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***LAMPIRAN***

# LAMPIRAN 1

**KATA PENGANTAR KUESIONER**

Perihal : Permohonan Pengisian Kuesioner  
Judul Penelitian : Pengaruh Disiplin Kerja, Keselamatan dan Kesehatan Kerja, dan Beban Kerja Terhadap Produktivitas Kerja Karyawan CV. Perdana Home – Brebes.

Kepada Yth,   
Bapak/Ibu/Saudara/i Responden   
Di Tempat

Dengan Hormat,  
Dalam rangka menyelesaikan penelitian, saya Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari Bapak/Ibu/Saudara/i untuk mengisi kuesioner yang telah saya sediakan.  
Adapun data yang saya minta adalah sesuai dengan kondisi yang dirasakan Saudara selama ini. Saya akan menjaga kerahasiaan karena data ini hanya untuk kepentingan penelitian.  
Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini.  
Atas perhatian dan bantuannya, saya mengucapkan terima kasih.

Tegal, Oktober 2023

Hormat Saya,

Mohamad Rifqi Awaludin

# KUESIONER PENELITIAN

**PETUNJUK PENGISIAN KUESIONER**

1. Mohon terlebih dahulu mengisi data responden sebelum mengisi kuesioner.
2. Pilihlah jawaban dengan memberikan tanda checklist (√) pada kolom yang tersedia..
3. Mohon menjawab semua pernyataan yang tertera

**DATA RESPONDEN**

1. Jenis Kelamin

Laki-laki Perempuan

1. Usia

21-30 tahun 31-40 tahun >41 tahun

1. Pendidikan

SMK/SMA Diploma Sarjana

**Keterangan**

STS : Sangat Tidak Setuju

TS : Tidak Setuju

N : Netral

S : Setuju

SS : Sangat Setuju

# DAFTAR PERNYATAAN KUESIONER

**Petunjuk pengisian**

Berilah tanda *check list* (√) pada salah satu jawaban yang paling sesuai dengan pendapat saudara.

* 1. **Variabel Produktivitas (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **Tanggapan** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| **Ketrampilan yang dimiliki** | | | | | | |
| 1 | Karyawan harus memiliki ketrampilan yang sesuai dengan pekerjaan yang dikerjakan |  |  |  |  |  |
| 2 | Karyawan harus bersikap profesional dalam bekerja |  |  |  |  |  |
| **Mengerjakan hasil pekerjaan** | | | | | | |
| 3 | Karyawan harus mampu mengerjakan sampai hasil yang dikerjakan |  |  |  |  |  |
| 4 | Kayawan harus bisa bekerja dengan maksimal agar hasilnya dapat dinikmati |  |  |  |  |  |
| **Etos kerja** | | | | | | |
| 5 | Karyawan harus selalu kerja keras atau pantang menyerah dalam menyelesaikan pekerjaannya |  |  |  |  |  |
| 6 | Karyawan harus selalu melihat perbandingan hasil akhirnya |  |  |  |  |  |
| **Melihat tantangan dan harapan** | | | | | | |
| 7 | Karyawan harus selalu melihat tantangan agar dapat memotivasi diri sendiri ketika bekerja |  |  |  |  |  |
| 8 | Karyawan harus selalu melihat harapan kedepannya |  |  |  |  |  |
| 9 | Karyawan harus melihat hasil pekerjaannya agar tahu kurangnya dimana |  |  |  |  |  |
| **Masukan dan keluaran** | | | | | | |
| 10 | Karyawan dapat memberikan perbandingan dari masukan terkait dengan pekerjaan yang dilakukan |  |  |  |  |  |
| 11 | Karyawan dapat memberikan perbandingan dari keluaran terkait dengan pekerjaan yang dilakukan |  |  |  |  |  |

* 1. **Disiplin Kerja (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **Tanggapan** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| **Masuk kerja tepat waktu** | | | | | | |
| 1 | Karyawan harus selalu hadir tepat waktu dalam bekerja |  |  |  |  |  |
| 2 | Karyawan dapat melakukan pekerjaan sesuai waktu yang telah ditentukan |  |  |  |  |  |
| 3 | Karyawan harus tetap bekerja dan tidak pernah mangkir di jam kerja yang telah ditentukan |  |  |  |  |  |
| **Mematuhi semua peraturan** | | | | | | |
| 4 | Karyawan selalu mengikuti peraturan kerja yang telah ditetapkan |  |  |  |  |  |
| 5 | Karyawan harus menyelesaikan targetnya sesuai target yang telah ditentukan |  |  |  |  |  |
| 6 | Karyawan harus membuat laporan kerja harian terkait pekerjaan dari perusahaan |  |  |  |  |  |

* 1. **Keselamatan dan Kesehatan Kerja (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **Tanggapan** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| **Penataan ruang kerja** | | | | | | |
| 1 | Karyawan paham penataan dan penyimpanan barang yang kurang diperhitungkan keamanannya |  |  |  |  |  |
| 2 | Karyawan menjadi tidak nyaman saat bekerja karena ruang kerja yang ditempati sangat sesak |  |  |  |  |  |
| **Sirkulasi udara** | | | | | | |
| 3 | Sirkulasi udara di ruang kerja kurang baik untuk Kesehatan |  |  |  |  |  |
| 4 | Sirkulasi udara di ruang kerja terlalu berdebu |  |  |  |  |  |
| **Pengaturan ruang kerja** | | | | | | |
| 5 | Kurangnya pengaturan dan penggunaan sumber cahaya dalam ruang kerja dapat menghambat kinerja karyawan |  |  |  |  |  |
| 6 | Ruang kerja yang terlalu gelap sehingga dapat menghambat pekerjaan karyawan |  |  |  |  |  |
| **Penggunaan peralatan kerja** | | | | | | |
| 7 | Rusaknya pengaman peralatan kerja dapat berisiko tinggi terhadap keselamatan karyawan |  |  |  |  |  |
| 8 | Penggunaan mesin atau alat kerja yang pengamanannya kurang baik dapat berisiko tinggi terhadap keselamatan karyawan |  |  |  |  |  |
| **Kondisi fisik** | | | | | | |
| 9 | Stamina tubuh yang tidak stabil dapat mengganggu karyawan saat bekerja |  |  |  |  |  |
| 10 | Karyawan memiliki kepribadian yang cukup rapuh |  |  |  |  |  |

