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LAMPIRAN

Lampiran 1. Lembar Kuesioner

LEMBAR KUESIONER

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Kerjasama tim (*Teamwork*), Kepuasan Kerja dan Loyalitas terhadap Produktivitas Karyawan PT. Sandang Tegal Intijaya

Kepada Yth, Sdr. Responden Di Tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, saya Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari Saudara untuk mengisi kuesioner yang telah kami sediakan.

Adapun data yang kami minta adalah sesuai dengan kondisi yang dirasakan Saudara selama ini. Kami akan menjaga kerahasiaan karena data ini hanya untuk kepentingan penelitian.

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini. Atas perhatian dan bantuannya, kami mengucapkan terimakasih.

Tegal, Desember 2022

Zidni Imarudin Nova Purwadi

KARAKTERISTIK RESPONDEN

A. PETUNJUK PENGISIAN

1. Mohon dengan hormat dan kesediaan saudara untuk mengisi seluruh pertanyaan atau pernyataan yang ada.
2. Berilah tanda *check list* (✓) pada salah satu jawaban yang paling sesuai dengan pendapat saudara.

B. DATA RESPONDEN

1. Jenis Kelamin : ☐ Laki-laki
☐ Perempuan
2. Usia : ☐ 20-34 tahun ☐ 35-39 tahun ☐ > 40 tahun
3. Pendidikan Terakhir : ☐ SD/SMP ☐ SMA/SMK
☐ D3
☐ S1

☐ S2

4. Masa Kerja : ☐ 1-5 tahun ☐ 6-10 tahun ☐ >10 tahun

C. KETERANGAN JAWABAN

STS : Sangat Tidak Setuju

TS : Tidak Setuju

N : Netral

S : Setuju

SS : Sangat Setuju

KerjasamaTim (*Teamwork*) (X1)

No	Pernyataan	SS	S	N	TS	STS
Interaksi Tim						
1	Tim kerja yang sefrekuensi membantu meningkatkan produktivitas karyawan					
2	Membangun komunikasi yang baik antar tim					
Konsep Tujuan yang Sama						
3	Karyawan mentaati peraturan perusahaan					
4	Karyawan berorientasi pada tujuan perusahaan					
Ketertarikan pribadi terhadap tim						
5	karyawan sanggup mengerjakan tugas yang diberikan					
6	karyawan bersedia menanggung resiko pekerjaan yang diberikan					
Kualitas						
7	karyawan dapat menjalin kerjasama yang baik dengan karaywan lainnya					
8	karyawan dapat menjalin kerjasama yang baik dengan pimpinan					

9	Saya puas terhadap gaji dan tunjangan tunjangan diluar gaji pokok yang diberikan					
10	Saya menerima kenaikan gaji berdasarkan prestasi kerja dan tanggung jawab saya terhadap pekerjaan					
Rekan kerja						
11	Saya senang bekerja dengan rekan kerja yang memiliki motivasi kerja tinggi					
12	Saya senang bekerja dengan rekan kerja yang dapat menciptakan suasana kerja yang harmonis					
Kondisi pekerjaan						

13	Saya tidak menemukan kesulitan dalam bekerja sama dengan rekan sekerja saya					
14	Fasilitas yang disediakan oleh perusahaan lengkap dan layak pakai					

3	Penyelesaian tugas dengan target dapat meningkatkan produktiitas karyawan					
4	Adanya penyelesaian tugas dengan terget membuat karyawan merasa tertekan					
Semangat Kerja						
5	Etos kerja yang tinggi dapat mempengaruhi produktivitas karyawan					
6	Etos kerja yang tinggi dapat membuat karyawan merasa terbebani dan menurunkan produktivitasnya					
Pengembangan Diri						
7	Pelatihan yang diberikan perusahaan dapat membuat karyawan merasa lebih produktif					
8	Pelatihan yang diberikan perusahaan tidak membuat karyawan merasa lebih Produktiv					
Mutu						
9	Peningkatan kualitas karyawan secara menyeluruh dapat meningkatkan produktivitas karyawan					
10	Peningkatan kualitas karyawan secara menyeluruh tidak memiliki dampak langsung terhadap produktivitas					
Efisiensi						
11	Efisiensi waktu membuat karyawan dapat bekerja secara maksimal					
12	Efisiensi kerja membuat karyawan dapat bekerja secara maksimal dan mengurangi tenaga yang harus dikeluarkan					

Lampiran 2. Tabulasi Kuesioner Uji Coba Intrumen Variabel Produktivitas

Kode resp	Produktivitas (Y)												
	P-1	P-2	P-3	P-4	P-5	P-6	P-7	P-8	P-9	P-10	P-11	P-12	Y
R1	5	4	4	4	4	4	4	5	5	4	5	4	52

R2	4	4	4	5	4	4	4	4	5	5	4	3	50
R3	4	5	4	4	4	4	4	5	4	4	5	4	51
R4	5	5	4	5	5	4	5	5	3	4	5	5	55
R5	5	5	4	4	4	4	4	4	4	4	5	4	51
R6	5	5	5	5	4	5	4	5	5	5	5	4	57
R7	4	4	4	4	5	4	3	4	5	4	4	5	50
R8	4	4	3	4	4	4	4	4	4	4	4	4	47
R9	4	4	3	4	4	3	4	4	3	3	4	5	45
R10	5	4	4	5	5	4	3	3	5	5	5	4	52
R11	4	4	4	4	4	4	5	5	5	5	5	5	54
R12	4	4	4	4	4	4	3	3	4	4	4	5	47
R13	5	4	4	4	4	4	3	3	3	3	5	4	46
R14	4	4	5	5	5	5	5	5	5	5	4	5	57
R15	4	4	4	4	4	5	3	4	5	5	4	5	51
R16	5	5	4	4	5	4	3	5	4	4	5	4	52
R17	5	4	5	5	5	5	5	5	5	5	4	4	57
R18	4	4	5	5	5	5	5	5	5	5	4	5	57
R19	5	4	5	5	5	5	5	5	5	3	5	4	56
R20	5	5	4	4	4	4	5	4	4	4	5	4	52
R21	5	5	4	4	4	4	3	4	4	4	4	5	50
R22	4	4	3	3	3	3	3	3	3	3	4	3	39
R23	4	4	5	5	5	4	5	5	5	5	4	4	55
R24	4	4	5	4	4	5	4	5	4	4	4	2	49
R25	4	4	4	4	4	4	3	4	4	4	5	4	48
R26	4	4	4	5	3	5	2	5	4	4	5	4	49
R27	4	4	5	4	4	4	4	4	4	4	4	4	49
R28	4	4	4	3	3	4	4	4	4	4	4	4	46
R29	4	4	5	5	5	5	5	5	5	5	4	5	57
R30	4	4	5	5	5	5	5	5	4	4	4	4	54

Lampiran 3. Tabulasi Kuesioner Uji Coba Instrumen Variabel Kerjasama Tim

	Kerjasama Tim (X1)
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Kode resp	KT-1	KT-2	KT-3	KT-4	KT-5	KT-6	KT-7	KT-8	KT-9	KT-10	X1
R1	5	5	4	4	3	3	4	5	5	5	43
R2	4	4	4	4	3	3	4	4	5	4	39
R3	4	4	5	4	5	4	4	5	4	5	44
R4	5	5	5	4	4	4	4	5	3	5	44
R5	5	5	5	4	5	5	5	4	4	5	47
R6	5	5	5	5	5	5	5	5	5	5	50
R7	4	4	4	4	3	3	3	4	5	4	38
R8	4	4	4	3	3	3	3	4	4	4	36
R9	4	4	4	3	4	3	4	4	3	4	37
R10	5	5	4	4	4	4	4	3	5	5	43
R11	4	4	4	4	4	5	5	5	5	5	45
R12	4	4	4	4	3	3	4	3	4	4	37
R13	5	5	4	4	4	4	4	3	3	5	41
R14	4	4	4	5	5	5	5	5	5	4	46
R15	4	4	4	4	4	4	4	4	5	4	41
R16	5	5	5	4	4	5	4	5	4	5	46
R17	5	5	4	5	5	5	5	5	5	4	48
R18	4	4	4	5	5	5	4	5	5	4	45
R19	5	5	4	5	5	5	5	5	5	5	49
R20	5	5	5	4	4	4	4	4	4	5	44
R21	5	5	5	4	4	4	4	4	4	4	43
R22	4	4	4	3	3	3	3	3	3	4	34
R23	4	4	4	5	5	5	4	5	5	4	45
R24	4	4	4	5	5	4	4	5	4	4	43
R25	4	4	4	4	3	3	3	4	4	5	38
R26	4	4	4	4	5	5	4	5	4	5	44
R27	4	4	4	5	4	4	5	4	4	4	42
R28	4	4	4	4	4	4	4	4	4	4	40
R29	4	4	4	5	5	5	4	5	5	4	45
R30	4	4	4	5	5	5	4	5	4	4	44

