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**LAMPIRAN**

**Lampiran 1**

**Keusioner Penelitian**

**KUISIONER PENELITIAN**

Perihal : Permohonan Pengisian Kuesioner

Kepada Yth.

Bapak/Ibu Responden

Unit kerja: Bagian Pemerintah, Begian Hukum, Bagian Kesejahteraan Rakyat, Bagian Ekonomi Pembangunan, Bagian Pengadaan Barang dan Jasa, Bagian Organisasi, Bagian Perencanaan Keuangan, Bagian Prokompim, Bagian Umum.

Di Tempat

Dengan Hormat,

Dalam rangka menyelesaikan Studi Strata Satu (S1) Fakultas Ekonomi Dan Bisnis Program Studi Manajemen, Universitas Pancasakti Tegal, Saya bermaksud mengadakan penelitian skripsi yang berjudul “Pengaruh Kerjasama Tim, Lingkungan Kerja Fisik, dan Promosi Jabatan Terhadap Kepuasan Kerja Pegawai ASN di Kantor Sekretariat Daerah Kabupaten Tegal”

Nama : Windy Listianto

NPM : 4119500289

Fakultas : Ekonomi Dan Bisnis (Program Studi Manajemen)

Penelitian ini menggunakan kuesioner sebagai alat untuk pengumpulan data yang utama. Oleh karena itu, saya mohon bantuan Bapak/Ibu untuk berkenan menjadi responden dengan mengisi kuesioner penelitian ini secara lengkap dan jujur.

Jawaban dari kuesioner ini tidak ada yang salah, sehingga apapun jawaban yang Bapak/Ibu berikan adalah benar. Jawaban atas kuesioner ini semata-mata ditunjukan untuk kepentingan penelitian bukan untuk maksud lain.

Demikian permohonan saya, atas kesediaan dan kerjasama Bapak/Ibu. Saya ucapkan terima kasih.

Tegal,

Hormat saya,

**Windy Listianto**

**Petunjuk Pengisian**

1. Jawablah masing-masing pertanyaan dibawah ini sesuai dengan penilaian saudara mengenai “Pengaruh Kerjasama Tim, Lingkungan Kerja Fisik, dan Promosi Jabatan Terhadap Kepuasan Kerja Pegawai ASN di Kantor Sekretariat Daerah Kabupaten Tegal”
2. Pilihlah salah satu jawaban dari kelima alternative jawaban sesuai dengan cara memberikan tanda (√) pada salah satu kolom pada jawaban yang tersedia.
3. Keterangan jawaban sebagai berikut:

Untuk pilihan jawaban variabel kepuasan kerja:

SM : Sangat Memuaskan

M : Memuaskan

CM : Cukup Memuaskan

TM : Tidak Memuaskan

STM : Sangat Tidak Memuaskan

Untuk pilihan variabel kerjasama tim, lingkungan kerja fisik, dan promosi jabatan:

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju.

**Data Responden**

1. Nama :
2. Jenis Kelamin :

Laki-Laki

 Perempuan

1. Usia :

 < 20 Tahun

 21-30 Tahun

 31-40 Tahun

> 40 Tahun

1. Pendidikan :

**** SLTA

**** Diploma

**** Sarjana (S1)

**** Sarjana (S2)

1. Unit Kerja :

 Bagian Pemerintah

 Bagian Hukum

 Bagian Kesejahteraan Rakyat

 Bagian Ekonomi Pembangunan

 Bagian Pengadaan Barang dan Jasa

 Bagian Organisasi

 Bagian Perencanaan Keuangan

 Bagian Prokompim

**** Bagian Umum

Lainnya…………………

**PERNYATAAN**

1. **Variabel Kepuasan Kerja (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | Jawaban | | | | |
| SM | M | CM | TM | STM |
|  | **Gaji** |  |  |  |  |  |
| 1 | Gaji yang saya terima |  |  |  |  |  |
|  | **Pekerjaan Itu Sendiri** |  |  |  |  |  |
| 2 | Beban kerja yang saya terima |  |  |  |  |  |
|  | **Rekan Kerja** |  |  |  |  |  |
| 3 | Hubungan pribadi antar rekan kerja dalam bekerja |  |  |  |  |  |
| 4 | Rasa tanggungjawab bersama yang dimiliki rekan kerja dalam bekerja |  |  |  |  |  |
|  | **Atasan** |  |  |  |  |  |
| 5 | Perilaku pimpinan terhadap bawahannya dalam bekerja |  |  |  |  |  |
| 6 | Kepribadian pimpinan saat menjalankan tugasnya |  |  |  |  |  |
|  | **Promosi** |  |  |  |  |  |
| 7 | Pemberian kesempatan terhadap peningkatan karir |  |  |  |  |  |
|  | **Lingkungan Kerja** |  |  |  |  |  |
| 8 | Penerangan di tempat kerja |  |  |  |  |  |
| 9 | Tata ruang di tempat kerja |  |  |  |  |  |
| 10 | Kualitas pegawai yang mengisi jabatan di instansi |  |  |  |  |  |
| 11 | Tindakan pimpinan dalam pengambilan keputusan di instansi |  |  |  |  |  |

1. **Variabel Kerjasama Tim (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | Jawaban | | | | |
| SS | S | N | TS | STS |
|  | **Tujuan Yang Jelas** |  |  |  |  |  |
| 1 | Tim kerja di Sekda Kabupaten Tegal bekerjasama dengan baik dalam mencapai tujuan organisasi |  |  |  |  |  |
| 2 | Tim kerja di Sekda Kabupaten Tegal dapat bekerjasama dengan baik dalam mencapai visi dan misi organisasi |  |  |  |  |  |
|  | **Terbuka dan Jujur dalam Komunikasi** |  |  |  |  |  |
| 3 | Tim kerja di Sekda Kabupaten Tegal dapat berinteraksi dengan baik terhadap atasan maupun rekan kerjanya |  |  |  |  |  |
| 4 | Tim kerja di Sekda Kabupaten Tegal jujur dalam melaksanakan pekerjaannya |  |  |  |  |  |
|  | **Pengambilan Keputusan Kooperatif** |  |  |  |  |  |
| 5 | Tim kerja di Sekda Kabupaten Tegal bersedia berfikir bersama dalam menyelesaikan masalah |  |  |  |  |  |
| 6 | Tim kerja di Sekda Kabupaten Tegal menimbang suatu permasalahan secara kooperatif |  |  |  |  |  |
| 7 | Tim kerja di Sekda Kabupaten Tegal menilai suatu permasalahan secara kooperatif |  |  |  |  |  |
|  | **Suasana Kepercayaan** |  |  |  |  |  |
| 8 | Tim kerja di Sekda Kabupaten Tegal diberi kepercayaan untuk melaksanakan pekerjaan karena bersikap jujur |  |  |  |  |  |
| 9 | Tim kerja di Sekda Kabupaten Tegal diberi kepercayaan untuk melaksanakan pekerjaan karena bersikap kooperatif |  |  |  |  |  |
|  | **Rasa Memiliki** |  |  |  |  |  |
| 10 | Tim kerja di Sekda Kabupaten Tegal mempunyai jiwa korps yang tinggi dalam bekerjasama |  |  |  |  |  |

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

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | Jawaban | | | | |
| SS | S | N | TS | STS |
|  | **Pencahayaan** |  |  |  |  |  |
| 1 | Penerangan di ruang kerja baik dan nyaman untuk bekerja |  |  |  |  |  |
| 2 | Terdapat jendela sebagai sirkulasi udara di tempat kerja |  |  |  |  |  |
|  | **Warna** |  |  |  |  |  |
| 3 | Tata warna di ruang kerja membuat nyaman untuk bekerja |  |  |  |  |  |
| 4 | Dekorasi ruang kerja nyaman untuk bekerja |  |  |  |  |  |
|  | **Suara** |  |  |  |  |  |
| 5 | Suara musik yang diputar tidak mengganggu proses pekerjaan |  |  |  |  |  |
| 6 | Ruang kerja tidak bising dan nyaman untuk bekerja |  |  |  |  |  |
|  | **Udara** |  |  |  |  |  |
| 7 | Suhu udara di ruang kerja ideal untuk bekerja |  |  |  |  |  |
| 8 | Kelembaban udara di ruang kerja baik dan nyaman untuk bekerja |  |  |  |  |  |

1. **Variabel Promosi Jabatan (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | Jawaban | | | | |
| SS | S | N | TS | STS |
|  | **Kepemimpinan** |  |  |  |  |  |
| 1 | Pimpinan memberikan informasi yang jelas tentang promosi jabatan di instansi |  |  |  |  |  |
| 2 | Pimpinan memiliki kesadaran penuh akan pemberian promosi jabatan terhadap pegawai |  |  |  |  |  |
| 3 | Pimpinan memberikan reward berupa promosi jabatan terhadap pegawai yang telah mewujudkan visi dan misi organisasi |  |  |  |  |  |
|  | **Kinerja** |  |  |  |  |  |
| 4 | Instansi memberikan promosi jabatan di organisasi terhadap pegawai yang memiliki kinerja yang baik |  |  |  |  |  |
| 5 | Instansi memberikan kesempatan promosi jabatan terhadap pegawai yang disiplin |  |  |  |  |  |
| 6 | Instansi memberikan kesempatan promosi jabatan terhadap pegawai yang dapat bekerjasama dengan baik |  |  |  |  |  |
|  | **Loyalitas** |  |  |  |  |  |
| 7 | Instansi memberikan kesempatan promosi jabatan kepada pegawai yang jujur |  |  |  |  |  |
| 8 | Instansi memberikan kesempatan promosi jabatan kepada pegawai yang loyal |  |  |  |  |  |
| 9 | Instansi memberikan kesempatan promosi jabatan kepada pegawai yang mempunyai kesetiaan yang tinggi |  |  |  |  |  |

**Lampiran 2.**

**Data Uji Coba Kuesioner Untuk Uji Validitas dan Reliabilitas Variabel Kepuasan Kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kepuasan Kerja | | | | | | | | | | | | |
| Responden | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | Skor Total |
| 1 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 41 |
| 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 39 |
| 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 41 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 39 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 6 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 42 |
| 7 | 4 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 43 |
| 8 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 42 |
| 9 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 38 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 14 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 42 |
| 15 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 41 |
| 16 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 54 |
| 17 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 49 |
| 18 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 53 |
| 19 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 33 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 43 |
| 21 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 48 |
| 22 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 23 | 4 | 2 | 5 | 4 | 3 | 2 | 4 | 1 | 3 | 4 | 5 | 37 |
| 24 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 45 |
| 25 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 27 | 3 | 3 | 2 | 4 | 2 | 3 | 5 | 4 | 4 | 5 | 4 | 39 |
| 28 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 48 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 30 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 4 | 2 | 4 | 5 | 36 |

