed) | .219 | .767 | .000 | .042 | .038 | .018 | .079 | .014 |  | .014 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.10 | Pearson Correlation | .446\* | .181 | .445\* | .467\*\* | .373\* | .509\*\* | .289 | 1.000\*\* | .445\* | 1 | .790\*\* |
| Sig. (2-tailed) | .013 | .337 | .014 | .009 | .043 | .004 | .121 | .000 | .014 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total\_X3 | Pearson Correlation | .522\*\* | .386\* | .719\*\* | .598\*\* | .599\*\* | .674\*\* | .629\*\* | .790\*\* | .719\*\* | .790\*\* | 1 |
| Sig. (2-tailed) | .003 | .035 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 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). | | | | | | | | | | | | |

**Lampiran 11**

**Uji Reliabilitas Variabel Kepuasan Kerja (Y)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .847 | 10 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| Y.1 | 36.9000 | 14.300 | .687 | .820 |
| Y.2 | 36.8000 | 15.131 | .554 | .832 |
| Y.3 | 36.8000 | 15.269 | .522 | .835 |
| Y.4 | 36.8333 | 14.351 | .623 | .825 |
| Y.5 | 37.0667 | 14.685 | .521 | .835 |
| Y.6 | 36.8667 | 15.223 | .415 | .845 |
| Y.7 | 36.9000 | 15.817 | .316 | .854 |
| Y.8 | 36.8000 | 15.131 | .554 | .832 |
| Y.9 | 36.8333 | 14.351 | .623 | .825 |
| Y.10 | 36.9000 | 14.300 | .687 | .820 |

**Lampiran 12**

**Uji Reliabilitas Variabel Beban Kerja (X1)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .768 | 9 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X1.1 | 13,0333 | 7,895 | ,253 | ,773 |
| X1.2 | 12,8000 | 6,924 | ,526 | ,734 |
| X1.3 | 13,0000 | 6,897 | ,552 | ,730 |
| X1.4 | 13,0000 | 6,759 | ,527 | ,734 |
| X1.5 | 12,8667 | 7,568 | ,336 | ,763 |
| X1.6 | 12,8667 | 6,947 | ,566 | ,729 |
| X1.7 | 13,0333 | 7,137 | ,462 | ,744 |
| X1.8 | 12,8000 | 7,269 | ,476 | ,743 |
| X1.9 | 12,8667 | 7,568 | ,336 | ,763 |

**Lampiran 13**

**Uji Reliabilitas Variabel Keselamatan Kerja (X2)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .838 | 8 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X2.01 | 29.8000 | 9.269 | .763 | .791 |
| X2.02 | 29.9000 | 9.955 | .571 | .818 |
| X2.03 | 29.8000 | 9.269 | .763 | .791 |
| X2.04 | 29.7000 | 9.941 | .505 | .829 |
| X2.05 | 29.7333 | 11.720 | .308 | .845 |
| X2.06 | 29.8000 | 10.510 | .492 | .828 |
| X2.07 | 29.9667 | 10.378 | .566 | .819 |
| X2.08 | 29.7667 | 10.185 | .566 | .819 |

**Lampiran 14**

**Uji Reliabilitas Variabel Lingkungan Kerja (X3)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .842 | 10 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X3.01 | 38.2333 | 15.082 | .411 | .839 |
| X3.02 | 38.3333 | 15.747 | .262 | .850 |
| X3.03 | 38.4333 | 13.771 | .629 | .819 |
| X3.04 | 38.6000 | 14.317 | .476 | .834 |
| X3.05 | 38.4667 | 14.464 | .486 | .833 |
| X3.06 | 38.4667 | 13.844 | .566 | .825 |
| X3.07 | 38.3667 | 13.826 | .497 | .833 |
| X3.08 | 38.6333 | 13.620 | .725 | .811 |
| X3.09 | 38.4333 | 13.771 | .629 | .819 |
| X3.10 | 38.6333 | 13.620 | .725 | .811 |

**Lampiran 15**

**Data Penelitian Variabel Kepuasan Kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian Variabel Kepuasan Kerja (Y) | | | | | | | | | | Skor Total |
| Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 |
| 1 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 44 |
| 2 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |
| 3 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |
| 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 43 |
| 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 44 |
| 6 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 43 |
| 7 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 47 |
| 8 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 9 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 44 |
| 10 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 35 |
| 11 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 12 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 34 |
| 13 | 3 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 38 |
| 14 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 45 |
| 15 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 40 |
| 16 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 38 |
| 17 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |
| 18 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 19 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 46 |
| 20 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 21 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 47 |
| 22 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 45 |
| 23 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |
| 24 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 45 |
| 25 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 45 |
| 26 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 45 |
| 27 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 45 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 29 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 38 |
| 30 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 37 |
| 31 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 46 |
| 32 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 45 |
| 33 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 34 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 38 |
| 35 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 36 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 37 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 38 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 45 |
| 39 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 44 |
| 40 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 44 |
| 41 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 42 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 34 |
| 43 | 3 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 38 |
| 44 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 45 |
| 45 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 40 |
| 46 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 38 |
| 47 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |
| 48 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 49 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 46 |
| 50 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 51 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 47 |
| 52 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 45 |
| 53 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |
| 54 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 45 |
| 55 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 45 |
| 56 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 45 |
| 57 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 45 |
| 58 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 59 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 38 |
| 60 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 37 |
| 61 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 35 |
| 62 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 63 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 34 |
| 64 | 3 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 38 |
| 65 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 45 |
| 66 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 40 |
| 67 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 38 |
| 68 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |
| 69 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 70 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 46 |
| 71 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 72 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 47 |
| 73 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 45 |
| 74 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |
| 75 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 45 |
| 76 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 45 |
| 77 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 45 |
| 78 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 45 |
| 79 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 80 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 38 |
| 81 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 37 |
| 82 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 46 |
| 83 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 45 |
| 84 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 85 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 38 |
| 86 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 87 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 88 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 89 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 45 |
| 90 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 44 |
| 91 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 44 |
| 92 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 93 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 34 |
| 94 | 3 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 38 |
| 95 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 45 |
| 96 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 40 |
| 97 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 38 |
| 98 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |
| 99 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 100 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 46 |

**Lampiran 16**

**Data Penelitian Variabel Beban Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian Variabel Beban Kerja (X1) | | | | | | | | | Skor Total |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 |
| 1 | 2 | 1 | 3 | 1 | 1 | 2 | 1 | 1 | 1 | 13 |
| 2 | 1 | 2 | 1 | 2 | 3 | 1 | 2 | 2 | 3 | 17 |
| 3 | 1 | 1 | 1 | 2 | 1 | 3 | 2 | 1 | 1 | 13 |
| 4 | 2 | 1 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 14 |
| 5 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | 14 |
| 6 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 1 | 14 |
| 7 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 10 |
| 8 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 26 |
| 9 | 2 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 11 |
| 10 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 24 |
| 11 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 15 |
| 12 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 22 |
| 13 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 17 |
| 14 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 13 |
| 15 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 15 |
| 16 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 18 |
| 17 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 12 |
| 18 | 2 | 2 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 15 |
| 19 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 11 |
| 20 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 15 |
| 21 | 2 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 11 |
| 22 | 2 | 1 | 2 | 1 | 2 | 2 | 1 | 1 | 2 | 14 |
| 23 | 1 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 14 |
| 24 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 11 |
| 25 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 13 |
| 26 | 1 | 1 | 1 | 2 | 2 | 1 | 2 | 1 | 2 | 13 |
| 27 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | 13 |
| 28 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 16 |
| 29 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 21 |
| 30 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 21 |
| 31 | 1 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 1 | 13 |
| 32 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 11 |
| 33 | 2 | 1 | 1 | 2 | 1 | 2 | 2 | 1 | 1 | 13 |
| 34 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 17 |
| 35 | 2 | 2 | 1 | 1 | 1 | 2 | 1 | 2 | 1 | 13 |
| 36 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 16 |
| 37 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 15 |
| 38 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | 13 |
| 39 | 1 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 14 |
| 40 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 11 |
| 41 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 15 |
| 42 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 22 |
| 43 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 17 |
| 44 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 13 |
| 45 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 15 |
| 46 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 18 |
| 47 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 12 |
| 48 | 2 | 2 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 15 |
| 49 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 11 |
| 50 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 15 |
| 51 | 2 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 11 |
| 52 | 2 | 1 | 2 | 1 | 2 | 2 | 1 | 1 | 2 | 14 |
| 53 | 1 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 14 |
| 54 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 11 |
| 55 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 13 |
| 56 | 1 | 1 | 1 | 2 | 2 | 1 | 2 | 1 | 2 | 13 |
| 57 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | 13 |
| 58 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 16 |
| 59 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 21 |
| 60 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 21 |
| 61 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 24 |
| 62 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 15 |
| 63 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 22 |
| 64 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 17 |
| 65 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 13 |
| 66 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 15 |
| 67 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 18 |
| 68 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 12 |
| 69 | 2 | 2 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 15 |
| 70 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 11 |
| 71 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 15 |
| 72 | 2 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 11 |
| 73 | 2 | 1 | 2 | 1 | 2 | 2 | 1 | 1 | 2 | 14 |
| 74 | 1 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 14 |
| 75 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 11 |
| 76 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 13 |
| 77 | 1 | 1 | 1 | 2 | 2 | 1 | 2 | 1 | 2 | 13 |
| 78 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | 13 |
| 79 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 16 |
| 80 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 21 |
| 81 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 21 |
| 82 | 1 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 1 | 13 |
| 83 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 11 |
| 84 | 2 | 1 | 1 | 2 | 1 | 2 | 2 | 1 | 1 | 13 |
| 85 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 17 |
| 86 | 2 | 2 | 1 | 1 | 1 | 2 | 1 | 2 | 1 | 13 |
| 87 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 16 |
| 88 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 15 |
| 89 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | 13 |
| 90 | 1 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 14 |
| 91 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 11 |
| 92 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 15 |
| 93 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 22 |
| 94 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 17 |
| 95 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 13 |
| 96 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 15 |
| 97 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 18 |
| 98 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 12 |
| 99 | 2 | 2 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 15 |
| 100 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 11 |

