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# **LAMPIRAN**

**LAMPIRAN 1**

**lampiran 1 lembar kuesioner**

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh *Locus Of Control*, Lingkungan Kerja Fisik, Dan Motivasi terhadap kinerja Karyawan pada CV Wetece Logam Talang

Kepada Yth.

Sdr. Responden

Di Tempat

Dengan Hormat,

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

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

Setiap jawaban yang saudara berikan merupakan bantuan yang tidak ternilai harganaya bagi penelitian ini.

Atas perhatian dan bantuan, kami ucapkan terima kasih.

Tegal,

Hormat Saya

Arda Deta Suci M.

**KUESIONER**

PENGARUH *LOCUS OF CONTROL*, LINGKUNGAN KERJA FISIK, DAN MOTIVASI TERHADAP KINERJA KARYAWAN PADA CV WETECE LOGAM TALANG

1. Identitas Responden

Berikut ini adalah data identitas responden :

1. Nama
2. Alamat
3. Jenis kelamin

Laki-laki

Perempuan

1. Usia

18-29 30-39 40-49 < 50

1. Pendidikan Terakhir

SD SMP SMA

D3/Diploma S1/Sarjana

1. Petunjukan pengisian kuesioner
2. Jawablah pernyataan yang dianggap sesuai dengan penilaian anda.
3. Mohon memberikan jawaban-jawaban yang sebenarnya.
4. Berikan tanda centang () pada kolom yang dianggap paling sesuai

Dengan keterangan jawaban sebagai berikut :

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju

1. Terima kasih atas partisipasi Anda

**Kuesioner Penelitian**

Kinerja (Y)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | N | TS | STS |
| 1 | Saya memiliki kemampuaan dalam bekerja |  |  |  |  |  |
| 2 | Saya mampu melakukan pekerjaan dengan cepat |  |  |  |  |  |
| 3 | Saya memiliki ketrampilan dalam bekerja |  |  |  |  |  |
| 4 | Saya selalu teliti dalam melakukan pekerjaan |  |  |  |  |  |
| 5 | Saya selalu menyelesaikan pekerjaan tepat waktu untuk menghindari tertumpuknya pekerjaan yang akan menjadi beban pekerjaan |  |  |  |  |  |
| 6 | Saya bisa menyelesaikan pekerjaan tepat waktu |  |  |  |  |  |
| 7 | Saya mampu bekerja sama dengan pimpinan |  |  |  |  |  |
| 8 | Saya mampu bekerja sama dengan rekan kerja |  |  |  |  |  |

Locus Of Control (X1)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO | PERNYATAAN | SS | S | N | TS | STS |
| 1 | Prestasi yang selama ini hasil kerja keras karyawan sendiri |  |  |  |  |  |
| 2 | karyawan berusaha menyelesaikan pekerjaan secara maksimal |  |  |  |  |  |
| 3 | karyawan bersikap tenang saat kondisi lingkungan kerja sedang tidak kondusif |  |  |  |  |  |
| 4 | karyawan mampu mengendalikan stress dengan baik |  |  |  |  |  |
| 5 | karyawan mampu memulai percakapan dengan atasan ataupun rekan kerja baru |  |  |  |  |  |
| 6 | karyawan tidak mampu menyelesaikan pekerjaan tanpa bantuan rekan kerja |  |  |  |  |  |
| 7 | karyawan tidak mampu menyelesaikan pekerjaan dengan baik dan benar |  |  |  |  |  |
| 8 | karyawan tidak mampu mengendalikan emosi saat di tempat kerja |  |  |  |  |  |
| 9 | karyawan tidak mampu mengendalikan stress ditempat kerja |  |  |  |  |  |
| 10 | karyawan tidak mampu memulai percakapan dengan atasan ataupun rekan kerja |  |  |  |  |  |

Lingkungan Kerja Fisik (X2)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | N | TS | STS |
| 1 | Penerangan ditempat kerja sudah baik |  |  |  |  |  |
| 2 | Penempatan sumber daya listrik sudah baik |  |  |  |  |  |
| 3 | Penyebaran cahaya lampu ditempat kerja sudah baik |  |  |  |  |  |
| 4 | Pewarnaan ditempat kerja sudah sesuai |  |  |  |  |  |
| 5 | Tempat kerja tertata dengan rapi |  |  |  |  |  |
| 6 | Tempat kerja yang selalu bersih |  |  |  |  |  |
| 7 | Sirkulasi udara ditempat kerja sudah baik |  |  |  |  |  |
| 8 | Kesejukan ditempat kerja sudah baik |  |  |  |  |  |
| 9 | Peredam/pengurang unsur bising ditempat kerja sudah baik |  |  |  |  |  |
| 10 | Peralatan yang sudah mendukung keamanan para pekerja |  |  |  |  |  |
| 11 | Ada asuransi dalam kecelakaan kerja |  |  |  |  |  |

Motivasi (X3)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | N | TS | STS |
| 1 | karyawan memperoleh bonus dari hasil kerja yang diraih |  |  |  |  |  |
| 2 | Perusahaan mampu memberikan rasa aman kepada para karyawan |  |  |  |  |  |
| 3 | Perusahaan memberikan Tunjakan kesehatan pada para karyawan |  |  |  |  |  |
| 4 | Perusahaan memberikan Asuransi kesehatan pada para karyawan |  |  |  |  |  |
| 5 | karyawan mampu berinteraksi dengan rekan kerja |  |  |  |  |  |
| 6 | Perusahaan mampu menghormati para karyawan |  |  |  |  |  |
| 7 | Perusahaan mampu menghargai para karyawan |  |  |  |  |  |
| 8 | Perusahaan memberikan kesempatan kepada karyawan untuk mendapatkan jabatan yang lebih tinggi |  |  |  |  |  |

**Lampiran 2**

**r Tabel**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **df = (N-2)** | **Tingkat signifikansi untuk uji satu arah** | | | | |
| **0.05** | **0.025** | **0.01** | **0.005** | **0.0005** |
| **Tingkat signifikansi untuk uji dua arah** | | | | |
| **0.1** | **0.05** | **0.02** | **0.01** | **0.001** |
| **1** | 0.9877 | 0.9969 | 0.9995 | 0.9999 | 1.0000 |
| **2** | 0.9000 | 0.9500 | 0.9800 | 0.9900 | 0.9990 |
| **3** | 0.8054 | 0.8783 | 0.9343 | 0.9587 | 0.9911 |
| **4** | 0.7293 | 0.8114 | 0.8822 | 0.9172 | 0.9741 |
| **5** | 0.6694 | 0.7545 | 0.8329 | 0.8745 | 0.9509 |
| **6** | 0.6215 | 0.7067 | 0.7887 | 0.8343 | 0.9249 |
| **7** | 0.5822 | 0.6664 | 0.7498 | 0.7977 | 0.8983 |
| **8** | 0.5494 | 0.6319 | 0.7155 | 0.7646 | 0.8721 |
| **9** | 0.5214 | 0.6021 | 0.6851 | 0.7348 | 0.8470 |
| **10** | 0.4973 | 0.5760 | 0.6581 | 0.7079 | 0.8233 |
| **11** | 0.4762 | 0.5529 | 0.6339 | 0.6835 | 0.8010 |
| **12** | 0.4575 | 0.5324 | 0.6120 | 0.6614 | 0.7800 |
| **13** | 0.4409 | 0.5140 | 0.5923 | 0.6411 | 0.7604 |
| **14** | 0.4259 | 0.4973 | 0.5742 | 0.6226 | 0.7419 |
| **15** | 0.4124 | 0.4821 | 0.5577 | 0.6055 | 0.7247 |
| **16** | 0.4000 | 0.4683 | 0.5425 | 0.5897 | 0.7084 |
| **17** | 0.3887 | 0.4555 | 0.5285 | 0.5751 | 0.6932 |
| **18** | 0.3783 | 0.4438 | 0.5155 | 0.5614 | 0.6788 |
| **19** | 0.3687 | 0.4329 | 0.5034 | 0.5487 | 0.6652 |
| **20** | 0.3598 | 0.4227 | 0.4921 | 0.5368 | 0.6524 |
| **21** | 0.3515 | 0.4132 | 0.4815 | 0.5256 | 0.6402 |
| **22** | 0.3438 | 0.4044 | 0.4716 | 0.5151 | 0.6287 |
| **23** | 0.3365 | 0.3961 | 0.4622 | 0.5052 | 0.6178 |
| **24** | 0.3297 | 0.3882 | 0.4534 | 0.4958 | 0.6074 |
| **25** | 0.3233 | 0.3809 | 0.4451 | 0.4869 | 0.5974 |
| **26** | 0.3172 | 0.3739 | 0.4372 | 0.4785 | 0.5880 |
| **27** | 0.3115 | 0.3673 | 0.4297 | 0.4705 | 0.5790 |
| **28** | 0.3061 | 0.3610 | 0.4226 | 0.4629 | 0.5703 |
| **29** | 0.3009 | 0.3550 | 0.4158 | 0.4556 | 0.5620 |
| **30** | 0.2960 | 0.3494 | 0.4093 | 0.4487 | 0.5541 |

