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# **LAMPIRAN**

**Lampiran Kuesioner Penelitian**

Perihal: Permohonan Pengisian Kuesioner

Judul penelitian: Pengaruh Lingkungan kerja fisik, motivasi, dan karakteristik individu terhadap kinerja pegawai Dinas Lingkungan Hidup Kabupaten Tegal

Kepada Yth

Bapak/Ibu/Sdr

Di tempat

Dengan Hormat,

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

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

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi peneliti ini. Tujuan dari pengumpulan ini semata mata hanya untuk kepentingan akademis dalam bentuk penyusunan seminar proposal untuk skripsi pada program studi manajemen Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal

Tegal, Maret 2023

Hormat Kami,

Guntur Dicky Ferdiansyah

1. **Identitas Responden**
2. Jenis Kelamin: Laki-Laki Perempuan
3. Pendidikan: SMP SMA/SMK

DI/DII/DIII S1

1. Umur: 20-30 tahun 31-40 tahun

> 41 tahun

1. **Petunjuk Pengisian Kuesioner**

Berikan tanda checklist / centang (✔) pada kotak yang tersedia dijawaban yang anda pilih dan yang sesuai dengan kondisi sebenarnya yang ada pada Dinas Lingkungan Hidup Kabupaten Tegal.

Keterangan pilihan jawaban:

SS: Sangat Setuju

S: Setuju

N: Netral

TS: Tidak Setuju

STS: Sangat Tidak Setuju

**Kuesioner**

1. **Kinerja karyawan**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | STS | TS | N | S | SS |
| 1 | Pegawai memiliki kecermatan dalam melakukan pekerjaan |  |  |  |  |  |
| 2 | Dalam mengerjakan tugas-tugas pegawai harus dengan teliti |  |  |  |  |  |
| 3 | Pegawai dapat mengerjakan tugas dengan tepat waktu |  |  |  |  |  |
| 4 | Pegawai dapat menyelesaikan tugas-tugas dengan baik |  |  |  |  |  |
| 5 | Pegawai mampu mengerjakan pekerja dengan cepat |  |  |  |  |  |
| 6 | Pegawai dapat atau berani untuk mengambil keputusan dengan cepat dan tepat |  |  |  |  |  |
| 7 | Pegawai mampu bertanggug jawab dalam tugas yang diberikan |  |  |  |  |  |
| 8 | Pegawai diharapkan mampu jujur dalam bekerja |  |  |  |  |  |
| 9 | Pegawai dapat menyelesaikan pekerjaan sesuai dengan intruksi |  |  |  |  |  |
| 10 | Pegawai dapat atau berani menyampaikan pendapatnya |  |  |  |  |  |
| 11 | Pegawai dapat menyelesaikan pekerjaan sesuai dengan yang diberikan |  |  |  |  |  |
| 12 | Pegawai memiliki tujuan yang sama dengan perusahaan |  |  |  |  |  |
| 13 | Pegawai selalu mengikuti petunjuk dalam melakukan pekerjaan |  |  |  |  |  |
| 14 | Pegawai selalu mengikuti kebijakan perusahaan |  |  |  |  |  |
| 15 | Pegawai selalu patuh terhadap aturan-aturan perusahaan |  |  |  |  |  |
| 16 | Kehadiran pegawai selalu tepat waktu |  |  |  |  |  |

1. **Lingkungan kerja fisik**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| N0 | Pernyataan | STS | TS | N | S | SS |
| 1 | Pencahayaan nyaman untuk bekerja |  |  |  |  |  |
| 2 | Warna ruanga membuat pegawai fokus dan nyaman |  |  |  |  |  |
| 3 | Kebersihan membuat kenyamanan para pegawai |  |  |  |  |  |
| 4 | Perukaran suhu udara nyaman untuk beraktivitas |  |  |  |  |  |
| 5 | Ruang kondusif untuk bekerja (tidak bising) |  |  |  |  |  |
| 6 | Pegawai selalu aman dalam bekerja |  |  |  |  |  |

1. **Motivasi**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | STS | TS | N | S | SS |
| 1 | Pegawai merasa puas atas kerja keras yang dihasilkan dengan baik |  |  |  |  |  |
| 2 | Pegawai merasa puas karena para pegawai dapat mengerjakan tanggung jawab dengan baik |  |  |  |  |  |
| 3 | Pegawai selalu mencapai tujuan dalam bekerja |  |  |  |  |  |
| 4 | Pegawai merasa dapat menyatu dengan tugas karena beban kerja sesuai dengan kemampuan pegawai |  |  |  |  |  |
| 5 | Pegawai mempunya dorongan untuk sukses karane antar pegawai dapat menjalin hubungan yang baik |  |  |  |  |  |
| 6 | Pegawai merasa puas untuk umpan balik (gaji) yang di dapatkan |  |  |  |  |  |
| 7 | Pegawai unggul dalam prestasi karena para pegawai diberikan kesempatan untuk memberikan masukan dan berpendapat |  |  |  |  |  |
| 8 | Pegawai dapat meningkatkan keterampilan dengan adanya arahan dari penanggung jawab |  |  |  |  |  |
| 9 | Pegawai memiliki dorongan untuk maju dalam bekerja karena aturan dan prosedur yang jelas |  |  |  |  |  |
| 10 | Pegawai merasa mempunyai kesempatan untuk berkembang dan bekerja secara mandiri |  |  |  |  |  |
| 11 | Pegawai merasa mempunya tantangan dalam bekerja |  |  |  |  |  |

1. **Karakteristik individu**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | STS | TS | N | S | SS |
| 1 | Pegawai mempunyai keterampilan sesuai dengan bidangnya |  |  |  |  |  |
| 2 | Keterlibatan pegawai dalam mengerjakan tugas |  |  |  |  |  |
| 3 | Pegawai mampu menyelesaikan pekerjaan dengan baik |  |  |  |  |  |
| 4 | Pegawai selalu diberikan Tingkat kebebasan dalam hal apapun |  |  |  |  |  |
| 5 | Ketidak tergantungan antar pegawai dalam mengerjakan tugas |  |  |  |  |  |
| 6 | Pegawai Memiliki rasa kepuasan terhadap kinerja yang dimiliki |  |  |  |  |  |
| 7 | Pegawai memiliki prestasi yang sangat tinggi |  |  |  |  |  |

**Lampiran 1 jawaban kuesioner variabel kinerja kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No Responden** | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | Y.12 | Y.13 | Y.14 | Y.15 | Y.16 | Skor Total |
| **1** | 3 | 4 | 3 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 5 | 2 | 55 |
| **2** | 5 | 5 | 4 | 5 | 5 | 5 | 2 | 5 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 3 | 66 |
| **3** | 4 | 4 | 4 | 5 | 5 | 4 | 1 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 66 |
| **4** | 5 | 5 | 5 | 5 | 4 | 4 | 2 | 5 | 4 | 4 | 4 | 4 | 2 | 5 | 4 | 5 | 67 |
| **5** | 5 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 61 |
| **6** | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 61 |
| **7** | 4 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 4 | 2 | 3 | 5 | 2 | 62 |
| **8** | 5 | 4 | 5 | 5 | 4 | 4 | 1 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 5 | 2 | 59 |
| **9** | 5 | 5 | 5 | 5 | 5 | 5 | 1 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 69 |
| **10** | 5 | 4 | 5 | 5 | 4 | 4 | 1 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 1 | 4 | 61 |
| **11** | 4 | 4 | 4 | 5 | 4 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 2 | 4 | 68 |
| **12** | 5 | 5 | 5 | 4 | 4 | 4 | 2 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 66 |
| **13** | 5 | 4 | 5 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 5 | 2 | 2 | 4 | 2 | 60 |
| **14** | 5 | 5 | 5 | 5 | 4 | 4 | 1 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 5 | 1 | 65 |
| **15** | 5 | 4 | 5 | 5 | 4 | 5 | 2 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 2 | 3 | 65 |
| **16** | 5 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 68 |
| **17** | 5 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 70 |
| **18** | 5 | 5 | 5 | 5 | 4 | 3 | 2 | 5 | 4 | 5 | 5 | 5 | 3 | 5 | 1 | 4 | 66 |
| **19** | 4 | 5 | 5 | 5 | 4 | 4 | 2 | 5 | 4 | 5 | 4 | 4 | 2 | 4 | 2 | 3 | 62 |
| **20** | 5 | 4 | 5 | 5 | 4 | 4 | 2 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 3 | 64 |
| **21** | 5 | 5 | 5 | 5 | 4 | 4 | 1 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 67 |
| **22** | 5 | 4 | 5 | 4 | 4 | 4 | 2 | 4 | 5 | 4 | 5 | 4 | 2 | 4 | 5 | 5 | 66 |
| **23** | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 66 |
| **24** | 5 | 5 | 5 | 5 | 4 | 5 | 2 | 5 | 3 | 3 | 4 | 4 | 4 | 2 | 3 | 4 | 63 |
| **25** | 5 | 5 | 5 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 62 |
| **26** | 5 | 5 | 5 | 4 | 5 | 5 | 2 | 2 | 3 | 4 | 4 | 4 | 2 | 2 | 1 | 3 | 56 |
| **27** | 5 | 5 | 5 | 5 | 4 | 4 | 2 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 63 |
| **28** | 5 | 5 | 5 | 5 | 4 | 4 | 2 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 65 |
| **29** | 3 | 3 | 4 | 4 | 3 | 3 | 1 | 4 | 4 | 4 | 3 | 3 | 2 | 4 | 4 | 3 | 52 |
| **30** | 4 | 4 | 4 | 3 | 3 | 3 | 1 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 58 |
| **31** | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 60 |
| **32** | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 55 |
| **33** | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 2 | 3 | 55 |
| **34** | 5 | 5 | 4 | 4 | 4 | 4 | 2 | 5 | 4 | 4 | 5 | 5 | 2 | 3 | 4 | 2 | 62 |
| **35** | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 4 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 2 | 56 |
| **36** | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 58 |
| **37** | 4 | 4 | 5 | 5 | 4 | 5 | 2 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 68 |
| **38** | 4 | 4 | 5 | 5 | 4 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 2 | 3 | 66 |
| **39** | 5 | 5 | 5 | 4 | 4 | 4 | 2 | 5 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 2 | 61 |
| **40** | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 5 | 5 | 4 | 4 | 4 | 3 | 1 | 5 | 4 | 59 |
| **41** | 5 | 5 | 5 | 5 | 4 | 4 | 2 | 5 | 5 | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 64 |
| **42** | 5 | 5 | 5 | 4 | 4 | 4 | 2 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 2 | 62 |
| **43** | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 3 | 63 |
| **44** | 5 | 5 | 5 | 5 | 4 | 4 | 2 | 5 | 5 | 5 | 4 | 4 | 4 | 2 | 4 | 5 | 68 |
| **45** | 5 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 63 |
| **46** | 5 | 4 | 5 | 5 | 4 | 4 | 1 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 3 | 66 |
| **47** | 5 | 5 | 5 | 5 | 3 | 4 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 71 |
| **48** | 4 | 4 | 5 | 5 | 4 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 71 |
| **49** | 4 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 2 | 2 | 4 | 3 | 67 |
| **50** | 3 | 3 | 4 | 3 | 3 | 3 | 1 | 4 | 4 | 3 | 3 | 3 | 2 | 1 | 2 | 2 | 44 |
| **51** | 4 | 3 | 3 | 3 | 3 | 2 | 1 | 4 | 3 | 4 | 3 | 3 | 2 | 2 | 4 | 3 | 47 |
| **52** | 2 | 2 | 4 | 4 | 2 | 2 | 1 | 2 | 3 | 3 | 2 | 3 | 1 | 3 | 5 | 4 | 43 |
| **53** | 2 | 3 | 3 | 3 | 2 | 2 | 1 | 3 | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 5 | 48 |
| **54** | 2 | 2 | 4 | 4 | 2 | 4 | 1 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 5 | 48 |
| **55** | 2 | 2 | 4 | 4 | 2 | 3 | 1 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 55 |
| **56** | 2 | 2 | 4 | 3 | 2 | 2 | 2 | 2 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 2 | 50 |
| **57** | 2 | 2 | 4 | 4 | 3 | 3 | 1 | 3 | 3 | 3 | 2 | 3 | 5 | 5 | 5 | 3 | 51 |
| **58** | 2 | 2 | 4 | 3 | 1 | 2 | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 43 |
| **59** | 2 | 2 | 4 | 4 | 2 | 4 | 1 | 3 | 2 | 3 | 3 | 3 | 4 | 2 | 2 | 5 | 46 |
| **60** | 2 | 2 | 4 | 3 | 2 | 3 | 1 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 4 | 4 | 46 |
| **61** | 2 | 2 | 4 | 3 | 2 | 2 | 1 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 42 |
| **62** | 3 | 3 | 4 | 2 | 2 | 2 | 1 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 42 |
| **63** | 3 | 2 | 3 | 2 | 2 | 3 | 1 | 1 | 3 | 4 | 3 | 3 | 4 | 2 | 3 | 2 | 41 |
| **64** | 2 | 2 | 4 | 2 | 2 | 3 | 1 | 1 | 3 | 3 | 3 | 3 | 5 | 4 | 4 | 3 | 45 |
| **65** | 3 | 3 | 3 | 2 | 2 | 2 | 1 | 1 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 42 |
| **66** | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 4 | 4 | 2 | 3 | 2 | 2 | 1 | 2 | 40 |
| **67** | 2 | 4 | 4 | 3 | 3 | 3 | 3 | 2 | 5 | 3 | 1 | 4 | 3 | 3 | 2 | 3 | 48 |
| **68** | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 62 |
| **69** | 4 | 2 | 3 | 5 | 3 | 4 | 5 | 3 | 2 | 5 | 4 | 2 | 5 | 5 | 4 | 3 | 59 |
| **70** | 4 | 3 | 4 | 4 | 4 | 1 | 2 | 5 | 4 | 3 | 4 | 1 | 3 | 3 | 3 | 2 | 50 |
| **71** | 3 | 4 | 2 | 3 | 5 | 2 | 3 | 3 | 5 | 2 | 3 | 2 | 2 | 4 | 2 | 1 | 46 |
| **72** | 4 | 5 | 3 | 2 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 3 | 4 | 2 | 3 | 3 | 53 |

