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# LAMPIRAN 1

**KATA PENGANTAR**

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : “Pengaruh Kerjasama Tim, Semangat Kerja, dan Loyalitas terhadap Produktivitas Karyawan PT.Tjakra Jaya Perkasa Tegal.

Kepada Yth Bapak/Ibu/Sdr Di tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, kami Mahasiswa Fakultas Ekonomidan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari Bapak/Ibu/Sdr untuk mengisi kuesioner yang telah kami sediakan.

Adapun data yang kami minta adalah sesuai dengan kondisi yang dirasakan Bapak/Ibu/Sdr selama ini. Kami akan menjaga kerahasiaannya karena data ini hanya untuk kepentingan penelitian.

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini. Kami memberikan jangka waktu selama satu minggu setelah kuesioner ini kami sebarkan, agar Bapak/Ibu/Sdr dapat segera mengembalikannya kepada kami.

Atas perhatian dan bantuannya, kami mengucapkan banyak terima kasih.

Tegal, Oktober 2022 Hormat Saya,

Khofifah Ayuning Tiyas

# KUESIONER PENELITIAN

Sebelum menjawab pertanyaan kuesioner ini, mohon Saudara mengisi data terlebih dahulu (Jawaban yang saudara berikan akan diperlakukan secara rahasia)

# DATA RESPONDEN

1. Jenis Kelamin : a. Laki-Laki

b. Perempuan

1. Pendidikan Terakhir : a. SD/SMP
   1. SMA
   2. DIII/S1
   3. S2
2. Umur : a. 25-35 tahun
   1. 35-40 tahun
   2. 40-45 tahun
   3. >45 tahun
3. Masa Kerja : a. < 1 tahun
   1. 1-5 tahun
   2. 6-10 tahun
   3. > 11 tahun

# PETUNJUK PENGISIAN KUESIONER

* 1. Mohon dengan hormat dan kesediaan Bapak/Ibu/Sdr untuk menanggapi seluruh pernyataan yang ada.
  2. Beri tanda*check list*(√) pada kolom yang tersedia

1. **KETERANGAN JAWABAN** Sangat Tidak Setuju (STS) Tidak Setuju (TS)

Netral (N) Setuju (S)

Sangat Setuju (SS)

# KUESIONER PRODUKTIVITAS KARYAWAN (Y)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | PERNYATAAN | Pilihan Alternatif Jawaban | | | | |
| SS (5) | S (4) | N (3) | TS (2) | STS (1) |
| 1 | Karyawan melaksanakan tugas sesuai job deskripsi dan sesuai kemampuan |  |  |  |  |  |
| 2 | Setiap karyawan wajib memiliki keterampilan dalam bekerja |  |  |  |  |  |
| 3 | Profesionalitas karyawan memiliki integritas dan kejujuran |  |  |  |  |  |
| 4 | Karyawan dapat merasakan hasil yang dicapai |  |  |  |  |  |
| 5 | Karyawan dapat menikmati hasil kerja selama ini, |  |  |  |  |  |
| 6 | Etos kerja karyawan yang optimal dapat meningkatkan produktivitas |  |  |  |  |  |
| 7 | Karyawan bekerja secara semangat  sehingga hasil kerja yang dicapai optimal |  |  |  |  |  |
| 8 | Karyawan dapat mengembangkan cara kerja yang baik, dan mampu melihat tantangan |  |  |  |  |  |
| 9 | Karyawan memiliki harapan untuk mengembangankan kemampuan |  |  |  |  |  |
| 10 | Karyawan berusaha untuk melaksanakan pekerjaan secara berkualitas |  |  |  |  |  |
| 11 | Karyawan membandingkan hasil kerja  dengan keseluruhan sumberdaya yang ada |  |  |  |  |  |

**KUESIONER KERJASAMA TIM (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | PERNYATAAN | Pilihan Alternatif Jawaban | | | | |
| SS (5) | S (4) | N (3) | TS (2) | STS (1) |
| 1 | Keberhasilan karyawan dapat diperoleh melalui kerjasama secara efektif |  |  |  |  |  |
| 2 | Karyawan mampu bekerja bersama dengan karyawan lain |  |  |  |  |  |
| 3 | Karyawan berkoordinasi dengan tim kerja agar efektif mengelola kerja tim |  |  |  |  |  |
| 4 | Karyawan berkoordinasi dengan tim kerja agar bertindak secara efisien |  |  |  |  |  |
| 5 | Hubungan karyawan dengan tim kerja harmonis |  |  |  |  |  |
| 6 | Tim kerja yang efektif dapat menyam- paikan informasi secara bebas |  |  |  |  |  |
| 7 | Tim kerja yang efektif menyampaikan informasi secara efisien |  |  |  |  |  |
| 8 | Karyawan sesama tim kerja saling menghormati |  |  |  |  |  |
| 9 | Tim kerja yang efektif saling membantu rekan kerja |  |  |  |  |  |
| 10 | Selama bekerjasama dengan Tim, karyawan dapat mengatur kondisi psikologis yang positif. |  |  |  |  |  |
| 11 | Setiap karyawan memiliki kemampuan untuk memecahkan masalah dalam tim |  |  |  |  |  |
| 12 | karyawan mempunyai motivasi untuk menyelesaikan disfungsional dan ketidaksetujuan |  |  |  |  |  |

