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**Lampiran 1**

**LEMBAR KUESIONER**

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Komunikasi Internal, Lingkungan Kerja Fisik, daan Disiplin Kerja terhadap Kinerja Pegawai Dinas Tenaga Kerja Kabupaten Pemalang

Kepada Yth,

Bapak/Ibu Responden

Unit kerja: Sekretariat, Penta Lattas (Kompetensi dan Produktivitas Tenaga Kerja), Hubinsyaker (Hubungan Industrial dan Lembaga Ketenagakerjaan), BLK (Balai Latihan Kerja)

Di Tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, saya Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi 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 terima kasih.

Tegal, Mei 2023

**Hormat Saya,**

**Yunita Kurniasih**

**Petunjuk Pengisian**

1. Jawablah masing-masing pertanyaan dibawah ini sesuai dengan penilaian saudara mengenai “Pengaruh Komunikasi Internal, Lingkungan Kerja Fisik dan Disiplin Kerja terhadap Kinerja Pegawai Dinas Tenaga Kerja Kabupaten Pemalang”
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:
4. Keterangan jawaban sebagai berikut:

Untuk pilihan jawaban variabel kinerja:

SL : Selalu

SR : Sering

B : Biasanya

KD : Kadang-kadang

BP : Belum Pernah

Untuk pilihan jawaban variabel komunikasi internal, lingkungan kerja fisik, dan disiplin kerja:

STS : Sangat Tidak Setuju

TS : Tidak Setuju

N : Netral

S : Setuju

SS : Sangat Setuju

**Data Responden**

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

L

P

1. Usia :

< 20 Tahun

21-30 Tahun

31-40 Tahun

> 40 tahun

1. Pendidikan

SLTA

Diploma

Sarjana (S1)

CV

Sarjana (S2)

CV

Lainnya…………………..

1. Unit Kerja

Sekretariat

Penta Lattas (Kompetensi dan Produktivitas Tenaga Kerja)

Hubinsyaker (Hubungan Industrial dan Lembaga Ketenagakerjaan)

BLK (Balai Latihan Kerja)

1. Variabel Kinerja Pegawai

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pertanyaan** | **SL** | **SR** | **B** | **KD** | **BP** |
| 1 | Saya dapat menyelesaikan setiap pekerjaan yang diberikan sesuai target yang diberikan |  |  |  |  |  |
| 2 | Saya dapat menyelesaikan setiap pekerjaan yang diberikan dengan baik |  |  |  |  |  |
| 3 | Saya dapat menyelesaikan setiap pekerjaan yang diberikan dengan efisien |  |  |  |  |  |
| 4 | Menaati peraturan yang ada didalam instansi |  |  |  |  |  |
| 5 | Mempunyai inisiatif dalam menyelesaikan setiap pekerjaan yang diberikan dengan baik |  |  |  |  |  |
| 6 | Saya dapat menyelesaikan pekerjaan yang diberikan dengan teliti |  |  |  |  |  |
| 7 | Saya dapat membantu rekan kerja yang mengalami kendala dalam bekerja |  |  |  |  |  |
| 8 | Saya jujur dalam melaksanakan tugas |  |  |  |  |  |
| 9 | Saya dapat memberikan ide kreatif ketika bekerja |  |  |  |  |  |

1. Variabel Komunikasi Internal

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pertanyaan** | **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Pimpinan memberikan instruksi kepada bawahan dengan jelas |  |  |  |  |  |
| 2 | Pimpinan memberikan petunjuk kepada bawahan dengan jelas |  |  |  |  |  |
| 3 | Pimpinan memberikan informasi kebijakan kepada bawahan dengan jelas |  |  |  |  |  |
| 4 | Pimpinan memberikan penjelasan mengenai tugas yang diberikan kepada bawahan dengan jelas |  |  |  |  |  |
| 5 | Bawahan rutin memberikan laporan kepada pimpinan |  |  |  |  |  |
| 6 | Bawahan terbuka dalam memberikan saran kepada pimpinan |  |  |  |  |  |
| 7 | Bawahan memberikan pengaduan kepada pimpinan ketika ada permasalahan di dalam instansi |  |  |  |  |  |
| 8 | Antar pegawai berinteraksi dengan baik dalam bekerja |  |  |  |  |  |
| 9 | Antar pegawai menyampaikan informasi dengan jelas |  |  |  |  |  |
| 10 | Antar pegawai memberikan saran untuk memecahkan permasalahan dalam bekerja |  |  |  |  |  |

1. Variabel Lingkungan Kerja Fisik

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pertanyaan** | **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Ruangan kerja nyaman untuk bekerja |  |  |  |  |  |
| 2 | Peralatan kerja yang tersedia sesuai kebutuhan pegawai untuk bekerja |  |  |  |  |  |
| 3 | Penerangan di tempat kerja baik dan nyaman untuk bekerja |  |  |  |  |  |
| 4 | Temperatur di tempat nyaman untuk bekerja |  |  |  |  |  |
| 5 | Kelembapan di tempat kerja nyaman untuk bekerja |  |  |  |  |  |
| 6 | Sirkulasi udara di tempat kerja nyaman untuk bekerja |  |  |  |  |  |
| 7 | Ada Kebisingan di tempat kerja |  |  |  |  |  |
| 8 | Ada getaran di tempat kerja |  |  |  |  |  |
| 9 | Bau harum di tempat kerja nyaman untuk bekerja |  |  |  |  |  |
| 10 | Tata warna di tempat kerja membuat nyaman untuk bekerja |  |  |  |  |  |
| 11 | dekorasi di tempat kerja membuat nyaman untuk bekerja |  |  |  |  |  |
| 12 | Ada suara musik di tempat kerja |  |  |  |  |  |
| 13 | Keamanan di tempat kerja sudah diberikan instansi dengan baik |  |  |  |  |  |

1. Variabel Disiplin Kerja

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pertanyaan** | **STS** | **TS** | **N** | **S** | **SS** |
| 1 | saya masuk kerja tepat waktu |  |  |  |  |  |
| 2 | Saya menggunakan waktu kerja dengan efektif |  |  |  |  |  |
| 3 | Saya tidak pernah mangkir dalam bekerja |  |  |  |  |  |
| 4 | Saya tidak pernah tidak kerja tanpa alasan yang penting |  |  |  |  |  |
| 5 | Saya dapat mematuhi semua peraturan instansi dengan baik |  |  |  |  |  |
| 6 | Saya dapat menyelesaikan target pekerjaan yang telah ditetapkan |  |  |  |  |  |
| 7 | Saya dapat menyelesaikan target pekerjaan tepat waktu sesuai waktu yang telah ditetapkan |  |  |  |  |  |
| 8 | Saya dapat membuat laporan harian dengan tertib tidak menunda-nunda |  |  |  |  |  |

**Lampiran 2**

Data Untuk Uji Validitas dan Reliabilitas Variabel Kinerja Pegawai (Y)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **No Item Pertanyaan** | | | | | | | | | **Jumlah** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** |
| 1 | 2 | 4 | 5 | 3 | 3 | 4 | 2 | 3 | 4 | 30 |
| 2 | 4 | 4 | 3 | 3 | 3 | 4 | 2 | 5 | 4 | 32 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 5 | 4 | 31 |
| 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 41 |
| 6 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 8 | 2 | 2 | 2 | 5 | 2 | 2 | 2 | 5 | 2 | 24 |
| 9 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 42 |
| 10 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 43 |
| 11 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 41 |
| 12 | 4 | 4 | 3 | 5 | 2 | 3 | 4 | 4 | 2 | 31 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 43 |
| 14 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 40 |
| 15 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 40 |
| 16 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 32 |
| 17 | 5 | 5 | 4 | 5 | 4 | 5 | 3 | 5 | 3 | 39 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 44 |
| 19 | 2 | 3 | 5 | 4 | 3 | 5 | 2 | 4 | 3 | 31 |
| 20 | 3 | 2 | 3 | 3 | 5 | 2 | 3 | 5 | 5 | 31 |
| 21 | 3 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 2 | 37 |
| 22 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 28 |
| 23 | 2 | 3 | 3 | 5 | 5 | 5 | 3 | 5 | 3 | 34 |
| 24 | 2 | 3 | 2 | 3 | 2 | 2 | 4 | 3 | 3 | 24 |
| 25 | 5 | 5 | 5 | 5 | 4 | 5 | 2 | 5 | 2 | 38 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 27 | 3 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 37 |
| 28 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 36 |
| 29 | 3 | 4 | 4 | 4 | 5 | 3 | 3 | 5 | 3 | 34 |
| 30 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 33 |
| **TOTAL** | 127 | 122 | 123 | 133 | 124 | 122 | 110 | 140 | 106 | 1095 |

**Lampiran 3**

Data Untuk Uji Validitas dan Reliabilitas Variabel Komunikasi Internal (X1)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **No Item Pertanyaan** | | | | | | | | | | **Jumlah** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 3 | 1 | 4 | 2 | 4 | 2 | 3 | 2 | 4 | 2 | 27 |
| 2 | 3 | 3 | 4 | 3 | 5 | 5 | 4 | 4 | 3 | 4 | 38 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 8 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 10 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 47 |
| 11 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 44 |
| 12 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 36 |
| 13 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 15 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 42 |
| 16 | 4 | 3 | 2 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 42 |
| 17 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 19 | 4 | 4 | 5 | 3 | 5 | 3 | 5 | 3 | 4 | 5 | 41 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 38 |
| 21 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 22 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 44 |
| 24 | 5 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 40 |
| 25 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 42 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 27 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 3 | 4 | 5 | 43 |
| 28 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 29 | 4 | 4 | 3 | 3 | 4 | 3 | 5 | 3 | 4 | 4 | 37 |
| 30 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 40 |
| **TOTAL** | 130 | 122 | 124 | 123 | 126 | 123 | 127 | 123 | 127 | 127 | 1248 |

**Lampiran 4**

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

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **No Item Pertanyaan** | | | | | | | | | | | | | **Jumlah** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** |
| 1 | 2 | 3 | 5 | 1 | 2 | 4 | 3 | 3 | 2 | 4 | 3 | 5 | 3 | 40 |
| 2 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 51 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 65 |
| 4 | 5 | 5 | 5 | 4 | 4 | 4 | 2 | 1 | 4 | 5 | 4 | 2 | 5 | 50 |
| 5 | 5 | 4 | 5 | 5 | 4 | 5 | 2 | 2 | 5 | 5 | 5 | 3 | 5 | 55 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 1 | 4 | 4 | 4 | 1 | 4 | 43 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 65 |
| 8 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 36 |
| 9 | 4 | 5 | 5 | 5 | 5 | 5 | 1 | 1 | 5 | 5 | 4 | 5 | 5 | 55 |
| 10 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 5 | 49 |
| 11 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 1 | 3 | 47 |
| 12 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 42 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 2 | 46 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 65 |
| 15 | 5 | 4 | 5 | 4 | 2 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 16 | 5 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 56 |
| 17 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 56 |
| 18 | 5 | 5 | 5 | 5 | 5 | 3 | 2 | 1 | 4 | 4 | 5 | 3 | 4 | 51 |
| 19 | 4 | 5 | 3 | 4 | 5 | 3 | 5 | 3 | 5 | 5 | 3 | 4 | 3 | 52 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 2 | 4 | 3 | 3 | 3 | 4 | 44 |
| 22 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 23 | 5 | 5 | 4 | 5 | 5 | 4 | 1 | 1 | 4 | 4 | 4 | 1 | 5 | 48 |
| 24 | 5 | 4 | 5 | 4 | 3 | 4 | 3 | 1 | 3 | 4 | 4 | 3 | 4 | 47 |
| 25 | 5 | 5 | 4 | 4 | 2 | 3 | 2 | 1 | 4 | 4 | 4 | 3 | 4 | 45 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 65 |
| 27 | 5 | 4 | 5 | 3 | 1 | 3 | 2 | 1 | 5 | 4 | 3 | 3 | 5 | 44 |
| 28 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 29 | 3 | 4 | 5 | 4 | 3 | 4 | 3 | 5 | 3 | 3 | 3 | 4 | 2 | 46 |
| 30 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 56 |
| **TOTAL** | 128 | 126 | 129 | 122 | 113 | 118 | 93 | 88 | 123 | 122 | 117 | 104 | 124 | 1507 |