**Titik presentase Distribusi t**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Pr** | **0.25** | **0.10** | **0.05** | **0.025** | **0.01** | **0.005** | **0.001** |
| **Df** | **0.50** | **0.20** | **0.10** | **0.050** | **0.02** | **0.010** | **0.002** |
| **1** | 1.00000 | 3.07768 | 6.31375 | 12.70620 | 31.82052 | 63.65674 | 318.30884 |
| **2** | 0.81650 | 1.88562 | 2.91999 | 4.30265 | 6.96456 | 9.92484 | 22.32712 |
| **3** | 0.76489 | 1.63774 | 2.35336 | 3.18245 | 4.54070 | 5.84091 | 10.21453 |
| **4** | 0.74070 | 1.53321 | 2.13185 | 2.77645 | 3.74695 | 4.60409 | 7.17318 |
| **5** | 0.72669 | 1.47588 | 2.01505 | 2.57058 | 3.36493 | 4.03214 | 5.89343 |
| **6** | 0.71756 | 1.43976 | 1.94318 | 2.44691 | 3.14267 | 3.70743 | 5.20763 |
| **7** | 0.71114 | 1.41492 | 1.89458 | 2.36462 | 2.99795 | 3.49948 | 4.78529 |
| **8** | 0.70639 | 1.39682 | 1.85955 | 2.30600 | 2.89646 | 3.35539 | 4.50079 |
| **9** | 0.70272 | 1.38303 | 1.83311 | 2.26216 | 2.82144 | 3.24984 | 4.29681 |
| **10** | 0.69981 | 1.37218 | 1.81246 | 2.22814 | 2.76377 | 3.16927 | 4.14370 |
| **11** | 0.69745 | 1.36343 | 1.79588 | 2.20099 | 2.71808 | 3.10581 | 4.02470 |
| **12** | 0.69548 | 1.35622 | 1.78229 | 2.17881 | 2.68100 | 3.05454 | 3.92963 |
| **13** | 0.69383 | 1.35017 | 1.77093 | 2.16037 | 2.65031 | 3.01228 | 3.85198 |
| **14** | 0.69242 | 1.34503 | 1.76131 | 2.14479 | 2.62449 | 2.97684 | 3.78739 |
| **15** | 0.69120 | 1.34061 | 1.75305 | 2.13145 | 2.60248 | 2.94671 | 3.73283 |
| **16** | 0.69013 | 1.33676 | 1.74588 | 2.11991 | 2.58349 | 2.92078 | 3.68615 |
| **17** | 0.68920 | 1.33338 | 1.73961 | 2.10982 | 2.56693 | 2.89823 | 3.64577 |
| **18** | 0.68836 | 1.33039 | 1.73406 | 2.10092 | 2.55238 | 2.87844 | 3.61048 |
| **19** | 0.68762 | 1.32773 | 1.72913 | 2.09302 | 2.53948 | 2.86093 | 3.57940 |
| **20** | 0.68695 | 1.32534 | 1.72472 | 2.08596 | 2.52798 | 2.84534 | 3.55181 |
| **21** | 0.68635 | 1.32319 | 1.72074 | 2.07961 | 2.51765 | 2.83136 | 3.52715 |
| **22** | 0.68581 | 1.32124 | 1.71714 | 2.07387 | 2.50832 | 2.81876 | 3.50499 |
| **23** | 0.68531 | 1.31946 | 1.71387 | 2.06866 | 2.49987 | 2.80734 | 3.48496 |
| **24** | 0.68485 | 1.31784 | 1.71088 | 2.06390 | 2.49216 | 2.79694 | 3.46678 |
| **25** | 0.68443 | 1.31635 | 1.70814 | 2.05954 | 2.48511 | 2.78744 | 3.45019 |
| **26** | 0.68404 | 1.31497 | 1.70562 | 2.05553 | 2.47863 | 2.77871 | 3.43500 |
| **27** | 0.68368 | 1.31370 | 1.70329 | 2.05183 | 2.47266 | 2.77068 | 3.42103 |
| **28** | 0.68335 | 1.31253 | 1.70113 | 2.04841 | 2.46714 | 2.76326 | 3.40816 |
| **29** | 0.68304 | 1.31143 | 1.69913 | 2.04523 | 2.46202 | 2.75639 | 3.39624 |
| **30** | 0.68276 | 1.31042 | 1.69726 | 2.04227 | 2.45726 | 2.75000 | 3.38518 |
| **31** | 0.68249 | 1.30946 | 1.69552 | 2.03951 | 2.45282 | 2.74404 | 3.37490 |
| **32** | 0.68223 | 1.30857 | 1.69389 | 2.03693 | 2.44868 | 2.73848 | 3.36531 |
| **33** | 0.68200 | 1.30774 | 1.69236 | 2.03452 | 2.44479 | 2.73328 | 3.35634 |
| **34** | 0.68177 | 1.30695 | 1.69092 | 2.03224 | 2.44115 | 2.72839 | 3.34793 |
| **35** | 0.68156 | 1.30621 | 1.68957 | 2.03011 | 2.43772 | 2.72381 | 3.34005 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Titik Persentase Distribusi F untuk Probabilita = 0,05** | | | | | | | | | | | | | | | |
|  | | | | | | | | | | | | | | | |
| **df untuk**  **penyebut (N2)** | Df untuk pembilang (N1) | | | | | | | | | | | | | | |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** | **14** | **15** |
| **1** | 161 | 199 | 216 | 225 | 230 | 234 | 237 | 239 | 241 | 242 | 243 | 244 | 245 | 245 | 246 |
| **2** | 18.51 | 19.00 | 19.16 | 19.25 | 19.30 | 19.33 | 19.35 | 19.37 | 19.38 | 19.40 | 19.40 | 19.41 | 19.42 | 19.42 | 19.43 |
| **3** | 10.13 | 9.55 | 9.28 | 9.12 | 9.01 | 8.94 | 8.89 | 8.85 | 8.81 | 8.79 | 8.76 | 8.74 | 8.73 | 8.71 | 8.70 |
| **4** | 7.71 | 6.94 | 6.59 | 6.39 | 6.26 | 6.16 | 6.09 | 6.04 | 6.00 | 5.96 | 5.94 | 5.91 | 5.89 | 5.87 | 5.86 |
| **5** | 6.61 | 5.79 | 5.41 | 5.19 | 5.05 | 4.95 | 4.88 | 4.82 | 4.77 | 4.74 | 4.70 | 4.68 | 4.66 | 4.64 | 4.62 |
| **6** | 5.99 | 5.14 | 4.76 | 4.53 | 4.39 | 4.28 | 4.21 | 4.15 | 4.10 | 4.06 | 4.03 | 4.00 | 3.98 | 3.96 | 3.94 |
| **7** | 5.59 | 4.74 | 4.35 | 4.12 | 3.97 | 3.87 | 3.79 | 3.73 | 3.68 | 3.64 | 3.60 | 3.57 | 3.55 | 3.53 | 3.51 |
| **8** | 5.32 | 4.46 | 4.07 | 3.84 | 3.69 | 3.58 | 3.50 | 3.44 | 3.39 | 3.35 | 3.31 | 3.28 | 3.26 | 3.24 | 3.22 |
| **9** | 5.12 | 4.26 | 3.86 | 3.63 | 3.48 | 3.37 | 3.29 | 3.23 | 3.18 | 3.14 | 3.10 | 3.07 | 3.05 | 3.03 | 3.01 |
| **10** | 4.96 | 4.10 | 3.71 | 3.48 | 3.33 | 3.22 | 3.14 | 3.07 | 3.02 | 2.98 | 2.94 | 2.91 | 2.89 | 2.86 | 2.85 |
| **11** | 4.84 | 3.98 | 3.59 | 3.36 | 3.20 | 3.09 | 3.01 | 2.95 | 2.90 | 2.85 | 2.82 | 2.79 | 2.76 | 2.74 | 2.72 |
| **12** | 4.75 | 3.89 | 3.49 | 3.26 | 3.11 | 3.00 | 2.91 | 2.85 | 2.80 | 2.75 | 2.72 | 2.69 | 2.66 | 2.64 | 2.62 |
| **13** | 4.67 | 3.81 | 3.41 | 3.18 | 3.03 | 2.92 | 2.83 | 2.77 | 2.71 | 2.67 | 2.63 | 2.60 | 2.58 | 2.55 | 2.53 |
| **14** | 4.60 | 3.74 | 3.34 | 3.11 | 2.96 | 2.85 | 2.76 | 2.70 | 2.65 | 2.60 | 2.57 | 2.53 | 2.51 | 2.48 | 2.46 |
| **15** | 4.54 | 3.68 | 3.29 | 3.06 | 2.90 | 2.79 | 2.71 | 2.64 | 2.59 | 2.54 | 2.51 | 2.48 | 2.45 | 2.42 | 2.40 |
| **16** | 4.49 | 3.63 | 3.24 | 3.01 | 2.85 | 2.74 | 2.66 | 2.59 | 2.54 | 2.49 | 2.46 | 2.42 | 2.40 | 2.37 | 2.35 |
| **17** | 4.45 | 3.59 | 3.20 | 2.96 | 2.81 | 2.70 | 2.61 | 2.55 | 2.49 | 2.45 | 2.41 | 2.38 | 2.35 | 2.33 | 2.31 |
| **18** | 4.41 | 3.55 | 3.16 | 2.93 | 2.77 | 2.66 | 2.58 | 2.51 | 2.46 | 2.41 | 2.37 | 2.34 | 2.31 | 2.29 | 2.27 |
| **19** | 4.38 | 3.52 | 3.13 | 2.90 | 2.74 | 2.63 | 2.54 | 2.48 | 2.42 | 2.38 | 2.34 | 2.31 | 2.28 | 2.26 | 2.23 |
| **20** | 4.35 | 3.49 | 3.10 | 2.87 | 2.71 | 2.60 | 2.51 | 2.45 | 2.39 | 2.35 | 2.31 | 2.28 | 2.25 | 2.22 | 2.20 |
| **21** | 4.32 | 3.47 | 3.07 | 2.84 | 2.68 | 2.57 | 2.49 | 2.42 | 2.37 | 2.32 | 2.28 | 2.25 | 2.22 | 2.20 | 2.18 |
| **22** | 4.30 | 3.44 | 3.05 | 2.82 | 2.66 | 2.55 | 2.46 | 2.40 | 2.34 | 2.30 | 2.26 | 2.23 | 2.20 | 2.17 | 2.15 |
| **23** | 4.28 | 3.42 | 3.03 | 2.80 | 2.64 | 2.53 | 2.44 | 2.37 | 2.32 | 2.27 | 2.24 | 2.20 | 2.18 | 2.15 | 2.13 |
| **24** | 4.26 | 3.40 | 3.01 | 2.78 | 2.62 | 2.51 | 2.42 | 2.36 | 2.30 | 2.25 | 2.22 | 2.18 | 2.15 | 2.13 | 2.11 |
| **25** | 4.24 | 3.39 | 2.99 | 2.76 | 2.60 | 2.49 | 2.40 | 2.34 | 2.28 | 2.24 | 2.20 | 2.16 | 2.14 | 2.11 | 2.09 |
| **26** | 4.23 | 3.37 | 2.98 | 2.74 | 2.59 | 2.47 | 2.39 | 2.32 | 2.27 | 2.22 | 2.18 | 2.15 | 2.12 | 2.09 | 2.07 |
| **27** | 4.21 | 3.35 | 2.96 | 2.73 | 2.57 | 2.46 | 2.37 | 2.31 | 2.25 | 2.20 | 2.17 | 2.13 | 2.10 | 2.08 | 2.06 |
| **28** | 4.20 | 3.34 | 2.95 | 2.71 | 2.56 | 2.45 | 2.36 | 2.29 | 2.24 | 2.19 | 2.15 | 2.12 | 2.09 | 2.06 | 2.04 |
| **29** | 4.18 | 3.33 | 2.93 | 2.70 | 2.55 | 2.43 | 2.35 | 2.28 | 2.22 | 2.18 | 2.14 | 2.10 | 2.08 | 2.05 | 2.03 |
| **30** | 4.17 | 3.32 | 2.92 | 2.69 | 2.53 | 2.42 | 2.33 | 2.27 | 2.21 | 2.16 | 2.13 | 2.09 | 2.06 | 2.04 | 2.01 |
| **31** | 4.16 | 3.30 | 2.91 | 2.68 | 2.52 | 2.41 | 2.32 | 2.25 | 2.20 | 2.15 | 2.11 | 2.08 | 2.05 | 2.03 | 2.00 |
| **32** | 4.15 | 3.29 | 2.90 | 2.67 | 2.51 | 2.40 | 2.31 | 2.24 | 2.19 | 2.14 | 2.10 | 2.07 | 2.04 | 2.01 | 1.99 |
| **33** | 4.14 | 3.28 | 2.89 | 2.66 | 2.50 | 2.39 | 2.30 | 2.23 | 2.18 | 2.13 | 2.09 | 2.06 | 2.03 | 2.00 | 1.98 |
| **34** | 4.13 | 3.28 | 2.88 | 2.65 | 2.49 | 2.38 | 2.29 | 2.23 | 2.17 | 2.12 | 2.08 | 2.05 | 2.02 | 1.99 | 1.97 |

