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**Lampiran 1. Skrip Wawancara**

**DAFTAR PERTANYAAN**

1. ***Locus Of Control***
2. Apakah bapak/ ibu yakin akan kemampuan yang dimiliki dalam menyelesaikan tugas?
3. Apakah bapak/ibu dapat mengontrol emosi?
4. Apakah bapak/ibu sering mengalami stress dalam bekerja?
5. Apakah bapak/ibu dapat mengatasi stress dalam bekerja?
6. **Kepuasan Kerja**
7. Apakah bapak/ibu sering merasa bosan dengan pekerjaan yang diberikan?
8. Apakah di Perumda Air Minum Tirta Baribis menerapkan sistem rotasi pada pegawai?
9. Apakah bapak/ibu merasa nyaman dengan lingkungan kerja yang ada?
10. **Lingkungan Kerja Fisik**
11. Apakah bapak/ ibu merasa bahwa ruang kerja sudah sesuai kapasitas pegawai?
12. Apakah bapak/ibu sering merasa kebisingan?
13. Apakah fasilitas di kantor sudah memadai?

**WAWANCARA NARASUMBER (BAPAK ADI)**

1. ***Locus Of Control***
2. Apakah bapak/ ibu yakin akan kemampuan yang dimiliki dalam menyelesaikan tugas?

Jawaban responden : selama ini saya merasa yakin akan kemampuan yang saya miliki. Terlebih dalam menyelesaikan pekerjaan

1. Apakah bapak/ibu dapat mengontrol emosi?

Jawaban responden : saya mampu mengontrol emosi saya

1. Apakah bapak/ibu sering mengalami stress dalam bekerja?

Jawaban responden : saya sering merasa stress dalam bekerja terutama jika pekerjaan belum selesai.

1. Apakah bapak/ibu dapat mengatasi stress dalam bekerja?

Jawaban responden : saya sering tidak dapat mengatasi stress, terlebih jika saya sedang ada permasalahan diluar pekerjaan, hal ini akan berdampa pada pekerjaan saya

1. **Kepuasan Kerja**
2. Apakah bapak/ibu sering merasa bosan dengan pekerjaan yang diberikan?

Jawaban responden : saya sering merasa bosan dengan pekerjaan saya

1. Apakah di Perumda Air Minum Tirta Baribis menerapkan sistem rotasi pada pegawai?

Jawaban responden : di kantor tidak menerapkan sistem rotasi

1. Apakah bapak/ibu merasa nyaman dengan lingkungan kerja yang ada?

Jawaban responden : selama ini saya merasa nyaman dengan lingkungan kerja saya

1. **Lingkungan Kerja Fisik**
2. Apakah bapak/ibu merasa bahwa ruang kerja sudah sesuai kapasitas pegawai?

Jawaban responden : menurut saya ruangan kerja tidak sesuai dengan kapasitas

1. Apakah bapak/ibu sering merasa kebisingan?

Jawaban responden : saya sering merasa tidak nyaman karena adanya kebisingan

1. Apakah fasilitas di kantor sudah memadai?

Jawaban responden : menurut saya fasilitas kantor sudah memadai

**WAWANCARA NARASUMBER (BAPAK AGUS)**

1. ***Locus Of Control***
2. Apakah bapak/ ibu yakin akan kemampuan yang dimiliki dalam menyelesaikan tugas?

Jawaban responden : terkadang saya sering merasa tidak yakin dengan kemampuan saya

1. Apakah bapak/ibu dapat mengontrol emosi?

Jawaban responden : saya bisa mengontrol emosi

1. Apakah bapak/ibu sering mengalami stress dalam bekerja?

Jawaban responden : saya sering merasa stress dengan pekerjaan saya

1. Apakah bapak/ibu dapat mengatasi stress dalam bekerja?

Jawaban responden : selama ini saya dapat mengatasi stress yang saya alami.

1. **Kepuasan Kerja**
2. Apakah bapak/ ibu sering merasa bosan dengan pekerjaan yang diberikan?

Jawaban responden : terkadang saya merasa bosan dengan pekerjaan saya

1. Apakah di Perumda Air Minum Tirta Baribis menerapkan sistem rotasi pada pegawai?

Jawaban responden : selama saya bekerja disini instansi tidak menerapkan rotasi

1. Apakah bapak/ibu merasa nyaman dengan lingkungan kerja yang ada?

Jawaban responden : saya merasa nyaman dengan lingkungan kerja saya

1. **Lingkungan Kerja Fisik**
2. Apakah bapak/ibu merasa bahwa ruang kerja sudah sesuai kapasitas pegawai?

Jawaban responden : menurut saya ruangan kerja tidak sesuai dengan kapasitas, karena terlalu banyak barang yang menyebabkan ruangan terkesan sempit.

1. Apakah bapak/ibu sering merasa kebisingan?

Jawaban responden : saya sering merasa tidak nyaman karena adanya kebisingan

1. Apakah fasilitas di kantor sudah memadai?

Jawaban responden : menurut saya fasilitas kantor sudah memadai

**WAWANCARA NARASUMBER (IBU WIDIA)**

1. **Locus Of Control**
2. Apakah bapak/ibu yakin akan kemampuan yang dimiliki dalam menyelesaikan tugas?

Jawaban responden : terkadang saya sering merasa tidak yakin dengan kemampuan saya

1. Apakah bapak/ibu dapat mengontrol emosi?

Jawaban responden : saya seringkali tidak dapat mengontrol emosi

1. Apakah bapak/ibu sering mengalami stress dalam bekerja?

Jawaban responden : saya sering merasa stress

1. Apakah bapak/ibu dapat mengatasi stress dalam bekerja?

Jawaban responden : selama saya bekerja saya mampu mengatasi stress pada diri saya, baik itu karena masalah pekerjaan maupun yang lain.

1. **Kepuasan Kerja**
2. Apakah bapak/ ibu sering merasa bosan dengan pekerjaan yang diberikan?

Jawaban responden : saya sering merasa bosan dengan pekerjaan

1. Apakah di Perumda Air Minum Tirta Baribis menerapkan sistem rotasi pada pegawai?

Jawaban responden : instansi tidak menerapkan sistem rotasi

1. Apakah bapak/ibu merasa nyaman dengan lingkungan kerja yang ada?

Jawaban responden : saya merasa nyaman dengan lingkungan kerja saya

1. **Lingkungan Kerja Fisik**
2. Apakah bapak/ ibu merasa bahwa ruang kerja sudah sesuai kapasitas pegawai?

Jawaban responden : saya rasa ruang kerja tidak sesuai kapasitas karena ruang gerak yang terbatas

1. Apakah bapak/ibu sering merasa kebisingan?

Jawaban responden : saya sering merasa tidak nyaman karena adanya kebisingan yang ditimbulkan baik karena faktor internal maupun eksternal

1. Apakah fasilitas di kantor sudah memadai?

Jawaban responden : menurut saya fasilitas kantor belum sepenuhnya memadai.

**WAWANCARA NARASUMBER (IBU WATI)**

1. ***Locus Of Control***
2. Apakah bapak/ ibu yakin akan kemampuan yang dimiliki dalam menyelesaikan tugas?

Jawaban responden : terkadang saya ragu akan kemampuan yang saya miliki

1. Apakah bapak/ibu dapat mengontrol emosi?

Jawaban responden : saya sering tidak mampu mengontrol emosi

1. Apakah bapak/ibu sering mengalami stress dalam bekerja?

Jawaban responden : saya sering merasa stress dengan pekerjaan saya

1. Apakah bapak/ibu dapat mengatasi stress dalam bekerja?

Jawaban responden : saya sering tidak dapat mengatasi stress yang saya rasakan.

1. **Kepuasan Kerja**
2. Apakah bapak/ibu sering merasa bosan dengan pekerjaan yang diberikan?

Jawaban responden : saya sering merasa bosan dengan pekerjaan saya, karena pekerjaan yang saya kerjakan hanya itu-itu saja.

1. Apakah di Perumda Air Minum Tirta Baribis menerapkan sistem rotasi pada pegawai?

Jawaban responden : selama 15tahun saya bekerja, instansi tidak menerapkan sistem rotasi

1. Apakah bapak/ibu merasa nyaman dengan lingkungan kerja yang ada?

Jawaban responden : selama ini saya merasa nyaman dengan lingkungan kerja saya

1. **Lingkungan Kerja Fisik**
2. Apakah bapak/ibu merasa bahwa ruang kerja sudah sesuai kapasitas pegawai?

Jawaban responden : menurut saya ruangan kerja tidak sesuai dengan kapasitas, karena di dalam ruangan banyak barang seperti lemari dan rak berkas yang menyebabkan ruangan menjadi sempit

1. Apakah bapak/ibu sering merasa kebisingan?

Jawaban responden : saya sering merasa tidak nyaman karena adanya kebisingan

1. Apakah fasilitas di kantor sudah memadai?

Jawaban responden : menurut saya fasilitas kantor kurang memadai, karena masih banyak fasilitas yang rusak

**Lampiran 2. Lembar Kuesioner**

**LEMBAR KUESIONER**

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh *Locus Of Control*, Kepuasan Kerja dan Lingkungan Kerja Fisik Terhadap Kinerja Pegawai Perumda Air Minum Tirta Baribis Kab. Brebes

Kepada Yth,

Bapak/Ibu Responden

Di Tempat

Dengan Hormat,

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

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

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

|  |
| --- |
| Tegal, April 2023 |
| Hormat saya, |
| Yuniar Dwi Suciati |

**PETUNJUK PENGISIAN**

1. Jawablah masing-masing pertanyaan dibawah ini sesuai dengan penilaian saudara mengenai “Pengaruh *Locus Of Control*, Kepuasan Kerja dan Lingkungan Kerja Fisik Terhadap Kinerja Pegawai Perumda Air Minum Tirta Baribis Kab. Brebes”
2. Pilihlah salah satu jawaban dari kelima alternative jawaban yang sesuai dengan cara memberikan tanda (√)
3. Keterangan jawaban sebagai berikut:

SS : Sangat Setuju Skor 5

S : Setuju Skor 4

N : Netral Skor 3

TS : Tidak Setuju Skor 2

STS : Sangat Tidak Setuju Skor 1

Data Responden

1. Nama : (boleh tidak diisi)
2. Jenis Kelamin : L

P

1. Usia : 21 - 30 tahun

31 - 40 tahun

> 40 tahun

1. Pendidikan : SMA

Diploma

Sarjana (S1)

Sarjana (S2)

Lainya………………

1. ***Locus of control* (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | N | TS | STS |
| 1 | Saya dapat menyesuaikan diri pada lingkungan baru |  |  |  |  |  |
| 2 | Saya dapat mengatasi stress ketika sedang mendapat masalah dalam pekerjaan |  |  |  |  |  |
| 3 | Saya menjaga pola makan dapat mencegah stress pada saat bekerja |  |  |  |  |  |
| 4 | Ketika ada masalah saya dapat mengontrol emosi |  |  |  |  |  |
| 5 | Prestasi kerja yang saya raih selama ini, adalah hasil dari kerja keras diri sendiri |  |  |  |  |  |
| 6 | Saya sulit beradaptasi dengan lingkungan baru |  |  |  |  |  |
| 7 | Saya tidak dapat mengontrol emosi |  |  |  |  |  |
| 8 | Saya sering merasa stress ketika pekerjaan belum selesai |  |  |  |  |  |
| 9 | Saya tidak mau berusaha untuk menyelesaikan pekerjaan |  |  |  |  |  |

1. **Kepuasan Kerja (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | N | TS | STS |
| 1 | Saya puas mampu menyelesaikan setiap pekerjaan yang diberikan |  |  |  |  |  |
| 2 | Saya puas dapat menyelesaikan setiap pekerjaan yang lebih sulit dari atasan |  |  |  |  |  |
| 3 | Saya puas atasan melakukan pengawasan yang baik pada pegawai |  |  |  |  |  |
| 4 | Saya puas atasan membantu memberikan solusi jika pegawai sedang ada permasalahan kerja |  |  |  |  |  |
| 5 | Saya puas karena ada kesempatan terbuka untuk dipromosikan |  |  |  |  |  |
| 6 | Saya puas penilaian untuk promosi berdasarkan prestasi dan hasil kerja pegawai |  |  |  |  |  |
| 7 | Saya puas perusahaan memberikan gaji pegawai sesuai dengan standar yang berlaku |  |  |  |  |  |
| 8 | Saya puas dengan kecepatan pembayaran gaji sangat tepat waktu |  |  |  |  |  |
| 9 | Saya puas rekan kerja yang memberikan dukungan yang cukup kepada saya |  |  |  |  |  |
| 10 | Saya puas atasan memperlakukan pegawai dengan baik |  |  |  |  |  |
| 11 | Saya puas dengan lingkungan yang ada dalam perusahaan |  |  |  |  |  |