* 1. **Beban Kerja (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **Tanggapan** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| **Penguasaan pekerjaan** | | | | | | |
| 1 | Karyawan menguasai pekerjaannya |  |  |  |  |  |
| 2 | Karyawan ditempatkan sesuai dengan keahliannya |  |  |  |  |  |
| 3 | Kondisi pekerjaan sesuai dengan ketertiban yang sudah ditetapkan |  |  |  |  |  |
| **Bekerja sesuai SOP** | | | | | | |
| 4 | Waktu yang diberikan perusahaan untuk menyelesaikan pekerjaan karyawan sudah cukup |  |  |  |  |  |
| 5 | Pada jam istirahat karyawan juga menyelesaikan pekerjaannya |  |  |  |  |  |
| 6 | Karyawan bekerja sesuai dengan SOP yang ada |  |  |  |  |  |
| **Banyaknya pekerjaan yang harus diseleseikan** | | | | | | |
| 7 | Karyawan dapat menyesuaikan diri dengan perubahan yang tidak terduga dalam tuntutan pekerjaan untuk memenuhi jadwal |  |  |  |  |  |
| 8 | Karyawan memiliki target yang sudah jelas |  |  |  |  |  |
| 9 | Karyawan dapat mengidentifikasi masalah dan dapat menerapkan solusi jika terjadi masalah |  |  |  |  |  |

**Lampiran Pengolahan Data Ordinal**

* + - * 1. Lampiran data hasil kuesioner variabel Produktivitas Kerja (Y)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Y1.1 | Y1.2 | Y1.3 | Y1.4 | Y1.5 | Y1.6 | Y1.7 | Y1.8 | Y1.9 | Y1.10 | Y1.11 | Y1.TOTAL |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 47 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 45 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 52 |
| 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 50 |
| 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 53 |
| 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 44 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 50 |
| 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 47 |
| 5 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 49 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 54 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 53 |
| 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 51 |
| 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 4 | 47 |
| 5 | 5 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 50 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 44 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 53 |
| 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 41 |
| 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 47 |
| 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 40 |
| 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 50 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 54 |
| 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 50 |
| 4 | 3 | 3 | 5 | 5 | 4 | 4 | 3 | 3 | 3 | 5 | 42 |
| 5 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 43 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 54 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 41 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 50 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 50 |
| 4 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 44 |
| 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 49 |

* + - * 1. Lampiran data hasil kuesioner variabel Disiplin Kerja (X1)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.TOTAL |
| 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 3 | 3 | 3 | 4 | 3 | 3 | 19 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 5 | 4 | 4 | 4 | 3 | 24 |
| 4 | 5 | 5 | 4 | 5 | 4 | 27 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 4 | 5 | 4 | 5 | 4 | 5 | 27 |
| 5 | 4 | 4 | 5 | 5 | 5 | 28 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 3 | 5 | 3 | 5 | 4 | 5 | 25 |
| 4 | 5 | 4 | 4 | 5 | 4 | 26 |
| 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 3 | 4 | 4 | 4 | 3 | 22 |
| 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 4 | 3 | 4 | 3 | 4 | 3 | 21 |
| 5 | 4 | 4 | 4 | 5 | 4 | 26 |
| 4 | 4 | 5 | 4 | 4 | 4 | 25 |
| 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 5 | 4 | 5 | 4 | 4 | 26 |
| 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 4 | 3 | 5 | 3 | 4 | 4 | 23 |
| 3 | 4 | 4 | 4 | 4 | 5 | 24 |

* + - * 1. Lampiran data hasil kuesiner variabel Keselamatan dan Kesehatan Kerja K3 (X2)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.TOTAL |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 4 | 5 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 38 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 4 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 3 | 40 |
| 5 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 39 |
| 3 | 3 | 3 | 4 | 5 | 4 | 3 | 3 | 3 | 3 | 34 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 3 | 3 | 5 | 4 | 5 | 3 | 3 | 4 | 4 | 3 | 37 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 5 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 35 |
| 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 34 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 3 | 3 | 32 |
| 5 | 4 | 5 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 39 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 3 | 38 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 4 | 5 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 38 |
| 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 5 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 5 | 36 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 47 |
| 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 39 |
| 5 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 35 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 4 | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 43 |
| 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 42 |
| 3 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 3 | 3 | 40 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |

* + - * 1. Lampiran data hasil kuesioner variabel Beban Kerja (X3**)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.TOTAL |
| 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 37 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 41 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 37 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 42 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 38 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 42 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 43 |
| 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 44 |
| 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 38 |
| 5 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 39 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 44 |
| 4 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 35 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 38 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 33 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 42 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 40 |
| 4 | 4 | 3 | 5 | 5 | 4 | 4 | 3 | 3 | 35 |
| 5 | 3 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 35 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 34 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 41 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 42 |
| 4 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 3 | 36 |
| 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 40 |