**lampiran 3**

**Data Jawaban Responden Uji Instrument Kinerja Karyawan (X1)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | Jawaban Responden Kinerja Karyawan | | | | | | | | Jumlah |
| Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 |
| 1 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 36 |
| 2 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 33 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 26 |
| 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 30 |
| 5 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 29 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 39 |
| 7 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 38 |
| 8 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 30 |
| 9 | 4 | 5 | 4 | 3 | 4 | 3 | 3 | 3 | 29 |
| 10 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 32 |
| 11 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 29 |
| 12 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 32 |
| 13 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 28 |
| 14 | 4 | 4 | 3 | 3 | 4 | 3 | 2 | 4 | 27 |
| 15 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 31 |
| 16 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 5 | 32 |
| 17 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 35 |
| 18 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 4 | 31 |
| 19 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 33 |
| 20 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 35 |
| 21 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 35 |
| 22 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 27 |
| 23 | 4 | 5 | 3 | 3 | 3 | 4 | 4 | 3 | 29 |
| 24 | 5 | 4 | 3 | 4 | 3 | 3 | 5 | 3 | 30 |
| 25 | 4 | 3 | 3 | 4 | 3 | 3 | 5 | 5 | 30 |
| 26 | 3 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 34 |
| 27 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 37 |
| 28 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 31 |
| 29 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 35 |
| 30 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 34 |
| 31 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 33 |
| 32 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 35 |

**lampiran 4**

**Data Jawaban Responden Uji Instrument Locus Of Control Karyawan (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | Jawaban Responden *Locus Of Control* | | | | | | | | | | Jumlah |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 |
| 1 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 3 | 3 | 4 | 42 |
| 2 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 4 | 42 |
| 3 | 5 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 35 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 2 | 3 | 4 | 42 |
| 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 2 | 35 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 47 |
| 7 | 3 | 3 | 3 | 4 | 3 | 1 | 1 | 1 | 1 | 3 | 23 |
| 8 | 3 | 3 | 5 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 35 |
| 9 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 35 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 39 |
| 11 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 43 |
| 12 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 33 |
| 13 | 4 | 4 | 4 | 3 | 4 | 3 | 2 | 2 | 2 | 3 | 31 |
| 14 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 2 | 4 | 3 | 38 |
| 15 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 4 | 3 | 2 | 30 |
| 16 | 5 | 5 | 4 | 5 | 5 | 3 | 3 | 3 | 4 | 3 | 40 |
| 17 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 37 |
| 18 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 33 |
| 19 | 4 | 4 | 4 | 3 | 4 | 5 | 2 | 2 | 2 | 2 | 32 |
| 20 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 30 |
| 21 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 25 |
| 22 | 3 | 4 | 4 | 4 | 3 | 4 | 2 | 3 | 4 | 3 | 34 |
| 23 | 3 | 3 | 4 | 4 | 3 | 5 | 4 | 3 | 2 | 3 | 34 |
| 24 | 4 | 3 | 3 | 4 | 3 | 5 | 2 | 3 | 2 | 3 | 32 |
| 25 | 5 | 5 | 4 | 5 | 4 | 4 | 1 | 2 | 2 | 3 | 35 |
| 26 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 42 |
| 27 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 3 | 39 |
| 28 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 39 |
| 29 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 2 | 4 | 41 |
| 30 | 5 | 4 | 5 | 5 | 5 | 3 | 3 | 3 | 4 | 3 | 40 |
| 31 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 37 |
| 32 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 37 |