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

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | N | TS | STS |
| 1 | Ruangan yang luas memberikan kemudahan bagi saya dalam menyelesaikan tugas |  |  |  |  |  |
| 2 | Ruang kerja saya tidak mengganggu konsentrasi selama bekerja |  |  |  |  |  |
| 3 | Pencahayaan di ruangan membuat saya lebih teliti dalam melaksanakan tugas |  |  |  |  |  |
| 4 | Pencahayaan di ruangan cukup, sehingga tidak menghambat pekerjaan saya |  |  |  |  |  |
| 5 | Warna ruang kerja membuat saya betah di dalamnya |  |  |  |  |  |
| 6 | Sirkulasi udara yang terdapat pada ruang kerja membuat saya nyaman dalam bekerja |  |  |  |  |  |
| 7 | Suhu/temperature di ruangan mendukung dalam meningkatkan produktivitas kerja saya |  |  |  |  |  |
| 8 | Volume musik di kantor tidak menganggu |  |  |  |  |  |
| 9 | Kebisingan yang ditimbulkan baik dari dalam ruang kerja maupun dari luar ruang kerja dapat menggangu konsentrasi saya dalam bekerja |  |  |  |  |  |

1. **Kinerja (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | N | TS | STS |
| 1 | Saya mampu menyelesaikan semua pekerjaan yang dibebankan kepada saya |  |  |  |  |  |
| 2 | Saya siap bekerja dengan baik diinstansi ini dan menyelesaikan pekerjaan sesuai target |  |  |  |  |  |
| 3 | Saya memiliki kemampuan yang dipersyaratkan pekerjaan ini |  |  |  |  |  |
| 4 | Saya bekerja sesuai standar operasional prosedur yang ditentukan oleh instansi |  |  |  |  |  |
| 5 | Saya mampu menyelesaikan pekerjaan tepat waktu |  |  |  |  |  |
| 6 | Saya menggunakan waktu kerja dengan efektif dan efisien |  |  |  |  |  |
| 7 | Saya dating ke tempat kerja tepat waktu |  |  |  |  |  |
| 8 | Saya bekerja sesuai dengan dengan jam kerja yang diatur oleh instansi |  |  |  |  |  |
| 9 | Saya menghargai rekan kerja |  |  |  |  |  |
| 10 | Saya selalu berkontribusi , baik tenaga maupun pikiran agar tercipta kerjasama yang harmonis |  |  |  |  |  |

**Lampiran 3. Data Untuk Pengujian Uji Validitas dan Reliabilitas**

**Variabel Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** | **P9** | **P10** | **Total** |
| 1 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 44 |
| 2 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
| 3 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 44 |
| 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 8 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 9 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 42 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 12 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 43 |
| 13 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 14 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 16 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 44 |
| 17 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 18 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 20 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 25 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 46 |
| 26 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 27 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 28 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 29 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 44 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 42 |
| **Total** | 140 | 137 | 137 | 137 | 139 | 134 | 139 | 139 | 139 | 139 | 1379 |

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

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** | **P9** | **Total** |
| 1 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 41 |
| 2 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 38 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 42 |
| 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 40 |
| 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 2 | 38 |
| 6 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 42 |
| 7 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 38 |
| 8 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 42 |
| 9 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 35 |
| 10 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 3 | 38 |
| 11 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 2 | 30 |
| 12 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 41 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 43 |
| 14 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 2 | 36 |
| 15 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 41 |
| 16 | 3 | 4 | 3 | 4 | 5 | 4 | 3 | 5 | 4 | 35 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 43 |
| 18 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 41 |
| 19 | 3 | 5 | 3 | 5 | 5 | 5 | 3 | 5 | 3 | 37 |
| 20 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 2 | 37 |
| 21 | 4 | 3 | 4 | 3 | 5 | 3 | 4 | 5 | 3 | 34 |
| 22 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 42 |
| 23 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 41 |
| 24 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 43 |
| 25 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 42 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 35 |
| 27 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 42 |
| 28 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 38 |
| 29 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 42 |
| 30 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 41 |
| Total | 129 | 132 | 133 | 133 | 139 | 132 | 133 | 136 | 111 | 1178 |

**Variabel Kepuasan Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** | **P9** | **P10** | **P11** | **Total** |
| 1 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 50 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 53 |
| 3 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 51 |
| 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 50 |
| 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 49 |
| 6 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 49 |
| 7 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 49 |
| 8 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 54 |
| 9 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 12 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 47 |
| 13 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 47 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 16 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 48 |
| 17 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 52 |
| 18 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 48 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 20 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 49 |
| 21 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 53 |
| 22 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 48 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 24 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 54 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 54 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 29 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 51 |
| 30 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 53 |
| **Total** | 141 | 138 | 140 | 138 | 139 | 136 | 139 | 139 | 139 | 139 | 140 | 1528 |

**Variabel Lingkungan Kerja Fisik (X3)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** | **P9** | **Total** |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 2 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 41 |
| 3 | 5 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 41 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 39 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 8 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 43 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 11 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 42 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 13 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 43 |
| 14 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 41 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 44 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 19 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 43 |
| 20 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 41 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 44 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 23 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 42 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 44 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 26 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 38 |
| 27 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 42 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 29 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 44 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 44 |
| **Total** | 140 | 139 | 148 | 142 | 145 | 143 | 145 | 143 | 147 | 1292 |

**Lampiran 4. Hasil Uji Validitas**

**Variabel Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | VAR00001 | VAR00002 | VAR00003 | VAR00004 | VAR00005 | VAR00006 | VAR00007 | VAR00008 | VAR00009 | VAR00010 | VAR00011 |
| VAR00001 | Pearson Correlation | 1 | .033 | .870\*\* | .033 | 1.000\*\* | .296 | 1.000\*\* | .282 | 1.000\*\* | .282 | .836\*\* |
| Sig. (2-tailed) |  | .864 | .000 | .864 | .000 | .113 | .000 | .131 | .000 | .131 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00002 | Pearson Correlation | .033 | 1 | .050 | 1.000\*\* | .033 | .279 | .033 | .451\* | .033 | .451\* | .492\*\* |
| Sig. (2-tailed) | .864 |  | .794 | .000 | .864 | .136 | .864 | .012 | .864 | .012 | .006 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00003 | Pearson Correlation | .870\*\* | .050 | 1 | .050 | .870\*\* | .279 | .870\*\* | .312 | .870\*\* | .312 | .792\*\* |
| Sig. (2-tailed) | .000 | .794 |  | .794 | .000 | .136 | .000 | .094 | .000 | .094 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00004 | Pearson Correlation | .033 | 1.000\*\* | .050 | 1 | .033 | .279 | .033 | .451\* | .033 | .451\* | .492\*\* |
| Sig. (2-tailed) | .864 | .000 | .794 |  | .864 | .136 | .864 | .012 | .864 | .012 | .006 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00005 | Pearson Correlation | 1.000\*\* | .033 | .870\*\* | .033 | 1 | .296 | 1.000\*\* | .282 | 1.000\*\* | .282 | .836\*\* |
| Sig. (2-tailed) | .000 | .864 | .000 | .864 |  | .113 | .000 | .131 | .000 | .131 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00006 | Pearson Correlation | .296 | .279 | .279 | .279 | .296 | 1 | .296 | .157 | .296 | .157 | .486\*\* |
| Sig. (2-tailed) | .113 | .136 | .136 | .136 | .113 |  | .113 | .407 | .113 | .407 | .006 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00007 | Pearson Correlation | 1.000\*\* | .033 | .870\*\* | .033 | 1.000\*\* | .296 | 1 | .282 | 1.000\*\* | .282 | .836\*\* |
| Sig. (2-tailed) | .000 | .864 | .000 | .864 | .000 | .113 |  | .131 | .000 | .131 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00008 | Pearson Correlation | .282 | .451\* | .312 | .451\* | .282 | .157 | .282 | 1 | .282 | 1.000\*\* | .651\*\* |
| Sig. (2-tailed) | .131 | .012 | .094 | .012 | .131 | .407 | .131 |  | .131 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00009 | Pearson Correlation | 1.000\*\* | .033 | .870\*\* | .033 | 1.000\*\* | .296 | 1.000\*\* | .282 | 1 | .282 | .836\*\* |
| Sig. (2-tailed) | .000 | .864 | .000 | .864 | .000 | .113 | .000 | .131 |  | .131 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00010 | Pearson Correlation | .282 | .451\* | .312 | .451\* | .282 | .157 | .282 | 1.000\*\* | .282 | 1 | .651\*\* |
| Sig. (2-tailed) | .131 | .012 | .094 | .012 | .131 | .407 | .131 | .000 | .131 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00011 | Pearson Correlation | .836\*\* | .492\*\* | .792\*\* | .492\*\* | .836\*\* | .486\*\* | .836\*\* | .651\*\* | .836\*\* | .651\*\* | 1 |
| Sig. (2-tailed) | .000 | .006 | .000 | .006 | .000 | .006 | .000 | .000 | .000 | .000 |  |
| N | 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). | | | | | | | | | | | | |

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

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | VAR00001 | VAR00002 | VAR00003 | VAR00004 | VAR00005 | VAR00006 | VAR00007 | VAR00008 | VAR00009 | VAR00010 |
| VAR00001 | Pearson Correlation | 1 | .033 | .828\*\* | .008 | .122 | .033 | .752\*\* | -.054 | .031 | .599\*\* |
| Sig. (2-tailed) |  | .864 | .000 | .966 | .521 | .864 | .000 | .777 | .873 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00002 | Pearson Correlation | .033 | 1 | -.017 | .840\*\* | .175 | 1.000\*\* | -.108 | .144 | .151 | .577\*\* |
| Sig. (2-tailed) | .864 |  | .930 | .000 | .355 | .000 | .569 | .449 | .426 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00003 | Pearson Correlation | .828\*\* | -.017 | 1 | -.053 | -.119 | -.017 | .793\*\* | -.065 | .040 | .544\*\* |
| Sig. (2-tailed) | .000 | .930 |  | .782 | .530 | .930 | .000 | .733 | .832 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00004 | Pearson Correlation | .008 | .840\*\* | -.053 | 1 | .342 | .840\*\* | -.146 | .273 | .052 | .548\*\* |
| Sig. (2-tailed) | .966 | .000 | .782 |  | .064 | .000 | .441 | .144 | .786 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00005 | Pearson Correlation | .122 | .175 | -.119 | .342 | 1 | .175 | -.128 | .812\*\* | .247 | .494\*\* |
| Sig. (2-tailed) | .521 | .355 | .530 | .064 |  | .355 | .501 | .000 | .189 | .006 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00006 | Pearson Correlation | .033 | 1.000\*\* | -.017 | .840\*\* | .175 | 1 | -.108 | .144 | .151 | .577\*\* |
| Sig. (2-tailed) | .864 | .000 | .930 | .000 | .355 |  | .569 | .449 | .426 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00007 | Pearson Correlation | .752\*\* | -.108 | .793\*\* | -.146 | -.128 | -.108 | 1 | -.070 | .091 | .490\*\* |
| Sig. (2-tailed) | .000 | .569 | .000 | .441 | .501 | .569 |  | .715 | .631 | .006 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00008 | Pearson Correlation | -.054 | .144 | -.065 | .273 | .812\*\* | .144 | -.070 | 1 | .326 | .491\*\* |
| Sig. (2-tailed) | .777 | .449 | .733 | .144 | .000 | .449 | .715 |  | .079 | .006 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00009 | Pearson Correlation | .031 | .151 | .040 | .052 | .247 | .151 | .091 | .326 | 1 | .524\*\* |
| Sig. (2-tailed) | .873 | .426 | .832 | .786 | .189 | .426 | .631 | .079 |  | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00010 | Pearson Correlation | .599\*\* | .577\*\* | .544\*\* | .548\*\* | .494\*\* | .577\*\* | .490\*\* | .491\*\* | .524\*\* | 1 |
| Sig. (2-tailed) | .000 | .001 | .002 | .002 | .006 | .001 | .006 | .006 | .003 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | |

**Variabel Kepuasan Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | |
|  | | VAR00001 | VAR00002 | VAR00003 | VAR00004 | VAR00005 | VAR00006 | VAR00007 | VAR00008 | VAR00009 | VAR00010 | VAR00011 | VAR00012 |
| VAR00001 | Pearson Correlation | 1 | .059 | .926\*\* | .059 | .860\*\* | .262 | .860\*\* | .257 | .860\*\* | .257 | .000 | .754\*\* |
| Sig. (2-tailed) |  | .755 | .000 | .755 | .000 | .161 | .000 | .171 | .000 | .171 | 1.000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00002 | Pearson Correlation | .059 | 1 | .000 | 1.000\*\* | .085 | .191 | .085 | .508\*\* | .085 | .508\*\* | .456\* | .582\*\* |
| Sig. (2-tailed) | .755 |  | 1.000 | .000 | .656 | .312 | .656 | .004 | .656 | .004 | .011 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00003 | Pearson Correlation | .926\*\* | .000 | 1 | .000 | .783\*\* | .189 | .783\*\* | .196 | .783\*\* | .196 | .079 | .690\*\* |
| Sig. (2-tailed) | .000 | 1.000 |  | 1.000 | .000 | .317 | .000 | .300 | .000 | .300 | .678 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00004 | Pearson Correlation | .059 | 1.000\*\* | .000 | 1 | .085 | .191 | .085 | .508\*\* | .085 | .508\*\* | .456\* | .582\*\* |
| Sig. (2-tailed) | .755 | .000 | 1.000 |  | .656 | .312 | .656 | .004 | .656 | .004 | .011 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00005 | Pearson Correlation | .860\*\* | .085 | .783\*\* | .085 | 1 | .259 | 1.000\*\* | .139 | 1.000\*\* | .139 | -.077 | .735\*\* |
| Sig. (2-tailed) | .000 | .656 | .000 | .656 |  | .167 | .000 | .465 | .000 | .465 | .685 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00006 | Pearson Correlation | .262 | .191 | .189 | .191 | .259 | 1 | .259 | .120 | .259 | .120 | .149 | .432\* |
| Sig. (2-tailed) | .161 | .312 | .317 | .312 | .167 |  | .167 | .527 | .167 | .527 | .431 | .017 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00007 | Pearson Correlation | .860\*\* | .085 | .783\*\* | .085 | 1.000\*\* | .259 | 1 | .139 | 1.000\*\* | .139 | -.077 | .735\*\* |
| Sig. (2-tailed) | .000 | .656 | .000 | .656 | .000 | .167 |  | .465 | .000 | .465 | .685 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00008 | Pearson Correlation | .257 | .508\*\* | .196 | .508\*\* | .139 | .120 | .139 | 1 | .139 | 1.000\*\* | .503\*\* | .654\*\* |
| Sig. (2-tailed) | .171 | .004 | .300 | .004 | .465 | .527 | .465 |  | .465 | .000 | .005 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00009 | Pearson Correlation | .860\*\* | .085 | .783\*\* | .085 | 1.000\*\* | .259 | 1.000\*\* | .139 | 1 | .139 | -.077 | .735\*\* |
| Sig. (2-tailed) | .000 | .656 | .000 | .656 | .000 | .167 | .000 | .465 |  | .465 | .685 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00010 | Pearson Correlation | .257 | .508\*\* | .196 | .508\*\* | .139 | .120 | .139 | 1.000\*\* | .139 | 1 | .503\*\* | .654\*\* |
| Sig. (2-tailed) | .171 | .004 | .300 | .004 | .465 | .527 | .465 | .000 | .465 |  | .005 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00011 | Pearson Correlation | .000 | .456\* | .079 | .456\* | -.077 | .149 | -.077 | .503\*\* | -.077 | .503\*\* | 1 | .447\* |
| Sig. (2-tailed) | 1.000 | .011 | .678 | .011 | .685 | .431 | .685 | .005 | .685 | .005 |  | .013 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00012 | Pearson Correlation | .754\*\* | .582\*\* | .690\*\* | .582\*\* | .735\*\* | .432\* | .735\*\* | .654\*\* | .735\*\* | .654\*\* | .447\* | 1 |
| Sig. (2-tailed) | .000 | .001 | .000 | .001 | .000 | .017 | .000 | .000 | .000 | .000 | .013 |  |
| N | 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). | | | | | | | | | | | | | |

**Variabel Lingkungan Kerja Fisik (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | VAR00001 | VAR00002 | VAR00003 | VAR00004 | VAR00005 | VAR00006 | VAR00007 | VAR00008 | VAR00009 | VAR00010 |
| VAR00001 | Pearson Correlation | 1 | .605\*\* | .331 | .283 | .222 | .209 | .182 | .538\*\* | .207 | .712\*\* |
| Sig. (2-tailed) |  | .000 | .074 | .130 | .239 | .269 | .335 | .002 | .273 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00002 | Pearson Correlation | .605\*\* | 1 | .310 | .127 | .518\*\* | .299 | .157 | .495\*\* | .183 | .728\*\* |
| Sig. (2-tailed) | .000 |  | .096 | .504 | .003 | .108 | .408 | .005 | .333 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00003 | Pearson Correlation | .331 | .310 | 1 | .383\* | .598\*\* | .144 | .196 | .484\*\* | .356 | .640\*\* |
| Sig. (2-tailed) | .074 | .096 |  | .037 | .000 | .448 | .298 | .007 | .053 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00004 | Pearson Correlation | .283 | .127 | .383\* | 1 | .291 | .280 | -.048 | .174 | .043 | .491\*\* |
| Sig. (2-tailed) | .130 | .504 | .037 |  | .119 | .134 | .802 | .357 | .820 | .006 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00005 | Pearson Correlation | .222 | .518\*\* | .598\*\* | .291 | 1 | -.030 | .033 | .388\* | .149 | .552\*\* |
| Sig. (2-tailed) | .239 | .003 | .000 | .119 |  | .875 | .863 | .034 | .432 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00006 | Pearson Correlation | .209 | .299 | .144 | .280 | -.030 | 1 | .272 | .058 | .291 | .506\*\* |
| Sig. (2-tailed) | .269 | .108 | .448 | .134 | .875 |  | .146 | .760 | .118 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00007 | Pearson Correlation | .182 | .157 | .196 | -.048 | .033 | .272 | 1 | .319 | .613\*\* | .485\*\* |
| Sig. (2-tailed) | .335 | .408 | .298 | .802 | .863 | .146 |  | .086 | .000 | .007 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00008 | Pearson Correlation | .538\*\* | .495\*\* | .484\*\* | .174 | .388\* | .058 | .319 | 1 | .342 | .694\*\* |
| Sig. (2-tailed) | .002 | .005 | .007 | .357 | .034 | .760 | .086 |  | .065 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00009 | Pearson Correlation | .207 | .183 | .356 | .043 | .149 | .291 | .613\*\* | .342 | 1 | .536\*\* |
| Sig. (2-tailed) | .273 | .333 | .053 | .820 | .432 | .118 | .000 | .065 |  | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00010 | Pearson Correlation | .712\*\* | .728\*\* | .640\*\* | .491\*\* | .552\*\* | .506\*\* | .485\*\* | .694\*\* | .536\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .006 | .002 | .004 | .007 | .000 | .002 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | |

**Lampiran 5. Hasil Uji Reliabilitas**

1. **Kinerja Pegawai**

|  |  |  |  |
| --- | --- | --- | --- |
| **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 |
| .877 | 10 |

* + 1. ***Locus Of Control***

|  |  |  |  |
| --- | --- | --- | --- |
| **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 |
| .669 | 9 |

* + 1. **Kepuasan Kerja**

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .847 | 11 |

* + 1. **Lingkungan Kerja Fisik**

|  |  |  |  |
| --- | --- | --- | --- |
| **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 |
| .756 | 9 |

**Lampiran 6. Jawaban Responden**

**Variabel Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** | **P9** | **P10** | **Total** |
| 1 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 48 |
| 3 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 46 |
| 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
| 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 44 |
| 6 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
| 7 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 44 |
| 8 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 9 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 12 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 13 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 42 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 16 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 43 |
| 17 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 18 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 20 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 44 |
| 21 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 22 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 24 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 29 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 46 |
| 30 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 31 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 44 |
| 32 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
| 33 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 44 |
| 34 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 35 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| 36 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 37 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 38 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 39 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 42 |
| 41 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 42 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 43 |
| 43 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 44 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 46 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 44 |
| 47 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 48 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 50 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 51 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 52 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 53 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 54 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 55 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 46 |
| 56 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 57 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 58 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 59 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 44 |
| 60 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 42 |
| 61 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 62 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 44 |
| 63 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
| 64 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 44 |
| 65 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 66 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 41 |
| 67 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 68 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 69 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 42 |
| 70 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 41 |
| **total** | 331 | 322 | 325 | 324 | 327 | 317 | 327 | 327 | 326 | 328 | 3222 |

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

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** | **P9** | **Total X1** |
| 1 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 37 |
| 2 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 40 |
| 3 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 39 |
| 4 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 3 | 5 | 41 |
| 5 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 3 | 38 |
| 6 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 41 |
| 7 | 5 | 3 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 41 |
| 8 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 42 |
| 9 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 2 | 37 |
| 10 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 2 | 40 |
| 11 | 5 | 3 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 36 |
| 12 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 38 |
| 13 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 3 | 3 | 37 |
| 14 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 40 |
| 15 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 41 |
| 16 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 4 | 3 | 38 |
| 17 | 3 | 4 | 5 | 5 | 3 | 4 | 3 | 4 | 3 | 34 |
| 18 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 41 |
| 19 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 4 | 3 | 39 |
| 20 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 40 |
| 21 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 3 | 40 |
| 22 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 40 |
| 23 | 5 | 3 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 40 |
| 24 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 39 |
| 25 | 5 | 5 | 3 | 5 | 3 | 4 | 4 | 3 | 4 | 36 |
| 26 | 5 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 3 | 38 |
| 27 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 3 | 3 | 39 |
| 28 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 38 |
| 29 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 3 | 39 |
| 30 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | 3 | 3 | 37 |
| 31 | 3 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 3 | 38 |
| 32 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 41 |
| 33 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 39 |
| 34 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 42 |
| 35 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 39 |
| 36 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 39 |
| 37 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 3 | 40 |
| 38 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 41 |
| 39 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 39 |
| 40 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 3 | 40 |
| 41 | 4 | 5 | 5 | 3 | 5 | 4 | 4 | 5 | 3 | 38 |
| 42 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 2 | 39 |
| 43 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 40 |
| 44 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 3 | 39 |
| 45 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 40 |
| 46 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 41 |
| 47 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 2 | 37 |
| 48 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 2 | 40 |
| 49 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 50 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 41 |
| 51 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 52 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 39 |
| 53 | 3 | 4 | 5 | 4 | 5 | 3 | 3 | 5 | 2 | 34 |
| 54 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 40 |
| 55 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 40 |
| 56 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 41 |
| 57 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 39 |
| 58 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 41 |
| 59 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 39 |
| 60 | 3 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 4 | 35 |
| 61 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 42 |
| 62 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 39 |
| 63 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 2 | 37 |
| 64 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 40 |
| 65 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 3 | 40 |
| 66 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 43 |
| 67 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 40 |
| 68 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 41 |
| 69 | 5 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 3 | 38 |
| 70 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 40 |
| **total** | 320 | 318 | 327 | 331 | 340 | 289 | 284 | 309 | 238 | 2756 |

**Variabel Kepuasan Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** | **P9** | **P10** | **P11** | **Total** |
| 1 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 50 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 53 |
| 3 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 51 |
| 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 50 |
| 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 49 |
| 6 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 49 |
| 7 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 49 |
| 8 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 54 |
| 9 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 12 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 47 |
| 13 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 47 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 16 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 48 |
| 17 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 52 |
| 18 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 48 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 20 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 49 |
| 21 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 53 |
| 22 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 48 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 24 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 54 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 54 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 29 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 51 |
| 30 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 53 |
| 31 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 52 |
| 32 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 54 |
| 33 | 5 | 5 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 5 | 50 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 53 |
| 35 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 53 |
| 36 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 49 |
| 37 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 52 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 54 |
| 39 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 3 | 51 |
| 40 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 53 |
| 41 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 51 |
| 42 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 3 | 4 | 5 | 3 | 48 |
| 43 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 4 | 4 | 50 |
| 44 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 50 |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 46 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 54 |
| 47 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 48 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 49 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 52 |
| 50 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 51 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 52 |
| 52 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 51 |
| 53 | 4 | 4 | 3 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 49 |
| 54 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 54 |
| 55 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 51 |
| 56 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 53 |
| 57 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 54 |
| 58 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 5 | 50 |
| 59 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 52 |
| 60 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 53 |
| 61 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 62 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 54 |
| 63 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 51 |
| 64 | 3 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 5 | 5 | 48 |
| 65 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 50 |
| 66 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 52 |
| 67 | 5 | 5 | 3 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 3 | 48 |
| 68 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 3 | 4 | 49 |
| 69 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 51 |
| 70 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 48 |
| **total** | 331 | 327 | 328 | 325 | 326 | 318 | 328 | 329 | 321 | 334 | 321 | 3588 |

