

DAFTAR PUSTAKA

- Afandi, P. (2018). Manajemen Sumber Daya Manusia Teori, Konsep dan Indikator. In *Nusa Media Yogyakarta* (cetakan ke, hal. 196 halaman). Yogyakarta: Nusa Media Yogyakarta.
- Ambarita, D. R., Rangkuti, D. A., Elisati, E., & Verawaty, V. (2021). Motivasi Internal, Motivasi Eksternal dan Kompensasi Terhadap Semangat Kerja Guru di SMA Free Methodist Medan. *Jurnal Penelitian dan Pengembangan Sains dan Humaniora*, 5(1), 140–146. <https://doi.org/10.23887/jppsh.v5i1.35129>
- Ansory, A. F., & Indrasari, M. (2018). *Manajemen Sumber Daya Manusia* (Pertama). Sidoarjo: Indomedia Pustaka. Diakses dari <http://repository.unitomo.ac.id/id/eprint/891>
- Bangun, W. (2012). *Manajemen Sumber Daya Manusia*. Bandung: Erlangga.
- Busro, M. (2018). *Teori Manajemen Sumber Daya Manusia* (1 ed.). Jakarta: PRENADAMEDIA GROUP. Diakses dari <https://books.google.com/books?hl=en&lr=&id=e7KpEAAAQBAJ&oi=fnd&pg=PP1&dq=%22transformasi+digital%22++%22kinerja+organisasi%22+%22pemerintah%22&ots=BbBLzxmbLx&sig=YMjuEjqctrsS3g2SsUnOt8fWpxI>
- Cahyani, N. M. D. M., & Mujiati, N. W. (2019). Pengaruh Lingkungan Kerja, Motivasi Dan Kompensasi Terhadap Semangat Kerja. *E-Jurnal Manajemen Universitas Udayana*, 8(5), 3193. <https://doi.org/10.24843/ejmunud.2019.v08.i05.p22>
- Ferdiana, N. A., Sunarya, E., & Nurmala, R. (2023). IMPLEMENTASI SISTEM REMUNERASI DAN MOTIVASI EKSTRINSIK TERHADAP SEMANGAT KERJA KARYAWAN PADA PT SINAR SOSRO KP SUKABUMI, 7, 1210–1220.
- Ghozali, I. (2018). *Aplikasi Analisis MULTIVARIATE Dengan program IBM SPSS* 25. Semarang: UNDIP.
- Hanura, N., Hartati, C. S., & Wibowo, N. M. (2021). Analisis pengaruh fasilitas kerja, lingkungan kerja, dan disiplin kerja terhadap semangat kerja. *Jurnal EMA* (Vol. 6). jurnal EMA – jurnal Ekonomi Manajemen Akuntansi.
- Jufri, A., Hastari, S., & Wahyudi, P. (2020). Pengaruh lingkungan kerja dan disiplin kerja terhadap semangat kerja pegawai dinas kesehatan. *Jurnal EMA-Ekonomi Manajemen Akutansi*, 5 nomer 1, 1–11.

- Mendonca, Y. M. S. (2022). PENGARUH LINGKUNGAN KERJA DAN DISIPLIN KERJA TERHADAP SEMANGAT KERJA PEGAWAI SEKRETARIAT DPRD KABUPATEN KEPULAUAN LEMBATA. *Jurnal Mitra Manajemen(JMM Online)*, 6(3), 166–180.
- Muhamad, M., Lilianti, E., & Erdiansyah. (2022). Pengaruh Kepuasan Kerja dan Lingkungan Kerja Terhadap Semangat Kerja Pegawai Dinas Pendidikan Kabupaten OKI PENDAHULUAN Nurbudiyani (2016 : 10), berpendapat Semangat kerja adalah kemauan pegawai untuk melakukan pekerjaan dengan giat dan antusias sehingg. *Manivestasi*, 4 No., 221–238.
- Nitisemito, S. A. (2020). *Manajemen Personalialia. Ghalia Indonesia* (edisi 4). Jakarta: Ghalia Indonesia.
- Oktaviani Ema, W., Wimba, A. G., & Astawa, P. P. (2023). Pengaruh Kepemimpinan Karismatik , Lingkungan Kerja dan Disiplin Kerja Terhadap Semangat Kerja Pegawai Lpd Kecamatan Tampaksiring. *Widya Amrita: Jurnal Manajemen, Kewirausahaan dan Pariwisata*, 3(1), 97–102.
- Purwoko, A. P. (2013). Pegawai Tidak Tetap : Tinjauan Literatur Sebagai Perbandingan Dengan Praktek Pada Organisasi Publik di Indonesia. *Jurnal Kebijakan dan Manajemen PNS*, 7(2), 12–23. Diakses dari <https://jurnal.bkn.go.id/index.php/asn/article/view/78/103>
- Putra, udayana bagus, Amerta, S., Widyanta, prima bagus, & amertha, sahya genijayendra. (2022). *Determinan Semangat Kerja Karyawan*. Surabaya: Scopindo Media Pustaka.
- Putra, A. P. (2020). Pengaruh Motivasi Intrinsik, Motivasi Ekstrinsik dan Komunikasi internal Terhadap Semangat Kerja Pegawai DINas Perhubungan Kota Medan Bidang Perparkiran. *Jurnal Berkala Epidemiologi*, 5(1), 90–96. Diambil dari <https://core.ac.uk/download/pdf/235085111.pdf> website: <http://www.kemkes.go.id> website: [http://www.yankes.kemkes.go.id/assets/downloads/PMK No. 57 Tahun 2013 tentang PTRM.pdf](http://www.yankes.kemkes.go.id/assets/downloads/PMK_No_57_Tahun_2013_tentang_PTRM.pdf) website: https://www.kemenpppa.go.id/lib/uploads/list/15242-profil-anak-indonesia_-2019.pdf
- Ramdhani, A. B., & Adiwati, M. R. (2023). Pengaruh Lingkungan Kerja dan Disiplin Kerja terhadap Semangat Kerja Karyawan Divisi Jasa Pengamanan PT Cipta Esavira Sejahtera. *Jurnal Ilmiah Universitas Batanghari Jambi*, 23(1), 70. <https://doi.org/10.33087/jiubj.v23i1.2778>
- Riesata, Y., & Pancasasti, R. (2021). Penempatan Dan Disiplin Kerja Pegawai: Pengaruhnya Terhadap Kinerja Pegawai Melalui Semangat Kerja. *Jurnal Ilmiah Akuntansi Dan Keuangan*, 4((5)), 2120–2132.

- Samba, A., Dwijatenaya, I. B. M. A., & Musmuliadi. (2023). PENGARUH KOMPENSASI DAN MOTIVASI EKSTRINSIK TERHADAP SEMANGAT KERJA GURU SMP NEGERI 1 BARONG TONGKOK KABUPATEN KUTAI BARAT. *Jurnal Ilmiah Administrasi Publik (JIMAP)*, 2(1), 125–137.
- Sugiyono. (2022). METODE PENELITIAN KUANTITATIF, KUALITATIF, DAN R&D. In *cv.alfabeta* (2 cetakan, hal. 334 halaman). Bandung: ALFABETA.
- Sutrisno, E. (2023). *MANAJEMEN SUMBER DAYA MANUSIA* (pertama). Jakarta: KENCANA.

LAMPIRAN

Lampiran 1 Surat Balasan Penelitian



PEMERINTAH KABUPATEN TEGAL
SATUAN POLISI PAMONG PRAJA
 Jl. Dr. Soetomo No. 1 Slawi Kode Pos 52417
 Telp. (0283) 491668 – 491764 – 491765 Faks. (0283) 491670

Nomor : 050 / 08 / 544
 Lampiran : -
 Perihal : Ijin Penelitian dan
Permintaan Data

Slawi, 28 Mei 2023
 Kepada.
 Yth. Dekan Fakultas Ekonomi dan Bisnis
 Universitas Pancasakti Tegal

Di.
TEGAL

Disampaikan dengan hormat, sesuai surat Saudara Nomor :
 60/K/E/FEB/UPS/X/2023 Tanggal 24 Oktober 2023 Perihal tersebut pada pokok
 surat, bahwa Mahasiswa dari Universitas Pancasakti Tegal :

- Nama : DHANI ARI SETIYAWAN
- NPM : 4120600210
- Program Studi : Manajemen
- Judul Skripsi : Pengaruh Lingkungan Kerja, Disiplin Kerja dan
 Motivasi Ekstrinsik terhadap Semangat Kerja Pegawai
 Non ASN pada SATPOL PP Kabupaten Tegal
- Keterangan : Pada prinsipnya kami akan membantu untuk
 melaksanakan Penelitian dan Permintaan Data pada
 Kantor Satpol PP Kabupaten Tegal

Demikian untuk menjadikan maklum.

A.n Kepala Satuan Polisi Pamong Praja
 Kabupaten Tegal
 Sekretaris
 U.p. Kasubag Umum dan Kepegawaian



Lampiran 2 Surat Izin Penyebaran Kuesioner

KATA PENGANTAR

Perihal : Permohonan Lembar Pengisian Kuesioner
Judul Penelitian : Pengaruh Lingkungan Kerja, Disiplin Kerja dan Motivasi Ekstrinsik Terhadap Semangat Kerja Pegawai non ASN Satuan Polisi Pamong Praja Kabupaten Tegal

Kepada Yth.

Personel Satuan Polisi Pamong Praja Kabupaten Tegal

Di tempat

Dengan Hormat,

Dalam rangka menyelesaikan tugas akhir skripsi, saya:

Nama : Dhani Ari Setiyawan

Npm : 4120600210

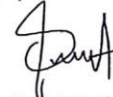
Prodi : Manajemen Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal.

Untuk itu Peneliti memohon Partisipasi bapak/ibu/sdr untuk mengisi kuesioner ini dengan memberikan informasi pada masing-masing pernyataan dengan sebenar-benarnya dan sesuai dengan petunjuk pengisian.

Adapun data yang saya minta merupakan data yang sesuai dengan kondisi yang dirasakan oleh bapak/ibu/sdr selama ini. Saya akan menjaga kerahasiaan data ini, Karena hanya untuk penelitian.

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya dan sangat bermanfaat bagi penelitian ini. Atas perhatian dan Bantuannya, Saya mengucapkan banyak terimakasih.

Tegal, 8 Mei 2024



Dhani Ari Setiyawan



Lampiran 3 Kuesioner

IDENTITAS RESPONDEN

Bapak/ibu/Sdr/Sdri Pegawai Satpol PP kabupaten Tegal Silahkan untuk mengisi dengan memberikan tanda centang (✓)

1. Jenis Kelamin : a. Laki-laki
b. Perempuan

2. Usia : 21-30 th
 31-40 th
 > 41 th

3. Pendidikan Terakhir : SMA/SMK/MA
 : D1/D2/D3
 : S1
 : S2

4. Petunjuk pengisian :

1. Jawaban masing-masing pernyataan dengan kondisi saat ini.
2. Pilihlah salah satu jawaban dengan memberi tanda (✓) pada kolom yang tersedia.
3. Keterangan jawaban sebagai berikut :

STS (Skor 1)	= Sangat Tidak Setuju
TS (Skor 2)	= Tidak Setuju
N (Skor 3)	= Netral
S (Skor 4)	= Setuju
SS (Skor 5)	= Sangat Setuju

1. Pernyataan Variabel Semangat Kerja

No	Pernyataan	STS	TS	N	S	SS
		1	2	3	4	5
Profesionalisme						
1.	Saya profesionalisme dan teliti dalam menyelesaikan pekerjaan					
2.	Ketika diberi tugas oleh atasan, saya selalu menyelesaikan tugas dengan tepat waktu					
Kehadiran						
3.	Saya selalu berangkat kerja tepat waktu					
4.	Ketika saya tidak masuk kerja, saya selalu memberi surat izin ke instansi					
Loyalitas						
5.	Saya merasa senang dan merasa puas dengan pekerjaan saat ini					
6.	Saya merasa betah bekerja disini dan tidak ingin berpindah kerja ketempat lain					
Suasana Kerja						
7.	Saya selalu tenang Ketika menghadapi pekerjaan yang lumayan berat					
8.	setiap kali menghadapi pekerjaan, saya merasa sangat bersemangat					
Kerusakan Sarana dan prasarana Kerja						
9.	Sarana prasarana kerja banyak yang rusak sehingga mengganggu saya dalam menyelesaikan pekerjaan					
10.	Saya akan bekerja secara maksimal jika kondisi peralatan kerja berjalan dengan baik					

