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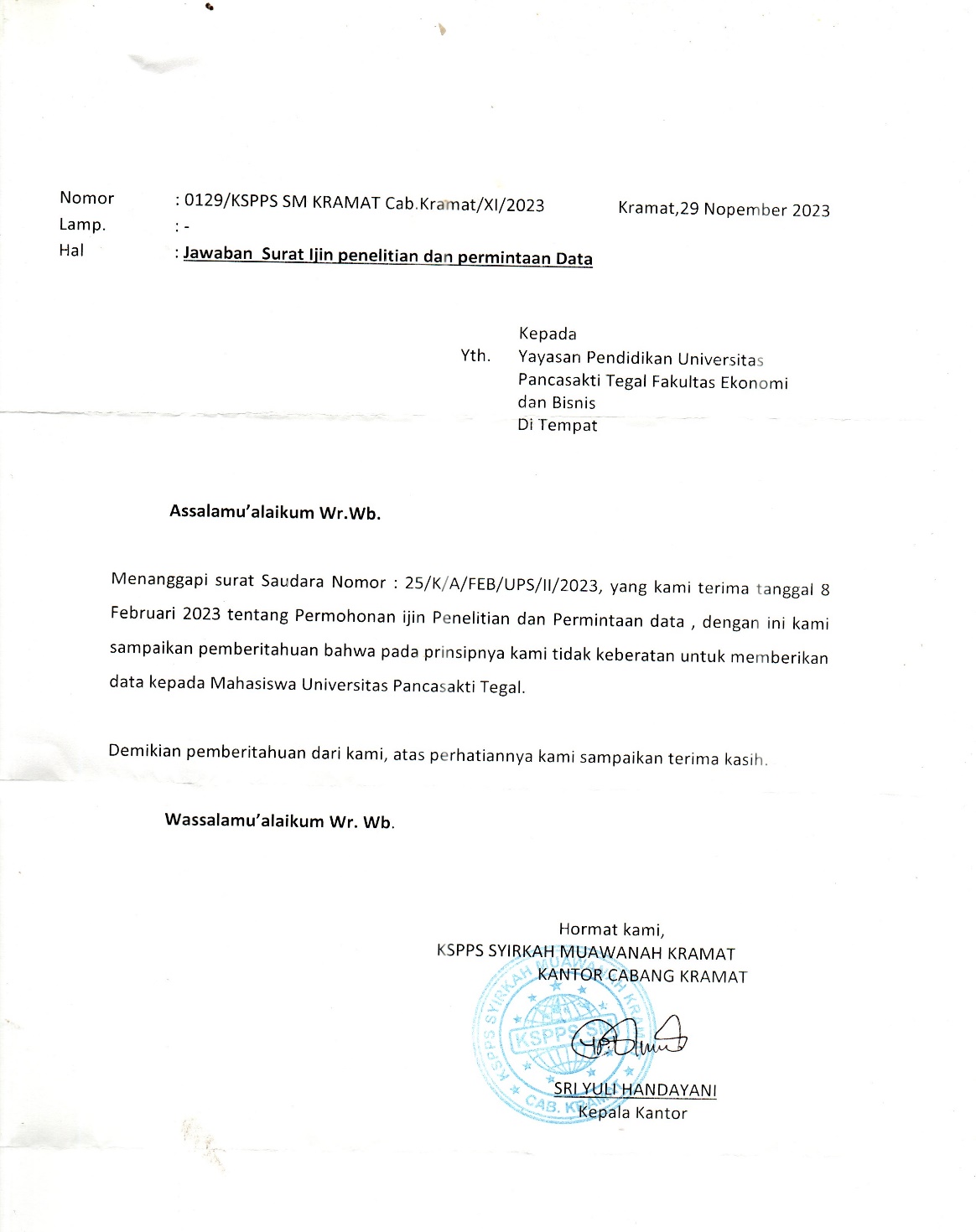
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**LAMPIRAN**

**Surat Balasan**

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**Lembar Kuesioner**

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Lingkungan Kerja Fisik, Budaya Organisasi Dan Komunikasi Antar Karyawan Terhadap Semangat Kerja Karyawan Baitul Mal wa Tamwil (BMT) Kramat.

Kepada Yth

Sdr. Responden

Di Tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, saya mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari saudara untuk mengisi kuesioner yang telah kami sediakan.

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

Atas perhatian dan bantuannya, kami mengucapkan terimakasih.

Tegal, 24 November 2023

Hormat Saya,

M. Ishlakhul Mizan Munfi

A. IDENTITAS RESPONDEN

Nama :

Umur : ( ) 20 – 30 th

( ) 31 – 40 th

( ) >40 th

Jenis kelamin : ( ) Laki-laki / ( ) Perempuan

Pendidikan Terakhir : ( ) SD

( ) SMP

( ) SMA

( ) Diploma

( ) Sarjana

B. PETUNJUK PENGISIAN KUESIONER

Berilah tanda *check list* (√) pada kolom yang sesuai dengan perasaan dan keadaan saudara, saudara diminta untuk menjawab dengan jujur sesuai dengan penghayatan saudara mengenai situasi dan kondisi yang ada dalam pernyataan tersebut.

Keterangan:

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS: Sangat Tidak Setuju

**KUESIONER PENELITIAN**

**A. SEMANGAT KERJA (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Pertanyaan | Tanggapan | | | | |
| SS | S | N | TS | STS |
| **Produktivitas** | | | | | | |
| 1 | Saya menguasai pekerjaan saya |  |  |  |  |  |
| 2 | Saya termasuk orang yang teliti dalam bekerja |  |  |  |  |  |
| 3 | Saya selalu mengerjakan pekerjaan tepat waktu |  |  |  |  |  |
| **Absensi** | | | | | | |
| 4 | Saya tidak pernah absen dalam bekerja |  |  |  |  |  |
| 5 | Tidak banyak karyawan yang keluar masuk perusahaan |  |  |  |  |  |
| 6 | Saya merasa nyaman bekerja di BMT SM NU Kramat |  |  |  |  |  |
| **Kegelisahan** | | | | | | |
| 7 | Tidak banyak peralatan kerja yang rusak akibat kelalaian kerja |  |  |  |  |  |
| 8 | Saya bekerja dengan rileks dan senang |  |  |  |  |  |
| **Mogok Kerja** | | | | | | |
| 9 | Saya tidak banyak menuntut pada atasan |  |  |  |  |  |
| 10 | Tidak pernah terjadi mogok kerja oleh karyawan |  |  |  |  |  |

**B. LINGKUNGAN KERJA FISIK (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Pertanyaan | Tanggapan | | | | |
| SS | S | N | TS | STS |
| 1. | Penerangan dalam tempat kerja dirasa sudah cukup baik |  |  |  |  |  |
| 2. | Pemilihan warna kantor membuat nyaman |  |  |  |  |  |
| **Interior** | | | | | | |
| 3. | Kantor selalu dalam keadaan bersih |  |  |  |  |  |
| 4. | Karyawan memiliki kesadaran kebersihan yang tinggi |  |  |  |  |  |
| 5. | Udara dalam kantor membuat nyaman |  |  |  |  |  |
| **Suara** | | | | | | |
| 6. | Ada suara musik yang membuat rileks kerja |  |  |  |  |  |
| 7. | Tidak banyak suara yang mengganggu konsentrasi kerja |  |  |  |  |  |
| **Keamanan** | | | | | | |
| 8. | Tingkat keamanan kerja baik |  |  |  |  |  |
| 9. | Saya merasa nyaman bekerja karena keamanan yang terjaga baik |  |  |  |  |  |