**Lampiran 5**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **No Item Pertanyaan** | | | | | | | | **Jumlah** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| 1 | 3 | 4 | 5 | 3 | 2 | 4 | 3 | 5 | 29 |
| 2 | 4 | 4 | 3 | 5 | 4 | 3 | 3 | 4 | 30 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 4 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 29 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 8 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 36 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 10 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 27 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 12 | 5 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 28 |
| 13 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 15 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 35 |
| 16 | 4 | 3 | 5 | 5 | 4 | 3 | 3 | 5 | 32 |
| 17 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 36 |
| 18 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 38 |
| 19 | 3 | 3 | 5 | 3 | 4 | 5 | 3 | 4 | 30 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 33 |
| 21 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 26 |
| 22 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 23 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 34 |
| 24 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 28 |
| 25 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 25 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 27 | 5 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 30 |
| 28 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 30 |
| 29 | 4 | 3 | 4 | 3 | 4 | 5 | 3 | 4 | 30 |
| 30 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 31 |
| **Total** | 126 | 124 | 119 | 122 | 124 | 122 | 120 | 122 | 979 |

Data Untuk Uji Validitas dan Reliabilitas Variabel Disiplin Kerja (X3)

**Lampiran 6**

Uji Validitas Kinerja Pegawai (Y)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | X01 | X02 | X03 | X04 | X05 | X06 | X07 | X08 | X09 | Total |
| X01 | Pearson Correlation | 1 | .698\*\* | .559\*\* | .511\*\* | .510\*\* | .538\*\* | .614\*\* | .512\*\* | .246 | .825\*\* |
| Sig. (2-tailed) |  | .000 | .001 | .004 | .004 | .002 | .000 | .004 | .190 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X02 | Pearson Correlation | .698\*\* | 1 | .721\*\* | .601\*\* | .497\*\* | .666\*\* | .411\* | .416\* | .208 | .827\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .005 | .000 | .024 | .022 | .269 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X03 | Pearson Correlation | .559\*\* | .721\*\* | 1 | .434\* | .619\*\* | .763\*\* | .285 | .286 | .274 | .791\*\* |
| Sig. (2-tailed) | .001 | .000 |  | .016 | .000 | .000 | .126 | .126 | .143 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X04 | Pearson Correlation | .511\*\* | .601\*\* | .434\* | 1 | .396\* | .500\*\* | .380\* | .612\*\* | -.044 | .660\*\* |
| Sig. (2-tailed) | .004 | .000 | .016 |  | .030 | .005 | .038 | .000 | .816 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X05 | Pearson Correlation | .510\*\* | .497\*\* | .619\*\* | .396\* | 1 | .574\*\* | .404\* | .564\*\* | .384\* | .774\*\* |
| Sig. (2-tailed) | .004 | .005 | .000 | .030 |  | .001 | .027 | .001 | .036 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X06 | Pearson Correlation | .538\*\* | .666\*\* | .763\*\* | .500\*\* | .574\*\* | 1 | .253 | .351 | .134 | .761\*\* |
| Sig. (2-tailed) | .002 | .000 | .000 | .005 | .001 |  | .177 | .057 | .480 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X07 | Pearson Correlation | .614\*\* | .411\* | .285 | .380\* | .404\* | .253 | 1 | .191 | .482\*\* | .651\*\* |
| Sig. (2-tailed) | .000 | .024 | .126 | .038 | .027 | .177 |  | .313 | .007 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X08 | Pearson Correlation | .512\*\* | .416\* | .286 | .612\*\* | .564\*\* | .351 | .191 | 1 | .202 | .601\*\* |
| Sig. (2-tailed) | .004 | .022 | .126 | .000 | .001 | .057 | .313 |  | .284 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X09 | Pearson Correlation | .246 | .208 | .274 | -.044 | .384\* | .134 | .482\*\* | .202 | 1 | .459\* |
| Sig. (2-tailed) | .190 | .269 | .143 | .816 | .036 | .480 | .007 | .284 |  | .011 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .825\*\* | .827\*\* | .791\*\* | .660\*\* | .774\*\* | .761\*\* | .651\*\* | .601\*\* | .459\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .011 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

**Lampiran 7**

Uji Validitas Komunikasi Internal (X1)

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X01 | X02 | X03 | X04 | X05 | X06 | X07 | VX08 | X09 | X10 | Total |
| X01 | Pearson Correlation | 1 | .829\*\* | .675\*\* | .737\*\* | .101 | .417\* | .503\*\* | .504\*\* | .550\*\* | .532\*\* | .784\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .594 | .022 | .005 | .005 | .002 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X02 | Pearson Correlation | .829\*\* | 1 | .591\*\* | .722\*\* | .170 | .511\*\* | .517\*\* | .666\*\* | .457\* | .583\*\* | .818\*\* |
| Sig. (2-tailed) | .000 |  | .001 | .000 | .369 | .004 | .003 | .000 | .011 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X03 | Pearson Correlation | .675\*\* | .591\*\* | 1 | .362\* | .115 | .189 | .384\* | .329 | .273 | .312 | .569\*\* |
| Sig. (2-tailed) | .000 | .001 |  | .050 | .545 | .318 | .036 | .076 | .144 | .093 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X04 | Pearson Correlation | .737\*\* | .722\*\* | .362\* | 1 | .310 | .665\*\* | .468\*\* | .678\*\* | .579\*\* | .587\*\* | .822\*\* |
| Sig. (2-tailed) | .000 | .000 | .050 |  | .096 | .000 | .009 | .000 | .001 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X05 | Pearson Correlation | .101 | .170 | .115 | .310 | 1 | .555\*\* | .421\* | .375\* | .383\* | .451\* | .514\*\* |
| Sig. (2-tailed) | .594 | .369 | .545 | .096 |  | .001 | .021 | .041 | .037 | .012 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00006 | Pearson Correlation | .417\* | .511\*\* | .189 | .665\*\* | .555\*\* | 1 | .572\*\* | .747\*\* | .569\*\* | .699\*\* | .792\*\* |
| Sig. (2-tailed) | .022 | .004 | .318 | .000 | .001 |  | .001 | .000 | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X07 | Pearson Correlation | .503\*\* | .517\*\* | .384\* | .468\*\* | .421\* | .572\*\* | 1 | .543\*\* | .595\*\* | .783\*\* | .767\*\* |
| Sig. (2-tailed) | .005 | .003 | .036 | .009 | .021 | .001 |  | .002 | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X08 | Pearson Correlation | .504\*\* | .666\*\* | .329 | .678\*\* | .375\* | .747\*\* | .543\*\* | 1 | .671\*\* | .664\*\* | .827\*\* |
| Sig. (2-tailed) | .005 | .000 | .076 | .000 | .041 | .000 | .002 |  | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00009 | Pearson Correlation | .550\*\* | .457\* | .273 | .579\*\* | .383\* | .569\*\* | .595\*\* | .671\*\* | 1 | .699\*\* | .756\*\* |
| Sig. (2-tailed) | .002 | .011 | .144 | .001 | .037 | .001 | .001 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X10 | Pearson Correlation | .532\*\* | .583\*\* | .312 | .587\*\* | .451\* | .699\*\* | .783\*\* | .664\*\* | .699\*\* | 1 | .838\*\* |
| Sig. (2-tailed) | .002 | .001 | .093 | .001 | .012 | .000 | .000 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .784\*\* | .818\*\* | .569\*\* | .822\*\* | .514\*\* | .792\*\* | .767\*\* | .827\*\* | .756\*\* | .838\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .001 | .000 | .004 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

**Lampiran 8**

Uji Validitas Lingkungan Kerja Fisik (X2)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | |
|  | | X01 | X02 | X03 | X04 | X05 | X06 | X07 | X08 | X09 | X10 | X11 | X12 | X13 | Total |
| X01 | Pearson Correlation | 1 | .722\*\* | .430\* | .721\*\* | .291 | .297 | .093 | -.038 | .573\*\* | .428\* | .534\*\* | -.147 | .609\*\* | .579\*\* |
| Sig. (2-tailed) |  | .000 | .018 | .000 | .118 | .111 | .627 | .842 | .001 | .018 | .002 | .438 | .000 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X02 | Pearson Correlation | .722\*\* | 1 | .472\*\* | .655\*\* | .509\*\* | .352 | .071 | -.016 | .453\* | .394\* | .335 | -.025 | .427\* | .571\*\* |
| Sig. (2-tailed) | .000 |  | .009 | .000 | .004 | .056 | .709 | .933 | .012 | .031 | .071 | .894 | .019 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X03 | Pearson Correlation | .430\* | .472\*\* | 1 | .306 | .085 | .387\* | .003 | .074 | .313 | .465\*\* | .481\*\* | .265 | .348 | .494\*\* |
| Sig. (2-tailed) | .018 | .009 |  | .100 | .655 | .034 | .987 | .698 | .092 | .010 | .007 | .158 | .060 | .006 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X04 | Pearson Correlation | .721\*\* | .655\*\* | .306 | 1 | .725\*\* | .521\*\* | .188 | .177 | .666\*\* | .478\*\* | .672\*\* | .061 | .536\*\* | .747\*\* |
| Sig. (2-tailed) | .000 | .000 | .100 |  | .000 | .003 | .319 | .349 | .000 | .008 | .000 | .747 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X05 | Pearson Correlation | .291 | .509\*\* | .085 | .725\*\* | 1 | .458\* | .227 | .179 | .445\* | .388\* | .452\* | .107 | .262 | .593\*\* |
| Sig. (2-tailed) | .118 | .004 | .655 | .000 |  | .011 | .228 | .343 | .014 | .034 | .012 | .573 | .162 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X06 | Pearson Correlation | .297 | .352 | .387\* | .521\*\* | .458\* | 1 | .278 | .362\* | .342 | .542\*\* | .569\*\* | .398\* | .540\*\* | .699\*\* |
| Sig. (2-tailed) | .111 | .056 | .034 | .003 | .011 |  | .136 | .050 | .064 | .002 | .001 | .029 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X07 | Pearson Correlation | .093 | .071 | .003 | .188 | .227 | .278 | 1 | .824\*\* | .318 | .377\* | .353 | .601\*\* | .196 | .637\*\* |
| Sig. (2-tailed) | .627 | .709 | .987 | .319 | .228 | .136 |  | .000 | .087 | .040 | .055 | .000 | .299 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X08 | Pearson Correlation | -.038 | -.016 | .074 | .177 | .179 | .362\* | .824\*\* | 1 | .192 | .147 | .247 | .510\*\* | .052 | .548\*\* |
| Sig. (2-tailed) | .842 | .933 | .698 | .349 | .343 | .050 | .000 |  | .309 | .437 | .188 | .004 | .783 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X09 | Pearson Correlation | .573\*\* | .453\* | .313 | .666\*\* | .445\* | .342 | .318 | .192 | 1 | .718\*\* | .625\*\* | .370\* | .612\*\* | .756\*\* |
| Sig. (2-tailed) | .001 | .012 | .092 | .000 | .014 | .064 | .087 | .309 |  | .000 | .000 | .044 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X10 | Pearson Correlation | .428\* | .394\* | .465\*\* | .478\*\* | .388\* | .542\*\* | .377\* | .147 | .718\*\* | 1 | .777\*\* | .517\*\* | .575\*\* | .772\*\* |
| Sig. (2-tailed) | .018 | .031 | .010 | .008 | .034 | .002 | .040 | .437 | .000 |  | .000 | .003 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X11 | Pearson Correlation | .534\*\* | .335 | .481\*\* | .672\*\* | .452\* | .569\*\* | .353 | .247 | .625\*\* | .777\*\* | 1 | .416\* | .591\*\* | .803\*\* |
| Sig. (2-tailed) | .002 | .071 | .007 | .000 | .012 | .001 | .055 | .188 | .000 | .000 |  | .022 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X12 | Pearson Correlation | -.147 | -.025 | .265 | .061 | .107 | .398\* | .601\*\* | .510\*\* | .370\* | .517\*\* | .416\* | 1 | .142 | .564\*\* |
| Sig. (2-tailed) | .438 | .894 | .158 | .747 | .573 | .029 | .000 | .004 | .044 | .003 | .022 |  | .454 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X13 | Pearson Correlation | .609\*\* | .427\* | .348 | .536\*\* | .262 | .540\*\* | .196 | .052 | .612\*\* | .575\*\* | .591\*\* | .142 | 1 | .647\*\* |
| Sig. (2-tailed) | .000 | .019 | .060 | .002 | .162 | .002 | .299 | .783 | .000 | .001 | .001 | .454 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .579\*\* | .571\*\* | .494\*\* | .747\*\* | .593\*\* | .699\*\* | .637\*\* | .548\*\* | .756\*\* | .772\*\* | .803\*\* | .564\*\* | .647\*\* | 1 |
| Sig. (2-tailed) | .001 | .001 | .006 | .000 | .001 | .000 | .000 | .002 | .000 | .000 | .000 | .001 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

