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**LAMPIRAN**

**LAMPIRAN**

**Lampiran 1**

**Lembar Kuesioner**

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Budaya Organisasi, Lingkungan Kerja Fisik dan Disiplin Kerja Terhadap Kepuasan Kerja Pada Karyawan PT. BPR BKK Jateng (PERSERODA) Kota Tegal.

Kepada Yth

Sdr. Responden

Di Tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, saya Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari Sdr untuk mengisi kuesioner yang telah saya sediakan. Adapun data saya minta adalah sesuai dengan kondisi yang dirasakan Sdr selama ini. Saya akan menjaga kerahasiaan karena data ini hanya untuk kepentingan penelitian. Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi peneliti ini. Atas perhatian dan bantuannya, saya ucapkan banyak terimakasih.

Tegal, Desember 2023

Hormat saya,

Dwi Azzah Bahiyyah

2. **Petunjuk Pengisian Kuesioner**
3. Mohon memberi tanda centang ( √ ) pada jawaban yang Bapak/Ibu anggap paling sesuai.
4. Dimohon Bapak/Ibu untuk mengisi pernyataan dengan jujur, baik dan benar karena tidak akan mempengaruhi penilaian pada kinerja.
5. Tidak ada jawaban yang benar atau salah sehingga Bapak/Ibu dimohon untuk mengisi semua pernyataan
6. Jawaban Bapak/Ibu akan terjamin kerahasiaannya.
7. Keterangan alternatif jawaban yang tersedia antara lain :

a) SS= Sangat Setuju

b) S = Setuju

c) N = Netral

d) TS = Tidak Setuju

e) STS= Sangat Tidak Setuju

1. **Karakteristik Responden**
2. Jenis Kelamin :
3. Laki – laki
4. Perempuan
5. Umur
6. 20 -25 tahun
7. 26-30 tahun
8. 31-35 tahun
9. 36-40 tahun
10. 41-45 tahun
11. Pendidikan Terakhir :
12. SMA / SMK
13. DII / DIII
14. S1
15. S2
16. Masa Kerja :
17. 1-5 tahun
18. 6-10 tahun
19. > 10 tahun
20. **Kepuasan kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Pernyataan | SS | S | N | TS | STS |
| 1. | Saya bisa memahami isi pekerjaan yang di berikan oleh atasan |  |  |  |  |  |
| 2. | Seluruh kegiatan perusahaan di awasi oleh supervisi |  |  |  |  |  |
| 3. | Saya bekerja sesuai aturan manajemen organisasi |  |  |  |  |  |
| 4. | Saya mampu bekerja sesuai dengan target yang di tentukan oleh manajemen organisasi |  |  |  |  |  |
| 5. | Saya di berikan kesempatan untuk mendapatkan posisi yang lebih tinggi |  |  |  |  |  |
| 6. | Perusahaan memberikan kesempatan bagi karyawan untuk melanjutkan pendidikan |  |  |  |  |  |
| 7. | Saya mendapatkan gaji dan keuntungan sesuai yang di tetapkan oleh perusahaan |  |  |  |  |  |
| 8. | Saya menerima gaji sesuai dengan beban kerja |  |  |  |  |  |
| 9. | Saya memiliki hubungan yang baik dengan sesama rekan kerja |  |  |  |  |  |
| 10. | Saya di berikan tugas sesuai dengan kondisi perusahaan |  |  |  |  |  |

1. **Budaya Organisasi**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Pernyataan | SS | S | N | TS | STS |
| 1. | Manajer memperlakukan bawahan dengan memberikan motivasi |  |  |  |  |  |
| 2. | Manajer selalu memperlakukan pegawainya dengan memberikan arahan kepada bawahnnya |  |  |  |  |  |
| 3. | Manajer selalu memperlakukan pegawainya dengan memberikan dukungan |  |  |  |  |  |
| 4. | Saya selalu melayani konsumen dengan ramah |  |  |  |  |  |
| 5. | Saya selalu melayani konsumen sesuai target |  |  |  |  |  |
| 6. | Saya melayani konsumen dengan cepat dan cekatan |  |  |  |  |  |
| 7. | Saya memiliki komunikasi yang baik dengan atasan |  |  |  |  |  |
| 8. | Saya memiliki komunikasi yang baik dengan sesama rekan kerja |  |  |  |  |  |
| 9. | Saya selalu menjunjung tinggi budaya organisasi di perusahaan |  |  |  |  |  |
| 10. | Saya menjunjung tinggi, menghargai dan meyakini budaya organisasi di perusahaan. |  |  |  |  |  |