**C. BUDAYA ORGANISASI (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Pertanyaan | Tanggapan | | | | |
| SS | S | N | TS | STS |
| **Inovasi** | | | | | | |
| 1. | Saya selalu menciptakan ide-ide yang inovatif dalam pekerjaan |  |  |  |  |  |
| 2. | Sebelum mengambil keputusan saya selalu mempertimbangkan resiko yang akan muncul |  |  |  |  |  |
| **Orientasi Hasil** | | | | | | |
| 3. | Saya selalu dituntut untuk menyelesaikan pekerjaan dengan tepat dan cermat |  |  |  |  |  |
| 4. | Saya selalu menekankan pada hasil kerja, tetapi tetap memperhatikan proses kerja untuk mencapai hasil yang optimal |  |  |  |  |  |
| **Orientasi Orang** | | | | | | |
| 5. | Saya selalu berusaha mengerjakan pekerjaan dengan sungguh-sungguh |  |  |  |  |  |
| 6. | Saya selalu menyelesaikan pekerjaan sesuai dengan prosedur yang telah ditetapkan |  |  |  |  |  |
| **Orientasi Tim** | | | | | | |
| 7. | Saya lebih menyukai menyelesaikan pekerjaan dengan kerja sama tim |  |  |  |  |  |
| 8. | Saya saling percaya terhadap sesama rekan kerja |  |  |  |  |  |
| **Kinerja** | | | | | | |
| 9. | Saya selalu datang tepat waktu dan disiplin waktu supaya pekerjaan terselesaikan dengan baik |  |  |  |  |  |
| 10. | Saya merasa nyaman dengan kondisi organisasi yang ada saat ini |  |  |  |  |  |

**D. KOMUNIKASI ANTAR KARYAWAN (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Pertanyaan | Tanggapan | | | | |
| SS | S | N | TS | STS |
| **Penyampaian** **Pesan** | | | | | | |
| 1 | Pesan yang disampaikan atasan menggunakan bahasa yang baik |  |  |  |  |  |
| 2 | Saya mudah memahami pesan dari atasan |  |  |  |  |  |
| **Kedekatan** | | | | | | |
| 3 | Saya merasa nyaman berbagi informasi kepada sesama karyawan |  |  |  |  |  |
| 4 | Antar karyawan memiliki komunikasi yang baik |  |  |  |  |  |
| **Kerjasama** | | | | | | |
| 5 | Rekan kerja saya sering membantu dalam pekerjaan yang sulit |  |  |  |  |  |
| 6 | Atasan kerap memberi motivasi kerja |  |  |  |  |  |
| 7 | Saya memiliki *team work* yang baik |  |  |  |  |  |

**Lampiran Pengolahan Data Ordinal**

1. **Lampiran Data Hasil Kuesioner Variabel Semangat Kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Y1.1 | Y1.2 | Y1.3 | Y1.4 | Y1.5 | Y1.6 | Y1.7 | Y1.8 | Y1.9 | Y1.10 | YI.TOTAL |
| 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 36 |
| 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 44 |
| 5 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 3 | 43 |
| 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 42 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 44 |
| 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 42 |
| 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 46 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 46 |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 47 |
| 4 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 3 | 5 | 42 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 45 |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 45 |
| 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 47 |
| 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 45 |
| 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 46 |
| 5 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 43 |
| 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 5 | 45 |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 45 |
| 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 47 |
| 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 44 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 42 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 3 | 45 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 44 |
| 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 46 |
| 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 47 |
| 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 34 |
| 4 | 4 | 4 | 3 | 3 | 1 | 4 | 3 | 4 | 3 | 33 |
| 5 | 4 | 3 | 4 | 3 | 5 | 5 | 3 | 4 | 5 | 41 |
| 5 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 46 |
| 5 | 5 | 3 | 3 | 3 | 4 | 3 | 5 | 5 | 5 | 41 |
| 5 | 5 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 43 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 47 |
| 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.TOTAL |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 32 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 38 |
| 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 31 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 4 | 4 | 3 | 5 | 3 | 4 | 4 | 4 | 4 | 35 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 3 | 3 | 4 | 4 | 3 | 3 | 2 | 3 | 4 | 29 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 35 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 34 |
| 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 33 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 34 |
| 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 30 |
| 4 | 4 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 32 |
| 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 43 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 31 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 35 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 43 |

1. **Lampiran Data Hasil Kuesioner Variabel Lingkungan Kerja Fisik (X1)**
2. **Lampiran Data Hasil Kuesioner Variabel Budaya Organisasi (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 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 45 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 43 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 39 |
| 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 38 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 48 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 46 |
| 4 | 4 | 3 | 3 | 5 | 4 | 3 | 4 | 4 | 5 | 39 |
| 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 37 |
| 5 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 3 | 42 |
| 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 34 |
| 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 36 |
| 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 39 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 5 | 40 |
| 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 46 |
| 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 46 |
| 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 5 | 40 |

1. **Lampiran Data Hasil Kuesioner Variabel Komunikasi Antar Karyawan (X3)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.TOTAL |
| 3 | 3 | 3 | 3 | 4 | 3 | 3 | 22 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 3 | 3 | 4 | 3 | 4 | 4 | 4 | 25 |
| 5 | 3 | 3 | 3 | 5 | 3 | 3 | 25 |
| 5 | 5 | 5 | 3 | 5 | 3 | 5 | 31 |
| 5 | 5 | 4 | 5 | 5 | 5 | 5 | 34 |
| 3 | 5 | 3 | 3 | 4 | 3 | 3 | 24 |
| 3 | 4 | 5 | 4 | 4 | 3 | 3 | 26 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 4 | 4 | 4 | 5 | 5 | 5 | 5 | 32 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 3 | 5 | 5 | 3 | 5 | 4 | 5 | 30 |
| 4 | 3 | 5 | 4 | 4 | 3 | 4 | 27 |
| 3 | 4 | 4 | 5 | 5 | 3 | 3 | 27 |
| 4 | 3 | 3 | 3 | 3 | 4 | 3 | 23 |
| 5 | 4 | 4 | 5 | 5 | 3 | 5 | 31 |
| 5 | 5 | 4 | 5 | 5 | 4 | 4 | 32 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 29 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 4 | 5 | 5 | 5 | 4 | 3 | 4 | 30 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 4 | 4 | 4 | 5 | 5 | 4 | 4 | 30 |
| 5 | 4 | 5 | 3 | 5 | 5 | 5 | 32 |
| 5 | 5 | 5 | 5 | 5 | 4 | 5 | 34 |
| 4 | 5 | 5 | 5 | 5 | 3 | 4 | 31 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 3 | 3 | 3 | 5 | 5 | 3 | 5 | 27 |
| 5 | 5 | 3 | 5 | 5 | 4 | 4 | 31 |
| 3 | 4 | 4 | 4 | 4 | 5 | 4 | 28 |
| 4 | 5 | 5 | 4 | 5 | 5 | 3 | 31 |
| 3 | 3 | 5 | 5 | 5 | 3 | 5 | 29 |
| 4 | 5 | 3 | 4 | 4 | 3 | 4 | 27 |
| 5 | 5 | 5 | 3 | 5 | 5 | 3 | 31 |