**Lampiran 9**

Uji Validitas Disiplin Kerja (X3)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | X01 | X02 | X03 | X04 | X05 | X06 | X07 | X08 | Total |
| X01 | Pearson Correlation | 1 | .654\*\* | .352 | .501\*\* | .633\*\* | .404\* | .655\*\* | .527\*\* | .756\*\* |
| Sig. (2-tailed) |  | .000 | .057 | .005 | .000 | .027 | .000 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X02 | Pearson Correlation | .654\*\* | 1 | .437\* | .652\*\* | .576\*\* | .404\* | .696\*\* | .525\*\* | .798\*\* |
| Sig. (2-tailed) | .000 |  | .016 | .000 | .001 | .027 | .000 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X03 | Pearson Correlation | .352 | .437\* | 1 | .431\* | .414\* | .657\*\* | .492\*\* | .807\*\* | .752\*\* |
| Sig. (2-tailed) | .057 | .016 |  | .017 | .023 | .000 | .006 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X04 | Pearson Correlation | .501\*\* | .652\*\* | .431\* | 1 | .475\*\* | .208 | .478\*\* | .530\*\* | .700\*\* |
| Sig. (2-tailed) | .005 | .000 | .017 |  | .008 | .271 | .008 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X05 | Pearson Correlation | .633\*\* | .576\*\* | .414\* | .475\*\* | 1 | .621\*\* | .739\*\* | .430\* | .781\*\* |
| Sig. (2-tailed) | .000 | .001 | .023 | .008 |  | .000 | .000 | .018 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X06 | Pearson Correlation | .404\* | .404\* | .657\*\* | .208 | .621\*\* | 1 | .674\*\* | .622\*\* | .736\*\* |
| Sig. (2-tailed) | .027 | .027 | .000 | .271 | .000 |  | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X07 | Pearson Correlation | .655\*\* | .696\*\* | .492\*\* | .478\*\* | .739\*\* | .674\*\* | 1 | .561\*\* | .852\*\* |
| Sig. (2-tailed) | .000 | .000 | .006 | .008 | .000 | .000 |  | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X08 | Pearson Correlation | .527\*\* | .525\*\* | .807\*\* | .530\*\* | .430\* | .622\*\* | .561\*\* | 1 | .812\*\* |
| Sig. (2-tailed) | .003 | .003 | .000 | .003 | .018 | .000 | .001 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .756\*\* | .798\*\* | .752\*\* | .700\*\* | .781\*\* | .736\*\* | .852\*\* | .812\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

**Lampiran 10**

Uji Reliabilitas Kinerja Pegawai (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 |
| .874 | 9 |

**Lampiran 11**

Uji Reliabilitas Komunikasi Internal (X1)

|  |  |  |  |
| --- | --- | --- | --- |
| **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 |
| .912 | 10 |

**Lampiran 12**

Uji Reliabilitas Lingkungan Kerja Fisik (X2)

|  |  |  |  |
| --- | --- | --- | --- |
| **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 |
| .865 | 13 |

**Lampiran 13**

Uji Reliabilitas Disiplin Kerja (X3)

|  |  |  |  |
| --- | --- | --- | --- |
| **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 |
| .902 | 8 |

**Lampiran 14**

Data Penelitian Variabel Kinerja Pegawai (Y)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **No item pertanyaan** | | | | | | | | | **Jumlah** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** |
| 1 | 5 | 4 | 5 | 3 | 5 | 4 | 4 | 3 | 4 | 37 |
| 2 | 4 | 4 | 3 | 3 | 3 | 4 | 2 | 5 | 4 | 32 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 5 | 4 | 31 |
| 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 41 |
| 6 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 8 | 5 | 3 | 2 | 5 | 2 | 3 | 2 | 5 | 3 | 30 |
| 9 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 42 |
| 10 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 43 |
| 11 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 41 |
| 12 | 4 | 4 | 3 | 5 | 2 | 3 | 4 | 4 | 4 | 33 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 43 |
| 14 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 40 |
| 15 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 40 |
| 16 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 32 |
| 17 | 5 | 5 | 4 | 5 | 4 | 5 | 3 | 5 | 3 | 39 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 44 |
| 19 | 2 | 3 | 5 | 4 | 3 | 5 | 2 | 4 | 3 | 31 |
| 20 | 3 | 4 | 3 | 4 | 5 | 5 | 3 | 5 | 5 | 37 |
| 21 | 3 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 2 | 37 |
| 22 | 3 | 2 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 30 |
| 23 | 2 | 3 | 3 | 5 | 5 | 5 | 3 | 5 | 3 | 34 |
| 24 | 4 | 3 | 5 | 3 | 5 | 5 | 4 | 4 | 5 | 38 |
| 25 | 5 | 5 | 5 | 5 | 4 | 5 | 2 | 5 | 2 | 38 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 27 | 3 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 37 |
| 28 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 36 |
| 29 | 3 | 4 | 4 | 4 | 5 | 3 | 3 | 5 | 3 | 34 |
| 30 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 33 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 32 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 39 |
| 33 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 34 |
| 34 | 3 | 4 | 4 | 4 | 2 | 3 | 3 | 4 | 4 | 31 |
| 35 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 2 | 39 |
| 36 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 2 | 35 |
| 37 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 35 |
| 38 | 3 | 4 | 5 | 2 | 5 | 2 | 5 | 2 | 2 | 30 |
| 39 | 3 | 4 | 3 | 5 | 4 | 3 | 4 | 5 | 3 | 34 |
| 40 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 33 |
| 41 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 40 |
| 42 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 43 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 44 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 34 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 35 |
| 46 | 3 | 4 | 4 | 4 | 2 | 3 | 4 | 5 | 4 | 33 |
| 47 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 37 |
| 48 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 36 |
| 49 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 3 | 38 |
| 50 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 51 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 38 |
| 52 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 5 | 40 |
| 53 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 38 |
| 54 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 44 |
| 55 | 3 | 4 | 5 | 3 | 3 | 3 | 4 | 4 | 3 | 32 |
| 56 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 41 |
| 57 | 2 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 37 |
| 58 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 40 |
| 59 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 3 | 37 |
| 60 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 61 | 3 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 38 |
| 62 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 40 |
| 63 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 40 |
| 64 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 37 |
| 65 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 43 |
| Total | 267 | 272 | 277 | 284 | 278 | 267 | 260 | 291 | 249 | 2445 |

**Lampiran 15**

Data Penelitian Variabel Komunikasi Internal (X1)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **No item pertanyaan** | | | | | | | | | | **Jumlah** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 4 | 1 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 5 | 39 |
| 2 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 40 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 8 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 43 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 10 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 47 |
| 11 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 44 |
| 12 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 36 |
| 13 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 15 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 42 |
| 16 | 4 | 3 | 2 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 42 |
| 17 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 19 | 4 | 4 | 5 | 3 | 5 | 3 | 5 | 3 | 4 | 5 | 41 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 38 |
| 21 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 22 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 44 |
| 24 | 5 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 40 |
| 25 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 42 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 27 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 3 | 4 | 5 | 43 |
| 28 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 29 | 4 | 4 | 3 | 3 | 4 | 3 | 5 | 3 | 4 | 4 | 37 |
| 30 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 40 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 32 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 33 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 3 | 3 | 3 | 38 |
| 34 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 44 |
| 35 | 5 | 5 | 5 | 4 | 4 | 2 | 5 | 5 | 4 | 4 | 43 |
| 36 | 5 | 5 | 5 | 4 | 4 | 2 | 5 | 5 | 4 | 4 | 43 |
| 37 | 5 | 5 | 5 | 4 | 4 | 2 | 5 | 5 | 4 | 4 | 43 |
| 38 | 4 | 3 | 3 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 42 |
| 39 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 43 |
| 40 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 34 |
| 41 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 46 |
| 42 | 3 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 43 |
| 43 | 3 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 3 | 40 |
| 44 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 35 |
| 45 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 37 |
| 46 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 5 | 5 | 4 | 39 |
| 47 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 48 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 43 |
| 49 | 5 | 5 | 5 | 4 | 4 | 5 | 2 | 5 | 5 | 4 | 44 |
| 50 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 41 |
| 51 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 44 |
| 52 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 3 | 5 | 39 |
| 53 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 40 |
| 54 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 41 |
| 55 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 5 | 5 | 42 |
| 56 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 47 |
| 57 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 42 |
| 58 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 43 |
| 59 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 44 |
| 60 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 4 | 4 | 5 | 44 |
| 61 | 3 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 43 |
| 62 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 44 |
| 63 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 46 |
| 64 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 42 |
| 65 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 44 |
| Total | 282 | 267 | 272 | 277 | 268 | 271 | 278 | 285 | 283 | 281 | 2764 |