**Lampiran 17**

**Data Penelitian Variabel Keselamatan Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian Variabel Keselamatan Kerja (X2) | | | | | | | | Skor Total |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 |
| 1 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 34 |
| 2 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 37 |
| 3 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 37 |
| 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 34 |
| 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 36 |
| 6 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 35 |
| 7 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 38 |
| 8 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 28 |
| 9 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 35 |
| 10 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 27 |
| 11 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 35 |
| 12 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 27 |
| 13 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 30 |
| 14 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 38 |
| 15 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 33 |
| 16 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 17 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 37 |
| 18 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 36 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 38 |
| 20 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 35 |
| 21 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 22 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 35 |
| 23 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 36 |
| 24 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 38 |
| 25 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 35 |
| 26 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 36 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 38 |
| 28 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 34 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 31 |
| 30 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 30 |
| 31 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 37 |
| 32 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 35 |
| 33 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 36 |
| 34 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 33 |
| 35 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 35 |
| 36 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 37 |
| 37 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 34 |
| 38 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 38 |
| 39 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 36 |
| 40 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 36 |
| 41 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 35 |
| 42 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 27 |
| 43 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 30 |
| 44 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 38 |
| 45 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 33 |
| 46 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 47 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 37 |
| 48 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 36 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 38 |
| 50 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 35 |
| 51 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 52 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 35 |
| 53 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 36 |
| 54 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 38 |
| 55 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 35 |
| 56 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 36 |
| 57 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 38 |
| 58 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 34 |
| 59 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 31 |
| 60 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 30 |
| 61 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 27 |
| 62 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 35 |
| 63 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 27 |
| 64 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 30 |
| 65 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 38 |
| 66 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 33 |
| 67 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 68 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 37 |
| 69 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 36 |
| 70 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 38 |
| 71 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 35 |
| 72 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 73 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 35 |
| 74 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 36 |
| 75 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 38 |
| 76 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 35 |
| 77 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 36 |
| 78 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 38 |
| 79 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 34 |
| 80 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 31 |
| 81 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 30 |
| 82 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 37 |
| 83 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 35 |
| 84 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 36 |
| 85 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 33 |
| 86 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 35 |
| 87 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 37 |
| 88 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 34 |
| 89 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 38 |
| 90 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 36 |
| 91 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 36 |
| 92 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 35 |
| 93 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 27 |
| 94 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 30 |
| 95 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 38 |
| 96 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 33 |
| 97 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 98 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 37 |
| 99 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 36 |
| 100 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 38 |

**Lampiran 18**

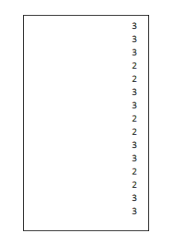
**Data Penelitian Variabel Lingkungan Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian Variabel Lingkungan Kerja (X3) | | | | | | | | | | Skor total |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 |
| 1 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 2 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 43 |
| 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 44 |
| 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 43 |
| 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 44 |
| 6 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 44 |
| 7 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| 8 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 35 |
| 9 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 44 |
| 10 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 11 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 44 |
| 12 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 36 |
| 13 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 40 |
| 14 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 45 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 17 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| 18 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 19 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 46 |
| 20 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 43 |
| 21 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 22 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 44 |
| 23 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 44 |
| 24 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 44 |
| 26 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 44 |
| 27 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 43 |
| 28 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 39 |
| 30 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 31 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| 32 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 44 |
| 33 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 44 |
| 34 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 35 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 43 |
| 36 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 37 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 43 |
| 38 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 39 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 44 |
| 40 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 44 |
| 41 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 44 |
| 42 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 36 |
| 43 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 40 |
| 44 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 45 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 46 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 47 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| 48 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 49 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 46 |
| 50 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 43 |
| 51 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 52 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 44 |
| 53 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 44 |
| 54 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| 55 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 44 |
| 56 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 44 |
| 57 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 43 |
| 58 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 59 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 39 |
| 60 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 61 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 62 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 44 |
| 63 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 36 |
| 64 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 40 |
| 65 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 45 |
| 66 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 67 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 68 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| 69 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 70 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 46 |
| 71 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 43 |
| 72 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 73 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 44 |
| 74 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 44 |
| 75 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| 76 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 44 |
| 77 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 44 |
| 78 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 43 |
| 79 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 80 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 39 |
| 81 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 82 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| 83 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 44 |
| 84 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 44 |
| 85 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 86 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 43 |
| 87 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 88 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 43 |
| 89 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 90 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 44 |
| 91 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 44 |
| 92 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 44 |
| 93 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 36 |
| 94 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 40 |
| 95 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 45 |
| 96 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 97 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 98 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| 99 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 100 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 46 |

**Lampiran 19**

**Cara merubah Data Ordinal ke Data Interval dengan menggunakan prosedur MSI dengan Excel**

Bagaimana cara mengubah data ordinal menjadi data interval dengan menggunakan bantuan Excel? Untuk mengubah data ordinal menjadi data interval dengan menggunakan Excel kita dapat lakukan dengan cara sebagai berikut. Karena tidak semua program Excel mempunyai program tambahan penghitungan MSI; maka carilah dulu program tambahan ini yang dapat di cari di Internet, melalui Google Search. Nama filenya ialah stat97.xla. Kalau sudah ketemu, lakukan langkah berikutnya, yaitu mengubah data ordinal ke data interval. Sebagai contoh kita mempunyai nilai berskala ordinal seperti di bawah ini:



Ketikkan dalam Excel data diatas; atau kita dapat mengkopi dari SPSS secara langsung ke Excel.

**Cara mengubah data tersebut dapat dilakukan dengan cara sebagai berikut:**

• Buka excel

• Klik file stat97.xla > klik Enable Macro

• Masukkan data yang akan diubah. Dapat diketikkan atau kopi (dengan menggunakan perintah Copy - Paste) dari word atau SPSS di kolom A baris 1

• Pilih Add In >Statistics>Successive Interval

• Pilih Yes

• Pada saat kursor di Data Range Blok data yang ada sampai selesai, misalnya 15 data 89

• Kemudian pindah ke Cell Output.

• Klik di kolom baru untuk membuat output, misalny di kolom B baris 1

• Tekan Next

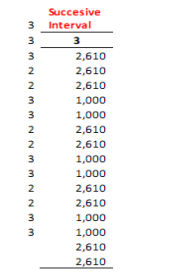
• Pilih Select all

• Isikan minimum value 1 dan maksimum value 9 (atau sesuai dengan jarak nilai terendah sampai dengan teratas)