**Lampiran 5**

**Data Jawaban Responden Uji Instrument Lingkungan Kerja Fisik (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | Jawaban Responden Lingkungan Kerja Fisik | | | | | | | | | | | Jumlah | |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 |
| 1 | 4 | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 33 |
| 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 4 | 4 | 4 | 34 |
| 3 | 4 | 4 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 31 |
| 4 | 4 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 32 |
| 5 | 4 | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 30 |
| 6 | 3 | 3 | 4 | 2 | 2 | 4 | 3 | 2 | 4 | 4 | 4 | 35 |
| 7 | 3 | 4 | 4 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 32 |
| 8 | 3 | 3 | 4 | 3 | 3 | 2 | 2 | 2 | 4 | 3 | 4 | 33 |
| 9 | 4 | 4 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 4 | 3 | 33 |
| 10 | 3 | 4 | 3 | 3 | 2 | 2 | 2 | 2 | 4 | 3 | 4 | 32 |
| 11 | 3 | 3 | 4 | 2 | 2 | 2 | 2 | 2 | 3 | 4 | 3 | 30 |
| 12 | 2 | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 28 |
| 13 | 3 | 4 | 2 | 3 | 2 | 2 | 4 | 2 | 3 | 3 | 2 | 30 |
| 14 | 3 | 4 | 3 | 4 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 33 |
| 15 | 4 | 5 | 3 | 3 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 42 |
| 16 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 40 |
| 17 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 2 | 4 | 4 | 4 | 39 |
| 18 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 2 | 4 | 4 | 3 | 38 |
| 19 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 41 |
| 20 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 43 |
| 21 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 37 |
| 22 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 47 |
| 23 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 3 | 43 |
| 24 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 49 |
| 25 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 36 |
| 26 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 36 |
| 27 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 48 |
| 28 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 45 |
| 29 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 39 |
| 30 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 2 | 4 | 4 | 4 | 39 |
| 31 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 41 |
| 32 | 4 | 4 | 5 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 42 |

**Lampiran 6**

**Data Jawaban Responden Uji Instrument Motivasi (X3)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | jawaban reponden motivasi | | | | | | | | Jumlah |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 |
| 1 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 2 | 25 |
| 2 | 3 | 3 | 3 | 4 | 3 | 2 | 4 | 3 | 25 |
| 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 2 | 27 |
| 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 27 |
| 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 30 |
| 6 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 34 |
| 7 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 29 |
| 8 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 26 |
| 9 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 30 |
| 10 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 33 |
| 11 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 27 |
| 12 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 29 |
| 13 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 14 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 29 |
| 15 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 30 |
| 16 | 3 | 4 | 3 | 2 | 4 | 4 | 5 | 4 | 29 |
| 17 | 4 | 3 | 3 | 5 | 5 | 4 | 4 | 4 | 32 |
| 18 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 35 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 30 |
| 21 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 29 |
| 22 | 3 | 3 | 3 | 2 | 2 | 5 | 3 | 4 | 25 |
| 23 | 3 | 3 | 4 | 4 | 2 | 3 | 4 | 3 | 26 |
| 24 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 3 | 34 |
| 25 | 3 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 31 |
| 26 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 35 |
| 27 | 3 | 4 | 3 | 5 | 5 | 5 | 5 | 3 | 33 |
| 28 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 34 |
| 29 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 30 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 32 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 31 |

**Lampiran 7**

**Hasil Uji Validitas**

1. **Validitas Kinerja (Y)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Descriptive Statistics** | | | |
|  | Mean | Std. Deviation | N |
| YI | 4.1563 | .57414 | 32 |
| Y2 | 4.1563 | .62782 | 32 |
| Y3 | 3.9375 | .80071 | 32 |
| Y4 | 3.8438 | .67725 | 32 |
| Y5 | 4.0000 | .76200 | 32 |
| Y6 | 4.0000 | .67202 | 32 |
| Y7 | 3.9063 | .68906 | 32 |
| Y8 | 4.0313 | .78224 | 32 |
| JMLY | 32.0313 | 3.30673 | 32 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | YI | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | JMLY |
| YI | Pearson Correlation | 1 | .467\*\* | .373\* | .231 | .147 | .000 | .120 | .132 | .490\*\* |
| Sig. (2-tailed) |  | .007 | .036 | .204 | .421 | 1.000 | .514 | .470 | .004 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Y2 | Pearson Correlation | .467\*\* | 1 | .405\* | .135 | .135 | .153 | .110 | .187 | .526\*\* |
| Sig. (2-tailed) | .007 |  | .021 | .461 | .462 | .403 | .551 | .306 | .002 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Y3 | Pearson Correlation | .373\* | .405\* | 1 | .279 | .423\* | .420\* | .048 | .312 | .707\*\* |
| Sig. (2-tailed) | .036 | .021 |  | .122 | .016 | .017 | .796 | .082 | .000 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Y4 | Pearson Correlation | .231 | .135 | .279 | 1 | .313 | .496\*\* | .451\*\* | .070 | .622\*\* |
| Sig. (2-tailed) | .204 | .461 | .122 |  | .082 | .004 | .009 | .702 | .000 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Y5 | Pearson Correlation | .147 | .135 | .423\* | .313 | 1 | .567\*\* | .000 | .271 | .627\*\* |
| Sig. (2-tailed) | .421 | .462 | .016 | .082 |  | .001 | 1.000 | .134 | .000 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Y6 | Pearson Correlation | .000 | .153 | .420\* | .496\*\* | .567\*\* | 1 | .209 | .368\* | .697\*\* |
| Sig. (2-tailed) | 1.000 | .403 | .017 | .004 | .001 |  | .251 | .038 | .000 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Y7 | Pearson Correlation | .120 | .110 | .048 | .451\*\* | .000 | .209 | 1 | .245 | .454\*\* |
| Sig. (2-tailed) | .514 | .551 | .796 | .009 | 1.000 | .251 |  | .177 | .009 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Y8 | Pearson Correlation | .132 | .187 | .312 | .070 | .271 | .368\* | .245 | 1 | .573\*\* |
| Sig. (2-tailed) | .470 | .306 | .082 | .702 | .134 | .038 | .177 |  | .001 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| JMLY | Pearson Correlation | .490\*\* | .526\*\* | .707\*\* | .622\*\* | .627\*\* | .697\*\* | .454\*\* | .573\*\* | 1 |
| Sig. (2-tailed) | .004 | .002 | .000 | .000 | .000 | .000 | .009 | .001 |  |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | |

1. **Validitas Locus Of Control (X1)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Descriptive Statistics** | | | |
|  | Mean | Std. Deviation | N |
| X1 | 4.0313 | .78224 | 32 |
| X2 | 4.0000 | .76200 | 32 |
| X3 | 4.1250 | .75134 | 32 |
| X4 | 4.0000 | .71842 | 32 |
| X5 | 3.9063 | .77707 | 32 |
| X6 | 3.7500 | 1.04727 | 32 |
| X7 | 2.8438 | .84660 | 32 |
| X8 | 2.9063 | .77707 | 32 |
| X9 | 3.3438 | 1.03517 | 32 |
| X10 | 3.2500 | .76200 | 32 |
| JMLHX1 | 36.1563 | 5.24933 | 32 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | X9 | X10 | JMLHX1 |
| X1 | Pearson Correlation | 1 | .704\*\* | .542\*\* | .517\*\* | .801\*\* | .207 | .056 | -.101 | .106 | .419\* | .635\*\* |
| Sig. (2-tailed) |  | .000 | .001 | .002 | .000 | .256 | .759 | .582 | .564 | .017 | .000 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X2 | Pearson Correlation | .704\*\* | 1 | .676\*\* | .648\*\* | .872\*\* | .243 | .100 | .054 | .123 | .389\* | .718\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .181 | .586 | .767 | .504 | .028 | .000 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X3 | Pearson Correlation | .542\*\* | .676\*\* | 1 | .478\*\* | .739\*\* | .287 | .285 | .131 | .233 | .507\*\* | .739\*\* |
| Sig. (2-tailed) | .001 | .000 |  | .006 | .000 | .111 | .114 | .474 | .199 | .003 | .000 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X4 | Pearson Correlation | .517\*\* | .648\*\* | .478\*\* | 1 | .636\*\* | .129 | .053 | .000 | .000 | .354\* | .556\*\* |
| Sig. (2-tailed) | .002 | .000 | .006 |  | .000 | .483 | .773 | 1.000 | 1.000 | .047 | .001 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X5 | Pearson Correlation | .801\*\* | .872\*\* | .739\*\* | .636\*\* | 1 | .168 | .173 | -.015 | .122 | .422\* | .731\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .357 | .343 | .935 | .507 | .016 | .000 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X6 | Pearson Correlation | .207 | .243 | .287 | .129 | .168 | 1 | .428\* | .446\* | .171 | .404\* | .577\*\* |
| Sig. (2-tailed) | .256 | .181 | .111 | .483 | .357 |  | .015 | .011 | .349 | .022 | .001 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X7 | Pearson Correlation | .056 | .100 | .285 | .053 | .173 | .428\* | 1 | .663\*\* | .652\*\* | .463\*\* | .637\*\* |
| Sig. (2-tailed) | .759 | .586 | .114 | .773 | .343 | .015 |  | .000 | .000 | .008 | .000 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X8 | Pearson Correlation | -.101 | .054 | .131 | .000 | -.015 | .446\* | .663\*\* | 1 | .603\*\* | .313 | .518\*\* |
| Sig. (2-tailed) | .582 | .767 | .474 | 1.000 | .935 | .011 | .000 |  | .000 | .081 | .002 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X9 | Pearson Correlation | .106 | .123 | .233 | .000 | .122 | .171 | .652\*\* | .603\*\* | 1 | .378\* | .566\*\* |
| Sig. (2-tailed) | .564 | .504 | .199 | 1.000 | .507 | .349 | .000 | .000 |  | .033 | .001 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X10 | Pearson Correlation | .419\* | .389\* | .507\*\* | .354\* | .422\* | .404\* | .463\*\* | .313 | .378\* | 1 | .724\*\* |
| Sig. (2-tailed) | .017 | .028 | .003 | .047 | .016 | .022 | .008 | .081 | .033 |  | .000 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| JMLHX1 | Pearson Correlation | .635\*\* | .718\*\* | .739\*\* | .556\*\* | .731\*\* | .577\*\* | .637\*\* | .518\*\* | .566\*\* | .724\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .001 | .000 | .001 | .000 | .002 | .001 | .000 |  |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