**Lampiran 3.**

**Data Uji Coba Kuesioner Untuk Uji Validitas dan Reliabilitas Variabel Kerjasama Tim (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kerjasama Tim | | | | | | | | | | | |
| Responden | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | Skor Total |
| 1 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |
| 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 31 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 38 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 5 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 37 |
| 6 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 40 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 38 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 39 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 41 |
| 13 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 36 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 38 |
| 15 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 2 | 4 | 4 | 40 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 37 |
| 18 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 2 | 3 | 2 | 37 |
| 19 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 33 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 21 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 22 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 23 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 35 |
| 24 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 2 | 3 | 4 | 40 |
| 25 | 5 | 4 | 4 | 3 | 2 | 2 | 3 | 1 | 4 | 5 | 33 |
| 26 | 3 | 5 | 5 | 5 | 5 | 5 | 1 | 1 | 4 | 3 | 37 |
| 27 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 39 |
| 28 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 45 |
| 29 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 33 |
| 30 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 37 |

**Lampiran 4.**

**Data Uji Coba Kuesioner Untuk Uji Validitas dan Reliabilitas Variabel Lingkungan Kerja Fisik (X2)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Lingkungan Kerja Fisik | | | | | | | | | |
| Responden | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | Skor Total |
| 1 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 37 |
| 2 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 38 |
| 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 33 |
| 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 38 |
| 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 35 |
| 6 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 31 |
| 7 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 31 |
| 8 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 29 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 10 | 3 | 4 | 4 | 4 | 2 | 3 | 4 | 3 | 27 |
| 11 | 4 | 4 | 2 | 4 | 4 | 5 | 4 | 4 | 31 |
| 12 | 4 | 3 | 4 | 4 | 2 | 2 | 4 | 3 | 26 |
| 13 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 35 |
| 14 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 37 |
| 15 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 16 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 37 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 18 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 37 |
| 19 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 37 |
| 20 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 35 |
| 21 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 36 |
| 22 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 36 |
| 23 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 36 |
| 24 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 25 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 36 |
| 26 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 38 |
| 27 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 34 |
| 28 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 35 |
| 29 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 34 |
| 30 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 37 |

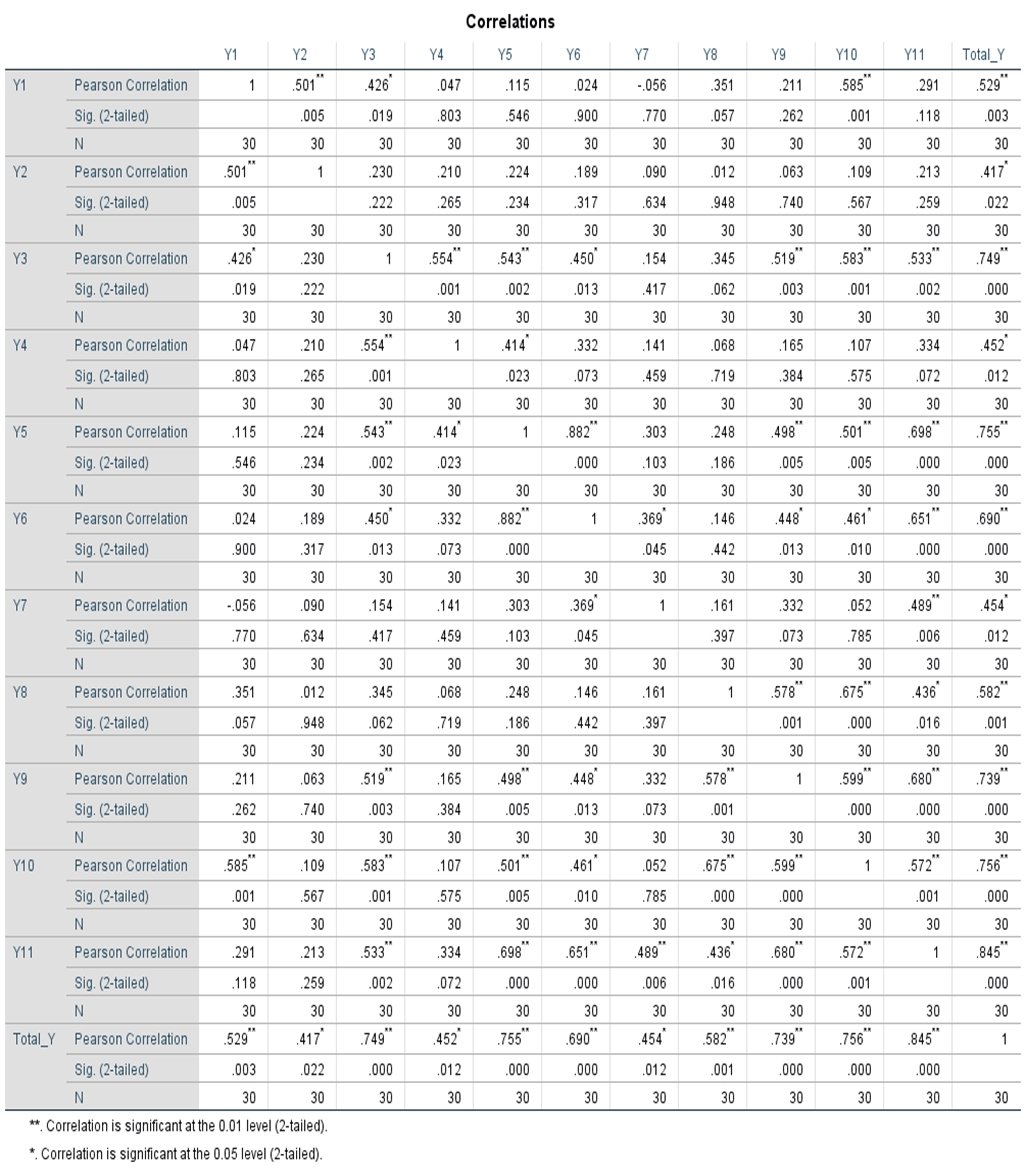
**Lampiran 5.**

**Data Uji Coba Kuesioner Untuk Uji Validitas dan Reliabilitas Variabel Promosi Jabatan (X3)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Promosi Jabatan | | | | | | | | | | |
| Responden | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | Skor Total |
| 1 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 24 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 38 |
| 6 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 42 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 8 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 43 |
| 9 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 3 | 36 |
| 10 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 11 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 34 |
| 12 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 42 |
| 13 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 32 |
| 14 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 15 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 35 |
| 16 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 39 |
| 17 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 37 |
| 18 | 4 | 2 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 30 |
| 19 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 36 |
| 20 | 4 | 2 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 30 |
| 21 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 39 |
| 22 | 4 | 2 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 38 |
| 23 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 39 |
| 24 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 25 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 36 |
| 26 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 39 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 28 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 41 |
| 29 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 30 | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 38 |

