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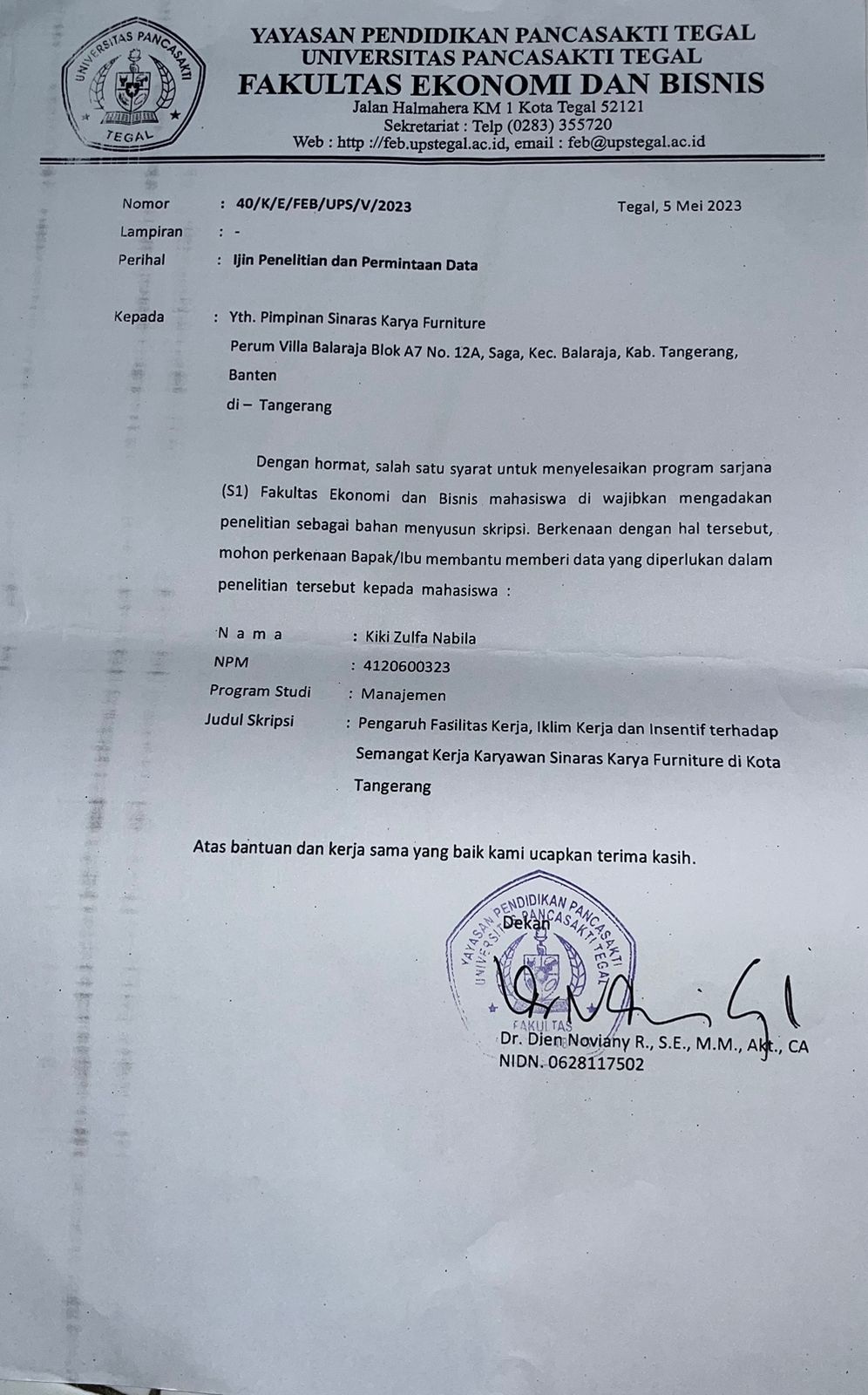
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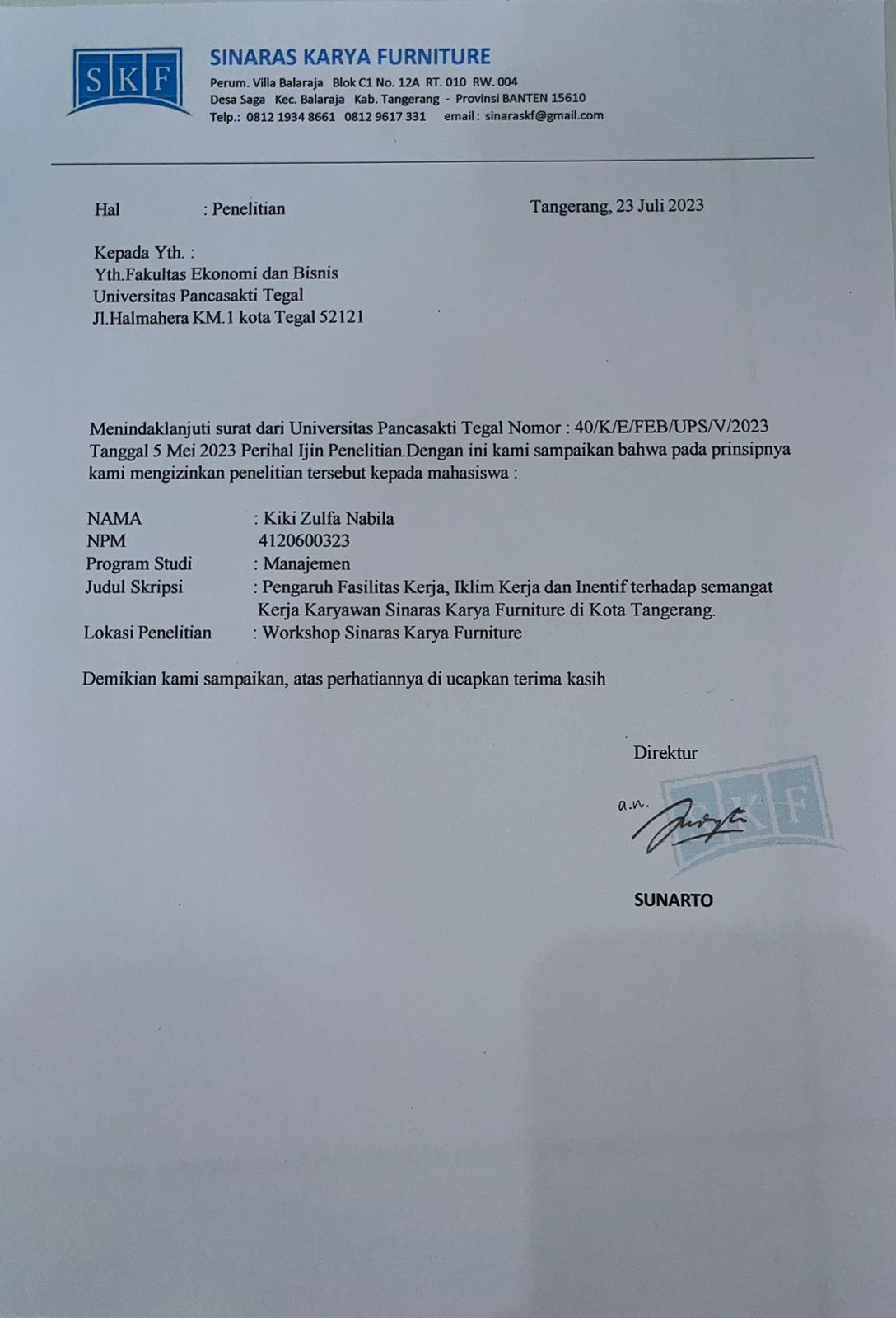
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# LAMPIRAN

**** **Lampiran 1 Surat Izin Penelitian**

**Lampiran 2 Surat Balasan Penelitian**

****

**Lampiran 3 Kuesioner**

**KATA PENGANTAR KUESIONER**

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Fasilitas Kerja, Iklim Kerja Dan Insentif Terhadap Semangat Kerja Karyawan Sinaras Karya Furniture di kota Tangerang

Kepada Yth,

Bapak/Ibu/Sdr

Di tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, saya Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pncasakti Tegal, memohon partisipasi dari saudara untuk mengisi kuesioner yang telah kami sediakan.

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

Setiap jawanban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini.

Atas perhatian dan bantuannya , saya mengucapkan terima kasih.