**Variabel Lingkungan Kerja Fisik (X3)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** | **P9** | **Total** |
| 1 | 3 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 39 |
| 2 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 3 | 5 | 40 |
| 3 | 5 | 3 | 5 | 5 | 5 | 3 | 5 | 4 | 2 | 37 |
| 4 | 5 | 4 | 4 | 5 | 5 | 3 | 3 | 5 | 5 | 39 |
| 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 37 |
| 6 | 5 | 5 | 5 | 3 | 5 | 3 | 5 | 5 | 3 | 39 |
| 7 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 3 | 2 | 36 |
| 8 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 4 | 3 | 39 |
| 9 | 3 | 5 | 4 | 5 | 5 | 3 | 5 | 3 | 2 | 35 |
| 10 | 5 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 38 |
| 11 | 4 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 2 | 39 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 43 |
| 13 | 5 | 2 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 33 |
| 14 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 39 |
| 15 | 5 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 2 | 37 |
| 16 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 3 | 3 | 38 |
| 17 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 18 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 41 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 36 |
| 20 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 38 |
| 21 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 5 | 42 |
| 22 | 5 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 41 |
| 23 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 40 |
| 24 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 5 | 42 |
| 25 | 5 | 4 | 3 | 5 | 3 | 4 | 5 | 4 | 5 | 38 |
| 26 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 3 | 5 | 38 |
| 27 | 5 | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 41 |
| 28 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 38 |
| 29 | 3 | 5 | 4 | 3 | 3 | 3 | 2 | 5 | 3 | 31 |
| 30 | 5 | 5 | 4 | 5 | 3 | 3 | 5 | 2 | 4 | 36 |
| 31 | 4 | 5 | 5 | 4 | 5 | 5 | 2 | 5 | 5 | 40 |
| 32 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 43 |
| 33 | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 39 |
| 34 | 5 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 3 | 39 |
| 35 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 39 |
| 36 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 3 | 39 |
| 37 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 5 | 38 |
| 38 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 5 | 40 |
| 39 | 5 | 4 | 5 | 5 | 3 | 5 | 5 | 3 | 5 | 40 |
| 40 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 39 |
| 41 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 5 | 35 |
| 42 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 42 |
| 43 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 2 | 39 |
| 44 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 2 | 37 |
| 45 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 43 |
| 46 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 2 | 35 |
| 47 | 5 | 3 | 5 | 5 | 3 | 5 | 3 | 4 | 2 | 35 |
| 48 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 3 | 4 | 38 |
| 49 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 2 | 3 | 36 |
| 50 | 4 | 4 | 3 | 4 | 2 | 3 | 5 | 4 | 3 | 32 |
| 51 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 39 |
| 52 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 37 |
| 53 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 43 |
| 54 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 40 |
| 55 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 41 |
| 56 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 41 |
| 57 | 4 | 4 | 3 | 5 | 3 | 5 | 3 | 3 | 4 | 34 |
| 58 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 39 |
| 59 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 5 | 40 |
| 60 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 30 |
| 61 | 5 | 5 | 5 | 4 | 3 | 3 | 5 | 3 | 4 | 37 |
| 62 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 2 | 37 |
| 63 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 4 | 40 |
| 64 | 5 | 3 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 39 |
| 65 | 4 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 3 | 38 |
| 66 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 3 | 5 | 36 |
| 67 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 3 | 40 |
| 68 | 4 | 5 | 4 | 3 | 3 | 5 | 2 | 4 | 2 | 32 |
| 69 | 5 | 5 | 5 | 5 | 3 | 4 | 3 | 3 | 3 | 36 |
| 70 | 5 | 3 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 38 |
| **total** | 313 | 302 | 305 | 319 | 295 | 286 | 305 | 285 | 239 | 2649 |

**Lampiran 7. MSI**

**Variabel Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** | **P9** | **P10** | **Total** |
| 1 | 2.676 | 2.610 | 2.625 | 1.000 | 1.000 | 2.597 | 1.000 | 2.639 | 1.000 | 2.647 | 19.794 |
| 2 | 2.676 | 4.165 | 2.625 | 2.619 | 2.639 | 2.597 | 2.639 | 1.000 | 2.631 | 1.000 | 24.591 |
| 3 | 2.676 | 4.165 | 2.625 | 2.619 | 1.000 | 1.000 | 1.000 | 2.639 | 1.000 | 2.647 | 21.371 |
| 4 | 2.676 | 2.610 | 2.625 | 1.000 | 2.639 | 1.000 | 2.639 | 1.000 | 2.631 | 1.000 | 19.820 |
| 5 | 1.000 | 4.165 | 1.000 | 2.619 | 1.000 | 1.000 | 1.000 | 2.639 | 1.000 | 2.647 | 18.069 |
| 6 | 2.676 | 2.610 | 2.625 | 1.000 | 2.639 | 1.000 | 2.639 | 1.000 | 2.631 | 1.000 | 19.820 |
| 7 | 1.000 | 4.165 | 1.000 | 2.619 | 1.000 | 1.000 | 1.000 | 2.639 | 1.000 | 2.647 | 18.069 |
| 8 | 2.676 | 4.165 | 2.625 | 2.619 | 2.639 | 1.000 | 2.639 | 2.639 | 2.631 | 2.647 | 26.279 |
| 9 | 1.000 | 2.610 | 1.000 | 1.000 | 1.000 | 2.597 | 1.000 | 1.000 | 1.000 | 1.000 | 13.207 |
| 10 | 2.676 | 4.165 | 2.625 | 2.619 | 2.639 | 2.597 | 2.639 | 2.639 | 2.631 | 2.647 | 27.876 |
| 11 | 2.676 | 4.165 | 2.625 | 2.619 | 2.639 | 2.597 | 2.639 | 2.639 | 2.631 | 2.647 | 27.876 |
| 12 | 1.000 | 4.165 | 1.000 | 2.619 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 14.784 |
| 13 | 1.000 | 2.610 | 1.000 | 1.000 | 1.000 | 2.597 | 1.000 | 1.000 | 1.000 | 1.000 | 13.207 |
| 14 | 1.000 | 2.610 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.639 | 1.000 | 2.647 | 14.895 |
| 15 | 2.676 | 4.165 | 2.625 | 2.619 | 2.639 | 2.597 | 2.639 | 2.639 | 2.631 | 2.647 | 27.876 |
| 16 | 1.000 | 4.165 | 1.000 | 2.619 | 1.000 | 2.597 | 1.000 | 1.000 | 1.000 | 1.000 | 16.381 |
| 17 | 2.676 | 2.610 | 2.625 | 1.000 | 2.639 | 1.000 | 2.639 | 2.639 | 2.631 | 2.647 | 23.106 |
| 18 | 2.676 | 2.610 | 2.625 | 1.000 | 2.639 | 1.000 | 2.639 | 1.000 | 2.631 | 1.000 | 19.820 |
| 19 | 2.676 | 4.165 | 2.625 | 2.619 | 2.639 | 2.597 | 2.639 | 2.639 | 2.631 | 2.647 | 27.876 |
| 20 | 1.000 | 4.165 | 1.000 | 2.619 | 1.000 | 1.000 | 1.000 | 2.639 | 1.000 | 2.647 | 18.069 |
| 21 | 2.676 | 2.610 | 2.625 | 1.000 | 2.639 | 2.597 | 2.639 | 2.639 | 2.631 | 2.647 | 24.703 |
| 22 | 2.676 | 2.610 | 2.625 | 1.000 | 2.639 | 1.000 | 2.639 | 1.000 | 2.631 | 1.000 | 19.820 |
| 23 | 2.676 | 4.165 | 2.625 | 2.619 | 2.639 | 2.597 | 2.639 | 2.639 | 2.631 | 2.647 | 27.876 |
| 24 | 2.676 | 4.165 | 2.625 | 2.619 | 2.639 | 1.000 | 2.639 | 2.639 | 2.631 | 2.647 | 26.279 |
| 25 | 2.676 | 4.165 | 2.625 | 2.619 | 2.639 | 2.597 | 2.639 | 2.639 | 2.631 | 2.647 | 27.876 |
| 26 | 2.676 | 4.165 | 2.625 | 2.619 | 2.639 | 2.597 | 2.639 | 2.639 | 2.631 | 2.647 | 27.876 |
| 27 | 1.000 | 2.610 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 11.610 |
| 28 | 2.676 | 4.165 | 2.625 | 2.619 | 2.639 | 2.597 | 2.639 | 2.639 | 2.631 | 2.647 | 27.876 |
| 29 | 2.676 | 2.610 | 2.625 | 1.000 | 2.639 | 2.597 | 2.639 | 1.000 | 2.631 | 1.000 | 21.417 |
| 30 | 2.676 | 4.165 | 1.000 | 2.619 | 2.639 | 2.597 | 2.639 | 2.639 | 2.631 | 2.647 | 26.251 |
| 31 | 2.676 | 4.165 | 1.000 | 2.619 | 1.000 | 1.000 | 1.000 | 2.639 | 1.000 | 2.647 | 19.746 |
| 32 | 2.676 | 2.610 | 2.625 | 1.000 | 2.639 | 1.000 | 2.639 | 1.000 | 2.631 | 1.000 | 19.820 |
| 33 | 1.000 | 4.165 | 1.000 | 2.619 | 1.000 | 1.000 | 1.000 | 2.639 | 1.000 | 2.647 | 18.069 |
| 34 | 2.676 | 4.165 | 2.625 | 2.619 | 2.639 | 1.000 | 2.639 | 2.639 | 2.631 | 2.647 | 26.279 |
| 35 | 1.000 | 2.610 | 1.000 | 1.000 | 1.000 | 2.597 | 1.000 | 1.000 | 1.000 | 1.000 | 13.207 |
| 36 | 2.676 | 4.165 | 2.625 | 2.619 | 2.639 | 2.597 | 2.639 | 2.639 | 2.631 | 2.647 | 27.876 |
| 37 | 2.676 | 4.165 | 2.625 | 2.619 | 2.639 | 2.597 | 2.639 | 2.639 | 2.631 | 2.647 | 27.876 |
| 38 | 1.000 | 4.165 | 1.000 | 2.619 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 14.784 |
| 39 | 1.000 | 2.610 | 1.000 | 1.000 | 1.000 | 2.597 | 1.000 | 1.000 | 1.000 | 1.000 | 13.207 |
| 40 | 1.000 | 2.610 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.639 | 1.000 | 2.647 | 14.895 |
| 41 | 2.676 | 4.165 | 2.625 | 2.619 | 2.639 | 2.597 | 2.639 | 2.639 | 2.631 | 2.647 | 27.876 |
| 42 | 1.000 | 4.165 | 2.625 | 2.619 | 2.639 | 2.597 | 2.639 | 2.639 | 2.631 | 2.647 | 26.200 |
| 43 | 2.676 | 2.610 | 2.625 | 1.000 | 2.639 | 1.000 | 2.639 | 2.639 | 2.631 | 2.647 | 23.106 |
| 44 | 2.676 | 2.610 | 2.625 | 1.000 | 2.639 | 1.000 | 2.639 | 1.000 | 2.631 | 1.000 | 19.820 |
| 45 | 2.676 | 4.165 | 2.625 | 2.619 | 2.639 | 2.597 | 2.639 | 2.639 | 2.631 | 2.647 | 27.876 |
| 46 | 1.000 | 4.165 | 1.000 | 2.619 | 1.000 | 1.000 | 1.000 | 2.639 | 1.000 | 2.647 | 18.069 |
| 47 | 2.676 | 2.610 | 2.625 | 1.000 | 2.639 | 2.597 | 2.639 | 2.639 | 2.631 | 2.647 | 24.703 |
| 48 | 2.676 | 2.610 | 2.625 | 1.000 | 2.639 | 1.000 | 2.639 | 1.000 | 2.631 | 1.000 | 19.820 |
| 49 | 2.676 | 4.165 | 2.625 | 2.619 | 2.639 | 2.597 | 2.639 | 2.639 | 2.631 | 2.647 | 27.876 |
| 50 | 2.676 | 4.165 | 2.625 | 2.619 | 2.639 | 1.000 | 2.639 | 2.639 | 2.631 | 2.647 | 26.279 |
| 51 | 2.676 | 4.165 | 2.625 | 2.619 | 2.639 | 2.597 | 2.639 | 2.639 | 2.631 | 2.647 | 27.876 |
| 52 | 2.676 | 4.165 | 2.625 | 2.619 | 2.639 | 2.597 | 2.639 | 2.639 | 2.631 | 2.647 | 27.876 |
| 53 | 1.000 | 2.610 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 11.610 |
| 54 | 2.676 | 4.165 | 2.625 | 2.619 | 2.639 | 2.597 | 2.639 | 2.639 | 2.631 | 2.647 | 27.876 |
| 55 | 2.676 | 2.610 | 2.625 | 1.000 | 2.639 | 2.597 | 2.639 | 1.000 | 2.631 | 1.000 | 21.417 |
| 56 | 2.676 | 4.165 | 1.000 | 2.619 | 2.639 | 2.597 | 2.639 | 2.639 | 2.631 | 2.647 | 26.251 |
| 57 | 1.000 | 4.165 | 1.000 | 2.619 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 14.784 |
| 58 | 2.676 | 2.610 | 2.625 | 1.000 | 2.639 | 1.000 | 2.639 | 2.639 | 2.631 | 2.647 | 23.106 |
| 59 | 2.676 | 2.610 | 1.000 | 1.000 | 2.639 | 1.000 | 2.639 | 1.000 | 2.631 | 1.000 | 18.195 |
| 60 | 2.676 | 1.000 | 2.625 | 1.000 | 2.639 | 2.597 | 2.639 | 2.639 | 1.000 | 2.647 | 21.461 |
| 61 | 2.676 | 4.165 | 1.000 | 2.619 | 2.639 | 2.597 | 2.639 | 2.639 | 2.631 | 2.647 | 26.251 |
| 62 | 2.676 | 4.165 | 1.000 | 2.619 | 1.000 | 1.000 | 1.000 | 2.639 | 1.000 | 2.647 | 19.746 |
| 63 | 2.676 | 2.610 | 2.625 | 1.000 | 2.639 | 1.000 | 2.639 | 1.000 | 2.631 | 1.000 | 19.820 |
| 64 | 1.000 | 4.165 | 1.000 | 2.619 | 1.000 | 1.000 | 1.000 | 2.639 | 1.000 | 2.647 | 18.069 |
| 65 | 2.676 | 4.165 | 2.625 | 2.619 | 2.639 | 1.000 | 2.639 | 2.639 | 2.631 | 2.647 | 26.279 |
| 66 | 2.676 | 4.165 | 2.625 | 2.619 | 2.639 | 2.597 | 2.639 | 2.639 | 2.631 | 2.647 | 27.876 |
| 67 | 2.676 | 4.165 | 2.625 | 2.619 | 2.639 | 2.597 | 2.639 | 2.639 | 2.631 | 2.647 | 27.876 |
| 68 | 2.676 | 4.165 | 2.625 | 2.619 | 2.639 | 2.597 | 2.639 | 2.639 | 2.631 | 2.647 | 27.876 |
| 69 | 2.676 | 4.165 | 1.000 | 2.619 | 1.000 | 2.597 | 1.000 | 1.000 | 1.000 | 2.647 | 19.704 |
| 70 | 2.676 | 2.610 | 2.625 | 2.619 | 2.639 | 2.597 | 2.639 | 2.639 | 2.631 | 2.647 | 26.322 |