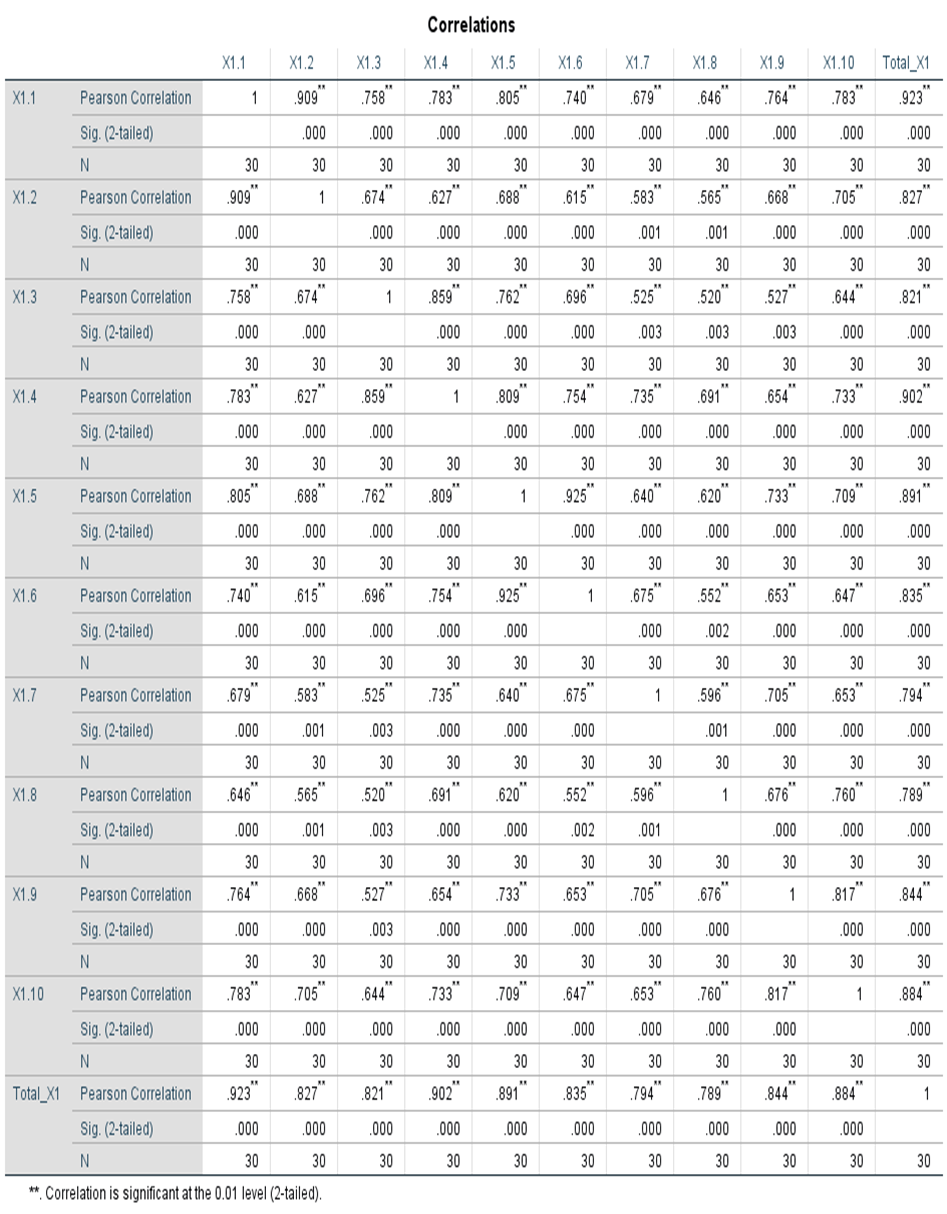
**Lampiran 6.**

**Hasil Uji Validitas Variabel Kepuasan Kerja (Y)**

****

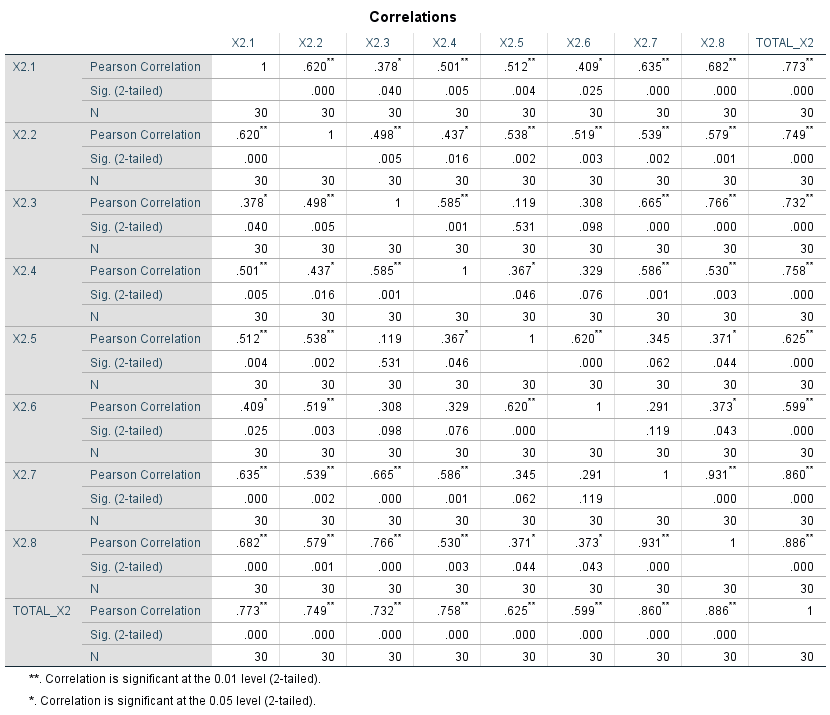
**Lampiran 7.**

**Hasil Uji Validitas Variabel Kerjasama Tim (X1)**

****

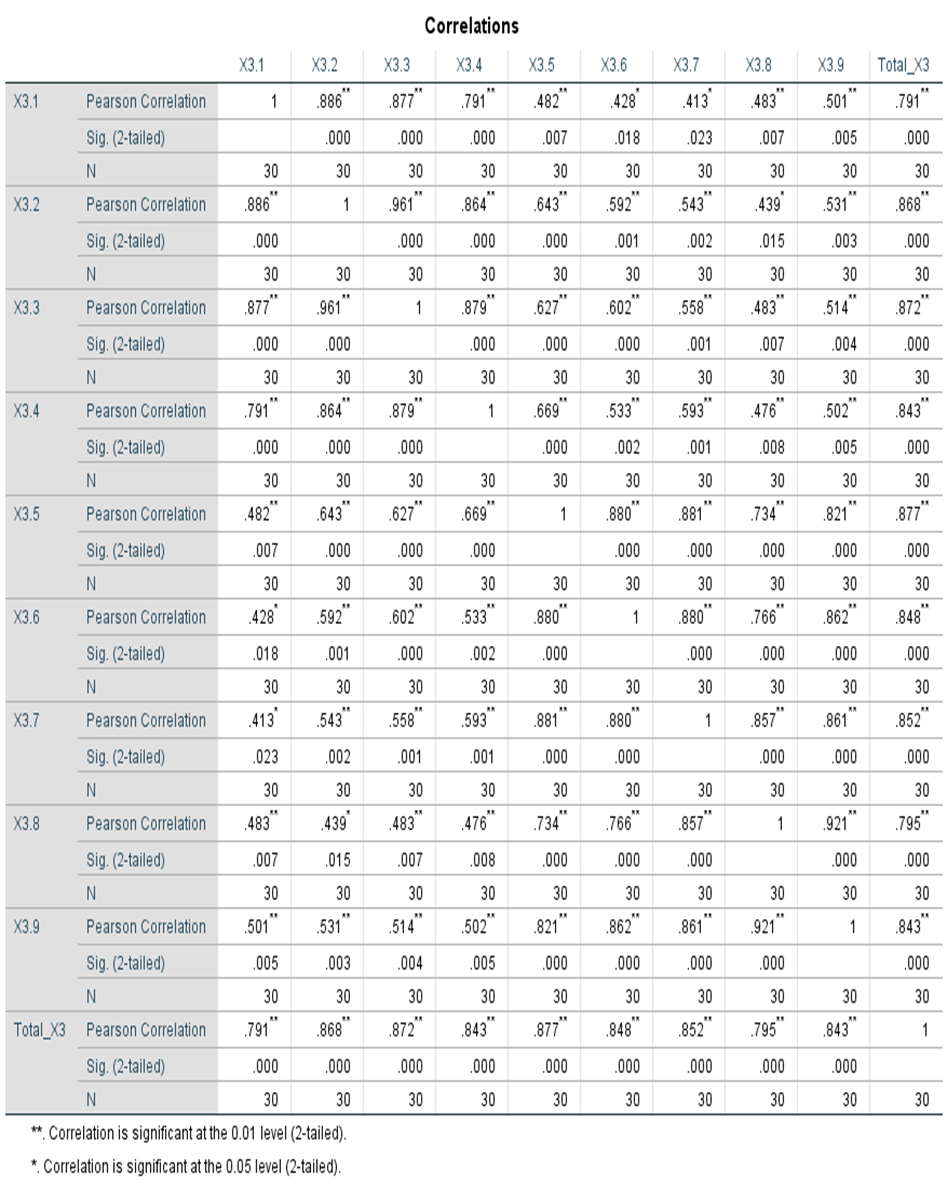
**Lampiran 8.**

**Hasil Uji Validitas Variabel Lingkungan Kerja Fisik (X2)**



**Lampiran 9.**

**Hasil Uji Validitas Variabel Promosi Jabatan (X3)**



**Lampiran 10.**

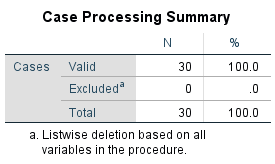
**Hasil Uji Reliabilitas Variabel Kepuasan Kerja (Y)**

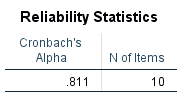
|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .840 | 11 |

**Lampiran 11.**

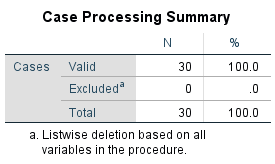
**Hasil Uji Reliabilitas Variabel Kerjasama Tim (X1)**

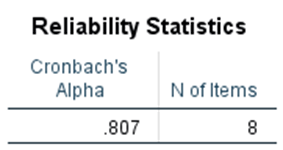




**Lampiran 12.**

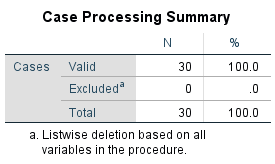
**Hasil Uji Reliabilitas Variabel Lingkungan Kerja Fisik (X2)**

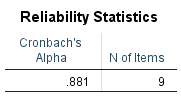




**Lampiran 13.**

**Hasil Uji Reliabilitas Variabel Promosi Jabatan (X3)**





**Lampiran 14.**

**Data Penelitian Variabel Kepuasan Kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | Total |
| 1 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 3 | 3 | 4 | 3 | 43 |
| 2 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 40 |
| 3 | 2 | 3 | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 35 |
| 4 | 2 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 39 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 4 | 4 | 42 |
| 6 | 2 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 7 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 38 |
| 8 | 2 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 3 | 2 | 4 | 43 |
| 9 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 10 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 34 |
| 11 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 54 |
| 12 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 38 |
| 13 | 3 | 3 | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 36 |
| 14 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 2 | 3 | 2 | 31 |
| 15 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 2 | 3 | 3 | 38 |
| 16 | 3 | 3 | 3 | 5 | 3 | 3 | 2 | 4 | 2 | 3 | 3 | 34 |
| 17 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 52 |
| 18 | 3 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 22 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 39 |
| 23 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 24 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 3 | 4 | 4 | 46 |
| 25 | 3 | 3 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 49 |
| 26 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 40 |
| 27 | 4 | 4 | 5 | 5 | 4 | 3 | 2 | 4 | 4 | 4 | 3 | 42 |
| 28 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 41 |
| 29 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 3 | 5 | 4 | 45 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 42 |
| 31 | 3 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 32 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 45 |
| 33 | 3 | 3 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 5 | 5 | 42 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 35 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 33 |
| 36 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 48 |
| 37 | 4 | 2 | 4 | 3 | 2 | 3 | 2 | 4 | 4 | 2 | 4 | 34 |
| 38 | 2 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 39 |
| 39 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 45 |
| 40 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 43 |
| 41 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 37 |
| 42 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 46 |
| 43 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 46 |
| 44 | 2 | 2 | 5 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 39 |
| 45 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 4 | 42 |
| 46 | 3 | 3 | 3 | 4 | 4 | 4 | 2 | 5 | 3 | 4 | 5 | 40 |
| 47 | 4 | 3 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 5 | 5 | 47 |
| 48 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 50 |
| 49 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 47 |
| 50 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 36 |
| 51 | 4 | 2 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| 52 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 39 |
| 53 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 42 |
| 54 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 40 |
| 55 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 35 |
| 56 | 3 | 2 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 40 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 58 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 46 |