**Lampiran Pengolahan Data Interval (MSI)**

Variabel Produktivitas Kerja (Y)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Y1.1** | **Y1.2** | **Y1.3** | **Y1.4** | **Y1.5** | **Y1.6** | **Y1.7** | **Y1.8** | **Y1.9** | **Y1.10** | **Y1.11** | **Y1.TOTAL** |
| 2,672 | 2,219 | 2,161 | 2,604 | 2,395 | 2,368 | 1,000 | 2,288 | 3,485 | 2,324 | 3,958 | 27,473 |
| 2,672 | 3,526 | 2,161 | 1,000 | 2,395 | 2,368 | 1,000 | 2,288 | 2,207 | 2,324 | 2,496 | 24,437 |
| 2,672 | 2,219 | 2,161 | 1,000 | 2,395 | 2,368 | 1,000 | 2,288 | 2,207 | 2,324 | 2,496 | 23,130 |
| 4,188 | 3,526 | 2,161 | 2,604 | 3,899 | 3,803 | 2,612 | 3,672 | 3,485 | 3,694 | 1,000 | 34,643 |
| 4,188 | 3,526 | 2,161 | 1,000 | 3,899 | 3,803 | 1,000 | 3,672 | 2,207 | 3,694 | 2,496 | 31,646 |
| 4,188 | 1,000 | 3,484 | 2,604 | 3,899 | 3,803 | 2,612 | 3,672 | 3,485 | 3,694 | 3,958 | 36,398 |
| 2,672 | 2,219 | 2,161 | 2,604 | 3,899 | 2,368 | 1,000 | 2,288 | 1,000 | 1,000 | 2,496 | 23,707 |
| 2,672 | 3,526 | 3,484 | 2,604 | 3,899 | 3,803 | 2,612 | 2,288 | 2,207 | 2,324 | 2,496 | 31,915 |
| 2,672 | 3,526 | 3,484 | 1,000 | 2,395 | 2,368 | 1,000 | 2,288 | 3,485 | 2,324 | 2,496 | 27,037 |
| 4,188 | 1,000 | 3,484 | 2,604 | 3,899 | 3,803 | 1,000 | 2,288 | 2,207 | 2,324 | 3,958 | 30,755 |
| 4,188 | 3,526 | 3,484 | 2,604 | 3,899 | 3,803 | 2,612 | 3,672 | 3,485 | 3,694 | 2,496 | 37,462 |
| 4,188 | 2,219 | 3,484 | 2,604 | 3,899 | 3,803 | 2,612 | 3,672 | 2,207 | 3,694 | 3,958 | 36,340 |
| 4,188 | 2,219 | 3,484 | 1,000 | 3,899 | 3,803 | 2,612 | 3,672 | 3,485 | 2,324 | 2,496 | 33,181 |
| 4,188 | 2,219 | 2,161 | 1,000 | 2,395 | 2,368 | 2,612 | 3,672 | 1,000 | 3,694 | 2,496 | 27,804 |
| 4,188 | 3,526 | 1,000 | 2,604 | 3,899 | 2,368 | 1,000 | 3,672 | 2,207 | 3,694 | 3,958 | 32,115 |
| 4,188 | 2,219 | 2,161 | 1,000 | 2,395 | 2,368 | 1,000 | 2,288 | 2,207 | 2,324 | 1,000 | 23,150 |
| 4,188 | 3,526 | 3,484 | 2,604 | 3,899 | 3,803 | 2,612 | 3,672 | 2,207 | 3,694 | 2,496 | 36,184 |
| 2,672 | 1,000 | 2,161 | 1,000 | 2,395 | 1,000 | 1,000 | 1,000 | 2,207 | 2,324 | 2,496 | 19,256 |
| 2,672 | 3,526 | 2,161 | 1,000 | 3,899 | 2,368 | 1,000 | 3,672 | 2,207 | 2,324 | 2,496 | 27,326 |
| 1,000 | 1,000 | 2,161 | 1,000 | 2,395 | 2,368 | 1,000 | 1,000 | 1,000 | 2,324 | 2,496 | 17,745 |
| 2,672 | 2,219 | 3,484 | 2,604 | 3,899 | 3,803 | 2,612 | 2,288 | 2,207 | 2,324 | 3,958 | 32,070 |
| 2,672 | 3,526 | 3,484 | 2,604 | 3,899 | 3,803 | 2,612 | 3,672 | 3,485 | 3,694 | 3,958 | 37,408 |
| 2,672 | 2,219 | 3,484 | 2,604 | 3,899 | 2,368 | 1,000 | 2,288 | 3,485 | 3,694 | 3,958 | 31,671 |
| 2,672 | 1,000 | 1,000 | 2,604 | 3,899 | 2,368 | 1,000 | 1,000 | 1,000 | 1,000 | 3,958 | 21,500 |
| 4,188 | 2,219 | 3,484 | 1,000 | 1,000 | 1,000 | 1,000 | 2,288 | 2,207 | 1,000 | 2,496 | 21,882 |
| 4,188 | 3,526 | 3,484 | 2,604 | 3,899 | 3,803 | 2,612 | 3,672 | 3,485 | 2,324 | 3,958 | 37,554 |
| 2,672 | 2,219 | 1,000 | 1,000 | 2,395 | 2,368 | 1,000 | 2,288 | 1,000 | 1,000 | 2,496 | 19,437 |
| 2,672 | 2,219 | 2,161 | 1,000 | 2,395 | 2,368 | 1,000 | 2,288 | 2,207 | 2,324 | 2,496 | 23,130 |
| 2,672 | 2,219 | 2,161 | 2,604 | 3,899 | 3,803 | 1,000 | 2,288 | 3,485 | 3,694 | 3,958 | 31,783 |
| 4,188 | 3,526 | 3,484 | 2,604 | 3,899 | 3,803 | 2,612 | 3,672 | 3,485 | 3,694 | 3,958 | 38,924 |
| 2,672 | 2,219 | 3,484 | 2,604 | 3,899 | 3,803 | 2,612 | 3,672 | 2,207 | 2,324 | 2,496 | 31,992 |
| 2,672 | 3,526 | 1,000 | 2,604 | 2,395 | 2,368 | 1,000 | 2,288 | 1,000 | 2,324 | 2,496 | 23,672 |
| 2,672 | 2,219 | 3,484 | 1,000 | 2,395 | 3,803 | 1,000 | 3,672 | 3,485 | 2,324 | 3,958 | 30,012 |

Variabel Disiplin Kerja (X1)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.TOTAL** |
| 3,582 | 2,139 | 2,452 | 2,452 | 2,663 | 2,462 | 15,750 |
| 1,000 | 1,000 | 1,000 | 2,452 | 1,000 | 1,000 | 7,452 |
| 2,259 | 2,139 | 2,452 | 2,452 | 2,663 | 2,462 | 14,428 |
| 2,259 | 2,139 | 2,452 | 2,452 | 2,663 | 2,462 | 14,428 |
| 2,259 | 3,421 | 2,452 | 2,452 | 2,663 | 1,000 | 14,248 |
| 2,259 | 3,421 | 3,890 | 2,452 | 4,200 | 2,462 | 18,685 |
| 2,259 | 2,139 | 2,452 | 2,452 | 2,663 | 2,462 | 14,428 |
| 2,259 | 2,139 | 2,452 | 2,452 | 2,663 | 2,462 | 14,428 |
| 3,582 | 3,421 | 3,890 | 3,890 | 4,200 | 3,916 | 22,899 |
| 2,259 | 3,421 | 2,452 | 3,890 | 2,663 | 3,916 | 18,602 |
| 3,582 | 2,139 | 2,452 | 3,890 | 4,200 | 3,916 | 20,179 |
| 3,582 | 3,421 | 3,890 | 3,890 | 4,200 | 3,916 | 22,899 |
| 2,259 | 2,139 | 2,452 | 2,452 | 2,663 | 2,462 | 14,428 |
| 1,000 | 3,421 | 1,000 | 3,890 | 2,663 | 3,916 | 15,890 |
| 2,259 | 3,421 | 2,452 | 2,452 | 4,200 | 2,462 | 17,247 |
| 3,582 | 3,421 | 3,890 | 3,890 | 2,663 | 2,462 | 19,909 |
| 2,259 | 2,139 | 2,452 | 2,452 | 2,663 | 2,462 | 14,428 |
| 2,259 | 1,000 | 2,452 | 2,452 | 2,663 | 1,000 | 11,826 |
| 1,000 | 2,139 | 2,452 | 2,452 | 2,663 | 2,462 | 13,169 |
| 3,582 | 3,421 | 3,890 | 3,890 | 4,200 | 2,462 | 21,446 |
| 3,582 | 3,421 | 3,890 | 2,452 | 2,663 | 2,462 | 18,471 |
| 3,582 | 3,421 | 3,890 | 3,890 | 4,200 | 2,462 | 21,446 |
| 3,582 | 3,421 | 3,890 | 3,890 | 4,200 | 3,916 | 22,899 |
| 2,259 | 1,000 | 2,452 | 1,000 | 2,663 | 1,000 | 10,374 |
| 3,582 | 2,139 | 2,452 | 2,452 | 4,200 | 2,462 | 17,287 |
| 2,259 | 2,139 | 3,890 | 2,452 | 2,663 | 2,462 | 15,866 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 6,000 |
| 2,259 | 2,139 | 2,452 | 2,452 | 2,663 | 2,462 | 14,428 |
| 2,259 | 3,421 | 2,452 | 3,890 | 2,663 | 2,462 | 17,148 |
| 3,582 | 3,421 | 2,452 | 2,452 | 2,663 | 2,462 | 17,032 |
| 3,582 | 3,421 | 3,890 | 3,890 | 2,663 | 2,462 | 19,909 |
| 2,259 | 1,000 | 3,890 | 1,000 | 2,663 | 2,462 | 13,275 |
| 1,000 | 2,139 | 2,452 | 2,452 | 2,663 | 3,916 | 14,622 |