• Tekan Next

• Tekan Finish

**Keluaran akan menjadi seperti di bawah ini:**

****

**Lampiran 20**

**Tabulasi Data MSI Penelitian Responden Variabel Kepuasan Kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |  |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** |  |
| 3.792 | 2.576 | 4.518 | 3.538 | 2.842 | 2.341 | 2.620 | 2.420 | 4.065 | 2.662 | 31.374 |
| 2.393 | 2.576 | 2.938 | 3.538 | 4.400 | 2.341 | 2.620 | 3.837 | 2.576 | 2.662 | 29.882 |
| 3.792 | 2.576 | 2.938 | 3.538 | 4.400 | 3.701 | 2.620 | 3.837 | 4.065 | 2.662 | 34.130 |
| 2.393 | 2.576 | 4.518 | 3.538 | 2.842 | 2.341 | 2.620 | 2.420 | 4.065 | 2.662 | 29.976 |
| 3.792 | 4.109 | 2.938 | 3.538 | 2.842 | 2.341 | 2.620 | 2.420 | 2.576 | 4.213 | 31.390 |
| 2.393 | 2.576 | 4.518 | 2.221 | 2.842 | 3.701 | 2.620 | 2.420 | 4.065 | 2.662 | 30.019 |
| 3.792 | 4.109 | 4.518 | 2.221 | 4.400 | 2.341 | 4.154 | 2.420 | 4.065 | 4.213 | 36.233 |
| 1.000 | 1.000 | 2.938 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 11.938 |
| 2.393 | 2.576 | 4.518 | 2.221 | 2.842 | 3.701 | 4.154 | 2.420 | 4.065 | 2.662 | 31.552 |
| 1.000 | 2.576 | 1.000 | 1.000 | 2.842 | 1.000 | 2.620 | 1.000 | 2.576 | 2.662 | 18.276 |
| 3.792 | 4.109 | 2.938 | 2.221 | 2.842 | 2.341 | 4.154 | 2.420 | 2.576 | 4.213 | 31.606 |
| 2.393 | 1.000 | 2.938 | 1.000 | 2.842 | 1.000 | 2.620 | 1.000 | 1.000 | 1.000 | 16.794 |
| 1.000 | 2.576 | 2.938 | 1.000 | 4.400 | 2.341 | 2.620 | 1.000 | 2.576 | 2.662 | 23.113 |
| 3.792 | 2.576 | 2.938 | 3.538 | 2.842 | 2.341 | 4.154 | 3.837 | 4.065 | 2.662 | 32.745 |
| 1.000 | 1.000 | 2.938 | 2.221 | 2.842 | 2.341 | 2.620 | 2.420 | 4.065 | 4.213 | 25.660 |
| 2.393 | 2.576 | 2.938 | 2.221 | 2.842 | 1.000 | 1.000 | 2.420 | 2.576 | 2.662 | 22.629 |
| 3.792 | 2.576 | 2.938 | 3.538 | 4.400 | 3.701 | 2.620 | 3.837 | 4.065 | 2.662 | 34.130 |
| 2.393 | 2.576 | 4.518 | 2.221 | 4.400 | 2.341 | 2.620 | 2.420 | 2.576 | 2.662 | 28.727 |
| 3.792 | 2.576 | 4.518 | 2.221 | 4.400 | 3.701 | 4.154 | 2.420 | 4.065 | 2.662 | 34.509 |
| 2.393 | 2.576 | 4.518 | 2.221 | 4.400 | 2.341 | 2.620 | 2.420 | 2.576 | 2.662 | 28.727 |
| 3.792 | 4.109 | 2.938 | 3.538 | 4.400 | 2.341 | 2.620 | 3.837 | 4.065 | 4.213 | 35.854 |
| 3.792 | 2.576 | 2.938 | 3.538 | 4.400 | 2.341 | 2.620 | 3.837 | 4.065 | 2.662 | 32.770 |
| 2.393 | 2.576 | 2.938 | 3.538 | 4.400 | 2.341 | 2.620 | 3.837 | 2.576 | 2.662 | 29.882 |
| 2.393 | 4.109 | 4.518 | 2.221 | 4.400 | 3.701 | 2.620 | 2.420 | 2.576 | 4.213 | 33.172 |
| 2.393 | 2.576 | 4.518 | 3.538 | 2.842 | 3.701 | 4.154 | 2.420 | 4.065 | 2.662 | 32.870 |
| 2.393 | 2.576 | 2.938 | 3.538 | 4.400 | 3.701 | 4.154 | 2.420 | 4.065 | 2.662 | 32.848 |
| 2.393 | 2.576 | 4.518 | 3.538 | 4.400 | 3.701 | 2.620 | 3.837 | 2.576 | 2.662 | 32.822 |
| 2.393 | 2.576 | 2.938 | 2.221 | 2.842 | 2.341 | 2.620 | 2.420 | 2.576 | 2.662 | 25.589 |
| 1.000 | 2.576 | 2.938 | 2.221 | 2.842 | 1.000 | 2.620 | 2.420 | 2.576 | 2.662 | 22.855 |
| 2.393 | 2.576 | 2.938 | 1.000 | 2.842 | 2.341 | 1.000 | 1.000 | 2.576 | 2.662 | 21.329 |
| 2.393 | 4.109 | 2.938 | 3.538 | 4.400 | 2.341 | 4.154 | 3.837 | 2.576 | 4.213 | 34.500 |
| 2.393 | 4.109 | 2.938 | 2.221 | 4.400 | 3.701 | 2.620 | 2.420 | 4.065 | 4.213 | 33.081 |
| 2.393 | 2.576 | 2.938 | 3.538 | 2.842 | 2.341 | 2.620 | 2.420 | 4.065 | 2.662 | 28.396 |
| 2.393 | 1.000 | 2.938 | 2.221 | 4.400 | 1.000 | 2.620 | 2.420 | 2.576 | 1.000 | 22.568 |
| 3.792 | 2.576 | 4.518 | 3.538 | 2.842 | 2.341 | 2.620 | 2.420 | 2.576 | 2.662 | 29.885 |
| 2.393 | 2.576 | 2.938 | 3.538 | 2.842 | 2.341 | 4.154 | 2.420 | 2.576 | 2.662 | 28.440 |
| 2.393 | 2.576 | 4.518 | 2.221 | 4.400 | 2.341 | 2.620 | 2.420 | 2.576 | 2.662 | 28.727 |
| 2.393 | 4.109 | 4.518 | 2.221 | 4.400 | 3.701 | 2.620 | 2.420 | 2.576 | 4.213 | 33.172 |
| 2.393 | 2.576 | 4.518 | 3.538 | 4.400 | 2.341 | 2.620 | 3.837 | 2.576 | 2.662 | 31.462 |
| 2.393 | 4.109 | 2.938 | 2.221 | 4.400 | 3.701 | 2.620 | 2.420 | 2.576 | 4.213 | 31.592 |
| 3.792 | 4.109 | 2.938 | 2.221 | 2.842 | 2.341 | 4.154 | 2.420 | 2.576 | 4.213 | 31.606 |
| 2.393 | 1.000 | 2.938 | 1.000 | 2.842 | 1.000 | 2.620 | 1.000 | 1.000 | 1.000 | 16.794 |
| 1.000 | 2.576 | 2.938 | 1.000 | 4.400 | 2.341 | 2.620 | 1.000 | 2.576 | 2.662 | 23.113 |
| 3.792 | 2.576 | 2.938 | 3.538 | 2.842 | 2.341 | 4.154 | 3.837 | 4.065 | 2.662 | 32.745 |
| 1.000 | 1.000 | 2.938 | 2.221 | 2.842 | 2.341 | 2.620 | 2.420 | 4.065 | 4.213 | 25.660 |
| 2.393 | 2.576 | 2.938 | 2.221 | 2.842 | 1.000 | 1.000 | 2.420 | 2.576 | 2.662 | 22.629 |
| 3.792 | 2.576 | 2.938 | 3.538 | 4.400 | 3.701 | 2.620 | 3.837 | 4.065 | 2.662 | 34.130 |
| 2.393 | 2.576 | 4.518 | 2.221 | 4.400 | 2.341 | 2.620 | 2.420 | 2.576 | 2.662 | 28.727 |
| 3.792 | 2.576 | 4.518 | 2.221 | 4.400 | 3.701 | 4.154 | 2.420 | 4.065 | 2.662 | 34.509 |
| 2.393 | 2.576 | 4.518 | 2.221 | 4.400 | 2.341 | 2.620 | 2.420 | 2.576 | 2.662 | 28.727 |
| 3.792 | 4.109 | 2.938 | 3.538 | 4.400 | 2.341 | 2.620 | 3.837 | 4.065 | 4.213 | 35.854 |
| 3.792 | 2.576 | 2.938 | 3.538 | 4.400 | 2.341 | 2.620 | 3.837 | 4.065 | 2.662 | 32.770 |
| 2.393 | 2.576 | 2.938 | 3.538 | 4.400 | 2.341 | 2.620 | 3.837 | 2.576 | 2.662 | 29.882 |
| 2.393 | 4.109 | 4.518 | 2.221 | 4.400 | 3.701 | 2.620 | 2.420 | 2.576 | 4.213 | 33.172 |
| 2.393 | 2.576 | 4.518 | 3.538 | 2.842 | 3.701 | 4.154 | 2.420 | 4.065 | 2.662 | 32.870 |
| 2.393 | 2.576 | 2.938 | 3.538 | 4.400 | 3.701 | 4.154 | 2.420 | 4.065 | 2.662 | 32.848 |
| 2.393 | 2.576 | 4.518 | 3.538 | 4.400 | 3.701 | 2.620 | 3.837 | 2.576 | 2.662 | 32.822 |
| 2.393 | 2.576 | 2.938 | 2.221 | 2.842 | 2.341 | 2.620 | 2.420 | 2.576 | 2.662 | 25.589 |
| 1.000 | 2.576 | 2.938 | 2.221 | 2.842 | 1.000 | 2.620 | 2.420 | 2.576 | 2.662 | 22.855 |
| 2.393 | 2.576 | 2.938 | 1.000 | 2.842 | 2.341 | 1.000 | 1.000 | 2.576 | 2.662 | 21.329 |
| 1.000 | 2.576 | 1.000 | 1.000 | 2.842 | 1.000 | 2.620 | 1.000 | 2.576 | 2.662 | 18.276 |
| 3.792 | 4.109 | 2.938 | 2.221 | 2.842 | 2.341 | 4.154 | 2.420 | 2.576 | 4.213 | 31.606 |
| 2.393 | 1.000 | 2.938 | 1.000 | 2.842 | 1.000 | 2.620 | 1.000 | 1.000 | 1.000 | 16.794 |
| 1.000 | 2.576 | 2.938 | 1.000 | 4.400 | 2.341 | 2.620 | 1.000 | 2.576 | 2.662 | 23.113 |
| 3.792 | 2.576 | 2.938 | 3.538 | 2.842 | 2.341 | 4.154 | 3.837 | 4.065 | 2.662 | 32.745 |
| 1.000 | 1.000 | 2.938 | 2.221 | 2.842 | 2.341 | 2.620 | 2.420 | 4.065 | 4.213 | 25.660 |
| 2.393 | 2.576 | 2.938 | 2.221 | 2.842 | 1.000 | 1.000 | 2.420 | 2.576 | 2.662 | 22.629 |
| 3.792 | 2.576 | 2.938 | 3.538 | 4.400 | 3.701 | 2.620 | 3.837 | 4.065 | 2.662 | 34.130 |
| 2.393 | 2.576 | 4.518 | 2.221 | 4.400 | 2.341 | 2.620 | 2.420 | 2.576 | 2.662 | 28.727 |
| 3.792 | 2.576 | 4.518 | 2.221 | 4.400 | 3.701 | 4.154 | 2.420 | 4.065 | 2.662 | 34.509 |
| 2.393 | 2.576 | 4.518 | 2.221 | 4.400 | 2.341 | 2.620 | 2.420 | 2.576 | 2.662 | 28.727 |
| 3.792 | 4.109 | 2.938 | 3.538 | 4.400 | 2.341 | 2.620 | 3.837 | 4.065 | 4.213 | 35.854 |
| 3.792 | 2.576 | 2.938 | 3.538 | 4.400 | 2.341 | 2.620 | 3.837 | 4.065 | 2.662 | 32.770 |
| 2.393 | 2.576 | 2.938 | 3.538 | 4.400 | 2.341 | 2.620 | 3.837 | 2.576 | 2.662 | 29.882 |
| 2.393 | 4.109 | 4.518 | 2.221 | 4.400 | 3.701 | 2.620 | 2.420 | 2.576 | 4.213 | 33.172 |
| 2.393 | 2.576 | 4.518 | 3.538 | 2.842 | 3.701 | 4.154 | 2.420 | 4.065 | 2.662 | 32.870 |
| 2.393 | 2.576 | 2.938 | 3.538 | 4.400 | 3.701 | 4.154 | 2.420 | 4.065 | 2.662 | 32.848 |
| 2.393 | 2.576 | 4.518 | 3.538 | 4.400 | 3.701 | 2.620 | 3.837 | 2.576 | 2.662 | 32.822 |
| 2.393 | 2.576 | 2.938 | 2.221 | 2.842 | 2.341 | 2.620 | 2.420 | 2.576 | 2.662 | 25.589 |
| 1.000 | 2.576 | 2.938 | 2.221 | 2.842 | 1.000 | 2.620 | 2.420 | 2.576 | 2.662 | 22.855 |
| 2.393 | 2.576 | 2.938 | 1.000 | 2.842 | 2.341 | 1.000 | 1.000 | 2.576 | 2.662 | 21.329 |
| 2.393 | 4.109 | 2.938 | 3.538 | 4.400 | 2.341 | 4.154 | 3.837 | 2.576 | 4.213 | 34.500 |
| 2.393 | 4.109 | 2.938 | 2.221 | 4.400 | 3.701 | 2.620 | 2.420 | 4.065 | 4.213 | 33.081 |
| 2.393 | 2.576 | 2.938 | 3.538 | 2.842 | 2.341 | 2.620 | 2.420 | 4.065 | 2.662 | 28.396 |
| 2.393 | 1.000 | 2.938 | 2.221 | 4.400 | 1.000 | 2.620 | 2.420 | 2.576 | 1.000 | 22.568 |
| 3.792 | 2.576 | 4.518 | 3.538 | 2.842 | 2.341 | 2.620 | 2.420 | 2.576 | 2.662 | 29.885 |
| 2.393 | 2.576 | 2.938 | 3.538 | 2.842 | 2.341 | 4.154 | 2.420 | 2.576 | 2.662 | 28.440 |
| 2.393 | 2.576 | 4.518 | 2.221 | 4.400 | 2.341 | 2.620 | 2.420 | 2.576 | 2.662 | 28.727 |
| 2.393 | 4.109 | 4.518 | 2.221 | 4.400 | 3.701 | 2.620 | 2.420 | 2.576 | 4.213 | 33.172 |
| 2.393 | 2.576 | 4.518 | 3.538 | 4.400 | 2.341 | 2.620 | 3.837 | 2.576 | 2.662 | 31.462 |
| 2.393 | 4.109 | 2.938 | 2.221 | 4.400 | 3.701 | 2.620 | 2.420 | 2.576 | 4.213 | 31.592 |
| 3.792 | 4.109 | 2.938 | 2.221 | 2.842 | 2.341 | 4.154 | 2.420 | 2.576 | 4.213 | 31.606 |
| 2.393 | 1.000 | 2.938 | 1.000 | 2.842 | 1.000 | 2.620 | 1.000 | 1.000 | 1.000 | 16.794 |
| 1.000 | 2.576 | 2.938 | 1.000 | 4.400 | 2.341 | 2.620 | 1.000 | 2.576 | 2.662 | 23.113 |
| 3.792 | 2.576 | 2.938 | 3.538 | 2.842 | 2.341 | 4.154 | 3.837 | 4.065 | 2.662 | 32.745 |
| 1.000 | 1.000 | 2.938 | 2.221 | 2.842 | 2.341 | 2.620 | 2.420 | 4.065 | 4.213 | 25.660 |
| 2.393 | 2.576 | 2.938 | 2.221 | 2.842 | 1.000 | 1.000 | 2.420 | 2.576 | 2.662 | 22.629 |
| 3.792 | 2.576 | 2.938 | 3.538 | 4.400 | 3.701 | 2.620 | 3.837 | 4.065 | 2.662 | 34.130 |
| 2.393 | 2.576 | 4.518 | 2.221 | 4.400 | 2.341 | 2.620 | 2.420 | 2.576 | 2.662 | 28.727 |
| 3.792 | 2.576 | 4.518 | 2.221 | 4.400 | 3.701 | 4.154 | 2.420 | 4.065 | 2.662 | 34.509 |