**Lampiran 15.**

**Data Penelitian Variabel Kerjasama Tim (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | X9 | X10 | Total |
| 1 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 2 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 3 | 4 | 4 | 4 | 3 | 4 | 4 | 2 | 3 | 3 | 3 | 34 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 39 |
| 5 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 25 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 8 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 42 |
| 9 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 45 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 12 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 37 |
| 15 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 17 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 48 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 22 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| 24 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 42 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 39 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 38 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 29 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 40 |
| 30 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 37 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 38 |
| 33 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 31 |
| 34 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 41 |
| 37 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 36 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 38 |
| 39 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 2 | 4 | 4 | 40 |
| 40 | 2 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 44 |
| 41 | 4 | 4 | 5 | 2 | 3 | 4 | 4 | 3 | 4 | 4 | 37 |
| 42 | 5 | 5 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 39 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 38 |
| 44 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 3 | 41 |
| 45 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 2 | 4 | 3 | 37 |
| 46 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 40 |
| 47 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 40 |
| 48 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 39 |
| 49 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 50 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 41 |
| 51 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 52 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 5 | 5 | 40 |
| 53 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 39 |
| 54 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 55 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 37 |
| 56 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 39 |
| 57 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 3 | 3 | 40 |
| 58 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 5 | 36 |

**Lampiran 16.**

**Data Penelitian Variabel Lingkungan Kerja Fisik (X2)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | Total |
| 1 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 29 |
| 2 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 31 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 5 | 4 | 4 | 4 | 2 | 3 | 3 | 4 | 4 | 28 |
| 6 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 32 |
| 7 | 4 | 4 | 2 | 2 | 4 | 4 | 3 | 3 | 26 |
| 8 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 36 |
| 9 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 36 |
| 10 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 31 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 12 | 4 | 4 | 4 | 2 | 4 | 4 | 2 | 3 | 27 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 14 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 4 | 28 |
| 15 | 2 | 4 | 4 | 2 | 2 | 4 | 2 | 2 | 22 |
| 16 | 4 | 4 | 2 | 2 | 4 | 4 | 1 | 1 | 22 |
| 17 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 38 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 20 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 22 | 4 | 4 | 4 | 3 | 3 | 4 | 2 | 3 | 27 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 24 | 5 | 5 | 4 | 2 | 5 | 5 | 5 | 5 | 36 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 26 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 30 |
| 27 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 33 |
| 28 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 38 |
| 29 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 35 |
| 30 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 27 |
| 31 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 38 |
| 32 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 31 |
| 33 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 28 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 35 | 4 | 4 | 2 | 2 | 3 | 3 | 3 | 3 | 24 |
| 36 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 37 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 28 |
| 38 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 30 |
| 39 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 37 |
| 40 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 41 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 38 |
| 42 | 4 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 32 |
| 43 | 4 | 5 | 2 | 2 | 3 | 4 | 4 | 4 | 28 |
| 44 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 33 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 46 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 32 |
| 47 | 4 | 5 | 4 | 3 | 4 | 3 | 5 | 5 | 33 |
| 48 | 5 | 5 | 4 | 4 | 3 | 3 | 5 | 5 | 34 |
| 49 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 33 |
| 50 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 22 |
| 51 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 29 |
| 52 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 28 |
| 53 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 29 |
| 54 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 55 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 30 |
| 56 | 5 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 32 |
| 57 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 28 |
| 58 | 3 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 31 |

**Lampiran 17.**

**Data Penelitian Variabel Promosi Jabatan (X3)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | X9 | Total |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 37 |
| 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 24 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 5 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 24 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 7 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 8 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 9 | 1 | 1 | 1 | 1 | 5 | 5 | 5 | 5 | 5 | 29 |
| 10 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 12 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 26 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 14 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 15 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 16 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 15 |
| 17 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 36 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 22 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 24 | 5 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 39 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 26 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 24 |
| 27 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 | 21 |
| 28 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 29 |
| 29 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 39 |
| 30 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 28 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 32 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |
| 33 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 35 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 36 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 39 |
| 37 | 2 | 2 | 1 | 2 | 2 | 2 | 3 | 3 | 3 | 20 |
| 38 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 39 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 3 | 38 |
| 40 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 39 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 42 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 36 |
| 43 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 34 |
| 44 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 32 |
| 45 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 30 |
| 46 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 41 |
| 47 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 36 |
| 48 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 5 | 38 |
| 49 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 50 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 51 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 31 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 2 | 3 | 34 |
| 53 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 2 | 5 | 36 |
| 54 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 42 |
| 55 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 56 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 43 |
| 57 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 58 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 37 |

**Lampiran 18.**

**Data Hasil Perhitungan MSI Variabel Kepuasan Kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | | |
| **Y1** | **Y2** | **Y3** | **Y4** | **Y5** | **Y6** | **Y7** | **Y8** | **Y9** | **Y10** | **Y11** | **Total** |
| 3,034 | 3,204 | 3,732 | 3,680 | 3,597 | 3,603 | 2,163 | 1,000 | 2,071 | 3,454 | 2,312 | 31,849 |
| 1,000 | 2,186 | 2,361 | 2,334 | 3,597 | 2,315 | 3,187 | 2,388 | 3,266 | 2,211 | 3,620 | 28,466 |
| 1,000 | 2,186 | 2,361 | 2,334 | 3,597 | 2,315 | 1,000 | 1,000 | 2,071 | 2,211 | 2,312 | 22,386 |
| 1,000 | 3,204 | 2,361 | 3,680 | 3,597 | 2,315 | 2,163 | 1,000 | 2,071 | 2,211 | 3,620 | 27,221 |
| 4,145 | 4,276 | 2,361 | 2,334 | 3,597 | 2,315 | 1,000 | 1,000 | 2,071 | 3,454 | 3,620 | 30,172 |
| 1,000 | 2,186 | 2,361 | 2,334 | 5,012 | 3,603 | 3,187 | 2,388 | 3,266 | 3,454 | 3,620 | 32,412 |
| 2,070 | 2,186 | 2,361 | 2,334 | 3,597 | 2,315 | 3,187 | 1,000 | 1,000 | 2,211 | 3,620 | 25,881 |
| 1,000 | 4,276 | 2,361 | 3,680 | 5,012 | 3,603 | 4,276 | 1,000 | 2,071 | 1,000 | 3,620 | 31,898 |
| 2,070 | 1,000 | 2,361 | 2,334 | 3,597 | 2,315 | 3,187 | 2,388 | 3,266 | 3,454 | 3,620 | 29,592 |
| 2,070 | 2,186 | 2,361 | 1,000 | 2,274 | 1,000 | 2,163 | 1,000 | 2,071 | 2,211 | 2,312 | 20,648 |
| 4,145 | 3,204 | 3,732 | 3,680 | 5,012 | 3,603 | 4,276 | 3,773 | 4,664 | 4,811 | 5,012 | 45,911 |
| 2,070 | 3,204 | 1,000 | 1,000 | 3,597 | 2,315 | 2,163 | 2,388 | 2,071 | 3,454 | 2,312 | 25,573 |
| 2,070 | 2,186 | 2,361 | 2,334 | 3,597 | 2,315 | 1,000 | 1,000 | 2,071 | 2,211 | 2,312 | 23,456 |
| 2,070 | 2,186 | 1,000 | 1,000 | 2,274 | 1,000 | 1,000 | 2,388 | 1,000 | 2,211 | 1,000 | 17,129 |
| 3,034 | 3,204 | 2,361 | 2,334 | 2,274 | 1,000 | 3,187 | 2,388 | 1,000 | 2,211 | 2,312 | 25,306 |
| 2,070 | 2,186 | 1,000 | 3,680 | 2,274 | 1,000 | 1,000 | 2,388 | 1,000 | 2,211 | 2,312 | 21,121 |
| 4,145 | 4,276 | 3,732 | 2,334 | 5,012 | 3,603 | 2,163 | 3,773 | 4,664 | 4,811 | 5,012 | 43,524 |
| 2,070 | 2,186 | 3,732 | 3,680 | 3,597 | 2,315 | 3,187 | 2,388 | 3,266 | 3,454 | 3,620 | 33,495 |
| 3,034 | 3,204 | 2,361 | 2,334 | 3,597 | 2,315 | 3,187 | 2,388 | 3,266 | 3,454 | 3,620 | 32,761 |
| 3,034 | 3,204 | 2,361 | 2,334 | 3,597 | 2,315 | 3,187 | 2,388 | 3,266 | 3,454 | 3,620 | 32,761 |
| 3,034 | 3,204 | 2,361 | 2,334 | 3,597 | 2,315 | 3,187 | 2,388 | 3,266 | 3,454 | 3,620 | 32,761 |
| 2,070 | 3,204 | 2,361 | 2,334 | 2,274 | 1,000 | 3,187 | 2,388 | 3,266 | 2,211 | 2,312 | 26,608 |
| 2,070 | 2,186 | 2,361 | 2,334 | 3,597 | 2,315 | 3,187 | 2,388 | 3,266 | 3,454 | 3,620 | 30,779 |
| 4,145 | 3,204 | 3,732 | 3,680 | 5,012 | 2,315 | 2,163 | 2,388 | 2,071 | 3,454 | 3,620 | 35,784 |
| 2,070 | 2,186 | 3,732 | 3,680 | 5,012 | 3,603 | 2,163 | 3,773 | 4,664 | 4,811 | 5,012 | 40,705 |
| 3,034 | 3,204 | 2,361 | 2,334 | 2,274 | 1,000 | 2,163 | 2,388 | 3,266 | 2,211 | 3,620 | 27,856 |
| 3,034 | 3,204 | 3,732 | 3,680 | 3,597 | 1,000 | 1,000 | 2,388 | 3,266 | 3,454 | 2,312 | 30,667 |
| 3,034 | 2,186 | 2,361 | 1,000 | 3,597 | 2,315 | 2,163 | 2,388 | 3,266 | 3,454 | 3,620 | 29,385 |
| 3,034 | 3,204 | 3,732 | 2,334 | 3,597 | 2,315 | 2,163 | 3,773 | 2,071 | 4,811 | 3,620 | 34,653 |
| 3,034 | 3,204 | 2,361 | 2,334 | 3,597 | 2,315 | 3,187 | 1,000 | 2,071 | 3,454 | 3,620 | 30,177 |
| 2,070 | 1,000 | 2,361 | 2,334 | 3,597 | 3,603 | 3,187 | 2,388 | 3,266 | 3,454 | 3,620 | 30,880 |
| 3,034 | 3,204 | 3,732 | 3,680 | 3,597 | 2,315 | 2,163 | 2,388 | 3,266 | 3,454 | 3,620 | 34,453 |
| 2,070 | 2,186 | 2,361 | 2,334 | 3,597 | 2,315 | 1,000 | 2,388 | 3,266 | 4,811 | 5,012 | 31,340 |
| 4,145 | 4,276 | 3,732 | 3,680 | 5,012 | 3,603 | 4,276 | 3,773 | 4,664 | 4,811 | 5,012 | 46,982 |
| 2,070 | 2,186 | 1,000 | 1,000 | 2,274 | 1,000 | 2,163 | 1,000 | 2,071 | 2,211 | 2,312 | 19,286 |
| 3,034 | 3,204 | 3,732 | 2,334 | 5,012 | 3,603 | 4,276 | 2,388 | 3,266 | 3,454 | 3,620 | 37,923 |
| 3,034 | 1,000 | 2,361 | 1,000 | 1,000 | 1,000 | 1,000 | 2,388 | 3,266 | 1,000 | 3,620 | 20,670 |
| 1,000 | 3,204 | 1,000 | 1,000 | 3,597 | 1,000 | 2,163 | 2,388 | 3,266 | 3,454 | 5,012 | 27,084 |
| 3,034 | 4,276 | 2,361 | 2,334 | 3,597 | 2,315 | 2,163 | 3,773 | 3,266 | 3,454 | 3,620 | 34,193 |
| 4,145 | 4,276 | 2,361 | 2,334 | 3,597 | 1,000 | 2,163 | 2,388 | 3,266 | 3,454 | 2,312 | 31,296 |
| 2,070 | 2,186 | 1,000 | 2,334 | 3,597 | 2,315 | 2,163 | 1,000 | 2,071 | 2,211 | 3,620 | 24,566 |
| 4,145 | 4,276 | 3,732 | 3,680 | 2,274 | 1,000 | 3,187 | 2,388 | 3,266 | 3,454 | 3,620 | 35,022 |
| 3,034 | 3,204 | 2,361 | 2,334 | 3,597 | 3,603 | 4,276 | 2,388 | 3,266 | 3,454 | 3,620 | 35,137 |
| 1,000 | 1,000 | 3,732 | 2,334 | 2,274 | 2,315 | 2,163 | 2,388 | 3,266 | 3,454 | 3,620 | 27,547 |
| 3,034 | 2,186 | 2,361 | 2,334 | 3,597 | 1,000 | 2,163 | 3,773 | 3,266 | 3,454 | 3,620 | 30,789 |
| 2,070 | 2,186 | 1,000 | 2,334 | 3,597 | 2,315 | 1,000 | 3,773 | 2,071 | 3,454 | 5,012 | 28,811 |
| 3,034 | 2,186 | 3,732 | 3,680 | 5,012 | 3,603 | 2,163 | 1,000 | 3,266 | 4,811 | 5,012 | 37,499 |
| 4,145 | 4,276 | 2,361 | 2,334 | 3,597 | 2,315 | 3,187 | 3,773 | 4,664 | 4,811 | 5,012 | 40,474 |
| 4,145 | 2,186 | 2,361 | 2,334 | 3,597 | 2,315 | 4,276 | 3,773 | 4,664 | 3,454 | 3,620 | 36,724 |
| 2,070 | 2,186 | 2,361 | 1,000 | 3,597 | 1,000 | 3,187 | 1,000 | 2,071 | 2,211 | 2,312 | 22,994 |
| 3,034 | 1,000 | 1,000 | 1,000 | 2,274 | 1,000 | 3,187 | 2,388 | 3,266 | 3,454 | 3,620 | 25,224 |
| 3,034 | 3,204 | 1,000 | 1,000 | 2,274 | 1,000 | 2,163 | 2,388 | 3,266 | 3,454 | 3,620 | 26,404 |
| 3,034 | 2,186 | 2,361 | 2,334 | 3,597 | 2,315 | 2,163 | 2,388 | 3,266 | 3,454 | 3,620 | 30,719 |
| 3,034 | 2,186 | 1,000 | 1,000 | 3,597 | 2,315 | 2,163 | 2,388 | 3,266 | 3,454 | 3,620 | 28,024 |
| 2,070 | 2,186 | 2,361 | 2,334 | 2,274 | 1,000 | 2,163 | 1,000 | 2,071 | 2,211 | 2,312 | 21,982 |
| 2,070 | 1,000 | 3,732 | 3,680 | 2,274 | 2,315 | 3,187 | 2,388 | 3,266 | 2,211 | 2,312 | 28,434 |
| 3,034 | 3,204 | 2,361 | 2,334 | 3,597 | 2,315 | 3,187 | 2,388 | 3,266 | 3,454 | 3,620 | 32,761 |
| 4,145 | 4,276 | 2,361 | 3,680 | 3,597 | 2,315 | 2,163 | 2,388 | 3,266 | 3,454 | 3,620 | 35,265 |