Lampiran 4. Tabulasi Kuesioner Uji Coba Instrumen Variabel Kepuasan Kerja

Kode resp	Kepuasan Kerja (X2)														X2
	KK-1	KK-2	KK-3	KK-4	KK-5	KK-6	KK-7	KK-8	KK-9	KK-10	KK-11	KK-12	KK-13	KK-14	
R1	3	3	4	3	5	5	5	5	4	4	5	4	4	3	57
R2	3	3	4	3	4	4	5	3	5	4	4	4	4	3	53
R3	4	4	4	5	5	4	5	3	4	4	4	5	4	5	60
R4	4	4	5	5	5	5	5	5	5	5	5	5	4	4	66
R5	5	4	3	4	4	4	5	4	4	4	5	5	4	5	60
R6	5	5	5	5	5	5	5	5	5	4	5	5	5	5	69
R7	3	3	4	4	3	5	5	5	4	5	4	4	4	3	56
R8	3	4	5	5	5	4	5	4	4	4	4	4	3	3	57
R9	3	4	5	4	5	3	3	3	4	4	4	4	3	4	53
R10	4	3	4	4	4	5	5	5	5	5	5	4	4	4	61
R11	5	4	4	4	4	5	5	5	5	5	4	4	4	4	62
R12	3	4	4	4	5	4	3	4	4	5	4	4	4	3	55
R13	4	4	4	4	3	4	4	4	5	4	5	4	4	4	57
R14	5	5	5	5	5	5	5	5	5	3	4	4	5	5	66
R15	4	3	4	4	4	4	4	4	4	4	4	4	4	4	55
R16	5	4	4	4	5	5	5	5	5	5	5	5	4	4	65
R17	5	5	5	5	5	4	4	4	4	5	5	4	5	5	65
R18	5	5	5	5	4	4	4	4	4	4	4	4	5	5	62
R19	5	5	5	5	5	4	4	3	4	3	5	4	5	5	62
R20	4	5	5	5	5	5	4	4	3	5	5	5	4	4	63
R21	4	4	4	4	4	5	3	3	4	5	5	5	4	4	58
R22	3	3	3	3	3	4	4	4	4	4	4	4	3	3	49
R23	5	5	5	5	5	4	3	4	4	4	4	4	5	5	62
R24	4	5	5	5	5	3	3	3	5	5	4	4	5	5	61
R25	3	4	4	4	5	4	5	4	5	5	4	4	4	3	58
R26	5	5	4	5	5	4	4	4	5	5	4	4	4	5	63
R27	4	4	5	4	4	4	3	4	5	4	4	4	5	4	58
R28	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
R29	5	5	4	4	4	4	4	4	4	4	4	4	5	5	60
R30	5	5	5	5	5	4	3	4	4	4	4	4	5	5	62

Lampiran 5. Tabulasi Kuesioner Uji Coba Instrumen Variabel Loyalitas

Kode resp	Loyalitas (X3)										
	L-1	L-2	L-3	L-4	L-5	L-6	L-7	L-8	L-9	L-10	X3
R1	4	4	4	3	3	4	3	4	4	5	38
R2	4	5	4	5	4	4	4	3	4	5	42
R3	5	5	4	4	4	4	5	5	5	5	46
R4	4	3	3	3	4	4	4	4	4	4	37
R5	4	4	4	3	4	3	4	3	4	4	37
R6	5	5	5	5	5	5	5	5	5	5	50
R7	3	4	5	3	4	4	5	5	5	4	42
R8	3	4	5	3	4	4	4	4	4	5	40
R9	5	5	5	5	5	5	4	4	4	4	46
R10	5	5	5	5	4	4	4	4	3	4	43
R11	4	4	3	4	3	4	3	3	3	3	34
R12	5	4	4	4	4	4	5	5	5	5	45
R13	4	4	4	4	5	5	5	5	5	5	46
R14	4	4	4	3	3	4	4	3	5	5	39
R15	5	4	4	4	4	4	5	4	5	5	44
R16	4	4	5	5	5	5	4	5	4	4	45
R17	4	4	4	4	4	4	4	4	4	4	40
R18	5	5	4	4	5	4	5	3	5	5	45
R19	5	4	5	5	5	5	5	4	4	5	47
R20	4	4	5	5	5	4	4	5	4	5	45
R21	5	4	5	5	5	5	4	5	3	4	45
R22	5	5	4	4	4	4	5	5	5	5	46
R23	5	5	4	4	4	4	5	3	5	5	44
R24	4	4	3	3	3	3	4	4	4	4	36
R25	4	4	5	5	5	4	4	4	4	4	43
R26	4	4	5	5	4	4	4	3	3	4	40
R27	4	4	4	3	3	3	3	4	5	3	36
R28	4	4	4	5	5	4	4	5	5	3	43
R29	4	4	5	4	4	5	4	3	4	4	41

R30	4	4	4	4	5	4	5	3	3	5	41
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Hasil Perhitungan MSI Untuk
Lampiran 6. Instrumen Uji Coba Variabel Produktivitas

Kode resp	Successive Interval												Y
	P-1	P-2	P-3	P-4	P-5	P-6	P-7	P-8	P-9	P-10	P-11	P-12	
R1	5,621	4,000	4,423	4,458	4,378	4,549	4,227	5,412	5,522	4,336	5,602	3,895	56,424
R2	4,000	4,000	4,423	5,905	4,378	4,549	4,227	4,114	5,522	5,705	4,000	2,708	53,532
R3	4,000	5,711	4,423	4,458	4,378	4,549	4,227	5,412	4,204	4,336	5,602	3,895	55,195
R4	5,621	5,711	4,423	5,905	5,782	4,549	5,318	5,412	3,000	4,336	5,602	5,318	60,978
R5	5,621	5,711	4,423	4,458	4,378	4,549	4,227	4,114	4,204	4,336	5,602	3,895	55,518
R6	5,621	5,711	5,846	5,905	4,378	6,030	4,227	5,412	5,522	5,705	5,602	3,895	63,856
R7	4,000	4,000	4,423	4,458	5,782	4,549	3,262	4,114	5,522	4,336	4,000	5,318	53,764
R8	4,000	4,000	3,000	4,458	4,378	4,549	4,227	4,114	4,204	4,336	4,000	3,895	49,161
R9	4,000	4,000	3,000	4,458	4,378	3,000	4,227	4,114	3,000	3,000	4,000	5,318	46,494
R10	5,621	4,000	4,423	5,905	5,782	4,549	3,262	3,000	5,522	5,705	5,602	3,895	57,267
R11	4,000	4,000	4,423	4,458	4,378	4,549	5,318	5,412	5,522	5,705	5,602	5,318	58,686
R12	4,000	4,000	4,423	4,458	4,378	4,549	3,262	3,000	4,204	4,336	4,000	5,318	49,928
R13	5,621	4,000	4,423	4,458	4,378	4,549	3,262	3,000	3,000	3,000	5,602	3,895	49,188
R14	4,000	4,000	5,846	5,905	5,782	6,030	5,318	5,412	5,522	5,705	4,000	5,318	62,839
R15	4,000	4,000	4,423	4,458	4,378	6,030	3,262	4,114	5,522	5,705	4,000	5,318	55,211
R16	5,621	5,711	4,423	4,458	5,782	4,549	3,262	5,412	4,204	4,336	5,602	3,895	57,255
R17	5,621	4,000	5,846	5,905	5,782	6,030	5,318	5,412	5,522	5,705	4,000	3,895	63,037
R18	4,000	4,000	5,846	5,905	5,782	6,030	5,318	5,412	5,522	5,705	4,000	5,318	62,839
R19	5,621	4,000	5,846	5,905	5,782	6,030	5,318	5,412	5,522	3,000	5,602	3,895	61,934
R20	5,621	5,711	4,423	4,458	4,378	4,549	5,318	4,114	4,204	4,336	5,602	3,895	56,609
R21	5,621	5,711	4,423	4,458	4,378	4,549	3,262	4,114	4,204	4,336	4,000	5,318	54,374
R22	4,000	4,000	3,000	3,000	3,000	3,000	3,262	3,000	3,000	3,000	4,000	2,708	38,970
R23	4,000	4,000	5,846	5,905	5,782	4,549	5,318	5,412	5,522	5,705	4,000	3,895	59,935
R24	4,000	4,000	5,846	4,458	4,378	6,030	4,227	5,412	4,204	4,336	4,000	2,000	52,891
R25	4,000	4,000	4,423	4,458	4,378	4,549	3,262	4,114	4,204	4,336	5,602	3,895	51,221
R26	4,000	4,000	4,423	5,905	3,000	6,030	2,000	5,412	4,204	4,336	5,602	3,895	52,808
R27	4,000	4,000	5,846	4,458	4,378	4,549	4,227	4,114	4,204	4,336	4,000	3,895	52,006