**Lampiran 21**

**Tabulasi Data MSI Penelitian Responden Variabel Beban Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** |  |
| 2,567 | 1,000 | 3,781 | 1,000 | 1,000 | 2,479 | 1,000 | 1,000 | 1,000 | 14,827 |
| 1,000 | 2,432 | 1,000 | 2,355 | 3,976 | 1,000 | 2,412 | 2,515 | 3,976 | 20,666 |
| 1,000 | 1,000 | 1,000 | 2,355 | 1,000 | 4,025 | 2,412 | 1,000 | 1,000 | 14,791 |
| 2,567 | 1,000 | 2,422 | 2,355 | 1,000 | 1,000 | 2,412 | 2,515 | 1,000 | 16,271 |
| 2,567 | 2,432 | 1,000 | 1,000 | 2,465 | 1,000 | 1,000 | 2,515 | 2,465 | 16,445 |
| 2,567 | 1,000 | 2,422 | 2,355 | 1,000 | 2,479 | 2,412 | 1,000 | 1,000 | 16,234 |
| 2,567 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 10,567 |
| 4,579 | 3,860 | 3,781 | 3,537 | 3,976 | 2,479 | 3,700 | 4,160 | 3,976 | 34,049 |
| 2,567 | 1,000 | 1,000 | 1,000 | 1,000 | 2,479 | 1,000 | 1,000 | 1,000 | 12,046 |
| 2,567 | 2,432 | 3,781 | 3,537 | 3,976 | 4,025 | 3,700 | 2,515 | 3,976 | 30,510 |
| 2,567 | 2,432 | 1,000 | 1,000 | 2,465 | 2,479 | 1,000 | 2,515 | 2,465 | 17,924 |
| 2,567 | 3,860 | 2,422 | 3,537 | 2,465 | 2,479 | 3,700 | 4,160 | 2,465 | 27,656 |
| 1,000 | 2,432 | 2,422 | 2,355 | 2,465 | 2,479 | 2,412 | 2,515 | 2,465 | 20,545 |
| 2,567 | 1,000 | 1,000 | 1,000 | 2,465 | 2,479 | 1,000 | 1,000 | 2,465 | 14,977 |
| 2,567 | 1,000 | 2,422 | 2,355 | 1,000 | 2,479 | 2,412 | 2,515 | 1,000 | 17,750 |
| 2,567 | 2,432 | 2,422 | 2,355 | 2,465 | 2,479 | 2,412 | 2,515 | 2,465 | 22,112 |
| 1,000 | 1,000 | 2,422 | 2,355 | 1,000 | 1,000 | 2,412 | 1,000 | 1,000 | 13,188 |
| 2,567 | 2,432 | 2,422 | 1,000 | 2,465 | 1,000 | 1,000 | 2,515 | 2,465 | 17,867 |
| 1,000 | 1,000 | 1,000 | 1,000 | 2,465 | 1,000 | 1,000 | 1,000 | 2,465 | 11,931 |
| 1,000 | 2,432 | 2,422 | 1,000 | 2,465 | 2,479 | 1,000 | 2,515 | 2,465 | 17,778 |
| 2,567 | 1,000 | 2,422 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 11,989 |
| 2,567 | 1,000 | 2,422 | 1,000 | 2,465 | 2,479 | 1,000 | 1,000 | 2,465 | 16,399 |
| 1,000 | 2,432 | 1,000 | 2,355 | 1,000 | 2,479 | 2,412 | 2,515 | 1,000 | 16,192 |
| 1,000 | 2,432 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,515 | 1,000 | 11,947 |
| 2,567 | 1,000 | 1,000 | 1,000 | 2,465 | 2,479 | 1,000 | 1,000 | 2,465 | 14,977 |
| 1,000 | 1,000 | 1,000 | 2,355 | 2,465 | 1,000 | 2,412 | 1,000 | 2,465 | 14,697 |
| 1,000 | 2,432 | 1,000 | 1,000 | 2,465 | 1,000 | 1,000 | 2,515 | 2,465 | 14,878 |
| 2,567 | 2,432 | 2,422 | 1,000 | 2,465 | 2,479 | 1,000 | 2,515 | 2,465 | 19,346 |
| 2,567 | 2,432 | 3,781 | 2,355 | 3,976 | 2,479 | 2,412 | 2,515 | 3,976 | 26,493 |
| 2,567 | 3,860 | 2,422 | 3,537 | 2,465 | 4,025 | 2,412 | 2,515 | 2,465 | 26,269 |
| 1,000 | 2,432 | 1,000 | 2,355 | 1,000 | 1,000 | 2,412 | 2,515 | 1,000 | 14,713 |
| 1,000 | 1,000 | 1,000 | 1,000 | 2,465 | 1,000 | 1,000 | 1,000 | 2,465 | 11,931 |
| 2,567 | 1,000 | 1,000 | 2,355 | 1,000 | 2,479 | 2,412 | 1,000 | 1,000 | 14,813 |
| 1,000 | 2,432 | 2,422 | 2,355 | 2,465 | 2,479 | 2,412 | 2,515 | 2,465 | 20,545 |
| 2,567 | 2,432 | 1,000 | 1,000 | 1,000 | 2,479 | 1,000 | 2,515 | 1,000 | 14,993 |
| 2,567 | 2,432 | 2,422 | 2,355 | 1,000 | 2,479 | 2,412 | 2,515 | 1,000 | 19,181 |
| 1,000 | 2,432 | 2,422 | 1,000 | 2,465 | 2,479 | 1,000 | 2,515 | 2,465 | 17,778 |
| 1,000 | 2,432 | 1,000 | 1,000 | 2,465 | 1,000 | 1,000 | 2,515 | 2,465 | 14,878 |
| 1,000 | 2,432 | 1,000 | 2,355 | 1,000 | 2,479 | 2,412 | 2,515 | 1,000 | 16,192 |
| 1,000 | 2,432 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,515 | 1,000 | 11,947 |
| 2,567 | 2,432 | 1,000 | 1,000 | 2,465 | 2,479 | 1,000 | 2,515 | 2,465 | 17,924 |
| 2,567 | 3,860 | 2,422 | 3,537 | 2,465 | 2,479 | 3,700 | 4,160 | 2,465 | 27,656 |
| 1,000 | 2,432 | 2,422 | 2,355 | 2,465 | 2,479 | 2,412 | 2,515 | 2,465 | 20,545 |
| 2,567 | 1,000 | 1,000 | 1,000 | 2,465 | 2,479 | 1,000 | 1,000 | 2,465 | 14,977 |
| 2,567 | 1,000 | 2,422 | 2,355 | 1,000 | 2,479 | 2,412 | 2,515 | 1,000 | 17,750 |
| 2,567 | 2,432 | 2,422 | 2,355 | 2,465 | 2,479 | 2,412 | 2,515 | 2,465 | 22,112 |
| 1,000 | 1,000 | 2,422 | 2,355 | 1,000 | 1,000 | 2,412 | 1,000 | 1,000 | 13,188 |
| 2,567 | 2,432 | 2,422 | 1,000 | 2,465 | 1,000 | 1,000 | 2,515 | 2,465 | 17,867 |
| 1,000 | 1,000 | 1,000 | 1,000 | 2,465 | 1,000 | 1,000 | 1,000 | 2,465 | 11,931 |
| 1,000 | 2,432 | 2,422 | 1,000 | 2,465 | 2,479 | 1,000 | 2,515 | 2,465 | 17,778 |
| 2,567 | 1,000 | 2,422 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 11,989 |
| 2,567 | 1,000 | 2,422 | 1,000 | 2,465 | 2,479 | 1,000 | 1,000 | 2,465 | 16,399 |
| 1,000 | 2,432 | 1,000 | 2,355 | 1,000 | 2,479 | 2,412 | 2,515 | 1,000 | 16,192 |
| 1,000 | 2,432 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,515 | 1,000 | 11,947 |
| 2,567 | 1,000 | 1,000 | 1,000 | 2,465 | 2,479 | 1,000 | 1,000 | 2,465 | 14,977 |
| 1,000 | 1,000 | 1,000 | 2,355 | 2,465 | 1,000 | 2,412 | 1,000 | 2,465 | 14,697 |
| 1,000 | 2,432 | 1,000 | 1,000 | 2,465 | 1,000 | 1,000 | 2,515 | 2,465 | 14,878 |
| 2,567 | 2,432 | 2,422 | 1,000 | 2,465 | 2,479 | 1,000 | 2,515 | 2,465 | 19,346 |
| 2,567 | 2,432 | 3,781 | 2,355 | 3,976 | 2,479 | 2,412 | 2,515 | 3,976 | 26,493 |
| 2,567 | 3,860 | 2,422 | 3,537 | 2,465 | 4,025 | 2,412 | 2,515 | 2,465 | 26,269 |
| 2,567 | 2,432 | 3,781 | 3,537 | 3,976 | 4,025 | 3,700 | 2,515 | 3,976 | 30,510 |
| 2,567 | 2,432 | 1,000 | 1,000 | 2,465 | 2,479 | 1,000 | 2,515 | 2,465 | 17,924 |
| 2,567 | 3,860 | 2,422 | 3,537 | 2,465 | 2,479 | 3,700 | 4,160 | 2,465 | 27,656 |
| 1,000 | 2,432 | 2,422 | 2,355 | 2,465 | 2,479 | 2,412 | 2,515 | 2,465 | 20,545 |
| 2,567 | 1,000 | 1,000 | 1,000 | 2,465 | 2,479 | 1,000 | 1,000 | 2,465 | 14,977 |
| 2,567 | 1,000 | 2,422 | 2,355 | 1,000 | 2,479 | 2,412 | 2,515 | 1,000 | 17,750 |
| 2,567 | 2,432 | 2,422 | 2,355 | 2,465 | 2,479 | 2,412 | 2,515 | 2,465 | 22,112 |
| 1,000 | 1,000 | 2,422 | 2,355 | 1,000 | 1,000 | 2,412 | 1,000 | 1,000 | 13,188 |
| 2,567 | 2,432 | 2,422 | 1,000 | 2,465 | 1,000 | 1,000 | 2,515 | 2,465 | 17,867 |
| 1,000 | 1,000 | 1,000 | 1,000 | 2,465 | 1,000 | 1,000 | 1,000 | 2,465 | 11,931 |
| 1,000 | 2,432 | 2,422 | 1,000 | 2,465 | 2,479 | 1,000 | 2,515 | 2,465 | 17,778 |
| 2,567 | 1,000 | 2,422 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 11,989 |
| 2,567 | 1,000 | 2,422 | 1,000 | 2,465 | 2,479 | 1,000 | 1,000 | 2,465 | 16,399 |
| 1,000 | 2,432 | 1,000 | 2,355 | 1,000 | 2,479 | 2,412 | 2,515 | 1,000 | 16,192 |
| 1,000 | 2,432 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,515 | 1,000 | 11,947 |
| 2,567 | 1,000 | 1,000 | 1,000 | 2,465 | 2,479 | 1,000 | 1,000 | 2,465 | 14,977 |
| 1,000 | 1,000 | 1,000 | 2,355 | 2,465 | 1,000 | 2,412 | 1,000 | 2,465 | 14,697 |
| 1,000 | 2,432 | 1,000 | 1,000 | 2,465 | 1,000 | 1,000 | 2,515 | 2,465 | 14,878 |
| 2,567 | 2,432 | 2,422 | 1,000 | 2,465 | 2,479 | 1,000 | 2,515 | 2,465 | 19,346 |
| 2,567 | 2,432 | 3,781 | 2,355 | 3,976 | 2,479 | 2,412 | 2,515 | 3,976 | 26,493 |
| 2,567 | 3,860 | 2,422 | 3,537 | 2,465 | 4,025 | 2,412 | 2,515 | 2,465 | 26,269 |
| 1,000 | 2,432 | 1,000 | 2,355 | 1,000 | 1,000 | 2,412 | 2,515 | 1,000 | 14,713 |
| 1,000 | 1,000 | 1,000 | 1,000 | 2,465 | 1,000 | 1,000 | 1,000 | 2,465 | 11,931 |
| 2,567 | 1,000 | 1,000 | 2,355 | 1,000 | 2,479 | 2,412 | 1,000 | 1,000 | 14,813 |
| 1,000 | 2,432 | 2,422 | 2,355 | 2,465 | 2,479 | 2,412 | 2,515 | 2,465 | 20,545 |
| 2,567 | 2,432 | 1,000 | 1,000 | 1,000 | 2,479 | 1,000 | 2,515 | 1,000 | 14,993 |
| 2,567 | 2,432 | 2,422 | 2,355 | 1,000 | 2,479 | 2,412 | 2,515 | 1,000 | 19,181 |
| 1,000 | 2,432 | 2,422 | 1,000 | 2,465 | 2,479 | 1,000 | 2,515 | 2,465 | 17,778 |
| 1,000 | 2,432 | 1,000 | 1,000 | 2,465 | 1,000 | 1,000 | 2,515 | 2,465 | 14,878 |
| 1,000 | 2,432 | 1,000 | 2,355 | 1,000 | 2,479 | 2,412 | 2,515 | 1,000 | 16,192 |
| 1,000 | 2,432 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,515 | 1,000 | 11,947 |
| 2,567 | 2,432 | 1,000 | 1,000 | 2,465 | 2,479 | 1,000 | 2,515 | 2,465 | 17,924 |
| 2,567 | 3,860 | 2,422 | 3,537 | 2,465 | 2,479 | 3,700 | 4,160 | 2,465 | 27,656 |
| 1,000 | 2,432 | 2,422 | 2,355 | 2,465 | 2,479 | 2,412 | 2,515 | 2,465 | 20,545 |
| 2,567 | 1,000 | 1,000 | 1,000 | 2,465 | 2,479 | 1,000 | 1,000 | 2,465 | 14,977 |
| 2,567 | 1,000 | 2,422 | 2,355 | 1,000 | 2,479 | 2,412 | 2,515 | 1,000 | 17,750 |
| 2,567 | 2,432 | 2,422 | 2,355 | 2,465 | 2,479 | 2,412 | 2,515 | 2,465 | 22,112 |
| 1,000 | 1,000 | 2,422 | 2,355 | 1,000 | 1,000 | 2,412 | 1,000 | 1,000 | 13,188 |
| 2,567 | 2,432 | 2,422 | 1,000 | 2,465 | 1,000 | 1,000 | 2,515 | 2,465 | 17,867 |
| 1,000 | 1,000 | 1,000 | 1,000 | 2,465 | 1,000 | 1,000 | 1,000 | 2,465 | 11,931 |