1. **Lingkungan Kerja Fisik**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Pernyataan | SS | S | N | TS | STS |
| 1. | Saya selalu berpenampilan menarik ketika bekerja |  |  |  |  |  |
| 2. | Saya selalu mengutamakan keselamatan kerja |  |  |  |  |  |
| 3. | Saya selalu mengutamakan kenyamanan saat melakukan pekerjaan |  |  |  |  |  |
| 4. | Saya selalu merasa aman dalam melakukan pekerjaan |  |  |  |  |  |
| 5. | Saya bekerja dengan peralatan yang memadai |  |  |  |  |  |
| 6. | Saya mampu menyelesaikan tugas-tugas yang di berikan oleh atasan |  |  |  |  |  |
| 7. | Perusahaan menyediakan fasilitas lengkap untuk bekerja |  |  |  |  |  |
| 8. | Perusahaan menyediakan fasilitas untuk beribadah |  |  |  |  |  |
| 9. | Perusahaan menyediakan sarana transportasi yang memadai |  |  |  |  |  |
| 10. | Saya selalu bekerja dengan tepat waktu |  |  |  |  |  |

1. **Disiplin Kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Pernyataan | SS | S | N | TS | STS |
| 1. | Saya selalu disiplin dalam bekerja |  |  |  |  |  |
| 2. | Saya selalu terlambat masuk kerja |  |  |  |  |  |
| 3. | Saya selalu mematuhi peraturan yang di tetapkan perusahaan |  |  |  |  |  |
| 4. | Saya selalu mengikuti proses kerja |  |  |  |  |  |
| 5. | Saya selalu mematuhi norma bisnis perusahaan |  |  |  |  |  |
| 6. | Saya selalu mengutamakan akuntabilitas |  |  |  |  |  |
| 7. | Saya selalu menyampaikan pesan dengan jelas kepada atasan |  |  |  |  |  |
| 8. | Saya selalu berhati - hati dalam bekerja |  |  |  |  |  |
| 9. | Saya bekerja sesuai dengan metode yang di ajarkan oleh perusahaan agar tidak menyimpang |  |  |  |  |  |
| 10. | Saya selalu tekun dalam bekerja |  |  |  |  |  |

**Lampiran 2**

**Jawaban Responden Kepuasan (Y)**

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

**Lampiran. 3**

**Jawaban Responden Budaya Organisasi (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | X1.11 | X1.22 | X1.33 | X1.44 | X1.55 | X1.66 | X1.77 | X1.88 | X1.99 | X1.100 | Totalal |
| 1 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 44 |
| 2 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 43 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 42 |
| 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 43 |
| 6 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 46 |
| 7 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 8 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 42 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 10 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 48 |
| 11 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 12 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 13 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 14 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 47 |
| 15 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 16 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 46 |
| 17 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 19 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 20 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 21 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 22 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 24 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 25 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 43 |
| 26 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 44 |
| 27 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 28 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 42 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 32 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 46 |
| 33 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 48 |
| 34 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 46 |
| 35 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 36 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 5 | 5 | 5 | 42 |
| 37 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 38 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 43 |
| 39 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 42 |
| 40 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 46 |
| 41 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 48 |
| 42 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 43 | 5 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 44 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 46 |
| 45 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 42 |
| 46 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 47 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 5 | 5 | 42 |
| 48 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 48 |
| 49 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 42 |
| 50 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 51 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 53 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 48 |
| 54 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 55 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 56 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 3 | 5 | 5 | 42 |
| 57 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 58 | 5 | 4 | 4 | 5 | 3 | 3 | 4 | 5 | 5 | 4 | 42 |
| 59 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 45 |
| 60 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 2 | 5 | 4 | 40 |
| 61 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 43 |
| 62 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 63 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 46 |
| 64 | 2 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 42 |
| 65 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 66 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 47 |
| 67 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 42 |
| 68 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 69 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |

**Lampiran. 4**

**Jawaban Responden Lingkungan Kerja Fisik (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **X2.11** | **X2.22** | **X2.33** | **X2.44** | **X2.55** | **X2.66** | **X2.77** | **X2.88** | **X2.99** | **X2.100** | **Totall** |
| 1 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 45 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 42 |
| 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 44 |
| 5 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 44 |
| 6 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 46 |
| 7 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 46 |
| 8 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 4 | 43 |
| 9 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 43 |
| 10 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 46 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 12 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 13 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 44 |
| 14 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |
| 15 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 43 |
| 16 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 44 |
| 17 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 44 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 19 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 44 |
| 20 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 21 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 46 |
| 22 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 44 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 46 |
| 25 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 26 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 41 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 40 |
| 28 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 47 |
| 29 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 31 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 32 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 47 |
| 33 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 46 |
| 34 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 42 |
| 35 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 44 |
| 36 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 43 |
| 37 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 38 | 3 | 5 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 43 |
| 39 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 40 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 45 |
| 41 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 46 |
| 42 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 43 |
| 43 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 44 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 45 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 44 |
| 46 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 47 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 48 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 46 |
| 49 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 43 |
| 50 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 46 |
| 51 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 52 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 42 |
| 53 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 46 |
| 54 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 47 |
| 55 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 56 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 42 |
| 57 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 46 |
| 58 | 5 | 5 | 5 | 4 | 3 | 3 | 5 | 3 | 4 | 5 | 42 |
| 59 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 43 |
| 60 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 46 |
| 61 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| 62 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 46 |
| 63 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 64 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 42 |
| 65 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 66 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 67 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 3 | 3 | 4 | 42 |
| 68 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 46 |
| 69 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 43 |

