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**Lampiran 1**

Pemalang, 1 Juni 2022

Hal : Permohonan Pengisian kuesioner

Kepada Yth

Bapak/ibu Responden

Di tempat

Dengan hormat,

Dalam rangka penyelesaian skripsi pada Universitas Pancasakti Tegal, saya bermaksud mengadakan penelitian dengan judul “Pengaruh Disiplin kerja, Komitmen Organisasi dan Lingkungan kerja terhadap kinerja pegawai PT, BPR BKK Taman Pemalang”. Penelitian ini bertujuan untuk mengetahui adakah pengaruh disiplin kerja terhadap kinerja karyawan, dan apakah karyawan berkomitmen dalam bekerja serta bagaimana lingkungan kerja PT, BPR BKK Taman Pemalang.

Melalui surat ini saya mohon keikhlasan dan kesediaan Bapak/ibu untuk membantu penelitian dengan menjawab kuesioner yang saya lampirkan bersama surat ini. Sebelumnya saya ucapkan terimakasih atas bantuan yang telah Bapak/ibu berikan.

Hormat Saya

Nur Adenia Melarose

**KUESIONER PENILAIAN KERJA**

Penyataan-pernyataan ini menggambarkan sejauh mana keterkaitan, keterlibatan dan sikap tanggung jawab seorang karyawan terhadap perusahaan.

Kriteria penilaian

STS : Sangat tidak setuju

TS : Tidak setuju

N : Netral

S : Setuju

SS : Sangat setuju

Mohon untuk memberi tanda cek (✓) pada jawaban yang menurut anda benar terhadap pernyataan-pernyataan dibawah ini.

Nama Lengkap :

Jenis kelamin :

○ Laki-laki

○ Perempuan

Tingkat Pendidikan :

○ SMP

○ SMA

○ D3

○ S1

○ S2

Umur :

○ 20 - 30 tahun

○ 31 - 40 tahun

○ 41 - 50 tahun

○ 51 - 60 tahun

KUESIONER KINERJA KARYAWAN

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | STS | TS | N | S | SS |
| 1. | Memiliki kualitas kerja yang baik |  |  |  |  |  |
| 2. | Selalu berusaha untuk berangkat tepat waktu |  |  |  |  |  |
| 3. | Merasa sesuai dengan pekerjaannya saat ini. |  |  |  |  |  |
| 4. | Kehadiran merupakan salah satu nilai penting dalam bekerja |  |  |  |  |  |
| 5. | Dapat bekerja sama dengan tim |  |  |  |  |  |
| 6. | Dapat menyelesaikan pekerjaan dengan baik |  |  |  |  |  |
| 7. | Mendapatkan tim kerja yang saling mendukung. |  |  |  |  |  |
| 8. | Pimpinan selalu memberikan motivasi kepada pegawai untuk bekerja lebih baik. |  |  |  |  |  |
| 9. | Penghargaan dan prestasi dalam bekerja sangat penting untuk karir |  |  |  |  |  |
| 10. | Berkeinginan untuk mendapatkan posisi yang lebih tinggi. |  |  |  |  |  |

KUESIONER DISIPLIN KERJA

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | STS | TS | N | S | SS |
| 1. | Kehadiran sangat penting untuk menegakkan disiplin kerja. |  |  |  |  |  |
| 2. | Menjaga dan menggunakan perlengkapan kantor dengan baik |  |  |  |  |  |
| 3. | Selalu mematuhi peraturan perusahaan |  |  |  |  |  |
| 4. | Berusaha untuk menyelesaikan pekerjaan tepat waktu |  |  |  |  |  |
| 5. | Peraturan di perusahaan membuat pegawai termotivasi untuk bekerja lebih baik. |  |  |  |  |  |
| 6. | Norma-norma yang ada pada perusahaan dijadikan sebagai pedoman dalam bekerja |  |  |  |  |  |
| 7. | Berusaha menyesuaikan dan mengikuti cara kerja perusahaan. |  |  |  |  |  |
| 8. | Bertanggung jawab atas semua pekerjaan yang dilakukan |  |  |  |  |  |
| 9. | Selalu bersikap ramah dan baik kepada pimpinan dan rekan kerja |  |  |  |  |  |
| 10. | Selalu disiplin dalam bekerja. |  |  |  |  |  |