**Lampiran 22**

**Tabulasi Data MSI Penelitian Responden Variabel Keselamatan Kerja (X2)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** |  |
| 3.832 | 2.300 | 2.967 | 2.387 | 2.596 | 2.111 | 2.592 | 2.482 | 21.266 |
| 2.401 | 3.648 | 2.967 | 2.387 | 2.596 | 3.459 | 4.127 | 3.935 | 25.521 |
| 3.832 | 2.300 | 4.528 | 3.815 | 1.000 | 3.459 | 4.127 | 2.482 | 25.542 |
| 2.401 | 3.648 | 2.967 | 2.387 | 1.000 | 3.459 | 2.592 | 2.482 | 20.935 |
| 3.832 | 2.300 | 2.967 | 3.815 | 1.000 | 3.459 | 2.592 | 3.935 | 23.899 |
| 3.832 | 2.300 | 4.528 | 2.387 | 1.000 | 3.459 | 2.592 | 2.482 | 22.579 |
| 3.832 | 2.300 | 4.528 | 3.815 | 2.596 | 3.459 | 4.127 | 2.482 | 27.139 |
| 1.000 | 2.300 | 1.000 | 2.387 | 1.000 | 1.000 | 1.000 | 2.482 | 12.169 |
| 2.401 | 2.300 | 4.528 | 2.387 | 1.000 | 3.459 | 4.127 | 2.482 | 22.685 |
| 1.000 | 1.000 | 2.967 | 2.387 | 1.000 | 1.000 | 1.000 | 1.000 | 11.354 |
| 3.832 | 2.300 | 4.528 | 2.387 | 1.000 | 3.459 | 2.592 | 2.482 | 22.579 |
| 1.000 | 1.000 | 2.967 | 1.000 | 1.000 | 2.111 | 1.000 | 1.000 | 11.078 |
| 2.401 | 1.000 | 2.967 | 2.387 | 1.000 | 1.000 | 2.592 | 2.482 | 15.828 |
| 3.832 | 3.648 | 4.528 | 3.815 | 1.000 | 3.459 | 2.592 | 3.935 | 26.809 |
| 2.401 | 2.300 | 4.528 | 2.387 | 2.596 | 2.111 | 2.592 | 1.000 | 19.915 |
| 2.401 | 1.000 | 2.967 | 2.387 | 1.000 | 2.111 | 2.592 | 2.482 | 16.939 |
| 2.401 | 2.300 | 4.528 | 3.815 | 2.596 | 3.459 | 4.127 | 2.482 | 25.708 |
| 2.401 | 2.300 | 4.528 | 3.815 | 2.596 | 3.459 | 2.592 | 2.482 | 24.173 |
| 3.832 | 3.648 | 4.528 | 3.815 | 2.596 | 3.459 | 2.592 | 2.482 | 26.951 |
| 3.832 | 2.300 | 2.967 | 2.387 | 2.596 | 2.111 | 2.592 | 3.935 | 22.720 |
| 3.832 | 2.300 | 4.528 | 3.815 | 2.596 | 3.459 | 4.127 | 3.935 | 28.593 |
| 2.401 | 3.648 | 2.967 | 2.387 | 2.596 | 2.111 | 2.592 | 3.935 | 22.637 |
| 2.401 | 2.300 | 4.528 | 2.387 | 2.596 | 3.459 | 2.592 | 3.935 | 24.199 |
| 3.832 | 3.648 | 2.967 | 2.387 | 2.596 | 3.459 | 4.127 | 3.935 | 26.952 |
| 3.832 | 2.300 | 4.528 | 2.387 | 1.000 | 3.459 | 2.592 | 2.482 | 22.579 |
| 3.832 | 3.648 | 2.967 | 3.815 | 1.000 | 2.111 | 4.127 | 2.482 | 23.981 |
| 3.832 | 3.648 | 4.528 | 3.815 | 2.596 | 3.459 | 2.592 | 2.482 | 26.951 |
| 2.401 | 3.648 | 2.967 | 2.387 | 2.596 | 2.111 | 2.592 | 2.482 | 21.184 |
| 2.401 | 2.300 | 2.967 | 2.387 | 1.000 | 2.111 | 1.000 | 2.482 | 16.647 |
| 2.401 | 2.300 | 2.967 | 1.000 | 1.000 | 1.000 | 2.592 | 2.482 | 15.741 |
| 3.832 | 3.648 | 2.967 | 3.815 | 1.000 | 3.459 | 4.127 | 2.482 | 25.329 |
| 2.401 | 2.300 | 2.967 | 3.815 | 2.596 | 2.111 | 2.592 | 3.935 | 22.717 |
| 3.832 | 3.648 | 2.967 | 3.815 | 1.000 | 3.459 | 2.592 | 2.482 | 23.793 |
| 2.401 | 2.300 | 2.967 | 2.387 | 1.000 | 3.459 | 2.592 | 2.482 | 19.587 |
| 2.401 | 2.300 | 2.967 | 3.815 | 1.000 | 3.459 | 2.592 | 3.935 | 22.468 |
| 2.401 | 3.648 | 2.967 | 3.815 | 2.596 | 3.459 | 2.592 | 3.935 | 25.413 |
| 2.401 | 2.300 | 4.528 | 3.815 | 1.000 | 2.111 | 2.592 | 2.482 | 21.228 |
| 3.832 | 3.648 | 4.528 | 3.815 | 1.000 | 3.459 | 4.127 | 2.482 | 26.891 |
| 2.401 | 2.300 | 4.528 | 2.387 | 2.596 | 3.459 | 2.592 | 3.935 | 24.199 |
| 3.832 | 3.648 | 2.967 | 3.815 | 2.596 | 2.111 | 2.592 | 2.482 | 24.041 |
| 3.832 | 2.300 | 4.528 | 2.387 | 1.000 | 3.459 | 2.592 | 2.482 | 22.579 |
| 1.000 | 1.000 | 2.967 | 1.000 | 1.000 | 2.111 | 1.000 | 1.000 | 11.078 |
| 2.401 | 1.000 | 2.967 | 2.387 | 1.000 | 1.000 | 2.592 | 2.482 | 15.828 |
| 3.832 | 3.648 | 4.528 | 3.815 | 1.000 | 3.459 | 2.592 | 3.935 | 26.809 |
| 2.401 | 2.300 | 4.528 | 2.387 | 2.596 | 2.111 | 2.592 | 1.000 | 19.915 |
| 2.401 | 1.000 | 2.967 | 2.387 | 1.000 | 2.111 | 2.592 | 2.482 | 16.939 |
| 2.401 | 2.300 | 4.528 | 3.815 | 2.596 | 3.459 | 4.127 | 2.482 | 25.708 |
| 2.401 | 2.300 | 4.528 | 3.815 | 2.596 | 3.459 | 2.592 | 2.482 | 24.173 |
| 3.832 | 3.648 | 4.528 | 3.815 | 2.596 | 3.459 | 2.592 | 2.482 | 26.951 |
| 3.832 | 2.300 | 2.967 | 2.387 | 2.596 | 2.111 | 2.592 | 3.935 | 22.720 |
| 3.832 | 2.300 | 4.528 | 3.815 | 2.596 | 3.459 | 4.127 | 3.935 | 28.593 |
| 2.401 | 3.648 | 2.967 | 2.387 | 2.596 | 2.111 | 2.592 | 3.935 | 22.637 |
| 2.401 | 2.300 | 4.528 | 2.387 | 2.596 | 3.459 | 2.592 | 3.935 | 24.199 |
| 3.832 | 3.648 | 2.967 | 2.387 | 2.596 | 3.459 | 4.127 | 3.935 | 26.952 |
| 3.832 | 2.300 | 4.528 | 2.387 | 1.000 | 3.459 | 2.592 | 2.482 | 22.579 |
| 3.832 | 3.648 | 2.967 | 3.815 | 1.000 | 2.111 | 4.127 | 2.482 | 23.981 |
| 3.832 | 3.648 | 4.528 | 3.815 | 2.596 | 3.459 | 2.592 | 2.482 | 26.951 |
| 2.401 | 3.648 | 2.967 | 2.387 | 2.596 | 2.111 | 2.592 | 2.482 | 21.184 |
| 2.401 | 2.300 | 2.967 | 2.387 | 1.000 | 2.111 | 1.000 | 2.482 | 16.647 |
| 2.401 | 2.300 | 2.967 | 1.000 | 1.000 | 1.000 | 2.592 | 2.482 | 15.741 |
| 1.000 | 1.000 | 2.967 | 2.387 | 1.000 | 1.000 | 1.000 | 1.000 | 11.354 |
| 3.832 | 2.300 | 4.528 | 2.387 | 1.000 | 3.459 | 2.592 | 2.482 | 22.579 |
| 1.000 | 1.000 | 2.967 | 1.000 | 1.000 | 2.111 | 1.000 | 1.000 | 11.078 |
| 2.401 | 1.000 | 2.967 | 2.387 | 1.000 | 1.000 | 2.592 | 2.482 | 15.828 |
| 3.832 | 3.648 | 4.528 | 3.815 | 1.000 | 3.459 | 2.592 | 3.935 | 26.809 |
| 2.401 | 2.300 | 4.528 | 2.387 | 2.596 | 2.111 | 2.592 | 1.000 | 19.915 |
| 2.401 | 1.000 | 2.967 | 2.387 | 1.000 | 2.111 | 2.592 | 2.482 | 16.939 |
| 2.401 | 2.300 | 4.528 | 3.815 | 2.596 | 3.459 | 4.127 | 2.482 | 25.708 |
| 2.401 | 2.300 | 4.528 | 3.815 | 2.596 | 3.459 | 2.592 | 2.482 | 24.173 |
| 3.832 | 3.648 | 4.528 | 3.815 | 2.596 | 3.459 | 2.592 | 2.482 | 26.951 |
| 3.832 | 2.300 | 2.967 | 2.387 | 2.596 | 2.111 | 2.592 | 3.935 | 22.720 |
| 3.832 | 2.300 | 4.528 | 3.815 | 2.596 | 3.459 | 4.127 | 3.935 | 28.593 |
| 2.401 | 3.648 | 2.967 | 2.387 | 2.596 | 2.111 | 2.592 | 3.935 | 22.637 |
| 2.401 | 2.300 | 4.528 | 2.387 | 2.596 | 3.459 | 2.592 | 3.935 | 24.199 |
| 3.832 | 3.648 | 2.967 | 2.387 | 2.596 | 3.459 | 4.127 | 3.935 | 26.952 |
| 3.832 | 2.300 | 4.528 | 2.387 | 1.000 | 3.459 | 2.592 | 2.482 | 22.579 |
| 3.832 | 3.648 | 2.967 | 3.815 | 1.000 | 2.111 | 4.127 | 2.482 | 23.981 |
| 3.832 | 3.648 | 4.528 | 3.815 | 2.596 | 3.459 | 2.592 | 2.482 | 26.951 |
| 2.401 | 3.648 | 2.967 | 2.387 | 2.596 | 2.111 | 2.592 | 2.482 | 21.184 |
| 2.401 | 2.300 | 2.967 | 2.387 | 1.000 | 2.111 | 1.000 | 2.482 | 16.647 |
| 2.401 | 2.300 | 2.967 | 1.000 | 1.000 | 1.000 | 2.592 | 2.482 | 15.741 |
| 3.832 | 3.648 | 2.967 | 3.815 | 1.000 | 3.459 | 4.127 | 2.482 | 25.329 |
| 2.401 | 2.300 | 2.967 | 3.815 | 2.596 | 2.111 | 2.592 | 3.935 | 22.717 |
| 3.832 | 3.648 | 2.967 | 3.815 | 1.000 | 3.459 | 2.592 | 2.482 | 23.793 |
| 2.401 | 2.300 | 2.967 | 2.387 | 1.000 | 3.459 | 2.592 | 2.482 | 19.587 |
| 2.401 | 2.300 | 2.967 | 3.815 | 1.000 | 3.459 | 2.592 | 3.935 | 22.468 |
| 2.401 | 3.648 | 2.967 | 3.815 | 2.596 | 3.459 | 2.592 | 3.935 | 25.413 |
| 2.401 | 2.300 | 4.528 | 3.815 | 1.000 | 2.111 | 2.592 | 2.482 | 21.228 |
| 3.832 | 3.648 | 4.528 | 3.815 | 1.000 | 3.459 | 4.127 | 2.482 | 26.891 |
| 2.401 | 2.300 | 4.528 | 2.387 | 2.596 | 3.459 | 2.592 | 3.935 | 24.199 |
| 3.832 | 3.648 | 2.967 | 3.815 | 2.596 | 2.111 | 2.592 | 2.482 | 24.041 |
| 3.832 | 2.300 | 4.528 | 2.387 | 1.000 | 3.459 | 2.592 | 2.482 | 22.579 |
| 1.000 | 1.000 | 2.967 | 1.000 | 1.000 | 2.111 | 1.000 | 1.000 | 11.078 |
| 2.401 | 1.000 | 2.967 | 2.387 | 1.000 | 1.000 | 2.592 | 2.482 | 15.828 |
| 3.832 | 3.648 | 4.528 | 3.815 | 1.000 | 3.459 | 2.592 | 3.935 | 26.809 |
| 2.401 | 2.300 | 4.528 | 2.387 | 2.596 | 2.111 | 2.592 | 1.000 | 19.915 |
| 2.401 | 1.000 | 2.967 | 2.387 | 1.000 | 2.111 | 2.592 | 2.482 | 16.939 |
| 2.401 | 2.300 | 4.528 | 3.815 | 2.596 | 3.459 | 4.127 | 2.482 | 25.708 |
| 2.401 | 2.300 | 4.528 | 3.815 | 2.596 | 3.459 | 2.592 | 2.482 | 24.173 |
| 3.832 | 3.648 | 4.528 | 3.815 | 2.596 | 3.459 | 2.592 | 2.482 | 26.951 |