**Lampiran 2 jawaban kuesioner variabel Lingkungan kerja fisik (X1)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **No Responden** | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | Skor Total |
| **1** | 3 | 2 | 3 | 3 | 4 | 4 | 19 |
| **2** | 5 | 2 | 5 | 3 | 4 | 5 | 24 |
| **3** | 3 | 2 | 3 | 3 | 4 | 4 | 19 |
| **4** | 5 | 2 | 4 | 3 | 4 | 4 | 22 |
| **5** | 4 | 3 | 4 | 4 | 3 | 3 | 21 |
| **6** | 4 | 3 | 4 | 2 | 4 | 4 | 21 |
| **7** | 3 | 3 | 3 | 4 | 4 | 4 | 21 |
| **8** | 4 | 2 | 3 | 3 | 4 | 3 | 19 |
| **9** | 3 | 2 | 3 | 2 | 3 | 3 | 16 |
| **10** | 2 | 2 | 3 | 3 | 3 | 4 | 17 |
| **11** | 3 | 2 | 2 | 3 | 4 | 4 | 18 |
| **12** | 2 | 2 | 4 | 4 | 4 | 4 | 20 |
| **13** | 3 | 3 | 3 | 2 | 4 | 4 | 19 |
| **14** | 4 | 2 | 3 | 2 | 4 | 3 | 18 |
| **15** | 3 | 2 | 3 | 2 | 3 | 3 | 16 |
| **16** | 2 | 2 | 2 | 3 | 4 | 4 | 17 |
| **17** | 5 | 2 | 3 | 4 | 4 | 4 | 22 |
| **18** | 4 | 3 | 4 | 3 | 5 | 4 | 23 |
| **19** | 3 | 1 | 3 | 4 | 4 | 4 | 19 |
| **20** | 5 | 3 | 5 | 4 | 5 | 5 | 27 |
| **21** | 4 | 2 | 2 | 4 | 3 | 3 | 18 |
| **22** | 2 | 2 | 3 | 4 | 4 | 4 | 19 |
| **23** | 3 | 3 | 3 | 4 | 4 | 4 | 21 |
| **24** | 3 | 2 | 2 | 2 | 3 | 3 | 15 |
| **25** | 4 | 2 | 3 | 3 | 4 | 4 | 20 |
| **26** | 4 | 2 | 2 | 2 | 2 | 2 | 14 |
| **27** | 3 | 2 | 2 | 3 | 4 | 4 | 18 |
| **28** | 3 | 3 | 4 | 4 | 4 | 4 | 22 |
| **29** | 3 | 3 | 2 | 2 | 4 | 4 | 18 |
| **30** | 3 | 3 | 3 | 2 | 3 | 3 | 17 |
| **31** | 3 | 4 | 3 | 4 | 4 | 4 | 22 |
| **32** | 3 | 3 | 3 | 3 | 4 | 4 | 20 |
| **33** | 3 | 3 | 4 | 4 | 4 | 4 | 22 |
| **34** | 3 | 3 | 4 | 4 | 4 | 4 | 22 |
| **35** | 3 | 2 | 3 | 3 | 4 | 3 | 18 |
| **36** | 3 | 3 | 4 | 3 | 4 | 3 | 20 |
| **37** | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| **38** | 3 | 3 | 4 | 4 | 4 | 4 | 22 |
| **39** | 4 | 2 | 2 | 4 | 4 | 4 | 20 |
| **40** | 4 | 2 | 4 | 4 | 4 | 4 | 22 |
| **41** | 4 | 2 | 4 | 4 | 4 | 4 | 22 |
| **42** | 4 | 3 | 4 | 4 | 4 | 4 | 23 |
| **43** | 4 | 3 | 4 | 4 | 4 | 4 | 23 |
| **44** | 4 | 3 | 4 | 4 | 4 | 4 | 23 |
| **45** | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| **46** | 4 | 3 | 3 | 4 | 4 | 4 | 22 |
| **47** | 3 | 2 | 2 | 4 | 3 | 3 | 17 |
| **48** | 4 | 3 | 3 | 3 | 4 | 4 | 21 |
| **49** | 3 | 2 | 2 | 2 | 4 | 4 | 17 |
| **50** | 2 | 2 | 2 | 1 | 2 | 2 | 11 |
| **51** | 2 | 2 | 2 | 2 | 3 | 4 | 15 |
| **52** | 2 | 2 | 2 | 2 | 4 | 4 | 16 |
| **53** | 2 | 2 | 2 | 2 | 5 | 3 | 16 |
| **54** | 2 | 2 | 2 | 1 | 1 | 1 | 9 |
| **55** | 2 | 1 | 1 | 1 | 1 | 1 | 7 |
| **56** | 2 | 1 | 1 | 1 | 1 | 1 | 7 |
| **57** | 1 | 1 | 1 | 1 | 1 | 1 | 6 |
| **58** | 2 | 1 | 1 | 2 | 2 | 2 | 10 |
| **59** | 2 | 1 | 2 | 1 | 1 | 1 | 8 |
| **60** | 2 | 2 | 2 | 2 | 1 | 1 | 10 |
| **61** | 3 | 2 | 2 | 1 | 1 | 1 | 10 |
| **62** | 3 | 2 | 2 | 2 | 2 | 2 | 13 |
| **63** | 3 | 2 | 1 | 1 | 1 | 1 | 9 |
| **64** | 3 | 2 | 2 | 2 | 1 | 1 | 11 |
| **65** | 2 | 2 | 1 | 1 | 1 | 1 | 8 |
| **66** | 4 | 4 | 3 | 2 | 2 | 3 | 18 |
| **67** | 4 | 5 | 5 | 3 | 2 | 3 | 22 |
| **68** | 3 | 3 | 4 | 4 | 2 | 4 | 20 |
| **69** | 4 | 4 | 3 | 5 | 3 | 5 | 24 |
| **70** | 5 | 5 | 3 | 4 | 4 | 5 | 26 |
| **71** | 4 | 3 | 5 | 5 | 4 | 4 | 25 |
| **72** | 3 | 4 | 4 | 3 | 5 | 3 | 22 |

**Lampiran 3 jawaban kuesioner variabel Motivasi (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No Responden** | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | skor total |
| **1** | 3 | 3 | 4 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 5 | 28 |
| **2** | 4 | 3 | 5 | 1 | 3 | 1 | 2 | 2 | 1 | 3 | 5 | 30 |
| **3** | 3 | 2 | 3 | 2 | 1 | 1 | 2 | 4 | 2 | 4 | 5 | 29 |
| **4** | 4 | 3 | 5 | 2 | 2 | 1 | 2 | 4 | 2 | 5 | 5 | 35 |
| **5** | 4 | 4 | 4 | 2 | 2 | 1 | 3 | 3 | 2 | 3 | 4 | 32 |
| **6** | 3 | 3 | 4 | 1 | 2 | 2 | 2 | 3 | 1 | 2 | 3 | 26 |
| **7** | 4 | 4 | 4 | 4 | 3 | 1 | 4 | 4 | 2 | 3 | 2 | 35 |
| **8** | 4 | 4 | 4 | 2 | 2 | 1 | 2 | 4 | 2 | 4 | 4 | 33 |
| **9** | 3 | 3 | 4 | 1 | 2 | 2 | 2 | 4 | 2 | 2 | 3 | 28 |
| **10** | 2 | 3 | 4 | 1 | 1 | 1 | 2 | 4 | 2 | 3 | 3 | 26 |
| **11** | 3 | 3 | 4 | 1 | 1 | 1 | 1 | 4 | 1 | 4 | 2 | 25 |
| **12** | 2 | 2 | 3 | 1 | 1 | 1 | 1 | 4 | 1 | 5 | 3 | 24 |
| **13** | 3 | 4 | 4 | 1 | 1 | 1 | 2 | 4 | 2 | 2 | 4 | 28 |
| **14** | 3 | 2 | 3 | 1 | 1 | 1 | 2 | 4 | 2 | 3 | 3 | 25 |
| **15** | 3 | 2 | 4 | 1 | 3 | 1 | 3 | 4 | 2 | 4 | 4 | 31 |
| **16** | 3 | 3 | 2 | 2 | 2 | 5 | 2 | 5 | 2 | 5 | 3 | 34 |
| **17** | 3 | 2 | 3 | 1 | 1 | 1 | 3 | 4 | 2 | 2 | 2 | 24 |
| **18** | 3 | 3 | 4 | 2 | 2 | 1 | 2 | 5 | 1 | 1 | 4 | 28 |
| **19** | 3 | 2 | 4 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 3 | 28 |
| **20** | 3 | 4 | 5 | 2 | 3 | 2 | 3 | 5 | 3 | 3 | 5 | 38 |
| **21** | 2 | 2 | 3 | 1 | 1 | 1 | 1 | 5 | 1 | 4 | 4 | 25 |
| **22** | 3 | 3 | 4 | 1 | 2 | 2 | 2 | 5 | 2 | 2 | 3 | 29 |
| **23** | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 5 | 3 | 3 | 2 | 35 |
| **24** | 3 | 2 | 4 | 2 | 2 | 1 | 2 | 5 | 1 | 2 | 5 | 29 |
| **25** | 4 | 3 | 4 | 2 | 2 | 2 | 2 | 5 | 3 | 3 | 4 | 34 |
| **26** | 4 | 4 | 4 | 2 | 2 | 2 | 3 | 3 | 2 | 4 | 3 | 33 |
| **27** | 4 | 3 | 4 | 2 | 2 | 1 | 2 | 5 | 4 | 5 | 2 | 34 |
| **28** | 3 | 3 | 4 | 3 | 2 | 2 | 2 | 5 | 2 | 5 | 4 | 35 |
| **29** | 3 | 2 | 2 | 1 | 1 | 1 | 2 | 5 | 2 | 2 | 3 | 24 |
| **30** | 3 | 3 | 4 | 1 | 1 | 1 | 2 | 5 | 3 | 3 | 5 | 31 |
| **31** | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 5 | 2 | 4 | 4 | 33 |
| **32** | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 5 | 3 | 2 | 3 | 30 |
| **33** | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 5 | 2 | 3 | 2 | 29 |
| **34** | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 5 | 3 | 4 | 5 | 35 |
| **35** | 3 | 2 | 4 | 1 | 1 | 1 | 2 | 5 | 2 | 4 | 4 | 29 |
| **36** | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 5 | 4 | 5 | 4 | 34 |
| **37** | 4 | 4 | 3 | 2 | 2 | 2 | 3 | 5 | 2 | 5 | 3 | 35 |
| **38** | 3 | 1 | 3 | 2 | 2 | 2 | 2 | 5 | 4 | 5 | 2 | 31 |
| **39** | 3 | 3 | 4 | 2 | 3 | 2 | 2 | 5 | 3 | 3 | 4 | 34 |
| **40** | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 5 | 2 | 2 | 3 | 32 |
| **41** | 4 | 4 | 4 | 2 | 2 | 2 | 3 | 5 | 2 | 2 | 5 | 35 |
| **42** | 4 | 4 | 4 | 2 | 2 | 3 | 3 | 5 | 3 | 3 | 4 | 37 |
| **43** | 4 | 3 | 4 | 2 | 2 | 2 | 3 | 5 | 3 | 4 | 3 | 35 |
| **44** | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 5 | 2 | 5 | 2 | 34 |
| **45** | 4 | 3 | 4 | 2 | 2 | 2 | 2 | 5 | 3 | 3 | 5 | 35 |
| **46** | 2 | 2 | 4 | 1 | 1 | 1 | 2 | 4 | 2 | 4 | 4 | 27 |
| **47** | 3 | 3 | 4 | 1 | 1 | 1 | 3 | 4 | 2 | 3 | 3 | 28 |
| **48** | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 5 | 3 | 2 | 5 | 33 |
| **49** | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 5 | 2 | 2 | 5 | 31 |
| **50** | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 3 | 1 | 3 | 4 | 22 |
| **51** | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 4 | 3 | 27 |
| **52** | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 5 | 5 | 30 |
| **53** | 2 | 1 | 3 | 1 | 1 | 1 | 2 | 4 | 2 | 4 | 4 | 25 |
| **54** | 2 | 1 | 2 | 2 | 2 | 1 | 1 | 3 | 2 | 5 | 5 | 26 |
| **55** | 2 | 2 | 3 | 1 | 1 | 1 | 1 | 3 | 2 | 4 | 3 | 23 |
| **56** | 1 | 1 | 3 | 1 | 1 | 1 | 2 | 3 | 2 | 3 | 2 | 20 |
| **57** | 2 | 2 | 3 | 1 | 1 | 1 | 2 | 2 | 1 | 2 | 1 | 18 |
| **58** | 2 | 2 | 3 | 1 | 1 | 1 | 2 | 3 | 2 | 2 | 5 | 24 |
| **59** | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 3 | 2 | 3 | 4 | 24 |
| **60** | 2 | 2 | 2 | 1 | 2 | 1 | 1 | 4 | 2 | 4 | 3 | 24 |
| **61** | 3 | 2 | 2 | 2 | 2 | 2 | 1 | 4 | 2 | 4 | 3 | 27 |
| **62** | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 3 | 2 | 5 | 3 | 23 |
| **63** | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 3 | 3 | 21 |
| **64** | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 4 | 2 | 3 | 3 | 28 |
| **65** | 2 | 1 | 2 | 1 | 1 | 1 | 2 | 4 | 3 | 4 | 2 | 23 |
| **66** | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 5 | 3 | 4 | 3 | 38 |
| **67** | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 40 |
| **68** | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 3 | 3 | 39 |
| **69** | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 48 |
| **70** | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 51 |
| **71** | 3 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| **72** | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 39 |