2. Pernyataan Variabel Lingkungan Kerja

No	Pernyataan	STS	TS	N	S	SS
		1	2	3	4	5
Penerangan tempat kerja						
1.	Lampu penerangan kantor berfungsi dengan baik					
2.	Jumlah jendela ruang kerja terbatas, sehingga mengganggu saya dalam					

No	Pernyataan	STS	TS	N	S	SS
		1	2	3	4	5
	melaksanakan pekerjaan karena kurangnya pencahayaan					
Dekorasi						
3.	Saya merasa dekorasi diruang kerja sesuai dengan keindahan sehingga membuat saya bersemangat dalam bekerja					
4.	Pemilihan Warna cat elegant atau kalem digunakan diruang kerja memberi efek semangat bekerja					
Kebisingan						
5.	Suara pegawai lain tidak terlalu mengganggu konsentrasi saya saat sedang bekerja					
6.	Belum ada dinding peredam suara, sehingga suara bising kendaraan dari luar terdengar hingga masuk kedalam kantor, membuat saya merasa terganggu konsentrasinya					
Suhu Udara						
7.	Sirkulasi udara diruang kerja terasa gerah atau panas					
8.	Terdapat pendingin ruangan dan kipas angin, namun hanya beberapa yang berfungsi dengan baik					
Kelembapan Udara						
9.	Saya merasa tidak nyaman dalam bekerja dikarenakan jumlah pendingin ruangan yang terbatas sehingga temperatur ruangan menjadi gerah					
10.	Saya dapat beradaptasi dengan temperatur udara ditempat kerja					

3. Pernyataan Variabel Disiplin Kerja

No	Pernyataan	STS	TS	N	S	SS
		1	2	3	4	5
Penggunaan waktu secara Efektif						
1.	Saya selalu menyelesaikan tugas atau pekerjaan yang diberikan dengan tepat waktu					
2.	Saya selalu menggunakan waktu secara efektif dan efisien					

No	Pernyataan	STS	TS	N	S	SS
		1	2	3	4	5
3.	Saya hadir ditempat kerja tepat waktu sebelum jam yang telah ditetapkan					
4.	Saya selalu pulang kerja sesuai dengan waktu yang ditetapkan					
Tidak pernah mangkir						
5.	Jika tidak masuk kerja, saya memberikan surat izin tidak bekerja kepada pimpinan					
6.	Saya tidak pernah melimpahkan pekerjaan ke rekan kerja					
Mematuhi semua peraturan instansi						
7.	Saya mengikuti aturan yang berlaku dan ditetapkan oleh instansi					
8.	Saya mengerti dan memahami aturan dan sanksi yang telah ditetapkan oleh instansi					
Membuat laporan kerja harian						
9.	Laporan kerja harian merupakan bagian aktifitas kerja harian saya					
10.	Prestasi kerja saya meningkat dengan saya melaporkan kerja harian secara konsisten					

4. Pernyataan Variabel Motivasi Ekstrinsik

No	Pernyataan	STS	TS	N	S	SS
		1	2	3	4	5
Keamanan kerja						
1.	Instansi bertanggung jawab terhadap keselamatan, kesehatan, dan keamanan diri saya pada saat bekerja					
2.	Saya merasakan keamanan dalam bekerja, karena pekerjaan ataupun perintah yang diberikan sesuai dengan kemampuan saya dan sesuai prosedur yang benar					
Fasilitas kerja						
3.	Fasilitas kerja yang sudah memadai untuk melakukan pelaporan kerja					

No	Pernyataan	STS	TS	N	S	SS
		1	2	3	4	5
4.	Saya akan bekerja secara maksimal jika lingkungan kerja dirasa aman dan nyaman					
5.	Instansi menyediakan tempat ibadah seperti mushola yang bersih dan nyaman					
6.	ruang kerja selalu bersih dan tidak berbau					
Hubungan kerja						
7.	Komunikasi dan keakraban antara rekan kerja dan atasan terjalin dengan baik					
8.	Keakraban dengan rekan kerja sangat membantu saya dalam menyelesaikan pekerjaan					
Gaji						
9.	Gaji yang diterima saya, mampu untuk mencukupi kebutuhan sehari-hari					
10.	Pada saat pemberian gaji, instansi selalu memberikan gaji tepat pada waktunya					

————— TERIMAKASIH ATAS PARTISIPASINYA —————

Lampiran 4 Jawaban Non Responden

Variabel Semangat Kerja (Y)

SEMANGAT KERJA (Y)											
NO	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	TOTAL
1	4	4	3	4	3	4	2	3	4	4	35
2	4	4	4	4	4	4	4	4	4	4	40
3	5	4	4	4	4	5	5	4	4	4	43
4	4	3	5	3	4	4	4	4	4	4	39
5	4	5	4	5	4	5	5	4	4	4	44
6	5	5	5	5	5	5	4	3	4	5	46
7	5	5	5	5	4	3	3	4	5	5	44
8	4	4	4	4	4	4	4	4	4	4	40
9	4	4	4	4	3	2	3	4	3	3	34
10	5	5	4	3	3	2	2	3	5	5	37
11	5	5	5	5	4	4	5	4	4	4	45
12	4	4	4	4	3	3	3	3	3	4	35
13	4	4	4	4	4	3	2	3	3	3	34
14	4	4	5	5	3	3	2	4	5	5	40
15	5	4	5	5	4	5	4	5	5	5	47
16	3	4	2	4	4	2	2	2	4	5	32
17	4	4	4	4	4	3	3	4	3	4	37
18	4	3	4	4	3	3	3	3	3	4	34
19	1	1	1	1	2	2	2	2	2	2	16
20	4	4	3	4	4	3	2	3	4	4	35
21	3	3	4	4	4	4	2	5	4	5	38
22	3	4	5	4	3	3	3	4	2	5	36
23	4	3	3	4	3	3	4	4	5	5	38
24	4	4	3	4	4	4	3	3	4	4	37
25	4	4	4	4	4	4	4	4	4	4	40
26	4	4	4	4	4	4	4	4	4	4	40
27	3	4	3	4	3	3	4	3	4	4	35
28	4	4	4	3	3	2	3	3	4	5	35
29	3	3	3	3	4	3	4	4	5	4	36
30	4	5	4	5	4	3	3	4	5	5	42

Variabel Lingkungan Kerja (X1)

LINGKUNGAN KERJA (X1)											
NO	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	TOTAL
1	4	4	4	3	4	2	3	4	5	4	37
2	2	3	3	2	4	5	4	4	4	3	34
3	4	5	3	4	5	5	4	5	5	4	44
4	3	4	4	4	5	4	5	4	4	4	41
5	4	5	4	4	5	5	4	4	4	5	44
6	5	5	5	5	5	5	3	4	5	5	47
7	4	4	2	2	3	3	2	4	4	2	30
8	3	3	3	3	3	4	3	3	4	3	32
9	4	3	3	4	3	4	3	3	4	4	35
10	4	2	3	4	1	5	4	4	3	1	31
11	4	1	4	4	4	4	4	4	4	4	37
12	3	3	3	3	3	3	3	3	4	3	31
13	4	3	3	4	3	4	4	4	4	3	36
14	3	4	4	5	4	3	2	4	4	4	37
15	4	5	5	4	4	4	5	4	5	5	45
16	4	4	4	4	3	5	4	4	3	3	38
17	3	3	3	3	3	3	3	3	4	3	31
18	4	4	4	3	3	3	2	2	2	3	30
19	1	2	2	2	2	2	2	2	2	2	19
20	4	4	4	3	3	3	3	3	4	3	34
21	5	5	4	5	5	3	4	2	4	5	42
22	4	2	3	3	5	2	5	3	3	3	33
23	4	5	4	4	5	4	5	5	4	4	44
24	4	2	4	4	3	4	3	4	4	3	35
25	4	4	4	4	4	4	4	4	4	4	40
26	4	4	4	4	4	4	4	4	4	4	40
27	3	4	3	4	4	4	4	4	4	4	38
28	3	3	2	3	3	2	3	3	4	3	29
29	4	4	2	3	4	4	4	5	3	4	37
30	4	4	4	5	4	3	5	4	4	5	42

Variabel Disiplin Kerja (X2)

DISIPLIN KERJA (X2)											
NO	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	TOTAL
1	5	5	4	4	3	4	4	5	4	4	42
2	4	4	4	5	5	4	5	5	4	5	45
3	4	3	4	3	4	4	4	4	5	5	40
4	4	4	3	4	4	4	4	4	4	4	39
5	5	5	5	5	4	5	4	5	5	5	48
6	5	5	5	5	5	5	5	5	5	5	50
7	5	5	5	4	4	5	5	5	4	4	46
8	4	4	4	4	4	4	4	4	4	4	40
9	4	4	4	4	4	4	5	5	5	5	44
10	4	5	3	1	4	5	5	5	5	3	40
11	5	5	5	5	4	4	4	4	5	5	46
12	3	3	3	3	4	4	3	3	3	3	32
13	4	4	4	4	4	3	2	1	4	3	33
14	5	4	5	4	5	3	4	5	4	5	44
15	5	5	5	5	5	4	4	4	5	5	47
16	4	4	4	4	4	4	4	4	4	4	40
17	3	4	3	4	4	3	3	4	4	4	36
18	3	3	4	3	3	4	4	4	3	4	35
19	4	3	3	3	3	3	3	3	3	3	31
20	3	4	3	3	3	3	3	4	4	3	33
21	4	5	5	4	4	5	4	3	5	5	44
22	3	4	5	5	3	5	5	4	3	4	41
23	4	3	4	3	5	5	4	5	5	5	43
24	4	4	3	4	4	4	4	4	4	4	39
25	4	4	4	4	4	4	4	4	4	4	40
26	4	4	4	4	4	4	4	4	4	4	40
27	3	3	4	3	4	4	4	4	4	4	37
28	4	4	4	5	4	5	4	4	4	3	41
29	3	4	3	3	3	2	4	4	4	4	34
30	5	5	5	3	5	5	5	5	4	4	46

Variabel Motivasi Ekstrinsik (X3)

MOTIVASI EKSTRINSIK (X3)											
NO	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	TOTAL
1	4	3	4	4	5	5	4	4	4	5	42
2	4	4	4	4	4	4	4	4	4	4	40
3	5	5	5	5	4	5	4	5	5	4	47
4	4	5	5	4	4	3	4	4	4	4	41
5	5	4	5	5	5	5	5	5	5	5	49
6	5	5	5	5	5	5	5	5	5	5	50
7	4	2	4	5	5	4	4	5	3	4	40
8	4	4	4	4	4	4	4	4	4	4	40
9	5	3	4	5	5	4	5	5	4	5	45
10	5	4	1	5	3	3	4	4	1	3	33
11	5	5	5	5	5	5	5	5	5	5	50
12	3	4	4	3	4	4	4	4	3	5	38
13	3	3	3	3	3	4	4	4	3	3	33
14	4	4	4	5	5	4	5	3	5	3	42
15	4	5	5	3	3	5	5	5	4	4	43
16	4	4	4	4	4	4	4	4	4	4	40
17	5	4	3	4	5	4	4	4	4	4	41
18	3	3	3	3	4	4	3	4	4	3	34
19	2	2	2	2	1	2	2	2	2	2	19
20	4	2	3	3	3	3	3	3	2	2	28
21	4	4	3	3	4	4	5	4	4	5	40
22	4	5	3	5	5	3	5	4	1	5	40
23	4	4	3	5	5	4	4	5	5	4	43
24	4	4	4	4	4	4	4	4	3	4	39
25	4	4	4	4	4	4	4	4	4	4	40
26	4	4	4	4	4	4	4	4	4	4	40
27	4	4	4	4	4	4	4	4	4	4	40
28	3	2	2	4	3	3	3	4	3	3	30
29	5	5	5	5	2	2	5	4	3	3	39
30	4	4	4	5	5	5	5	3	5	4	44

	Sig. (2-tailed)	.005	.030	.264	.028	.053	.255	.308	.053		.000	.001
	N	30	30	30	30	30	30	30	30	30	30	30
Y.10	Pearson Correlation	.427*	.485**	.452*	.513**	.275	.112	.006	.314	.599**	1	.582**
	Sig. (2-tailed)	.019	.007	.012	.004	.142	.556	.973	.091	.000		.001
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.819**	.732**	.772**	.819**	.693**	.687**	.587**	.662**	.594**	.582**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.001	.000	.001	.001	
	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).