Variabel Keselamatan dan Kesehatan Kerja K3 (X2)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** | **X2.TOTAL** |
| 2,091 | 2,035 | 1,984 | 2,169 | 1,974 | 2,130 | 2,130 | 2,209 | 2,139 | 3,123 | 21,984 |
| 2,091 | 3,129 | 1,984 | 1,000 | 1,974 | 1,000 | 2,130 | 1,000 | 2,139 | 2,052 | 18,499 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 10,000 |
| 2,091 | 3,129 | 3,090 | 3,380 | 1,974 | 1,000 | 1,000 | 2,209 | 2,139 | 1,000 | 21,012 |
| 3,266 | 1,000 | 1,984 | 2,169 | 1,974 | 2,130 | 2,130 | 1,000 | 2,139 | 2,052 | 19,844 |
| 1,000 | 1,000 | 1,000 | 2,169 | 3,112 | 2,130 | 1,000 | 1,000 | 1,000 | 1,000 | 14,411 |
| 2,091 | 3,129 | 3,090 | 3,380 | 3,112 | 3,243 | 3,243 | 3,442 | 3,309 | 3,123 | 31,164 |
| 1,000 | 1,000 | 3,090 | 2,169 | 3,112 | 1,000 | 1,000 | 2,209 | 2,139 | 1,000 | 17,719 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 10,000 |
| 3,266 | 2,035 | 1,000 | 2,169 | 1,000 | 1,000 | 1,000 | 1,000 | 2,139 | 1,000 | 15,610 |
| 2,091 | 1,000 | 1,000 | 1,000 | 1,000 | 2,130 | 2,130 | 2,209 | 1,000 | 1,000 | 14,560 |
| 3,266 | 3,129 | 3,090 | 3,380 | 3,112 | 3,243 | 3,243 | 3,442 | 3,309 | 2,052 | 31,267 |
| 3,266 | 3,129 | 3,090 | 3,380 | 3,112 | 2,130 | 3,243 | 3,442 | 3,309 | 3,123 | 31,226 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 3,442 | 1,000 | 1,000 | 12,442 |
| 3,266 | 2,035 | 3,090 | 1,000 | 1,000 | 1,000 | 2,130 | 2,209 | 2,139 | 2,052 | 19,922 |
| 2,091 | 2,035 | 1,984 | 2,169 | 3,112 | 2,130 | 2,130 | 1,000 | 1,000 | 1,000 | 18,651 |
| 3,266 | 3,129 | 3,090 | 2,169 | 1,974 | 2,130 | 2,130 | 2,209 | 2,139 | 2,052 | 24,289 |
| 3,266 | 2,035 | 3,090 | 3,380 | 3,112 | 3,243 | 3,243 | 3,442 | 3,309 | 3,123 | 31,245 |
| 2,091 | 3,129 | 1,000 | 1,000 | 1,974 | 2,130 | 1,000 | 2,209 | 2,139 | 2,052 | 18,724 |
| 2,091 | 2,035 | 1,984 | 2,169 | 3,112 | 3,243 | 3,243 | 3,442 | 3,309 | 3,123 | 27,752 |
| 2,091 | 3,129 | 3,090 | 3,380 | 3,112 | 3,243 | 3,243 | 2,209 | 3,309 | 3,123 | 29,930 |
| 3,266 | 2,035 | 3,090 | 3,380 | 3,112 | 3,243 | 3,243 | 3,442 | 3,309 | 3,123 | 31,245 |
| 3,266 | 1,000 | 1,000 | 2,169 | 1,000 | 2,130 | 1,000 | 1,000 | 1,000 | 3,123 | 16,689 |
| 2,091 | 3,129 | 3,090 | 3,380 | 3,112 | 3,243 | 3,243 | 3,442 | 3,309 | 1,000 | 29,040 |
| 1,000 | 3,129 | 1,984 | 2,169 | 1,974 | 1,000 | 2,130 | 2,209 | 1,000 | 3,123 | 19,718 |
| 3,266 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,209 | 2,139 | 2,052 | 15,666 |
| 3,266 | 2,035 | 3,090 | 3,380 | 3,112 | 3,243 | 3,243 | 3,442 | 3,309 | 3,123 | 31,245 |
| 2,091 | 3,129 | 3,090 | 3,380 | 3,112 | 3,243 | 3,243 | 3,442 | 3,309 | 3,123 | 31,164 |
| 2,091 | 3,129 | 3,090 | 2,169 | 3,112 | 1,000 | 2,130 | 2,209 | 2,139 | 3,123 | 24,192 |
| 1,000 | 2,035 | 1,984 | 2,169 | 3,112 | 2,130 | 2,130 | 2,209 | 2,139 | 2,052 | 20,960 |
| 3,266 | 1,000 | 1,984 | 2,169 | 1,974 | 3,243 | 2,130 | 2,209 | 3,309 | 2,052 | 23,336 |
| 1,000 | 3,129 | 3,090 | 3,380 | 3,112 | 2,130 | 1,000 | 2,209 | 1,000 | 1,000 | 21,050 |
| 3,266 | 2,035 | 1,984 | 2,169 | 1,974 | 2,130 | 2,130 | 2,209 | 2,139 | 2,052 | 22,088 |

Variabel Beban kerja (X3)