**Lampiran 4 jawaban kuesioner Karakteristik Individu (X3)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No responden** | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | Skor Total |
| **1** | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 25 |
| **2** | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 25 |
| **3** | 3 | 3 | 3 | 3 | 2 | 4 | 2 | 20 |
| **4** | 4 | 4 | 4 | 4 | 2 | 5 | 3 | 26 |
| **5** | 4 | 4 | 3 | 3 | 2 | 3 | 2 | 21 |
| **6** | 3 | 4 | 4 | 4 | 2 | 3 | 2 | 22 |
| **7** | 3 | 4 | 4 | 3 | 2 | 4 | 3 | 23 |
| **8** | 4 | 4 | 4 | 3 | 2 | 4 | 2 | 23 |
| **9** | 4 | 4 | 4 | 4 | 2 | 4 | 3 | 25 |
| **10** | 3 | 4 | 3 | 3 | 2 | 4 | 3 | 22 |
| **11** | 3 | 3 | 3 | 3 | 1 | 1 | 2 | 16 |
| **12** | 4 | 4 | 4 | 4 | 2 | 4 | 3 | 25 |
| **13** | 2 | 4 | 3 | 3 | 3 | 4 | 3 | 22 |
| **14** | 4 | 4 | 4 | 4 | 2 | 4 | 3 | 25 |
| **15** | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 27 |
| **16** | 3 | 4 | 4 | 4 | 2 | 5 | 3 | 25 |
| **17** | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 21 |
| **18** | 4 | 4 | 4 | 3 | 2 | 5 | 3 | 25 |
| **19** | 4 | 5 | 4 | 4 | 3 | 5 | 3 | 28 |
| **20** | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 29 |
| **21** | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 26 |
| **22** | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 28 |
| **23** | 4 | 5 | 5 | 4 | 3 | 5 | 4 | 30 |
| **24** | 3 | 3 | 3 | 3 | 3 | 5 | 4 | 24 |
| **25** | 4 | 4 | 4 | 4 | 2 | 5 | 4 | 27 |
| **26** | 4 | 4 | 4 | 4 | 2 | 5 | 3 | 26 |
| **27** | 4 | 4 | 4 | 4 | 2 | 5 | 3 | 26 |
| **28** | 4 | 4 | 4 | 4 | 2 | 4 | 2 | 24 |
| **29** | 4 | 4 | 3 | 3 | 2 | 4 | 2 | 22 |
| **30** | 3 | 3 | 3 | 3 | 2 | 5 | 3 | 22 |
| **31** | 4 | 4 | 4 | 4 | 2 | 5 | 3 | 26 |
| **32** | 5 | 5 | 5 | 5 | 2 | 3 | 4 | 29 |
| **33** | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 21 |
| **34** | 3 | 4 | 3 | 3 | 1 | 4 | 3 | 21 |
| **35** | 3 | 3 | 4 | 3 | 1 | 4 | 3 | 21 |
| **36** | 4 | 4 | 4 | 4 | 2 | 5 | 4 | 27 |
| **37** | 4 | 4 | 4 | 4 | 2 | 5 | 3 | 26 |
| **38** | 3 | 3 | 3 | 3 | 1 | 5 | 3 | 21 |
| **39** | 4 | 4 | 4 | 4 | 2 | 5 | 3 | 26 |
| **40** | 4 | 4 | 4 | 4 | 2 | 5 | 3 | 26 |
| **41** | 4 | 4 | 4 | 4 | 2 | 4 | 3 | 25 |
| **42** | 4 | 4 | 4 | 4 | 2 | 5 | 3 | 26 |
| **43** | 4 | 4 | 4 | 4 | 2 | 5 | 3 | 26 |
| **44** | 4 | 4 | 4 | 4 | 1 | 4 | 3 | 24 |
| **45** | 4 | 4 | 4 | 4 | 2 | 5 | 3 | 26 |
| **46** | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 21 |
| **47** | 3 | 3 | 3 | 3 | 2 | 5 | 3 | 22 |
| **48** | 4 | 4 | 4 | 3 | 2 | 4 | 2 | 23 |
| **49** | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 21 |
| **50** | 2 | 2 | 2 | 2 | 2 | 4 | 3 | 17 |
| **51** | 3 | 3 | 3 | 3 | 2 | 4 | 2 | 20 |
| **52** | 3 | 3 | 3 | 3 | 1 | 4 | 2 | 19 |
| **53** | 3 | 3 | 3 | 3 | 1 | 4 | 2 | 19 |
| **54** | 4 | 4 | 4 | 4 | 1 | 4 | 2 | 23 |
| **55** | 2 | 2 | 2 | 3 | 1 | 4 | 3 | 17 |
| **56** | 3 | 3 | 3 | 3 | 1 | 3 | 2 | 18 |
| **57** | 3 | 3 | 3 | 2 | 1 | 4 | 3 | 19 |
| **58** | 3 | 3 | 2 | 3 | 1 | 4 | 3 | 19 |
| **59** | 4 | 4 | 3 | 3 | 1 | 3 | 2 | 20 |
| **60** | 3 | 4 | 4 | 3 | 1 | 3 | 3 | 21 |
| **61** | 4 | 4 | 4 | 4 | 1 | 3 | 2 | 22 |
| **62** | 4 | 3 | 2 | 2 | 1 | 4 | 3 | 19 |
| **63** | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 18 |
| **64** | 3 | 3 | 3 | 3 | 1 | 4 | 3 | 20 |
| **65** | 4 | 4 | 4 | 3 | 2 | 4 | 3 | 24 |
| **66** | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 24 |
| **67** | 4 | 4 | 5 | 4 | 3 | 4 | 3 | 27 |
| **68** | 5 | 3 | 5 | 3 | 2 | 5 | 2 | 25 |
| **69** | 4 | 4 | 5 | 4 | 3 | 2 | 3 | 25 |
| **70** | 3 | 2 | 5 | 2 | 4 | 3 | 4 | 23 |
| **71** | 3 | 5 | 4 | 3 | 5 | 4 | 5 | 29 |
| **72** | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 27 |

