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# **LAMPIRAN**

**Lampiran 1.**

**Surat Permohonan Pengisian Kuesioner**

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Insentif, Beban Kerja, Keselamatan Kesehatan Kerja (K3) dan Lingkungan Kerja Fisik Terhadap Kepuasan Kerja Karyawan di UD. Dua Jago

Kabupaten Tegal

Kepada Yth,

Bapak/Ibu

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 mengucapkan terima kasih.

Hormat Saya,

Angga Rendy Fernando

**Lampiran 2.**

**Kuesioner Penelitian**

1. **Identitas Responden**
2. Nama :
3. Jenis Kelamin :
4. Laki-laki
5. Perempuan
6. Usia :
7. Tingkat Pendidikan :
8. SD
9. SMP
10. SMA
11. S1
12. **Petunjuk Pengisian**
13. Mohon memberi tanda centang (√) pada jawaban yang Bapak/Ibu anggap paling sesuai
14. Keterangan alternatif jawaban:
15. SS = Sangat Setuju
16. S = Setuju
17. N = Netral
18. TS = Tidak Setuju
19. STS = Sangat Tidak Setuju

**DAFTAR PERNYATAAN KUESIONER**

**1). VARIABEL KEPUASAN KERJA (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **Jawaban** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1. | Gaji sesuai dengan kebutuhan |  |  |  |  |  |
| 2. | Adanya sebuah gaji yang bersifat mengikat antara karyawan dengan perusahaan |  |  |  |  |  |
| 3. | Gaji menimbulkan rasa semangat dalam berkerja |  |  |  |  |  |
| 4. | Atasan memberikan kesempatan karyawan untuk belajar dan menerima tanggung jawab |  |  |  |  |  |
| 5. | Karyawan memiliki ketertarikan dengan pekerjaannya |  |  |  |  |  |
| 6. | Sebuah pencapaian karyawan dengan adanya promosi jabatan |  |  |  |  |  |
| 7. | Para rekan kerja mempunyai sifat yang ramah |  |  |  |  |  |
| 8. | Para rekan kerja bisa diajak untuk bekerja sama |  |  |  |  |  |
| 9. | Atasan selalu memberikan perhatian dalam bentuk motivasi |  |  |  |  |  |
| 10. | Karyawan ikut berdiskusi dengan atasan dalam pengambilan keputusan |  |  |  |  |  |

**2). VARIABEL INSENTIF**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **Jawaban** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1. | Karyawan menerima uang di luar gaji pokok |  |  |  |  |  |
| 2. | Karyawan menerima barang dalam program perusahaan |  |  |  |  |  |
| 3. | Karyawan menerima jaminan sosial |  |  |  |  |  |
| 4. | Karyawan mengetahui adanya pemberian kenaikan pangkat |  |  |  |  |  |
| 5. | Karyawan bisa mendapatkan gelar dalam perusahaan |  |  |  |  |  |
| 6. | Adanya balas budi terhadap perusahaan Ketika menerima tanda jasa |  |  |  |  |  |

**3). VARIABEL BEBAN KERJA**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **Jawaban** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1. | Karyawan menerima beban kerja yang berlebihan |  |  |  |  |  |
| 2. | Beban kerja yang di alami karyawan sangat berat |  |  |  |  |  |
| 3. | Karyawan dituntut melakukan tanggung jawab yang besar |  |  |  |  |  |
| 4. | Karyawan dihadapkan dengan pengambilan keputusan yang cepat terkait pekerjaanya |  |  |  |  |  |
| 5. | Waktu bekerja yang tidak sesuai dengan kontrak kerja |  |  |  |  |  |
| 6. | Karyawan melakukan kegiatan produksi dengan terburu-buru |  |  |  |  |  |
| 7. | Tugas karyawan yang harus diselesaikan dengan waktu yang singkat |  |  |  |  |  |
| 8. | Karyawan dituntut untuk sempurna dalam pekerjaanya |  |  |  |  |  |

**4). VARIABEL KESEHATAN KESELAMATAN KERJA (K3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **Jawaban** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1. | Karyawan menerima tunjangan kesehatan |  |  |  |  |  |
| 2. | Perusahaan membiayai program Kesehatan para karyawanya |  |  |  |  |  |
| 3. | Kecelakaan kerja di tanggung perusahaan |  |  |  |  |  |
| 4. | Tersedianya alat P3K dilingkungan pekerjaan |  |  |  |  |  |
| 5. | Tersedianya obat obatan di lingkungan pekerjaan |  |  |  |  |  |
| 6. | Karyawan menjunjung tinggi nilai-nilai K3 |  |  |  |  |  |
| 7. | Atasan menjunjung tinggi nilai-nilai K3 |  |  |  |  |  |
| 8. | Tersedianya tempat penyimpanan barang karyawan |  |  |  |  |  |
| 9. | Karyawan Sering menganggap remeh keselamatan kerja |  |  |  |  |  |
| 10. | Kelalaian faktor utama kecelakaan kerja |  |  |  |  |  |

**5). VARIABEL LINGKUNGAN KERJA FISIK**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **Jawaban** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1. | Kondisi bangunan di tempat kerja sudah tua |  |  |  |  |  |
| 2. | Bangunan di tempat kerja menarik |  |  |  |  |  |
| 3. | Karyawan merasa aman dan nyaman Ketika berkerja |  |  |  |  |  |
| 4. | Penataan alat produksi sudah tersusun rapi |  |  |  |  |  |
| 5. | Penataan alat produksi di setiap ruang pekerjaan sudah urut |  |  |  |  |  |
| 6. | Kondisi alat produksi sudah usang |  |  |  |  |  |
| 7 | Kondisi alat produksi masih layak pakai |  |  |  |  |  |
| 8. | tersedianya fasilitas berupa *turbin ventilator* |  |  |  |  |  |
| 9. | Tersedianya tempat istirahat para karyawan |  |  |  |  |  |
| 10. | Tersedianya tempat ibadah para karyawan |  |  |  |  |  |

**Lampiran 3.**

**Data Penelitian Variabel Insentif**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **No**  **Respnden** | **Pernyataan** | | | | | | **Total**  **Skore** |
| **1** | **2** | **3** | **4** | **5** | **6** |
| 1 | 5 | 5 | 5 | 4 | 5 | 5 | **29** |
| 2 | 4 | 5 | 5 | 4 | 4 | 5 | **27** |
| 3 | 4 | 5 | 2 | 4 | 4 | 5 | **24** |
| 4 | 5 | 5 | 1 | 4 | 5 | 5 | **25** |
| 5 | 4 | 5 | 3 | 4 | 4 | 5 | **25** |
| 6 | 3 | 5 | 4 | 4 | 5 | 4 | **25** |
| 7 | 4 | 5 | 5 | 4 | 5 | 4 | **27** |
| 8 | 4 | 5 | 2 | 5 | 5 | 4 | **25** |
| 9 | 5 | 5 | 5 | 4 | 4 | 4 | **27** |
| 10 | 4 | 4 | 4 | 5 | 4 | 5 | **26** |
| 11 | 4 | 4 | 5 | 4 | 5 | 5 | **27** |
| 12 | 4 | 3 | 2 | 5 | 5 | 5 | **24** |
| 13 | 4 | 4 | 3 | 5 | 4 | 5 | **25** |
| 14 | 4 | 3 | 4 | 4 | 4 | 5 | **24** |
| 15 | 4 | 4 | 4 | 5 | 5 | 5 | **27** |
| 16 | 5 | 5 | 4 | 5 | 5 | 4 | **28** |
| 17 | 5 | 4 | 5 | 4 | 4 | 5 | **27** |
| 18 | 5 | 3 | 5 | 3 | 5 | 5 | **26** |
| 19 | 5 | 5 | 5 | 5 | 4 | 5 | **29** |
| 20 | 5 | 5 | 4 | 4 | 5 | 5 | **28** |
| 21 | 4 | 3 | 5 | 4 | 1 | 5 | **22** |
| 22 | 5 | 5 | 4 | 5 | 5 | 5 | **29** |
| 23 | 3 | 5 | 5 | 5 | 4 | 5 | **27** |
| 24 | 4 | 5 | 5 | 5 | 5 | 5 | **29** |
| 25 | 5 | 5 | 5 | 4 | 4 | 4 | **27** |
| 26 | 4 | 5 | 4 | 2 | 4 | 5 | **24** |
| 27 | 3 | 4 | 5 | 2 | 4 | 4 | **22** |
| 28 | 5 | 4 | 4 | 2 | 2 | 4 | **21** |
| 29 | 4 | 5 | 5 | 5 | 4 | 4 | **27** |
| 30 | 3 | 4 | 4 | 5 | 4 | 5 | **25** |
| 31 | 4 | 3 | 5 | 4 | 4 | 5 | **25** |
| 32 | 4 | 4 | 5 | 5 | 4 | 4 | **26** |
| 33 | 4 | 5 | 5 | 4 | 4 | 5 | **27** |
| 34 | 5 | 4 | 5 | 3 | 4 | 4 | **25** |
| 35 | 4 | 4 | 5 | 2 | 5 | 5 | **25** |
| 36 | 5 | 5 | 5 | 5 | 5 | 4 | **29** |
| 37 | 5 | 5 | 5 | 5 | 5 | 5 | **30** |
| 38 | 5 | 3 | 4 | 4 | 4 | 4 | **24** |
| 39 | 4 | 5 | 4 | 3 | 5 | 5 | **26** |
| 40 | 5 | 4 | 3 | 4 | 4 | 4 | **24** |
| 41 | 2 | 5 | 5 | 3 | 4 | 5 | **24** |
| 42 | 5 | 3 | 3 | 3 | 3 | 4 | **21** |
| 43 | 4 | 5 | 5 | 4 | 4 | 3 | **25** |
| 44 | 4 | 3 | 5 | 4 | 5 | 5 | **26** |
| 45 | 3 | 5 | 5 | 5 | 5 | 4 | **27** |
| 46 | 3 | 4 | 5 | 5 | 5 | 4 | **26** |
| 47 | 5 | 5 | 5 | 5 | 5 | 5 | **30** |
| 48 | 2 | 5 | 5 | 3 | 5 | 4 | **24** |

**Lampiran 4.**

**Data Penelitian Variabel Beban Kerja**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No**  **Responden** | **Pernyataan** | | | | | | | | **Total**  **Skore** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| 1 | 5 | 1 | 5 | 1 | 5 | 2 | 4 | 1 | **24** |
| 2 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | **34** |
| 3 | 4 | 2 | 1 | 2 | 5 | 4 | 3 | 2 | **23** |
| 4 | 5 | 2 | 5 | 2 | 3 | 2 | 5 | 1 | **25** |
| 5 | 4 | 2 | 5 | 3 | 5 | 3 | 5 | 2 | **29** |
| 6 | 4 | 3 | 2 | 2 | 4 | 3 | 5 | 4 | **27** |
| 7 | 5 | 3 | 5 | 3 | 5 | 3 | 1 | 3 | **28** |
| 8 | 5 | 3 | 4 | 2 | 4 | 1 | 5 | 2 | **26** |
| 9 | 5 | 2 | 4 | 5 | 5 | 5 | 5 | 4 | **35** |
| 10 | 5 | 2 | 5 | 3 | 4 | 2 | 4 | 3 | **28** |
| 11 | 3 | 4 | 5 | 4 | 5 | 3 | 3 | 2 | **29** |
| 12 | 3 | 3 | 2 | 4 | 4 | 1 | 5 | 4 | **26** |
| 13 | 4 | 1 | 5 | 5 | 5 | 5 | 5 | 1 | **31** |
| 14 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | **23** |
| 15 | 5 | 5 | 5 | 5 | 4 | 2 | 5 | 4 | **35** |
| 16 | 5 | 4 | 5 | 5 | 5 | 2 | 3 | 2 | **31** |
| 17 | 4 | 2 | 3 | 3 | 5 | 3 | 5 | 3 | **28** |
| 18 | 4 | 3 | 5 | 4 | 2 | 2 | 4 | 5 | **29** |
| 19 | 4 | 4 | 5 | 2 | 3 | 1 | 5 | 5 | **29** |
| 20 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | **39** |
| 21 | 3 | 2 | 5 | 4 | 4 | 3 | 5 | 3 | **29** |
| 22 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | **39** |
| 23 | 5 | 5 | 5 | 2 | 4 | 4 | 5 | 3 | **33** |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **40** |
| 25 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 1 | **35** |
| 26 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 3 | **35** |
| 27 | 4 | 1 | 1 | 3 | 5 | 3 | 4 | 2 | **23** |
| 28 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 4 | **21** |
| 29 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | **37** |
| 30 | 4 | 2 | 5 | 4 | 4 | 2 | 4 | 2 | **27** |
| 31 | 5 | 5 | 3 | 5 | 5 | 5 | 3 | 5 | **36** |
| 32 | 4 | 1 | 4 | 3 | 2 | 3 | 4 | 2 | **23** |
| 33 | 5 | 3 | 5 | 2 | 4 | 1 | 2 | 4 | **26** |
| 34 | 5 | 2 | 5 | 3 | 5 | 2 | 5 | 2 | **29** |
| 35 | 2 | 2 | 3 | 2 | 5 | 1 | 4 | 1 | **20** |
| 36 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | **38** |
| 37 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **39** |
| 38 | 5 | 2 | 5 | 3 | 4 | 1 | 1 | 2 | **23** |
| 39 | 4 | 5 | 5 | 2 | 5 | 3 | 4 | 2 | **30** |
| 40 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | **23** |
| 41 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | **24** |
| 42 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | **20** |
| 43 | 4 | 4 | 5 | 5 | 4 | 5 | 2 | 5 | **34** |
| 44 | 4 | 5 | 2 | 3 | 5 | 5 | 3 | 5 | **32** |
| 45 | 3 | 4 | 5 | 2 | 4 | 5 | 4 | 4 | **31** |
| 46 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | **36** |
| 47 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | **39** |
| 48 | 2 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | **35** |