**Lampiran Pengolahan Data Interval (MSI)**

1. **Variabel Semangat Kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Y1.1** | **Y1.2** | **Y1.3** | **Y1.4** | **Y1.5** | **Y1.6** | **Y1.7** | **Y1.8** | **Y1.9** | **Y1.10** | **Y1.TOTAL** |
| 1.000 | 2.448 | 1.000 | 2.078 | 2.514 | 3.038 | 2.229 | 2.151 | 1.000 | 1.000 | 18.459 |
| 3.444 | 3.960 | 1.913 | 3.411 | 4.027 | 4.473 | 3.582 | 3.602 | 3.250 | 3.301 | 34.962 |
| 1.955 | 2.448 | 1.913 | 3.411 | 4.027 | 3.038 | 3.582 | 3.602 | 2.036 | 2.016 | 28.028 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 1.000 | 3.602 | 2.036 | 1.000 | 27.254 |
| 3.444 | 2.448 | 1.913 | 2.078 | 2.514 | 1.787 | 2.229 | 2.151 | 3.250 | 3.301 | 25.116 |
| 1.955 | 2.448 | 1.913 | 2.078 | 2.514 | 3.038 | 3.582 | 3.602 | 3.250 | 3.301 | 27.681 |
| 1.955 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 2.229 | 2.151 | 1.000 | 2.016 | 25.524 |
| 3.444 | 2.448 | 3.250 | 3.411 | 2.514 | 3.038 | 2.229 | 3.602 | 3.250 | 3.301 | 30.487 |
| 3.444 | 3.960 | 3.250 | 3.411 | 4.027 | 4.473 | 2.229 | 2.151 | 2.036 | 2.016 | 30.997 |
| 3.444 | 2.448 | 3.250 | 3.411 | 2.514 | 3.038 | 3.582 | 3.602 | 3.250 | 3.301 | 31.839 |
| 1.955 | 2.448 | 1.913 | 3.411 | 2.514 | 4.473 | 1.000 | 3.602 | 1.000 | 3.301 | 25.616 |
| 3.444 | 3.960 | 3.250 | 2.078 | 2.514 | 3.038 | 2.229 | 3.602 | 3.250 | 2.016 | 29.381 |
| 3.444 | 2.448 | 3.250 | 3.411 | 2.514 | 3.038 | 3.582 | 2.151 | 2.036 | 3.301 | 29.174 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 2.229 | 3.602 | 3.250 | 3.301 | 31.998 |
| 3.444 | 2.448 | 3.250 | 3.411 | 2.514 | 4.473 | 3.582 | 3.602 | 1.000 | 2.016 | 29.739 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 2.229 | 2.151 | 2.036 | 2.016 | 28.049 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 3.582 | 3.602 | 3.250 | 1.000 | 31.050 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 1.787 | 2.229 | 2.151 | 2.036 | 2.016 | 26.798 |
| 1.955 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 3.582 | 3.602 | 1.000 | 3.301 | 29.611 |
| 3.444 | 2.448 | 3.250 | 3.411 | 2.514 | 3.038 | 3.582 | 3.602 | 2.036 | 2.016 | 29.340 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 3.582 | 3.602 | 2.036 | 3.301 | 32.136 |
| 3.444 | 2.448 | 3.250 | 2.078 | 2.514 | 3.038 | 3.582 | 2.151 | 3.250 | 2.016 | 27.771 |
| 1.955 | 2.448 | 1.913 | 2.078 | 1.000 | 3.038 | 2.229 | 3.602 | 3.250 | 3.301 | 24.815 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 4.473 | 3.582 | 3.602 | 1.000 | 1.000 | 30.234 |
| 3.444 | 3.960 | 3.250 | 2.078 | 2.514 | 3.038 | 2.229 | 2.151 | 2.036 | 3.301 | 28.001 |
| 3.444 | 3.960 | 3.250 | 2.078 | 4.027 | 4.473 | 3.582 | 3.602 | 3.250 | 2.016 | 33.682 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 2.229 | 3.602 | 2.036 | 3.301 | 30.784 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 2.229 | 3.602 | 3.250 | 3.301 | 31.998 |
| 1.000 | 1.000 | 1.913 | 2.078 | 1.000 | 1.787 | 1.000 | 2.151 | 1.000 | 2.016 | 14.946 |
| 1.955 | 2.448 | 1.913 | 1.000 | 1.000 | 1.000 | 2.229 | 1.000 | 2.036 | 1.000 | 15.582 |
| 3.444 | 2.448 | 1.000 | 2.078 | 1.000 | 4.473 | 3.582 | 1.000 | 2.036 | 3.301 | 24.361 |
| 3.444 | 3.960 | 3.250 | 2.078 | 1.000 | 4.473 | 3.582 | 2.151 | 3.250 | 3.301 | 30.488 |
| 3.444 | 3.960 | 1.000 | 1.000 | 1.000 | 3.038 | 1.000 | 3.602 | 3.250 | 3.301 | 24.595 |
| 3.444 | 3.960 | 1.000 | 1.000 | 2.514 | 3.038 | 2.229 | 3.602 | 3.250 | 3.301 | 27.338 |
| 3.444 | 3.960 | 3.250 | 3.411 | 4.027 | 4.473 | 3.582 | 3.602 | 3.250 | 3.301 | 36.299 |
| 3.444 | 3.960 | 3.250 | 2.078 | 2.514 | 4.473 | 2.229 | 3.602 | 3.250 | 3.301 | 32.100 |
| 3.444 | 3.960 | 3.250 | 1.000 | 4.027 | 4.473 | 3.582 | 3.602 | 3.250 | 3.301 | 33.888 |

B.

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Y1.1** | **Y1.2** | **Y1.3** | **Y1.4** | **Y1.5** | **Y1.6** | **Y1.7** | **Y1.8** | **Y1.9** | **Y1.10** | **Y1.**  **TOTAL** |
| 1.000 | 2.448 | 1.000 | 2.078 | 2.514 | 3.038 | 2.229 | 2.151 | 1.000 | 1.000 | 18.459 |
| 3.444 | 3.960 | 1.913 | 3.411 | 4.027 | 4.473 | 3.582 | 3.602 | 3.250 | 3.301 | 34.962 |
| 1.955 | 2.448 | 1.913 | 3.411 | 4.027 | 3.038 | 3.582 | 3.602 | 2.036 | 2.016 | 28.028 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 1.000 | 3.602 | 2.036 | 1.000 | 27.254 |
| 3.444 | 2.448 | 1.913 | 2.078 | 2.514 | 1.787 | 2.229 | 2.151 | 3.250 | 3.301 | 25.116 |
| 1.955 | 2.448 | 1.913 | 2.078 | 2.514 | 3.038 | 3.582 | 3.602 | 3.250 | 3.301 | 27.681 |
| 1.955 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 2.229 | 2.151 | 1.000 | 2.016 | 25.524 |
| 3.444 | 2.448 | 3.250 | 3.411 | 2.514 | 3.038 | 2.229 | 3.602 | 3.250 | 3.301 | 30.487 |
| 3.444 | 3.960 | 3.250 | 3.411 | 4.027 | 4.473 | 2.229 | 2.151 | 2.036 | 2.016 | 30.997 |
| 3.444 | 2.448 | 3.250 | 3.411 | 2.514 | 3.038 | 3.582 | 3.602 | 3.250 | 3.301 | 31.839 |
| 1.955 | 2.448 | 1.913 | 3.411 | 2.514 | 4.473 | 1.000 | 3.602 | 1.000 | 3.301 | 25.616 |
| 3.444 | 3.960 | 3.250 | 2.078 | 2.514 | 3.038 | 2.229 | 3.602 | 3.250 | 2.016 | 29.381 |
| 3.444 | 2.448 | 3.250 | 3.411 | 2.514 | 3.038 | 3.582 | 2.151 | 2.036 | 3.301 | 29.174 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 2.229 | 3.602 | 3.250 | 3.301 | 31.998 |
| 3.444 | 2.448 | 3.250 | 3.411 | 2.514 | 4.473 | 3.582 | 3.602 | 1.000 | 2.016 | 29.739 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 2.229 | 2.151 | 2.036 | 2.016 | 28.049 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 3.582 | 3.602 | 3.250 | 1.000 | 31.050 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 1.787 | 2.229 | 2.151 | 2.036 | 2.016 | 26.798 |
| 1.955 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 3.582 | 3.602 | 1.000 | 3.301 | 29.611 |
| 3.444 | 2.448 | 3.250 | 3.411 | 2.514 | 3.038 | 3.582 | 3.602 | 2.036 | 2.016 | 29.340 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 3.582 | 3.602 | 2.036 | 3.301 | 32.136 |
| 3.444 | 2.448 | 3.250 | 2.078 | 2.514 | 3.038 | 3.582 | 2.151 | 3.250 | 2.016 | 27.771 |
| 1.955 | 2.448 | 1.913 | 2.078 | 1.000 | 3.038 | 2.229 | 3.602 | 3.250 | 3.301 | 24.815 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 4.473 | 3.582 | 3.602 | 1.000 | 1.000 | 30.234 |
| 3.444 | 3.960 | 3.250 | 2.078 | 2.514 | 3.038 | 2.229 | 2.151 | 2.036 | 3.301 | 28.001 |
| 3.444 | 3.960 | 3.250 | 2.078 | 4.027 | 4.473 | 3.582 | 3.602 | 3.250 | 2.016 | 33.682 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 2.229 | 3.602 | 2.036 | 3.301 | 30.784 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 2.229 | 3.602 | 3.250 | 3.301 | 31.998 |
| 1.000 | 1.000 | 1.913 | 2.078 | 1.000 | 1.787 | 1.000 | 2.151 | 1.000 | 2.016 | 14.946 |
| 1.955 | 2.448 | 1.913 | 1.000 | 1.000 | 1.000 | 2.229 | 1.000 | 2.036 | 1.000 | 15.582 |
| 3.444 | 2.448 | 1.000 | 2.078 | 1.000 | 4.473 | 3.582 | 1.000 | 2.036 | 3.301 | 24.361 |
| 3.444 | 3.960 | 3.250 | 2.078 | 1.000 | 4.473 | 3.582 | 2.151 | 3.250 | 3.301 | 30.488 |
| 3.444 | 3.960 | 1.000 | 1.000 | 1.000 | 3.038 | 1.000 | 3.602 | 3.250 | 3.301 | 24.595 |
| 3.444 | 3.960 | 1.000 | 1.000 | 2.514 | 3.038 | 2.229 | 3.602 | 3.250 | 3.301 | 27.338 |
| 3.444 | 3.960 | 3.250 | 3.411 | 4.027 | 4.473 | 3.582 | 3.602 | 3.250 | 3.301 | 36.299 |
| 3.444 | 3.960 | 3.250 | 2.078 | 2.514 | 4.473 | 2.229 | 3.602 | 3.250 | 3.301 | 32.100 |
| 3.444 | 3.960 | 3.250 | 1.000 | 4.027 | 4.473 | 3.582 | 3.602 | 3.250 | 3.301 | 33.888 |