**Lampiran. 5**

**Jawaban Responden Disiplin Kerja (X3)**

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

**Lampiran. 6**

**Hasil Uji Validitas Kepuasan (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Total |
| Y.1 | Pearson Correlation | 1 | 0,084 | 0,040 | 0,163 | 0,259 | 0,110 | 0,193 | -0,112 | 0,246 | 0,086 | .457\* |
|  | Sig. (2-tailed) |  | 0,659 | 0,832 | 0,389 | 0,167 | 0,564 | 0,306 | 0,557 | 0,191 | 0,650 | 0,011 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.2 | Pearson Correlation | 0,084 | 1 | 0,335 | 0,126 | -0,081 | -0,016 | 0,163 | 0,290 | 0,095 | 0,041 | .531\*\* |
|  | Sig. (2-tailed) | 0,659 |  | 0,070 | 0,507 | 0,670 | 0,932 | 0,389 | 0,120 | 0,616 | 0,832 | 0,003 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.3 | Pearson Correlation | 0,040 | 0,335 | 1 | 0,352 | -0,104 | 0,292 | -0,070 | -0,016 | 0,123 | 0,156 | .490\*\* |
|  | Sig. (2-tailed) | 0,832 | 0,070 |  | 0,056 | 0,584 | 0,117 | 0,714 | 0,935 | 0,519 | 0,410 | 0,006 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.4 | Pearson Correlation | 0,163 | 0,126 | 0,352 | 1 | 0,274 | 0,350 | 0,191 | 0,079 | 0,275 | 0,061 | .566\*\* |
|  | Sig. (2-tailed) | 0,389 | 0,507 | 0,056 |  | 0,142 | 0,058 | 0,312 | 0,679 | 0,141 | 0,749 | 0,001 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.5 | Pearson Correlation | 0,259 | -0,081 | -0,104 | 0,274 | 1 | 0,200 | .447\* | 0,149 | 0,294 | 0,167 | .431\* |
|  | Sig. (2-tailed) | 0,167 | 0,670 | 0,584 | 0,142 |  | 0,288 | 0,013 | 0,431 | 0,115 | 0,379 | 0,018 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.6 | Pearson Correlation | 0,110 | -0,016 | 0,292 | 0,350 | 0,200 | 1 | 0,120 | 0,047 | .419\* | .401\* | .534\*\* |
|  | Sig. (2-tailed) | 0,564 | 0,932 | 0,117 | 0,058 | 0,288 |  | 0,529 | 0,807 | 0,021 | 0,028 | 0,002 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.7 | Pearson Correlation | 0,193 | 0,163 | -0,070 | 0,191 | .447\* | 0,120 | 1 | 0,222 | 0,351 | 0,268 | .501\*\* |
|  | Sig. (2-tailed) | 0,306 | 0,389 | 0,714 | 0,312 | 0,013 | 0,529 |  | 0,237 | 0,057 | 0,152 | 0,005 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.8 | Pearson Correlation | -0,112 | 0,290 | -0,016 | 0,079 | 0,149 | 0,047 | 0,222 | 1 | 0,166 | 0,100 | .416\* |
|  | Sig. (2-tailed) | 0,557 | 0,120 | 0,935 | 0,679 | 0,431 | 0,807 | 0,237 |  | 0,381 | 0,601 | 0,022 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.9 | Pearson Correlation | 0,246 | 0,095 | 0,123 | 0,275 | 0,294 | .419\* | 0,351 | 0,166 | 1 | 0,000 | .519\*\* |
|  | Sig. (2-tailed) | 0,191 | 0,616 | 0,519 | 0,141 | 0,115 | 0,021 | 0,057 | 0,381 |  | 1,000 | 0,003 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.10 | Pearson Correlation | 0,086 | 0,041 | 0,156 | 0,061 | 0,167 | .401\* | 0,268 | 0,100 | 0,000 | 1 | .431\* |
|  | Sig. (2-tailed) | 0,650 | 0,832 | 0,410 | 0,749 | 0,379 | 0,028 | 0,152 | 0,601 | 1,000 |  | 0,018 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total\_Y | Pearson Correlation | .457\* | .531\*\* | .490\*\* | .566\*\* | .431\* | .534\*\* | .501\*\* | .416\* | .519\*\* | .431\* | 1 |
|  | Sig. (2-tailed) | 0,011 | 0,003 | 0,006 | 0,001 | 0,018 | 0,002 | 0,005 | 0,022 | 0,003 | 0,018 |  |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