LINGKUNGAN KERJA (X1)

		Correlations										
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	TOTAL
X1.1	Pearson Correlation	1	.402*	.507**	.573**	.348	.254	.277	.250	.334	.428*	.638**
	Sig. (2-tailed)		.028	.004	.001	.059	.176	.139	.183	.072	.018	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.2	Pearson Correlation	.402*	1	.417*	.364*	.568**	.235	.180	.281	.415*	.624**	.687**
	Sig. (2-tailed)	.028		.022	.048	.001	.211	.342	.132	.023	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.3	Pearson Correlation	.507**	.417*	1	.650**	.435*	.293	.298	.140	.396*	.609**	.699**
	Sig. (2-tailed)	.004	.022		.000	.016	.117	.110	.461	.030	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.4	Pearson Correlation	.573**	.364*	.650**	1	.398*	.352	.374*	.270	.363*	.636**	.733**
	Sig. (2-tailed)	.001	.048	.000		.029	.056	.042	.150	.049	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.5	Pearson Correlation	.348	.568**	.435*	.398*	1	.146	.502**	.348	.468**	.794**	.760**
	Sig. (2-tailed)	.059	.001	.016	.029		.443	.005	.059	.009	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.6	Pearson Correlation	.254	.235	.293	.352	.146	1	.347	.568**	.230	.173	.534**
	Sig. (2-tailed)	.176	.211	.117	.056	.443		.060	.001	.222	.361	.002

	N	30	30	30	30	30	30	30	30	30	30	30
X1.7	Pearson Correlation	.277	.180	.298	.374*	.502**	.347	1	.461*	.223	.411*	.610**
	Sig. (2-tailed)	.139	.342	.110	.042	.005	.060		.010	.236	.024	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.8	Pearson Correlation	.250	.281	.140	.270	.348	.568**	.461*	1	.451*	.251	.588**
	Sig. (2-tailed)	.183	.132	.461	.150	.059	.001	.010		.012	.181	.001
	N	30	30	30	30	30	30	30	30	30	30	30
X1.9	Pearson Correlation	.334	.415*	.396*	.363*	.468**	.230	.223	.451*	1	.548**	.642**
	Sig. (2-tailed)	.072	.023	.030	.049	.009	.222	.236	.012		.002	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.10	Pearson Correlation	.428*	.624**	.609**	.636**	.794**	.173	.411*	.251	.548**	1	.824**
	Sig. (2-tailed)	.018	.000	.000	.000	.000	.361	.024	.181	.002		.000
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.638**	.687**	.699**	.733**	.760**	.534**	.610**	.588**	.642**	.824**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.002	.000	.001	.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).

DISIPLIN KERJA (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	.667**	.625**	.377*	.522**	.363*	.332	.383*	.506**	.451*	.769**
	Sig. (2-tailed)		.000	.000	.040	.003	.049	.073	.037	.004	.012	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.2	Pearson Correlation	.667**	1	.500**	.345	.226	.358	.398*	.315	.486**	.239	.669**
	Sig. (2-tailed)	.000		.005	.062	.230	.052	.029	.090	.006	.204	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.3	Pearson Correlation	.625**	.500**	1	.551**	.420*	.513**	.437*	.255	.336	.609**	.785**
	Sig. (2-tailed)	.000	.005		.002	.021	.004	.016	.174	.069	.000	.000

	N	30	30	30	30	30	30	30	30	30	30	30
X2.4	Pearson Correlation	.377*	.345	.551**	1	.235	.160	.114	.029	.107	.448*	.524**
	Sig. (2-tailed)	.040	.062	.002		.212	.397	.549	.878	.574	.013	.003
	N	30	30	30	30	30	30	30	30	30	30	30
X2.5	Pearson Correlation	.522**	.226	.420*	.235	1	.341	.298	.312	.497**	.514**	.630**
	Sig. (2-tailed)	.003	.230	.021	.212		.065	.109	.094	.005	.004	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.6	Pearson Correlation	.363*	.358	.513**	.160	.341	1	.607**	.395*	.317	.225	.638**
	Sig. (2-tailed)	.049	.052	.004	.397	.065		.000	.031	.088	.233	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.7	Pearson Correlation	.332	.398*	.437*	.114	.298	.607**	1	.774**	.284	.451*	.702**
	Sig. (2-tailed)	.073	.029	.016	.549	.109	.000		.000	.128	.012	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.8	Pearson Correlation	.383*	.315	.255	.029	.312	.395*	.774**	1	.330	.465**	.637**
	Sig. (2-tailed)	.037	.090	.174	.878	.094	.031	.000		.075	.010	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.9	Pearson Correlation	.506**	.486**	.336	.107	.497**	.317	.284	.330	1	.607**	.640**
	Sig. (2-tailed)	.004	.006	.069	.574	.005	.088	.128	.075		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.10	Pearson Correlation	.451*	.239	.609**	.448*	.514**	.225	.451*	.465**	.607**	1	.741**
	Sig. (2-tailed)	.012	.204	.000	.013	.004	.233	.012	.010	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.769**	.669**	.785**	.524**	.630**	.638**	.702**	.637**	.640**	.741**	1
	Sig. (2-tailed)	.000	.000	.000	.003	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30
** . Correlation is significant at the 0.01 level (2-tailed).												
* . Correlation is significant at the 0.05 level (2-tailed).												

X3.1 0	Pearson Correlation	.437*	.488**	.495**	.382*	.718**	.617**	.656**	.625**	.405*	1	.786**
	Sig. (2-tailed)	.016	.006	.005	.037	.000	.000	.000	.000	.027		.000
	N	30	30	30	30	30	30	30	30	30	30	30
TOT AL	Pearson Correlation	.731**	.673**	.743**	.675**	.768**	.747**	.809**	.717**	.713**	.786**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30
**. Correlation is significant at the 0.01 level (2-tailed).												
*. Correlation is significant at the 0.05 level (2-tailed).												

Lampiran 6 Hasil Uji Reliabilitas Non Responden

1. Variabel Semangat Kerja (Y)

Reliability Statistics	
Cronbach's Alpha	N of Items
.878	10

2. Variabel Lingkungan Kerja (X1)

Reliability Statistics	
Cronbach's Alpha	N of Items
.863	10

3. Variabel Disiplin Kerja (X2)

Reliability Statistics	
Cronbach's Alpha	N of Items
.861	10

4. Variabel Motivasi Ekstrinsik (X3)

Reliability Statistics	
Cronbach's Alpha	N of Items
.901	10

Lampiran 7 Jawaban Responden

Jawaban Responden Variabel Semangat Kerja (Y)

SEMANGAT KERJA (Y)											
NO	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	TOTAL
1	3	4	4	5	4	5	4	4	3	4	40
2	4	4	4	4	4	5	4	4	4	4	41
3	4	4	4	4	4	4	4	4	4	4	40
4	5	4	5	5	5	5	4	4	4	4	45
5	4	4	4	5	4	5	4	4	3	4	41
6	4	4	4	5	4	5	4	4	3	4	41
7	5	5	5	5	4	5	4	5	4	4	46
8	5	5	5	5	4	5	5	5	5	4	48
9	5	5	5	5	4	5	5	5	5	4	48
10	4	4	4	5	4	4	4	4	4	3	40
11	4	4	4	4	4	5	4	4	4	3	40
12	4	4	4	5	4	5	4	4	4	4	42
13	5	4	4	5	4	5	4	4	4	4	43
14	5	4	4	5	4	5	4	4	4	4	43
15	4	4	4	4	3	5	3	4	5	5	41
16	4	4	4	4	4	4	3	3	2	2	34
17	4	4	4	4	3	3	3	3	2	2	32
18	4	4	4	4	4	4	4	4	4	4	40
19	4	4	4	4	4	4	4	4	2	4	38
20	5	4	5	4	5	5	4	5	2	4	43
21	4	4	4	4	4	4	3	4	3	4	38
22	4	4	4	4	4	4	3	4	3	4	38
23	4	4	4	4	4	4	4	4	2	3	37
24	4	4	3	4	4	4	4	3	3	3	36
25	4	3	3	4	3	4	3	3	2	4	33
26	4	4	4	4	4	4	4	4	5	5	42
27	4	4	4	4	4	4	3	4	4	4	39
28	4	4	4	3	5	5	4	4	3	4	40
29	5	5	5	5	5	5	5	5	2	3	45
30	5	5	5	5	5	5	5	5	2	3	45
31	5	5	5	3	4	4	3	3	3	3	38
32	4	5	4	5	4	5	4	4	4	4	43
33	5	4	4	4	3	4	5	5	5	5	44
34	4	3	4	4	3	3	4	4	4	4	37
35	4	4	4	5	3	4	5	4	5	4	42
36	4	4	4	4	4	4	4	4	4	4	40
37	5	5	4	5	5	5	5	5	5	5	49
38	3	4	5	4	3	4	3	4	3	4	37
39	3	4	4	3	2	3	3	4	3	4	33

40	3	4	4	3	3	3	3	3	3	3	32
41	4	5	4	4	5	5	4	4	4	4	43
42	5	4	4	2	3	3	3	2	3	2	31
43	5	5	5	5	5	5	5	5	5	5	50
44	4	4	5	5	5	5	5	5	5	5	48
45	4	4	5	5	4	4	5	5	5	5	46
46	4	4	4	5	3	4	5	5	5	5	44
47	3	4	5	3	5	4	5	4	5	4	42
48	3	3	3	3	3	4	3	3	3	3	31
49	3	3	4	4	3	3	5	4	5	4	38
50	4	3	4	3	3	3	4	4	4	4	36
51	4	3	3	2	3	2	4	4	4	4	33
52	4	4	4	4	3	4	4	4	4	4	39
53	5	3	5	4	5	5	5	5	5	5	47
54	4	4	4	4	4	4	4	4	4	4	40
55	3	3	4	4	3	3	4	4	4	4	36
56	5	4	4	4	4	4	4	4	4	4	41
57	3	3	3	4	3	3	4	4	4	4	35

Jawaban Responden Variabel Lingkungan Kerja (X1)

LINGKUNGAN KERJA (X1)											
NO	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	TOTAL
1	3	4	4	5	4	5	4	4	3	4	40
2	4	4	4	4	4	5	4	4	4	4	41
3	4	4	4	4	4	4	4	4	4	4	40
4	5	4	5	5	5	5	4	4	4	4	45
5	4	4	4	5	4	5	4	4	3	4	41
6	4	4	4	5	4	5	4	4	3	4	41
7	5	5	5	5	4	5	4	5	4	4	46
8	5	5	5	5	4	5	5	5	5	4	48
9	5	5	5	5	4	5	5	5	5	4	48
10	4	4	4	5	4	4	4	4	4	3	40
11	4	4	4	4	4	5	4	4	4	3	40
12	4	4	4	5	4	5	4	4	4	4	42
13	5	4	4	5	4	5	4	4	4	4	43
14	5	4	4	5	4	5	4	4	4	4	43
15	4	4	4	4	3	5	3	4	5	5	41
16	4	4	4	4	4	4	3	3	2	2	34
17	4	4	4	4	3	3	3	3	2	2	32
18	4	4	4	4	4	4	4	4	4	4	40
19	4	4	4	4	4	4	4	4	2	4	38
20	5	4	5	4	5	5	4	5	2	4	43
21	4	4	4	4	4	4	3	4	3	4	38