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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Y1.1** | **Y1.2** | **Y1.3** | **Y1.4** | **Y1.5** | **Y1.6** | **Y1.7** | **Y1.8** | **Y1.9** | **Y1.10** | **Y1.**  **TOTAL** |
| 1.000 | 2.448 | 1.000 | 2.078 | 2.514 | 3.038 | 2.229 | 2.151 | 1.000 | 1.000 | 18.459 |
| 3.444 | 3.960 | 1.913 | 3.411 | 4.027 | 4.473 | 3.582 | 3.602 | 3.250 | 3.301 | 34.962 |
| 1.955 | 2.448 | 1.913 | 3.411 | 4.027 | 3.038 | 3.582 | 3.602 | 2.036 | 2.016 | 28.028 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 1.000 | 3.602 | 2.036 | 1.000 | 27.254 |
| 3.444 | 2.448 | 1.913 | 2.078 | 2.514 | 1.787 | 2.229 | 2.151 | 3.250 | 3.301 | 25.116 |
| 1.955 | 2.448 | 1.913 | 2.078 | 2.514 | 3.038 | 3.582 | 3.602 | 3.250 | 3.301 | 27.681 |
| 1.955 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 2.229 | 2.151 | 1.000 | 2.016 | 25.524 |
| 3.444 | 2.448 | 3.250 | 3.411 | 2.514 | 3.038 | 2.229 | 3.602 | 3.250 | 3.301 | 30.487 |
| 3.444 | 3.960 | 3.250 | 3.411 | 4.027 | 4.473 | 2.229 | 2.151 | 2.036 | 2.016 | 30.997 |
| 3.444 | 2.448 | 3.250 | 3.411 | 2.514 | 3.038 | 3.582 | 3.602 | 3.250 | 3.301 | 31.839 |
| 1.955 | 2.448 | 1.913 | 3.411 | 2.514 | 4.473 | 1.000 | 3.602 | 1.000 | 3.301 | 25.616 |
| 3.444 | 3.960 | 3.250 | 2.078 | 2.514 | 3.038 | 2.229 | 3.602 | 3.250 | 2.016 | 29.381 |
| 3.444 | 2.448 | 3.250 | 3.411 | 2.514 | 3.038 | 3.582 | 2.151 | 2.036 | 3.301 | 29.174 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 2.229 | 3.602 | 3.250 | 3.301 | 31.998 |
| 3.444 | 2.448 | 3.250 | 3.411 | 2.514 | 4.473 | 3.582 | 3.602 | 1.000 | 2.016 | 29.739 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 2.229 | 2.151 | 2.036 | 2.016 | 28.049 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 3.582 | 3.602 | 3.250 | 1.000 | 31.050 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 1.787 | 2.229 | 2.151 | 2.036 | 2.016 | 26.798 |
| 1.955 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 3.582 | 3.602 | 1.000 | 3.301 | 29.611 |
| 3.444 | 2.448 | 3.250 | 3.411 | 2.514 | 3.038 | 3.582 | 3.602 | 2.036 | 2.016 | 29.340 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 3.582 | 3.602 | 2.036 | 3.301 | 32.136 |
| 3.444 | 2.448 | 3.250 | 2.078 | 2.514 | 3.038 | 3.582 | 2.151 | 3.250 | 2.016 | 27.771 |
| 1.955 | 2.448 | 1.913 | 2.078 | 1.000 | 3.038 | 2.229 | 3.602 | 3.250 | 3.301 | 24.815 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 4.473 | 3.582 | 3.602 | 1.000 | 1.000 | 30.234 |
| 3.444 | 3.960 | 3.250 | 2.078 | 2.514 | 3.038 | 2.229 | 2.151 | 2.036 | 3.301 | 28.001 |
| 3.444 | 3.960 | 3.250 | 2.078 | 4.027 | 4.473 | 3.582 | 3.602 | 3.250 | 2.016 | 33.682 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 2.229 | 3.602 | 2.036 | 3.301 | 30.784 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 2.229 | 3.602 | 3.250 | 3.301 | 31.998 |
| 1.000 | 1.000 | 1.913 | 2.078 | 1.000 | 1.787 | 1.000 | 2.151 | 1.000 | 2.016 | 14.946 |
| 1.955 | 2.448 | 1.913 | 1.000 | 1.000 | 1.000 | 2.229 | 1.000 | 2.036 | 1.000 | 15.582 |
| 3.444 | 2.448 | 1.000 | 2.078 | 1.000 | 4.473 | 3.582 | 1.000 | 2.036 | 3.301 | 24.361 |
| 3.444 | 3.960 | 3.250 | 2.078 | 1.000 | 4.473 | 3.582 | 2.151 | 3.250 | 3.301 | 30.488 |
| 3.444 | 3.960 | 1.000 | 1.000 | 1.000 | 3.038 | 1.000 | 3.602 | 3.250 | 3.301 | 24.595 |
| 3.444 | 3.960 | 1.000 | 1.000 | 2.514 | 3.038 | 2.229 | 3.602 | 3.250 | 3.301 | 27.338 |
| 3.444 | 3.960 | 3.250 | 3.411 | 4.027 | 4.473 | 3.582 | 3.602 | 3.250 | 3.301 | 36.299 |
| 3.444 | 3.960 | 3.250 | 2.078 | 2.514 | 4.473 | 2.229 | 3.602 | 3.250 | 3.301 | 32.100 |
| 3.444 | 3.960 | 3.250 | 1.000 | 4.027 | 4.473 | 3.582 | 3.602 | 3.250 | 3.301 | 33.888 |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Y1.1** | **Y1.2** | **Y1.3** | **Y1.4** | **Y1.5** | **Y1.6** | **Y1.7** | **Y1.8** | **Y1.9** | **Y1.10** | **Y1.TOTAL** |
| 1.000 | 2.448 | 1.000 | 2.078 | 2.514 | 3.038 | 2.229 | 2.151 | 1.000 | 1.000 | 18.459 |
| 3.444 | 3.960 | 1.913 | 3.411 | 4.027 | 4.473 | 3.582 | 3.602 | 3.250 | 3.301 | 34.962 |
| 1.955 | 2.448 | 1.913 | 3.411 | 4.027 | 3.038 | 3.582 | 3.602 | 2.036 | 2.016 | 28.028 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 1.000 | 3.602 | 2.036 | 1.000 | 27.254 |
| 3.444 | 2.448 | 1.913 | 2.078 | 2.514 | 1.787 | 2.229 | 2.151 | 3.250 | 3.301 | 25.116 |
| 1.955 | 2.448 | 1.913 | 2.078 | 2.514 | 3.038 | 3.582 | 3.602 | 3.250 | 3.301 | 27.681 |
| 1.955 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 2.229 | 2.151 | 1.000 | 2.016 | 25.524 |
| 3.444 | 2.448 | 3.250 | 3.411 | 2.514 | 3.038 | 2.229 | 3.602 | 3.250 | 3.301 | 30.487 |
| 3.444 | 3.960 | 3.250 | 3.411 | 4.027 | 4.473 | 2.229 | 2.151 | 2.036 | 2.016 | 30.997 |
| 3.444 | 2.448 | 3.250 | 3.411 | 2.514 | 3.038 | 3.582 | 3.602 | 3.250 | 3.301 | 31.839 |
| 1.955 | 2.448 | 1.913 | 3.411 | 2.514 | 4.473 | 1.000 | 3.602 | 1.000 | 3.301 | 25.616 |
| 3.444 | 3.960 | 3.250 | 2.078 | 2.514 | 3.038 | 2.229 | 3.602 | 3.250 | 2.016 | 29.381 |
| 3.444 | 2.448 | 3.250 | 3.411 | 2.514 | 3.038 | 3.582 | 2.151 | 2.036 | 3.301 | 29.174 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 2.229 | 3.602 | 3.250 | 3.301 | 31.998 |
| 3.444 | 2.448 | 3.250 | 3.411 | 2.514 | 4.473 | 3.582 | 3.602 | 1.000 | 2.016 | 29.739 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 2.229 | 2.151 | 2.036 | 2.016 | 28.049 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 3.582 | 3.602 | 3.250 | 1.000 | 31.050 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 1.787 | 2.229 | 2.151 | 2.036 | 2.016 | 26.798 |
| 1.955 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 3.582 | 3.602 | 1.000 | 3.301 | 29.611 |
| 3.444 | 2.448 | 3.250 | 3.411 | 2.514 | 3.038 | 3.582 | 3.602 | 2.036 | 2.016 | 29.340 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 3.582 | 3.602 | 2.036 | 3.301 | 32.136 |
| 3.444 | 2.448 | 3.250 | 2.078 | 2.514 | 3.038 | 3.582 | 2.151 | 3.250 | 2.016 | 27.771 |
| 1.955 | 2.448 | 1.913 | 2.078 | 1.000 | 3.038 | 2.229 | 3.602 | 3.250 | 3.301 | 24.815 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 4.473 | 3.582 | 3.602 | 1.000 | 1.000 | 30.234 |
| 3.444 | 3.960 | 3.250 | 2.078 | 2.514 | 3.038 | 2.229 | 2.151 | 2.036 | 3.301 | 28.001 |
| 3.444 | 3.960 | 3.250 | 2.078 | 4.027 | 4.473 | 3.582 | 3.602 | 3.250 | 2.016 | 33.682 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 2.229 | 3.602 | 2.036 | 3.301 | 30.784 |
| 3.444 | 3.960 | 3.250 | 3.411 | 2.514 | 3.038 | 2.229 | 3.602 | 3.250 | 3.301 | 31.998 |
| 1.000 | 1.000 | 1.913 | 2.078 | 1.000 | 1.787 | 1.000 | 2.151 | 1.000 | 2.016 | 14.946 |
| 1.955 | 2.448 | 1.913 | 1.000 | 1.000 | 1.000 | 2.229 | 1.000 | 2.036 | 1.000 | 15.582 |
| 3.444 | 2.448 | 1.000 | 2.078 | 1.000 | 4.473 | 3.582 | 1.000 | 2.036 | 3.301 | 24.361 |
| 3.444 | 3.960 | 3.250 | 2.078 | 1.000 | 4.473 | 3.582 | 2.151 | 3.250 | 3.301 | 30.488 |
| 3.444 | 3.960 | 1.000 | 1.000 | 1.000 | 3.038 | 1.000 | 3.602 | 3.250 | 3.301 | 24.595 |
| 3.444 | 3.960 | 1.000 | 1.000 | 2.514 | 3.038 | 2.229 | 3.602 | 3.250 | 3.301 | 27.338 |
| 3.444 | 3.960 | 3.250 | 3.411 | 4.027 | 4.473 | 3.582 | 3.602 | 3.250 | 3.301 | 36.299 |
| 3.444 | 3.960 | 3.250 | 2.078 | 2.514 | 4.473 | 2.229 | 3.602 | 3.250 | 3.301 | 32.100 |
| 3.444 | 3.960 | 3.250 | 1.000 | 4.027 | 4.473 | 3.582 | 3.602 | 3.250 | 3.301 | 33.888 |