**Lampiran. 7**

**Hasil Uji Validitas Budaya Organisasi (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Total |
| Y.1 | Pearson Correlation | 1 | 0,084 | 0,040 | 0,163 | 0,259 | 0,110 | 0,193 | -0,112 | 0,246 | 0,086 | .457\* |
|  | Sig. (2-tailed) |  | 0,659 | 0,832 | 0,389 | 0,167 | 0,564 | 0,306 | 0,557 | 0,191 | 0,650 | 0,011 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.2 | Pearson Correlation | 0,084 | 1 | 0,335 | 0,126 | -0,081 | -0,016 | 0,163 | 0,290 | 0,095 | 0,041 | .531\*\* |
|  | Sig. (2-tailed) | 0,659 |  | 0,070 | 0,507 | 0,670 | 0,932 | 0,389 | 0,120 | 0,616 | 0,832 | 0,003 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.3 | Pearson Correlation | 0,040 | 0,335 | 1 | 0,352 | -0,104 | 0,292 | -0,070 | -0,016 | 0,123 | 0,156 | .490\*\* |
|  | Sig. (2-tailed) | 0,832 | 0,070 |  | 0,056 | 0,584 | 0,117 | 0,714 | 0,935 | 0,519 | 0,410 | 0,006 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.4 | Pearson Correlation | 0,163 | 0,126 | 0,352 | 1 | 0,274 | 0,350 | 0,191 | 0,079 | 0,275 | 0,061 | .566\*\* |
|  | Sig. (2-tailed) | 0,389 | 0,507 | 0,056 |  | 0,142 | 0,058 | 0,312 | 0,679 | 0,141 | 0,749 | 0,001 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.5 | Pearson Correlation | 0,259 | -0,081 | -0,104 | 0,274 | 1 | 0,200 | .447\* | 0,149 | 0,294 | 0,167 | .431\* |
|  | Sig. (2-tailed) | 0,167 | 0,670 | 0,584 | 0,142 |  | 0,288 | 0,013 | 0,431 | 0,115 | 0,379 | 0,018 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.6 | Pearson Correlation | 0,110 | -0,016 | 0,292 | 0,350 | 0,200 | 1 | 0,120 | 0,047 | .419\* | .401\* | .534\*\* |
|  | Sig. (2-tailed) | 0,564 | 0,932 | 0,117 | 0,058 | 0,288 |  | 0,529 | 0,807 | 0,021 | 0,028 | 0,002 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.7 | Pearson Correlation | 0,193 | 0,163 | -0,070 | 0,191 | .447\* | 0,120 | 1 | 0,222 | 0,351 | 0,268 | .501\*\* |
|  | Sig. (2-tailed) | 0,306 | 0,389 | 0,714 | 0,312 | 0,013 | 0,529 |  | 0,237 | 0,057 | 0,152 | 0,005 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.8 | Pearson Correlation | -0,112 | 0,290 | -0,016 | 0,079 | 0,149 | 0,047 | 0,222 | 1 | 0,166 | 0,100 | .416\* |
|  | Sig. (2-tailed) | 0,557 | 0,120 | 0,935 | 0,679 | 0,431 | 0,807 | 0,237 |  | 0,381 | 0,601 | 0,022 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.9 | Pearson Correlation | 0,246 | 0,095 | 0,123 | 0,275 | 0,294 | .419\* | 0,351 | 0,166 | 1 | 0,000 | .519\*\* |
|  | Sig. (2-tailed) | 0,191 | 0,616 | 0,519 | 0,141 | 0,115 | 0,021 | 0,057 | 0,381 |  | 1,000 | 0,003 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.10 | Pearson Correlation | 0,086 | 0,041 | 0,156 | 0,061 | 0,167 | .401\* | 0,268 | 0,100 | 0,000 | 1 | .431\* |
|  | Sig. (2-tailed) | 0,650 | 0,832 | 0,410 | 0,749 | 0,379 | 0,028 | 0,152 | 0,601 | 1,000 |  | 0,018 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total\_Y | Pearson Correlation | .457\* | .531\*\* | .490\*\* | .566\*\* | .431\* | .534\*\* | .501\*\* | .416\* | .519\*\* | .431\* | 1 |
|  | Sig. (2-tailed) | 0,011 | 0,003 | 0,006 | 0,001 | 0,018 | 0,002 | 0,005 | 0,022 | 0,003 | 0,018 |  |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