**Lampiran 19.**

**Data Hasil Perhitungan MSI Variabel Kerjasama Tim (X1)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **Total** |
| 3,138 | 1,946 | 3,500 | 3,199 | 2,597 | 2,616 | 3,582 | 3,332 | 2,408 | 3,475 | 29,793 |
| 3,138 | 3,349 | 2,104 | 1,927 | 2,597 | 2,616 | 3,582 | 3,332 | 2,408 | 3,475 | 28,529 |
| 3,138 | 3,349 | 3,500 | 1,927 | 2,597 | 2,616 | 1,000 | 2,145 | 1,000 | 2,274 | 23,547 |
| 3,138 | 3,349 | 3,500 | 3,199 | 2,597 | 2,616 | 3,582 | 2,145 | 2,408 | 3,475 | 30,009 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,055 | 2,145 | 1,000 | 1,000 | 12,201 |
| 3,138 | 3,349 | 3,500 | 3,199 | 2,597 | 2,616 | 3,582 | 3,332 | 2,408 | 4,767 | 32,488 |
| 3,138 | 3,349 | 3,500 | 3,199 | 2,597 | 2,616 | 3,582 | 3,332 | 2,408 | 3,475 | 31,196 |
| 3,138 | 3,349 | 3,500 | 3,199 | 4,195 | 4,276 | 3,582 | 3,332 | 2,408 | 3,475 | 34,453 |
| 4,643 | 4,856 | 3,500 | 3,199 | 2,597 | 2,616 | 3,582 | 4,643 | 3,816 | 4,767 | 38,218 |
| 3,138 | 3,349 | 3,500 | 3,199 | 2,597 | 2,616 | 3,582 | 3,332 | 2,408 | 3,475 | 31,196 |
| 4,643 | 4,856 | 5,012 | 4,713 | 4,195 | 4,276 | 5,299 | 4,643 | 3,816 | 4,767 | 46,218 |
| 3,138 | 3,349 | 2,104 | 3,199 | 2,597 | 2,616 | 3,582 | 3,332 | 2,408 | 3,475 | 29,800 |
| 3,138 | 3,349 | 3,500 | 3,199 | 2,597 | 2,616 | 3,582 | 3,332 | 2,408 | 3,475 | 31,196 |
| 3,138 | 3,349 | 3,500 | 3,199 | 2,597 | 2,616 | 3,582 | 2,145 | 1,000 | 2,274 | 27,400 |
| 1,822 | 3,349 | 2,104 | 1,000 | 1,000 | 1,000 | 2,055 | 2,145 | 1,000 | 2,274 | 17,749 |
| 3,138 | 3,349 | 3,500 | 3,199 | 2,597 | 2,616 | 3,582 | 3,332 | 2,408 | 3,475 | 31,196 |
| 4,643 | 4,856 | 5,012 | 4,713 | 4,195 | 2,616 | 3,582 | 4,643 | 3,816 | 4,767 | 42,841 |
| 4,643 | 4,856 | 5,012 | 4,713 | 4,195 | 4,276 | 5,299 | 4,643 | 3,816 | 4,767 | 46,218 |
| 3,138 | 3,349 | 3,500 | 3,199 | 2,597 | 2,616 | 3,582 | 3,332 | 2,408 | 3,475 | 31,196 |
| 3,138 | 3,349 | 3,500 | 3,199 | 2,597 | 2,616 | 3,582 | 3,332 | 2,408 | 3,475 | 31,196 |
| 3,138 | 3,349 | 3,500 | 3,199 | 2,597 | 2,616 | 3,582 | 3,332 | 2,408 | 3,475 | 31,196 |
| 3,138 | 3,349 | 3,500 | 3,199 | 2,597 | 2,616 | 3,582 | 3,332 | 2,408 | 3,475 | 31,196 |
| 3,138 | 3,349 | 3,500 | 3,199 | 2,597 | 2,616 | 3,582 | 3,332 | 2,408 | 2,274 | 29,995 |
| 3,138 | 3,349 | 5,012 | 4,713 | 2,597 | 2,616 | 3,582 | 4,643 | 1,000 | 3,475 | 34,124 |
| 4,643 | 4,856 | 5,012 | 4,713 | 4,195 | 4,276 | 5,299 | 4,643 | 3,816 | 4,767 | 46,218 |
| 3,138 | 3,349 | 3,500 | 3,199 | 2,597 | 2,616 | 3,582 | 2,145 | 2,408 | 3,475 | 30,009 |
| 3,138 | 3,349 | 3,500 | 3,199 | 2,597 | 2,616 | 3,582 | 2,145 | 2,408 | 2,274 | 28,808 |
| 3,138 | 3,349 | 3,500 | 3,199 | 2,597 | 2,616 | 3,582 | 3,332 | 2,408 | 3,475 | 31,196 |
| 3,138 | 3,349 | 2,104 | 3,199 | 2,597 | 2,616 | 3,582 | 4,643 | 2,408 | 3,475 | 31,111 |
| 1,822 | 1,946 | 3,500 | 3,199 | 2,597 | 2,616 | 2,055 | 3,332 | 2,408 | 3,475 | 26,950 |
| 3,138 | 3,349 | 3,500 | 3,199 | 2,597 | 2,616 | 3,582 | 3,332 | 2,408 | 4,767 | 32,488 |
| 3,138 | 3,349 | 3,500 | 3,199 | 2,597 | 2,616 | 3,582 | 2,145 | 1,000 | 3,475 | 28,601 |
| 1,822 | 1,946 | 2,104 | 1,927 | 1,000 | 1,000 | 2,055 | 2,145 | 1,000 | 3,475 | 18,475 |
| 4,643 | 4,856 | 3,500 | 3,199 | 4,195 | 4,276 | 5,299 | 4,643 | 3,816 | 3,475 | 41,901 |
| 3,138 | 3,349 | 3,500 | 3,199 | 2,597 | 2,616 | 3,582 | 3,332 | 2,408 | 2,274 | 29,995 |
| 3,138 | 3,349 | 3,500 | 3,199 | 2,597 | 2,616 | 5,299 | 3,332 | 2,408 | 3,475 | 32,913 |
| 3,138 | 1,946 | 2,104 | 1,927 | 2,597 | 2,616 | 3,582 | 3,332 | 2,408 | 2,274 | 25,925 |
| 3,138 | 3,349 | 3,500 | 3,199 | 2,597 | 2,616 | 3,582 | 3,332 | 1,000 | 2,274 | 28,586 |
| 4,643 | 4,856 | 5,012 | 3,199 | 1,000 | 2,616 | 3,582 | 1,000 | 2,408 | 3,475 | 31,790 |
| 1,000 | 4,856 | 5,012 | 4,713 | 2,597 | 2,616 | 3,582 | 4,643 | 3,816 | 4,767 | 37,601 |
| 3,138 | 3,349 | 5,012 | 1,000 | 1,000 | 2,616 | 3,582 | 2,145 | 2,408 | 3,475 | 27,725 |
| 4,643 | 4,856 | 3,500 | 1,927 | 2,597 | 1,000 | 3,582 | 2,145 | 2,408 | 3,475 | 30,134 |
| 3,138 | 3,349 | 3,500 | 3,199 | 2,597 | 2,616 | 3,582 | 3,332 | 1,000 | 2,274 | 28,586 |
| 4,643 | 3,349 | 3,500 | 3,199 | 4,195 | 4,276 | 3,582 | 2,145 | 2,408 | 2,274 | 33,570 |
| 4,643 | 4,856 | 3,500 | 3,199 | 2,597 | 1,000 | 2,055 | 1,000 | 2,408 | 2,274 | 27,532 |
| 3,138 | 3,349 | 3,500 | 3,199 | 4,195 | 2,616 | 3,582 | 2,145 | 2,408 | 3,475 | 31,607 |
| 1,822 | 3,349 | 2,104 | 3,199 | 2,597 | 2,616 | 3,582 | 3,332 | 3,816 | 4,767 | 31,183 |
| 1,822 | 1,946 | 2,104 | 1,927 | 2,597 | 2,616 | 3,582 | 4,643 | 3,816 | 4,767 | 29,820 |
| 4,643 | 4,856 | 3,500 | 3,199 | 2,597 | 2,616 | 3,582 | 3,332 | 2,408 | 3,475 | 34,207 |
| 3,138 | 3,349 | 3,500 | 3,199 | 2,597 | 2,616 | 3,582 | 2,145 | 3,816 | 4,767 | 32,709 |
| 3,138 | 3,349 | 3,500 | 1,927 | 2,597 | 2,616 | 3,582 | 3,332 | 2,408 | 3,475 | 29,924 |
| 3,138 | 3,349 | 3,500 | 3,199 | 1,000 | 1,000 | 2,055 | 4,643 | 3,816 | 4,767 | 30,467 |
| 3,138 | 3,349 | 3,500 | 3,199 | 2,597 | 2,616 | 2,055 | 3,332 | 2,408 | 3,475 | 29,669 |
| 3,138 | 3,349 | 3,500 | 3,199 | 2,597 | 2,616 | 3,582 | 3,332 | 2,408 | 3,475 | 31,196 |
| 3,138 | 3,349 | 2,104 | 1,927 | 2,597 | 2,616 | 3,582 | 3,332 | 2,408 | 2,274 | 27,328 |
| 3,138 | 3,349 | 3,500 | 1,927 | 1,000 | 1,000 | 3,582 | 3,332 | 3,816 | 4,767 | 29,411 |
| 3,138 | 4,856 | 5,012 | 4,713 | 2,597 | 1,000 | 3,582 | 3,332 | 1,000 | 2,274 | 31,503 |
| 1,822 | 1,946 | 3,500 | 1,927 | 1,000 | 1,000 | 2,055 | 3,332 | 3,816 | 4,767 | 25,165 |