KUESIONER KOMITMEN ORGANISASI

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | STS | TS | N | S | SS |
| 1. | Perasaan bangga karena termasuk bagian dalam perusahaan ini. |  |  |  |  |  |
| 2. | Berusaha untuk selalu setia pada perusahaan |  |  |  |  |  |
| 3. | Bersikap loyal dan patuh dalam bekerja. |  |  |  |  |  |
| 4. | Perasaan bersalah jika bermalas-malasan dalam bekerja |  |  |  |  |  |
| 5. | Selalu mendukung dan mempromosikan perusahaan ini. |  |  |  |  |  |
| 6. | Selalu mentaati peraturan di perusahaan ini. |  |  |  |  |  |
| 7. | Memiliki kemauan untuk terus bekerja disini. |  |  |  |  |  |
| 8. | Memiliki rasa tanggung jawab atas pekerjaan. |  |  |  |  |  |
| 9. | Mempunyai hubungan yang baik dengan rekan kerja. |  |  |  |  |  |
| 10. | Berusaha selalu berkomitmen dalam bekerja. |  |  |  |  |  |

KUESIONER LINGKUNGAN KERJA

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | STS | TS | N | S | SS |
| 1. | Penerangan dan pewarnaan yang baik di tempat kerja |  |  |  |  |  |
| 2. | Lingkungan kerja yang bersih akan meningkatkan kinerja dan memberikan kepuasan kepada konsumen |  |  |  |  |  |
| 3. | Lahan parkir yang luas dan memadai. |  |  |  |  |  |
| 4. | Selalu mengutamakan keamanan dalam bekerja. |  |  |  |  |  |
| 5. | Menciptakan hubungan yang harmonis dengan sesama rekan kerja |  |  |  |  |  |
| 6. | Sirkulasi udara yang baik di tempat kerja |  |  |  |  |  |
| 7. | Fasilitas yang tersedia cukup lengkap. |  |  |  |  |  |
| 8. | Menjaga dengan baik peralatan-peralatan kerja. |  |  |  |  |  |
| 9. | Memiliki kesempatan untuk maju dan berkembang di perusahaan ini |  |  |  |  |  |
| 10. | Selalu menjaga lingkungan kerja agar selalu bersih dan nyaman |  |  |  |  |  |

**Lampiran 2**

Tabulasi Data Pengujian Validitas Dan Reliabilitas Variabel Kinerja

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **Nomor Pernyataan Pada Kuesioner** | | | | | | | **Jumlah** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** |
| 1 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 29 |
| 2 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 32 |
| 3 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 27 |
| 4 | 2 | 4 | 3 | 2 | 2 | 2 | 2 | 17 |
| 5 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 29 |
| 6 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 27 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 9 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 29 |
| 10 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 32 |
| 11 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 32 |
| 12 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 31 |
| 13 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 15 | 4 | 3 | 5 | 4 | 3 | 5 | 2 | 26 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 17 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 29 |
| 18 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 29 |
| 19 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 27 |
| 20 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 29 |
| 21 | 4 | 4 | 3 | 5 | 3 | 4 | 4 | 27 |
| 22 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 30 |
| 23 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 31 |
| 24 | 3 | 4 | 3 | 5 | 5 | 5 | 5 | 30 |
| 25 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 28 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 29 |
| 27 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 32 |
| 28 | 5 | 4 | 4 | 3 | 4 | 3 | 3 | 26 |
| 29 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 27 |
| 30 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 34 |
| **Jumlah** | **130** | **127** | **123** | **127** | **121** | **123** | **121** | **830** |