1. **Validitas Lingkungan Kerja Fisik (X2)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Descriptive Statistics** | | | |
|  | Mean | Std. Deviation | N |
| X2.1 | 3.7500 | .67202 | 32 |
| X2.2 | 3.9063 | .53033 | 32 |
| X2.3 | 3.5938 | .66524 | 32 |
| X2.4 | 3.1250 | .83280 | 32 |
| X2.5 | 3.0625 | .91361 | 32 |
| X2.6 | 3.0625 | 1.04534 | 32 |
| X2.7 | 2.9063 | .77707 | 32 |
| X2.8 | 2.7188 | .81258 | 32 |
| X2.9 | 3.7188 | .63421 | 32 |
| X2.10 | 3.7500 | .62217 | 32 |
| X2.11 | 3.6250 | .70711 | 32 |
| JMLHX2 | 37.2188 | 5.74026 | 32 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | JMLHX2 |
| X2.1 | Pearson Correlation | 1 | .566\*\* | .271 | .346 | .499\*\* | .574\*\* | .386\* | .458\*\* | .511\*\* | .617\*\* | .339 | .717\*\* |
| Sig. (2-tailed) |  | .001 | .134 | .053 | .004 | .001 | .029 | .008 | .003 | .000 | .057 | .000 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X2.2 | Pearson Correlation | .566\*\* | 1 | -.020 | .320 | .345 | .418\* | .291 | .311 | .399\* | .416\* | .161 | .526\*\* |
| Sig. (2-tailed) | .001 |  | .913 | .075 | .053 | .017 | .106 | .083 | .024 | .018 | .378 | .002 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X2.3 | Pearson Correlation | .271 | -.020 | 1 | .386\* | .362\* | .270 | -.014 | .140 | .256 | .370\* | .214 | .421\* |
| Sig. (2-tailed) | .134 | .913 |  | .029 | .042 | .136 | .941 | .445 | .158 | .037 | .239 | .016 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X2.4 | Pearson Correlation | .346 | .320 | .386\* | 1 | .753\*\* | .472\*\* | .368\* | .578\*\* | .374\* | .311 | .137 | .689\*\* |
| Sig. (2-tailed) | .053 | .075 | .029 |  | .000 | .006 | .038 | .001 | .035 | .083 | .455 | .000 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X2.5 | Pearson Correlation | .499\*\* | .345 | .362\* | .753\*\* | 1 | .671\*\* | .417\* | .676\*\* | .532\*\* | .539\*\* | .437\* | .846\*\* |
| Sig. (2-tailed) | .004 | .053 | .042 | .000 |  | .000 | .017 | .000 | .002 | .001 | .012 | .000 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X2.6 | Pearson Correlation | .574\*\* | .418\* | .270 | .472\*\* | .671\*\* | 1 | .524\*\* | .553\*\* | .514\*\* | .570\*\* | .425\* | .815\*\* |
| Sig. (2-tailed) | .001 | .017 | .136 | .006 | .000 |  | .002 | .001 | .003 | .001 | .015 | .000 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X2.7 | Pearson Correlation | .386\* | .291 | -.014 | .368\* | .417\* | .524\*\* | 1 | .723\*\* | .207 | .350\* | .227 | .612\*\* |
| Sig. (2-tailed) | .029 | .106 | .941 | .038 | .017 | .002 |  | .000 | .257 | .049 | .211 | .000 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X2.8 | Pearson Correlation | .458\*\* | .311 | .140 | .578\*\* | .676\*\* | .553\*\* | .723\*\* | 1 | .405\* | .558\*\* | .540\*\* | .802\*\* |
| Sig. (2-tailed) | .008 | .083 | .445 | .001 | .000 | .001 | .000 |  | .022 | .001 | .001 | .000 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X2.9 | Pearson Correlation | .511\*\* | .399\* | .256 | .374\* | .532\*\* | .514\*\* | .207 | .405\* | 1 | .715\*\* | .692\*\* | .717\*\* |
| Sig. (2-tailed) | .003 | .024 | .158 | .035 | .002 | .003 | .257 | .022 |  | .000 | .000 | .000 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X2.10 | Pearson Correlation | .617\*\* | .416\* | .370\* | .311 | .539\*\* | .570\*\* | .350\* | .558\*\* | .715\*\* | 1 | .587\*\* | .775\*\* |
| Sig. (2-tailed) | .000 | .018 | .037 | .083 | .001 | .001 | .049 | .001 | .000 |  | .000 | .000 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X2.11 | Pearson Correlation | .339 | .161 | .214 | .137 | .437\* | .425\* | .227 | .540\*\* | .692\*\* | .587\*\* | 1 | .617\*\* |
| Sig. (2-tailed) | .057 | .378 | .239 | .455 | .012 | .015 | .211 | .001 | .000 | .000 |  | .000 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| JMLHX2 | Pearson Correlation | .717\*\* | .526\*\* | .421\* | .689\*\* | .846\*\* | .815\*\* | .612\*\* | .802\*\* | .717\*\* | .775\*\* | .617\*\* | 1 |
| Sig. (2-tailed) | .000 | .002 | .016 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | |

1. **Validitas Motivasi (X3)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Descriptive Statistics** | | | |
|  | Mean | Std. Deviation | N |
| X3.1 | 3.7188 | .63421 | 32 |
| X3.2 | 3.7188 | .63421 | 32 |
| X3.3 | 3.6875 | .64446 | 32 |
| X3.4 | 3.8125 | .73780 | 32 |
| X3.5 | 3.7813 | .70639 | 32 |
| X3.6 | 3.7500 | .76200 | 32 |
| X3.7 | 3.7500 | .76200 | 32 |
| X3.8 | 3.6250 | .79312 | 32 |
| JMLHX3 | 29.8438 | 3.15318 | 32 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | JMLHX3 |
| X3.1 | Pearson Correlation | 1 | .679\*\* | .646\*\* | .297 | .218 | .117 | -.150 | .232 | .639\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .098 | .230 | .524 | .412 | .200 | .000 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X3.2 | Pearson Correlation | .679\*\* | 1 | .725\*\* | .022 | .146 | .317 | .117 | .168 | .671\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .907 | .424 | .077 | .524 | .357 | .000 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X3.3 | Pearson Correlation | .646\*\* | .725\*\* | 1 | .076 | -.084 | .033 | -.099 | .079 | .483\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .678 | .647 | .858 | .592 | .668 | .005 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X3.4 | Pearson Correlation | .297 | .022 | .076 | 1 | .538\*\* | -.086 | .086 | -.014 | .431\* |
| Sig. (2-tailed) | .098 | .907 | .678 |  | .002 | .640 | .640 | .940 | .014 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X3.5 | Pearson Correlation | .218 | .146 | -.084 | .538\*\* | 1 | .135 | .315 | .252 | .578\*\* |
| Sig. (2-tailed) | .230 | .424 | .647 | .002 |  | .462 | .079 | .164 | .001 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X3.6 | Pearson Correlation | .117 | .317 | .033 | -.086 | .135 | 1 | .500\*\* | .374\* | .561\*\* |
| Sig. (2-tailed) | .524 | .077 | .858 | .640 | .462 |  | .004 | .035 | .001 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X3.7 | Pearson Correlation | -.150 | .117 | -.099 | .086 | .315 | .500\*\* | 1 | .374\* | .520\*\* |
| Sig. (2-tailed) | .412 | .524 | .592 | .640 | .079 | .004 |  | .035 | .002 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X3.8 | Pearson Correlation | .232 | .168 | .079 | -.014 | .252 | .374\* | .374\* | 1 | .582\*\* |
| Sig. (2-tailed) | .200 | .357 | .668 | .940 | .164 | .035 | .035 |  | .000 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| JMLHX3 | Pearson Correlation | .639\*\* | .671\*\* | .483\*\* | .431\* | .578\*\* | .561\*\* | .520\*\* | .582\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .005 | .014 | .001 | .001 | .002 | .000 |  |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | |

**Lampiran 8**

**Hasil Uji Reliabilitas**

NEW FILE.

DATASET NAME DataSet1 WINDOW=FRONT.

RELIABILITY

/VARIABLES=X1 X2 X3 X4 X5 X6 X7 X8 X9 X10

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA.