**Lampiran 20.**

**Data Hasil Perhitungan MSI Variabel Lingkungan Kerja Fisik (X2)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | |
| **X1** | **X2** | **X3** | **X4** | **X5** | **X6** | **X7** | **X8** | **Total** |
| 3,203 | 1,000 | 2,949 | 1,973 | 2,180 | 2,357 | 3,404 | 3,475 | 20,541 |
| 3,203 | 2,351 | 2,949 | 1,973 | 3,249 | 2,357 | 3,404 | 3,475 | 22,961 |
| 3,203 | 2,351 | 2,949 | 2,905 | 3,249 | 2,357 | 3,404 | 3,475 | 23,893 |
| 3,203 | 2,351 | 2,949 | 2,905 | 3,249 | 2,357 | 3,404 | 3,475 | 23,893 |
| 3,203 | 2,351 | 2,949 | 1,000 | 2,180 | 1,000 | 3,404 | 3,475 | 19,562 |
| 3,203 | 2,351 | 2,949 | 4,078 | 3,249 | 2,357 | 3,404 | 2,372 | 23,964 |
| 3,203 | 2,351 | 1,000 | 1,000 | 3,249 | 2,357 | 2,366 | 2,372 | 17,898 |
| 3,203 | 3,742 | 2,949 | 4,078 | 4,406 | 3,716 | 3,404 | 3,475 | 28,974 |
| 4,649 | 3,742 | 4,406 | 4,078 | 2,180 | 1,000 | 4,726 | 4,726 | 29,506 |
| 3,203 | 2,351 | 2,949 | 1,973 | 3,249 | 2,357 | 3,404 | 3,475 | 22,961 |
| 4,649 | 3,742 | 4,406 | 4,078 | 4,406 | 3,716 | 4,726 | 4,726 | 34,448 |
| 3,203 | 2,351 | 2,949 | 1,000 | 3,249 | 2,357 | 1,734 | 2,372 | 19,215 |
| 3,203 | 2,351 | 2,949 | 2,905 | 3,249 | 2,357 | 3,404 | 3,475 | 23,893 |
| 3,203 | 2,351 | 2,949 | 1,000 | 1,000 | 2,357 | 3,404 | 3,475 | 19,739 |
| 1,000 | 2,351 | 2,949 | 1,000 | 1,000 | 2,357 | 1,734 | 1,523 | 13,913 |
| 3,203 | 2,351 | 1,000 | 1,000 | 3,249 | 2,357 | 1,000 | 1,000 | 15,160 |
| 4,649 | 3,742 | 4,406 | 4,078 | 2,180 | 3,716 | 4,726 | 4,726 | 32,222 |
| 4,649 | 3,742 | 4,406 | 4,078 | 4,406 | 3,716 | 4,726 | 4,726 | 34,448 |
| 3,203 | 2,351 | 2,949 | 2,905 | 3,249 | 2,357 | 3,404 | 3,475 | 23,893 |
| 4,649 | 3,742 | 2,949 | 2,905 | 3,249 | 2,357 | 3,404 | 3,475 | 26,730 |
| 3,203 | 2,351 | 2,949 | 2,905 | 3,249 | 2,357 | 3,404 | 3,475 | 23,893 |
| 3,203 | 2,351 | 2,949 | 1,973 | 2,180 | 2,357 | 1,734 | 2,372 | 19,118 |
| 3,203 | 2,351 | 2,949 | 2,905 | 3,249 | 2,357 | 3,404 | 3,475 | 23,893 |
| 4,649 | 3,742 | 2,949 | 1,000 | 4,406 | 3,716 | 4,726 | 4,726 | 29,913 |
| 4,649 | 3,742 | 4,406 | 4,078 | 4,406 | 3,716 | 4,726 | 4,726 | 34,448 |
| 3,203 | 2,351 | 2,949 | 2,905 | 2,180 | 1,000 | 3,404 | 3,475 | 21,467 |
| 3,203 | 3,742 | 2,949 | 1,973 | 4,406 | 2,357 | 3,404 | 3,475 | 25,509 |
| 4,649 | 3,742 | 2,949 | 2,905 | 4,406 | 3,716 | 4,726 | 4,726 | 31,818 |
| 3,203 | 3,742 | 4,406 | 1,973 | 3,249 | 2,357 | 4,726 | 4,726 | 28,381 |
| 3,203 | 2,351 | 1,779 | 1,973 | 2,180 | 1,000 | 3,404 | 2,372 | 18,261 |
| 4,649 | 3,742 | 4,406 | 2,905 | 3,249 | 3,716 | 4,726 | 4,726 | 32,117 |
| 3,203 | 2,351 | 2,949 | 2,905 | 2,180 | 2,357 | 3,404 | 3,475 | 22,824 |
| 3,203 | 2,351 | 1,779 | 1,973 | 3,249 | 2,357 | 2,366 | 2,372 | 19,649 |
| 4,649 | 3,742 | 4,406 | 4,078 | 4,406 | 3,716 | 4,726 | 4,726 | 34,448 |
| 3,203 | 2,351 | 1,000 | 1,000 | 2,180 | 1,000 | 2,366 | 2,372 | 15,472 |
| 3,203 | 3,742 | 2,949 | 2,905 | 3,249 | 2,357 | 3,404 | 3,475 | 25,284 |
| 3,203 | 1,000 | 1,779 | 1,973 | 2,180 | 2,357 | 3,404 | 3,475 | 19,370 |
| 1,883 | 1,000 | 2,949 | 2,905 | 3,249 | 2,357 | 3,404 | 3,475 | 21,222 |
| 4,649 | 3,742 | 4,406 | 2,905 | 4,406 | 3,716 | 4,726 | 2,372 | 30,921 |
| 1,883 | 1,000 | 1,779 | 1,973 | 2,180 | 1,000 | 2,366 | 2,372 | 14,553 |
| 4,649 | 3,742 | 4,406 | 1,973 | 4,406 | 3,716 | 4,726 | 4,726 | 32,342 |
| 3,203 | 1,000 | 1,779 | 1,973 | 3,249 | 3,716 | 4,726 | 4,726 | 24,371 |
| 3,203 | 3,742 | 1,000 | 1,000 | 2,180 | 2,357 | 3,404 | 3,475 | 20,361 |
| 4,649 | 2,351 | 2,949 | 2,905 | 2,180 | 3,716 | 3,404 | 3,475 | 25,628 |
| 3,203 | 2,351 | 2,949 | 2,905 | 3,249 | 2,357 | 3,404 | 3,475 | 23,893 |
| 4,649 | 2,351 | 2,949 | 1,973 | 2,180 | 2,357 | 3,404 | 4,726 | 24,588 |
| 3,203 | 3,742 | 2,949 | 1,973 | 3,249 | 1,000 | 4,726 | 4,726 | 25,567 |
| 4,649 | 3,742 | 2,949 | 2,905 | 2,180 | 1,000 | 4,726 | 4,726 | 26,876 |
| 4,649 | 3,742 | 2,949 | 2,905 | 2,180 | 2,357 | 3,404 | 3,475 | 25,660 |
| 1,883 | 1,000 | 1,779 | 1,000 | 1,000 | 1,000 | 2,366 | 2,372 | 12,400 |
| 3,203 | 2,351 | 2,949 | 1,973 | 3,249 | 2,357 | 2,366 | 2,372 | 20,820 |
| 3,203 | 2,351 | 2,949 | 2,905 | 2,180 | 1,000 | 2,366 | 2,372 | 19,326 |
| 3,203 | 2,351 | 2,949 | 2,905 | 2,180 | 1,000 | 3,404 | 2,372 | 20,364 |
| 3,203 | 2,351 | 2,949 | 2,905 | 3,249 | 2,357 | 3,404 | 3,475 | 23,893 |
| 3,203 | 2,351 | 2,949 | 2,905 | 2,180 | 1,000 | 3,404 | 3,475 | 21,467 |
| 4,649 | 3,742 | 2,949 | 2,905 | 1,000 | 2,357 | 3,404 | 3,475 | 24,481 |
| 1,883 | 2,351 | 1,779 | 2,905 | 2,180 | 2,357 | 2,366 | 3,475 | 19,295 |
| 1,883 | 3,742 | 2,949 | 1,973 | 3,249 | 2,357 | 3,404 | 3,475 | 23,032 |