**Lampiran 5.**

**Data Penelitian Variabel K3**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No**  **Resp** | **Pernyataan** | | | | | | | | | | **Total**  **Skore** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 1 | 1 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | **38** |
| 2 | 5 | 4 | 1 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | **42** |
| 3 | 4 | 4 | 2 | 1 | 5 | 3 | 4 | 4 | 4 | 5 | **36** |
| 4 | 5 | 5 | 4 | 5 | 1 | 5 | 5 | 5 | 5 | 2 | **42** |
| 5 | 4 | 4 | 5 | 3 | 2 | 1 | 4 | 4 | 5 | 5 | **37** |
| 6 | 3 | 5 | 3 | 5 | 3 | 5 | 1 | 3 | 5 | 2 | **35** |
| 7 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 1 | 5 | 5 | **44** |
| 8 | 2 | 4 | 4 | 5 | 2 | 5 | 5 | 3 | 1 | 1 | **32** |
| 9 | 4 | 2 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | **42** |
| 10 | 4 | 4 | 3 | 1 | 5 | 2 | 5 | 5 | 2 | 5 | **36** |
| 11 | 5 | 3 | 3 | 4 | 4 | 5 | 2 | 2 | 4 | 4 | **36** |
| 12 | 4 | 4 | 3 | 1 | 5 | 5 | 2 | 3 | 5 | 5 | **37** |
| 13 | 3 | 1 | 4 | 5 | 4 | 2 | 5 | 4 | 4 | 4 | **36** |
| 14 | 5 | 2 | 4 | 5 | 2 | 5 | 4 | 3 | 3 | 2 | **35** |
| 15 | 5 | 2 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | **43** |
| 16 | 5 | 3 | 2 | 5 | 5 | 3 | 5 | 4 | 3 | 3 | **38** |
| 17 | 4 | 2 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | **43** |
| 18 | 2 | 4 | 4 | 5 | 5 | 4 | 2 | 3 | 3 | 5 | **37** |
| 19 | 1 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | **41** |
| 20 | 4 | 1 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | **43** |
| 21 | 3 | 2 | 1 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | **40** |
| 22 | 5 | 3 | 3 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | **43** |
| 23 | 5 | 4 | 4 | 5 | 1 | 3 | 5 | 5 | 5 | 5 | **42** |
| 24 | 5 | 2 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | **44** |
| 25 | 3 | 4 | 4 | 5 | 5 | 2 | 4 | 5 | 5 | 5 | **42** |
| 26 | 4 | 3 | 5 | 4 | 5 | 3 | 3 | 1 | 4 | 4 | **36** |
| 27 | 5 | 1 | 4 | 4 | 3 | 3 | 3 | 5 | 1 | 5 | **34** |
| 28 | 4 | 4 | 4 | 5 | 2 | 2 | 5 | 2 | 5 | 1 | **34** |
| 29 | 3 | 3 | 2 | 3 | 5 | 5 | 5 | ~~5~~ | 5 | 5 | **41** |
| 30 | 4 | 2 | 5 | 4 | 5 | 5 | 5 | 5 | 2 | 5 | **42** |
| 31 | 5 | 3 | 4 | 5 | 5 | 4 | 4 | 2 | 4 | 4 | **40** |
| 32 | 4 | 5 | 3 | 5 | 5 | 5 | 2 | 4 | 5 | 5 | **43** |
| 33 | 3 | 4 | 4 | 4 | 5 | 2 | 4 | 5 | 5 | 4 | **40** |
| 34 | 3 | 5 | 5 | 2 | 2 | 2 | 5 | 4 | 4 | 5 | **37** |
| 35 | 5 | 5 | 5 | 2 | 5 | 3 | 4 | 1 | 5 | 5 | **40** |
| 36 | 5 | 4 | 2 | 4 | 5 | 4 | 5 | 5 | 2 | 5 | **41** |
| 37 | 2 | 2 | 4 | 5 | 5 | 4 | 2 | 3 | 4 | 4 | **35** |
| 38 | 3 | 5 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 5 | **36** |
| 39 | 5 | 3 | 2 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | **38** |
| 40 | 5 | 5 | 3 | 3 | 3 | 3 | 5 | 2 | 3 | 4 | **36** |
| 41 | 4 | 2 | 4 | 3 | 5 | 4 | 4 | 2 | 5 | 3 | **36** |
| 42 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | **32** |
| 43 | 4 | 3 | 4 | 4 | 4 | 3 | 2 | 5 | 3 | 2 | **34** |
| 44 | 5 | 5 | 3 | 5 | 4 | 3 | 3 | 2 | 3 | 3 | **36** |
| 45 | 4 | 3 | 3 | 5 | 5 | 4 | 4 | 3 | 3 | 2 | **36** |
| 46 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 3 | 4 | **39** |
| 47 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 2 | **42** |
| 48 | 4 | 5 | 3 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | **39** |

**Lampiran 6.**

**Data Penelitian Variabel Lingkungan Kerja Fisik**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No**  **Resp** | **Pernyataan** | | | | | | | | | | **Total**  **Skore** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 5 | 4 | 4 | 3 | 5 | 2 | 4 | 2 | 5 | 3 | **37** |
| 2 | 4 | 1 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | **41** |
| 3 | 4 | 1 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | **41** |
| 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 3 | **41** |
| 5 | 5 | 3 | 4 | 3 | 4 | 3 | 3 | 5 | 2 | 4 | **36** |
| 6 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 2 | **38** |
| 7 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 3 | 5 | 3 | **38** |
| 8 | 5 | 4 | 5 | 5 | 4 | 5 | 2 | 2 | 3 | 4 | **39** |
| 9 | 4 | 4 | 3 | 5 | 5 | 2 | 5 | 3 | 5 | 5 | **41** |
| 10 | 1 | 2 | 3 | 2 | 4 | 5 | 5 | 5 | 4 | 5 | **36** |
| 11 | 4 | 2 | 5 | 4 | 4 | 5 | 1 | 5 | 4 | 5 | **39** |
| 12 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 2 | 4 | **39** |
| 13 | 1 | 5 | 4 | 3 | 3 | 5 | 3 | 5 | 4 | 4 | **37** |
| 14 | 5 | 4 | 4 | 4 | 1 | 4 | 2 | 5 | 2 | 4 | **35** |
| 15 | 4 | 5 | 5 | 3 | 5 | 3 | 5 | 4 | 4 | 4 | **42** |
| 16 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | **43** |
| 17 | 4 | 2 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | **41** |
| 18 | 5 | 5 | 3 | 1 | 4 | 5 | 4 | 4 | 3 | 5 | **39** |
| 19 | 2 | 2 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | **40** |
| 20 | 5 | 1 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | **43** |
| 21 | 4 | 3 | 2 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | **36** |
| 22 | 5 | 5 | 3 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | **43** |
| 23 | 4 | 3 | 2 | 3 | 3 | 3 | 4 | 5 | 5 | 4 | **36** |
| 24 | 4 | 3 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 4 | **43** |
| 25 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | **41** |
| 26 | 5 | 2 | 5 | 5 | 4 | 2 | 2 | 4 | 2 | 5 | **36** |
| 27 | 4 | 4 | 5 | 5 | 2 | 2 | 2 | 3 | 2 | 5 | **34** |
| 28 | 5 | 4 | 2 | 3 | 2 | 4 | 3 | 4 | 3 | 4 | **34** |
| 29 | 4 | 2 | 2 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | **40** |
| 30 | 5 | 2 | 5 | 2 | 3 | 1 | 4 | 4 | 4 | 5 | **35** |
| 31 | 4 | 3 | 4 | 5 | 4 | 2 | 3 | 4 | 4 | 5 | **38** |
| 32 | 3 | 4 | 5 | 4 | 3 | 5 | 1 | 4 | 4 | 3 | **36** |
| 33 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 1 | 4 | 3 | **38** |
| 34 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | **39** |
| 35 | 4 | 3 | 3 | 5 | 2 | 3 | 1 | 5 | 5 | 4 | **35** |
| 36 | 5 | 3 | 4 | 4 | 3 | 1 | 2 | 4 | 4 | 5 | **35** |
| 37 | 2 | 2 | 2 | 2 | 2 | 2 | 5 | 4 | 4 | 4 | **29** |
| 38 | 4 | 3 | 4 | 1 | 4 | 4 | 4 | 4 | 3 | 4 | **35** |
| 39 | 5 | 4 | 4 | 2 | 2 | 4 | 5 | 5 | 4 | 2 | **37** |
| 40 | 5 | 5 | 2 | 4 | 2 | 2 | 4 | 4 | 3 | 4 | **35** |
| 41 | 5 | 4 | 2 | 5 | 4 | 2 | 2 | 2 | 4 | 5 | **35** |
| 42 | 5 | 2 | 5 | 4 | 4 | 2 | 2 | 2 | 2 | 5 | **33** |
| 43 | 1 | 2 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | **38** |
| 44 | 4 | 4 | 4 | 1 | 3 | 4 | 4 | 5 | 4 | 3 | **36** |
| 45 | 5 | 5 | 2 | 4 | 4 | 3 | 4 | 3 | 5 | 2 | **37** |
| 46 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | **41** |
| 47 | 5 | 2 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | **41** |
| 48 | 1 | 5 | 3 | 3 | 4 | 4 | 3 | 5 | 4 | 5 | **37** |