**Lampiran 5 Tranformasi Data Responden Variabel Kinerja kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** | **Y.11** | **Y.12** | **Y.13** | **Y.14** | **Y.15** | **Y.16** |
| 1.752 | 2.391 | 2.018 | 2.603 | 4.007 | 3.873 | 2.443 | 2.975 | 3.073 | 3.356 | 2.573 | 1.788 | 3.301 | 3.782 | 4.434 | 2.125 |
| 3.460 | 3.536 | 3.094 | 3.776 | 5.392 | 5.097 | 2.443 | 4.124 | 4.257 | 3.356 | 3.645 | 1.788 | 3.994 | 3.782 | 3.442 | 3.025 |
| 2.356 | 2.391 | 3.094 | 3.776 | 5.392 | 3.873 | 1.000 | 4.124 | 3.073 | 4.754 | 4.892 | 4.929 | 4.967 | 2.950 | 2.652 | 3.866 |
| 3.460 | 3.536 | 4.418 | 3.776 | 4.007 | 3.873 | 2.443 | 4.124 | 3.073 | 3.356 | 3.645 | 3.701 | 2.415 | 4.797 | 3.442 | 4.892 |
| 3.460 | 2.391 | 3.094 | 2.603 | 4.007 | 2.928 | 2.443 | 2.975 | 3.073 | 3.356 | 3.645 | 3.701 | 3.994 | 3.782 | 2.652 | 3.866 |
| 2.356 | 2.391 | 3.094 | 2.603 | 4.007 | 3.873 | 2.443 | 2.975 | 3.073 | 3.356 | 3.645 | 3.701 | 3.994 | 3.782 | 3.442 | 3.025 |
| 2.356 | 3.536 | 4.418 | 3.776 | 4.007 | 3.873 | 2.443 | 2.975 | 3.073 | 3.356 | 4.892 | 3.701 | 2.415 | 2.950 | 4.434 | 2.125 |
| 3.460 | 2.391 | 4.418 | 3.776 | 4.007 | 3.873 | 1.000 | 2.975 | 3.073 | 3.356 | 3.645 | 2.656 | 3.301 | 2.062 | 4.434 | 2.125 |
| 3.460 | 3.536 | 4.418 | 3.776 | 5.392 | 5.097 | 1.000 | 2.975 | 3.073 | 3.356 | 3.645 | 3.701 | 3.301 | 4.797 | 4.434 | 4.892 |
| 3.460 | 2.391 | 4.418 | 3.776 | 4.007 | 3.873 | 1.000 | 2.975 | 2.065 | 3.356 | 3.645 | 3.701 | 3.994 | 4.797 | 1.000 | 3.866 |
| 2.356 | 2.391 | 3.094 | 3.776 | 4.007 | 5.097 | 2.443 | 4.124 | 4.257 | 4.754 | 4.892 | 4.929 | 4.967 | 3.782 | 1.875 | 3.866 |
| 3.460 | 3.536 | 4.418 | 2.603 | 4.007 | 3.873 | 2.443 | 4.124 | 4.257 | 4.754 | 4.892 | 4.929 | 3.301 | 2.950 | 2.652 | 3.025 |
| 3.460 | 2.391 | 4.418 | 3.776 | 4.007 | 3.873 | 2.443 | 2.975 | 3.073 | 3.356 | 3.645 | 4.929 | 2.415 | 2.062 | 3.442 | 2.125 |
| 3.460 | 3.536 | 4.418 | 3.776 | 4.007 | 3.873 | 1.000 | 4.124 | 4.257 | 4.754 | 4.892 | 3.701 | 3.301 | 2.950 | 4.434 | 1.000 |
| 3.460 | 2.391 | 4.418 | 3.776 | 4.007 | 5.097 | 2.443 | 4.124 | 4.257 | 3.356 | 4.892 | 3.701 | 3.994 | 2.950 | 1.875 | 3.025 |
| 3.460 | 3.536 | 4.418 | 3.776 | 4.007 | 3.873 | 2.443 | 2.975 | 3.073 | 3.356 | 3.645 | 4.929 | 4.967 | 3.782 | 2.652 | 4.892 |
| 3.460 | 3.536 | 4.418 | 3.776 | 4.007 | 3.873 | 2.443 | 2.975 | 3.073 | 3.356 | 4.892 | 4.929 | 4.967 | 4.797 | 3.442 | 3.866 |
| 3.460 | 3.536 | 4.418 | 3.776 | 4.007 | 2.928 | 2.443 | 4.124 | 3.073 | 4.754 | 4.892 | 4.929 | 3.301 | 4.797 | 1.000 | 3.866 |
| 2.356 | 3.536 | 4.418 | 3.776 | 4.007 | 3.873 | 2.443 | 4.124 | 3.073 | 4.754 | 3.645 | 3.701 | 2.415 | 3.782 | 1.875 | 3.025 |
| 3.460 | 2.391 | 4.418 | 3.776 | 4.007 | 3.873 | 2.443 | 4.124 | 3.073 | 3.356 | 3.645 | 3.701 | 3.301 | 4.797 | 2.652 | 3.025 |
| 3.460 | 3.536 | 4.418 | 3.776 | 4.007 | 3.873 | 1.000 | 4.124 | 3.073 | 3.356 | 3.645 | 4.929 | 3.994 | 3.782 | 3.442 | 3.866 |
| 3.460 | 2.391 | 4.418 | 2.603 | 4.007 | 3.873 | 2.443 | 2.975 | 4.257 | 3.356 | 4.892 | 3.701 | 2.415 | 3.782 | 4.434 | 4.892 |
| 2.356 | 2.391 | 3.094 | 2.603 | 3.015 | 3.873 | 3.904 | 2.975 | 3.073 | 3.356 | 4.892 | 4.929 | 4.967 | 2.950 | 3.442 | 4.892 |
| 3.460 | 3.536 | 4.418 | 3.776 | 4.007 | 5.097 | 2.443 | 4.124 | 2.065 | 2.094 | 3.645 | 3.701 | 3.994 | 2.062 | 2.652 | 3.866 |
| 3.460 | 3.536 | 4.418 | 2.603 | 4.007 | 3.873 | 2.443 | 2.975 | 3.073 | 3.356 | 3.645 | 3.701 | 3.301 | 2.950 | 2.652 | 3.866 |
| 3.460 | 3.536 | 4.418 | 2.603 | 5.392 | 5.097 | 2.443 | 1.736 | 2.065 | 3.356 | 3.645 | 3.701 | 2.415 | 2.062 | 1.000 | 3.025 |
| 3.460 | 3.536 | 4.418 | 3.776 | 4.007 | 3.873 | 2.443 | 4.124 | 4.257 | 3.356 | 3.645 | 3.701 | 3.301 | 2.950 | 2.652 | 2.125 |
| 3.460 | 3.536 | 4.418 | 3.776 | 4.007 | 3.873 | 2.443 | 4.124 | 3.073 | 3.356 | 3.645 | 3.701 | 3.994 | 3.782 | 3.442 | 2.125 |
| 1.752 | 1.730 | 3.094 | 2.603 | 3.015 | 2.928 | 1.000 | 2.975 | 3.073 | 3.356 | 2.573 | 2.656 | 2.415 | 3.782 | 3.442 | 3.025 |
| 2.356 | 2.391 | 3.094 | 1.827 | 3.015 | 2.928 | 1.000 | 2.975 | 2.065 | 3.356 | 3.645 | 3.701 | 3.994 | 3.782 | 4.434 | 3.866 |
| 2.356 | 2.391 | 3.094 | 2.603 | 4.007 | 2.928 | 2.443 | 2.975 | 2.065 | 3.356 | 3.645 | 3.701 | 4.967 | 2.950 | 3.442 | 3.866 |
| 2.356 | 2.391 | 3.094 | 2.603 | 3.015 | 2.928 | 2.443 | 2.975 | 3.073 | 3.356 | 3.645 | 3.701 | 2.415 | 2.950 | 2.652 | 3.025 |
| 2.356 | 2.391 | 3.094 | 2.603 | 3.015 | 2.928 | 2.443 | 2.975 | 3.073 | 3.356 | 2.573 | 2.656 | 3.994 | 3.782 | 1.875 | 3.025 |
| 3.460 | 3.536 | 3.094 | 2.603 | 4.007 | 3.873 | 2.443 | 4.124 | 3.073 | 3.356 | 4.892 | 4.929 | 2.415 | 2.950 | 3.442 | 2.125 |
| 2.356 | 2.391 | 3.094 | 1.827 | 3.015 | 2.928 | 2.443 | 2.975 | 4.257 | 3.356 | 3.645 | 3.701 | 3.994 | 2.062 | 3.442 | 2.125 |
| 2.356 | 2.391 | 3.094 | 2.603 | 3.015 | 2.928 | 2.443 | 2.975 | 2.065 | 3.356 | 3.645 | 3.701 | 3.994 | 2.950 | 4.434 | 3.025 |
| 2.356 | 2.391 | 4.418 | 3.776 | 4.007 | 5.097 | 2.443 | 4.124 | 4.257 | 3.356 | 3.645 | 3.701 | 4.967 | 4.797 | 2.652 | 3.866 |
| 2.356 | 2.391 | 4.418 | 3.776 | 4.007 | 5.097 | 2.443 | 4.124 | 4.257 | 4.754 | 4.892 | 4.929 | 3.301 | 3.782 | 1.875 | 3.025 |
| 3.460 | 3.536 | 4.418 | 2.603 | 4.007 | 3.873 | 2.443 | 4.124 | 3.073 | 3.356 | 3.645 | 3.701 | 2.415 | 2.950 | 3.442 | 2.125 |
| 2.356 | 2.391 | 3.094 | 2.603 | 3.015 | 2.928 | 2.443 | 4.124 | 4.257 | 3.356 | 3.645 | 3.701 | 3.301 | 1.000 | 4.434 | 3.866 |
| 3.460 | 3.536 | 4.418 | 3.776 | 4.007 | 3.873 | 2.443 | 4.124 | 4.257 | 3.356 | 3.645 | 3.701 | 3.994 | 2.062 | 2.652 | 3.025 |
| 3.460 | 3.536 | 4.418 | 2.603 | 4.007 | 3.873 | 2.443 | 4.124 | 3.073 | 3.356 | 3.645 | 3.701 | 2.415 | 3.782 | 3.442 | 2.125 |
| 2.356 | 2.391 | 3.094 | 2.603 | 3.015 | 3.873 | 2.443 | 4.124 | 4.257 | 4.754 | 3.645 | 3.701 | 3.301 | 3.782 | 4.434 | 3.025 |
| 3.460 | 3.536 | 4.418 | 3.776 | 4.007 | 3.873 | 2.443 | 4.124 | 4.257 | 4.754 | 3.645 | 3.701 | 3.994 | 2.062 | 3.442 | 4.892 |
| 3.460 | 3.536 | 4.418 | 3.776 | 4.007 | 3.873 | 2.443 | 2.975 | 3.073 | 3.356 | 3.645 | 3.701 | 3.301 | 2.950 | 2.652 | 3.866 |
| 3.460 | 2.391 | 4.418 | 3.776 | 4.007 | 3.873 | 1.000 | 4.124 | 3.073 | 3.356 | 4.892 | 4.929 | 3.994 | 4.797 | 2.652 | 3.025 |
| 3.460 | 3.536 | 4.418 | 3.776 | 3.015 | 3.873 | 1.000 | 4.124 | 4.257 | 4.754 | 4.892 | 4.929 | 4.967 | 3.782 | 4.434 | 3.866 |
| 2.356 | 2.391 | 4.418 | 3.776 | 4.007 | 5.097 | 2.443 | 4.124 | 4.257 | 4.754 | 4.892 | 4.929 | 4.967 | 2.950 | 4.434 | 3.866 |
| 2.356 | 3.536 | 4.418 | 3.776 | 5.392 | 5.097 | 2.443 | 4.124 | 4.257 | 4.754 | 4.892 | 4.929 | 2.415 | 2.062 | 3.442 | 3.025 |
| 1.752 | 1.730 | 3.094 | 1.827 | 3.015 | 2.928 | 1.000 | 2.975 | 3.073 | 2.094 | 2.573 | 2.656 | 2.415 | 1.000 | 1.875 | 2.125 |
| 2.356 | 1.730 | 2.018 | 1.827 | 3.015 | 2.108 | 1.000 | 2.975 | 2.065 | 3.356 | 2.573 | 2.656 | 2.415 | 2.062 | 3.442 | 3.025 |
| 1.000 | 1.000 | 3.094 | 2.603 | 2.224 | 2.108 | 1.000 | 1.736 | 2.065 | 2.094 | 1.711 | 2.656 | 1.000 | 2.950 | 4.434 | 3.866 |
| 1.000 | 1.730 | 2.018 | 1.827 | 2.224 | 2.108 | 1.000 | 2.267 | 3.073 | 3.356 | 3.645 | 3.701 | 2.415 | 2.950 | 2.652 | 4.892 |
| 1.000 | 1.000 | 3.094 | 2.603 | 2.224 | 3.873 | 1.000 | 2.267 | 2.065 | 2.094 | 2.573 | 2.656 | 3.994 | 2.950 | 1.875 | 4.892 |
| 1.000 | 1.000 | 3.094 | 2.603 | 2.224 | 2.928 | 1.000 | 2.267 | 3.073 | 3.356 | 3.645 | 3.701 | 4.967 | 4.797 | 2.652 | 4.892 |
| 1.000 | 1.000 | 3.094 | 1.827 | 2.224 | 2.108 | 2.443 | 1.736 | 2.065 | 3.356 | 3.645 | 3.701 | 4.967 | 4.797 | 3.442 | 2.125 |
| 1.000 | 1.000 | 3.094 | 2.603 | 3.015 | 2.928 | 1.000 | 2.267 | 2.065 | 2.094 | 1.711 | 2.656 | 4.967 | 4.797 | 4.434 | 3.025 |
| 1.000 | 1.000 | 3.094 | 1.827 | 1.000 | 2.108 | 1.000 | 2.267 | 2.065 | 2.094 | 2.573 | 2.656 | 3.301 | 2.950 | 2.652 | 3.866 |
| 1.000 | 1.000 | 3.094 | 2.603 | 2.224 | 3.873 | 1.000 | 2.267 | 1.000 | 2.094 | 2.573 | 2.656 | 3.994 | 2.062 | 1.875 | 4.892 |
| 1.000 | 1.000 | 3.094 | 1.827 | 2.224 | 2.928 | 1.000 | 2.267 | 2.065 | 2.094 | 2.573 | 2.656 | 2.415 | 3.782 | 3.442 | 3.866 |
| 1.000 | 1.000 | 3.094 | 1.827 | 2.224 | 2.108 | 1.000 | 1.736 | 2.065 | 2.094 | 2.573 | 2.656 | 2.415 | 2.950 | 2.652 | 3.866 |
| 1.752 | 1.730 | 3.094 | 1.000 | 2.224 | 2.108 | 1.000 | 1.736 | 1.000 | 2.094 | 2.573 | 2.656 | 3.301 | 3.782 | 1.875 | 3.025 |
| 1.752 | 1.000 | 2.018 | 1.000 | 2.224 | 2.928 | 1.000 | 1.000 | 2.065 | 3.356 | 2.573 | 2.656 | 3.994 | 2.062 | 2.652 | 2.125 |
| 1.000 | 1.000 | 3.094 | 1.000 | 2.224 | 2.928 | 1.000 | 1.000 | 2.065 | 2.094 | 2.573 | 2.656 | 4.967 | 3.782 | 3.442 | 3.025 |
| 1.752 | 1.730 | 2.018 | 1.000 | 2.224 | 2.108 | 1.000 | 1.000 | 1.000 | 2.094 | 2.573 | 3.701 | 3.301 | 2.950 | 2.652 | 3.866 |
| 1.752 | 1.730 | 2.018 | 1.000 | 2.224 | 2.108 | 2.443 | 2.267 | 3.073 | 3.356 | 1.711 | 2.656 | 2.415 | 2.062 | 1.000 | 2.125 |
| 1.000 | 2.391 | 3.094 | 1.827 | 3.015 | 2.928 | 3.546 | 1.736 | 4.257 | 2.094 | 1.000 | 3.701 | 3.301 | 2.950 | 1.875 | 3.025 |
| 1.752 | 3.536 | 4.418 | 2.603 | 4.007 | 5.097 | 3.904 | 2.975 | 2.065 | 3.356 | 2.573 | 2.656 | 3.994 | 3.782 | 2.652 | 3.866 |
| 2.356 | 1.000 | 2.018 | 3.776 | 3.015 | 3.873 | 4.616 | 2.267 | 1.000 | 4.754 | 3.645 | 1.788 | 4.967 | 4.797 | 3.442 | 3.025 |
| 2.356 | 1.730 | 3.094 | 2.603 | 4.007 | 1.000 | 2.443 | 4.124 | 3.073 | 2.094 | 3.645 | 1.000 | 3.301 | 2.950 | 2.652 | 2.125 |
| 1.752 | 2.391 | 1.000 | 1.827 | 5.392 | 2.108 | 3.546 | 2.267 | 4.257 | 1.000 | 2.573 | 1.788 | 2.415 | 3.782 | 1.875 | 1.000 |
| 2.356 | 3.536 | 2.018 | 1.000 | 4.007 | 3.873 | 3.904 | 2.975 | 2.065 | 1.000 | 2.573 | 2.656 | 3.994 | 2.062 | 2.652 | 3.025 |