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

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** | **P9** | **Total** |
| 1 | 1.000 | 1.987 | 1.907 | 1.880 | 3.505 | 4.188 | 3.729 | 2.118 | 2.333 | 22.647 |
| 2 | 1.941 | 3.335 | 1.907 | 3.377 | 3.505 | 4.188 | 2.361 | 2.118 | 3.458 | 26.191 |
| 3 | 3.293 | 1.987 | 3.343 | 3.377 | 1.795 | 2.634 | 2.361 | 3.444 | 2.333 | 24.568 |
| 4 | 3.293 | 3.335 | 1.000 | 3.377 | 3.505 | 4.188 | 3.729 | 1.000 | 4.510 | 27.938 |
| 5 | 1.941 | 3.335 | 3.343 | 1.000 | 3.505 | 2.634 | 3.729 | 2.118 | 2.333 | 23.939 |
| 6 | 3.293 | 1.987 | 1.907 | 3.377 | 1.795 | 4.188 | 2.361 | 3.444 | 4.510 | 26.862 |
| 7 | 3.293 | 1.000 | 3.343 | 3.377 | 3.505 | 1.000 | 3.729 | 3.444 | 4.510 | 27.202 |
| 8 | 3.293 | 3.335 | 3.343 | 3.377 | 3.505 | 2.634 | 1.000 | 3.444 | 4.510 | 28.442 |
| 9 | 1.941 | 3.335 | 1.907 | 3.377 | 1.795 | 2.634 | 3.729 | 2.118 | 1.000 | 21.836 |
| 10 | 3.293 | 3.335 | 3.343 | 1.880 | 3.505 | 4.188 | 2.361 | 3.444 | 1.000 | 26.350 |
| 11 | 3.293 | 1.000 | 1.907 | 3.377 | 3.505 | 1.000 | 1.000 | 2.118 | 3.458 | 20.658 |
| 12 | 1.000 | 1.987 | 3.343 | 3.377 | 3.505 | 2.634 | 2.361 | 3.444 | 2.333 | 23.985 |
| 13 | 3.293 | 3.335 | 3.343 | 1.000 | 3.505 | 2.634 | 2.361 | 1.000 | 2.333 | 22.806 |
| 14 | 3.293 | 1.987 | 1.907 | 3.377 | 3.505 | 2.634 | 3.729 | 2.118 | 3.458 | 26.008 |
| 15 | 3.293 | 3.335 | 3.343 | 3.377 | 3.505 | 2.634 | 1.000 | 3.444 | 3.458 | 27.390 |
| 16 | 3.293 | 3.335 | 3.343 | 1.000 | 1.795 | 4.188 | 2.361 | 2.118 | 2.333 | 23.767 |
| 17 | 1.000 | 1.987 | 3.343 | 3.377 | 1.000 | 2.634 | 1.000 | 2.118 | 2.333 | 18.792 |
| 18 | 3.293 | 1.987 | 1.907 | 3.377 | 3.505 | 4.188 | 2.361 | 3.444 | 3.458 | 27.520 |
| 19 | 3.293 | 3.335 | 1.000 | 3.377 | 3.505 | 2.634 | 3.729 | 2.118 | 2.333 | 25.325 |
| 20 | 1.941 | 3.335 | 3.343 | 1.880 | 3.505 | 4.188 | 2.361 | 2.118 | 3.458 | 26.130 |
| 21 | 3.293 | 3.335 | 3.343 | 3.377 | 3.505 | 2.634 | 1.000 | 3.444 | 2.333 | 26.266 |
| 22 | 3.293 | 1.987 | 1.907 | 3.377 | 1.795 | 4.188 | 3.729 | 2.118 | 3.458 | 25.851 |
| 23 | 3.293 | 1.000 | 3.343 | 3.377 | 3.505 | 4.188 | 1.000 | 2.118 | 4.510 | 26.335 |
| 24 | 1.941 | 3.335 | 3.343 | 1.880 | 3.505 | 2.634 | 2.361 | 3.444 | 2.333 | 24.777 |
| 25 | 3.293 | 3.335 | 1.000 | 3.377 | 1.000 | 2.634 | 2.361 | 1.000 | 3.458 | 21.459 |
| 26 | 3.293 | 1.987 | 1.000 | 3.377 | 3.505 | 4.188 | 2.361 | 2.118 | 2.333 | 24.163 |
| 27 | 3.293 | 3.335 | 3.343 | 3.377 | 3.505 | 1.000 | 3.729 | 1.000 | 2.333 | 24.917 |
| 28 | 1.000 | 1.987 | 1.907 | 3.377 | 3.505 | 2.634 | 2.361 | 3.444 | 3.458 | 23.673 |
| 29 | 3.293 | 3.335 | 3.343 | 1.880 | 3.505 | 2.634 | 1.000 | 3.444 | 2.333 | 24.768 |
| 30 | 1.941 | 1.000 | 3.343 | 3.377 | 3.505 | 2.634 | 3.729 | 1.000 | 2.333 | 22.863 |
| 31 | 1.000 | 3.335 | 3.343 | 3.377 | 3.505 | 1.000 | 2.361 | 3.444 | 2.333 | 23.700 |
| 32 | 3.293 | 3.335 | 1.907 | 3.377 | 3.505 | 2.634 | 2.361 | 3.444 | 3.458 | 27.315 |
| 33 | 1.941 | 3.335 | 3.343 | 3.377 | 3.505 | 2.634 | 2.361 | 2.118 | 2.333 | 24.949 |
| 34 | 3.293 | 3.335 | 3.343 | 3.377 | 3.505 | 2.634 | 2.361 | 3.444 | 3.458 | 28.752 |
| 35 | 1.941 | 1.987 | 3.343 | 3.377 | 3.505 | 2.634 | 2.361 | 3.444 | 2.333 | 24.926 |
| 36 | 1.941 | 3.335 | 3.343 | 3.377 | 3.505 | 2.634 | 2.361 | 2.118 | 2.333 | 24.949 |
| 37 | 3.293 | 3.335 | 3.343 | 3.377 | 3.505 | 1.000 | 2.361 | 3.444 | 2.333 | 25.993 |
| 38 | 3.293 | 3.335 | 3.343 | 3.377 | 3.505 | 2.634 | 2.361 | 2.118 | 3.458 | 27.426 |
| 39 | 3.293 | 1.000 | 3.343 | 3.377 | 3.505 | 2.634 | 3.729 | 2.118 | 2.333 | 25.333 |
| 40 | 3.293 | 3.335 | 3.343 | 3.377 | 3.505 | 2.634 | 1.000 | 3.444 | 2.333 | 26.266 |
| 41 | 1.941 | 3.335 | 3.343 | 1.000 | 3.505 | 2.634 | 2.361 | 3.444 | 2.333 | 23.897 |
| 42 | 3.293 | 3.335 | 3.343 | 3.377 | 3.505 | 2.634 | 2.361 | 2.118 | 1.000 | 24.968 |
| 43 | 3.293 | 3.335 | 3.343 | 3.377 | 3.505 | 2.634 | 2.361 | 2.118 | 2.333 | 26.301 |
| 44 | 3.293 | 1.987 | 3.343 | 3.377 | 3.505 | 2.634 | 1.000 | 3.444 | 2.333 | 24.917 |
| 45 | 3.293 | 3.335 | 3.343 | 3.377 | 3.505 | 2.634 | 2.361 | 2.118 | 2.333 | 26.301 |
| 46 | 3.293 | 1.000 | 3.343 | 3.377 | 3.505 | 2.634 | 3.729 | 3.444 | 3.458 | 27.784 |
| 47 | 3.293 | 1.000 | 3.343 | 3.377 | 3.505 | 2.634 | 2.361 | 2.118 | 1.000 | 22.632 |
| 48 | 3.293 | 3.335 | 3.343 | 3.377 | 3.505 | 2.634 | 2.361 | 3.444 | 1.000 | 26.294 |
| 49 | 3.293 | 1.987 | 3.343 | 3.377 | 3.505 | 4.188 | 3.729 | 3.444 | 4.510 | 31.376 |
| 50 | 3.293 | 3.335 | 3.343 | 3.377 | 3.505 | 2.634 | 2.361 | 3.444 | 2.333 | 27.627 |
| 51 | 3.293 | 3.335 | 3.343 | 3.377 | 3.505 | 4.188 | 3.729 | 3.444 | 4.510 | 32.725 |
| 52 | 1.941 | 3.335 | 3.343 | 1.880 | 3.505 | 2.634 | 2.361 | 3.444 | 2.333 | 24.777 |
| 53 | 1.000 | 1.987 | 3.343 | 1.880 | 3.505 | 1.000 | 1.000 | 3.444 | 1.000 | 18.159 |
| 54 | 3.293 | 3.335 | 3.343 | 3.377 | 1.795 | 2.634 | 2.361 | 3.444 | 2.333 | 25.917 |
| 55 | 1.941 | 3.335 | 1.907 | 3.377 | 3.505 | 2.634 | 2.361 | 3.444 | 3.458 | 25.963 |
| 56 | 3.293 | 3.335 | 3.343 | 3.377 | 3.505 | 2.634 | 2.361 | 2.118 | 3.458 | 27.426 |
| 57 | 1.941 | 3.335 | 3.343 | 3.377 | 3.505 | 2.634 | 2.361 | 2.118 | 2.333 | 24.949 |
| 58 | 1.941 | 3.335 | 1.907 | 3.377 | 3.505 | 2.634 | 3.729 | 3.444 | 3.458 | 27.330 |
| 59 | 3.293 | 3.335 | 3.343 | 3.377 | 3.505 | 2.634 | 2.361 | 1.000 | 2.333 | 25.183 |
| 60 | 1.000 | 1.987 | 3.343 | 1.880 | 3.505 | 2.634 | 1.000 | 1.000 | 3.458 | 19.807 |
| 61 | 3.293 | 3.335 | 3.343 | 3.377 | 3.505 | 4.188 | 2.361 | 3.444 | 2.333 | 29.181 |
| 62 | 3.293 | 3.335 | 3.343 | 3.377 | 3.505 | 2.634 | 1.000 | 1.000 | 3.458 | 24.946 |
| 63 | 1.941 | 3.335 | 3.343 | 1.880 | 3.505 | 2.634 | 2.361 | 2.118 | 1.000 | 22.118 |
| 64 | 3.293 | 1.987 | 3.343 | 1.880 | 3.505 | 2.634 | 2.361 | 3.444 | 3.458 | 25.905 |
| 65 | 3.293 | 3.335 | 3.343 | 3.377 | 3.505 | 2.634 | 1.000 | 3.444 | 2.333 | 26.266 |
| 66 | 3.293 | 3.335 | 3.343 | 3.377 | 3.505 | 2.634 | 3.729 | 3.444 | 3.458 | 30.119 |
| 67 | 1.941 | 1.987 | 1.907 | 3.377 | 3.505 | 4.188 | 2.361 | 3.444 | 3.458 | 26.168 |
| 68 | 3.293 | 3.335 | 3.343 | 3.377 | 3.505 | 2.634 | 2.361 | 3.444 | 2.333 | 27.627 |
| 69 | 3.293 | 3.335 | 1.000 | 1.880 | 3.505 | 2.634 | 2.361 | 3.444 | 2.333 | 23.786 |
| 70 | 3.293 | 1.987 | 3.343 | 3.377 | 3.505 | 2.634 | 3.729 | 2.118 | 2.333 | 26.320 |