Hasil Perhitungan MSI Untuk

R28	4,000	4,000	4,423	3,000	3,000	4,549	4,227	4,114	4,204	4,336	4,000	3,895	47,748
R29	4,000	4,000	5,846	5,905	5,782	6,030	5,318	5,412	5,522	5,705	4,000	5,318	62,839
R30	4,000	4,000	5,846	5,905	5,782	6,030	5,318	5,412	4,204	4,336	4,000	3,895	58,729

Lampiran 7. Instrumen Uji Coba Variabel Kerjasama Tim

Kode resp	Succesive Interval										X1
	KT-1	KT-2	KT-3	KT-4	KT-5	KT-6	KT-7	KT-8	KT-9	KT-10	
R1	5,621	5,621	4,000	4,423	3,000	3,000	4,471	5,412	5,522	5,602	46,673
R2	4,000	4,000	4,000	4,423	3,000	3,000	4,471	4,114	5,522	4,000	40,530
R3	4,000	4,000	5,711	4,423	5,278	4,059	4,471	5,412	4,204	5,602	47,160
R4	5,621	5,621	5,711	4,423	4,093	4,059	4,471	5,412	3,000	5,602	48,014
R5	5,621	5,621	5,711	4,423	5,278	5,198	5,926	4,114	4,204	5,602	51,698
R6	5,621	5,621	5,711	5,846	5,278	5,198	5,926	5,412	5,522	5,602	55,738
R7	4,000	4,000	4,000	4,423	3,000	3,000	3,000	4,114	5,522	4,000	39,059
R8	4,000	4,000	4,000	3,000	3,000	3,000	3,000	4,114	4,204	4,000	36,317
R9	4,000	4,000	4,000	3,000	4,093	3,000	4,471	4,114	3,000	4,000	37,678
R10	5,621	5,621	4,000	4,423	4,093	4,059	4,471	3,000	5,522	5,602	46,412
R11	4,000	4,000	4,000	4,423	4,093	5,198	5,926	5,412	5,522	5,602	48,177
R12	4,000	4,000	4,000	4,423	3,000	3,000	4,471	3,000	4,204	4,000	38,098
R13	5,621	5,621	4,000	4,423	4,093	4,059	4,471	3,000	3,000	5,602	43,890
R14	4,000	4,000	4,000	5,846	5,278	5,198	5,926	5,412	5,522	4,000	49,183
R15	4,000	4,000	4,000	4,423	4,093	4,059	4,471	4,114	5,522	4,000	42,682
R16	5,621	5,621	5,711	4,423	4,093	5,198	4,471	5,412	4,204	5,602	50,356
R17	5,621	5,621	4,000	5,846	5,278	5,198	5,926	5,412	5,522	4,000	52,425
R18	4,000	4,000	4,000	5,846	5,278	5,198	4,471	5,412	5,522	4,000	47,727
R19	5,621	5,621	4,000	5,846	5,278	5,198	5,926	5,412	5,522	5,602	54,027
R20	5,621	5,621	5,711	4,423	4,093	4,059	4,471	4,114	4,204	5,602	47,918
R21	5,621	5,621	5,711	4,423	4,093	4,059	4,471	4,114	4,204	4,000	46,317

Hasil Perhitungan MSI Untuk

R22	4,000	4,000	4,000	3,000	3,000	3,000	3,000	3,000	3,000	4,000	34,000
R23	4,000	4,000	4,000	5,846	5,278	5,198	4,471	5,412	5,522	4,000	47,727
R24	4,000	4,000	4,000	5,846	5,278	4,059	4,471	5,412	4,204	4,000	45,270
R25	4,000	4,000	4,000	4,423	3,000	3,000	3,000	4,114	4,204	5,602	39,342
R26	4,000	4,000	4,000	4,423	5,278	5,198	4,471	5,412	4,204	5,602	46,588
R27	4,000	4,000	4,000	5,846	4,093	4,059	5,926	4,114	4,204	4,000	44,241
R28	4,000	4,000	4,000	4,423	4,093	4,059	4,471	4,114	4,204	4,000	41,363
R29	4,000	4,000	4,000	5,846	5,278	5,198	4,471	5,412	5,522	4,000	47,727
R30	4,000	4,000	4,000	5,846	5,278	5,198	4,471	5,412	4,204	4,000	46,409

Lampiran 8. Instrumen Uji Coba Variabel Kepuasan Kerja

Kode resp	Successive Interval														X2
	KK-1	KK-2	KK-3	KK-4	KK-5	KK-6	KK-7	KK-8	KK-9	KK-10	KK-11	KK-12	KK-13	KK-14	
R1	3,000	3,000	4,411	3,000	5,449	6,030	5,220	5,632	4,676	4,458	5,621	4,000	4,423	3,000	61,921
R2	3,000	3,000	4,411	3,000	4,101	4,549	5,220	3,000	6,193	4,458	4,000	4,000	4,423	3,000	56,355
R3	4,059	4,177	4,411	5,663	5,449	4,549	5,220	3,000	4,676	4,458	4,000	5,711	4,423	5,278	65,074
R4	4,059	4,177	5,847	5,663	5,449	6,030	5,220	5,632	6,193	5,905	5,621	5,711	4,423	4,093	74,024
R5	5,198	4,177	3,000	4,288	4,101	4,549	5,220	4,309	4,676	4,458	5,621	5,711	4,423	5,278	65,009
R6	5,198	5,426	5,847	5,663	5,449	6,030	5,220	5,632	6,193	4,458	5,621	5,711	5,846	5,278	77,572
R7	3,000	3,000	4,411	4,288	3,000	6,030	5,220	5,632	4,676	5,905	4,000	4,000	4,423	3,000	60,586
R8	3,000	4,177	5,847	5,663	5,449	4,549	5,220	4,309	4,676	4,458	4,000	4,000	3,000	3,000	61,348
R9	3,000	4,177	5,847	4,288	5,449	3,000	3,000	3,000	4,676	4,458	4,000	4,000	3,000	4,093	55,989
R10	4,059	3,000	4,411	4,288	4,101	6,030	5,220	5,632	6,193	5,905	5,621	4,000	4,423	4,093	66,977
R11	5,198	4,177	4,411	4,288	4,101	6,030	5,220	5,632	6,193	5,905	4,000	4,000	4,423	4,093	67,672
R12	3,000	4,177	4,411	4,288	5,449	4,549	3,000	4,309	4,676	5,905	4,000	4,000	4,423	3,000	59,188
R13	4,059	4,177	4,411	4,288	3,000	4,549	4,050	4,309	6,193	4,458	5,621	4,000	4,423	4,093	61,631
R14	5,198	5,426	5,847	5,663	5,449	6,030	5,220	5,632	6,193	3,000	4,000	4,000	5,846	5,278	72,782
R15	4,059	3,000	4,411	4,288	4,101	4,549	4,050	4,309	4,676	4,458	4,000	4,000	4,423	4,093	58,418
R16	5,198	4,177	4,411	4,288	5,449	6,030	5,220	5,632	6,193	5,905	5,621	5,711	4,423	4,093	72,352

Hasil Perhitungan MSI Untuk

R17	5,198	5,426	5,847	5,663	5,449	4,549	4,050	4,309	4,676	5,905	5,621	4,000	5,846	5,278	71,818
R18	5,198	5,426	5,847	5,663	4,101	4,549	4,050	4,309	4,676	4,458	4,000	4,000	5,846	5,278	67,401
R19	5,198	5,426	5,847	5,663	5,449	4,549	4,050	3,000	4,676	3,000	5,621	4,000	5,846	5,278	67,604
R20	4,059	5,426	5,847	5,663	5,449	6,030	4,050	4,309	3,000	5,905	5,621	5,711	4,423	4,093	69,587
R21	4,059	4,177	4,411	4,288	4,101	6,030	3,000	3,000	4,676	5,905	5,621	5,711	4,423	4,093	63,497
R22	3,000	3,000	3,000	3,000	3,000	4,549	4,050	4,309	4,676	4,458	4,000	4,000	3,000	3,000	51,042
R23	5,198	5,426	5,847	5,663	5,449	4,549	3,000	4,309	4,676	4,458	4,000	4,000	5,846	5,278	67,699
R24	4,059	5,426	5,847	5,663	5,449	3,000	3,000	3,000	6,193	5,905	4,000	4,000	5,846	5,278	66,666
R25	3,000	4,177	4,411	4,288	5,449	4,549	5,220	4,309	6,193	5,905	4,000	4,000	4,423	3,000	62,925
R26	5,198	5,426	4,411	5,663	5,449	4,549	4,050	4,309	6,193	5,905	4,000	4,000	4,423	5,278	68,855
R27	4,059	4,177	5,847	4,288	4,101	4,549	3,000	4,309	6,193	4,458	4,000	4,000	5,846	4,093	62,920
R28	4,059	4,177	4,411	4,288	4,101	4,549	4,050	4,309	4,676	4,458	4,000	4,000	4,423	4,093	59,595
R29	5,198	5,426	4,411	4,288	4,101	4,549	4,050	4,309	4,676	4,458	4,000	4,000	5,846	5,278	64,591
R30	5,198	5,426	5,847	5,663	5,449	4,549	3,000	4,309	4,676	4,458	4,000	4,000	5,846	5,278	67,699