22	4	4	4	4	4	4	3	4	3	4	38
23	4	4	4	4	4	4	4	4	2	3	37
24	4	4	3	4	4	4	4	3	3	3	36
25	4	3	3	4	3	4	3	3	2	4	33
26	4	4	4	4	4	4	4	4	5	5	42
27	4	4	4	4	4	4	3	4	4	4	39
28	4	4	4	3	5	5	4	4	3	4	40
29	5	5	5	5	5	5	5	5	2	3	45
30	5	5	5	5	5	5	5	5	2	3	45
31	3	4	4	4	4	4	3	4	4	4	38
32	3	4	4	4	4	4	3	3	3	3	35
33	3	4	3	3	4	4	4	3	3	4	35
34	4	4	4	4	4	4	3	4	4	4	39
35	4	5	4	4	4	4	4	3	3	4	39
36	4	5	4	4	5	4	3	3	4	4	40
37	5	5	5	5	4	4	4	4	4	4	44
38	4	4	3	3	4	3	3	3	3	3	33
39	4	4	5	4	4	4	3	4	4	4	40
40	4	4	4	4	4	4	5	3	2	4	38
41	3	4	4	4	4	3	3	4	3	4	36
42	4	4	5	5	4	4	3	3	4	4	40
43	3	4	4	3	3	4	3	4	5	3	36
44	4	4	3	3	4	3	4	5	3	3	36
45	4	4	4	3	5	5	3	4	5	3	40
46	5	5	4	3	3	3	4	4	4	4	39
47	3	4	4	5	4	4	3	3	3	3	36
48	4	4	4	4	4	4	4	4	4	4	40
49	4	3	3	3	3	3	4	5	3	2	33
50	4	4	4	4	4	4	3	3	3	3	36
51	4	4	4	4	3	3	3	3	3	4	35
52	4	4	4	4	4	3	2	3	3	3	34
53	4	4	5	5	3	3	2	4	5	5	40
54	5	4	5	5	4	5	4	5	5	5	47
55	3	4	2	4	4	2	2	2	4	5	32
56	4	4	4	4	4	3	3	4	3	4	37
57	4	4	3	2	3	3	3	4	4	5	35

Jawaban Responden Variabel Disiplin Kerja (X2)

DISIPLIN KERJA (X2)											
NO	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	TOTAL
1	4	4	4	4	5	4	5	5	4	4	43
2	4	4	4	4	4	4	4	4	4	4	40
3	4	4	4	4	4	4	4	4	4	4	40
4	4	4	4	4	5	4	4	4	4	4	41
5	4	4	4	4	5	4	5	5	4	4	43
6	4	4	4	4	5	4	5	5	4	4	43
7	4	4	4	5	5	5	5	5	5	5	47
8	4	4	4	5	5	4	5	5	4	4	44
9	4	4	4	5	5	4	5	5	4	4	44
10	4	4	4	5	5	4	5	5	4	4	44
11	4	4	4	5	5	4	5	5	4	4	44
12	4	4	4	5	5	4	5	5	4	4	44
13	4	4	4	4	5	4	4	5	4	4	42
14	4	4	4	4	5	4	4	5	5	4	43
15	4	4	4	4	4	3	4	4	4	4	39
16	4	4	4	4	4	4	4	4	4	4	40
17	3	3	3	4	4	3	4	4	4	4	36
18	4	4	4	4	4	4	4	4	4	4	40
19	4	4	4	4	4	4	4	4	4	4	40
20	4	4	4	4	4	4	5	5	4	4	42
21	4	4	4	4	4	4	4	4	4	4	40
22	4	4	4	4	4	4	4	4	4	4	40
23	4	4	4	4	4	4	4	4	4	4	40
24	4	4	3	4	4	4	4	4	4	4	39
25	2	3	3	4	4	4	3	3	3	3	32
26	4	4	4	4	4	4	4	4	4	4	40
27	4	4	4	4	4	4	4	4	4	4	40
28	4	4	4	3	3	4	4	4	4	4	38
29	5	5	5	5	5	5	5	5	5	5	50
30	5	5	5	5	5	5	5	5	5	5	50
31	4	4	4	4	4	3	4	4	4	4	39
32	4	5	4	5	5	4	5	4	5	5	46
33	5	5	5	5	4	5	5	5	5	5	49
34	5	5	5	5	4	4	3	3	3	4	41
35	5	5	5	4	4	5	5	3	3	4	43
36	4	4	4	4	4	4	4	4	4	4	40
37	5	5	5	5	5	5	5	5	5	5	50
38	3	5	3	3	5	4	3	3	3	3	35
39	4	3	4	3	3	2	4	3	4	4	34

Lampiran 8 Hasil Metode Succesive Interval (MSI)

Transformasi data Ordinal menjadi Interval (MSI)

Variabel Semangat Kerja (Y)

SEMANGAT KERJA (Y)											
NO	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	TOTAL
1	1.000	2.502	2.583	4.263	3.635	4.428	2.301	3.343	1.913	3.116	29.085
2	2.357	2.502	2.583	2.943	3.635	4.428	2.301	3.343	2.750	3.116	29.959
3	2.357	2.502	2.583	2.943	3.635	3.162	2.301	3.343	2.750	3.116	28.693
4	3.728	2.502	4.098	4.263	4.888	4.428	2.301	3.343	2.750	3.116	35.419
5	2.357	2.502	2.583	4.263	3.635	4.428	2.301	3.343	1.913	3.116	30.442
6	2.357	2.502	2.583	4.263	3.635	4.428	2.301	3.343	1.913	3.116	30.442
7	3.728	3.999	4.098	4.263	3.635	4.428	2.301	4.794	2.750	3.116	37.113
8	3.728	3.999	4.098	4.263	3.635	4.428	3.607	4.794	3.870	3.116	39.539
9	3.728	3.999	4.098	4.263	3.635	4.428	3.607	4.794	3.870	3.116	39.539
10	2.357	2.502	2.583	4.263	3.635	3.162	2.301	3.343	2.750	1.894	28.790
11	2.357	2.502	2.583	2.943	3.635	4.428	2.301	3.343	2.750	1.894	28.736
12	2.357	2.502	2.583	4.263	3.635	4.428	2.301	3.343	2.750	3.116	31.279
13	3.728	2.502	2.583	4.263	3.635	4.428	2.301	3.343	2.750	3.116	32.650
14	3.728	2.502	2.583	4.263	3.635	4.428	2.301	3.343	2.750	3.116	32.650
15	2.357	2.502	2.583	2.943	2.421	4.428	1.000	3.343	3.870	4.569	30.017
16	2.357	2.502	2.583	2.943	3.635	3.162	1.000	2.006	1.000	1.000	22.188
17	2.357	2.502	2.583	2.943	2.421	2.108	1.000	2.006	1.000	1.000	19.920
18	2.357	2.502	2.583	2.943	3.635	3.162	2.301	3.343	2.750	3.116	28.693
19	2.357	2.502	2.583	2.943	3.635	3.162	2.301	3.343	1.000	3.116	26.943
20	3.728	2.502	4.098	2.943	4.888	4.428	2.301	4.794	1.000	3.116	33.799
21	2.357	2.502	2.583	2.943	3.635	3.162	1.000	3.343	1.913	3.116	26.555
22	2.357	2.502	2.583	2.943	3.635	3.162	1.000	3.343	1.913	3.116	26.555
23	2.357	2.502	2.583	2.943	3.635	3.162	2.301	3.343	1.000	1.894	25.720
24	2.357	2.502	1.000	2.943	3.635	3.162	2.301	2.006	1.913	1.894	23.713
25	2.357	1.000	1.000	2.943	2.421	3.162	1.000	2.006	1.000	3.116	20.006
26	2.357	2.502	2.583	2.943	3.635	3.162	2.301	3.343	3.870	4.569	31.266
27	2.357	2.502	2.583	2.943	3.635	3.162	1.000	3.343	2.750	3.116	27.391
28	2.357	2.502	2.583	1.873	4.888	4.428	2.301	3.343	1.913	3.116	29.305
29	3.728	3.999	4.098	4.263	4.888	4.428	3.607	4.794	1.000	1.894	36.699
30	3.728	3.999	4.098	4.263	4.888	4.428	3.607	4.794	1.000	1.894	36.699
31	3.728	3.999	4.098	1.873	3.635	3.162	1.000	2.006	1.913	1.894	27.308
32	2.357	3.999	2.583	4.263	3.635	4.428	2.301	3.343	2.750	3.116	32.776
33	3.728	2.502	2.583	2.943	2.421	3.162	3.607	4.794	3.870	4.569	34.180
34	2.357	1.000	2.583	2.943	2.421	2.108	2.301	3.343	2.750	3.116	24.923
35	2.357	2.502	2.583	4.263	2.421	3.162	3.607	3.343	3.870	3.116	31.225
36	2.357	2.502	2.583	2.943	3.635	3.162	2.301	3.343	2.750	3.116	28.693
37	3.728	3.999	2.583	4.263	4.888	4.428	3.607	4.794	3.870	4.569	40.730
38	1.000	2.502	4.098	2.943	2.421	3.162	1.000	3.343	1.913	3.116	25.499

39	1.000	2.502	2.583	1.873	1.000	2.108	1.000	3.343	1.913	3.116	20.438
40	1.000	2.502	2.583	1.873	2.421	2.108	1.000	2.006	1.913	1.894	19.300
41	2.357	3.999	2.583	2.943	4.888	4.428	2.301	3.343	2.750	3.116	32.709
42	3.728	2.502	2.583	1.000	2.421	2.108	1.000	1.000	1.913	1.000	19.256
43	3.728	3.999	4.098	4.263	4.888	4.428	3.607	4.794	3.870	4.569	42.245
44	2.357	2.502	4.098	4.263	4.888	4.428	3.607	4.794	3.870	4.569	39.376
45	2.357	2.502	4.098	4.263	3.635	3.162	3.607	4.794	3.870	4.569	36.857
46	2.357	2.502	2.583	4.263	2.421	3.162	3.607	4.794	3.870	4.569	34.129
47	1.000	2.502	4.098	1.873	4.888	3.162	3.607	3.343	3.870	3.116	31.460
48	1.000	1.000	1.000	1.873	2.421	3.162	1.000	2.006	1.913	1.894	17.269
49	1.000	1.000	2.583	2.943	2.421	2.108	3.607	3.343	3.870	3.116	25.992
50	2.357	1.000	2.583	1.873	2.421	2.108	2.301	3.343	2.750	3.116	23.853
51	2.357	1.000	1.000	1.000	2.421	1.000	2.301	3.343	2.750	3.116	20.289
52	2.357	2.502	2.583	2.943	2.421	3.162	2.301	3.343	2.750	3.116	27.479
53	3.728	1.000	4.098	2.943	4.888	4.428	3.607	4.794	3.870	4.569	37.925
54	2.357	2.502	2.583	2.943	3.635	3.162	2.301	3.343	2.750	3.116	28.693
55	1.000	1.000	2.583	2.943	2.421	2.108	2.301	3.343	2.750	3.116	23.566
56	3.728	2.502	2.583	2.943	3.635	3.162	2.301	3.343	2.750	3.116	30.064
57	1.000	1.000	1.000	2.943	2.421	2.108	2.301	3.343	2.750	3.116	21.983

Variabel Lingkungan Kerja (X1)