**Lampiran 7.**

**Data Penelitian Variabel Kepuasan kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No**  **Resp** | **Pernyataan** | | | | | | | | | | **Total**  **Skore** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 1 | 5 | 5 | 2 | 4 | 3 | 5 | 3 | 5 | 5 | **38** |
| 2 | 5 | 1 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | **43** |
| 3 | 4 | 5 | 1 | 5 | 3 | 5 | 4 | 5 | 4 | 3 | **39** |
| 4 | 2 | 5 | 4 | 1 | 4 | 3 | 5 | 3 | 5 | 4 | **36** |
| 5 | 2 | 5 | 4 | 4 | 1 | 3 | 3 | 4 | 4 | 5 | **35** |
| 6 | 4 | 4 | 3 | 3 | 3 | 1 | 5 | 5 | 3 | 4 | **35** |
| 7 | 5 | 4 | 5 | 3 | 2 | 5 | 1 | 5 | 4 | 3 | **37** |
| 8 | 5 | 5 | 4 | 2 | 5 | 3 | 4 | 1 | 3 | 3 | **35** |
| 9 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 1 | 4 | **44** |
| 10 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 1 | **41** |
| 11 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 5 | 2 | 2 | **38** |
| 12 | 4 | 5 | 4 | 4 | 2 | 5 | 3 | 2 | 3 | 3 | **35** |
| 13 | 5 | 5 | 5 | 5 | 3 | 4 | 2 | 4 | 4 | 4 | **41** |
| 14 | 5 | 5 | 2 | 4 | 2 | 2 | 4 | 3 | 3 | 3 | **33** |
| 15 | 5 | 5 | 4 | 5 | 2 | 5 | 5 | 4 | 5 | 5 | **45** |
| 16 | 2 | 4 | 5 | 2 | 5 | 5 | 5 | 5 | 4 | 4 | **41** |
| 17 | 4 | 5 | 2 | 5 | 4 | 5 | 4 | 4 | 5 | 3 | **41** |
| 18 | 2 | 2 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | **39** |
| 19 | 1 | 5 | 4 | 3 | 3 | 5 | 4 | 4 | 4 | 5 | **38** |
| 20 | 5 | 1 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | **45** |
| 21 | 4 | 5 | 1 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | **39** |
| 22 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 4 | **45** |
| 23 | 5 | 5 | 4 | 3 | 2 | 3 | 4 | 4 | 4 | 3 | **37** |
| 24 | 5 | 5 | 5 | 4 | 4 | 2 | 5 | 5 | 5 | 5 | **45** |
| 25 | 4 | 5 | 5 | 5 | 5 | 4 | 1 | 5 | 4 | 5 | **43** |
| 26 | 5 | 4 | 3 | 3 | 3 | 4 | 2 | 2 | 4 | 4 | **34** |
| 27 | 2 | 3 | 2 | 4 | 4 | 3 | 4 | 4 | 2 | 3 | **31** |
| 28 | 1 | 1 | 2 | 4 | 5 | 4 | 4 | 4 | 4 | 1 | **30** |
| 29 | 5 | 1 | 4 | 5 | 4 | 5 | 5 | 5 | 3 | 5 | **42** |
| 30 | 4 | 2 | 5 | 2 | 5 | 5 | 5 | 2 | 4 | 5 | **39** |
| 31 | 5 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 5 | 4 | **40** |
| 32 | 4 | 4 | 3 | 4 | 2 | 4 | 4 | 2 | 3 | 5 | **35** |
| 33 | 5 | 4 | 1 | 1 | 5 | 5 | 5 | 5 | 5 | 3 | **39** |
| 34 | 4 | 2 | 4 | 4 | 3 | 3 | 3 | 5 | 5 | 4 | **37** |
| 35 | 2 | 4 | 5 | 3 | 4 | 5 | 4 | 2 | 5 | 3 | **37** |
| 36 | 4 | 4 | 4 | 2 | 4 | 4 | 5 | 4 | 5 | 4 | **40** |
| 37 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 2 | 4 | 5 | **42** |
| 38 | 1 | 4 | 4 | 2 | 5 | 3 | 5 | 3 | 3 | 3 | **33** |
| 39 | 5 | 1 | 3 | 5 | 5 | 5 | 4 | 5 | 3 | 3 | **39** |
| 40 | 4 | 4 | 1 | 4 | 3 | 5 | 2 | 4 | 2 | 4 | **33** |
| 41 | 4 | 3 | 3 | 1 | 3 | 5 | 3 | 4 | 3 | 4 | **33** |
| 42 | 3 | 3 | 4 | 2 | 1 | 3 | 4 | 3 | 3 | 3 | **29** |
| 43 | 2 | 5 | 5 | 3 | 3 | 1 | 5 | 3 | 4 | 4 | **35** |
| 44 | 3 | 5 | 4 | 4 | 4 | 3 | 1 | 4 | 4 | 2 | **34** |
| 45 | 4 | 4 | 3 | 5 | 5 | 4 | 3 | 1 | 3 | 5 | **37** |
| 46 | 5 | 4 | 4 | 5 | 2 | 3 | 3 | 5 | 1 | 3 | **35** |
| 47 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 1 | **42** |
| 48 | 2 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 2 | 5 | **36** |

**Lampiran 8.**

**Data Hasil MSI Variabel Insentif**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **No**  **Resp** | **Pernyataan** | | | | | | **Total**  **Skore** |
| **1** | **2** | **3** | **4** | **5** | **6** |
| 1 | 4,149 | 3,200 | 4,075 | 2,618 | 4,272 | 4,044 | 22,357 |
| 2 | 2,856 | 3,200 | 4,075 | 2,618 | 2,835 | 4,044 | 19,626 |
| 3 | 2,856 | 3,200 | 1,755 | 2,618 | 2,835 | 4,044 | 17,306 |
| 4 | 4,149 | 3,200 | 1,000 | 2,618 | 4,272 | 4,044 | 19,282 |
| 5 | 2,856 | 3,200 | 2,247 | 2,618 | 2,835 | 4,044 | 17,799 |
| 6 | 1,852 | 3,200 | 2,844 | 2,618 | 4,272 | 2,512 | 17,298 |
| 7 | 2,856 | 3,200 | 4,075 | 2,618 | 4,272 | 2,512 | 19,532 |
| 8 | 2,856 | 3,200 | 1,755 | 3,851 | 4,272 | 2,512 | 18,445 |
| 9 | 4,149 | 3,200 | 4,075 | 2,618 | 2,835 | 2,512 | 19,388 |
| 10 | 2,856 | 1,967 | 2,844 | 3,851 | 2,835 | 4,044 | 18,396 |
| 11 | 2,856 | 1,967 | 4,075 | 2,618 | 4,272 | 4,044 | 19,830 |
| 12 | 2,856 | 1,000 | 1,755 | 3,851 | 4,272 | 4,044 | 17,776 |
| 13 | 2,856 | 1,967 | 2,247 | 3,851 | 2,835 | 4,044 | 17,799 |
| 14 | 2,856 | 1,000 | 2,844 | 2,618 | 2,835 | 4,044 | 16,196 |
| 15 | 2,856 | 1,967 | 2,844 | 3,851 | 4,272 | 4,044 | 19,833 |
| 16 | 4,149 | 3,200 | 2,844 | 3,851 | 4,272 | 2,512 | 20,828 |
| 17 | 4,149 | 1,967 | 4,075 | 2,618 | 2,835 | 4,044 | 19,687 |
| 18 | 4,149 | 1,000 | 4,075 | 1,771 | 4,272 | 4,044 | 19,310 |
| 19 | 4,149 | 3,200 | 4,075 | 3,851 | 2,835 | 4,044 | 22,152 |
| 20 | 4,149 | 3,200 | 2,844 | 2,618 | 4,272 | 4,044 | 21,126 |
| 21 | 2,856 | 1,000 | 4,075 | 2,618 | 1,000 | 4,044 | 15,592 |
| 22 | 4,149 | 3,200 | 2,844 | 3,851 | 4,272 | 4,044 | 22,359 |
| 23 | 1,852 | 3,200 | 4,075 | 3,851 | 2,835 | 4,044 | 19,855 |
| 24 | 2,856 | 3,200 | 4,075 | 3,851 | 4,272 | 4,044 | 22,296 |
| 25 | 4,149 | 3,200 | 4,075 | 2,618 | 2,835 | 2,512 | 19,388 |
| 26 | 2,856 | 3,200 | 2,844 | 1,000 | 2,835 | 4,044 | 16,778 |
| 27 | 1,852 | 1,967 | 4,075 | 1,000 | 2,835 | 2,512 | 14,240 |
| 28 | 4,149 | 1,967 | 2,844 | 1,000 | 1,536 | 2,512 | 14,008 |
| 29 | 2,856 | 3,200 | 4,075 | 3,851 | 2,835 | 2,512 | 19,328 |
| 30 | 1,852 | 1,967 | 2,844 | 3,851 | 2,835 | 4,044 | 17,392 |
| 31 | 2,856 | 1,000 | 4,075 | 2,618 | 2,835 | 4,044 | 17,427 |
| 32 | 2,856 | 1,967 | 4,075 | 3,851 | 2,835 | 2,512 | 18,095 |
| 33 | 2,856 | 3,200 | 4,075 | 2,618 | 2,835 | 4,044 | 19,626 |
| 34 | 4,149 | 1,967 | 4,075 | 1,771 | 2,835 | 2,512 | 17,309 |
| 35 | 2,856 | 1,967 | 4,075 | 1,000 | 4,272 | 4,044 | 18,212 |
| 36 | 4,149 | 3,200 | 4,075 | 3,851 | 4,272 | 2,512 | 22,058 |
| 37 | 4,149 | 3,200 | 4,075 | 3,851 | 4,272 | 4,044 | 23,589 |
| 38 | 4,149 | 1,000 | 2,844 | 2,618 | 2,835 | 2,512 | 15,958 |
| 39 | 2,856 | 3,200 | 2,844 | 1,771 | 4,272 | 4,044 | 18,986 |
| 40 | 4,149 | 1,967 | 2,247 | 2,618 | 2,835 | 2,512 | 16,328 |
| 41 | 1,000 | 3,200 | 4,075 | 1,771 | 2,835 | 4,044 | 16,924 |
| 42 | 4,149 | 1,000 | 2,247 | 1,771 | 1,778 | 2,512 | 13,458 |
| 43 | 2,856 | 3,200 | 4,075 | 2,618 | 2,835 | 1,000 | 16,583 |
| 44 | 2,856 | 1,000 | 4,075 | 2,618 | 4,272 | 4,044 | 18,864 |
| 45 | 1,852 | 3,200 | 4,075 | 3,851 | 4,272 | 2,512 | 19,761 |
| 46 | 1,852 | 1,967 | 4,075 | 3,851 | 4,272 | 2,512 | 18,528 |
| 47 | 4,149 | 3,200 | 4,075 | 3,851 | 4,272 | 4,044 | 23,589 |
| 48 | 1,000 | 3,200 | 4,075 | 1,771 | 4,272 | 2,512 | 16,830 |