Lampiran 9. Instrumen Uji Coba Variabel Loyalitas

Kode resp	Succesive Interval										X3
	L-1	L-2	L-3	L-4	L-5	L-6	L-7	L-8	L-9	L-10	
R1	4,503	4,864	4,333	3,000	3,000	4,559	3,000	4,116	4,184	5,553	41,112
R2	4,503	6,459	4,333	5,259	4,228	4,559	4,378	3,000	4,184	5,553	46,457
R3	5,966	6,459	4,333	4,102	4,228	4,559	5,782	5,250	5,465	5,553	51,697
R4	4,503	3,000	3,000	3,000	4,228	4,559	4,378	4,116	4,184	4,196	39,165
R5	4,503	4,864	4,333	3,000	4,228	3,000	4,378	3,000	4,184	4,196	39,687
R6	5,966	6,459	5,721	5,259	5,526	6,067	5,782	5,250	5,465	5,553	57,047
R7	3,000	4,864	5,721	3,000	4,228	4,559	5,782	5,250	5,465	4,196	46,064
R8	3,000	4,864	5,721	3,000	4,228	4,559	4,378	4,116	4,184	5,553	43,602
R9	5,966	6,459	5,721	5,259	5,526	6,067	4,378	4,116	4,184	4,196	51,872
R10	5,966	6,459	5,721	5,259	4,228	4,559	4,378	4,116	3,000	4,196	47,882
R11	4,503	4,864	3,000	4,102	3,000	4,559	3,000	3,000	3,000	3,000	36,028

Hasil Perhitungan MSI Untuk

R12	5,966	4,864	4,333	4,102	4,228	4,559	5,782	5,250	5,465	5,553	50,101
R13	4,503	4,864	4,333	4,102	5,526	6,067	5,782	5,250	5,465	5,553	51,444
R14	4,503	4,864	4,333	3,000	3,000	4,559	4,378	3,000	5,465	5,553	42,655
R15	5,966	4,864	4,333	4,102	4,228	4,559	5,782	4,116	5,465	5,553	48,967
R16	4,503	4,864	5,721	5,259	5,526	6,067	4,378	5,250	4,184	4,196	49,948
R17	4,503	4,864	4,333	4,102	4,228	4,559	4,378	4,116	4,184	4,196	43,463
R18	5,966	6,459	4,333	4,102	5,526	4,559	5,782	3,000	5,465	5,553	50,745
R19	5,966	4,864	5,721	5,259	5,526	6,067	5,782	4,116	4,184	5,553	53,036
R20	4,503	4,864	5,721	5,259	5,526	4,559	4,378	5,250	4,184	5,553	49,797
R21	5,966	4,864	5,721	5,259	5,526	6,067	4,378	5,250	3,000	4,196	50,227
R22	5,966	6,459	4,333	4,102	4,228	4,559	5,782	5,250	5,465	5,553	51,697
R23	5,966	6,459	4,333	4,102	4,228	4,559	5,782	3,000	5,465	5,553	49,447
R24	4,503	4,864	3,000	3,000	3,000	3,000	4,378	4,116	4,184	4,196	38,241
R25	4,503	4,864	5,721	5,259	5,526	4,559	4,378	4,116	4,184	4,196	47,306
R26	4,503	4,864	5,721	5,259	4,228	4,559	4,378	3,000	3,000	4,196	43,708
R27	4,503	4,864	4,333	3,000	3,000	3,000	3,000	4,116	5,465	3,000	38,281
R28	4,503	4,864	4,333	5,259	5,526	4,559	4,378	5,250	5,465	3,000	47,137
R29	4,503	4,864	5,721	4,102	4,228	6,067	4,378	3,000	4,184	4,196	45,243
R30	4,503	4,864	4,333	4,102	5,526	4,559	5,782	3,000	3,000	5,553	45,221

Lampiran 10. Hasil Uji Validitas Variabel Produktivitas

		Correlations												
		item_1	item_2	item_3	item_4	item_5	item_6	item_7	item_8	item_9	item_10	item_11	item_12	total
item_1	Pearson Correlation	1	,562**	,049	,155	,226	,012	,038	,004	-,026	-,127	,591**	,063	,630
	Sig. (2-tailed)		,001	,798	,413	,229	,950	,842	,982	,890	,504	,001	,740	,001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
item_2	Pearson Correlation	,562**	1	-,081	-,044	,015	-,115	,022	,153	-,247	-,051	,472**	,047	,622
	Sig. (2-tailed)	,001		,670	,819	,937	,546	,909	,420	,189	,787	,008	,807	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
item_3	Pearson Correlation	,049	-,081	1	,605**	,529**	,770**	,508**	,578**	,538**	,465**	-,113	-,011	,743**
	Sig. (2-tailed)	,798	,670		,000	,003	,000	,004	,001	,002	,010	,552	,952	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
item_4	Pearson Correlation	,155	-,044	,605**	1	,653**	,617**	,396*	,512**	,492**	,515**	,076	,151	,782**
	Sig. (2-tailed)	,413	,819	,000		,000	,000	,030	,004	,006	,004	,691	,426	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
item_5	Pearson Correlation	,226	,015	,529**	,653**	1	,360	,521**	,389*	,436*	,358	-,051	,339	,729**
	Sig. (2-tailed)	,229	,937	,003	,000		,050	,003	,033	,016	,052	,790	,067	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
item_6	Pearson Correlation	,012	-,115	,770**	,617**	,360	1	,273	,587**	,554**	,484**	-,049	,060	,698**
	Sig. (2-tailed)	,950	,546	,000	,000	,050		,144	,001	,002	,007	,795	,752	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
item_7	Pearson Correlation	,038	,022	,508**	,396*	,521**	,273	1	,539**	,299	,305	-,126	,141	,605**

	Sig. (2-tailed)	,842	,909	,004	,030	,003	,144		,002	,108	,101	,506	,458	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
item_8	Pearson Correlation	,004	,153	,578**	,512**	,389*	,587**	,539**	1	,386*	,345	,128	,066	,712**
	Sig. (2-tailed)	,982	,420	,001	,004	,033	,001	,002		,035	,062	,502	,728	,000

Correlations

		item_1	item_2	item_3	item_4	item_5	item_6	item_7	item_8	item_9	item_10	item_11	item_12	total
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
item_9	Pearson Correlation	-,026	-,247	,538**	,492**	,436*	,554**	,299	,386*	1	,754**	-,088	,154	,660**
	Sig. (2-tailed)	,890	,189	,002	,006	,016	,002	,108	,035		,000	,643	,416	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
item_10	Pearson Correlation	-,127	-,051	,465**	,515**	,358	,484**	,305	,345	,754**	1	-,166	,214	,634**
	Sig. (2-tailed)	,504	,787	,010	,004	,052	,007	,101	,062	,000		,382	,255	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
item_11	Pearson Correlation	,591**	,472**	-,113	,076	-,051	-,049	-,126	,128	-,088	-,166	1	-,112	,728
	Sig. (2-tailed)	,001	,008	,552	,691	,790	,795	,506	,502	,643	,382		,555	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
item_12	Pearson Correlation	-,063	,047	-,011	,151	,339	,060	,141	,066	,154	,214	-,112	1	,698
	Sig. (2-tailed)	,740	,807	,952	,426	,067	,752	,458	,728	,416	,255	,555		,001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
total	Pearson Correlation	,630	,622	,743**	,782**	,729**	,698**	,605**	,712**	,660**	,634**	,728	,698	1

Sig. (2-tailed)	,001	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,001	
N	30	30	30	30	30	30	30	30	30	30	30	30	30

Reliability Statistics

Cronbach's Alpha	N of Items
,801	12

Lampiran 11. Hasil Uji Validitas Variabel Kerjasama tim

		Correlations										
		item_1	item_2	item_3	item_4	item_5	item_6	item_7	item_8	item_9	item_10	total
item_1	Pearson Correlation	1	1,000**	,562**	,049	,096	,213	,336	,004	-,026	,591**	,583**
	Sig. (2-tailed)		0,000	,001	,798	,613	,259	,069	,982	,890	,001	,001
	N	30	30	30	30	30	30	30	30	30	30	30
item_2	Pearson Correlation	1,000**	1	,562**	,049	,096	,213	,336	,004	-,026	,591**	,583**
	Sig. (2-tailed)	0,000		,001	,798	,613	,259	,069	,982	,890	,001	,001
	N	30	30	30	30	30	30	30	30	30	30	30
item_3	Pearson Correlation	,562**	,562**	1	-,081	,179	,196	,172	,153	-,247	,472**	,444*
	Sig. (2-tailed)	,001	,001		,670	,344	,300	,363	,420	,189	,008	,014
	N	30	30	30	30	30	30	30	30	30	30	30
item_4	Pearson Correlation	,049	,049	-,081	1	,688**	,676**	,572**	,578**	,538**	-,113	,673**

total	Pearson Correlation	,583**	,583**	,444*	,673**	,745**	,830**	,758**	,655**	,423*	,460*	1
	Sig. (2-tailed)	,001	,001	,014	,000	,000	,000	,000	,000	,020	,011	
	N	30	30	30	30	30	30	30	30	30	30	30