**Reliability**

**Scale: ALL VARIABLES**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 32 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 32 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .731 | 8 |

**Lampiran 9**

**Hasil Uji Normalitas**

NPAR TESTS

/K-S(NORMAL)=RES\_4

/MISSING ANALYSIS.

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 32 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 1.40034965 |
| Most Extreme Differences | Absolute | .095 |
| Positive | .095 |
| Negative | -.065 |
| Test Statistic | | .095 |
| Asymp. Sig. (2-tailed) | | .200c,d |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

**Lampiran 10**

**Hasil Uji Multikolonieritas**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 18.338 | 3.160 |  | 5.802 | .000 |  |  |
| locus of control | .041 | .051 | .113 | .803 | .429 | .967 | 1.034 |
| lingkungan kkerja fisik | .023 | .050 | .070 | .466 | .645 | .845 | 1.184 |
| motivasi | .380 | .091 | .629 | 4.155 | .000 | .843 | 1.186 |
| a. Dependent Variable: KINERJA | | | | | | | | |

**Lampiran 11**

**Hasil Uji Heteroskedastisitas**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Collinearity Diagnosticsa** | | | | | | | |
| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | | | |
| (Constant) | locus of control | lingkungan kkerja fisik | motivasi |
| 1 | 1 | 3.963 | 1.000 | .00 | .00 | .00 | .00 |
| 2 | .024 | 12.955 | .00 | .43 | .37 | .00 |
| 3 | .009 | 21.036 | .06 | .39 | .61 | .45 |
| 4 | .005 | 28.712 | .94 | .18 | .02 | .54 |
| a. Dependent Variable: KINERJA | | | | | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Residuals Statisticsa** | | | | | |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 29.4308 | 34.2017 | 32.0313 | 1.29116 | 32 |
| Residual | -2.18879 | 3.19830 | .00000 | 1.40035 | 32 |
| Std. Predicted Value | -2.014 | 1.681 | .000 | 1.000 | 32 |
| Std. Residual | -1.485 | 2.171 | .000 | .950 | 32 |
| a. Dependent Variable: KINERJA | | | | | |

**Lampiran 12**

**Hasil Uji Hipotesis**

GET

FILE='E:\Untitled1.sav'.

DATASET NAME DataSet1 WINDOW=FRONT.

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA COLLIN TOL

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT YY

/METHOD=ENTER X1 X2 X3

/SCATTERPLOT=(\*SRESID ,\*ZPRED)

/RESIDUALS DURBIN HISTOGRAM(ZRESID) NORMPROB(ZRESID)

/SAVE RESID ZRESID.

**Regression**

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | motivasi , locus of control, lingkungan kkerja fisikb | . | Enter |
| a. Dependent Variable: KINERJA | | | |
| b. All requested variables entered. | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .678a | .459 | .402 | 1.47346 | 1.574 |
| a. Predictors: (Constant), motivasi , locus of control, lingkungan kkerja fisik | | | | | |
| b. Dependent Variable: KINERJA | | | | | |

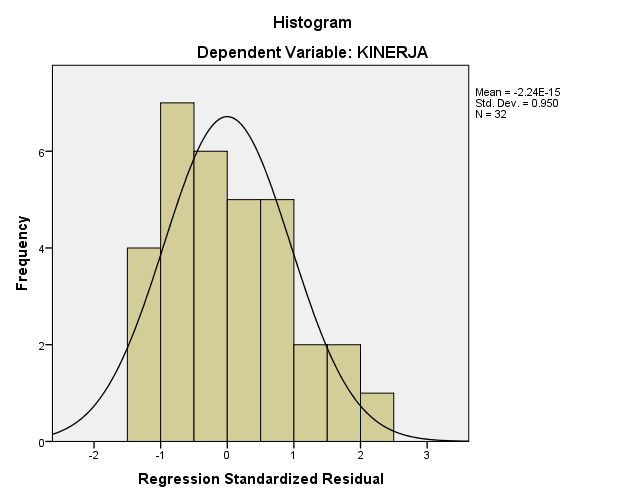
|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | Df | Mean Square | F | Sig. |
| 1 | Regression | 51.680 | 3 | 17.227 | 7.935 | .001b |
| Residual | 60.790 | 28 | 2.171 |  |  |
| Total | 112.470 | 31 |  |  |  |
| a. Dependent Variable: KINERJA | | | | | | |
| b. Predictors: (Constant), motivasi , locus of control, lingkungan kkerja fisik | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 18.338 | 3.160 |  | 5.802 | .000 |
| locus of control | .041 | .051 | .113 | .803 | .429 |
| lingkungan kkerja fisik | .023 | .050 | .070 | .466 | .645 |
| Motivasi | .380 | .091 | .629 | 4.155 | .000 |
| a. Dependent Variable: KINERJA | | | | | | |

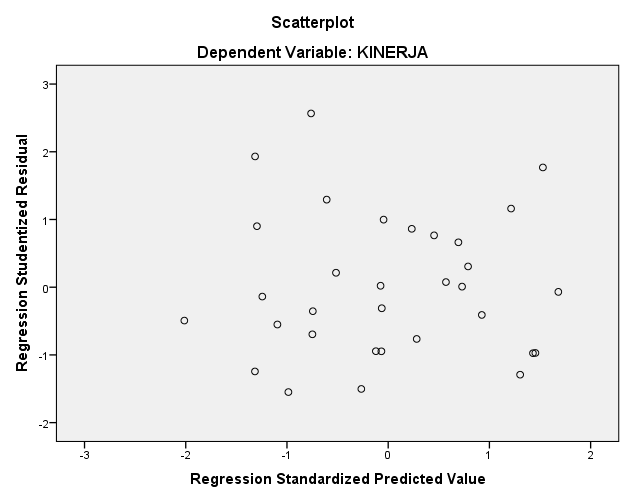
|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Residuals Statisticsa** | | | | | |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 29.4308 | 34.2017 | 32.0313 | 1.29116 | 32 |
| Residual | -2.18879 | 3.19830 | .00000 | 1.40035 | 32 |
| Std. Predicted Value | -2.014 | 1.681 | .000 | 1.000 | 32 |
| Std. Residual | -1.485 | 2.171 | .000 | .950 | 32 |
| a. Dependent Variable: KINERJA | | | | | |

**Lampiran 13**

**cc**







**Lampiran 14**

**Hasil Methode Succesive Interval (MSI)**

**Variabel kinerja karyawan (Y) 32 Responden**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Succesive Interval | | | | | | | | |
| Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Jumlah |
| 6,056 | 5,846 | 5,270 | 3,000 | 4,199 | 4,349 | 5,785 | 5,332 | 29,484 |
| 4,556 | 5,846 | 3,000 | 4,348 | 4,199 | 4,349 | 4,341 | 5,332 | 28,531 |
| 3,000 | 3,000 | 3,000 | 3,000 | 3,000 | 3,000 | 4,341 | 4,158 | 26,000 |
| 4,556 | 4,425 | 3,000 | 4,348 | 3,000 | 4,349 | 4,341 | 4,158 | 27,761 |
| 4,556 | 4,425 | 4,152 | 3,000 | 3,000 | 3,000 | 4,341 | 4,158 | 27,357 |
| 6,056 | 5,846 | 5,270 | 5,666 | 5,399 | 5,698 | 4,341 | 5,332 | 30,504 |
| 4,556 | 5,846 | 5,270 | 5,666 | 4,199 | 5,698 | 5,785 | 5,332 | 29,935 |
| 4,556 | 4,425 | 3,000 | 4,348 | 4,199 | 4,349 | 4,341 | 3,000 | 27,761 |
| 4,556 | 5,846 | 4,152 | 3,000 | 4,199 | 3,000 | 3,054 | 3,000 | 27,357 |
| 6,056 | 5,846 | 4,152 | 4,348 | 3,000 | 3,000 | 4,341 | 4,158 | 28,291 |
| 3,000 | 4,425 | 4,152 | 4,348 | 3,000 | 4,349 | 4,341 | 3,000 | 27,357 |
| 4,556 | 4,425 | 4,152 | 5,666 | 4,199 | 4,349 | 4,341 | 3,000 | 28,291 |
| 4,556 | 4,425 | 3,000 | 3,000 | 4,199 | 4,349 | 3,054 | 3,000 | 27,021 |
| 4,556 | 4,425 | 3,000 | 3,000 | 4,199 | 3,000 | 2,000 | 4,158 | 26,700 |
| 4,556 | 3,000 | 4,152 | 4,348 | 5,399 | 4,349 | 4,341 | 3,000 | 28,055 |
| 4,556 | 4,425 | 5,270 | 3,000 | 4,199 | 4,349 | 3,054 | 5,332 | 28,291 |
| 6,056 | 4,425 | 4,152 | 4,348 | 4,199 | 5,698 | 4,341 | 5,332 | 29,094 |
| 4,556 | 4,425 | 5,270 | 3,000 | 4,199 | 4,349 | 3,054 | 4,158 | 28,055 |
| 4,556 | 4,425 | 4,152 | 4,348 | 5,399 | 4,349 | 4,341 | 4,158 | 28,531 |
| 6,056 | 5,846 | 5,270 | 4,348 | 4,199 | 4,349 | 4,341 | 4,158 | 29,094 |
| 4,556 | 4,425 | 4,152 | 4,348 | 5,399 | 5,698 | 4,341 | 5,332 | 29,094 |
| 4,556 | 3,000 | 3,000 | 4,348 | 3,000 | 4,349 | 3,054 | 3,000 | 26,700 |
| 4,556 | 5,846 | 3,000 | 3,000 | 3,000 | 4,349 | 4,341 | 3,000 | 27,357 |
| 6,056 | 4,425 | 3,000 | 4,348 | 3,000 | 3,000 | 5,785 | 3,000 | 27,761 |
| 4,556 | 3,000 | 3,000 | 4,348 | 3,000 | 3,000 | 5,785 | 5,332 | 27,761 |
| 3,000 | 4,425 | 3,000 | 4,348 | 5,399 | 5,698 | 5,785 | 5,332 | 28,742 |
| 6,056 | 5,846 | 5,270 | 5,666 | 5,399 | 4,349 | 4,341 | 4,158 | 29,673 |
| 4,556 | 4,425 | 4,152 | 3,000 | 4,199 | 4,349 | 3,054 | 5,332 | 28,055 |
| 4,556 | 4,425 | 5,270 | 4,348 | 5,399 | 5,698 | 4,341 | 4,158 | 29,094 |
| 6,056 | 4,425 | 4,152 | 4,348 | 5,399 | 4,349 | 4,341 | 4,158 | 28,742 |
| 4,556 | 4,425 | 4,152 | 4,348 | 5,399 | 4,349 | 4,341 | 4,158 | 28,531 |
| 4,556 | 4,425 | 5,270 | 5,666 | 4,199 | 5,698 | 4,341 | 4,158 | 29,094 |