# KUESIONER SEMANGAT KERJA (X2)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **PERNYATAAN** | **Pilihan Jawaban** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Profesionalitas mendukung meningkatnya produktivitas karyawan |  |  |  |  |  |
| 2 | Meningkatnya produktivitas karyawan didukung tidak adanya pekerjaan yang tertunda |  |  |  |  |  |
| 3 | Mempercepat pekerjaan dan meningkatkan produktivitas |  |  |  |  |  |
| 4 | Cuti dapat menunjukkan absensi yang rendah |  |  |  |  |  |
| 5 | Keterlambatan karyawan dapat berakibat pada absensi yang rendah |  |  |  |  |  |
| 6 | Karyawan yang alpa absensi yang rendah |  |  |  |  |  |
| 7 | Karyawan yang sakit segera berobat agar cepat kembali bekerja |  |  |  |  |  |
| 8 | Karyawn yang setia pada perusahaan tidak pusing dengan perputaran tugas |  |  |  |  |  |
| 9 | Karyawan yang senang bekerja tidak risau dengan perputaran tugas |  |  |  |  |  |
| 10 | Kepuasan kerja dapat mengurangi kegelisahan karyawn |  |  |  |  |  |
| 11 | Karyawan akan gelisah bila ketenangan bekerja terganggu |  |  |  |  |  |
| 12 | Keamanan & kenyamanan bekerja dapat memimalisasi kegelisahan karyawan |  |  |  |  |  |
| 13 | Hubungan kerja yang harmonis dapat menjauhkan rasa gelisah karyawan. |  |  |  |  |  |

**KUESIONER LOYALITAS KERJA (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **PERNYATAAN** | **Pilihan Jawaban** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Merasa puas terhadap perusahaan berakibat pada sikap karyawan yang loyal |  |  |  |  |  |
| 2 | Loyalitas karyawan bisa dilihat dari ketaatan pada peraturan |  |  |  |  |  |
| 3 | Karyawan yang loyal menghendaki pekerjaan yang terus menerur (berkelanjutan) |  |  |  |  |  |
| 4 | Karyawan yang loyal biasanya dapat memberikan arah pada organisasi |  |  |  |  |  |
| 5 | Tanggungjawab pada perusahaan dapat menunjukkan karyawan yang loyal pada  perusahaan |  |  |  |  |  |
| 6 | Kemauan kerjasama yang baik dan optimal merupakan ciri karyawan yang loyal |  |  |  |  |  |
| 7 | Karyawan yang loyal cenderung merasa memiliki |  |  |  |  |  |
| 8 | Hubungan antar pribadi yang baik dapat menciptakan karyawan menjadi loyal |  |  |  |  |  |

LAMPIRAN 2 :

Hasil Validitas dan Reliabilitas, Kuesioner Produktivitas Kerja (Y), dan Successive Interval Kuesioner Produktivitas Kerja (Y)

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Hasil Validitas & Reliabilitas Kuesioner Produktivitas Kerja (Y)** | | | | | | | | | | | | |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| No. Resp | **Produktivitas Kerja (Y)** | | | | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | Jml |
| 1 | 5 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 42 |
| 2 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 42 |
| 3 | 5 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 41 |
| 4 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 41 |
| 5 | 2 | 3 | 4 | 2 | 2 | 3 | 3 | 5 | 2 | 2 | 3 | 31 |
| 6 | 3 | 4 | 5 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 5 | 41 |
| 7 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 40 |
| 8 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 42 |
| 9 | 5 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 41 |
| 10 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 32 |
| 11 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 40 |
| 12 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 42 |
| 13 | 5 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 41 |
| 14 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 41 |
| 15 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 33 |
| 16 | 3 | 5 | 5 | 3 | 3 | 5 | 5 | 3 | 3 | 3 | 3 | 41 |
| 17 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 24 |
| 18 | 5 | 5 | 5 | 5 | 3 | 4 | 2 | 2 | 3 | 3 | 3 | 40 |
| 19 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 35 |
| 20 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 42 |
| 21 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 41 |
| 22 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 33 |
| 23 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 24 |
| 24 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 34 |
| 25 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 2 | 3 | 3 | 2 | 40 |
| 26 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 31 |
| 27 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 40 |
| 28 | 5 | 5 | 3 | 2 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 47 |
| 29 | 5 | 5 | 3 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 47 |
| 30 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 38 |
| Total | 117 | 110 | 113 | 103 | 99 | 103 | 104 | 99 | 95 | 100 | 104 | 1147 |
| S2 | 1.059 | 0.920 | 0.875 | 1.082 | 0.424 | 0.530 | 0.602 | 0.700 | 0.420 | 0.644 | 0.602 | 7.856 |
| **r hit** | **0.790** | **0.712** | **0.615** | **0.567** | **0.428** | **0.718** | **0.664** | **0.464** | **0.383** | **0.672** | **0.671** | 6.684 |
| **r tab** | **0.361** | **0.361** | **0.361** | **0.361** | **0.361** | **0.361** | **0.361** | **0.361** | **0.361** | **0.361** | **0.361** |  |
| **Kep** | **V** | **V** | **V** | **V** | **V** | **V** | **V** | **V** | **V** | **V** | **V** | 32.185 |
|  |  |  | Keterangan : | |  |  |  |  |  |  |  |  |
|  |  |  | V |  |  |  |  |  | Valid | |  |  |
|  |  |  | TV |  |  |  |  |  | Tidak Valid | |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  | **Realibilitas** | |  |  |  |  |  | **0.872** | |  |  |
|  |  |  | **TV** |  |  |  |  |  | **0** | |  |  |