Reliability Statistics

Cronbach's Alpha	N of Items
,822	10

Lampiran 12. Hasil Uji Validitas Variabel Kepuasan Kerja

Correlations

		item_1	item_2	item_3	item_4	item_5	item_6	item_7	item_8	item_9	item_10	item_11	item_12	item_13	item_14	total
item_1	Pearson Correlation	1	,698**	,241	,546**	,180	,141	-,045	,169	,114	-,166	,213	,196	,676**	,863**	,729**
	Sig. (2-tailed)		,000	,199	,002	,341	,458	,813	,371	,548	,380	,259	,300	,000	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
item_2	Pearson Correlation	,698**	1	,616**	,792**	,517**	-,183	-,349	-,154	-,078	-,131	,015	,083	,658**	,774**	,647**
	Sig. (2-tailed)	,000		,000	,000	,003	,333	,059	,416	,682	,491	,937	,663	,000	,000	,000

N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
item_3	Pearson Correlation	,241	,616**	1	,710**	,566**	-,095	-,289	-,060	-,011	-,156	-,003	-,073	,486**	,366*	,501**
	Sig. (2-tailed)	,199	,000		,000	,001	,616	,122	,755	,953	,409	,986	,702	,006	,047	,005
N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
item_4	Pearson Correlation	,546**	,792**	,710**	1	,571**	-,060	-,128	-,053	-,070	-,036	,036	,201	,473**	,682**	,704**
	Sig. (2-tailed)	,002	,000	,000		,001	,752	,500	,783	,714	,852	,852	,287	,008	,000	,000
N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
item_5	Pearson Correlation	,180	,517**	,566**	,571**	1	-,068	-,039	-,061	-,020	,029	,093	,200	,208	,290	,517**
	Sig. (2-tailed)	,341	,003	,001	,001		,722	,837	,751	,918	,880	,625	,288	,270	,120	,003
N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		item_1	item_2	item_3	item_4	item_5	item_6	item_7	item_8	item_9	item_10	item_11	item_12	item_13	item_14	total
item_6	Pearson Correlation	,141	-,183	-,095	-,060	-,068	1	,548**	,725**	,101	,223	,489**	,428*	,014	-,180	,448*
	Sig. (2-tailed)	,458	,333	,616	,752	,722		,002	,000	,595	,237	,006	,018	,940	,342	,013
N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
item_7	Pearson Correlation	-,045	-,349	-,289	-,128	-,039	,548**	1	,536**	,299	,005	,242	,264	-,234	-,218	,423
	Sig. (2-tailed)	,813	,059	,122	,500	,837	,002		,002	,109	,980	,198	,158	,214	,247	,002
N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
item_8	Pearson Correlation	,169	-,154	-,060	-,053	-,061	,725**	,536**	1	,290	,192	,232	,063	,042	-,150	,415*
	Sig. (2-tailed)	,371	,416	,755	,783	,751	,000	,002		,120	,310	,218	,741	,824	,430	,023

N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
item_9	Pearson Correlation	,114	-,078	-,011	-,070	-,020	,101	,299	,290	1	,127	-,012	-,092	,142	,011	,427
	Sig. (2-tailed)	,548	,682	,953	,714	,918	,595	,109	,120		,505	,948	,630	,454	,953	,001
N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
item_10	Pearson Correlation	-,166	-,131	-,156	-,036	,029	,223	,005	,192	,127	1	,154	,220	-,213	-,269	,414
	Sig. (2-tailed)	,380	,491	,409	,852	,880	,237	,980	,310	,505		,416	,242	,259	,150	,027
N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
item_11	Pearson Correlation	,213	,015	-,003	,036	,093	,489**	,242	,232	-,012	,154	1	,562**	,049	,096	,449*
	Sig. (2-tailed)	,259	,937	,986	,852	,625	,006	,198	,218	,948	,416		,001	,798	,613	,013

Correlations

		item_1	item_2	item_3	item_4	item_5	item_6	item_7	item_8	item_9	item_10	item_11	item_12	item_13	item_14	total
N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
item_12	Pearson Correlation	,196	,083	-,073	,201	,200	,428*	,264	,063	-,092	,220	,562**	1	-,081	,179	,442*
	Sig. (2-tailed)	,300	,663	,702	,287	,288	,018	,158	,741	,630	,242	,001		,670	,344	,014
N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
item_13	Pearson Correlation	,676**	,658**	,486**	,473**	,208	,014	-,234	,042	,142	-,213	,049	-,081	1	,688**	,597**
	Sig. (2-tailed)	,000	,000	,006	,008	,270	,940	,214	,824	,454	,259	,798	,670		,000	,000
N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
item_14	Pearson Correlation	,863**	,774**	,366*	,682**	,290	-,180	-,218	-,150	,011	-,269	,096	,179	,688**	1	,626**
	Sig. (2-tailed)	,000	,000	,047	,000	,120	,342	,247	,430	,953	,150	,613	,344	,000		,000

item_4	Pearson Correlation	,435*	,368*	,539**	1	,685**	,571**	,139	,209	-,278	-,020	,631**
	Sig. (2-tailed)	,016	,046	,002		,000	,001	,465	,267	,138	,918	,000
	N	30	30	30	30	30	30	30	30	30	30	30
item_5	Pearson Correlation	,257	,149	,530**	,685**	1	,609**	,473**	,348	-,029	,176	,731**
	Sig. (2-tailed)	,170	,430	,003	,000		,000	,008	,060	,881	,353	,000
	N	30	30	30	30	30	30	30	30	30	30	30
item_6	Pearson Correlation	,282	,128	,538**	,571**	,609**	1	,278	,289	-,077	,212	,663**
	Sig. (2-tailed)	,131	,501	,002	,001	,000		,136	,122	,684	,262	,000
	N	30	30	30	30	30	30	30	30	30	30	30
item_7	Pearson Correlation	,413*	,331	,126	,139	,473**	,278	1	,250	,462*	,620**	,707**
	Sig. (2-tailed)	,023	,074	,507	,465	,008	,136		,182	,010	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30

Correlations

		item_1	item_2	item_3	item_4	item_5	item_6	item_7	item_8	item_9	item_10	total
item_8	Pearson Correlation	,119	-,018	,243	,209	,348	,289	,250	1	,339	,039	,494**
	Sig. (2-tailed)	,531	,926	,197	,267	,060	,122	,182		,067	,837	,005
	N	30	30	30	30	30	30	30	30	30	30	30
item_9	Pearson Correlation	,157	,225	-,162	-,278	-,029	-,077	,462*	,339	1	,307	,337
	Sig. (2-tailed)	,409	,231	,394	,138	,881	,684	,010	,067		,099	,069
	N	30	30	30	30	30	30	30	30	30	30	30
item_10	Pearson Correlation	,291	,326	,090	-,020	,176	,212	,620**	,039	,307	1	,522**
	Sig. (2-tailed)	,119	,079	,636	,918	,353	,262	,000	,837	,099		,003

N		30	30	30	30	30	30	30	30	30	30	30
total	Pearson Correlation	,604**	,555**	,544**	,631**	,731**	,663**	,707**	,494**	,437	,522**	1
	Sig. (2-tailed)	,000	,001	,002	,000	,000	,000	,000	,005	,007	,003	
N		30	30	30	30	30	30	30	30	30	30	30

Reliability Statistics

Cronbach's Alpha	N of Items
,779	10

[illegible]

R31	4	4	5	4	5	4	5	3	3	5	5	5	52
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Lampiran 15. Tabulasi Peneliiian Variabel Kerjasama Tim

Kode resp	Kerjasama Tim (X1)										
	KT-1	KT-2	KT-3	KT-4	KT-5	KT-6	KT-7	KT-8	KT-9	KT-10	X1
R1	4	4	4	4	3	4	4	4	4	4	39
R2	3	3	3	3	3	3	3	3	3	3	30
R3	5	5	5	5	4	4	5	5	5	5	48
R4	5	5	5	4	4	4	5	5	5	5	47
R5	3	4	3	3	3	3	4	3	5	5	36
R6	5	4	5	5	4	4	5	4	5	5	46
R7	4	5	4	4	4	5	4	5	4	4	43
R8	4	4	4	4	4	4	4	4	4	4	40
R9	5	5	5	5	4	4	5	4	4	4	45
R10	5	5	5	5	5	4	5	5	5	5	49
R11	4	4	4	3	4	3	4	4	4	4	38
R12	4	4	4	4	3	4	5	4	4	4	40
R13	3	4	3	3	3	4	4	3	4	4	35
R14	4	3	4	3	3	2	5	5	5	5	39
R15	5	5	5	5	5	5	5	3	5	5	48
R16	5	4	5	5	4	2	5	4	4	5	43
R17	4	4	4	4	4	5	4	5	4	5	43
R18	5	4	5	4	5	4	4	5	3	4	43
R19	5	5	5	5	5	4	5	5	5	5	49
R20	5	5	5	5	4	3	5	3	5	5	45
R21	3	3	3	3	3	3	4	4	4	4	34
R22	4	3	4	4	3	4	4	4	4	4	38
R23	4	4	4	3	4	3	4	3	3	4	36
R24	3	3	3	5	5	4	3	4	5	3	38
R25	4	4	4	4	3	4	4	5	5	3	40
R26	3	4	3	3	3	4	4	3	4	4	35