**Lampiran 16**

Data Penelitian Variabel Lingkungan Kerja Fisik (X2)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **No item pertanyaan** | | | | | | | | | | | | | **Jumlah** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** |
| 1 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 3 | 5 | 3 | 52 |
| 2 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 51 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 3 | 59 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 5 | 3 | 4 | 52 |
| 5 | 5 | 4 | 5 | 5 | 4 | 5 | 2 | 2 | 5 | 5 | 5 | 3 | 5 | 55 |
| 6 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 54 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 65 |
| 8 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 3 | 50 |
| 9 | 4 | 5 | 5 | 5 | 5 | 5 | 1 | 1 | 5 | 5 | 4 | 5 | 5 | 55 |
| 10 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 5 | 5 | 51 |
| 11 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 5 | 4 | 3 | 3 | 4 | 3 | 51 |
| 12 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 2 | 4 | 5 | 4 | 4 | 4 | 52 |
| 13 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 4 | 3 | 51 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 63 |
| 15 | 5 | 4 | 5 | 4 | 2 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 16 | 5 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 56 |
| 17 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 56 |
| 18 | 5 | 5 | 5 | 5 | 5 | 3 | 2 | 1 | 4 | 4 | 5 | 3 | 4 | 51 |
| 19 | 4 | 5 | 3 | 4 | 5 | 3 | 5 | 3 | 5 | 5 | 3 | 4 | 3 | 52 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 21 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 2 | 4 | 4 | 3 | 4 | 4 | 52 |
| 22 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 54 |
| 23 | 5 | 4 | 4 | 5 | 5 | 4 | 1 | 1 | 4 | 4 | 4 | 3 | 5 | 49 |
| 24 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 1 | 3 | 4 | 4 | 4 | 4 | 51 |
| 25 | 5 | 5 | 4 | 4 | 5 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 51 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 63 |
| 27 | 5 | 4 | 5 | 3 | 5 | 3 | 2 | 3 | 5 | 4 | 4 | 3 | 5 | 51 |
| 28 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 5 | 3 | 5 | 5 | 51 |
| 29 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 3 | 3 | 4 | 4 | 3 | 51 |
| 30 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 56 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 64 |
| 32 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 1 | 5 | 5 | 5 | 3 | 5 | 57 |
| 33 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 3 | 3 | 49 |
| 34 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 2 | 3 | 3 | 5 | 4 | 4 | 51 |
| 35 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 1 | 4 | 2 | 4 | 4 | 4 | 51 |
| 36 | 5 | 5 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 51 |
| 37 | 5 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 38 | 5 | 5 | 5 | 5 | 3 | 5 | 1 | 3 | 5 | 5 | 3 | 3 | 5 | 53 |
| 39 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 50 |
| 40 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 2 | 3 | 3 | 3 | 2 | 5 | 51 |
| 41 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 59 |
| 42 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 59 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 44 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 3 | 4 | 4 | 51 |
| 45 | 4 | 3 | 4 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 56 |
| 46 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 51 |
| 47 | 4 | 4 | 5 | 3 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 3 | 4 | 53 |
| 48 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 3 | 3 | 4 | 4 | 5 | 5 | 55 |
| 49 | 4 | 5 | 4 | 5 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 51 |
| 50 | 5 | 5 | 3 | 4 | 3 | 4 | 4 | 2 | 4 | 4 | 5 | 4 | 4 | 51 |
| 51 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 3 | 5 | 5 | 54 |
| 52 | 3 | 4 | 5 | 4 | 4 | 5 | 3 | 3 | 4 | 5 | 4 | 5 | 4 | 53 |
| 53 | 4 | 4 | 4 | 4 | 5 | 5 | 2 | 3 | 4 | 4 | 4 | 4 | 3 | 50 |
| 54 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 65 |
| 55 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 51 |
| 56 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 3 | 3 | 3 | 4 | 4 | 52 |
| 57 | 5 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 52 |
| 58 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 53 |
| 59 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 57 |
| 60 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 59 |
| 61 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 58 |
| 62 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 3 | 55 |
| 63 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 57 |
| 64 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 59 |
| 65 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 53 |
| Total | 291 | 289 | 287 | 280 | 273 | 273 | 231 | 223 | 277 | 277 | 269 | 269 | 269 | 3508 |

**Lampiran 17**

Data Penelitian Variabel Disiplin Kerja (X3)

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **No item pertanyaan** | | | | | | | | **Jumlah** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| 1 | 3 | 4 | 5 | 3 | 4 | 4 | 3 | 5 | 31 |
| 2 | 4 | 4 | 3 | 5 | 4 | 3 | 3 | 3 | 29 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 4 | 3 | 3 | 2 | 3 | 4 | 3 | 2 | 4 | 24 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 7 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 38 |
| 8 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 36 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 10 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 34 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 12 | 5 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 28 |
| 13 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 15 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 35 |
| 16 | 4 | 3 | 5 | 5 | 4 | 3 | 3 | 5 | 32 |
| 17 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 36 |
| 18 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 38 |
| 19 | 3 | 3 | 5 | 3 | 4 | 5 | 3 | 4 | 30 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 33 |
| 21 | 3 | 4 | 5 | 5 | 4 | 3 | 5 | 3 | 32 |
| 22 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 23 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 34 |
| 24 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 28 |
| 25 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 26 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 27 | 5 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 30 |
| 28 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 30 |
| 29 | 4 | 3 | 4 | 3 | 4 | 5 | 3 | 4 | 30 |
| 30 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 31 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 32 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 36 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 36 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 35 |
| 37 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 35 |
| 38 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 30 |
| 39 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 30 |
| 40 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 3 | 32 |
| 41 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 37 |
| 42 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 34 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 44 | 3 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 30 |
| 45 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 29 |
| 46 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 35 |
| 47 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 48 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 36 |
| 49 | 4 | 5 | 5 | 4 | 3 | 5 | 3 | 4 | 33 |
| 50 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 35 |
| 51 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 33 |
| 52 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 36 |
| 53 | 3 | 4 | 3 | 5 | 4 | 4 | 5 | 5 | 33 |
| 54 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 33 |
| 55 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 31 |
| 56 | 4 | 3 | 4 | 3 | 4 | 5 | 3 | 4 | 30 |
| 57 | 4 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 35 |
| 58 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 38 |
| 59 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 33 |
| 60 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 32 |
| 61 | 3 | 4 | 5 | 3 | 3 | 4 | 4 | 5 | 31 |
| 62 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 4 | 31 |
| 63 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 37 |
| 64 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 4 | 35 |
| 65 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 30 |
| Total | 261 | 274 | 266 | 267 | 270 | 271 | 267 | 276 | 2152 |

**Lampiran 18**

Hasil Perhitungan Metode Succesive Interval Variabel Kinerja Pegawai (Y)

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No item pertanyaan** | | | | | | | | | **TOTAL** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** |
| 4.008 | 3.250 | 4.428 | 1.800 | 3.785 | 3.358 | 2.774 | 1.800 | 2.997 | 28.199 |
| 2.897 | 3.250 | 2.083 | 1.800 | 1.722 | 3.358 | 1.000 | 4.206 | 2.997 | 23.312 |
| 4.008 | 4.482 | 4.428 | 4.376 | 3.785 | 4.428 | 3.987 | 4.206 | 4.120 | 37.819 |
| 2.064 | 2.209 | 2.083 | 2.968 | 1.722 | 2.445 | 1.866 | 4.206 | 2.997 | 22.560 |
| 2.897 | 4.482 | 3.141 | 4.376 | 3.785 | 4.428 | 2.774 | 4.206 | 2.997 | 33.085 |
| 2.897 | 4.482 | 4.428 | 4.376 | 3.785 | 4.428 | 3.987 | 4.206 | 4.120 | 36.708 |
| 4.008 | 4.482 | 4.428 | 4.376 | 3.785 | 4.428 | 3.987 | 4.206 | 4.120 | 37.819 |
| 4.008 | 2.209 | 1.000 | 4.376 | 1.000 | 2.445 | 1.000 | 4.206 | 2.054 | 22.298 |
| 4.008 | 4.482 | 4.428 | 4.376 | 3.785 | 3.358 | 2.774 | 4.206 | 2.997 | 34.413 |
| 4.008 | 4.482 | 4.428 | 4.376 | 2.517 | 4.428 | 3.987 | 4.206 | 2.997 | 35.429 |
| 4.008 | 4.482 | 4.428 | 2.968 | 3.785 | 4.428 | 2.774 | 4.206 | 2.054 | 33.132 |
| 2.897 | 3.250 | 2.083 | 4.376 | 1.000 | 2.445 | 2.774 | 2.813 | 2.997 | 24.635 |
| 4.008 | 4.482 | 4.428 | 4.376 | 3.785 | 4.428 | 3.987 | 4.206 | 2.054 | 35.754 |
| 4.008 | 3.250 | 4.428 | 4.376 | 3.785 | 3.358 | 2.774 | 4.206 | 2.054 | 32.239 |
| 4.008 | 3.250 | 3.141 | 4.376 | 2.517 | 3.358 | 3.987 | 4.206 | 2.997 | 31.840 |
| 2.064 | 2.209 | 3.141 | 2.968 | 2.517 | 2.445 | 1.866 | 2.813 | 2.997 | 23.021 |
| 4.008 | 4.482 | 3.141 | 4.376 | 2.517 | 4.428 | 1.866 | 4.206 | 2.054 | 31.078 |
| 4.008 | 4.482 | 4.428 | 4.376 | 3.785 | 4.428 | 3.987 | 4.206 | 2.997 | 36.696 |
| 1.000 | 2.209 | 4.428 | 2.968 | 1.722 | 4.428 | 1.000 | 2.813 | 2.054 | 22.622 |
| 2.064 | 3.250 | 2.083 | 2.968 | 3.785 | 4.428 | 1.866 | 4.206 | 4.120 | 28.770 |
| 2.064 | 4.482 | 4.428 | 4.376 | 3.785 | 4.428 | 1.000 | 4.206 | 1.000 | 29.768 |
| 2.064 | 1.000 | 3.141 | 2.968 | 1.722 | 2.445 | 2.774 | 2.813 | 2.054 | 20.982 |
| 1.000 | 2.209 | 2.083 | 4.376 | 3.785 | 4.428 | 1.866 | 4.206 | 2.054 | 26.007 |
| 2.897 | 2.209 | 4.428 | 1.800 | 3.785 | 4.428 | 2.774 | 2.813 | 4.120 | 29.253 |
| 4.008 | 4.482 | 4.428 | 4.376 | 2.517 | 4.428 | 1.000 | 4.206 | 1.000 | 30.445 |
| 4.008 | 4.482 | 4.428 | 4.376 | 3.785 | 4.428 | 3.987 | 4.206 | 4.120 | 37.819 |
| 2.064 | 4.482 | 3.141 | 4.376 | 2.517 | 2.445 | 2.774 | 4.206 | 2.997 | 29.002 |
| 2.897 | 2.209 | 3.141 | 2.968 | 3.785 | 4.428 | 2.774 | 2.813 | 2.054 | 27.069 |
| 2.064 | 3.250 | 3.141 | 2.968 | 3.785 | 2.445 | 1.866 | 4.206 | 2.054 | 25.779 |
| 2.897 | 3.250 | 2.083 | 2.968 | 2.517 | 2.445 | 2.774 | 2.813 | 2.054 | 23.802 |
| 4.008 | 4.482 | 4.428 | 4.376 | 3.785 | 4.428 | 3.987 | 4.206 | 4.120 | 37.819 |
| 2.897 | 3.250 | 3.141 | 2.968 | 3.785 | 3.358 | 3.987 | 4.206 | 2.997 | 30.588 |
| 2.897 | 2.209 | 2.083 | 2.968 | 2.517 | 3.358 | 1.866 | 4.206 | 2.997 | 25.101 |
| 2.064 | 3.250 | 3.141 | 2.968 | 1.000 | 2.445 | 1.866 | 2.813 | 2.997 | 22.544 |
| 4.008 | 4.482 | 3.141 | 2.968 | 3.785 | 4.428 | 2.774 | 4.206 | 1.000 | 30.791 |
| 4.008 | 3.250 | 3.141 | 2.968 | 3.785 | 2.445 | 2.774 | 2.813 | 1.000 | 26.184 |
| 4.008 | 3.250 | 3.141 | 2.968 | 2.517 | 3.358 | 2.774 | 1.800 | 2.054 | 25.870 |
| 2.064 | 3.250 | 4.428 | 1.000 | 3.785 | 1.000 | 3.987 | 1.000 | 1.000 | 21.514 |
| 2.064 | 3.250 | 2.083 | 4.376 | 2.517 | 2.445 | 2.774 | 4.206 | 2.054 | 25.770 |
| 2.897 | 3.250 | 3.141 | 2.968 | 2.517 | 2.445 | 1.866 | 2.813 | 2.054 | 23.952 |
| 2.897 | 3.250 | 4.428 | 4.376 | 3.785 | 3.358 | 3.987 | 2.813 | 2.997 | 31.891 |
| 4.008 | 3.250 | 3.141 | 4.376 | 3.785 | 4.428 | 3.987 | 4.206 | 4.120 | 35.300 |
| 2.897 | 3.250 | 3.141 | 2.968 | 2.517 | 3.358 | 2.774 | 2.813 | 2.997 | 26.715 |
| 2.897 | 2.209 | 3.141 | 4.376 | 2.517 | 3.358 | 2.774 | 1.800 | 2.054 | 25.126 |
| 2.897 | 3.250 | 3.141 | 2.968 | 2.517 | 3.358 | 2.774 | 1.800 | 2.997 | 25.701 |
| 2.064 | 3.250 | 3.141 | 2.968 | 1.000 | 2.445 | 2.774 | 4.206 | 2.997 | 24.845 |
| 4.008 | 4.482 | 3.141 | 2.968 | 1.722 | 2.445 | 2.774 | 4.206 | 2.997 | 28.743 |
| 4.008 | 3.250 | 3.141 | 2.968 | 2.517 | 2.445 | 1.866 | 2.813 | 4.120 | 27.129 |
| 4.008 | 4.482 | 3.141 | 2.968 | 3.785 | 2.445 | 2.774 | 4.206 | 2.054 | 29.863 |
| 4.008 | 4.482 | 4.428 | 4.376 | 3.785 | 4.428 | 3.987 | 4.206 | 4.120 | 37.819 |
| 2.897 | 2.209 | 3.141 | 2.968 | 3.785 | 3.358 | 3.987 | 2.813 | 4.120 | 29.278 |
| 2.897 | 4.482 | 4.428 | 4.376 | 2.517 | 2.445 | 3.987 | 2.813 | 4.120 | 32.066 |
| 2.064 | 3.250 | 3.141 | 2.968 | 3.785 | 4.428 | 3.987 | 2.813 | 2.997 | 29.433 |
| 4.008 | 4.482 | 4.428 | 4.376 | 3.785 | 3.358 | 3.987 | 4.206 | 4.120 | 36.749 |
| 2.064 | 3.250 | 4.428 | 1.800 | 1.722 | 2.445 | 2.774 | 2.813 | 2.054 | 23.350 |
| 4.008 | 4.482 | 4.428 | 4.376 | 3.785 | 3.358 | 1.866 | 2.813 | 4.120 | 33.236 |
| 1.000 | 2.209 | 4.428 | 2.968 | 3.785 | 4.428 | 2.774 | 2.813 | 4.120 | 28.525 |
| 4.008 | 4.482 | 3.141 | 2.968 | 3.785 | 4.428 | 2.774 | 2.813 | 2.997 | 31.395 |
| 2.064 | 3.250 | 4.428 | 2.968 | 2.517 | 4.428 | 2.774 | 4.206 | 2.054 | 28.690 |
| 2.897 | 3.250 | 3.141 | 2.968 | 2.517 | 3.358 | 2.774 | 2.813 | 2.997 | 26.715 |
| 2.064 | 4.482 | 3.141 | 2.968 | 2.517 | 4.428 | 3.987 | 2.813 | 2.997 | 29.397 |
| 2.897 | 3.250 | 4.428 | 4.376 | 2.517 | 3.358 | 3.987 | 4.206 | 2.997 | 32.016 |
| 4.008 | 4.482 | 4.428 | 4.376 | 2.517 | 2.445 | 2.774 | 4.206 | 2.997 | 32.233 |
| 2.897 | 2.209 | 2.083 | 2.968 | 2.517 | 4.428 | 2.774 | 4.206 | 4.120 | 28.202 |
| 4.008 | 4.482 | 4.428 | 4.376 | 2.517 | 4.428 | 3.987 | 2.813 | 4.120 | 35.159 |