LINGKUNGAN KERJA (X1)											
NO	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	TOTAL
1	1.000	3.004	3.367	4.595	2.580	4.559	3.537	3.639	2.055	3.317	31.654
2	2.487	3.004	3.367	3.251	2.580	4.559	3.537	3.639	3.005	3.317	32.748
3	2.487	3.004	3.367	3.251	2.580	3.304	3.537	3.639	3.005	3.317	31.493
4	3.960	3.004	4.840	4.595	4.183	4.559	3.537	3.639	3.005	3.317	38.639
5	2.487	3.004	3.367	4.595	2.580	4.559	3.537	3.639	2.055	3.317	33.141
6	2.487	3.004	3.367	4.595	2.580	4.559	3.537	3.639	2.055	3.317	33.141
7	3.960	4.734	4.840	4.595	2.580	4.559	3.537	4.996	3.005	3.317	40.124
8	3.960	4.734	4.840	4.595	2.580	4.559	4.857	4.996	4.116	3.317	42.555
9	3.960	4.734	4.840	4.595	2.580	4.559	4.857	4.996	4.116	3.317	42.555
10	2.487	3.004	3.367	4.595	2.580	3.304	3.537	3.639	3.005	2.067	31.586
11	2.487	3.004	3.367	3.251	2.580	4.559	3.537	3.639	3.005	2.067	31.498
12	2.487	3.004	3.367	4.595	2.580	4.559	3.537	3.639	3.005	3.317	34.092
13	3.960	3.004	3.367	4.595	2.580	4.559	3.537	3.639	3.005	3.317	35.564
14	3.960	3.004	3.367	4.595	2.580	4.559	3.537	3.639	3.005	3.317	35.564
15	2.487	3.004	3.367	3.251	1.000	4.559	2.298	3.639	4.116	4.772	32.495
16	2.487	3.004	3.367	3.251	2.580	3.304	2.298	2.352	1.000	1.000	24.645
17	2.487	3.004	3.367	3.251	1.000	2.197	2.298	2.352	1.000	1.000	21.958
18	2.487	3.004	3.367	3.251	2.580	3.304	3.537	3.639	3.005	3.317	31.493
19	2.487	3.004	3.367	3.251	2.580	3.304	3.537	3.639	1.000	3.317	29.488
20	3.960	3.004	4.840	3.251	4.183	4.559	3.537	4.996	1.000	3.317	36.647

21	2.487	3.004	3.367	3.251	2.580	3.304	2.298	3.639	2.055	3.317	29.304
22	2.487	3.004	3.367	3.251	2.580	3.304	2.298	3.639	2.055	3.317	29.304
23	2.487	3.004	3.367	3.251	2.580	3.304	3.537	3.639	1.000	2.067	28.238
24	2.487	3.004	2.006	3.251	2.580	3.304	3.537	2.352	2.055	2.067	26.644
25	2.487	1.000	2.006	3.251	1.000	3.304	2.298	2.352	1.000	3.317	22.016
26	2.487	3.004	3.367	3.251	2.580	3.304	3.537	3.639	4.116	4.772	34.059
27	2.487	3.004	3.367	3.251	2.580	3.304	2.298	3.639	3.005	3.317	30.254
28	2.487	3.004	3.367	2.059	4.183	4.559	3.537	3.639	2.055	3.317	32.208
29	3.960	4.734	4.840	4.595	4.183	4.559	4.857	4.996	1.000	2.067	39.791
30	3.960	4.734	4.840	4.595	4.183	4.559	4.857	4.996	1.000	2.067	39.791
31	1.000	3.004	3.367	3.251	2.580	3.304	2.298	3.639	3.005	3.317	28.767
32	1.000	3.004	3.367	3.251	2.580	3.304	2.298	2.352	2.055	2.067	25.279
33	1.000	3.004	2.006	2.059	2.580	3.304	3.537	2.352	2.055	3.317	25.214
34	2.487	3.004	3.367	3.251	2.580	3.304	2.298	3.639	3.005	3.317	30.254
35	2.487	4.734	3.367	3.251	2.580	3.304	3.537	2.352	2.055	3.317	30.987
36	2.487	4.734	3.367	3.251	4.183	3.304	2.298	2.352	3.005	3.317	32.301
37	3.960	4.734	4.840	4.595	2.580	3.304	3.537	3.639	3.005	3.317	37.511
38	2.487	3.004	2.006	2.059	2.580	2.197	2.298	2.352	2.055	2.067	23.105
39	2.487	3.004	4.840	3.251	2.580	3.304	2.298	3.639	3.005	3.317	31.726
40	2.487	3.004	3.367	3.251	2.580	3.304	4.857	2.352	1.000	3.317	29.522
41	1.000	3.004	3.367	3.251	2.580	2.197	2.298	3.639	2.055	3.317	26.710
42	2.487	3.004	4.840	4.595	2.580	3.304	2.298	2.352	3.005	3.317	31.783
43	1.000	3.004	3.367	2.059	1.000	3.304	2.298	3.639	4.116	2.067	25.855
44	2.487	3.004	2.006	2.059	2.580	2.197	3.537	4.996	2.055	2.067	26.988
45	2.487	3.004	3.367	2.059	4.183	4.559	2.298	3.639	4.116	2.067	31.780
46	3.960	4.734	3.367	2.059	1.000	2.197	3.537	3.639	3.005	3.317	30.816
47	1.000	3.004	3.367	4.595	2.580	3.304	2.298	2.352	2.055	2.067	26.623
48	2.487	3.004	3.367	3.251	2.580	3.304	3.537	3.639	3.005	3.317	31.493
49	2.487	1.000	2.006	2.059	1.000	2.197	3.537	4.996	2.055	1.000	22.337
50	2.487	3.004	3.367	3.251	2.580	3.304	2.298	2.352	2.055	2.067	26.767
51	2.487	3.004	3.367	3.251	1.000	2.197	2.298	2.352	2.055	3.317	25.330
52	2.487	3.004	3.367	3.251	2.580	2.197	1.000	2.352	2.055	2.067	24.362
53	2.487	3.004	4.840	4.595	1.000	2.197	1.000	3.639	4.116	4.772	31.650
54	3.960	3.004	4.840	4.595	2.580	4.559	3.537	4.996	4.116	4.772	40.959
55	1.000	3.004	1.000	3.251	2.580	1.000	1.000	1.000	3.005	4.772	21.612
56	2.487	3.004	3.367	3.251	2.580	2.197	2.298	3.639	2.055	3.317	28.197
57	2.487	3.004	2.006	1.000	1.000	2.197	2.298	3.639	3.005	4.772	25.409

Variabel Disiplin Kerja (X2)

DISIPLIN KERJA (X2)											
NO	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	TOTAL
1	3.313	2.422	3.371	3.421	4.492	3.469	4.559	4.230	3.371	2.487	35.135
2	3.313	2.422	3.371	3.421	3.208	3.469	3.228	2.972	3.371	2.487	31.261
3	3.313	2.422	3.371	3.421	3.208	3.469	3.228	2.972	3.371	2.487	31.261
4	3.313	2.422	3.371	3.421	4.492	3.469	3.228	2.972	3.371	2.487	32.545
5	3.313	2.422	3.371	3.421	4.492	3.469	4.559	4.230	3.371	2.487	35.135
6	3.313	2.422	3.371	3.421	4.492	3.469	4.559	4.230	3.371	2.487	35.135
7	3.313	2.422	3.371	4.750	4.492	4.888	4.559	4.230	4.750	3.960	40.736
8	3.313	2.422	3.371	4.750	4.492	3.469	4.559	4.230	3.371	2.487	36.465
9	3.313	2.422	3.371	4.750	4.492	3.469	4.559	4.230	3.371	2.487	36.465
10	3.313	2.422	3.371	4.750	4.492	3.469	4.559	4.230	3.371	2.487	36.465
11	3.313	2.422	3.371	4.750	4.492	3.469	4.559	4.230	3.371	2.487	36.465
12	3.313	2.422	3.371	4.750	4.492	3.469	4.559	4.230	3.371	2.487	36.465
13	3.313	2.422	3.371	3.421	4.492	3.469	3.228	4.230	3.371	2.487	33.804
14	3.313	2.422	3.371	3.421	4.492	3.469	3.228	4.230	4.750	2.487	35.183
15	3.313	2.422	3.371	3.421	3.208	2.224	3.228	2.972	3.371	2.487	30.016
16	3.313	2.422	3.371	3.421	3.208	3.469	3.228	2.972	3.371	2.487	31.261
17	1.886	1.000	2.108	3.421	3.208	2.224	3.228	2.972	3.371	2.487	25.904
18	3.313	2.422	3.371	3.421	3.208	3.469	3.228	2.972	3.371	2.487	31.261
19	3.313	2.422	3.371	3.421	3.208	3.469	3.228	2.972	3.371	2.487	31.261
20	3.313	2.422	3.371	3.421	3.208	3.469	4.559	4.230	3.371	2.487	33.851
21	3.313	2.422	3.371	3.421	3.208	3.469	3.228	2.972	3.371	2.487	31.261
22	3.313	2.422	3.371	3.421	3.208	3.469	3.228	2.972	3.371	2.487	31.261
23	3.313	2.422	3.371	3.421	3.208	3.469	3.228	2.972	3.371	2.487	31.261
24	3.313	2.422	2.108	3.421	3.208	3.469	3.228	2.972	3.371	2.487	29.998
25	1.000	1.000	2.108	3.421	3.208	3.469	2.059	1.962	2.108	1.000	21.333
26	3.313	2.422	3.371	3.421	3.208	3.469	3.228	2.972	3.371	2.487	31.261
27	3.313	2.422	3.371	3.421	3.208	3.469	3.228	2.972	3.371	2.487	31.261
28	3.313	2.422	3.371	2.265	2.108	3.469	3.228	2.972	3.371	2.487	29.005
29	4.840	3.843	4.750	4.750	4.492	4.888	4.559	4.230	4.750	3.960	45.062
30	4.840	3.843	4.750	4.750	4.492	4.888	4.559	4.230	4.750	3.960	45.062
31	3.313	2.422	3.371	3.421	3.208	2.224	3.228	2.972	3.371	2.487	30.016
32	3.313	3.843	3.371	4.750	4.492	3.469	4.559	2.972	4.750	3.960	39.478
33	4.840	3.843	4.750	4.750	3.208	4.888	4.559	4.230	4.750	3.960	43.778
34	4.840	3.843	4.750	4.750	3.208	3.469	2.059	1.962	2.108	2.487	33.475
35	4.840	3.843	4.750	3.421	3.208	4.888	4.559	1.962	2.108	2.487	36.066
36	3.313	2.422	3.371	3.421	3.208	3.469	3.228	2.972	3.371	2.487	31.261
37	4.840	3.843	4.750	4.750	4.492	4.888	4.559	4.230	4.750	3.960	45.062
38	1.886	3.843	2.108	2.265	4.492	3.469	2.059	1.962	2.108	1.000	25.190
39	3.313	1.000	3.371	2.265	2.108	1.524	3.228	1.962	3.371	2.487	24.629
40	1.886	1.000	2.108	2.265	2.108	2.224	2.059	1.962	2.108	1.000	18.718
41	3.313	1.000	2.108	2.265	2.108	3.469	3.228	4.230	3.371	3.960	29.051

42	1.886	2.422	4.750	3.421	3.208	3.469	3.228	2.972	4.750	1.000	31.105
43	4.840	3.843	4.750	4.750	4.492	4.888	4.559	4.230	4.750	3.960	45.062
44	4.840	3.843	4.750	4.750	4.492	4.888	4.559	4.230	4.750	3.960	45.062
45	3.313	2.422	4.750	3.421	3.208	4.888	3.228	1.962	1.000	1.000	29.192
46	4.840	1.000	4.750	2.265	2.108	2.224	3.228	2.972	4.750	3.960	32.096
47	3.313	2.422	4.750	3.421	4.492	4.888	3.228	4.230	4.750	2.487	37.982
48	3.313	2.422	2.108	2.265	2.108	3.469	2.059	1.962	2.108	1.000	22.812
49	3.313	1.000	1.000	1.524	1.000	1.000	1.000	1.000	4.750	3.960	19.547
50	3.313	1.000	2.108	2.265	2.108	3.469	3.228	2.972	3.371	2.487	26.320
51	3.313	2.422	3.371	2.265	3.208	2.224	3.228	2.972	2.108	1.000	26.110
52	3.313	1.000	3.371	3.421	3.208	3.469	3.228	2.972	3.371	2.487	29.839
53	4.840	2.422	3.371	3.421	3.208	2.224	2.059	1.962	4.750	3.960	32.215
54	3.313	2.422	3.371	3.421	3.208	3.469	3.228	2.972	3.371	2.487	31.261
55	1.886	1.000	2.108	2.265	2.108	2.224	2.059	2.972	2.108	1.000	19.728
56	4.840	3.843	4.750	3.421	2.108	2.224	2.059	1.000	2.108	2.487	28.838
57	4.840	3.843	4.750	1.000	4.492	4.888	4.559	4.230	3.371	2.487	38.461