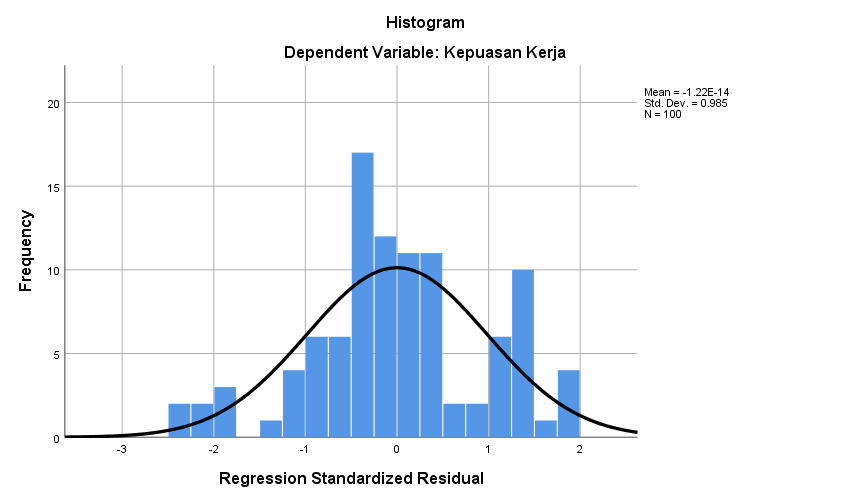
**Lampiran 23**

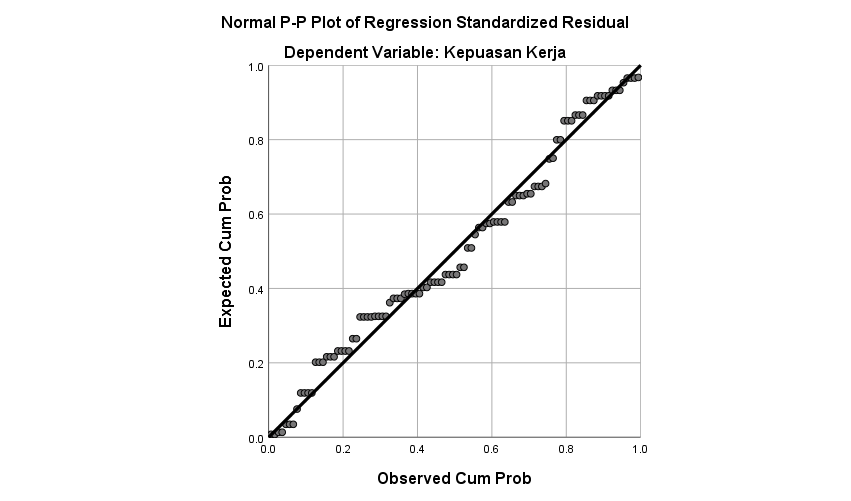
**Tabulasi Data MSI Penelitian Responden Variabel Lingkungan Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |  |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** |  |
| 2.730 | 2.921 | 4.369 | 2.742 | 2.714 | 2.562 | 4.213 | 1.000 | 1.000 | 2.784 | 27.035 |
| 2.730 | 2.921 | 2.824 | 2.742 | 4.265 | 2.562 | 4.213 | 1.000 | 1.000 | 4.383 | 28.640 |
| 2.730 | 4.539 | 2.824 | 2.742 | 2.714 | 2.562 | 2.688 | 2.633 | 2.616 | 4.383 | 30.432 |
| 4.272 | 2.921 | 4.369 | 2.742 | 2.714 | 2.562 | 4.213 | 1.000 | 1.000 | 2.784 | 28.577 |
| 2.730 | 4.539 | 4.369 | 2.742 | 2.714 | 2.562 | 4.213 | 1.000 | 2.616 | 2.784 | 30.269 |
| 4.272 | 2.921 | 2.824 | 2.742 | 2.714 | 2.562 | 2.688 | 2.633 | 2.616 | 4.383 | 30.355 |
| 4.272 | 4.539 | 2.824 | 4.310 | 2.714 | 4.047 | 4.213 | 1.000 | 2.616 | 4.383 | 34.918 |
| 2.730 | 2.921 | 2.824 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 15.475 |
| 2.730 | 2.921 | 2.824 | 2.742 | 4.265 | 4.047 | 2.688 | 2.633 | 2.616 | 2.784 | 30.250 |
| 2.730 | 2.921 | 1.000 | 2.742 | 2.714 | 2.562 | 2.688 | 1.000 | 1.000 | 2.784 | 22.142 |
| 2.730 | 2.921 | 4.369 | 2.742 | 2.714 | 4.047 | 4.213 | 2.633 | 1.000 | 2.784 | 30.153 |
| 1.000 | 2.921 | 2.824 | 1.000 | 2.714 | 1.000 | 2.688 | 1.000 | 1.000 | 1.000 | 17.148 |
| 4.272 | 2.921 | 2.824 | 2.742 | 1.000 | 2.562 | 2.688 | 1.000 | 1.000 | 2.784 | 23.793 |
| 2.730 | 2.921 | 4.369 | 4.310 | 2.714 | 2.562 | 4.213 | 2.633 | 2.616 | 2.784 | 31.853 |
| 2.730 | 2.921 | 2.824 | 2.742 | 2.714 | 2.562 | 2.688 | 1.000 | 1.000 | 2.784 | 23.966 |
| 2.730 | 2.921 | 2.824 | 2.742 | 2.714 | 2.562 | 2.688 | 1.000 | 1.000 | 2.784 | 23.966 |
| 4.272 | 4.539 | 2.824 | 4.310 | 2.714 | 4.047 | 4.213 | 1.000 | 2.616 | 4.383 | 34.918 |
| 4.272 | 2.921 | 4.369 | 2.742 | 4.265 | 4.047 | 2.688 | 1.000 | 1.000 | 2.784 | 30.088 |
| 2.730 | 2.921 | 4.369 | 4.310 | 2.714 | 4.047 | 4.213 | 2.633 | 2.616 | 2.784 | 33.337 |
| 2.730 | 2.921 | 2.824 | 2.742 | 4.265 | 4.047 | 2.688 | 2.633 | 1.000 | 2.784 | 28.634 |
| 4.272 | 2.921 | 2.824 | 4.310 | 4.265 | 4.047 | 2.688 | 1.000 | 2.616 | 4.383 | 33.326 |
| 4.272 | 2.921 | 2.824 | 4.310 | 4.265 | 2.562 | 2.688 | 2.633 | 1.000 | 2.784 | 30.259 |
| 2.730 | 2.921 | 4.369 | 2.742 | 4.265 | 2.562 | 2.688 | 2.633 | 2.616 | 2.784 | 30.311 |
| 2.730 | 4.539 | 4.369 | 4.310 | 2.714 | 4.047 | 4.213 | 1.000 | 2.616 | 4.383 | 34.921 |
| 2.730 | 2.921 | 2.824 | 2.742 | 2.714 | 2.562 | 4.213 | 2.633 | 2.616 | 4.383 | 30.338 |
| 4.272 | 4.539 | 2.824 | 2.742 | 2.714 | 4.047 | 2.688 | 2.633 | 1.000 | 2.784 | 30.243 |
| 2.730 | 2.921 | 4.369 | 2.742 | 2.714 | 4.047 | 2.688 | 1.000 | 2.616 | 2.784 | 28.612 |
| 2.730 | 2.921 | 4.369 | 2.742 | 2.714 | 2.562 | 2.688 | 1.000 | 1.000 | 2.784 | 25.511 |
| 2.730 | 2.921 | 2.824 | 2.742 | 2.714 | 2.562 | 1.000 | 1.000 | 1.000 | 2.784 | 22.278 |
| 2.730 | 1.000 | 2.824 | 2.742 | 2.714 | 2.562 | 2.688 | 1.000 | 1.000 | 2.784 | 22.045 |
| 4.272 | 4.539 | 4.369 | 2.742 | 2.714 | 4.047 | 4.213 | 1.000 | 2.616 | 4.383 | 34.895 |
| 4.272 | 4.539 | 2.824 | 2.742 | 2.714 | 4.047 | 2.688 | 2.633 | 1.000 | 2.784 | 30.243 |
| 4.272 | 4.539 | 4.369 | 2.742 | 4.265 | 2.562 | 2.688 | 1.000 | 1.000 | 2.784 | 30.222 |
| 2.730 | 4.539 | 2.824 | 2.742 | 2.714 | 2.562 | 2.688 | 1.000 | 1.000 | 2.784 | 25.584 |
| 4.272 | 2.921 | 2.824 | 2.742 | 4.265 | 2.562 | 4.213 | 1.000 | 1.000 | 2.784 | 28.583 |
| 2.730 | 4.539 | 2.824 | 2.742 | 4.265 | 2.562 | 2.688 | 1.000 | 1.000 | 2.784 | 27.135 |
| 2.730 | 2.921 | 4.369 | 2.742 | 2.714 | 2.562 | 4.213 | 1.000 | 2.616 | 2.784 | 28.652 |
| 2.730 | 2.921 | 4.369 | 4.310 | 4.265 | 2.562 | 4.213 | 1.000 | 1.000 | 4.383 | 31.753 |
| 2.730 | 2.921 | 4.369 | 4.310 | 4.265 | 2.562 | 2.688 | 1.000 | 2.616 | 2.784 | 30.246 |
| 2.730 | 4.539 | 2.824 | 2.742 | 2.714 | 4.047 | 2.688 | 2.633 | 1.000 | 4.383 | 30.300 |
| 2.730 | 2.921 | 4.369 | 2.742 | 2.714 | 4.047 | 4.213 | 2.633 | 1.000 | 2.784 | 30.153 |
| 1.000 | 2.921 | 2.824 | 1.000 | 2.714 | 1.000 | 2.688 | 1.000 | 1.000 | 1.000 | 17.148 |
| 4.272 | 2.921 | 2.824 | 2.742 | 1.000 | 2.562 | 2.688 | 1.000 | 1.000 | 2.784 | 23.793 |
| 2.730 | 2.921 | 4.369 | 4.310 | 2.714 | 2.562 | 4.213 | 2.633 | 2.616 | 2.784 | 31.853 |
| 2.730 | 2.921 | 2.824 | 2.742 | 2.714 | 2.562 | 2.688 | 1.000 | 1.000 | 2.784 | 23.966 |
| 2.730 | 2.921 | 2.824 | 2.742 | 2.714 | 2.562 | 2.688 | 1.000 | 1.000 | 2.784 | 23.966 |
| 4.272 | 4.539 | 2.824 | 4.310 | 2.714 | 4.047 | 4.213 | 1.000 | 2.616 | 4.383 | 34.918 |
| 4.272 | 2.921 | 4.369 | 2.742 | 4.265 | 4.047 | 2.688 | 1.000 | 1.000 | 2.784 | 30.088 |
| 2.730 | 2.921 | 4.369 | 4.310 | 2.714 | 4.047 | 4.213 | 2.633 | 2.616 | 2.784 | 33.337 |