**Lampiran 6 Tranformasi Data Responden Variabel Lingkungan Kerja Fisik (X1)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** |
| 3.350 | 2.366 | 2.893 | 2.629 | 3.063 | 3.101 |
| 5.473 | 2.366 | 4.858 | 2.629 | 3.063 | 4.612 |
| 3.350 | 2.366 | 2.893 | 2.629 | 3.063 | 3.101 |
| 5.473 | 2.366 | 3.769 | 2.629 | 3.063 | 3.101 |
| 4.356 | 3.497 | 3.769 | 3.532 | 2.082 | 2.057 |
| 4.356 | 3.497 | 3.769 | 1.953 | 3.063 | 3.101 |
| 3.350 | 3.497 | 2.893 | 3.532 | 3.063 | 3.101 |
| 4.356 | 2.366 | 2.893 | 2.629 | 3.063 | 2.057 |
| 3.350 | 2.366 | 2.893 | 1.953 | 2.082 | 2.057 |
| 2.293 | 2.366 | 2.893 | 2.629 | 2.082 | 3.101 |
| 3.350 | 2.366 | 2.043 | 2.629 | 3.063 | 3.101 |
| 2.293 | 2.366 | 3.769 | 3.532 | 3.063 | 3.101 |
| 3.350 | 3.497 | 2.893 | 1.953 | 3.063 | 3.101 |
| 4.356 | 2.366 | 2.893 | 1.953 | 3.063 | 2.057 |
| 3.350 | 2.366 | 2.893 | 1.953 | 2.082 | 2.057 |
| 2.293 | 2.366 | 2.043 | 2.629 | 3.063 | 3.101 |
| 5.473 | 2.366 | 2.893 | 3.532 | 3.063 | 3.101 |
| 4.356 | 3.497 | 3.769 | 2.629 | 4.612 | 3.101 |
| 3.350 | 1.000 | 2.893 | 3.532 | 3.063 | 3.101 |
| 5.473 | 3.497 | 4.858 | 3.532 | 4.612 | 4.612 |
| 4.356 | 2.366 | 2.043 | 3.532 | 2.082 | 2.057 |
| 2.293 | 2.366 | 2.893 | 3.532 | 3.063 | 3.101 |
| 3.350 | 3.497 | 2.893 | 3.532 | 3.063 | 3.101 |
| 3.350 | 2.366 | 2.043 | 1.953 | 2.082 | 2.057 |
| 4.356 | 2.366 | 2.893 | 2.629 | 3.063 | 3.101 |
| 4.356 | 2.366 | 2.043 | 1.953 | 1.702 | 1.624 |
| 3.350 | 2.366 | 2.043 | 2.629 | 3.063 | 3.101 |
| 3.350 | 3.497 | 3.769 | 3.532 | 3.063 | 3.101 |
| 3.350 | 3.497 | 2.043 | 1.953 | 3.063 | 3.101 |
| 3.350 | 3.497 | 2.893 | 1.953 | 2.082 | 2.057 |
| 3.350 | 4.347 | 2.893 | 3.532 | 3.063 | 3.101 |
| 3.350 | 3.497 | 2.893 | 2.629 | 3.063 | 3.101 |
| 3.350 | 3.497 | 3.769 | 3.532 | 3.063 | 3.101 |
| 3.350 | 3.497 | 3.769 | 3.532 | 3.063 | 3.101 |
| 3.350 | 2.366 | 2.893 | 2.629 | 3.063 | 2.057 |
| 3.350 | 3.497 | 3.769 | 2.629 | 3.063 | 2.057 |
| 4.356 | 4.347 | 3.769 | 3.532 | 3.063 | 3.101 |
| 3.350 | 3.497 | 3.769 | 3.532 | 3.063 | 3.101 |
| 4.356 | 2.366 | 2.043 | 3.532 | 3.063 | 3.101 |
| 4.356 | 2.366 | 3.769 | 3.532 | 3.063 | 3.101 |
| 4.356 | 2.366 | 3.769 | 3.532 | 3.063 | 3.101 |
| 4.356 | 3.497 | 3.769 | 3.532 | 3.063 | 3.101 |
| 4.356 | 3.497 | 3.769 | 3.532 | 3.063 | 3.101 |
| 4.356 | 3.497 | 3.769 | 3.532 | 3.063 | 3.101 |
| 4.356 | 4.347 | 3.769 | 3.532 | 3.063 | 3.101 |
| 4.356 | 3.497 | 2.893 | 3.532 | 3.063 | 3.101 |
| 3.350 | 2.366 | 2.043 | 3.532 | 2.082 | 2.057 |
| 4.356 | 3.497 | 2.893 | 2.629 | 3.063 | 3.101 |
| 3.350 | 2.366 | 2.043 | 1.953 | 3.063 | 3.101 |
| 2.293 | 2.366 | 2.043 | 1.000 | 1.702 | 1.624 |
| 2.293 | 2.366 | 2.043 | 1.953 | 2.082 | 3.101 |
| 2.293 | 2.366 | 2.043 | 1.953 | 3.063 | 3.101 |
| 2.293 | 2.366 | 2.043 | 1.953 | 4.612 | 2.057 |
| 2.293 | 2.366 | 2.043 | 1.000 | 1.000 | 1.000 |
| 2.293 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 |
| 2.293 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 |
| 2.293 | 1.000 | 1.000 | 1.953 | 1.702 | 1.624 |
| 2.293 | 1.000 | 2.043 | 1.000 | 1.000 | 1.000 |
| 2.293 | 2.366 | 2.043 | 1.953 | 1.000 | 1.000 |
| 3.350 | 2.366 | 2.043 | 1.000 | 1.000 | 1.000 |
| 3.350 | 2.366 | 2.043 | 1.953 | 1.702 | 1.624 |
| 3.350 | 2.366 | 1.000 | 1.000 | 1.000 | 1.000 |
| 3.350 | 2.366 | 2.043 | 1.953 | 1.000 | 1.000 |
| 2.293 | 2.366 | 1.000 | 1.000 | 1.000 | 1.000 |
| 4.356 | 4.347 | 2.893 | 1.953 | 1.702 | 2.057 |
| 4.356 | 5.137 | 4.858 | 2.629 | 1.702 | 2.057 |
| 3.350 | 3.497 | 3.769 | 3.532 | 1.702 | 3.101 |
| 4.356 | 4.347 | 2.893 | 4.945 | 2.082 | 4.612 |
| 5.473 | 5.137 | 2.893 | 3.532 | 3.063 | 4.612 |
| 4.356 | 3.497 | 4.858 | 4.945 | 3.063 | 3.101 |
| 3.350 | 4.347 | 3.769 | 2.629 | 4.612 | 2.057 |

**Lampiran 7 Tranformasi Data Responden Variabel Motivasi (X2)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |  |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** | **X2.11** |
| 3.515 | 3.195 | 3.076 | 1.000 | 2.318 | 2.320 | 2.374 | 1.000 | 2.393 | 2.325 | 4.892 |
| 4.688 | 3.195 | 4.421 | 1.000 | 3.354 | 1.000 | 2.374 | 1.000 | 1.000 | 3.262 | 4.892 |
| 3.515 | 2.203 | 2.014 | 2.307 | 1.000 | 1.000 | 2.374 | 2.783 | 2.393 | 4.034 | 4.892 |
| 4.688 | 3.195 | 4.421 | 2.307 | 2.318 | 1.000 | 2.374 | 2.783 | 2.393 | 5.008 | 4.892 |
| 4.688 | 4.181 | 3.076 | 2.307 | 2.318 | 1.000 | 3.511 | 1.961 | 2.393 | 3.262 | 3.916 |
| 3.515 | 3.195 | 3.076 | 1.000 | 2.318 | 2.320 | 2.374 | 1.961 | 1.000 | 2.325 | 3.083 |
| 4.688 | 4.181 | 3.076 | 3.597 | 3.354 | 1.000 | 4.258 | 2.783 | 2.393 | 3.262 | 2.108 |
| 4.688 | 4.181 | 3.076 | 2.307 | 2.318 | 1.000 | 2.374 | 2.783 | 2.393 | 4.034 | 3.916 |
| 3.515 | 3.195 | 3.076 | 1.000 | 2.318 | 2.320 | 2.374 | 2.783 | 2.393 | 2.325 | 3.083 |
| 2.356 | 3.195 | 3.076 | 1.000 | 1.000 | 1.000 | 2.374 | 2.783 | 2.393 | 3.262 | 3.083 |
| 3.515 | 3.195 | 3.076 | 1.000 | 1.000 | 1.000 | 1.000 | 2.783 | 1.000 | 4.034 | 2.108 |
| 2.356 | 2.203 | 2.014 | 1.000 | 1.000 | 1.000 | 1.000 | 2.783 | 1.000 | 5.008 | 3.083 |
| 3.515 | 4.181 | 3.076 | 1.000 | 1.000 | 1.000 | 2.374 | 2.783 | 2.393 | 2.325 | 3.916 |
| 3.515 | 2.203 | 2.014 | 1.000 | 1.000 | 1.000 | 2.374 | 2.783 | 2.393 | 3.262 | 3.083 |
| 3.515 | 2.203 | 3.076 | 1.000 | 3.354 | 1.000 | 3.511 | 2.783 | 2.393 | 4.034 | 3.916 |
| 3.515 | 3.195 | 1.000 | 2.307 | 2.318 | 3.981 | 2.374 | 3.931 | 2.393 | 5.008 | 3.083 |
| 3.515 | 2.203 | 2.014 | 1.000 | 1.000 | 1.000 | 3.511 | 2.783 | 2.393 | 2.325 | 2.108 |
| 3.515 | 3.195 | 3.076 | 2.307 | 2.318 | 1.000 | 2.374 | 3.931 | 1.000 | 1.000 | 3.916 |
| 3.515 | 2.203 | 3.076 | 2.307 | 2.318 | 2.320 | 2.374 | 2.783 | 2.393 | 2.325 | 3.083 |
| 3.515 | 4.181 | 4.421 | 2.307 | 3.354 | 2.320 | 3.511 | 3.931 | 3.476 | 3.262 | 4.892 |
| 2.356 | 2.203 | 2.014 | 1.000 | 1.000 | 1.000 | 1.000 | 3.931 | 1.000 | 4.034 | 3.916 |
| 3.515 | 3.195 | 3.076 | 1.000 | 2.318 | 2.320 | 2.374 | 3.931 | 2.393 | 2.325 | 3.083 |
| 4.688 | 4.181 | 2.014 | 3.177 | 3.354 | 2.320 | 3.511 | 3.931 | 3.476 | 3.262 | 2.108 |
| 3.515 | 2.203 | 3.076 | 2.307 | 2.318 | 1.000 | 2.374 | 3.931 | 1.000 | 2.325 | 4.892 |
| 4.688 | 3.195 | 3.076 | 2.307 | 2.318 | 2.320 | 2.374 | 3.931 | 3.476 | 3.262 | 3.916 |
| 4.688 | 4.181 | 3.076 | 2.307 | 2.318 | 2.320 | 3.511 | 1.961 | 2.393 | 4.034 | 3.083 |
| 4.688 | 3.195 | 3.076 | 2.307 | 2.318 | 1.000 | 2.374 | 3.931 | 4.154 | 5.008 | 2.108 |
| 3.515 | 3.195 | 3.076 | 3.177 | 2.318 | 2.320 | 2.374 | 3.931 | 2.393 | 5.008 | 3.916 |
| 3.515 | 2.203 | 1.000 | 1.000 | 1.000 | 1.000 | 2.374 | 3.931 | 2.393 | 2.325 | 3.083 |
| 3.515 | 3.195 | 3.076 | 1.000 | 1.000 | 1.000 | 2.374 | 3.931 | 3.476 | 3.262 | 4.892 |
| 3.515 | 3.195 | 2.014 | 2.307 | 2.318 | 2.320 | 3.511 | 3.931 | 2.393 | 4.034 | 3.916 |
| 3.515 | 2.203 | 2.014 | 3.177 | 2.318 | 2.320 | 2.374 | 3.931 | 3.476 | 2.325 | 3.083 |
| 3.515 | 3.195 | 2.014 | 2.307 | 2.318 | 2.320 | 2.374 | 3.931 | 2.393 | 3.262 | 2.108 |
| 3.515 | 3.195 | 2.014 | 2.307 | 2.318 | 2.320 | 3.511 | 3.931 | 3.476 | 4.034 | 4.892 |
| 3.515 | 2.203 | 3.076 | 1.000 | 1.000 | 1.000 | 2.374 | 3.931 | 2.393 | 4.034 | 3.916 |
| 2.356 | 2.203 | 3.076 | 2.307 | 2.318 | 2.320 | 2.374 | 3.931 | 4.154 | 5.008 | 3.916 |
| 4.688 | 4.181 | 2.014 | 2.307 | 2.318 | 2.320 | 3.511 | 3.931 | 2.393 | 5.008 | 3.083 |
| 3.515 | 1.000 | 2.014 | 2.307 | 2.318 | 2.320 | 2.374 | 3.931 | 4.154 | 5.008 | 2.108 |
| 3.515 | 3.195 | 3.076 | 2.307 | 3.354 | 2.320 | 2.374 | 3.931 | 3.476 | 3.262 | 3.916 |
| 4.688 | 4.181 | 3.076 | 2.307 | 2.318 | 2.320 | 2.374 | 3.931 | 2.393 | 2.325 | 3.083 |
| 4.688 | 4.181 | 3.076 | 2.307 | 2.318 | 2.320 | 3.511 | 3.931 | 2.393 | 2.325 | 4.892 |
| 4.688 | 4.181 | 3.076 | 2.307 | 2.318 | 3.104 | 3.511 | 3.931 | 3.476 | 3.262 | 3.916 |
| 4.688 | 3.195 | 3.076 | 2.307 | 2.318 | 2.320 | 3.511 | 3.931 | 3.476 | 4.034 | 3.083 |
| 4.688 | 4.181 | 3.076 | 2.307 | 2.318 | 2.320 | 2.374 | 3.931 | 2.393 | 5.008 | 2.108 |
| 4.688 | 3.195 | 3.076 | 2.307 | 2.318 | 2.320 | 2.374 | 3.931 | 3.476 | 3.262 | 4.892 |
| 2.356 | 2.203 | 3.076 | 1.000 | 1.000 | 1.000 | 2.374 | 2.783 | 2.393 | 4.034 | 3.916 |
| 3.515 | 3.195 | 3.076 | 1.000 | 1.000 | 1.000 | 3.511 | 2.783 | 2.393 | 3.262 | 3.083 |
| 3.515 | 3.195 | 2.014 | 2.307 | 2.318 | 2.320 | 3.511 | 3.931 | 3.476 | 2.325 | 4.892 |
| 3.515 | 2.203 | 2.014 | 2.307 | 2.318 | 2.320 | 3.511 | 3.931 | 2.393 | 2.325 | 4.892 |
| 2.356 | 2.203 | 1.000 | 1.000 | 1.000 | 1.000 | 2.374 | 1.961 | 1.000 | 3.262 | 3.916 |
| 3.515 | 2.203 | 1.000 | 2.307 | 2.318 | 2.320 | 2.374 | 1.961 | 2.393 | 4.034 | 3.083 |
| 2.356 | 2.203 | 1.000 | 2.307 | 2.318 | 2.320 | 2.374 | 2.783 | 2.393 | 5.008 | 4.892 |
| 2.356 | 1.000 | 2.014 | 1.000 | 1.000 | 1.000 | 2.374 | 2.783 | 2.393 | 4.034 | 3.916 |
| 2.356 | 1.000 | 1.000 | 2.307 | 2.318 | 1.000 | 1.000 | 1.961 | 2.393 | 5.008 | 4.892 |
| 2.356 | 2.203 | 2.014 | 1.000 | 1.000 | 1.000 | 1.000 | 1.961 | 2.393 | 4.034 | 3.083 |
| 1.000 | 1.000 | 2.014 | 1.000 | 1.000 | 1.000 | 2.374 | 1.961 | 2.393 | 3.262 | 2.108 |
| 2.356 | 2.203 | 2.014 | 1.000 | 1.000 | 1.000 | 2.374 | 1.000 | 1.000 | 2.325 | 1.000 |
| 2.356 | 2.203 | 2.014 | 1.000 | 1.000 | 1.000 | 2.374 | 1.961 | 2.393 | 2.325 | 4.892 |
| 2.356 | 2.203 | 1.000 | 2.307 | 2.318 | 1.000 | 1.000 | 1.961 | 2.393 | 3.262 | 3.916 |
| 2.356 | 2.203 | 1.000 | 1.000 | 2.318 | 1.000 | 1.000 | 2.783 | 2.393 | 4.034 | 3.083 |
| 3.515 | 2.203 | 1.000 | 2.307 | 2.318 | 2.320 | 1.000 | 2.783 | 2.393 | 4.034 | 3.083 |
| 2.356 | 2.203 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.961 | 2.393 | 5.008 | 3.083 |
| 2.356 | 2.203 | 1.000 | 1.000 | 1.000 | 1.000 | 2.374 | 1.000 | 2.393 | 3.262 | 3.083 |
| 3.515 | 2.203 | 2.014 | 2.307 | 2.318 | 2.320 | 2.374 | 2.783 | 2.393 | 3.262 | 3.083 |
| 2.356 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.374 | 2.783 | 3.476 | 4.034 | 2.108 |
| 3.515 | 3.195 | 3.076 | 3.177 | 3.354 | 3.104 | 4.258 | 3.931 | 3.476 | 4.034 | 3.083 |
| 4.688 | 4.181 | 2.014 | 3.597 | 3.988 | 3.104 | 3.511 | 2.783 | 4.154 | 3.262 | 3.916 |
| 3.515 | 3.195 | 3.076 | 3.597 | 3.354 | 3.384 | 4.258 | 1.961 | 4.945 | 3.262 | 3.083 |
| 6.104 | 4.181 | 4.421 | 4.284 | 4.699 | 3.384 | 4.945 | 1.961 | 4.154 | 4.034 | 3.916 |
| 4.688 | 3.195 | 4.421 | 4.284 | 3.988 | 3.981 | 4.945 | 3.931 | 4.945 | 5.008 | 4.892 |
| 3.515 | 4.181 | 3.076 | 3.177 | 3.354 | 3.981 | 4.258 | 2.783 | 4.154 | 4.034 | 3.916 |
| 4.688 | 5.473 | 2.014 | 3.597 | 3.988 | 3.384 | 3.511 | 1.961 | 3.476 | 3.262 | 3.083 |