Variabel Motivasi Ekstrinsik (X3)

MOTIVASI EKSTRINSIK (X3)											
NO	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	TOTAL
1	4.631	4.595	2.526	4.460	4.460	2.815	3.231	3.709	2.973	3.775	37.174
2	3.375	3.277	3.686	3.132	3.159	2.815	3.231	3.709	2.973	3.775	33.132
3	3.375	3.277	3.686	3.132	3.159	3.894	3.231	3.709	4.105	3.775	35.343
4	4.631	4.595	3.686	4.460	3.159	2.815	4.578	4.996	2.973	3.775	39.668
5	4.631	4.595	2.526	4.460	4.460	2.815	3.231	3.709	2.973	3.775	37.174
6	4.631	4.595	2.526	4.460	4.460	2.815	3.231	3.709	2.973	3.775	37.174
7	2.304	4.595	3.686	4.460	4.460	3.894	3.231	3.709	2.973	3.775	37.086
8	3.375	3.277	3.686	3.132	4.460	2.815	3.231	3.709	2.973	2.781	33.439
9	3.375	3.277	3.686	4.460	4.460	2.815	3.231	3.709	2.973	2.781	34.767
10	3.375	3.277	3.686	4.460	4.460	3.894	3.231	3.709	2.973	2.781	35.846
11	3.375	3.277	3.686	4.460	4.460	2.815	3.231	3.709	2.973	2.781	34.767
12	3.375	3.277	3.686	4.460	4.460	2.815	3.231	3.709	2.973	2.781	34.767
13	4.631	4.595	2.526	4.460	3.159	2.815	3.231	4.996	2.973	3.775	37.161
14	4.631	4.595	2.526	4.460	4.460	2.815	3.231	4.996	2.973	3.775	38.462
15	4.631	4.595	3.686	4.460	4.460	2.815	3.231	3.709	2.973	2.781	37.341
16	3.375	3.277	3.686	3.132	3.159	3.894	3.231	3.709	4.105	3.775	35.343
17	3.375	3.277	1.641	1.524	3.159	3.894	3.231	3.709	4.105	3.775	31.690
18	3.375	3.277	3.686	3.132	3.159	3.894	3.231	3.709	4.105	3.775	35.343
19	3.375	3.277	3.686	3.132	3.159	3.894	3.231	3.709	4.105	3.775	35.343
20	3.375	3.277	3.686	3.132	3.159	3.894	3.231	3.709	4.105	3.775	35.343
21	3.375	3.277	3.686	3.132	3.159	3.894	3.231	3.709	4.105	3.775	35.343
22	3.375	3.277	3.686	3.132	3.159	3.894	3.231	3.709	4.105	3.775	35.343
23	3.375	3.277	3.686	3.132	3.159	3.894	3.231	3.709	4.105	3.775	35.343

24	3.375	3.277	3.686	3.132	3.159	3.894	3.231	3.709	4.105	3.775	35.343
25	2.304	2.108	3.686	2.086	3.159	3.894	3.231	3.709	2.973	3.775	30.925
26	3.375	3.277	2.526	3.132	3.159	3.894	3.231	3.709	4.105	3.775	34.182
27	3.375	3.277	3.686	3.132	3.159	2.815	4.578	4.996	4.105	2.781	35.904
28	3.375	3.277	3.686	3.132	3.159	2.815	3.231	3.709	4.105	2.781	33.270
29	4.631	4.595	4.996	4.460	4.460	4.996	4.578	4.996	5.199	4.940	47.852
30	4.631	4.595	4.996	4.460	4.460	4.996	4.578	4.996	5.199	4.940	47.852
31	3.375	3.277	3.686	3.132	2.135	2.815	2.145	2.707	2.973	2.781	29.026
32	4.631	3.277	4.996	3.132	4.460	3.894	4.578	2.707	2.973	2.781	37.429
33	4.631	4.595	4.996	4.460	4.460	4.996	1.000	2.707	2.973	2.781	37.599
34	4.631	4.595	3.686	4.460	4.460	2.815	4.578	2.707	4.105	2.781	38.818
35	3.375	3.277	2.526	4.460	4.460	3.894	4.578	1.949	2.973	2.781	34.271
36	3.375	3.277	3.686	3.132	3.159	3.894	3.231	3.709	2.973	1.886	32.321
37	4.631	4.595	4.996	4.460	4.460	4.996	4.578	4.996	2.973	4.940	45.625
38	2.304	2.108	2.526	3.132	3.159	1.735	3.231	2.707	4.105	3.775	28.781
39	2.304	3.277	2.526	3.132	3.159	2.815	2.145	2.707	2.973	2.781	27.818
40	2.304	2.108	2.526	2.086	2.135	2.815	2.145	2.707	2.973	4.940	26.739
41	3.375	3.277	3.686	3.132	3.159	3.894	3.231	3.709	4.105	2.781	34.349
42	2.304	2.108	3.686	3.132	1.524	1.735	1.579	1.949	2.973	2.781	23.770
43	4.631	4.595	4.996	4.460	4.460	4.996	4.578	1.949	4.105	4.940	43.709
44	4.631	4.595	4.996	3.132	4.460	4.996	4.578	4.996	2.973	2.781	42.138
45	2.304	2.108	1.641	3.132	2.135	2.815	2.145	2.707	2.973	3.775	25.735
46	4.631	4.595	4.996	4.460	4.460	4.996	2.145	2.707	1.816	1.886	36.691
47	3.375	4.595	2.526	2.086	3.159	4.996	4.578	1.949	1.816	1.886	30.963
48	2.304	2.108	2.526	2.086	2.135	2.815	2.145	1.949	1.816	1.886	21.768
49	1.524	2.108	3.686	4.460	3.159	3.894	3.231	3.709	4.105	3.775	33.650
50	3.375	3.277	3.686	3.132	3.159	1.735	1.579	1.949	1.816	1.886	25.593
51	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	10.000
52	3.375	3.277	3.686	3.132	3.159	3.894	3.231	3.709	5.199	4.940	37.602
53	4.631	4.595	4.996	4.460	4.460	4.996	4.578	4.996	4.105	4.940	46.757
54	3.375	3.277	3.686	3.132	3.159	3.894	3.231	3.709	5.199	4.940	37.602
55	2.304	3.277	2.526	3.132	2.135	2.815	2.145	2.707	5.199	4.940	31.180
56	2.304	2.108	2.526	2.086	2.135	2.815	2.145	2.707	2.973	3.775	25.573
57	2.304	2.108	2.526	2.086	2.135	2.815	2.145	2.707	5.199	4.940	28.965

Lampiran 9 Hasil Uji Analisis Statistik Deskriptif

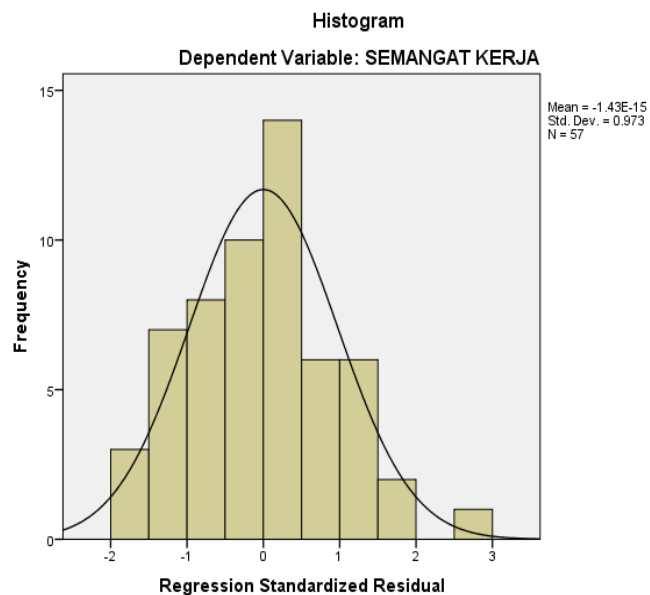
UJI ANALISIS STATISTIK DESKRIPSTIF

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
LINGKUNGAN KERJA	57	32	48	39.16	3.981
DISIPLIN KERJA	57	27	50	40.68	5.022
MOTIVASI EKSTRINSIK	57	10	50	38.51	6.144
SEMANGAT KERJA	57	31	50	40.25	4.741
Valid N (listwise)	57				

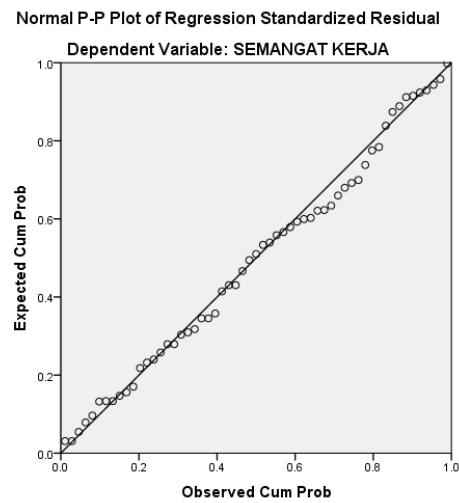
Lampiran 10 Hasil Uji Asumsi Klasik

UJI ASUMSI KLASIK

1. Uji Normalitas
 - a. Histogram



b. P-Plot



c. Kolmogorov-Smirnov

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		57
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	3.61435463
Most Extreme Differences	Absolute	.067
	Positive	.067
	Negative	-.040
Test Statistic		.067
Asymp. Sig. (2-tailed)		.200 ^{c,d}

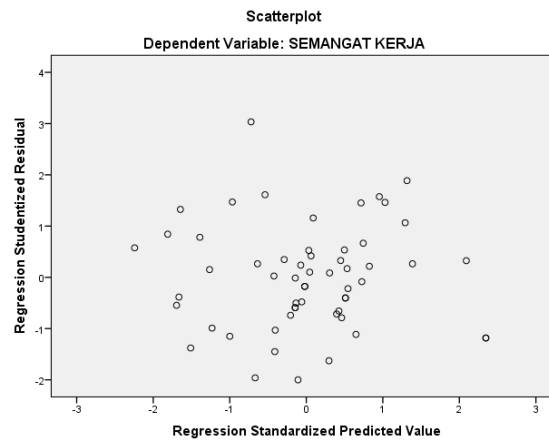
2. Uji Multikolonieritas

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-2.107	3.452		-.610	.544		
	LINGKUNGAN KERJA	.278	.105	.243	2.654	.010	.804	1.244
	DISIPLIN KERJA	.417	.105	.441	3.968	.000	.544	1.837
	MOTIVASI EKSTRINSIK	.273	.102	.289	2.689	.010	.582	1.719

a. Dependent Variable: SEMANGAT KERJA

3. Uji Heteroskedastisitas

a. Scatterplot



b. Uji Glajser

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.666	2.094		1.751	.086
	LINGKUNGAN KERJA	-.001	.063	-.002	-.012	.991
	DISIPLIN KERJA	.033	.064	.095	.515	.609
	MOTIVASI EKSTRINSIK	-.054	.062	-.158	-.883	.381

a. Dependent Variable: ABS_RES

4. Uji Autokorelasi

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.802 ^a	.643	.623	3.71524	1.935

Lampiran 11 Hasil Uji Analisis Regresi Linear Berganda

Analisis Regresi Linear Berganda

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-2.107	3.452		-.610	.544
	LINGKUNGAN KERJA	.278	.105	.243	2.654	.010
	DISIPLIN KERJA	.417	.105	.441	3.968	.000
	MOTIVASI EKSTRINSIK	.273	.102	.289	2.689	.010

a. Dependent Variable: SEMANGAT KERJA

Lampiran 12 Hasil Uji t

Uji t

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-2.107	3.452		-.610	.544
	LINGKUNGAN KERJA	.278	.105	.243	2.654	.010
	DISIPLIN KERJA	.417	.105	.441	3.968	.000
	MOTIVASI EKSTRINSIK	.273	.102	.289	2.689	.010