| 2.730 | 2.921 | 2.824 | 2.742 | 4.265 | 4.047 | 2.688 | 2.633 | 1.000 | 2.784 | 28.634 |
| 4.272 | 2.921 | 2.824 | 4.310 | 4.265 | 4.047 | 2.688 | 1.000 | 2.616 | 4.383 | 33.326 |
| 4.272 | 2.921 | 2.824 | 4.310 | 4.265 | 2.562 | 2.688 | 2.633 | 1.000 | 2.784 | 30.259 |
| 2.730 | 2.921 | 4.369 | 2.742 | 4.265 | 2.562 | 2.688 | 2.633 | 2.616 | 2.784 | 30.311 |
| 2.730 | 4.539 | 4.369 | 4.310 | 2.714 | 4.047 | 4.213 | 1.000 | 2.616 | 4.383 | 34.921 |
| 2.730 | 2.921 | 2.824 | 2.742 | 2.714 | 2.562 | 4.213 | 2.633 | 2.616 | 4.383 | 30.338 |
| 4.272 | 4.539 | 2.824 | 2.742 | 2.714 | 4.047 | 2.688 | 2.633 | 1.000 | 2.784 | 30.243 |
| 2.730 | 2.921 | 4.369 | 2.742 | 2.714 | 4.047 | 2.688 | 1.000 | 2.616 | 2.784 | 28.612 |
| 2.730 | 2.921 | 4.369 | 2.742 | 2.714 | 2.562 | 2.688 | 1.000 | 1.000 | 2.784 | 25.511 |
| 2.730 | 2.921 | 2.824 | 2.742 | 2.714 | 2.562 | 1.000 | 1.000 | 1.000 | 2.784 | 22.278 |
| 2.730 | 1.000 | 2.824 | 2.742 | 2.714 | 2.562 | 2.688 | 1.000 | 1.000 | 2.784 | 22.045 |
| 2.730 | 2.921 | 1.000 | 2.742 | 2.714 | 2.562 | 2.688 | 1.000 | 1.000 | 2.784 | 22.142 |
| 2.730 | 2.921 | 4.369 | 2.742 | 2.714 | 4.047 | 4.213 | 2.633 | 1.000 | 2.784 | 30.153 |
| 1.000 | 2.921 | 2.824 | 1.000 | 2.714 | 1.000 | 2.688 | 1.000 | 1.000 | 1.000 | 17.148 |
| 4.272 | 2.921 | 2.824 | 2.742 | 1.000 | 2.562 | 2.688 | 1.000 | 1.000 | 2.784 | 23.793 |
| 2.730 | 2.921 | 4.369 | 4.310 | 2.714 | 2.562 | 4.213 | 2.633 | 2.616 | 2.784 | 31.853 |
| 2.730 | 2.921 | 2.824 | 2.742 | 2.714 | 2.562 | 2.688 | 1.000 | 1.000 | 2.784 | 23.966 |
| 2.730 | 2.921 | 2.824 | 2.742 | 2.714 | 2.562 | 2.688 | 1.000 | 1.000 | 2.784 | 23.966 |
| 4.272 | 4.539 | 2.824 | 4.310 | 2.714 | 4.047 | 4.213 | 1.000 | 2.616 | 4.383 | 34.918 |
| 4.272 | 2.921 | 4.369 | 2.742 | 4.265 | 4.047 | 2.688 | 1.000 | 1.000 | 2.784 | 30.088 |
| 2.730 | 2.921 | 4.369 | 4.310 | 2.714 | 4.047 | 4.213 | 2.633 | 2.616 | 2.784 | 33.337 |
| 2.730 | 2.921 | 2.824 | 2.742 | 4.265 | 4.047 | 2.688 | 2.633 | 1.000 | 2.784 | 28.634 |
| 4.272 | 2.921 | 2.824 | 4.310 | 4.265 | 4.047 | 2.688 | 1.000 | 2.616 | 4.383 | 33.326 |
| 4.272 | 2.921 | 2.824 | 4.310 | 4.265 | 2.562 | 2.688 | 2.633 | 1.000 | 2.784 | 30.259 |
| 2.730 | 2.921 | 4.369 | 2.742 | 4.265 | 2.562 | 2.688 | 2.633 | 2.616 | 2.784 | 30.311 |
| 2.730 | 4.539 | 4.369 | 4.310 | 2.714 | 4.047 | 4.213 | 1.000 | 2.616 | 4.383 | 34.921 |
| 2.730 | 2.921 | 2.824 | 2.742 | 2.714 | 2.562 | 4.213 | 2.633 | 2.616 | 4.383 | 30.338 |
| 4.272 | 4.539 | 2.824 | 2.742 | 2.714 | 4.047 | 2.688 | 2.633 | 1.000 | 2.784 | 30.243 |
| 2.730 | 2.921 | 4.369 | 2.742 | 2.714 | 4.047 | 2.688 | 1.000 | 2.616 | 2.784 | 28.612 |
| 2.730 | 2.921 | 4.369 | 2.742 | 2.714 | 2.562 | 2.688 | 1.000 | 1.000 | 2.784 | 25.511 |
| 2.730 | 2.921 | 2.824 | 2.742 | 2.714 | 2.562 | 1.000 | 1.000 | 1.000 | 2.784 | 22.278 |
| 2.730 | 1.000 | 2.824 | 2.742 | 2.714 | 2.562 | 2.688 | 1.000 | 1.000 | 2.784 | 22.045 |
| 4.272 | 4.539 | 4.369 | 2.742 | 2.714 | 4.047 | 4.213 | 1.000 | 2.616 | 4.383 | 34.895 |
| 4.272 | 4.539 | 2.824 | 2.742 | 2.714 | 4.047 | 2.688 | 2.633 | 1.000 | 2.784 | 30.243 |
| 4.272 | 4.539 | 4.369 | 2.742 | 4.265 | 2.562 | 2.688 | 1.000 | 1.000 | 2.784 | 30.222 |
| 2.730 | 4.539 | 2.824 | 2.742 | 2.714 | 2.562 | 2.688 | 1.000 | 1.000 | 2.784 | 25.584 |
| 4.272 | 2.921 | 2.824 | 2.742 | 4.265 | 2.562 | 4.213 | 1.000 | 1.000 | 2.784 | 28.583 |
| 2.730 | 4.539 | 2.824 | 2.742 | 4.265 | 2.562 | 2.688 | 1.000 | 1.000 | 2.784 | 27.135 |
| 2.730 | 2.921 | 4.369 | 2.742 | 2.714 | 2.562 | 4.213 | 1.000 | 2.616 | 2.784 | 28.652 |
| 2.730 | 2.921 | 4.369 | 4.310 | 4.265 | 2.562 | 4.213 | 1.000 | 1.000 | 4.383 | 31.753 |
| 2.730 | 2.921 | 4.369 | 4.310 | 4.265 | 2.562 | 2.688 | 1.000 | 2.616 | 2.784 | 30.246 |
| 2.730 | 4.539 | 2.824 | 2.742 | 2.714 | 4.047 | 2.688 | 2.633 | 1.000 | 4.383 | 30.300 |
| 2.730 | 2.921 | 4.369 | 2.742 | 2.714 | 4.047 | 4.213 | 2.633 | 1.000 | 2.784 | 30.153 |
| 1.000 | 2.921 | 2.824 | 1.000 | 2.714 | 1.000 | 2.688 | 1.000 | 1.000 | 1.000 | 17.148 |
| 4.272 | 2.921 | 2.824 | 2.742 | 1.000 | 2.562 | 2.688 | 1.000 | 1.000 | 2.784 | 23.793 |
| 2.730 | 2.921 | 4.369 | 4.310 | 2.714 | 2.562 | 4.213 | 2.633 | 2.616 | 2.784 | 31.853 |
| 2.730 | 2.921 | 2.824 | 2.742 | 2.714 | 2.562 | 2.688 | 1.000 | 1.000 | 2.784 | 23.966 |
| 2.730 | 2.921 | 2.824 | 2.742 | 2.714 | 2.562 | 2.688 | 1.000 | 1.000 | 2.784 | 23.966 |
| 4.272 | 4.539 | 2.824 | 4.310 | 2.714 | 4.047 | 4.213 | 1.000 | 2.616 | 4.383 | 34.918 |
| 4.272 | 2.921 | 4.369 | 2.742 | 4.265 | 4.047 | 2.688 | 1.000 | 1.000 | 2.784 | 30.088 |
| 2.730 | 2.921 | 4.369 | 4.310 | 2.714 | 4.047 | 4.213 | 2.633 | 2.616 | 2.784 | 33.337 |