**Lampiran. 8**

**Hasil Uji Validitas Lingkungan Kerja Fisik (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  |  | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | Total |
| X2.1 | Pearson Correlation | 1 | 0,194 | 0,352 | 0,274 | 0,199 | 0,143 | 0,006 | 0,352 | 0,041 | 0,264 | .573\*\* |
|  | Sig. (2-tailed) |  | 0,304 | 0,057 | 0,143 | 0,292 | 0,453 | 0,973 | 0,056 | 0,828 | 0,159 | 0,001 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | 0,194 | 1 | 0,095 | .404\* | 0,067 | 0,233 | 0,149 | 0,009 | 0,232 | 0,027 | .445\* |
|  | Sig. (2-tailed) | 0,304 |  | 0,617 | 0,027 | 0,724 | 0,215 | 0,432 | 0,962 | 0,218 | 0,885 | 0,014 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | 0,352 | 0,095 | 1 | .530\*\* | 0,141 | 0,213 | -0,092 | 0,094 | 0,042 | .433\* | .510\*\* |
|  | Sig. (2-tailed) | 0,057 | 0,617 |  | 0,003 | 0,456 | 0,258 | 0,629 | 0,619 | 0,826 | 0,017 | 0,004 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | 0,274 | .404\* | .530\*\* | 1 | 0,333 | 0,264 | 0,260 | -0,033 | 0,030 | 0,238 | .585\*\* |
|  | Sig. (2-tailed) | 0,143 | 0,027 | 0,003 |  | 0,072 | 0,159 | 0,165 | 0,861 | 0,876 | 0,205 | 0,001 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | 0,199 | 0,067 | 0,141 | 0,333 | 1 | 0,302 | 0,130 | 0,134 | 0,237 | 0,136 | .498\*\* |
|  | Sig. (2-tailed) | 0,292 | 0,724 | 0,456 | 0,072 |  | 0,105 | 0,493 | 0,481 | 0,207 | 0,473 | 0,005 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | 0,143 | 0,233 | 0,213 | 0,264 | 0,302 | 1 | .510\*\* | .413\* | 0,304 | 0,339 | .677\*\* |
|  | Sig. (2-tailed) | 0,453 | 0,215 | 0,258 | 0,159 | 0,105 |  | 0,004 | 0,023 | 0,102 | 0,067 | 0,000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | 0,006 | 0,149 | -0,092 | 0,260 | 0,130 | .510\*\* | 1 | 0,122 | 0,008 | 0,106 | .395\* |
|  | Sig. (2-tailed) | 0,973 | 0,432 | 0,629 | 0,165 | 0,493 | 0,004 |  | 0,521 | 0,968 | 0,576 | 0,031 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | 0,352 | 0,009 | 0,094 | -0,033 | 0,134 | .413\* | 0,122 | 1 | 0,301 | .464\*\* | .552\*\* |
|  | Sig. (2-tailed) | 0,056 | 0,962 | 0,619 | 0,861 | 0,481 | 0,023 | 0,521 |  | 0,106 | 0,010 | 0,002 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | 0,041 | 0,232 | 0,042 | 0,030 | 0,237 | 0,304 | 0,008 | 0,301 | 1 | 0,315 | .484\*\* |
|  | Sig. (2-tailed) | 0,828 | 0,218 | 0,826 | 0,876 | 0,207 | 0,102 | 0,968 | 0,106 |  | 0,090 | 0,007 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | 0,264 | 0,027 | .433\* | 0,238 | 0,136 | 0,339 | 0,106 | .464\*\* | 0,315 | 1 | .619\*\* |
|  | Sig. (2-tailed) | 0,159 | 0,885 | 0,017 | 0,205 | 0,473 | 0,067 | 0,576 | 0,010 | 0,090 |  | 0,000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total1 | Pearson Correlation | .573\*\* | .445\* | .510\*\* | .585\*\* | .498\*\* | .677\*\* | .395\* | .552\*\* | .484\*\* | .619\*\* | 1 |
|  | Sig. (2-tailed) | 0,001 | 0,014 | 0,004 | 0,001 | 0,005 | 0,000 | 0,031 | 0,002 | 0,007 | 0,000 |  |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