**Variabel *Locus Of Control* (X1) 32 Responden**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Succesive Interval | | | | | | | | | | |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | Jumlah |
| 5,332 | 5,399 | 5,420 | 4,271 | 5,341 | 4,452 | 3,142 | 3,384 | 2,848 | 4,432 | 26,422 |
| 4,158 | 5,399 | 5,420 | 5,542 | 5,341 | 4,452 | 3,142 | 3,384 | 2,848 | 4,432 | 26,422 |
| 5,332 | 3,000 | 3,000 | 3,000 | 3,000 | 3,414 | 3,142 | 3,384 | 3,751 | 4,432 | 25,054 |
| 5,332 | 5,399 | 5,420 | 5,542 | 5,341 | 4,452 | 3,142 | 2,121 | 2,848 | 4,432 | 26,422 |
| 4,158 | 4,199 | 4,183 | 4,271 | 4,194 | 2,547 | 3,142 | 3,384 | 3,751 | 2,000 | 25,054 |
| 5,332 | 5,399 | 5,420 | 5,542 | 5,341 | 4,452 | 4,321 | 4,606 | 3,751 | 5,785 | 27,504 |
| 3,000 | 3,000 | 3,000 | 4,271 | 3,000 | 1,000 | 1,000 | 1,000 | 1,000 | 3,235 | 23,000 |
| 3,000 | 3,000 | 5,420 | 3,000 | 3,000 | 3,414 | 3,142 | 3,384 | 3,751 | 4,432 | 25,054 |
| 4,158 | 4,199 | 4,183 | 3,000 | 4,194 | 2,547 | 3,142 | 3,384 | 3,751 | 3,235 | 25,054 |
| 4,158 | 4,199 | 4,183 | 4,271 | 4,194 | 3,414 | 3,142 | 3,384 | 5,220 | 4,432 | 25,699 |
| 5,332 | 5,399 | 5,420 | 5,542 | 5,341 | 3,414 | 3,142 | 3,384 | 3,751 | 4,432 | 26,935 |
| 3,000 | 3,000 | 3,000 | 4,271 | 3,000 | 2,547 | 4,321 | 3,384 | 3,751 | 3,235 | 24,577 |
| 4,158 | 4,199 | 4,183 | 3,000 | 4,194 | 2,547 | 1,988 | 2,121 | 2,184 | 3,235 | 24,174 |
| 5,332 | 4,199 | 5,420 | 4,271 | 4,194 | 3,414 | 3,142 | 2,121 | 3,751 | 3,235 | 25,530 |
| 3,000 | 3,000 | 3,000 | 3,000 | 3,000 | 3,414 | 1,988 | 4,606 | 2,848 | 2,000 | 23,926 |
| 5,332 | 5,399 | 4,183 | 5,542 | 5,341 | 2,547 | 3,142 | 3,384 | 3,751 | 3,235 | 25,928 |
| 4,158 | 4,199 | 5,420 | 4,271 | 4,194 | 2,547 | 3,142 | 3,384 | 3,751 | 3,235 | 25,370 |
| 3,000 | 3,000 | 3,000 | 4,271 | 3,000 | 3,414 | 3,142 | 3,384 | 3,751 | 3,235 | 24,577 |
| 4,158 | 4,199 | 4,183 | 3,000 | 4,194 | 4,452 | 1,988 | 2,121 | 2,184 | 2,000 | 24,363 |
| 4,158 | 4,199 | 4,183 | 4,271 | 4,194 | 1,700 | 1,988 | 2,121 | 2,184 | 2,000 | 23,926 |
| 3,000 | 3,000 | 3,000 | 3,000 | 3,000 | 1,700 | 1,988 | 2,121 | 2,184 | 2,000 | 23,569 |
| 3,000 | 4,199 | 4,183 | 4,271 | 3,000 | 3,414 | 1,988 | 3,384 | 3,751 | 3,235 | 24,763 |
| 3,000 | 3,000 | 4,183 | 4,271 | 3,000 | 4,452 | 4,321 | 3,384 | 2,184 | 3,235 | 24,763 |
| 4,158 | 3,000 | 3,000 | 4,271 | 3,000 | 4,452 | 1,988 | 3,384 | 2,184 | 3,235 | 24,363 |
| 5,332 | 5,399 | 4,183 | 5,542 | 4,194 | 3,414 | 1,000 | 2,121 | 2,184 | 3,235 | 25,054 |
| 4,158 | 4,199 | 4,183 | 3,000 | 4,194 | 4,452 | 5,220 | 4,606 | 5,220 | 4,432 | 26,422 |
| 3,000 | 4,199 | 4,183 | 4,271 | 3,000 | 4,452 | 4,321 | 5,504 | 3,751 | 3,235 | 25,699 |
| 4,158 | 4,199 | 5,420 | 4,271 | 4,194 | 2,547 | 3,142 | 4,606 | 3,751 | 4,432 | 25,699 |
| 5,332 | 5,399 | 5,420 | 5,542 | 5,341 | 3,414 | 3,142 | 3,384 | 2,184 | 4,432 | 26,083 |
| 5,332 | 4,199 | 5,420 | 5,542 | 5,341 | 2,547 | 3,142 | 3,384 | 3,751 | 3,235 | 25,928 |
| 4,158 | 5,399 | 4,183 | 4,271 | 4,194 | 2,547 | 3,142 | 3,384 | 3,751 | 3,235 | 25,370 |
| 4,158 | 4,199 | 4,183 | 4,271 | 4,194 | 2,547 | 3,142 | 3,384 | 3,751 | 4,432 | 25,370 |