Tegal,

Hormat Saya,

**Kiki Zulfa Nabila**

**KUESIONER**

**PENGARUH FASILITAS KERJA, IKLIM KERJA, DAN INSENTIF TERHADAP SEMANGAT KERJA KARYAWAN SINARAS KARYA FURNITURE DI KOTA TANGERANG**

I. PETUNJUK PENGISIAN

1. Kepada Bapak/Ibu/Sdr/i diharapkan untuk menjawab seluruh pertanyaan yang ada dengan jujur dan sebenarnya.
2. Berilah tanda ( √ ) pada kolom yang tersedia dan pilih salah satu jawaban sesuai dengan keadaan yang sebenarnya.
3. Ada 5 (lima) altematif jawaban yaitu

|  |  |  |
| --- | --- | --- |
| **Simbol** | **Kategori** | **Nilai Bobot** |
| SS | Sangat Setuju | 5 |
| S | Setuju | 4 |
| N | Netral | 3 |
| TS | Tidak Setuju | 2 |
| STS | Sangat Tidak Setuju | 1 |

1. Jenis Kelamin :

Laki-laki Perempuan

1. Usia :

20 - 30 Tahun 31 - 40 Tahun

41 – 50 Tahun >50 Tahun

1. Pendidikan :

SLTA /Sederajat D3/Diploma S1/Strata 1 S2

1. Lama Bekerja

1 - 5 Tahun > 10 Tahun

6 - 10 Tahun

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
|  | Saya professional dalam menyelesaikan pekerjaan. |  |  |  |  |  |
|  | Saya tidak pernah menunda pekerjaan. |  |  |  |  |  |
|  | Saya bekerja cepat apabila diawasi oleh atasan. |  |  |  |  |  |
|  | Saya tidak pernah melakukan cuti. |  |  |  |  |  |
|  | Saya tidak pernah alfa. |  |  |  |  |  |
|  | Saya tidak pernah absen karena sakit. |  |  |  |  |  |
|  | Saya merasa puas dengan hasil pekerjaan yang saya kerjakan. |  |  |  |  |  |
|  | Saya merasa tenang dalam bekerja. |  |  |  |  |  |
|  | Saya merasa aman dan nyaman dalam bekerja. |  |  |  |  |  |
|  | Saya memiliki hubungan yang harmonis kepada atasan dan sesama karyawan. |  |  |  |  |  |

* + - 1. Pernyataan Semangat Kerja (Y)

2. Pernyataan Fasilitas Kerja (X1)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
|  | Tersedianya mesin untuk keperluan produksi. |  |  |  |  |  |
|  | Tersedianya peralatan penunjang keperluan produksi. |  |  |  |  |  |
|  | Disediakan prasarana pendukung yang memadai untuk bekerja |  |  |  |  |  |
|  | Disediakan prasarana pendukung lainnya yang dibutuhkan karyawan |  |  |  |  |  |
|  | Disediakan peralatan kerja yang memadai untuk aktivitas perusahaan |  |  |  |  |  |
|  | Disediakan peralatan elektronik memadai untuk aktivitas perusahaan |  |  |  |  |  |
|  | Disediakan kendaraan inventaris untuk kebutuhan karyawan |  |  |  |  |  |
|  | Disediakan kendaraan inventaris berdasarkan kebutuhan karyawan |  |  |  |  |  |
|  | Disediakan tanah yang luas untuk menunjang aktivitas perusahaan |  |  |  |  |  |
|  | Disediakan tanah yang luas untuk menunjang kegiatan perusahaan |  |  |  |  |  |
|  | Disediakan gedung yang layak untuk bekerja |  |  |  |  |  |
|  | Disediakan gedung yang sangat nyaman untuk bekerja |  |  |  |  |  |
|  | Tersedianya motor untuk kelancaran kegiatan karyawan |  |  |  |  |  |
|  | Tersedianya truck untuk mengangkut barang |  |  |  |  |  |

1. Pernyataan Iklim kerja (X2)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
|  | Penataan ruangan di Sinaras Karya Furniture baik. |  |  |  |  |  |
|  | Di Sinaras Karya Furniture terasa bising. |  |  |  |  |  |
|  | Pencahayaan di Sinaras Karya Furniture nyaman untuk bekerja. |  |  |  |  |  |
|  | Interaksi dengan rekan kerja di Sinaras Karya Furniture baik. |  |  |  |  |  |
|  | Antar rekan kerja di Sinaras Karya Furniture saling memberi dukungan. |  |  |  |  |  |
|  | Kerja sama antar rekan kerja di Sinaras Karya Furniture baik. |  |  |  |  |  |
|  | Pembagian tugas karyawan di Sinaras Karya Furniture jelas. |  |  |  |  |  |
|  | Sinaras Karya Furniture meminta karyawan untuk bertanggung jawab yang baik kepada tugasnya. |  |  |  |  |  |
|  | Sinaras Karya Furniture memenuhi hak dan kewajiban karyawan. |  |  |  |  |  |

1. Pernyataan Insentif (X3)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
|  | Perusahaan memberikan bonus kepada karyawan jika mencapai kinerja yang diharapkan. |  |  |  |  |  |
|  | Perusahaan memberikan komisi kepada karyawan yang berprestasi. |  |  |  |  |  |
|  | Perusahaan membagikan keuntungannya kepada karyawan. |  |  |  |  |  |
|  | Kompensasi yang diberikan perusahaan sesuai dengan pengorbanan karyawan. |  |  |  |  |  |
|  | Perusahaan menanggung semua biaya pengobatan karyawan. |  |  |  |  |  |
|  | Perusahaan memberikan apresiasi atas usaha yang dilakukan oleh karyawan. |  |  |  |  |  |
|  | Perusahaan memberikan tanda jasa kepada karyawan yang breprestasi. |  |  |  |  |  |
|  | Perusahaan memberikan piagam penghargaan kepada karyawan yang berprestasi. |  |  |  |  |  |
|  | Perusahaan memberikan promosi jabatan kepada karyawan yang berprestasi. |  |  |  |  |  |
|  | Perusahaan memberikan kebebasab karyawan dalam memenuhi haknya. |  |  |  |  |  |
|  | Perusahaan memberikan fasilitas atribut seperti *wearpack*, masker, dan sarung tangan untuk bekerja. |  |  |  |  |  |
|  | Atasan dan sesama karyawan saling memberikan pujian atau ucapan terima kasih secara lisan maupun tulisan. |  |  |  |  |  |

**Lampiran 4 Tabulasi Data Non Responden Semangat Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| R | SEMANGAT KERJA (Y) | | | | | | | | | | TOTAL |
| Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 |
| 1 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 47 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 3 | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 41 |
| 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 46 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 6 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 45 |
| 7 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 38 |
| 8 | 5 | 4 | 4 | 3 | 5 | 5 | 4 | 5 | 3 | 3 | 41 |
| 9 | 4 | 5 | 3 | 4 | 5 | 4 | 3 | 3 | 3 | 5 | 39 |
| 10 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 46 |
| 11 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 26 |
| 12 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 42 |
| 13 | 5 | 5 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 38 |
| 14 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 15 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 47 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 17 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 18 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 19 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 20 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 47 |
| 21 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 22 | 4 | 3 | 3 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 37 |
| 23 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 43 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 26 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 27 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 46 |
| 28 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 29 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 43 |
| 30 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 5 | 33 |

**Lampiran 5 Tabulasi Data Non Responden Fasilitas Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| R | FASILITAS KERJA (X1) | | | | | | | | | | | | | | TOTAL |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | X1.13 | X1.14 |
| 1 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 2 | 3 | 2 | 41 |
| 2 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 57 |
| 3 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 60 |
| 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 65 |
| 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 63 |
| 6 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 65 |
| 7 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 3 | 5 | 62 |
| 8 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 3 | 59 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 11 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | 63 |
| 12 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 50 |
| 13 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 5 | 5 | 3 | 3 | 3 | 5 | 5 | 56 |
| 14 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 3 | 4 | 4 | 5 | 3 | 2 | 50 |
| 15 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 64 |
| 16 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 65 |
| 17 | 4 | 3 | 4 | 4 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 43 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 56 |
| 19 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 3 | 3 | 3 | 5 | 5 | 57 |
| 20 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 3 | 3 | 4 | 58 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 22 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 15 |
| 23 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 56 |
| 24 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 64 |
| 25 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 67 |
| 26 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 68 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 67 |
| 28 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 64 |
| 29 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 65 |
| 30 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 64 |

**Lampiran 6 Tabulasi Data Non Responden Iklim Kerja**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| R | IKLIM KERJA (X2) | | | | | | | | | TOTAL |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 |
| 1 | 1 | 1 | 3 | 4 | 3 | 5 | 4 | 5 | 4 | 30 |
| 2 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 3 | 36 |
| 3 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 39 |
| 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 41 |
| 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 40 |
| 6 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 42 |
| 7 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 43 |
| 8 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 3 | 40 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 10 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 38 |
| 11 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 41 |
| 12 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |
| 13 | 2 | 2 | 4 | 2 | 2 | 4 | 2 | 2 | 4 | 24 |
| 14 | 4 | 3 | 5 | 5 | 3 | 2 | 1 | 4 | 5 | 32 |
| 15 | 2 | 3 | 4 | 5 | 2 | 3 | 4 | 5 | 2 | 30 |
| 16 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 41 |
| 17 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 33 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 19 | 2 | 2 | 4 | 2 | 2 | 4 | 2 | 2 | 4 | 24 |
| 20 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 38 |
| 21 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 41 |
| 22 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 9 |
| 23 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 35 |
| 24 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 42 |
| 25 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 41 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 27 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 41 |
| 28 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 43 |
| 29 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 42 |
| 30 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 42 |