**Lampiran 19**

Hasil Perhitungan Metode Succesive Interval Variabel Komunikasi Internal (X1)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No item Pertanyaan** | | | | | | | | | | **TOTAL** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 2.189 | 1.000 | 3.235 | 3.648 | 2.119 | 2.802 | 2.247 | 3.530 | 2.295 | 3.541 | 26.604 |
| 2.189 | 2.127 | 3.235 | 2.292 | 3.302 | 4.118 | 3.132 | 2.185 | 1.000 | 2.210 | 25.790 |
| 3.515 | 4.659 | 4.627 | 3.648 | 3.302 | 4.118 | 4.301 | 3.530 | 3.679 | 3.541 | 38.919 |
| 2.189 | 3.326 | 3.235 | 2.292 | 3.302 | 2.802 | 2.247 | 2.185 | 2.295 | 2.210 | 26.082 |
| 3.515 | 4.659 | 3.235 | 2.292 | 2.119 | 2.802 | 3.132 | 2.185 | 2.295 | 2.210 | 28.442 |
| 2.189 | 3.326 | 3.235 | 2.292 | 2.119 | 2.802 | 3.132 | 2.185 | 2.295 | 2.210 | 25.784 |
| 3.515 | 4.659 | 4.627 | 3.648 | 3.302 | 4.118 | 4.301 | 3.530 | 3.679 | 3.541 | 38.919 |
| 2.189 | 2.127 | 3.235 | 3.648 | 3.302 | 2.802 | 4.301 | 2.185 | 3.679 | 2.210 | 29.678 |
| 3.515 | 4.659 | 4.627 | 3.648 | 3.302 | 4.118 | 4.301 | 3.530 | 3.679 | 3.541 | 38.919 |
| 3.515 | 4.659 | 4.627 | 3.648 | 2.119 | 2.802 | 4.301 | 3.530 | 2.295 | 3.541 | 35.036 |
| 2.189 | 3.326 | 1.984 | 2.292 | 2.119 | 4.118 | 4.301 | 3.530 | 3.679 | 3.541 | 31.078 |
| 2.189 | 3.326 | 3.235 | 2.292 | 1.000 | 1.792 | 2.247 | 2.185 | 2.295 | 1.000 | 21.561 |
| 3.515 | 4.659 | 3.235 | 3.648 | 2.119 | 2.802 | 3.132 | 2.185 | 2.295 | 2.210 | 29.798 |
| 3.515 | 4.659 | 4.627 | 3.648 | 3.302 | 4.118 | 4.301 | 3.530 | 3.679 | 3.541 | 38.919 |
| 2.189 | 3.326 | 3.235 | 2.292 | 1.000 | 2.802 | 3.132 | 3.530 | 3.679 | 3.541 | 28.724 |
| 2.189 | 2.127 | 1.000 | 3.648 | 3.302 | 4.118 | 3.132 | 2.185 | 3.679 | 3.541 | 28.920 |
| 2.189 | 3.326 | 3.235 | 3.648 | 3.302 | 2.802 | 3.132 | 3.530 | 2.295 | 2.210 | 29.668 |
| 3.515 | 4.659 | 4.627 | 3.648 | 3.302 | 4.118 | 4.301 | 3.530 | 3.679 | 3.541 | 38.919 |
| 2.189 | 3.326 | 4.627 | 1.000 | 3.302 | 1.792 | 4.301 | 1.000 | 2.295 | 3.541 | 27.373 |
| 2.189 | 3.326 | 3.235 | 2.292 | 2.119 | 2.802 | 2.247 | 1.000 | 2.295 | 2.210 | 23.713 |
| 2.189 | 3.326 | 3.235 | 2.292 | 3.302 | 2.802 | 3.132 | 2.185 | 2.295 | 2.210 | 26.967 |
| 1.000 | 2.127 | 1.984 | 1.000 | 1.000 | 1.792 | 2.247 | 1.000 | 1.000 | 1.000 | 14.151 |
| 2.189 | 3.326 | 3.235 | 2.292 | 2.119 | 2.802 | 4.301 | 3.530 | 3.679 | 3.541 | 31.013 |
| 3.515 | 3.326 | 4.627 | 1.000 | 1.000 | 2.802 | 3.132 | 2.185 | 2.295 | 2.210 | 26.091 |
| 3.515 | 4.659 | 4.627 | 3.648 | 1.000 | 2.802 | 3.132 | 2.185 | 2.295 | 1.000 | 28.862 |
| 3.515 | 4.659 | 4.627 | 3.648 | 3.302 | 4.118 | 4.301 | 3.530 | 3.679 | 3.541 | 38.919 |
| 3.515 | 3.326 | 4.627 | 3.648 | 1.000 | 2.802 | 4.301 | 1.000 | 2.295 | 3.541 | 30.054 |
| 1.000 | 3.326 | 3.235 | 1.000 | 2.119 | 2.802 | 3.132 | 2.185 | 2.295 | 2.210 | 23.303 |
| 2.189 | 3.326 | 1.984 | 1.000 | 2.119 | 1.792 | 4.301 | 1.000 | 2.295 | 2.210 | 22.216 |
| 1.000 | 2.127 | 1.984 | 2.292 | 3.302 | 4.118 | 4.301 | 2.185 | 2.295 | 2.210 | 25.814 |
| 3.515 | 4.659 | 4.627 | 3.648 | 3.302 | 4.118 | 4.301 | 3.530 | 3.679 | 3.541 | 38.919 |
| 2.189 | 3.326 | 3.235 | 2.292 | 3.302 | 4.118 | 4.301 | 3.530 | 3.679 | 3.541 | 33.512 |
| 2.189 | 2.127 | 3.235 | 2.292 | 3.302 | 2.802 | 4.301 | 1.000 | 1.000 | 1.000 | 23.249 |
| 3.515 | 3.326 | 3.235 | 3.648 | 2.119 | 2.802 | 4.301 | 3.530 | 2.295 | 2.210 | 30.980 |
| 3.515 | 4.659 | 4.627 | 2.292 | 2.119 | 1.000 | 4.301 | 3.530 | 2.295 | 2.210 | 30.546 |
| 3.515 | 4.659 | 4.627 | 2.292 | 2.119 | 1.000 | 4.301 | 3.530 | 2.295 | 2.210 | 30.546 |
| 3.515 | 4.659 | 4.627 | 2.292 | 2.119 | 1.000 | 4.301 | 3.530 | 2.295 | 2.210 | 30.546 |
| 2.189 | 2.127 | 1.984 | 2.292 | 3.302 | 4.118 | 2.247 | 3.530 | 3.679 | 3.541 | 29.008 |
| 3.515 | 3.326 | 3.235 | 3.648 | 2.119 | 4.118 | 3.132 | 2.185 | 2.295 | 2.210 | 29.782 |
| 2.189 | 2.127 | 3.235 | 2.292 | 1.000 | 1.792 | 2.247 | 2.185 | 1.000 | 1.000 | 19.068 |
| 3.515 | 4.659 | 3.235 | 3.648 | 2.119 | 2.802 | 4.301 | 3.530 | 3.679 | 2.210 | 33.697 |
| 1.000 | 3.326 | 3.235 | 2.292 | 1.000 | 4.118 | 4.301 | 3.530 | 3.679 | 3.541 | 30.021 |
| 1.000 | 3.326 | 3.235 | 3.648 | 1.000 | 2.802 | 4.301 | 2.185 | 3.679 | 1.000 | 26.176 |
| 2.189 | 2.127 | 3.235 | 2.292 | 1.000 | 2.802 | 2.247 | 2.185 | 1.000 | 1.000 | 20.077 |
| 2.189 | 3.326 | 3.235 | 2.292 | 2.119 | 1.792 | 2.247 | 1.000 | 2.295 | 2.210 | 22.704 |
| 2.189 | 3.326 | 1.984 | 1.000 | 2.119 | 1.792 | 3.132 | 3.530 | 3.679 | 2.210 | 24.960 |
| 3.515 | 4.659 | 4.627 | 3.648 | 3.302 | 4.118 | 4.301 | 3.530 | 3.679 | 3.541 | 38.919 |
| 3.515 | 4.659 | 3.235 | 2.292 | 3.302 | 2.802 | 4.301 | 2.185 | 2.295 | 1.000 | 29.586 |
| 3.515 | 4.659 | 4.627 | 2.292 | 2.119 | 4.118 | 1.000 | 3.530 | 3.679 | 2.210 | 31.747 |
| 2.189 | 2.127 | 3.235 | 2.292 | 1.000 | 2.802 | 3.132 | 3.530 | 3.679 | 3.541 | 27.526 |
| 2.189 | 3.326 | 4.627 | 3.648 | 2.119 | 4.118 | 4.301 | 2.185 | 2.295 | 2.210 | 31.017 |
| 1.000 | 3.326 | 3.235 | 2.292 | 3.302 | 2.802 | 2.247 | 2.185 | 1.000 | 3.541 | 24.930 |
| 1.000 | 3.326 | 3.235 | 1.000 | 2.119 | 4.118 | 4.301 | 2.185 | 2.295 | 2.210 | 25.788 |
| 2.189 | 3.326 | 3.235 | 2.292 | 1.000 | 2.802 | 3.132 | 3.530 | 2.295 | 3.541 | 27.340 |
| 3.515 | 4.659 | 3.235 | 2.292 | 1.000 | 2.802 | 2.247 | 2.185 | 3.679 | 3.541 | 29.154 |
| 3.515 | 3.326 | 3.235 | 3.648 | 2.119 | 4.118 | 4.301 | 3.530 | 3.679 | 3.541 | 35.011 |
| 2.189 | 3.326 | 3.235 | 1.000 | 2.119 | 2.802 | 4.301 | 3.530 | 3.679 | 2.210 | 28.390 |
| 3.515 | 3.326 | 1.984 | 2.292 | 3.302 | 2.802 | 4.301 | 2.185 | 3.679 | 2.210 | 29.596 |
| 3.515 | 3.326 | 3.235 | 3.648 | 2.119 | 2.802 | 2.247 | 3.530 | 3.679 | 3.541 | 31.640 |
| 3.515 | 3.326 | 4.627 | 3.648 | 1.000 | 4.118 | 3.132 | 2.185 | 2.295 | 3.541 | 31.386 |
| 1.000 | 3.326 | 3.235 | 2.292 | 1.000 | 4.118 | 4.301 | 3.530 | 3.679 | 3.541 | 30.021 |
| 3.515 | 3.326 | 4.627 | 2.292 | 3.302 | 4.118 | 2.247 | 2.185 | 2.295 | 3.541 | 31.447 |
| 3.515 | 4.659 | 3.235 | 2.292 | 3.302 | 2.802 | 4.301 | 3.530 | 3.679 | 2.210 | 33.524 |
| 2.189 | 3.326 | 3.235 | 3.648 | 1.000 | 2.802 | 3.132 | 3.530 | 3.679 | 2.210 | 28.749 |
| 3.515 | 3.326 | 4.627 | 2.292 | 2.119 | 4.118 | 3.132 | 2.185 | 2.295 | 3.541 | 31.148 |