|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **Succesive Interval Variabel Produktivitas Kerja (Y)** | | | | | | | | | | |  |  |  |
| 4 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 |  | No | Total VarY |
| 3.878 | 3.000 | 4.526 | 5.520 | 5.182 | 4.346 | 4.268 | 5.850 | 4.114 | 5.848 | 5.952 |  | 1 | 52.483 |
| 5.139 | 3.981 | 6.027 | 4.149 | 3.000 | 4.346 | 4.268 | 4.334 | 3.000 | 4.426 | 4.486 |  | 2 | 47.157 |
| 5.139 | 3.000 | 4.526 | 4.149 | 3.000 | 3.000 | 4.268 | 4.334 | 3.000 | 4.426 | 4.486 |  | 3 | 43.329 |
| 5.139 | 5.294 | 6.027 | 5.520 | 4.046 | 3.000 | 3.000 | 5.850 | 4.114 | 5.848 | 4.486 |  | 4 | 52.324 |
| 5.139 | 5.294 | 4.526 | 5.520 | 5.182 | 4.346 | 3.000 | 5.850 | 5.305 | 5.848 | 4.486 |  | 5 | 54.496 |
| 3.000 | 3.981 | 6.027 | 3.000 | 4.046 | 5.705 | 4.268 | 5.850 | 4.114 | 3.000 | 5.952 |  | 6 | 48.943 |
| 3.878 | 5.294 | 4.526 | 5.520 | 3.000 | 4.346 | 4.268 | 5.850 | 4.114 | 5.848 | 4.486 |  | 7 | 51.130 |
| 3.878 | 3.981 | 4.526 | 4.149 | 3.000 | 4.346 | 4.268 | 5.850 | 4.114 | 5.848 | 4.486 |  | 8 | 48.446 |
| 5.139 | 5.294 | 4.526 | 5.520 | 5.182 | 4.346 | 5.579 | 4.334 | 3.000 | 4.426 | 4.486 |  | 9 | 51.832 |
| 5.139 | 5.294 | 4.526 | 3.000 | 5.182 | 5.705 | 4.268 | 5.850 | 5.305 | 4.426 | 3.169 |  | 10 | 51.864 |
| 3.878 | 5.294 | 4.526 | 5.520 | 5.182 | 4.346 | 5.579 | 4.334 | 3.000 | 4.426 | 4.486 |  | 11 | 50.571 |
| 3.878 | 3.981 | 4.526 | 5.520 | 4.046 | 5.705 | 4.268 | 4.334 | 3.000 | 4.426 | 4.486 |  | 12 | 48.170 |
| 5.139 | 5.294 | 4.526 | 5.520 | 3.000 | 5.705 | 4.268 | 5.850 | 3.000 | 4.426 | 4.486 |  | 13 | 51.214 |
| 5.139 | 5.294 | 6.027 | 5.520 | 4.046 | 3.000 | 3.000 | 5.850 | 5.305 | 4.426 | 3.169 |  | 14 | 50.775 |
| 5.139 | 3.981 | 6.027 | 5.520 | 5.182 | 4.346 | 3.000 | 5.850 | 4.114 | 5.848 | 4.486 |  | 15 | 53.493 |
| 3.000 | 5.294 | 6.027 | 3.000 | 3.000 | 5.705 | 5.579 | 3.000 | 3.000 | 3.000 | 3.169 |  | 16 | 43.775 |
| 5.139 | 5.294 | 4.526 | 5.520 | 5.182 | 4.346 | 5.579 | 4.334 | 5.305 | 4.426 | 2.000 |  | 17 | 51.651 |
| 5.139 | 5.294 | 6.027 | 5.520 | 3.000 | 4.346 | 5.579 | 4.334 | 5.305 | 4.426 | 3.169 |  | 18 | 52.139 |
| 3.000 | 5.294 | 6.027 | 4.149 | 5.182 | 4.346 | 5.579 | 5.850 | 5.305 | 4.426 | 3.169 |  | 19 | 52.327 |
| 5.139 | 3.981 | 6.027 | 4.149 | 3.000 | 4.346 | 4.268 | 4.334 | 3.000 | 4.426 | 4.486 |  | 20 | 47.157 |
| 5.139 | 5.294 | 4.526 | 5.520 | 4.046 | 5.705 | 4.268 | 5.850 | 5.305 | 4.426 | 3.169 |  | 21 | 53.247 |
| 5.139 | 3.981 | 6.027 | 4.149 | 5.182 | 4.346 | 5.579 | 5.850 | 4.114 | 5.848 | 4.486 |  | 22 | 54.701 |
| 5.139 | 5.294 | 4.526 | 5.520 | 5.182 | 4.346 | 4.268 | 5.850 | 5.305 | 5.848 | 4.486 |  | 23 | 55.764 |
| 3.000 | 5.294 | 4.526 | 5.520 | 4.046 | 5.705 | 4.268 | 5.850 | 5.305 | 4.426 | 5.952 |  | 24 | 53.892 |
| 5.139 | 5.294 | 6.027 | 5.520 | 4.046 | 3.000 | 3.000 | 5.850 | 4.114 | 5.848 | 4.486 |  | 25 | 52.324 |
| 5.139 | 3.981 | 6.027 | 5.520 | 4.046 | 5.705 | 4.268 | 5.850 | 5.305 | 4.426 | 3.169 |  | 26 | 53.435 |
| 3.878 | 5.294 | 6.027 | 4.149 | 4.046 | 4.346 | 5.579 | 5.850 | 4.114 | 4.426 | 4.486 |  | 27 | 52.195 |
| 5.139 | 5.294 | 6.027 | 4.149 | 5.182 | 4.346 | 5.579 | 4.334 | 5.305 | 4.426 | 4.486 |  | 28 | 54.268 |
| 5.139 | 5.294 | 6.027 | 4.149 | 5.182 | 4.346 | 3.000 | 4.334 | 4.114 | 5.848 | 4.486 |  | 29 | 51.920 |
| 3.000 | 5.294 | 6.027 | 4.149 | 3.000 | 4.346 | 4.268 | 4.334 | 4.114 | 4.426 | 4.486 |  | 30 | 47.446 |
| 5.139 | 3.981 | 6.027 | 4.149 | 4.046 | 3.000 | 5.579 | 5.850 | 4.114 | 3.000 | 5.952 |  | 31 | 50.836 |
| 3.878 | 3.000 | 3.000 | 5.520 | 5.182 | 4.346 | 4.268 | 5.850 | 5.305 | 4.426 | 3.169 |  | 32 | 47.944 |
| 5.139 | 3.000 | 4.526 | 4.149 | 5.182 | 5.705 | 4.268 | 5.850 | 5.305 | 4.426 | 4.486 |  | 33 | 52.036 |
| 5.139 | 5.294 | 6.027 | 5.520 | 4.046 | 3.000 | 5.579 | 5.850 | 4.114 | 3.000 | 4.486 |  | 34 | 52.054 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |

LAMPIRAN 3 :

Hasil Validitas dan Reliabilitas, Kuesioner Kerjasama Tim (X1), dan Successive Interval Kuesioner Kerjasama Tim (X1),

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Hasil Validitas dan Reliabilitas Kuesioner Kerjasama Tim (X1)** | | | | | | | | | | | | | |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **No. Resp** | **Kerjasama Tim (X1)** | | | | | | | | | | | | |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **X1.11** | **X1.12** | **Jml** |
| **1** | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 54 |
| **2** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| **3** | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 47 |
| **4** | 3 | 3 | 3 | 3 | 3 | 5 | 2 | 2 | 3 | 3 | 5 | 3 | 38 |
| **5** | 5 | 5 | 5 | 3 | 4 | 3 | 3 | 3 | 5 | 4 | 4 | 5 | 49 |
| **6** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| **7** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| **8** | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 47 |
| **9** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| **10** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| **11** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| **12** | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 47 |
| **13** | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 34 |
| **14** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| **15** | 3 | 3 | 3 | 5 | 5 | 3 | 3 | 3 | 3 | 5 | 3 | 3 | 42 |
| **16** | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 25 |
| **17** | 3 | 3 | 3 | 4 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 33 |
| **18** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| **19** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| **20** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| **21** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| **22** | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 25 |
| **23** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| **24** | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 30 |
| **25** | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 35 |
| **26** | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 46 |
| **27** | 3 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 2 | 3 | 4 | 45 |
| **28** | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 5 | 4 | 3 | 4 | 4 | 45 |
| **29** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| **30** | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 34 |
| **Total** | **103** | **103** | **104** | **103** | **104** | **98** | **98** | **101** | **105** | **101** | **104** | **104** | **1228** |
| **S 2** | 0.599 | 0.668 | 0.533 | 0.530 | 0.602 | 0.754 | 0.478 | 0.585 | 0.534 | 0.585 | 0.602 | 0.602 | 7.074 |
| **r hit** | 0.933 | 0.944 | 0.892 | 0.649 | 0.828 | 0.727 | 0.823 | 0.815 | 0.916 | 0.768 | 0.833 | 0.954 | 10.082 |
| **r tab** | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 |  |
| **Kep** | V | V | V | V | V | V | V | V | V | V | V | V | 59.72 |
|  | **Keterangan :** | |  |  |  |  |  |  |  |  |  |  |  |
|  | **V** |  |  |  |  | **Valid** | |  |  |  |  |  |  |
|  | **TV** |  |  |  |  | **Tidak Valid** | |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **Realibilitas** | |  |  |  |  | **0.907** | |  |  |  |  |  |  |
|  | **TV** |  |  |  |  | **0** | |  |  |  |  |  |  |