**Lampiran 7 Tabulasi Data Non Responden Insentif**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| R | INSENTIF (X3) | | | | | | | | | | | | TOTAL |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | X3.11 | X3.12 |
| 1 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 4 | 3 | 35 |
| 2 | 4 | 4 | 3 | 4 | 3 | 5 | 3 | 4 | 4 | 3 | 3 | 5 | 45 |
| 3 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 4 | 4 | 51 |
| 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 51 |
| 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 54 |
| 6 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 56 |
| 7 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 57 |
| 8 | 5 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 52 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 11 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 52 |
| 12 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 47 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 49 |
| 14 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 52 |
| 15 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 3 | 4 | 5 | 5 | 4 | 48 |
| 16 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 57 |
| 17 | 2 | 2 | 3 | 3 | 3 | 4 | 2 | 2 | 2 | 3 | 3 | 3 | 32 |
| 18 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 51 |
| 20 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 56 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 22 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 12 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 49 |
| 24 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 56 |
| 25 | 5 | 5 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 55 |
| 26 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 27 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 56 |
| 28 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 56 |
| 29 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 55 |
| 30 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 55 |

**Lampiran 8 Uji Validitas Semangat Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | TOTAL |
| Y1 | Pearson Correlation | 1 | .760\*\* | .636\*\* | .355 | .493\*\* | .461\* | .528\*\* | .690\*\* | .543\*\* | .332 | .771\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .054 | .006 | .010 | .003 | .000 | .002 | .073 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y2 | Pearson Correlation | .760\*\* | 1 | .654\*\* | .372\* | .386\* | .464\*\* | .354 | .451\* | .519\*\* | .494\*\* | .733\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .043 | .035 | .010 | .055 | .012 | .003 | .005 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y3 | Pearson Correlation | .636\*\* | .654\*\* | 1 | .525\*\* | .367\* | .506\*\* | .474\*\* | .633\*\* | .696\*\* | .479\*\* | .808\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .003 | .046 | .004 | .008 | .000 | .000 | .007 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y4 | Pearson Correlation | .355 | .372\* | .525\*\* | 1 | .414\* | .371\* | .407\* | .421\* | .556\*\* | .372\* | .639\*\* |
| Sig. (2-tailed) | .054 | .043 | .003 |  | .023 | .043 | .026 | .020 | .001 | .043 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y5 | Pearson Correlation | .493\*\* | .386\* | .367\* | .414\* | 1 | .618\*\* | .471\*\* | .601\*\* | .418\* | .457\* | .682\*\* |
| Sig. (2-tailed) | .006 | .035 | .046 | .023 |  | .000 | .009 | .000 | .022 | .011 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y6 | Pearson Correlation | .461\* | .464\*\* | .506\*\* | .371\* | .618\*\* | 1 | .509\*\* | .510\*\* | .537\*\* | .355 | .706\*\* |
| Sig. (2-tailed) | .010 | .010 | .004 | .043 | .000 |  | .004 | .004 | .002 | .054 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y7 | Pearson Correlation | .528\*\* | .354 | .474\*\* | .407\* | .471\*\* | .509\*\* | 1 | .733\*\* | .772\*\* | .326 | .749\*\* |
| Sig. (2-tailed) | .003 | .055 | .008 | .026 | .009 | .004 |  | .000 | .000 | .078 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y8 | Pearson Correlation | .690\*\* | .451\* | .633\*\* | .421\* | .601\*\* | .510\*\* | .733\*\* | 1 | .700\*\* | .384\* | .820\*\* |
| Sig. (2-tailed) | .000 | .012 | .000 | .020 | .000 | .004 | .000 |  | .000 | .036 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y9 | Pearson Correlation | .543\*\* | .519\*\* | .696\*\* | .556\*\* | .418\* | .537\*\* | .772\*\* | .700\*\* | 1 | .693\*\* | .876\*\* |
| Sig. (2-tailed) | .002 | .003 | .000 | .001 | .022 | .002 | .000 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y10 | Pearson Correlation | .332 | .494\*\* | .479\*\* | .372\* | .457\* | .355 | .326 | .384\* | .693\*\* | 1 | .669\*\* |
| Sig. (2-tailed) | .073 | .005 | .007 | .043 | .011 | .054 | .078 | .036 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .771\*\* | .733\*\* | .808\*\* | .639\*\* | .682\*\* | .706\*\* | .749\*\* | .820\*\* | .876\*\* | .669\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 9 Uji Validitas Fasilitas Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | X1.13 | X1.14 | TOTAL |
| X1.1 | Pearson Correlation | 1 | .669\*\* | .585\*\* | .785\*\* | .750\*\* | .626\*\* | .572\*\* | .577\*\* | .642\*\* | .669\*\* | .642\*\* | .757\*\* | .712\*\* | .734\*\* | .857\*\* |
| Sig. (2-tailed) |  | .000 | .001 | .000 | .000 | .000 | .001 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .669\*\* | 1 | .672\*\* | .693\*\* | .662\*\* | .707\*\* | .608\*\* | .693\*\* | .565\*\* | .663\*\* | .689\*\* | .618\*\* | .725\*\* | .592\*\* | .839\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .585\*\* | .672\*\* | 1 | .610\*\* | .628\*\* | .597\*\* | .572\*\* | .498\*\* | .480\*\* | .435\* | .643\*\* | .642\*\* | .396\* | .526\*\* | .726\*\* |
| Sig. (2-tailed) | .001 | .000 |  | .000 | .000 | .000 | .001 | .005 | .007 | .016 | .000 | .000 | .030 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .785\*\* | .693\*\* | .610\*\* | 1 | .732\*\* | .693\*\* | .634\*\* | .755\*\* | .473\*\* | .693\*\* | .637\*\* | .691\*\* | .594\*\* | .763\*\* | .857\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .008 | .000 | .000 | .000 | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .750\*\* | .662\*\* | .628\*\* | .732\*\* | 1 | .732\*\* | .731\*\* | .680\*\* | .648\*\* | .662\*\* | .570\*\* | .585\*\* | .491\*\* | .765\*\* | .848\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .001 | .001 | .006 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .626\*\* | .707\*\* | .597\*\* | .693\*\* | .732\*\* | 1 | .749\*\* | .690\*\* | .500\*\* | .633\*\* | .660\*\* | .592\*\* | .589\*\* | .758\*\* | .845\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .005 | .000 | .000 | .001 | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | .572\*\* | .608\*\* | .572\*\* | .634\*\* | .731\*\* | .749\*\* | 1 | .756\*\* | .669\*\* | .387\* | .593\*\* | .456\* | .701\*\* | .855\*\* | .824\*\* |
| Sig. (2-tailed) | .001 | .000 | .001 | .000 | .000 | .000 |  | .000 | .000 | .034 | .001 | .011 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | .577\*\* | .693\*\* | .498\*\* | .755\*\* | .680\*\* | .690\*\* | .756\*\* | 1 | .579\*\* | .562\*\* | .617\*\* | .576\*\* | .581\*\* | .777\*\* | .825\*\* |
| Sig. (2-tailed) | .001 | .000 | .005 | .000 | .000 | .000 | .000 |  | .001 | .001 | .000 | .001 | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | .642\*\* | .565\*\* | .480\*\* | .473\*\* | .648\*\* | .500\*\* | .669\*\* | .579\*\* | 1 | .399\* | .533\*\* | .525\*\* | .561\*\* | .641\*\* | .728\*\* |
| Sig. (2-tailed) | .000 | .001 | .007 | .008 | .000 | .005 | .000 | .001 |  | .029 | .002 | .003 | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlation | .669\*\* | .663\*\* | .435\* | .693\*\* | .662\*\* | .633\*\* | .387\* | .562\*\* | .399\* | 1 | .731\*\* | .698\*\* | .481\*\* | .516\*\* | .748\*\* |
| Sig. (2-tailed) | .000 | .000 | .016 | .000 | .000 | .000 | .034 | .001 | .029 |  | .000 | .000 | .007 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.11 | Pearson Correlation | .642\*\* | .689\*\* | .643\*\* | .637\*\* | .570\*\* | .660\*\* | .593\*\* | .617\*\* | .533\*\* | .731\*\* | 1 | .698\*\* | .631\*\* | .575\*\* | .813\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .001 | .000 | .001 | .000 | .002 | .000 |  | .000 | .000 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.12 | Pearson Correlation | .757\*\* | .618\*\* | .642\*\* | .691\*\* | .585\*\* | .592\*\* | .456\* | .576\*\* | .525\*\* | .698\*\* | .698\*\* | 1 | .512\*\* | .553\*\* | .785\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .001 | .001 | .011 | .001 | .003 | .000 | .000 |  | .004 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.13 | Pearson Correlation | .712\*\* | .725\*\* | .396\* | .594\*\* | .491\*\* | .589\*\* | .701\*\* | .581\*\* | .561\*\* | .481\*\* | .631\*\* | .512\*\* | 1 | .700\*\* | .769\*\* |
| Sig. (2-tailed) | .000 | .000 | .030 | .001 | .006 | .001 | .000 | .001 | .001 | .007 | .000 | .004 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.14 | Pearson Correlation | .734\*\* | .592\*\* | .526\*\* | .763\*\* | .765\*\* | .758\*\* | .855\*\* | .777\*\* | .641\*\* | .516\*\* | .575\*\* | .553\*\* | .700\*\* | 1 | .866\*\* |
| Sig. (2-tailed) | .000 | .001 | .003 | .000 | .000 | .000 | .000 | .000 | .000 | .003 | .001 | .002 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .857\*\* | .839\*\* | .726\*\* | .857\*\* | .848\*\* | .845\*\* | .824\*\* | .825\*\* | .728\*\* | .748\*\* | .813\*\* | .785\*\* | .769\*\* | .866\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | | | |

**Lampiran 10 Uji Validitas Iklim Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | TOTAL |
| X2.1 | Pearson Correlation | 1 | .868\*\* | .665\*\* | .567\*\* | .807\*\* | .459\* | .610\*\* | .537\*\* | .579\*\* | .866\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .001 | .000 | .011 | .000 | .002 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .868\*\* | 1 | .571\*\* | .591\*\* | .747\*\* | .430\* | .630\*\* | .565\*\* | .430\* | .834\*\* |
| Sig. (2-tailed) | .000 |  | .001 | .001 | .000 | .018 | .000 | .001 | .018 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .665\*\* | .571\*\* | 1 | .558\*\* | .535\*\* | .303 | .380\* | .523\*\* | .690\*\* | .724\*\* |
| Sig. (2-tailed) | .000 | .001 |  | .001 | .002 | .104 | .038 | .003 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .567\*\* | .591\*\* | .558\*\* | 1 | .602\*\* | .397\* | .605\*\* | .848\*\* | .467\*\* | .790\*\* |
| Sig. (2-tailed) | .001 | .001 | .001 |  | .000 | .030 | .000 | .000 | .009 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .807\*\* | .747\*\* | .535\*\* | .602\*\* | 1 | .612\*\* | .751\*\* | .625\*\* | .580\*\* | .888\*\* |
| Sig. (2-tailed) | .000 | .000 | .002 | .000 |  | .000 | .000 | .000 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .459\* | .430\* | .303 | .397\* | .612\*\* | 1 | .666\*\* | .435\* | .440\* | .663\*\* |
| Sig. (2-tailed) | .011 | .018 | .104 | .030 | .000 |  | .000 | .016 | .015 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | .610\*\* | .630\*\* | .380\* | .605\*\* | .751\*\* | .666\*\* | 1 | .667\*\* | .396\* | .812\*\* |
| Sig. (2-tailed) | .000 | .000 | .038 | .000 | .000 | .000 |  | .000 | .030 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .537\*\* | .565\*\* | .523\*\* | .848\*\* | .625\*\* | .435\* | .667\*\* | 1 | .573\*\* | .809\*\* |
| Sig. (2-tailed) | .002 | .001 | .003 | .000 | .000 | .016 | .000 |  | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | .579\*\* | .430\* | .690\*\* | .467\*\* | .580\*\* | .440\* | .396\* | .573\*\* | 1 | .710\*\* |
| Sig. (2-tailed) | .001 | .018 | .000 | .009 | .001 | .015 | .030 | .001 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .866\*\* | .834\*\* | .724\*\* | .790\*\* | .888\*\* | .663\*\* | .812\*\* | .809\*\* | .710\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | |

**Lampiran 11 Uji Validitas Insentif**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | TOTAL |
| X2.1 | Pearson Correlation | 1 | .868\*\* | .665\*\* | .567\*\* | .807\*\* | .459\* | .610\*\* | .537\*\* | .579\*\* | .866\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .001 | .000 | .011 | .000 | .002 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .868\*\* | 1 | .571\*\* | .591\*\* | .747\*\* | .430\* | .630\*\* | .565\*\* | .430\* | .834\*\* |
| Sig. (2-tailed) | .000 |  | .001 | .001 | .000 | .018 | .000 | .001 | .018 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .665\*\* | .571\*\* | 1 | .558\*\* | .535\*\* | .303 | .380\* | .523\*\* | .690\*\* | .724\*\* |
| Sig. (2-tailed) | .000 | .001 |  | .001 | .002 | .104 | .038 | .003 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .567\*\* | .591\*\* | .558\*\* | 1 | .602\*\* | .397\* | .605\*\* | .848\*\* | .467\*\* | .790\*\* |
| Sig. (2-tailed) | .001 | .001 | .001 |  | .000 | .030 | .000 | .000 | .009 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .807\*\* | .747\*\* | .535\*\* | .602\*\* | 1 | .612\*\* | .751\*\* | .625\*\* | .580\*\* | .888\*\* |
| Sig. (2-tailed) | .000 | .000 | .002 | .000 |  | .000 | .000 | .000 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .459\* | .430\* | .303 | .397\* | .612\*\* | 1 | .666\*\* | .435\* | .440\* | .663\*\* |
| Sig. (2-tailed) | .011 | .018 | .104 | .030 | .000 |  | .000 | .016 | .015 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | .610\*\* | .630\*\* | .380\* | .605\*\* | .751\*\* | .666\*\* | 1 | .667\*\* | .396\* | .812\*\* |
| Sig. (2-tailed) | .000 | .000 | .038 | .000 | .000 | .000 |  | .000 | .030 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .537\*\* | .565\*\* | .523\*\* | .848\*\* | .625\*\* | .435\* | .667\*\* | 1 | .573\*\* | .809\*\* |
| Sig. (2-tailed) | .002 | .001 | .003 | .000 | .000 | .016 | .000 |  | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | .579\*\* | .430\* | .690\*\* | .467\*\* | .580\*\* | .440\* | .396\* | .573\*\* | 1 | .710\*\* |
| Sig. (2-tailed) | .001 | .018 | .000 | .009 | .001 | .015 | .030 | .001 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .866\*\* | .834\*\* | .724\*\* | .790\*\* | .888\*\* | .663\*\* | .812\*\* | .809\*\* | .710\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | |

**Lampiran 12 Uji Reliabilitas Semangat Kerja**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .911 | 10 |

**Lampiran 13 Uji Reliabilitas Fasilitas Kerja**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .959 | 14 |

**Lampiran 14 Uji Reliabilitas Iklim Kerja**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .925 | 9 |

**Lampiran 15 Uji Reliabilitas Insentif**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .965 | 12 |

**Lampiran 16 Tabulasi Data Responden Semangat Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Res | SEMANGAT KERJA (Y) | | | | | | | | | | Total |
| Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 |
| 1 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 7 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 40 |
| 8 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 47 |
| 9 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 38 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 12 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 15 | 5 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 36 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 17 | 5 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 18 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 44 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 38 |
| 22 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 39 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| 24 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 25 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 27 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 39 |
| 28 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 40 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 31 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 42 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 34 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 35 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 46 |
| 36 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 45 |
| 37 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 35 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 39 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 42 |

**Lampiran 17 Tabulasi Data Responden Fasilitas Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Res** | **FASILITAS KERJA (X1)** | | | | | | | | | | | | | | **Skor Total** |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **X1.11** | **X1.12** | **X1.13** | **X1.14** |
| 1 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 68 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 66 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 65 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 66 |
| 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 67 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 57 |
| 7 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 61 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 66 |
| 9 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 61 |
| 10 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 57 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 67 |
| 12 | 5 | 2 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 55 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 69 |
| 14 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 58 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 65 |
| 16 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 61 |
| 17 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 61 |
| 18 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 65 |
| 19 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 60 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 64 |
| 21 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 54 |
| 22 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 61 |
| 23 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 60 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 67 |
| 25 | 5 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 52 |
| 26 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 63 |
| 27 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 5 | 4 | 3 | 4 | 3 | 50 |
| 28 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 58 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 66 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 58 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 66 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 60 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 60 |
| 34 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 67 |
| 35 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 64 |
| 36 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 61 |
| 37 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 49 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 59 |
| 39 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 61 |