1. **Variabel Lingkungan Kerja Fisik**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.TOTAL** |
| 2.913 | 2.726 | 3.105 | 2.636 | 3.308 | 3.419 | 3.308 | 2.475 | 2.779 | 26.669 |
| 2.913 | 2.726 | 3.105 | 2.636 | 3.308 | 3.419 | 3.308 | 2.475 | 2.779 | 26.669 |
| 2.913 | 2.726 | 3.105 | 2.636 | 3.308 | 3.419 | 3.308 | 2.475 | 2.779 | 26.669 |
| 2.913 | 1.000 | 1.955 | 1.000 | 3.308 | 2.205 | 3.308 | 2.475 | 2.779 | 20.942 |
| 2.913 | 2.726 | 4.461 | 2.636 | 3.308 | 3.419 | 3.308 | 2.475 | 4.386 | 29.632 |
| 2.913 | 2.726 | 3.105 | 1.000 | 2.024 | 2.205 | 1.953 | 1.000 | 2.779 | 19.705 |
| 1.704 | 2.726 | 3.105 | 2.636 | 3.308 | 3.419 | 3.308 | 2.475 | 2.779 | 25.460 |
| 4.386 | 2.726 | 1.955 | 2.636 | 3.308 | 3.419 | 3.308 | 2.475 | 2.779 | 26.992 |
| 4.386 | 4.366 | 3.105 | 4.231 | 4.739 | 4.739 | 4.822 | 3.944 | 4.386 | 38.717 |
| 2.913 | 2.726 | 1.955 | 4.231 | 2.024 | 3.419 | 3.308 | 2.475 | 2.779 | 25.830 |
| 2.913 | 2.726 | 3.105 | 2.636 | 3.308 | 3.419 | 3.308 | 2.475 | 2.779 | 26.669 |
| 1.704 | 1.000 | 3.105 | 2.636 | 2.024 | 2.205 | 1.000 | 1.000 | 2.779 | 17.451 |
| 4.386 | 4.366 | 4.461 | 4.231 | 4.739 | 4.739 | 4.822 | 3.944 | 4.386 | 40.073 |
| 4.386 | 4.366 | 4.461 | 4.231 | 4.739 | 4.739 | 4.822 | 3.944 | 4.386 | 40.073 |
| 2.913 | 2.726 | 3.105 | 2.636 | 3.308 | 3.419 | 3.308 | 2.475 | 2.779 | 26.669 |
| 2.913 | 2.726 | 3.105 | 2.636 | 3.308 | 3.419 | 3.308 | 2.475 | 2.779 | 26.669 |
| 2.913 | 2.726 | 3.105 | 2.636 | 3.308 | 2.205 | 3.308 | 2.475 | 2.779 | 25.454 |
| 1.000 | 2.726 | 3.105 | 2.636 | 3.308 | 3.419 | 3.308 | 2.475 | 2.779 | 24.756 |
| 2.913 | 2.726 | 1.955 | 2.636 | 3.308 | 3.419 | 3.308 | 1.000 | 2.779 | 24.044 |
| 2.913 | 2.726 | 3.105 | 2.636 | 2.024 | 2.205 | 1.953 | 2.475 | 2.779 | 22.815 |
| 1.704 | 1.000 | 1.955 | 1.000 | 2.024 | 2.205 | 1.953 | 1.000 | 1.000 | 13.840 |
| 2.913 | 2.726 | 3.105 | 2.636 | 1.000 | 3.419 | 3.308 | 2.475 | 2.779 | 24.361 |
| 2.913 | 2.726 | 1.000 | 2.636 | 3.308 | 3.419 | 3.308 | 2.475 | 2.779 | 24.564 |
| 2.913 | 2.726 | 1.955 | 2.636 | 2.024 | 2.205 | 1.953 | 1.000 | 1.000 | 18.412 |
| 2.913 | 2.726 | 1.000 | 2.636 | 3.308 | 1.000 | 3.308 | 2.475 | 2.779 | 22.145 |
| 4.386 | 2.726 | 4.461 | 2.636 | 4.739 | 4.739 | 4.822 | 3.944 | 4.386 | 36.838 |
| 2.913 | 2.726 | 3.105 | 2.636 | 3.308 | 3.419 | 3.308 | 2.475 | 2.779 | 26.669 |
| 2.913 | 2.726 | 1.955 | 1.000 | 3.308 | 2.205 | 1.953 | 1.000 | 2.779 | 19.839 |
| 2.913 | 2.726 | 3.105 | 2.636 | 3.308 | 3.419 | 3.308 | 2.475 | 2.779 | 26.669 |
| 2.913 | 2.726 | 3.105 | 2.636 | 3.308 | 3.419 | 3.308 | 2.475 | 2.779 | 26.669 |
| 4.386 | 4.366 | 4.461 | 4.231 | 4.739 | 4.739 | 4.822 | 3.944 | 4.386 | 40.073 |
| 4.386 | 4.366 | 4.461 | 4.231 | 4.739 | 4.739 | 4.822 | 3.944 | 4.386 | 40.073 |
| 2.913 | 2.726 | 3.105 | 2.636 | 3.308 | 3.419 | 3.308 | 2.475 | 2.779 | 26.669 |
| 2.913 | 2.726 | 3.105 | 2.636 | 3.308 | 3.419 | 3.308 | 2.475 | 2.779 | 26.669 |
| 2.913 | 2.726 | 3.105 | 2.636 | 3.308 | 2.205 | 3.308 | 2.475 | 2.779 | 25.454 |
| 1.000 | 2.726 | 3.105 | 2.636 | 3.308 | 3.419 | 3.308 | 2.475 | 2.779 | 24.756 |
| 4.386 | 4.366 | 4.461 | 2.636 | 4.739 | 4.739 | 3.308 | 3.944 | 4.386 | 36.964 |