R27	4	4	4	4	4	4	4	4	4	4	40
R28	4	4	4	3	4	3	4	4	4	4	38
R29	4	3	4	4	3	4	4	4	4	4	38
R30	5	5	5	5	5	5	5	5	5	5	50
R31	5	5	5	5	4	3	5	3	5	5	45

Lampiran 16. Tabulasi Peneliiian Variabel Kepuasan Kerja

Kode resp	Kepuasan Kerja (X2)														X2
	KK-1	KK-2	KK-3	KK-4	KK-5	KK-6	KK-7	KK-8	KK-9	KK-10	KK-11	KK-12	KK-13	KK-14	
R1	4	5	5	5	5	4	4	5	5	5	4	4	4	4	63
R2	4	4	4	5	3	3	3	4	5	4	4	4	4	3	54
R3	5	4	4	5	3	3	4	3	4	4	4	4	5	4	56
R4	5	5	5	5	5	5	4	4	4	5	4	4	4	4	63
R5	3	5	4	5	5	4	4	4	4	4	4	5	4	4	59
R6	3	5	5	5	5	5	4	5	5	5	5	5	4	4	65
R7	3	4	4	4	4	5	5	4	5	4	5	4	5	4	60
R8	4	4	4	4	3	4	3	4	4	4	3	5	4	4	54
R9	5	4	3	4	3	3	3	3	4	3	4	4	5	5	53
R10	3	5	4	5	4	4	4	4	5	4	4	4	5	4	59
R11	4	5	4	4	4	4	4	5	5	4	4	5	4	4	60
R12	5	4	3	4	3	4	4	4	4	3	4	4	5	4	55
R13	4	4	5	5	4	5	5	5	4	4	4	5	4	4	62
R14	5	5	4	4	4	4	4	4	5	5	4	4	4	5	61
R15	5	4	4	4	4	3	3	3	5	4	3	4	4	4	54
R16	5	5	4	5	5	4	4	4	4	5	4	4	4	4	61
R17	5	4	5	5	4	3	4	4	5	4	4	4	4	4	59
R18	4	4	4	4	4	4	4	3	4	5	3	4	4	3	54
R19	4	4	5	4	5	4	4	4	5	4	4	4	5	4	60
R20	3	5	4	5	5	5	5	4	4	4	4	5	4	4	61
R21	5	5	4	5	4	5	4	4	4	4	5	5	4	4	62
R22	4	4	3	4	3	4	4	4	4	3	5	4	4	4	54
R23	3	4	4	4	3	4	3	3	4	4	4	5	4	4	53

R24	5	4	4	4	4	4	4	4	4	3	4	4	4	3	55
R25	4	4	3	5	5	3	4	3	4	3	4	4	4	4	54
R26	3	4	4	4	3	3	3	3	4	4	4	5	4	3	51
R27	3	4	3	3	3	4	4	4	4	3	4	5	4	4	52
R28	4	4	4	4	4	4	4	4	4	4	4	5	4	4	57
R29	4	4	3	4	4	4	5	4	5	3	3	3	5	3	54
R30	4	4	4	4	3	4	3	3	4	4	3	4	5	4	53
R31	4	5	4	5	5	4	5	5	4	5	4	4	4	5	63

Lampiran 17. Tabulasi Peneliiian Variabel Loyalitas

Kode resp	Loyalitas (X3)										
	L-1	L-2	L-3	L-4	L-5	L-6	L-7	L-8	L-9	L-10	X3
R1	4	4	4	3	4	4	4	5	4	4	40
R2	3	3	3	3	3	3	3	3	3	3	30
R3	5	5	4	5	5	5	5	5	5	5	49
R4	4	4	5	4	5	4	5	5	5	5	46
R5	4	4	4	3	4	4	4	3	4	4	38
R6	5	3	5	2	5	4	4	4	4	4	40
R7	4	4	4	4	4	4	5	5	5	5	44
R8	3	3	4	4	4	4	4	4	4	4	38
R9	5	5	5	5	5	5	4	5	5	5	49
R10	5	5	5	5	5	4	5	4	4	4	46
R11	4	4	4	4	4	3	4	4	4	4	39
R12	5	5	5	4	4	5	4	4	4	4	44
R13	4	4	4	3	4	4	4	3	4	4	38
R14	4	4	3	5	5	5	5	5	5	5	46
R15	5	5	5	4	5	5	5	5	5	4	48
R16	5	4	5	4	4	4	4	4	4	5	43
R17	4	4	4	3	4	4	4	4	4	4	39
R18	5	4	5	4	5	5	4	4	3	4	43
R19	5	5	5	5	5	5	5	4	4	4	47
R20	5	5	5	3	3	3	5	3	3	5	40

R21	4	4	3	3	3	4	4	4	4	4	37
R22	4	4	3	4	4	3	4	3	4	4	37
R23	4	3	4	4	4	4	3	3	3	3	35
R24	4	4	4	4	5	5	4	5	4	5	44
R25	4	4	4	2	5	4	4	4	4	4	39
R26	4	4	4	3	4	4	4	3	4	4	38
R27	4	4	4	4	4	4	4	4	4	4	40
R28	4	4	4	4	4	3	4	4	4	4	39
R29	4	4	3	4	4	3	4	3	4	4	37
R30	5	4	5	4	5	5	5	5	5	5	48
R31	5	5	5	3	3	3	5	3	3	5	40

Lampiran 18. Hasil MSI Variabel Produktivitas

Kode resp	Successive Interval												Y
	P-1	P-2	P-3	P-4	P-5	P-6	P-7	P-8	P-9	P-10	P-11	P-12	
R1	5,719	6,658	4,295	4,202	4,180	4,522	4,574	5,359	4,425	4,574	4,418	2,812	55,738
R2	4,000	4,979	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	2,812	38,790
R3	4,000	4,979	5,629	5,467	5,359	4,522	6,066	5,359	5,847	6,066	4,418	3,665	61,377
R4	4,000	4,979	5,629	5,467	4,180	4,522	6,066	5,359	5,847	6,066	4,418	4,962	61,495
R5	4,000	4,979	4,295	3,000	3,000	3,000	4,574	3,000	4,425	4,574	4,418	4,962	48,227
R6	4,000	4,979	4,295	5,467	5,359	4,522	4,574	4,180	4,425	4,574	5,836	3,665	55,876
R7	4,000	4,979	5,629	4,202	4,180	6,101	6,066	5,359	5,847	6,066	4,418	4,962	61,809
R8	4,000	4,979	4,295	4,202	4,180	4,522	4,574	4,180	4,425	4,574	3,000	3,665	50,594
R9	4,000	4,979	5,629	5,467	5,359	4,522	4,574	5,359	5,847	6,066	3,000	4,962	59,764
R10	4,000	4,979	5,629	5,467	5,359	4,522	6,066	4,180	4,425	4,574	5,836	4,962	59,999
R11	5,719	4,979	4,295	4,202	3,000	3,000	4,574	4,180	4,425	4,574	4,418	4,962	52,328
R12	5,719	6,658	4,295	4,202	4,180	4,522	4,574	4,180	4,425	4,574	4,418	4,962	56,708
R13	5,719	4,979	4,295	3,000	3,000	4,522	4,574	3,000	4,425	4,574	4,418	4,962	51,468
R14	4,000	4,979	3,000	4,202	3,000	3,000	6,066	5,359	5,847	6,066	4,418	4,962	54,899
R15	5,719	6,658	5,629	5,467	5,359	6,101	6,066	5,359	5,847	4,574	4,418	4,962	66,160