|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval Variabel Kerjasama Tim (X1)** | | | | | | | | | | | |  |  |  |
| 5 | 3 | 3 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 |  | No | Total VarX1 |
| 5.807 | 3.555 | 3.210 | 3.159 | 5.520 | 5.182 | 4.346 | 4.268 | 5.850 | 4.114 | 5.848 | 5.807 |  | 1 | 56.667 |
| 4.452 | 3.555 | 2.000 | 2.000 | 4.149 | 3.000 | 4.346 | 4.268 | 4.334 | 3.000 | 4.426 | 4.452 |  | 2 | 43.983 |
| 4.452 | 3.555 | 3.210 | 3.159 | 4.149 | 3.000 | 3.000 | 4.268 | 4.334 | 3.000 | 4.426 | 4.452 |  | 3 | 45.006 |
| 3.233 | 2.000 | 2.000 | 2.000 | 5.520 | 4.046 | 3.000 | 3.000 | 5.850 | 4.114 | 5.848 | 3.233 |  | 4 | 43.843 |
| 5.807 | 3.555 | 4.408 | 4.347 | 5.520 | 5.182 | 4.346 | 3.000 | 5.850 | 5.305 | 5.848 | 5.807 |  | 5 | 58.975 |
| 4.452 | 3.555 | 3.210 | 3.159 | 3.000 | 4.046 | 5.705 | 4.268 | 5.850 | 4.114 | 3.000 | 4.452 |  | 6 | 48.811 |
| 4.452 | 4.920 | 3.210 | 4.347 | 5.520 | 3.000 | 4.346 | 4.268 | 5.850 | 4.114 | 5.848 | 4.452 |  | 7 | 54.328 |
| 4.452 | 3.555 | 2.000 | 2.000 | 4.149 | 3.000 | 4.346 | 4.268 | 5.850 | 4.114 | 5.848 | 4.452 |  | 8 | 48.034 |
| 3.233 | 3.555 | 3.210 | 3.159 | 5.520 | 5.182 | 4.346 | 5.579 | 4.334 | 3.000 | 4.426 | 3.233 |  | 9 | 48.778 |
| 4.452 | 4.920 | 4.408 | 4.347 | 3.000 | 5.182 | 5.705 | 4.268 | 5.850 | 5.305 | 4.426 | 4.452 |  | 10 | 56.315 |
| 4.452 | 4.920 | 4.408 | 4.347 | 5.520 | 5.182 | 4.346 | 5.579 | 4.334 | 3.000 | 4.426 | 4.452 |  | 11 | 54.967 |
| 4.452 | 4.920 | 4.408 | 4.347 | 5.520 | 4.046 | 5.705 | 4.268 | 4.334 | 3.000 | 4.426 | 4.452 |  | 12 | 53.879 |
| 3.233 | 3.555 | 3.210 | 3.159 | 5.520 | 3.000 | 5.705 | 4.268 | 5.850 | 3.000 | 4.426 | 3.233 |  | 13 | 48.160 |
| 3.233 | 3.555 | 3.210 | 3.159 | 5.520 | 4.046 | 3.000 | 3.000 | 5.850 | 5.305 | 4.426 | 3.233 |  | 14 | 47.537 |
| 3.233 | 3.555 | 3.210 | 3.159 | 5.520 | 5.182 | 4.346 | 3.000 | 5.850 | 4.114 | 5.848 | 3.233 |  | 15 | 50.251 |
| 2.000 | 2.000 | 2.000 | 2.000 | 3.000 | 3.000 | 5.705 | 5.579 | 3.000 | 3.000 | 3.000 | 2.000 |  | 16 | 36.284 |