Lampiran 13 Hasil Uji F

Uji F
ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1318.913	3	439.638	31.851	.000 ^b
	Residual	731.559	53	13.803		
	Total	2050.472	56			

Lampiran 14 Hasil Uji Koefisien Determinasi

Koefisien Determinasi

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.802 ^a	.643	.623	3.71524

Lampiran 15 Data r tabel

Data r tabel

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
1	0.9877	0.9969	0.9995	0.9999	1.0000
2	0.9000	0.9500	0.9800	0.9900	0.9990
3	0.8054	0.8783	0.9343	0.9587	0.9911
4	0.7293	0.8114	0.8822	0.9172	0.9741
5	0.6694	0.7545	0.8329	0.8745	0.9509
6	0.6215	0.7067	0.7887	0.8343	0.9249
7	0.5822	0.6664	0.7498	0.7977	0.8983
8	0.5494	0.6319	0.7155	0.7646	0.8721
9	0.5214	0.6021	0.6851	0.7348	0.8470
10	0.4973	0.5760	0.6581	0.7079	0.8233
11	0.4762	0.5529	0.6339	0.6835	0.8010
12	0.4575	0.5324	0.6120	0.6614	0.7800

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
13	0.4409	0.5140	0.5923	0.6411	0.7604
14	0.4259	0.4973	0.5742	0.6226	0.7419
15	0.4124	0.4821	0.5577	0.6055	0.7247
16	0.4000	0.4683	0.5425	0.5897	0.7084
17	0.3887	0.4555	0.5285	0.5751	0.6932
18	0.3783	0.4438	0.5155	0.5614	0.6788
19	0.3687	0.4329	0.5034	0.5487	0.6652
20	0.3598	0.4227	0.4921	0.5368	0.6524
21	0.3515	0.4132	0.4815	0.5256	0.6402
22	0.3438	0.4044	0.4716	0.5151	0.6287
23	0.3365	0.3961	0.4622	0.5052	0.6178
24	0.3297	0.3882	0.4534	0.4958	0.6074
25	0.3233	0.3809	0.4451	0.4869	0.5974
26	0.3172	0.3739	0.4372	0.4785	0.5880
27	0.3115	0.3673	0.4297	0.4705	0.5790
28	0.3061	0.3610	0.4226	0.4629	0.5703
29	0.3009	0.3550	0.4158	0.4556	0.5620
30	0.2960	0.3494	0.4093	0.4487	0.5541
31	0.2913	0.3440	0.4032	0.4421	0.5465
32	0.2869	0.3388	0.3972	0.4357	0.5392
33	0.2826	0.3338	0.3916	0.4296	0.5322
34	0.2785	0.3291	0.3862	0.4238	0.5254
35	0.2746	0.3246	0.3810	0.4182	0.5189
36	0.2709	0.3202	0.3760	0.4128	0.5126
37	0.2673	0.3160	0.3712	0.4076	0.5066
38	0.2638	0.3120	0.3665	0.4026	0.5007
39	0.2605	0.3081	0.3621	0.3978	0.4950
40	0.2573	0.3044	0.3578	0.3932	0.4896
41	0.2542	0.3008	0.3536	0.3887	0.4843
42	0.2512	0.2973	0.3496	0.3843	0.4791
43	0.2483	0.2940	0.3457	0.3801	0.4742
44	0.2455	0.2907	0.3420	0.3761	0.4694
45	0.2429	0.2876	0.3384	0.3721	0.4647
46	0.2403	0.2845	0.3348	0.3683	0.4601
47	0.2377	0.2816	0.3314	0.3646	0.4557
48	0.2353	0.2787	0.3281	0.3610	0.4514
49	0.2329	0.2759	0.3249	0.3575	0.4473

Lampiran 16 Data t tabel

Data t tabel
Titik Presentase Distribusi t

Pr	0.25	0.10	0.05	0.025	0.01	0.005	0.001
df	0.50	0.20	0.10	0.050	0.02	0.010	0.002
1	1.00000	3.07768	6.31375	12.70620	31.82052	63.65674	318.30884
2	0.81650	1.88562	2.91999	4.30265	6.96456	9.92484	22.32712
3	0.76489	1.63774	2.35336	3.14245	4.54070	5.84091	10.21453
4	0.74070	1.53321	2.13185	2.77645	3.74695	4.60409	7.17318
5	0.72669	1.47588	2.01505	2.57058	3.36493	4.03214	5.89343
6	0.71756	1.43976	1.94318	2.44691	3.14267	3.70743	5.20763
7	0.71114	1.41492	1.89458	2.36462	2.99795	3.49948	4.78529
8	0.70639	1.39682	1.85955	2.30600	2.89646	3.35539	4.50079
9	0.70272	1.38303	1.83311	2.25216	2.82144	3.24984	4.29681
10	0.69981	1.37218	1.81246	2.20814	2.76377	3.16927	4.14370
11	0.69745	1.36343	1.79588	2.17099	2.71808	3.10581	4.02470
12	0.69548	1.35622	1.78229	2.13881	2.68100	3.05454	3.92963
13	0.69383	1.35017	1.77093	2.10937	2.65031	3.01228	3.85198
14	0.69242	1.34503	1.76131	2.08479	2.62449	2.97684	3.78739
15	0.69120	1.34061	1.75305	2.06145	2.60248	2.94671	3.73283
16	0.69013	1.33676	1.74588	2.03991	2.58349	2.92078	3.68615
17	0.68920	1.33338	1.73961	2.01982	2.56693	2.89823	3.64577
18	0.68836	1.33039	1.73406	2.00092	2.55238	2.87844	3.61048
19	0.68762	1.32773	1.72913	1.98302	2.53948	2.86093	3.57940
20	0.68695	1.32534	1.72472	1.96596	2.52798	2.84534	3.55181
21	0.68635	1.32319	1.72074	1.94961	2.51765	2.83136	3.52715
22	0.68581	1.32124	1.71714	1.93387	2.50832	2.81876	3.50499
23	0.68531	1.31946	1.71387	1.91866	2.49987	2.80734	3.48496
24	0.68485	1.31784	1.71088	1.90390	2.49216	2.79694	3.46678
25	0.68443	1.31635	1.70814	1.88954	2.48511	2.78744	3.45019
26	0.68404	1.31497	1.70562	1.87553	2.47863	2.77871	3.43500
27	0.68368	1.31370	1.70329	1.86183	2.47266	2.77068	3.42103
28	0.68335	1.31253	1.70113	1.84841	2.46714	2.76326	3.40816
29	0.68304	1.31143	1.69913	1.83523	2.46202	2.75639	3.39624
30	0.68276	1.31042	1.69726	1.82227	2.45726	2.75000	3.38518
31	0.68249	1.30946	1.69552	1.80951	2.45282	2.74404	3.37490
32	0.68223	1.30857	1.69389	1.79693	2.44868	2.73848	3.36531
33	0.68200	1.30774	1.69236	1.78452	2.44479	2.73328	3.35634
34	0.68177	1.30695	1.69092	1.77224	2.44115	2.72839	3.34793
35	0.68156	1.30621	1.68957	1.76011	2.43772	2.72381	3.34005
36	0.68137	1.30551	1.68830	1.74809	2.43449	2.71948	3.33262
37	0.68118	1.30485	1.68709	1.73619	2.43145	2.71541	3.32563
38	0.68100	1.30423	1.68595	1.72439	2.42857	2.71156	3.31903
39	0.68083	1.30364	1.68488	1.71269	2.42584	2.70791	3.31279
40	0.68067	1.30308	1.68385	1.70108	2.42326	2.70446	3.30688

41	0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127
42	0.68038	1.30204	1.68195	2.01808	2.41847	2.69807	3.29595
43	0.68024	1.30155	1.68107	2.01669	2.41625	2.69510	3.29089
44	0.68011	1.30109	1.68023	2.01537	2.41413	2.69228	3.28607
45	0.67998	1.30065	1.67943	2.01410	2.41212	2.68959	3.28148
46	0.67986	1.30023	1.67866	2.01290	2.41019	2.68701	3.27710
47	0.67975	1.29982	1.67793	2.01174	2.40835	2.68456	3.27291
48	0.67964	1.29944	1.67722	2.01063	2.40658	2.68220	3.26891
49	0.67953	1.29907	1.67655	2.00958	2.40489	2.67995	3.26508
50	0.67943	1.29871	1.67591	2.00856	2.40327	2.67779	3.26141
51	0.67933	1.29837	1.67528	2.00758	2.40172	2.67572	3.25789
52	0.67924	1.29805	1.67469	2.00665	2.40022	2.67373	3.25451
53	0.67915	1.29773	1.67412	2.00575	2.39879	2.67182	3.25127
54	0.67908	1.29743	1.67366	2.00488	2.39741	2.66998	3.24815
55	0.67898	1.29713	1.67303	2.00404	2.39608	2.66822	3.24515
56	0.67890	1.29685	1.67252	2.00324	2.39480	2.66651	3.24226
57	0.67882	1.29658	1.67203	2.00247	2.39357	2.66487	3.23948
58	0.67874	1.29632	1.67155	2.00172	2.39238	2.66329	3.23680
59	0.67867	1.29607	1.67109	2.00100	2.39123	2.66176	3.23421
60	0.67860	1.29582	1.67065	2.00030	2.39012	2.66028	3.23171
61	0.67853	1.29558	1.67022	1.99962	2.38905	2.65886	3.22930
62	0.67847	1.29536	1.66980	1.99897	2.38801	2.65748	3.22696
63	0.67840	1.29513	1.66940	1.99834	2.38701	2.65615	3.22471
64	0.67834	1.29492	1.66901	1.99773	2.38604	2.65485	3.22253
65	0.67828	1.29471	1.66864	1.99714	2.38510	2.65360	3.22041
66	0.67823	1.29451	1.66827	1.99656	2.38419	2.65239	3.21837
67	0.67817	1.29432	1.66792	1.99601	2.38330	2.65122	3.21639
68	0.67811	1.29413	1.66757	1.99547	2.38245	2.65008	3.21446
69	0.67806	1.29394	1.66724	1.99495	2.38161	2.64898	3.21260
70	0.67801	1.29376	1.66691	1.99444	2.38081	2.64790	3.21079

Lampiran 17 Data F tabel

Data F tabel

$\alpha = 0,05$ $df_2=(n-k-1)$	$df_1=(k-1)$							
	1	2	3	4	5	6	7	8
1	161.44 8	199.00	215.70 7	224.583	230.162	233.98 6	236.768	238.883
2	18.513	19.000	19.164	19.247	19.296	19.330	19.353	19.371
3	10.128	9.552	9.277	9.117	9.013	8.941	8.887	8.845
4	7.709	6.944	6.591	6.388	6.256	6.163	6.094	6.041
5	6.608	5.886	5.409	5.192	5.050	4.950	4.876	4.818
6	5.987	5.443	4.757	4.534	4.387	4.284	4.207	4.147
7	5.591	4.937	4.347	4.120	3.972	3.866	3.787	3.726
8	5.318	4.659	4.066	3.838	3.687	3.581	3.500	3.438
9	5.117	4.456	3.863	3.633	3.482	3.374	3.293	3.230
10	4.965	4.303	3.708	3.478	3.326	3.217	3.135	3.072