**Lampiran 18 Tabulasi Data Responden Iklim Kerja**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Res** | **IKLIM KERJA (X2)** | | | | | | | | | **Skor Total** |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** |
| 1 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 43 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 44 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 44 |
| 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 42 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 7 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 37 |
| 8 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 42 |
| 9 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 12 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 15 | 5 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 5 | 32 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 18 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 41 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 34 |
| 22 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 34 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 37 |
| 24 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 43 |
| 25 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 27 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 5 | 4 | 34 |
| 28 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 36 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 31 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 38 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 34 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 43 |
| 35 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 42 |
| 36 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 41 |
| 37 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 42 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 39 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 39 |

**Lampiran 19 Tabulasi Data Responden Insentif**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Res** | **INSENTIF (X3)** | | | | | | | | | | | | **Skor Total** |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** | **X3.11** | **X3.12** |
| 1 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 2 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 57 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 58 |
| 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 55 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 6 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 51 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 47 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 57 |
| 9 | 4 | 5 | 5 | 3 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 52 |
| 10 | 5 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 50 |
| 11 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 54 |
| 12 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 54 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 58 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 59 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 50 |
| 17 | 4 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 44 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 50 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 50 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 56 |
| 21 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 5 | 47 |
| 22 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 50 |
| 23 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 51 |
| 24 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 51 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 49 |
| 26 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 52 |
| 27 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 50 |
| 28 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 47 |
| 29 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 49 |
| 31 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 53 |
| 32 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 56 |
| 33 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 52 |
| 34 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 54 |
| 35 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 57 |
| 36 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 56 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 49 |
| 38 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 54 |
| 39 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 51 |

**Lampiran 20 Transformasi Data Semangat Kerja**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | TTL |
| **Y1** | **Y2** | **Y3** | **Y4** | **Y5** | **Y6** | **Y7** | **Y8** | **Y9** | **Y10** |
| 2.596 | 4.369 | 2.874 | 4.308 | 2.624 | 4.093 | 4.322 | 3.917 | 3.646 | 3.737 | 36.486 |
| 2.596 | 4.369 | 4.250 | 4.308 | 2.624 | 4.093 | 4.322 | 3.917 | 2.277 | 3.737 | 36.493 |
| 2.596 | 4.369 | 4.250 | 4.308 | 2.624 | 4.093 | 4.322 | 3.917 | 3.646 | 2.346 | 36.472 |
| 2.596 | 4.369 | 4.250 | 2.869 | 2.624 | 4.093 | 4.322 | 3.917 | 3.646 | 2.346 | 35.034 |
| 1.000 | 4.369 | 2.874 | 2.869 | 2.624 | 4.093 | 4.322 | 3.917 | 3.646 | 3.737 | 33.452 |
| 1.000 | 2.873 | 2.874 | 2.869 | 1.000 | 2.597 | 2.781 | 2.469 | 2.277 | 2.346 | 23.087 |
| 1.000 | 2.873 | 2.874 | 2.869 | 2.624 | 2.597 | 2.781 | 2.469 | 2.277 | 1.000 | 23.365 |
| 2.596 | 4.369 | 2.874 | 2.869 | 2.624 | 4.093 | 4.322 | 2.469 | 3.646 | 3.737 | 33.600 |
| 2.596 | 2.873 | 1.766 | 1.696 | 1.000 | 2.597 | 2.781 | 2.469 | 2.277 | 2.346 | 22.403 |
| 1.000 | 2.873 | 2.874 | 2.869 | 1.000 | 2.597 | 1.000 | 1.000 | 1.000 | 3.737 | 19.949 |
| 2.596 | 4.369 | 4.250 | 4.308 | 2.624 | 4.093 | 4.322 | 3.917 | 3.646 | 3.737 | 37.863 |
| 2.596 | 4.369 | 2.874 | 2.869 | 1.000 | 2.597 | 2.781 | 2.469 | 2.277 | 3.737 | 27.569 |
| 2.596 | 4.369 | 4.250 | 4.308 | 2.624 | 4.093 | 4.322 | 3.917 | 3.646 | 2.346 | 36.472 |
| 1.000 | 2.873 | 2.874 | 2.869 | 1.000 | 2.597 | 2.781 | 2.469 | 2.277 | 2.346 | 23.087 |
| 2.596 | 1.000 | 1.000 | 1.000 | 1.000 | 2.597 | 2.781 | 2.469 | 3.646 | 2.346 | 20.436 |
| 1.000 | 2.873 | 2.874 | 2.869 | 1.000 | 2.597 | 2.781 | 2.469 | 2.277 | 3.737 | 24.477 |
| 2.596 | 2.873 | 1.000 | 1.000 | 1.000 | 2.597 | 2.781 | 2.469 | 2.277 | 2.346 | 20.940 |
| 2.596 | 4.369 | 2.874 | 2.869 | 1.000 | 2.597 | 4.322 | 3.917 | 3.646 | 1.000 | 29.190 |
| 1.000 | 2.873 | 2.874 | 2.869 | 1.000 | 2.597 | 2.781 | 2.469 | 2.277 | 2.346 | 23.087 |
| 2.596 | 4.369 | 4.250 | 4.308 | 2.624 | 4.093 | 4.322 | 3.917 | 3.646 | 3.737 | 37.863 |
| 1.000 | 2.873 | 2.874 | 2.869 | 1.000 | 2.597 | 2.781 | 1.000 | 1.000 | 2.346 | 20.340 |
| 1.000 | 2.873 | 2.874 | 2.869 | 1.000 | 2.597 | 2.781 | 1.000 | 1.000 | 3.737 | 21.731 |
| 1.000 | 2.873 | 2.874 | 2.869 | 1.000 | 2.597 | 2.781 | 2.469 | 3.646 | 2.346 | 24.456 |
| 2.596 | 4.369 | 2.874 | 2.869 | 2.624 | 4.093 | 4.322 | 3.917 | 3.646 | 3.737 | 35.048 |
| 1.000 | 2.873 | 4.250 | 2.869 | 1.000 | 2.597 | 2.781 | 2.469 | 2.277 | 2.346 | 24.463 |
| 2.596 | 4.369 | 4.250 | 4.308 | 2.624 | 4.093 | 4.322 | 3.917 | 3.646 | 2.346 | 36.472 |
| 1.000 | 1.552 | 1.766 | 2.869 | 1.000 | 1.000 | 2.781 | 3.917 | 2.277 | 3.737 | 21.900 |
| 1.000 | 2.873 | 1.766 | 1.696 | 1.000 | 2.597 | 2.781 | 3.917 | 3.646 | 2.346 | 23.624 |
| 1.000 | 2.873 | 2.874 | 2.869 | 1.000 | 2.597 | 2.781 | 2.469 | 2.277 | 3.737 | 24.477 |
| 1.000 | 2.873 | 2.874 | 2.869 | 1.000 | 2.597 | 2.781 | 2.469 | 2.277 | 3.737 | 24.477 |
| 1.000 | 2.873 | 2.874 | 2.869 | 1.000 | 4.093 | 4.322 | 2.469 | 2.277 | 2.346 | 26.124 |
| 1.000 | 2.873 | 2.874 | 2.869 | 1.000 | 2.597 | 2.781 | 2.469 | 2.277 | 2.346 | 23.087 |
| 1.000 | 2.873 | 2.874 | 2.869 | 1.000 | 2.597 | 2.781 | 2.469 | 2.277 | 2.346 | 23.087 |
| 2.596 | 2.873 | 2.874 | 4.308 | 2.624 | 4.093 | 4.322 | 3.917 | 3.646 | 3.737 | 34.990 |
| 2.596 | 4.369 | 4.250 | 4.308 | 2.624 | 2.597 | 2.781 | 2.469 | 3.646 | 2.346 | 31.988 |
| 2.596 | 2.873 | 4.250 | 4.308 | 1.000 | 4.093 | 4.322 | 2.469 | 2.277 | 2.346 | 30.535 |
| 1.000 | 2.873 | 1.766 | 1.696 | 1.000 | 1.000 | 2.781 | 2.469 | 1.000 | 1.000 | 16.586 |
| 1.000 | 2.873 | 2.874 | 2.869 | 1.000 | 2.597 | 2.781 | 2.469 | 2.277 | 2.346 | 23.087 |
| 2.596 | 2.873 | 4.250 | 2.869 | 1.000 | 2.597 | 2.781 | 2.469 | 3.646 | 1.000 | 26.082 |