**Lampiran 8 Tranformasi Data Responden Variabel Karakteristik Individu (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** |
| 3.713 | 3.561 | 3.333 | 2.383 | 3.479 | 2.249 | 3.705 |
| 3.713 | 3.561 | 3.333 | 2.383 | 2.363 | 3.345 | 3.705 |
| 2.357 | 2.244 | 2.139 | 2.383 | 2.363 | 3.345 | 1.000 |
| 3.713 | 3.561 | 3.333 | 3.757 | 2.363 | 4.643 | 2.399 |
| 3.713 | 3.561 | 2.139 | 2.383 | 2.363 | 2.249 | 1.000 |
| 2.357 | 3.561 | 3.333 | 3.757 | 2.363 | 2.249 | 1.000 |
| 2.357 | 3.561 | 3.333 | 2.383 | 2.363 | 3.345 | 2.399 |
| 3.713 | 3.561 | 3.333 | 2.383 | 2.363 | 3.345 | 1.000 |
| 3.713 | 3.561 | 3.333 | 3.757 | 2.363 | 3.345 | 2.399 |
| 2.357 | 3.561 | 2.139 | 2.383 | 2.363 | 3.345 | 2.399 |
| 2.357 | 2.244 | 2.139 | 2.383 | 1.000 | 1.000 | 1.000 |
| 3.713 | 3.561 | 3.333 | 3.757 | 2.363 | 3.345 | 2.399 |
| 1.000 | 3.561 | 2.139 | 2.383 | 3.479 | 3.345 | 2.399 |
| 3.713 | 3.561 | 3.333 | 3.757 | 2.363 | 3.345 | 2.399 |
| 3.713 | 3.561 | 3.333 | 3.757 | 3.479 | 4.643 | 2.399 |
| 2.357 | 3.561 | 3.333 | 3.757 | 2.363 | 4.643 | 2.399 |
| 2.357 | 2.244 | 2.139 | 2.383 | 2.363 | 3.345 | 2.399 |
| 3.713 | 3.561 | 3.333 | 2.383 | 2.363 | 4.643 | 2.399 |
| 3.713 | 5.059 | 3.333 | 3.757 | 3.479 | 4.643 | 2.399 |
| 3.713 | 3.561 | 4.690 | 3.757 | 3.479 | 4.643 | 3.705 |
| 3.713 | 3.561 | 3.333 | 3.757 | 2.363 | 3.345 | 3.705 |
| 5.276 | 5.059 | 3.333 | 3.757 | 3.479 | 3.345 | 2.399 |
| 3.713 | 5.059 | 4.690 | 3.757 | 3.479 | 4.643 | 3.705 |
| 2.357 | 2.244 | 2.139 | 2.383 | 3.479 | 4.643 | 3.705 |
| 3.713 | 3.561 | 3.333 | 3.757 | 2.363 | 4.643 | 3.705 |
| 3.713 | 3.561 | 3.333 | 3.757 | 2.363 | 4.643 | 2.399 |
| 3.713 | 3.561 | 3.333 | 3.757 | 2.363 | 4.643 | 2.399 |
| 3.713 | 3.561 | 3.333 | 3.757 | 2.363 | 3.345 | 1.000 |
| 3.713 | 3.561 | 2.139 | 2.383 | 2.363 | 3.345 | 1.000 |
| 2.357 | 2.244 | 2.139 | 2.383 | 2.363 | 4.643 | 2.399 |
| 3.713 | 3.561 | 3.333 | 3.757 | 2.363 | 4.643 | 2.399 |
| 5.276 | 5.059 | 4.690 | 5.473 | 2.363 | 2.249 | 3.705 |
| 2.357 | 2.244 | 2.139 | 2.383 | 2.363 | 3.345 | 2.399 |
| 2.357 | 3.561 | 2.139 | 2.383 | 1.000 | 3.345 | 2.399 |
| 2.357 | 2.244 | 3.333 | 2.383 | 1.000 | 3.345 | 2.399 |
| 3.713 | 3.561 | 3.333 | 3.757 | 2.363 | 4.643 | 3.705 |
| 3.713 | 3.561 | 3.333 | 3.757 | 2.363 | 4.643 | 2.399 |
| 2.357 | 2.244 | 2.139 | 2.383 | 1.000 | 4.643 | 2.399 |
| 3.713 | 3.561 | 3.333 | 3.757 | 2.363 | 4.643 | 2.399 |
| 3.713 | 3.561 | 3.333 | 3.757 | 2.363 | 4.643 | 2.399 |
| 3.713 | 3.561 | 3.333 | 3.757 | 2.363 | 3.345 | 2.399 |
| 3.713 | 3.561 | 3.333 | 3.757 | 2.363 | 4.643 | 2.399 |
| 3.713 | 3.561 | 3.333 | 3.757 | 2.363 | 4.643 | 2.399 |
| 3.713 | 3.561 | 3.333 | 3.757 | 1.000 | 3.345 | 2.399 |
| 3.713 | 3.561 | 3.333 | 3.757 | 2.363 | 4.643 | 2.399 |
| 2.357 | 2.244 | 2.139 | 2.383 | 2.363 | 3.345 | 2.399 |
| 2.357 | 2.244 | 2.139 | 2.383 | 2.363 | 4.643 | 2.399 |
| 3.713 | 3.561 | 3.333 | 2.383 | 2.363 | 3.345 | 1.000 |
| 2.357 | 2.244 | 2.139 | 2.383 | 2.363 | 3.345 | 2.399 |
| 1.000 | 1.000 | 1.000 | 1.000 | 2.363 | 3.345 | 2.399 |
| 2.357 | 2.244 | 2.139 | 2.383 | 2.363 | 3.345 | 1.000 |
| 2.357 | 2.244 | 2.139 | 2.383 | 1.000 | 3.345 | 1.000 |
| 2.357 | 2.244 | 2.139 | 2.383 | 1.000 | 3.345 | 1.000 |
| 3.713 | 3.561 | 3.333 | 3.757 | 1.000 | 3.345 | 1.000 |
| 1.000 | 1.000 | 1.000 | 2.383 | 1.000 | 3.345 | 2.399 |
| 2.357 | 2.244 | 2.139 | 2.383 | 1.000 | 2.249 | 1.000 |
| 2.357 | 2.244 | 2.139 | 1.000 | 1.000 | 3.345 | 2.399 |
| 2.357 | 2.244 | 1.000 | 2.383 | 1.000 | 3.345 | 2.399 |
| 3.713 | 3.561 | 2.139 | 2.383 | 1.000 | 2.249 | 1.000 |
| 2.357 | 3.561 | 3.333 | 2.383 | 1.000 | 2.249 | 2.399 |
| 3.713 | 3.561 | 3.333 | 3.757 | 1.000 | 2.249 | 1.000 |
| 3.713 | 2.244 | 1.000 | 1.000 | 1.000 | 3.345 | 2.399 |
| 2.357 | 2.244 | 1.000 | 1.000 | 2.363 | 2.249 | 2.399 |
| 2.357 | 2.244 | 2.139 | 2.383 | 1.000 | 3.345 | 2.399 |
| 3.713 | 3.561 | 3.333 | 2.383 | 2.363 | 3.345 | 2.399 |
| 2.357 | 2.244 | 3.333 | 2.383 | 4.145 | 2.249 | 3.705 |
| 3.713 | 3.561 | 4.690 | 3.757 | 3.479 | 3.345 | 2.399 |
| 5.276 | 2.244 | 4.690 | 2.383 | 2.363 | 4.643 | 1.000 |
| 3.713 | 3.561 | 4.690 | 3.757 | 3.479 | 1.508 | 2.399 |
| 2.357 | 1.000 | 4.690 | 1.000 | 4.145 | 2.249 | 3.705 |
| 2.357 | 5.059 | 3.333 | 2.383 | 4.857 | 3.345 | 4.892 |
| 3.713 | 2.244 | 2.139 | 3.757 | 4.145 | 4.643 | 3.705 |