R16	4,000	4,979	4,295	5,467	4,180	4,522	4,574	4,180	4,425	6,066	3,000	4,962	54,649
R17	4,000	3,000	4,295	4,202	4,180	4,522	4,574	4,180	4,425	4,574	4,418	3,665	50,034
R18	4,000	4,979	4,295	5,467	4,180	4,522	4,574	4,180	3,000	4,574	4,418	4,962	53,150
R19	4,000	6,658	5,629	5,467	5,359	4,522	6,066	4,180	4,425	4,574	5,836	4,962	61,678
R20	4,000	4,979	5,629	5,467	4,180	4,522	6,066	3,000	3,000	6,066	5,836	3,665	56,409
R21	4,000	6,658	3,000	3,000	4,180	3,000	4,574	4,180	4,425	4,574	4,418	4,962	50,971
R22	5,719	4,979	3,000	4,202	3,000	4,522	4,574	3,000	4,425	4,574	4,418	2,812	49,224
R23	4,000	4,979	4,295	4,202	3,000	3,000	3,000	3,000	3,000	3,000	4,418	3,665	43,558
R24	4,000	4,979	3,000	3,000	5,359	4,522	4,574	5,359	4,425	6,066	3,000	2,000	50,285
R25	4,000	4,979	4,295	4,202	4,180	4,522	4,574	4,180	4,425	4,574	3,000	3,665	50,594
R26	4,000	4,979	4,295	3,000	3,000	4,522	4,574	3,000	4,425	4,574	4,418	3,665	48,452
R27	5,719	4,979	4,295	4,202	4,180	4,522	4,574	4,180	4,425	4,574	4,418	3,665	53,732
R28	4,000	4,979	4,295	4,202	3,000	3,000	4,574	4,180	4,425	4,574	4,418	3,665	49,311
R29	4,000	6,658	4,295	4,202	4,180	4,522	4,574	3,000	4,425	4,574	4,418	4,962	53,809
R30	4,000	4,979	5,629	5,467	5,359	6,101	6,066	5,359	5,847	6,066	5,836	4,962	65,672
R31	4,000	4,979	5,629	4,202	5,359	4,522	6,066	3,000	3,000	6,066	5,836	4,962	57,620

Lampiran 19. Hasil MSI Variabel Kerjasama Tim

Kode resp	Succesive Interval											
	KT-1	KT-2	KT-3	KT-4	KT-5	KT-6	KT-7	KT-8	KT-9	KT-10	X1	
R1	4,160	4,244	4,160	4,096	3,000	4,224	4,441	4,167	4,317	4,317	41,125	
R2	3,000	3,000	3,000	3,000	3,000	3,052	3,000	3,000	3,000	3,000	30,052	
R3	5,407	5,530	5,407	5,229	4,266	4,224	5,886	5,364	5,702	5,702	52,718	
R4	5,407	5,530	5,407	4,096	4,266	4,224	5,886	5,364	5,702	5,702	51,585	
R5	3,000	4,244	3,000	3,000	3,000	3,052	4,441	3,000	5,702	5,702	38,141	
R6	5,407	4,244	5,407	5,229	4,266	4,224	5,886	4,167	5,702	5,702	50,234	
R7	4,160	5,530	4,160	4,096	4,266	5,585	4,441	5,364	4,317	4,317	46,235	
R8	4,160	4,244	4,160	4,096	4,266	4,224	4,441	4,167	4,317	4,317	42,391	
R9	5,407	5,530	5,407	5,229	4,266	4,224	5,886	4,167	4,317	4,317	48,750	

R10	5,407	5,530	5,407	5,229	5,467	4,224	5,886	5,364	5,702	5,702	53,919
R11	4,160	4,244	4,160	3,000	4,266	3,052	4,441	4,167	4,317	4,317	40,122
R12	4,160	4,244	4,160	4,096	3,000	4,224	5,886	4,167	4,317	4,317	42,570
R13	3,000	4,244	3,000	3,000	3,000	4,224	4,441	3,000	4,317	4,317	36,543
R14	4,160	3,000	4,160	3,000	3,000	2,000	5,886	5,364	5,702	5,702	41,974
R15	5,407	5,530	5,407	5,229	5,467	5,585	5,886	3,000	5,702	5,702	52,915
R16	5,407	4,244	5,407	5,229	4,266	2,000	5,886	4,167	4,317	5,702	46,624
R17	4,160	4,244	4,160	4,096	4,266	5,585	4,441	5,364	4,317	5,702	46,334
R18	5,407	4,244	5,407	4,096	5,467	4,224	4,441	5,364	3,000	4,317	45,968
R19	5,407	5,530	5,407	5,229	5,467	4,224	5,886	5,364	5,702	5,702	53,919
R20	5,407	5,530	5,407	5,229	4,266	3,052	5,886	3,000	5,702	5,702	49,181
R21	3,000	3,000	3,000	3,000	3,000	3,052	4,441	4,167	4,317	4,317	35,294
R22	4,160	3,000	4,160	4,096	3,000	4,224	4,441	4,167	4,317	4,317	39,881
R23	4,160	4,244	4,160	3,000	4,266	3,052	4,441	3,000	3,000	4,317	37,638
R24	3,000	3,000	3,000	5,229	5,467	4,224	3,000	4,167	5,702	3,000	39,789
R25	4,160	4,244	4,160	4,096	3,000	4,224	4,441	5,364	5,702	3,000	42,391
R26	3,000	4,244	3,000	3,000	3,000	4,224	4,441	3,000	4,317	4,317	36,543
R27	4,160	4,244	4,160	4,096	4,266	4,224	4,441	4,167	4,317	4,317	42,391
R28	4,160	4,244	4,160	3,000	4,266	3,052	4,441	4,167	4,317	4,317	40,122
R29	4,160	3,000	4,160	4,096	3,000	4,224	4,441	4,167	4,317	4,317	39,881
R30	5,407	5,530	5,407	5,229	5,467	5,585	5,886	5,364	5,702	5,702	55,280
R31	5,407	5,530	5,407	5,229	4,266	3,052	5,886	3,000	5,702	5,702	49,181

Lampiran 20. Hasil MSI Variabel Kepuasan Kerja

X

8

3

2

3

4

Kode resp	Successive Interval														
	KK- 1	KK- 2	KK- 3	KK- 4	KK- 5	KK- 6	KK- 7	KK- 8	KK- 9	KK- 10	KK- 11	KK- 12	KK- 13	KK- 14	
R1	4,167	5,626	5,836	6,117	5,292	4,376	4,422	5,769	5,626	5,662	4,565	4,750	4,000	4,615	70,
R2	4,167	4,000	4,418	6,117	3,000	3,000	3,000	4,387	5,626	4,331	4,565	4,750	4,000	3,000	58,
R3	5,364	4,000	4,418	6,117	3,000	3,000	4,422	3,000	4,000	4,331	4,565	4,750	5,688	4,615	61,
R4	5,364	5,626	5,836	6,117	5,292	5,749	4,422	4,387	4,000	5,662	4,565	4,750	4,000	4,615	70,
R5	3,000	5,626	4,418	6,117	5,292	4,376	4,422	4,387	4,000	4,331	4,565	6,289	4,000	4,615	65,
R6	3,000	5,626	5,836	6,117	5,292	5,749	4,422	5,769	5,626	5,662	6,147	6,289	4,000	4,615	74,
R7	3,000	4,000	4,418	4,613	4,154	5,749	5,847	4,387	5,626	4,331	6,147	4,750	5,688	4,615	67,
R8	4,167	4,000	4,418	4,613	3,000	4,376	3,000	4,387	4,000	4,331	3,000	6,289	4,000	4,615	58,
R9	5,364	4,000	3,000	4,613	3,000	3,000	3,000	3,000	4,000	3,000	4,565	4,750	5,688	6,287	57,
R10	3,000	5,626	4,418	6,117	4,154	4,376	4,422	4,387	5,626	4,331	4,565	4,750	5,688	4,615	66,
R11	4,167	5,626	4,418	4,613	4,154	4,376	4,422	5,769	5,626	4,331	4,565	6,289	4,000	4,615	66,
R12	5,364	4,000	3,000	4,613	3,000	4,376	4,422	4,387	4,000	3,000	4,565	4,750	5,688	4,615	59,
R13	4,167	4,000	5,836	6,117	4,154	5,749	5,847	5,769	4,000	4,331	4,565	6,289	4,000	4,615	69,
R14	5,364	5,626	4,418	4,613	4,154	4,376	4,422	4,387	5,626	5,662	4,565	4,750	4,000	6,287	68,
R15	5,364	4,000	4,418	4,613	4,154	3,000	3,000	3,000	5,626	4,331	3,000	4,750	4,000	4,615	57,
R16	5,364	5,626	4,418	6,117	5,292	4,376	4,422	4,387	4,000	5,662	4,565	4,750	4,000	4,615	67,
R17	5,364	4,000	5,836	6,117	4,154	3,000	4,422	4,387	5,626	4,331	4,565	4,750	4,000	4,615	65,
R18	4,167	4,000	4,418	4,613	4,154	4,376	4,422	3,000	4,000	5,662	3,000	4,750	4,000	3,000	57,
R19	4,167	4,000	5,836	4,613	5,292	4,376	4,422	4,387	5,626	4,331	4,565	4,750	5,688	4,615	66,
R20	3,000	5,626	4,418	6,117	5,292	5,749	5,847	4,387	4,000	4,331	4,565	6,289	4,000	4,615	68,
R21	5,364	5,626	4,418	6,117	4,154	5,749	4,422	4,387	4,000	4,331	6,147	6,289	4,000	4,615	69,
R22	4,167	4,000	3,000	4,613	3,000	4,376	4,422	4,387	4,000	3,000	6,147	4,750	4,000	4,615	58,
R23	3,000	4,000	4,418	4,613	3,000	4,376	3,000	3,000	4,000	4,331	4,565	6,289	4,000	4,615	57,
R24	5,364	4,000	4,418	4,613	4,154	4,376	4,422	4,387	4,000	3,000	4,565	4,750	4,000	3,000	59,
R25	4,167	4,000	3,000	6,117	5,292	3,000	4,422	3,000	4,000	3,000	4,565	4,750	4,000	4,615	57,
R26	3,000	4,000	4,418	4,613	3,000	3,000	3,000	3,000	4,000	4,331	4,565	6,289	4,000	3,000	54,
R27	3,000	4,000	3,000	3,000	3,000	4,376	4,422	4,387	4,000	3,000	4,565	6,289	4,000	4,615	55,
R28	4,167	4,000	4,418	4,613	4,154	4,376	4,422	4,387	4,000	4,331	4,565	6,289	4,000	4,615	62,
R29	4,167	4,000	3,000	4,613	4,154	4,376	5,847	4,387	5,626	3,000	3,000	3,000	5,688	3,000	57,
R30	4,167	4,000	4,418	4,613	3,000	4,376	3,000	3,000	4,000	4,331	3,000	4,750	5,688	4,615	56,
R31	4,167	5,626	4,418	6,117	5,292	4,376	5,847	5,769	4,000	5,662	4,565	4,750	4,000	6,287	70,