**Lampiran 3**

Tabulasi Data Pengujian Validitas Dan Reliabilitas Variabel Disiplin Kerja

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **Nomor Pernyataan Pada Kuesioner** | | | | | | | | | | | | **Jumlah** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** |
| 1 | 5 | 4 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 49 |
| 2 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 54 |
| 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 47 |
| 4 | 3 | 3 | 4 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 33 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 47 |
| 7 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 45 |
| 8 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 44 |
| 9 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 50 |
| 10 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 55 |
| 11 | 3 | 5 | 3 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 53 |
| 12 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 52 |
| 13 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 48 |
| 14 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 15 | 4 | 3 | 3 | 5 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 44 |
| 16 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 57 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 59 |
| 18 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 49 |
| 19 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 2 | 2 | 3 | 3 | 3 | 37 |
| 20 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 3 | 4 | 43 |
| 21 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 52 |
| 22 | 4 | 4 | 3 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 47 |
| 23 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 46 |
| 24 | 3 | 3 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 3 | 48 |
| 25 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 45 |
| 26 | 4 | 3 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 27 | 5 | 3 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 28 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 43 |
| 29 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 50 |
| 30 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 58 |
| **Jumlah** | **118** | **117** | **122** | **129** | **121** | **120** | **117** | **134** | **127** | **133** | **161** | **122** | **1476** |