**Lampiran 9 Hasil Uji Validitas Kinerja Kerja (Y)**

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | Y01 | Y02 | Y03 | Y04 | Y05 | Y06 | Y07 | Y08 | Y09 | Y10 | Y11 | Y12 | Y13 | Y14 | Y15 | Y16 | Total |
| Y01 | Pearson Correlation | 1 | .950\*\* | .599\*\* | .578\*\* | .819\*\* | .530\*\* | .617\*\* | .880\*\* | .607\*\* | .635\*\* | .632\*\* | .607\*\* | .617\*\* | .880\*\* | .607\*\* | .635\*\* | .908\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .001 | .000 | .003 | .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 | 30 | 30 |
| Y02 | Pearson Correlation | .950\*\* | 1 | .614\*\* | .593\*\* | .840\*\* | .576\*\* | .693\*\* | .872\*\* | .690\*\* | .695\*\* | .684\*\* | .664\*\* | .693\*\* | .872\*\* | .690\*\* | .695\*\* | .884\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .001 | .000 | .001 | .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 | 30 | 30 |
| Y03 | Pearson Correlation | .599\*\* | .614\*\* | 1 | .814\*\* | .667\*\* | .790\*\* | .418\* | .614\*\* | .540\*\* | .459\* | .520\*\* | .561\*\* | .418\* | .614\*\* | .540\*\* | .459\* | .587\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 | .022 | .000 | .002 | .011 | .003 | .001 | .022 | .000 | .002 | .011 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y04 | Pearson Correlation | .578\*\* | .593\*\* | .814\*\* | 1 | .683\*\* | .799\*\* | .356 | .612\*\* | .527\*\* | .562\*\* | .522\*\* | .602\*\* | .356 | .612\*\* | .527\*\* | .562\*\* | .620\*\* |
| Sig. (2-tailed) | .001 | .001 | .000 |  | .000 | .000 | .054 | .000 | .003 | .001 | .003 | .000 | .054 | .000 | .003 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y05 | Pearson Correlation | .819\*\* | .840\*\* | .667\*\* | .683\*\* | 1 | .712\*\* | .635\*\* | .816\*\* | .584\*\* | .613\*\* | .603\*\* | .641\*\* | .635\*\* | .816\*\* | .584\*\* | .613\*\* | .824\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y06 | Pearson Correlation | .530\*\* | .576\*\* | .790\*\* | .799\*\* | .712\*\* | 1 | .414\* | .716\*\* | .557\*\* | .521\*\* | .588\*\* | .589\*\* | .414\* | .716\*\* | .557\*\* | .521\*\* | .550\*\* |
| Sig. (2-tailed) | .003 | .001 | .000 | .000 | .000 |  | .023 | .000 | .001 | .003 | .001 | .001 | .023 | .000 | .001 | .003 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y07 | Pearson Correlation | .617\*\* | .693\*\* | .418\* | .356 | .635\*\* | .414\* | 1 | .551\*\* | .513\*\* | .580\*\* | .498\*\* | .467\*\* | 1.000\*\* | .551\*\* | .513\*\* | .580\*\* | .648\*\* |
| Sig. (2-tailed) | .000 | .000 | .022 | .054 | .000 | .023 |  | .002 | .004 | .001 | .005 | .009 | 0.000 | .002 | .004 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y08 | Pearson Correlation | .880\*\* | .872\*\* | .614\*\* | .612\*\* | .816\*\* | .716\*\* | .551\*\* | 1 | .754\*\* | .687\*\* | .689\*\* | .652\*\* | .551\*\* | 1.000\*\* | .754\*\* | .687\*\* | .850\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .002 |  | .000 | .000 | .000 | .000 | .002 | 0.000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y09 | Pearson Correlation | .607\*\* | .690\*\* | .540\*\* | .527\*\* | .584\*\* | .557\*\* | .513\*\* | .754\*\* | 1 | .751\*\* | .643\*\* | .648\*\* | .513\*\* | .754\*\* | 1.000\*\* | .751\*\* | .684\*\* |
| Sig. (2-tailed) | .000 | .000 | .002 | .003 | .001 | .001 | .004 | .000 |  | .000 | .000 | .000 | .004 | .000 | 0.000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y10 | Pearson Correlation | .635\*\* | .695\*\* | .459\* | .562\*\* | .613\*\* | .521\*\* | .580\*\* | .687\*\* | .751\*\* | 1 | .794\*\* | .790\*\* | .580\*\* | .687\*\* | .751\*\* | 1.000\*\* | .679\*\* |
| Sig. (2-tailed) | .000 | .000 | .011 | .001 | .000 | .003 | .001 | .000 | .000 |  | .000 | .000 | .001 | .000 | .000 | 0.000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y11 | Pearson Correlation | .632\*\* | .684\*\* | .520\*\* | .522\*\* | .603\*\* | .588\*\* | .498\*\* | .689\*\* | .643\*\* | .794\*\* | 1 | .958\*\* | .498\*\* | .689\*\* | .643\*\* | .794\*\* | .591\*\* |
| Sig. (2-tailed) | .000 | .000 | .003 | .003 | .000 | .001 | .005 | .000 | .000 | .000 |  | .000 | .005 | .000 | .000 | .000 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y12 | Pearson Correlation | .607\*\* | .664\*\* | .561\*\* | .602\*\* | .641\*\* | .589\*\* | .467\*\* | .652\*\* | .648\*\* | .790\*\* | .958\*\* | 1 | .467\*\* | .652\*\* | .648\*\* | .790\*\* | .611\*\* |
| Sig. (2-tailed) | .000 | .000 | .001 | .000 | .000 | .001 | .009 | .000 | .000 | .000 | .000 |  | .009 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y13 | Pearson Correlation | .617\*\* | .693\*\* | .418\* | .356 | .635\*\* | .414\* | 1.000\*\* | .551\*\* | .513\*\* | .580\*\* | .498\*\* | .467\*\* | 1 | .551\*\* | .513\*\* | .580\*\* | .648\*\* |
| Sig. (2-tailed) | .000 | .000 | .022 | .054 | .000 | .023 | 0.000 | .002 | .004 | .001 | .005 | .009 |  | .002 | .004 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y14 | Pearson Correlation | .880\*\* | .872\*\* | .614\*\* | .612\*\* | .816\*\* | .716\*\* | .551\*\* | 1.000\*\* | .754\*\* | .687\*\* | .689\*\* | .652\*\* | .551\*\* | 1 | .754\*\* | .687\*\* | .850\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .002 | 0.000 | .000 | .000 | .000 | .000 | .002 |  | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y15 | Pearson Correlation | .607\*\* | .690\*\* | .540\*\* | .527\*\* | .584\*\* | .557\*\* | .513\*\* | .754\*\* | 1.000\*\* | .751\*\* | .643\*\* | .648\*\* | .513\*\* | .754\*\* | 1 | .751\*\* | .684\*\* |
| Sig. (2-tailed) | .000 | .000 | .002 | .003 | .001 | .001 | .004 | .000 | 0.000 | .000 | .000 | .000 | .004 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y16 | Pearson Correlation | .635\*\* | .695\*\* | .459\* | .562\*\* | .613\*\* | .521\*\* | .580\*\* | .687\*\* | .751\*\* | 1.000\*\* | .794\*\* | .790\*\* | .580\*\* | .687\*\* | .751\*\* | 1 | .679\*\* |
| Sig. (2-tailed) | .000 | .000 | .011 | .001 | .000 | .003 | .001 | .000 | .000 | 0.000 | .000 | .000 | .001 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .908\*\* | .884\*\* | .587\*\* | .620\*\* | .824\*\* | .550\*\* | .648\*\* | .850\*\* | .684\*\* | .679\*\* | .591\*\* | .611\*\* | .648\*\* | .850\*\* | .684\*\* | .679\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .001 | .000 | .000 | .002 | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 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 Hasil Uji Validitas Lingkungan Kerja Fisik (X1)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | |
|  | | X01 | X02 | X03 | X04 | X05 | X06 | Total |
| X01 | Pearson Correlation | 1 | .316 | .586\*\* | .946\*\* | .422\* | .457\* | .757\*\* |
| Sig. (2-tailed) |  | .089 | .001 | .000 | .020 | .011 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X02 | Pearson Correlation | .316 | 1 | .525\*\* | .287 | .349 | .363\* | .622\*\* |
| Sig. (2-tailed) | .089 |  | .003 | .125 | .059 | .048 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X03 | Pearson Correlation | .586\*\* | .525\*\* | 1 | .561\*\* | .586\*\* | .506\*\* | .855\*\* |
| Sig. (2-tailed) | .001 | .003 |  | .001 | .001 | .004 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X04 | Pearson Correlation | .946\*\* | .287 | .561\*\* | 1 | .447\* | .490\*\* | .738\*\* |
| Sig. (2-tailed) | .000 | .125 | .001 |  | .013 | .006 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X05 | Pearson Correlation | .422\* | .349 | .586\*\* | .447\* | 1 | .896\*\* | .770\*\* |
| Sig. (2-tailed) | .020 | .059 | .001 | .013 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X06 | Pearson Correlation | .457\* | .363\* | .506\*\* | .490\*\* | .896\*\* | 1 | .779\*\* |
| Sig. (2-tailed) | .011 | .048 | .004 | .006 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X07 | Pearson Correlation | .757\*\* | .622\*\* | .855\*\* | .738\*\* | .770\*\* | .779\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 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 Hasil Uji Validitas Variabel Motivasi (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | X201 | X202 | X203 | X204 | X205 | X206 | X207 | X208 | X209 | X210 | X211 | Total |
| X201 | Pearson Correlation | 1 | .784\*\* | .527\*\* | .326 | .371\* | .459\* | .527\*\* | .430\* | .459\* | .968\*\* | .751\*\* | .674\*\* |
| Sig. (2-tailed) |  | .000 | .003 | .078 | .044 | .011 | .003 | .018 | .011 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X202 | Pearson Correlation | .784\*\* | 1 | .557\*\* | .248 | .327 | .477\*\* | .557\*\* | .333 | .477\*\* | .735\*\* | .860\*\* | .679\*\* |
| Sig. (2-tailed) | .000 |  | .001 | .186 | .078 | .008 | .001 | .072 | .008 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X203 | Pearson Correlation | .527\*\* | .557\*\* | 1 | .071 | .112 | .167 | 1.000\*\* | .461\* | .167 | .500\*\* | .450\* | .633\*\* |
| Sig. (2-tailed) | .003 | .001 |  | .710 | .557 | .377 | 0.000 | .010 | .377 | .005 | .013 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X204 | Pearson Correlation | .326 | .248 | .071 | 1 | .805\*\* | .707\*\* | .071 | .269 | .707\*\* | .319 | .077 | .596\*\* |
| Sig. (2-tailed) | .078 | .186 | .710 |  | .000 | .000 | .710 | .150 | .000 | .085 | .686 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X205 | Pearson Correlation | .371\* | .327 | .112 | .805\*\* | 1 | .738\*\* | .112 | .256 | .738\*\* | .360 | .145 | .658\*\* |
| Sig. (2-tailed) | .044 | .078 | .557 | .000 |  | .000 | .557 | .173 | .000 | .051 | .446 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X206 | Pearson Correlation | .459\* | .477\*\* | .167 | .707\*\* | .738\*\* | 1 | .167 | .348 | 1.000\*\* | .446\* | .246 | .707\*\* |
| Sig. (2-tailed) | .011 | .008 | .377 | .000 | .000 |  | .377 | .060 | 0.000 | .013 | .189 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X207 | Pearson Correlation | .527\*\* | .557\*\* | 1.000\*\* | .071 | .112 | .167 | 1 | .461\* | .167 | .500\*\* | .450\* | .633\*\* |
| Sig. (2-tailed) | .003 | .001 | 0.000 | .710 | .557 | .377 |  | .010 | .377 | .005 | .013 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X208 | Pearson Correlation | .430\* | .333 | .461\* | .269 | .256 | .348 | .461\* | 1 | .348 | .549\*\* | .483\*\* | .609\*\* |
| Sig. (2-tailed) | .018 | .072 | .010 | .150 | .173 | .060 | .010 |  | .060 | .002 | .007 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X209 | Pearson Correlation | .459\* | .477\*\* | .167 | .707\*\* | .738\*\* | 1.000\*\* | .167 | .348 | 1 | .446\* | .246 | .707\*\* |
| Sig. (2-tailed) | .011 | .008 | .377 | .000 | .000 | 0.000 | .377 | .060 |  | .013 | .189 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X210 | Pearson Correlation | .968\*\* | .735\*\* | .500\*\* | .319 | .360 | .446\* | .500\*\* | .549\*\* | .446\* | 1 | .762\*\* | .669\*\* |
| Sig. (2-tailed) | .000 | .000 | .005 | .085 | .051 | .013 | .005 | .002 | .013 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X211 | Pearson Correlation | .751\*\* | .860\*\* | .450\* | .077 | .145 | .246 | .450\* | .483\*\* | .246 | .762\*\* | 1 | .530\*\* |
| Sig. (2-tailed) | .000 | .000 | .013 | .686 | .446 | .189 | .013 | .007 | .189 | .000 |  | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .674\*\* | .679\*\* | .633\*\* | .596\*\* | .658\*\* | .707\*\* | .633\*\* | .609\*\* | .707\*\* | .669\*\* | .530\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .003 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | |

**Lampiran 12 Hasil Uji Validitas Variabel Karateristik Individu (X3)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | |
|  | | X301 | X302 | X303 | X304 | X305 | X306 | X307 | Total |
| X301 | Pearson Correlation | 1 | .687\*\* | .722\*\* | .782\*\* | .258 | .122 | .213 | .746\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .169 | .521 | .258 | .000 |
| N | 34 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X302 | Pearson Correlation | .687\*\* | 1 | .662\*\* | .704\*\* | .495\*\* | .146 | .238 | .772\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .005 | .441 | .204 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X303 | Pearson Correlation | .722\*\* | .662\*\* | 1 | .835\*\* | .336 | .245 | .476\*\* | .844\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .070 | .192 | .008 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X304 | Pearson Correlation | .782\*\* | .704\*\* | .835\*\* | 1 | .316 | .174 | .376\* | .820\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .088 | .358 | .040 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X305 | Pearson Correlation | .258 | .495\*\* | .336 | .316 | 1 | .385\* | .358 | .635\*\* |
| Sig. (2-tailed) | .169 | .005 | .070 | .088 |  | .036 | .052 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X306 | Pearson Correlation | .122 | .146 | .245 | .174 | .385\* | 1 | .381\* | .549\*\* |
| Sig. (2-tailed) | .521 | .441 | .192 | .358 | .036 |  | .038 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X307 | Pearson Correlation | .213 | .238 | .476\*\* | .376\* | .358 | .381\* | 1 | .606\*\* |
| Sig. (2-tailed) | .258 | .204 | .008 | .040 | .052 | .038 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X308 | Pearson Correlation | .746\*\* | .772\*\* | .844\*\* | .820\*\* | .635\*\* | .549\*\* | .606\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .002 | .000 |  |
| N | 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 13 Hasil Uji Reliabilitas Variabel Kinerja Kerja (Y)**