**Lampiran 21 Transformasi Data Fasilitas Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | | | | | TTL |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **X1.11** | **X1.12** | **X1.13** | **X1.14** |
| 3.836 | 4.232 | 4.066 | 3.694 | 3.582 | 3.737 | 3.917 | 3.955 | 3.955 | 2.781 | 4.189 | 2.632 | 1.000 | 2.561 | 48.139 |
| 3.836 | 4.232 | 4.066 | 3.694 | 3.582 | 3.737 | 3.917 | 3.955 | 3.955 | 2.781 | 4.189 | 2.632 | 1.000 | 2.561 | 48.139 |
| 3.836 | 4.232 | 4.066 | 3.694 | 3.582 | 3.737 | 3.917 | 3.955 | 3.955 | 2.781 | 2.670 | 2.632 | 1.000 | 2.561 | 46.620 |
| 3.836 | 4.232 | 4.066 | 3.694 | 2.261 | 3.737 | 3.917 | 3.955 | 3.955 | 4.322 | 2.670 | 2.632 | 2.615 | 2.561 | 48.454 |
| 3.836 | 4.232 | 4.066 | 3.694 | 2.261 | 2.346 | 2.469 | 3.955 | 3.955 | 4.322 | 4.189 | 4.143 | 2.615 | 4.046 | 50.129 |
| 2.293 | 2.946 | 2.554 | 2.292 | 2.261 | 2.346 | 2.469 | 2.489 | 2.489 | 2.781 | 2.670 | 2.632 | 2.615 | 2.561 | 35.401 |
| 3.836 | 2.946 | 2.554 | 2.292 | 2.261 | 2.346 | 2.469 | 3.955 | 3.955 | 2.781 | 4.189 | 2.632 | 2.615 | 2.561 | 41.395 |
| 3.836 | 4.232 | 4.066 | 3.694 | 3.582 | 3.737 | 3.917 | 3.955 | 3.955 | 2.781 | 2.670 | 4.143 | 1.000 | 2.561 | 48.131 |
| 3.836 | 4.232 | 4.066 | 2.292 | 2.261 | 2.346 | 2.469 | 3.955 | 2.489 | 4.322 | 2.670 | 2.632 | 1.000 | 2.561 | 41.133 |
| 2.293 | 2.946 | 2.554 | 2.292 | 1.000 | 1.000 | 2.469 | 2.489 | 2.489 | 4.322 | 4.189 | 2.632 | 2.615 | 2.561 | 35.853 |
| 3.836 | 4.232 | 4.066 | 3.694 | 3.582 | 3.737 | 3.917 | 3.955 | 3.955 | 4.322 | 2.670 | 4.143 | 1.000 | 2.561 | 49.671 |
| 3.836 | 1.000 | 2.554 | 1.000 | 1.000 | 2.346 | 2.469 | 2.489 | 2.489 | 2.781 | 2.670 | 2.632 | 2.615 | 4.046 | 33.929 |
| 3.836 | 4.232 | 4.066 | 3.694 | 3.582 | 3.737 | 3.917 | 3.955 | 3.955 | 4.322 | 4.189 | 4.143 | 2.615 | 2.561 | 52.804 |
| 3.836 | 2.946 | 2.554 | 2.292 | 2.261 | 2.346 | 2.469 | 2.489 | 2.489 | 4.322 | 2.670 | 2.632 | 1.000 | 2.561 | 36.870 |
| 3.836 | 4.232 | 4.066 | 3.694 | 3.582 | 3.737 | 3.917 | 3.955 | 3.955 | 2.781 | 2.670 | 2.632 | 1.000 | 2.561 | 46.620 |
| 3.836 | 2.946 | 2.554 | 2.292 | 2.261 | 2.346 | 2.469 | 2.489 | 2.489 | 2.781 | 4.189 | 4.143 | 2.615 | 4.046 | 41.458 |
| 3.836 | 4.232 | 4.066 | 3.694 | 2.261 | 2.346 | 2.469 | 2.489 | 3.955 | 2.781 | 2.670 | 2.632 | 1.000 | 2.561 | 40.995 |
| 3.836 | 2.946 | 4.066 | 3.694 | 3.582 | 3.737 | 3.917 | 3.955 | 2.489 | 4.322 | 4.189 | 2.632 | 2.615 | 1.000 | 46.981 |
| 3.836 | 2.946 | 2.554 | 2.292 | 2.261 | 2.346 | 2.469 | 2.489 | 2.489 | 4.322 | 4.189 | 2.632 | 2.615 | 2.561 | 40.003 |
| 3.836 | 4.232 | 4.066 | 3.694 | 3.582 | 3.737 | 3.917 | 3.955 | 3.955 | 2.781 | 2.670 | 1.000 | 1.000 | 2.561 | 44.988 |
| 2.293 | 1.944 | 2.554 | 1.000 | 1.000 | 1.000 | 2.469 | 2.489 | 2.489 | 4.322 | 2.670 | 2.632 | 2.615 | 2.561 | 32.040 |
| 3.836 | 2.946 | 2.554 | 2.292 | 2.261 | 2.346 | 2.469 | 2.489 | 2.489 | 4.322 | 4.189 | 2.632 | 2.615 | 4.046 | 41.487 |
| 2.293 | 1.944 | 2.554 | 2.292 | 2.261 | 2.346 | 2.469 | 2.489 | 3.955 | 4.322 | 4.189 | 2.632 | 2.615 | 4.046 | 40.408 |
| 3.836 | 4.232 | 4.066 | 3.694 | 3.582 | 3.737 | 3.917 | 3.955 | 3.955 | 2.781 | 2.670 | 2.632 | 2.615 | 4.046 | 49.719 |
| 3.836 | 1.944 | 2.554 | 2.292 | 1.000 | 1.000 | 2.469 | 2.489 | 2.489 | 1.000 | 1.000 | 2.632 | 1.000 | 2.561 | 28.269 |
| 3.836 | 4.232 | 4.066 | 3.694 | 2.261 | 2.346 | 2.469 | 3.955 | 3.955 | 4.322 | 2.670 | 2.632 | 1.000 | 2.561 | 44.001 |
| 2.293 | 1.944 | 2.554 | 2.292 | 1.000 | 2.346 | 1.000 | 1.000 | 1.000 | 4.322 | 2.670 | 1.000 | 1.000 | 1.000 | 25.423 |
| 3.836 | 2.946 | 2.554 | 2.292 | 2.261 | 2.346 | 2.469 | 2.489 | 2.489 | 2.781 | 2.670 | 4.143 | 1.000 | 2.561 | 36.840 |
| 3.836 | 4.232 | 4.066 | 3.694 | 3.582 | 3.737 | 2.469 | 2.489 | 2.489 | 2.781 | 4.189 | 4.143 | 2.615 | 4.046 | 48.368 |
| 2.293 | 2.946 | 2.554 | 2.292 | 2.261 | 2.346 | 2.469 | 2.489 | 2.489 | 2.781 | 4.189 | 2.632 | 1.000 | 4.046 | 36.789 |
| 3.836 | 4.232 | 4.066 | 3.694 | 3.582 | 3.737 | 2.469 | 2.489 | 3.955 | 2.781 | 4.189 | 4.143 | 2.615 | 2.561 | 48.350 |
| 2.293 | 2.946 | 2.554 | 2.292 | 2.261 | 2.346 | 2.469 | 2.489 | 2.489 | 2.781 | 4.189 | 4.143 | 2.615 | 4.046 | 39.915 |
| 2.293 | 2.946 | 2.554 | 2.292 | 2.261 | 2.346 | 2.469 | 2.489 | 2.489 | 2.781 | 4.189 | 4.143 | 2.615 | 4.046 | 39.915 |
| 2.293 | 2.946 | 4.066 | 3.694 | 3.582 | 3.737 | 3.917 | 3.955 | 3.955 | 2.781 | 4.189 | 4.143 | 2.615 | 4.046 | 49.920 |
| 3.836 | 4.232 | 4.066 | 2.292 | 2.261 | 2.346 | 3.917 | 3.955 | 3.955 | 2.781 | 2.670 | 2.632 | 2.615 | 4.046 | 45.605 |
| 2.293 | 2.946 | 4.066 | 3.694 | 3.582 | 3.737 | 3.917 | 2.489 | 2.489 | 2.781 | 2.670 | 2.632 | 1.000 | 2.561 | 40.860 |
| 1.000 | 1.944 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.781 | 2.670 | 2.632 | 2.615 | 4.046 | 24.689 |
| 2.293 | 2.946 | 2.554 | 2.292 | 2.261 | 2.346 | 1.000 | 2.489 | 2.489 | 2.781 | 4.189 | 4.143 | 2.615 | 4.046 | 38.445 |
| 3.836 | 4.232 | 4.066 | 3.694 | 2.261 | 2.346 | 2.469 | 2.489 | 2.489 | 2.781 | 2.670 | 2.632 | 2.615 | 2.561 | 41.143 |