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.TOTAL** |
| 1,000 | 2,628 | 2,161 | 2,604 | 2,395 | 2,368 | 1,000 | 2,288 | 3,485 | 19,928 |
| 2,454 | 4,136 | 2,161 | 1,000 | 2,395 | 2,368 | 1,000 | 2,288 | 2,207 | 20,009 |
| 2,454 | 2,628 | 2,161 | 1,000 | 2,395 | 2,368 | 1,000 | 2,288 | 2,207 | 18,501 |
| 3,904 | 4,136 | 2,161 | 2,604 | 3,899 | 3,803 | 2,612 | 3,672 | 3,485 | 30,276 |
| 3,904 | 4,136 | 2,161 | 1,000 | 3,899 | 3,803 | 1,000 | 3,672 | 2,207 | 25,783 |
| 3,904 | 4,136 | 3,484 | 2,604 | 3,899 | 3,803 | 2,612 | 3,672 | 3,485 | 31,599 |
| 2,454 | 2,628 | 2,161 | 2,604 | 3,899 | 2,368 | 1,000 | 2,288 | 1,000 | 20,402 |
| 2,454 | 4,136 | 3,484 | 2,604 | 3,899 | 3,803 | 2,612 | 2,288 | 2,207 | 27,487 |
| 2,454 | 2,628 | 3,484 | 1,000 | 2,395 | 2,368 | 1,000 | 2,288 | 3,485 | 21,101 |
| 3,904 | 4,136 | 3,484 | 2,604 | 3,899 | 3,803 | 1,000 | 2,288 | 2,207 | 27,326 |
| 3,904 | 4,136 | 3,484 | 2,604 | 3,899 | 3,803 | 2,612 | 3,672 | 3,485 | 31,599 |
| 3,904 | 2,628 | 3,484 | 2,604 | 3,899 | 3,803 | 2,612 | 3,672 | 2,207 | 28,813 |
| 3,904 | 4,136 | 3,484 | 1,000 | 3,899 | 3,803 | 2,612 | 3,672 | 3,485 | 29,995 |
| 3,904 | 2,628 | 2,161 | 1,000 | 2,395 | 2,368 | 2,612 | 3,672 | 1,000 | 21,740 |
| 3,904 | 2,628 | 1,000 | 2,604 | 3,899 | 2,368 | 1,000 | 3,672 | 2,207 | 23,282 |
| 3,904 | 2,628 | 2,161 | 1,000 | 2,395 | 2,368 | 1,000 | 2,288 | 2,207 | 19,952 |
| 3,904 | 4,136 | 3,484 | 2,604 | 3,899 | 3,803 | 2,612 | 3,672 | 2,207 | 30,321 |
| 2,454 | 4,136 | 2,161 | 1,000 | 2,395 | 1,000 | 1,000 | 1,000 | 2,207 | 17,353 |
| 2,454 | 2,628 | 2,161 | 1,000 | 3,899 | 2,368 | 1,000 | 3,672 | 2,207 | 21,389 |
| 1,000 | 2,628 | 2,161 | 1,000 | 2,395 | 2,368 | 1,000 | 1,000 | 1,000 | 14,552 |
| 2,454 | 4,136 | 3,484 | 2,604 | 3,899 | 3,803 | 2,612 | 2,288 | 2,207 | 27,487 |
| 2,454 | 4,136 | 3,484 | 2,604 | 3,899 | 3,803 | 2,612 | 3,672 | 3,485 | 30,148 |
| 2,454 | 2,628 | 3,484 | 2,604 | 3,899 | 2,368 | 1,000 | 2,288 | 3,485 | 24,209 |
| 2,454 | 2,628 | 1,000 | 2,604 | 3,899 | 2,368 | 1,000 | 1,000 | 1,000 | 17,953 |
| 3,904 | 1,000 | 3,484 | 1,000 | 1,000 | 1,000 | 1,000 | 2,288 | 2,207 | 16,884 |
| 3,904 | 4,136 | 3,484 | 2,604 | 3,899 | 3,803 | 2,612 | 3,672 | 3,485 | 31,599 |
| 2,454 | 2,628 | 1,000 | 1,000 | 2,395 | 2,368 | 1,000 | 2,288 | 1,000 | 16,132 |
| 2,454 | 2,628 | 2,161 | 1,000 | 2,395 | 2,368 | 1,000 | 2,288 | 2,207 | 18,501 |
| 2,454 | 4,136 | 2,161 | 2,604 | 3,899 | 3,803 | 1,000 | 2,288 | 3,485 | 25,830 |
| 3,904 | 2,628 | 3,484 | 2,604 | 3,899 | 3,803 | 2,612 | 3,672 | 3,485 | 30,091 |
| 2,454 | 2,628 | 3,484 | 2,604 | 3,899 | 3,803 | 2,612 | 3,672 | 2,207 | 27,363 |
| 2,454 | 4,136 | 1,000 | 2,604 | 2,395 | 2,368 | 1,000 | 2,288 | 1,000 | 19,244 |
| 2,454 | 2,628 | 3,484 | 1,000 | 2,395 | 3,803 | 1,000 | 3,672 | 3,485 | 23,920 |