**Variabel Kepuasan Kerja (X3)**

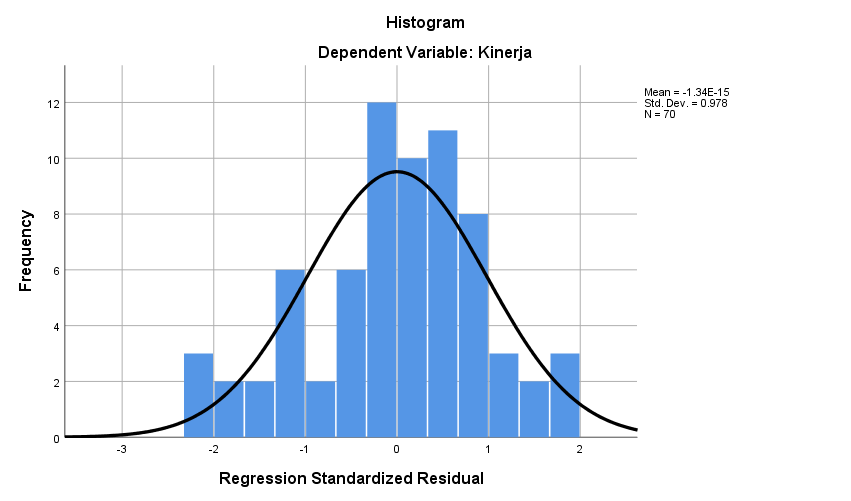
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** | **P9** | **P10** | **P11** | **Total** |
| 1 | 3.976 | 1.000 | 3.440 | 2.155 | 2.129 | 3.792 | 2.219 | 3.561 | 2.253 | 3.913 | 3.188 | 31.625 |
| 2 | 3.976 | 2.639 | 3.440 | 3.644 | 3.623 | 3.792 | 3.763 | 2.047 | 3.728 | 2.265 | 3.188 | 36.104 |
| 3 | 3.976 | 2.639 | 3.440 | 3.644 | 2.129 | 2.323 | 2.219 | 3.561 | 2.253 | 3.913 | 3.188 | 33.284 |
| 4 | 3.976 | 1.000 | 3.440 | 2.155 | 3.623 | 2.323 | 3.763 | 2.047 | 3.728 | 2.265 | 3.188 | 31.507 |
| 5 | 2.363 | 2.639 | 1.967 | 3.644 | 2.129 | 2.323 | 2.219 | 3.561 | 2.253 | 3.913 | 3.188 | 30.198 |
| 6 | 3.976 | 1.000 | 3.440 | 2.155 | 3.623 | 2.323 | 3.763 | 2.047 | 3.728 | 2.265 | 1.859 | 30.178 |
| 7 | 2.363 | 2.639 | 1.967 | 3.644 | 2.129 | 2.323 | 2.219 | 3.561 | 2.253 | 3.913 | 3.188 | 30.198 |
| 8 | 3.976 | 2.639 | 3.440 | 3.644 | 3.623 | 2.323 | 3.763 | 3.561 | 3.728 | 3.913 | 3.188 | 37.796 |
| 9 | 2.363 | 1.000 | 1.967 | 2.155 | 2.129 | 3.792 | 2.219 | 2.047 | 2.253 | 2.265 | 1.859 | 24.049 |
| 10 | 3.976 | 2.639 | 3.440 | 3.644 | 3.623 | 3.792 | 3.763 | 3.561 | 3.728 | 3.913 | 3.188 | 39.266 |
| 11 | 3.976 | 2.639 | 3.440 | 3.644 | 3.623 | 3.792 | 3.763 | 3.561 | 3.728 | 3.913 | 3.188 | 39.266 |
| 12 | 2.363 | 2.639 | 1.967 | 3.644 | 2.129 | 2.323 | 2.219 | 2.047 | 2.253 | 2.265 | 3.188 | 27.036 |
| 13 | 2.363 | 1.000 | 1.967 | 2.155 | 2.129 | 3.792 | 2.219 | 2.047 | 2.253 | 2.265 | 1.859 | 24.049 |
| 14 | 2.363 | 1.000 | 1.967 | 2.155 | 2.129 | 2.323 | 2.219 | 3.561 | 2.253 | 3.913 | 3.188 | 27.070 |
| 15 | 3.976 | 2.639 | 3.440 | 3.644 | 3.623 | 3.792 | 3.763 | 3.561 | 3.728 | 3.913 | 3.188 | 39.266 |
| 16 | 2.363 | 2.639 | 1.967 | 3.644 | 2.129 | 3.792 | 2.219 | 2.047 | 2.253 | 2.265 | 3.188 | 28.505 |
| 17 | 3.976 | 1.000 | 3.440 | 2.155 | 3.623 | 2.323 | 3.763 | 3.561 | 3.728 | 3.913 | 3.188 | 34.668 |
| 18 | 3.976 | 1.000 | 3.440 | 2.155 | 3.623 | 2.323 | 3.763 | 2.047 | 3.728 | 2.265 | 1.000 | 29.319 |
| 19 | 3.976 | 2.639 | 3.440 | 3.644 | 3.623 | 3.792 | 3.763 | 3.561 | 3.728 | 3.913 | 3.188 | 39.266 |
| 20 | 2.363 | 2.639 | 1.967 | 3.644 | 2.129 | 2.323 | 2.219 | 3.561 | 2.253 | 3.913 | 3.188 | 30.198 |
| 21 | 3.976 | 1.000 | 3.440 | 2.155 | 3.623 | 3.792 | 3.763 | 3.561 | 3.728 | 3.913 | 3.188 | 36.138 |
| 22 | 3.976 | 1.000 | 3.440 | 2.155 | 3.623 | 2.323 | 3.763 | 2.047 | 3.728 | 2.265 | 1.000 | 29.319 |
| 23 | 3.976 | 2.639 | 3.440 | 3.644 | 3.623 | 3.792 | 3.763 | 3.561 | 3.728 | 3.913 | 3.188 | 39.266 |
| 24 | 3.976 | 2.639 | 3.440 | 3.644 | 3.623 | 2.323 | 3.763 | 3.561 | 3.728 | 3.913 | 3.188 | 37.796 |
| 25 | 3.976 | 2.639 | 3.440 | 3.644 | 3.623 | 3.792 | 3.763 | 3.561 | 3.728 | 3.913 | 3.188 | 39.266 |
| 26 | 3.976 | 2.639 | 3.440 | 3.644 | 3.623 | 3.792 | 3.763 | 3.561 | 3.728 | 3.913 | 1.859 | 37.937 |
| 27 | 2.363 | 1.000 | 1.967 | 2.155 | 2.129 | 2.323 | 2.219 | 2.047 | 2.253 | 2.265 | 1.859 | 22.580 |
| 28 | 3.976 | 2.639 | 3.440 | 3.644 | 3.623 | 3.792 | 3.763 | 3.561 | 3.728 | 3.913 | 3.188 | 39.266 |
| 29 | 3.976 | 1.000 | 3.440 | 2.155 | 3.623 | 3.792 | 3.763 | 2.047 | 3.728 | 2.265 | 3.188 | 32.976 |
| 30 | 3.976 | 2.639 | 1.967 | 3.644 | 3.623 | 3.792 | 3.763 | 3.561 | 3.728 | 3.913 | 1.859 | 36.464 |
| 31 | 3.976 | 2.639 | 3.440 | 2.155 | 2.129 | 2.323 | 3.763 | 3.561 | 3.728 | 3.913 | 3.188 | 34.813 |
| 32 | 3.976 | 2.639 | 3.440 | 3.644 | 3.623 | 3.792 | 3.763 | 3.561 | 2.253 | 3.913 | 3.188 | 37.791 |
| 33 | 3.976 | 2.639 | 1.967 | 3.644 | 2.129 | 3.792 | 1.000 | 3.561 | 2.253 | 3.913 | 3.188 | 32.060 |
| 34 | 3.976 | 2.639 | 3.440 | 3.644 | 3.623 | 3.792 | 3.763 | 3.561 | 3.728 | 3.913 | 1.000 | 37.078 |
| 35 | 3.976 | 2.639 | 3.440 | 2.155 | 3.623 | 2.323 | 3.763 | 3.561 | 3.728 | 3.913 | 3.188 | 36.307 |
| 36 | 3.976 | 2.639 | 1.967 | 3.644 | 3.623 | 2.323 | 3.763 | 1.000 | 2.253 | 3.913 | 1.859 | 30.959 |
| 37 | 3.976 | 2.639 | 3.440 | 3.644 | 3.623 | 2.323 | 2.219 | 2.047 | 3.728 | 3.913 | 3.188 | 34.739 |
| 38 | 3.976 | 2.639 | 3.440 | 3.644 | 3.623 | 3.792 | 3.763 | 3.561 | 2.253 | 3.913 | 3.188 | 37.791 |
| 39 | 3.976 | 2.639 | 3.440 | 3.644 | 1.000 | 3.792 | 3.763 | 3.561 | 3.728 | 3.913 | 1.000 | 34.455 |
| 40 | 3.976 | 2.639 | 3.440 | 3.644 | 3.623 | 2.323 | 3.763 | 3.561 | 2.253 | 3.913 | 3.188 | 36.322 |
| 41 | 3.976 | 1.000 | 1.967 | 3.644 | 3.623 | 2.323 | 3.763 | 3.561 | 3.728 | 2.265 | 3.188 | 33.037 |
| 42 | 3.976 | 2.639 | 3.440 | 1.000 | 3.623 | 3.792 | 3.763 | 1.000 | 2.253 | 3.913 | 1.000 | 30.399 |
| 43 | 3.976 | 2.639 | 3.440 | 3.644 | 3.623 | 1.000 | 3.763 | 3.561 | 2.253 | 2.265 | 1.859 | 32.023 |
| 44 | 3.976 | 1.000 | 3.440 | 2.155 | 2.129 | 2.323 | 3.763 | 3.561 | 2.253 | 3.913 | 3.188 | 31.699 |
| 45 | 3.976 | 2.639 | 3.440 | 3.644 | 3.623 | 3.792 | 3.763 | 3.561 | 3.728 | 3.913 | 3.188 | 39.266 |
| 46 | 3.976 | 1.000 | 3.440 | 3.644 | 3.623 | 3.792 | 3.763 | 3.561 | 3.728 | 3.913 | 3.188 | 37.627 |
| 47 | 3.976 | 2.639 | 3.440 | 3.644 | 3.623 | 3.792 | 3.763 | 3.561 | 3.728 | 3.913 | 3.188 | 39.266 |
| 48 | 2.363 | 2.639 | 1.000 | 2.155 | 2.129 | 3.792 | 3.763 | 3.561 | 3.728 | 3.913 | 3.188 | 32.229 |
| 49 | 2.363 | 2.639 | 3.440 | 3.644 | 3.623 | 2.323 | 2.219 | 3.561 | 3.728 | 3.913 | 3.188 | 34.640 |
| 50 | 3.976 | 2.639 | 3.440 | 3.644 | 3.623 | 3.792 | 3.763 | 3.561 | 3.728 | 3.913 | 3.188 | 39.266 |
| 51 | 3.976 | 2.639 | 3.440 | 3.644 | 3.623 | 2.323 | 2.219 | 2.047 | 3.728 | 3.913 | 3.188 | 34.739 |
| 52 | 2.363 | 1.000 | 3.440 | 1.000 | 3.623 | 3.792 | 3.763 | 3.561 | 3.728 | 3.913 | 3.188 | 33.370 |
| 53 | 2.363 | 1.000 | 1.000 | 3.644 | 3.623 | 1.000 | 3.763 | 3.561 | 3.728 | 3.913 | 3.188 | 30.782 |
| 54 | 3.976 | 2.639 | 3.440 | 2.155 | 3.623 | 3.792 | 3.763 | 3.561 | 3.728 | 3.913 | 3.188 | 37.776 |
| 55 | 3.976 | 1.000 | 3.440 | 3.644 | 2.129 | 3.792 | 3.763 | 3.561 | 1.000 | 3.913 | 3.188 | 33.405 |
| 56 | 3.976 | 2.639 | 3.440 | 3.644 | 3.623 | 3.792 | 3.763 | 3.561 | 3.728 | 3.913 | 1.000 | 37.078 |
| 57 | 3.976 | 2.639 | 3.440 | 3.644 | 3.623 | 3.792 | 2.219 | 3.561 | 3.728 | 3.913 | 3.188 | 37.722 |
| 58 | 2.363 | 1.000 | 3.440 | 3.644 | 3.623 | 1.000 | 3.763 | 3.561 | 2.253 | 3.913 | 3.188 | 31.748 |
| 59 | 3.976 | 2.639 | 3.440 | 1.000 | 3.623 | 3.792 | 3.763 | 3.561 | 3.728 | 3.913 | 1.859 | 35.293 |
| 60 | 2.363 | 1.000 | 3.440 | 3.644 | 3.623 | 3.792 | 3.763 | 3.561 | 3.728 | 3.913 | 3.188 | 36.014 |
| 61 | 2.363 | 1.000 | 1.000 | 2.155 | 3.623 | 3.792 | 2.219 | 3.561 | 3.728 | 3.913 | 3.188 | 30.541 |
| 62 | 3.976 | 2.639 | 3.440 | 3.644 | 3.623 | 2.323 | 3.763 | 3.561 | 3.728 | 3.913 | 3.188 | 37.796 |
| 63 | 2.363 | 1.000 | 1.967 | 3.644 | 3.623 | 3.792 | 3.763 | 3.561 | 3.728 | 3.913 | 1.859 | 33.212 |
| 64 | 1.000 | 2.639 | 3.440 | 3.644 | 3.623 | 3.792 | 1.000 | 1.000 | 2.253 | 3.913 | 3.188 | 29.492 |
| 65 | 3.976 | 1.000 | 3.440 | 3.644 | 2.129 | 2.323 | 3.763 | 3.561 | 2.253 | 3.913 | 1.859 | 31.860 |
| 66 | 3.976 | 2.639 | 3.440 | 3.644 | 1.000 | 3.792 | 3.763 | 2.047 | 3.728 | 3.913 | 3.188 | 35.129 |
| 67 | 3.976 | 2.639 | 1.000 | 3.644 | 1.000 | 3.792 | 3.763 | 3.561 | 2.253 | 3.913 | 1.000 | 30.540 |
| 68 | 3.976 | 2.639 | 3.440 | 3.644 | 3.623 | 2.323 | 3.763 | 3.561 | 1.000 | 1.000 | 1.859 | 30.827 |
| 69 | 3.976 | 2.639 | 3.440 | 3.644 | 3.623 | 3.792 | 2.219 | 3.561 | 3.728 | 2.265 | 1.000 | 33.887 |
| 70 | 3.976 | 2.639 | 3.440 | 2.155 | 2.129 | 3.792 | 2.219 | 2.047 | 1.000 | 3.913 | 1.859 | 29.168 |