1. **Variabel Budaya Organisasi (X2)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** | **X2.TOTAL** |
| 2.767 | 2.597 | 3.678 | 2.568 | 4.140 | 4.283 | 2.529 | 2.649 | 4.216 | 4.139 | 33.565 |
| 2.767 | 2.597 | 2.327 | 2.568 | 2.611 | 2.687 | 2.529 | 2.649 | 2.608 | 4.139 | 27.481 |
| 2.767 | 2.597 | 2.327 | 2.568 | 4.140 | 2.687 | 2.529 | 2.649 | 2.608 | 2.628 | 27.499 |
| 2.767 | 4.148 | 3.678 | 2.568 | 2.611 | 2.687 | 2.529 | 2.649 | 2.608 | 4.139 | 30.384 |
| 2.767 | 2.597 | 2.327 | 2.568 | 2.611 | 2.687 | 2.529 | 2.649 | 2.608 | 2.628 | 25.971 |
| 2.767 | 4.148 | 2.327 | 2.568 | 2.611 | 2.687 | 4.038 | 4.326 | 2.608 | 2.628 | 30.708 |
| 4.460 | 2.597 | 2.327 | 2.568 | 2.611 | 4.283 | 2.529 | 2.649 | 2.608 | 2.628 | 29.260 |
| 2.767 | 2.597 | 2.327 | 2.568 | 2.611 | 2.687 | 2.529 | 2.649 | 2.608 | 2.628 | 25.971 |
| 2.767 | 2.597 | 3.678 | 2.568 | 2.611 | 2.687 | 2.529 | 2.649 | 2.608 | 2.628 | 27.322 |
| 2.767 | 2.597 | 3.678 | 2.568 | 2.611 | 2.687 | 2.529 | 2.649 | 2.608 | 2.628 | 27.322 |
| 2.767 | 2.597 | 2.327 | 4.121 | 2.611 | 2.687 | 2.529 | 2.649 | 2.608 | 2.628 | 27.524 |
| 2.767 | 2.597 | 2.327 | 2.568 | 2.611 | 2.687 | 2.529 | 2.649 | 2.608 | 2.628 | 25.971 |
| 2.767 | 2.597 | 2.327 | 2.568 | 2.611 | 2.687 | 2.529 | 2.649 | 2.608 | 2.628 | 25.971 |
| 2.767 | 2.597 | 2.327 | 2.568 | 2.611 | 2.687 | 2.529 | 2.649 | 2.608 | 2.628 | 25.971 |
| 2.767 | 2.597 | 2.327 | 2.568 | 2.611 | 1.000 | 2.529 | 2.649 | 2.608 | 2.628 | 24.283 |
| 2.767 | 4.148 | 2.327 | 2.568 | 2.611 | 2.687 | 4.038 | 2.649 | 2.608 | 2.628 | 29.032 |
| 2.767 | 2.597 | 3.678 | 1.000 | 1.000 | 2.687 | 2.529 | 2.649 | 1.000 | 2.628 | 22.535 |
| 4.460 | 4.148 | 3.678 | 4.121 | 4.140 | 4.283 | 4.038 | 2.649 | 2.608 | 4.139 | 38.265 |
| 4.460 | 4.148 | 3.678 | 4.121 | 4.140 | 4.283 | 4.038 | 4.326 | 4.216 | 4.139 | 41.549 |
| 2.767 | 4.148 | 3.678 | 2.568 | 2.611 | 2.687 | 2.529 | 2.649 | 4.216 | 4.139 | 31.992 |
| 4.460 | 2.597 | 2.327 | 2.568 | 4.140 | 2.687 | 2.529 | 2.649 | 2.608 | 2.628 | 29.192 |
| 2.767 | 4.148 | 3.678 | 4.121 | 4.140 | 2.687 | 4.038 | 2.649 | 2.608 | 4.139 | 34.976 |
| 2.767 | 2.597 | 1.000 | 1.000 | 4.140 | 2.687 | 1.000 | 2.649 | 2.608 | 4.139 | 24.586 |
| 2.767 | 1.000 | 2.327 | 2.568 | 2.611 | 2.687 | 1.000 | 2.649 | 1.000 | 2.628 | 21.237 |
| 4.460 | 2.597 | 2.327 | 4.121 | 1.000 | 2.687 | 4.038 | 2.649 | 4.216 | 1.000 | 29.096 |
| 1.000 | 1.000 | 1.000 | 1.000 | 2.611 | 2.687 | 1.000 | 1.000 | 2.608 | 2.628 | 16.534 |
| 2.767 | 2.597 | 1.000 | 1.000 | 2.611 | 2.687 | 1.000 | 1.000 | 2.608 | 2.628 | 19.897 |
| 2.767 | 2.597 | 2.327 | 2.568 | 2.611 | 1.000 | 2.529 | 2.649 | 2.608 | 2.628 | 24.283 |
| 2.767 | 2.597 | 2.327 | 2.568 | 2.611 | 2.687 | 2.529 | 2.649 | 2.608 | 2.628 | 25.971 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 10.000 |
| 2.767 | 2.597 | 2.327 | 2.568 | 2.611 | 4.283 | 2.529 | 1.000 | 1.000 | 4.139 | 25.820 |
| 2.767 | 2.597 | 3.678 | 4.121 | 4.140 | 2.687 | 2.529 | 4.326 | 4.216 | 4.139 | 35.199 |
| 2.767 | 2.597 | 3.678 | 2.568 | 4.140 | 4.283 | 4.038 | 4.326 | 2.608 | 4.139 | 35.142 |
| 2.767 | 1.000 | 1.000 | 2.568 | 2.611 | 2.687 | 2.529 | 2.649 | 2.608 | 2.628 | 23.046 |
| 1.000 | 2.597 | 1.000 | 2.568 | 2.611 | 2.687 | 2.529 | 2.649 | 2.608 | 2.628 | 22.877 |
| 2.767 | 2.597 | 2.327 | 2.568 | 2.611 | 2.687 | 2.529 | 2.649 | 2.608 | 2.628 | 25.971 |
| 2.767 | 2.597 | 2.327 | 2.568 | 2.611 | 4.283 | 2.529 | 1.000 | 1.000 | 4.139 | 25.820 |