**Lampiran Hasil Output SPSS**

1. **Uji Validitas**
   * + 1. **Hasil Uji Validitas Variabel Produktivitas Kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | |
|  | | Y1.1 | Y1.2 | Y1.3 | Y1.4 | Y1.5 | Y1.6 | Y1.7 | Y1.8 | Y1.9 | Y1.10 | Y1.11 | Y1.TOTAL |
| Y1.1 | Pearson Correlation | 1 | ,247 | ,293 | ,197 | ,237 | ,371\* | ,463\* | ,704\*\* | ,289 | ,398\* | -,033 | ,573\*\* |
| Sig. (2-tailed) |  | ,188 | ,116 | ,298 | ,207 | ,044 | ,010 | ,000 | ,122 | ,029 | ,861 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.2 | Pearson Correlation | ,247 | 1 | ,172 | ,097 | ,235 | ,320 | ,304 | ,621\*\* | ,371\* | ,352 | -,182 | ,519\*\* |
| Sig. (2-tailed) | ,188 |  | ,362 | ,610 | ,210 | ,085 | ,102 | ,000 | ,043 | ,057 | ,335 | ,003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.3 | Pearson Correlation | ,293 | ,172 | 1 | ,283 | ,220 | ,465\*\* | ,580\*\* | ,338 | ,563\*\* | ,303 | ,198 | ,617\*\* |
| Sig. (2-tailed) | ,116 | ,362 |  | ,130 | ,243 | ,010 | ,001 | ,068 | ,001 | ,103 | ,293 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.4 | Pearson Correlation | ,197 | ,097 | ,283 | 1 | ,705\*\* | ,572\*\* | ,439\* | ,242 | ,345 | ,343 | ,602\*\* | ,638\*\* |
| Sig. (2-tailed) | ,298 | ,610 | ,130 |  | ,000 | ,001 | ,015 | ,198 | ,062 | ,064 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.5 | Pearson Correlation | ,237 | ,235 | ,220 | ,705\*\* | 1 | ,768\*\* | ,467\*\* | ,463\*\* | ,291 | ,460\* | ,404\* | ,705\*\* |
| Sig. (2-tailed) | ,207 | ,210 | ,243 | ,000 |  | ,000 | ,009 | ,010 | ,118 | ,010 | ,027 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.6 | Pearson Correlation | ,371\* | ,320 | ,465\*\* | ,572\*\* | ,768\*\* | 1 | ,690\*\* | ,588\*\* | ,435\* | ,546\*\* | ,274 | ,823\*\* |
| Sig. (2-tailed) | ,044 | ,085 | ,010 | ,001 | ,000 |  | ,000 | ,001 | ,016 | ,002 | ,142 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.7 | Pearson Correlation | ,463\* | ,304 | ,580\*\* | ,439\* | ,467\*\* | ,690\*\* | 1 | ,628\*\* | ,349 | ,480\*\* | ,114 | ,748\*\* |
| Sig. (2-tailed) | ,010 | ,102 | ,001 | ,015 | ,009 | ,000 |  | ,000 | ,059 | ,007 | ,548 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.8 | Pearson Correlation | ,704\*\* | ,621\*\* | ,338 | ,242 | ,463\*\* | ,588\*\* | ,628\*\* | 1 | ,438\* | ,629\*\* | ,057 | ,800\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,068 | ,198 | ,010 | ,001 | ,000 |  | ,015 | ,000 | ,763 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.9 | Pearson Correlation | ,289 | ,371\* | ,563\*\* | ,345 | ,291 | ,435\* | ,349 | ,438\* | 1 | ,517\*\* | ,239 | ,692\*\* |
| Sig. (2-tailed) | ,122 | ,043 | ,001 | ,062 | ,118 | ,016 | ,059 | ,015 |  | ,003 | ,204 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.10 | Pearson Correlation | ,398\* | ,352 | ,303 | ,343 | ,460\* | ,546\*\* | ,480\*\* | ,629\*\* | ,517\*\* | 1 | ,192 | ,734\*\* |
| Sig. (2-tailed) | ,029 | ,057 | ,103 | ,064 | ,010 | ,002 | ,007 | ,000 | ,003 |  | ,310 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.11 | Pearson Correlation | -,033 | -,182 | ,198 | ,602\*\* | ,404\* | ,274 | ,114 | ,057 | ,239 | ,192 | 1 | ,377\* |
| Sig. (2-tailed) | ,861 | ,335 | ,293 | ,000 | ,027 | ,142 | ,548 | ,763 | ,204 | ,310 |  | ,040 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.TOTAL | Pearson Correlation | ,573\*\* | ,519\*\* | ,617\*\* | ,638\*\* | ,705\*\* | ,823\*\* | ,748\*\* | ,800\*\* | ,692\*\* | ,734\*\* | ,377\* | 1 |
| Sig. (2-tailed) | ,001 | ,003 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,040 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | |

* + - 1. **Hasil Uji Validitas Variabel Disiplin Kerja (X1)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.TOTAL |
| X1.1 | Pearson Correlation | 1 | ,456\* | ,748\*\* | ,478\*\* | ,693\*\* | ,405\* | ,788\*\* |
| Sig. (2-tailed) |  | ,013 | ,000 | ,009 | ,000 | ,029 | ,000 |
| N | 29 | 29 | 29 | 29 | 29 | 29 | 29 |
| X1.2 | Pearson Correlation | ,456\* | 1 | ,577\*\* | ,722\*\* | ,594\*\* | ,616\*\* | ,832\*\* |
| Sig. (2-tailed) | ,013 |  | ,001 | ,000 | ,001 | ,000 | ,000 |
| N | 29 | 29 | 29 | 29 | 29 | 29 | 29 |
| X1.3 | Pearson Correlation | ,748\*\* | ,577\*\* | 1 | ,423\* | ,655\*\* | ,349 | ,782\*\* |
| Sig. (2-tailed) | ,000 | ,001 |  | ,022 | ,000 | ,063 | ,000 |
| N | 29 | 29 | 29 | 29 | 29 | 29 | 29 |
| X1.4 | Pearson Correlation | ,478\*\* | ,722\*\* | ,423\* | 1 | ,531\*\* | ,745\*\* | ,809\*\* |
| Sig. (2-tailed) | ,009 | ,000 | ,022 |  | ,003 | ,000 | ,000 |
| N | 29 | 29 | 29 | 29 | 29 | 29 | 29 |
| X1.5 | Pearson Correlation | ,693\*\* | ,594\*\* | ,655\*\* | ,531\*\* | 1 | ,570\*\* | ,835\*\* |
| Sig. (2-tailed) | ,000 | ,001 | ,000 | ,003 |  | ,001 | ,000 |
| N | 29 | 29 | 29 | 29 | 29 | 29 | 29 |
| X1.6 | Pearson Correlation | ,405\* | ,616\*\* | ,349 | ,745\*\* | ,570\*\* | 1 | ,763\*\* |
| Sig. (2-tailed) | ,029 | ,000 | ,063 | ,000 | ,001 |  | ,000 |
| N | 29 | 29 | 29 | 29 | 29 | 29 | 29 |
| X1.TOTAL | Pearson Correlation | ,788\*\* | ,832\*\* | ,782\*\* | ,809\*\* | ,835\*\* | ,763\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 29 | 29 | 29 | 29 | 29 | 29 | 29 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | |

* + - 1. **Hasil Uji Validitas Variabel Keselamatan dan Kesehatan Kerja K3 (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.TOTAL |
| X2.1 | Pearson Correlation | 1 | ,189 | ,322 | ,325 | ,003 | ,336 | ,375\* | ,211 | ,494\*\* | ,396\* | ,472\*\* |
| Sig. (2-tailed) |  | ,316 | ,083 | ,080 | ,986 | ,069 | ,041 | ,262 | ,005 | ,030 | ,008 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | ,189 | 1 | ,630\*\* | ,510\*\* | ,490\*\* | ,306 | ,541\*\* | ,406\* | ,562\*\* | ,414\* | ,667\*\* |
| Sig. (2-tailed) | ,316 |  | ,000 | ,004 | ,006 | ,100 | ,002 | ,026 | ,001 | ,023 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | ,322 | ,630\*\* | 1 | ,737\*\* | ,682\*\* | ,445\* | ,712\*\* | ,586\*\* | ,737\*\* | ,439\* | ,829\*\* |
| Sig. (2-tailed) | ,083 | ,000 |  | ,000 | ,000 | ,014 | ,000 | ,001 | ,000 | ,015 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | ,325 | ,510\*\* | ,737\*\* | 1 | ,744\*\* | ,697\*\* | ,688\*\* | ,552\*\* | ,720\*\* | ,449\* | ,843\*\* |
| Sig. (2-tailed) | ,080 | ,004 | ,000 |  | ,000 | ,000 | ,000 | ,002 | ,000 | ,013 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | ,003 | ,490\*\* | ,682\*\* | ,744\*\* | 1 | ,654\*\* | ,677\*\* | ,488\*\* | ,641\*\* | ,395\* | ,763\*\* |
| Sig. (2-tailed) | ,986 | ,006 | ,000 | ,000 |  | ,000 | ,000 | ,006 | ,000 | ,031 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | ,336 | ,306 | ,445\* | ,697\*\* | ,654\*\* | 1 | ,803\*\* | ,591\*\* | ,697\*\* | ,486\*\* | ,788\*\* |
| Sig. (2-tailed) | ,069 | ,100 | ,014 | ,000 | ,000 |  | ,000 | ,001 | ,000 | ,006 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | ,375\* | ,541\*\* | ,712\*\* | ,688\*\* | ,677\*\* | ,803\*\* | 1 | ,688\*\* | ,794\*\* | ,622\*\* | ,907\*\* |
| Sig. (2-tailed) | ,041 | ,002 | ,000 | ,000 | ,000 | ,000 |  | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | ,211 | ,406\* | ,586\*\* | ,552\*\* | ,488\*\* | ,591\*\* | ,688\*\* | 1 | ,720\*\* | ,449\* | ,745\*\* |
| Sig. (2-tailed) | ,262 | ,026 | ,001 | ,002 | ,006 | ,001 | ,000 |  | ,000 | ,013 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | ,494\*\* | ,562\*\* | ,737\*\* | ,720\*\* | ,641\*\* | ,697\*\* | ,794\*\* | ,720\*\* | 1 | ,550\*\* | ,906\*\* |
| Sig. (2-tailed) | ,005 | ,001 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  | ,002 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | ,396\* | ,414\* | ,439\* | ,449\* | ,395\* | ,486\*\* | ,622\*\* | ,449\* | ,550\*\* | 1 | ,686\*\* |
| Sig. (2-tailed) | ,030 | ,023 | ,015 | ,013 | ,031 | ,006 | ,000 | ,013 | ,002 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.TOTAL | Pearson Correlation | ,472\*\* | ,667\*\* | ,829\*\* | ,843\*\* | ,763\*\* | ,788\*\* | ,907\*\* | ,745\*\* | ,906\*\* | ,686\*\* | 1 |
| Sig. (2-tailed) | ,008 | ,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 0.05 level (2-tailed). | | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | |

* + - 1. **Hasil Uji Validitas Variabel Beban Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.TOTAL |
| X3.1 | Pearson Correlation | 1 | ,176 | ,299 | ,132 | ,276 | ,375\* | ,468\*\* | ,672\*\* | ,202 | ,580\*\* |
| Sig. (2-tailed) |  | ,353 | ,109 | ,486 | ,140 | ,041 | ,009 | ,000 | ,285 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | ,176 | 1 | ,293 | ,317 | ,560\*\* | ,664\*\* | ,463\* | ,245 | ,374\* | ,639\*\* |
| Sig. (2-tailed) | ,353 |  | ,116 | ,088 | ,001 | ,000 | ,010 | ,192 | ,042 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | ,299 | ,293 | 1 | ,283 | ,220 | ,465\*\* | ,580\*\* | ,338 | ,563\*\* | ,657\*\* |
| Sig. (2-tailed) | ,109 | ,116 |  | ,130 | ,243 | ,010 | ,001 | ,068 | ,001 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | ,132 | ,317 | ,283 | 1 | ,705\*\* | ,572\*\* | ,439\* | ,242 | ,345 | ,616\*\* |
| Sig. (2-tailed) | ,486 | ,088 | ,130 |  | ,000 | ,001 | ,015 | ,198 | ,062 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | ,276 | ,560\*\* | ,220 | ,705\*\* | 1 | ,768\*\* | ,467\*\* | ,463\*\* | ,291 | ,734\*\* |
| Sig. (2-tailed) | ,140 | ,001 | ,243 | ,000 |  | ,000 | ,009 | ,010 | ,118 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | ,375\* | ,664\*\* | ,465\*\* | ,572\*\* | ,768\*\* | 1 | ,690\*\* | ,588\*\* | ,435\* | ,873\*\* |
| Sig. (2-tailed) | ,041 | ,000 | ,010 | ,001 | ,000 |  | ,000 | ,001 | ,016 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | ,468\*\* | ,463\* | ,580\*\* | ,439\* | ,467\*\* | ,690\*\* | 1 | ,628\*\* | ,349 | ,796\*\* |
| Sig. (2-tailed) | ,009 | ,010 | ,001 | ,015 | ,009 | ,000 |  | ,000 | ,059 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | ,672\*\* | ,245 | ,338 | ,242 | ,463\*\* | ,588\*\* | ,628\*\* | 1 | ,438\* | ,744\*\* |
| Sig. (2-tailed) | ,000 | ,192 | ,068 | ,198 | ,010 | ,001 | ,000 |  | ,015 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.9 | Pearson Correlation | ,202 | ,374\* | ,563\*\* | ,345 | ,291 | ,435\* | ,349 | ,438\* | 1 | ,660\*\* |
| Sig. (2-tailed) | ,285 | ,042 | ,001 | ,062 | ,118 | ,016 | ,059 | ,015 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.TOTAL | Pearson Correlation | ,580\*\* | ,639\*\* | ,657\*\* | ,616\*\* | ,734\*\* | ,873\*\* | ,796\*\* | ,744\*\* | ,660\*\* | 1 |
| Sig. (2-tailed) | ,001 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