**Variabel Lingkungan Kerja Fisik (X3)**

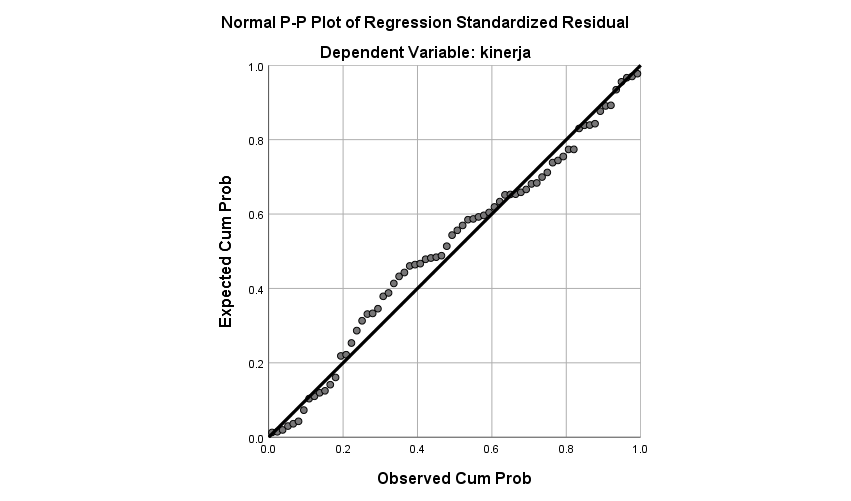
|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** | **P9** | **Total** |
| 1 | 1.000 | 1.973 | 3.377 | 3.428 | 4.295 | 3.081 | 2.655 | 3.250 | 3.575 | 26.634 |
| 2 | 3.420 | 4.295 | 2.094 | 3.428 | 4.295 | 1.000 | 3.813 | 2.273 | 3.575 | 28.194 |
| 3 | 3.420 | 1.973 | 3.377 | 3.428 | 4.295 | 1.000 | 3.813 | 3.250 | 1.000 | 25.557 |
| 4 | 3.420 | 2.969 | 2.094 | 3.428 | 4.295 | 1.000 | 1.957 | 4.359 | 3.575 | 27.097 |
| 5 | 2.073 | 2.969 | 2.094 | 3.428 | 3.230 | 1.987 | 3.813 | 3.250 | 1.950 | 24.795 |
| 6 | 3.420 | 4.295 | 3.377 | 1.000 | 4.295 | 1.000 | 3.813 | 4.359 | 1.950 | 27.509 |
| 7 | 3.420 | 4.295 | 2.094 | 2.052 | 2.423 | 3.081 | 3.813 | 2.273 | 1.000 | 24.453 |
| 8 | 3.420 | 4.295 | 3.377 | 1.000 | 4.295 | 3.081 | 2.655 | 3.250 | 1.950 | 27.324 |
| 9 | 1.000 | 4.295 | 2.094 | 3.428 | 4.295 | 1.000 | 3.813 | 2.273 | 1.000 | 23.199 |
| 10 | 3.420 | 2.969 | 1.000 | 3.428 | 3.230 | 1.987 | 3.813 | 3.250 | 2.603 | 25.700 |
| 11 | 2.073 | 4.295 | 3.377 | 3.428 | 4.295 | 1.000 | 3.813 | 4.359 | 1.000 | 27.641 |
| 12 | 3.420 | 4.295 | 3.377 | 3.428 | 4.295 | 3.081 | 3.813 | 3.250 | 2.603 | 31.563 |
| 13 | 3.420 | 1.000 | 2.094 | 2.052 | 3.230 | 1.000 | 1.957 | 3.250 | 2.603 | 20.605 |
| 14 | 2.073 | 2.969 | 3.377 | 3.428 | 4.295 | 1.987 | 2.655 | 2.273 | 3.575 | 26.634 |
| 15 | 3.420 | 4.295 | 2.094 | 3.428 | 3.230 | 3.081 | 1.957 | 3.250 | 1.000 | 25.755 |
| 16 | 3.420 | 4.295 | 3.377 | 2.052 | 2.423 | 3.081 | 3.813 | 2.273 | 1.950 | 26.685 |
| 17 | 3.420 | 4.295 | 2.094 | 3.428 | 4.295 | 3.081 | 3.813 | 4.359 | 3.575 | 32.361 |
| 18 | 2.073 | 4.295 | 3.377 | 3.428 | 4.295 | 3.081 | 3.813 | 2.273 | 2.603 | 29.239 |
| 19 | 2.073 | 2.969 | 2.094 | 2.052 | 3.230 | 1.987 | 2.655 | 2.273 | 3.575 | 22.909 |
| 20 | 2.073 | 1.973 | 3.377 | 2.052 | 4.295 | 1.987 | 3.813 | 4.359 | 1.950 | 25.879 |
| 21 | 3.420 | 4.295 | 3.377 | 3.428 | 4.295 | 1.000 | 3.813 | 3.250 | 3.575 | 30.454 |
| 22 | 3.420 | 2.969 | 1.000 | 3.428 | 4.295 | 3.081 | 2.655 | 4.359 | 3.575 | 28.783 |
| 23 | 2.073 | 4.295 | 3.377 | 2.052 | 4.295 | 3.081 | 3.813 | 3.250 | 1.950 | 28.186 |
| 24 | 3.420 | 4.295 | 3.377 | 1.000 | 4.295 | 3.081 | 2.655 | 4.359 | 3.575 | 30.058 |
| 25 | 3.420 | 2.969 | 1.000 | 3.428 | 2.423 | 1.987 | 3.813 | 3.250 | 3.575 | 25.866 |
| 26 | 2.073 | 4.295 | 2.094 | 3.428 | 3.230 | 3.081 | 1.957 | 2.273 | 3.575 | 26.007 |
| 27 | 3.420 | 4.295 | 2.094 | 2.052 | 4.295 | 1.000 | 3.813 | 4.359 | 3.575 | 28.903 |
| 28 | 3.420 | 2.969 | 3.377 | 3.428 | 4.295 | 3.081 | 1.957 | 2.273 | 1.950 | 26.751 |
| 29 | 1.000 | 4.295 | 2.094 | 1.000 | 2.423 | 1.000 | 1.000 | 4.359 | 1.950 | 19.121 |
| 30 | 3.420 | 4.295 | 2.094 | 3.428 | 2.423 | 1.000 | 3.813 | 1.000 | 2.603 | 24.077 |
| 31 | 2.073 | 4.295 | 3.377 | 2.052 | 4.295 | 3.081 | 1.000 | 4.359 | 3.575 | 28.107 |
| 32 | 3.420 | 4.295 | 3.377 | 3.428 | 4.295 | 3.081 | 3.813 | 3.250 | 2.603 | 31.563 |
| 33 | 3.420 | 2.969 | 2.094 | 3.428 | 2.423 | 3.081 | 3.813 | 3.250 | 2.603 | 27.082 |
| 34 | 3.420 | 2.969 | 3.377 | 2.052 | 4.295 | 1.000 | 3.813 | 4.359 | 1.950 | 27.235 |
| 35 | 2.073 | 4.295 | 2.094 | 2.052 | 3.230 | 3.081 | 2.655 | 3.250 | 3.575 | 26.305 |
| 36 | 3.420 | 2.969 | 1.000 | 3.428 | 4.295 | 1.987 | 3.813 | 4.359 | 1.950 | 27.222 |
| 37 | 2.073 | 2.969 | 3.377 | 2.052 | 3.230 | 1.000 | 3.813 | 3.250 | 3.575 | 25.339 |
| 38 | 2.073 | 4.295 | 2.094 | 3.428 | 4.295 | 1.000 | 2.655 | 4.359 | 3.575 | 27.775 |
| 39 | 3.420 | 2.969 | 3.377 | 3.428 | 2.423 | 3.081 | 3.813 | 2.273 | 3.575 | 28.361 |
| 40 | 2.073 | 2.969 | 2.094 | 3.428 | 4.295 | 1.987 | 2.655 | 4.359 | 2.603 | 26.464 |
| 41 | 1.000 | 2.969 | 1.000 | 2.052 | 3.230 | 1.987 | 3.813 | 2.273 | 3.575 | 21.899 |
| 42 | 3.420 | 4.295 | 3.377 | 3.428 | 2.423 | 3.081 | 3.813 | 3.250 | 3.575 | 30.663 |
| 43 | 3.420 | 4.295 | 2.094 | 3.428 | 4.295 | 3.081 | 3.813 | 2.273 | 1.000 | 27.700 |
| 44 | 3.420 | 2.969 | 3.377 | 2.052 | 2.423 | 1.987 | 3.813 | 4.359 | 1.000 | 25.401 |
| 45 | 3.420 | 2.969 | 3.377 | 3.428 | 4.295 | 1.987 | 3.813 | 4.359 | 3.575 | 31.224 |
| 46 | 1.000 | 2.969 | 3.377 | 2.052 | 4.295 | 3.081 | 2.655 | 2.273 | 1.000 | 22.703 |
| 47 | 3.420 | 1.973 | 3.377 | 3.428 | 2.423 | 3.081 | 1.957 | 3.250 | 1.000 | 23.910 |
| 48 | 3.420 | 4.295 | 2.094 | 2.052 | 2.423 | 3.081 | 3.813 | 2.273 | 2.603 | 26.055 |
| 49 | 3.420 | 4.295 | 3.377 | 3.428 | 4.295 | 1.000 | 1.957 | 1.000 | 1.950 | 24.722 |
| 50 | 2.073 | 2.969 | 1.000 | 2.052 | 1.000 | 1.000 | 3.813 | 3.250 | 1.950 | 19.107 |
| 51 | 3.420 | 4.295 | 3.377 | 3.428 | 4.295 | 3.081 | 1.957 | 2.273 | 1.950 | 28.077 |
| 52 | 1.000 | 2.969 | 2.094 | 2.052 | 4.295 | 1.987 | 3.813 | 2.273 | 3.575 | 24.058 |
| 53 | 3.420 | 4.295 | 3.377 | 3.428 | 4.295 | 3.081 | 2.655 | 4.359 | 2.603 | 31.514 |
| 54 | 3.420 | 4.295 | 2.094 | 3.428 | 2.423 | 1.987 | 3.813 | 3.250 | 3.575 | 28.286 |
| 55 | 2.073 | 2.969 | 3.377 | 2.052 | 4.295 | 1.987 | 3.813 | 4.359 | 3.575 | 28.501 |
| 56 | 2.073 | 4.295 | 3.377 | 3.428 | 3.230 | 3.081 | 3.813 | 4.359 | 1.950 | 29.607 |
| 57 | 2.073 | 2.969 | 1.000 | 3.428 | 2.423 | 3.081 | 1.957 | 2.273 | 2.603 | 21.808 |
| 58 | 3.420 | 4.295 | 3.377 | 2.052 | 3.230 | 1.987 | 3.813 | 3.250 | 1.950 | 27.374 |
| 59 | 2.073 | 4.295 | 2.094 | 3.428 | 4.295 | 1.000 | 2.655 | 4.359 | 3.575 | 27.775 |
| 60 | 1.000 | 1.973 | 1.000 | 1.000 | 2.423 | 1.987 | 1.957 | 3.250 | 2.603 | 17.193 |
| 61 | 3.420 | 4.295 | 3.377 | 2.052 | 2.423 | 1.000 | 3.813 | 2.273 | 2.603 | 25.257 |
| 62 | 2.073 | 2.969 | 2.094 | 3.428 | 4.295 | 1.000 | 3.813 | 4.359 | 1.000 | 25.032 |
| 63 | 3.420 | 4.295 | 3.377 | 3.428 | 2.423 | 1.987 | 3.813 | 3.250 | 2.603 | 28.598 |
| 64 | 3.420 | 1.973 | 1.000 | 3.428 | 4.295 | 1.987 | 3.813 | 4.359 | 2.603 | 26.878 |
| 65 | 2.073 | 2.969 | 3.377 | 3.428 | 2.423 | 3.081 | 2.655 | 4.359 | 1.950 | 26.317 |
| 66 | 2.073 | 2.969 | 2.094 | 3.428 | 3.230 | 1.000 | 2.655 | 2.273 | 3.575 | 23.298 |
| 67 | 3.420 | 4.295 | 3.377 | 3.428 | 4.295 | 3.081 | 1.957 | 3.250 | 1.950 | 29.053 |
| 68 | 2.073 | 4.295 | 2.094 | 1.000 | 2.423 | 3.081 | 1.000 | 3.250 | 1.000 | 20.217 |
| 69 | 3.420 | 4.295 | 3.377 | 3.428 | 2.423 | 1.987 | 1.957 | 2.273 | 1.950 | 25.112 |
| 70 | 3.420 | 1.973 | 1.000 | 3.428 | 3.230 | 3.081 | 2.655 | 4.359 | 2.603 | 25.749 |