1. **Variabel Komunikasi Antar Karyawan (X3)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.TOTAL** |
| 1.000 | 1.000 | 1.000 | 1.000 | 2.205 | 1.000 | 1.000 | 8.205 |
| 3.064 | 3.042 | 3.123 | 2.939 | 3.762 | 2.965 | 3.132 | 22.028 |
| 1.000 | 1.000 | 1.927 | 1.000 | 2.205 | 1.953 | 1.965 | 11.049 |
| 3.064 | 1.000 | 1.000 | 1.000 | 3.762 | 1.000 | 1.000 | 11.825 |
| 3.064 | 3.042 | 3.123 | 1.000 | 3.762 | 1.000 | 3.132 | 18.123 |
| 3.064 | 3.042 | 1.927 | 2.939 | 3.762 | 2.965 | 3.132 | 20.831 |
| 1.000 | 3.042 | 1.000 | 1.000 | 2.205 | 1.000 | 1.000 | 10.247 |
| 1.000 | 1.851 | 3.123 | 1.828 | 2.205 | 1.000 | 1.000 | 12.007 |
| 3.064 | 3.042 | 3.123 | 2.939 | 3.762 | 2.965 | 3.132 | 22.028 |
| 3.064 | 3.042 | 3.123 | 2.939 | 3.762 | 2.965 | 3.132 | 22.028 |
| 3.064 | 3.042 | 3.123 | 2.939 | 3.762 | 2.965 | 3.132 | 22.028 |
| 1.936 | 1.851 | 1.927 | 2.939 | 3.762 | 2.965 | 3.132 | 18.512 |
| 3.064 | 3.042 | 3.123 | 2.939 | 3.762 | 2.965 | 3.132 | 22.028 |
| 1.000 | 3.042 | 3.123 | 1.000 | 3.762 | 1.953 | 3.132 | 17.012 |
| 1.936 | 1.000 | 3.123 | 1.828 | 2.205 | 1.000 | 1.965 | 13.057 |
| 1.000 | 1.851 | 1.927 | 2.939 | 3.762 | 1.000 | 1.000 | 13.479 |
| 1.936 | 1.000 | 1.000 | 1.000 | 1.000 | 1.953 | 1.000 | 8.888 |
| 3.064 | 1.851 | 1.927 | 2.939 | 3.762 | 1.000 | 3.132 | 17.675 |
| 3.064 | 3.042 | 1.927 | 2.939 | 3.762 | 1.953 | 1.965 | 18.652 |
| 1.936 | 3.042 | 1.927 | 1.828 | 2.205 | 1.953 | 1.965 | 14.855 |
| 3.064 | 3.042 | 3.123 | 2.939 | 3.762 | 2.965 | 3.132 | 22.028 |
| 3.064 | 3.042 | 3.123 | 2.939 | 3.762 | 2.965 | 3.132 | 22.028 |
| 1.936 | 3.042 | 3.123 | 2.939 | 2.205 | 1.000 | 1.965 | 16.211 |
| 3.064 | 3.042 | 3.123 | 2.939 | 3.762 | 2.965 | 3.132 | 22.028 |
| 1.936 | 1.851 | 1.927 | 2.939 | 3.762 | 1.953 | 1.965 | 16.332 |
| 3.064 | 1.851 | 3.123 | 1.000 | 3.762 | 2.965 | 3.132 | 18.897 |
| 3.064 | 3.042 | 3.123 | 2.939 | 3.762 | 1.953 | 3.132 | 21.015 |
| 1.936 | 3.042 | 3.123 | 2.939 | 3.762 | 1.000 | 1.965 | 17.767 |
| 3.064 | 3.042 | 3.123 | 2.939 | 3.762 | 2.965 | 3.132 | 22.028 |
| 3.064 | 3.042 | 3.123 | 2.939 | 3.762 | 2.965 | 3.132 | 22.028 |
| 1.000 | 1.000 | 1.000 | 2.939 | 3.762 | 1.000 | 3.132 | 13.833 |
| 3.064 | 3.042 | 1.000 | 2.939 | 3.762 | 1.953 | 1.965 | 17.725 |
| 1.000 | 1.851 | 1.927 | 1.828 | 2.205 | 2.965 | 1.965 | 13.741 |
| 1.936 | 3.042 | 3.123 | 1.828 | 3.762 | 2.965 | 1.000 | 17.656 |
| 1.000 | 1.000 | 3.123 | 2.939 | 3.762 | 1.000 | 3.132 | 15.957 |
| 1.936 | 3.042 | 1.000 | 1.828 | 2.205 | 1.000 | 1.965 | 12.976 |
| 3.064 | 3.042 | 3.123 | 1.000 | 3.762 | 2.965 | 1.000 | 17.956 |

**Lampiran Hasil Output SPSS 25**

1. **Uji Validitas**
2. **Tabel Uji Validatas Variabel Semangat Kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | Y1.1 | Y1.2 | Y1.3 | Y1.4 | Y1.5 | Y1.6 | Y1.7 | Y1.8 | Y1.9 | Y1.10 | Y1.TOTAL |
| Y1.1 | Pearson Correlation | 1 | .539\*\* | .752\*\* | .400\* | .385\* | .285 | .311 | .259 | .484\*\* | .172 | .762\*\* |
| Sig. (2-tailed) |  | .002 | .000 | .029 | .036 | .127 | .094 | .167 | .007 | .363 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.2 | Pearson Correlation | .539\*\* | 1 | .551\*\* | .379\* | .430\* | .306 | .091 | .214 | .114 | -.040 | .567\*\* |
| Sig. (2-tailed) | .002 |  | .002 | .039 | .018 | .100 | .632 | .256 | .548 | .833 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.3 | Pearson Correlation | .752\*\* | .551\*\* | 1 | .492\*\* | .172 | .240 | .223 | .224 | .133 | .084 | .622\*\* |
| Sig. (2-tailed) | .000 | .002 |  | .006 | .365 | .201 | .237 | .234 | .484 | .658 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.4 | Pearson Correlation | .400\* | .379\* | .492\*\* | 1 | .426\* | .551\*\* | .156 | .506\*\* | -.170 | .190 | .626\*\* |
| Sig. (2-tailed) | .029 | .039 | .006 |  | .019 | .002 | .409 | .004 | .370 | .314 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.5 | Pearson Correlation | .385\* | .430\* | .172 | .426\* | 1 | .625\*\* | .390\* | .300 | .163 | .066 | .645\*\* |
| Sig. (2-tailed) | .036 | .018 | .365 | .019 |  | .000 | .033 | .108 | .390 | .730 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.6 | Pearson Correlation | .285 | .306 | .240 | .551\*\* | .625\*\* | 1 | .265 | .622\*\* | -.055 | .175 | .671\*\* |
| Sig. (2-tailed) | .127 | .100 | .201 | .002 | .000 |  | .157 | .000 | .772 | .355 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.7 | Pearson Correlation | .311 | .091 | .223 | .156 | .390\* | .265 | 1 | .278 | .220 | .070 | .510\*\* |
| Sig. (2-tailed) | .094 | .632 | .237 | .409 | .033 | .157 |  | .137 | .243 | .715 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.8 | Pearson Correlation | .259 | .214 | .224 | .506\*\* | .300 | .622\*\* | .278 | 1 | .232 | .294 | .665\*\* |
| Sig. (2-tailed) | .167 | .256 | .234 | .004 | .108 | .000 | .137 |  | .217 | .115 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.9 | Pearson Correlation | .484\*\* | .114 | .133 | -.170 | .163 | -.055 | .220 | .232 | 1 | .320 | .453\* |
| Sig. (2-tailed) | .007 | .548 | .484 | .370 | .390 | .772 | .243 | .217 |  | .085 | .012 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.10 | Pearson Correlation | .172 | -.040 | .084 | .190 | .066 | .175 | .070 | .294 | .320 | 1 | .435\* |
| Sig. (2-tailed) | .363 | .833 | .658 | .314 | .730 | .355 | .715 | .115 | .085 |  | .016 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.TOTAL | Pearson Correlation | .762\*\* | .567\*\* | .622\*\* | .626\*\* | .645\*\* | .671\*\* | .510\*\* | .665\*\* | .453\* | .435\* | 1 |
| Sig. (2-tailed) | .000 | .001 | .000 | .000 | .000 | .000 | .004 | .000 | .012 | .016 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