**Lampiran. 9**

**Hasil Uji Validitas Disiplin Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  |  | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | Total |
| X3.1 | Pearson Correlation | 1 | .506\*\* | .526\*\* | 0,304 | .469\*\* | 0,314 | 0,214 | 0,343 | .372\* | .428\* | .704\*\* |
|  | Sig. (2-tailed) |  | 0,004 | 0,003 | 0,102 | 0,009 | 0,091 | 0,256 | 0,064 | 0,043 | 0,018 | 0,000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | .506\*\* | 1 | .498\*\* | 0,264 | .518\*\* | -0,106 | 0,271 | .387\* | 0,320 | .381\* | .644\*\* |
|  | Sig. (2-tailed) | 0,004 |  | 0,005 | 0,158 | 0,003 | 0,577 | 0,148 | 0,035 | 0,084 | 0,038 | 0,000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | .526\*\* | .498\*\* | 1 | .389\* | .504\*\* | 0,102 | 0,282 | .370\* | 0,299 | 0,328 | .676\*\* |
|  | Sig. (2-tailed) | 0,003 | 0,005 |  | 0,034 | 0,004 | 0,593 | 0,132 | 0,044 | 0,109 | 0,077 | 0,000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | 0,304 | 0,264 | .389\* | 1 | .509\*\* | 0,048 | .428\* | 0,018 | 0,215 | 0,253 | .536\*\* |
|  | Sig. (2-tailed) | 0,102 | 0,158 | 0,034 |  | 0,004 | 0,800 | 0,018 | 0,925 | 0,254 | 0,177 | 0,002 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | .469\*\* | .518\*\* | .504\*\* | .509\*\* | 1 | 0,116 | 0,241 | 0,111 | 0,120 | 0,345 | .621\*\* |
|  | Sig. (2-tailed) | 0,009 | 0,003 | 0,004 | 0,004 |  | 0,542 | 0,200 | 0,560 | 0,527 | 0,062 | 0,000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | 0,314 | -0,106 | 0,102 | 0,048 | 0,116 | 1 | 0,119 | 0,207 | .441\* | .490\*\* | .425\* |
|  | Sig. (2-tailed) | 0,091 | 0,577 | 0,593 | 0,800 | 0,542 |  | 0,532 | 0,273 | 0,015 | 0,006 | 0,019 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | 0,214 | 0,271 | 0,282 | .428\* | 0,241 | 0,119 | 1 | 0,311 | .433\* | .479\*\* | .602\*\* |
|  | Sig. (2-tailed) | 0,256 | 0,148 | 0,132 | 0,018 | 0,200 | 0,532 |  | 0,095 | 0,017 | 0,007 | 0,000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | 0,343 | .387\* | .370\* | 0,018 | 0,111 | 0,207 | 0,311 | 1 | .517\*\* | .560\*\* | .627\*\* |
|  | Sig. (2-tailed) | 0,064 | 0,035 | 0,044 | 0,925 | 0,560 | 0,273 | 0,095 |  | 0,003 | 0,001 | 0,000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.9 | Pearson Correlation | .372\* | 0,320 | 0,299 | 0,215 | 0,120 | .441\* | .433\* | .517\*\* | 1 | .520\*\* | .680\*\* |
|  | Sig. (2-tailed) | 0,043 | 0,084 | 0,109 | 0,254 | 0,527 | 0,015 | 0,017 | 0,003 |  | 0,003 | 0,000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.10 | Pearson Correlation | .428\* | .381\* | 0,328 | 0,253 | 0,345 | .490\*\* | .479\*\* | .560\*\* | .520\*\* | 1 | .768\*\* |
|  | Sig. (2-tailed) | 0,018 | 0,038 | 0,077 | 0,177 | 0,062 | 0,006 | 0,007 | 0,001 | 0,003 |  | 0,000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Disiplin Kerja | Pearson Correlation | .704\*\* | .644\*\* | .676\*\* | .536\*\* | .621\*\* | .425\* | .602\*\* | .627\*\* | .680\*\* | .768\*\* | 1 |
|  | Sig. (2-tailed) | 0,000 | 0,000 | 0,000 | 0,002 | 0,000 | 0,019 | 0,000 | 0,000 | 0,000 | 0,000 |  |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