| 3.233 | 2.000 | 2.000 | 2.000 | 5.520 | 5.182 | 4.346 | 5.579 | 4.334 | 5.305 | 4.426 | 3.233 |  | 17 | 47.158 |
| 3.233 | 3.555 | 3.210 | 3.159 | 5.520 | 3.000 | 4.346 | 5.579 | 4.334 | 5.305 | 4.426 | 3.233 |  | 18 | 48.901 |
| 4.452 | 3.555 | 3.210 | 4.347 | 4.149 | 5.182 | 4.346 | 5.579 | 5.850 | 5.305 | 4.426 | 4.452 |  | 19 | 54.853 |
| 3.233 | 3.555 | 3.210 | 3.159 | 4.149 | 3.000 | 4.346 | 4.268 | 4.334 | 3.000 | 4.426 | 3.233 |  | 20 | 43.915 |
| 3.233 | 3.555 | 3.210 | 3.159 | 5.520 | 4.046 | 5.705 | 4.268 | 5.850 | 5.305 | 4.426 | 3.233 |  | 21 | 51.511 |
| 2.000 | 3.555 | 2.000 | 2.000 | 4.149 | 5.182 | 4.346 | 5.579 | 5.850 | 4.114 | 5.848 | 2.000 |  | 22 | 46.622 |
| 3.233 | 3.555 | 3.210 | 3.159 | 5.520 | 5.182 | 4.346 | 4.268 | 5.850 | 5.305 | 5.848 | 3.233 |  | 23 | 52.710 |
| 2.000 | 3.555 | 2.000 | 2.000 | 5.520 | 4.046 | 5.705 | 4.268 | 5.850 | 5.305 | 4.426 | 2.000 |  | 24 | 46.675 |
| 3.233 | 3.555 | 2.000 | 2.000 | 5.520 | 4.046 | 3.000 | 3.000 | 5.850 | 4.114 | 5.848 | 3.233 |  | 25 | 45.398 |
| 4.452 | 4.920 | 2.000 | 2.000 | 5.520 | 4.046 | 5.705 | 4.268 | 5.850 | 5.305 | 4.426 | 4.452 |  | 26 | 52.944 |
| 3.233 | 6.089 | 4.408 | 4.347 | 4.149 | 4.046 | 4.346 | 5.579 | 5.850 | 4.114 | 4.426 | 4.452 |  | 27 | 55.039 |
| 4.452 | 3.555 | 4.408 | 4.347 | 4.149 | 5.182 | 4.346 | 5.579 | 4.334 | 5.305 | 4.426 | 4.452 |  | 28 | 54.535 |
| 4.452 | 4.920 | 4.408 | 4.347 | 4.149 | 5.182 | 4.346 | 3.000 | 4.334 | 4.114 | 5.848 | 4.452 |  | 29 | 53.552 |
| 3.233 | 3.555 | 2.000 | 3.159 | 4.149 | 3.000 | 4.346 | 4.268 | 4.334 | 4.114 | 4.426 | 3.233 |  | 30 | 43.818 |
| 3.233 | 4.920 | 3.210 | 3.159 | 4.149 | 4.046 | 3.000 | 5.579 | 5.850 | 4.114 | 3.000 | 3.233 |  | 31 | 47.493 |
| 4.452 | 4.920 | 4.408 | 4.347 | 5.520 | 5.182 | 4.346 | 4.268 | 5.850 | 5.305 | 4.426 | 3.233 |  | 32 | 56.258 |
| 4.452 | 3.555 | 3.210 | 4.347 | 4.149 | 5.182 | 5.705 | 4.268 | 5.850 | 5.305 | 4.426 | 4.452 |  | 33 | 54.901 |
| 4.452 | 3.555 | 4.408 | 3.159 | 5.520 | 4.046 | 3.000 | 5.579 | 5.850 | 4.114 | 3.000 | 4.452 |  | 34 | 51.134 |