$\alpha = 0,05$ $df_2=(n-k-1)$	$df_1=(k-1)$							
	1	2	3	4	5	6	7	8
11	4.844	3.982	3.587	3.357	3.204	3.095	3.012	2.948
12	4.747	3.885	3.490	3.259	3.106	2.996	2.913	2.849
13	4.667	3.806	3.411	3.179	3.025	2.915	2.832	2.767
14	4.600	3.739	3.344	3.112	2.958	2.848	2.764	2.699
15	4.543	3.682	3.287	3.056	2.901	2.790	2.707	2.641
16	4.494	3.634	3.239	3.007	2.852	2.741	2.657	2.591
17	4.451	3.592	3.197	2.965	2.810	2.699	2.614	2.548
18	4.414	3.555	3.160	2.928	2.773	2.661	2.577	2.510
19	4.381	3.522	3.127	2.895	2.740	2.628	2.544	2.477
20	4.351	3.493	3.098	2.866	2.711	2.599	2.514	2.447
21	4.325	3.467	3.072	2.840	2.685	2.573	2.488	2.420
22	4.301	3.443	3.049	2.817	2.661	2.549	2.464	2.397
23	4.279	3.422	3.028	2.796	2.640	2.528	2.442	2.375
24	4.260	3.403	3.009	2.776	2.621	2.508	2.423	2.355
25	4.242	3.385	2.991	2.759	2.603	2.490	2.405	2.337
26	4.225	3.369	2.975	2.743	2.587	2.474	2.388	2.321
27	4.210	3.354	2.960	2.728	2.572	2.459	2.373	2.305
28	4.196	3.340	2.947	2.714	2.558	2.445	2.359	2.291
29	4.183	3.328	2.934	2.701	2.545	2.432	2.346	2.278
30	4.171	3.316	2.922	2.690	2.534	2.421	2.334	2.266
31	4.160	3.305	2.911	2.679	2.523	2.409	2.323	2.255
32	4.149	3.295	2.901	2.668	2.512	2.399	2.313	2.244
33	4.139	3.285	2.892	2.659	2.503	2.389	2.303	2.235
34	4.130	3.276	2.883	2.650	2.494	2.380	2.294	2.225
35	4.121	3.267	2.874	2.641	2.485	2.372	2.285	2.217
36	4.113	3.259	2.866	2.634	2.477	2.364	2.277	2.209
37	4.105	3.252	2.859	2.626	2.470	2.356	2.270	2.201
38	4.098	3.245	2.852	2.619	2.463	2.349	2.262	2.194
39	4.091	3.238	2.845	2.612	2.456	2.342	2.255	2.187
40	4.085	3.232	2.839	2.606	2.449	2.336	2.249	2.180
41	4.079	3.226	2.833	2.600	2.443	2.330	2.243	2.174
42	4.073	3.220	2.827	2.594	2.438	2.324	2.237	2.168
43	4.067	3.214	2.822	2.589	2.432	2.318	2.232	2.163
44	4.062	3.209	2.816	2.584	2.427	2.313	2.226	2.157
45	4.057	3.204	2.812	2.579	2.422	2.308	2.221	2.152
46	4.052	3.200	2.807	2.574	2.417	2.304	2.216	2.147
47	4.047	3.195	2.802	2.570	2.413	2.299	2.212	2.143
48	4.043	3.191	2.798	2.565	2.409	2.295	2.207	2.138
49	4.038	3.187	2.794	2.561	2.404	2.290	2.203	2.134
50	4.034	3.183	2.790	2.557	2.400	2.286	2.199	2.130
51	4.030	3.179	2.786	2.553	2.397	2.283	2.195	2.126
52	4.027	3.175	2.783	2.550	2.393	2.279	2.192	2.122
53	4.023	3.172	2.779	2.546	2.389	2.275	2.188	2.119
54	4.020	3.168	2.776	2.543	2.386	2.272	2.185	2.115
55	4.016	3.165	2.773	2.540	2.383	2.269	2.181	2.112
56	4.013	3.162	2.769	2.537	2.380	2.266	2.178	2.109
57	4.010	3.159	2.766	2.534	2.377	2.263	2.175	2.106
58	4.007	3.156	2.764	2.531	2.374	2.260	2.172	2.103
59	4.004	3.153	2.761	2.528	2.371	2.257	2.169	2.100
60	4.001	3.150	2.758	2.525	2.368	2.254	2.167	2.097

Lampiran 18 Tabel DW

Tabel DW

n	k=1		k=2		k=3		k=4		k=5	
	dL	dU	dL	dU	dL	dU	dL	dU	dL	dU
6	0.6102	1.4002								
7	0.6996	1.3564	0.4672	1.8964						
8	0.7629	1.3324	0.5591	1.7771	0.3674	2.2866				
9	0.8243	1.3199	0.6291	1.6993	0.4548	2.1282	0.2957	2.5881		
10	0.8791	1.3197	0.6972	1.6413	0.5253	2.0163	0.3760	2.4137	0.2427	2.8217
11	0.9273	1.3241	0.7580	1.6044	0.5948	1.9280	0.4441	2.2833	0.3155	2.6446
12	0.9708	1.3314	0.8122	1.5794	0.6577	1.8640	0.5120	2.1766	0.3796	2.5061
13	1.0097	1.3404	0.8612	1.5621	0.7147	1.8159	0.5745	2.0943	0.4445	2.3897
14	1.0450	1.3503	0.9054	1.5507	0.7667	1.7788	0.6321	2.0296	0.5052	2.2959
15	1.0770	1.3605	0.9455	1.5432	0.8140	1.7501	0.6852	1.9774	0.5620	2.2198
16	1.1062	1.3709	0.9820	1.5386	0.8572	1.7277	0.7340	1.9351	0.6150	2.1567
17	1.1330	1.3812	1.0154	1.5361	0.8968	1.7101	0.7790	1.9005	0.6641	2.1041
18	1.1576	1.3913	1.0461	1.5353	0.9331	1.6961	0.8204	1.8719	0.7098	2.0600
19	1.1804	1.4012	1.0743	1.5355	0.9666	1.6851	0.8588	1.8482	0.7523	2.0226
20	1.2015	1.4107	1.1004	1.5367	0.9976	1.6763	0.8943	1.8283	0.7918	1.9908
21	1.2212	1.4200	1.1246	1.5385	1.0262	1.6694	0.9272	1.8116	0.8286	1.9635
22	1.2395	1.4289	1.1471	1.5408	1.0529	1.6640	0.9578	1.7974	0.8629	1.9400
23	1.2567	1.4375	1.1682	1.5435	1.0778	1.6597	0.9864	1.7855	0.8949	1.9196
24	1.2728	1.4458	1.1878	1.5464	1.1010	1.6565	1.0131	1.7753	0.9249	1.9018
25	1.2879	1.4537	1.2063	1.5495	1.1228	1.6540	1.0381	1.7666	0.9530	1.8863
26	1.3022	1.4614	1.2236	1.5528	1.1432	1.6523	1.0616	1.7591	0.9794	1.8727
27	1.3157	1.4688	1.2399	1.5562	1.1624	1.6510	1.0836	1.7527	1.0042	1.8608
28	1.3284	1.4759	1.2553	1.5596	1.1805	1.6503	1.1044	1.7473	1.0276	1.8502
29	1.3405	1.4828	1.2699	1.5631	1.1976	1.6499	1.1241	1.7426	1.0497	1.8409
30	1.3520	1.4894	1.2837	1.5666	1.2138	1.6498	1.1426	1.7386	1.0706	1.8326
31	1.3630	1.4957	1.2969	1.5701	1.2292	1.6500	1.1602	1.7352	1.0904	1.8252
32	1.3734	1.5019	1.3093	1.5736	1.2437	1.6505	1.1769	1.7323	1.1092	1.8187
33	1.3834	1.5078	1.3212	1.5770	1.2576	1.6511	1.1927	1.7298	1.1270	1.8128
34	1.3929	1.5136	1.3325	1.5805	1.2707	1.6519	1.2078	1.7277	1.1439	1.8076
35	1.4019	1.5191	1.3433	1.5838	1.2833	1.6528	1.2221	1.7259	1.1601	1.8029
36	1.4107	1.5245	1.3537	1.5872	1.2953	1.6539	1.2358	1.7245	1.1755	1.7987
37	1.4190	1.5297	1.3635	1.5904	1.3068	1.6550	1.2489	1.7233	1.1901	1.7950
38	1.4270	1.5348	1.3730	1.5937	1.3177	1.6563	1.2614	1.7223	1.2042	1.7916
39	1.4347	1.5396	1.3821	1.5969	1.3283	1.6575	1.2734	1.7215	1.2176	1.7886
40	1.4421	1.5444	1.3908	1.6000	1.3384	1.6589	1.2848	1.7209	1.2305	1.7859
41	1.4493	1.5490	1.3992	1.6031	1.3480	1.6603	1.2958	1.7205	1.2428	1.7835
42	1.4562	1.5534	1.4073	1.6061	1.3573	1.6617	1.3064	1.7202	1.2546	1.7814
43	1.4628	1.5577	1.4151	1.6091	1.3663	1.6632	1.3166	1.7200	1.2660	1.7794
44	1.4692	1.5619	1.4226	1.6120	1.3749	1.6647	1.3263	1.7200	1.2769	1.7777

n	k=1		k=2		k=3		k=4		k=5	
	dL	dU	dL	dU	dL	dU	dL	dU	dL	dU
45	1.4754	1.5660	1.4298	1.6148	1.3832	1.6662	1.3357	1.7200	1.2874	1.7762
46	1.4814	1.5700	1.4368	1.6176	1.3912	1.6677	1.3448	1.7201	1.2976	1.7748
47	1.4872	1.5739	1.4435	1.6204	1.3989	1.6692	1.3535	1.7203	1.3073	1.7736
48	1.4928	1.5776	1.4500	1.6231	1.4064	1.6708	1.3619	1.7206	1.3167	1.7725
49	1.4982	1.5813	1.4564	1.6257	1.4136	1.6723	1.3701	1.7210	1.3258	1.7716
50	1.5035	1.5849	1.4625	1.6283	1.4206	1.6739	1.3779	1.7214	1.3346	1.7708
51	1.5086	1.5884	1.4684	1.6309	1.4273	1.6754	1.3855	1.7218	1.3431	1.7701
52	1.5135	1.5917	1.4741	1.6334	1.4339	1.6769	1.3929	1.7223	1.3512	1.7694
53	1.5183	1.5951	1.4797	1.6359	1.4402	1.6785	1.4000	1.7228	1.3592	1.7689
54	1.5230	1.5983	1.4851	1.6383	1.4464	1.6800	1.4069	1.7234	1.3669	1.7684
55	1.5276	1.6014	1.4903	1.6406	1.4523	1.6815	1.4136	1.7240	1.3743	1.7681
56	1.5320	1.6045	1.4954	1.6430	1.4581	1.6830	1.4201	1.7246	1.3815	1.7678
57	1.5363	1.6075	1.5004	1.6452	1.4637	1.6845	1.4264	1.7253	1.3885	1.7675
58	1.5405	1.6105	1.5052	1.6475	1.4692	1.6860	1.4325	1.7259	1.3953	1.7673
59	1.5446	1.6134	1.5099	1.6497	1.4745	1.6875	1.4385	1.7266	1.4019	1.7672
60	1.5485	1.6162	1.5144	1.6518	1.4797	1.6889	1.4443	1.7274	1.4083	1.7671
61	1.5524	1.6189	1.5189	1.6540	1.4847	1.6904	1.4499	1.7281	1.4146	1.7671
62	1.5562	1.6216	1.5232	1.6561	1.4896	1.6918	1.4554	1.7288	1.4206	1.7671
63	1.5599	1.6243	1.5274	1.6581	1.4943	1.6932	1.4607	1.7296	1.4265	1.7671
64	1.5635	1.6268	1.5315	1.6601	1.4990	1.6946	1.4659	1.7303	1.4322	1.7672
65	1.5670	1.6294	1.5355	1.6621	1.5035	1.6960	1.4709	1.7311	1.4378	1.7673
66	1.5704	1.6318	1.5395	1.6640	1.5079	1.6974	1.4758	1.7319	1.4433	1.7675
67	1.5738	1.6343	1.5433	1.6660	1.5122	1.6988	1.4806	1.7327	1.4486	1.7676
68	1.5771	1.6367	1.5470	1.6678	1.5164	1.7001	1.4853	1.7335	1.4537	1.7678
69	1.5803	1.6390	1.5507	1.6697	1.5205	1.7015	1.4899	1.7343	1.4588	1.7680
70	1.5834	1.6413	1.5542	1.6715	1.5245	1.7028	1.4943	1.7351	1.4637	1.7683