**Lampiran. 10**

**Hasil Uji Reliabilitas Kepuasan (Y)**

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| 0,605 | 10 |

**Lampiran. 11**

**Hasil Uji Reliabilitas Budaya Organisasi (X1)**

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| 0,637 | 10 |

**Lampiran. 12**

**Hasil Uji Reliabilitas Lingkungan Kerja Fisik (X2)**

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| 0,711 | 10 |

**Lampiran. 13**

**Hasil Uji Reliabilitas Disiplin Kerja (X3)**

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| 0,831 | 10 |

**Lampiran. 14**

**Hasil Uji Normalitas Kolmogorov Smirnov**

**One-Sample Kolmogorov-Smirnov Test**

|  |  |  |
| --- | --- | --- |
|  | | Unstandardized Residual |
| N | | 69 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 1.37653113 |
| Most Extreme Differences | Absolute | .069 |
| Positive | .069 |
| Negative | -.060 |
| Test Statistic | | .069 |
| Asymp. Sig. (2-tailed) | | .200c,d |

**Lampiran. 15**

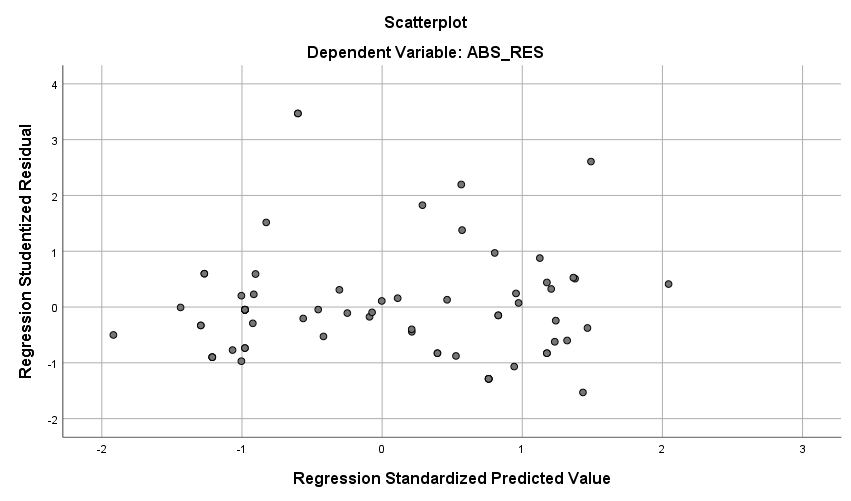
**Hasil Uji Multikolinearitas**

**Coefficientsa**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 11.946 | 3.228 |  | 3.701 | .000 |  |  |
| Budaya Organisasi | .266 | .101 | .348 | 2.620 | .011 | .289 | 3.462 |
| Lingkungan Kerja Fisik | .217 | .101 | .214 | 2.147 | .036 | .512 | 1.955 |
| Disiplin Kerja | .256 | .098 | .337 | 2.619 | .011 | .308 | 3.244 |

**Lampiran. 16**

**Hasil Uji Heteroskedastisitas**



**Lampiran. 17**

**Hasil Uji Analisis Regresi Linier Berganda**

**Coefficientsa**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |  |  |
| 1 | (Constant) | 11.946 | 3.228 |  | 3.701 | .000 |
| Budaya Organisasi | .266 | .101 | .348 | 2.620 | .011 |
| Lingkungan Kerja Fisik | .217 | .101 | .214 | 2.147 | .036 |
| Disiplin Kerja | .256 | .098 | .337 | 2.619 | .011 |

**Lampiran. 18**

**Hasil Uji Parsial ( Uji t)**

**Coefficientsa**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |  |  |
| 1 | (Constant) | 11.946 | 3.228 |  | 3.701 | .000 |
| Budaya Organisasi | .266 | .101 | .348 | 2.620 | .011 |
| Lingkungan Kerja Fisik | .217 | .101 | .214 | 2.147 | .036 |
| Disiplin Kerja | .256 | .098 | .337 | 2.619 | .011 |

**Lampiran. 19**

**Hasil Uji Simultan (Uji F)**

**ANOVAa**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 260.021 | 3 | 86.674 | 43.724 | .000b |
| Residual | 128.849 | 65 | 1.982 |  |  |
| Total | 388.870 | 68 |  |  |  |

**Lampiran. 20**

**Hasil Uji Koefisien Determinasi (R2)**

**Model Summary**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .818a | .669 | .653 | 1.408 | 1.832 |