LAMPIRAN 4 :

Hasil Validitas dan Reliabilitas, Kuesioner Semangat Kerja (X2), dan Successive Interval Kuesioner Semangat Kerja (X2),

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Validitas dan Reliabilitas Kuesioner Semangat Kerja (X2)** | | | | | | | | | | | | | | |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| No.  Resp | **Semangat Kerja (X2)** | | | | | | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | Jml |
| 1 | 4 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 42 |
| 2 | 5 | 5 | 5 | 5 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 43 |
| 3 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 48 |
| 4 | 4 | 4 | 4 | 3 | 2 | 4 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 36 |
| 5 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 51 |
| 6 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 8 | 5 | 5 | 5 | 5 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 43 |
| 9 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 38 |
| 10 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 12 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 51 |
| 13 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 46 |
| 14 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 40 |
| 15 | 3 | 5 | 5 | 3 | 3 | 5 | 5 | 3 | 3 | 3 | 3 | 5 | 3 | 49 |
| 16 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 26 |
| 17 | 5 | 5 | 5 | 5 | 2 | 4 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 41 |
| 18 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 20 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 47 |
| 21 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 22 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 26 |
| 23 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 24 | 5 | 5 | 5 | 5 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 43 |
| 25 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 35 |
| 26 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 2 | 2 | 4 | 2 | 4 | 4 | 43 |
| 27 | 5 | 5 | 3 | 2 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 2 | 3 | 50 |
| 28 | 5 | 5 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 53 |
| 29 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 30 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 40 |
| Total | 117 | 117 | 113 | 107 | 92 | 103 | 97 | 89 | 90 | 98 | 89 | 95 | 94 | 1301 |
| S2 | 0.921 | 0.990 | 0.944 | 1.151 | 0.547 | 0.599 | 0.599 | 0.654 | 0.621 | 0.547 | 0.654 | 0.557 | 0.395 | 9.178 |
| **r hit** | **0.630** | **0.549** | **0.505** | **0.490** | **0.746** | **0.694** | **0.708** | **0.754** | **0.754** | **0.758** | **0.754** | **0.654** | **0.757** | 8.752 |
| **r tab** | **0.361** | **0.361** | **0.361** | **0.361** | **0.361** | **0.361** | **0.361** | **0.361** | **0.361** | **0.361** | **0.361** | **0.361** | **0.361** |  |
| Kep | V | V | V | V | V | V | V | V | V | V | V | V | V | 50.999 |
|  |  | Keterangan : | |  |  |  |  |  |  |  |  |  |  |  |
|  |  | V |  |  |  |  | Valid | |  |  |  |  |  |  |
|  |  | TV |  |  |  |  | Tidak Valid | |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | **Realibilitas** | |  |  |  |  | **0.897** | |  |  |  |  |  |  |
|  |  | **TV** |  |  |  |  | **0** | |  |  |  |  |  |  |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Skor Hasil Kuesioner Semangat Kerja (X2)** | | | | | | | | | | | | | | |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| No.  Resp | Semangat Kerja (X2) | | | | | | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | Jml |
| 1 | 4 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 42 |
| 2 | 5 | 5 | 5 | 5 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 43 |
| 3 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 48 |
| 4 | 4 | 4 | 4 | 3 | 2 | 4 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 36 |
| 5 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 51 |
| 6 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 7 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 47 |
| 8 | 5 | 5 | 5 | 5 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 43 |
| 9 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 38 |
| 10 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 12 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 51 |
| 13 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 46 |
| 14 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 40 |
| 15 | 3 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 3 | 45 |
| 16 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 27 |
| 17 | 5 | 3 | 5 | 3 | 2 | 4 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 37 |
| 18 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 19 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 45 |
| 20 | 5 | 3 | 5 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 42 |
| 21 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 22 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 30 |
| 23 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 24 | 3 | 5 | 3 | 5 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 39 |
| 25 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 35 |
| 26 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 2 | 2 | 4 | 2 | 4 | 4 | 43 |
| 27 | 5 | 5 | 3 | 2 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 2 | 3 | 48 |
| 28 | 5 | 5 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 53 |
| 29 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 30 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 40 |
| 31 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 43 |
| 32 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 51 |
| 33 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 48 |
| 34 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 41 |
| Total | 119 | 115 | 113 | 103 | 96 | 101 | 99 | 90 | 93 | 101 | 92 | 98 | 98 | 1458 |



LAMPIRAN 5 :

Hasil Validitas dan Reliabilitas, Kuesioner Loyalitas (X3), dan Successive Interval Kuesioner Loyalitas (X3)

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |
| No. Resp | **Loyalitas (X3)** | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | Jml |
| 1 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 34 |
| 2 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 34 |
| 3 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 26 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 6 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 32 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 8 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 19 | 5 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 34 |
| 20 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 38 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 22 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 36 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 25 | 5 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 29 |
| 26 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 37 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 28 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 5 | 37 |
| 29 | 4 | 5 | 4 | 3 | 4 | 3 | 3 | 4 | 30 |
| 30 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 38 |
| Total | 132 | 125 | 128 | 127 | 127 | 125 | 128 | 129 | 1021 |
| S2 | 0.317 | 0.489 | 0.409 | 0.392 | 0.392 | 0.557 | 0.409 | 0.355 | 3.321 |
| r hit | 0.600 | 0.742 | 0.860 | 0.879 | 0.918 | 0.781 | 0.911 | 0.922 | 6.612 |
| r tab | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 |  |
| Kep | V | V | V | V | V | V | V | V | 18.033 |
|  |  | Keterangan : | |  |  |  |  |  |  |
|  |  | V |  | Valid | |  |  |  |  |
|  |  | TV |  | Tidak Valid | |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
|  | Realibilitas | |  | 0.724 | |  |  |  |  |
|  |  | TV |  | 0 | |  |  |  |  |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Skor Hasil Kuesioner Loyalitas (X3) | | | | | | | | | |
|  |  |  |  |  |  |  |  |  |  |
| No.  Resp | Loyalitas (X3) | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | Jml |
| 1 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 35 |
| 2 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 36 |
| 3 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 36 |
| 4 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 4 | 36 |
| 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 36 |
| 6 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 33 |
| 7 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 38 |
| 8 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 3 | 36 |
| 9 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 36 |
| 10 | 4 | 5 | 5 | 5 | 3 | 5 | 4 | 5 | 36 |
| 11 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 37 |
| 12 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 36 |
| 13 | 5 | 5 | 4 | 5 | 4 | 5 | 3 | 5 | 36 |
| 14 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 37 |
| 15 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 37 |
| 16 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 37 |
| 17 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 37 |
| 18 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 36 |
| 19 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 36 |
| 20 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 21 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 37 |
| 22 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 37 |
| 23 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 37 |
| 24 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 36 |
| 25 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 5 | 36 |
| 26 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 36 |
| 27 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 36 |
| 28 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 29 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 34 |
| 30 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 38 |
| 31 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 39 |
| 32 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 33 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 37 |
| 34 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 35 |
| Total | 154 | 158 | 158 | 153 | 158 | 154 | 155 | 152 | 1242 |