**Lampiran 4**

Hasil Data Pengujian Validitas Dan Reliabilitas Variabel Disiplin Kerja

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | |
|  | | **Butir**  **1** | **Butir**  **2** | **Butir**  **3** | **Butir**  **4** | **Butir**  **5** | **Butir**  **6** | **Butir**  **7** | **Butir**  **8** | **Butir**  **9** | **Butir**  **10** | **Butir**  **11** | **Butir**  **12** | **Skor**  **Total** |
| **Butir**  **1** | Pearson Correlation | 1 | ,356 | ,289 | ,472\*\* | ,350 | ,335 | ,265 | ,187 | ,030 | ,266 | ,636\*\* | ,364\* | ,550\*\* |
| Sig. (2-tailed) |  | ,053 | ,121 | ,008 | ,058 | ,070 | ,157 | ,322 | ,875 | ,156 | ,000 | ,048 | ,002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| **Butir**  **2** | Pearson Correlation | ,356 | 1 | ,395\* | ,342 | ,568\*\* | ,458\* | ,360 | ,336 | ,169 | ,288 | ,349 | ,475\*\* | ,616\*\* |
| Sig. (2-tailed) | ,053 |  | ,031 | ,064 | ,001 | ,011 | ,050 | ,069 | ,373 | ,123 | ,059 | ,008 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| **Butir**  **3** | Pearson Correlation | ,289 | ,395\* | 1 | ,281 | ,409\* | ,180 | ,158 | ,232 | ,145 | ,376\* | ,400\* | ,311 | ,512\*\* |
| Sig. (2-tailed) | ,121 | ,031 |  | ,132 | ,025 | ,342 | ,405 | ,217 | ,445 | ,040 | ,028 | ,094 | ,004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| **Butir**  **4** | Pearson Correlation | ,472\*\* | ,342 | ,281 | 1 | ,635\*\* | ,457\* | ,432\* | ,566\*\* | ,575\*\* | ,554\*\* | ,689\*\* | ,567\*\* | ,782\*\* |
| Sig. (2-tailed) | ,008 | ,064 | ,132 |  | ,000 | ,011 | ,017 | ,001 | ,001 | ,002 | ,000 | ,001 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| **Butir**  **5** | Pearson Correlation | ,350 | ,568\*\* | ,409\* | ,635\*\* | 1 | ,491\*\* | ,358 | ,381\* | ,455\* | ,350 | ,700\*\* | ,703\*\* | ,776\*\* |
| Sig. (2-tailed) | ,058 | ,001 | ,025 | ,000 |  | ,006 | ,052 | ,038 | ,012 | ,058 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| **Butir**  **6** | Pearson Correlation | ,335 | ,458\* | ,180 | ,457\* | ,491\*\* | 1 | ,352 | ,408\* | ,409\* | ,366\* | ,577\*\* | ,632\*\* | ,676\*\* |
| Sig. (2-tailed) | ,070 | ,011 | ,342 | ,011 | ,006 |  | ,056 | ,025 | ,025 | ,047 | ,001 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| **Butir**  **7** | Pearson Correlation | ,265 | ,360 | ,158 | ,432\* | ,358 | ,352 | 1 | ,693\*\* | ,488\*\* | ,499\*\* | ,408\* | ,374\* | ,651\*\* |
| Sig. (2-tailed) | ,157 | ,050 | ,405 | ,017 | ,052 | ,056 |  | ,000 | ,006 | ,005 | ,025 | ,042 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| **Butir**  **8** | Pearson Correlation | ,187 | ,336 | ,232 | ,566\*\* | ,381\* | ,408\* | ,693\*\* | 1 | ,761\*\* | ,760\*\* | ,487\*\* | ,485\*\* | ,750\*\* |
| Sig. (2-tailed) | ,322 | ,069 | ,217 | ,001 | ,038 | ,025 | ,000 |  | ,000 | ,000 | ,006 | ,007 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| **Butir**  **9** | Pearson Correlation | ,030 | ,169 | ,145 | ,575\*\* | ,455\* | ,409\* | ,488\*\* | ,761\*\* | 1 | ,695\*\* | ,547\*\* | ,394\* | ,673\*\* |
| Sig. (2-tailed) | ,875 | ,373 | ,445 | ,001 | ,012 | ,025 | ,006 | ,000 |  | ,000 | ,002 | ,031 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| **Butir**  **10** | Pearson Correlation | ,266 | ,288 | ,376\* | ,554\*\* | ,350 | ,366\* | ,499\*\* | ,760\*\* | ,695\*\* | 1 | ,575\*\* | ,397\* | ,728\*\* |
| Sig. (2-tailed) | ,156 | ,123 | ,040 | ,002 | ,058 | ,047 | ,005 | ,000 | ,000 |  | ,001 | ,030 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| **Butir**  **11** | Pearson Correlation | ,636\*\* | ,349 | ,400\* | ,689\*\* | ,700\*\* | ,577\*\* | ,408\* | ,487\*\* | ,547\*\* | ,575\*\* | 1 | ,626\*\* | ,843\*\* |
| Sig. (2-tailed) | ,000 | ,059 | ,028 | ,000 | ,000 | ,001 | ,025 | ,006 | ,002 | ,001 |  | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| **Butir**  **12** | Pearson Correlation | ,364\* | ,475\*\* | ,311 | ,567\*\* | ,703\*\* | ,632\*\* | ,374\* | ,485\*\* | ,394\* | ,397\* | ,626\*\* | 1 | ,763\*\* |
| Sig. (2-tailed) | ,048 | ,008 | ,094 | ,001 | ,000 | ,000 | ,042 | ,007 | ,031 | ,030 | ,000 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| **Skor**  **Total** | Pearson Correlation | ,550\*\* | ,616\*\* | ,512\*\* | ,782\*\* | ,776\*\* | ,676\*\* | ,651\*\* | ,750\*\* | ,673\*\* | ,728\*\* | ,843\*\* | ,763\*\* | 1 |
| Sig. (2-tailed) | ,002 | ,000 | ,004 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 30 | 30 | 30 | 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). | | | | | | | | | | | | | | |

|  |  |  |  |
| --- | --- | --- | --- |
| **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 |
| ,873 | 12 |

**Lampiran 5**

Tabulasi Data Pengujian Validitas Dan Reliabilitas Variabel Komitmen Organisasi

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **Nomor Pernyataan Pada Kuesioner** | | | | | | | | **Jumlah** |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 1 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 35 |
| 2 | 3 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 34 |
| 3 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 37 |
| 4 | 3 | 2 | 3 | 4 | 2 | 2 | 4 | 3 | 23 |
| 5 | 1 | 3 | 3 | 5 | 5 | 4 | 5 | 5 | 31 |
| 6 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 8 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 31 |
| 9 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 37 |
| 10 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 35 |
| 11 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 37 |
| 12 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 13 | 2 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 28 |
| 14 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 38 |
| 15 | 4 | 4 | 3 | 5 | 3 | 5 | 4 | 5 | 33 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 17 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 38 |
| 18 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 30 |
| 19 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 26 |
| 20 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 31 |
| 21 | 2 | 2 | 3 | 4 | 3 | 4 | 3 | 4 | 25 |
| 22 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 32 |
| 23 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 24 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 37 |
| 25 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 33 |
| 26 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 33 |
| 27 | 1 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 35 |
| 28 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 28 |
| 29 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| **Jumlah** | **108** | **120** | **123** | **130** | **124** | **128** | **128** | **132** | **993** |