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .964 | 16 |
|  |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| Y01 | 53.5333 | 98.671 | .844 | .962 |
| Y02 | 53.5333 | 98.120 | .895 | .960 |
| Y03 | 52.8667 | 110.809 | .705 | .964 |
| Y04 | 53.1000 | 108.576 | .706 | .963 |
| Y05 | 54.0333 | 103.068 | .844 | .961 |
| Y06 | 53.7000 | 105.183 | .725 | .963 |
| Y07 | 55.5667 | 112.737 | .664 | .964 |
| Y08 | 53.1000 | 101.128 | .909 | .960 |
| Y09 | 53.2000 | 104.648 | .800 | .962 |
| Y10 | 53.2000 | 108.234 | .814 | .962 |
| Y11 | 53.3333 | 105.816 | .787 | .962 |
| Y12 | 53.2667 | 107.857 | .787 | .962 |
| Y13 | 55.5667 | 112.737 | .664 | .964 |
| Y14 | 53.1000 | 101.128 | .909 | .960 |
| Y15 | 53.2000 | 104.648 | .800 | .962 |
| Y16 | 53.2000 | 108.234 | .814 | .962 |

**Lampiran 14 Hasil Uji Reliabilitas Variabel Lingkungan Kerja Fisik (X1)**

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .859 | 6 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X01 | 16.9667 | 6.999 | .735 | .818 |
| X02 | 17.6667 | 8.437 | .456 | .867 |
| X03 | 17.1667 | 6.557 | .714 | .826 |
| X04 | 16.9000 | 6.990 | .729 | .819 |
| X05 | 16.5333 | 8.257 | .671 | .837 |
| X06 | 16.6000 | 8.110 | .665 | .836 |

**Lampiran 15 Hasil Uji Reliabilitas Variabel Motivasi (X2)**

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .898 | 11 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X201 | 27.0667 | 24.064 | .835 | .877 |
| X202 | 27.5000 | 22.741 | .802 | .878 |
| X203 | 26.8333 | 25.316 | .608 | .891 |
| X204 | 28.3667 | 27.964 | .416 | .900 |
| X205 | 28.4000 | 27.903 | .477 | .897 |
| X206 | 28.4667 | 27.085 | .595 | .892 |
| X207 | 26.8333 | 25.316 | .608 | .891 |
| X208 | 25.6000 | 25.972 | .553 | .894 |
| X209 | 28.4667 | 27.085 | .595 | .892 |
| X210 | 27.1000 | 24.231 | .833 | .877 |
| X211 | 27.3667 | 23.137 | .683 | .889 |

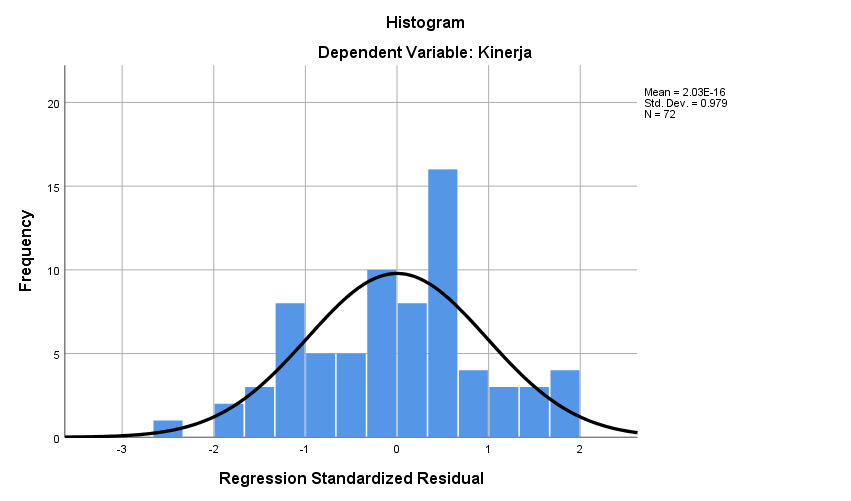
**Lampiran 16 Hasil Uji Reliabilitas Variabel Karakteristik Individu (X3)**

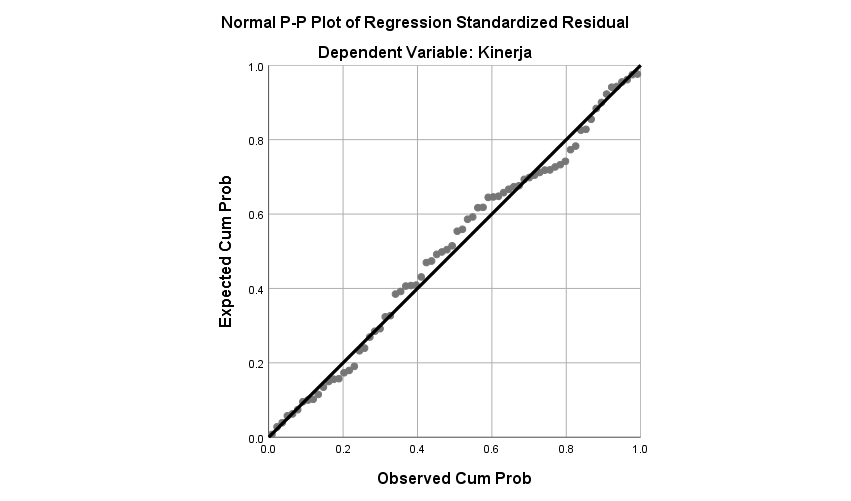
|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 88.2 |
| Excludeda | 4 | 11.8 |
| Total | 34 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

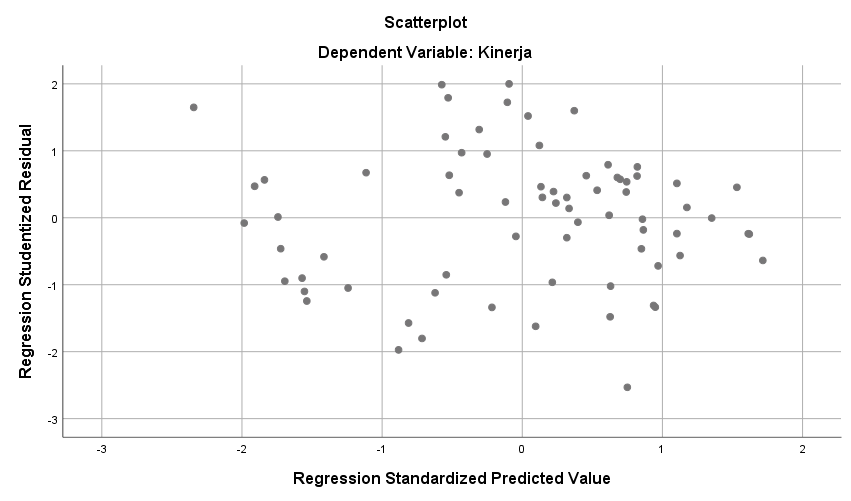
|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .821 | 7 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X301 | 20.9333 | 7.237 | .627 | .786 |
| X302 | 20.7000 | 7.321 | .674 | .780 |
| X303 | 20.8333 | 6.971 | .768 | .763 |
| X304 | 20.9667 | 7.344 | .747 | .771 |
| X305 | 22.5000 | 7.845 | .497 | .808 |
| X306 | 20.2000 | 7.683 | .314 | .856 |
| X307 | 21.4667 | 8.051 | .471 | .811 |

**Lampiran 17 Grafik Uji Normalitas**







**Lampiran 18 Hasil Uji Normalitas Kolmogorov-smirnov**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 72 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 6.62869385 |
| Most Extreme Differences | Absolute | .064 |
| Positive | .059 |
| Negative | -.064 |
| Test Statistic | | .064 |
| Asymp. Sig. (2-tailed) | | .200c,d |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

**Lampiran 19 Hasil Uji Multikolinearitas**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 42.617 | 6.022 |  | 7.077 | .000 |  |  |
| Lingkungan kerja fisik | 1.437 | .236 | .823 | 6.075 | .000 | .450 | 2.220 |
| Motivasi | -.696 | .196 | -.482 | -3.559 | .001 | .451 | 2.216 |
| Karakteristik individu | .455 | .315 | .168 | 1.444 | .153 | .614 | 1.628 |
| a. Dependent Variable: Kinerja | | | | | | | | |

**Lampiran 20 Hasil Uji Signifikansi Parsial (Uji t)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 42.617 | 6.022 |  | 7.077 | .000 |
| Lingkungan kerja fisik | 1.437 | .236 | .823 | 6.075 | .000 |
| Motivasi | -.696 | .196 | -.482 | -3.559 | .001 |
| Karakteristik individu | .455 | .315 | .168 | 1.444 | .153 |

**Lampiran 21 Hasil Uji Signifikansi Simultan (uji F)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .662a | .438 | .413 | 6.77334 |
| a. Predictors: (Constant), Karakteristik individu, Motivasi, Lingkungan kerja fisik | | | | |
| b. Dependent Variable: Kinerja | | | | |

**Lampiran 22 Hasil Uji t Tabel**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **d.f** | *t*0.10 | *t*0.05 | *t*0.025 | *t*0.01 | *t*0.005 | **d.f** |
| **40** | 1,303 | 1,684 | 2,021 | 2,423 | 2,704 | **40** |
| **41** | 1,303 | 1,683 | 2,020 | 2,421 | 2,701 | **41** |
| **42** | 1,302 | 1,682 | 2,018 | 2,418 | 2,698 | **42** |
| **43** | 1,302 | 1,681 | 2,017 | 2,416 | 2,695 | **43** |
| **44** | 1,301 | 1,680 | 2,015 | 2,414 | 2,692 | **44** |
| **45** | 1,301 | 1,679 | 2,014 | 2,412 | 2,690 | **45** |
| **46** | 1,300 | 1,679 | 2,013 | 2,410 | 2,687 | **46** |
| **47** | 1,300 | 1,678 | 2,012 | 2,408 | 2,685 | **47** |
| **48** | 1,299 | 1,677 | 2,011 | 2,407 | 2,682 | **48** |
| **49** | 1,299 | 1,677 | 2,010 | 2,405 | 2,680 | **49** |
| **50** | 1,299 | 1,676 | 2,009 | 2,403 | 2,678 | **50** |
| **51** | 1,298 | 1,675 | 2,008 | 2,402 | 2,676 | **51** |
| **52** | 1,298 | 1,675 | 2,007 | 2,400 | 2,674 | **52** |
| **53** | 1,298 | 1,674 | 2,006 | 2,399 | 2,672 | **53** |
| **54** | 1,297 | 1,674 | 2,005 | 2,397 | 2,670 | **54** |
| **55** | 1,297 | 1,673 | 2,004 | 2,396 | 2,668 | **55** |
| **56** | 1,297 | 1,673 | 2,003 | 2,395 | 2,667 | **56** |
| **57** | 1,297 | 1,672 | 2,002 | 2,394 | 2,665 | **57** |
| **58** | 1,296 | 1,672 | 2,002 | 2,392 | 2,663 | **58** |
| **59** | 1,296 | 1,671 | 2,001 | 2,391 | 2,662 | **59** |
| **60** | 1,296 | 1,671 | 2,000 | 2,390 | 2,660 | **60** |
| **61** | 1,296 | 1,670 | 2,000 | 2,389 | 2,659 | **61** |
| **62** | 1,295 | 1,670 | 1,999 | 2,388 | 2,657 | **62** |
| **63** | 1,295 | 1,669 | 1,998 | 2,387 | 2,656 | **63** |
| **64** | 1,295 | 1,669 | 1,998 | 2,386 | 2,655 | **64** |
| **65** | 1,295 | 1,669 | 1,997 | 2,385 | 2,654 | **65** |
| **66** | 1,295 | 1,668 | 1,997 | 2,384 | 2,652 | **66** |
| **67** | 1,294 | 1,668 | 1,996 | 2,383 | 2,651 | **67** |
| **68** | 1,294 | 1,668 | 1,995 | 2,382 | 2,650 | **68** |
| **69** | 1,294 | 1,667 | 1,995 | 2,382 | 2,649 | **69** |
| **70** | 1,294 | 1,667 | 1,994 | 2,381 | 2,648 | **70** |
| **71** | 1,294 | 1,667 | 1,994 | 2,380 | 2,647 | **71** |
| **72** | 1,293 | 1,666 | 1,993 | 2,379 | 2,646 | **72** |
| **73** | 1,293 | 1,666 | 1,993 | 2,379 | 2,645 | **73** |
| **74** | 1,293 | 1,666 | 1,993 | 2,378 | 2,644 | **74** |
| **75** | 1,293 | 1,665 | 1,992 | 2,377 | 2,643 | **75** |
| **76** | 1,293 | 1,665 | 1,992 | 2,376 | 2,642 | **76** |
| **77** | 1,293 | 1,665 | 1,991 | 2,376 | 2,641 | **77** |
| **78** | 1,292 | 1,665 | 1,991 | 2,375 | 2,640 | **78** |