**Lampiran 22 Transformasi Data Iklim Kerja**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | TTL |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** |
| 2.598 | 4.232 | 3.001 | 3.026 | 2.601 | 4.232 | 2.598 | 4.000 | 3.830 | 30.117 |
| 2.598 | 4.232 | 4.419 | 4.526 | 2.601 | 4.232 | 2.598 | 4.000 | 2.379 | 31.584 |
| 2.598 | 4.232 | 4.419 | 4.526 | 2.601 | 4.232 | 2.598 | 4.000 | 3.830 | 33.035 |
| 2.598 | 4.232 | 4.419 | 3.026 | 2.601 | 4.232 | 2.598 | 4.000 | 3.830 | 31.535 |
| 1.000 | 4.232 | 3.001 | 3.026 | 2.601 | 4.232 | 2.598 | 4.000 | 3.830 | 28.519 |
| 1.000 | 2.766 | 3.001 | 3.026 | 1.000 | 2.708 | 1.000 | 2.525 | 2.379 | 19.405 |
| 1.000 | 2.766 | 3.001 | 3.026 | 2.601 | 2.708 | 1.000 | 2.525 | 2.379 | 21.006 |
| 2.598 | 4.232 | 3.001 | 3.026 | 2.601 | 4.232 | 2.598 | 2.525 | 3.830 | 28.642 |
| 2.598 | 2.766 | 1.780 | 1.678 | 1.000 | 2.708 | 1.000 | 2.525 | 2.379 | 18.434 |
| 2.598 | 4.232 | 4.419 | 4.526 | 2.601 | 4.232 | 2.598 | 4.000 | 3.830 | 33.035 |
| 2.598 | 4.232 | 4.419 | 4.526 | 2.601 | 4.232 | 2.598 | 4.000 | 3.830 | 33.035 |
| 2.598 | 4.232 | 3.001 | 3.026 | 1.000 | 2.708 | 1.000 | 2.525 | 2.379 | 22.468 |
| 2.598 | 4.232 | 4.419 | 4.526 | 2.601 | 4.232 | 2.598 | 4.000 | 3.830 | 33.035 |
| 1.000 | 2.766 | 3.001 | 3.026 | 1.000 | 2.708 | 1.000 | 2.525 | 2.379 | 19.405 |
| 2.598 | 1.000 | 1.000 | 1.000 | 1.000 | 2.708 | 1.000 | 2.525 | 3.830 | 16.661 |
| 1.000 | 2.766 | 3.001 | 3.026 | 1.000 | 2.708 | 1.000 | 2.525 | 2.379 | 19.405 |
| 2.598 | 4.232 | 4.419 | 4.526 | 2.601 | 4.232 | 2.598 | 4.000 | 3.830 | 33.035 |
| 2.598 | 4.232 | 3.001 | 3.026 | 1.000 | 2.708 | 2.598 | 4.000 | 3.830 | 26.991 |
| 1.000 | 2.766 | 3.001 | 3.026 | 1.000 | 2.708 | 1.000 | 2.525 | 2.379 | 19.405 |
| 2.598 | 4.232 | 4.419 | 4.526 | 2.601 | 4.232 | 2.598 | 4.000 | 3.830 | 33.035 |
| 1.000 | 2.766 | 3.001 | 3.026 | 1.000 | 2.708 | 1.000 | 1.000 | 1.000 | 16.500 |
| 1.000 | 2.766 | 3.001 | 3.026 | 1.000 | 2.708 | 1.000 | 1.000 | 1.000 | 16.500 |
| 1.000 | 2.766 | 3.001 | 3.026 | 1.000 | 2.708 | 1.000 | 2.525 | 3.830 | 20.855 |
| 2.598 | 4.232 | 3.001 | 3.026 | 2.601 | 4.232 | 2.598 | 4.000 | 3.830 | 30.117 |
| 1.000 | 2.766 | 4.419 | 3.026 | 1.000 | 2.708 | 1.000 | 2.525 | 2.379 | 20.823 |
| 2.598 | 4.232 | 4.419 | 4.526 | 2.601 | 4.232 | 2.598 | 4.000 | 3.830 | 33.035 |
| 1.000 | 1.552 | 1.780 | 3.026 | 1.000 | 1.000 | 1.000 | 4.000 | 2.379 | 16.738 |
| 1.000 | 2.766 | 1.780 | 1.678 | 1.000 | 2.708 | 1.000 | 4.000 | 3.830 | 19.761 |
| 1.000 | 2.766 | 3.001 | 3.026 | 1.000 | 2.708 | 1.000 | 2.525 | 2.379 | 19.405 |
| 1.000 | 2.766 | 3.001 | 3.026 | 1.000 | 2.708 | 1.000 | 2.525 | 2.379 | 19.405 |
| 1.000 | 2.766 | 3.001 | 3.026 | 1.000 | 4.232 | 2.598 | 2.525 | 2.379 | 22.526 |
| 1.000 | 2.766 | 3.001 | 3.026 | 1.000 | 2.708 | 1.000 | 2.525 | 2.379 | 19.405 |
| 1.000 | 2.766 | 3.001 | 3.026 | 1.000 | 2.708 | 1.000 | 2.525 | 2.379 | 19.405 |
| 2.598 | 2.766 | 3.001 | 4.526 | 2.601 | 4.232 | 2.598 | 4.000 | 3.830 | 30.150 |
| 2.598 | 4.232 | 4.419 | 4.526 | 2.601 | 2.708 | 1.000 | 2.525 | 3.830 | 28.439 |
| 2.598 | 2.766 | 4.419 | 4.526 | 1.000 | 4.232 | 2.598 | 2.525 | 2.379 | 27.042 |
| 2.598 | 4.232 | 3.001 | 3.026 | 2.601 | 4.232 | 2.598 | 2.525 | 3.830 | 28.642 |
| 1.000 | 2.766 | 3.001 | 3.026 | 1.000 | 2.708 | 1.000 | 2.525 | 2.379 | 19.405 |
| 2.598 | 2.766 | 4.419 | 3.026 | 1.000 | 2.708 | 1.000 | 2.525 | 3.830 | 23.872 |