**Lampiran 24**

**Uji Asumsi Klasik (Uji Normalitas)**





|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 100 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 1.28685876 |
| Most Extreme Differences | Absolute | .081 |
| Positive | .074 |
| Negative | -.081 |
| Test Statistic | | .081 |
| Asymp. Sig. (2-tailed) | | .105c |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |

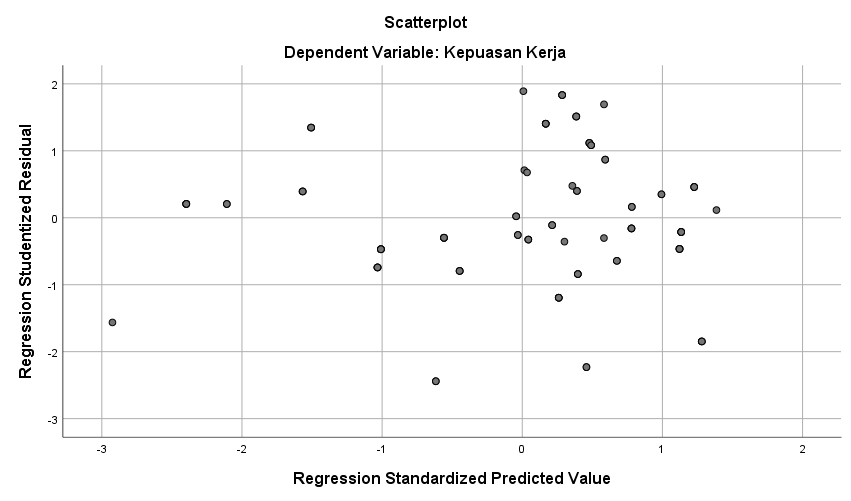
**Lampiran 25**

**Uji Asumsi Klasik (Uji Multikolonieritas)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 14.559 | 2.992 |  | 4.865 | .000 |  |  |
| Beban Kerja | -.352 | .066 | -.327 | -5.366 | .000 | .164 | 6.101 |
| Keselamatan Kerja | .308 | .079 | .263 | 3.885 | .000 | .133 | 7.519 |
| Lingkungan Kerja | .483 | .082 | .413 | 5.878 | .000 | .123 | 8.108 |
| a. Dependent Variable: Kepuasan Kerja | | | | | | | | |

**Lampiran 26**

**Uji Asumsi Klasik (Uji Heteroskedastisitas)**



|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 14.559 | 2.992 |  | 4.865 | .000 |  |  |
| Beban Kerja | -.352 | .066 | -.327 | -5.366 | .000 | .164 | 6.101 |
| Keselamatan Kerja | .308 | .079 | .263 | 3.885 | .000 | .133 | 7.519 |
| Lingkungan Kerja | .483 | .082 | .413 | 5.878 | .000 | .123 | 8.108 |
| a. Dependent Variable: Kepuasan Kerja | | | | | | | | |

**Lampiran 27**

**Analisis Regresi Linier Berganda**

|  |  |  |  |
| --- | --- | --- | --- |
| **Descriptive Statistics** | | | |
|  | Mean | Std. Deviation | N |
| Kepuasan Kerja | 28.92498 | 5.325596 | 100 |
| Beban Kerja | 17.59553 | 4.949624 | 100 |
| Keselamatan Kerja | 22.12247 | 4.538847 | 100 |
| Lingkungan Kerja | 28.41783 | 4.547989 | 100 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | |
|  | | Kepuasan Kerja | Beban Kerja | Keselamatan Kerja | Lingkungan Kerja |
| Pearson Correlation | Kepuasan Kerja | 1.000 | -.932 | .934 | .948 |
| Beban Kerja | -.932 | 1.000 | -.891 | -.900 |
| Keselamatan Kerja | .934 | -.891 | 1.000 | .919 |
| Lingkungan Kerja | .948 | -.900 | .919 | 1.000 |
| Sig. (1-tailed) | Kepuasan Kerja | . | .000 | .000 | .000 |
| Beban Kerja | .000 | . | .000 | .000 |
| Keselamatan Kerja | .000 | .000 | . | .000 |
| Lingkungan Kerja | .000 | .000 | .000 | . |
| N | Kepuasan Kerja | 100 | 100 | 100 | 100 |
| Beban Kerja | 100 | 100 | 100 | 100 |
| Keselamatan Kerja | 100 | 100 | 100 | 100 |
| Lingkungan Kerja | 100 | 100 | 100 | 100 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Lingkungan Kerja, Beban Kerja, Keselamatan Kerjab | . | Enter |
| a. Dependent Variable: Kepuasan Kerja | | | |
| b. All requested variables entered. | | | |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 14.559 | 2.992 |  | 4.865 | .000 |  |  |
| Beban Kerja | -.352 | .066 | -.327 | -5.366 | .000 | .164 | 6.101 |
| Keselamatan Kerja | .308 | .079 | .263 | 3.885 | .000 | .133 | 7.519 |
| Lingkungan Kerja | .483 | .082 | .413 | 5.878 | .000 | .123 | 8.108 |
| a. Dependent Variable: Kepuasan Kerja | | | | | | | | |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Collinearity Diagnosticsa** | | | | | | | |
| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | | | |
| (Constant) | Beban Kerja | Keselamatan Kerja | Lingkungan Kerja |
| 1 | 1 | 3.869 | 1.000 | .00 | .00 | .00 | .00 |
| 2 | .127 | 5.512 | .00 | .06 | .01 | .00 |
| 3 | .003 | 37.105 | .06 | .15 | .99 | .38 |
| 4 | .001 | 54.226 | .94 | .79 | .00 | .62 |
| a. Dependent Variable: Kepuasan Kerja | | | | | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Residuals Statisticsa** | | | | | |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 13.81355 | 36.08541 | 28.92498 | 5.167781 | 100 |
| Std. Predicted Value | -2.924 | 1.386 | .000 | 1.000 | 100 |
| Standard Error of Predicted Value | .139 | .522 | .247 | .086 | 100 |
| Adjusted Predicted Value | 14.16531 | 36.07982 | 28.92291 | 5.164279 | 100 |
| Residual | -3.168238 | 2.407649 | .000000 | 1.286859 | 100 |
| Std. Residual | -2.424 | 1.842 | .000 | .985 | 100 |
| Stud. Residual | -2.442 | 1.891 | .001 | 1.000 | 100 |
| Deleted Residual | -3.213353 | 2.535555 | .002068 | 1.328479 | 100 |
| Stud. Deleted Residual | -2.508 | 1.917 | .000 | 1.010 | 100 |
| Mahal. Distance | .135 | 14.835 | 2.970 | 2.992 | 100 |
| Cook's Distance | .000 | .115 | .008 | .014 | 100 |
| Centered Leverage Value | .001 | .150 | .030 | .030 | 100 |
| a. Dependent Variable: Kepuasan Kerja | | | | | |

**Lampiran 28**

**Uji Signifikansi Parsial (Uji t)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 14.559 | 2.992 |  | 4.865 | .000 |  |  |
| Beban Kerja | -.352 | .066 | -.327 | -5.366 | .000 | .164 | 6.101 |
| Keselamatan Kerja | .308 | .079 | .263 | 3.885 | .000 | .133 | 7.519 |
| Lingkungan Kerja | .483 | .082 | .413 | 5.878 | .000 | .123 | 8.108 |
| a. Dependent Variable: Kepuasan Kerja | | | | | | | | |

**Lampiran 29**

**Uji Signifikansi Simultan (Uji F)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | Df | Mean Square | F | Sig. |
| 1 | Regression | 2643.891 | 3 | 881.297 | 516.056 | .000b |
| Residual | 163.945 | 96 | 1.708 |  |  |
| Total | 2807.835 | 99 |  |  |  |
| a. Dependent Variable: Kepuasan Kerja | | | | | | |
| b. Predictors: (Constant), Lingkungan Kerja, Beban Kerja, Keselamatan Kerja | | | | | | |

**Lampiran 30**

**Analisis Koefisien Determinasi**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .970a | .942 | .940 | 1.306811 | 1.637 |
| a. Predictors: (Constant), Lingkungan Kerja, Beban Kerja, Keselamatan Kerja | | | | | |
| b. Dependent Variable: Kepuasan Kerja | | | | | |