**Lampiran 20**

Hasil Perhitungan Metode Succesive Interval Variabel Lingkungan Kerja Fisik (X2)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No item pertanyaan** | | | | | | | | | | | | | **TOTAL** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** |
| 2.196 | 3.637 | 3.578 | 2.358 | 3.222 | 2.220 | 2.562 | 2.406 | 3.648 | 3.128 | 1.000 | 4.509 | 1.000 | 35.464 |
| 2.196 | 1.000 | 2.209 | 2.358 | 3.222 | 1.000 | 3.480 | 2.406 | 3.648 | 3.128 | 2.174 | 4.509 | 2.214 | 33.544 |
| 3.590 | 3.637 | 3.578 | 3.758 | 4.538 | 3.513 | 2.562 | 2.406 | 3.648 | 4.509 | 3.409 | 4.509 | 1.000 | 44.658 |
| 2.196 | 3.637 | 2.209 | 2.358 | 3.222 | 2.220 | 2.562 | 2.406 | 2.292 | 4.509 | 3.409 | 2.283 | 2.214 | 35.517 |
| 3.590 | 2.241 | 3.578 | 3.758 | 3.222 | 3.513 | 1.659 | 1.729 | 3.648 | 4.509 | 3.409 | 2.283 | 3.481 | 40.620 |
| 3.590 | 3.637 | 2.209 | 2.358 | 3.222 | 2.220 | 3.480 | 4.111 | 2.292 | 3.128 | 2.174 | 2.283 | 2.214 | 36.917 |
| 3.590 | 3.637 | 3.578 | 3.758 | 4.538 | 3.513 | 4.454 | 4.111 | 3.648 | 4.509 | 3.409 | 4.509 | 3.481 | 50.735 |
| 1.000 | 2.241 | 2.209 | 1.000 | 3.222 | 2.220 | 3.480 | 4.111 | 2.292 | 4.509 | 1.000 | 3.313 | 1.000 | 31.597 |
| 2.196 | 3.637 | 3.578 | 3.758 | 4.538 | 3.513 | 1.000 | 1.000 | 3.648 | 4.509 | 2.174 | 4.509 | 3.481 | 41.542 |
| 2.196 | 3.637 | 2.209 | 2.358 | 3.222 | 2.220 | 2.562 | 2.406 | 2.292 | 1.929 | 1.000 | 4.509 | 3.481 | 34.021 |
| 3.590 | 3.637 | 3.578 | 2.358 | 3.222 | 1.000 | 2.562 | 4.111 | 2.292 | 1.929 | 1.000 | 3.313 | 1.000 | 33.591 |
| 2.196 | 2.241 | 3.578 | 2.358 | 4.538 | 2.220 | 2.562 | 1.729 | 2.292 | 4.509 | 2.174 | 3.313 | 2.214 | 35.924 |
| 2.196 | 3.637 | 2.209 | 2.358 | 3.222 | 2.220 | 2.562 | 2.406 | 3.648 | 3.128 | 2.174 | 3.313 | 1.000 | 34.073 |
| 3.590 | 3.637 | 3.578 | 3.758 | 4.538 | 3.513 | 4.454 | 3.154 | 3.648 | 4.509 | 3.409 | 4.509 | 2.214 | 48.512 |
| 3.590 | 2.241 | 3.578 | 2.358 | 1.000 | 2.220 | 3.480 | 4.111 | 3.648 | 4.509 | 3.409 | 4.509 | 3.481 | 42.134 |
| 3.590 | 2.241 | 1.000 | 3.758 | 3.222 | 3.513 | 4.454 | 4.111 | 2.292 | 3.128 | 2.174 | 2.283 | 3.481 | 39.246 |
| 3.590 | 3.637 | 3.578 | 3.758 | 3.222 | 2.220 | 3.480 | 3.154 | 2.292 | 3.128 | 2.174 | 2.283 | 3.481 | 39.997 |
| 3.590 | 3.637 | 3.578 | 3.758 | 4.538 | 1.000 | 1.659 | 1.000 | 2.292 | 3.128 | 3.409 | 2.283 | 2.214 | 36.086 |
| 2.196 | 3.637 | 1.000 | 2.358 | 4.538 | 1.000 | 4.454 | 2.406 | 3.648 | 4.509 | 1.000 | 3.313 | 1.000 | 35.059 |
| 2.196 | 2.241 | 2.209 | 2.358 | 3.222 | 2.220 | 3.480 | 3.154 | 2.292 | 3.128 | 2.174 | 3.313 | 2.214 | 34.201 |
| 3.590 | 3.637 | 2.209 | 2.358 | 4.538 | 3.513 | 2.562 | 1.729 | 2.292 | 3.128 | 1.000 | 3.313 | 2.214 | 36.082 |
| 3.590 | 2.241 | 3.578 | 2.358 | 4.538 | 2.220 | 2.562 | 2.406 | 2.292 | 3.128 | 3.409 | 3.313 | 2.214 | 37.848 |
| 3.590 | 2.241 | 2.209 | 3.758 | 4.538 | 2.220 | 1.000 | 1.000 | 2.292 | 3.128 | 2.174 | 2.283 | 3.481 | 33.913 |
| 3.590 | 3.637 | 3.578 | 2.358 | 4.538 | 2.220 | 2.562 | 1.000 | 1.000 | 3.128 | 2.174 | 3.313 | 2.214 | 35.311 |
| 3.590 | 3.637 | 2.209 | 2.358 | 4.538 | 1.000 | 2.562 | 2.406 | 2.292 | 3.128 | 2.174 | 2.283 | 2.214 | 34.390 |
| 3.590 | 3.637 | 3.578 | 3.758 | 4.538 | 3.513 | 4.454 | 4.111 | 3.648 | 4.509 | 3.409 | 4.509 | 1.000 | 48.255 |
| 3.590 | 2.241 | 3.578 | 1.000 | 4.538 | 1.000 | 1.659 | 2.406 | 3.648 | 3.128 | 2.174 | 2.283 | 3.481 | 34.724 |
| 1.000 | 1.000 | 2.209 | 3.758 | 3.222 | 2.220 | 2.562 | 3.154 | 1.000 | 4.509 | 1.000 | 4.509 | 3.481 | 33.625 |
| 2.196 | 3.637 | 3.578 | 2.358 | 3.222 | 2.220 | 2.562 | 4.111 | 1.000 | 1.929 | 2.174 | 3.313 | 1.000 | 33.300 |
| 1.000 | 1.000 | 2.209 | 2.358 | 3.222 | 2.220 | 4.454 | 3.154 | 3.648 | 4.509 | 3.409 | 4.509 | 3.481 | 39.173 |
| 3.590 | 3.637 | 3.578 | 3.758 | 4.538 | 3.513 | 4.454 | 4.111 | 3.648 | 4.509 | 3.409 | 4.509 | 2.214 | 49.469 |
| 3.590 | 3.637 | 3.578 | 3.758 | 4.538 | 3.513 | 2.562 | 1.000 | 3.648 | 4.509 | 3.409 | 2.283 | 3.481 | 43.506 |
| 2.196 | 3.637 | 3.578 | 2.358 | 3.222 | 2.220 | 2.562 | 1.729 | 2.292 | 3.128 | 2.174 | 2.283 | 1.000 | 32.379 |
| 2.196 | 3.637 | 2.209 | 3.758 | 3.222 | 2.220 | 3.480 | 1.729 | 1.000 | 1.929 | 3.409 | 3.313 | 2.214 | 34.317 |
| 3.590 | 3.637 | 3.578 | 3.758 | 3.222 | 3.513 | 2.562 | 1.000 | 2.292 | 1.000 | 2.174 | 3.313 | 2.214 | 35.853 |
| 3.590 | 3.637 | 1.000 | 2.358 | 2.083 | 1.000 | 3.480 | 3.154 | 2.292 | 3.128 | 2.174 | 3.313 | 2.214 | 33.423 |
| 3.590 | 2.241 | 1.000 | 2.358 | 2.083 | 1.000 | 3.480 | 3.154 | 2.292 | 3.128 | 2.174 | 3.313 | 2.214 | 32.026 |
| 3.590 | 3.637 | 3.578 | 3.758 | 2.083 | 3.513 | 1.000 | 2.406 | 3.648 | 4.509 | 1.000 | 2.283 | 3.481 | 38.486 |
| 2.196 | 2.241 | 3.578 | 1.000 | 3.222 | 2.220 | 2.562 | 3.154 | 2.292 | 3.128 | 1.000 | 3.313 | 2.214 | 32.120 |
| 3.590 | 3.637 | 3.578 | 3.758 | 4.538 | 3.513 | 2.562 | 1.729 | 1.000 | 1.929 | 1.000 | 1.000 | 3.481 | 35.315 |
| 3.590 | 3.637 | 2.209 | 3.758 | 3.222 | 2.220 | 4.454 | 4.111 | 3.648 | 3.128 | 3.409 | 3.313 | 2.214 | 42.913 |
| 3.590 | 3.637 | 2.209 | 3.758 | 4.538 | 3.513 | 2.562 | 4.111 | 3.648 | 3.128 | 3.409 | 3.313 | 2.214 | 43.630 |
| 2.196 | 2.241 | 2.209 | 2.358 | 3.222 | 2.220 | 3.480 | 3.154 | 2.292 | 3.128 | 2.174 | 3.313 | 2.214 | 34.201 |
| 3.590 | 2.241 | 2.209 | 2.358 | 3.222 | 2.220 | 2.562 | 2.406 | 2.292 | 4.509 | 1.000 | 3.313 | 2.214 | 34.135 |
| 2.196 | 1.000 | 2.209 | 3.758 | 4.538 | 1.000 | 3.480 | 4.111 | 2.292 | 4.509 | 2.174 | 4.509 | 3.481 | 39.257 |
| 2.196 | 3.637 | 2.209 | 2.358 | 3.222 | 2.220 | 2.562 | 2.406 | 2.292 | 3.128 | 2.174 | 4.509 | 1.000 | 33.913 |
| 2.196 | 2.241 | 3.578 | 1.000 | 2.083 | 2.220 | 4.454 | 3.154 | 2.292 | 4.509 | 3.409 | 2.283 | 2.214 | 35.634 |
| 3.590 | 2.241 | 3.578 | 2.358 | 2.083 | 3.513 | 4.454 | 2.406 | 1.000 | 3.128 | 2.174 | 4.509 | 3.481 | 38.514 |
| 2.196 | 3.637 | 2.209 | 3.758 | 2.083 | 2.220 | 2.562 | 2.406 | 2.292 | 4.509 | 2.174 | 3.313 | 1.000 | 34.360 |
| 3.590 | 3.637 | 1.000 | 2.358 | 2.083 | 2.220 | 3.480 | 1.729 | 2.292 | 3.128 | 3.409 | 3.313 | 2.214 | 34.453 |
| 2.196 | 1.000 | 2.209 | 3.758 | 3.222 | 2.220 | 3.480 | 2.406 | 3.648 | 4.509 | 1.000 | 4.509 | 3.481 | 37.639 |
| 1.000 | 2.241 | 3.578 | 2.358 | 3.222 | 3.513 | 2.562 | 2.406 | 2.292 | 4.509 | 2.174 | 4.509 | 2.214 | 36.577 |
| 2.196 | 2.241 | 2.209 | 2.358 | 4.538 | 3.513 | 1.659 | 2.406 | 2.292 | 3.128 | 2.174 | 3.313 | 1.000 | 33.026 |
| 3.590 | 3.637 | 3.578 | 3.758 | 4.538 | 3.513 | 4.454 | 4.111 | 3.648 | 4.509 | 3.409 | 4.509 | 3.481 | 50.735 |
| 2.196 | 2.241 | 2.209 | 2.358 | 3.222 | 2.220 | 2.562 | 3.154 | 3.648 | 3.128 | 1.000 | 3.313 | 2.214 | 33.465 |
| 3.590 | 3.637 | 1.000 | 2.358 | 3.222 | 3.513 | 3.480 | 4.111 | 1.000 | 1.929 | 1.000 | 3.313 | 2.214 | 34.366 |
| 3.590 | 3.637 | 2.209 | 1.000 | 2.083 | 1.000 | 3.480 | 3.154 | 2.292 | 3.128 | 2.174 | 4.509 | 2.214 | 34.470 |
| 2.196 | 2.241 | 2.209 | 2.358 | 2.083 | 1.000 | 2.562 | 3.154 | 3.648 | 4.509 | 3.409 | 4.509 | 2.214 | 36.092 |
| 1.000 | 2.241 | 3.578 | 3.758 | 3.222 | 3.513 | 4.454 | 2.406 | 2.292 | 3.128 | 3.409 | 4.509 | 3.481 | 40.991 |
| 3.590 | 2.241 | 3.578 | 3.758 | 4.538 | 2.220 | 3.480 | 3.154 | 3.648 | 3.128 | 3.409 | 4.509 | 2.214 | 43.468 |
| 3.590 | 2.241 | 3.578 | 3.758 | 4.538 | 3.513 | 3.480 | 2.406 | 3.648 | 3.128 | 2.174 | 4.509 | 2.214 | 42.777 |
| 2.196 | 2.241 | 2.209 | 2.358 | 4.538 | 3.513 | 3.480 | 4.111 | 2.292 | 4.509 | 3.409 | 2.283 | 1.000 | 38.138 |
| 3.590 | 2.241 | 3.578 | 1.000 | 3.222 | 2.220 | 4.454 | 3.154 | 2.292 | 3.128 | 3.409 | 4.509 | 3.481 | 40.278 |
| 3.590 | 2.241 | 3.578 | 2.358 | 3.222 | 3.513 | 4.454 | 3.154 | 3.648 | 3.128 | 2.174 | 4.509 | 3.481 | 43.049 |
| 2.196 | 2.241 | 3.578 | 2.358 | 3.222 | 3.513 | 2.562 | 3.154 | 1.000 | 3.128 | 2.174 | 3.313 | 3.481 | 35.919 |