**Lampiran 9.**

**Data Hasil MSI Variabel Beban Kerja**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No**  **Resp** | **Pernyataan** | | | | | | | | **Skor**  **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| 1 | 3,868 | 1,000 | 3,714 | 1,000 | 3,572 | 1,890 | 2,897 | 1,000 | 18,941 |
| 2 | 2,695 | 3,336 | 2,648 | 3,644 | 3,572 | 3,738 | 2,897 | 3,170 | 25,700 |
| 3 | 2,695 | 1,964 | 1,000 | 2,282 | 3,572 | 2,966 | 2,226 | 1,971 | 18,676 |
| 4 | 3,868 | 1,964 | 3,714 | 2,282 | 1,728 | 1,890 | 3,969 | 1,000 | 20,414 |
| 5 | 2,695 | 1,964 | 3,714 | 3,137 | 3,572 | 2,540 | 3,969 | 1,971 | 23,562 |
| 6 | 2,695 | 2,706 | 1,796 | 2,282 | 2,369 | 2,540 | 3,969 | 3,170 | 21,527 |
| 7 | 3,868 | 2,706 | 3,714 | 3,137 | 3,572 | 2,540 | 1,000 | 2,656 | 23,194 |
| 8 | 3,868 | 2,706 | 2,648 | 2,282 | 2,369 | 1,000 | 3,969 | 1,971 | 20,813 |
| 9 | 3,868 | 1,964 | 2,648 | 4,497 | 3,572 | 3,738 | 3,969 | 3,170 | 27,426 |
| 10 | 3,868 | 1,964 | 3,714 | 3,137 | 2,369 | 1,890 | 2,897 | 2,656 | 22,494 |
| 11 | 1,887 | 3,336 | 3,714 | 3,644 | 3,572 | 2,540 | 2,226 | 1,971 | 22,891 |
| 12 | 1,887 | 2,706 | 1,796 | 3,644 | 2,369 | 1,000 | 3,969 | 3,170 | 20,543 |
| 13 | 2,695 | 1,000 | 3,714 | 4,497 | 3,572 | 3,738 | 3,969 | 1,000 | 24,184 |
| 14 | 1,887 | 2,706 | 2,319 | 3,137 | 1,728 | 2,540 | 2,226 | 1,971 | 18,515 |
| 15 | 3,868 | 4,217 | 3,714 | 4,497 | 2,369 | 1,890 | 3,969 | 3,170 | 27,693 |
| 16 | 3,868 | 3,336 | 3,714 | 4,497 | 3,572 | 1,890 | 2,226 | 1,971 | 25,074 |
| 17 | 2,695 | 1,964 | 2,319 | 3,137 | 3,572 | 2,540 | 3,969 | 2,656 | 22,852 |
| 18 | 2,695 | 2,706 | 3,714 | 3,644 | 1,000 | 1,890 | 2,897 | 4,007 | 22,553 |
| 19 | 2,695 | 3,336 | 3,714 | 2,282 | 1,728 | 1,000 | 3,969 | 4,007 | 22,730 |
| 20 | 3,868 | 3,336 | 3,714 | 4,497 | 3,572 | 3,738 | 3,969 | 4,007 | 30,701 |
| 21 | 1,887 | 1,964 | 3,714 | 3,644 | 2,369 | 2,540 | 3,969 | 2,656 | 22,744 |
| 22 | 3,868 | 3,336 | 3,714 | 4,497 | 3,572 | 3,738 | 3,969 | 4,007 | 30,701 |
| 23 | 3,868 | 4,217 | 3,714 | 2,282 | 2,369 | 2,966 | 3,969 | 2,656 | 26,041 |
| 24 | 3,868 | 4,217 | 3,714 | 4,497 | 3,572 | 3,738 | 3,969 | 4,007 | 31,581 |
| 25 | 2,695 | 4,217 | 3,714 | 4,497 | 3,572 | 3,738 | 3,969 | 1,000 | 27,401 |
| 26 | 3,868 | 2,706 | 3,714 | 3,644 | 3,572 | 3,738 | 3,969 | 2,656 | 27,868 |
| 27 | 2,695 | 1,000 | 1,000 | 3,137 | 3,572 | 2,540 | 2,897 | 1,971 | 18,812 |
| 28 | 1,887 | 2,706 | 1,796 | 2,282 | 1,000 | 1,890 | 2,226 | 3,170 | 16,958 |
| 29 | 3,868 | 4,217 | 3,714 | 4,497 | 3,572 | 2,966 | 3,969 | 2,656 | 29,459 |
| 30 | 2,695 | 1,964 | 3,714 | 3,644 | 2,369 | 1,890 | 2,897 | 1,971 | 21,143 |
| 31 | 3,868 | 4,217 | 2,319 | 4,497 | 3,572 | 3,738 | 2,226 | 4,007 | 28,444 |
| 32 | 2,695 | 1,000 | 2,648 | 3,137 | 1,000 | 2,540 | 2,897 | 1,971 | 17,888 |
| 33 | 3,868 | 2,706 | 3,714 | 2,282 | 2,369 | 1,000 | 1,596 | 3,170 | 20,705 |
| 34 | 3,868 | 1,964 | 3,714 | 3,137 | 3,572 | 1,890 | 3,969 | 1,971 | 24,085 |
| 35 | 1,000 | 1,964 | 2,319 | 2,282 | 3,572 | 1,000 | 2,897 | 1,000 | 16,034 |
| 36 | 3,868 | 2,706 | 3,714 | 4,497 | 3,572 | 3,738 | 3,969 | 4,007 | 30,071 |
| 37 | 2,695 | 4,217 | 3,714 | 4,497 | 3,572 | 3,738 | 3,969 | 4,007 | 30,408 |
| 38 | 3,868 | 1,964 | 3,714 | 3,137 | 2,369 | 1,000 | 1,000 | 1,971 | 19,022 |
| 39 | 2,695 | 4,217 | 3,714 | 2,282 | 3,572 | 2,540 | 2,897 | 1,971 | 23,887 |
| 40 | 1,000 | 2,706 | 2,319 | 3,137 | 1,728 | 2,540 | 2,226 | 2,656 | 18,312 |
| 41 | 1,887 | 2,706 | 2,319 | 3,137 | 1,728 | 2,540 | 2,226 | 2,656 | 19,200 |
| 42 | 1,887 | 2,706 | 1,796 | 2,282 | 1,000 | 1,890 | 2,226 | 2,656 | 16,444 |
| 43 | 2,695 | 3,336 | 3,714 | 4,497 | 2,369 | 3,738 | 1,596 | 4,007 | 25,950 |
| 44 | 2,695 | 4,217 | 1,796 | 3,137 | 3,572 | 3,738 | 2,226 | 4,007 | 25,388 |
| 45 | 1,887 | 3,336 | 3,714 | 2,282 | 2,369 | 3,738 | 2,897 | 3,170 | 23,392 |
| 46 | 3,868 | 3,336 | 3,714 | 4,497 | 3,572 | 2,966 | 3,969 | 2,656 | 28,578 |
| 47 | 3,868 | 3,336 | 3,714 | 4,497 | 3,572 | 3,738 | 3,969 | 4,007 | 30,701 |
| 48 | 1,000 | 4,217 | 3,714 | 4,497 | 2,369 | 3,738 | 2,897 | 4,007 | 26,437 |

**Lampiran 10.**

**Data Hasil MSI Variabel K3**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No**  **Resp** | **Pernyataan** | | | | | | | | | | **Total**  **Skore** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 1,000 | 1,000 | 3,416 | 3,833 | 3,838 | 4,307 | 4,307 | 4,059 | 4,074 | 1,903 | 31,737 |
| 2 | 4,149 | 3,224 | 1,000 | 2,697 | 3,838 | 4,307 | 4,307 | 4,059 | 4,074 | 2,427 | 34,081 |
| 3 | 3,057 | 3,224 | 1,796 | 1,000 | 3,838 | 2,719 | 3,190 | 2,995 | 3,058 | 3,903 | 28,781 |
| 4 | 4,149 | 4,217 | 3,416 | 3,833 | 1,000 | 4,307 | 4,307 | 4,059 | 4,074 | 1,903 | 35,264 |
| 5 | 3,057 | 3,224 | 4,573 | 2,028 | 1,796 | 1,000 | 3,190 | 2,995 | 4,074 | 3,903 | 29,841 |
| 6 | 2,306 | 4,217 | 2,512 | 3,833 | 2,353 | 4,307 | 1,000 | 2,351 | 4,074 | 1,903 | 28,856 |
| 7 | 4,149 | 3,224 | 4,573 | 3,833 | 3,838 | 4,307 | 3,190 | 1,000 | 4,074 | 3,903 | 36,092 |
| 8 | 1,670 | 3,224 | 3,416 | 3,833 | 1,796 | 4,307 | 4,307 | 2,351 | 1,000 | 1,000 | 26,905 |
| 9 | 3,057 | 1,891 | 4,573 | 2,697 | 3,838 | 4,307 | 3,190 | 2,995 | 3,058 | 3,903 | 33,510 |
| 10 | 3,057 | 3,224 | 2,512 | 1,000 | 3,838 | 1,976 | 4,307 | 4,059 | 1,670 | 3,903 | 29,546 |
| 11 | 4,149 | 2,544 | 2,512 | 2,697 | 2,789 | 4,307 | 1,976 | 1,798 | 3,058 | 2,844 | 28,674 |
| 12 | 3,057 | 3,224 | 2,512 | 1,000 | 3,838 | 4,307 | 1,976 | 2,351 | 4,074 | 3,903 | 30,242 |
| 13 | 2,306 | 1,000 | 3,416 | 3,833 | 2,789 | 1,976 | 4,307 | 2,995 | 3,058 | 2,844 | 28,525 |
| 14 | 4,149 | 1,891 | 3,416 | 3,833 | 1,796 | 4,307 | 3,190 | 2,351 | 2,373 | 1,903 | 29,210 |
| 15 | 4,149 | 1,891 | 3,416 | 3,833 | 2,789 | 4,307 | 4,307 | 2,995 | 3,058 | 3,903 | 34,648 |
| 16 | 4,149 | 2,544 | 1,796 | 3,833 | 3,838 | 2,719 | 4,307 | 2,995 | 2,373 | 2,427 | 30,981 |
| 17 | 3,057 | 1,891 | 4,573 | 2,697 | 2,789 | 4,307 | 4,307 | 4,059 | 3,058 | 3,903 | 34,641 |
| 18 | 1,670 | 3,224 | 3,416 | 3,833 | 3,838 | 3,300 | 1,976 | 2,351 | 2,373 | 3,903 | 29,886 |
| 19 | 1,000 | 2,544 | 3,416 | 2,697 | 3,838 | 4,307 | 4,307 | 4,059 | 3,058 | 3,903 | 33,128 |
| 20 | 3,057 | 1,000 | 4,573 | 3,833 | 3,838 | 3,300 | 3,190 | 4,059 | 4,074 | 3,903 | 34,828 |
| 21 | 2,306 | 1,891 | 1,000 | 3,833 | 3,838 | 3,300 | 4,307 | 4,059 | 4,074 | 3,903 | 32,511 |
| 22 | 4,149 | 2,544 | 2,512 | 3,833 | 3,838 | 4,307 | 2,587 | 2,995 | 4,074 | 3,903 | 34,742 |
| 23 | 4,149 | 3,224 | 3,416 | 3,833 | 1,000 | 2,719 | 4,307 | 4,059 | 4,074 | 3,903 | 34,684 |
| 24 | 4,149 | 1,891 | 2,512 | 3,833 | 3,838 | 4,307 | 4,307 | 2,995 | 4,074 | 3,903 | 35,809 |
| 25 | 2,306 | 3,224 | 3,416 | 3,833 | 3,838 | 1,976 | 3,190 | 4,059 | 4,074 | 3,903 | 33,821 |
| 26 | 3,057 | 2,544 | 4,573 | 2,697 | 3,838 | 2,719 | 2,587 | 1,000 | 3,058 | 2,844 | 28,917 |
| 27 | 4,149 | 1,000 | 3,416 | 2,697 | 2,353 | 2,719 | 2,587 | 4,059 | 1,000 | 3,903 | 27,883 |
| 28 | 3,057 | 3,224 | 3,416 | 3,833 | 1,796 | 1,976 | 4,307 | 1,798 | 4,074 | 1,000 | 28,483 |
| 29 | 2,306 | 2,544 | 1,796 | 2,028 | 3,838 | 4,307 | 4,307 | 4,059 | 4,074 | 3,903 | 33,162 |
| 30 | 3,057 | 1,891 | 4,573 | 2,697 | 3,838 | 4,307 | 4,307 | 4,059 | 1,670 | 3,903 | 34,302 |
| 31 | 4,149 | 2,544 | 3,416 | 3,833 | 3,838 | 3,300 | 3,190 | 1,798 | 3,058 | 2,844 | 31,972 |
| 32 | 3,057 | 4,217 | 2,512 | 3,833 | 3,838 | 4,307 | 1,976 | 2,995 | 4,074 | 3,903 | 34,712 |
| 33 | 2,306 | 3,224 | 3,416 | 2,697 | 3,838 | 1,976 | 3,190 | 4,059 | 4,074 | 2,844 | 31,625 |
| 34 | 2,306 | 4,217 | 4,573 | 1,580 | 1,796 | 1,976 | 4,307 | 2,995 | 3,058 | 3,903 | 30,712 |
| 35 | 4,149 | 4,217 | 4,573 | 1,580 | 3,838 | 2,719 | 3,190 | 1,000 | 4,074 | 3,903 | 33,244 |
| 36 | 4,149 | 3,224 | 1,796 | 2,697 | 3,838 | 3,300 | 4,307 | 4,059 | 1,670 | 3,903 | 32,943 |
| 37 | 1,670 | 1,891 | 3,416 | 3,833 | 3,838 | 3,300 | 1,976 | 2,351 | 3,058 | 2,844 | 28,179 |
| 38 | 2,306 | 4,217 | 3,416 | 2,697 | 2,353 | 2,719 | 2,587 | 2,351 | 2,373 | 3,903 | 28,922 |
| 39 | 4,149 | 2,544 | 1,796 | 2,697 | 2,353 | 4,307 | 3,190 | 2,995 | 2,373 | 3,903 | 30,307 |
| 40 | 4,149 | 4,217 | 2,512 | 2,028 | 2,353 | 2,719 | 4,307 | 1,798 | 2,373 | 2,844 | 29,299 |
| 41 | 3,057 | 1,891 | 3,416 | 2,028 | 3,838 | 3,300 | 3,190 | 1,798 | 4,074 | 2,427 | 29,021 |
| 42 | 2,306 | 2,544 | 2,512 | 2,028 | 2,353 | 3,300 | 2,587 | 2,995 | 2,373 | 2,427 | 25,425 |
| 43 | 3,057 | 2,544 | 3,416 | 2,697 | 2,789 | 2,719 | 1,976 | 4,059 | 2,373 | 1,903 | 27,534 |
| 44 | 4,149 | 4,217 | 2,512 | 3,833 | 2,789 | 2,719 | 2,587 | 1,798 | 2,373 | 2,427 | 29,404 |
| 45 | 3,057 | 2,544 | 2,512 | 3,833 | 3,838 | 3,300 | 3,190 | 2,351 | 2,373 | 1,903 | 28,902 |
| 46 | 2,306 | 3,224 | 3,416 | 2,028 | 2,789 | 4,307 | 4,307 | 2,995 | 2,373 | 2,844 | 30,589 |
| 47 | 4,149 | 4,217 | 3,416 | 2,028 | 3,838 | 4,307 | 3,190 | 2,995 | 4,074 | 1,903 | 34,117 |
| 48 | 3,057 | 4,217 | 2,512 | 2,697 | 2,353 | 3,300 | 4,307 | 2,995 | 2,373 | 2,844 | 30,654 |