**Lampiran 6**

Hasil Data Pengujian Validitas Dan Reliabilitas Variabel Komitmen Organisasi

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | **Butir**  **1** | **Butir**  **2** | **Butir**  **3** | **Butir**  **4** | **Butir**  **5** | **Butir**  **6** | **Butir**  **7** | **Butir**  **8** | **Skor**  **Total** |
| **Butir**  **1** | Pearson Correlation | 1 | ,339 | ,338 | ,237 | ,069 | ,326 | ,054 | ,269 | ,524\*\* |
| Sig. (2-tailed) |  | ,067 | ,068 | ,208 | ,719 | ,079 | ,776 | ,150 | ,003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| **Butir**  **2** | Pearson Correlation | ,339 | 1 | ,657\*\* | ,251 | ,682\*\* | ,540\*\* | ,540\*\* | ,431\* | ,779\*\* |
| Sig. (2-tailed) | ,067 |  | ,000 | ,180 | ,000 | ,002 | ,002 | ,017 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| **Butir**  **3** | Pearson Correlation | ,338 | ,657\*\* | 1 | ,344 | ,535\*\* | ,473\*\* | ,670\*\* | ,525\*\* | ,787\*\* |
| Sig. (2-tailed) | ,068 | ,000 |  | ,063 | ,002 | ,008 | ,000 | ,003 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| **Butir**  **4** | Pearson Correlation | ,237 | ,251 | ,344 | 1 | ,405\* | ,478\*\* | ,553\*\* | ,696\*\* | ,656\*\* |
| Sig. (2-tailed) | ,208 | ,180 | ,063 |  | ,026 | ,008 | ,002 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| **Butir**  **\_5** | Pearson Correlation | ,069 | ,682\*\* | ,535\*\* | ,405\* | 1 | ,542\*\* | ,610\*\* | ,518\*\* | ,730\*\* |
| Sig. (2-tailed) | ,719 | ,000 | ,002 | ,026 |  | ,002 | ,000 | ,003 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| **Butir**  **6** | Pearson Correlation | ,326 | ,540\*\* | ,473\*\* | ,478\*\* | ,542\*\* | 1 | ,351 | ,798\*\* | ,766\*\* |
| Sig. (2-tailed) | ,079 | ,002 | ,008 | ,008 | ,002 |  | ,057 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| **Butir**  **7** | Pearson Correlation | ,054 | ,540\*\* | ,670\*\* | ,553\*\* | ,610\*\* | ,351 | 1 | ,650\*\* | ,732\*\* |
| Sig. (2-tailed) | ,776 | ,002 | ,000 | ,002 | ,000 | ,057 |  | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| **Butir**  **8** | Pearson Correlation | ,269 | ,431\* | ,525\*\* | ,696\*\* | ,518\*\* | ,798\*\* | ,650\*\* | 1 | ,816\*\* |
| Sig. (2-tailed) | ,150 | ,017 | ,003 | ,000 | ,003 | ,000 | ,000 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| **Skor**  **Total** | Pearson Correlation | ,524\*\* | ,779\*\* | ,787\*\* | ,656\*\* | ,730\*\* | ,766\*\* | ,732\*\* | ,816\*\* | 1 |
| Sig. (2-tailed) | ,003 | ,000 | ,000 | ,000 | ,000 | ,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). | | | | | | | | | | |

|  |  |  |  |
| --- | --- | --- | --- |
| **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 |
| ,832 | 8 |