**Lampiran 23 Transformasi Data Insentif**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | | | TTL |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** | **X3.11** | **X3.12** |
| 4.276 | 4.369 | 2.607 | 3.528 | 4.147 | 2.525 | 3.955 | 4.189 | 2.601 | 2.601 | 3.955 | 3.736 | 42.492 |
| 2.745 | 4.369 | 2.607 | 2.247 | 4.147 | 4.000 | 3.955 | 4.189 | 2.601 | 2.601 | 3.955 | 2.328 | 39.746 |
| 4.276 | 4.369 | 2.607 | 3.528 | 4.147 | 4.000 | 3.955 | 4.189 | 2.601 | 2.601 | 2.489 | 2.328 | 41.092 |
| 4.276 | 2.873 | 2.607 | 2.247 | 4.147 | 4.000 | 2.489 | 4.189 | 2.601 | 2.601 | 2.489 | 2.328 | 36.848 |
| 4.276 | 4.369 | 2.607 | 3.528 | 4.147 | 2.525 | 3.955 | 4.189 | 2.601 | 2.601 | 3.955 | 3.736 | 42.492 |
| 4.276 | 2.873 | 1.000 | 3.528 | 2.632 | 2.525 | 3.955 | 4.189 | 1.000 | 1.000 | 2.489 | 1.000 | 30.469 |
| 2.745 | 2.873 | 1.000 | 2.247 | 2.632 | 2.525 | 2.489 | 2.670 | 1.000 | 1.000 | 2.489 | 1.000 | 24.672 |
| 4.276 | 4.369 | 2.607 | 3.528 | 4.147 | 4.000 | 3.955 | 4.189 | 2.601 | 1.000 | 2.489 | 2.328 | 39.491 |
| 2.745 | 4.369 | 2.607 | 1.000 | 4.147 | 2.525 | 2.489 | 2.670 | 2.601 | 2.601 | 2.489 | 2.328 | 32.574 |
| 4.276 | 4.369 | 1.000 | 1.000 | 1.000 | 1.000 | 2.489 | 2.670 | 1.000 | 2.601 | 3.955 | 3.736 | 29.098 |
| 2.745 | 2.873 | 2.607 | 2.247 | 4.147 | 4.000 | 3.955 | 4.189 | 2.601 | 1.000 | 2.489 | 2.328 | 35.182 |
| 2.745 | 2.873 | 1.000 | 3.528 | 4.147 | 4.000 | 3.955 | 2.670 | 2.601 | 1.000 | 3.955 | 2.328 | 34.804 |
| 4.276 | 4.369 | 2.607 | 3.528 | 4.147 | 4.000 | 3.955 | 4.189 | 2.601 | 1.000 | 3.955 | 2.328 | 40.957 |
| 2.745 | 2.873 | 1.000 | 2.247 | 2.632 | 2.525 | 2.489 | 2.670 | 1.000 | 1.000 | 2.489 | 2.328 | 26.000 |
| 4.276 | 4.369 | 2.607 | 3.528 | 4.147 | 4.000 | 3.955 | 4.189 | 2.601 | 1.000 | 3.955 | 3.736 | 42.365 |
| 2.745 | 2.873 | 1.000 | 2.247 | 2.632 | 2.525 | 2.489 | 2.670 | 1.000 | 1.000 | 3.955 | 3.736 | 28.874 |
| 2.745 | 1.000 | 1.000 | 1.000 | 2.632 | 2.525 | 2.489 | 2.670 | 1.000 | 1.000 | 1.000 | 2.328 | 21.391 |
| 2.745 | 2.873 | 1.000 | 2.247 | 2.632 | 2.525 | 2.489 | 2.670 | 1.000 | 1.000 | 3.955 | 3.736 | 28.874 |
| 2.745 | 2.873 | 1.000 | 2.247 | 2.632 | 2.525 | 2.489 | 2.670 | 1.000 | 1.000 | 3.955 | 3.736 | 28.874 |
| 4.276 | 4.369 | 2.607 | 3.528 | 4.147 | 4.000 | 3.955 | 4.189 | 2.601 | 1.000 | 2.489 | 1.000 | 38.162 |
| 1.000 | 2.873 | 2.607 | 1.000 | 2.632 | 4.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.489 | 3.736 | 24.338 |
| 2.745 | 2.873 | 1.000 | 2.247 | 4.147 | 1.000 | 2.489 | 2.670 | 1.000 | 2.601 | 2.489 | 3.736 | 28.999 |
| 4.276 | 2.873 | 1.000 | 1.000 | 2.632 | 2.525 | 3.955 | 2.670 | 2.601 | 2.601 | 2.489 | 2.328 | 30.953 |
| 2.745 | 2.873 | 1.000 | 3.528 | 4.147 | 2.525 | 2.489 | 2.670 | 1.000 | 1.000 | 2.489 | 3.736 | 30.204 |
| 2.745 | 2.873 | 1.000 | 2.247 | 2.632 | 2.525 | 2.489 | 2.670 | 1.000 | 2.601 | 2.489 | 2.328 | 27.602 |
| 2.745 | 2.873 | 1.000 | 1.000 | 4.147 | 4.000 | 3.955 | 4.189 | 2.601 | 1.000 | 2.489 | 2.328 | 32.328 |
| 4.276 | 2.873 | 1.000 | 1.000 | 2.632 | 2.525 | 3.955 | 2.670 | 2.601 | 2.601 | 1.000 | 2.328 | 29.464 |
| 2.745 | 1.552 | 1.000 | 2.247 | 2.632 | 2.525 | 1.000 | 2.670 | 2.601 | 1.000 | 2.489 | 2.328 | 24.792 |
| 2.745 | 2.873 | 1.000 | 1.000 | 4.147 | 4.000 | 3.955 | 4.189 | 2.601 | 2.601 | 3.955 | 3.736 | 36.803 |
| 2.745 | 2.873 | 1.000 | 2.247 | 2.632 | 2.525 | 2.489 | 2.670 | 1.000 | 1.000 | 2.489 | 3.736 | 27.408 |
| 2.745 | 2.873 | 1.000 | 3.528 | 4.147 | 2.525 | 2.489 | 2.670 | 1.000 | 2.601 | 3.955 | 3.736 | 33.271 |
| 4.276 | 4.369 | 1.000 | 2.247 | 4.147 | 4.000 | 3.955 | 4.189 | 2.601 | 1.000 | 2.489 | 3.736 | 38.010 |
| 2.745 | 2.873 | 2.607 | 2.247 | 2.632 | 2.525 | 2.489 | 2.670 | 1.000 | 2.601 | 3.955 | 3.736 | 32.083 |
| 2.745 | 2.873 | 2.607 | 3.528 | 2.632 | 4.000 | 2.489 | 4.189 | 2.601 | 1.000 | 3.955 | 2.328 | 34.949 |
| 4.276 | 4.369 | 2.607 | 2.247 | 2.632 | 4.000 | 2.489 | 4.189 | 2.601 | 2.601 | 3.955 | 3.736 | 39.704 |
| 4.276 | 4.369 | 1.000 | 2.247 | 4.147 | 4.000 | 3.955 | 4.189 | 2.601 | 1.000 | 3.955 | 2.328 | 38.068 |
| 2.745 | 2.873 | 1.000 | 2.247 | 2.632 | 2.525 | 2.489 | 2.670 | 1.000 | 2.601 | 2.489 | 2.328 | 27.602 |
| 2.745 | 4.369 | 2.607 | 2.247 | 2.632 | 2.525 | 2.489 | 4.189 | 2.601 | 1.000 | 3.955 | 3.736 | 35.098 |
| 4.276 | 2.873 | 1.000 | 2.247 | 2.632 | 2.525 | 2.489 | 2.670 | 1.000 | 2.601 | 2.489 | 3.736 | 30.541 |

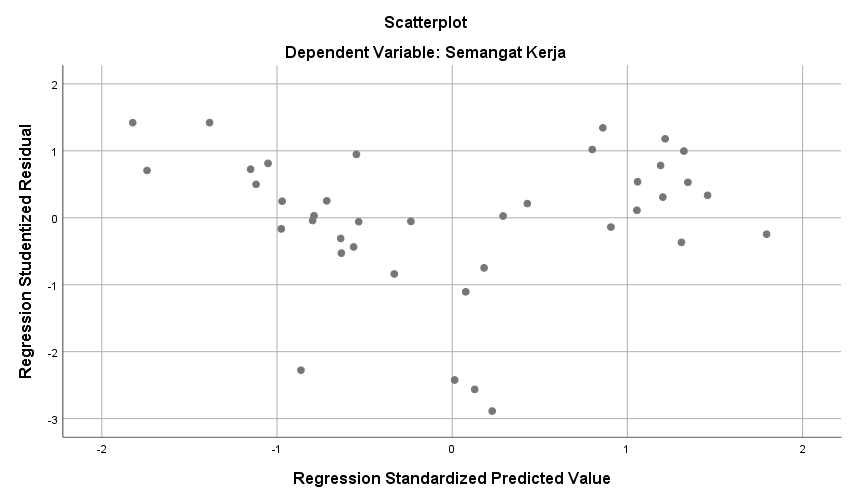
**Lampiran 24 Uji Normalitas**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 39 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 3.20441321 |
| Most Extreme Differences | Absolute | .128 |
| Positive | .084 |
| Negative | -.128 |
| Test Statistic | | .128 |
| Asymp. Sig. (2-tailed) | | .110c |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |

**Lampiran 25 Uji Multikolinieritas**

|  |  |  |  |
| --- | --- | --- | --- |
| **Coefficientsa** | | | |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | (Constant) |  |  |
| Fasilitas Kerja | .543 | 1.842 |
| Iklim Kerja | .753 | 1.328 |
| Insentif | .629 | 1.589 |
| a. Dependent Variable: Semangat Kerja | | | |

**Lampiran 26 Uji Heterokedastisitas**



**Lampiran 27 Uji Autokorelasi**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .860a | .740 | .718 | 3.33892 | 1.844 |
| a. Predictors: (Constant), Insentif, Iklim Kerja, Fasilitas Kerja | | | | | |
| b. Dependent Variable: Semangat Kerja | | | | | |

**Lampiran 28 Analisis Regresi Linear Berganda**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients |
| B | Std. Error | Beta |
| 1 | (Constant) | 6.547 | 3.671 |  |
| Fasilitas Kerja | .301 | .106 | .331 |
| Iklim Kerja | .499 | .104 | .476 |
| Insentif | .279 | .120 | .252 |
| a. Dependent Variable: Semangat Kerja | | | | |

**Lampiran 29 Uji t Parsial**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 6.547 | 3.671 |  | 1.784 | .083 |
| Fasilitas Kerja | .301 | .106 | .331 | 2.828 | .008 |
| Iklim Kerja | .499 | .104 | .476 | 4.799 | .000 |
| Insentif | .279 | .120 | .252 | 2.324 | .026 |
| a. Dependent Variable: Semangat Kerja | | | | | | |

**Lampiran 30 Uji F Simultan**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 1112.069 | 3 | 370.690 | 33.250 | .000b |
| Residual | 390.194 | 35 | 11.148 |  |  |
| Total | 1502.263 | 38 |  |  |  |
| a. Dependent Variable: Semangat Kerja | | | | | | |
| b. Predictors: (Constant), Insentif, Iklim Kerja, Fasilitas Kerja | | | | | | |

**Lampiran 31 Analisis Koefisien Determinasi**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .860a | .740 | .718 | 3.33892 |
| a. Predictors: (Constant), Insentif, Iklim Kerja, Fasilitas Kerja | | | | |
| b. Dependent Variable: Semangat Kerja | | | | |