1. **Uji Reliabilitas**

**a. Reliabilitas Produktivitas Kerja Karyawan (Y)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,864 | 11 |

**b. Reliabilitas Disiplin Kerja (X1)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,799 | 6 |

**c. Reliabilitas Keselamatan Kerja dan Kesehatan Kerja K3 (X2)**

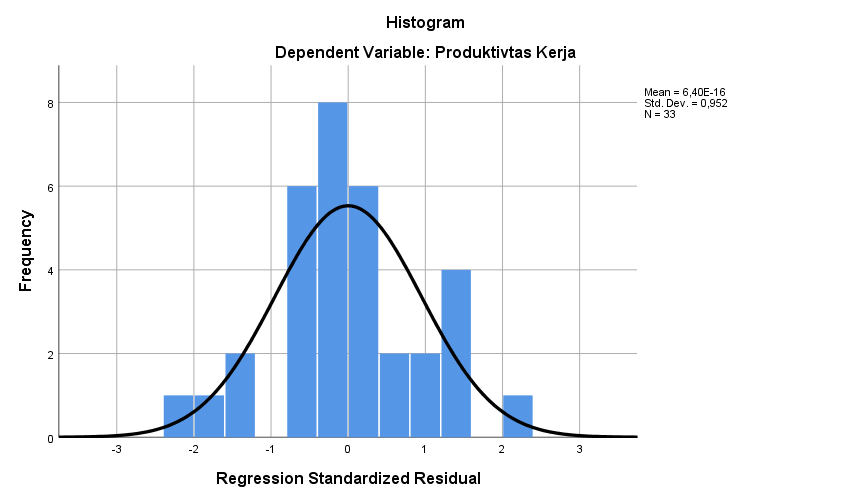
|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,919 | 10 |

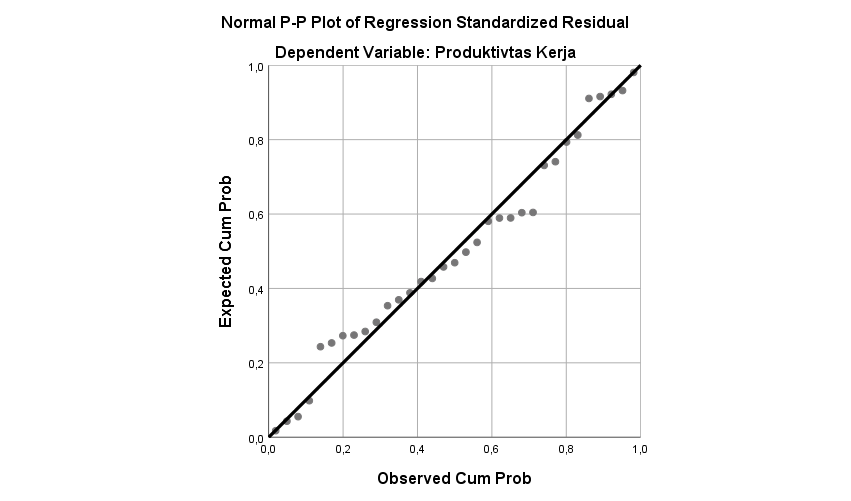
**d. Reliabilitas Beban Kerja (X3)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,919 | 10 |

**Lampiran Asumsi Klasik**

* + - 1. **Uji Normalitas**



**Gambar Histogram Uji Normalitas**

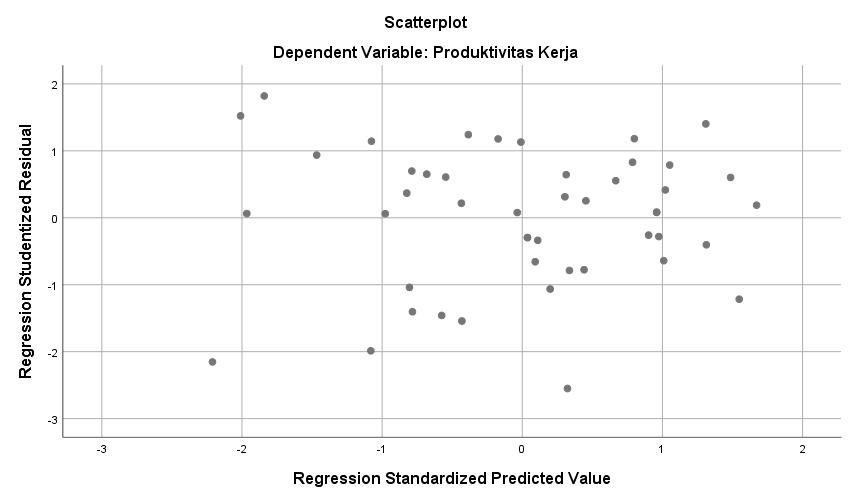
**Normal P-P *Plot of Regression***

**Hasil Uji Normalitas *Kolmogrov-Smirnov***

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 33 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | 1,25524553 |
| Most Extreme Differences | Absolute | ,118 |
| Positive | ,118 |
| Negative | -,111 |
| Test Statistic | | ,118 |
| 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. | | |

* + - 1. **Uji Multikolinearitas**

|  |  |  |
| --- | --- | --- |
| Model | Collinearity Statistics | |
| Tolarance | VIF |
| Disiplin Kerja | 0,542 | 1,846 |
| Keselamatan dan Kesehatan Kerja K3 | 0,682 | 1,467 |
| Beban Kerja | 0,646 | 1,549 |

* + - 1. **Uji Heteroskedastitas**

**Lampiran Hasil Analisis Regresi Linear Berganda**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 3,675 | 3,458 |  | 1,063 | ,297 |
| Disiplin Kerja | ,268 | ,081 | ,330 | 3,316 | ,002 |
| Keselamatan dan Kesehatan Kerja K3 | ,397 | ,074 | ,475 | 5,359 | ,000 |
| Beban Kerja | ,264 | ,078 | ,310 | 3,405 | ,002 |
| a. Dependent Variable: Produktivtas Kerja | | | | | | |

**Lampiran Hasil Uji Signifikan**

1. **Uji t**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 3,675 | 3,458 |  | 1,063 | ,297 |
| Disiplin Kerja | ,268 | ,081 | ,330 | 3,316 | ,002 |
| Keselamatan dan Kesehatan Kerja K3 | ,397 | ,074 | ,475 | 5,359 | ,000 |
| Beban Kerja | ,264 | ,078 | ,310 | 3,405 | ,002 |
| a. Dependent Variable: Produktivtas Kerja | | | | | | |

1. **Uji F**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 274,549 | 3 | 91,516 | 52,637 | ,000b |
| Residual | 50,421 | 29 | 1,739 |  |  |
| Total | 324,970 | 32 |  |  |  |
| a. Dependent Variable: Produktivtas Kerja | | | | | | |
| b. Predictors: (Constant), Beban Kerja, Keselamatan dan Kesehatan Kerja K3, Disiplin Kerja | | | | | | |

**Lampiran Hasil analisis Koefisien Determinasi R2**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,919a | ,845 | ,829 | 1,319 |
| a. Predictors: (Constant), Beban Kerja, Keselamatan dan Kesehatan Kerja K3, Disiplin Kerja | | | | |
| b. Dependent Variable: Produktivtas Kerja | | | | |