**Lampiran 21.**

**Data Hasil Perhitungan MSI Variabel Promosi Jabatan (X3)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | |
| **X1** | **X2** | **X3** | **X4** | **X5** | **X6** | **X7** | **X8** | **X9** | **Total** |
| 3,448 | 3,445 | 3,431 | 3,757 | 3,156 | 3,227 | 4,429 | 3,123 | 3,104 | 31,121 |
| 2,466 | 2,460 | 2,379 | 2,686 | 2,099 | 2,153 | 2,182 | 2,115 | 2,153 | 20,694 |
| 2,466 | 2,460 | 2,379 | 2,686 | 2,099 | 2,153 | 1,000 | 1,000 | 1,000 | 17,243 |
| 3,448 | 3,445 | 3,431 | 3,757 | 3,156 | 3,227 | 3,255 | 3,123 | 3,104 | 29,947 |
| 3,448 | 1,712 | 1,673 | 1,813 | 1,000 | 1,000 | 1,000 | 3,123 | 3,104 | 17,873 |
| 3,448 | 3,445 | 3,431 | 3,757 | 3,156 | 3,227 | 3,255 | 3,123 | 3,104 | 29,947 |
| 3,448 | 3,445 | 3,431 | 2,686 | 2,099 | 2,153 | 2,182 | 2,115 | 2,153 | 23,712 |
| 2,466 | 2,460 | 2,379 | 2,686 | 2,099 | 2,153 | 2,182 | 2,115 | 2,153 | 20,694 |
| 1,000 | 1,000 | 1,000 | 1,000 | 4,354 | 4,406 | 4,429 | 4,253 | 4,175 | 25,618 |
| 3,448 | 3,445 | 3,431 | 2,686 | 2,099 | 2,153 | 2,182 | 2,115 | 2,153 | 23,712 |
| 4,695 | 4,643 | 4,713 | 5,012 | 4,354 | 4,406 | 4,429 | 4,253 | 4,175 | 40,680 |
| 1,769 | 2,460 | 2,379 | 2,686 | 2,099 | 2,153 | 2,182 | 2,115 | 2,153 | 19,997 |
| 3,448 | 3,445 | 3,431 | 3,757 | 3,156 | 3,227 | 3,255 | 3,123 | 3,104 | 29,947 |
| 1,769 | 1,712 | 1,673 | 2,686 | 2,099 | 2,153 | 2,182 | 2,115 | 2,153 | 18,542 |
| 2,466 | 2,460 | 2,379 | 2,686 | 2,099 | 2,153 | 2,182 | 2,115 | 2,153 | 20,694 |
| 1,000 | 1,000 | 1,000 | 1,813 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 9,813 |
| 2,466 | 2,460 | 2,379 | 3,757 | 3,156 | 3,227 | 4,429 | 4,253 | 4,175 | 30,304 |
| 4,695 | 4,643 | 4,713 | 5,012 | 4,354 | 4,406 | 4,429 | 4,253 | 4,175 | 40,680 |
| 3,448 | 3,445 | 3,431 | 3,757 | 3,156 | 3,227 | 3,255 | 3,123 | 3,104 | 29,947 |
| 3,448 | 3,445 | 3,431 | 3,757 | 3,156 | 3,227 | 3,255 | 3,123 | 3,104 | 29,947 |
| 3,448 | 3,445 | 3,431 | 3,757 | 3,156 | 3,227 | 3,255 | 3,123 | 3,104 | 29,947 |
| 2,466 | 2,460 | 2,379 | 2,686 | 2,099 | 2,153 | 2,182 | 2,115 | 2,153 | 20,694 |
| 3,448 | 3,445 | 3,431 | 3,757 | 3,156 | 3,227 | 3,255 | 3,123 | 3,104 | 29,947 |
| 4,695 | 4,643 | 3,431 | 5,012 | 4,354 | 2,153 | 3,255 | 3,123 | 3,104 | 33,770 |
| 4,695 | 4,643 | 4,713 | 5,012 | 4,354 | 4,406 | 4,429 | 4,253 | 4,175 | 40,680 |
| 2,466 | 2,460 | 1,673 | 1,813 | 1,000 | 2,153 | 2,182 | 2,115 | 2,153 | 18,015 |
| 1,769 | 1,712 | 1,673 | 2,686 | 2,099 | 1,000 | 2,182 | 1,000 | 1,000 | 15,121 |
| 3,448 | 2,460 | 2,379 | 3,757 | 2,099 | 2,153 | 2,182 | 2,115 | 2,153 | 22,746 |
| 3,448 | 4,643 | 3,431 | 3,757 | 4,354 | 4,406 | 3,255 | 2,115 | 4,175 | 33,584 |
| 3,448 | 2,460 | 2,379 | 2,686 | 2,099 | 2,153 | 2,182 | 2,115 | 2,153 | 21,675 |
| 3,448 | 3,445 | 3,431 | 3,757 | 3,156 | 3,227 | 3,255 | 3,123 | 3,104 | 29,947 |
| 3,448 | 3,445 | 3,431 | 2,686 | 3,156 | 3,227 | 3,255 | 3,123 | 3,104 | 28,876 |
| 2,466 | 2,460 | 2,379 | 2,686 | 2,099 | 2,153 | 2,182 | 2,115 | 2,153 | 20,694 |
| 4,695 | 4,643 | 4,713 | 5,012 | 4,354 | 4,406 | 4,429 | 4,253 | 4,175 | 40,680 |
| 2,466 | 2,460 | 2,379 | 2,686 | 2,099 | 2,153 | 2,182 | 2,115 | 2,153 | 20,694 |
| 3,448 | 3,445 | 3,431 | 3,757 | 4,354 | 4,406 | 3,255 | 3,123 | 4,175 | 33,395 |
| 1,769 | 1,712 | 1,000 | 1,813 | 1,000 | 1,000 | 2,182 | 2,115 | 2,153 | 14,745 |
| 4,695 | 4,643 | 3,431 | 3,757 | 3,156 | 3,227 | 3,255 | 3,123 | 3,104 | 32,391 |
| 2,466 | 3,445 | 3,431 | 5,012 | 3,156 | 4,406 | 4,429 | 4,253 | 2,153 | 32,752 |
| 4,695 | 4,643 | 3,431 | 5,012 | 3,156 | 2,153 | 3,255 | 3,123 | 4,175 | 33,643 |
| 3,448 | 3,445 | 3,431 | 3,757 | 3,156 | 3,227 | 3,255 | 3,123 | 3,104 | 29,947 |
| 3,448 | 3,445 | 2,379 | 3,757 | 3,156 | 3,227 | 3,255 | 4,253 | 3,104 | 30,026 |
| 2,466 | 2,460 | 2,379 | 3,757 | 3,156 | 3,227 | 3,255 | 3,123 | 4,175 | 27,999 |
| 2,466 | 3,445 | 3,431 | 3,757 | 2,099 | 3,227 | 3,255 | 3,123 | 1,000 | 25,803 |
| 2,466 | 2,460 | 2,379 | 3,757 | 3,156 | 2,153 | 3,255 | 2,115 | 2,153 | 23,896 |
| 4,695 | 4,643 | 4,713 | 3,757 | 3,156 | 3,227 | 3,255 | 4,253 | 4,175 | 35,875 |
| 4,695 | 4,643 | 2,379 | 2,686 | 3,156 | 3,227 | 3,255 | 3,123 | 3,104 | 30,269 |
| 4,695 | 4,643 | 4,713 | 3,757 | 3,156 | 3,227 | 2,182 | 2,115 | 4,175 | 32,663 |
| 3,448 | 3,445 | 3,431 | 3,757 | 3,156 | 3,227 | 3,255 | 3,123 | 3,104 | 29,947 |
| 3,448 | 3,445 | 3,431 | 2,686 | 2,099 | 2,153 | 2,182 | 2,115 | 2,153 | 23,712 |
| 3,448 | 3,445 | 3,431 | 3,757 | 2,099 | 2,153 | 2,182 | 2,115 | 2,153 | 24,783 |
| 3,448 | 3,445 | 3,431 | 3,757 | 3,156 | 3,227 | 4,429 | 1,000 | 2,153 | 28,047 |
| 3,448 | 3,445 | 3,431 | 3,757 | 3,156 | 3,227 | 4,429 | 1,000 | 4,175 | 30,069 |
| 3,448 | 3,445 | 3,431 | 5,012 | 4,354 | 4,406 | 4,429 | 4,253 | 4,175 | 36,953 |
| 3,448 | 3,445 | 3,431 | 3,757 | 3,156 | 3,227 | 3,255 | 3,123 | 3,104 | 29,947 |
| 3,448 | 3,445 | 4,713 | 5,012 | 4,354 | 4,406 | 4,429 | 4,253 | 4,175 | 38,235 |
| 1,769 | 2,460 | 2,379 | 3,757 | 3,156 | 3,227 | 3,255 | 3,123 | 3,104 | 26,231 |
| 3,448 | 3,445 | 3,431 | 3,757 | 4,354 | 3,227 | 3,255 | 3,123 | 3,104 | 31,145 |