Lampiran 21. Hasil MSI Variabel Loyalitas

Kode resp	Succesive Interval										X3
	L-1	L-2	L-3	L-4	L-5	L-6	L-7	L-8	L-9	L-10	
R1	4,486	4,447	4,210	3,106	4,275	4,244	4,574	5,359	4,425	4,574	43,701
R2	3,000	3,000	3,000	3,106	3,000	3,000	3,000	3,000	3,000	3,000	30,106
R3	5,943	5,883	4,210	5,470	5,620	5,511	6,066	5,359	5,847	6,066	55,977
R4	4,486	4,447	5,506	4,218	5,620	4,244	6,066	5,359	5,847	6,066	51,859
R5	4,486	4,447	4,210	3,106	4,275	4,244	4,574	3,000	4,425	4,574	41,342
R6	5,943	3,000	5,506	2,000	5,620	4,244	4,574	4,180	4,425	4,574	44,066
R7	4,486	4,447	4,210	4,218	4,275	4,244	6,066	5,359	5,847	6,066	49,219
R8	3,000	3,000	4,210	4,218	4,275	4,244	4,574	4,180	4,425	4,574	40,700
R9	5,943	5,883	5,506	5,470	5,620	5,511	4,574	5,359	5,847	6,066	55,780
R10	5,943	5,883	5,506	5,470	5,620	4,244	6,066	4,180	4,425	4,574	51,912
R11	4,486	4,447	4,210	4,218	4,275	3,000	4,574	4,180	4,425	4,574	42,389
R12	5,943	5,883	5,506	4,218	4,275	5,511	4,574	4,180	4,425	4,574	49,088
R13	4,486	4,447	4,210	3,106	4,275	4,244	4,574	3,000	4,425	4,574	41,342
R14	4,486	4,447	3,000	5,470	5,620	5,511	6,066	5,359	5,847	6,066	51,873

R15	5,943	5,883	5,506	4,218	5,620	5,511	6,066	5,359	5,847	4,574	54,527
R16	5,943	4,447	5,506	4,218	4,275	4,244	4,574	4,180	4,425	6,066	47,878
R17	4,486	4,447	4,210	3,106	4,275	4,244	4,574	4,180	4,425	4,574	42,521
R18	5,943	4,447	5,506	4,218	5,620	5,511	4,574	4,180	3,000	4,574	47,572
R19	5,943	5,883	5,506	5,470	5,620	5,511	6,066	4,180	4,425	4,574	53,178
R20	5,943	5,883	5,506	3,106	3,000	3,000	6,066	3,000	3,000	6,066	44,570
R21	4,486	4,447	3,000	3,106	3,000	4,244	4,574	4,180	4,425	4,574	40,036
R22	4,486	4,447	3,000	4,218	4,275	3,000	4,574	3,000	4,425	4,574	39,999
R23	4,486	3,000	4,210	4,218	4,275	4,244	3,000	3,000	3,000	3,000	36,433
R24	4,486	4,447	4,210	4,218	5,620	5,511	4,574	5,359	4,425	6,066	48,916
R25	4,486	4,447	4,210	2,000	5,620	4,244	4,574	4,180	4,425	4,574	42,761
R26	4,486	4,447	4,210	3,106	4,275	4,244	4,574	3,000	4,425	4,574	41,342
R27	4,486	4,447	4,210	4,218	4,275	4,244	4,574	4,180	4,425	4,574	43,633
R28	4,486	4,447	4,210	4,218	4,275	3,000	4,574	4,180	4,425	4,574	42,389
R29	4,486	4,447	3,000	4,218	4,275	3,000	4,574	3,000	4,425	4,574	39,999
R30	5,943	4,447	5,506	4,218	5,620	5,511	6,066	5,359	5,847	6,066	54,583
R31	5,943	5,883	5,506	3,106	3,000	3,000	6,066	3,000	3,000	6,066	44,570

Lampiran 22. Hasil SPSS

Uji Koefisien Determinasi

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,927 ^a	,859	,843	2,434696

a. Predictors: (Constant), Loyalitas, Kepuasan, kerjasama_tim

Uji F Simultan

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1	975,554	3	325,185	54,858	,000 ^b
Regression	160,049	27	5,928		
Residual					
Total	1135,603	30			

a. Dependent Variable: Produktivitas

b. Predictors: (Constant), Loyalitas, Kepuasan, kerjasama_tim

Uji t Parsial

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1	5,563	5,794		,960	,346
(Constant)					
kerjasama_tim	,403	,123	,420	3,261	,003
Kepuasan	,205	,108	,397	3,307	,002
Loyalitas	,533	,126	,534	4,218	,000

a. Dependent Variable: Produktivitas

Uji Multikolinieritas

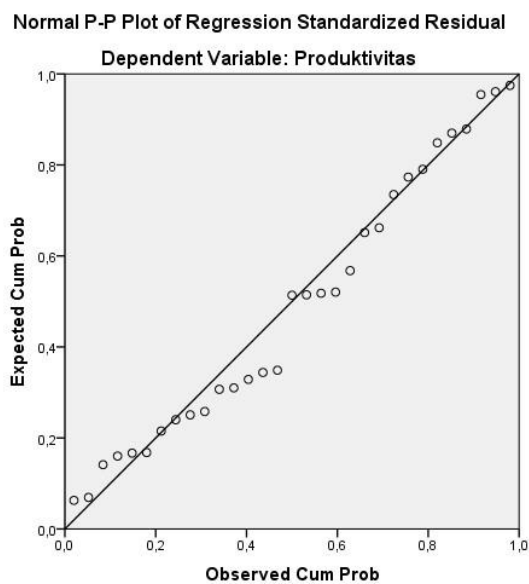
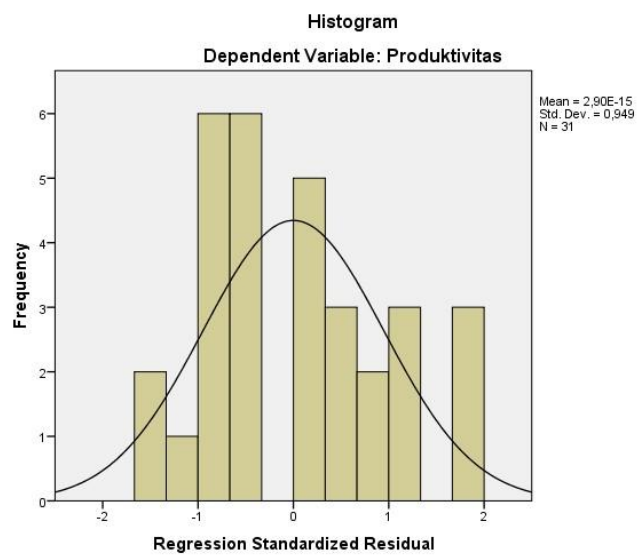
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1							
(Constant)	5,563	5,794		,960	,346		
kerjasama_tim	,403	,123	,420	3,261	,003	,315	3,171

Kepuasan	,205	,108	,397	3,307	,002	,940	1,064
Loyalitas	,533	,126	,534	4,218	,000	,326	3,069

a. Dependent Variable: Produktivitas

Uji Normalitas



One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		31
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	2,30975552
	Absolute	,143
Most Extreme Differences		
	Positive	,143
	Negative	-,064
		,143
Test Statistic		
Asymp. Sig. (2-tailed)		,109 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Uji Heteroskedastisitas