LAMPIRAN 6 :

Hasil Analisis Data

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |
| **One-Sample Kolmogorov-Smirnov Test** | | | | |  |  |  |  |  |  |
|  | | KerjasamaT  imX1 | SemanganK  erjaX2 | LoyalitasX3 |  |  |  |  |  |  |
| N | | 34 | 34 | 34 |  |  |  |  |  |  |
| Normal Parametersa,b | Mean | 50.0953 | 47.5026 | 41.5206 |  |  |  |  |  |  |
| Std.  Deviatio n | 5.00353 | 7.54101 | 1.99769 |  |  |  |  |  |  |
| Most Extreme Differences | Absolute | .111 | .097 | .192 |  |  |  |  |  |  |
| Positive | .094 | .096 | .154 |  |  |  |  |  |  |
| Negative | -.111 | -.097 | -.192 |  |  |  |  |  |  |
| Kolmogorov-Smirnov Z | | .648 | .565 | 1.122 |  |  |  |  |  |  |
| Asymp. Sig. (2-tailed) | | .795 | .906 | .162 |  |  |  |  |  |  |
| Exact Sig. (2-tailed) | | .754 | .876 | .141 |  |  |  |  |  |  |
| Point Probability | | 0.000 | 0.000 | 0.000 |  |  |  |  |  |  |
| a. Test distribution is Normal. | | | | |  |  |  |  |  |  |
| b. Calculated from data. | | | | |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |
| **Descriptive Statistics** | | | | | |  |  |  |  |  |
|  | N | Minimum | Maximum | Mean | Std. Deviation |  |  |  |  |  |
| ProdKerjaY | 34 | 43.33 | 55.76 | 51.0394 | 2.92070 |  |  |  |  |  |
| KerjasamaTimX1 | 34 | 36.28 | 58.98 | 50.0953 | 5.00353 |  |  |  |  |  |
| SemanganKerjaX2 | 34 | 27.66 | 59.32 | 47.5026 | 7.54101 |  |  |  |  |  |
| LoyalitasX3 | 34 | 36.16 | 45.19 | 41.5206 | 1.99769 |  |  |  |  |  |
| Valid N (listwise) | 34 |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |
| **Model Summaryb** | | | | | | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | | | | | Durbin- Watson |
| R Square  Change | F  Change | df1 | df2 | Sig. F  Change |
| 1 | .733a | .537 | .490 | 2.08508 | .537 | 11.583 | 3 | 30 | .000 | 1.963 |
| a. Predictors: (Constant), LoyalitasX3, KerjasamaTimX1, SemanganKerjaX2 | | | | | | | | | | |
| b. Dependent Variable: ProdKerjaY | | | | | | | | | | |
|  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |
| **ANOVAa** | | | | | | |  |  |  |  |
| Model | | Sum of  Squares | df | Mean Square | F | Sig. |  |  |  |  |
| 1 | Regressi | 151.079 | 3 | 50.360 | 11.583 | .000b |  |  |  |  |
| Residual | 130.427 | 30 | 4.348 |  |  |  |  |
| Total | 281.505 | 33 |  |  |  |  |  |
| a. Dependent Variable: ProdKerjaY | | | | | | |  |  |  |  |
| b. Predictors: (Constant), LoyalitasX3, KerjasamaTimX1, SemanganKerjaX2 | | | | | | |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |
| **Coefficientsa** | | | | | | | | | | |
| Model | | Unstandardized  Coefficients | | Standardized  Coefficients | t | Sig. | 95.0%  Confidence | | Collinearity Statistics | |
| B | Std. Error | Beta | Lower  Bound | Upper  Bound | Tolerance | VIF |
| 1 | (Constan | 26.339  .679  -.323  .145 | 9.110 |  | 2.891  5.830  -4.166  .768 | .007  .000  .000  .448 | 7.733 | 44.945 | .388  .386  .931 | 2.579  2.592  1.074 |
| Kerjasa | .117 | 1.164 | .441 | .917 |
| Semang | .077 | -.833 | -.481 | -.165 |
| Loyalitas | .188 | .099 | -.240 | .529 |
| a. Dependent Variable: ProdKerjaY | | | | | | | | | | |
|  |  |  |  |  |  |  |  |  |  |  |