**Lampiran 11.**

**Data MSI Variabel Lingkungan Kerja Fisik**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No**  **Resp** | **Pernyataan** | | | | | | | | | | **Total**  **Skore** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 3,705 | 3,477 | 2,553 | 2,216 | 4,783 | 1,997 | 3,023 | 1,911 | 3,870 | 1,844 | 29,378 |
| 2 | 2,448 | 1,000 | 3,676 | 3,023 | 4,783 | 4,271 | 3,023 | 4,342 | 2,647 | 2,800 | 32,012 |
| 3 | 2,448 | 1,000 | 3,676 | 3,023 | 4,783 | 4,271 | 4,190 | 2,510 | 2,647 | 4,059 | 32,606 |
| 4 | 3,705 | 3,477 | 2,553 | 4,190 | 3,628 | 3,192 | 4,190 | 3,189 | 1,788 | 1,844 | 31,756 |
| 5 | 3,705 | 2,727 | 2,553 | 2,216 | 3,628 | 2,586 | 2,323 | 4,342 | 1,000 | 2,800 | 27,882 |
| 6 | 2,448 | 3,477 | 1,817 | 3,023 | 4,783 | 3,192 | 3,023 | 3,189 | 2,647 | 1,000 | 28,596 |
| 7 | 1,784 | 3,477 | 2,553 | 3,023 | 2,750 | 3,192 | 4,190 | 2,510 | 3,870 | 1,844 | 29,192 |
| 8 | 3,705 | 3,477 | 3,676 | 4,190 | 3,628 | 4,271 | 1,844 | 1,911 | 1,788 | 2,800 | 31,289 |
| 9 | 2,448 | 3,477 | 1,817 | 4,190 | 4,783 | 1,997 | 4,190 | 2,510 | 3,870 | 4,059 | 33,340 |
| 10 | 1,000 | 2,007 | 1,817 | 1,698 | 3,628 | 4,271 | 4,190 | 4,342 | 2,647 | 4,059 | 29,658 |
| 11 | 2,448 | 2,007 | 3,676 | 3,023 | 3,628 | 4,271 | 1,000 | 4,342 | 2,647 | 4,059 | 31,099 |
| 12 | 2,448 | 3,477 | 2,553 | 3,023 | 3,628 | 4,271 | 4,190 | 2,510 | 1,000 | 2,800 | 29,900 |
| 13 | 1,000 | 4,537 | 2,553 | 2,216 | 2,750 | 4,271 | 2,323 | 4,342 | 2,647 | 2,800 | 29,439 |
| 14 | 3,705 | 3,477 | 2,553 | 3,023 | 1,000 | 3,192 | 1,844 | 4,342 | 1,000 | 2,800 | 26,936 |
| 15 | 2,448 | 4,537 | 3,676 | 2,216 | 4,783 | 2,586 | 4,190 | 3,189 | 2,647 | 2,800 | 33,072 |
| 16 | 3,705 | 3,477 | 1,817 | 3,023 | 3,628 | 4,271 | 3,023 | 4,342 | 3,870 | 2,800 | 33,954 |
| 17 | 2,448 | 2,007 | 2,553 | 3,023 | 2,750 | 4,271 | 3,023 | 4,342 | 3,870 | 4,059 | 32,344 |
| 18 | 3,705 | 4,537 | 1,817 | 1,000 | 3,628 | 4,271 | 3,023 | 3,189 | 1,788 | 4,059 | 31,014 |
| 19 | 1,579 | 2,007 | 2,553 | 3,023 | 4,783 | 4,271 | 4,190 | 3,189 | 3,870 | 2,800 | 32,264 |
| 20 | 3,705 | 1,000 | 3,676 | 4,190 | 3,628 | 3,192 | 4,190 | 4,342 | 3,870 | 2,800 | 34,594 |
| 21 | 2,448 | 2,727 | 1,000 | 3,023 | 2,750 | 2,586 | 3,023 | 3,189 | 2,647 | 4,059 | 27,450 |
| 22 | 3,705 | 4,537 | 1,817 | 4,190 | 2,750 | 3,192 | 3,023 | 4,342 | 3,870 | 2,800 | 34,225 |
| 23 | 2,448 | 2,727 | 1,000 | 2,216 | 2,750 | 2,586 | 3,023 | 4,342 | 3,870 | 2,800 | 27,762 |
| 24 | 2,448 | 2,727 | 3,676 | 2,216 | 4,783 | 4,271 | 4,190 | 3,189 | 3,870 | 2,800 | 34,170 |
| 25 | 3,705 | 2,727 | 2,553 | 4,190 | 3,628 | 3,192 | 3,023 | 4,342 | 1,788 | 2,800 | 31,948 |
| 26 | 3,705 | 2,007 | 3,676 | 4,190 | 3,628 | 1,997 | 1,844 | 3,189 | 1,000 | 4,059 | 29,294 |
| 27 | 2,448 | 3,477 | 3,676 | 4,190 | 1,976 | 1,997 | 1,844 | 2,510 | 1,000 | 4,059 | 27,177 |
| 28 | 3,705 | 3,477 | 1,000 | 2,216 | 1,976 | 3,192 | 2,323 | 3,189 | 1,788 | 2,800 | 25,666 |
| 29 | 2,448 | 2,007 | 1,000 | 4,190 | 3,628 | 3,192 | 4,190 | 4,342 | 3,870 | 2,800 | 31,667 |
| 30 | 3,705 | 2,007 | 3,676 | 1,698 | 2,750 | 1,000 | 3,023 | 3,189 | 2,647 | 4,059 | 27,752 |
| 31 | 2,448 | 2,727 | 2,553 | 4,190 | 3,628 | 1,997 | 2,323 | 3,189 | 2,647 | 4,059 | 29,760 |
| 32 | 1,784 | 3,477 | 3,676 | 3,023 | 2,750 | 4,271 | 1,000 | 3,189 | 2,647 | 1,844 | 27,659 |
| 33 | 2,448 | 3,477 | 2,553 | 4,190 | 4,783 | 3,192 | 3,023 | 1,000 | 2,647 | 1,844 | 29,156 |
| 34 | 3,705 | 2,727 | 2,553 | 3,023 | 3,628 | 4,271 | 3,023 | 1,911 | 2,647 | 2,800 | 30,287 |
| 35 | 2,448 | 2,727 | 1,817 | 4,190 | 1,976 | 2,586 | 1,000 | 4,342 | 3,870 | 2,800 | 27,757 |
| 36 | 3,705 | 2,727 | 2,553 | 3,023 | 2,750 | 1,000 | 1,844 | 3,189 | 2,647 | 4,059 | 27,496 |
| 37 | 1,579 | 2,007 | 1,000 | 1,698 | 1,976 | 1,997 | 4,190 | 3,189 | 2,647 | 2,800 | 23,083 |
| 38 | 2,448 | 2,727 | 2,553 | 1,000 | 3,628 | 3,192 | 3,023 | 3,189 | 1,788 | 2,800 | 26,347 |
| 39 | 3,705 | 3,477 | 2,553 | 1,698 | 1,976 | 3,192 | 4,190 | 4,342 | 2,647 | 1,000 | 28,781 |
| 40 | 3,705 | 4,537 | 1,000 | 3,023 | 1,976 | 1,997 | 3,023 | 3,189 | 1,788 | 2,800 | 27,037 |
| 41 | 3,705 | 3,477 | 1,000 | 4,190 | 3,628 | 1,997 | 1,844 | 1,911 | 2,647 | 4,059 | 28,457 |
| 42 | 3,705 | 2,007 | 3,676 | 3,023 | 3,628 | 1,997 | 1,844 | 1,911 | 1,000 | 4,059 | 26,848 |
| 43 | 1,000 | 2,007 | 3,676 | 3,023 | 4,783 | 3,192 | 3,023 | 4,342 | 2,647 | 2,800 | 30,492 |
| 44 | 2,448 | 3,477 | 2,553 | 1,000 | 2,750 | 3,192 | 3,023 | 4,342 | 2,647 | 1,844 | 27,275 |
| 45 | 3,705 | 4,537 | 1,000 | 3,023 | 3,628 | 2,586 | 3,023 | 2,510 | 3,870 | 1,000 | 28,881 |
| 46 | 3,705 | 2,727 | 2,553 | 3,023 | 2,750 | 3,192 | 3,023 | 4,342 | 2,647 | 4,059 | 32,020 |
| 47 | 3,705 | 2,007 | 3,676 | 3,023 | 3,628 | 4,271 | 3,023 | 4,342 | 2,647 | 1,844 | 32,165 |
| 48 | 1,000 | 4,537 | 1,817 | 2,216 | 3,628 | 3,192 | 2,323 | 4,342 | 2,647 | 4,059 | 29,760 |