**Variabel Lingkungan Kerja Fisik (X2) 32 Responden**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Succesive Interval | | | | | | | | | | | |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | Jumlah |
| 4,567 | 4,577 | 3,456 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 4,410 | 4,427 | 4,736 | 29,761 |
| 3,244 | 3,000 | 3,456 | 3,148 | 3,030 | 2,000 | 2,000 | 3,270 | 4,410 | 4,427 | 4,736 | 29,974 |
| 4,567 | 4,577 | 3,456 | 2,000 | 2,000 | 2,000 | 3,303 | 2,000 | 3,000 | 3,000 | 3,456 | 29,174 |
| 4,567 | 3,000 | 3,456 | 2,000 | 2,000 | 2,000 | 3,303 | 3,270 | 3,000 | 3,000 | 4,736 | 29,418 |
| 4,567 | 4,577 | 3,456 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 3,000 | 3,000 | 3,456 | 28,807 |
| 3,244 | 3,000 | 4,794 | 2,000 | 2,000 | 3,801 | 3,303 | 2,000 | 4,410 | 4,427 | 4,736 | 30,055 |
| 3,244 | 4,577 | 4,794 | 3,148 | 3,030 | 2,000 | 2,000 | 2,000 | 3,000 | 3,000 | 3,456 | 29,418 |
| 3,244 | 3,000 | 4,794 | 3,148 | 3,030 | 2,000 | 2,000 | 2,000 | 4,410 | 3,000 | 4,736 | 29,761 |
| 4,567 | 4,577 | 3,456 | 2,000 | 2,000 | 3,092 | 3,303 | 2,000 | 3,000 | 4,427 | 3,456 | 29,761 |
| 3,244 | 4,577 | 3,456 | 3,148 | 2,000 | 2,000 | 2,000 | 2,000 | 4,410 | 3,000 | 4,736 | 29,418 |
| 3,244 | 3,000 | 4,794 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 3,000 | 4,427 | 3,456 | 28,807 |
| 2,000 | 4,577 | 3,456 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 3,000 | 3,000 | 3,456 | 28,000 |
| 3,244 | 4,577 | 2,000 | 3,148 | 2,000 | 2,000 | 4,405 | 2,000 | 3,000 | 3,000 | 2,000 | 28,807 |
| 3,244 | 4,577 | 3,456 | 4,223 | 2,000 | 2,000 | 3,303 | 3,270 | 3,000 | 3,000 | 3,456 | 29,761 |
| 4,567 | 6,221 | 3,456 | 3,148 | 3,969 | 4,658 | 3,303 | 3,270 | 4,410 | 4,427 | 4,736 | 31,030 |
| 4,567 | 4,577 | 4,794 | 4,223 | 3,969 | 3,092 | 3,303 | 3,270 | 4,410 | 4,427 | 3,456 | 30,697 |
| 4,567 | 4,577 | 4,794 | 4,223 | 3,969 | 3,092 | 2,000 | 2,000 | 4,410 | 4,427 | 4,736 | 30,531 |
| 4,567 | 4,577 | 4,794 | 4,223 | 3,969 | 3,092 | 2,000 | 2,000 | 4,410 | 4,427 | 3,456 | 30,370 |
| 4,567 | 4,577 | 4,794 | 4,223 | 3,969 | 3,092 | 3,303 | 3,270 | 4,410 | 4,427 | 4,736 | 30,832 |
| 4,567 | 4,577 | 6,220 | 4,223 | 3,969 | 3,092 | 4,405 | 4,202 | 3,000 | 4,427 | 4,736 | 31,265 |
| 4,567 | 4,577 | 4,794 | 3,148 | 3,030 | 3,092 | 3,303 | 3,270 | 3,000 | 4,427 | 3,456 | 30,291 |
| 6,038 | 6,221 | 3,456 | 3,148 | 3,969 | 3,801 | 4,405 | 4,202 | 5,797 | 5,856 | 6,038 | 31,673 |
| 6,038 | 4,577 | 4,794 | 4,223 | 3,969 | 4,658 | 3,303 | 3,270 | 4,410 | 4,427 | 3,456 | 31,265 |
| 6,038 | 6,221 | 4,794 | 4,223 | 3,969 | 4,658 | 3,303 | 4,202 | 5,797 | 5,856 | 6,038 | 32,504 |
| 4,567 | 4,577 | 4,794 | 3,148 | 3,030 | 3,092 | 3,303 | 2,000 | 4,410 | 3,000 | 3,456 | 30,174 |
| 3,244 | 3,000 | 3,456 | 3,148 | 3,969 | 3,801 | 3,303 | 3,270 | 3,000 | 3,000 | 4,736 | 30,174 |
| 4,567 | 4,577 | 3,456 | 5,523 | 5,323 | 4,658 | 5,385 | 5,101 | 4,410 | 4,427 | 4,736 | 31,935 |
| 4,567 | 4,577 | 4,794 | 3,148 | 3,969 | 3,092 | 4,405 | 4,202 | 5,797 | 5,856 | 6,038 | 31,484 |
| 4,567 | 4,577 | 4,794 | 4,223 | 3,030 | 3,092 | 3,303 | 3,270 | 4,410 | 4,427 | 3,456 | 30,531 |
| 4,567 | 4,577 | 4,794 | 3,148 | 3,030 | 3,801 | 3,303 | 2,000 | 4,410 | 4,427 | 4,736 | 30,531 |
| 4,567 | 4,577 | 4,794 | 3,148 | 3,030 | 3,801 | 4,405 | 3,270 | 4,410 | 4,427 | 4,736 | 30,832 |
| 4,567 | 4,577 | 6,220 | 4,223 | 3,030 | 3,801 | 3,303 | 3,270 | 4,410 | 4,427 | 4,736 | 31,030 |

**Variabel Motivasi (X3) 32 Responden**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Succesive Interval | | | | | | | | |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | Jumlah |
| 3,000 | 3,000 | 3,000 | 4,147 | 4,197 | 3,354 | 3,354 | 2,000 | 24,807 |
| 3,000 | 3,000 | 3,000 | 4,147 | 2,929 | 2,000 | 4,550 | 3,245 | 24,807 |
| 4,410 | 3,000 | 4,396 | 4,147 | 4,197 | 3,354 | 3,354 | 2,000 | 25,525 |
| 3,000 | 3,000 | 3,000 | 4,147 | 4,197 | 3,354 | 3,354 | 4,398 | 25,525 |
| 4,410 | 4,410 | 3,000 | 4,147 | 4,197 | 4,550 | 4,550 | 3,245 | 26,292 |
| 4,410 | 4,410 | 4,396 | 5,615 | 4,197 | 4,550 | 4,550 | 5,615 | 27,496 |
| 3,000 | 3,000 | 4,396 | 4,147 | 4,197 | 3,354 | 4,550 | 4,398 | 25,889 |
| 4,410 | 4,410 | 4,396 | 2,929 | 2,929 | 3,354 | 2,000 | 3,245 | 25,239 |
| 4,410 | 4,410 | 4,396 | 4,147 | 2,929 | 4,550 | 4,550 | 3,245 | 26,292 |
| 5,797 | 5,797 | 5,740 | 4,147 | 4,197 | 3,354 | 3,354 | 4,398 | 27,141 |
| 3,000 | 4,410 | 4,396 | 2,929 | 2,929 | 4,550 | 3,354 | 3,245 | 25,525 |
| 4,410 | 3,000 | 3,000 | 4,147 | 4,197 | 4,550 | 3,354 | 4,398 | 25,889 |
| 3,000 | 3,000 | 3,000 | 2,929 | 2,929 | 3,354 | 3,354 | 3,245 | 24,000 |
| 4,410 | 3,000 | 3,000 | 4,147 | 4,197 | 3,354 | 4,550 | 4,398 | 25,889 |
| 3,000 | 4,410 | 4,396 | 2,929 | 4,197 | 4,550 | 5,785 | 3,245 | 26,292 |
| 3,000 | 4,410 | 3,000 | 2,000 | 4,197 | 4,550 | 5,785 | 4,398 | 25,889 |
| 4,410 | 3,000 | 3,000 | 5,615 | 5,753 | 4,550 | 4,550 | 4,398 | 26,835 |
| 5,797 | 5,797 | 5,740 | 2,929 | 4,197 | 4,550 | 4,550 | 5,615 | 28,220 |
| 4,410 | 4,410 | 4,396 | 4,147 | 4,197 | 4,550 | 4,550 | 4,398 | 26,835 |
| 4,410 | 4,410 | 4,396 | 4,147 | 4,197 | 4,550 | 3,354 | 3,245 | 26,292 |
| 4,410 | 4,410 | 4,396 | 4,147 | 4,197 | 3,354 | 3,354 | 3,245 | 25,889 |
| 3,000 | 3,000 | 3,000 | 2,000 | 2,000 | 5,785 | 3,354 | 4,398 | 24,807 |
| 3,000 | 3,000 | 4,396 | 4,147 | 2,000 | 3,354 | 4,550 | 3,245 | 25,239 |
| 5,797 | 5,797 | 5,740 | 4,147 | 2,929 | 5,785 | 4,550 | 3,245 | 27,496 |
| 3,000 | 3,000 | 3,000 | 2,929 | 4,197 | 5,785 | 5,785 | 5,615 | 26,571 |
| 4,410 | 4,410 | 4,396 | 4,147 | 4,197 | 5,785 | 5,785 | 5,615 | 28,220 |
| 3,000 | 4,410 | 3,000 | 5,615 | 5,753 | 5,785 | 5,785 | 3,245 | 27,141 |
| 4,410 | 4,410 | 4,396 | 5,615 | 5,753 | 4,550 | 4,550 | 4,398 | 27,496 |
| 4,410 | 4,410 | 4,396 | 4,147 | 4,197 | 3,354 | 3,354 | 4,398 | 26,292 |
| 4,410 | 4,410 | 4,396 | 4,147 | 4,197 | 4,550 | 4,550 | 4,398 | 26,835 |
| 4,410 | 4,410 | 4,396 | 4,147 | 4,197 | 4,550 | 4,550 | 4,398 | 26,835 |
| 4,410 | 4,410 | 3,000 | 4,147 | 4,197 | 4,550 | 4,550 | 4,398 | 26,571 |