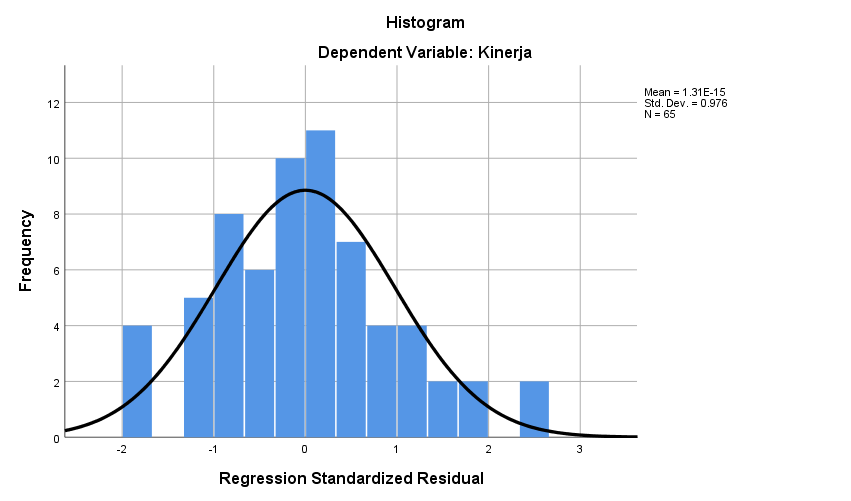
**Lampiran 21**

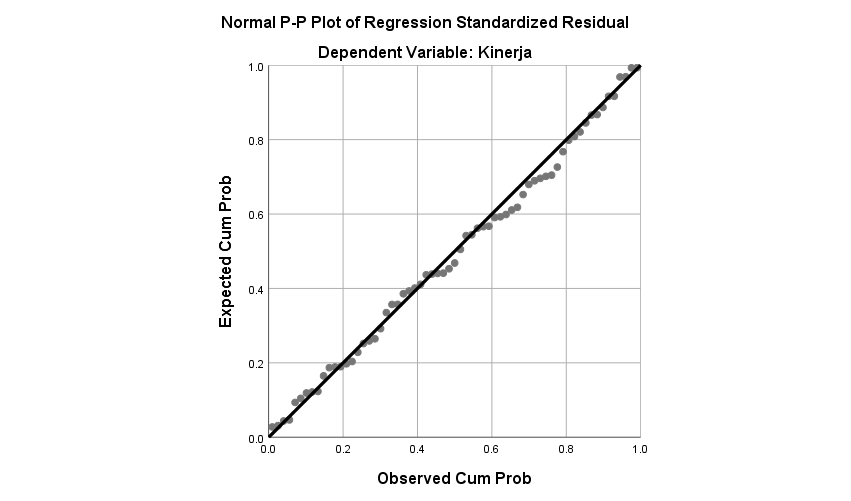
Hasil Perhitungan Metode Succesive Interval Variabel Disiplin Kerja (X3)