**Lampiran 8 Uji Asumsi Klasik**

1. Uji Normalitas



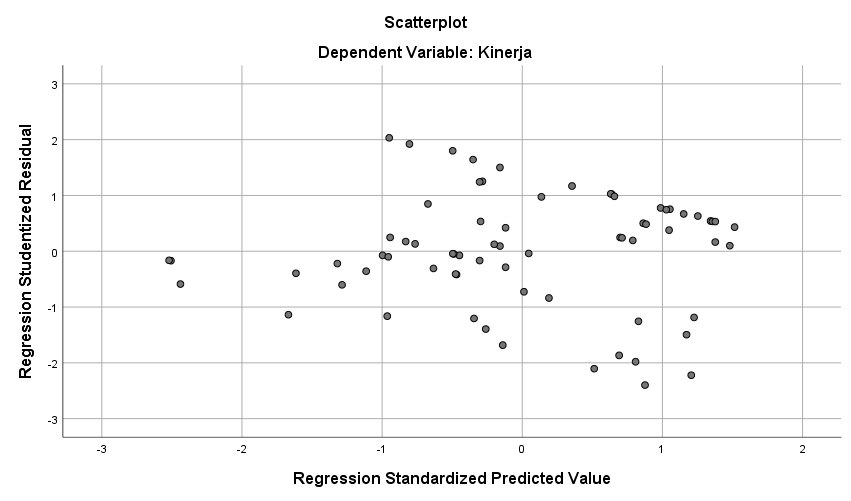
|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 70 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 2.80305315 |
| Most Extreme Differences | Absolute | .095 |
| Positive | .049 |
| Negative | -.095 |
| Test Statistic | | .095 |
| Asymp. Sig. (2-tailed) | | .194c |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |



1. Uji Multikolonieritas

|  |  |  |  |
| --- | --- | --- | --- |
| **Coefficientsa** | | | |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | *locus of control* | .997 | 1.003 |
| kepuasan kerja | .994 | 1.006 |
| lingkungan kerja fisik | .998 | 1.002 |
| a. Dependent Variable: Kinerja | | | |

1. Uji Heterokedastisitas



**Lampiran 9 Hasil Uji Regresi Linier Berganda, Uji T, Uji F dan Koefisien Determinasi**

1. Uji Regresi Linier berganda dan uji t

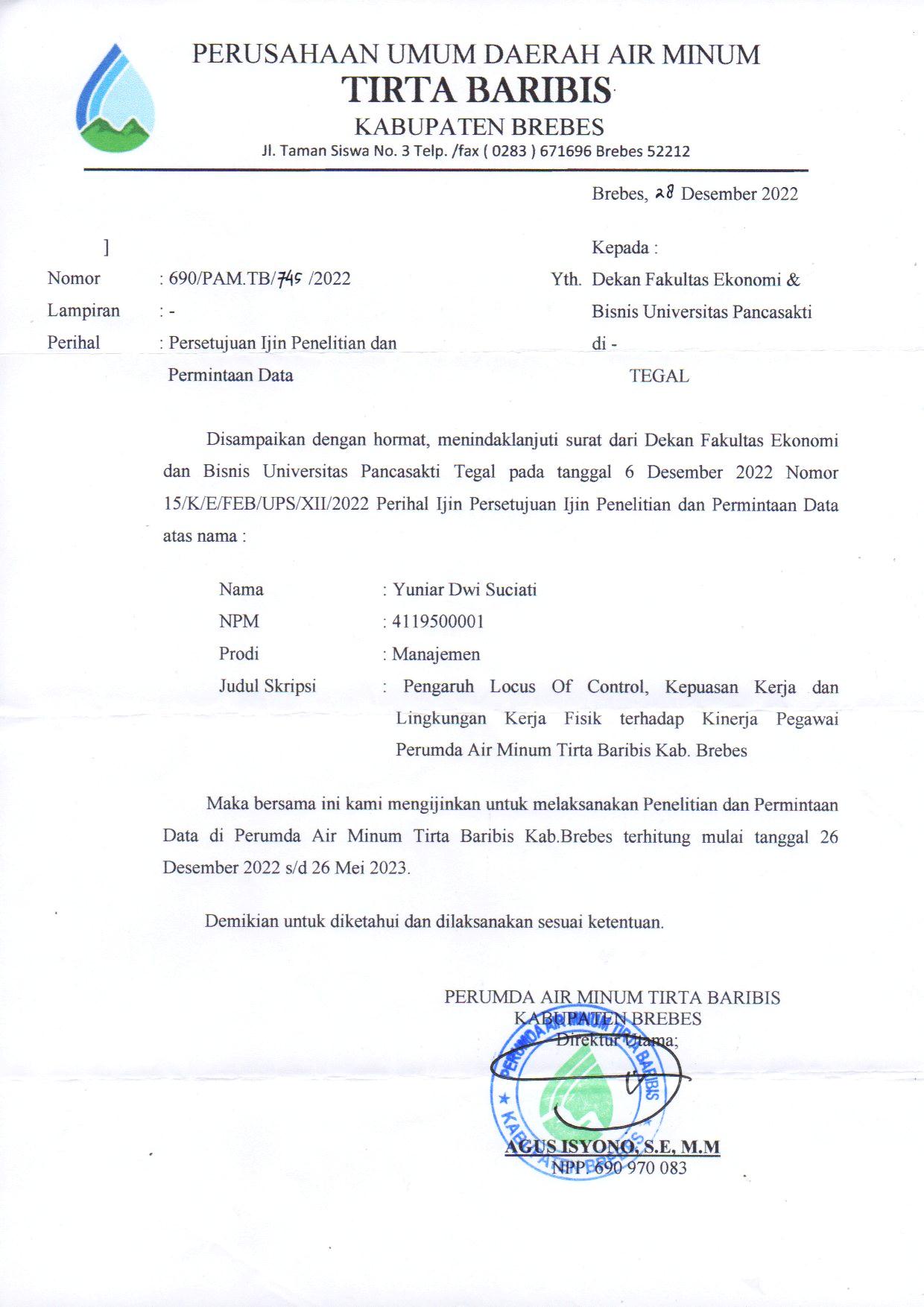
|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized  Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 1.930 | 10.295 |  | .187 | .852 |
| *locus of control* | .325 | .173 | .195 | 2.092 | .041 |
| kepuasan kerja | .601 | .125 | .499 | 4.823 | .000 |
| lingkungan kerja fisik | .012 | .120 | .011 | .103 | .918 |
| a. Dependent Variable: Kinerja | | | | | | |

1. Uji F

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 229.802 | 3 | 76.601 | 9.325 | .000b |
| Residual | 542.140 | 66 | 8.214 |  |  |
| Total | 771.943 | 69 |  |  |  |
| a. Dependent Variable: Kinerja | | | | | | |
| b. Predictors: (Constant), lingkungan kerja fisik, locus of control, kepuasan kerja | | | | | | |

1. Koefisien Determinasi

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .550a | .302 | .271 | 2.85658 | 2.347 |
| a. Predictors: (Constant), lingkungan kerja fisik, locus of control, kepuasan kerja | | | | | |
| b. Dependent Variable: kinerja | | | | | |

****