**Lampiran 22.**

**Data Output Spss Analisis Regresi Linier Berganda**

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Promosi Jabatan, Lingkungan Kerja Fisik,  Kerjasama Timb | . | Enter |
| a. Dependent Variable: Kepuasan Kerja | | | |
| b. All requested variables entered. | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .702a | .492 | .464 | 4607.38328 |
| a. Predictors: (Constant), Promosi Jabatan, Lingkungan Kerja Fisik, Kerjasama Tim | | | | |
| b. Dependent Variable: Kepuasan Kerja | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 1111944089.992 | 3 | 370648029.997 | 17.460 | .000b |
| Residual | 1146310955.525 | 54 | 21227980.658 |  |  |
| Total | 2258255045.517 | 57 |  |  |  |
| a. Dependent Variable: Kepuasan Kerja | | | | | | |
| b. Predictors: (Constant), Promosi Jabatan, Lingkungan Kerja Fisik, Kerjasama Tim | | | | | | |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 8795.859 | 3416.601 |  | 2.574 | .013 |  |  |
| X1 | .069 | .136 | .065 | .505 | .615 | .567 | 1.764 |
| X2 | .409 | .148 | .352 | 2.765 | .008 | .579 | 1.727 |
| X3 | .352 | .114 | .390 | 3.078 | .003 | .586 | 1.707 |
| a. Dependent Variable: Kepuasan Kerja | | | | | | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Residuals Statisticsa** | | | | | |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 20600.1250 | 40379.3320 | 30403.7931 | 4416.76251 | 58 |
| Std. Predicted Value | -2.220 | 2.259 | .000 | 1.000 | 58 |
| Standard Error of Predicted Value | 657.772 | 2175.173 | 1138.539 | 413.124 | 58 |
| Adjusted Predicted Value | 20463.0898 | 41496.1094 | 30378.4334 | 4490.77487 | 58 |
| Residual | -9902.70117 | 7936.14697 | .00000 | 4484.49758 | 58 |
| Std. Residual | -2.149 | 1.722 | .000 | .973 | 58 |
| Stud. Residual | -2.288 | 1.831 | .002 | 1.013 | 58 |
| Deleted Residual | -11219.91016 | 8965.62305 | 25.35975 | 4863.69208 | 58 |
| Stud. Deleted Residual | -2.385 | 1.873 | .000 | 1.026 | 58 |
| Mahal. Distance | .179 | 11.722 | 2.948 | 2.931 | 58 |
| Cook's Distance | .000 | .174 | .022 | .037 | 58 |
| Centered Leverage Value | .003 | .206 | .052 | .051 | 58 |
| a. Dependent Variable: Kepuasan Kerja | | | | | |

**Lampiran 23.**

**Data Output SPSS Uji Asumsi Klasik Normalitas**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 58 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 4484.49757699 |
| Most Extreme Differences | Absolute | .095 |
| Positive | .049 |
| Negative | -.095 |
| 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. | | |

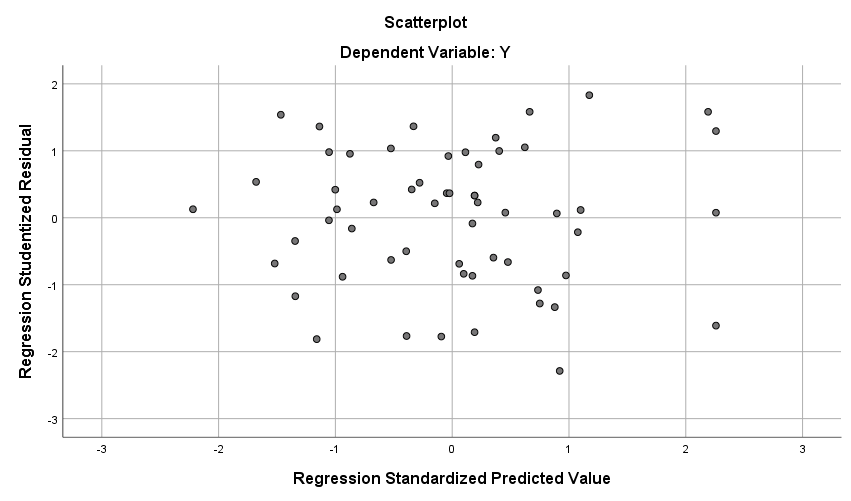
**Lampiran 24.**

**Data Output SPSS Uji Asumsi Klasik Multikolinieritas**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 8795.859 | 3416.601 |  | 2.574 | .013 |  |  |
| X1 | .069 | .136 | .065 | .505 | .615 | .567 | 1.764 |
| X2 | .409 | .148 | .352 | 2.765 | .008 | .579 | 1.727 |
| X3 | .352 | .114 | .390 | 3.078 | .003 | .586 | 1.707 |
| a. Dependent Variable: Y | | | | | | | | |

**Lampiran 25.**

**Data Output SPSS Uji Asumsi Klasik Heterokedastisitas**



**Lampiran 26.**

**Data Output SPSS Uji Asumsi Klasik Autokorelasi**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .702a | .492 | .464 | 4607.38328 | 2.014 |
| a. Predictors: (Constant), X3, X2, X1 | | | | | |
| b. Dependent Variable: Y | | | | | |

**Lampiran 27.**

**Data Output SPSS Koefisien Determinasi**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .702a | .492 | .464 | 4607.38328 | 2.014 |
| a. Predictors: (Constant), X3, X2, X1 | | | | | |
| b. Dependent Variable: Y | | | | | |

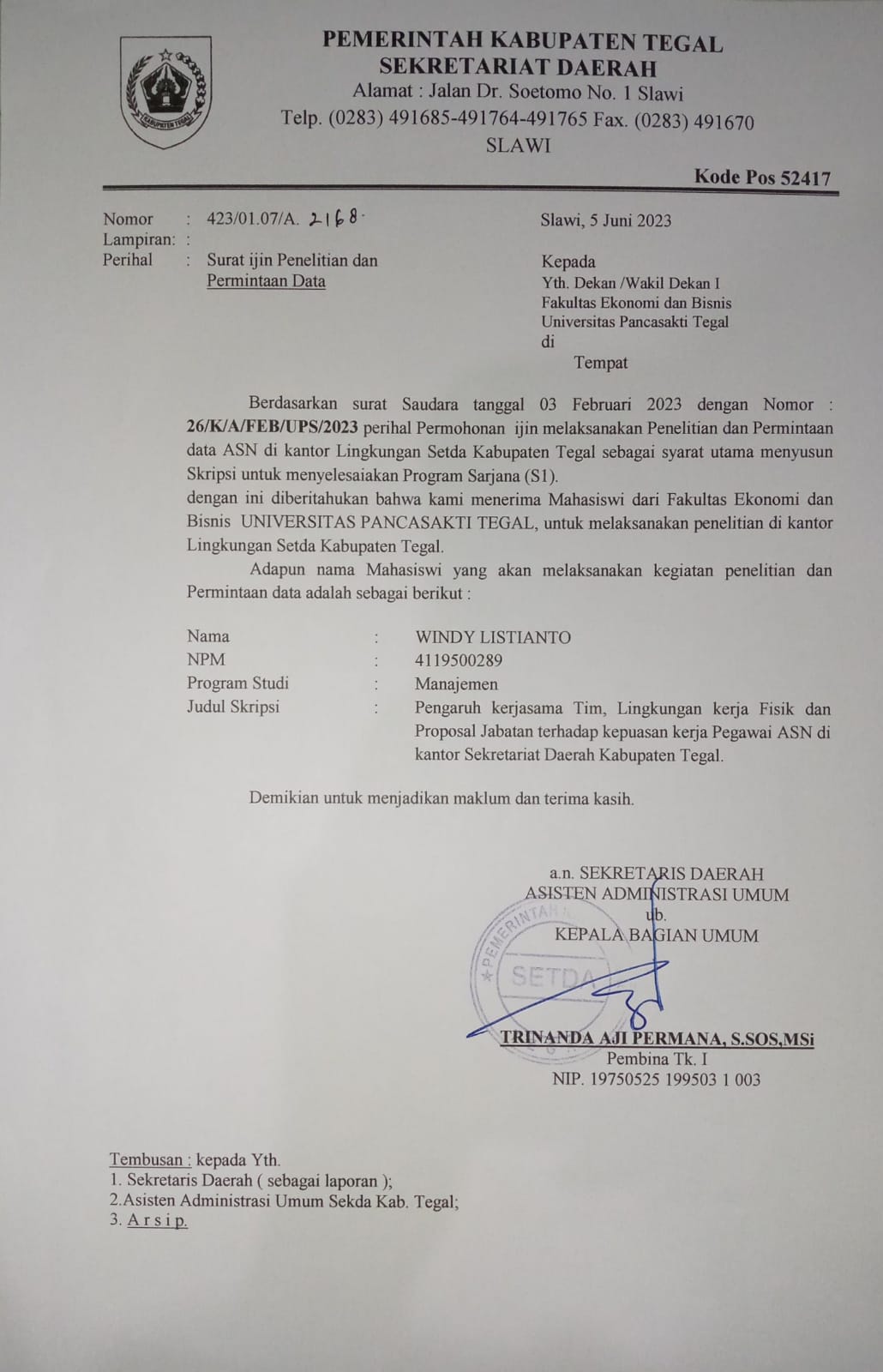
**Lampiran 28.**

**Surat Ijin Penelitian dan Permintaan Data**

****

**Lampiran 29.**

**Surat Persetujuan Ijin Penelitian Dari Instansi**



**Lampiran 30.**

**Surat Pernyataan Telah Selesai Melakukan Penelitian Dari Instansi**