1. **Tabel Uji Validitas Variabel Lingkungan Kerja Fisik (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.TOTAL |
| X1.1 | Pearson Correlation | 1 | .589\*\* | .208 | .408\* | .472\*\* | .450\* | .567\*\* | .551\*\* | .558\*\* | .669\*\* |
| Sig. (2-tailed) |  | .001 | .270 | .025 | .008 | .013 | .001 | .002 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .589\*\* | 1 | .392\* | .722\*\* | .556\*\* | .637\*\* | .687\*\* | .650\*\* | .631\*\* | .806\*\* |
| Sig. (2-tailed) | .001 |  | .032 | .000 | .001 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .208 | .392\* | 1 | .339 | .331 | .599\*\* | .357 | .499\*\* | .621\*\* | .634\*\* |
| Sig. (2-tailed) | .270 | .032 |  | .067 | .074 | .000 | .053 | .005 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .408\* | .722\*\* | .339 | 1 | .385\* | .643\*\* | .595\*\* | .675\*\* | .546\*\* | .728\*\* |
| Sig. (2-tailed) | .025 | .000 | .067 |  | .035 | .000 | .001 | .000 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .472\*\* | .556\*\* | .331 | .385\* | 1 | .581\*\* | .734\*\* | .671\*\* | .674\*\* | .766\*\* |
| Sig. (2-tailed) | .008 | .001 | .074 | .035 |  | .001 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .450\* | .637\*\* | .599\*\* | .643\*\* | .581\*\* | 1 | .759\*\* | .712\*\* | .663\*\* | .861\*\* |
| Sig. (2-tailed) | .013 | .000 | .000 | .000 | .001 |  | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | .567\*\* | .687\*\* | .357 | .595\*\* | .734\*\* | .759\*\* | 1 | .875\*\* | .683\*\* | .880\*\* |
| Sig. (2-tailed) | .001 | .000 | .053 | .001 | .000 | .000 |  | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | .551\*\* | .650\*\* | .499\*\* | .675\*\* | .671\*\* | .712\*\* | .875\*\* | 1 | .763\*\* | .898\*\* |
| Sig. (2-tailed) | .002 | .000 | .005 | .000 | .000 | .000 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | .558\*\* | .631\*\* | .621\*\* | .546\*\* | .674\*\* | .663\*\* | .683\*\* | .763\*\* | 1 | .860\*\* |
| Sig. (2-tailed) | .001 | .000 | .000 | .002 | .000 | .000 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.TOTAL | Pearson Correlation | .669\*\* | .806\*\* | .634\*\* | .728\*\* | .766\*\* | .861\*\* | .880\*\* | .898\*\* | .860\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | |

1. **Tabel Uji Validitas Variabel Budaya Organisasi (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 | .452\* | .388\* | .611\*\* | .326 | .571\*\* | .572\*\* | .537\*\* | .424\* | .182 | .701\*\* |
| Sig. (2-tailed) |  | .012 | .034 | .000 | .078 | .001 | .001 | .002 | .019 | .335 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .452\* | 1 | .590\*\* | .514\*\* | .366\* | .353 | .772\*\* | .603\*\* | .476\*\* | .570\*\* | .813\*\* |
| Sig. (2-tailed) | .012 |  | .001 | .004 | .047 | .056 | .000 | .000 | .008 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .388\* | .590\*\* | 1 | .544\*\* | .217 | .416\* | .592\*\* | .536\*\* | .308 | .483\*\* | .734\*\* |
| Sig. (2-tailed) | .034 | .001 |  | .002 | .248 | .022 | .001 | .002 | .098 | .007 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .611\*\* | .514\*\* | .544\*\* | 1 | .308 | .359 | .764\*\* | .568\*\* | .479\*\* | .213 | .764\*\* |
| Sig. (2-tailed) | .000 | .004 | .002 |  | .097 | .051 | .000 | .001 | .007 | .258 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .326 | .366\* | .217 | .308 | 1 | .476\*\* | .183 | .311 | .353 | .679\*\* | .593\*\* |
| Sig. (2-tailed) | .078 | .047 | .248 | .097 |  | .008 | .333 | .094 | .056 | .000 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .571\*\* | .353 | .416\* | .359 | .476\*\* | 1 | .339 | .346 | .426\* | .485\*\* | .662\*\* |
| Sig. (2-tailed) | .001 | .056 | .022 | .051 | .008 |  | .067 | .061 | .019 | .007 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | .572\*\* | .772\*\* | .592\*\* | .764\*\* | .183 | .339 | 1 | .682\*\* | .454\* | .183 | .790\*\* |
| Sig. (2-tailed) | .001 | .000 | .001 | .000 | .333 | .067 |  | .000 | .012 | .332 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .537\*\* | .603\*\* | .536\*\* | .568\*\* | .311 | .346 | .682\*\* | 1 | .346 | .333 | .732\*\* |
| Sig. (2-tailed) | .002 | .000 | .002 | .001 | .094 | .061 | .000 |  | .061 | .072 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | .424\* | .476\*\* | .308 | .479\*\* | .353 | .426\* | .454\* | .346 | 1 | .358 | .644\*\* |
| Sig. (2-tailed) | .019 | .008 | .098 | .007 | .056 | .019 | .012 | .061 |  | .052 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | .182 | .570\*\* | .483\*\* | .213 | .679\*\* | .485\*\* | .183 | .333 | .358 | 1 | .638\*\* |
| Sig. (2-tailed) | .335 | .001 | .007 | .258 | .000 | .007 | .332 | .072 | .052 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.TOTAL | Pearson Correlation | .701\*\* | .813\*\* | .734\*\* | .764\*\* | .593\*\* | .662\*\* | .790\*\* | .732\*\* | .644\*\* | .638\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .001 | .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. **Tabel Uji Validitas Variabel Komunikasi Antar Karyawan (X3)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.TOTAL |
| X3.1 | Pearson Correlation | 1 | .432\* | .401\* | .478\*\* | .582\*\* | .574\*\* | .684\*\* | .771\*\* |
| Sig. (2-tailed) |  | .017 | .028 | .008 | .001 | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | .432\* | 1 | .576\*\* | .543\*\* | .515\*\* | .432\* | .597\*\* | .756\*\* |
| Sig. (2-tailed) | .017 |  | .001 | .002 | .004 | .017 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | .401\* | .576\*\* | 1 | .470\*\* | .459\* | .406\* | .693\*\* | .735\*\* |
| Sig. (2-tailed) | .028 | .001 |  | .009 | .011 | .026 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | .478\*\* | .543\*\* | .470\*\* | 1 | .529\*\* | .434\* | .478\*\* | .738\*\* |
| Sig. (2-tailed) | .008 | .002 | .009 |  | .003 | .017 | .008 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | .582\*\* | .515\*\* | .459\* | .529\*\* | 1 | .430\* | .662\*\* | .745\*\* |
| Sig. (2-tailed) | .001 | .004 | .011 | .003 |  | .018 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | .574\*\* | .432\* | .406\* | .434\* | .430\* | 1 | .718\*\* | .757\*\* |
| Sig. (2-tailed) | .001 | .017 | .026 | .017 | .018 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | .684\*\* | .597\*\* | .693\*\* | .478\*\* | .662\*\* | .718\*\* | 1 | .893\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .008 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.TOTAL | Pearson Correlation | .771\*\* | .756\*\* | .735\*\* | .738\*\* | .745\*\* | .757\*\* | .893\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 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**
2. **Tabel Uji Reliabilitas Variabel Semangat Kerja (Y)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .781 | 10 |

1. **Tabel Uji Reliabilitas Variabel Lingkungan Kerja Fisik (X1)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .916 | 9 |

1. **Tabel Uji Reliabilitas Variabel Budaya Organisasi (X2)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .887 | 10 |

1. **Tabel Uji Reliabilitas Variabel Komunikasi Antar Karyawan (X3)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .881 | 7 |

1. **Regresi Linear Berganda**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 49.346 | .497 |  | 99.385 | .000 |
| Lingkungan Kerja Fisik | .065 | .014 | .512 | 4.527 | .000 |
| Budaya Organisasi | .041 | .015 | .268 | 2.807 | .008 |
| Komunikasi Antar Karyawan | .040 | .014 | .305 | 2.806 | .008 |
| a. Dependent Variable: Semangat Kerja | | | | | | |

1. **Uji Hipotesis**
2. **Uji t**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 49.346 | .497 |  | 99.385 | .000 |
| Lingkungan Kerja Fisik | .065 | .014 | .512 | 4.527 | .000 |
| Budaya Organisasi | .041 | .015 | .268 | 2.807 | .008 |
| Komunikasi Antar Karyawan | .040 | .014 | .305 | 2.806 | .008 |
| a. Dependent Variable: Semangat Kerja | | | | | | |

1. **Uji F**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 11.787 | 3 | 3.929 | 30.524 | .000b |
| Residual | 4.248 | 33 | .129 |  |  |
| Total | 16.034 | 36 |  |  |  |
| a. Dependent Variable: Semangat Kerja | | | | | | |
| b. Predictors: (Constant), Komunikasi Antar Karyawan, Budaya Organisasi, Lingkungan Kerja Fisik | | | | | | |

1. **Koefisien Determinasi**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .857a | .735 | .711 | .359 |
| a. Predictors: (Constant), Komunikasi Antar Karyawan, Budaya Organisasi, Lingkungan Kerja Fisik | | | | |
| b. Dependent Variable: Semangat Kerja | | | | |

**SURAT SELESAI PENELITIAN**