**Lampiran 12.**

**Data Hasil MSI Variabel Kepuasan Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No**  **Resp** | **Pernyataan** | | | | | | | | | | **Total**  **Skore** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 1,000 | 3,601 | 3,931 | 1,844 | 3,272 | 2,297 | 3,979 | 2,423 | 4,229 | 4,190 | 30,766 |
| 2 | 3,813 | 1,000 | 2,785 | 4,145 | 4,315 | 3,138 | 3,979 | 4,188 | 4,229 | 3,130 | 34,721 |
| 3 | 2,705 | 3,601 | 1,000 | 4,145 | 2,581 | 4,229 | 2,860 | 4,188 | 3,165 | 2,267 | 30,739 |
| 4 | 1,853 | 3,601 | 2,785 | 1,000 | 3,272 | 2,297 | 3,979 | 2,423 | 4,229 | 3,130 | 28,570 |
| 5 | 1,853 | 3,601 | 2,785 | 3,076 | 1,000 | 2,297 | 2,183 | 3,084 | 3,165 | 4,190 | 27,234 |
| 6 | 2,705 | 2,465 | 2,093 | 2,414 | 2,581 | 1,000 | 3,979 | 4,188 | 2,413 | 3,130 | 26,967 |
| 7 | 3,813 | 2,465 | 3,931 | 2,414 | 1,903 | 4,229 | 1,000 | 4,188 | 3,165 | 2,267 | 29,373 |
| 8 | 3,813 | 3,601 | 2,785 | 1,844 | 4,315 | 2,297 | 2,860 | 1,000 | 2,413 | 2,267 | 27,194 |
| 9 | 3,813 | 3,601 | 3,931 | 4,145 | 4,315 | 3,138 | 3,979 | 4,188 | 1,000 | 3,130 | 35,239 |
| 10 | 3,813 | 3,601 | 2,785 | 3,076 | 3,272 | 3,138 | 3,979 | 3,084 | 4,229 | 1,000 | 31,977 |
| 11 | 3,813 | 3,601 | 3,931 | 3,076 | 2,581 | 2,297 | 2,860 | 4,188 | 1,736 | 1,580 | 29,663 |
| 12 | 2,705 | 3,601 | 2,785 | 3,076 | 1,903 | 4,229 | 2,183 | 1,852 | 2,413 | 2,267 | 27,013 |
| 13 | 3,813 | 3,601 | 3,931 | 4,145 | 2,581 | 3,138 | 1,698 | 3,084 | 3,165 | 3,130 | 32,284 |
| 14 | 3,813 | 3,601 | 1,681 | 3,076 | 1,903 | 1,596 | 2,860 | 2,423 | 2,413 | 2,267 | 25,633 |
| 15 | 3,813 | 3,601 | 2,785 | 4,145 | 1,903 | 4,229 | 3,979 | 3,084 | 4,229 | 4,190 | 35,958 |
| 16 | 1,853 | 2,465 | 3,931 | 1,844 | 4,315 | 4,229 | 3,979 | 4,188 | 3,165 | 3,130 | 33,097 |
| 17 | 2,705 | 3,601 | 1,681 | 4,145 | 3,272 | 4,229 | 2,860 | 3,084 | 4,229 | 2,267 | 32,072 |
| 18 | 1,853 | 1,631 | 3,931 | 3,076 | 3,272 | 3,138 | 3,979 | 4,188 | 3,165 | 3,130 | 31,362 |
| 19 | 1,000 | 3,601 | 2,785 | 2,414 | 2,581 | 4,229 | 2,860 | 3,084 | 3,165 | 4,190 | 29,908 |
| 20 | 3,813 | 1,000 | 3,931 | 4,145 | 4,315 | 3,138 | 3,979 | 4,188 | 4,229 | 4,190 | 36,927 |
| 21 | 2,705 | 3,601 | 1,000 | 4,145 | 3,272 | 3,138 | 2,860 | 2,423 | 4,229 | 3,130 | 30,503 |
| 22 | 3,813 | 2,465 | 3,931 | 2,414 | 4,315 | 4,229 | 3,979 | 3,084 | 4,229 | 3,130 | 35,587 |
| 23 | 3,813 | 3,601 | 2,785 | 2,414 | 1,903 | 2,297 | 2,860 | 3,084 | 3,165 | 2,267 | 28,188 |
| 24 | 3,813 | 3,601 | 3,931 | 3,076 | 3,272 | 1,596 | 3,979 | 4,188 | 4,229 | 4,190 | 35,875 |
| 25 | 2,705 | 3,601 | 3,931 | 4,145 | 4,315 | 3,138 | 1,000 | 4,188 | 3,165 | 4,190 | 34,377 |
| 26 | 3,813 | 2,465 | 2,093 | 2,414 | 2,581 | 3,138 | 1,698 | 1,852 | 3,165 | 3,130 | 26,347 |
| 27 | 1,853 | 1,920 | 1,681 | 3,076 | 3,272 | 2,297 | 2,860 | 3,084 | 1,736 | 2,267 | 24,046 |
| 28 | 1,000 | 1,000 | 1,681 | 3,076 | 4,315 | 3,138 | 2,860 | 3,084 | 3,165 | 1,000 | 24,318 |
| 29 | 3,813 | 1,000 | 2,785 | 4,145 | 3,272 | 4,229 | 3,979 | 4,188 | 2,413 | 4,190 | 34,014 |
| 30 | 2,705 | 1,631 | 3,931 | 1,844 | 4,315 | 4,229 | 3,979 | 1,852 | 3,165 | 4,190 | 31,839 |
| 31 | 3,813 | 2,465 | 2,785 | 3,076 | 3,272 | 3,138 | 1,698 | 3,084 | 4,229 | 3,130 | 30,690 |
| 32 | 2,705 | 2,465 | 2,093 | 3,076 | 1,903 | 3,138 | 2,860 | 1,852 | 2,413 | 4,190 | 26,694 |
| 33 | 3,813 | 2,465 | 1,000 | 1,000 | 4,315 | 4,229 | 3,979 | 4,188 | 4,229 | 2,267 | 31,483 |
| 34 | 2,705 | 1,631 | 2,785 | 3,076 | 2,581 | 2,297 | 2,183 | 4,188 | 4,229 | 3,130 | 28,804 |
| 35 | 1,853 | 2,465 | 3,931 | 2,414 | 3,272 | 4,229 | 2,860 | 1,852 | 4,229 | 2,267 | 29,370 |
| 36 | 2,705 | 2,465 | 2,785 | 1,844 | 3,272 | 3,138 | 3,979 | 3,084 | 4,229 | 3,130 | 30,631 |
| 37 | 2,705 | 3,601 | 3,931 | 4,145 | 3,272 | 3,138 | 2,860 | 1,852 | 3,165 | 4,190 | 32,858 |
| 38 | 1,000 | 2,465 | 2,785 | 1,844 | 4,315 | 2,297 | 3,979 | 2,423 | 2,413 | 2,267 | 25,787 |
| 39 | 3,813 | 1,000 | 2,093 | 4,145 | 4,315 | 4,229 | 2,860 | 4,188 | 2,413 | 2,267 | 31,321 |
| 40 | 2,705 | 2,465 | 1,000 | 3,076 | 2,581 | 4,229 | 1,698 | 3,084 | 1,736 | 3,130 | 25,703 |
| 41 | 2,705 | 1,920 | 2,093 | 1,000 | 2,581 | 4,229 | 2,183 | 3,084 | 2,413 | 3,130 | 25,338 |
| 42 | 2,229 | 1,920 | 2,785 | 1,844 | 1,000 | 2,297 | 2,860 | 2,423 | 2,413 | 2,267 | 22,039 |
| 43 | 1,853 | 3,601 | 3,931 | 2,414 | 2,581 | 1,000 | 3,979 | 2,423 | 3,165 | 3,130 | 28,076 |
| 44 | 2,229 | 3,601 | 2,785 | 3,076 | 3,272 | 2,297 | 1,000 | 3,084 | 3,165 | 1,580 | 26,089 |
| 45 | 2,705 | 2,465 | 2,093 | 4,145 | 4,315 | 3,138 | 2,183 | 1,000 | 2,413 | 4,190 | 28,646 |
| 46 | 3,813 | 2,465 | 2,785 | 4,145 | 1,903 | 2,297 | 2,183 | 4,188 | 1,000 | 2,267 | 27,045 |
| 47 | 2,705 | 3,601 | 3,931 | 3,076 | 3,272 | 4,229 | 2,860 | 4,188 | 4,229 | 1,000 | 33,090 |
| 48 | 1,853 | 1,920 | 2,785 | 3,076 | 4,315 | 3,138 | 2,183 | 3,084 | 1,736 | 4,190 | 28,281 |

**Lampiran 13.**

**Hasil Pengujian Validitas Insentif**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | |
|  |  | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | T.X1 |
| X1.1 | Pearson Correlation | 1 | 0,224 | 0,163 | 0,327 | 0,311 | .398\* | .679\*\* |
|  | Sig. (2-tailed) |  | 0,235 | 0,389 | 0,078 | 0,094 | 0,029 | 0,000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | 0,224 | 1 | 0,041 | 0,065 | .450\* | 0,301 | .562\*\* |
|  | Sig. (2-tailed) | 0,235 |  | 0,830 | 0,732 | 0,013 | 0,107 | 0,001 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | 0,163 | 0,041 | 1 | 0,070 | .431\* | 0,148 | .500\*\* |
|  | Sig. (2-tailed) | 0,389 | 0,830 |  | 0,712 | 0,017 | 0,435 | 0,005 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | 0,327 | 0,065 | 0,070 | 1 | 0,148 | 0,327 | .539\*\* |
|  | Sig. (2-tailed) | 0,078 | 0,732 | 0,712 |  | 0,435 | 0,078 | 0,002 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | 0,311 | .450\* | .431\* | 0,148 | 1 | 0,226 | .695\*\* |
|  | Sig. (2-tailed) | 0,094 | 0,013 | 0,017 | 0,435 |  | 0,229 | 0,000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .398\* | 0,301 | 0,148 | 0,327 | 0,226 | 1 | .664\*\* |
|  | Sig. (2-tailed) | 0,029 | 0,107 | 0,435 | 0,078 | 0,229 |  | 0,000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| T.X1 | Pearson Correlation | .679\*\* | .562\*\* | .500\*\* | .539\*\* | .695\*\* | .664\*\* | 1 |
|  | Sig. (2-tailed) | 0,000 | 0,001 | 0,005 | 0,002 | 0,000 | 0,000 |  |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

**Lampiran 14.**

**Hasil Pengujian Validitas Variabel Beban Kerja**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  |  | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | T.X2 |
| X2.1 | Pearson Correlation | 1 | 0,194 | 0,199 | 0,132 | 0,176 | 0,173 | -0,012 | 0,271 | .481\*\* |
|  | Sig. (2-tailed) |  | 0,304 | 0,291 | 0,487 | 0,352 | 0,360 | 0,948 | 0,147 | 0,007 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | 0,194 | 1 | 0,143 | 0,216 | 0,078 | 0,244 | 0,328 | 0,024 | .530\*\* |
|  | Sig. (2-tailed) | 0,304 |  | 0,451 | 0,251 | 0,682 | 0,193 | 0,076 | 0,899 | 0,003 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | 0,199 | 0,143 | 1 | 0,068 | 0,246 | 0,050 | 0,045 | 0,271 | .511\*\* |
|  | Sig. (2-tailed) | 0,291 | 0,451 |  | 0,721 | 0,191 | 0,794 | 0,812 | 0,147 | 0,004 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | 0,132 | 0,216 | 0,068 | 1 | 0,149 | 0,307 | 0,120 | 0,081 | .510\*\* |
|  | Sig. (2-tailed) | 0,487 | 0,251 | 0,721 |  | 0,433 | 0,099 | 0,526 | 0,672 | 0,004 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | 0,176 | 0,078 | 0,246 | 0,149 | 1 | 0,088 | 0,226 | 0,204 | .553\*\* |
|  | Sig. (2-tailed) | 0,352 | 0,682 | 0,191 | 0,433 |  | 0,645 | 0,230 | 0,281 | 0,002 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | 0,173 | 0,244 | 0,050 | 0,307 | 0,088 | 1 | 0,232 | 0,102 | .528\*\* |
|  | Sig. (2-tailed) | 0,360 | 0,193 | 0,794 | 0,099 | 0,645 |  | 0,217 | 0,593 | 0,003 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | -0,012 | 0,328 | 0,045 | 0,120 | 0,226 | 0,232 | 1 | 0,247 | .512\*\* |
|  | Sig. (2-tailed) | 0,948 | 0,076 | 0,812 | 0,526 | 0,230 | 0,217 |  | 0,188 | 0,004 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | 0,271 | 0,024 | 0,271 | 0,081 | 0,204 | 0,102 | 0,247 | 1 | .514\*\* |
|  | Sig. (2-tailed) | 0,147 | 0,899 | 0,147 | 0,672 | 0,281 | 0,593 | 0,188 |  | 0,004 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| T.X2 | Pearson Correlation | .481\*\* | .530\*\* | .511\*\* | .510\*\* | .553\*\* | .528\*\* | .512\*\* | .514\*\* | 1 |
|  | Sig. (2-tailed) | 0,007 | 0,003 | 0,004 | 0,004 | 0,002 | 0,003 | 0,004 | 0,004 |  |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

**Lampiran 15.**

**Hasil Pengujian Validitas Variabel K3**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  |  | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | T.X3 |
| X3.1 | Pearson Correlation | 1 | 0,339 | 0,088 | 0,054 | 0,089 | 0,304 | 0,205 | 0,238 | 0,162 | 0,244 | .499\*\* |
|  | Sig. (2-tailed) |  | 0,067 | 0,644 | 0,776 | 0,641 | 0,102 | 0,277 | 0,204 | 0,394 | 0,195 | 0,005 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | 0,339 | 1 | .445\* | 0,154 | 0,134 | 0,238 | 0,136 | 0,187 | .498\*\* | 0,039 | .582\*\* |
|  | Sig. (2-tailed) | 0,067 |  | 0,014 | 0,417 | 0,479 | 0,205 | 0,473 | 0,323 | 0,005 | 0,838 | 0,001 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | 0,088 | .445\* | 1 | 0,132 | 0,115 | .440\* | 0,115 | 0,318 | .477\*\* | .414\* | .645\*\* |
|  | Sig. (2-tailed) | 0,644 | 0,014 |  | 0,486 | 0,547 | 0,015 | 0,545 | 0,087 | 0,008 | 0,023 | 0,000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | 0,054 | 0,154 | 0,132 | 1 | 0,326 | 0,125 | .492\*\* | 0,015 | 0,093 | 0,146 | .475\*\* |
|  | Sig. (2-tailed) | 0,776 | 0,417 | 0,486 |  | 0,079 | 0,510 | 0,006 | 0,936 | 0,627 | 0,442 | 0,008 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | 0,089 | 0,134 | 0,115 | 0,326 | 1 | 0,200 | 0,180 | 0,220 | 0,020 | 0,093 | .460\* |
|  | Sig. (2-tailed) | 0,641 | 0,479 | 0,547 | 0,079 |  | 0,290 | 0,341 | 0,242 | 0,916 | 0,626 | 0,011 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | 0,304 | 0,238 | .440\* | 0,125 | 0,200 | 1 | 0,143 | 0,238 | .392\* | .407\* | .639\*\* |
|  | Sig. (2-tailed) | 0,102 | 0,205 | 0,015 | 0,510 | 0,290 |  | 0,450 | 0,204 | 0,032 | 0,026 | 0,000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | 0,205 | 0,136 | 0,115 | .492\*\* | 0,180 | 0,143 | 1 | 0,127 | 0,060 | 0,137 | .497\*\* |
|  | Sig. (2-tailed) | 0,277 | 0,473 | 0,545 | 0,006 | 0,341 | 0,450 |  | 0,503 | 0,752 | 0,470 | 0,005 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | 0,238 | 0,187 | 0,318 | 0,015 | 0,220 | 0,238 | 0,127 | 1 | 0,062 | .531\*\* | .548\*\* |
|  | Sig. (2-tailed) | 0,204 | 0,323 | 0,087 | 0,936 | 0,242 | 0,204 | 0,503 |  | 0,743 | 0,003 | 0,002 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.9 | Pearson Correlation | 0,162 | .498\*\* | .477\*\* | 0,093 | 0,020 | .392\* | 0,060 | 0,062 | 1 | -0,032 | .507\*\* |
|  | Sig. (2-tailed) | 0,394 | 0,005 | 0,008 | 0,627 | 0,916 | 0,032 | 0,752 | 0,743 |  | 0,866 | 0,004 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.10 | Pearson Correlation | 0,244 | 0,039 | .414\* | 0,146 | 0,093 | .407\* | 0,137 | .531\*\* | -0,032 | 1 | .538\*\* |
|  | Sig. (2-tailed) | 0,195 | 0,838 | 0,023 | 0,442 | 0,626 | 0,026 | 0,470 | 0,003 | 0,866 |  | 0,002 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| T.X3 | Pearson Correlation | .499\*\* | .582\*\* | .645\*\* | .475\*\* | .460\* | .639\*\* | .497\*\* | .548\*\* | .507\*\* | .538\*\* | 1 |
|  | Sig. (2-tailed) | 0,005 | 0,001 | 0,000 | 0,008 | 0,011 | 0,000 | 0,005 | 0,002 | 0,004 | 0,002 |  |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