**Lampiran 7**

Tabulasi Data Pengujian Validitas Dan Reliabilitas Variabel Lingkungan Kerja

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **Nomor Pernyataan Pada Kuesioner** | | | | | | **Jumlah** |
| **1** | **2** | **3** | **4** | **5** | **6** |
| 1 | 5 | 4 | 5 | 3 | 2 | 3 | 22 |
| 2 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 3 | 5 | 4 | 4 | 3 | 4 | 4 | 24 |
| 4 | 2 | 3 | 3 | 2 | 3 | 3 | 16 |
| 5 | 5 | 5 | 5 | 4 | 4 | 5 | 28 |
| 6 | 3 | 3 | 3 | 3 | 3 | 4 | 19 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 8 | 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| 9 | 4 | 4 | 4 | 5 | 5 | 4 | 26 |
| 10 | 5 | 4 | 4 | 4 | 4 | 5 | 26 |
| 11 | 4 | 5 | 4 | 5 | 3 | 5 | 26 |
| 12 | 4 | 4 | 5 | 4 | 4 | 5 | 26 |
| 13 | 4 | 3 | 4 | 3 | 3 | 4 | 21 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 15 | 5 | 3 | 5 | 4 | 5 | 4 | 26 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 17 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 18 | 4 | 4 | 4 | 3 | 3 | 4 | 22 |
| 19 | 3 | 4 | 4 | 3 | 4 | 4 | 22 |
| 20 | 4 | 3 | 3 | 3 | 4 | 3 | 20 |
| 21 | 4 | 4 | 5 | 5 | 3 | 5 | 26 |
| 22 | 5 | 5 | 4 | 3 | 3 | 4 | 24 |
| 23 | 4 | 4 | 5 | 4 | 5 | 5 | 27 |
| 24 | 5 | 3 | 4 | 3 | 3 | 3 | 21 |
| 25 | 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 28 | 3 | 3 | 3 | 4 | 3 | 4 | 20 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 30 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| **Jumlah** | **128** | **122** | **126** | **117** | **117** | **127** | **737** |

**Lampiran 8**

Hasil Data Pengujian Validitas Dan Reliabilitas Variabel Lingkungan Kerja

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | |
|  | | **Butir**  **1** | **Butir**  **2** | **Butir**  **3** | **Butir**  **4** | **Butir**  **5** | **Butir**  **6** | **Skor**  **Total** |
| **Butir**  **1** | Pearson Correlation | 1 | ,562\*\* | ,658\*\* | ,406\* | ,354 | ,332 | ,714\*\* |
| Sig. (2-tailed) |  | ,001 | ,000 | ,026 | ,055 | ,073 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| **Butir**  **2** | Pearson Correlation | ,562\*\* | 1 | ,588\*\* | ,618\*\* | ,397\* | ,655\*\* | ,815\*\* |
| Sig. (2-tailed) | ,001 |  | ,001 | ,000 | ,030 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| **Butir**  **3** | Pearson Correlation | ,658\*\* | ,588\*\* | 1 | ,515\*\* | ,408\* | ,574\*\* | ,801\*\* |
| Sig. (2-tailed) | ,000 | ,001 |  | ,004 | ,025 | ,001 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| **Butir**  **4** | Pearson Correlation | ,406\* | ,618\*\* | ,515\*\* | 1 | ,565\*\* | ,703\*\* | ,825\*\* |
| Sig. (2-tailed) | ,026 | ,000 | ,004 |  | ,001 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| **Butir**  **5** | Pearson Correlation | ,354 | ,397\* | ,408\* | ,565\*\* | 1 | ,463\*\* | ,700\*\* |
| Sig. (2-tailed) | ,055 | ,030 | ,025 | ,001 |  | ,010 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| **Butir**  **6** | Pearson Correlation | ,332 | ,655\*\* | ,574\*\* | ,703\*\* | ,463\*\* | 1 | ,791\*\* |
| Sig. (2-tailed) | ,073 | ,000 | ,001 | ,000 | ,010 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| **Skor**  **Total** | Pearson Correlation | ,714\*\* | ,815\*\* | ,801\*\* | ,825\*\* | ,700\*\* | ,791\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 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). | | | | | | | | |

|  |  |  |  |
| --- | --- | --- | --- |
| **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 |
| ,873 | 12 |