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NO item pertanyaan** | | | | | | | | **TOTAL** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| 1.000 | 2.200 | 4.567 | 1.000 | 2.329 | 2.415 | 2.247 | 3.589 | 19.346 |
| 2.378 | 2.200 | 2.318 | 3.399 | 2.329 | 1.000 | 2.247 | 1.000 | 16.870 |
| 3.758 | 3.485 | 4.567 | 3.399 | 3.684 | 3.830 | 4.596 | 3.589 | 30.907 |
| 1.000 | 1.000 | 1.000 | 1.000 | 2.329 | 1.000 | 1.000 | 2.257 | 10.586 |
| 2.378 | 2.200 | 3.374 | 2.175 | 2.329 | 2.415 | 3.351 | 2.257 | 20.480 |
| 2.378 | 2.200 | 3.374 | 2.175 | 2.329 | 2.415 | 3.351 | 2.257 | 20.480 |
| 1.000 | 3.485 | 4.567 | 3.399 | 3.684 | 3.830 | 4.596 | 3.589 | 28.149 |
| 3.758 | 3.485 | 3.374 | 3.399 | 3.684 | 2.415 | 3.351 | 2.257 | 25.723 |
| 3.758 | 3.485 | 4.567 | 3.399 | 3.684 | 3.830 | 4.596 | 3.589 | 30.907 |
| 2.378 | 2.200 | 4.567 | 1.000 | 2.329 | 2.415 | 4.596 | 3.589 | 23.074 |
| 3.758 | 3.485 | 4.567 | 3.399 | 3.684 | 3.830 | 4.596 | 3.589 | 30.907 |
| 3.758 | 2.200 | 2.318 | 2.175 | 1.000 | 1.000 | 2.247 | 1.000 | 15.698 |
| 3.758 | 3.485 | 3.374 | 2.175 | 2.329 | 2.415 | 3.351 | 2.257 | 23.144 |
| 3.758 | 3.485 | 4.567 | 3.399 | 3.684 | 3.830 | 4.596 | 3.589 | 30.907 |
| 2.378 | 2.200 | 4.567 | 1.000 | 3.684 | 3.830 | 4.596 | 2.257 | 24.513 |
| 2.378 | 1.000 | 4.567 | 3.399 | 2.329 | 1.000 | 2.247 | 3.589 | 20.508 |
| 3.758 | 3.485 | 3.374 | 2.175 | 3.684 | 2.415 | 4.596 | 2.257 | 25.745 |
| 3.758 | 3.485 | 4.567 | 3.399 | 2.329 | 2.415 | 4.596 | 3.589 | 28.137 |
| 1.000 | 1.000 | 4.567 | 1.000 | 2.329 | 3.830 | 2.247 | 2.257 | 18.229 |
| 2.378 | 2.200 | 3.374 | 2.175 | 2.329 | 2.415 | 4.596 | 2.257 | 21.725 |
| 1.000 | 2.200 | 4.567 | 3.399 | 2.329 | 1.000 | 4.596 | 1.000 | 20.091 |
| 1.000 | 1.000 | 2.318 | 1.000 | 1.000 | 1.000 | 2.247 | 1.000 | 10.564 |
| 2.378 | 3.485 | 3.374 | 3.399 | 2.329 | 2.415 | 3.351 | 2.257 | 22.988 |
| 2.378 | 1.000 | 2.318 | 1.000 | 2.329 | 2.415 | 3.351 | 1.000 | 15.791 |
| 1.000 | 1.000 | 2.318 | 2.175 | 1.000 | 2.415 | 2.247 | 1.000 | 13.155 |
| 3.758 | 3.485 | 4.567 | 3.399 | 3.684 | 3.830 | 4.596 | 3.589 | 30.907 |
| 3.758 | 1.000 | 2.318 | 1.000 | 2.329 | 2.415 | 3.351 | 2.257 | 18.428 |
| 1.000 | 2.200 | 2.318 | 3.399 | 2.329 | 2.415 | 3.351 | 1.000 | 18.012 |
| 2.378 | 1.000 | 3.374 | 1.000 | 2.329 | 3.830 | 2.247 | 2.257 | 18.415 |
| 2.378 | 2.200 | 2.318 | 2.175 | 2.329 | 2.415 | 3.351 | 2.257 | 19.424 |
| 3.758 | 3.485 | 4.567 | 3.399 | 3.684 | 3.830 | 4.596 | 3.589 | 30.907 |
| 2.378 | 3.485 | 3.374 | 2.175 | 2.329 | 3.830 | 4.596 | 3.589 | 25.756 |
| 2.378 | 2.200 | 3.374 | 2.175 | 2.329 | 2.415 | 3.351 | 2.257 | 20.480 |
| 2.378 | 2.200 | 3.374 | 2.175 | 2.329 | 2.415 | 3.351 | 2.257 | 20.480 |
| 2.378 | 2.200 | 3.374 | 2.175 | 2.329 | 2.415 | 3.351 | 2.257 | 20.480 |
| 2.378 | 3.485 | 3.374 | 2.175 | 3.684 | 2.415 | 3.351 | 3.589 | 24.452 |
| 2.378 | 3.485 | 3.374 | 2.175 | 3.684 | 2.415 | 3.351 | 3.589 | 24.452 |
| 2.378 | 2.200 | 2.318 | 2.175 | 2.329 | 2.415 | 2.247 | 2.257 | 18.319 |
| 2.378 | 2.200 | 3.374 | 1.000 | 1.000 | 2.415 | 3.351 | 2.257 | 17.976 |
| 2.378 | 3.485 | 4.567 | 2.175 | 1.000 | 2.415 | 3.351 | 1.000 | 20.371 |
| 2.378 | 3.485 | 3.374 | 2.175 | 3.684 | 3.830 | 4.596 | 3.589 | 27.112 |
| 2.378 | 3.485 | 4.567 | 3.399 | 2.329 | 2.415 | 2.247 | 2.257 | 23.076 |
| 2.378 | 2.200 | 3.374 | 2.175 | 2.329 | 2.415 | 3.351 | 2.257 | 20.480 |
| 1.000 | 2.200 | 3.374 | 3.399 | 1.000 | 1.000 | 3.351 | 2.257 | 17.582 |
| 2.378 | 2.200 | 2.318 | 1.000 | 2.329 | 2.415 | 3.351 | 1.000 | 16.991 |
| 2.378 | 3.485 | 3.374 | 2.175 | 3.684 | 2.415 | 3.351 | 3.589 | 24.452 |
| 2.378 | 2.200 | 3.374 | 2.175 | 2.329 | 2.415 | 3.351 | 2.257 | 20.480 |
| 2.378 | 3.485 | 3.374 | 2.175 | 2.329 | 3.830 | 4.596 | 3.589 | 25.756 |
| 2.378 | 3.485 | 4.567 | 2.175 | 1.000 | 3.830 | 2.247 | 2.257 | 21.939 |
| 2.378 | 3.485 | 3.374 | 2.175 | 3.684 | 2.415 | 3.351 | 3.589 | 24.452 |
| 1.000 | 1.000 | 3.374 | 2.175 | 3.684 | 3.830 | 3.351 | 3.589 | 22.004 |
| 3.758 | 3.485 | 3.374 | 2.175 | 3.684 | 2.415 | 4.596 | 2.257 | 25.745 |
| 1.000 | 2.200 | 2.318 | 3.399 | 2.329 | 2.415 | 4.596 | 3.589 | 21.846 |
| 2.378 | 2.200 | 4.567 | 3.399 | 2.329 | 1.000 | 3.351 | 2.257 | 21.481 |
| 2.378 | 2.200 | 2.318 | 2.175 | 2.329 | 2.415 | 3.351 | 2.257 | 19.424 |
| 2.378 | 1.000 | 3.374 | 1.000 | 2.329 | 3.830 | 2.247 | 2.257 | 18.415 |
| 2.378 | 2.200 | 2.318 | 3.399 | 3.684 | 2.415 | 4.596 | 3.589 | 24.580 |
| 2.378 | 2.200 | 4.567 | 3.399 | 3.684 | 3.830 | 4.596 | 3.589 | 28.243 |
| 2.378 | 2.200 | 4.567 | 3.399 | 1.000 | 2.415 | 3.351 | 2.257 | 21.568 |
| 1.000 | 2.200 | 2.318 | 3.399 | 2.329 | 2.415 | 3.351 | 3.589 | 20.601 |
| 1.000 | 2.200 | 4.567 | 1.000 | 1.000 | 2.415 | 3.351 | 3.589 | 19.122 |
| 2.378 | 2.200 | 4.567 | 1.000 | 2.329 | 2.415 | 2.247 | 2.257 | 19.393 |
| 3.758 | 3.485 | 4.567 | 2.175 | 2.329 | 3.830 | 4.596 | 2.257 | 26.997 |
| 2.378 | 3.485 | 2.318 | 2.175 | 3.684 | 3.830 | 4.596 | 2.257 | 24.724 |
| 2.378 | 1.000 | 3.374 | 1.000 | 1.000 | 2.415 | 3.351 | 3.589 | 18.108 |

**Lampiran 22**

Hasil Uji Asumsi Klasik (Uji Normalitas)





|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 65 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 3.54391004 |
| Most Extreme Differences | Absolute | .060 |
| Positive | .060 |
| Negative | -.033 |
| Test Statistic | | .060 |
| 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. | | |

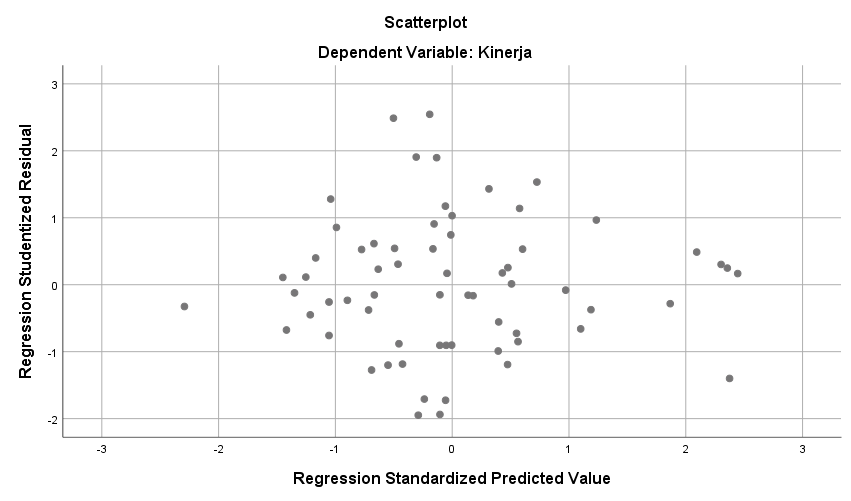
**Lampiran 23**

Hasil Uji Asumsi Klasik (Uji Multikolonieritas)

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 6.326 | 3.726 |  | 1.698 | .095 |  |  |
| Komunikasi Internal | .280 | .121 | .304 | 2.327 | .023 | .526 | 1.900 |
| Lingkungan Kerja Fisik | .234 | .108 | .236 | 2.163 | .034 | .756 | 1.323 |
| Disiplin Kerja | .273 | .131 | .269 | 2.084 | .041 | .540 | 1.853 |
| a. Dependent Variable: Kinerja | | | | | | | | |

**Lampiran 24**

Hasil Uji Asumsi Klasik (Uji Heteroskedastisitas)



|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 3.948 | 2.250 |  | 1.754 | .084 |
| Komunikasi Internal | .097 | .073 | .231 | 1.333 | .188 |
| Lingkungan Kerja Fisik | -.062 | .065 | -.138 | -.953 | .344 |
| Disiplin Kerja | -.076 | .079 | -.165 | -.967 | .337 |
| a. Dependent Variable: RES2 | | | | | | |

**Lampiran 25**

Hasil Uji Asumsi Klasik (Uji Autokorelasi)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .672a | .451 | .424 | 3.630 | 2.008 |
| a. Predictors: (Constant), Disiplin Kerja, Lingkungan Kerja Fisik, Komunikasi Internal | | | | | |
| b. Dependent Variable: Kinerja | | | | | |

**Lampiran 26**

Hasil Analisis Regresi Linier Berganda

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 6.326 | 3.726 |  | 1.698 | .095 |  |  |
| Komunikasi Internal | .280 | .121 | .304 | 2.327 | .023 | .526 | 1.900 |
| Lingkungan Kerja Fisik | .234 | .108 | .236 | 2.163 | .034 | .756 | 1.323 |
| Disiplin Kerja | .273 | .131 | .269 | 2.084 | .041 | .540 | 1.853 |
| a. Dependent Variable: Kinerja | | | | | | | | |

**Lampiran 27**

Hasil Uji parsial

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 6.326 | 3.726 |  | 1.698 | .095 |  |  |
| Komunikasi Internal | .280 | .121 | .304 | 2.327 | .023 | .526 | 1.900 |
| Lingkungan Kerja Fisik | .234 | .108 | .236 | 2.163 | .034 | .756 | 1.323 |
| Disiplin Kerja | .273 | .131 | .269 | 2.084 | .041 | .540 | 1.853 |
| a. Dependent Variable: Kinerja | | | | | | | | |

**Lampiran 28**

Hasil Uji Simultan

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 660.347 | 3 | 220.116 | 16.705 | .000b |
| Residual | 803.795 | 61 | 13.177 |  |  |
| Total | 1464.142 | 64 |  |  |  |
| a. Dependent Variable: Kinerja | | | | | | |
| b. Predictors: (Constant), Disiplin Kerja, Lingkungan Kerja Fisik, Komunikasi Internal | | | | | | |

**Lampiran 29**

Hasil Koefisien Determinasi

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .672a | .451 | .424 | 3.63001 |
| a. Predictors: (Constant), Disiplin Kerja, Lingkungan Kerja Fisik, Komunikasi Internal | | | | |
| b. Dependent Variable: Kinerja | | | | |

**Lampiran 30**

Surat Izin Penelitian Dari Dinas Tenaga Kerja Kabupaten Pemalang