**Lampiran 16.**

**Data Hasil Pengujian Validitas Variabel Lingkungan Kerja Fisik**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  |  | X4.1 | X4.2 | X4.3 | X4.4 | X4.5 | X4.6 | X4.7 | X4.8 | X4.9 | X4.10 | T.X4 |
| X4.1 | Pearson Correlation | 1 | 0,297 | .409\* | 0,149 | 0,294 | 0,110 | 0,233 | 0,000 | 0,287 | 0,160 | .539\*\* |
|  | Sig. (2-tailed) |  | 0,112 | 0,025 | 0,430 | 0,115 | 0,562 | 0,216 | 1,000 | 0,124 | 0,398 | 0,002 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.2 | Pearson Correlation | 0,297 | 1 | 0,275 | 0,325 | 0,338 | 0,192 | 0,211 | 0,165 | 0,235 | 0,301 | .615\*\* |
|  | Sig. (2-tailed) | 0,112 |  | 0,141 | 0,080 | 0,068 | 0,308 | 0,263 | 0,382 | 0,212 | 0,106 | 0,000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.3 | Pearson Correlation | .409\* | 0,275 | 1 | 0,028 | .389\* | 0,307 | 0,122 | 0,067 | 0,289 | 0,223 | .559\*\* |
|  | Sig. (2-tailed) | 0,025 | 0,141 |  | 0,884 | 0,034 | 0,099 | 0,519 | 0,725 | 0,121 | 0,236 | 0,001 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.4 | Pearson Correlation | 0,149 | 0,325 | 0,028 | 1 | 0,132 | 0,132 | .362\* | 0,284 | 0,162 | .422\* | .536\*\* |
|  | Sig. (2-tailed) | 0,430 | 0,080 | 0,884 |  | 0,488 | 0,488 | 0,049 | 0,128 | 0,392 | 0,020 | 0,002 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.5 | Pearson Correlation | 0,294 | 0,338 | .389\* | 0,132 | 1 | 0,069 | 0,192 | 0,358 | 0,280 | 0,062 | .568\*\* |
|  | Sig. (2-tailed) | 0,115 | 0,068 | 0,034 | 0,488 |  | 0,718 | 0,309 | 0,052 | 0,134 | 0,746 | 0,001 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.6 | Pearson Correlation | 0,110 | 0,192 | 0,307 | 0,132 | 0,069 | 1 | 0,321 | 0,286 | 0,280 | 0,326 | .539\*\* |
|  | Sig. (2-tailed) | 0,562 | 0,308 | 0,099 | 0,488 | 0,718 |  | 0,084 | 0,126 | 0,134 | 0,078 | 0,002 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.7 | Pearson Correlation | 0,233 | 0,211 | 0,122 | .362\* | 0,192 | 0,321 | 1 | 0,083 | 0,270 | 0,140 | .517\*\* |
|  | Sig. (2-tailed) | 0,216 | 0,263 | 0,519 | 0,049 | 0,309 | 0,084 |  | 0,664 | 0,149 | 0,462 | 0,003 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.8 | Pearson Correlation | 0,000 | 0,165 | 0,067 | 0,284 | 0,358 | 0,286 | 0,083 | 1 | 0,043 | .426\* | .501\*\* |
|  | Sig. (2-tailed) | 1,000 | 0,382 | 0,725 | 0,128 | 0,052 | 0,126 | 0,664 |  | 0,821 | 0,019 | 0,005 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.9 | Pearson Correlation | 0,287 | 0,235 | 0,289 | 0,162 | 0,280 | 0,280 | 0,270 | 0,043 | 1 | .413\* | .566\*\* |
|  | Sig. (2-tailed) | 0,124 | 0,212 | 0,121 | 0,392 | 0,134 | 0,134 | 0,149 | 0,821 |  | 0,023 | 0,001 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.10 | Pearson Correlation | 0,160 | 0,301 | 0,223 | .422\* | 0,062 | 0,326 | 0,140 | .426\* | .413\* | 1 | .614\*\* |
|  | Sig. (2-tailed) | 0,398 | 0,106 | 0,236 | 0,020 | 0,746 | 0,078 | 0,462 | 0,019 | 0,023 |  | 0,000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| T.X4 | Pearson Correlation | .539\*\* | .615\*\* | .559\*\* | .536\*\* | .568\*\* | .539\*\* | .517\*\* | .501\*\* | .566\*\* | .614\*\* | 1 |
|  | Sig. (2-tailed) | 0,002 | 0,000 | 0,001 | 0,002 | 0,001 | 0,002 | 0,003 | 0,005 | 0,001 | 0,000 |  |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

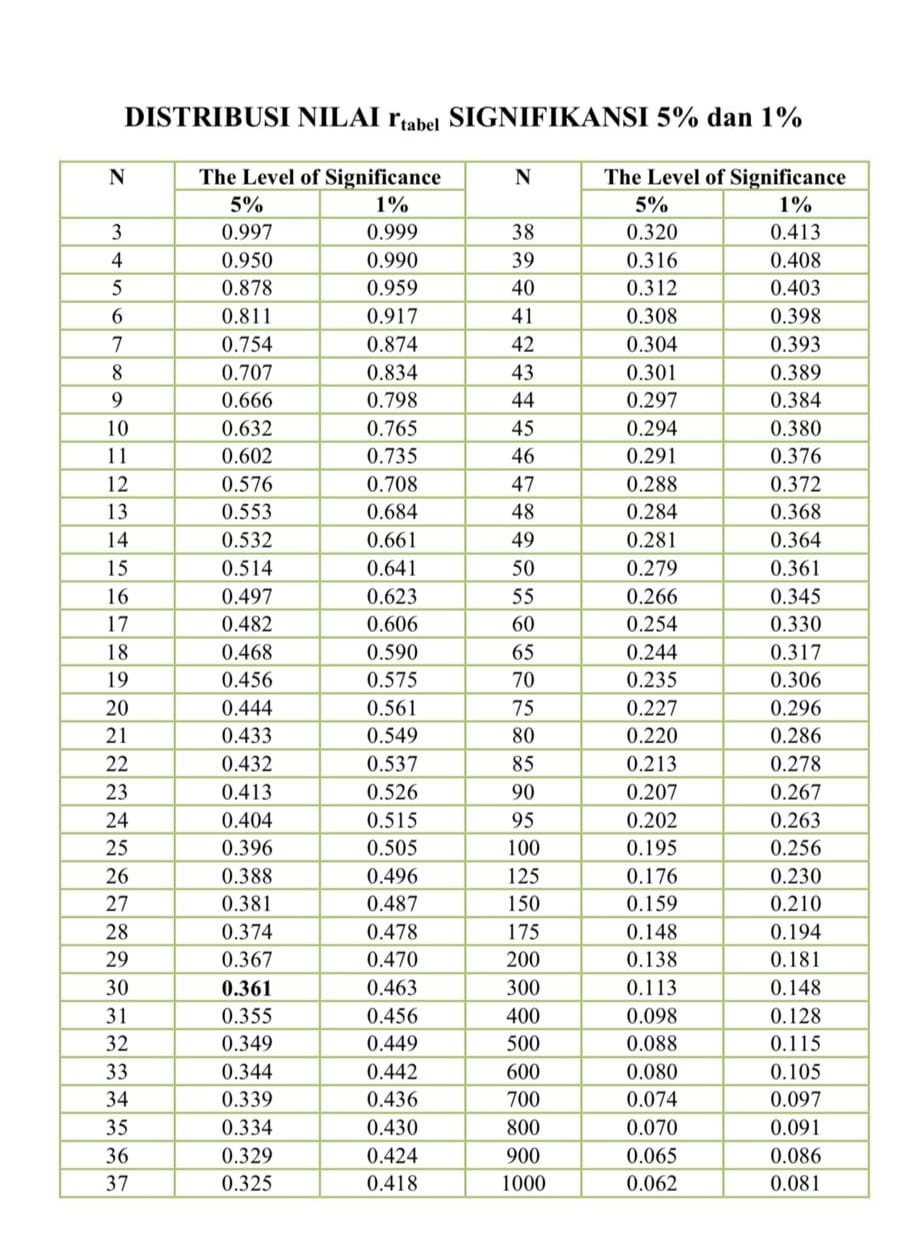
**Lampiran 17.**

**Hasil Pengujian Validitas Variabel Kepuasan Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  |  | Y1.1 | Y1.2 | Y1.3 | Y1.4 | Y1.5 | Y1.6 | Y1.7 | Y1.8 | Y1.9 | Y1.10 | T.Y1 |
| Y1.1 | Pearson Correlation | 1 | 0,085 | .364\* | 0,001 | 0,182 | .432\* | 0,255 | .386\* | 0,103 | 0,196 | .544\*\* |
|  | Sig. (2-tailed) |  | 0,655 | 0,048 | 0,994 | 0,335 | 0,017 | 0,174 | 0,035 | 0,587 | 0,300 | 0,002 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.2 | Pearson Correlation | 0,085 | 1 | 0,359 | .607\*\* | -0,091 | .406\* | 0,196 | 0,099 | 0,147 | 0,046 | .540\*\* |
|  | Sig. (2-tailed) | 0,655 |  | 0,051 | 0,000 | 0,632 | 0,026 | 0,299 | 0,604 | 0,438 | 0,811 | 0,002 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.3 | Pearson Correlation | .364\* | 0,359 | 1 | 0,114 | 0,095 | 0,343 | 0,220 | 0,240 | -0,076 | 0,108 | .550\*\* |
|  | Sig. (2-tailed) | 0,048 | 0,051 |  | 0,548 | 0,618 | 0,064 | 0,242 | 0,201 | 0,690 | 0,569 | 0,002 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.4 | Pearson Correlation | 0,001 | .607\*\* | 0,114 | 1 | 0,068 | 0,139 | 0,197 | 0,050 | .457\* | 0,040 | .504\*\* |
|  | Sig. (2-tailed) | 0,994 | 0,000 | 0,548 |  | 0,720 | 0,463 | 0,296 | 0,795 | 0,011 | 0,835 | 0,004 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.5 | Pearson Correlation | 0,182 | -0,091 | 0,095 | 0,068 | 1 | -0,120 | .476\*\* | .364\* | .455\* | .413\* | .523\*\* |
|  | Sig. (2-tailed) | 0,335 | 0,632 | 0,618 | 0,720 |  | 0,526 | 0,008 | 0,048 | 0,011 | 0,023 | 0,003 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.6 | Pearson Correlation | .432\* | .406\* | 0,343 | 0,139 | -0,120 | 1 | 0,138 | 0,211 | 0,051 | 0,204 | .505\*\* |
|  | Sig. (2-tailed) | 0,017 | 0,026 | 0,064 | 0,463 | 0,526 |  | 0,466 | 0,264 | 0,791 | 0,279 | 0,004 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.7 | Pearson Correlation | 0,255 | 0,196 | 0,220 | 0,197 | .476\*\* | 0,138 | 1 | .532\*\* | .408\* | .411\* | .690\*\* |
|  | Sig. (2-tailed) | 0,174 | 0,299 | 0,242 | 0,296 | 0,008 | 0,466 |  | 0,002 | 0,025 | 0,024 | 0,000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.8 | Pearson Correlation | .386\* | 0,099 | 0,240 | 0,050 | .364\* | 0,211 | .532\*\* | 1 | -0,006 | 0,046 | .537\*\* |
|  | Sig. (2-tailed) | 0,035 | 0,604 | 0,201 | 0,795 | 0,048 | 0,264 | 0,002 |  | 0,976 | 0,809 | 0,002 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.9 | Pearson Correlation | 0,103 | 0,147 | -0,076 | .457\* | .455\* | 0,051 | .408\* | -0,006 | 1 | .395\* | .513\*\* |
|  | Sig. (2-tailed) | 0,587 | 0,438 | 0,690 | 0,011 | 0,011 | 0,791 | 0,025 | 0,976 |  | 0,031 | 0,004 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.10 | Pearson Correlation | 0,196 | 0,046 | 0,108 | 0,040 | .413\* | 0,204 | .411\* | 0,046 | .395\* | 1 | .513\*\* |
|  | Sig. (2-tailed) | 0,300 | 0,811 | 0,569 | 0,835 | 0,023 | 0,279 | 0,024 | 0,809 | 0,031 |  | 0,004 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| T.Y1 | Pearson Correlation | .544\*\* | .540\*\* | .550\*\* | .504\*\* | .523\*\* | .505\*\* | .690\*\* | .537\*\* | .513\*\* | .513\*\* | 1 |
|  | Sig. (2-tailed) | 0,002 | 0,002 | 0,002 | 0,004 | 0,003 | 0,004 | 0,000 | 0,002 | 0,004 | 0,004 |  |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

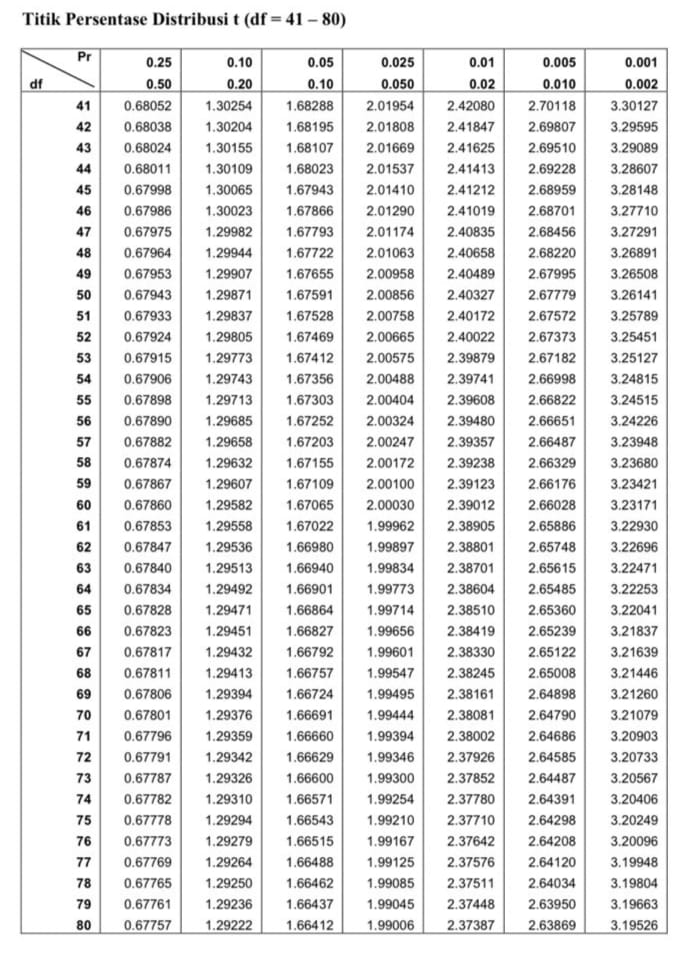
**Lampiran 18.**

**Nilai r tabel**

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**Lampiran 19.**

**Nilai t tabel**

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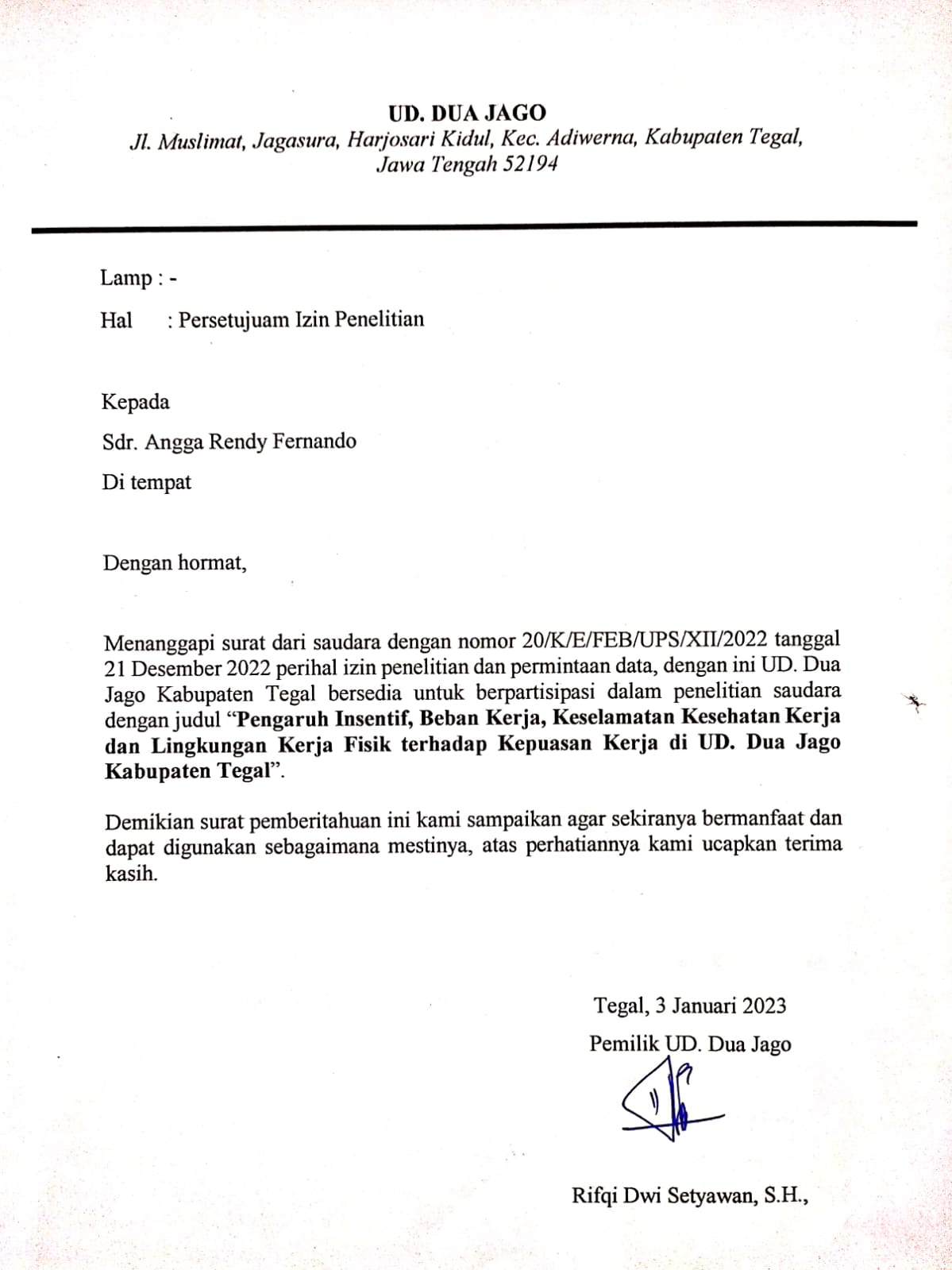
**Lampiran 20.**

**Nilai f tabel**

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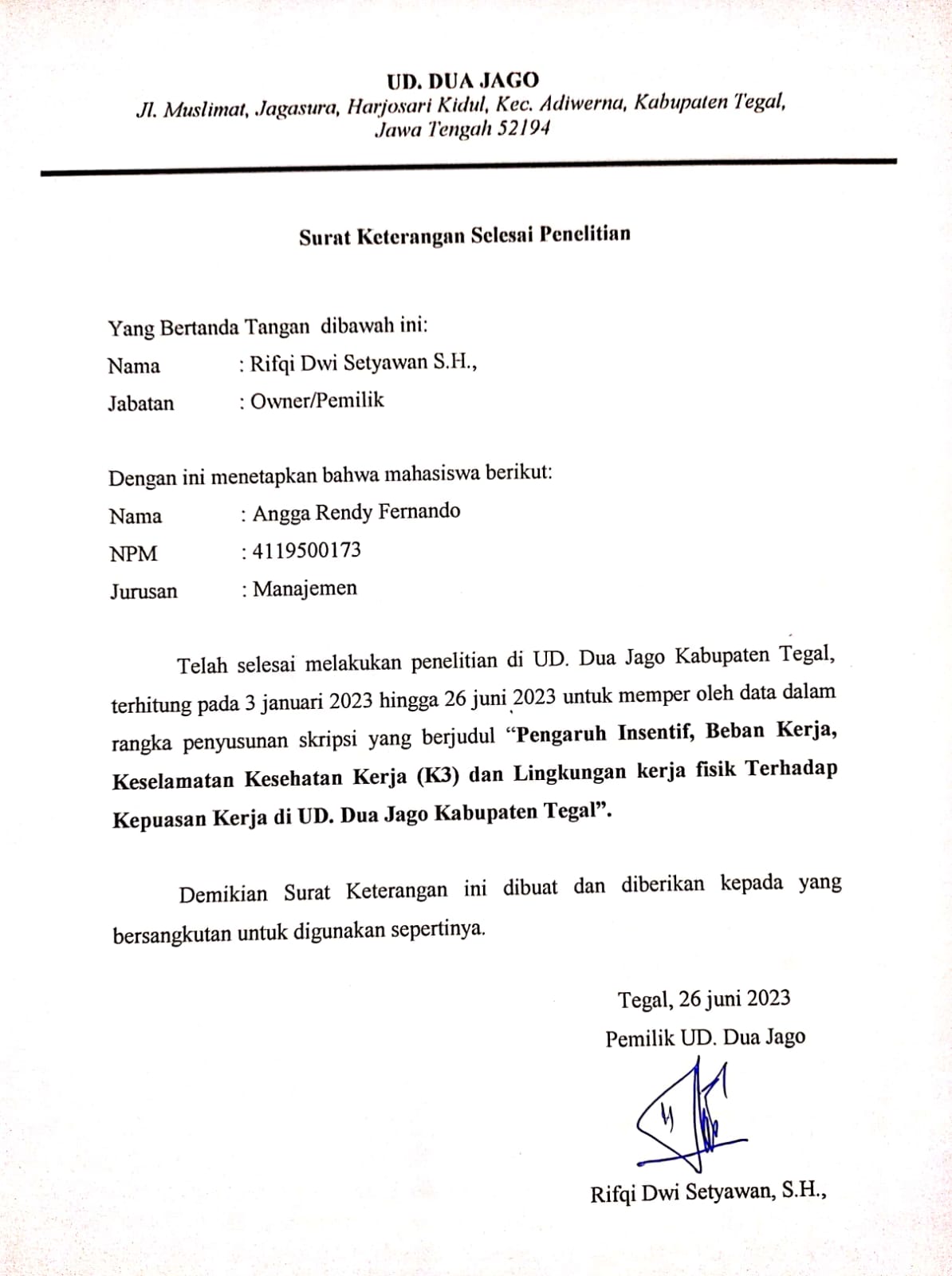
**Lampiran 21.**

**Surat Balasan Penelitian**

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**Lampiran 22.**

**Surat Selesai Penelitian**

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